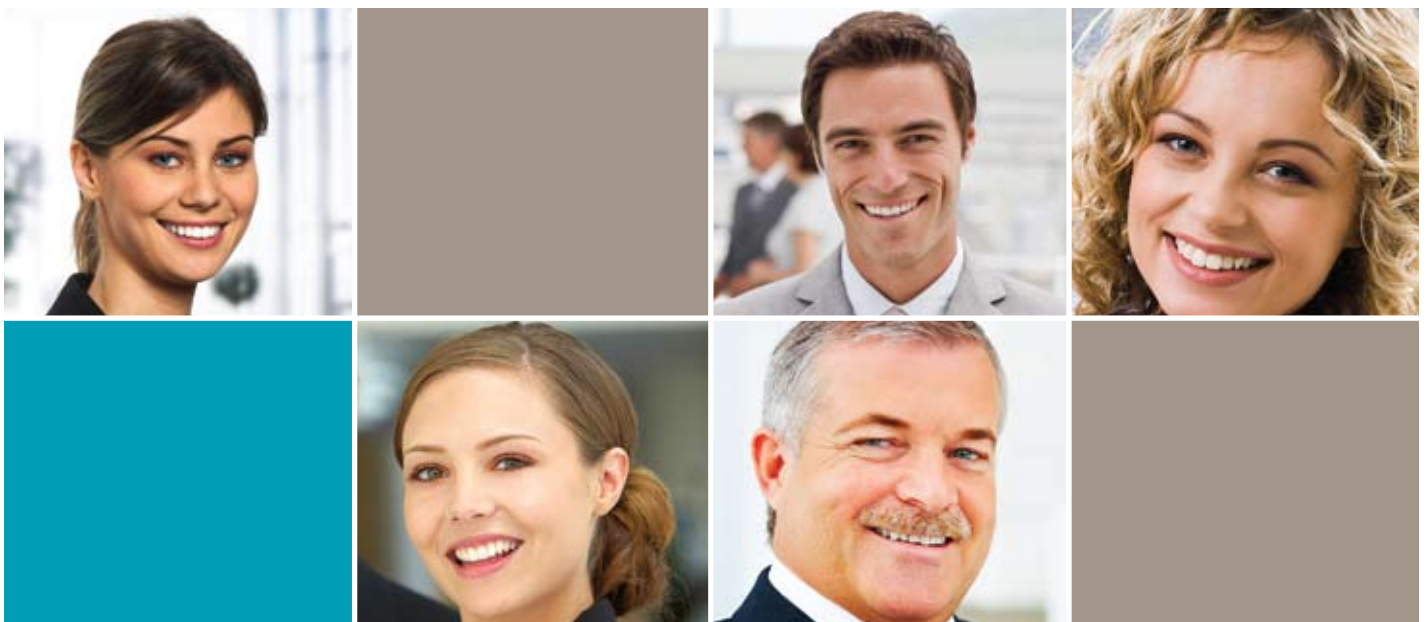




Adelaide IT&T Salary Index

April 2010





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Market Update: April 2010

The forecast for South Australia's IT sector is strong growth over the medium to long term, as the economy recovers from the effects of last year's downturn, and on the back of proposed resources and defence industry expansion over the next five years.

The early signs of this growth have become evident in SA over the last three months, with dramatic month-on-month increases in the number of IT roles available.

More job options are becoming available to candidates for both permanent and contract IT roles. In fact, the IT skills pool is becoming tighter with an increasing number of candidates having more than one offer on the table and candidates being counter offered by employers trying to retain key talent.

There has been a particular increase in demand for Helpdesk and Desktop Support and .Net Developers. We are also starting to see an increase in demand for Business Analysts and Project Managers.

Skills shortage forecast for mid-year

If the growth in the number of roles available continues, we expect that the market will begin showing signs of a skills shortage as early as mid-year.

The consequences of a skills shortage would include upward pressure on salaries and contract rates, as well as rising staff turnover as employees pursue contract and higher-paying roles.

Peoplebank is advising IT employers to have a very clear employee value proposition, that will help build employee loyalty in the months and years ahead.



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Development Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Architect	\$80,000	\$90,000	\$150,000	\$70	\$150
Business Analyst	\$65,000	\$85,000	\$100,000	\$45	\$90
Developer - .Net	\$50,000	\$70,000	\$90,000	\$40	\$75
Developer - C++ (Developer - ETL Datawarehouses)	\$65,000	\$75,000	\$100,000	\$45	\$85
Developer - Java / J2EE	\$58,000	\$75,000	\$85,000	\$45	\$65
Developer - VB (Developer - Business Intelligence)	\$65,000	\$80,000	\$90,000	\$45	\$65
Enterprise Architect	\$80,000	\$90,000	\$120,000	\$75	\$130
IT Consultant - Functional	\$85,000	\$95,000	\$130,000	\$70	\$150
IT Consultant - Technical	\$85,000	\$90,000	\$130,000	\$70	\$130
J2EE Architect	\$85,000	\$80,000	\$100,000	\$50	\$80
Oracle Developer	\$65,000	\$75,000	\$95,000	\$45	\$80
Project Manager	\$75,000	\$90,000	\$110,000	\$60	\$120
Software Build & Release Manager	\$75,000	\$90,000	\$110,000	\$70	\$100
Solutions Architect	\$85,000	\$100,000	\$130,000	\$80	\$140
Technical Writer	\$50,000	\$70,000	\$80,000	\$40	\$65
Test Analyst	\$45,000	\$65,000	\$75,000	\$35	\$60
Test Manager	\$70,000	\$90,000	\$100,000	\$65	\$80



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ERP Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Oracle Financials Functional	\$75,000	\$90,000	\$110,000	\$65	\$100
Oracle Financials Technical	\$75,000	\$90,000	\$100,000	\$60	\$95
PeopleSoft Functional	\$70,000	\$90,000	\$120,000	\$65	\$100
PeopleSoft Technical	\$70,000	\$90,000	\$120,000	\$65	\$100
SAP ABAP	\$70,000	\$90,000	\$110,000	\$50	\$80
SAP Basis Administrator	\$70,000	\$95,000	\$120,000	\$70	\$100
SAP Functional	\$70,000	\$100,000	\$140,000	\$65	\$100

Sales & Marketing Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Account Manager	\$45,000	\$50,000	\$80,000	\$50	\$70
BDM/Sales Executive: Hardware/Infrastructure	\$50,000	\$60,000	\$80,000	\$45	\$65
BDM/Sales Executive: Software/Services	\$65,000	\$70,000	\$85,000	\$45	\$65
Channel/Product Manager	\$60,000	\$80,000	\$100,000	\$50	\$70
Pre/Post Sales Support	\$50,000	\$65,000	\$80,000	\$45	\$70
Sales - Internal	\$45,000	\$50,000	\$60,000	\$30	\$45
Sales and Marketing Manager	\$80,000	\$90,000	\$130,000	\$50	\$100

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Management Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Development Manager - Large scale	\$90,000	\$100,000	\$100,000	\$75	\$100
Applications Development Manager - Small scale	\$85,000	\$95,000	\$100,000	\$75	\$90
CIO/IT Director	\$120,000	\$150,000	\$250,000+	\$120	\$250
Computer Operations Manager	\$85,000	\$100,000	\$120,000	\$90	\$110
Help Desk Manager	\$70,000	\$95,000	\$120,000	\$90	\$110
I.T. Manager	\$80,000	\$120,000	\$150,000	\$85	\$120
Program Manager	\$100,000	\$130,000	\$180,000	\$100	\$160
Service Delivery Manager	\$90,000	\$120,000	\$150,000	\$100	\$140
Technology & Infrastructure Manager - Large scale	\$130,000	\$130,000	\$160,000	\$100	\$140

Web & e-Commerce Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Web Content Manager/Web Master	\$70,000	\$80,000	\$90,000	\$45	\$65
Web Designer	\$45,000	\$55,000	\$75,000	\$45	\$70
Web Developer - Back End	\$48,000	\$60,000	\$75,000	\$40	\$65
Web Developer - Front End	\$50,000	\$55,000	\$80,000	\$40	\$65
Web Producer	\$45,000	\$50,000	\$60,000	\$45	\$65



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Support Infrastructure Administration Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Data Communications Engineer	\$60,000	\$75,000	\$100,000	\$45	\$80
DBA - DB2	\$65,000	\$85,000	\$90,000	\$45	\$65
DBA - Oracle	\$65,000	\$75,000	\$95,000	\$50	\$80
DBA - SQL Server	\$60,000	\$80,000	\$90,000	\$50	\$70
DBA - Sybase	\$60,000	\$75,000	\$95,000	\$50	\$70
Desktop/PC Support	\$40,000	\$50,000	\$65,000	\$40	\$55
Help Desk Support	\$37,000	\$45,000	\$58,000	\$22	\$40
Infrastructure Architect	\$75,000	\$85,000	\$95,000	\$65	\$95
Network Designer	\$75,000	\$85,000	\$85,000	\$55	\$75
Network Engineer	\$65,000	\$70,000	\$90,000	\$60	\$85
Operator	\$45,000	\$45,000	\$60,000	\$35	\$50
Project Manager	\$80,000	\$90,000	\$120,000	\$65	\$120
Security Administrator	\$75,000	\$75,000	\$90,000	\$55	\$85
Security Architect	\$80,000	\$80,000	\$90,000	\$50	\$75
Security Engineer	\$80,000	\$80,000	\$90,000	\$50	\$75
Trainers	\$65,000	\$85,000	\$90,000	\$50	\$75
Unix Systems Administration	\$75,000	\$90,000	\$95,000	\$65	\$85



Adelaide IT&T Salary Index

About The Peoplebank IT&T Salary Index

The Peoplebank IT&T Salary Index is based upon IT&T job offers and employment activity in Adelaide during the past three months.

Permanent Salaries

All permanent salaries listed are **base salaries only** and do not include bonuses, superannuation, commissions or other benefits.

When formulating salary ranges, as a general rule...

Junior: Less than 3 years of experience in the role

Intermediate: 3 to 5 years in the role

Senior: More than 5 years in the role

Contract Rates

Please note that all rates listed are the **'Rate to the Contractor'** only and do not include management fees, superannuation, bonus, commissions or any other benefits or fees.

When formulating Contractor ranges, as a general rule...

From: the average minimum hourly rate achieved

To: the average maximum hourly rate achieved

Contract rates are generally determined by the skills and experience of the individual contractor combined with the market demand for those particular skills at the time the contract was offered.

The figures provided are based on aggregate averages, some rates may fall slightly below the minimum or slightly over the maximum, however these were generally considered as exceptions.

More Information

To learn more about the Peoplebank IT&T Salary Index, please feel free to contact one of our recruitment specialists on 08 8112 7400 or email adelaide@peoplebank.com.au