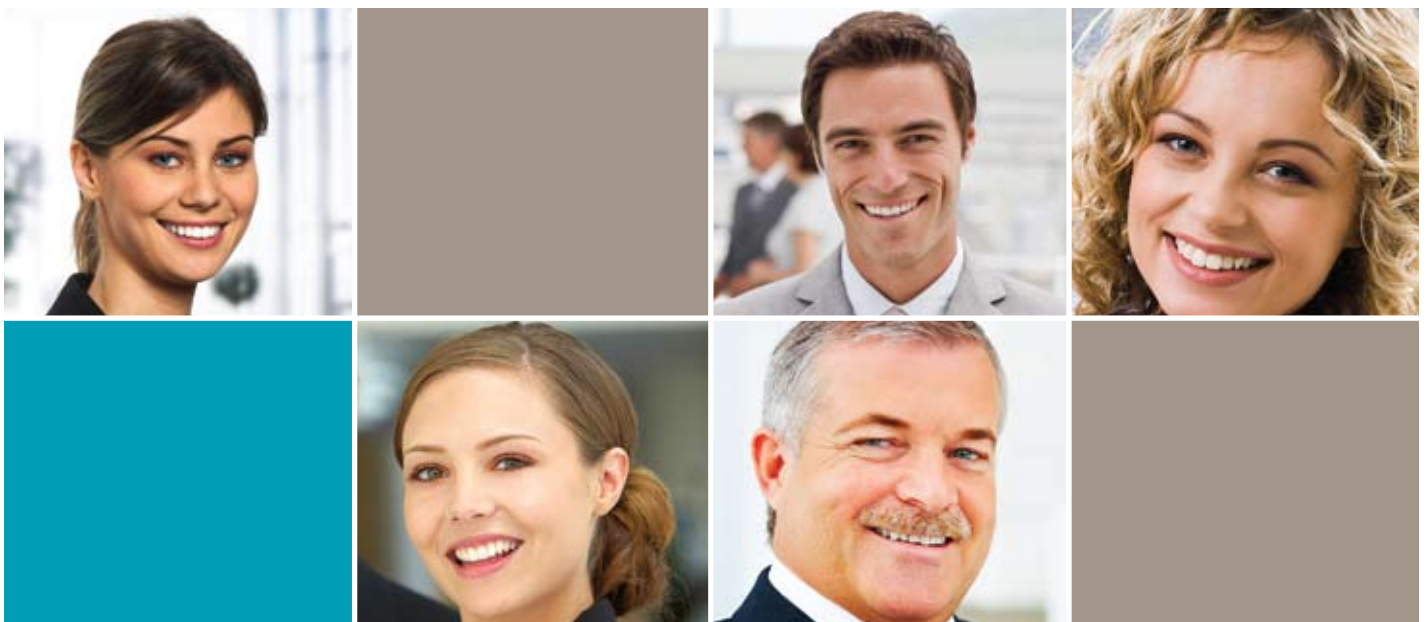




Sydney IT&T Salary Index

April 2010





Sydney IT&T Salary Index

Market Update: April 2010

Demand for both permanent and contract ICT staff – which first began strengthening at the end of 2009 – has continued at stronger levels during Q1 of 2010.

Overall the number of roles available has grown by 30 percent for permanent opportunities and 20 percent for contract roles.

Additionally, the average number of hours worked by contractors has risen – albeit slightly – as employers push ahead with transformational projects that will enable them to gain competitive advantage as market conditions improve.

The upward pressure on salaries and contract rates that is expected to be a major theme of 2010 has already had an impact on contract rates – which have risen by around 3 to 5 percent.

While permanent salaries are yet to record a measurable increase, the strengthening market and growth in the number of jobs available has meant that candidates are in a position to select from several job offers.

While the core systems upgrade projects in the financial services sector continue to absorb IT skills – there is also broadening demand from across the industry for especially Project Managers and professionals with Java and .NET skills.



Sydney IT&T Salary Index

Development Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Architect	n/a	\$130,000	\$150,000	\$800	\$1,000
Business Analyst	\$75,000	\$95,000	\$110,000	\$600	\$800
Developer - .Net	\$80,000	\$100,000	\$110,000	\$400	\$600
Developer - C++	\$75,000	\$95,000	\$110,000	\$400	\$650
Developer - Java / J2EE	\$80,000	\$95,000	\$110,000	\$550	\$750
Developer - VB (Developer - Business Intelligence)	\$70,000	\$90,000	\$100,000	\$450	\$600
Enterprise Architect	\$110,000	\$135,000	\$160,000	\$900	\$1,500
IT Consultant - Functional	\$60,000	\$90,000	\$120,000	\$800	\$1,500
IT Consultant - Technical	\$70,000	\$95,000	\$130,000	\$800	\$1,200
J2EE Architect	\$110,000	\$140,000	\$150,000	\$800	\$1,000
Oracle Developer	\$60,000	\$80,000	\$110,000	\$500	\$700
Project Manager	\$90,000	\$120,000	\$140,000	\$650	\$1,000
Software Build & Release Manager	\$60,000	\$90,000	\$125,000	\$700	\$900
Solutions Architect	n/a	\$125,000	\$150,000	\$700	\$1,000
Technical Writer	\$55,000	\$70,000	\$90,000	\$450	\$550
Test Analyst	\$60,000	\$80,000	\$90,000	\$360	\$650
Test Manager	\$80,000	\$100,000	\$120,000	\$650	\$1,000



Sydney IT&T Salary Index

ERP Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Oracle Financials Functional	\$65,000	\$100,000	\$120,000	\$800	\$1,000
Oracle Financials Technical	\$65,000	\$100,000	\$120,000	\$700	\$900
PeopleSoft Functional	\$65,000	\$100,000	\$120,000	\$700	\$1,000
PeopleSoft Technical	\$65,000	\$100,000	\$120,000	\$700	\$900
SAP ABAP	\$65,000	\$95,000	\$120,000	\$600	\$800
SAP Basis Administrator	\$60,000	\$100,000	\$120,000	\$600	\$800
SAP Functional	\$70,000	\$100,000	\$130,000	\$700	\$1,000

Sales & Marketing Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Account Manager	\$45,000	\$70,000	\$90,000
BDM/Sales Executive: Hardware/Infrastructure	n/a	\$100,000	\$120,000
BDM/Sales Executive: Software/Services	n/a	\$100,000	\$140,000
Channel/Product Manager	\$60,000	\$80,000	\$120,000
Pre/Post Sales Support	\$65,000	\$88,000	\$120,000
Sales - Internal	\$44,000	\$55,000	\$65,000
Sales and Marketing Manager	n/a	\$130,000	\$150,000

Sydney IT&T Salary Index

Management Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Applications Development Manager - large scale	n/a	\$150,000	\$200,000	\$900	\$1,200
Applications Development Manager - small scale	n/a	\$120,000	\$150,000	\$700	\$900
CIO/IT Director	n/a	\$250,000	\$350,000	\$2,000	\$2,500
Computer Operations Manager	\$80,000	\$80,000	\$110,000	\$600	\$700
Help Desk Manager	\$75,000	\$90,000	\$100,000	\$600	\$700
I.T. Manager	n/a	\$120,000	\$180,000	\$1,000	\$1,200
Program Manager	n/a	\$130,000	\$180,000	\$1,000	\$2,000
Service Delivery Manager	\$90,000	\$130,000	\$160,000	\$650	\$850
Technology & Infrastructure Manager - large scale	n/a	\$140,000	\$200,000	\$900	\$1,200

Web & e-Commerce Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Web Content Manager/Web Master	\$60,000	\$70,000	\$90,000	\$500	\$600
Web Designer	\$55,000	\$70,000	\$90,000	\$320	\$650
Web Developer - Back End	\$55,000	\$85,000	\$100,000	\$320	\$800
Web Developer - Front End	\$55,000	\$80,000	\$95,000	\$300	\$600
Web Producer	\$55,000	\$70,000	\$85,000	\$400	\$600



Sydney IT&T Salary Index

Support Infrastructure Administration Positions

Position Titles	Permanent Salaries			Contract Rates	
	Junior	Intermediate	Senior	From	To
Data Communications Engineer	\$70,000	\$80,000	\$90,000	\$650	\$850
DBA - DB2	\$80,000	\$100,000	\$120,000	\$600	\$700
DBA - Oracle	\$80,000	\$110,000	\$130,000	\$550	\$800
DBA - SQL Server	\$75,000	\$110,000	\$140,000	\$550	\$800
DBA - Sybase	\$65,000	\$90,000	\$120,000	\$600	\$800
Desktop/PC Support	\$50,000	\$70,000	\$80,000	\$240	\$450
Help Desk Support	\$45,000	\$60,000	\$70,000	\$200	\$300
Infrastructure Architect	\$85,000	\$110,000	\$150,000	\$600	\$800
Network Designer	\$75,000	\$100,000	\$130,000	\$900	\$1,000
Network Engineer	\$65,000	\$95,000	\$120,000	\$650	\$850
Operator	\$40,000	\$50,000	\$70,000	\$250	\$450
Project Manager	\$90,000	\$120,000	\$160,000	\$650	\$950
Security Administrator	\$60,000	\$70,000	\$80,000	\$450	\$650
Security Architect	n/a	\$130,000	\$150,000	\$800	\$1,100
Security Engineer	\$80,000	\$110,000	\$130,000	\$650	\$850
Trainers	\$60,000	\$70,000	\$100,000	\$400	\$900
Unix Systems Administration	\$65,000	\$100,000	\$120,000	\$600	\$800



Sydney 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 Sydney during the past 3 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 daily rate achieved

To: the average maximum daily 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.

Salary and Rate Movements

Salaries and rates shown in **green** indicate an increase over the past three months whilst those shown in **red** indicate a decrease.

More Information

To learn more about the Peoplebank IT&T Salary Index, please feel free to contact one of our recruitment specialists on 02 9409 4700 or email sydney@peoplebank.com.au