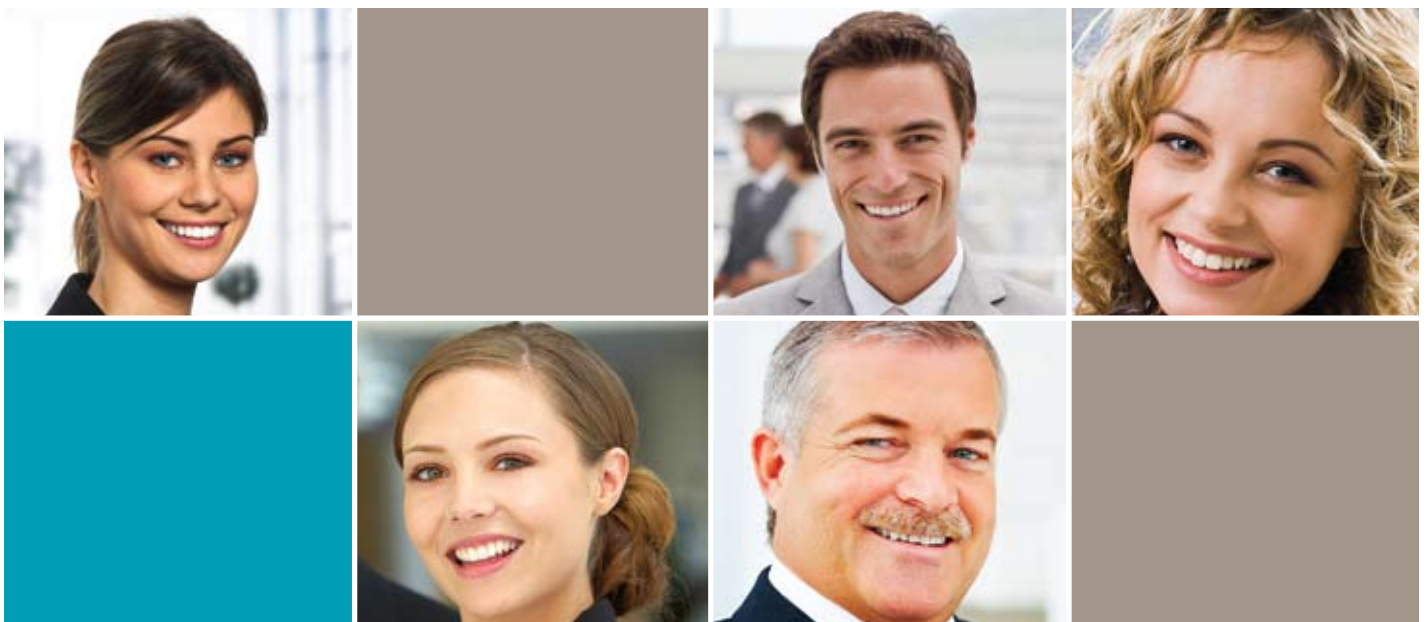




Adelaide IT&T Salary Index

November 2009





Adelaide IT&T Salary Index

Market Update: November 2009

IT business confidence is returning to Adelaide. From record low levels in February 2009, confidence is now approaching levels of the 'boom' years 2003-2005.

South Australia's economy is continuing to perform strongly with labour force participation at near-record levels and huge mining potential with surging exploration and production set to follow. South Australia is also the high-technology centre for Australia's defence industry, with more than \$10 billion in contracts.

Reflecting these strengths, the Adelaide market over the past three months has begun to see a lift in demand for skilled IT professionals. Specifically...

Permanent recruitment remains flat, as employers reflect a mood of 'cautious optimism' by upskilling their teams with contract staff – at least in the short term.

As business confidence further strengthens, we expect to see an increase in demand for permanent staff in the first quarter of 2010.

Contract opportunities have remained steady. Since late June 2009 Peoplebank has observed a rise in demand for contractors as projects that had been shelved (due to the downturn) come back online. This lift has been sustained over the past three months and we expect that it will increase again in the New Year.

Skills in most demand are for Testers, Exchange Engineers, Infrastructure Engineers, Oracle Developers, Cisco and Infrastructure Support.



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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 - Visual Basic (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