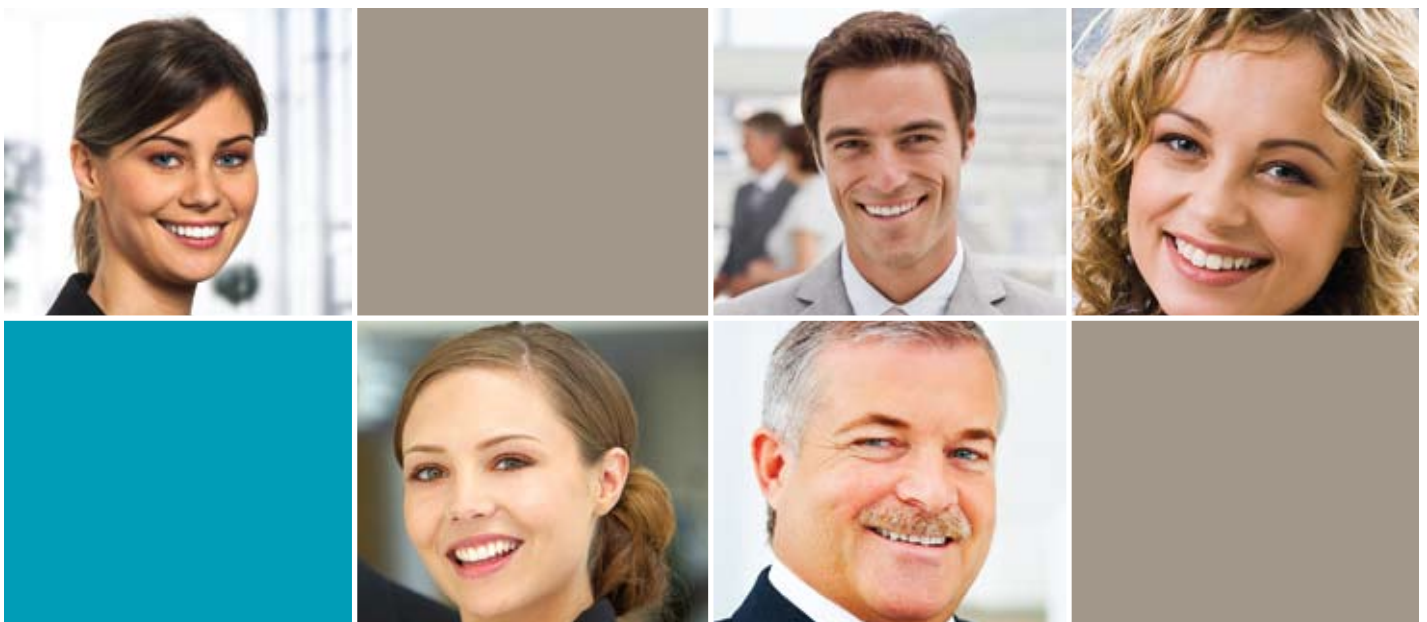




# Sydney IT&T Salary Index

November 2009





## Sydney IT&T Salary Index

### **Market Update: November 2009**

Demand for both permanent and contract ICT staff has continued to strengthen over the past three months. Strengthened demand is particularly evident in the permanent sector (which has continued increasing month-on-month) and in the Financial Services Industry.

Candidates are increasingly in a position to select from several job offers, a clear indicator of a stronger market position for the remainder of 2009 and leading into 2010.

### **Key Market Indicators**

#### **Banking and finance projects are underpinning demand**

In addition to the core banking systems upgrades by the Big Four banks, there are a number of projects coming on-line to further progress the integration of acquisitions in the sector.

The nature of these projects means there is particular demand for ICT contractors and project related staff – such as Project Managers, Solutions Architects and Business Analysts with an ongoing demand for Test Analysts and Test Managers.

There has also been a lift in demand for Organisational Change specialists, reflecting the need to re-engineer internal processes following acquisitions.

#### **Strength in the IT services sector**

The IT services sector has remained fairly buoyant with a number of projects underway requiring integration/transition skills. There has been particular demand for Project Managers, Project Coordinators, Business Analysts and ITIL Service Managers.

#### **State Government hiring Java, Change and Project staff**

Despite the NSW Government's staff freeze impacting the overall demand for contractors, there are still ongoing opportunities for Java Developers, Change Managers, Project Managers and Business Analysts with previous Government experience.



## Sydney IT&T Salary Index

### **Market Update: November 2009 continued**

#### **In Demand Skills**

##### **Contract**

Java Developers, System Testers (Stress & Volume), Websphere Consultants, Project Managers (Transition & Transformation skills), Cisco Network Designer - Data & Voice, Solution Architects, Business Analysts and Project Coordinators.

##### **Permanent**

Change & Release Managers with infrastructure experience, SAP - Project Managers, Solutions Architects, Business Analysts, Java Developers and Service Desk staff.



## 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	\$100,000	\$120,000	\$600	\$800
Developer - .Net	\$75,000	\$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 - Visual Basic (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	\$160,000	\$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	\$600
Test Analyst	\$60,000	\$80,000	\$90,000	\$360	\$650
Test Manager	\$80,000	\$110,000	\$130,000	\$650	\$900



## 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	\$150,000	\$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	\$700
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	\$850
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	\$80,000	\$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](mailto:sydney@peoplebank.com.au)