



**There is an increased demand for niche IT skills as digital technology is embedded across the banking industry. Increasing regulatory requirements also means that organisations need to grow capacity through recruitment or by up-skilling existing employees. Many organisations are developing business plans which include cyber security and this is driving demand for specialised skills as the threat of security and keeping customer data secure is key.**

**Transformation projects which have a customer centric approach will become a key focus in the financial sector. With competition in the market at a peak, it is vital for organisations to make their processes and systems customer friendly to guarantee customer satisfaction. This means that professionals with such skills will not only have greater salary opportunities in 2017, but a wider scope of choice for their own career progression.**



“Cyber security is driving demand for specialised skills as the threat of security is rising and criminal activity is heightened.”

## HOT ON THE AGENDA OF A HIRING MANAGER

Many companies will continue to grow their capability in the analytics space, with various technologies in Big Data professionals being very difficult to find in the Australian market. We predict a big shift towards agile methodologies in order to increase creativity and innovation, reduce development risks and encourage more adaptable businesses processes. Subsequently, an application of such methodologies will become an increasing expectation of hiring managers in this area. There is also an unprecedented emphasis on soft skills such as communication and emotional intelligence as well as the technical ability of a candidate.

## ADVICE FOR HIRING MANAGERS

Efficiency will be an essential element in the recruitment process, especially in the contracting market where strong candidates are interviewing at more than one company and receiving multiple offers or counter offers. The ability to move quickly and have an efficient interview process will be the biggest strength to companies in securing the best professionals.

Staff retention is still centred around work-life balance and flexible working hours, as both remain key drivers in a candidate’s career mutation. The ability to offer this to existing employees will also improve staff retention.

## SALARY STATUS 2016 AND 2017

Salaries in technology are divided, with roles such as business analysts and project managers seeing rates stall at their current level. However in the development, Big Data and cyber security space, salary increases continue to rise significantly above inflation, and this will continue in 2017.



## 2016 GAME CHANGERS

- Monetisation and the security of customer’s data continue to trend across IT in the financial services sector.
- There is an emphasis to replace legacy systems which will allow companies to share data across their organisation, as well as making it more user-friendly and customer orientated.



## EXPERIENCE WHICH IS HARD TO FIND

- Digital transformation, particularly in UX and UI design
- Statistical analysis
- Data mining



## TOP PREDICTIONS FOR 2017

- A shortage of quality candidates such as agile coaches, BI/DW developers, mobile developers and DevOps engineers will lead to individuals receiving multiple offers.
- Non financial incentives, such as flexible working and company culture will also be influential in a candidate's decision to take a role.
- Agile methodologies will become an integral assessment of a candidate's capability and experience.

### INFORMATION TECHNOLOGY BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUS (\$)	
	2016	2017	2016	2017
<b>Project services</b>				
Agile Coach	180 - 220k	180 - 220k	850 - 1100	900 - 1200
Scrum/Iteration Manager	170 - 230k	170 - 230k	800 - 1000	800 - 1000
Senior Project Manager	150 - 195k	160 - 210k	900 - 1250	900 - 1250
Project Manager	115 - 145k	120 - 160k	700 - 900	650 - 900
Programme/Portfolio Manager	170 - 240k	170 - 240k	1100 - 1500	1000 - 1550
Project Co-ordinator/PMO Analyst	80 - 110k	85 - 120k	320 - 640	350 - 650
Change Manager	135 - 185k	150 - 200k	800 - 1100	900 - 1150
Senior Business/Systems Analyst	110 - 140k	120 - 140k	650 - 900	650 - 900
Business Systems Analyst	90 - 120k	90 - 120k	500 - 650	550 - 700
<b>BI/ERP/CRM</b>				
BI/DW Developer	100 - 145k	100 - 145k	625 - 875	600 - 900
Solutions/Technical Architect	130 - 175k	130 - 175k	800 - 1250	850 - 1250
ERP/CRM Consultant	100 - 155k	120 - 160k	700 - 900	700 - 1000
Testing/Development				
Tech Lead	110 - 160k	130 - 160k	850 - 1050	850 - 1050
Developer	90 - 150k	90 - 150k	450 - 700	500 - 750
Tester	70 - 130k	85 - 130k	400 - 600	450 - 650
UX/UI Designer	95 - 135k	100 - 140k	650 - 900	675 - 925
Mobile Developer	95 - 135k	100 - 140k	650 - 850	650 - 850
<b>Infrastructure</b>				
Security Analyst	80 - 120k	85 - 125k	550 - 900	650 - 800
Network Engineer	110 - 150k	110 - 140k	500 - 700	500 - 750
DevOps Engineer	90 - 110k	110 - 130k	480 - 680	500 - 700
Trade Floor Support	85 - 140k	85 - 140k	600 - 800	600 - 800

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.