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2016 GAME CHANGERS

The most significant change is the decline in recruitment of professionals at manager level. Digital transformation coupled with flattened organisational structures has encouraged the increase in salaries of those professionals with technical skills, over those at management level.



EXPERIENCE WHICH IS HARD TO FIND

- Big Data
- Cyber security
- Digital skills
- Robotics and automation

The contracting market has been mature in Australia for a number of years. However, in 2016 we saw more of a shift towards a ‘gig economy’ with a significant amount of technology professionals who would normally only look for permanent work, now favouring contracting roles.

Professionals are prioritising interesting projects over the stability of permanent positions and employers are giving confidence to contractors with high volume and longevity in their contracts.

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HOT ON THE AGENDA OF A HIRING MANAGER

- The increased reality of the risk of security breaches continue to drive the cyber security agenda and maintain the importance of cyber security strategies for organisations. Roles such as cyber security robotics will be in high demand, and we predict an increased transition from traditional firewall engineers to an investment in complete cyber security and monitoring.
- Digital transformation still remains high on the agenda of most organisations and therefore Big Data and digital professionals will continue to be in high demand.

ADVICE FOR HIRING MANAGERS

- Top IT talent demand more than just competitive pay to attract them to a role. While salary rates did increase in 2016 we found that top talent looked for interesting and innovative projects with modern technologies and opportunities where they feel their contributions are being valued.
- A collaborative culture where employees (including contractors) feel valued is key to attracting and retaining the best talent in the market. The training and up-skilling of graduates and junior level employees will also be vital to address the current skills shortage.

SALARY STATUS 2017

- Salary activity remained consistent across the low-level operations positions including service desk, systems administration and some SAP/ERP skills, Java and development testing. The disparity between the number of candidates seeking roles in this market against the level of opportunities continues to exist and has been perpetuated by the offshoring of such skills.
- Conversely, in emerging skill sets such as Big Data, DevOps, cyber security and digital development we are seeing demand outstripping supply of qualified candidates, causing an increase in salary rates in 2017 as the skill gap widens.



TOP PREDICTIONS FOR 2017

- We expect there will be a continued shift towards a 'gig economy' and a focus on a 'contractor' heavy market.
- Further gap skills in technical roles and for the competition for top talent in Big Data, Cyber Security, Robotics and Digital is expected to continue.

INFORMATION TECHNOLOGY COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUS (\$)	
	2016	2017	2016	2017
Management				
Programme Manager	150 - 210k	155 - 220k	950 - 1305	1000 - 1350
Change Manager	140 - 190k	145 - 200k	750 - 950	750 - 950
Agile Delivery Manager	140 - 200k	145 - 210k	700 - 1100	750 - 1100
Project Manager	90 - 130k	95 - 160k	600 - 900	650 - 1000
Project Co-ordinator/Administrator	60 - 95k	65 - 100k	320 - 580	330 - 600
Business Analyst	85 - 125k	85 - 125k	450 - 650	500 - 900
ERP/CRM/BI				
Senior Consultant	130 - 160k	135 - 170k	800 - 1200	850 - 1300
Consultant	95 - 135k	100 - 135k	600 - 900	650 - 950
Architecture				
Enterprise Architect	150 - 220k	160 - 230k	1000 - 1500	1000 - 1500
Solutions/Technical/Security Architect	130 - 180k	135 - 180k	900 - 1250	900 - 1300
Development/Testing				
UX/UI Designers	100 - 155k	100 - 160k	600 - 850	600 - 1000
Mobile Applications Developer	85 - 160k	90 - 160k	550 - 950	550 - 950
Senior Developer	100 - 145k	110 - 145k	600 - 850	650 - 900
Developer	70 - 110k	80 - 110k	400 - 600	400 - 600
Test Lead	90 - 115k	90 - 120k	600 - 750	600 - 750
Test Analyst	60 - 100k	60 - 100k	350 - 600	350 - 600
Infrastructure				
Network/System Engineer	75 - 110k	80 - 160k	400 - 680	700 - 950
Cyber Security Analyst	90 - 120k	95 - 130k	650 - 800	700 - 800
Systems Administrator	70 - 110k	80 - 120k	390 - 680	400 - 700
DevOps Engineer	80 - 140k	50 - 150k	500 - 1000	550 - 1000

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