

Enterprise

IT RESOURCES

Sydney IT Salaries Guide 2020



OVERVIEW

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FOREWORD

Welcome to the Enterprise IT Resources Sydney IT Salaries Guide for 2020.

Every year, we create this guide to aid employers, employees and contractors within Sydney's IT sector to understand current job satisfaction trends and labour rates for IT and Business Transformation roles within the Australian market, and Sydney in particular.

This year, we feature salary and contractor rate information drawn from nearly 4,000 respondents. Additionally, we have compiled a variety of year-on-year insights such as job satisfaction rates and gender representation from nearly 2,000 professionals.

Below you will find our breakdown of the key numbers as they pertain to all respondents, as well as a sector-specific analysis of key roles within the industry, these being:

- **Project Management**
- **Business Analysis**
- **Development**
- **Architects**
- **Change Management**
- **Business Intelligence**
- **UI/UX**

You will also find a comprehensive salary index that provides a to-the-minute snapshot of salaries and rates within the Sydney IT industry. We hope you find all of these insights interesting and valuable, and that they will be of use to you when considering your organisation's IT requirements, or your next potential career move within your field.

KEY FINDINGS



Managers reading this report should be starkly aware of the amount of employees who claim they are actively seeking new job opportunities. The number of active job searchers across all categories rose 8.52 points to 33.12%. The biggest increase was in Change Management, where 22.56% more respondents said they were actively looking compared to last year.



Change Management proved to be an area of massive growth this year. 50% more respondents stated they were a part of this category than in previous years. This contrasts with UI/UX roles, which saw a drop in respondents of 85%.



The percentage of female respondents fell this year. The greatest decrease was in the UI/UX job category, where female representation dropped by just over 16%. Only three of seven job categories saw an increase in women: Change Management, Architects and Business Intelligence.



Honing in on permanent employees (as opposed to contractors, who would be naturally inclined to be on the lookout for new work), those in UI/UX roles are the most likely to be actively searching (40%), followed by Business Intelligence (31.58%) and Change Management (33.33%).



The roles least likely to be actively seeking new employment are in Development (22.68% stating they are not actively looking), Project Management (20%) and Business Intelligence (18.42%).

OVERALL ANALYSIS

Sydney IT professionals remain in high demand, with our survey finding the average median salary to be \$117,000 and the median contract rate \$850 p/d. Across seven job categories, Architects tend to have the highest salary potential (with an average upper end of \$173,000), although of course some specific roles outlined in our salary index, such as those in the C-Suite, can earn much higher. The majority of respondents are permanent employees, however the numbers of contractors rose dramatically in some specific sectors, and overall increased by 10% from 2019 figures.

From a demographics perspective, results show some unexpected changes. Despite positive movement regarding representation across industries, the number of females in the Sydney IT sector has slightly dropped (1.9 points down to 20.75%). This can also be said for the number of younger workers - while there are slightly more Millennials in the industry now, the number of Generation Z professionals dropped 1.76 points to 7.03%, implying that there are fewer Millennials and Gen Z workers combined now than in the previous 12 months.

Respondents' bonuses, priorities in a new role and most frequently received benefits are all identical or near-identical to last year. Working from home and flexible work hours remain the most popular benefits across the sector, up 1.16% and 1.04% from last year, respectively. Employee bonuses and priorities are the same as last year - this is important, as it shows a clear and consistent connection YOY between employers and employees with regards to what workers want (workers desire work/life balance and it is what they are being offered).

This connection may have had an impact, if only slight, on employee satisfaction measures. Rates of job satisfaction, professional development support, the feeling of being valued and pay transparency are all up from last year. Pay transparency, which scored the lowest in both 2019 and 2020, saw the highest growth: up 5.36 percent to 2.9 out of 5. However, employers shouldn't rest easy as there is still a lot of work to be done to improve employee loyalty. The number of workers on the lookout for new employment remains significant - those respondents actively searching for a new role rose nearly 10% so that now a third of IT professionals are seeking other roles. Additionally, over half of all respondents claimed to be keeping an eye out for new opportunities, if not actively searching.



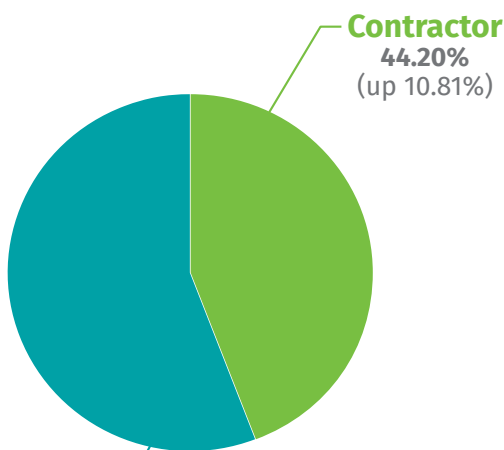
MEDIAN SALARY \$117,000



MEDIAN CONTRACT RATE P/D \$850



CONTRACTOR/PERM SPLIT



Permanent
55.80%
(down 10.81%)

Contractor
44.20%
(up 10.81%)



TOP 3 BONUSES



End of Year Bonus



Performance Bonus



Company Shares



PRIORITIES IN A NEW ROLE



Great Team



Work/Life Balance



Higher Salary

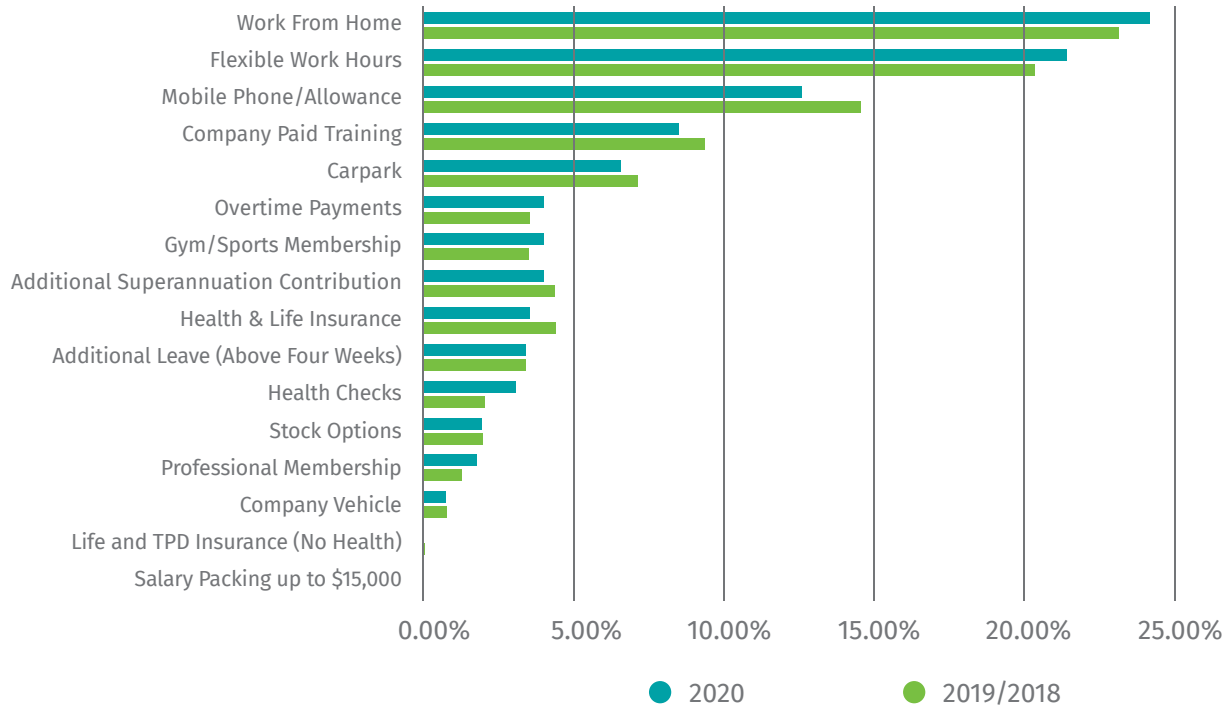


DESIRED PAY INCREASE IN NEW ROLE

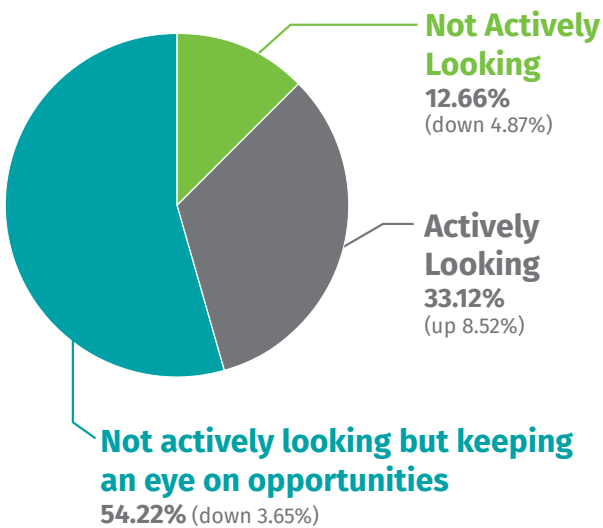
\$10,000 (no change from previous year)



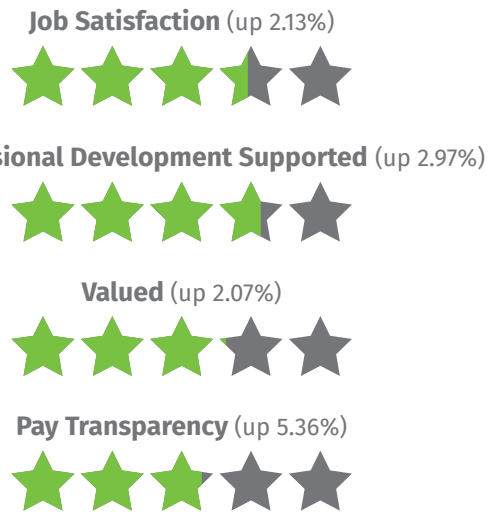
MOST FREQUENTLY RECEIVED BENEFITS



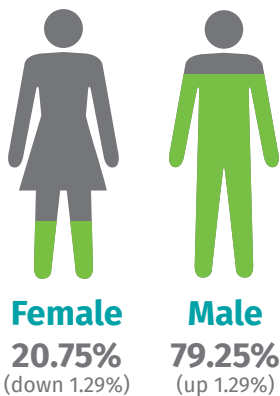
LIKELIHOOD OF LEAVING



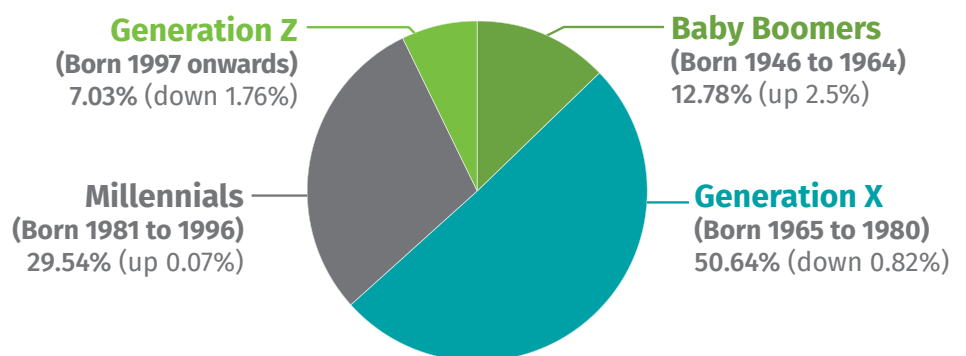
SATISFACTION MEASUREMENTS



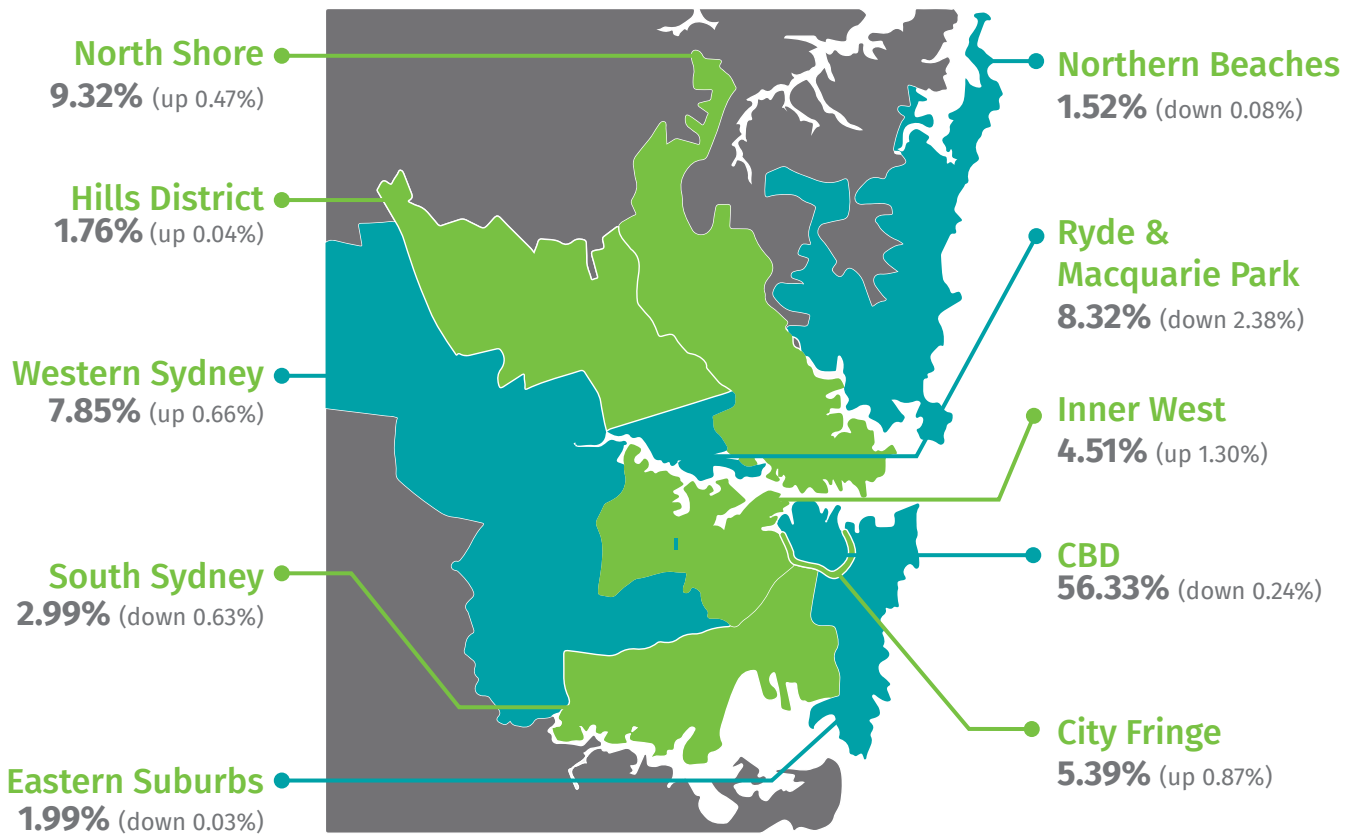
GENDER SPLIT



GENERATION SPLIT



LOCATION SPLIT



PROJECT MANAGEMENT

Permanent Project Managers are among some of the highest-paid individuals in the Sydney IT sector, with a median salary of \$135,000 - far above the average. However, those in contractor roles only earn the industry median of \$850 p/d.

While it's possible this may indicate a growing demand for permanent Project Managers, it may also be due to a softening supply - there are fewer permanent Project Managers now than 12 months ago. Just over 60% of respondents are contractors, which is 16.92% higher than last year's findings. Female representation has also dropped slightly, as has representation from younger professionals- both in line with industry-wide figures.

In terms of job satisfaction, Project Managers stated they were marginally happier this year, but despite that, 12.99% more respondents than 2019 said they were actively searching for new job opportunities this year. Plus, nearly 10% of those who were open to new roles last year but not actively seeking them, changed to active job hunting this year. It should be noted, though, that given the vast majority of Project Managers are in contract roles, this could simply be a case of jobs coming to a close. In this case, the four job satisfaction measures are perhaps a clearer indication of these respondents' attitudes to work.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Project Coordinator/ Assistant	\$80,000	\$550
Project Manager	\$130,000	\$850
Senior Project Manager	\$159,000	\$950
Program Manager/ Director	\$160,000	\$1,125



AVERAGE SALARY RANGE

\$125,000 to \$145,000



MEDIAN CONTRACT RATE

\$850 p/d



GENDER SPLIT

F 25.24% (down 2.39%) **M** 74.76% (up 2.39%)



GENERATION SPLIT

Baby Boomers 19.49% (up 3.87%)

Generation X 56.23% (down 1.72%)

Millennials 19.49% (down 1.23%)

Generation Z 4.79% (down 0.92%)



CONTRACTOR/PERM SPLIT

Contractor 61.66% (up 16.92%)

Permanent 38.34% (down 16.92%)



LOCATION SPLIT

CBD 58.15%

City Fringe 6.71%

Eastern Suburbs 1.92%

Hills District 1.28%

Inner West 3.51%

North Shore 9.58%

Northern Beach 0.64%

Western Sydney 6.39%

Ryde & Macquarie

South Sydney 3.19%

Park 8.63%



TOP 3 BONUSES

End of Year Bonus

Performance Bonus

Company Shares



TOP 3 BENEFITS

Work From Home

Flexible Work Hours

Mobile Phone/ Allowance



PRIORITIES IN A NEW ROLE

Great Team

Work/Life Balance

Higher Salary/ Challenge



DESIRED PAY INCREASE

\$10,000



LIKELIHOOD OF LEAVING

Not looking 14.06% (down 4.96%)

Actively looking 34.19% (up 12.99%)

Not actively looking but keeping an eye on opportunities 51.76% (down 8.02%)



COMPANY SIZE

\$1+ Billion



SATISFACTION MEASUREMENTS

Job Satisfaction

Valued



Professional Development Supported

Pay Transparency



BUSINESS ANALYSIS

Last year it was noted that while Business Analysts are often seen as the counterpart to Project Managers, their importance did not lead to pay equality. This trend remains true this year- Business Analysts earn a median \$110,000 annually or \$750 (p/d), which is below the industry-wide median.

Professionals in this category may have other priorities, however. While higher salary was indicated last year as respondents' top priority for a new role, this year it has dropped to third place. Working with a great team and achieving work/life balance were both found to be of greater importance. Indeed, there was also an increase across three out of four job satisfaction measures, although respondents stated that they felt their pay this year has been less transparent than last.

Still, despite shifting priorities and a marginal increase in satisfaction, Business Analysts are - as can be seen across the IT spectrum - more inclined this year to be actively seeking new employment. Job-hunting respondents rose to nearly a third, while those open to new opportunities (but not actively searching) increased by just over 7%.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Business Analyst	\$109,500	\$800
Business Systems Manager	\$138,000	\$750



AVERAGE SALARY RANGE

\$100,000 to \$120,000



MEDIAN CONTRACT RATE

\$800 p/d



GENDER SPLIT

F 32.36% (down 1.42%) **M** 67.74% (up 1.42%)



GENERATION SPLIT

Baby Boomers 13.55% (up 5.78%)

Generation X 43.23% (down 8.07%)

Millennials 38.71% (up 6.59%)

Generation Z 4.52% (down 4.29%)



CONTRACTOR/PERM SPLIT

Contractor 50.32% (up 3.17%)

Permanent 49.68% (down 3.17%)



LOCATION SPLIT

CBD 61.94% (up 2.88%)

Eastern Suburbs 2.58% (up 0.36%)

Inner West 5.81% (down 1.59%)

Northern Beach 2.58% (down 4.17%)

Ryde & Macquarie Park 7.74% (down 0.26%)

City Fringe 3.87% (up 0.76%)

Hills District 1.29% (down 4.28%)

North Shore 5.16% (up 2.06%)

Western Sydney 7.10% (up 4.26%)

South Sydney 1.94% (down 0.01%)



TOP 3 BONUSES

End of Year Bonus | Performance Bonus | Company Shares



TOP 3 BENEFITS

Work From Home | Flexible Work Hours | Mobile Phone/ Allowance



PRIORITIES IN A NEW ROLE

Great Team | Work/Life Balance | Higher Salary



DESIRED PAY INCREASE

\$10,000



LIKELIHOOD OF LEAVING

Not looking 9.68% (down 9.93%)

Actively looking 32.26% (up 7.75%)

Not actively looking but keeping an eye on opportunities 58.06% (up 2.18%)



COMPANY SIZE

\$1+ Billion



SATISFACTION MEASUREMENTS

Job Satisfaction



Valued



Professional Development Supported



Pay Transparency



CHANGE MANAGEMENT

Change Management is an exciting growth industry, represented by an increasing number of in-demand professionals, however this growth may have come at the cost of stability. This year, just over 50% more respondents stated that they operate in this field compared with 2019, and the above-average median salary of \$140,000 and contractor rate of \$900 (p/d) indicates their popularity.

As with last year, this is one of the few fields where women dominate men in terms of representation. Indeed, it is one of the few job categories studied in this report where there was an increase at all in female respondents, up 3.87% since last year. Contractors also dominate, with not even a third of Change Management professionals working on a permanent basis.

Change Management saw the biggest increase in workers who are actively seeking new employment than any other job category (up 22.56%). Even when isolating permanent employees and ignoring contractors, who are more naturally inclined to hunt for new jobs, findings suggest as many as a third are actively looking for new work, followed by 53.33% who aren't searching but are open to new opportunities. Permanent Change Management employees comprise the third-smallest group of those not looking for new work compared with permanent employees in the six other categories, at 13.33%.

Change Management respondents are also typically older than in other job categories, although demographics have greatly changed each year. While last year, Baby Boomers comprised nearly 40% of respondents, this has sunk to just 14.81%. Generation X now makes up the largest demographic, at 75.93%.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Change Analyst	\$84,500	\$750
Change Manager	\$137,000	\$900
Change Lead	\$156,500	\$1,000



AVERAGE SALARY RANGE

\$130,000 to \$150,000



MEDIAN CONTRACT RATE

\$800 p/d



GENDER SPLIT

F 62.96% (up 3.87%) **M** 37.04% (down 3.87%)



GENERATION SPLIT

Baby Boomers 14.81% (down 21.55%)

Generation X 75.93% (up 30.48%)

Millennials 5.56% (down 8.08%)

Generation Z 3.70% (down 0.85%)



CONTRACTOR/PERM SPLIT

Contractor 72.22% (down 5.05%)

Permanent 27.78% (up 5.05%)



LOCATION SPLIT

CBD 35.70% (up 3.53%)

City Fringe 9.26% (down 4.20%)

Eastern Suburbs 25.56% (up 5.56%)

Hills District 13.70% (up 3.70%)

Inner West 3.70% (down 5.39%)

North Shore 7.41% (down 6.23%)

Northern Beach 0% (no change)

Western Sydney 9.26% (up 0.17%)

Ryde & Macquarie Park 5.56% (up 1.01%)

South Sydney 1.85% (up 1.85%)



TOP 3 BONUSES

End of Year Bonus | Performance Bonus | Company Shares



TOP 3 BENEFITS

Work From Home | Flexible Work Hours | Mobile Phone/ Allowance



PRIORITIES IN A NEW ROLE

Great Team | Work/Life Balance | Location



DESIRED PAY INCREASE

\$10,000



LIKELIHOOD OF LEAVING

Not looking 9.26% (down 22.56%)

Actively looking 40.74% (up 22.56%)

Not actively looking but keeping an eye on opportunities 50.00% (no change)



COMPANY SIZE

\$1+ Billion



SATISFACTION MEASUREMENTS

Job Satisfaction Valued
★★★★★ ★★★★★

Professional Development Supported Pay Transparency
★★★★★ ★★★★★

DEVELOPMENT

Development was an incredibly stable job category this past 12 months, with only a few major surprises in the survey results. Respondents are overwhelmingly male this year (up 5.33% compared with 2019) and most of the respondents are young, with Millennials and Gen Z making up nearly 55% of respondents.

The biggest change to occur for Developers since 2019 is that the balance of contractors and permanent staff has significantly shifted towards contractors. Previously, permanent workers made up the majority of respondents, with 73.76% of Developers having this contract type. This year, that figure has dropped 14.61 points to 59.15%, suggesting that organisations are more inclined to take on temporary Developers for specific projects rather than keep them on permanently - a stark difference to the previous year.

These respondents were also the only group to see an increase in the number of those who are happy enough in their role not to actively seek out new employment. This is positive news, but it cannot distract from the fact that the vast majority are still interested in other work, either actively seeking it out (29.27%) or simply keeping an ear to the ground (50%).

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Web Developer - Back End (PHP, RoR)	\$70,000	\$800
Web Developer - Front End (HTML, CSS, Javascript, ReactJS)	\$86,000	\$800
Sharepoint Developer	\$100,000	\$850
Report Developer	\$102,000	\$762
Software Developer (Java, .NET)	\$103,000	\$700
Developer - Salesforce	\$120,000	\$800
Development Manager	\$120,000	\$950
iOS/Android Developer	\$130,000	\$600
Software Development Manager	\$132,500	\$712
Applications Development Manager	\$96,000	N/A



AVERAGE SALARY RANGE

\$94,000 to \$114,000



MEDIAN CONTRACT RATE

\$750 p/d



GENDER SPLIT

F 10.98% (down 5.33%) **M** 89.02% (up 5.33%)



GENERATION SPLIT

Baby Boomers 8.54% (up 0.74%)
Generation X 37.20% (down 2.51%)
Millennials 41.46% (up 2.45%)
Generation Z 12.80% (down 0.68%)



CONTRACTOR/PERM SPLIT

Contractor 40.85% (up 14.61%)
Permanent 59.15% (down 14.61%)



LOCATION SPLIT

CBD 62.20% (down 7.29%)	City Fringe 1.83% (down 1.01%)
Eastern Suburbs 1.83% (down 1.01%)	Hills District 1.83% (up 1.12%)
Inner West 1.83% (up 0.41%)	North Shore 7.93% (down 0.58%)
Northern Beach 1.83% (down 1.72%)	Western Sydney 9.15% (up 4.89%)
Ryde & Macquarie Park 7.32% (up 3.06%)	South Sydney 4.27% (up 2.14%)



TOP 3 BONUSES

End of Year Bonus	Company Shares	Performance Bonus
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TOP 3 BENEFITS

Work From Home	Flexible Work Hours	Company Paid Training
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PRIORITIES IN A NEW ROLE

Great Team	Work/Life Balance	Higher Salary
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DESIRED PAY INCREASE

\$10,000



LIKELIHOOD OF LEAVING

Not looking 20.73% (up 6.31%)
Actively looking 29.27% (down 5.35%)
Not actively looking but keeping an eye on opportunities 50.00% (down 0.96%)



COMPANY SIZE

\$0 - \$25 Million



SATISFACTION MEASUREMENTS

Job Satisfaction	Valued
★★★★★	★★★★★
Professional Development Supported	Pay Transparency
★★★★★	★★★★★

ARCHITECTS

Architect roles come with a need for greater experience and often greater responsibility than other IT jobs, making them a very high paying position for someone in the sector. Much like last year, this sentiment is reflected in the data with regards to pay - Architects earn a median salary and contract rate (p/d) far higher than the average, at \$150,000 and \$1,000 respectively. In terms of specific roles, those with some of the greatest responsibility, for example Enterprise Architects, can earn as much as 48% higher than the industry-wide median.

It is perhaps this combination of desirability, specialist skills and precedent that has caused Architects this year to state that they would require as much as \$20,000 more money per year for them to switch roles, which is double what the same respondents indicated last year.

When examining other measures, Architects fall largely in line with wider industry trends with one notable exception - there was a marginal increase in female respondents from last year, growing to 8.39% (still the lowest representation of women in this report, but positive growth that will hopefully continue into 2020 and beyond).

The number of young respondents dropped in favour of Baby Boomers, and the number of permanent Architects shrunk to bring the split between contractors and permanent workers to near-50:50. Architects are as similarly satisfied with their roles as the average and are less likely to actively seek new employment, implying that businesses should focus on paying Architects what they desire and offering them new challenges (challenging work joined this group's top three priorities for a new role this year) in order to bolster loyalty among these professionals.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Architect - Sharepoint	\$114,000	N/A
Applications Architect	\$120,000	\$975
Systems Architect	\$136,500	\$1,075
Architect - Solution Information/Digital	\$142,000	\$1,000
Architect - Data	\$150,000	\$1,000
Security Architect	\$150,000	\$1,050
Architect - Infrastructure	\$151,000	\$1,000
Architect - Salesforce	\$170,000	N/A
Enterprise Architect	\$173,000	\$1,200



AVERAGE SALARY RANGE

\$140,000 to \$160,000



MEDIAN CONTRACT RATE

\$800 p/d



GENDER SPLIT

F 8.39% (up 3.51%) **M** 91.61% (down 3.51%)



GENERATION SPLIT

Baby Boomers 17.48% (up 9.19%)

Generation X 60.14% (up 1.60%)

Millennials 18.88% (down 5.51%)

Generation Z 3.50% (down 5.28%)



CONTRACTOR/PERM SPLIT

Contractor 48.95% (up 17.24%)

Permanent 51.05% (down 17.24%)



LOCATION SPLIT

CBD 60.84% (up 6.21%)

Eastern Suburbs 0.70% (down 1.25%)

Inner West 2.80% (down 0.13%)

Northern Beach 1.40% (down 0.06%)

Ryde & Macquarie Park 11.19% (up 0.46%)

City Fringe 2.80% (down 2.57%)

Hills District 2.80% (up 0.85%)

North Shore 11.89% (up 2.62%)

Western Sydney 4.20% (down 6.53%)

South Sydney 1.40% (up 0.42%)



TOP 3 BONUSES

Performance Bonus

End of Year Bonus

Company Shares



TOP 3 BENEFITS

Work From Home

Flexible Work Hours

Mobile Phone/ Allowance



PRIORITIES IN A NEW ROLE

Great Team

Challenge

Higher Salary



DESIRED PAY INCREASE

\$20,000 (up \$10,000)



LIKELIHOOD OF LEAVING

Not looking 11.89% (down 7.40%)

Actively looking 26.57% (up 4.43%)

Not actively looking but keeping an eye on opportunities 61.54% (up 2.97%)



COMPANY SIZE

\$1+ Billion



SATISFACTION MEASUREMENTS

Job Satisfaction

Valued



Professional Development Supported

Pay Transparency



BUSINESS INTELLIGENCE

Business Intelligence, much like Change Management, is a growing industry with lots of potential. Last year it was noted that professionals in this group were typically permanent workers with relatively high satisfaction rates. However, it would appear that in 12 months, these rates have dropped.

Business Intelligence respondents are now more likely to be seeking new employment than the industry average, and are the most likely among permanent-focused role types (as opposed to contractor-majority roles). Respondents interested in changing jobs are also willing to do so for less money, as this group's desired pay increase halved from \$20,000 to \$10,000.

There were also shifts in bonuses, benefits and priorities. Business Intelligence workers now desire a challenge over progression, are being offered commission over company shares, and may have lost their car park (car parks being replaced by paid company training as a benefit). Interestingly, professionals in this group are also more inclined to work for smaller companies compared with last year. In 2019, Business Intelligence specialists typically worked for \$1 Billion+ turnover organisations, whereas this year that dropped to \$0-\$25 Million. Whether this is the cause of their increased disgruntlement or a symptom that was not studied in this survey, although next year's survey results may add more information to this trend.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Data Analyst	\$110,000	\$662
BI Analyst	\$120,000	\$800
Data Scientist	\$121,000	\$775
Data Modeller	\$125,500	\$825
BI Manager	\$140,000	\$850



AVERAGE SALARY RANGE

\$110,000 to \$130,000



MEDIAN CONTRACT RATE

\$800 p/d



GENDER SPLIT

F 19.67% (up 4.86%) **M** 80.33% (down 4.86%)



GENERATION SPLIT

Baby Boomers 13.11% (down 1.71%)

Generation X 42.62% (up 0.03%)

Millennials 37.70% (up 8.07%)

Generation Z 6.56% (down 6.40%)



CONTRACTOR/PERM SPLIT

Contractor 37.70% (up 8.07%)

Permanent 62.30% (down 8.07%)



LOCATION SPLIT

CBD 68.85% (up 11.42%)

Eastern Suburbs 3.28% (up 3.28%)

Inner West 0% (down 3.70%)

Northern Beach 0% (no change)

Ryde & Macquarie Park 3.28% (down 0.42%)

City Fringe 8.20% (up 4.50%)

Hills District 0% (down 1.85%)

North Shore 11.48% (down 3.33%)

Western Sydney 3.28% (down 9.68%)

South Sydney 1.64% (down 0.21%)



TOP 3 BONUSES

End of Year Bonus | Performance Bonus | Commission



TOP 3 BENEFITS

Work From Home | Flexible Work Hours | Company Paid Training



PRIORITIES IN A NEW ROLE

Great Team | Work/Life Balance | Challenge



DESIRED PAY INCREASE

\$10,000 (down \$10,000)



LIKELIHOOD OF LEAVING

Not looking 14.75% (down 8.93%)

Actively looking 39.34% (up 20.91%)

Not actively looking but keeping an eye on opportunities 45.90% (down 11.99%)



COMPANY SIZE

\$0 - \$25 Million



SATISFACTION MEASUREMENTS

Job Satisfaction



Valued



Professional Development Supported



Pay Transparency



UI/UX

There are quite stark differences between survey results when it comes to User Interface/User Experience (UI/UX) roles, although this will in part be caused by a reduction in the number of respondents within this group - 85% fewer UI/UX specialists took part in this year's survey compared with last year's.

Of those who responded, the majority were in the Generation X demographic, a departure from 2019 where Millennials made up the majority. Additionally, no one from Generation Z participated this year.

Last year it emerged that company shares were one of the top three bonuses offered to UI/UX workers, likely as a means to attract talent to smaller enterprises. This strategy has continued into this year, and indeed company shares have taken over as the top-most offered bonus. Working from home has also superseded flexible work hours, although in a departure from the industry average work/life balance wasn't ranked highly as a priority. In fact, UI/UX professionals prioritise working with a great team and earning a higher salary than achieving work/life balance, which came in joint-third.

While professionals in the UI/UX category were not more likely to be seeking new employment than some other categories, when isolating just permanent UI/UX workers, these figures change dramatically. No respondent of this job type noted that they were happy in their employment, while 40% stayed they were actively looking for new work and 60% said they were open to new opportunities.

On a note about higher salaries, earning more is a desire across age groups, particularly younger demographics. Looking across the UI/UX spectrum, respondents jointly chose \$10,000 and \$20,000 as the pay increase of their desires. However, there are disagreements between individual ages - Millennials chose \$20,000, whereas older workers, Baby Boomers in particular, opted for \$10,000. Generation X were somewhere in between. This data could suggest that, in order to capture young talent, organisations may have to be willing to offer more - a curious development, given that Baby Boomers and Generation X respondents typically have at least 10 years more experience than their Millennials counterparts.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
UI Designer	\$80,000	\$500
UX Architect	\$80,000	\$650
UX Designer	\$90,000	\$700
Web Designer	\$169,000	\$1,000



AVERAGE SALARY RANGE

\$77,000 to \$97,000



MEDIAN CONTRACT RATE

\$687.5 p/d



GENDER SPLIT

F 31.25% (down 16.37%) **M** 68.75% (up 16.37%)



GENERATION SPLIT

Baby Boomers 6.25% (up 3.39%)
Generation X 62.5% (up 26.31%)
Millennials 31.25% (down 22.08%)
Generation Z 0% (down 7.62%)



CONTRACTOR/PERM SPLIT

Contractor 68.75% (up 39.23%)
Permanent 31.25% (down 39.23%)



LOCATION SPLIT

CBD 43.75% (down 22.92%)	City Fringe 6.25% (down 4.23%)
Eastern Suburbs 0% (down 0.95%)	Hills District 0% (down 0.95%)
Inner West 0% (down 2.85%)	North Shore 118.75% (up 12.08%)
Northern Beach 18.75% (up 14.94%)	Western Sydney 12.5% (up 9.64%)
Ryde & Macquarie Park 0% (down 4.76%)	South Sydney 0% (no change)



TOP 3 BONUSES

Company Shares	End of Year Bonus	Performance Bonus
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TOP 3 BENEFITS

Work From Home	Flexible Work Hours	Company Paid Training
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PRIORITIES IN A NEW ROLE

Great Team	Higher Salary	Challenge, Work/Life Balance
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DESIRED PAY INCREASE

\$10,000/\$20,000 (joint)



LIKELIHOOD OF LEAVING

Not looking 6.25% (down 3.21%)
Actively looking 37.5% (up 7.77%)
Not actively looking but keeping an eye on opportunities 56.25% (down 4.56%)



COMPANY SIZE

\$0 - \$25 Million



SATISFACTION MEASUREMENTS

Job Satisfaction	Valued
★★★★★	★★★★★
Professional Development Supported	Pay Transparency
★★★★★	★★★★★

OTHER ROLES

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Agile Coach	\$152,500	\$950
Applications Support Specialist	\$104,500	\$400
CDO	\$170,000	\$1,000
CIO	\$208,500	\$900
CTO	\$200,000	\$1,000
CISO	N/A	\$400
Cloud Engineer	\$120,000	\$1,000
Communications Manager	\$125,000	\$687
Data Centre Manager	\$147,000	\$300
Data Engineer	\$97,500	\$912
Data Warehouse Manager	\$135,000	\$700
DBA - Development	\$108,000	\$650
DBA - Operations	\$139,000	\$425
Desktop/PC Support Analyst	\$66,000	\$300
DevOps Engineer	\$120,000	\$775
ERP Consultant (SAP, Oracle, PeopleSoft)	\$120,000	\$900
Help Desk Analyst	\$65,000	\$312
Help Desk Manager	\$90,000	\$500
Information Systems Manager	\$150,000	\$900
Infrastructure Manager	\$135,500	\$1,000
IT Manager (5-10 IT staff members)	\$131,000	\$900
Network Administrator	\$80,000	\$500
Network Designer	\$133,000	\$875
Network Engineer	\$90,000	\$550

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Operations Manager	\$136,000	\$600
Product Owner	\$127,500	\$1,100
RF Engineer	\$125,000	\$450
Salesforce Administrator	\$75,000	\$525
Scrum Master	\$115,000	\$1,000
Security Consultant	\$110,000	\$800
Security Engineer	\$97,000	\$725
Service Delivery Manager	\$120,000	\$825
SharePoint Administrator	\$92,000	\$600
Systems Analyst	\$86,000	\$725
System Administrator	\$82,000	\$625
Systems Engineer	\$100,000	\$800
Technical Writer	\$92,500	\$650
Test Analyst	\$85,500	\$600
Test Lead	\$107,000	\$700
Test Manager	\$130,000	\$875
Trainer	\$96,500	\$700
Transmission Engineer	\$82,500	\$700
Windows/Unix Systems Engineer (3rd Level Administration)	\$99,000	\$800
Windows/Unix Systems Engineer (Build and Some Design)	\$83,000	\$700
Wintel Server Engineer	\$100,000	\$825



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