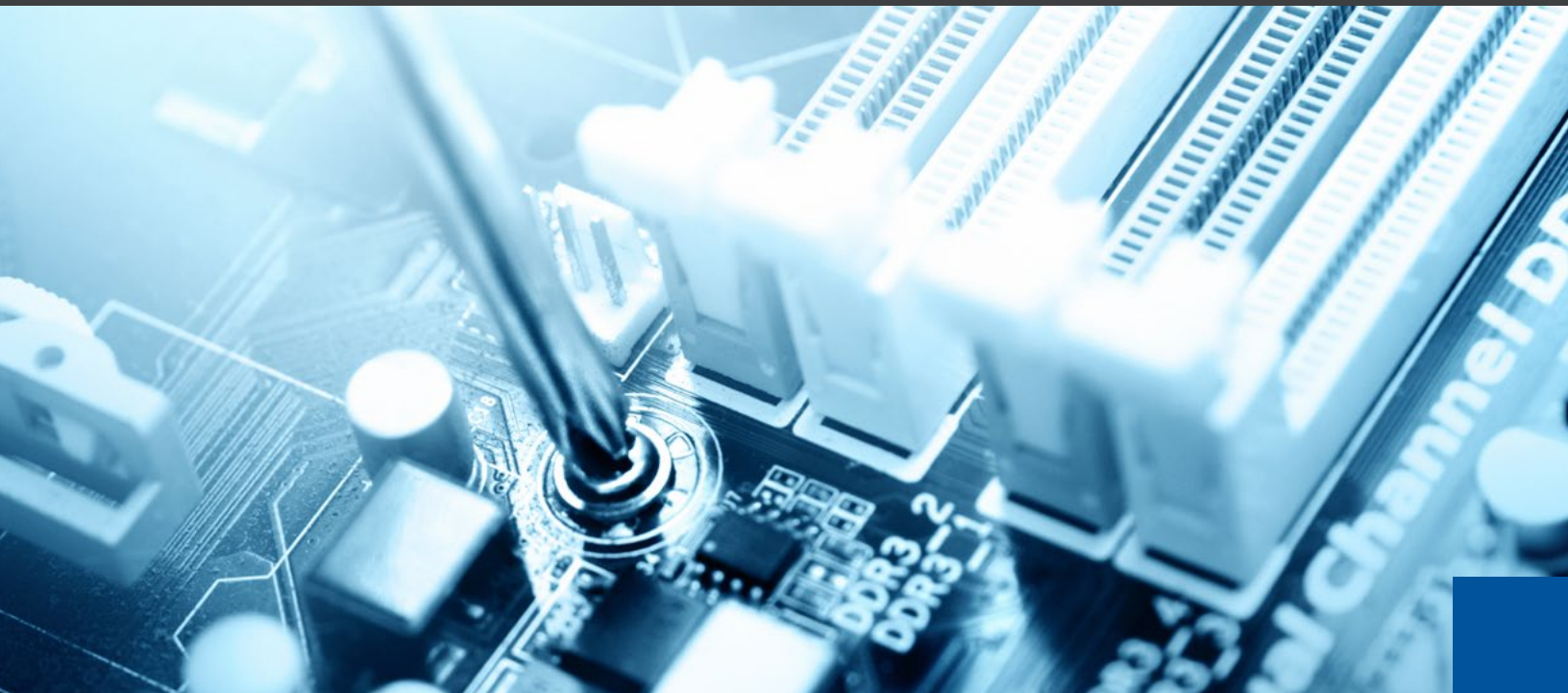


2017

salary guide



technologies

table of contents

welcome	1
the employment landscape	2
top skills	3
most in demand roles	4
job market overviews	7
how to use the guide	13
Alberta	15
Calgary	
Edmonton	
British Columbia	17
Vancouver	
Victoria	
Manitoba	19
Winnipeg	
Nova Scotia	20
Halifax	
Ontario	21
Kitchener-London-Guelph	
Ottawa	
Toronto	
Quebec	24
Montreal	
Quebec City	



welcome

Technology is the new North Star, the Polaris against which agile, competitive organizations set their course. If they're not, they should be. Canada's tech industry is responsible for 7.1% of Canada's GDP, higher than transportation, wholesale trade, and finance and infrastructure and only marginally lower than construction. The industry contributed \$117 billion to Canada's economy in 2015, and employs 864,000 people, 5.6% of all working Canadians, with the highest number in Quebec and Ontario. Further, 6.1% of all Canadian businesses belong to the tech sector. Tech sector employees are generally more highly educated and trained, and better paid, earning an average of \$20,000 more than their non-tech colleagues.¹ Like technology's mercurial nature, these figures are fluid and constantly changing, making organizations both cautious and specific in predicting their hiring requirements for the future. One thing is certain: standing still is going backwards.

At the same time as they recognize the need to incorporate new technologies into their business plans, Canadian businesses across diverse industries and sectors are challenged by a limited supply of skilled and experienced tech resources who can help them innovate, build and develop. On a grander scale, Canada's digital economy along with our ability to innovate and compete on the world stage are threatened without a steady stream of capable, talented technology experts.

Organizations with the willingness to consider new business models and who possess the agility to respond quickly and think strategically will stay competitive, reduce risk, create new revenue opportunities, and plan and execute better. Their employees will be more productive, stay longer, engage more deeply and transfer knowledge more effectively. Indeed, 2017 will see continued, greater and more rapid growth among firms in the tech sector and those not typically identified as such, contributing significantly to job creation and economic growth.²

Through 2017, Canadian businesses willing to provide competitive compensation among other tangible and cultural benefits will see their projects and initiatives move forward, while their reluctant counterparts will struggle to fill roles and retain their best, most productive and experienced employees in a tough market.



**Canada's tech industry is responsible
for 7.1% of Canada's GDP**

the employment landscape

The challenge to hire, engage and retain the best IT talent isn't going away. That challenge will increase between now and 2019, when it's estimated there will be more than 84,000 new information and communication technology (ICT) jobs created in Canada, with far fewer resources to fulfill them. It can't be overstated that Canada's digital economy as well as its ability to innovate and compete on the world stage are threatened.

it's estimated there will be more than 84,000 new ICT jobs created in Canada, with far fewer resources to fulfill them



While unemployment for ICT and STEM grads is lower than for other sectors, fewer young people are entering STEM and ICT programs; once in, students are not being adequately prepared for life in the tech lane because curriculums are not keeping pace with requirements that constantly change, resulting in skills mismatch.

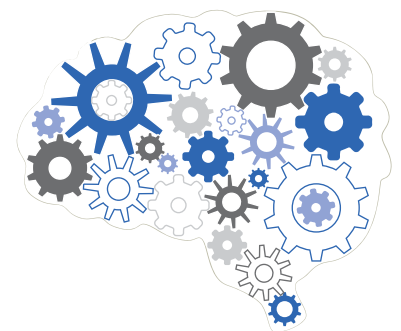
We see increasing demand for skill sets that integrate development, QA and operations, called DevOps. These skilled professionals allow employers to move the focus of their IT processes from internal maintenance of legacy systems to revenue generating aids that enhance existing customer relationships, establish new ones and effectively create new ways of doing business.

many experienced workers are transitioning from permanent to independent contractor status

technology has been embraced by micro and small to medium organizations outside the technology sector

Technology has been embraced by micro and small to medium organizations outside the technology sector – the hold-backs waiting to see which way the wind blows before jumping aboard who now recognize that the newest technologies are transforming the very nature of business as the “key drivers of innovation, productivity and growth.”³

At the same time as we see clients in centres across Canada shift from hiring temporary, project-based workers to offering permanent employment, many experienced workers are transitioning from permanent to independent contractor status. This skilled workforce is drawn to the appeal of a self-directed working life and the potential for unrestricted earning capabilities.



top skills and roles

top skills



java

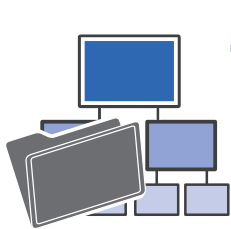


c++

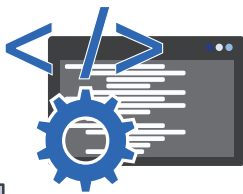


quality assurance

top roles



project manager



software developer



web developer



business analyst



java developer

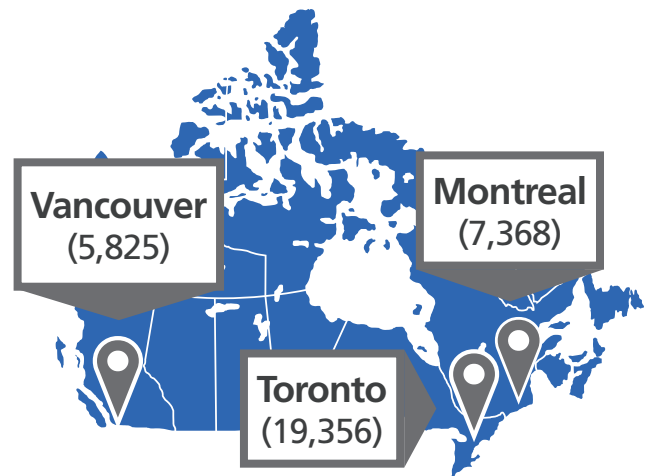
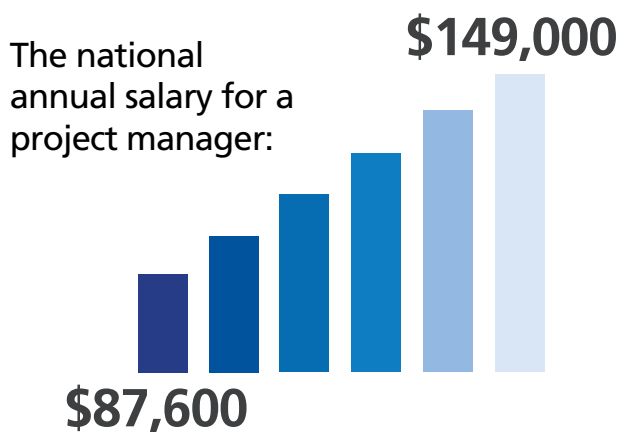
most in demand roles

project manager

The Project Manager manages, coordinates, and establishes priorities for the complete life cycle of projects, including the planning, design, programming, testing, and implementation of business solutions designed to meet requirements of various departments in the company. These might include distribution, finance, and manufacturing⁴.

4%

We see an increase of 4% more PM jobs, from **60,524** in 2016 to **63,139** in 2019 (2,615 more jobs).



Top three cities that hire for project manager positions⁵



The role has changed to reflect the evolution from a project-based focus to an all-encompassing, comprehensive development with significant bottom line impact. Skilled project managers who have knowledge of and experience in multiple platforms, especially application development, will find themselves consistently employed and well-compensated.

⁴ERI's Salary Assessor, www.eri.com

⁵EMSI Q1 2016 Data Set, July 2016. EMSI's occupation data are based on EMSI's industry data, regional occupation data from the Labour Force Survey (LFS), and regional staffing patterns taken from the Census. <http://www.economicmodeling.com/>

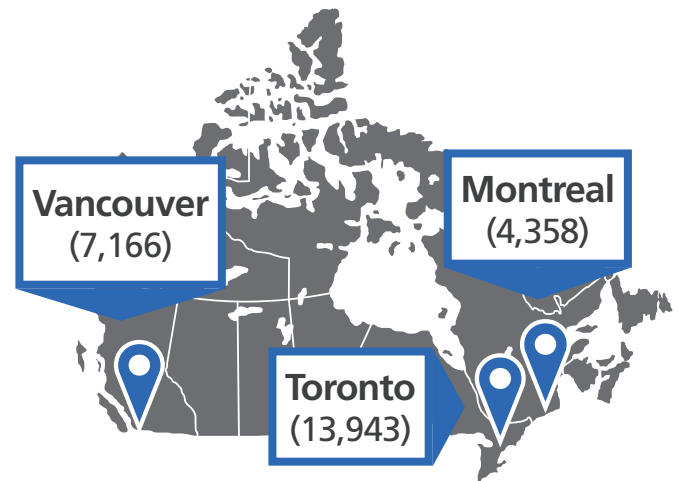
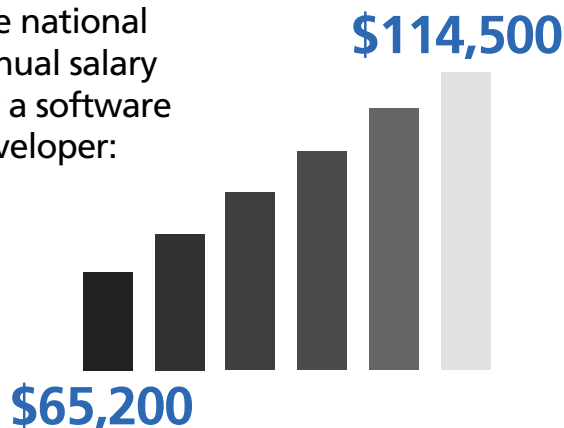
software developer

The Software Developer develops, plans and analyzes, designs products, and programs computer software that requires extensive research. She or he utilizes advanced knowledge in the field of computer science or software engineering along with advanced knowledge of software development and methodologies⁶.

6%

We see an increase of 6% more jobs, from **46,700** in 2016 to **49,497** in 2019 (2,797 more jobs).

The national annual salary for a software developer:



Top three cities that hire for software developer positions⁷



Web and mobile-based applications have taken over as the go-to technologies for organizations across all industries. The talent gap for developer roles continues, increasing competition among employers for skilled developers for both contract and permanent roles.

⁶ERI's Salary Assessor ,www.eri.com

⁷EMSI Q1 2016 Data Set, July 2016. EMSI's occupation data are based on EMSI's industry data, regional occupation data from the Labour Force Survey (LFS), and regional staffing patterns taken from the Census. <http://www.economicmodeling.com/>

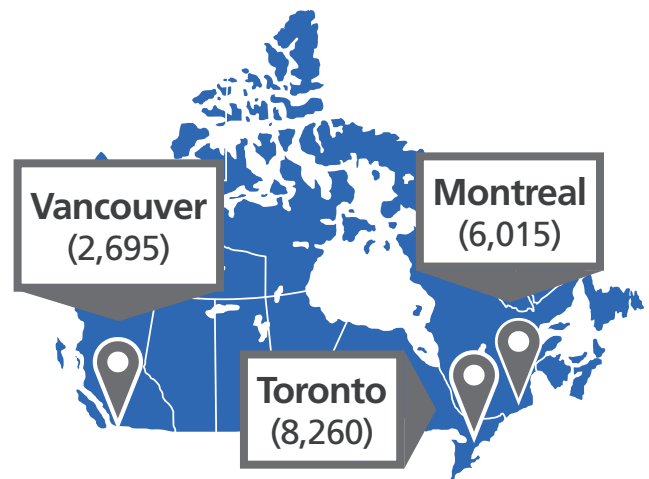
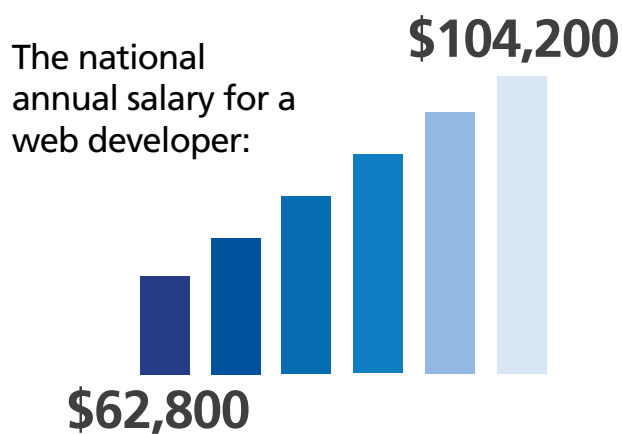
most in demand roles

web developer

The Web Developer develops and oversees website design and creation. She or he plans, designs, evaluates, develops, tests, edits, maintains, and documents look and flow of websites⁸.

-1%

We see a decrease in jobs of 1%, from **18,306** in 2016 to **18,173** in 2019 (133 less jobs).



Top three cities that hire for web developer positions⁹



New and emerging technologies will continue to appear through 2017 as reliance on devices, screens and wearable gadgets continues. **Motion User Interface (Motion UI)** emerged in 2015 and will increasingly impact web developer roles¹⁰. Web developers who are creative and innovative will help their organizations differentiate themselves – a key competitive advantage¹¹.

⁸ERI's Salary Assessor, www.eri.com

⁹EMSI Q1 2016 Data Set, July 2016. EMSI's occupation data are based on EMSI's industry data, regional occupation data from the Labour Force Survey (LFS), and regional staffing patterns taken from the Census. <http://www.economicmodeling.com/>

¹⁰usersnap.com/blog/web-development-trends-2016/

¹¹tippingpointus.com/web-design-trends-2016-2017/

The background of the entire page is a dense field of glowing blue fiber optic cables. The cables are oriented vertically, with their ends at the top, creating a sense of depth and light. The light from the cables is a vibrant, cool blue, and the overall effect is that of a futuristic, high-tech environment. A semi-transparent blue rectangular box is overlaid on the right side of the page, containing the text.

job market overview

Alberta

In Alberta, IT staffing is best described as fluid, with more contract labour positions due to the nature of the province's commodity market. This makes permanent positions harder to fill, even though candidates are seeking the stability of a permanent position at a time when organizations are not increasing salaries year over year. Employers in Alberta looking to fill IT roles are now in search of specific but crossover skill sets, as organizations take advantage of the current surplus of talent.

there are 21 candidates per job opening compared to 15 candidates nationally

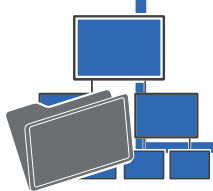
the average time a position is posted before finding the right candidate is 38 days

Hiring IT talent in Alberta is marginally easier than in the rest of Canada, with a hiring scale of 47 compared to 53 for the national average. There are 21 candidates per job opening compared to 15 candidates nationally. The average time a position is posted before finding the right candidate is 38 days. Median salary is higher than the national average of \$76,600 against an Alberta average of \$85,950¹². The most in demand positions are Project Manager, Software Developer and Web Developer.


Mature organizations are trying to build a contract labour force to draw from on a per project basis. This strategy allows them to be agile in unstable market conditions. They are also paying close attention to controlling costs, scrutinizing projects and hiring more carefully and specifically.

Growth and replacement requirements will challenge employers in Alberta who will experience the same issues around supply and demand into 2017. Over 8,900 new ICT jobs will be created in Alberta by 2019, contributing to the cumulative hiring requirements in the province of 17,259, with 10,603 anticipated to be located in Calgary¹³.

median salary is higher than the national average of \$76,600 against an Alberta average of \$85,950



the most in demand positions are project manager, software developer and web developer



British Columbia

Demand for skilled ICT professionals exceeds supply. There are 11 candidates per job opening, and on average, a job posting duration is 32 days. The medium salary in BC is \$77,450, slightly higher than the national average¹⁴. The most in demand positions are Project Manager, Software Developer and Web Developer. Lack of proven experience seems to be a major obstacle to employers making offers to otherwise skilled candidates.

there are 11 candidates per job opening, and on average, a job posting duration is 32 days

In 2015, BC employed 100,730 ICT professionals, with 74,530 working in Vancouver. Industries outside of ICT are major users of technology, which means the demand for talent will continue

in 2015, BC employed 100,730 ICT professionals, with 74,530 working in Vancouver

to grow through 2017, providing additional career opportunities and increasing competition among employers for talent. It's estimated that more than 14,000 ICT jobs will be created in BC by 2019, with a total of 20,900 positions (new and replacement) to be filled.¹⁵

Those B.C. employers who move swiftly and definitively to present offers to candidates will position their organizations to move forward with

the right resources in place and remain competitive against those organizations unwilling or unable to commit more effectively. With fewer IT professionals available to meet the demands of current and predicted markets, candidates can be selective about the offers they accept.

Another challenge employers face in the Greater Vancouver Area is the cost of living. With property values so high, finding affordable housing located reasonably is increasingly challenging. Many high profile organizations new to the GVA are attracting employees by increasing their compensation to counter the cost of living or finding alternate ways to retain and engage employees, like opportunities to work off site, arranging transportation to more remote, hard to get to locations, or offering on-site daycare. Overall, organizations will need to be increasingly strategic and creative in order to remain competitive or ultimately remain in the GVA.

it's estimated that more than 14,000 ICT jobs will be created in BC by 2019



The medium salary in BC is \$77,450, slightly higher than the national average

Nova Scotia

there are an average of 19 candidates available per job posting and the duration of a job posting is 20 days

The East Coast IT market may be smaller, but it's vibrant and expanding. Employers here have the same challenges finding qualified, experienced candidates as their counterparts in the rest of Canada, with a hiring scale of 47 compared to 53 nationally. While there are an average of 19 candidates available per job posting and the duration of a job posting is 20 days, employers are faced with mismatched skill sets and levels of experience inappropriate to their requirements. IT talent is paid a median salary of \$69,200 against a national average of \$76,600¹⁶. The most in demand positions are Project Manager, Java Developer and Software Developer.

The last two years have been transformative for the Maritime IT industry. More companies are locating their head offices or affiliates in Halifax. In fact, the city placed second behind Vancouver in a list of the 28 Fastest Growing Metro Economies [Conference Board of Canada, May 2016]. Local, national and international organizations of all sizes and industries are taking root in the east, and catching up with the rest of Canada in adopting new technologies. According to ICTC, Nova Scotia, New Brunswick, PEI and Newfoundland and Labrador will see cumulative hiring requirements of almost 11,000 new resources by 2019.¹⁷

more companies are locating their head offices or affiliates in Halifax

Meanwhile, established major enterprise organizations are experiencing expansion and growth. This puts more pressure on an already limited supply of ICT professionals as the demand for talent increases. Mid-sized companies have anywhere from 5 to 50 positions available. It's estimated 50 – 300 new positions will be added into 2017. This will mean that employers will need to offer realistic, competitive compensation in order to attract and retain top producers. They may also have to manage their expectations in terms of the highly specific skill requirements they assign to a role or support the development of new graduates so they reach their potential.

the most in demand positions are project manager, java developer and software developer



Ontario

Ontario's average job posting duration is 25 days and for each job posting there are 17 candidates. In terms of salary, Ontario's is higher than the national average with \$79,100 annually compared to \$76,600 nationally¹⁸.

In contrast to Quebec, Ontario employers are moving from hiring contract workers to permanent employees, as they realize the costs associated with hiring and onboarding contract workers. As a whole, Ontario is benefitting from the availability of resources and the low Canadian dollar as businesses are moving into the province from the US and elsewhere because of our cultural similarities, accommodating time zones and confidence in our stability.

Ontario employers are looking for ICT candidates who have multiple skills and experience in a variety of technologies and languages. These are specialists who can take a project from start to finish, and employers, especially in larger firms, are willing to provide appropriate compensation for these roles. Meanwhile, as organizations move to the Cloud, competition for resources will increase in roles around privacy and security, while demand for infrastructure and management roles will decrease.

the average job posting duration is 25 days and for each job posting there are 17 candidates

in contrast to Quebec, Ontario employers are moving from hiring contract workers to permanent employees

Organizations in the province are quick to adopt new technologies, and are adapting their roles and requirements to reflect the newest web and Cloud based, and mobile technologies. At the same time, candidates are training to update and acquire the skills they need to work with the new technologies, in response to the challenges employers are facing in filling roles requiring specific skill sets.



in terms of salary, Ontario's is higher than the national average with \$79,100 annually compared to \$76,600 nationally

Quebec

the average posting duration is 21 days and median salary of \$70,250 is somewhat below the country's average

Montreal is the province's IT centre. The province just nudged out Ontario as the country's leading employer of IT talent. That said, finding IT talent in Quebec is moderately challenging with an average of 15 candidates per job opening. The average posting duration is 21 days and median salary of \$70,250 is somewhat below the country's average¹⁹. The positions most in demand are programmers, project managers, business analysts and technical support staff.

The candidate market is high, with development positions in more demand than infrastructure roles. Generally, employers are more flexible in terms of what they're looking for and more willing to pay market value to acquire the skilled workers they need.

Job requirements in Quebec are changing; employers are looking more to 'full stack' developers and specialists who are not just experienced in one technology. Employers are increasingly more impressed with a candidate's portfolio of applications or work experience than they are his or her academic credentials.

By 2019, projected hiring requirements are expected to be over 35,600 in Montreal, over 9,900 in Quebec City, and over 3,900 in the rest of Quebec.²⁰

finding IT talent in Quebec is moderately challenging with an average of 15 candidates per job opening



the positions most in demand are programmers, project managers, business analysts and technical support staff



how to use the guide

The Randstad Canada 2017 Information Technology Salary Guide provides salary information, based on experience, for the most in-demand positions for ICT roles across a wide range of Canadian cities. Armed with this information, employers are well positioned to offer competitive salaries that will retain key employees and keep their organizations humming. Our employment specialists across the country witness first hand the increasingly competitive market for skilled, experienced ICT professionals. Their experience and insights into hiring and industry trends provide added value to the statistics presented here.

For each position, we provide a salary range that corresponds to the 25th and 75th percentiles for entry, mid and senior levels according to the key below. **These numbers represent annual base salaries before benefits, expressed in thousands of dollars.** For executive positions, size of the company has more impact on wages than years of experience. This is why salary ranges for executive positions are based on total income, which allows us to present a more accurate picture.

Salary information comes from ERI (Economic Research Institute) and was validated by our industry experts across Canada. ERI is a trusted and well-known firm that specializes in conducting research and surveys on wages, job qualifications, cost of living, and compensation for middle and high-level management. For 2017, internal sources provided data from 1,896 Canadian organizations, and third party organizations provided data from approximately 10,000 Canadian organizations.²¹

salary key

entry-level: 1 to 3 years' experience

mid-level: 4 to 7 years' experience

senior-level: 8 to 12 years' experience



technologies
salary guide

	experience		
	entry	mid	senior
applications and software			
application support analyst	55 - 72	63 - 83	71 - 93
erp consultant (techno functional analyst)	78 - 86	85 - 100	99 - 120
erp programmer	68 - 88	76 - 101	87 - 113
implementation analyst	48 - 64	55 - 74	64 - 84
software developer	74 - 97	85 - 113	98 - 128

architecture			
architect (enterprise)	88 - 97	96 - 112	110 - 140
architect (solutions / technical)	90 - 99	96 - 111	110 - 140
architect cloud	82 - 104	94 - 121	108 - 137
bi data architect	90 - 96	95 - 115	110 - 135
data architect	73 - 96	84 - 112	97 - 128
data warehouse architect	83 - 110	95 - 129	110 - 147
network architect	62 - 83	72 - 97	83 - 112

business / systems analysis & other			
business analyst	66 - 86	75 - 99	86 - 113
business / technical systems analyst (Industry Specific)	74 - 101	86 - 119	101 - 136
functional analyst	60 - 71	70 - 83	82 - 90
pre-sales engineer	60 - 73	72 - 90	89 - 92
system analyst	68 - 86	74 - 96	82 - 107
technical writer	57 - 75	67 - 88	78 - 101
trainer	62 - 71	70 - 82	81 - 95

data / database management			
business intelligence developer	64 - 83	72 - 95	82 - 107
database administrator	69 - 92	80 - 109	93 - 124
database analyst	64 - 85	74 - 100	85 - 114

emerging technologies			
android developer	65 - 84	72 - 94	81 - 106
c# developer	67 - 87	76 - 100	86 - 112
ios developer	66 - 85	74 - 96	83 - 107
java developer	65 - 84	72 - 94	81 - 105
search engine optimization analyst	55 - 74	64 - 86	74 - 99
ui,ux developer/designer	66 - 84	73 - 95	81 - 105
web content administrator	51 - 65	59 - 77	69 - 89
web developer	68 - 84	76 - 96	86 - 110

infrastructure, networking and telecommunication			
it auditor	62 - 82	71 - 95	81 - 109
lan/wan administrator	60 - 80	69 - 94	80 - 107
network engineer	65 - 85	74 - 99	85 - 114
san administrator	65 - 73	72 - 91	90 - 105
telecommunications analyst	62 - 83	72 - 97	83 - 112
telecommunications analyst voip	68 - 73	70 - 82	80 - 90
unix administrator	70 - 92	80 - 107	93 - 123
voice analyst/administrator	60 - 71	68 - 82	81 - 92
wintel administrator	62 - 74	70 - 84	82 - 92

	experience		
	entry	mid	senior
leadership (development/project)			
agile practice lead / scrum master	72 - 93	80 - 106	91 - 119
applications programming manager (development manager)	98 - 130	110 - 149	126 - 171
erp project manager	97 - 130	108 - 149	122 - 170
information systems manager	95 - 123	107 - 141	122 - 162
infrastructure project manager	75 - 86	84 - 111	110 - 140
product manager (technical)	87 - 120	103 - 146	122 - 173
program manager	69 - 89	79 - 103	90 - 118
project coordinator	58 - 75	68 - 88	79 - 101
project manager systems	96 - 127	107 - 145	122 - 165
technical lead	75 - 87	85 - 94	90 - 110

quality assurance & testing			
qa analyst / manual tester	60 - 72	71 - 80	79 - 90
quality assurance analyst	53 - 71	62 - 84	73 - 96
quality assurance manager	79 - 103	88 - 116	98 - 130
quality control tester	53 - 71	62 - 83	71 - 95
software dev engineer in testing (sdet)	65 - 74	73 - 85	83 - 95

security			
security engineer cyber	85 - 109	95 - 124	106 - 139
security specialist cyber	74 - 95	82 - 108	93 - 121

technical support			
bilingual tech support	40 - 48	48 - 61	59 - 65
help desk representative	44 - 59	51 - 68	58 - 76
help desk/technical support (level 2 & 3)	42 - 53	50 - 60	59 - 68
pc specialist	51 - 67	58 - 77	66 - 86

	company revenue		
	\$10M	\$100M	\$1,000M
executive level positions			
chief information officer	113 - 199	181 - 317	275 - 484
information technology director	100 - 133	134 - 178	169 - 224
quality assurance director	95 - 127	123 - 165	154 - 206
vp information technology	113 - 199	181 - 317	275 - 484
vp of professional services	90 - 101	100 - 130	128 - 160

Edmonton

	experience		
	entry	mid	senior
applications and software			
application support analyst	53 - 70	61 - 81	70 - 91
erp consultant (techno functional analyst)	78 - 87	85 - 98	95 - 120
erp programmer	66 - 86	75 - 98	85 - 111
implementation analyst	47 - 62	54 - 71	61 - 81
software developer	72 - 95	83 - 111	95 - 126
architecture			
architect (enterprise)	88 - 96	94 - 115	110 - 140
architect (solutions / technical)	90 - 99	95 - 111	110 - 140
architect cloud	80 - 102	92 - 118	106 - 134
bi data architect	90 - 97	96 - 115	110 - 135
data architect	72 - 94	82 - 110	95 - 125
data warehouse architect	81 - 108	93 - 126	108 - 144
network architect	60 - 81	70 - 95	81 - 110
business / systems analysis & other			
business analyst	64 - 84	73 - 97	84 - 110
business / technical systems analyst (Industry Specific)	72 - 98	84 - 116	98 - 133
functional analyst	60 - 72	71 - 80	82 - 90
pre-sales engineer	60 - 73	72 - 90	89 - 92
system analyst	66 - 84	72 - 93	80 - 105
technical writer	56 - 73	66 - 87	77 - 99
trainer	62 - 71	69 - 83	81 - 95
data / database management			
business intelligence developer	62 - 81	70 - 93	80 - 104
database administrator	67 - 90	78 - 106	91 - 122
database analyst	62 - 83	72 - 98	83 - 111
emerging technologies			
android developer	64 - 82	71 - 92	79 - 103
c# developer	65 - 85	74 - 97	84 - 110
ios developer	65 - 83	72 - 94	81 - 105
java developer	64 - 82	70 - 92	79 - 103
search engine optimization analyst	54 - 72	62 - 84	72 - 96
ui,ux developer/designer	64 - 82	71 - 92	79 - 103
web content administrator	49 - 63	58 - 76	68 - 87
web developer	66 - 82	74 - 94	84 - 107
infrastructure, networking and telecommunication			
it auditor	61 - 80	69 - 93	79 - 106
lan/wan administrator	59 - 78	68 - 92	78 - 105
network engineer	63 - 83	72 - 97	83 - 112
san administrator	65 - 75	73 - 89	88 - 105
telecommunications analyst	60 - 81	70 - 95	81 - 110
telecommunications analyst voip	68 - 75	73 - 82	80 - 90
unix administrator	69 - 90	78 - 105	91 - 120
voice analyst/administrator	60 - 70	69 - 85	83 - 92
wintel administrator	62 - 75	73 - 84	80 - 92

	experience		
	entry	mid	senior
leadership (development/project)			
agile practice lead / scrum master	70 - 91	79 - 104	89 - 117
applications programming manager (development manager)	95 - 126	107 - 145	122 - 166
erp project manager	94 - 126	104 - 144	118 - 165
information systems manager	92 - 119	103 - 136	118 - 157
infrastructure project manager	75 - 86	84 - 111	110 - 140
product manager (technical)	85 - 118	100 - 143	120 - 170
program manager	67 - 87	77 - 101	88 - 115
project coordinator	57 - 73	66 - 86	77 - 98
project manager systems	93 - 123	104 - 140	118 - 160
technical lead	75 - 87	86 - 91	90 - 110
quality assurance & testing			
qa analyst / manual tester	60 - 72	70 - 80	79 - 90
quality assurance analyst	51 - 69	60 - 82	71 - 93
quality assurance manager	77 - 99	85 - 112	95 - 126
quality control tester	52 - 69	60 - 81	70 - 93
software dev engineer in testing (sdet)	65 - 73	71 - 87	85 - 95
security			
security engineer cyber	83 - 107	92 - 121	104 - 136
security specialist cyber	72 - 93	80 - 105	91 - 118
technical support			
bilingual tech support	40 - 48	45 - 58	56 - 65
help desk representative	43 - 58	49 - 66	56 - 75
help desk/technical support (level 2 & 3)	42 - 53	51 - 58	55 - 68
pc specialist	49 - 65	57 - 75	64 - 84
executive level positions			
	company revenue		
	\$10M	\$100M	\$1,000M
chief information officer	109 - 193	175 - 311	269 - 476
information technology director	97 - 129	130 - 172	164 - 218
quality assurance director	92 - 124	119 - 160	149 - 200
vp information technology	109 - 193	175 - 311	269 - 476
vp of professional services	90 - 102	100 - 128	125 - 160

These numbers represent annual base salaries before benefits, expressed in thousands of dollars

	experience		
	entry	mid	senior
applications and software			
application support analyst	54 - 71	62 - 82	70 - 92
erp consultant (techno functional analyst)	70 - 77	75 - 90	88 - 125
erp programmer	67 - 87	75 - 99	85 - 112
implementation analyst	47 - 62	54 - 72	62 - 81
software developer	73 - 96	84 - 111	96 - 126

architecture			
architect (enterprise)	105 - 115	114 - 130	125 - 150
architect (solutions / technical)	95 - 110	109 - 130	120 - 140
architect cloud	81 - 102	93 - 119	107 - 135
bi data architect	95 - 111	108 - 125	120 - 140
data architect	72 - 94	83 - 110	95 - 126
data warehouse architect	81 - 108	94 - 127	108 - 145
network architect	61 - 81	70 - 96	82 - 111

business / systems analysis & other			
business analyst	65 - 85	74 - 98	84 - 111
business / technical systems analyst (Industry Specific)	73 - 99	85 - 117	99 - 134
functional analyst	60 - 64	65 - 72	70 - 79
pre-sales engineer	50 - 63	60 - 72	70 - 85
system analyst	67 - 85	73 - 94	81 - 105
technical writer	57 - 74	66 - 87	77 - 100
trainer	47 - 55	54 - 70	65 - 79

data / database management			
business intelligence developer	63 - 81	71 - 93	80 - 105
database administrator	68 - 91	79 - 107	91 - 122
database analyst	63 - 84	73 - 98	84 - 112

emerging technologies			
android developer	64 - 82	71 - 93	80 - 104
c# developer	66 - 86	74 - 98	84 - 110
ios developer	65 - 84	72 - 95	81 - 106
java developer	64 - 82	71 - 93	79 - 103
search engine optimization analyst	54 - 72	63 - 85	72 - 97
ui,ux developer/designer	65 - 83	71 - 93	80 - 104
web content administrator	50 - 64	58 - 76	68 - 88
web developer	67 - 83	74 - 95	84 - 108

infrastructure, networking and telecommunication			
it auditor	61 - 81	70 - 94	80 - 107
lan/wan administrator	59 - 79	68 - 93	79 - 106
network engineer	64 - 84	72 - 98	84 - 112
san administrator	55 - 64	63 - 75	70 - 83
telecommunications analyst	61 - 81	70 - 96	82 - 111
telecommunications analyst voip	50 - 65	64 - 85	80 - 99
unix administrator	69 - 91	79 - 106	91 - 121
voice analyst/administrator	50 - 60	55 - 70	60 - 79
wintel administrator	50 - 60	55 - 70	65 - 79

	experience		
	entry	mid	senior
leadership (development/project)			
agile practice lead / scrum master	71 - 92	80 - 105	90 - 118
applications programming manager (development manager)	96 - 127	108 - 146	123 - 167
erp project manager	94 - 127	105 - 145	119 - 166
information systems manager	92 - 120	104 - 137	119 - 158
infrastructure project manager	85 - 110	95 - 120	119 - 150
product manager (technical)	85 - 119	101 - 144	121 - 171
program manager	68 - 88	77 - 102	89 - 116
project coordinator	57 - 73	67 - 87	78 - 99
project manager systems	93 - 123	105 - 141	119 - 161
technical lead	70 - 83	80 - 105	95 - 110

quality assurance & testing			
qa analyst / manual tester	45 - 55	50 - 75	65 - 80
quality assurance analyst	52 - 69	61 - 82	71 - 94
quality assurance manager	77 - 100	85 - 113	96 - 127
quality control tester	52 - 68	60 - 80	69 - 92
software dev engineer in testing (sdet)	49 - 57	55 - 77	70 - 80

security			
security engineer cyber	83 - 107	93 - 122	105 - 137
security specialist cyber	73 - 94	81 - 106	91 - 119

technical support			
bilingual tech support	40 - 47	45 - 57	50 - 64
help desk representative	44 - 58	50 - 67	57 - 75
help desk/technical support (level 2 & 3)	42 - 50	49 - 60	55 - 70
pc specialist	50 - 66	57 - 76	65 - 85

	company revenue		
	\$10M	\$100M	\$1,000M
executive level positions			
chief information officer	110 - 195	177 - 313	271 - 480
information technology director	97 - 130	131 - 174	165 - 220
quality assurance director	93 - 124	120 - 162	150 - 202
vp information technology	110 - 195	177 - 313	271 - 480
vp of professional services	90 - 100	99 - 125	125 - 150

Victoria

	experience		
	entry	mid	senior
applications and software			
application support analyst	52 - 69	60 - 80	68 - 89
erp consultant (techno functional analyst)	80 - 85	83 - 90	89 - 115
erp programmer	65 - 84	73 - 97	83 - 109
implementation analyst	46 - 60	53 - 70	60 - 79
software developer	71 - 93	81 - 109	94 - 123
architecture			
architect (enterprise)	88 - 95	93 - 105	110 - 130
architect (solutions / technical)	88 - 95	93 - 105	110 - 130
architect cloud	79 - 100	90 - 116	104 - 132
bi data architect	85 - 90	89 - 98	98 - 115
data architect	70 - 92	80 - 108	93 - 123
data warehouse architect	79 - 106	91 - 124	106 - 142
network architect	59 - 79	69 - 93	80 - 108
business / systems analysis & other			
business analyst	63 - 82	72 - 95	82 - 109
business / technical systems analyst (Industry Specific)	71 - 97	83 - 115	96 - 131
functional analyst	75 - 80	85 - 92	92 - 102
pre-sales engineer	50 - 63	60 - 75	75 - 85
system analyst	65 - 82	71 - 92	79 - 103
technical writer	55 - 71	64 - 84	75 - 96
trainer	50 - 55	55 - 65	70 - 82
data / database management			
business intelligence developer	61 - 79	69 - 91	78 - 103
database administrator	66 - 88	76 - 104	89 - 120
database analyst	61 - 82	71 - 96	82 - 109
emerging technologies			
android developer	62 - 80	69 - 91	78 - 101
c# developer	64 - 83	72 - 96	82 - 108
ios developer	63 - 81	70 - 92	79 - 103
java developer	63 - 80	69 - 90	77 - 101
search engine optimization analyst	53 - 70	61 - 83	71 - 95
ui,ux developer/designer	63 - 81	70 - 91	78 - 101
web content administrator	49 - 62	57 - 74	67 - 85
web developer	65 - 81	72 - 92	82 - 105
infrastructure, networking and telecommunication			
it auditor	60 - 79	68 - 91	78 - 105
lan/wan administrator	58 - 77	66 - 90	77 - 103
network engineer	62 - 82	71 - 95	81 - 110
san administrator	60 - 73	71 - 80	79 - 88
telecommunications analyst	59 - 79	69 - 93	80 - 108
telecommunications analyst voip	60 - 67	66 - 81	79 - 95
unix administrator	67 - 88	77 - 103	89 - 118
voice analyst/administrator	59 - 66	64 - 80	78 - 95
wintel administrator	45 - 60	60 - 72	72 - 80

	experience		
	entry	mid	senior
leadership (development/project)			
agile practice lead / scrum master	69 - 89	77 - 102	88 - 115
applications programming manager (development manager)	93 - 124	105 - 142	119 - 163
erp project manager	92 - 124	102 - 141	116 - 162
information systems manager	90 - 116	101 - 134	115 - 154
infrastructure project manager	75 - 86	84 - 111	110 - 125
product manager (technical)	83 - 116	98 - 140	118 - 167
program manager	66 - 85	75 - 99	86 - 113
project coordinator	56 - 71	65 - 84	76 - 97
project manager systems	91 - 120	102 - 138	116 - 157
technical lead	80 - 93	91 - 98	95 - 110
quality assurance & testing			
qa analyst / manual tester	45 - 51	48 - 60	59 - 75
quality assurance analyst	51 - 68	59 - 80	69 - 92
quality assurance manager	75 - 97	83 - 110	93 - 123
quality control tester	51 - 67	59 - 79	68 - 91
software dev engineer in testing (sdet)	65 - 76	75 - 81	80 - 95
security			
security engineer cyber	81 - 105	91 - 119	102 - 134
security specialist cyber	71 - 91	79 - 104	89 - 116
technical support			
bilingual tech support	37 - 41	40 - 49	48 - 52
help desk representative	43 - 57	49 - 65	55 - 73
help desk/technical support (level 2 & 3)	45 - 55	50 - 58	55 - 75
pc specialist	49 - 64	56 - 74	63 - 83
executive level positions			
	company revenue		
	\$10M	\$100M	\$1,000M
chief information officer	107 - 190	172 - 307	265 - 473
information technology director	95 - 126	127 - 169	161 - 215
quality assurance director	90 - 121	117 - 158	146 - 197
vp information technology	107 - 190	172 - 307	265 - 473
vp of professional services	90 - 101	99 - 125	122 - 150

	experience		
	entry	mid	senior
applications and software			
application support analyst	48 - 63	55 - 73	63 - 82
erp consultant (techno functional analyst)	78 - 86	85 - 100	99 - 120
erp programmer	60 - 77	67 - 89	76 - 100
implementation analyst	42 - 55	48 - 64	55 - 72
software developer	65 - 86	75 - 101	86 - 115

architecture			
architect (enterprise)	74 - 99	85 - 117	99 - 134
architect (solutions / technical)	74 - 93	84 - 108	96 - 122
architect cloud	74 - 93	84 - 108	96 - 122
bi data architect	90 - 96	95 - 115	110 - 135
data architect	63 - 83	72 - 98	84 - 112
data warehouse architect	74 - 99	85 - 117	99 - 134
network architect	56 - 75	64 - 88	75 - 103

business / systems analysis & other			
business analyst	59 - 77	67 - 89	76 - 102
business / technical systems analyst (Industry Specific)	66 - 91	78 - 109	91 - 125
functionnal analyst	59 - 77	67 - 89	76 - 102
pre-sales engineer	60 - 73	72 - 90	89 - 92
systems analyst	60 - 76	65 - 85	73 - 96
technical writer	51 - 66	59 - 78	69 - 89
trainer	56 - 60	65 - 70	70 - 85

data / database management			
business intelligence developer	56 - 73	63 - 84	71 - 94
database administrator	59 - 79	68 - 94	80 - 108
database analyst	56 - 76	65 - 89	76 - 102

emerging technologies			
android developer	56 - 72	63 - 83	71 - 93
c# developer	58 - 76	66 - 88	75 - 99
ios developer	57 - 74	64 - 85	72 - 95
java developer	57 - 73	63 - 82	70 - 92
search engine optimization analyst	49 - 65	56 - 77	65 - 88
ui,ux developer/designer	57 - 73	63 - 83	71 - 93
web content administrator	44 - 56	51 - 67	60 - 77
web developer	59 - 74	66 - 84	75 - 97

infrastructure, networking and telecommunication			
it auditor	55 - 73	62 - 85	72 - 97
lan/wan administrator	54 - 72	62 - 85	72 - 98
network engineer	57 - 76	65 - 89	76 - 103
san administrator	65 - 73	72 - 91	90 - 105
telecommunications analyst	56 - 75	64 - 88	75 - 103
telecommunications analyst voip	68 - 73	70 - 82	80 - 90
unix administrator	62 - 82	71 - 96	82 - 110
voice analyst/administrator	60 - 71	68 - 82	81 - 92
wintel administrator	62 - 74	70 - 84	82 - 92

	experience		
	entry	mid	senior
leadership (development/project)			
agile practice lead / scrum master	64 - 83	72 - 95	82 - 108
applications programming manager (development manager)	86 - 114	96 - 132	110 - 152
erp project manager	81 - 108	89 - 122	99 - 137
information systems manager	82 - 107	92 - 123	106 - 142
infrastructure project manager	80 - 110	92 - 128	106 - 148
product manager (technical)	70 - 97	82 - 115	95 - 132
program manager	59 - 76	67 - 89	77 - 101
project coordinator	52 - 66	60 - 77	69 - 88
project manager systems	75 - 100	84 - 114	95 - 129
technical lead	75 - 87	85 - 94	90 - 110

quality assurance & testing			
qa analyst / manual tester	40 - 45	50 - 55	60 - 70
quality assurance analyst	46 - 62	54 - 73	63 - 84
quality assurance manager	67 - 88	74 - 99	83 - 111
quality control tester	46 - 62	54 - 72	62 - 83
software dev engineer in testing (sdet)	65 - 74	73 - 85	83 - 95

security			
security engineer cyber	76 - 98	85 - 112	95 - 126
security specialist cyber	66 - 85	73 - 97	83 - 109

technical support			
bilingual tech support	40 - 48	48 - 61	59 - 65
help desk representative	39 - 51	44 - 59	50 - 66
helpdesk/technical support (level 2 & 3)	30 - 35	35 - 40	45 - 65
pc specialist	44 - 59	51 - 68	58 - 76

	company revenue		
	\$10M	\$100M	\$1,000M
executive level positions			
chief information officer	93 - 167	140 - 252	197 - 355
information technology director	75 - 90	90 - 110	115 - 165
quality assurance director	76 - 104	96 - 130	116 - 157
vp information technology	93 - 167	140 - 252	197 - 355
vp of professional services	90 - 101	100 - 130	128 - 160

Halifax

	experience		
	entry	mid	senior
applications and software			
application support analyst	49 - 64	56 - 74	64 - 91
erp consultant (techno functional analyst)	56 - 82	79 - 86	81 - 108
erp programmer	61 - 79	68 - 91	78 - 108
implementation analyst	43 - 56	49 - 65	56 - 74
software developer	50 - 88	76 - 103	88 - 107
architecture			
architect (enterprise)	78 - 84	84 - 98	91 - 114
architect (solutions / technical)	75 - 84	79 - 90	75 - 105
architect cloud	73 - 94	85 - 110	98 - 115
bi data architect	74 - 100	86 - 98	96 - 111
data architect	66 - 87	76 - 102	88 - 117
data warehouse architect	74 - 100	86 - 118	100 - 125
network architect	55 - 74	64 - 88	75 - 102
business / systems analysis & other			
business analyst	59 - 77	67 - 90	77 - 103
business / technical systems analyst (Industry Specific)	66 - 85	78 - 98	86 - 108
functional analyst	59 - 77	67 - 90	77 - 103
pre-sales engineer	55 - 66	64 - 80	77 - 110
system analyst	55 - 77	66 - 86	74 - 97
technical writer	51 - 67	60 - 80	70 - 91
trainer	40 - 46	45 - 55	52 - 65
data / database management			
business intelligence developer	57 - 74	64 - 85	73 - 97
database administrator	61 - 83	71 - 92	84 - 98
database analyst	57 - 76	66 - 90	77 - 103
emerging technologies			
android developer	58 - 75	65 - 85	73 - 98
c# developer	51 - 78	68 - 90	77 - 98
ios developer	59 - 76	66 - 86	74 - 97
java developer	50 - 75	64 - 85	72 - 103
search engine optimization analyst	49 - 66	57 - 77	66 - 89
ui,ux developer/designer	59 - 75	65 - 85	73 - 95
web content administrator	45 - 58	53 - 69	62 - 80
web developer	55 - 75	68 - 87	77 - 99
infrastructure, networking and telecommunication			
it auditor	55 - 74	63 - 86	73 - 99
lan/wan administrator	54 - 72	62 - 85	72 - 97
network engineer	58 - 77	66 - 90	76 - 104
san administrator	54 - 72	62 - 85	72 - 97
telecommunications analyst	55 - 74	64 - 88	75 - 102
telecommunications analyst voip	70 - 75	80 - 85	82 - 90
unix administrator	63 - 83	72 - 97	83 - 112
voice analyst/administrator	50 - 61	59 - 75	73 - 90
wintel administrator	54 - 72	62 - 85	72 - 97

	experience		
	entry	mid	senior
leadership (development/project)			
agile practice lead / scrum master	65 - 84	73 - 96	82 - 109
applications programming manager (development manager)	87 - 117	98 - 135	113 - 156
erp project manager	86 - 97	96 - 114	109 - 134
information systems manager	74 - 100	95 - 107	109 - 116
infrastructure project manager	75 - 87	85 - 100	94 - 105
product manager (technical)	77 - 98	86 - 112	90 - 128
program manager	61 - 79	70 - 95	80 - 127
project coordinator	52 - 67	60 - 76	71 - 83
project manager systems	85 - 93	90 - 97	96 - 109
technical lead	76 - 88	86 - 103	88 - 107
quality assurance & testing			
qa analyst / manual tester	47 - 63	55 - 75	65 - 86
quality assurance analyst	47 - 63	55 - 75	65 - 86
quality assurance manager	70 - 91	78 - 93	87 - 107
quality control tester	47 - 62	54 - 73	63 - 85
software dev engineer in testing (sdet)	47 - 63	55 - 75	65 - 86
security			
security engineer cyber	76 - 99	85 - 113	96 - 127
security specialist cyber	66 - 86	74 - 98	83 - 110
technical support			
bilingual tech support	51 - 58	56 - 65	55 - 68
help desk representative	47 - 53	45 - 61	51 - 68
help desk/technical support (level 2 & 3)	51 - 58	56 - 65	60 - 68
pc specialist	43 - 59	52 - 69	59 - 78
executive level positions			
	company revenue		
	\$10M	\$100M	\$1,000M
chief information officer	101 - 125	110 - 182	165 - 297
information technology director	89 - 119	121 - 162	154 - 207
quality assurance director	84 - 115	111 - 150	139 - 190
vp information technology	101 - 182	165 - 297	256 - 462
vp of professional services	120 - 151	148 - 200	198 - 250

These numbers represent annual base salaries before benefits, expressed in thousands of dollars

	experience		
	entry	mid	senior
applications and software			
application support analyst	51 - 67	59 - 78	67 - 87
erp consultant (techno functional analyst)	80 - 102	92 - 118	106 - 134
erp programmer	63 - 82	71 - 94	81 - 107
implementation analyst	45 - 59	51 - 68	59 - 77
software developer	69 - 91	79 - 106	91 - 121

architecture			
architect (enterprise)	80 - 102	92 - 118	106 - 144
architect (solutions / technical)	80 - 102	92 - 118	106 - 144
architect cloud	77 - 97	88 - 114	102 - 129
bi data architect	79 - 101	95 - 112	106 - 132
data architect	68 - 90	78 - 105	91 - 121
data warehouse architect	77 - 103	89 - 122	103 - 139
network architect	58 - 77	67 - 91	78 - 106

business / systems analysis & other			
business analyst	62 - 80	70 - 93	80 - 106
business / technical systems analyst (Industry Specific)	69 - 94	81 - 112	94 - 129
functional analyst	64 - 84	73 - 97	84 - 111
pre-sales engineer	64 - 83	71 - 94	89 - 107
system analyst	63 - 80	69 - 90	77 - 100
technical writer	54 - 70	62 - 82	73 - 94
trainer	63 - 81	73 - 96	85 - 109

data / database management			
business intelligence developer	60 - 77	67 - 89	76 - 100
database administrator	64 - 86	74 - 102	87 - 117
database analyst	60 - 80	69 - 94	80 - 107

emerging technologies			
android developer	61 - 78	67 - 88	76 - 99
c# developer	62 - 81	70 - 93	80 - 105
ios developer	62 - 79	69 - 90	77 - 101
java developer	61 - 78	67 - 88	75 - 98
search engine optimization analyst	51 - 69	59 - 80	69 - 92
ui,ux developer/designer	61 - 78	68 - 88	76 - 99
web content administrator	47 - 61	55 - 72	65 - 83
web developer	63 - 75	70 - 90	80 - 103

infrastructure, networking and telecommunication			
it auditor	58 - 77	66 - 89	76 - 102
lan/wan administrator	56 - 75	65 - 88	75 - 101
network engineer	60 - 80	69 - 93	79 - 107
san administrator	60 - 81	70 - 95	81 - 110
telecommunications analyst	58 - 77	67 - 91	78 - 106
telecommunications analyst voip	60 - 81	70 - 95	81 - 110
unix administrator	66 - 86	75 - 101	87 - 116
voice analyst/administrator	58 - 66	64 - 91	89 - 110
wintel administrator	58 - 67	66 - 87	85 - 105

	experience		
	entry	mid	senior
leadership (development/project)			
agile practice lead / scrum master	67 - 87	75 - 99	85 - 113
applications programming manager (development manager)	91 - 121	102 - 140	117 - 161
erp project manager	90 - 121	100 - 139	114 - 159
information systems manager	88 - 114	99 - 132	113 - 151
infrastructure project manager	83 - 105	95 - 115	112 - 145
product manager (technical)	81 - 113	96 - 137	115 - 163
program manager	64 - 83	73 - 96	84 - 110
project coordinator	55 - 70	63 - 82	74 - 94
project manager systems	88 - 118	99 - 135	113 - 154
technical lead	71 - 88	86 - 107	106 - 115

quality assurance & testing			
qa analyst / manual tester	51 - 67	59 - 79	68 - 91
quality assurance analyst	49 - 66	58 - 78	68 - 89
quality assurance manager	73 - 95	81 - 108	91 - 121
quality control tester	49 - 65	57 - 76	65 - 87
software dev engineer in testing (sdet)	64 - 81	70 - 92	79 - 103

security			
security engineer cyber	79 - 102	88 - 117	100 - 131
security specialist cyber	69 - 89	77 - 101	87 - 114

technical support			
bilingual tech support	43 - 58	49 - 66	56 - 74
help desk representative	42 - 55	48 - 63	54 - 71
help desk/technical support (level 2 & 3)	49 - 65	57 - 75	64 - 84
pc specialist	47 - 62	54 - 72	62 - 81

	company revenue		
	\$10M	\$100M	\$1,000M
executive level positions			
chief information officer	105 - 188	170 - 305	263 - 471
information technology director	93 - 124	125 - 167	159 - 213
quality assurance director	88 - 119	115 - 155	144 - 195
vp information technology	103 - 188	170 - 305	263 - 469
vp of professional services	105 - 189	175 - 305	263 - 470

Ottawa

	experience		
	entry	mid	senior
applications and software			
application support analyst	53 - 70	61 - 81	69 - 91
erp consultant (techno functional analyst)	80 - 102	92 - 118	106 - 134
erp programmer	66 - 86	74 - 98	84 - 111
implementation analyst	46 - 61	53 - 70	61 - 80
software developer	72 - 95	83 - 111	95 - 126
architecture			
architect (enterprise)	80 - 102	92 - 118	106 - 134
architect (solutions / technical)	80 - 102	92 - 118	106 - 134
architect cloud	79 - 100	91 - 116	104 - 144
bi data architect	79 - 101	95 - 117	109 - 154
data architect	70 - 93	81 - 108	93 - 124
data warehouse architect	81 - 108	93 - 126	108 - 144
network architect	60 - 81	70 - 95	81 - 110
business / systems analysis & other			
business analyst	63 - 84	73 - 97	82 - 110
business / technical systems analyst (Industry Specific)	72 - 98	84 - 117	98 - 134
functional analyst	65 - 85	71 - 95	84 - 111
pre-sales engineer	63 - 83	76 - 99	84 - 111
system analyst	66 - 85	72 - 93	80 - 105
technical writer	56 - 73	65 - 86	76 - 98
trainer	64 - 81	73 - 97	83 - 108
data / database management			
business intelligence developer	62 - 81	70 - 93	80 - 104
database administrator	67 - 90	78 - 106	91 - 122
database analyst	62 - 83	72 - 98	83 - 111
emerging technologies			
android developer	64 - 82	70 - 92	79 - 103
c# developer	65 - 85	74 - 97	84 - 110
ios developer	64 - 83	72 - 94	80 - 105
java developer	64 - 81	70 - 92	79 - 103
search engine optimization analyst	54 - 72	62 - 84	72 - 96
ui,ux developer/designer	64 - 82	71 - 92	79 - 103
web content administrator	49 - 63	58 - 75	68 - 87
web developer	66 - 82	74 - 94	84 - 107
infrastructure, networking and telecommunication			
it auditor	61 - 80	69 - 93	79 - 107
lan/wan administrator	59 - 78	68 - 92	78 - 105
network engineer	63 - 83	72 - 97	83 - 112
san administrator	60 - 81	70 - 95	81 - 110
telecommunications analyst	59 - 81	75 - 95	85 - 110
telecommunications analyst voip	60 - 82	71 - 93	83 - 110
unix administrator	69 - 90	78 - 105	90 - 120
voice analyst/administrator	60 - 66	65 - 95	83 - 112
wintel administrator	57 - 66	65 - 86	84 - 103

	experience		
	entry	mid	senior
leadership (development/project)			
agile practice lead / scrum master	69 - 90	78 - 102	88 - 116
applications programming manager (development manager)	94 - 125	106 - 143	121 - 165
erp project manager	93 - 125	103 - 143	117 - 164
information systems manager	91 - 118	102 - 135	117 - 155
infrastructure project manager	85 - 110	95 - 120	120 - 150
product manager (technical)	84 - 117	100 - 142	119 - 169
program manager	67 - 86	76 - 100	87 - 115
project coordinator	57 - 73	66 - 86	77 - 98
project manager systems	92 - 121	103 - 139	117 - 158
technical lead	71 - 88	86 - 107	106 - 115
quality assurance & testing			
qa analyst / manual tester	51 - 67	59 - 79	68 - 91
quality assurance analyst	51 - 69	60 - 82	71 - 93
quality assurance manager	76 - 98	84 - 111	94 - 125
quality control tester	51 - 67	59 - 79	68 - 91
software dev engineer in testing (sdet)	64 - 81	70 - 92	79 - 103
security			
security engineer cyber	83 - 107	92 - 121	104 - 136
security specialist cyber	72 - 93	80 - 105	91 - 119
technical support			
bilingual tech support	43 - 58	49 - 66	56 - 74
help desk representative	43 - 58	49 - 66	56 - 74
help desk/technical support (level 2 & 3)	49 - 65	57 - 75	64 - 84
pc specialist	49 - 65	57 - 75	64 - 84
executive level positions			
	company revenue		
	\$10M	\$100M	\$1,000M
chief information officer	108 - 192	174 - 309	267 - 475
information technology director	96 - 128	129 - 171	163 - 217
quality assurance director	91 - 123	118 - 159	148 - 199
vp information technology	107 - 194	174 - 226	265 - 370
vp of professional services	108 - 192	174 - 229	267 - 375

	experience		
	entry	mid	senior

applications and software

application support analyst	52 - 69	60 - 79	68 - 89
erp consultant (techno functional analyst)	75 - 86	84 - 101	98 - 130
erp programmer	64 - 83	72 - 94	81 - 106
implementation analyst	50 - 60	60 - 80	81 - 95
software developer	70 - 92	80 - 107	92 - 121

architecture

architect (enterprise)	95 - 106	105 - 120	119 - 135
architect (solutions / technical)	90 - 107	106 - 122	121 - 135
architect cloud	77 - 98	88 - 114	101 - 129
bi data architect	95 - 109	104 - 121	119 - 140
data architect	69 - 91	85 - 95	96 - 115
data warehouse architect	78 - 104	90 - 122	104 - 139
network architect	59 - 79	68 - 93	80 - 108

business / systems analysis & other

business analyst	58 - 70	71 - 84	83 - 95
business / technical systems analyst (Industry Specific)	71 - 80	82 - 113	95 - 129
functional analyst	70 - 78	75 - 97	95 - 130
pre-sales engineer	60 - 70	69 - 81	80 - 109
system analyst	64 - 81	75 - 90	77 - 101
technical writer	55 - 72	64 - 85	75 - 96
trainer	60 - 72	71 - 85	86 - 100

data / database management

business intelligence developer	60 - 78	67 - 89	77 - 100
database administrator	65 - 77	75 - 88	84 - 117
database analyst	60 - 81	70 - 94	81 - 107

emerging technologies

android developer	65 - 79	75 - 90	80 - 110
c# developer	63 - 82	71 - 94	80 - 105
ios developer	65 - 79	75 - 90	76 - 110
java developer	61 - 79	68 - 88	76 - 99
search engine optimization analyst	52 - 69	60 - 81	69 - 92
ui,ux developer/designer	62 - 80	79 - 85	84 - 110
web content administrator	47 - 61	55 - 72	65 - 83
web developer	65 - 79	71 - 90	80 - 103

infrastructure, networking and telecommunication

it auditor	59 - 78	67 - 90	90 - 110
lan/wan administrator	57 - 65	66 - 85	86 - 98
network engineer	61 - 72	73 - 87	86 - 106
san administrator	70 - 82	80 - 105	100 - 125
telecommunications analyst	59 - 79	68 - 85	86 - 105
telecommunications analyst voip	70 - 80	78 - 87	85 - 90
unix administrator	66 - 87	76 - 101	100 - 125
voice analyst/administrator	58 - 66	64 - 91	89 - 110
wintel administrator	58 - 67	66 - 87	85 - 105

	experience		
	entry	mid	senior

leadership (development/project)

agile practice lead / scrum master	75 - 87	84 - 102	100 - 125
applications programming manager (development manager)	85 - 100	96 - 110	111 - 120
erp project manager	86 - 106	104 - 130	120 - 140
information systems manager	87 - 105	100 - 120	120 - 130
infrastructure project manager	85 - 110	95 - 120	120 - 150
product manager (technical)	77 - 106	89 - 125	104 - 120
program manager	67 - 86	76 - 100	87 - 115
project coordinator	50 - 66	64 - 88	85 - 95
project manager systems	85 - 109	93 - 118	120 - 147
technical lead	71 - 88	86 - 107	106 - 115

quality assurance & testing

qa analyst / manual tester	50 - 66	58 - 79	75 - 90
quality assurance analyst	50 - 66	58 - 79	75 - 90
quality assurance manager	74 - 86	84 - 96	94 - 120
quality control tester	49 - 66	64 - 80	75 - 90
software dev engineer in testing (sdet)	50 - 66	58 - 79	75 - 90

security

security engineer cyber	75 - 89	86 - 109	100 - 130
security specialist cyber	74 - 87	86 - 112	107 - 130

technical support

bilingual tech support	49 - 61	58 - 72	71 - 85
help desk representative	40 - 55	50 - 65	60 - 75
help desk/technical support (level 2 & 3)	50 - 63	61 - 75	73 - 90
pc specialist	40 - 57	52 - 74	60 - 80

	company revenue		
	\$10M	\$100M	\$1,000M

executive level positions

chief information officer	135 - 152	149 - 201	200 - 380
information technology director	105 - 117	114 - 137	138 - 200
quality assurance director	110 - 119	112 - 138	130 - 180
vp information technology	130 - 155	148 - 220	215 - 280
vp of professional services	120 - 153	148 - 202	200 - 250

Montreal

	experience		
	entry	mid	senior
applications and software			
application support analyst	50 - 67	58 - 77	66 - 87
erp consultant (techno functional analyst)	75 - 86	85 - 102	101 - 130
erp programmer	55 - 65	65 - 80	80 - 106
implementation analyst	45 - 60	59 - 84	82 - 105
software developer	50 - 66	64 - 81	80 - 87
architecture			
architect (enterprise)	89 - 98	96 - 106	104 - 130
architect (solutions / technical)	86 - 97	95 - 109	105 - 120
architect cloud	76 - 97	93 - 115	115 - 150
bi data architect	90 - 100	100 - 105	105 - 130
data architect	90 - 100	100 - 105	105 - 130
data warehouse architect	90 - 102	99 - 106	101 - 130
network architect	75 - 85	85 - 95	95 - 100
business / systems analysis & other			
business analyst	55 - 67	65 - 88	85 - 95
business / technical systems analyst (Industry Specific)	68 - 94	80 - 112	94 - 128
functional analyst	59 - 71	69 - 80	78 - 90
pre-sales engineer	55 - 66	62 - 86	80 - 110
system analyst	63 - 80	69 - 89	76 - 100
technical writer	44 - 51	49 - 60	58 - 70
trainer	40 - 46	45 - 59	55 - 65
data / database management			
business intelligence developer	59 - 77	67 - 88	76 - 100
database administrator	60 - 73	71 - 85	80 - 105
database analyst	59 - 79	68 - 93	79 - 106
emerging technologies			
android developer	60 - 78	67 - 88	75 - 99
c# developer	55 - 71	68 - 80	85 - 105
ios developer	61 - 79	68 - 89	77 - 100
java developer	55 - 75	67 - 88	75 - 98
search engine optimization analyst	50 - 63	60 - 67	65 - 70
ui,ux developer/designer	61 - 78	67 - 88	75 - 98
web content administrator	47 - 60	55 - 72	64 - 83
web developer	55 - 65	70 - 89	80 - 103
infrastructure, networking and telecommunication			
it auditor	58 - 76	65 - 89	75 - 102
lan/wan administrator	56 - 74	64 - 88	75 - 95
network engineer	52 - 67	65 - 85	75 - 95
san administrator	70 - 77	75 - 86	81 - 90
telecommunications analyst	52 - 66	63 - 85	75 - 95
telecommunications analyst voip	70 - 77	76 - 85	85 - 90
unix administrator	52 - 65	62 - 85	75 - 95
voice analyst/administrator	50 - 62	60 - 75	71 - 90
wintel administrator	50 - 62	60 - 75	71 - 90

	experience		
	entry	mid	senior
leadership (development/project)			
agile practice lead / scrum master	60 - 75	74 - 90	87 - 115
applications programming manager (development manager)	91 - 101	99 - 118	115 - 130
erp project manager	90 - 100	100 - 139	114 - 160
information systems manager	88 - 115	99 - 132	113 - 152
infrastructure project manager	60 - 80	70 - 100	80 - 120
product manager (technical)	80 - 95	95 - 110	115 - 130
program manager	60 - 70	73 - 97	84 - 120
project coordinator	54 - 69	63 - 82	73 - 94
project manager systems	80 - 100	98 - 110	108 - 130
technical lead	85 - 92	90 - 101	100 - 120
quality assurance & testing			
qa analyst / manual tester	50 - 62	60 - 70	67 - 80
quality assurance analyst	49 - 65	57 - 78	67 - 89
quality assurance manager	75 - 85	81 - 108	91 - 122
quality control tester	45 - 55	52 - 65	61 - 75
software dev engineer in testing (sdet)	60 - 65	70 - 80	77 - 90

security

security engineer cyber	79 - 102	88 - 116	99 - 131
security specialist cyber	68 - 89	76 - 101	86 - 114

technical support

bilingual tech support	35 - 48	45 - 55	51 - 65
help desk representative	35 - 48	45 - 55	52 - 65
help desk/technical support (level 2 & 3)	45 - 55	55 - 65	60 - 75
pc specialist	35 - 45	42 - 55	50 - 65

company revenue

	company revenue		
	\$10M	\$100M	\$1,000M
executive level positions			
chief information officer	105 - 189	171 - 305	264 - 471
information technology director	93 - 124	126 - 168	160 - 213
quality assurance director	90 - 101	97 - 111	106 - 130
vp information technology	105 - 189	171 - 305	264 - 471
vp of professional services	121 - 148	150 - 201	200 - 250

	experience		
	entry	mid	senior
applications and software			
application support analyst	48 - 64	56 - 74	63 - 83
erp consultant (techno functional analyst)	70 - 85	81 - 95	95 - 105
erp programmer	50 - 60	55 - 75	70 - 80
implementation analyst	43 - 56	49 - 65	56 - 74
software developer	50 - 60	55 - 75	70 - 80

architecture			
architect (enterprise)	90 - 102	100 - 116	112 - 130
architect (solutions / technical)	80 - 92	88 - 111	108 - 125
architect cloud	73 - 93	84 - 109	97 - 124
bi data architect	90 - 120	120 - 150	146 - 166
data architect	65 - 86	75 - 101	87 - 116
data warehouse architect	73 - 99	85 - 116	99 - 133
network architect	55 - 73	63 - 87	74 - 101

business / systems analysis & other			
business analyst	59 - 76	66 - 89	76 - 101
business / technical systems analyst (Industry Specific)	66 - 90	77 - 107	90 - 123
functional analyst	50 - 62	60 - 73	70 - 80
pre-sales engineer	55 - 65	65 - 80	80 - 110
system analyst	60 - 76	66 - 85	73 - 96
technical writer	51 - 67	60 - 79	70 - 91
trainer	40 - 45	44 - 55	52 - 65

data / database management			
business intelligence developer	57 - 74	64 - 85	73 - 95
database administrator	61 - 82	71 - 97	83 - 112
database analyst	57 - 76	65 - 89	76 - 102

emerging technologies			
android developer	58 - 74	64 - 84	72 - 94
c# developer	48 - 60	57 - 76	75 - 90
ios developer	59 - 76	65 - 86	73 - 96
java developer	50 - 62	60 - 71	70 - 80
search engine optimization analyst	49 - 65	56 - 77	65 - 88
ui,ux developer/designer	58 - 75	64 - 84	72 - 94
web content administrator	45 - 58	53 - 69	62 - 79
web developer	60 - 75	67 - 86	76 - 98

infrastructure, networking and telecommunication			
it auditor	55 - 73	63 - 85	72 - 97
lan/wan administrator	53 - 71	62 - 84	71 - 96
network engineer	57 - 76	65 - 89	75 - 102
san administrator	52 - 61	61 - 68	68 - 76
telecommunications analyst	55 - 73	63 - 87	74 - 101
telecommunications analyst voip	55 - 64	64 - 72	72 - 78
unix administrator	62 - 82	71 - 96	83 - 110
voice analyst/administrator	50 - 62	60 - 78	75 - 90
wintel administrator	45 - 52	50 - 65	60 - 78

	experience		
	entry	mid	senior
leadership (development/project)			
agile practice lead / scrum master	64 - 83	72 - 95	81 - 108
applications programming manager (development manager)	87 - 117	98 - 135	113 - 156
erp project manager	86 - 117	96 - 134	109 - 154
information systems manager	84 - 110	95 - 127	109 - 146
infrastructure project manager	60 - 75	70 - 92	90 - 115
product manager (technical)	77 - 108	92 - 132	110 - 158
program manager	61 - 80	70 - 93	81 - 106
project coordinator	52 - 66	60 - 78	70 - 90
project manager systems	85 - 113	95 - 130	109 - 149
technical lead	71 - 85	85 - 98	98 - 115

quality assurance & testing			
qa analyst / manual tester	47 - 63	55 - 74	64 - 85
quality assurance analyst	47 - 63	55 - 74	64 - 85
quality assurance manager	70 - 91	77 - 103	87 - 117
quality control tester	47 - 62	54 - 73	63 - 84
software dev engineer in testing (sdet)	60 - 70	68 - 82	80 - 90

security			
security engineer cyber	75 - 98	84 - 111	95 - 125
security specialist cyber	66 - 85	73 - 97	83 - 109

technical support			
bilingual tech support	37 - 48	45 - 54	51 - 63
help desk representative	37 - 48	45 - 54	51 - 63
help desk/technical support (level 2 & 3)	40 - 52	45 - 60	51 - 68
pc specialist	37 - 43	42 - 51	50 - 60

	company revenue		
	\$10M	\$100M	\$1,000M
executive level positions			
chief information officer	101 - 183	165 - 298	256 - 462
information technology director	89 - 120	121 - 162	154 - 207
quality assurance director	84 - 115	111 - 151	139 - 190
vp information technology	101 - 183	165 - 298	256 - 462
vp of professional services	120 - 150	150 - 201	200 - 250

about Randstad Canada

Randstad Canada is the Canadian leader for staffing, recruitment and HR Services. As the only fully integrated staffing company in the country, we understand the recruitment needs and demands of employers and job seekers across all levels and industries. Through our insightful knowledge of local markets, employment trends and global network of recruitment experts, we are shaping the Canadian world of work. Visit [randstad.ca](https://www.randstad.ca)

