2022 Salary Guide

TABLE OF CONTENTS

TekPartners

A P2P Company

Dear valued clients and candidates,

The past year was characterized by a rejuvenated economy and a great deal of movement in roles, what some have coined the "Great Resignation" since the trend spans across all industries. There has been an unprecedented number of people choosing to resign and look for new jobs, and many more considering a change if the right opportunity comes along. For the staffing and IT industries, this has meant a new type of playing field, where top candidates are frequently able to call the shots and remote or hybrid options are often coming into play. Despite the amount of reshuffling we are seeing in the industry, many sectors are unequivocally thriving and the war for the talent needed to drive business has resulted in higher salaries for many highly sought after areas in IT. As we continue to move forward into 2022, we expect to continue seeing a great deal of growth in the IT industry to accommodate economic development and support the technology that powers businesses around the world.

As you delve into our Salary Guide, you will learn that there are a number of tech skills that we expect to see in high demand throughout 2022, most notably cybersecurity and roles related to defending organizations against cybercriminals. There has been an extraordinary rise in cyberattacks such as ransomware, phishing, hacking, and more over the past few years, and this trend shows no signs of slowing down. This has been exacerbated in many ways by the increase in remote work, as distributed work models can leave organizations vulnerable to attack if they are not prepared. As a result, there is a very high demand for IT security professionals with the experience and skills to help companies develop the right defenses to protect their data and vital software to maintain operations.

Meanwhile, the hybrid and remote work models have been changing the hiring landscape in many other ways. Not only are many organizations considering making some of these options permanent, but the demand is being driven by employees in many cases. Having had a taste of remote work during the pandemic, numerous IT candidates are now leaving their jobs to seek remote or hybrid work options that offer greater flexibility or the possibility of a lower cost of living. Some companies are embracing the movement and lowering their overhead, while others are pushing back with the intent to go back to full in-office workforces as soon as it is feasible. Will remote work continue to be an important area of the IT industry? According to our research, it certainly seems that it will be an important aspect of hiring in 2022 and beyond.

As you continue through our Salary Guide, you will also see that we touch on how digital transformation has been affecting the IT industry. Many organizations realized during the pandemic that they needed more sophisticated digital solutions to support distributed work models, maintain security, assist with data collection and interpretation, and so much more. We have seen a trend of more businesses investing in digital transformations that were long overdue, while others are looking to remain on the cutting edge by continually building on their existing infrastructure. These needs have created a high demand for certain IT roles related to cloud, infrastructure, programming, and more. This will continue to be a driving factor in IT hiring throughout 2022.

Here at TekPartners, we take pride in matching great IT professionals with the companies that need them, facilitating IT projects that keep organizations running smoothly, and so much more. With this in mind, we look forward to a bright future in 2022, and we hope you find our research into the IT industry, hiring trends, and salary trends helpful as you plan ahead. Please take advantage of our insights and don't hesitate to reach out to our team if we can assist you in your IT endeavors.

As always, we look forward to working with you!

Sincerely,

Jay Bevilacqua
CEO
TekPartners

Hottest Tech Skills in Demand for 2022

There has been a rise in demand for skilled IT professionals across all industries as organizations invest in their IT infrastructure, cybersecurity, and other essential projects. These are the top skills employers will be looking for in candidates throughout 2022 and beyond.

Cybersecurity

The need to protect both company and customer data has never been more important than in today's hyper-connected world. With the sharp rise in cybercrime during the pandemic, cybersecurity professionals have been in high demand across all industries. Individuals with experience in the information security field including assessing vulnerability, network security, infrastructure security, and data privacy can expect to find high paying jobs throughout the U.S. as organizations seek to protect themselves from expensive cyberattacks that can result in data theft and destruction.

Software Development

Software developers have been in high demand for the past few years and can expect this trend to continue throughout 2022. As businesses recovered from the pandemic and began to take on more projects, software development, coding, and programming became increasingly sought-after skills. While some businesses began to accept more junior-level talent due to the talent shortage, more experienced candidates can stand out by highlighting their seniority, the variety of past projects they have worked on, as well as the various programming languages they know.

AI & Machine Learning

The field of automation has been growing rapidly and many employers are seeking IT professionals with expertise in artificial intelligence and machine learning. These organizations are interested in the innovative solutions that AI and machine learning can offer, including better ways to collect and analyze large swaths of data and free up employees who used to do so by hand. Keeping up with the cutting edge of automation is important when it comes to staying ahead of the competition and preparing for the future, so employers will be looking for the right IT talent to bolster their automation projects throughout 2022.

> { *"*Cloud engineers can expect to net **high salaries** due to widespread demand for cloud projects*"* }

Cloud Engineering

This is an area that has been growing over the past few years and is expected to continue being a top skill employers are looking for in 2022 and in years to come. Cloud engineers can expect to net high salaries due to widespread demand for cloud projects across many different industries. With a background in designing, managing, and maintaining cloud computing software and projects, IT professionals in this area will have many opportunities available.

Data Analytics

IT roles in this area can vary, but data scientists, data analysts, and business intelligence analysts are roles that will remain in high demand in 2022 and beyond. As businesses find themselves collecting more data than ever before, they need help fine tuning collection, making sense of that data, and forecasting what to do next in the face of an uncertain future. Candidates with a background in any of these areas will find a multitude of projects to work on as businesses look for experts to help them make sense of data and fine tune their processes.

Digital Transformation

Many organizations realized during the pandemic that digital transformation was necessary to survive. Now that the dust has settled, employers are looking for ways to enhance processes and make their businesses more efficient, including moving to new and better platforms or digitizing old information. IT professionals with experience in moving information from one platform to another, setting up connections between platforms, and project management in relation to digital transformation will be highly sought after in 2022. Digital transformation is an ongoing process for many organizations as business needs evolve over time, meaning that there will always be a need for candidates who are adept at these projects.

Soft Skills

While IT professionals need to have certain technical skills to be considered for positions, soft skills are also in high demand. IT departments are increasingly being tasked with helping to educate other employees about cybersecurity, how to use equipment and programs, and more. In order to facilitate these trainings and other related education, soft skills are a great asset. Being able to listen, work well with others, and leadership abilities are all highly desirable skills in an IT candidate. Working on soft skills in addition to technical skills and certifications can be a great way to set up your future career path and will lead to more opportunities than technical skills alone.

Looking for your next IT project?

If you're an IT professional ready to put your skills to work, get in touch with TekPartners today. Our team is ready to connect you with your next opportunity.

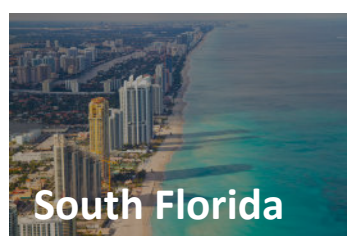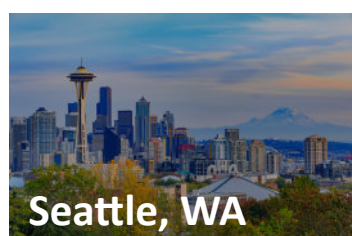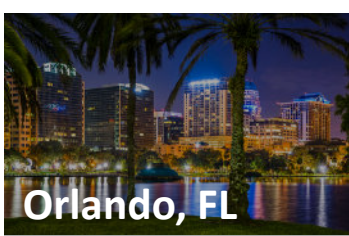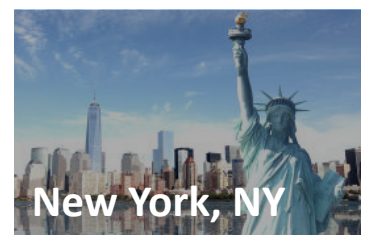# Where to Find Tech Jobs in 2022

While there has been a great deal of churn in the IT industry, there are still several geographic areas that have been sustaining tech jobs over the past few years and will continue to grow in the future. Silicon Valley and the surrounding Bay Area have long been a hub for the IT industry and innovative technology startups. The presence of many leading tech companies will continue to make this an important area for IT jobs, but its dominance has waned slightly as some companies attempt to balance the demand for remote work options with a desire to maintain a local workforce on their extravagant campuses. Remote workers may see pay cuts while their in-office counterparts maintain salaries to match the high cost of living in urban centers.

As a result, some IT professionals have been more willing to move to low cost of living areas and seek remote work with new companies. There is an unprecedented number of opportunities available right now and the trend is likely to continue well into 2022. Some organizations are jumping at the chance to lure top talent by offering remote or "remocal" (remote but local) jobs, often without a salary penalty.

Additional shifts in the IT industry have resulted in some businesses moving out of the traditional tech centers in the U.S., leaving California for Texas or Florida, for example, resulting in a shift in where their workers live as well. Other factors that are affecting where IT jobs can be foun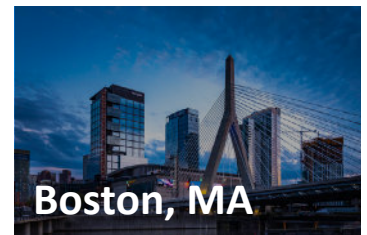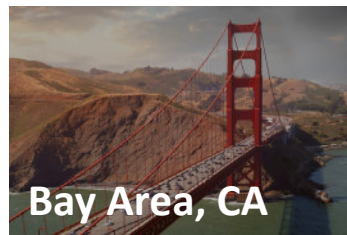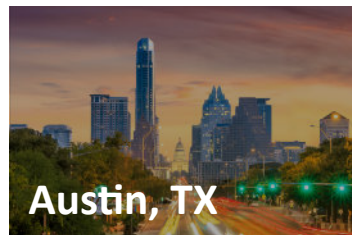d include vaccination mandates, whether big IT firms are giving up their office space, and the state of the housing market. As 2022 progresses, these factors could add further turmoil to the state of the "Great Resignation" and the IT industry. In the meantime, here is a snapshot of the top locations for tech jobs in 2022:

Atlanta, GA	Austin, TX	Bay Area, CA	Boston, MA
Charlotte, NC	Dallas, TX	Denver, CO	Detroit, MI
Houston, TX	Milwaukee, WI	Nashville, TN	New York, NY
Orlando, FL	Seattle, WA	South Florida	
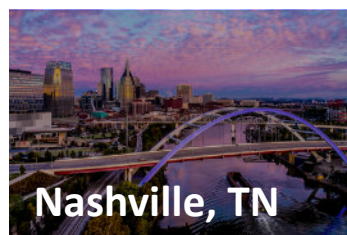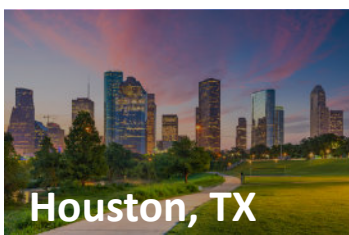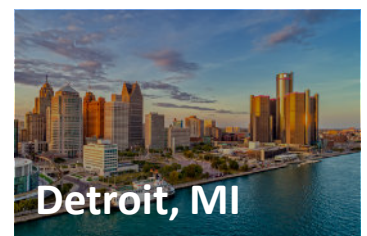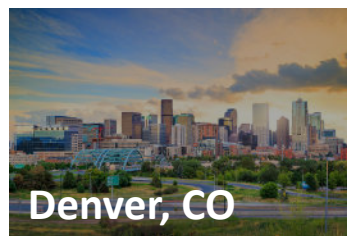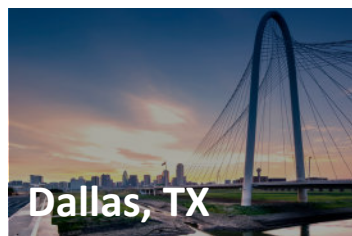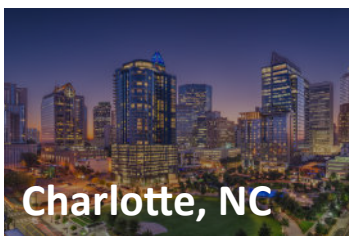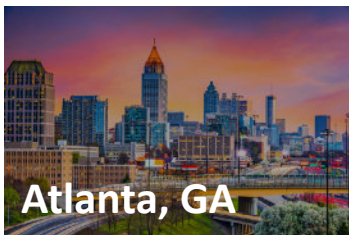
Winning the War for Talent

It's no secret that there is a talent shortage throughout the U.S. right now, but it is especially difficult in the tech sector. The ongoing shortage of IT talent has ramifications for every industry in today's hyper-connected world. For those organizations searching for IT talent, the shortage has meant slowing down or postponing projects when the right people cannot be found. Here are some of the effects:

IT Candidates Can Ask for (and Receive) More

The talent shortage has resulted in a hiring slowdown in areas of the IT industry because there simply are not enough available individuals with the experience to fill certain jobs. As a result, those candidates who are considering looking for new jobs can truly ask for what they want. If organizations are unwilling to work with these demands, there are other opportunities out there. Some organizations have caught on to the new balance of power in the market and have begun to offer higher pay for many positions as well as increased perks.

Higher salaries are certainly an attractive feature for many candidates, but that alone may not be enough to attract top talent these days. IT candidates are increasingly asking for more flexibility as well as remote or hybrid work options. With so many organizations embracing remote work models to expand their talent pool, the competition is fierce. Those that remain inflexible may see more difficulty in attracting top candidates since they can have their demands met elsewhere.

Candidates are increasingly seeking remote options as well as contract work because of the flexibility inherent in these options. It remains to be seen how this will play out in the long term. Will organizations become more accepting of remote work as well as contract work for IT positions in the future? If top IT candidates continue to shift the market this way, then that may become the new normal. In the meantime, if your organization is struggling to hire top IT candidates, it's time to consider whether the rates offered are competitive nationwide instead of only in the local market and whether your organization would be willing to let certain roles go remote. Without those two components, your company could be missing out on a large number of qualifying candidates.

Retention is Key

One of the most important aspects of the war for talent is not just finding top talent and enticing those individuals to join your organization, but finding ways to retain those people. What are the best ways to ensure that your top employees don't leave for another organization?

It's important to take a look at your benefits package and compare it to what other companies are offering in your industry, including your local market as well as nationwide. With the rise in remote work options, particularly in the IT industry, organizations that want to maintain an edge on the competition must realize that their benefits package needs to stay competitive in a number of ways. Are the salaries competitive within the industry? Are the healthcare, dental, 401(k), and other benefits also competitive? While flashy perks such as in-office beer, ping pong, and the like sound good on paper, candidates are increasingly looking for more substantial benefits such as flexible schedules, parental leave, true work-life balance, and other benefits that increase quality of life for the candidates as well as their families.

These benefits tie into company culture in many ways, as truly great benefits can be an indicator of a company culture that treats employees as members of a community and not just cogs in a machine. A company culture that demonstrates trust in employees and encourages employees to bring their whole selves to work will experience greater retention in the long run because people will feel invested in the culture and in the relationships they form at the company.

With the rise in remote work during the pandemic, one of the most sought-after benefits is a flexible or hybrid model that allows employees the freedom to work from home when they need to, avoiding distractions or long commutes. Companies that embrace this movement and find ways to work with people to create the right schedule for their particular job will have better retention as a result. Some companies have even begun offering perks tailored to remote and hybrid employees such as stipends for internet and office supplies.

Along with fine tuning your organization's benefits to attract and keep better candidates, you can maximize your efforts by working with a trusted staffing partner to find the right people. Take advantage of an established staffing partner's pool of qualified candidates instead of starting your search from scratch, and you will have an easier time finding people who will fit in with your company culture and whose goals align with yours.

Need help finding the right people for your IT positions?

Get in touch with TekPartners today so we can connect you with top IT talent suited to your needs.

The Future of Digital Transformation

Digital transformation was a rapidly growing area even before the pandemic, but over the past few years this part of the IT industry has grown exponentially and will continue to expand at a rapid rate. According to a recent IDC report, "direct digital transformation investment is still growing at a compound annual growth rate (CAGR) of 15.5% from 2020 to 2023 and is expected to approach $6.8 trillion."

A great deal of this growth can be attributed to necessity as organizations around the world pivoted to digital solutions in the face of the pandemic. Now that things are settling into a new normal, digital transformation has continued to be a strong force in the IT industry as companies strive for flexibility and adaptability in a post-pandemic world.

An important facet of digital transformation to consider is its role in how companies were able to cope with the changes wrought by the pandemic. Those organizations that were already working on digital transformation programs, such as moving to cloud systems or allowing remote or hybrid work, were able to adapt to the sudden shift in how work could get done. Many of these companies embraced the changes that came with largely remote models and have continued to actively build out digital solutions to better support hybrid or remote workforces in the future.

Those that have focused on remote and hybrid models and continued to adapt their infrastructure accordingly have been able to take advantage of wider talent pools since they can hire top talent from beyond the locations of their physical offices. In the highly competitive market for IT professionals, this has become a distinct advantage. Not only are these companies getting ahead of the competition by having better infrastructure in place and continuing to refine it, but they will also be well positioned to hire top IT talent to continue developing their systems for future digital transformations as technology evolves.

The highly competitive market for IT talent is an indicator that digital transformation is a large component of many organizations' roadmaps for the future. The uptick in IT projects has created an enormous demand for IT professionals with skills in areas related to digital transformation, especially cloud and cybersecurity roles. Many of these projects encompass digital solutions such as a "digital first" approach, as indicated in the IDC report, for both employees and customers. Reflecting on the difficulties faced during the pandemic, many organizations are seeking to increase their digital abilities in order to be ready for whatever the future holds.

Digital experiences fueled by automation and machine learning are not only being pursued by businesses, but are being demanded by consumers. A thirst for online commerce and pressures due to supply chain issues have guided many businesses to invest in digital transformations that will allow them to present strong online experiences even if they will also continue to offer brick-and-mortar ones too. Alongside these improved digital experiences, savvy organizations are also putting considerable effort into digital security measures because dispersed workforces and more complicated online experiences can also offer cybercriminals more opportunities if security does not keep up.

As we move forward into 2022 and beyond, digital transformation will be an integral part of the economy. What was once a forced transition due to necessity has now blossomed into a new era of digital experiences for both companies and their customers.

Need help with your digital transformation?
TekPartners is here to help. Contact us today to find out how our experts can guide your organization through your digital transformation projects and set you up for success.
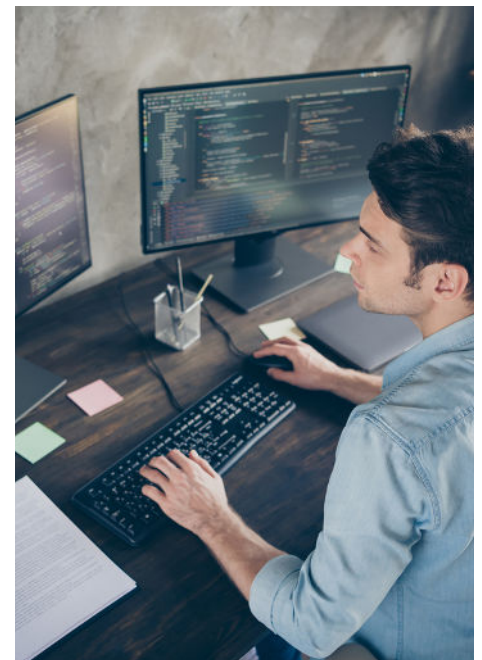
Cybersecurity and Remote Risks

The increasing push for remote and hybrid work has put many organizations in a difficult position due to the inherent risk in having employees remotely accessing company information. This can leave organizations open to attack if remote solutions are not implemented with care and employees are not on guard against potential issues. As a result of this confluence of factors, cybersecurity has become one of the most sought-after IT skills and will continue to be in high demand throughout 2022.

Temporary to Permanent Solutions

The chaos surrounding the pandemic resulted in many organizations implementing digital solutions with the intent to use them as temporary measures. Unfortunately, as time went on and the pandemic became a long-term phenomenon, these organizations found themselves in the undesirable position of having to reexamine their solutions and decide if these were secure enough to continue. Those that had been undertaking digital transformations before the pandemic struck found themselves well-prepared to make the transition to remote or hybrid environments, while others needed to implement changes to the once temporary solutions.

This environment has created an urgent need for IT professionals with the right cybersecurity skills to help organizations bolster their defenses against ransomware, hacking, phishing, and other attacks by bad actors. The resulting war for talent has driven up salaries in the cybersecurity field as various organizations seek to implement new technologies and defenses, educate employees, and otherwise plan for the future.

Rise in Cybercrime

There was an unprecedented rise in cybercrime during the pandemic as most of the world experienced some degree of lockdown measures in the face of the coronavirus. As a result of these lockdowns, criminals and state actors largely turned to digital means to ply their trades. With so many businesses and other organizations turning to digital solutions – many temporary and not ideal – there was a great deal of opportunity for these bad actors to infiltrate systems to steal data, ransom information, or otherwise cause harm.

Cybercrime has resulted in gas shortages, crippled hospital systems, police stations unable to function, and many other losses. According to the FBI, compromised email accounts alone resulted in "adjusted losses of over $1.8 billion" in 2020. The same FBI report states that ransomware was responsible for a further $29.1 million in adjusted losses. Cybercrime has become a lucrative business and shows no signs of slowing down.

No organization is safe and many do not fully realize how vulnerable they are. In order to protect company and customer data, it's essential to have a robust security policy and the right people in place with the best tools to defend against incursions by cybercriminals or mitigate damage in the event of an attack.

Cybersecurity Talent Shortage

While many organizations have recognized the danger they face from potential ransomware, hacking, phishing, and other cyberattacks, some are having difficulty finding the IT experts they need to get their defenses in order. With so many organizations undergoing various digital transformations at once, this type of IT talent is in very high demand.

The subsequent talent shortage has resulted in some projects being stalled for want of resources, but companies seeking cybersecurity help are not completely out of luck. Attracting top IT talent may mean offering more attractive salaries and perks, allowing some degree of remote work, and potentially going with contract IT candidates instead of permanent placements. An ongoing trend in the industry has seen many IT professionals preferring contract jobs because they enjoy the variety the work brings. Organizations that want to have the best people would be wise to listen to the current demands of the candidate marketplace.

Meanwhile, it is also possible to save time and money by working with a trusted IT staffing partner to find the right people quickly and efficiently. Take advantage of an established partner's years of expertise and save both time and money in your search by working with people who know the industry and have connections to top talent.

Looking for cybersecurity professionals?

Get in touch with TekPartners today so we can connect you with the right IT professionals for your projects.

How Are Hybrid and Remote Models Changing How We Work?

Back in March of 2020, it may not have been clear how much our world was about to change. Many organizations sent away those employees that could work remotely with the expectation that things would go back to normal in a few weeks. With the pressures of the lingering pandemic, companies faced choices about how to handle the future and for many of those employees, remote became the new normal. As we continue into 2022, many businesses have found that the new normal looks different from how they expected, especially in regard to hybrid and remote work in the IT industry. Here are some of the ways these models are changing how we work.

1. Salary and Benefits

Compensation is always a hot topic, but the rise in hybrid and remote work has sparked a debate around fair pay for remote and hybrid workers. Since remote or flexible, hybrid work is often considered a perk, some employers were slow to embrace these models for the long term, especially in organizations where the culture simply did not include such options in the past. Some employers have even gone so far as to offer more pay for onsite workers, but the results have been mixed since desirable IT candidates can often find remote jobs with great salaries.

Since many skilled and experienced IT professionals have come to appreciate or even favor remote work, these individuals are pushing to either remain remote or are seeking out roles where they can have the amount of flexibility they want. In the face of salary cuts for remaining remote, many IT employees joined the "Great Resignation" and began looking for new opportunities at companies that allow or embrace remote and hybrid options.

As a result of the fierce competition for top IT talent, some organizations have begun to offer similar salaries and benefits for remote roles in order to entice the best candidates. This has given some companies an edge when they were having difficulty attracting the right people to certain geographic areas since it widened the talent pool considerably. With top talent able to seek employment virtually anywhere, companies need to be savvy about their offerings in order to stay ahead of the competition in the marketplace, or they may be waiting a long time to fill certain positions, which in turn can stall important IT projects and cost money as the candidate search becomes drawn out.

2. "Remocal" Jobs

An interesting development that picked up speed in 2021 and will likely continue to be an important factor throughout 2022 is the rise in remote, but local (or, as some say, "remocal") positions. Some organizations have embraced remote or hybrid positions to a degree, but with an eye on potentially bringing these positions back to the office in the future. These employers are increasingly seeking out local candidates who can work remotely for now, but may eventually be asked to come into the office in some capacity. As long as employers are clear that this is the case, some candidates consider this an acceptable arrangement. The motivation behind remote, but local candidate searches can vary, but in some cases, it is driven by businesses that are tied to new buildings or long leases and want to make use of their office space in the future rather than a true need to have employees in the office. This is juxtaposed against those businesses that are cutting overhead by sending as many jobs as possible into remote roles. 2022 may see more of these businesses settling into the two categories as time goes on.

3. Company Culture

One of the biggest ways hybrid and remote jobs have impacted the way we work can be seen in how companies have adapted their cultures to the new normal. Approaching hybrid or remote environments with a compassionate attitude and recognizing the human element can make all the difference in promoting a great company culture no matter where employees are. For some organizations, this may mean finding ways to keep both in-office and remote employees connected through digital channels as well as occasional in-person events to bring everyone together. Preserving and enhancing company culture across time zones and physical locations can have its challenges, but in many ways these efforts can help level the playing field by promoting greater diversity and inclusion through increased connection and visibility.

Some organizations may have a faction that balks at the idea of not being able to physically see employees at work, resulting in an increase in surveillance and related software, but this is not the way to build trust with employees. The key to a thriving company culture regardless of where employees are working is trust. Ensuring that employees have the right tools for their work and that they can rest as needed instead of burning out are important factors not just for creating a positive culture, but for ongoing recruitment and retention efforts as well. Employees who feel that they are trusted and valued will be more likely to produce great work and will be more likely to stay. This will in turn create an environment that will be attractive to great prospective employees, which is an investment in the future.

4. Cybersecurity

Another aspect of hybrid and remote work models that will continue to be of great importance in 2022 and beyond is cybersecurity. With a distributed workforce, employees need a wide array of ways to connect to company data for their work including various types of remote access. Further complicating matters is the fact that many organizations favor BYOD policies and have employees working on their personal laptops, iPads, phones, and other devices. Various methods of cybercrime have been on the rise, including ransomware, hacking, and phishing, so it's paramount to invest in the right IT professionals and technology to protect your organization from attacks. It's also important to ensure that employees are receiving education on how to safeguard data against cyberattacks – education that frequently comes from a company's IT department. As a result of this rising demand for seasoned cybersecurity professionals, the price of this type of talent has risen, but it is simply something that companies must invest in if they want to protect company and customer data.

Find the People You Need

Working with a trusted IT staffing partner can make all the difference when it comes to finding the right IT professionals to support your organization's efforts. Whether you are looking for experienced cybersecurity professionals, people to support your hybrid work tools, or any other IT need, you can save time and money by having the experts find those people for you. Gain access to a large pool of top IT talent by having TekPartners help you with your candidate search. Get in touch with us today to learn more about how we can support your search for IT professionals as well as your IT projects.

TECHNOLOGY SALARIES

Job Titles	Low	Mid	High
Administration			
CIO	$160,000	$220,000	$350,000
CTO	$160,000	$220,000	$350,000
VP of IT	$150,000	$210,000	$300,000
IT Director	$90,000	$150,000	$220,000
IT Manager	$85,000	$130,000	$150,000
Application			
Android Developer	$120,000	$150,000	$185,000
AS/400 RPG Developer	$75,000	$95,000	$110,000
Automated Tester	$90,000	$110,000	$140,000
BI Architect	$110,000	$140,000	$180,000
BI Developer	$100,000	$130,000	$170,000
BI Report Writer	$95,000	$125,000	$165,000
C# .NET Developer	$130,000	$150,000	$160,000
C++ Developer	$130,000	$150,000	$160,000
Cognos Developer	$100,000	$130,000	$170,000
Data Scientist	$130,000	$180,000	$240,000
Datastage Developer	$120,000	$135,000	$150,000
ETL Developer	$130,000	$150,000	$160,000
Front End Developer	$80,000	$125,000	$190,000
Graphic Designer	$40,000	$60,000	$80,000
Informatica Developer	$130,000	$150,000	$160,000
iOS Developer	$120,000	$150,000	$185,000
Java Developer	$85,000	$130,000	$170,000
Manual Tester	$75,000	$100,000	$130,000
Microsoft CRM Developer	$90,000	$130,000	$150,000
MySQL DBA	$90,000	$120,000	$140,000
Oracle DBA	$100,000	$130,000	$160,000
Peoplesoft DBA	$95,000	$115,000	$135,000
Peoplesoft Developer	$100,000	$120,000	$140,000
PHP Developer	$80,000	$105,000	$135,000
Quality Assurance	$90,000	$110,000	$140,000
Salesforce Developer	$90,000	$130,000	$150,000
SAP ABAP Developer	$135,000	$175,000	$230,000
SAP Functional Consultant	$135,000	$175,000	$230,000
SAP Technical Consultant	$135,000	$175,000	$230,000
SAP Tester	$135,000	$175,000	$230,000
Software Engineer	$125,000	$150,000	$175,000
Solutions Architect	$130,000	$170,000	$200,000

Job Titles	Low	Mid	High
SQL DBA	$90,000	$120,000	$140,000
Tableau Developer	$95,000	$125,000	$165,000
Teradata Developer	$100,000	$140,000	$190,000
UI/UX Architect	$100,000	$130,000	$160,000
UI/UX Developer	$85,000	$115,000	$145,000
Web Designer	$75,000	$100,000	$125,000
Web Developer	$80,000	$125,000	$190,000

Infrastructure

Job Titles	Low	Mid	High
Cloud Architect	$115,000	$160,000	$220,000
Cloud Engineer	$100,000	$145,000	$205,000
Cyber Security Engineer	$110,000	$135,000	$155,000
Database Engineer	$90,000	$120,000	$140,000
Desktop Support	$40,000	$60,000	$80,000
DevOps Engineer	$90,000	$130,000	$180,000
Help Desk Support	$40,000	$50,000	$70,000
Network Engineer	$90,000	$130,000	$160,000
Network Security Architect	$110,000	$150,000	$180,000
Salesforce Administrator	$85,000	$120,000	$150,000
SAP Basis Admin	$120,000	$160,000	$200,000
Security Engineer	$100,000	$125,000	$160,000
Systems Architect	$115,000	$150,000	$175,000
Systems Engineer	$100,000	$125,000	$160,000

PMO/Business Process

Job Titles	Low	Mid	High
Business Analyst	$75,000	$95,000	$130,000
Data Analyst	$75,000	$95,000	$130,000
IT Auditor	$70,000	$90,000	$120,000
PMO Manager	$110,000	$140,000	$180,000
Program Manager	$105,000	$135,000	$175,000
Project Manager	$80,000	$110,000	$140,000
Scrum Master	$100,000	$130,000	$160,000
Agile Coach	$140,000	$180,000	$240,000

INFRASTRUCTURE SOLUTIONS

Job Titles	Low	Mid	High
Data Security			
Cybersecurity Technicians	$81,000	$98,000	$134,000
DAS Technicians			
Installers, Technicians	$85,000	$85,000	$85,000
Project Managers	$110,000	$120,000	$125,000
Construction Managers	$125,000	$125,000	$125,000
Engineers	$103,000	$120,000	$138,000
Network			
Network Installers	$42,000	$47,000	$59,000
Network Engineers	$60,000	$85,000	$105,000
Network/Systems Administration	$53,000	$70,000	$94,000
NOC Technicians	$45,000	$52,000	$63,000
Security Engineers	$60,000	$84,000	$101,000
Data Center			
Data Center Technician	$40,000	$50,000	$70,000
Data Center Operator	$45,000	$57,000	$69,000
Principal Engineer – Data Center	$112,000	$112,000	$112,000
Wireless			
RF Engineering	$55,000	$81,000	$102,000
DAS	$75,000	$103,000	$129,000
Baseline Testing	$107,000	$125,000	$146,000
Civil Technician	$66,000	$88,000	$88,000
Base Station Techs	$40,000	$50,000	$61,000
A/V (audio/visual)			
AV Systems Installers	$41,000	$43,000	$45,000
AV Integration Technicians	$88,000	$88,000	$88,000
AV Programmers	$62,000	$73,000	$83,000
AV Project Managers	$73,000	$85,000	$113,000
AV Systems Engineers	$48,000	$55,000	$66,000
Fire Alarm Technicians			
Crews of Wire Installers	$50,000	$50,000	$50,000
Installers	$48,000	$52,000	$52,000
Service Technicians	$37,000	$47,000	$52,000
Foremen	$55,000	$60,000	$70,000
Inspectors	$33,000	$34,000	$35,000

Job Titles	Low	Mid	High
Structured Cabling			
Cable Pullers/Technicians	$37,000	$44,000	$50,000
Lead Techs & Foreman	$38,000	$46,000	$55,000
Project Managers	$52,000	$60,000	$90,000
Operations Managers	$40,000	$56,000	$95,000
Estimators	$46,000	$53,000	$66,000
Cisco Engineers	$66,000	$90,000	$100,000
Telecom Design Engineers	$66,000	$82,000	$100,000
Electrical Engineers	$65,000	$80,000	$105,000
AutoCAD drafters/designers	$62,000	$73,000	$85,000
Fiber Splicers	$52,000	$67,000	$83,000
I&R Technicians	$40,000	$55,000	$73,000
OSP Engineers	$60,000	$60,000	$60,000
Physical Security Technicians			
Security Systems Technicians	$34,000	$43,000	$52,000
Burglar Alarm Technicians	$42,000	$47,000	$47,000
CCTV Technicians	$31,000	$42,000	$50,000
Access Control Technicians	$40,000	$50,000	$52,000
Wire Installers	$37,000	$42,000	$48,000
Wireline / Central Office			
CO Installers I – IV	$45,000	$45,000	$45,000
DC Power Installers	$35,600	$40,000	$46,000
DC Power Technicians	$49,000	$50,000	$56,000
Switch Technicians	$47,000	$47,000	$50,000
Transport Technicians	$27,000	$31,000	$42,000
Network Technicians	$38,000	$47,000	$58,000
NOC Technicians	$45,000	$52,000	$63,000
Project Managers	$72,000	$95,000	$113,000
Construction Managers	$70,000	$90,000	$110,000
Network Engineers	$60,000	$85,000	$105,000
Detail Engineers	$69,000	$75,000	$90,000
OSP	$60,000	$60,000	$60,000
Civil Engineers	$88,000	$96,000	$100,000
AutoCAD Engineers	$57,000	$73,000	$95,000
Voice over IP			
PBX/VOIP Technician	$50,000	$60,000	$70,000
Network Engineer	$60,000	$80,000	$96,000