



Market changes

Information technology is not exempt from the current jobs boom, with the substantial requirement for staff continuing across the gamut of skills and technologies and within both IT companies and corporates. From CIOs and program directors to entry level helpdesk staff, there is a demand for skills with a dearth of supply. Whilst still not reaching the heights seen in the late 1990's and early 2000's, there is no denying the market for IT staff is extremely buoyant.

Return on investment remains a priority. As companies seek the competitive advantage that IT systems can provide, justification and increased accountability from IT departments and vendors is required. Certainly, internal IT areas are becoming more involved in the businesses to which they provide services long-term. The strategic alignment of IT with services continues, creating ongoing requirements for professionals who are service and customer driven, not purely reactive to issues. Both permanent and contract staff are held to these stringent levels of accountability.

Another emergent trend has been the need for candidates with people management skills that augment the traditional skill requirements. However there is a shortage of candidates with that unique combination of technical, people-management and planning skills.

Positions in demand

Project levels remain high but budgetary

requirements limit total headcount. While the market may be buoyant, justification is required to hire a new staff member so permanent recruitment is therefore measured.

The contract market is buoyant, with the skill sets in demand gaining higher rates. Business reporting, communications, reporting technology, VoIP and contact centre technology experience are all also in demand.

Development languages in Java and MS.Net are still sought in combination with other technical skills in these areas such as Websphere and Biztalk.

Similarly to last year, candidates with strong crossover skills remain a hotspot, such as good functional experience for an IT project in HR or accounting.

Salary movements

The overall trend has been an increase in salaries. Some commentators are suggesting salaries have risen to unprecedented levels, but this is not the case. It is true, however, that rates have increased heavily in both Western Australia and Queensland and the salary gap with Sydney and Melbourne is closing or in some cases no longer evident.

For example, in infrastructure Brisbane salaries increased on average by 8.2 percent and Perth by 8.7 percent. The biggest winners were network designers, with the typical salaries rising \$20,000 in Brisbane to \$105,000 and \$15,000 in Perth to \$95,000.

In development, Brisbane salaries increased on average by 8.4 percent and Perth by a massive 10.7 percent. The typical salary for an analyst programmer rose from \$67,500 to \$80,000 in Brisbane and from \$60,000 to \$75,000 in Perth.

Changes to employer recruitment practices

Flexibility regarding work practices, salary structures and technical aptitude now occurs, while cultural fit is increasingly important for permanent recruitment.

Bonuses are now paid for certain skill sets such as VoIP and business intelligence. Bonuses for reaching targets, long the domain of sales and senior staff, are also much more ubiquitous.

In a recent trend, candidates look for a career rather than just a job, and salary alone is low on the list of priorities as they examine employers' stability closely following the Dot Com and Y2K era.

Advice to candidates

While technical requirements remain mandatory, they are now judged alongside personal strengths such as people management or an ability to work closely with clients. Although these skills vary according to the level of role applied for, you should demonstrate them as well as your technical abilities.

Development	Programmer	Analyst Programmer	Senior A/P	Architect
	Salary Range	Salary Range	Salary Range	Salary Range
NSW - Sydney	65,000 55,000 - 75,000	85,000 75,000 - 95,000	110,000 100,000 - 120,000	125,000 110,000 - 150,000
VIC - Melbourne	60,000 50,000 - 70,000	85,000 70,000 - 95,000	105,000 85,000 - 120,000	130,000 100,000 - 160,000
QLD - Brisbane	60,000 45,000 - 70,000	80,000 65,000 - 90,000	95,000 75,000 - 120,000	120,000 100,000 - 140,000
SA - Adelaide	50,000 40,000 - 55,000	65,000 55,000 - 75,000	80,000 75,000 - 92,000	90,000 85,000 - 110,000
WA - Perth	60,000 50,000 - 65,000	75,000 65,000 - 80,000	85,000 80,000 - 90,000	100,000 80,000 - 120,000
ACT - Canberra	55,000 45,000 - 65,000	75,000 50,000 - 80,000	85,000 60,000 - 100,000	100,000 85,000 - 115,000
NZ - Auckland	50,000 45,000 - 60,000	75,000 60,000 - 80,000	88,000 75,000 - 95,000	100,000 75,000 - 110,000
NZ - Wellington	50,000 40,000 - 55,000	75,000 60,000 - 80,000	88,000 75,000 - 95,000	110,000 90,000 - 130,000

□ All Salaries exclude superannuation

□ New Zealand Salaries are represented in New Zealand Dollars

Development	Development Team Leader	Development Manager	DBA
	Salary Range	Salary Range	Salary Range
NSW - Sydney	120,000 100,000 - 135,000	140,000 115,000 - 160,000	105,000 85,000 - 115,000
VIC - Melbourne	110,000 90,000 - 120,000	130,000 110,000 - 160,000	95,000 75,000 - 115,000
QLD - Brisbane	105,000 90,000 - 120,000	120,000 85,000 - 140,000	85,000 70,000 - 100,000
SA - Adelaide	90,000 70,000 - 95,000	105,000 85,000 - 115,000	80,000 60,000 - 100,000
WA - Perth	95,000 90,000 - 100,000	115,000 85,000 - 130,000	95,000 70,000 - 100,000
ACT - Canberra	85,000 60,000 - 100,000	100,000 80,000 - 110,000	90,000 55,000 - 95,000
NZ - Auckland	90,000 75,000 - 100,000	115,000 80,000 - 130,000	80,000 70,000 - 90,000
NZ - Wellington	105,000 90,000 - 120,000	125,000 100,000 - 140,000	90,000 80,000 - 95,000

Development	Tester - Junior	Test Analyst	Test Lead	Application Support Analyst
	Salary Range	Salary Range	Salary Range	Salary Range
NSW - Sydney	50,000 40,000 - 60,000	80,000 70,000 - 90,000	105,000 100,000 - 120,000	65,000 55,000 - 75,000
VIC - Melbourne	45,000 40,000 - 55,000	80,000 60,000 - 90,000	105,000 90,000 - 130,000	60,000 45,000 - 70,000
QLD - Brisbane	45,000 35,000 - 55,000	70,000 45,000 - 80,000	95,000 75,000 - 140,000	65,000 45,000 - 75,000
SA - Adelaide	40,000 38,000 - 48,000	65,000 48,000 - 75,000	75,000 65,000 - 80,000	50,000 38,000 - 65,000
WA - Perth	50,000 45,000 - 55,000	65,000 55,000 - 70,000	80,000 70,000 - 90,000	60,000 55,000 - 70,000
ACT - Canberra	50,000 45,000 - 55,000	65,000 60,000 - 70,000	100,000 90,000 - 120,000	120,000 100,000 - 140,000
NZ - Auckland	45,000 40,000 - 55,000	55,000 45,000 - 65,000	80,000 70,000 - 85,000	50,000 45,000 - 65,000
NZ - Wellington	40,000 38,000 - 50,000	60,000 55,000 - 80,000	85,000 70,000 - 90,000	60,000 50,000 - 70,000

INFORMATION TECHNOLOGY | INFRASTRUCTURE

Infrastructure	Helpdesk Support / Service Desk (0-1 yr exp)	Helpdesk Support / Service Desk (1-2 yrs exp)	Desktop Support	Network Administration
	Salary Range	Salary Range	Salary Range	Salary Range
NSW - Sydney	35,000 32,000 - 37,000	40,000 35,000 - 45,000	55,000 45,000 - 60,000	70,000 60,000 - 80,000
VIC - Melbourne	35,000 34,000 - 40,000	40,000 38,000 - 45,000	55,000 50,000 - 65,000	75,000 65,000 - 85,000
QLD - Brisbane	35,000 30,000 - 37,000	40,000 35,000 - 45,000	55,000 45,000 - 65,000	70,000 55,000 - 85,000
SA - Adelaide	30,000 25,000 - 35,000	35,000 30,000 - 40,000	47,500 40,000 - 55,000	60,000 55,000 - 65,000
WA - Perth	35,000 30,000 - 40,000	40,000 35,000 - 45,000	47,500 40,000 - 55,000	70,000 60,000 - 80,000
ACT - Canberra	32,500 30,000 - 45,000	36,000 32,500 - 45,000	47,500 40,000 - 50,000	60,000 55,000 - 70,000
NZ - Auckland	36,000 32,000 - 38,000	40,000 36,000 - 42,000	47,000 39,000 - 55,000	70,000 60,000 - 78,000
NZ - Wellington	36,000 32,000 - 38,000	40,000 36,000 - 42,000	47,000 39,000 - 55,000	70,000 60,000 - 78,000

Infrastructure	WAN Engineer	Voice / Comms Engineer	Network Designer	Security Engineer
	Salary Range	Salary Range	Salary Range	Salary Range
NSW - Sydney	75,000 65,000 - 85,000	90,000 80,000 - 140,000	110,000 90,000 - 120,000	95,000 80,000 - 110,000
VIC - Melbourne	75,000 60,000 - 85,000	85,000 70,000 - 130,000	110,000 90,000 - 120,000	85,000 75,000 - 100,000
QLD - Brisbane	75,000 60,000 - 85,000	80,000 70,000 - 130,000	105,000 80,000 - 115,000	85,000 65,000 - 95,000
SA - Adelaide	62,500 55,000 - 75,000	80,000 70,000 - 100,000	90,000 80,000 - 110,000	80,000 75,000 - 90,000
WA - Perth	65,000 60,000 - 75,000	80,000 65,000 - 120,000	95,000 70,000 - 110,000	90,000 80,000 - 100,000
ACT - Canberra	70,000 65,000 - 100,000	75,000 55,000 - 85,000	85,000 70,000 - 100,000	82,500 55,000 - 90,000
NZ - Auckland	65,000 55,000 - 70,000	95,000 70,000 - 120,000	100,000 90,000 - 110,000	95,000 80,000 - 105,000
NZ - Wellington	65,000 55,000 - 75,000	95,000 70,000 - 120,000	120,000 110,000 - 140,000	95,000 80,000 - 105,000

Infrastructure	Security Consultant	UNIX Engineer	Helpdesk / Service Manager	Network Manager
	Salary Range	Salary Range	Salary Range	Salary Range
NSW - Sydney	95,000 80,000 - 110,000	90,000 75,000 - 110,000	85,000 70,000 - 100,000	125,000 100,000 - 130,000
VIC - Melbourne	100,000 85,000 - 120,000	80,000 70,000 - 90,000	80,000 70,000 - 100,000	115,000 95,000 - 130,000
QLD - Brisbane	95,000 80,000 - 115,000	80,000 70,000 - 95,000	65,000 60,000 - 70,000	105,000 80,000 - 120,000
SA - Adelaide	95,000 60,000 - 120,000	72,500 60,000 - 75,000	70,000 60,000 - 85,000	90,000 70,000 - 110,000
WA - Perth	92,500 85,000 - 100,000	70,000 60,000 - 80,000	65,000 60,000 - 70,000	100,000 80,000 - 120,000
ACT - Canberra	90,000 70,000 - 100,000	82,500 70,000 - 90,000	65,000 60,000 - 90,000	85,000 70,000 - 90,000
NZ - Auckland	110,000 90,000 - 140,000	70,000 55,000 - 75,000	70,000 60,000 - 85,000	90,000 80,000 - 110,000
NZ - Wellington	100,000 90,000 - 140,000	82,500 75,000 - 100,000	80,000 70,000 - 85,000	100,000 85,000 - 110,000

Infrastructure	IT Manager	Systems Administration	Systems Engineer	Network Engineer
	Salary Range	Salary Range	Salary Range	Salary Range
NSW - Sydney	115,000 100,000 - 150,000	75,000 70,000 - 85,000	90,000 80,000 - 110,000	85,000 70,000 - 100,000
VIC - Melbourne	110,000 85,000 - 150,000	80,000 75,000 - 110,000	80,000 70,000 - 90,000	75,000 70,000 - 90,000
QLD - Brisbane	120,000 90,000 - 140,000	75,000 60,000 - 90,000	75,000 65,000 - 85,000	70,000 55,000 - 85,000
SA - Adelaide	95,000 60,000 - 120,000	60,000 55,000 - 75,000	70,000 60,000 - 85,000	70,000 60,000 - 80,000
WA - Perth	110,000 80,000 - 130,000	60,000 55,000 - 70,000	65,000 60,000 - 80,000	75,000 65,000 - 90,000
ACT - Canberra	90,000 85,000 - 110,000	60,000 50,000 - 65,000	75,000 60,000 - 80,000	70,000 60,000 - 80,000
NZ - Auckland	105,000 80,000 - 110,000	55,000 50,000 - 60,000	70,000 60,000 - 80,000	70,000 60,000 - 80,000
NZ - Wellington	115,000 85,000 - 140,000	70,000 65,000 - 90,000	75,000 65,000 - 90,000	80,000 70,000 - 90,000

INFORMATION TECHNOLOGY | BUSINESS

Business	Business Analyst - Junior	Business Analyst - Mid	Business Analyst - Senior / Lead Business Analyst
	Salary Range	Salary Range	Salary Range
NSW - Sydney	60,000 50,000 - 70,000	85,000 75,000 - 95,000	100,000 90,000 - 120,000
VIC - Melbourne	60,000 50,000 - 75,000	90,000 75,000 - 95,000	105,000 95,000 - 130,000
QLD - Brisbane	60,000 55,000 - 65,000	75,000 65,000 - 85,000	95,000 80,000 - 110,000
SA - Adelaide	50,000 45,000 - 60,000	65,000 55,000 - 70,000	85,000 70,000 - 90,000
WA - Perth	55,000 50,000 - 60,000	75,000 65,000 - 80,000	90,000 80,000 - 100,000
ACT - Canberra	55,000 50,000 - 65,000	75,000 70,000 - 80,000	85,000 80,000 - 90,000
NZ - Auckland	50,000 45,000 - 55,000	75,000 70,000 - 85,000	95,000 80,000 - 110,000
NZ - Wellington	60,000 55,000 - 70,000	75,000 70,000 - 85,000	95,000 80,000 - 110,000

Business	Project Officer	Project Manager - Junior	Project Manager - Mid	Project Manager - Senior
	Salary Range	Salary Range	Salary Range	Salary Range
NSW - Sydney	65,000 50,000 - 75,000	80,000 75,000 - 85,000	100,000 90,000 - 110,000	130,000 110,000 - 150,000
VIC - Melbourne	60,000 45,000 - 70,000	80,000 70,000 - 90,000	110,000 90,000 - 125,000	130,000 120,000 - 180,000
QLD - Brisbane	60,000 45,000 - 75,000	90,000 50,000 - 92,000	85,000 65,000 - 95,000	120,000 80,000 - 140,000
SA - Adelaide	55,000 40,000 - 65,000	60,000 55,000 - 65,000	75,000 65,000 - 85,000	100,000 75,000 - 130,000
WA - Perth	55,000 50,000 - 60,000	70,000 60,000 - 75,000	90,000 75,000 - 100,000	120,000 100,000 - 130,000
ACT - Canberra	50,000 40,000 - 60,000	65,000 60,000 - 75,000	80,000 75,000 - 90,000	105,000 90,000 - 125,000
NZ - Auckland	55,000 50,000 - 65,000	70,000 65,000 - 75,000	85,000 75,000 - 90,000	120,000 100,000 - 140,000
NZ - Wellington	55,000 45,000 - 60,000	70,000 65,000 - 75,000	85,000 75,000 - 90,000	120,000 100,000 - 140,000

Business	Programme Manager	Change Manager	ERP Consultant	CIO
	Salary Range	Salary Range	Salary Range	Salary Range
NSW - Sydney	150,000 135,000 - 165,000	120,000 110,000 - 130,000	120,000 110,000 - 130,000	250,000 220,000 - 270,000
VIC - Melbourne	160,000 130,000 - 200,000	100,000 70,000 - 110,000	120,000 100,000 - 140,000	220,000 160,000 - 280,000
QLD - Brisbane	125,000 85,000 - 150,000	100,000 70,000 - 115,000	110,000 85,000 - 130,000	180,000 120,000 - 200,000
SA - Adelaide	105,000 95,000 - 130,000	100,000 75,000 - 115,000	90,000 65,000 - 95,000	150,000 110,000 - 170,000
WA - Perth	140,000 120,000 - 180,000	100,000 90,000 - 120,000	110,000 90,000 - 125,000	175,000 150,000 - 190,000
ACT - Canberra	110,000 90,000 - 125,000	100,000 75,000 - 110,000	90,000 70,000 - 110,000	160,000 120,000 - 190,000
NZ - Auckland	125,000 110,000 - 150,000	100,000 90,000 - 110,000	90,000 85,000 - 140,000	160,000 120,000 - 200,000
NZ - Wellington	135,000 120,000 - 150,000	110,000 100,000 - 125,000	110,000 75,000 - 130,000	180,000 140,000 - 220,000

Business	Business Development Manager	Sales Executive	Sales Manager	Sales Director
	Salary Range	Salary Range	Salary Range	Salary Range
NSW - Sydney	110,000 90,000 - 150,000	100,000 80,000 - 120,000	170,000 150,000 - 195,000	220,000 180,000 - 250,000
VIC - Melbourne	110,000 90,000 - 120,000	85,000 75,000 - 90,000	150,000 135,000 - 180,000	180,000 140,000 - 220,000
QLD - Brisbane	90,000 70,000 - 130,000	80,000 70,000 - 120,000	130,000 80,000 - 180,000	150,000 100,000 - 220,000
SA - Adelaide	85,000 70,000 - 150,000	80,000 60,000 - 150,000	110,000 70,000 - 130,000	140,000 90,000 - 150,000
WA - Perth	80,000 65,000 - 90,000	70,000 60,000 - 80,000	100,000 80,000 - 120,000	130,000 90,000 - 140,000
ACT - Canberra	85,000 60,000 - 90,000	100,000 90,000 - 120,000	150,000 120,000 - 165,000	150,000 110,000 - 180,000
NZ - Auckland	95,000 70,000 - 100,000	80,000 70,000 - 120,000	130,000 80,000 - 150,000	150,000 100,000 - 200,000
NZ - Wellington	110,000 100,000 - 160,000	90,000 80,000 - 120,000	135,000 100,000 - 150,000	165,000 125,000 - 200,000