

2010
SALARY
GUIDE

AT HUDSON INFORMATION,
COMMUNICATIONS & TECHNOLOGY
(ICT) WE CONNECT YOU WITH
TALENTED PROFESSIONALS.

HUDSON IS A RECOGNISED LEADER
IN RECRUITMENT SERVICES, BOTH IN
AUSTRALASIA, AND INTERNATIONALLY.
IT'S A REPUTATION WE HAVE EARNED IN
THE LOCAL MARKET FOR MORE THAN 24
YEARS. HUDSON IS A TRUSTED BRAND IN
27 COUNTRIES ACROSS THE GLOBE.

OUR STRONG BRAND ENABLES US TO
ATTRACT THE BEST CANDIDATES IN THE
MARKET, WHILE OUR ROBUST PROCESSES
MEAN WE SELECT THE RIGHT PEOPLE FOR
YOUR BUSINESS.

PEOPLE WITH THE RIGHT ATTITUDE WHO
WILL DRIVE YOUR SUCCESS.

HUDSON ICT IS MADE UP OF SPECIALIST
CONSULTANTS, WHO WORK IN DEDICATED
INDUSTRY TEAMS AND HAVE DEEP
UNDERSTANDING OF THEIR FIELDS OF
SPECIALISATION. AND AT HUDSON WE
KNOW THAT VALUES MATTER, THAT'S
WHY ENSURE THE CANDIDATES WE PUT
FORWARD ARE THE RIGHT CULTURAL FIT
FOR YOUR BUSINESS.

TO FIND OUT MORE ABOUT HUDSON, VISIT
US ONLINE AT WWW.HUDSON.COM.

INTRODUCTION

Hudson ICT is pleased to provide our annual salary guide. Throughout the following pages, you will find a breakdown of the salary ranges available to candidates across industries.

Data has been collated from Hudson's vast number of placements and in consultation with our national teams of specialist recruitment consultants.

We hope that you find the information a practical and useful tool in understanding what employees are worth in today's competitive market.

MARKET SYNOPSIS

The first half of 2009 saw a dramatic slow down in hiring in the ICT market across most industries throughout Australia. Over the past six months, we have seen the level of market activity in the ICT profession slowly begin to ramp up due to improving confidence in the Australian and Global financial markets. This has affected salary levels for both permanent and contract roles across all states.

Across industries, ICT projects which were put on hold during 2009 will be revisited. This will drive an increase in the demand for skilled candidates and place an upward pressure on salaries in 2010.

In the early part of 2009, some permanent salaries in NSW experienced slight growth between 5% to 10%, particularly in roles in the SharePoint, BI, ERP and CRM areas. We also saw increases in the Senior Enterprise Architecture and Security Consulting domain. In contrast, contract rates saw the largest recorded drops in NSW, with decreases in some job families ranging from 10% to 30%.

Due to limited projects and steady competition for roles amongst candidates, the ACT and Victoria saw little change in permanent salaries and a decrease in contract rates, particularly for Project Managers and Business Analysts. Similarly, Qld salaries experienced little change in both permanent and contracting rates and a slight reduction in salaries offered for senior roles, which candidates were willing to accept.

We have noticed a reduction in roles for analyst programmers with skills across C, C++ and Visual Basic. On the other hand there has been strong demand for a variety of support based roles to include helpdesk and desktop related skills. Further to this we have noted that there has been a steady requirement for business analysts, analyst programmers, infrastructure professionals and to a lesser degree IT managers and SAP specialists. Niche and highly specialist roles such as SharePoint, .NET, J2EE architects, Oracle, Siebel consultants and some legacy technologies used by predominantly the Banking and Government sector have pushed salaries in an upward direction due to widespread shortages. We anticipate this trend to continue through 2010.

The latest *Hudson Report: Employment Expectations* indicates a sharp rise in ICT Sector employer hiring intentions for Q1 2010. Additionally, almost half (44%) of employers surveyed said they expected salaries to increase in the coming year for ICT.

We anticipate this market confidence to result in a higher number of senior roles becoming available. ICT professionals with financial services experience will be in particular demand as the industry bounces back. We also expect to see continued demand for BI and CRM candidates plus Project Managers with applications-based skills. In the same

¹ Hudson Report: Employment Expectations
January – March 2010

Hudson survey, results also showed that over half (57%) of companies surveyed feel it will be difficult to find the right talent in 2010 as skills shortages resurface.

In recent months, demand for ICT professionals across industries has been heavily project driven. The professional services industry is expected to benefit from this continuing and in particular will continue to play a major role in integration projects and core system upgrades, which will continue driving up the demand for ICT professionals in technical, managerial and consulting disciplines. We anticipate demand to be strong throughout next year in these areas as organisations continue to outsource business processes and use specialist vendor services.

The education industry is expected to have steady demand as continued government investment continues. Telecommunications and related suppliers will also look to increase Network Engineers with an emphasis on Voice, Data and Wireless talent with the deployment of the National Broadband Network.

Over the last year on the supply side, we have seen a large number of candidates migrating from the US and Europe due to the better economic conditions in Australia. With its impressive employment figures in 2009, the ACT has been seen as a hotspot for a many of these candidates, and we expect to see a continuing movement of international candidates to the ACT in the coming year. As the local talent pool tightens in 2010, we expect to see a growth in demand for internationally experienced candidates and niche professionals. We anticipate that there will be more Australian businesses targeting overseas candidates, who are either returning Australians or sponsored foreign professionals.

In the next 12 months as business confidence grows, many organisations will begin to re-balance their human resources in favour of permanent staff. As these headcount approvals come through this year, the demand for permanent resources will be high and pressure will be felt in permanent salary expectations in many areas of ICT. Candidates who have been open to cuts in salaries or daily rates in 2009 will be less flexible, demanding the increases that they feel are due.

Conversely, there will also be companies who have been scarred by the impact of the GFC in 2009 and reticent to take on a greater number of permanent hires. As such we expect demand for contract labour to also steadily increase.

Overall, it's clear that a candidate shortage will begin to take hold again throughout the course of 2010, particularly in the second half, which will drive a steady growth in ICT salary levels.

	NSW AUD '000	VIC AUD '000	ACT AUD '000	QLD AUD '000	SA AUD '000	WA AUD '000
Development and ERP						
Graduate (Applications/Technical Support)	45+	36-45	40-50	40-50	40-50	45-55
Project Administrator	50-70	50-65	45-65	50-60	40-55	50-60
Analyst Programmer (Web)	65-90	60-90	60-90	50-75	50-70	60-70
Project Coordinator	65-90	60-90	55-90	55-75	50-65	55-65
Analyst Programmer (Client Server)	70-90	65-85	70-90	65-80	55-75	55-70
Database Developer	70-110	70-100	70-100	70-100	55-90	70-90
Analyst Programmer (.Net)	55-85	55-85	70-100	65-100	55-90	70-85
Analyst Programmer (Legacy)	70-95	75-85	65-95	70-90	60-90	60-85
Business Intelligence Consultant	95-140	95-120	90-120	100-120	70-100	100-120
Systems Analyst	75-110	75-100	75-110	65-95	65-95	80-100
Senior Analyst Programmer (Web)	90-120	90-120	80-125	80-100	70-100	85-100
Functional Business Analyst	80-120	75-110	75-100	70-100	70-100	80-100
Technical Business Analyst	90-120	110-120	90-130	80-100	75-95	80-100
Datamodelling/Datawarehouse Consultant	90-130	110-120	100-140	90-110	80-100	110-120
Senior Analyst Programmer (Client Server)	90-120	100-110	90-130	85-100	75-100	80-100
Senior Analyst Programmer (Legacy)	95-120	85-110	90-120	85-100	75-100	75-95
Senior Analyst Programmer (.Net)	85-125	100-120	95-140	90-110	75-105	80-100
Development Team Leader	90-130	100-130	90-120	90-120	80-105	90-125
Project Manager – Development	110-150	120-140	110-145	100-150	85-120	110-140
ERP Consultant Technical (Tier 1 Product)	100-130	110-130	110-155	100-140	100-140	100-150
ERP Consultant Functional (Tier 1 Product)	100-130	110-130	90-135	110-150	100-140	100-150
Project Office Manager (PMO)	130-180	130 - 160	130-170	130-150	105-150	120-150
Network Communications						
Network Administration	60-90	60-90	65-85	60-85	65-90	70-80
Unix Administrator (All Flavours)	80-100	80-100	75-100	65-85	70-90	70-80
Communications Engineer (Certified)	90-115	90-110	80-110	65-85	75-100	80-100
Senior Unix Administrator (All Flavours)	100-130	120-130	90-120	90-110	80-100	80-90
Network Engineer/Consultant	80-130	90-120	75-110	85-105	75-100	60-80
Network Manager	90-140	120-130	90-140	90-125	90-120	80-100
Communications Manager	110-150	100-150	100-150	100-130	90-120	80-120
Senior Communications Engineer (Certified)	110-135	90-120	90-130	80-110	80-110	100-120
Solutions Architect	120-150	120-180	120-180	100-135	90-130	100-150
Enterprise Architect	120-170	120-150	120-180	110-135	100-140	100-150
Operations and Support						
Helpdesk Level 1	45-55	40-50	40-50	40-50	35-50	40-55
Helpdesk Level 1 - 2	45-60	40-50	45-60	50-65	40-55	45-65
Desktop Support	60-75	55-70	50-70	40-60	45-60	50-65
Helpdesk Team Leader	70-90	60-85	65-85	60-75	60-80	70-90
Third Level Support	70-90	70-90	75-90	65-85	65-85	60-80
Systems Engineer (Certified)	80-110	80-100	65-95	65-85	70-95	70-90
Database Administrator (Large RDMBS)	75-95	70-90	70-110	70-90	70-90	70-90

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Senior Database Administrator (Large RDMBS)	95-130	90-110	85-125	70-90	80-110	90-110
Systems Architect	120-150	120-150	100-140	70-120	95-120	90-110
Data Centre Manager	90-120	90-110	85-120	80-110	110-130	80-100
Operations Manager	90-130	110-120	85-140	90-120	90-140	100-120

Other IT Roles

Technical Writer	75-100	70-110	70-100	70-85	60-85	70-90
Trainer (Software)	70-90	65-85	60-85	65-90	65-90	80-100
Test Team Lead	100-120	90-110	90-105	70-110	75-95	80-90
QA	70-95	70-90	60-80	70-95	75-95	65-80
Test Manager	120-150	120-150	95-120	80-120	80-110	90-110
Systems Tester	75-90	70-90	65-85	70-90	70-90	70-80
DRP Specialist	100-120	100-130	95-115	80-110	80-130	90-120

Sales

Account Manager	70-140	70-140	70-140	60-110	70-120	100-150
Business Development Manager	70-170	80-180	100-180	70-150	70-150	80-120
Channel Manager	70-150	70-150	80-125	80-120	80-120	80-120
Pre - Sales	70-150	70-130	110-150	70-120	90-110	90-110
Product Manager	90-140	80-150	90-120	80-120	90-130	90-110
Senior Account Manager	100-180	90-170	100-150	90-150	100-160	80-120
Sales Director	150-250+	150-250+	130-200+	120-200+	150-200+	130-180+
Sales Management	100-200+	100-200+	125-200+	140-200+	120-200+	140-170+
Account Director	100-200+	100-200+	150-200+	120+-200+	120-200+	150-200+

Security

Security Administrator	80-110	80-110	65-85	65-80	70-90	65-75
Security Consultant	100-140	90-130	80-125	80-100	90-130	80-100
Security Engineer (Certified)	100-130	100-140	90-140	90-130	80-120	80-100

Senior Management

IT Manager	100-170	100-160	110-160	90-150	90-150	90-150
Development Manager	110-150	100-140	110-140	90-150	90-140	100-150
Infrastructure Manager	100-160	100-150	110-140	90-150	90-140	90-120
Business Systems Manager	120-160	100-150	110-150	110-150	110-140	100-130
General Manager – IT	150-250	130-230	140-200	120-200	110-180	150-200
CIO	180-400+	180-350+	160-300+	160-300+	150-300+	170-300+

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Telecommunications						
Tester	75-90	70-95	60-80	60-90	60-90	75-80
RF Engineer	85-110	80-110	80-100	70-90	65-90	75-80
Test Lead	90-120	95-100	80-115	75-95	70-95	75-80
Transmission Engineer	85-110	90-120	75-100	70-90	70-90	70-90
3G Engineer	85-120	90-120	80-120	80-100	80-120	80-90
CTI & Speech Technologist	100-130	100-150	90-130	80-140	80-140	80-130
Security Engineer	100-130	100-130	90-140	90-125	90-120	80-90
Senior Engineer	110-135	100-150	80-120	90-130	90-120	100-110
GSM/CDMA Engineer	80-120	100-120	80-110	80-120	90-120	80-100
Product Manager	90-150	100-140	90-140	90-130	100-130	100-120
OSS Engineer	100-120	120-140	100-120	80-120	100-120	75-100
OSS Architect	120-130	140-150	120-150	100-140	120-150	75-100

* All figures exclude superannuation, bonuses and share options.

	HUDSON
Adelaide	+61 8 8223 8800
Auckland	+64 9 977 9800
Brisbane	+61 7 3258 8333
Canberra	+61 2 6229 1555
Christchurch	+64 3 379 9000
Melbourne	+61 3 9623 6666
Mount Waverley	+61 3 9535 8222
Hunter/Central Coast	+61 2 4927 2220
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