



Salary Guide + Market Insights

Permanent + Contractor Rates | Tech + Digital
August 2024

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Foreword

Overall demand for Tech + Digital talent has been subdued throughout the first half of 2024. In June, the Internet Vacancy Index (IVI) relating to ICT Professionals in fact reached its lowest levels since August 2020, dragged down significantly by hiring activity in NSW and VIC. QLD, WA, SA and ACT have held up a little better and highlight demand in Government, Mining & Energy and Utilities as compared to Professional Services, Financial Services and Manufacturing.

Since the end of the Financial Year though, we are starting to see an improved level of customer confidence and green shoots of increased hiring activity overall. Unsurprisingly, key demand for Cyber Security, AI + Robotics, BI + Data Analytics, Cloud + Infrastructure has continued to increase, putting some upward pressure on contractor rates and salary expectations. We see this trend continuing into the second half and beyond, also placing an increased emphasis on global mobility and overseas hiring.

Running counter to this, we have seen a relative softening of demand and easing of supply in areas like Project Services + Transformation, ERP + CRM leading to flatter salary and rate growth over the last 6 months. With customer confidence improving, we see these areas returning to a more 'normal' level of utilisation which will, in turn, likely see a return to a relative talent shortage in these areas and eventually lead to upward wage growth.

As the economy continues to contend with high interest rates and a high cost of living, job seekers continue to consider salary as a job switch motivator. Although in the current market, they're also conscious to consider other factors beyond salary in their job hunt – including career development opportunities, organisational sustainability and work-life balance. The success of any organisation hinges on its ability to attract and retain top talent no matter the employment market. As employment ebbs and flows, it becomes increasingly important for businesses to adapt their approach to recruiting, nurturing, and harnessing the potential of their workforce.

The contract rate data in this guide is comprised from a vast array of Paxus contract roles nationwide, and the permanent salaries are a guide reflecting market activity in recent months.

As we look to the second half of this year, there's glimmers of confidence for Tech + Digital, and key sector projects on the horizon. Our industry is set for an evolving landscape - we look forward to continuing to support our clients, contractors and candidates and facilitating success in staffing.



Gary Whittaker
Managing Executive

Leadership Insights



"As we move through the second half of 2024, the further easing of commodity pricing compounded by continued economic uncertainty is continuing to impact the Industrial and Energy Sector. The slowdown has led to a more cautious approach to new projects, with some major organisations delaying or scaling back investments. This shift flows through the technology domain as organisations prioritise efficiency and cost management over expansion.

However, there remains a steady need for IT talent in critical areas such as automation, data analytics and cybersecurity as businesses continue to optimise and protect their operations. While the overall demand may soften, the focus is expected to shift towards maintaining and enhancing existing infrastructure, ensuring companies remain competitive in a more challenging economic climate. This period of adjustment presents an opportunity for businesses to re-evaluate their technology strategies and invest in talent that drives long term resilience and innovation."

Emile Stanton

Sector Head – Industrial & Energy



"The IT contracting market remains subdued, possibly also compounded by seasonality around this time of year as many organisations reset budgets for the new financial year. At the same time, cost of living pressures and uncertainty has generated stronger interest from candidates in permanent job opportunities.

Nevertheless, there are reasons to be hopeful about the outlook for the second half of this year. The prevailing economic sentiment is that interest rates are at the peak of the tightening cycle, with predictions rate cuts may come before the end of the year. This will provide a welcome stimulus to the economy.

In addition, there are several high-profile technology transformations happening across government and corporate Australia that will provide technology and digital professionals with more reasons to be optimistic about the future. Data privacy laws, cyber security threats, growing interest in AI and automation, along with the widespread adoption of cloud computing and digital transformation all provide fertile ground for job opportunities in these areas."

Brett Johnson

Sector Head – Technology, Professional & Financial Services

Leadership Insights



"In federal government, we are currently seeing an increase in the number of high quality, skilled IT professionals available, giving clients the ability to pick the "perfect match" for their roles. While contracting rates have remained stable, we have seen an increase in rate negotiations as departments work to tight budgets.

The new Financial Year began in a positive way, with a higher than anticipated number of contractors retaining their current roles and high demand across the board for various skillsets. As the federal government focuses on increasing the technical capacity of the APS workforce through permanent recruitment, we do foreshadow a softening in the contractor market, which is likely to trend for the remainder of the year.

The good news is we still foresee good demand across the federal government sector for labour hire services, especially in project-based roles, and we anticipate this will continue into the new year."

Mary Connolly

Sector Head – Federal Government



"The State and local government is currently presenting a unique landscape for technology and digital recruitment. While the sector has experienced slowdown influenced by broader economic factors like budgetary constraints and pending state elections, there is also an increasing demand for digital transformation across various departments. This is driving a renewed interest in both contract and permanent roles, especially as government agencies seek to enhance their digital capabilities.

As we progress through the year, there are several promising developments on the horizon. The easing of fiscal pressures, combined with a potential shift in economic policy, could stimulate growth and new opportunities in tech. An ongoing government commitment to modernising IT infrastructure, improving cybersecurity measures, and adopting emerging technologies like AI and cloud computing also signals a strong demand for skilled professionals.

While the market may currently be subdued in various states, the future holds significant potential for growth and innovation in tech and digital across State and local government. As these initiatives gain momentum, they will not only create new job opportunities but enhance the overall digital ecosystem - an exciting time for professionals in this field."

Nathan Coller

Senior Account Director – State & Local Government



"Right now, demand for skilled IT professionals is the lowest we've seen since COVID. Whilst there are certainly green shoots in some sectors, the competition amongst candidates is fierce. Candidates with proven IT skills, excellent communication and analysis skills, and realistic rate/salary expectations are being snapped up by employers into some great projects.

It's a market with opportunity for employers to snag excellent candidates. While candidates seeking new career opportunities need to remain realistic about what's on offer and not be too stuck on the additional benefits, rather focus more on the experience they will gain – seeing it as an opportunity to enhance their CV in the longer term."

Amanda Miles

Head of Solution Delivery

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Market Insights

State of the Market

As successive interest rate rises continue to impact the economy and weigh on employment growth, job ads have fallen below pre-covid levels for the first time since 2019. It's no shock then, that the period of record growth which peaked in 2022 and lasted into 2023 has come to an end.

We're seeing this reflected in the market with both candidates and employers on an operational and strategic level. The power that once sat with job seekers is currently in the hands of employers. It's an opportunity for employers to snap up excellent talent who can deliver on key projects, and for candidates to evaluate their upskilling or cross-functional opportunities rather than solely focusing on remuneration.

Having said all that, there are some optimistic signs, with annual wage growth up 4.1% last quarter¹. We see this reflected in the Paxus rate data too, with a 3% overall increase in average IT contractor rates since we last released this guide in February 2024. This is particularly true of the 'Low' average rates for more junior candidates, represented by a 4% increase. In the same vein, 39% of employers are still reporting recruitment activity and 1 in 5 expect to increase staff levels in the future².



↑ 4.2% YoY
Advertised Salaries³

↑ 1.9% YoY
Advertised ICT Salaries⁴

↓ 17.7% YoY
Job Ads⁵

↑ 62% YoY
Applicants per Job Ad²



IT Employment

IT is an ever-changing industry, and while Tech + Digital is no exception to the broader slowdown, emerging technology and associated skill requirements are ever-present. This dynamic continues to drive demand for those with niche tech skills.

It's true that the current market presents a solid opportunity for employers to source great candidates. But that doesn't mean it's always easy to secure the right ones. Growth in contractor rates since our last edition show there is good demand, opportunity and rates to be had for those IT experts with specific skillsets.



Who's In Demand?

Most common contract roles at Paxus:

Project Manager	Change Manager
Business Analyst	Senior Project Manager
Senior Business Analyst	Service Desk
Solution Architect	SAP Consultant
Software/Application Developer	Data Analyst

1/2
of LinkedIn's most in demand roles so far in 2024 are in Tech⁶:

Software Engineer
Project Manager
Full Stack Engineer
Business Analyst
Data Engineer

2/10
of the most advertised roles on LinkedIn are in Tech⁷:

Security Architect
Customer Engineer



Fastest growing tech skills amongst the IT Talent Pool:

Artificial Intelligence (AI)

Data Architecture

Cybersecurity

Data Management

Service Desk

Biggest rate movers since our last edition (Feb 2024):

Quality/Test Engineer

AI Engineer/Analyst

Program Coordinator

Senior Software Application Developer

ERP Roles (BA, Developer, Consultant)

Web Developer

Security Consultant

Integration Specialist

Project Manager



Top Paying Roles

Contract

Program Manager

Information Architect

BI Architect

Security Architect

SAP Consultant

Permanent⁹

Network Architect

Data Warehouse Architect

System Application Architect

Application Security Engineer

Big Data Engineer

Mobile Application Developer

AI Engineer



Job Market Trends



Flexible Work Demand

Despite murmurs of stricter return to office policies in 2024, flexible and work from home options don't look to be going anywhere. Even in the face of a market slowdown, data shows that 9.4% of job ads on Seek indicate the role can be fully remote, down only 1.6% from the previous year¹⁰.

Flexible work options as part of client Employee Value Propositions (EVP) also remain increasingly important for those who would like to secure the most and best candidates. Its importance grew by 10% amongst all job seekers in the last few years. Employers who are viewed as being flexible are 29% more likely to receive an application from a candidate who viewed one of their jobs¹¹.



Skills-based Hiring

The skills required for individual and company success (particularly in tech) continue to evolve at a rapid pace. By broadening criteria beyond qualifications and making skills-based hiring a priority, employers can widen the candidate pool tenfold¹¹. Even in an employer driven market, why not give your company the best chance to adapt to new requirements?



Internal Career Development

Nurturing a flexible but engaged workplace isn't as simple as just offering hybrid work. While flexibility remains the priority for many candidates, in this market employees are seeking internal "career development that builds cross-functional skills and career diversity", according to Kathleen McCudden – SEEK Chief People & Culture Officer¹⁰.

At the same time, employers are continuing to focus on filling skills gaps internally. 1 in 2 recruitment leaders across Australia and New Zealand say their organisations are assessing the talent and skills needed to keep pace with the rise in areas like AI¹¹. By offering candidates potential upskilling opportunities, employers can fill their own skills gaps whilst offering career development.

Contractor Rates + Permanent Salaries

Contractor Rates

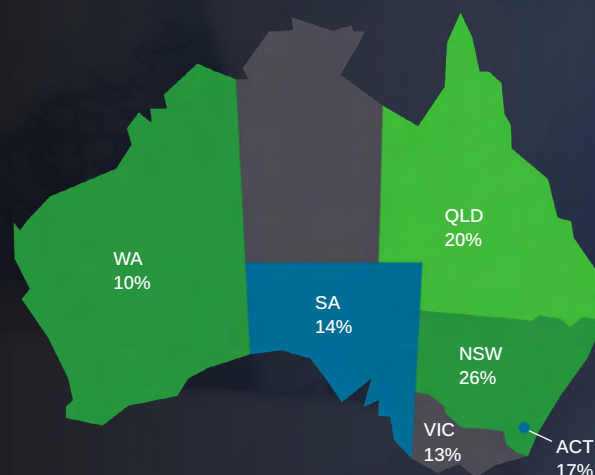
The contract rates listed on the following pages are garnered from thousands of recent contract roles filled nationally by Paxus. Low, Medium, and High ranges represent the average rate for 8 hour working days (rounded to the nearest \$10), based on what the contractor receives, excluding any other costs to the client.

The rate figures cover a broad range of locations and candidate experience levels and should be viewed with this in mind. They are taken from national proprietary data across both Government and Private enterprise and are verified by our expert teams with on the ground industry knowledge, to ensure a true representation of what is being seen in the IT labour market.

Permanent Salary Ranges

The Low and High permanent salary ranges listed on the following pages are garnered from averages seen across the employment market in recent months, and do not include superannuation.

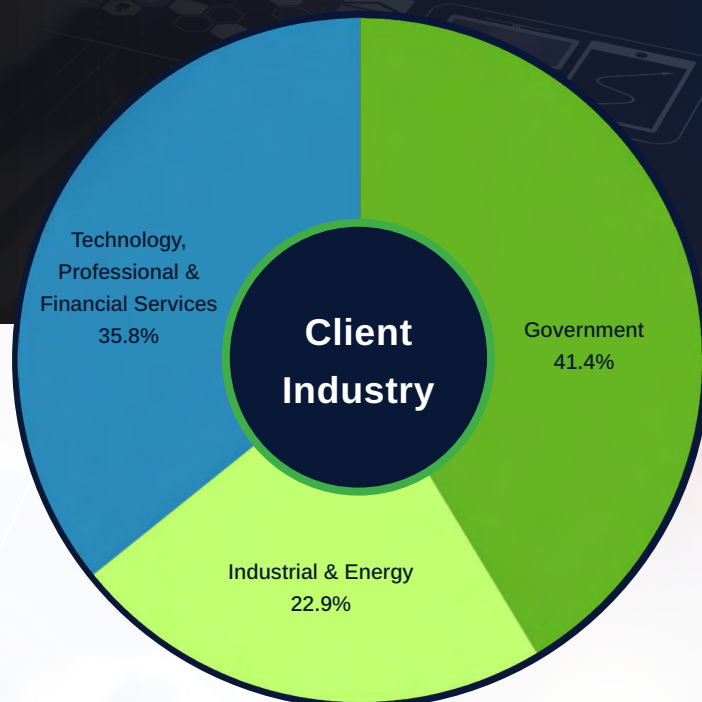
Location of Engagements







1/3 Female 2/3 Male

Candidate Source:


- 10% are a result of direct contact or Headhunting by Paxus
- 50% are from our extensive Paxus database



AI + Robotics

Job Type	Demand	Average Daily Contractor Rates			Permanent Salary Ranges	
		Low	Medium	High	Low ('000)	High ('000)
AI Engineer/Analyst		\$859	\$1,088	\$1,286	\$110	\$160
Data Engineer		\$806	\$960	\$1,221	\$120	\$180
Data Scientist		\$857	\$1095	\$1230	\$120	\$190
Senior Data Engineer		\$998	\$1,203	\$1,406	\$160	\$230







BI + Data Analytics

Job Type	Demand	Average Daily Contractor Rates			Permanent Salary Ranges	
		Low	Medium	High	Low ('000)	High ('000)
BI Analyst		\$894	\$985	\$1,124	\$111	\$160
BI Architect		\$1,086	\$1,256	\$1,467		
BI Developer		\$781	\$989	\$1,048	\$110	\$170
Data Analyst		\$789	\$962	\$1,216	\$90	\$160
Data Modeller		\$1,006	\$1,059	\$1,162	\$100	\$160
Database Administrator		\$785	\$929	\$1,095		
Information Architect		\$1,054	\$1,227	\$1,479	\$145	\$215
Technical Business Analyst		\$728	\$902	\$1,057	\$120	\$150

ERP + SAP + CRM

Average Daily Contractor Rates					Permanent Salary Ranges	
Job Type	Demand	Low	Medium	High	Low ('000)	High ('000)
Enterprise Architect		\$861	\$1,195	\$1,400	\$170	\$220
ERP Business Analyst		\$736	\$907	\$1,244	\$130	\$180
ERP Consultant		\$789	\$1,001	\$1,282	\$120	\$160
ERP Developer		\$859	\$1,035	\$1,241	\$125	\$170
Salesforce Developer		\$648	\$812	\$1,061	\$125	\$170
SAP Consultant		\$988	\$1,186	\$1,407	\$135	\$200
SAP Developer		\$986	\$1,225	\$1,395	\$120	\$190

Security + Cyber Security

Average Daily Contractor Rates					Permanent Salary Ranges	
Job Type	Demand	Low	Medium	High	Low ('000)	High ('000)
Cyber Security Specialist		\$988	\$1,093	\$1,085	\$140	\$200
Security Analyst		\$465	\$1,037	\$1,282	\$100	\$145
Security Architect		\$1,146	\$1,320	\$1,429	\$160	\$210
Security Consultant		\$995	\$1,311	\$1,339	\$145	\$200
Security Engineer		\$734	\$945	\$1,340	\$120	\$170
Security Specialist		\$601	\$919	\$1,180	\$115	\$135

Cloud + Infrastructure

Job Type	Demand	Average Daily Contractor Rates			Permanent Salary Ranges	
		Low	Medium	High	Low ('000)	High ('000)
Cloud Architect		\$900	\$1,038	\$1,192	\$155	\$210
Cloud Engineer		\$834	\$1,163	\$1,232	\$120	\$190
Desktop Engineer		\$369	\$521	\$726		
Desktop Support		\$287	\$327	\$450	\$60	\$90
DevOps Engineer		\$858	\$976	\$1,231	\$120	\$190
Infrastructure Architect		\$840	\$977	\$1,092	\$130	\$200
Infrastructure Engineer		\$818	\$1,113	\$1,168	\$120	\$170
Infrastructure Specialist		\$651	\$897	\$1,165	\$110	\$180
Network Architect		\$1,033	\$1,107	\$1,219	\$140	\$180
Network Engineer		\$673	\$918	\$1,039	\$100	\$150
Service Desk		\$268	\$301	\$416	\$50	\$80
Solution Architect		\$1,014	\$1,181	\$1,234	\$150	\$210
Systems Administrator		\$457	\$577	\$939	\$90	\$130
Systems Analyst		\$538	\$893	\$1,028	\$95	\$120
Systems Engineer		\$751	\$893	\$1,247	\$100	\$150
Technical Assistant		\$252	\$293	\$303	\$55	\$85
Technical Specialist		\$746	\$1,055	\$1,353	\$105	\$170

Project Services + Transformation

Average Daily Contractor Rates					Permanent Salary Ranges	
Job Type	Demand	Low	Medium	High	Low ('000)	High ('000)
Applications Manager		\$881	\$997	\$1,246	\$140	\$190
Business Analyst		\$769	\$912	\$1,050	\$100	\$160
Change Analyst		\$591	\$814	\$892	\$95	\$135
Change Manager		\$866	\$994	\$1,220	\$130	\$200
Delivery Manager		\$884	\$987	\$1,220	\$130	\$200
Digital Project Manager		\$777	\$901	\$1,047	\$100	\$140
Iteration Manager		\$824	\$935	\$1,163	\$130	\$180
Procurement Officer		\$777	\$971	\$1,324	\$75	\$105
Program Analyst		\$725	\$768	\$854	\$85	\$130
Program Coordinator		\$622	\$735	\$1,078	\$85	\$125
Program Manager		\$1,072	\$1,344	\$1,560	\$130	\$200
Project Coordinator		\$476	\$643	\$771	\$80	\$125
Project Manager		\$879	\$1,000	\$1,100	\$130	\$180
Project Officer		\$373	\$538	\$712	\$80	\$110
Scrum Master		\$825	\$1,100	\$1,194	\$130	\$180
Senior Business Analyst		\$819	\$950	\$1,084	\$135	\$185
Senior Project Manager		\$959	\$1,134	\$1,361	\$155	\$210
Technical Lead		\$818	\$983	\$1,238	\$145	\$175
Technical Writer		\$662	\$798	\$1,000	\$85	\$130

Software Development + Testing

Job Type	Demand	Average Daily Contractor Rates			Permanent Salary Ranges	
		Low	Medium	High	Low ('000)	High ('000)
Developer		\$714	\$983	\$1,183	\$100	\$130
Full Stack Developer		\$746	\$998	\$1,116	\$110	\$150
Integration Specialist		\$880	\$1,081	\$1,212	\$140	\$180
Java Developer		\$815	\$1,047	\$1,161	\$100	\$150
Quality/Test Engineer		\$667	\$986	\$1,090	\$105	\$135
Senior Developer		\$820	\$1,066	\$1,212	\$115	\$150
Senior Software/Application Developer		\$993	\$1,064	\$1,163	\$115	\$155
Senior Test Analyst		\$648	\$809	\$1,006	\$105	\$145
Software Tester		\$579	\$739	\$1,030	\$110	\$140
Software/Application Developer		\$664	\$891	\$1,061	\$95	\$130
Test Analyst		\$543	\$734	\$893	\$85	\$120
Test Manager		\$804	\$941	\$1,054	\$130	\$160
Web Developer		\$663	\$908	\$1,042	\$85	\$125

Contracting with Paxus

With over 50 years of IT contractor placement expertise, Paxus is a leading provider of tech and digital talent in Australia. We manage one of the largest independent contractor workforces in Australia.

Our extensive CAER Program provides market leading service to contractors and clients including a dedicated Account Manager and Customer Success Specialist for personalised support in various areas from role seeking and market insights, to payroll administration.

Embracing a long-term mindset, CAER reflects Paxus' commitment to continuous improvement, driven by constant feedback from contractors and clients. We hold enduring relationships with government and blue-chip employers throughout the country, long-standing contractors who choose Paxus as their preferred, and robust sourcing techniques for even the hardest to find skillsets. We provide access to some of the best contract opportunities in the market, and to the right skilled contractors.

All Paxus contractors have access to our extensive Contractor Benefits Program including:

- › **next** engagement program: supporting contractors near the end of their contract to extend or re-deploy as appropriate
- › Flexible Contracting options
- › Free online training with access to **2500+** IT specific courses, bootcamps and certifications
- › Over **11,000** discounts + benefits with our Presidential Card Program
- › Online timesheets + Weekly pay cycles

We prioritise getting to know our contractors too, aligning skills, preferences, and ambitions with compatible employers. With a seamless transition between contracts, we identify opportunities that mutually benefit both parties.

For more information on Paxus Contracting Services, visit:




[Contractor Hub](#)
[Contractor Recruitment](#)






Get in Touch

We've got on the ground expertise across the country. Contact your local Paxus office for more information and insights on Salary rates and more.




Adelaide

 [Contact Us](#)
 08 7422 0600
 Level 1, 70 Hindmarsh Square
Adelaide SA 5000




Perth

 [Contact Us](#)
 08 6151 1700
 Level 10, 2 Mill Street
Perth WA 6000




Brisbane

 [Contact Us](#)
 07 3339 5600
 Level 20, 144 Edward Street
Brisbane QLD 4000




Sydney

 [Contact Us](#)
 02 9464 5656
 Level 7, 95 Pitt St,
Sydney NSW 2000

Canberra


 [Contact Us](#)
 02 6151 9200
 Level 7, 54 Marcus Clarke Street
Canberra ACT 2601

Melbourne

 [Contact Us](#)
 03 8680 4200
 Level 9, 333 Collins Street
Melbourne VIC 3000



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Sources

Contractor rate data within this guide is Paxus owned. Other information and insights have been collated from Paxus data, market knowledge and various other key sources.

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