



# Salary Guide

## Technology

# About the Salary Guide

For over 15 years, TAL Group has made it our mission to specialize in Information Technology Recruitment — and that means understanding the current state of the market, anticipating the needs of its employers and being aware of the sector’s most in demand roles & positions.

One of the most common questions jobseekers ask us is what they can expect for salary, so we’ve put together this all-inclusive, easy to search salary guide. It provides the most accurate salary information available on hiring trends across Canada, including:

- ✓ The Top 10 In-Demand Tech jobs
- ✓ The Most popular Workplace Benefits & Perks desired by Employees, ranked
- ✓ Salary ranges for over 50+ Jobs across North America’s largest cities, based on our placements from 2016-17

## How to Use this Guide

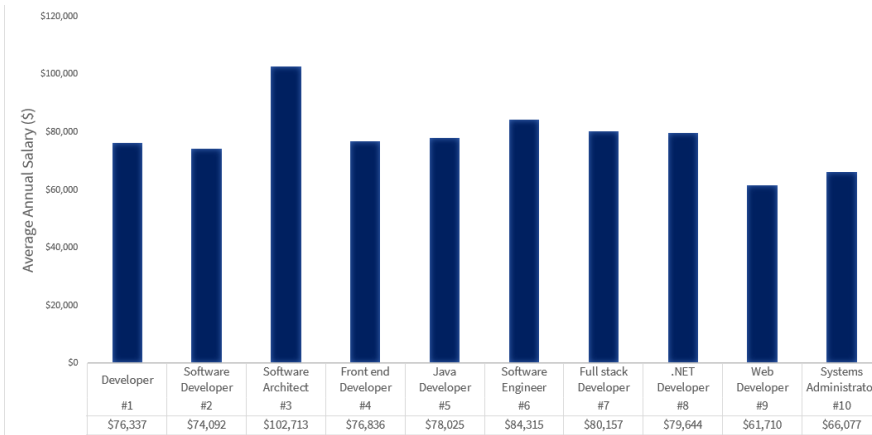
Use this guide as a tool for assessing your own organization’s compensation against its competitors. By empowering yourself with the most up-to-date information, you will be better positioned to assess your next steps.

For more interview & CV advice, or social media etiquette go to [www.talgroup.net/career-centre](http://www.talgroup.net/career-centre).

# Hiring Trends

## Most In-Demand Tech Roles

Developers are presently the most sought-after employees in the North American market, making them also the hardest jobs to fill. An extensive talent shortage is anticipated by 2030.



# 218K

Estimated new tech jobs will be created by Canada by 2030, but there aren't enough people with the right skills to fill them

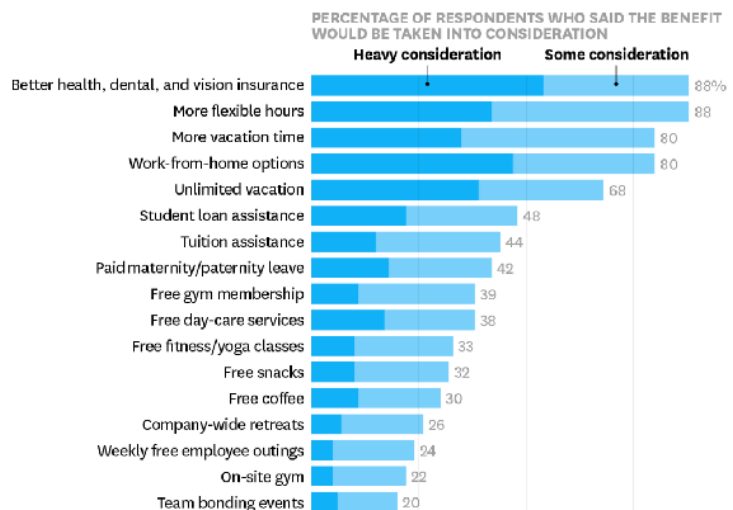
Data from a study by Huffington Post, 2017

## Most Popular Employee Perks & Benefits

When choosing between a high-paying role vs. a lower paying one with better benefits, the majority of employees agree that health insurance & flexible hours matter more.

# 88%

Employees agree that they give heavy consideration to whether or not a role offers better health, dental & vision insurance.



SOURCE FRACTL SURVEY OF 2,000 U.S. WORKERS

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Data from a study by Harvard Business Review

# Technology Salaries: Canada



The average salary ranges below are expressed in thousand Canadian dollars. Data has been sourced from TAL Group's internal market research, in conjunction with data from Neuvoo, Payscale, Indeed & Glassdoor.

## WEB DEVELOPMENT

AVG. SALARY RANGE	TORONTO	VANCOUVER	CALGARY	OTTAWA	MONTREAL
Sr. Web Developer	62-98	61-90	36-83	46-84	47-88
Web Developer	37-77	59-89	35-76	34-77	36-67
Front-end Web Developer	41-83	43-81	42-91	34-77	41-73
Web Administrator	30-73	55-59	55-61	55-55	54-52
Web Designer	50-98	44-52	48-52	34-51	35-50
Mobile App Developer	41-84	40-76	39-52	37-53	32-51
Full stack Web Developer	66-145	57-145	45-140	49-138	47-144

## BIG DATA/DATABASE DEVELOPMENT

SALARY RANGE	TORONTO	VANCOUVER	CALGARY	OTTAWA	MONTREAL
Big Data Engineer	57-126	54-99	52-125	46-110	50-113
Data Architect	40-142	36-97	33-99	35-93	35-98
Data Analyst	34-75	33-70	33-78	33-967	36-82
Data Warehouse Analyst	56-84	53-75	48-64	69-71	46-58
Database Manager	56-81	60-99	52-63	49-75	37-69
Database Developer	50-83	47-75	52-67	45-76	42-75
Database Administrator	71-125	69-111	54-95	54-93	55-96

## BUSINESS INTELLIGENCE

SALARY RANGE	TORONTO	VANCOUVER	CALGARY	OTTAWA	MONTREAL
BI/Data Warehouse Architect	77-154	74-135	68-110	64-109	59-99
BI Manager	64-98	57-89	59-91	56-89	55-92
ETL Developer	74-107	62-96	59-88	58-89	53-75
BI Analyst	57-99	54-94	52-95	51-75	56-78
Information Manager	65-103	66-105	69-109	62-101	68-106

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## CLOUD INFRASTRUCTURE

AVG. SALARY RANGE	TORONTO	VANCOUVER	CALGARY	OTTAWA	MONTREAL
Enterprise Architect	86-132	78-99	74-85	47-65	93-173
Architect - VMWare	67-103	64-103	59-103	57-100	53-102
Project Manager - VMWare	58-104	52-103	55-94	58-91	58-92
Senior Engineer - Citrix	88-112	75-105	78-98	68-94	68-98
Senior Engineer - VMWare	93-109	88-103	75-95	74-93	69-104
DevOps Engineer	97-136	78-89	50-93	54-89	53-66

## DEVELOPMENT

SALARY RANGE	TORONTO	VANCOUVER	CALGARY	OTTAWA	MONTREAL
Software Architect	98-124	109-135	125-165	112-128	124-135
Technical Lead	94-121	47-63	115-133	109-130	86-114
Sr. Analyst/Developer	79-92	62-78	58-80	74-91	67-76
Developer, Java	89-125	78-93	81-98	67-92	57-75
Developer, C#/ASP.net	93-112	67-79	65-88	67-86	64-85
Sr. Mobile Developer	74-112	75-109	65-89	63-93	68-98
Jr. Developer	56-72	53-67	62-85	75-121	53-88
Web Developer	63-84	57-76	61-74	53-66	58-62
Front End Web Developer	62-72	57-61	55-63	54-68	50-66
Back End Developer	110-130	76-90	76-95	48-67	45-66
Sharepoint Developer	85-130	73-115	67-93	65-90	57-86
Analyst Programmer - C/C++	85-120	67-86	65-89	63-73	74-85
Database Developer	76-94	55-65	53-67	65-85	75-98
Development Director	110-150	95-110	74-90	62.9-75	105-140

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## INFRASTRUCTURE & PROGRAM MANAGEMENT

AVG. SALARY RANGE	TORONTO	VANCOUVER	CALGARY	OTTAWA	MONTREAL
Program Manager	75-120	63-81	75-95	76-90	63- 80
Project Manager	74-120	63-102	65-130	85-110	47-76
Solution Architect	75-135	85-110	74-115	66-105	62-106
Infrastructure Architect	105-130	110-135	126-150	49-55	62-80
DevOps, Infrastructure	85-105	79-102	80- 115	83-116	76-112
Network Engineer	75-120	67-80	72-93	56-100	65-100
Systems Administrator	65-100	65-75	65-87	63-85	58-75
Desktop Support Analyst	45-65	42-62	40-65	45-65	38-59
Program Director	120-240	75-150	75-120	89-200	86-105
Security Architect	109-145	95-135	86-124	78-108	89-140
Business Analyst (mid-senior)	96-115	78-89	69-95	82-101	67-93
QA Analyst	50-76	56-74	61-83	57-70	55-75
Senior Test Analyst	73-98	68-90	65-95	66-97	63-100
Technical Lead	80-115	72-110	73-109	78-100	70-110

## LEADERSHIP & OTHER OPERATIONS

SALARY RANGE	TORONTO	VANCOUVER	CALGARY	OTTAWA	MONTREAL
IT Director	110-290	105-273	100-250	112-227	124-270
Chief Information Officer	189-375	150-300	150-350	165-370	155-350
Chief Technology Officer	175-270	120-250	100-269	165-260	110-225
Chief Security Officer	145-180	135-190	120-170	140-180	95-120
Head of Development	110-165	100-162	95-145	99-164	85-170
Head, Business Intelligence	130-187	120-180	105-180	109-185	99-165
Business Architect	120-175	100-170	110-172	98-167	78-125
Enterprise Architect	105-181	98-176	100-176	89-178	78-131
IT Manager	85-130	79-121	86-109	74-115	83-111