

# P@SHA Salary Survey 2021: Salary Guide

## ■ 8,371 Technical Professionals

Entry Level (0-1 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Programmer - iOS	52,308	52,500	112,500
Programmer - Android	50,833	52,500	90,000
Programmer - Unity	55,000	70,000	70,000
Programmer - HTML Front End	46,184	30,000	112,500
Programmer - React Native/JS/Vue JS/Angular	56,296	70,000	112,500
Programmer - MEAN/MERN/Full Stack	61,786	52,500	112,500
Programmer - Backend Developer	57,941	52,500	162,500
Programmer - Java	59,423	70,000	112,500
Programmer - .NET	51,296	52,500	112,500
Programmer - Python	56,136	56,136	90,000
Programmer - Ruby	60,417	70,000	90,000
Programmer - Node	51,250	70,000	70,000
Programmer - PHP/Laravel/CodeIgnitor/Yii	41,719	30,000	70,000
Programmer - C++	50,313	52,500	70,000
Programmer - Embedded Firmware Developer	40,000	40,000	40,000
Programmer - Microsoft Dynamics AX	55,000	40,000	70,000
Programmer - Microsoft SharePoint	40,000	40,000	40,000
Software Architect	52,692	52,500	137,500
SAP/ERP Developer	46,500	--,---	70,000
Siebel Developer	40,000	--,---	40,000
Salesforce Architect	--,---	--,---	--,---
Salesforce Developer	53,125	--,---	90,000
Salesforce Administrator	--,---	--,---	--,---
Data Miner / Data Scientist / Data Engineer Senior	45,833	40,000	112,500
2D Animator	53,214	70,000	70,000
3D Animator	70,000	--,---	112,500
Game Designer	58,333	--,---	70,000

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Entry Level (0-1 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Game Producer	--,---	--,---	--,---
Systems Administrator	40,556	40,000	112,500
Database Administrator	48,056	70,000	70,000
Network Security	69,000	40,000	212,500
Cyber Security	40,000	--,---	40,000
QA	47,364	52,500	112,500
QA (Automation)	60,000	--,---	90,000
Graphics Designer	46,161	40,000	90,000
DevOps Engineer	64,583	52,500	90,000
Business Analyst/Strategy Analyst	65,577	52,500	70,000
Helpdesk/Support Engineer	40,250	40,000	52,500

Junior Level (1-3 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Programmer - iOS	83,065	70,000	162,500
Programmer - Android	85,500	70,000	162,500
Programmer - Unity	100,000	90,000	137,500
Programmer - HTML Front End	66,357	52,500	137,500
Programmer - React Native/JS/Vue JS/Angular	85,135	90,000	162,500
Programmer - MEAN/MERN/Full Stack	101,111	90,000	187,500
Programmer - Backend Developer	90,946	90,000	237,500
Programmer - Java	98,261	70,000	237,500
Programmer - .NET	89,038	90,000	187,500
Programmer - Python	105,417	112,500	187,500
Programmer - Ruby	100,833	90,000	162,500
Programmer - Node	121,406	112,500	187,500
Programmer - PHP/Laravel/CodeIgnitor/Yii	78,929	70,000	137,500
Programmer - C++	88,542	70,000	137,500

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Junior Level (1-3 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Programmer - Embedded Firmware Developer	65,417	52,500	112,500
Programmer - Microsoft Dynamics AX	93,333	52,500	137,500
Programmer - Microsoft SharePoint	65,000	52,500	90,000
Software Architect	112,500	90,000	287,500
SAP/ERP Developer	70,000	--,---	70,000
Siebel Developer	70,000	--,---	70,000
Salesforce Architect	--,---	--,---	--,---
Salesforce Developer	101,250	--,---	112,500
Salesforce Administrator	52,500	--,---	52,500
Data Miner / Data Scientist / Data Engineer Senior	106,765	112,500	187,500
2D Animator	83,333	90,000	90,000
3D Animator	90,000	--,---	162,500
Game Designer	87,500	--,---	112,500
Game Producer	--,---	--,---	--,---
Systems Administrator	68,750	52,500	137,500
Database Administrator	81,111	40,000	212,500
Network Security	74,375	70,000	137,500
Cyber Security	65,625	--,---	70,000
QA	78,310	70,000	162,500
QA (Automation)	103,833	90,000	212,500
Graphics Designer	62,389	52,500	112,500
DevOps Engineer	94,271	70,000	137,500
Business Analyst/Strategy Analyst	85,833	112,500	162,500
Helpdesk/Support Engineer	55,859	52,500	90,000

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## ■ 8,371 Technical Professionals

Middle Level (3-6 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Programmer - iOS	141,528	162,500	212,500
Programmer - Android	121,929	112,500	212,500
Programmer - Unity	156,250	112,500	237,500
Programmer - HTML Front End	109,929	90,000	212,500
Programmer - React Native/JS/Vue JS/Angular	136,667	162,500	212,500
Programmer - MEAN/MERN/Full Stack	160,000	137,500	287,500
Programmer - Backend Developer	132,429	112,500	237,500
Programmer - Java	146,429	162,500	237,500
Programmer - .NET	133,171	112,500	262,500
Programmer - Python	162,917	162,917	262,500
Programmer - Ruby	169,688	137,500	287,500
Programmer - Node	190,625	137,500	287,500
Programmer - PHP/Laravel/CodeIgnitor/Yii	122,589	112,500	187,500
Programmer - C++	132,500	112,500	237,500
Programmer - Embedded Firmware Developer	123,333	70,000	187,500
Programmer - Microsoft Dynamics AX	178,000	90,000	237,500
Programmer - Microsoft SharePoint	133,571	162,500	237,500
Software Architect	171,023	112,500	362,500
SAP/ERP Developer	150,000	--	162,500
Siebel Developer	90,000	--	90,000
Salesforce Architect	237,000	--	237,500
Salesforce Developer	162,500	--	187,500
Salesforce Administrator	92,500	--	137,500
Data Miner / Data Scientist / Data Engineer Senior	137,353	162,500	237,500
2D Animator	120,833	112,500	137,500
3D Animator	112,500	--	112,500
Game Designer	112,500	--	112,500

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## ■ 8,371 Technical Professionals

Middle Level (3-6 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Game Producer	262,500	--,---	275,000
Systems Administrator	110,625	112,500	187,500
Database Administrator	105,893	90,000	237,500
Network Security	105,750	112,500	162,500
Cyber Security	104,500	112,500	137,500
QA	112,589	112,500	187,500
QA (Automation)	172,308	137,500	262,500
Graphics Designer	101,939	90,000	237,500
DevOps Engineer	152,100	112,500	287,500
Business Analyst/Strategy Analyst	120,370	112,500	262,500
Helpdesk/Support Engineer	91,607	70,000	162,500

Senior Level (6+ years' experience)	National Average	Most Common (Mode)	Highest (Max)
Programmer - iOS	204,259	187,500	312,500
Programmer - Android	194,444	187,500	287,500
Programmer - Unity	200,000	212,500	287,500
Programmer - HTML Front End	149,167	137,500	312,500
Programmer - React Native/JS/Vue JS/Angular	205,682	212,500	312,500
Programmer - MEAN/MERN/Full Stack	233,654	162,500	337,500
Programmer - Backend Developer	198,158	137,500	362,500
Programmer - Java	230,357	287,500	337,500
Programmer - .NET	199,569	212,500	262,500
Programmer - Python	225,000	225,000	262,500
Programmer - Ruby	208,929	187,500	287,500
Programmer - Node	216,667	262,500	337,500
Programmer - PHP/Laravel/CodeIgnitor/Yii	197,031	237,500	287,500
Programmer - C++	262,500	262,500	337,500

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## ■ 8,371 Technical Professionals

Senior Level (6+ years' experience)	National Average	Most Common (Mode)	Highest (Max)
Programmer - Embedded Firmware Developer	237,500	112,500	462,500
Programmer - Microsoft Dynamics AX	237,500	137,500	362,500
Programmer - Microsoft SharePoint	212,500	237,500	262,500
Software Architect	301,742	262,500	625,000
SAP/ERP Developer	212,500	--	237,500
Siebel Developer	162,500	--	162,500
Salesforce Architect	268,750	--	312,500
Salesforce Developer	187,500	--	187,500
Salesforce Administrator	181,250	--	212,500
Data Miner / Data Scientist / Data Engineer Senior	217,045	112,500	362,500
2D Animator	237,500	237,500	237,500
3D Animator	162,500	--	162,500
Game Designer	212,500	--	212,500
Game Producer	412,500	--	425,000
Systems Administrator	237,500	187,500	387,500
Database Administrator	214,821	137,500	437,500
Network Security	157,778	137,500	337,500
Cyber Security	187,500	187,500	287,500
QA	175,291	187,500	312,500
QA (Automation)	207,143	187,500	362,500
Graphics Designer	167,365	112,500	362,500
DevOps Engineer	258,333	262,500	412,500
Business Analyst/Strategy Analyst	214,375	137,500	525,000
Helpdesk/Support Engineer	172,679	112,500	437,500

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## ■ 2,598 Non-Technical Professionals

Entry Level (0-1 years' experience)	National Average	Most Common (Mode)	Highest (Max)
BPO Customer Service Professional	33,572	30,000	52,500
Technical Writer/Content Creator	38,214	30,000	70,000
Content Developer	35,714	40,000	40,000
Social Media Marketing/SEO and SEM	43,182	40,000	70,000
Business Development/B2B Sales	38,667	52,500	52,500
Research & Development	33,750	40,000	40,000
Operations	37,833	52,500	52,500
Admin	27,500	22,500	40,000
Finance	35,909	30,000	70,000
Human Resources	33,900	30,000	70,000

Junior Level (1-3 years' experience)	National Average	Most Common (Mode)	Highest (Max)
BPO Customer Service Professional	47,727	40,000	90,000
Technical Writer/Content Creator	66,447	70,000	90,000
Content Developer	63,750	52,500	90,000
Social Media Marketing/SEO and SEM	57,065	52,500	112,500
Business Development/B2B Sales	79,911	52,500	187,500
Research & Development	84,167	52,500	187,500
Operations	53,889	52,500	70,000
Admin	36,875	40,000	70,000
Finance	51,284	40,000	90,000
Human Resources	59,167	52,500	90,000

Mid Level (3-6 years' experience)	National Average	Most Common (Mode)	Highest (Max)
BPO Customer Service Professional	71,667	90,000	112,500
Technical Writer/Content Creator	91,154	90,000	137,500
Content Developer	128,889	112,500	312,500
Social Media Marketing/SEO and SEM	91,397	90,000	262,500

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## ■ 2,598 Non-Technical Professionals

Mid Level (3-6 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Business Development/B2B Sales	133,071	90,000	312,500
Research & Development	120,000	70,000	287,500
Operations	83,594	70,000	112,500
Admin	66,304	52,500	162,500
Finance	92,366	70,000	187,500
Human Resources	103,977	90,000	212,500

Senior Level (6+ years' experience)	National Average	Most Common (Mode)	Highest (Max)
BPO Customer Service Professional	150,625	187,500	337,500
Technical Writer/Content Creator	187,500	162,500	312,500
Content Developer	204,167	162,500	337,500
Social Media Marketing/SEO and SEM	188,958	137,500	487,500
Business Development/B2B Sales	233,784	162,500	575,000
Research & Development	205,000	90,000	387,500
Operations	189,286	137,500	362,500
Admin	124,470	90,000	287,500
Finance	183,315	112,500	437,500
Human Resources	170,800	237,500	337,500

## ■ 1,375 Technology Management Professionals

Mid Level (Less than years' experience)	National Average	Most Common (Mode)	Highest (Max)
Team Lead	137,917	137,500	262,500
Software Development Manager	184,531	187,500	337,500
QA Manager	114,583	90,000	187,500
Project Coordinator	67,619	52,500	162,500
Project Management	136,250	90,000	262,500
Product Owner/Scrum Master	187,500	137,500	312,500



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## ■ 1,375 Technology Management Professionals

Senior Level (6-12 years' experience)	National Average	Most Common (Mode)	Highest (Max)
Team Lead	189,730	212,500	387,500
Software Development Manager	284,821	262,500	437,500
QA Manager	210,341	137,500	337,500
Project Coordinator	--,---	--,---	--,---
Project Management	214,881	162,500	412,500
Product Owner/Scrum Master	216,667	187,500	337,500

Experienced Level (12+ years' experience)	National Average	Most Common (Mode)	Highest (Max)
Team Lead	283,553	237,500	412,500
Software Development Manager	408,333	387,500	675,000
QA Manager	296,094	312,500	525,000
Project Coordinator	--,---	--,---	--,---
Project Management	287,500	237,500	487,500
Product Owner/Scrum Master	498,438	--,---	1,000,000

## ■ 204 Senior Management Professionals

Role	National Average	Most Common (Mode)	Highest (Max)
Art Director	210,000	267,500	287,500
HR Director	275,000	162,500	675,000
CFO	339,706	237,500	725,000
CMO	343,750	287,500	675,000
CTO	426,058	387,500	1,500,000
VP/Director	456,429	337,500	1,250,000
CIO	535,000	525,000	925,000
COO	576,389	525,000	1,500,000
CEO/MD/Country Manager	579,643	625,000	1,500,000 or above