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TECH SALARY GUIDE **2024**

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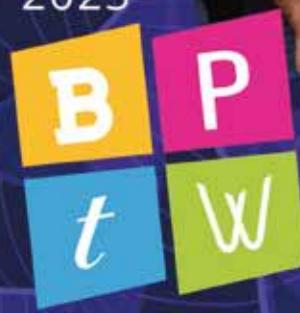
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HOT



2024

NY CAPITAL REGION HOT JOBS



 **ALWAYS HIRING THESE ROLES** 

| JOB TITLE | LOW | AVERAGE | HIGH |
|------------------------------|-----------|-----------|-----------|
| Business Systems Analyst | \$68,358 | \$94,791 | \$125,103 |
| Cybersecurity Analyst | \$76,940 | \$112,570 | \$152,130 |
| Data Analyst | \$60,405 | \$106,535 | \$129,389 |
| Full Stack Developer | \$89,832 | \$123,189 | \$168,503 |
| IT Project Manager | \$80,834 | \$118,604 | \$164,480 |
| IT Support Specialist | \$43,699 | \$59,239 | \$92,761 |
| Network Engineer | \$68,766 | \$105,915 | \$136,336 |
| Software Development Manager | \$110,149 | \$149,883 | \$194,224 |
| System Administrator | \$59,921 | \$84,238 | \$113,039 |

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W

WOMEN IN TECHNOLOGY NY CAPITAL REGION

2024



redShift Recruiting observed a notable **6% growth** in the representation of **women in technology** roles within the **NY Capital Region**, comparing 2022 to 2023.

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Top 40

2024

USA - NATIONWIDE

| TECH & IT JOB TITLES | LOWEST SALARY (LOW) | AVERAGE SALARY | HIGHEST SALARY (HIGH) |
|--|---------------------|----------------|-----------------------|
| Backend Developer | \$83,793 | \$125,258 | \$157,172 |
| Blockchain Developer | \$91,811 | \$150,285 | \$166,054 |
| CIO (Chief Information Officer) | \$132,754 | \$200,901 | \$288,978 |
| Cloud Architect | \$120,093 | \$150,868 | \$181,433 |
| Cloud Engineer | \$74,991 | \$114,249 | \$163,700 |
| Computer & Information Research Scientist (CIRS) | \$75,675 | \$131,272 | \$153,602 |
| Computer Hardware Engineer | \$69,132 | \$111,275 | \$172,312 |
| Computer Network Architect | \$90,518 | \$129,906 | \$174,379 |
| Computer Support Specialist | \$48,026 | \$51,617 | \$73,753 |
| CTO (Chief Technology Officer) | \$119,917 | \$212,175 | \$297,665 |
| Cybersecurity Analyst | \$75,184 | \$110,001 | \$148,658 |
| Data Analyst | \$59,026 | \$104,104 | \$126,436 |
| Data Engineer | \$80,463 | \$136,747 | \$171,355 |
| Data Scientist | \$86,572 | \$131,030 | \$162,954 |
| Database Administrator (DBA) | \$66,223 | \$98,595 | \$142,958 |
| DevOps Engineer | \$87,446 | \$122,585 | \$158,465 |
| Front-End Developer | \$79,112 | \$115,526 | \$146,289 |
| Full Stack Developer | \$87,782 | \$120,378 | \$164,657 |
| Information Security Analyst | \$76,881 | \$117,226 | \$154,458 |
| Information Technology Manager | \$74,721 | \$122,236 | \$143,422 |
| IT Business Analyst | \$61,889 | \$88,385 | \$119,515 |
| IT Director | \$101,147 | \$149,742 | \$202,805 |
| IT Security Specialist | \$63,968 | \$97,473 | \$135,903 |
| IT Support Specialist | \$42,701 | \$57,887 | \$90,644 |
| Java Developer | \$73,941 | \$114,559 | \$132,034 |
| Machine Learning Engineer | \$98,504 | \$142,197 | \$187,010 |
| Mobile App Developer | \$70,992 | \$105,391 | \$129,133 |
| Network Administrator | \$57,543 | \$87,407 | \$101,235 |
| Network Engineer | \$67,196 | \$103,498 | \$133,225 |
| Network Security Engineer | \$80,533 | \$119,859 | \$169,864 |
| Python Developer | \$81,259 | \$128,610 | \$158,647 |
| QA Engineer | \$60,560 | \$88,836 | \$116,372 |
| Site Reliability Engineer (SRE) | \$92,086 | \$139,125 | \$183,708 |
| Software Engineer | \$79,993 | \$126,722 | \$160,671 |
| System Analyst | \$62,424 | \$88,013 | \$118,060 |
| Systems Administrator | \$58,553 | \$82,315 | \$110,459 |
| Systems Engineer | \$71,365 | \$107,429 | \$139,680 |
| Technical Sales Engineer | \$70,793 | \$93,947 | \$131,914 |
| UX Designer | \$67,365 | \$107,357 | \$134,466 |
| Web Developer | \$58,047 | \$90,654 | \$118,091 |

375+ Roles

TECHNOLOGY SALARY DATA



NY Capital Region

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2024

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| JOB TITLE | LOW | AVERAGE | HIGH |
|----------------------------------|-----------|-----------|-----------|
| Accounting Systems Analyst | \$68,282 | \$79,367 | \$105,590 |
| AI Content Specialist | \$45,990 | \$62,608 | \$104,500 |
| AI Developer | \$87,756 | \$125,138 | \$161,646 |
| AI Engineer | \$106,786 | \$130,181 | \$170,790 |
| AI Prompt Engineer | \$83,463 | \$120,803 | \$174,472 |
| AI Prompt Librarian | \$30,660 | \$61,492 | \$95,557 |
| AI Prompt Writer | \$102,353 | \$96,356 | \$133,524 |
| AIX Administrator | \$65,017 | \$103,108 | \$128,714 |
| Analytic Programmer | \$59,532 | \$85,476 | \$123,151 |
| Android Developer | \$82,882 | \$128,924 | \$153,098 |
| Android Software Developer | \$83,446 | \$121,037 | \$149,158 |
| Application Analyst | \$61,954 | \$95,251 | \$116,961 |
| Application Coordinator | \$42,633 | \$80,097 | \$120,116 |
| Application Engineer | \$77,197 | \$118,882 | \$134,653 |
| Application Manager | \$88,904 | \$119,679 | \$159,701 |
| Application Support Analyst | \$55,926 | \$79,015 | \$109,299 |
| Application Support Manager | \$96,962 | \$116,375 | \$159,852 |
| Application Support Specialist | \$47,729 | \$69,914 | \$101,878 |
| Applications Development Manager | \$103,352 | \$138,307 | \$168,972 |
| Applications Scientist | \$76,398 | \$119,822 | \$149,824 |
| ASPNet Developer | \$84,475 | \$102,894 | \$127,071 |
| Automation Application Engineer | \$79,792 | \$104,101 | \$127,059 |
| Backend Developer | \$85,750 | \$128,183 | \$160,843 |
| Backend Java Developer | \$95,630 | \$135,538 | \$157,159 |
| Backup Administrator | \$82,182 | \$95,296 | \$125,274 |
| Big Data Engineer | \$85,629 | \$138,084 | \$166,472 |
| Blockchain Developer | \$93,956 | \$153,795 | \$169,932 |
| Business Analyst | \$62,586 | \$106,427 | \$118,590 |
| Business Analyst Intern | \$38,938 | \$49,589 | \$76,971 |
| Business Continuity Analyst | \$69,982 | \$96,023 | \$129,227 |
| Business Continuity Manager | \$88,920 | \$126,711 | \$175,302 |
| Business Intelligence Analyst | \$66,470 | \$101,285 | \$129,250 |
| Business Intelligence Manager | \$78,288 | \$132,316 | \$148,227 |
| Business Systems Analyst | \$68,358 | \$94,791 | \$125,103 |
| Business Systems Manager | \$97,159 | \$125,025 | \$167,418 |
| Cerner Analyst | \$67,175 | \$94,016 | \$128,891 |
| Chief Analytics Officer | \$102,875 | \$188,040 | \$293,099 |
| Chief Data Officer | \$112,535 | \$206,368 | \$324,543 |
| Chief Informatics Officer | \$105,257 | \$202,225 | \$297,216 |
| Chief Information Officer (CIO) | \$135,854 | \$205,593 | \$295,728 |

| JOB TITLE | LOW | AVERAGE | HIGH |
|--|-----------|-----------|-----------|
| Chief Information Security Officer | \$116,304 | \$200,591 | \$281,156 |
| Chief Technical Officer | \$134,248 | \$220,769 | \$356,928 |
| Chief Technologist | \$86,734 | \$121,880 | \$219,830 |
| Chief Technology Officer (CTO) | \$122,717 | \$217,131 | \$304,617 |
| CISSP | \$104,303 | \$108,969 | \$162,498 |
| Client Server Programmer | \$67,582 | \$92,679 | \$124,320 |
| Clinical Application Manager | \$83,375 | \$98,896 | \$176,806 |
| Clinical Systems Analyst | \$64,607 | \$94,064 | \$126,542 |
| Cloud Architect | \$122,898 | \$154,392 | \$185,670 |
| Cloud Engineer | \$76,743 | \$116,917 | \$167,523 |
| CMS Expert | \$86,119 | \$107,922 | \$166,090 |
| COBOL Programmer | \$76,401 | \$93,068 | \$117,068 |
| Communications Engineer | \$83,135 | \$116,537 | \$153,309 |
| Communications Manager | \$54,827 | \$97,797 | \$119,949 |
| Computer and Information Research Scientist (CIRS) | \$77,442 | \$134,338 | \$157,190 |
| Computer Forensics Analyst | \$73,195 | \$94,241 | \$156,648 |
| Computer Hardware Engineer | \$70,747 | \$113,874 | \$176,337 |
| Computer Hardware Technician | \$36,475 | \$47,052 | \$62,950 |
| Computer Network Architect | \$92,632 | \$132,940 | \$178,452 |
| Computer Networking Instructor | \$51,339 | \$71,913 | \$100,254 |
| Computer Science Intern | \$43,819 | \$54,521 | \$97,528 |
| Computer Scientist | \$83,152 | \$133,323 | \$160,513 |
| Computer Support Specialist | \$49,148 | \$52,823 | \$75,476 |
| Computer Systems Administrator | \$59,541 | \$82,745 | \$111,948 |
| Computer Technician | \$38,926 | \$48,666 | \$69,578 |
| CRM Consultant | \$66,021 | \$108,742 | \$137,844 |
| Cryptographer | \$114,359 | \$152,335 | \$190,564 |
| Cybersecurity Analyst | \$76,940 | \$112,570 | \$152,130 |
| Data Analyst | \$60,405 | \$106,535 | \$129,389 |
| Data Architect | \$95,614 | \$142,785 | \$175,520 |
| Data Assistant | \$40,342 | \$51,355 | \$79,116 |
| Data Center Manager | \$97,041 | \$137,286 | \$190,504 |
| Data Collector | \$42,989 | \$52,417 | \$66,252 |
| Data Coordinator | \$41,621 | \$53,623 | \$70,817 |
| Data Engineer | \$82,343 | \$139,941 | \$175,357 |
| Data Management Engineer | \$75,969 | \$134,627 | \$183,149 |
| Data Manager | \$66,109 | \$104,147 | \$166,566 |
| Data Migration Lead | \$95,191 | \$139,032 | \$173,005 |
| Data Operations Manager | \$83,790 | \$118,356 | \$170,658 |
| Data Processor | \$44,544 | \$56,497 | \$75,584 |

| JOB TITLE | LOW | AVERAGE | HIGH |
|-------------------------------------|-----------|-----------|-----------|
| Data Reporting Analyst | \$61,120 | \$86,341 | \$115,858 |
| Data Scientist | \$89,157 | \$134,944 | \$167,821 |
| Data Steward | \$76,327 | \$91,515 | \$125,242 |
| Database Administrator | \$68,201 | \$101,540 | \$147,228 |
| Database Analyst | \$64,292 | \$92,763 | \$127,491 |
| Database Developer | \$77,676 | \$121,888 | \$146,580 |
| DB2 DBA | \$83,486 | \$120,060 | \$170,085 |
| DBA Manager | \$71,798 | \$106,517 | \$175,274 |
| Decision Support Analyst | \$63,634 | \$88,062 | \$131,370 |
| Decision Support Manager | \$60,734 | \$85,129 | \$126,563 |
| Delivery Architect | \$134,652 | \$164,893 | \$216,907 |
| Designer Writer | \$55,582 | \$93,528 | \$183,930 |
| Desktop Support | \$47,743 | \$63,426 | \$82,126 |
| DevOps Engineer | \$90,058 | \$126,246 | \$163,198 |
| Digital Program Manager | \$106,244 | \$140,457 | \$194,285 |
| Director Business Intelligence | \$118,554 | \$152,459 | \$201,740 |
| Director Business Systems | \$120,697 | \$178,093 | \$265,601 |
| Director Clinical Applications | \$114,335 | \$119,115 | \$196,958 |
| Director Data | \$121,321 | \$178,671 | \$270,750 |
| Director Data Management | \$117,976 | \$177,468 | \$241,202 |
| Director Database | \$121,642 | \$185,278 | \$313,822 |
| Director Decision Support | \$99,199 | \$136,550 | \$190,273 |
| Director Enterprise Systems | \$134,632 | \$172,394 | \$252,840 |
| Director Game | \$131,257 | \$208,065 | \$322,093 |
| Director Hardware | \$165,589 | \$201,725 | \$324,261 |
| Director Information | \$115,844 | \$185,479 | \$263,538 |
| Director Information Security | \$132,623 | \$195,537 | \$274,112 |
| Director IT | \$112,492 | \$173,588 | \$241,913 |
| Director IT Project | \$77,845 | \$128,153 | \$181,868 |
| Director of User Experience | \$115,607 | \$165,266 | \$223,518 |
| Director Oracle | \$179,576 | \$164,773 | \$246,840 |
| Director Software | \$172,437 | \$204,819 | \$268,902 |
| Director Software Development | \$121,691 | \$173,164 | \$237,095 |
| Director Software Quality Assurance | \$113,135 | \$155,165 | \$217,432 |
| Director Systems | \$124,128 | \$154,843 | \$219,635 |
| Director Telecommunications | \$96,283 | \$128,567 | \$209,347 |
| Director Web | \$115,089 | \$163,961 | \$202,576 |
| Domain Architect | \$98,233 | \$155,380 | \$215,244 |
| EHR Trainer | \$61,100 | \$67,647 | \$118,693 |
| Embedded Software Engineer | \$89,383 | \$120,337 | \$152,119 |

| JOB TITLE | LOW | AVERAGE | HIGH |
|---------------------------------|-----------|-----------|-----------|
| EMR Specialist | \$60,742 | \$60,337 | \$91,470 |
| Engineering Programmer | \$91,940 | \$114,207 | \$155,199 |
| Engineering Systems Analyst | \$87,229 | \$107,578 | \$141,631 |
| Enterprise Architect | \$106,785 | \$151,773 | \$192,809 |
| Enterprise Data Architect | \$117,455 | \$159,958 | \$200,887 |
| Enterprise Engineer | \$94,647 | \$120,924 | \$163,969 |
| Enterprise Systems Manager | \$111,028 | \$136,863 | \$184,348 |
| Epic Analyst | \$80,034 | \$84,414 | \$124,307 |
| Epic Director | \$141,609 | \$130,248 | \$168,535 |
| Epic Manager | \$92,174 | \$60,528 | \$128,100 |
| Exchange Administrator | \$65,074 | \$91,760 | \$120,926 |
| Exchange Consultant | \$53,311 | \$94,650 | \$173,474 |
| Financial Systems Administrator | \$89,876 | \$105,484 | \$134,005 |
| Financial Systems Analyst | \$72,874 | \$100,083 | \$127,482 |
| Firewall Engineer | \$78,647 | \$125,674 | \$138,830 |
| Firmware Manager | \$116,735 | \$149,582 | \$210,843 |
| Front-End Developer | \$81,475 | \$118,977 | \$150,658 |
| Full Stack Developer | \$90,404 | \$123,973 | \$169,575 |
| Functional Analyst | \$80,618 | \$124,170 | \$138,224 |
| Functional Tester | \$72,790 | \$87,579 | \$118,432 |
| Game Designer | \$63,938 | \$109,451 | \$141,520 |
| Game Master | \$34,315 | \$36,034 | \$52,981 |
| Game Tester | \$44,137 | \$57,677 | \$89,876 |
| Geospatial Analyst | \$64,299 | \$75,585 | \$103,670 |
| GIS Administrator | \$61,646 | \$63,468 | \$102,622 |
| GIS Analyst | \$53,442 | \$87,093 | \$109,158 |
| GIS Coordinator | \$55,225 | \$68,864 | \$83,742 |
| GIS Database Administrator | \$59,911 | \$92,664 | \$177,159 |
| GIS Manager | \$73,075 | \$90,214 | \$125,533 |
| GIS Scientist | \$64,991 | \$76,267 | \$116,788 |
| Graphic Design Intern | \$29,537 | \$36,744 | \$51,896 |
| Hadoop Developer | \$89,349 | \$123,003 | \$147,833 |
| Head Of Digital | \$107,946 | \$170,616 | \$260,103 |
| Health Systems Analyst | \$65,488 | \$85,254 | \$118,260 |
| Help Desk Internship | \$22,884 | \$48,549 | \$67,624 |
| Help Desk Technician | \$43,265 | \$66,845 | \$72,004 |
| ICT Analyst | \$49,942 | \$80,342 | \$114,395 |
| Imaging Specialist | \$60,543 | \$65,107 | \$108,462 |
| Implementation Coordinator | \$53,753 | \$90,411 | \$113,130 |
| Implementation Director | \$92,154 | \$138,984 | \$197,667 |

| JOB TITLE | LOW | AVERAGE | HIGH |
|-----------------------------------|-----------|-----------|-----------|
| Implementation Manager | \$86,928 | \$114,060 | \$167,500 |
| Implementation Specialist | \$50,387 | \$85,715 | \$110,208 |
| Incident Manager | \$71,985 | \$119,193 | \$140,501 |
| Incident Response Analyst | \$61,313 | \$111,228 | \$129,665 |
| Information Assurance Analyst | \$71,469 | \$110,455 | \$143,297 |
| Information Assurance Engineer | \$79,680 | \$115,108 | \$150,822 |
| Information Assurance Manager | \$95,649 | \$124,886 | \$162,143 |
| Information Assurance Officer | \$62,060 | \$107,137 | \$112,457 |
| Information Management Officer | \$80,583 | \$118,753 | \$159,345 |
| Information Management Specialist | \$46,165 | \$77,728 | \$124,952 |
| Information Security Analyst | \$79,177 | \$120,727 | \$159,071 |
| Information Security Manager | \$94,692 | \$155,768 | \$199,821 |
| Information Security Officer | \$87,835 | \$113,917 | \$190,997 |
| Information Systems Coordinator | \$50,492 | \$74,805 | \$98,340 |
| Information Systems Manager | \$81,775 | \$119,715 | \$164,794 |
| Information Systems Technician | \$53,568 | \$70,869 | \$99,059 |
| Information Technology Manager | \$76,953 | \$125,887 | \$147,706 |
| Information Technology Professor | \$64,628 | \$91,165 | \$148,647 |
| Integration Assistant | \$51,532 | \$84,522 | \$139,705 |
| Integration Developer | \$80,529 | \$125,804 | \$141,355 |
| Integration Director | \$102,850 | \$161,913 | \$238,955 |
| Integration Engineer | \$76,309 | \$112,517 | \$146,626 |
| Integration Manager | \$79,098 | \$115,275 | \$180,132 |
| Integration Specialist | \$81,158 | \$108,064 | \$159,201 |
| Intrusion Analyst | \$80,542 | \$105,311 | \$151,447 |
| iOS Developer | \$86,459 | \$130,369 | \$157,709 |
| IT Architecture Analyst | \$88,913 | \$111,417 | \$164,685 |
| IT Auditor | \$69,616 | \$93,456 | \$140,863 |
| IT Business Analyst | \$63,737 | \$91,025 | \$123,085 |
| IT Compliance Analyst | \$73,195 | \$105,053 | \$135,166 |
| IT Compliance Manager | \$91,510 | \$128,813 | \$186,450 |
| IT Director | \$104,168 | \$154,214 | \$208,862 |
| IT Manager | \$80,827 | \$134,841 | \$166,903 |
| IT Program Engagement Director | \$38,569 | \$98,331 | \$143,476 |
| IT Project Coordinator | \$56,843 | \$109,425 | \$102,654 |
| IT Project Manager | \$81,348 | \$119,359 | \$165,527 |
| IT Quality Analyst | \$63,133 | \$94,909 | \$136,291 |
| IT Risk Analyst | \$66,955 | \$105,376 | \$150,650 |
| IT Security Specialist | \$65,879 | \$100,384 | \$139,962 |
| IT Support Specialist | \$43,977 | \$59,616 | \$93,351 |

| JOB TITLE | LOW | AVERAGE | HIGH |
|--|-----------|-----------|-----------|
| IT Trainee | \$34,873 | \$47,769 | \$76,623 |
| Java Developer | \$76,149 | \$117,980 | \$135,978 |
| JavaScript Developer | \$76,112 | \$114,932 | \$146,991 |
| Knowledge Manager | \$68,388 | \$102,878 | \$145,504 |
| Linux System Administrator | \$79,228 | \$103,341 | \$134,605 |
| Lotus Notes Developer | \$80,047 | \$96,478 | \$118,542 |
| Machine Learning Engineer | \$101,446 | \$146,444 | \$192,596 |
| Mainframe Developer | \$75,166 | \$116,952 | \$127,318 |
| Mainframe Systems Engineer | \$71,511 | \$115,633 | \$151,682 |
| Mainframe Systems Programmer | \$83,303 | \$114,627 | \$146,760 |
| Malware Analyst | \$87,461 | \$117,017 | \$154,658 |
| Manager Android | \$75,623 | \$111,168 | \$166,274 |
| Manager Hardware | \$55,711 | \$93,323 | \$135,655 |
| Manager Java | \$124,106 | \$135,128 | \$185,987 |
| Manager Linux | \$147,500 | \$168,307 | \$274,096 |
| Manager Net | \$130,791 | \$151,988 | \$238,381 |
| Manager PHP | \$96,165 | \$127,573 | \$201,586 |
| Manager Telecom | \$77,913 | \$109,167 | \$147,038 |
| Manager Unix | \$105,421 | \$108,512 | \$128,048 |
| Manager Video Games | \$65,109 | \$88,450 | \$124,963 |
| Manager Web | \$63,190 | \$96,845 | \$133,921 |
| Manager Web Application | \$90,239 | \$114,002 | \$179,302 |
| Master Data Analyst | \$65,704 | \$88,446 | \$129,553 |
| Microstrategy Architect | \$113,730 | \$120,314 | \$141,365 |
| Mobile App Developer | \$73,112 | \$108,538 | \$132,990 |
| Mule Developer | \$100,802 | \$116,188 | \$139,453 |
| MySQL DBA | \$97,821 | \$130,322 | \$169,403 |
| Net Coordinator | \$30,135 | \$45,791 | \$54,455 |
| Net Developer | \$77,816 | \$118,906 | \$139,928 |
| Network & Computer Systems Administrator | \$59,793 | \$83,025 | \$110,417 |
| Network Administrator | \$59,261 | \$90,018 | \$104,259 |
| Network Consultant | \$68,664 | \$103,254 | \$157,319 |
| Network Controller | \$62,550 | \$91,581 | \$111,610 |
| Network Coordinator | \$58,772 | \$80,229 | \$99,835 |
| Network Designer | \$71,844 | \$118,067 | \$127,448 |
| Network Developer | \$84,781 | \$109,983 | \$145,995 |
| Network Director | \$88,065 | \$132,969 | \$194,178 |
| Network Engineer | \$69,203 | \$106,589 | \$137,204 |
| Network Internship | \$31,305 | \$39,270 | \$69,424 |
| Network Management Specialist | \$44,656 | \$81,885 | \$124,449 |

| JOB TITLE | LOW | AVERAGE | HIGH |
|----------------------------|-----------|-----------|-----------|
| Network Manager | \$66,926 | \$111,617 | \$170,629 |
| Network Planner | \$64,998 | \$85,068 | \$119,470 |
| Network Security Engineer | \$82,938 | \$123,439 | \$174,937 |
| Network Specialist | \$50,075 | \$77,709 | \$104,318 |
| Network Systems Operator | \$39,133 | \$57,140 | \$88,353 |
| Networking Specialist | \$48,744 | \$71,042 | \$104,889 |
| Object Oriented Programmer | \$65,032 | \$93,001 | \$141,796 |
| Oracle Database Analyst | \$48,051 | \$98,690 | \$157,988 |
| Oracle Database Manager | \$122,070 | \$130,379 | \$199,915 |
| Oracle DBA | \$82,140 | \$114,414 | \$148,482 |
| Oracle Developer | \$86,874 | \$122,474 | \$145,328 |
| Penetration Tester | \$80,386 | \$118,547 | \$163,524 |
| PHP Developer | \$67,329 | \$100,689 | \$127,901 |
| PL SQL Developer | \$84,676 | \$117,761 | \$138,388 |
| Platform Architect | \$112,015 | \$155,899 | \$201,464 |
| Platform Engineer | \$102,499 | \$146,208 | \$183,030 |
| Portal Administrator | \$55,539 | \$88,971 | \$152,218 |
| Portal Architect | \$123,053 | \$138,214 | \$180,845 |
| Printer Technician | \$36,588 | \$51,834 | \$60,150 |
| Program Architect | \$107,479 | \$138,576 | \$195,668 |
| Python Developer | \$83,686 | \$132,451 | \$163,385 |
| QA Engineer | \$62,369 | \$91,490 | \$119,848 |
| Release Coordinator | \$42,550 | \$82,394 | \$127,243 |
| Release Engineer | \$86,190 | \$120,106 | \$153,362 |
| Release Manager | \$74,654 | \$138,062 | \$203,589 |
| Release Specialist | \$32,657 | \$51,861 | \$81,846 |
| Report Programmer | \$58,282 | \$82,608 | \$120,335 |
| Reporting Analyst | \$65,560 | \$91,257 | \$114,691 |
| Reporting Coordinator | \$52,641 | \$84,423 | \$91,596 |
| Requirements Analyst | \$72,245 | \$101,636 | \$124,272 |
| Requirements Manager | \$105,017 | \$139,775 | \$184,209 |
| Ruby on Rails Developer | \$79,635 | \$118,180 | \$151,246 |
| Ruby Software Developer | \$76,206 | \$122,880 | \$155,100 |
| Scientific Programmer | \$68,225 | \$101,432 | \$141,008 |
| Scrum Master | \$77,913 | \$122,426 | \$137,868 |
| Security Administrator | \$70,476 | \$114,166 | \$139,703 |
| Security Architect | \$113,400 | \$159,488 | \$224,743 |
| Security Auditor | \$62,758 | \$105,162 | \$225,996 |
| Security Developer | \$85,118 | \$99,089 | \$145,187 |
| Security Engineer | \$82,922 | \$134,159 | \$178,990 |

| JOB TITLE | LOW | AVERAGE | HIGH |
|--|-----------|-----------|-----------|
| Security Incident Response Engineer | \$72,295 | \$112,950 | \$144,805 |
| Security Researcher | \$89,645 | \$127,666 | \$200,202 |
| Service Desk Associate | \$32,526 | \$50,926 | \$86,358 |
| Service Desk Director | \$109,453 | \$67,069 | \$112,621 |
| Service Desk Manager | \$76,703 | \$81,519 | \$124,586 |
| SharePoint Developer | \$78,981 | \$118,859 | \$137,172 |
| SharePoint Manager | \$80,223 | \$131,706 | \$208,985 |
| Siebel Administrator | \$102,722 | \$115,192 | \$149,750 |
| Site Reliability Engineer | \$94,837 | \$143,280 | \$189,195 |
| SOA Engineer | \$93,422 | \$129,891 | \$193,187 |
| Software Developer | \$73,909 | \$119,068 | \$138,595 |
| Software Development Coordinator | \$47,311 | \$113,539 | \$125,734 |
| Software Development Director | \$115,229 | \$161,982 | \$223,139 |
| Software Development Manager | \$110,850 | \$150,836 | \$195,459 |
| Software Engineer | \$82,382 | \$130,507 | \$165,470 |
| Software Installer | \$44,740 | \$90,692 | \$124,746 |
| Software Intern | \$46,361 | \$63,051 | \$95,651 |
| Software Product Manager | \$101,749 | \$130,872 | \$166,153 |
| Software QA Manager | \$102,936 | \$128,449 | \$169,017 |
| Software Technician | \$50,144 | \$66,661 | \$99,320 |
| Software Test Engineer | \$75,269 | \$103,275 | \$137,237 |
| Software Test Technician | \$54,858 | \$76,557 | \$127,798 |
| Solution Coordinator | \$38,449 | \$75,412 | \$92,682 |
| Solution Director | \$135,890 | \$164,208 | \$238,984 |
| Solution Manager | \$85,378 | \$134,919 | \$215,204 |
| Solution Specialist | \$51,086 | \$84,048 | \$129,291 |
| Solutions Architect | \$104,108 | \$153,967 | \$196,811 |
| Solutions Engineer | \$77,298 | \$117,784 | \$156,596 |
| SQL DBA | \$86,318 | \$120,233 | \$160,686 |
| SQL Developer | \$77,195 | \$117,627 | \$139,271 |
| SSRS Developer | \$75,042 | \$129,355 | \$133,362 |
| Storage Area Network (SAN) Administrator | \$56,310 | \$78,672 | \$137,819 |
| Storage Consultant | \$65,181 | \$101,652 | \$150,881 |
| Storage Engineer | \$80,910 | \$110,295 | \$153,002 |
| Supervisory IT Specialist | \$106,589 | \$119,802 | \$193,738 |
| System Analyst | \$64,288 | \$90,641 | \$121,586 |
| Systems Administrator | \$60,302 | \$84,774 | \$113,758 |
| Systems Analyst | \$64,079 | \$90,481 | \$120,815 |
| Systems Architect | \$106,001 | \$156,711 | \$195,377 |
| Systems Coordinator | \$50,235 | \$90,624 | \$106,401 |

| JOB TITLE | LOW | AVERAGE | HIGH |
|----------------------------------|-----------|-----------|-----------|
| Systems Designer | \$73,814 | \$110,963 | \$146,660 |
| Systems Engineer | \$73,496 | \$110,637 | \$143,852 |
| Systems Integration Engineer | \$82,720 | \$116,893 | \$149,838 |
| Systems Integration Manager | \$99,024 | \$168,788 | \$224,192 |
| Systems Integrator | \$63,154 | \$114,431 | \$125,043 |
| Systems Manager | \$73,513 | \$111,269 | \$154,877 |
| Systems Specialist | \$54,148 | \$76,301 | \$109,492 |
| Systems Test Analyst | \$76,966 | \$109,674 | \$152,218 |
| Tech Intern | \$27,062 | \$46,478 | \$59,370 |
| Technical Analyst | \$63,851 | \$98,406 | \$120,374 |
| Technical Assistant | \$44,344 | \$66,660 | \$100,149 |
| Technical Consultant | \$72,511 | \$114,808 | \$161,482 |
| Technical Coordinator | \$51,303 | \$67,001 | \$92,734 |
| Technical Director | \$91,920 | \$147,263 | \$218,154 |
| Technical Manager | \$94,752 | \$145,929 | \$200,057 |
| Technical Program Manager | \$118,863 | \$152,771 | \$198,547 |
| Technical Sales Engineer | \$72,907 | \$96,752 | \$135,854 |
| Technical Service Engineer | \$72,407 | \$93,118 | \$124,127 |
| Technical Service Representative | \$39,992 | \$66,124 | \$75,424 |
| Technical Services Coordinator | \$47,420 | \$67,392 | \$99,344 |
| Technical Specialist | \$53,519 | \$87,072 | \$127,298 |
| Technical Support Manager | \$76,245 | \$88,766 | \$138,805 |
| Technical Support Specialist | \$46,383 | \$56,347 | \$95,805 |
| Technical Trainer | \$53,855 | \$79,421 | \$101,855 |
| Technical Training Coordinator | \$48,982 | \$65,557 | \$91,310 |
| Technical Training Manager | \$67,361 | \$88,148 | \$115,722 |
| Technology Adoption Manager | \$111,078 | \$106,602 | \$267,411 |
| Technology Development Intern | \$38,303 | \$45,876 | \$52,569 |
| Technology Officer | \$84,713 | \$145,232 | \$215,186 |
| Technology Risk Intern | \$45,315 | \$54,297 | \$79,709 |
| Telecom Assistant | \$49,426 | \$55,399 | \$80,747 |
| Telecom Coordinator | \$40,821 | \$50,160 | \$86,647 |
| Telecommunications Analyst | \$69,179 | \$83,898 | \$119,658 |
| Telecommunications Specialist | \$46,592 | \$69,195 | \$98,333 |
| Threat Analyst | \$89,334 | \$107,587 | \$165,932 |
| UAT Tester | \$55,589 | \$74,314 | \$97,430 |
| Unix Administrator | \$76,652 | \$111,779 | \$138,070 |
| User Experience Manager | \$76,962 | \$116,662 | \$160,111 |
| User Experience Researcher | \$83,702 | \$119,235 | \$154,599 |
| UX Designer | \$69,377 | \$110,563 | \$138,482 |

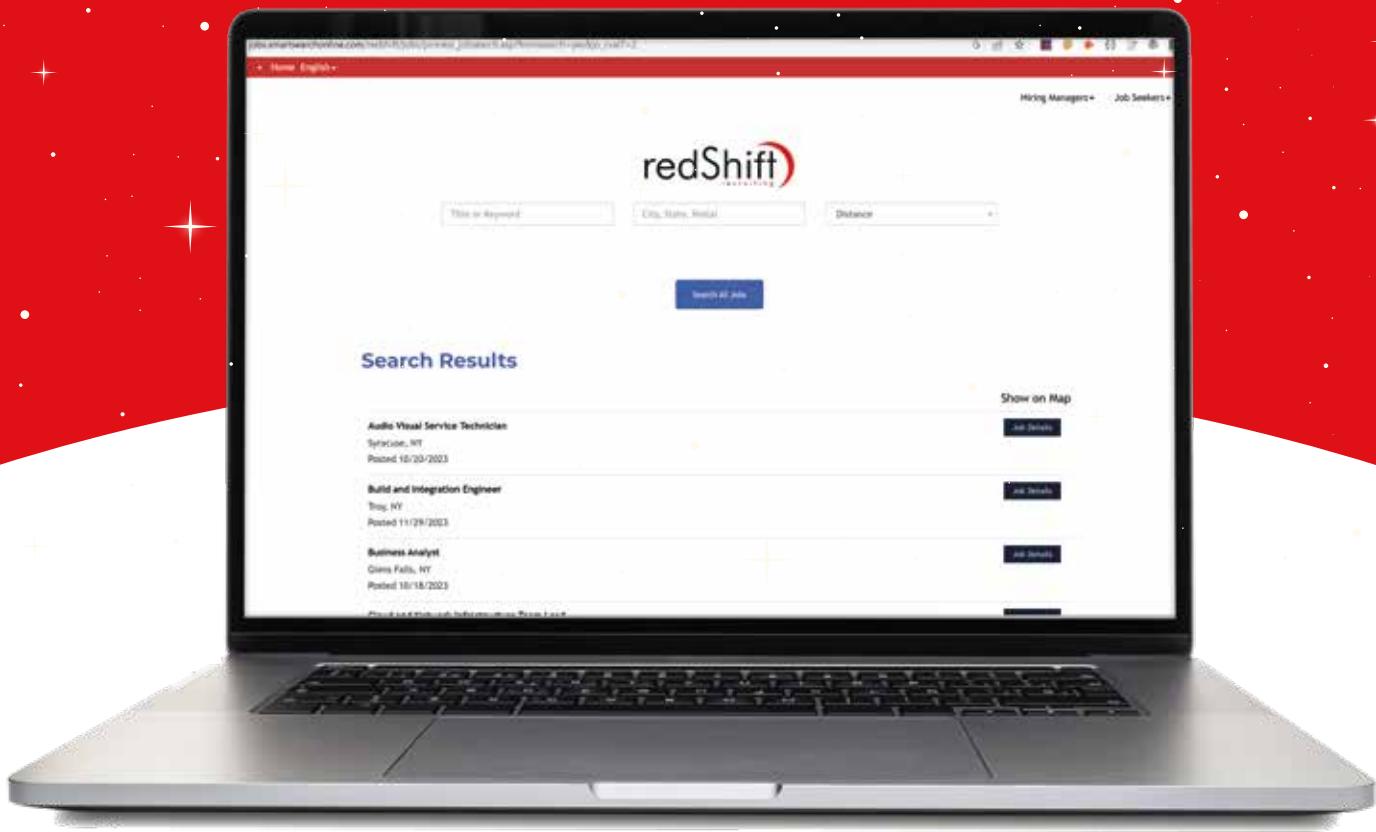
| JOB TITLE | LOW | AVERAGE | HIGH |
|---------------------------|-----------|-----------|-----------|
| Vice President Network | \$140,905 | \$217,015 | \$362,890 |
| VoIP Engineer | \$74,949 | \$103,531 | \$137,208 |
| VP Data | \$107,652 | \$173,815 | \$258,435 |
| VP Informatics | \$172,274 | \$185,385 | \$211,100 |
| VP Information Technology | \$138,883 | \$207,481 | \$312,741 |
| VP Integration | \$123,249 | \$176,686 | \$277,027 |
| VP Software | \$87,945 | \$211,919 | \$367,518 |
| VP Software Engineering | \$97,123 | \$189,998 | \$311,590 |
| VP Software Support | \$31,369 | \$110,128 | \$82,794 |
| Web Analyst | \$65,246 | \$99,395 | \$117,015 |
| Web Application Developer | \$71,815 | \$96,917 | \$127,467 |
| Web Developer | \$59,781 | \$93,361 | \$121,618 |
| Web Development Intern | \$30,527 | \$66,526 | \$73,119 |
| Web Operations Specialist | \$58,796 | \$73,588 | \$91,537 |
| Webmaster | \$47,553 | \$76,238 | \$94,434 |
| Windows Administrator | \$63,981 | \$98,462 | \$119,825 |
| Windows Software Engineer | \$83,820 | \$125,414 | \$171,369 |
| Wireless Network Engineer | \$70,355 | \$108,907 | \$147,973 |

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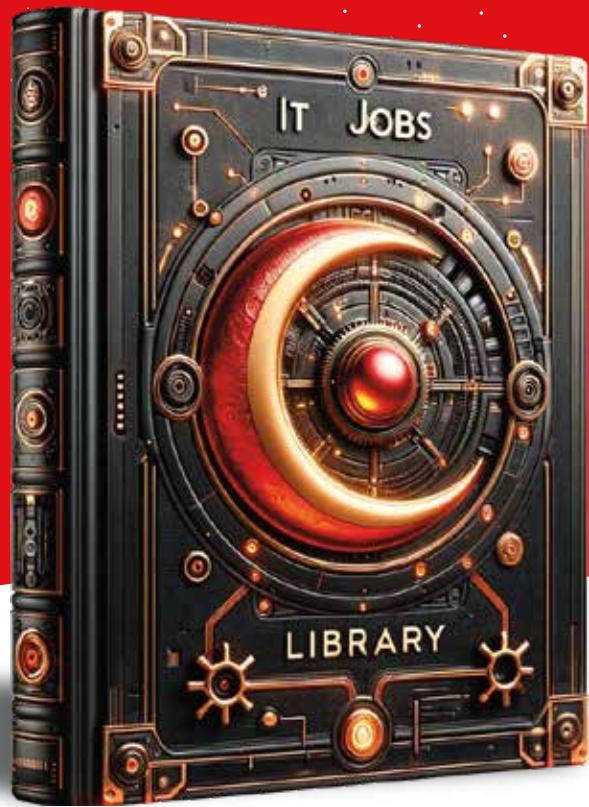


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FAQ

FREQUENTLY ASKED QUESTIONS

2024

How Current Is This Salary Data?

This tech salary data was last updated: **January 2024**

Does This Data Account for Geographic Variations in Salary?

This salary data includes and averages all USA geolocations. If you need market-specific salary help, please [contact our recruiters.](#)

Are Salary Ranges Adjusted for Experience Levels?

No. All experience ranges are included and averaged. If you need a salary suggestion based on experience, please [contact our recruiters.](#)

Where Did You Get This Salary Data From?

Data sources include: Glassdoor, Talent, ZipRecruiter, Indeed, Jooble, SalaryExpert, Payscale, Zippia, Careerbuilder, Monster, SimplyHired, thousands of Search Engine Result Pages (SERPs), and an independent [salary survey](#) to tech executives.

How Did You Get This Salary Data?

Manual job title entry and bulk search engine results page scraping.

How Do You Ensure Data Accuracy and Reliability?

We use manual, automated, and A.I. quality control checks on this data. We update this data quarterly to account for industry trends and market shifts.

Does the Data Reflect Diversity and Inclusion in Tech Salaries?

This data includes everyone nationwide in the USA.

How Are Freelance or Contract Roles Represented in the Data?

This data does not specifically include freelance and/or contract role data.

FAQ

FREQUENTLY ASKED QUESTIONS

2024

Is There Information About Benefits and Perks Besides Salary?

Unfortunately, this type of information is not shared by any job salary sources.

Can I See Historical Salary Trends Over Time?

While we do not share historical trends in this guide, this data is available. [Please contact our recruiters](#) for a custom report.

How Can This Data Help With Salary Negotiations?

This guide gives you low, average, and high data points. Considering these along with a candidate's experience, geolocation, and other factors can help you make competitive offers. If you want to make the best offer possible, please [contact our team](#).

Why Did You Name These Job Titles the Way You Did?

In short - we didn't! These are the actual technology and IT job titles represented the most online. Some overlap in titles is to be expected.

What Should I Do? A Job Title Is Missing!

[Contact us](#). We are happy to point you to an alternative job title or help you research the correct salary information.

Can You Help Me Price a Job?

Yes! We offer a comprehensive salary pricing service. Please [contact our recruiters](#) for help.

How Can I Contribute to Make This Better?

Please sign-up to take our [annual salary survey](#) here. We will anonymously include your hiring data in our calculations to make the best dataset for everyone.

Is There a Way to Provide Feedback or Suggest Improvements?

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Ryan Thomas
EVP of Business Development

Ryan is responsible for business strategy, building awareness about redShift's unique capabilities among prospective clients and continuously exceeding client expectations. Ryan brings over 20 years' experience in the recruiting and staffing industries with a record of successfully fulfilling his clients' distinctive requirements. Prior to joining redShift, Ryan enjoyed 17 successful years with Robert Half International, beginning his career in the Springfield, MA, office. He has a B.A. in Communications.

Dan Sterantino
President

Dan is a native of New York's Capital Region, growing up in East Greenbush and starting his technology career at MapInfo Corporation. After spending 8 years at MapInfo, Dan went on to lead IT organizations for a number of local corporations and started a trade show mapping software company in 2005. In 2015, Dan decided to leverage his knowledge of the local technology market, and the people in it, by starting redShift Recruiting. Dan is a winner of the Business Review's Forty Under 40 Award. He has a B.S. in Computer Information Systems and an M.S. in Space Studies.

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