







## welcome to the 2017 salary guide

Despite the attention often placed on an employer's ancillary offerings like training opportunities and work-life balance programs, they are not the top priorities for today's workforce. Across generations, gender and education levels, "salary and benefits" was cited as the most important factor when choosing an employer.<sup>1</sup> In a candidate-driven market, organizations must ensure that the compensation they offer is not just in line with the market, but competitive enough to win over job seekers who have more options than ever.

Our 2017 Salary Guide provides a benchmark for assessing the strength of your pay rates against those of your competitors, many of whom frequently vie for the same talent as you. If your pay is below average, consider whether the cost of losing talent to competitors justifies salary adjustments for new hires or current employees. Also, take note of the impact that geography has on pay if you plan to hire talent in other markets.

We invite you to browse the guide's contents and connect with us to discuss how we can help you build a strong team or find your next great hire.

<sup>1</sup>Randstad's Employer Branding Study, 2016





## about this guide

This guide presents compensation information for the most in-demand IT roles and skill sets across the geographic markets in which Randstad Technologies currently operates.

Compensation for IT professionals is driven largely by expertise and level of experience. Therefore, the data presented considers starting salaries particular to each role or function, as well as years of experience within that given role.

The data reflects base compensation for full-time professionals and was derived from a combination of proprietary Randstad Technologies information and third-party data. Hourly pay rates for contracted IT professionals can typically be 10 to 15 percent higher, and increased further for niche, in-demand skill sets.

Because every organization structures its IT departments differently, the job categories, roles and functions presented here may not be an exact match to those within your organization. For more detailed information, descriptions of the job titles used or a market-specific analysis, please contact one of our staffing and recruitment specialists at your local Randstad Technologies office.

## salary key

Salary data for the categorized roles/functions represent typical average base compensation for IT professionals with entry-level, mid-level and senior-level experience as defined by the following criteria.

entry-level: 0-3 years

mid-level: 4-7 years

senior-level: 8+ years

## finding your salaries

6	Arizona
7	California
12	Colorado
13	Connecticut
14	District of Columbia
15	Florida
20	Georgia
21	Illinois
23	Indiana
24	Iowa
25	Louisiana
26	Maine
27	Maryland
29	Massachusetts
30	Michigan
31	Minnesota
32	Missouri
34	New York
36	North Carolina
38	Ohio
40	Oregon
41	Pennsylvania
43	Tennessee
44	Texas
48	Virginia
49	Washington
50	Wisconsin



Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$81,138	\$99,421	\$117,703
	Hadoop	\$77,611	\$97,593	\$117,575
	Software Development Architect	\$87,329	\$103,461	\$123,108
Database Administration	PostgreSQL Admin/Developer	\$55,809	\$75,956	\$99,784
	Oracle	\$64,375	\$83,688	\$120,500
	SQL-Server	\$66,950	\$85,825	\$120,275
Database Development	ETL Developer	\$66,950	\$95,275	\$112,013
	Oracle	\$69,525	\$91,413	\$109,438
	SQL-Server	\$66,950	\$79,825	\$95,275
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$76,632	\$86,134	\$96,923
	SAP Apps	\$78,074	\$94,503	\$113,480
Collaboration Tools	SharePoint	\$62,959	\$84,975	\$108,305
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$69,525	\$92,700	\$105,575
	Data Analyst	\$72,100	\$84,975	\$110,725
Project Management	Program Manager	\$105,575	\$121,025	\$139,050
	Project Coordinator	\$48,925	\$59,225	\$79,825
	Project Manager	\$86,263	\$108,150	\$123,600
	Scrum Master	\$78,118	\$88,018	\$101,309
QA/Testing	Automated QA Tester	\$82,400	\$100,425	\$113,300
	Manual QA Tester	\$56,650	\$87,550	\$100,425
	Performance Engineer (QA)	\$69,525	\$82,400	\$115,700
Technical Writing	Instructional Design	\$53,406	\$71,328	\$90,537
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$39,140	\$48,925	\$62,058
Helpdesk Support	Helpdesk	\$36,565	\$43,775	\$59,483
	NOC Technician	\$42,977	\$55,903	\$66,281
Mainframe Development/Architecture	Mainframes	\$61,800	\$72,100	\$84,975
Network Engineering	Network Administrator	\$64,375	\$91,413	\$103,000
	Telecom Engineer	\$61,800	\$77,250	\$100,000
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$79,207	\$95,301	\$111,369
	Linux	\$61,800	\$77,250	\$115,138
	Storage	\$66,950	\$82,400	\$109,438
	Unix	\$69,525	\$87,550	\$104,288
	Virtualization Engineer (Cloud Engineer)	\$77,250	\$109,438	\$133,900
	Windows 7	\$62,264	\$73,491	\$110,756
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$91,377	\$105,058	\$122,448
	CEH (Certified Ethical Hackers)/PenTest	\$77,868	\$106,245	\$134,621
	Firewall Engineer	\$82,452	\$98,262	\$114,047
	Identity and Access Management (IAM)	\$66,950	\$79,825	\$95,275
	Network Engineer (Cisco or Juniper)	\$60,822	\$101,713	\$122,313
	Network Security	\$83,301	\$103,000	\$122,313
	SiteMinder	\$70,452	\$95,816	\$123,755
	Vendor Risk Auditor	\$69,834	\$90,460	\$112,373
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$60,331	\$80,934	\$100,409
	Software Architect	\$110,983	\$134,621	\$159,573
Software Engineering	.NET Developer	\$57,938	\$91,413	\$114,588
	C++ Developer	\$69,525	\$83,070	\$99,756
	DevOps Developer	\$86,160	\$131,325	\$148,063
	Java Developer	\$57,938	\$91,413	\$114,588
	JavaScript Developer	\$57,938	\$104,288	\$127,463
	Mobile: iOS, Android, W8	\$72,100	\$104,288	\$127,463
	Product Manager	\$59,740	\$77,250	\$92,700
	Python	\$82,194	\$101,738	\$122,544
Web & App Design	Graphic Design	\$46,333	\$55,401	\$66,379
	Motion Design	\$55,947	\$63,758	\$74,425
	UI/UX Design	\$59,740	\$71,070	\$86,417
	Visual Design	\$46,333	\$70,401	\$85,379
	Web Design	\$53,322	\$63,188	\$76,062
Web Development	PHP	\$68,238	\$93,988	\$118,450
	Ruby	\$81,113	\$101,713	\$123,600

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$92,700	\$113,300	\$133,900
	Hadoop	\$103,000	\$123,600	\$144,200
	Software Development Architect	\$97,626	\$115,788	\$137,918
Database Administration	PostgreSQL Admin/Developer	\$61,784	\$74,527	\$90,284
	Oracle	\$92,700	\$108,150	\$118,450
	SQL-Server	\$92,700	\$113,300	\$133,900
Database Development	ETL Developer	\$103,000	\$123,600	\$144,200
	Oracle	\$92,700	\$108,150	\$118,450
	SQL-Server	\$92,700	\$108,150	\$118,450
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$56,650	\$72,100	\$123,600
	SAP Apps	\$56,650	\$72,100	\$128,853
Collaboration Tools	SharePoint	\$56,650	\$72,100	\$123,600
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$46,350	\$64,375	\$105,575
	Data Analyst	\$46,350	\$61,800	\$103,000
Project Management	Program Manager	\$87,550	\$110,725	\$154,500
	Project Coordinator	\$46,350	\$64,375	\$90,125
	Project Manager	\$69,525	\$87,550	\$129,265
	Scrum Master	\$89,903	\$101,366	\$116,704
QA/Testing	Automated QA Tester	\$46,350	\$85,000	\$108,150
	Manual QA Tester	\$46,350	\$75,000	\$108,150
	Performance Engineer (QA)	\$46,350	\$64,375	\$113,300
Technical Writing	Instructional Design	\$38,625	\$51,500	\$92,700
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$38,625	\$48,925	\$64,375
Helpdesk Support	Helpdesk	\$38,625	\$48,925	\$57,165
	NOC Technician	\$38,625	\$46,350	\$61,800
Mainframe Development/Architecture	Mainframes	\$95,275	\$110,725	\$126,175
Network Engineering	Network Administrator	\$57,134	\$77,250	\$118,450
	Telecom Engineer	\$77,250	\$92,700	\$141,625
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$108,150	\$123,600	\$144,200
	Linux	\$92,700	\$113,300	\$133,900
	Storage	\$56,650	\$72,100	\$92,700
	Unix	\$92,700	\$108,150	\$118,450
	Virtualization Engineer (Cloud Engineer)	\$108,150	\$123,600	\$144,200
	Windows 7	\$56,650	\$72,100	\$92,700
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$102,188	\$117,589	\$137,175
	CEH (Certified Ethical Hackers)/PenTest	\$113,300	\$123,600	\$144,200
	Firewall Engineer	\$82,400	\$103,000	\$123,600
	Identity and Access Management (IAM)	\$87,550	\$97,850	\$113,300
	Network Engineer (Cisco or Juniper)	\$92,700	\$113,300	\$128,750
	Network Security	\$103,000	\$123,600	\$144,200
	SiteMinder	\$87,550	\$97,850	\$108,150
	Vendor Risk Auditor	\$97,850	\$113,300	\$133,900
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$66,946	\$80,178	\$96,630
	Software Architect	\$103,000	\$133,900	\$164,800
Software Engineering	.NET Developer	\$66,950	\$89,610	\$133,900
	C++ Developer	\$66,950	\$89,610	\$123,600
	DevOps Developer	\$66,950	\$89,610	\$149,350
	Java Developer	\$66,950	\$89,610	\$133,900
	JavaScript Developer	\$66,950	\$89,610	\$133,900
	Mobile: iOS, Android, W8	\$66,950	\$89,610	\$139,050
	Product Manager	\$66,950	\$89,610	\$133,900
	Python	\$66,950	\$89,610	\$133,900
Web & App Design	Graphic Design	\$55,272	\$67,212	\$81,647
	Motion Design	\$67,827	\$78,163	\$92,067
	UI/UX Design	\$66,950	\$89,610	\$133,900
	Visual Design	\$55,272	\$67,212	\$81,647
	Web Design	\$58,948	\$70,234	\$84,919
Web Development	PHP	\$66,950	\$89,610	\$154,500
	Ruby	\$66,950	\$89,610	\$133,900

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$90,640	\$113,300	\$141,625
	Hadoop	\$90,640	\$113,300	\$147,290
	Software Development Architect	\$102,532	\$121,222	\$144,012
Database Administration	PostgreSQL Admin/Developer	\$65,507	\$78,724	\$95,040
	Oracle	\$92,700	\$108,150	\$118,450
	SQL-Server	\$92,700	\$113,300	\$133,900
Database Development	ETL Developer	\$103,000	\$123,600	\$144,200
	Oracle	\$92,700	\$108,150	\$118,450
	SQL-Server	\$92,700	\$108,150	\$118,450
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$82,400	\$103,000	\$123,600
	SAP Apps	\$82,400	\$103,000	\$123,600
Collaboration Tools	SharePoint	\$82,400	\$103,000	\$123,600
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$72,100	\$92,700	\$113,300
	Data Analyst	\$72,100	\$92,700	\$113,300
Project Management	Program Manager	\$90,640	\$113,300	\$154,500
	Project Coordinator	\$51,500	\$72,100	\$92,700
	Project Manager	\$92,700	\$117,420	\$142,140
	Scrum Master	\$94,957	\$106,813	\$122,665
QA/Testing	Automated QA Tester	\$79,310	\$101,970	\$124,630
	Manual QA Tester	\$73,645	\$90,640	\$107,635
	Performance Engineer (QA)	\$79,310	\$101,970	\$124,630
Technical Writing	Instructional Design	\$61,800	\$72,100	\$92,700
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$41,200	\$51,500	\$66,950
Helpdesk Support	Helpdesk	\$36,050	\$46,350	\$61,800
	NOC Technician	\$61,800	\$72,100	\$87,550
Mainframe Development/Architecture	Mainframes	\$95,275	\$110,725	\$126,175
Network Engineering	Network Administrator	\$57,134	\$77,250	\$118,450
	Telecom Engineer	\$74,160	\$92,700	\$141,625
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$108,150	\$123,600	\$144,200
	Linux	\$66,950	\$82,400	\$97,850
	Storage	\$66,950	\$87,550	\$103,000
	Unix	\$92,700	\$108,150	\$118,450
	Virtualization Engineer (Cloud Engineer)	\$108,150	\$123,600	\$144,200
	Windows 7	\$66,950	\$82,400	\$97,850
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$107,225	\$123,076	\$143,248
	CEH (Certified Ethical Hackers)/PenTest	\$113,300	\$123,600	\$144,200
	Firewall Engineer	\$82,400	\$103,000	\$123,600
	Identity and Access Management (IAM)	\$82,400	\$103,000	\$123,600
	Network Engineer (Cisco or Juniper)	\$92,700	\$113,300	\$128,750
	Network Security	\$103,000	\$123,600	\$144,200
	SiteMinder	\$87,550	\$97,850	\$108,150
	Vendor Risk Auditor	\$97,850	\$113,300	\$133,900
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$70,869	\$84,566	\$101,568
	Software Architect	\$142,861	\$176,233	\$210,790
Software Engineering	.NET Developer	\$92,700	\$117,420	\$142,140
	C++ Developer	\$72,100	\$92,700	\$113,300
	DevOps Developer	\$92,700	\$113,300	\$133,900
	Java Developer	\$88,838	\$112,528	\$142,140
	JavaScript Developer	\$82,400	\$103,000	\$133,900
	Mobile: iOS, Android, W8	\$82,400	\$103,000	\$133,900
	Product Manager	\$92,700	\$111,240	\$135,960
	Python	\$82,400	\$103,000	\$133,900
Web & App Design	Graphic Design	\$55,258	\$66,384	\$79,840
	Motion Design	\$67,005	\$76,596	\$89,610
	UI/UX Design	\$82,400	\$103,000	\$133,900
	Visual Design	\$55,258	\$66,384	\$79,840
	Web Design	\$62,557	\$74,283	\$89,506
Web Development	PHP	\$82,400	\$103,000	\$133,900
	Ruby	\$82,400	\$103,000	\$133,900



Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$81,113	\$106,863	\$124,888
	Hadoop	\$81,113	\$106,863	\$130,038
	Software Development Architect	\$91,724	\$108,184	\$135,926
Database Administration	PostgreSQL Admin/Developer	\$59,343	\$70,856	\$90,202
	Oracle	\$66,950	\$84,975	\$104,288
	SQL-Server	\$66,950	\$84,975	\$104,288
Database Development	ETL Developer	\$66,950	\$84,975	\$104,288
	Oracle	\$66,950	\$84,975	\$104,288
	SQL-Server	\$66,950	\$84,975	\$104,288
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$75,963	\$90,125	\$101,713
	SAP Apps	\$66,950	\$82,400	\$97,850
Collaboration Tools	SharePoint	\$73,388	\$87,550	\$103,000
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$54,075	\$85,000	\$100,000
	Data Analyst	\$52,530	\$75,000	\$90,000
Project Management	Program Manager	\$75,963	\$96,563	\$115,875
	Project Coordinator	\$38,625	\$51,500	\$63,088
	Project Manager	\$65,663	\$84,975	\$103,000
	Scrum Master	\$86,403	\$96,955	\$117,727
QA/Testing	Automated QA Tester	\$61,800	\$72,100	\$82,400
	Manual QA Tester	\$61,800	\$72,100	\$82,400
	Performance Engineer (QA)	\$66,950	\$82,400	\$97,850
Technical Writing	Instructional Design	\$51,500	\$64,375	\$77,250
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$33,475	\$41,715	\$51,500
Helpdesk Support	Helpdesk	\$27,038	\$36,050	\$45,063
	NOC Technician	\$43,775	\$51,500	\$59,225
Mainframe Development/Architecture	Mainframes	\$51,500	\$64,375	\$78,538
Network Engineering	Network Administrator	\$39,913	\$51,500	\$63,088
	Telecom Engineer	\$60,513	\$74,675	\$92,700
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$72,100	\$84,975	\$99,138
	Linux	\$56,650	\$68,238	\$81,113
	Storage	\$56,650	\$72,100	\$83,688
	Unix	\$56,650	\$68,238	\$81,113
	Virtualization Engineer (Cloud Engineer)	\$72,100	\$86,263	\$101,713
	Windows 7	\$45,063	\$57,938	\$72,100
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$95,851	\$109,814	\$135,214
	CEH (Certified Ethical Hackers)/PenTest	\$77,250	\$97,850	\$113,300
	Firewall Engineer	\$75,963	\$96,563	\$114,588
	Identity and Access Management (IAM)	\$77,250	\$92,700	\$123,600
	Network Engineer (Cisco or Juniper)	\$75,963	\$96,563	\$114,588
	Network Security	\$79,825	\$100,425	\$114,588
	SiteMinder	\$77,250	\$97,850	\$113,300
	Vendor Risk Auditor	\$66,950	\$82,400	\$97,850
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$64,017	\$75,964	\$90,829
	Software Architect	\$77,250	\$93,988	\$119,738
Software Engineering	.NET Developer	\$66,950	\$87,550	\$106,863
	C++ Developer	\$70,813	\$87,550	\$104,288
	DevOps Developer	\$79,825	\$100,425	\$124,888
	Java Developer	\$66,950	\$87,550	\$106,863
	JavaScript Developer	\$86,263	\$87,550	\$106,863
	Mobile: iOS, Android, W8	\$66,950	\$87,550	\$113,300
	Product Manager	\$73,388	\$91,413	\$106,863
	Python	\$73,388	\$93,988	\$112,013
Web & App Design	Graphic Design	\$51,159	\$61,142	\$73,212
	Motion Design	\$61,701	\$70,295	\$81,955
	UI/UX Design	\$73,388	\$93,988	\$114,588
	Visual Design	\$51,159	\$61,142	\$73,212
	Web Design	\$56,772	\$66,979	\$80,255
Web Development	PHP	\$73,388	\$92,700	\$109,438
	Ruby	\$77,250	\$93,988	\$114,588

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$93,318	\$101,970	\$113,609
	Hadoop	\$83,121	\$90,640	\$99,910
	Software Development Architect	\$96,373	\$114,036	\$135,512
Database Administration	PostgreSQL Admin/Developer	\$60,954	\$73,644	\$89,284
	Oracle	\$81,679	\$89,610	\$99,910
	SQL-Server	\$81,679	\$89,610	\$99,910
Database Development	ETL Developer	\$88,580	\$96,305	\$106,399
	Oracle	\$88,580	\$96,305	\$106,399
	SQL-Server	\$88,580	\$96,305	\$106,399
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$94,760	\$96,820	\$105,060
	SAP Apps	\$143,170	\$146,260	\$148,732
Collaboration Tools	SharePoint	\$99,910	\$102,485	\$105,060
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$73,645	\$80,340	\$88,580
	Data Analyst	\$68,804	\$74,984	\$87,550
Project Management	Program Manager	\$97,850	\$107,893	\$120,510
	Project Coordinator	\$56,650	\$61,800	\$67,980
	Project Manager	\$97,850	\$107,893	\$120,510
	Scrum Master	\$87,192	\$98,181	\$120,000
QA/Testing	Automated QA Tester	\$68,804	\$75,190	\$87,550
	Manual QA Tester	\$68,804	\$75,190	\$87,550
	Performance Engineer (QA)	\$68,804	\$75,190	\$87,550
Technical Writing	Instructional Design	\$62,830	\$67,980	\$74,469
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$75,705	\$82,400	\$91,361
Helpdesk Support	Helpdesk	\$46,968	\$51,500	\$57,062
	NOC Technician	\$46,968	\$51,500	\$57,062
Mainframe Development/Architecture	Mainframes	\$78,795	\$86,520	\$95,790
Network Engineering	Network Administrator	\$69,525	\$76,220	\$84,975
	Telecom Engineer	\$70,040	\$77,250	\$86,005
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$70,040	\$77,250	\$86,005
	Linux	\$69,010	\$76,220	\$84,460
	Storage	\$69,010	\$76,220	\$84,460
	Unix	\$69,010	\$76,220	\$84,460
	Virtualization Engineer (Cloud Engineer)	\$70,040	\$77,250	\$86,005
	Windows 7	\$69,010	\$76,220	\$84,460
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$100,838	\$115,795	\$134,776
	CEH (Certified Ethical Hackers)/PenTest	\$70,452	\$77,250	\$86,005
	Firewall Engineer	\$70,452	\$77,250	\$86,005
	Identity and Access Management (IAM)	\$70,452	\$77,250	\$86,005
	Network Engineer (Cisco or Juniper)	\$70,452	\$77,250	\$86,005
	Network Security	\$70,452	\$77,250	\$86,005
	SiteMinder	\$70,452	\$77,250	\$86,005
	Vendor Risk Auditor	\$70,452	\$77,250	\$86,005
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$66,113	\$79,257	\$95,537
	Software Architect	\$150,895	\$163,770	\$181,280
Software Engineering	.NET Developer	\$75,190	\$80,855	\$87,550
	C++ Developer	\$75,190	\$80,855	\$87,550
	DevOps Developer	\$76,220	\$83,430	\$92,185
	Java Developer	\$100,940	\$108,150	\$116,390
	JavaScript Developer	\$80,340	\$87,550	\$96,820
	Mobile: iOS, Android, W8	\$100,940	\$108,150	\$116,390
	Product Manager	\$97,850	\$107,841	\$120,613
	Python	\$80,340	\$87,550	\$96,820
Web & App Design	Graphic Design	\$51,420	\$61,740	\$74,230
	Motion Design	\$62,323	\$71,224	\$90,000
	UI/UX Design	\$59,740	\$63,345	\$68,701
	Visual Design	\$51,420	\$61,740	\$74,230
	Web Design	\$58,130	\$69,386	\$83,983
Web Development	PHP	\$80,340	\$87,550	\$97,232
	Ruby	\$80,340	\$87,550	\$97,232

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$90,125	\$139,050	\$182,825
	Hadoop	\$90,125	\$139,050	\$182,825
	Software Development Architect	\$108,492	\$128,001	\$151,732
Database Administration	PostgreSQL Admin/Developer	\$70,499	\$83,904	\$100,543
	Oracle	\$79,825	\$118,450	\$136,475
	SQL-Server	\$79,825	\$118,450	\$136,475
Database Development	ETL Developer	\$79,825	\$118,450	\$136,475
	Oracle	\$79,825	\$118,450	\$136,475
	SQL-Server	\$79,825	\$118,450	\$136,475
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$74,675	\$105,575	\$157,075
	SAP Apps	\$74,675	\$105,575	\$157,075
Collaboration Tools	SharePoint	\$74,675	\$105,575	\$157,075
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$64,375	\$105,575	\$126,175
	Data Analyst	\$64,375	\$105,575	\$126,175
Project Management	Program Manager	\$95,275	\$118,450	\$159,650
	Project Coordinator	\$56,650	\$74,675	\$90,125
	Project Manager	\$84,975	\$108,150	\$141,625
	Scrum Master	\$98,033	\$110,124	\$126,335
QA/Testing	Automated QA Tester	\$69,525	\$126,175	\$159,650
	Manual QA Tester	\$64,375	\$105,575	\$126,175
	Performance Engineer (QA)	\$64,375	\$105,575	\$126,175
Technical Writing	Instructional Design	\$64,375	\$97,850	\$121,025
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$48,925	\$69,525	\$79,825
Helpdesk Support	Helpdesk	\$48,925	\$69,525	\$79,825
	NOC Technician	\$48,925	\$79,825	\$100,425
Mainframe Development/Architecture	Mainframes	\$79,825	\$110,725	\$131,325
Network Engineering	Network Administrator	\$69,525	\$110,725	\$131,325
	Telecom Engineer	\$79,825	\$110,725	\$131,325
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$79,825	\$121,025	\$167,375
	Linux	\$79,825	\$110,725	\$131,325
	Storage	\$79,825	\$126,175	\$136,475
	Unix	\$79,825	\$110,725	\$131,325
	Virtualization Engineer (Cloud Engineer)	\$90,125	\$126,175	\$167,375
	Windows 7	\$79,825	\$110,725	\$131,325
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$113,378	\$129,931	\$150,937
	CEH (Certified Ethical Hackers)/PenTest	\$79,825	\$131,325	\$167,375
	Firewall Engineer	\$69,525	\$121,025	\$151,925
	Identity and Access Management (IAM)	\$69,525	\$121,025	\$151,925
	Network Engineer (Cisco or Juniper)	\$69,525	\$121,025	\$151,925
	Network Security	\$79,825	\$131,325	\$167,375
	SiteMinder	\$79,825	\$131,325	\$167,375
	Vendor Risk Auditor	\$69,525	\$121,025	\$151,925
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$75,935	\$89,896	\$107,324
	Software Architect	\$100,425	\$141,625	\$182,825
Software Engineering	.NET Developer	\$84,975	\$121,025	\$151,925
	C++ Developer	\$84,975	\$121,025	\$151,925
	DevOps Developer	\$100,425	\$141,625	\$182,825
	Java Developer	\$90,125	\$131,325	\$162,225
	JavaScript Developer	\$95,275	\$141,625	\$182,825
	Mobile: iOS, Android, W8	\$90,125	\$131,325	\$162,225
	Product Manager	\$105,575	\$121,025	\$146,775
	Python	\$100,425	\$141,625	\$182,825
Web & App Design	Graphic Design	\$61,099	\$72,983	\$87,366
	Motion Design	\$73,622	\$83,908	\$97,838
	UI/UX Design	\$95,275	\$141,625	\$162,225
	Visual Design	\$61,099	\$72,983	\$87,366
	Web Design	\$67,509	\$79,368	\$94,854
Web Development	PHP	\$95,275	\$141,625	\$182,825
	Ruby	\$95,275	\$141,625	\$182,825

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$79,825	\$100,000	\$135,000
	Hadoop	\$79,825	\$100,000	\$135,000
	Software Development Architect	\$92,931	\$109,580	\$129,904
Database Administration	PostgreSQL Admin/Developer	\$60,176	\$71,820	\$86,214
	Oracle	\$75,000	\$95,000	\$110,000
	SQL-Server	\$75,000	\$90,000	\$110,000
Database Development	ETL Developer	\$79,825	\$100,000	\$130,000
	Oracle	\$80,000	\$100,000	\$125,000
	SQL-Server	\$75,000	\$100,000	\$120,000
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$90,000	\$105,000	\$135,000
	SAP Apps	\$95,000	\$110,000	\$145,000
Collaboration Tools	SharePoint	\$80,000	\$100,000	\$130,000
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$80,000	\$90,000	\$100,000
	Data Analyst	\$74,675	\$87,550	\$95,000
Project Management	Program Manager	\$95,000	\$110,000	\$130,000
	Project Coordinator	\$66,950	\$72,100	\$82,000
	Project Manager	\$79,825	\$100,000	\$120,000
	Scrum Master	\$84,430	\$94,879	\$108,892
QA/Testing	Automated QA Tester	\$79,825	\$100,000	\$115,000
	Manual QA Tester	\$74,675	\$87,550	\$92,700
	Performance Engineer (QA)	\$79,825	\$100,000	\$115,000
Technical Writing	Instructional Design	\$51,500	\$77,250	\$92,700
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$46,350	\$59,225	\$66,950
Helpdesk Support	Helpdesk	\$41,200	\$54,075	\$61,800
	NOC Technician	\$41,200	\$54,075	\$61,800
Mainframe Development/Architecture	Mainframes	\$66,950	\$79,825	\$97,850
Network Engineering	Network Administrator	\$51,500	\$66,950	\$97,850
	Telecom Engineer	\$66,950	\$85,000	\$100,000
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$72,100	\$100,000	\$120,000
	Linux	\$66,950	\$85,000	\$105,000
	Storage	\$66,950	\$85,000	\$105,000
	Unix	\$66,950	\$85,000	\$105,000
	Virtualization Engineer (Cloud Engineer)	\$72,100	\$95,275	\$123,600
	Windows 7	\$66,950	\$85,000	\$105,000
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$97,099	\$111,228	\$129,230
	CEH (Certified Ethical Hackers)/PenTest	\$79,825	\$92,700	\$123,600
	Firewall Engineer	\$77,250	\$92,700	\$123,600
	Identity and Access Management (IAM)	\$85,000	\$100,000	\$145,000
	Network Engineer (Cisco or Juniper)	\$72,100	\$90,000	\$125,000
	Network Security	\$850,000	\$100,000	\$130,000
	SiteMinder	\$74,675	\$92,700	\$123,600
	Vendor Risk Auditor	\$72,100	\$84,975	\$95,000
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$64,938	\$77,006	\$92,021
	Software Architect	\$100,000	\$115,000	\$140,000
Software Engineering	.NET Developer	\$80,000	\$100,000	\$125,000
	C++ Developer	\$80,000	\$100,000	\$125,000
	DevOps Developer	\$85,000	\$105,000	\$135,000
	Java Developer	\$85,000	\$105,000	\$130,000
	JavaScript Developer	\$80,000	\$100,000	\$125,000
	Mobile: iOS, Android, W8	\$85,000	\$105,000	\$135,000
	Product Manager	\$77,250	\$100,000	\$120,000
	Python	\$77,250	\$100,000	\$120,000
Web & App Design	Graphic Design	\$49,070	\$58,550	\$70,006
	Motion Design	\$59,116	\$67,232	\$78,306
	UI/UX Design	\$80,000	\$100,000	\$125,000
	Visual Design	\$49,070	\$58,550	\$70,006
	Web Design	\$57,562	\$67,902	\$81,337
Web Development	PHP	\$79,825	\$100,000	\$120,000
	Ruby	\$79,825	\$100,000	\$120,000

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$83,070	\$110,571	\$138,020
	Hadoop	\$94,297	\$117,214	\$140,132
	Software Development Architect	\$94,800	\$111,192	\$131,274
Database Administration	PostgreSQL Admin/Developer	\$62,254	\$73,913	\$88,263
	Oracle	\$105,524	\$116,287	\$127,102
	SQL-Server	\$105,678	\$116,390	\$127,102
Database Development	ETL Developer	\$115,875	\$120,510	\$129,780
	Oracle	\$106,605	\$129,780	\$139,050
	SQL-Server	\$106,605	\$129,780	\$139,050
Enterprise Software	Role/Function	Entry-Level	Mid-Level	Senior-Level
CRM/ERP	Oracle Apps	\$74,572	\$94,606	\$114,639
	SAP Apps	\$93,936	\$112,167	\$130,398
Collaboration Tools	SharePoint	\$58,350	\$98,571	\$138,844
Functional Areas	Role/Function	Entry-Level	Mid-Level	Senior-Level
Business Analysis	Business Analyst	\$78,795	\$115,875	\$120,510
	Data Analyst	\$74,160	\$97,335	\$106,605
Project Management	Program Manager	\$115,875	\$134,415	\$148,320
	Project Coordinator	\$74,160	\$92,700	\$111,240
	Project Manager	\$95,605	\$115,200	\$130,405
	Scrum Master	\$106,605	\$125,145	\$143,166
QA/Testing	Automated QA Tester	\$74,160	\$111,240	\$125,145
	Manual QA Tester	\$64,890	\$106,605	\$120,510
	Performance Engineer (QA)	\$74,160	\$111,240	\$125,145
Technical Writing	Instructional Design	\$61,285	\$72,306	\$86,005
Infrastructure	Role/Function	Entry-Level	Mid-Level	Senior-Level
Desktop	Desktop Support	\$41,715	\$46,350	\$55,620
Helpdesk Support	Helpdesk	\$32,445	\$37,080	\$46,350
	NOC Technician	\$32,445	\$37,080	\$50,985
Mainframe Development/Architecture	Mainframes	\$60,255	\$106,605	\$115,875
Network Engineering	Network Administrator	\$46,350	\$55,620	\$64,890
	Telecom Engineer	\$91,413	\$106,193	\$120,974
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$106,605	\$129,780	\$148,320
	Linux	\$101,970	\$106,605	\$115,875
	Storage	\$81,782	\$103,567	\$125,300
	Unix	\$101,970	\$106,605	\$115,875
	Virtualization Engineer (Cloud Engineer)	\$106,605	\$129,780	\$148,320
	Windows 7	\$69,525	\$101,970	\$111,240
Security	Role/Function	Entry-Level	Mid-Level	Senior-Level
Network Engineering	Cyber Security Engineer	\$98,893	\$112,815	\$130,622
	CEH (Certified Ethical Hackers)/PenTest	\$115,875	\$129,780	\$139,050
	Firewall Engineer	\$101,970	\$115,875	\$125,145
	Identity and Access Management (IAM)	\$96,820	\$126,381	\$155,994
	Network Engineer (Cisco or Juniper)	\$97,335	\$111,240	\$120,510
	Network Security	\$115,875	\$129,780	\$139,050
	SiteMinder	\$101,610	\$121,231	\$140,853
	Vendor Risk Auditor	\$70,452	\$114,021	\$157,590
Software Development	Role/Function	Entry-Level	Mid-Level	Senior-Level
Applications Architecture	Software Development in Test	\$67,030	\$79,058	\$93,963
	Software Architect	\$111,240	\$129,780	\$139,050
Software Engineering	.NET Developer	\$92,700	\$115,875	\$139,050
	C++ Developer	\$92,700	\$129,780	\$148,320
	DevOps Developer	\$76,838	\$89,095	\$104,854
	Java Developer	\$92,700	\$129,780	\$148,320
	JavaScript Developer	\$92,700	\$115,875	\$143,685
	Mobile: iOS, Android, W8	\$61,182	\$110,725	\$160,268
	Product Manager	\$108,562	\$125,660	\$148,320
	Python	\$92,700	\$139,050	\$148,320
Web & App Design	Graphic Design	\$51,149	\$60,982	\$72,846
	Motion Design	\$61,533	\$69,955	\$81,345
	UI/UX Design	\$58,916	\$69,422	\$82,915
	Visual Design	\$51,149	\$60,982	\$72,846
	Web Design	\$59,633	\$70,015	\$83,438
Web Development	PHP	\$73,800	\$102,125	\$130,450
	Ruby	\$111,240	\$143,685	\$157,590



# District of Columbia

Washington D.C. Metro

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$82,400	\$118,450	\$154,500
	Hadoop	\$82,400	\$118,450	\$154,500
	Software Development Architect	\$101,197	\$119,211	\$141,122
Database Administration	PostgreSQL Admin/Developer	\$64,732	\$77,891	\$94,046
	Oracle	\$66,950	\$92,700	\$123,600
	SQL-Server	\$66,950	\$92,700	\$123,600
Database Development	ETL Developer	\$72,100	\$103,000	\$139,050
	Oracle	\$61,800	\$87,550	\$113,300
	SQL-Server	\$61,800	\$87,550	\$113,300
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$82,400	\$123,600	\$154,500
	SAP Apps	\$82,400	\$123,600	\$154,500
Collaboration Tools	SharePoint	\$72,100	\$103,000	\$139,050
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$64,375	\$87,550	\$108,150
	Data Analyst	\$66,950	\$92,700	\$113,300
Project Management	Program Manager	\$74,675	\$105,575	\$133,900
	Project Coordinator	\$46,350	\$66,950	\$82,400
	Project Manager	\$66,950	\$87,550	\$113,300
	Scrum Master	\$90,025	\$101,159	\$116,054
QA/Testing	Automated QA Tester	\$56,650	\$77,250	\$103,000
	Manual QA Tester	\$59,225	\$79,825	\$97,850
	Performance Engineer (QA)	\$61,800	\$87,550	\$113,300
Technical Writing	Instructional Design	\$46,350	\$72,100	\$97,850
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$43,775	\$54,075	\$64,375
Helpdesk Support	Helpdesk	\$38,625	\$51,500	\$61,800
	NOC Technician	\$42,591	\$60,023	\$77,430
Mainframe Development/Architecture	Mainframes	\$51,500	\$72,100	\$82,400
Network Engineering	Network Administrator	\$48,925	\$66,950	\$82,400
	Telecom Engineer	\$72,100	\$92,700	\$123,600
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$72,100	\$87,550	\$108,150
	Linux	\$59,225	\$79,825	\$108,150
	Storage	\$61,800	\$82,400	\$103,000
	Unix	\$59,225	\$79,825	\$108,150
	Virtualization Engineer (Cloud Engineer)	\$56,650	\$87,550	\$118,450
	Windows 7	\$46,350	\$66,950	\$87,550
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$105,751	\$121,005	\$140,372
	CEH (Certified Ethical Hackers)/PenTest	\$101,970	\$141,007	\$180,044
	Firewall Engineer	\$123,497	\$153,985	\$184,422
	Identity and Access Management (IAM)	\$126,175	\$147,084	\$167,942
	Network Engineer (Cisco or Juniper)	\$56,650	\$82,400	\$118,450
	Network Security	\$56,650	\$92,700	\$123,600
	SiteMinder	\$96,099	\$148,629	\$201,159
	Vendor Risk Auditor	\$98,829	\$139,411	\$179,993
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$70,105	\$83,647	\$100,374
	Software Architect	\$130,810	\$154,500	\$180,250
Software Engineering	.NET Developer	\$64,375	\$90,125	\$121,025
	C++ Developer	\$56,650	\$77,250	\$103,000
	DevOps Developer	\$87,550	\$123,600	\$154,500
	Java Developer	\$66,950	\$90,125	\$121,025
	JavaScript Developer	\$62,830	\$87,550	\$115,875
	Mobile: iOS, Android, W8	\$66,950	\$87,550	\$118,450
	Product Manager	\$66,950	\$82,400	\$108,150
	Python	\$66,950	\$87,550	\$118,450
Web & App Design	Graphic Design	\$56,476	\$68,617	\$83,190
	Motion Design	\$69,310	\$79,572	\$93,321
	UI/UX Design	\$51,500	\$77,250	\$103,000
	Visual Design	\$56,476	\$68,617	\$83,190
	Web Design	\$61,767	\$73,500	\$88,634
Web Development	PHP	\$56,650	\$82,400	\$103,000
	Ruby	\$87,550	\$118,450	\$149,350

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$82,400	\$103,000	\$123,600
	Hadoop	\$82,400	\$123,600	\$154,500
	Software Development Architect	\$86,310	\$102,927	\$123,197
Database Administration	PostgreSQL Admin/Developer	\$53,964	\$65,379	\$79,553
	Oracle	\$77,250	\$87,550	\$113,300
	SQL-Server	\$82,400	\$92,700	\$113,300
Database Development	ETL Developer	\$82,400	\$92,700	\$113,300
	Oracle	\$77,250	\$87,550	\$103,000
	SQL-Server	\$82,400	\$92,700	\$118,450
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$72,100	\$103,000	\$123,600
	SAP Apps	\$77,250	\$113,300	\$128,750
Collaboration Tools	SharePoint	\$66,950	\$92,700	\$123,600
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$56,650	\$82,400	\$97,850
	Data Analyst	\$61,800	\$87,550	\$103,000
Project Management	Program Manager	\$82,400	\$103,000	\$128,750
	Project Coordinator	\$46,350	\$56,650	\$72,100
	Project Manager	\$61,800	\$82,400	\$97,850
	Scrum Master	\$81,068	\$91,873	\$110,000
QA/Testing	Automated QA Tester	\$66,950	\$87,550	\$103,000
	Manual QA Tester	\$51,500	\$61,800	\$82,400
	Performance Engineer (QA)	\$77,250	\$92,700	\$113,300
Technical Writing	Instructional Design	\$51,500	\$61,800	\$87,550
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$28,840	\$41,200	\$56,650
Helpdesk Support	Helpdesk	\$24,720	\$36,050	\$46,350
	NOC Technician	\$36,050	\$46,350	\$61,800
Mainframe Development/Architecture	Mainframes	\$51,500	\$66,950	\$82,400
Network Engineering	Network Administrator	\$46,350	\$66,950	\$77,250
	Telecom Engineer	\$61,800	\$82,400	\$97,850
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$66,950	\$82,400	\$97,850
	Linux	\$56,650	\$77,250	\$92,700
	Storage	\$56,650	\$77,250	\$92,700
	Unix	\$56,650	\$77,250	\$92,700
	Virtualization Engineer (Cloud Engineer)	\$82,400	\$97,850	\$113,300
	Windows 7	\$51,500	\$72,100	\$82,400
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$90,473	\$104,572	\$122,522
	CEH (Certified Ethical Hackers)/PenTest	\$82,400	\$97,850	\$113,300
	Firewall Engineer	\$66,950	\$82,400	\$97,850
	Identity and Access Management (IAM)	\$61,800	\$72,100	\$87,550
	Network Engineer (Cisco or Juniper)	\$66,950	\$82,400	\$97,850
	Network Security	\$77,250	\$92,700	\$103,000
	SiteMinder	\$82,400	\$97,850	\$113,300
	Vendor Risk Auditor	\$72,100	\$87,550	\$103,000
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$58,579	\$70,484	\$85,344
	Software Architect	\$97,850	\$118,450	\$133,900
Software Engineering	.NET Developer	\$61,800	\$82,400	\$103,000
	C++ Developer	\$61,800	\$82,400	\$92,700
	DevOps Developer	\$82,400	\$97,850	\$123,600
	Java Developer	\$66,950	\$87,550	\$108,150
	JavaScript Developer	\$61,800	\$77,250	\$92,700
	Mobile: iOS, Android, W8	\$77,250	\$97,850	\$123,600
	Product Manager	\$82,400	\$97,850	\$113,300
	Python	\$77,250	\$97,850	\$118,450
Web & App Design	Graphic Design	\$47,079	\$56,839	\$68,684
	Motion Design	\$57,392	\$65,865	\$77,450
	UI/UX Design	\$46,350	\$66,950	\$87,550
	Visual Design	\$47,079	\$56,839	\$68,684
	Web Design	\$51,414	\$61,495	\$80,000
Web Development	PHP	\$61,800	\$82,400	\$103,000
	Ruby	\$66,950	\$87,550	\$103,000

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$79,877	\$106,142	\$132,407
	Hadoop	\$87,499	\$120,716	\$153,934
	Software Development Architect	\$85,372	\$101,850	\$121,934
Database Administration	PostgreSQL Admin/Developer	\$53,382	\$80,000	\$95,000
	Oracle	\$96,717	\$108,253	\$119,789
	SQL-Server	\$91,310	\$105,575	\$119,841
Database Development	ETL Developer	\$96,872	\$106,090	\$115,309
	Oracle	\$95,069	\$111,240	\$127,411
	SQL-Server	\$87,190	\$114,227	\$141,265
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$70,143	\$80,340	\$90,537
	SAP Apps	\$81,988	\$97,593	\$113,197
Collaboration Tools	SharePoint	\$49,801	\$88,271	\$126,742
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$56,650	\$77,250	\$95,275
	Data Analyst	\$45,938	\$77,250	\$92,700
Project Management	Program Manager	\$103,268	\$120,716	\$144,355
	Project Coordinator	\$48,513	\$61,131	\$75,860
	Project Manager	\$66,950	\$87,550	\$103,000
	Scrum Master	\$78,911	\$89,509	\$103,712
QA/Testing	Automated QA Tester	\$63,345	\$84,975	\$97,850
	Manual QA Tester	\$63,809	\$72,100	\$82,400
	Performance Engineer (QA)	\$62,264	\$79,362	\$96,460
Technical Writing	Instructional Design	\$54,024	\$64,375	\$77,456
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$30,900	\$36,050	\$43,775
Helpdesk Support	Helpdesk	\$30,900	\$36,050	\$43,775
	NOC Technician	\$55,466	\$58,968	\$62,470
Mainframe Development/Architecture	Mainframes	\$49,440	\$62,315	\$92,700
Network Engineering	Network Administrator	\$74,521	\$94,554	\$114,639
	Telecom Engineer	\$73,388	\$90,125	\$106,863
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$99,601	\$116,545	\$133,540
	Linux	\$72,976	\$97,644	\$122,261
	Storage	\$74,521	\$94,554	\$114,639
	Unix	\$71,946	\$94,915	\$117,884
	Virtualization Engineer (Cloud Engineer)	\$72,100	\$105,987	\$139,874
	Windows 7	\$51,500	\$77,250	\$90,125
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$89,504	\$103,480	\$121,262
	CEH (Certified Ethical Hackers)/PenTest	\$93,782	\$110,725	\$127,669
	Firewall Engineer	\$90,898	\$108,820	\$126,742
	Identity and Access Management (IAM)	\$92,700	\$103,000	\$144,200
	Network Engineer (Cisco or Juniper)	\$52,633	\$59,946	\$108,150
	Network Security	\$92,237	\$111,652	\$131,016
	SiteMinder	\$64,787	\$102,125	\$139,411
	Vendor Risk Auditor	\$93,782	\$110,725	\$127,669
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$57,934	\$75,000	\$90,000
	Software Architect	\$128,338	\$162,740	\$196,421
Software Engineering	.NET Developer	\$61,800	\$92,700	\$113,300
	C++ Developer	\$61,800	\$103,000	\$118,450
	DevOps Developer	\$67,465	\$79,516	\$123,600
	Java Developer	\$51,500	\$87,550	\$113,300
	JavaScript Developer	\$89,507	\$106,605	\$127,411
	Mobile: iOS, Android, W8	\$49,286	\$91,001	\$132,664
	Product Manager	\$103,268	\$120,716	\$144,355
	Python	\$69,628	\$100,631	\$131,634
Web & App Design	Graphic Design	\$45,576	\$54,985	\$66,420
	Motion Design	\$55,536	\$63,732	\$74,970
	UI/UX Design	\$50,573	\$60,410	\$113,300
	Visual Design	\$45,576	\$54,985	\$66,420
	Web Design	\$50,882	\$70,000	\$80,000
Web Development	PHP	\$59,586	\$81,628	\$103,670
	Ruby	\$84,975	\$103,206	\$121,386

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$72,100	\$82,400	\$92,700
	Hadoop	\$72,100	\$82,400	\$92,700
	Software Development Architect	\$85,488	\$102,100	\$122,331
Database Administration	PostgreSQL Admin/Developer	\$53,127	\$64,532	\$78,709
	Oracle	\$51,500	\$72,100	\$82,400
	SQL-Server	\$51,500	\$72,100	\$82,400
Database Development	ETL Developer	\$61,800	\$77,250	\$87,550
	Oracle	\$61,800	\$72,100	\$82,400
	SQL-Server	\$61,800	\$72,100	\$82,400
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$72,100	\$87,550	\$113,300
	SAP Apps	\$72,100	\$87,550	\$103,000
Collaboration Tools	SharePoint	\$61,800	\$92,700	\$123,600
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$72,100	\$82,400	\$92,700
	Data Analyst	\$46,350	\$56,650	\$66,950
Project Management	Program Manager	\$87,550	\$97,850	\$103,000
	Project Coordinator	\$51,500	\$61,800	\$66,950
	Project Manager	\$72,100	\$82,400	\$92,700
	Scrum Master	\$76,809	\$87,034	\$100,743
QA/Testing	Automated QA Tester	\$72,100	\$87,550	\$97,850
	Manual QA Tester	\$72,100	\$87,550	\$97,850
	Performance Engineer (QA)	\$72,100	\$87,550	\$97,850
Technical Writing	Instructional Design	\$51,500	\$61,800	\$72,100
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$28,840	\$30,900	\$36,050
Helpdesk Support	Helpdesk	\$28,840	\$30,900	\$36,050
	NOC Technician	\$41,200	\$46,350	\$51,500
Mainframe Development/Architecture	Mainframes	\$65,920	\$80,855	\$105,060
Network Engineering	Network Administrator	\$46,350	\$61,800	\$77,250
	Telecom Engineer	\$51,500	\$72,100	\$82,400
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$51,500	\$72,100	\$92,700
	Linux	\$51,500	\$66,950	\$82,400
	Storage	\$46,350	\$61,800	\$77,250
	Unix	\$51,500	\$66,950	\$82,400
	Virtualization Engineer (Cloud Engineer)	\$51,500	\$92,700	\$113,300
	Windows 7	\$46,350	\$61,800	\$77,250
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$89,664	\$103,745	\$121,648
	CEH (Certified Ethical Hackers)/PenTest	\$82,400	\$97,850	\$103,000
	Firewall Engineer	\$72,100	\$82,400	\$92,700
	Identity and Access Management (IAM)	\$72,100	\$92,700	\$123,600
	Network Engineer (Cisco or Juniper)	\$72,100	\$82,400	\$92,700
	Network Security	\$61,800	\$82,400	\$118,450
	SiteMinder	\$72,100	\$92,700	\$123,600
	Vendor Risk Auditor	\$66,950	\$87,550	\$113,300
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$57,732	\$69,645	\$84,525
	Software Architect	\$103,000	\$113,300	\$123,600
Software Engineering	.NET Developer	\$72,100	\$82,400	\$92,700
	C++ Developer	\$72,100	\$82,400	\$92,700
	DevOps Developer	\$67,053	\$79,104	\$94,554
	Java Developer	\$72,100	\$82,400	\$92,700
	JavaScript Developer	\$72,100	\$82,400	\$103,000
	Mobile: iOS, Android, W8	\$72,100	\$92,700	\$103,000
	Product Manager	\$105,060	\$120,510	\$144,406
	Python	\$77,250	\$87,550	\$103,000
Web & App Design	Graphic Design	\$44,102	\$53,333	\$64,541
	Motion Design	\$53,865	\$61,896	\$72,868
	UI/UX Design	\$77,250	\$87,550	\$103,000
	Visual Design	\$44,102	\$53,333	\$64,541
	Web Design	\$50,599	\$60,663	\$73,836
Web Development	PHP	\$77,250	\$87,550	\$97,850
	Ruby	\$77,250	\$87,550	\$97,850

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$72,100	\$87,550	\$113,300
	Hadoop	\$69,731	\$84,666	\$103,206
	Software Development Architect	\$80,623	\$96,624	\$116,135
Database Administration	PostgreSQL Admin/Developer	\$52,606	\$67,517	\$83,000
	Oracle	\$61,800	\$74,160	\$92,700
	SQL-Server	\$63,860	\$77,250	\$92,700
Database Development	ETL Developer	\$49,440	\$66,950	\$82,400
	Oracle	\$66,950	\$79,310	\$87,550
	SQL-Server	\$61,800	\$70,040	\$80,340
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$61,800	\$82,400	\$97,850
	SAP Apps	\$80,340	\$87,550	\$100,940
Collaboration Tools	SharePoint	\$59,740	\$77,250	\$90,640
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$41,200	\$63,860	\$77,250
	Data Analyst	\$46,350	\$66,950	\$87,550
Project Management	Program Manager	\$41,200	\$49,440	\$66,950
	Project Coordinator	\$36,050	\$43,260	\$51,500
	Project Manager	\$41,200	\$56,650	\$80,340
	Scrum Master	\$75,089	\$85,463	\$99,362
QA/Testing	Automated QA Tester	\$41,200	\$51,500	\$61,800
	Manual QA Tester	\$41,200	\$51,500	\$61,800
	Performance Engineer (QA)	\$43,260	\$56,650	\$74,160
Technical Writing	Instructional Design	\$43,260	\$56,650	\$82,400
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$36,050	\$41,200	\$46,350
Helpdesk Support	Helpdesk	\$30,900	\$36,050	\$41,200
	NOC Technician	\$30,900	\$36,050	\$43,260
Mainframe Development/Architecture	Mainframes	\$53,560	\$66,950	\$80,340
Network Engineering	Network Administrator	\$41,200	\$49,440	\$56,650
	Telecom Engineer	\$43,260	\$51,500	\$66,950
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$53,560	\$61,800	\$74,160
	Linux	\$41,200	\$53,560	\$82,400
	Storage	\$51,500	\$61,800	\$72,100
	Unix	\$36,050	\$41,200	\$46,350
	Virtualization Engineer (Cloud Engineer)	\$53,560	\$66,950	\$82,400
	Windows 7	\$39,140	\$43,260	\$51,500
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$84,632	\$98,207	\$120,000
	CEH (Certified Ethical Hackers)/PenTest	\$46,350	\$70,040	\$92,700
	Firewall Engineer	\$80,340	\$87,550	\$100,940
	Identity and Access Management (IAM)	\$51,500	\$59,740	\$77,250
	Network Engineer (Cisco or Juniper)	\$51,500	\$66,950	\$82,400
	Network Security	\$49,440	\$72,100	\$97,850
	SiteMinder	\$46,350	\$70,040	\$92,700
	Vendor Risk Auditor	\$32,960	\$46,350	\$56,650
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$54,008	\$65,413	\$79,669
	Software Architect	\$51,500	\$70,040	\$108,150
Software Engineering	.NET Developer	\$53,560	\$66,950	\$87,550
	C++ Developer	\$43,260	\$51,500	\$66,950
	DevOps Developer	\$41,200	\$46,350	\$66,950
	Java Developer	\$49,440	\$63,860	\$82,400
	JavaScript Developer	\$46,350	\$59,740	\$72,100
	Mobile: iOS, Android, W8	\$46,350	\$72,100	\$97,850
	Product Manager	\$43,260	\$66,950	\$90,640
	Python	\$56,650	\$63,860	\$77,250
Web & App Design	Graphic Design	\$43,350	\$52,667	\$64,017
	Motion Design	\$53,194	\$61,375	\$72,596
	UI/UX Design	\$56,650	\$63,860	\$77,250
	Visual Design	\$43,350	\$52,667	\$64,017
	Web Design	\$47,190	\$56,813	\$69,418
Web Development	PHP	\$59,740	\$77,250	\$103,000
	Ruby	\$59,740	\$77,250	\$103,000



Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$72,100	\$97,850	\$118,450
	Hadoop	\$74,778	\$90,434	\$110,210
	Software Development Architect	\$86,181	\$102,731	\$122,924
Database Administration	PostgreSQL Admin/Developer	\$53,861	\$70,282	\$84,456
	Oracle	\$66,950	\$93,730	\$113,300
	SQL-Server	\$66,950	\$91,670	\$111,240
Database Development	ETL Developer	\$70,040	\$97,850	\$113,300
	Oracle	\$66,950	\$86,520	\$105,000
	SQL-Server	\$61,800	\$82,400	\$100,000
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$72,512	\$86,726	\$104,030
	SAP Apps	\$72,512	\$86,726	\$104,030
Collaboration Tools	SharePoint	\$72,512	\$86,726	\$104,030
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$63,860	\$77,971	\$95,378
	Data Analyst	\$46,144	\$56,650	\$69,628
Project Management	Program Manager	\$103,721	\$121,231	\$145,230
	Project Coordinator	\$48,410	\$61,079	\$75,808
	Project Manager	\$96,408	\$110,519	\$129,265
	Scrum Master	\$77,795	\$90,000	\$102,186
QA/Testing	Automated QA Tester	\$58,710	\$70,040	\$87,000
	Manual QA Tester	\$58,710	\$70,040	\$84,975
	Performance Engineer (QA)	\$96,408	\$110,519	\$129,265
Technical Writing	Instructional Design	\$54,281	\$64,890	\$78,280
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$38,563	\$43,919	\$49,275
Helpdesk Support	Helpdesk	\$25,750	\$34,299	\$42,848
	NOC Technician	\$39,861	\$44,599	\$50,882
Mainframe Development/Architecture	Mainframes	\$58,710	\$84,460	\$104,751
Network Engineering	Network Administrator	\$78,280	\$89,610	\$100,940
	Telecom Engineer	\$52,839	\$60,255	\$70,349
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$71,070	\$87,550	\$107,429
	Linux	\$61,800	\$80,000	\$95,000
	Storage	\$89,981	\$98,550	\$107,120
	Unix	\$61,800	\$73,645	\$89,610
	Virtualization Engineer (Cloud Engineer)	\$77,250	\$92,700	\$108,150
	Windows 7	\$61,800	\$73,645	\$89,610
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$85,334	\$99,369	\$117,249
	CEH (Certified Ethical Hackers)/PenTest	\$46,350	\$61,800	\$92,700
	Firewall Engineer	\$46,350	\$72,100	\$92,700
	Identity and Access Management (IAM)	\$56,650	\$82,400	\$103,000
	Network Engineer (Cisco or Juniper)	\$51,500	\$72,100	\$97,850
	Network Security	\$61,800	\$77,250	\$95,000
	SiteMinder	\$46,350	\$61,800	\$92,700
	Vendor Risk Auditor	\$67,259	\$82,606	\$101,867
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$63,478	\$75,384	\$90,236
	Software Architect	\$61,800	\$87,550	\$123,600
Software Engineering	.NET Developer	\$56,650	\$82,400	\$108,150
	C++ Developer	\$56,650	\$82,400	\$103,000
	DevOps Developer	\$67,877	\$79,928	\$95,584
	Java Developer	\$61,800	\$82,400	\$103,000
	JavaScript Developer	\$51,500	\$72,100	\$90,000
	Mobile: iOS, Android, W8	\$66,950	\$87,550	\$123,600
	Product Manager	\$103,721	\$121,231	\$145,127
	Python	\$56,650	\$77,250	\$97,850
Web & App Design	Graphic Design	\$44,869	\$54,186	\$65,494
	Motion Design	\$54,726	\$62,823	\$73,887
	UI/UX Design	\$56,650	\$87,550	\$123,600
	Visual Design	\$44,869	\$54,186	\$65,494
	Web Design	\$51,326	\$61,416	\$74,599
Web Development	PHP	\$57,165	\$77,250	\$97,850
	Ruby	\$57,165	\$77,250	\$97,850

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$102,691	\$119,997	\$127,000
	Hadoop	\$105,266	\$121,128	\$136,990
	Software Development Architect	\$90,353	\$107,211	\$127,834
Database Administration	PostgreSQL Admin/Developer	\$57,029	\$68,919	\$83,597
	Oracle	\$97,335	\$113,197	\$123,703
	SQL-Server	\$94,760	\$110,622	\$123,703
Database Development	ETL Developer	\$102,691	\$113,197	\$123,703
	Oracle	\$97,335	\$119,997	\$129,000
	SQL-Server	\$94,760	\$110,622	\$121,128
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$102,691	\$123,909	\$145,127
	SAP Apps	\$105,266	\$126,484	\$147,702
Collaboration Tools	SharePoint	\$102,691	\$123,909	\$145,127
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$70,761	\$91,979	\$110,416
	Data Analyst	\$76,117	\$91,979	\$110,416
Project Management	Program Manager	\$117,832	\$139,256	\$160,680
	Project Coordinator	\$53,560	\$85,696	\$96,408
	Project Manager	\$78,795	\$102,997	\$125,000
	Scrum Master	\$81,461	\$107,000	\$120,000
QA/Testing	Automated QA Tester	\$86,829	\$102,691	\$119,997
	Manual QA Tester	\$76,117	\$94,657	\$110,519
	Performance Engineer (QA)	\$107,120	\$128,544	\$149,968
Technical Writing	Instructional Design	\$53,560	\$80,340	\$117,832
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$35,638	\$41,962	\$49,914
Helpdesk Support	Helpdesk	\$35,638	\$41,962	\$55,917
	NOC Technician	\$52,530	\$63,036	\$81,473
Mainframe Development/Architecture	Mainframes	\$85,696	\$107,120	\$117,832
Network Engineering	Network Administrator	\$47,380	\$61,182	\$80,340
	Telecom Engineer	\$76,117	\$91,979	\$107,841
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$84,048	\$97,232	\$119,976
	Linux	\$76,117	\$91,979	\$107,841
	Storage	\$81,473	\$94,760	\$107,841
	Unix	\$76,117	\$91,979	\$107,841
	Virtualization Engineer (Cloud Engineer)	\$91,979	\$107,841	\$129,997
	Windows 7	\$59,225	\$76,117	\$100,425
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$94,579	\$108,881	\$127,152
	CEH (Certified Ethical Hackers)/PenTest	\$85,876	\$110,210	\$131,969
	Firewall Engineer	\$89,404	\$105,266	\$121,128
	Identity and Access Management (IAM)	\$100,116	\$115,978	\$131,840
	Network Engineer (Cisco or Juniper)	\$89,404	\$105,266	\$121,128
	Network Security	\$89,404	\$113,197	\$129,059
	SiteMinder	\$128,544	\$149,968	\$182,104
	Vendor Risk Auditor	\$85,876	\$107,635	\$129,394
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$77,000	\$89,000	\$104,000
	Software Architect	\$126,278	\$144,715	\$163,152
Software Engineering	.NET Developer	\$94,760	\$118,553	\$131,634
	C++ Developer	\$86,829	\$100,013	\$107,841
	DevOps Developer	\$97,541	\$118,759	\$152,997
	Java Developer	\$94,760	\$118,553	\$131,634
	JavaScript Developer	\$89,404	\$107,841	\$126,278
	Mobile: iOS, Android, W8	\$94,760	\$113,197	\$139,997
	Product Manager	\$100,116	\$115,978	\$131,840
	Python	\$92,185	\$118,759	\$129,265
Web & App Design	Graphic Design	\$47,536	\$57,431	\$69,380
	Motion Design	\$58,013	\$66,480	\$77,995
	UI/UX Design	\$105,472	\$121,334	\$142,346
	Visual Design	\$47,536	\$57,431	\$69,380
	Web Design	\$64,352	\$74,904	\$88,602
Web Development	PHP	\$105,472	\$123,909	\$139,771
	Ruby	\$115,772	\$131,634	\$147,496

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$96,460	\$105,575	\$114,691
	Hadoop	\$87,499	\$120,716	\$153,934
	Software Development Architect	\$89,209	\$105,873	\$126,162
Database Administration	PostgreSQL Admin/Developer	\$56,261	\$67,990	\$82,494
	Oracle	\$86,726	\$93,370	\$100,013
	SQL-Server	\$86,726	\$93,370	\$100,013
Database Development	ETL Developer	\$60,564	\$69,010	\$77,456
	Oracle	\$86,469	\$115,412	\$144,355
	SQL-Server	\$51,500	\$61,800	\$77,250
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$74,572	\$94,606	\$114,639
	SAP Apps	\$87,602	\$97,644	\$107,738
Collaboration Tools	SharePoint	\$43,054	\$76,066	\$109,077
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$46,350	\$77,250	\$92,700
	Data Analyst	\$48,513	\$59,534	\$73,027
Project Management	Program Manager	\$100,147	\$116,905	\$139,359
	Project Coordinator	\$61,800	\$72,100	\$82,400
	Project Manager	\$61,800	\$77,250	\$82,400
	Scrum Master	\$80,380	\$90,853	\$104,876
QA/Testing	Automated QA Tester	\$61,800	\$73,439	\$88,786
	Manual QA Tester	\$86,726	\$93,370	\$100,013
	Performance Engineer (QA)	\$63,345	\$88,014	\$112,682
Technical Writing	Instructional Design	\$41,200	\$77,250	\$97,850
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$25,750	\$30,900	\$46,350
Helpdesk Support	Helpdesk	\$25,750	\$30,900	\$46,350
	NOC Technician	\$39,140	\$46,350	\$57,680
Mainframe Development/Architecture	Mainframes	\$46,144	\$58,607	\$67,980
Network Engineering	Network Administrator	\$46,350	\$61,800	\$77,250
	Telecom Engineer	\$61,800	\$77,250	\$108,150
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$85,748	\$107,120	\$128,493
	Linux	\$51,500	\$66,950	\$77,250
	Storage	\$61,800	\$77,250	\$92,700
	Unix	\$51,500	\$66,950	\$77,250
	Virtualization Engineer (Cloud Engineer)	\$62,367	\$82,400	\$102,434
	Windows 7	\$51,500	\$61,800	\$72,100
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$93,404	\$107,527	\$125,475
	CEH (Certified Ethical Hackers)/PenTest	\$75,448	\$113,661	\$151,822
	Firewall Engineer	\$75,293	\$86,520	\$97,747
	Identity and Access Management (IAM)	\$87,550	\$103,000	\$118,450
	Network Engineer (Cisco or Juniper)	\$61,800	\$77,250	\$108,150
	Network Security	\$66,950	\$92,700	\$123,600
	SiteMinder	\$66,641	\$115,360	\$164,028
	Vendor Risk Auditor	\$87,550	\$103,000	\$118,450
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$61,014	\$73,193	\$88,334
	Software Architect	\$124,218	\$156,148	\$188,387
Software Engineering	.NET Developer	\$41,200	\$72,100	\$87,550
	C++ Developer	\$71,173	\$77,250	\$103,000
	DevOps Developer	\$71,173	\$83,636	\$99,704
	Java Developer	\$41,200	\$56,650	\$66,950
	JavaScript Developer	\$93,730	\$111,343	\$132,561
	Mobile: iOS, Android, W8	\$61,800	\$70,040	\$82,400
	Product Manager	\$100,147	\$116,905	\$139,359
	Python	\$84,306	\$89,765	\$95,172
Web & App Design	Graphic Design	\$46,606	\$56,209	\$67,843
	Motion Design	\$56,753	\$65,056	\$76,373
	UI/UX Design	\$53,354	\$63,757	\$77,250
	Visual Design	\$46,606	\$56,209	\$67,843
	Web Design	\$53,633	\$64,019	\$77,534
Web Development	PHP	\$41,200	\$61,800	\$82,400
	Ruby	\$78,074	\$83,430	\$88,786

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$79,310	\$100,940	\$141,110
	Hadoop	\$85,490	\$111,240	\$146,260
	Software Development Architect	\$100,000	\$120,000	\$140,000
Database Administration	PostgreSQL Admin/Developer	\$60,208	\$72,247	\$86,953
	Oracle	\$65,000	\$100,000	\$120,510
	SQL-Server	\$63,860	\$90,640	\$121,540
Database Development	ETL Developer	\$77,250	\$95,790	\$131,840
	Oracle	\$68,000	\$95,000	\$120,510
	SQL-Server	\$66,950	\$92,700	\$123,600
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$72,100	\$99,910	\$126,690
	SAP Apps	\$75,190	\$99,910	\$128,750
Collaboration Tools	SharePoint	\$64,890	\$95,000	\$118,450
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$53,560	\$79,310	\$105,060
	Data Analyst	\$53,560	\$75,190	\$99,910
Project Management	Program Manager	\$84,460	\$120,000	\$141,110
	Project Coordinator	\$44,290	\$65,000	\$80,000
	Project Manager	\$75,000	\$110,000	\$125,000
	Scrum Master	\$95,000	\$110,000	\$125,000
QA/Testing	Automated QA Tester	\$54,590	\$85,000	\$115,000
	Manual QA Tester	\$49,440	\$74,160	\$97,850
	Performance Engineer (QA)	\$66,950	\$100,000	\$116,390
Technical Writing	Instructional Design	\$46,350	\$66,950	\$95,000
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$38,110	\$45,320	\$56,650
Helpdesk Support	Helpdesk	\$32,960	\$41,200	\$49,440
	NOC Technician	\$42,230	\$53,560	\$69,010
Mainframe Development/Architecture	Mainframes	\$59,740	\$75,190	\$92,700
Network Engineering	Network Administrator	\$52,530	\$70,000	\$82,000
	Telecom Engineer	\$52,530	\$72,100	\$90,640
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$61,800	\$80,340	\$106,090
	Linux	\$58,710	\$77,250	\$100,940
	Storage	\$56,650	\$77,250	\$94,760
	Unix	\$59,740	\$77,250	\$100,425
	Virtualization Engineer (Cloud Engineer)	\$68,000	\$95,000	\$122,000
	Windows 7	\$54,590	\$70,040	\$89,610
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$97,305	\$110,889	\$128,161
	CEH (Certified Ethical Hackers)/PenTest	\$87,035	\$112,270	\$139,565
	Firewall Engineer	\$69,010	\$85,000	\$102,000
	Identity and Access Management (IAM)	\$72,100	\$92,700	\$120,510
	Network Engineer (Cisco or Juniper)	\$69,010	\$95,000	\$120,000
	Network Security	\$74,160	\$105,000	\$125,660
	SiteMinder	\$78,280	\$115,360	\$152,440
	Vendor Risk Auditor	\$79,310	\$106,090	\$125,000
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$65,140	\$77,479	\$92,641
	Software Architect	\$82,400	\$116,390	\$159,650
Software Engineering	.NET Developer	\$72,100	\$97,850	\$130,810
	C++ Developer	\$70,040	\$97,850	\$123,600
	DevOps Developer	\$77,250	\$99,910	\$133,900
	Java Developer	\$74,160	\$100,940	\$133,900
	JavaScript Developer	\$74,160	\$97,850	\$126,690
	Mobile: iOS, Android, W8	\$85,000	\$105,000	\$130,810
	Product Manager	\$70,040	\$95,790	\$125,660
	Python	\$79,310	\$106,090	\$141,110
Web & App Design	Graphic Design	\$51,337	\$61,960	\$74,725
	Motion Design	\$62,548	\$71,565	\$83,638
	UI/UX Design	\$80,000	\$97,850	\$125,000
	Visual Design	\$51,337	\$61,960	\$74,725
	Web Design	\$57,502	\$68,258	\$82,062
Web Development	PHP	\$78,000	\$100,000	\$128,750
	Ruby	\$81,370	\$105,060	\$141,110

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$82,709	\$99,859	\$120,922
	Hadoop	\$73,645	\$88,477	\$106,811
	Software Development Architect	\$90,000	\$115,000	\$130,000
Database Administration	PostgreSQL Admin/Developer	\$65,000	\$80,000	\$95,000
	Oracle	\$72,100	\$87,550	\$103,000
	SQL-Server	\$72,100	\$87,550	\$103,000
Database Development	ETL Developer	\$66,950	\$77,250	\$92,700
	Oracle	\$66,950	\$82,400	\$97,850
	SQL-Server	\$66,950	\$82,400	\$97,850
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$82,400	\$97,850	\$123,600
	SAP Apps	\$82,400	\$97,850	\$128,750
Collaboration Tools	SharePoint	\$66,950	\$87,550	\$103,000
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$61,800	\$77,250	\$97,850
	Data Analyst	\$61,800	\$77,250	\$97,850
Project Management	Program Manager	\$82,400	\$97,850	\$113,300
	Project Coordinator	\$51,500	\$61,800	\$77,250
	Project Manager	\$77,250	\$87,550	\$97,850
	Scrum Master	\$79,559	\$89,836	\$103,603
QA/Testing	Automated QA Tester	\$66,950	\$82,400	\$97,850
	Manual QA Tester	\$61,800	\$77,250	\$87,550
	Performance Engineer (QA)	\$66,950	\$82,400	\$97,850
Technical Writing	Instructional Design	\$51,500	\$66,950	\$82,400
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$36,050	\$41,200	\$49,440
Helpdesk Support	Helpdesk	\$30,900	\$36,050	\$41,200
	NOC Technician	\$36,050	\$43,260	\$49,440
Mainframe Development/Architecture	Mainframes	\$74,057	\$88,786	\$107,120
Network Engineering	Network Administrator	\$41,200	\$51,500	\$61,800
	Telecom Engineer	\$72,100	\$87,550	\$103,000
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$72,100	\$82,400	\$92,700
	Linux	\$61,800	\$77,250	\$92,700
	Storage	\$71,688	\$86,314	\$104,545
	Unix	\$61,800	\$77,250	\$92,700
	Virtualization Engineer (Cloud Engineer)	\$66,950	\$82,400	\$92,700
	Windows 7	\$51,500	\$66,950	\$82,400
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$88,360	\$110,000	\$125,000
	CEH (Certified Ethical Hackers)/PenTest	\$72,100	\$87,550	\$113,300
	Firewall Engineer	\$61,800	\$77,250	\$87,550
	Identity and Access Management (IAM)	\$61,800	\$77,250	\$92,700
	Network Engineer (Cisco or Juniper)	\$66,950	\$82,400	\$103,000
	Network Security	\$72,100	\$87,550	\$113,300
	SiteMinder	\$72,100	\$87,550	\$113,300
	Vendor Risk Auditor	\$61,800	\$77,250	\$92,700
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$58,189	\$80,000	\$100,000
	Software Architect	\$92,700	\$108,150	\$123,600
Software Engineering	.NET Developer	\$72,100	\$92,700	\$108,150
	C++ Developer	\$67,156	\$78,589	\$93,370
	DevOps Developer	\$72,100	\$92,700	\$108,150
	Java Developer	\$72,100	\$92,700	\$108,150
	JavaScript Developer	\$66,950	\$87,550	\$103,000
	Mobile: iOS, Android, W8	\$77,250	\$103,000	\$123,600
	Product Manager	\$98,056	\$114,330	\$136,269
	Python	\$92,700	\$108,150	\$123,600
Web & App Design	Graphic Design	\$45,131	\$65,000	\$80,000
	Motion Design	\$54,669	\$62,401	\$72,975
	UI/UX Design	\$66,950	\$92,700	\$108,150
	Visual Design	\$45,131	\$65,000	\$80,000
	Web Design	\$51,362	\$70,000	\$85,000
Web Development	PHP	\$92,700	\$108,150	\$123,600
	Ruby	\$92,700	\$108,150	\$123,600



Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$54,075	\$82,400	\$113,300
	Hadoop	\$54,075	\$82,400	\$113,300
	Software Development Architect	\$83,185	\$98,738	\$117,703
Database Administration	PostgreSQL Admin/Developer	\$53,120	\$63,696	\$76,847
	Oracle	\$43,775	\$74,160	\$97,850
	SQL-Server	\$43,775	\$70,040	\$97,850
Database Development	ETL Developer	\$48,925	\$72,100	\$97,850
	Oracle	\$48,925	\$72,100	\$103,000
	SQL-Server	\$46,350	\$72,100	\$97,850
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$61,800	\$76,658	\$100,940
	SAP Apps	\$63,860	\$76,658	\$100,940
Collaboration Tools	SharePoint	\$61,800	\$76,658	\$97,850
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$48,925	\$66,950	\$92,700
	Data Analyst	\$38,419	\$56,650	\$74,160
Project Management	Program Manager	\$69,525	\$82,400	\$114,588
	Project Coordinator	\$37,338	\$56,650	\$77,250
	Project Manager	\$48,925	\$77,250	\$113,300
	Scrum Master	\$78,009	\$88,077	\$101,586
QA/Testing	Automated QA Tester	\$46,659	\$63,860	\$92,700
	Manual QA Tester	\$44,084	\$56,032	\$77,250
	Performance Engineer (QA)	\$63,242	\$77,456	\$97,747
Technical Writing	Instructional Design	\$36,951	\$47,998	\$63,912
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$33,475	\$45,063	\$60,513
Helpdesk Support	Helpdesk	\$27,553	\$37,853	\$49,955
	NOC Technician	\$36,050	\$52,788	\$68,238
Mainframe Development/Architecture	Mainframes	\$42,488	\$63,860	\$75,963
Network Engineering	Network Administrator	\$41,715	\$56,650	\$75,963
	Telecom Engineer	\$41,200	\$63,860	\$82,400
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$41,200	\$57,938	\$82,400
	Linux	\$46,350	\$66,950	\$87,550
	Storage	\$46,350	\$70,040	\$87,550
	Unix	\$46,350	\$70,040	\$92,700
	Virtualization Engineer (Cloud Engineer)	\$49,440	\$77,250	\$103,000
	Windows 7	\$46,350	\$61,800	\$82,400
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$87,071	\$100,273	\$117,075
	CEH (Certified Ethical Hackers)/PenTest	\$58,607	\$77,353	\$99,189
	Firewall Engineer	\$53,457	\$69,628	\$87,602
	Identity and Access Management (IAM)	\$53,457	\$69,628	\$90,640
	Network Engineer (Cisco or Juniper)	\$46,350	\$68,238	\$94,760
	Network Security	\$48,925	\$68,238	\$97,850
	SiteMinder	\$61,800	\$80,340	\$99,189
	Vendor Risk Auditor	\$56,650	\$69,628	\$92,700
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$57,411	\$79,000	\$87,000
	Software Architect	\$74,675	\$92,700	\$123,600
Software Engineering	.NET Developer	\$54,075	\$78,280	\$113,300
	C++ Developer	\$48,925	\$74,160	\$97,850
	DevOps Developer	\$65,714	\$77,250	\$103,000
	Java Developer	\$54,075	\$73,388	\$113,300
	JavaScript Developer	\$64,015	\$82,400	\$103,000
	Mobile: iOS, Android, W8	\$61,800	\$87,550	\$113,300
	Product Manager	\$66,950	\$92,700	\$114,330
	Python	\$61,800	\$77,250	\$97,850
Web & App Design	Graphic Design	\$44,272	\$52,926	\$63,409
	Motion Design	\$53,458	\$60,912	\$71,128
	UI/UX Design	\$61,800	\$87,550	\$103,000
	Visual Design	\$44,272	\$52,926	\$63,409
	Web Design	\$50,758	\$60,110	\$72,343
Web Development	PHP	\$54,796	\$90,640	\$92,700
	Ruby	\$66,950	\$90,640	\$103,000

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$75,911	\$96,820	\$122,853
	Hadoop	\$78,280	\$102,691	\$128,750
	Software Development Architect	\$86,317	\$101,891	\$121,116
Database Administration	PostgreSQL Admin/Developer	\$55,392	\$66,509	\$80,165
	Oracle	\$79,310	\$91,207	\$106,090
	SQL-Server	\$77,250	\$91,413	\$106,090
Database Development	ETL Developer	\$73,156	\$86,520	\$98,880
	Oracle	\$81,370	\$95,275	\$107,481
	SQL-Server	\$74,160	\$92,185	\$110,725
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$65,920	\$81,370	\$94,245
	SAP Apps	\$81,164	\$92,571	\$107,120
Collaboration Tools	SharePoint	\$54,770	\$82,761	\$108,665
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$48,925	\$70,555	\$86,263
	Data Analyst	\$46,144	\$72,100	\$90,125
Project Management	Program Manager	\$72,100	\$85,078	\$105,575
	Project Coordinator	\$42,230	\$52,221	\$63,860
	Project Manager	\$54,075	\$72,100	\$91,670
	Scrum Master	\$81,093	\$91,089	\$104,527
QA/Testing	Automated QA Tester	\$52,273	\$68,238	\$79,825
	Manual QA Tester	\$52,530	\$61,800	\$72,100
	Performance Engineer (QA)	\$52,530	\$67,980	\$85,490
Technical Writing	Instructional Design	\$48,410	\$60,770	\$79,825
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$33,475	\$38,625	\$45,063
Helpdesk Support	Helpdesk	\$30,900	\$36,050	\$42,488
	NOC Technician	\$43,260	\$47,380	\$52,530
Mainframe Development/Architecture	Mainframes	\$51,500	\$64,633	\$86,520
Network Engineering	Network Administrator	\$57,680	\$72,100	\$85,490
	Telecom Engineer	\$58,710	\$70,813	\$86,520
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$76,220	\$89,095	\$103,000
	Linux	\$57,165	\$75,190	\$101,970
	Storage	\$63,010	\$78,280	\$93,473
	Unix	\$53,560	\$67,980	\$82,143
	Virtualization Engineer (Cloud Engineer)	\$62,830	\$86,520	\$111,240
	Windows 7	\$45,320	\$60,255	\$70,813
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$90,184	\$103,430	\$120,515
	CEH (Certified Ethical Hackers)/PenTest	\$70,040	\$90,640	\$110,210
	Firewall Engineer	\$85,490	\$97,850	\$113,815
	Identity and Access Management (IAM)	\$72,100	\$81,370	\$110,725
	Network Engineer (Cisco or Juniper)	\$52,015	\$63,860	\$95,275
	Network Security	\$70,761	\$91,670	\$114,330
	SiteMinder	\$55,620	\$86,005	\$116,133
	Vendor Risk Auditor	\$63,345	\$78,538	\$92,185
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$59,918	\$71,369	\$85,532
	Software Architect	\$89,610	\$116,390	\$152,183
Software Engineering	.NET Developer	\$57,680	\$79,825	\$100,425
	C++ Developer	\$52,530	\$77,250	\$92,700
	DevOps Developer	\$54,333	\$62,830	\$95,275
	Java Developer	\$50,470	\$75,705	\$97,850
	JavaScript Developer	\$67,980	\$83,173	\$99,910
	Mobile: iOS, Android, W8	\$47,895	\$81,370	\$115,360
	Product Manager	\$73,130	\$93,730	\$117,420
	Python	\$62,830	\$82,400	\$104,030
Web & App Design	Graphic Design	\$47,955	\$57,556	\$69,124
	Motion Design	\$58,106	\$66,290	\$77,354
	UI/UX Design	\$53,560	\$61,800	\$95,275
	Visual Design	\$47,955	\$57,556	\$69,124
	Web Design	\$52,887	\$62,785	\$75,559
Web Development	PHP	\$59,740	\$79,310	\$103,258
	Ruby	\$72,358	\$90,125	\$112,270

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$79,722	\$96,305	\$116,596
	Hadoop	\$72,306	\$87,035	\$105,369
	Software Development Architect	\$82,730	\$98,290	\$117,218
Database Administration	PostgreSQL Admin/Developer	\$52,757	\$63,256	\$76,344
	Oracle	\$75,808	\$88,889	\$105,369
	SQL-Server	\$53,869	\$72,203	\$87,447
Database Development	ETL Developer	\$75,808	\$88,889	\$105,369
	Oracle	\$75,808	\$88,889	\$105,369
	SQL-Server	\$53,869	\$72,203	\$87,447
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$70,246	\$83,533	\$99,910
	SAP Apps	\$70,246	\$83,533	\$99,910
Collaboration Tools	SharePoint	\$70,246	\$83,533	\$99,910
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$62,212	\$77,250	\$87,550
	Data Analyst	\$45,732	\$55,414	\$67,362
Project Management	Program Manager	\$94,760	\$110,313	\$131,634
	Project Coordinator	\$48,719	\$60,667	\$74,572
	Project Manager	\$87,859	\$100,631	\$117,523
	Scrum Master	\$77,242	\$87,279	\$100,737
QA/Testing	Automated QA Tester	\$56,959	\$61,800	\$77,250
	Manual QA Tester	\$56,959	\$67,877	\$81,576
	Performance Engineer (QA)	\$87,962	\$100,631	\$117,523
Technical Writing	Instructional Design	\$52,427	\$61,903	\$73,851
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$64,066	\$72,821	\$84,769
Helpdesk Support	Helpdesk	\$39,861	\$44,290	\$50,264
	NOC Technician	\$64,066	\$72,821	\$84,769
Mainframe Development/Architecture	Mainframes	\$72,306	\$87,035	\$105,163
Network Engineering	Network Administrator	\$60,049	\$72,203	\$87,447
	Telecom Engineer	\$65,302	\$79,671	\$97,747
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$65,302	\$79,671	\$97,747
	Linux	\$69,731	\$82,915	\$99,704
	Storage	\$70,349	\$84,975	\$103,000
	Unix	\$69,731	\$82,915	\$99,704
	Virtualization Engineer (Cloud Engineer)	\$65,302	\$79,671	\$97,747
	Windows 7	\$59,637	\$71,173	\$86,108
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$86,627	\$99,827	\$116,581
	CEH (Certified Ethical Hackers)/PenTest	\$65,302	\$79,671	\$97,747
	Firewall Engineer	\$65,302	\$79,671	\$97,747
	Identity and Access Management (IAM)	\$65,302	\$79,671	\$97,747
	Network Engineer (Cisco or Juniper)	\$52,015	\$58,813	\$68,083
	Network Security	\$65,302	\$79,671	\$97,747
	SiteMinder	\$65,302	\$79,671	\$97,747
	Vendor Risk Auditor	\$65,302	\$79,671	\$97,747
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$56,990	\$67,989	\$81,766
	Software Architect	\$117,214	\$147,805	\$179,220
Software Engineering	.NET Developer	\$65,920	\$77,147	\$91,876
	C++ Developer	\$65,920	\$77,147	\$91,876
	DevOps Developer	\$65,920	\$77,147	\$91,876
	Java Developer	\$76,220	\$87,550	\$103,000
	JavaScript Developer	\$72,100	\$85,490	\$103,000
	Mobile: iOS, Android, W8	\$65,920	\$77,147	\$91,876
	Product Manager	\$94,760	\$110,313	\$131,634
	Python	\$50,058	\$59,225	\$71,173
Web & App Design	Graphic Design	\$44,345	\$52,793	\$63,089
	Motion Design	\$53,272	\$60,697	\$70,905
	UI/UX Design	\$50,058	\$59,225	\$71,173
	Visual Design	\$44,345	\$52,793	\$63,089
	Web Design	\$50,437	\$59,683	\$71,824
Web Development	PHP	\$65,405	\$76,632	\$91,670
	Ruby	\$65,405	\$76,632	\$91,670

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$72,100	\$92,700	\$123,600
	Hadoop	\$77,250	\$103,000	\$133,900
	Software Development Architect	\$99,738	\$117,715	\$139,528
Database Administration	PostgreSQL Admin/Developer	\$63,348	\$76,449	\$92,560
	Oracle	\$72,100	\$92,700	\$113,300
	SQL-Server	\$72,100	\$87,550	\$103,000
Database Development	ETL Developer	\$72,100	\$103,000	\$128,750
	Oracle	\$72,100	\$92,700	\$113,300
	SQL-Server	\$72,100	\$92,700	\$113,300
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$103,000	\$123,600	\$144,200
	SAP Apps	\$103,000	\$123,600	\$144,200
Collaboration Tools	SharePoint	\$82,400	\$103,000	\$128,750
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$66,950	\$79,825	\$103,000
	Data Analyst	\$66,950	\$82,400	\$113,300
Project Management	Program Manager	\$115,669	\$134,003	\$157,899
	Project Coordinator	\$41,200	\$61,800	\$72,100
	Project Manager	\$72,100	\$92,700	\$118,450
	Scrum Master	\$90,085	\$101,360	\$116,404
QA/Testing	Automated QA Tester	\$61,800	\$77,250	\$92,700
	Manual QA Tester	\$61,800	\$72,100	\$82,400
	Performance Engineer (QA)	\$107,944	\$122,776	\$142,346
Technical Writing	Instructional Design	\$61,800	\$72,100	\$103,000
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$51,500	\$61,800	\$66,950
Helpdesk Support	Helpdesk	\$41,200	\$51,500	\$59,225
	NOC Technician	\$51,500	\$61,800	\$72,100
Mainframe Development/Architecture	Mainframes	\$88,374	\$105,575	\$126,896
Network Engineering	Network Administrator	\$72,100	\$77,250	\$82,400
	Telecom Engineer	\$78,692	\$95,584	\$116,802
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$79,825	\$103,000	\$128,750
	Linux	\$72,100	\$97,850	\$123,600
	Storage	\$82,400	\$108,150	\$128,750
	Unix	\$72,100	\$97,850	\$123,600
	Virtualization Engineer (Cloud Engineer)	\$72,100	\$92,700	\$128,750
	Windows 7	\$72,100	\$87,550	\$103,000
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$104,299	\$119,509	\$138,771
	CEH (Certified Ethical Hackers)/PenTest	\$77,250	\$103,000	\$128,750
	Firewall Engineer	\$77,250	\$97,850	\$118,450
	Identity and Access Management (IAM)	\$82,400	\$103,000	\$133,900
	Network Engineer (Cisco or Juniper)	\$72,100	\$92,700	\$113,300
	Network Security	\$77,250	\$103,000	\$128,750
	SiteMinder	\$77,250	\$103,000	\$128,750
	Vendor Risk Auditor	\$82,400	\$103,000	\$133,900
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$68,660	\$82,195	\$98,921
	Software Architect	\$130,810	\$154,500	\$180,250
Software Engineering	.NET Developer	\$72,100	\$92,700	\$118,450
	C++ Developer	\$72,100	\$92,700	\$113,300
	DevOps Developer	\$92,700	\$113,300	\$139,050
	Java Developer	\$77,250	\$103,000	\$128,750
	JavaScript Developer	\$72,100	\$92,700	\$113,300
	Mobile: iOS, Android, W8	\$82,400	\$103,000	\$133,900
	Product Manager	\$72,100	\$103,000	\$133,900
	Python	\$77,250	\$103,000	\$118,450
Web & App Design	Graphic Design	\$54,009	\$65,024	\$78,332
	Motion Design	\$65,634	\$75,109	\$87,927
	UI/UX Design	\$77,250	\$103,000	\$118,450
	Visual Design	\$54,009	\$65,024	\$78,332
	Web Design	\$60,427	\$72,065	\$87,121
Web Development	PHP	\$72,100	\$92,700	\$113,300
	Ruby	\$82,400	\$103,000	\$133,900

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$72,100	\$92,700	\$123,600
	Hadoop	\$77,250	\$103,000	\$133,900
	Software Development Architect	\$99,738	\$117,715	\$139,528
Database Administration	PostgreSQL Admin/Developer	\$63,348	\$76,449	\$92,560
	Oracle	\$72,100	\$92,700	\$113,300
	SQL-Server	\$72,100	\$87,550	\$103,000
Database Development	ETL Developer	\$72,100	\$103,000	\$128,750
	Oracle	\$72,100	\$92,700	\$113,300
	SQL-Server	\$72,100	\$92,700	\$113,300
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$103,000	\$123,600	\$144,200
	SAP Apps	\$103,000	\$123,600	\$144,200
Collaboration Tools	SharePoint	\$82,400	\$103,000	\$128,750
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$66,950	\$79,825	\$103,000
	Data Analyst	\$66,950	\$82,400	\$113,300
Project Management	Program Manager	\$115,669	\$134,003	\$157,899
	Project Coordinator	\$41,200	\$61,800	\$72,100
	Project Manager	\$72,100	\$92,700	\$118,450
	Scrum Master	\$90,085	\$101,360	\$116,404
QA/Testing	Automated QA Tester	\$61,800	\$77,250	\$92,700
	Manual QA Tester	\$61,800	\$72,100	\$82,400
	Performance Engineer (QA)	\$107,944	\$122,776	\$142,346
Technical Writing	Instructional Design	\$61,800	\$72,100	\$103,000
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$51,500	\$61,800	\$66,950
Helpdesk Support	Helpdesk	\$41,200	\$51,500	\$59,225
	NOC Technician	\$51,500	\$61,800	\$72,100
Mainframe Development/Architecture	Mainframes	\$88,374	\$105,575	\$126,896
Network Engineering	Network Administrator	\$72,100	\$77,250	\$82,400
	Telecom Engineer	\$78,692	\$95,584	\$116,802
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$79,825	\$103,000	\$128,750
	Linux	\$72,100	\$97,850	\$123,600
	Storage	\$82,400	\$108,150	\$128,750
	Unix	\$72,100	\$97,850	\$123,600
	Virtualization Engineer (Cloud Engineer)	\$72,100	\$92,700	\$128,750
	Windows 7	\$72,100	\$87,550	\$103,000
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$104,299	\$119,509	\$138,771
	CEH (Certified Ethical Hackers)/PenTest	\$77,250	\$103,000	\$128,750
	Firewall Engineer	\$77,250	\$97,850	\$118,450
	Identity and Access Management (IAM)	\$82,400	\$103,000	\$133,900
	Network Engineer (Cisco or Juniper)	\$72,100	\$92,700	\$113,300
	Network Security	\$77,250	\$103,000	\$128,750
	SiteMinder	\$77,250	\$103,000	\$128,750
	Vendor Risk Auditor	\$82,400	\$103,000	\$133,900
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$68,660	\$82,195	\$98,921
	Software Architect	\$130,810	\$154,500	\$180,250
Software Engineering	.NET Developer	\$72,100	\$92,700	\$118,450
	C++ Developer	\$72,100	\$92,700	\$113,300
	DevOps Developer	\$92,700	\$113,300	\$139,050
	Java Developer	\$77,250	\$103,000	\$128,750
	JavaScript Developer	\$72,100	\$92,700	\$113,300
	Mobile: iOS, Android, W8	\$82,400	\$103,000	\$133,900
	Product Manager	\$72,100	\$103,000	\$133,900
	Python	\$77,250	\$103,000	\$118,450
Web & App Design	Graphic Design	\$54,009	\$65,024	\$78,332
	Motion Design	\$65,634	\$75,109	\$87,927
	UI/UX Design	\$77,250	\$103,000	\$118,450
	Visual Design	\$54,009	\$65,024	\$78,332
	Web Design	\$60,427	\$72,065	\$87,121
Web Development	PHP	\$72,100	\$92,700	\$113,300
	Ruby	\$82,400	\$103,000	\$133,900



Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$84,975	\$139,050	\$193,125
	Hadoop	\$92,700	\$139,050	\$195,700
	Software Development Architect	\$95,000	\$110,000	\$135,000
Database Administration	PostgreSQL Admin/Developer	\$65,000	\$85,000	\$110,000
	Oracle	\$61,800	\$103,000	\$128,750
	SQL-Server	\$61,800	\$92,700	\$123,600
Database Development	ETL Developer	\$72,100	\$108,150	\$139,050
	Oracle	\$61,800	\$92,700	\$123,600
	SQL-Server	\$61,800	\$92,700	\$123,600
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$97,850	\$126,175	\$167,375
	SAP Apps	\$97,850	\$126,175	\$180,250
Collaboration Tools	SharePoint	\$77,250	\$108,150	\$144,200
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$87,550	\$113,300	\$139,050
	Data Analyst	\$72,100	\$92,700	\$123,600
Project Management	Program Manager	\$123,600	\$154,500	\$206,000
	Project Coordinator	\$51,500	\$82,400	\$97,850
	Project Manager	\$92,700	\$123,600	\$164,800
	Scrum Master	\$85,000	\$105,000	\$130,000
QA/Testing	Automated QA Tester	\$72,100	\$97,850	\$133,900
	Manual QA Tester	\$66,950	\$92,700	\$123,600
	Performance Engineer (QA)	\$92,700	\$133,900	\$164,800
Technical Writing	Instructional Design	\$72,100	\$97,850	\$128,750
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$41,200	\$69,525	\$87,550
Helpdesk Support	Helpdesk	\$38,625	\$66,950	\$79,825
	NOC Technician	\$41,200	\$72,100	\$103,000
Mainframe Development/Architecture	Mainframes	\$64,375	\$90,125	\$113,300
Network Engineering	Network Administrator	\$61,800	\$92,700	\$126,175
	Telecom Engineer	\$43,775	\$74,675	\$90,125
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$66,950	\$118,450	\$149,350
	Linux	\$54,075	\$92,700	\$128,750
	Storage	\$51,500	\$103,000	\$141,625
	Unix	\$54,075	\$92,700	\$128,750
	Virtualization Engineer (Cloud Engineer)	\$72,100	\$108,150	\$164,800
	Windows 7	\$51,500	\$103,000	\$128,750
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$90,000	\$105,000	\$120,000
	CEH (Certified Ethical Hackers)/PenTest	\$74,675	\$123,600	\$169,950
	Firewall Engineer	\$74,675	\$108,150	\$139,050
	Identity and Access Management (IAM)	\$74,675	\$113,300	\$164,800
	Network Engineer (Cisco or Juniper)	\$74,675	\$103,000	\$139,050
	Network Security	\$74,675	\$113,300	\$136,475
	SiteMinder	\$74,675	\$123,600	\$154,500
	Vendor Risk Auditor	\$56,650	\$90,125	\$113,300
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$60,000	\$75,000	\$90,000
	Software Architect	\$108,150	\$133,900	\$164,800
Software Engineering	.NET Developer	\$84,975	\$108,150	\$144,200
	C++ Developer	\$82,400	\$108,150	\$149,350
	DevOps Developer	\$92,700	\$118,450	\$149,350
	Java Developer	\$90,125	\$118,450	\$149,350
	JavaScript Developer	\$87,550	\$113,300	\$149,350
	Mobile: iOS, Android, W8	\$100,425	\$144,200	\$185,400
	Product Manager	\$90,125	\$118,450	\$149,350
	Python	\$87,550	\$118,450	\$149,350
Web & App Design	Graphic Design	\$55,000	\$70,000	\$90,000
	Motion Design	\$52,956	\$60,545	\$70,948
	UI/UX Design	\$87,550	\$118,450	\$149,350
	Visual Design	\$55,000	\$70,000	\$90,000
	Web Design	\$60,000	\$75,000	\$90,000
Web Development	PHP	\$82,400	\$113,300	\$133,900
	Ruby	\$90,125	\$118,450	\$149,350

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$91,155	\$108,974	\$130,810
	Hadoop	\$80,031	\$95,378	\$114,433
	Software Development Architect	\$90,779	\$106,922	\$126,729
Database Administration	PostgreSQL Admin/Developer	\$58,654	\$70,184	\$84,360
	Oracle	\$77,868	\$93,215	\$112,064
	SQL-Server	\$66,744	\$79,928	\$96,202
Database Development	ETL Developer	\$77,868	\$93,215	\$112,064
	Oracle	\$66,950	\$77,250	\$97,850
	SQL-Server	\$61,800	\$66,950	\$87,550
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$74,418	\$85,490	\$96,563
	SAP Apps	\$66,950	\$82,400	\$103,000
Collaboration Tools	SharePoint	\$77,765	\$91,670	\$108,768
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$69,113	\$83,121	\$100,425
	Data Analyst	\$50,470	\$61,697	\$75,087
Project Management	Program Manager	\$107,120	\$124,321	\$146,775
	Project Coordinator	\$55,363	\$69,165	\$85,078
	Project Manager	\$100,065	\$113,712	\$131,943
	Scrum Master	\$84,645	\$94,875	\$108,601
QA/Testing	Automated QA Tester	\$63,345	\$75,293	\$90,125
	Manual QA Tester	\$63,345	\$75,293	\$90,125
	Performance Engineer (QA)	\$100,013	\$113,671	\$131,943
Technical Writing	Instructional Design	\$46,350	\$61,800	\$77,250
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$39,140	\$46,350	\$53,560
Helpdesk Support	Helpdesk	\$32,960	\$45,000	\$55,000
	NOC Technician	\$51,500	\$66,950	\$87,550
Mainframe Development/Architecture	Mainframes	\$52,530	\$66,538	\$84,460
Network Engineering	Network Administrator	\$46,350	\$55,000	\$65,000
	Telecom Engineer	\$51,500	\$66,950	\$77,250
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$72,512	\$87,653	\$106,708
	Linux	\$66,332	\$78,795	\$94,729
	Storage	\$46,350	\$51,500	\$61,800
	Unix	\$66,332	\$78,795	\$94,729
	Virtualization Engineer (Cloud Engineer)	\$72,512	\$87,653	\$106,708
	Windows 7	\$66,281	\$78,795	\$94,760
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$94,804	\$108,519	\$126,090
	CEH (Certified Ethical Hackers)/PenTest	\$72,512	\$87,653	\$106,708
	Firewall Engineer	\$51,500	\$66,950	\$77,250
	Identity and Access Management (IAM)	\$72,512	\$87,653	\$106,708
	Network Engineer (Cisco or Juniper)	\$57,886	\$85,000	\$100,000
	Network Security	\$72,512	\$87,653	\$106,708
	SiteMinder	\$72,512	\$87,653	\$106,708
	Vendor Risk Auditor	\$72,512	\$87,653	\$106,708
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$63,371	\$75,258	\$89,971
	Software Architect	\$131,737	\$162,019	\$193,537
Software Engineering	.NET Developer	\$72,100	\$90,000	\$110,000
	C++ Developer	\$73,130	\$85,078	\$100,528
	DevOps Developer	\$73,130	\$85,078	\$100,528
	Java Developer	\$82,400	\$87,550	\$123,600
	JavaScript Developer	\$77,250	\$87,550	\$108,150
	Mobile: iOS, Android, W8	\$64,478	\$97,335	\$130,141
	Product Manager	\$107,120	\$124,321	\$146,775
	Python	\$75,705	\$100,580	\$125,454
Web & App Design	Graphic Design	\$50,440	\$60,460	\$72,525
	Motion Design	\$61,036	\$69,563	\$81,076
	UI/UX Design	\$55,620	\$65,920	\$79,104
	Visual Design	\$50,440	\$60,460	\$72,525
	Web Design	\$56,066	\$66,335	\$79,599
Web Development	PHP	\$72,656	\$84,563	\$100,425
	Ruby	\$72,656	\$84,563	\$100,425

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$84,975	\$95,275	\$118,450
	Hadoop	\$84,975	\$95,275	\$144,200
	Software Development Architect	\$91,808	\$108,347	\$128,531
Database Administration	PostgreSQL Admin/Developer	\$59,191	\$70,796	\$85,137
	Oracle	\$61,800	\$69,525	\$118,450
	SQL-Server	\$61,800	\$69,525	\$118,450
Database Development	ETL Developer	\$74,675	\$84,975	\$92,700
	Oracle	\$69,525	\$84,975	\$118,450
	SQL-Server	\$69,525	\$84,975	\$118,450
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$73,954	\$79,310	\$84,666
	SAP Apps	\$90,125	\$105,575	\$121,025
Collaboration Tools	SharePoint	\$50,470	\$83,379	\$116,236
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$56,650	\$69,525	\$92,700
	Data Analyst	\$56,650	\$69,525	\$92,700
Project Management	Program Manager	\$92,700	\$105,575	\$121,025
	Project Coordinator	\$51,500	\$61,800	\$74,675
	Project Manager	\$87,550	\$100,425	\$113,300
	Scrum Master	\$85,181	\$95,624	\$109,619
QA/Testing	Automated QA Tester	\$66,950	\$77,250	\$97,850
	Manual QA Tester	\$56,650	\$66,950	\$77,250
	Performance Engineer (QA)	\$72,100	\$82,400	\$103,000
Technical Writing	Instructional Design	\$69,525	\$82,400	\$92,700
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$36,050	\$43,775	\$53,045
Helpdesk Support	Helpdesk	\$32,445	\$41,200	\$51,500
	NOC Technician	\$56,650	\$66,950	\$77,250
Mainframe Development/Architecture	Mainframes	\$61,800	\$69,525	\$84,975
Network Engineering	Network Administrator	\$48,925	\$63,345	\$77,250
	Telecom Engineer	\$61,800	\$69,525	\$97,850
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$61,800	\$82,400	\$100,425
	Linux	\$84,975	\$95,275	\$113,300
	Storage	\$59,225	\$79,825	\$113,300
	Unix	\$84,975	\$95,275	\$113,300
	Virtualization Engineer (Cloud Engineer)	\$92,700	\$105,575	\$121,025
	Windows 7	\$69,525	\$84,975	\$97,850
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$95,951	\$109,984	\$127,859
	CEH (Certified Ethical Hackers)/PenTest	\$103,350	\$121,900	\$159,000
	Firewall Engineer	\$69,525	\$84,975	\$100,700
	Identity and Access Management (IAM)	\$69,525	\$84,975	\$108,150
	Network Engineer (Cisco or Juniper)	\$84,975	\$95,275	\$105,575
	Network Security	\$84,975	\$95,275	\$105,575
	SiteMinder	\$69,525	\$84,975	\$108,150
	Vendor Risk Auditor	\$69,525	\$84,975	\$103,000
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$63,919	\$75,958	\$90,923
	Software Architect	\$90,125	\$100,425	\$128,750
Software Engineering	.NET Developer	\$61,800	\$82,400	\$100,425
	C++ Developer	\$74,675	\$90,125	\$108,150
	DevOps Developer	\$92,700	\$105,575	\$121,025
	Java Developer	\$72,100	\$84,975	\$144,200
	JavaScript Developer	\$72,100	\$84,975	\$103,000
	Mobile: iOS, Android, W8	\$92,700	\$105,575	\$121,025
	Product Manager	\$107,996	\$125,351	\$148,320
	Python	\$72,100	\$84,975	\$103,000
Web & App Design	Graphic Design	\$49,692	\$59,231	\$70,778
	Motion Design	\$59,772	\$68,000	\$79,205
	UI/UX Design	\$72,100	\$84,975	\$103,000
	Visual Design	\$49,692	\$59,231	\$70,778
	Web Design	\$56,603	\$66,893	\$80,268
Web Development	PHP	\$72,100	\$84,975	\$103,000
	Ruby	\$74,675	\$90,125	\$108,150

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$82,400	\$92,700	\$103,000
	Hadoop	\$77,250	\$87,550	\$97,850
	Software Development Architect	\$86,271	\$101,978	\$121,190
Database Administration	PostgreSQL Admin/Developer	\$55,359	\$66,372	\$79,974
	Oracle	\$77,250	\$92,700	\$103,000
	SQL-Server	\$77,250	\$92,700	\$103,000
Database Development	ETL Developer	\$82,400	\$92,700	\$113,300
	Oracle	\$72,100	\$87,550	\$97,850
	SQL-Server	\$77,250	\$87,550	\$103,000
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$77,250	\$103,000	\$123,600
	SAP Apps	\$82,400	\$113,300	\$133,900
Collaboration Tools	SharePoint	\$77,250	\$92,700	\$123,600
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$66,950	\$77,250	\$87,550
	Data Analyst	\$61,800	\$72,100	\$87,550
Project Management	Program Manager	\$77,250	\$92,700	\$113,300
	Project Coordinator	\$46,350	\$56,650	\$66,950
	Project Manager	\$72,100	\$87,550	\$103,000
	Scrum Master	\$79,505	\$89,502	\$102,920
QA/Testing	Automated QA Tester	\$72,100	\$82,400	\$92,700
	Manual QA Tester	\$66,950	\$77,250	\$87,550
	Performance Engineer (QA)	\$66,950	\$77,250	\$87,550
Technical Writing	Instructional Design	\$41,200	\$61,800	\$72,100
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$46,350	\$51,500	\$61,800
Helpdesk Support	Helpdesk	\$41,200	\$46,350	\$51,500
	NOC Technician	\$41,200	\$56,650	\$82,400
Mainframe Development/Architecture	Mainframes	\$61,800	\$66,950	\$77,250
Network Engineering	Network Administrator	\$61,800	\$70,040	\$77,250
	Telecom Engineer	\$77,250	\$87,550	\$92,700
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$77,250	\$87,550	\$103,000
	Linux	\$72,100	\$77,250	\$82,400
	Storage	\$66,950	\$77,250	\$82,400
	Unix	\$72,100	\$77,250	\$87,550
	Virtualization Engineer (Cloud Engineer)	\$82,400	\$92,700	\$113,300
	Windows 7	\$61,800	\$72,100	\$77,250
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$90,196	\$103,532	\$120,560
	CEH (Certified Ethical Hackers)/PenTest	\$82,400	\$92,700	\$103,000
	Firewall Engineer	\$61,800	\$72,100	\$82,400
	Identity and Access Management (IAM)	\$72,100	\$82,400	\$103,000
	Network Engineer (Cisco or Juniper)	\$72,100	\$82,400	\$87,550
	Network Security	\$82,400	\$92,700	\$123,600
	SiteMinder	\$79,259	\$84,718	\$90,177
	Vendor Risk Auditor	\$72,100	\$82,400	\$92,700
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$59,844	\$71,246	\$85,419
	Software Architect	\$113,300	\$123,600	\$133,900
Software Engineering	.NET Developer	\$72,100	\$82,400	\$103,000
	C++ Developer	\$72,100	\$82,400	\$92,700
	DevOps Developer	\$77,250	\$87,550	\$97,850
	Java Developer	\$92,700	\$97,850	\$108,150
	JavaScript Developer	\$61,800	\$77,250	\$87,550
	Mobile: iOS, Android, W8	\$82,400	\$103,000	\$133,900
	Product Manager	\$77,250	\$92,700	\$113,300
	Python	\$77,250	\$87,550	\$97,850
Web & App Design	Graphic Design	\$46,340	\$55,522	\$66,598
	Motion Design	\$56,091	\$63,915	\$74,565
	UI/UX Design	\$51,500	\$61,800	\$72,100
	Visual Design	\$46,340	\$55,522	\$66,598
	Web Design	\$52,872	\$62,654	\$75,350
Web Development	PHP	\$72,100	\$82,400	\$92,700
	Ruby	\$72,100	\$82,400	\$92,700

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$85,490	\$102,588	\$108,150
	Hadoop	\$77,250	\$92,700	\$111,240
	Software Development Architect	\$88,412	\$104,262	\$123,583
Database Administration	PostgreSQL Admin/Developer	\$57,096	\$68,264	\$82,056
	Oracle	\$77,000	\$89,000	\$113,500
	SQL-Server	\$77,000	\$89,000	\$113,500
Database Development	ETL Developer	\$80,649	\$109,592	\$123,600
	Oracle	\$80,752	\$92,700	\$113,300
	SQL-Server	\$80,000	\$90,000	\$113,300
Enterprise Software	Role/Function	Entry-Level	Mid-Level	Senior-Level
CRM/ERP	Oracle Apps	\$78,692	\$90,640	\$102,588
	SAP Apps	\$78,435	\$87,550	\$123,600
Collaboration Tools	SharePoint	\$65,000	\$84,500	\$116,000
Functional Areas	Role/Function	Entry-Level	Mid-Level	Senior-Level
Business Analysis	Business Analyst	\$51,500	\$72,100	\$92,700
	Data Analyst	\$51,500	\$72,100	\$92,700
Project Management	Program Manager	\$100,734	\$117,111	\$138,638
	Project Coordinator	\$51,809	\$64,478	\$79,207
	Project Manager	\$93,936	\$103,412	\$124,630
	Scrum Master	\$80,071	\$89,943	\$103,186
QA/Testing	Automated QA Tester	\$61,800	\$82,400	\$95,275
	Manual QA Tester	\$61,182	\$72,718	\$87,035
	Performance Engineer (QA)	\$72,461	\$88,632	\$104,751
Technical Writing	Instructional Design	\$56,032	\$66,126	\$78,795
Infrastructure	Role/Function	Entry-Level	Mid-Level	Senior-Level
Desktop	Desktop Support	\$35,000	\$46,000	\$66,000
Helpdesk Support	Helpdesk	\$30,000	\$40,000	\$53,972
	NOC Technician	\$37,647	\$51,500	\$70,000
Mainframe Development/Architecture	Mainframes	\$51,500	\$65,405	\$83,018
Network Engineering	Network Administrator	\$51,500	\$62,300	\$77,250
	Telecom Engineer	\$56,650	\$74,000	\$93,000
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$68,000	\$85,400	\$111,000
	Linux	\$69,000	\$90,300	\$115,000
	Storage	\$72,306	\$94,091	\$115,927
	Unix	\$64,890	\$84,700	\$115,000
	Virtualization Engineer (Cloud Engineer)	\$77,147	\$109,386	\$141,625
	Windows 7	\$63,963	\$76,117	\$91,567
Security	Role/Function	Entry-Level	Mid-Level	Senior-Level
Network Engineering	Cyber Security Engineer	\$75,000	\$95,700	\$122,937
	CEH (Certified Ethical Hackers)/PenTest	\$80,804	\$108,408	\$135,960
	Firewall Engineer	\$96,769	\$117,420	\$138,020
	Identity and Access Management (IAM)	\$53,000	\$80,000	\$105,000
	Network Engineer (Cisco or Juniper)	\$54,590	\$87,550	\$97,850
	Network Security	\$67,000	\$85,000	\$110,000
	SiteMinder	\$73,851	\$108,717	\$143,582
	Vendor Risk Auditor	\$72,000	\$82,000	\$92,000
Software Development	Role/Function	Entry-Level	Mid-Level	Senior-Level
Applications Architecture	Software Development in Test	\$68,000	\$87,000	\$110,000
	Software Architect	\$113,000	\$123,000	\$140,000
Software Engineering	.NET Developer	\$56,650	\$82,400	\$105,000
	C++ Developer	\$70,555	\$82,246	\$92,700
	DevOps Developer	\$70,555	\$82,246	\$97,335
	Java Developer	\$56,650	\$87,550	\$110,000
	JavaScript Developer	\$61,800	\$85,000	\$103,000
	Mobile: iOS, Android, W8	\$64,633	\$85,000	\$112,000
	Product Manager	\$82,400	\$103,000	\$123,600
	Python	\$62,315	\$87,550	\$113,300
Web & App Design	Graphic Design	\$47,125	\$56,304	\$67,390
	Motion Design	\$56,851	\$64,699	\$75,394
	UI/UX Design	\$54,590	\$77,250	\$103,000
	Visual Design	\$47,125	\$56,304	\$67,390
	Web Design	\$54,574	\$64,493	\$77,367
Web Development	PHP	\$70,040	\$81,679	\$100,425
	Ruby	\$70,040	\$81,679	\$103,000



Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$117,420	\$140,080	\$166,860
	Hadoop	\$107,120	\$130,810	\$160,680
	Software Development Architect	\$101,852	\$120,941	\$144,164
Database Administration	PostgreSQL Admin/Developer	\$64,333	\$77,638	\$94,115
	Oracle	\$103,515	\$123,600	\$150,380
	SQL-Server	\$90,640	\$118,450	\$138,020
Database Development	ETL Developer	\$107,120	\$122,570	\$146,260
	Oracle	\$101,970	\$129,780	\$148,835
	SQL-Server	\$101,970	\$124,630	\$144,715
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$97,850	\$113,300	\$126,690
	SAP Apps	\$101,970	\$127,720	\$150,895
Collaboration Tools	SharePoint	\$69,010	\$100,940	\$132,355
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$85,490	\$111,755	\$130,810
	Data Analyst	\$80,855	\$98,880	\$118,193
Project Management	Program Manager	\$119,480	\$143,170	\$167,375
	Project Coordinator	\$63,345	\$81,113	\$96,305
	Project Manager	\$91,670	\$122,055	\$146,260
	Scrum Master	\$95,000	\$110,000	\$140,000
QA/Testing	Automated QA Tester	\$84,975	\$119,995	\$136,990
	Manual QA Tester	\$71,070	\$104,545	\$120,253
	Performance Engineer (QA)	\$91,155	\$109,953	\$131,325
Technical Writing	Instructional Design	\$63,345	\$91,155	\$110,210
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$44,290	\$61,285	\$74,160
Helpdesk Support	Helpdesk	\$37,595	\$50,985	\$67,980
	NOC Technician	\$40,170	\$49,440	\$65,405
Mainframe Development/Architecture	Mainframes	\$63,860	\$95,790	\$118,965
Network Engineering	Network Administrator	\$53,560	\$73,645	\$96,820
	Telecom Engineer	\$91,670	\$110,210	\$129,265
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$110,725	\$131,840	\$153,985
	Linux	\$97,850	\$111,240	\$131,325
	Storage	\$90,640	\$102,485	\$126,690
	Unix	\$89,095	\$100,425	\$123,600
	Virtualization Engineer (Cloud Engineer)	\$108,150	\$135,445	\$162,740
	Windows 7	\$72,100	\$89,610	\$113,815
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$106,648	\$122,834	\$143,381
	CEH (Certified Ethical Hackers)/PenTest	\$109,180	\$129,780	\$149,865
	Firewall Engineer	\$108,150	\$126,690	\$144,200
	Identity and Access Management (IAM)	\$109,180	\$128,750	\$147,290
	Network Engineer (Cisco or Juniper)	\$103,000	\$119,480	\$133,900
	Network Security	\$116,390	\$134,415	\$151,410
	SiteMinder	\$99,910	\$133,385	\$166,860
	Vendor Risk Auditor	\$96,305	\$127,720	\$159,650
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$70,000	\$83,558	\$125,000
	Software Architect	\$127,205	\$149,633	\$167,890
Software Engineering	.NET Developer	\$100,940	\$126,690	\$156,045
	C++ Developer	\$99,395	\$125,660	\$153,470
	DevOps Developer	\$91,155	\$106,090	\$134,415
	Java Developer	\$99,395	\$126,175	\$160,680
	JavaScript Developer	\$95,790	\$126,433	\$149,350
	Mobile: iOS, Android, W8	\$92,700	\$131,325	\$156,560
	Product Manager	\$113,300	\$133,900	\$158,620
	Python	\$94,760	\$137,505	\$166,860
Web & App Design	Graphic Design	\$59,000	\$70,000	\$88,000
	Motion Design	\$67,127	\$76,820	\$90,015
	UI/UX Design	\$84,975	\$111,240	\$123,085
	Visual Design	\$59,000	\$70,000	\$88,000
	Web Design	\$65,000	\$75,000	\$92,000
Web Development	PHP	\$91,670	\$124,630	\$146,775
	Ruby	\$115,360	\$140,595	\$166,860

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$90,228	\$108,871	\$131,531
	Hadoop	\$75,911	\$91,670	\$111,034
	Software Development Architect	\$86,785	\$103,198	\$123,201
Database Administration	PostgreSQL Admin/Developer	\$54,652	\$66,028	\$80,131
	Oracle	\$61,800	\$86,675	\$105,000
	SQL-Server	\$56,650	\$75,000	\$95,000
Database Development	ETL Developer	\$56,650	\$77,250	\$110,000
	Oracle	\$61,800	\$87,550	\$110,000
	SQL-Server	\$56,650	\$80,000	\$110,000
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$61,440	\$70,040	\$78,641
	SAP Apps	\$63,603	\$76,941	\$90,280
Collaboration Tools	SharePoint	\$46,350	\$63,809	\$97,850
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$51,500	\$66,950	\$90,125
	Data Analyst	\$46,350	\$66,950	\$100,425
Project Management	Program Manager	\$56,650	\$72,100	\$110,725
	Project Coordinator	\$43,775	\$54,075	\$66,950
	Project Manager	\$56,650	\$85,000	\$105,000
	Scrum Master	\$81,505	\$92,348	\$106,848
QA/Testing	Automated QA Tester	\$46,350	\$64,375	\$79,825
	Manual QA Tester	\$43,775	\$59,225	\$74,675
	Performance Engineer (QA)	\$53,457	\$63,551	\$97,850
Technical Writing	Instructional Design	\$44,805	\$59,225	\$82,400
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$38,625	\$49,955	\$64,375
Helpdesk Support	Helpdesk	\$35,020	\$43,775	\$48,925
	NOC Technician	\$46,350	\$51,500	\$61,800
Mainframe Development/Architecture	Mainframes	\$59,740	\$65,714	\$74,675
Network Engineering	Network Administrator	\$46,350	\$61,800	\$77,250
	Telecom Engineer	\$60,719	\$82,400	\$104,082
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$77,920	\$90,846	\$103,824
	Linux	\$56,650	\$66,950	\$84,975
	Storage	\$51,500	\$69,525	\$92,700
	Unix	\$56,650	\$66,950	\$84,975
	Virtualization Engineer (Cloud Engineer)	\$56,650	\$82,400	\$105,575
	Windows 7	\$46,350	\$59,225	\$74,675
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$90,904	\$104,824	\$122,531
	CEH (Certified Ethical Hackers)/PenTest	\$39,037	\$70,349	\$101,661
	Firewall Engineer	\$73,697	\$88,683	\$103,721
	Identity and Access Management (IAM)	\$96,820	\$126,381	\$155,994
	Network Engineer (Cisco or Juniper)	\$53,972	\$87,550	\$105,575
	Network Security	\$71,946	\$97,850	\$141,625
	SiteMinder	\$54,487	\$84,460	\$114,433
	Vendor Risk Auditor	\$39,037	\$70,349	\$101,661
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$59,250	\$71,099	\$85,866
	Software Architect	\$97,850	\$123,600	\$154,500
Software Engineering	.NET Developer	\$54,075	\$75,000	\$108,150
	C++ Developer	\$69,010	\$81,164	\$105,575
	DevOps Developer	\$65,000	\$80,000	\$100,000
	Java Developer	\$54,075	\$69,525	\$108,150
	JavaScript Developer	\$91,052	\$108,150	\$129,059
	Mobile: iOS, Android, W8	\$64,375	\$79,825	\$118,450
	Product Manager	\$61,800	\$82,400	\$113,300
	Python	\$54,075	\$69,525	\$108,150
Web & App Design	Graphic Design	\$47,575	\$57,323	\$69,173
	Motion Design	\$57,862	\$66,372	\$78,012
	UI/UX Design	\$51,809	\$84,975	\$118,450
	Visual Design	\$47,575	\$57,323	\$69,173
	Web Design	\$52,113	\$62,164	\$75,282
Web Development	PHP	\$61,440	\$74,109	\$86,726
	Ruby	\$79,104	\$89,971	\$100,837

# North Carolina

## Charlotte Metro

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$77,250	\$97,850	\$128,750
	Hadoop	\$82,400	\$108,150	\$133,900
	Software Development Architect	\$91,717	\$109,262	\$130,656
Database Administration	PostgreSQL Admin/Developer	\$57,597	\$69,627	\$84,574
	Oracle	\$72,100	\$103,000	\$123,600
	SQL-Server	\$72,100	\$103,000	\$123,600
Database Development	ETL Developer	\$72,100	\$97,850	\$123,600
	Oracle	\$72,100	\$103,000	\$133,900
	SQL-Server	\$61,800	\$92,700	\$123,600
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$87,550	\$108,150	\$144,200
	SAP Apps	\$87,550	\$108,150	\$144,200
Collaboration Tools	SharePoint	\$82,400	\$103,000	\$133,900
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$61,800	\$90,640	\$113,300
	Data Analyst	\$61,800	\$90,640	\$113,300
Project Management	Program Manager	\$92,700	\$128,750	\$154,500
	Project Coordinator	\$46,350	\$66,950	\$82,400
	Project Manager	\$92,700	\$113,300	\$123,600
	Scrum Master	\$80,662	\$91,385	\$105,790
QA/Testing	Automated QA Tester	\$82,400	\$108,150	\$123,600
	Manual QA Tester	\$72,100	\$97,850	\$113,300
	Performance Engineer (QA)	\$87,550	\$113,300	\$133,900
Technical Writing	Instructional Design	\$56,650	\$82,400	\$113,300
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$30,900	\$41,200	\$51,500
Helpdesk Support	Helpdesk	\$30,900	\$41,200	\$51,500
	NOC Technician	\$30,900	\$41,200	\$51,500
Mainframe Development/Architecture	Mainframes	\$61,800	\$92,700	\$113,300
Network Engineering	Network Administrator	\$36,050	\$61,800	\$87,550
	Telecom Engineer	\$51,500	\$82,400	\$97,850
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$72,100	\$103,000	\$123,600
	Linux	\$61,800	\$82,400	\$113,300
	Storage	\$61,800	\$82,400	\$103,000
	Unix	\$61,800	\$82,400	\$113,300
	Virtualization Engineer (Cloud Engineer)	\$72,100	\$92,700	\$123,600
	Windows 7	\$51,500	\$66,950	\$82,400
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$96,117	\$110,998	\$129,940
	CEH (Certified Ethical Hackers)/PenTest	\$82,400	\$113,300	\$144,200
	Firewall Engineer	\$72,100	\$87,550	\$123,600
	Identity and Access Management (IAM)	\$92,700	\$113,300	\$133,900
	Network Engineer (Cisco or Juniper)	\$72,100	\$87,550	\$123,600
	Network Security	\$72,100	\$103,000	\$123,600
	SiteMinder	\$77,250	\$103,000	\$113,300
	Vendor Risk Auditor	\$61,800	\$82,400	\$103,000
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$62,474	\$75,017	\$90,687
	Software Architect	\$103,000	\$123,600	\$154,500
Software Engineering	.NET Developer	\$61,800	\$92,700	\$123,600
	C++ Developer	\$77,250	\$103,000	\$133,900
	DevOps Developer	\$77,250	\$97,850	\$123,600
	Java Developer	\$66,950	\$97,850	\$123,600
	JavaScript Developer	\$77,250	\$97,850	\$123,600
	Mobile: iOS, Android, W8	\$92,700	\$113,300	\$139,050
	Product Manager	\$72,100	\$103,000	\$133,900
	Python	\$92,700	\$118,450	\$133,900
Web & App Design	Graphic Design	\$47,147	\$56,898	\$68,722
	Motion Design	\$57,476	\$65,898	\$77,444
	UI/UX Design	\$77,250	\$97,850	\$123,600
	Visual Design	\$47,147	\$56,898	\$68,722
	Web Design	\$54,896	\$65,530	\$79,432
Web Development	PHP	\$77,250	\$97,850	\$123,600
	Ruby	\$77,250	\$97,850	\$123,600

# North Carolina

## Raleigh/Durham Metro

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$90,000	\$110,000	\$135,000
	Hadoop	\$85,000	\$100,000	\$120,000
	Software Development Architect	\$89,734	\$110,000	\$130,000
Database Administration	PostgreSQL Admin/Developer	\$56,606	\$68,358	\$82,913
	Oracle	\$98,520	\$115,515	\$132,458
	SQL-Server	\$64,478	\$77,971	\$94,760
Database Development	ETL Developer	\$88,735	\$108,459	\$128,184
	Oracle	\$98,880	\$115,515	\$132,458
	SQL-Server	\$98,880	\$113,558	\$128,287
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$104,442	\$123,600	\$142,758
	SAP Apps	\$95,000	\$120,000	\$145,000
Collaboration Tools	SharePoint	\$54,024	\$95,275	\$136,527
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$75,000	\$90,000	\$110,000
	Data Analyst	\$48,410	\$70,000	\$85,000
Project Management	Program Manager	\$104,391	\$123,600	\$145,745
	Project Coordinator	\$50,522	\$63,654	\$78,847
	Project Manager	\$97,026	\$111,240	\$129,986
	Scrum Master	\$110,000	\$125,000	\$145,000
QA/Testing	Automated QA Tester	\$78,692	\$100,683	\$122,622
	Manual QA Tester	\$65,000	\$80,000	\$95,000
	Performance Engineer (QA)	\$70,607	\$91,773	\$112,940
Technical Writing	Instructional Design	\$55,311	\$75,000	\$90,000
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$50,000	\$60,000	\$70,000
Helpdesk Support	Helpdesk	\$30,000	\$40,000	\$50,000
	NOC Technician	\$35,000	\$45,000	\$55,000
Mainframe Development/Architecture	Mainframes	\$42,745	\$80,000	\$104,803
Network Engineering	Network Administrator	\$64,478	\$77,971	\$94,760
	Telecom Engineer	\$85,130	\$92,700	\$100,271
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$99,859	\$121,025	\$142,243
	Linux	\$84,048	\$105,266	\$126,484
	Storage	\$64,066	\$85,000	\$105,000
	Unix	\$75,190	\$89,610	\$107,841
	Virtualization Engineer (Cloud Engineer)	\$74,933	\$110,571	\$146,260
	Windows 7	\$64,066	\$76,838	\$93,215
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$93,970	\$108,284	\$126,513
	CEH (Certified Ethical Hackers)/PenTest	\$83,224	\$109,901	\$136,527
	Firewall Engineer	\$98,417	\$124,424	\$150,432
	Identity and Access Management (IAM)	\$96,820	\$126,381	\$155,994
	Network Engineer (Cisco or Juniper)	\$55,517	\$75,000	\$95,000
	Network Security	\$100,000	\$129,471	\$148,011
	SiteMinder	\$69,165	\$113,146	\$157,127
	Vendor Risk Auditor	\$83,224	\$109,901	\$136,527
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$61,373	\$85,000	\$110,000
	Software Architect	\$129,677	\$164,028	\$197,760
Software Engineering	.NET Developer	\$70,967	\$90,000	\$115,000
	C++ Developer	\$70,967	\$90,000	\$115,000
	DevOps Developer	\$85,000	\$105,000	\$125,000
	Java Developer	\$93,473	\$111,034	\$132,355
	JavaScript Developer	\$93,473	\$111,034	\$132,355
	Mobile: iOS, Android, W8	\$80,000	\$110,000	\$138,278
	Product Manager	\$104,442	\$121,952	\$145,745
	Python	\$84,048	\$119,000	\$139,308
Web & App Design	Graphic Design	\$45,702	\$55,118	\$66,530
	Motion Design	\$55,683	\$63,818	\$74,941
	UI/UX Design	\$53,282	\$90,000	\$120,000
	Visual Design	\$55,000	\$70,000	\$85,000
	Web Design	\$53,967	\$68,000	\$83,000
Web Development	PHP	\$73,233	\$100,580	\$127,978
	Ruby	\$91,052	\$114,382	\$137,711

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$86,520	\$94,000	\$118,450
	Hadoop	\$74,160	\$95,000	\$135,000
	Software Development Architect	\$84,959	\$100,369	\$119,260
Database Administration	PostgreSQL Admin/Developer	\$54,551	\$65,412	\$78,806
	Oracle	\$78,280	\$93,061	\$110,000
	SQL-Server	\$70,916	\$75,000	\$95,000
Database Development	ETL Developer	\$65,000	\$78,000	\$95,275
	Oracle	\$65,000	\$78,000	\$110,931
	SQL-Server	\$60,000	\$75,000	\$90,000
Enterprise Software	Role/Function	Entry-Level	Mid-Level	Senior-Level
CRM/ERP	Oracle Apps	\$68,444	\$78,280	\$88,117
	SAP Apps	\$72,203	\$90,589	\$108,974
Collaboration Tools	SharePoint	\$43,981	\$76,478	\$108,974
Functional Areas	Role/Function	Entry-Level	Mid-Level	Senior-Level
Business Analysis	Business Analyst	\$41,200	\$69,525	\$87,550
	Data Analyst	\$45,000	\$65,000	\$80,000
Project Management	Program Manager	\$95,739	\$115,154	\$115,000
	Project Coordinator	\$40,000	\$60,000	\$74,000
	Project Manager	\$95,790	\$80,000	\$105,000
	Scrum Master	\$80,613	\$90,670	\$104,156
QA/Testing	Automated QA Tester	\$45,000	\$72,100	\$87,550
	Manual QA Tester	\$41,200	\$61,800	\$84,460
	Performance Engineer (QA)	\$59,740	\$73,697	\$95,000
Technical Writing	Instructional Design	\$54,281	\$64,221	\$76,581
Infrastructure	Role/Function	Entry-Level	Mid-Level	Senior-Level
Desktop	Desktop Support	\$33,475	\$45,320	\$51,500
Helpdesk Support	Helpdesk	\$33,475	\$45,320	\$51,500
	NOC Technician	\$35,072	\$48,359	\$61,697
Mainframe Development/Architecture	Mainframes	\$61,491	\$70,000	\$85,000
Network Engineering	Network Administrator	\$50,000	\$70,000	\$84,000
	Telecom Engineer	\$61,440	\$86,057	\$110,622
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$61,337	\$75,860	\$90,383
	Linux	\$61,388	\$65,000	\$90,000
	Storage	\$61,800	\$85,000	\$95,000
	Unix	\$61,388	\$84,975	\$90,000
	Virtualization Engineer (Cloud Engineer)	\$99,189	\$140,595	\$182,001
	Windows 7	\$35,000	\$42,000	\$45,000
Security	Role/Function	Entry-Level	Mid-Level	Senior-Level
Network Engineering	Cyber Security Engineer	\$88,802	\$101,893	\$118,648
	CEH (Certified Ethical Hackers)/PenTest	\$69,268	\$90,949	\$112,631
	Firewall Engineer	\$82,503	\$95,000	\$123,000
	Identity and Access Management (IAM)	\$77,044	\$73,000	\$106,966
	Network Engineer (Cisco or Juniper)	\$41,200	\$66,950	\$95,000
	Network Security	\$93,473	\$95,000	\$123,000
	SiteMinder	\$90,280	\$105,060	\$119,841
	Vendor Risk Auditor	\$69,268	\$90,949	\$112,631
Software Development	Role/Function	Entry-Level	Mid-Level	Senior-Level
Applications Architecture	Software Development in Test	\$58,968	\$70,200	\$84,141
	Software Architect	\$126,381	\$157,281	\$130,000
Software Engineering	.NET Developer	\$48,925	\$78,000	\$98,000
	C++ Developer	\$67,980	\$79,001	\$95,000
	DevOps Developer	\$67,774	\$70,000	\$85,000
	Java Developer	\$48,925	\$82,000	\$102,000
	JavaScript Developer	\$61,800	\$78,000	\$90,125
	Mobile: iOS, Android, W8	\$42,000	\$78,000	\$112,000
	Product Manager	\$103,000	\$119,068	\$141,213
	Python	\$70,298	\$80,000	\$115,000
Web & App Design	Graphic Design	\$46,280	\$55,413	\$66,437
	Motion Design	\$55,942	\$63,756	\$74,368
	UI/UX Design	\$93,576	\$106,348	\$119,120
	Visual Design	\$46,280	\$55,413	\$66,437
	Web Design	\$52,105	\$61,753	\$74,258
Web Development	PHP	\$61,234	\$82,812	\$115,000
	Ruby	\$82,709	\$100,065	\$117,472

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$77,250	\$103,000	\$128,750
	Hadoop	\$77,250	\$91,979	\$110,931
	Software Development Architect	\$87,628	\$103,730	\$123,366
Database Administration	PostgreSQL Admin/Developer	\$61,017	\$72,238	\$86,130
	Oracle	\$82,400	\$118,450	\$133,900
	SQL-Server	\$82,400	\$103,000	\$123,600
Database Development	ETL Developer	\$82,400	\$103,000	\$118,450
	Oracle	\$77,250	\$103,000	\$123,600
	SQL-Server	\$77,250	\$103,000	\$118,450
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$87,550	\$113,300	\$144,200
	SAP Apps	\$82,400	\$113,300	\$133,900
Collaboration Tools	SharePoint	\$77,250	\$97,850	\$118,450
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$61,800	\$82,400	\$103,000
	Data Analyst	\$56,650	\$77,250	\$97,850
Project Management	Program Manager	\$103,000	\$123,600	\$144,200
	Project Coordinator	\$41,200	\$61,800	\$82,400
	Project Manager	\$82,400	\$103,000	\$123,600
	Scrum Master	\$85,039	\$95,208	\$108,844
QA/Testing	Automated QA Tester	\$61,800	\$82,400	\$103,000
	Manual QA Tester	\$51,500	\$72,100	\$92,700
	Performance Engineer (QA)	\$72,100	\$92,700	\$113,300
Technical Writing	Instructional Design	\$51,500	\$72,100	\$92,700
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$41,200	\$51,500	\$56,650
Helpdesk Support	Helpdesk	\$36,050	\$41,200	\$51,500
	NOC Technician	\$46,350	\$61,800	\$77,250
Mainframe Development/Architecture	Mainframes	\$41,200	\$61,800	\$82,400
Network Engineering	Network Administrator	\$51,500	\$66,950	\$82,400
	Telecom Engineer	\$56,650	\$77,250	\$97,850
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$72,100	\$92,700	\$113,300
	Linux	\$51,500	\$72,100	\$92,700
	Storage	\$63,139	\$75,396	\$91,155
	Unix	\$56,650	\$77,250	\$97,850
	Virtualization Engineer (Cloud Engineer)	\$61,800	\$82,400	\$103,000
	Windows 7	\$63,139	\$75,396	\$91,155
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$91,665	\$105,325	\$122,710
	CEH (Certified Ethical Hackers)/PenTest	\$61,800	\$87,550	\$118,450
	Firewall Engineer	\$82,400	\$103,000	\$123,600
	Identity and Access Management (IAM)	\$61,800	\$87,550	\$108,150
	Network Engineer (Cisco or Juniper)	\$77,250	\$97,850	\$118,450
	Network Security	\$77,250	\$97,850	\$118,450
	SiteMinder	\$69,010	\$84,254	\$105,060
	Vendor Risk Auditor	\$72,100	\$92,700	\$113,300
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$65,572	\$77,227	\$91,740
	Software Architect	\$103,000	\$128,750	\$154,500
Software Engineering	.NET Developer	\$61,800	\$87,550	\$113,300
	C++ Developer	\$66,950	\$87,550	\$113,300
	DevOps Developer	\$87,550	\$113,300	\$133,900
	Java Developer	\$72,100	\$92,700	\$123,600
	JavaScript Developer	\$61,800	\$87,550	\$113,300
	Mobile: iOS, Android, W8	\$82,400	\$108,150	\$133,900
	Product Manager	\$82,400	\$103,000	\$123,600
	Python	\$61,800	\$82,400	\$103,000
Web & App Design	Graphic Design	\$48,279	\$57,804	\$69,327
	Motion Design	\$58,360	\$66,549	\$77,721
	UI/UX Design	\$82,400	\$103,000	\$123,600
	Visual Design	\$48,279	\$57,804	\$69,327
	Web Design	\$53,496	\$63,436	\$76,378
Web Development	PHP	\$66,950	\$87,550	\$108,150
	Ruby	\$69,010	\$81,370	\$96,820



Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$80,000	\$103,000	\$133,900
	Hadoop	\$82,400	\$118,450	\$185,400
	Software Development Architect	\$90,658	\$106,914	\$126,743
Database Administration	PostgreSQL Admin/Developer	\$65,000	\$85,000	\$100,000
	Oracle	\$90,125	\$100,889	\$111,601
	SQL-Server	\$88,374	\$97,850	\$107,326
Database Development	ETL Developer	\$66,950	\$92,700	\$123,600
	Oracle	\$90,125	\$100,889	\$111,601
	SQL-Server	\$75,963	\$90,000	\$105,000
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$77,250	\$113,300	\$154,500
	SAP Apps	\$77,250	\$113,300	\$154,500
Collaboration Tools	SharePoint	\$61,800	\$103,000	\$128,750
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$56,650	\$87,550	\$113,300
	Data Analyst	\$61,800	\$87,550	\$113,300
Project Management	Program Manager	\$92,700	\$113,300	\$154,500
	Project Coordinator	\$56,650	\$66,950	\$77,250
	Project Manager	\$82,400	\$108,150	\$144,200
	Scrum Master	\$85,000	\$98,000	\$120,000
QA/Testing	Automated QA Tester	\$61,800	\$90,000	\$110,000
	Manual QA Tester	\$51,500	\$61,800	\$72,100
	Performance Engineer (QA)	\$72,100	\$87,550	\$108,150
Technical Writing	Instructional Design	\$41,200	\$61,800	\$82,400
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$30,900	\$46,350	\$66,950
Helpdesk Support	Helpdesk	\$30,900	\$41,200	\$56,650
	NOC Technician	\$30,900	\$46,350	\$66,950
Mainframe Development/Architecture	Mainframes	\$54,590	\$68,804	\$87,550
Network Engineering	Network Administrator	\$66,435	\$79,516	\$95,687
	Telecom Engineer	\$79,722	\$96,614	\$113,558
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$61,800	\$113,300	\$128,750
	Linux	\$41,200	\$80,000	\$100,000
	Storage	\$68,341	\$90,743	\$113,197
	Unix	\$41,200	\$72,100	\$87,550
	Virtualization Engineer (Cloud Engineer)	\$56,650	\$123,600	\$139,050
	Windows 7	\$65,920	\$78,383	\$94,245
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$94,738	\$108,526	\$126,082
	CEH (Certified Ethical Hackers)/PenTest	\$82,400	\$113,300	\$149,350
	Firewall Engineer	\$90,692	\$108,614	\$126,587
	Identity and Access Management (IAM)	\$96,820	\$126,381	\$155,994
	Network Engineer (Cisco or Juniper)	\$57,783	\$65,199	\$75,293
	Network Security	\$92,855	\$112,219	\$131,583
	SiteMinder	\$49,646	\$95,790	\$141,934
	Vendor Risk Auditor	\$61,800	\$103,000	\$139,050
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$75,000	\$90,000	\$110,000
	Software Architect	\$127,102	\$158,517	\$190,756
Software Engineering	.NET Developer	\$72,100	\$97,850	\$123,600
	C++ Developer	\$72,100	\$97,850	\$123,600
	DevOps Developer	\$77,250	\$113,300	\$133,900
	Java Developer	\$77,250	\$113,300	\$133,900
	JavaScript Developer	\$77,250	\$113,300	\$133,900
	Mobile: iOS, Android, W8	\$87,550	\$118,450	\$139,050
	Product Manager	\$66,950	\$97,850	\$118,450
	Python	\$77,250	\$103,000	\$123,600
Web & App Design	Graphic Design	\$49,629	\$58,868	\$70,039
	Motion Design	\$59,393	\$67,338	\$78,144
	UI/UX Design	\$77,250	\$92,700	\$113,300
	Visual Design	\$49,629	\$58,868	\$70,039
	Web Design	\$60,000	\$80,000	\$100,000
Web Development	PHP	\$72,100	\$87,550	\$108,150
	Ruby	\$77,250	\$103,000	\$123,600

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$92,700	\$113,300	\$133,900
	Hadoop	\$92,700	\$123,600	\$144,200
	Software Development Architect	\$94,122	\$111,250	\$132,113
Database Administration	PostgreSQL Admin/Developer	\$60,013	\$72,202	\$87,239
	Oracle	\$61,800	\$82,400	\$113,300
	SQL-Server	\$61,800	\$82,400	\$113,300
Database Development	ETL Developer	\$72,100	\$92,700	\$123,600
	Oracle	\$72,100	\$92,700	\$123,600
	SQL-Server	\$72,100	\$92,700	\$123,600
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$77,250	\$97,850	\$133,900
	SAP Apps	\$77,250	\$97,850	\$128,750
Collaboration Tools	SharePoint	\$77,250	\$97,850	\$128,750
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$72,100	\$92,700	\$103,000
	Data Analyst	\$72,100	\$92,700	\$103,000
Project Management	Program Manager	\$92,700	\$113,300	\$128,750
	Project Coordinator	\$72,100	\$87,550	\$97,850
	Project Manager	\$92,700	\$113,300	\$128,750
	Scrum Master	\$90,000	\$120,000	\$140,000
QA/Testing	Automated QA Tester	\$92,700	\$113,300	\$133,900
	Manual QA Tester	\$72,100	\$87,550	\$103,000
	Performance Engineer (QA)	\$92,700	\$113,300	\$128,750
Technical Writing	Instructional Design	\$72,100	\$87,550	\$103,000
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$36,050	\$56,650	\$72,100
Helpdesk Support	Helpdesk	\$36,050	\$46,350	\$61,800
	NOC Technician	\$36,050	\$46,350	\$61,800
Mainframe Development/Architecture	Mainframes	\$56,650	\$69,525	\$90,125
Network Engineering	Network Administrator	\$72,100	\$92,700	\$113,300
	Telecom Engineer	\$77,250	\$97,850	\$123,600
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$92,700	\$113,300	\$133,900
	Linux	\$61,800	\$82,400	\$103,000
	Storage	\$61,800	\$82,400	\$103,000
	Unix	\$61,800	\$82,400	\$103,000
	Virtualization Engineer (Cloud Engineer)	\$77,250	\$97,850	\$123,600
	Windows 7	\$56,650	\$72,100	\$103,000
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$98,436	\$112,951	\$131,407
	CEH (Certified Ethical Hackers)/PenTest	\$82,400	\$118,450	\$144,200
	Firewall Engineer	\$82,400	\$103,000	\$123,600
	Identity and Access Management (IAM)	\$72,100	\$92,700	\$113,300
	Network Engineer (Cisco or Juniper)	\$82,400	\$97,850	\$123,600
	Network Security	\$82,400	\$108,150	\$133,900
	SiteMinder	\$82,400	\$108,150	\$123,600
	Vendor Risk Auditor	\$69,525	\$90,125	\$103,000
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$65,000	\$90,000	\$120,000
	Software Architect	\$103,000	\$123,600	\$139,050
Software Engineering	.NET Developer	\$66,950	\$92,700	\$128,750
	C++ Developer	\$66,950	\$92,700	\$118,450
	DevOps Developer	\$92,700	\$118,450	\$133,900
	Java Developer	\$87,550	\$113,300	\$128,750
	JavaScript Developer	\$92,700	\$118,450	\$133,900
	Mobile: iOS, Android, W8	\$92,700	\$113,300	\$128,750
	Product Manager	\$92,700	\$108,150	\$123,600
	Python	\$82,400	\$97,850	\$123,600
Web & App Design	Graphic Design	\$50,000	\$70,000	\$90,000
	Motion Design	\$60,739	\$69,305	\$80,957
	UI/UX Design	\$92,700	\$118,450	\$133,900
	Visual Design	\$50,000	\$70,000	\$90,000
	Web Design	\$57,283	\$68,109	\$82,152
Web Development	PHP	\$82,400	\$92,700	\$123,600
	Ruby	\$82,400	\$92,700	\$123,600

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$66,950	\$97,850	\$118,450
	Hadoop	\$66,950	\$97,850	\$118,450
	Software Development Architect	\$84,070	\$99,444	\$118,298
Database Administration	PostgreSQL Admin/Developer	\$59,074	\$71,006	\$85,721
	Oracle	\$66,950	\$92,700	\$113,300
	SQL-Server	\$64,890	\$87,550	\$103,000
Database Development	ETL Developer	\$66,950	\$94,760	\$108,150
	Oracle	\$63,860	\$87,550	\$103,000
	SQL-Server	\$61,800	\$82,400	\$97,850
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$82,400	\$103,000	\$123,600
	SAP Apps	\$87,550	\$108,150	\$128,750
Collaboration Tools	SharePoint	\$65,199	\$74,469	\$86,829
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$51,500	\$87,550	\$108,150
	Data Analyst	\$51,500	\$87,550	\$103,000
Project Management	Program Manager	\$113,300	\$128,750	\$146,260
	Project Coordinator	\$41,200	\$61,800	\$74,160
	Project Manager	\$61,800	\$92,700	\$113,300
	Scrum Master	\$87,482	\$98,767	\$113,886
QA/Testing	Automated QA Tester	\$46,350	\$66,950	\$82,400
	Manual QA Tester	\$46,350	\$61,800	\$77,250
	Performance Engineer (QA)	\$51,500	\$72,100	\$87,550
Technical Writing	Instructional Design	\$49,852	\$62,521	\$77,147
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$37,080	\$47,380	\$59,740
Helpdesk Support	Helpdesk	\$37,080	\$47,380	\$59,740
	NOC Technician	\$43,260	\$66,950	\$82,400
Mainframe Development/Architecture	Mainframes	\$73,954	\$88,580	\$106,605
Network Engineering	Network Administrator	\$54,590	\$77,250	\$94,760
	Telecom Engineer	\$66,538	\$80,855	\$98,880
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$46,350	\$61,800	\$87,550
	Linux	\$53,560	\$82,400	\$97,850
	Storage	\$53,560	\$84,460	\$87,550
	Unix	\$53,560	\$80,340	\$94,760
	Virtualization Engineer (Cloud Engineer)	\$59,740	\$78,795	\$103,000
	Windows 7	\$53,560	\$75,190	\$87,550
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$87,908	\$100,965	\$117,685
	CEH (Certified Ethical Hackers)/PenTest	\$66,950	\$92,700	\$113,300
	Firewall Engineer	\$56,650	\$77,250	\$92,700
	Identity and Access Management (IAM)	\$61,800	\$82,400	\$97,850
	Network Engineer (Cisco or Juniper)	\$66,950	\$87,550	\$113,300
	Network Security	\$61,800	\$87,550	\$103,000
	SiteMinder	\$66,950	\$87,550	\$108,150
	Vendor Risk Auditor	\$66,950	\$87,550	\$113,300
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$63,929	\$76,267	\$91,583
	Software Architect	\$92,700	\$108,150	\$128,750
Software Engineering	.NET Developer	\$56,650	\$87,550	\$113,300
	C++ Developer	\$51,500	\$77,250	\$92,700
	DevOps Developer	\$51,500	\$66,950	\$87,550
	Java Developer	\$56,650	\$87,550	\$113,300
	JavaScript Developer	\$51,500	\$82,400	\$103,000
	Mobile: iOS, Android, W8	\$56,650	\$87,550	\$103,000
	Product Manager	\$82,400	\$97,850	\$113,300
	Python	\$51,500	\$77,250	\$92,700
Web & App Design	Graphic Design	\$50,195	\$60,321	\$72,549
	Motion Design	\$60,937	\$69,601	\$81,395
	UI/UX Design	\$51,500	\$77,250	\$92,700
	Visual Design	\$50,195	\$60,321	\$72,549
	Web Design	\$56,385	\$66,986	\$80,727
Web Development	PHP	\$51,500	\$77,250	\$92,700
	Ruby	\$56,650	\$82,400	\$108,150

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$75,911	\$96,820	\$122,853
	Hadoop	\$78,280	\$102,691	\$128,750
	Software Development Architect	\$80,863	\$95,732	\$114,000
Database Administration	PostgreSQL Admin/Developer	\$51,925	\$62,186	\$74,882
	Oracle	\$79,310	\$91,207	\$106,090
	SQL-Server	\$77,250	\$91,413	\$106,090
Database Development	ETL Developer	\$73,156	\$86,520	\$98,880
	Oracle	\$81,370	\$95,275	\$107,481
	SQL-Server	\$74,160	\$92,185	\$110,725
Enterprise Software	Role/Function	Entry-Level	Mid-Level	Senior-Level
CRM/ERP	Oracle Apps	\$65,920	\$81,370	\$94,245
	SAP Apps	\$81,164	\$92,571	\$107,120
Collaboration Tools	SharePoint	\$54,770	\$82,761	\$108,665
Functional Areas	Role/Function	Entry-Level	Mid-Level	Senior-Level
Business Analysis	Business Analyst	\$48,925	\$70,555	\$86,263
	Data Analyst	\$46,144	\$72,100	\$90,125
Project Management	Program Manager	\$72,100	\$85,078	\$105,575
	Project Coordinator	\$42,230	\$52,221	\$63,860
	Project Manager	\$54,075	\$72,100	\$91,670
	Scrum Master	\$75,308	\$84,876	\$97,751
QA/Testing	Automated QA Tester	\$52,273	\$68,238	\$79,825
	Manual QA Tester	\$52,530	\$61,800	\$72,100
	Performance Engineer (QA)	\$52,530	\$67,980	\$85,490
Technical Writing	Instructional Design	\$48,410	\$60,770	\$79,825
Infrastructure	Role/Function	Entry-Level	Mid-Level	Senior-Level
Desktop	Desktop Support	\$33,475	\$38,625	\$45,063
Helpdesk Support	Helpdesk	\$30,900	\$36,050	\$42,488
	NOC Technician	\$43,260	\$47,380	\$52,530
Mainframe Development/Architecture	Mainframes	\$51,500	\$64,633	\$86,520
Network Engineering	Network Administrator	\$57,680	\$72,100	\$85,490
	Telecom Engineer	\$58,710	\$70,813	\$86,520
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$76,220	\$89,095	\$103,000
	Linux	\$57,165	\$75,190	\$101,970
	Storage	\$63,010	\$78,280	\$93,473
	Unix	\$53,560	\$67,980	\$82,143
	Virtualization Engineer (Cloud Engineer)	\$62,830	\$86,520	\$111,240
	Windows 7	\$45,320	\$60,255	\$70,813
Security	Role/Function	Entry-Level	Mid-Level	Senior-Level
Network Engineering	Cyber Security Engineer	\$84,554	\$97,198	\$113,419
	CEH (Certified Ethical Hackers)/PenTest	\$70,040	\$90,640	\$110,210
	Firewall Engineer	\$85,490	\$97,850	\$113,815
	Identity and Access Management (IAM)	\$72,100	\$81,370	\$110,725
	Network Engineer (Cisco or Juniper)	\$52,015	\$63,860	\$95,275
	Network Security	\$70,761	\$91,670	\$114,330
	SiteMinder	\$55,620	\$86,005	\$116,133
	Vendor Risk Auditor	\$63,345	\$78,538	\$92,185
Software Development	Role/Function	Entry-Level	Mid-Level	Senior-Level
Applications Architecture	Software Development in Test	\$56,100	\$66,741	\$79,996
	Software Architect	\$89,610	\$116,390	\$152,183
Software Engineering	.NET Developer	\$57,680	\$79,825	\$100,425
	C++ Developer	\$52,530	\$77,250	\$92,700
	DevOps Developer	\$54,333	\$62,830	\$95,275
	Java Developer	\$50,470	\$75,705	\$97,850
	JavaScript Developer	\$67,980	\$83,173	\$99,910
	Mobile: iOS, Android, W8	\$47,895	\$81,370	\$115,360
	Product Manager	\$73,130	\$93,730	\$117,420
	Python	\$62,830	\$82,400	\$104,030
Web & App Design	Graphic Design	\$45,549	\$54,471	\$65,267
	Motion Design	\$55,025	\$62,683	\$73,167
	UI/UX Design	\$53,560	\$61,800	\$95,275
	Visual Design	\$45,549	\$54,471	\$65,267
	Web Design	\$49,627	\$58,733	\$70,574
Web Development	PHP	\$59,740	\$79,310	\$103,258
	Ruby	\$72,358	\$90,125	\$112,270

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$61,800	\$103,000	\$144,200
	Hadoop	\$60,000	\$90,000	\$121,000
	Software Development Architect	\$91,344	\$109,007	\$130,448
Database Administration	PostgreSQL Admin/Developer	\$56,887	\$85,000	\$115,000
	Oracle	\$51,500	\$92,700	\$123,600
	SQL-Server	\$51,500	\$91,000	\$125,000
Database Development	ETL Developer	\$53,000	\$93,000	\$123,600
	Oracle	\$60,000	\$90,000	\$125,000
	SQL-Server	\$60,000	\$90,000	\$125,000
Enterprise Software	Role/Function	Entry-Level	Mid-Level	Senior-Level
CRM/ERP	Oracle Apps	\$60,000	\$103,000	\$154,500
	SAP Apps	\$51,500	\$103,000	\$154,500
Collaboration Tools	SharePoint	\$51,500	\$87,550	\$123,600
Functional Areas	Role/Function	Entry-Level	Mid-Level	Senior-Level
Business Analysis	Business Analyst	\$55,000	\$87,550	\$103,000
	Data Analyst	\$51,500	\$72,100	\$113,300
Project Management	Program Manager	\$52,000	\$92,700	\$144,200
	Project Coordinator	\$41,200	\$56,650	\$66,950
	Project Manager	\$51,750	\$82,400	\$128,750
	Scrum Master	\$81,394	\$92,230	\$112,000
QA/Testing	Automated QA Tester	\$55,000	\$87,550	\$113,300
	Manual QA Tester	\$52,000	\$72,100	\$92,700
	Performance Engineer (QA)	\$51,500	\$72,100	\$92,700
Technical Writing	Instructional Design	\$51,500	\$77,250	\$108,150
Infrastructure	Role/Function	Entry-Level	Mid-Level	Senior-Level
Desktop	Desktop Support	\$41,200	\$51,500	\$61,800
Helpdesk Support	Helpdesk	\$30,900	\$36,050	\$56,650
	NOC Technician	\$30,900	\$46,350	\$61,800
Mainframe Development/Architecture	Mainframes	\$51,500	\$77,250	\$97,850
Network Engineering	Network Administrator	\$36,050	\$66,950	\$103,000
	Telecom Engineer	\$41,200	\$61,800	\$84,000
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$46,350	\$82,400	\$118,450
	Linux	\$43,260	\$72,100	\$116,000
	Storage	\$51,500	\$87,550	\$115,000
	Unix	\$43,260	\$72,100	\$113,300
	Virtualization Engineer (Cloud Engineer)	\$60,000	\$88,500	\$155,000
	Windows 7	\$41,200	\$51,500	\$78,000
Security	Role/Function	Entry-Level	Mid-Level	Senior-Level
Network Engineering	Cyber Security Engineer	\$95,796	\$110,759	\$129,712
	CEH (Certified Ethical Hackers)/PenTest	\$52,000	\$91,000	\$145,000
	Firewall Engineer	\$51,500	\$92,700	\$123,600
	Identity and Access Management (IAM)	\$51,500	\$92,700	\$125,000
	Network Engineer (Cisco or Juniper)	\$51,500	\$92,700	\$123,600
	Network Security	\$52,000	\$90,000	\$125,000
	SiteMinder	\$55,000	\$95,000	\$124,000
	Vendor Risk Auditor	\$51,550	\$90,000	\$123,600
Software Development	Role/Function	Entry-Level	Mid-Level	Senior-Level
Applications Architecture	Software Development in Test	\$61,804	\$74,481	\$90,323
	Software Architect	\$60,000	\$92,700	\$135,000
Software Engineering	.NET Developer	\$55,000	\$93,000	\$128,000
	C++ Developer	\$51,500	\$92,700	\$123,600
	DevOps Developer	\$51,600	\$90,000	\$124,000
	Java Developer	\$60,000	\$90,000	\$128,000
	JavaScript Developer	\$52,000	\$90,000	\$130,000
	Mobile: iOS, Android, W8	\$58,000	\$90,500	\$125,000
	Product Manager	\$51,500	\$92,700	\$125,000
	Python	\$51,500	\$92,700	\$123,600
Web & App Design	Graphic Design	\$46,576	\$60,000	\$70,000
	Motion Design	\$56,882	\$65,256	\$76,695
	UI/UX Design	\$52,000	\$92,700	\$126,000
	Visual Design	\$46,576	\$56,308	\$68,088
	Web Design	\$54,165	\$64,889	\$85,000
Web Development	PHP	\$51,500	\$92,700	\$123,600
	Ruby	\$60,000	\$92,700	\$125,000

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$105,575	\$128,750	\$139,050
	Hadoop	\$105,575	\$128,750	\$139,050
	Software Development Architect	\$94,057	\$111,925	\$133,734
Database Administration	PostgreSQL Admin/Developer	\$58,958	\$71,406	\$86,818
	Oracle	\$92,700	\$113,300	\$123,600
	SQL-Server	\$97,850	\$118,450	\$123,600
Database Development	ETL Developer	\$103,000	\$123,600	\$133,900
	Oracle	\$84,975	\$103,000	\$113,300
	SQL-Server	\$84,975	\$105,575	\$113,300
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$97,850	\$118,450	\$128,750
	SAP Apps	\$103,000	\$123,600	\$133,900
Collaboration Tools	SharePoint	\$92,700	\$113,300	\$123,600
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$72,100	\$92,700	\$103,000
	Data Analyst	\$61,800	\$77,250	\$87,550
Project Management	Program Manager	\$103,000	\$118,450	\$133,900
	Project Coordinator	\$48,925	\$66,950	\$77,250
	Project Manager	\$82,400	\$105,575	\$113,300
	Scrum Master	\$85,046	\$96,330	\$111,446
QA/Testing	Automated QA Tester	\$92,700	\$113,300	\$123,600
	Manual QA Tester	\$72,100	\$90,125	\$97,850
	Performance Engineer (QA)	\$92,700	\$113,300	\$123,600
Technical Writing	Instructional Design	\$56,650	\$72,100	\$82,400
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$39,140	\$47,380	\$51,500
Helpdesk Support	Helpdesk	\$30,900	\$37,080	\$41,200
	NOC Technician	\$43,775	\$54,075	\$61,800
Mainframe Development/Architecture	Mainframes	\$66,950	\$82,400	\$92,700
Network Engineering	Network Administrator	\$43,775	\$50,985	\$56,650
	Telecom Engineer	\$51,500	\$66,950	\$77,250
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$84,975	\$103,000	\$113,300
	Linux	\$66,950	\$84,975	\$108,150
	Storage	\$56,650	\$74,675	\$87,550
	Unix	\$66,950	\$84,975	\$113,300
	Virtualization Engineer (Cloud Engineer)	\$84,975	\$103,000	\$113,300
	Windows 7	\$66,950	\$82,400	\$103,000
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$98,540	\$113,696	\$133,008
	CEH (Certified Ethical Hackers)/PenTest	\$103,000	\$126,175	\$139,050
	Firewall Engineer	\$82,400	\$105,575	\$118,450
	Identity and Access Management (IAM)	\$92,700	\$118,450	\$133,900
	Network Engineer (Cisco or Juniper)	\$72,100	\$97,850	\$113,300
	Network Security	\$95,275	\$115,875	\$128,750
	SiteMinder	\$95,275	\$118,450	\$128,750
	Vendor Risk Auditor	\$88,271	\$113,712	\$139,102
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$64,032	\$76,966	\$93,071
	Software Architect	\$103,000	\$123,600	\$133,900
Software Engineering	.NET Developer	\$77,250	\$103,000	\$113,300
	C++ Developer	\$74,675	\$97,850	\$108,150
	DevOps Developer	\$103,000	\$123,600	\$133,900
	Java Developer	\$77,250	\$103,000	\$113,300
	JavaScript Developer	\$103,000	\$123,600	\$133,900
	Mobile: iOS, Android, W8	\$92,700	\$113,300	\$123,600
	Product Manager	\$92,700	\$113,300	\$123,600
	Python	\$92,700	\$113,300	\$123,600
Web & App Design	Graphic Design	\$48,395	\$58,697	\$71,167
	Motion Design	\$59,303	\$68,170	\$80,275
	UI/UX Design	\$103,000	\$123,600	\$133,900
	Visual Design	\$48,395	\$58,697	\$71,167
	Web Design	\$56,175	\$67,208	\$81,573
Web Development	PHP	\$77,250	\$108,150	\$123,600
	Ruby	\$92,700	\$113,300	\$123,600



Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$87,550	\$97,850	\$113,300
	Hadoop	\$81,576	\$100,000	\$123,000
	Software Development Architect	\$94,374	\$112,588	\$134,829
Database Administration	PostgreSQL Admin/Developer	\$59,059	\$71,492	\$86,939
	Oracle	\$87,550	\$97,850	\$118,450
	SQL-Server	\$87,550	\$97,850	\$118,450
Database Development	ETL Developer	\$87,550	\$100,000	\$110,000
	Oracle	\$87,550	\$97,850	\$103,000
	SQL-Server	\$87,550	\$97,850	\$103,000
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$82,400	\$92,700	\$103,000
	SAP Apps	\$92,700	\$108,150	\$123,600
Collaboration Tools	SharePoint	\$77,250	\$87,550	\$108,150
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$61,800	\$87,550	\$100,000
	Data Analyst	\$56,650	\$82,400	\$97,850
Project Management	Program Manager	\$100,000	\$115,000	\$125,000
	Project Coordinator	\$51,500	\$72,100	\$82,400
	Project Manager	\$72,100	\$92,700	\$115,000
	Scrum Master	\$85,460	\$96,881	\$112,208
QA/Testing	Automated QA Tester	\$80,000	\$100,000	\$110,000
	Manual QA Tester	\$75,000	\$90,000	\$100,000
	Performance Engineer (QA)	\$77,250	\$92,700	\$103,000
Technical Writing	Instructional Design	\$61,800	\$82,400	\$97,850
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$36,050	\$46,350	\$61,800
Helpdesk Support	Helpdesk	\$36,050	\$41,200	\$51,500
	NOC Technician	\$35,020	\$45,320	\$61,800
Mainframe Development/Architecture	Mainframes	\$82,400	\$97,850	\$113,300
Network Engineering	Network Administrator	\$61,800	\$72,100	\$85,000
	Telecom Engineer	\$51,500	\$82,400	\$103,000
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$72,100	\$87,550	\$97,850
	Linux	\$51,500	\$82,400	\$92,700
	Storage	\$84,460	\$92,700	\$97,850
	Unix	\$61,800	\$87,550	\$97,850
	Virtualization Engineer (Cloud Engineer)	\$85,000	\$100,000	\$110,000
	Windows 7	\$41,200	\$56,650	\$72,100
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$98,928	\$114,389	\$134,095
	CEH (Certified Ethical Hackers)/PenTest	\$85,000	\$100,000	\$115,000
	Firewall Engineer	\$87,550	\$92,700	\$97,850
	Identity and Access Management (IAM)	\$55,000	\$65,000	\$80,000
	Network Engineer (Cisco or Juniper)	\$77,250	\$87,550	\$97,850
	Network Security	\$80,000	\$90,000	\$110,000
	SiteMinder	\$77,250	\$87,550	\$97,850
	Vendor Risk Auditor	\$77,250	\$90,000	\$100,000
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$64,127	\$77,085	\$93,281
	Software Architect	\$97,850	\$118,450	\$139,050
Software Engineering	.NET Developer	\$72,100	\$87,550	\$113,300
	C++ Developer	\$72,100	\$87,550	\$108,150
	DevOps Developer	\$74,160	\$87,138	\$104,133
	Java Developer	\$72,100	\$87,550	\$113,300
	JavaScript Developer	\$75,000	\$85,000	\$90,000
	Mobile: iOS, Android, W8	\$90,000	\$105,000	\$115,000
	Product Manager	\$87,550	\$97,850	\$115,000
	Python	\$77,250	\$82,400	\$92,700
Web & App Design	Graphic Design	\$46,945	\$56,912	\$68,998
	Motion Design	\$57,512	\$66,112	\$77,921
	UI/UX Design	\$80,000	\$103,000	\$117,000
	Visual Design	\$46,945	\$56,912	\$68,998
	Web Design	\$56,277	\$67,279	\$81,655
Web Development	PHP	\$77,250	\$82,400	\$92,700
	Ruby	\$77,250	\$82,400	\$92,700

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$87,550	\$92,700	\$100,000
	Hadoop	\$74,263	\$89,610	\$108,562
	Software Development Architect	\$95,000	\$110,000	\$125,000
Database Administration	PostgreSQL Admin/Developer	\$70,000	\$80,000	\$90,000
	Oracle	\$82,400	\$92,700	\$103,000
	SQL-Server	\$82,400	\$92,700	\$103,000
Database Development	ETL Developer	\$87,550	\$92,700	\$97,850
	Oracle	\$82,400	\$87,550	\$97,850
	SQL-Server	\$82,400	\$87,550	\$97,850
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$82,400	\$92,700	\$103,000
	SAP Apps	\$92,700	\$108,150	\$123,600
Collaboration Tools	SharePoint	\$77,250	\$87,550	\$103,000
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$56,650	\$87,550	\$97,850
	Data Analyst	\$56,650	\$82,400	\$92,700
Project Management	Program Manager	\$97,850	\$113,300	\$123,600
	Project Coordinator	\$50,000	\$70,000	\$80,000
	Project Manager	\$72,100	\$87,550	\$103,000
	Scrum Master	\$85,000	\$95,000	\$120,000
QA/Testing	Automated QA Tester	\$80,000	\$95,000	\$110,000
	Manual QA Tester	\$62,000	\$80,000	\$85,000
	Performance Engineer (QA)	\$77,250	\$92,700	\$103,000
Technical Writing	Instructional Design	\$52,000	\$80,000	\$90,000
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$36,050	\$41,200	\$47,380
Helpdesk Support	Helpdesk	\$32,960	\$40,170	\$43,260
	NOC Technician	\$35,020	\$45,320	\$61,800
Mainframe Development/Architecture	Mainframes	\$82,400	\$97,850	\$113,300
Network Engineering	Network Administrator	\$51,500	\$66,950	\$77,250
	Telecom Engineer	\$58,000	\$90,000	\$115,000
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$72,100	\$87,550	\$97,850
	Linux	\$51,500	\$82,400	\$92,700
	Storage	\$84,460	\$92,700	\$97,850
	Unix	\$61,800	\$87,550	\$97,850
	Virtualization Engineer (Cloud Engineer)	\$77,250	\$92,700	\$103,000
	Windows 7	\$41,200	\$56,650	\$72,100
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$89,985	\$103,999	\$121,817
	CEH (Certified Ethical Hackers)/PenTest	\$82,400	\$95,000	\$110,000
	Firewall Engineer	\$87,550	\$92,700	\$97,850
	Identity and Access Management (IAM)	\$43,260	\$55,000	\$75,000
	Network Engineer (Cisco or Juniper)	\$80,000	\$100,000	\$120,000
	Network Security	\$80,000	\$95,000	\$120,000
	SiteMinder	\$73,954	\$79,310	\$84,666
	Vendor Risk Auditor	\$70,967	\$95,842	\$120,716
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$85,000	\$95,000	\$115,000
	Software Architect	\$97,850	\$108,150	\$118,450
Software Engineering	.NET Developer	\$72,000	\$90,000	\$110,000
	C++ Developer	\$67,465	\$79,310	\$94,760
	DevOps Developer	\$78,000	\$90,000	\$105,000
	Java Developer	\$72,100	\$87,550	\$97,850
	JavaScript Developer	\$72,100	\$82,000	\$90,000
	Mobile: iOS, Android, W8	\$90,000	\$110,000	\$120,000
	Product Manager	\$87,550	\$97,850	\$108,150
	Python	\$72,100	\$87,550	\$97,850
Web & App Design	Graphic Design	\$43,534	\$52,686	\$63,764
	Motion Design	\$53,225	\$61,118	\$71,868
	UI/UX Design	\$72,100	\$87,550	\$97,850
	Visual Design	\$43,534	\$52,686	\$63,764
	Web Design	\$50,941	\$61,054	\$74,261
Web Development	PHP	\$72,100	\$77,250	\$82,400
	Ruby	\$72,100	\$87,550	\$97,850

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$59,740	\$82,400	\$113,300
	Hadoop	\$77,971	\$97,850	\$115,360
	Software Development Architect	\$89,289	\$105,770	\$125,901
Database Administration	PostgreSQL Admin/Developer	\$56,690	\$68,322	\$82,683
	Oracle	\$61,800	\$85,490	\$113,300
	SQL-Server	\$61,800	\$84,460	\$113,300
Database Development	ETL Developer	\$61,800	\$84,460	\$113,300
	Oracle	\$61,800	\$84,460	\$108,150
	SQL-Server	\$61,800	\$84,460	\$108,150
Enterprise Software	Role/Function	Entry-Level	Mid-Level	Senior-Level
CRM/ERP	Oracle Apps	\$80,340	\$92,700	\$105,060
	SAP Apps	\$83,842	\$104,288	\$124,733
Collaboration Tools	SharePoint	\$46,350	\$66,950	\$92,700
Functional Areas	Role/Function	Entry-Level	Mid-Level	Senior-Level
Business Analysis	Business Analyst	\$59,740	\$72,100	\$87,550
	Data Analyst	\$56,650	\$70,040	\$82,400
Project Management	Program Manager	\$51,500	\$77,250	\$97,850
	Project Coordinator	\$41,200	\$61,800	\$82,400
	Project Manager	\$46,350	\$64,890	\$97,850
	Scrum Master	\$81,613	\$92,027	\$105,986
QA/Testing	Automated QA Tester	\$56,650	\$77,250	\$92,700
	Manual QA Tester	\$54,590	\$75,190	\$88,580
	Performance Engineer (QA)	\$56,650	\$77,250	\$92,700
Technical Writing	Instructional Design	\$36,050	\$61,800	\$80,340
Infrastructure	Role/Function	Entry-Level	Mid-Level	Senior-Level
Desktop	Desktop Support	\$41,200	\$51,500	\$61,800
Helpdesk Support	Helpdesk	\$36,050	\$46,350	\$56,650
	NOC Technician	\$49,440	\$63,860	\$80,340
Mainframe Development/Architecture	Mainframes	\$52,633	\$72,100	\$84,975
Network Engineering	Network Administrator	\$46,350	\$74,160	\$87,550
	Telecom Engineer	\$49,440	\$66,950	\$82,400
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$59,740	\$80,340	\$92,700
	Linux	\$56,650	\$72,100	\$87,550
	Storage	\$61,800	\$87,550	\$97,850
	Unix	\$56,650	\$72,100	\$87,550
	Virtualization Engineer (Cloud Engineer)	\$61,800	\$87,550	\$108,150
	Windows 7	\$56,650	\$72,100	\$87,550
Security	Role/Function	Entry-Level	Mid-Level	Senior-Level
Network Engineering	Cyber Security Engineer	\$93,423	\$107,404	\$125,233
	CEH (Certified Ethical Hackers)/PenTest	\$76,220	\$98,880	\$121,540
	Firewall Engineer	\$72,100	\$87,550	\$113,300
	Identity and Access Management (IAM)	\$96,820	\$126,381	\$155,994
	Network Engineer (Cisco or Juniper)	\$72,100	\$87,550	\$113,300
	Network Security	\$101,043	\$118,605	\$136,166
	SiteMinder	\$52,788	\$102,176	\$151,565
	Vendor Risk Auditor	\$76,220	\$98,880	\$121,540
Software Development	Role/Function	Entry-Level	Mid-Level	Senior-Level
Applications Architecture	Software Development in Test	\$61,419	\$73,465	\$88,426
	Software Architect	\$61,800	\$87,550	\$123,600
Software Engineering	.NET Developer	\$46,350	\$72,100	\$103,000
	C++ Developer	\$46,350	\$72,100	\$103,000
	DevOps Developer	\$71,070	\$92,700	\$113,300
	Java Developer	\$51,500	\$77,250	\$113,300
	JavaScript Developer	\$56,650	\$82,400	\$97,850
	Mobile: iOS, Android, W8	\$56,084	\$95,687	\$135,291
	Product Manager	\$103,824	\$120,922	\$143,891
	Python	\$59,740	\$77,250	\$92,700
Web & App Design	Graphic Design	\$47,494	\$57,235	\$69,003
	Motion Design	\$57,810	\$66,151	\$77,506
	UI/UX Design	\$59,740	\$77,250	\$92,700
	Visual Design	\$47,494	\$57,235	\$69,003
	Web Design	\$54,068	\$64,394	\$77,797
Web Development	PHP	\$59,740	\$77,250	\$92,700
	Ruby	\$59,740	\$77,250	\$92,700

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$94,760	\$116,390	\$136,990
	Hadoop	\$97,850	\$118,450	\$144,200
	Software Development Architect	\$100,992	\$118,794	\$140,500
Database Administration	PostgreSQL Admin/Developer	\$65,260	\$78,090	\$93,879
	Oracle	\$66,950	\$92,700	\$113,300
	SQL-Server	\$66,950	\$92,700	\$113,300
Database Development	ETL Developer	\$79,310	\$108,150	\$128,750
	Oracle	\$72,100	\$97,850	\$118,450
	SQL-Server	\$72,100	\$97,850	\$118,450
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$97,850	\$113,300	\$139,050
	SAP Apps	\$97,850	\$113,300	\$139,050
Collaboration Tools	SharePoint	\$87,550	\$103,000	\$128,750
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$66,950	\$92,700	\$113,300
	Data Analyst	\$51,500	\$66,950	\$90,640
Project Management	Program Manager	\$87,550	\$113,300	\$128,750
	Project Coordinator	\$61,800	\$77,250	\$92,700
	Project Manager	\$77,250	\$97,850	\$118,450
	Scrum Master	\$88,460	\$99,137	\$113,502
QA/Testing	Automated QA Tester	\$66,950	\$82,400	\$103,000
	Manual QA Tester	\$61,800	\$77,250	\$97,850
	Performance Engineer (QA)	\$66,950	\$82,400	\$108,150
Technical Writing	Instructional Design	\$56,650	\$72,100	\$92,700
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$51,500	\$59,740	\$72,100
Helpdesk Support	Helpdesk	\$43,260	\$51,500	\$61,800
	NOC Technician	\$61,800	\$77,250	\$94,760
Mainframe Development/Architecture	Mainframes	\$77,250	\$97,850	\$118,450
Network Engineering	Network Administrator	\$77,250	\$97,850	\$118,450
	Telecom Engineer	\$69,010	\$84,460	\$100,940
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$77,250	\$97,850	\$118,450
	Linux	\$77,250	\$97,850	\$118,450
	Storage	\$82,400	\$103,000	\$123,600
	Unix	\$77,250	\$97,850	\$118,450
	Virtualization Engineer (Cloud Engineer)	\$87,550	\$113,300	\$139,050
	Windows 7	\$77,250	\$97,850	\$118,450
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$105,480	\$120,565	\$139,768
	CEH (Certified Ethical Hackers)/PenTest	\$79,413	\$96,099	\$116,905
	Firewall Engineer	\$77,250	\$103,000	\$128,750
	Identity and Access Management (IAM)	\$79,413	\$96,099	\$116,905
	Network Engineer (Cisco or Juniper)	\$77,250	\$103,000	\$133,900
	Network Security	\$79,413	\$96,099	\$116,905
	SiteMinder	\$79,413	\$96,099	\$116,905
	Vendor Risk Auditor	\$79,413	\$96,099	\$116,905
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$70,462	\$83,723	\$100,130
	Software Architect	\$113,300	\$133,900	\$164,800
Software Engineering	.NET Developer	\$72,100	\$97,850	\$128,750
	C++ Developer	\$61,800	\$87,550	\$113,300
	DevOps Developer	\$74,160	\$99,910	\$130,810
	Java Developer	\$72,100	\$97,850	\$128,750
	JavaScript Developer	\$72,100	\$97,850	\$128,750
	Mobile: iOS, Android, W8	\$74,160	\$99,910	\$130,810
	Product Manager	\$66,950	\$87,550	\$123,600
	Python	\$66,950	\$87,550	\$123,600
Web & App Design	Graphic Design	\$51,000	\$63,603	\$82,000
	Motion Design	\$61,000	\$72,776	\$124,000
	UI/UX Design	\$66,950	\$87,550	\$123,600
	Visual Design	\$51,000	\$63,603	\$82,000
	Web Design	\$62,403	\$73,796	\$88,545
Web Development	PHP	\$66,950	\$87,550	\$123,600
	Ruby	\$66,950	\$87,550	\$123,600

Data	Role/Function	Entry-Level	Mid-Level	Senior-Level
Big Data	Data Warehouse/Business Intelligence Developer	\$85,000	\$105,575	\$114,691
	Hadoop	\$87,000	\$120,000	\$150,000
	Software Development Architect	\$89,000	\$125,000	\$126,700
Database Administration	PostgreSQL Admin/Developer	\$74,965	\$86,729	\$101,581
	Oracle	\$78,652	\$93,370	\$106,013
	SQL-Server	\$77,726	\$91,370	\$103,098
Database Development	ETL Developer	\$71,230	\$83,573	\$94,000
	Oracle	\$71,544	\$85,021	\$100,000
	SQL-Server	\$71,200	\$85,060	\$98,022
<b>Enterprise Software</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
CRM/ERP	Oracle Apps	\$74,572	\$94,606	\$114,639
	SAP Apps	\$87,602	\$97,644	\$127,980
Collaboration Tools	SharePoint	\$74,044	\$87,823	\$109,077
<b>Functional Areas</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Business Analysis	Business Analyst	\$58,732	\$75,250	\$89,100
	Data Analyst	\$48,513	\$59,534	\$73,027
Project Management	Program Manager	\$96,011	\$112,761	\$135,091
	Project Coordinator	\$55,876	\$65,080	\$71,001
	Project Manager	\$65,908	\$80,652	\$95,432
	Scrum Master	\$80,380	\$90,853	\$104,876
QA/Testing	Automated QA Tester	\$61,800	\$73,439	\$88,786
	Manual QA Tester	\$60,454	\$72,676	\$81,780
	Performance Engineer (QA)	\$63,345	\$73,439	\$88,789
Technical Writing	Instructional Design	\$48,488	\$61,993	\$80,532
<b>Infrastructure</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop	Desktop Support	\$25,750	\$30,900	\$46,350
Helpdesk Support	Helpdesk	\$25,750	\$30,900	\$46,350
	NOC Technician	\$39,140	\$46,350	\$57,680
Mainframe Development/Architecture	Mainframes	\$56,144	\$68,452	\$77,980
Network Engineering	Network Administrator	\$52,030	\$67,000	\$79,000
	Telecom Engineer	\$64,080	\$77,250	\$102,498
Systems Administration/Engineering	Build & Release Engineer (Configuration Engineer)	\$72,890	\$91,111	\$104,754
	Linux	\$60,090	\$75,455	\$90,788
	Storage	\$65,100	\$80,777	\$94,565
	Unix	\$60,090	\$75,455	\$90,788
	Virtualization Engineer (Cloud Engineer)	\$65,367	\$82,400	\$102,434
	Windows 7	\$54,500	\$69,001	\$78,440
<b>Security</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering	Cyber Security Engineer	\$93,404	\$107,527	\$125,475
	CEH (Certified Ethical Hackers)/PenTest	\$75,448	\$103,661	\$121,000
	Firewall Engineer	\$70,293	\$84,520	\$95,747
	Identity and Access Management (IAM)	\$82,550	\$94,532	\$106,432
	Network Engineer (Cisco or Juniper)	\$65,180	\$84,134	\$100,090
	Network Security	\$66,950	\$92,700	\$118,901
	SiteMinder	\$70,980	\$105,888	\$125,781
	Vendor Risk Auditor	\$72,550	\$90,622	\$112,450
<b>Software Development</b>	<b>Role/Function</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Applications Architecture	Software Development in Test	\$61,014	\$73,145	\$88,113
	Software Architect	\$88,354	\$104,322	\$125,000
Software Engineering	.NET Developer	\$65,100	\$81,244	\$95,192
	C++ Developer	\$63,432	\$73,298	\$88,654
	DevOps Developer	\$65,700	\$85,111	\$103,981
	Java Developer	\$65,000	\$82,233	\$95,711
	JavaScript Developer	\$62,001	\$73,432	\$83,612
	Mobile: iOS, Android, W8	\$75,001	\$85,899	\$105,001
	Product Manager	\$80,100	\$93,403	\$112,954
	Python	\$65,122	\$75,888	\$93,418
Web & App Design	Graphic Design	\$46,606	\$56,209	\$67,843
	Motion Design	\$56,753	\$65,056	\$76,373
	UI/UX Design	\$67,090	\$84,566	\$101,655
	Visual Design	\$53,433	\$63,877	\$72,033
	Web Design	\$55,890	\$73,009	\$81,009
Web Development	PHP	\$57,909	\$72,111	\$86,338
	Ruby	\$56,989	\$72,353	\$88,786



## about Randstad

Randstad US is a wholly owned subsidiary of Randstad Holding nv, a \$24.5 billion global provider of HR services. As one of the largest staffing organizations in the United States, Randstad provides temporary, temporary-to-hire and permanent placement services each week to over 100,000 people through its network of more than 900 branches and client-dedicated locations.

Employing 5,300 recruiting experts, the company is a top provider of outsourcing, staffing, consulting and workforce solutions within the areas of engineering, finance and accounting, healthcare, human resources, IT, legal, life sciences, manufacturing and logistics, office and administration and sales and marketing.

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