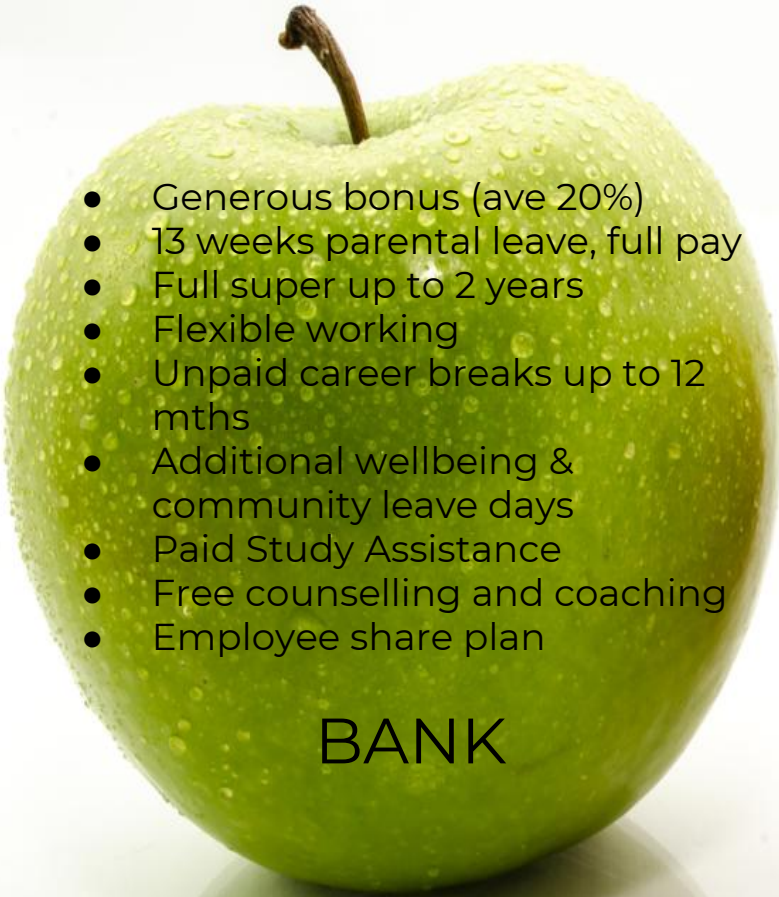


Remuneration




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- 
- Generous bonus (ave 20%)
 - 13 weeks parental leave, full pay
 - Full super up to 2 years
 - Flexible working
 - Unpaid career breaks up to 12 mths
 - Additional wellbeing & community leave days
 - Paid Study Assistance
 - Free counselling and coaching
 - Employee share plan

BANK

SME'S

- 
- Statutory parental leave
 - Statutory annual leave
 - Beers on Fridays
 - Ping pong

START UP



A

B

AND THE ROAD

Consider

- Rem range on role not person
- Set rem expectations early
- Start recruiting early so don't have to rush
- Listen in to market regularly
- Know your EVP & match to aspirational talent

1. What are your business objectives, values, compensation philosophy?
2. Do your people believe they are compensated fairly?
3. What's your company *and team* EVP?
4. How is performance linked to reward?

Australian Startup Salary Guide 2018

Think & GROW

Engineering

Notes: 187 total roles of which 19% are in B2C firms. As the other divisions, these roles are dominated by B2B firms as well.

Continued

Roles	Range	Mean	Median	Avg Equity %
Capital raised: \$5-10m				
Mid-level Engineer	60,000 – 120,000	94,400	92,000	N/A
Mid-level Hardware Engineer	66,000 – 80,366	73,183	73,183	N/A
Mid-level Front End Engineer	86,175 – 120,000	100,392	95,000	.04 ⁸³
Junior Engineer	42,000 – 100,000	85,000	90,000	.01 ⁸⁴
Junior Front End Engineer	54,795 – 75,000	64,898	64,898	N/A
QA / Test Engineer	65,000 – 150,000	119,000	120,000	.01 ⁸⁵
Capital raised: \$10-50m				
CTO/VP Engineering	109,500 – 300,000	192,961	200,000	1.88 ⁸⁶
Head of Engineering	145,000 – 220,000	182,500	182,500	.36 ⁸⁷
Engineering Manager	130,000 – 178,333	155,833	157,500	.16 ⁸⁸
Senior Engineer	100,000 – 154,000	135,775	140,981	.16 ⁸⁹
Senior DevOps Engineer	130,000 – 164,000	149,750	152,500	.25 ⁹⁰
Senior QA / Test Engineer	93,075 – 150,000	117,691	110,000	.14 ⁹¹
Senior Front End Engineer	115,000 – 150,000	130,333	126,000	.11 ⁹²
Lead Engineer	135,000 – 154,000	146,000	147,500	.22 ⁹³
Lead Front End Engineer	151,000	151,000	151,000	.57 ⁹⁴
DevOps Engineer	123,333	123,333	123,333	.61 ⁹⁵
Mid-level Engineer	85,000 – 125,000	101,551	100,000	.3 ⁹⁶
Mid-level Hardware Engineer	81,000	81,000	81,000	.41 ⁹⁷
Mid-level Front End Engineer	75,000 – 125,000	98,666	93,500	.09 ⁹⁸
Junior Engineer	65,000 – 120,000	79,865	75,825	.07 ⁹⁹
Junior Front End Engineer	75,000 – 85,000	80,000	80,000	.04 ¹⁰⁰
QA / Test Engineer	60,225 – 120,000	90,545	90,000	.01 ¹⁰¹
Scrum/Iteration Master	160,000	160,000	160,000	.1 ¹⁰²

83 66% of employees have equity

84 Only one data point

85 60% of employees have equity

86 54% of employees have equity

87 2 data points, both have equity

88 75% of employees have equity

89 78% of employees have equity

90 75% of employees have equity

91 66% of employees have equity

92 66% of employees have equity

93 75% of employees have equity

94 Only one data point

95 Only one data point

96 78% of employees have equity

97 Only one data point

98 50% of employees have equity

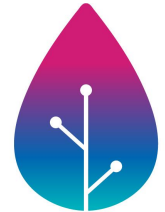
99 60% of employees have equity

100 50% of employees have equity

101 60% of employees have equity

102 Only one data point

Thank you



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