

Show me the
money (data)!

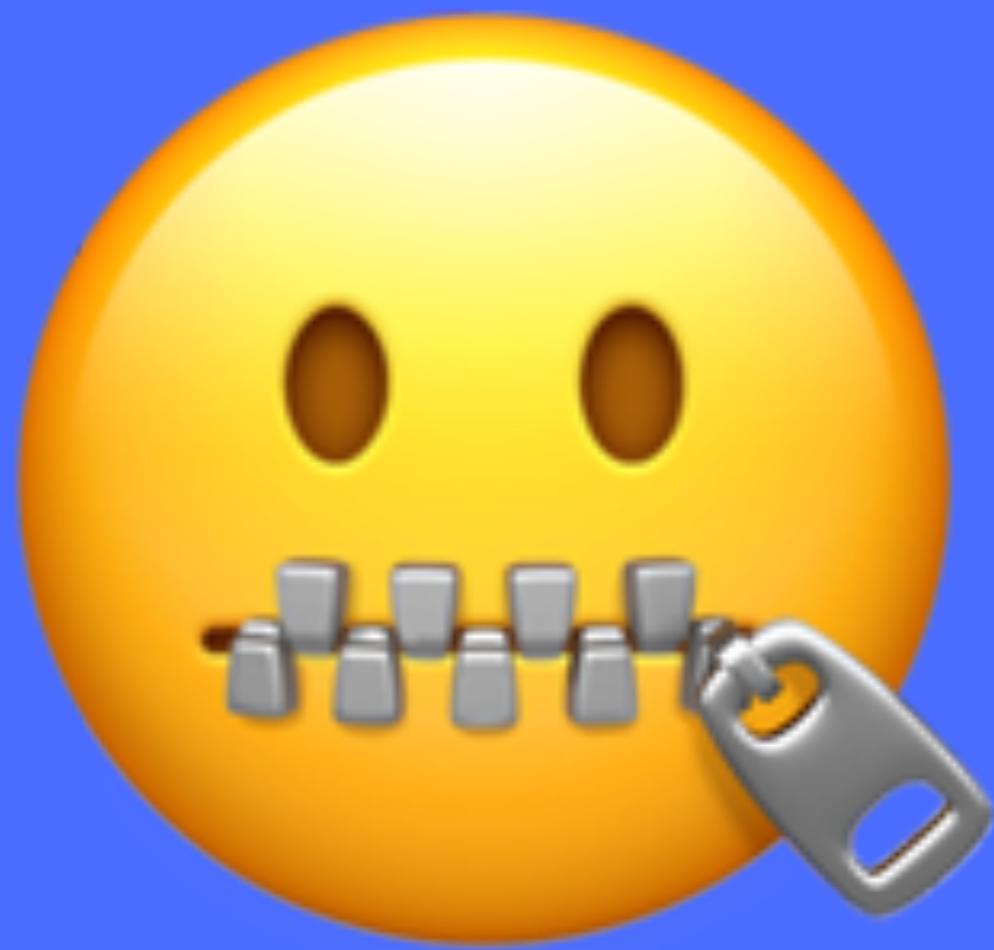
@GRobilliard



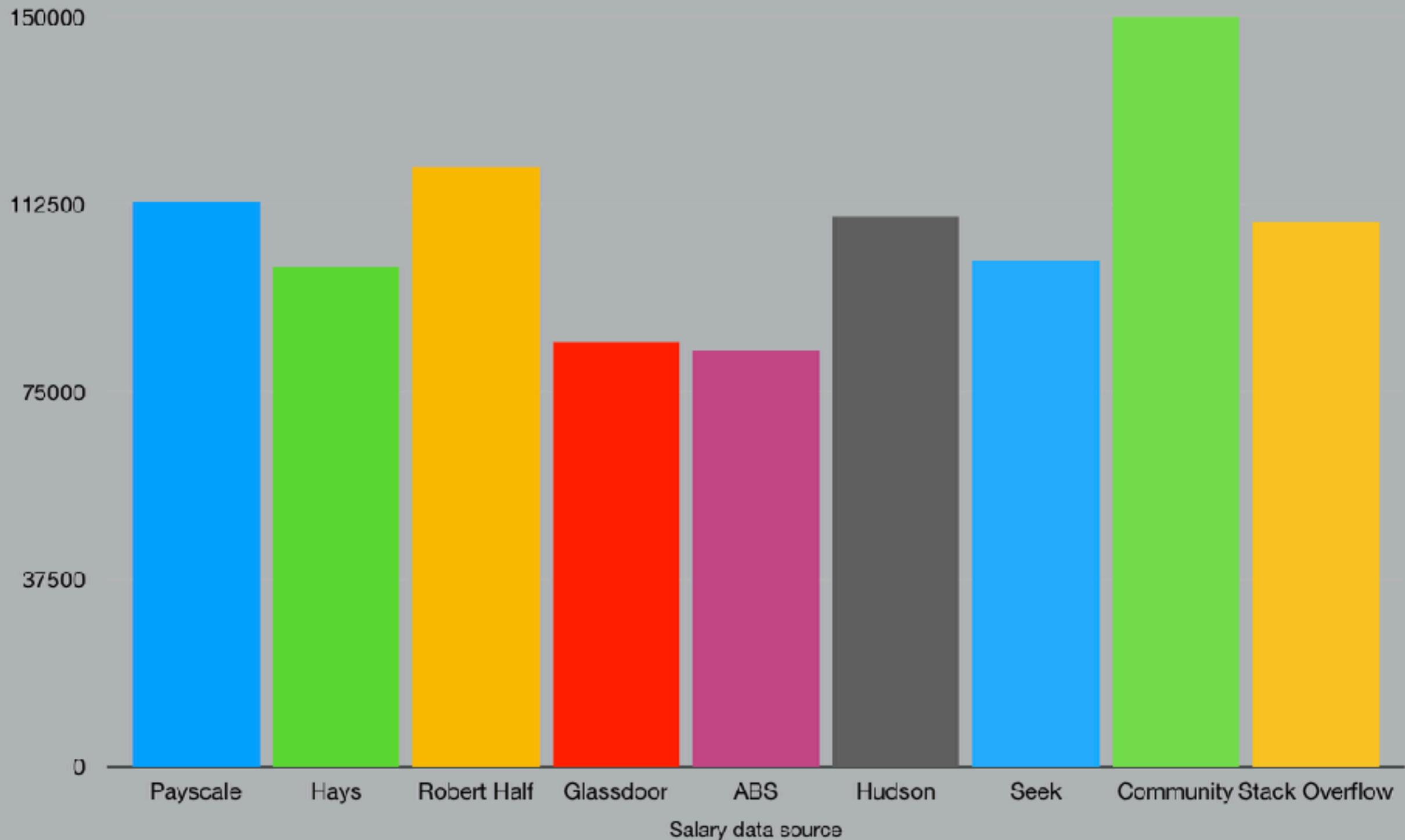
@krishoward



Understand your
market



Senior Developer Salary Data



Stack Overflow

Annual Salary

full stack developer

sydney, australia

5 years experience

less than a bachelors

javascript

A\$68,000



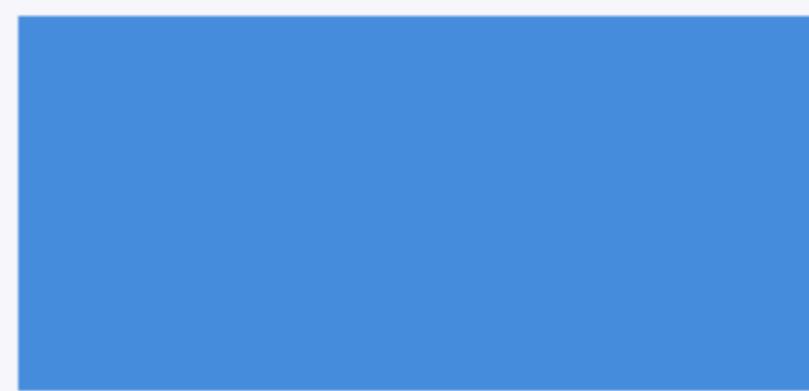
25TH PERCENTILE

A\$86,000



50TH PERCENTILE

A\$109,000



75TH PERCENTILE

Salary is a pre-tax value based on the 2018 Developer Survey results. [Learn more about our methodology.](#)

Payscale

Pay Snapshot

Range ⓘ

AU\$79k - AU\$125k

Difference from Median

▲ AU\$30k

You would be making more money than 94% of people like you

You: AU\$130k



AU\$79k
(Low)

AU\$100k
(Median)

AU\$125k
(High)

Your Market Worth Over Time

Compare what a typical Senior Software Engineer in Sydney with 5 years of experience is paid over time against national trends.

Your Market Worth ⓘ

AU\$108,419

5 Year Change

▲ 17%

AU\$140k

AU\$105k

AU\$70k

AU\$35k

AU\$0

2013 2014 2015 2016 2017 2018

■ Sydney ▲ Australia ● Your Pay

Skills

Related skills that may affect your pay compared to a typical Senior Software Engineer earning AU\$106,217 in Sydney, New South Wales:

Java	AU\$8,816	▲ 8%
Java/J2EE	AU\$6,984	▲ 6%
HTML	AU\$4,228	▲ 3%
.NET	AU\$3,668	▲ 3%
SQL	AU\$3,188	▲ 3%

[See more relevant skills](#)

Courses for You

Further Education

Bachelor of Engineering (BEng / BE)

AU\$111,073



Bachelor of Science (BS / BSc)

AU\$122,191



Bachelor of Technology (BT / BTech)

AU\$123,403



[See more degrees](#)

People Like You

People with similar profiles like you

Senior Software Engineer

5 Years Experience

AU\$110,000

AU\$80k

AU\$120k



Senior Software Engineer

5 Years Experience

AU\$90,000

AU\$80k

AU\$120k



Career Path for Senior Software Engineer

The most common future jobs may be:

Sr. Software Engineer / Developer / Programmer

AU\$96,567

AU\$86k

AU\$129k



Software Architect

AU\$118,061

AU\$86k

AU\$129k



Project Manager, Information Technology (IT)

AU\$106,463

AU\$86k

AU\$129k



Bachelor of Engineering (BEng / BE)

AU\$111,073



AU\$105k

AU\$130k

Bachelor of Science (BS / BSc)

AU\$122,191



AU\$105k

AU\$130k

Bachelor of Technology (BT / BTech)

AU\$123,403



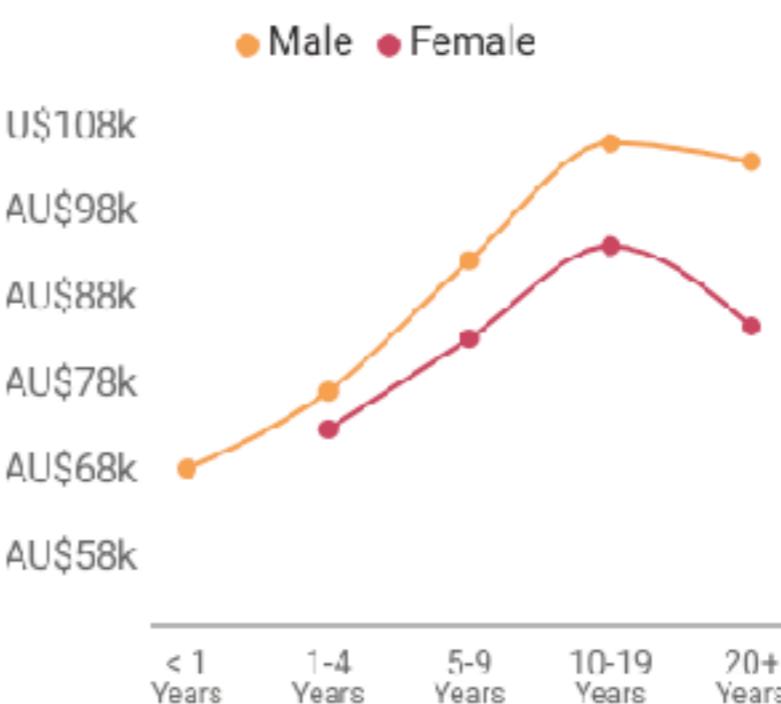
AU\$105k

AU\$130k

[See more degrees](#)

Pay By Experience Level, By Gender

Compare pay difference by years of experience and gender for a typical Senior Software Engineer in Sydney, New South Wales. Learn more about the [gender pay gap](#).





*

*nearly



Know your value

What value does a particular employer gain from your experience?

- Years of experience
- Company size
- Team size
- Accelerator courses
- University degree
- Attitude

People are motivated
by different things

Still a vague sort of
answer



Transparent companies

Publicise salary information for their staff
Some put it out there on the internet

Buffer

Buffer's Transparent Salary Calculator

I'm a [Software Engineer III, Web ↗](#) living in a city with a [high ↗](#) cost of living.

At Buffer I'd earn ...



Okay, let's break that down...

1

\$113,775

x

2

1

3

1

4

1

Role Base

Role Multiplier

Cost of Living

Experience

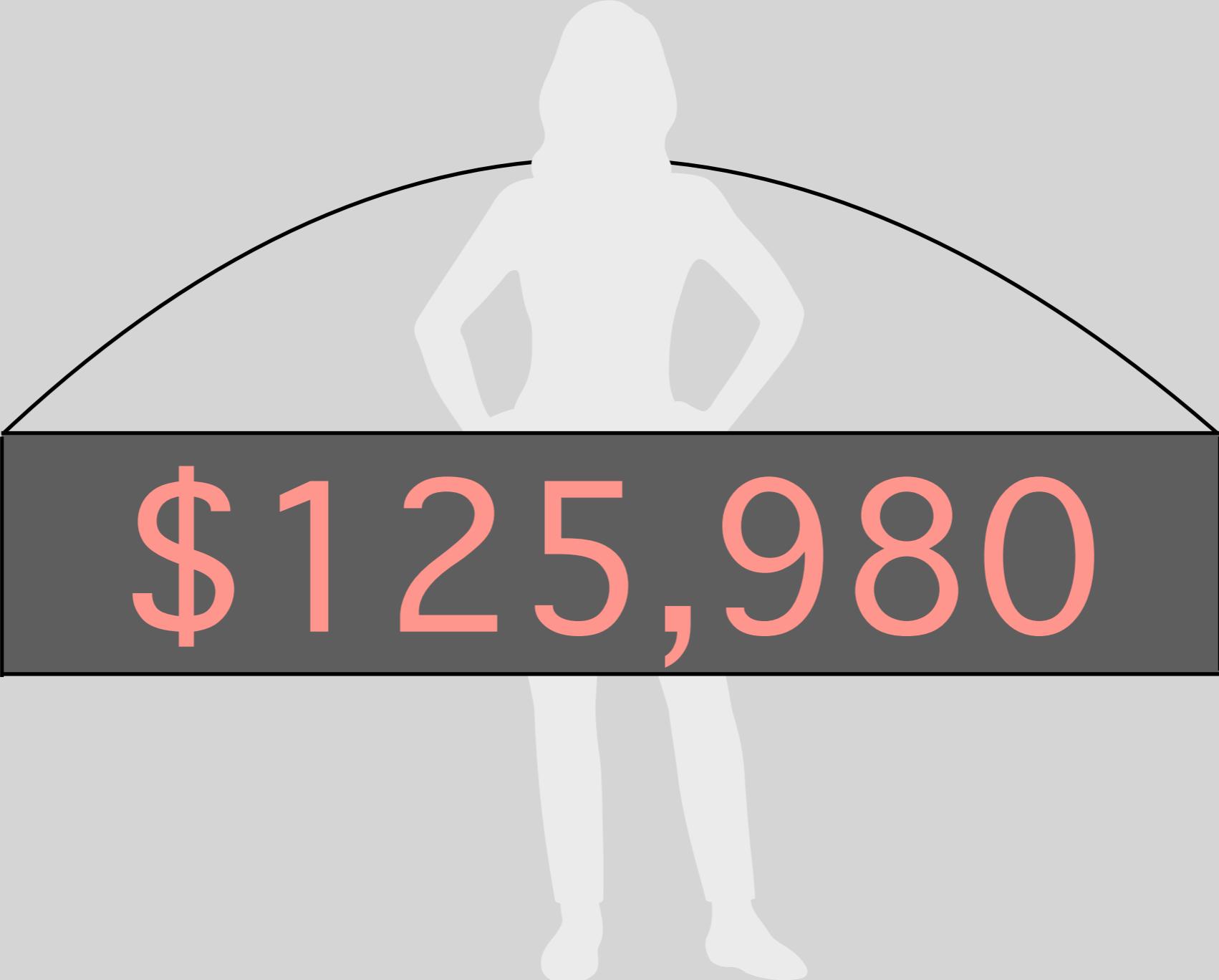
Name	Salary [w/ Dependents grant & Salary choice]	Buffer Role	Location	Buffer Benchmark			Exp Factor	3.0 Base (Benchmark x Exp)
				San Francisco Salary Mkt - 50th	Cost of Living Multiplier	Role Multiplier		
Founder								
Joel	\$225,518	CEO	Avg CoL, Boulder, CO, USA	\$265,316	85	1	1	\$225,518
People								
Courtney	\$122,348	Director of People	Avg CoL, Nashville, TN, USA	\$130,853	85	1.1	1	\$122,348
Nicole	\$99,498	People Engagement Manager	Avg CoL, Portland, OR, USA	\$89,303	85	1	1.1	\$83,498
Finance & Ops								
Caryn	\$142,279	Director of Finance	Avg CoL, San Luis Obispo, CA, USA	\$131,849	85	1.1	1	\$123,279
Jenny	\$112,556	Finance & Compliance Manager	Avg CoL, Louisville, KY, USA	\$109,886	85	1	1.1	\$102,556
Stephanie	\$93,590	Operations Manager	Avg CoL, Singapore	\$89,401	85	1	1.1	\$83,590
Marketing								
Alfred	\$86,753	Content Marketer	Avg CoL, Singapore	\$71,382	85	1.1	1.15	\$78,753
Arlo	\$82,132	Community Strategist	Avg CoL, Philadelphia, PA, USA	\$60,862	85	1.1	1.2	\$68,287
Ash	\$91,697	Content Marketer	Avg CoL, Bury St Edmunds, UK	\$71,382	85	1.1	1.2	\$80,091
Bonnie	\$75,442	Community Champion	Avg CoL, Nashville, TN, USA	\$60,862	85	1.1	1.15	\$65,442
Brian	\$100,060	Strategic Partnership Manager	Avg CoL	\$83,757	85	1.1	1.15	\$90,060
Hailley	\$90,091	PR Specialist	Avg CoL, Colorado Springs, CO, USA	\$71,382	85	1.1	1.2	\$80,091
Kevan	\$137,642	Director of Marketing	Avg CoL, Boise, ID, USA	\$133,307	85	1.1	1	\$124,642
Mike E	\$85,481	Onboarding Specialist & Product Marketer	Avg CoL, Sydney, Australia	\$75,309	85	1.1	1.1	\$77,455
Spencer	\$86,976	Full Stack Marketer	Avg CoL, Aliso Viejo, CA, USA	\$75,309	85	1.1	1.15	\$80,976
Engineering								
Adnan	\$101,331	Software Engineer (III), Systems	Low CoL	\$113,775	75	N/A*	N/A*	\$85,331
Andy	\$176,715	Senior Engineer I, Mobile iOS	High CoL, San Francisco, CA, USA	\$132,919	100	N/A*	N/A*	\$132,919
Boris	\$133,215	Senior Engineer (I), Web	Avg CoL, Montpellier, France	\$130,841	85	N/A*	N/A*	\$111,215
Colin	\$156,234	Staff Engineer, Happiness Eng Lead, Web	Avg CoL, Cambridge, UK	\$168,510	85	N/A*	N/A*	\$143,234
Dan	\$195,361	Director of Engineering, Systems	High CoL, New York, NY, USA	\$168,510	100	1.1	N/A*	\$185,361
Federico	\$149,215	Software Engineer (III), Web	High CoL, Dublin, CA, USA	\$113,775	100	N/A*	N/A*	\$113,775
Gleto	\$87,917	Marketing Engineer	Avg CoL, Seattle, WA, USA	\$103,432	85	N/A*	N/A*	\$87,917
Hamish	\$105,709	Software Engineer (III), Web	Avg CoL, Vancouver, Canada	\$113,775	85	N/A*	N/A*	\$90,709
Harrison	\$143,234	Staff Engineer, Web	Avg CoL, Chicago, IL, USA	\$168,510	85	N/A*	N/A*	\$143,234
Ivana	\$114,131	Senior Engineer (I), Web	Low CoL	\$130,841	75	N/A*	N/A*	\$98,131
Joan	\$119,556	Engineering Manager (II)	Avg CoL, Boulder, CO, USA	\$140,854	85	N/A*	N/A*	\$119,556
Joe	\$116,007	Senior Engineer I, Mobile Android	Avg CoL, Brighton, UK	\$136,479	85	N/A*	N/A*	\$116,007
Jordan	\$119,876	Software Engineer (III), Mobile iOS	Avg CoL, Ozark, MO, USA	\$118,878	85	N/A*	N/A*	\$100,876
Katie	\$167,557	Director of Engineering, Mngt	Avg CoL, Vancouver, Canada	\$168,510	85	1.1	N/A*	\$167,667
Marcus	\$129,007	Engineering Manager I, Mobile	Avg CoL, Padova, Italy	\$136,479	85	N/A*	N/A*	\$116,007
Mike S	\$124,215	Senior Engineer (I), Web	Avg CoL, Barcelona, Spain	\$130,841	85	N/A*	N/A*	\$111,215
Phil	\$124,215	Senior Engineer (I), Web	Avg CoL, Montpellier, France	\$130,841	85	N/A*	N/A*	\$111,215
Steven	\$181,510	Staff Engineer, Systems Lead	High CoL	\$168,510	100	N/A*	N/A*	\$168,510
Tigran	\$135,602	Software Engineer (III), Web	High CoL, New York, NY, USA	\$113,775	100	N/A*	N/A*	\$113,775
Victoria	\$91,706	Software Engineer (II), Mobile	Avg CoL, Chicago, IL, USA	\$107,889	85	N/A*	N/A*	\$91,706
Claire	\$87,917	Marketing Engineer	Seattle, WA, USA	\$103,432	85	N/A*	N/A*	\$87,917
Joan	\$125,556	Engineering Manager (II)	Boulder, CO, USA	\$140,854	85	N/A*	N/A*	\$119,556
Ana	\$87,917	Software Engineer (II), Web	Porto, Portugal	\$103,432	85	N/A*	N/A*	\$87,917
Lola	\$87,917	Software Engineer (II), Web	London, UK	\$103,432	85	N/A*	N/A*	\$87,917

Ana	\$87,917	Software Engineer (II), Web	Porto, Portugal	\$103,432	85	N/A*	N/A*	\$87,917
Lola	\$87,917	Software Engineer (II), Web	London, UK	\$103,432	85	N/A*	N/A*	\$87,917
Eduardo	\$105,709	Software Engineer (III), Web	Maastricht, Netherlands	\$113,775	85	N/A*	N/A*	\$96,709
Maria	\$94,331	Software Engineer (III), Web	Miranda, Venezuela	\$113,775	75	N/A*	N/A*	\$86,331
Amy Lee	\$87,917	Software Engineer (II), Web	Nashville, TN	\$103,432	85	N/A*	N/A*	\$87,917





Why wouldn't we want
transparent pay?



\$125,980

Transparent / Open salaries
force companies to

Define salary brackets and job descriptions
properly

Hold themselves accountable for paying and
promoting fairly

BUT

We need to be flexible & update criteria
regularly to ensure we encourage diverse
experience and contributions

So, where do you find
accurate salary
information?

ALLLL THE DATA

Resources

- Buffer salaries - <https://open.buffer.com/salary-formula/>
<https://open.buffer.com/engineering-career-framework/>
<https://buffer.com/salary/software-engineer-iii-web/high>
- Payscale - <https://www.payscale.com/>
- Hays - https://www.hays.com.au/HaysSalaryGuide/index.htm?utm_source=salary-guide-page&utm_medium=hays&utm_campaign=salary-check
- Robert Half - <https://www.roberthalf.com.au/research-insights/salary-guide>
- Glassdoor - <https://www.glassdoor.com.au/Salaries/index.htm>
- ABS - <http://www.abs.gov.au/ausstats/abs@.nsf/0/27641437D6780D1FCA2568A9001393DF?Opendocument>
- Hudson -
- Seek - <https://www.seek.com.au/career-advice/australias-salary-review-2016> and <https://www.seek.com.au/career-advice/top-20-highest-paying-jobs-2018-vs-2013>
- Community - <https://twitter.com/JessTelford/status/1029121005749334017>
- Stack Overflow - <https://insights.stackoverflow.com/survey/2018/> + <https://stackoverflow.com/jobs/salary>
- TED talk - https://www.ted.com/talks/david_burkus_why_you_should_know_how_much_your_coworkers_get_paid



A photograph of a small brown dachshund sitting on a wooden floor under a wooden chair with a striped cushion. To the right is a white bookshelf filled with books. The background shows a wall with a textured pattern.

THANK YOU

@GRobilliard