A person is seen from behind, riding a bicycle on a dirt path. They are wearing a large, dark-colored backpack and a dark t-shirt. The path is surrounded by green grass and shrubs under a bright sky.

# TECHNOLOGY SALARY GUIDE

by **mondo™**

A look into the latest IT salaries, positions, and trends that are moving the technology world forward within the next 12-18 months.

2015-2016  
NATIONAL







# KEEP IT MOVING

Newton's Third Law of Motion states: for every action there is an equal and opposite reaction. What does this mean for the world of technology? The tech industry moves fast, and in order to stay ahead of the curve you need to know the most in demand jobs, salaries, and trends.

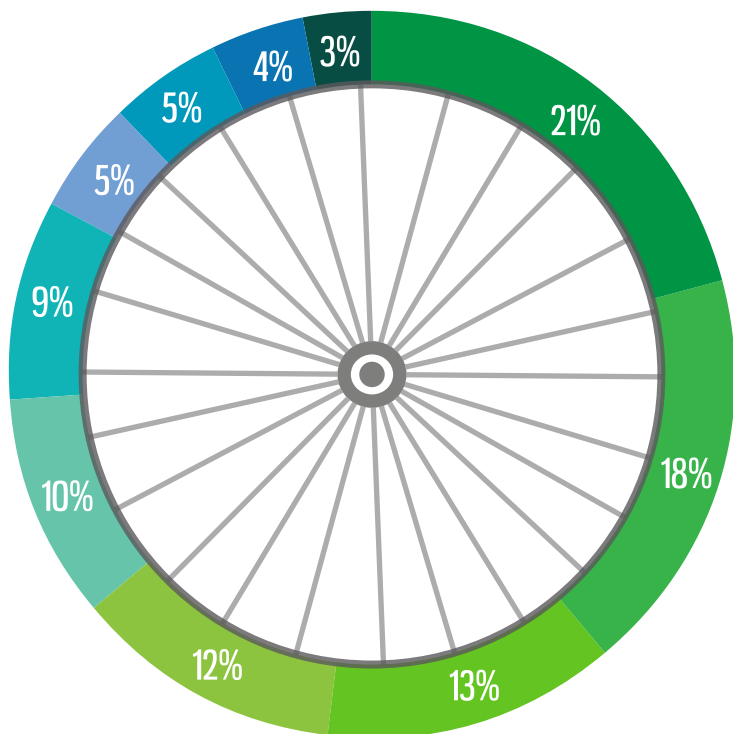
Forward motion is the only option.

The IT Salary Guide will show you who the new tech hire is, and how to keep the best talent on your team. It's all about being dynamic, and the time is now to embrace the current technologies and prepare for those of the future. Technology is not only challenging the norm, but it's disrupting our everyday lives and creating new beginnings. We've come a long way since the days of the ENIAC, the first computer, to now - where technology is not only second nature, it's propelling us forward. It's in the way we build human connections, new companies, and solve problems.

The law of motion is in your hands, which way will you move?

# WHO'S GETTING HIRED

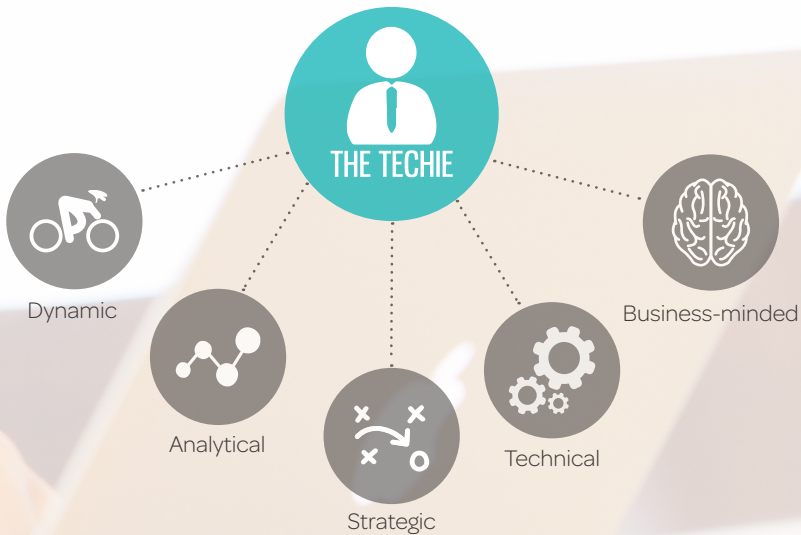
A snapshot of the market and the share of mondo's most placed tech positions this year. Do you have the talent to push your business forward?



## THE LIST

- 21% Application/Software Development
- 18% Web, Interactive & eCommerce
- 13% Security
- 12% DevOps & SDN
- 10% Database Administration
- 9% Technical Support/Systems Administration
- 5% Network Administration
- 5% Quality Assurance Testing
- 4% Business Application Development
- 3% Executives

# TRANSFORMING TECHIES



The future outlook for the IT workforce is extremely bright. Technology is now integrated with all facets of companies and organizations, and the tech hire is more versatile and critical than ever before.

But who is this IT hire? The future techie is dynamic, analytical, strategic, technical, and business-minded. The future techie has the ability to be extremely selective in pursuing career opportunities. The future techie is invaluable - do you have the people who will push the boundaries of innovation?



# THE DYNAMICS OF AN IT PROFESSIONAL

## NOW

- Business-minded
- Multifaceted
- Non-traditional education
- Flexible work environment
- Analytical/Strategic
- Client facing
- Remote flexibility

## THEN

- Tactical coder
- One discipline focus
- Traditional tech education
- Siloed departments
- Individualized tasks
- On-site limitations

# TECHNOLOGY SALARIES

A LOOK AT WHAT'S ON THE RISE AND WHAT'S FALLING FLAT





## EXECUTIVES

	LOW	HIGH	%Δ
CIO/CTO	170,000	250,000	9%
Chief Data Officer	143,000	200,000	5%
Chief Security Officer	146,000	214,000	4%
VP, Engineering	136,000	177,000	5%
VP, Information Technology	137,000	178,000	3%
VP, Infrastructure	134,000	173,000	3%

## DEVOPS/SDN

	LOW	HIGH	%Δ
DevOps Lead	101,000	135,000	6%
DevOps Engineer	113,000	156,000	7%
LAMP Developer/Engineer	97,000	136,000	8%
LAMP Lead	108,000	149,000	8%

## NETWORK ADMINISTRATION

	LOW	HIGH	%Δ
IT Manager	134,000	160,000	2%
Network Administrator	71,000	100,000	3%
Network Architect	130,000	153,000	2%
Network Engineer	92,000	128,000	1%

## QUALITY ASSURANCE TESTING

	LOW	HIGH	%Δ
Mobile QA	86,000	119,000	5%
QA Analyst/Tester	72,000	94,000	4%
QA Manager	97,000	138,000	3%

## BIG DATA/CLOUD

	LOW	HIGH	%Δ
Cloud Engineer	108,000	142,000	5%
Data Scientist	83,000	123,000	6%
Hadoop Developer	106,000	134,000	5%
Netezza Developer	109,000	139,000	5%
Scala Developer	115,000	177,000	4%
Tableau Engineer	84,000	136,000	4%

## DATABASE ADMINISTRATION

	LOW	HIGH	%Δ
Data Analyst	59,000	120,000	4%
Data Architect	109,000	144,000	4%
Data Warehouse Engineer	123,000	151,000	2%
Mongo DBA	105,000	143,000	6%
MySQL DBA	101,000	140,000	5%
Oracle DBA	108,000	142,000	5%
SQL DBA	94,000	137,000	2%

## APPLICATION/SOFTWARE DEVELOPMENT

	LOW	HIGH	%Δ
.NET Developer	94,000	142,000	●●●
Application Architect	131,000	175,000	3%
C++ Developer	108,000	150,000	4%
JAVA/J2EE Developer	99,000	147,000	●●●
Javascript Ninja	84,000	135,000	3%
Python Developer	90,000	134,000	5%



## BUSINESS APPLICATION DEVELOPMENT

	LOW	HIGH	%Δ
JD Edwards Developer	88,000	129,000	4%
MS Dynamics Developer	102,000	154,000	5%
Oracle Application Developer	104,000	159,000	4%
Peoplesoft Admin/Developer	91,000	144,000	5%
Salesforce Developer	93,000	147,000	2%
SAP Developer	108,000	164,000	...
Sharepoint Developer	97,000	149,000	6%

## SECURITY

	LOW	HIGH	%Δ
Information Security Analyst	105,000	143,000	1%
IS Audit Analyst	57,000	81,000	5%
IS Security Manager	130,000	169,000	3%
Network Security Admintrator	95,000	141,000	2%
Network Security Engineer	113,000	149,000	2%

## TECHNICAL SUPPORT/SYSTEM ADMINISTRATOR

	LOW	HIGH	%Δ
Desktop Support Analyst	65,000	91,000	2%
Field Service Tech	63,000	91,000	5%
Help Desk (L1-L3)	44,000	75,000	...
Help Desk Manager	79,000	129,000	1%
Infrastructure Administrator	57,000	86,000	3%
Middleware Engineer	73,000	103,000	5%
Systems Administrator	63,000	88,000	3%
Systems Engineer	83,000	134,000	2%
Virtualization Engineer	82,000	116,000	6%

## BI

	LOW	HIGH	%Δ
BI Analyst	99,000	125,000	4%
BI Architect	117,000	152,000	4%
BI Developer	130,000	171,000	5%
Cognos Analyst	103,000	125,000	2%
CRM Developer	109,000	133,000	2%

## PMO

	LOW	HIGH	%Δ
Business Analyst	82,000	120,000	4%
Director, PMO	123,000	177,000	5%
Program Manager	57,000	99,000	2%
Project Coordinator	42,000	69,000	2%
Project Manager	119,000	162,000	2%
Technical Writer	80,000	100,000	2%

## WEB DEVELOPMENT/INTERACTIVE/ECOMMERCE

	LOW	HIGH	%Δ
Android Developer	131,000	173,000	5%
Drupal Developer	85,000	139,000	5%
eCommerce Tech Analyst	100,000	153,000	4%
Front-End Developer	71,000	146,000	3%
iOS Developer	133,000	174,000	4%
Magento Developer	80,000	136,000	6%
PHP Developer	98,000	149,000	2%
Ruby on Rails Developer	111,000	160,000	6%
UI/UX Designer	111,000	172,000	5%

# 5 TRENDS IN TECHNOLOGY

## A LOOK AT WHAT'S PUSHING THE INDUSTRY FORWARD



### **IOT:**

A network of power that allows everything to be connected and in communication with each other. It's about user personalization and how to capitalize on data intelligence.



### **COMPUTING IS EVERYWHERE:**

Users are not only connected in the workplace but in the public as well. The context of computing will continue to expand to both mobile and wearable technologies, making user end-points more challenging to manage.



### **CLOUD COMPUTING:**

Applications will be built with internal and external capabilities, emphasizing the importance of synchronized content that's multi-platform centric. The key cloud application usage scenarios are collaboration, file sharing, business productivity, CRM and marketing.



# 5 TRENDS IN TECHNOLOGY

## A LOOK AT WHAT'S PUSHING THE INDUSTRY FORWARD



### SECURITY:

Different data types produce different risk levels. It's important to know how much risk you're okay with and find what's most important in your data, protect what's critical, and reject the rest.



### DEVOPS:

Cloud-optimized and software-defined methods will drive efforts forward at a more rapid pace and with the adoption of Web-scale IT organizations will operate more efficiently.



## TOP 5 TECH POSITIONS

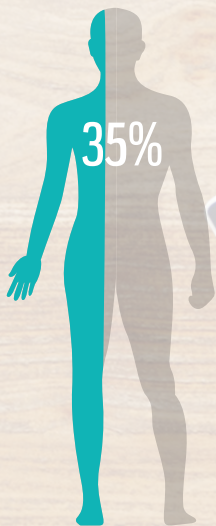
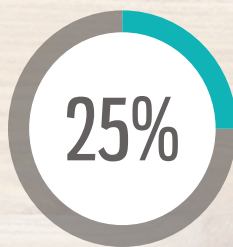
Here are the top 5 positions that drive these trends.  
Do you have the right talent to keep up?

1. Network Security Analysts
2. Cloud Engineers
3. DevOps Leads/Engineers
4. UI/UX Designers
5. Data Scientists

# CATALYST OF CHANGE

The next steps for continual progress in the tech industry will be beyond the platforms, softwares, and systems and it will be in the minds of those who inhabit the industry. It's time to diversify. To break down the walls of gender and racial divide, and be progressive not only in science but in humanity too.

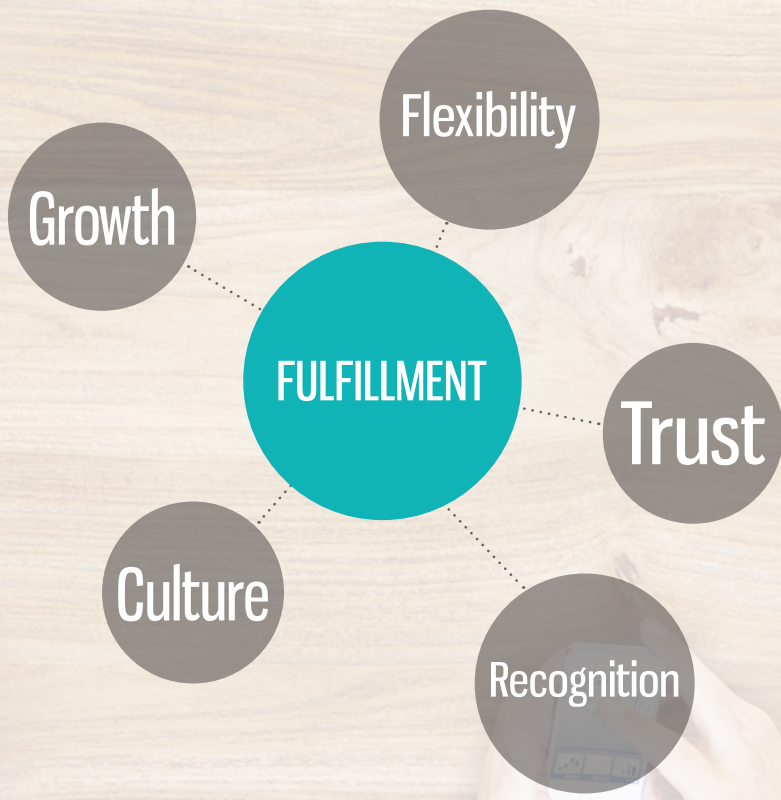
Women currently hold a little more than 25% of the technology positions in the United States.



Top companies who are racially and ethnically diverse are 35% more likely to have financial returns above their competitors.

# MORE THAN MONEY

What does it take to keep the top performers on your team? It's more than just their pay. Good talent knows their value and the most important thing is being in an environment that recognizes success, allows for flexibility, provides a growth track, and keeps a positive culture. Is your workplace going beyond just the pay to keep and attract the best talent?





# THE ONLY WAY IS FORWARD

With 15 years experience and more than 60,000 placements, we have a pulse on the latest trends and the most in demand technical talent. Nationwide, we help clients drive their businesses forward by providing access to critical technical professionals at a moment's notice.

