

A group of four people are gathered around a wooden table in a meeting. On the left, a man with a beard and a bun is looking at a laptop. In the center, a man with glasses is holding a pen and looking towards the right. On the right, a man in a light blue shirt is looking towards the center. In the foreground, the back of a woman's head is visible as she looks towards the center. The table is cluttered with laptops, papers, a red coffee cup, and a white coffee cup. The background features a grey wall with several circular wooden decorations and a whiteboard with some faint writing.

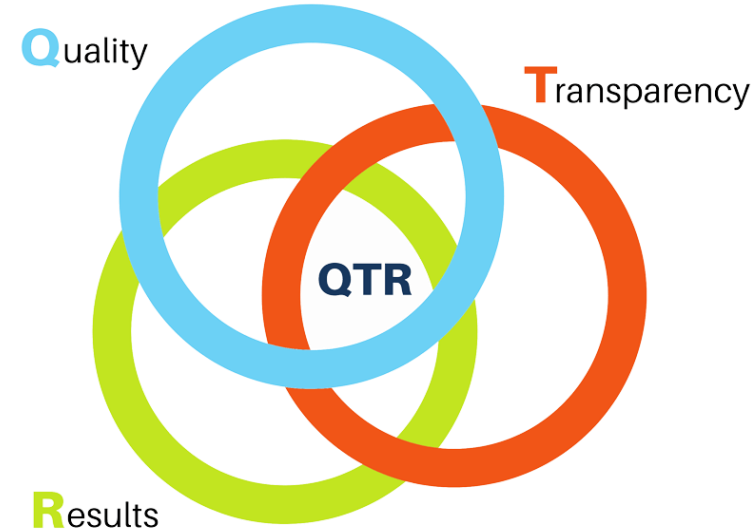
# 2021 Salary Guide

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Our mission is to connect employers with the creators and visionaries who bring tomorrow's technology to life.

We do it by delivering on our promises:

**Quality, Transparency, and Results.**



QTR has been bringing businesses and people together, creating rewarding connections since 1968. As a member of the Quantum Group, QTR is an award-winning firm dedicated exclusively to recruitment in the technology and engineering verticals. Serving the greater Toronto, Ottawa, Montreal, and Quebec City areas, our experts are well entrenched in our local markets and have an in-depth understanding of our clients' technological environments.



## Our 2021 Salary Guide provides current market rates and salaries for core IT positions.

While some uncertainty in the market remains due to the arrival of COVID-19, IT remains particularly strong in several areas, including support, network and security, automation, and Cloud computing. Taking this into account, the rates and salaries herein represent our recommended figures to stay competitive in the market and to promote attraction and long-term retention.

Please note that these figures are a succinct and strong representation, but not exact for everyone - compensation will depend on organizational size, budget, funding, and various attraction elements provided to employees (e.g. bonuses, health benefits, stock plans, equity, pensions, etc.) These elements provide immense value to overall compensation packages and should be taken into account when determining base salary figures.



## Category

## Permanent

(Annual Salary)

## Contract

(Hourly Rate)

### Cloud Computing & Enablement

Cloud Architect	110-145 k	\$115-140
Cloud Engineering	90-140 k	\$90-110

### DevOps & Automation

DevOps, Development	90-130 k	\$75-100
DevOps, Infrastructure	85-130 k	\$70-100
Automation Tester	80-110 k	\$55-80
Python & Automation Developer	80-120 k	\$80-100

### Risk & Data Security

Security Analyst	70-100 k	\$50-85
Cyber Security & Security Engineer	110-140 k	\$65-100
Network Security Engineers	85-110 k	\$60-85
Security Managers	120-150 k	\$100-115
Network Admins	60-90 k	\$50-85
Network Engineers	95-120 k	\$85-110

### Tech Operations & Infrastructure

Help Desk / Tech Support / App Support – Level 1	42-55 k	\$18-35
Help Desk / Tech Support / App Support – Level 2	55-70 k	\$25-45
Technical Support / App Support – Level 3	70-80 k	\$35-50
Advanced Support Engineers	80-95 k	\$50-60
Database Administrator	80-115 k	\$50-65
System Administrator	70-110 k	\$45-65
Service Management / Service Delivery	80-120 k	\$70-90

### Business Intelligence & Data Analysis

Data Analysis	60-90 k	\$75-90
Data Engineer / Big Data	90-140 k	\$70-110
Data Science	90-140 k	\$80 +

## Category

## Permanent

(Annual Salary)

## Contract

(Hourly Rate)

### Business Analyst and Project Management

Junior Business Analyst	70-80 k	\$35-55
Intermediate Business Analyst	80-90 k	\$60-70
Senior Business Analyst	90-100 k	\$75-90
Systems Analyst	75-110 k	\$80-90
Project Coordinator / Admin	50-70 k	\$30-55
Project Manager	85-130 k	\$80-125
Program Manager	120-130 k	\$100-140
Product Manager	105-150 k	-

### App Development & Architecture

Junior Developers	60-80 k	\$30-40
Intermediate Developers	80-100 k	\$65-85
Senior Developers	110-140 k	\$85-100
Mobile Developers	80-120 k	\$80-100
Application & Solution Architect	120-150 k	\$115-135
UX / UI Designers	80-115 k	\$60-95
QA, Manual Tester	60-85 k	\$30-50
QA Lead / Manager	95-130 k	\$70-90

### Senior Management & Executive Search

Lead – Development / Technical	120-150 k	\$95-115
Manager – Development/ Technical	140-170 k	\$90-120
Director – IT	145-200 k	\$110-150
VP – IT	165-220 k	\$150-250
CTO	200 k+	\$250 +

# Category

## Permanent

(Annual Salary)

## Contract

(Hourly Rate)

### Cloud Computing & Enablement

Cloud Architect	110-130 k	\$95-120
Cloud Engineering	90-120 k	\$80-95

### DevOps & Automation

DevOps, Development	80-110 k	\$65-90
DevOps, Infrastructure	80-115 k	\$65-90
Automation Tester	70-90 k	\$50-70
Python & Automation Developer	80-95 k	\$65-90

### Risk & Data Security

Security Admin	-	-
Security Analyst (Policy & Strategy)	-	-
Network Security Engineers	80-110 k	\$55-85
Security Managers	-	-
Network Admins	60-90 k	\$50-85
Network Engineers	95-120 k	\$85-100

### Tech Operations & Infrastructure

Help Desk / Tech Support / App Support – Level 1	42-50 k	\$20-30
Help Desk / Tech Support / App Support – Level 2	50-65 k	\$25-40
Technical Support / App Support – Level 3	70-80 k	\$35-50
Advanced Support Engineers	75-85 k	\$45-55
Database Administrator	80-110 k	\$50-65
System Administrator	70-110 k	\$45-65
Service Management / Service Delivery	80-100 k	\$60-80

### Business Intelligence & Data Analysis

Data Analysis	-	-
Data Engineer / Big Data	-	-
Data Science	-	-

# Category

## Permanent

(Annual Salary)

## Contract

(Hourly Rate)

### Business Analyst and Project Management

Junior Business Analyst	70-80 k	\$35-55
Intermediate Business Analyst	80-90 k	\$60-70
Senior Business Analyst	90-100 k	\$75-85
Systems Analyst	75-100 k	\$80-85
Project Coordinator / Admin	50-70 k	\$30-55
Project Manager	80-110 k	\$65-100
Program Manager	100-130 k	\$80-100
Product Manager	100-130 k	-

### App Development & Architecture

Junior Developers	60-80 k	\$30-40
Intermediate Developers	75-90 k	\$60-80
Senior Developers	90-115 k	\$75-95
Mobile Developers	80-120 k	\$80-100
Application & Solution Architect	115-140 k	\$100-125
UX / UI Designers	80-115 k	\$80-100
QA, Manual Tester	60-85 k	\$30-50
QA Lead / Manager	95-120 k	\$70-85

### Senior Management & Executive Search

Lead – Development / Technical	90-115 k	\$75-95
Manager – Development/ Technical	115-130 k	\$90-110
Director – IT	120-140 k	\$90-125
VP – IT	140-180 k	\$125-195
CTO	150-200 k+	\$200 +

# Questions?



If you have a question or would like to request information on a position you do not see in this guide, please reach out to [info@quantum-qtr.com](mailto:info@quantum-qtr.com) for additional information.

