

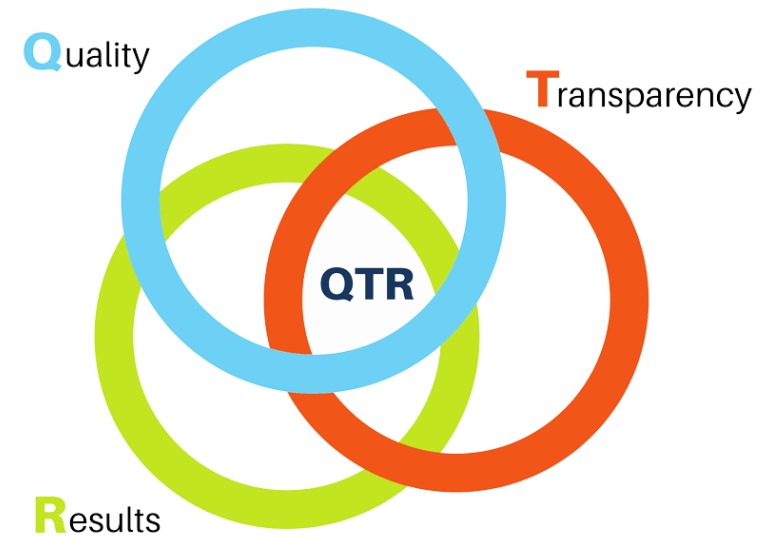


2022 Salary Guide

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 2022 Salary Guide provides current market rates and salaries for core IT positions.

We expect 2022 to continue to see significant growth in terms of technology investment, which will continue to increase demand for IT—both for permanent and contract roles.

The prevalence of US companies hiring Canadian talent coupled with remote work has further increased pressure on the demand for talent and for companies looking to retain quality employees.

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 Administrator	85-100 k	\$80-90
Cloud Engineering	110-145 k	\$100-125
Cloud Architect	135-160 k	\$130-150

DevOps & Automation

DevOps, Infrastructure	95-130 k	\$80-100
Python & Automation Developer	115-130 k	\$85-100

Risk & Data Security

Security Analyst	70-100 k	\$50-85
Cyber Security & Security Engineer	110-140 k	\$65-100
Network Security Engineers	85-120 k	\$60-85
Security Managers	130-150 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	80-120 k	\$65-90
System Administrator	70-110 k	\$45-65
Service Management / Service Delivery	80-120 k	\$70-90
Infrastructure Engineer	100-110 k	\$75-90

Business Intelligence & Data Analysis

Data Analysis	75-100 k	\$55-75
Data Engineer / Big Data	100-140 k	\$80-110
Data Science	100-140 k	\$90 +
Data Architect	130-160 k	\$120-150

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	140-160 k	\$100-140
Product Manager	115-150 k	-
Product Owner	110-130 k	-

Quality Assurance & Testing

QA, Manual Tester	80-100 k	\$30-50
Automation Tester	100-130 k	\$55-80
QA Lead / Manager	95-130 k	\$70-90

App Development & Architecture

Junior Developers	90-110 k	\$50+
Intermediate Developers	115-130 k	\$65-85
Senior Developers	125-150 k	\$85-115
Mobile Developers	80-120 k	\$80-100
Application & Solution Architect	130-160 k	\$120-150
UX / UI Designers	90-130 k	\$60-100

Senior Management & Executive Search

Lead – Development / Technical	120-150 k	\$100-125
Manager – Development/ Technical	140-170 k	\$90-120
Director – IT	145-220 k	\$110-150
VP – IT	165-250 k	\$150-250
CISO	160 k+	\$150-200
CTO	250 k+	\$250 +

Category

Permanent

(Annual Salary)

Contract

(Hourly Rate)

Cloud Computing & Enablement

Cloud Engineering	110-130 k	\$95-120
Cloud Architect	130-150 k	\$110-130

DevOps & Automation

DevOps, Development	90-125 k	\$90-110
DevOps, Infrastructure	90-125 k	\$90-110
Automation Tester	70-90 k	\$50-70
Python & Automation Developer	90-110 k	\$90-110

Risk & Data Security

Security Admin	-	-
Security Analyst (Policy & Strategy)	-	-
Network Security Engineers	130-150 k	\$110-130
Security Managers	-	-
Network Admins	60-90 k	\$50-85
Network Engineers	110-130 k	\$95-110

Tech Operations & Infrastructure

Help Desk / Tech Support / App Support – Level 1	48-55 k	\$25-35
Help Desk / Tech Support / App Support – Level 2	55-70 k	\$30-40
Technical Support / App Support – Level 3	70-80 k	\$40-50
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	80-90 k	\$35-55
Intermediate Business Analyst	80-100 k	\$60-70
Senior Business Analyst	100-120 k	\$80-95
Systems Analyst	75-100 k	\$80-85
Project Coordinator / Admin	50-70 k	\$30-55
Project Manager	80-120 k	\$65-110
Program Manager	100-130 k	\$80-100
Product Manager	100-130 k	-

App Development & Architecture

Junior Developers	70-85 k	\$35-45
Intermediate Developers	85-100 k	\$60-80
Senior Developers	100-130 k	\$80-105
Mobile Developers	120-150 k	\$100-140
Application & Solution Architect	115-140 k	\$100-125
UX / UI Designers	80-115 k	\$80-100
QA, Manual Tester	70-85 k	\$40-55
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 for additional information.