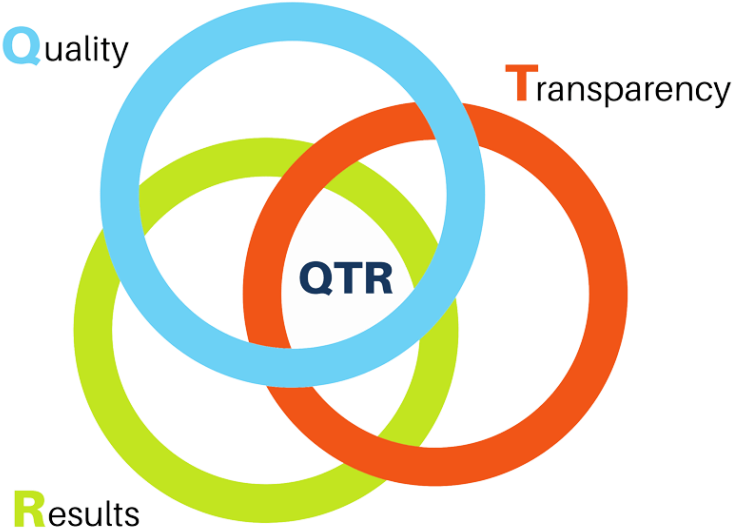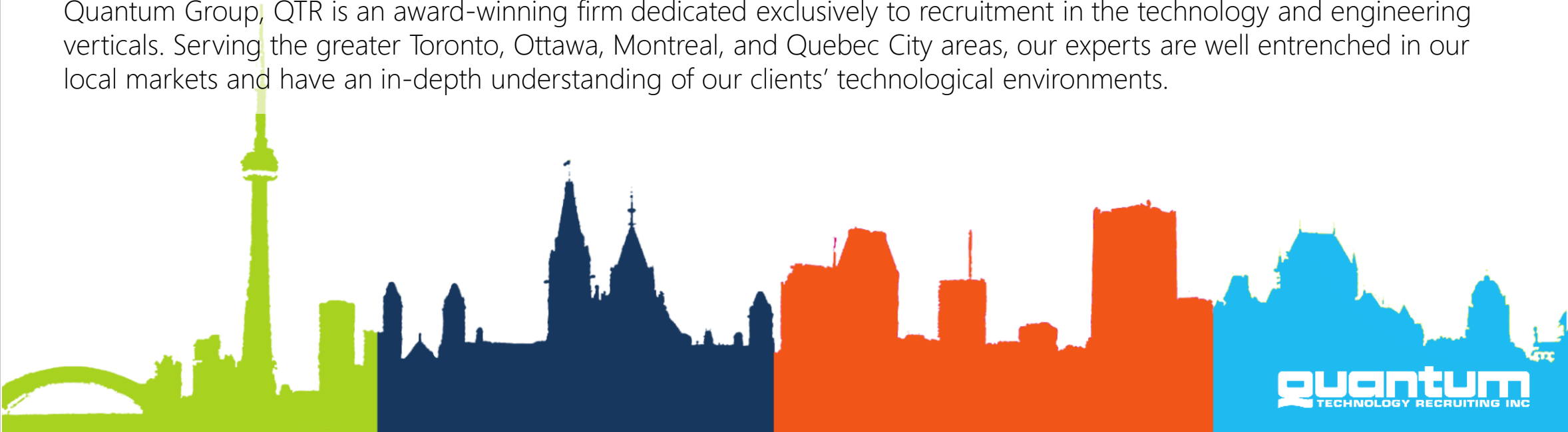# 2023 Salary Guide

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, **T**ransparency, and **R**esults.

Quality

Transparency

QTR

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.

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Our 2023 Salary Guide provides current market rates and salaries for core IT positions.

While restructuring is a common theme for early 2023, new IT jobs continue to be added daily, and the labour market remains tight. Talented technical resources are still in demand and command high salaries. This is further inflated by remote work from abroad and the desire for US companies to access Canadian talent.

We continue to see robust demand for technical resources in the areas of AI and machine learning, data science, engineering (front and API), as well as security and systems engineering. We expect this demand to increase through 2023/2024 and impact compensation and rates accordingly.

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 are 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.

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ONTARIO

Category	Permanent (Annual Salary)	Contract (Hourly Rate)
Cloud Computing & Enablement		
Cloud Administrator	85-110 k	$80-90
Cloud Engineering	130-180 k	$100-125
Cloud Architect	150-180 k	$130-150
DevOps & Automation		
DevOps, Infrastructure	125-150 k	$80-100
Python & Automation Developer	115-140 k	$85-100
Risk & Data Security		
Security Analyst	75-100 k	$70-80
Cyber Security & Security Engineer	120-150 k	$85-110
Identity and Access (IAM) Engineer	100-140 k	$75-110
Network Security Engineers	110-140 k	$65-85
Security Managers	130-170 k	--
Tech Operations & Infrastructure		
Help Desk / Tech Support / App Support – Level 1	60-65 k	$25-35
Help Desk / Tech Support / App Support – Level 2	70-85 k	$25-45
Technical Support / App Support – Level 3	85-100 k	$40-55
Database Administrator	85-120 k	$65-90
System Administrator	80-110 k	$45-65
Service Management / Service Delivery	80-120 k	$70-90
Infrastructure Engineer	100-125 k	$75-90
Network Admins	80-100 k	$65-85
Network Engineers	95-120 k	$85-110
Business Intelligence & Data Analysis		
Data Analysis	85-120 k	$55-75
Data Engineer / Big Data	130-160 k	$80-110
Data Science	120-200 k	$90 +
Data Architect	130-160 k	$120-150

ONTARIO

Category	Permanent (Annual Salary)	Contract (Hourly Rate)
Business Analyst and Project Management		
Junior Business Analyst	70-85 k	$40-55
Intermediate Business Analyst	85-100 k	$60-70
Senior Business Analyst	90-120 k	$75-90
Systems Analyst	80-120 k	$80-90
Project Coordinator / Admin	60-75 k	$30-55
Project Manager	85-130 k	$80-125
Program Manager	140-160 k	$100-140
Product Manager	120-180 k	-
Product Owner	110-130 k	-
Change Manager	110-150 k	$90-150
Release Manager	120-160 k	$90-120
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	90-115 k	$50+
Intermediate Developers	115-130 k	$65-85
Senior Developers	125-150 k	$85-115
Mobile Developers	90-130 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	130-180 k	$100-125
Manager – Development/ Technical	130-200 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	-	-

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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.