



ambition

Technology Recruitment
Market Trends & Salaries Report

Australia Winter

07

→ ambition ... be inspired

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Executive Summary

The IT sector continued to experience strong activity levels throughout the first half of 2007, with demand outstripping supply in a number of key markets and the pressure to find quality candidates in a diminishing resource pool increasing. For candidates capable of marketing themselves well, it is an excellent time to be in the industry, with demand in both the contract and permanent sectors of the market offering excellent development and remunerative opportunities.

The demand for Analysts, Project Managers, Applications Developers, ERP Consultants, and Storage and Security professionals remains steady. In addition, we have noticed a growth in demand for professionals with software development skills overall and J2SE experience in particular.

Continued buoyancy in the Contract marketplace has shown a clear trend emerging for smaller scale projects designed to alleviate short term technology issues. This is reflected in the increase in short term (i.e. 3-6 months) contract engagements, as organisations seek a cost effective solution to spot fixes rather than opting for the, often most costly, consultancy driven solutions. The result is that specialists are in favour and generalists not so much.

The permanent recruitment market also remains strong, as companies fight to both attain and retain top level talent. Employers continue to favour staff capable of displaying both technical proficiency, and analytical/problem solving skill sets. The opportunities for candidates who can display both skill sets, at the junior to mid level, are currently in abundance.

Strong growth in the banking sector and fervent competition in the vendor market have driven demand in both respective areas, evidenced by double digit salary growth in many clients over the past quarter on quarter comparison. The recent re-election of the NSW State Labor Government provides stability for their shared service infrastructure model (People First), whilst at the Federal level the Government continues to invest in large scale projects with DEWR, ATO, Centrelink and Defence.

Whilst this is an exciting time for the industry overall, the challenges we are facing in the next six months are significant. In the short term, continuing to facilitate recruitment demand in a candidate short market remains a constant test of our perseverance, ingenuity and creativity. In the long term the industry must continue the push toward increasing the depth of the candidate resource pool - in part through training and education initiatives, and in part through creating career paths for IT professionals that are flexible, fulfilling, and financially rewarding.

This is a position which ambition is excited to be in and we hope you are enjoying being part of the IT&T sector.

Andrew Cross
Managing Director, Ambition Technology



“Whilst this is an exciting time for the industry overall, the challenges we are facing in the next six months are significant”

Banking

Key Trends



The Investment Banking sector in 2007 has seen an across the board increase in demand for Technical Support Analysts and Business Analysts in the Derivatives space.

Product knowledge (as opposed to systems knowledge) is gaining an increasing status in this field. We are seeing a trend in the Front office where Application Support roles are becoming more Subject Matter Expert orientated. Back end to front end skill sets are sought in regard to certain trading systems rather than strong application support skills in general such as SQL, Unix/Perl Shell scripting, RDB knowledge etc across a range of products and systems. Candidates with specific system and product knowledge around Futures and Options trading Systems and FIX are earning the best salaries in the market place.

Java remains the dominant technology within Investment Banks front offices. We have seen a demand for core java developers with J2SE Server Side skills that wish to remain in this space rather than focus on J2EE. Projects utilising J2EE and C++ for Trade flow systems design and upgrades have increased with a push to retain development capabilities within Australia. Subsequently we are seeing a constant demand for intermediate to senior developers in this space.

“ Java remains the dominant technology within Investment Banks front offices. ”

BANKING & FINANCIAL SERVICES SALARY TABLE

State Experience Salary	NSW 1-2 years \$'000	NSW 3 years+ \$'000	VIC 1-2 years \$'000	VIC 3 years+ \$'000	NSW Average Hrly Rates Contract	VIC Average Hrly Rates Contract
Development, Design & Architecture						
Analyst Programmer – Mainframe	75-85	55-65	45-55	55-65	45-65	40-50
Analyst Programmer – Client Server Technologies	60-85	65-80	50-65	65-80	60-80	45-60
Analyst Programmer – Web Technologies	60-85	65-80	50-65	65-80	50-70	45-60
Lead Analyst Programmer	60-80	70-80	60-70	70-80	60-80	50-65
Systems Analyst	60-75	65-70	55-65	65-70	50-70	50-65
Technical Writer	70-80	55-70	45-55	55-70	60-75	45-55
Enterprise Architect	110-140	120-150	90-110	110-140	80-110	70-115
Architect – Applications, Solutions, Systems, Data	110-140	130-150	90-110	110-140	80-110	70-115
Application Development Manager	110-140	130-150	90-110	110-140	80-100	70-90
Testing						
Test Analyst	60-75	65-75	50-65	65-75	50-70	45-60
Test Team Leader	70-90	80-90	70-85	80-85	60-70	45-65
Test Manager	90-115	90-110	80-100	90-110	70-90	50-65
Database Management						
Database Administrator	60-80	70-100	50-70	70-90	60-80	50-70
Data Analyst	50-65	60-75	50-65	60-70	40-55	40-55
Database Designer	65-75	75-90	65-75	55-70	45-75	45-60
Data Warehousing/Modelling Specialist	70-90	100-120	65-80	80-110	80-120	55-70
Infrastructure/Network						
Network Support – 1st/2nd Level	45-55	55-75	45-55	55-70	35-45	35-50
Network Engineer	50-60	60-80	50-60	60-75	40-50	40-55
Network Architect	70-85	85-120	70-85	85-100	70-90	55-70
Communications Engineer – Voice Et Data	65-75	75-95	65-75	75-90	40-50	50-65
Security Analyst/Consultant	70-85	85-120	70-85	85-100	50-100	60-85
Network Team Leader	70-85	85-120	70-85	85-100	60-90	60-85
Infrastructure/Network Manager	80-90	90-130	80-90	90-110	70-90	65-90
Project & General Management						
Project Co-ordinator	40-60	55-70	45-55	55-70	30-50	40-55
Project Manager	80-110	110-140	90-110	110-140	60-120	70-100
Programme Manager	130-150	160-200	130-150	160-200	100-150	120-150
Business Analyst	70-80	75-85	50-70	70-85	65-85	60-70
Senior Business Analyst	90-100	100-115	85-100	100-115	75-95	65-80
IT Manager	80-100	100-125	85-100	100-125	80-150	80-100
IT Director/CIO	120-140	165-220	140-165	165-220	100-200	150-200
Support/Administration						
1st Level Helpdesk Analyst	40-45	50-60	40-50	45-55	25-40	30-40
2nd Level Desktop Support Analyst	50-70	60-80	45-55	50-60	30-45	35-45
3rd Level Support Analyst	60-70	70-80	50-60	55-70	50-65	45-55
Unix Administrator	70-80	75-85	55-70	70-85	60-80	45-60
Network Administrator	70-80	90-100	55-70	70-85	60-80	45-60
Helpdesk Team Leader	70-80	75-85	55-65	65-75	60-80	50-60
Helpdesk Manager	75-85	85-95	70-80	75-85	60-80	55-65
Dealing Room Support	65-75	70-90	60-75	75-85	50-70	55-65

Government Key Trends



The return of the NSW Labor Government will provide certainty of direction and increases in overall technology spend as People First (the NSW Government's ICT Strategic Plan for e-government) remains squarely on the agenda. Over a 4 year period the amalgamation of ICT infrastructure and aggregated whole of ICT purchasing will be a priority to deliver savings, while giving the general public the ability to interact with their government through a single web portal.

Federally, large project initiatives undertaken by agencies such as DEWR, ATO, Centrelink and the Department of Defence continue to soak up available IT skills in Canberra. The ATO has extended its contract with Accenture, who will set up a centre in Wollongong to source IT personnel while the Defence department is looking at outsourcing at least part of its corporate systems.

Business intelligence has become an increasingly hot topic in the public sector, at both the state and Federal level. A lot of Departments / agencies are adopting BI tools so they can intelligently analyse their data and thus make smarter decisions regarding public welfare and public infrastructure.

“ The return of the NSW Labor Government will provide certainty of direction and increases in overall technology spend as People First remains squarely on the agenda ”

GOVERNMENT SALARY TABLE

	Average Hrly Rates Contract
Development, Design Et Architecture	
Analyst Programmer – Mainframe	40-60
Analyst Programmer – Client Server Technologies	55-75
Analyst Programmer – Web Technologies	50-65
Lead Analyst Programmer	65-80
System Analyst	50-65
Technical Writer	45-65
Enterprise Architect	60-90
Architect – Applications, Solutions, Systems, Data	60-105
Application Development Manager	60-105
Testing	
Test Analyst	40-60
Test Team Leader	55-70
Test Manager	60-90
Database Management	
Database Administrator	50-75
Data Analyst	30-50
Database Designer	45-75
Data Warehousing/Modelling Specialist	70-115
Data Architect	65-105
Infrastructure/Network	
Network Support – 1st/2nd Level	40-55
Network Engineer	55-75
Network Architect	60-85
Communications Engineer – Voice Et Data	50-75
Security Analyst/Consultant	55-90
Network Team Leader	55-75
Infrastructure/Network Manager	60-80
Pre-sales/Post-sales	NA
Project Et General Management	
Project Co-ordinator	30-55
Project Manager	65-95
Programme Manager	75-115
Business Analyst	55-75
Senior Business Analyst	60-75
IT Manager	70-115
IT Director/CIO	90-150
Support/Administration	
1st Level Helpdesk Analyst	20-30
2nd Level Desktop Support Analyst	25-40
3rd Level Support Analyst	35-45
Network Administrator	50-70
Unix Administrator	50-75
Helpdesk Team Leader	35-50
Helpdesk Manager	40-60

Vendor Key Trends



Quarter one of 2007 has seen a solid end to a lot of the global player's financial years. There is a strong air of positivity in the industry with the majority of organisations focusing on growing the delivery and sales teams, and with the market investing in new initiatives and technology programs, there are solid pipelines for most vendors.

Skills in demand remain in line with the overall market including Applications developers, ERP consultants, Storage and Security professionals etc. The hottest demand right now is for junior to mid level professionals to populate team growth rather than senior leadership opportunities.

More and more vendors are moving to formal background checks through outsourced providers as well as more robust hiring processes as corporate governance is being more closely monitored. These are areas that compliment a lot of the work done with recruitment agencies, and the value to a business of having a reliable recruitment partner has never been more apparent.

“ The hottest demand right now is for junior to mid level professionals to populate team growth ”

VENDOR SALARY TABLE

State Experience Salary	NSW 1-2 years \$'000	NSW 3 years+ \$'000	VIC 1-2 years \$'000	VIC 3 years+ \$'000	Average Hrlly Rates Contract
Development, Design Et Architecture					
Analyst Programmer – Mainframe	65-75	85-100	54-68	72-90	45-65
Analyst Programmer – Client Server Technologies	75-85	90-120	68-81	81-110	50-85
Analyst Programmer – Web Technologies	75-85	90-120	68-85	85-110	45-80
Lead Analyst Programmer	NA	110-130	NA	110-130	70-90
System Analyst	65-80	90-120	57-75	80-110	60-90
Technical Writer	75-85	90-115	65-75	80-110	50-80
Enterprise Architect	140-150	150-190	125-135	135-175	80-120
Architect – Applications, Solutions, Systems, Data	110-130	130-180	100-120	125-165	80-125
Application Development Manager	110-130	140-180	100-120	125-170	90-125
Testing					
Test Analyst	65-75	85-95	65-75	75-90	45-80
Test Team Leader	85-100	100-110	70-85	90-105	70-90
Test Manager	90-105	120-140	90-105	110-125	80-100
Database Management					
Database Administrator	70-85	90-140	65-80	80-120	40-80
Data Analyst	70-85	85-100	65-80	80-100	25-45
Database Designer	80-90	100-120	70-80	85-110	40-80
Data Warehousing/Modelling Specialist	80-100	100-130	80-100	100-130	50-100
Data Architect	NA	100-160	NA	100-140	70-100
Infrastructure/Network					
Network Support – 1st/2nd Level	45-65	70-80	40-60	60-75	20-35
Network Engineer	70-90	90-110	67-85	86-100	35-80
Network Architect	100-110	130-160	100-110	120-155	80-125
Communications Engineer – Voice Et Data	80-90	90-115	75-85	85-110	35-80
Security Analyst/Consultant	80-90	90-115	76-88	80-105	40-125
Network Team Leader	80-90	100-130	75-85	90-125	60-80
Infrastructure/Network Manager	100-120	130-170	100-125	125-160	70-100
Pre-sales/Post-sales	100-130	130-160	100-130	130-160	70-110
Project Et General Management					
Project Co-ordinator	50-65	70-80	45-60	65-80	30-70
Project Manager	90-120	120-140	90-120	120-140	70-125
Programme Manager	130-140	150-200	130-140	140-180	100-150
Business Analyst	80-95	95-130	75-95	95-120	50-80
Senior Business Analyst	110-130	130-145	110-120	130-140	70-100
IT Manager	130-150	150-200	120-140	140-180	60-100
IT Director/CIO	150-165	200-300	140-160	200-300	100-200
Support/Administration					
1st Level Helpdesk Analyst	30-45	45-55	30-45	45-55	20-30
2nd Level Desktop Support Analyst	55-65	65-75	55-60	65-75	25-35
3rd Level Support Analyst	70-90	90-110	70-90	90-110	35-65
Network Administrator	65-75	75-95	65-75	75-85	40-90
Unix Administrator	75-85	90-120	75-85	90-120	40-90
Helpdesk Team Leader	65-85	80-90	65-85	80-90	40-50
Helpdesk Manager	80-90	90-110	80-90	85-100	50-60

Commerce and Industry

Key Trends



This sector is experiencing a critical shortage of candidates across the board, but in particular in Help Desk, Desktop and Solution Architect positions. Business Analysts and Project Managers, particularly those with specialist skills like Business Intelligence and Data warehousing are well suited to take advantage of the skills shortage, and the financial rewards for talented professionals with these skills are substantial. Technologies such as SAP BW, Cognos and Business Objects are also in high demand.

The shortage in qualified candidates is causing the length of placements to increase in a number of cases. This is true at all ends of the market, from senior specialist positions down to help desk roles. Some relief is coming from overseas, as employers are increasingly amenable to sponsorship as a means to acquire the skills they need, but inevitably, we feel that employers will have to become more flexible in the skillset requirements they have for new positions.

These placement delays have fed significant growth in the contracting area, as employers fill their vacancies with short term contract workers. With substantial remuneration for employees willing to take on these positions, and the overall competition amongst employers to attain top level talent, we see this trend continuing.

“ Placement delays have fed significant growth in the contracting area ”

COMMERCE & INDUSTRY SALARY TABLE						
State	NSW	NSW	VIC	VIC	NSW	VIC
Experience	1-2 years	3 years+	1-2 years	3 years+	Average Hrlly Rates	
Salary	\$'000	\$'000	\$'000	\$'000	Contract	Contract
Development, Design & Architecture						
Analyst Programmer – Mainframe	60-75	80-100	54-68	72-90	45-65	45-65
Analyst Programmer – Client Server Technologies	75-85	90-120	68-77	81-110	50-85	50-80
Analyst Programmer – Web Technologies	75-90	90-120	68-81	81-110	45-80	45-75
Lead Analyst Programmer	NA	110-130	NA	100-120	70-90	70-90
Systems Analyst	65-80	90-120	59-72	81-110	50-80	45-80
Technical Writer	75-85	90-115	68-77	81-105	50-80	45-70
Enterprise Architect	140-150	150-190	125-135	135-171	80-120	80-120
Architect – Applications, Solutions, Systems, Data	110-130	130-170	100-120	120-155	80-125	80-125
Application Development Manager	110-130	140-180	100-120	125-165	90-125	90-125
Testing						
Test Analyst	60-70	80-90	55-63	70-81	45-80	40-70
Test Team Leader	80-90	90-100	70-85	80-90	70-90	62-85
Test Manager	100-110	120-140	90-105	105-130	80-100	75-100
Database Management						
Database Administrator	70-85	90-140	65-80	80-120	40-80	30-70
Data Analyst	70-85	85-100	65-80	80-100	25-50	25-50
Database Designer	80-90	100-120	70-80	85-110	40-80	40-80
Data Warehousing/Modelling Specialist	80-100	100-130	80-100	100-130	50-100	50-100
Data Architect	NA	100-140	NA	100-130	70-100	70-95
Infrastructure/Network						
Network Support – 1st/2nd Level	45-65	70-80	40-60	60-75	20-35	20-35
Network Engineer	70-90	90-110	67-85	86-100	35-80	40-75
Network Architect	100-110	130-160	100-110	120-155	80-125	80-130
Communications Engineer – Voice & Data	80-90	90-115	76-88	80-105	35-80	35-75
Security Analyst/Consultant	80-90	90-115	76-88	80-105	40-125	40-100
Network Team Leader	80-90	100-130	76-88	90-125	60-80	60-80
Infrastructure/Network Manager	100-120	130-170	100-125	126-160	70-100	80-100
Storage Administrator/Consultant	45-60	70-130	40-55	70-130	50-110	50-110
Project & General Management						
Project Co-ordinator	50-65	70-80	45-60	65-80	30-70	30-65
Project Manager	90-120	120-140	90-120	100-140	70-125	70-120
Programme Manager	130-140	150-200	130-140	140-180	100-150	100-145
Business Analyst	80-95	95-115	70-85	70-100	50-80	50-80
Senior Business Analyst	110-130	130-145	110-120	130-140	70-100	65-90
E-Business Manager	70-90	90-120	70-90	90-115	65-85	60-80
IT Manager	110-130	130-200	100-110	120-180	60-100	60-100
IT Director/CIO	150-170	200-300	140-160	180-250	120-200	100-170
Operations						
Operator	35-45	45-60	35-45	40-55	20-30	20-30
Operations Team Leader	60-70	70-80	50-65	55-70	40-50	40-50
Operations Manager	70-80	80-110	55-65	60-85	50-70	50-65
Support/Administration						
1st Level Helpdesk Analyst	30-40	45-50	30-40	40-50	20-30	20-30
2nd Level Desktop Support Analyst	55-65	65-75	55-60	65-75	25-35	25-35
3rd Level Support Analyst	70-90	90-110	70-90	90-110	35-65	35-65
ERP Support Analyst	45-65	65-100	45-65	65-100	30-60	30-60
Unix Administrator	75-85	90-120	75-85	90-120	40-90	40-90
Network Administrator	65-75	75-95	65-75	75-85	40-90	40-90
Helpdesk Team Leader	65-85	80-90	65-85	80-90	40-50	40-50
Helpdesk Manager	80-90	90-100	80-90	80-90	50-60	50-60

About Ambition Technology



In technology, our consultants specialise in four main industry sectors – Commerce and Industry, Banking and Finance, Government and Vendor/IT&T. They work as teams to assist individuals and companies to find the right match from post-graduate, to director and C level positions.

Our strengths are:

- In depth knowledge and expertise - we know about each discipline and market and how best to attract and retain the right individuals.
- Sourcing - we are well networked within our chosen disciplines and can quickly source and select the right people according to a specific job brief or on a watching brief basis.
- Selection - we select individuals using a thorough screening process.
- Client range - we work with a variety of organisations in the corporate, government and financial services sectors from small private companies to large public groups and multi nationals.
- International network - we have offices in Sydney, Melbourne, Brisbane, Parramatta, Hong Kong and Singapore, as well as extensive global connections.

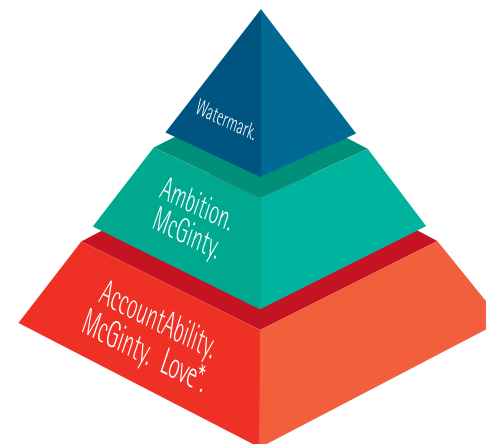
You can visit us on the web at www.ambition.com.au

Permanent and Contract positions recruited

- Help Desk/Support Specialists
- Developers/Software Engineers
- ERP/CRM Specialists
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- Project Managers/Directors
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- E-Commerce
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We also recruit for contract and permanent positions in accounting and finance, internal audit, compliance and risk. For further information call 02 9249 5000.

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