

TECHNOLOGY SALARY GUIDE

by **COPLER**

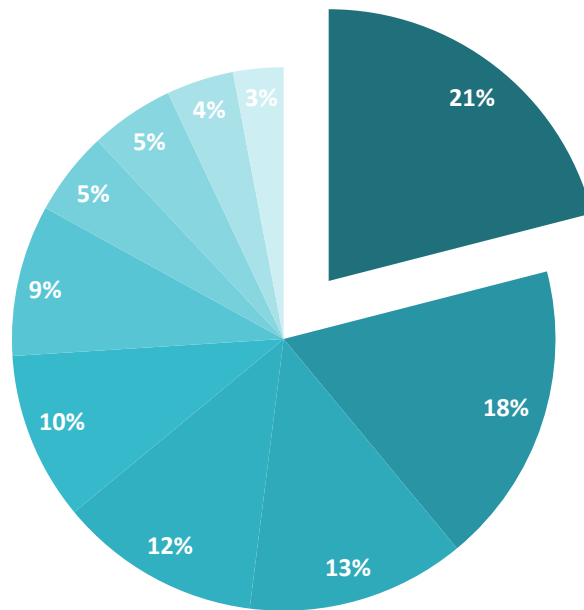


MOTION IS LIFE

Everyone knows the Third Law of Motion by Newton. Every action has an equal reaction. To stay in touch with the modern IT segment, you have to adjust to its fast moving and changing curves. If you want to reach success, forward motion is a must. This Salary Guide for the IT industry will inform you with the latest tendencies to prevent talents leaking out of your team. Dynamics is the key, and you should be flexible to the changes in the market if you want to succeed.

WHO CAN BE HIRED

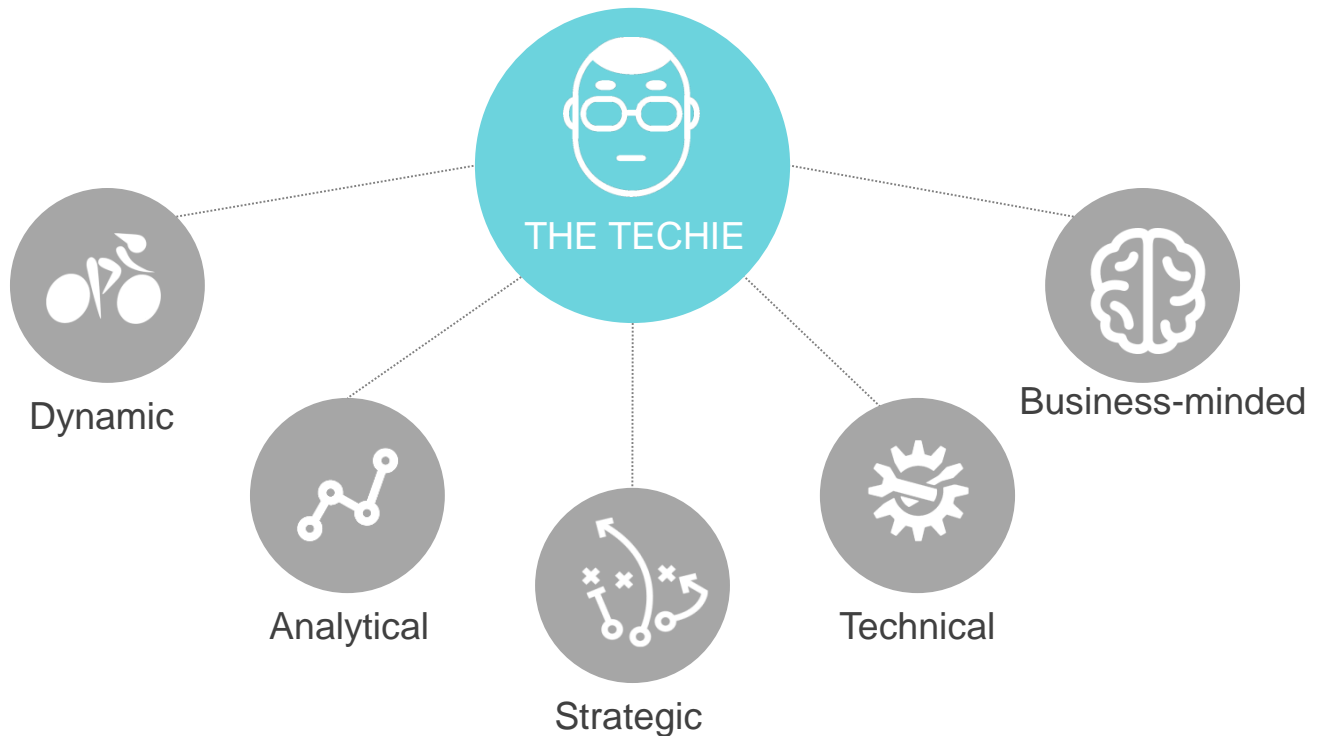
Here you have a snapshot of the market and Copler's current year positions.



THE LIST

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

TRANSFORMING TECHIES



IT segment is getting stronger with every new day. Everyone in the industry and even beyond it clearly understands that the future is positive. At the same time, it means that companies will face more and more competition in IT industry with every year. The income grows constantly; at the same time, every techie should cultivate special features to gain success in IT.

TECHNOLOGY SALARIES: UKRAINE

Here you can look at more detailed information about trends rising through modern IT markets.

Title	2016	2017	Change, %
ADMINISTRATION			
Chief Information Officer (CIO)	\$ 36 000 - \$ 39 600	\$ 37 116 - \$ 40 828	3.1 %
Chief Technology Officer (CTO)	\$ 48 000 - \$ 60 000	\$ 49 584 - \$ 61 980	3.3 %
Chief Security Officer	\$ 54 000 - \$ 60 000	\$ 56 862 - \$ 63 180	5.3 %
DEVOPS / SDN			
DevOps Lead	\$ 48 000 - \$ 54 000	\$ 49 488 - \$ 55 674	3.1 %
DevOps Engineer	\$ 27 600 - \$ 33 600	\$ 28 400 - \$ 35 575	2.9 %
Site Manager	\$ 6 000 - \$ 12 000	\$ 6 132 - \$ 12 264	2.2 %
NETWORK ADMINISTRATION			
IT Manager	\$ 21 600 - \$ 33 600	\$ 22 334 - \$ 34 742	3.4 %
Network Administrator	\$ 18 000 - \$ 30 000	\$ 18 720 - \$ 31 200	4.0 %
Network Architect	\$ 6 000 - \$ 18 000	\$ 6 264 - \$ 18 792	4.4 %
Network Engineer	\$ 3 600 - \$ 12 000	\$ 3 762 - \$ 12 540	4.5 %
QUALITY ASSURANCE TESTING			
QA Engineer – Manual	\$ 14 400 - \$ 21 600	\$ 14 818 - \$ 22 226	2.9 %
QA Engineer – Automated	\$ 18 000 - \$ 30 000	\$ 18 558 - \$ 30 930	3.1 %
QA/Testing Manager	\$ 30 000 - \$ 39 600	\$ 30 870 - \$ 40 748	2.9 %
QA Associate/Analyst	\$ 15 600 - \$ 24 000	\$ 16 021 - \$ 24 648	2.7 %
BIG DATA / CLOUD			
Cloud Engineer	\$ 24 000 - \$ 54 000	\$ 25 128 - \$ 56 538	4.7 %
Data Scientist	\$ 24 000 - \$ 48 000	\$ 26 232 - \$ 52 464	9.3 %
Hadoop Developer	\$ 33 600 - \$ 48 000	\$ 35 548 - \$ 50 784	5.8 %
Scala Developer	\$ 30 000 - \$ 48 000	\$ 32 220 - \$ 51 552	7.4 %
Big Data Engineer	\$ 24 000 - \$ 54 000	\$ 25 488 - \$ 57 348	6.2 %

DATABASE ADMINISTRATION

Data Analyst	\$ 24 000 - \$ 48 000	\$ 25 032 - \$ 50 064	4.3 %
Database Developer	\$ 24 000 - \$ 32 400	\$ 25 224 - \$ 34 052	5.1 %
Database Administrator	\$ 14 400 - \$ 24 000	\$ 14 918 - \$ 24 864	3.6 %
Data Warehouse Engineer	\$ 18 000 - \$ 42 000	\$ 18 738 - \$ 43 722	4.1 %
Oracle DBA	\$ 21 600 - \$ 33 600	\$ 22 400 - \$ 34 843	3.7 %
SQL DBA	\$ 18 000 - \$ 27 600	\$ 18 450 - \$ 28 290	2.5 %

APPLICATION/ SOFTWARE DEVELOPMENT

.NET Developer	\$ 19 080 - \$ 38 400	\$ 20 400 - \$ 40 800	7.0 %
Application Architect	\$ 24 000 - \$ 36 000	\$ 24 840 - \$ 37 260	3.5 %
Mobile Application Developer	\$ 19 200 - \$ 42 000	\$ 20 160 - \$ 42 960	3.0 %
C++ Developer	\$ 27 984 - \$ 41 976	\$ 29 300 - \$ 43 949	4.7 %
JAVA/J2EE Developer	\$ 26 400 - \$ 42 000	\$ 28 512 - \$ 45 360	8.0 %
Python Developer	\$ 19 200 - \$ 36 000	\$ 20 544 - \$ 38 520	7.0 %
PHP Developer	\$ 14 400 - \$ 30 000	\$ 15 422 - \$ 32 130	7.1 %
Perl Developer	\$ 12 000 - \$ 30 000	\$ 12 852 - \$ 32 130	7.1 %
C# Developer	\$ 30 000 - \$ 42 000	\$ 32 100 - \$ 44 940	7.0 %
Ruby on Rails Developer	\$ 20 400 - \$ 39 600	\$ 22 032 - \$ 42 768	8.0 %
Embedded Developer	\$ 26 400 - \$ 42 000	\$ 27 878 - \$ 44 352	5.6 %

BUSINESS APPLICATION DEVELOPMENT

MS Dynamics Developer	\$ 18 000 - \$ 42 000	\$ 18 414 - \$ 42 966	2.3 %
Oracle Application Developer	\$ 18 000 - \$ 30 000	\$ 18 756 - \$ 31 260	4.2 %
Salesforce Developer	\$ 12 000 - \$ 26 400	\$ 12 468 - \$ 27 430	3.9 %
SAP Developer	\$ 12 000 - \$ 30 000	\$ 12 408 - \$ 31 020	3.4 %
Sharepoint Developer	\$ 18 000 - \$ 36 000	\$ 18 414 - \$ 36 828	2.3 %
CRM / ERP Business Analyst	\$ 18 000 - \$ 27 600	\$ 18 558 - \$ 28 456	3.1 %
CRM / ERP Technical Developer	\$ 21 600 - \$ 36 000	\$ 22 183 - \$ 36 972	2.7 %

SECURITY

Information Security Analyst	\$ 21 600 - \$ 33 600	\$ 22 701 - \$ 35 313	5.1 %
System/ Network Security Admin	\$ 18 000 - \$ 30 000	\$ 18 648 - \$ 31 080	3.6 %
Network Security Engineer	\$ 18 000 - \$ 36 000	\$ 18 666 - \$ 37 332	3.7 %
IS Security Manager	\$ 18 000 - \$ 36 000	\$ 18 756 - \$ 37 512	4.2 %

TECHNICAL SUPPORT/SYSTEM ADMINISTRATOR

Desktop Support Analyst	\$ 9 600 - \$ 21 600	\$ 9 898 - \$ 22 270	3.1 %
Support Engineer Tier 3	\$ 27 600 - \$ 33 600	\$ 28 842 - \$ 35 112	4.5 %
Support Engineer Tier 2	\$ 9 600 - \$ 15 600	\$ 10 003 - \$ 16 255	4.2 %
Help Desk Tier 1	\$ 7 200 - \$ 9 600	\$ 7 351 - \$ 9 801	2.1 %
Infrastructure Administrator	\$ 12 000 - \$ 21 600	\$ 12 444 - \$ 22 400	3.7 %
Systems Administrator	\$ 9 600 - \$ 18 000	\$ 9 821 - \$ 18 414	2.3 %
Systems Engineer	\$ 18 000 - \$ 30 000	\$ 18 684 - \$ 31 140	3.8 %
Virtualization Engineer	\$ 30 000 - \$ 48 000	\$ 31 620 - \$ 50 592	5.4 %

BI

BI Analyst	\$ 18 000 - \$ 30 000	\$ 18 738 - \$ 31 230	4.1 %
BI Architect	\$ 24 000 - \$ 33 600	\$ 25 248 - \$ 35 347	5.2 %
BI Developer	\$ 24 000 - \$ 31 200	\$ 25 128 - \$ 32 666	4.7 %
CRM Developer	\$ 21 600 - \$ 36 000	\$ 22 140 - \$ 36 900	2.5 %

WEB DEVELOPMENT

Senior Web Developer	\$ 36 000 - \$ 48 000	\$ 37 224 - \$ 49 632	3.4 %
Web Developer	\$ 18 000 - \$ 24 000	\$ 18 306 - \$ 24 408	1.7 %
Front-End Web Developer	\$ 12 000 - \$ 30 000	\$ 12 276 - \$ 30 690	2.3 %
Web Administrator	\$ 12 000 - \$ 24 000	\$ 12 252 - \$ 24 504	2.1 %
Web Designer	\$ 9 600 - \$ 21 600	\$ 9 840 - \$ 22 140	2.5 %
E-Commerce Analyst	\$ 14 400 - \$ 24 000	\$ 14 990 - \$ 24 984	4.1 %

5 TRENDS IN TECHNOLOGY

Let's look closer on the aspects that constantly push the entire industry forward.



IOT:

Powerful network that connects all the points of the system and supports its communication. The main features are about data intelligence capitalization and personalization of users.



COMPUTING :

All the users can be connected to each other within the workspace and outside it. Mobile and wearable points are constantly expanded.



CLOUD COMPUTING:

Internal and external capabilities influence the development of applications. Collaboration is one of the most important points and key factors for cloud apps. CRM, production, file sharing, and marketing are also on the bill.

5 TRENDS IN TECHNOLOGY

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SECURITY:

There is always a risk, but its level depends on the data type. One should know what level of risk is acceptable for him. Also, the most important points in your data should be found rejecting the rest.



DEVOPS :

All the methods should be cloud-optimized and software-defined to drive efforts forward more rapidly and operate more efficiently with the adoption of Web-scale IT organizations.



TOP 5 TECH POSITIONS

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

1. Data Scientists
2. Network Security Analysts
3. Cloud Engineers
4. DevOps Leads/Engineers
5. Data Warehouse Engineer

MONEY IS NOT THE REASON

It is clear that your team should consist of professionals. But what should be the level to keep such top-class performers on their positions in your team? Some of you can say that money is the main point to keep a professional in his place, but those experienced performers that deal with any type of business will object. Any talented person is highly valuable, and if the talent is not appreciated, supported, and fed, it will go. So, what are these key features that hold a talented performer in your team?



WAY FORWARD IS THE ONLY WAY

Our company is always following and identifying the latest trends in IT industry. Due to 7 years of experience and more than 50 000 placements, Copler knows best what technical skills are most in demand. So our customers can always rely on our support and experience to move their business forward along with the latest and most actual trends in the modern IT world.



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EXTEND YOUR TEAM WITH WORLD-CLASS DEVELOPERS

Find out why Copler gives you access to
the best candidates to meet your needs
and exceed your expectations.

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