



evolution

Salary Insights

2025

Overall Tech Hiring Trends In 2024

Employment Landscape

- Layoffs Amid Growth: Despite economic recovery, 2024 saw persistent layoffs in IT, reflecting global challenges and restructuring in tech.
- Selective Expansion: Companies invested selectively in roles aligned with digital transformation and emerging technologies.

Focus Areas in IT

- Artificial Intelligence and Machine Learning: Increased demand for AI specialists as businesses sought automation and data-driven insights.
- Cloud Computing: Continued adoption of cloud technologies drove the need for cloud architects and engineers.
- Data Analytics: Organisations increasingly relied on data scientists to extract actionable insights for decision-making.

Workforce Evolution

- Hybrid Work Challenges: Debate over remote vs. in-office work shaped hiring strategies in tech.
- Upskilling Imperative: Companies launched targeted training programs to fill gaps in areas like AI, cybersecurity, and cloud technologies.

Overall Tech Hiring Trends In 2025

Key Areas for Growth

- Tech professionals can anticipate significant job growth in several areas:
 - Cloud Computing: Job openings have increased by 15%, signaling strong industry expansion.
 - Cybersecurity: A rise of 18% in demand underscores the growing need for security expertise.
 - Artificial Intelligence (AI) Roles: A 22% increase highlights the field's rapid advancement and job opportunities.

Workforce Dynamics

- 70% of IT professionals favor hybrid work, while 30% prefer fully remote roles. However, some organizations are shifting back to in-office collaboration.
- Company Adaptations:
 - 76% of Australian IT firms now provide flexible work options.
 - 32% have adopted new collaboration tools to support remote teams.

Trends Shaping the Australian Tech Industry

- Software Sector Growth: A projected 13.4% increase will bring the industry to A\$45.85 billion, demonstrating the substantial investment in digital transformation.
- Cybersecurity as a Priority: With 34% of companies identifying cybersecurity as a primary concern, the demand for security specialists is higher than ever, driven by recent data breaches.
- Expansion of Data Center Systems: This sector is expected to grow by 11.3%, reaching A\$5.72 billion, fueled by advancements in AI and cloud computing.
- AI and Cloud Adoption: Businesses are increasingly integrating AI-driven technologies and cloud solutions, leading to a fundamental shift in operational strategies.

Government Support

- The Australian Government's Digital Economy Strategy includes a \$1.2 billion investment to create IT job opportunities.

What do Tech Professionals care about?



Compensation & Benefits

87% Care about getting excellent compensation and benefits



Flexibility & Hybrid

70% Prefer being in a flexible and hybrid workplace arrangement



Challenging & Interesting Work

50% Employees look towards promotions and career growth.

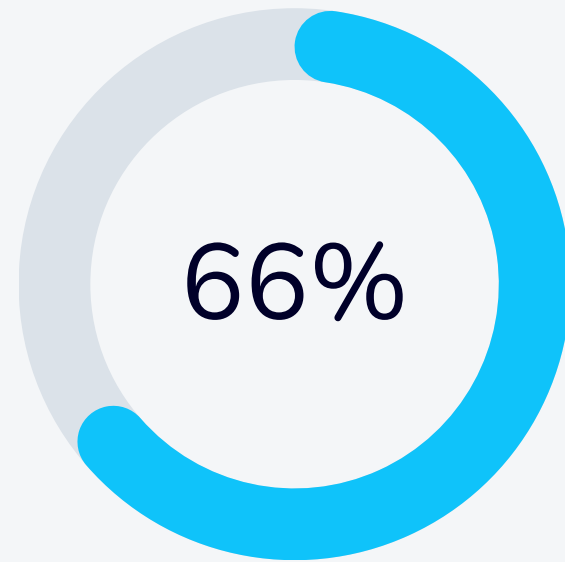


Private Healthcare

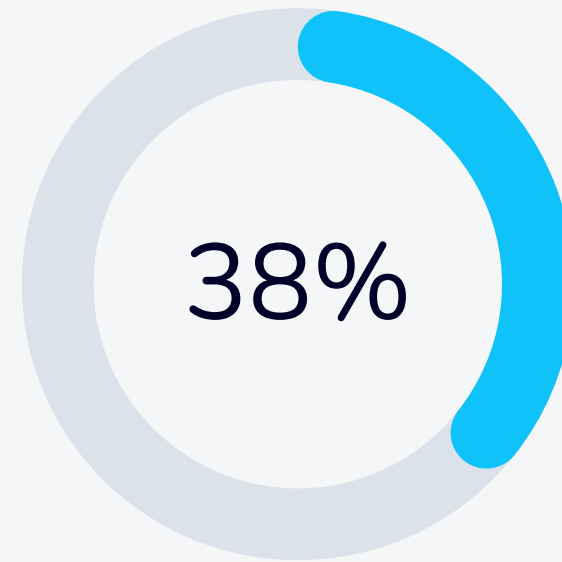
60% Want private healthcare insurance.

Top Challenges for Employers

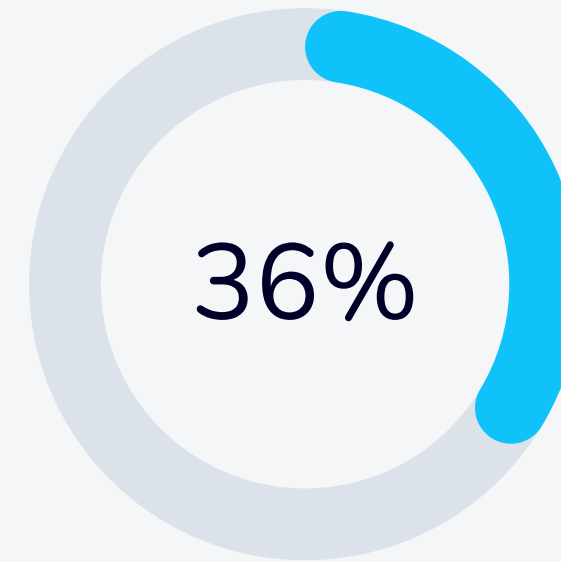
Most employers have indicated the following six challenges when looking to hire new talent and grow their business.



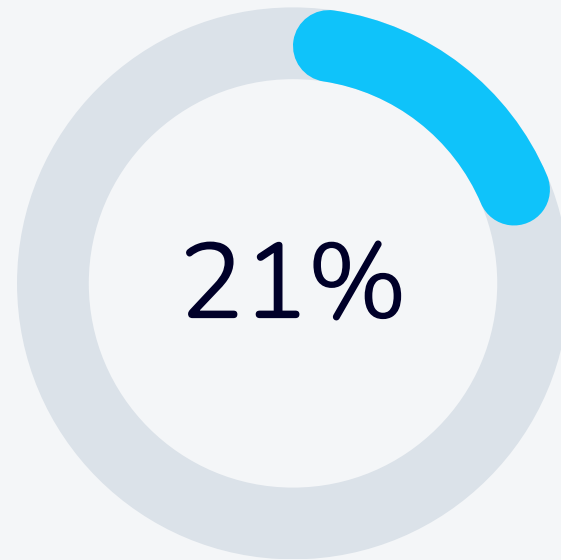
Lack of available talent with the necessary skills



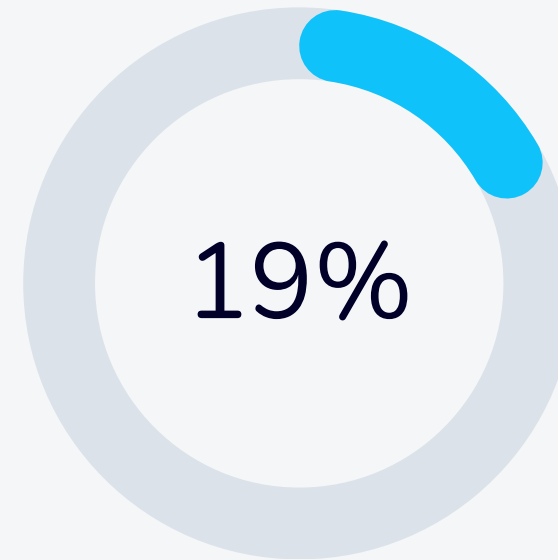
High competition in the market, requiring bids for talent



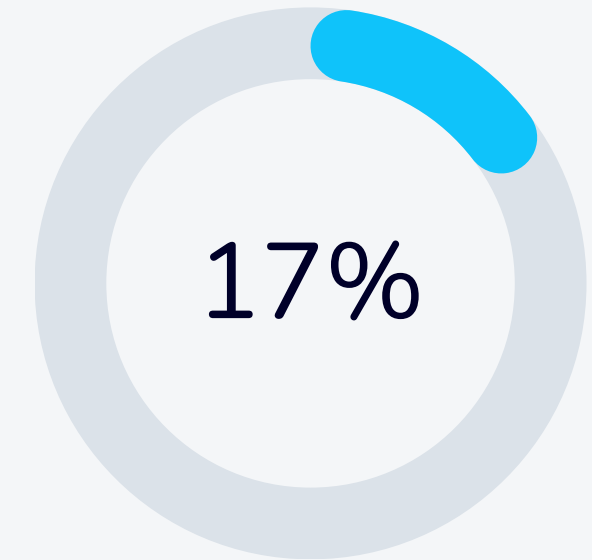
Difficulty meeting salary expectations



Challenges in attracting a sufficient number of applicants



Limited internal resources for talent acquisition



Struggles in evaluating soft skills and potential of employees

In-Demand Skills

Python

Python remains essential for engineering roles, used for tasks like scripting and backend development with frameworks such as FastAPI, Flask, and Django.

JavaScript & TypeScript

These languages are foundational for building dynamic, interactive, and scalable web applications, making them must-have skills for developers.

Java & Golang

Java dominates in enterprise, banking, and startups, while Golang is a favorite for its performance and simplicity, especially in scalable applications.

Kubernetes

Kubernetes expertise is critical for creating and managing efficient containerized systems, a cornerstone of modern microservices.

Data Engineering Tools (Flink, Kafka, ClickHouse, Hadoop)

Proficiency in these tools is highly valued for enabling scalable data processing and real-time analytics in enterprise settings.

Large Language Models (LLM) & Generative AI

LLMs and Generative AI are reshaping tech, driving demand for specialists despite intense competition in this emerging field.

Cybersecurity (Red & Blue Teams)

Cybersecurity remains a priority, with strong demand for experts in offensive (red team) and defensive (blue team) operations.

Cloud Technologies (Azure, AWS, GCP)

Cloud expertise is vital as companies optimize systems on platforms like Azure, AWS, and GCP to ensure scalability and efficiency.

C++

C++ continues to be indispensable in hedge funds, trading, and manufacturing, valued for its reliability and high performance.

In-Demand Roles

- 1

Software Engineer
- 2

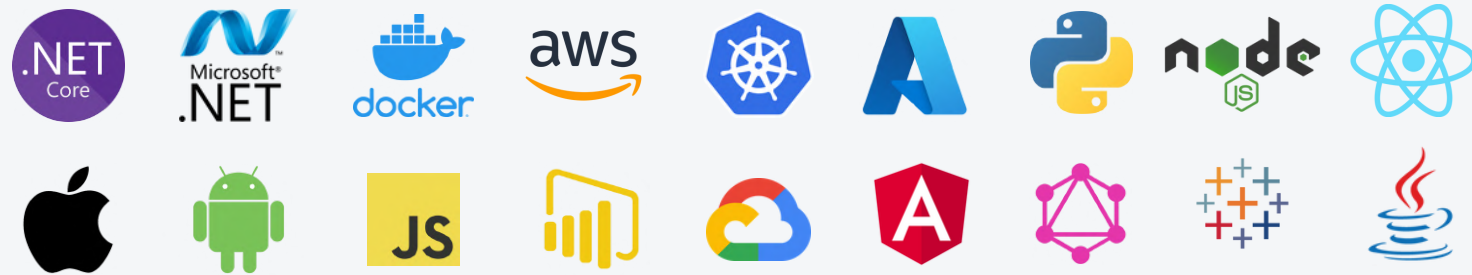
Cybersecurity Specialist
- 3

Cloud Engineer
- 4

AI Engineer
- 5

Data Scientist / Analyst

Our Expertise



Software Engineering

Front & Backend C#, C++, .NET, Java, React, Node, Ruby, Golang Engineers

Cloud & DevOps

DevOps, Cloud Engineers, Infrastructure Engineers, Network Engineers

Product & Design

Product Managers, Product Designers, UI / UX Designers

Project Services

Business Analysts, Project Managers, Programme Managers, PMOs

Data & Analytics

Data / Machine Learning Engineers, BI Analysts, Data Scientists, Data Analysts

Cyber Security

Security Analysts, Security Engineers, Pre-Sales, Pen-Testers, Consultants

Sales & Business Development

Account Executives, Business Development Representatives, Account / Sales Directors

Digital Transformation

Digital Transformation Specialists at all levels



Average Permanent Salaries

Based on data from real placements made by Evolution Australia

Frontend Engineers

\$165,000

Low: \$120,000 High: \$190,000+

Backend Engineers

\$165,000

Low: \$120,000 High: \$190,000+

DevOps Engineers

\$156,700

Low: \$120,000 High: \$220,000+

Data Scientists

\$158,800

Low: \$120,000 High: \$180,000+

Data Engineers

\$151,300

Low: \$110,000 High: \$180,000+

Cloud Engineer

\$156,700

Low: \$120,000 High: \$220,000+

Product Manager

\$160,000

Low: \$130,000 High: \$180,000+

Business Analyst

\$137,500

Low: \$90,000 High: \$170,000+



Permanent Placements

A sample of real placements made by Evolution Australia in 2024
*All values are excluding Superannuation

Leadership

Role	Seniority	Salary (Base)
Chief Executive Officer	C-Level	\$350k+
Chief Technology Officer	C-Level	\$300k - \$400k
Chief Operating Officer	C-Level	\$350k+
Chief Data Officer	C-Level	\$300k - \$400k
Chief Information Security Officer	C-Level	\$300k+

Software Engineering

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Director / VP of Engineering	-	-	\$300k+	\$350k+
Head of Engineering	-	-	\$250k+	\$300k+
Engineering Manager	-	-	\$220k+	\$250k+
Frontend Engineer	\$120k - \$140k	\$150k - \$180k	\$160k - \$190k	\$190k+
Backend Engineer	\$120k - \$140k	\$150k - \$180k	\$160k - \$190k	\$190k+
Mobile Engineer	\$120k - \$140k	\$150k - \$180k	\$160k - \$190k	\$190k+

Cloud & DevOps

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Cloud Director	—	—	\$200k - \$250k	\$250k - \$300k
Head of Cloud	—	—	\$200k - \$250k	\$250k - \$300k
DevOps Engineer	\$120k - \$140k	\$140k - \$160k	\$160k - \$220k	—
Cloud Engineer	\$120k - \$140k	\$140k - \$160k	\$160k - \$220k	—
Infrastructure Engineer	\$80k - \$100k	\$100k - \$120k	\$120k - \$180k	\$180k - \$220k

Data & Analytics

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Director of Data	—	—	—	\$250k+
Head of Data	—	—	—	\$220k - \$260k
Data Manager	—	—	\$180k - \$220k	\$200k+
Data Scientist	\$120k - \$150k	\$140k - \$170k	\$150k - \$180k	\$180k+
Data Engineer	\$110k - \$130k	\$130k - \$150k	\$150k - \$180k	\$180k+
Data Analyst	\$100k - \$130k	\$120k - \$150k	\$140k - \$180k	\$180k+

Permanent Placements

A sample of real placements made by Evolution Australia in 2024
*All values are excluding Superannuation

Product & Design

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
VP of Product	—	—	\$230k - \$260k	\$250k+
Director of Product	—	—	\$200k - \$250k	\$240k+
Head of Product	—	—	\$200k - \$230k	\$220k+
Senior Product Manager	—	\$150k - \$180k	\$170k - \$190k	\$190k+
Product Manager	\$130k - \$150k	\$140k - \$170k	\$150k - \$180k	\$180k+

Cyber Security

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Head of Cyber	—	—	—	\$250k+
Head of Security	—	—	—	\$250k+
Security Manager	—	—	\$180k - \$200k	\$200k+
Senior Security Analyst	—	\$140k - \$160k	\$160k - \$180k	—
Security Analyst	\$110k - \$130k	\$130k - \$150k	—	—

Architecture

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Infrastructure / Cloud Architect	—	—	\$200k - \$250k	\$250k+
Solution Architect	—	—	\$200k - \$250k	\$250k+
Enterprise Architect	—	—	\$250k - \$300k	\$300k+
Software Architect	—	—	\$180k - \$200k	\$200k+
Data Architect	—	—	\$190k - \$200k	\$200k+

Project Services

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Business Analyst	\$90k - \$120k	\$110k - \$140k	\$130k - \$170k	\$170k+
Scrum Master	—	\$140k - \$170k	\$160k - \$190k	\$180k+
Project Manager	\$120k - \$160k	\$160k - \$180k	\$170k - \$200k	\$200k+
Delivery Lead	—	—	\$170k - \$200k	\$200k+
Program Manager	—	—	\$200k - \$220k	\$220k+

Average Contract Charge Rates + GST

Based on data from real placements made by Evolution Australia

Frontend Engineers

\$1,165

Low: \$900 High: \$1,300

Backend Engineers

\$1,167

Low: \$900 High: \$1,300

DevOps Engineers

\$1,067

Low: \$800 High: \$1,400

Data Scientists

\$1,300

Low: \$1,100 High: \$1,500

Data Engineers

\$1,183

Low: \$950 High: \$1,400

Cloud Engineer

\$1,067

Low: \$800 High: \$1,300

Product Manager

\$1,400

Low: \$1,200 High: \$1,600

Business Analyst

\$1,233

Low: \$1,000 High: \$1,400



Contract Placements

A sample of real placements made by Evolution Australia in 2024

Leadership

Role	Seniority	Salary (Base)
Chief Executive Officer	C-Level	\$2,800+
Chief Technology Officer	C-Level	\$2,500+
Chief Operating Officer	C-Level	\$2,500+
Chief Data Officer	C-Level	\$2,500+
Chief Information Security Officer	C-Level	\$2,500+

Software Engineering

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Director / VP of Engineering	—	—	—	\$1,750+
Head of Engineering	—	—	\$1,700 - \$2,000	\$2,000+
Engineering Manager	—	—	\$1,700 - \$2,000	\$2,000+
Frontend Engineer	—	—	\$1,200 - \$1,400	\$1,400+
Backend Engineer	—	—	\$1,200 - \$1,400	\$1,400+
Mobile Engineer	—	—	\$1,200 - \$1,400	\$1,400+

Cloud & DevOps

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Cloud Director	—	—	—	\$2,000+
Head of Cloud	—	—	—	\$2,000+
DevOps Engineer	—	—	\$1,100 - \$1,400	\$1,400+
Cloud Engineer	—	—	\$1,100 - \$1,300	\$1,300+
Infrastructure Engineer	—	—	\$1000 - \$1,200	\$1,200+
Network Engineer	—	—	\$1,000 - \$1,200	\$1,200+

Data & Analytics

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Director of Data	—	—	—	\$1,700+
Head of Data	—	—	—	\$1,600+
Data Manager	—	—	\$1,350 - \$1,550	\$1,550+
Data Scientist	\$1,100 - \$1,300	\$1,200 - \$1,400	\$1,300 - \$1,500	\$1,500+
Data Engineer	\$950 - \$1,150	\$1,100 - \$1,300	\$1,200 - \$1,400	\$1,400+
Data Analyst	\$850 - \$1,000	\$1,000 - \$1,200	\$1,100 - \$1,300	\$1,300+

Contract Placements

A sample of real placements made by Evolution Australia in 2024

Product & Design

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
VP of Product	—	—	\$2,000	\$2,200+
Director of Product	—	—	\$1,800 - \$2,000	\$1,900+
Head of Product	—	—	\$1,600 - \$1,800	\$1,800+
Senior Product Manager	—	—	\$1,400 - \$1,500	\$1,500+
Product Manager	—	—	\$1,300 - \$1,400	—

Cyber Security

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Head of Cyber	—	—	—	\$1,800+
Head of Security	—	—	—	\$1,800+
Security Manager	—	—	\$1,400 - \$1,600	\$1,600 - \$1,800
Senior Security Analyst	—	\$950 - \$1,100	\$1,100 - \$1,300	—
Security Analyst	\$600 - \$800	\$750 - \$950	—	—

Architecture

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Infrastructure / Cloud Architect	—	—	\$1,400	\$1,500+
Solution Architect	—	—	\$1,400	\$1,500+
Enterprise Architect	—	—	\$2,000 - \$2,500	\$2,500 - \$3,000+
Software Architect	—	—	\$1,400	\$1,500+
Data Architect	—	—	\$1,400	\$1,500+

Project Services

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Business Analyst	\$1,000 - \$1,250	\$1,100 - \$1,350	\$1,200 - \$1,500	\$1,400+
Scrum Master	—	\$1,200 - \$1,400	\$1,300 - \$1,500	\$1,500+
Project Manager	\$1,200 - \$1,400	\$1,300 - \$1,500	\$1,400 - \$1,600	\$1,600+
Delivery Lead	—	—	\$1,400 - \$1,600	\$1,600+
Program Manager	—	—	\$1,500 - \$1,700	\$1,700+

evolution