


# OTTAWA TECHNOLOGY **SALARY GUIDE**

2021





# YOUR GUIDE TO TECHNOLOGY SALARIES

— OTTAWA, ON —

Ottawa's technology hiring market in 2021 is extremely competitive. Employers across the board are having a hard time filling many positions as the supply of highly skilled professionals with the right mix of skills continues to be low. Top candidates are often fielding multiple offers when they become available and expect this trend to continue for the foreseeable future.

Finding the right talent requires employers to be aware of current salary ranges as well as what employees are most often being offered by way of compensation packages. At **LRO Staffing**, we provide the insights that help craft a hiring strategy that not only saves you money but also attracts top talent. Our staffing specialists place technology candidates in companies throughout the National Capital Region, giving us unique insight into what candidates in the area are looking for.

This guide has been developed based on the thousands of placements we've made and the trends that are developing in the market for 2021. It is the most accurate salary data you will find for the Ottawa, Ontario region.

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# HIRING TRENDS IN TECHNOLOGY

While the labour market continues to be tight, companies continue to incorporate a higher percentage of IT workers within their workforce in order to accelerate digital transformations across various departments. As a result, we are seeing five specific trends in the Ottawa region:

1. Accelerated hiring of project-based temporary workers
2. Multi-disciplinary skill-sets are becoming more valued
3. Companies are willing to train in order to retain or find new talent
4. Employers must move quickly with the right offers
5. Non-tech skills are becoming more important for IT workers of all kinds

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### **Shifting to remote work**

Undeniably, the pandemic has disrupted the recruitment process for both the employer and job seekers. The majority of job interviews now take place virtually and require candidates to research new skills and etiquettes. Due to the continued remote work order and digital-by-default climate that has been introduced within many IT companies, a candidate's physical location will continue to become less important when considering a position. When the pandemic eventually flatlines, we predict that these changes will remain and evolution within the Technology sector will continue.

### **Accelerated hiring of project-based temporary workers**

Not having to hire a full-time employee in order to meet the needs of a specific project with a set deadline is becoming more commonplace. This flexible staffing strategy allows employers to move quickly when a need arises and save money by not hiring full-time staff. Additionally, it allows companies to evaluate the temporary help in order to determine their suitability for similar open full-time positions they may have.

### **Multi-disciplinary skill-sets are becoming more valued**

Companies are increasingly looking for professionals that come to the table with a set of core-skills which are designed to fill the primary job responsibilities, but also with a set of secondary skills and experience that will allow them to work across various departments with ease.

### **Companies are willing to train in order to retain or find new talent**

Because of the current state of the market, companies have become a bit more flexible with potential candidates not filling every possible checkbox or nice to have. As a result, organizations are looking increasingly to candidates that demonstrate a willingness to learn quickly and adapt.

### **Employers must move quickly with the right offers**

Technology professionals are some of the most highly informed candidates on the job market. This means that they are well aware of their value and are often seen fielding multiple job offers. What does this mean for employers? They have to move quickly and decisively with offers designed to turn heads. To find out more, read our article [The Costs of Your Hiring Process Taking Too Long](#) on the [LRO Staffing blog](#).

# TECHNOLOGY SALARIES

## OTTAWA, ONTARIO

|                                 |  | EXPERIENCE & SKILL LEVEL |         |         |
|---------------------------------|--|--------------------------|---------|---------|
|                                 |  | SALARY RANGES            |         |         |
| POSITION                        |  | LOW                      | MID     | HIGH    |
| <b>Executive</b>                | Chief Information / Technology Officer   | 155,000                  | 186,000 | 220,000 |
|                                 | Chief Security Officer                   | 126,000                  | 142,000 | 155,000 |
|                                 | Vice President of Information Technology | 155,000                  | 170,000 | 195,000 |
|                                 | Director of Information Technology       | 137,000                  | 160,000 | 180,000 |
|                                 | Vice President / Director of Operations  | 125,000                  | 140,000 | 175,000 |
| <b>Applications Development</b> | Manager                                  | 99,000                   | 115,000 | 130,000 |
|                                 | Project Manager                          | 75,000                   | 100,000 | 100,000 |
|                                 | Applications Architect                   | 79,000                   | 97,000  | 112,000 |
|                                 | Business Systems Analyst                 | 66,000                   | 76,000  | 87,000  |
|                                 | Cloud Computing Developer / Architect    | 93,000                   | 115,000 | 145,000 |
|                                 | CRM Technical Developer                  | 85,000                   | 105,000 | 122,000 |
|                                 | Developer / Programmer Analyst           | 71,500                   | 83,000  | 90,000  |
|                                 | ERP Technical / Functional Analyst       | 76,000                   | 87,000  | 97,000  |
|                                 | ERP Technical Developer                  | 82,000                   | 92,000  | 107,000 |
|                                 | Applications Developer                   | 68,000                   | 77,000  | 88,000  |
|                                 | Mobile Applications Developer            | 74,000                   | 92,000  | 118,000 |
|                                 | Technical Writer                         | 60,000                   | 68,000  | 81,000  |

Bonuses, incentives and other forms of compensation are not included.  
Language premiums may be applicable for bilingual candidates.

# TECHNOLOGY SALARIES

## OTTAWA, ONTARIO

| POSITION                                    |                                    | EXPERIENCE & SKILL LEVEL |         |         |
|---|------------------------------------|--------------------------|---------|---------|
|   |                                    | SALARY RANGES            |         |         |
|   |                                    | LOW                      | MID     | HIGH    |
| <b>Consulting &amp; Systems Integration</b> | Director                           | 115,000                  | 142,000 | 165,000 |
|   | Project Manger / Senior Consultant | 76,000                   | 95,000  | 120,000 |
|   | Staff Consultant                   | 70,000                   | 82,000  | 89,000  |
| <b>Data / Database Administration</b>       | Big Data Engineer                  | 85,000                   | 104,000 | 126,000 |
|   | Database Developer                 | 78,000                   | 95,000  | 115,000 |
|   | Database Administrator             | 77,000                   | 92,000  | 101,000 |
|   | Data Analyst / Report Writer       | 71,000                   | 79,000  | 86,000  |
|   | Data Architect                     | 95,000                   | 117,000 | 140,000 |
|   | Data Scientist                     | 86,000                   | 105,000 | 130,000 |
|   | Data Warehouse Analyst             | 79,000                   | 89,000  | 100,000 |
|   | Business Intelligence Analyst      | 87,000                   | 101,000 | 122,000 |
| <b>Quality Assurance (QA) &amp; Testing</b> | QA Engineer - Manual               | 62,000                   | 72,000  | 90,000  |
|   | QA Engineer - Automated            | 70,000                   | 90,000  | 115,000 |
|   | QA / Testing Manager               | 105,000                  | 117,000 | 131,000 |
|   | Build / Release Engineer           | 82,000                   | 99,000  | 118,000 |

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# TECHNOLOGY SALARIES

## OTTAWA, ONTARIO

| POSITION                               |                                       | EXPERIENCE & SKILL LEVEL |         |         |
|--|---------------------------------------|--------------------------|---------|---------|
|  |                                       | SALARY RANGES            |         |         |
|  |                                       | LOW                      | MID     | HIGH    |
| <b>Web Development</b>                 | Senior Web Developer                  | 115,000                  | 120,000 | 150,000 |
|  | Web Developer                         | 65,000                   | 90,000  | 100,000 |
|  | Front-End Developer                   | 115,000                  | 120,000 | 150,000 |
|  | Web Administrator                     | 60,000                   | 120,000 | 140,000 |
|  | Full Stack Developer                  | 90,000                   | 120,000 | 140,000 |
| <b>Networking / Telecommunications</b> | Network Architect                     | 95,000                   | 115,000 | 145,000 |
|  | IT Manager                            | 100,000                  | 111,000 | 130,000 |
|  | Network Engineer                      | 89,000                   | 105,000 | 126,000 |
|  | Network Administrator                 | 68,000                   | 79,000  | 93,000  |
| <b>Security</b>                        | Data / Systems Security Administrator | 77,000                   | 95,000  | 110,000 |
|  | Cyber Security Architect              | 88,000                   | 108,000 | 133,000 |
|  | Cyber Security Analyst                | 78,000                   | 95,000  | 112,000 |
|  | Incident Management Analyst           | 82,000                   | 92,000  | 106,000 |
|  | Network Security Administrator        | 80,000                   | 103,000 | 119,000 |
|  | Network / Systems Security Engineer   | 86,000                   | 112,000 | 135,000 |
|  | Information Systems Security Manager  | 105,000                  | 124,000 | 148,000 |
|  | IT Auditor                            | N/A                      | N/A     | 150,000 |

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# TECHNOLOGY SALARIES

## OTTAWA, ONTARIO

|   |  | EXPERIENCE & SKILL LEVEL |         |         |
|---|--|--------------------------|---------|---------|
|   |  | SALARY RANGES            |         |         |
|   |  | LOW                      | MID     | HIGH    |
| <b>Software Development</b>                               | Product Owner                            | 90,000                   | 110,000 | 120,000 |
|   | Product Manager                          | 120,000                  | 140,000 | 160,000 |
|   | Software Engineer / Developer            | 110,000                  | 120,000 | 130,000 |
|   | Software Architect                       | 120,000                  | 130,000 | 155,000 |
|   | Software Development Manager             | 130,000                  | 150,000 | 170,000 |
|   | Scrum Master                             | 70,000                   | 96,000  | 118,000 |
|   | Artificial Intelligence (AI) Developer   | 120,000                  | 130,000 | 150,000 |
| <b>Technical Services,<br/>Help Desk &amp; Operations</b> | Technical Support Manager                | 87,000                   | 97,000  | 118,000 |
|   | Desktop Support Analyst / Tier 1 Support | 40,000                   | 46,000  | 52,000  |
|   | Systems Administrator                    | 67,000                   | 80,000  | 98,000  |
|   | Systems Engineer                         | 82,000                   | 95,000  | 115,000 |
|   | Help Desk Tier 3                         | 52,000                   | 59,000  | 70,000  |
|   | Help Desk Tier 2                         | 45,000                   | 50,000  | 58,000  |
|   | Instructor / Trainer                     | 44,000                   | 50,000  | 55,000  |
|   | Business Continuity Analyst              | 56,000                   | 77,000  | 90,000  |
|   | Product / Software Support Specialist    | 58,000                   | 70,000  | 86,000  |
|   | Site Reliability Engineer (DevOps)       | 110,000                  | 140,000 | 160,000 |

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# HIGHLY VALUED DESIGNATIONS & CERTIFICATES

- Agile
- AWS Certified Solutions Architect
- Certified Ethical Hacker (CEH)
- Certified Information Systems Security Professional (CISSP)
- Certified in Risk and Information Systems Control (CRISC)
- Certified ScrumMaster
- Cisco Certified Network Associate (CCNA)
- Cisco Certified Network Professional (CCNP)
- Citrix Certified Associate - Networking (CCA-N)
- Certified Cloud Security Professional (CCSP)
- Global Information Assurance Certification (GIAC)
- IT Infrastructure Library (ITIL)
- IT Service Management (ITSM)
- Microsoft Certified Solutions Expert (MCSE)
- MCSE: Cloud Platform and Infrastructure
- Project Management Professional (PMP)
- Six Sigma Green Belt

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# HIRING INSIGHTS IN TECHNOLOGY

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## In-Demand Technical Skills & Expertise

- Artificial Intelligence
- Python
- AWS
- C#
- NET Developers
- Cloud or SaaS
- Scrum Master
- Hadoop
- Java
- Javascript
- Machine Learning
- Microsoft Hyper V or VMware
- Python
- ReactJS and React Native
- Software Developer in Test
- SQL Server
- C/C++ Developers
- Virtual Reality
- Angular










## Difficult to Staff Positions

- Cyber Security Analysts
- Cyber Security Engineers
- Cloud Architects
- Data Scientists
- Software Developers/Engineers
- DevOps Engineers
- IoT Specialists
- Machine Learning Engineers
- Network Administrators
- Build/Release Engineers
- Full Stack Developers
- Security Engineers
- Cloud Systems Administrator






# COMPENSATION PACKAGES

## BENEFITS & PERKS

### EMPLOYEE BENEFITS

|                              | % of Companies Offering | Most Desired Benefit   |
|------------------------------|-------------------------|--|
| HEALTH INSURANCE             | 68%                     |    |
| PAID TIME OFF                | 63%                     |    |
| DENTAL INSURANCE             | 59%                     |    |
| DISABILITY & LIFE INSURANCE  | 54%                     |    |
| RETIREMENT SAVINGS PLAN      | 55%                     |    |
| LEAVE OF ABSENCE             | 34%                     |   |
| EMPLOYEE ASSISTANCE PROGRAMS | 42%                     |  |
| PRETAX PROGRAMS              | 26%                     |  |
| TUITION ASSISTANCE           | 33%                     |  |

### EMPLOYEE BENEFITS

|                         | % of Companies Offering | Most Desired Benefit  |
|-------------------------|-------------------------|---|
| FLEXIBLE WORK SCHEDULES | 46%                     |  |
| REMOTE WORK OPTIONS     | 44%                     |  |
| PAID PARENTAL LEAVE     | 33%                     |  |
| EMPLOYEE DISCOUNTS      | 26%                     |  |
| COMPANY MEALS/SNACKS    | 21%                     |  |



# EMPLOYEE

## VIRTUAL ONBOARDING CHECKLIST

### Getting Off On The Right Foot With New Hires

Many top performing candidates can leave in the early stages of their new employment with a company if they quickly discover that commitments made do not match the reality of the work environment.

With the majority of companies forced to make the shift to remote work due to COVID-19, the landscape of a typical onboarding process for new employees requires extra planning and consideration within a virtual climate.

In order to create a seamless onboarding experience for both the employer and the employee, we've compiled a checklist to set you up for success and ensure your hiring efforts don't go to waste.

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# EMPLOYEE VIRTUAL ONBOARDING CHECKLIST

## BEFORE THEY START

- Get in touch with the hiring manager and HR to collect info that will help you prep their IT setup.
- Order / Setup new equipment with required software and VPN access. Include logins and setup information that may be required.
- Schedule a delivery of this equipment to the new hire and communicate when it is expected to arrive.
- Create a first day schedule and share it ahead of time to ensure the new hire is prepared before their official start date.
- Communicate your corporate culture by sending a welcome kit that includes collateral such as; notebooks, pens, coffee mug, etc.
- Assign a mentor to guide the new hire through internal systems or simply answer any questions they may have.

## ON DAY ONE

- Welcome the new hire and introduce them to your team through a virtual coffee hour.
- Ensure the new hire has proper access and permissions to internal systems, softwares, and communication platforms.
- Include a basic orientation that outlines the company's history, values, and objectives. Show them an organizational chart and explain how departments work together.
- Identify communication preferences with your new hire and ensure they feel comfortable and supported when they asking questions.

## FIRST MONTH

- Schedule any fundamental / required training sessions.
- Review the job responsibilities and set individual goals for the new hire that align with company objectives.
- Frequently schedule virtual 1:1's to establish expectations and action items.
- Make time for spontaneous interactions and virtual coffee breaks to promote inclusion and connectedness.
- Ensure that the new hire's goals are in alignment with the organization's and make any adjustments necessary.



## About LRO Staffing

At LRO Staffing, relationships matter. We know that long-lasting relationships are based on trust and respect. It's how we do business. Furthermore, it's the reason our clients and candidates continue to include us in their plans, careers, and refer others to us without hesitation. We are a leading, full service search & staffing agency that specializes in the recruitment and placement of permanent, contract and temporary positions.

## How We Can Help

We are committed to placing the right people in the right positions. Because of our extensive network and strong relationships in the industry, our tenured recruitment team can help you gain access to many jobs not advertised. We offer tailored solutions to meet your organizations exact needs. Need help with a permanent, contract or temporary search?

**Contact us today** to experience the LRO Staffing difference.

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