

TECHNOLOGY

**SALARY GUIDE**

2022



As Ottawa and the rest of the world continue to economically recover from the pandemic, it will be imperative to build a strong workforce by finding and securing the right talent. That said, we are currently facing labour shortages in many sectors. With an increase in new hires and candidates typically fielding multiple offers, it is crucial that employers build strong hiring and retention strategies to ensure they are optimizing their growth opportunities.

Our Technology recruitment professionals have compiled Ottawa-centric salary data to help employers understand the current salary ranges in tandem with what competitors are offering by way of compensation packages. The salary ranges outlined pertain to a wide variety of job classifications and are derived from the placements made at LRO Staffing in 2021 across various sectors at both public and private organizations.

At LRO Staffing, we are dedicated to bringing our clients and candidates up-to-date market intelligence, thereby helping them to make more informed employment decisions. In addition to the roles and salary ranges listed within this guide, we have included Technology job market trends, highly valued designations, and additional information for your perusal.



# HIRING TRENDS

## COMPETITION FOR TOP TALENT CONTINUES

With Ottawa's unemployment rates significantly lower than in 2021, the job market rebound has increased the difficulty in securing top talent. Technology professionals are still in high demand with many job seekers receiving multiple, competing offers. As such, professionals are pushing harder for higher salaries and more benefits. To ensure your offer remains competitive, remember to:

- Validate that your salary offering is still market-driven and includes not only traditional benefits offering, but also less tangible benefits like health spending accounts or reimbursements for fitness memberships.
- Ensure you have clearly articulated your corporate culture as this is a key driver for a candidate's decision.
- Highlight your work flexibility, such as the ability to work from the office or home, and what tools are provided to facilitate flexibility and collaboration.

## FOSTERING A FLEXIBLE WORK ENVIRONMENT

The biggest shift we've seen over the last few years is the normalization of flexible work. While preferences regarding working remotely may differ among employees as we transition into the 'new normal', it is critical workplaces continue to offer a flexible work environment.

This is not only important from a corporate culture perspective, but employee retention as well, with nearly half of all employees in a recent study stating they would look for a new job if their employer didn't adopt a flexible working model.

To learn more about implementing a flexible work plan for your business, read [How to Develop a Successful Hybrid Work Environment](#) on the LRO Staffing blog.

## ACCELERATED HIRING OF CONTRACT AND TEMPORARY WORKERS

We are now seeing a considerable upturn in demand for temporary and contract help. Sourcing candidates in a scarce market can result in longer vacancies, where workflow can be maintained through the use of a temporary resource. Contract personnel can help accomplish this quarter's goals while reducing long term financial salary obligations. In some cases, temporary and contract employees are also being used to cover leaves of absences or to mitigate the loss of permanent members of staff during the year of 'the great resignation'.

## IMPORTANCE OF MULTIDISCIPLINARY SKILLS

Companies are seeking professionals that not only offer the core-skills and competencies associated with a role, but additional skills and experience that will allow them to work across various departments with ease. Excellent verbal and written communication, the ability to work in a team environment, broader understanding of other departments, leadership qualities and a commitment to further learning are increasingly in demand.

## QUICKER RECRUITMENT PROCESSES

With increased demand for Technology professionals, companies that take too long to move candidates through the recruitment process risk losing them all together. While it's imperative to choose a candidate that's the best fit for the role, taking too long to communicate your interest can create distrust and lead to the consideration of other offers. To learn more about how to avoid this pitfall, read [The Costs of Your Hiring Process Taking Too Long](#) on the LRO Staffing blog.

## IMPROVING EMPLOYEE RETENTION PRACTICES

Employers often dedicate a considerable amount of time and resources towards ensuring they recruit and secure top talent. Unfortunately, too often, the same cannot be said about companies' efforts to retain those same employees for the long-term. Now more than ever, organizations need to re-evaluate their retention strategies to identify and create engaged, enthusiastic employees. In doing so, companies can ensure they demonstrate their commitment to their employees and improve their talent retention results.

To learn more about current job market trends, read [What to Expect for Ottawa's Job Market in 2022](#) 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 (CIO)	155,000	186,000	220,000
	Chief Security Officer (CSO)	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	100,000	120,000	150,000
	Project Manager	75,000	100,000	145,000
	Applications Architect	85,000	110,000	150,000
	Business Systems Analyst	66,000	76,000	120,000
	Cloud Computing Developer/Architect	93,000	115,000	160,000
	CRM Technical Developer	85,000	105,000	122,000
	Developer / Programmer Analyst	75,000	110,000	140,000
	Applications Developer	75,000	110,000	130,000
	Mobile Applications Developer	80,000	115,000	140,000
	Technical Writer	75,000	90,000	120,000

Bonuses, incentives and other forms of compensation are not taken into account  
 \*Language premiums may be applicable for bilingual candidate (E/F)

# TECHNOLOGY SALARIES

OTTAWA, ONTARIO

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		LOW	MID	HIGH
<b>Consulting &amp; Systems Integration</b>	Director	115,000	142,000	165,000
	Project Manager / 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	120,000	140,000
	Database Developer	78,000	100,000	120,000
	Database Administrator	77,000	92,000	120,000
	Data Analyst / Report Writer	71,000	79,000	86,000
	Data Architect	110,000	117,000	160,000
	Data Scientist	86,000	105,000	130,000
	Data Warehouse Analyst	79,000	89,000	100,000
	Business Intelligence Analyst	87,000	110,000	130,000
<b>Quality Assurance (QA) &amp; Testing</b>	QA Engineer - Manual	62,000	85,000	100,000
	QA Engineer - Automated	75,000	115,000	140,000
	QA / Testing Manager	105,000	117,000	131,000
	Build/Release Engineer	82,000	120,000	140,000

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# TECHNOLOGY SALARIES

OTTAWA, ONTARIO

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		LOW	MID	HIGH
<b>Web Development</b>	Senior Web Developer	77,000	100,000	140,000
	Web Developer	65,000	100,000	120,000
	Front-End Developer	85,000	120,000	150,000
	Web Administrator	60,000	80,000	110,000
	Full Stack Developer	78,000	110,000	140,000
<b>Networking / Telecommunications</b>	Network Architect	95,000	115,000	145,000
	IT Manager	10,0000	111,000	130000
	Network Engineer	89,000	105,000	130,000
	Network Administrator	75,000	110,000	140,000
<b>Security</b>	Data/Systems Security Administrator	77,000	110,000	130,000
	Cyber Security Architect	88,000	120,000	150000
	Cyber Security Analyst	78,000	110,000	120,000
	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

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# TECHNOLOGY SALARIES

OTTAWA, ONTARIO

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		LOW	MID	HIGH
<b>Software Development</b>	Product Owner	78,000	90,000	110,000
	Product Manager	108,000	129,000	150,000
	Software Engineer/Developer	75,000	95,000	122,000
	Software Architect	89,000	105,000	135,000
	Software Development Manager	110,000	131,000	155,000
	Scrum Master	70,000	110,000	130,000
	Artificial Intelligence (AI) Developer	86,000	110,000	150,000
<b>Technical Services, Help Desk &amp; Operations</b>	Technical Support Manager	100,000	110,000	130,000
	Desktop Support Analyst/Tier 1 Support	40,000	46,000	52,000
	Systems Administrator	67,000	75,000	80,000
	Systems Engineer	82,000	110,000	130,000
	Help Desk Tier 3	65,000	80,000	100,000
	Help Desk Tier 2	65,000	80,000	90,000
	Business Continuity Analyst	56,000	77,000	90,000
	Product/Software Support Specialist	58,000	70,000	86,000
	Site Reliability Engineer (DevOps)	85,000	120,000	140,000

Bonuses, incentives and other forms of compensation are not taken into account  
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# DESIGNATIONS & CERTIFICATIONS

- 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



# HIRING INSIGHTS

## HIRING INSIGHTS BY THE NUMBERS

- Ottawa's unemployment rate sits at **4.7%** percent, while the national average is **6.5%**
- **240,500** more jobs have been added to the Canadian economy since before the pandemic
- **54%** of Canadian companies are looking to fill vacant positions in 2022

## WHAT HIRING MANAGERS ARE LOOKING FOR



**Bilingualism** - A key asset or search criteria for Technology professionals within Ottawa and the surrounding area.



**Flexibility** - As managers continue to refine their remote management skills, they seek flexible employees; in work location, in fluidity of workflow, and in reporting relationships.



**Soft Skills** - With a tight labour market, clients are more likely to teach technical skills rather than overlooking important soft skills. Excellent communication, the ability to work in a team environment, broader understanding of other departments, leadership qualities, and commitment to further learning are increasingly in demand.



# HIRING INSIGHTS

## KEY TRENDING POSITIONS

While there is currently a great need for all technology positions, the below roles have experienced a noteworthy upward trend in demand:

- Web Developers
- Java Developers
- Scala/ Spark Developers
- Cloud System Architects
- Data Scientist

## IN-DEMAND TECHNICAL SKILLS AND 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










# COMPENSATION PACKAGES

## IMPORTANT COMPENSATION CONSIDERATIONS

While competitive salaries are critical in attracting top talent, what employers are offering a prospective employee shouldn't stop there. It's important that businesses reflect what the workforce is expecting or else they run the risk of losing talent to their competitors.

Beyond salary and benefits, employees are looking to join a workplace with strong leadership. Leaders who demonstrate the willingness to accommodate an employees' needs are far more likely to secure top talent versus those who don't. A one-size fits all approach to leadership no longer works, and employers may require an evaluation to determine the most effective supervisory styles, processes, or communication methods.

There are also countless benefits to fostering a strong corporate culture. Aside from attracting prospective candidates, it's also an imperative factor in retaining current staff. Make no mistake about it, corporate culture is far more than just something an organization should have; it's critical to the organization's stability, longevity and perception.

EMPLOYEE BENEFIT	% OF COMPANIES OFFERING	HIGHLY DESIRED BENEFIT
Health Insurance	66% 	<input checked="" type="checkbox"/>
Life and Death Insurance	54% 	<input type="checkbox"/>
Paid Time Off	53% 	<input checked="" type="checkbox"/>
Retirement Savings Plans	52% 	<input checked="" type="checkbox"/>
Dental Insurance	48% 	<input type="checkbox"/>
Disability Insurance	48% 	<input checked="" type="checkbox"/>
Paid Parental Leave	33% 	<input type="checkbox"/>

## NEW OFFERINGS

With many workplaces permanently transitioning to a hybrid work model or fully working remote, a new offering wanted by employees is a home office stipend. This is seen as an attractive perk that allows individuals to invest in the proper hardware and office set-up, as well as subsidize other expenses like cell phone and internet costs. Following a global pandemic, employees are more concerned about their

wellness now more than ever. It's important that employers are investing in both mental and physical wellness programs to improve their employees' well-being and improve employer/employee trust. Other new offerings that have been attracting talent are child care stipends, as well as additional paid family leave.



## DIVERSITY, EQUITY, AND **INCLUSION**

### IMPORTANCE OF DEI IN THE WORKPLACE

Diversity, equity, and inclusion (DEI) has become a crucial, transformational element within the workplace. Before you begin to reevaluate your efforts and implement new practices, it is important organizations understand each component both individually and how they work together.

DEI refers to the programs and best practices that when successful, can lead to a more equitable future of work. Diverse and inclusive workplaces not only increase job satisfaction amongst employees, but also lead to higher levels of trust and improved productivity. Furthermore, research has shown many business related benefits including higher revenue growth and an increased likelihood to outperform less diverse peers.



DIVERSITY, EQUITY, AND  
**INCLUSION**

## TOOLS AND RESOURCES

Canadian companies have embraced creating more diverse workplaces where individual contributions are valued. However, a truly inclusive workplace is always a work-in-progress and as such, there is always more learning and understanding to be done.

### **Below are ways to foster a more inclusive workplace:**

- Create organization policies and programs to ensure all employees are treated fairly and with respect.
- Educate all staff on the importance of DEI.
- Employers should make it clear discrimination and harassment in the workplace will not be tolerated.
- Ensure your hiring and retention practices are transparent and bias-free.
- Create a judgment-free, welcoming corporate culture where all feel comfortable.
- Offer continued support to employees.
- Adjust workplace practices as needed to make it fair for all.



DIVERSITY, EQUITY, AND  
**INCLUSION**

## **ADDITIONAL DEI RESOURCES FOR EMPLOYERS**

[Canadian Centre for Diversity and Inclusion: Resources](#)

[Government of Canada: Tools, Training and Resources to Combat Racism & Discrimination in the Workplace](#)

[Government of Ontario: Accessibility Information for Businesses](#)

[LinkedIn: 50+ Ideas for Cultivating Diversity and Inclusion at Your Company](#)

[Rick Hansen Foundation: Accessibility Resources](#)

[2020 Diversity Disclosure Practices: Diversity and Leadership at Canadian Public Companies](#)

To learn how to foster more accessible hiring practices, read [Making Your Interview Process Inclusive](#) on the LRO Staffing blog.



### **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 and 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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