TECHNOLOGY

20 SALARY
23 GUIDE

LRO STAFFING.COM

STRENGTHENING YOUR WORKFORCE

In a time of uncertainty and rapid market changes, the best course of action your business can take is ensuring your workforce is as strong as possible to address current and future obstacles. Knowing the market value for Technology positions and how to structure a competitive compensation package will help employers attract and retain the talent needed to optimize their growth opportunities and weather any economic storm in the year ahead.

As Ottawa's leading recruitment agency, we are dedicated to bringing our clients and candidates up-to-date market intelligence to make informed employment decisions. Our 2023 Technology Salary Guide includes Ottawa-centric salary data derived from the placements made by our recruitment professionals, job market trends, highly valued designations, and employee retention strategies for your perusal.

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JOB MARKET TRENDS

Continued Hybrid Work Models

When it comes to a hybrid work model, we're now seeing many companies put heavier weight behind being in-office versus working from home, especially in Ottawa, which had one of the highest percentages of office workers due to the robust technology and government sectors. With 61% of Canadian employers now using hybrid work models, we anticipate seeing the approach of both remote and in-person work to continue well past 2023. Read How to Develop a Successful Hybrid Work Environment to learn how your business can develop and execute plans to create a strong hybrid work model.

Hike in Contract Employment

We are continuing to see a considerable upturn in demand for temporary and contract help due to the uncertainty of the current market. Contract or temporary workers allow for workforce flexibility and reduce long-term financial salary obligations while still allowing businesses to achieve their goals. Moreover, sourcing full-time candidates can also result in longer vacancies, where workflow can be maintained through the use of a temporary resource.

Scarcity of Strong Talent Persists

With Ottawa's unemployment rate sitting at 4.9%, finding the right talent continues to be a persistent thorn in the side of many businesses. Addressing the skills shortage will still be imperative getting through any level of economic downturn in 2023. One way we've seen employers address the scarcity of strong talent is through upskilling and reskilling their existing workforce to meet labour demands. Read Upskilling and Reskilling Your Team to Combat the Worker Shortage to learn more.

46%

Of employers plan to hire in the first quarter of 2023

89%

of companies are having difficulty finding skilled professionals

50%

Of workers plan to look for a new job opportunity in 2023

Prioritization of Employee Retention

Employers are now realizing in a talent-short market the best way to build a strong team is to retain the talent you already have. We are seeing companies re-evaluating their retention strategies to identify and create engaged, loyal, and enthusiastic employees who stay with their organization long-term. For tactical ways that you can create a recession-proof employee retention plan, read the resource on Page 12 of this Salary Guide.

Inclusion of Meaningful DEI Efforts

Diversity, equity, and inclusion (DEI) has become a crucial, transformational element within Canadian workplaces. Ongoing DEI programs and practices lead to a more equitable future of work, as well as can increase employee job satisfaction, trust, and productivity in the long-term. However, meaningful DEI efforts are always a work-in-progress and as such, there is always more learning and understanding to be done. Read our Resources to Improve Diversity, Equity, and Inclusion in Your Workplace for tools to continue fostering a truly diverse and inclusive environment.

Increase in Reactive Hiring

Despite concerns of a recession, we have seen many companies continue to hire as planned. That being said, the hiring we are seeing tends to be more reactive rather than proactive due to hesitation on expanding on teams during a possible recession. Reactive recruitment is about solving your company's immediate hiring needs rather than anticipating future needs. For example, a company would react to the loss of an employee by initiating their own candidate search or working with a recruitment agency once the position has been vacated. Read Ottawa Job Market Outlook for 2023 for additional job market trends.

45%
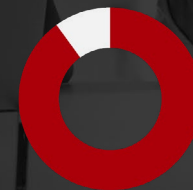Of managers are increasing compensation to help retain employees

58%
of employees will look for a new job if they feel their salary is insufficient

90%
of companies had added new benefits in response to the hiring market

TECHNOLOGY SALARIES
OTTAWA, ONTARIO

POSITION		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
		LOW	MID	HIGH
Executive	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
Applications Development	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
Consulting & Systems Integration	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

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

POSITION		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
		LOW	MID	HIGH
Data / Database Administration	Big Data Engineer	$85,000	$140,000	$160,000
	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	$180,000
	Data Scientist	$86,000	$105,000	$160,000
	Data Warehouse Analyst	$79,000	$89,000	$100,000
	Business Intelligence Analyst	$87,000	$110,000	$130,000
Quality Assurance (QA) & Testing	QA Engineer - Manual	$62,000	$85,000	$100,000
	QA Engineer - Automated	$75,000	$115,000	$140,000
	QA/Testing Manager	$105,000	$130,000	$140,000
	Build/Release Engineer	$82,000	$120,000	$140,000
Web Development	Senior Web Developer	$77,000	$100,000	$140,000
	Web Developer	$65,000	$100,000	$130,000
	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

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TECHNOLOGY SALARIES

OTTAWA, ONTARIO

POSITION		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
		LOW	MID	HIGH
Networking / Telecommunications	Network Architect	$95,000	$115,000	$145,000
	IT Manager	$100,000	$111,000	$130,000
	Network Engineer	$89,000	$105,000	$130,000
	Network Administrator	$75,000	$110,000	$140,000
Security	Data/Systems Security Administrator	$77,000	$110,000	$130,000
	Cyber Security Architect	$88,000	$120,000	$150,000
	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
	IT Auditor	N/A	N/A	150,000
Software Development	Product Owner	$78,000	$90,000	$120,000
	Product Manager	$108,000	$130,000	$150,000
	Software Engineer/Developer	$75,000	$95,000	$122,000
	Software Architect	$120,000	$160,000	$180,000
	Software Development Manager	$110,000	$140,000	$160,000

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TECHNOLOGY SALARIES
OTTAWA, ONTARIO

POSITION		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
		LOW	MID	HIGH
Software Development	Scrum Master	$70,000	$110,000	$130,000
	Artificial Intelligence (AI) Developer	$86,000	$110,000	$150,000
Technical Services, Help Desk & Operations	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

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HIRING INSIGHTS

Highly Desirable Designations and 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

What Hiring Managers Are Looking For

1

Culture Add
Candidates who value a company's culture, add diversity, and offer a unique perspective to the organization.

2

Communication
Effective communication — including not only how a candidate speaks and writes, but also how they listen and collaborate with others.

3

Adaptability
Candidates who are flexible; in work location, in fluidity of workflow, and in reporting relationships are highly sought after.
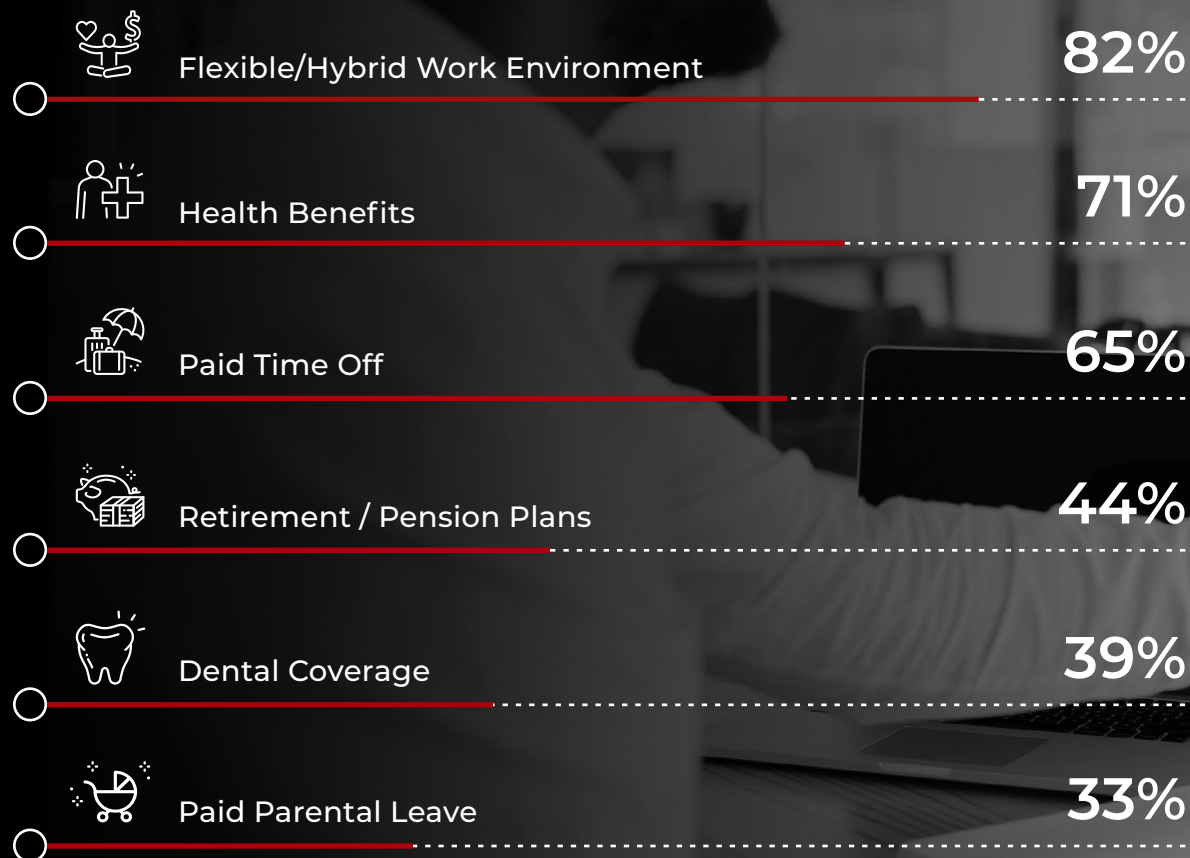
4

Leadership
A prospective employee who shows that they are looking for meaningful work with the potential to advance laterally is highly desirable.

COMPENSATION PACKAGES

Half of Canadian workers plan to look for a new job in 2023, a nearly twofold increase from just a year ago. With this in mind, organizations must now re-evaluate their retention strategies and be willing to negotiate comprehensive compensation packages with flexibility and better pay at the forefront. In doing so, hiring managers can ensure they are offering what job seekers value and not risk losing top talent to their competitors.

Highly Desired Benefits

Benefit	Percentage
Flexible/Hybrid Work Environment	82%
Health Benefits	71%
Paid Time Off	65%
Retirement / Pension Plans	44%
Dental Coverage	39%
Paid Parental Leave	33%

EMPLOYEE RETENTION STRATEGIES

Implementing effective retention strategies has never been more critical — and for good reason. With a staggering 50% of the Canadian workforce considering switching jobs and nearly 1 million job vacancies in Canada last year, organizations run the risk of losing valuable employees who feel disengaged or undervalued. However, understanding what is causing your employees to stay or go, and actively addressing these areas, can help you create a culture that draws in and retains your best talent. When building an employee retention plan, consider the following strategies:

✓ **MAINTAIN STRONG LEADERSHIP**   ✓ **PROVIDE FLEXIBILITY**   ✓ **PRIORITIZE RECOGNITION**

✓ **OFFER CAREER DEVELOPMENT**   ✓ **SEEK EMPLOYEE FEEDBACK**   ✓ **ENHANCE COMPANY CULTURE**

GIVING YOU THE COMPETITIVE EDGE

From the Great Resignation to record low unemployment rates, we saw an incredibly tight labour market throughout the past year. As this new year begins, we're already seeing hiring intentions slightly dip and salaries beginning to stabilize as a potential economic downturn approaches. However, the businesses that prioritize greater flexibility, negotiable salaries, and comprehensive benefits will continue to attract and retain the talent needed to come out on top in the year ahead.

As the job market changes continuously and competitive pressures in finding quality candidates increase, having the right staffing partner can make all the difference in finding the right fit for your role. If you're an organization searching for quality employees in a contract, temporary or permanent capacity, LRO Staffing can provide access to top talent in the business lines we serve. Get in touch with us today to discuss your hiring needs and learn more about how we can help.