

TECHNOLOGY

# Ottawa Salary Guide 2024







## NAVIGATING INDUSTRY EARNINGS FOR A PROSPEROUS FUTURE

In an ever-evolving economic landscape, staying abreast of the latest job market trends and salaries is not just an advantage, it's a necessity in ensuring your workforce remains strong and competitive. As we navigate emerging technologies, changing demographics, and talent shortages, employers and job seekers alike find themselves at a crossroads with uncertainty and potential. For both, knowledge is power in understanding the true worth of roles in the context of our current labour market.

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 2024 Technology Salary Guide includes Ottawa-centric salary data derived from the placements made by our recruitment professionals, job market trends, and other pertinent labour force information for your perusal.

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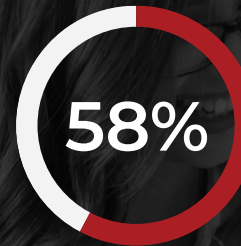
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# JOB MARKET TRENDS

## Upskilling and Reskilling of Employees

Whether a business is struggling to find the right talent or is under a hiring freeze, ensuring teams are equipped with the skills needed to succeed is imperative in getting through any level of economic downturn. The most efficient way to address any skills gaps in the workforce is through upskilling and reskilling employees, which is training your employees in new areas of the business or enhancing their current qualifications to meet labour demands. Read [Upskilling and Reskilling Your Team to Combat the Worker Shortage](#) to learn how you can implement this strategy.



of businesses with 20 to 99 employees expected to face challenges when recruiting skilled workers

## Rise in AI and Automation

Our workforce is being profoundly reshaped and transformed through the rise of artificial intelligence (AI) and automation, which is allowing for unparalleled efficiency and enhanced productivity that we haven't previously seen. From automated data entry to language translations to virtual assistants, we're seeing AI technologies being integrated into everyday work at every level to help streamline operations, lessen workloads, and reduce margins of error. While concerns of job displacement exist, we're not seeing jobs go away, but rather the skills necessary to do them change, as well as the emergence of new roles entirely.



of executives believe the use of generative AI will increase productivity

# JOB MARKET TRENDS

## Flexible and Adaptive Work Models

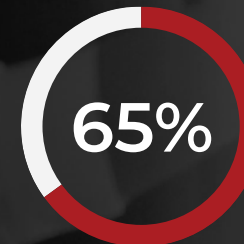
There has been increased demand from candidates who are looking for prospective employers that prioritize a flexible and adaptive work model. Giving employees more control over when, where, and how they work allows them to be their best self when performing their role. A recent study revealed, 6 in 10 workers would rather stay in a job with flexible work options than accept a position with higher salary but rigid in-office requirements. As such, employers that adopt said approach will have a larger talent pool to choose from when hiring. Read [How to Develop a Successful Hybrid Work Environment](#) to learn how to execute a more flexible work model.



of teleworkers report consistent or higher productivity rates working remotely

## Continued Uptick in Contract Employment

With the uncertainty of the current economic landscape, we are continuing to see an uptick in demand for temporary and contract work. This allows for workforce flexibility as you can scale up or down your workforce based on workload requirements or seasonal demands. As a result, this is a cost-effective approach to hiring as you are not fixed into long-term financial obligations and can often save on benefits that are typically offered to permanent employees. That said, it's crucial for employers to strike a balance, ensuring they also maintain a strong core team of permanent employees to preserve institutional knowledge and stability within the organization.



of companies plan to increase the use of contract work next year

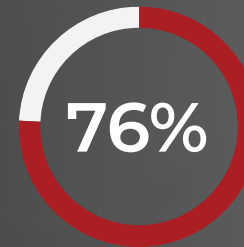
# JOB MARKET TRENDS

## Changing Workplace Demographics

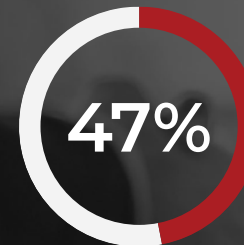
With organizations aware of the value diversity brings, populations aging, and international immigration increasing, we are now seeing the demographics within industries shaken up for the better. However, employers must now adapt and cater to the needs of different generations and cultures. The companies who not only embrace, but welcome this in their workforce are likely to have the talent and unique solutions needed to weather any economic storm. That said, fully embracing this change and achieving true inclusion is always a work in progress, which is why we're sharing **Resources to Improve Diversity, Equity, and Inclusion in Your Workplace.**

## Stabilization of Salaries

While the technology industry saw a drastic spike in salaries in order to secure talent pre-pandemic, we are now seeing compensation ranges stabilize due to economic uncertainty and layoffs in the industry. Many job seekers who took advantage of the fertile market to increase their salaries in previous years, are now becoming more flexible in terms of compensation expectations as they understand the importance of other values now, such as overall company stability. That said, while salaries are not drastically increasing, we are seeing a slight increase in starting salaries as demand for skilled talent persists.



of job seekers factor how diverse a company is when evaluating job offers



of employers plan to increase wages of existing employees in the next year

# COMPENSATION PACKAGES

While competitive salaries are critical in securing talent, what employers are offering a prospective employee shouldn't stop there. By offering benefits and perks in line with what candidates value, they're demonstrating commitment to employee wellbeing and promoting a healthy organizational culture. As a result, this will help mitigate the risk of losing skilled employees to competitors, and ultimately ensuring long-term business success.

## Most Desired Benefits



Paid Time-Off

65%



Extended Health Coverage

65%



Retirement Savings Plan

50%

## Highly Favoured Perks



Flexible Work Schedule

75%



Remote Work Options

65%



Remote Work Stipends

45%





## OTTAWA TECHNOLOGY SALARY RANGES

Our 2024 Technology Salary Guide includes Ottawa-centric salary data derived from the permanent placements made by our recruitment professionals. That said, salary ranges may vary depending on what industry the role is in, such as non-profit, public or private sector. When examining these salaries, it's also important to keep in mind that the ranges are typically higher for contract roles. If you are interested in data that is not included in the Salary Guide, [please get in touch](#) with one of our recruiters who can share further insight into the technology market.



# 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	\$250,000
	Chief Security Officer (CSO)	\$150,000	\$200,000	\$250,000
	Vice President of Information Technology	\$155,000	\$180,000	\$240,000
	Director of Information Technology	\$140,000	\$160,000	\$180,000
	Vice President/Director of Operations	\$155,000	\$180,000	\$220,000
<b>Applications Development</b>	Manager	\$120,000	\$140,000	\$180,000
	Project Manager	\$90,000	\$110,000	\$145,000
	Applications Architect	\$125,000	\$150,000	\$190,000
	Business Systems Analyst	\$80,000	\$110,000	\$125,000
	Cloud Computing Developer/Architect	\$125,000	\$150,000	\$200,000
	CRM Technical Developer	\$85,000	\$105,000	\$140,000
	Developer/Programmer Analyst	\$80,000	\$100,000	\$120,000
	Applications Developer	\$85,000	\$120,000	\$140,000
	Mobile Applications Developer	\$80,000	\$115,000	\$140,000
	Technical Writer	\$75,000	\$90,000	\$120,000
<b>Data/Database Administration</b>	Big Data Engineer	\$100,000	\$120,000	\$150,000
	Database Developer	\$90,000	\$110,000	\$140,000
	Database Administrator	\$80,000	\$95,000	\$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>Data/Database Administration</b>	Data Analyst/Report Writer	\$71,000	\$79,000	\$86,000
	Data Architect	\$130,000	\$150,000	\$180,000
	Data Scientist	\$100,000	\$130,000	\$160,000
	Data Warehouse Analyst	\$79,000	\$89,000	\$100,000
	Business Intelligence Analyst	\$90,000	\$110,000	\$130,000
<b>Quality Assurance (QA) &amp; Testing</b>	QA Engineer - Manual	\$70,000	\$85,000	\$100,000
	QA Engineer - Automated	\$80,000	\$115,000	\$140,000
	QA/Testing Manager	\$105,000	\$130,000	\$150,000
	Build/Release Engineer	\$82,000	\$120,000	\$140,000
<b>Web Development</b>	Senior Web Developer	\$95,000	\$120,000	\$150,000
	Web Developer	\$80,000	\$100,000	\$120,000
	Front-End Developer	\$90,000	\$120,000	\$150,000
	Web Administrator	\$70,000	\$90,000	\$110,000
	Full Stack Developer	\$90,000	\$120,000	\$150,000
<b>Networking/Telecommunications</b>	Network Architect	\$95,000	\$115,000	\$145,000
	IT Manager	\$100,000	\$120,000	\$140,000
	Network Engineer	\$95,000	\$110,000	\$140,000
	Network Administrator	\$80,000	\$100,000	\$120,000

Bonuses, incentives and other forms of compensation are not taken into account  
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# TECHNOLOGY SALARIES

OTTAWA, ONTARIO

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		LOW	MID	HIGH
Security	Data/Systems Security Administrator	\$80,000	\$103,000	\$119,000
	Cyber Security Architect	\$130,000	\$160,000	\$200,000
	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	\$120,000	\$140,000
	Information Systems Security Manager	\$130,000	\$160,000	\$200,000
	IT Auditor	\$85,000	\$105,000	\$130,000
Software Development	Product Owner	\$90,000	\$110,000	\$130,000
	Product Manager	\$110,000	\$140,000	\$160,000
	Software Engineer/Developer	\$85,000	\$120,000	\$140,000
	Software Architect	\$125,000	\$150,000	\$190,000
	Software Development Manager	\$120,000	\$140,000	\$180,000
	Scrum Master	\$70,000	\$110,000	\$130,000
	Artificial Intelligence (AI) Developer	\$120,000	\$150,000	\$180,000
Technical Services, Help Desk & Operations	Technical Support Manager	\$100,000	\$115,000	\$130,000
	Help Desk 1/2/3 Support	\$55,000	\$70,000	\$85,000
	Systems Administrator	\$80,000	\$105,000	\$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
Technical Services, Help Desk & Operations	Systems Engineer	\$100,000	\$125,000	\$140,000
	Business Continuity Analyst	\$70,000	\$80,000	\$90,000
	Product/Software Support Specialist	\$70,000	\$80,000	\$90,000
	Site Reliability Engineer (DevOps)	\$85,000	\$120,000	\$140,000

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





## HIGHLY DESIRED DESIGNATIONS AND CERTIFICATIONS

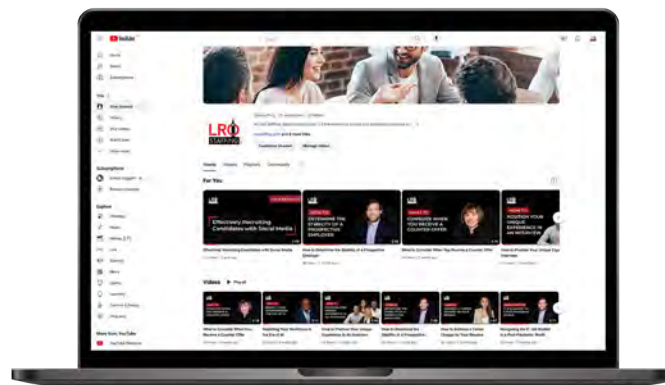
- Agile
- AWS Certified Solutions Architect
- Certified Ethical Hacker (CEH)
- Certified Information Systems Security Professional (CISSP)
- Certified in Risk and Information Systems Control (CRISC)
- Certified ScrumMaster
- Cisco Certified Network Associate (CCNA)
- Cisco Certified Network Professional (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



## BOLSTERING SUCCESS WITH ESSENTIAL RESOURCES



VIRTUAL ONBOARDING CHECKLIST



LRO STAFFING VIDEOS



RESUME TIPS & TEMPLATE





## DRIVING BUSINESS EXCELLENCE THROUGH STRATEGIC 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.

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 perfect fit for a role. If you're an organization searching for quality employees, LRO Staffing can provide access to the best talent in the markets we serve. **Contact us today** to get in touch with one of our experienced recruiters!