

# Ottawa-Toronto Salary Guide

TECHNOLOGY

2025



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# CHARTING INDUSTRY SALARIES FOR FUTURE SUCCESS

LRO Staffing is dedicated to providing clients and candidates with up-to-date market intelligence to make informed employment decisions.

Our 2025 Technology Salary Guide offers salary data based on placements in Ottawa and Toronto, compensation trends, and other labour market insights to support strategic planning.

The Ontario tech market faced challenges in 2024, including layoffs and a talent surplus, but 2025 looks more optimistic. Stabilizing interest rates are expected to drive hiring in high-demand areas like cybersecurity, healthcare, clean tech, and AI. However, return-to-office policies may impact remote roles and act as a tool for workforce reduction. Geographic-based salaries are gaining traction, with compensation increasingly tied to company locations. The expansion of U.S. firms into Canada will also drive demand for skilled professionals, especially in AI, as Ontario solidifies its reputation as a tech hub.

We hope our 2025 guide empowers tech professionals and organizations with insights to navigate today's competitive landscape. For more information on permanent roles contact [itpermresumes@lrostaffing.com](mailto:itpermresumes@lrostaffing.com) and for contract roles, contact:

[itcontractresumes@lrostaffing.com](mailto:itcontractresumes@lrostaffing.com)



# DESIGNING COMPENSATION PACKAGES FOR TALENT GROWTH

In today’s competitive job market, a strong compensation package is crucial for attracting and retaining talent. Compensation extends beyond salary to include benefits that enhance employees’ quality of life and financial security. Here’s how to create a package that appeals to prospective and current employees alike.

## CORE ELEMENTS OF A COMPENSATION PACKAGE



HEALTH BENEFITS



BONUSES



PAID TIME OFF



ADDITIONAL PERKS



BASE SALARY



RETIREMENT PLANS



FLEXIBILITY



PROFESSIONAL DEVELOPMENT



## TAILORING YOUR PACKAGE TO REMAIN COMPETITIVE

### ANALYZE INDUSTRY STANDARDS:

Conduct a compensation analysis yearly to ensure packages align with market rates.

### CONSIDER EMPLOYEE NEEDS:

Regular surveys to obtain employee feedback can help adjust benefits to what employees value most.

### TIER BENEFITS:

Introduce perks that grow with employee tenure, which fosters loyalty and helps them see a path for growth within the company.

### MAINTAIN TRANSPARENCY:

Clearly communicate the package's full value, so employees appreciate and understand its components.

*By thoughtfully designing and consistently reviewing your compensation packages, you can build a strong foundation for attracting and retaining the best talent in your industry. When employees feel valued and supported in all aspects of their lives, they are more likely to be engaged, productive, and loyal to your organization for years to come.*



## 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



# THE DUAL BENEFITS OF CONTRACT AND PERMANENT WORK

Professionals often weigh the benefits of contract or temporary work against those of permanent employment in today's dynamic workforce. Each type of employment offers unique advantages that cater to varying career goals and personal lifestyles.



## BENEFITS OF CONTRACT WORK

Contract work appeals to those who **value flexibility and diverse experiences**. These roles enable professionals to work across industries, **gaining skills and boosting resumes**. Temporary roles are great for work-life balance, as they have clear start and end dates, allowing for breaks between assignments.

For newcomers to a city, contract work **provides industry experience** and helps establish them in a new job market. Additionally, it supports financial commitments while offering potential future opportunities. Contractors may even secure full-time offers if both parties find a good fit, offering a possible path to permanence.



## BENEFITS OF PERMANENT EMPLOYMENT

Permanent employment **provides stability and benefits** that support long-term financial security. Full-time employees often receive **health insurance, retirement plans, paid time off**, and other perks that enhance well-being.

These roles allow individuals to focus on long-term projects, take ownership of goals, and align with a company's mission. With **clearer paths for career growth**, permanent roles suit those seeking steady advancement within one organization. They are ideal for those valuing **security** and long-term commitment.

# Salary Ranges

Ottawa - Permanent



# PERMANENT TECHNOLOGY SALARIES

## OTTAWA REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
EXECUTIVE	Chief Information/Technology Officer (CIO)	\$160,000	\$200,000	\$260,000
	Chief Security Officer (CSO)	\$150,000	\$200,000	\$255,000
	Vice President of Information Technology	\$160,000	\$190,000	\$245,000
	Director of Information Technology	\$150,000	\$170,000	\$190,000
	Vice President/Director of Operations	\$170,000	\$190,000	\$230,000
APPLICATIONS DEVELOPMENT	Manager	\$130,000	\$160,000	\$200,000
	Project Manager	\$95,000	\$120,000	\$160,000
	Application Architect	\$130,000	\$150,000	\$175,000
	Business Systems Analyst	\$85,000	\$110,000	\$130,000
	Cloud Computing Developer/Architect	\$130,000	\$155,000	\$190,000
	CRM Technical Developer	\$85,000	\$105,000	\$140,000
	Developer/Programmer Analyst	\$80,000	\$100,000	\$120,000
	Applications Developer	\$90,000	\$125,000	\$150,000
	Mobile Applications Developer	\$90,000	\$120,000	\$150,000
	Technical Writer	\$75,000	\$95,000	\$120,000



# PERMANENT TECHNOLOGY SALARIES

## OTTAWA REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
DATA/DATABASE ADMINISTRATION	Big Data Engineer	\$105,000	\$125,000	\$155,000
	Database Developer	\$100,000	\$115,000	\$145,000
	Database Administrator	\$85,000	\$105,000	\$130,000
	Data Analyst/Report Writer	\$75,000	\$85,000	\$95,000
	Data Architect	\$130,000	\$150,000	\$180,000
	Data Scientist	\$100,000	\$140,000	\$180,000
	Data Warehouse Analyst	\$80,000	\$90,000	\$105,000
	Business Intelligence Analyst	\$90,000	\$110,000	\$130,000
QUALITY ASSURANCE (QA) & TESTING	QA Engineer - Manual	\$75,000	\$90,000	\$110,000
	QA Engineer - Automated	\$80,000	\$115,000	\$140,000
	QA/Testing Manager	\$110,000	\$130,000	\$155,000
	Build/Release Engineer	\$85,000	\$120,000	\$145,000
WEB DEVELOPMENT	Senior Web Developer	\$90,000	\$120,000	\$160,000
	Web Developer	\$80,000	\$105,000	\$130,000
	Front-End Developer	\$90,000	\$120,000	\$150,000
	Web Administrator	\$70,000	\$85,000	\$100,000
	Full Stack Developer	\$90,000	\$120,000	\$160,000

# PERMANENT TECHNOLOGY SALARIES

## OTTAWA REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
NETWORKING/TELECOMMUNICATIONS	Network Architect	\$105,000	\$120,000	\$155,000
	IT Manager	\$100,000	\$135,000	\$150,000
	Network Engineer	\$95,000	\$110,000	\$140,000
	Network Administrator	\$80,000	\$100,000	\$120,000
SECURITY	Data/Systems Security Administrator	\$80,000	\$110,000	\$130,000
	Cyber Security Architect	\$130,000	\$170,000	\$220,000
	Cyber Security Analyst	\$85,000	\$110,000	\$125,000
	Incident Management Analyst	\$85,000	\$95,000	\$110,000
	Network Security Administrator	\$80,000	\$103,000	\$119,000
	Network/Systems Security Engineer	\$86,000	\$125,000	\$150,000
	Information Systems Security Manager	\$120,000	\$160,000	\$200,000
	IT Auditor	\$85,000	\$105,000	\$135,000
SOFTWARE DEVELOPMENT	Product Owner	\$90,000	\$115,000	\$135,000
	Product Manager	\$110,000	\$140,000	\$170,000
	Software Engineer/Developer	\$90,000	\$120,000	\$150,000

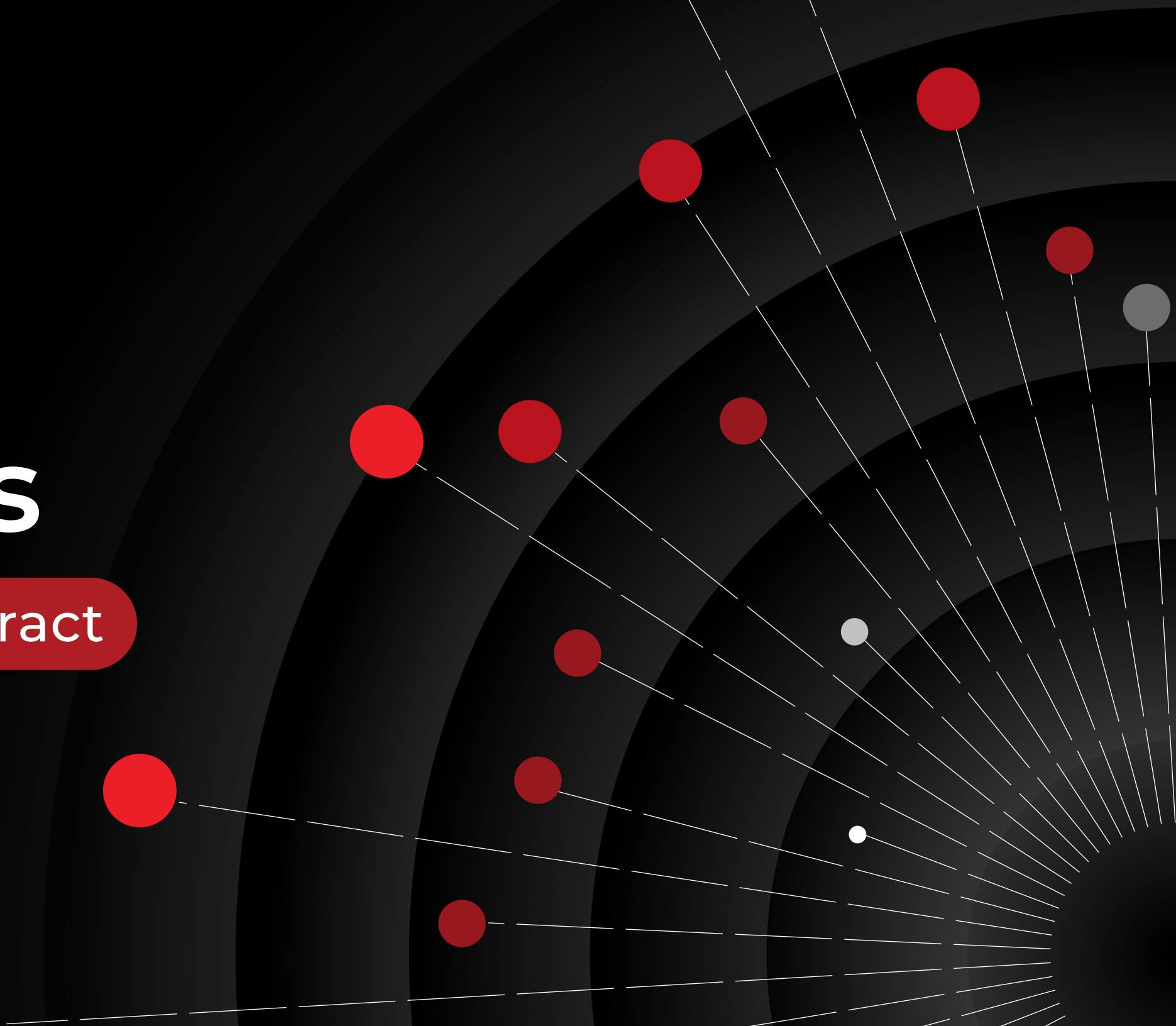
PERMANENT TECHNOLOGY SALARIES

OTTAWA REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
	Software Architect	\$125,000	\$155,000	\$200,000
	Software Development Manager	\$125,000	\$150,000	\$190,000
	Scrum Master	\$70,000	\$110,000	\$135,000
	Artificial Intelligence (AI) Developer	\$120,000	\$160,000	\$200,000
TECHNICAL SERVICES, HELP DESK & OPERATIONS	Technical Support Manager	\$105,000	\$120,000	\$135,000
	Help Desk 1/2/3 Support	\$55,000	\$70,000	\$85,000
	Systems Administrator	\$80,000	\$105,000	\$125,000
	Systems Engineer	\$100,000	\$125,000	\$145,000
	Business Continuity Analyst	\$70,000	\$80,000	\$90,000
	Product/Software Support Specialist	\$75,000	\$90,000	\$105,000
	Site Reliability Engineer (DevOps)	\$85,000	\$120,000	\$150,000

# Salary Ranges

Ottawa - Contract



# CONTRACT TECHNOLOGY SALARIES

## OTTAWA REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
TECHNOLOGY CONTRACT SALARY	Intermediate Software Developer	\$55/hr	\$60/hr	\$70/hr
	Senior Software Developer	\$75/hr	\$90/hr	\$100/hr
	Intermediate Business Analyst	\$60/hr	\$65/hr	\$70/hr
	Senior Business Analyst	\$75/hr	\$80/hr	\$90/hr
	Intermediate Quality Assurance Analysts	\$50/hr	\$55/hr	\$60/hr
	Senior Quality Assurance Analysts	\$65/hr	\$70/hr	\$75/hr
	Intermediate Systems/Network Administrator	\$50/hr	\$55/hr	\$65/hr
	Senior Systems/Network Administrator	\$70/hr	\$80/hr	\$95/hr
	Intermediate Project Manager	\$60/hr	\$70/hr	\$80/hr
	Senior Project Manager	\$85/hr	\$100/hr	\$120/hr
	IT Support/Helpdesk Technician	\$23/hr	\$30/hr	\$45/hr
	Healthcare Technology Consultants	\$60/hr	\$90/hr	\$120/hr
	Intermediate IT/Cyber Security Consultants	\$70/hr	\$75/hr	\$85/hr
	Senior IT/Cyber Security Consultants	\$90/hr	\$100/hr	\$120/hr

# Salary Ranges

Toronto - Permanent





# PERMANENT TECHNOLOGY SALARIES

TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
EXECUTIVE	Chief Information/Technology Officer (CIO)	\$200,000	\$250,000	\$300,000
	Chief Security Officer (CSO)	\$175,000	\$200,000	\$255,000
	Vice President of Information Technology	\$160,000	\$190,000	\$245,000
	Director of Information Technology	\$150,000	\$170,000	\$190,000
	Vice President/Director of Operations	\$170,000	\$190,000	\$230,000
APPLICATIONS DEVELOPMENT	Manager	\$150,000	\$175,000	\$200,000
	Project Manager	\$95,000	\$120,000	\$160,000
	Application Architect	\$130,000	\$150,000	\$175,000
	Business Systems Analyst	\$90,000	\$110,000	\$130,000
	Cloud Computing Developer/Architect	\$130,000	\$155,000	\$190,000
	CRM Technical Developer	\$85,000	\$105,000	\$140,000
	Developer/Programmer Analyst	\$80,000	\$100,000	\$120,000
	Applications Developer	\$90,000	\$125,000	\$150,000
	Mobile Applications Developer	\$90,000	\$120,000	\$150,000
	Technical Writer	\$75,000	\$95,000	\$120,000

# PERMANENT TECHNOLOGY SALARIES

## TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
DATA/DATABASE DEVELOPMENT	Manager	\$150,000	\$175,000	\$200,000
	Project Manager	\$95,000	\$120,000	\$160,000
	Application Architect	\$130,000	\$150,000	\$175,000
	Business Systems Analyst	\$90,000	\$110,000	\$130,000
	Cloud Computing Developer/Architect	\$130,000	\$155,000	\$190,000
	CRM Technical Developer	\$85,000	\$105,000	\$140,000
	Developer/Programmer Analyst	\$80,000	\$100,000	\$120,000
	Applications Developer	\$90,000	\$125,000	\$150,000
	Mobile Applications Developer	\$90,000	\$120,000	\$150,000
	Technical Writer	\$75,000	\$95,000	\$120,000
QUALITY ASSURANCE (QA) & TESTING	QA Engineer - Manual	\$75,000	\$90,000	\$110,000
	QA Engineer - Automated	\$80,000	\$115,000	\$140,000
	QA/Testing Manager	\$110,000	\$130,000	\$155,000
WEB DEVELOPMENT	Senior Web Developer	\$90,000	\$120,000	\$160,000
	Web Developer	\$80,000	\$105,000	\$130,000
	Front-End Developer	\$90,000	\$120,000	\$150,000
	Web Administrator	\$70,000	\$85,000	\$100,000
	Full Stack Developer	\$90,000	\$120,000	\$160,000

PERMANENT TECHNOLOGY SALARIES

TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
NETWORKING/TELECOMMUNICATIONS	Network Architect	\$105,000	\$120,000	\$155,000
	IT Manager	\$100,000	\$135,000	\$150,000
	Network Engineer	\$95,000	\$110,000	\$140,000
	Network Administrator	\$70,000	\$90,000	\$120,000
SECURITY	Data/Systems Security Administrator	\$80,000	\$110,000	\$130,000
	Cyber Security Architect	\$130,000	\$170,000	\$220,000
	Cyber Security Analyst	\$85,000	\$110,000	\$125,000
	Incident Management Analyst	\$85,000	\$95,000	\$110,000
	Network Security Administrator	\$80,000	\$103,000	\$119,000
	Network/Systems Security Engineer	\$86,000	\$125,000	\$150,000
	Information Systems Security Manager	\$120,000	\$160,000	\$200,000
	IT Auditor	\$100,000	\$115,000	\$135,000

# PERMANENT TECHNOLOGY SALARIES

TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
SOFTWARE DEVELOPMENT	Product Owner	\$95,000	\$115,000	\$140,000
	Product Manager	\$110,000	\$140,000	\$170,000
	Software Engineer/Developer	\$90,000	\$120,000	\$150,000
	Software Architect	\$125,000	\$155,000	\$200,000
	Software Development Manager	\$125,000	\$150,000	\$190,000
	Scrum Master	\$70,000	\$110,000	\$135,000
	Artificial Intelligence (AI) Developer	\$120,000	\$160,000	\$200,000
TECHNICAL SERVICES, HELP DESK & OPERATIONS	Technical Support Manager	\$105,000	\$120,000	\$135,000
	Help Desk 1/2/3 Support	\$50,000	\$70,000	\$85,000
	Network/System Administrator (JOAT)	\$80,000	\$100,000	\$120,000
	Systems Administrator	\$70,000	\$105,000	\$125,000
	Systems Engineer	\$100,000	\$125,000	\$145,000
	Product/Software Support Specialist	\$70,000	\$90,000	\$105,000
	Site Reliability Engineer (DevOps)	\$90,000	\$120,000	\$150,000

# EMPOWERING GROWTH THROUGH STRATEGIC WORKFORCE SOLUTIONS

At LRO Staffing, relationships are at the core of our work. Built on trust and respect, our strong connections with clients and candidates reflect our business approach.

This commitment keeps partners returning to us for staffing needs and confidently referring others. As a full-service staffing agency, we specialize in placing top talent in permanent and contract roles across Corporate Services, Finance & Accounting, Legal Services, Technology, and Construction & Development.

In a constantly evolving job market, finding quality candidates is increasingly competitive. Having the right staffing partner can make all the difference. If your organization is seeking top talent, LRO Staffing connects you with the best in the market. Contact us today to reach one of our experienced recruiters!

**Contact Us Today**

613-566-7048 | [info@lrostaffing.com](mailto:info@lrostaffing.com)

