



2025-26 | NEWCASTLE & SYDNEY



TECHNOLOGY & ENGINEERING

# MARKET INSIGHTS & SALARY GUIDE





# STATE OF THE MARKET


The most important thing you need to approach hiring with confidence is a deep understanding of the market. With our Market Insights guide, we cover employment trends, market insights, and salary expectations across technology & engineering along the east coast of Australia.

The technology and engineering markets have shifted considerably over the past year, with many changes being a sign of things to come in the future. In the 2025 Australian Tech Leaders Survey, conducted by the Tech Council of Australia in conjunction with Datacom, they found Artificial Intelligence (AI) overwhelmingly emerged as the top trend for 2025, named by 67% of tech leaders. Despite being considered this way, 90-93% of leaders feel Australia isn't doing enough to address declining productivity.

The Tech Council of Australia has urged the Australian government to accelerate its National AI Capability Plan, warning that we risk falling behind without coordinated and expedited action.

Alongside the rise in AI, the demand for Cyber Security professionals across Australia continues to grow, fuelled by the increasing frequency of cyber threats, regulatory changes, and the need to safeguard digital assets. The fastest growing roles in cybersecurity include Security Analysts, Governance, Risk & Compliance Specialists, Security Architects, and CISOs. This presents a hiring challenge, with skilled candidates often in short supply, and those available are seeking higher salaries.

It has been the year of the daily rate contractor in the Hunter, signalling the largest shift in the region over the past 12 months. Daily rate contractors made up 51% of our placements—up notably from approximately 30% year-on-year. Many of these roles revolve around project-based work, particularly for business analysts, project managers, and change managers.



The Sydney market has seen the pendulum swing back to the employer having equal or more power in the dynamic between talent and company. There's more tech talent available on the market, in conjunction with companies reducing headcount and being hesitant to hire. This is where experienced talent faces an advantage. High-demand roles remain across Software Engineering, AI, Cyber, Project Management, Business Analysts, DevOps, Cloud Engineering, Data Engineering, and Analytics.

Engineering across Australia is undergoing a major shift. With changes in the coal industry, the conversation around energy within Australia has changed. Gone are the days of one type of product or one type of business when it comes to how energy is generated, stored, and used; we're seeing more diversity in the sector than ever before.

The companies that thrive in these changing conditions need to prioritise transitioning existing skills to adapt to emerging markets, including renewable energy and advanced manufacturing. Despite the growing need for engineering, the talent pool is under pressure. Redundancies across mining are leaving a growing pool of mid-to-senior talent available, but the specialised roles needed remain hard to recruit for. The opportunity is for businesses to invest in training pathways to build the skillsets in the workforce.

The most in-demand Engineering roles we're seeing are Control Systems Engineers as we move towards more sophisticated automation systems, Electrical Engineers, and Design Engineers due to increasing energy projects that require designs of high-voltage substations, and IoT and Embedded Engineering roles as the push for Australian-manufactured electronics increases.

**We hope this guide empowers you to make informed decisions, either about your career or your hiring process, to shape your future.**



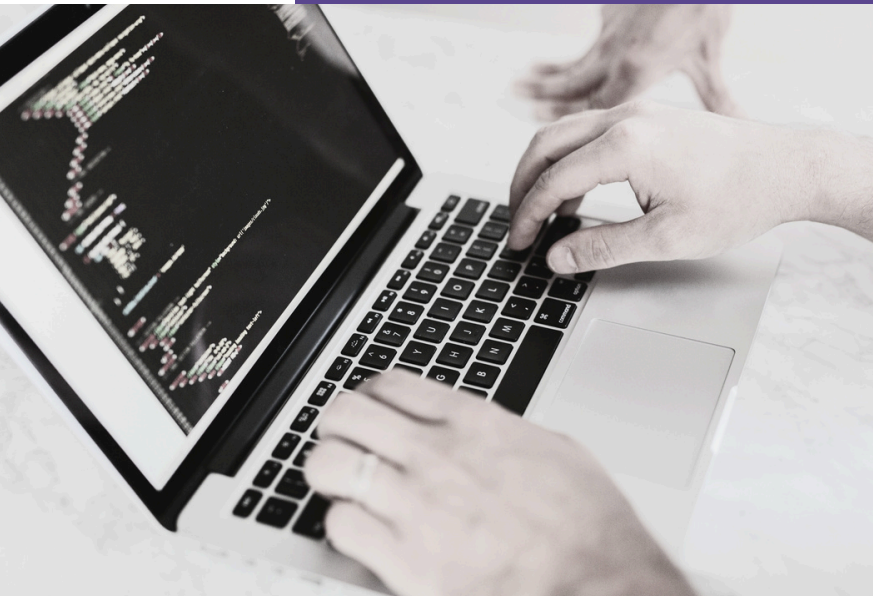
**James MacDonald**  
Director



**Linda Apostolidis**  
Director



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# WHAT'S IN THIS GUIDE

## KEY INSIGHTS

Our extensive 2025 survey of the Australian Technology and Engineering Community provides the data for our market insights. The survey was completed by over 400 members of our community across the east coast of Australia from a variety of technology and engineering disciplines. We'd like to thank everyone who participated in this year's survey. The remaining insights featured in this guide are collected from our expert team of recruiters and the data from over 200 technology and engineering roles we've placed in the past 12 months.

## SALARY GUIDE TABLES

We've compiled a guide for technology salaries across Newcastle and Sydney, and engineering salaries in the Hunter. The salaries listed cover the 80th percentile of salaries. This means that, on average, 10% of salaries will be higher than the values listed and 10% will be lower. These variations are due to a variety of factors, including personal experience, company size, industry, and market competition at the time of hiring. These figures are base-salaries, excluding superannuation, bonuses, perks, and the like. The featured salary ranges should be seen as a guide only. To receive expert, tailored advice for your specific hiring needs, contact the team at NTP Talent. Our contact details can be found on the last page of this guide.



# EXPANDING OUR FOOTPRINT INTO SYDNEY

We embrace the power of our specialisation and bring deep technical knowledge and insight to the fields we recruit for. Our team of recruiters is comprised of senior leaders in their respective spaces with a focus on technology and engineering disciplines.

With our deep understanding of the Hunter, we have broadened our impact and reach in the Sydney and Melbourne regions, expanding our business with specialist recruiters across verticals in Software Engineering, Cyber and AI.

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# KEY INSIGHTS

We surveyed technology and engineering professionals, hiring managers and leaders from across the east coast of Australia to gather insights about what the next 12 months looks like for the Australian technology and engineering market.

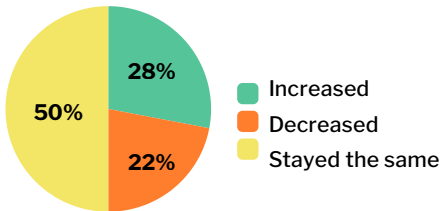
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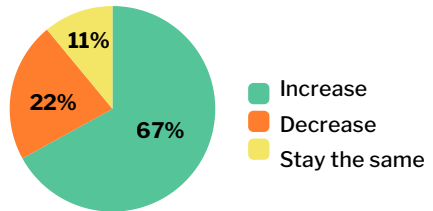
## TECHNICAL TEAMS EXPERIENCING CONTINUED GROWTH

Hiring confidence has rebounded with growth expected to continue. 67% of hiring managers are planning to grow their permanent teams over the next 12 months—up 17% year-on-year. This signals renewed investment and optimism across the tech and engineering markets. Temporary staffing expectations remain steady, with 50% experiencing no change in previous 12 months, and 22% still planning to increase contractor headcount into the next year. This is positive news for contractors given the demand experienced in the past 12 months.

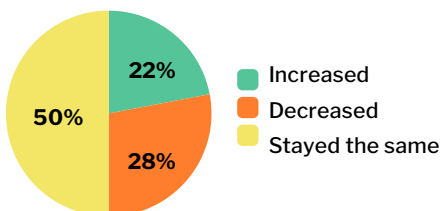
→ The change in permanent staffing levels seen by hiring managers in the past 12 months



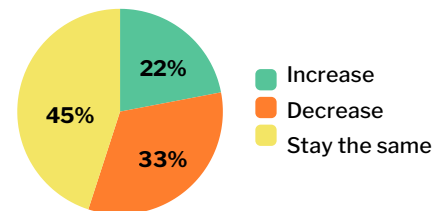
→ How hiring managers expect permanent staffing levels to change in the next 12 months



→ The change in temporary staffing levels seen by hiring managers in the past 12 months



→ How hiring managers expect temporary staffing levels to change in the next 12 months

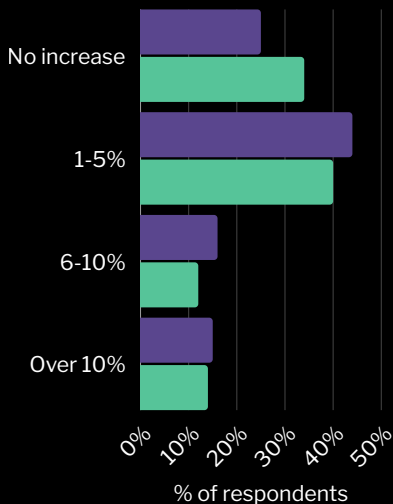


## WAGE GROWTH HOLDING STEADY

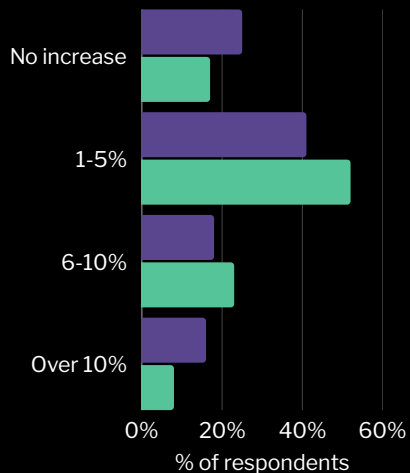
Following a significant jump in 2024, salary increases slowed with 1-5% remaining the dominant percentage increase this past year, closely followed by no increase at 34%. This wasn't a surprise; we expected the flattening of the market with companies now having at least equal power in the employment market. Those receiving 6% or above are expected to be those who received promotions, counteroffers, or are in high-demand roles.

Looking ahead, more than half of those surveyed are anticipating a salary increase of 1-5% next year, with nearly a quarter expecting 6-10%. Higher increases of 6% and above are forecast across mid-to-senior software engineers, cloud architects, data scientists, and cybersecurity specialists.

→ The change in salary of technical professionals experienced in the past 12 months



→ The change in salary of technical professionals expected in the next 12 months



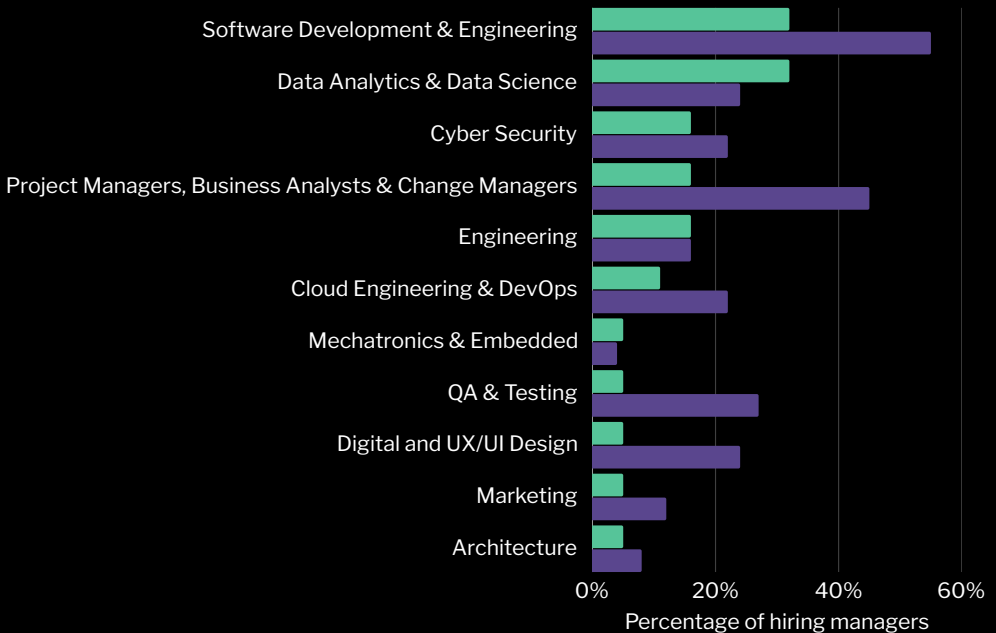
2024 2025

## FOCUS ON SOFTWARE DEVELOPMENT & ENGINEERING AND DATA ANALYTICS & DATA SCIENCE

Unsurprising to most, software, data and security remain high priorities for hiring managers for the year ahead. Data analytics and data engineering teams are growing, recording an 8% increase. While software remains number one, with 32% of companies looking to hire these roles within the next year, it's a 23% fall year-on-year, which could indicate companies are looking to use AI to drive efficiencies in their engineering teams. Experts / senior engineers, especially in high-growth areas (AI/ML, data engineering, cybersecurity, cloud infrastructure) are still in strong demand. These roles will be competitive when hiring, with talent open to changing roles likely having multiple opportunities to consider.



### Roles that hiring managers are looking to fill in the next 12 months

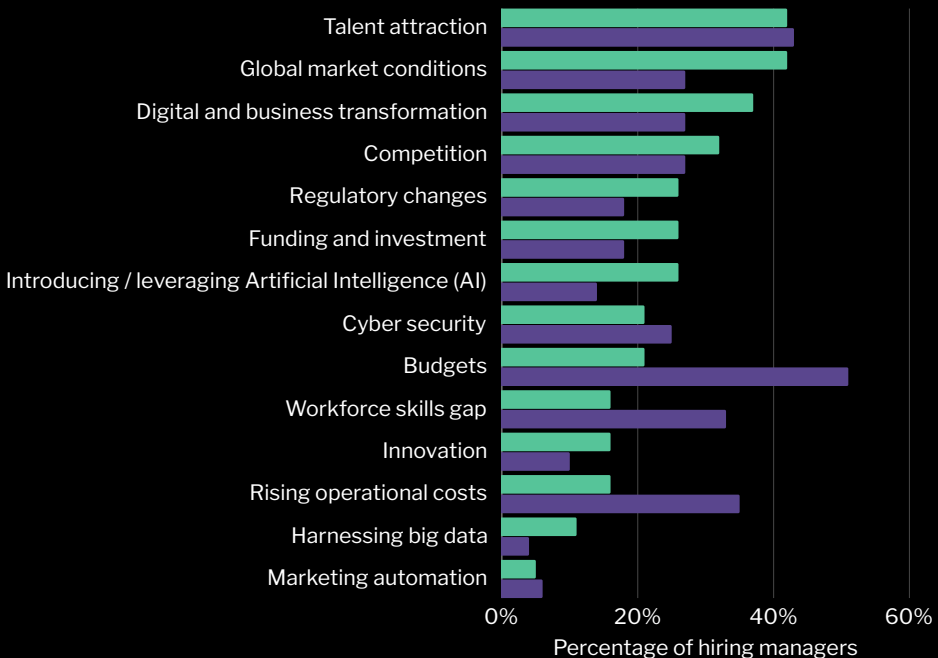


## TALENT ATTRACTION BIGGEST CHALLENGE FACING ORGANISATIONS

Talent attraction remains a big challenge for all employers moving forward, which is consistent with previous years. There is growing concern around global market conditions creating uncertainty in business, but this is also seen from an employee side, with a higher number of people looking to stay in their job for longer. There's been a shift from 'defensive' business concerns (budgets, skill gaps, and rising costs), to 'proactive' concerns, including digital transformation, competition, and the introduction of AI, indicating companies are gearing up for periods of growth and moving forward.



### Challenges that employers envisage their organisation facing in the next 12 months



2025-26 2024-25

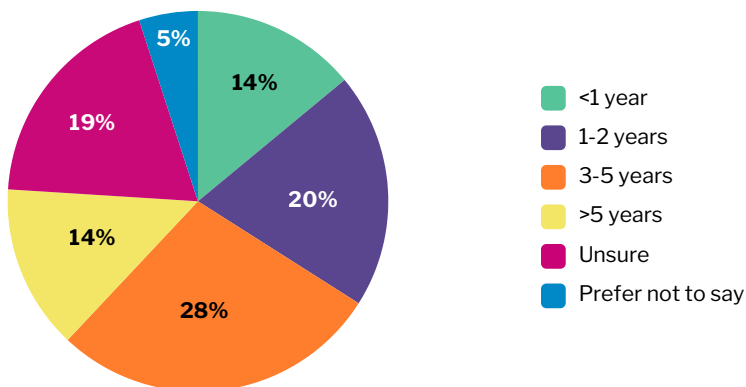


More than 40% of tech professionals are looking to stay in their job for longer than 3 years

## OVER A THIRD OF EMPLOYEES ARE LOOKING TO LEAVE THEIR JOBS WITHIN THE NEXT TWO YEARS

There's been a large increase year-on-year in employees looking to stay with their current employer for at least the next three years, indicating people are looking for safety and consistency in their role which is positive for employers. However, employers also need to be on their toes with retention strategies—while we're seeing increasing willingness among employees to increase tenure, there are still 34% who will be looking for new positions within the next two years.

➔ How long technical professionals are planning on remaining with their current employer

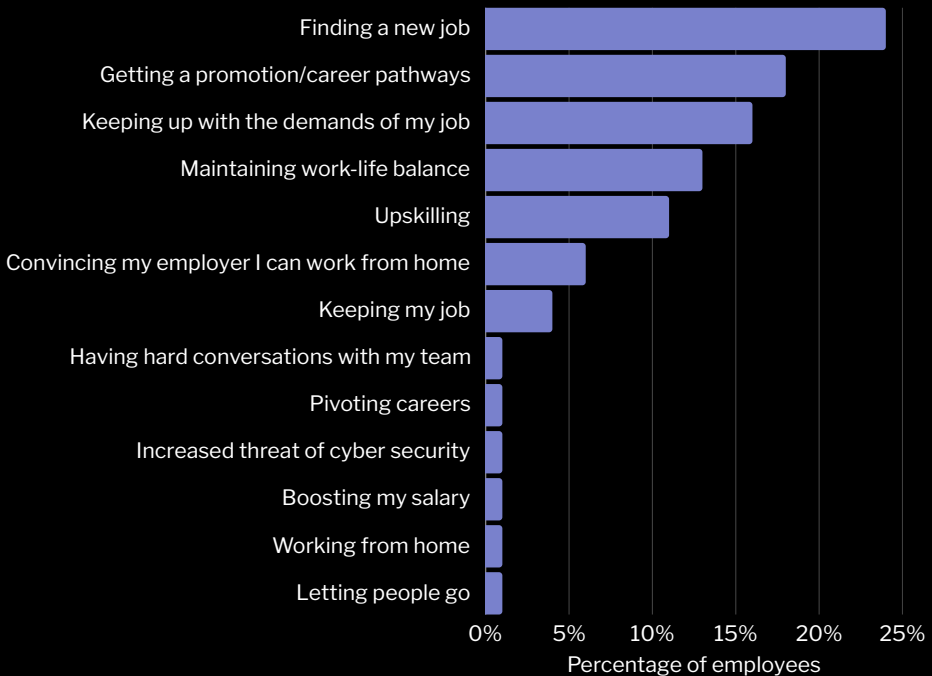


## SEARCH FOR NEW ROLE IS A TOP CONCERN FOR ONE IN FOUR PROFESSIONALS

Nearly a quarter of professionals expressed concern in their ability to find a new job in the next year in response to uncertainty in the job market. One in five are concerned about getting a promotion or career pathways in their current roles. This echoes to the 42% of those surveyed saying they would leave their role if greater career progression was offered elsewhere.



### What employees are most concerned about in their career and work life this year



■ Employees

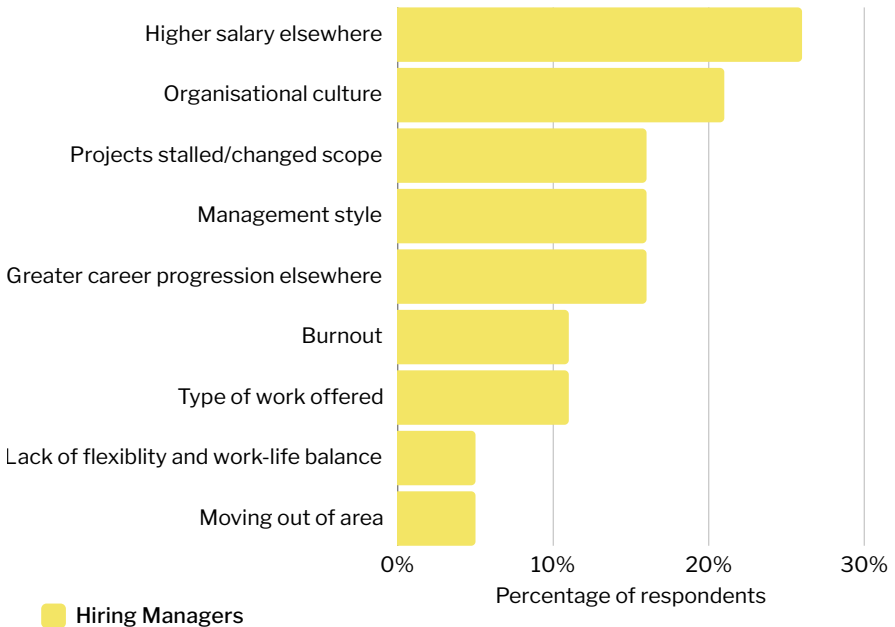
## MANAGEMENT & EMPLOYEES AT ODDS IN MOTIVATION BEHIND MOVING ROLES

Hiring managers and employees have a difference in opinion when it comes to primary motivators for leaving roles. While higher salary remains the top reason listed in both camps, only 26% of hiring managers name it as the main motivator, in contrast to 69% of employees.

Other large differences include burnout and management style, with employees listing them as among the top three reasons behind role change. There is a discrepancy between the two camps of the scale of the issue, with management thinking burnout accounts for 11%, in contrast to 58% of employees.



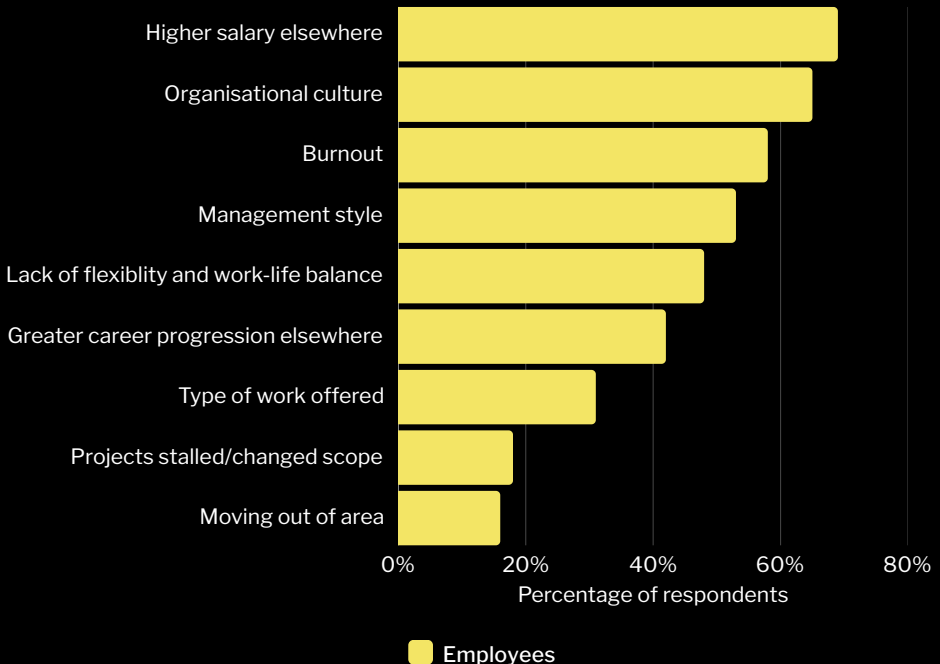
### The main motivators for employees to leave a role



## COMPANY CULTURE IMPORTANT DECIDING FACTOR IN LEAVING ROLES FOR EMPLOYEES

We know salary is king—but company culture is becoming increasingly more important when it comes to employee’s decisions to leave a role. According to the employees surveyed, higher salary offered elsewhere and organisational culture are almost equally important in the decision to move on at 69% and 65% respectively. Burnout, management style, and lack of flexibility and work-life balance rank high among reasons to leave, pointing to the importance of company culture in employee retention.

### → The main motivators for employees to leave a role

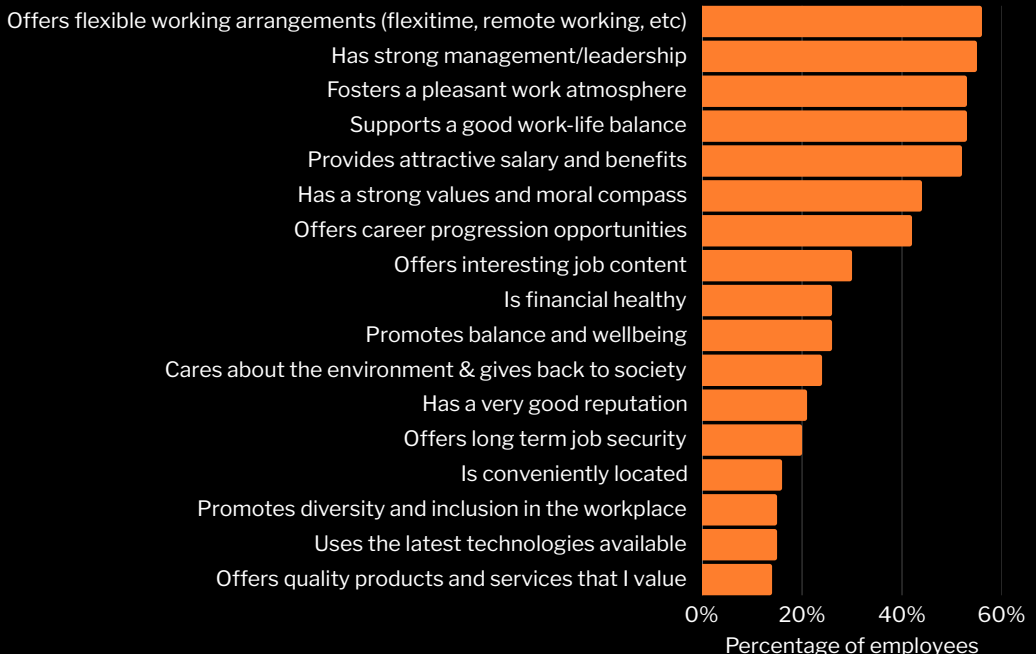


## WORKPLACE CULTURE & STRONG MANAGEMENT MOST IMPORTANT COMPANY ATTRIBUTE FOR JOB SEEKERS

If you remove the option of flexible working arrangements and salary, what employees are seeking most of all is positive company culture. This comes by way of strong management and leadership, a good working environment, and a company with strong values and a moral compass—something usually seen in how they compensate their people both in time and remuneration.



### What employees think are the top attributes of the ideal employer



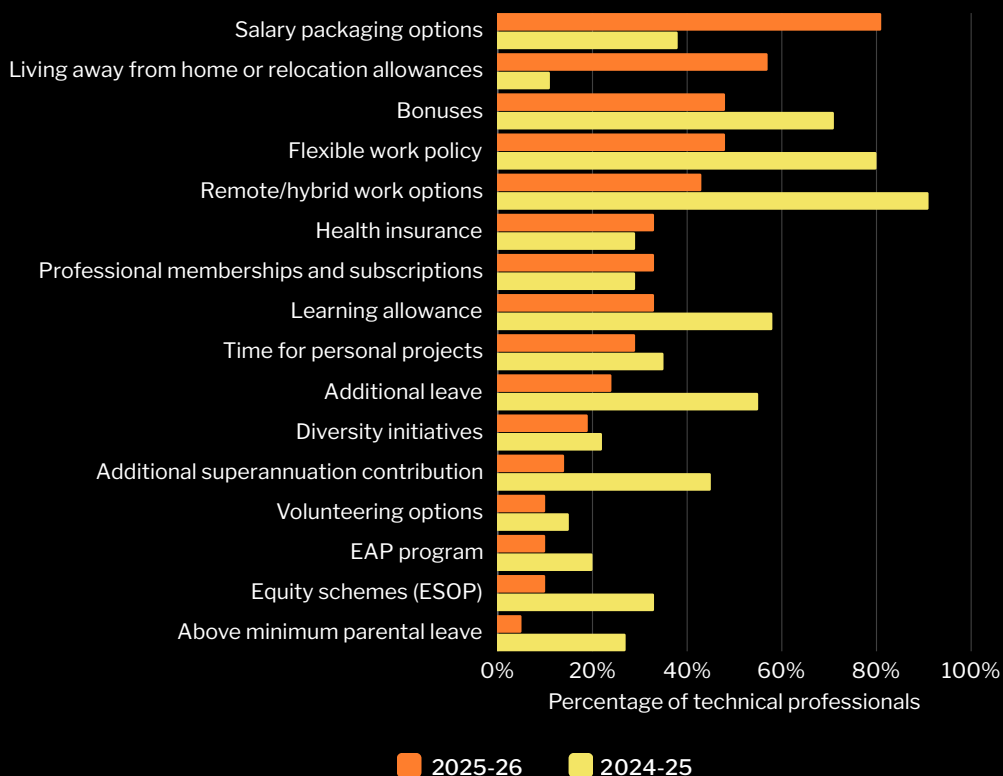
Employees

# SALARY PACKAGING OVERTAKES REMOTE OR HYBRID WORK OPTIONS AS BEST WAY TO ATTRACT CANDIDATES

In a surprise jump, having salary packaging options is an appealing benefit to 81% of job seekers, up 43% from 2024. This is in contrast with remote and hybrid working options falling by 48% in comparison to 2024 levels. With salary packaging, bonuses, and relocation allowances the top three benefits, given the current cost of living across Australia, employees are still prioritising financial rewards combined with flexibility over all others.



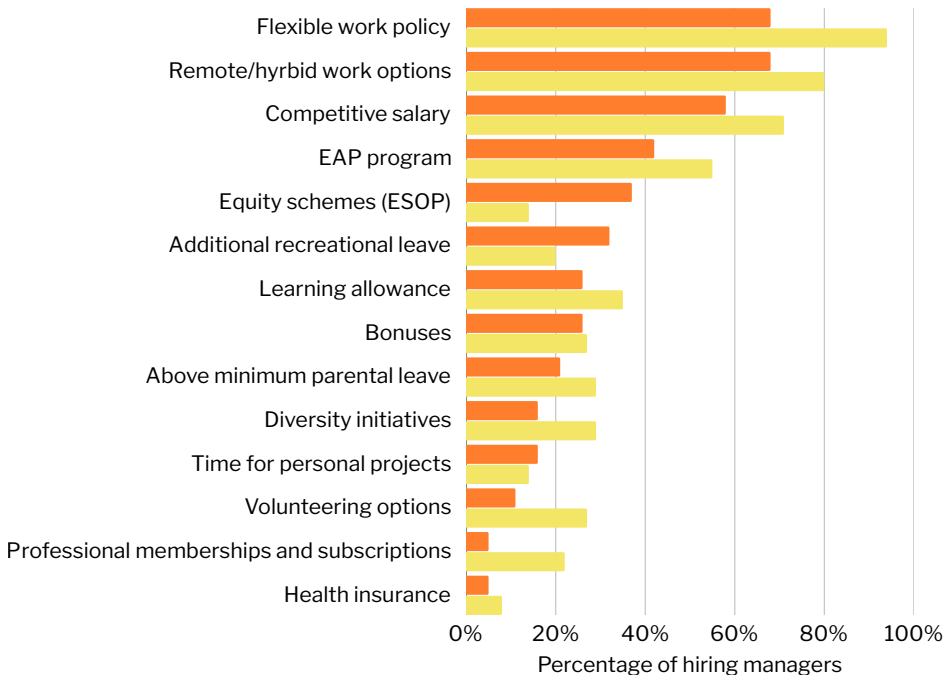
## Benefits appealing to technical professionals when considering new employers



# WORK-LIFE BALANCE MOST IMPORTANT BENEFIT TO OFFER IN ATTRACTION

We're finding more and more people want to be connected to an office, and employers are continuing to shift away from completely remote work. However, flexibility and the option to maintain a healthy work-life balance are where employers are focusing their attention in attracting and retaining employees. Companies are still looking to provide creative benefits for their staff, including increases in recreational leave and equity schemes (ESOP), and strong responses for both Employee Assistance Programs (EAP), and learning allowances.

## → Benefits offered by employers to aid with retention and attraction





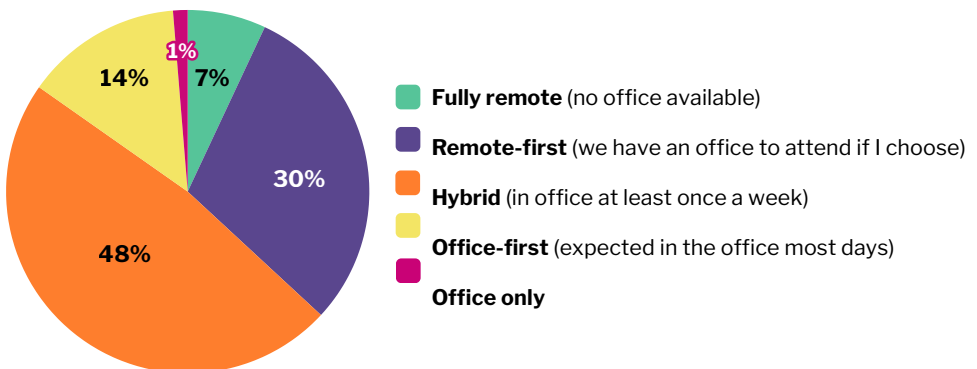
78% of tech professionals prefer to balance time between the office & remote working, recognising the benefits of hybrid working

## HYBRID WORKING REMAINS PREFERRED WORK STYLE AMONG TECH PROFESSIONALS

Hybrid work (with at least one day per week in the office) remains the preferred option with professionals wanting to split their time between remote work and in-office collaboration. Despite this, remaining fully in office isn't appealing to many, with less than 2% of respondents preferring office only set ups. In good news, employee preferences are largely aligned with offerings from employers.



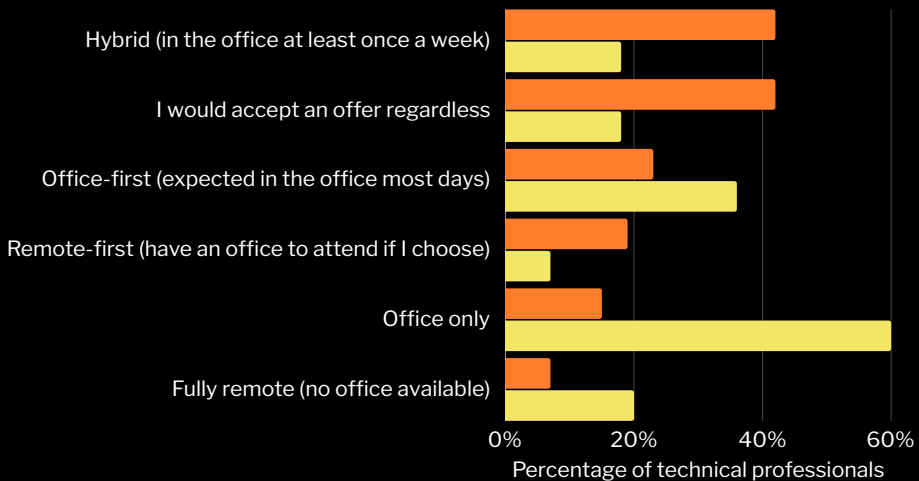
Workstyle offered by employers of technical professionals



## MORE PROFESSIONALS LIKELY TO ACCEPT JOB OFFER REGARDLESS OF THE WORK STYLE

Nearly half of job seekers would accept a new role regardless of the work style offered at the company which is up 24% from 2024. This is consistent with what we're seeing in the market, with most companies predominantly back in the office in some capacity. Just twelve months ago, 60% of people wouldn't accept an office-only role, now that has dramatically decreased to only 15%.

### → The work styles that would be a deal-breaker for technical professionals accepting an offer



2025-26 2024-25

## INVEST IN YOUR BRAND BOTH ONLINE & AMONG PEOPLE TO PORTRAY THE RIGHT MESSAGE

These findings are a good reminder to companies that your brand is just as important as the services and products you provide, especially if you want to attract top talent. If hiring managers are finding it difficult to place roles, it might be time for a brand audit to see how your company presents itself to potential employees, both online and in interactions with others.



### How candidates typically gather information about a company during the job search process



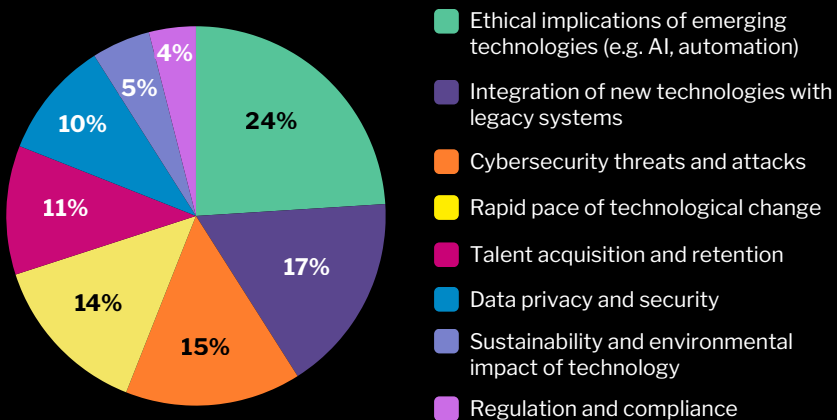
## ARTIFICIAL INTELLIGENCE (AI) & INTEGRATION OF NEW TECHNOLOGIES MOST SIGNIFICANT CHALLENGES

Across Australia, there's a growing AI skills shortage. Greater AI adoption is projected to inject approximately A\$200 billion per year into Australia's economy between 2025 and 2030, while generating an estimated 150,000 new jobs.

Nearly two-thirds of organisations are already using or planning to use AI across operations like customer service, HR, marketing, admin, and product development. The current focus of organisations include automation of routine tasks and augmentation of human roles—freeing employees for more creative, strategic work and improving efficiencies. The biggest concern, business leaders have are the ethical implications of AI, which we're expecting to get more air time across the media, and also government involvement through legislation in the near future.



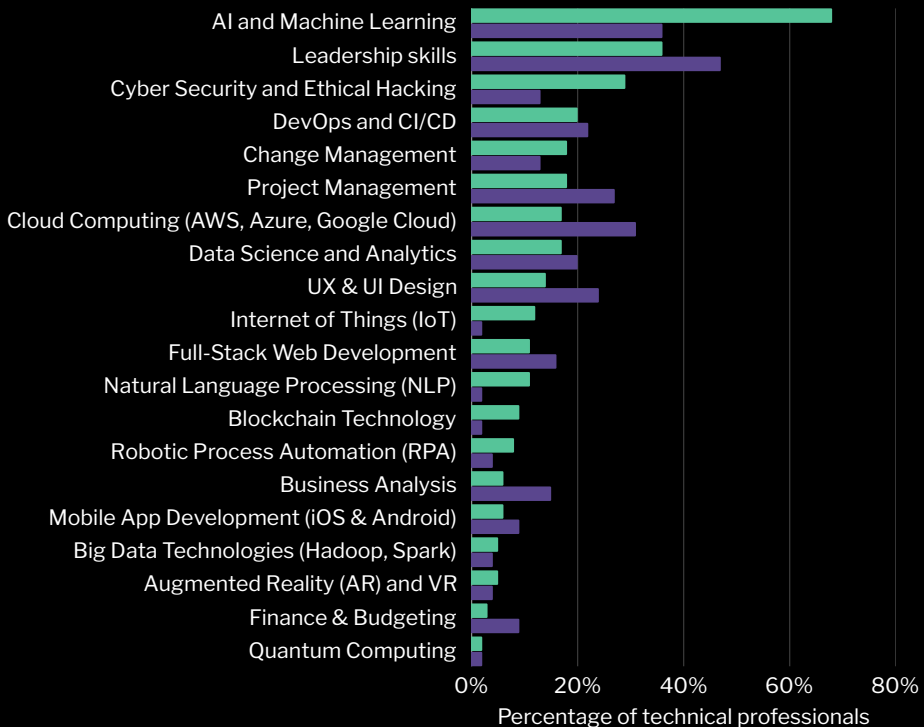
### The most significant challenges that technical professionals see facing the tech industry in the next 3-5 years



## TWO-THIRDS OF TECHNICAL PROFESSIONALS LOOKING TO UPSKILL IN AI & MACHINE LEARNING

Despite rising concern surrounding the ethical implications of AI among respondents, more than two thirds of tech professionals are looking to upskill in AI and machine learning in response to market changes. Leadership skills, and cyber security and ethical hacking remain steady in second and third place for another year.

➔ Skills technical professionals are looking to learn in the next 12 months



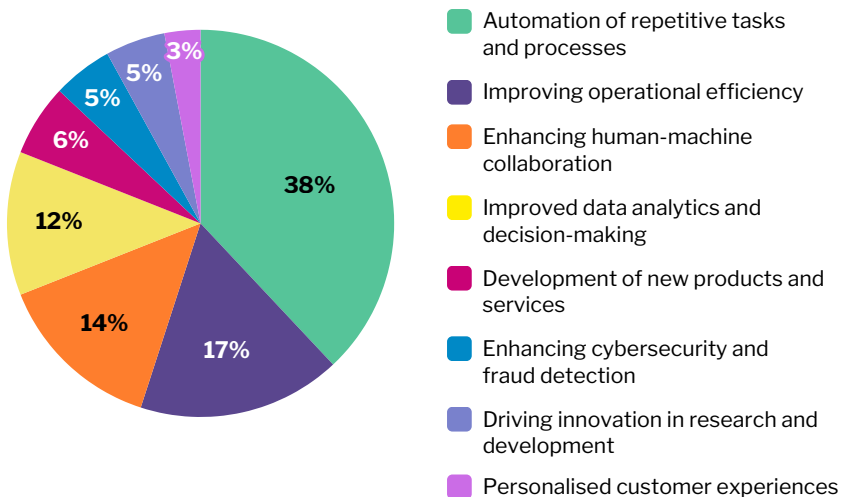
# IMPACT OF ARTIFICIAL INTELLIGENCE & MACHINE LEARNING IN SHAPING FUTURE OF TECH

Everyone knows AI is here to stay and it's changing the way everyone approaches work. Acknowledging the challenge of the ethical implications of AI, technical professionals are seeing in the positives of its widespread introduction in creating efficiencies through the automation of repetitive tasks and processes, improving accuracy and enhancing human-machine collaboration.

While some technical professionals acknowledge that the personalisation of customer experiences will be affected by AI, it won't be felt the same way as other parts of the business. For now, human-based traits will be among the least impacted by AI when it comes to driving innovation and delivering customer experience.



## What technical professionals believe is the primary role that artificial intelligence and machine learning will play in shaping the future of the tech industry



# SALARY TABLES



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# NEWCASTLE & REGIONAL



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## SOFTWARE DEVELOPMENT

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
.NET /Java (Junior)	60,000	90,000	450 - 550
.NET / Java (Mid)	90,000	130,000	550 - 700
.NET / Java (Senior)	130,000	160,000	800 - 900
Engineering Manager	160,000	200,000	1,000 - 1,200
Frontend (Junior)	60,000	90,000	450 - 550
Frontend (Mid)	90,000	120,000	550 - 700
Frontend (Senior)	130,000	160,000	800 - 900
Full Stack Developer (Junior)	60,000	90,000	450 - 550
Full Stack Developer (Mid)	90,000	130,000	550 - 700
Full Stack Developer (Senior)	130,000	160,000	800 - 900
Golang Developer (Junior)	65,000	90,000	450 - 550
Golang Developer (Mid)	90,000	130,000	550 - 700
Golang Developer (Senior)	130,000	160,000	800 - 900
Mobile (Mid)	80,000	130,000	550 - 650
Mobile (Senior)	130,000	160,000	800 - 1,100
Principal Engineer / Tech Lead	150,000	180,000	1,000 - 1,200
Python Developer	80,000	160,000	550 - 900
Salesforce Developer	100,000	160,000	800 - 1,000
Scrum Master	120,000	150,000	800 - 1,000
Wordpress Developer	60,000	120,000	400 - 700
AI Engineer	160,000	220,000	N/A
AI Consultant	150,000	220,000	N/A

## QA & TESTING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
QA Engineer	90,000	130,000	550 - 700
QA Engineer (Senior)	120,000	150,000	650 - 850
QA/Test Lead/Manager	130,000	160,000	800 - 900
Test Analyst	80,000	115,000	500 - 650
Test Analyst (Senior)	115,000	130,000	650 - 750

## CLOUD ENGINEERING & DEVOPS

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Platform Engineer	120,000	160,000	650 - 800
Cloud Engineer	100,000	140,000	650 - 800
DevOps Engineer (Junior)	60,000	90,000	450 - 550
DevOps Engineer (Mid)	90,000	130,000	550 - 750
DevOps Engineer (Senior)	130,000	160,000	800 - 1,000
Site Reliability Engineer	120,000	160,000	650 - 800
Cloud Architect	140,000	180,000	800 - 1,000

## INFRASTRUCTURE & SUPPORT

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Desktop Support	60,000	70,000	350 - 400
L1 Support Analyst	55,000	70,000	350 - 400
L2 Support Specialist	70,000	90,000	400 - 500
Network Administrator	80,000	100,000	500 - 650
Network Engineer	90,000	150,000	600 - 800
Salesforce Administrator	90,000	140,000	600 - 1000
Service Desk Lead	90,000	130,000	N/A
Systems Administrator	80,000	140,000	500 - 650
Systems Analyst	100,000	130,000	600 - 750
Systems Engineer	90,000	150,000	600 - 800
Infrastructure Lead	120,000	160,000	N/A



## DATA, ANALYTICS & DATA SCIENCE

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Database Administrator	80,000	120,000	500 - 650
BI Developer/Analyst	90,000	130,000	550 - 750
BI Lead/Manager	140,000	180,000	N/A
Data Analyst	90,000	130,000	600 - 750
Data Architect	150,000	180,000	800 - 1,100
Data Engineer	90,000	160,000	800 - 1,000
Data Scientist	130,000	160,000	800 - 1,000
Head of Data	180,000	240,000	N/A
Machine Learning Engineer	100,000	160,000	800 - 1,000
Data Engineering Manager	160,000	200,000	N/A

## CYBER SECURITY

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Cyber Security Architect	160,000	200,000	800 - 1,200
Cyber Security Engineer	120,000	180,000	800 - 1,000
Cyber Security Analyst	100,000	140,000	800 - 1,000
Cyber Security Manager	150,000	200,000	N/A
DevSecOps	140,000	180,000	750 - 1,000

# PROJECTS & CHANGE

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Agile Coach	120,000	150,000	800 - 1,000
Business Analyst	100,000	145,000	600 - 850
Change Analyst	100,000	120,000	600 - 750
Change Manager	130,000	170,000	800 - 1,000
Delivery Lead/Manager	150,000	200,000	800 - 1,100
Head of PMO	170,000	250,000	N/A
Project Coordinator	70,000	90,000	400 - 500
Portfolio Manager	160,000	200,000	800 - 1,000
Program Manager	160,000	200,000	800 - 1,000
Project Manager	110,000	150,000	700 - 900
Project Manager (Senior)	140,000	180,000	800 - 1,100
Technical Business Analyst	120,000	145,000	700 - 850



## PRODUCT & DESIGN

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Digital Producer	70,000	110,000	450 - 650
Digital Designer	80,000	110,000	550 - 750
Digital Designer (Senior)	110,000	130,000	750 - 850
UI Designer	80,000	110,000	500 - 700
UI Designer (Senior)	110,000	140,000	700 - 850
UX Designer	90,000	120,000	550 - 750
UX Designer (Senior)	120,000	150,000	750 - 850
UX Designer (Lead)	140,000	180,000	N/A
Product Designer	80,000	130,000	550 - 750
Product Designer (Senior)	130,000	150,000	750 - 900
Product Designer (Lead)	150,000	180,000	N/A
Product Owner	100,000	160,000	650 - 900
Product Manager	130,000	160,000	750 - 900

# MARKETING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Digital Account Manager	70,000	120,000	N/A
Internal Communications	80,000	120,000	400-600
Communications Advisor	80,000	120,000	500-700
Communications Manager	120,000	140,000	650-800
Marketing Coordinator	65,000	80,000	350-400
Digital Marketing Specialist	80,000	130,000	500-700
Content Writer	75,000	125,000	N/A
Marketing Manager	100,000	160,000	600-800
Marketing Director	150,000	180,000	N/A
Head of Marketing (CMO)	150,000	220,000	N/A
SEO/SEM Expert	70,000	110,000	N/A



## ARCHITECTURE

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Application Architect	150,000	180,000	800 - 1,100
Cloud Architect	140,000	180,000	800 - 1,100
DevOps Architect	140,000	180,000	900 - 1,100
Enterprise Architect	180,000	220,000	1,000 - 1,200
Infrastructure Architect	140,000	180,000	800 - 1,000
Solution Architect	150,000	180,000	900 - 1,100

## SENIOR LEADERSHIP

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Chief Information Officer	300,000	400,000
Chief Technology Officer	200,000	300,000
Chief Information Security Officer	180,000	300,000
Chief Operating Officer (Tech)	200,000	230,000
Head of / Director of IT	180,000	250,000
IT Operations Manager	130,000	160,000
Service Delivery Manager	130,000	150,000
IT Manager	130,000	170,000

## ENGINEERING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Engineering Manager	160,000	250,000
Principal Engineer	160,000	210,000
Project Manager (Senior)	170,000	240,000
Project Manager	140,000	180,000
Construction Manager	170,000	220,000
Project Engineer (Senior)	140,000	210,000
Project Engineer	100,000	140,000
Site Engineer	90,000	130,000
Project Coordinator	80,000	130,000
Environmental Engineer	100,000	180,000
Electrical Engineer (Senior)	140,000	180,000
Electrical Engineer (Junior)	70,000	100,000
Electrical Engineer	100,000	135,000
Control Systems Engineer (Senior)	140,000	170,000
Control System Engineer	100,000	130,000
Grid Connection Manager	170,000	250,000
Grid Connection Engineer	120,000	220,000
Design Engineer (Senior)	120,000	180,000
Design Engineer	90,000	130,000
Process Engineer (Senior)	150,000	220,000
Process Engineer	90,000	140,000
Chemical Engineer	90,000	160,000

## **ENGINEERING (CONT.)**

<b>ROLE</b>	<b>MIN (\$/YEAR)</b>	<b>MAX (\$/YEAR)</b>
Mechanical Engineer	90,000	140,000
Mechanical Engineer (Senior)	140,000	180,000
Reliability Engineer	110,000	180,000
Reliability Engineer (Senior)	140,000	200,000
CAD / 12D Designer	80,000	130,000
Registered Surveyor	120,000	160,000
Surveyor	80,000	120,000
Design/Drafter	70,000	110,000
Design/Drafter (Senior)	100,000	130,000
Graduate Engineer	70,000	120,000
Cost Control/ Project Control Engineer	120,000	220,000
Planner	90,000	225,000
Project Scheduler	85,000	180,000
Maintenance Supervisor	120,000	180,000
Contracts Administrator	120,000	150,000
Contracts Administrator (Senior)	140,000	180,000
Estimator	80,000	130,000
Estimator (Senior)	130,000	200,000
Laboratory Manager	100,000	150,000
Laboratory Technician	70,000	100,000

## MECHATRONICS & EMBEDDED ENGINEERING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Mechatronics Engineer (Junior)	70,000	90,000
Mechatronics Engineer (Mid)	90,000	120,000
Mechatronics Engineer (Senior)	120,000	150,000
Embedded Engineer (Junior)	70,000	80,000
Embedded Engineer (Mid)	80,000	120,000
Embedded Engineer (Senior)	130,000	160,000
Robotics / Automation Engineer (RPA)	100,000	150,000

## SUPPLY CHAIN

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Procurement Officer	80,000	120,000
Purchasing Officer	75,000	110,000
Procurement Category Specialist	100,000	150,000
Procurement Manager	140,000	220,000
Demand Planner	80,000	130,000
Supply Chain Analyst	80,000	115,000
Supply Chain Planner	75,000	125,000
Supply Chain Manager	110,000	180,000
Logistics Manager	90,000	150,000

# SYDNEY



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## SOFTWARE DEVELOPMENT

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
.NET /Java (Junior)	75,000	100,000	500 - 600
.NET / Java (Mid)	100,000	140,000	700 - 850
.NET / Java (Senior)	140,000	170,000	850 - 1,000
Engineering Manager	170,000	250,000	1,000 - 1,400
Frontend (Junior)	65,000	90,000	500 - 600
Frontend (Mid)	90,000	150,000	700 - 850
Frontend (Senior)	140,000	180,000	850 - 1,100
Full Stack Developer (Junior)	75,000	100,000	500 - 600
Full Stack Developer (Mid)	100,000	140,000	700 - 850
Full Stack Developer (Senior)	140,000	180,000	850 - 1,000
Golang Developer (Junior)	80,000	100,000	500 - 600
Golang Developer (Mid)	100,000	140,000	700 - 850
Golang Developer (Senior)	140,000	180,000	850 - 1,000
Mobile (Mid)	110,000	150,000	700 - 850
Mobile (Senior)	150,000	180,000	850 - 1,200
Principal Engineer / Tech Lead	160,000	200,000	1,000 - 1,200
Python Developer	80,000	170,000	550 - 1,100
Salesforce Developer	100,000	180,000	900 - 1,200
Scrum Master	130,000	180,000	800 - 1,100
Wordpress Developer	80,000	120,000	500 - 700
AI Engineer	170,000	230,000	N/A
AI Consultant	150,000	220,000	N/A

## QA & TESTING

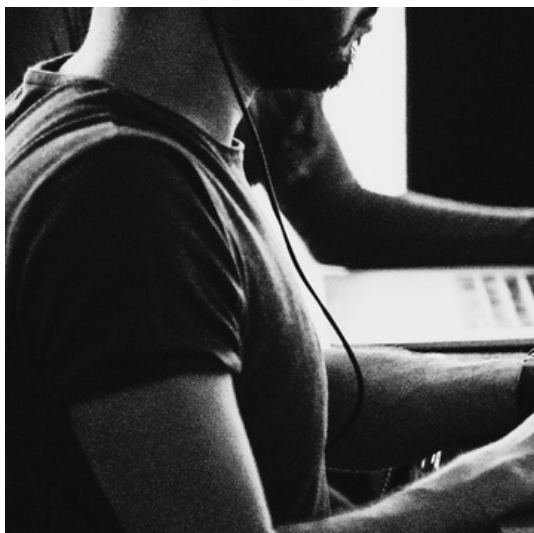
ROLE	MIN (S/YEAR)	MAX (S/YEAR)	DAILY RATE (S/DAY)
QA Engineer	90,000	130,000	600 - 750
QA Engineer (Senior)	130,000	170,000	750 - 900
QA/Test Lead/Manager	130,000	190,000	850 - 1,000
Test Analyst	80,000	110,000	550 - 700
Test Analyst (Senior)	110,000	140,000	700 - 850

## CLOUD ENGINEERING & DEVOPS

ROLE	MIN (S/YEAR)	MAX (S/YEAR)	DAILY RATE (S/DAY)
Platform Engineer	120,000	190,000	700 - 1,200
Cloud Engineer	120,000	190,000	700 - 1,200
DevOps Engineer (Junior)	80,000	100,000	500 - 600
DevOps Engineer (Mid)	100,000	140,000	700 - 850
DevOps Engineer (Senior)	140,000	180,000	850 - 1,200
Site Reliability Engineer	120,000	190,000	700 - 1,000
Cloud Architect	150,000	200,000	1,000 - 1,400

## INFRASTRUCTURE & SUPPORT

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Desktop Support	70,000	110,000	350 - 550
L1 Support Analyst	60,000	80,000	400 - 450
L2 Support Specialist	80,000	95,000	400 - 500
Network Administrator	85,000	140,000	500 - 800
Network Engineer	100,000	180,000	700 - 1,000
Salesforce Administrator	100,000	150,000	600 - 1,000
Service Desk Lead	100,000	140,000	700 - 800
Systems Administrator	90,000	140,000	600 - 900
Systems Analyst	100,000	160,000	800 - 1,000
Systems Engineer	100,000	160,000	700 - 1,000
Infrastructure Lead	140,000	180,000	800 - 1,000



## DATA, ANALYTICS & DATA SCIENCE

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Database Administrator	100,000	150,000	500 - 800
BI Developer/Analyst	110,000	160,000	700 - 800
BI Lead/Manager	170,000	200,000	800 - 1,100
Data Analyst	100,000	160,000	700 - 900
Data Architect	160,000	200,000	1,000 - 1,300
Data Engineer	120,000	170,000	800 - 1,200
Data Scientist	130,000	200,000	800 - 1,200
Head of Data	200,000	300,000	1,200 - 1,500
Machine Learning Engineer	120,000	180,000	800 - 1,200
Data Engineering Manager	180,000	250,000	1,000 - 1,400

## CYBER SECURITY

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Cyber Security Architect	160,000	220,000	1,000 - 1,200
Cyber Security Engineer	120,000	180,000	800 - 1,100
Cyber Security Analyst	100,000	160,000	800 - 1,100
Cyber Security Manager	150,000	220,000	N/A
DevSecOps	140,000	200,000	750 - 1,200

## PROJECTS & CHANGE

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Agile Coach	150,000	200,000	1,100 - 1,300
Business Analyst	100,000	160,000	800 - 1,000
Change Analyst	100,000	140,000	600 - 800
Change Manager	140,000	180,000	800 - 1,100
Delivery Lead/Manager	150,000	200,000	800 - 1,200
Head of PMO	180,000	250,000	1,000 - 1,300
Project Coordinator	80,000	110,000	600 - 800
Portfolio Manager	160,000	220,000	1,100 - 1,300
Program Manager	160,000	220,000	1,100 - 1,300
Project Manager	130,000	160,000	850 - 1,100
Project Manager (Senior)	160,000	200,000	1,000 - 1,250
Technical Business Analyst	130,000	180,000	800 - 1,000



## PRODUCT & DESIGN

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Digital Producer	90,000	140,000	500 - 800
Digital Designer	80,000	110,000	500 - 700
Digital Designer (Senior)	120,000	150,000	750 - 900
UI Designer	80,000	120,000	500 - 700
UI Designer (Senior)	120,000	160,000	750 - 900
UX Designer	90,000	130,000	600 - 700
UX Designer (Senior)	130,000	160,000	800 - 900
UX Designer (Lead)	150,000	180,000	1,000 - 1,200
Product Designer	80,000	140,000	600 - 900
Product Designer (Senior)	130,000	160,000	900 - 1,200
Product Designer (Lead)	160,000	180,000	N/A
Product Owner	110,000	160,000	700 - 850
Product Manager	130,000	180,000	850 - 1,100

# MARKETING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Digital Account Manager	70,000	120,000	N/A
Internal Communications	80,000	120,000	400 - 600
Communications Advisor	90,000	120,000	600 - 800
Communications Manager	120,000	160,000	650 - 900
Marketing Coordinator	65,000	90,000	400 - 500
Digital Marketing Specialist	90,000	130,000	500 - 700
Content Writer	90,000	140,000	N/A
Marketing Manager	110,000	180,000	600 - 800
Marketing Director	180,000	220,000	N/A
Head of Marketing / CMO	180,000	250,000	N/A
SEO/SEM Expert	90,000	120,000	N/A



## ARCHITECTURE

ROLE	MIN (S/YEAR)	MAX (S/YEAR)	DAILY RATE (S/DAY)
Application Architect	170,000	220,000	1,000 - 1,400
Cloud Architect	140,000	220,000	1,000 - 1,400
DevOps Architect	160,000	200,000	1,100 - 1,400
Enterprise Architect	180,000	250,000	1,200 - 1,500
Infrastructure Architect	140,000	180,000	1,100 - 1,400
Solution Architect	160,000	200,000	1,000 - 1,200

## SENIOR LEADERSHIP

ROLE	MIN (S/YEAR)	MAX (S/YEAR)	DAILY RATE (S/DAY)
Chief Information Officer	300,000	450,000	Up to 2,500
Chief Technology Officer	250,000	350,000	Up to 2,500
Chief Information Security Officer	250,000	400,000	Up to 2,500
Chief Operating Officer (Tech)	250,000	400,000	Up to 2,500
Head of / Director of IT	220,000	300,000	Up to 2,000
IT Operations Manager	200,000	240,000	800 - 1,100
Service Delivery Manager	180,000	220,000	800 - 1,100
IT Manager	160,000	200,000	700-900



# COMMUNITY + RECRUITMENT

**NTP Talent is the region's only exclusive technology and engineering recruitment agency.**

NTP Talent is passionate about building Australia's future in tech and engineering. We proudly connect outstanding talent with growing teams, helping to shape and strengthen technical communities and are active sponsors of events in the Hunter and Sydney.

Across Australia's east coast, NTP Talent delivers specialist recruitment services with a clear focus in technology and engineering. We're proud to partner with some of the nation's most innovative enterprises and ambitious scale-ups, supporting their growth with the best people in the industry.



**James MacDonald**  
Director



**Linda Apostolidis**  
Director

# POTENTIAL FULFILLED!

**NTP Talent's mission is to enable our clients and candidates to achieve their full potential.**

## OUR BEGINNINGS

NTP Talent was established in 2018 when James MacDonald and Linda Apostolidis joined forces in business and brought together their combined 24 years of experience in the booming tech and innovation hub of Newcastle, NSW. Our values, expertise, and community-first approach have made us the region's leading specialist tech recruiter. We have now expanded our footprint and provide recruitment services to companies from Brisbane to Melbourne on the east coast of Australia and expanding our team geographically to support the new markets.






## TALK TO SOMEONE WHO KNOWS YOUR NICHE


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