

2023

SALARY GUIDE

A COMPREHENSIVE GUIDE TO TECHNOLOGY SALARIES

FOR CLIENTS AND CANDIDATES





WHO WE ARE

At SearchLabs, we understand when it comes to hiring, speed, and precision are the goals. Whether on Contingency or Retainer, our specialist verticals are the reason we've been so successful since we first opened our doors in 2010. Our customised approach to all searches, regardless of title or level, separates us from our competitors. When combined with our single-point-of-contact account management style, we're able to ensure consistent and timely service that emphasizes your priorities.

Our thorough recruitment process is designed to meet your needs by understanding your organization's business goals, culture, and subsequent human capital objectives, and then dedicating the required resources to see your dream become a reality.

Our five-point proven process includes:

- Discovery Meeting Details
- Building a Go-to-Market Strategy
- Identification and Selection
- Presentation and Coordination
- Offer and Onboarding

We look forward to discussing how SearchLabs can be an integral, time, and cost-saving option for all your mission critical hires. Let's talk!

MARKET TRENDS

Market Trends 2023

It is no secret that technology is a constantly evolving industry, and every week, new technologies and trends soon become the standard. As we begin 2023, information technology (IT) experts are looking ahead to the trends and developments likely to shape the industry this year and impact hiring decisions.

The use of AI and machine learning to automate and improve various business processes will continue to grow in popularity. Companies increasingly use these technologies to analyze and interpret large amounts of data, make predictions, and take actions based on those predictions. As the field continues to evolve, careers in cybersecurity, AI engineering, Data Science and AI research are in higher demand for many companies.

The number of connected devices will continue to rise in 2023, with everything from appliances and automobiles to industrial equipment and medical devices becoming connected to the internet. Organizations can now gather and analyze data from these devices to improve efficiency and make better-informed decisions.

The use of cloud-based services is growing as companies look to take advantage of the scalability, flexibility, and cost savings that the cloud offers. Businesses can now adopt a hybrid cloud strategy, using a mix of on-premises and cloud-based resources to meet their needs. As a result, the need for talent in this area is still on the rise.

With the increasing reliance on technology and the proliferation of connected devices, cybersecurity will remain a top concern in 2023. Companies must prioritize security measures such as encryption, authentication, and access controls to protect their systems and data from cyber threats. Careers in cybersecurity analysts, security engineers and Penetration testers (ethical hackers) continue to be a growing industry.

The deployment of 5G networks is expected to accelerate in 2023, bringing faster and more reliable wireless connectivity to more areas. This will enable new applications and services, including the Internet of Things, telemedicine, and augmented and virtual reality.



MARKET TRENDS

Market Trends 2023

The trend toward remote work will continue in 2023. Many companies have already implemented remote work policies and are seeing the benefits of increased productivity and cost savings. Post-Covid, job security and stability are a priority, and stable companies, well-funded and growing, are an ideal fit for IT professionals.

Burnout is frequently responsible for turnover, and prioritizing employee well-being can significantly benefit businesses. Companies are increasingly focusing on work-life balance and employee mental health as critical components of talent retention. Benefits, flexibility and a positive work culture contribute to keeping current employees and attracting your next hires.

Reskilling and upskilling are tools that will help businesses and employees as we move into 2023. The goal of upskilling is to teach employees new skills to maximize their performance. Reskilling aims to retrain your employees with an eye to the future and to use current employees' talents in new roles.

The growth of the Internet of Things and the increasing demand for real-time data processing are expected to drive the adoption of edge computing in 2023. Edge computing involves placing data processing and analysis closer to the data source rather than in a centralized location. This can reduce latency and improve the performance of applications that require real-time processing.

As we can see, the field of IT is constantly evolving, and there are many exciting developments on the horizon for 2023. From the growth of AI and the Internet of Things to the deployment of 5G networks and the continued shift towards remote work, the coming year will surely bring a host of new opportunities, challenges and careers for businesses and individuals alike. Regardless of the industry, the one certainty is skilled tech workers will remain in high demand.





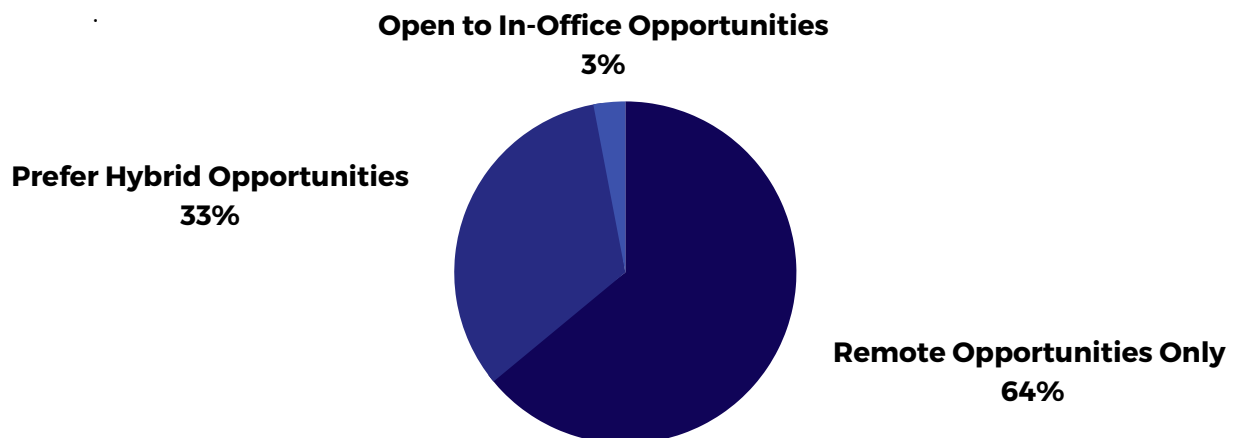
REMOTE WORK

- 64% of candidates will only entertain remote opportunities
- 33% prefer hybrid opportunities
- 3% are open to working five days a week in the office

In IT, remote work is here to stay. 64% of the candidates we polled will only entertain remote opportunities. When companies start to make mandates urging their employees to come back to the office, that's usually when our phone starts to ring.

- 33% of the candidates we polled are currently in or are open to a couple of days a week in the office, ideally with flexibility, and only 3% are receptive to returning to the office five days a week.

With the commute of 50 minutes on average one way in the major metropolitan cities in Canada, candidates are reluctant to commit to a five-day week non-remote opportunity.





CANDIDATE BENEFITS

BEYOND SALARIES

As living costs continue to rise and due to the shortage of specific talent, salaries are still increasing. However, the base salary is only one of the things candidates care about. Here are the top five benefits that concern candidates when considering a job offer:

- Flexibility – of hours and remote work
- Vacation
- RRSP, Pension, Bonus and Stock/Stock options
- Culture – diversity and inclusion, mental health and wellness programs, social responsibility, impact the company has on the world
- Career progression and training

Please be sure to address these points with potential employees during the interview process.



INTERVIEW BEST PRACTICES

INTERVIEW BEST PRACTICES TIMELINE

- First Interview: Set within three business days of receiving the resume, 30-60 minutes
- Second Interview: Within three business days after the first interview, 30-60 minutes
- Third Interview: Within 2-3 business days after the second interview, 30-60 minutes
- Feedback: 24 hours after each stage
- Offer: Within two business days of the last meeting



INTERVIEW BEST PRACTICES

TOP FIVE INTERVIEW TIPS

- Determine the nature of the interview and whether it is technical or cultural; this is key to your success.
- Know your resume and be prepared to go in-depth regarding your experience, tech stack, challenges, and what you've learned in the last five years and, ideally, beyond. Be ready to discuss topics in addition to what is included on your resume; after all, that is the purpose of an interview.
- Research the company and industry, as this will ensure you have relevant questions to ask to show your interest.
- Put your best foot forward and dress your best in accordance with the company.

For more interviewing best practices, please [click here to visit us on LinkedIn](#).



TOP FIVE PROGRAMMING LANGUAGES

Based on our research and our client's demands, here are the top five programming languages that are on the rise this year.

1. Javascript

The demand for Javascript is still increasing due to its versatility and functionality. For the past ten years, it has dominated outlets such as [Stack OverFlow](#). The most popular framework remains Node, React, and Angular.

Many also enjoy how easily one can learn the object-oriented open-source extension Typescript.

2. Java

Java is one of the oldest high-level object-oriented languages, the backend language of many enterprise-level applications; it will gain popularity this year. Due to the fact that the language can run on any device that supports its environment, many large companies such as Google, Netflix, Spotify, Uber, and numerous banks continue to build using Java.

Java is also the springboard language for Kotlin and Scala.

3. Python

Python is known for its easy learning as it reads like everyday speech, which is why it is recommended for kids when they start to learn to program. The top use for Python is data management and reporting, and it is utilized for virtually any data science project. The demand for Python will continue to grow in 2023.

4. C#

The other in-demand object-oriented programming language developed by Microsoft, C#, continues to have a top-five spot in in-demand programming languages. Used widely in desktop development, web development, cloud services, enterprise applications, and mobile development, C# is still very popular.

5. C++

With the growth of demand for IOT and the need for high performance, the demand for C++ development is not only rising; it has been prevalent for more than forty years. When properly executed, C++ is known for its high performance in rendering speed and its ability to work closely with system hardware.

DEVELOPMENT SALARIES



DEFINITIONS OF SENIORITY



JUNIOR

Just out of College or University with 1-4 co-op terms and up to two years of experience. Works under the direction of team leads and managers from whom they receive all tasks and solutions to their problems.

INTERMEDIATE

Two to five years of continuous, direct work experience with relevant technologies, and works under managers' supervision while contributing to solution designs and prioritizing accordingly. Starts to mentor junior resources.

SENIOR

Over four years of continuous, direct work experience, and can identify/find solutions to problems. Has the ability to communicate both problems and solutions to management. Has project leadership experience and mentors multiple junior to intermediate resources.



DEVELOPERS

Traditional Languages such as: .NET, Java, and PHP

JUNIOR	60 - 85K
INTERMEDIATE	80 - 125K
SENIOR	115 - 175K
ARCHITECT	140 - 190K
TEAM LEAD	160 - 190K
STAFF	180 - 250K
MANAGER	140 - 190K

Trending Languages such as: Node, React, Ruby, Python, GO

JUNIOR	55 - 85K
INTERMEDIATE	75 - 160K
SENIOR	140 - 200K
ARCHITECT	160 - 225K
TEAM LEAD	185 - 250K
STAFF	200 - 300K
MANAGER	185 - 300K



DEVELOPERS

DEVOPS/SRE

JUNIOR	70 - 85K
INTERMEDIATE	75 - 160K
SENIOR	140 - 200K
ARCHITECT	160 - 275K
TEAM LEAD	185 - 275K
STAFF	225 - 330K
MANAGER	185 - 300K

QA Engineer

JUNIOR	55 - 70K
INTERMEDIATE	60 - 95K
SENIOR	90 - 150K
ARCHITECT	100 - 165K
TEAM LEAD	120 - 180K
MANAGER	140 - 185K

A server room with blue lighting and server racks. The text is overlaid on the image.

**MANAGED SERVICE,
MANAGED SECURITY
SERVICE PROVIDERS &
VALUE ADDED RESELLER
SALARIES**



SOLUTIONS CONSULTANTS

Network and Security (or Cloud)

JUNIOR	130 - 140K
INTERMEDIATE	140 - 150K
SENIOR	150 - 170K
VARIABLE BONUS	10 -15%

Data Center

JUNIOR	120 - 135K
INTERMEDIATE	140 - 150K
SENIOR	150 - 160K
VARIABLE BONUS	10 - 15%

Storage/Disaster Recovery/Backup

JUNIOR	125 - 135K
INTERMEDIATE	140 - 150K
SENIOR	145 - 155K
VARIABLE BONUS	10 - 15%



SOLUTIONS ARCHITECTS

Network and Security (or Cloud)

JUNIOR	140 - 160K
INTERMEDIATE	160 - 180K
SENIOR	180 - 200K
VARIABLE BONUS	30 - 50K or 60/40 to 70/30 Split Base/Bonus or Commission

*Please Note: For more commission-focused, we have seen in the market a combination of either the bonus being a fixed number or a percentage with a split between personal and team. The companies that split the bonus between personal and team have more of a challenge attracting the right talent. The split can be applied to any of the three segments listed here.

Data Center

JUNIOR	130 - 150K
INTERMEDIATE	150 - 165K
SENIOR	170 - 180K
VARIABLE BONUS	30 - 40K

Storage/Disaster Recovery/Backup

JUNIOR	130 - 140K
INTERMEDIATE	140 - 160K
SENIOR	160 - 180K
VARIABLE BONUS	20 - 40K



MSP, MSSP & VAR SALARIES

Project Manager

JUNIOR	70 - 90K
INTEMEDIAE	80 - 110K
SENIOR	110 - 130K
VARIABLE BONUS	Typically Between 10 - 20%

Account Managers (New Sales)

FEDERAL SALES	100 - 130K Base + Commissions (Variable)
COMMERCIAL SALES	120 - 180K + Commissions (Depends on Book of Business)
INSIDE SALES REPS	60 - 70K + Bonus/Commission

Technical Support

LEVEL 1	45 - 55K
LEVEL 2	60 - 70K
LEVEL 3	70 - 80K
PROJECT TECH	80 - 100K
TEAM LEAD - HELP DESK	80 - 110K



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