2024
Hiring Guide
Technology

LHH

2024 Hiring Guide

For Technology

About this Guide

Strategic insights for hiring managers.

In an ever-evolving job market, understanding what talented employees value is the key to success – for attracting new talent and retaining your existing team.

Our guide provides hiring managers with vital, data-driven insights into current market trends and salary benchmarks across various positions.

It's designed to equip you with the knowledge and tools necessary for making informed hiring decisions, ensuring your team remains competitive and future-ready.

This guide will provide:

▶ Key trends shaping the recruitment landscape in 2024, offering a clear view of what to expect in the near future.

▶ Comprehensive salary data to help you create attractive and competitive compensation packages.

▶ Insights into emerging roles and skills, enabling you to align your hiring strategy with market demands and stay ahead of the curve.

It will serve as your compass in navigating the complexities of talent acquisition and management, ensuring you attract and retain the best talent to drive your organization forward
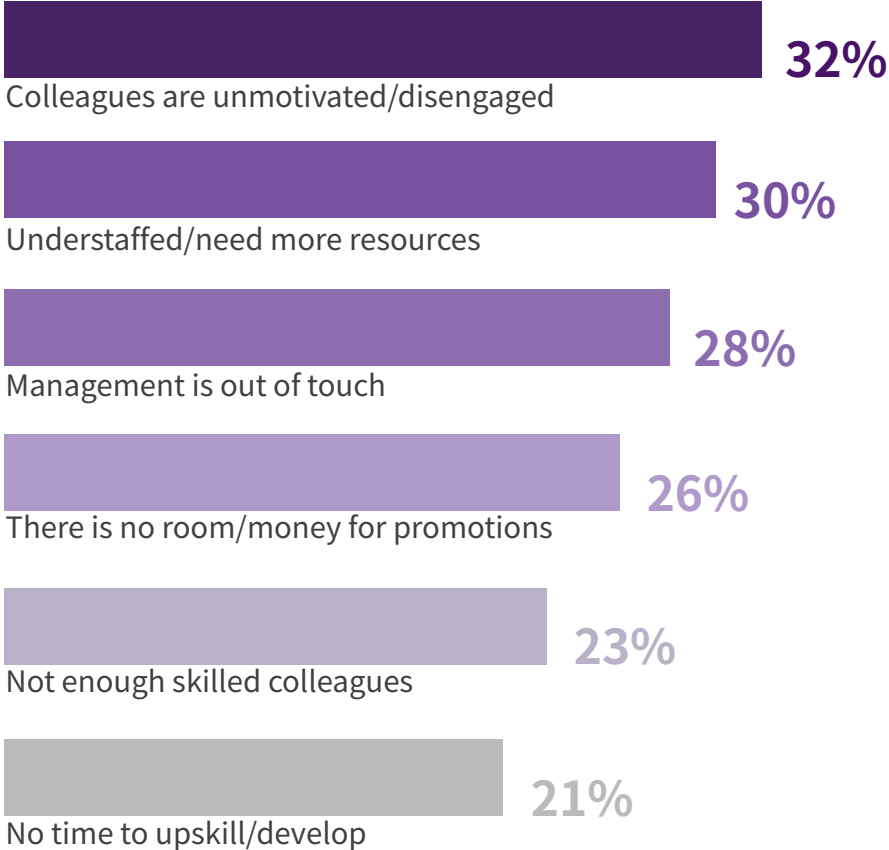
Trends Shaping 2024

In our recent Workforce Trends Survey of more than 1,500 employers and 500 employees/job seekers, a majority of respondents (67%) agreed that retaining and attracting talent will be a major challenge for organizations in the coming year.

As a hiring manager, it's essential to understand the challenges motivating job seekers, and to align your efforts as an organization to those needs. We asked survey respondents about the biggest challenges they experience on their teams and what they're looking for in an employer, in order to better equip you with the knowledge you need to make strong offers and stand out as an employer of choice.

In order to understand how to help employees overcome their challenges, you need to know what those challenges are.

According to employees, these are their teams' biggest challenges:

32%
Colleagues are unmotivated/disengaged

30%
Understaffed/need more resources

28%
Management is out of touch

26%
There is no room/money for promotions

23%
Not enough skilled colleagues

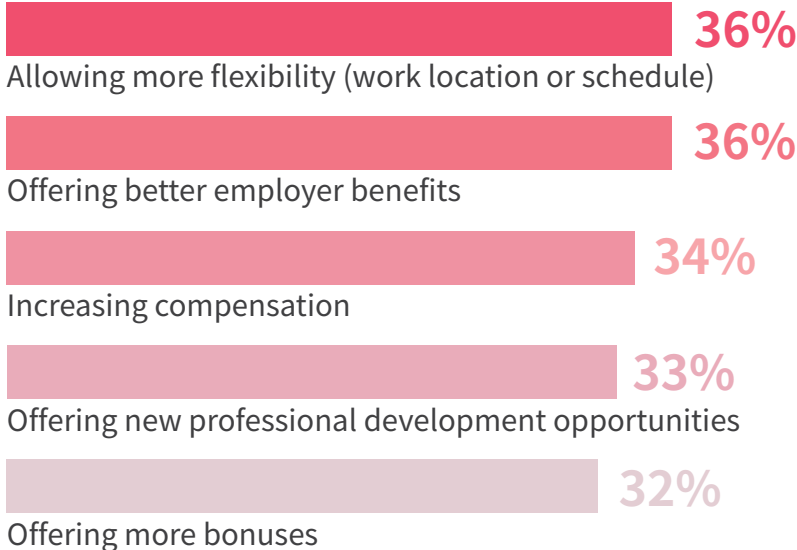**21%**
No time to upskill/develop

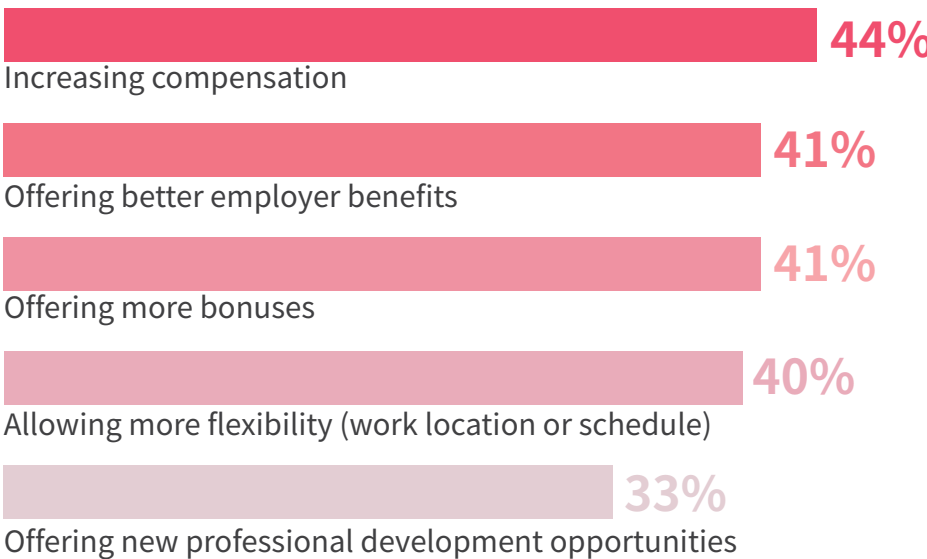**Competing for talent means compensating talent.**

How important are salaries and bonuses when it comes to hiring and retaining employees? What about PTO, benefits, and company culture? It depends on who you ask – and this misalignment can often mean employers and employees are speaking different languages.

There's a discrepency between what employers are doing to attract and retain talent, and what employees actually WANT them to be doing.

Employers, what steps is your company taking to more confidently attract and retain talent?

36%
Allowing more flexibility (work location or schedule)

36%
Offering better employer benefits

34%
Increasing compensation

33%
Offering new professional development opportunities

32%
Offering more bonuses

Employees, what steps would you want a company to take to attract and retain you?

44%
Increasing compensation

41%
Offering better employer benefits

41%
Offering more bonuses

40%
Allowing more flexibility (work location or schedule)

33%
Offering new professional development opportunities

It's Still a Good Time for Job Seekers

One topic both employers and employees agree on is that it is still a good time to be a job seeker; and that's good news for hiring managers.

63% of employees and job seekers surveyed are likely to consider taking another job opportunity in the next year (36% are extremely likely to do this) and with good reason–85% of employers expect departments within their organizations to expand in the next year.

This is likely to lead to some retention issues, so it is critical for employers to close the gaps between what they think is important to employees and job seekers and what really is.
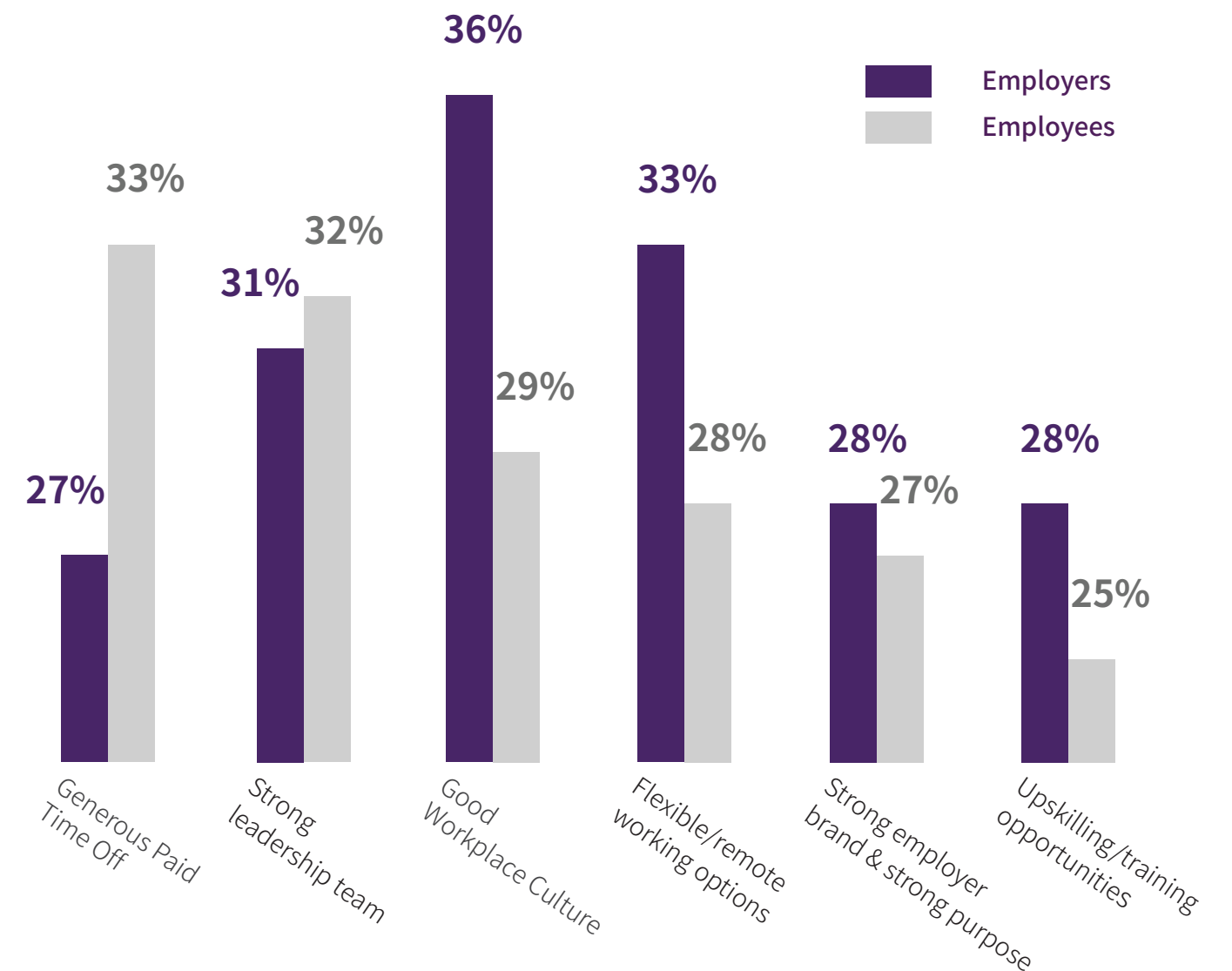
With that said, this report will provide you with insights to better align your talent engagement strategies with your employees and prospective hires in the coming year and beyond.
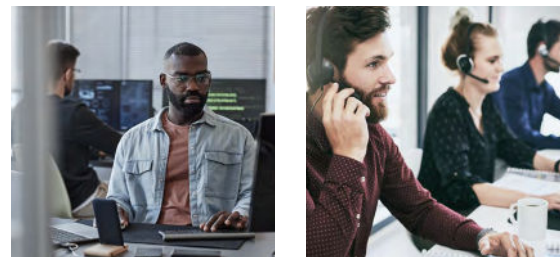
Invest in Areas that Attract & Retain Top Talent

When asked "What should companies increase investment in to better attract and/or retain talent?", there were a few key misalignments:

▸ Employers put generous PTO last, employees put it first.

▸ Employers think employees place 'good workplace culture' above a strong leadership team, flexibility, and PTO– but they don't. This may indicate employers and employees have very different views on what comprises a 'good workplace culture'.

Employers (purple) / **Employees** (gray)

	Employers	Employees
Generous Paid Time Off	27%	33%
Strong leadership team	31%	32%
Good Workplace Culture	36%	29%
Flexible/remote working options	33%	28%
Strong employer brand & strong purpose	28%	27%
Upskilling/training opportunities	28%	25%

Trends in Technology

Hiring and retaining top tech talent remains a major priority. And a major challenge.

Digital transformation, intelligent automation, and security are all major priorities for today's organizations. Top tech talent is driving these initiatives and helping companies become more innovative, efficient, and competitive—and hiring and retaining this talent is more important than ever.

According to the employers surveyed in our 2024 Workforce Trends Report, tech talent is critical to the success of today's organizations:

- **27% said the IT department has expanded/is expected to be expanded in the next year.**
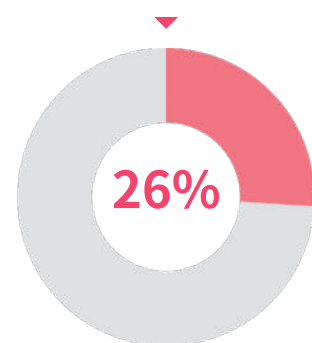- **26% said the IT department is most essential to the health of their organizations.**

However, those same employers are also finding it challenging to attract and retain the right tech talent:

- **30% said technical skills are increasingly difficult to find in potential candidates.**
- **26% said IT roles have been the most difficult to recruit for.**

So, how are employers planning to recruit and retain the tech talent they need? First and foremost, by offering more competitive compensation packages. In fact, 91% of software and telecom employers told us they believe that their organizations will offer salary increases this year.
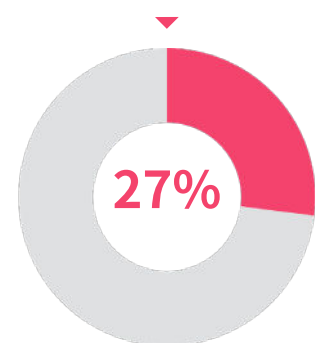
27%

Of employers said the IT department has expanded/is expected to be expanded in the next year.

26%

Of employers said the IT department is most essential to the health of their organizations.

In today's competitive market, effective recruitment and retention in Technology hinge on recognizing key industry trends and adapting your hiring strategy accordingly:

▶ **Navigating IT Workforce Fluctuations:**
Despite recent downsizing, the tech industry's workforce remains above pre-pandemic levels. Hiring managers should recognize that while the industry has experienced cuts, there's still a significant pool of skilled IT professionals available. This scenario presents an opportunity to tap into a rich talent pool that was part of the aggressive job creation phase.

▶ **Prioritizing Talent Recruitment and Retention:**
As per Deloitte's findings, a significant challenge for technology decision-makers is recruiting and retaining top talent. Hiring managers should focus on developing robust recruitment strategies and retention programs, understanding that attracting and keeping skilled IT personnel is crucial for organizational success in a competitive market.

▶ **Adapting to Changing Work Models in IT:**
With IT roles leading in remote and hybrid work opportunities, yet witnessing a decline in remote-only roles, hiring managers must balance flexibility with organizational needs. Tailoring job offerings to include hybrid work options can be an attractive proposition for IT professionals, aligning with the evolving work preferences highlighted in recent job ad trends.

Employment Outlook

~377,500 new jobs in computer and information technology are projected each year, on average, from 2022 to 2032*

$100,530 was the median annual wage for these jobs as of May 2022*

Employment of information security analysts is projected to grow ~32% from 2022 to 2032.**

Overall employment of software developers, quality assurance analysts, and testers is projected to grow ~25% from 2022 to 2032.***

In-Demand Roles For 2024

The technology industry in 2024 is marked by an intense focus on innovation, digital transformation, and cybersecurity. With a high demand for skilled tech professionals, companies are competing to attract talent that can drive innovation and maintain a competitive edge. Hiring managers must seek candidates who can contribute to diverse and impactful work, ensuring their organization remains at the forefront of the tech industry's rapid evolution. This dynamic sector offers opportunities for both job seekers and employers to capitalize on the latest trends and attract top talent. Let's dive into the top five in-demand roles shaping this field's future.

IT Service Desk/Support

Provides technical support and troubleshooting for IT-related issues.

Average Salary Range: $35,000 - $55,000

Key Industries: Virtually all industries, especially finance, healthcare, and tech companies.

Tips for Hiring Managers: Look for candidates who blend technical know-how with strong customer service skills, as they are pivotal in maintaining seamless IT operations.

Systems & Network Engineers

Designs and manages computer networks to ensure security and performance.

Average Salary Range: $70,000 - $100,000

Key Industries: Telecommunications, finance, and tech services.

Tips for Hiring Managers: Seek engineers with a solid grasp of network protocols and a proactive approach to network security and performance.

Software Developer

Designs, develops, and maintains software applications.

Average Salary Range: $80,000 - $120,000

Key Industries: Tech, finance, e-commerce, and entertainment.

Tips for Hiring Managers: Prioritize developers who not only code but can also contribute to the strategic development of applications.

Security Analysts & Engineers

Protects information systems from security breaches and implements security measures.

Average Salary Range: $90,000 - $140,000

Key Industries: Healthcare, finance, e-commerce, and tech services.

Tips for Hiring Managers: Focus on candidates with comprehensive knowledge of security protocols and a proactive stance on emerging cyber threats.

Project/Program Manager

Manages tech projects, coordinating resources and timelines for successful delivery.

Average Salary Range: $80,000 - $130,000

Key Industries: Tech, finance, healthcare, and manufacturing.

Tips for Hiring Managers: Seek managers who can balance technical skills with strong organizational and leadership qualities.

Salary Guide

Knowing what to pay your top talent is essential to staying competitive.

Our 2024 Salary Guide offers informed salary insights and market-led intelligence that cuts through the noise, helping you strategically navigate talent acquisition and retention. Equip your organization with market context beyond simply the numbers, ensuring you remain aligned with the market's evolving landscape.

This guide is designed to help you:

▶ Familiarize yourself with the salary data you need to hire and retain top professionals in your field.

▶ Empower your leaders to negotiate salaries more successfully with robust, market-driven data.

▶ Craft more thoughtful business strategies for effective hiring and prolonged talent retention.

Data Integrity & Methodology:

Our 2024 Salary Guide is a collaboration with the data economists at Chmura Economics & Analytics. With Chmura's 30+ years of economic research expertise and state-of-the-art JobsEQ® system, figures were drawn from a vast database updated daily with information from over 40,000 sources. Job titles were meticulously mapped to occupation codes, while wages and occupation demands underwent rigorous yearly comparisons. Through this blend of historical data and forecasts, our guide provides a balanced and accurate reflection of the market, ensuring you have insights crafted with precision.

Data Key:

The data in our guide is presented as average national base salary by experience level.

Low: Based on 0-2 years of experience in that position or one similar.

Medium: Based on 3-9 years of experience in that position or one similar.

High: Based on 10+ years of experience in that position or one similar.

	EXPERIENCE LEVEL		
	Low	Medium	High
SOFTWARE DEVELOPMENT LIFECYCLE (SDLC)			
.NET Architect	$89,070	$135,708	$202,361
.NET Developer	$66,424	$111,363	$135,364
.NET Engineer	$68,437	$119,562	$143,528
Agile Coach	$118,015	$130,001	$159,926
Android Developer	$110,616	$128,369	$151,241
API Architect	$85,814	$171,468	$214,136
API Engineer	$95,991	$159,828	$191,864
Applications Architect	$80,474	$132,639	$158,760
Applications Developer	$59,923	$98,766	$118,215
Applications Engineer	$76,549	$85,468	$106,364
Automation Architect	$60,554	$120,995	$151,103
Automation Developer	$60,401	$99,555	$119,160
Automation Engineer	$64,506	$94,036	$108,801
Business Analyst	$77,963	$90,601	$103,608
Change Management Specialist	$91,839	$102,240	$149,392
Client/Server Programmer	$70,691	$83,720	$86,462
Front End Developer	$75,240	$106,111	$148,215
Full-Stack Developer	$108,589	$129,271	$153,509
GIS Analyst	$58,598	$64,893	$83,004
Integration Architect	$35,604	$71,142	$88,846
Integration Engineer	$74,223	$119,111	$141,495
iOS Developer	$97,278	$128,097	$149,810
IT Program Manager	$122,584	$142,902	$183,942
IT Project Coordinator	$85,038	$100,968	$117,502
IT Project Manager	$109,771	$120,683	$137,430
Java Architect	$115,911	$155,976	$205,638
Java Developer	$85,190	$118,560	$166,800

Salary Guide

	EXPERIENCE LEVEL		
	Low	Medium	High
Java Engineer	$96,575	$160,800	$193,031
JavaScript Developer	$47,533	$79,143	$122,628
Mainframe Programmer	$88,361	$106,605	$115,411
Product Owner	$109,289	$123,085	$137,957
Programmer	$55,654	$60,114	$68,634
Project Engineering Manager	$92,357	$124,996	$134,354
Project Lead – Application Systems & Programming	$100,608	$129,430	$161,818
Python Developer	$72,239	$120,279	$144,389
Quality Assurance Automation Tester	$98,390	$115,065	$136,293
Quality Assurance Manual Tester	$64,381	$109,958	$132,747
Quality Assurance Specialist	$51,403	$77,227	$101,078
Release Engineer	$109,000	$135,428	$150,531
Scrum Master	$77,904	$107,087	$122,145
Software Development Architect	$87,214	$145,214	$174,321
Software Development Engineer	$74,200	$123,544	$148,308
Software Quality Assurance Analyst	$73,815	$85,306	$98,620
Solution Architect	$62,704	$125,292	$156,470
Solution Engineer	$48,913	$97,734	$122,055
Technical Trainer	$50,655	$72,007	$103,656
Technical Writer	$64,043	$80,832	$116,131
User Acceptance Testing Specialist	$93,084	$104,324	$122,134
UX Developer	$56,470	$94,024	$112,871
UX Designer	$84,777	$107,864	$149,179
Web Application Developer	$70,834	$94,474	$129,858
Web Developer	$49,291	$91,541	$112,564
INFRASTRUCTURE			
Applications Systems Analyst	$81,584	$95,392	$109,704
Build Engineer	$48,553	$73,353	$85,752

Salary Guide

	EXPERIENCE LEVEL		
	Low	Medium	High
Business Systems Analyst	$89,454	$102,323	$138,161
Citrix Administrator	$74,896	$92,530	$117,049
Cloud Administrator	$100,204	$116,821	$125,271
Cloud Architect	$129,553	$150,396	$178,858
Cloud Engineer	$69,302	$114,226	$136,720
Cloud Security Analyst	$67,864	$112,411	$134,729
Cloud Security Architect	$84,942	$140,002	$167,573
Cloud Security Engineer	$78,949	$130,126	$155,751
Computer Systems Analyst	$65,710	$77,506	$90,087
CRM Application Administrator	$99,937	$108,891	$127,824
CRM Integration Specialist	$110,766	$129,541	$143,976
CRM Application Architect	$123,086	$142,013	$164,765
CRM Program Director	$107,460	$155,222	$192,214
Cyber Security Analyst	$79,472	$93,585	$110,935
Cyber Security Engineer	$66,790	$110,633	$132,598
Cyber Security Architect	$127,129	$138,743	$158,395
Data Security Analyst	$78,437	$107,107	$137,052
DevOps Engineer	$101,580	$130,271	$173,228
Enterprise Infrastructure Architect	$126,714	$138,623	$169,635
ERP Administrator	$94,495	$111,752	$142,819
ERP Programmer	$75,749	$114,747	$126,720
ERP Analyst	$89,948	$99,266	$115,223
ERP Program Manager	$129,422	$135,792	$158,396
ERP Project Manager	$89,450	$103,529	$135,300
Governance Risk & Compliance Analyst	$57,453	$84,852	$105,063
Governance Risk & Compliance Auditor	$124,740	$142,456	$184,858
Help Desk Supervisor	$63,054	$74,386	$89,002
Help Desk Support	$47,089	$59,430	$79,300

Salary Guide

	EXPERIENCE LEVEL		
	Low	Medium	High
Help Desk Support Assistant	$35,678	$45,314	$54,036
IAM Analyst	$58,725	$102,382	$124,210
IAM Engineer	$71,533	$106,279	$132,726
Information Security Administrator	$62,426	$86,645	$114,505
Information Security Analyst	$75,516	$99,967	$121,848
Information Security Engineer	$88,839	$112,885	$126,987
Information Security Operations Center Technician	$80,871	$133,956	$160,553
Information Security Risk Analyst	$75,552	$103,495	$117,410
Information Security Supervisor	$78,672	$115,100	$143,981
Information Technology Auditor	$91,809	$115,957	$137,903
LAN/WAN Administrator	$71,180	$93,977	$110,908
Linux Administrator	$102,185	$142,576	$180,221
Mail Server Administrator	$76,529	$89,119	$109,257
Messaging and Collaboration Engineer	$124,260	$146,727	$170,534
Microsoft 365 Analyst	$54,071	$87,885	$104,831
Microsoft 365 Architect	$117,629	$235,040	$293,528
Microsoft 365 Engineer	$98,583	$158,202	$187,934
Microsoft 365 Specialist	$51,389	$80,772	$95,526
Network Administrator	$72,364	$82,572	$100,285
Network Architect	$124,868	$132,326	$170,388
Network Engineer	$96,427	$109,089	$143,066
Network Operations Center Technician	$28,382	$45,547	$54,107
PC Maintenance Technician	$38,360	$51,029	$70,401
Release Manager	$57,921	$95,466	$114,266
SAP Basis Consultant	$91,073	$104,515	$126,960
SAP Project Manager	$96,520	$114,577	$137,767
SAP Program Manager	$104,001	$142,163	$155,490
SharePoint Engineer	$71,994	$115,534	$137,246

Salary Guide

	EXPERIENCE LEVEL		
	Low	Medium	High
Site Reliability Engineer	$56,888	$113,670	$141,956
Software Support Engineer	$70,556	$82,506	$112,375
Storage Management Specialist	$79,599	$90,091	$103,656
System Engineer	$74,128	$113,443	$137,957
Systems Administrator	$80,728	$92,116	$107,980
Systems Architect	$111,278	$128,892	$148,546
Systems/Application Security Analyst	$70,552	$86,699	$112,409
Technical Support Analyst	$56,900	$89,434	$105,770
Technical Support Engineer	$89,780	$109,605	$135,991
Telecommunications Engineer	$45,042	$69,030	$81,053
Telecommunications Technician	$51,351	$82,358	$99,310
Telecommunications Analyst	$54,467	$67,336	$88,491
UNIX Administrator	$112,050	$129,757	$152,551
DATA			
Artificial Intelligence (AI) Data Analyst	$62,132	$108,323	$131,418
Artificial Intelligence (AI) Engineer	$77,006	$126,922	$151,916
Big Data Architect	$87,423	$144,093	$214,600
Big Data Engineer	$91,971	$109,343	$153,285
Big Data Software Developer	$82,366	$137,141	$164,630
Business Intelligence Analyst	$87,540	$112,817	$147,974
Business Intelligence Specialist	$84,947	$118,727	$151,752
Business Intelligence Developer	$90,563	$113,669	$156,931
Business Intelligence Architect	$134,975	$225,720	$270,989
Data Analyst	$60,974	$100,498	$120,288
Data Scientist	$82,388	$107,070	$133,885
Data Modeling Analyst	$90,789	$103,465	$126,435
Data Engineer	$88,550	$110,688	$138,360
Data Architect	$98,833	$124,201	$178,833

Salary Guide

	EXPERIENCE LEVEL		
	Low	Medium	High
Data Warehouse Specialist	$103,311	$115,439	$128,831
Data Warehouse Programming Specialist	$108,095	$132,233	$143,631
Data Warehouse Manager	$118,847	$142,584	$150,493
Database Administrator	$93,088	$104,608	$113,871
Database Analyst	$69,173	$91,446	$102,967
Database Architect	$81,468	$130,877	$155,676
Database Engineer	$63,036	$109,898	$153,285
Database Report Writer	$85,871	$97,710	$103,446
Database Warehouse Analyst	$93,723	$100,001	$108,330
Machine Learning (ML) Engineer	$69,465	$129,783	$159,903
Oracle Database Administrator	$97,860	$110,047	$146,956
Prompt Engineer	$82,980	$138,163	$165,857
Report Developer	$97,188	$118,890	$127,856
Reporting Analyst	$63,940	$101,392	$122,137
SQL Server Database Administrator	$87,485	$112,275	$135,599
Statistician	$64,166	$108,211	$130,233
LEADERSHIP			
Applications Development Director	$90,473	$149,120	$178,485
Applications Development Manager	$124,603	$152,565	$194,161
Applications Development Vice President	$113,364	$186,849	$223,645
Chief Data Officer (CDO)	$55,227	$151,750	$200,043
Chief Information Security Officer (CISO)	$89,283	$147,158	$219,709
Chief Product Officer (CPO)	$83,494	$229,420	$302,430
Chief Information Officer (CIO)	$102,190	$150,057	$240,146
Chief Technology Officer (CTO)	$122,628	$154,282	$203,380
Cyber Security Manager	$84,233	$138,835	$166,175
Cyber Security Director	$111,951	$184,519	$220,856
Cyber Security Vice President	$139,944	$230,658	$276,081
Data Center Manager	$57,069	$94,063	$112,586

Salary Guide

	EXPERIENCE LEVEL		
	Low	Medium	High
Data Center Director	$120,923	$142,314	$164,916
Data Center Vice President	$140,002	$173,723	$224,818
Data Management Director	$150,329	$163,465	$215,711
Database Administration Manager	$107,434	$119,347	$143,249
Governance, Risk & Compliance Manager	$160,273	$264,165	$316,186
Information Security Manager	$125,527	$140,229	$147,190
Information Security Director	$122,580	$146,513	$165,847
Information Security Vice President	$178,180	$221,653	$268,385
Information Technology Director	$102,657	$114,156	$140,141
Information Technology Manager	$92,085	$131,885	$151,252
Information Technology Vice President	$99,202	$163,506	$195,705
Infrastructure Manager	$63,050	$103,921	$124,385
Infrastructure Director	$79,672	$131,316	$157,176
Infrastructure Vice President	$155,549	$256,378	$306,866
Network Operations Center Director	$64,381	$103,316	$177,980
Network Operations Center Manager	$84,319	$135,312	$160,741
Network Manager	$77,579	$124,496	$147,893
Network Director	$79,514	$112,409	$194,161
Network Vice President	$108,730	$139,795	$186,395
PMO Manager	$61,460	$122,806	$153,365
PMO Program Director	$93,212	$153,634	$183,888
PMO Director	$135,118	$173,723	$231,630
PMO Vice President	$163,504	$250,471	$330,181
Product Manager	$60,674	$100,005	$119,698
Product Vice President	$91,974	$149,969	$197,695
Product Director	$115,329	$158,395	$200,974
Quality Assurance Manager	$83,389	$134,623	$149,066

Salary Guide

	EXPERIENCE LEVEL		
	Low	Medium	High
Security Operations Center Manager	$101,218	$166,830	$199,683
Security Operations Center Director	$108,936	$179,550	$245,256
Software Engineering Manager	$82,122	$135,355	$162,010
Software Engineering Director	$115,508	$190,383	$227,874
Software Engineering Vice President	$143,066	$163,504	$224,818
Systems Manager	$74,401	$122,630	$146,779
Systems Director	$125,183	$160,950	$214,600
Systems Vice President	$135,120	$173,726	$229,012

Empowering Your Workforce With Expert Talent Solutions

At LHH, we believe exceptional talent is the cornerstone of organizational success. We're dedicated to ensuring that you have the right people, with the right skills, at the right time. Our process is streamlined and comprehensive, refined through years of expertise in the talent acquisition field.

Our solutions will elevate your talent strategy:

▶ **Tailored High-Caliber Talent:** Whether it's permanent placements, executive searches, or contract staffing, we offer flexible solutions that fit your unique requirements.

▶ **Strategic Recruitment Expertise:** From MRX for mass hiring to interim management for pivotal transitions, our services are designed to navigate complex hiring landscapes with ease.

▶ **Insightful Talent Assessment:** Utilize our in-depth evaluations to make informed decisions about hiring, potential identification, and leadership capabilities.

Together, we can unlock the potential in your workforce.

Our relationship with you goes beyond recruitment. We delve into understanding your organization's unique dynamics, future projects, and challenges. This partnership approach ensures that the talent solutions we provide aren't just effective, but also meaningful and long-lasting. So let's collaborate to craft a workforce that propels your business forward towards sustained success and growth, today and in the future.

LHH

At LHH, we exist to help people, teams and organizations find and prepare for what's next. Our end-to-end HR solutions future-proof organizations and careers all over the world. Through Career Transition & Mobility, Leadership Development and Recruitment Solutions, we enable transformation, and our job is never done because there's always another tomorrow to prepare for.

We make a difference to everyone we work with, and we do it with local expertise, backed by global infrastructure and industry-leading technology. LHH's over 8,000 colleagues and coaches span over 60 countries worldwide, working with more than 15,000 organizations, a majority of Fortune Global 500, and nearly 500,000 candidates each year. Together we address needs across the entire talent journey, helping organizations build their capabilities and individuals build brighter futures. There is a world of opportunity out there. Let's get to work.

LHH is a part of the Adecco Group, the world's leading talent advisory and solutions company, headquartered in Zurich, Switzerland.

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