# MORGAN McKINLEY

— GO BEYOND —

# Salary Guide
## Canada

# Contents

# Introduction

**Welcome to the 2021 Morgan McKinley Salary Guide.** This is our annual salary report developed for you to provide both organisations and candidates with the current market salary ranges across Technology.

## Report Methodology

This guide has been compiled with the support of data gathered by our teams of experienced consultants from a sample of thousands of placements recorded in our recruitment database, insights from our clients and analysis of placement data over the past 12 months.

This guide will be updated if and when needed to reflect any market changes.

## Seniority Roles Definition

The seniority levels in this salary guide are divided into low, medium and high. These are determined by a candidate's experience level, their skillset and the complexity of the role.

# Resources for
**Employers**

# How To Calculate A Starting Salary

**Hiring a new employee** is an exciting time for you, the team they'll be joining and the business as a whole.

Before your new hire can start, there are **9 steps to consider** when determining their salary.

1. **Hiring Budget**

   Identify what your overall recruitment budget is. Knowing all the potential costs involved will give you a better understanding of what salary you can offer.

2. **Employment Type**

   Should you use the budget to hire a permanent full time employee, a contractor or maybe even a freelancer? Weighing up the pros and cons of each will help you decide which type of employment to offer.

3. **Industry Salary Benchmarks**

   Using our Salary Guide Calculator tool will show up-to-date salaries, giving you an understanding of how much your competitors are paying.

4. **Experience & Education**

   The more experience and education you require for your role, the higher the salary will have to be. Toggle the experience level on the Salary Guide Calculator to see how it can differ.

5. **Industry**

   Depending on the industry, the salary for the same role or job title can vary vastly. In one industry it may be business critical and will command a higher salary, whilst in another it is less so, meaning average salaries are lower.

For further information on how to calculate a salary, **click here**

# How To Handle An Employee's Pay Rise Request

**How do you make** the right decision when an employee asks for a pay rise?

Often managers alone cannot come to the conclusion of whether or not to grant a pay rise request and will have to involve other stakeholders. There are **5 key areas** of consideration to help you achieve an outcome that will satisfy all parties involved.

1. **Ask for information** and give them a chance to explain why they think they deserve a pay rise, rather than granting or denying their request. Keep in mind, they are asking you this because they would like to stay with the company and so this is a great chance to improve your employee retention.

2. **Compare market salaries** when you are evaluating their request. Using our Salary Guide Calculator, you can check whether their current salary is in line with market and industry trends.

3. **Consider sharing decision making** with HR or your direct manager - the people well practiced at handling pay rise requests. Be prepared to provide convincing arguments; they don't work with the person as closely as you do and won't necessarily be able to see the value this person brings to the company.

Read the full article on handling pay rise requests **here**

# 5 Considerations When Growing Your Business

**You've spent weeks, even months, in meetings and on calls defining the right growth strategy. Now it's time to start putting your plans into place by finding an office location and hiring the right people to help you thrive.**

Choosing the right location for your start-up or somewhere to expand your current business is key. There are some important considerations to be taken into account.

1. **Talent, Salaries & Benefits**

   The first thing to consider is people. Does the location provide an adequate staffing pool? And can you afford to hire them?

   It can be difficult to define who needs to be on your team. Instead of focusing on job titles, it's better to understand the skills you need. This is where outsourcing the hiring process is often a good decision.

   Location can also dictate how much you pay your people and the benefits you can offer. When hiring in a specific area, a Salary Guid Calculator is a useful tool to see how payment expectations can change.

2. **Geographic Strategic Location:** If you have suppliers and clients that you may need regular in-person meetings with, you will want to be somewhere that's relatively easy for them to get to.

   *Additional Consideration:* Are there any tax laws in the location you are looking at that need to be accounted for in your budget?

**Find out more** about what you should consider when growing your business

# Resources for
**Professionals**

# How To Get Promoted In Your Current Company

It's *natural to want your career to develop*. Many people have the goal of being promoted as it gives you the opportunity to **grow both personally and professionally**, gives you **further influence within your business**, allows you to have **greater control over your daily tasks** and offers the opportunity to **be rewarded with a higher salary.**

There are **9 key things to consider** when you're thinking about putting yourself forward for an internal promotion:

1. **Do you *own* entire projects?** If you can prove that you control projects from conception right through to completion, you're more indispensable and more likely to be considered for a promotion.

2. **Are you compensated fairly in comparison to the industry benchmark?** Use our Salary Guide Calculator to figure out how you measure up against the industry average prior to any promotion discussions.

3. **Do you *raise the performance of your colleagues?*** Boosting the performance of an entire team rather than just focusing on your personal performance is something leaders look out for.

4. **Are you *adding value* to the company?** Even if your role isn't directly related to generating income, other performance metrics can be translated into revenue generation.

**Find out more** about how to increase your chances of being promoted

# How To Ask For A Pay Rise:
## 7 Things To Remember

You're good at your job, you may even be *great* at it. You're an integral member of the team as well as an advocate for the wider business.

Because of all this, you would like to ask for a pay rise. There are 7 things to remember when approaching this situation:

1. **Understand what you are worth** in comparison to the wider market. Using our Salary Guide Calculator allows you to benchmark your salary against others in your area of expertise.

2. **Highlight your achievements** with clear examples and data. Outline how you've increased your responsibilities, overcome challenging situations, positively influenced your team or increased efficiencies.

3. **Have realistic expectations** in terms of what you are requesting.

4. **When to ask** for a pay rise depends on what has been going on in the business and how well placed it would be to accept your pay rise request.

5. **Arrange the meeting** to be held face-to-face - *or over a video call if you're working remotely*.

6. **Show your confidence**, remain professional, speak slowly, keep to the facts and try to use mostly positive language.

7. **Continue to perform** if you got the pay rise you wanted then prove that it was justified. If you didn't get what you hoped for, ask your manager for targets to work towards in order to be eligible for one in the near future.

**Learn more about** the best way to ask your manager for a pay rise

# How To Negotiate Your Salary
## After Receiving A Job Offer

You've decided to move jobs externally to progress your career. You applied to an interesting opportunity and, great news, you've been offered the job.

There are a few things to consider when it comes to ironing out the final details. Here are *11 suggestions* for what you can do *before, during* and *after* your salary negotiation.

1. **Benchmark against industry averages:** Use our Salary Guide Calculator to discover the average pay for someone with a similar level of experience as you.

2. **Consider the total compensation package:** Companies may not be able to budge on actual payment, but valuable additional benefits (*which is where a lot of your job satisfaction will come from*) could be swaying factors.

3. **Find out any limitations:** There may be salary caps that mean you cannot exceed a certain amount. If there are limitations, think about where there could be flexibility such as **extra days of annual leave** or **additional training**.

4. **Build up your confidence:** If you have done the research (*use our Salary Guide Calculator to help you*), you are empowered with the knowledge of knowing what you're worth and that will convey confidence.

5. **Be truthful about your past salary:** You want to get as high a salary as possible, but you have to be realistic and honest.

**Read more** detail about effective salary negotiation techniques

# Technology
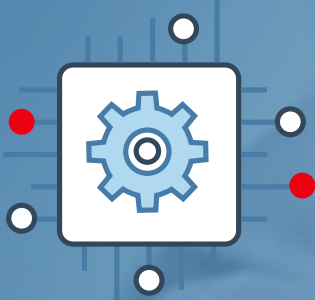
## Data/ML/AI & Business Intelligence | Permanent ($ Per annum)

| Job Title | Low | Average | High |
| --- | --- | --- | --- |
| Big Data Architect | $110,000 | $150,000 | $170,000 |
| Business Intelligence Developer | $70,000 | $90,000 | $125,000 |
| Business Intelligence Manager | $105,000 | $135,000 | $160,000 |
| Data Analyst | $60,000 | $80,000 | $100,000 |
| Data Architect | $110,000 | $140,000 | $165,000 |
| Data Engineer | $90,000 | $120,000 | $150,000 |
| Data Scientist | $90,000 | $115,000 | $160,000 |
| Data Scientist (PHD) | $105,000 | $140,000 | $180,000 |
| Data Warehouse Developer | $85,000 | $110,000 | $125,000 |
| Database Administrator | $75,000 | $95,000 | $110,000 |
| Machine Learning Engineer | $100,000 | $140,000 | $165,000 |
| Oracle Developer | $90,000 | $110,000 | $130,000 |
| SQL BI Developer | $90,000 | $110,000 | $130,000 |
| SQL Developer | $90,000 | $110,000 | $130,000 |

## Data/ML/AI & Business Intelligence | Contract ($ per hour)

| Job Title | Low | Average | High |
| --- | --- | --- | --- |
| Big Data Architect | $80 | $100 | $120 |
| Business Intelligence Consultant | $60 | $75 | $90 |
| Business Intelligence Developer | $50 | $60 | $80 |
| Data Analyst | $40 | $60 | $80 |
| Data Engineer | $50 | $75 | $95 |
| Data Scientist | $80 | $100 | $120 |
| Database Administrator | $70 | $90 | $110 |
| Database Engineer | $70 | $90 | $110 |
| Machine Learning Engineer | $70 | $100 | $120 |
| Oracle Developer | $70 | $80 | $100 |
| SQL BI Developer | $60 | $75 | $90 |
| SQL Developer | $60 | $75 | $90 |

# Canada - 2021 Technology Salary Guide

## DevOps/SRE (Site Reliablity Engineering) | Permanent ($ Per annum)

| Job Title | Low | Average | High |
|---|---|---|---|
| Cloud Architect | $110,000 | $130,000 | $160,000 |
| Cloud Engineer | $100,000 | $120,000 | $140,000 |
| DevOps / Site Reliabilty Manager | $130,000 | $150,000 | $175,000 |
| DevOps Architect | $140,000 | $160,000 | $180,000 |
| DevOps Engineer (Development) | $90,000 | $125,000 | $165,000 |
| DevOps Engineer (Infrastructure) | $90,000 | $125,000 | $150,000 |
| Director of DevOps / SRE | $150,000 | $170,000 | $200,000 |
| Site Reliability Engineer | $110,000 | $140,000 | $175,000 |

## DevOps/SRE (Site Reliablity Engineering) | Contract ($ per hour)

| Job Title | Low | Average | High |
|---|---|---|---|
| Cloud Engineer | $80 | $100 | $120 |
| DevOps Engineer | $80 | $100 | $120 |
| DevOps Manager | $90 | $105 | $130 |
| Infrastructure Engineer | $70 | $80 | $100 |
| Site Reliability Engineer | $90 | $110 | $130 |

## Infrastructure & Support | Permanent ($ Per annum)

| Job Title | Low | Average | High |
|---|---|---|---|
| 1st Level Support | $45,000 | $50,000 | $55,000 |
| 2nd Level Support | $50,000 | $55,000 | $65,000 |
| Application Support | $55,000 | $65,000 | $80,000 |
| Application Support .NET | $55,000 | $65,000 | $80,000 |
| Application Support Java | $55,000 | $65,000 | $80,000 |
| Application Support Team Lead | $60,000 | $75,000 | $90,000 |
| Architect (Infrastructure) | $100,000 | $140,000 | $160,000 |
| Desktop Engineer | $45,000 | $50,000 | $55,000 |
| Infrastructure Manager | $100,000 | $130,000 | $150,000 |
| Network Administrator | $60,000 | $80,000 | $100,000 |
| Network Architect | $90,000 | $115,000 | $130,000 |
| Network Engineer | $65,000 | $90,000 | $110,000 |

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| Job Title | Low | Average | High |
|---|---|---|---|
| Systems Administrator | $60,000 | $75,000 | $90,000 |
| Systems Engineer | $90,000 | $110,000 | $120,000 |
| Unix / Linux Administrator | $70,000 | $90,000 | $110,000 |

## Infrastructure & Support │ Contract ($ per hour)

| Job Title | Low | Average | High |
|---|---|---|---|
| Application Support level 1 | $30 | $40 | $50 |
| Application Support level 2 | $35 | $45 | $55 |
| Application support level 3 | $40 | $50 | $60 |
| Infrastructure Architect | $80 | $90 | $100 |
| Network Administrator | $65 | $75 | $80 |
| Network Architect | $70 | $85 | $90 |
| Network Engineer | $70 | $80 | $90 |
| Systems Administrator | $60 | $75 | $85 |
| Systems Analyst | $65 | $80 | $100 |
| Systems Engineer | $70 | $80 | $90 |
| Unix / Linux Administrator | $65 | $70 | $80 |

## IT/Cyber Security │ Permanent ($ Per annum)

| Job Title | Low | Average | High |
|---|---|---|---|
| Application Security Engineer | $120,000 | $140,000 | $170,000 |
| Chief Information Security Officer | $175,000 | $200,000 | $280,000 |
| Head of Security | $160,000 | $180,000 | $220,000 |
| Information Security Analyst | $75,000 | $100,000 | $120,000 |
| IT Security Manager | $110,000 | $130,000 | $160,000 |
| Network Security Engineer | $90,000 | $115,000 | $140,000 |
| Penetration Tester | $110,000 | $130,000 | $150,000 |
| Security Architect | $120,000 | $160,000 | $180,000 |
| Security Engineer | $90,000 | $120,000 | $140,000 |

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## IT/Cyber Security | Contract ($ per hour)

| Job Title | Low | Average | High |
|---|---|---|---|
| Application Security Engineer | $105 | $115 | $125 |
| Information Security Analyst | $50 | $65 | $80 |
| Network Security Enginer | $80 | $90 | $100 |
| Penetration Tester | $90 | $105 | $115 |
| Security Architect | $105 | $115 | $130 |
| Security Engineer | $80 | $90 | $105 |

## Senior Tech Appointments, Project & Product Management | Permanent ($ Per annum)

| Job Title | Low | Average | High |
|---|---|---|---|
| Agile Coach | $90,000 | $125,000 | $140,000 |
| Business Analyst | $70,000 | $100,000 | $120,000 |
| Business Process Analyst | $60,000 | $75,000 | $100,000 |
| Change Project Manager | $80,000 | $120,000 | $140,000 |
| Chief Information Security Officer | $180,000 | $220,000 | $280,000 |
| Chief Technology Officer (large company) | $250,000 | $325,000 | $400,000 |
| Chief Technology Officer (start up sized company) | $120,000 | $160,000 | $200,000 |
| Director of Engineering | $150,000 | $170,000 | $220,000 |
| Director of Infrastructure | $120,000 | $155,000 | $180,000 |
| Director of Product Management | $130,000 | $165,000 | $190,000 |
| Director of Program Management | $120,000 | $155,000 | $180,000 |
| Enterprise Architect | $100,000 | $140,000 | $160,000 |
| IT Director | $135,000 | $165,000 | $220,000 |
| IT Manager | $90,000 | $110,000 | $140,000 |
| IT Operations Manager | $100,000 | $120,000 | $140,000 |
| IT Project Manager | $80,000 | $120,000 | $140,000 |
| Localisation Project Manager | $70,000 | $90,000 | $110,000 |
| PMO Analyst | $65,000 | $80,000 | $100,000 |
| PMO Manager | $80,000 | $115,000 | $140,000 |
| Product Manager | $90,000 | $120,000 | $150,000 |
| Product Owner | $75,000 | $90,000 | $110,000 |
| Project Coordinator | $50,000 | $60,000 | $80,000 |

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| Job Title | Low | Average | High |
|---|---|---|---|
| Project Manager Development | $90,000 | $120,000 | $145,000 |
| Scrum Master | $90,000 | $115,000 | $130,000 |
| Service Delivery Manager | $70,000 | $90,000 | $120,000 |
| Software Engineering Manager | $135,000 | $150,000 | $175,000 |
| Solutions Architect | $100,000 | $130,000 | $160,000 |
| Systems Analyst | $70,000 | $90,000 | $110,000 |
| Technical Business Analyst | $85,000 | $100,000 | $120,000 |
| Technical Product Manager | $90,000 | $110,000 | $130,000 |
| Technical Writer | $50,000 | $70,000 | $90,000 |
| VP of Engineering | $170,000 | $200,000 | $250,000 |
| VP of Product | $170,000 | $200,000 | $250,000 |
| VP of Program Management | $140,000 | $175,000 | $220,000 |

## Senior Tech Appointments, Project & Product Management | Contract ($ per hour)

| Job Title | Low | Average | High |
|---|---|---|---|
| Agile Coach | $100 | $120 | $130 |
| Business Analyst | $40 | $60 | $80 |
| Business Process Analyst | $30 | $50 | $60 |
| Change Manager | $40 | $50 | $80 |
| Engineering Manager | $80 | $100 | $125 |
| Enterprise Architect | $70 | $95 | $120 |
| ERP Consultant | $65 | $80 | $100 |
| Head of PMO | $120 | $140 | $160 |
| Infrastructure Project Manager | $80 | $100 | $120 |
| Interim CTO | $120 | $150 | $175 |
| IT Project Manager | $60 | $95 | $120 |
| Product Manager | $80 | $100 | $125 |
| Program Manager | $90 | $115 | $130 |
| Project Coordinator | $40 | $50 | $60 |

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| Job Title | Low | Average | High |
|---|---|---|---|
| Project Manager Development | $50 | $65 | $90 |
| Scrum Master | $60 | $75 | $100 |
| Solutions Architect | $75 | $95 | $120 |
| Technical Writer | $35 | $55 | $75 |

## Software Engineering | Permanent ($ Per annum)

| Job Title | Low | Average | High |
|---|---|---|---|
| .Net Architect | $110,000 | $130,000 | $150,000 |
| .Net Developer | $90,000 | $110,000 | $130,000 |
| Android Developer | $80,000 | $120,000 | $150,000 |
| C# Developer | $90,000 | $110,000 | $130,000 |
| C++ Developer | $90,000 | $120,000 | $140,000 |
| Embedded Software Developer | $100,000 | $115,000 | $135,000 |
| Front End Developer | $90,000 | $120,000 | $135,000 |
| Full Stack Developer | $80,000 | $115,000 | $135,000 |
| iOS Developer | $80,000 | $120,000 | $150,000 |
| IT Graduate (Software Development) | $60,000 | $75,000 | $90,000 |
| Java Architect | $100,000 | $120,000 | $150,000 |
| Java Developer | $90,000 | $120,000 | $140,000 |
| JavaScript Developer | $90,000 | $120,000 | $135,000 |
| Node.js Developer | $90,000 | $120,000 | $140,000 |
| PHP Developer | $90,000 | $110,000 | $130,000 |
| Python Developer | $100,000 | $120,000 | $150,000 |
| QA Engineer | $90,000 | $110,000 | $125,000 |
| QA Manager | $95,000 | $115,000 | $125,000 |
| QA Tester - Automation | $70,000 | $85,000 | $105,000 |
| QA Tester - Manual | $70,000 | $80,000 | $100,000 |
| React.js Developer | $90,000 | $120,000 | $140,000 |
| RPG Analyst / Developer | $90,000 | $100,000 | $110,000 |
| Ruby on Rails Developer | $90,000 | $120,000 | $140,000 |
| Salesforce Developer | $100,000 | $130,000 | $140,000 |

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| Job Title | Low | Average | High |
|---|---|---|---|
| Software Architect | $130,000 | $145,000 | $165,000 |
| Software Developer in Test (SDET) | $95,000 | $110,000 | $120,000 |
| Software Development Team Lead | $110,000 | $135,000 | $150,000 |

## Software Engineering | Contract ($ per hour)

| Job Title | Low | Average | High |
|---|---|---|---|
| .Net Architect | $60 | $75 | $110 |
| .Net Developer | $50 | $70 | $100 |
| Android Developer | $60 | $75 | $110 |
| C# Developer | $50 | $70 | $100 |
| C++ Developer | $50 | $70 | $100 |
| Database Developer | $55 | $70 | $85 |
| Embedded Software Developer | $50 | $70 | $100 |
| Front End Developer | $45 | $70 | $100 |
| Full Stack Developer | $50 | $70 | $100 |
| iOS Developer | $60 | $75 | $110 |
| Java Architect | $60 | $75 | $110 |
| Java Developer | $50 | $65 | $100 |
| JavaScript Developer | $50 | $70 | $100 |
| Node.js Developer | $60 | $75 | $100 |
| PHP Developer | $45 | $60 | $70 |
| Python Developer | $55 | $80 | $100 |
| QA Analyst | $35 | $50 | $70 |
| QA Automation Architect | $55 | $70 | $80 |
| QA Engineer | $55 | $65 | $90 |
| QA Manager | $70 | $85 | $100 |
| QA Tester - Automation | $45 | $68 | $75 |
| QA Tester - Manual | $35 | $50 | $70 |
| React.js Developer | $60 | $75 | $100 |
| RPG Analyst / Developer | $50 | $60 | $75 |

| Job Title | Low | Average | High |
|-----------|-----|---------|------|
| Ruby on Rails Developer | $50 | $70 | $100 |
| Salesforce Developer | $60 | $75 | $85 |
| Software Developer in Test (SDET) | $55 | $70 | $85 |
| Web Developer | $50 | $65 | $80 |

## Tech Sales | Permanent ($ Per annum)

| Job Title | Low | Average | High |
|-----------|-----|---------|------|
| Account Manager (Enterprise) | $90,000 | $120,000 | $130,000 |
| Account Manager (Mid Market) | $65,000 | $75,000 | $80,000 |
| Customer Success Manager (Enterprise) | $85,000 | $105,000 | $130,000 |
| Customer Success Manager (Mid Market) | $80,000 | $95,000 | $115,000 |
| Sales Development Rep (SDR) | $40,000 | $45,000 | $50,000 |
| Sales Manager (SaaS) | $100,000 | $120,000 | $140,000 |

## UX & Design | Permanent ($ Per annum)

| Job Title | Low | Average | High |
|-----------|-----|---------|------|
| Information Architect | $90,000 | $110,000 | $130,000 |
| UI Designer | $90,000 | $120,000 | $135,000 |
| UI Developer | $75,000 | $90,000 | $120,000 |
| User Interface Manager | $90,000 | $120,000 | $130,000 |
| UX Designer | $75,000 | $90,000 | $120,000 |
| UX Director | $150,000 | $170,000 | $200,000 |
| UX Manager | $110,000 | $125,000 | $150,000 |
| VP Design / Head of Design | $160,000 | $190,000 | $240,000 |

## UX & Design | Contract ($ per hour)

| Job Title | Low | Average | High |
|-----------|-----|---------|------|
| Product Designer | $50 | $70 | $90 |
| UI Developer | $50 | $70 | $90 |
| UX Copywriter | $25 | $45 | $70 |
| UX Designer | $50 | $70 | $90 |
| UX Researcher | $25 | $35 | $50 |

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