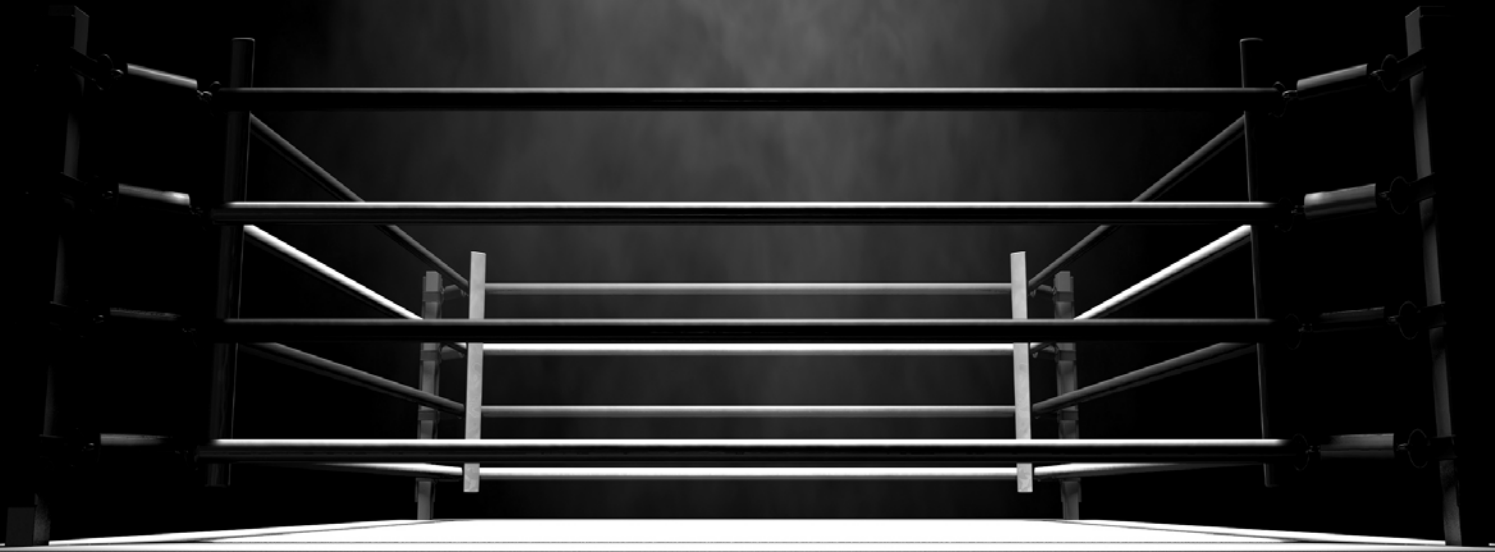


**RINGSIDE**

**RECRUITERS  
IN YOUR CORNER®**



**2023 Information Technology Salary Guide**



## TABLE OF CONTENTS

Introduction.....	2
Growth Opportunities in Information Technology.....	4
Hiring Trends & Employment Outlook.....	5
Salary Guide by Position.....	6-8
Information Technology Industry Organizations and Resources.....	9
Conclusion.....	10
About Ringside Talent.....	11

# INTRODUCTION

The acceleration of digital transformation and technological innovation of the last several years has skyrocketed demand for IT professionals, especially in non-tech industries such as education, health care, government, and business. A recent report from Gartner found that the demand for tech talent greatly outnumbers the supply, a trend that will continue until at least 2026. The report also projected IT spend to rise 5.5% to \$4.6 trillion in all regions in 2023 despite continued global economic turbulence, a sign that macroeconomic headwinds are not slowing digital transformation.

A recent survey found that 86% of hiring managers said it's challenging to find skilled professionals in software and applications development, technology process automation, and cloud architecture and operations. Companies are becoming more competitive than ever to land the right talent in these high-demand areas.

Consequently, Gartner expects the IT services market to grow, as companies look to bring in outside IT staff for implementation and support, forecasting that spending on consulting will reach \$264.9 billion in 2023, a 6.7% increase from 2022. And as technology becomes more and more ingrained in society, tech jobs will become increasingly in demand across all industries, regardless of the economy.

**8%**



IT salaries expected to increase in 2023 to attract in-demand talent

**682,800**



New IT jobs expected over the next decade

**15%**



Employment in IT occupations projected to grow through the next 10 years

## JOB POSTINGS FOR TECH POSITIONS ROSE THE MOST IN THESE INDUSTRIES:

**35,257**



Scientific and Tech Services

**24,735**



Finance and Insurance

**20,246**



Manufacturing

Recruitment for tech professionals remains strong, with a fierce war for talent creating incredible competition for a limited pool of candidates. The highest demand continues to be for security professionals, programmers, blockchain processing IT professionals, data analysts and AI professionals. The issue of IT being a cost center for a business plays out in the skills market, when CIOs are competing on wages to attract the best talent. Job vacancy rates have been increasing every quarter due to new job postings as well as job vacancies due to retiring or departing staff, and the open jobs per unemployed rate is at a record low.

- According to Bain's annual Global Technology Report, 77% of companies are expected to either increase their technology budgets in 2023 or keep it the same.
- The need to improve cybersecurity is cited as the top driver of IT spending in 2023 and is the most common catalyst for approving and funding new IT projects.
- Over 80% of senior IT decision makers have said their priority in 2023 is for their organizations to be better prepared to respond to a ransomware attack.

One of the most in-demand tech roles is software engineer, increasing by nearly 17% across all industries in 2023 and expected growth of 26% in the next decade. Employers surveyed for Hired's State of Software Engineers report said the most difficult roles to fill over the last six months were backend engineers (41%), engineering managers across all areas (38%), and full stack engineers (27%). It's no wonder U.S. News named software developer the No. 1 most in-demand job for 2023. With technology becoming a part of a greater variety of jobs, software developers can do engaging work in a wide range of industries, including marketing, biotechnology, gaming, in the nonprofit sector, and many others.

Investment and growth in the artificial intelligence market is expected to skyrocket through the next several years, according to Fortune Business Insights, propelling the AI software sector to be worth over a trillion dollars by 2029.

- AI is redefining the future of coding and software development, with three-fourths of all developers surveyed noting they are adjusting their skills to evolve with rapid advancements in artificial intelligence.
- AI assistants will transform key elements of development work, automating many repetitive or tedious tasks and create space for more abstract thinking and creative problem-solving.
- Employers are feeling the pressure to find, hire and nurture teams with technical skills needed to spur innovation and business opportunities that are being unlocked by advancements in AI.

While there have been hundreds of highly publicized layoffs among tech companies, the majority of employees being let go are not in IT positions. And while tech companies are easily disrupted, despite rocky trends such as inflation and a looming recession, tech will continue to play a central role in the global economy, helping to shape how companies in every sector create sustained value for customers and other stakeholders.

# GROWTH OPPORTUNITIES IN INFORMATION TECHNOLOGY

## AI

In the year ahead, AI software will grow 50% faster than the rest of the software market. AI investments are projected to contribute \$15.7 trillion to the global economy by 2030, adding value to customer engagement and operational efficiency. The application of AI across industries will continue to contribute to an acceleration of broader digital transformation and automation, creating efficiencies that expand employee productivity and generate more topline revenue.

## CYBERSECURITY

Cybersecurity's role has widened beyond the technology realm, as it increasingly influences organizations' business strategies and goals, and has a progressively larger effect on digital transformation and business success. Reported cybercrimes have increased 300%, positioning cyber risk assessment as a defining trend this year. Cybersecurity will become even more critical as consumers and businesses face a growing number of security risks. Gartner predicts that by 2024 organizations adopting a cybersecurity mesh architecture will reduce the financial impact of security incidents by an average of 90%. IT leaders will need to integrate security measures into IT infrastructure to protect data and customer information.

## DATA ANALYTICS

Data is a critical asset for organizations, and there is untapped value in automating the process of extracting usable data from unstructured sources—information trapped in PDFs, scans, emails, social media posts, handwritten notes and videos—to drive business actions. Effective leveraging of high-volume data won't be limited to large enterprises with in-house technology and data science teams. With machine learning (ML) accelerating manual processes, this can help systems iterate on existing data and allow teams to make better-informed decisions.

## PROGRAM MANAGEMENT

By defining a program and subdividing component projects, program managers identify cost savings and look for the potential within projects to earn benefits for the organization as a whole, strengthening the alignment toward organizational business strategy, ensuring better control, and providing more focus on benefits realization.

## SUPERAPPS

The increasingly common term “superapp” refers to a technology that combines the features of an app, putting an ecosystem and a platform into one application. Superapps can replace multiple individual apps, and they provide a platform for third parties to develop and publish their own mini apps.

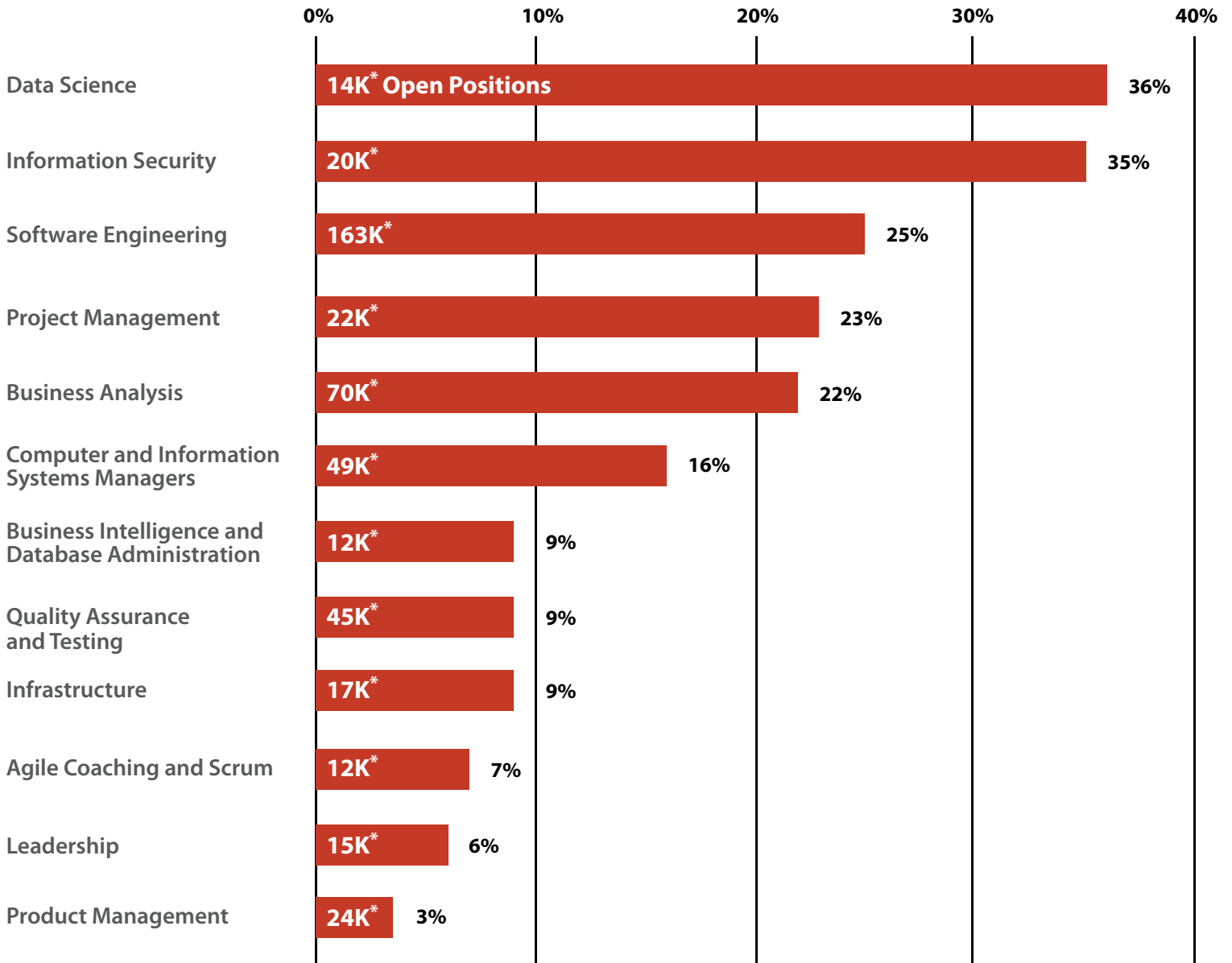


# HIRING TRENDS & EMPLOYMENT OUTLOOK

Source: U.S. Bureau of Labor Statistics Occupational Outlook Handbook, Indeed

## PROJECTED GROWTH BY % AND TOTAL OPEN POSITIONS

*\*Number of forecasted openings in 2023-2024*



# SALARY GUIDE BY POSITION

Information in this salary guide was gathered from a variety of reliable sources including the U.S. Bureau of Labor Statistics, industry-specific universities, on-line resources and various studies published by information technology industry associations.

We also factored in our direct experience in compensation from the last twelve months. This includes, but is not limited to, interviewing, recruiting and placement activity in the geographic regions we support throughout the mid-western United States.

The content represents Ringside Talent’s interpretation and analysis of information generally available to the public and/or obtained from sources believed to be reliable. No representation or warranty (express or implied) is given as to the accuracy and completeness of the information contained in the publication.

## LEADERSHIP PROFESSIONALS

POSITION TITLE	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE
Chief Technology Officer	\$205,000	\$297,500	\$390,000
VP of Engineering	\$210,000	\$280,000	\$350,000
Chief Information Security Officer	\$200,000	\$255,000	\$310,000
Chief Data Officer	\$200,000	\$252,500	\$305,000
VP of Product Management	\$190,000	\$245,000	\$300,000
VP of Project Management	\$190,000	\$230,000	\$270,000
VP of Quality Assurance	\$180,000	\$205,000	\$230,000

## AGILE COACHING AND SCRUM PROFESSIONALS

POSITION TITLE	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE
Agile Coach – Senior	\$135,000	\$175,000	\$215,000
Agile Coach	\$120,000	\$147,500	\$175,000
Scrum – Nexus	\$115,000	\$135,000	\$155,000
Scrum Master – Senior	\$115,000	\$132,500	\$150,000
Scrum Master	\$95,000	\$112,500	\$130,000

## BUSINESS ANALYSIS PROFESSIONALS

POSITION TITLE	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE
Director of Business Analysts	\$138,000	\$163,500	\$189,000
Manager of Business Analysts	\$115,000	\$139,000	\$163,000
Business Analyst – Senior	\$95,000	\$112,500	\$130,000
Business Analyst	\$80,000	\$90,000	\$100,000

## DATA SCIENCE PROFESSIONALS

POSITION TITLE	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE
Director of Data Science	\$175,000	\$232,500	\$290,000
Senior Data Scientist	\$130,000	\$177,500	\$225,000
Data Scientist	\$95,000	\$107,500	\$120,000

## BUSINESS INTELLIGENCE AND DATABASE ADMINISTRATION PROFESSIONALS

POSITION TITLE	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE
Data Architect	\$180,000	\$225,000	\$270,000
BI/Data Warehouse Architect	\$140,000	\$165,000	\$190,000
Data Manager	\$140,000	\$162,500	\$185,000
Data Engineer	\$132,000	\$171,000	\$210,000
BI Developer	\$117,000	\$133,500	\$150,000
Database Administrator	\$114,000	\$137,000	\$160,000
ETL Developer	\$94,000	\$112,000	\$130,000
BI Analyst	\$72,000	\$82,500	\$93,000

## INFORMATION SECURITY PROFESSIONALS

POSITION TITLE	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE
Director, Information Security	\$190,000	\$222,500	\$255,000
Manager, Information Security	\$125,000	\$157,500	\$190,000
Senior Security Engineer	\$108,000	\$131,500	\$155,000
Enterprise Security Architect	\$180,000	\$210,000	\$240,000
Cloud Security Architect	\$170,000	\$200,000	\$230,000
Cloud Security Engineer	\$115,000	\$145,000	\$175,000
IAM – Architect	\$170,000	\$192,500	\$215,000
IAM – Senior Engineer	\$115,000	\$135,000	\$155,000
IAM – Engineer	\$90,000	\$115,000	\$140,000

## INFRASTRUCTURE PROFESSIONALS

POSITION TITLE	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE
Director of Infrastructure	\$150,000	\$190,000	\$230,000
Infrastructure Architect	\$140,000	\$160,000	\$180,000
Systems Administrator	\$90,000	\$120,000	\$150,000
Network Engineer	\$80,000	\$110,000	\$140,000
Systems Analyst	\$62,000	\$83,500	\$105,000



## PRODUCT MANAGEMENT PROFESSIONALS

POSITION TITLE	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE
Director of Product Management	\$185,000	\$222,500	\$260,000
Senior Product Manager	\$166,000	\$198,000	\$230,000
Product Manager	\$120,000	\$140,000	\$160,000
Product Designer	\$95,000	\$120,000	\$145,000

## PROJECT MANAGEMENT PROFESSIONALS

POSITION TITLE	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE
Program Director	\$180,000	\$212,500	\$245,000
Portfolio Manager	\$167,000	\$186,000	\$205,000
Program Manager	\$162,000	\$179,500	\$197,000
Project Manager - Senior	\$137,000	\$163,500	\$190,000
Project Manager	\$120,000	\$144,500	\$169,000
Project Lead	\$90,000	\$108,000	\$126,000
Project Coordinator / Analyst	\$78,000	\$87,500	\$97,000

## QUALITY ASSURANCE AND TESTING PROFESSIONALS

POSITION TITLE	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE
Quality Assurance Director	\$138,000	\$164,000	\$190,000
Quality Assurance Manager	\$110,000	\$133,500	\$157,000
QA Engineer – Automated	\$92,000	\$117,500	\$143,000
QA Engineer – Manual	\$90,000	\$114,500	\$139,000
QA Associate / Analyst	\$68,000	\$82,000	\$96,000

## SOFTWARE ENGINEERING PROFESSIONALS

POSITION TITLE	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE
Director of Engineering	\$180,000	\$245,000	\$310,000
Engineering Manager	\$150,000	\$199,000	\$248,000
Lead Engineer	\$125,000	\$165,000	\$205,000
Full Stack Engineer	\$110,000	\$150,000	\$190,000
Back End Engineer	\$96,000	\$135,000	\$174,000
Mobile Developer	\$90,000	\$124,000	\$158,000
Front End Engineer	\$80,000	\$113,500	\$147,000

# IT INDUSTRY ORGANIZATIONS AND RESOURCES

## INDUSTRY ASSOCIATIONS, CREDENTIALING, AND PROFESSIONAL GROUPS:

Agile Alliance: [www.agilealliance.org](http://www.agilealliance.org)

ASIS International: [www.asisonline.org](http://www.asisonline.org)

Association for Computing Machinery (ACM): [www.acm.org](http://www.acm.org)

Association of Independent Information Professionals (AIIP): [www.aiip.org](http://www.aiip.org)

Audiovisual and Integrated Experience Association (AVIXA): [www.avixa.org](http://www.avixa.org)

BICSI: [www.bicsi.org](http://www.bicsi.org)

Computing Technology Industry Association (CompTIA): [www.comptia.org](http://www.comptia.org)

EDUCAUSE: [www.educause.edu](http://www.educause.edu)

Geospatial Information & Technology Association (GITA): [www.gita.org](http://www.gita.org)

Healthcare Information Management Systems Society (HIMSS): [www.himss.org](http://www.himss.org)

HelpDesk Chapters (HDC): [www.hdilocalchapters.org](http://www.hdilocalchapters.org)

IEEE Computer Society: [www.computer.org](http://www.computer.org)

Information Systems Audit and Control Association (ISACA): [www.isaca.org](http://www.isaca.org)

Information Systems Security Association (ISSA): [www.issa.org](http://www.issa.org)

International Association of IT Asset Managers (IAITAM): [www.iaitam.org](http://www.iaitam.org)

International Association of Privacy Professionals (IAPP): [www.iapp.org](http://www.iapp.org)

International Game Developers Association (IGDA): [www.igda.org](http://www.igda.org)

International Web Association (IWA): [www.iwanet.org](http://www.iwanet.org)

Network Professional Association (NPA): [www.npa.org](http://www.npa.org)

Nonprofit Technology Enterprise Network (NTEN): [www.nten.org](http://www.nten.org)

Society for Information Management (SIM): [www.simnet.org](http://www.simnet.org)

Society for Modeling & Simulation International (SCS): [www.scs.org](http://www.scs.org)

User Experience Professionals Association (UXPA): [www.uxpa.org](http://www.uxpa.org)

# CONCLUSION

Technology leaders face a growing list of disruptive forces — from emerging technologies, fierce competition, and expanding customer expectations to digital-era security complexities and a constantly evolving work culture. Today's top-performing tech leaders are driving differentiation and growth by aligning their tech strategies with business goals and creating high-performing teams that are empowered to innovate and enable future-state technology capabilities that ultimately optimize value streams.

Companies across all market sectors are competing for in-demand IT talent, and are seeking resilient, transformative leaders who are lifelong learners and curious about what's possible, who embrace change, ask insightful questions, are active listeners, and adopt a growth mindset.

IT leaders have a unique opportunity to lead through technology, drive strategic innovation, and be agents of change in their organizations. The future presents incredible opportunities and developments in AI, automation, cybersecurity, quantum computing, and more to build information architecture practices that drive change.

Are you looking for talent to fill a role in your organization, or are you exploring opportunities for a career move in IT?

**HIRE TALENT**



# ABOUT RINGSIDE TALENT



## CONTRACT STAFFING



## DIRECT HIRE RECRUITING



## EXECUTIVE SEARCH

Ringside’s IT Recruiting division is dedicated to helping you find, attract, connect, and onboard the premier talent you need to grow your business. Our agency specializes in connecting IT professionals with the right job opportunities in companies ranging from startups to large organizations. We are recognized as an industry leader in IT staffing and offer a wide range of services to meet your IT staffing needs, including Direct Hire, Contract, and Contract-to-Hire solutions.

### IT RECRUITING EXPERTISE

Front-End Software Developers / Engineers

Back-End Software Developers / Engineers

Full-Stack Software Developers / Engineers

Software Engineering Managers

Software Architects

Enterprise Architects

Solutions Architects

Mobile Developers / Engineers

QA Analysts

QA Automation Engineers

DevOps Engineers

Business Analysts

Scrum Masters

Project Managers

Program Managers

Product Managers

Data Warehouse Managers

Data Engineers

Business Intelligence (BI) Engineers

Database Administrators

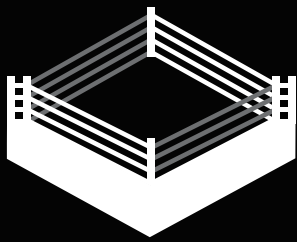
Infrastructure Managers and Architects

Systems / Network Engineers

Systems / Network Administrators

Information Security Professionals





**RINGSIDE**

**RECRUITERS  
IN YOUR CORNER<sup>®</sup>**

**HIRE TALENT**

**FIND A JOB**

**INFO@RINGSIDETALENT.COM**

**614.643.0700**

**WWW.RINGSIDETALENT.COM**