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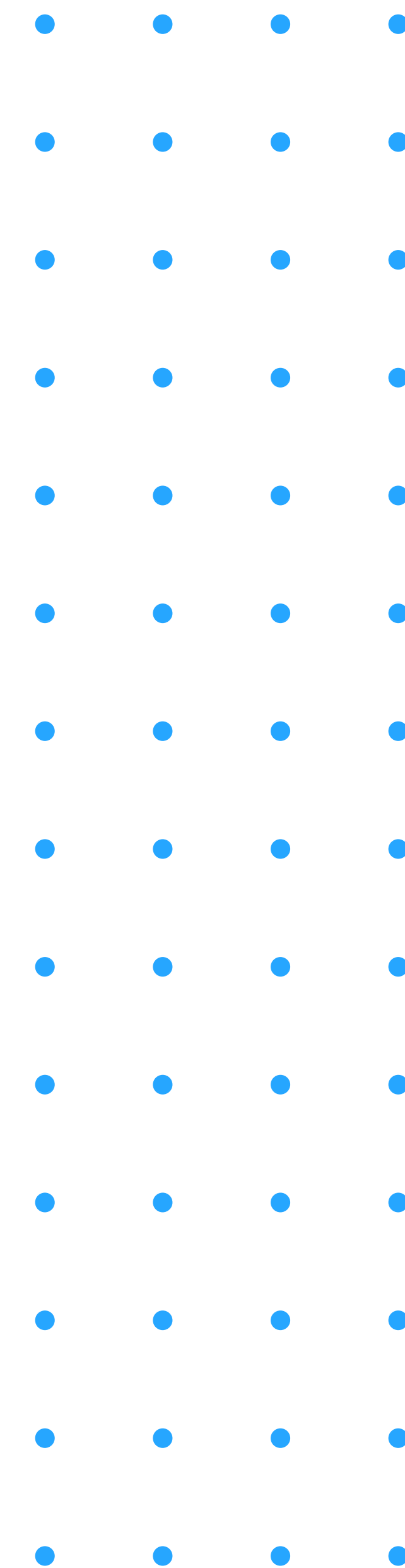
IT

Salary Guide

2022

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State of the Industry

The pandemic ebbed and flowed throughout 2021, leaving massive changes in its wake. Employers of every size and industry were forced to choose between new modes of working that once seemed obscure or temporary, such as fully remote and hybrid models. The very idea of benefits or perks in the workplace evolved, too. After all, what good is a premium parking spot or free on-premises gym if nobody's in the office to use it?

Employees, on the other hand, had their day in the sun during the same period. With more than 19 million U.S. workers leaving their jobs since April of 2021, journalists and thought leaders have concocted myriad terms to describe the mass exodus. Whether you call it “The Great Resignation” or “The Great Reconsideration,” the impact has been—without a doubt—great. Candidates are leaving the status quo behind to seek out exactly what they want, often fielding multiple prime offers in the process. This bull market of perfect jobs won't last, but for the moment, its complexities need to be unraveled.

As with previous KORE1 salary guides, we looked at the demand for specialists in areas like IT, emerging hiring trends, crucial skill sets, and what businesses were paying for talent in order to maintain their competitive edge in the market. Depending on where you look and who you ask, predictions regarding the U.S. employment landscape in 2022 can differ greatly. To help navigate this uncertainty, our 2022 Information Technology salary guide condenses our years of experience in staffing and our in-depth knowledge of the markets in which we operate into an easy-to-use compendium. We hope the information within proves useful as you plan for the future in these uncertain times.

Sources: [McKinsey](#), [WIRED](#)

2022 Employment and Hiring Trends

Companies Must Care (About Everyone)

The pressure is on for corporate entities to show they care—whether they mean it or not. Social responsibility sits high on the list of priorities for business leaders as they determine their corporate agendas. This shift comes not a moment too soon: With concerns about the threat of climate change and the daily struggles of underrepresented people breaking into the national conversation, the onus is on corporate America to enact some form of meaningful change in combating these issues. Where once the bottom line was the noblest pursuit in business, sustainability must now be embedded as a key determinant of success.

Hiring managers across the country are waking up to the fact that diverse hiring prompts innovation by corralling a greater variety of thoughts and opinions under one organizational roof. Business leaders used to search for talent just in their own homogeneous networks, essentially looking for one needle in one haystack. But the truth is, with the advent of more inclusive hiring practices, companies are finding out that there are more needles within reach than they imagined, making their search less imposing than they originally imagined. The possibilities for restructuring the workplace are endless, which is as exhilarating as it is daunting.



Compensation Complications

The ways in which we work show no signs of changing, and the ways we get appraised as workers are changing at a commensurate rate. Location matters less and less in the evolving work landscape.

Think of it this way: If a Silicon Valley-based startup hires two equally skilled full-stack developers to work remotely, and one lives locally in San Francisco while the other resides in Cincinnati, should those developers be compensated at the same rate? Is the employer responsible for the differing living expenses of remote workers? This is just one example of the shifting goal posts companies must face when determining salary.

The very nature of KPIs is changing, too. Purpose-driven metrics with an altruistic bent are getting baked into compensation and performance decisions. Companies across industries have chosen to reconfigure the system to reward sustainability and ethical decisions. For example, a leading producer of cleaning and personal-care products recently built sustainability targets into its incentive system for the company's entire workforce, in service of its goal of being a zero-waste company by 2025. For those in the C-suite and in HR, it's becoming almost as common to manage a company's carbon footprint as it is to manage internal resources.

Sources: [Forbes](#), [McKinsey](#), [PwC](#)

How to Use this Guide

This salary guide includes the national average salary and the national top 10% salary for a broad range of positions within the Information Technology industry. If you'd like to learn what these national average salaries translate to in your part of the country, you can use our City Cost Calculator to get a salary estimate.

We've also included a cost-of-living percentage, allowing you to determine how salaries in the Information Technology industry compare to cost of living in your area.

Interested in a personalized salary estimate? [Reach out to KORE1](#) for salary details based on your experience level and specific job function.



Industry Trends

Information Technology

1. Distributed Enterprise

As remote and hybrid working patterns increase, traditional, office-centric organizations are evolving into decentralized nodes of geographically dispersed workers. As a result, CIOs will need to make significant technical and service changes to deliver frictionless work experiences. Business models will change, too. Organizations from retail to education will have to reconfigure their delivery models to embrace distributed services. Reports say that by 2023, 75% of organizations that embrace distributed enterprise benefits will realize revenue growth 25% faster than competitors.

2. Growth of Cloud-Native Platforms

Companies looking to deliver digital capabilities wherever they're needed must move on from "lift and shift" migrations and begin to embrace cloud-native platforms. These platforms use the core capabilities of cloud computing to provide scalable and elastic IT-related capabilities "as a service" to technology creators using internet technologies, delivering faster time to value and reduced costs. For this reason, experts predict that cloud-native platforms will serve as the foundation for more than 95% of new digital initiatives by 2025 – up from less than 40% in 2021.



3. Security Blanket

As with most modern technologies, the sudden mass exodus to the cloud and the rapid adoption of blockchain will require a top-to-bottom audit of security measures. Several viable options for this are already on the horizon, and they don't all reside in the cloud. Rather, a hybrid cloud approach, which manifests as a cybersecurity mesh architecture (CSMA), will help provide an integrated security structure and posture to secure all assets, regardless of location. By 2024, organizations adopting a CSMA to integrate security tools to work as a cooperative ecosystem will reduce the financial impact of individual security incidents by an average of 90%.

Sources: [Gartner](#), [Security Intelligence](#)

National IT Positions	2022 Salaries	
Application Development	Average Salary	High End Average
Business Analyst	\$77,000	\$108,000
Senior Business Analyst	\$101,000	\$134,000
Business Systems Analyst	\$86,000	\$119,000
Technical Writer	\$69,000	\$104,000
Senior Technical Writer	\$100,000	\$139,000
Director of Applications	\$151,000	\$210,000
Solutions Architect	\$125,000	\$172,000
Dev Ops	\$105,000	\$143,000
Dev Sec Ops	\$112,000	\$154,000
Business Intelligence	Average Salary	High End Average
Business Intelligence Analyst	\$85,000	\$120,000
Business Intelligence Developer	\$95,000	\$131,000

• • • •	Business Intelligence Architect	\$115,000	\$158,000
• • • •	IT Auditor	\$80,000	\$111,000
• • • •	Senior IT Auditor	\$98,000	\$126,000
• • • •	Data/Database	Average Salary	High End Average
• • • •	Data Analyst	\$69,000	\$106,000
• • • •	Senior Data Analyst	\$97,000	\$133,000
• • • •	Data Architect	\$119,000	\$169,000
• • • •	Data Modeler	\$94,000	\$129,000
• • • •	Data Scientist	\$117,000	\$167,000
• • • •	Senior Data Scientist	\$142,000	\$195,000
• • • •	Manager of Data Science	\$161,000	\$230,000
• • • •	Director of Data Science	\$184,000	\$262,000
• • • •	Database Administrator	\$84,000	\$117,000
• • • •	Senior Database Administrator	\$117,000	\$155,000
• • • •	Database Architect	\$104,000	\$152,000

• • • •	Database Developer	\$92,000	\$125,000
• • • •	Senior Database Developer	\$119,000	\$171,000
• • • •	Application Security Engineer	\$116,000	\$179,000
• • • •	Data Engineer	\$112,000	\$166,000
• • • •	Senior Data Engineer	\$136,000	\$183,000
• • • •	Data Governance Manager	\$118,000	\$176,000
• • • •	Management	Average Salary	High End Average
• • • •	Chief Information Officer	\$158,000	\$298,000
• • • •	Chief Technology Officer	\$173,000	\$305,000
• • • •	IT Director	\$144,000	\$223,000
• • • •	IT Manager	\$108,000	\$171,000
• • • •	Project Manager	\$89,000	\$138,000
• • • •	Senior Project Manager	\$120,000	\$166,000
• • • •	Senior Project Manager	\$120,000	\$166,000
• • • •	Program Manager	\$96,000	\$164,000

• • • •	VP of Infrastructure	\$155,000	\$203,000
• • • •	VP of Applications	\$214,000	\$285,000
• • • •	VP of IT (Apps and Infrastructure)	\$191,000	\$273,000
• • • •	Network/Systems	Average Salary	High End Average
• • • •	Network Administrator	\$71,000	\$101,000
• • • •	Senior Network Administrator	\$96,000	\$139,000
• • • •	Network Architect	\$105,000	\$158,000
• • • •	Network Engineer	\$87,000	\$130,000
• • • •	Network Manager	\$89,000	\$145,000
• • • •	NOC Engineer	\$61,000	\$94,000
• • • •	Systems Engineer	\$78,000	\$93,000
• • • •	Senior Systems Engineer	\$120,000	\$160,000
• • • •	VOIP Engineer	\$83,000	\$141,000
• • • •	Video (over IP) Engineer	\$78,000	\$132,000
• • • •	Unified Communications Engineer	\$92,000	\$132,000

• • • •	Infrastructure Architect	\$127,000	\$171,000
• • • •	QA	Average Salary	High End Average
• • • •	QA Analyst (Manual)	\$70,000	\$102,000
• • • •	Senior QA Analyst	\$92,000	\$124,000
• • • •	Automation QA Engineer	\$90,000	\$126,000
• • • •	Software Developer (In Test)	\$98,000	\$140,000
• • • •	QA Manager	\$109,000	\$164,000
• • • •	Security	Average Salary	High End Average
• • • •	Information Security Manager	\$134,000	\$200,000
• • • •	IT Security Administrator	\$75,000	\$106,000
• • • •	IT Security Architect	\$108,000	\$164,000
• • • •	Network Security Engineer	\$97,000	\$138,000
• • • •	Security Analyst	\$78,000	\$126,000
• • • •	Security Engineer	\$112,000	\$172,000

Technical Support and Services	Average Salary	High End Average
Help Desk Analyst	\$44,000	\$63,000
Help Desk Manager	\$72,000	\$104,000
Help Desk Technician	\$42,000	\$57,000
IT Support Engineer	\$64,000	\$94,000
IT Support Technician	\$46,000	\$65,000
Systems Administrator	\$76,000	\$109,000
Senior Systems Administrator	\$103,000	\$143,000
Web	Average Salary	High End Average
Front End Engineer	\$125,000	\$188,000
Front End Designer/Developer	\$89,000	\$152,000
Senior Front End Engineer	\$134,000	\$178,000
Full Stack Javascript Engineer	\$98,000	\$156,000
.NET Engineer	\$89,000	\$127,000
Senior .Net Engineer	\$113,000	\$145,000
.Net Architect	\$118,000	\$166,000

• • • •	Java Engineer	\$103,000	\$137,000
• • • •	Senior Java Engineer	\$125,000	\$165,000
• • • •	Java Architect	\$111,000	\$155,000
• • • •	PHP Developer	\$79,000	\$121,000
• • • •	Senior PHP Engineer	\$131,000	\$180,000
• • • •	Ruby Engineer	\$108,000	\$162,000
• • • •	Senior Ruby Engineer	\$130,000	\$180,000
• • • •	iOS Engineer	\$115,000	\$165,000
• • • •	Senior iOS Engineer	\$144,000	\$188,000
• • • •	Android Engineer	\$123,000	\$179,000
• • • •	Senior Android Engineer	\$150,000	\$189,000
• • • •	User Experience Designer	\$115,000	\$165,000
• • • •	User Interface Designer	\$98,000	\$158,000
• • • •	UI/UX Designer	\$83,000	\$125,000

Salary Calculator

Multiply the national average salary by the percentage below in your region for a salary estimate.

So Cal	144%
Nor Cal	125%
Denver	124%
Boston	134%
Tri State	132%
Cincinnati	13%

Looking for more than an estimate? [Reach out](#) for precise salary insight for yourself or your open roles.

Refer to the chart below to contrast the average salary for your role against the average cost of living for your area.

Region	Cost of living % above or below national average
So Cal	48%
Nor Cal	80%
Denver	12%
Boston	48%
Tri State	129%
Cincinnati	-8%