



TECHNOLOGY SALARY & HIRING GUIDE



The 2021 Technology Salary & Hiring Guide

With 2020 in the rearview mirror, the new Benchmark IT Technology Salary & Hiring Guide provides an up-to-date salary outlook and overview of the changing factors driving today's IT hiring landscape— including a best-practices checklist to maximize your hiring success in 2021.

IT as an Essential Business Driver

The focus on technology as an essential driver for business success, and in many cases, survival, was never sharper than in 2020. Today, there's little doubt that IT will remain an essential resource fueling business strategy, development, and operations throughout 2021 and beyond.

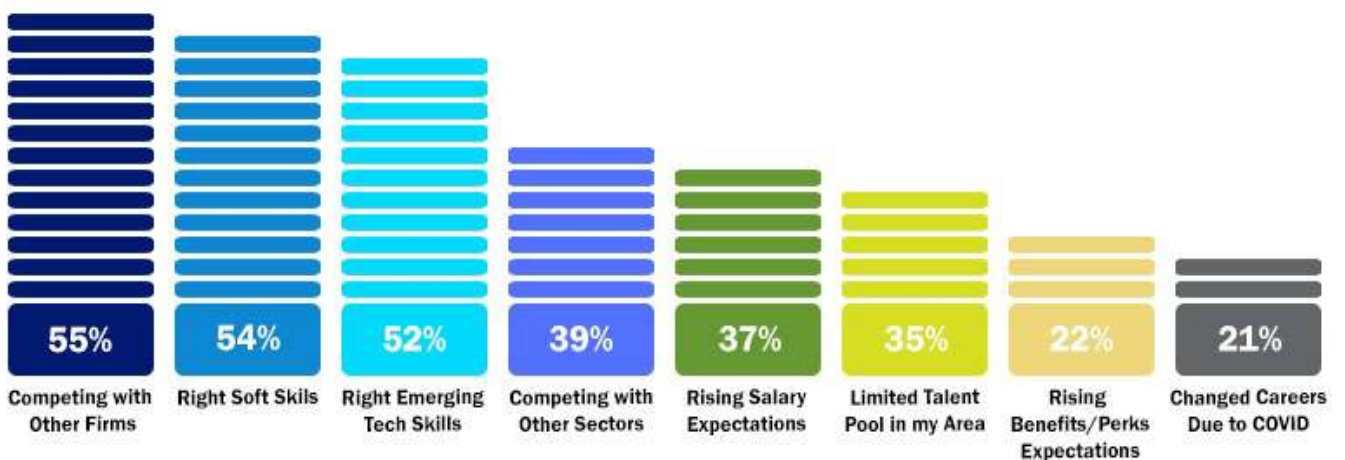
Through this lens, it's no surprise that most IT professionals have an overwhelmingly positive job outlook. According to **CompTIA**, nearly 80% of IT pros feel good about their role. Persistent demand for IT skills continues in an environment of widespread digital transformation and innovation, even, and perhaps as a result of, the COVID-19 pandemic.

2021 will see a mix of refining the fixes and systems necessary for a fully enabled remote workforce and revisiting those initiatives delayed by the pandemic.

Supply and Demand

Demand for specific skill sets and experience continues to outweigh supply, and you can expect increased demand for top talent, especially across software development, security, infrastructure, and data. We see little change to expected salaries in technology, but what's required to attract top talent has evolved and remains high.

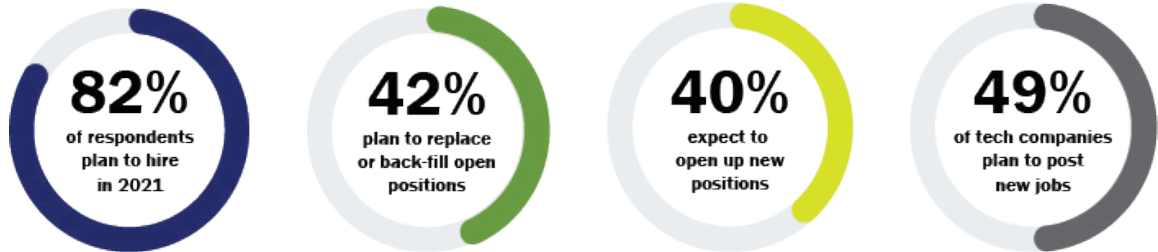
CompTIA's 2020 survey of IT hiring managers detailed the top factors that hinder their current hiring environment, most of which existed before the pandemic.



2021 Hiring Outlook and Challenges

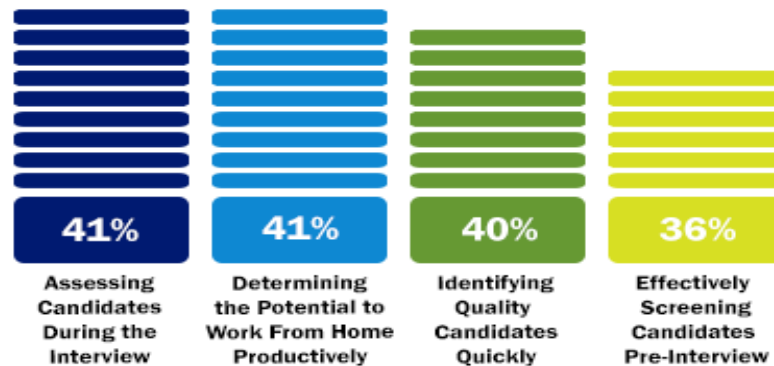
By all accounts the current hiring outlook is positive but faces new challenges in recruitment, hiring, and onboarding.

Hiring Outlook:



Covid-19 Hiring Challenges:

Virtual recruiting and onboarding is now common, but many struggle with this form of hiring,



Chief concerns include difficulty identifying, screening and assessing qualified candidates.

Workplace Changes Required to Attract Candidates:

While vaccinations may achieve scale in 2021, long-term impacts will likely remain:



Source: Monster.com 2020 "Future of Work" report

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JOB CATEGORIES AND TITLES	JUNIOR	MID	SENIOR
CLOUD			
Cloud Architect	N/A	\$172,010	\$195,600
Site Reliability Engineer	N/A	\$169,950	\$190,550
DevOps Engineer	\$77,000	\$136,990	\$177,160
SOFTWARE & WEB DEVELOPMENT			
Software Engineer	\$77,250	\$129,780	\$160,680
Application Architect	N/A	\$164,800	\$191,000
Web/Mobile Developers	\$89,610	\$124,630	\$154,500
UX/UI Developers	\$67,980	\$103,000	\$144,200
Application Support	\$73,130	\$106,090	\$139,050
ERP/CRM Specialists	\$87,550	\$139,050	\$203,940
DATA			
Data Analysts	\$77,500	\$108,150	\$159,650
Data Scientists	N/A	\$154,500	\$186,430
Database Admins	\$92,700	\$129,780	\$177,200
Database Developers	\$78,280	\$116,390	\$156,560
BI Reporting / Developers	\$82,400	\$122,570	\$158,620

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JOB CATEGORIES AND TITLES	JUNIOR	MID	SENIOR
SECURITY & SYSTEMS			
Security / Compliance Analyst	\$81,500	\$103,000	\$127,720
Security Engineers	\$84,460	\$118,450	\$147,290
Security Architect	N/A	\$149,350	\$175,100
Network Admin	\$69,010	\$106,090	\$141,110
Windows/Linux Engineers	\$70,040	\$107,120	\$144,200
Desktop Support	\$45,320	\$80,340	N/A
PROJECT MANAGEMENT			
Project Managers	\$74,160	\$131,840	\$182,310
Program Managers	N/A	\$156,560	\$191,580
Business Analysts	\$77,250	\$105,060	\$144,500
Scrum Master	\$82,400	\$133,900	\$169,950
Product Manager	N/A	\$128,750	\$161,710
Technical Writer	N/A	\$92,700	\$127,720

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JOB CATEGORIES AND TITLES	JUNIOR	MID	SENIOR
QUALITY ASSURANCE			
QA Automation Engineers	N/A	\$95,790	\$139,050
Manual QA Testers	\$48,410	\$84,460	N/A
EXECUTIVE / MANAGEMENT			
CIO / CTO <small>*Contact your Benchmark IT Representative</small>	N/A	N/A	N/A
VP / Director of IT	N/A	\$142,140	\$195,700
Manager of IT	N/A	\$131,840	\$181,280

Sources: Salaries are at the mid-point range for each specified experience level, based on current Benchmark IT candidate and client experience and placements, cross-referenced with IT Industry and BLS data.

Benchmark IT Custom Hiring Guides Now Available

Want to improve your hiring process, practices and outreach?

We've developed customizable hiring guides for a variety of today's most sought-after technology jobs. They include easily adaptable assets, including skill-specific job descriptions, job ads, interview questions and more.

These guides will help you source, interview, and hire the best person!

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Hiring Checklist and Best Practices

Times have changed, but the bones of a solid recruitment process start with a concrete plan that includes a practical, structured, and efficient hiring process for each position. This hiring checklist is designed to help you keep track of the crucial steps along the way.



1. Kickoff: Define the position and process

- **Kickoff:** Set meeting or call with hiring manager and all internal and external stakeholders to fully understand the job and types of candidates desired.
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2. Update Job Description and Job Ads

- **Job Description:** Create or update description and ads, including remote work, safety, and benefits changes due to coronavirus. Incorporate your employer branding, including style and voice.
 - **“WIIFM?”:** “What’s in it for me?” Be very clear with candidates so your ad will stand out in the clutter of thousands of IT employment posts.
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3. Source candidates

Ensure you have a dedicated internal talent acquisition team or agency partner with the experience and time to focus on the IT position.

- **Source Passive Candidates:** Ads are not enough. Have a defined plan to source and engage passive candidates who are not looking at job ads.
 - **Reach Out to Previous Applicants:** Remember that #2 candidate, or the one who previously turned down the job?
 - **Use your employee referral program:** Tap into your existing workers’ networks. Make sure you have a robust incentive and process program in place if you want it to succeed.
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4. Screening and interviewing candidates

The tech market is still hot, and top talent won’t wait around to hear back from you. Most hiring breaks down because of delays in the interview processes and incomplete communication between the hiring manager and recruiting partners. Follow these tips:

- **Candidate Portal software:** Some applicant tracking systems have this built-in, and some recruiting partners (including Benchmark IT) can set up a portal for their clients. This keeps all candidates organized in one place online and avoids lost emails and delays.
- **Online Application:** Have a quick online application process that does not deter candidates.
- **Video Interview Tip Sheet:** Distribute helpful video guidelines and tips to internal managers and candidates to prepare for the best experience possible.
- **Standardize Interview Questions:** The nature of video interviews makes it difficult for both parties. Standardizing interview question enables you to compare apples to apples in the decision process, especially if various team members will be interviewing.
- **Schedule Feedback Session:** Verbal, prompt, and constructive feedback is KEY to filling a position quickly with a minimum of interviews. Schedule a feedback session with your TA/Recruiting team for the same or next day to promptly collect feedback.

Hiring Checklist and Best Practices (continued)



5. Work with candidates throughout the process.

When conducting interviews, the number one rule is to respect the candidate and make sure they have a good experience, even if they aren't right for the role. Here's how to do that.

- **Be organized:** Interviews are as much about the candidate interviewing you and deciding if they want to work for your company, as it is about you choosing whether they are right for the role. You need to make a good impression.
- **Ghosting Not Allowed:** Don't interview a candidate and then never speak to them again or wait three months to get back to them. Actively stay engaged with top candidates as your interview process continues. Let them know if you're not ready to make a decision or requirements have changed. If you don't, not only will the top candidates have already taken another role, but they'll also likely tell people to avoid your company.



6. Make an offer

Finally, you've got a winner. Now you have to make them an offer. Don't drag this out. These tips can help you stay organized and get your new hire on board as quickly as possible.

- **Present your complete compensation package:** Including cash and non-cash compensation and benefits. Be clear about your current and post-covid remote work opportunities.
- **Negotiate:** Be prepared for some back and forth before you agree. Leverage the experience of your TA professional or external recruiting partner who has been working most closely with the candidate.
- **Include employee onboarding information:** When making an offer, send some company information, such as the employee handbook, schedule, and company culture. Make sure all information is updated and reflects current company COVID-19 policies and health safeguards.
- **Have a backup:** It might not work out with your first choice, so you need to have someone else in mind for the position. Keep the "next up" candidates apprised during the process. They will respect you for this. If you don't, they'll likely be gone or less interested, and you'll need to start the process all over again.



Times have changed, but the bones of a solid recruitment process start with a concrete plan that includes a practical, structured and efficient hiring process for each position.



We work with clients every single day to help improve their hiring process.

Ready to see how we can assist you?

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Benchmark IT - Customized Hiring Guides

Benchmark IT has developed an array of customizable hiring guides for a wide range of today's most sought-after technology jobs. They include easily adaptable assets including skill-specific job descriptions, job ads, interview questions and more.

- Project Manager
- Cybersecurity Engineer
- Data Engineer
- Full Stack Developer
- Software Engineer
- Solutions Architect
- Data Scientist
- Business Analyst
- Many, many, more

Contact us Today With Your Hiring Needs!



About Benchmark IT

Established in 2007, Benchmark IT delivers superior technology staffing and consulting services to a wide range of clients throughout the metro New York area and beyond. Our founding principles of dedication to ethics, precision, and personalized service remain true to this day.

Clients turn to us for our hands-on approach, relentless pursuit of quality candidates, and proven recruitment process. From strategy meetings with clients to meeting every candidate in-person, proactive pipelining, and more, we believe our job is not to simply provide a person, but to provide the *right* person.

Our experienced team has extensive networks and employs the latest technology to attract the right talent and fully qualify them for a best-fit scenario. Our clients experience a reduction in unproductive interviews and an improved ratio of interview-to-placement. For more information, visit www.bmarkits.com.

Additional Resources

We believe that a strong partnership means providing our clients with information that can drive their success. With that in mind, we are proud to share our recent publications, which address the many facets and challenges in technology hiring. **Download today.**



The Top 5 Challenges Facing Tri-State CIOs Today

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