



**2022**  
**TECHNOLOGY**  
**SALARY & HIRING GUIDE**

# The Benchmark IT 2022 Salary & Hiring Guide

## Introduction

If the 4th Quarter of 2021 is any indication, there's little doubt that Covid will continue to impact our lives throughout 2022.

Despite the challenges the pandemic created, the past 22 months brought a rapid transition to a remote workforce. The pandemic sparked new systems and processes to optimize the productivity and innovation required to engage and satisfy customers in new and meaningful ways.

What's next? Well, more of the same, and more of more. We'll continue to see accelerated rates of digitization and virtualization throughout business and society. That means a renewed focus on two crucial drivers: sustaining and managing massive increases in data volume; and significant upgrades in compute and network speeds.

A third, yet pivotal driver in continued transformation is the ubiquitous adoption of applications and platforms across business units. This has created a trend towards "the democratization of IT," and it has far-reaching implications for the scope and influence of IT departments in the coming years.



The Benchmark IT 2022 Technology Salary and Hiring Guide includes:

- What's driving today's IT hiring landscape,
- An up-to-date salary outlook by function and skillset,
- A look at current hiring challenges, and
- Best practices to maximize your 2022 hiring success.



## IT: Essential to Business Strategy

The evolution of IT as an indispensable resource that fuels business strategy and product development will continue in 2022. Functional IT roles that maintain and optimize operations, infrastructure, and security will remain critical. However, technologists will continue to move to center stage as key stakeholders and orchestrators of transformational change.

Today's forward-thinking businesses must think about technology strategically. New capabilities lead to product innovation and broader customer outreach and engagement. More and more, these developments occur within specific business units. As a result, the lines between IT and business function may not be easily defined.

What's known as [stealth IT](#) or the democratization of technology has become a huge trend and source of significant innovation. It's where individual business units procure purpose-driven technology and play an active role in implementing its solutions.

Technology research experts at Gartner call these employees "business technologists." They are defined as employees who report outside IT departments and create technology or analytics capabilities for internal or external business use. According to a recent Gartner survey, half of business technologists produce capabilities for users beyond their department and/or enterprise.

Gartner's research indicates that organizations that successfully enable business technologists are 2.6 times more likely to [accelerate digital business outcomes](#). Gartner states, "Business technologists expand the CIO's strategic reach as IT equips and empowers employees across the enterprise to build digital capabilities for making or saving money." Their guidance recommends "focusing hiring efforts and investments to fully leverage this resource base," as it "provides a major opportunity for CIOs to work with other enterprise business leaders."

*"Technology work, once primarily the purview of dedicated IT shops, is being democratized. The best enterprises compete in the digital economy by harnessing the expertise and ingenuity of all their employees, and progressive CIOs are working with other C-suite leaders to do just that."*

**Raf Gelders,**  
**research vice president at Gartner.**



# The Democratization of IT

The democratization of data, systems, and technology has created a digital-centric economy. This will continue to significantly reshape the workplace, its workforce, and entire organizations.

## Ubiquitous Software

The continued sophistication and accessibility of software along with lower barriers to entry (i.e., low- or no-code development tools) means that more employees can use powerful and complex software without being technical specialists.

## Embedding Technology Across the Organization

Every organization relies on technology. Democratizing IT means embedding it into the organization's processes, which can drive adoption across other levels of the business.

## Breaking Barriers

Instead of looking at IT as a purely back-office function, democratization incorporates IT across the organization. Forward-looking C-suites must continue to invest in sound functional infrastructure and security while incorporating technological tools and agility across business units.

## Upskilling Staff

The pace of technological advancement continues to surpass existing employees' skill levels. IT democratization seeks to close the skills gap. Organizations that invest in upskilling their staff increase their capabilities across the entire business.

## Transferring specific IT tasks

A democratized workforce means that employees outside the IT department can perform specific IT duties. The right software enables employees in discreet business units to perform tasks previously conducted within the IT department.

**HIRING?**

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2023 2022 2021 2020

## 2022 Hiring Outlook and Challenges

There's no doubt that demand for technology talent will remain high in 2022, but all reports indicate that skilled IT talent will continue to be hard to find and difficult to keep.

### Consider these recently released statistics:

■ IT executives see the talent shortages as one of the most significant adoption barriers to **64%** of emerging technologies, compared to just **4%** in 2020. Talent availability is cited as a leading factor inhibiting adoption among all six technology domains included in the survey: compute infrastructure and platform services; network security; digital workplace; IT automation; and storage and database. IT executives cited talent availability as the primary adoption risk factor for most [IT automation](#) technologies (**75%**), and nearly half of digital workplace technologies (**41%**).

**Source:** Gartner: 2021-2023 Emerging Technology Roadmap for Large Enterprises Report – September 2021

■ Over **350** U.S. and global CIOs, CTOs, IT directors, and other technology leaders reported these challenges for 2022:

1. Maintaining strong cybersecurity for a hybrid workforce of remote and in-office workers - **83%**.
2. Recruiting technologists and filling open tech positions - **73%**.
3. Managing return-to-office health and safety protocols, software apps, and data - **73%**.
4. Deciding what technologies are necessary for their company in the post-pandemic future - **68%**.

**Source:** The Impact of Technology in 2022 and Beyond: an IEEE Global Study – 2021



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■ **1,200** U.S. tech/IT/software employees reported:

1. **72%** of tech workers are thinking of quitting their job or exploring other job opportunities in the next 12 months.
2. **58%** say they suffer from job burnout. And those who suffer from burnout are twice as likely to quit their job than those who don't.
3. **75%** agree that their companies are more focused on attracting new employees instead of investing in existing ones.
4. **91%** want more training from their current employer.

**Source:** Talent LMS/Workable: Retaining Tech Employees in the Era of the Great Resignation - October 2021



# 2022 Hiring Outlook and Challenges

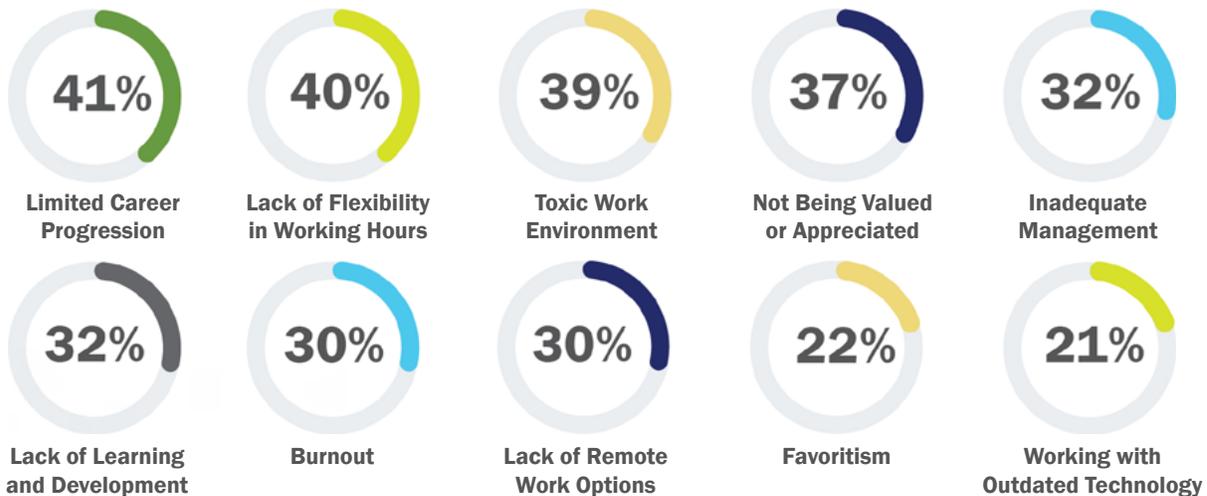
## The Great Resignation

Just when you thought the years-long technology talent shortage couldn't get any worse, along comes 2021's Great Resignation. A recent [Harvard Business School](#) report warns that technology pros are leaving their positions in higher numbers than other sectors. Last year, resignations in manufacturing and finance decreased slightly, while resignations in tech increased by 4.5%. That's a potentially terrifying statistic for companies already struggling with prevailing technology talent shortages.

A similar [2021 Technologist Sentiment Report](#) cited number of hours worked, lack of recognition, and lack of challenges/monotony as the top reasons for IT burnout. Every organization is different, but insightful managers can determine whether their team members are tipping toward burnout and work to craft solutions to help keep them on board.

Moreover, the [2021 Retaining tech employees in the era of The Great Resignation report](#) cites the following:

### Top Reasons Tech Employees Consider a Job Change (outside salary and benefits):

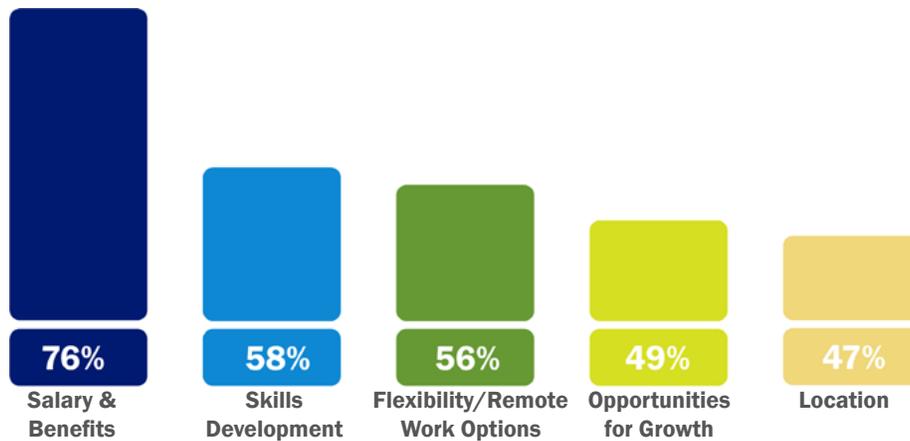


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# 2022 Hiring Outlook and Challenges

## What do IT Pros Want?

Highest Ranking Factors when considering a job change:



Source: Retaining Tech Staff in the Era of the Great Resignation – TalentLMS & Workable 2021

## What Makes Tech Employees More Motivated at Work?

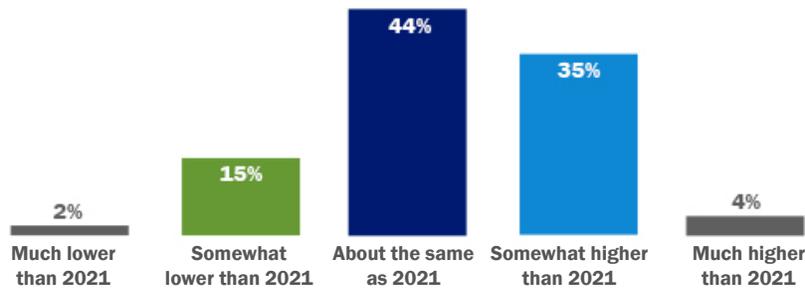


Source: Retaining Tech Staff in the Era of the Great Resignation – TalentLMS & Workable 2021



# 2022 Hiring Outlook and Challenges

## Budgets Improving Further in 2022



Source: CompTIA IT Industry Outlook 2022

*In 2020, only 40% of IT pros believed their technology budget was sufficient for the challenges they faced.*

*In 2021, that number climbed to 53%.*

*This year, nearly 40% of IT leaders believe their budgets will be “somewhat or much higher than 2021,” compared to only 18% last year.*

### Reasons for Optimism:

Most IT professionals remain optimistic about their roles despite uncertainty relating to the the pandemic, changing IT roles, and 2021’s Great Resignation. CompTIA reports that nearly 80% of IT pros remain optimistic about their roles.

### Most U.S. IT Pros Feel Optimistic About Role



Source: CompTIA IT Industry Outlook 2022



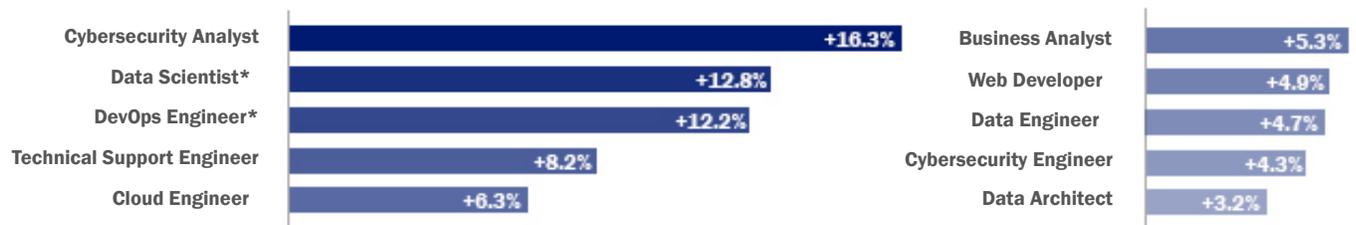
# 2022 Hiring Outlook and Challenges

## Job Postings by Volume

RANK	Top 20 Tech Occupations	RANK	Top 20 Tech Skills
1	Software Developer / Engineer	1	Project Management
2	Project Manager (General)	2	SQL
3	Network Engineer / Architect	3	Java
4	Senior Software Developer / Engineer	4	Python
5	Systems Engineer	5	JavaScript
6	Program Manager (General)	6	Linux
7	Business Analyst (General)	7	Scrum
8	IT Project Manager	8	Technical Support
9	Software QA Engineer / Tester	9	Business Process
10	Computer Support Specialist	10	DevOps
11	Cyber Security Engineer	11	Quality Assurance and Control
12	Application Developer / Engineer	12	Information Systems
13	Java Developer / Engineer	13	Oracle
14	Senior Business Analyst	14	Data Analysis
15	Product Manager	15	Git
16	Computer Programmer	16	Product Management
17	Project Coordinator	17	Microsoft C#
18	Technical Support Engineer / Analyst	18	Project PLanning and Development Skills
19	Data Analyst (General)	19	Atlassian JIRA
20	Graphic Designer / Desktop Publisher	20	Business Analysis

Source: Dice Q3 2021 Tech Job Report

## FASTEST GROWING SALARIES BY OCCUPATION



\* Sample size less than 100 respondents, therefore not statistically valid, but presented for continuity purposes only.



## 2022 Technology Salaries

JOB CATEGORIES AND TITLES	JUNIOR	MID	SENIOR
<b>CLOUD</b>			
Cloud Architect	N/A	\$185,770	\$211,250
Site Reliability Engineer	N/A	\$169,975	\$195,650
DevOps Engineer	\$90,500	\$141,100	\$182,475
<b>SOFTWARE &amp; WEB DEVELOPMENT</b>			
Software Engineer	\$85,400	\$145,650	\$177,200
Application Architect	N/A	\$165,500	\$192,200
Web/Mobile App Developer	\$92,250	\$128,400	\$159,100
UX/UI Developers	\$78,050	\$118,150	\$145,440
Application Support	\$80,260	\$125,300	\$143,960
ERP / CRM Specialists	\$95,160	\$150,220	\$191,100
<b>DATA</b>			
Data Analyst	\$85,130	\$124,900	\$159,950
Data Scientists	\$109,500	\$158,260	\$190,180
Database Admins	\$92,750	\$130,100	\$166,250
Database Developer/Engineer	\$91,070	\$144,950	\$174,200
BI Reporting / Developers	\$85,500	\$130,075	\$161,250



## 2022 Technology Salaries

JOB CATEGORIES AND TITLES	JUNIOR	MID	SENIOR
<b>SECURITY &amp; SYSTEMS</b>			
Security/Compliance Analyst	\$83,130	\$105,060	\$130,274
Security Engineer	\$105,150	\$135,200	\$170,010
Security Architect	N/A	\$156,818	\$183,855
Network Admin/Engineer	\$80,105	\$120,090	\$151,500
Windows/Linux Engineer	\$80,600	\$115,205	\$145,200
Desktop Support	\$49,250	\$85,100	\$115,400
<b>PROJECT MANAGEMENT</b>			
Project Manager	\$85,250	\$132,250	\$170,060
Program Manager	N/A	\$156,560	\$191,580
Business Systems Analyst / Product Owner	\$90,100	\$121,200	\$145,050
Scrum Master	\$82,400	\$134,100	\$169,090
Product Manager	N/A	\$128,850	\$162,250
Technical Writer	N/A	\$92,700	\$127,720



## 2022 Technology Salaries

JOB CATEGORIES AND TITLES	JUNIOR	MID	SENIOR
<b>QUALITY ASSURANCE</b>			
QA Automation Engineers	N/A	\$110,150	\$139,500
Manual QA Testers	\$74,800	\$91,050	N/A
<b>EXECUTIVE / MANAGEMENT</b>			
CIO/CTO	*Contact your Benchmark IT Representative		
VP/Director of IT	N/A	\$175,500	\$210,750
Manager of IT	N/A	\$145,500	\$191,000



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# 2022

## About Benchmark IT

Established in 2007, Benchmark IT delivers superior technology recruitment, staffing, and consulting services to many clients throughout the metro New York area and beyond. Our founding principles of dedication to ethics, keen precision, and unparalleled personalized service remain true today.

Clients rely on our hands-on approach, proven recruitment process, and relentless pursuit of quality candidates. From proactive pipelining, to personally interviewing every candidate we present, to strategy meetings with clients, we believe our job is to provide the *right* person for every role we recruit.

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 interviews to placements. For more information, visit [bmarkits.com](http://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 them today.](#)

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