



# CURRAN DALY & ASSOCIATES

STATE OF THE MARKET: IT AND ANALYTICS MAY 2018



**TO OUR VALUED  
CLIENTS,  
STATE OF THE MARKET: IT AND ANALYTICS**

**MARKET RATE**

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**APPLICATION SERVICES**

# MARKET RATE

Title	Years of Experience	Technology Stack	Salary Minimum	Salary Maximum
<b>Application Services</b>				
Java Developer	1-5 years	Java, J2EE, Spring, Hibernate, SQL, JavaScript, HTML, CSS	25,000	80,000
Java Development Team Lead	5-7 years	Java, J2EE, Spring, Hibernate, SQL, JavaScript, HTML, CSS, Angular, React, Node, SOA	80,000	120,000
Java Development Manager	7-10 years	Java, J2EE, Spring, Hibernate, SQL, JavaScript, HTML, CSS, Angular, React, Node, SOA, architecture	120,000	180,000
PHP Developer	1-5 years	PHP, MySQL, JavaScript, AJAX	30,000	60,000
Senior PHP Developer	5-7 years	PHP, MySQL, JavaScript, AJAX, HTML, CSS, BOOTSTRAP, wordpress, PHPUnit	60,000	110,000
Lead PHP Developer	7-10 years	PHP FWs (CodeIgniter, PHPCake, Drupal, Laravel, Zend, Yii), cloud technologies, TDD PHPUnit, JavaScript FW (Angular, React)	110,000	150,000

\*rates are in Peso per month

# MARKET RATE

Title	Years of Experience	Technology Stack	Salary Minimum	Salary Maximum
<b>Application Services</b>				
.Net Developer	1-5 years	VB.NET, C#.NET , HTML, JavaScript, CSS, SQL	25,000	80,000
.Net Development Team Lead	5-7 years	VB.NET, C#.NET , HTML, JavaScript, CSS, SQL, ASP.NET, ETL, PostGres, Cloud	80,000	150,000
.Net Development Manager	7-10 years	VB.NET, C#.NET , HTML, JavaScript, CSS, SQL, ASP.NET, ETL, PostGres, Cloud, Architecture	150,000	200,000
Software Tester	1-5 years	SQL, Jira, Remedy, HP ALM, QC	25,000	90,000
Software Test Lead	5-7 years	Java, SQL, Jira, Remedy, HP ALM, QC, QTP, Selenium	90,000	150,000
Software Test Manager	7-10 years	SQL, Jira, Remedy, HP ALM, QC, QTP, Selenium, Robot Framework, Java	150,000	200,000

\*rates are in Peso per month

# MARKET RATE

Title	Years of Experience	Technology Stack	Salary Minimum	Salary Maximum
<b>Application Services</b>				
DevOps Engineer-Cloud	1-5 years	Cloud Technologies: Microsoft Azure, AWS, Salesforce CI/CD: Kubernetes, Jenkins, Team City, Chef, Ansible, Jenkins, F5, Team City, etc. OS Admin: Linux, Windows, UNIX, etc. Integration/Virtualization: NetSuite, Biztalk, CA Layer 7 Scripts: Bash, Shell, PHP, JavaScript	80,000	120,000
Senior DevOps Engineer-Cloud	5-7 years	Cloud Technologies: Microsoft Azure, AWS, Salesforce CI/CD: Kubernetes, Jenkins, Team City, Chef, Ansible, Jenkins, F5, Team City, etc. OS Admin: Linux, Windows, UNIX, etc. Integration/Virtualization: NetSuite, Biztalk, CA Layer 7 Scripts: Bash, Shell, PHP, JavaScript	120,000	180,000

\*rates are in Peso per month

# MARKET RATE

Title	Years of Experience	Technology Stack	Salary Minimum	Salary Maximum
<b>Application Services</b>				
SalesForce Development Lead	5-7 years	Salesforce Development Life Cycle and Security architecture: OWD, Roles, Profiles, and Permission sets, Email administration. Web-to-Lead, Email-to-case, Web-to-Case Programming: APEX, VisualForce	60,000	100,000
SalesForce Development Manager	7-10 years	Salesforce Development Life Cycle and Security architecture: OWD, Roles, Profiles, and Permission sets, Email administration. Web-to-Lead, Email-to-case, Web-to-Case Programming: APEX, VisualForce	100,000	150,000
Robotics Process Automation Developer	1-5 years	RPA Tools: Blue Prism, Automation Anywhere, UiPath, Fusion, NICE, Kryon, OpenSpan/Pega, EdgeVerve Programming Language: Java, .Net (VB, C#), PHP (On rare occasions) Scripts: SQL, Shell, Bash	80,000	150,000

\*rates are in Peso per month

# MARKET RATE

Title	Years of Experience	Technology Stack	Salary Minimum	Salary Maximum
<b>Application Services</b>				
Robotics Process Automation Development Manager	5-8 years	RPA Tools: Blue Prism, Automation Anywhere, UiPath, Fusion, NICE, Kryon, OpenSpan/Pega, EdgeVerve Programming Language: Java, .Net (VB, C#), PHP (On rare occasions)	150,000	250,000
Robotics Process Automation Development Head	8-13 years	RPA Tools: Blue Prism, Automation Anywhere, UiPath, Fusion, NICE, Kryon, OpenSpan/Pega, EdgeVerve Programming Language: Java, .Net (VB, C#), PHP (On rare occasions)	250,000	400,000
ServiceNow Administrator	1-5 years	JavaScript, AngularJS, HTML, CSS, XML, AJAX, Jelly, SOAP, REST, ACL, CMS, SQL server, etc.	25,000	80,000
ServiceNow Developer	1-5 years	JavaScript, AngularJS, HTML, CSS, XML, AJAX, Jelly, SOAP, REST, ACL, CMS, SQL server, etc.	25,000	80,000

\*rates are in Peso per month



**MARKET RATE**

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**INFRASTRUCTURE  
SERVICES**

[www.currandaly.com](http://www.currandaly.com)

# MARKET RATE

Title	Years of Experience	Technology Stack	Salary Minimum	Salary Maximum
<b>Infrastructure Services</b>				
Network Engineer	1-5 years	Cisco R&S	25,000	80,000
Network Engineering Team Lead	5-8 years	Data Center, R&S, Firewalls, Virtualization tools	80,000	150,000
Network Manager	8-10 years	Data Center, R&S, Firewalls, Virtualization tools	150,000	200,000
Information Security Analyst	1-5 years	VPN, Firewalls, Monitoring tools	25,000	80,000
Information Security Team Lead	5-8 years	VPN, Firewalls, Monitoring tools	80,000	150,000
Information Security Manager	8-10 years	VPN, Firewalls, Monitoring tools	150,000	200,000
Information Security Director	10-15 years	VPN, Firewalls, Monitoring tools	250,000	350,000

\*rates are in Peso per month

**MARKET RATE**

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**ANALYTICS**

# MARKET RATE

Title	Years of Experience	Technology Stack	Salary Minimum	Salary Maximum
Analytics				
Junior Data Scientist	1-3 years	SAS, R, Python, Excel, Access, Tableau, PowerBI, Julia, Matlab, pandas, Spark, Scala, SQL, Perl, Hive, Pig	50,000	100,000
Data Scientist	3-7 years		100,000	180,000
Data Science Manager	7-10 years		180,000	250,000
Data Science Head	10+ years		250,000	500,000

\*rates are in Peso per month

**MARKET RATE**

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**BUSINESS  
INTELLIGENCE &  
DATA WAREHOUSING**

# MARKET RATE

Title	Years of Experience	Technology Stack	Salary Minimum	Salary Maximum
<b>Business Intelligence and Data Warehousing</b>				
BI Analyst/Developer	1-5 years	BI Tools: SAS, Cognos, Talbleau, SAP, Qlikview, Qlik sense, Spotfire, PowerBI	50,000	100,000
	5-8 years	ETL/Data mgmt: SAS Data Integration, MS SSIS, Informatica, ODI Data Stage, SAS, Cognos, Aster Data	100,000	200,000
	8-12 years	Environment: SQL, Oracle, AWS, Hadoop	200,000	300,000

\*rates are in Peso per month

# MARKET RATE

Title	Years of Experience	Technology Stack	Salary Minimum	Salary Maximum
<b>Business Intelligence and Data Warehousing</b>				
Database/Data Architect	1-5 years	ETL/Data Integration Tools: SIS, SSRS, SSAS, IBM Data Stage, IBM Cognos, SQL Script Conversion, SAP Data Services , Informatica PowerCenter, PL/SQ, SAS Data Integration, ODI, Teradata, Pentaho	50,000	100,000
	5-8 years	Data Modeling/Architecture: ERWin Data Modeler 4.x, 9.5, Sybase Power Designer 11.x, Toad Data Modeler 3.x, Microsoft Visio, Data Modeling Methodologies: Third Normal Form (3NF), Kimball and Inmo Approach, Recursive Hierarchies, Associative Bridge Tables for Many-to-Many Relationships, Three (3) Tier Reference Architecture Modeling (Acquisition, Integrated Data and Access Layers)	100,000	200,000
	8-12 years		200,000	300,000

\*rates are in Peso per month

## NOTES:

- Rates are based on roles in Metro Manila only
- Base pay including basic allowances, excluding bonus
- Individual pay rate may vary per employee due to tenure, knowledge, and skills of employee
- To be used as a general guide only



**CURRAN DALY & ASSOCIATES**  
EXECUTIVE SEARCH FIRM