

ROBERT WALTERS



MARKET INSIGHTS TECH & TRANSFORMATION IN SINGAPORE

Salaries for Tech & Transformation in Singapore

Job Title	Job Group	Role Type	Pay Rate	Salary Range 2022	Salary Range 2023
Chief Information Officer	Commerce	Permanent	per annum	\$300k - 600k	\$300k - 600k
Chief Information Officer	Commerce	Contract	per month	\$30k - 60k	\$30k - 60k
Chief Technology Officer	Commerce	Permanent	per annum	\$200k - 550k	\$200k - 550k
Chief Technology Officer	Commerce	Contract	per month	\$15k - 40k	\$15k - 40k
Chief Technology Officer	Financial Services	Permanent	per annum	\$200k - 500k	\$200k - 500k
Chief Technology Officer	Financial Services	Contract	per month	\$30k - 60k	\$30k - 60k
Chief Information Security Officer/Head of Cyber Security	Commerce	Permanent	per annum	\$180k - 350k	\$200k - 350k
Chief Information Security Officer/Head of Cyber Security	Commerce	Contract	per month	\$16k - 20k	\$16k - 20k
Head of Data	Commerce	Permanent	per annum	\$150k - 300k	\$180k - 350k
Head of Infrastructure	Commerce	Permanent	per annum	\$150k - 250k	\$180k - 280k
Head of Infrastructure	Commerce	Contract	per month	\$15k - 20k	\$15k - 20k
VP Engineering	Commerce	Permanent	per annum	\$180k - 400k	\$180k - 450k
VP Engineering	Commerce	Contract	per month	\$15k - 18k	\$15k - 22k
IT Director	Commerce	Permanent	per annum	\$200k - 400k	\$200k - 450k
IT Director	Commerce	Contract	per month	\$15k - 25k	\$16k - 25k
Program Manager	Commerce	Permanent	per annum	\$180k - 300k	\$200k - 350k
Program Manager	Commerce	Contract	per month	\$15k - 25k	\$15k - 25k

Job Title	Job Group	Rle Type	Pay Rate	Salary Range 2022	Salary Range 2023
Program Manager	Financial Services	Permanent	per annum	\$180k - 400k	\$200k - 400k
Program Manager	Financial Services	Contract	per month	\$15k - 20k	\$15k - 25k
IT Manager	Commerce	Permanent	per annum	\$110k - 200k	\$120k - 210k
IT Manager	Commerce	Contract	per month	\$8,000 - 18k	\$8,000 - 18k
IT Manager	Financial Services	Permanent	per annum	\$100k - 180k	\$100k - 180k
IT Manager	Financial Services	Contract	per month	\$10k - 18k	\$9,000 - 18k
IT Risk Manager	Commerce	Permanent	per annum	\$120k - 180k	\$120k - 210k
IT Risk Manager	Commerce	Contract	per month	\$10k - 15k	\$10k - 15k
Infrastructure Project Manager	Commerce	Permanent	per annum	\$100k - 240k	\$120k - 250k
Infrastructure Project Manager	Commerce	Contract	per month	\$9,000 - 18k	\$11k - 20k
Applications Project Manager	Commerce	Permanent	per annum	\$120k - 240k	\$120k - 250k
Applications Project Manager	Commerce	Contract	per month	\$9,000 - 18k	\$9,000 - 20k
Project Manager	Financial Services	Permanent	per annum	\$100k - 250k	\$150k - 250k
Project Manager	Financial Services	Contract	per month	\$8,000 - 22k	\$10k - 22k
Solutions Architect (applications & development)	Commerce	Permanent	per annum	\$120k - 280k	\$120k - 300k
Solutions Architect (applications & development)	Commerce	Contract	per month	\$10k - 20k	\$11k - 20k
Solutions Architect (infrastructure)	Commerce	Permanent	per annum	\$120k - 240k	\$120k - 240k
Solutions Architect (infrastructure)	Commerce	Contract	per month	\$12k - 20k	\$12k - 20k
Software Architect	Financial Services	Permanent	per annum	\$120k - 250k	\$120k - 250k

Job Title	Job Group	Rle Type	Pay Rate	Salary Range 2022	Salary Range 2023
Software Architect	Financial Services	Contract	per month	\$13k - 22k	\$15k - 25k
Cloud Security	Financial Services	Permanent	per annum	\$108k - 240k	\$108k - 240k
Data Architect	Commerce	Permanent	per annum	\$150k - 250k	\$150k - 250k
Data Architect	Commerce	Contract	per month	\$10k - 15k	\$10k - 20k
Project Management Officer	Financial Services	Permanent	per annum	\$80k - 240k	\$100k - 240k
Project Management Officer	Financial Services	Contract	per month	\$6,000 - 15k	\$7,000 - 18k
Machine Learning Engineer	Commerce	Permanent	per annum	\$90k - 240k	\$90k - 240k
Machine Learning Engineer	Commerce	Contract	per month	\$9,000 - 13k	\$8,000 - 13k
Change Manager	Financial Services	Permanent	per annum	\$100k - 200k	\$120k - 240k
Change Manager	Financial Services	Contract	per month	\$10k - 20k	\$11.5k - 22k
Software Engineer	Commerce	Permanent	per annum	\$100k - 220k	\$85k - 240k
Software Engineer	Commerce	Contract	per month	\$6,500 - 15k	\$7,000 - 16k
Product Owners	Financial Services	Permanent	per annum	\$100k - 240k	\$120k - 240k
Product Owners	Financial Services	Contract	per month	\$10k - 20k	\$10k - 20k
Development Manager	Commerce	Permanent	per annum	\$120k - 240k	\$108k - 240k
Development Manager	Commerce	Contract	per month	\$11k - 18k	\$12k - 22k
Development Manager	Financial Services	Permanent	per annum	\$120k - 250k	\$120k - 250k
Development Manager	Financial Services	Contract	per month	\$12k - 22k	\$13k - 22k
Full Stack Developer	Commerce	Permanent	per annum	\$120k - 200k	\$120k - 220k

Job Title	Job Group	Rle Type	Pay Rate	Salary Range 2022	Salary Range 2023
DevOps	Financial Services	Permanent	per annum	\$100k - 200k	\$110k - 220k
DevOps	Financial Services	Contract	per month	\$9,000 - 15k	\$9,000 - 15k
Developer	Commerce	Permanent	per annum	\$100k - 220k	\$100k - 220k
Developer	Commerce	Contract	per month	\$6,500 - 15k	\$7,000 - 16k
Developer (2-5 yrs' experience)	Financial Services	Permanent	per annum	\$60k - 90k	\$75k - 120k
Developer (2-5 yrs' experience)	Financial Services	Contract	per month	\$5,000 - 8,000	\$7,000 - 12k
Developer (5-10 yrs' experience)	Financial Services	Permanent	per annum	\$70k - 150k	\$90k - 170k
Developer (5-10 yrs' experience)	Financial Services	Contract	per month	\$9,000 - 16k	\$10k - 20k
Business Analyst	Commerce	Permanent	per annum	\$120k - 180k	\$120k - 200k
Business Analyst	Commerce	Contract	per month	\$8,000 - 15k	\$8,000 - 18k
Site Reliability Engineer	Financial Services	Permanent	per annum	\$100k - 200k	\$100k - 200k
Site Reliability Engineer	Financial Services	Contract	per month	\$8,000 - 15k	\$8,000 - 15k
Business Analyst	Financial Services	Permanent	per annum	\$80k - 150k	\$100k - 200k
Business Analyst	Financial Services	Contract	per month	\$6,000 - 18k	\$8,000 - 20k
Cloud Engineer	Commerce	Permanent	per annum	\$110k - 180k	\$120k - 200k
Cloud Engineer	Commerce	Contract	per month	\$8,000 - 12k	\$8,000 - 15k
Infrastructure Security Specialist (2-5 yrs' experience)	Financial Services	Permanent	per annum	\$75k - 120k	\$75k - 120k
Infrastructure Security Specialist (2-5 yrs' experience)	Financial Services	Contract	per month	\$6,000 - 10k	\$6,000 - 10k
Infrastructure Security Specialist (6-10 yrs' experience)	Financial Services	Permanent	per annum	\$100k - 180k	\$120k - 200k

Job Title	Job Group	Rle Type	Pay Rate	Salary Range 2022	Salary Range 2023
Infrastructure Security Specialist (6-10 yrs' experience)	Financial Services	Contract	per month	\$8,000 - 12k	\$8,000 - 15k
Cloud Engineer	Financial Services	Permanent	per annum	\$100k - 200k	\$100k - 200k
Cloud Engineer	Financial Services	Contract	per month	\$9,000 - 15k	\$9,000 - 15k
Big Data Engineer	Commerce	Permanent	per annum	\$100k - 200k	\$100k - 200k
Application Support Manager	Financial Services	Permanent	per annum	\$120k - 180k	\$120k - 180k
Application Support Manager	Financial Services	Contract	per month	\$12k - 20k	\$14k - 25k
Application Security Specialist (2-5 yrs' experience)	Financial Services	Permanent	per annum	\$75k - 120k	\$70k - 120k
Application Security Specialist (2-5 yrs' experience)	Financial Services	Contract	per month	\$6,000 - 10k	\$6,000 - 12k
Application Security Specialist (6-10 yrs' experience)	Financial Services	Permanent	per annum	\$100k - 180k	\$100k - 200k
Application Security Specialist (6-10 yrs' experience)	Financial Services	Contract	per month	\$10k - 18k	\$10k - 18k
Service Delivery Manager	Commerce	Permanent	per annum	\$120k - 180k	\$120k - 200k
Service Delivery Manager	Commerce	Contract	per month	\$9,000 - 18k	\$9,000 - 20k
Service Delivery Manager	Financial Services	Permanent	per annum	\$100k - 180k	\$100k - 180k
Service Delivery Manager	Financial Services	Contract	per month	\$10k - 18k	\$9,000 - 18k
Governance Risk Compliance	Commerce	Permanent	per annum	\$80k - 150k	\$90k - 180k
Governance Risk Compliance	Commerce	Contract	per month	\$6,000 - 12k	\$6,000 - 12k
Technical Lead	Commerce	Permanent	per annum	\$100k - 180k	\$100k - 180k
Technical Lead	Commerce	Contract	per month	\$10k - 20k	\$10k - 20k
Data Scientist	Commerce	Permanent	per annum	\$100k - 200k	\$85k - 180k

Job Title	Job Group	Rle Type	Pay Rate	Salary Range 2022	Salary Range 2023
Data Scientist	Commerce	Contract	per month	\$9,000 - 13k	\$6,000 - 12k
Data Engineer	Commerce	Permanent	per annum	\$100k - 200k	\$91k - 180k
Data Engineer	Commerce	Contract	per month	\$7,000 - 12k	\$6,000 - 12k
Network/Systems Manager	Commerce	Permanent	per annum	\$100k - 160k	\$100k - 170k
Network/Systems Manager	Commerce	Contract	per month	\$9,000 - 16k	\$9,000 - 16k
Data & Analytics Manager	Commerce	Permanent	per annum	\$85k - 140k	\$91k - 160k
IT Audit Manager	Financial Services	Permanent	per annum	\$100k - 160k	\$100k - 160k
Systems Analyst/Tester	Commerce	Permanent	per annum	\$75k - 140k	\$65k - 150k
Systems Analyst/Tester	Commerce	Contract	per month	\$5,500 - 12k	\$6,000 - 10k
Network Security	Financial Services	Permanent	per annum	\$120k - 160k	\$120k - 160k
Application Support Analyst	Commerce	Permanent	per annum	\$75k - 140k	\$85k - 150k
Application Support Analyst	Commerce	Contract	per month	\$5,500 - 10k	\$5,500 - 10k
Application Support Analyst/Tester	Financial Services	Permanent	per annum	\$70k - 150k	\$70k - 150k
Application Support Analyst/Tester	Financial Services	Contract	per month	\$8,500 - 13k	\$10k - 17k
Network Engineer/Systems Admin/Help Desk (2-5 yrs' experience)	Financial Services	Permanent	per annum	\$50k - 80k	\$50k - 80k
Network Engineer/Systems Admin/Help Desk (2-5 yrs' experience)	Financial Services	Contract	per month	\$3,000 - 7,000	\$3,000 - 7,000
Network Engineer/Systems Admin/Help Desk (6-10 yrs' experience)	Financial Services	Permanent	per annum	\$70k - 150k	\$70k - 150k
Network Engineer/Systems Admin/Help Desk (6-10 yrs' experience)	Financial Services	Contract	per month	\$7,000 - 15k	\$6,000 - 12k
Database Administrator	Commerce	Permanent	per annum	\$100k - 180k	\$100k - 150k

Job Title	Job Group	Rle Type	Pay Rate	Salary Range 2022	Salary Range 2023
Database Administrator	Commerce	Contract	per month	\$7,000 - 15k	\$7,000 - 15k
Database Administrator	Financial Services	Permanent	per annum	\$80k - 160k	\$80k - 160k
Database Administrator	Financial Services	Contract	per month	\$7,000 - 15k	\$6,500 - 11k
Penetration Tester	Commerce	Permanent	per annum	\$80k - 150k	\$80k - 150k
Penetration Tester	Commerce	Contract	per month	\$6,000 - 12k	\$6,000 - 12k
Network/Systems Engineer	Commerce	Permanent	per annum	\$75k - 150k	\$75k - 150k
Network/Systems Engineer	Commerce	Contract	per month	\$8,000 - 12k	\$7,000 - 13k
Python Developer	Commerce	Permanent	per annum	\$70k - 130k	\$70k - 150k
Data Analyst	Commerce	Permanent	per annum	\$80k - 120k	\$65k - 150k
Data Analyst	Commerce	Contract	per month	\$7,000 - 11k	\$5,000 - 12k
ERP Specialist	Commerce	Permanent	per annum	\$85k - 150k	\$85k - 150k
Malware Analyst	Commerce	Permanent	per annum	\$80k - 140k	\$80k - 140k
Malware Analyst	Commerce	Contract	per month	\$6,000 - 12k	\$6,000 - 12k
Forensic Specialist	Commerce	Permanent	per annum	\$80k - 140k	\$80k - 140k
Forensic Specialist	Commerce	Contract	per month	\$5,000 - 12k	\$6,000 - 12k
Cyber Security Analyst/Specialist	Commerce	Permanent	per annum	\$80k - 140k	\$80k - 140k
Cyber Security Analyst/Specialist	Commerce	Contract	per month	\$6,000 - 12k	\$5,000 - 12k
Cyber Security Specialist (2-5 yrs' experience)	Financial Services	Permanent	per annum	\$75k - 120k	\$75k - 100k
Cyber Security Specialist (2-5 yrs' experience)	Financial Services	Contract	per month	\$6,000 - 12k	\$6,000 - 12k

Job Title	Job Group	Rle Type	Pay Rate	Salary Range 2022	Salary Range 2023
Cyber Security Specialist (6-10 yrs' experience)	Financial Services	Permanent	per annum	\$100k - 180k	\$100k - 180k
Cyber Security Specialist (6-10 yrs' experience)	Financial Services	Contract	per month	\$10k - 20k	\$10k - 20k
IT Auditor	Financial Services	Permanent	per annum	\$80k - 120k	\$80k - 120k
Systems Administrator	Commerce	Permanent	per annum	\$60k - 100k	\$60k - 120k
Systems Administrator	Commerce	Contract	per month	\$7,000 - 12k	\$6,000 - 12k
Business Intelligence Analyst	Commerce	Permanent	per annum	\$90k - 120k	\$90k - 120k
Business Intelligence Analyst	Commerce	Contract	per month	\$7,500 - 12k	\$6,000 - 12k
ETL Developer	Commerce	Permanent	per annum	\$65k - 110k	\$65k - 110k
Help Desk	Commerce	Permanent	per annum	\$55k - 85k	\$60k - 90k
Help Desk	Commerce	Contract	per month	\$5,000 - 10k	\$4,000 - 10k

Key insights for Tech & Transformation in Singapore

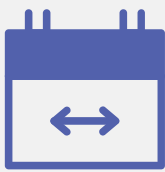
What professionals value most in an employer in 2023



Inspiring colleagues and culture



Excellent compensation & benefits



Flexible working

73%

of businesses are giving pay rises in 2023

60%

of professionals are looking for a new job in 2023

1.6 years

Average tenure of professionals

70%

of professionals are confident about job opportunities in this sector

67%

of professionals are expecting a pay rise in 2023

Top three most sought-after professionals

01

Software Developers / Data & Analytics / Cloud Automation & Cyber Security

02

Digital Transformation SME's

03

Agile Coaches/Scrum Master

Gender diversity across this sector

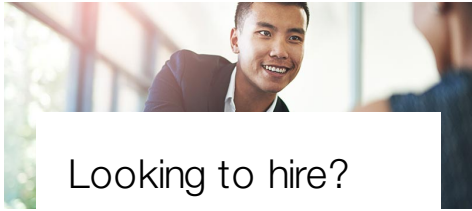


Female Male

Demand for talent



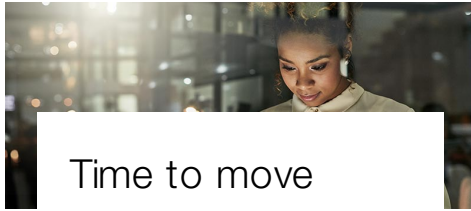
Very High
It is very difficult to hire professionals in this sector



Looking to hire?

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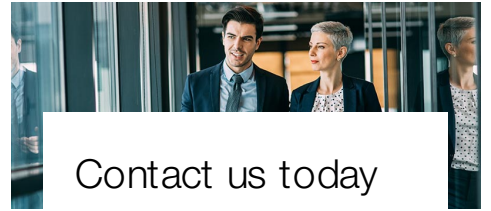
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