

A low-angle, upward-looking photograph of several modern skyscrapers with glass facades, set against a clear blue sky. The perspective creates a sense of height and architectural scale.

# **STACK IT RECRUITMENT**

## Salary Guide 2022

We're in the business of connecting great minds!

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

# About Us

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STACK IT Recruitment is a specialized boutique, Mississauga-based staffing agency. We focus on connecting companies across North America with exceptional IT talent. Whether you are looking for temporary or permanent skilled staff, our team of highly technical Talent Acquisition specialists will help you find the right match for your organization!

As your talent acquisition partner, STACK IT Recruitment provides a personalized plan that focuses on your specific requirements and needs. We take pride in equally supporting both candidates and organizations, so each can realize their full potential. Our mission is to make your search simple, while providing quality over quantity!

At STACK IT Recruitment, we're in the business of connecting great minds!

# Recovering from the Pandemic

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Canada, like much of the world, continues to recover from the pandemic well into 2022. Despite strong economic forecasts, there remains a widespread labour shortage in several different sectors. Covid-19 has reformed how, where and in which industries Canadians want to work. While competitive salaries and benefits remain important, today's employees want more. Thus, more than ever, it is critical for employers to offer competitive compensation plans to attract and retain top Canadian talent. This salary guide will discuss job market trends in 2022 and provide you with salary data for the top technology roles in Canada.

# New Trends

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## Flexible Work

Normalizing flexible work schedules is one of the leading trends emerging from the pandemic. Candidates are now seeking remote or hybrid work to improve their work-life balance. Employees want flexible daily and weekly schedules that allow them to work where and when they want. This includes the option to have compressed workweeks or permanent part-time options. These changes have been monumental for individuals wanting to cut down on travel time and cost, spend more time with loved ones and even move outside of the city. Two years into the pandemic, remote and/or hybrid work has proven to be effective for employees and employers alike. This trend is here to stay!

## Salary Negotiation

Canada's inflation rate has risen to a new 30-year high in 2022. That, coupled with skills shortages, has driven up salaries across many sectors. With a shortage of skilled workers in many sectors, there is fierce competition amongst organizations hiring for similar positions. Candidates are receiving multiple offers and will naturally be attracted to organizations offering above average compensation. As such, it is crucial that employers offer competitive compensation packages in order to lock in new talent and retain the staff they already have!

# New Trends

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## Comprehensive Packages

In addition to higher salaries and the ability to work remotely, employees want better perks and benefits, including:

- Medical and dental benefits upon hire
- Mental health resources (ex. stress reduction programs)
- Wellness programs (ex. gym memberships and team-building opportunities)
- Paid family leave
- Allowances for home office setup
- Childcare assistance
- Employee discounts
- Health spending accounts
- Compensation for Training and Certifications

## Talent Retention

With organizations competing for top talent, employees have newfound confidence to resign and seek new employment opportunities. As such, job turnover is rising, and organizations are bearing the cost!

Hiring and training new employees are far more expensive than retaining the employees you already have. Financial resources are better spent on continued education, and mentorship programs that foster reskilling, upskilling.

# New Trends

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## Prompt Actions

In a candidate driven market, it is more important than ever to take action promptly. Greater than 70% of candidates reveal that they lose interest in a job posting if it takes longer than ten days to hear back from an employer after the first interview. If the hiring process takes too long, the candidate you have your eye on can be picked up by other organizations.

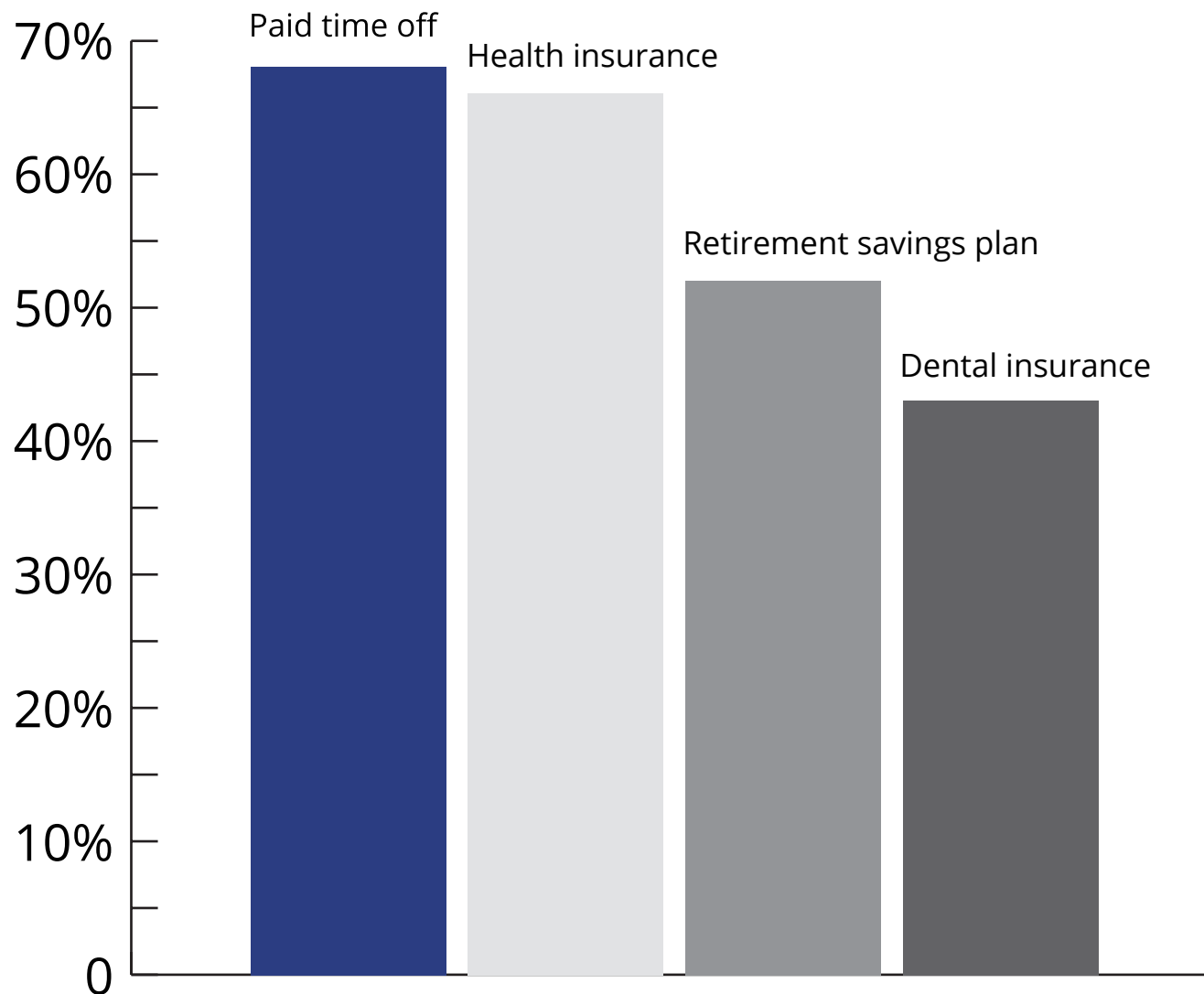
For this reason, companies are shortening their interview processes and improving post-interview communication to ensure they do not lose valuable talent to competitors.

## Leadership

As we know, leading and mentoring a team can be challenging at times. However, it has become more difficult now that so many people are working remotely. Leaders have had to find new and innovative ways to train, mentor, and keep track of their staff. Virtual communication through platforms like Zoom and Teams is more imperative than ever. Both platforms allow management to communicate, share information and help teams work collaboratively on projects.

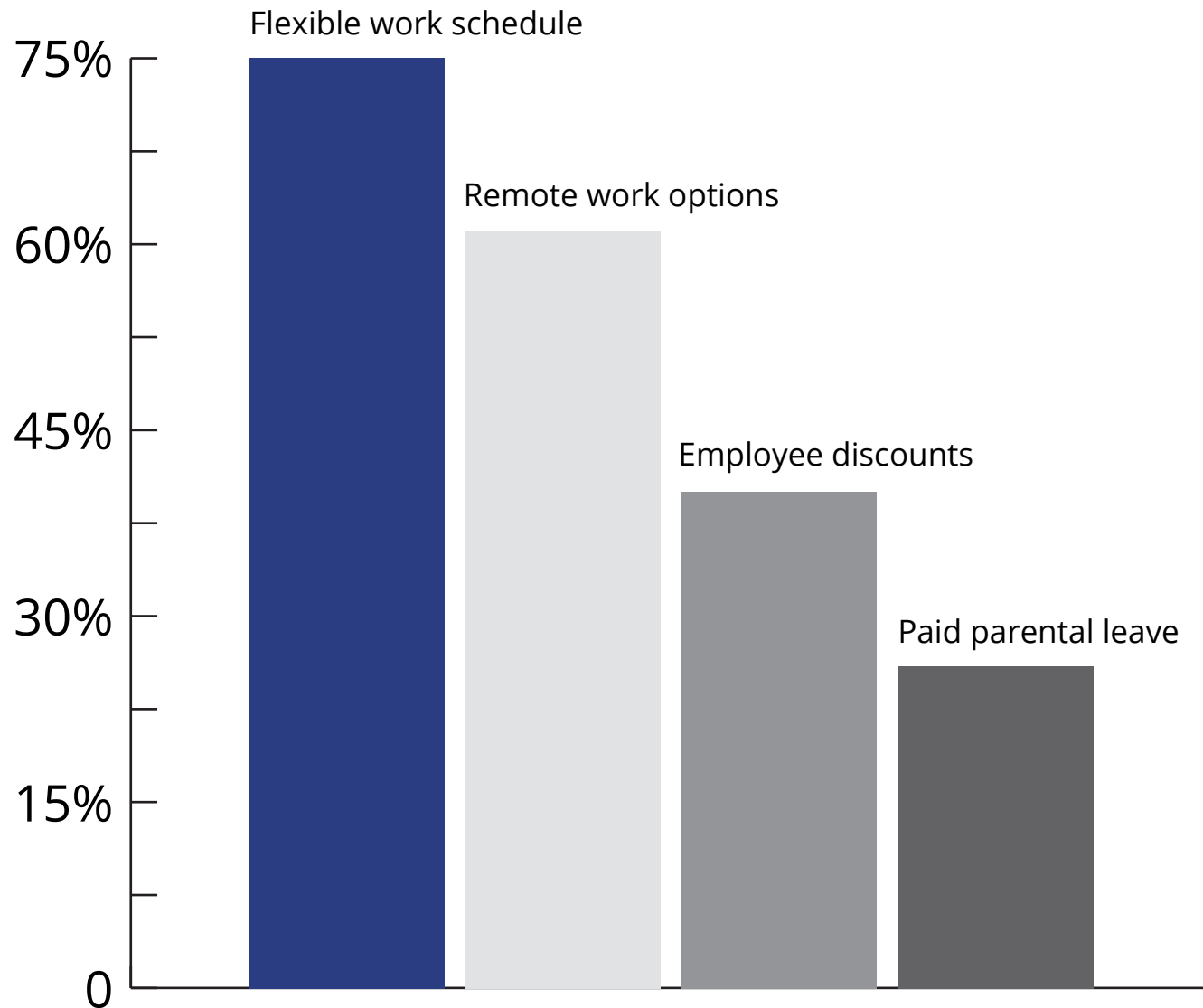
# Most Desired Benefits

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# Most Desired Perks

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# Welcome To The Cloud

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In 2020 and 2021, Canadian businesses turned to cloud computing as a result of the pandemic and the introduction of remote work. Data shows that this trend is still going strong. Companies cite cost savings, security, flexibility, increased collaboration, disaster recovery and competitive edge as the main business advantages of cloud computing.

The main technology that companies want to invest in are cloud-based solutions, security and infrastructure. Organizations are becoming increasingly concerned about data protection given the latest data about security breaches and data theft. As such, IT teams will remain centre stage to continue tackling these concerns.

Cloud certifications will offer higher salaries and expanded career opportunities. This is a great time for candidates specializing in application development and infrastructure to find new opportunities with leading innovative organizations.

# Top Languages & Technologies

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Agile and Scrum

Angular

ASP.NET

C#

Cloud (AWS, Azure, Google)

Containerization

Kotlin

Linux

PHP

Python

ReactJS and React Native

CI/CD

SQL

Virtualization

ZR/AR/MR/XR

Node.js

(Docker, Kubernetes, Helm)

Golang (aka Go)

ITIL

Java

JavaScript

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54 </li>
55 </ul>
56 </li>
57 </li>
58 </li>
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60 <ul class="nav navbar-nav">
61 <li class="js_close-drawer close-drawer hidden">
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# Roles In Demand

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Artificial Intelligence & Machine Learning  
Business intelligence analyst  
Data analyst & architect  
Database administrator  
DevOps engineer  
Front-end developer  
Help desk Tier 1 & 2  
Mobile applications developer  
Network/cloud administrator  
Network/cloud engineer  
Software developer  
Software engineer  
Systems administrator



# Top Industries Hiring

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The pandemic has heightened organizational reliance on technology, making it one of the most active sectors. The need for technology talent expands far beyond technology companies and includes industries such as:

- Finance
- Healthcare
- Insurance
- Legal
- Manufacturing
- Real estate
- E-Commerce



# Technology Salaries Canada: Application, and Development

	1-3 Years of Experience	3-5 Years of Experience	7+ Years of Experience
<b>Net/C# Developer</b>	<b>\$ 60,000 - 75,000</b>	<b>\$ 80,000 - 100,000</b>	<b>\$ 110,000 - 130,000</b>
<b>C++/ Embedded Software Engineer</b>	<b>\$ 75,000 - 85,000</b>	<b>\$ 90,000 - 100,000</b>	<b>\$ 110,000 - 125,000</b>
<b>Front-end Developer</b>	<b>\$ 70,000 - 75,000</b>	<b>\$ 75,000 - 90,000</b>	<b>\$ 90,000 - 100,000</b>
<b>Full-Stack Developer</b>	<b>\$ 60,000 - 70,000</b>	<b>\$ 80,000 - 95,000</b>	<b>\$ 100,000 - 125,000</b>
<b>Java Developer</b>	<b>\$ 75,000 - 85,000</b>	<b>\$ 95,000 - 110,000</b>	<b>\$ 115,000 - 130,000</b>
<b>Machine Learning Developer</b>	<b>\$ 80,000 - 95,000</b>	<b>\$ 100,000 - 130,000</b>	<b>\$ 145,000 - 185,000</b>
<b>Mobile Applications Developer</b>	<b>\$ 70,000 - 85,000</b>	<b>\$ 85,000 - 95,000</b>	<b>\$ 95,000 - 110,000</b>
<b>UI/UX Developer</b>	<b>\$ 60,000 - 70,000</b>	<b>\$ 75,000 - 95,000</b>	<b>\$ 95,000 - 110,000</b>

# Technology Salaries Canada: Application, and Development

	1-3 Years of Experience	3-5 Years of Experience	7+ Years of Experience
SQL Developer	\$ 55,000 - 60,000	\$ 70,000 - 80,000	\$ 85,000 - 95,000
DevOps Engineer	\$ 90,000 - 100,000	\$ 100,000 - 125,000	\$ 125,000 - 145,000
Scrum Master	\$ 70,000 - 80,000	\$ 80,000 - 95,000	\$95,000 - 110,000
Cloud Computing Analyst	\$ 80,000 - 95,000	\$ 90,000 - 110,000	\$ 110,000 - 135,000
Applications Architect	\$ 95,000 - 110,000	\$ 110,000 - 140,000	\$ 140,000 - 175,000
Applications Support Analyst	\$ 55,000 - 65,000	\$ 75,000 - 90,000	\$ 105,000 - 115,000
Business Systems Analyst	\$ 70,000 - 85,000	\$ 85,000 - 105,000	\$ 105,000 - 130,000
Python Developer	\$ 65,000 - 75,000	\$ 90,000 - 110,000	\$ 135,000 - 140,000

# Technology Salaries Canada: Data Analytics

	1-3 Years of Experience	3-5 Years of Experience	7+ Years of Experience
Database Administrator	\$ 65,000 - 75,000	\$ 75,000 - 90,000	\$ 90,000 - 120,000
Data Architect	\$ 105,000 - 110,000	\$ 110,000 - 130,000	\$ 130,000 - 155,000
Data Analyst	\$ 60,000 - 70,000	\$ 70,000 - 75,000	\$ 75,000 - 95,000
Data Warehouse Analyst	\$ 75,000 - 95,000	\$ 95,000 - 110,000	\$ 110,000 - 125,000
Business Intelligence Analyst	\$ 80,000 - 90,000	\$ 90,000 - 115,000	\$ 115,000 - 135,000
Data Engineer	\$ 85,000 - 90,000	\$ 90,000 - 110,000	\$ 110,000 - 140,000
Data Scientist	\$ 90,000 - 100,000	\$ 100,000 - 120,000	\$ 120,000 - 145,000
Big Data Engineer	\$ 110,000 - 125,000	\$ 125,000 - 145,000	\$ 145,000 - 170,000
Database Developer	\$ 90,000 - 100,000	\$ 100,000 - 115,000	\$ 115,000 - 145,000
Data Modeller	\$ 85,000 - 95,000	\$ 95,000 - 115,000	\$ 115,000 - 125,000

# Technology Salaries Canada: Infrastructure & Technical Services

1-3 Years  
of Experience

3-5 Years  
of Experience

7+ Years  
of Experience

Help Desk  
Level 1

\$ 45,000 - 55,000

\$ 55,000 - 60,000

\$ 60,000 - 65,000

Help Desk  
Level 2

\$ 50,000 - 55,000

\$ 55,000 - 65,000

\$ 65,000 - 70,000

Help Desk  
Level 3

\$ 60,000 - 65,000

\$ 65,000 - 75,000

\$ 75,000 - 85,000

Technical  
Support

\$ 45,000 - 50,000

\$ 50,000 - 55,000

\$ 55,000 - 65,000

Cloud  
Engineer

\$ 80,000 - 90,000

\$ 90,000 - 110,000

\$ 110,000 - 120,000

Information  
Security  
Engineer

\$ 85,000 - 90,000

\$ 110,000 - 125,000

\$ 150,000 - 175,000

Information  
Security  
Specialist

\$ 70,000 - 85,000

\$ 85,000 - 105,000

\$ 105,000 - 125,000

Information  
Systems  
Analyst

\$ 60,000 - 70,000

\$ 80,000 - 90,000

\$ 95,000 - 110,000

Network  
Engineer

\$ 80,000 - 90,000

\$ 90,000 - 110,000

\$ 110,000 - 120,000





# Technology Salaries Canada: Application, and Development

	1-3 Years of Experience	3-5 Years of Experience	7+ Years of Experience
<b>AI Architect</b>	<b>\$ 70,000 - 85,000</b>	<b>\$ 85,000 - 100,000</b>	<b>\$ 100,000 - 120,000</b>
<b>Linux Systems Administrator</b>	<b>\$ 70,000 - 80,000</b>	<b>\$ 80,000 - 85,000</b>	<b>\$ 95,000 - 110,000</b>
<b>Unix Systems Administrator</b>	<b>\$ 70,000 - 80,000</b>	<b>\$ 80,000 - 85,000</b>	<b>\$ 95,000 - 110,000</b>
<b>Cloud Architect</b>	<b>\$ 100,000 - 125,000</b>	<b>\$ 125,000 - 140,000</b>	<b>\$ 140,000 - 150,000</b>
<b>Windows Administrator</b>	<b>\$ 70,000 - 80,000</b>	<b>\$ 80,000 - 85,000</b>	<b>\$ 95,000 - 110,000</b>
<b>UX/UI Designer</b>	<b>\$ 55,000 - 65,000</b>	<b>\$ 65,000 - 75,000</b>	<b>\$ 75,000 - 90,000</b>
<b>Application Support Specialist</b>	<b>\$ 60,000 - 75,000</b>	<b>\$ 75,000 - 95,000</b>	<b>\$ 95,000 - 120,000</b>

# CONTACT US

For more information, please visit  
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