

2012

# IT SALARY GUIDE

An inside look at IT salaries

• 1.866.455.WOLF **bluewolf**<sup>™</sup> BLUEWOLF.COM •

2012

# THE NEW ERA OF IT\*

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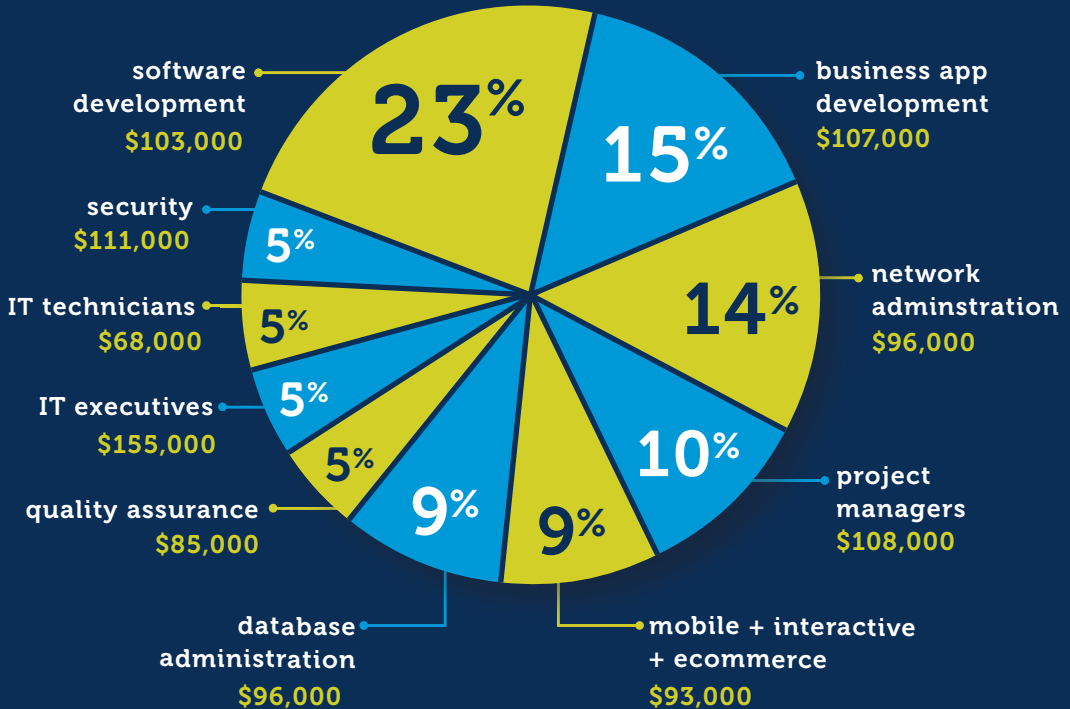
\*Our findings over the past year predict an optimistic future for IT jobs in 2012. However, the boom in IT jobs and staffing budgets will be coupled with increased difficulty in securing the right tech talent.

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# BLUEWOLF'S IT PLACEMENTS

- share of tech jobs we filled this year + salaries •



Share taken as a percentage of all Bluewolf IT Staffing placements from 2011. Salaries based on national averages.

# 2012 BLUEWOLF IT SALARY GUIDE



“Companies are scrambling to adopt new flexible technologies, leaving IT deliberating over how to design both their technology and their workforce for scalability.”

**Michael Kirven | Co-Founder, Bluewolf**

[bluewolf.com/people/michael-kirven](http://bluewolf.com/people/michael-kirven)

The fast-moving business landscape and the rapid adoption of disruptive technologies have changed business as we know it. In the IT landscape, we've experienced some fundamental shifts in enterprise technology in the areas of **Mobile, Big Data, Cloud Computing, and User Engagement**. These innovations have not only changed the enterprise but also the makeup of its workforce, igniting staffing budgets and the job market for IT pros.

This year, IT managers in all industries will experience the challenge of hiring and retaining top tech talent. As demand for hot

technology skill-sets increases across every industry, the market for talent has become very competitive. With the retirement of baby boomers and a nationwide talent gap, the pool for IT pros and leaders is shrinking fast.

CIOs positioning themselves for the future need to make sure that they bring in the right technology talent that is necessary to navigate this new era of business.

A handwritten signature in black ink on a light yellow background, appearing to be the initials 'MK' followed by a long, sweeping flourish.

**everyone loves a good salary stat.**  
where do you stand?

Both companies seeking talent and people seeking jobs want to know where salaries are predicted to go in 2012. The 2012 Bluewolf IT Salary Guide is the go-to source of salary data for IT professionals. For over 11 years, Bluewolf has made public our proprietary figures as a courtesy to our clients to provide the most up-to-date salary data—an invaluable resource as you map out your hiring plans through 2012.

**our methodology.**  
where we get our numbers.

Salary predictions are based on the thousands of IT Staffing placements we manage each year. In addition to 2011-2012 growth patterns for specific technology skill-sets, we have completed an in-depth analysis of the trends in IT hiring and have received expert insight from our technical staffing teams in the field.

## **national salaries at a glance**

- **Senior Software Developer salaries** will rise 6%+ with an average high of \$99,000 per year.
- **Data Analysts & BI Professional salaries** will creep past pre-recession levels, rising between 5-6% annually.
- **Average salaries for Android, iPhone and iPad Developers** will jump to \$98,000 per year.
- **Top tier ERP, BI, and CRM Developer salaries** will rise from \$84,000-\$105,000 to \$88,000-\$110,000.
- **Front-End and User Experience Technologists** will see a spike in demand in 2012. Predicted salary ranges for HTML5: \$89,000-\$127,000.
- **Security Analysts** will experience a significant increase in salaries ranging from \$94,000-\$125,000 per year.

National averages based on Bluewolf's nationwide IT Staffing placements from 2011-2012.

# 2012 IT SALARIES

• what's on the rise and what's falling flat •

## legend



significant increase in Salary



moderate increase in Salary



little change in Salary

# 2012 IT SALARIES TriState

## IT EXECUTIVE

position	2011	2012	change
Chief Information Officer	\$187,000 – \$221,000	\$195,000 – \$230,000	▲
Chief Technology Officer	\$157,000 – \$201,000	\$162,000 – \$208,000	—
Chief Security Officer	\$165,000 – \$216,000	\$171,000 – \$225,000	▲
VP of Information Technology	\$129,000 – \$160,000	\$131,000 – \$163,000	—
Director of Information Technology	\$134,000 – \$170,000	\$138,000 – \$175,000	—

## BUSINESS APPLICATIONS DEVELOPMENT

position	2011	2012	change
Systems Analyst	\$62,000 – \$103,000	\$65,000 – \$108,000	▲
Project Manager	\$113,000 – \$155,000	\$117,000 – \$160,000	—
Business Analyst	\$62,000 – \$103,000	\$64,000 – \$107,000	▲
Technical Writer	\$77,000 – \$88,000	\$80,000 – \$91,000	▲
CRM Developer (3+ years)	\$93,000 – \$124,000	\$97,000 – \$129,000	▲
CMS Developer (3+ years)	\$82,000 – \$113,000	\$86,000 – \$118,000	▲
ERP Developer (3+ years)	\$98,000 – \$118,000	\$103,000 – \$125,000	▲
BI Developer (3+ years)	\$118,000 – \$134,000	\$125,000 – \$141,000	▲
Application Architect (10+ years)	\$129,000 – \$170,000	\$136,000 – \$180,000	▲

## in demand in 2012

position	2011	2012	change
Salesforce Developer	\$93,000 – \$155,000	\$97,000 – \$161,000	▲
Sharepoint Developer	\$93,000 – \$134,000	\$97,000 – \$140,000	▲
SAP Developer	\$93,000 – \$134,000	\$98,000 – \$141,000	▲

## DATABASE ADMINISTRATION

position	2011	2012	change
Data Warehouse Analyst	\$98,000 – \$116,000	\$102,000 – \$121,000	
Data Warehouse Engineer	\$124,000 – \$139,000	\$129,000 – \$145,000	
Data Analyst (1-3 years)	\$68,000 – \$88,000	\$71,000 – \$92,000	
Data Analyst (5+ years)	\$93,000 – \$129,000	\$97,000 – \$135,000	
Database Administrator (1-3 years)	\$93,000 – \$123,000	\$96,000 – \$128,000	
Database Administrator (5+ years)	\$88,000 – \$98,000	\$91,000 – \$102,000	
Business Intelligence Analyst	\$93,000 – \$123,000	\$98,000 – \$130,000	
Data Architect	\$98,000 – \$125,000	\$104,000 – \$133,000	
Data Virtualization Engineer	\$93,000 – \$122,000	\$98,000 – \$128,000	

## SOFTWARE DEVELOPMENT






position	2011	2012	change
Software Developer (1-3 years)	\$77,000 - \$118,000	\$82,000 – \$126,000	
Software Developer (3-5 years)	\$72,000 – \$93,000	\$77,000 – \$99,000	
Software Developer (7-10 years)	\$82,000 – \$115,000	\$88,000 – \$123,000	
Software Engineer	\$118,000 – \$155,000	\$126,000 – \$165,000	
Software Architect (10+ years)	\$135,000 – \$160,000	\$144,000 – \$170,000	
JAVA/J2EE Developer	\$82,000 – \$155,000	\$88,000 – \$165,000	
PHP Developer	\$88,000 – \$149,000	\$93,000 – \$159,000	
Ruby-on-Rails Developer	\$88,000 – \$124,000	\$93,000 – \$132,000	

## in demand in 2012


position	2011	2012	change
SQL Database Administrator	\$91,000 – \$129,000	\$96,000 – \$137,000	
Cognos Analyst	\$98,000 – \$118,000	\$104,000 – \$126,000	
.NET Developer	\$93,000 – \$139,000	\$99,000 – \$148,000	



## NETWORK ADMINISTRATION

position	2011	2012	change
Network Administrator	\$67,000 – \$98,000	\$71,000 – \$103,000	
Network Manager	\$82,000 – \$103,000	\$86,000 – \$108,000	
Network Engineer	\$98,000 – \$129,000	\$104,000 – \$136,000	
Network Architect	\$124,000 – \$144,000	\$132,000 – \$154,000	 



## QUALITY ASSURANCE/ TESTING

position	2011	2012	change
QA Analyst	\$70,000 – \$90,000	\$72,000 – \$93,000	—
QA Manager	\$98,000 – \$139,000	\$102,000 – \$144,000	—
Mobile QA	\$78,000 – \$93,000	\$82,000 – \$97,000	



## WEB DEVELOPMENT/INTERACTIVE/ ECOMMERCE

position	2011	2012	change
Mobile Developer	\$110,000 – \$125,000	\$118,000 – \$134,000	 
eCommerce Technical Analyst	\$103,000 – \$139,000	\$108,000 – \$146,000	
Front End Developer (1-3 years)	\$67,000 – \$88,000	\$72,000 – \$94,000	 
Front End Developer (3-5 years)	\$88,000 – \$113,000	\$94,000 – \$121,000	 
Front End Developer (7-10 years)	\$108,000 – \$134,000	\$116,000 – \$143,000	 
UI/UX Designer (5+ years)	\$82,000 – \$103,000	\$88,000 – \$110,000	 
Web Designer	\$57,000 – \$103,000	\$60,000 – \$109,000	 


## in demand in 2012

position	2011	2012	change
HTML 5 Developer	\$82,000 – \$118,000	\$89,000 – \$127,000	 
Android Developer	\$113,000 – \$139,000	\$122,000 – \$149,000	 
iPhone/iPad Developer	\$98,000 – \$134,000	\$105,000 – \$144,000	 


## SECURITY

position	2011	2012	change
Information Security Analyst	\$108,000 – \$144,000	\$115,000 – \$153,000	 
System/Network Security Admin	\$106,000 – \$149,000	\$111,000 – \$156,000	—
Network Security Engineer	\$113,000 – \$155,000	\$118,000 – \$160,000	—
IS Security Manager (10+ years)	\$139,000 – \$170,000	\$145,000 – \$177,000	—

## TECHNICAL SUPPORT/ SYSTEM ADMINISTRATION

position	2011	2012	change
Help Desk (1-3 years)	\$36,000 – \$67,000	\$37,000 – \$70,000	—
Help Desk Mid (3-5 years)	\$52,000 – \$67,000	\$54,000 – \$70,000	—
Help Desk Senior (7-10 years)	\$72,000 – \$98,000	\$75,000 – \$102,000	—
Help Desk Manager	\$88,000 – \$129,000	\$90,000 – \$133,000	—
Hardware Technician	\$41,000 – \$67,000	\$43,000 – \$69,000	—
Desktop Virtualization Specialist	\$52,000 – \$67,000	\$54,000 – \$70,000	—
Desktop Support Analyst	\$93,000 – \$124,000	\$98,000 – \$130,000	
System Administrator (1-5 years)	\$67,000 – \$113,000	\$71,000 – \$120,000	
System Administrator (5+ years)	\$113,000 – \$129,000	\$120,000 – \$136,000	

## in demand in 2012

position	2011	2012	change
Information Security Analyst	\$108,000 – \$144,000	\$115,000 – \$153,000	
EC2 Engineer	\$113,000 – \$139,000	\$118,000 – \$145,000	—
VMWare Engineer	\$98,000 – \$129,000	\$102,000 – \$134,000	—

# 2012 IT SALARIES Bay Area

## IT EXECUTIVE

position	2011	2012	change
Chief Information Officer	\$180,000 – \$213,000	\$187,000 – \$221,000	▲
Chief Technology Officer	\$150,000 – \$193,000	\$156,000 – \$200,000	—
Chief Security Officer	\$158,000 – \$208,000	\$165,000 – \$216,000	▲
VP of Information Technology	\$124,000 – \$153,000	\$126,000 – \$156,000	—
Director of Information Technology	\$129,000 – \$163,000	\$132,000 – \$168,000	—

## BUSINESS APPLICATIONS DEVELOPMENT

position	2011	2012	change
Systems Analyst	\$59,000 – \$99,000	\$62,000 – \$103,000	▲
Project Manager	\$109,000 – \$148,000	\$113,000 – \$154,000	—
Business Analyst	\$59,000 – \$99,000	\$62,000 – \$103,000	▲
Technical Writer	\$74,000 – \$84,000	\$77,000 – \$87,000	▲
CRM Developer (3+ years)	\$89,000 – \$119,000	\$93,000 – \$124,000	▲
CMS Developer (3+ years)	\$79,000 – \$109,000	\$82,000 – \$113,000	▲
ERP Developer (3+ years)	\$94,000 – \$114,000	\$99,000 – \$120,000	▲
BI Developer (3+ years)	\$114,000 – \$129,000	\$120,000 – \$135,000	▲
Application Architect (10+ years)	\$124,000 – \$163,000	\$131,000 – \$173,000	▲

## in demand in 2012

position	2011	2012	change
Salesforce Developer	\$89,000 – \$148,000	\$93,000 – \$155,000	▲
Sharepoint Developer	\$89,000 – \$129,000	\$93,000 – \$134,000	▲
SAP Developer	\$89,000 – \$129,000	\$94,000 – \$135,000	▲

## DATABASE ADMINISTRATION

position	2011	2012	change
Data Warehouse Analyst	\$94,000 – \$112,000	\$98,000 – \$116,000	
Data Warehouse Engineer	\$119,000 – \$133,000	\$123,000 – \$139,000	
Data Analyst (1-3 years)	\$65,000 – \$84,000	\$68,000 – \$88,000	
Data Analyst (5+ years)	\$89,000 – \$124,000	\$93,000 – \$130,000	
Database Administrator (1-3 years)	\$89,000 – \$118,000	\$92,000 – \$123,000	
Database Administrator (5+ years)	\$84,000 – \$94,000	\$87,000 – \$98,000	
Business Intelligence Analyst	\$89,000 – \$118,000	\$95,000 – \$125,000	
Data Architect	\$94,000 – \$120,000	\$100,000 – \$128,000	
Data Virtualization Engineer	\$89,000 – \$117,000	\$94,000 – \$123,000	






## SOFTWARE DEVELOPMENT

position	2011	2012	change
Software Developer (1-3 years)	\$74,000 - \$114,000	\$79,000 – \$121,000	
Software Developer (3-5 years)	\$69,000 – \$89,000	\$74,000 – \$95,000	
Software Developer (7-10 years)	\$79,000 – \$111,000	\$84,000 – \$118,000	
Software Engineer	\$114,000 – \$148,000	\$121,000 – \$158,000	
Software Architect (10+ years)	\$130,000 – \$153,000	\$138,000 – \$163,000	
JAVA/J2EE Developer	\$79,000 – \$148,000	\$84,000 – \$158,000	
PHP Developer	\$84,000 – \$143,000	\$90,000 – \$153,000	
Ruby-on-Rails Developer	\$84,000 – \$119,000	\$90,000 – \$126,000	


## in demand in 2012

position	2011	2012	change
SQL Database Administrator	\$87,000 – \$124,000	\$92,000 – \$131,000	
Cognos Analyst	\$94,000 – \$114,000	\$100,000 – \$121,000	
.NET Developer	\$89,000 – \$133,000	\$95,000 – \$142,000	




## NETWORK ADMINISTRATION

position	2011	2012	change
Network Administrator	\$64,000 – \$94,000	\$68,000 – \$99,000	
Network Manager	\$79,000 – \$99,000	\$83,000 – \$103,000	
Network Engineer	\$94,000 – \$124,000	\$99,000 – \$131,000	
Network Architect	\$119,000 – \$138,000	\$126,000 – \$148,000	 


## QUALITY ASSURANCE/ TESTING

position	2011	2012	change
QA Analyst	\$67,000 – \$86,000	\$70,000 – \$89,000	—
QA Manager	\$94,000 – \$133,000	\$98,000 – \$139,000	—
Mobile QA	\$75,000 – \$89,000	\$79,000 – \$94,000	



## WEB DEVELOPMENT/INTERACTIVE/ ECOMMERCE

position	2011	2012	change
Mobile Developer	\$106,000 – \$120,000	\$114,000 – \$129,000	 
eCommerce Technical Analyst	\$99,000 – \$133,000	\$104,000 – \$140,000	
Front End Developer (1-3 years)	\$64,000 – \$84,000	\$69,000 – \$90,000	 
Front End Developer (3-5 years)	\$84,000 – \$109,000	\$90,000 – \$116,000	 
Front End Developer (7-10 years)	\$104,000 – \$129,000	\$111,000 – \$138,000	 
UI/UX Designer (5+ years)	\$79,000 – \$99,000	\$85,000 – \$106,000	 
Web Designer	\$54,000 – \$99,000	\$58,000 – \$105,000	 

## in demand in 2012

position	2011	2012	change
HTML 5 Developer	\$79,000 – \$114,000	\$85,000 – \$122,000	 
Android Developer	\$109,000 – \$133,000	\$117,000 – \$143,000	 
iPhone/iPad Developer	\$94,000 – \$129,000	\$101,000 – \$138,000	 


## SECURITY

position	2011	2012	change
Information Security Analyst	\$104,000 – \$138,000	\$110,000 – \$147,000	 
System/Network Security Admin	\$102,000 – \$143,000	\$106,000 – \$150,000	—
Network Security Engineer	\$109,000 – \$148,000	\$113,000 – \$154,000	—
IS Security Manager (10+ years)	\$133,000 – \$163,000	\$139,000 – \$170,000	—

## TECHNICAL SUPPORT/ SYSTEM ADMINISTRATION

position	2011	2012	change
Help Desk (1-3 years)	\$35,000 – \$64,000	\$36,000 – \$67,000	—
Help Desk Mid (3-5 years)	\$49,000 – \$64,000	\$51,000 – \$67,000	—
Help Desk Senior (7-10 years)	\$69,000 – \$94,000	\$72,000 – \$98,000	—
Help Desk Manager	\$84,000 – \$124,000	\$87,000 – \$127,000	—
Hardware Technician	\$40,000 – \$64,000	\$41,000 – \$67,000	—
Desktop Virtualization Specialist	\$49,000 – \$64,000	\$54,000 – \$70,000	—
Desktop Support Analyst	\$93,000 – \$124,000	\$94,000 – \$125,000	
System Administrator (1-5 years)	\$64,000 – \$109,000	\$68,000 – \$115,000	
System Administrator (5+ years)	\$109,000 – \$124,000	\$115,000 – \$130,000	

## in demand in 2012

position	2011	2012	change
Information Security Analyst	\$104,000 – \$138,000	\$110,000 – \$147,000	
EC2 Engineer	\$109,000 – \$133,000	\$113,000 – \$139,000	—
VMWare Engineer	\$94,000 – \$124,000	\$98,000 – \$129,000	—

# 2012 IT SALARIES Long Island

## IT EXECUTIVE

position	2011	2012	change
Chief Information Officer	\$180,000 – \$212,000	\$187,000 – \$221,000	▲
Chief Technology Officer	\$150,000 – \$192,000	\$156,000 – \$200,000	—
Chief Security Officer	\$158,000 – \$207,000	\$171,000 – \$225,000	▲
VP of Information Technology	\$123,000 – \$153,000	\$164,000 – \$216,000	—
Director of Information Technology	\$128,000 – \$163,000	\$132,000 – \$168,000	—




## BUSINESS APPLICATIONS DEVELOPMENT

position	2011	2012	change
Systems Analyst	\$59,000 – \$99,000	\$62,000 – \$103,000	▲
Project Manager	\$109,000 – \$148,000	\$113,000 – \$153,000	—
Business Analyst	\$59,000 – \$99,000	\$61,000 – \$102,000	▲
Technical Writer	\$74,000 – \$84,000	\$77,000 – \$87,000	▲
CRM Developer (3+ years)	\$89,000 – \$118,000	\$93,000 – \$123,000	▲
CMS Developer (3+ years)	\$79,000 – \$109,000	\$82,000 – \$113,000	▲
ERP Developer (3+ years)	\$94,000 – \$113,000	\$99,000 – \$119,000	▲
BI Developer (3+ years)	\$113,000 – \$128,000	\$119,000 – \$135,000	▲
Application Architect (10+ years)	\$123,000 – \$163,000	\$130,000 – \$172,000	▲

















## in demand in 2012

position	2011	2012	change
Salesforce Developer	\$89,000 – \$148,000	\$93,000 – \$154,000	▲
Sharepoint Developer	\$89,000 – \$128,000	\$93,000 – \$134,000	▲
SAP Developer	\$89,000 – \$128,000	\$94,000 – \$135,000	▲





## DATABASE ADMINISTRATION

position	2011	2012	change
Data Warehouse Analyst	\$94,000 – \$112,000	\$97,000 – \$116,000	
Data Warehouse Engineer	\$118,000 – \$133,000	\$123,000 – \$139,000	
Data Analyst (1-3 years)	\$65,000 – \$84,000	\$68,000 – \$88,000	
Data Analyst (5+ years)	\$89,000 – \$123,000	\$93,000 – \$129,000	
Database Administrator (1-3 years)	\$89,000 – \$118,000	\$92,000 – \$122,000	
Database Administrator (5+ years)	\$84,000 – \$94,000	\$87,000 – \$97,000	
Business Intelligence Analyst	\$89,000 – \$118,000	\$94,000 – \$125,000	 
Data Architect	\$94,000 – \$120,000	\$100,000 – \$127,000	 
Data Virtualization Engineer	\$89,000 – \$116,000	\$94,000 – \$123,000	

## SOFTWARE DEVELOPMENT






position	2011	2012	change
Software Developer (1-3 years)	\$74,000 - \$113,000	\$79,000 – \$121,000	 
Software Developer (3-5 years)	\$69,000 – \$89,000	\$74,000 – \$95,000	 
Software Developer (7-10 years)	\$79,000 – \$111,000	\$84,000 – \$118,000	 
Software Engineer	\$113,000 – \$148,000	\$121,000 – \$158,000	 
Software Architect (10+ years)	\$129,000 – \$153,000	\$138,000 – \$163,000	 
JAVA/J2EE Developer	\$79,000 – \$148,000	\$84,000 – \$158,000	 
PHP Developer	\$84,000 – \$143,000	\$89,000 – \$153,000	 
Ruby-on-Rails Developer	\$84,000 – \$ 118,000	\$89,000 – \$126,000	 

## in demand in 2012


position	2011	2012	change
SQL Database Administrator	\$91,000 – \$129,000	\$92,000 – \$131,000	 
Cognos Analyst	\$98,000 – \$118,000	\$100,000 – \$121,000	 
.NET Developer	\$93,000 – \$139,000	\$95,000 – \$142,000	 



## NETWORK ADMINISTRATION

position	2011	2012	change
Network Administrator	\$64,000 – \$94,000	\$68,000 – \$99,000	
Network Manager	\$79,000 – \$99,000	\$82,000 – \$103,000	
Network Engineer	\$94,000 – \$123,000	\$99,000 – \$130,000	
Network Architect	\$118,000 – \$138,000	\$126,000 – \$147,000	 






## QUALITY ASSURANCE/ TESTING

position	2011	2012	change
QA Analyst	\$67,000 – \$86,000	\$69,000 – \$89,000	—
QA Manager	\$94,000 – \$133,000	\$97,000 – \$138,000	—
Mobile QA	\$75,000 – \$89,000	\$79,000 – \$93,000	



## WEB DEVELOPMENT/INTERACTIVE/ ECOMMERCE

position	2011	2012	change
Mobile Developer	\$106,000 – \$120,000	\$113,000 – \$129,000	 
eCommerce Technical Analyst	\$99,000 – \$133,000	\$104,000 – \$140,000	
Front End Developer (1-3 years)	\$64,000 – \$84,000	\$69,000 – \$90,000	 
Front End Developer (3-5 years)	\$84,000 – \$109,000	\$90,000 – \$116,000	 
Front End Developer (7-10 years)	\$104,000 – \$128,000	\$111,000 – \$137,000	 
UI/UX Designer (5+ years)	\$79,000 – \$99,000	\$84,000 – \$106,000	 
Web Designer	\$54,000 – \$99,000	\$58,000 – \$105,000	 

## in demand in 2012

position	2011	2012	change
HTML 5 Developer	\$79,000 – \$113,000	\$85,000 – \$122,000	 
Android Developer	\$109,000 – \$133,000	\$117,000 – \$143,000	 
iPhone/iPad Developer	\$94,000 – \$128,000	\$101,000 – \$138,000	 


## SECURITY

position	2011	2012	change
Information Security Analyst	\$104,000 – \$138,000	\$110,000 – \$146,000	 
System/Network Security Admin	\$102,000 – \$143,000	\$106,000 – \$150,000	—
Network Security Engineer	\$109,000 – \$148,000	\$113,000 – \$154,000	—
IS Security Manager (10+ years)	\$133,000 – \$163,000	\$139,000 – \$169,000	—

## TECHNICAL SUPPORT/ SYSTEM ADMINISTRATION

position	2011	2012	change
Help Desk (1-3 years)	\$35,000 – \$64,000	\$36,000 – \$67,000	—
Help Desk Mid (3-5 years)	\$49,000 – \$64,000	\$51,000 – \$67,000	—
Help Desk Senior (7-10 years)	\$69,000 – \$94,000	\$72,000 – \$97,000	—
Help Desk Manager	\$84,000 – \$123,000	\$86,000 – \$127,000	—
Hardware Technician	\$39,000 – \$64,000	\$41,000 – \$67,000	—
Desktop Virtualization Specialist	\$49,000 – \$64,000	\$51,000 – \$67,000	—
Desktop Support Analyst	\$89,000 – \$118,000	\$94,000 – \$125,000	
System Administrator (1-5 years)	\$64,000 – \$109,000	\$68,000 – \$115,000	
System Administrator (5+ years)	\$109,000 – \$123,000	\$115,000 – \$130,000	

## in demand in 2012

position	2011	2012	change
Information Security Analyst	\$104,000 – \$138,000	\$110,000 – \$146,000	
EC2 Engineer	\$109,000 – \$133,000	\$113,000 – \$139,000	—
VMWare Engineer	\$94,000 – \$123,000	\$97,000 – \$128,000	—

# 2012 IT SALARIES D.C. Metro

## IT EXECUTIVE

position	2011	2012	change
Chief Information Officer	\$173,000 – \$204,000	\$180,000 – \$212,000	▲
Chief Technology Officer	\$144,000 – \$185,000	\$150,000 – \$192,000	—
Chief Security Officer	\$152,000 – \$199,000	\$158,000 – \$207,000	▲
VP of Information Technology	\$119,000 – \$147,000	\$121,000 – \$150,000	—
Director of Information Technology	\$123,000 – \$157,000	\$127,000 – \$161,000	—





## BUSINESS APPLICATIONS DEVELOPMENT

position	2011	2012	change
Systems Analyst	\$57,000 – \$95,000	\$60,000 – \$99,000	▲
Project Manager	\$104,000 – \$142,000	\$108,000 – \$148,000	—
Business Analyst	\$57,000 – \$95,000	\$59,000 – \$98,000	▲
Technical Writer	\$71,000 – \$81,000	\$74,000 – \$84,000	▲
CRM Developer (3+ years)	\$85,000 – \$114,000	\$89,000 – \$119,000	▲
CMS Developer (3+ years)	\$76,000 – \$104,000	\$79,000 – \$109,000	▲
ERP Developer (3+ years)	\$90,000 – \$109,000	\$95,000 – \$115,000	▲
BI Developer (3+ years)	\$109,000 – \$123,000	\$115,000 – \$130,000	▲
Application Architect (10+ years)	\$119,000 – \$157,000	\$126,000 – \$166,000	▲
















## in demand in 2012

position	2011	2012	change
Salesforce Developer	\$85,000 – \$142,000	\$89,000 – \$148,000	▲
Sharepoint Developer	\$85,000 – \$123,000	\$89,000 – \$129,000	▲
SAP Developer	\$85,000 – \$123,000	\$90,000 – \$130,000	▲







## DATABASE ADMINISTRATION

position	2011	2012	change
Data Warehouse Analyst	\$90,000 – \$107,000	\$94,000 – \$112,000	 
Data Warehouse Engineer	\$114,000 – \$128,000	\$119,000 – \$133,000	 
Data Analyst (1-3 years)	\$63,000 – \$81,000	\$66,000 – \$85,000	 
Data Analyst (5+ years)	\$85,000 – \$119,000	\$90,000 – \$124,000	 
Database Administrator (1-3 years)	\$85,000 – \$113,000	\$89,000 – \$118,000	
Database Administrator (5+ years)	\$81,000 – \$90,000	\$84,000 – \$94,000	
Business Intelligence Analyst	\$85,000 – \$113,000	\$91,000 – \$120,000	 
Data Architect	\$90,000 – \$115,000	\$96,000 – \$123,000	 
Data Virtualization Engineer	\$85,000 – \$112,000	\$90,000 – \$118,000	 






## SOFTWARE DEVELOPMENT

position	2011	2012	change
Software Developer (1-3 years)	\$71,000 - \$109,000	\$76,000 – \$116,000	 
Software Developer (3-5 years)	\$66,000 – \$85,000	\$71,000 – \$91,000	 
Software Developer (7-10 years)	\$76,000 – \$106,000	\$81,000 – \$113,000	 
Software Engineer	\$109,000 – \$142,000	\$116,000 – \$152,000	 
Software Architect (10+ years)	\$124,000 – \$147,000	\$132,000 – \$157,000	 
JAVA/J2EE Developer	\$76,000 – \$142,000	\$81,000 – \$152,000	 
PHP Developer	\$81,000 – \$138,000	\$86,000 – \$147,000	 
Ruby-on-Rails Developer	\$81,000 – \$114,000	\$86,000 – \$121,000	 


## in demand in 2012

position	2011	2012	change
SQL Database Administrator	\$84,000 – \$119,000	\$89,000 – \$126,000	 
Cognos Analyst	\$90,000 – \$109,000	\$96,000 – \$116,000	 
.NET Developer	\$85,000 – \$128,000	\$91,000 – \$137,000	 

## NETWORK ADMINISTRATION

position	2011	2012	change
Network Administrator	\$62,000 – \$90,000	\$65,000 – \$95,000	
Network Manager	\$76,000 – \$95,000	\$79,000 – \$99,000	
Network Engineer	\$90,000 – \$119,000	\$95,000 – \$126,000	
Network Architect	\$114,000 – \$133,000	\$121,000 – \$142,000	 


## QUALITY ASSURANCE/ TESTING

position	2011	2012	change
QA Analyst	\$65,000 – \$83,000	\$67,000 – \$86,000	—
QA Manager	\$90,000 – \$128,000	\$94,000 – \$133,000	—
Mobile QA	\$72,000 – \$85,000	\$76,000 – \$90,000	



## WEB DEVELOPMENT/INTERACTIVE/ ECOMMERCE

position	2011	2012	change
Mobile Developer	\$102,000 – \$115,000	\$109,000 – \$124,000	 
eCommerce Technical Analyst	\$95,000 – \$128,000	\$100,000 – \$135,000	
Front End Developer (1-3 years)	\$62,000 – \$81,000	\$66,000 – \$86,000	 
Front End Developer (3-5 years)	\$81,000 – \$104,000	\$86,000 – \$112,000	 
Front End Developer (7-10 years)	\$100,000 – \$123,000	\$107,000 – \$132,000	 
UI/UX Designer (5+ years)	\$76,000 – \$95,000	\$81,000 – \$102,000	 
Web Designer	\$52,000 – \$95,000	\$55,000 – \$101,000	 


## in demand in 2012

position	2011	2012	change
HTML 5 Developer	\$76,000 – \$109,000	\$82,000 – \$117,000	 
Android Developer	\$104,000 – \$128,000	\$112,000 – \$138,000	 
iPhone/iPad Developer	\$90,000 – \$123,000	\$97,000 – \$133,000	 


## SECURITY

position	2011	2012	change
Information Security Analyst	\$100,000 – \$133,000	\$106,000 – \$141,000	 
System/Network Security Admin	\$98,000 – \$138,000	\$102,000 – \$144,000	—
Network Security Engineer	\$104,000 – \$142,000	\$108,000 – \$148,000	—
IS Security Manager (10+ years)	\$128,000 – \$157,000	\$133,000 – \$163,000	—

## TECHNICAL SUPPORT/ SYSTEM ADMINISTRATION

position	2011	2012	change
Help Desk (1-3 years)	\$33,000 – \$62,000	\$35,000 – \$64,000	—
Help Desk Mid (3-5 years)	\$47,000 – \$62,000	\$49,000 – \$64,000	—
Help Desk Senior (7-10 years)	\$66,000 – \$90,000	\$69,000 – \$94,000	—
Help Desk Manager	\$81,000 – \$119,000	\$83,000 – \$122,000	—
Hardware Technician	\$38,000 – \$62,000	\$39,000 – \$64,000	—
Desktop Virtualization Specialist	\$47,000 – \$62,000	\$49,000 – \$64,000	—
Desktop Support Analyst	\$85,000 – \$114,000	\$90,000 – \$120,000	
System Administrator (1-5 years)	\$62,000 – \$104,000	\$65,000 – \$110,000	
System Administrator (5+ years)	\$104,000 – \$119,000	\$110,000 – \$125,000	

## in demand in 2012

position	2011	2012	change
Information Security Analyst	\$100,000 – \$133,000	\$106,000 – \$141,000	
EC2 Engineer	\$104,000 – \$128,000	\$109,000 – \$133,000	—
VMWare Engineer	\$90,000 – \$119,000	\$94,000 – \$123,000	—

# 2012 IT SALARIES Philadelphia

## IT EXECUTIVE

position	2011	2012	change
Chief Information Officer	\$154,000 – \$182,000	\$160,000 – \$189,000	▲
Chief Technology Officer	\$128,000 – \$165,000	\$133,000 – \$171,000	—
Chief Security Officer	\$135,000 – \$177,000	\$141,000 – \$184,000	▲
VP of Information Technology	\$106,000 – \$131,000	\$108,000 – \$134,000	—
Director of Information Technology	\$110,000 – \$139,000	\$113,000 – \$144,000	—

## BUSINESS APPLICATIONS DEVELOPMENT

position	2011	2012	change
Systems Analyst	\$51,000 – \$84,000	\$53,000 – \$88,000	▲
Project Manager	\$93,000 – \$127,000	\$96,000 – \$131,000	—
Business Analyst	\$51,000 – \$84,000	\$53,000 – \$88,000	▲
Technical Writer	\$63,000 – \$72,000	\$66,000 – \$74,000	▲
CRM Developer (3+ years)	\$76,000 – \$101,000	\$79,000 – \$106,000	▲
CMS Developer (3+ years)	\$68,000 – \$93,000	\$70,000 – \$97,000	▲
ERP Developer (3+ years)	\$80,000 – \$97,000	\$84,000 – \$102,000	▲
BI Developer (3+ years)	\$97,000 – \$110,000	\$102,000 – \$116,000	▲
Application Architect (10+ years)	\$106,000 – \$139,000	\$112,000 – \$147,000	▲

## in demand in 2012

position	2011	2012	change
Salesforce Developer	\$76,000 – \$127,000	\$79,000 – \$132,000	▲
Sharepoint Developer	\$76,000 – \$110,000	\$79,000 – \$114,000	▲
SAP Developer	\$76,000 – \$110,000	\$80,000 – \$116,000	▲

## DATABASE ADMINISTRATION

position	2011	2012	change
Data Warehouse Analyst	\$80,000 – \$95,000	\$83,000 – \$99,000	
Data Warehouse Engineer	\$101,000 – \$114,000	\$105,000 – \$119,000	
Data Analyst (1-3 years)	\$56,000 – \$72,000	\$58,000 – \$75,000	
Data Analyst (5+ years)	\$76,000 – \$106,000	\$80,000 – \$111,000	
Database Administrator (1-3 years)	\$76,000 – \$101,000	\$79,000 – \$105,000	
Database Administrator (5+ years)	\$72,000 – \$80,000	\$75,000 – \$83,000	
Business Intelligence Analyst	\$76,000 – \$101,000	\$81,000 – \$107,000	
Data Architect	\$80,000 – \$103,000	\$85,000 – \$109,000	
Data Virtualization Engineer	\$76,000 – \$100,000	\$80,000 – \$105,000	

## SOFTWARE DEVELOPMENT

position	2011	2012	change
Software Developer (1-3 years)	\$63,000 - \$97,000	\$68,000 – \$104,000	
Software Developer (3-5 years)	\$59,000 – \$76,000	\$63,000 – \$81,000	
Software Developer (7-10 years)	\$68,000 – \$95,000	\$72,000 – \$101,000	
Software Engineer	\$97,000 – \$127,000	\$103,000 – \$135,000	
Software Architect (10+ years)	\$111,000 – \$131,000	\$118,000 – \$139,000	
JAVA/J2EE Developer	\$68,000 – \$127,000	\$72,000 – \$135,000	
PHP Developer	\$72,000 – \$122,000	\$77,000 – \$131,000	
Ruby-on-Rails Developer	\$72,000 – \$101,000	\$77,000 – \$108,000	

## in demand in 2012

position	2011	2012	change
SQL Database Administrator	\$74,000 – \$106,000	\$79,000 – \$112,000	
Cognos Analyst	\$80,000 – \$97,000	\$85,000 – \$103,000	
.NET Developer	\$76,000 – \$114,000	\$81,000 – \$122,000	



## NETWORK ADMINISTRATION

position	2011	2012	change
Network Administrator	\$55,000 – \$80,000	\$58,000 – \$85,000	
Network Manager	\$68,000 – \$84,000	\$71,000 – \$88,000	
Network Engineer	\$80,000 – \$106,000	\$85,000 – \$112,000	
Network Architect	\$101,000 – \$118,000	\$108,000 – \$126,000	

## QUALITY ASSURANCE/ TESTING

position	2011	2012	change
QA Analyst	\$57,000 – \$73,000	\$59,000 – \$76,000	—
QA Manager	\$80,000 – \$114,000	\$83,000 – \$118,000	—
Mobile QA	\$64,000 – \$76,000	\$67,000 – \$80,000	



## WEB DEVELOPMENT/INTERACTIVE/ ECOMMERCE

position	2011	2012	change
Mobile Developer	\$90,000 – \$103,000	\$97,000 – \$110,000	
eCommerce Technical Analyst	\$84,000 – \$114,000	\$89,000 – \$120,000	
Front End Developer (1-3 years)	\$55,000 – \$72,000	\$59,000 – \$77,000	
Front End Developer (3-5 years)	\$72,000 – \$93,000	\$77,000 – \$99,000	
Front End Developer (7-10 years)	\$89,000 – \$110,000	\$95,000 – \$117,000	
UI/UX Designer (5+ years)	\$68,000 – \$84,000	\$72,000 – \$90,000	
Web Designer	\$46,000 – \$84,000	\$49,000 – \$90,000	

## in demand in 2012

position	2011	2012	change
HTML 5 Developer	\$68,000 – \$97,000	\$73,000 – \$104,000	
Android Developer	\$93,000 – \$114,000	\$100,000 – \$123,000	
iPhone/iPad Developer	\$80,000 – \$110,000	\$86,000 – \$118,000	


## SECURITY

position	2011	2012	change
Information Security Analyst	\$89,000 – \$118,000	\$94,000 – \$125,000	 
System/Network Security Admin	\$87,000 – \$122,000	\$91,000 – \$128,000	—
Network Security Engineer	\$93,000 – \$127,000	\$196,000 – \$132,000	—
IS Security Manager (10+ years)	\$114,000 – \$139,000	\$119,000 – \$145,000	—

## TECHNICAL SUPPORT/ SYSTEM ADMINISTRATION

position	2011	2012	change
Help Desk (1-3 years)	\$30,000 – \$55,000	\$31,000 – \$57,000	—
Help Desk Mid (3-5 years)	\$42,000 – \$55,000	\$44,000 – \$57,000	—
Help Desk Senior (7-10 years)	\$59,000 – \$80,000	\$61,000 – \$83,000	—
Help Desk Manager	\$72,000 – \$106,000	\$74,000 – \$109,000	—
Hardware Technician	\$34,000 – \$55,000	\$35,000 – \$57,000	—
Desktop Virtualization Specialist	\$42,000 – \$55,000	\$44,000 – \$57,000	—
Desktop Support Analyst	\$76,000 – \$101,000	\$80,000 – \$107,000	
System Administrator (1-5 years)	\$55,000 – \$93,000	\$58,000 – \$98,000	
System Administrator (5+ years)	\$93,000 – \$106,000	\$98,000 – \$111,000	

## in demand in 2012

position	2011	2012	change
Information Security Analyst	\$89,000 – \$118,000	\$94,000 – \$125,000	
EC2 Engineer	\$93,000 – \$114,000	\$97,000 – \$119,000	—
VMWare Engineer	\$80,000 – \$106,000	\$83,000 – \$110,000	—

# 2012 IT SALARIES Boston

## IT EXECUTIVE

position	2011	2012	change
Chief Information Officer	\$175,000 – \$207,000	\$182,000 – \$216,000	▲
Chief Technology Officer	\$147,000 – \$188,000	\$152,000 – \$195,000	—
Chief Security Officer	\$154,000 – \$202,000	\$160,000 – \$211,000	▲
VP of Information Technology	\$121,000 – \$149,000	\$123,000 – \$152,000	—
Director of Information Technology	\$125,000 – \$159,000	\$129,000 – \$164,000	—

## BUSINESS APPLICATIONS DEVELOPMENT

position	2011	2012	change
Systems Analyst	\$58,000 – \$96,000	\$61,000 – \$101,000	▲
Project Manager	\$106,000 – \$145,000	\$110,000 – \$150,000	—
Business Analyst	\$58,000 – \$96,000	\$60,000 – \$100,000	▲
Technical Writer	\$72,000 – \$82,000	\$75,000 – \$85,000	▲
CRM Developer (3+ years)	\$87,000 – \$116,000	\$90,000 – \$121,000	▲
CMS Developer (3+ years)	\$77,000 – \$106,000	\$80,000 – \$111,000	▲
ERP Developer (3+ years)	\$92,000 – \$111,000	\$96,000 – \$117,000	▲
BI Developer (3+ years)	\$111,000 – \$125,000	\$117,000 – \$132,000	▲
Application Architect (10+ years)	\$121,000 – \$159,000	\$127,000 – \$168,000	▲

## in demand in 2012

position	2011	2012	change
Salesforce Developer	\$87,000 – \$145,000	\$97,000 – \$161,000	▲
Sharepoint Developer	\$87,000 – \$125,000	\$97,000 – \$140,000	▲
SAP Developer	\$87,000 – \$125,000	\$98,000 – \$141,000	▲

## DATABASE ADMINISTRATION

position	2011	2012	change
Data Warehouse Analyst	\$92,000 – \$109,000	\$95,000 – \$113,000	
Data Warehouse Engineer	\$116,000 – \$130,000	\$120,000 – \$135,000	
Data Analyst (1-3 years)	\$64,000 – \$82,000	\$67,000 – \$86,000	
Data Analyst (5+ years)	\$87,000 – \$121,000	\$91,000 – \$126,000	
Database Administrator (1-3 years)	\$87,000 – \$115,000	\$90,000 – \$119,000	
Database Administrator (5+ years)	\$82,000 – \$92,000	\$85,000 – \$95,000	
Business Intelligence Analyst	\$87,000 – \$115,000	\$92,000 – \$122,000	
Data Architect	\$92,000 – \$117,000	\$97,000 – \$124,000	
Data Virtualization Engineer	\$87,000 – \$114,000	\$91,000 – \$120,000	






## SOFTWARE DEVELOPMENT

position	2011	2012	change
Software Developer (1-3 years)	\$72,000 - \$111,000	\$77,000 – \$118,000	
Software Developer (3-5 years)	\$67,000 – \$87,000	\$72,000 – \$92,000	
Software Developer (7-10 years)	\$77,000 – \$108,000	\$82,000 – \$115,000	
Software Engineer	\$111,000 – \$145,000	\$118,000 – \$154,000	
Software Architect (10+ years)	\$126,000 – \$149,000	\$135,000 – \$159,000	
JAVA/J2EE Developer	\$77,000 – \$145,000	\$82,000 – \$154,000	
PHP Developer	\$82,000 – \$140,000	\$87,000 – \$149,000	
Ruby-on-Rails Developer	\$82,000 – \$116,000	\$87,000 – \$123,000	


## in demand in 2012

position	2011	2012	change
SQL Database Administrator	\$85,000 – \$121,000	\$90,000 – \$128,000	
Cognos Analyst	\$92,000 – \$111,000	\$97,000 – \$118,000	
.NET Developer	\$87,000 – \$130,000	\$92,000 – \$139,000	

## NETWORK ADMINISTRATION

position	2011	2012	change
Network Administrator	\$63,000 – \$92,000	\$66,000 – \$97,000	
Network Manager	\$77,000 – \$96,000	\$81,000 – \$101,000	
Network Engineer	\$92,000 – \$121,000	\$97,000 – \$127,000	
Network Architect	\$116,000 – \$135,000	\$123,000 – \$144,000	 






## QUALITY ASSURANCE/ TESTING

position	2011	2012	change
QA Analyst	\$66,000 – \$84,000	\$68,000 – \$87,000	—
QA Manager	\$92,000 – \$130,000	\$95,000 – \$135,000	—
Mobile QA	\$73,000 – \$87,000	\$77,000 – \$91,000	



## WEB DEVELOPMENT/INTERACTIVE/ ECOMMERCE

position	2011	2012	change
Mobile Developer	\$103,000 – \$117,000	\$111,000 – \$126,000	 
eCommerce Technical Analyst	\$96,000 – \$130,000	\$101,000 – \$137,000	
Front End Developer (1-3 years)	\$63,000 – \$82,000	\$67,000 – \$88,000	 
Front End Developer (3-5 years)	\$82,000 – \$106,000	\$88,000 – \$113,000	 
Front End Developer (7-10 years)	\$101,000 – \$125,000	\$108,000 – \$134,000	 
UI/UX Designer (5+ years)	\$77,000 – \$96,000	\$83,000 – \$103,000	 
Web Designer	\$53,000 – \$96,000	\$56,000 – \$102,000	 


## in demand in 2012

position	2011	2012	change
HTML 5 Developer	\$77,000 – \$111,000	\$83,000 – \$119,000	 
Android Developer	\$106,000 – \$130,000	\$114,000 – \$140,000	 
iPhone/iPad Developer	\$92,000 – \$125,000	\$98,000 – \$135,000	 


## SECURITY

position	2011	2012	change
Information Security Analyst	\$101,000 – \$135,000	\$107,000 – \$143,000	 
System/Network Security Admin	\$99,000 – \$140,000	\$104,000 – \$146,000	—
Network Security Engineer	\$106,000 – \$145,000	\$110,000 – \$150,000	—
IS Security Manager (10+ years)	\$130,000 – \$159,000	\$135,000 – \$166,000	—

## TECHNICAL SUPPORT/ SYSTEM ADMINISTRATION

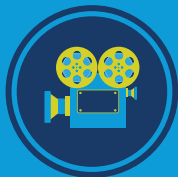
position	2011	2012	change
Help Desk (1-3 years)	\$34,000 – \$63,000	\$35,000 – \$65,000	—
Help Desk Mid (3-5 years)	\$48,000 – \$63,000	\$50,000 – \$65,000	—
Help Desk Senior (7-10 years)	\$67,000 – \$92,000	\$70,000 – \$95,000	—
Help Desk Manager	\$82,000 – \$121,000	\$84,000 – \$124,000	—
Hardware Technician	\$39,000 – \$63,000	\$40,000 – \$65,000	—
Desktop Virtualization Specialist	\$48,000 – \$63,000	\$50,000 – \$65,000	—
Desktop Support Analyst	\$87,000 – \$116,000	\$92,000 – \$122,000	
System Administrator (1-5 years)	\$63,000 – \$106,000	\$66,000 – \$112,000	
System Administrator (5+ years)	\$106,000 – \$121,000	\$112,000 – \$127,000	

## in demand in 2012

position	2011	2012	change
Information Security Analyst	\$101,000 – \$135,000	\$107,000 – \$143,000	
EC2 Engineer	\$106,000 – \$130,000	\$110,000 – \$135,000	—
VMWare Engineer	\$92,000 – \$121,000	\$95,000 – \$125,000	—

# INDUSTRY HOT LIST

• the year's top placements on display •



## media/telecom



## healthcare



### WINNER

PHP Developer  
\$80,000 — \$137,000

Applications Architect  
\$117,000 — \$155,000

2nd

### RUNNER UP

Mobile Developer  
\$101,000 — \$115,000

EHR/EMR Project Manager  
\$97,000 — \$133,000

3rd

### THIRD PLACE

Sharepoint Developer  
\$83,000 — \$120,000

Data Warehouse Analyst  
\$88,000 — \$104,000

4th

### FOURTH PLACE

Front End Developer  
\$62,000 — \$104,000

EDI System Analyst  
\$56,000 — \$93,000

5th

### FIFTH PLACE

Web Designer  
\$49,000 — \$89,000

Technical Trainer  
\$65,000 — \$80,000

6th

### SIXTH PLACE

Mobile QA  
\$71,000 — \$83,000

Database Administrator  
\$78,000 — \$88,000

National averages based on year-over-year growth in demand for specific IT Staffing placements.

“Bluewolf addressed my Cognos needs and quickly provided me with the right resource at the right time.”

**Cathy Yang**

Manager - Data Warehouse Development, CHANEL



### retail

**eCommerce Analyst**  
\$93,000 – \$126,000

**BI Developer**  
\$108,000 – \$121,000

**SAP Developer**  
\$84,000 – \$121,000

**Mobile Developer**  
\$101,000 – \$115,000

**Data Architect**  
\$189,000 – \$114,000

**Front End Developer**  
\$62,000 – \$104,000



### financial services

**Salesforce Developer**  
\$83,000 – \$138,000

**Systems Security Admin**  
\$95,000 – \$134,000

**Security Analyst**  
\$99,000 – \$132,000

**Data Architect**  
\$89,000 – \$114,000

**EDI System Analyst**  
\$56,000 – \$93,000

**Business Analyst**  
\$55,000 – \$92,000



### high tech/software

**Software Engineer**  
\$108,000 – \$142,000

**Salesforce Developer**  
\$83,000 – \$138,000

**EC2 Engineer**  
\$101,000 – \$125,000

**User Interface Designer**  
\$76,000 – \$95,000

**QA Analyst**  
\$62,000 – \$80,000

**Technical Writer**  
\$69,000 – \$78,000

For a breakdown of what's hot and what's not in your industry, contact your Account Director.



# STAFFING SMARTER in 2012

“Out of all of the firms we looked at, Bluewolf took the time to understand our cultural fit and evolved the types of candidates based on our feedback.”

**Conor Sibly**

Chief Technology Officer, Higher Logic

## TOP THREE game changing tips

To attract and retain the market's best tech minds amid the current bidding war for top IT talent, you need hiring and retention strategies which go beyond a competitive salary. We asked **Conor Sibley (CS)**, CTO of Higher Logic, a prominent media services company in Washington D.C, **Stephany Samuels (SS)**, VP of nationwide recruiting at Bluewolf, and **Michael Kirven (MK)**, co-founder at Bluewolf, what they thought were the most important tips for hiring tech talent in 2012. Here's what they had to say.



### TIP ONE

#### hire for cultural fit

Cultural fit is one of the most important considerations for hiring managers — if your team is close-knit and humming, the wrong hire can throw it off balance.

**CS:** We are very picky about personality fit. During the hiring process, even over a phone screen, there are people that we talk with that we know would not be a fit. Others may fit the job requirements on paper, but just don't have the spark. We have found that when we have had to let people go, it's been because of a poor personality fit rather than technical reasons. Be clear on

what your company and team culture is and isn't, and expose candidates to it from the outset. When you identify a high-quality candidate who is also a cultural fit, make the offer immediately.



## TIP TWO

### embrace the elastic workforce

As companies adopt flexible technologies and embark on innovation-driven projects, they need to adjust to an agile staffing philosophy where you can turn on/off the right contract resources as needed.

**MK:** For many of our clients, we provide an elastic workforce, or contingent pool of specialists that can be drawn from on an as-needed basis. Unpredictable requirements of today's business cycle strain full-time staff. To get the most from your workforce, supplement your full-time staff with a pool of contractors with specific skill-sets.

Look for candidates who can quickly go into a situation, gauge the culture, processes and challenges, and tailor the technology to the company's most immediate needs. As

technologies are implemented and changed so quickly, candidates also have to be able to quickly adjust and reorient themselves to shifting objectives and priorities.



## TIP THREE

### try before you buy

How many times have you hired someone with high expectations and been let down? Bringing in a full-time employee before they have time to demonstrate their skills may be a risky investment for your team and budget.

**SS:** When interviewing a candidate, the most important question I ask myself is whether this person has what it takes to help our business grow. By hiring them on a temporary basis, we have the time to feel confident the consultant is a good fit and consistently exceeds our expectations.

When adding a new employee, it is best to test them to see if they will fit your culture and environment. Once the consultant has passed your test, then it's time to make the commitment and the investment. It's a win-win situation for you and your new hire!

# MEET the PACK

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**“Bluewolf really cares about helping our customers—everyone’s goal here is to help in their clients’ success.”**

**Jessie Pressman | Sales Director — East, Bluewolf**

[bluewolf.com/people/jessie-pressman](http://bluewolf.com/people/jessie-pressman)

Despite a hard year for employment in 2011, the IT sector has proven to be a bright light in the national hiring landscape. There is little doubt that right now is a very exciting time to be in IT. Job creation is on the rise and salaries are up. Whether you need a consultant for two weeks, or two years, we can help. Assisting our customers in

identifying quality IT resources is truly our core competency. We look forward to understanding your unique business challenges and building a successful 2012.

**Cheers!**

**The Bluewolf Pack**

**> meet the rest of the pack**

visit [bluewolf.com/people](http://bluewolf.com/people) for more pack profiles

# GROWING TECH SKILLS

• what's hot and what's cooling off •

## Mobile

remaking entire industries



hot

HTML5, iPhone/iPad, Android



cooling off

Blackberry, Windows Mobile

## Big Data

new streams of insights



hot

MySQL, HBase, Cognos, Informatica



cooling off

DB2, Crystal Reports, Business Objects

## Cloud Computing

making the enterprise agile



hot

Eloqua, Marketo, Salesforce, Google Apps



emerging

AWS-EC2

## User Engagement

high tech & high touch



hot

HTML 5, Javascript, UI Design



cooling off

Flash, Flex, ActionScript

Get the full picture by downloading the 2012 Technology Outlook: [bluewolf.com/tech-trends-2012](http://bluewolf.com/tech-trends-2012)

# STAFF SMARTER with BLUEWOLF

**“Bluewolf is a go-to partner for us. Their collaboration allows Dow Jones to pursue new and innovative ways to serve our customers.”**

## **Bill Doane**

Project Manager of Advertising Projects, Dow Jones & Co

The people that handle your technology matter as much as the technology itself. As technologists and business specialists, we know first-hand the cutting-edge software, applications, and technology trends that are relevant to your specific industry and staffing needs.

We don't just recruit to fill short and long-term positions, we qualify for success.

We take the time to understand your IT environment, business processes and unique company culture to find the right IT talent at the right time. Whether it's application development, infrastructure, or mobile resources you need, we'll find the best and brightest to help you deliver on your projects.



## get started with bluewolf

Receive 1-Day **FREE\*** for any IT Staffing position we place through 2012.

\* contracts of 40 Hours or more

## bluewolf is a global agency

Consulting + IT Talent + Managed Services + Training

We make enterprises agile and unite IT and the business under one mission - innovation. As a global agile consultancy, Bluewolf provides consulting services across the customer life cycle, IT resourcing, managed services and training. Trusted by businesses across diverse industries, Bluewolf is translating today's unique business environment into opportunity for growth. Using Bluewolf, businesses are able to do more faster and deliver results that benefit the customer, the workforce, and the bottom line.

## who chooses us

NBC Universal | Time Warner Cable | Olgilvy & Mather | Comcast Corporation  
NYSE Euronext | Dow Jones and Company | Avon Products | Giorgio Armani  
Scholastic Corporation | Olgilvy & Mather | NYU Medical Center

## locations

New York | San Francisco | Washington D.C. | Philadelphia | Long Island | Boston  
United Kingdom

## engage with us





bluewolf™

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