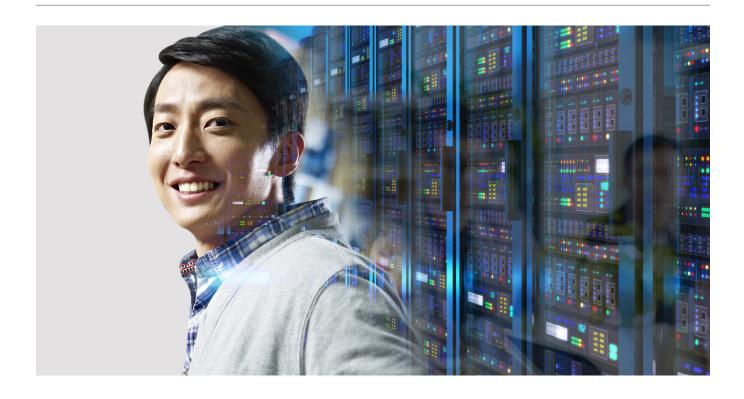# 2019 IT Permanent Salary Guide

View the IT salaries and hiring forecast for 2019 for permanent roles. Our guide covers salaries from junior to senior roles across Commerce and Financial Services.

Contents:

All Figures shown are in HK$

IT

IT SALARIES IN COMMERCE & INDUSTRY

ROLE	LOW	HIGH	AVERAGE
.Net Architect	40,000	70,000	50,000
.Net Developer	25,000	40,000	30,000
Analyst Programmer	20,000	40,000	30,000
Android Developer	18,000	30,000	25,000
Automation Tester	15,000	30,000	25,000
Business Intelligence Developer	20,000	30,000	25,000
C# Developer	25,000	40,000	30,000
C++ Developer	25,000	40,000	30,000
Front End Developer	18,000	30,000	25,000
Information Architect	40,000	60,000	50,000
iOS Developer	20,000	30,000	25,000
Java Architect	40,000	60,000	50,000
Java Developer	20,000	30,000	25,000
Java Development Lead	35,000	50,000	40,000
JavaScript Developer	18,000	30,000	25,000
Localisation Project Manager	25,000	35,000	30,000
Mobile Developer	20,000	30,000	25,000
PHP Developer	20,000	30,000	25,000
Python Developer	25,000	35,000	30,000

QA Engineer	18,000	25,000	23,000
QA Engineer Automation	18,000	25,000	23,000
QA Manager (IT)	35,000	45,000	40,000
Quality Engineer (IT)	18,000	25,000	23,000
RPG Analyst / Developer	20,000	35,000	30,000
Ruby on Rails Developer	20,000	35,000	30,000
Software Development Team Lead	40,000	60,000	50,000
Software Tester	15,000	30,000	25,000
SQL BI Developer	20,000	35,000	30,000
SQL Developer	20,000	35,000	30,000
Technical Architect	40,000	60,000	50,000
Test Analyst	15,000	30,000	25,000
Test Engineer	15,000	30,000	25,000
Test Manager	30,000	50,000	40,000
Test Team Lead	30,000	40,000	35,000
UAT Tester	15,000	20,000	20,000
UI or GUI Developer	15,000	30,000	25,000
UX Designer	20,000	40,000	30,000
Web Developer	18,000	30,000	25,000
Full Stack Developer	18,000	30,000	25,000
Algorithm Engineer	25,000	35,000	30,000
SAP Analyst	25,000	35,000	30,000
SAP Consultant	30,000	45,000	35,000

SAP Supply Chain	30,000	45,000	35,000
UX Manager	30,000	50,000	40,000
Application Support .NET	25,000	35,000	30,000
Application Support Java	25,000	35,000	30,000
1st Level Support	18,000	25,000	22,000
Application Support	25,000	35,000	30,000
Application Support Team Lead	30,000	40,000	35,000
Architect (Infrastructure)	40,000	60,000	50,000
Infrastructure Manager	40,000	50,000	45,000
Network Administrator	25,000	35,000	30,000
Network Engineer	30,000	55,000	45,000
Network Security Engineer	30,000	55,000	45,000
Systems Engineer	30,000	40,000	35,000
Systems Administrator	25,000	35,000	30,000
Unix / Linux Administrator	25,000	35,000	30,000
DevOps Engineer	30,000	40,000	35,000
Site Reliability Engineer	30,000	40,000	35,000
Network Architect	40,000	60,000	50,000
Infrastrauctire Engineer	25,000	35,000	30,000
IT Director	70,000	120,000	80,000
IT Manager	45,000	65,000	55,000
IT Operations Manager	45,000	65,000	55,000
IT Project Manager	35,000	50,000	40,000

SAP Project Manager	35,000	50,000	40,000
Software Development Manager	40,000	60,000	50,000
Solutions Architect	45,000	65,000	55,000
Systems Analyst	30,000	40,000	35,000
Systems Implementation	20,000	30,000	25,000

IT SALARIES IN FINANCIAL SERVICES

ROLE	LOW	HIGH	AVERAGE
.Net Developer	25,000	40,000	30,000
Analyst Programmer	25,000	35,000	30,000
Android Developer	20,000	30,000	25,000
Automation Tester	20,000	30,000	25,000
Business Intelligence Developer	20,000	30,000	25,000
C# Developer	25,000	40,000	30,000
C++ Developer	25,000	40,000	30,000
Front End Developer	20,000	30,000	25,000
iOS Developer	25,000	30,000	25,000
Java Architect	50,000	60,000	55,000
Java Developer	25,000	35,000	30,000
Java Development Lead	35,000	50,000	40,000
JavaScript Developer	20,000	30,000	25,000
Localisation Project Manager	25,000	35,000	30,000
Mobile Developer	20,000	30,000	25,000

PHP Developer	20,000	30,000	25,000
Python Developer	25,000	35,000	30,000
QA Engineer	20,000	25,000	22,000
QA Engineer Automation	20,000	25,000	22,000
QA Manager (IT)	40,000	50,000	45,000
Quality Engineer (IT)	20,000	25,000	22,000
RPG Analyst / Developer	20,000	35,000	30,000
Ruby on Rails Developer	30,000	40,000	35,000
Software Development Team Lead	40,000	60,000	50,000
Software Tester	20,000	30,000	25,000
SQL BI Developer	25,000	35,000	30,000
SQL Developer	25,000	35,000	30,000
Technical Architect	40,000	60,000	50,000
Test Analyst	20,000	30,000	25,000
Test Engineer	20,000	30,000	25,000
Test Manager	40,000	70,000	50,000
Test Team Lead	30,000	40,000	35,000
UAT Tester	15,000	25,000	20,000
UI or GUI Developer	20,000	30,000	25,000
UX Designer	20,000	40,000	30,000
Web Developer	25,000	35,000	30,000
Full Stack Developer	25,000	35,000	30,000
Algorithm Engineer	40,000	70,000	50,000

Role	Min	Max	Avg
UX Manager	50,000	80,000	65,000
1st Level Support	25,000	35,000	25,000
2nd Level Support	35,000	50,000	40,000
Application Support	40,000	90,000	55,000
Application Support Team Lead	60,000	120,000	80,000
Architect (Infrastructure)	70,000	90,000	75,000
Desktop Engineer	35,000	40,000	35,000
Infrastructure Manager	60,000	75,000	70,000
Network Administrator	30,000	40,000	35,000
Network Engineer	40,000	60,000	50,000
Network Security Engineer	45,000	60,000	50,000
Systems Engineer	35,000	45,000	40,000
Systems Administrator	30,000	45,000	35,000
Unix / Linux Administrator	35,000	55,000	40,000
DevOps Engineer	35,000	70,000	40,000
Network Architect (CCIE)	60,000	90,000	75,000
Infrastrauctire Engineer	30,000	50,000	35,000
IT Graduate	16,000	25,000	18,000
IT Manager	45,000	65,000	50,000
IT Operations Manager	40,000	65,000	50,000
IT Project Manager	45,000	65,000	50,000
Software Development Manager	50,000	70,000	50,000
Solutions Architect	60,000	80,000	70,000

Systems Analyst	35,000	55,000	45,000
Systems Implementation	30,000	45,000	38,000

Commentary on IT Permanent Roles and Remuneration in Hong Kong for 2019

2018 was an interesting year for IT recruitment. In contrast to previous years where financial services were the main market for candidates, this year we saw startups and technology companies absorb much of Hong Kong's IT talent.

While in 2017, the finance sector found it relatively easy to make hires, swift changes in the last 12 months have made it an increasingly challenging market for hiring managers. Candidates have more options on the table and those at the entry and associate levels are expressing a preference for the market's new players over traditional careers in banking and finance. The growing appetite for IT talent from startups and technology firms means this trend is unlikely to abate anytime soon.

2018 saw increased demand for programmers and software engineers in particular, while roles in the infrastructure space have dropped, with the exception of network engineering and IT security. With more organisations migrate to cloud platforms, we do not expect the traditional infrastructure headcounts to come back.

In-Demand Roles, Skills and Qualifications for Hong Kong IT Professionals

In 2018, Java developers remained the most in-demand talent, closely followed by Application Supports and Business Analyst, which were sought out by financial institutions in particular.

A trend new to Hong Kong, but one gaining momentum, is an emerging request for DevOps and Site Reliability Engineers (SRE). The demand is mainly coming from large firms that have begun to embrace Agile methodologies and, as a result, seek out individuals with strong programming backgrounds. Based on 2018 trends, we predict a surge in demand for Data Scientists through to 2020 and engineers with a focus on Machine Learning, Predictive Analysis and NLP will be in greater demand at all levels, this includes openings for fresh graduates and junior level employees.

With issues concerning data leaks becoming more prominent and a few high-profile incidents in Hong Kong, there is an increased need for cybersecurity professionals. Certifications like CISSP or CEH are considered a prerequisite for anyone developing a senior career in information security and will help a candidate's CV stand out from the crowd.

While BAU functions increasingly move offshore, Hong Kong remains as key Asia hub for senior staff, who are tasked with driving new initiatives and digital transformation. In light of this, we expect to see demand for senior IT professionals remain.

Workplace Trends Impacting IT Professionals in Hong Kong

While the IT sector remains male-dominated, companies are making efforts to shift gender dynamics within IT teams by seeking out female talent. Line managers, in particular, are acknowledging the benefits of having more diverse teams to promote a positive workplace culture and attain new perspective and ideas.

Tech candidates have long sought out autonomy, flexibility and more open workplace environments and a firm's willingness to offer a flexible working culture remains a top selling point for IT candidates when

choosing a company. Companies are realising that a brand itself no longer sells for candidates, who, with the exception of salary, find it difficult to differentiate between one firm and the next. We are seeing an increasing number of organisations employ more relaxed dress codes, open office plans, hot desking and working hour flexibility to become more appealing to these candidates.

What Does the Future Hold for IT Professionals? Predictions for the 2019 job market and Beyond

In light of the US-China trade dispute, Hong Kong organisations are proving to be more hesitant, speculative and conservative in their hiring decisions for the coming year. Despite this, we remain optimistic for 2019. The demand for tech talent won't end and the future looks bright for job seekers in this sector as businesses leverage technology to stay relevant and gain a market advantage.

Advice for clients and hiring managers is to remain open-minded towards IT talent, and to shift their mindsets from viewing IT talent as a support function to one at the forefront of the business. Clients need to view technology as an asset to their organisations and salaries will need to catch up to the value talented IT individuals can bring to a business. With candidates having more options than previous years, hiring managers are encouraged to be more flexible in their requirements for a role.

With the rate of technological change impacting the IT sector, job seekers are advised to continually upgrade their skills and invest in their own development. Every quarter we see new roles in the IT sector emerging and today's hot technology and skills can swiftly become tomorrow's old news. Candidates need to stay up to date with market trends to avoid their skills becoming marginalised or even defunct.