

salary survey

Established in 1998 as Northern Ireland's first dedicated IT Recruitment Company Diamond IT has gone from strength to strength in terms of growth of our business and the services we offer.

We would like to thank all of the organisations who participated in this survey and we hope that the findings will be beneficial to all in terms of salaries and benefits in the marketplace along with additional information about in demand skills and trends.



We welcome feedback for future surveys and should you have any queries or input please email them to myself at ian.weatherup@diamondit.com.

Please find to follow the Diamond IT annual salary survey which is now in its fifth year. The figures are drawn from Northern Ireland companies operating within the ICT, Manufacturing and Service sectors. It is aimed to provide the reader with a snap shot of salaries in the ICT sector in the year 2008 representing several thousand employees in the Northern Irish IT sector. This survey provides an unbiased view of salaries, benefits and trends within the sector. All data has been composed from information provided from respondents of the survey.

The survey illustrates different functional areas within the sector and is split into the following;

- **Development**
- **Support**
- **Strategic Management**

The details of the survey are in matrix format. The functional areas are divided into the following sub categories; Junior, Intermediate and Senior, as well as Contract resource. Where multiple bandings have been added this has been done to illustrate deviance in the results where a high percentage of respondents fell within two bandings.



Ian Weatherup
Managing Partner



n.ireland 1
england 0

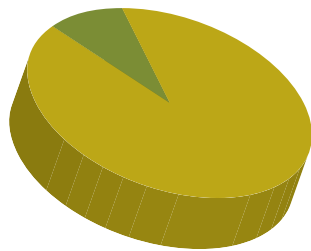
Some results are worth waiting for...

Salary Bands Development

Job Title	Junior 1-2 Years			Intermediate 3-5 Years			Senior 6+ Years			Freelance Contract Daily Rate		
	15-20k	21-25k	26-30k+	25-30k	31-35k	36-40k+	31-35k	36-40k	41-45k+	150-200	201-250	250-300+
Java Developer	Yes	Yes		Yes	Yes		Yes	Yes	Yes		Yes	Yes
VB Developer	Yes	Yes		Yes	Yes		Yes	Yes	Yes	Yes	Yes	
C# Developer	Yes	Yes		Yes	Yes		Yes	Yes	Yes	Yes	Yes	
C/C++ Developer	Yes	Yes		Yes	Yes		Yes	Yes	Yes	Yes	Yes	
Other Developer (Delphi etc)	Yes	Yes		Yes	Yes		Yes	Yes	Yes	Yes	Yes	
Web Developer (ASP, Java)	Yes	Yes		Yes	Yes		Yes	Yes	Yes	Yes	Yes	
ERP Developer (JD Edwards)												
Graphic Designer (Adobe Photoshop, Corel)												
Mainframe Developer (AS/400, IBM)				Yes	Yes		Yes	Yes	Yes	Yes	Yes	
Database Developer (oracle/Sybase/SQL)		Yes		Yes	Yes		Yes	Yes	Yes	Yes	Yes	
DBA (SQL/Oracle/Informix/Sybase)		Yes		Yes	Yes		Yes	Yes	Yes	Yes	Yes	
Team Lead / Senior Developer												
Project Lead		Yes										
Technical Architect							Yes	Yes	Yes	Yes	Yes	
Project Manager												Yes
QA Analyst		Yes		Yes	Yes		Yes	Yes	Yes	Yes	Yes	
QA Manager		Yes		Yes	Yes		Yes	Yes	Yes	Yes	Yes	
Development Manager				Yes	Yes		Yes	Yes	Yes	Yes	Yes	

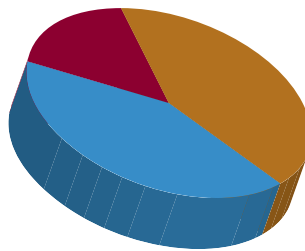
Salary Bands Development

Junior 1-2 Years



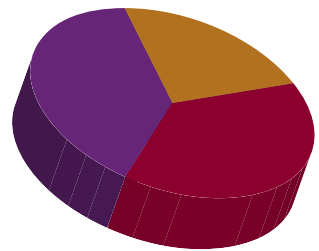
£15,000 - £20,000
Web Developer (ASP, Java)
£21,000 - £25,000
Java Developer
VB Developer
C# Developer
C/C++ Developer
Other Developer (Delphi etc)
Database Developer (oracle/Sybase/SQL)
DBA (SQL/Oracle/Informix)
Project Lead
QA Analyst

Intermediate 3-5 Years



£25,000 - £30,000
VB Developer
C# Developer
Other Developer (Delphi etc)
Web Developer (ASP, Java)
Mainframe Developer (AS/400, IBM)
Database Developer (oracle/Sybase/SQL)
QA Analyst
£31,000 - £35,000
Java Developer
C/C++ Developer
Database Developer (oracle/Sybase/SQL)
DBA (SQL/Oracle/Informix)
Team Lead / Senior Developer
Project Lead
QA Manager
£36,000 - £40,000
Technical Architect
Project Manager
Development Manager

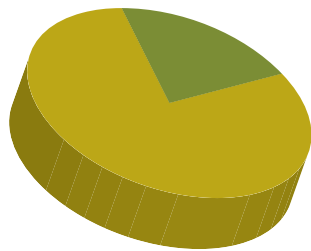
Senior 6+ Years



£31,000 - £35,000
VB Developer
C# Developer
Other Developer (Delphi etc)
Web Developer (ASP, Java)
Mainframe Developer (AS/400, IBM)
£36,000 - £40,000
Java Developer
VB Developer
C# Developer
C/C++ Developer
Database Developer (oracle/Sybase/SQL)
DBA (SQL/Oracle/Informix)
Team Lead / Senior Developer
Project Lead
QA Analyst
£41,000 - £45,000
Java Developer
C/C++ Developer
Database Developer (oracle/Sybase/SQL)
DBA (SQL/Oracle/Informix)
Project Lead
Technical Architect
Project Manager
QA Manager
Development Manager

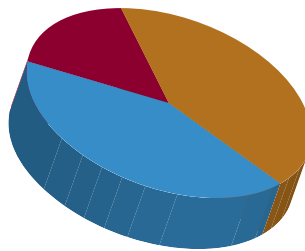
Salary Bands Support

Junior 1-2 Years



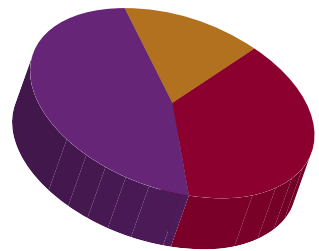
£15,000 - £20,000	Help Desk Analyst
£21,000 - £25,000	Hardware Engineer
	Network Support / Systems Administration (Windows)
	Network Support / Systems Administration (Unix)
	Network Specialist (CISCO LAN/WAN)

Intermediate 3-5 Years



£25,000 - £30,000	Help Desk Analyst
	Hardware Engineer
	Network Support / Systems Administration (Windows)
	Help Desk Manager
£31,000 - £35,000	Hardware Engineer
	Network Support / Systems Administration (Unix)
	Network Specialist (CISCO LAN/WAN)
	Technical Specialist
	Technical Architect
	Technical Team Lead
	Support Manager
£36,000 - £40,000	Network Specialist (CISCO LAN/WAN)
	Project Manager
	Support Manager

Senior 6+ Years

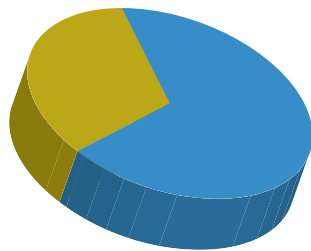


£31,000 - £35,000	Technical Specialist
	Help Desk Manager
£36,000 - £40,000	Hardware Engineer
	Network Support / Systems Administration (Windows)
	Network Specialist (CISCO LAN/WAN)
	Technical Team Lead
	Project Leader
£41,000 - £45,000	Network Support / Systems Administration (Unix)
	Network Specialist (CISCO LAN/WAN)
	Technical Architect
	Project Leader
	Project Manager
	Support Manager

Salary Bands

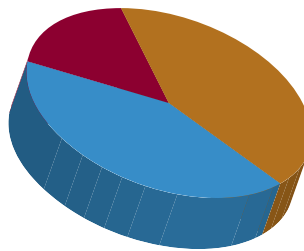
Strategic Management

Junior 1-2 Years



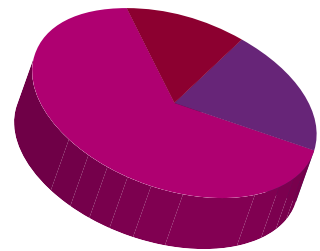
£21,000 - £25,000
Project Co-ordinator
Trainer
£25,000 - £30,000
Business Analyst
Business Development / Account Manager
Pre-sales Specialist
IT Consultant

Intermediate 3-5 Years



£25,000 - £30,000
Project Co-ordinator
Trainer
£30,000 - £35,000
Delivery Manager
Business Analyst
Business Development / Account Manager
Pre-sales Specialist
Product Manager
Training Manager
£36,000 - £40,000
Project Manager
IT Director
Product Specialist
Solutions Architect
Training Manager
IT Consultant
Operations Manager

Senior 6+ Years



£35,000 - £40,000
Business Analyst
Pre-sales Specialist
£41,000 - £45,000
Project Manager
Programme Manager
Product Manager
£46,000 - £50,000+
Project Manager
Programme Manager
Delivery Manager
Business Development / Account Manager
Pre-sales Specialist
IT Director
Product Specialist
Solutions Architect
IT Consultant
Operations Manager

Most in Demand Skills 2008

Below are listings of the top three skills in demand under various functional areas.

Software Development

From the salary survey it is apparent that the most in demand skill in 2008 in the software development sector was Java followed closely by C# and .net skills. There has been a notable increase in companies utilising C++/C. PHP is another technology that has experienced growth in demand in the past 12 months.

Software Development

-
- | | |
|---|-------|
| 1 | Java |
| 2 | .Net |
| 3 | C++/C |
-

Most in Demand Skills 2008

Below are listings of the top three skills in demand under various functional areas.

Networking and Infrastructure

In terms of Networking and Infrastructure Microsoft skills are the most in demand, followed closely by Cisco skills. Demand for UNIX within a support environment has increased significantly in the past 12 months.

Networking and Infrastructure

-
- | | |
|----------|-----------|
| 1 | Microsoft |
| 2 | Cisco |
| 3 | Unix |
-

Most in Demand Skills 2008

Below are listings of the top three skills in demand under various functional areas.

Database

In terms of database skills the most in demand were Oracle skills closely followed by SQL server skills.

Database

-
- | | |
|----------|--------|
| 1 | Oracle |
| 2 | SQL |
| 3 | Sybase |
-

Most in Demand Skills 2008

Below are listings of the top three skills in demand under various functional areas.

Middleware

Other in demand skills within the Manufacturing and Service sectors have been ERP and Business intelligence skills. ERP, Oracle and SAP skills have seen an increase in demand. Within companies utilising business intelligence software there has been a significant increase in demand for Business Objects and Crystal Reports.

Middleware

-
- | | |
|----------|-----------|
| 1 | Websphere |
| 2 | Tibco |
| 3 | Weblogic |
-

Benefits

Below is a list of benefits within the IT sector in Northern Ireland.

Please note that the following is a complete list of benefits offered. No company provides all of these benefits.

Pension

Death in service Insurance

Private Dental and Health insurance (given both with no contribution and also where employees meet some of the cost). Those companies offering this benefit were equally split between those offering individual cover and those offering family cover

Company/Team Bonus

Personal Bonus

Gym membership

Flexible benefits (such as the ability to buy or sell annual leave or buy private health, these purchases would impact basic salary)

Flexitime

Stock Options

Employee Share Purchase Schemes (allowed to buy at typically 10% below market rate)

Parking

Car allowance

Benefits

Most mentioned benefits are:

Pension

Bonus

Death in service

Healthcare

Summary of the local market

As part of our survey we asked employers to state the strengths and threats they see within the Northern Ireland ICT community.

There are highly skilled resources within the software, infrastructure and professional services environments. Participating companies felt NI offers a cost effective resource pool of candidates in comparison to other parts of UK and Ireland. Northern Ireland universities provide high calibre graduates at a degree and post graduate level.

Companies felt there are strong links between business, education and government agencies in developing research opportunities.

Low attrition rates.

NI is a strong location for the EU and US markets in terms of time zones and ability to access these locations.

Strong business opportunities locally.

High volume of returnees bringing valuable experience back to NI.

A flexible workforce, in terms, of willingness to learn new skills and work in different sectors.

A strong economy that has been growing consistently. An entrepreneurial culture in terms of start up companies bringing diversity to the market.

Language and geographical location makes NI attractive in terms of US business.

Summary of the local market

As part of our survey we asked employers to state the challenges they currently face or predict in the local market place.

Lack of years experience within certain niche skill sets.

Too many large IT companies being attracted to NI without consideration of the impact this will have on small local firms in terms of recruitment and the IT market is too reliant on US.

Competition for skills.

NI Housing market prices have increased rapidly and salaries have not kept in line - making it difficult for more junior staff and returners.

Static numbers of pure Computer Science graduates being produced.

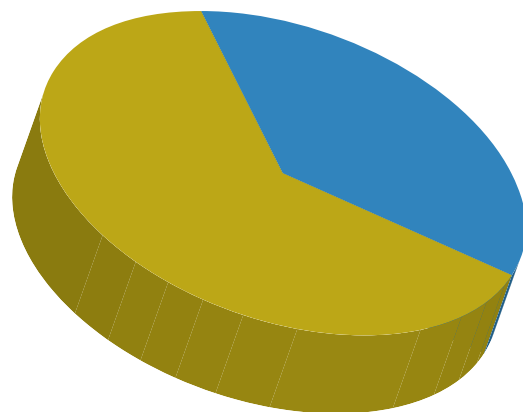
Salary expectations are increasing locally resulting in a reduced cost saving from previously experienced.

Overall views of the local ICT market have been positive with the majority of companies having undergone growth in the past 12 months and expecting positive growth in the next 12 months all companies state that there are a lot of positives to operating out of Northern Ireland and acknowledge that there are a number of threats to market from both national and international influences.

EU Candidates

Over the last 12 months 36% of companies have employed resource from the New EU Ascension States (Czech Republic, Lithuania, Poland etc) with over 80% of these new recruits coming from Poland. Experience in

other cities would suggest that the first round of immigrants tend to work in lower skilled jobs with subsequent rounds moving into more highly skilled roles.



■ 36%
Employees from the new
EU Ascension States

We would like to take this opportunity again to thank all those companies that have taken part in this survey and hope that you find this a useful tool.

028 9055 8080

If you have any queries or comments regarding the survey please telephone us or contact us by email at ian.weatherup@diamondit.com