2019 IT Contract Salary Guide

Expected 2019 IT salaries for contract roles. Our guide covers salaries from junior to senior roles across Commerce and Financial Services.

Contents:

All Figures shown are in HK$

IT CONTRACT SALARIES IN COMMERCE & INDUSTRY

ROLE	LOW	HIGH	AVERAGE
.Net Developer	20,000	40,000	30,000
Analyst Programmer	20,000	35,000	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
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

Role	Min	Max	Mid
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
Application Support .NET	30,000	70,000	50,000
Application Support Java	30,000	70,000	50,000

Role	Min	Max	Typical
1st Level Support	18,000	35,000	25,000
2nd Level Support	18,000	35,000	30,000
Application Support	30,000	70,000	50,000
Application Support Team Lead	45,000	80,000	60,000
Architect (Infrastructure)	40,000	70,000	55,000
Desktop Engineer	18,000	30,000	25,000
Infrastructure Manager	40,000	65,000	45,000
Network Administrator	20,000	40,000	28,000
Network Engineer	20,000	60,000	40,000
Network Security Engineer	25,000	65,000	50,000
Systems Engineer	20,000	45,000	35,000
Systems Administrator	20,000	45,000	35,000
Unix / Linux Administrator	30,000	55,000	40,000
Network Architect	40,000	65,000	50,000
Infrasrauctire Engineer	20,000	50,000	35,000
IT Graduate	16,000	25,000	18,000
IT Manager	40,000	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	40,000	65,000	50,000
Solutions Architect	40,000	65,000	50,000
Systems Analyst	35,000	55,000	45,000
Systems Implementation	30,000	50,000	38,000

IT CONTRACT SALARIES IN FINANCIAL SERVICES

ROLE	LOW	HIGH	AVERAGE
.Net Architect	30,000	70,000	45,000
.Net Developer	25,000	65,000	40,000
Analyst Programmer	20,000	30,000	25,000
Android Developer	22,000	50,000	35,000
Automation Tester	18,000	35,000	25,000
Business Intelligence Developer	25,000	50,000	35,000
Business Objects Developer	25,000	50,000	35,000
C# Developer	25,000	70,000	40,000
C++ Developer	25,000	70,000	40,000
Database Developer	20,000	50,000	35,000
Data Warehouse Developer	20,000	50,000	35,000
Developer in Test Java (SDET)	20,000	50,000	35,000
Embedded Software Developer	25,000	55,000	35,000
Front End Developer	30,000	75,000	45,000
HTML5 Developer	20,000	45,000	30,000
Information Architect	25,000	70,000	50,000
iOS Developer	22,000	50,000	35,000
Java Architect	40,000	75,000	55,000
Java Developer	30,000	70,000	45,000
Java Development Lead	45,000	80,000	55,000

JavaScript Developer	25,000	55,000	35,000
Mobile Developer	22,000	50,000	35,000
Oracle Developer	22,000	50,000	30,000
PHP Developer	20,000	50,000	35,000
Python Developer	25,000	70,000	50,000
QA Engineer	20,000	50,000	35,000
QA Engineer Automation	20,000	50,000	35,000
QA Manager (IT)	35,000	55,000	40,000
RPG Analyst / Developer	22,000	65,000	40,000
Ruby on Rails Developer	22,000	65,000	40,000
Software Developer	20,000	50,000	35,000
Software Development Team Lead	45,000	80,000	55,000
Software Tester	20,000	45,000	30,000
SQL BI Developer	20,000	45,000	30,000
SQL Developer	20,000	45,000	30,000
Technical Architect	35,000	70,000	50,000
Test Analyst	18,000	40,000	30,000
Test Engineer	18,000	40,000	30,000
Test Manager	30,000	50,000	38,000
UAT Tester	18,000	30,000	25,000
UI or GUI Developer	20,000	65,000	40,000
Web Developer	20,000	50,000	35,000
Full Stack Developer	20,000	50,000	35,000

Desk Quant	25,000	60,000	40,000
Algorithm Engineer	30,000	60,000	40,000
SAP Analyst	20,000	50,000	30,000
SAP Consultant	20,000	50,000	30,000
Application Support .NET	25,000	60,000	40,000
Application Support Java	25,000	60,000	40,000
Application Support Team Lead	45,000	80,000	60,000
Architect (Infrastructure)	40,000	80,000	55,000
Desktop Engineer	20,000	45,000	30,000
Infrastructure Manager	45,000	70,000	50,000
Network Administrator	20,000	45,000	30,000
Network Engineer	25,000	60,000	40,000
Network Security Engineer	25,000	60,000	40,000
Systems Engineer	20,000	45,000	35,000
Systems Administrator	20,000	45,000	35,000
Unix / Linux Administrator	20,000	60,000	45,000
DevOps Engineer	25,000	55,000	40,000
Network Architect	30,000	65,000	50,000
Infrastrauctire Engineer	25,000	55,000	40,000
IT Consultant	20,000	55,000	35,000
IT Graduate	15,000	25,000	20,000
IT Manager	35,000	55,000	40,000
IT Operations Manager	35,000	55,000	40,000

IT Project Manager	35,000	75,000	55,000
SAP Project Manager	35,000	65,000	45,000
Software Development Manager	40,000	70,000	50,000
Solutions Architect	40,000	75,000	55,000
Systems Analyst	35,000	60,000	50,000
Technical Writer	25,000	50,000	35,000

Commentary on IT Roles and Contract Rates in Hong Kong for 2019

The IT contracting market in Hong Kong remained appealing in 2018 for technically skilled and experienced candidates as demand for contingent talent continued to rise. Overall, Hong Kong's contracting market remained buoyant with a year-on-year increase of 20%.

While contracting is yet to reach maturation in Hong Kong, the technical demands of companies in the market continue to rise and more organisations begin to undertake digital transformation projects. Hiring managers will continue to rely on a contingent IT workforce to augment full-time staff and bring expertise or niche skills to a team. Financial services, e-commerce, communications and organisations in the industrial space, in particular, are likely to increase their contract headcount to accommodate for fast-moving industry changes.

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

Demand for development roles, particularly application and front-end development, was a leading trend in 2018 and one expected to continue in 2019 as digitisation, e-commerce and new technologies transform every market sector. Contract talent with particular skills in C#, Python and Excel VBA were highly sought after, and Javascript remained the most in-demand programming language in 2018.

As organisations look to shape software development decisions to improve business outcomes, business analysts will continue to be in demand across industries. Project managers will remain fundamental as companies become increasingly reliant on technology, maintain their efforts to deliver superior products and services and instigate workflows for small and medium-sized projects, as well as large-scale transformations.

While application and front-end developers need to possess a range of hands-on experience and technical skills in the relevant programming language, project managers can set themselves apart with certifications as well as a range of successfully completed initiatives under their belt. Across the board, hiring managers are looking for IT contract candidates with a few core soft skills, including strong communications skills and the ability to distil complex, technical topics into everyday language. The ability to successfully run meetings, influence stakeholders and stay adaptable to project requirements is also an asset.

Workplace Trends Impacting the IT Contractor Market in Hong Kong

The current environment for IT contractors is one of opportunity. As demand continues to rise, IT talent is

for the most part in the driving seat. The number of companies looking to fill both technical and functional IT roles is set to increase, and departments are expected to draw on contractors to fill gaps and complete specific projects. Across every industry, companies are undertaking digital transformation projects and contingent workers are a good fit to supply niche skills and help these organisations adapt to changing business requirements.

As employers become more open-minded towards the talent they hire, there is also a steady shift towards more flexible workplaces. 2018 saw an increased desire for workplace flexibility from candidates across industries. Employers are attempting to lure contract talent by providing flexible hours, a positive company culture and promoting work-life balance, alongside other perks such as unlimited holidays. This is set to continue, particularly working from home trends and flexible work schedules, which are much sought-after by younger generations.

IT Contracting: Predictions for 2019 and Beyond

In 2019, the market for IT contractors in Hong Kong will remain buoyant with demand set to surge. The supply of appropriate candidates will continue to be a challenge and many organisations will have to extend their search into other markets like Greater China to source high-quality talent with the right technical skills and backgrounds.

While there is much chatter around disruptive technologies such as artificial intelligence and Blockchain, these advancements have not yet reached the doorstep of the majority of Hong Kong organisations and are not expected to radically impact recruitment in the near future.

While contractor salaries generally remained flat in 2018, the high demand for developers is expected to push contract salaries up by 10 – 20% in the coming year. We expect salaries to inflate fast in the next 18 months as a surge in demand meets a small pool of candidates, and demand for contract IT talent outstrips supply.