

elev8



2023

# SALARY GUIDE

## ATLANTA TECH JOBS



# TABLE OF CONTENTS

**03** Letter from Melissa

**04** Candidates Update

**05** Are We In A Tech Bubble?

**06** Tech Hiring Predictions

**07** Executive Salaries

**08** Team Salaries

**09** Tech Related Salaries

**10** About Elev8



# THE STATE OF TECH EMPLOYMENT

2022 triggered a market reset with headlines that don't match experiences, leaving most companies with paralyzing fears of hiring.

Massive, brand name tech company layoffs triggered fears across tech for another bubble to burst, even though many of the layoffs were for non-technical roles.

While the juggernauts may be stemming some hiring, public statistics assure us that unemployment in tech is at a record low. SMB hiring remains particularly strong, having grown their businesses more pragmatically over the pandemic. Enterprise hiring also remains steady, as retiring baby boomers continuously create demand for new hires.

Overall, hiring remains ultra competitive, although there is some noticeable cooling to the rapid salary increases experienced earlier in 2022.



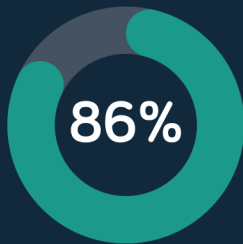
”  
Fear is floundering hiring pipelines, slowing decisions and alienating candidates. Companies need to abandon traditional ways of hiring and really focus.

**Melissa Davis**

CEO and Founder,  
Elev8 Hire Solutions

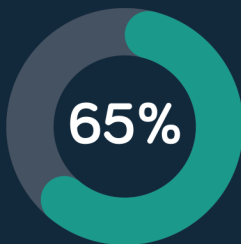
# Candidates Favor Quality of Life

With unemployment in tech dipping below 2% and salaries normalizing, candidates are demanding quality of life above all else.



## REMOTE WORK OPTIONS ADVANTAGE

Majority of managers believe remote work options enabled them to hire strong job candidates.



## CANDIDATES PRIORITIZE WORK LIFE

Almost  $\frac{2}{3}$  of technologists value flexible work options over salary increases of up to \$30,000.



53%

Candidates would leave their current job for more PTO.



34%

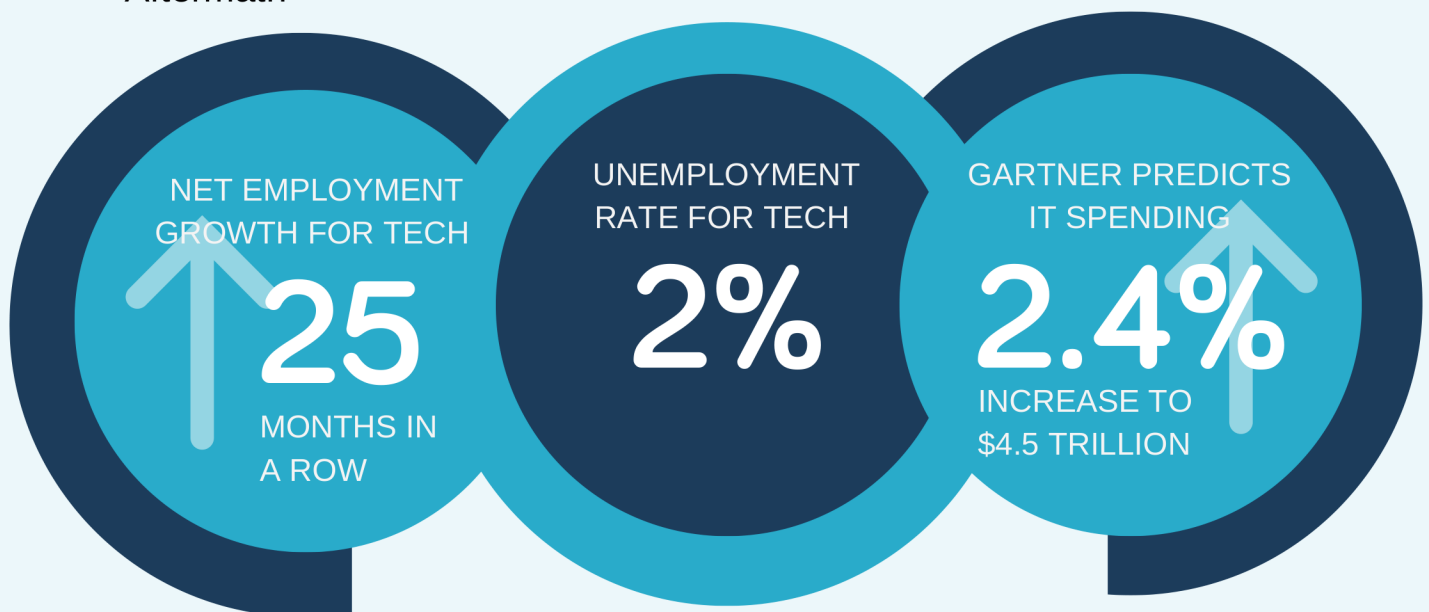
## CANDIDATES LOVE VIDEO

Candidate application rate increases by 34% when a job post includes a video.

# Bursting the Bubble Myth

Large layoff announcements in 2022 paired with inflation news sparked concern tech is in another bubble. Diving into the numbers, we see that the scale of layoffs is much, much smaller than previous bubbles.

| EVENT                     | YEAR | TOTAL TECH WORKFORCE | LAYOFFS   | LAYOFF % OF WORKFORCE |
|---------------------------|------|----------------------|-----------|-----------------------|
| Dotcom Bubble Burst       | 2000 | 3,400,000            | 915,962   | 27%                   |
|                           | 2001 | 3,600,000            | 1,524,832 | 42%                   |
|                           | 2002 | 3,500,000            | 1,272,331 | 36%                   |
| Great Recession           | 2008 | 4,100,000            | 1,516,978 | 37%                   |
|                           | 2009 | 4,000,000            | 2,108,202 | 52%                   |
|                           | 2010 | 4,000,000            | 1,257,134 | 31%                   |
|                           | 2011 | 4,200,000            | 1,112,710 | 26%                   |
| COVID & Ukraine Aftermath | 2022 | 8,722,295            | 158,951   | 2%                    |
|                           | 2023 | 8,900,000            | 67,268    | .75%                  |



# Tech Hiring Predictions for 2023

## Salaries Could Rise Up To 8%



We project that salaries for IT pros in SMBs will exceed inflation. In large companies, we think it may lag since the salaries are greater.

**Victor Janulaitis**

CEO, Janco Associates

## Retention Needs Will Reshape Candidate Profiles

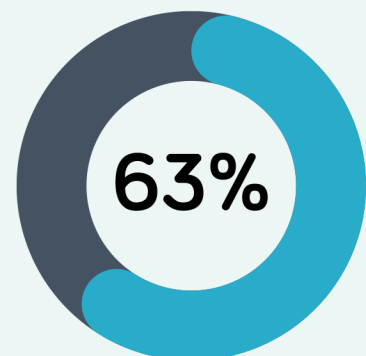


If you bring somebody in that already has 90% of the skills, they'll learn that last 10% quickly and bounce within a year. A 60-40 split is better for retention.

**Melissa Davis**

CEO and Founder, Elev8 Hire Solutions

## Skills Based Organizations Will See Stronger Results



Organizations that embed a skills based approach are 63% more likely to achieve results than those who have not adopted a skills based approach.

**Deloitte**

# ATLANTA TECH EXECUTIVE SALARIES

| JOB TITLE                       | LOW    | MEDIAN | HIGH   |
|---------------------------------|--------|--------|--------|
| Chief Information Officer (CIO) | \$136K | \$222K | \$267K |
| Chief Technology Officer (CTO)  | \$96K  | \$167K | \$254K |
| Chief Security Officer (CSO)    | \$106K | \$178K | \$263K |
| VP, Information Technology      | \$108K | \$160K | \$219K |
| Director of Technology          | \$96K  | \$145K | \$203K |

## HOW TO READ THIS REPORT



### LOW

Candidates may have less years experience for the role, or lack key skills. The role may be in a smaller company.

### MEDIAN

Average compensation for an individual with 15 years experience in their field for executive roles, 7 for all other roles.

### HIGH

Candidate has a high level of experience and hard to find skills. The role may be uniquely complex, time-sensitive or at a larger company.

# ATLANTA TECH TEAM SALARIES

Compensation ranges for individuals with 7 years experience in their field.

| JOB TITLE                        | LOW      | MEDIAN    | HIGH      |
|----------------------------------|----------|-----------|-----------|
| IT Manager                       | \$54,000 | \$89,000  | \$139,000 |
| Scrum Master                     | \$77,000 | \$113,000 | \$149,000 |
| Solutions Architect              | \$73,000 | \$113,000 | \$160,000 |
| Manual QA Engineer               | \$63,000 | \$86,000  | \$113,000 |
| Automation QA Engineer           | \$64,000 | \$93,000  | \$120,000 |
| DevOps Engineer                  | \$79,000 | \$113,000 | \$152,000 |
| Site Reliability Engineer        | \$88,000 | \$122,000 | \$152,000 |
| Full Stack Developer (.NET)      | \$69,000 | \$101,000 | \$141,000 |
| Full Stack Developer (Java)      | \$69,000 | \$101,000 | \$141,000 |
| Full Stack Developer (Node)      | \$63,000 | \$93,000  | \$126,000 |
| Machine Learning Engineer        | \$82,000 | \$125,000 | \$167,000 |
| Cloud Engineer                   | \$58,000 | \$85,000  | \$123,000 |
| Blockchain Engineer              | \$81,000 | \$113,000 | \$152,000 |
| Artificial Intelligence Engineer | \$81,000 | \$115,000 | \$161,000 |
| Mobile Application Developer     | \$53,000 | \$88,000  | \$145,000 |
| UX Designer                      | \$63,000 | \$91,000  | \$127,000 |
| Front End Developer              | \$60,000 | \$92,000  | \$132,000 |
| Cyber Security Engineer          | \$75,000 | \$108,000 | \$144,000 |
| DevSecOps                        | \$82,000 | \$114,000 | \$153,000 |
| Robotics Engineer                | \$58,000 | \$99,000  | \$143,000 |
| Database Administrator           | \$55,000 | \$85,000  | \$122,000 |
| Data Scientist                   | \$71,000 | \$111,000 | \$153,000 |
| Network Administrator            | \$41,000 | \$58,000  | \$80,000  |
| Technical Support Specialist     | \$36,000 | \$50,000  | \$69,000  |
| Technical Support Engineer       | \$48,000 | \$72,000  | \$101,000 |



# ATLANTA TECH RELATED SALARIES

Compensation ranges for individuals with 7 years experience in their field.

| JOB TITLE                            | LOW      | MEDIAN    | HIGH      |
|--------------------------------------|----------|-----------|-----------|
| Software Product Manager             | \$82,000 | \$116,000 | \$159,000 |
| Product Marketing Manager            | \$64,000 | \$98,000  | \$136,000 |
| Marketing Manager                    | \$47,000 | \$71,000  | \$105,000 |
| Marketing Analyst                    | \$46,000 | \$63,000  | \$84,000  |
| SEO Manager                          | \$60,000 | \$84,000  | \$117,000 |
| Email Marketing Manager              | \$47,000 | \$71,000  | \$104,000 |
| Digital Marketing Manager            | \$47,000 | \$71,000  | \$104,000 |
| Social Media Manager                 | \$39,000 | \$60,000  | \$92,000  |
| Business Analyst                     | \$53,000 | \$71,000  | \$93,000  |
| Content Manager                      | \$46,000 | \$68,000  | \$101,000 |
| Content Writer                       | \$38,000 | \$58,000  | \$90,000  |
| Creative Director                    | \$48,000 | \$83,000  | \$140,000 |
| Graphic Designer                     | \$38,000 | \$53,000  | \$77,000  |
| Technical Writer                     | \$51,000 | \$72,000  | \$98,000  |
| Data Analyst                         | \$44,000 | \$65,000  | \$93,000  |
| Copywriter                           | \$45,000 | \$62,000  | \$90,000  |
| IT Project Manager                   | \$62,000 | \$96,000  | \$133,000 |
| Software Development Project Manager | \$62,000 | \$96,000  | \$133,000 |



# OUR TALENT IS FINDING YOURS

Part matchmaker, part headhunter, **Elev8 Hire Solutions** connects top tier IT talent to today's tech startups and innovative growth organizations, building teams that thrive for years.

We take the time to assess candidate's soft and hard skills, understand their career goals, and match them with our client's needs and culture—resulting in candidates happier in their new roles, and clients loving the talent we bring to their teams.

# ABOUT elev8

## TALK TO US

(404) 665-3172

[info@elev8staffing.com](mailto:info@elev8staffing.com)

116 **5 Star Reviews** on 

### WHO WE ARE

Part matchmaker, part headhunter, Elev8 connects top tier tech talent to today's IT startups and innovative growth organizations, building teams that thrive for years.

### WHAT WE DO

Elev8 was created to be the next generation IT recruiting solution, focused on rigorously matching the hard and soft skills to find true matches.

### HOW WE DO IT

We do our homework; we build relationships. Integrity is of the highest value when it comes to dealing with some of the biggest decisions you will make in your life.