

Provalus Rural Domestic Onshore Rates		
Skillset	Title	Rate/Hr
Customer Experience/BPO	Bootcamp CX Agent	\$32
Customer Experience/BPO	CX Agent (<2 years)	\$36
Customer Experience/BPO	Experienced CX Agent (2+ Years)	\$42
Customer Experience/BPO	CX Shift Lead	\$36
Customer Experience/BPO	CX Team Manager (Lead)	\$50
Customer Experience/BPO	CX Dedicated QA	\$38
Customer Experience/BPO	CX QA Lead	\$50
Customer Experience/BPO	CX Reporting Agent	\$36
Customer Experience/BPO	CX Reporting Lead	\$50
Customer Experience/BPO	Dedicated Trainer	\$50
IT HelpDesk/Service Desk	BootCamp Service Desk Analyst	\$34
IT HelpDesk/Service Desk	Service Desk Analysts (<2 years)	\$38
IT HelpDesk/Service Desk	Experienced Service Desk Analysts (2+ years)	\$45
IT HelpDesk/Service Desk	Helpdesk Shift Lead	\$40
IT HelpDesk/Service Desk	Helpdesk Team Lead	\$50
Network Operations	NOC L1	\$42
Network Operations	NOC L2	\$50
Network Operations	NOC L3	\$75
Network Operations	NOC Shift Lead (Tier 2)	\$50
Network Operations	NOC Team Lead (Tier 2-3)	\$75
CyberSecurity	Security Tech L1	\$43
CyberSecurity	Security Tech L2	\$50
CyberSecurity	Security Tech L3	\$75
CyberSecurity	SOC Shift Lead (Tier 2)	\$50
CyberSecurity	SOC Team Lead (Tier 2-3)	\$75
CyberSecurity	IAM Analyst	\$38
CyberSecurity	IAM Shift Lead	\$45
Niche	TBD	
	Additional Charges/per agent/per hour	
	Provalus Supplied Laptop	\$1.25
	Provalus Supplied Peripherals (Monitors,etc..)	\$0.75

OPS Recruited Bill Rates				
Skillset	Title	Low Range	Mid	High Range
Salesforce	Salesforce Admin (Entry Level)	\$54.40	\$68.00	\$81.60
Salesforce	Salesforce Admin (Junior)	\$61.20	\$76.50	\$91.80
Salesforce	Salesforce Admin (Mid)	\$68.00	\$85.00	\$102.00
Salesforce	Salesforce Admin (Senior)	\$91.80	\$114.75	\$137.70
Salesforce	Salesforce Admin (Team Lead)	\$95.20	\$119.00	\$142.80
Salesforce	Salesforce Business Analyst (Entry Level)	\$64.60	\$80.75	\$96.90
Salesforce	Salesforce Business Analyst (Junior)	\$64.60	\$80.75	\$96.90
Salesforce	Salesforce Business Analyst (Mid)	\$81.60	\$102.00	\$122.40
Salesforce	Salesforce Business Analyst (Senior)	\$95.20	\$119.00	\$142.80
Salesforce	Salesforce Business Analyst (Team Lead)	\$102.00	\$127.50	\$153.00
Salesforce	Salesforce Developer (Entry Level)	\$68.00	\$85.00	\$102.00
Salesforce	Salesforce Developer (Junior)	\$81.60	\$102.00	\$122.40
Salesforce	Salesforce Developer (Mid)	\$88.40	\$110.50	\$132.60
Salesforce	Salesforce Developer (Senior)	\$102.00	\$127.50	\$153.00
Salesforce	Salesforce Developer (Team Lead)	\$115.60	\$144.50	\$173.40
Salesforce	Salesforce Architect/Principal	\$129.20	\$161.50	\$193.80
Salesforce	Salesforce Engagement Manager	\$91.80	\$114.75	\$137.70
Salesforce	Salesforce Marketing Cloud Consultant	\$78.20	\$97.75	\$117.30
Salesforce	Salesforce Product Manager	\$88.40	\$110.50	\$132.60
Salesforce	Salesforce Release Engineer	\$79.56	\$99.45	\$119.34
Salesforce	Salesforce Solution Architect	\$122.40	\$153.00	\$183.60
Cloud And Infrastructure	AWS Admin/Analyst	\$78.88	\$98.60	\$118.32
Cloud And Infrastructure	AWS Architect/Principal	\$129.20	\$161.50	\$193.80
Cloud And Infrastructure	AWS Engineer (Junior)/Admin/Analyst	\$88.40	\$110.50	\$132.60
Cloud And Infrastructure	AWS Engineer (Mid)	\$95.20	\$119.00	\$142.80
Cloud And Infrastructure	AWS Engineer (Senior)	\$102.00	\$127.50	\$153.00
Cloud And Infrastructure	AWS Engineer (Team Lead)	\$115.60	\$144.50	\$173.40
Cloud And Infrastructure	Azure Architect/Principal	\$129.20	\$161.50	\$193.80
Cloud And Infrastructure	Azure Engineer (Junior)/Admin/Analyst	\$78.88	\$98.60	\$118.32
Cloud And Infrastructure	Azure Engineer (Mid)	\$95.20	\$119.00	\$142.80
Cloud And Infrastructure	Azure Engineer (Senior)	\$108.80	\$136.00	\$163.20
Cloud And Infrastructure	Azure Engineer (Team Lead)	\$122.40	\$153.00	\$183.60
Cloud And Infrastructure	Citrix Architect/Principal	\$115.60	\$144.50	\$173.40
Cloud And Infrastructure	Citrix Engineer (Junior)/Admin/Analyst	\$74.80	\$93.50	\$112.20
Cloud And Infrastructure	Citrix Engineer (Mid)	\$81.60	\$102.00	\$122.40
Cloud And Infrastructure	Citrix Engineer (Senior)	\$92.48	\$115.60	\$138.72
Cloud And Infrastructure	Citrix Engineer (Team Lead)	\$102.00	\$127.50	\$153.00
Cloud And Infrastructure	Cloud Engineer (Non-Azure/AWS) (Tech Architect/Prin	\$122.40	\$153.00	\$183.60
Cloud And Infrastructure	Cloud Engineering Manager	\$136.00	\$170.00	\$204.00
Cloud And Infrastructure	Cloud Engineer (Non-Azure/AWS) (Junior)/Admin/Ana	\$72.08	\$90.10	\$108.12
Cloud And Infrastructure	Cloud Engineer (Non-Azure/AWS) (Mid)	\$81.60	\$102.00	\$122.40
Cloud And Infrastructure	Cloud Engineer (Non-Azure/AWS) (Senior)	\$95.20	\$119.00	\$142.80
Cloud And Infrastructure	Cloud Engineer (Non-Azure/AWS) (Team Lead)	\$108.80	\$136.00	\$163.20
Cloud And Infrastructure	DevOps Architect/Principal	\$136.00	\$170.00	\$204.00
Cloud And Infrastructure	DevOps Engineer (Entry Level)	\$74.80	\$93.50	\$112.20
Cloud And Infrastructure	DevOps Engineer (Junior)	\$81.60	\$102.00	\$122.40
Cloud And Infrastructure	DevOps Engineer (Mid)	\$95.20	\$119.00	\$142.80
Cloud And Infrastructure	DevOps Engineer (Senior)	\$102.00	\$127.50	\$153.00
Cloud And Infrastructure	DevOps Engineer (Team Lead)	\$115.60	\$144.50	\$173.40
Cloud And Infrastructure	Enterprise Architect	\$149.60	\$187.00	\$224.40

Cloud And Infrastructure	Helpdesk (Entry Level)	\$34.00	\$42.50	\$51.00
Cloud And Infrastructure	Helpdesk (Junior)	\$40.80	\$51.00	\$61.20
Cloud And Infrastructure	Helpdesk (Mid)	\$47.60	\$59.50	\$71.40
Cloud And Infrastructure	Helpdesk (Senior)	\$54.40	\$68.00	\$81.60
Cloud And Infrastructure	Helpdesk (Team Lead)	\$68.00	\$85.00	\$102.00
Cloud And Infrastructure	Helpdesk Manager	\$81.60	\$102.00	\$122.40
Cloud And Infrastructure	IT Manager	\$88.40	\$110.50	\$132.60
Cloud And Infrastructure	Linux Architect/Principal	\$122.40	\$153.00	\$183.60
Cloud And Infrastructure	Linux Engineer (Junior)/Admin/Analyst	\$68.00	\$85.00	\$102.00
Cloud And Infrastructure	Linux Engineer (Mid)	\$81.60	\$102.00	\$122.40
Cloud And Infrastructure	Linux Engineer (Senior)	\$88.40	\$110.50	\$132.60
Cloud And Infrastructure	Linux Engineer (Team Lead)	\$108.80	\$136.00	\$163.20
Cloud And Infrastructure	Manager/Director, CI	\$149.60	\$187.00	\$224.40
Cloud And Infrastructure	Network Architect/Principal	\$136.00	\$170.00	\$204.00
Cloud And Infrastructure	Network Engineer (Junior)/Admin/Analyst	\$74.80	\$93.50	\$112.20
Cloud And Infrastructure	Network Engineer (Mid)	\$81.60	\$102.00	\$122.40
Cloud And Infrastructure	Network Engineer (Senior)	\$102.00	\$127.50	\$153.00
Cloud And Infrastructure	Network Engineer (Team Lead)	\$122.40	\$153.00	\$183.60
Cloud And Infrastructure	NOC Engineer (Junior)/Analyst	\$54.40	\$68.00	\$81.60
Cloud And Infrastructure	NOC Engineer (Mid)	\$68.00	\$85.00	\$102.00
Cloud And Infrastructure	NOC Engineer (Senior)	\$74.80	\$93.50	\$112.20
Cloud And Infrastructure	NOC Engineer (Team Lead)	\$88.40	\$110.50	\$132.60
Cloud And Infrastructure	SCCM Engineer	\$81.60	\$102.00	\$122.40
Cloud And Infrastructure	Splunk Engineer	\$95.20	\$119.00	\$142.80
Cloud And Infrastructure	SRE (Junior)	\$74.80	\$93.50	\$112.20
Cloud And Infrastructure	SRE (Mid)	\$88.40	\$110.50	\$132.60
Cloud And Infrastructure	SRE (Senior)	\$102.00	\$127.50	\$153.00
Cloud And Infrastructure	SRE (Team Lead)	\$108.80	\$136.00	\$163.20
Cloud And Infrastructure	Unix Systems Admin/Analyst	\$74.80	\$93.50	\$112.20
Cloud And Infrastructure	Windows Architect/Principal	\$108.80	\$136.00	\$163.20
Cloud And Infrastructure	Windows Engineer (Junior)/Admin/Analyst	\$74.80	\$93.50	\$112.20
Cloud And Infrastructure	Windows Engineer (Mid)	\$81.60	\$102.00	\$122.40
Cloud And Infrastructure	Windows Engineer (Senior)	\$95.20	\$119.00	\$142.80
Cloud And Infrastructure	Windows Engineer (Team Lead)	\$108.80	\$136.00	\$163.20
Data Modernization	Business Intelligence Architect/Principal	\$125.80	\$157.25	\$188.70
Data Modernization	Business Intelligence Developer (Entry Level)	\$54.40	\$68.00	\$81.60
Data Modernization	Business Intelligence Developer (Junior)	\$61.20	\$76.50	\$91.80
Data Modernization	Business Intelligence Developer (Mid)	\$74.80	\$93.50	\$112.20
Data Modernization	Business Intelligence Developer (Senior)	\$88.40	\$110.50	\$132.60
Data Modernization	Business Intelligence Developer (Team Lead)	\$102.00	\$127.50	\$153.00
Data Modernization	Data Analyst (Entry Level)	\$40.80	\$51.00	\$61.20
Data Modernization	Data Analyst (Junior)	\$54.40	\$68.00	\$81.60
Data Modernization	Data Analyst (Mid)	\$74.80	\$93.50	\$112.20
Data Modernization	Data Analyst (Senior)	\$88.40	\$110.50	\$132.60
Data Modernization	Data Analyst (Team Lead)	\$95.20	\$119.00	\$142.80
Data Modernization	Data Architect/Principal	\$129.20	\$161.50	\$193.80
Data Modernization	Data Engineer (Entry Level)	\$57.80	\$72.25	\$86.70
Data Modernization	Data Engineer (Junior)	\$68.00	\$85.00	\$102.00
Data Modernization	Data Engineer (Mid)	\$102.00	\$127.50	\$153.00
Data Modernization	Data Engineer (Senior)	\$115.60	\$144.50	\$173.40
Data Modernization	Data Engineer (Team Lead)	\$122.40	\$153.00	\$183.60
Data Modernization	Data Scientist (Entry Level)	\$54.40	\$68.00	\$81.60
Data Modernization	Data Scientist (Junior)	\$68.00	\$85.00	\$102.00
Data Modernization	Data Scientist (Mid)	\$95.20	\$119.00	\$142.80
Data Modernization	Data Scientist (Senior)	\$115.60	\$144.50	\$173.40
Data Modernization	Data Scientist (Team Lead)	\$136.00	\$170.00	\$204.00
Data Modernization	Data Visualization Developer (PowerBI) (Entry Level)	\$47.60	\$59.50	\$71.40
Data Modernization	Data Visualization Developer (PowerBI) (Junior)	\$61.20	\$76.50	\$91.80
Data Modernization	Data Visualization Developer (PowerBI) (Mid)	\$74.80	\$93.50	\$112.20
Data Modernization	Data Visualization Developer (PowerBI) (Senior)	\$88.40	\$110.50	\$132.60
Data Modernization	Data Visualization Developer (PowerBI) (Team Lead)	\$95.20	\$119.00	\$142.80
Data Modernization	Data Visualization Developer (Qlik) (Entry Level)	\$47.60	\$59.50	\$71.40
Data Modernization	Data Visualization Developer (Qlik) (Junior)	\$61.20	\$76.50	\$91.80
Data Modernization	Data Visualization Developer (Qlik) (Mid)	\$74.80	\$93.50	\$112.20
Data Modernization	Data Visualization Developer (Qlik) (Senior)	\$88.40	\$110.50	\$132.60
Data Modernization	Data Visualization Developer (Qlik) (Team Lead)	\$95.20	\$119.00	\$142.80
Data Modernization	Data Visualization Developer (SSRS) (Entry Level)	\$47.60	\$59.50	\$71.40
Data Modernization	Data Visualization Developer (SSRS) (Junior)	\$61.20	\$76.50	\$91.80
Data Modernization	Data Visualization Developer (SSRS) (Mid)	\$74.80	\$93.50	\$112.20
Data Modernization	Data Visualization Developer (SSRS) (Senior)	\$88.40	\$110.50	\$132.60
Data Modernization	Data Visualization Developer (SSRS) (Team Lead)	\$95.20	\$119.00	\$142.80
Data Modernization	Data Visualization Developer (Tableau) (Entry Level)	\$47.60	\$59.50	\$71.40
Data Modernization	Data Visualization Developer (Tableau) (Junior)	\$61.20	\$76.50	\$91.80
Data Modernization	Data Visualization Developer (Tableau) (Mid)	\$74.80	\$93.50	\$112.20
Data Modernization	Data Visualization Developer (Tableau) (Senior)	\$88.40	\$110.50	\$132.60
Data Modernization	Data Visualization Developer (Tableau) (Team Lead)	\$95.20	\$119.00	\$142.80
Data Modernization	ETL Developer (Entry Level)	\$54.40	\$68.00	\$81.60
Data Modernization	ETL Developer (Junior)	\$68.00	\$85.00	\$102.00
Data Modernization	ETL Developer (Mid)	\$81.60	\$102.00	\$122.40
Data Modernization	ETL Developer (Senior)	\$95.20	\$119.00	\$142.80
Data Modernization	ETL Developer (Team Lead)	\$102.00	\$127.50	\$153.00
Data Modernization	ETL Developer (Datastage) (Entry Level)	\$54.40	\$68.00	\$81.60
Data Modernization	ETL Developer (Datastage) (Junior)	\$61.20	\$76.50	\$91.80
Data Modernization	ETL Developer (Datastage) (Mid)	\$74.80	\$93.50	\$112.20
Data Modernization	ETL Developer (Datastage) (Senior)	\$88.40	\$110.50	\$132.60
Data Modernization	ETL Developer (Datastage) (Team Lead)	\$98.60	\$123.25	\$147.90
Data Modernization	ETL Developer (Informatica Power Center) (Entry Level)	\$54.40	\$68.00	\$81.60

Data Modernization	ETL Developer (Informatica Power Center) (Junior)	\$74.80	\$93.50	\$112.20
Data Modernization	ETL Developer (Informatica Power Center) (Mid)	\$88.40	\$110.50	\$132.60
Data Modernization	ETL Developer (Informatica Power Center) (Senior)	\$102.00	\$127.50	\$153.00
Data Modernization	ETL Developer (Informatica Power Center) (Team Lead)	\$108.80	\$136.00	\$163.20
Data Modernization	ETL Developer (SSIS) (Entry Level)	\$44.20	\$55.25	\$66.30
Data Modernization	ETL Developer (SSIS) (Junior)	\$68.00	\$85.00	\$102.00
Data Modernization	ETL Developer (SSIS) (Mid)	\$74.80	\$93.50	\$112.20
Data Modernization	ETL Developer (SSIS) (Senior)	\$88.40	\$110.50	\$132.60
Data Modernization	ETL Developer (SSIS) (Team Lead)	\$102.00	\$127.50	\$153.00
Data Modernization	Director, DM	\$129.20	\$161.50	\$193.80
Data Modernization	Manager, DM	\$115.60	\$144.50	\$173.40
Data Modernization	Oracle DBA (Entry Level)	\$57.80	\$72.25	\$86.70
Data Modernization	Oracle DBA (Junior)	\$64.60	\$80.75	\$96.90
Data Modernization	Oracle DBA (Mid)	\$74.80	\$93.50	\$112.20
Data Modernization	Oracle DBA (Senior)	\$88.40	\$110.50	\$132.60
Data Modernization	Oracle DBA (Team Lead)	\$98.60	\$123.25	\$147.90
Data Modernization	Oracle PL/SQL Developer (Entry Level)	\$54.40	\$68.00	\$81.60
Data Modernization	Oracle PL/SQL Developer (Junior)	\$68.00	\$85.00	\$102.00
Data Modernization	Oracle PL/SQL Developer (Mid)	\$88.40	\$110.50	\$132.60
Data Modernization	Oracle PL/SQL Developer (Senior)	\$102.00	\$127.50	\$153.00
Data Modernization	Oracle PL/SQL Developer (Team Lead)	\$108.80	\$136.00	\$163.20
Data Modernization	SQL Server DBA (Entry Level)	\$54.40	\$68.00	\$81.60
Data Modernization	SQL Server DBA (Junior)	\$68.00	\$85.00	\$102.00
Data Modernization	SQL Server DBA (Mid)	\$81.60	\$102.00	\$122.40
Data Modernization	SQL Server DBA (Senior)	\$102.00	\$127.50	\$153.00
Data Modernization	SQL Server DBA (Team Lead)	\$108.80	\$136.00	\$163.20
Data Modernization	SQL Server TSQL Developer (Entry Level)	\$54.40	\$68.00	\$81.60
Data Modernization	SQL Server TSQL Developer (Junior)	\$68.00	\$85.00	\$102.00
Data Modernization	SQL Server TSQL Developer (Mid)	\$81.60	\$102.00	\$122.40
Data Modernization	SQL Server TSQL Developer (Senior)	\$95.20	\$119.00	\$142.80
Data Modernization	SQL Server TSQL Developer (Team Lead)	\$108.80	\$136.00	\$163.20
Software Engineering	.NET Core Architect/Principal	\$115.60	\$144.50	\$173.40
Software Engineering	.NET Core Developer (Entry Level)	\$43.52	\$54.40	\$65.28
Software Engineering	.NET Core Developer (Junior)	\$51.68	\$64.60	\$77.52
Software Engineering	.NET Core Developer (Mid)	\$81.60	\$102.00	\$122.40
Software Engineering	.NET Core Developer (Senior)	\$102.00	\$127.50	\$153.00
Software Engineering	.NET Core Developer (Team Lead)	\$108.80	\$136.00	\$163.20
Software Engineering	Android Developer (Entry Level)	\$58.48	\$73.10	\$87.72
Software Engineering	Android Developer (Junior)	\$72.08	\$90.10	\$108.12
Software Engineering	Android Developer (Mid)	\$95.20	\$119.00	\$142.80
Software Engineering	Android Developer (Senior)	\$108.80	\$136.00	\$163.20
Software Engineering	Android Developer (Team Lead)	\$122.40	\$153.00	\$183.60
Software Engineering	Android Architect/Principal	\$136.00	\$170.00	\$204.00
Software Engineering	Angular Developer (Entry Level)	\$61.20	\$76.50	\$91.80
Software Engineering	Angular Developer (Junior)	\$74.80	\$93.50	\$112.20
Software Engineering	Angular Developer (Mid)	\$88.40	\$110.50	\$132.60
Software Engineering	Angular Developer (Senior)	\$102.00	\$127.50	\$153.00
Software Engineering	Angular Developer (Team Lead)	\$108.80	\$136.00	\$163.20
Software Engineering	Angular Architect/Principal	\$122.40	\$153.00	\$183.60
Software Engineering	Automation QA (Entry Level)	\$51.68	\$64.60	\$77.52
Software Engineering	Automation QA (Junior)	\$51.68	\$64.60	\$77.52
Software Engineering	Automation QA (Mid)	\$78.88	\$98.60	\$118.32
Software Engineering	Automation QA (Senior)	\$92.48	\$115.60	\$138.72
Software Engineering	Automation QA (Team Lead)	\$99.28	\$124.10	\$148.92
Software Engineering	Automation QA Manager	\$108.80	\$136.00	\$163.20
Software Engineering	C#/.NET Architect/Principal	\$115.60	\$144.50	\$173.40
Software Engineering	C#/.NET Developer (Entry Level)	\$43.52	\$54.40	\$65.28
Software Engineering	C#/.NET Developer (Junior)	\$51.68	\$64.60	\$77.52
Software Engineering	C#/.NET Developer (Mid)	\$81.60	\$102.00	\$122.40
Software Engineering	C#/.NET Developer (Senior)	\$102.00	\$127.50	\$153.00
Software Engineering	C#/.NET Developer (Team Lead)	\$108.80	\$136.00	\$163.20
Software Engineering	C++ Architect/Principal	\$115.60	\$144.50	\$173.40
Software Engineering	C++ Developer (Entry Level)	\$51.68	\$64.60	\$77.52
Software Engineering	C++ Developer (Junior)	\$57.12	\$71.40	\$85.68
Software Engineering	C++ Developer (Mid)	\$74.80	\$93.50	\$112.20
Software Engineering	C++ Developer (Senior)	\$95.20	\$119.00	\$142.80
Software Engineering	C++ Developer (Team Lead)	\$108.80	\$136.00	\$163.20
Software Engineering	Development Manager, C#/.NET	\$115.60	\$144.50	\$173.40
Software Engineering	Development Manager, Java	\$126.48	\$158.10	\$189.72
Software Engineering	GoLang Architect/Principal	\$142.80	\$178.50	\$214.20
Software Engineering	GoLang Developer (Entry Level)	\$61.20	\$76.50	\$91.80
Software Engineering	GoLang Developer (Junior)	\$68.00	\$85.00	\$102.00
Software Engineering	GoLang Developer (Mid)	\$88.40	\$110.50	\$132.60
Software Engineering	GoLang Developer (Senior)	\$102.00	\$127.50	\$153.00
Software Engineering	GoLang Developer (Team Lead)	\$115.60	\$144.50	\$173.40
Software Engineering	iOS Architect/Principal	\$149.60	\$187.00	\$224.40
Software Engineering	iOS Developer (Entry Level)	\$61.20	\$76.50	\$91.80
Software Engineering	iOS Developer (Junior)	\$74.80	\$93.50	\$112.20
Software Engineering	iOS Developer (Mid)	\$95.20	\$119.00	\$142.80
Software Engineering	iOS Developer (Senior)	\$108.80	\$136.00	\$163.20
Software Engineering	iOS Developer (Team Lead)	\$129.20	\$161.50	\$193.80
Software Engineering	Java Architect/Principal	\$133.28	\$166.60	\$199.92
Software Engineering	Java Developer (Entry Level)	\$68.00	\$85.00	\$102.00
Software Engineering	Java Developer (Junior)	\$74.80	\$93.50	\$112.20
Software Engineering	Java Developer (Mid)	\$95.20	\$119.00	\$142.80
Software Engineering	Java Developer (Senior)	\$108.80	\$136.00	\$163.20
Software Engineering	Java Developer (Team Lead)	\$122.40	\$153.00	\$183.60

Software Engineering	Javascript (Vanilla) Architect/Principal	\$136.00	\$170.00	\$204.00
Software Engineering	Javascript (Vanilla) Developer (Entry Level)	\$61.20	\$76.50	\$91.80
Software Engineering	Javascript (Vanilla) Developer (Junior)	\$74.80	\$93.50	\$112.20
Software Engineering	Javascript (Vanilla) Developer (Mid)	\$95.20	\$119.00	\$142.80
Software Engineering	Javascript (Vanilla) Developer (Senior)	\$108.80	\$136.00	\$163.20
Software Engineering	Javascript (Vanilla) Developer (Team Lead)	\$122.40	\$153.00	\$183.60
Software Engineering	Mobile (Android & iOS) Developer (Tech Architect)	\$149.60	\$187.00	\$224.40
Software Engineering	Mobile (Android & iOS) Developer (Entry Level)	\$61.20	\$76.50	\$91.80
Software Engineering	Mobile (Android & iOS) Developer (Junior)	\$74.80	\$93.50	\$112.20
Software Engineering	Mobile (Android & iOS) Developer (Mid)	\$95.20	\$119.00	\$142.80
Software Engineering	Mobile (Android & iOS) Developer (Senior)	\$108.80	\$136.00	\$163.20
Software Engineering	Mobile (Android & iOS) Developer (Team Lead)	\$129.20	\$161.50	\$193.80
Software Engineering	NodeJS Architect/Principal	\$136.00	\$170.00	\$204.00
Software Engineering	NodeJS Developer (Entry Level)	\$61.20	\$76.50	\$91.80
Software Engineering	NodeJS Developer (Junior)	\$74.80	\$93.50	\$112.20
Software Engineering	NodeJS Developer (Mid)	\$95.20	\$119.00	\$142.80
Software Engineering	NodeJS Developer (Senior)	\$108.80	\$136.00	\$163.20
Software Engineering	NodeJS Developer (Team Lead)	\$122.40	\$153.00	\$183.60
Software Engineering	PHP Developer (Entry Level)	\$47.60	\$59.50	\$71.40
Software Engineering	PHP Developer (Junior)	\$54.40	\$68.00	\$81.60
Software Engineering	PHP Developer (Mid)	\$74.80	\$93.50	\$112.20
Software Engineering	PHP Developer (Senior)	\$92.48	\$115.60	\$138.72
Software Engineering	PHP Developer (Team Lead)	\$102.00	\$127.50	\$153.00
Software Engineering	PHP Architect/Principal	\$108.80	\$136.00	\$163.20
Software Engineering	Python Developer (Entry Level)	\$68.00	\$85.00	\$102.00
Software Engineering	Python Developer (Junior)	\$74.80	\$93.50	\$112.20
Software Engineering	Python Developer (Mid)	\$88.40	\$110.50	\$132.60
Software Engineering	Python Developer (Senior)	\$102.00	\$127.50	\$153.00
Software Engineering	Python Developer (Team Lead)	\$115.60	\$144.50	\$173.40
Software Engineering	Python Architect/Principal	\$129.20	\$161.50	\$193.80
Software Engineering	React Developer (Entry Level)	\$68.00	\$85.00	\$102.00
Software Engineering	React Developer (Junior)	\$78.88	\$98.60	\$118.32
Software Engineering	React Developer (Mid)	\$88.40	\$110.50	\$132.60
Software Engineering	React Developer (Senior)	\$102.00	\$127.50	\$153.00
Software Engineering	React Developer (Team Lead)	\$115.60	\$144.50	\$173.40
Software Engineering	React Architect/Principal	\$129.20	\$161.50	\$193.80
Software Engineering	React Native Developer (Entry Level)	\$68.00	\$85.00	\$102.00
Software Engineering	React Native Developer (Junior)	\$78.88	\$98.60	\$118.32
Software Engineering	React Native Developer (Mid)	\$88.40	\$110.50	\$132.60
Software Engineering	React Native Developer (Senior)	\$102.00	\$127.50	\$153.00
Software Engineering	React Native Developer (Team Lead)	\$115.60	\$144.50	\$173.40
Software Engineering	React Native Architect/Principal	\$129.20	\$161.50	\$193.80
Software Engineering	RPG Developer	\$88.40	\$110.50	\$132.60
Software Engineering	SDET (Entry Level)	\$61.20	\$76.50	\$91.80
Software Engineering	SDET (Junior)	\$68.00	\$85.00	\$102.00
Software Engineering	SDET (Mid)	\$92.48	\$115.60	\$138.72
Software Engineering	SDET (Senior)	\$102.00	\$127.50	\$153.00
Software Engineering	SDET (Team Lead)	\$115.60	\$144.50	\$173.40
Software Engineering	SDET (Tech Architect/Principal)	\$129.20	\$161.50	\$193.80
Software Engineering	Xamarin Developer (Entry Level)	\$61.20	\$76.50	\$91.80
Software Engineering	Xamarin Developer (Junior)	\$74.80	\$93.50	\$112.20
Software Engineering	Xamarin Developer (Mid)	\$95.20	\$119.00	\$142.80
Software Engineering	Xamarin Developer (Senior)	\$108.80	\$136.00	\$163.20
Software Engineering	Xamarin Developer (Team Lead)	\$129.20	\$161.50	\$193.80
Software Engineering	Xamarin Architect/Principal	\$149.60	\$187.00	\$224.40
Cyber	Application Security Architect/Principal	\$136.00	\$170.00	\$204.00
Cyber	Application Security Engineer (Entry Level)	\$74.80	\$93.50	\$112.20
Cyber	Application Security Engineer (Junior)	\$74.80	\$93.50	\$112.20
Cyber	Application Security Engineer (Mid)	\$102.00	\$127.50	\$153.00
Cyber	Application Security Engineer (Senior)	\$122.40	\$153.00	\$183.60
Cyber	Application Security Engineer (Team Lead)	\$149.60	\$187.00	\$224.40
Cyber	Cloud Security Architect/Principal	\$136.00	\$170.00	\$204.00
Cyber	Cloud Security Engineer (Entry Level)	\$74.80	\$93.50	\$112.20
Cyber	Cloud Security Engineer (Junior)	\$74.80	\$93.50	\$112.20
Cyber	Cloud Security Engineer (Mid)	\$102.00	\$127.50	\$153.00
Cyber	Cloud Security Engineer (Senior)	\$122.40	\$153.00	\$183.60
Cyber	Cloud Security Engineer (Team Lead)	\$149.60	\$187.00	\$224.40
Cyber	DevSecOps Architect/Principal	\$136.00	\$170.00	\$204.00
Cyber	DevSecOps Engineer (Entry Level)	\$74.80	\$93.50	\$112.20
Cyber	DevSecOps Engineer (Junior)	\$74.80	\$93.50	\$112.20
Cyber	DevSecOps Engineer (Mid)	\$102.00	\$127.50	\$153.00
Cyber	DevSecOps Engineer (Senior)	\$122.40	\$153.00	\$183.60
Cyber	DevSecOps Engineer (Team Lead)	\$149.60	\$187.00	\$224.40
Cyber	Firewall Engineer (Entry Level)	\$54.40	\$68.00	\$81.60
Cyber	Firewall Engineer (Junior)	\$54.40	\$68.00	\$81.60
Cyber	Firewall Engineer (Mid)	\$74.80	\$93.50	\$112.20
Cyber	Firewall Engineer (Senior)	\$95.20	\$119.00	\$142.80
Cyber	Firewall Engineer (Team Lead)	\$108.80	\$136.00	\$163.20
Cyber	GRC Analyst (Entry Level)	\$48.96	\$61.20	\$73.44
Cyber	GRC Analyst (Junior)	\$48.96	\$61.20	\$73.44
Cyber	GRC Analyst (Mid)	\$74.80	\$93.50	\$112.20
Cyber	GRC Analyst (Senior)	\$88.40	\$110.50	\$132.60
Cyber	GRC Analyst (Team Lead)	\$102.00	\$127.50	\$153.00
Cyber	IAM Consultant (Entry Level)	\$51.68	\$64.60	\$77.52
Cyber	IAM Consultant (Junior)	\$57.12	\$71.40	\$85.68
Cyber	IAM Consultant (Mid)	\$69.36	\$86.70	\$104.04
Cyber	IAM Consultant (Senior)	\$81.60	\$102.00	\$122.40

Cyber	IAM Consultant (Team Lead)	\$91.12	\$113.90	\$136.68
Cyber	IT Auditor (Entry Level)	\$46.24	\$57.80	\$69.36
Cyber	IT Auditor (Junior)	\$48.96	\$61.20	\$73.44
Cyber	IT Auditor (Mid)	\$72.08	\$90.10	\$108.12
Cyber	IT Auditor (Senior)	\$85.68	\$107.10	\$128.52
Cyber	IT Auditor (Team Lead)	\$97.92	\$122.40	\$146.88
Cyber	Penetration Tester (Entry Level)	\$58.48	\$73.10	\$87.72
Cyber	Penetration Tester (Junior)	\$61.20	\$76.50	\$91.80
Cyber	Penetration Tester (Mid)	\$81.60	\$102.00	\$122.40
Cyber	Penetration Tester (Senior)	\$108.80	\$136.00	\$163.20
Cyber	Penetration Tester (Team Lead)	\$136.00	\$170.00	\$204.00
Cyber	Risk Assessor (Entry Level)	\$55.76	\$69.70	\$83.64
Cyber	Risk Assessor (Junior)	\$59.84	\$74.80	\$89.76
Cyber	Risk Assessor (Mid)	\$72.08	\$90.10	\$108.12
Cyber	Risk Assessor (Senior)	\$80.24	\$100.30	\$120.36
Cyber	Risk Assessor (Team Lead)	\$93.84	\$117.30	\$140.76
Cyber	Security Admin/Analyst (Entry Level)	\$54.40	\$68.00	\$81.60
Cyber	Security Admin/Analyst (Junior)	\$61.20	\$76.50	\$91.80
Cyber	Security Admin/Analyst (Mid)	\$68.00	\$85.00	\$102.00
Cyber	Security Admin/Analyst (Senior)	\$85.68	\$107.10	\$128.52
Cyber	Security Admin/Analyst (Team Lead)	\$88.40	\$110.50	\$132.60
Cyber	Security Architect/Principal	\$108.80	\$136.00	\$163.20
Cyber	Security Engineer (Entry Level)	\$54.40	\$68.00	\$81.60
Cyber	Security Engineer (Junior)	\$61.20	\$76.50	\$91.80
Cyber	Security Engineer (Mid)	\$68.00	\$85.00	\$102.00
Cyber	Security Engineer (Senior)	\$85.68	\$107.10	\$128.52
Cyber	Security Engineer (Team Lead)	\$88.40	\$110.50	\$132.60
Cyber	Security Technical Writer (Entry Level)	\$48.96	\$61.20	\$73.44
Cyber	Security Technical Writer (Junior)	\$48.96	\$61.20	\$73.44
Cyber	Security Technical Writer (Mid)	\$74.80	\$93.50	\$112.20
Cyber	Security Technical Writer (Senior)	\$95.20	\$119.00	\$142.80
Cyber	Security Technical Writer (Team Lead)	\$108.80	\$136.00	\$163.20
Cyber	SOC Analyst (Entry Level)	\$55.76	\$69.70	\$83.64
Cyber	SOC Analyst (Junior)	\$59.84	\$74.80	\$89.76
Cyber	SOC Analyst (Mid)	\$72.08	\$90.10	\$108.12
Cyber	SOC Analyst (Senior)	\$85.68	\$107.10	\$128.52
Cyber	SOC Analyst (Team Lead)	\$93.84	\$117.30	\$140.76
Cyber	Manager/Director, Cybersecurity	\$122.40	\$153.00	\$183.60
Business Optimization	Agile Coach	\$122.40	\$153.00	\$183.60
Business Optimization	BPM Appian Developer	\$61.20	\$76.50	\$91.80
Business Optimization	Business Analyst (Entry Level)	\$61.20	\$76.50	\$91.80
Business Optimization	Business Analyst (Junior)	\$68.00	\$85.00	\$102.00
Business Optimization	Business Analyst (Mid)	\$74.80	\$93.50	\$112.20
Business Optimization	Business Analyst (Senior)	\$88.40	\$110.50	\$132.60
Business Optimization	Business Systems Analyst (Entry Level)	\$61.20	\$76.50	\$91.80
Business Optimization	Business Systems Analyst (Junior)	\$68.00	\$85.00	\$102.00
Business Optimization	Business Systems Analyst (Mid)	\$74.80	\$93.50	\$112.20
Business Optimization	Business Systems Analyst (Senior)	\$81.60	\$102.00	\$122.40
Business Optimization	Change Manager	\$102.00	\$127.50	\$153.00
Business Optimization	Digital Marketing Analyst (Entry Level)	\$34.00	\$42.50	\$51.00
Business Optimization	Digital Marketing Analyst (Junior)	\$47.60	\$59.50	\$71.40
Business Optimization	Digital Marketing Analyst (Mid)	\$61.20	\$76.50	\$91.80
Business Optimization	Digital Marketing Analyst (Senior)	\$65.28	\$81.60	\$97.92
Business Optimization	Email Marketing (Entry Level)	\$40.80	\$51.00	\$61.20
Business Optimization	Email Marketing (Junior)	\$47.60	\$59.50	\$71.40
Business Optimization	Email Marketing (Mid)	\$61.20	\$76.50	\$91.80
Business Optimization	Email Marketing (Senior)	\$74.80	\$93.50	\$112.20
Business Optimization	Manager/Director, Business Optimization	\$129.20	\$161.50	\$193.80
Business Optimization	Manager/Director, Cloud & Infrastructure	\$129.20	\$161.50	\$193.80
Business Optimization	Manager/Director, Software Engineering	\$129.20	\$161.50	\$193.80
Business Optimization	Manager/Director, UX	\$129.20	\$161.50	\$193.80
Business Optimization	Manager/Director, Data	\$129.20	\$161.50	\$193.80
Business Optimization	Manager/Director, Cybersecurity	\$129.20	\$161.50	\$193.80
Business Optimization	Process Analyst	\$68.00	\$85.00	\$102.00
Business Optimization	Process Manager (Mid)	\$74.80	\$93.50	\$112.20
Business Optimization	Process Manager (Senior)	\$81.60	\$102.00	\$122.40
Business Optimization	Product Manager (Junior)	\$74.80	\$93.50	\$112.20
Business Optimization	Product Manager (Mid)	\$88.40	\$110.50	\$132.60
Business Optimization	Product Manager (Senior)	\$108.80	\$136.00	\$163.20
Business Optimization	Product Owner (Entry Level)	\$54.40	\$68.00	\$81.60
Business Optimization	Product Owner (Junior)	\$68.00	\$85.00	\$102.00
Business Optimization	Product Owner (Mid)	\$81.60	\$102.00	\$122.40
Business Optimization	Product Owner (Senior)	\$102.00	\$127.50	\$153.00
Business Optimization	Program Manager	\$115.60	\$144.50	\$173.40
Business Optimization	Project Coordinator	\$61.20	\$76.50	\$91.80
Business Optimization	Project Manager, Functional (Junior)	\$68.00	\$85.00	\$102.00
Business Optimization	Project Manager, Functional (Mid)	\$81.60	\$102.00	\$122.40
Business Optimization	Project Manager, Functional (Senior)	\$95.20	\$119.00	\$142.80
Business Optimization	Project Manager, Technical Infrastructure (Junior)	\$68.00	\$85.00	\$102.00
Business Optimization	Project Manager, Technical Infrastructure (Mid)	\$81.60	\$102.00	\$122.40
Business Optimization	Project Manager, Technical Infrastructure (Senior)	\$95.20	\$119.00	\$142.80
Business Optimization	Project Manager, Technical SDLC (Junior)	\$81.60	\$102.00	\$122.40
Business Optimization	Project Manager, Technical SDLC (Mid)	\$88.40	\$110.50	\$132.60
Business Optimization	Project Manager, Technical SDLC (Senior)	\$102.00	\$127.50	\$153.00
Software Engineering	QA (Entry Level)	\$54.40	\$68.00	\$81.60
Software Engineering	QA (Junior)	\$61.20	\$76.50	\$91.80
Software Engineering	QA (Mid)	\$74.80	\$93.50	\$112.20

Software Engineering	QA (Senior)	\$81.60	\$102.00	\$122.40
Software Engineering	QA Manager	\$95.20	\$119.00	\$142.80
Business Optimization	Release Train Engineer	\$95.20	\$119.00	\$142.80
Business Optimization	Scrum Master (Entry Level)	\$74.80	\$93.50	\$112.20
Business Optimization	Scrum Master (Junior)	\$88.40	\$110.50	\$132.60
Business Optimization	Scrum Master (Mid)	\$95.20	\$119.00	\$142.80
Business Optimization	Scrum Master (Senior)	\$102.00	\$127.50	\$153.00
Business Optimization	SEO	\$47.60	\$59.50	\$71.40
Business Optimization	Technical Delivery Manager	\$88.40	\$110.50	\$132.60
Business Optimization	Technical Writer (Junior)	\$54.40	\$68.00	\$81.60
Business Optimization	Technical Writer (Mid)	\$68.00	\$85.00	\$102.00
Business Optimization	Technical Writer (Senior)	\$81.60	\$102.00	\$122.40
Business Optimization	UX Designer (Entry Level)	\$61.20	\$76.50	\$91.80
Business Optimization	UX Designer (Junior)	\$74.80	\$93.50	\$112.20
Business Optimization	UX Designer (Mid)	\$88.40	\$110.50	\$132.60
Business Optimization	UX Designer (Senior)	\$95.20	\$119.00	\$142.80
Business Optimization	UX Designer (Team Lead)	\$108.80	\$136.00	\$163.20