



Technology & Digital Salary Survey 2025

North America

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Survey Methodology

Salary data offers a valuable glimpse into labor market transactions, but it represents only part of the picture.

At Lorien, we combine market intelligence with our deep expertise in workforce trends, practices, and policies to deliver insights that are both relevant and actionable.

For the 2025 Salary Survey, Lorien sourced compensation data during Q1-Q3 of 2025 from a leading market data aggregator specializing in contingent workforce pay. This ensures comprehensive coverage across key roles and skills in today's evolving labor market.

Once collected, the raw data undergoes rigorous review and validation by Lorien's talent advisors and analysts. These experts work closely with employers and candidates, applying real-world context to the skills and roles featured in this report. The figures presented reflect **pay rates**, not bill rates.

If you don't see data for the skills your organization is recruiting for, our advisors can provide tailored insights to help you attract and secure qualified talent.

About Lorien

Tech may power the world, but our talent powers the tech.

Lorien specializes in digital transformation and technology talent solutions with over 45 years of experience. Whether you're hiring or job-seeking, we connect people and businesses across the full spectrum of workforce solutions—from one-off hires to large-scale outsourced solutions. Our deep understanding of market trends and candidate expectations enables us to provide unparalleled support to our customers, candidates, and contractors.

Contact our team of experts today at:



connect@lorienglobal.com



Executive Summary

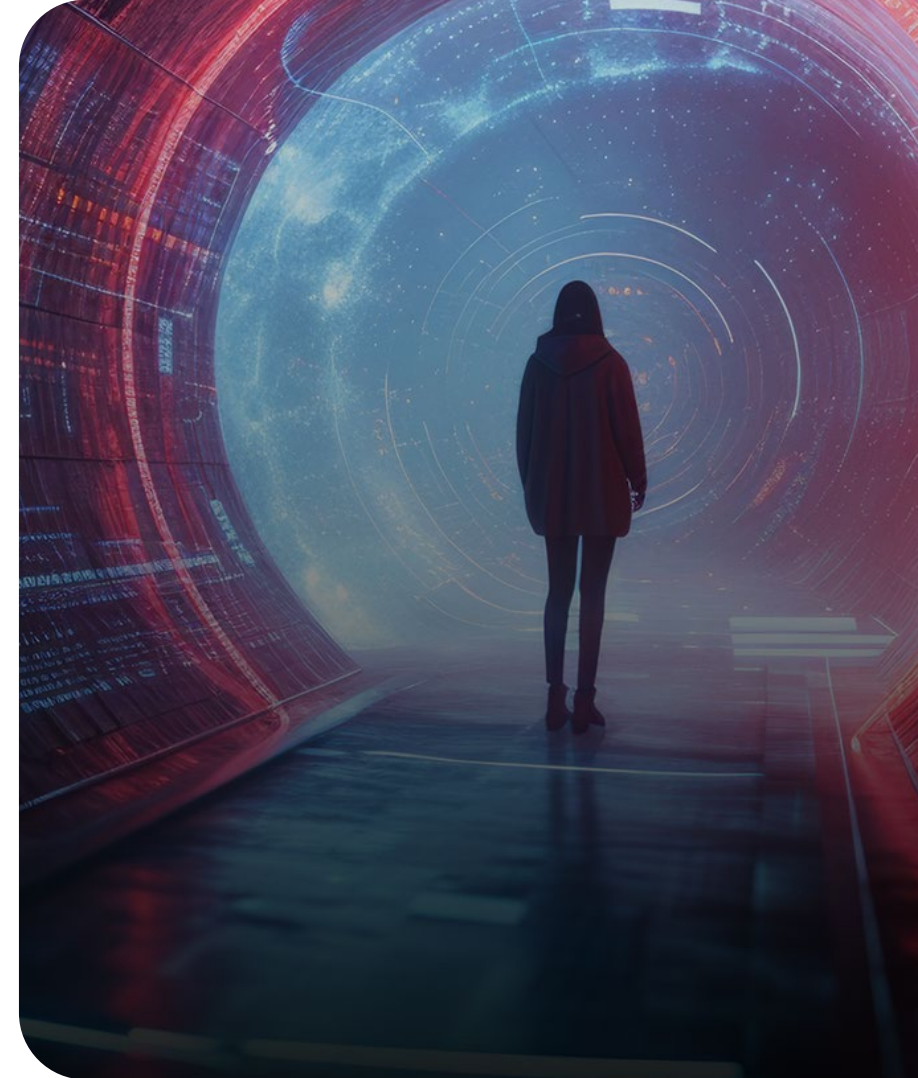
The US technology labor market in 2025 continues to rapidly evolve, driven by innovation, AI integration, and digital transformation across most industries. Our research finds that despite economic headwinds and widespread layoffs, compensation remained stable or grew across all job clusters, signaling resilience and sustained demand for skilled professionals.

Employers are focused on retention and attraction of critical skills by offering higher pay to both permanent and contingent workers, especially in high-impact areas like AI, cybersecurity, and software engineering. For candidates and contractors, this means strong negotiating power and clear pathways for career advancement. For hiring managers, it underscores the need for agile compensation strategies and targeted investment in emerging skill sets.

This report provides a comprehensive view of salary trends, wage growth, and emerging roles across 11 core technology job clusters. Whether you're navigating your next career move or building a future-ready tech team, our insights will help you make smarter, data-informed decisions.



Ryan McMahon
President



Key Salary Trends

It's no surprise that in-demand skills such as AI engineering, data architecture, and information security management command some of the highest pay packages in the tech sector today. Based on our 2025 research, workers have an opportunity to direct their careers toward specialty roles that are future-proof and provide continued wage growth for the foreseeable future.

Employers should carefully consider these trends and how the demand for different subskills is impacting the access to talent and compensation planning.

- Among those in the AI, Data & Analytics skill cluster, data architects experienced the largest average increase (5.1%), followed by mid-level data scientists (4.7%) and automation engineers (4.5%).
- In this same cluster, analytics managers saw the slowest average wage growth (1.7%), but the most senior and skilled obtained increases nearly as much as data architects.
- AI-related roles are expected to continue to garner wage hikes into 2026 due to global demand and significant investments.
- Cybersecurity professionals received the highest average salaries among all job clusters (\$191,665), influenced by substantial compensation awarded to senior roles, whose pay can exceed \$400,000.
- Telecom workers, on average, earn just under six figures (\$99,652), but project managers in this field can earn more than the average of all roles in this cluster (\$163,592).
- Software engineers (\$178,947) and Project and change management professionals (\$167,339) round out the top three highest-paid job clusters. Workers in Infrastructure (\$121,607) and those in QA & Testing (\$138,667) are among the lowest-paid.
- The job clusters with the highest percentage of growth across all job roles are Project & Change Management and Mobile, both with a 3.5% increase.
- Despite **tech layoffs** exceeding 74,000 at over 150 companies during the first half of this year, no decline in compensation was observed in any area.

Emerging Skills in Demand

As the supply of talent with AI skills grows, job seekers have the opportunity to stand out in the market by acquiring competencies that are gaining momentum in today's transformational tech landscape.

Specialties centered around ethics, compliance, integration, experience, and others are increasingly critical to adoption, revenue growth, and customer success. To make the most of today's rapidly changing economy, workers should acquire insights on both business shifts and market trends. Employers can also benefit from creating a skills-based culture that identifies employees with skills adjacent to the ones they are trying to fill. Doing so will provide access to talent and accelerate transformation.

- AI governance specialists are increasingly required to oversee systems that are auditable, ethical, and compliant with regulatory and organizational standards.
- Data operations engineering is essential for overseeing the quality and integration of data for AI-driven systems.
- AI integration is driving demand for security specialists capable of working with multi-agent systems.
- As customer and employee experience becomes more crucial, key skills include understanding how to enhance the journey and measuring outcomes to ensure successful AI deployment.
- AI-specific threat intelligence is a growing specialty within the cybersecurity skills cluster.
- Quantum engineering is a critical AI skill as researchers develop quantum machine learning algorithms and quantum-accelerated neural networks that exponentially speed up AI training and solve optimization problems beyond the capabilities of classical computing.

Gender Representation

Men continue to dominate the tech sector, but women account for a significant portion of some job clusters.

Women represent the majority (52%) of UI & UX designers and nearly half of the AI, Data & Analytics (44%), and QA & Testing (44%) categories. Gender disparity is most pronounced in Infrastructure & Data Center (14% female), Mobile (18%), and Cloud & DevOps (20%) specialties. Overall, women represent **31.3%** of the roles tracked in this survey.

To drive greater gender parity, employers should consider how to elevate their employee value proposition to attract and retain more female talent. This also requires informed compensation practices to ensure pay equity and career advancement opportunities for all. At the same time, female talent can further their ambitions by seeking out companies that promote fair pay practices, are committed to female leadership development, and offer mentorship and coaching support.



Artificial Intelligence, Data & Analytics

The segment continues to generate tremendous demand although slower growth is anticipated.

AI demand continues to rise at double-digit rates, with the market expected to grow 36.6% compound annual growth rate (CAGR) through 2030, reaching a value of \$1.8 trillion. General AI services alone are projected to grow at 53% CAGR, reaching \$14 billion during this period.

High-demand technology and digital talent markets include:
New York City, NY; San Francisco Bay Area, CA; Dallas, TX; Chicago, IL; Atlanta, GA; Boston, MA; Seattle, WA; Austin, TX; Raleigh, NC; Charlotte, NC.

Hourly Rate				
Role	Min Range	Max Range	Average	High-Demand Areas
AI Engineer	\$62.36	\$88.57	\$80.42	\$86.54
Automation Engineer	\$51.77	\$75.18	\$65.65	\$70.77
Machine Learning Engineer	\$71.63	\$97.93	\$83.17	\$90.82
RPA Developer	\$62.76	\$84.16	\$70.86	\$78.44
Chief Data Officer	\$149.26	\$196.97	\$165.68	\$184.21
Data Architect	\$59.40	\$82.84	\$70.69	\$77.29
Data Scientist-Jr	\$54.78	\$74.73	\$63.50	\$68.95
Data Scientist-Mid	\$58.86	\$83.98	\$71.34	\$77.93
Data Scientist-Sr	\$66.13	\$91.97	\$77.92	\$84.21
Data Engineer-Jr	\$47.65	\$65.46	\$58.09	\$62.27
Data Engineer-Mid	\$52.82	\$73.34	\$63.55	\$67.81
Data Engineer-Sr	\$57.71	\$80.13	\$68.81	\$75.90
Analytics Manager	\$64.74	\$91.33	\$74.30	\$82.17
Data Governance Manager	\$58.17	\$81.25	\$70.73	\$74.95
Database Administrator	\$57.12	\$83.27	\$68.78	\$74.97
Data Analyst	\$53.18	\$73.94	\$63.70	\$69.33
Performance Analyst	\$41.67	\$57.61	\$49.41	\$54.59
Business Intelligence Developer	\$53.40	\$71.28	\$63.70	\$68.41
Business Intelligence Analyst	\$57.87	\$74.67	\$64.31	\$70.20
Quantum Computing Developer	\$75.93	\$102.12	\$88.88	\$95.66
Manufacturing Automation Specialist	\$50.35	\$67.26	\$59.30	\$62.78
Robotics & Controls Engineering Manager	\$79.93	\$107.49	\$93.56	\$100.69

Annual Salary			
Min Range	Max Range	Average	High-Demand Areas
\$129,708.80	\$184,225.60	\$167,273.60	\$180,003.20
\$107,681.60	\$156,374.40	\$136,552.00	\$147,201.60
\$148,990.40	\$203,694.40	\$172,993.60	\$188,905.60
\$130,540.80	\$175,052.80	\$147,388.80	\$163,155.20
\$310,460.80	\$409,697.60	\$344,614.40	\$383,156.80
\$123,552.00	\$172,307.20	\$147,035.20	\$160,763.20
\$113,942.40	\$155,438.40	\$132,080.00	\$143,416.00
\$122,428.80	\$174,678.40	\$148,387.20	\$162,094.40
\$137,550.40	\$191,297.60	\$162,073.60	\$175,156.80
\$99,112.00	\$136,156.80	\$120,827.20	\$129,521.60
\$109,865.60	\$152,547.20	\$132,184.00	\$141,044.80
\$120,036.80	\$166,670.40	\$143,124.80	\$157,872.00
\$134,659.20	\$189,966.40	\$154,544.00	\$170,913.60
\$120,993.60	\$169,000.00	\$147,118.40	\$155,896.00
\$118,809.60	\$173,201.60	\$143,062.40	\$155,937.60
\$110,614.40	\$153,795.20	\$132,496.00	\$144,206.40
\$86,673.60	\$119,828.80	\$102,772.80	\$113,547.20
\$111,072.00	\$148,262.40	\$132,496.00	\$142,292.80
\$120,369.60	\$155,313.60	\$133,764.80	\$146,016.00
\$157,931.80	\$212,395.30	\$184,879.50	\$198,958.50
\$104,722.80	\$139,907.04	\$123,352.32	\$130,581.36
\$166,244.00	\$223,574.00	\$194,610.00	\$209,430.00

Total number of workers

456,000

Average time in role

1.1 years

Changed roles

14%

56% Men

44% Women

Did you know?

Enterprises are evolving from systems of record to stems of intelligence, leveraging 180 petabytes of data and 15+ LLMs on average.

Wages in Cloud & DevOps rose an average of 3%.

AI/ML and GenAI now drive 30% to 40% of cloud demand, with growth expected to continue over the next two years, particularly in financial services. AI-related data center growth is projected to reach 35% annually.

Hourly Rate				
Role	Min Range	Max Range	Average	High-Demand Areas
Cloud Architect AWS/Azure/GCP	\$67.37	\$90.07	\$77.20	\$84.83
Cloud Architect Other	\$67.32	\$89.90	\$76.96	\$84.49
Cloud Senior Engineer AWS/Azure/GCP	\$71.37	\$99.76	\$83.53	\$91.44
Cloud Senior Engineer Other	\$70.89	\$97.14	\$83.08	\$91.59
Cloud Engineer AWS/Azure/GCP	\$61.07	\$85.61	\$73.95	\$79.64
Cloud Engineer Other	\$61.65	\$86.41	\$71.60	\$78.52
Cloud Project Manager	\$73.22	\$98.64	\$85.62	\$92.00
DevOps Engineer	\$70.64	\$98.79	\$83.06	\$90.69
Site Reliability Engineer	\$59.39	\$85.28	\$72.93	\$78.21
Cloud Platform Engineer	\$53.98	\$78.34	\$65.48	\$71.04
Cloud Developer	\$62.40	\$86.30	\$75.07	\$80.29
Build & Release Engineer	\$58.51	\$81.47	\$70.90	\$76.51
CI/CD Engineer	\$44.58	\$60.15	\$53.38	\$56.24
Cloud Security Engineer	\$55.06	\$79.91	\$66.79	\$72.46
Dev Security Ops Engineer	\$72.05	\$100.77	\$84.72	\$92.50

Annual Salary			
Min Range	Max Range	Average	High-Demand Areas
\$140,129.60	\$187,345.60	\$160,576.00	\$176,446.40
\$140,025.60	\$186,992.00	\$160,076.80	\$175,739.20
\$148,449.60	\$207,500.80	\$173,742.40	\$190,195.20
\$147,451.20	\$202,051.20	\$172,806.40	\$190,507.20
\$127,025.60	\$178,068.80	\$153,816.00	\$165,651.20
\$128,232.00	\$179,732.80	\$148,928.00	\$163,321.60
\$152,297.60	\$205,171.20	\$178,089.60	\$191,360.00
\$146,931.20	\$205,483.20	\$172,764.80	\$188,635.20
\$123,531.20	\$177,382.40	\$151,694.40	\$162,676.80
\$112,278.40	\$162,947.20	\$136,198.40	\$147,763.20
\$129,792.00	\$179,504.00	\$156,145.60	\$167,003.20
\$121,700.80	\$169,457.60	\$147,472.00	\$159,140.80
\$92,726.40	\$125,112.00	\$111,030.40	\$116,979.20
\$114,524.80	\$166,212.80	\$138,923.20	\$150,716.80
\$149,864.00	\$209,601.60	\$176,217.60	\$192,400.00

Total number of workers

90,719

Average time in role

2.3 years

Changed roles

8.5%

80% Men

20% Women

Did you know?

70% of new cloud workloads are AI-focused and centered on threat protection, operational efficiency, and business productivity.

SAP program management specialists earn highest raises.

The field service management market, which increasingly relies on CRM and ERP integration, is projected to reach \$9.07 billion by 2029 with a CAGR of 15.2%, driven by predictive maintenance adoption and mobile workforce expansion, among others.

Hourly Rate				
Role	Min Range	Max Range	Average	High-Demand Areas
Salesforce Developer	\$63.52	\$82.99	\$72.51	\$77.94
Salesforce Business System Analyst	\$66.14	\$92.11	\$78.36	\$85.01
Salesforce Administrator	\$50.36	\$70.49	\$59.78	\$65.65
Salesforce Technical Architect	\$68.70	\$94.53	\$79.49	\$88.04
Salesforce Solution Architect	\$70.58	\$96.47	\$82.76	\$90.73
Salesforce Project Manager/Scrum Master	\$85.14	\$111.16	\$97.98	\$105.64
Salesforce Product Manager/Owners	\$79.19	\$111.61	\$97.58	\$105.11
Salesforce Release Manager	\$70.91	\$97.02	\$83.97	\$89.69
Salesforce Testers	\$41.42	\$57.45	\$49.32	\$53.51
Sr. SAP Security Administrator	\$46.02	\$62.63	\$54.97	\$58.51
SAP Functional Analyst (SME)	\$47.31	\$62.07	\$55.20	\$58.24
SAP Business Analyst	\$51.12	\$70.50	\$60.43	\$64.20
SAP Project Manager	\$74.83	\$103.90	\$90.01	\$95.96
SAP Program Management	\$60.49	\$85.75	\$71.52	\$77.28
D365 Architect	\$69.54	\$97.07	\$84.62	\$91.38
HRIS Analyst	\$47.84	\$66.69	\$57.20	\$60.87
Workday Analyst	\$51.06	\$71.00	\$59.71	\$65.64

Annual Salary			
Min Range	Max Range	Average	High-Demand Areas
\$132,121.60	\$172,619.20	\$150,820.80	\$162,115.20
\$137,571.20	\$191,588.80	\$162,988.80	\$176,820.80
\$104,748.80	\$146,619.20	\$124,342.40	\$136,552.00
\$142,896.00	\$196,622.40	\$165,339.20	\$183,123.20
\$146,806.40	\$200,657.60	\$172,140.80	\$188,718.40
\$177,091.20	\$231,212.80	\$203,798.40	\$219,731.20
\$164,715.20	\$232,148.80	\$202,966.40	\$218,628.80
\$147,492.80	\$201,801.60	\$174,657.60	\$186,555.20
\$86,153.60	\$119,496.00	\$102,585.60	\$111,300.80
\$95,721.60	\$130,270.40	\$114,337.60	\$121,700.80
\$98,404.80	\$129,105.60	\$114,816.00	\$121,139.20
\$106,329.60	\$146,640.00	\$125,694.40	\$133,536.00
\$155,646.40	\$216,112.00	\$187,220.80	\$199,596.80
\$125,819.20	\$178,360.00	\$148,761.60	\$160,742.40
\$144,643.20	\$201,905.60	\$176,009.60	\$190,070.40
\$99,507.20	\$138,715.20	\$118,976.00	\$126,609.60
\$106,204.80	\$147,680.00	\$124,196.80	\$136,531.20

Total number of workers

23,668

Average time in role

1.9 years

Changed roles

10.5%

39% Men

61% Women

Did you know?

Scalability remains a shared priority, as ERP systems accommodate business volume changes while CRM scales with customer base growth.

Talent needs grow on enhanced cloud adoption, consolidation of features.

The global total addressable market for cybersecurity is estimated at \$211 billion this year, growing at an 11% CAGR through 2029. Security products represent 12.5% of total software spend (up from 11.6% in 2016).

Hourly Rate				
Role	Min Range	Max Range	Average	High-Demand Areas
Chief Information Security Officer	\$146.56	\$208.98	\$179.93	\$197.53
Head of Cyber Security	\$151.82	\$232.38	\$193.02	\$213.81
Head of Information Security	\$153.49	\$214.90	\$181.42	\$202.02
Cybersecurity Consultant	\$55.60	\$74.91	\$64.70	\$68.52
Information Security Consultant	\$57.65	\$77.10	\$68.63	\$73.39
Information Security Architect	\$70.99	\$94.33	\$81.32	\$87.75
Cybersecurity Architect	\$68.79	\$92.28	\$80.01	\$87.90
Information Security Manager	\$76.03	\$105.45	\$90.01	\$98.96
Cybersecurity Manager	\$71.35	\$95.13	\$83.61	\$89.67
Cybersecurity Engineer	\$67.87	\$89.53	\$79.62	\$83.31
Cybersecurity Analyst	\$58.91	\$76.35	\$68.16	\$73.18
Information Security Analyst	\$51.24	\$69.26	\$60.53	\$65.78
Incident Response Analyst	\$58.58	\$76.86	\$68.15	\$73.31
SOC Analyst	\$34.48	\$46.85	\$40.68	\$44.19
Penetration Tester	\$57.19	\$76.50	\$66.74	\$71.76
Cloud Security Engineer	\$66.51	\$87.74	\$78.03	\$81.64
Dev Security Ops Engineer	\$69.84	\$92.13	\$81.93	\$85.72

Annual Salary			
Min Range	Max Range	Average	High-Demand Areas
\$304,844.80	\$434,678.40	\$374,254.40	\$410,862.40
\$315,785.60	\$483,350.40	\$401,481.60	\$444,724.80
\$319,259.20	\$446,992.00	\$377,353.60	\$420,201.60
\$115,648.00	\$155,812.80	\$134,576.00	\$142,521.60
\$119,912.00	\$160,368.00	\$142,750.40	\$152,651.20
\$147,659.20	\$196,206.40	\$169,145.60	\$182,520.00
\$143,083.20	\$191,942.40	\$166,420.80	\$182,832.00
\$158,142.40	\$219,336.00	\$187,220.80	\$205,836.80
\$148,408.00	\$197,870.40	\$173,908.80	\$186,513.60
\$141,169.60	\$186,222.40	\$165,609.60	\$173,284.80
\$122,532.80	\$158,808.00	\$141,772.80	\$152,214.40
\$106,579.20	\$144,060.80	\$125,902.40	\$136,822.40
\$121,846.40	\$159,868.80	\$141,752.00	\$152,484.80
\$71,718.40	\$97,448.00	\$84,614.40	\$91,915.20
\$118,955.20	\$159,120.00	\$138,819.20	\$149,260.80
\$138,340.80	\$182,499.20	\$162,302.40	\$169,811.20
\$145,267.20	\$191,630.40	\$170,414.40	\$178,297.60

Total number of workers

78,917

Average time in role

1.3 years

Changed roles

14.5%

78% Men

22% Women

Did you know?

Agentic AI security is emerging as a critical frontier, alongside growing concerns about malicious ad networks and client-side.

Infrastructure & Data Center

Large tech employers boost spending with big investments.

AI workloads are reshaping infrastructure demands, with data center physical infrastructure (DCPI) growing 17% year-over-year in Q1 2025, marking four consecutive quarters of double-digit growth.

Hourly Rate				
Role	Min Range	Max Range	Average	High-Demand Areas
IT Director	\$90.79	\$119.42	\$103.98	\$110.80
Infrastructure Architect	\$54.75	\$75.46	\$64.79	\$70.76
Infrastructure Engineer	\$55.06	\$72.80	\$62.40	\$67.51
Server Support Engineer	\$49.71	\$66.83	\$57.45	\$62.94
IT Operations Manager	\$64.58	\$90.01	\$77.51	\$84.64
Service Delivery Manager	\$46.36	\$63.72	\$54.93	\$58.27
Service Desk Manager	\$53.21	\$74.73	\$64.10	\$67.84
Desktop Support Analyst	\$27.70	\$40.39	\$34.08	\$36.97
Network Engineer	\$51.34	\$71.44	\$61.05	\$65.29
Network Administrator	\$45.17	\$63.83	\$54.07	\$59.93
System Administrator	\$44.80	\$61.37	\$52.73	\$56.54
IT Support Technician	\$28.95	\$39.26	\$33.96	\$37.17
Data Center Tech	\$30.40	\$41.14	\$36.11	\$38.52
Systems Engineer	\$52.59	\$71.30	\$61.35	\$67.23

Annual Salary			
Min Range	Max Range	Average	High-Demand Areas
\$188,843.20	\$248,393.60	\$216,278.40	\$230,464.00
\$113,880.00	\$156,956.80	\$134,763.20	\$147,180.80
\$114,524.80	\$151,424.00	\$129,792.00	\$140,420.80
\$103,396.80	\$139,006.40	\$119,496.00	\$130,915.20
\$134,326.40	\$187,220.80	\$161,220.80	\$176,051.20
\$96,428.80	\$132,537.60	\$114,254.40	\$121,201.60
\$110,676.80	\$155,438.40	\$133,328.00	\$141,107.20
\$57,616.00	\$84,011.20	\$70,886.40	\$76,897.60
\$106,787.20	\$148,595.20	\$126,984.00	\$135,803.20
\$93,953.60	\$132,766.40	\$112,465.60	\$124,654.40
\$93,184.00	\$127,649.60	\$109,678.40	\$117,603.20
\$60,216.00	\$81,660.80	\$70,636.80	\$77,313.60
\$63,232.00	\$85,571.20	\$75,108.80	\$80,121.60
\$109,387.20	\$148,304.00	\$127,608.00	\$139,838.40

Total number of workers

37,174

Average time in role

3.2 years

Changed roles

8.3%

86% Men

14% Women

Did you know?

Data center and power/electrical spend is slightly positive. Combined, these represent about 18% of total construction in place.

Demand grows from need for Swift, cloud integration and AI implementation.

The global iOS developer services market is projected to reach \$23.1 billion by 2031. Professionals in this field must adapt to new technical requirements and specialized domains, especially as demand for on-device AI capabilities grows.

Hourly Rate				
Role	Min Range	Max Range	Average	High-Demand Areas
iOS Engineer	\$77.48	\$103.24	\$91.63	\$96.68
Android Engineer	\$69.50	\$95.91	\$83.07	\$88.73
React Native Developer	\$77.91	\$102.35	\$90.27	\$93.80
Flutter Developer	\$76.06	\$97.34	\$86.56	\$91.92
Xamarin Developer	\$77.54	\$98.98	\$86.72	\$94.48
React.js Developer	\$79.06	\$102.58	\$90.22	\$95.69
Node.js Developer	\$75.05	\$99.78	\$88.53	\$93.56
Mobile Technical BA	\$50.52	\$73.87	\$63.56	\$68.31
Mobile Technical QA	\$51.86	\$75.29	\$63.49	\$70.42
Technical Writer	\$50.82	\$69.60	\$60.17	\$64.22
SDET	\$62.36	\$79.79	\$71.97	\$75.34
Release Engineer	\$67.05	\$95.45	\$81.16	\$87.64

Annual Salary			
Min Range	Max Range	Average	High-Demand Areas
\$161,158.40	\$214,739.20	\$190,590.40	\$201,094.40
\$144,560.00	\$199,492.80	\$172,785.60	\$184,558.40
\$162,052.80	\$212,888.00	\$187,761.60	\$195,104.00
\$158,204.80	\$202,467.20	\$180,044.80	\$191,193.60
\$161,283.20	\$205,878.40	\$180,377.60	\$196,518.40
\$164,444.80	\$213,366.40	\$187,657.60	\$199,035.20
\$156,104.00	\$207,542.40	\$184,142.40	\$194,604.80
\$105,081.60	\$153,649.60	\$132,204.80	\$142,084.80
\$107,868.80	\$156,603.20	\$132,059.20	\$146,473.60
\$105,705.60	\$144,768.00	\$125,153.60	\$133,577.60
\$129,708.80	\$165,963.20	\$149,697.60	\$156,707.20
\$139,464.00	\$198,536.00	\$168,812.80	\$182,291.20

Total number of workers

17,500

Average time in role

1.8 years

Changed roles

10%

82% Men

18% Women

Did you know?

The global iOS developer services market totaled \$10.5 billion in 2024 and is expected to grow at a CAGR of 9.5% through 2031.

Project Management, Change Management & BA

Growing complexity drives needs for change management skills.

IT teams are evolving from purely technical implementers to strategic partners in organizational transformation. By engaging early alongside operations, HR, and finance functions, IT teams can anticipate technical or human barriers to adoption, align digital solutions with actual user needs, and offer targeted support through practical demonstrations.

Hourly Rate				
Role	Min Range	Max Range	Average	High-Demand Areas
Transformation Director	\$86.51	\$120.15	\$103.56	\$111.49
Enterprise Architect	\$73.75	\$100.53	\$86.84	\$95.24
Scrum Master	\$58.94	\$80.28	\$69.19	\$73.86
Program Director	\$61.88	\$87.62	\$75.80	\$80.18
Senior Program Director	\$72.57	\$100.44	\$86.34	\$93.08
Program Manager	\$55.88	\$76.02	\$66.35	\$71.29
Portfolio Manager	\$65.40	\$86.22	\$75.46	\$80.03
Head of Projects/Change	\$188.42	\$269.24	\$233.18	\$255.73
Project Manager-III	\$81.38	\$108.44	\$93.93	\$101.90
Project Manager-III	\$69.41	\$93.24	\$82.32	\$87.34
Project Manager-III	\$60.25	\$81.95	\$72.05	\$75.82
Change Master	\$65.10	\$88.96	\$78.94	\$83.38
Change Analyst	\$56.83	\$77.93	\$67.65	\$73.66
Business Analyst-III	\$54.50	\$74.75	\$63.99	\$69.56
Business Analyst-II	\$49.28	\$66.27	\$57.50	\$62.33
Business Analyst-III	\$43.96	\$58.14	\$50.50	\$54.50
PMO Manager	\$61.13	\$85.65	\$72.62	\$78.66
PMO Analyst/Coordinator	\$49.13	\$67.59	\$58.34	\$62.53
Project Coordinator	\$27.56	\$39.63	\$34.02	\$36.57
Product Manager	\$67.76	\$87.48	\$77.18	\$81.60

Annual Salary			
Min Range	Max Range	Average	High-Demand Areas
\$179,940.80	\$249,912.00	\$215,404.80	\$231,899.20
\$153,400.00	\$209,102.40	\$180,627.20	\$198,099.20
\$122,595.20	\$166,982.40	\$143,915.20	\$153,628.80
\$128,710.40	\$182,249.60	\$157,664.00	\$166,774.40
\$150,945.60	\$208,915.20	\$179,587.20	\$193,606.40
\$116,230.40	\$158,121.60	\$138,008.00	\$148,283.20
\$136,032.00	\$179,337.60	\$156,956.80	\$166,462.40
\$391,913.60	\$560,019.20	\$485,014.40	\$531,918.40
\$169,270.40	\$225,555.20	\$195,374.40	\$211,952.00
\$144,372.80	\$193,939.20	\$171,225.60	\$181,667.20
\$125,320.00	\$170,456.00	\$149,864.00	\$157,705.60
\$135,408.00	\$185,036.80	\$164,195.20	\$173,430.40
\$118,206.40	\$162,094.40	\$140,712.00	\$153,212.80
\$113,360.00	\$155,480.00	\$133,099.20	\$144,684.80
\$102,502.40	\$137,841.60	\$119,600.00	\$129,646.40
\$91,436.80	\$120,931.20	\$105,040.00	\$113,360.00
\$127,150.40	\$178,152.00	\$151,049.60	\$163,612.80
\$102,190.40	\$140,587.20	\$121,347.20	\$130,062.40
\$57,324.80	\$82,430.40	\$70,761.60	\$76,065.60
\$140,932.48	\$181,952.16	\$160,536.48	\$169,730.08

Total number of workers

1,445,091

Average time in role

2.4 years

Changed roles

9.8%

67% Men

33% Women

Did you know?

Organizations are moving beyond rigid adherence to single methodologies.

Opportunities abound for candidates with specialized QA skills.

The integration of AI and machine learning represents the most transformative trend in modern QA practices. The AI-powered testing market is projected to grow from approximately \$1 billion in 2025 to \$3.8 billion by 2032, expanding at a CAGR of 20.9%. Leading companies are developing proprietary AI testing tools that can reduce testing man-hours by about 30% through automation while maintaining quality standards.

Hourly Rate				
Role	Min Range	Max Range	Average	High-Demand Areas
Test Consultant	\$62.99	\$91.12	\$78.02	\$85.71
Test Architect	\$59.34	\$81.93	\$69.61	\$77.27
Test Manager	\$72.39	\$96.28	\$84.18	\$90.51
Test Lead	\$55.46	\$80.95	\$68.00	\$74.12
Performance Tester	\$41.42	\$57.01	\$50.36	\$53.06
Automation Tester	\$47.95	\$64.06	\$56.48	\$59.79
Test Engineer	\$55.29	\$74.45	\$64.05	\$70.62
Senior Test Analyst	\$42.00	\$57.61	\$48.92	\$54.06
Test Analyst	\$36.70	\$50.24	\$43.56	\$46.30
QA Manager	\$62.71	\$82.81	\$73.80	\$78.90
QA Analyst	\$49.57	\$68.70	\$58.22	\$63.76
Manual Tester	\$36.17	\$50.21	\$42.58	\$46.03
SDET	\$53.55	\$68.80	\$61.07	\$66.54

Annual Salary			
Min Range	Max Range	Average	High-Demand Areas
\$131,019.20	\$189,529.60	\$162,281.60	\$178,276.80
\$123,427.20	\$170,414.40	\$144,788.80	\$160,721.60
\$150,571.20	\$200,262.40	\$175,094.40	\$188,260.80
\$115,356.80	\$168,376.00	\$141,440.00	\$154,169.60
\$86,153.60	\$118,580.80	\$104,748.80	\$110,364.80
\$99,736.00	\$133,244.80	\$117,478.40	\$124,363.20
\$115,003.20	\$154,856.00	\$133,224.00	\$146,889.60
\$87,360.00	\$119,828.80	\$101,753.60	\$112,444.80
\$76,336.00	\$104,499.20	\$90,604.80	\$96,304.00
\$130,436.80	\$172,244.80	\$153,504.00	\$164,112.00
\$103,105.60	\$142,896.00	\$121,097.60	\$132,620.80
\$75,233.60	\$104,436.80	\$88,566.40	\$95,742.40
\$111,384.00	\$143,104.00	\$127,025.60	\$138,403.20

Total number of workers

485,910

Average time in role

2.5 years

Changed roles

8.4%

56% Men

44% Women

Did you know?

Testing is no longer confined to the end of development; it is now integrated throughout the entire software lifecycle.

AI empowering human talent expected to rapidly accelerate.

Generative AI is rapidly reshaping developer workflows, with tools such as Cursor achieving 60%-70% adoption across engineering teams for code generation and refinement. At the same time, AI-augmented development enables faster release cycles through automated testing, bug detection, and edge-case simulation, significantly improving code quality.

Hourly Rate				
Role	Min Range	Max Range	Average	High-Demand Areas
Software Development Manager	\$73.29	\$97.91	\$85.46	\$92.80
Software Manager	\$76.80	\$101.61	\$89.35	\$96.28
Technical Senior Microsoft Stack	\$73.50	\$100.28	\$88.42	\$94.18
Senior Software Engineer Full Stack	\$73.90	\$100.97	\$85.59	\$93.78
Software Engineer-Full Stack	\$63.94	\$85.99	\$74.85	\$80.55
Junior Software Engineer-Full Stack	\$53.36	\$74.57	\$64.29	\$69.59
Senior Software Engineer-Back End	\$70.76	\$97.68	\$83.10	\$89.47
Software Engineer-Back End	\$60.22	\$83.20	\$70.37	\$76.08
Senior Front End Developer	\$68.19	\$94.85	\$80.73	\$88.69
Product Manager	\$70.15	\$97.46	\$83.25	\$91.17
Lead Software Engineer	\$84.83	\$116.10	\$99.00	\$106.22
Performance Engineer	\$53.61	\$77.44	\$65.80	\$70.89
Java Developer	\$54.48	\$72.99	\$64.12	\$68.72

Annual Salary			
Min Range	Max Range	Average	High-Demand Areas
\$152,443.20	\$203,652.80	\$177,756.80	\$193,024.00
\$159,744.00	\$211,348.80	\$185,848.00	\$200,262.40
\$152,880.00	\$208,582.40	\$183,913.60	\$195,894.40
\$153,712.00	\$210,017.60	\$178,027.20	\$195,062.40
\$132,995.20	\$178,859.20	\$155,688.00	\$167,544.00
\$110,988.80	\$155,105.60	\$133,723.20	\$144,747.20
\$147,180.80	\$203,174.40	\$172,848.00	\$186,097.60
\$125,257.60	\$173,056.00	\$146,369.60	\$158,246.40
\$141,835.20	\$197,288.00	\$167,918.40	\$184,475.20
\$145,912.00	\$202,716.80	\$173,160.00	\$189,633.60
\$176,446.40	\$241,488.00	\$205,920.00	\$220,937.60
\$111,508.80	\$161,075.20	\$136,864.00	\$147,451.20
\$113,318.40	\$151,819.20	\$133,369.60	\$142,937.60

Total number of workers

1,385,791

Average time in role

1.6 years

Changed roles

11.8%

77% Men

23% Women

Did you know?

The blurring boundaries between engineering and software are creating new product experiences that are smarter, more connected, and sustainable.

Rapid 5G adoption and 6G development boost talent demand.

Global 5G adoption continues to accelerate, led by Japan, South Korea, China and India. At the same time, private 5G networks are emerging as critical enterprise solutions, particularly in manufacturing, logistics, and smart city projects. 6G development is gaining momentum through government-industry partnerships, with prototypes already in testing despite commercial deployment remaining several years away.

Hourly Rate				
Role	Min Range	Max Range	Average	High-Demand Areas
Project Manager	\$66.05	\$88.04	\$78.65	\$82.43
Transport Engineer	\$46.65	\$68.80	\$57.50	\$62.45
GIS Specialist	\$34.74	\$47.68	\$40.97	\$43.66
Site Acquisition Specialist	\$39.78	\$54.71	\$48.36	\$50.85
BTS Installers	\$25.12	\$33.59	\$29.45	\$31.34
BTS Engineer/Technician	\$28.13	\$38.47	\$33.46	\$35.72
Outside Plant Engineer	\$44.61	\$63.85	\$54.85	\$60.13
RF Design Engineer	\$43.02	\$71.20	\$57.13	\$65.58
RF Performance Engineer	\$41.93	\$69.52	\$55.17	\$62.58
Drive Tester	\$30.31	\$45.65	\$37.92	\$41.30
Construction Manager	\$53.73	\$75.98	\$65.10	\$70.11
Network Engineer	\$50.40	\$71.07	\$60.70	\$66.54
Network Operation Center Technician	\$25.52	\$32.50	\$28.66	\$30.48
Tower Technician/Tower Lead/Tower Foreman	\$35.49	\$47.85	\$41.65	\$44.21
Central Office Installer	\$29.94	\$39.81	\$34.96	\$37.73
Project Coordinator	\$25.06	\$35.07	\$30.39	\$32.59
DAS Technicians or Engineers (go with most popular)	\$40.87	\$67.64	\$54.27	\$62.30
DC Power Technicians	\$40.05	\$66.29	\$53.18	\$61.05

Annual Salary			
Min Range	Max Range	Average	High-Demand Areas
\$137,384.00	\$183,123.20	\$163,592.00	\$171,454.40
\$97,032.00	\$143,104.00	\$119,600.00	\$129,896.00
\$72,259.20	\$99,174.40	\$85,217.60	\$90,812.80
\$82,742.40	\$113,796.80	\$100,588.80	\$105,768.00
\$52,249.60	\$69,867.20	\$61,256.00	\$65,187.20
\$58,510.40	\$80,017.60	\$69,596.80	\$74,297.60
\$92,788.80	\$132,808.00	\$114,088.00	\$125,070.40
\$89,481.60	\$148,096.00	\$118,830.40	\$136,406.40
\$87,214.40	\$144,601.60	\$114,753.60	\$130,166.40
\$63,044.80	\$94,952.00	\$78,873.60	\$85,904.00
\$111,758.40	\$158,038.40	\$135,408.00	\$145,828.80
\$104,832.00	\$147,825.60	\$126,256.00	\$138,403.20
\$53,081.60	\$67,600.00	\$59,612.80	\$63,398.40
\$73,819.20	\$99,528.00	\$86,632.00	\$91,956.80
\$62,275.20	\$82,804.80	\$72,716.80	\$78,478.40
\$52,124.80	\$72,945.60	\$63,211.20	\$67,787.20
\$85,009.60	\$140,691.20	\$112,881.60	\$129,584.00
\$83,304.00	\$137,883.20	\$110,614.40	\$126,984.00

Total number of workers

43,161

Average time in role

2.9 years

Changed roles

5.5%

76% Men

24% Women

Did you know?

5G network APIs are expected to shift \$300 billion in revenue from traditional SMS to enterprise applications by 2030.

Experience increasingly viewed as a critical lever for growth.

Generative AI is increasingly handling pixel-pushing tasks and automating repetitive design work, allowing designers to focus on strategic aspects of product design. AI-assisted prototyping enables the automatic generation of design variations, layout suggestions, and even source code from design tools such as Figma, significantly accelerating development cycles.

Hourly Rate				
Role	Min Range	Max Range	Average	High-Demand Areas
UI/UX Developer	\$52.12	\$67.29	\$59.37	\$62.77
UI/UX Designer	\$51.30	\$67.61	\$58.78	\$62.55
Tech Lead-User Interface	\$54.44	\$74.23	\$65.19	\$70.03
Front End Developer	\$58.59	\$82.61	\$70.55	\$75.39
UI/UX Architect	\$73.97	\$94.97	\$84.56	\$90.49

Annual Salary			
Min Range	Max Range	Average	High-Demand Areas
\$108,409.60	\$139,963.20	\$123,489.60	\$130,561.60
\$106,704.00	\$140,628.80	\$122,262.40	\$130,104.00
\$113,235.20	\$154,398.40	\$135,595.20	\$145,662.40
\$121,867.20	\$171,828.80	\$146,744.00	\$156,811.20
\$153,857.60	\$197,537.60	\$175,884.80	\$188,219.20

Total number of workers

68,291

Average time in role

1.6 years

Changed roles

13%

48% Men

52% Women

Did you know?

An emerging flank of competition comes from AI-native UI generation and code-assist tools, which aim to collapse parts of the design-to-development cycle.

Reviews



★★★★★ 4.73 (from 623 reviews)
83% highly recommended

“What a great asset during my application and interview process! Very responsive and helpful in making sure not only I understand what the possible employer is looking for but in making sure it matches where I am looking to be.”

“What an outstanding recruitment team to work with! Professional, proactive, and always made sure I was well-prepared throughout the hiring process. The communication was clear and consistent, and it was clear they genuinely cared about finding the right fit. Thanks to the support, I successfully landed a position. I truly appreciate the dedication and would highly recommend working with Lorient!”

“Went over job description with me to see if I would be a match, very friendly and positive attitude.”

“Lorien helped me get my current position where I have happily been for the past year. They were instrumental in ensuring the process was smooth and the transition was easy. I would and have recommended my recruiter to my colleagues looking for new positions and will keep doing so.”

“Great from the start to help me get into a job I was looking for. Got right to it and I was squared away very quickly to a spot I wanted. Always very polite and answered all my questions.”

“Extremely positive and well versed in recruiting. Kept me informed without being bothersome at the same time. Understood my resume and from the feedback, it means it was read and applied to the position I am seeking. Keep up the good work!”

“Listened carefully to my experience and how it might align perfectly for the role.”

“I had the pleasure of working with Lorient during my recent job search, and I can't speak highly enough of the professionalism and support. From our first conversation, my recruiter was attentive, transparent, and genuinely invested in helping me find the right fit. They guided me through the process with clarity and encouragement, ultimately helping me land an interview. What stood out most was the responsiveness and ability to keep things moving, making sure I had all the information I needed and never left me guessing. It's rare to find a recruiter who balances strategic insight with a human touch, and this was done effortlessly. I'm grateful for the partnership and would absolutely recommend Lorient to anyone navigating their next career move.”

“Has been doing a great job by getting the ball moving extremely fast and sending me the information that I needed right away.”

“An excellent recruiter who understands the needs of a consultant. I give my experience a 10/10 rating!”

“A very positive experience. The recruiter was attentive, professional, and understood how my experience aligns with the role. Provided top quality guidance throughout the job search with full transparency on company expectations.”



Read more reviews here



In Summary

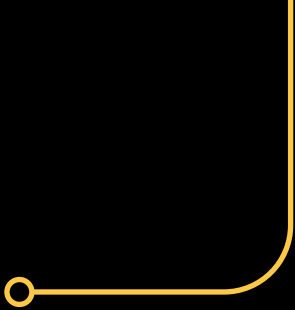
Lorien’s 2025 Salary Survey reveals a labor market in transition—shaped by rapid technological advancement and the growing influence of AI. While disruption is undeniable, opportunity abounds for those who adapt. Concerns about widespread job losses remain prevalent, yet the **data** tells a more optimistic story: pay levels have held steady, and demand for specialized skills continues to rise.

In the tech sector, companies are investing heavily in AI, data, and infrastructure, driving innovation rather than contraction. Roles requiring deep expertise command premium compensation, with top AI talent earning packages in the nine-figure range as competition for skills intensifies. This trend underscores a critical reality: adaptability and specialization are the keys to thriving in this new era.

For employers, the insights in this report serve as a benchmark to evaluate wage practices, ensuring they remain competitive without creating unnecessary risk. For professionals, the data offers a clear view of marketability and growth opportunities.

To achieve the best workforce and career outcomes, we recommend:

Key considerations for employers	Key considerations for talent
Leverage innovative work arrangements and reimagined roles to boost productivity.	Identify and develop the skills needed for rewarding career growth.
Elevate workforce strategies and minimize labor costs with the right blend of permanent FTEs, contingent talent, and gig workers.	Lean into employers, colleagues, and mentors to better understand how to pursue a sustainable career path that will enhance the value proposition to organizations.
Accelerate a skills-first approach by prioritizing core competencies such as leadership, communication, and critical thinking.	Build AI skills that will be useful in future roles. The most successful workers will be those who understand how to use tooling in their jobs.



Get in touch

Let's talk about how we can help your organization build a workforce that's engaged, motivated, and ready for the future.

Contact our team
of experts today at:

 connect@lorienglobal.com



Get hired

Join our Talent Network and let us help you find your next great opportunity.