



SALARY TRENDS & MARKET INTELLIGENCE

Insights to determine your value in the IT and Telco sector



AT THE FOREFRONT OF CHANGE

The IT & Telco sector has risen to assume the role of pioneer when it comes to addressing the pain points brought on by the COVID pandemic. The industry has developed rapidly, and we see IT cross pollinate into other functions due to the nature of digitalisation as organisations realise the need to upgrade their processes.

Automation-related roles that aim to improve business workflow, reduce manpower, and improve cost savings are largely popular and projected to remain crucial even in a post-COVID world. In the era of Big Data, data analysts and scientists are also needed to make sense of and capitalise on the human behaviour patterns that can be gleaned from collected data.



FLEXIBILITY & CHANGE

Two keywords that are increasingly relevant in today's market. This is seen in the way new roles are created to cater to the shifts in global and local IT needs, as well as in the structure of roles offered.

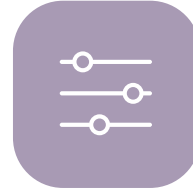
While companies and job seekers have come to realise the benefit of contract, project-based, and temporary assignment, these roles are still not easily filled, due to the inclination for permanent positions, which were the norm until a few years ago.

However, the pros to contractual work cannot be ignored: they provide job scope and payroll flexibility to the organization, and give the job seeker opportunities to explore different functions and responsibilities in short stints so that they can build on their skills and network.



IN-DEMAND SKILLS

IN IT & TELCO



BLOCKCHAIN TECHNOLOGY



CLOUD TECHNOLOGY



BIG DATA KNOW-HOW



AI & MACHINE LEARNING
TECHNOLOGY

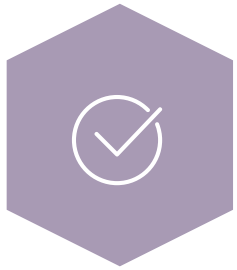
KEY APPLICATIONS & SOFTWARE



- Python
- Excel Macros
- SQL
- Tableau
- Qlik
- Jenkins
- Docker
- Kubernetes

IN-DEMAND ROLES

IN IT & TELCO



SYSTEM ENGINEER



DATA ANALYST



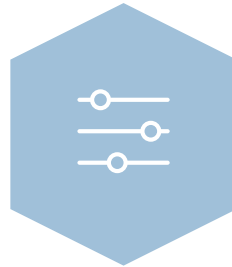
CLOUD ARCHITECTS



AI ENGINEERS



iOS / ANDROID
DEVELOPERS



BLOCKCHAIN ENGINEER

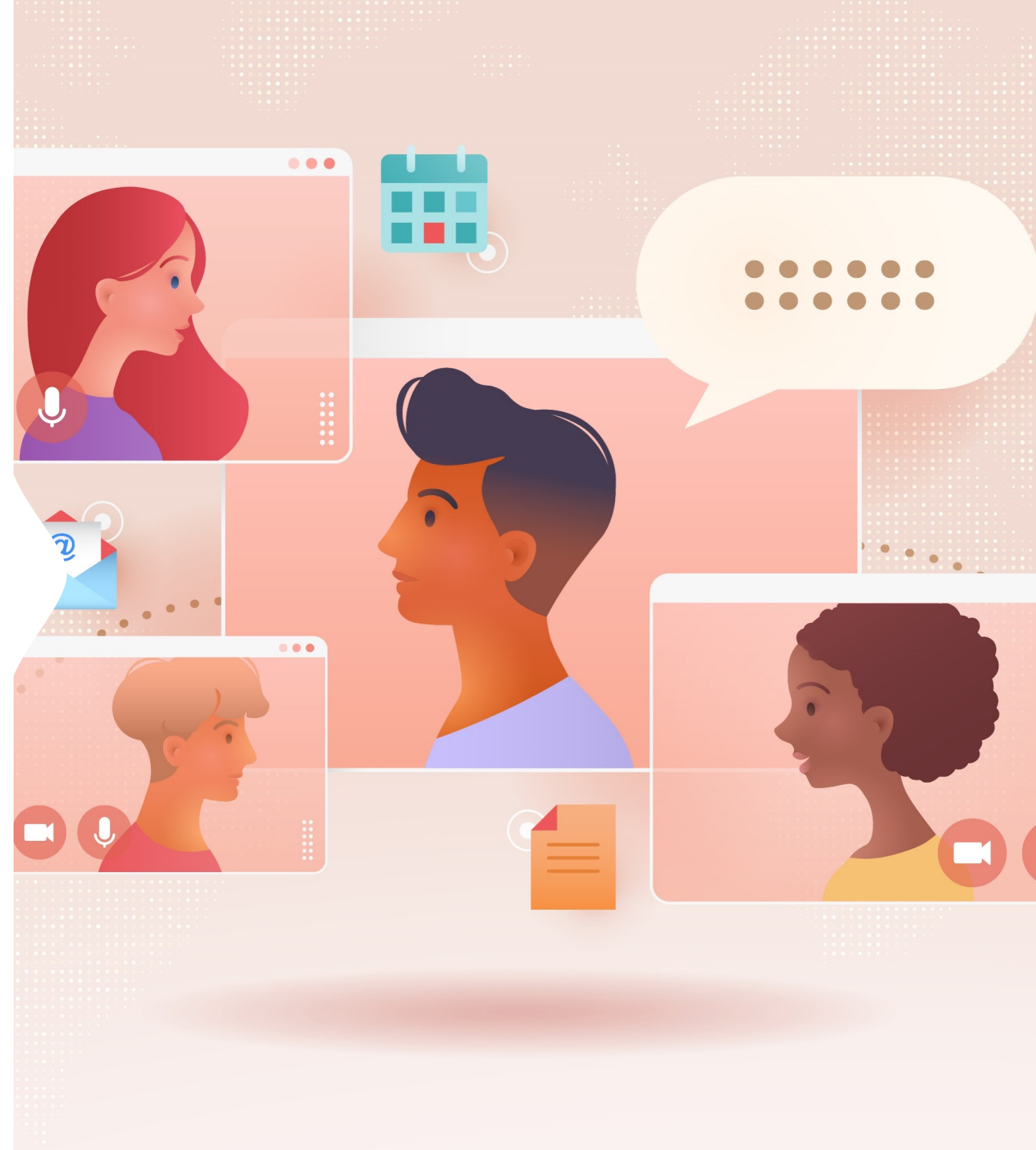


DEV OPS ENGINEER

SETTING YOURSELF APART

The trends observed in hiring in the IT & Telco sector have shown that professionals will be hired based on a remote work or hybrid work model as companies find it unnecessary for employees to be 100% back in office. A candidate who can work well in both the home and office setting will be highly favoured.

As technology takes over the running of the world, tech candidates are no longer seen as just operational or support staff. Instead, they are the ones who drive business change, and an increasing emphasis is placed on a candidate's flair and soft ability during the hiring process.



Similarly, the years of experience one has under one's belt might not take up as much precedence as one's portfolio. It is more important to have extraordinary skill sets that can set you apart from the rest. It would be helpful to emphasise the skills accumulated from attending various coding camps or courses. Portfolio, the certifications obtained, and self-made applications will show interested companies that you are worth the investment they plan on putting into you.

Being open to contract roles will greatly expand the number of positions one can apply for. Many IT& Telco companies, especially start-ups, hire on a contractual basis to manage long-term risk exposure. While it was the norm to prefer permanent roles, contracts offer the employee flexibility and the opportunity to learn a range of different skills.



WORK WITH A RECRUITER

The IT & Telco sector presents a wealth of possibility, and it might seem difficult to know where one fits into it all. With connections to the movers and shakers of the industry, recruiters will be able to help with matching your strengths with the demands of the industry, and recommend the appropriate steps to take in order to advance your career.



SALARY GUIDE

JOB TITLE	YEARS OF INDUSTRY EXPERIENCE	SALARY (SGD)
Data Engineer	Min. 1 year	\$4.0k - \$5.0k
DevOps Engineer	Min. 2 to 5 years	\$7.0k - \$10.0k
Security Engineer	Min. 2 years	\$4.0k - \$5.0k
System Engineer	3 to 5 years	\$4.0k - \$6.0k
Big Data Engineer	Fresh	\$4.5k – 5.0k
Backend Engineer	Min. 2 years	\$5.0k - \$7.0k
Cloud Engineer	Min. 1 year	\$3.8k - \$4.8k
Senior Cloud Engineer	Min. 3 years	\$5.0k - \$8.0k
Data Centre Engineer	Min. 2 to 3 years	\$4.2k - \$7.8k
IT Project Manager	Min. 3 years	With PMP/CITPM, min. at least \$5.0k and \$8.0k respectively. Annual package depends on individual company benefits
Software Engineer	Min. 1 to 2 years	\$3.5k - \$5.5k

SALARY GUIDE

JOB TITLE	YEARS OF INDUSTRY EXPERIENCE	SALARY (SGD)
Senior Software Engineer	Min. 3 to 4 years	\$6.0k - \$7.5k
Infrastructure Specialist	Min. 2 years	\$4.0k - \$6.4k
Database Administrator	Min. 2 years	\$4.0k - \$7.0k
Data Scientist	Min. 2 years	Wide range, up to \$10k+
Web Developer	Min. 1 year	\$4.0k - \$5.5k
Systems Analyst	Min. 1 year	\$3.5k - \$5.0k
Information Security Analyst	Min. 2 years	\$3.6k - \$5.5k
Site Reliability Engineer	Min. 2 to 5 years	\$7.5K - \$14.0k
Machine Learning Engineer	Min. 2 years	\$7.0K - \$12.0K

MEET OUR TEAM



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