

2012

IT SALARY GUIDE

An inside look at IT salaries

• 1.866.455.WOLF **bluewolf**[™] BLUEWOLF.COM •

2012

THE NEW ERA OF IT*

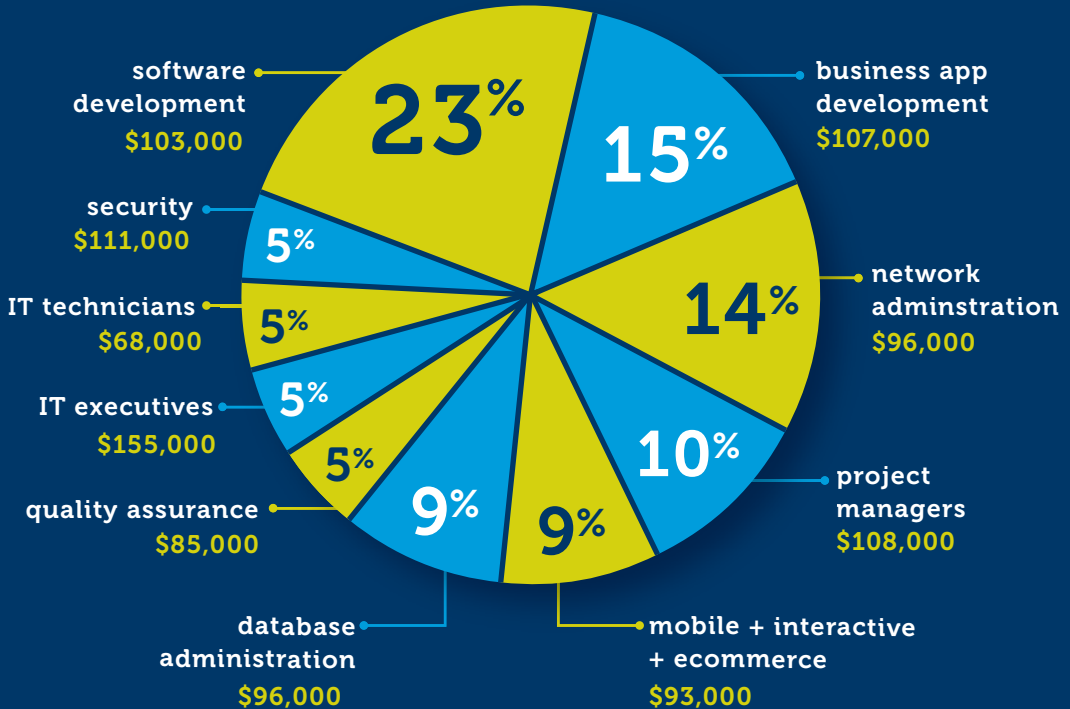


*Our findings over the past year predict an optimistic future for IT jobs in 2012. However, the boom in IT jobs and staffing budgets will be coupled with increased difficulty in securing the right tech talent.



BLUEWOLF'S IT PLACEMENTS

- share of tech jobs we filled this year + salaries •



Share taken as a percentage of all Bluewolf IT Staffing placements from 2011. Salaries based on national averages.

2012 BLUEWOLF IT SALARY GUIDE



“Companies are scrambling to adopt new flexible technologies, leaving IT deliberating over how to design both their technology and their workforce for scalability.”

Michael Kirven | Co-Founder, Bluewolf

bluewolf.com/people/michael-kirven

The fast-moving business landscape and the rapid adoption of disruptive technologies have changed business as we know it. In the IT landscape, we've experienced some fundamental shifts in enterprise technology in the areas of **Mobile, Big Data, Cloud Computing, and User Engagement**. These innovations have not only changed the enterprise but also the makeup of its workforce, igniting staffing budgets and the job market for IT pros.

This year, IT managers in all industries will experience the challenge of hiring and retaining top tech talent. As demand for hot

technology skill-sets increases across every industry, the market for talent has become very competitive. With the retirement of baby boomers and a nationwide talent gap, the pool for IT pros and leaders is shrinking fast.

CIOs positioning themselves for the future need to make sure that they bring in the right technology talent that is necessary to navigate this new era of business.

A handwritten signature in dark ink, consisting of stylized initials and a long, sweeping underline.

everyone loves a good salary stat.
where do you stand?

Both companies seeking talent and people seeking jobs want to know where salaries are predicted to go in 2012. The 2012 Bluewolf IT Salary Guide is the go-to source of salary data for IT professionals. For over 11 years, Bluewolf has made public our proprietary figures as a courtesy to our clients to provide the most up-to-date salary data—an invaluable resource as you map out your hiring plans through 2012.

our methodology.
where we get our numbers.

Salary predictions are based on the thousands of IT Staffing placements we manage each year. In addition to 2011-2012 growth patterns for specific technology skill-sets, we have completed an in-depth analysis of the trends in IT hiring and have received expert insight from our technical staffing teams in the field.

national salaries at a glance

- **Senior Software Developer salaries** will rise 6%+ with an average high of \$99,000 per year.
- **Data Analysts & BI Professional salaries** will creep past pre-recession levels, rising between 5-6% annually.
- **Average salaries for Android, iPhone and iPad Developer** will jump to \$98,000 per year.
- **Top tier ERP, BI, and CRM Developer salaries** will rise from \$84,000-\$105,000 to \$88,000-\$110,000.
- **Front-End and User Experience Technologist** will see a spike in demand in 2012. Predicted salary ranges for HTML5: \$89,000-\$127,000.
- **Security Analysts** will experience a significant increase in salaries ranging from \$94,000-\$125,000 per year.

National averages based on Bluewolf's nationwide IT Staffing placements from 2011-2012.

2012 IT SALARIES

• what's on the rise and what's falling flat •

legend

 significant increase in Salary  moderate increase in Salary  little change in Salary

2012 IT SALARIES TriState

IT EXECUTIVE

position	2011	2012	change
Chief Information Officer	\$187,000 – \$221,000	\$195,000 – \$230,000	▲
Chief Technology Officer	\$157,000 – \$201,000	\$162,000 – \$208,000	—
Chief Security Officer	\$165,000 – \$216,000	\$171,000 – \$225,000	▲
VP of Information Technology	\$129,000 – \$160,000	\$131,000 – \$163,000	—
Director of Information Technology	\$134,000 – \$170,000	\$138,000 – \$175,000	—

BUSINESS APPLICATIONS DEVELOPMENT

position	2011	2012	change
Systems Analyst	\$62,000 – \$103,000	\$65,000 – \$108,000	▲
Project Manager	\$113,000 – \$155,000	\$117,000 – \$160,000	—
Business Analyst	\$62,000 – \$103,000	\$64,000 – \$107,000	▲
Technical Writer	\$77,000 – \$88,000	\$80,000 – \$91,000	▲
CRM Developer (3+ years)	\$93,000 – \$124,000	\$97,000 – \$129,000	▲
CMS Developer (3+ years)	\$82,000 – \$113,000	\$86,000 – \$118,000	▲
ERP Developer (3+ years)	\$98,000 – \$118,000	\$103,000 – \$125,000	▲
BI Developer (3+ years)	\$118,000 – \$134,000	\$125,000 – \$141,000	▲
Application Architect (10+ years)	\$129,000 – \$170,000	\$136,000 – \$180,000	▲

in demand in 2012

position	2011	2012	change
Salesforce Developer	\$93,000 – \$155,000	\$97,000 – \$161,000	▲
Sharepoint Developer	\$93,000 – 134,000	\$97,000 – \$140,000	▲
SAP Developer	\$93,000 – \$134,000	\$98,000 – \$141,000	▲

DATABASE ADMINISTRATION

position	2011	2012	change
Data Warehouse Analyst	\$98,000 – \$116,000	\$102,000 – \$121,000	
Data Warehouse Engineer	\$124,000 – \$139,000	\$129,000 – \$145,000	
Data Analyst (1-3 years)	\$68,000 – \$88,000	\$71,000 – \$92,000	
Data Analyst Senior (5+ years)	\$93,000 – \$129,000	\$97,000 – \$135,000	
Database Administrator (1-3 years)	\$93,000 – \$123,000	\$96,000 – \$128,000	
Database Administrator (5+ years)	\$88,000 – \$98,000	\$91,000 – \$102,000	
Business Intelligence Analyst	\$93,000 – \$123,000	\$98,000 – \$130,000	
Data Architect	\$98,000 – \$125,000	\$104,000 – \$133,000	
Data Virtualization Engineer	\$93,000 – \$122,000	\$98,000 – \$128,000	






SOFTWARE DEVELOPMENT

position	2011	2012	change
Software Developer (1-3 years)	\$77,000 - \$118,000	\$82,000 – \$126,000	
Software Developer (3-5 years)	\$72,000 – \$93,000	\$77,000 – \$99,000	
Software Developer (7-10 years)	\$82,000 – \$115,000	\$88,000 – \$123,000	
Software Engineer	\$118,000 – \$155,000	\$126,000 – \$165,000	
Software Architect (10+ years)	\$135,000 – \$160,000	\$144,000 – \$170,000	
JAVA/J2EE Developer	\$82,000 – \$155,000	\$88,000 – \$165,000	
PHP Developer	\$88,000 – \$149,000	\$93,000 – \$159,000	
Ruby-on-Rails Developer	\$88,000 – \$ 124,000	\$93,000 – \$132,000	




in demand in 2012

position	2011	2012	change
SQL Database Administrator	\$91,000 – \$129,000	\$96,000 – \$137,000	
Cognos Analyst	\$98,000 – \$118,000	\$104,000 – \$126,000	
.NET Developer	\$93,000 – \$139,000	\$99,000 – \$148,000	

NETWORK ADMINISTRATION

position	2011	2012	change
Network Administrator	\$67,000 – \$98,000	\$71,000 – \$103,000	
Network Manager	\$82,000 – \$103,000	\$86,000 – \$108,000	
Network Engineer	\$98,000 – \$129,000	\$104,000 – \$136,000	
Network Architect	\$124,000 – \$144,000	\$132,000 – \$154,000	 







QUALITY ASSURANCE/ TESTING

position	2011	2012	change
QA Analyst	\$70,000 – \$90,000	\$72,000 – \$93,000	
QA Manager	\$98,000 – \$139,000	\$102,000 – \$144,000	
Mobile QA	\$78,000 – \$93,000	\$82,000 – \$97,000	



WEB DEVELOPMENT/INTERACTIVE/ ECOMMERCE

position	2011	2012	change
Mobile Developer	\$110,000 – \$125,000	\$118,000 – \$134,000	 
E-Commerce Technical Analyst	\$103,000 – \$139,000	\$108,000 – \$146,000	
Front End Developer (1-3 years)	\$67,000 – \$88,000	\$72,000 – \$94,000	 
Front Developer (3-5 years)	\$88,000 – \$113,000	\$94,000 – \$121,000	 
Front Developer (7-10 years)	\$108,000 – \$134,000	\$116,000 – \$143,000	 
UI/UX Designer (5+ years)	\$82,000 – \$103,000	\$88,000 – \$110,000	 
Web Designer	\$57,000 – \$103,000	\$60,000 – \$109,000	 

in demand in 2012

position	2011	2012	change
HTML 5 Developer	\$82,000 – \$118,000	\$89,000 – \$127,000	 
Android Developer	\$113,000 – \$139,000	\$122,000 – \$149,000	 
iPhone/iPad Developer	\$98,000 – \$134,000	\$105,000 – \$144,000	 


SECURITY

position	2011	2012	change
Information Security Analyst	\$108,000 – \$144,000	\$115,000 – \$153,000	 
System/Network Security Admin	\$106,000 – \$149,000	\$111,000 – \$156,000	—
Network Security Engineer	\$113,000 – \$155,000	\$118,000 – \$160,000	—
IS Security Manager (10+ years)	\$139,000 – \$170,000	\$145,000 – \$177,000	—

TECHNICAL SUPPORT/ SYSTEM ADMINISTRATION

position	2011	2012	change
Help Desk (1-3 years)	\$36,000 – \$67,000	\$37,000 – \$70,000	—
Help Desk Mid (3-5 years)	\$52,000 – \$67,000	\$54,000 – \$70,000	—
Help Desk Senior (7-10 years)	\$72,000 – \$98,000	\$75,000 – \$102,000	—
Help Desk Manager	\$88,000 – \$129,000	\$90,000 – \$133,000	—
Hardware Technician	\$41,000 – \$67,000	\$43,000 – \$69,000	—
Desktop Virtualization Specialist	\$52,000 – \$67,000	\$54,000 – \$70,000	—
Desktop Support Analyst	\$93,000 – \$124,000	\$98,000 – \$130,000	
System Administrator (1-5 years)	\$67,000 – \$113,000	\$71,000 – \$120,000	
Systems Administrator (5+ years)	\$113,000 – \$129,000	\$120,000 – \$136,000	

in demand in 2012

position	2011	2012	change
Information Security Analyst	\$108,000 – \$144,000	\$115,000 – \$153,000	
EC2 Engineer	\$113,000 – \$139,000	\$118,000 – \$145,000	—
VMWare Engineer	\$98,000 – \$129,000	\$102,000 – \$134,000	—

2012 IT SALARIES Bay Area

IT EXECUTIVE

position	2011	2012	change
Chief Information Officer	\$180,000 – \$213,000	\$187,000 – \$221,000	↗
Chief Technology Officer	\$150,000 – \$193,000	\$156,000 – \$200,000	↔
Chief Security Officer	\$158,000 – \$208,000	\$165,000 – \$216,000	↗
VP of Information Technology	\$124,000 – \$153,000	\$126,000 – \$156,000	↔
Director of Information Technology	\$129,000 – \$163,000	\$132,000 – \$168,000	↔

BUSINESS APPLICATIONS DEVELOPMENT

position	2011	2012	change
Systems Analyst	\$59,000 – \$99,000	\$62,000 – \$103,000	↗
Project Manager	\$109,000 – \$148,000	\$113,000 – \$154,000	↔
Business Analyst	\$59,000 – \$99,000	\$62,000 – \$103,000	↗
Technical Writer	\$74,000 – \$84,000	\$77,000 – \$87,000	↗
CRM Developer (3+ years)	\$89,000 – \$119,000	\$93,000 – \$124,000	↗
CMS Developer (3+ years)	\$79,000 – \$109,000	\$82,000 – \$113,000	↗
ERP Developer (3+ years)	\$94,000 – \$114,000	\$99,000 – \$120,000	↗
BI Developer (3+ years)	\$114,000 – \$129,000	\$120,000 – \$135,000	↗
Application Architect (10+ years)	\$124,000 – \$163,000	\$131,000 – \$173,000	↗

in demand in 2012

position	2011	2012	change
Salesforce Developer	\$89,000 – \$148,000	\$93,000 – \$155,000	↗
Sharepoint Developer	\$89,000 – 129,000	\$93,000 – \$134,000	↗
SAP Developer	\$89,000 – \$129,000	\$94,000 – \$135,000	↗

DATABASE ADMINISTRATION

position	2011	2012	change
Data Warehouse Analyst	\$94,000 – \$112,000	\$98,000 – \$116,000	
Data Warehouse Engineer	\$119,000 – \$133,000	\$123,000 – \$139,000	
Data Analyst (1-3 years)	\$65,000 – \$84,000	\$68,000 – \$88,000	
Data Analyst Senior (5+ years)	\$89,000 – \$124,000	\$93,000 – \$130,000	
Database Administrator (1-3 years)	\$89,000 – \$118,000	\$92,000 – \$123,000	
Database Administrator (5+ years)	\$84,000 – \$94,000	\$87,000 – \$98,000	
Business Intelligence Analyst	\$89,000 – \$118,000	\$95,000 – \$125,000	
Data Architect	\$94,000 – \$120,000	\$100,000 – \$128,000	
Data Virtualization Engineer	\$89,000 – \$117,000	\$94,000 – \$123,000	


SOFTWARE DEVELOPMENT

position	2011	2012	change
Software Developer (1-3 years)	\$74,000 - \$114,000	\$79,000 – \$121,000	
Software Developer (3-5 years)	\$69,000 – \$89,000	\$74,000 – \$95,000	
Software Developer (7-10 years)	\$79,000 – \$111,000	\$84,000 – \$118,000	
Software Engineer	\$114,000 – \$148,000	\$121,000 – \$158,000	
Software Architect (10+ years)	\$130,000 – \$153,000	\$138,000 – \$163,000	
JAVA/J2EE Developer	\$79,000 – \$148,000	\$84,000 – \$158,000	
PHP Developer	\$84,000 – \$143,000	\$90,000 – \$153,000	
Ruby-on-Rails Developer	\$84,000 – \$119,000	\$90,000 – \$126,000	

in demand in 2012

position	2011	2012	change
SQL Database Administrator	\$87,000 – \$124,000	\$92,000 – \$131,000	
Cognos Analyst	\$94,000 – \$114,000	\$100,000 – \$121,000	
.NET Developer	\$89,000 – \$133,000	\$95,000 – \$142,000	

NETWORK ADMINISTRATION

position	2011	2012	change
Network Administrator	\$64,000 – \$94,000	\$68,000 – \$99,000	
Network Manager	\$79,000 – \$99,000	\$83,000 – \$103,000	
Network Engineer	\$94,000 – \$124,000	\$99,000 – \$131,000	
Network Architect	\$119,000 – \$138,000	\$126,000 – \$148,000	 



QUALITY ASSURANCE/ TESTING

position	2011	2012	change
QA Analyst	\$67,000 – \$86,000	\$70,000 – \$89,000	—
QA Manager	\$94,000 – \$133,000	\$98,000 – \$139,000	—
Mobile QA	\$75,000 – \$89,000	\$79,000 – \$94,000	


WEB DEVELOPMENT/INTERACTIVE/ ECOMMERCE

position	2011	2012	change
Mobile Developer	\$106,000 – \$120,000	\$114,000 – \$129,000	 
E-Commerce Technical Analyst	\$99,000 – \$133,000	\$104,000 – \$140,000	
Front End Developer (1-3 years)	\$64,000 – \$84,000	\$69,000 – \$90,000	 
Front Developer (3-5 years)	\$84,000 – \$109,000	\$90,000 – \$116,000	 
Front Developer (7-10 years)	\$104,000 – \$129,000	\$111,000 – \$138,000	 
UI/UX Designer (5+ years)	\$79,000 – \$99,000	\$85,000 – \$106,000	 
Web Designer	\$54,000 – \$99,000	\$58,000 – \$105,000	 

in demand in 2012

position	2011	2012	change
HTML 5 Developer	\$79,000 – \$114,000	\$85,000 – \$122,000	 
Android Developer	\$109,000 – \$133,000	\$117,000 – \$143,000	 
iPhone/iPad Developer	\$94,000 – \$129,000	\$101,000 – \$138,000	 


SECURITY

position	2011	2012	change
Information Security Analyst	\$104,000 – \$138,000	\$110,000 – \$147,000	 
System/Network Security Admin	\$102,000 – \$143,000	\$106,000 – \$150,000	—
Network Security Engineer	\$109,000 – \$148,000	\$113,000 – \$154,000	—
IS Security Manager (10+ years)	\$133,000 – \$163,000	\$139,000 – \$170,000	—

TECHNICAL SUPPORT/ SYSTEM ADMINISTRATION

position	2011	2012	change
Help Desk (1-3 years)	\$35,000 – \$64,000	\$36,000 – \$67,000	—
Help Desk Mid (3-5 years)	\$49,000 – \$64,000	\$51,000 – \$67,000	—
Help Desk Senior (7-10 years)	\$69,000 – \$94,000	\$72,000 – \$98,000	—
Help Desk Manager	\$84,000 – \$124,000	\$87,000 – \$127,000	—
Hardware Technician	\$40,000 – \$64,000	\$41,000 – \$67,000	—
Desktop Virtualization Specialist	\$49,000 – \$64,000	\$54,000 – \$70,000	—
Desktop Support Analyst	\$93,000 – \$124,000	\$94,000 – \$125,000	
System Administrator (1-5 years)	\$64,000 – \$109,000	\$68,000 – \$115,000	
Systems Administrator (5+ years)	\$109,000 – \$124,000	\$115,000 – \$130,000	

in demand in 2012

position	2011	2012	change
Information Security Analyst	\$104,000 – \$138,000	\$110,000 – \$147,000	
EC2 Engineer	\$109,000 – \$133,000	\$113,000 – \$139,000	—
VMWare Engineer	\$94,000 – \$124,000	\$98,000 – \$129,000	—

2012 IT SALARIES Long Island

IT EXECUTIVE

position	2011	2012	change
Chief Information Officer	\$180,000 – \$212,000	\$187,000 – \$221,000	▲
Chief Technology Officer	\$150,000 – \$192,000	\$156,000 – \$200,000	—
Chief Security Officer	\$158,000 – \$207,000	\$171,000 – \$225,000	▲
VP of Information Technology	\$123,000 – \$153,000	\$164,000 – \$216,000	—
Director of Information Technology	\$128,000 – \$163,000	\$132,000 – \$168,000	—

BUSINESS APPLICATIONS DEVELOPMENT

position	2011	2012	change
Systems Analyst	\$59,000 – \$99,000	\$62,000 – \$103,000	▲
Project Manager	\$109,000 – \$148,000	\$113,000 – \$153,000	—
Business Analyst	\$59,000 – \$99,000	\$61,000 – \$102,000	▲
Technical Writer	\$74,000 – \$84,000	\$77,000 – \$87,000	▲
CRM Developer (3+ years)	\$89,000 – \$118,000	\$93,000 – \$123,000	▲
CMS Developer (3+ years)	\$79,000 – \$109,000	\$82,000 – \$113,000	▲
ERP Developer (3+ years)	\$94,000 – \$113,000	\$99,000 – \$119,000	▲
BI Developer (3+ years)	\$113,000 – \$128,000	\$119,000 – \$135,000	▲
Application Architect (10+ years)	\$123,000 – \$163,000	\$130,000 – \$172,000	▲

in demand in 2012

position	2011	2012	change
Salesforce Developer	\$89,000 – \$148,000	\$93,000 – \$154,000	▲
Sharepoint Developer	\$89,000 – 128,000	\$93,000 – \$134,000	▲
SAP Developer	\$89,000 – \$128,000	\$94,000 – \$135,000	▲

DATABASE ADMINISTRATION

position	2011	2012	change
Data Warehouse Analyst	\$94,000 – \$112,000	\$97,000 – \$116,000	
Data Warehouse Engineer	\$118,000 – \$133,000	\$123,000 – \$139,000	
Data Analyst (1-3 years)	\$65,000 – \$84,000	\$68,000 – \$88,000	
Data Analyst Senior (5+ years)	\$89,000 – \$123,000	\$93,000 – \$129,000	
Database Administrator (1-3 years)	\$89,000 – \$118,000	\$92,000 – \$122,000	
Database Administrator (5+ years)	\$84,000 – \$94,000	\$87,000 – \$97,000	
Business Intelligence Analyst	\$89,000 – \$118,000	\$94,000 – \$125,000	
Data Architect	\$94,000 – \$120,000	\$100,000 – \$127,000	
Data Virtualization Engineer	\$89,000 – \$116,000	\$94,000 – \$123,000	


SOFTWARE DEVELOPMENT

position	2011	2012	change
Software Developer (1-3 years)	\$74,000 - \$113,000	\$79,000 – \$121,000	
Software Developer (3-5 years)	\$69,000 – \$89,000	\$74,000 – \$95,000	
Software Developer (7-10 years)	\$79,000 – \$111,000	\$84,000 – \$118,000	
Software Engineer	\$113,000 – \$148,000	\$121,000 – \$158,000	
Software Architect (10+ years)	\$129,000 – \$153,000	\$138,000 – \$163,000	
JAVA/J2EE Developer	\$79,000 – \$148,000	\$84,000 – \$158,000	
PHP Developer	\$84,000 – \$143,000	\$89,000 – \$153,000	
Ruby-on-Rails Developer	\$84,000 – \$ 118,000	\$89,000 – \$126,000	

in demand in 2012

position	2011	2012	change
SQL Database Administrator	\$91,000 – \$129,000	\$92,000 – \$131,000	
Cognos Analyst	\$98,000 – \$118,000	\$100,000 – \$121,000	
.NET Developer	\$93,000 – \$139,000	\$95,000 – \$142,000	

NETWORK ADMINISTRATION

position	2011	2012	change
Network Administrator	\$64,000 – \$94,000	\$68,000 – \$99,000	
Network Manager	\$79,000 – 99,000	\$82,000 – \$103,000	
Network Engineer	\$94,000 – \$123,000	\$99,000 – \$130,000	
Network Architect	\$118,000 – \$138,000	\$126,000 – \$147,000	 





QUALITY ASSURANCE/ TESTING

position	2011	2012	change
QA Analyst	\$67,000 – \$86,000	\$69,000 – \$89,000	—
QA Manager	\$94,000 – \$133,000	\$97,000 – \$138,000	—
Mobile QA	\$75,000 – \$89,000	\$79,000 – \$93,000	



WEB DEVELOPMENT/INTERACTIVE/ ECOMMERCE

position	2011	2012	change
Mobile Developer	\$106,000 – \$120,000	\$113,000 – \$129,000	 
E-Commerce Technical Analyst	\$99,000 – \$133,000	\$104,000 – \$140,000	
Front End Developer (1-3 years)	\$64,000 – \$84,000	\$69,000 – \$90,000	 
Front Developer (3-5 years)	\$84,000 – \$109,000	\$90,000 – \$116,000	 
Front Developer (7-10 years)	\$104,000 – \$128,000	\$111,000 – \$137,000	 
UI/UX Designer (5+ years)	\$79,000 – \$99,000	\$84,000 – \$106,000	 
Web Designer	\$54,000 – \$99,000	\$58,000 – \$105,000	 



in demand in 2012

position	2011	2012	change
HTML 5 Developer	\$79,000 – \$113,000	\$85,000 – \$122,000	 
Android Developer	\$109,000 – \$133,000	\$117,000 – \$143,000	 
iPhone/iPad Developer	\$94,000 – \$128,000	\$101,000 – \$138,000	 


SECURITY

position	2011	2012	change
Information Security Analyst	\$104,000 – \$138,000	\$110,000 – \$146,000	 
System/Network Security Admin	\$102,000 – \$143,000	\$106,000 – \$150,000	—
Network Security Engineer	\$109,000 – \$148,000	\$113,000 – \$154,000	—
IS Security Manager (10+ years)	\$133,000 – \$163,000	\$139,000 – \$169,000	—

TECHNICAL SUPPORT/ SYSTEM ADMINISTRATION

position	2011	2012	change
Help Desk (1-3 years)	\$35,000 – \$64,000	\$36,000 – \$67,000	—
Help Desk Mid (3-5 years)	\$49,000 – \$64,000	\$51,000 – \$67,000	—
Help Desk Senior (7-10 years)	\$69,000 – \$94,000	\$72,000 – \$97,000	—
Help Desk Manager	\$84,000 – \$123,000	\$86,000 – \$127,000	—
Hardware Technician	\$39,000 – \$64,000	\$41,000 – \$67,000	—
Desktop Virtualization Specialist	\$49,000 – \$64,000	\$51,000 – \$67,000	—
Desktop Support Analyst	\$89,000 – \$118,000	\$94,000 – \$125,000	
System Administrator (1-5 years)	\$64,000 – \$109,000	\$68,000 – \$115,000	
Systems Administrator (5+ years)	\$109,000 – \$123,000	\$115,000 – \$130,000	

in demand in 2012

position	2011	2012	change
Information Security Analyst	\$104,000 – \$138,000	\$110,000 – \$146,000	
EC2 Engineer	\$109,000 – \$133,000	\$113,000 – \$139,000	—
VMWare Engineer	\$94,000 – \$123,000	\$97,000 – \$128,000	—

2012 IT SALARIES D.C. Metro

IT EXECUTIVE

position	2011	2012	change
Chief Information Officer	\$173,000 – \$204,000	\$180,000 – \$212,000	▲
Chief Technology Officer	\$144,000 – \$185,000	\$150,000 – \$192,000	—
Chief Security Officer	\$152,000 – \$199,000	\$158,000 – \$207,000	▲
VP of Information Technology	\$119,000 – \$147,000	\$121,000 – \$150,000	—
Director of Information Technology	\$123,000 – \$157,000	\$127,000 – \$161,000	—

BUSINESS APPLICATIONS DEVELOPMENT

position	2011	2012	change
Systems Analyst	\$57,000 – \$95,000	\$60,000 – \$99,000	▲
Project Manager	\$104,000 – \$142,000	\$108,000 – \$148,000	—
Business Analyst	\$57,000 – \$95,000	\$59,000 – \$98,000	▲
Technical Writer	\$71,000 – \$81,000	\$74,000 – \$84,000	▲
CRM Developer (3+ years)	\$85,000 – \$114,000	\$89,000 – \$119,000	▲
CMS Developer (3+ years)	\$76,000 – \$104,000	\$79,000 – \$109,000	▲
ERP Developer (3+ years)	\$90,000 – \$109,000	\$95,000 – \$115,000	▲
BI Developer (3+ years)	\$109,000 – \$123,000	\$115,000 – \$130,000	▲
Application Architect (10+ years)	\$119,000 – \$157,000	\$126,000 – \$166,000	▲

in demand in 2012

position	2011	2012	change
Salesforce Developer	\$85,000 – \$142,000	\$89,000 – \$148,000	▲
Sharepoint Developer	\$85,000 – 123,000	\$89,000 – \$129,000	▲
SAP Developer	\$85,000 – \$123,000	\$90,000 – \$130,000	▲

DATABASE ADMINISTRATION

position	2011	2012	change
Data Warehouse Analyst	\$90,000 – \$107,000	\$94,000 – \$112,000	
Data Warehouse Engineer	\$114,000 – \$128,000	\$119,000 – \$133,000	
Data Analyst (1-3 years)	\$63,000 – \$81,000	\$66,000 – \$85,000	
Data Analyst Senior (5+ years)	\$85,000 – \$119,000	\$90,000 – \$124,000	
Database Administrator (1-3 years)	\$85,000 – \$113,000	\$89,000 – \$118,000	
Database Administrator (5+ years)	\$81,000 – \$90,000	\$84,000 – \$94,000	
Business Intelligence Analyst	\$85,000 – \$113,000	\$91,000 – \$120,000	
Data Architect	\$90,000 – \$115,000	\$96,000 – \$123,000	
Data Virtualization Engineer	\$85,000 – \$112,000	\$90,000 – \$118,000	






SOFTWARE DEVELOPMENT

position	2011	2012	change
Software Developer (1-3 years)	\$71,000 - \$109,000	\$76,000 – \$116,000	
Software Developer (3-5 years)	\$66,000 – \$85,000	\$71,000 – \$91,000	
Software Developer (7-10 years)	\$76,000 – \$106,000	\$81,000 – \$113,000	
Software Engineer	\$109,000 – \$142,000	\$116,000 – \$152,000	
Software Architect (10+ years)	\$124,000 – \$147,000	\$132,000 – \$157,000	
JAVA/J2EE Developer	\$76,000 – \$142,000	\$81,000 – \$152,000	
PHP Developer	\$81,000 – \$138,000	\$86,000 – \$147,000	
Ruby-on-Rails Developer	\$81,000 – \$ 114,000	\$86,000 – \$121,000	


in demand in 2012

position	2011	2012	change
SQL Database Administrator	\$84,000 – \$119,000	\$89,000 – \$126,000	
Cognos Analyst	\$90,000 – \$109,000	\$96,000 – \$116,000	
.NET Developer	\$85,000 – \$128,000	\$91,000 – \$137,000	

NETWORK ADMINISTRATION

position	2011	2012	change
Network Administrator	\$62,000 – \$90,000	\$65,000 – \$95,000	
Network Manager	\$76,000 – \$95,000	\$79,000 – \$99,000	
Network Engineer	\$90,000 – \$119,000	\$95,000 – \$126,000	
Network Architect	\$114,000 – \$133,000	\$121,000 – \$142,000	 

QUALITY ASSURANCE/ TESTING

position	2011	2012	change
QA Analyst	\$65,000 – \$83,000	\$67,000 – \$86,000	—
QA Manager	\$90,000 – \$128,000	\$94,000 – \$133,000	—
Mobile QA	\$72,000 – \$85,000	\$76,000 – \$90,000	



WEB DEVELOPMENT/INTERACTIVE/ ECOMMERCE

position	2011	2012	change
Mobile Developer	\$102,000 – \$115,000	\$109,000 – \$124,000	 
E-Commerce Technical Analyst	\$95,000 – \$128,000	\$100,000 – \$135,000	
Front End Developer (1-3 years)	\$62,000 – \$81,000	\$66,000 – \$86,000	 
Front Developer (3-5 years)	\$81,000 – \$104,000	\$86,000 – \$112,000	 
Front Developer (7-10 years)	\$100,000 – \$123,000	\$107,000 – \$132,000	 
UI/UX Designer (5+ years)	\$76,000 – \$95,000	\$81,000 – \$102,000	 
Web Designer	\$52,000 – \$95,000	\$55,000 – \$101,000	 




in demand in 2012

position	2011	2012	change
HTML 5 Developer	\$76,000 – \$109,000	\$82,000 – \$117,000	 
Android Developer	\$104,000 – \$128,000	\$112,000 – \$138,000	 
iPhone/iPad Developer	\$90,000 – \$123,000	\$97,000 – \$133,000	 


SECURITY

position	2011	2012	change
Information Security Analyst	\$100,000 – \$133,000	\$106,000 – \$141,000	 
System/Network Security Admin	\$98,000 – \$138,000	\$102,000 – \$144,000	—
Network Security Engineer	\$104,000 – \$142,000	\$108,000 – \$148,000	—
IS Security Manager (10+ years)	\$128,000 – \$157,000	\$133,000 – \$163,000	—

TECHNICAL SUPPORT/ SYSTEM ADMINISTRATION

position	2011	2012	change
Help Desk (1-3 years)	\$33,000 – \$62,000	\$35,000 – \$64,000	—
Help Desk Mid (3-5 years)	\$47,000 – \$62,000	\$49,000 – \$64,000	—
Help Desk Senior (7-10 years)	\$66,000 – \$90,000	\$69,000 – \$94,000	—
Help Desk Manager	\$81,000 – \$119,000	\$83,000 – \$122,000	—
Hardware Technician	\$38,000 – \$62,000	\$39,000 – \$64,000	—
Desktop Virtualization Specialist	\$47,000 – \$62,000	\$49,000 – \$64,000	—
Desktop Support Analyst	\$85,000 – \$114,000	\$90,000 – \$120,000	
System Administrator (1-5 years)	\$62,000 – \$104,000	\$65,000 – \$110,000	
Systems Administrator (5+ years)	\$104,000 – \$119,000	\$110,000 – \$125,000	

in demand in 2012

position	2011	2012	change
Information Security Analyst	\$100,000 – \$133,000	\$106,000 – \$141,000	
EC2 Engineer	\$104,000 – \$128,000	\$109,000 – \$133,000	—
VMWare Engineer	\$90,000 – \$119,000	\$94,000 – \$123,000	—

2012 IT SALARIES

Philadelphia

IT EXECUTIVE

position	2011	2012	change
Chief Information Officer	\$154,000 – \$182,000	\$160,000 – \$189,000	▲
Chief Technology Officer	\$128,000 – \$165,000	\$133,000 – \$171,000	▬
Chief Security Officer	\$135,000 – \$177,000	\$141,000 – \$184,000	▲
VP of Information Technology	\$106,000 – \$131,000	\$108,000 – \$134,000	▬
Director of Information Technology	\$110,000 – \$139,000	\$113,000 – \$144,000	▬

BUSINESS APPLICATIONS DEVELOPMENT

position	2011	2012	change
Systems Analyst	\$51,000 – \$84,000	\$53,000 – \$88,000	▲
Project Manager	\$93,000 – \$127,000	\$96,000 – \$131,000	▬
Business Analyst	\$51,000 – \$84,000	\$53,000 – \$88,000	▲
Technical Writer	\$63,000 – \$72,000	\$66,000 – \$74,000	▲
CRM Developer (3+ years)	\$76,000 – \$101,000	\$79,000 – \$106,000	▲
CMS Developer (3+ years)	\$68,000 – \$93,000	\$70,000 – \$97,000	▲
ERP Developer (3+ years)	\$80,000 – \$97,000	\$84,000 – \$102,000	▲
BI Developer (3+ years)	\$97,000 – \$110,000	\$102,000 – \$116,000	▲
Application Architect (10+ years)	\$106,000 – \$139,000	\$112,000 – \$147,000	▲

in demand in 2012

position	2011	2012	change
Salesforce Developer	\$76,000 – \$127,000	\$79,000 – \$132,000	▲
Sharepoint Developer	\$76,000 – 110,000	\$79,000 – \$114,000	▲
SAP Developer	\$76,000 – \$110,000	\$80,000 – \$116,000	▲

DATABASE ADMINISTRATION

position	2011	2012	change
Data Warehouse Analyst	\$80,000 – \$95,000	\$83,000 – \$99,000	
Data Warehouse Engineer	\$101,000 – \$114,000	\$105,000 – \$119,000	
Data Analyst (1-3 years)	\$56,000 – \$72,000	\$58,000 – \$75,000	
Data Analyst Senior (5+ years)	\$76,000 – \$106,000	\$80,000 – \$111,000	
Database Administrator (1-3 years)	\$76,000 – \$101,000	\$79,000 – \$105,000	
Database Administrator (5+ years)	\$72,000 – \$80,000	\$75,000 – \$83,000	
Business Intelligence Analyst	\$76,000 – \$101,000	\$81,000 – \$107,000	
Data Architect	\$80,000 – \$103,000	\$85,000 – \$109,000	
Data Virtualization Engineer	\$76,000 – \$100,000	\$80,000 – \$105,000	

SOFTWARE DEVELOPMENT

position	2011	2012	change
Software Developer (1-3 years)	\$63,000 - \$97,000	\$68,000 – \$104,000	
Software Developer (3-5 years)	\$59,000 – \$76,000	\$63,000 – \$81,000	
Software Developer (7-10 years)	\$68,000 – \$95,000	\$72,000 – \$101,000	
Software Engineer	\$97,000 – \$127,000	\$103,000 – \$135,000	
Software Architect (10+ years)	\$111,000 – \$131,000	\$118,000 – \$139,000	
JAVA/J2EE Developer	\$68,000 – \$127,000	\$72,000 – \$135,000	
PHP Developer	\$72,000 – \$122,000	\$77,000 – \$131,000	
Ruby-on-Rails Developer	\$72,000 – \$ 101,000	\$77,000 – \$108,000	

in demand in 2012

position	2011	2012	change
SQL Database Administrator	\$74,000 – \$106,000	\$79,000 – \$112,000	
Cognos Analyst	\$80,000 – \$97,000	\$85,000 – \$103,000	
.NET Developer	\$76,000 – \$114,000	\$81,000 – \$122,000	

NETWORK ADMINISTRATION

position	2011	2012	change
Network Administrator	\$55,000 – \$80,000	\$58,000 – \$85,000	
Network Manager	\$68,000 – \$84,000	\$71,000 – \$88,000	
Network Engineer	\$80,000 – \$106,000	\$85,000 – \$112,000	
Network Architect	\$101,000 – \$118,000	\$108,000 – \$126,000	

QUALITY ASSURANCE/ TESTING

position	2011	2012	change
QA Analyst	\$57,000 – \$73,000	\$59,000 – \$76,000	—
QA Manager	\$80,000 – \$114,000	\$83,000 – \$118,000	—
Mobile QA	\$64,000 – \$76,000	\$67,000 – \$80,000	

WEB DEVELOPMENT/INTERACTIVE/ ECOMMERCE

position	2011	2012	change
Mobile Developer	\$90,000 – \$103,000	\$97,000 – \$110,000	
E-Commerce Technical Analyst	\$84,000 – \$114,000	\$89,000 – \$120,000	
Front End Developer (1-3 years)	\$55,000 – \$72,000	\$59,000 – \$77,000	
Front Developer (3-5 years)	\$72,000 – \$93,000	\$77,000 – \$99,000	
Front Developer (7-10 years)	\$89,000 – \$110,000	\$95,000 – \$117,000	
UI/UX Designer (5+ years)	\$68,000 – \$84,000	\$72,000 – \$90,000	
Web Designer	\$46,000 – \$84,000	\$49,000 – \$90,000	

in demand in 2012

position	2011	2012	change
HTML 5 Developer	\$68,000 – \$97,000	\$73,000 – \$104,000	
Android Developer	\$93,000 – \$114,000	\$100,000 – \$123,000	
iPhone/iPad Developer	\$80,000 – \$110,000	\$86,000 – \$118,000	

SECURITY

position	2011	2012	change
Information Security Analyst	\$89,000 – \$118,000	\$94,000 – \$125,000	 
System/Network Security Admin	\$87,000 – \$122,000	\$91,000 – \$128,000	—
Network Security Engineer	\$93,000 – \$127,000	\$196,000 – \$132,000	—
IS Security Manager (10+ years)	\$114,000 – \$139,000	\$119,000 – \$145,000	—

TECHNICAL SUPPORT/ SYSTEM ADMINISTRATION

position	2011	2012	change
Help Desk (1-3 years)	\$30,000 – \$55,000	\$31,000 – \$57,000	—
Help Desk Mid (3-5 years)	\$42,000 – \$55,000	\$44,000 – \$57,000	—
Help Desk Senior (7-10 years)	\$59,000 – \$80,000	\$61,000 – \$83,000	—
Help Desk Manager	\$72,000 – \$106,000	\$74,000 – \$109,000	—
Hardware Technician	\$34,000 – \$55,000	\$35,000 – \$57,000	—
Desktop Virtualization Specialist	\$42,000 – \$55,000	\$44,000 – \$57,000	—
Desktop Support Analyst	\$76,000 – \$101,000	\$80,000 – \$107,000	
System Administrator (1-5 years)	\$55,000 – \$93,000	\$58,000 – \$98,000	
Systems Administrator (5+ years)	\$93,000 – \$106,000	\$98,000 – \$111,000	

in demand in 2012

position	2011	2012	change
Information Security Analyst	\$89,000 – \$118,000	\$94,000 – \$125,000	
EC2 Engineer	\$93,000 – \$114,000	\$97,000 – \$119,000	—
VMWare Engineer	\$80,000 – \$106,000	\$83,000 – \$110,000	—

2012 IT SALARIES

Boston

IT EXECUTIVE

position	2011	2012	change
Chief Information Officer	\$175,000 – \$207,000	\$182,000 – \$216,000	▲
Chief Technology Officer	\$147,000 – \$188,000	\$152,000 – \$195,000	▬
Chief Security Officer	\$154,000 – \$202,000	\$160,000 – \$211,000	▲
VP of Information Technology	\$121,000 – \$149,000	\$123,000 – \$152,000	▬
Director of Information Technology	\$125,000 – \$159,000	\$129,000 – \$164,000	▬

BUSINESS APPLICATIONS DEVELOPMENT

position	2011	2012	change
Systems Analyst	\$58,000 – \$96,000	\$61,000 – \$101,000	▲
Project Manager	\$106,000 – \$145,000	\$110,000 – \$150,000	▬
Business Analyst	\$58,000 – \$96,000	\$60,000 – \$100,000	▲
Technical Writer	\$72,000 – \$82,000	\$75,000 – \$85,000	▲
CRM Developer (3+ years)	\$87,000 – \$116,000	\$90,000 – \$121,000	▲
CMS Developer (3+ years)	\$77,000 – \$106,000	\$80,000 – \$111,000	▲
ERP Developer (3+ years)	\$92,000 – \$111,000	\$96,000 – \$117,000	▲
BI Developer (3+ years)	\$111,000 – \$125,000	\$117,000 – \$132,000	▲
Application Architect (10+ years)	\$121,000 – \$159,000	\$127,000 – \$168,000	▲

in demand in 2012

position	2011	2012	change
Salesforce Developer	\$87,000 – \$145,000	\$97,000 – \$161,000	▲
Sharepoint Developer	\$87,000 – 125,000	\$97,000 – \$140,000	▲
SAP Developer	\$87,000 – 125,000	\$98,000 – \$141,000	▲

DATABASE ADMINISTRATION

position	2011	2012	change
Data Warehouse Analyst	\$92,000 – \$109,000	\$95,000 – \$113,000	
Data Warehouse Engineer	\$116,000 – \$130,000	\$120,000 – \$135,000	
Data Analyst (1-3 years)	\$64,000 – \$82,000	\$67,000 – \$86,000	
Data Analyst Senior (5+ years)	\$87,000 – \$121,000	\$91,000 – \$126,000	
Database Administrator (1-3 years)	\$87,000 – \$115,000	\$90,000 – \$119,000	
Database Administrator (5+ years)	\$82,000 – \$92,000	\$85,000 – \$95,000	
Business Intelligence Analyst	\$87,000 – \$115,000	\$92,000 – \$122,000	
Data Architect	\$92,000 – \$117,000	\$97,000 – \$124,000	
Data Virtualization Engineer	\$87,000 – \$114,000	\$91,000 – \$120,000	



SOFTWARE DEVELOPMENT

position	2011	2012	change
Software Developer (1-3 years)	\$72,000 - \$111,000	\$77,000 – \$118,000	
Software Developer (3-5 years)	\$67,000 – \$87,000	\$72,000 – \$92,000	
Software Developer (7-10 years)	\$77,000 – \$108,000	\$82,000 – \$115,000	
Software Engineer	\$111,000 – \$145,000	\$118,000 – \$154,000	
Software Architect (10+ years)	\$126,000 – \$149,000	\$135,000 – \$159,000	
JAVA/J2EE Developer	\$77,000 – \$145,000	\$82,000 – \$154,000	
PHP Developer	\$82,000 – \$140,000	\$87,000 – \$149,000	
Ruby-on-Rails Developer	\$82,000 – \$ 116,000	\$87,000 – \$1123,000	


in demand in 2012

position	2011	2012	change
SQL Database Administrator	\$85,000 – \$121,000	\$90,000 – \$128,000	
Cognos Analyst	\$92,000 – \$111,000	\$97,000 – \$118,000	
.NET Developer	\$87,000 – \$130,000	\$92,000 – \$139,000	

NETWORK ADMINISTRATION

position	2011	2012	change
Network Administrator	\$63,000 – \$92,000	\$66,000 – \$97,000	
Network Manager	\$77,000 – \$96,000	\$81,000 – \$101,000	
Network Engineer	\$92,000 – \$121,000	\$97,000 – \$127,000	
Network Architect	\$116,000 – \$135,000	\$123,000 – \$144,000	 




QUALITY ASSURANCE/ TESTING

position	2011	2012	change
QA Analyst	\$66,000 – \$84,000	\$68,000 – \$87,000	—
QA Manager	\$92,000 – \$130,000	\$95,000 – \$135,000	—
Mobile QA	\$73,000 – \$87,000	\$77,000 – \$91,000	



WEB DEVELOPMENT/INTERACTIVE/ ECOMMERCE

position	2011	2012	change
Mobile Developer	\$103,000 – \$117,000	\$111,000 – \$126,000	 
E-Commerce Technical Analyst	\$96,000 – \$130,000	\$101,000 – \$137,000	
Front End Developer (1-3 years)	\$63,000 – \$82,000	\$67,000 – \$88,000	 
Front Developer (3-5 years)	\$82,000 – \$106,000	\$88,000 – \$113,000	 
Front Developer (7-10 years)	\$101,000 – \$125,000	\$108,000 – \$134,000	 
UI/UX Designer (5+ years)	\$77,000 – \$96,000	\$83,000 – \$103,000	 
Web Designer	\$53,000 – \$96,000	\$56,000 – \$102,000	 

in demand in 2012

position	2011	2012	change
HTML 5 Developer	\$77,000 – \$111,000	\$83,000 – \$119,000	 
Android Developer	\$106,000 – \$130,000	\$114,000 – \$140,000	 
iPhone/iPad Developer	\$92,000 – \$125,000	\$98,000 – \$135,000	 

SECURITY

position	2011	2012	change
Information Security Analyst	\$101,000 – \$135,000	\$107,000 – \$143,000	 
System/Network Security Admin	\$99,000 – \$140,000	\$104,000 – \$146,000	—
Network Security Engineer	\$106,000 – \$145,000	\$110,000 – \$150,000	—
IS Security Manager (10+ years)	\$130,000 – \$159,000	\$135,000 – \$166,000	—

TECHNICAL SUPPORT/ SYSTEM ADMINISTRATION

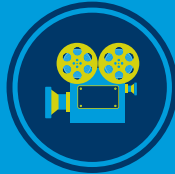
position	2011	2012	change
Help Desk (1-3 years)	\$34,000 – \$63,000	\$35,000 – \$65,000	—
Help Desk Mid (3-5 years)	\$48,000 – \$63,000	\$50,000 – \$65,000	—
Help Desk Senior (7-10 years)	\$67,000 – \$92,000	\$70,000 – \$95,000	—
Help Desk Manager	\$82,000 – \$121,000	\$84,000 – \$124,000	—
Hardware Technician	\$39,000 – \$63,000	\$40,000 – \$65,000	—
Desktop Virtualization Specialist	\$48,000 – \$63,000	\$50,000 – \$65,000	—
Desktop Support Analyst	\$87,000 – \$116,000	\$92,000 – \$122,000	
System Administrator (1-5 years)	\$63,000 – \$106,000	\$66,000 – \$112,000	
Systems Administrator (5+ years)	\$106,000 – \$121,000	\$112,000 – \$127,000	

in demand in 2012

position	2011	2012	change
Information Security Analyst	\$101,000 – \$135,000	\$107,000 – \$143,000	
EC2 Engineer	\$106,000 – \$130,000	\$110,000 – \$135,000	—
VMWare Engineer	\$92,000 – \$121,000	\$95,000 – \$125,000	—

INDUSTRY HOT LIST

• the year's top placements on display •



media/telecom



healthcare



WINNER

PHP Developer
\$80,000 — \$137,000

Applications Architect
\$117,000 — \$155,000

2nd

RUNNER UP

Mobile Developer
\$101,000 — \$115,000

EHR/EMR Project Manager
\$97,000 — \$133,000

3rd

THIRD PLACE

Sharepoint Developer
\$83,000 — \$120,000

Data Warehouse Analyst
\$88,000 — \$104,000

4th

FOURTH PLACE

Front End Developer
\$62,000 — \$104,000

EDI System Analyst
\$56,000 — \$93,000

5th

FIFTH PLACE

Web Designer
\$49,000 — \$89,000

Technical Trainer
\$65,000 — \$80,000

6th

SIXTH PLACE

Mobile QA
\$71,000 — \$83,000

Database Administrator
\$78,000 — \$88,000

National averages based on year-over-year growth in demand for specific IT Staffing placements.

“Bluewolf addressed my Cognos needs and quickly provided me with the right resource at the right time.”

Cathy Yang

Manager - Data Warehouse Development, Chanel



retail

eCommerce Analyst
\$93,000 – \$126,000

BI Developer
\$108,000 – \$121,000

SAP Developer
\$84,000 – \$121,000

Mobile Developer
\$101,000 – \$115,000

Data Architect
\$189,000 – \$114,000

Front End Developer
\$62,000 – \$104,000



financial services

Salesforce Developer
\$83,000 – \$138,000

Systems Security Admin
\$95,000 – \$134,000

Security Analyst
\$99,000 – \$132,000

Data Architect
\$89,000 – \$114,000

EDI System Analyst
\$56,000 – \$93,000

Business Analyst
\$55,000 – \$92,000



high tech/software

Software Engineer
\$108,000 – \$142,000

Salesforce Developer
\$83,000 – \$138,000

EC2 Engineer
\$101,000 – \$125,000

User Interface Designer
\$76,000 – \$95,000

QA Analyst
\$62,000 – \$80,000

Technical Writer
\$69,000 – \$78,000

For a breakdown of what's hot and what's not in your industry, contact your Account Director.

STAFFING SMARTER in 2012

“Out of all of the firms we looked at, Bluewolf took the time to understand our cultural fit and evolved the types of candidates based on our feedback.”

Conor Sibly

Chief Technology Officer, Higher Logic

TOP THREE game changing tips

To attract and retain the market's best tech minds amid the current bidding war for top IT talent, you need hiring and retention strategies which go beyond a competitive salary. We asked **Conor Sibley (CS)**, CTO of Higher Logic, a prominent media services company in Washington D.C, **Stephany Samuels (SS)**, VP of nationwide recruiting at Bluewolf, and **Michael Kirven (MK)**, co-founder at Bluewolf, what they thought were the most important tips for hiring tech talent in 2012. Here's what they had to say.



TIP ONE

hire for cultural fit

Cultural fit is one of the most important considerations for hiring managers — if your team is close-knit and humming, the wrong hire can throw it off balance.

CS: We are very picky about personality fit. During the hiring process, even over a phone screen, there are people that we talk with that we know would not be a fit. Others may fit the job requirements on paper, but just don't have the spark. We have found that when we have had to let people go, it's been because of a poor personality fit rather than technical reasons. Be clear on

what your company and team culture is and isn't, and expose candidates to it from the outset. When you identify a high-quality candidate who is also a cultural fit, make the offer immediately.



TIP TWO

embrace the elastic workforce

As companies adopt flexible technologies and embark on innovation-driven projects, they need to adjust to an agile staffing philosophy where you can turn on/off the right contract resources as needed.

MK: For many of our clients, we provide an elastic workforce, or contingent pool of specialists that can be drawn from on an as-needed basis. Unpredictable requirements of today's business cycle strain full-time staff. To get the most from your workforce, supplement your full-time staff with a pool of contractors with specific skill-sets.

Look for candidates who can quickly go into a situation, gauge the culture, processes and challenges, and tailor the technology to the company's most immediate needs. As

technologies are implemented and changed so quickly, candidates also have to be able to quickly adjust and reorient themselves to shifting objectives and priorities.



TIP THREE

try before you buy

How many times have you hired someone with high expectations and been let down? Bringing in a full-time employee before they have time to demonstrate their skills may be a risky investment for your team and budget.

SS: When interviewing a candidate, the most important question I ask myself is whether this person has what it takes to help our business grow. By hiring them on a temporary basis, we have the time to feel confident the consultant is a good fit and consistently exceeds our expectations.

When adding a new employee, it is best to test them to see if they will fit your culture and environment. Once the consultant has passed your test, then it's time to make the commitment and the investment. It's a win-win situation for you and your new hire!

MEET the PACK

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“Bluewolf really cares about helping our customers—everyone’s goal here is to help in their clients’ success.”

Jessie Pressman | Sales Director — East, Bluewolf

bluewolf.com/people/jessie-pressman

Despite a hard year for employment in 2011, the IT sector has proven to be a bright light in the national hiring landscape. There is little doubt that right now is a very exciting time to be in IT. Job creation is on the rise and salaries are up. Whether you need a consultant for two weeks, or two years, we can help. Assisting our customers in

identifying quality IT resources is truly our core competency. We look forward to understanding your unique business challenges and building a successful 2012.

Cheers!

The Bluewolf Pack

> meet the rest of the pack

visit bluewolf.com/people for more pack profiles

GROWING TECH SKILLS

• what's hot and what's cooling off •

Mobile

remaking entire industries



hot

HTML5, iPhone/iPad, Android



cooling off

Blackberry, Windows Mobile

Big Data

new streams of insights



hot

MySQL, HBase, Cognos, Informatica



cooling off

DB2, Crystal Reports, Business Objects

Cloud Computing

making the enterprise agile



hot

Eloqua, Marketo, Salesforce, Google Apps



emerging

AWS-EC2

User Engagement

high tech & high touch



hot

HTML 5, Javascript, UI Design



cooling off

Flash, Flex, ActionScript

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Project Manager of Advertising Projects, Dow Jones & Co

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