GrowMore

TECHNOLOGY
& DIGITAL
SALARY GUIDE
2023

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TECHNOLOGY & DIGITAL SALARY GUIDE

2023

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We Grow Teams!
RECRUITMENT

MARKET SUMMARY

Georgia has seen a steady increase in both contract and permanent recruitment, with the number of vacancies continuing to climb. As digital transformation projects continue, we're seeing increased demand for Technology related skill sets like IT Project Management or Software Engineering; these growing needs are leading companies towards hiring more professionals who specialize exclusively in these areas.

While the demand for technical talent has grown to all-time highs worldwide, there are many companies struggling because they can't find enough qualified candidates from within their own country.

In order to maintain current staffing, businesses need to stay in touch with market rates for existing staff and be ready to accommodate any salary increases that potential hires might request. This will help you retain your current employees while also ensuring they are happy enough so as not jump ship at the first opportunity.

As different ways of working evolve, so do the candidate's needs. Flexibility and benefits have become key factors in a person's choice for employment; employers are responding with remote or hybrid working models that offer more flexibility outside traditional full-time positions - often bettering these two aspects over salary alone.

Additionally, hiring and recruitment practices are being adjusted to reduce the time it takes for employers and potential employees alike. This is due in part because of a new trend where test-takers have become more selective, screening out those who don't match up with their needs right away - which leaves both groups waiting longer than necessary while they look through resumes until finding someone suitable enough!

KEY TRENDS

- Working from home flexibility is required by most – if not all candidates.

- Economic uncertainty is more important than ever so make sure that your employees' salaries, bonuses and benefits packages meet the current market. This way you will be able to keep them on board with their jobs - which in turn keeps business going at a time when many companies are struggling because they can't find enough talent who want those positions.

- With a high demand in technical roles, especially those related to Development and Cloud services, it is not uncommon for employers across all industries to be struggling with their hiring needs because of this shortage across the board.

- With the outbreak of hostilities in Ukraine and the resulting economic instability in the world, businesses are aggressively targeting top talent locally, offering increasingly higher contract rates, salaries and benefit packages.

- The country of Georgia is becoming a popular choice for businesses and qualified candidates looking to relocate. As a result, Georgia is emerging as an attractive location for employers looking to take advantage of the talented and newly immigrated workforce. With many western companies targeting top talent in Eastern Europe, there's never been a better time or opportunity than now!

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2023

ROLE	PERMANENT		
	SALARY PER MONTH USD ($)		2022 MEDIAN
DEVELOPMENT & SOFTWARE ENGINEERING	LOWER	UPPER	MEDIAN
Development Manager	$1,380	$3,680	$2,530
Team Lead/Lead Developer	$4,140	$7,188	$5,664
Senior Developer	$4,370	$7,475	$5,923
Intermediate Developer	$3,738	$6,038	$4,888
Junior Developer	$1,840	$3,623	$2,731
Mobile Developer	$2,990	$6,095	$4,543
Salesforce Developer/Technical Consultant	$1,840	$3,853	$2,846
iOS Developer	$2,760	$7,418	$5,089
Java Developer	$2,588	$6,440	$4,514
Golang Developer	$2,645	$7,360	$5,003
C++ Developer	$2,530	$6,670	$4,600
Frontend Developer	$2,818	$7,245	$5,031
Node.js Developer	$2,875	$7,418	$5,146
Python Developer	$2,070	$5,923	$3,996
Android Developer	$2,185	$6,498	$4,341
Angular Developer	$2,645	$6,670	$4,658
React Developer	$2,588	$7,073	$4,830

TESTING & QA	LOWER	UPPER	MEDIAN
QA/Test Manager	$920	$2,530	$1,725
Test Lead	$2,070	$4,025	$3,048
Automation Test Engineer	$1,380	$3,335	$2,358
Test Analyst/QA	$1,668	$3,220	$2,444

Please note, salaries are net and do not include income tax and pension contributions

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ROLE	PERMANENT		
	SALARY PER MONTH USD ($)		2022 MEDIAN
INFRASTRUCTURE & DATABASE DEVELOPMENT	LOWER	UPPER	MEDIAN
Team Lead	$4,428	$7,878	$6,153
Senior DevOps Engineer	$4,370	$7,245	$5,808
DevOps Engineer	$3,565	$6,325	$4,945
Security/Network Engineer	$3,220	$6,440	$4,830
Cloud Engineer	$3,048	$6,268	$4,658
Systems Engineer	$1,840	$4,370	$3,105
Application Support Analyst	$1,265	$3,421	$2,588
PRODUCT MANAGEMENT	LOWER	UPPER	MEDIAN
Head Of Product	$6,670	$9,430	$8,050
Product Manager	$2,530	$5,865	$4,198
Product Owner	$3,335	$6,498	$4,916
BUSINESS ANALYSIS	LOWER	UPPER	MEDIAN
Business Analyst Manager	$2,070	$4,686	$3,379
Business Analyst Team Lead	$2,818	$5,865	$4,341
Senior Business Analyst	$2,645	$5,520	$4,083
Business Analyst	$1,725	$4,025	$2,875
Business Analyst - Techincal	$2,128	$4,198	$3,163
BA/Functional Consultant-Salesforce	$1,840	$4,485	$3,163

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	SALARY PER MONTH USD ($)		2022 MEDIAN
DIGITAL	LOWER	UPPER	MEDIAN
Senior UX Designer	$1,725	$4,140	$2,933
UX Designer	$1,035	$2,875	$1,955
Experience/CX Designer	$1,380	$3,278	$2,329
Customer Experience Manager	$1,150	$4,083	$2,616
Insights & Analytics Manager	$1,380	$3,968	$2,674
Insights & Analytics Analyst	$1,438	$4,140	$2,789
Motion Designer	$1,265	$3,508	$2,386

BUSINESS INTELLIGENCE	LOWER	UPPER	MEDIAN
Data/Reporting Analyst	$1,553	$3,680	$2,616
Data Engineer	$2,013	$4,600	$3,306
Senior BI Specialist	$2,070	$4,830	$3,450
BI/ETL Developer	$1,725	$4,083	$2,904
BI Consultant	$1,035	$3,450	$2,243
Data Scientist	$1,898	$4,715	$3,306
Database Administrator (DBA)	$1,035	$3,220	$2,128
Database Developer	$1,955	$5,003	$3,479

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ROLE	PERMANENT		
	SALARY PER MONTH USD ($)		2022 MEDIAN
BUSINESS TRANSFORMATION & PROJECT SERVICES	LOWER	UPPER	MEDIAN
Programme Director	$3,680	$7,648	$5,664
EPMO Manager/PMO Manager	$2,128	$4,600	$3,364
Program Manager	$2,358	$4,485	$3,421
Senior Project Manager	$2,933	$6,728	$4,830
Project Manager	$1,380	$4,600	$2,990
Risk & Assurance Consultant	$1,610	$4,370	$2,990
Business Change Manager	$1,668	$4,744	$3,206
Service Designer	$1,265	$4,140	$2,703
Project/Programme Coordinator	$920	$3,738	$2,329
Project Administrator	$863	$2,875	$1,869
Delivery Lead	$2,760	$7,475	$5,118
Scrum Master	$1,380	$4,543	$2,961
Agile Coach	$1,725	$6,210	$3,968
Process Analyst	$1,553	$4,370	$2,961
Technical Writer	$1,495	$4,600	$2,990
TECHNOLOGY LEADERSHIP	LOWER	UPPER	MEDIAN
Chief Information Officer	$7,245	$12,190	$9,718
Chief Technology Officer	$7,590	$12,880	$10,235
Chief Digital Officer	$6,843	$11,040	$8,941
Head of Digital	$6,900	$11,385	$9,143
Manager - Infra/Apps/Data/Test	$4,830	$8,970	$6,900
IT Manager	$2,760	$6,785	$4,773
IT Operations Manager	$2,990	$7,130	$5,060

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