



Australia Salary Guide 2025



Jimmy, Director

Figures exclude superannuation and are most accurate for NSW and VIC (QLD and SA are ~10% lower). WA data is unavailable. Salaries reflect top-tier candidates, not averages. Data is based on accepted offers, rounded to the nearest \$5,000.

AI & ML

Machine Learning Engineer

Mid, average experience 2.5 - 4 years: \$130K-\$150K

Mid-Senior, average experience 3.5 - 5.5 years: \$140K-\$160K

Senior, average experience 5.5 - 7 years: \$160K-\$175K

Deep Learning Specialist

Australian data is limited - based on candidates in our network salaries range from: \$160K-\$180K

AI Software Engineer

Mid, average experience 2.5 - 4 years: \$130K-\$150K

Mid-Senior, average experience 3.5 - 5.5 years: \$140K-\$160K

Senior, average experience 5.5 - 7 years: \$160K-\$170K

Market Trends & Insights

Despite high demand, AI job ads in Australia dropped by 35% from 3,750 in 2022 to 2,440 in 2024, as companies reassess AI investments and more candidates enter the field.

DevOps & Platform Engineering

DevOps Engineer

Mid, average experience 2.5 - 4 years: \$140K-\$150K

Mid-Senior, average experience 3.5 - 5.5 years: \$140K-\$165K

Senior, average experience 5.5 - 7 years: \$165K-\$180K

Platform Engineer

Mid, average experience 2.5 - 4 years: \$140K-\$150K

Mid-Senior, average experience 3.5 - 5.5 years: \$140K-\$165K

Senior, average experience 5.5 - 7 years: \$165K-\$175K

Cloud Engineer

Mid, average experience 2.5 - 4 years: \$130K-\$150K

Mid-Senior, average experience 3.5 - 5.5 years: \$130K-\$160K

Senior, average experience 5.5 - 7 years: \$150K-\$165K

DevSecOps Engineer

Mid, average experience 2.5 - 4 years: \$130K-\$150K

Mid-Senior, average experience 3.5 - 5.5 years: \$140K-\$160K

Senior, average experience 5.5 - 7 years: \$160K-\$175K

Site Reliability Engineer

Mid, average experience 2.5 - 4 years: \$130K-\$150K

Mid-Senior, average experience 3.5 - 5.5 years: \$140K-\$160K

Senior, average experience 5.5 - 7 years: \$160K-\$175K

Market Trends & Insights

Demand for platform engineers and platform solutions has surged, signaling a maturing DevOps landscape.

Software Engineering

Junior-Mid, average experience 1.5 - 2.5 years

Front End: \$110K-\$125K

Full Stack: \$110K-\$130K

Back End: \$110K-\$130K

Mid, average experience 2.5 - 4 years

Front End: \$135K-\$155K

Full Stack: \$140K-\$160K

Back End: \$140K-\$160K

Mid-Senior, average experience 3.5 - 5.5 years

Front End: \$160K-\$165K

Full Stack: \$160K-\$170K

Back End: \$160K-\$170K

Senior, average experience 5.5 - 7 years

Front End: \$175K-\$200K

Full Stack: \$180K-\$200K

Back End: \$180K-\$200K

Staff, average experience 7 - 8 years+

Front End: \$200K-\$220K+

Full Stack: \$205K-\$220K+

Back End: \$205K-\$220K+

Market Trends & Insights

In demand in Australia (2025): Python given it's uses in AI, data science, and automation; JavaScript & TypeScript for front-end and full-stack development; and Node.JS for scalable, high-performance web applications

Data & Analytics

Data Engineer

Mid, average experience 2.5 - 4 years: \$140K-\$150K

Mid-Senior, average experience 3.5 - 5.5 years: \$140K-\$165K

Senior, average experience 5.5 - 7 years: \$165K-\$180K

Data Architect

Salaries range from \$180K for more Junior architects, upto-\$230K

Data Scientist

Mid, average experience 2.5 - 4 years: \$140K-\$150K

Mid-Senior, average experience 3.5 - 5.5 years: \$140K-\$165K

Senior, average experience 5.5 - 7 years: \$170K-\$200K

Market Trends & Insights

Salary Growth: While the tech sector continues to offer competitive salaries, the rate of salary increases is stabilising. According to LinkedIn, 86% of employers plan to offer pay rises in 2025, down from 95% the previous year. create digital

