

FROM IDG

# National IT JOBS 2017 REPORT



[ Note: Map insets are not shown to scale. ]

INSIDE | 2 Pacific | 5 Mountain | 7 North Central | 10 South Central | 13 Southeast | 16 Northeast



PACIFIC: Alaska, Washington, Oregon, California, Hawaii, Guam



Seattle, Washington

## Employers put a premium on innovation

As the home of Silicon Valley and other technology hot spots, the Pacific region is in the biggest, most competitive tech job market in the U.S. As such, it has a unique mix of benefits and drawbacks. Everyone is looking for the best, most innovative talent. On the other hand, there's a lot of talent to compete with, as techies flock to a region that's home to the biggest names in computing, including Facebook, Google, Apple, Microsoft and Amazon.

Analyzing 10 years' worth of employment data for Forbes magazine, Praxis Strategy Group ranked Pacific metro

areas in three of the top 10 spots for tech job creation in 2017. The San Francisco-Oakland-Hayward, Calif., area topped the list with more than 220,000 tech jobs in 2016 and 90% tech industry job growth from 2006-2016. The San Jose-Sunnyvale-Santa Clara, Calif., metro area (a.k.a. Silicon Valley), placed 4th with more than 176,000 tech jobs in 2016 and 79.6% tech industry growth from 2006-2016. And the Seattle-Tacoma-Bellevue, Wash., area came in 8th with nearly 146,000 tech jobs in 2016 and 47.7% industry job growth over 10 years.

Patrick Circelli, a San Francisco-based regional recruiting manager for staffing agency Mondo, says the unique dynamics of the Pacific Coast tech scene make hiring different than in other regions. He says many West Coast companies look for technologists who are passionate, innovative and visionary more so than those who are good cultural or even technical fits for specific job posts. He says innovative

tech pros with top skills "get to choose where they go."

As a result, Circelli says companies often have to go after passive candidates — employed workers who aren't actively looking for new positions but are willing to consider them. Given the competition for talent, Circelli says many employers are willing to take less-than-ideal candidates because they're available, although some companies can and do still wait months to find the right fit. Software engineers and web developers remain in high demand, as do data scientists and security experts.

The Pacific region of the U.S. offers **high salaries** and a **plethora of job opportunities** for skilled IT pros who are passionate about technology.

Stephen Felisan, CIO of Edmunds, an automotive information and shopping platform based in Santa Monica, Calif., says he seeks out IT workers who have a wide array of both technical and business skills. He adds that competition for DevOps talent is particularly high.

Although Felisan says hiring isn't easy, he does see applicants from other regions looking to relocate to the Pacific states — which helps expand the talent pool a bit. "They want to come here [for] the weather, it's fun, and there's a lot of energy," he says. ♦

**MARY K. PRATT** is a regular contributor for *IDG*.

**IT SALARY SURVEY | REGIONAL HIGHLIGHTS**

**Average 2017 total IT compensation (base salary + bonus) by title**

TITLE	NATIONAL COMPENSATION	PACIFIC COMPENSATION
<b>Senior Management Positions</b>		
Chief information officer/ vice president of IT	\$179,612	\$190,053
Chief security officer	\$173,307	\$161,000*
Director of IT	\$127,248	\$143,431
<b>Middle Management Positions</b>		
Application development manager	\$125,399	\$123,990*
Information security manager	\$119,075	\$142,286*
IT manager	\$99,053	\$105,533
Project manager	\$110,252	\$107,929
<b>Technical Staff Positions</b>		
Application developer	\$97,135	\$106,306*
Business analyst	\$92,993	\$112,700
Database administrator	\$104,860	\$123,647
Database architect/ developer/modeler	\$116,987	\$115,057*
Enterprise architect	\$133,830	\$132,236
Help desk/technical support specialist	\$51,469	\$62,676
Information security specialist	\$100,032	\$105,677
Network administrator	\$71,802	\$77,782
Network engineer	\$95,556	\$125,875*

TITLE	NATIONAL COMPENSATION	PACIFIC COMPENSATION
Programmer/analyst	\$89,854	\$92,031*
Project leader	\$101,274	\$104,667*
Senior systems analyst	\$99,051	\$102,442
Software developer	\$96,188	\$89,787
Software engineer	\$108,059	\$129,995
Systems administrator	\$75,553	\$74,495
Systems analyst	\$74,772	\$78,756
Systems architect	\$117,190	\$129,124
Technician	\$53,614	\$59,553

\* Fewer than 10 responses

## BEST PLACES TO WORK *in IT* | REGIONAL EMPLOYERS

What do top employers in the region offer? Check out these organizations from our 2017 Best Places to Work in IT list.



San Francisco, California

THINKSTOCK

### BEST PLACES TO WORK IN IT 2017:

## Pacific region

Fourteen employers from the Pacific region were named to Computerworld's 100 Best Places to Work in IT list for 2017. Click on any company name to see its employer profile.

[Applied Materials](#) - Santa Clara, Calif.

[Avanade](#) - Seattle

[Cedars-Sinai Health System](#) - Los Angeles

[Dignity Health](#) - San Francisco

[Edmunds.com](#) - Santa Monica, Calif.

[Genentech](#) - South San Francisco, Calif.

[Illumina](#) - San Diego

[Informatica](#) - Redwood City, Calif.

[Jet Propulsion Laboratory](#) - Pasadena, Calif.

[Kaiser Permanente](#) - Oakland, Calif.

[Nutanix](#) - San Jose, Calif.

[Portland State University](#) - Portland, Ore.

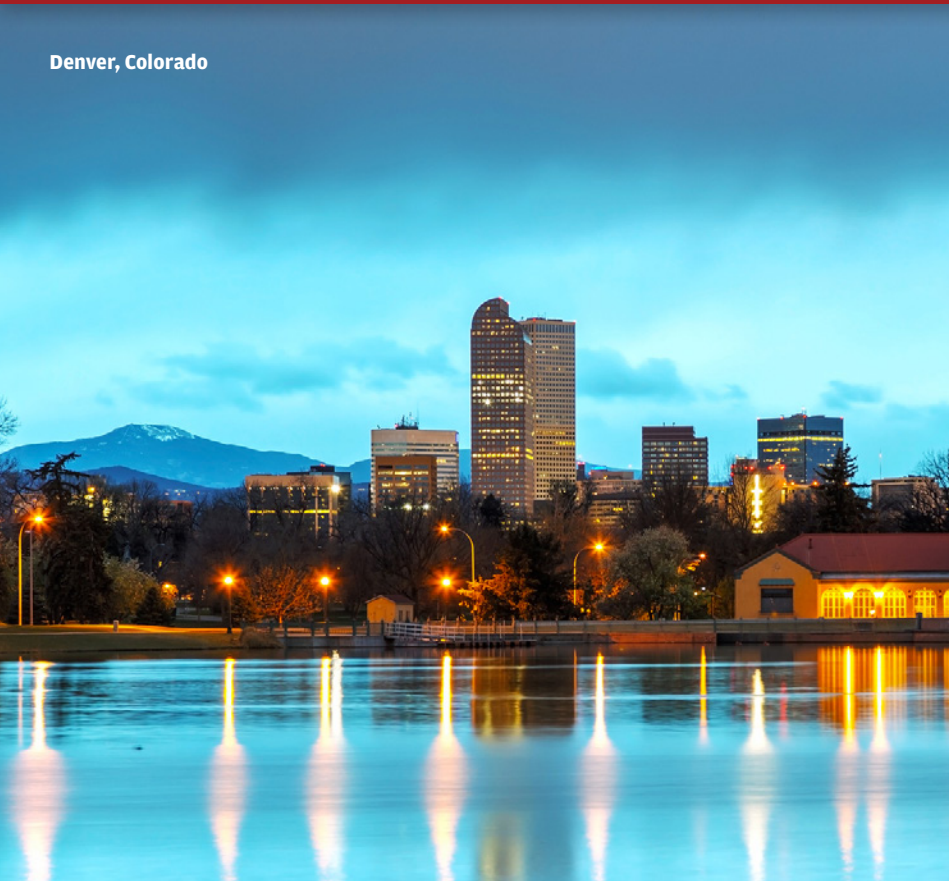
[Sharp HealthCare](#) - San Diego

[VMware](#) - Palo Alto, Calif.

See the full [Best Places to Work in IT 2017](#) report.

MOUNTAIN: Idaho, Montana, Wyoming, Nevada, Utah, Colorado, Arizona, New Mexico

Denver, Colorado



## Economic growth fuels hiring demand

### The Mountain region sells itself:

Encompassing everything from the high peaks of the Rockies to Southwestern mesas, there's plenty of space for outdoor activities, from fishing to skiing to hiking. There are multiple urban areas, from Salt Lake City to Denver, where business is booming. The weather is great, with various states in the region offering plenty of heat for sun worshippers and snow for winter enthusiasts.

Like the rest of the country, this

region has a high demand for technology workers, says Andrew Butkus, division director for Denver at staffing firm Robert Half Technology. In fact, according to a Robert Half poll of CIOs from the Mountain region, 21% plan to hire for newly created IT positions in the second half of 2017.

Butkus says high-demand IT positions tend to break down into two buckets. In one category are the software-related positions – developers, programmers, software engineers and the like. “There’s a talent shortage across all those positions,” he says. Then there are the network positions, where network security is particularly hot.

He says tech workers generally have the upper hand, notably in cities such as Boulder and Colorado Springs

where there’s a lot of economic growth. “Those markets are experiencing talent shortages,” he says, noting that the growing number of telecommunication companies and technology firms in the region has fueled demand.

However, hiring managers aren’t looking to fill positions with just anyone. Butkus says companies remain careful about their selections, seeking out professionals who have the mix of technology skills, business acumen and

High-demand IT skills in the Mountain region include **application development, software engineering and network security.**

interpersonal skills that fit their needs.

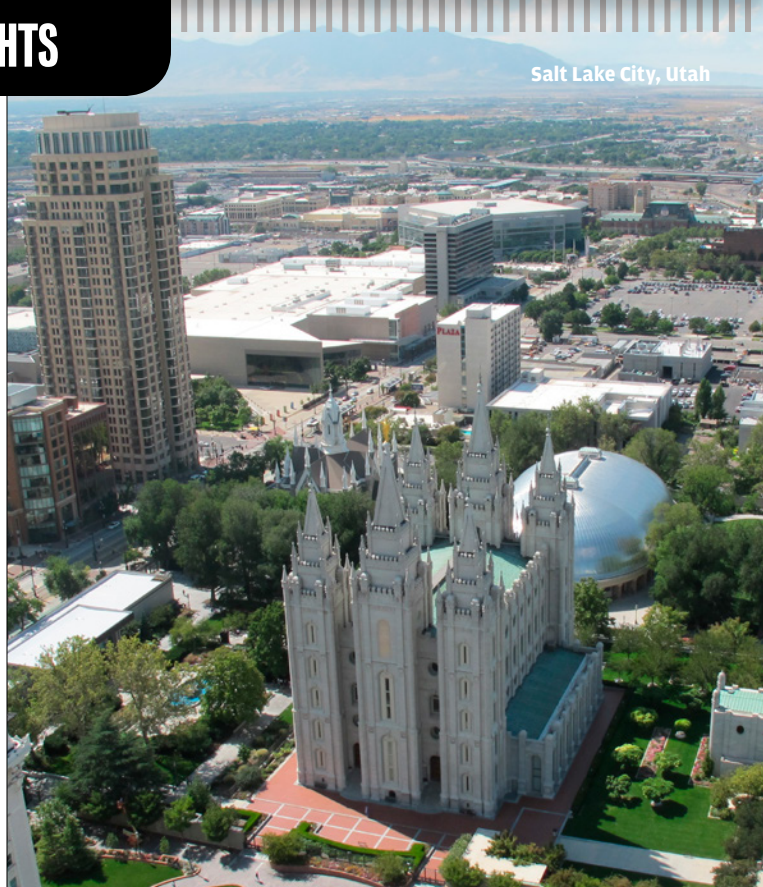
Adam Swofford is the managing director of product, which includes IT, for DriveTime, a used car retailer and finance company based in Tempe, Ariz. He says companies are competing for top talent, competition that has accelerated as more companies have opened shops in the Mountain states.

“The job market is great for employees and not good for us employers,” he says, adding that he recruits new talent from Arizona colleges to help keep up with demand. ♦

**MARY K. PRATT** is a regular contributor for *IDG*.

**IT SALARY SURVEY | REGIONAL HIGHLIGHTS**

Salt Lake City, Utah



PIXABAY/CCO

**Average 2017 total IT compensation (base salary + bonus) by title**

TITLE	NATIONAL COMPENSATION	MOUNTAIN COMPENSATION
<b>Management Positions</b>		
Chief information officer/ VP of IT	\$179,612	\$176,935
Director of IT	\$127,248	\$103,633
IT manager	\$99,053	\$91,918
<b>Technical Staff Positions</b>		
Application developer	\$97,135	\$86,376*
Business analyst	\$88,448	\$96,378*
Help desk/technical support specialist	\$53,902	\$54,262
Information security specialist	\$100,032	\$94,189*
Network administrator	\$71,802	\$69,562
Network architect/engineer	\$101,220	\$97,619
Senior systems analyst	\$99,051	\$87,917*
Software engineer	\$108,059	\$98,941
Systems administrator	\$75,553	\$74,697
Systems analyst	\$74,772	\$84,958*
Technician	\$53,614	\$46,220

\* Fewer than 10 responses

**BEST PLACES TO WORK IN IT 2017:**

**Mountain region**

Six employers from the Mountain region were named to Computerworld's 100 Best Places to Work in IT list for 2017. Click on any company name to see its employer profile.

**Carvana** - Phoenix

**CHG Healthcare Services** - Salt Lake City

**DigiCert** - Lehi, Utah

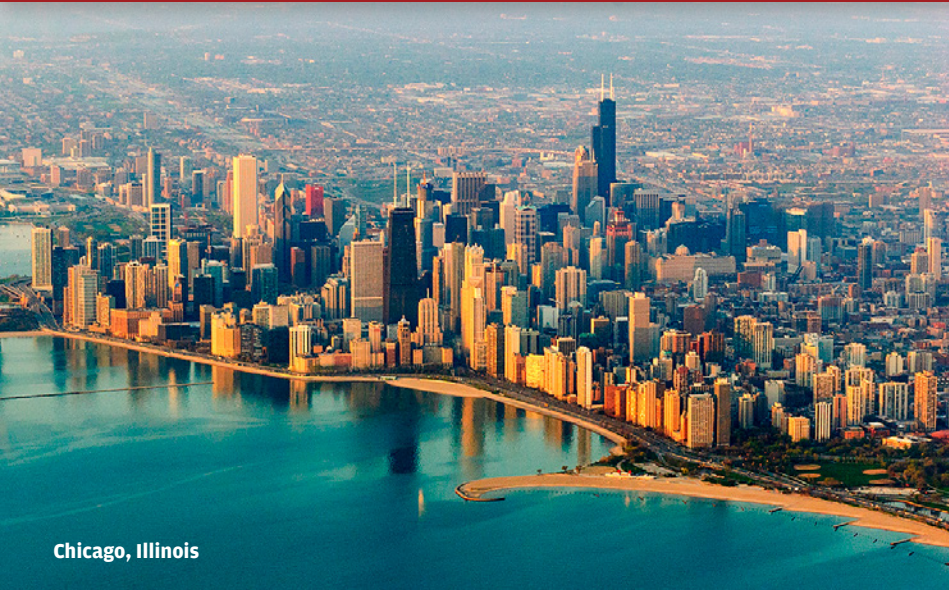
**DriveTime Automotive Group** - Tempe, Ariz.

**Health Catalyst** - Salt Lake City

**Pax8** - Greenwood Village, Colo.

See the full [Best Places to Work in IT 2017](#) report.

NORTH CENTRAL: Wisconsin, Michigan, Illinois, Indiana, Ohio, North Dakota, South Dakota, Minnesota, Nebraska, Iowa, Kansas, Missouri



Chicago, Illinois

## The job market is heating up

**Chicago-based kCura**, an e-discovery software company, is rapidly growing. And with most of its 700 or so positions being tech jobs, that's putting a lot of pressure on chief people officer Dorie Ellzey Blesoff to find workers with engineering, tech support and other enterprise IT skills fast enough to fill the posts.

Despite the heated competition for tech talent that exists nationwide, Blesoff says she has a few factors working in her favor. First, she says, is the buzz around Chicago becoming a tech hub, with employers and various organizations working to draw technologists to the city and its environs. "It's a really energetic place right now. We have a strong startup culture, incubated over the past several years by the state," she says, adding that established

companies are increasingly locating offices in the city, too.

Blesoff says prospects also come to the Upper Midwest for many traditional reasons: its culture of hard work, discipline and community; its geographic beauty and the lure of the Great Lakes; and its cities' offerings of hip music, food and cultural scenes coupled with a low cost of living.

Although the region has its draws, competition for IT workers is stiff, says Blake Angove, director of technology services for The LaSalle Network, a professional staffing and recruiting firm in Chicago. "It's a candidate-driven market," he says, noting that demand for developers, cybersecurity professionals and network engineers with cloud experience is particularly high.

Companies often want to hire these workers full time, yet find that the workers want to work on a contract basis because they can make more money and gain more experience that way, Angove says.

Dave Piwowar, vice president of HR at Detroit-based tech firm Secure24, tells a similar story about the job market in his city and the region as a

Although **tech salaries in the North Central region lag behind** those in some other parts of the country, the job market is heating up.

whole. "It has always been challenging to find IT talent," he says, pointing out that Michigan's unemployment rate for IT workers has been consistently under 4% for the last decade. Specialties in particularly high demand include cyber defense and ethical hacking as well as positions dealing with virtualization and automation, he says.

Piwowar expects business trends will continue to fuel competition for tech workers. "With the current environment of digital transformation, organizations have become more dependent on technology and automation, which increases the demand for skilled IT professionals," he says, adding that today's reliance on technology means "the computer programmer and the help desk analyst are the new blue-collar worker."

Like others in the Upper Midwest, Piwowar says the region has several factors that work in its favor as it competes for talent. The region's low cost of living helps, as does the presence of growth markets such as health, robotics and automation. Closer to home, he says, Michigan's strong education system and the revitalization of Detroit, which has attracted large organizations like Google and Amazon to open facilities there, also draw workers. ♦

**MARY K. PRATT** is a regular contributor for *IDG*.

## IT SALARY SURVEY | REGIONAL HIGHLIGHTS

### Average 2017 total IT compensation (base salary + bonus) by title

TITLE	NATIONAL COMPENSATION	NORTH CENTRAL COMPENSATION
-------	-----------------------	----------------------------

#### Senior Management Positions

Chief information officer	\$179,118	\$161,701
Director of IT	\$127,248	\$124,839
Vice president of IT	\$180,483	\$158,750

#### Middle Management Positions

Application development manager	\$125,399	\$119,336*
Database/data warehousing manager	\$114,635	\$123,603*
Help desk/technical support manager	\$77,242	\$69,218*
Information security manager	\$119,075	\$112,188*
IT manager	\$99,053	\$100,648
Network manager	\$100,142	\$108,637
Project manager	\$110,252	\$121,625

#### Technical Staff Positions

Application developer	\$97,135	\$93,092
Business analyst	\$92,993	\$91,004
Business intelligence analyst	\$93,798	\$85,214*
Database administrator	\$104,860	\$102,745
Database architect/developer/modeler	\$116,987	\$120,222*
Enterprise architect	\$133,830	\$115,792

TITLE	NATIONAL COMPENSATION	NORTH CENTRAL COMPENSATION
-------	-----------------------	----------------------------

Help desk/technical support specialist	\$51,469	\$48,507
Information security specialist	\$100,032	\$85,851
Network administrator	\$71,802	\$74,517
Network engineer	\$95,556	\$85,925
Programmer/analyst	\$89,854	\$86,063
Project leader	\$101,274	\$83,329*
Senior systems analyst	\$99,051	\$93,124
Software developer	\$96,188	\$89,787
Software engineer	\$108,059	\$98,717
Systems administrator	\$75,553	\$72,506
Systems analyst	\$74,772	\$74,540
Systems architect	\$117,190	\$116,972
Technician	\$53,614	\$49,100
Technology/business systems analyst	\$84,165	\$92,217*

\* Fewer than 10 responses



**NORTH CENTRAL:** Wisconsin, Michigan, Illinois, Indiana, Ohio, North Dakota, South Dakota, Minnesota, Nebraska, Iowa, Kansas, Missouri

## BEST PLACES TO WORK *in IT* | REGIONAL EMPLOYERS

What do top employers in the region offer? Check out these organizations from our 2017 Best Places to Work in IT list.



Milwaukee, Wisconsin

THINKSTOCK

### BEST PLACES TO WORK IN IT 2017:

## North Central region

Twenty-seven employers from the North Central region were named to Computerworld's 100 Best Places to Work in IT list for 2017.

Click on any company name to see its employer profile.

[Ascension](#) - St. Louis

[Baird](#) - Milwaukee

[BCU](#) - Vernon Hills, Ill.

[CareerBuilder](#) - Chicago

[CDW](#) - Lincolnshire, Ill.

[Cerner](#) - Kansas City, Mo.

[Connectria](#) - St. Louis

[Credit Acceptance](#) - Southfield, Mich.

[Discover Financial Services](#) - Riverwoods, Ill.

[Enova International](#) - Chicago

[Genesis HealthCare System](#) - Zanesville, Ohio

[Infoverity](#) - Dublin, Ohio

[Jack Henry & Associates](#) - Monett, Mo.

[kCura](#) - Chicago

[Monsanto](#) - Creve Coeur, Mo.

[Motorola Solutions](#) - Chicago

[Nationwide](#) - Columbus, Ohio

[NCAA \(National Collegiate Athletic Association\)](#) - Indianapolis

[NISC \(National Information Solutions Cooperative\)](#) - Lake St. Louis, Mo.

[Owens Corning](#) - Toledo, Ohio

[Principal Financial Group](#) - Des Moines, Iowa

[Quicken Loans](#) - Detroit

[RSM](#) - Chicago

[Secure-24](#) - Southfield, Mich.

[University of Notre Dame](#) - Notre Dame, Ind.

[Workiva](#) - Ames, Iowa

[Worthington Industries](#) - Columbus, Ohio

See the full [Best Places to Work in IT 2017](#) report.



Dallas, Texas

## Large companies fuel demand for workers

**Kerry Stover**, COO at Pariveda Solutions, a technology strategic services consultancy in Dallas, says he has to cast a wide net to fill positions that demand technical infrastructure skills such as servers and networking. Even harder to get, he adds, are strong enterprise architects, “people who can put together systems and processes,”

cybersecurity professionals and data scientists.

One hiring strategy Pariveda and other employers in the area are turning to is “to find people in smaller markets to bring them into larger markets,” Stover says. “So you might search in Waco to draw them to Austin. If you’re in Dallas, you’ll put out leads in Oklahoma City, because it’s easier to get this talent in those places, and you can find people who want to move.”

Matthew Ripaldi, Houston-based regional senior vice president at engineering and tech staffing firm Modis agrees that a talent war is raging in the South Central region. “For a lot of skills, there are more opportunities than there are candidates,” he says.

Application developers and business

analysts as well as big data specialists and service desk professionals are in high demand, Ripaldi says. Other hot skills include testing/quality assurance and networking. Many companies, particularly in the oil and gas industry, which is starting to grow again, are releasing money to fund backlogged work, and they need project managers.

The region does have an advantage in hiring, **with businesses able to draw in and retain candidates who are attracted to the area for its warm weather**, low living costs and unique culture.

Competition for talent is particularly high in Texas and Tennessee, according to Ripaldi. Both states have a diverse mix of industries, with particularly strong healthcare sectors. In terms of cities, Austin has a vibrant startup scene looking to hire technology pros, says Ripaldi, and respondents to Modis’ most recent Tech Trends Survey, released in September 2016, identified Dallas and Houston as growing tech hot spots.

The region does have an advantage in hiring, with businesses able to draw in and retain candidates who are attracted to the area for its warm weather, low living costs and unique culture. “There’s something about that Southern hospitality that people love,” Ripaldi says. ♦

**MARY K. PRATT** is a regular contributor for *IDG*.

## IT SALARY SURVEY | REGIONAL HIGHLIGHTS



Memphis, Tennessee

THINKSTOCK

## Average 2017 total IT compensation (base salary + bonus) by title

TITLE	NATIONAL COMPENSATION	SOUTH CENTRAL COMPENSATION
<b>Senior Management Positions</b>		
Chief information officer	\$179,118	\$159,455
Director of IT	\$127,248	\$118,009
Internet technology architect/strategist	\$155,807	\$127,671*
Vice president of IT	\$180,483	\$159,063*
<b>Middle Management Positions</b>		
IT manager	\$99,053	\$84,376
Project manager	\$110,252	\$106,949
<b>Technical Staff Positions</b>		
Application developer	\$97,135	\$86,227
Business analyst	\$92,993	\$86,550
Database administrator	\$104,860	\$86,111*
Enterprise architect	\$133,830	\$139,000*

TITLE	NATIONAL COMPENSATION	SOUTH CENTRAL COMPENSATION
Help desk/technical support specialist	\$51,469	\$45,664
Information security specialist	\$100,032	\$104,844*
Network administrator	\$71,802	\$69,631
Network architect	\$122,400	\$118,400*
Network engineer	\$95,556	\$84,792
Project leader	\$101,274	\$91,667*
Software developer	\$96,188	\$88,363
Software engineer	\$108,059	\$100,977*
Storage administrator/architect/engineer	\$108,287	\$108,245*
Systems administrator	\$75,553	\$72,020
Systems analyst	\$74,772	\$77,383*
Systems architect	\$117,190	\$107,339

\* Fewer than 10 responses

## BEST PLACES TO WORK *in IT* | REGIONAL EMPLOYERS

What do top employers in the region offer? Check out these organizations from our 2017 Best Places to Work in IT list.



San Antonio, Texas

THINKSTOCK

### BEST PLACES TO WORK IN IT 2017:

## South Central region

Ten employers from the South Central region were named to Computerworld's 100 Best Places to Work in IT list for 2017.

Click on any company name to see its employer profile.

[American Fidelity Assurance](#) - Oklahoma City

[AT&T](#) - Dallas

[Axxess](#) - Dallas

[FedEx](#) - Memphis, Tenn.

[GlobalScape](#) - San Antonio

[HCA](#) - Nashville, Tenn.

[Humana](#) - Louisville, Ky.

[International Paper](#) - Memphis, Tenn.

[Norton Healthcare](#) - Louisville, Ky.

[Pariveda Solutions](#) - Dallas

See the full [Best Places to Work in IT 2017](#) report.

**SOUTHEAST:** Delaware, District of Columbia, Maryland, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Puerto Rico, U.S. Virgin Islands



Washington, D.C.

## Skilled IT pros can take their pick of jobs

**Technology is big business** in Georgia: With 17,000 technology companies, it's the fifth-largest IT employment hub in the country, according to the state government's High Demand Career Initiative (HDCI) program. In 2014, the state government formed the HDCI IT Task Force in partnership with employers across the state to address the acute shortage of technology workers.

Julia Davis, senior vice president and CIO at insurance provider Aflac in Columbus, Ga., has served on the task force for two years and can attest to the need for more technology professionals in the Southeast region as a whole. "We have to recruit more technologists," she says, adding that employers are advocating for training and educational

programs to produce more software and mobile developers, cybersecurity specialists and data analysts to meet demand. "We're constantly battling each other for that skill set and talent," she says.

Large companies either relocating to the Southeast or opening facilities in the region have fueled the demand for technology workers, Davis says — and those companies cut across industries, with the Southeast having big employers in various verticals from tourism (particularly big in Florida and along the coast) and manufacturing to retail and consumer goods. The Home Depot, Coca-Cola, Bank of America and the federal government are among the large employers in the Southeast.

Jason Hayman, a Baltimore-based research manager for IT staffing firm TEKsystems, says he counted more than a half-million online job postings in the region from April 2016 to April 2017, with companies in smaller cities such as Columbia, S.C., and Charleston, S.C., driving a lot of growth. Good

workers, he says, "can take their pick of opportunities."

Davis says the Southeast has some advantages for both workers and companies seeking talent: The region has a more "accessible" cost of living, particularly when compared to other

**Ever-growing demand for technology pros of all stripes** makes the jobs market particularly strong in the Southeast U.S.

tech hubs such as Silicon Valley, and its warm weather draws younger outdoor enthusiasts as well as older, experienced workers who are nearing retirement age but still eager to work.

**MARY K. PRATT** is a regular contributor for *IDG*.

**IT SALARY SURVEY | REGIONAL HIGHLIGHTS**

**Average 2017 total IT compensation (base salary + bonus) by title**

**SOUTHEAST:** Delaware, District of Columbia, Maryland, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Puerto Rico, U.S. Virgin Islands

TITLE NATIONAL COMPENSATION SOUTHEAST COMPENSATION

**Senior Management Positions**

<b>Chief information officer</b>	\$179,118	\$195,898
<b>Chief security officer</b>	\$173,307	\$195,886*
<b>Chief technology officer</b>	\$128,281	\$145,667*
<b>Director of IT</b>	\$127,248	\$125,543
<b>Director/VP of systems development</b>	\$163,121	\$151,788*
<b>Internet technology architect/strategist</b>	\$155,807	\$158,667*
<b>Vice president of IT</b>	\$180,483	\$210,475

**Middle Management Positions**

<b>Application development manager</b>	\$125,399	\$138,052*
<b>Information security manager</b>	\$119,075	\$114,737
<b>IT manager</b>	\$99,053	\$102,534
<b>Project manager</b>	\$110,252	\$97,236*

TITLE NATIONAL COMPENSATION SOUTHEAST COMPENSATION

**Technical Staff Positions**

<b>Application developer</b>	\$97,135	\$109,457
<b>Business analyst</b>	\$92,993	\$86,798
<b>Database administrator</b>	\$104,860	\$100,818
<b>Enterprise architect</b>	\$133,830	\$137,707*
<b>Help desk/technical support specialist</b>	\$51,469	\$47,611
<b>Information security specialist</b>	\$100,032	\$107,834
<b>Network administrator</b>	\$71,802	\$59,563
<b>Network engineer</b>	\$95,556	\$85,872
<b>Programmer/analyst</b>	\$89,854	\$82,550
<b>Project leader</b>	\$101,274	\$102,929*
<b>Senior systems analyst</b>	\$99,051	\$97,258
<b>Software developer</b>	\$96,188	\$90,688*
<b>Software engineer</b>	\$108,059	\$103,625
<b>Storage architect/engineer</b>	\$110,553	\$112,913*
<b>Systems administrator</b>	\$75,553	\$78,917
<b>Systems analyst</b>	\$74,772	\$67,497*
<b>Systems architect</b>	\$117,190	\$115,595
<b>Technician</b>	\$53,614	\$55,730
<b>Technology/business systems analyst</b>	\$84,165	\$90,585*

\* Fewer than 10 responses

**BEST PLACES TO WORK** *in IT* | **REGIONAL EMPLOYERS**

What do top employers in the region offer? Check out these organizations from our 2017 Best Places to Work in IT list.



Atlanta, Georgia

PIXABAY/CCO

**BEST PLACES TO WORK IN IT 2017:**

**Southeast region**

Twenty-eight employers from the Southeast region were named to Computerworld's 100 Best Places to Work in IT list for 2017. Click on any company name to see its employer profile.

**AARP** - Washington, D.C.

**Adventist Health System** - Altamonte Springs, Fla.

**Aflac** - Columbus, Ga.

**Altria Client Services** - Richmond, Va.

**Booz Allen Hamilton** - McLean, Va.

**Cancer Treatment Centers of America** - Boca Raton, Fla.

**Carolinas HealthCare System** - Charlotte, N.C.

**CFA Institute** - Charlottesville, Va.

**Champion Solutions Group** - Boca Raton, Fla.

**Cloud for Good** - Asheville, N.C.

**DHL Express** - Plantation, Fla.

**Erickson Living** - Baltimore

**FINRA (Financial Industry Regulatory Authority)** - Rockville, Md.

**Halifax Health** - Daytona Beach, Fla.

**H. Lee Moffitt Cancer Center and Research Institute** - Tampa, Fla.

**IPC (Independent Purchasing Cooperative)** - Miami

**Johns Hopkins Medicine** - Baltimore

**MetroStar Systems** - Reston, Va.

**Miami Children's Health System** - Miami

**Navy Federal Credit Union** - Vienna, Va.

**NRECA (National Rural Electric Cooperative Association)** - Arlington, Va.

**Palmetto Health** - Columbia, S.C.

**Planned Systems International (PSI)** - Arlington, Va.

**SAS** - Cary, N.C.

**Sev1Tech** - Woodbridge, Va.

**Southern Co.** - Atlanta

**Ultimate Software** - Weston, Fla.

**United Solutions Co.** - Tallahassee, Fla.

See the full [Best Places to Work in IT 2017](#) report.

NORTHEAST: Maine, Vermont, New Hampshire, Massachusetts, Connecticut, Rhode Island, New York, New Jersey, Pennsylvania



New York City, NY

## Fierce competition drives high salaries

**Competition for IT talent** is fierce throughout the Northeast region. In the Boston area, technology workers have their pick of job openings across numerous industries, from financial services and biotech to academia and big pharma. Tech pros can also find jobs at the plethora of software firms, internet companies and high-tech enterprises with large workforces in the area, including Amazon, Facebook, Google and General Electric.

“The job market is active. Demand is very high, and the supply is much less than the demand,” says Rob Byron, a partner and manager of the IT search division at Waltham, Mass.-based employment agency WinterWyman. Byron said the local unemployment rate for tech workers is less than 2%.

“You don’t have to be a superstar to find good employment. If you’re qualified, you’re going to work,” he adds.

It’s a scenario repeated throughout the region’s urban areas, according to recruiters. Matthew Walden, a partner and regional director of the New York City office for nationwide staffing firm Infinity Consulting Solutions (ICS), says competition for IT talent is fierce.

“People are fighting for the right talent, and they’re paying anything for the right talent,” he says. Candidates have multiple offers, so companies looking to hire need to move fast when they identify strong candidates — particularly for specialized tech jobs such as those in automation, big data and security.

Walden says companies across the board — from financial firms to media outlets — in the New York-New Jersey-Connecticut area are hiring IT workers. Moreover, he says, they’re now competing with tech companies, both homegrown companies as well as Silicon Valley giants that have opened up shops locally.

Back in the Boston area, Mike McLaughlin says the tight tech job market means he is competing against multiple companies for top talent. “The

job market in the Northeast is very good for the job hunter, and it’s uncommon to find someone who doesn’t have multiple job interviews going,” says the senior recruiting manager for Akamai Technologies in Cambridge, Mass. “And it’s not just the well-established companies that are drawing in people, but the startups, too,” he says, adding that those startups have a particular appeal to recent college grads.

McLaughlin says Akamai, a provider of cloud computing and content delivery services, is growing and needs software engineers, network engineers and enterprise security professionals with Linux and Unix expertise who can

The **job market for IT workers** in the Northeast continues to be red hot in 2017, with high salaries to match high demand.

focus on designing and maintaining the platforms that enable the company to expand — positions that are hard to fill. “We need people who can think and work at a global scale and not just at the enterprise level,” he says, adding that the time to fill vacant spots ranges from 60 to 120 days.

Byron from WinterWyman says he sees similar trends, noting that everything from emerging positions such as DevOps engineers to more traditional jobs like Windows systems engineers and administrators are in high demand. ♦

**MARY K. PRATT** is a regular contributor for *IDG*.



**IT SALARY SURVEY | REGIONAL HIGHLIGHTS**

**Average 2017 total IT compensation (base salary + bonus) by title**

TITLE	NATIONAL COMPENSATION	NORTHEAST COMPENSATION
<b>Senior Management Positions</b>		
Chief information officer	\$179,118	\$188,328
Chief technology officer	\$128,281	\$156,167*
Director of IT	\$127,248	\$134,565
Director/VP of systems development	\$163,121	\$162,869
Vice president of IT	\$180,483	\$182,722
<b>Middle Management Positions</b>		
Application development manager	\$125,399	\$123,167*
Information security manager	\$119,075	\$127,784*
IT manager	\$99,053	\$101,047
Project manager	\$110,252	\$108,625

TITLE	NATIONAL COMPENSATION	NORTHEAST COMPENSATION
<b>Technical Staff Positions</b>		
Application developer	\$97,135	\$99,373
Business analyst	\$92,993	\$86,600*
Database administrator	\$104,860	\$113,875*
Enterprise architect	\$133,830	\$151,358*
Help desk/technical support specialist	\$51,469	\$52,114
Information security specialist	\$100,032	\$105,462
Network administrator	\$71,802	\$75,033
Network engineer	\$95,556	\$117,152
Programmer/analyst	\$89,854	\$98,450
Senior systems analyst	\$99,051	\$120,202*
Software developer	\$96,188	\$103,156*
Software engineer	\$108,059	\$116,495
Systems administrator	\$75,553	\$83,321
Systems architect	\$117,190	\$124,188*
Technician	\$53,614	\$50,474*

\* Fewer than 10 responses

**NORTHEAST:** Maine, Vermont, New Hampshire, Massachusetts, Connecticut, Rhode Island, New York, New Jersey, Pennsylvania

**BEST PLACES TO WORK** *in IT* | **REGIONAL EMPLOYERS**

What do top employers in the region offer? Check out these organizations from our 2017 Best Places to Work in IT list.



Boston, Massachusetts

PIXABAY/CCO

**BEST PLACES TO WORK IN IT 2017:**

**Northeast region**

Fifteen employers from the Northeast region were named to Computerworld's 100 Best Places to Work in IT list for 2017. Click on any company name to see its employer profile.

**ADP** - Roseland, N.J.

**Aires** - Pittsburgh

**Akamai** - Cambridge, Mass.

**Avaap** - Edison, N.J.

**CA Technologies** - New York

**Children's Hospital of Philadelphia** - Philadelphia

**Commonwealth Financial Network** - Waltham, Mass.

**Datto** - Norwalk, Conn.

**Liquidnet** - New York

**MSC Industrial Supply** - Melville, N.Y.

**Oxya** - Jersey City, N.J.

**Power Home Remodeling** - Chester, Pa.

**Prudential Financial** - Newark, N.J.

**Raytheon** - Waltham, Mass.

**Vanguard** - Malvern, Pa.

See the full [Best Places to Work in IT 2017](#) report.