

Teamit 2025 IT Salary Guide

In today's competitive IT landscape, securing skilled professionals hinges on understanding market rates and industry trends. This guide provides an overview of current IT salary trends in Canada to help businesses plan their hiring strategies effectively. It covers key drivers of salary increases, rates for various roles and skills, and insights into Canada and Latin America as a strategic source for IT talent.

Overview of Canada's Tech Talent Landscape:

Canadian cities have made remarkable progress in tech talent growth and rankings, with strong representation across North America.



Tech Talent Growth and Rankings

Toronto maintained its strong position at #4 in North America, while Ottawa climbed to #10. Vancouver (#11), Montreal (#15), Waterloo (#18, ranked #1 among small markets), and Calgary (#20) all hold competitive positions.



Tech Talent Growth Rates

Canadian cities dominated North America in tech job growth rates: Calgary (78.1%), Ottawa (52%), Waterloo (46%), Toronto (44%), and Vancouver (31%).



Tech Talent Density

Canada leads in tech talent density with 4 of the top 5 North American regions: Ottawa (12.3%, tied with San Francisco), Toronto (10.1%), Waterloo (9.6%), and Quebec City (8.1%).

Key Insights for 2025



Industry Growth

- The Canadian tech industry continues to boom, with Toronto adding nearly 96,000 tech jobs in recent years
- 60% of Canada's 41,374 AI workers are concentrated in Toronto, Vancouver, and Montreal
- The digital economy is projected to employ about 2.26 million tech workers (11% of all jobs)



In-Demand Skills

1. AI and Machine Learning Specialists
2. Cybersecurity Experts
3. Software Developers and Engineers
4. Data Scientists
5. Cloud Engineers and IT Specialists



Government Initiatives

- STEM-specific Express Entry draws
- Provincial Nominee Programs (PNPs) for international talent
- Initiatives to attract and retain skilled tech workers
- Machine learning and data science skills driving salary increases up to 35%

2025 IT Salary Trends

Talent Shortages

The demand for skilled IT professionals remains high, especially in areas such as AI, machine learning, DevOps, and cloud architecture. This shortage drives up salaries as companies compete for top talent.

Emerging Technologies

Specializations in emerging technologies such as AI, digital twins, quantum computing, and cybersecurity are commanding premium salaries. Professionals with expertise in these areas are highly sought after.

Remote Work

The rise of remote work has expanded the talent pool, allowing organizations to tap into different regions. This shift influences compensation models as companies adjust to compete in a broader market.

IT Workforce Trends Shaping 2025

AI and Automation Reshaping IT Roles

AI-driven tools are automating repetitive tasks, shifting IT roles toward strategic oversight, AI integration, and process optimization.

Cybersecurity Talent Shortage Continues

65% of companies cite cybersecurity skill shortages as a leading risk, pushing salaries and demand higher.

Cloud and Multi-Cloud Expertise in High Demand

Hybrid and multi-cloud strategies are driving demand for cloud architects, DevOps engineers, and infrastructure specialists.

Remote and Hybrid Work Driving Global Hiring

Companies are expanding talent searches beyond local markets, increasing competition for skilled professionals.

IT Project Management is Becoming More Agile and Data-Driven

AI-powered project tracking and predictive analytics are reshaping how IT teams manage workflows.

Business Analysts are Becoming Tech-Focused

Evolving into "data translators," bridging the gap between complex analytical insights and actionable business strategies.

Retention and Upskilling Are a Top Priority

With high turnover rates, companies are focusing on employee retention through professional development and internal mobility programs.

Canada: A Strategic Source for IT Talent

1

High Skill Levels

Canadian universities produce world-class IT professionals with expertise in AI, software development, and data science.

2

Time Zone Alignment

Proximity to the talent ensures easier collaboration and fewer logistical challenges.

3

Cost-Effective Rates

Hire highly skilled IT professionals at competitive rates, benefiting from Canada's and Latin America's strong talent pool and geographic proximity.

4

Top Cities for IT Talent

Toronto, Vancouver, Montreal, and Calgary are emerging as hubs for tech talent.

Latin America: A Growing Hub for IT Talent

1

Advantages:

Cost Savings: Salaries for IT professionals in Latin America are significantly lower than in North America, without compromising on quality.

Diverse Skillsets: Countries like Brazil, Argentina, and Colombia are producing highly skilled developers, DevOps engineers, and cybersecurity experts.

Cultural Compatibility: Similar working hours and English proficiency in many regions facilitate seamless communication.

2

Top Countries for IT Talent:

Brazil: Known for its vibrant tech community and experienced software engineers.

Argentina: Strong in blockchain development and software engineering.

Colombia: Rapidly growing in cloud computing and cybersecurity.

Mexico: Diverse pool of software developers, DevOps engineers, and AI specialists.

Global Average Salaries (by Role)

Salaries are influenced by experience, certifications, and company size. The increasing demand for specialized skills and the ongoing talent shortage continue to drive compensation upward, making it essential for businesses to stay informed and adapt their hiring strategies accordingly.

Role	US Average (US Dollars)	Canada Average (CDN Dollars)	Latin America Average (CDN Dollars)
Software Engineer	\$141,000	\$125,000	\$55,000
DevOps Engineer	\$153,000	\$146,000	\$60,000
Data Scientist	\$145,000	\$140,000	\$65,000
Cybersecurity Analyst	\$132,000	\$120,000	\$58,000
IT Project Manager	\$125,000	\$115,000	\$50,000

Why hiring contractors should be part of every company's growth strategy

For growth-focused companies, it can be beneficial to hire contractors. Taking the contractor route often becomes logical when a company is scaling and seeking in-demand skills for a temporary period to get a project off the ground. Why hiring contractors should be part of every company's growth strategy The benefits of hiring contractors include :

1. Lower overhead costs
2. Quick hiring process
3. Reduced risk and liability
4. Access to specialized and niche skills
5. Opportunity to increase diversity on the team
6. Flexible commitment terms



Software Development Rates & Skills

Software developers are in high demand, particularly those with skills in AI/ML, cloud technologies, and full-stack development. Companies are willing to pay premium rates for experienced professionals who can drive innovation and efficiency.

*Rates include agency fee and fluctuate based on market conditions and location. Data as of March 2025

Role	Hourly Rate (Intermediate)	Hourly Rate (Senior)	Critical Competencies
Backend Developer	\$105.00	\$125.00	API Development, Backend Scalability, Cloud Integration
Front End Developer	\$105.00	\$125.00	Responsive UI Design, JavaScript Frameworks (React, Angular)
Full Stack Developer	\$110.00	\$135.00	Full Stack Development, Cloud- Native Applications, RESTful APIs
UI/UX Designer	\$100.00	\$115.00	UX Research, Wireframing, Prototyping Tools (Figma, Adobe XD)
Cloud DevOps Engineer	\$109.00	\$145.00	CI/CD Pipelines, Cloud Infrastructure Automation, Infrastructure-as- Code

Data Analytics and AI Rates & Skills

Data analytics and AI roles are commanding high salaries due to the increasing importance of data-driven decision-making. Data Architects with multi-cloud expertise are particularly valuable.

Role	Hourly Rate (Intermediate)	Hourly Rate (Senior)	Critical Competencies
Data Analyst	\$100.00	\$125.00	Data Visualization, Statistical Analysis, SQL
Data Scientist	\$105.00	\$130.00	Machine Learning, AI Algorithms, Python/R
Data Engineer	\$105.00	\$140.00	Big Data Technologies, Cloud Platforms, ETL Processes
Data Architect	\$135.00	\$160.00	Data Modeling, Multi-Cloud Expertise, Data Governance

Cyber Security Rates & Skills

Cybersecurity hiring remains a top challenge, with 38% of companies struggling to find qualified professionals amid rising threats. Demand is growing for experts in zero-trust architecture, AI-driven security, and quantum-resistant cryptography as organizations prioritize strengthening their defenses.

Role	Hourly Rate (Intermediate)	Hourly Rate (Senior)	Critical Competencies
Security Engineer	\$135.00	\$165.00	Security Auditing, MonitoNetwork Security, Penetration Testing, SIEM
Threat & Vulnerability Specialist	\$145.00	\$165.00	Threat Intelligence, Risk Assessment, Incident Response
SOC Security Operations Analyst	\$125.00	\$150.00	Security Information Management, Threat Detection, Compliance
Cloud Security Architect	\$130.00	\$170.00	Cloud Security Protocols, IAM, Secure Architecture Design

Project Management Rates & Skills

Project management roles are evolving rapidly, with increasing demand for leaders skilled in agile methodologies, risk mitigation, and stakeholder management. As organizations navigate digital transformation, project managers with expertise in AI-driven project tracking, change management, and cross-functional collaboration are in high demand

Role	Hourly Rate (Intermediate)	Hourly Rate (Senior)	Critical Competencies
Project Controller	\$85.00	\$105.00	Cost Management, Risk Analysis, Project Planning Tools
Project Manager	\$105.00	\$135.00	Agile Methodologies, Stakeholder Management, Risk Mitigation
Program Manager	\$135.00	\$160.00	Strategic Planning, Portfolio Management, Change Management
Scrum Master	\$105.00	\$135.00	Agile Frameworks, Team Facilitation, Continuous Improvement

Business Analysis Rates & Skills

Business analysis is becoming increasingly vital as companies prioritize data-driven decision-making and digital transformation. Organizations are seeking professionals with expertise in advanced data visualization, process automation, and cross-platform system integration. As AI and machine learning reshape business operations, analysts with strong technical and strategic skills are in high demand.

Role	Hourly Rate (Intermediate)	Hourly Rate (Senior)	Critical Competencies
Business Analyst	\$100.00	\$125.00	Requirements Gathering, Process Modeling, Data Analysis
Systems Analyst	\$100.00	\$115.00	System Design, Business Process Optimization, Technical Documentation
Business Systems Analyst	\$105.00	\$120.00	Cross-Platform Integration, Business Process Reengineering

SAP Rates & Skills

SAP professionals are in high demand as companies modernize their enterprise systems and transition to SAP S/4HANA and cloud-based solutions. Expertise in SAP integration, ABAP development, and industry-specific modules is increasingly valuable, especially as organizations focus on automation and scalability.

Role	Hourly Rate (Intermediate)	Hourly Rate (Senior)	Critical Competencies
SAP Functional Consultant	\$135.00	\$160.00	SAP Module Expertise, Business Process Knowledge, Configuration
SAP Technical Consultant	\$140.00	\$165.00	ABAP Programming, SAP Fiori, SAP HANA
ABAP Developer	\$130.00	\$160.00	Object-Oriented ABAP, SAP Fiori, Web ServicesQA Automation
SAP Solutions Architect	\$158.00	\$188.00	SAP S/4HANA & Cloud Integration, SAP BPT

IT Systems Architecture Rates & Skills

IT systems architecture is a critical function as organizations prioritize scalability, security, and cloud transformation. Demand is growing for professionals skilled in enterprise architecture, cross-functional system integration, and cybersecurity resilience. With increasing adoption of AI, multi-cloud environments, and edge computing, architects who can design future-proof solutions are highly sought after.

Role	Hourly Rate (Intermediate)	Hourly Rate (Senior)	Critical Competencies
Solutions Architect	\$135.00	\$170.00	Cloud Architecture, Microservices, API Design
Infrastructure Architect	\$135.00	\$160.00	Network Design, Virtualization, Cloud Infrastructure
Application Architect	\$125.00	\$150.00	Software Design Patterns, Scalability, Performance Optimization
Enterprise Architect	\$131.00	\$162.00	Enterprise Integration, Digital Transformation, Technology Road-mapping

Quality Assurance Rates & Skills

Quality assurance is becoming increasingly essential as organizations emphasize software reliability, security, and seamless user experiences. Demand is rising for professionals skilled in test automation, CI/CD pipelines, and performance and security testing. As AI-driven testing and DevOps practices evolve, QA specialists who can integrate automation into the development lifecycle are highly sought after.

Role	Hourly Rate (Intermediate)	Hourly Rate (Senior)	Critical Competencies
QA Analyst/Test Engineer	\$80.00	\$98.00	Test Planning, Defect Tracking, Functional Testing
Automation Engineer	\$85.00	\$105.00	Selenium, CI/CD Tools, Test Scripting Languages
QA Lead	\$95.00	\$110.00	Test Strategy, Team Management, Quality Metrics
QA Manager	\$100.00	\$125.00	QA Process Improvement, Risk Management, Agile Testing Methodologies

Latin America Rates & Skills

These rates include agency fees and will fluctuate based on market conditions and location. Data as of March 2025.

Role	Junior (\$/hr)	Intermediate (\$/hr)	Senior (\$/hr)
Developer	\$40 - \$55	\$55 - \$70	\$70 - \$85
Mobile developer	\$45 - \$60	\$60 - \$75	\$75 - \$90
Embedded Developer	\$40 - \$55	\$55 - \$70	\$70 - \$85
Team lead/ tech lead	\$60 - \$70	\$70 - \$80	\$80 - \$100
Software architect	\$60 - \$70	\$70 - \$80	\$80 - \$100
UI designer	\$35 - \$45	\$45 - \$65	\$65 - \$75
UX Designer	\$45 - \$55	\$55 - \$70	\$70 - \$85
Data scientist	\$55 - \$65	\$65 - \$80	\$80 - \$90
Machine learning engineer	\$50 - \$60	\$60 - \$75	\$75 - \$90
QA engineer automation	\$35 - \$50	\$50 - \$65	\$65 - \$80
QA engineer manual	\$30 - \$45	\$45 - \$60	\$60 - \$70
Product manager	\$40 - \$55	\$55 - \$75	\$75 - \$90
DevOps Engineer/SRE	\$50 - \$65	\$65 - \$80	\$80 - \$100

Looking Ahead: Strategies for Success

1. Invest in Talent

- Prioritizing skilled IT professionals will be crucial for maintaining competitiveness and sustaining business growth
- Tap into diverse talent pools in Canada and Latin America to enhance innovation and creativity within your teams.
- Offer equity and stock options to attract top-tier talent.

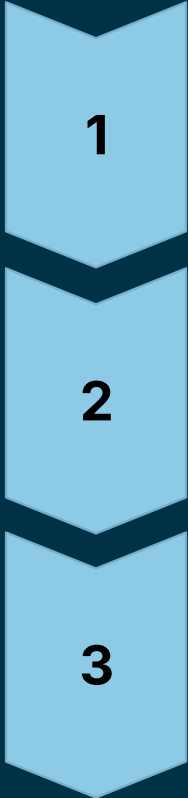
2. Leverage AI Wisely:

- Organizations should focus on practical AI applications while ensuring employees receive adequate training.
- Leverage collaboration tools and project platforms to enhance productivity.

3. Adopt Emerging Technologies:

- Digital twins and other innovations can drive efficiency and cost savings in multiple industries.

Predictions for the Future



1

AI-Powered Hiring

Recruitment tools leveraging AI will enhance candidate screening and salary benchmarking, streamlining the hiring process.

2

Focus on Retention

Companies will prioritize employee engagement and satisfaction to reduce turnover costs and retain valuable talent.

3

Expansion of Global Teams

The trend of building international teams will continue, with greater emphasis on cultural integration and collaborative work environments.

Conclusion

2025 presents exciting opportunities to build world-class teams. By staying informed about salary trends, embracing remote work, and leveraging talent from Canada and Latin America, companies can position themselves as leaders in the ever-evolving IT landscape.

For a detailed breakdown of roles, salaries, and hiring strategies, contact us at info@teamit.com to receive a personalized consultation tailored to your organization's needs.

*All rates reflected are in Canadian Dollars

