

Aon
Talent, Rewards & Performance
Proprietary and Confidential

Corporate IT Remuneration Report Australia

Positions surveyed | April 2019

AON
Empower Results®



Positions surveyed

Job family: IT Senior Management

General Management

Aon.EXE.IT010.7	Chief Information Officer
Aon.EXE.45200.6	Chief Data Officer
Aon.EXS.85303.6	Chief Technology Officer
Aon.EXS.85012.6	Divisional/Business Unit IT General Manager
Aon.ITC.45024.5	IT Manager

Job family: IT Applications & Software

.NET Development

Aon.ITC.45101.4	.NET Team Leader
Aon.ITC.45001.4	Senior .NET Developer
Aon.ITC.45001.3	.NET Developer
Aon.ITC.45001.2	Associate .NET Developer
Aon.EXS.85001.6	General Manager - Applications Services
Aon.ITC.45359.5	Applications Development Manager
Aon.ITC.45066.5	Principal Developer
Aon.ITC.45359.4	Applications Development Team Leader
Aon.ITC.45066.4	Senior Developer
Aon.ITC.45066.3	Developer
Aon.ITC.45066.2	Associate Developer
Aon.ITC.45066.1	Junior Developer
Aon.ITC.45013.5	Database Manager
Aon.ITC.45113.4	Senior Database Administrator
Aon.ITC.45013.3	Database Administrator
Aon.ITC.45013.2	Trainee Database Administrator
Aon.ITC.45053.4	Senior Database Engineer
Aon.ITC.45054.3	Database Engineer
Aon.ITC.45100.6	Principal Data Engineer
Aon.ITC.45100.5	Senior Data Engineer
Aon.ITC.45100.4	Data Engineer
Aon.ITC.45014.5	Data Warehousing/BI Manager
Aon.ITC.45014.4	Data Warehousing/BI Senior Consultant
Aon.ITC.45014.3	Data Warehousing/BI Consultant
Aon.ITC.45200.6	Principal Data Scientist
Aon.ITC.45200.5	Senior Data Scientist
Aon.ITC.45200.4	Data Scientist
Aon.ITC.45761.4	IT Senior Security Engineer
Aon.ITC.45761.3	IT Security Engineer
Aon.ITC.49191.5	Principal DevOps Engineer
Aon.ITC.49191.4	Senior DevOps Engineer
Aon.ITC.49191.3	DevOps Engineer
Aon.ITC.45335.5	Digital/Online Development Manager
Aon.ITC.45335.4	Digital/Online Development Team Leader
Aon.ITC.45335.3	Senior Digital/Online Developer
Aon.ITC.45235.2	Digital/Online Developer
Aon.ITC.45074.4	Senior User Interface Developer
Aon.ITC.45074.3	User Interface Developer
Aon.ITC.45034.3	Website Administrator

Aon.ITC.45130.4	Java/J2EE Team Leader
Aon.ITC.45030.4	Senior Java/J2EE Developer
Aon.ITC.45030.3	Java/J2EE Developer
Aon.ITC.45030.2	Associate Java/J2EE Developer*
Aon.ITC.70005.5	Principal Machine Learning Engineer*
Aon.ITC.70005.4	Senior Machine Learning Engineer*
Aon.ITC.70005.3	Machine Learning Engineer*
Aon.ITC.45235.4	Senior Mobile Application Developer
Aon.ITC.45235.3	Mobile Application Developer
Aon.ITC.45137.4	PeopleSoft Team Leader*
Aon.ITC.45037.4	Senior PeopleSoft Developer*
Aon.ITC.45037.3	PeopleSoft Developer*
Aon.ITC.45037.2	Associate PeopleSoft Developer*
Aon.ITC.45043.5	IT Quality Manager
Aon.ITC.45043.4	Senior IT Quality Assurance Analyst
Aon.ITC.45043.3	IT Quality Assurance Analyst
Aon.ITC.45050.4	Senior SAP Developer
Aon.ITC.45045.3	SAP Application Specialist
Aon.ITC.45050.3	SAP Developer
Aon.ITC.45050.2	Associate SAP Developer
Aon.ITC.45055.6	Senior Principal Software Design Engineer
Aon.ITC.45055.5	Principal Software Design Engineer
Aon.ITC.45055.4	Senior Software Design Engineer
Aon.ITC.45055.3	Software Design Engineer
Aon.ITC.45055.2	Associate Software Design Engineer
Aon.ITC.45156.4	SQL/Oracle Team Leader
Aon.ITC.45056.4	Senior SQL/Oracle Developer
Aon.ITC.45156.3	SQL/Oracle Developer
Aon.ITC.45056.2	Associate SQL/Oracle Developer*
Aon.ITC.45056.3	SQL/Oracle Business Analyst
Aon.ITC.45170.5	Systems Analysis Manager
Aon.ITC.45170.4	Senior Systems Analyst
Aon.ITC.45070.3	Systems Analyst
Aon.ITC.45042.4	Senior Technical Writer
Aon.ITC.45061.3	Technical Writer
Aon.ITC.45062.6	Head of Testing
Aon.ITC.45062.5	Senior Test Manager
Aon.ITC.45071.4	Test Manager
Aon.ITC.45071.3	Senior Test Analyst
Aon.ITC.45071.2	Test Analyst
Aon.ITC.45512.4	Senior Automation Test Analyst
Aon.ITC.45512.3	Automation Test Analyst

Job family: IT Architecture

	Business Solutions Architecture
Aon.ITC.45459.5	Senior Business Solutions Architect
Aon.ITC.45159.4	Business Solutions Architect
Aon.ITC.45024.4	Data Warehousing/BI Architect
Aon.ITC.45159.5	Senior Enterprise Architect
Aon.ITC.45459.4	Enterprise Architect
Aon.EXS.85006.6	General Manager - Architectural Services
Aon.ITC.45060.6	Principal IT Architect

Aon.ITC.45121.5	Senior Infrastructure Architect
Aon.ITC.45021.4	Infrastructure Architect
Aon.ITC.45128.5	Senior IT Security Architect
Aon.ITC.45128.4	IT Security Architect
Aon.ITC.45259.5	Senior Solution Architect
Aon.ITC.45259.4	Solution Architect
Aon.ITC.45052.4	SAP Senior Solution Architect
Aon.ITC.45052.3	SAP Solution Architect

Job family: IT Infrastructure

IT Operations Management

Aon.EXS.85011.6	General Manager - IT Services/Infrastructure
Aon.ITC.45025.6	IT Operations Manager
Aon.ITC.45033.4	Senior Microsoft Systems Specialist
Aon.ITC.45133.3	Microsoft Systems Specialist
<i>Aon.ITC.45033.2</i>	<i>Trainee Microsoft Systems Specialist*</i>
Aon.ITC.45033.3	Microsoft Exchange Systems Administrator
Aon.ITC.45069.5	IT Network Engineering Manager
Aon.ITC.45069.4	Senior IT Network Engineer
Aon.ITC.45069.3	IT Network Engineer
Aon.ITC.45069.2	Trainee IT Network Engineer
<i>Aon.ITC.45046.5</i>	<i>SAP Principal Basis Administrator*</i>
<i>Aon.ITC.45046.4</i>	<i>SAP Basis Administration Team Leader*</i>
Aon.ITC.45146.4	SAP Senior Basis Administrator
<i>Aon.ITC.45046.3</i>	<i>SAP Basis Administrator*</i>
Aon.ITC.45169.4	Senior Systems Administrator
Aon.ITC.45169.3	Systems Administrator
Aon.ITC.45169.2	Systems Administration Analyst
Aon.ITC.45060.5	Systems Programming Manager
Aon.ITC.45060.4	Senior Systems Programmer
Aon.ITC.45160.4	Technical Consultant
Aon.ITC.45060.3	Systems Programmer
<i>Aon.ITC.45160.3</i>	<i>Technical Specialist - Systems Programming (Mainframe)*</i>
Aon.ITC.45060.2	Associate Systems Programmer
<i>Aon.ITC.45021.2</i>	<i>Infrastructure Tester*</i>
Aon.ITC.45063.4	Senior Unix Systems Administrator
Aon.ITC.45063.3	Unix Systems Administrator
Aon.ITC.45065.3	Voice Communications Engineer
Aon.ITC.45065.2	Voice Communications Analyst

Job family: IT Other Specialists

Change Control

Aon.ITC.45007.5	Change Control/Release Manager
Aon.ITC.45007.3	Change Control/Release Administrator
Aon.ITC.45011.4	Asset & Configuration Manager
Aon.ITC.45011.3	Asset & Configuration Consultant
Aon.ITC.45022.5	IT Asset Manager

Job family: IT Professional Services

Business Analysis

Aon.ITC.45067.5	Business Analysis Manager
Aon.ITC.45059.4	Applications Development Technical Consultant
Aon.ITC.45067.4	Senior Business Analyst
Aon.ITC.45067.3	Business Analyst

Aon.ITC.45067.2	Associate Business Analyst
Aon.ITC.45006.5	Business Systems Manager
Aon.ITC.45106.5	Business Engagement Partner
Aon.ITC.45026.4	Senior IT Relationship Manager
Aon.ITC.45026.3	IT Relationship Manager
Aon.ITC.45048.5	SAP Principal Functional Consultant
Aon.ITC.45047.4	SAP Senior Business Analyst
Aon.ITC.45047.3	SAP Business Analyst
Aon.ITC.45048.4	SAP Senior Functional Consultant
Aon.ITC.45048.3	SAP Functional Consultant
<i>Aon.ITC.45048.2</i>	<i>SAP Associate Functional Consultant*</i>
<i>Aon.ITC.45049.4</i>	<i>SAP Integration Lead*</i>
<i>Aon.ITC.45049.3</i>	<i>SAP Integration Specialist*</i>
Aon.EXS.85013.6	General Manager - IT Outsourcing
Aon.ITC.45057.4	IT Outsourcing/Commercial Manager
Aon.ITC.45057.3	Supplier Relationship Manager
Aon.ITC.45157.3	Senior IT Outsourcing/Commercial Analyst
Aon.ITC.45057.2	IT Outsourcing/Commercial Analyst

Job family: IT Project Management

IT Project Management - General

Aon.PMN.70003.6	Project Director
Aon.ITC.45232.6	IT Project Manager (Large)
Aon.ITC.45332.6	IT Project Manager (Medium)
Aon.ITC.45132.5	IT Project Manager (Small)
Aon.ITC.45232.5	IT Project Manager (Very small)
Aon.ITC.45432.6	IT Program Manager
Aon.ITC.45038.6	IT Project Manager - IT Applications (Large)
Aon.ITC.45138.6	IT Project Manager - IT Applications (Medium)
Aon.ITC.45038.5	IT Project Manager - IT Applications (Small)
Aon.ITC.45138.5	IT Project Manager - IT Applications (Very small)
Aon.ITC.45038.4	Project Team Leader - IT Applications
Aon.ITC.45238.4	Agile Coach
Aon.ITC.45240.4	Scrum Master
Aon.ITC.45040.6	IT Project Manager - IT Infrastructure (Large)
Aon.ITC.45140.6	IT Project Manager - IT Infrastructure (Medium)
Aon.ITC.45040.5	IT Project Manager - IT Infrastructure (Small)
Aon.ITC.45140.5	IT Project Manager - IT Infrastructure (Very small)
Aon.ITC.45040.4	Project Team Leader - IT Infrastructure
Aon.PRO.90808.5	Senior Resource Manager
Aon.PRO.90808.4	Resource Manager
Aon.PRO.90808.3	Senior Resource Coordinator
Aon.PRO.90808.2	Resource Coordinator
Aon.ITC.45051.6	SAP Project Manager (Large)
<i>Aon.ITC.45051.5</i>	<i>SAP Project Manager (Medium)*</i>
Aon.ITC.45151.5	SAP Project Manager (Small)

Job family: IT Risk & Security

IT Security Management

Aon.EXS.85017.7	Chief Information Security Officer
Aon.EXS.85018.6	Information Security Director
Aon.ITC.45028.5	IT Security Manager
Aon.ITC.45012.5	Cybercrime Investigations Manager

Aon.ITC.45112.5	Cybercrime Investigations Lead Technical Specialist
Aon.ITC.45012.4	Cybercrime Investigations Senior Technical Specialist
Aon.ITC.45012.3	Cybercrime Investigations Technical Specialist
Aon.ITC.45012.2	Cybercrime Investigations Junior Technical Specialist
Aon.ITC.45023.4	Incident Response/Problem Management Team Leader
Aon.ITC.45023.3	Incident Response/Problem Management Consultant
Aon.ITC.45228.5	Disaster Recovery / Business Continuity Manager
Aon.ITC.45228.4	Disaster Recovery / Business Continuity Specialist
Aon.ITC.45027.6	Senior IT Risk Manager
Aon.ITC.45027.5	IT Risk Manager
Aon.ITC.45027.4	Senior IT Risk Analyst
Aon.ITC.45027.3	IT Risk Analyst
Aon.ITC.45036.5	Principal IT Security Operations/Risk Assessment Consultant
Aon.ITC.45036.4	Senior IT Security Operations/Risk Assessment Consultant
Aon.ITC.45036.3	IT Security Operations/Risk Assessment Consultant
Aon.ITC.46028.5	Principal IT Security Consultant
Aon.ITC.45028.4	IT Security Senior Consultant
Aon.ITC.45028.3	IT Security Consultant
Aon.ITC.45128.2	IT Security Analyst
Aon.ITC.45128.3	Senior IT Security Administrator
Aon.ITC.45028.2	IT Security Administrator
Aon.ITC.45308.5	Penetration Testing Manager
Aon.ITC.45308.4	Senior Penetration Tester
Aon.ITC.45308.3	Penetration Tester
Aon.ITC.45701.4	<i>Cryptographer/Cryptologist*</i>
Aon.ITC.45701.3	<i>Cryptanalyst*</i>

Job family: IT Support

Management

Aon.ITC.45032.5	IT Support Manager
Aon.ITC.45068.5	Desktop Support Manager
Aon.ITC.45015.4	Desktop Support Team Leader
Aon.ITC.45068.3	Senior Desktop Support Analyst
Aon.ITC.45068.2	Desktop Support Analyst
Aon.ITC.45015.1	Trainee Desktop Support Analyst
Aon.ITC.45020.4	Helpdesk Manager
Aon.ITC.45168.3	Helpdesk Team Leader
Aon.ITC.45002.3	Advanced Helpdesk Specialist - Specialised Support
Aon.ITC.45168.2	Senior Helpdesk Operator
Aon.ITC.45068.1	Helpdesk Operator
Aon.ITC.45029.4	IT Training Manager
Aon.ITC.45029.3	IT Training Officer

Job family: IT Graduates

Graduates

Aon.GRD.80030.1	Graduate - Technical (1-2 years)
Aon.GRD.80020.1	Graduate - Technical (Entry Level <1 year)

Please note: *these positions are available to be surveyed but did not print within this survey cycle. Please provide data where possible for these positions next cycle. For a softcopy version of all positions surveyed please refer to Aon's website: reward.aonhewitt.com.au. If you require assistance with locating the Position Descriptions please contact **Billal Bazzi** on +61 2 9253 8372 or billal.bazzi@aon.com.