

TECHNOLOGY SALARY GUIDE

2020 • Denver

CONNECTING TALENT WITH COMPANIES

Russell Tobin

DEDICATED TO CLIENTS. DRIVEN FOR RESULTS.

RUSSELL TOBIN

OVERVIEW

Here at Russell Tobin—a division of Pride Global—we offer recruiting solutions across a wide range of industries for direct hire, temporary/contract, and freelance work.

When an organization comes on board as a client, we take the time to understand the company from the inside out. We sit down with hiring managers before putting a plan in place in order to fully comprehend what their needs, goals, and budget might be. In this debriefing stage, we gather as much information as possible to ensure we are looking for ideal candidates that fit the client's organization. Once we have a clear understanding of the client's expectations, we strategically pair them with expert recruiters specific to their industry and function for which they are hiring.

Our personalized approach within the industry shines through as we continue cultivating honest and open relationships with our network of experienced professionals, creating an unparalleled environment full of trust and loyalty.

TECHNOLOGY RECRUITMENT PRACTICE

The Technology Recruitment team at Russell Tobin delivers an effective solution-based experience to companies looking to hire technology professionals. We provide a customized hiring strategy to each of our partners based on transparency, efficiency, and market knowledge. We work with growing firms across the financial services, media, and technology industries.

The following guide is a compilation of trends we have seen on the base salaries we see technology professionals seeking in Denver in 2020. We hope you can use this as a reference and guideline in setting recruitment budgets, and we're here to help advise!

See the list below for roles we help place our candidates in.

TECHNOLOGY EXPERTISE

- Backend Software Engineers
- Frontend Software Engineers
- Data Engineering and Data Science
- DevOps and Site Reliability Engineering
- Quality Engineering/SDET
- Engineering Leadership

RUSSELL TOBIN TECHNOLOGY SALARY GUIDE 2020

BACKEND

Junior

Base Salary: \$70,000 - \$100,000

Mid

Base Salary: \$100,000 - \$130,000

Senior

Base Salary: \$130,000 - \$165,000

FRONTEND

Junior

Base Salary: \$70,000 - \$95,000

Mid

Base Salary: \$95,000 - \$125,000

Senior

Base Salary: \$125,000 - \$150,000

DEVOPS + SRE

Junior

Base Salary: \$85,000 - \$105,000

Mid

Base Salary: \$100,000 - \$130,000

Senior

Base Salary: \$130,000 - \$165,000

DATA ENGINEERING

Junior

Base Salary: \$80,000 - \$100,000

Mid

Base Salary: \$100,000 - \$130,000

Senior

Base Salary: \$130,000 - \$175,000

QUALITY ENGINEERING/SDET

Junior

Base Salary: \$70,000 - \$85,000

Mid

Base Salary: \$85,000 - \$110,000

Senior

Base Salary: \$110,000 - \$150,000

***Depends on scope of the role and manual vs. automated testing*

ENGINEERING LEADERSHIP

Team Lead + Principal

Base Salary: \$150,000 - \$175,000

Engineering Manager

Base Salary: \$155,000 - \$185,000 (with flex)

Director of Engineering

Base Salary: \$175,000 - \$200,000+ (with flex)

VP of Engineering

Base Salary: \$200,000+

GET IN TOUCH WITH US

BEN JAKSICH

Senior Director, Growth Stage Recruitment

ben.jaksich@russelltobin.com • 212.235.5332

ALICIA SCULLY

Associate Director, Technology Recruitment

alicia.scully@russelltobin.com • 646.927.0121

NICK BRANHOLM

Manager, Technology Recruitment

Nick.Branholm@russelltobin.com • 212.235.5304



CONTACT NO.

212.235.5350

WEBSITE

www.russelltobin.com/technology