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MARKET INTELLIGENCE • 2026

Cloud, DevOps & Security Salary Guide 2026

What should you pay cloud engineers, DevOps and platform specialists, developers and security professionals in 2026 — and what will it take to keep them? Salary benchmarks, contractor day rates and hiring insight for employers, drawn from more than 20,000 market data points: global survey responses, placement activity and validated salary data spanning 19 countries.

20,000+

MARKET DATA POINTS

19%

AVG. RISE WHEN SWITCHING JOBS

75%

FIRMS SHORT OF TECH TALENT

Pearson Carter — employer salary benchmarks & contractor day rates. Figures show Lower, Medium and Upper ranges; monthly markets are labelled. © Pearson Carter 2026.

Salary benchmarks & contractor rates by region

United States

Cloud & Infrastructure — United States

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	\$169,000	\$204,000	\$245,000	\$1,430 – \$1,540
Site Reliability Engineer (SRE)	\$164,000	\$198,000	\$217,000	\$1,255 – \$1,410
Product Owner	\$160,000	\$193,000	\$220,000	\$1,100 – \$1,275
DevOps Engineer	\$134,000	\$190,000	\$228,000	\$1,235 – \$1,365
Cloud Engineer	\$138,000	\$182,000	\$220,000	\$1,190 – \$1,320
Cloud Platform Engineer	\$138,000	\$182,000	\$237,000	\$1,235 – \$1,365
Project Manager	\$142,000	\$182,000	\$212,000	\$1,015 – \$1,190
System Administrator	\$110,000	\$143,000	\$177,000	\$840 – \$970

Development — United States

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	\$174,000	\$199,000	\$231,000	\$1,355 – \$1,575
Back-End Developer	\$105,000	\$152,000	\$215,000	\$825 – \$1,465
Software Engineer	\$94,000	\$137,000	\$224,000	\$755 – \$1,295
Full Stack Developer	\$99,000	\$144,000	\$198,000	\$790 – \$1,350
Quality Assurance (QA) Engineer	\$82,000	\$121,000	\$169,000	\$665 – \$1,155
Front-End Developer	\$88,000	\$130,000	\$182,000	\$715 – \$1,240

Security — United States

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	\$176,000	\$203,000	\$242,000	\$1,190 – \$1,410
Information Security Manager	\$165,000	\$198,000	\$237,000	\$1,190 – \$1,450
Cybersecurity Specialist	\$154,000	\$187,000	\$215,000	\$945 – \$1,100
Cloud Security Engineer	\$139,000	\$182,000	\$227,000	\$1,235 – \$1,365
Security Analyst	\$116,000	\$151,000	\$171,000	\$1,035 – \$1,230

United Kingdom

Cloud & Infrastructure — United Kingdom

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	£84,000	£104,000	£134,000	£815 – £1,045
Site Reliability Engineer (SRE)	£77,000	£94,000	£119,000	£665 – £825
Project Manager	£56,000	£79,000	£114,000	£580 – £690
Cloud Engineer	£57,000	£78,000	£109,000	£595 – £715
DevOps Engineer	£58,000	£75,000	£110,000	£615 – £770
Product Owner	£60,000	£75,000	£100,000	£620 – £745
Platform Engineer	£49,000	£68,000	£98,000	£675 – £825
System Administrator	£40,000	£52,000	£80,000	£470 – £570

Development — United Kingdom

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	£90,000	£108,000	£130,000	£735 – £885
Software Developer	£43,000	£69,000	£100,000	£375 – £620
Back-End Developer	£46,000	£75,000	£97,000	£415 – £660
Full Stack Developer	£44,000	£72,000	£94,000	£390 – £640
Front-End Developer	£42,000	£66,000	£88,000	£360 – £600
Quality Assurance (QA) Engineer	£45,000	£61,000	£92,000	£400 – £470

Security — United Kingdom

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	£94,000	£110,000	£138,000	£825 – £1,045
Information Security Manager	£88,000	£105,000	£130,000	£690 – £935
Cloud Security Engineer	£53,000	£95,000	£104,000	£690 – £935
Cybersecurity Specialist	£66,000	£83,000	£108,000	£715 – £935
Security Analyst	£50,000	£61,000	£79,000	£690 – £935

Europe — Germany

Cloud & Infrastructure — Germany

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	€82,000	€104,000	€126,000	€1,045 – €1,210
Project Manager	€85,000	€101,000	€116,000	€825 – €935
Product Owner	€81,000	€100,000	€126,000	€880 – €990
Site Reliability Engineer (SRE)	€75,000	€90,000	€112,000	€935 – €1,045
Platform Engineer	€77,000	€87,000	€112,000	€935 – €1,045
Cloud Engineer	€69,000	€87,000	€104,000	€825 – €935
DevOps Engineer	€78,000	€83,000	€92,000	€880 – €990
System Administrator	€57,000	€74,000	€91,000	€605 – €715

Development — Germany

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	€97,000	€116,000	€140,000	€790 – €955
Software Developer	€56,000	€79,000	€105,000	€450 – €715
Back-End Developer	€61,000	€86,000	€116,000	€490 – €790
Full Stack Developer	€57,000	€81,000	€108,000	€465 – €735
Front-End Developer	€55,000	€76,000	€101,000	€435 – €690
Quality Assurance (QA) Engineer	€57,000	€74,000	€91,000	€650 – €750

Security — Germany

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	€94,000	€110,000	€143,000	€1,155 – €1,320
Information Security Manager	€88,000	€105,000	€132,000	€1,075 – €1,210
Cloud Security Engineer	€79,000	€97,000	€114,000	€1,020 – €1,155
Cybersecurity Specialist	€72,000	€88,000	€112,000	€910 – €1,045
Security Analyst	€61,000	€72,000	€88,000	€715 – €825

Europe — France

Cloud & Infrastructure — France

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	€75,000	€87,000	€92,000	€910 – €1,045
Site Reliability Engineer (SRE)	€61,000	€77,000	€99,000	€770 – €880
Project Manager	€52,000	€73,000	€81,000	€770 – €880
Product Owner	€58,000	€72,000	€81,000	€715 – €825
DevOps Engineer	€51,000	€68,000	€74,000	€715 – €825
Cloud Engineer	€52,000	€64,000	€80,000	€705 – €860
Platform Engineer	€50,000	€59,000	€74,000	€770 – €880
System Administrator	€44,000	€58,000	€67,000	€550 – €660

Development — France

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	€75,000	€110,000	€135,000	€750 – €920
Back-End Developer	€53,000	€73,000	€99,000	€415 – €675
Full Stack Developer	€51,000	€69,000	€95,000	€395 – €645
Front-End Developer	€48,000	€67,000	€89,000	€385 – €605
Software Developer	€50,000	€68,000	€92,000	€390 – €625
Quality Assurance (QA) Engineer	€48,000	€64,000	€74,000	€605 – €725

Security — France

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	€77,000	€94,000	€121,000	€965 – €1,100
Information Security Manager	€72,000	€88,000	€110,000	€770 – €770
Cloud Security Engineer	€66,000	€83,000	€105,000	€855 – €990
Cybersecurity Specialist	€55,000	€72,000	€94,000	€745 – €880
Security Analyst	€46,000	€55,000	€68,000	€605 – €770

Europe — Netherlands

Cloud & Infrastructure — Netherlands (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	€7,600	€9,400	€12,000	€1,055 – €1,275
Product Owner	€5,300	€6,600	€8,300	€815 – €1,010
Site Reliability Engineer (SRE)	€5,500	€6,800	€8,600	€880 – €1,055
Cloud Engineer	€4,500	€6,400	€7,900	€770 – €925
Platform Engineer	€4,400	€6,500	€8,000	€880 – €1,055
DevOps Engineer	€5,100	€6,400	€7,900	€835 – €1,010
Project Manager	€5,100	€6,400	€7,900	€880 – €1,055
System Administrator	€3,800	€4,700	€5,900	€660 – €790

Development — Netherlands (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	€7,000	€9,700	€11,700	€790 – €955
Software Developer	€4,300	€6,300	€8,800	€425 – €710
Back-End Developer	€4,700	€6,800	€9,300	€455 – €760
Full Stack Developer	€4,400	€6,400	€8,900	€430 – €725
Front-End Developer	€4,300	€6,200	€8,400	€415 – €690
Quality Assurance (QA) Engineer	€4,200	€5,200	€6,500	€635 – €780

Security — Netherlands (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	€7,600	€9,400	€12,000	€1,100 – €1,320
Information Security Manager	€7,200	€8,900	€11,000	€1,035 – €1,230
Cloud Security Engineer	€6,500	€8,100	€10,300	€970 – €1,145
Cybersecurity Specialist	€5,500	€6,800	€8,700	€860 – €1,055
Security Analyst	€4,400	€5,500	€7,000	€640 – €790

Europe — Belgium

Cloud & Infrastructure — Belgium (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	€6,200	€7,400	€9,100	€1,020 – €1,210
Site Reliability Engineer (SRE)	€5,100	€6,200	€7,800	€910 – €1,045
Platform Engineer	€5,100	€6,200	€7,800	€910 – €1,045
DevOps Engineer	€5,000	€5,900	€7,300	€855 – €990
Product Owner	€5,000	€5,900	€7,500	€855 – €990
Project Manager	€4,700	€5,800	€7,300	€800 – €935
Cloud Engineer	€4,000	€5,400	€7,200	€800 – €935
System Administrator	€3,300	€4,000	€4,800	€590 – €715

Development — Belgium (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	€5,900	€7,100	€9,100	€990 – €1,155
Full Stack Developer	€4,500	€5,600	€6,900	€770 – €900
Back-End Developer	€4,500	€5,600	€6,900	€770 – €900
Software Developer	€3,900	€5,300	€7,100	€700 – €825
Front-End Developer	€4,100	€5,000	€6,300	€735 – €860
Quality Assurance (QA) Engineer	€3,600	€4,300	€5,400	€640 – €750

Security — Belgium (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	€6,700	€7,900	€10,200	€1,130 – €1,320
Information Security Manager	€6,400	€7,600	€9,500	€1,045 – €1,210
Cloud Security Engineer	€5,900	€7,100	€9,100	€990 – €1,155
Cybersecurity Specialist	€5,000	€6,300	€8,000	€880 – €1,045
Security Analyst	€4,000	€4,700	€5,800	€700 – €825

Europe — Spain

Cloud & Infrastructure — Spain

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	€68,000	€81,000	€94,000	€550 – €640
Project Manager	€45,000	€68,000	€79,000	€465 – €540
Site Reliability Engineer (SRE)	€53,000	€66,000	€86,000	€450 – €585
DevOps Engineer	€50,000	€61,000	€83,000	€415 – €565
Product Owner	€44,000	€59,000	€68,000	€400 – €465
Platform Engineer	€34,000	€57,000	€78,000	€390 – €530
Cloud Engineer	€44,000	€55,000	€66,000	€375 – €450
System Administrator	€40,000	€51,000	€56,000	€350 – €380

Development — Spain

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	€59,000	€80,000	€100,000	€545 – €680
Back-End Developer	€35,000	€53,000	€77,000	€285 – €525
Software Developer	€32,000	€49,000	€71,000	€265 – €485
Quality Assurance (QA) Engineer	€29,000	€44,000	€63,000	€235 – €430
Full Stack Developer	€33,000	€51,000	€73,000	€275 – €500
Front-End Developer	€31,000	€47,000	€68,000	€250 – €465

Security — Spain

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	€68,000	€79,000	€110,000	€540 – €750
Information Security Manager	€66,000	€75,000	€105,000	€510 – €715
Cloud Security Engineer	€54,000	€62,000	€79,000	€425 – €540
Cybersecurity Specialist	€48,000	€59,000	€83,000	€400 – €565
Security Analyst	€35,000	€44,000	€61,000	€300 – €415

Europe — Sweden

Cloud & Infrastructure — Sweden

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	Kr 990,000	Kr 1,200,000	Kr 1,400,000	Kr 8,180 – Kr 9,545
Site Reliability Engineer (SRE)	Kr 902,000	Kr 1,078,000	Kr 1,300,000	Kr 7,350 – Kr 8,865
Platform Engineer	Kr 825,000	Kr 1,067,000	Kr 1,300,000	Kr 7,275 – Kr 8,865
DevOps Engineer	Kr 880,000	Kr 1,045,000	Kr 1,300,000	Kr 7,125 – Kr 8,865
Product Owner	Kr 858,000	Kr 1,012,000	Kr 1,200,000	Kr 6,900 – Kr 8,180
Project Manager	Kr 825,000	Kr 990,000	Kr 1,200,000	Kr 6,750 – Kr 8,180
Cloud Engineer	Kr 825,000	Kr 968,000	Kr 1,300,000	Kr 6,600 – Kr 8,865
System Administrator	Kr 660,000	Kr 770,000	Kr 913,000	Kr 5,250 – Kr 6,225

Development — Sweden

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	Kr 990,000	Kr 1,200,000	Kr 1,300,000	Kr 8,180 – Kr 8,865
Software Developer	Kr 770,000	Kr 990,000	Kr 1,100,000	Kr 6,750 – Kr 7,500
Full Stack Developer	Kr 770,000	Kr 990,000	Kr 1,100,000	Kr 6,750 – Kr 7,500
Back-End Developer	Kr 792,000	Kr 935,000	Kr 1,200,000	Kr 6,375 – Kr 8,180
Front-End Developer	Kr 748,000	Kr 880,000	Kr 1,100,000	Kr 6,000 – Kr 7,500
Quality Assurance (QA) Engineer	Kr 660,000	Kr 770,000	Kr 935,000	Kr 5,250 – Kr 6,375

Security — Sweden

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	Kr 1,045,000	Kr 1,200,000	Kr 1,500,000	Kr 8,180 – Kr 10,225
Information Security Manager	Kr 990,000	Kr 1,200,000	Kr 1,400,000	Kr 8,180 – Kr 9,545
Cloud Security Engineer	Kr 968,000	Kr 1,100,000	Kr 1,400,000	Kr 7,500 – Kr 9,545
Cybersecurity Specialist	Kr 858,000	Kr 1,012,000	Kr 1,300,000	Kr 6,900 – Kr 8,865
Security Analyst	Kr 825,000	Kr 990,000	Kr 1,200,000	Kr 6,750 – Kr 8,180

Europe — Norway

Cloud, Development & Security — Norway

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	Kr 68,000	Kr 81,000	Kr 105,000	Kr 550 – Kr 715
Cloud Architect	Kr 66,000	Kr 77,000	Kr 95,000	Kr 525 – Kr 650
Information Security Manager	Kr 66,000	Kr 77,000	Kr 99,000	Kr 525 – Kr 675
Technical Lead	Kr 61,000	Kr 72,000	Kr 90,000	Kr 490 – Kr 615
Cloud Security Engineer	Kr 61,000	Kr 72,000	Kr 90,000	Kr 490 – Kr 615
Cloud Engineer	Kr 53,000	Kr 66,000	Kr 84,000	Kr 450 – Kr 575
Product Owner	Kr 53,000	Kr 65,000	Kr 82,000	Kr 445 – Kr 545
DevOps Engineer	Kr 53,000	Kr 65,000	Kr 77,000	Kr 445 – Kr 525
Cybersecurity Specialist	Kr 53,000	Kr 64,000	Kr 81,000	Kr 435 – Kr 550
Site Reliability Engineer (SRE)	Kr 55,000	Kr 64,000	Kr 81,000	Kr 435 – Kr 550
Platform Engineer	Kr 55,000	Kr 64,000	Kr 81,000	Kr 435 – Kr 550
Software Developer	Kr 50,000	Kr 65,000	Kr 78,000	Kr 445 – Kr 530
Project Manager	Kr 51,000	Kr 59,000	Kr 75,000	Kr 400 – Kr 510
Back-End Developer	Kr 50,000	Kr 57,000	Kr 72,000	Kr 390 – Kr 490
Full Stack Developer	Kr 51,000	Kr 55,000	Kr 68,000	Kr 375 – Kr 465
Front-End Developer	Kr 46,000	Kr 54,000	Kr 66,000	Kr 370 – Kr 450
Security Analyst	Kr 44,000	Kr 52,000	Kr 64,000	Kr 355 – Kr 435
System Administrator	Kr 42,000	Kr 50,000	Kr 60,000	Kr 335 – Kr 410
Quality Assurance (QA) Engineer	Kr 42,000	Kr 50,000	Kr 61,000	Kr 340 – Kr 415

Europe — Finland

Cloud, Development & Security — Finland (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	€5,700	€6,700	€8,400	€905 – €1,055
Security Architect	€6,200	€7,300	€9,500	€970 – €1,145
Information Security Manager	€5,800	€6,800	€8,800	€925 – €1,100

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	€5,500	€6,500	€8,300	€880 – €1,055
Cloud Security Engineer	€5,500	€6,500	€8,300	€880 – €1,055
Site Reliability Engineer (SRE)	€4,800	€5,800	€7,400	€750 – €835
Platform Engineer	€4,800	€5,800	€7,400	€750 – €835
Cybersecurity Specialist	€4,800	€5,800	€7,600	€840 – €970
Product Owner	€4,600	€5,600	€7,200	€750 – €880
DevOps Engineer	€4,600	€5,500	€6,900	€750 – €835
Project Manager	€4,500	€5,400	€6,900	€795 – €880
Cloud Engineer	€4,400	€5,200	€6,500	€795 – €880
Back-End Developer	€4,400	€5,300	€6,700	€705 – €790
Full Stack Developer	€4,300	€5,100	€6,400	€705 – €790
Front-End Developer	€4,200	€5,000	€6,300	€705 – €790
Software Developer	€4,000	€4,700	€5,800	€705 – €790
Security Analyst	€4,000	€4,700	€5,800	€620 – €750
System Administrator	€3,600	€4,300	€5,200	€550 – €660
Quality Assurance (QA) Engineer	€3,600	€4,300	€5,400	€550 – €660

Europe — Denmark

Cloud, Development & Security — Denmark (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	Kr 66,000	Kr 72,000	Kr 77,000	Kr 5,890 – Kr 6,300
Information Security Manager	Kr 64,000	Kr 75,000	Kr 97,000	Kr 6,135 – Kr 7,935
Security Architect	Kr 66,000	Kr 79,000	Kr 88,000	Kr 6,465 – Kr 7,200
Cloud Security Engineer	Kr 61,000	Kr 72,000	Kr 88,000	Kr 5,890 – Kr 7,200
Technical Lead	Kr 61,000	Kr 69,000	Kr 77,000	Kr 5,645 – Kr 6,300
Project Manager	Kr 62,000	Kr 72,000	Kr 78,000	Kr 5,890 – Kr 6,380
Cloud Engineer	Kr 61,000	Kr 66,000	Kr 72,000	Kr 5,400 – Kr 5,890
DevOps Engineer	Kr 50,000	Kr 66,000	Kr 72,000	Kr 5,400 – Kr 5,890
Cybersecurity Specialist	Kr 53,000	Kr 64,000	Kr 81,000	Kr 5,235 – Kr 6,625

Role	Lower	Medium	Upper	Contractor rate (day)
Site Reliability Engineer (SRE)	Kr 55,000	Kr 64,000	Kr 68,000	Kr 5,235 – Kr 5,565
Platform Engineer	Kr 50,000	Kr 63,000	Kr 72,000	Kr 5,155 – Kr 5,890
Back-End Developer	Kr 50,000	Kr 61,000	Kr 72,000	Kr 4,990 – Kr 5,890
Product Owner	Kr 50,000	Kr 57,000	Kr 72,000	Kr 4,665 – Kr 5,890
System Administrator	Kr 44,000	Kr 55,000	Kr 66,000	Kr 4,500 – Kr 5,400
Software Developer	Kr 44,000	Kr 55,000	Kr 66,000	Kr 4,500 – Kr 5,400
Full Stack Developer	Kr 44,000	Kr 55,000	Kr 66,000	Kr 4,500 – Kr 5,400
Front-End Developer	Kr 42,000	Kr 52,000	Kr 62,000	Kr 4,255 – Kr 5,075
Quality Assurance (QA) Engineer	Kr 44,000	Kr 52,000	Kr 61,000	Kr 4,255 – Kr 4,990
Security Analyst	Kr 44,000	Kr 52,000	Kr 64,000	Kr 4,255 – Kr 5,235

Europe — Poland

Cloud, Development & Security — Poland (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	zł 23,000	zł 28,000	zł 31,000	zł 2,290 – zł 2,535
Information Security Manager	zł 22,000	zł 28,000	zł 32,000	zł 2,290 – zł 2,620
Security Architect	zł 23,000	zł 28,000	zł 31,000	zł 2,290 – zł 2,535
Technical Lead	zł 22,000	zł 28,000	zł 32,000	zł 2,290 – zł 2,620
Site Reliability Engineer (SRE)	zł 22,000	zł 25,000	zł 29,000	zł 2,045 – zł 2,375
Project Manager	zł 17,000	zł 25,000	zł 30,000	zł 2,045 – zł 2,455
Software Developer	zł 20,000	zł 25,000	zł 30,000	zł 2,045 – zł 2,455
Full Stack Developer	zł 20,000	zł 25,000	zł 30,000	zł 2,045 – zł 2,455
Back-End Developer	zł 20,000	zł 25,000	zł 30,000	zł 2,045 – zł 2,455
Cybersecurity Specialist	zł 19,000	zł 24,000	zł 29,000	zł 1,965 – zł 2,375
Cloud Engineer	zł 18,000	zł 23,000	zł 29,000	zł 1,880 – zł 2,375
DevOps Engineer	zł 20,000	zł 23,000	zł 29,000	zł 1,880 – zł 2,375
Platform Engineer	zł 18,000	zł 23,000	zł 29,000	zł 1,880 – zł 2,375
Product Owner	zł 18,000	zł 23,000	zł 29,000	zł 1,880 – zł 2,375
Cloud Security Engineer	zł 18,000	zł 23,000	zł 29,000	zł 1,880 – zł 2,375

Role	Lower	Medium	Upper	Contractor rate (day)
Quality Assurance (QA) Engineer	zł 21,000	zł 23,000	zł 29,000	zł 1,880 – zł 2,375
Security Analyst	zł 15,000	zł 21,000	zł 26,000	zł 1,720 – zł 2,125
Front-End Developer	zł 17,000	zł 20,000	zł 25,000	zł 1,635 – zł 2,045
System Administrator	zł 12,000	zł 13,000	zł 17,000	zł 1,065 – zł 1,390

Australia

Cloud & Infrastructure — Australia

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	A\$176,000	A\$209,000	A\$242,000	A\$1,515 – A\$1,760
Project Manager	A\$154,000	A\$187,000	A\$220,000	A\$1,155 – A\$1,375
Platform Engineer	A\$154,000	A\$176,000	A\$209,000	A\$1,295 – A\$1,485
Site Reliability Engineer (SRE)	A\$149,000	A\$171,000	A\$209,000	A\$1,210 – A\$1,430
Cloud Engineer	A\$132,000	A\$165,000	A\$198,000	A\$1,100 – A\$1,265
DevOps Engineer	A\$143,000	A\$165,000	A\$198,000	A\$1,210 – A\$1,430
Product Owner	A\$138,000	A\$160,000	A\$193,000	A\$1,210 – A\$1,430
System Administrator	A\$110,000	A\$132,000	A\$154,000	A\$770 – A\$935

Development — Australia

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	A\$179,000	A\$205,000	A\$238,000	A\$1,400 – A\$1,620
Full Stack Developer	A\$105,000	A\$152,000	A\$204,000	A\$865 – A\$1,390
Software Developer	A\$102,000	A\$147,000	A\$196,000	A\$830 – A\$1,335
Front-End Developer	A\$99,000	A\$141,000	A\$187,000	A\$790 – A\$1,275
Back-End Developer	A\$110,000	A\$156,000	A\$209,000	A\$885 – A\$1,425
Quality Assurance (QA) Engineer	A\$99,000	A\$132,000	A\$165,000	A\$935 – A\$1,100

Security — Australia

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	A\$176,000	A\$198,000	A\$242,000	A\$1,570 – A\$1,815
Information Security Manager	A\$171,000	A\$193,000	A\$231,000	A\$1,485 – A\$1,760

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Security Engineer	A\$160,000	A\$182,000	A\$220,000	A\$1,375 – A\$1,650
Cybersecurity Specialist	A\$143,000	A\$165,000	A\$198,000	A\$1,265 – A\$1,430
Security Analyst	A\$132,000	A\$154,000	A\$176,000	A\$1,075 – A\$1,210

New Zealand

Cloud & Infrastructure — New Zealand

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	NZ\$176,000	NZ\$209,000	NZ\$253,000	NZ\$1,320 – NZ\$1,540
Platform Engineer	NZ\$143,000	NZ\$165,000	NZ\$198,000	NZ\$1,155 – NZ\$1,320
DevOps Engineer	NZ\$132,000	NZ\$165,000	NZ\$198,000	NZ\$1,100 – NZ\$1,320
Cloud Engineer	NZ\$99,000	NZ\$154,000	NZ\$198,000	NZ\$1,100 – NZ\$1,320
Site Reliability Engineer (SRE)	NZ\$127,000	NZ\$149,000	NZ\$187,000	NZ\$1,045 – NZ\$1,210
Product Owner	NZ\$121,000	NZ\$143,000	NZ\$176,000	NZ\$1,100 – NZ\$1,320
Project Manager	NZ\$121,000	NZ\$143,000	NZ\$165,000	NZ\$1,045 – NZ\$1,265
System Administrator	NZ\$99,000	NZ\$138,000	NZ\$176,000	NZ\$770 – NZ\$880

Development — New Zealand

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	NZ\$154,000	NZ\$187,000	NZ\$220,000	NZ\$1,210 – NZ\$1,430
Full Stack Developer	NZ\$110,000	NZ\$143,000	NZ\$176,000	NZ\$1,045 – NZ\$1,210
Front-End Developer	NZ\$110,000	NZ\$143,000	NZ\$176,000	NZ\$1,045 – NZ\$1,210
Back-End Developer	NZ\$110,000	NZ\$143,000	NZ\$176,000	NZ\$1,045 – NZ\$1,210
Software Developer	NZ\$99,000	NZ\$132,000	NZ\$165,000	NZ\$1,020 – NZ\$1,210
Quality Assurance (QA) Engineer	NZ\$94,000	NZ\$121,000	NZ\$154,000	NZ\$880 – NZ\$1,100

Security — New Zealand

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	NZ\$176,000	NZ\$209,000	NZ\$242,000	NZ\$1,375 – NZ\$1,650
Information Security Manager	NZ\$154,000	NZ\$182,000	NZ\$215,000	NZ\$1,265 – NZ\$1,540
Cloud Security Engineer	NZ\$138,000	NZ\$160,000	NZ\$204,000	NZ\$990 – NZ\$1,430

Role	Lower	Medium	Upper	Contractor rate (day)
Cybersecurity Specialist	NZ\$121,000	NZ\$143,000	NZ\$187,000	NZ\$1,100 – NZ\$1,320
Security Analyst	NZ\$105,000	NZ\$121,000	NZ\$149,000	NZ\$1,075 – NZ\$1,210

Canada

Cloud & Infrastructure — Canada

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	\$144,000	\$173,000	\$208,000	\$1,180 – \$1,420
Site Reliability Engineer (SRE)	\$139,000	\$168,000	\$184,000	\$1,145 – \$1,255
Product Owner	\$136,000	\$164,000	\$187,000	\$1,120 – \$1,275
DevOps Engineer	\$114,000	\$162,000	\$194,000	\$1,105 – \$1,325
Cloud Engineer	\$117,000	\$155,000	\$187,000	\$1,055 – \$1,275
Cloud Platform Engineer	\$117,000	\$155,000	\$201,000	\$1,055 – \$1,370
Project Manager	\$121,000	\$155,000	\$180,000	\$1,055 – \$1,225
System Administrator	\$94,000	\$122,000	\$150,000	\$830 – \$1,025

Development — Canada

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	\$148,000	\$169,000	\$196,000	\$1,150 – \$1,335
Back-End Developer	\$89,000	\$129,000	\$183,000	\$700 – \$1,250
Software Engineer	\$80,000	\$117,000	\$190,000	\$640 – \$1,295
Full Stack Developer	\$84,000	\$122,000	\$168,000	\$675 – \$1,145
Quality Assurance (QA) Engineer	\$71,000	\$102,000	\$152,000	\$695 – \$1,035
Front-End Developer	\$75,000	\$110,000	\$155,000	\$605 – \$1,055

Security — Canada

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	\$150,000	\$173,000	\$206,000	\$1,180 – \$1,405
Information Security Manager	\$140,000	\$168,000	\$201,000	\$1,145 – \$1,370
Cybersecurity Specialist	\$131,000	\$159,000	\$183,000	\$1,085 – \$1,250
Cloud Security Engineer	\$118,000	\$155,000	\$193,000	\$1,055 – \$1,315

Role	Lower	Medium	Upper	Contractor rate (day)
Security Analyst	\$99,000	\$128,000	\$145,000	\$875 – \$990

Singapore

Cloud & Infrastructure — Singapore (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	S\$10,500	S\$13,000	S\$17,000	S\$1,065 – S\$1,390
DevOps Engineer	S\$8,300	S\$10,200	S\$13,000	S\$835 – S\$1,065
Site Reliability Engineer (SRE)	S\$8,300	S\$10,200	S\$13,000	S\$835 – S\$1,065
Platform Engineer	S\$8,300	S\$10,200	S\$13,000	S\$835 – S\$1,065
Product Owner	S\$8,800	S\$9,900	S\$13,000	S\$810 – S\$1,065
Project Manager	S\$7,200	S\$9,400	S\$13,000	S\$770 – S\$1,065
Cloud Engineer	S\$6,600	S\$8,300	S\$12,000	S\$680 – S\$980
System Administrator	S\$6,100	S\$7,200	S\$9,400	S\$590 – S\$770

Development — Singapore (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Lead	S\$10,300	S\$13,300	S\$16,300	S\$1,090 – S\$1,335
Full Stack Developer	S\$4,800	S\$8,700	S\$13,300	S\$510 – S\$1,090
Back-End Developer	S\$5,100	S\$9,100	S\$14,300	S\$540 – S\$1,165
Front-End Developer	S\$4,400	S\$7,900	S\$12,400	S\$465 – S\$1,015
Software Developer	S\$4,600	S\$8,300	S\$12,900	S\$490 – S\$1,055
Quality Assurance (QA) Engineer	S\$5,000	S\$6,300	S\$8,000	S\$515 – S\$655

Security — Singapore (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	S\$12,000	S\$14,000	S\$19,000	S\$1,145 – S\$1,555
Information Security Manager	S\$10,700	S\$13,000	S\$17,000	S\$1,065 – S\$1,390
Cloud Security Engineer	S\$9,900	S\$12,000	S\$16,000	S\$980 – S\$1,310
Cybersecurity Specialist	S\$8,300	S\$10,500	S\$14,000	S\$860 – S\$1,145
Security Analyst	S\$6,100	S\$7,400	S\$9,400	S\$605 – S\$770

Japan

Cloud, Development & Security — Japan

Role	Lower	Medium	Upper	Contractor rate (day)
Security Architect	¥11,600,000	¥13,800,000	¥18,700,000	¥94,090 – ¥127,500
Cloud Architect	¥11,000,000	¥13,200,000	¥17,100,000	¥90,000 – ¥116,590
Information Security Manager	¥11,000,000	¥13,200,000	¥17,600,000	¥90,000 – ¥120,000
Cybersecurity Specialist	¥9,400,000	¥13,200,000	¥16,500,000	¥90,000 – ¥112,500
Technical Lead	¥10,500,000	¥12,700,000	¥17,100,000	¥86,590 – ¥116,590
Cloud Security Engineer	¥10,500,000	¥12,700,000	¥17,100,000	¥86,590 – ¥116,590
Cloud Engineer	¥8,800,000	¥12,100,000	¥15,400,000	¥82,500 – ¥105,000
Site Reliability Engineer (SRE)	¥9,900,000	¥11,600,000	¥15,200,000	¥79,090 – ¥103,635
Platform Engineer	¥9,900,000	¥11,600,000	¥16,500,000	¥79,090 – ¥112,500
DevOps Engineer	¥9,400,000	¥11,000,000	¥14,300,000	¥75,000 – ¥97,500
Product Owner	¥9,400,000	¥11,000,000	¥14,300,000	¥75,000 – ¥97,500
Project Manager	¥8,800,000	¥10,500,000	¥13,800,000	¥71,590 – ¥94,090
Software Developer	¥7,200,000	¥10,500,000	¥13,200,000	¥71,590 – ¥90,000
Back-End Developer	¥8,300,000	¥10,100,000	¥15,400,000	¥68,865 – ¥105,000
Full Stack Developer	¥8,300,000	¥9,900,000	¥15,400,000	¥67,500 – ¥105,000
Front-End Developer	¥7,700,000	¥9,400,000	¥14,300,000	¥64,090 – ¥97,500
Security Analyst	¥7,200,000	¥8,600,000	¥11,000,000	¥58,635 – ¥75,000
Quality Assurance (QA) Engineer	¥6,600,000	¥7,900,000	¥10,500,000	¥53,865 – ¥71,590
System Administrator	¥6,600,000	¥7,700,000	¥9,700,000	¥52,500 – ¥66,135

Malaysia

Cloud, Development & Security — Malaysia (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	RM 13,000	RM 17,000	RM 21,000	RM 1,390 – RM 1,720
Security Architect	RM 13,000	RM 17,000	RM 22,000	RM 1,390 – RM 1,800
Cloud Security Engineer	RM 11,000	RM 17,000	RM 20,000	RM 1,390 – RM 1,635

Role	Lower	Medium	Upper	Contractor rate (day)
Information Security Manager	RM 13,000	RM 15,000	RM 20,000	RM 1,225 – RM 1,635
Technical Lead	RM 10,200	RM 14,000	RM 18,000	RM 1,145 – RM 1,475
DevOps Engineer	RM 9,100	RM 14,000	RM 20,000	RM 1,145 – RM 1,635
Site Reliability Engineer (SRE)	RM 9,100	RM 14,000	RM 20,000	RM 1,145 – RM 1,635
Platform Engineer	RM 9,100	RM 14,000	RM 20,000	RM 1,145 – RM 1,635
Product Owner	RM 9,100	RM 14,000	RM 20,000	RM 1,145 – RM 1,635
Cloud Engineer	RM 8,800	RM 13,000	RM 17,000	RM 1,065 – RM 1,390
Project Manager	RM 8,800	RM 13,000	RM 22,000	RM 1,065 – RM 1,800
Cybersecurity Specialist	RM 8,800	RM 13,000	RM 15,000	RM 1,065 – RM 1,225
Full Stack Developer	RM 7,400	RM 10,200	RM 13,000	RM 835 – RM 1,065
Back-End Developer	RM 7,400	RM 10,200	RM 12,000	RM 835 – RM 980
Security Analyst	RM 7,400	RM 9,900	RM 13,000	RM 810 – RM 1,065
Front-End Developer	RM 6,300	RM 9,600	RM 12,000	RM 785 – RM 980
System Administrator	RM 5,500	RM 8,800	RM 12,000	RM 720 – RM 980
Software Developer	RM 5,500	RM 7,700	RM 11,000	RM 630 – RM 900
Quality Assurance (QA) Engineer	RM 6,100	RM 7,400	RM 8,800	RM 605 – RM 720

Hong Kong

Cloud, Development & Security — Hong Kong (monthly)

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Architect	HK\$72,000	HK\$94,000	HK\$110,000	HK\$7,690 – HK\$9,000
Security Architect	HK\$77,000	HK\$94,000	HK\$110,000	HK\$7,690 – HK\$9,000
Information Security Manager	HK\$66,000	HK\$77,000	HK\$83,000	HK\$6,300 – HK\$6,790
Project Manager	HK\$58,000	HK\$75,000	HK\$88,000	HK\$6,135 – HK\$7,200
Product Owner	HK\$55,000	HK\$72,000	HK\$86,000	HK\$5,890 – HK\$7,035
Technical Lead	HK\$72,000	HK\$72,000	HK\$77,000	HK\$5,890 – HK\$6,300
Site Reliability Engineer (SRE)	HK\$57,000	HK\$70,000	HK\$83,000	HK\$5,725 – HK\$6,790
DevOps Engineer	HK\$50,000	HK\$61,000	HK\$75,000	HK\$4,990 – HK\$6,135
Cybersecurity Specialist	HK\$55,000	HK\$61,000	HK\$66,000	HK\$4,990 – HK\$5,400

Role	Lower	Medium	Upper	Contractor rate (day)
Cloud Engineer	HK\$46,000	HK\$55,000	HK\$69,000	HK\$4,500 – HK\$5,645
Platform Engineer	HK\$44,000	HK\$58,000	HK\$69,000	HK\$4,745 – HK\$5,645
Cloud Security Engineer	HK\$39,000	HK\$44,000	HK\$55,000	HK\$3,600 – HK\$4,500
Security Analyst	HK\$39,000	HK\$50,000	HK\$55,000	HK\$4,090 – HK\$4,500
Full Stack Developer	HK\$44,000	HK\$50,000	HK\$55,000	HK\$4,090 – HK\$4,500
Back-End Developer	HK\$44,000	HK\$50,000	HK\$55,000	HK\$4,090 – HK\$4,500
Front-End Developer	HK\$39,000	HK\$44,000	HK\$50,000	HK\$3,600 – HK\$4,090
Software Developer	HK\$34,000	HK\$44,000	HK\$52,000	HK\$3,600 – HK\$4,255
Quality Assurance (QA) Engineer	HK\$30,000	HK\$41,000	HK\$46,000	HK\$3,355 – HK\$3,765
System Administrator	HK\$39,000	HK\$46,000	HK\$55,000	HK\$3,765 – HK\$4,500

Benchmarking your 2026 offers? These figures show Lower, Medium and Upper ranges with indicative contractor day rates. To secure scarce talent we typically advise offering 10–15% above the medium. Need a bespoke benchmark for a role or region not shown? Contact Pearson Carter — it's free.