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MARKET INTELLIGENCE • 2026

NetSuite & Oracle Salary Guide 2026

What should you pay NetSuite and Oracle ERP professionals in 2026 — and what will it take to keep them? This employer-focused benchmark pulls together contractor and permanent pay from over 17,500 market data points: worldwide survey feedback, live placement figures and verified compensation spanning the US, UK, Europe, Australia, Canada, Singapore and New Zealand.

17,500+

MARKET DATA POINTS

18%

AVG. RISE WHEN SWITCHING JOBS

57%

STRUGGLE TO FIND THE RIGHT SKILLS

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 salary & contractor benchmarks

NetSuite permanent salaries — United States

Role	Lower	Medium	Upper	Contractor rate (day)
Practice Lead	\$156000	\$171000	\$195000	\$1165 – \$1330
Technical Architect	\$151000	\$193000	\$220000	\$1315 – \$1500
Financial Controller	\$132000	\$171000	\$221000	\$1165 – \$1505
Financial Systems Manager	\$134000	\$169000	\$209000	\$1150 – \$1425
Technical Consultant	\$121000	\$160000	\$198000	\$1090 – \$1350
Solutions Architect	\$121000	\$150000	\$186000	\$1020 – \$1265
Functional / Business Consultant	\$110000	\$138000	\$171000	\$940 – \$1165
Developer / Programmer	\$110000	\$160000	\$190000	\$1090 – \$1300
Administrator	\$105000	\$149000	\$180000	\$1015 – \$1230
Business Analyst	\$94000	\$128000	\$149000	\$870 – \$1015
Accountant	\$77000	\$116000	\$135000	\$790 – \$920
Project / Programme Management	\$59000	\$111000	\$154000	\$760 – \$1050

United Kingdom salary & contractor benchmarks

NetSuite permanent salaries — United Kingdom

Role	Lower	Medium	Upper	Contractor rate (day)
Head of Systems	£94000	£121000	£138000	£825 – £940
Financial Controller	£83000	£99000	£121000	£675 – £825
Solutions Architect	£73000	£99000	£125000	£675 – £850
Systems Accountant	£72000	£77000	£88000	£525 – £600
Systems Manager	£64000	£77000	£94000	£525 – £640
Technical Architect	£61000	£77000	£110000	£525 – £750
Developer / Programmer	£55000	£69000	£95000	£470 – £650
Functional / Business Consultant	£55000	£66000	£88000	£450 – £600

Role	Lower	Medium	Upper	Contractor rate (day)
Project / Programme Management	£55000	£77000	£110000	£525 – £750
Applications Support	£49000	£57000	£83000	£390 – £565
Technical Consultant	£46000	£66000	£88000	£450 – £600
Business Analyst	£44000	£61000	£81000	£415 – £555
Systems Analyst	£44000	£64000	£72000	£435 – £490
Administrator	£42000	£52000	£64000	£355 – £435
Accountant	£39000	£66000	£83000	£450 – £565

Oracle ERP & Applications permanent salaries — United Kingdom

Role	Lower	Medium	Upper	Contractor rate (day)
ERP Solution Architect	£94000	£107000	£120000	£730 – £815
Oracle SCM Solution Architect	£83000	£99000	£116000	£675 – £790
Oracle Exadata DBA	£66000	£88000	£99000	£600 – £675
Oracle Supply Chain Functional Consultant	£66000	£77000	£88000	£525 – £600
Oracle Applications DBA (E-Business Suite)	£66000	£77000	£96000	£525 – £655
Oracle ERP Technical Consultant	£65000	£74000	£88000	£505 – £600
Oracle ERP Functional Consultant	£64000	£83000	£99000	£565 – £675
Oracle E-Business Suite (EBS) Consultant	£64000	£83000	£95000	£565 – £650
ERP Project Manager	£63000	£72000	£88000	£490 – £600
Oracle Manufacturing Consultant	£61000	£72000	£83000	£490 – £565
Oracle Logistics Consultant	£61000	£75000	£88000	£510 – £600
PeopleSoft Consultant	£55000	£72000	£94000	£490 – £640
Oracle HCM Cloud Consultant	£55000	£72000	£88000	£490 – £600
Oracle CRM Consultant	£55000	£66000	£83000	£450 – £565
Oracle HCM Functional Consultant	£53000	£66000	£79000	£450 – £540
Oracle CX Cloud Consultant	£50000	£61000	£77000	£415 – £525
JD Edwards Specialist	£50000	£61000	£72000	£415 – £490
Oracle Linux Specialist	£50000	£55000	£72000	£375 – £490
Oracle Systems Engineer	£44000	£55000	£66000	£375 – £450

Oracle Database & Engineering permanent salaries — United Kingdom

Role	Lower	Medium	Upper	Contractor rate (day)
Data Architect	£87000	£96000	£120000	£655 – £820
Java/Oracle Full-Stack Developer	£66000	£83000	£102000	£565 – £700
Exadata Machine Administrator	£61000	£83000	£94000	£565 – £640
Java Developer	£61000	£83000	£99000	£565 – £675
Cloud/DevOps Engineer	£61000	£77000	£91000	£525 – £620
NoSQL Database Developer	£61000	£75000	£88000	£510 – £600
Data Engineer	£62000	£77000	£94000	£525 – £640
Oracle Developer (PL/SQL)	£58000	£77000	£88000	£525 – £600
Oracle Database Administrator (DBA)	£58000	£69000	£83000	£470 – £565
MySQL Developer	£53000	£61000	£76000	£420 – £520
MySQL Database Administrator	£50000	£63000	£77000	£430 – £525

Europe salary & contractor benchmarks

NetSuite permanent salaries — Europe

Role	Lower	Medium	Upper	Contractor rate (day)
Practice Lead / Head of NetSuite	€118000	€138000	€158000	€940 – €1075
Solutions Architect	€92000	€112000	€132000	€765 – €900
Financial Controller	€88000	€104000	€122000	€710 – €830
Technical Architect	€82000	€98000	€120000	€670 – €820
Systems Manager	€78000	€92000	€108000	€625 – €735
Technical Consultant	€62000	€78000	€96000	€530 – €655
Functional / Business Consultant	€60000	€74000	€92000	€505 – €625
Developer / Programmer	€58000	€74000	€94000	€505 – €640
Business Analyst	€52000	€66000	€82000	€450 – €560
Administrator	€46000	€58000	€72000	€395 – €490
Accountant	€44000	€62000	€80000	€425 – €545

Australia salary & contractor benchmarks

NetSuite permanent salaries — Australia

Role	Lower	Medium	Upper	Contractor rate (day)
Practice Lead	A\$176000	A\$198000	A\$220000	A\$1350 - A\$1500
Technical Lead	A\$182000	A\$189000	A\$204000	A\$1290 - A\$1390
Financial Controller	A\$165000	A\$187000	A\$215000	A\$1275 - A\$1465
Technical Architect	A\$165000	A\$198000	A\$215000	A\$1350 - A\$1465
Project / Programme Management	A\$165000	A\$198000	A\$220000	A\$1350 - A\$1500
Solutions Architect	A\$165000	A\$187000	A\$204000	A\$1275 - A\$1390
Systems Manager	A\$154000	A\$176000	A\$196000	A\$1200 - A\$1340
Technical Consultant	A\$138000	A\$171000	A\$194000	A\$1165 - A\$1320
Functional / Business Consultant	A\$132000	A\$165000	A\$193000	A\$1125 - A\$1315
Business Analyst	A\$110000	A\$138000	A\$167000	A\$940 - A\$1140
Developer / Programmer	A\$104000	A\$143000	A\$176000	A\$975 - A\$1200
Administrator	A\$105000	A\$138000	A\$149000	A\$940 - A\$1015
Applications Support	A\$99000	A\$132000	A\$176000	A\$900 - A\$1200
Accountant	A\$89000	A\$124000	A\$163000	A\$845 - A\$1110

New Zealand salary & contractor benchmarks

NetSuite permanent salaries — New Zealand

Role	Lower	Medium	Upper	Contractor rate (day)
Practice Lead	NZ\$187000	NZ\$209000	NZ\$231000	NZ\$1425 - NZ\$1575
Financial Controller	NZ\$171000	NZ\$198000	NZ\$226000	NZ\$1350 - NZ\$1540
Technical Lead	NZ\$171000	NZ\$187000	NZ\$209000	NZ\$1275 - NZ\$1425
Solutions Architect	NZ\$165000	NZ\$198000	NZ\$220000	NZ\$1350 - NZ\$1500
Technical Architect	NZ\$165000	NZ\$198000	NZ\$220000	NZ\$1350 - NZ\$1500
Project / Programme Management	NZ\$154000	NZ\$187000	NZ\$220000	NZ\$1275 - NZ\$1500
Systems Manager	NZ\$154000	NZ\$176000	NZ\$193000	NZ\$1200 - NZ\$1315
Technical Consultant	NZ\$110000	NZ\$138000	NZ\$171000	NZ\$940 - NZ\$1165

Role	Lower	Medium	Upper	Contractor rate (day)
Functional / Business Consultant	NZ\$110000	NZ\$132000	NZ\$165000	NZ\$900 - NZ\$1125
Accountant	NZ\$121000	NZ\$132000	NZ\$143000	NZ\$900 - NZ\$975
Business Analyst	NZ\$99000	NZ\$121000	NZ\$132000	NZ\$825 - NZ\$900
Developer / Programmer	NZ\$99000	NZ\$132000	NZ\$143000	NZ\$900 - NZ\$975
Administrator	NZ\$94000	NZ\$99000	NZ\$110000	NZ\$675 - NZ\$750

Canada salary & contractor benchmarks

NetSuite permanent salaries — Canada

Role	Lower	Medium	Upper	Contractor rate (day)
Practice Lead / Practice Manager	C\$189000	C\$209000	C\$253000	C\$1425 - C\$1725
Solutions Architect	C\$149000	C\$187000	C\$220000	C\$1275 - C\$1500
Systems Manager	C\$143000	C\$155000	C\$181000	C\$1060 - C\$1235
Financial Systems Manager	C\$134000	C\$169000	C\$209000	C\$1155 - C\$1425
Financial Controller	C\$130000	C\$154000	C\$171000	C\$1050 - C\$1165
Technical Architect	C\$123000	C\$152000	C\$187000	C\$1035 - C\$1275
Technical Consultant	C\$120000	C\$144000	C\$173000	C\$980 - C\$1180
Project / Programme Management	C\$118000	C\$139000	C\$176000	C\$945 - C\$1200
Functional / Business Consultant	C\$112000	C\$149000	C\$187000	C\$1015 - C\$1275
Developer / Programmer	C\$101000	C\$133000	C\$158000	C\$910 - C\$1080
Administrator	C\$88000	C\$121000	C\$152000	C\$825 - C\$1035
Business Analyst	C\$69000	C\$123000	C\$145000	C\$835 - C\$990
Accountant	C\$61000	C\$83000	C\$101000	C\$565 - C\$690

Singapore salary & contractor benchmarks

NetSuite permanent salaries — Singapore

Role	Lower	Medium	Upper	Contractor rate (day)
Practice Lead / Regional Lead	S\$190000	S\$216000	S\$245000	S\$1475 - S\$1670
Solutions Architect	S\$156000	S\$180000	S\$205000	S\$1225 - S\$1400

Role	Lower	Medium	Upper	Contractor rate (day)
Technical Architect	S\$150000	S\$174000	S\$200000	S\$1185 - S\$1365
Financial Controller	S\$144000	S\$168000	S\$192000	S\$1145 - S\$1310
Systems Manager	S\$132000	S\$150000	S\$170000	S\$1025 - S\$1160
Technical Consultant	S\$108000	S\$132000	S\$156000	S\$900 - S\$1065
Functional / Business Consultant	S\$102000	S\$126000	S\$150000	S\$860 - S\$1025
Developer / Programmer	S\$96000	S\$120000	S\$144000	S\$820 - S\$980
Business Analyst	S\$84000	S\$102000	S\$122000	S\$695 - S\$830
Administrator	S\$72000	S\$90000	S\$108000	S\$615 - S\$735
Accountant	S\$66000	S\$84000	S\$102000	S\$575 - S\$695

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.