

Benchmark Select Compensation Report

Sample output



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Page number varies by country

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IT Development Professional

AID-P2-09110

Alternative Title/s: IT Development Analyst; Technology Development Analyst

Sample Size

102 Number of Organizations
10,490 Number of Incumbents

Job Summary

Designs, develops, modifies and adapts short- and long-term solutions to information technology (IT) needs through new and existing applications, systems architecture, network systems and applications infrastructure. Reviews system requirements and business processes; codes, tests, debugs and implements software solutions. Performs straightforward assignments under moderate supervision using guidelines. Has working knowledge and experience within own discipline. Typically requires university degree.

Function

IT Development

Designs, develops and implements short- and long-term solutions to information technology (IT) needs through new and existing applications, systems architecture, network systems and applications and applications infrastructure. Reviews system requirements and business processes; codes, tests, debugs and implements software solutions.

Descriptive Statistics

Market Data	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
12-Month Base Salary	693,063	449,447	513,156	597,572	760,113	1,085,967
Fixed/Guaranteed Bonus	83,882	39,186	45,320	62,303	103,293	166,162
Base Salary	775,034	511,052	567,657	688,551	845,673	1,272,230
Total Fixed Cash Allowances	37,732	10,186	18,811	30,307	44,646	81,516
Total Guaranteed Compensation	802,725	522,762	585,925	713,165	890,451	1,297,994
Target Total Annual Incentives % of Base Salary	15	6	7	10	14	20
Target Total Annual Compensation	881,719	553,263	622,479	773,721	995,893	1,450,157
Actual Total Annual Incentives	78,779	24,802	37,406	63,007	106,208	141,467
Actual Total Annual Compensation	852,793	547,958	613,241	765,970	991,013	1,347,877
Years of Service	4	2	2	4	6	8

Eligibility for Performance Bonus

Yes	No
66%	34%

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Willis Towers Watson Data Services

2020/2021 Benchmark Select Compensation Report - Country (Sample)

Function Code	Job Full Code	Job Title	Career Level	No. of Orgs	No. of Incumbents	12-Month Base Salary #Orgs	12-Month Base Salary #Incs	12-Month Base Salary Average	12-Month Base Salary 10th	12-Month Base Salary 25th	12-Month Base Salary 50th	12-Month Base Salary 75th	12-Month Base Salary 90th	Fixed/ Guaranteed Bonus #Orgs	Fixed/ Guaranteed Bonus #Incs	Fixed/ Guaranteed Bonus Average
AAB	AAB020-EX-18 19	General/Country Manager	Executives (Executive/Senior Management)	.	26	23	26	2,848,123	1,572,135	2,434,684	2,703,303	3,458,697	4,264,635	5	5	233,634
AAB	AAB020-EX-15 16 17	General/Country Manager	Executives (Executive/Senior Management)	60	80	60	80	1,901,214	923,511	1,289,009	1,835,858	2,515,416	2,723,422	15	23	145,900
AAS	AAS-M3-14 15	Senior Administrative Services Manager	Senior Manager (Supervisory/Management)	50	88	50	88	590,359	336,051	425,263	538,865	721,086	960,491	11	14	48,587
AAS	AAS-M2-12 13	Administrative Services Manager	Manager (Supervisory/Management)	102	174	102	174	360,991	213,892	243,288	352,087	430,073	540,001	27	33	37,673
AAS	AAS-M1-10 11	Administrative Services Supervisor	Supervisor (Supervisory/Management)	73	120	73	120	202,791	124,239	150,296	192,146	245,226	306,906	25	37	18,763
AAS	AAS-P3-11 12	Senior Administrative Services Professional	Career (Professional)	122	340	122	340	242,227	143,756	191,524	228,432	286,726	350,939	30	69	22,028
AAS	AAS-P2-09 10	Administrative Services Professional	Intermediate (Professional)	231	1,043	231	1,043	164,694	98,144	123,884	153,246	199,070	234,183	71	196	14,397
AAS	AAS-P1-08	Administrative Services Professional - Entry	Entry (Professional)	144	453	144	453	112,700	75,522	84,584	104,012	126,931	170,111	32	62	8,949
AAS	AAS-U3-07	Senior Administrative Services Assistant	Senior (Business Support)	171	684	171	684	105,238	64,600	73,941	93,013	119,305	161,741	56	181	8,648
AAS	AAS-U2-05 06	Administrative Services Assistant	Intermediate (Business Support)	124	986	124	986	79,681	55,438	62,768	75,537	88,744	114,504	42	224	6,966
AAS	AAS010-U3-07	Senior Office Services Assistant	Senior (Business Support)	4	6	4	6	99,926	10,455	11,256	11,500	12,500	12,600	42	212	99,926
AAS	AAS030-U3-07	Senior Receptionist	Senior (Business Support)	17	20	17	20	74,955	59,209	66,239	71,677	82,583	92,819	7	8	6,314
AAS	AAS041-U3-07	Senior Administrative Assistant	Senior (Business Support)	52	180	52	180	118,464	71,413	82,599	110,957	127,714	177,094	20	65	10,171
AAS	AAS042-U3-07	Senior Executive Administrative Assistant	Senior (Business Support)	12	16	12	16	139,157	93,908	102,537	110,472	204,660	236,346	6	8	8,572
AAS	AAS010-U2-05 06	Office Services Assistant	Intermediate (Business Support)	144	144	144	144	144	144	144	144	144	144	144	144	144

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Geographic salary differentials

Country	Region	Business Unit Head and Country Manager		Executive		Middle Management and Senior Professional		Supervisory and Professional		Technical and Business Support		Production and Manual Labor	
		NUMBER	RATIO	NUMBER	RATIO	NUMBER	RATIO	NUMBER	RATIO	NUMBER	RATIO	NUMBER	RATIO
Australia	Brisbane	14	0.99	54	1.02	1188	0.97	1355	0.99	617	0.97	56	0.99
	Melbourne	98	0.97	182	1.00	2914	0.98	3452	0.99	1294	0.99	105	1.00
	Perth	14	0.99	26	0.98	744	1.04	909	1.05	460	1.03	48	1.01
	Sydney	176	1.02	269	0.99	5584	1.01	5447	1.01	1762	1.00	121	0.95
	Rest of the Country Australia	27	0.95	82	0.99	1837	0.98	2019	1.00	837	1.01	109	1.05

Example of Australia

Benchmark Select Compensation Report – Position Listing

Business Unit Management

General/Country Manager

Administrative Services

Senior Administrative Services Manager
Administrative Services Manager
Administrative Services Supervisor
Senior Administrative Services Professional
Administrative Services Professional
Administrative Services Professional - Entry
Senior Administrative Services Assistant
Administrative Services Assistant
Senior Office Services Assistant
Senior Receptionist
Senior Administrative Assistant
Senior Executive Administrative Assistant
Office Services Assistant
Receptionist
Administrative Assistant
Executive Administrative Assistant

Corporate Affairs/Communications

Senior Corporate Affairs/Communications Manager
Corporate Affairs/Communications Manager
Corporate Affairs/Communications Professional - Specialist
Senior Corporate Affairs/Communications Professional

Finance

CFO/Top Financial Officer
Senior Finance Manager
Finance Manager
Senior Finance Professional
Finance Professional

Note: Positions covered varies by country

Accounting

Senior Accounting Manager
Accounting Manager
Accounting Supervisor
Senior Accounting Professional
Accounting Professional
Accounting Professional - Entry
Senior Accounting Assistant
Accounting Assistant
Senior Accounts Payable/Receivable Professional
Accounts Payable/Receivable Professional
Accounts Payable/Receivable Professional - Entry
Senior Accounts Payable/Receivable Assistant
Accounts Payable/Receivable Assistant
Senior Payroll Professional
Payroll Professional

Credit and Collections

Credit and Collections Manager
Credit and Collections Professional

Financial Analysis and Tax

Senior Financial Analysis Manager
Financial Analysis Manager
Senior Financial Analysis Professional
Financial Analysis Professional
Treasury Operations Manager
Senior Treasury Operations Professional
Treasury Operations Professional
Senior Tax Reporting and Compliance Professional

Audit and Financial/Business Controls

Senior Audit and Financial/Business Controls Assistant Manager
Audit and Financial/Business Controls Assistant Manager
Audit and Financial/Business Controls Professional - Specialist
Senior Audit and Financial/Business Controls Professional
Audit and Financial/Business Controls Professional

Human Resources

Top Human Resources Executive
Senior Human Resources Manager
Human Resources Manager
Human Resources Professional - Specialist
Senior Human Resources Professional
Human Resources Professional
Senior Human Resources Assistant
Human Resources Assistant
Senior Compensation and Benefits Manager
Compensation and Benefits Manager
Senior Compensation and Benefits Professional
Compensation and Benefits Professional
Senior Employee Development/Training Professional
Employee Development/Training Professional
Senior Recruitment Professional
Recruitment Professional

Environmental Health and Safety

Senior Environmental Health and Safety Manager
Environmental Health and Safety Manager
Senior Environmental Health and Safety Professional
Environmental Health and Safety Professional

Information Technology

Chief Information Officer
Senior Information Technology Manager
Information Technology Manager
Senior Information Technology Professional
Information Technology Professional

IT Development

Senior IT Development Manager
IT Development Manager
IT Development Professional - Specialist
Senior IT Development Professional
IT Development Professional

Benchmark Select Compensation Report – Position Listing

IT Development (cont'd)

Application Development Manager
Application Development Professional - Specialist
Senior Application Development Professional
Application Development Professional
Business Systems Analysis Manager
Business Systems Analysis Professional - Specialist
Senior Business Systems Analysis Professional
Business Systems Analysis Professional

IT Administration

Senior IT Administration Manager
IT Administration Manager
IT Administration Professional - Specialist
Senior IT Administration Professional
IT Administration Professional
Senior IT Administration Technician
Senior IT Help Desk Support Professional
IT Help Desk Support Professional
Senior IT Help Desk Support Technician
IT Help Desk Support Technician
Senior Database Administration Professional
Database Administration Professional
Network Control/Administration Professional - Specialist

Legal

Top Legal Executive
Senior Legal Manager
Legal Manager
Legal Professional - Specialist
Senior Legal Professional
Legal Professional

Sales, Marketing and Business Development

Top Sales and Marketing Executive
Senior Sales and Marketing Manager
Sales and Marketing Manager
Senior Sales and Marketing Professional

Marketing

Top Marketing Executive
Senior Marketing Manager
Marketing Manager
Marketing Professional - Specialist
Senior Marketing Professional
Marketing Professional
Marketing Communications Manager
Senior Marketing Communications Professional
Marketing Communications Professional
Senior Market Research/Intelligence Professional
Market Research/Intelligence Professional
Senior Product Management Manager
Product Management Manager
Senior Product Management Professional
Product Management Professional

Customer Support/Operations

Senior Customer Support/Operations Manager
Customer Support/Operations Manager
Customer Support/Operations Supervisor
Customer Support/Operations Professional - Specialist
Senior Customer Support/Operations Professional
Customer Support/Operations Professional
Senior Customer Support/Operations Assistant
Customer Support/Operations Assistant
Senior Customer Service Manager
Customer Service Manager

Customer Service Supervisor
Senior Customer Service Professional
Customer Service Professional
Senior Customer Service Assistant
Customer Service Assistant
Customer Contact Center Manager
Customer Contact Center Supervisor
Customer Contact Center Professional
Senior Customer Contact Center Representative
Customer Contact Center Representative

Technical Customer Support

Senior Technical Customer Support Manager
Technical Customer Support Manager
Senior Technical Customer Support Professional
Technical Customer Support Professional
Senior Technical Customer Support Technician
Technical Customer Support Technician

Manufacturing/Operations

Top Manufacturing Executive
Senior Manufacturing/Operations Manager
Manufacturing/Operations Manager
Manufacturing/Operations Supervisor
Senior Manufacturing/Operations Professional
Manufacturing/Operations Professional
Senior Manufacturing/Operations Technician
Manufacturing/Operations Technician
Manufacturing Operator
Production Planning and Control Manager
Senior Production Planning and Control Professional
Production Planning and Control Professional

Note: Positions covered varies by country

Benchmark Select Compensation Report – Position Listing

Project/Program Management

Senior Project/Program Management Manager
Project/Program Management Manager
Project/Program Management Professional - Specialist
Senior Project/Program Management Professional
Project/Program Management Professional

Quality Assurance

Senior Quality Assurance Methods Manager
Quality Assurance Methods Manager
Senior Quality Assurance Methods Professional
Quality Assurance Methods Professional
Quality Assurance Methods Professional - Entry
Senior Business Process Improvement Professional
Business Process Improvement Professional

Real Estate and Facilities

Facilities Management Manager

Product Development

Product Development Manager
Senior Product Development Professional
Product Development Professional

Supply Chain and Logistics

Top Supply Chain Executive
Senior Supply Chain and Logistics Manager
Supply Chain and Logistics Manager
Supply Chain and Logistics Professional - Specialist
Senior Supply Chain and Logistics Professional
Supply Chain and Logistics Professional
Senior Supply Chain and Logistics Assistant
Materials Planning Professional
Senior Logistics Manager
Logistics Manager
Senior Logistics Professional

Logistics Professional
Logistics Professional - Entry
Senior Logistics Assistant
Logistics Assistant
Warehousing Supervisor
Warehousing Operator
Senior Purchasing Manager
Purchasing Manager
Senior Purchasing Professional
Purchasing Professional
Purchasing Professional - Entry
Senior Purchasing Assistant
Purchasing Assistant

Engineering

Senior Engineering Manager
Engineering Manager
Engineering Professional - Specialist
Senior Engineering Professional
Engineering Professional

Technical Specialty/Skilled Trade

Technical Specialty/Skilled Trade Manager
Senior Technical Specialty/Skilled Trade Professional
Technical Specialty/Skilled Trade Professional
Senior Technician
Technician

Manual/Unskilled Labor

Senior Manual Worker
Manual Worker

Account/Relationship Management

Senior Account Management Manager
Account Management Manager
Account Management Representative - Expert
Senior Account Management Representative
Account Management Representative

Sales

Top Sales Executive
Senior Sales Manager
Sales Manager
Sales Representative - Expert
Senior Sales Representative
Sales Representative

Channel Sales

Senior Channel Sales Manager
Channel Sales Manager
Senior Channel Sales Representative
Channel Sales Representative

Direct Sales

Senior Direct Sales Manager
Direct Sales Manager
Direct Sales Representative - Expert
Senior Direct Sales Representative
Direct Sales Representative

Remote Sales

Remote Sales Manager
Remote Sales Representative

Sales Support and Administration

Sales Support and Administration Manager
Sales Support and Administration Supervisor
Senior Sales Support and Administration Professional
Sales Support and Administration Professional
Sales Support and Administration Professional - Entry
Senior Sales Support and Administration Assistant
Sales Support and Administration Assistant

Technical Sales Support

Technical Sales Support Professional - Specialist
Senior Technical Sales Support Professional

Note: Positions covered varies by country