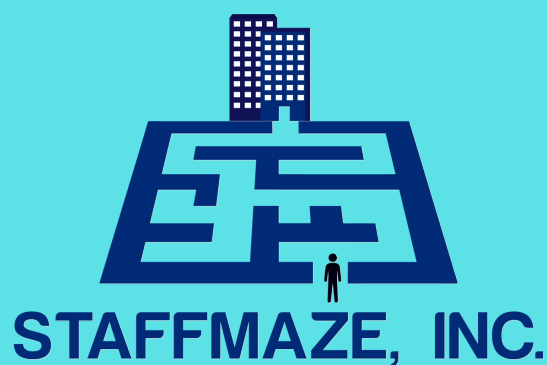


2023



SALARY GUIDE

TECHNOLOGY & SUPPORT STAFF

Introduction to the 2023 salary guide

As we enter 2023, the job market continues to be highly competitive, with job seekers holding significant power. With compensation remaining a top priority for many candidates, employers must provide competitive compensation packages to attract and retain top talent.



Tech Industry Experiences Major Job Cuts in 2023



The tech industry has already seen over 94,000 job cuts in the early stages of 2023, based on Crunchbase data. Large companies such as Microsoft (with 10,000 job cuts), Alphabet (with 12,000 job cuts), and Amazon (with 18,000 job cuts) have been significantly reducing their workforce, indicating that no area of the industry has been immune to these cutbacks.

It remains to be seen whether the tech labor market will experience a surge in job opportunities in the next quarter, despite some major companies scaling back their workforce. Continued monitoring of job trends and labor market conditions will be essential to gaining a better understanding of the current state of the tech industry and predicting future job prospects.

Tech Job Market Expected to Grow in 2023



According to Janco Associates, the technology job market is expected to continue growing in 2023, albeit at a slower pace than in previous years. The U.S. Bureau of Labor Statistics (BLS) indicating that employment in computer and information technology occupations is projected to grow by 9% from 2021 to 2031, which is faster than the average for all occupations. Job growth will be driven by increasing demand for cloud computing, big data analytics, and cybersecurity professionals, as well as the ongoing adoption of digital technologies by businesses across industries. However, the report acknowledges that the job market may be impacted by factors such as rising inflation, supply chain disruptions, and labor shortages, which could affect job growth and wages.

In 2022, it took an average of 277 days—about 9 months—to identify and contain a breach. Shortening the time it takes to identify and contain a data breach to 200 days or less can save money. -[IBM](#)



According to the Bureau of Labor Statistics (BLS), employment for information security analysts is projected to grow by an impressive 33% from 2020 to 2030.

LinkedIn reported that cloud computing-related jobs have a growth rate of 30% year over year, making it one of the fastest-growing jobs



New York, March 17, 2023 (GLOBE NEWSWIRE) -- The global cloud computing market was valued at around USD 546.1 billion in 2022 and is estimated to be worth approximately USD 2,321 billion in 2032

5 Reasons to Choose Staffmaze for Your Staffing Needs

01

STRONG RELATIONSHIPS

At StaffMaze, Inc. we prioritize building strong relationships with our clients, candidates, and our own internal team. This involves regular communication, understanding their needs and preferences, and providing a personalized experience.

We use technology to streamline our operations, improve candidate sourcing and screening, and provide real-time insights to clients. This includes Applicant Tracking Systems (ATS), Artificial Intelligence (AI), and data analytics.

02

LEVERAGING TECHNOLOGY

StaffMaze Inc. goes beyond just filling job vacancies by offering value-added services to our clients, such as workforce planning, employee engagement, auditing and training and development programs.

03

VALUE-ADDED SERVICES

High-performing staffing firms invest in their own internal talent, providing ongoing training and development opportunities to their recruiters and account managers. This enables us to provide a higher level of service to our clients and candidates.

04

INVESTING IN TALENT

05

ADAPTATION

The ability to adapt requires a willingness to embrace new technologies and tools, and a commitment to ongoing learning and development. Additionally, successful staffing firms must be agile and responsive to their clients' needs, and be able to quickly adjust their recruitment strategies to meet changing demands.

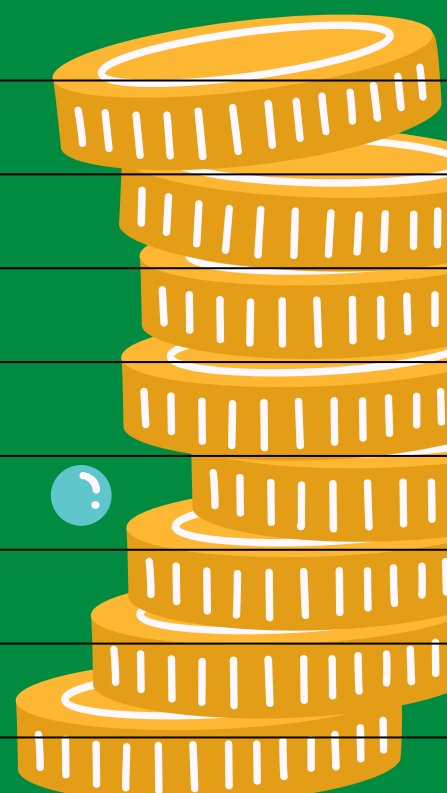


Average Salary by Tech Occupation

According to Dice.com's 2023 salary report, "Following a year of strong growth, the average tech salary increased 2.3% in 2022 to \$111,348. This reflects continued strong demand for tech talent despite economic uncertainty and budget pressures on many organizations."



Occupation	Average Salary
IT Management CEO, CIO, CTO, VP, Dir.	\$164,814
Solutions Architect	\$155,934
Principal Software Engineer*	\$153,288
Systems Architect*	\$151,364
Cybersecurity Engineer/Architect	\$145,512
Cloud Architect/Engineer	\$145,416
Program Analyst/Manager	\$139,683
Product Manager	\$139,100
DevOps Engineer*	\$136,017
MIS Manager*	\$132,094
Back End Software Engineer	\$129,150
Data Engineer	\$122,811
Systems Engineer	\$120,800
Project Manager	\$120,653
Scrum Master*	\$118,815
Data Scientist*	\$117,241
Full Stack Developer	\$116,856
Business/Management Consultant	\$116,547
Software Developer	\$115,569
.NET Developer	\$114,120
Database Administrator	\$107,828
Business Analyst/Intelligence Analyst	\$100,025
Network Engineer	\$99,103
Systems Analyst	\$97,774
UX/UI Designer*	\$97,716
Application Support Engineer	\$96,961
QA Engineer/Tester	\$96,641
Cybersecurity Analyst	\$96,379
Computer/Mainframe Programmer*	\$95,845
Technical Writer*	\$89,239
Web Developer*	\$87,194
Systems Administrator	\$85,037
Data Analyst	\$80,946
Technical Support Engineer	\$77,228
Help Desk Technician	\$55,872





Average Tech Salary by State (tech hub)

Salaries in different tech hubs in the USA can vary due to a number of factors such as the cost of living, supply and demand of certain skills, competition among companies, industry growth and maturity, and local economic conditions

City	Average Tech Salary
Massachusetts	\$128,690
Oregon*	\$125,245
California	\$125,131
Washington	\$123,975
Connecticut*	\$121,389
New Jersey	\$121,288
Colorado	\$118,908
Virginia	\$116,898
Arizona	\$116,068
District of Columbia*	\$115,686
Georgia	\$115,464
Minnesota	\$115,175
Illinois	\$114,882
North Carolina	\$114,507
New York	\$109,901
Texas	\$109,819
Utah*	\$108,670
Missouri*	\$104,804
Pennsylvania	\$104,804
Maryland	\$103,674
Florida	\$103,375
Ohio	\$102,841
Michigan	\$100,533
South Carolina*	\$100,044
Tennessee	\$97,227

Dice Tech Salary Report, 2023 Edition



According to the U.S. Bureau of Labor Statistics (BLS) data from August 2021, the unemployment rate for computer and mathematical occupations, which includes many technology fields, was 2.0%, which is lower than the national unemployment rate of 5.2%. The BLS also reported that the unemployment rate for software developers and web developers was 1.7%, which is even lower than the overall unemployment rate for computer and mathematical occupations.

Top 5 High-Demand IT Jobs in the Legal Industry



- Legal Technology Manager
- Information Security Analyst
- E-Discover Specialist
- Legal Data Analyst
- Legal Software Developer



Legal Professional Salaries

As of March 24, 2023, this matrix provides a detailed overview of salaries for legal professionals in the United States, including the 25th, 50th, and 75th percentiles.

Salary and economic data presented on this page come from compensation consultants, industry organizations, and trade publications, as well as from the U.S. Department of Labor's Bureau of Labor Statistics.

TITLE	Experience	25th percentile	50th percentile	75th percentile
Senior Attorney	10+ years	\$132,000	\$160,250	\$185,000
Attorney	4-9 years	\$100,250	\$128,000	\$158,500
Attorney	2-3 years	\$90,500	\$114,000	\$140,000
First-Year Associate	<1 year	\$75,250	\$92,500	\$120,000
General Counsel, Chief Corporate Counsel	NA	\$168,750	\$201,000	\$245,000
In-House Counsel/Assoc. GC	10+ years	\$145,750	\$167,500	\$200,000
In-House Counsel	4-9 years	\$98,250	\$135,250	\$163,000
In-House Counsel	0-3 years	\$84,000	\$108,750	\$130,500
Legal Administrator/Executive Director	NA	\$87,250	\$94,000	\$118,500
Legal Office Manager	NA	\$57,500	\$65,000	\$80,000
Senior/Executive Legal Secretary	12+ years	\$66,500	\$72,750	\$80,750
Legal Secretary	7-11 years	\$55,750	\$65,250	\$75,250
Legal Secretary	3-6 years	\$50,000	\$55,250	\$64,750
Legal Secretary	1-2 years	\$40,000	\$45,250	\$49,000
Legal Administrative Assistant	NA	\$38,750	\$43,250	\$46,500
Paralegal Manager	NA	\$85,750	\$93,000	\$106,000
Senior/Supervising Paralegal	7+ years	\$69,250	\$77,500	\$98,000
Midlevel Paralegal	4-6 years	\$59,750	\$68,000	\$79,750
Paralegal	2-3 years	\$46,000	\$52,750	\$62,500
Case Clerk	0-2 years	\$43,000	\$46,750	\$51,750
Calendar or Docket Clerk	NA	\$43,250	\$50,000	\$63,000
File Clerk	NA	\$40,750	\$45,250	\$52,750
Legal Assistant	NA	\$47,750	\$56,500	\$65,250
Legal Assistant (Senior)	NA	\$68,500	\$75,250	\$82,000
Patent Agent	NA	\$75,500	\$89,750	\$105,500
Records Manager	NA	\$70,000	\$81,250	\$92,000
Records Specialist	NA	\$37,250	\$42,000	\$47,250
Time and Billing Specialist	NA	\$40,500	\$44,750	\$54,250
Director, Compliance	10+ years	\$98,750	\$136,000	\$159,750
Manager, Compliance	7-9 years	\$89,000	\$104,250	\$130,500
Compliance Analyst	4-6 years	\$70,750	\$85,250	\$105,000
Compliance Analyst	1-3 years	\$63,500	\$79,250	\$85,250
Contract Manager	NA	\$71,500	\$88,000	\$112,750
Contract Administrator	4-6 years	\$63,500	\$79,750	\$97,000
Contract Administrator	1-3 years	\$56,250	\$66,750	\$83,250

As the legal industry increasingly embraces technology to streamline operations and enhance efficiencies, it's crucial for law firms to have access to top-notch IT talent. Staffing firms that specialize in legal IT hiring can provide valuable support in identifying and recruiting professionals with the right skills and expertise to implement and manage legal tech solutions.

The rise of legal tech, including e-discovery software, contract management tools, and AI-powered legal research platforms, has brought many benefits to the legal industry. These solutions have the potential to automate and streamline repetitive tasks, allowing legal professionals to focus on more complex and strategic work. For example, AI-powered contract review software can quickly and accurately identify key clauses and terms, saving lawyers significant amounts of time and effort.

To stay competitive and meet the demands of an increasingly digitized world, law firms need to adapt to the latest legal tech solutions and ensure that they have the necessary IT talent to implement and manage these solutions effectively. Staffing firms that specialize in legal IT hiring can help law firms identify and attract top talent with the right skills and experience in legal tech



www.staffmaze.com



careers@staffmaze.com



833-782-6293