



Hottest IT job roles & contractor pay rates across Canada and US

2024



Table of contents

Trends in 2024	3
About this pay rate guide	4
Pay rate ranges explained	4
Salesforce	6
Java	6
Cybersecurity/Security	7
ServiceNow	8
SAP	8
DevOps (Azure, AWS)	9
Cloud (Azure, AWS)	9
Big Data/Data Science/Analytics	10
.NET	10
Machine Learning	11
Embedded	11
Automation	11
About Procom	12



Trends in 2024 thus far:

The staffing industry is evolving rapidly in 2024, influenced by technological advancements, changing workforce preferences, and economic conditions. This guide explores key trends such as remote and hybrid work, the gig economy, skills-based hiring, diversity and inclusion, automation, employee well-being, upskilling, data-driven recruitment, employer branding, and flexible staffing solutions.

Remote and Hybrid Work

The shift to remote work has been one of the most significant changes in the workplace landscape, accelerated by the COVID-19 pandemic. In 2024, approximately 58% of U.S. workers report having the option to work remotely at least part-time, with 35% working remotely full-time. This flexibility offers numerous benefits, including access to a broader talent pool, reduced overhead costs, and improved work-life balance for employees. However, challenges such as maintaining company culture and ensuring effective communication persist. Hybrid work models, which combine remote and in-office work, have become a preferred arrangement for many organizations. A recent survey revealed that 74% of companies plan to implement or have already implemented a permanent hybrid work model. Staffing agencies are adapting to these changes by sourcing talent for remote and hybrid positions, providing companies with flexible staffing solutions.

Gig Economy and Freelance Work

The gig economy is expanding, with the U.S. gig economy projected to reach \$455 billion in 2024, technological advancements facilitate project-based employment, allowing companies to hire specialists without long-term commitments. While offering flexibility and autonomy for workers, the gig economy also poses challenges such as lack of job security and benefits.

Skills-Based Hiring

In 2024, 76% of employers prioritize skills over degrees when hiring. This shift is driven by the fast pace of technological change, which often outpaces traditional education systems. Skills-based hiring allows companies to find candidates with the specific abilities needed for roles, improving efficiency and reducing time-to-hire. Staffing agencies are adapting by implementing skills assessments and offering training programs.





Automation and Artificial Intelligence (AI)

Automation and AI are transforming recruitment by streamlining processes from candidate sourcing to onboarding. In 2024, 64% of recruiters use AI in their recruitment processes. AI tools can efficiently scan resumes, match candidates with job openings, and conduct initial interviews, reducing administrative burdens and helping to eliminate bias in hiring. However, ethical concerns regarding data privacy and algorithmic bias must be addressed.

Employee Well-being and Mental Health

Employee well-being and mental health have become priorities. In 2024, 68% of employees consider mental health benefits essential when choosing an employer. Companies are implementing wellness programs and promoting a healthy work-life balance. Staffing agencies are highlighting roles and organizations that prioritize well-being, enhancing employee satisfaction and productivity.

Upskilling and Reskilling

With technological evolution, the demand for new skills is increasing. In 2024, 71% of companies are investing in upskilling and reskilling initiatives to address skill gaps. Staffing agencies play a critical role by identifying these gaps and providing training opportunities, ensuring a steady supply of skilled workers. Upskilling and reskilling offers employees career advancement and job security in a changing job landscape.

Data-Driven Recruitment

Data analytics are increasingly shaping recruitment strategies. In 2024, 72% of companies use data analytics to improve their recruitment processes. Data-driven recruitment involves analyzing metrics to optimize hiring and using predictive analytics to forecast future needs. Companies must manage data privacy and security carefully while leveraging data for recruitment.

Flexible Staffing Solutions

Flexible staffing solutions, including temporary, part-time, and project-based roles, are in demand. In 2024, 47% of organizations reported a significant increase in the use of temporary and contingent workers. This trend is driven by the growing gig economy and acceptance of remote work. Staffing agencies are offering flexible staffing options to help companies manage workforce fluctuations and reduce labor costs.



The staffing industry in 2024 is shaped by various trends reflecting societal shifts and technological advancements. By embracing flexibility, innovation, and inclusivity, staffing agencies and companies can meet evolving workforce expectations and business needs, ensuring continued success in a rapidly changing world.



About this pay rate guide

To win the race for IT talent, recruitment teams will require a pay rate strategy that attracts the skills they need, while also being mindful of potential unpredictability in the market.



Pay rate ranges explained

L1: Indicates the lowest level of experience at 2-3 years

L2: Indicates the mid level of experience at 4-6 years

L3: Indicates the highest level of experience at 7+ years

L: Indicates only one pay rate range

Where only one pay rate range is reported, it represents the pay rate range for more senior positions that can have a very wide range and no clearly defined upper limit. Please note that the IT roles listed may vary by region and that this report is interpretive and indicative, not conclusive.

Pay rates are based on the average of client job pay rates, candidate submission rates and placement rates that cover 90% of the roles. Rates are averaged and are subject to fluctuate based on supply/demand in the market.

Skill set: Salesforce

Pay rate per hour

Job role	Quebec (CAD)	Western Canada (CAD)	Toronto (CAD)	Ottawa (CAD)	U.S. (USD)
Salesforce Administrator	L1: \$50 L2: \$65 L3: \$80	L1: \$50 L2: \$60 L3: \$70	L1: \$55 L2: \$65 L3: \$80	L1: \$40 L2: \$50 L3: \$75	L1: \$51 L2: \$60 L3: \$80
Salesforce Architect	L1: \$90 L2: \$100 L3: \$120	L1: \$90 L2: \$110 L3: \$130	L1: \$90 L2: \$110 L3: \$130	L1: \$80 L2: \$100 L3: \$120	L1: \$76 L2: \$95 L3: \$120
Salesforce BA/BSA	L1: \$85 L2: \$95 L3: \$110	L1: \$80 L2: \$90 L3: \$100	L1: \$60 L2: \$80 L3: \$90	L1: \$60 L2: \$80 L3: \$100	L1: \$65 L2: \$83 L3: \$104
Salesforce Developer	L1: \$75 L2: \$95 L3: \$115	L1: \$80 L2: \$95 L3: \$110	L1: \$75 L2: \$100 L3: \$120	L1: \$60 L2: \$90 L3: \$110	L1: \$65 L2: \$95 L3: \$120



Skill set: Java

Pay rate per hour

Job role	Quebec (CAD)	Western Canada (CAD)	Toronto (CAD)	Ottawa (CAD)	U.S. (USD)
Full Stack Developer	L1: \$70 L2: \$85 L3: \$95	L1: \$75 L2: \$85 L3: \$95	L1: \$60 L2: \$80 L3: \$100	L1: \$45 L2: \$65 L3: \$90	L1: \$70 L2: \$90 L3: \$116
Java Developer	L1: \$70 L2: \$85 L3: \$95	L1: \$80 L2: \$85 L3: \$90	L1: \$60 L2: \$75 L3: \$90	L1: \$45 L2: \$65 L3: \$90	L1: \$75 L2: \$90 L3: \$119
Java Technical Lead	L1: \$80 L2: \$95 L3: \$110	L1: \$80 L2: \$95 L3: \$110	L1: \$75 L2: \$85 L3: \$100	L1: \$50 L2: \$70 L3: \$90	L1: \$75 L2: \$99 L3: \$120

Skill set: Cybersecurity/Security

Pay rate per hour

Job role	Quebec (CAD)	Western Canada (CAD)	Toronto (CAD)	Ottawa (CAD)	U.S. (USD)
Cyber Security Compliance Analyst	L1: \$85 L2: \$100 L3: \$110	L1: \$65 L2: \$75 L3: \$85	L1: \$40 L2: \$65 L3: \$80	L1: \$50 L2: \$80 L3: \$100	L1: \$66 L2: \$85 L3: \$116
Cyber Security Consultant	L1: \$85 L2: \$100 L3: \$110	L1: \$60 L2: \$80 L3: \$100	L1: \$50 L2: \$75 L3: \$100	L1: \$50 L2: \$80 L3: \$100	L1: \$70 L2: \$97 L3: \$115
Information Security Analyst	L1: \$85 L2: \$100 L3: \$110	L1: \$80 L2: \$90 L3: \$100	L1: \$50 L2: \$75 L3: \$100	L1: \$50 L2: \$80 L3: \$100	L1: \$70 L2: \$82 L3: \$105
Network Security Engineer	L1: \$60 L2: \$80 L3: \$95	L1: \$60 L2: \$75 L3: \$90	L1: \$50 L2: \$65 L3: \$85	L1: \$50 L2: \$70 L3: \$90	L1: \$75 L2: \$95 L3: \$109
Security Project Manager	L1: \$100 L2: \$120 L3: \$140	L1: \$95 L2: \$110 L3: \$120	L1: \$75 L2: \$85 L3: \$100	L1: \$60 L2: \$80 L3: \$100	L1: \$70 L2: \$95 L3: \$126
Security Analyst	L1: \$85 L2: \$100 L3: \$110	L1: \$60 L2: \$70 L3: \$80	L1: \$50 L2: \$75 L3: \$95	L1: \$50 L2: \$65 L3: \$90	L1: \$67 L2: \$97 L3: \$117
Security Architect	L1: \$90 L2: \$110 L3: \$120	L1: \$80 L2: \$100 L3: \$120	L1: \$75 L2: \$100 L3: \$120	L1: \$60 L2: \$90 L3: \$120	L1: \$70 L2: \$95 L3: \$126



Skill set: ServiceNow

Pay rate per hour

Job role	Quebec (CAD)	Western Canada (CAD)	Toronto (CAD)	Ottawa (CAD)	U.S. (USD)
ServiceNow Project Manager	L1: \$90 L2: \$100 L3: \$120	L1: \$100 L2: \$115 L3: \$125	L1: \$75 L2: \$90 L3: \$110	L1: \$60 L2: \$80 L3: \$100	L1: \$65 L2: \$85 L3: \$105
ServiceNow Administrator	L1: \$70 L2: \$80 L3: \$90	L1: \$70 L2: \$80 L3: \$90	L1: \$50 L2: \$65 L3: \$80	L1: \$40 L2: \$60 L3: \$80	L1: \$55 L2: \$75 L3: \$93
ServiceNow Business Analyst/Business Systems Analyst	L1: \$90 L2: \$100 L3: \$110	L1: \$70 L2: \$85 L3: \$100	L1: \$65 L2: \$80 L3: \$95	L1: \$60 L2: \$80 L3: \$100	L1: \$60 L2: \$80 L3: \$100
ServiceNow Developer	L1: \$75 L2: \$90 L3: \$110	L1: \$80 L2: \$90 L3: \$100	L1: \$75 L2: \$90 L3: \$110	L1: \$50 L2: \$75 L3: \$100	L1: \$75 L2: \$90 L3: \$110
ServiceNow Implementation Specialist	L1: \$90 L2: \$105 L3: \$120	L1: \$90 L2: \$105 L3: \$120	L1: \$60 L2: \$80 L3: \$100	L1: \$50 L2: \$80 L3: \$120	L1: \$55 L2: \$70 L3: \$90
ServiceNow Solutions Architect	L1: \$90 L2: \$110 L3: \$130	L1: \$100 L2: \$110 L3: \$120	L1: \$75 L2: \$100 L3: \$120	L1: \$60 L2: \$90 L3: \$120	L1: \$90 L2: \$110 L3: \$125



Skill set: SAP

Pay rate per hour

Job role	Quebec (CAD)	Western Canada (CAD)	Toronto (CAD)	Ottawa (CAD)	U.S. (USD)
SAP Developer	L1: \$80 L2: \$90 L3: \$100	L1: \$85 L2: \$95 L3: \$105	L1: \$70 L2: \$85 L3: \$100	L1: \$50 L2: \$80 L3: \$100	L1: \$80 L2: \$100 L3: \$112
SAP Functional Consultant	L1: \$90 L2: \$100 L3: \$110	L1: \$80 L2: \$90 L3: \$100	L1: \$65 L2: \$75 L3: \$90	L1: \$60 L2: \$90 L3: \$120	L1: \$90 L2: \$115 L3: \$122
SAP Solutions Architect	L1: \$100 L2: \$120 L3: \$140	L1: \$90 L2: \$105 L3: \$120	L1: \$75 L2: \$100 L3: \$120	L1: \$60 L2: \$90 L3: \$120	L1: \$90 L2: \$105 L3: \$125

Skill set: DevOps (AWS/Azure)

Pay rate per hour

Job role	Quebec (CAD)	Western Canada (CAD)	Toronto (CAD)	Ottawa (CAD)	U.S. (USD)
AWS DevOps Specialist/ Engineer/Developer	L1: \$85 L2: \$100 L3: \$110	L1: \$70 L2: \$85 L3: \$100	L1: \$80 L2: \$110 L3: \$120	L1: \$50 L2: \$70 L3: \$100	L1: \$79 L2: \$102 L3: \$117
AWS SecOps	L1: \$70 L2: \$85 L3: \$100	L1: \$70 L2: \$80 L3: \$90	L1: \$70 L2: \$80 L3: \$90	L1: \$50 L2: \$70 L3: \$100	L1: \$79 L2: \$102 L3: \$118
DevOps Architect	L1: \$90 L2: \$105 L3: \$120	L1: \$85 L2: \$105 L3: \$125	L1: \$70 L2: \$90 L3: \$120	L1: \$60 L2: \$80 L3: \$100	L1: \$75 L2: \$95 L3: \$120
DevOps Cloud Admin	L1: \$55 L2: \$70 L3: \$85	L1: \$60 L2: \$75 L3: \$90	L1: \$60 L2: \$70 L3: \$85	L1: \$50 L2: \$60 L3: \$80	L1: \$60 L2: \$80 L3: \$98
DevOps Engineer	L1: \$75 L2: \$95 L3: \$110	L1: \$70 L2: \$85 L3: \$100	L1: \$65 L2: \$85 L3: \$110	L1: \$60 L2: \$80 L3: \$100	L1: \$75 L2: \$93 L3: \$115
DevOps Manager	L1: \$75 L2: \$85 L3: \$95	L1: \$70 L2: \$80 L3: \$90	L1: \$60 L2: \$70 L3: \$90	L1: \$60 L2: \$70 L3: \$90	L1: \$75 L2: \$93 L3: \$115

Skill set: Cloud (AWS/Azure)

Pay rate per hour

Job role	Quebec (CAD)	Western Canada (CAD)	Toronto (CAD)	Ottawa (CAD)	U.S. (USD)
Azure Architect	L1: \$85 L2: \$105 L3: \$120	L1: \$90 L2: \$105 L3: \$120	L1: \$65 L2: \$80 L3: \$100	L1: \$50 L2: \$70 L3: \$100	L1: \$90 L2: \$106 L3: \$120
Azure Cloud Engineer	L1: \$65 L2: \$85 L3: \$100	-	-	-	-
Azure Security Specialist	L1: \$85 L2: \$100 L3: \$110	L1: \$90 L2: \$105 L3: \$120	L1: \$50 L2: \$60 L3: \$75	L1: \$50 L2: \$70 L3: \$90	L1: \$78 L2: \$100 L3: \$116
Cloud Architect	L1: \$85 L2: \$105 L3: \$120	-	-	-	-
Cloud Infrastructure Developer	L1: \$75 L2: \$95 L3: \$110	L1: \$90 L2: \$100 L3: \$110	L1: \$75 L2: \$90 L3: \$110	L1: \$50 L2: \$70 L3: \$100	L1: \$81 L2: \$106 L3: \$124
Cloud Systems Engineer	L1: \$65 L2: \$80 L3: \$95	L1: \$80 L2: \$90 L3: \$100	L1: \$65 L2: \$80 L3: \$90	L1: \$50 L2: \$70 L3: \$100	L1: \$77 L2: \$102 L3: \$115

Skill set: Big Data/Data Science/Analytics

Pay rate per hour

Job role	Quebec (CAD)	Western Canada (CAD)	Toronto (CAD)	Ottawa (CAD)	U.S. (USD)
Big Data/Scala Developer	L1: \$50 L2: \$80 L3: \$100	L1: \$85 L2: \$100 L3: \$110	L1: \$80 L2: \$90 L3: \$120	L1: \$50 L2: \$80 L3: \$100	L1: \$88 L2: \$111 L3: \$127
Business Intelligence Developer	L1: \$50 L2: \$80 L3: \$100	L1: \$60 L2: \$75 L3: \$90	L1: \$60 L2: \$70 L3: \$85	L1: \$50 L2: \$80 L3: \$100	L1: \$64 L2: \$82 L3: \$100
Database Developer	L1: \$50 L2: \$80 L3: \$100	L1: \$60 L2: \$70 L3: \$80	L1: \$50 L2: \$60 L3: \$70	L1: \$50 L2: \$60 L3: \$80	L1: \$75 L2: \$98 L3: \$120
Data Engineer	L1: \$70 L2: \$80 L3: \$110	L1: \$80 L2: \$85 L3: \$90	L1: \$70 L2: \$90 L3: \$100	L1: \$50 L2: \$70 L3: \$100	L1: \$75 L2: \$95 L3: \$120
Data Governance	L1: \$100 L2: \$120 L3: \$140	L1: \$80 L2: \$100 L3: \$120	L1: \$55 L2: \$60 L3: \$75	L1: \$60 L2: \$75 L3: \$90	L1: \$100 L2: \$120 L3: \$160
Data Scientist	L1: \$50 L2: \$70 L3: \$90	L1: \$90 L2: \$100 L3: \$110	L1: \$70 L2: \$80 L3: \$90	L1: \$50 L2: \$70 L3: \$90	L1: \$65 L2: \$95 L3: \$120
Data Visualization & Analytics Specialist	L1: \$60 L2: \$80 L3: \$100	L1: \$85 L2: \$100 L3: \$115	L1: \$50 L2: \$60 L3: \$70	L1: \$50 L2: \$60 L3: \$70	L1: \$62 L2: \$84 L3: \$100
Data Warehouse Developer	L1: \$50 L2: \$80 L3: \$100	L1: \$70 L2: \$80 L3: \$90	L1: \$50 L2: \$60 L3: \$70	L1: \$50 L2: \$70 L3: \$90	L1: \$82 L2: \$101 L3: \$117
ETL Data Tester	L1: \$40 L2: \$60 L3: \$80	L1: \$55 L2: \$65 L3: \$75	L1: \$50 L2: \$60 L3: \$70	L1: \$45 L2: \$60 L3: \$70	L1: \$62 L2: \$80 L3: \$92
ETL Developer	L1: \$55 L2: \$70 L3: \$90	L1: \$70 L2: \$80 L3: \$90	L1: \$70 L2: \$80 L3: \$90	L1: \$45 L2: \$60 L3: \$85	L1: \$70 L2: \$89 L3: \$105
Reporting Specialist	L1: \$60 L2: \$80 L3: \$100	L1: \$65 L2: \$75 L3: \$85	L1: \$50 L2: \$60 L3: \$65	L1: \$45 L2: \$60 L3: \$80	L1: \$50 L2: \$60 L3: \$70

Skill set: .NET

Pay rate per hour

Job role	Quebec (CAD)	Western Canada (CAD)	Toronto (CAD)	Ottawa (CAD)	U.S. (USD)
.NET Architect	L1: \$80 L2: \$95 L3: \$110	L1: \$80 L2: \$90 L3: \$100	L1: \$65 L2: \$80 L3: \$100	L1: \$60 L2: \$80 L3: \$100	L1: \$65 L2: \$82 L3: \$96
.NET Developer	L1: \$80 L2: \$90 L3: \$100	L1: \$75 L2: \$85 L3: \$95	L1: \$80 L2: \$100 L3: \$120	L1: \$45 L2: \$70 L3: \$90	L1: \$65 L2: \$85 L3: \$120

Skill set: Machine Learning

Pay rate per hour

Job role	Quebec (CAD)	Western Canada (CAD)	Toronto (CAD)	Ottawa (CAD)	U.S. (USD)
Business Intelligence Engineer	L1: \$60 L2: \$80 L3: \$100	L1: \$80 L2: \$95 L3: \$110	L1: \$75 L2: \$90 L3: \$110	L1: \$50 L2: \$80 L3: \$100	L1: \$65 L2: \$83 L3: \$100
Machine Learning Engineer/Developer	L1: \$70 L2: \$90 L3: \$120	L1: \$85 L2: \$100 L3: \$115	L1: \$80 L2: \$100 L3: \$120	L1: \$50 L2: \$75 L3: \$100	L1: \$91 L2: \$115 L3: \$130



Skill set: Embedded

Pay rate per hour

Job role	Quebec (CAD)	Western Canada (CAD)	Toronto (CAD)	Ottawa (CAD)	U.S. (USD)
C++ Developer	L1: \$80 L2: \$90 L3: \$100	L1: \$80 L2: \$90 L3: \$100	L1: \$70 L2: \$90 L3: \$100	L1: \$45 L2: \$65 L3: \$85	L1: \$80 L2: \$95 L3: \$110
Embedded Software Developer	L1: \$80 L2: \$90 L3: \$100	L1: \$80 L2: \$90 L3: \$100	L1: \$80 L2: \$100 L3: \$110	L1: \$50 L2: \$75 L3: \$90	L1: \$80 L2: \$102 L3: \$117
Software Developer	L1: \$80 L2: \$90 L3: \$100	L1: \$75 L2: \$85 L3: \$95	L1: \$60 L2: \$75 L3: \$100	L1: \$45 L2: \$60 L3: \$90	L1: \$71 L2: \$97 L3: \$125
Software Engineer	L1: \$80 L2: \$90 L3: \$100	L1: \$80 L2: \$90 L3: \$100	L1: \$65 L2: \$85 L3: \$110	L1: \$50 L2: \$70 L3: \$90	L1: \$75 L2: \$95 L3: \$115

Skill set: Automation

Pay rate per hour

Job role	Quebec (CAD)	Western Canada (CAD)	Toronto (CAD)	Ottawa (CAD)	U.S. (USD)
RPA Developer	L1: \$70 L2: \$90 L3: \$115	L1: \$75 L2: \$90 L3: \$100	L1: \$60 L2: \$80 L3: \$100	L1: \$50 L2: \$70 L3: \$90	L1: \$60 L2: \$80 L3: \$100
Test Automation Developer	L1: \$75 L2: \$90 L3: \$100	L1: \$75 L2: \$85 L3: \$95	L1: \$60 L2: \$70 L3: \$90	L1: \$40 L2: \$60 L3: \$80	L1: \$62 L2: \$85 L3: \$103

About Procom

Procom is one of North America's leading IT staffing and contingent workforce management providers. With 17 locations, 15,000 placements annually and 150 recruitment professionals, our business succeeds because we are reliable, our clients trust us, and we work hard to earn that trust by providing key insights and a commitment to transparency.

Need skills right now?

With 10,000+ consultants currently on assignment, we have talent with the following skill sets, who will be looking for redeployment in 2024:

Skill set	Contractor count
Big Data/Data Science/Analytics	152
DevOps (Azure, AWS)	101
Cloud (Azure/AWS)	68
Salesforce	118
Java	283
SAP	72
Cybersecurity/Security	114
.NET	195
ServiceNow	45

Contact one of our staffing experts today to find the skills you need or to simply talk talent.

[CONTACT US](#)