

**2020
Denver
Technology
Salary Guide**



Gaining Clarity on 2020

Determining the right technology salaries is a complex but necessary task. Without an accurate understanding of market compensation, employers and technologists develop tunnel vision that hurts bottom lines and pocket books. This guide grants you a peripheral view of Denver in 2020, imparting only the information you need to know. To begin, there are three forces shaping the market:

The Fear of Recession

Experts indicate the possibility of a recession in 2020 is a coin flip. However, most individuals don't understand the economic definition of a recession and use the term loosely. Even if a true recession is not realized in 2020, the fear of one is changing compensation expectations.

Contract Labor Increases

While not a new trend, employers continue to see the benefits of hiring contract labor for their projects and initiatives. Technologists also continue to enjoy the variety of experiences that consulting roles offer. With both parties on the same page, the number of temporary roles in technology will continue to grow higher.

Innovation Is the X-Factor

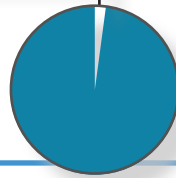
As organizations throughout Denver question how to achieve transformation, advancement, and greater profits, they look to technology for the answer. Of course, any degree of innovation requires skilled talent. Finding that common ground between what employers need and what technologists want requires a clear picture of compensation.

Denver's Technology Scene at a Glance

Location, location, location. Home to one of the most vibrant technology scenes in the country, the Denver area is seeing more activity from both businesses and technologists. While many factors are at play, there are a few specific trends shaping Denver's bright future.

2.6%

UNEMPLOYMENT RATE IN DENVER



The city's overall unemployment rate continues to drop while the area's technology unemployment rate follows the national rate of 1.3%, representing the lowest number ever recorded^{1,2}.

DENVER'S POPULATION HAS GROWN

15.3%
since 2010



It's a beautiful cycle: more businesses are moving here, creating more job openings for the increasing numbers of people who are relocating to Denver³.

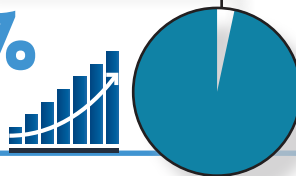
Thousands of Denver jobs will come from just a few rapidly growing technology companies:

Snowflake | Conga | Ibotta | Gusto | Xero

Many of the area's established players will also add jobs, including Amazon, Facebook, Slack, Apple, Udemy, AdSwerve, RemoteLock, Sumo Logic, and Quizlet⁴.

WAGES IN DENVER ARE INCREASING

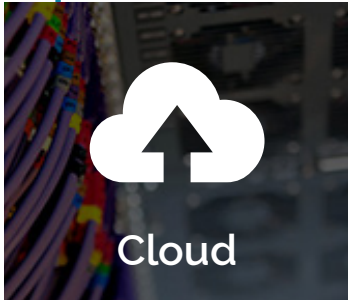
3.3%
per year



With more demand and competition comes a bump in compensation. While they vary depending on the exact skill set, role, or initiative in question, salaries will steadily increase throughout 2020³.

Seven In-Demand Skill Sets in Denver

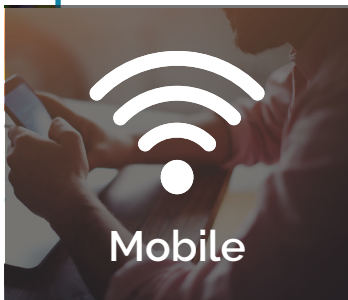
Set your sights on 2020 technology compensation by exploring the top skill sets that are impacting Denver's numbers the most.



Businesses continue to move to the cloud at rapid rates, driving demand for the technologists who can lead these initiatives. This is why the median tenure of cloud talent in Denver is 1.3 years; there are simply not enough technologists to go around⁵. The need for Architects, DevOps Engineers, and more professionals versed in AWS and Azure will be strong throughout 2020.



Technologists with cybersecurity skills represent one of the hottest niches in the industry. As organizations increase their reliance on technology, malicious attacks continue to plague their software and infrastructure and can result in debilitating costs. With only 1,772 cybersecurity individuals in Denver, and nearly all of them currently employed, it should be no surprise that compensation in this niche is rising consistently⁵.



The customer is king, and that's why the growing focus on user experience continues to fuel demand for mobile development skills. Whether it's a website that smoothly translates to cell phones and tablets or a proprietary app that generates sales, companies are seeking mobile talent in greater numbers. This demand is why technologists who are versed in all things mobile earn an average of \$90,000 in Denver⁵.



Technologists who can build, manage, and apply solutions across entire enterprises will continue to see significant demand in 2020. Competition for those versed in .NET, Java, SAP, ERP, and SharePoint is especially rising. Recruiting these individuals will be challenging throughout the year as salaries increase and the unemployment rate drops.



Encompassing networks, servers, help desks, and much more, systems represent the technology foundation of any company. However, these systems are complex and require technologists who can analyze, design, and implement them effectively. The top titles with a system skill set in the Denver area are Linux Engineer, Windows Engineer, and Network Engineer.



Data holds the key to unlocking business insights that can revolutionize decision-making. With quintillions of bytes of data generated each day, the information companies crave is there for the taking if they can only recruit the right technologists for the job. As there are only 7,665 data professionals in Denver, that can be a difficult task⁵.



Seasoned Chief Information Officers and Chief Technology Officers provide essential vision and leadership that trickles down through every department. Given that these and similar roles can make such a dramatic impact, they also earn some of the highest compensation in the sector. Top skills for Denver's technology executives include digital transformation, re-platforming, and increasing automation processes.

2020 Salaries

	JUNIOR	MID	SENIOR
CLOUD			
Cloud Architect	N/A	\$138,000	\$162,500
DevOps Engineer	N/A	\$115,000	\$140,000
Site Reliability Engineer	N/A	\$111,000	\$136,000
Cloud Security Engineer	N/A	\$122,500	\$138,000
WEB & MOBILE			
UX Designer	\$77,500	\$95,000	\$125,000
iOS/Android Developer	N/A	\$110,000	\$144,000
HTML/CSS/JS Developer	\$72,500	\$103,000	\$132,000
Full Stack Developer	\$90,000	\$115,000	\$137,000

*The above salaries are intended for use only as a guide and will vary based on company size, professional experience, industry, and other factors unique to individual situations.

	JUNIOR	MID	SENIOR
ENTERPRISE			
Enterprise Architect	N/A	N/A	\$159,000
.Net Developer	\$85,000	\$106,000	\$119,000
Java Developer	\$89,500	\$112,000	\$133,000
SAP Configuration Analyst	N/A	\$113,500	\$142,500
SharePoint Integrator	\$85,000	\$95,000	\$116,000
SECURITY & SYSTEMS			
Information Security Architect	N/A	N/A	\$142,000
Information Security Engineer	\$90,000	\$121,000	\$133,000
Information Security Analyst	\$80,000	\$96,000	\$118,000
Unix/Linux Admin	\$79,000	\$97,000	\$117,000
Windows Engineers/Admin	\$72,000	\$92,000	\$114,000
Network Engineers/Admin	\$87,000	\$116,000	\$132,500

*The above salaries are intended for use only as a guide and will vary based on company size, professional experience, industry, and other factors unique to individual situations.

	JUNIOR	MID	SENIOR
DATA			
Data Warehouse Architect	N/A	N/A	\$148,500
Data Scientist	\$100,000	\$125,000	\$164,000
Database Developer	\$87,000	\$105,000	\$127,000
ETL/BI Developer	\$90,000	\$109,000	\$131,000
DBA	\$83,000	\$104,000	\$125,000
EXECUTIVE			
CIO/CTO	N/A	N/A	\$250,000
VP of Technology	N/A	N/A	\$182,000
VP of Information Security	N/A	N/A	\$230,000
Director of Technology	N/A	N/A	\$168,000
Manager of IT	N/A	N/A	\$133,500
Manager of QA	N/A	N/A	\$126,000
Team Lead - Development	N/A	N/A	\$122,000

*The above salaries are intended for use only as a guide and will vary based on company size, professional experience, industry, and other factors unique to individual situations.

About BridgeView IT

Headquartered in Denver, Colorado, BridgeView IT has been providing exceptional technology consulting, project augmentation, and placement services for over 14 years. No matter your project or technologist needs, we have a proven solution that is based on strong relationships.

- For those seeking transformation and one-on-one support from a local senior consultant, BridgeView Solutions provides a new approach to technology consulting. This service delivers executive strategy that accomplishes projects, limits scope creep, and aligns technology with business goals in a cost-effective way.
- When in need of a highly capable technology team, BridgeView IT's sourcing, recruiting, and staffing offerings are ready to make an impact. Higher interview-to-placement ratios and competitive pay rates mean you save time and money while boosting hiring.
- Technologists rely on us to progress their careers. We dig into your professional and personal goals and connect you with the company and role that will get you where you want to go.

DENVER BUSINESS JOURNAL



2019 BEST PLACES TO WORK

DENVER BUSINESS JOURNAL'S 2019 BEST PLACES TO WORK



OUTSIDE MAGAZINE'S BEST PLACES TO WORK 2019

To further discuss salaries and how they relate to your hiring or career goals, reach out to us at (303) 532-4700.

Further Insights

BridgeView IT regularly publishes industry insights for employers and technologists. For further reading, click on one of our blogs below:

[The Keys to Staying Within Your Tech Hiring Budget](#)

[Agile Software Development: Why Can't We Finish Our Sprint?](#)

[Technologists and Salary History Bans: Understanding Your Rights](#)

[Be Like Netflix and Focus on Communication in Your Hiring Process](#)

[Let's Skype: Remote Work Expectations for Employers and Technologists](#)

[Improving the Employee Experience: What Makes People Feel Valued at Work?](#)

[Assessing Your Security Practices: An Interview with Digital Transformation Advisor Phong To](#)



Sources

1. https://www.bls.gov/regions/mountain-plains/summary/blssummary_denver.pdf
2. <https://fortune.com/2019/06/12/unemployment-tech-workers-lowest-ever/>
3. <https://www.hrqinc.com/>
4. <https://www.bizjournals.com/denver/news/2019/09/09/snowflake-denver-hiring-2021.html>
5. BridgeView IT research