



# 2021 Denver Technology Salary Guide



# Optimistic Trends in a Year of Uncertainty

We might be living in a new normal, but what does that mean for the area's salaries? Determining appropriate compensation is never easy, but it can feel especially hard after a year like 2020. Whether you're an employer or a technologist, there are three powerful forces shaping the technology job market in Denver.

## Technology Stays Strong

COVID-19 brought certain industries to a standstill, but not technology. After all, innovative productivity and communication software like Zoom is needed more than ever, and that's just one example. Considering that there was a drastic skills shortage before the pandemic and there are still more open roles than available candidates, core wages have not shifted significantly.

## Remote Work Is Here to Stay

The technology industry historically employs a large number of remote workers, and now it's clear that businesses have fully embraced the model. With many following the lead of Google, Facebook, and countless other companies across most industries, it's estimated at least 60% of technology jobs available in 2021 are remote. Technologists are relocating in greater numbers, and firms are recruiting in areas they never have before.

## Diversity and Inclusion Shine

As citizens in Denver and across America demanded equality, employers were listening. Many businesses who never had a diversity and inclusion plan formed one, while others doubled down on their existing models for improving hiring and employee engagement. As corporate cultures evolve in 2021, the fruits of this labor will be seen in a healthier, happier technology workforce.

# A Snapshot of Denver's Technology Scene

DENVER'S  
TECHNOLOGY  
INDUSTRY  
GENERATES

**\$32 Billion**

**15.2 Million  
sq.ft**

OCCUPIED BY  
TECHNOLOGY  
FIRMS

**37% of Space**

IS LEASED BY  
SOFTWARE  
COMPANIES

**89,000**

TECHNOLOGY  
JOB POSTINGS IN  
DENVER

Despite the initial shock of COVID-19, Denver remains one of the strongest and most exciting technology hubs in the country for businesses and technologists alike. There are a number of trends shaping the sector while providing a positive outlook for the region.

The economic impact of Denver is significant, representing roughly two-thirds of the entire state's technology output<sup>1</sup>.

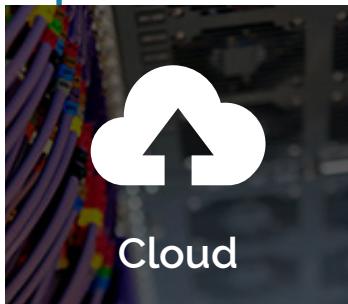
Denver is home to 70% of the technology office space in Colorado. The state's technology occupancy has risen 23% in two years, offsetting the increased shifts to remote work<sup>2</sup>.

\$20-billion software firm Palantir Technologies Inc. is moving its HQ to Denver while Amazon is adding 100 more tech jobs to the area, underscoring the strength of the market here<sup>2</sup>.

With businesses in every industry seeking innovation, there continues to be strong demand for technologists<sup>1</sup>. In the last six years, 25,000 technology jobs were created in Denver<sup>3</sup>.

# Seven In-Demand Skill Sets in Denver

To round out your view of Denver's 2021 technology compensation, take special note of the skill sets seeing the healthiest demand and strongest salaries.



Moving to the cloud has long been a priority for businesses, but the pandemic of 2020 fueled renewed urgency. As remote work grew overnight, companies suddenly found that they need stronger, faster cloud capabilities to maintain productivity. Cloud Architects, DevOps Engineers, and those versed in AWS and Azure will be urgently needed during 2021.



Throughout 2021 and well into the decade, information security roles are expected to grow at much faster rates than others<sup>4</sup>. Protecting data, software, and hardware is a major priority for businesses today. Most security professionals plan to pursue certifications like CISSP, CISM, CEH, and GSAE in the future, helping them to secure higher salaries<sup>5</sup>.



Today's organizations understand that discovering business insights leads to more effective decision-making. Together, these unlock higher revenue. There are quintillions of bytes of data generated each day, so the information is there for the taking as long as the right technologists can be recruited. ETL Engineers and Data Analysts are in high demand.



The mobile development market was already growing at a fast pace, and now reports show that COVID-19 has provided new opportunities in the niche. More than ever, people are relying on mobile devices to communicate and work. With this market expected to grow by \$497 billion from 2020 to 2024, expect mobile salaries to rise in 2021 and beyond as a result of this accelerated demand<sup>6</sup>.



Building, managing, and applying solutions across entire enterprises are valuable skill sets for the foreseeable future. Knowledge of Java, Python, Ruby, and Salesforce continues to rise in demand, with employers prepared to pay a premium in an employment market that has lower unemployment rates than other industries in the same region.



Networks, servers, help desks, and other areas combine to support one of a company's most crucial functions. Systems can be very complex for even smaller organizations, and they require skilled technologists who can analyze, design, and implement them effectively. It's why positions like Linux Engineers, Windows Engineers, and Network Engineers continue to see strong demand.



Businesses require a strong vision to fully leverage innovative technology, and leaders such as Chief Information Officers and Chief Technology Officers provide that essential direction. Given their ability to significantly impact every department and implement initiatives such as digital transformation and re-platforming, these roles are some of the highest paid in the industry.

# 2021 Salaries

	JUNIOR	MID	SENIOR
<b>CLOUD</b>			
<b>Cloud Architect</b>	N/A	\$145,000	\$164,500
<b>DevOps Engineer</b>	\$92,500	\$118,000	\$145,500
<b>Site Reliability Engineer</b>	\$90,000	\$116,500	\$142,000
<b>Cloud Security Engineer</b>	N/A	\$131,500	\$152,000
<b>WEB &amp; MOBILE</b>			
<b>UX Designer</b>	\$79,000	\$97,500	\$121,000
<b>iOS/Android Developer</b>	\$91,000	\$112,000	\$139,500
<b>UI Developer</b>	\$82,500	\$105,000	\$132,000
<b>Full Stack Developer</b>	\$93,500	\$118,000	\$139,000

\*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
<b>ENTERPRISE</b>			
<b>Enterprise Architect</b>	N/A	\$143,000	\$168,000
<b>.Net Developer</b>	\$87,000	\$108,000	\$123,000
<b>Java Developer</b>	\$91,000	\$114,000	\$136,000
<b>Software Engineering Team Lead</b>	N/A	\$127,500	\$140,000
<b>SAP Analyst</b>	\$90,000	\$113,500	\$139,000
<b>SharePoint Integrator</b>	\$85,000	\$98,000	\$119,500
<b>SECURITY &amp; SYSTEMS</b>			
<b>Information Security Architect</b>	N/A	\$132,000	\$154,000
<b>Information Security Engineer</b>	\$95,000	\$124,000	\$146,000
<b>Information Security Analyst</b>	\$89,500	\$105,000	\$123,500
<b>Unix/Linux Administrator</b>	\$84,000	\$102,500	\$121,000
<b>Windows Administrator</b>	\$74,000	\$97,000	\$117,000
<b>Network Engineer</b>	\$87,000	\$116,000	\$135,500

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	JUNIOR	MID	SENIOR
<b>DATA</b>			
<b>Data Architect</b>	N/A	\$125,000	\$156,000
<b>Data Scientist</b>	\$103,000	\$128,500	\$156,000
<b>Database Developer</b>	\$90,500	\$109,000	\$130,000
<b>ETL Engineer</b>	\$91,000	\$114,000	\$135,000
<b>Database Administrator</b>	\$83,000	\$104,500	\$126,500
<b>EXECUTIVE</b>			
<b>CIO/CTO</b>	N/A	N/A	\$254,500
<b>VP of Technology</b>	N/A	N/A	\$190,000
<b>Chief Security Officer</b>	N/A	N/A	\$231,000
<b>Director of Technology</b>	N/A	N/A	\$169,000
<b>Manager of IT</b>	N/A	N/A	\$137,000
<b>Manager of QA</b>	N/A	N/A	\$128,500

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# About BridgeView

Headquartered in Denver, Colorado, BridgeView has delivered exceptional technology consulting, project augmentation, and placement services for over 15 years. No matter your project or technologist needs, we have a proven solution that is based on strong relationships.

- For those seeking cloud enablement, Agile transformation, or digital engineering, our Solutions practice is ready to meet you where you are and accelerate your project lifecycle journey. Minimize risk and achieve higher product quality through executive strategy consulting or project outsourcing.
- When in need of a highly capable technology team, our 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.



OUTSIDE MAGAZINE'S BEST PLACES TO WORK



DENVER BUSINESS JOURNAL



2019 BEST PLACES TO WORK

DENVER BUSINESS JOURNAL'S BEST PLACES TO WORK

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

[\*\*Remote Hiring and Onboarding Best Practices: A Conversation with Twilio's Head of GTM Recruiting\*\*](#)

[\*\*Webinar Download: 5 Essential Cloud Best Practices for Your Business\*\*](#)

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

[\*\*The New Job Search: Free Resources for Growing Your Technology Career in Colorado\*\*](#)

[\*\*The Unexpected Benefits of Working Remotely\*\*](#)

[\*\*Webinar Download: Managing a Remote Agile Team in a Virtual Workspace\*\*](#)

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

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



# Sources

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