



2022 Denver Technology Salary Guide

Denver Continues to Inspire Despite Challenges

Uncertainty was the name of the game in 2021, with sentiment around financial decisions rising and falling at a moment's notice, mostly dependent upon the news cycle. This certainly made it difficult to determine appropriate compensation. Thankfully, for both employers and tech workers in Denver, the resilience of the job market generally endured.

Let's look at three reasons why:



An Incubator in More Ways Than One

Some of the leading voices in Denver's tech scene spoke out on the city's suitability for technology in 2021, including James Eberhard, CEO and founder of Fluid Truck. He cited Denver's low tax rates, strong infrastructure, and easy access to outdoor activities as reasons why the city continues to attract startups and other tech stalwarts.



The Evolution of Remote Work

Remote work capabilities continued to evolve from a "nice-to-have" to a "need-to-have" in 2021, regardless of industry. With tech already employing numerous remote workers for years, the entire industry found itself ahead of the curve, poised to hit the ground running. IT experts are relocating in greater numbers, & firms are recruiting in areas they never have before.



No Tradition like a New Tradition

Traditional sectors of our economy continued to embrace technological advancements in 2021. It's no surprise that online shopping boomed, with ecommerce spending rising by 6.8%, year-over-year. In addition, restaurants from across the culinary universe—from local pizzerias to fine dining—adopted online ordering platforms to stay competitive.



Denver's Tech Scene at a Glance

We all felt the continued shockwaves from the pandemic and its accompanying challenges in 2021, but Denver persisted in its position as a tech hub. There are numerous trends shaping the sector, and while there is some room for improvement, the outlook for the region remains overwhelmingly positive.

Denver's technology industry generates \$35 billion

The economic impact of Denver is substantial, accounting for nearly 16% of the entire state's economy.

Startups (and investors) feel right at home

Investors have turned to Denver for great tech investment opportunities for some time now, but the trend really ramped up in 2021. In fact, six Colorado startups generated \$1.5 billion in November alone.

Setting the table for continued growth

Zayo Group, a Boulder-based provider of fiber optic networks with a global reach, has committed to upgrading its Denver network in anticipation of a greater need for connectivity.

Six In-Demand Skill Sets in Denver

To round out your view of Denver's 2022 technology compensation, be aware of the skillsets seeing the healthiest demand and strongest salaries.



Cloud

A mass exodus to the cloud kick-started by the pandemic shows no signs of slowing in 2022. As remote work becomes the norm, companies will need to bolster cloud capabilities to maintain and improve productivity. And, as many professionals will tell you, the end goal is a moving target. While AWS has been the dominant platform in the past, the demand for specialization in Azure and GCP has grown tremendously. If an enterprise-sized company hasn't already moved away from an on-prem infrastructure to the cloud, they will most likely do so in 2022. Cloud architects and engineers in the fields of dev ops, site reliability, and cloud security will be urgently needed throughout 2022.



Web & Mobile

The web finds itself poised for its next phase of evolution, and the need for full-stack developers has absolutely exploded with demand increasing by over 20% in just one year. Likewise, mobile development is all but guaranteed to grow for the next few years. Hybrid mobile apps that are built in combination with web technologies (HTML) and JavaScript will be a primary driver. The future of web and mobile will depend on UX designers, iOS and Android developers, UI developers, and full stack developers in the coming year.



Six In-Demand Skill Sets in Denver



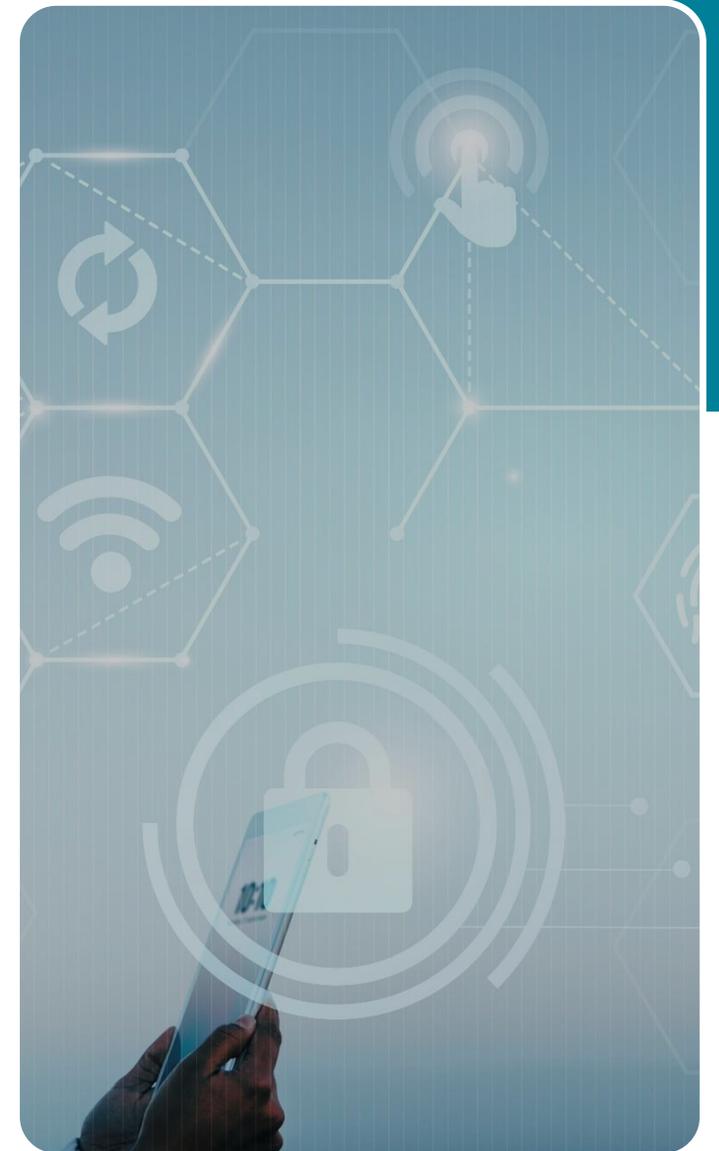
Enterprise

Building, managing, and applying solutions across entire enterprises will remain valuable skill sets for the future. Knowledge of Java, C#, and Python continues to rise in demand, with employers prepared to pay a premium in an employment market with lower unemployment rates than other industries in the same region. Specialized development skills across the Software Development Life Cycle have seen an uptick with increased need for experts in JavaScript frameworks like React and Angular, REST APIs, and a deep knowledge of Agile methodologies.



Security & Systems

During 2021, our increased dependence on remote work, blockchain, and IoT resulted in myriad new opportunities for cyberattacks. As a result, the fields of security and systems have essentially merged together. Demand for SIEM expertise has increased and more companies implement tools like SolarWinds, Splunk, and QRadar. Coding has also become an important skill for systems and network engineers, as there is a greater need to automate configuration and operational tasks because of software-defined networking expansion. CIOs looking to add to their rosters will be calling upon architects, engineers, and analysts in the field of information security in the coming year.



Six In-Demand Skill Sets in Denver



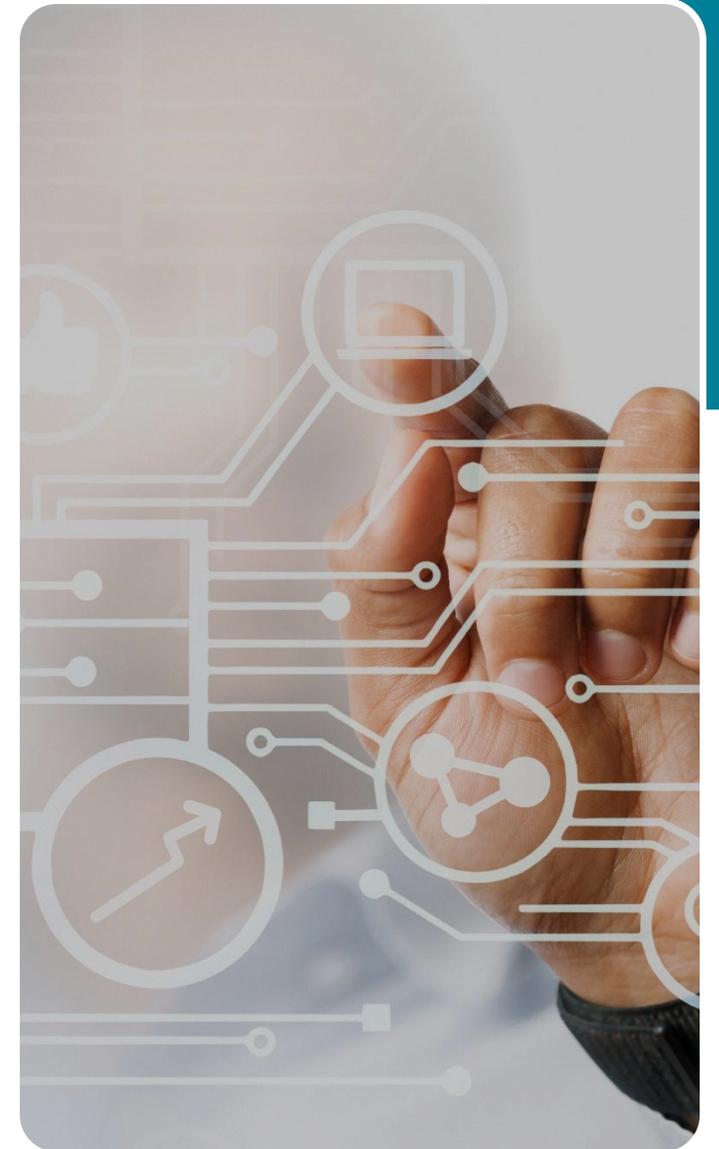
Data

Today's organizations understand that business decisions can't be left to instincts or gut feelings. Only through running the numbers can higher revenues be unlocked. Given this trend, we anticipate continued growth in 2022 for engineers who have experience with the AWS analytics suite, big data platforms, artificial intelligence, and machine learning. There are quintillions of bytes of data generated each day, so with the right data scientists, database developers, and ETL engineers in place, that valuable information can remain comfortably within reach.



Executive

Businesses require a strong vision to fully leverage innovative technology, and leaders such as Chief Information Officers and Chief Technology Officers provide that critical direction. Leaders that can integrate new systems and software with existing business operations will be in high demand. 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.



2022 Salaries

	Junior	Mid	Senior
CLOUD			
Cloud Architect	N/A	\$159,000	\$180,000
DevOps Engineer	\$116,000	\$146,000	\$172,000
Site Reliability Engineer	\$112,500	\$143,000	\$167,500
Cloud Security Engineer	\$125,000	\$152,000	\$176,000
WEB & MOBILE			
UX Designer	\$86,500	\$117,500	\$134,000
iOS/Android Developer	\$117,500	\$144,000	\$167,500
UI Developer	\$109,000	\$126,000	\$152,000
Full Stack Developer	\$120,000	\$152,500	\$170,000

*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.

2022 Salaries

	Junior	Mid	Senior
ENTERPRISE			
Enterprise Architect	N/A	\$157,500	\$178,000
Net Developer	\$112,500	\$136,000	\$150,000
Java Developer	\$115,000	\$145,000	\$164,000
Software Engineering Team Lead	N/A	\$155,000	\$172,500
SAP Analyst	\$97,500	\$124,000	\$152,500
SharePoint Integrator	\$92,500	\$107,500	\$130,000
SECURITY & SYSTEMS			
Information Security Architect	N/A	\$152,500	\$180,000
Information Security Engineer	\$115,000	\$145,000	\$167,500
Information Security Analyst	\$97,500	\$115,000	\$142,000
Unix/Linux Administrator	\$95,000	\$125,000	\$140,000
Windows Administrator	\$87,500	\$118,000	\$136,000
Network Engineer	\$95,000	\$127,500	\$155,000

*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.

2022 Salaries

	Junior	Mid	Senior
DATA			
Data Architect	N/A	\$155,000	\$177,500
Data Scientist	\$110,000	\$135,000	\$162,500
Database Developer	\$100,000	\$117,500	\$143,000
ETL Engineer	\$107,500	\$125,000	\$147,500
Database Administrator	\$95,000	\$127,500	\$142,000
EXECUTIVE			
Chief Information Officer	N/A	N/A	\$257,500
Chief Information Security Officer	N/A	N/A	\$215,000
VP of Technology	N/A	N/A	\$187,500
Director of Technology	N/A	N/A	\$172,000
Manager of IT	N/A	N/A	\$150,000
Manager of QA	N/A	N/A	\$142,500

*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.

About BridgeView

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

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.

Elevate performance and accelerate delivery with our Consulting practice. Our team will work with you through strategy, delivery and adoption. And 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.

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.



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:

[5 Tips for Getting the Best Tech Talent in Denver's Hot Job Market](#)

[Light a Fire Under Your Backburner with Management Consulting](#)

[Identify and Leverage Quick Wins with Management Consulting](#)

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

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

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

Sources

<https://www.businessinsider.com/ceo-says-denver-is-the-next-hub-for-tech-2021-2>

<https://www.digitalcommerce360.com/article/quarterly-online-sales/>

<https://www.cyberstates.org/>

<https://techcrunch.com/2021/10/29/since-big-tech-came-to-denver-investors-cant-buy-enough-local-startups>

<https://www.bizjournals.com/denver/inno/stories/fundings/2021/12/09/colorado-startup-funding-roundup-november-2021.html>

<https://www.bizjournals.com/denver/news/2021/11/02/zayo-group-to-upgrade-its-denver-network.html>

<https://www.axios.com/local/denver/2021/10/26/denver-tech-hub-threatened-remote-work>

<https://www.forbes.com/sites/forbestechcouncil/2021/12/20/why-cloud-adoption-is-still-a-hard-problem-for-it-leaders/?sh=58e4a9e57a16>

<https://www.businesswire.com/news/home/20200629005503/en/Global-Mobile-Apps-Market-2020-2024-Growing-Penetration-of-Smartphones-to-Boost-Market-Growth-Technavio>

<https://www.cm-alliance.com/cybersecurity-blog/5-new-challenges-for-cybersecurity-in-2021>