# /Procom

# Hottest IT Job Roles and Pay Rates

## Across Canada and the U.S.

2026

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# The Technological Forces Reshaping the 2026 IT Workforce

As organizations move deeper into digital transformation, the year ahead will challenge leaders to balance acceleration with stability. In 2026, the pace of technological change will continue to intensify, driven by advances in AI adoption, cloud infrastructure, cybersecurity pressures, and the growing complexity of digital ecosystems. These forces are reshaping how enterprises compete, how teams operate, and which skills will be most in demand.

Across industries, CIOs, CTOs, and talent leaders are prioritizing agility, specialization, and risk mitigation as they redesign their workforce strategies. At the same time, talent markets remain tight: demand for specialized IT professionals continues to outpace supply in fields such as cloud architecture, cybersecurity, data engineering, ServiceNow, Salesforce, SAP, EPIC, and AI/ML. This shifting landscape is redefining compensation expectations, workforce models, and the skills needed to drive measurable business outcomes.

Against this backdrop, Procom's 2026 Salary Guide provides the insights organizations need to make informed workforce decisions. Grounded in market intelligence, hiring data, and conversations with thousands of IT professionals and employers across North America, this guide highlights the trends that will shape how companies recruit, retain, and engage top talent in the year ahead.

# Key Trends That Will Shape 2026

## The Rise of Applied AI

AI is moving from experimentation to embedded value. Companies are no longer asking if they should adopt AI, but how quickly and at what scale. In 2026, demand will surge for roles that support applied AI, including AI product managers, prompt engineers, data scientists, ML engineers, and AI governance specialists. Organizations adopting AI responsibly will gain a significant competitive advantage, and those without the right talent strategies will fall behind.

## Cloud Infrastructure and Multi-Cloud Complexity

Cloud environments are now mission-critical. As more enterprises migrate legacy systems and expand multi-cloud architectures, the need for cloud security, FinOps, DevOps, and cloud architecture expertise continues to grow. Organizations will increasingly rely on contract talent to accelerate modernization initiatives while controlling risk and cost.

## Cybersecurity Threats at an All-Time High

Rising cyberattacks, new regulatory pressures, and increasingly sophisticated threat actors have made cybersecurity one of the most difficult hiring challenges.

In 2026, organizations will prioritize specialized roles in cloud security, identity access management, incident response, and GRC, driving upward salary pressure across the security ecosystem.

## The Expansion of Enterprise Platforms

ServiceNow, Salesforce, Workday, SAP, and Epic continue to scale across industries.

Enterprises are seeking talent who can not only configure and integrate these platforms, but also optimize them to improve service delivery and business performance. The growing skills gap across these platforms will remain one of the top drivers of contract and contingent workforce demand.

## Data Infrastructure and Analytics Everywhere

Data remains the backbone of digital enterprise. Organizations require stronger data pipelines, governance, and real-time insights to support AI initiatives and strategic decision-making. As a result, roles in data engineering, data architecture, analytics, and database modernization will remain among the most competitive in 2026.

## The Shift Toward Secure, Flexible Workforce Models

Hybrid and project-based talent strategies will continue to accelerate. Enterprises are increasingly turning to trusted partners to source highly skilled contractors, mitigate compliance risk, and ensure talent onboarding and deployment remain secure and efficient. Contractor fraud, IP protection, and identity verification will also become top priorities as digital hiring expands.

# What This Means for Employers

Success in 2026 will rely on the ability to attract, retain, and manage specialized talent in an increasingly competitive market. Organizations that build proactive workforce strategies, supported by strong talent partners, data-backed insights, and flexible sourcing models, will be best positioned to navigate uncertainty and unlock the full potential of their technology investments.

## Hiring in the Age of AI

While AI tools can support employers by identifying, screening, and assessing applicants, bad actors are also using them to create deepfake identities and reverse-engineer job descriptions to generate convincing resumes without having the skills they claim.

### How fraudsters are using AI:

- Generating fabricated work histories and portfolios that appear credible and keyword-aligned
- Using AI voice and video tools to create deepfake interview responses
- Leveraging bots to complete skill tests and pre-screening assessments
- Auto-tailoring resumes and cover letters to match job descriptions with near-perfect accuracy

A strong partner that combines human expertise with advanced hiring tools and processes can help employers make confident hiring decisions.

# Why Procom?

Procom is a global leader in staffing and contingent workforce solutions, with over 45 years of experience as North America's leading IT staffing firm. Our deep expertise in talent acquisition and workforce management, combined with our extensive network of IT professionals, enables organizations to build high-performing teams that drive successful IT projects and transformations.

We understand that people are at the heart of every successful IT journey, and our proven track record of matching exceptional talent with transformative projects has helped hundreds of organizations achieve their IT ambitions.

Whether you need to scale your IT team, access specialized expertise, or build long-term AI and cloud capabilities, Procom's comprehensive staffing solutions can help you navigate the complex landscape of IT system transformation.

# 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

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.

**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

# Skill Set: **AI Engineering and Model Development**

## Pay Rate Per Hour

| Job Role | Québec (CAD) | Western Canada (CAD) | Toronto (CAD) | Ottawa (CAD) | U.S. (USD) |
|---|---|---|---|---|---|
| AI/ML Engineer | L1: $100<br>L2: $120<br>L3: $140 | L1: $110<br>L2: $130<br>L3: $155 | L1: $105<br>L2: $120<br>L3: $150 | L1: $100<br>L2: $115<br>L3: $150 | L1: $105<br>L2: $125<br>L3: $150 |
| Deep Learning Engineer | L1: $110<br>L2: $130<br>L3: $150 | L1: $120<br>L2: $140<br>L3: $165 | L1: $115<br>L2: $130<br>L3: $160 | L1: $110<br>L2: $125<br>L3: $155 | L1: $115<br>L2: $130<br>L3: $165 |
| AI Research Scientist | L1: $130<br>L2: $150<br>L3: $180 | L1: $145<br>L2: $170<br>L3: $205 | L1: $140<br>L2: $165<br>L3: $195 | L1: $130<br>L2: $160<br>L3: $190 | L1: $140<br>L2: $165<br>L3: $190 |
| Applied Scientist | L1: $120<br>L2: $140<br>L3: $160 | L1: $130<br>L2: $150<br>L3: $180 | L1: $125<br>L2: $150<br>L3: $175 | L1: $120<br>L2: $140<br>L3: $170 | L1: $130<br>L2: $150<br>L3: $180 |
| AI Product Manager | L1: $110<br>L2: $130<br>L3: $145 | L1: $120<br>L2: $130<br>L3: $155 | L1: $115<br>L2: $130<br>L3: $150 | L1: $110<br>L2: $125<br>L3: $145 | L1: $110<br>L2: $130<br>L3: $150 |

# Skill Set: **Java**

## Pay Rate Per Hour

| Job Role | Québec (CAD) | Western Canada (CAD) | Toronto (CAD) | Ottawa (CAD) | U.S. (USD) |
|---|---|---|---|---|---|
| Full Stack Developer | L1: $70<br>L2: $85<br>L3: $95 | L1: $45-55<br>L2: $55-70<br>L3: $70-90 | L1: $45-55<br>L2: $55-75<br>L3: $75-100 | L1: $45<br>L2: $65<br>L3: $90 | L1: $70<br>L2: $90<br>L3: $116 |
| Java Developer | L1: $70<br>L2: $85<br>L3: $95 | L1: $45-55<br>L2: $55-70<br>L3: $70-80 | L1: $45-55<br>L2: $55-75<br>L3: $75-95 | L1: $45<br>L2: $65<br>L3: $90 | L1: $75<br>L2: $90<br>L3: $119 |
| Java Technical Lead | L1: $80<br>L2: $95<br>L3: $110 | L1: $65-75<br>L2: $75-95<br>L3: $95-110 | L1: $55-65<br>L2: $65-80<br>L3: $85-105 | L1: $50<br>L2: $70<br>L3: $90 | L1: $75<br>L2: $99<br>L3: $120 |

## Pay Rate Per Hour

| Job Role | Québec (CAD) | Western Canada (CAD) | Toronto (CAD) | Ottawa (CAD) | U.S. (USD) |
|---|---|---|---|---|---|
| Cybersecurity Compliance Analyst | L1: $85<br>L2: $100<br>L3: $110 | L1: $40-55<br>L2: $65-100<br>L3: $80-110 | L1: $45-55<br>L2: $55-80<br>L3: $80-100 | L1: $50<br>L2: $80<br>L3: $100 | L1: $66<br>L2: $85<br>L3: $116 |
| Cybersecurity Consultant | L1: $85<br>L2: $100<br>L3: $110 | L1: $50-85<br>L2: $75-100<br>L3: $100-100 | L1: $50-60<br>L2: $65-80<br>L3: $85-110 | L1: $50<br>L2: $80<br>L3: $100 | L1: $70<br>L2: $97<br>L3: $115 |
| Information Security Analyst | L1: $85<br>L2: $100<br>L3: $110 | L1: $50-85<br>L2: $75-100<br>L3: $100-100 | L1: $50-60<br>L2: $65-80<br>L3: $85-110 | L1: $50<br>L2: $80<br>L3: $100 | L1: $70<br>L2: $82<br>L3: $105 |
| Network Security Engineer | L1: $60<br>L2: $80<br>L3: $95 | L1: $50-60<br>L2: $60-80<br>L3: $80-95 | L1: $45-55<br>L2: $55-80<br>L3: $80-105 | L1: $50<br>L2: $70<br>L3: $90 | L1: $75<br>L2: $95<br>L3: $109 |
| Security Project Manager | L1: $100<br>L2: $120<br>L3: $140 | L1: $70-85<br>L2: $85-95<br>L3: $95-110 | L1: $45-55<br>L2: $55-80<br>L3: $90-120 | L1: $60<br>L2: $80<br>L3: $100 | L1: $70<br>L2: $95<br>L3: $126 |
| Security Analyst | L1: $85<br>L2: $100<br>L3: $110 | L1: $60-70<br>L2: $70-85<br>L3: $85-100 | L1: $45-55<br>L2: $55-80<br>L3: $80-100 | L1: $50<br>L2: $65<br>L3: $90 | L1: $67<br>L2: $97<br>L3: $117 |
| Security Architect | L1: $90<br>L2: $110<br>L3: $120 | L1: $80-90<br>L2: $90-110<br>L3: $110-120 | L1: $50-60<br>L2: $60-80<br>L3: $90-120 | L1: $60<br>L2: $90<br>L3: $120 | L1: $70<br>L2: $95<br>L3: $126 |

# Skill Set: DevOps

## Pay Rate Per Hour

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

# Skill Set: Machine Learning

## Pay Rate Per Hour

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

**Pay Rate Per Hour**

| Job Role | Québec (CAD) | Western Canada (CAD) | Toronto (CAD) | Ottawa (CAD) | U.S. (USD) |
|---|---|---|---|---|---|
| AWS Developer | L1: $85<br>L2: $100<br>L3: $110 | L1: $50-60<br>L2: $60-75<br>L3: $75-95 | L1: $50-65<br>L2: $65-80<br>L3: $90-110 | L1: $50<br>L2: $70<br>L3: $100 | L1: $79<br>L2: $102<br>L3: $117 |
| Azure Architect | L1: $85<br>L2: $105<br>L3: $120 | L1: $80-90<br>L2: $90-100<br>L3: $100-110 | L1: $50-65<br>L2: $70-90<br>L3: $90-120 | L1: $50<br>L2: $70<br>L3: $100 | L1: $90<br>L2: $106<br>L3: $120 |
| Azure Cloud Engineer | L1: $65<br>L2: $85<br>L3: $100 | L1: $70-75<br>L2: $75-85<br>L3: $85-100 | L1: $50-65<br>L2: $65-80<br>L3: $90-110 | L1: $60<br>L2: $80<br>L3: $115 | L1: $65<br>L2: $85<br>L3: $105 |
| Azure Security Specialist | L1: $85<br>L2: $100<br>L3: $110 | L1: $80-90<br>L2: $90-100<br>L3: $100-120 | L1: $50-65<br>L2: $65-80<br>L3: $90-110 | L1: $50<br>L2: $70<br>L3: $90 | L1: $78<br>L2: $100<br>L3: $116 |
| Cloud Architect | L1: $85<br>L2: $105<br>L3: $120 | L1: $85-95<br>L2: $95-105<br>L3: $100-120 | L1: $50-65<br>L2: $70-90<br>L3: $90-120 | L1: $60<br>L2: $90<br>L3: $120 | L1: $70<br>L2: $90<br>L3: $105 |
| Cloud Infrastructure Developer | L1: $75<br>L2: $95<br>L3: $110 | L1: $70-80<br>L2: $80-90<br>L3: $90-100 | L1: $50-65<br>L2: $65-80<br>L3: $90-110 | L1: $50<br>L2: $70<br>L3: $100 | L1: $81<br>L2: $106<br>L3: $124 |
| Cloud Systems Engineer | L1: $65<br>L2: $80<br>L3: $95 | L1: $65-75<br>L2: $75-85<br>L3: $85-95 | L1: $50-65<br>L2: $65-80<br>L3: $90-105 | L1: $50<br>L2: $70<br>L3: $100 | L1: $77<br>L2: $102<br>L3: $115 |

# Skill Set: **.NET**

**Pay Rate Per Hour**

| Job Role | Québec (CAD) | Western Canada (CAD) | Toronto (CAD) | Ottawa (CAD) | U.S. (USD) |
|---|---|---|---|---|---|
| .NET Architect | L1: $80<br>L2: $95<br>L3: $110 | L1: $70-80<br>L2: $80-95<br>L3: $100-110 | L1: $50-65<br>L2: $65-80<br>L3: $90-110 | L1: $60<br>L2: $80<br>L3: $100 | L1: $65<br>L2: $82<br>L3: $96 |
| .NET Developer | L1: $80<br>L2: $90<br>L3: $100 | L1: $50-65<br>L2: $65-80<br>L3: $80-95 | L1: $45-55<br>L2: $55-75<br>L3: $75-90 | L1: $45<br>L2: $70<br>L3: $90 | L1: $65<br>L2: $85<br>L3: $120 |

**Pay Rate Per Hour**

| Job Role | Québec (CAD) | Western Canada (CAD) | Toronto (CAD) | Ottawa (CAD) | U.S. (USD) |
|---|---|---|---|---|---|
| Big Data/Scala Developer | L1: $50<br>L2: $80<br>L3: $100 | L1: $60-85<br>L2: $80-100<br>L3: $100-125 | L1: $50-65<br>L2: $70-90<br>L3: $90-120 | L1: $50<br>L2: $80<br>L3: $100 | L1: $88<br>L2: $111<br>L3: $127 |
| Business Intelligence Developer | L1: $50<br>L2: $80<br>L3: $100 | L1: $50-60<br>L2: $70-80<br>L3: $85-90 | L1: $50-65<br>L2: $65-80<br>L3: $80-100 | L1: $50<br>L2: $80<br>L3: $100 | L1: $64<br>L2: $82<br>L3: $100 |
| Database Developer | L1: $50<br>L2: $80<br>L3: $100 | L1: $50-60<br>L2: $60-70<br>L3: $70-85 | L1: $50-65<br>L2: $65-80<br>L3: $80-90 | L1: $50<br>L2: $60<br>L3: $80 | L1: $75<br>L2: $98<br>L3: $120 |
| Data Engineer | L1: $70<br>L2: $80<br>L3: $110 | L1: $50-80<br>L2: $70-90<br>L3: $90-110 | L1: $50-65<br>L2: $65-80<br>L3: $80-100 | L1: $50<br>L2: $70<br>L3: $100 | L1: $75<br>L2: $95<br>L3: $120 |
| Data Governance | L1: $100<br>L2: $120<br>L3: $140 | L1: $70-90<br>L2: $90-110<br>L3: $110-130 | L1: $50-65<br>L2: $70-90<br>L3: $90-120 | L1: $60<br>L2: $75<br>L3: $90 | L1: $100<br>L2: $120<br>L3: $160 |
| Data Scientist | L1: $50<br>L2: $70<br>L3: $90 | L1: $80-90<br>L2: $70-100<br>L3: $90-110 | L1: $50-65<br>L2: $65-80<br>L3: $90-110 | L1: $50<br>L2: $70<br>L3: $90 | L1: $65<br>L2: $95<br>L3: $120 |
| Data Visualization & Analytics Specialist | L1: $60<br>L2: $80<br>L3: $100 | L1: $75-85<br>L2: $60-100<br>L3: $70-115 | L1: $50-65<br>L2: $65-80<br>L3: $90-110 | L1: $50<br>L2: $60<br>L3: $70 | L1: $62<br>L2: $84<br>L3: $100 |
| Data Warehouse Developer | L1: $50<br>L2: $80<br>L3: $100 | L1: $50-70<br>L2: $60-80<br>L3: $70-90 | L1: $50-65<br>L2: $65-80<br>L3: $90-110 | L1: $50<br>L2: $70<br>L3: $90 | L1: $82<br>L2: $101<br>L3: $117 |
| ETL Data Tester | L1: $40<br>L2: $60<br>L3: $80 | L1: $40-55<br>L2: $60-65<br>L3: $70-80 | L1: $50-60<br>L2: $65-75<br>L3: $80-90 | L1: $45<br>L2: $60<br>L3: $70 | L1: $62<br>L2: $80<br>L3: $92 |
| ETL Developer | L1: $55<br>L2: $70<br>L3: $90 | L1: $50-65<br>L2: $60-75<br>L3: $75-90 | L1: $50-65<br>L2: $65-80<br>L3: $80-100 | L1: $45<br>L2: $60<br>L3: $85 | L1: $70<br>L2: $89<br>L3: $105 |
| Reporting Specialist | L1: $60<br>L2: $80<br>L3: $100 | L1: $45-60<br>L2: $60-75<br>L3: $65-85 | L1: $45-55<br>L2: $55-75<br>L3: $75-90 | L1: $45<br>L2: $60<br>L3: $80 | L1: $50<br>L2: $60<br>L3: $70 |

# Skill Set: **ServiceNow**

## Pay Rate Per Hour

| Job Role | Québec (CAD) | Western Canada (CAD) | Toronto (CAD) | Ottawa (CAD) | U.S. (USD) |
|---|---|---|---|---|---|
| ServiceNow Project Manager | L1: $90<br>L2: $100<br>L3: $120 | L1: $70-85<br>L2: $85-100<br>L3: $100-130 | L1: $50-60<br>L2: $60-80<br>L3: $90-120 | L1: $60<br>L2: $80<br>L3: $100 | L1: $65<br>L2: $85<br>L3: $105 |
| ServiceNow Administrator | L1: $70<br>L2: $80<br>L3: $90 | L1: $50-65<br>L2: $65-70<br>L3: $70-80 | L1: $45-55<br>L2: $55-75<br>L3: $75-95 | L1: $40<br>L2: $60<br>L3: $80 | L1: $55<br>L2: $75<br>L3: $93 |
| ServiceNow Business Analyst/ Business Systems Analyst | L1: $90<br>L2: $100<br>L3: $110 | L1: $70-80<br>L2: $80-90<br>L3: $90-100 | L1: $45-55<br>L2: $55-80<br>L3: $80-105 | L1: $60<br>L2: $80<br>L3: $100 | L1: $60<br>L2: $80<br>L3: $100 |
| ServiceNow Developer | L1: $75<br>L2: $90<br>L3: $110 | L1: $60-75<br>L2: $75-85<br>L3: $85-100 | L1: $50-60<br>L2: $60-80<br>L3: $90-120 | L1: $50<br>L2: $75<br>L3: $100 | L1: $75<br>L2: $90<br>L3: $110 |
| ServiceNow Implementation Specialist | L1: $90<br>L2: $105<br>L3: $120 | L1: $80-90<br>L2: $90-100<br>L3: $100-130 | L1: $50-60<br>L2: $60-80<br>L3: $90-120 | L1: $50<br>L2: $80<br>L3: $120 | L1: $55<br>L2: $70<br>L3: $90 |
| ServiceNow Solutions Architect | L1: $90<br>L2: $110<br>L3: $130 | L1: $80-90<br>L2: $90-100<br>L3: $100-130 | L1: $50-60<br>L2: $60-90<br>L3: $90-140 | L1: $60<br>L2: $90<br>L3: $120 | L1: $90<br>L2: $110<br>L3: $125 |
| ServiceNow Techno-Functional Consultant | L1: $50-60<br>L2: $60-80<br>L3: $90-110 | L1: $80-90<br>L2: $90-100<br>L3: $100-120 | L1: $50-60<br>L2: $60-80<br>L3: $90-110 | L1: $50<br>L2: $70<br>L3: $100 | L1: $60<br>L2: $80<br>L3: $115 |

# Skill Set: **SAP**

## Pay Rate Per Hour

| Job Role | Québec (CAD) | Western Canada (CAD) | Toronto (CAD) | Ottawa (CAD) | U.S. (USD) |
|---|---|---|---|---|---|
| SAP Developer | L1: $80<br>L2: $90<br>L3: $100 | L1: $70-80<br>L2: $80-95<br>L3: $95-105 | L1: $50-60<br>L2: $60-80<br>L3: $90-110 | L1: $50<br>L2: $80<br>L3: $100 | L1: $80<br>L2: $100<br>L3: $112 |
| SAP Functional Consultant | L1: $90<br>L2: $100<br>L3: $110 | L1: $80-90<br>L2: $90-100<br>L3: $100-120 | L1: $50-60<br>L2: $60-80<br>L3: $90-120 | L1: $60<br>L2: $90<br>L3: $120 | L1: $90<br>L2: $115<br>L3: $122 |
| SAP Solutions Architect | L1: $100<br>L2: $120<br>L3: $140 | L1: $80-90<br>L2: $90-100<br>L3: $100-130 | L1: $50-60<br>L2: $60-90<br>L3: $90-140 | L1: $60<br>L2: $90<br>L3: $120 | L1: $90<br>L2: $105<br>L3: $125 |
| SAP Techno-Functional Analyst | L1: $50-60<br>L2: $60-80<br>L3: $90-110 | L1: $80-90<br>L2: $90-100<br>L3: $100-120 | L1: $50-60<br>L2: $60-80<br>L3: $90-110 | L1: $50<br>L2: $80<br>L3: $120 | L1: $50<br>L2: $65<br>L3: $85 |

# Skill Set: **Embedded**

## Pay Rate Per Hour

| Job Role | Québec (CAD) | Western Canada (CAD) | Toronto (CAD) | Ottawa (CAD) | U.S. (USD) |
|---|---|---|---|---|---|
| C++ Developer | L1: $80<br>L2: $90<br>L3: $100 | L1: $60-80<br>L2: $65-90<br>L3: $85-100 | L1: $45-55<br>L2: $55-75<br>L3: $75-90 | L1: $45<br>L2: $65<br>L3: $85 | L1: $80<br>L2: $95<br>L3: $110 |
| Embedded Software Developer | L1: $80<br>L2: $90<br>L3: $100 | L1: $50-65<br>L2: $60-85<br>L3: $85-100 | L1: $45-55<br>L2: $55-75<br>L3: $75-90 | L1: $50<br>L2: $75<br>L3: $90 | L1: $80<br>L2: $102<br>L3: $117 |
| Software Developer | L1: $80<br>L2: $90<br>L3: $100 | L1: $50-65<br>L2: $60-85<br>L3: $80-90 | L1: $45-55<br>L2: $55-75<br>L3: $75-95 | L1: $45<br>L2: $60<br>L3: $90 | L1: $71<br>L2: $97<br>L3: $125 |
| Software Engineer | L1: $80<br>L2: $90<br>L3: $100 | L1: $50-65<br>L2: $60-85<br>L3: $80-95 | L1: $45-55<br>L2: $55-75<br>L3: $75-100 | L1: $50<br>L2: $70<br>L3: $100 | L1: $75<br>L2: $95<br>L3: $115 |

# Skill Set: **Automation**

**Pay Rate Per Hour**

| Job Role | Québec (CAD) | Western Canada (CAD) | Toronto (CAD) | Ottawa (CAD) | U.S. (USD) |
|---|---|---|---|---|---|
| RPA Developer | L1: $70<br>L2: $90<br>L3: $115 | L1: $60-75<br>L2: $70-90<br>L3: $90-105 | L1: $45-55<br>L2: $55-75<br>L3: $75-100 | L1: $50<br>L2: $70<br>L3: $100 | L1: $60<br>L2: $80<br>L3: $100 |
| Test Automation Developer | L1: $75<br>L2: $90<br>L3: $100 | L1: $50-65<br>L2: $60-85<br>L3: $80-95 | L1: $45-55<br>L2: $55-75<br>L3: $75-90 | L1: $40<br>L2: $60<br>L3: $80 | L1: $62<br>L2: $85<br>L3: $103 |

# Skill Set: **Workday**

**Pay Rate Per Hour**

| Job Role | Québec (CAD) | Western Canada (CAD) | Toronto (CAD) | Ottawa (CAD) | U.S. (USD) |
|---|---|---|---|---|---|
| Workday Integration Developers | L1: $50<br>L2: $75<br>L3: $110 | L1: $50<br>L2: $75<br>L3: $110 | L1: $50<br>L2: $75<br>L3: $110 | L1: $50<br>L2: $75<br>L3: $110 | L1: $55<br>L2: $65<br>L3: $80 |
| HRIS/Workday Tester | L1: $40<br>L2: $65<br>L3: $80 | L1: $40<br>L2: $65<br>L3: $80 | L1: $40<br>L2: $65<br>L3: $80 | L1: $40<br>L2: $65<br>L3: $80 | L1: $35<br>L2: $50<br>L3: $65 |
| Workday Payroll Configuration Engineer | L1: $60<br>L2: $75<br>L3: $90 | L1: $60<br>L2: $75<br>L3: $90 | L1: $60<br>L2: $75<br>L3: $90 | L1: $60<br>L2: $75<br>L3: $90 | L1: $45<br>L2: $60<br>L3: $75 |

# Skill Set: **Dayforce**

**Pay Rate Per Hour**

| Job Role | Québec (CAD) | Western Canada (CAD) | Toronto (CAD) | Ottawa (CAD) | U.S. (USD) |
|---|---|---|---|---|---|
| Dayforce Payroll Module Implementation Consultant | L1: $50<br>L2: $80<br>L3: $120 | L1: $50<br>L2: $80<br>L3: $120 | L1: $50<br>L2: $80<br>L3: $120 | L1: $50<br>L2: $80<br>L3: $120 | L1: $50<br>L2: $70<br>L3: $90 |
| Lead Dayforce WFM/Lead HR Core Consultant | L1: $50<br>L2: $80<br>L3: $120 | L1: $50<br>L2: $80<br>L3: $120 | L1: $50<br>L2: $80<br>L3: $120 | L1: $50<br>L2: $80<br>L3: $120 | L1: $60<br>L2: $85<br>L3: $115 |

# About Procom

Procom is one of North America's leading IT staffing and contingent workforce management providers. With 18 locations, 12,000 + 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.

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| Skill Set | Contractor Count |
|---|---|
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| DevOps (Azure, AWS) | 113 |
| Cloud (Azure/AWS) | 74 |
| Salesforce | 128 |
| Java | 295 |
| SAP | 81 |
| Cybersecurity/Security | 119 |
| .NET | 202 |
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