



/Procom

Hottest IT Job Roles and Pay Rates Across the U.S. and Canada

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

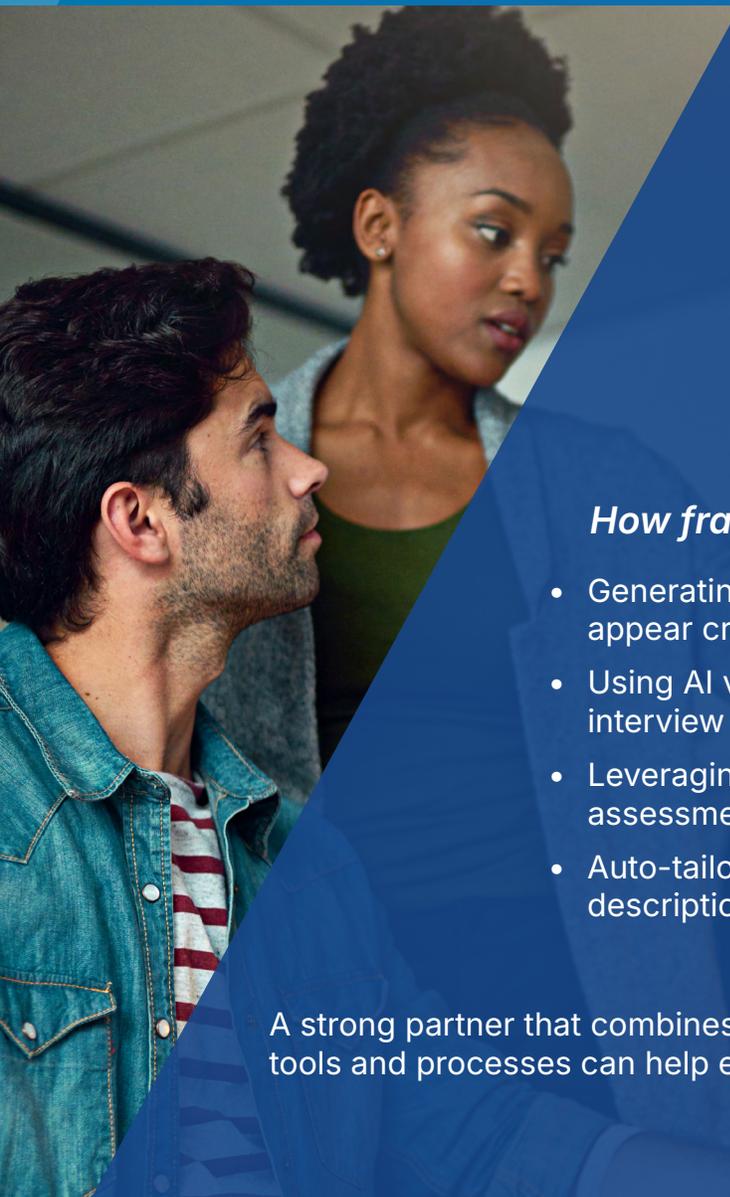
Hybrid and project-based talent strategies will continue to accelerate. Enterprises are increasingly turning to trusted partners to source highly skilled contractors, mitigate compliance risk, and ensure talent onboarding and deployment remain secure and efficient. Contractor fraud, IP protection, and 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 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

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

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. Canadian rates are based on the Toronto market.

Skill Set: AI Engineering and Model Development

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
AI/ML Engineer	L1: \$105 L2: \$125 L3: \$150	L1: \$105/\$75 L2: \$120/\$86 L3: \$150/\$107
Deep Learning Engineer	L1: \$115 L2: \$130 L3: \$165	L1: \$115/\$82 L2: \$130/\$93 L3: \$160/\$114
AI Research Scientist	L1: \$140 L2: \$165 L3: \$190	L1: \$140/\$100 L2: \$165/\$118 L3: \$195/\$139
Applied Scientist	L1: \$130 L2: \$150 L3: \$180	L1: \$125/\$89 L2: \$150/\$107 L3: \$175/\$125
AI Product Manager	L1: \$110 L2: \$130 L3: \$150	L1: \$115/\$82 L2: \$130/\$93 L3: \$150/\$107

Skill Set: Java

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
Full Stack Developer	L1: \$70 L2: \$90 L3: \$116	L1: \$55/\$39 L2: \$75/\$54 L3: \$100/\$71
Java Developer	L1: \$75 L2: \$90 L3: \$119	L1: \$55/\$39 L2: \$75/\$54 L3: \$95/\$68
Java Technical Lead	L1: \$75 L2: \$99 L3: \$120	L1: \$65/\$46 L2: \$80/\$57 L3: \$105/\$75

Skill Set: Cybersecurity/Security

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
Cybersecurity Compliance Analyst	L1: \$66 L2: \$85 L3: \$116	L1: \$55/\$39 L2: \$80/\$57 L3: \$100/\$71
Cybersecurity Consultant	L1: \$70 L2: \$97 L3: \$115	L1: \$60/\$43 L2: \$80/\$57 L3: \$110/\$79
Information Security Analyst	L1: \$70 L2: \$82 L3: \$105	L1: \$60/\$43 L2: \$80/\$57 L3: \$110/\$79
Network Security Engineer	L1: \$75 L2: \$95 L3: \$109	L1: \$55/\$39 L2: \$80/\$57 L3: \$105/\$75
Security Project Manager	L1: \$70 L2: \$95 L3: \$126	L1: \$55/\$39 L2: \$80/\$57 L3: \$120/\$86
Security Analyst	L1: \$67 L2: \$97 L3: \$117	L1: \$55/\$39 L2: \$80/\$57 L3: \$100/\$71
Security Architect	L1: \$70 L2: \$95 L3: \$126	L1: \$60/\$43 L2: \$80/\$57 L3: \$120/\$86



Skill Set: DevOps

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
AWS DevOps Specialist/Engineer/Developer	L1: \$79 L2: \$102 L3: \$117	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79
AWS SecOps	L1: \$79 L2: \$102 L3: \$118	L1: \$65/\$46 L2: \$85/\$61 L3: \$120/\$86
DevOps Architect	L1: \$75 L2: \$95 L3: \$120	L1: \$65/\$46 L2: \$90/\$64 L3: \$120/\$86
DevOps Cloud Admin	L1: \$60 L2: \$80 L3: \$98	L1: \$65/\$46 L2: \$80/\$57 L3: \$95/\$68
DevOps Engineer	L1: \$75 L2: \$93 L3: \$115	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79
DevOps Manager	L1: \$75 L2: \$93 L3: \$115	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79

Skill Set: Machine Learning

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
Business Intelligence Engineer	L1: \$65 L2: \$83 L3: \$100	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79
Machine Learning Engineer/Developer	L1: \$91 L2: \$115 L3: \$130	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79

Skill Set: Cloud

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
AWS Developer	L1: \$79 L2: \$102 L3: \$117	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79
Azure Architect	L1: \$90 L2: \$106 L3: \$120	L1: \$65/\$46 L2: \$90/\$64 L3: \$120/\$86
Azure Cloud Engineer	L1: \$65 L2: \$85 L3: \$105	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79
Azure Security Specialist	L1: \$78 L2: \$100 L3: \$116	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79
Cloud Architect	L1: \$70 L2: \$90 L3: \$105	L1: \$65/\$46 L2: \$90/\$64 L3: \$120/\$86
Cloud Infrastructure Developer	L1: \$81 L2: \$106 L3: \$124	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79
Cloud Systems Engineer	L1: \$77 L2: \$102 L3: \$115	L1: \$65/\$46 L2: \$80/\$57 L3: \$105/\$75

Skill Set: .NET

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
.NET Architect	L1: \$65 L2: \$82 L3: \$96	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79
.NET Developer	L1: \$65 L2: \$85 L3: \$120	L1: \$55/\$39 L2: \$75/\$54 L3: \$90/\$64

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
Big Data/Scala Developer	L1: \$88 L2: \$111 L3: \$127	L1: \$65/\$46 L2: \$90/\$64 L3: \$120/\$86
Business Intelligence Developer	L1: \$64 L2: \$82 L3: \$100	L1: \$65/\$46 L2: \$80/\$57 L3: \$100/\$71
Database Developer	L1: \$75 L2: \$98 L3: \$120	L1: \$65/\$46 L2: \$80/\$57 L3: \$90/\$64
Data Engineer	L1: \$75 L2: \$ 95 L3: \$120	L1: \$65/\$46 L2: \$80/\$57 L3: \$100/\$71
Data Governance	L1: \$100 L2: \$120 L3:160	L1: \$65/\$46 L2: \$90/\$64 L3: \$120/\$86
Data Scientist	L1: \$65 L2: \$95 L3: \$120	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79
Data Visualization & Analytics Specialist	L1: \$62 L2: \$84 L3: \$100	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79
Data Warehouse Developer	L1: \$82 L2: \$101 L3: \$117	L1: \$65/\$46 L2: \$80/\$57 L3: \$110/\$79
ETL Data Tester	L1: \$62 L2: \$80 L3: \$92	L1: \$60/\$43 L2: \$75/\$54 L3: \$90/\$64
ETL Developer	L1: \$70 L2: \$89 L3: \$105	L1: \$65/\$46 L2: \$80/\$57 L3: \$100/\$71
Reporting Specialist	L1: \$50 L2: \$60 L3: \$70	L1: \$55/\$39 L2: \$75/\$54 L3: \$90/\$64



Skill Set: ServiceNow

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
ServiceNow Project Manager	L1: \$65 L2: \$85 L3: \$105	L1: \$60/\$43 L2: \$80/\$57 L3: \$120/\$86
ServiceNow Administrator	L1: \$55 L2: \$75 L3: \$93	L1: \$55/\$39 L2: \$75/\$54 L3: \$95/\$68
ServiceNow Business Analyst/Business Systems Analyst	L1: \$60 L2: \$80 L3: \$100	L1: \$55/\$39 L2: \$80/\$57 L3: \$105/\$75
ServiceNow Developer	L1: \$75 L2: \$90 L3: \$110	L1: \$60/\$43 L2: \$80/\$57 L3: \$120/\$86
ServiceNow Implementation Specialist	L1: \$55 L2: \$70 L3: \$90	L1: \$60/\$43 L2: \$80/\$57 L3: \$120/\$86
ServiceNow Solutions Architect	L1: \$90 L2: \$110 L3: \$125	L1: \$60/\$43 L2: \$90/\$64 L3: \$140/\$100
ServiceNow Techno-Functional Consultant	L1: \$60 L2: \$80 L3: \$115	L1: \$60/\$43 L2: \$80/\$57 L3: \$110/\$79

Skill Set: SAP

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
SAP Developer	L1: \$80 L2: \$100 L3: \$112	L1: \$60/\$43 L2: \$80/\$57 L3: \$110/\$79
SAP Functional Consultant	L1: \$90 L2: \$115 L3: \$122	L1: \$60/\$43 L2: \$80/\$57 L3: \$120/\$86
SAP Solutions Architect	L1: \$90 L2: \$105 L3: \$125	L1: \$60/\$43 L2: \$90/\$64 L3: \$140/\$100
SAP Techno-Functional Analyst	L1: \$50 L2: \$65 L3: \$85	L1: \$60/\$43 L2: \$80/\$57 L3: \$110/\$79

Skill Set: Embedded

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
C++ Developer	L1: \$80 L2: \$95 L3: \$110	L1: \$55/\$39 L2: \$75/\$54 L3: \$90/\$64
Embedded Software Developer	L1: \$80 L2: \$102 L3: \$117	L1: \$55/\$39 L2: \$75/\$54 L3: \$90/\$64
Software Developer	L1: \$71 L2: \$97 L3: \$125	L1: \$55/\$39 L2: \$75/\$54 L3: \$95/\$68
Software Engineer	L1: \$75 L2: \$95 L3: \$115	L1: \$55/\$39 L2: \$75/\$54 L3: \$100/\$71

Skill Set: Automation

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
RPA Developer	L1: \$60 L2: \$80 L3: \$100	L1: \$55/\$39 L2: \$75/\$54 L3: \$100/\$71
Test Automation Developer	L1: \$62 L2: \$85 L3: \$103	L1: \$55/\$39 L2: \$75/\$54 L3: \$90/\$64

Skill Set: Workday

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
Workday Integration Developers	L1: \$55 L2: \$65 L3: \$80	L1: \$50/\$36 L2: \$75/\$54 L3: \$110/\$79
HRIS/Workday Tester	L1: \$35 L2: \$50 L3: \$65	L1: \$40/\$29 L2: \$65/\$46 L3: \$80/\$57
Workday Payroll Configuration Engineer	L1: \$45 L2: \$60 L3: \$75	L1: \$60/\$43 L2: \$75/\$54 L3: \$90/\$64

Skill Set: Dayforce

Pay Rate Per Hour

Job Role	U.S. (USD)	Canada (CAD/USD)
Dayforce Payroll Module Implementation Consultant	L1: \$50 L2: \$70 L3: \$90	L1: \$50/\$36 L2: \$80/\$57 L3: \$120/\$86
Lead Dayforce WFM/Lead HR Core Consultant	L1: \$60 L2: \$85 L3: \$115	L1: \$50/\$36 L2: \$80/\$57 L3: \$120/\$86

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.

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 2026:

Skill Set	Contractor Count
Big Data/Data Science/Analytics	160
DevOps (Azure, AWS)	113
Cloud (Azure/AWS)	74
Salesforce	128
Java	295
SAP	81
Cybersecurity/Security	119
.NET	202
ServiceNow	53

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

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