



THE TECHNOLOGY SALARY GUIDE

Newcastle | Wollongong | Sydney

2023 - 2024

FOREWORD

In the fast-paced realm of ever-evolving business and technology landscapes, it is crucial to stay informed and embrace the prevailing trends. This guide is designed to empower you with the latest insights, enabling you to make well-informed decisions as you navigate the dynamic technology job market with confidence.

Within this guide, you will find a wealth of information on employment trends and salary benchmarks within the technology workforce. We have used our years of technology recruitment experience and a comprehensive survey of the technology workforce to diligently research and analyse the market. In this guide, we hope to empower both employers and technology professionals alike to navigate the ever-changing environment.

Undeniably, the COVID-19 pandemic has brought about unprecedented change, reshaping the way businesses operate. It has shattered the barriers of distance and transformed the work landscape, ushering in a new era of remote and hybrid work arrangements. It is with great excitement that we share how this shift has allowed us to expand our services from Newcastle and extend our reach across the east coast of Australia, forging connections and fostering growth across Sydney, Wollongong, Brisbane & Melbourne.

Our hope is that this salary guide will assist you to navigate the environment and technology trends this coming year. Whether you are an employer seeking exceptional talent or a professional looking to seize new horizons, let this guide be your trusted companion as you embark on an exciting journey of growth and achievement.

Linda Apostolidis and James MacDonald
Directors

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WHAT'S IN THIS GUIDE

SALARY GUIDE TABLES

We've compiled a guide to technology salaries across Newcastle, Wollongong and Sydney. The salaries listed in this guide cover the 80th percentile of salaries. This means that on average, there should be 10% of salaries higher and 10% lower than the values listed. These variations are due to a variety of factors, including personal experience, company size, industry and market competition at the time of hiring.

The featured salary ranges should be seen as a guide only. For expert, tailored advice on your specific staffing needs, please contact the team at NTP. You can find our contact details on the last page of this guide.

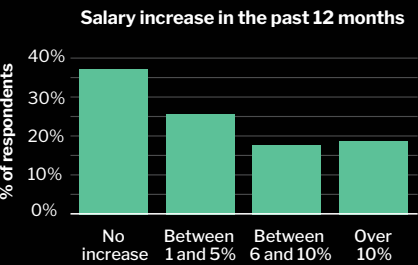
LOCAL INSIGHTS

This salary guide features insights from our expert team of recruiters, data from over 275 technology roles we have recruited as well as drawing on the results from our extensive 2023-2024 "The Australian Technology Community Survey". This survey was completed by members of the technology community across the east coast of Australia, from a range of technology disciplines. We'd like to thank everyone who participated in this year's survey.

KEY INSIGHTS

We surveyed technology professionals and leaders from across the country to gather insights about what the next 12 months hold for the Australian technology market.

WAGES STAGNATED THIS YEAR - BUT THERE'S HOPE FOR THE NEXT 12 MONTHS



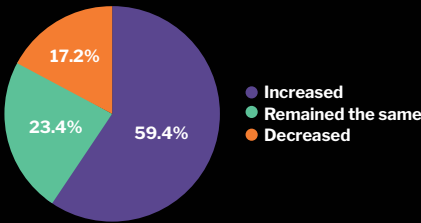
Over a third of surveyed technology workers reported having no increase in their salary in the last 12 months. This isn't a surprise however given the significant pay increases for technology professionals over the past two years. The community is optimistic for more growth in the year to come with over 80% of workers expecting an increase in pay in the next twelve months.



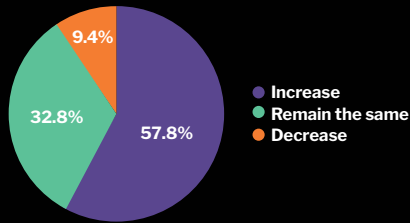
THINGS ARE LOOKING GOOD FOR PERMANENT STAFFING LEVELS - BUT THE SAME CAN'T BE SAID FOR CONTRACT AND TEMPORARY STAFFING.

18% of managers reported reducing their contractors in the past 12 months, and 28% expect to decrease numbers in the coming year. This aligns with contractors often being employed on a shorter term in reaction to project work or alignment with budgets. The expected stability of permanent staffing in the next 12 months indicates that hiring managers are feeling confident against any incoming market instability.

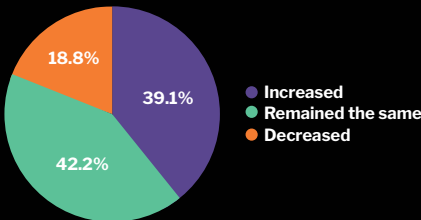
How permanent staffing levels have changed in the past 12 months



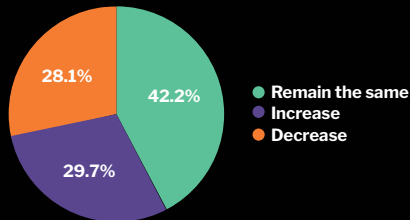
How permanent staffing levels are expected to change in the next 12 months



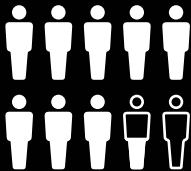
How temp or contracting staffing levels have changed in the past 12 months



How temp or contracting staffing levels are expected to change in the next 12 months

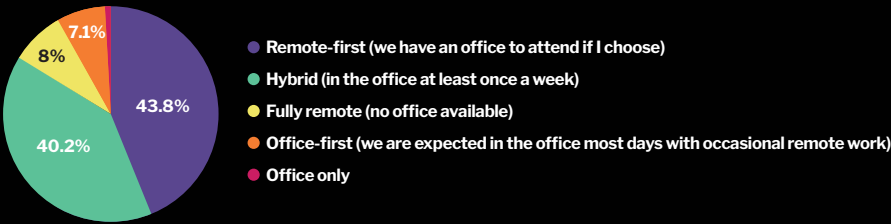


PEOPLE WANT THE FLEXIBILITY TO WORK FROM HOME OR THE OFFICE

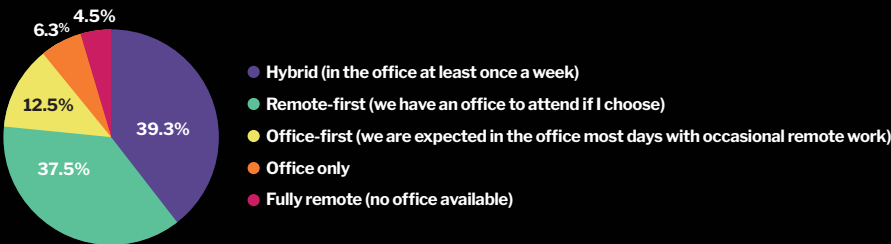


84% of respondents preferred to either work in a hybrid or remote-first workplace. This means that while professionals across Australia can work anywhere, having an accessible office is a big benefit. In saying this, only 20% of people would turn down a role if the company was remote-only.

Workstyle Preference of Respondents

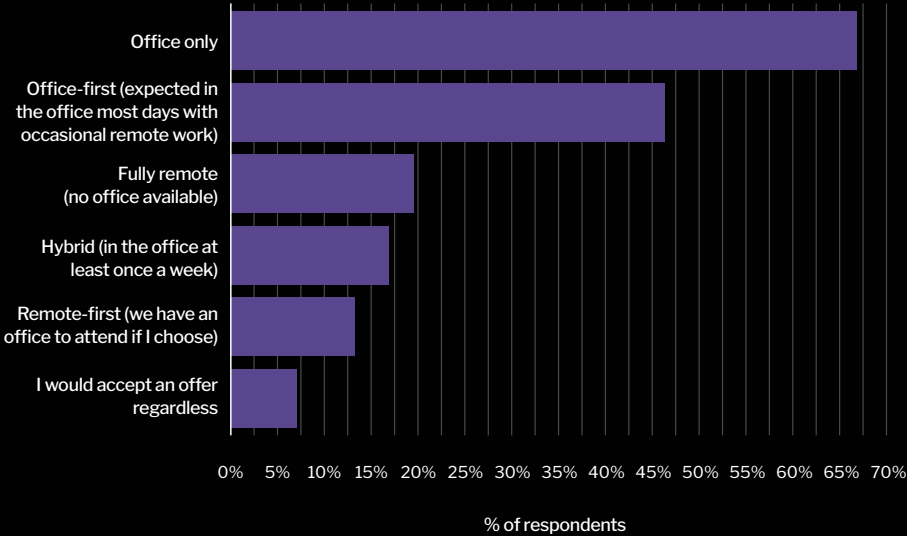


Workstyle Offered by Employer of Respondents



OFFICE-ONLY IS A DEAL BREAKER FOR MANY PEOPLE

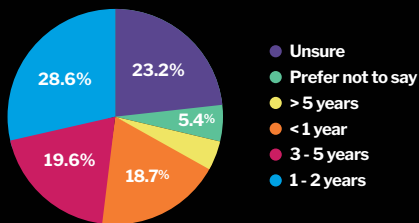
The work styles that would be a deal-breaker for respondents in accepting an offer



With the effects of the pandemic becoming part of normal life, many employers are exploring options for a mandated return to the office. Any move like this would have a detrimental effect on the size of a company's tech talent pool, with 67% of respondents saying they would not work for an office-only workplace, and 46% saying they wouldn't accept an offer from an office-first workplace either.

ALMOST HALF OF EMPLOYEES ARE LOOKING TO CHANGE JOBS IN THE NEXT TWO YEARS.

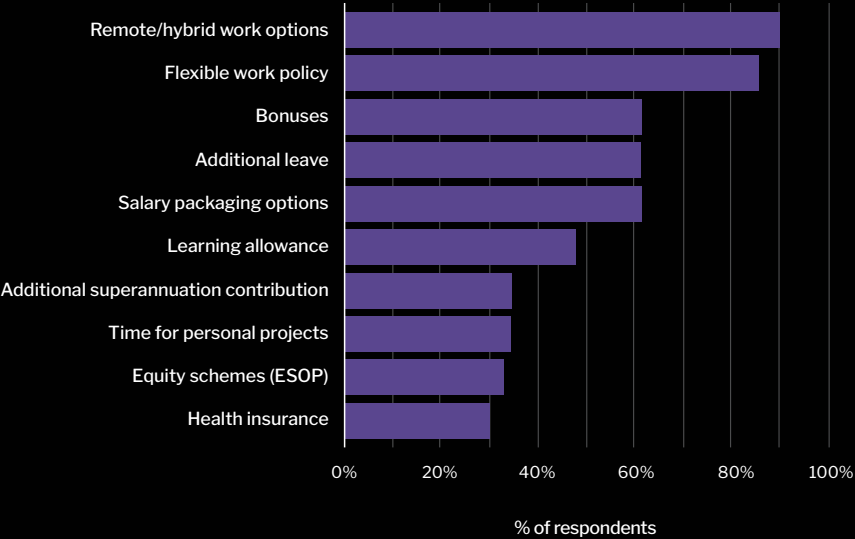
How long respondents are looking to stay with their current employer



Great resignation or not, there are a large number of technology workers looking to move jobs in the next couple of years. With 47% of people looking to make the switch, and another 23% unsure, it's never been more important for workplaces to position themselves as employers of choice.

EMPLOYERS CAN SET THEMSELVES APART BY EMBRACING HYBRID AND FLEXIBLE WORK STYLES

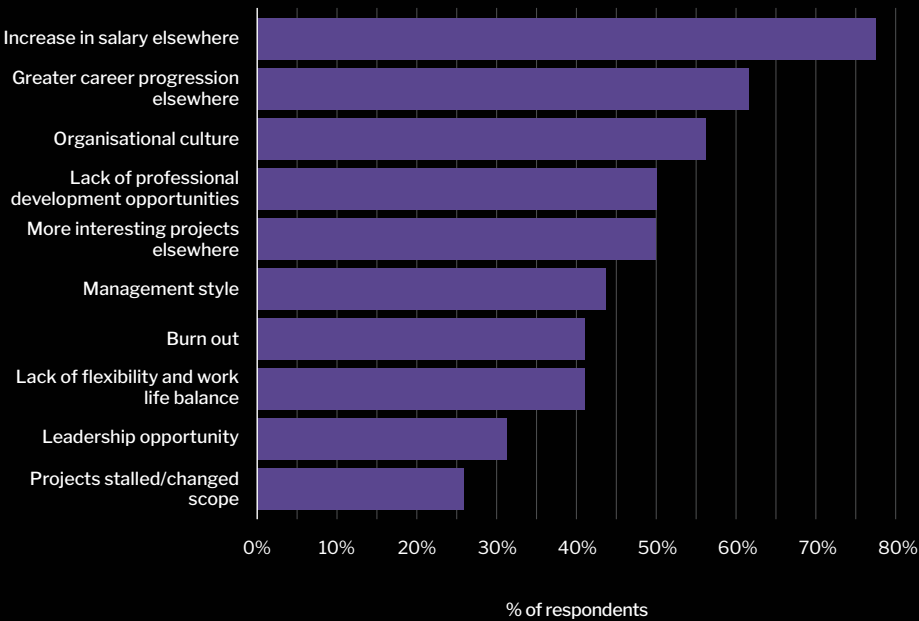
Appealing benefits when considering staying at a current employer or considering new opportunities



To attract and retain team members, the most appealing benefit workplaces can offer is remote or hybrid work options, closely followed by flexible work. Both of these offerings far outweighed even monetary incentives such as bonuses.

TECH WORKERS WANT FLEXIBILITY - BUT THEY'LL ALWAYS FOLLOW THE MONEY

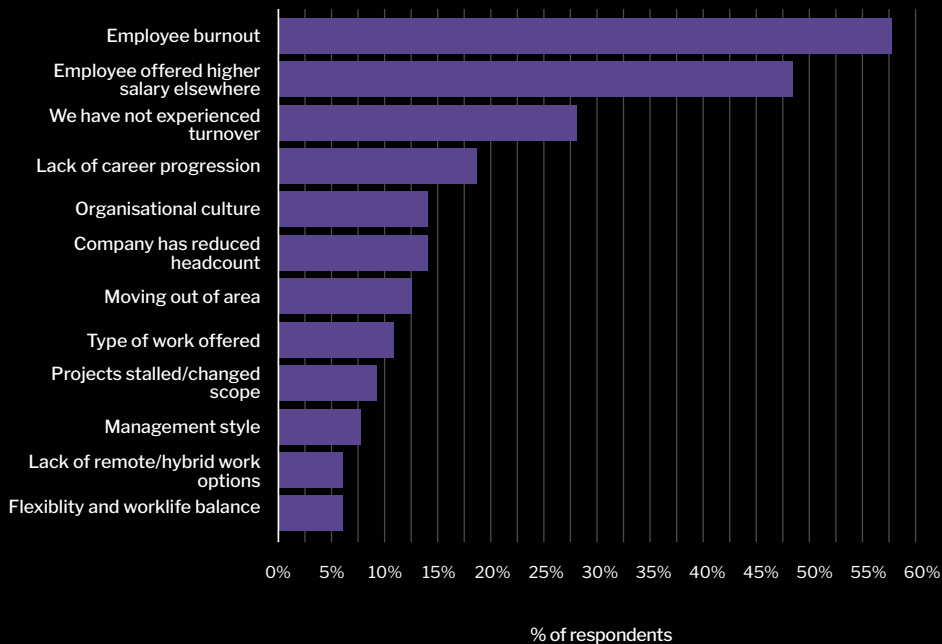
Main motivators for employees to leave a role



Despite flexibility being seen as a more appealing benefit than bonuses, the main motivator for technology workers switching roles is an increase in salary. While 85% of workers said that flexibility was a key benefit, only 41% would consider leaving a role if it wasn't offered by a workplace.

EMPLOYERS BELIEVE BURNOUT IS THE MAIN RISK FACTOR FOR EMPLOYEE TURNOVER

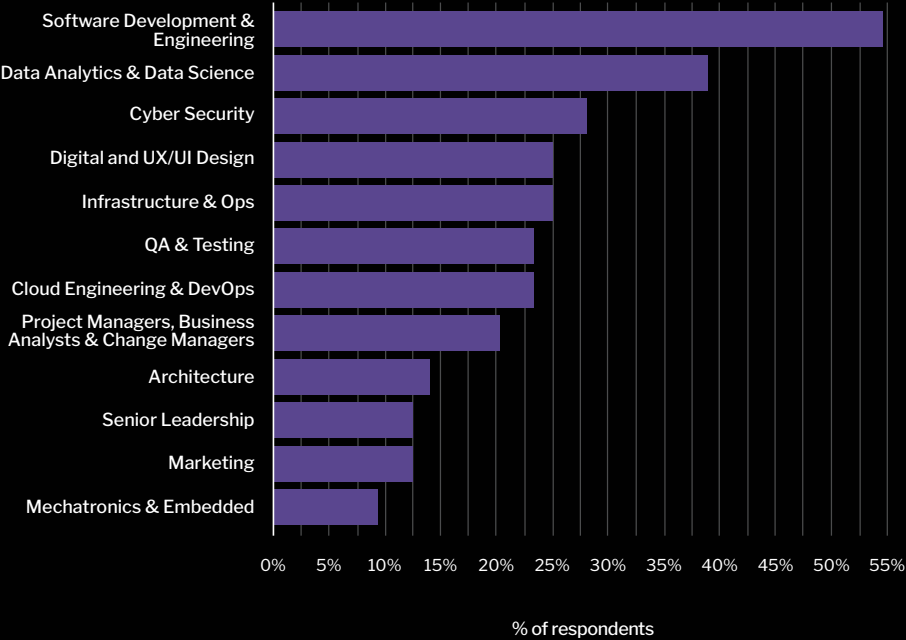
Reasons for employee turnover in the past 12 months



Employers list burnout as the number one reason employees have left roles in the last twelve months, while it ranked number seven for employees. This could be symptomatic of a misalignment between staff and management, or that burnout, while not anticipated by employees, is a driving force in staff turnover that needs to be addressed.

SOFTWARE DEVELOPERS AND ENGINEERS REMAIN IN DEMAND

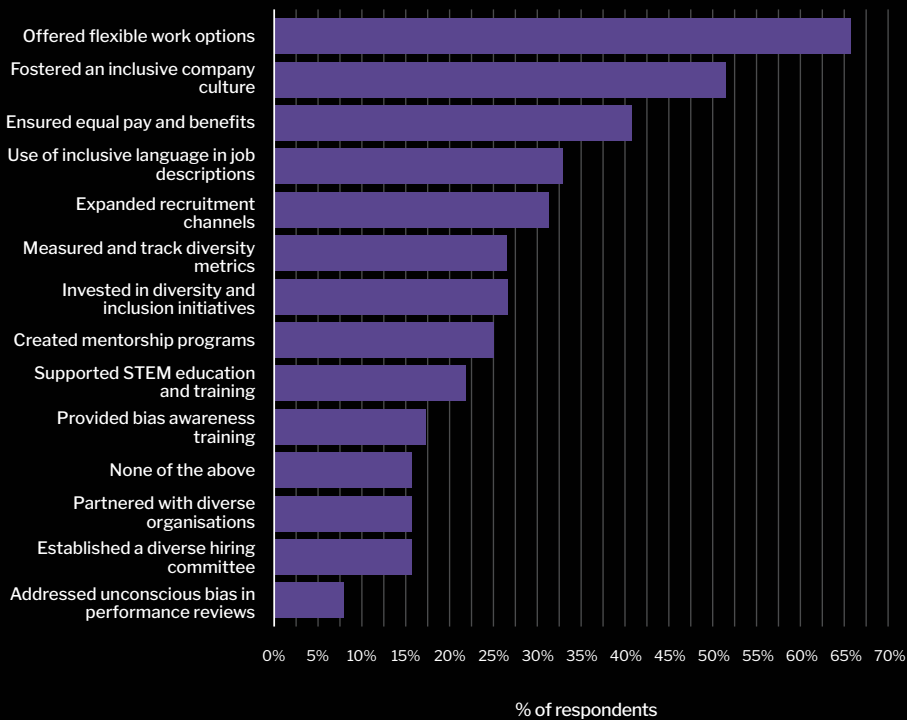
Roles hiring managers looking to fill in the next 12 months



The high demand for software developers and engineers will remain strong, with 55% of managers looking to hire these professionals in the next 12 months. There is also a large demand for data analysts and data scientists, along with cyber security experts and we can expect to see continued growth in both of these areas.

DIVERSITY IS YET TO BE SEEN AS A PRIORITY

Diversity initiatives offered by employers to aid with employee retention and attraction



Despite 81% of managers claiming to offer a flexible work policy, only 65% said they offered this same flexibility to improve diversity. Only 52% of managers are fostering inclusive company culture, and 16% of managers are doing nothing to address company diversity.

SALARY TABLES



NEWCASTLE, WOLLONGONG AND REGIONAL

Software Development & Engineering

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
.NET / Java (Junior)	60,000	90,000	450 - 550
.NET / Java (Mid)	90,000	130,000	550 - 650
.NET / Java (Senior)	130,000	160,000	800 - 1,000
Engineering Manager	160,000	200,000	1,000 - 1,200
Frontend (Junior)	60,000	90,000	450 - 550
Frontend (Mid)	90,000	120,000	550 - 650
Frontend (Senior)	130,000	160,000	800 - 1,000
Full Stack Developer (Junior)	60,000	90,000	450 - 550
Full Stack Developer (Mid)	90,000	130,000	550 - 650
Full Stack Developer (Senior)	130,000	160,000	800 - 1,000
Golang Developer (Junior)	65,000	90,000	450 - 550
Golang Developer (Mid)	90,000	130,000	550 - 650
Golang Developer (Senior)	130,000	160,000	800 - 1,000
Mobile (Mid)	80,000	130,000	550 - 650
Mobile (Senior)	130,000	160,000	800 - 1,100
Principal Engineer / Tech Lead	150,000	180,000	1,000 - 1,200
Product Owner	110,000	140,000	650 - 850
Product Manager	130,000	170,000	650 - 900
Python Developer	80,000	160,000	550 - 1,000
Salesforce Developer	100,000	160,000	800 - 1,000
Scrum Master	120,000	150,000	800 - 1,000
Wordpress Developer	60,000	120,000	350 - 650

Mechatronics & Embedded Engineering

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Mechatronics Engineer (Junior)	65,000	90,000	350 - 450
Mechatronics Engineer (Mid)	90,000	120,000	500 - 600
Mechatronics Engineer (Senior)	120,000	150,000	700 - 800
Embedded Engineer (Junior)	65,000	80,000	350 - 450
Embedded Engineer (Mid)	80,000	110,000	500 - 600
Embedded Engineer (Senior)	120,000	150,000	700 - 800

QA & Testing

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
QA Engineer	90,000	120,000	550 - 750
Senior QA Engineer	110,000	140,000	750 - 850
QA/Test Manager	120,000	160,000	800 - 1,000
Test Analyst	80,000	110,000	500 - 650
Senior Test Analyst	110,000	130,000	600 - 750

Product & Design

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Digital Producer	70,000	110,000	N/A
Digital Designer	80,000	110,000	500 - 700
Senior Digital Designer	110,000	130,000	650 - 800
SEO/SEM Expert	70,000	100,000	N/A
UI Designer	80,000	110,000	500 - 700
Senior UI Designer	110,000	140,000	700 - 850
UX Designer	90,000	120,000	500 - 700
Senior UX Designer	120,000	150,000	700 - 850
Lead UX Designer	160,000	180,000	N/A
Product Designer	90,000	120,000	500 - 700
Senior Product Designer	120,000	160,000	700 - 850
Lead Product Designer	160,000	180,000	N/A

Marketing

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Digital Account Manager	70,000	120,000	N/A
Internal Communications	80,000	120,000	400 - 600
Communications Advisor	80,000	120,000	500 - 700
Communications Manager	120,000	140,000	650 - 800
Marketing Coordinator	65,000	80,000	250 - 350
Digital Marketing Specialist	80,000	130,000	500 - 700
Marketing Manager	100,000	160,000	600 - 800
Marketing Director	150,000	180,000	N/A
Head of Marketing / CMO	150,000	220,000	N/A

Architecture

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Application Architect	150,000	180,000	800 - 1,100
Cloud Architect	140,000	180,000	800 - 1,100
DevOps Architect	140,000	180,000	800 - 1,100
Enterprise Architect	180,000	220,000	900 - 1,200
Infrastructure Architect	140,000	180,000	800 - 1,000
Solution Architect	150,000	180,000	800 - 1,000

Data Analytics & Data Science

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Database Administrator	80,000	120,000	500 - 650
BI Developer/Analyst	90,000	130,000	550 - 750
BI Lead/Manager	140,000	180,000	N/A
Data Analyst	90,000	130,000	600 - 750
Data Architect	150,000	180,000	800 - 1,100
Data Engineer	90,000	160,000	800 - 1,000
Data Scientist	130,000	160,000	800 - 1,000
Head of Data	180,000	240,000	N/A
Machine Learning Engineer	100,000	160,000	800 - 1,000
Data Engineering Manager	160,000	200,000	N/A

Infrastructure & Support

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Desktop Support	60,000	70,000	280 - 360
Infrastructure Lead	120,000	160,000	N/A
L1 Support Analyst	55,000	65,000	280 - 360
L2 Support Specialist	70,000	90,000	350 - 500
Network Administrator	80,000	100,000	500 - 650
Network Engineer	90,000	150,000	600 - 800
Salesforce Administrator	90,000	120,000	600 - 800
Service Desk Lead	85,000	120,000	N/A
Systems Administrator	80,000	140,000	500 - 650
Systems Engineer	90,000	150,000	600 - 800

Cloud Engineering & DevOps

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Platform Engineer	120,000	160,000	650 - 800
Cloud Engineer	100,000	140,000	650 - 800
DevOps Engineer (Junior)	60,000	85,000	450 - 550
DevOps Engineer (Mid)	85,000	130,000	550 - 750
DevOps Engineer (Senior)	130,000	160,000	800 - 1,000
Site Reliability Engineer	120,000	160,000	650 - 800
Cloud Architect	140,000	180,000	800 - 1,000

Cyber Security

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Cyber Security Architect	160,000	200,000	800 - 1,200
Cyber Security Engineer	120,000	180,000	800 - 1,000
Cyber Security Analyst	100,000	140,000	800 - 1,000
Cyber Security Manager	150,000	200,000	N/A
DevSecOps	140,000	180,000	750 - 1,000

Projects & Change

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Agile Coach	120,000	150,000	800 - 1,000
Business Analyst	100,000	140,000	600 - 750
Change Analyst	100,000	120,000	600 - 750
Change Manager	130,000	170,000	800 - 1,000
Delivery Lead/Manager	150,000	200,000	800 - 1,100
Head of PMO	170,000	250,000	N/A
Project Coordinator	70,000	90,000	400 - 500
Portfolio Manager	160,000	200,000	800 - 1,000
Program Manager	160,000	200,000	800 - 1,000
Project Manager	110,000	140,000	700 - 800
Senior Project Manager	140,000	180,000	800 - 1,000
Systems Analyst	100,000	130,000	600 - 750
Technical Business Analyst	120,000	140,000	700 - 850

Senior Leadership

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Chief Information Officer	200,000	400,000	N/A
Chief Technology Officer	180,000	250,000	N/A
Chief Information Security Officer	180,000	250,000	N/A
Chief Operating Officer (Tech)	180,000	230,000	N/A
General Manager IT	180,000	230,000	N/A
IT Operations Manager	130,000	160,000	N/A
Service Delivery Manager	130,000	150,000	N/A
IT Manager	120,000	150,000	N/A

SALARY TABLES

SYDNEY

Software Development & Engineering

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
.NET /Java (Junior)	75,000	100,000	500 - 600
.NET / Java (Mid)	100,000	140,000	700 - 850
.NET / Java (Senior)	140,000	170,000	850 - 1,100
Engineering Manager	170,000	250,000	1,000 - 1,400
Frontend (Junior)	65,000	90,000	500 - 600
Frontend (Mid)	90,000	140,000	700 - 850
Frontend (Senior)	140,000	170,000	850 - 1,100
Full Stack Developer (Junior)	75,000	100,000	500 - 600
Full Stack Developer (Mid)	100,000	140,000	700 - 850
Full Stack Developer (Senior)	140,000	180,000	850 - 1,100
Golang Developer (Junior)	80,000	100,000	500 - 600
Golang Developer (Mid)	100,000	140,000	700 - 850
Golang Developer (Senior)	140,000	180,000	850 - 1,100
Mobile (Mid)	110,000	150,000	700 - 850
Mobile (Senior)	150,000	170,000	850 - 1,100
Principal Engineer / Tech Lead	160,000	200,000	1,000 - 1,400
Product Owner	140,000	160,000	700 - 850
Product Manager	140,000	200,000	850 - 1,100
Python Developer	80,000	170,000	550 - 1,100
Salesforce Developer	100,000	180,000	900 - 1,200
Scrum Master	130,000	180,000	800 - 1,100
Wordpress Developer	80,000	120,000	500 - 700

Mechatronics & Embedded Engineering

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Mechatronics Engineer (Junior)	70,000	90,000	350 - 450
Mechatronics Engineer (Mid)	90,000	120,000	500 - 700
Mechatronics Engineer (Senior)	120,000	160,000	700 - 900
Embedded Engineer (Junior)	70,000	90,000	350 - 450
Embedded Engineer (Mid)	90,000	120,000	500 - 700
Embedded Engineer (Senior)	120,000	160,000	700 - 900

QA & Testing

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
QA Engineer	90,000	130,000	600 - 750
Senior QA Engineer	110,000	150,000	750 - 850
QA/Test Manager	130,000	180,000	850 - 1,100
Test Analyst	80,000	110,000	600 - 800
Senior Test Analyst	110,000	140,000	700 - 850

Product & Design

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Digital Producer	90,000	140,000	500 - 800
Digital Designer	80,000	110,000	500 - 700
Senior Digital Designer	120,000	150,000	750 - 900
SEO/SEM Expert	90,000	120,000	N/A
UI Designer	80,000	120,000	500 - 700
Senior UI Designer	120,000	160,000	750 - 900
UX Designer	90,000	130,000	500 - 700
Senior UX Designer	130,000	160,000	900 - 1,000
Lead UX Designer	160,000	180,000	1,000 - 1,200
Product Designer	95,000	130,000	650 - 850
Senior Product Designer	130,000	160,000	850 - 1,200
Lead Product Designer	160,000	180,000	N/A

Marketing

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Digital Account Manager	70,000	120,000	N/A
Internal Communications	80,000	120,000	400 - 600
Communications Advisor	90,000	120,000	600 - 800
Communications Manager	120,000	160,000	650 - 900
Marketing Coordinator	65,000	90,000	400 - 500
Digital Marketing Specialist	90,000	130,000	500 - 700
Marketing Manager	110,000	180,000	600 - 800
Marketing Director	180,000	220,000	N/A
Head of Marketing / CMO	180,000	250,000	N/A

Architecture

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Application Architect	170,000	220,000	1,000 - 1,400
Cloud Architect	140,000	220,000	1,000 - 1,400
DevOps Architect	160,000	200,000	1,100 - 1,400
Enterprise Architect	180,000	250,000	1,200 - 1,500
Infrastructure Architect	140,000	180,000	1,100 - 1,400
Solution Architect	160,000	200,000	1,000 - 1,200

Data Analytics & Data Science

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Database Administrator	100,000	150,000	500 - 800
BI Developer/Analyst	110,000	160,000	700 - 800
BI Lead/Manager	170,000	200,000	800 - 1,100
Data Analyst	100,000	160,000	700 - 900
Data Architect	160,000	200,000	1,000 - 1,300
Data Engineer	120,000	170,000	800 - 1,200
Data Scientist	130,000	200,000	800 - 1,200
Head of Data	200,000	300,000	1,200 - 1,500
Machine Learning Engineer	120,000	200,000	800 - 1,200
Data Engineering Manager	180,000	250,000	1,000 - 1,400

Infrastructure & Support

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Desktop Support	70,000	110,000	350 - 550
Infrastructure Lead	140,000	180,000	800 - 1,000
L1 Support Analyst	60,000	80,000	350 - 400
L2 Support Specialist	80,000	95,000	400 - 500
Network Administrator	85,000	140,000	500 - 800
Network Engineer	100,000	180,000	700 - 1,000
Salesforce Administrator	100,000	130,000	500 - 800
Service Desk Lead	90,000	130,000	700 - 800
Systems Administrator	90,000	140,000	600 - 900
Systems Engineer	100,000	160,000	700 - 1,000

Cloud Engineering & DevOps

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Platform Engineer	110,000	180,000	700 - 1,000
Cloud Engineer	110,000	180,000	700 - 1,000
DevOps Engineer (Junior)	80,000	100,000	500 - 600
DevOps Engineer (Mid)	100,000	140,000	700 - 850
DevOps Engineer (Senior)	140,000	180,000	850 - 1,100
Site Reliability Engineer	90,000	170,000	700 - 1,000
Cloud Architect	150,000	200,000	1,000 - 1,400

Cyber Security

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Cyber Security Architect	160,000	220,000	1,000 - 1,200
Cyber Security Engineer	120,000	180,000	800 - 1,100
Cyber Security Analyst	90,000	160,000	800 - 1,100
Cyber Security Manager	150,000	220,000	N/A
DevSecOps	140,000	200,000	750 - 1,200

Projects & Change

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Agile Coach	150,000	200,000	1,100 - 1,300
Business Analyst	100,000	160,000	600 - 1,000
Change Analyst	100,000	140,000	600 - 800
Change Manager	140,000	180,000	800 - 1,100
Delivery Lead/Manager	150,000	200,000	800 - 1,100
Head of PMO	180,000	250,000	1,000 - 1,300
Project Coordinator	80,000	120,000	600 - 800
Portfolio Manager	160,000	220,000	1,100 - 1,300
Program Manager	160,000	220,000	1,100 - 1,300
Project Manager	130,000	180,000	850 - 1,100
Senior Project Manager	160,000	200,000	1,000 - 1,250
Systems Analyst	100,000	160,000	600 - 1,000
Technical Business Analyst	130,000	180,000	800 - 1,000

Senior Leadership

ROLE	AVERAGE MIN	AVERAGE MAX	DAILY RATE
Chief Information Officer	200,000	450,000	Up to 2,500
Chief Technology Officer	180,000	300,000	Up to 2,500
Chief Information Security Officer	220,000	450,000	Up to 2,500
Chief Operating Officer (Tech)	220,000	400,000	Up to 2,500
General Manager IT	220,000	350,000	Up to 2,000
IT Operations Manager	200,000	240,000	800 - 1,100
Service Delivery Manager	180,000	220,000	800 - 1,100
IT Manager	140,000	200,000	700 - 900

ABOUT US

COMMUNITY + RECRUITMENT

NTP recruits tech teams and builds tech communities across Australia.

NTP provides recruitment services across the east coast of Australia. We recruit exclusively in tech and proudly serve some of Australia's leading enterprises and scale-ups.

OUR BEGINNINGS

NTP was established in 2018 when James MacDonald and Linda Apostolidis joined forces in business and brought together their combined extensive experience in the booming tech and innovation hub of Newcastle NSW. Our values, expertise and community-first approach saw us quickly become the region's leading specialist tech recruiter. The pandemic created the opportunity for us to expand our offering, working with companies from Brisbane to Melbourne on the east coast of Australia, and expanding our team geographically to support the new markets.

NTP's mission is to enable our team, clients and candidates to achieve their full potential.

The same values that set our foundation drive our business today. Honesty and integrity underpin everything we do, and always will. We're a trusted client partner and we're proud of the tenure and strength of our relationships with clients and technology professionals.



James MacDonald and Linda Apostolidis



WE'D LOVE TO HEAR FROM YOU

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We have a team of specialist technology recruiters.
Get in contact today:

