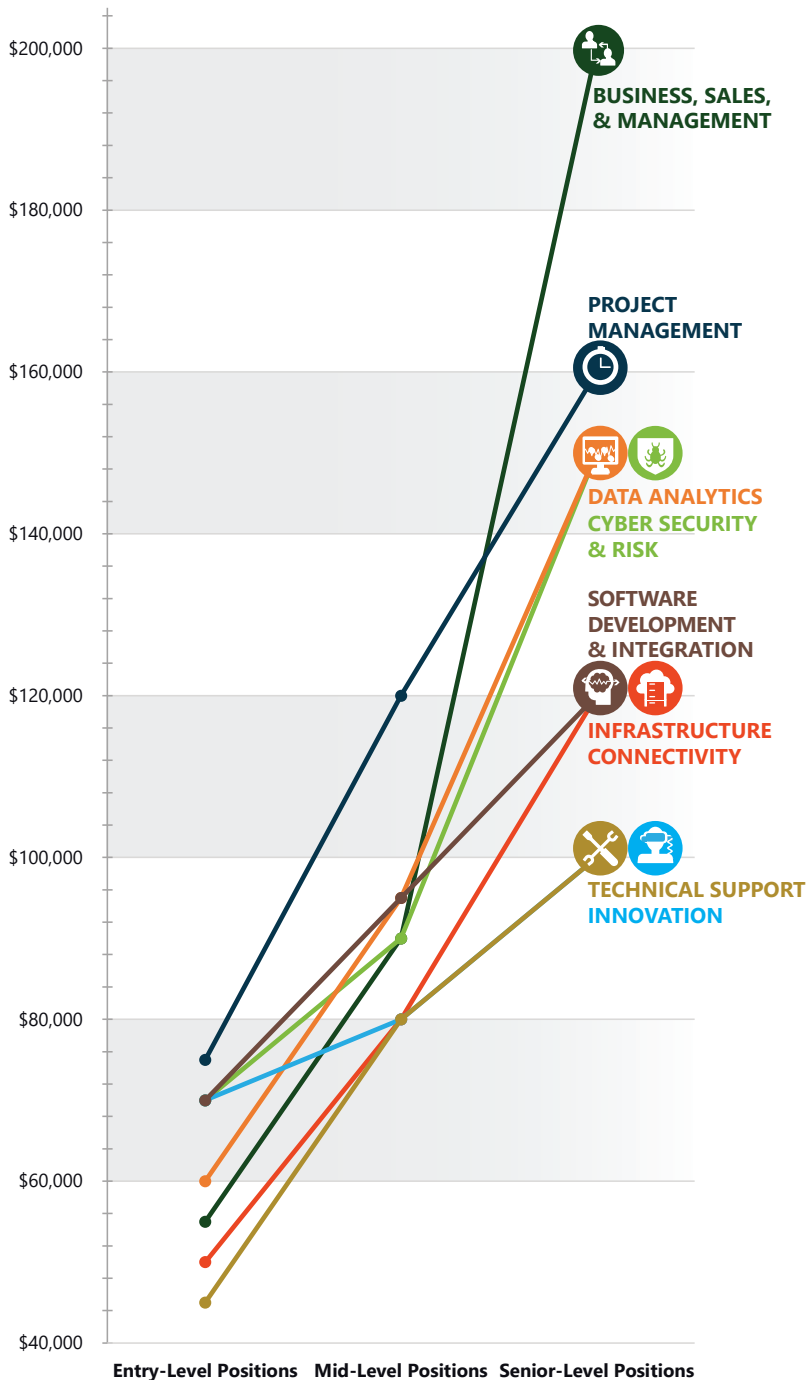## SALARY COMPARISON* OF TOP 8 IT CAREER PATHS

View the graph to compare salaries of popular IT career paths.
For a summary of each career, view TOP 8 IT CAREER PATHS on the left panel.

- $200,000
- $180,000
- $160,000
- $140,000
- $120,000
- $100,000
- $80,000
- $60,000
- $40,000

BUSINESS, SALES, & MANAGEMENT

PROJECT MANAGEMENT

DATA ANALYTICS
CYBER SECURITY & RISK

SOFTWARE DEVELOPMENT & INTEGRATION

INFRASTRUCTURE CONNECTIVITY

TECHNICAL SUPPORT
INNOVATION

**Entry-Level Positions   Mid-Level Positions   Senior-Level Positions**

DISCOVER IT CAREER RESOURCES

Easily find the information you need with this comprehensive list of resources from local organizations and universities:

Brigham Young University
Chaminade University of Honolulu
Hawaiʻi Pacific University
University of Hawaiʻi System

Scan the QR code or visit
CIOCouncilofHawaii.org/IT-career-resources.
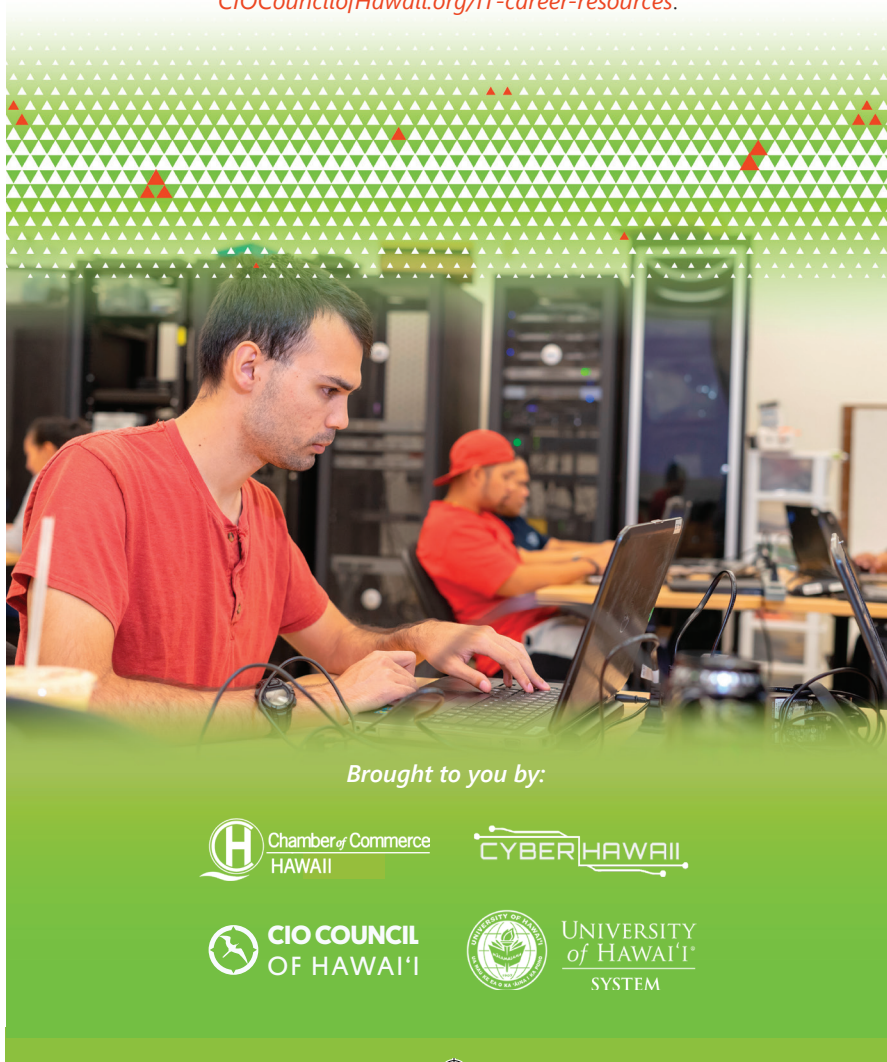
Brought to you by:

Considering an IT career?

Learn about the top 8 IT career paths and salaries* available at most of Hawaii's commercial, non-profit, academic, and state and local government organizations.

*Salaries were compiled using Hawaiʻi-specific Lightcast job posting data and input from Hawaiʻi-based IT recruiting firm.

Brought to you by:

TOP 8 IT CAREER PATHS
To learn about a career path, look for its icon and color in the graph and charts.

Business, Sales, & Management
Use tech to interface, problem-solve, & improve operations & strategy.

Minimum Degree Requirements: Bachelors (Business, Management Information Systems)

Cyber Security & Risk
Ensure organization-wide privacy & security controls for systems, information, & data.

Minimum Degree Requirements: Associates, Bachelors

Data Analytics, Visualization, & Modeling
Interpret, visualize, analyze, present, & maintain data.

Minimum Degree Requirements: Bachelors (Data or Computer Science, Applied Math/Stats, Management Information Systems, Finance, Economics)

Infrastructure Connectivity Management & Engineering
Design networks & computing system (e.g. cloud infrastructure) for organization's needs.

Minimum Degree Requirements: High School†, Associates, Computing Electronics & Networking Technology

Innovation
Plan & develop new, innovative technology solutions for companies.

Minimum Degree Requirements: Bachelors

Project Management
Plan, budget, organize, coordinate, & communicate project deliverables.

Minimum Degree Requirements: Bachelors (Business, Management Information Systems)

Software Development & Integration
Analyze, design, develop, test, & install software & applications.

Minimum Degree Requirements: High School†, Associates

Technical Support
Monitor, maintain, troubleshoot, & resolve technical issues.

Minimum Degree Requirements: High School†, Associates, Computing Electronics & Networking Technology

*Salaries compiled using HI-specific Lightcast job posting data & HI-based IT recruiting firm input.

†Most entry-level positions require applicable experience and/or recommended certifications.

PROMOTIONAL TRACKS* FOR TOP 8 IT CAREER PATHS
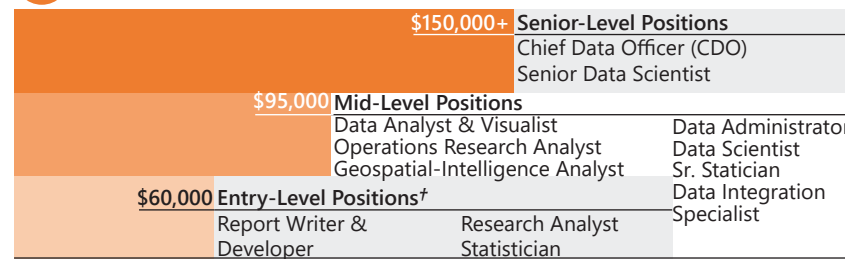View the charts below to dive deeper into each career path's positions.

For a summary of each career, view TOP 8 IT CAREER PATHS on the left panel.

BUSINESS, SALES, & MANAGEMENT AVERAGE ANNUAL SALARY*

$200,000+	Senior-Level Positions	
	Chief Information Officer (CIO)	
$90,000	**Mid-Level Positions**	
	Business Analyst	Management Analyst
$55,000	**Entry-Level Positions†**	
	Associate Analyst	Jr. Business Analyst

Recommended Certifications: None

DATA ANALYTICS AVERAGE ANNUAL SALARY*

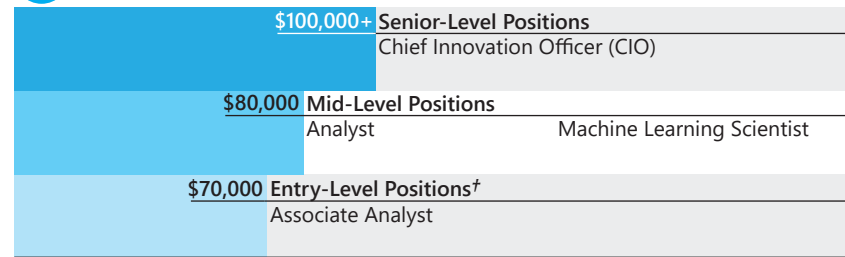| $150,000+	Senior-Level Positions	
	Chief Data Officer (CDO)	
	Senior Data Scientist	
$95,000	**Mid-Level Positions**	
	Data Analyst & Visualist	Data Administrator
	Operations Research Analyst	Data Scientist
	Geospatial-Intelligence Analyst	Sr. Statician
$60,000	**Entry-Level Positions†**	Data Integration Specialist
	Report Writer & Developer	Research Analyst
		Statistician

Recommended Certifications: AWS Data Analytics, MS Data Analyst Associate, CompTIA Data+

INNOVATION AVERAGE ANNUAL SALARY*

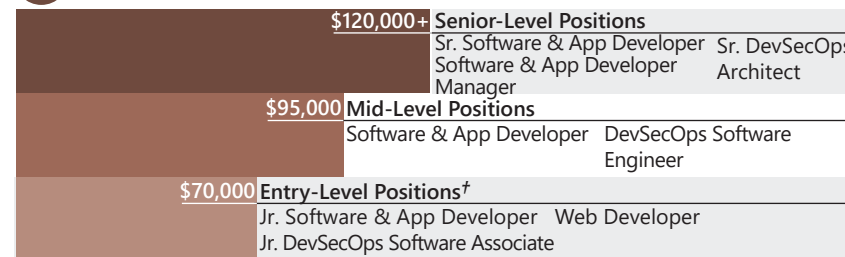| $100,000+	Senior-Level Positions	
	Chief Innovation Officer (CIO)	
$80,000	**Mid-Level Positions**	
	Analyst	Machine Learning Scientist
$70,000	**Entry-Level Positions†**	
	Associate Analyst	

Recommended Certifications: AWS Machine Learning Specialty

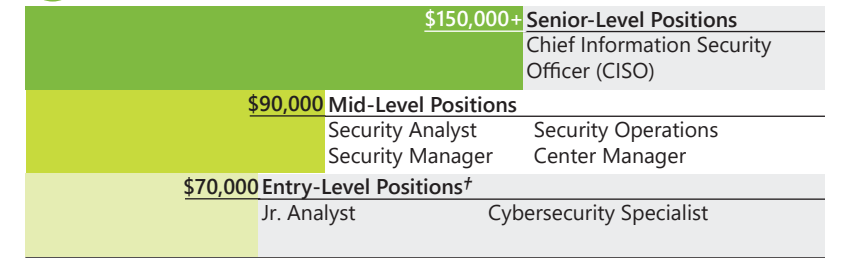### SOFTWARE DEVELOPMENT & INTEGRATION AVERAGE ANNUAL SALARY*

$120,000+	Senior-Level Positions	
	Sr. Software & App Developer	Sr. DevSecOps Architect
	Software & App Developer Manager	
$95,000	**Mid-Level Positions**	
	Software & App Developer	DevSecOps Software Engineer
$70,000	**Entry-Level Positions†**	
	Jr. Software & App Developer	Web Developer
	Jr. DevSecOps Software Associate	

Recommended Certifications: AWS certifications, MS Azure certifications, ITIL certification

CYBER SECURITY & RISK AVERAGE ANNUAL SALARY*

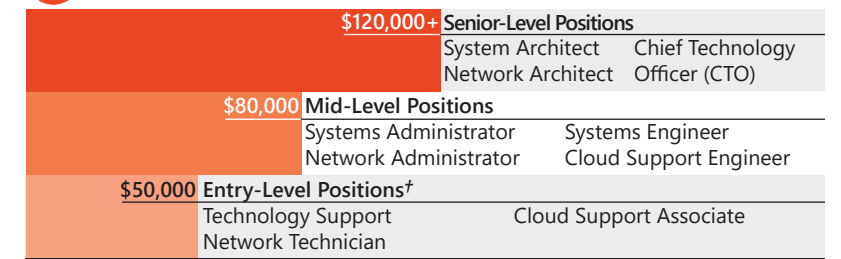| $150,000+	Senior-Level Positions	
	Chief Information Security Officer (CISO)	
$90,000	**Mid-Level Positions**	
	Security Analyst	Security Operations
	Security Manager	Center Manager
$70,000	**Entry-Level Positions†**	
	Jr. Analyst	Cybersecurity Specialist

Recommended Certifications: CISSP, Associate of ISC2 (r/cissp), CompTIA Security+, CISM

INFRASTRUCTURE CONNECTIVITY AVERAGE ANNUAL SALARY*

$120,000+	Senior-Level Positions	
	System Architect	Chief Technology
	Network Architect	Officer (CTO)
$80,000	**Mid-Level Positions**	
	Systems Administrator	Systems Engineer
	Network Administrator	Cloud Support Engineer
$50,000	**Entry-Level Positions†**	
	Technology Support	Cloud Support Associate
	Network Technician	

Recommended Certifications: AWS Solutions Architect Associate, AWS Cloud Practitioner, MS Azure Fundamentals, CCNA, CompTIA Network+

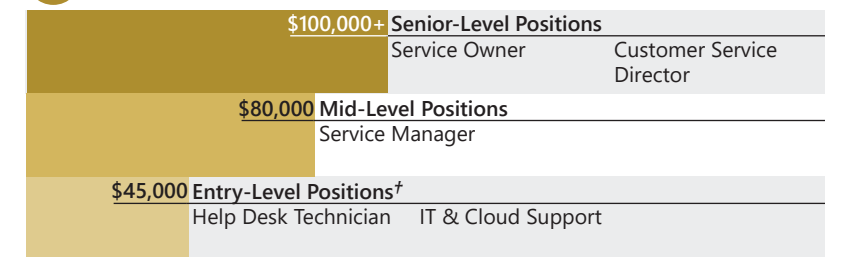### PROJECT MANAGEMENT AVERAGE ANNUAL SALARY*

$160,000+	Senior-Level Positions	
	PMO Director	
$120,000	**Mid-Level Positions**	
	Project Manager	Program Manager
$75,000	**Entry-Level Positions†**	
	Project Coordinator	
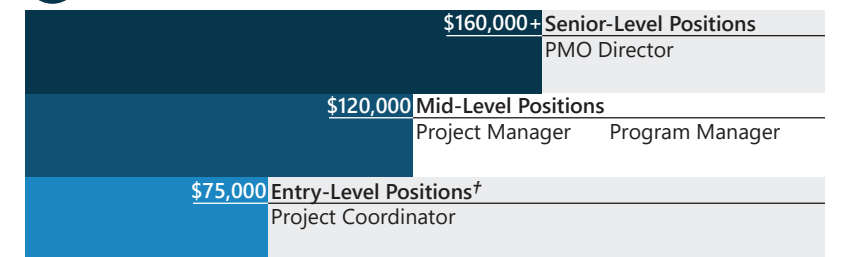
Recommended Certifications: PMP, CAPM, SCRUM Master, Agile certifications

TECHNICAL SUPPORT AVERAGE ANNUAL SALARY*

$100,000+	Senior-Level Positions	
	Service Owner	Customer Service Director
$80,000	**Mid-Level Positions**	
	Service Manager	
$45,000	**Entry-Level Positions†**	
	Help Desk Technician	IT & Cloud Support

Recommended Certifications: CompTIA A+, AWS Cloud Practitioner, SysOps Admin. Assoc.