

Technology Remuneration Report (Australia)

Participating organisations | March 2023



Participating organisations

1. .au Domain Administration Limited
2. [24]7.ai
3. 1-Stop Connections Pty Ltd
4. 8X8
5. A2B Australia Limited
6. Aaqua Pte Ltd
7. AC3
8. ACCELA
9. Accelo, Inc.
10. Accelya Kale
11. Accenture Australia Ltd
12. ACI Worldwide
13. Acquia
14. acrolinx GmbH*
15. ActiveCampaign LLC
16. Activision Blizzard*
17. Adobe Systems Inc
18. ADP
19. Adva Optical Networking SE*
20. Advanced Micro Devices
21. Adyen N.V.*
22. Afterpay Touch Group Limited
23. Agoda Services
24. Agriwebb
25. Agyle Time Pty Ltd
26. Airbnb
27. Airwallex
28. Akamai Technologies
29. Alation
30. Alfa Financial Software Limited*
31. Alibaba Group Inc
32. Alida
33. Alight Solutions
34. Allscripts
35. Alteryx
36. Altium Ltd
37. Altus Group Limited*
38. Amazon
39. Amdocs
40. Analog Devices
41. Anaplan
42. Ancestry.com
43. Andela
44. Ant Financial - China
45. Anuvu
46. Appdirect
47. APPEN LTD
48. Appian
49. Apple Pty Ltd
50. Apptio
51. Aptean
52. Archtis
53. Aristocrat Leisure Ltd
54. Arlo Technologies
55. Arrow Electronics
56. Aryaka Networks
57. Asana
58. ASC Pty Ltd*
59. ASG Group
60. Aspen Technology
61. Atlassian Inc
62. Audinate Group Ltd
63. Aussie Broadband Limited
64. Australian Payments Plus Limited
65. Auth0
66. Autocab Ltd.*
67. Autodesk Australia Pty Ltd
68. Automation Anywhere
69. Automattic
70. Avanade Australia Pty Ltd
71. Avast Software S.R.O.
72. Avaya Australia Pty Ltd
73. Avepoint*
74. Avetta
75. Aviat Networks (NZ) Ltd
76. Aviatrix Systems*
77. Avid Technology
78. Axon Computer Systems
79. Axway
80. Babcock Pty Ltd
81. BAE Systems Australia
82. Bain & Company*
83. Barracuda Networks
84. Basecamp
85. Bazaarvoice
86. Beca Pty Ltd

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| 87. Beforepay Group Limited* | 132. CGI Technologies and Solutions Australia Pty Ltd |
| 88. Beijing Bytedance Technology Co. | 133. Chainalysis |
| 89. Belkin International | 134. Channeladvisor |
| 90. Best Practice Software Pty Ltd | 135. Chargebee |
| 91. Betmakers Technology Group Ltd | 136. Check Point Software Technologies (Aust) Pty Ltd |
| 92. Bigcommerce | 137. Checkout.com |
| 93. Bigtincan | 138. ClandT |
| 94. Blackbay | 139. Ciena |
| 95. Blackberry Limited | 140. Cimpres |
| 96. Blackboard | 141. Circles.Life |
| 97. Blackhawk Network | 142. Cisco Systems |
| 98. Blackline | 143. Citrix |
| 99. Blackrock | 144. Civica Pty Ltd |
| 100. Bloomberg | 145. Civilized Discourse Construction Kit, Inc* |
| 101. Blue Prism | 146. ClickCar Australia Pty Ltd |
| 102. Blue Yonder | 147. Cloudbees |
| 103. Bluebeam | 148. Cloudera |
| 104. BMC Software Pty Ltd | 149. Cloudflare |
| 105. Bonterra* | 150. Cognex |
| 106. Box | 151. Coherent |
| 107. Brightcove* | 152. Collibra |
| 108. Broadchains Fintech Pte Ltd.* | 153. Comcast Cable Communications |
| 109. Broadcom | 154. Commercetools* |
| 110. Broadsign* | 155. CommVault Systems |
| 111. Bruker | 156. Comscore |
| 112. Bullhorn | 157. Concentra Consulting Limited |
| 113. Buzz Finco | 158. Concentrix Services (New Zealand) |
| 114. C3.ai | 159. Confluent |
| 115. CAE Australia | 160. Conga |
| 116. Calix | 161. Contentful |
| 117. Calypso Technology | 162. Copperleaf Technologies |
| 118. Canberra Data Centres Pty Ltd | 163. Corel Corporation |
| 119. Canon Australia Pty Limited | 164. Cornerstone Ondemand |
| 120. Canva | 165. Corsair Memory |
| 121. Carsales.com.au | 166. Costa Group Holdings* |
| 122. Carta | 167. Couchbase |
| 123. Casa Systems | 168. Coupa Software |
| 124. Catapult Sports | 169. Coursera |
| 125. CEA Technologies Pty Ltd | 170. Cox Enterprises* |
| 126. Cenet Limited | 171. Criteo |
| 127. Ceragon Networks Ltd. | 172. Crowdstrike |
| 128. Ceridian Hcm | 173. CrunchyRoll, LLC* |
| 129. Cerner | 174. CSG Systems |
| 130. Certara | 175. Cubic Corporation |
| 131. Certus Solutions Pty Limited | 176. Culture Amp Inc* |
| | 177. Cuscal Limited |

178. Customer.io
179. Cvent
180. Cyberark
181. CyberCX Pty Ltd
182. D&M Holdings Inc
183. D2L
184. Daronmont Technologies
185. Dassault Systemes
186. Data#3
187. Databricks
188. Datacom Group Limited
189. Datadog
190. Dataiku
191. Dataminr
192. Datarobot
193. Datastax
194. Datto
195. dbt Labs*
196. Delinea Inc.
197. Dell Australia Pty Ltd
198. Deltek
199. Depop Ltd.
200. Deputy
201. Devo Technology
202. Dialpad, Inc
203. Diebold Australia Ltd
204. Digi International
205. Digicert
206. Digital Guardian
207. Diligent
208. Docebo Inc*
209. Docusign
210. Dolby Laboratories
211. Domo
212. Donuts
213. DoubleVerify
214. Draftkings
215. Dropbox
216. Druva
217. DTN
218. Duck Creek Technologies
219. DXC Technology Australia Pty Ltd
220. Dynata
221. Dynatrace LLC
222. Easy Agile*
223. eBay
224. Eflex Pty Ltd*
225. Elabor8 Pty Ltd*
226. Elasticsearch
227. Elbit Systems of Australia
228. Electronic Arts
229. ELLUCIAN
230. Elmo Software
231. Empired Ltd
232. Endace Measurement Systems Ltd*
233. Enfusion Ltd. LLC*
234. EnterpriseDB
235. Entrust Datacard
236. Envato
237. Envestnet
238. Epicor Software
239. Epiq Systems*
240. Epsilon*
241. Epson Australia Pty Ltd
242. Equifax
243. Equinix
244. Ericsson Australia Pty Ltd*
245. Esri Australia
246. Eventbrite
247. Eventus Systems*
248. Everbridge
249. Exabeam
250. Expedia
251. Experian
252. Extreme Networks
253. EYC LTD UK
254. F5 NETWORKS
255. Facebook Inc.
256. FEATURESPACE*
257. Fidelity National Information Services
258. Financialforce.com
259. Finastra
260. Fineos Corporation UC
261. First Advantage Corporation
262. FISERV Australia Pty Ltd
263. Five 9
264. Fivetran
265. Flexera Software
266. Fluke
267. Flywire Corporation
268. Forcepoint
269. Forescout Technologies

- 270. Forgerock
- 271. Formlabs
- 272. Forrester Research
- 273. Forter
- 274. Fortinet
- 275. FortyTwo 24 Pty Ltd*
- 276. FTI Consulting
- 277. Fujifilm Business Innovations Australia Pty Ltd
- 278. Fujifilm Holdings America
- 279. Fujitsu Australia Ltd
- 280. Fullstory
- 281. FUZE
- 282. Gartner*
- 283. GBST Holdings Ltd - Global Banking & Securities Transactions
- 284. GE
- 285. General Atomics
- 286. General Dynamics Land Systems Australia
- 287. Genesys Telecom Labs
- 288. Gigamon*
- 289. GIRO
- 290. GitHub
- 291. Gitlab Inc
- 292. GME Pty Ltd
- 293. Godaddy.com
- 294. GoFundMe.com
- 295. Google*
- 296. GoPro
- 297. Groupon Australia
- 298. Guidewire Software
- 299. H2O.ai
- 300. Harley Davidson
- 301. Harmonic
- 302. Harness
- 303. HashiCorp
- 304. Hendrickson USA
- 305. Here
- 306. Hexagon PPM
- 307. Hexagon SIG
- 308. HID Global Corporation
- 309. Higher Logic
- 310. Highspot*
- 311. HireRight
- 312. Hitachi (Vantara / High Tech)
- 313. Hootsuite
- 314. Hopin
- 315. Houzz
- 316. HP
- 317. Hubspot
- 318. Human Made
- 319. HyperScience
- 320. IBM Australia
- 321. ICANN
- 322. Icertis
- 323. IDP Education Pty Ltd*
- 324. IGT
- 325. li-Vi Incorporated
- 326. Illumio
- 327. Imperva
- 328. Indara
- 329. Indeed.com
- 330. Industrial Scientific
- 331. Infineon Technologies AG
- 332. Infinera
- 333. Infoblox
- 334. Infor
- 335. Informatica
- 336. Inmarsat Global Ltd
- 337. Insight*
- 338. Insight Enterprises Australia Pty Ltd
- 339. Instructure
- 340. Intel Corporation
- 341. Intelematics Australia Pty Ltd
- 342. Intelsat
- 343. Interactive
- 344. Intercom
- 345. Intercontinental Exchange
- 346. Interpublic Group
- 347. Intersystems
- 348. Intuit
- 349. Invetech
- 350. Invisionapp
- 351. IPC Systems
- 352. IPSTAR Australia Pty Ltd
- 353. IQVIA
- 354. IR – Integrated Research
- 355. IRESS Limited
- 356. Itron*
- 357. Ivanti
- 358. Jade Software Corporation Ltd
- 359. Jamf
- 360. John Deere

- 361. Juniper Networks
- 362. K & L Gates*
- 363. Kaltura
- 364. Kantar*
- 365. Kaspersky Lab Zao
- 366. Kerridge Commercial Systems
- 367. Keysight Technologies
- 368. Khoros LLC
- 369. Kinetic IT Pty Limited
- 370. Kira
- 371. KKday
- 372. KLARNA BANK AB (PUBL)*
- 373. Klaviyo*
- 374. Klook Travel Technology Limited
- 375. Kolmeo Pty Ltd
- 376. Kong
- 377. Kyndryl Australia Pty Ltd*
- 378. Kyocera Document Solutions Pty Ltd*
- 379. Kyriba
- 380. LAB3 Pty Ltd
- 381. LaunchDarkly
- 382. Leidos Australia
- 383. Lemongrass Consulting*
- 384. Lenovo
- 385. Lexmark International (Australia) Pty Ltd
- 386. Liberty Wireless Pte. Ltd.*
- 387. Limeade
- 388. LinkedIn
- 389. Liquid Instruments*
- 390. Liveperson
- 391. LiveRamp
- 392. Lockheed Martin
- 393. LogicMonitor
- 394. Logitech
- 395. Logmein
- 396. LOOKOUT
- 397. Loom
- 398. Lovehoney Group Limited
- 399. Lucid Holdings
- 400. Lucid Software
- 401. Lumen
- 402. Macquarie Telecom
- 403. Magnite
- 404. Malwarebytes
- 405. Mambu Tech BV
- 406. Mandiant
- 407. Manhattan Associates
- 408. Maplebear Inc. Db a Instacart*
- 409. MariaDB
- 410. Markforged
- 411. MasterCard Asia/Pacific (Australia) Pty Ltd
- 412. Mathworks
- 413. Matrixx Software
- 414. Maxar Technologies
- 415. McAfee
- 416. Medallia
- 417. Mediakind*
- 418. MediaMath
- 419. Mediaocean LLC
- 420. Meggitt PLC
- 421. Meltwater
- 422. Micro Focus Software
- 423. Microchip Technology
- 424. Microsoft Pty Ltd
- 425. Milanote Pty Ltd
- 426. MILESTONE TECHNOLOGIES
- 427. Mimecast
- 428. Mirakl
- 429. Mitek Usa Inc.
- 430. Modica Group Pty Ltd*
- 431. Modis Consulting Pty Ltd
- 432. Molex
- 433. Momentive
- 434. MongoDB
- 435. Monster Worldwide
- 436. Moodle*
- 437. Moody's Investors Service Pty Ltd
- 438. Morningstar Australasia Pty Ltd
- 439. Motorola Australia Pty Ltd*
- 440. Moula
- 441. Mozilla Corporation
- 442. mParticle
- 443. MSL Solutions Ltd
- 444. MUNICH RE AUTOMATION SOLUTIONS LTD
- 445. mx51 Pty Ltd
- 446. MYOB Australia Pty Ltd
- 447. N-Able Technologies*
- 448. Nanosonics Ltd
- 449. Nasdaq Pty Ltd
- 450. National Broadband Network Company Ltd
- 451. National Instruments
- 452. Navis

453. nCino	499. OpenBet Technologies Ltd*
454. NCR	500. Openpay Pty Ltd
455. Nearmap Ltd	501. OPENTABLE
456. Neo4j	502. OpenX
457. Netapp	503. Optimizely*
458. Netcracker Technology Corp	504. Oracle Corporation Australia Pty Ltd
459. Netgear	505. Orion Health Ltd
460. Netscout Systems	506. Orro Group*
461. Network Access Associates*	507. Osisoft
462. New Relic	508. Outbrain
463. NEXTDC Limited	509. OutSystems
464. Nexthink SA	510. Pagerduty
465. NextRoll	511. Palantir Technologies
466. NIB Health Funds Ltd	512. Palo Alto Networks
467. Nine Entertainment	513. Panasonic Avionics
468. Nintex	514. PaperCut
469. Nitro Software	515. PAR Technology Corp
470. NOKIA TECHNOLOGIES OY	516. PayPal
471. Nominet	517. Payward, Inc. dba Kraken*
472. Nordic Semiconductor ASA	518. Pegasystems
473. Northrop Grumman	519. Peloton Interactive*
474. NortonLifeLock	520. Pendo
475. Nova Group	521. Perkbox
476. Nova Systems*	522. Phocas
477. NTT	523. Ping Identity
478. NTT Australia Pty Ltd	524. Pinterest
479. NTT Ltd Group Services United Kingdom Limited*	525. Pitney Bowes Software Pty Ltd*
480. Nuance Communications	526. Pixel Paddock DBA Float
481. Nutanix	527. Planet Innovation Pty Ltd
482. Nvidia	528. Planview Inc.
483. NXP Semiconductors	529. Pluralsight
484. O.C. Tanner Company*	530. PMB Defence
485. OANDA	531. Podium
486. Oath	532. Polaris Industries
487. Odaseva*	533. Poly
488. Officeworks Ltd	534. Poshmark
489. Okta	535. Postman
490. On Semiconductor	536. Practice Ignition
491. ONE DOOR	537. Procure
492. One More Cloud	538. Progress
493. OneSpan	539. Proofpoint
494. OneStream Software	540. PROS
495. Onetrust	541. Prospa Advance Pty Ltd
496. oneZero Financial Systems	542. PsiQuantum
497. Onyx Insight	543. PTC - Parametric Technology
498. OPEN TEXT	544. Pubmatic

- 545. Puppet
- 546. Pure Storage
- 547. Q2
- 548. QAD Australia Pty Ltd
- 549. QlikTech Inc
- 550. Quadient
- 551. Qualcomm
- 552. Qualtrics
- 553. Qualys
- 554. Quantexa Ltd
- 555. Quantum Group Pty Ltd
- 556. Quantum
- 557. Quest Software
- 558. Qumulo
- 559. Rackspace US Inc
- 560. Radware - Israel*
- 561. Rakuten Inc
- 562. Rambus
- 563. Rapid7
- 564. Raytheon Australia Pty Ltd
- 565. REA Group
- 566. ReadyTech*
- 567. REALNETWORKS
- 568. RealtimeBoard Inc. DBA Miro
- 569. Recorded Future
- 570. Red Hat Asia Pacific
- 571. Redbubble
- 572. Reddit
- 573. Redgate Software
- 574. Redis Labs*
- 575. Relativity
- 576. RELX Group*
- 577. Renaissance Learning
- 578. Rescale*
- 579. Revolut Ltd
- 580. Rhipe
- 581. Ribbon Communications
- 582. Ricoh Australia Pty Ltd
- 583. Rightpoint*
- 584. Rimini Street
- 585. Ringcentral
- 586. Riot Games
- 587. Riskified
- 588. Ritchie Bros Auctioneers
- 589. Riverbed Technology
- 590. RMIT Online
- 591. Robert Half International
- 592. Rocket Software*
- 593. Rockwell Automation Australia
- 594. RSA Security LLC
- 595. Rubrik
- 596. S & C Electric Company
- 597. Saab Systems Pty Ltd
- 598. Sabre Australia Pty Ltd
- 599. Sage Group
- 600. Sailpoint Technologies
- 601. Salesforce
- 602. Sandvine
- 603. Sanmina
- 604. SAP Australia Pty Ltd
- 605. SAS Institute Australia Pty Ltd
- 606. Seagate Technology
- 607. SecureWorks
- 608. SEEK Ltd
- 609. Sega Europe Limited
- 610. Seismic
- 611. Serko Limited
- 612. ServiceMax
- 613. Servicenow
- 614. ServiceRocket Inc.
- 615. Shippit
- 616. Shopify
- 617. Showpad NV
- 618. Shutterstock
- 619. Sidekicker*
- 620. Siemens (NZ) Ltd
- 621. Silicon Laboratories
- 622. Similar Web
- 623. SingTel Optus Pty Ltd
- 624. Sitecore
- 625. Skedulo
- 626. SkillSoft Asia Pacific Pty. Ltd
- 627. Slack Technologies
- 628. Slalom*
- 629. Smart Internet Technology CRC
- 630. SmartBear Software
- 631. Smartly.io Solutions Inc
- 632. Smartsheet
- 633. Snap
- 634. Snow Software*
- 635. Snowflake Computing
- 636. Snowplow Analytics Ltd

637. Snyk	682. Tcl Communication Technology Holdings Ltd.-China
638. Software AG Australia Pty Ltd	683. TE Connectivity*
639. Solarwinds	684. TechnologyOne
640. Sonicwall	685. TeleSign*
641. Sonos	686. Telstra Health
642. Sony Australia Ltd	687. Temenos Group AG
643. Sophos	688. Tenable
644. SoPost*	689. Tencent Technology (Shenzhen) Company Ltd.-China
645. Spiceworks dba Spiceworks Ziff Davis	690. Tenneco
646. Spirent Communications	691. Teradata
647. Spirit Technologies	692. Teradyne
648. Splunk	693. Tesla Motors
649. Spok	694. Texas Instruments
650. Sportradar AG	695. Thales Australia
651. Spotify Technology SA*	696. The Boston Consulting Group Inc*
652. Sprinklr	697. The Citadel Group
653. Sprout Social	698. THE ICONIC
654. SPS Commerce	699. The Myers-Briggs Company
655. Square	700. The Nielsen Company
656. StarTech.com*	701. The Trade Desk
657. Stefanini-NA/APAC	702. Thoughtspot
658. STMicroelectronics International NV	703. ThoughtWorks
659. StockX LLC	704. ThoughtWorks Australia*
660. Stratus Technologies	705. TIBCO SOFTWARE
661. Stripe	706. Topcon Positioning Systems
662. SugarCRM	707. Toshiba (Australia) Pty Ltd
663. Sumo Logic	708. TOSHIBA GLOBAL COMMERCE SOLUTIONS
664. Sunpower	709. Traction On Demand
665. Superloop Ltd	710. Tradeshift
666. Symbio Holdings	711. Transaction Network Services
667. Symend	712. TRANSFERWISE
668. Synamedia	713. Transmax Pty Ltd
669. Syniverse Technologies	714. Transunion LLC
670. Synopsys India	715. Travelport International Limited
671. Sysdig*	716. Tribal Group Pty Ltd
672. Syspro	717. Trimble Navigation New Zealand Ltd
673. Tait International Limited*	718. TripActions
674. Take-Two Interactive Software	719. Tripadvisor
675. Talend	720. TripleLift
676. Talkdesk	721. Twilio
677. Talkwalker*	722. Twitter
678. Tally Group*	723. Uber
679. Tanium	724. Udemy
680. Tata Communications America Inc	725. UiPath
681. Tata Consultancy Services Limited	726. UKG

727. Unico Computer Systems Pty Ltd	774. YapStone
728. Unidays	775. Yardi Systems
729. Unisys Corporation	776. Zapier
730. Unit 4 Business Software Holding B.V.*	777. Zebra Technologies
731. United Lifestyles Group Network*	778. Zendesk
732. Unmind	779. Zoom Video Communications
733. Usertesting	780. Zuora
734. Vanguard Investments Australia*	781. Zwitter
735. Vecima Networks	
736. Vectra AI	<i>*indicates new organisation</i>
737. VelocityEHS	
738. Venafi	
739. Verifone	
740. Verisign	
741. Veritas Technologies LLC	
742. Verizon Business	
743. Verra Mobility*	
744. Viasat	
745. Viavi Solutions	
746. Visa AP (Australia) Pty Ltd	
747. VMware	
748. Vocera Communications	
749. Vocus Communications Ltd	
750. Vodafone Hutchison Australia	
751. Volpara Solutions	
752. Vonage Holdings Corp*	
753. Walkme*	
754. Wandisco	
755. Wargaming Group Limited	
756. Watchguard Technologies	
757. Wave International Pty Ltd	
758. Western Digital	
759. WEX	
760. Whispir	
761. Wipro	
762. Wisetech Global Ltd	
763. Workato*	
764. Workday	
765. WP Engine	
766. Wrike	
767. WSP Australia Pty Ltd	
768. Xactly	
769. Xero Limited	
770. Xilinx	
771. Xperi	
772. Xplor Technologies*	
773. Yahoo! 7*	