



De scherpe ICT tarieven van Appoint

Functie	Carrierefase					
	Starter (0-1 jr)	Potential (1-2 jr)	High potential (3-4 jr)	Professional (5-6)	High Professional	Director (>8 jr)
	Indicatie per uur					
Flashprogrammeur	€20,47	€26,65	€33,17	€41,54	€45,69	€51,92
IT Projectmanager	nvt	nvt	€39,81	€48,46	€57,69	€64,91
Programmeur (PHP, Java, C#, C++ e.d)	€21,71	€29,83	€35,83	€45,69	€51,92	€56,25
Applicatie ontwikkelaar	€21,71	€29,83	€35,83	€45,69	€51,92	€56,25
Webdesigner	€20,47	€26,65	€33,17	€41,54	€47,60	€51,92
Webdeveloper	€21,09	€28,56	€34,50	€43,62	€49,04	€53,37
Software Engineer	€21,09	€28,56	€34,50	€43,62	€49,04	€53,37
Technisch consultant	€21,09	€28,56	€34,50	€43,62	€49,04	€53,37
Webmaster	€19,85	€26,02	€32,51	€39,46	€44,71	€49,04
Beheerder	€19,85	€26,02	€32,51	€39,46	€44,71	€49,04
User Interface Designer	€21,09	€28,56	€34,50	€43,62	€49,04	€53,37
IT Manager	nvt	nvt	nvt	€51,92	€61,30	€78,61
Architect	nvt	nvt	€43,13	€54,00	€64,91	€78,61
CMS builder	€21,09	€28,56	€34,50	€43,62	€49,04	€53,37
Tester	€19,23	€24,12	€31,18	€36,69	€42,55	€46,88