2013 Demand and Compensation research in Japan : CCNA, CCNP, and CCIE

Learning@Cisco Japan

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Desired Length of Experience and
Annual Income Offered for Network Engineers

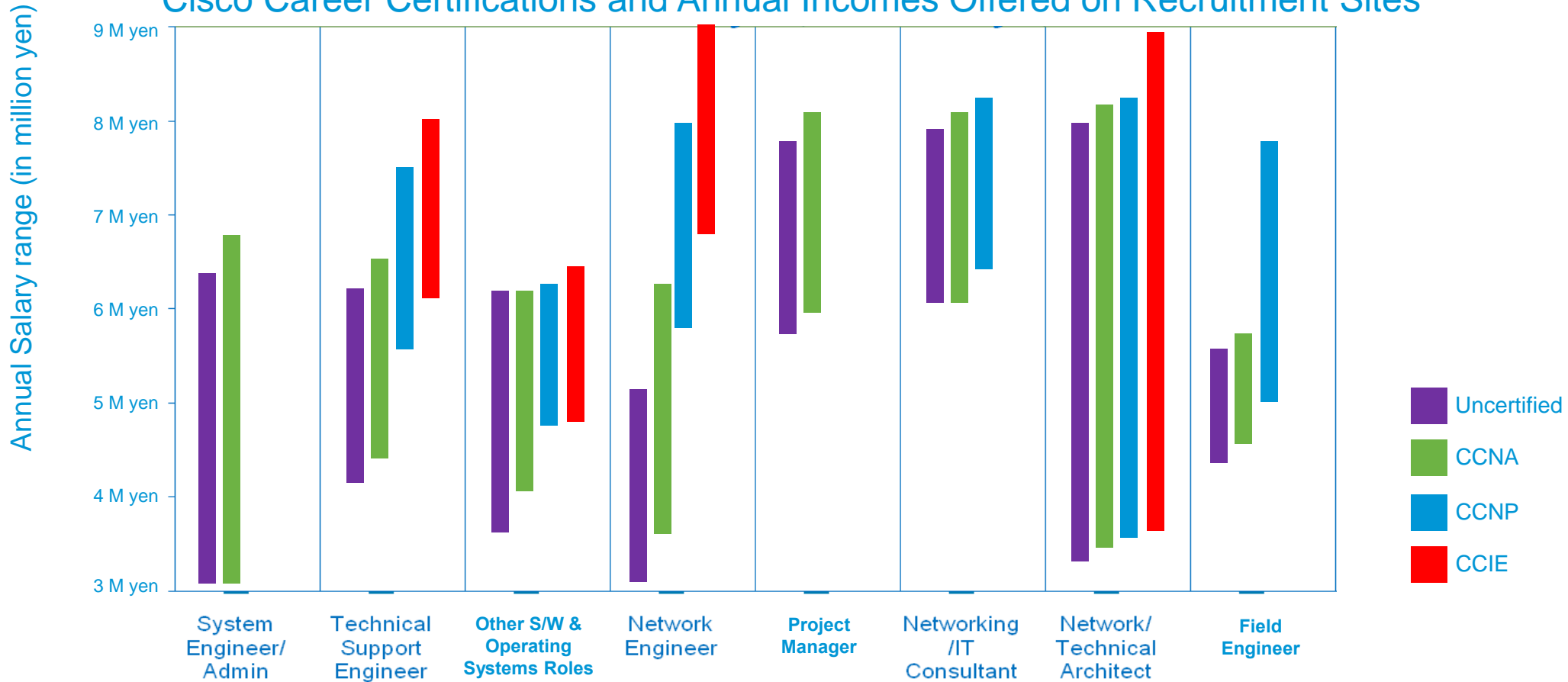|	Required years of experience (Average)	Annual income (Average, million yen)
Expert (CCIE)	4 or more years	6.45 – 9.00
Professional (CCNP)	3 or more years	4.96 – 7.01
Associate (CCNA)	2 or more years	4.04 – 5.78

Survey period: July 21-October 31, 2013
Data based on 523 job posting for CCNA, CCNP, and CCIE R&S.
Surveyed: 11 Japanese recruitment companies   (in no particular order: RIKUNABI, RIKUNABI NEXT IT Career, RECRUIT AGENT, MYNAVI, MYCOM Agent, IT tenshoku search, DODA, SkillSurfing, CareerCross, IT tenshoku navi, Nikkei Career NET)

Engineers that Receive Higher Incomes have Higher Levels of Cisco Career Certification

Cisco Career Certifications and Annual Incomes Offered on Recruitment Sites

Annual Salary range (in million yen)

Categories: System Engineer/Admin, Technical Support Engineer, Other S/W & Operating Systems Roles, Network Engineer, Project Manager, Networking /IT Consultant, Network/Technical Architect, Field Engineer
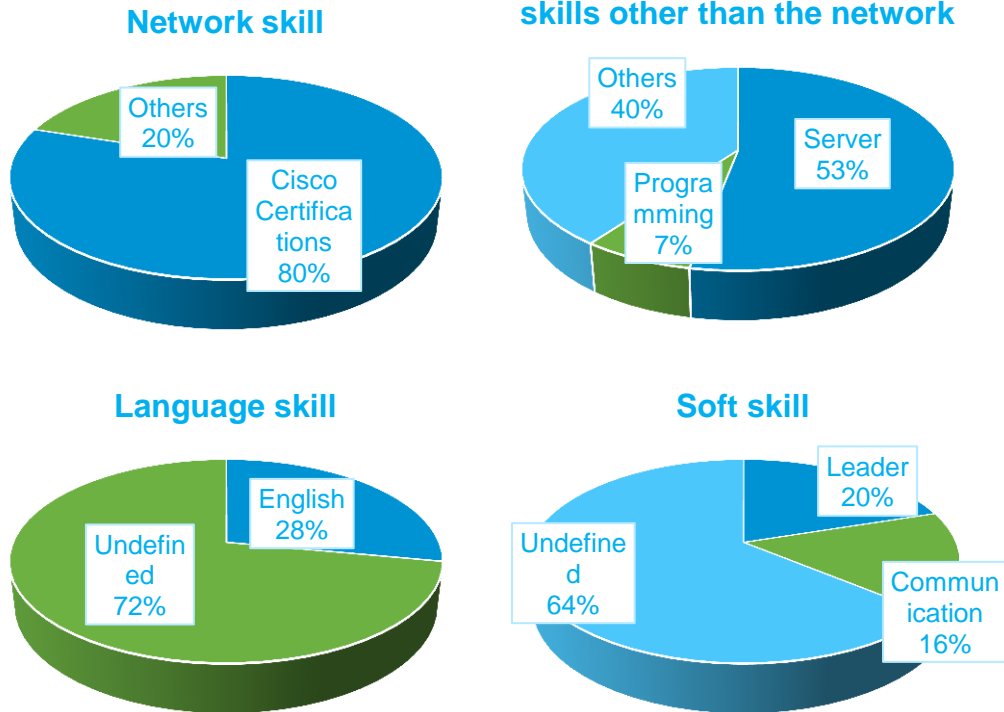
Legend:
- Uncertified
- CCNA
- CCNP
- CCIE

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Skills Desired in Engineers are Server Skills, English Language Skills, Leadership Skills and, above all, CCNA

Preferred skills for Network Engineers

Network skill

Others 20%

Cisco Certifications 80%

skills other than the network

Others 40%

Programming 7%

Server 53%

Language skill

Undefined 72%

English 28%

Soft skill
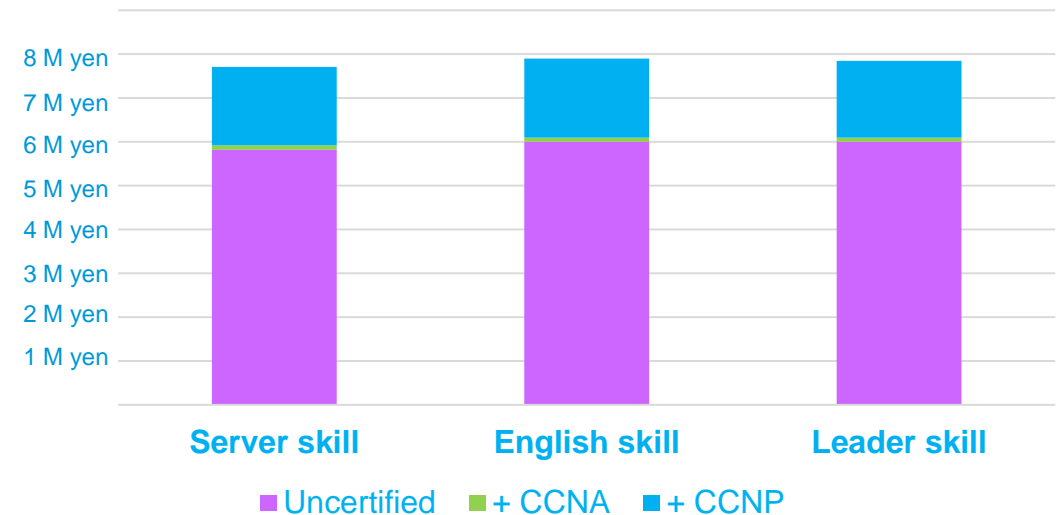
Undefined 64%

Leader 20%

Communication 16%

Necessary skills for Network Engineers

Percentage of job postings requiring Cisco Certifications: 26% (CCIE 2%, CCNP 12%, CCNA 12%)
The percentage of CCNP job postings are increasing, and they reflect the increase in income offered.

Network Engineers Annual Incomes offered on Recruitment sites by skills (average)

8 M yen
7 M yen
6 M yen
5 M yen
4 M yen
3 M yen
2 M yen
1 M yen

Server skill   English skill   Leader skill

■ Uncertified   ■ + CCNA   ■ + CCNP

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Job posting example: CCNA Routing and Switching
Starting point of career in network

- **IP network design, implement, and support**

- **Technical support for network, server, and PC**

Network engineer
330,000 – 420,000 yen / month
Location: Tokyo

Requirement

- **Knowledge of career line and the implementation of the physical line (3 years)**

- **Experience in network operation about routing protocols BGP, OSPF, etc. (3 years)**

- **Experience in network implementation (CCNA or equivalent. Design, installation, evaluation) and network operation (3 years)**

Customer engineer
300,000 - 375,000 yen / month
Location: Tokyo

Requirement

- **MCA, MCP, CCNA, or equivalent knowledge**

Job posting example: CCNP
Senior engineers involved in the upstream process

- **Network upstream process – Design and implementation**
- **Break-fix, vendor control**

Network design, implement, and maintain
570,000 – 700,000 yen / month
Location: Tokyo

Requirement

- Possess the ability to **upstream design** and implement the Cisco network
- Required 5 years of experience in Cisco network design and implementation
- Experience as PM assistant or PM, or equivalent
- **CCNP level required** - load balancing experience required

- **Design and implement the wide area network**
- **Upstream process only – no maintenance and support**
- **Train the engineers in the future**

Network engineer
350,000 - 550,000 yen / month
Location: Tokyo

Requirement

- At least 3 years of experience in the **upstream process** (design or implement)
- Cisco Certifications
- 3+ years of work experience after obtaining CCNA
- 1+ years of work experience after obtaining **CCNP**
- Project Leader experience of designing or implementing network
- Management experience in the design field
- Technology knowledge and skill about QoS, Multicast, WAN, Security, and Voice
- Technical knowledge and Cisco routers and Catalyst switches

Job posting example: CCIE Routing and Switching
Network expert

- **Design specification** of service networks, planning operation
- **Research and development of network technology to develop original services**

- **Implementation/project manager** of the fire command system
- **Definition of system requirements, project management, and development management**

Network system engineer
416,000 – 1,000,000 yen / month
Location: Tokyo

Requirement

- **CCIE**
- 3+ years of work experience in network design, hardware evaluation and operation
- Experience in Cisco routers and switches
- Transmission equipment, switching equipment, verification and maintenance, and operation work experience (VoIP, PSTN) on the phone, etc.
- Experience in network implementation (mid-sized or enterprise network for the customer)

Network engineer for the public sector (Manager)
700,000 – 830,000 yen / month
Location: Tokyo

Requirement

- PJ management experience of large-scale IP network system
- 3+ years of experience in implementing large-scale switching system
- 3+ years if experience in implementing large-scale command and control AP system
- supervision engineer (Electricity or telecommunications)
- **CCIE** or equivalent