

EJD TALENT SOLUTIONS

Salary Benchmarking Report

Business Analyst

GAUTENG · 2026 MARKET DATA

PURPOSE OF THIS REPORT

This report benchmarks salaries for Business Analyst and Business Analytics roles across Gauteng, drawing on current South African market data. It is designed to help employers set competitive, realistic offers and help candidates understand fair market value for these roles.

ROLE PROFILE

ROLE TITLE	Business Analyst / Business Systems Analyst
INDUSTRY	Business Analytics & Systems (Finance, Banking, IT, Corporate)
REGION	Gauteng, South Africa
CORE RESPONSIBILITIES	Requirements analysis, process improvement, data analysis, stakeholder management, documentation

SALARY BANDS BY EXPERIENCE

TIER	EXPERIENCE	ANNUAL SALARY RANGE (ZAR)
Junior	1-3 years	R280 000 – R420 000
Mid-Level	4-7 years	R420 000 – R620 000
Senior	8-12 years	R620 000 – R860 000
Specialist+	13+ years / Lead or IT Finance BA	R860 000 – R1 150 000

Sources: ERI SalaryExpert, Glassdoor, PayScale, Jobted.co.za, BeBee (2026 market data).

MARKET AVERAGE SUMMARY

R553 340 NATIONAL AVERAGE	R766 667 GAUTENG AVERAGE	R620 000 MID-CAREER MEDIAN
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KEY FACTORS THAT INFLUENCE SALARY

- Sector — finance, banking and IT-focused BA roles pay well above general corporate roles
- Technical depth, including SQL, data analysis tools and systems documentation experience
- Certifications such as CBAP, or formal qualifications in business, IT or systems analysis
- Whether the role is IT Business Analyst, Business Systems Analyst, or general Business Analyst
- Gauteng carries a substantial premium over the national average due to concentration of finance and corporate head offices

EJD RECOMMENDATION

Gauteng Business Analyst salaries run well above the national average, largely driven by finance and banking sector demand. SMEs competing for this talent should budget at or above the Mid-Level band, and expect Senior-level candidates to expect compensation closer to the Gauteng average than the national one.

RECOMMENDED STARTING BAND	Mid-Level (R420,000 – R620,000)
BEST FOR	SMEs needing process, systems or data analysis support
UPGRADE TO SENIOR IF	Role requires stakeholder leadership or finance-sector experience

This report reflects aggregated third-party market data as of 2026 and is intended as a general guide. Actual offers should account for specific role scope, company budget, and candidate experience.