Robert——Walters

Tech and Transformation Salary Guide

Australia & New Zealand

Global Talent Solutions

Welcome to Robert Walters

Truly global, proudly local

Robert Walters is the world's most trusted talent solutions business. Across the globe, we deliver recruitment, recruitment outsourcing, and talent advisory services for businesses of all shapes and sizes, opening doors for people with diverse skills, ambitions, and backgrounds.

While our reach is global, we take pride in being deeply rooted in the local markets of Australia and New Zealand, with offices strategically located across both countries. Our team members possess a deep understanding of the industries and regions they serve.

For over 25 years, we have been connecting leading employers with top talent in Australia and New Zealand. We focus on understanding what sets each organisation and individual apart, listening to their stories and goals, and partnering with them to find the ideal match between role and candidate.

31 we recruit across 31 countries globally.

Contents

Business Applications
ERP/CRM
Development & Testing
Testing Services
Application Development
Digital
Design
Senior Appointments
Leadership
Infrastructure
Operations
Engineering (Cloud/Networking, Firewalls, Server, Storage)
DevOps
Cyber Security

New Zealand
<u>**Auckland**</u>
Senior Appointments – Leadership
Architecture
Security
Infrastructure
Digital & Design
Testing
Development
Data & Business Intelligence

<u>**Wellington**</u>
Senior Appointments – Leadership
Architecture
Security
Infrastructure
Digital & Design
Testing

Development
Data & Business Intelligence

Transformation

Key findings

Australia
<u>**Australian Capital Territory**</u>
No Clearance
Security Clearance

<u>**New South Wales**</u>
Agile
Projects
Change
Business Analysis

<u>**Queensland**</u>
Projects
Agile
Change
Business Analysis

<u>**South Australia**</u>
Agile
Projects
Change
Business Analysis

<u>**Victoria**</u>
Projects
Agile

<u>**Western Australia**</u>
Projects
Agile
Change
Business Analysis
Security Clearance

New Zealand
<u>**Auckland**</u>
Transformation - Projects
Transformation - Architecture

<u>**Wellington**</u>
Transformation

Contact us

About the tech & transformation Salary Guide

Salary Survey

This year our Salary Survey received over 2,000 responses from white-collar professionals working across tech & transformation in Australia and New Zealand. The results from this survey have allowed us to provide detailed insight into today's workplace.

Salary benchmarking tables

We have analysed thousands of tech & transformation roles advertised in Australia and New Zealand over a 12-month period to calculate the upper and lower limits of the salary range, as well as the median salary and pay rate of each advertised role.

All salaries and rates for New Zealand are stated as base amounts, excluding benefits and bonuses. All salaries in Australia are inclusive of superannuation and exclude benefits and bonuses.

Tech & transformation survey respondents

Location

Location	%	Location	%
New South Wales	21%	Auckland	18%
Queensland	6%	Canterbury	5%
South Australia	6%	Wellington	17%
Victoria	14%	Other (AU)	0%
Western Australia	10%	Other (NZ)	3%

Queensland

Western Australia

South Australia

New South Wales

Auckland

Canterbury

Victoria

Wellington

Gender

Australia

- Male
- Female
- Other

3%
23%
74%

New Zealand

- Male
- Female
- Other

2%
34%
64%

Generation

| Gen Z (1997-2010) | 5% |
| | 4% |

| Millennial (1981-1996) | 45% |
| | 42% |

| Gen X (1965-1980) | 43% |
| | 46% |

| Baby Boomer (1946-1964) | 7% |
| | 7% |
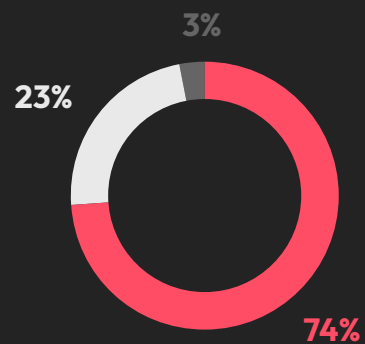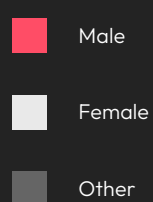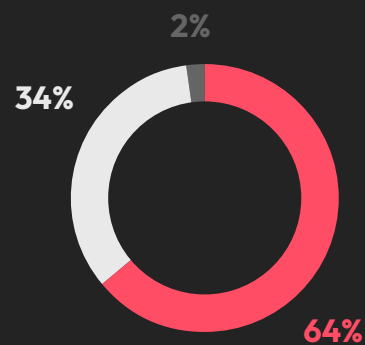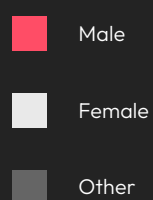
Australia   New Zealand
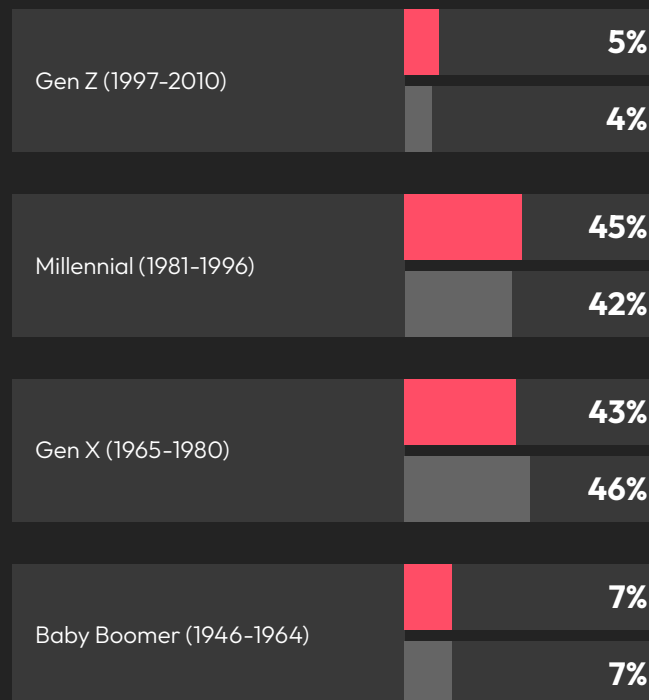
Salary and bonus trends

Salary trends

A strong proportion of tech & transformation businesses in Australia (69%) and New Zealand (65%) plan to implement salary increases in 2025. However, employee expectations remain lower, with only 59% of Australian and 52% of New Zealand employees anticipating a raise. This gap suggests that while many organisations are addressing inflation and talent retention through salary adjustments, employees may be more cautious about their prospects. Notably, mid-senior and associate-level professionals are the most likely to receive a salary increase, with over 74% expected to see a boost in both markets.

Salary trends

% of tech & transformation businesses likely to give a salary increase to employees

Australia	**69%**
New Zealand	**65%**
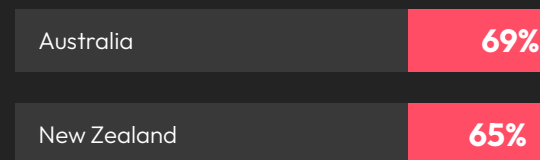
% of tech & transformation employees expecting a salary increase

Australia	**59%**
New Zealand	**52%**
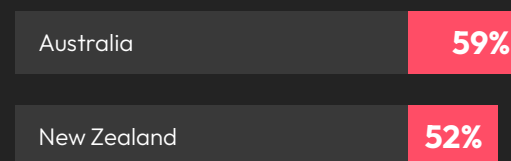
How likely are tech & transformation employees to receive a salary increase in 2025?

	Australia	New Zealand
Internship	53%	50%
Entry-level	69%	67%
Associate	77%	74%
Mid-Senior	77%	74%
Manager	73%	66%
Director	64%	62%
Executive	65%	62%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

■ Australia   ■ New Zealand
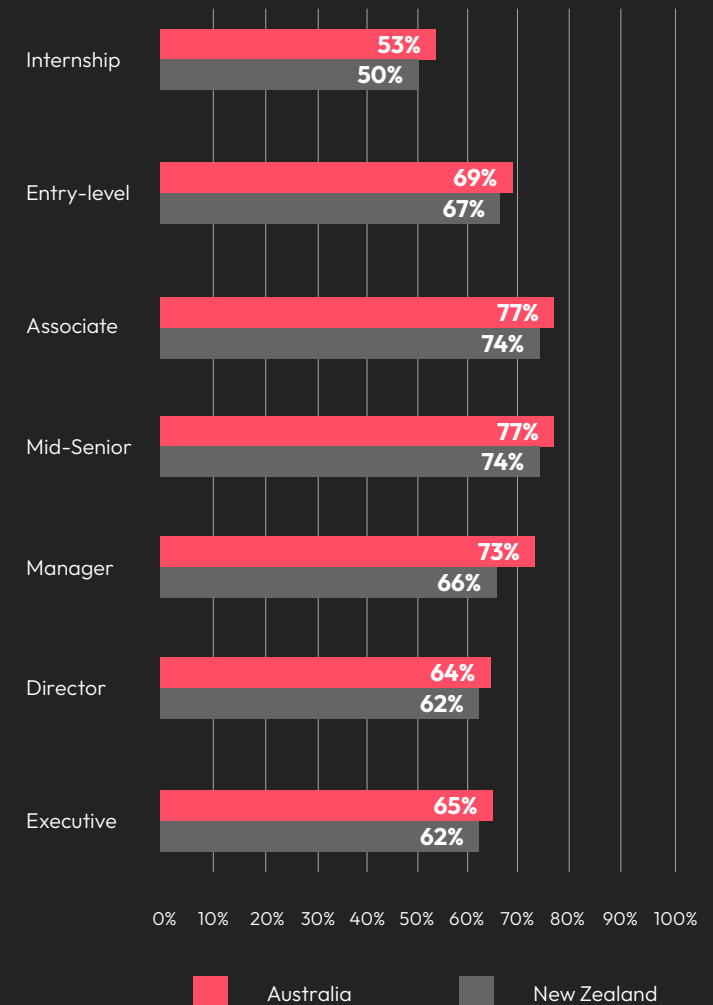
Bonus trends

Bonus trends

Half of tech & transformation businesses in Australia (50%) plan to offer bonuses in 2025, compared to just 27% in New Zealand. Employee expectations align closely with this trend, with 36% of Australian and 24% of New Zealand employees anticipating a bonus. In Australia, managers, directors and executives are the most likely to receive bonuses, whereas in New Zealand, bonus eligibility increases significantly at senior levels, with 43% of executives likely to receive one, which is nearly double that of mid-senior professionals.

% of tech & transformation businesses likely to give a bonus to employees
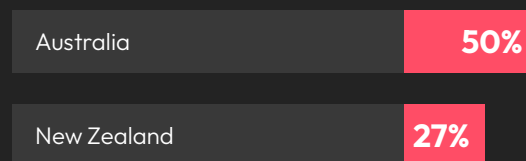
Australia	**50%**
New Zealand	**27%**

% of tech & transformation employees expecting a bonus

Australia	**36%**
New Zealand	**24%**
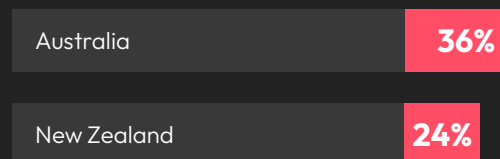
How likely are tech & transformation employees to receive a bonus in 2025?

Level	Australia	New Zealand
Internship	28%	12%
Entry-level	38%	17%
Associate	47%	22%
Mid-Senior	53%	25%
Manager	60%	34%
Director	60%	38%
Executive	61%	43%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

■ Australia   ■ New Zealand
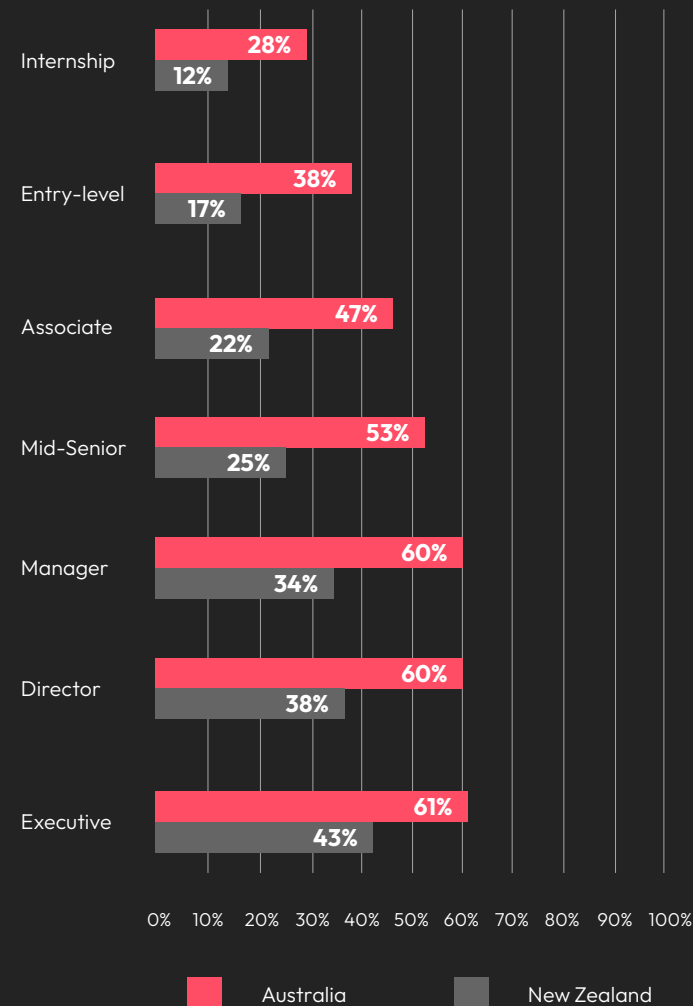
Hiring and job mobility

Hiring activity in tech & transformation is expected to remain steady in 2025, with 74% of Australian businesses and 64% of New Zealand businesses planning to recruit new staff. At the same time, job mobility remains high, with 62% of employees in Australia and 68% in New Zealand considering a move. With hiring demand and job-seeking activity closely aligned, competition for top talent is likely to remain steady.

To secure the best candidates, businesses must focus on compelling employee value propositions, offering attractive salaries, flexible work arrangements, and clear career progression. Employers that fail to meet these expectations may struggle to differentiate themselves in a competitive hiring landscape.

Hiring and job mobility trends

% of tech & transformation businesses looking to hire

Australia	74%
New Zealand	64%

% of tech & transformation employees looking to move roles

Australia	62%
New Zealand	68%

Retention trends and candidate preferences

Resignation and retention

In tech & transformation, salary dissatisfaction and career stagnation are the biggest drivers of job movement. In Australia, 23% of employees cite pay as their main reason for considering a move, while 20% point to a lack of career progression. In New Zealand, salary concerns (20%) and limited advancement opportunities (15%) are also key motivators. While poor leadership and toxic workplace culture impact some employees (14% in both countries), these factors are less dominant compared to financial and career-related concerns.

To improve retention, businesses must focus on competitive compensation, with 39% of Australian and 35% of New Zealand employees citing salary and benefits as crucial. Career advancement is another key factor, particularly in New Zealand (24%). Additionally, work-life balance and flexible working arrangements play a vital role, influencing 23% of Australian and 24% of New Zealand employees to stay with their current employer. Companies that fail to address these priorities risk losing talent to organisations that offer clearer career pathways and better financial incentives.

Top reasons for moving jobs

Reason	Australia	New Zealand
Poor leadership	14%	14%
Toxic workplace culture	9%	9%
Lack of work-life balance and flexibility	7%	7%
Unmanageable workload	5%	5%
Undesirable salary	23%	20%
No career progression opportunities	20%	15%
Retiring	1%	1%

Australia   New Zealand
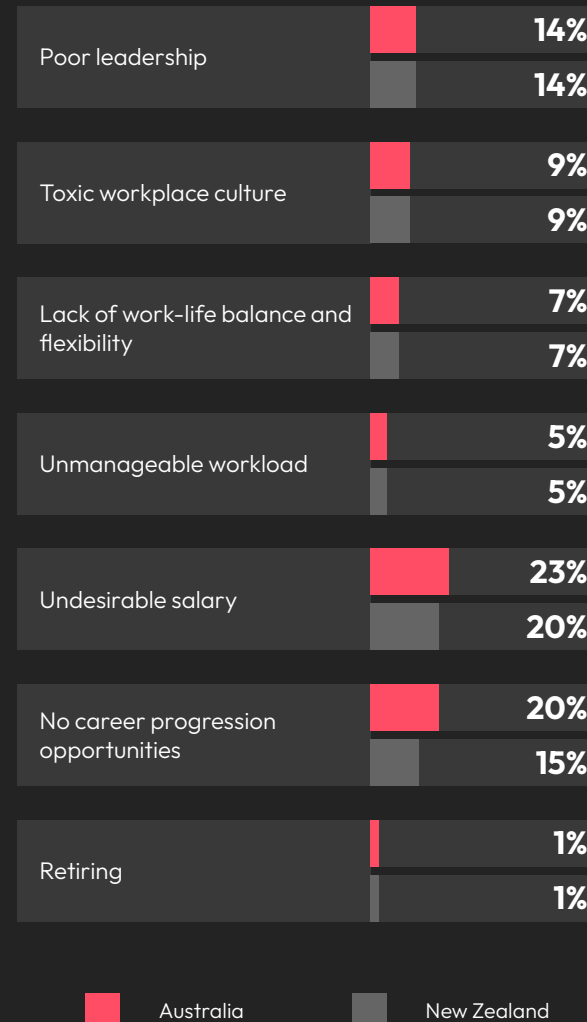
Main factors influencing employee retention

Australia

20%   23%   18%   39%

New Zealand

24%   24%   17%   35%

Opportunities for career advancement and promotion

Positive and supportive workplace culture

Competitive salary and benefits package

Work-life balance and flexible working arrangements
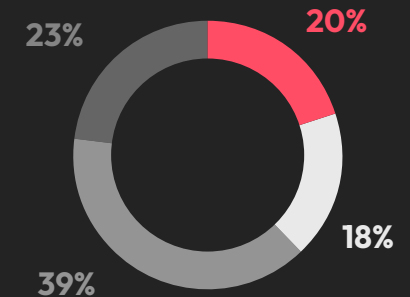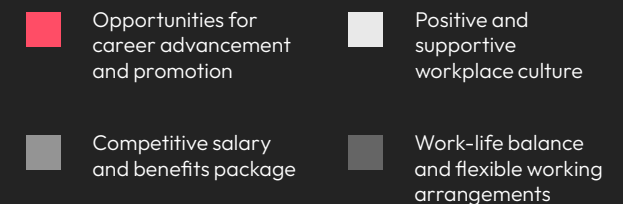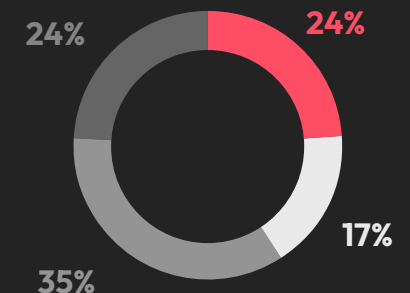
Preferred working arrangements

Hybrid working remains the dominant preference in tech & transformation, with 46% of Australian and 47% of New Zealand employees favouring a structured hybrid model (2–3 set days in the office). However, flexibility is also a key priority, with 29% of Australian and 27% of New Zealand employees preferring a fully flexible approach, allowing them to choose when and where they work. Meanwhile, fully remote work is less popular but still sought after by 23% of Australians and 21% of New Zealanders, while almost no employees prefer to be in the office full-time.

Employers largely align with these preferences, with 72% of Australian and 81% of New Zealand businesses adopting a hybrid model. However, there is a gap when it comes to flexibility, with only 14% of Australian and 12% of New Zealand employers offer fully flexible working, despite a significant portion of employees desiring it. Companies that strike the right balance between structure and autonomy will have a competitive edge in attracting and retaining top talent.

Preferred working arrangements

Employees

Australia

23%   46%   2%   29%

New Zealand

21%   47%   5%   27%

Employers

Australia

2%   72%   12%   14%

New Zealand

1%   81%   6%   12%

- ■ Fully remote
- ■ Hybrid (2–3 set days in the office)
- ■ Office-based (5 days a week)
- □ Fully flexible
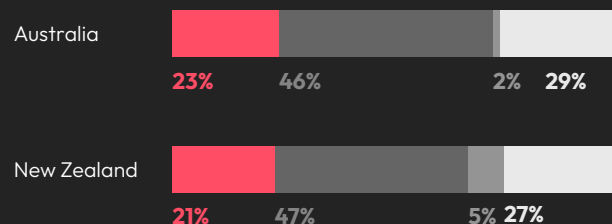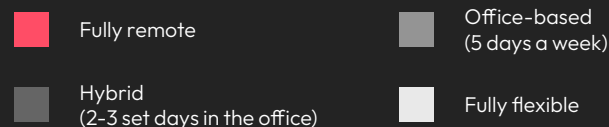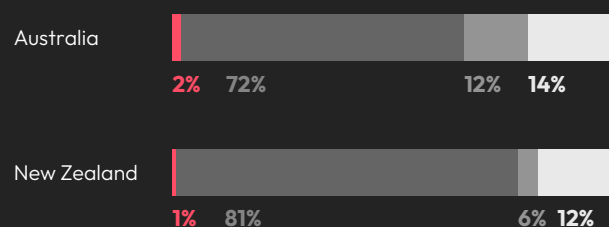
Benefits preferences

Work-life balance remains the top priority for tech & transformation employees, with 81% of Australians and 77% of New Zealanders wanting their employers to focus on policies that support it. Wellbeing services, diversity & inclusion initiatives, and climate change efforts rank lower but still play a role in shaping employer attractiveness.

Salary sacrifice is also gaining traction as a sought-after benefit, with 77% of Australian and 66% of New Zealand employees open to the option. The most popular reasons for salary sacrificing differ between countries: 36% of Australian employees would use it for mortgage contributions, while 26% of New Zealanders share this priority. Superannuation and retirement fund contributions are another key reason, valued by 23% of Australians and 18% of New Zealanders. However, a notable portion of employees (23% in Australia and 34% in New Zealand) wouldn't consider salary sacrificing at all, highlighting the need for a tailored approach to benefits.

What tech & transformation employees would like their employers to prioritise

Australia 81% 11% 5% 3%

New Zealand 77% 10% 7% 5%

- Work-life balance
- Wellbeing services
- Diversity & inclusion
- Climate change
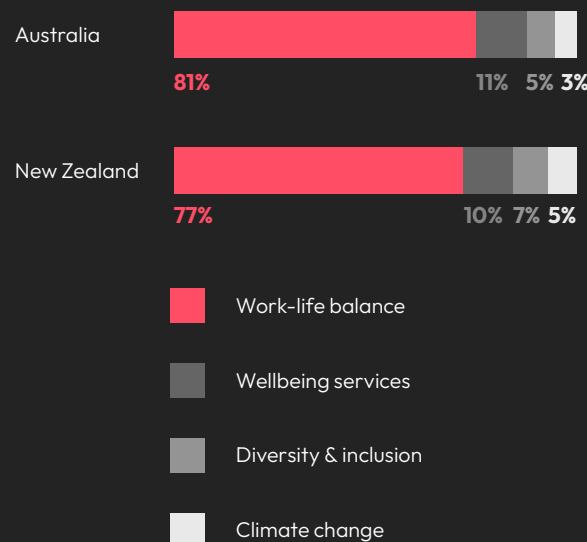
% who would consider salary sacrificing

Australia	77%
New Zealand	66%
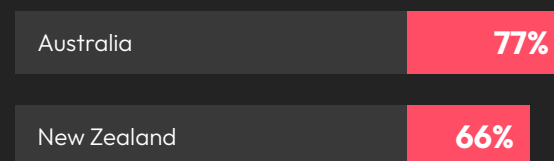
Top reasons to salary sacrifice

	Australia	New Zealand
Home loan/ Mortgage contribution	36%	26%
Car loan	9%	1%
Childcare	2%	1%
Superannuation/ Retirement fund contributions	23%	18%
Health & wellbeing	4%	9%
More annual leave	4%	10%
I wouldn't consider salary sacrificing	23%	34%

- Australia
- New Zealand
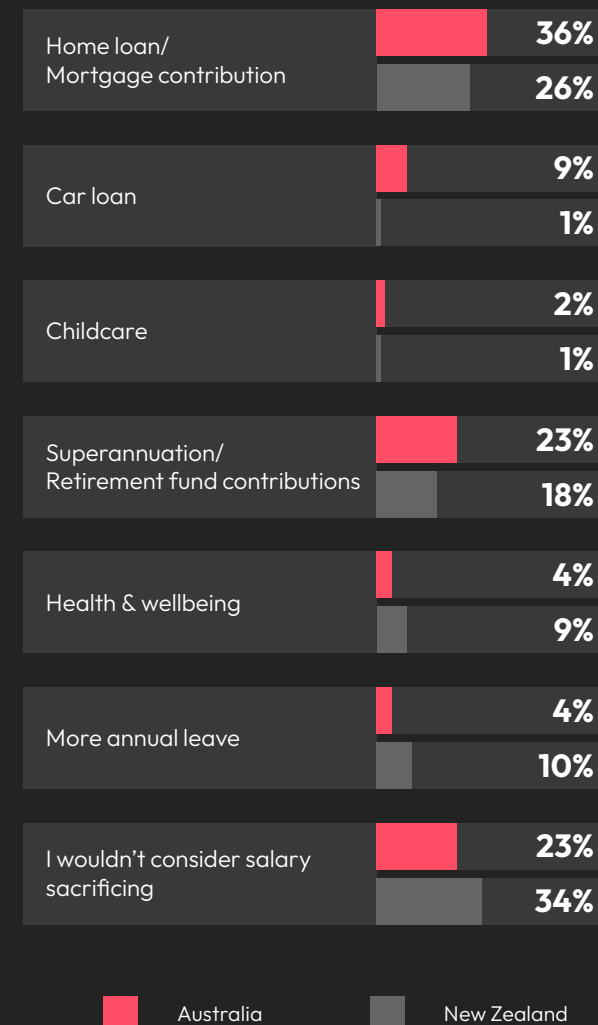
Cost of living

There's a noticeable gap between tech & transformation employees and employers on salary adequacy amid rising living costs. In Australia, 41% of employees feel their pay doesn't keep up with inflation, while only 28% of employers share this concern. In New Zealand, 35% of employees feel the same, compared to 27% of employers.

While many employees acknowledge partial alignment, 42% of Australians and 40% of New Zealanders say their pay somewhat keeps up but could be better. However, the majority still feel it's insufficient. Only 17% of Australians and 25% of New Zealanders feel their pay fully matches the rising costs. Employers also see room for improvement, with 47% in Australia and 50% in New Zealand agreeing that salaries somewhat keep up but need better alignment.

Australia

41% of tech & transformation employees feel their pay does not keep up with the rising cost of living and inflation

- **Yes, it keeps up with cost of living and inflation**
- Somewhat, but it could be better
- No, it doesn't keep up with cost of living and inflation

41% 17% 42%

Australia

28% of tech & transformation employers believe their employees are not earning enough to keep up with the rising cost of living

- **Yes, salaries are keeping up with cost of living and inflation**
- Somewhat, but there's room for improvement
- No, salaries aren't keeping up with rising costs

28% 24% 47%
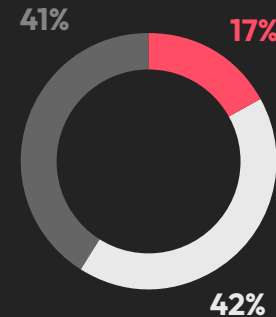
New Zealand

35% of tech & transformation employees feel their pay does not keep up with the rising cost of living and inflation

- **Yes, it keeps up with cost of living and inflation**
- Somewhat, but it could be better
- No, it doesn't keep up with cost of living and inflation

35% 25% 40%

New Zealand

27% of tech & transformation employers believe their employees are not earning enough to keep up with the rising cost of living

- **Yes, salaries are keeping up with cost of living and inflation**
- Somewhat, but there's room for improvement
- No, salaries aren't keeping up with rising costs

27% 23% 50%
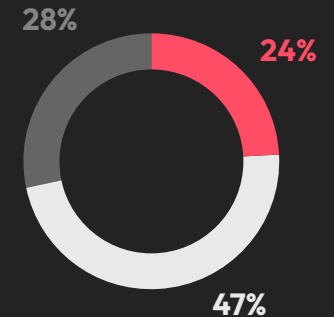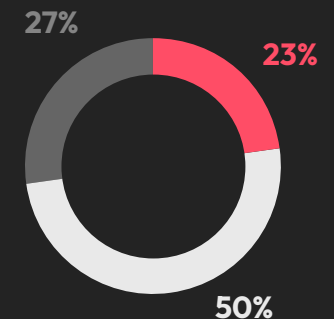
Retention concerns are growing, with 74% of Australian employers and 67% of New Zealand employers expecting the cost of living to make it harder to retain talent. Additionally, 58% of Australians and 54% of New Zealanders in the tech & transformation sector believe they could be earning more.

A large portion of employees in both countries feel their salary increases haven't kept pace with inflation: 74% in Australia and 68% in New Zealand report their raises have been insufficient.

To retain top talent, businesses will need to reassess compensation strategies, factoring in both wage increases and non-monetary benefits to stay competitive and ensure employee satisfaction.

% of tech & transformation employers that expect the rising cost of living to make it harder to retain talent

Australia
74%

New Zealand
67%

Do you think you are earning what you're worth?

Australia

58% of tech & transformation employees believe they could be earning more

12% **30%** **43%** **15%**
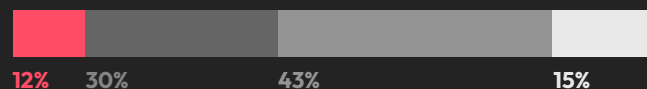
New Zealand

54% of tech & transformation employees believe they could be earning more

14% **32%** **38%** **16%**

Think they are paid generously

Think their pay is adequate

Think they could earn slightly more

Think they could be earning a lot more
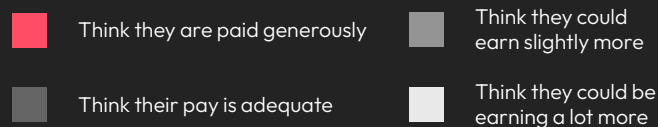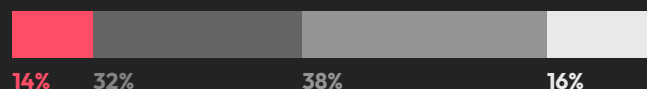
Has your salary increased enough in the last year to cover the rising cost of living?

Australia

Yes
No
N/A

6%
20%
74%
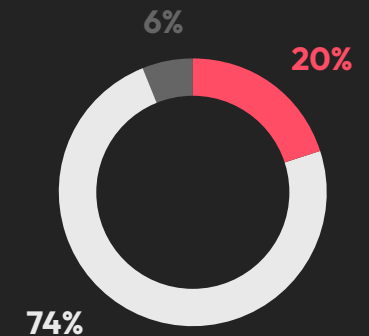
New Zealand

Yes
No
N/A

10%
22%
68%
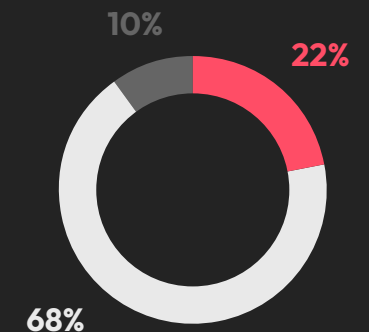
Employee vs employer expectations

Overtime and availability

A disconnect persists between employer expectations and employee behaviours around after-hours work in the tech & transformation sector in both Australia and New Zealand. While most employers don't formally require after-hours work, employees often engage in it due to a variety of pressures.

Most employers (70% in Australia and 69% in New Zealand) do not expect employees to work beyond standard hours. However, many employees still engage in after-hours work, with 67% of Australian employees and 72% of New Zealand employees reporting they work outside of regular hours. The reasons for this are varied: 23% of Australian employees and 26% of New Zealand employees cite high workloads as the main factor, while 25% of Australian employees and 26% of New Zealand employees

feel an unspoken expectation to remain available. Additionally, many employees (36% in Australia and 32% in New Zealand) want to stay up-to-date with industry developments, and 33% of Australian employees and 32% of New Zealand employees work after hours to make a good impression or be seen as high performers.

These findings highlight a disconnect between employer expectations and employee behaviours. While employers may not explicitly require overtime or after-hours communication, many employees feel cultural or workload pressures to extend their work hours. This signals a need for employers to manage workloads more effectively and set clearer boundaries around availability to foster a healthier work-life balance.

Why tech & transformation employees engage in after-hours work

Reason	Australia	New Zealand
My workload is too high; I have to work late	23%	26%
I am expected to be available	25%	26%
I like to stay up-to-date with what's going on	36%	32%
I struggle to switch off	22%	23%
I want to make a good impression/ be a high performer	33%	32%
Not applicable	31%	28%

Australia   New Zealand
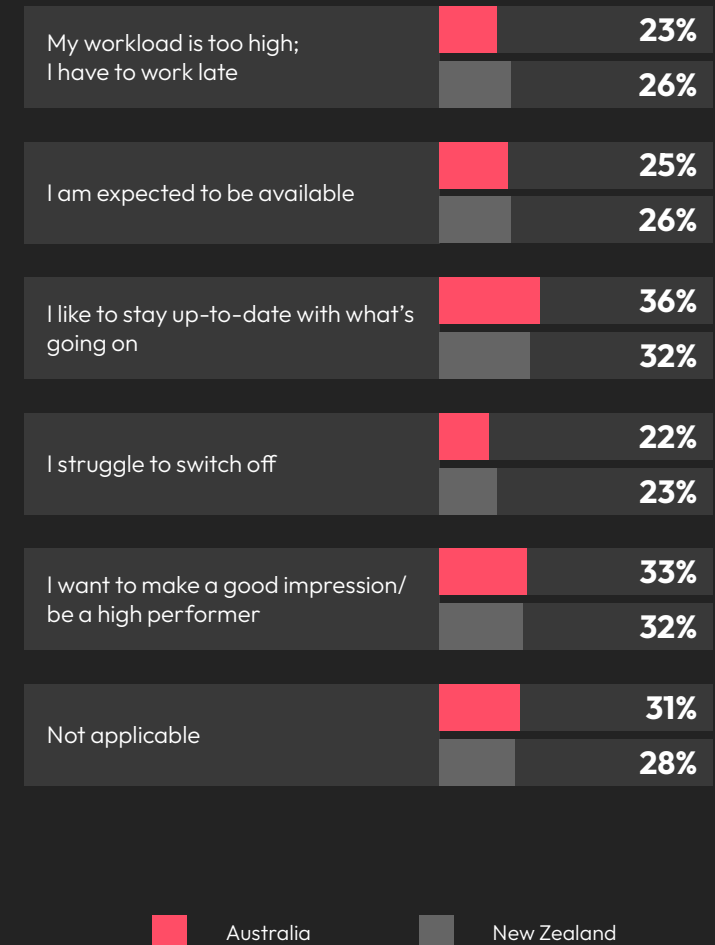
What after-hours work tech & transformation employers expect from employees

Australia
- Overtime: 21%
- Answering calls or emails outside office hours: 21%
- Working through lunch breaks: 6%
- Responding to work emails while on holiday: 2%
- None of the above: 70%

New Zealand
- Overtime: 21%
- Answering calls or emails outside office hours: 19%
- Working through lunch breaks: 5%
- Responding to work emails while on holiday: 1%
- None of the above: 69%

What after-hours work tech & transformation employees engage in

Australia
- Overtime: 36%
- Answering calls or emails outside office hours: 44%
- Working through lunch breaks: 52%
- Responding to work emails while on holiday: 24%
- None of the above: 33%

New Zealand
- Overtime: 34%
- Answering calls or emails outside office hours: 46%
- Working through lunch breaks: 57%
- Responding to work emails while on holiday: 27%
- None of the above: 28%

Legend:
- Overtime
- Answering calls or emails outside office hours
- Working through lunch breaks
- Responding to work emails while on holiday
- None of the above

Relocation trends

The relocation trends in the tech & transformation sector reflect the ongoing global mobility of talent, with varying expectations across Australia and New Zealand. While many employers in both countries don't foresee significant relocations, a substantial number of employees are still considering moving for career opportunities.

In Australia, 63% of employers do not expect any team members to relocate in the next 12 months, yet 52% of employees are open to moving for work, with 12% already planning their relocation. In New Zealand, 24% of employers share a similar view, expecting no relocations, but 69% of employees are open to the idea, with 17% already having plans in place or intending to relocate in the near future.

Relocation trends

% of tech & transformation employers expecting to lose staff to relocating to a different country/region in the next 12-months

Australia

6% **9%** **22%** **63%**

New Zealand

33% **13%** **29%** **24%**
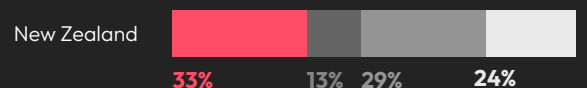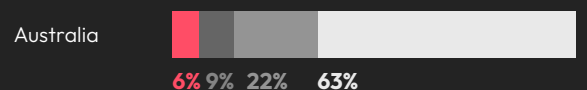
- ■ I already have team members moving
- ■ Some team members have mentioned that they may move
- ■ I think it's likely some of my team will relocate
- □ No – I don't expect anyone to relocate

% of tech & transformation employees relocating in the next 12 months

Australia

52% would consider moving for work

4% **8%** **40%** **48%**
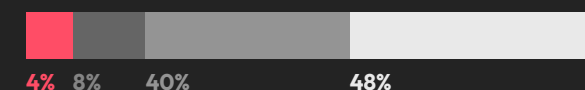
New Zealand

69% would consider moving for work

6% **11%** **52%** **31%**
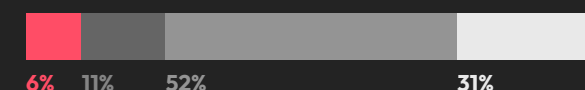
- ■ Yes – I already have a plan to relocate
- ■ I don't plan to, but it's a possibility
- ■ Yes – I plan to but haven't locked it in yet
- □ No – I will not relocate for work

For those considering relocation, the most prominent motivation remains higher salaries, with 43% of Australians and 42% of New Zealanders citing this as their top reason for considering a move. Job opportunities, work-life balance, and cost of living also play significant roles but are secondary factors in comparison to salary.

In terms of destinations, Australians are primarily looking to move to other Australian states (54%), while New Zealanders show a stronger inclination to relocate to Australia (43%). However, New Zealanders are also considering international options, with 5% eyeing the UK and 2% looking to relocate to the US.

These insights underline the importance for employers to be aware of the mobility trends within the sector. With a high percentage of employees willing to relocate for better opportunities, employers need to stay competitive by offering attractive packages and considering cross-border recruitment efforts to secure top talent.

Top reason for tech & transformation employees to relocate in next 12 months

Australia

15%
43%
18%
21%

New Zealand

12%
42%
15%
29%

- ■ Higher salaries
- ■ More job opportunities
- ■ Lower cost of living
- ■ Better work-life balance
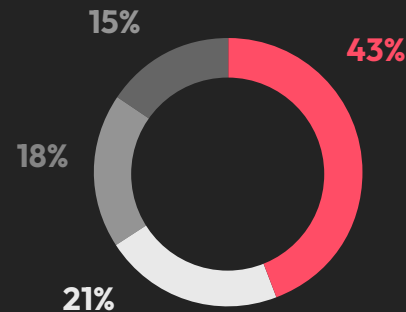
Top places for people to relocate to in next 12 months

	Australia	New Zealand
Another state/region in my country	54%	30%
New Zealand (moving from AU) / Australia (moving from NZ)	2%	43%
UK	3%	5%
US	5%	2%
Canada	1%	2%
Europe	9%	5%
UAE	3%	1%
Southeast Asia	7%	2%

- ■ Australia
- ■ New Zealand
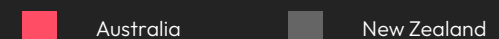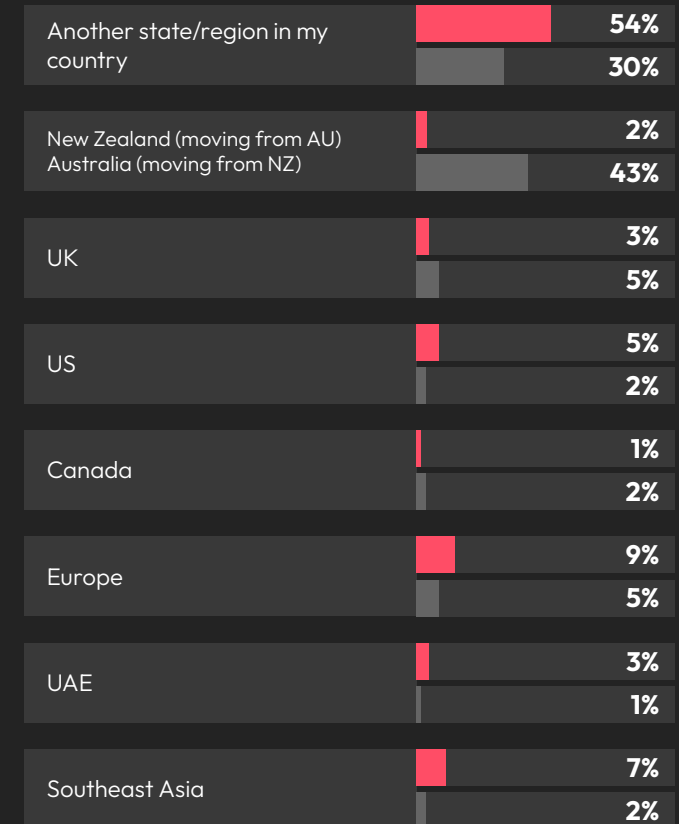
AI in the workplace

The adoption of AI in the tech & transformation sector is gaining momentum, with most employers embracing its potential to enhance productivity. In Australia, 34% of organisations actively promote the use of AI tools, and 43% encourage employees to use AI to improve their productivity. In New Zealand, the trend is similar, with 27% of employers promoting AI use and 54% encouraging its integration into daily work.

For employees, AI is generally seen as a valuable tool. In Australia, 25% of employees find AI helpful and use it regularly, while 38% report that it supports specific parts of their job. Similarly, in New Zealand, 23% of employees use AI regularly, and 37% find it beneficial for certain tasks. A small percentage of employees in both countries (1%) feel that AI has replaced parts of their job, indicating that while AI tools are integrated into workflows, they are not yet widely seen as replacing jobs.

AI in the workplace trends

How tech & transformation employers feel about AI at work

Australia
34% 43% 17% 5% 1%

New Zealand
27% 54% 11% 8% 1%

- Our company has AI tools, and we promote their use
- I encourage employees to use AI to improve productivity
- I don't mind if they use it, as long as it's not obvious
- I think my team's work is of higher quality without AI
- I am strongly against the use of AI
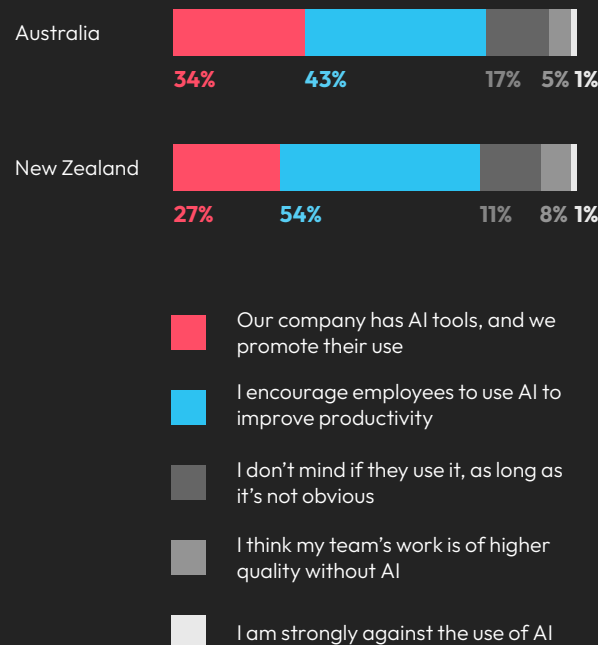
How AI has impacted the work of tech & transformation employees

I find it helpful and use it regularly
25%
23%

It helps me with some parts of my job
38%
37%

AI has replaced parts of my job
1%
1%

AI is used in my company, but I don't personally use it
9%
9%

AI has not impacted my work
27%
31%

- Australia
- New Zealand
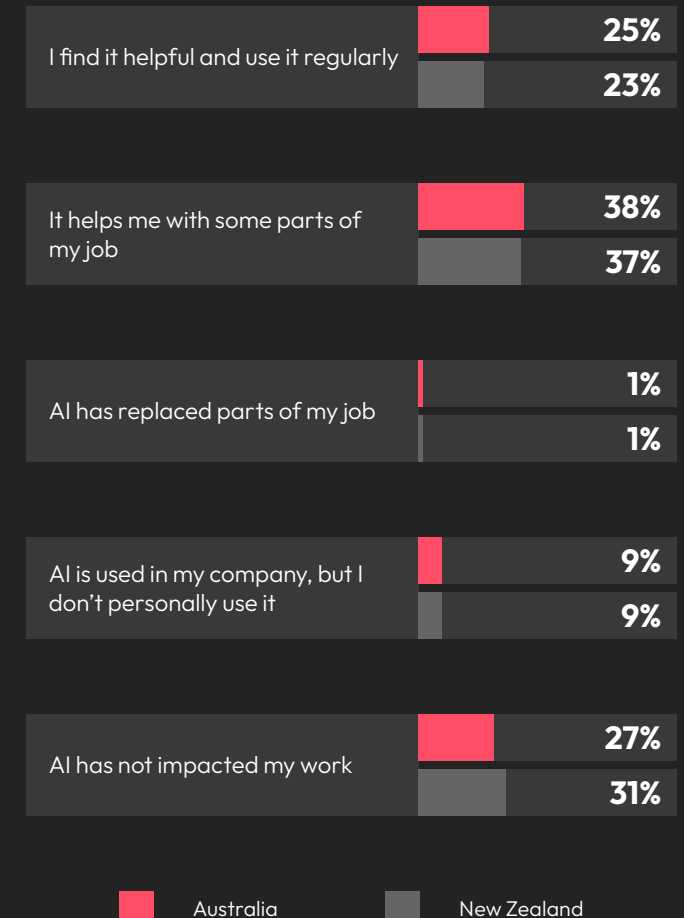
Concerns about AI's impact on job security are relatively low. Only 5% of Australian employees and 3% of New Zealand employees are very concerned about AI, with the majority (42% in both countries) not worried at the moment but acknowledging the potential future impacts. Furthermore, 38% of Australian employees and 47% of New Zealand employees report being not concerned at all about AI's effect on their roles.

While there is some caution regarding the future impact of AI, the overall sentiment in both countries is optimistic. The majority of employers in the tech & transformation sector are actively encouraging AI adoption to boost productivity, and employees are increasingly seeing its value in enhancing their work. As AI continues to shape the industry, organisations that integrate AI tools effectively and provide training for their teams are likely to maintain a competitive edge.

Tech & transformation employees who are concerned about the impact of AI on their jobs

Australia

5%
15%
38%
42%

New Zealand

3%
9%
47%
42%

- Very concerned
- Somewhat concerned
- Not concerned now, but potentially in the future
- Not concerned at all
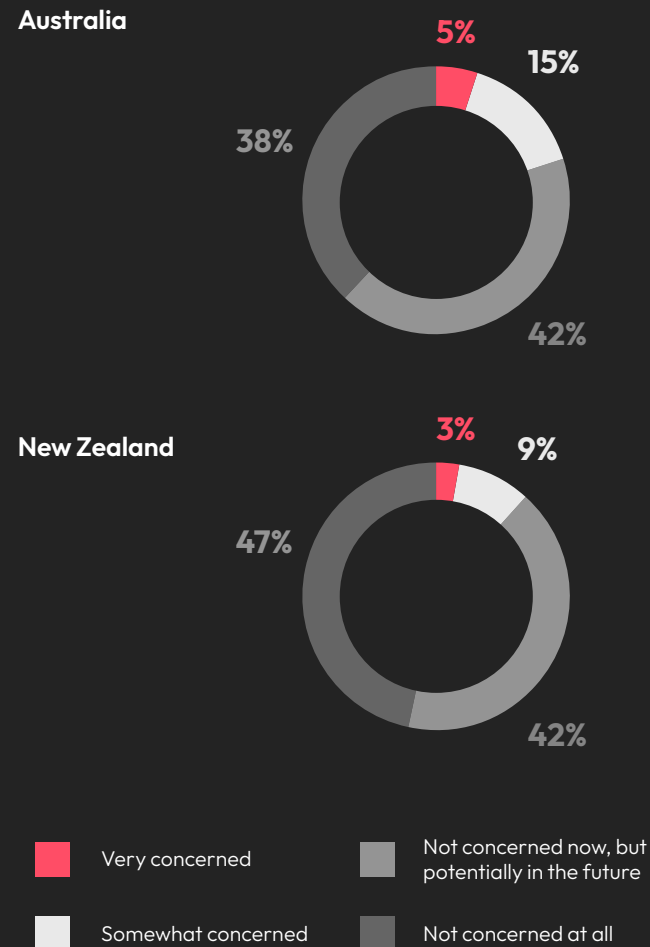
Emerging roles in AI

Rather than replacing jobs, the rise of AI is creating new opportunities in the tech & transformation sector and reshaping existing roles. As organisations continue integrating AI into their operations, specialist roles that didn't exist a few years ago are now seeing rapid growth.

In both Australia and New Zealand, demand for AI talent is surging. Roles like Generative AI Engineer (+73%), AI Manager (+45%), and AI Engineer (+36%) have seen significant year-on-year growth. Even entry-level positions like AI Intern (+35%) are on the rise.

Leadership and strategy-focused roles are also gaining traction: a sign that AI is becoming a central part of business decision-making.

For professionals in tech & transformation, upskilling in AI is fast becoming essential. Whether through formal study or hands-on learning, building expertise in this space is key to staying relevant as the industry evolves.

Top 10 skills for this talent

1. Python (Programming Language)
2. Applied Machine Learning
3. Deep Learning
4. Machine Learning
5. Natural Language Processing
6. Computer Vision
7. Artificial Intelligence (AI)
8. SQL
9. TensorFlow
10. Neural Networks

Where is this talent located?

1. Greater Sydney Area
2. Greater Melbourne Area
3. Greater Brisbane Area
4. Auckland, Auckland, New Zealand
5. Greater Perth Area

Year on year growth – Australia and New Zealand

Role	Growth
Generative AI Engineer	+73%
AI Manager	+45%
AI Engineer	+36%
AI Intern	+35%
Head of AI	+31%
AI Specialist	+25%
Director of AI	+24%
AI Researcher	+19%
AI Consultant	+18%
Machine Learning Engineer	+8%
Vice President of AI	+8%
Data Engineer	+3%
Machine Learning Specialist	+2%

Hiring demand

Very high

This talent is very hard to hire

Technology

The Technology section of the Salary Guide examines salary and employment trends across Australia (Australian Capital Territory, New South Wales, Queensland, Victoria, South Australia, and Western Australia) and New Zealand (Auckland and Wellington).

Survey insights reveal a continued strong demand for technology professionals, particularly in Australia, where hiring remains highly competitive. In New Zealand, demand is moderate but steady, with organisations still facing competition for experienced tech talent.

Average tenure in tech remains relatively short (1.9 years in Australia and 2.1 years in New Zealand) reflecting a fast-moving market where career mobility and contract work are common. Hybrid and flexible working arrangements remain a top priority for professionals,

alongside competitive salaries and career progression opportunities.

While women make up 34% of the tech workforce in Australia and 40% in New Zealand, a clear disparity emerges at the senior level. Some of the highest-paid roles, including Chief Technology Officer, Enterprise Architect, and Principal Engineer, show female representation as low as 8–13%. In contrast, roles with higher female participation, such as Test Analyst and Data Analyst, typically sit at the lower end of the salary spectrum.

As the industry continues to evolve, improving gender diversity at leadership levels remains an important opportunity for organisations aiming to build more inclusive and future-ready teams.

Key findings

Sector trends

Australia

Avg. tenure
of professionals
1.9 years

Hiring demand

Very high

This talent is very hard to hire

Gender diversity

34%

66%

New Zealand

Avg. tenure
of professionals
2.1 years

Hiring demand

Moderate

This talent is moderately easy to hire

Gender diversity

40%

60%
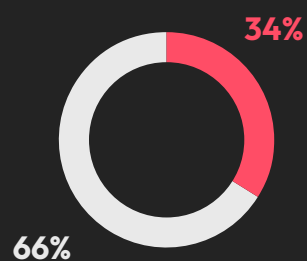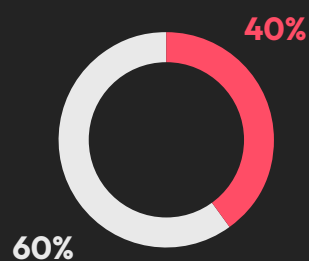
■ Female   □ Male

Gender representation in tech

■ Female   □ Male

Low female representation in job type

Job title	Gender diversity Australia		Gender diversity New Zealand		Approximate annual salary range*
Chief Technology Officer	8%	92%	8%	92%	$260k-$400k+
Enterprise Architect	12%	88%	13%	87%	$240k-$270k
Principal Software Engineer	10%	90%	9%	91%	$210k-$250k
Principal Penetration Tester	10%	90%	10%	90%	$180k-$220k+
Solution Architect	13%	87%	10%	90%	$225k-$255k
Engineering Manager	13%	87%	11%	89%	$200k-$250k

Higher female representation in job type

Job title	Gender diversity Australia		Gender diversity New Zealand		Approximate annual salary range*
Test Analyst	56%	44%	54%	46%	$110k-$130k
Data Analyst	40%	60%	44%	56%	$110k-$140k
Incident Manager	31%	69%	29%	71%	$140k-$170k
Security Analyst	26%	74%	30%	70%	$80k-$160k
Helpdesk/Desktop Support/ Service Desk Analysts	23%	77%	28%	72%	$75k-$100k

*Approximate salary range based on NSW salaries, shown only to illustrate job seniority.
For local salaries, please refer to the salary tables in the pages that follow.

Meet some of our technology leaders

With over 65 specialist technology and transformation consultants across Australia and New Zealand, Robert Walters has one of the largest dedicated recruitment teams in the region. Our experts recruit across a wide range of roles, ensuring you connect with a local consultant who truly understands your field. Below are just some of our standout technology leaders.

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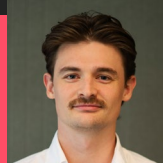
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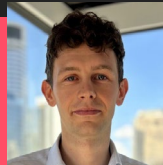
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Infrastructure, Architecture & Cloud/DevOps

EUC

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
IT Operations Manager	160k-175k	**167.5k**	1,100-1,200	**1,150**
Incident/Problem Manager	140k-170k	**155k**	650-850	**750**
Senior/Principal Systems Engineer	175-195k	**185k**	850-1,100	**975**
Systems Engineer	145k-175k	**160k**	700-850	**775**
Systems Administrator	125-145k	**135k**	500-700	**600**
Junior Systems Administrator	105k-125k	**115k**	400-500	**450**
Application Support	110k-140k	**125k**	400-550	**475**
Desktop Support – Level 2	85k-105k	**95k**	350-400	**375**
Helpdesk – Level 1	75k-85k	**80k**	300-350	**325**

Cloud

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Cloud Manager	220k-250k	**235k**	1,200-1,300	**1,250**
Cloud Architect	200-230k	**215k**	1,000-1,200	**1,100**
Senior Cloud Engineer	160k-190k	**175k**	850-1,000	**925**
Cloud Engineer	140-160k	**150k**	550-850	**700**

All salaries are inclusive of superannuation and exclusive of bonuses.

Infrastructure, Architecture & Cloud/DevOps

Network

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Network Manager	225k-255k	**235k**	1,250-1,400	**1,325**
Network Architect	200k-225k	**212.5k**	1,100-1,250	**1,175**
Senior Network Engineer	160k-200k	**180k**	800-1,100	**950**
Network Engineer	130k-160k	**145k**	550-800	**675**
Network Administrator	100-130k	**115k**	400-550	**475**

Architecture

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Architecture Manager	270k-300k	**285k**	1,400-1,500	**1,450**
Enterprise Architect	240k-270k	**255k**	1,200-1,400	**1,300**
Pre-sales Architect	250k-300k	**275k**	1,000-1,250	**1,125**
Solution Architect	225k-255k	**240k**	1,000-1,200	**1,100**
Solution Designer	190k-225k	**207.5k**	900-1,000	**950**

DevOps

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
DevOps/SRE Manager	260k-290k	**275k**	1,250-1,350	**1,300**
Principal DevOps Engineer/DevOps Architect	210k-260k	**235k**	1,100-1,250	**1,175**
Senior DevOps Engineer	170k-210k	**190k**	850-1,100	**975**
DevOps Engineer	135k-170k	**152.5k**	700-850	**775**
Junior DevOps Engineer	115-135k	**125k**	500-700	**600**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Development & Testing

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Principal Software Engineer	210k-250k	**230k**	1,200-1,300	**1,250**
Senior Front End Software Engineer	170k-200k	**185k**	950-1,200	**1,075**
Front End Software Engineer	140k-170k	**155k**	750-950	**850**
Senior Back End Software Engineer	180k-210k	**195k**	950-1,200	**1,075**
Back End Software Engineer	140k-170k	**155k**	750-950	**850**
Mobile Developer	140k-200k	**170k**	900-1,200	**1,050**
Senior Automation Tester	160k-190k	**175k**	800-1,000	**900**
Automation Tester	140k-160k	**150k**	700-800	**750**
Senior Test Analyst	130k-150k	**140k**	700-800	**750**
Test Analyst	110k-130k	**120k**	500-700	**600**

Business Applications

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Data Scientist	180k-210k	**195k**	150-250	**200**
ERP/CRM/BI Architect	170k-210k	**190k**	150-250	**200**
ERP/CRM/BI Project Manager	170k-210k	**190k**	150-250	**200**
ERP/CRM Functional Consultant	170k-200k	**185k**	125-225	**175**
BI Developer	170k-190k	**180k**	125-225	**175**
Data Analyst	110k-140k	**125k**	90-140	**115**

All salaries are inclusive of superannuation and exclusive of bonuses.

Cyber Security

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Junior Security Analyst (L1)	80k-120k	**100k**	450-550	**500**
Security Analyst (L2)	130k-160k	**145k**	550-850	**700**
Senior Security Analyst (Lead)	150k-180k	**165k**	850-1,150	**1,000**
Incident Responder	180k-220k	**200k**	900-1,200	**1,050**
Vulnerability Specialist	150k-180k	**165k**	850-1,150	**1,000**
Security Engineer	120k-150k	**135k**	600-850	**725**
Senior Security Engineer	150k-190k	**170k**	850-1,150	**1,000**
Cyber Security Architect	200k-250k	**220k**	1,100-1,300	**1,200**
IAM Engineer	140k-160k	**155k**	750-900	**825**
Senior IAM Engineer	170k-200k	**180k**	900-1,150	**1,025**
Junior Penetration Tester (0-2 yrs)	80k-110k	**100k**	400-550	**475**
Penetration Tester (2-4 yrs)	110k-150k	**130k**	550-750	**650**
Senior Penetration Tester (4-7 yrs)	150k-170k	**160k**	750-1,000	**875**
Principal Penetration Tester (7+ yrs)	180k - 220k+	**210k**	1,000-1,300	**1,200**
GRC Consultant	140k - 160k	**150k**	700-900	**800**
Senior GRC Consultant	160k - 190k	**180k**	900-1,200	**1,050**
SOC Manager	200k - 250k	**220k**	1,200-1,400	**1,300**
Head of Security	250k - 350k	**280k**	1,400-1,600	**1,500**
DevSecOps Engineer	200k-240k	**220k**	1,000-1,300	**1,150**
Threat Intelligence Specialist	140k-200k	**170k**	900-1,200	**1,050**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Data

People Management & Strategy

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
GM of Data	300k-500k	**350k**	2,500 – 3,000	**2,700**
Head of Data	250k-350k	**300k**	1,900 – 2,500	**2,000**
Head of Data Engineering	250k-350k	**300k**	1,900 – 2,500	**2,000**
Head of Data Transformation	250k-350k	**300k**	1,900 – 2,500	**2,000**
Data Lead (People Management)	190k-230k	**210k**	1,200 – 1,500	**1,300**

RPA

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
RPA Team Lead	180k – 210k	**195k**	1,000 – 1,200	**1,100**
RPA Developer	130k – 160k	**145k**	550 – 800	**850**
RPA Consultant	100k – 140k	**120k**	500 – 700	**600**

AI & Machine Learning

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Senior AI Engineer	190k – 220k +	**205k**	1,100 – 1,300	**1,100**
Generative AI Engineer	190k – 220k+	**205k**	1,100 – 1,400	**1,200**
AI Engineer	170k – 180k	**175k**	1,000 – 1,300	**1,100**
Senior Machine Learning Engineer	180k – 220k +	**200k**	1,000 – 1,300	**1,100**
Machine Learning Engineer	180k – 200k	**190k**	950 – 1,200	**1,100**
Senior Data Scientist	170k – 190k	**180k**	900 – 1,200	**1,000**
Data Scientist	150k – 170k	**160k**	850 – 950	**900**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Data

Architecture, Design & Modelling

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Principal Data Architect	240k – 280k	**250k**	1,300 – 1,500	**1,400**
Data Architect	195k – 220k	**210k**	1,100 – 1,300	**1,200**
Data Modeller	180k–220k	**200k**	950 – 1,300	**1,000**

Analytics & Business Intelligence

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
BI Architect	190 – 230k	**200k**	1,000 – 1,200	**1,100**
SAS Data Analyst/ Developer	150k – 180k	**160k**	800 – 1,000	**900**
Senior Data Visualisation Specialist	150k – 180k	**160k**	800 – 1,000	**900**
Analytics Engineer	160k – 190k	**170k**	900 – 1,100	**950**
BI Manager	170k – 195k	**180k**	1,100 – 1,300	**1,200**
BI Developer	160k – 180k	**170k**	900 – 1,100	**1,000**
Senior Data Analyst	140k – 170k	**160k**	800 – 1,000	**900**
Campaign Analyst	140k – 170k	**160k**	800 – 1,000	**900**
Data Visualisation Developer	140k – 160k	**150k**	800 – 1,000	**900**
Remediation Data Analyst	140k – 160k	**150k**	800 – 950	**850**
Reporting Analyst	120k – 140k	**130k**	600 – 800	**700**
Data Analyst	120k – 140k	**130k**	600 – 800	**700**

All salaries are inclusive of superannuation and exclusive of bonuses.

Data

Data Governance and Management

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Head of Data Governance	230k – 300k	**250k**	1,400 – 1,900	**1,500**
Data Governance Manager	200k – 250k	**220k**	1,100 – 1,300	**1,300**
Data Governance Lead	180k – 220k	**200k**	1,000 – 1,200	**1,200**
Data Governance Analyst	160k-180k	**170k**	900 – 1,100	**1,000**
Data Steward	160k – 180k	**170k**	900 – 1,100	**1,000**

Engineering

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Chief & Principal Data Engineer	210k – 240k	**220k**	1,300 – 1,600	**1,450**
Senior Data Engineer	150 – 190k	**180k**	900 – 1,200	**1,000**
Data Engineer	140k – 160k	**150k**	800 – 950	**850**
SQL Developer	130k – 160k	**150k**	750 – 850	**700**

Business Applications

ERP/CRM

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
ERP/CRM Solution Architect	220k-240k	**230k**	1,230-1,570	**1,400**
ERP/CRM Functional Consultant	170k-210k	**190k**	900-1,230	**1,065**
ERP/CRM Technical Consultant	180k-220k	**200k**	900-1,230	**1,065**
ERP/CRM Developer	180k-220k	**200k**	900-1,230	**1,065**
ERP/CRM Support Consultant	140k-170k	**155k**	790-1,010	**900**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Development & Testing

Hardware, Firmware, Embedded

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Head of Embedded Engineering	230k-270k	**250k**	1,050-1,150	**1,100**
Embedded Engineering Manager	200k-230k	**215k**	950-1,050	**1,000**
Lead Firmware Engineer	170k-200k	**185k**	850-950	**900**
Senior Firmware Engineer	140k-170k	**155k**	700-850	**775**
Senior Firmware QA/Tester	125k-150k	**137.5k**	500-700	**600**
Firmware Engineer	110k-140k	**125k**	500-700	**600**
Firmware QA/Tester	90k-125k	**107.5k**	400-500	**450**

Application Development

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Mobile Engineering Manager	220k-240k	**230k**	1,250-1,350	**1,300**
Lead/Principal Backend Developer	200k-230k	**215k**	1,100-1,250	**1,175**
Lead/Principal .NET/C# Developer	200k-230k	**215k**	1,100-1,250	**1,175**
Lead/Principal Mobile Developer	210k-240k	**225k**	1,150-1,250	**1,200**
Lead/Principal Front End/Full Stack Developer	200k-230k	**215k**	1,100-1,250	**1,175**
Lead/Principal Java Developer	195k-225k	**210k**	1,000-1,200	**1,100**
Application Solution Designer	180k-210k	**195k**	950-1,150	**1,050**
Senior/Lead CMS Developer	170k-210k	**190k**	800-1,100	**950**
Senior Backend Developer	170k-210k	**190k**	800-1,100	**950**
Senior Android Developer	170k-210k	**190k**	850-1,150	**1,000**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Development & Testing

Application Development

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Senior iOS Developer	170k-210k	**190k**	850-1,150	**1,000**
Senior .NET/C# Developer	170k-200k	**185k**	850-1,100	**975**
Senior Front End/Full Stack Developer	170-195k	**182.5k**	850-1,100	**975**
Senior Flutter Developer	160k-190k	**175k**	800-1,000	**900**
Senior Java Developer	160k-190k	**175k**	800-1,000	**900**
C++ Developer	135k-165k	**150k**	500-850	**675**
Golang Developer	130k-160k	**145k**	500-800	**650**
Python Developer	135k-165k	**150k**	550-850	**700**
Node.js Developer	135k-165k	**150k**	600-850	**725**
Full Stack React/Node Developer	130k-160k	**145k**	500-850	**675**
CMS Developer	130k-160k	**145k**	500-800	**650**
Java Developer	130k-160k	**145k**	500-800	**650**
.NET/C# Developer	135k-165k	**150k**	550-850	**700**
React Developer	130k-160k	**145k**	500-800	**650**
Vue.js Developer	130k-160k	**145k**	500-800	**650**
Android Developer	120-150k	**135k**	500-850	**675**
iOS Developer	120-145k	**132.5k**	500-850	**675**
PHP Developer	120-140k	**130k**	500-700	**600**
Flutter Developer	120k-150k	**135k**	700-800	**750**
Angular Developer	120-140k	**130k**	500-700	**600**
Junior Developer (0-3 yrs)	90-120k	**105k**	400-500	**450**

All salaries are inclusive of superannuation and exclusive of bonuses.

Development & Testing

Testing Services

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Automation Test/QA Manager	190k-220k		950-1,100	**1,025**
Automation Test/QA Lead	170k-200k		800-950	**875**
Senior Automation Test/QA Engineer	150-170k		700-800	**750**
Automation Test/QA Engineer	130-150k		550-700	**625**
Manual Test Manager	160-170k		700-800	**750**
Performance Test Manager	190k-220k		850-1,000	**925**
Performance Test Lead	160-190k		700-850	**775**
Performance Tester	140-160k		500-700	**600**
Senior Manual Tester/Manual Test Lead	130k-160k		550-700	**625**
Manual Tester	110-140k		400-550	**475**
Junior QA (0-3 yrs)	85-115k		350-450	**400**

All salaries are inclusive of superannuation and exclusive of bonuses.

Digital

Design

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Head of UX UI/CX	200k-250k	**225k**	1200-1300	**1250**
Lead UX/UI Designer	170k-200k	**180k**	900-1100	**1000**
Senior/Lead Service Designer	140k-170k	**165k**	800-950	**875**
Senior UX/UI Designer	140k-170k	**165k**	800-950	**875**
Senior Digital Producer	130k-150k	**145k**	650-800	**725**
Service Designer	110k-130k	**125k**	700-800	**750**
Graphic Designer	80k-90k	**85k**	450-550	**500**
UX/UI Designer	110k-130k	**120k**	700-800	**750**
Digital Producer	100k-120k	**115k**	450-600	**525**
Junior Designer	80k-90k	**86k**	350-450	**400**

Infrastructure, Architecture & Cloud/DevOps

EUC

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
IT Operations Manager	160k-175k	**167.5k**	1,000-1,100	**1,050**
Incident/Problem Manager	140k-170k	**155k**	600-750	**675**
Senior/Principal Systems Engineer	175-195k	**185k**	800-1,000	**900**
Systems Engineer	145k-175k	**160k**	650-800	**725**
Systems Administrator	125-145k	**135k**	500-650	**575**
Junior Systems Administrator	105k-125k	**115k**	400-500	**450**
Application Support	110k-140k	**125k**	350-500	**425**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Infrastructure, Architecture & Cloud/DevOps

EUC

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Desktop Support - Level 2	85k-105k	**95k**	300-400	**350**
Helpdesk - Level 1	75k-85k	**80k**	260-300	**280**

Cloud

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Cloud Manager	220k-250k	**235k**	1,100-1,200	**1,150**
Cloud Architect	200-230k	**215k**	950-1,100	**1,025**
Senior Cloud Engineer	160k-190k	**175k**	800-950	**875**
Cloud Engineer	140-160k	**150k**	500-800	**650**

Network

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Network Manager	225k-255k	**235k**	1,200-1,300	**1,250**
Network Architect	200k-225k	**212.5k**	950-1,200	**1,075**
Senior Network Engineer	160k-200k	**180k**	700-950	**825**
Network Engineer	130k-160k	**145k**	500-700	**600**
Network Administrator	100-130k	**115k**	400-500	**450**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Infrastructure, Architecture & Cloud/DevOps

Architecture

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Architecture Manager	270k-300k	**285k**	1,300-1,400	**1,350**
Enterprise Architect	240k-270k	**255k**	1,100-1,300	**1,200**
Pre-sales Architect	250k-300k	**275k**	1,000-1,150	**1,075**
Solution Architect	225k-255k	**240k**	950-1,100	**1,025**
Solution Designer	190k-225k	**207.5k**	850-950	**900**

DevOps

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
DevOps/SRE Manager	260k-290k	**275k**	1,200-1,300	**1,250**
Principal DevOps Engineer/DevOps Architect	210k-260k	**235k**	1,000-1,200	**1,100**
Senior DevOps Engineer	170k-210k	**190k**	800-1,000	**900**
DevOps Engineer	135k-170k	**152.5k**	600-800	**700**
Junior DevOps Engineer	115-135k	**125k**	500-600	**550**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Cyber Security

Cyber Security

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Junior Security Analyst (L1)	80k-120k	100k	400-500	450
Security Analyst (L2)	130k-160k	145k	500-800	650
Senior Security Analyst (Lead)	150k-180k	165k	800-1,100	950
Incident Responder	180k-220k	200k	850-1,150	1,000
Vulnerability Specialist	150k-180k	165k	800-1,100	950
Security Engineer	120k-150k	135k	550-800	675
Senior Security Engineer	150k-190k	170k	800-1,100	950
Cyber Security Architect	200k-250k	220k	1,050-1,250	1,150
IAM Engineer	140k-160k	155k	700-850	775
Senior IAM Engineer	170k-200k	180k	850-1,100	975
Junior Penetration Tester (0-2 yrs)	80k-110k	100k	350-500	425
Penetration Tester (2-4 yrs)	110k-150k	130k	500-700	600
Senior Penetration Tester (4-7 yrs)	150k-170k	160k	700-950	825
Principal Penetration Tester (7+ yrs)	180k - 220k+	210k	950-1,250	1,100
GRC Consultant	140k - 160k	150k	650-850	750
Senior GRC Consultant	160k - 190k	180k	850-1,150	1,000
SOC Manager	200k - 250k	220k	1,150-1,350	1,250
Head of Security	250k - 350k	280k	1,350-1,500	1,425
DevSecOps Engineer	200k-240k	220k	950-1,250	1,100
Threat Intelligence Specialist	140k-200k	170k	850-1,150	1,000

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Senior Appointments

Leadership

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Chief Data Officer	260k-400k	**350k**	1,900-2,300	**2,100**
CIO	260k-400k	**350k**	1,900-2,300	**2,100**
CTO	260k-400k	**330k**	1,900-2,300	**2,100**
Chief Security Officer	240k-400k	**320k**	1,900-2,300	**2,100**
Head of Delivery	270k-320k	**295k**	1,500-2,300	**1,900**
Head of Transformation	250k-330k	**290k**	1,500-2,300	**1,900**
Chief Digital Officer	230k-340k	**285k**	1,400-1,800	**1,600**
Head of IT	220k-300k	**260k**	1,400-1,800	**1,600**
Head of Engineering	220k-300k	**260k**	1,400-1,800	**1,600**
Head of Change Management	230k-270k	**250k**	1,400-1,800	**1,600**
Head of Project Services	230k-270k	**250k**	1,200-1,600	**1,400**
Software Engineering Manager	200k-250k	**225k**	1,300-1,800	**1,550**
Head of Service Delivery	200k-240k	**220k**	1,200-1,600	**1,400**
Business Analysis Practice Manager	200k-220k	**210k**	1,000-1,800	**1,400**
Head of IT Operations	190k-220k	**205k**	900-1,250	**1,075**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Financial Markets

Trading

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Fixed Income Developer	160k-200k	**180k**	800-1,200	**1,000**
FX Developer	160k -220k	**190k**	1000-1,520	**1,260**
Murex/Calypso Developer	170k-210k	**190k**	1000-1,320	**1,160**
Quantitative Analyst	160k - 220k	**190k**	880-1,500	**1,190**
Trading Software Engineer	180k - 250k	**215k**	1000-1,520	**1,260**
Data Scientist	180k-220k	**200k**	1000-1,520	**1,260**
Trading Support Analyst	130k-170k	**150K**	800-1,200	**1,000**
Business Analyst	180k-220k	**200k**	950-1,300	**1,125**
Project Manager	190k-230k	**210k**	1100-1,500	**1,300**
Test Analyst	130k-150k	**140k**	880-1,040	**960**
Test Engineer	150k - 190k	**170k**	900-1,200	**1,050**
Guidewire Developer	160k-200k	**180k**	800-1,200	**1,000**

All salaries are inclusive of superannuation and exclusive of bonuses.

Business Applications

Business Intelligence and Analytics

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Data/BI Architect	160k-240k	**200k**	130-160	**145**
Senior Data Scientist	180k-210k	**195k**	125-160	**142.5**
Senior Data Engineer	170k-200k	**185k**	120-150	**135**
Data Modeller	150k-180k	**165k**	100-130	**115**
Data Scientist	150k-180k	**165k**	100-125	**112.5**
Senior Data Analyst	140k-170k	**155k**	110-130	**120**
Data Engineer	140k-170k	**155k**	100-120	**110**
BI Developer	120k-160k	**140k**	80-125	**102.5**
Data Analyst	110k-140k	**125k**	80-110	**95**

ERP/CRM

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
ERP/CRM Solution Architect	170k-220k	**195k**	130-180	**155**
ERP/CRM Functional Consultant	135k-180k	**157.5k**	120-160	**140**
ERP/CRM Technical Consultant	140k-170k	**155k**	120-150	**135**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Development & Testing

Testing Services

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Test Manager/Lead	150k-180k	**165k**	100-140	**120**
Test Analyst (Automation)	120k-160k	**140k**	95-120	**107.5**
Test Analyst (Manual)	110k-130k	**120k**	80-100	**90**

Application Development

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Solution Architect	190k-220k	**205k**	125-160	**142.5**
Development Lead	160k-190k	**175k**	100-130	**115**
Senior Full Stack Developer	150k-180k	**165k**	110-140	**125**
Senior Back End Developer	150k-180k	**165k**	110-140	**125**
Senior Mobile Developer – IOS/Android	140k-170k	**155k**	110-130	**120**
Senior Front End Developer	130k-160k	**145k**	100-130	**115**
Full Stack Developer	120k-150k	**135k**	80-110	**95**
Back End Developer	110k-140k	**125k**	80-110	**95**
Mobile Application Developer – IOS/Android	110k-140k	**125k**	80-110	**95**
Front End Developer	100k-130k	**115k**	80-100	**90**
CMS Developer	90k-120k	**105k**	65-90	**77.5**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Digital

Design

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Product Manager	140k-170k	**155k**	90-130	**110**
UX Designer	110k-140k	**125k**	80-100	**90**

Emerging Technologies

RPA

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
RPA Team Lead	140k-160k	**150k**	120-150	**110**
RPA Developer	120k-150k	**135k**	100-130	**90**

AI & Machine Learning

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior AI Engineer	180k-210k	**195k**	125-150	**137.5**
Senior Machine Learning Engineer	180k-210k	**195k**	125-150	**137.5**
AI Engineer	150k-180k	**165k**	100-125	**112.5**
Machine Learning Engineer	150k-180k	**165k**	100-125	**112.5**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Senior Appointments

Leadership

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Chief Information Officer	380k–410k	**395k**	-	**-**
Chief Technology Officer	360k–400k	**380k**	-	**-**
Chief Security Officer	360k–400k	**380k**	-	**-**
Strategy & Architecture Manager	230k–260k	**245k**	140-170	**155**
Enterprise Architect	210k–240k	**225k**	130-165	**147.5**
Infrastructure/Development/BI Manager	190k–220k	**205k**	110-130	**120**
Data Analytics Manager	190k–220k	**205k**	120-150	**135**
Project Services Manager (PMO)	160k–200k	**180k**	110-150	**130**
Service Delivery Manager	130k–170k	**150k**	100-125	**112.5**

Infrastructure

Operations

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Network/Systems Administrator	100k–130k	**115k**	55-100	**77.5**
Desktop Support	70k–90k	**80k**	40-65	**52.5**
Service Desk Support	70k–85k	**77.5k**	35-50	**42.5**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Infrastructure

Engineering (Cloud, Networking, Firewalls, Server, Storage)

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Solutions/Technical Architect	190k-220k	**205k**	125-150	**137.5**
Senior Cloud Engineer	150k-180k	**165k**	130-150	**140**
Network Engineer	130k-160k	**145k**	100-125	**112.5**
Systems/Cloud Engineer	120k-150k	**135k**	100-130	**115**

DevOps

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
DevOps Architect	180k-210k	**195k**	110-160	**135**
DevOps Engineer	140k-180k	**160k**	110-140	**125**

Cyber Security

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Cyber Security Architect	190k-220k	**205k**	125-170	**147.5**
Cyber Security Engineer	140k-180k	**160k**	100-130	**115**
Penetration Tester	130k-160k	**145k**	90-120	**105**
Cyber Security Analyst	120k-150k	**135k**	80-100	**90**
Governance, Risk & Compliance Analyst	110k-140k	**125k**	80-120	**100**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Management

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
CIO / CTO	200k-350k	**275k**	180-250	**215**
Infrastructure/Development/BI Manager	140k-200k	**170k**	150-200	**175**
Senior Project Manager	150k-180k	**165k**	125-170	**147.5**
Senior Business Analyst	150k-170k	**160k**	120-160	**140**
Change Manager	130k-170k	**150k**	120-160	**140**
Project Manager	130k-150k	**140k**	100-130	**115**
Business Analyst	120k-150k	**135k**	85-125	**105**

Business Applications - ERP/CRM/BI

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior Consultant	150k-200k	**175k**	130-160	**145**
Consultant	120k-160k	**140k**	110-130	**120**

Design

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior UX Designer	130k-160k	**145k**	90-125	**107.5**
UX Designer	100k-130k	**115k**	85-105	**95**
UX Developer	100k-120k	**110k**	85-105	**95**
Graphic Designer	80k-110k	**95k**	70-85	**77.5**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Architecture

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Enterprise Architect	200k-250k	**225k**	120-180	**150**
Solutions/Technical/Security Architect	160k-210k	**185k**	120-180	**150**

Development/Testing

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior Developer	130k-160k	**145k**	110-150	**130**
Developer	100k-140k	**120k**	90-130	**110**
Web Developer	100k-130k	**115k**	55-100	**77.5**
Test Lead	130k-170k	**150k**	90-130	**110**
Test Manager / QA Manager	140k-180k	**160k**	100-140	**120**
Test Analyst	100k-130k	**115k**	70-110	**90**

RPA

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
RPA Team Lead	140k-160k	**150k**	120-150	**135**
RPA Developer	120k-150k	**135k**	100-130	**115**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

AI & Machine Learning

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior AI Engineer	180k-210k	**195k**	125-150	**137.5**
Senior Machine Learning Engineer	180k-210k	**195k**	125-150	**137.5**
AI Engineer	150k-180k	**165k**	100-125	**112.5**
Machine Learning Engineer	150k-180k	**165k**	100-125	**112.5**
Web Developer	100k-130k	**115k**	55-100	**77.5**

Infrastructure

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Network/System Engineer	120k-160k	**140k**	90-150	**120**
System Administrator	120k-150k	**135k**	80-125	**102.5**
Database Administrator	110k-150k	**130k**	100-140	**120**
Helpdesk/Desktop Support/Service Desk	75k-100k	**87.5k**	45-75	**60**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Digital, Applications & Development

Data

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Consultant – SAP/ERP/CRM	170k-210k	**190k**	95-125	**110**
Data Scientist	170k-180k	**175k**	100-150	**125**
Data Engineer	150k-180k	**165k**	100-150	**125**
Data Governance	160k-180k	**170k**	80-120	**100**
Data Architect	220k-240k	**230k**	125-160	**142.5**
Data Analyst	120k-150k	**135k**	95-125	**110**

Development/Testing

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Test Manager / QA Manager	180k-200k	**190k**	100-130	**115**
Senior Developer	170k-200k	**185k**	100-135	**117.5**
DevOps	140k-180k	**160k**	90-135	**112.5**
Developer	110k-140k	**125k**	80-120	**100**
UX/UI Designers	110k-140k	**125k**	65-120	**92.5**
Test Analyst	110k-130k	**120k**	75-110	**92.5**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Infrastructure & Security

Management

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
CIO / CTO	300k-340k	**320k**	200-250	**225**
Infrastructure Manager	150k-180k	**165k**	115-140	**127.5**
IT Manager	130k-180k	**155k**	110-125	**117.5**
Helpdesk Manager	130k-150k	**140k**	75-120	**97.5**

Support/Engineers

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Cloud Engineer	140k-170k	**155k**	100-150	**125**
System/Infrastructure Engineer	130k-150k	**140k**	75-110	**92.5**
System Administrator	100k-130k	**115k**	75-110	**92.5**
Field Services Engineer	85k-95k	**90k**	50-80	**65**
Desktop Support	80k-90k	**85k**	50-70	**60**
Service Desk/Helpdesk Support	80k-90k	**85k**	45-65	**55**

Networking/Architecture

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Enterprise Architect	200k-230k	**215k**	150-175	**162.5**
Solution Architect	180k-220k	**200k**	125-165	**145**
Network Architect	150k-170k	**160k**	110-145	**127.5**
Network Engineer	130k-150k	**140k**	80-120	**100**

All salaries are inclusive of superannuation and exclusive of bonuses.

Infrastructure & Security

Security

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Security Architect	180k-220k	**200k**	125-175	**150**
Information Security Lead	180k-210k	**195k**	125-145	**135**
Penetration Tester	150k-170k	**160k**	100-150	**125**
Security Analyst	120k-160k	**140k**	80-125	**102.5**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Data and Analytics

Analytics & Business Intelligence

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Data Architect	180k-230k	**205k**	135-155	**145**
Senior Data Scientist	185k-220k	**202.5k**	120-160	**140**
BI Architect	170k-200k	**185k**	125-145	**135**
Senior Data Engineer	150k-180k	**165k**	110-135	**122.5**
Data Scientist	150k-175k	**162.5k**	110-130	**120**
Senior BI Consultant	150k-170k	**160k**	110-120	**115**
Senior Data Analyst	135k-160k	**147.5k**	100-125	**112.5**
Data Modeller	130k-170k	**150k**	90-135	**112.5**
Data Engineer	130k-150k	**140k**	100-125	**112.5**
Data Visualisation Developer	125k-145k	**135k**	100-125	**112.5**
BI Consultant	130k-150k	**140k**	90-110	**100**
BI Developer	100k-140k	**120k**	80-100	**90**
Data Analyst	100k-135k	**117.5k**	75-95	**85**

RPA

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
RPA Team Lead	160k-190k	**175k**	100-135	**117.5**
RPA Developer	130k-150k	**140k**	100-125	**112.5**
RPA Consultant	120k-150k	**135k**	80-110	**95**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Data and Analytics

AI & Machine Learning

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
AI Senior Engineer	150k-170k	160k	100-125	112.5
Senior Machine Learning Engineer	150k-170k	160k	110-125	117.5
Machine Learning Engineer	135k-160k	147.5k	95-110	102.5
AI Engineer	125k-150k	137.5k	80-110	95

Business Applications

ERP/CRM

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
ERP/CRM Solution Architect	180k-220k	200k	125-150	137.5
ERP/CRM Senior Consultant	155k-185k	170k	115-130	122.5
ERP/CRM Consultant	135k-155k	145k	100-120	110
ERP/CRM Developer	135k-160k	147.5k	100-120	110
ERP/CRM Support Consultant	100k-130k	115k	60-90	75

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Development & Testing

Testing Services

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Test Manager/Lead	135k-165k	**150k**	100-125	**112.5**
Senior Test Engineer (Automation)	130k-155k	**142.5k**	90-120	**105**
Senior Test Engineer (Manual)	110k-135k	**122.5k**	80-100	**90**
Test Engineer (Automation)	110k-130k	**120k**	80-100	**90**
Test Engineer (Manual)	100k-120k	**110k**	75-95	**85**
QA Consultant	120k-140k	**130k**	80-100	**90**
Test Analyst	95k-110k	**102.5k**	80-100	**90**

Application Development

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Solutions Architect	170k-200k	**185k**	125-160	**142.5**
Applications Architect	170k-200k	**185k**	125-160	**142.5**
Team Lead	155k-180k	**167.5k**	110-140	**125**
Senior Full Stack Developer	135k-165k	**150k**	100-125	**112.5**
Senior Mobile Application Developer - IOS/Android/Windows	135k-170k	**152.5k**	95-125	**110**
Senior Front End Developer	135k-165k	**150k**	90-125	**107.5**
Back End Developer	135k-165k	**150k**	90-125	**107.5**
Senior .Net Developer	135k-160k	**147.5k**	100-125	**112.5**
Senior Python Developer	135k-160k	**147.5k**	95-125	**110**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Development & Testing

Application Development

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior CMS Developer	130k-150k	**140k**	85-105	**95**
Mobile Application Developer – IOS/Android/Windows	135k-160k	**147.5k**	90-125	**107.5**
.Net Developer	110k-140k	**125k**	80-110	**95**
Java Developer	110k-145k	**127.5k**	80-110	**95**
Full Stack Developer	110k-140k	**125k**	80-100	**90**
Python Developer	110k-135k	**122.5k**	80-100	**90**
Front End Developer	110k-135k	**122.5k**	80-100	**90**
CMS Developer	110k-130k	**120k**	80-100	**90**
Junior .Net Developer	85k-110k	**97.5k**	55-80	**67.5**
Graduate Developer	70k-80k	**75k**	45-55	**50**

Digital

Design

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior UX Designer	130k-160k	**145k**	90-125	**107.5**
UX Designer	100k-130k	**115k**	85-105	**95**
UX Developer	100k-120k	**110k**	85-105	**95**
Graphic Designer	80k-110k	**95k**	70-85	**77.5**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Senior Appointments

Leadership

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Chief Information Officer (ASX & Large corporate)	300k-340k	**320k**	-	**-**
Chief Information Officer	260k-300k	**280k**	-	**-**
Chief Technology Officer (ASX & Large corporate	275k-315k	**295k**	-	**-**
Chief Technology Officer	220k-260k	**240k**	-	**-**
Chief Security Officer (ASX & Large corporate)	275k-315k	**295k**	-	**-**
Chief Security Officer	220k-260k	**240k**	-	**-**
Strategy & Architecture Manager (ASX & Large corporate	275k-310k	**292.5k**	-	**-**
Strategy & Architecture Manager	220k-260k	**240k**	-	**-**
Infrastructure/Development/BI Manager (ASX & Large corporate)	210k-250k	**230k**	130-170	**150**
Infrastructure/Development/BI Manager	175k-210k	**192.5k**	110-125	**117.5**
Data Analytics Manager (ASX & Large corporate)	200k-240k	**220k**	130-165	**147.5**
Data Analytics Manager	160k-200k	**180k**	115-140	**127.5**
Project Services Manager (PMO) (ASX & LArge corporate)	200k-240k	**220k**	130-165	**147.5**
Project Services Manager (PMO)	160k-200k	**180k**	110-130	**120**
Service Delivery Manager (ASX & Large corporate)	200k-240k	**220k**	130-165	**147.5**
Service Delivery Manager	160k-200k	**180k**	110-130	**120**
Enterprise Architect	200k-240k	**220k**	140-175	**157.5**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Infrastructure

Operations

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Incident Problem Manager	120k-160k	**140k**	85-120	**102.5**
Senior Network Administrator	110k-135k	**122.5k**	80-110	**95**
Network Administrator	90k-110k	**100k**	70-85	**77.5**
Desktop Support	80k-95k	**87.5k**	45-60	**52.5**
Service Desk Support	70k-80k	**75k**	40-50	**45**

Engineering (Cloud/ Networking, Firewalls, Server, Storage)

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Solutions/Technical Architect	180k-220k	**200k**	130-160	**145**
Network Architect	170k-210k	**190k**	130-160	**145**
Pre-Sales Architect	160k-185k	**172.5k**	110-125	**117.5**
Senior Network Engineer	155k-175k	**165k**	125-150	**137.5**
Senior Systems Engineer	135k-165k	**150k**	95-130	**112.5**
Network Engineer	135k-155k	**145k**	105-125	**115**
Systems Engineer	120k-140k	**130k**	80-105	**92.5**
Systems Administrator	105k-125k	**115k**	75-90	**82.5**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Infrastructure

DevOps

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
DevOps Architect	165k-200k	**182.5k**	125-150	**137.5**
DevOps Engineer	130k-160k	**145k**	90-120	**105**

Cyber Security

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Cyber Security Architect	205k-245k	**225k**	135-175	**155**
Cyber Security Consultant	140k-180k	**160k**	100-140	**120**
Cyber Security Engineer	140k-175k	**157.5k**	100-130	**115**
Penetration Tester	125k-150k	**137.5k**	90-115	**102.5**
Cyber Security Analyst	115k-155k	**135k**	80-110	**95**
Governance, Risk & Compliance Analyst	110k-160k	**135k**	80-110	**95**

All salaries are inclusive of superannuation and exclusive of bonuses.

Technology

Senior Appointments - Leadership

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
CIO / CTO	270k-310k	**290k**	200-275	**237.5**
Chief Digital Officer	310k-340k	**325k**	200-275	**237.5**
Head of Digital	260k-300k	**280k**	180-245	**212.5**
IT Manager / IT Operations	170k-190k	**180k**	135-165	**150**
Delivery Lead / Tech Lead	140k-160k	**150k**	135-165	**150**

Architecture

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Enterprise Architect	170k-210k	**190k**	155-220	**187.5**
Solution Architect	150k-180k	**165k**	145-165	**155**
Data Architect	150k-180k	**165k**	145-180	**162.5**

Security

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Cyber Security Architect	170k-210k	**190k**	155-210	**182.5**
Cyber Security Consultant	150k-180k	**160k**	135-200	**167.5**
Cyber Security Engineer	140k-160k	**150k**	135-180	**157.5**
Penetration Tester	130k-150k	**140k**	135-180	**157.5**
Cyber Security Analyst	130k-150k	**140k**	110-155	**132.5**
Security C&A Specialist	130k-150k	**140k**	135-200	**167.5**

Technology

Infrastructure

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
DevOps Engineer	150k-190k	**170k**	135-165	**150**
Site Reliability Engineer	150k-190k	**170k**	135-165	**150**
Platform Engineer	150k-190k	**170k**	135-165	**150**
Cloud Engineer	140k-170k	**155k**	135-165	**150**
Network Engineer	110k-130k	**120k**	90-145	**117.5**
Modern Workplace Specialist	110k-130k	**120k**	90-145	**117.5**
Systems Engineer	110k-130k	**120k**	100-145	**122.5**
Service Desk Manager	120k-140k	**130k**	100-130	**115**
Desktop/App Support	80k-110k	**95k**	55-100	**77.5**
Help Desk/ Service Desk Analyst	80k-110k	**95k**	50-100	**75**

Digital & Design

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Product Manager	140k-170k	**155k**	145-180	**162.5**
Product Owner	130k-170k	**150k**	135-155	**145**
Agile Coach	140k-170k	**155k**	145-180	**162.5**
Scrum Lead	150k-170k	**160k**	135-155	**145**
Scrum Master	130k-160k	**145k**	125-145	**135**
Release Train Engineer	130k-150k	**140k**	110-145	**127.5**
Senior UX/UI Designer	130k-150k	**140k**	110-145	**127.5**
UX/UI Designer	110k-140k	**125k**	100-135	**117.5**

Technology

Testing

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Test Manager	160k-180k	**170k**	135-155	**145**
Test Lead	140k-170k	**155k**	125-145	**135**
Senior Test Analyst	120k-140k	**130k**	110-145	**127.5**
Automation Tester	120k-150k	**135k**	125-155	**140**
Mobile Tester	120k-140k	**130k**	125-155	**140**
Test Analyst/QA	100k-120k	**110k**	90-125	**107.5**

Development

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Development Manager	170k-190k	**180k**	145-180	**162.5**
Development Lead	150k-180k	**165k**	135-165	**150**
Senior Developer	140k-170k	**155k**	125-155	**140**
Mobile Developer	110k-150k	**130k**	135-160	**147.5**
Integration Enigneer	120k-160k	**140k**	125-155	**140**
Developer	110k-150k	**130k**	100-145	**122.5**

Technology

Data & Business Intelligence

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Data Scientist	120k-140k	**130k**	125-190	**157.5**
Data Lead	150k-180k	**165k**	130-180	**155**
Database Analyst	110k-140k	**125k**	100-145	**122.5**
Database Administrator	100k-130k	**115k**	100-135	**117.5**
BI Consultant	130k-160k	**145k**	125-145	**135**
BI Developer	120k-140k	**130k**	125-145	**135**
Reporting Analyst	110k-130k	**120k**	100-135	**117.5**

Technology

Senior Appointments - Leadership

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
CIO / CTO	260k-300k	**280k**	180-250	**210**
Chief Digital Officer	300k-330k	**315k**	180-250	**210**
Head of Digital	250k-280k	**265k**	160-220	**180**
IT Manager / IT Operations	160k-180k	**170k**	120-150	**135**
Delivery Lead / Tech Lead	130k-150k	**140k**	120-150	**135**
BI Developer	110k-130k	**120k**	105-125	**115**
Reporting Analyst	100k-120k	**110k**	85-115	**100**

Architecture

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Enterprise Architect	160k-200k	**180k**	140-200	**170**
Solution Architect	140k-170k	**155k**	130-150	**140**
Data Architect	140k-190k	**165k**	130-160	**145**

Security

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Cyber Security Architect	160k-200k	**180k**	140-190	**170**
Cyber Security Consultant	140k-170k	**150k**	120-180	**160**
Cyber Security Engineer	130k-150k	**140k**	120-160	**130**
Penetration Tester	120k-140k	**130k**	120-160	**140**
Cyber Security Analyst	120k-140k	**130k**	100-140	**120**
Security C&A Specialist	120k-140k	**130k**	120-180	**160**

Technology

Infrastructure

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
DevOps Engineer	140k-180k	**160k**	120-150	**135**
Site Reliability Engineer	140k-180k	**160k**	120-150	**135**
Platform Engineer	140k-180k	**160k**	120-150	**135**
Cloud Engineer	130k-170k	**150k**	120-150	**135**
Network Engineer	100k-130k	**120k**	80-130	**110**
Modern Workplace Specialist	100k-130k	**120k**	80-130	**110**
Systems Engineer	100k-130k	**120k**	90-130	**110**
Service Desk Manager	110k-130k	**120k**	90-115	**105**
Desktop/App Support	70k-100k	**85k**	50-90	**70**
Help Desk/ Service Desk Analyst	70k-100k	**85k**	45-90	**65**

Digital & Design

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Product Manager	130k-160k	**145k**	130-160	**145**
Product Owner	120k-160k	**140k**	120-140	**130**
Agile Coach	130k-160k	**145k**	130-160	**145**
Scrum Lead	140k-160k	**150k**	120-140	**130**
Scrum Master	120k-150k	**135k**	110-130	**120**
Release Train Engineer	130k-180k	**155k**	100-130	**115**
Senior UX/UI Designer	120k-140k	**130k**	100-130	**115**
UX/UI Designer	100k-130k	**115k**	90-120	**110**

Infrastructure

Security Clearance

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Architecture Manager	240k-270k	**255k**	165-200	**182.5**
Enterprise Architect	240k-270k	**255k**	165-180	**172.5**
Pre-sales Architect	240k-270k	**255k**	140-165	**152.5**
DevOps/SRE Manager	240k-270k	**255k**	150-175	**162.5**
Cloud Manager	220k-250k	**235k**	140-175	**157.5**
Cloud Architect	220k-250k	**235k**	140-165	**152.5**
DevOps Architect	220k-250k	**235k**	125-165	**145**
Solution Architect	200k-240k	**220k**	125-165	**145**
Security Engineer	200k-230k	**215k**	150-190	**170**
Security Analyst	180k-210k	**195k**	130-160	**145**
Network Architect	200k-230k	**215k**	140-165	**152.5**
Network Manager	200k-230k	**215k**	120-150	**135**
Senior DevOps Engineer	200k-230k	**215k**	115-150	**132.5**
Operations Manager	180k-210k	**195k**	115-140	**127.5**
Designer	180k-210k	**195k**	100-125	**112.5**
DevOps Engineer	170k-200k	**185k**	130-150	**140**
Cloud Engineer	170k-200k	**185k**	115-150	**132.5**
Incident/Problem Manager	170k-200k	**185k**	90-115	**102.5**
Network Engineer	160k-190k	**175k**	115-140	**127.5**
Systems/Network Administrator	160k-190k	**175k**	75-105	**90**

Technology

Testing

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Test Manager	160k-180k	170k	120-140	130
Test Lead	140k-170k	155k	110-130	120
Senior Test Analyst	120k-140k	130k	100-130	120
Automation Tester	120k-150k	135k	110-140	125
Mobile Tester	120k-140k	130k	110-140	125
Test Analyst/QA	100k-120k	110k	80-110	95

Development

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Development Manager	160k-180k	170k	130-160	145
Development Lead	140k-170k	155k	120-150	135
Senior Developer	130k-160k	145k	110-140	125
Mobile Developer	100k-140k	120k	120-145	130
Integration Enigneer	110k-150k	130k	110-140	125
Developer	100k-140k	120k	90-130	120

Technology

Data & Business Intelligence

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Data Manager	160k-180k	**170k**	130-160	**145**
Data Scientist	120k-180k	**150k**	110-170	**140**
Data Lead	120k-160k	**140k**	110-160	**130**
Database Analyst	100k-130k	**115k**	90-130	**110**
Database Administrator	90k-120k	**105k**	90-120	**105**
BI Consultant	120k-150k	**135k**	110-130	**120**
BI Developer	120k-150k	**135k**	110-130	**120**
Reporting Analyst	100k-120k	**110k**	90-120	**105**

Transformation

Key findings

The Transformation section of the Salary Guide examines salary and employment trends across Australia (Australian Capital Territory, New South Wales, Queensland, Victoria, and Western Australia) and New Zealand (Auckland and Wellington).

In both Australia and New Zealand, professionals in the transformation space have similar tenures: the average is 2 years in Australia, and 2.1 years in New Zealand.

In Australia, the demand for talent is high, with skilled professionals being difficult to find. In New Zealand, demand is moderate, but competition for top talent still exists.

As transformation continues to be a key focus for industries, organisations are prioritising the recruitment of professionals who can drive change and lead through digital and operational shifts.

Sector trends

Australia

Avg. tenure of professionals
2 years

Gender diversity
32% Female **68%** Male

Hiring demand
High

This talent is hard to hire

New Zealand

Avg. tenure of professionals
2.1 years

Gender diversity
**33%** Female **67%** Male

Hiring demand
Moderate

This talent is moderately easy to hire

Meet some of our transformation leaders

With over 65 specialist technology and transformation consultants across Australia and New Zealand, Robert Walters has one of the largest dedicated recruitment teams in the region. Our experts recruit across a wide range of roles, ensuring you connect with a local consultant who truly understands your field. Below are just some of our standout transformation leaders.
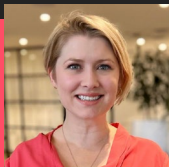
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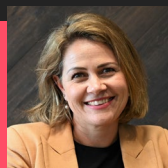
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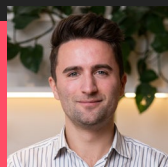
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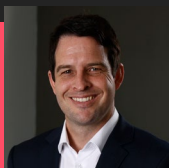
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No Clearance

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Change Manager	150k-190k	**170k**	140-190	**165**
Program Manager	180k-220k	**200k**	130-170	**150**
Project Manager	160k-190k	**175k**	110-140	**125**
Business Analyst	140k-170k	**155k**	80-110	**95**
Project Scheduler	95k-140k	**117.5k**	75-95	**85**
Project Coordinator	90k-130k	**110k**	60-80	**70**

Security Clearance

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Change Manager	170k-230k	**200k**	135-185	**160**
Program Manager	200k-250k	**225k**	150-190	**170**
Project Manager	180k-210k	**195k**	120-150	**135**
Business Analyst	160k-200k	**180k**	120-145	**132.5**
Project Scheduler	120k-170k	**145k**	70-110	**90**
Project Coordinator	90k-140k	**115k**	75-95	**85**

All salaries are inclusive of superannuation and exclusive of bonuses.

Transformation

Transformation

Agile

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Agile Coach	190k-220k	**205k**	1,000-1,400	**1,200**
Scrum Master / Iteration Manager	170k-200k	**185k**	950-1,150	**1,050**

Projects

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
PMO Director	240k-320k	**280k**	1,300-1,600	**1,450**
Program Director	250k-300k	**275k**	1,300-1,600	**1,450**
Project Director	220k-250k	**235k**	1,200-1,500	**1,350**
Program Manager	180k-220k	**200k**	1,100-1,300	**1,200**
Senior Project Manager	180k-220k	**200k**	1,000-1,150	**1,075**
PMO Manager	160k-210k	**185k**	950-1,100	**1,025**
Project Manager	170k-200k	**185k**	900-1,100	**1,000**
Master Scheduler	150k-190k	**170k**	900-1,100	**1,000**
PMO Analyst	130k-165k	**147.5k**	800-900	**850**
Junior Project Manager	130k-160k	**145k**	800-900	**850**
Program Coordinator	130k-150k	**140k**	750-850	**800**
Project Coordinator	100k-120k	**110k**	600-750	**675**

All salaries are inclusive of superannuation and exclusive of bonuses.

Transformation

Transformation

Change

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Change Director	280k-320k	**300k**	1,250-1,400	**1,325**
Lead Change Manager	230k-280k	**255k**	1,200-1,350	**1,275**
Senior Change Manager	200k-250k	**225k**	1,050-1,300	**1,175**
Change Manager	165k-200k	**182.5k**	1,000-1,200	**1,100**
Change Analyst	135k-165k	**150k**	900-1,000	**950**

Business Analysis

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Lead Business Analyst	180k-210k	**195k**	950-1,050	**1,000**
Senior Business Analyst	150k-180k	**165k**	800-950	**875**
Process Analyst	120k-160k	**140k**	750-950	**850**
Business Analyst	120k-150k	**135k**	650-800	**725**
Technical Writer	110k-130k	**120k**	600-800	**700**
Junior Business Analyst	80k-100k	**90k**	450-650	**550**

All salaries are inclusive of superannuation and exclusive of bonuses.

Transformation

Projects

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Program Director	220k-260k	**240k**	175-240	**207.5**
Program Manager	190k-220k	**205k**	130-175	**152.5**
Senior Project Manager	170k-200k	**185k**	125-150	**137.5**
Master Scheduler	140k-170k	**155k**	110-160	**135**
Project Manager	140k-170k	**155k**	110-125	**117.5**
Project Coordinator	100k-130k	**115k**	70-110	**90**
PMO Analyst	110k-140k	**125k**	70-110	**90**

Agile

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior Agile Coach	200k-230k	**215k**	140-160	**150**
Agile Coach	170k-200k	**185k**	120-140	**130**
Senior Scrum/Iteration Manager	170k-200k	**185k**	125-150	**137.5**
Scrum/Iteration Manager	140k-170k	**155k**	100-125	**112.5**

Change

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Change Manager	140k-180k	**160k**	140-160	**150**

All salaries are inclusive of superannuation and exclusive of bonuses.

Business Analysis

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior Business Analyst	150k-180k	**165k**	115-135	**125**
Business Analyst	120k-150k	**135k**	90-115	**102.5**
System Analyst	110k-140k	**125k**	80-120	**100**
Technical Writer	80k-120k	**100k**	75-120	**97.5**

All salaries are inclusive of superannuation and exclusive of bonuses.

Transformation

Transformation

Agile

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Agile Coach	150-200K	**170K**	100-150	**125**
Scrum Master / Iteration Manager	130-150K	**140K**	90-120	**105**

Projects

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
PMO Director	200-260K	**230K**	160-200	**180**
Program Director	200-230K	**220K**	120-160	**140**
Project Director	165-185K	**175K**	100-140	**120**
Program Manager	170-220K	**195K**	150-200	**175**
Senior Project Manager	150-180K	**165K**	120-150	**135**
PMO Manager	150K-180K	**165K**	150-180	**165**
Project Manager	130-153K	**145K**	100-130	**115**
Master Scheduler	70-138K	**105K**	50-90	**70**
PMO Analyst	90-125K	**100K**	60-90	**75**
Junior Project Manager	95-120K	**100K**	50-80	**65**
Program Coordinator	85-105K	**94K**	50-70	**60**
Project Coordinator	75-100K	**88K**	50-70	**60**

All salaries are inclusive of superannuation and exclusive of bonuses.

Transformation

Transformation

Change

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Change Director	180-220K	**200K**	130-160	**145**
Lead Change Manager	150-180K	**165K**	110-140	**125**
Senior Change Manager	130-160K	**145K**	100-130	**115**
Change Manager	110-140K	**125K**	90-120	**105**
Change Analyst	90-110K	**100K**	70-90	**80**

Business Analysis

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Lead Business Analyst	140-170K	**160K**	130-180	**160**
Senior Business Analyst	120-150K	**140K**	110-160	**135**
Process Analyst	90-100K	**100K**	70-90	**80**
Business Analyst	100-120K	**110K**	70-100	**100**
Technical Writer	80-100K	**90K**	60-80	**70**
Junior Business Analyst	80-95K	**85K**	50-70	**60**

All salaries are inclusive of superannuation and exclusive of bonuses.

Transformation

Projects

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Programme Manager	225k-260k	**242.5k**	1,100-1,400	**1,250**
Project Manager	165k-210k	**187.5k**	900-1,100	**1,000**
Change Manager	160k-190k	**175k**	900-1,100	**1,000**
Implementation Manager	160k-190k	**175k**	850-1,000	**925**
Delivery Lead	160k-190k	**175k**	850-1,000	**925**
Business Analyst	130k-170k	**150k**	700-900	**800**
Project Coordinator/Administrator	90k-130k	**110k**	550-750	**650**

Agile

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Agile Coach	180k-220k	**200k**	1,000-1,200	**1,100**
Product Owner	170k-210k	**190k**	900-1,100	**1,000**
Scrum Master	150k-180k	**165k**	850-950	**900**
Iteration Manager	150k-180k	**165k**	850-950	**900**

All salaries are inclusive of superannuation and exclusive of bonuses.

Transformation

Projects

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Programme Manager	200k-240k	**220k**	140-175	**157.5**
Senior Project Manager	170k-210k	**190k**	140-160	**150**
Project Manager	160k-190k	**175k**	115-140	**127.5**
Project Coordinator	90k-120k	**105k**	60-80	**70**
PMO Analyst	90k-130k	**110k**	70-95	**82.5**

Agile

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Agile Coach	170k-220k	**195k**	130-165	**147.5**
Scrum/Iteration Manager	150k-175k	**162.5k**	115-135	**125**

Change

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior Change Manager	180k-220k	**200k**	135-175	**155**
Change Manager	150k-175k	**162.5k**	115-135	**125**
Change Analyst	125k-150k	**137.5k**	100-125	**112.5**

All salaries are inclusive of superannuation and exclusive of bonuses.

Transformation

Business Analysis

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior Business Analyst	155k-175k	**165k**	115-140	**127.5**
Business Analyst	130k-155k	**142.5k**	105-120	**112.5**
System Analyst	115k-145k	**130k**	90-120	**105**
Technical Writer	80k-120k	**100k**	75-115	**95**
PMO Analyst	90k-130k	**110k**	70-95	**82.5**

Security Clearance

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Program Manager	200k-240k	**220k**	140-180	**160**
Project Manager	160k-200k	**180k**	120-150	**135**
Change Manager	150k-175k	**162.5k**	130-180	**155**
Business Analyst	140k-185k	**162.5k**	115-135	**125**
Project Scheduler	105k-145k	**125k**	80-120	**100**
Project Coordinator	80k-110k	**95k**	75-100	**87.5**

All salaries are inclusive of superannuation and exclusive of bonuses.

Transformation

Projects

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Programme Manager	180k-250k	215k	150-175	162.5
Senior Project Manager	150k-180k	165k	130-150	140
Senior Change Manager	150k-185k	167.5k	130-150	140
Project Manager	130k-150k	140k	115-130	122.5
Change Manager	130k-150k	140k	115-130	122.5
Senior Business Analyst	135k-170k	152.5k	120-135	127.5
Business Analyst	100k-135k	117.5k	90-120	105
Project/Programme Coordinator	75k-130k	102.5k	75-110	92.5
Delivery Lead	150k-185k	167.5k	130-150	140
Scrum Master	120k-150k	135k	100-140	120
Agile Coach	130k-180k	155k	100-150	125
Process Analyst	80k-135k	107.5k	90-125	107.5

Architecture

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Enterprise Architect	210k-250k	230k	160-190	175
Security Architect/Consultant	190k-220k	205k	160-190	175
Data Architect	190k-220k	205k	150-180	165
Solutions Architect	180k-210k	195k	140-160	150
Infrastructure Architect	190k-220k	205k	140-160	150

Transformation

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Programme Director	260k-300k	**280k**	180-250	**215**
Programme Manager	160k-200k	**180k**	140-180	**160**
EPMO Manager	160k-200k	**180k**	130-180	**155**
Project Manager	120k-150k	**135k**	130-150	**140**
Business Change Manager	130k-160k	**145k**	125-150	**137.5**
Business Analyst	110k-140k	**125k**	115-135	**125**
Service Designer	110k-150k	**130k**	115-135	**125**
EPMO Analyst	90k-130k	**110k**	100-130	**115**
EPMO Advisor	110k-150k	**130k**	110-140	**125**
Programme Coordinator	85k-105k	**95k**	80-100	**90**
Project Coordinator	75k-95k	**85k**	70-95	**82.5**

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