

**Robert—  
—Walters**



# Salary Guide 2025

Australia & New Zealand



# 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.



# Executive summary

## 2025: A new era of opportunity



**Shay Peters**

CEO – Australia and New Zealand  
Robert Walters

This year's Salary Survey findings provide invaluable insights into the challenges and opportunities that lie ahead for employers and employees as we navigate a complex economic landscape. As we move into 2025, we are entering a new era of opportunity, where businesses and employees are presented with the chance to rethink strategies, embrace change, and unlock new possibilities for growth and success.

The data reveals that salary expectations remain a focal point in talent retention and attraction. While a significant percentage of employers are planning salary increases, it's clear there is a growing gap between employer actions and employee expectations. This disconnect calls for a deeper understanding and alignment of compensation strategies to meet the cost-of-living pressures that employees feel, especially as economic uncertainties persist. As we look to 2025, addressing this gap presents an opportunity for organisations to foster stronger connections with their teams through more tailored, transparent, and holistic compensation approaches.

As we reflect on the insights in this Salary Guide, it becomes evident that the future of work is dynamic and multifaceted. Companies that will thrive in 2025 are those that are willing to evolve—balancing traditional strategies with modern expectations and adapting to the ever-changing needs of their workforce. The year ahead offers a wealth of opportunities for businesses to innovate, engage, and lead in a new era of work, setting the stage for success and long-term growth.

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## Australia & New Zealand trends

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## Accounting & Finance

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Key findings

### Australia

#### New South Wales

Commerce & Industry

#### Queensland

Commerce & Industry

Public Sector

Public Practice

#### South Australia

Commerce & Industry

#### Victoria

Commerce & Industry

Public Practice

#### Western Australia

Commerce & Industry

### New Zealand

#### Auckland

Executive

Qualified

Part & Non-Qualified

Finance & Accounting

#### Christchurch

Executive

Qualified

Part & Non-Qualified

#### Wellington

Qualified

Part-Qualified

## Banking & Financial Services

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Key findings

### Australia

#### New South Wales

Accounting & Finance

Funds & Wealth Management

Operations

Retail, Commercial & Corporate Banking

Risk, Assurance & Compliance

#### Queensland

Accounting & Finance

Retail, Commercial & Corporate Banking

Private Banking

Wealth Management

Risk, Assurance & Compliance

#### South Australia

Professional Business Banking

Wealth Management

Contact Centre

Risk, Assurance & Compliance

#### Victoria

Accounting & Finance

Banking

Risk & Compliance

Investment Operations

Wealth Management & Superannuation

Banking

### New Zealand

#### Auckland

Banking

Insurance

Risk, Assurance & Compliance

Risk, Compliance & Operations

#### Christchurch

Insurance

#### Wellington

Risk, Assurance & Compliance

## Business Support

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Key findings

### Australia

#### New South Wales

Business Support

Project Support

Legal Support

Customer Service

#### Queensland

Business Support

Call Centre

Public Sector

#### South Australia

Business Support

Finance Support

#### Victoria

Business Support



Project Support  
Call Centre & Operations  
**Western Australia**  
Business Support  
Customer Service

**New Zealand**  
**Auckland**  
Office Support & Secretarial  
Customer Service  
**Christchurch**  
Office Support & Secretarial  
**Wellington**  
Office Support & Secretarial

**Human Resources & Safety**

Key findings

**Australia**  
**New South Wales**  
Generalist  
Specialist  
WHS  
**Queensland**  
Generalist  
Specialist  
WHS  
**South Australia**  
Generalist  
Specialist  
WHS  
**Victoria**  
Generalist  
Specialist

WHS  
**Western Australia**  
Generalist  
Specialist  
L&D  
Talent Acquisition  
WHS

**New Zealand**  
**Auckland**  
Generalist  
Specialist  
OH&S  
**Christchurch**  
Generalist  
Specialist  
**Wellington**  
Generalist  
Specialist

**Legal**

Key findings

**Australia**  
**New South Wales**  
Private Practice  
In-House Counsel  
**Queensland**  
Private Practice  
In-House Counsel  
**South Australia**  
Private Practice  
In-House Counsel  
**Victoria**

Private Practice  
In-House Counsel  
**Western Australia**  
Private Practice  
In-House Counsel

**New Zealand**  
**Auckland**  
Private Practice  
In-House  
Legal Executive  
**Christchurch**  
Private Practice  
In-House  
Legal Executive  
**Wellington**  
Private Practice  
In-House  
Public Sector

**Policy & Machinery of Government**

Key findings

**New Zealand**  
**Wellington**  
Policy  
Research & Evaluation

Procurement, Supply Chain & Logistics

Key findings

Australia

New South Wales

Procurement  
Supply Chain  
Logistics

Queensland

Procurement  
Supply Chain

South Australia

Procurement  
Supply Chain  
Logistics

Western Australia

Procurement  
Supply Chain  
Logistics

New Zealand

Auckland

Procurement  
Supply Chain

Christchurch

Procurement

Wellington

Procurement

Property & Facilities Management

Key findings

New Zealand

Auckland

Facilities Management  
Property  
Wellington  
Facilities Management  
Property

Resources & Engineering

Key findings

Australia

Queensland

Infrastructure  
Mining  
Urban Development & Construction

South Australia

Engineering

Western Australia

Civil Construction  
Commercial Construction  
Architecture  
Engineering  
Mining

Sales, Marketing & Communications

Key findings

Australia

New South Wales

Sales  
Marketing  
Industrial Sales  
Consumer Goods  
Software & Technology  
Queensland

Sales  
Marketing  
Communications  
South Australia  
Sales  
Marketing

Victoria

Sales  
Marketing  
Communications

Western Australia

Marketing

New Zealand

Auckland

Sales  
Marketing  
Communications

Wellington

Sales  
Marketing  
Communications  
Engagement

Tech & Transformation

Key findings

Australia

Australian Capital Territory

Infrastructure  
Transformation  
Development & Testing  
Business Applications  
Cyber Security  
New South Wales

Data  
Business Applications  
Development & Testing  
Digital  
Infrastructure  
Cyber Security  
Senior Appointments  
Transformation

**Queensland**

Business Applications  
Development & Testing  
Digital  
Emerging Technologies  
Senior Appointments  
Transformation  
Infrastructure

**South Australia**

Management  
Business Applications  
Architecture  
Development & Testing  
Infrastructure

**Victoria**

Digital, Applications & Development  
Infrastructure & Security  
Transformation

**Western Australia**

Data & Analytics  
Business Applications  
Development & Testing  
Digital  
Senior Appointments  
Transformation  
Sales  
Infrastructure

**New Zealand**

**Auckland**

Senior Appointments – Leadership  
Architecture  
Security  
Infrastructure  
Digital & Design  
Testing  
Development  
Data & Business Intelligence  
Business Transformation – Projects  
Business Transformation – Architecture

**Christchurch**

Senior Appointments – Leadership  
Architecture  
Security  
Infrastructure  
Digital & Design  
Testing  
Development  
Data & Business Intelligence  
Business Transformation

**Wellington**

Senior Appointments – Leadership  
Architecture  
Security  
Infrastructure  
Digital & Design  
Testing  
Development  
Data & Business Intelligence  
Business Transformation

**Contact us**

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# About the Salary Guide

## Salary Survey

This year our salary survey received more than 7,750 responses from white-collar professionals working across more than 12 different industries across Australia and New Zealand. The results from this survey have allowed us to provide detailed insight into today's workplace and the future of work in 2025.

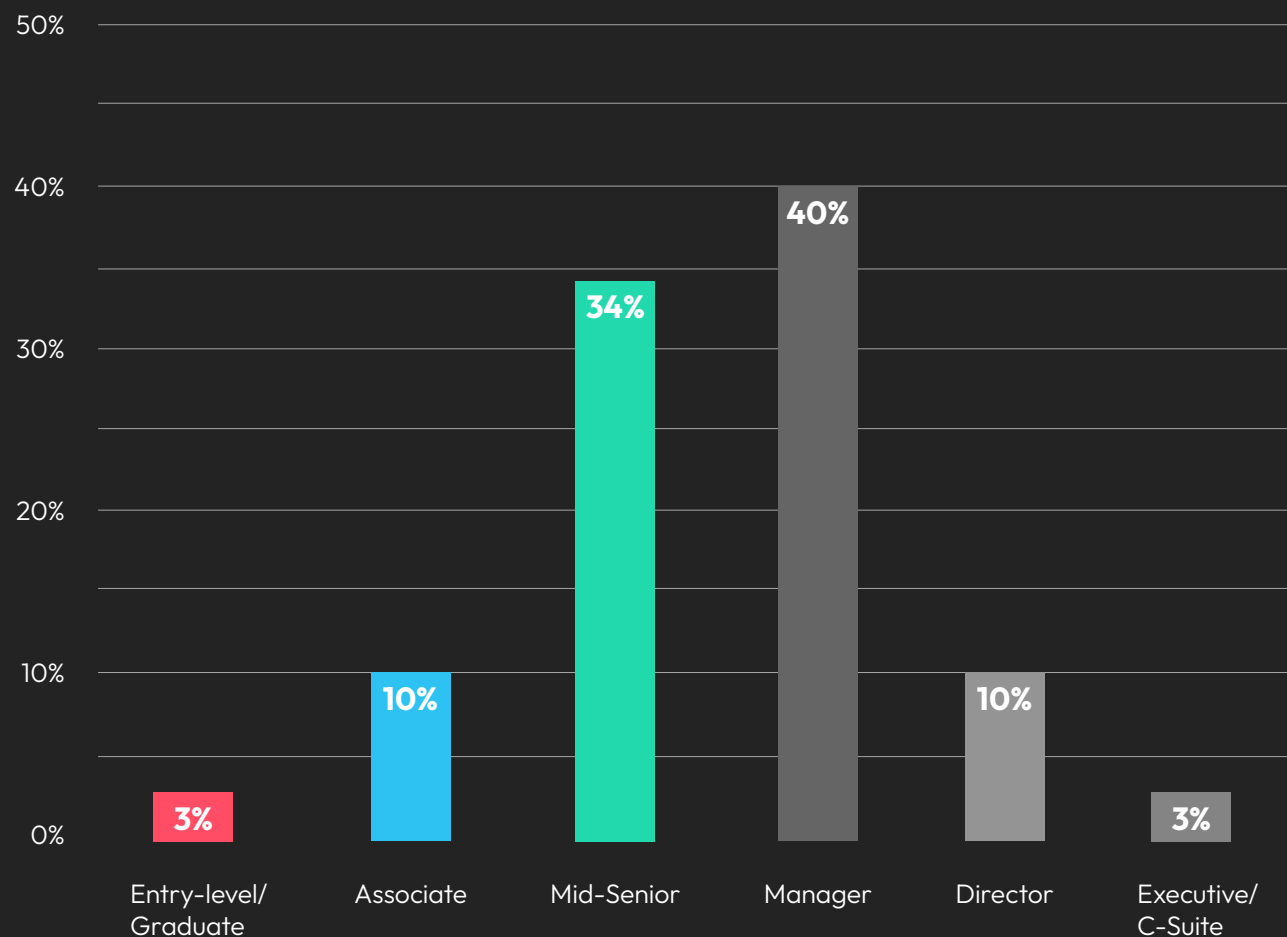
## Salary Benchmarking tables

We have analysed over 100,000 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.

## Survey respondents

### Experience





# Survey respondents

## Specialisation

Accounting & Finance	17%
Banking & Financial Services	10%
Business Support	5%
Human Resources & Safety	10%
Legal	5%
Marketing & Communications	5%
Procurement & Supply Chain	5%
Government & Policy	6%
Resources & Engineering	3%
Sales	3%
Technology & Transformation	23%
Other	8%

## Location

New South Wales	23%	Auckland	17%
Queensland	9%	Christchurch	3%
South Australia	7%	Wellington	16%
Victoria	12%	Other (AU)	2%
Western Australia	8%	Other (NZ)	3%



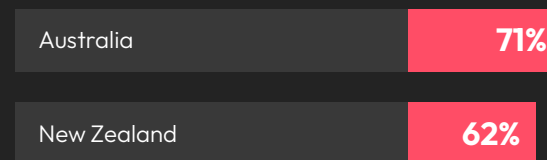
# Salary and bonus trends

## Salary trends

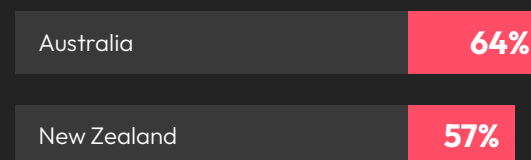
A significant proportion of businesses in both Australia (71%) and New Zealand (62%) plan to implement salary increases in 2025. However, employees' expectations are slightly lower, with 64% in Australia and 57% in New Zealand anticipating a raise. This discrepancy suggests that while many organisations are adjusting salaries to address inflation and talent retention, employees may temper their expectations due to economic uncertainties.

## Salary trends

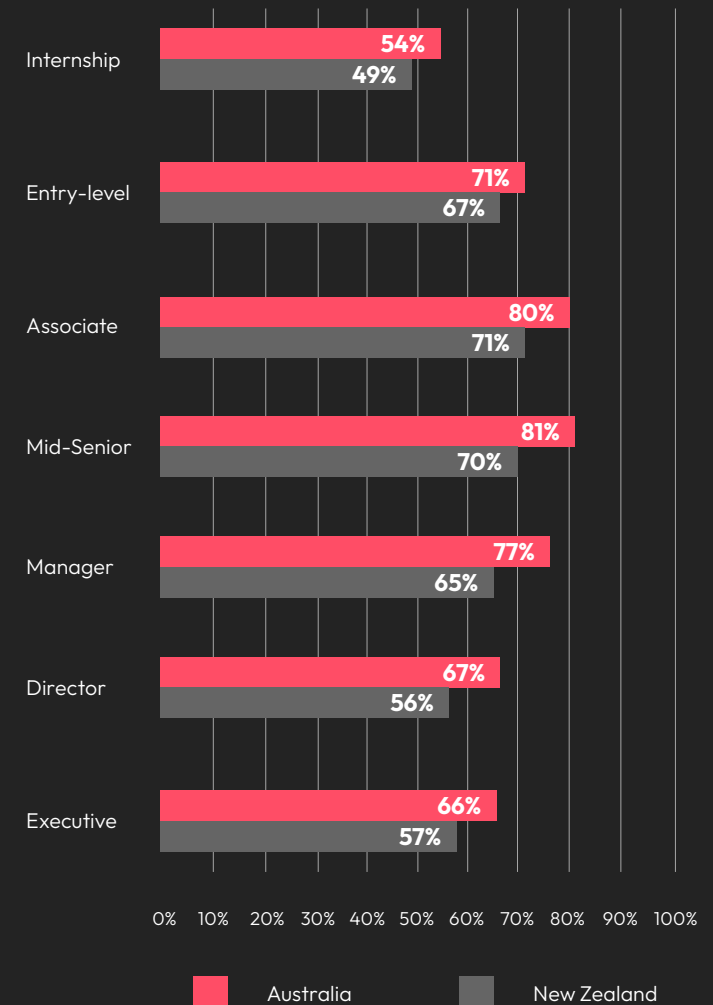
### % of businesses likely to give a salary increase to employees



### % of employees expecting a salary increase



## How likely are employees to receive a salary increase in 2025?

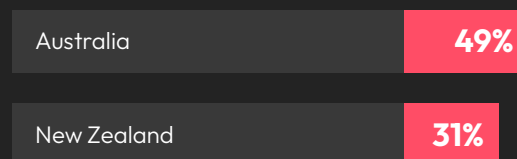


### Bonus trends

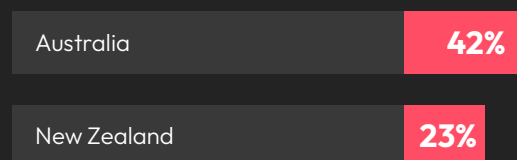
Nearly half of Australian employers (49%) intend to offer bonuses in 2025, compared to only 31% in New Zealand. Similarly, employee expectations reflect this disparity, with 42% of Australians and 23% of New Zealanders anticipating a bonus. This highlights that Australian businesses may rely more on incentive-based compensation to attract and retain talent.

## Bonus trends

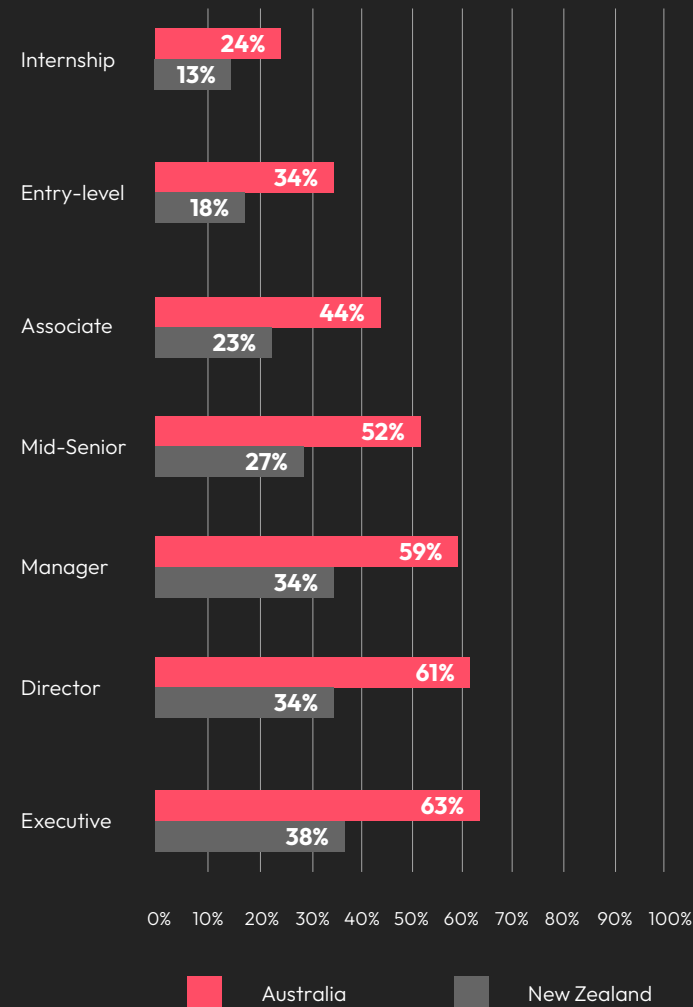
### % of businesses likely to give bonuses to employees



### % of employees expecting a bonus



### How likely are employees to receive a bonus in 2025?



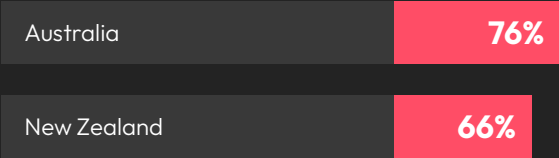
# Hiring and job mobility

Hiring is projected to remain strong in 2025, with 76% of Australian businesses and 66% of New Zealand businesses planning to recruit new staff. However, organisations looking to hire slightly outnumber candidates actively seeking new opportunities, with 56% of employees in Australia and 63% in New Zealand considering a job move. This indicates a potential shift toward a candidate-driven market, contrasting with recent years where the market has been relatively candidate-heavy.

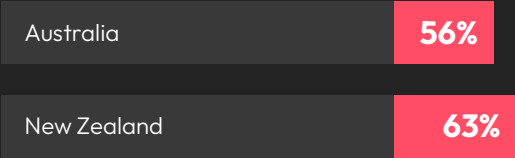
To remain competitive, businesses must adapt their recruitment strategies, offering attractive compensation, flexible work options, and clear career development opportunities. Employers that fail to align with changing expectations may struggle to attract and retain top talent.

## Hiring and job mobility trends

### % of businesses looking to hire



### % of employees looking to move roles





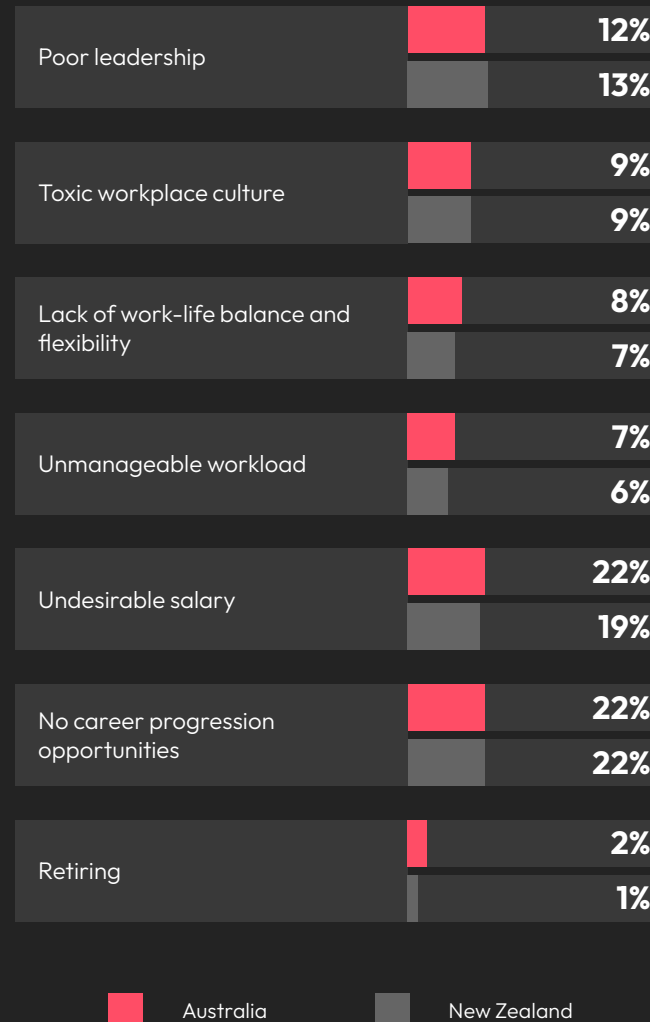
# Retention trends and candidate preferences

## Resignation and retention

Employee resignation trends in Australia and New Zealand are heavily influenced by career progression and salary dissatisfaction. In Australia, 22% of employees are considering new roles due to limited growth opportunities, and 22% cite pay concerns. Similarly, 22% of New Zealand employees are driven by career advancement, while 19% are motivated by salary dissatisfaction. Poor leadership and toxic workplace cultures are additional drivers, particularly in New Zealand.

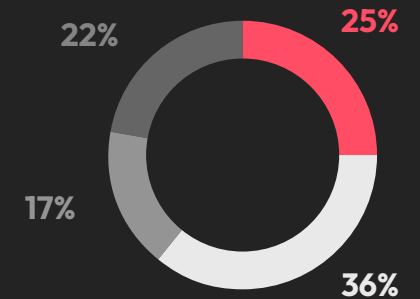
To address retention, businesses must prioritise competitive compensation and clear career pathways. For instance, 36% of Australians and 33% of New Zealanders value strong salary and benefits packages. Work-life balance is also critical, with 22% of Australians and 21% of New Zealanders identifying it as a key factor.

## Top reasons for moving jobs

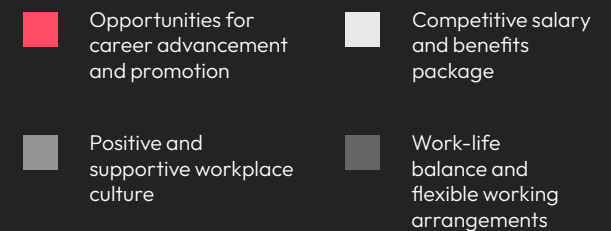
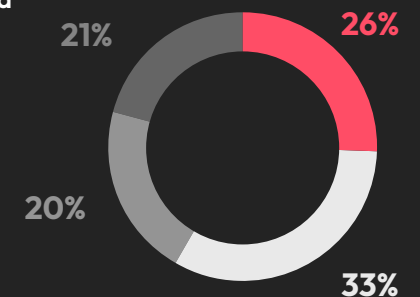


## Main factors influencing employee retention

### Australia



### New Zealand



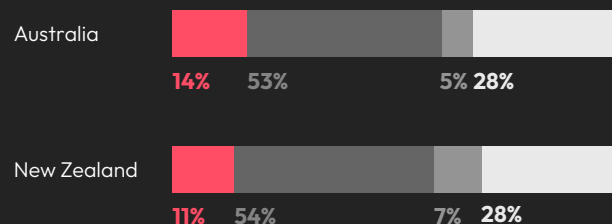
## Preferred working arrangements

Hybrid working has emerged as the top employee preference across both Australia and New Zealand, with over half of employees in both countries favouring a hybrid model (53% in Australia and 54% in New Zealand). This indicates that employees value the flexibility and balance hybrid arrangements provide.

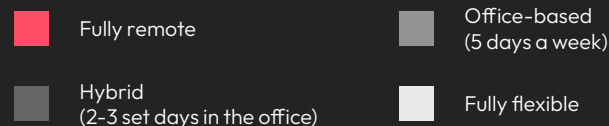
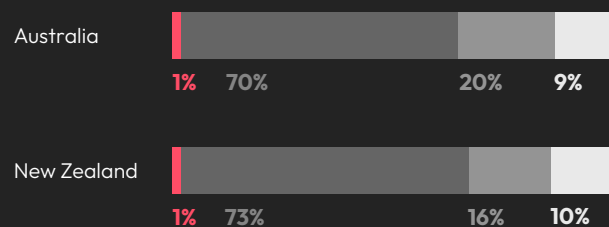
Employers should recognise that hybrid working is here to stay and adapt their policies accordingly to attract and retain top talent. Businesses that resist this shift risk losing skilled professionals to organisations embracing flexibility as a core component of their employee value proposition.

## Preferred working arrangements

### Employees



### Employers



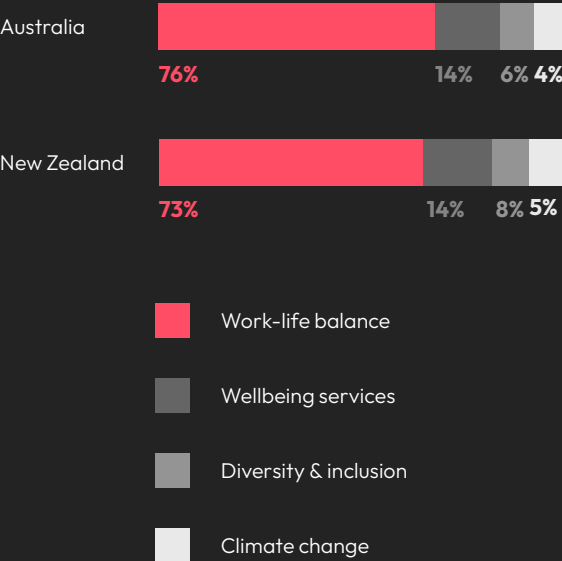
Benefits preferences

Across both Australia and New Zealand, employees increasingly value work-life balance and seek employers who prioritise it in their policies. To remain competitive, organisations must adapt their employee value propositions (EVPs) to reflect these preferences by offering tailored benefits packages that include wellbeing support, career development opportunities, and financial incentives.

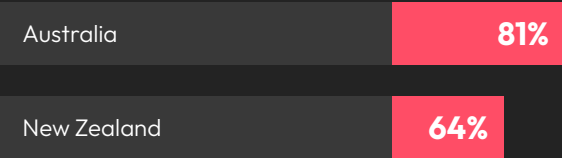
An emerging trend in financial incentives is the growing popularity of salary sacrifice as a benefit. In Australia, 81% of employees consider salary sacrifice appealing, compared to 64% in New Zealand. This shift highlights the evolution of compensation beyond direct pay, emphasising flexible benefits that support employees’ financial management.

To meet these changing expectations, employers should conduct regular salary benchmarking and align their benefits offerings to attract and retain top talent.

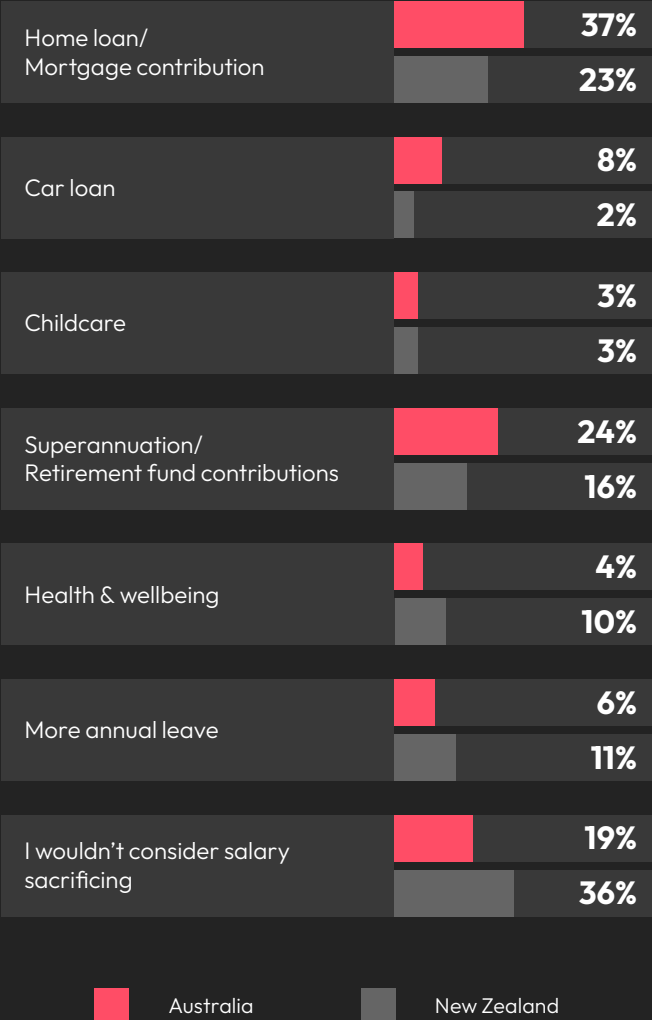
What employees would like their employers to prioritise



% who would consider salary sacrificing



Top reasons to salary sacrifice



# Cost of living

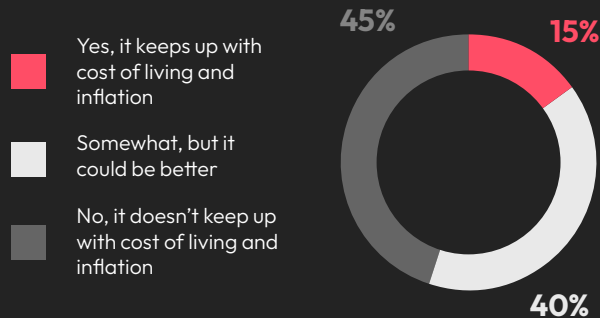
A significant perception gap exists between employers and employees regarding salary adequacy amidst rising living costs.

In Australia, 45% of employees believe salaries aren't keeping up with rising costs, compared to only 23% of employers who feel the same. Similarly, in New Zealand, 39% of employees feel their pay does not keep up with inflation and the cost of living, while only 22% of employers agree.

Only a small percentage of employees—15% in Australia and 20% in New Zealand—believe their pay fully keeps pace with these rising costs.

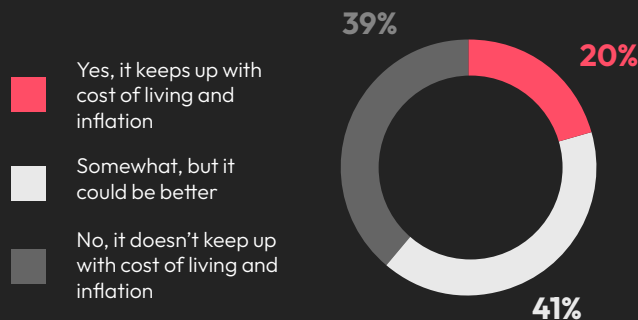
## Australia

**45%** of employees feel their pay does not keep up with the rising cost of living and inflation



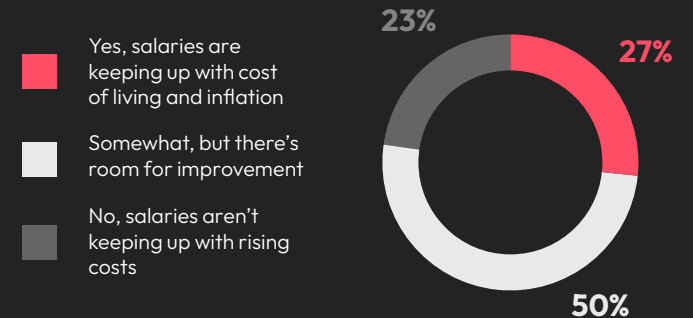
## New Zealand

**39%** of employees feel their pay does not keep up with the rising cost of living and inflation



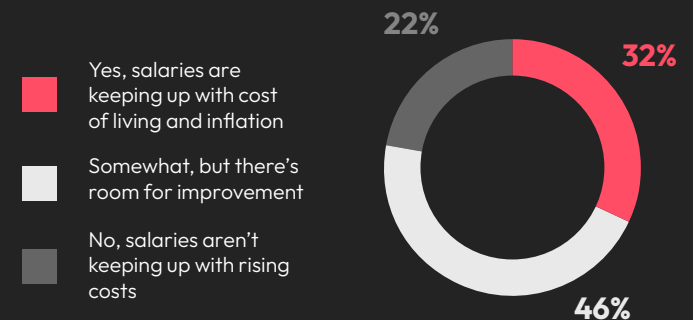
## Australia

**23%** of employers believe their employees are not earning enough to keep up with the cost of living



## New Zealand

**22%** of employers believe their employees are not earning enough to keep up with the cost of living





Retention concerns are also emerging, with 76% of Australian employers anticipating challenges due to cost-of-living pressures, compared to 62% of New Zealand employers.

Overall, the data highlights ongoing wage satisfaction challenges, particularly among employees, raising concerns about talent retention if wages fail to keep up with inflation. To mitigate the risk of talent loss, employers may need to reassess their compensation strategies, considering both wage increases and non-monetary benefits to keep up with inflation and maintain employee satisfaction.

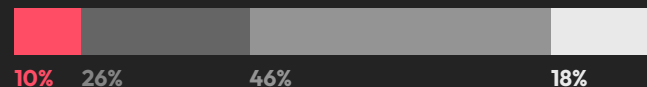
## % of employers expect the rising cost of living to make it harder to retain talent

Australia	New Zealand
<b>76%</b>	<b>62%</b>

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

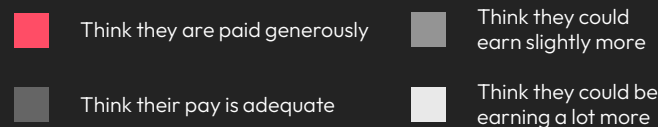
### Australia

**64%** of employees believe they could be earning more



### New Zealand

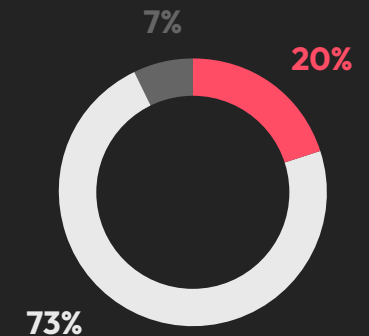
**58%** of employees believe they could be earning more



## Has your salary increased enough in the last year to cover the rising cost of living?

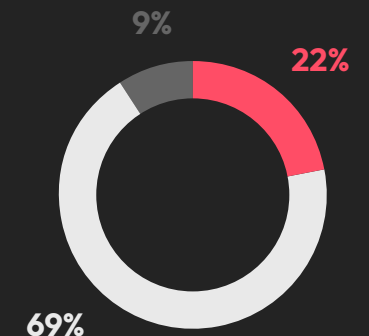
### Australia

■ Yes  
■ No  
■ N/A



### New Zealand

■ Yes  
■ No  
■ N/A



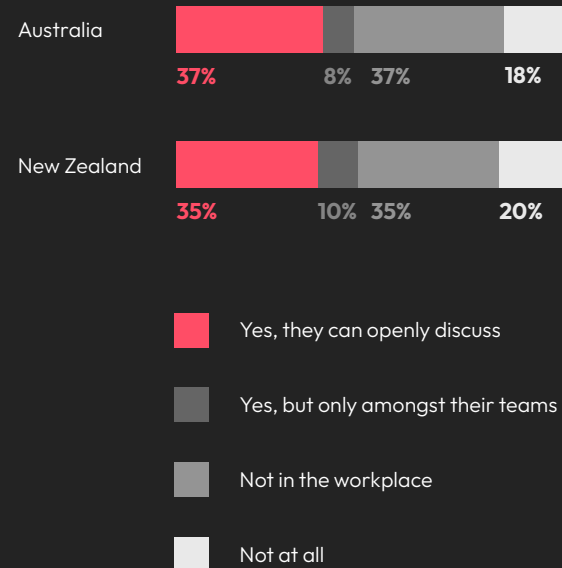
# Employee vs employer expectations

## Salary transparency

Around one-third of employers in Australia (37%) and New Zealand (35%) support salary transparency, but few employees engage openly in these discussions—only 5% in Australia and 4% in New Zealand. This gap between support for transparency and real behaviour highlights a cultural norm of discretion around salary information and an underlying discomfort with discussing compensation openly in professional settings.

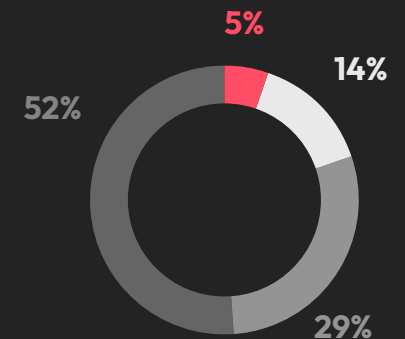
Employees tend to favour context-specific, controlled discussions, reflecting a need for psychological safety and trust when addressing sensitive topics like pay. This preference suggests that while there's an interest in salary transparency, employees still seek to maintain boundaries to navigate what can be a delicate topic.

## % of employers that think employees should talk to each other about their salaries with colleagues

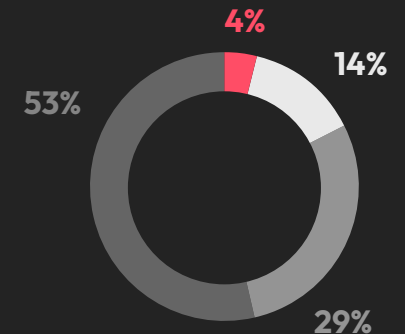


## % of employees who discuss salaries with colleagues

### Australia



### New Zealand



Yes, we discuss our salaries openly

We don't discuss salaries at work, but sometimes outside of work

Yes, but only with colleagues in my team

Not at all

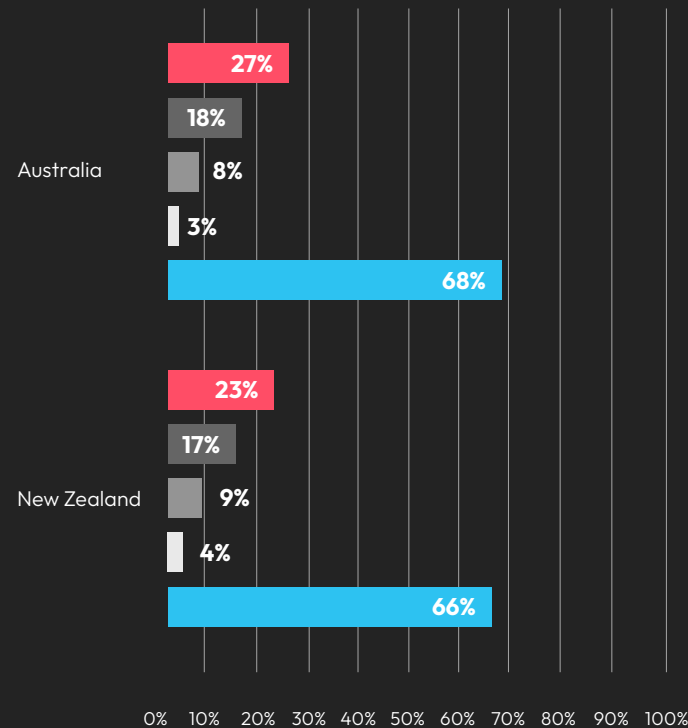
## Overtime and availability

There is a disconnect between formal employer expectations and actual employee behaviour around after-hours work in Australia and New Zealand. Although most employers don't formally require employees to work beyond standard hours, many still do so, driven by a mix of external pressures and personal motivations.

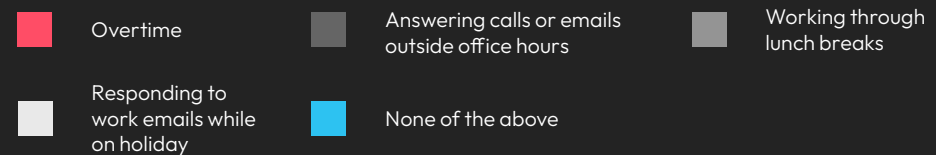
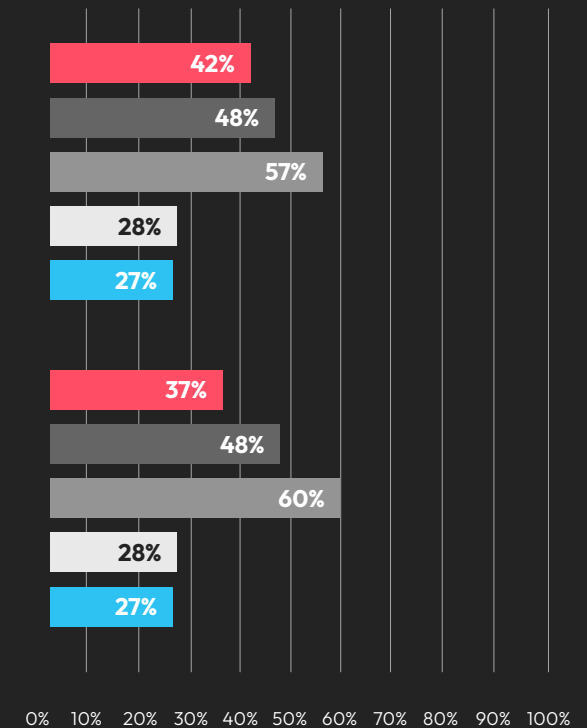
Key factors include high workloads (cited by 31% in AU and 30% in NZ) and an unspoken expectation to remain available (29% in AU, 27% in NZ). Additionally, many employees feel compelled to stay informed (32% in AU, 33% in NZ) or to make a positive impression (35% in both AU and NZ), fostering a culture of constant availability.

This disconnect indicates that even without explicit demands, employees often feel both internal and cultural pressures to extend their work hours. It underscores the importance of employers actively supporting manageable workloads and establishing clear boundaries to encourage healthier work-life balance.

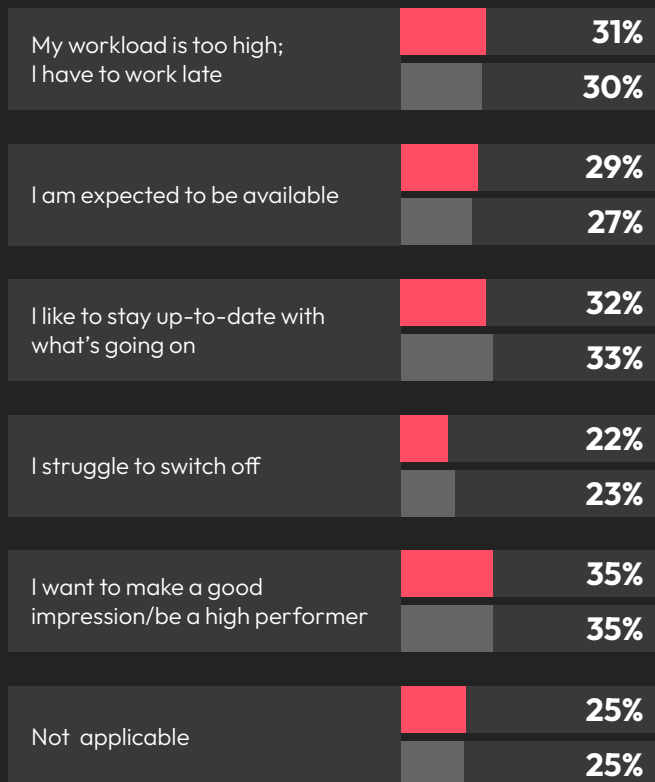
### What after-hours work employers expect from employees



### What after-hours work employees engage in



## Why employees engage in after-hours work



Australia



New Zealand





## Right to Disconnect

The introduction of Australia's "Right to Disconnect" bill has had limited impact, with 71% of employers reporting no changes to their practises or expectations. Many workplaces believe they already avoid requiring after-hours work, yet employees still feel pressured to work overtime or remain accessible.

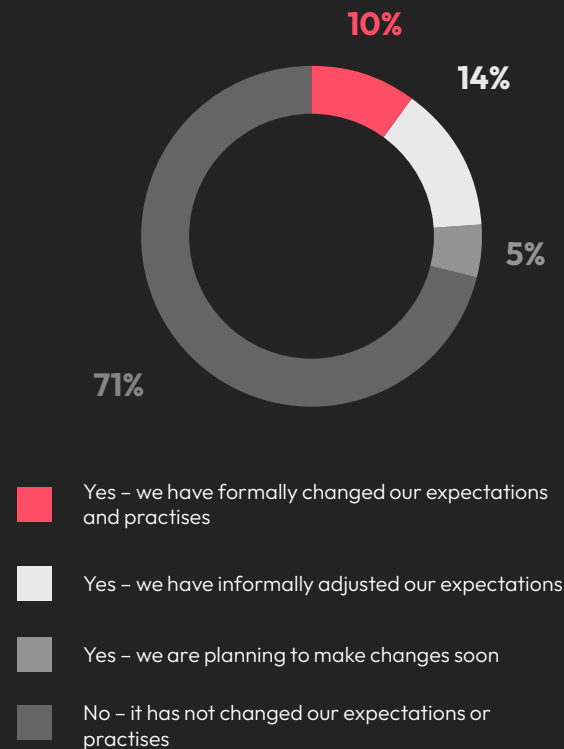
While some companies have made formal (10%) or informal (14%) adjustments, the majority have not shifted their approach. Employees, similarly, report little impact on their work behaviours, with 67% seeing no changes in their organisation's practises nor in their own approach.

This underscores the need for greater efforts to address workload management and workplace culture, as legislation alone has not alleviated the ingrained norms of constant availability.

### % of employers who feel the Right to Disconnect bill has changed their expectations and practises

Australia only

**71%** of employers feel the Right to Disconnect bill has not changed their expectations or practises



### % of employees who feel the Right to Disconnect bill has changed their company's expectations and practises

Australia only

**67%** of employees feel the Right to Disconnect bill has not changed their expectations or practises



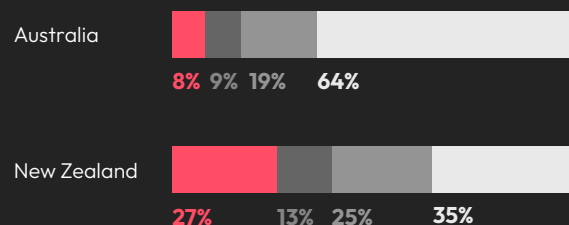
# Relocation trends

Relocation trends in Australia and New Zealand highlight dynamic job flow and growing talent mobility. In Australia, 64% of employers do not expect staff to relocate within the next 12 months, while 36% anticipate some movement. New Zealand, however, shows higher expectation for mobility, with 65% of employers expecting relocations and 27% already seeing staff relocating.

While many employers may not predict significant relocations, 55% of Australians and 67% of New Zealanders are open to relocating for work.

## Relocation trends

### % of employers expecting to lose staff to relocating to different country / region in next 12-months

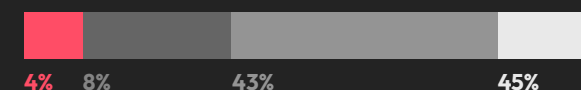


- I already have team members moving
- Some team members have mentioned that they may move
- I think it's likely some of my team will relocate
- No - I don't expect anyone to relocate

### % employees relocating in next 12 months

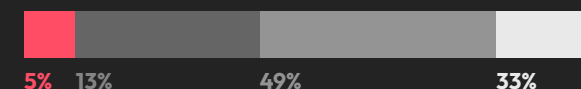
#### Australia

**55%** would consider moving for work



#### New Zealand

**67%** would consider moving for work



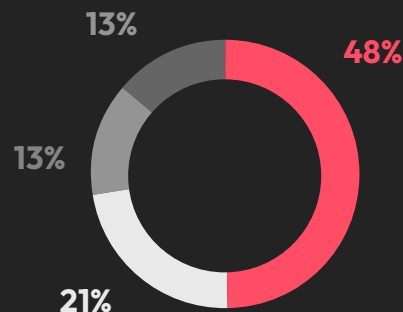
- Yes - I already have a plan to relocate
- Yes - I plan to but haven't locked it in yet
- I don't plan to, but it's a possibility
- No - I will not relocate for work

Notably, 42% of New Zealanders are willing to relocate to Australia, underscoring the strong cross-border mobility. Additionally, many employees are open to relocating to another state or region within their own countries—54% of Australians and 33% of New Zealanders. These trends indicate an evolving talent landscape in both countries, with professionals seeking competitive career advancement across the region.

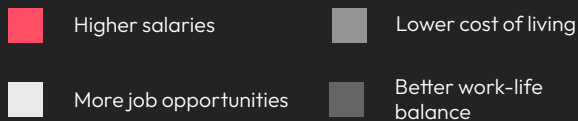
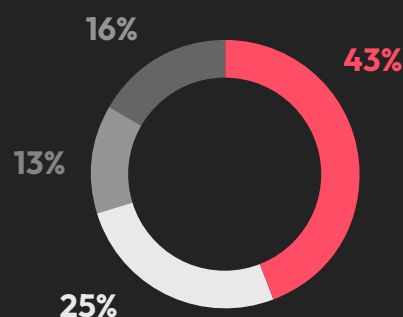
For hiring managers, this cross-border and regional mobility underscores the strategic advantage of viewing Australia and New Zealand as a single, integrated talent pool. Broadening recruitment efforts to include cross-border and regional candidates can help secure top talent in competitive industries, ensuring organisations attract and retain skilled professionals.

## Top reasons for employees relocating in next 12 months

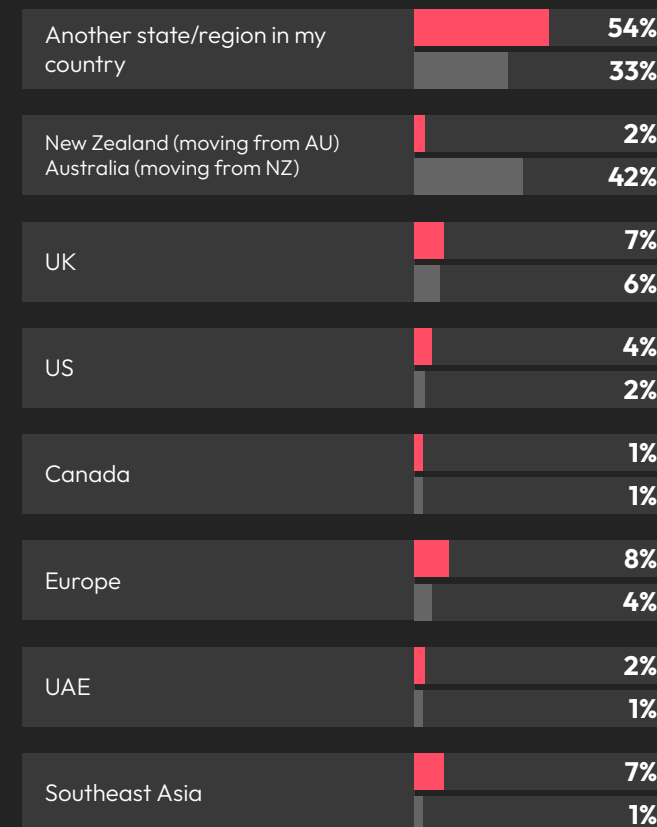
### Australia



### New Zealand



## Top places for people to relocate to in next 12 months



# AI in the workplace

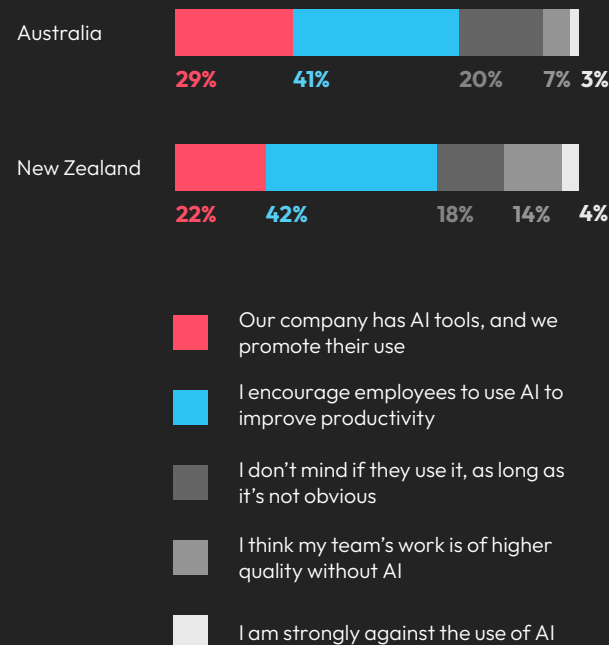
The rise of AI in the workforce has sparked debate, but most workplaces and employees are optimistic about its potential, signaling that AI is here to stay.

In Australia, 90% of organisations support AI use, while only 7% believe their teams work better without it, and 3% are strongly opposed. In New Zealand, 82% support AI adoption, with slightly more employers (14%) doubting its value, and 4% strongly opposed.

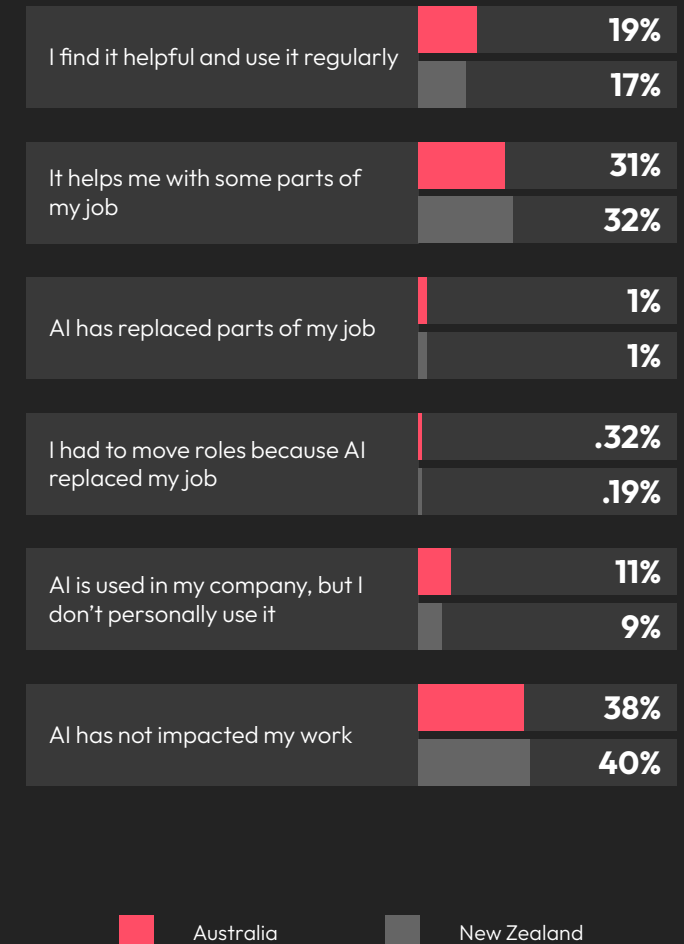
For employees, AI is largely seen as beneficial. In Australia, 19% regularly use AI, and 31% say it supports parts of their role. In New Zealand, 17% regularly use AI, and 32% find it helpful. Only a small percentage of employees in either country report AI replacing parts of their job or significantly impacting their roles.

## AI in the workplace trends

### How employers feel about AI at work



### How AI has impacted the work of employees

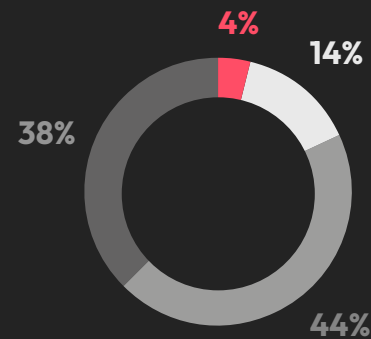


Concerns about AI remain minimal. In Australia, just 4% of employees are very concerned, while 44% are cautious about potential future impacts. In New Zealand, only 3% are very concerned, with 47% sharing similar caution.

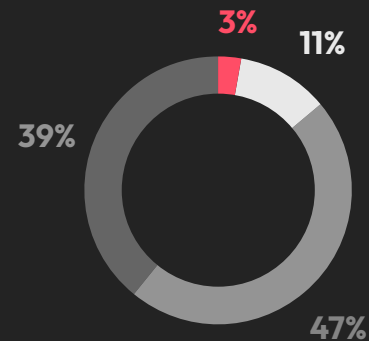
With most organisations embracing AI and employees optimistic about its use, the trend highlights a growing need to adopt AI tools and upskill teams. Companies that integrate AI into workflows and provide training to harness its potential will likely see enhanced productivity and remain competitive in an increasingly AI-driven future.

## Employees who are concerned about the impact of AI on their jobs

Australia



New Zealand





# Accounting & Finance

The Accounting & Finance section of the Salary Guide explores salary and employment trends across Australia (New South Wales, Queensland, Victoria, South Australia, Western Australia) and New Zealand (Auckland, Wellington, Christchurch).

Survey data highlights another year of steady demand for skilled professionals, with businesses of all sizes seeking talent to support growth and operational stability. In response to fierce competition, employers should prioritise competitive salaries and flexible working arrangements to attract and retain top candidates.

Employee expectations remain firmly focused on competitive salaries, career advancement, work-life balance, and hybrid working. However, a gap between the number of organisations hiring and the number of employees actively seeking new roles highlights potential challenges for employers as they compete to attract and engage top talent in a tightening market.





# Key findings

## Accounting & Finance

### Sector trends

#### Australia

Avg. tenure of professionals  
**2 years**

Female **52%** Male **48%**

Hiring demand  
**Very high**

It is very difficult to hire these professionals

#### New Zealand

Avg. tenure of professionals  
**2.1 years**

Female **55%** Male **45%**

Hiring demand  
**High**

It is difficult to hire these professionals

### What professionals value most in an employer in 2025

#### Australia

1. Competitive salary & benefits package
2. Opportunities for career advancement & promotion
3. Work-life balance & flexible working arrangements

#### New Zealand

1. Competitive salary & benefits package
2. Opportunities for career advancement & promotion
3. Work-life balance & flexible working arrangements

### Employee expectations

% of businesses giving pay rises in 2025

**77%**

**70%**

% of employees expecting a pay rise in 2025

**69%**

**69%**

% of businesses hiring in 2025

**70%**

**67%**

% of professionals looking for a new job in 2025

**52%**

**60%**



Australia



New Zealand

### Top three preferred working styles

#### Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

#### New Zealand

1. Hybrid
2. Flexible hours
3. Office-based



### Top 3 most sought-after professionals

#### Australia

- 1 Senior Financial Accountant
- 2 Management Accountant
- 3 Finance Business Partner

#### New Zealand

- 1 Financial Accountant
- 2 Commercial Accountant
- 3 Management Accountant

## Commerce & Industry

## Executive

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Chief Financial Officer (Large Business)	400k-500k	450k	180-250	215
Chief Financial Officer (SME)	310k-350k	330k	173-195	184

Qualified

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Head of FP&A (Large Business)	250k-280k	265k	150-167	158.5
Financial Controller (Large Business)	250k-280k	265k	137-156	146.5
Senior Tax Manager	230k-280k	255k	128-156	142
Head of FP&A (SME)	200k-240k	220k	123-134	128.5
Financial Controller (SME)	200k-230k	215k	112-128	120
Commercial/FP&A Manager	190k-230k	210k	106-128	117
Tax Manager	185k-225k	205k	103-125	114
Finance Manager	160k-200k	180k	98-112	105
Senior FP&A/Financial/Commercial Analyst (3-5 years PQE)	140k-170k	155k	78-95	86.5
Tax Accountant	130k-150k	140k	67-89	78
FP&A/Financial/Commercial Analyst	120k-140k	130k	67-78	72.5
Senior Financial Accountant (3-5 years PQE)	120k-140k	130k	67-78	72.5
Financial Accountant (1-3 years PQE)	110k-130k	120k	62-67	64.5
First Mover	110k-120k	115k	62-67	64.5

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Commerce & Industry

Part-qualified & Transactional

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Payroll Manager	140k-170k	155k	78-95	87
Credit Manager	110k-135k	122.5k	62-73	68
Accounts Payable/Receivable Manager	110k-130k	120k	56-78	67
Payroll Officer	90k-110k	100k	50-62	56
Accounts Payable/Receivable Officer	85k-105k	95k	45-60	53
Bookkeeper	80k-105k	92.5k	50-62	56
Assistant Accountant	85k-100k	92.5k	48-56	52
Credit Controller	80k-100k	90k	39-50	45
Graduate/Entry Level Accountant	65k-80k	72.5k	37-42	40

All salaries are inclusive of superannuation and exclusive of bonuses.

Commerce & Industry

Senior & Executive

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Chief Financial Officer (Blue Chip)	460k-500k	480k	200+	-
Chief Financial Officer (SME)	310k-350k	330k	165-197	181
Head of/GM Finance	260k-300k	280k	130-160	145
Financial Controller	210k-240k	225k	107-130	118.5
Commercial Manager	200k-240k	220k	105-125	115
Tax/Internal Audit Manager	180k-210k	195k	95-110	102.5
Finance Manager	140k-170k	155k	80-90	85

Qualified

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Finance Business Partner	160k-190k	175k	85-100	92.5
Systems Accountant	135k-160k	147.5k	75-84	79.5
Tax/Treasury Accountant	120k-155k	137.5k	69-75	72
Senior Management/Financial Accountant	120k-150k	135k	75-80	77.5
Business/Finance Analyst	120k-140k	130k	70-79	74.5
Management/Financial Accountant	110k-140k	125k	60-70	65
Senior Business/Finance Analyst	140k-170k	155k	80-90	85

All salaries are inclusive of superannuation and exclusive of bonuses.

Commerce & Industry

Part-qualified & Transactional

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Payroll Manager	160k-200k	180k	70-105	88
Accounts Payable/Receivable Manager	120k-150k	135k	65-75	70
Credit Manager	120k-145k	132.5k	70-90	80
Payroll Officer	90k-110k	100k	44-69	57
Accounts Payable/Receivable Officer	85k-105k	95k	38-50	44
Bookkeeper	80k-105k	92.5k	44-60	52
Assistant Accountant	85000-100k	92.5k	45-50	48
Credit Controller	80k-100k	90k	38-50	44
Accounts Assistant	80k-95k	87.5k	40-50	45

Public Sector

Senior & Executive

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Head of Corporate Services	280k-310k	295k	137-164	150.5
Chief Financial Officer	260k-300k	280k	137-164	150.5
Director of Audit	240k-280k	260k	137-164	150.5
Executive Director	160k-200k	180k	88-110	99

All salaries are inclusive of superannuation and exclusive of bonuses.

Public Sector

Qualified

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior Management Accountant	125k-140k	132.5k	74-80	77
Senior Financial Accountant	125k-140k	132.5k	74-80	77
Business Analyst	125k-140k	132.5k	74-80	77
Financial/Management Accountant	115k-125k	120k	65-74	69.5

Part- and Non-Qualified

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Payroll Officer	80k-100k	90k	56-66	61
Accounts Receivable / Credit Officer	70k-85k	77.5k	46-56	51
Accounts Payable Officer	70k-85k	77.5k	46-56	51

All salaries are inclusive of superannuation and exclusive of bonuses.



Public Practice

Top Tier

Role	Permanent (per annum)	
	Range	Average
Equity Partner	350k+	-
Salaried Partner	260k-300k	280k
Director	240k-280k	260k
Senior Manager/Associate Director	160k-200k	180k
Manager	130k-160k	145k
Supervisor/Assistant Manager/Client Manager	110k-130k	120k
Senior - CA or CPA	90k-110k	100k
Intermediate	75k-90k	82.5k
Graduate	65k-70k	67.5k

Mid-Tier

Role	Permanent (per annum)	
	Range	Average
Equity Partner	350k+	-
Salaried Partner	260k-300k	280k
Director	220k-250k	235k
Senior Manager/Associate Director	160k-200k	180k
Manager	130k-160k	145k
Supervisor/Assistant Manager/Client Manager	110k-130k	120k
Senior - CA or CPA	90k-110k	100k
Intermediate	75k-90k	82.5k
Graduate	65k-75k	70k

All salaries are inclusive of superannuation and exclusive of bonuses.

Public Practice

Boutique

Role	Permanent (per annum)	
	Range	Average
Equity Partner	300k+	300k
Director	220k-260k	240k
Senior Manager/Associate Director	160k-200k	180k
Senior/Manager	140k-160k	150k
Supervisor/Assistant Manager/Client Manager	120k-140k	130k
Senior - CA or CPA	100k-120k	110k
Intermediate	75k-90k	82.5k
Graduate	65k-75k	70k

All salaries are inclusive of superannuation and exclusive of bonuses.

## Commerce & Industry

## Executive

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
CFO	200k+	-	120+	-
Financial Controller	200k+	-	120+	-
Tax Manager	160k+	-	80-135	107.5
Finance Manager	160k-200k	180k	80-135	108

Qualified

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Finance Business Partner	140k-170k	155k	70-110	90
Group Accountant	145k-165k	155k	60-100	80
Financial/Business Analyst	130k-160k	145k	60-100	80
Financial Accountant	130k-160k	145k	60-100	80
Project/Cost Accountant	130k-160k	145k	60-100	80
Management Accountant	130k-160k	145k	60-100	80
Systems Accountant	130k-155k	142.5k	60-100	80
Tax/Treasury Accountant	120k-150k	135k	50-90	70

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Commerce & Industry

Part-Qualified & Transactional

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Payroll Manager	140k-180k	160k	70-110	90
Transactional Services Manager	100k-135k	117.5k	60-75	67.5
Payroll Officer	85k-110k	97.5k	55-70	63
Assistant Accountant	85k-110k	97.5k	55-70	63
Credit Controller	80k-100k	90k	50-70	60
Accounts Receivable Officer	80k-100k	90k	50-70	60
Bookkeeper	80k-100k	90k	50-70	60
Credit Officer	70k-85k	77.5k	40-60	50
Accounts Payable Officer	70k-85k	77.5k	40-60	50

All salaries are inclusive of superannuation and exclusive of bonuses.

## Commerce &amp; Industry

## Executive &amp; Management

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Chief Financial Officer (ASX & Large Corporate)	350k-450k	<b>400k</b>	150-200	<b>175</b>
Chief Financial Officer (SME)	200k-300k	<b>250k</b>	120-180	<b>150</b>
Financial Controller	180k-250k	<b>215k</b>	90-140	<b>115</b>
Tax Manager	170k-260k	<b>215k</b>	85-125	<b>105</b>
FP&A Manager	150k-210k	<b>180k</b>	75-110	<b>93</b>
Internal Audit Manager	150k-210k	<b>180k</b>	80-110	<b>95</b>
Finance Manager	140k-180k	<b>160k</b>	70-100	<b>85</b>

## Qualified

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Finance Business Partner	140k-180k	<b>160k</b>	70-100	<b>85</b>
Finance/Commercial Analyst	120k-150k	<b>135k</b>	50-75	<b>62.5</b>
Tax Accountant	110k-150k	<b>130k</b>	65-85	<b>75</b>
Internal Auditor	115k-145k	<b>130k</b>	60-80	<b>70</b>
Systems Accountant	110k-140k	<b>125k</b>	60-80	<b>70</b>
Cost Accountant	110k-140k	<b>125k</b>	60-80	<b>70</b>
Management Accountant	100k-145k	<b>122.5k</b>	55-80	<b>68</b>
Financial Accountant	110k-140k	<b>125k</b>	55-80	<b>68</b>
Newly-qualified Accountant	85k-100k	<b>92.5k</b>	40-55	<b>48</b>

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Commerce & Industry

Part-Qualified & Transactional

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Credit Manager	110k-125k	117.5k	60-80	70
Payroll Manager	120k-160k	140k	65-85	75
Payroll Systems Specialist	110k-140k	125k	60-75	67.5
Payroll Officer	75k-95k	85k	45-65	55
Assistant Accountant	75k-95k	85k	45-55	50
Credit Controller	70k-90k	80k	40-45	43
Accounts Payable/Receivable	70k-85k	77.5k	40-45	43
Graduate Accountant	65k-80k	72.5k	40-45	43

Public Practice

Top Tier

Role	Permanent (per annum)	
	Range	Average
Partner	260k-320k	290k
Director	200k-250k	225k
Senior Manager/Associate Director	150k-190k	170k
Manager/Client Manager	130k-160k	145k
Assistant Manager	110k-130k	120k
Senior – CA or CPA	90k-110k	100k
Intermediate	75k-90k	82.5k
Graduate	65k-70k	67.5k

All salaries are inclusive of superannuation and exclusive of bonuses.



## Public Practice

### Mid-Tier

	Permanent (per annum)	
Role	Range	Average
Partner	220k-250k	235k
Director	160k-220k	190k
Senior Manager/Associate Director	130k-160k	145k
Manager	120k-135k	127.5k
Supervisor/Assistant Manager	100k-115k	107.5k
Senior - CA or CPA	80k-100k	90k
Senior - pre CA or CPA	75k-95k	85k
Intermediate	65k-80k	72.5k
Graduate	65k-70k	67.5k

## Boutique

	Permanent (per annum)	
Role	Range	Average
Partner	200k-220k	210k
Director	160k-180k	170k
Senior Manager/Associate Director	140k-160k	150k
Manager	110k-135k	122.5k
Supervisor	85k-100k	92.5k
Senior - CA or CPA	80k-95k	87.5k
Senior - pre CA or CPA	70k-80k	75k
Intermediate	65k-75k	70k
Graduate	65k-70k	67.5k

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Executive

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Chief Financial Officer (ASX > 1000 FTE)	320k-360k	340k	160-200	180
Chief Financial Officer (ASX & Large Corporate 500-1000 FTE)	290k-330k	310k	140-170	155
Chief Financial Officer	230k-260k	245k	110-135	122.5
Group Financial Controller (ASX & Large corporate)	250k-280k	265k	120-140	130
Group Financial Controller	200k-230k	215k	100-120	110
Financial Controller (ASX & Large corporate)	190k-225k	207.5k	90-115	102.5
Financial Controller	160k-180k	170k	80-90	85
Finance Manager	160k-190k	175k	70-95	82.5
Tax Manager	160k-200k	180k	75-110	93

**Qualified**

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Senior Finance Business Partner	180k-220k	200k	90-120	105
Finance Business Partner	150k-180k	165k	70-90	80
Group Accountant	140k-165k	152.5k	55-80	67.5
Senior Management Accountant	140k-170k	155k	65-90	77.5
Management Accountant	120k-150k	135k	55-75	65
Senior Financial Accountant	140k-180k	160k	65-90	77.5
Financial Accountant	115k-145k	130k	55-75	65

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Qualified

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior Business/Financial Analyst	140k-180k	160k	70-95	82.5
Business/Financial Analyst	110k-150k	130k	55-75	65
Systems Accountant	125k-160k	142.5k	60-90	75
Tax Accountant	110k-150k	130k	50-75	63

Part-Qualified & Transactional

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Payroll Manager	130k-185k	157.5k	65-105	85
Senior Payroll Analyst	110k-140k	125k	55-85	70
Payroll Officer	85k-110k	97.5k	40-60	50
Accounts Payable / Credit Manager	90k-120k	105k	40-55	47.5
Accounts Payable Officer	70k-80k	75k	37-46	42
Accounts Receivable Officer	70k-80k	75k	37-46	42
Bookkeeper	80k-95k	87.5k	38-50	44
Assistant Accountant	75k-90k	82.5k	40-50	45
Accounts Assistant	67k-85k	76k	37-47	42

All salaries are inclusive of superannuation and exclusive of bonuses.

## Executive

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Chief Financial Officer	200k-450k	<b>325k</b>	95-200	<b>147.5</b>
Commercial Manager	160k-260k	<b>210k</b>	80-140	<b>110</b>
Financial Controller	160k-200k	<b>180k</b>	70-110	<b>90</b>
Finance Manager	130k-180k	<b>155k</b>	60-85	<b>72.5</b>

## Qualified

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Commercial Analyst/Business Partner	130k-170k	<b>150k</b>	55-80	<b>67.5</b>
Financial/Business Analyst (5+ yrs' exp)	130k-160k	<b>145k</b>	60-85	<b>72.5</b>
Management Accountant (5+ yrs' exp)	120k-150k	<b>145k</b>	55-75	<b>65</b>
Financial Accountant (5+ yrs' exp)	120k-150k	<b>145k</b>	55-75	<b>65</b>
Tax Accountant	100k-150k	<b>145k</b>	55-80	<b>67.5</b>
Systems/Project Accountant	110k-150k	<b>145k</b>	50-95	<b>72.5</b>
Financial/Business Analyst (0 - 4 yrs' exp)	95k-130k	<b>112.5k</b>	45-70	<b>57.5</b>
Management Accountant (0 - 4 yrs' exp)	95k-130k	<b>112.5k</b>	45-55	<b>50</b>
Financial Accountant (0 - 4 yrs' exp)	95k-130k	<b>112.5k</b>	48-65	<b>56.5</b>
Payroll Manager	90k-130k	<b>110k</b>	50-70	<b>60</b>
Credit Manager	90k-120k	<b>105k</b>	50-70	<b>60</b>

Part & Non-qualified

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Financial Accountant - Degree	85k-115k	100k	40-60	50
Assistant Accountant	70k-85k	77.5k	35-45	40
Accounts Payable/Receivable - Manager	100k-140k	120k	45-65	55
Accounts Assistant	65k-75k	70k	30-35	32.5
Credit Controller	65k-85k	75k	35-45	40
Accounts Payable/Receivable	65k-85k	75k	30-40	35
Payroll Clerk/Officer	80k-110k	95k	35-50	42.5



## Executive

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Chief Financial Officer - SME	220k-260k	<b>240k</b>	170-250	<b>210</b>
Chief Financial Officer - Corporate	260k-300k	<b>180k</b>	170-250	<b>210</b>
Financial Controller	150k-190k	<b>170k</b>	200-230	<b>215</b>
Finance Manager	110k-150k	<b>130k</b>	150-220	<b>185</b>

## Qualified

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior Management Accountant	110k-125k	<b>117.5k</b>	150-190	<b>170</b>
Management Accountant	90k-110k	<b>100k</b>	120-150	<b>135</b>
Financial Analyst	90k-130k	<b>110k</b>	120-150	<b>135</b>
Credit Manager	85k-100k	<b>92.5k</b>	100-130	<b>115</b>
Payroll Manager	90k-110k	<b>100k</b>	85-120	<b>102.5</b>
Accounts Payable / Receivable Manager	75k-100k	<b>87.5k</b>	90-110	<b>100</b>
Systems Accountant	65k-90k	<b>77.5k</b>	60-90	<b>75</b>

Part & Non-qualified

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Assistant Accountant	65k-90k	77.5k	90-125	107.5
Payroll Officer	60k-85k	72.5k	85-110	97.5
Accounts Payable / Receivable Officer	55k-70k	62.5k	80-100	90
Credit Controller	55k-70k	62.5k	90-120	105
Accounts Assistant	55k-70k	62.5k	90-110	100

## Qualified

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Deputy CFO/Finance Director	200k-240k	<b>220k</b>	150-190	<b>170</b>
Financial Controller	160k-200k	<b>180k</b>	120-150	<b>135</b>
Finance Manager	130k-170k	<b>150k</b>	120-150	<b>135</b>
Finance Business Partner	155k-185k	<b>170k</b>	100-130	<b>115</b>
Financial Accountant CA (5+ yrs' exp)	120k-150k	<b>135k</b>	90-125	<b>107.5</b>
Management Accountant (6+ yrs' exp)	130k-150k	<b>140k</b>	90-110	<b>100</b>
Management Accountant (up to 5 yrs' exp)	110k-140k	<b>125k</b>	85-120	<b>102.5</b>
Financial Accountant CA (0 - 4 yrs' exp)	95k-130k	<b>112.5k</b>	85-110	<b>97.5</b>
Tax Accountant	95k-140k	<b>117.5k</b>	60-90	<b>75</b>
Treasury Accountant	110k-150k	<b>130k</b>	90-110	<b>100</b>
Financial Analyst (5+ yrs' exp)	110k-160k	<b>135k</b>	90-120	<b>105</b>
Financial Analyst (0 - 4 yrs' exp)	85k-130k	<b>107.5k</b>	80-100	<b>90</b>
Systems Accountant	120k-140k	<b>130k</b>	100-120	<b>110</b>

Part-qualified

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Graduate Accountant	60k-75k	67.5k	45-65	55
Assistant Accountant	55k-75k	65k	35-55	45
Payroll Manager	80k-110k	95k	45-60	52.5
Accounts Payable/Receivable - Manager	80k-100k	90k	45-65	55
Senior Payroll Adviser	80k-95k	87.5k	35-45	40
Accounts Payable/Receivable	55k-80k	67.5k	35-45	40
Payroll Adviser	65k-85k	75k	35-55	45
Credit Controller	60k-70k	65k	35-45	40
Accounts Assistant	55k-65k	60k	35-45	40

# Banking & Financial Services

The Banking & Financial Services section of the Salary Guide explores salary and employment trends across Australia (New South Wales, Queensland, Victoria, and South Australia) and New Zealand (Auckland, Wellington, and Christchurch), encompassing roles in Risk, Assurance, and Compliance.

Survey data reveals a strong hiring outlook for 2025, with many businesses in Australia and New Zealand planning to expand their teams. However, competition for specialised talent remains high. To secure top professionals, employers are increasingly offering competitive salaries and flexible working arrangements.

Professionals in this sector place significant value on competitive pay, career growth opportunities, and work-life balance. In New Zealand, a positive and supportive workplace culture also emerges as a priority, underscoring regional differences in employee preferences. As demand for skilled talent continues, businesses must adopt strategic approaches to recruitment and retention to thrive in the year ahead.



# Key findings

## Banking & Financial Services

### Sector trends

#### Australia

Avg. tenure of professionals  
**2.5 years**

Female **36%** Male **64%**

Hiring demand  
**High**

It is difficult to hire these professionals

#### New Zealand

Avg. tenure of professionals  
**1.6 years**

Female **39%** Male **61%**

Hiring demand  
**Medium**

It is fairly easy to hire these professionals

### What professionals value most in an employer in 2025

#### Australia

1. Competitive salary & benefits package
2. Opportunities for career advancement & promotion
3. Work-life balance & flexible working arrangements

#### New Zealand

1. Competitive salary & benefits package
2. Opportunities for career advancement & promotion
3. Positive & supportive workplace culture

### Employee expectations

% of businesses giving pay rises in 2025

**68%**

**78%**

% of employees expecting a pay rise in 2025

**69%**

**67%**

% of businesses hiring in 2025

**72%**

**71%**

% of professionals looking for a new job in 2025

**59%**

**51%**



Australia



New Zealand

### Top three preferred working styles

#### Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

#### New Zealand

1. Hybrid
2. Flexible hours
3. Full-time remote working



### Top 3 most sought-after professionals

#### Australia

- 1 Operations Analyst
- 2 Investment Analyst
- 3 Credit Analyst

#### New Zealand

- 1 Senior Risk Advisor
- 2 Senior Internal Auditor
- 3 Principle Risk Advisor

## Accounting & Finance

## Executive

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Chief Financial Officer (Large Business)	350k-450k	400k	194-250	222
Chief Financial Officer (SME)	315k-360k	337.5k	175-200	188

Qualified

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Financial Controller/Head of Finance (Large Business)	280k-310k	295k	130-145	138
Head of FP&A (Large Business)	280k-315k	297.5k	155-175	165
Financial Controller/Head of Finance (SME)	245k-280k	262.5k	136-155	146
Senior Tax Manager	235k-280k	257.5k	130-155	143
Head of FP&A (SME)	225k-245k	235k	125-136	131
FP&A Manager / Finance Business Partner	190k-245k	217.5k	106-136	121
Product Control Manager	200k-230k	215k	112-128	120
Tax Manager	190k-225k	207.5k	105-125	115
Finance Manager	190k-220k	205k	106-123	115
Fund Accounting Manager	170k-200k	185k	95-112	104
Senior Product Controller ( 3-8 years exp)	170k-200k	185k	95-112	104
Senior Financial Accountant (3-5 years PQE)	150k-175k	162.5k	87-98	93
Senior Fund Accountant	145k-180k	162.5k	81-100	91
Tax Accountant	145k-180k	162.5k	81-100	91
FP&A / Senior Financial Analyst	145k-170k	157.5k	81-95	88

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Accounting & Finance

Qualified

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Financial Accountant (1-2 years PQE)	130k-150k	140k	73-84	79
Product Controller (1-3 years exp)	120k-145k	132.5k	67-81	74
Fund Accountant	110k-145k	127.5k	62-81	72
First Mover (Audit)	110k-120k	115k	62-67	65

### Part-Qualified

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Assistant Accountant	100k-110k	105k	56-62	59
Accounts Payable/Receivable	85k-100k	92.5k	48-56	52

*All salaries are inclusive of superannuation and exclusive of bonuses.*



## Funds & Wealth Management

## Funds Management

	Permanent (per annum)	
Role	Range	Average
Head of Distribution	320k-400k	360k
Senior Business Development Manager (10+ years exp)	220k-300k	260k
Senior Product Manager	220k-255k	237.5k
Business Development Manager (5-10 years exp)	190k-220k	205k
Product Manager	175k-210k	192.5k
Product Analyst	100k-135k	117.5k
Business Development Associate	100k-130k	115k

## Public Markets

	Permanent (per annum)	
Role	Range	Average
Portfolio Manager	300k-450k	375k
Assistant Portfolio Manager	220k-280k	250k
Investment Analyst	155k-220k	187.5k

## Private Credit

	Permanent (per annum)	
Role	Range	Average
Origination Director	250k-350k	300k
Portfolio Manager	180k-250k	215k
Associate (Credit Analyst)	120k-170k	145k

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Funds & Wealth Management

Private Equity

	Permanent (per annum)	
Role	Range	Average
Managing Director	450k-500k+	450k
Investment Director	350k-450k	400k
Associate Director	220k-330k	275k
Associate	155k-220k	187.5k

Real Estate

	Permanent (per annum)	
Role	Range	Average
Senior Capital Transaction Manager	265k-310k	287.5k
Capital Transactions Manager	220k-255k	237.5k
Senior Asset Manager	200k-245k	222.5k
Asset Manager	155k-190k	172.5k
Analyst	145k-190k	167.5k

All salaries are inclusive of superannuation and exclusive of bonuses.

Operations

Executive

Role	Permanent (per annum)	
	Range	Average
COO	300k-420k	360k

Funds Management

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Head of Investment Operations	280k-330k	305k	-	-
Investment Operations Manager	165k-190k	177.5k	620-700	660
Senior Performance Analyst	145k-190k	167.5k	530-700	615
Investment Operations Analyst	90k-120k	105k	330-450	390
Performance Analyst	85k-120k	102.5k	350-450	400

Banking/Broking

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Middle Office Manager (Broking/Banking)	165k-190k	177.5k	620-700	660
Trade Support	130k-155k	142.5k	490-620	555
Corporate Actions Analyst	125k-145k	135k	450-580	515
Client Onboarding/KYC Analyst	110k-145k	127.5k	415-540	477.5
Middle Office Analyst (Broking/Banking)	105k-145k	125k	390-540	465

All salaries are inclusive of superannuation and exclusive of bonuses.

Operations

Fund Administration

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Manager/Senior Manager- Fund Accounting/Unit Pricing	170k-200k	185k	700-830	765
Senior Analyst -Fund Accounting/Unit Pricing	145k-170k	157.5k	530-660	595
Manager -Unit Registry	120k-140k	130k	455-515	485
Client Services Manager	110k-145k	127.5k	415-540	477.5
Analyst -Fund Accounting/Unit Pricing	100k-130k	115k	370-500	435
Senior Analyst -Unit Registry	100k-115k	107.5k	370-430	400
Investment Operations Analyst	90k-120k	105k	330-450	390
Client Services Officer	75k-100k	87.5k	290-400	345
Analyst -Unit Registry	75k-100k	87.5k	290-370	330

All salaries are inclusive of superannuation and exclusive of bonuses.

Retail, Commercial & Corporate Banking

Business & Commercial Banking

	Permanent (per annum)	
Role	Range	Average
Head of Credit	250k-300k	275k
Relationship Director	190k-230k	210k
Senior Relationship Manager	165k-210k	187.5k
Senior Manager - Credit	170k-200k	185k
Relationship Manager	155k-200k	177.5k
Small Business Banker	120k-150k	135k
Assistant Relationship Manager	100k-125k	112.5k

Corporate & Institutional Banking

	Permanent (per annum)	
Role	Range	Average
Director - Corporate & FI	260k-330k	295k
Associate Director - Corporate & FI	180k-230k	205k
Senior Associate	140k-170k	155k
Associate	130k-150k	140k
Corporate Lending Operations	80k-100k	90k

All salaries are inclusive of superannuation and exclusive of bonuses.

Retail, Commercial & Corporate Banking

Project Finance

	Permanent (per annum)	
Role	Range	Average
Managing Director	450k-600k	525k
Director	290k-350k	320k
Associate Director	200k-260k	230k
Senior Associate	150k-190k	170k
Corporate Lending Operations	80k-100k	90k

Retail Banking

	Permanent (per annum)	
Role	Range	Average
Credit Analyst	85k-110k	97.5k

All salaries are inclusive of superannuation and exclusive of bonuses.

## Risk, Assurance & Compliance

## Project Finance

	Permanent (per annum)	
Role	Range	Average
Executive Manager, Market Risk	210k-250k	230k
Quantitative Risk	210k-250k	230k
Executive Manager, Operational Risk	200k-250k	225k
Executive Manager, Credit Risk	190k-230k	210k
Senior Market Risk Manager	170k-210k	190k
Quantitative Risk	160k-210k	185k
Senior Operational Risk Manager	160k-190k	175k
Senior Credit Risk Manager	160k-190k	175k
Market Risk Analyst - Manager	120k-160k	140k
Operational Risk Manager	110k-160k	135k
Technology Risk Analyst - Manager	110k-160k	135k
Quantitative Risk	110k-160k	135k
Credit Risk Analyst - Manager	90k-140k	115k

## Compliance

	Permanent (per annum)	
Role	Range	Average
Executive Manager, Compliance - Investment Banking	210k-250k	230k
Executive Manager, Compliance - Retail Banking	190k-230k	210k
Executive Manager, Compliance - Funds Management	210k-250k	230k
Executive Manager, Compliance - Financial Crime	200k-240k	220k

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Risk, Assurance & Compliance

## Compliance

	Permanent (per annum)	
Role	Range	Average
Compliance Analyst - Manager - Investment Banking	110k-160k	135k
Compliance Analyst - Manager - Retail Banking	100k-140k	120k
Compliance Analyst - Manager - Funds Management	110k-160k	135k
Compliance Analyst - Manager - Financial Crime	100k-140k	120k
Senior Compliance Manager - Funds Management	170k-210k	190k
Senior Compliance Manager - Investment Banking	160k-200k	180k
Senior Compliance Manager - Retail Banking	160k-200k	180k
Senior Compliance Manager - Financial Crime	160k-200k	180k

## Internal Audit

	Permanent (per annum)	
Role	Range	Average
Executive Manager, Audit - Investment Banking	200k-250k	225k
Executive Manager, Audit - Retail Banking	190k-235k	212.5k
Executive Manager, Audit - Funds Management	210k-250k	230k
Audit Manager - Investment Banking	100k-160k	130k
Audit Manager - Retail Banking	110k-140k	125k
Audit Manager - Funds Management	110k-150k	130k
Senior Audit Manager - Funds Management	160k-200k	180k
Senior Audit Manager - Investment Banking	160k-200k	180k
Senior Audit Manager - Retail Banking	150k-190k	170k

*All salaries are inclusive of superannuation and exclusive of bonuses.*



## Risk, Assurance & Compliance

## Credit Risk

	Permanent (per annum)	
Role	Range	Average
Executive Manager, Credit Risk – Retail Banking	200k-235k	217.5k
Credit Risk Director – Corporate Banking	200k-250k	225k
Credit Risk Director – Financial Institutions	200k-250k	225k
Corporate Banking	100k-150k	125k
Financial Institutions	100k-150k	125k
Retail Banking	100k-140k	120k
Credit Risk Vice President or Associate Director – Corporate Banking	170k-210k	190k
Credit Risk Associate Director – Financial Institutions	170k-210k	190k
Senior Credit Risk Manager – Retail Banking	150k-190k	170k

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Accounting & Finance

## Accounting & Finance

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Chief Financial Officer (Blue Chip)	350k+	-	200+	-
Chief Financial Officer (SME)	250k-350k	300k	165-197	181
Head of / GM Finance	230k-280k	255k	130-160	145
Financial Controller	180k-230k	205k	107-130	118.5
Commercial Manager	170k-200k	185k	105-125	115
Tax/Internal Audit Manager	160k-190k	175k	95-110	102.5
Finance Business Partner	150k-190k	170k	85-100	92.5
Finance Manager	140k-170k	155k	80-90	85
Fund Accounting Manager	140k-170k	155k	65-75	70
Systems Accountant	130k-160k	145k	75-84	79.5
Tax/Treasury Accountant	130k-160k	145k	69-75	72
Senior Business/Finance Analyst	130k-150k	140k	80-90	85
Senior Fund Accountant	120k-140k	130k	70-80	75
Senior Management/Financial Accountant	110k-140k	125k	75-80	77.5
Business/Finance Analyst	110k-140k	125k	70-79	74.5
Fund Accountant	110k-130k	120k	62-70	66
Management/Financial Accountant	110k-130k	120k	60-70	65
Fund Administrator	90k-110k	100k	49-60	54.5

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Retail, Commercial & Corporate Banking

## Private Banking

	Permanent (per annum)	
Role	Range	Average
Director - Private Banking	250k-300k	275k
Senior Private Banker	165k-200k	182.5k
Private Banker	125k-160k	142.5k
Associate Private Banker	100k-120k	110k

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Banking & Financial Services

Wealth Management

Role	Permanent (per annum)	
	Range	Average
Private Wealth Advisor (salaried)	130k-165k	147.5k
Client Services Manager	100k-130k	115k
Associate	100k-120k	110k
Paraplanner	80k-110k	95k
Adviser Assistant	70k-100k	85k
Client Services Officer	65k-95k	80k

Risk, Assurance & Compliance

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Chief Risk Officer	310k-350k	330k	-	-
Head of Compliance	210k-260k	235k	-	-
Compliance Manager	170k-200k	185k	-	-
Risk Manager	170k-200k	185k	90-110	100
Quantitative Risk	130k-160k	145k	71-88	79.5
Internal Audit	130k-160k	145k	66-88	77
Credit Risk Management	120k-150k	135k	66-82	74
Market Risk	120k-150k	135k	66-82	74
Remediation Projects	110k-140k	125k	60-77	68.5

All salaries are inclusive of superannuation and exclusive of bonuses.

## Professional Business Banking

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Senior Relationship Manager	200k-250k	225k	90-130	110
Business Banking Manager	120k-180k	150k	60-80	70
Lending Manager	100k-150k	125k	50-80	65
Assistant Relationship Manager	95k-130k	112.5k	50-70	60
Commercial Analyst	95k-130k	112.5k		

## Wealth Management

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Financial Planner	95k-150k	122.5k	60-70	65
Paraplanner	80k-95k	87.5k	45-55	50
Client Services	70k-85k	77.5k	40-50	45

## Contact Centre

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Manager	100k-115k	107.5k	-	-
Team Leader	83k-97k	90k	-	-
Customer Service/Collections	60k-80k	70k	36-37	36.5
Settlements Officer	67k-72k	69.5k	-	-

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Risk, Assurance & Compliance

## Risk Management

	Permanent (per annum)	
Role	Range	Average
Chief Risk Officer	300k-360k	330k
Market Risk	200k-250k	225k
Operational Risk Manager	170k-200k	185k
Credit Risk Management	170k-200k	185k

## Compliance

	Permanent (per annum)	
Role	Range	Average
Investment Banking	160k-190k	175k
Financial Crime	160k-190k	175k
Funds Management	120k-145k	132.5k
Retail Banking	110k-135k	122.5k

## Credit Risk

	Permanent (per annum)	
Role	Range	Average
Financial Institutions	180k-250k	215k
Corporate Banking	140k-180k	160k
Retail Banking	100k-125k	112.5k

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Executive & Management

## Accounting

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Banking

## Risk & Compliance

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Compliance Manager	150k-180k	165k	80-120	100
Operational Risk Manager	150k-180k	165k	80-115	97.5
Compliance Analyst	110k-140k	125k	60-80	70
Operational Risk Analyst	110k-140k	125k	60-80	70

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## Investment Operations

## Wealth Management & Superannuation

## Banking

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Banking

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Relationship Manager	130k-170k	150k	80-110	95
Business Development Manager/Sales	100k-135k	117.5k	65-95	80
Business Analyst	90k-120k	105k	60-100	80
Mortgage/Lending Manager	100k-140k	120k	30-60	45
Relationship Associate	80k-120k	100k	40-65	52.5

Insurance

Role	Permanent (per annum)	
	Range	Average
General Manager	200k-250k	225k
Head of Broking	200k-250k	225k
Regional Broker Manager	175k-225k	200k
Broker Team Manager	140k-200k	170k
Senior Broker/Account Director	110k-150k	130k
Broker/Account Executive	80k-110k	95k
Commercial Support Broker/Account Broker	65k-75k	70k
Domestic Broker/Account Director - Team Leader	75k-95k	85k
Domestic Broker/Account Director - Personal lines	65k-80k	72.5k
Domestic Broker Support/Account Broker	60k-65k	62.5k
Head of Claims	140k-160k	150k
Claims Manager	110k-130k	120k
Senior Claims	75k-95k	85k
Claims Broker	60k-80k	70k
Claims Officer	60k-75k	67.5k

Risk, Assurance and Compliance

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Chief Risk Officer	330k-370k	350k	160-250	205
Head of Risk	190k-230k	210k	-	-
Risk Manager	150k-180k	165k	130-200	165
Risk Adviser	80k-105k	92.5k	70-85	77.5
Senior Risk Adviser	105k-135k	120k	90-130	110
Senior Internal Auditor	110k-150k	130k	90-130	110
Head of Internal Audit	180k-220k	200k	-	-
Internal Audit Manager	150k-180k	165k	120-160	140
Compliance Officer	80k-120k	100k	70-85	77.5
Compliance Manager	130k-160k	145k	120-135	127.5

Risk, Compliance & Operations

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Head of Risk & Compliance	210k-250k	260k	-	-
Operational Risk Senior Manager	160k-200k	180k	95-125	110
Compliance Manager	120k-160k	140k	75-110	92.5
Credit Manager	130k-170k	150k	60-95	77.5
Operational Risk Manager	110k-150k	130k	70-110	90
Market Risk Analyst	90k-130k	110k	50-70	60
Compliance Officer	70k-100k	85k	45-80	62.5
Settlements/Corporate Actions	70k-80k	75k	40-60	50
Credit Analyst	80k-110k	95k	45-65	55

Insurance

Role	Permanent (per annum)	
	Range	Average
Commercial Broker	90k-125k	107.5k
Commercial Support Broker/Account Broker	70k-85k	77.5k
Domestic Broker	65k-85k	75k
Domestic Broker Support	60k-65k	62.5k
Claims Manager	90k-110k	100k
Senior Claims Consultant	75k-95k	85k
Claims Consultant	60k-80k	70k
Claims Administrator	55k-70k	62.5k

Risk, Assurance and Compliance

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Chief Risk Officer (Private Sector)	325k-365k	345k	160-250	205
Chief Risk Officer (Public Sector)	260k-300k	280k	-	-
Head of Risk	180k-220k	200k	-	-
Risk Manager	160k-180k	170k	130-200	165
Risk Adviser	80k-105k	92.5k	70-85	77.5
Senior Risk Adviser	105k-135k	120k	90-130	110
Senior Internal Auditor	105k-135k	120k	90-130	110
Head of Internal Audit	180k-220k	200k	-	-
Internal Audit Manager	160k-180k	170k	120-160	140
Compliance Officer	80k-120k	100k	70-85	77.5
Compliance Manager	130k-160k	145k	120-135	127.5

# Business Support

The Business Support section of the Salary Guide provides insights into salary and employment trends across Australia (New South Wales, Queensland, Victoria, South Australia, and Western Australia) and New Zealand (Auckland, Wellington, and Christchurch), covering a broad range of Business Support functions, including Call Centre, Operations, and more.

Survey data highlights a strong hiring outlook for 2025, with significant demand for business support professionals, especially in roles such as Office Managers, Executive Assistants, and Customer Service Representatives. While competition for talent remains moderate, employers should focus on offering competitive salaries, flexible working arrangements, and opportunities for career progression to attract and retain skilled professionals.

Professionals in this sector prioritise competitive pay and work-life balance, with New Zealand employees placing slightly more emphasis on a positive and supportive workplace culture. Due to a relatively high turnover rate, businesses must remain agile in their recruitment efforts to meet the ongoing demand for top business support talent.



# Key findings

## Business Support

### Sector trends

#### Australia

Avg. tenure of professionals  
**1.5 years**

Female **82%**  
Male **18%**

Hiring demand  
**Medium**

It is fairly easy to hire these professionals

#### New Zealand

Avg. tenure of professionals  
**1.5 years**

Female **82%**  
Male **18%**

Hiring demand  
**Low**

It is very easy to hire these professionals

### What professionals value most in an employer in 2025

#### Australia

1. Competitive salary & benefits package
2. Work-life balance & flexible working arrangements
3. Opportunities for career advancement & promotion

#### New Zealand

1. Competitive salary & benefits package
2. Positive & supportive workplace culture
3. Opportunities for career advancement & promotion

### Employee expectations



Australia



New Zealand

### Top three preferred working styles

#### Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

#### New Zealand

1. Hybrid
2. Flexible hours
3. Office-based



### Top 3 most sought-after professionals

#### Australia

- 1 Office Manager
- 2 Executive Assistant
- 3 Office Assistant

#### New Zealand

- 1 Customer Service Representative
- 2 Office Manager
- 3 Receptionist

## Business Support

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
C-Suite Executive Assistant	120k-155k	137.5k	60-80	70
Executive Assistant	100k-130k	115k	50-85	67.5
Board Assistant	85k-130k	107.5k	60-80	70
Office Manager	90k-120k	105k	45-70	57.5
Personal Assistant	95k-125k	110k	45-55	50
Facilities Coordinator	75k-85k	80k	45-55	50
Team Assistant	78k-95k	86.5k	40-55	47.5
Sales Coordinator	70k-90k	80k	40-55	47.5
Administration Assistant	70k-80k	75k	35-45	40
Receptionist	65k-83k	74k	35-45	40
Data Entry Operator	60k-70k	65k	35-45	40
Office Junior	65k-75k	70k	35-40	37.5

## Project Support

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Project Coordinator	80k-10k0	90k	45-75	60
Bid Coordinator	80k-100k	90k	45-60	52.5
Document Controller	75k-85k	80k	45-65	55

*All salaries are inclusive of superannuation and exclusive of bonuses.*



## Legal Support

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Practice Manager	95k-130k	112.5k	55-75	65
Legal Executive Assistant	95k-120k	107.5k	50-75	62.5
Legal Secretary	75k-95k	85k	40-60	50
Paralegal	65k-90k	77.5k	45-70	57.5

## Customer Service

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Customer Service Manager	100k-140k	120k	55-80	67.5
Customer Service Team Leader	88k-120k	104k	40-60	50
Customer Success Associate	83k-105k	94k	38-55	46.5
Customer Service Representative	67k-85k	76k	35-50	42.5

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Business Support

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Executive Assistant	95k-120k	107.5k	50-85	67.5
Document Controller	90k-120k	105k	45-65	55
Project Coordinator	80k-100k	90k	50-65	57.5
Claims Officer	80k-100k	90k	40-50	45
Office Manager	80k-95k	87.5k	45-70	57.5
Project Administrator	75k-80k	77.5k	40-50	45
Personal Assistant	75k-85k	80k	45-55	50
Travel Coordinator	75k-90k	82.5k	35-45	40
Legal Secretary	75k-85k	80k	40-60	50
Facilities Assistant	70k-85k	77.5k	45-55	50
Desk Assistant	70k-80k	75k	35-45	40
Receptionist	65k-75k	70k	35-45	40
Team Administrator	60k-75k	67.5k	35-45	40
Administration Assistant	55k-70k	62.5k	35-45	40
Data Entry Operator	55k-65k	60k	35-40	37.5
Office Junior	55k-65k	60k	35-40	37.5

All salaries are inclusive of superannuation and exclusive of bonuses.

## Call Centre

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Customer Service Manager	100k-120k	110k	55-80	67.5
Customer Service Team Leader	80k-105k	92.5k	40-60	50
Customer Service Representative	60k-75k	67.5k	35-45	40

## Public Sector

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Policy Officer	90k-110k	100k	50-70	60
Project Officer	80k-110k	95k	45-65	55
Executive Support Officer	85k-100k	92.5k	40-55	47.5
Business Support Officer	75k-90k	85.5k	40-55	47.5

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Business Support

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Executive Assistant	90k-125k	107.5k	50-75	62.5
Project Administrator	80k-100k	90k	40-55	47.5
Office Manager	75k-90k	82.5k	45-70	57.5
Personal Assistant	85k-95k	90k	45-55	50
Office Administrator	65k-75k	70k	35-45	40
Receptionist	55k-65k	60k	35-45	40

## Finance Support

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Payroll Officer	75k-100k	87.5k	45-60	52.5
Bookkeeper	75k-95k	85k	40-55	47.5
Credit Controller	75k-95k	85k	40-50	45
Accounts Payable/Receivable	65k-75k	70k	35-45	40

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Business Support

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Office Services Manager	120k-150k	135k	70-75	72.5
Executive Assistant - Financial Services	110k-140k	125k	55-70	62.5
Facilities Manager	100k-120k	110k	60-70	65
Executive Assistant	90k-120k	105k	45-65	55
Office Manager	90k-120k	105k	50-70	60
Personal Assistant	80k-110k	95k	45-55	50
Team Assistant	80k-95k	87.5k	45-55	50
Legal Secretary/Assistant	70k-90k	80k	45-50	47.5
Facilities Coordinator	70k-90k	80k	38-45	41.5
Administration Assistant	70k-85k	77.5k	39-46	42.5
HR Administrator	70k-80k	75k	40-45	42.5
Office Junior	70k-80k	75k	36-40	38
Receptionist	65k-80k	72.5k	38-41	39.5
Data Entry Operator	60k-75k	67.5k	38-42	40
Mail Room Assistant	65k-70k	67.5k	34-38	36

## Public Sector

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Project Administrator/Assistant	85k-100k	92.5k	40-55	47.5
Bid/Tender Coordinator	80k-110k	97.5k	50-62	56
Document Controller	85k-110k	97.5k	45-60	52.5

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Cell Centre & Operations

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Head of Contact Centre	170k-200k	185k	107-127	117
Contact Centre Manager	120k-150k	135k	70-80	75
Team Leader	95k-110k	102.5k	50-65	57.5
Live Chat Consultant	72k-82k	77k	35-45	40
Sales Consultant	72k-82k	77k	39-45	42
Outbound Customer Service	72k-82k	77k	39-45	42
Customer Service Consultant	72k-82k	77k	39-45	42

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Business Support

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Executive Assistant	95k-125k	110k	50-70	60
Office Manager	85k-105k	95k	45-60	52.5
Document Controller	80k-100k	90k	40-55	47.5
Personal Assistant	85k-105k	95k	45-60	52.5
Project Coordinator	80k-95k	87.5k	45-65	55
Legal Secretary	75k-90k	82.5k	40-45	42.5
Project Administrator	75k-85k	80k	40-50	45
Administration Assistant	70k-85k	77.5k	38-43	40.5
Receptionist	65k-75k	70k	38-45	41.5
Data Entry Operator	60k-70k	65k	35-40	37.5

## Customer Service

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Customer Service Manager	100k-140k	120k	50-65	57.5
Customer Service Team Lead	90k-110k	100k	50-60	55
Customer Service Officer	65k-80k	72.5k	35-45	40

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Office Support & Secretarial

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Practice Manager (Legal)	120k-140k	130k	60-70	65
Executive Assistant	90k-120k	105k	45-65	55
Office Manager	80k-100k	90k	40-50	45
Personal Assistant	80k-90k	85k	40-45	42.5
Legal Secretary	70k-85k	77.5k	35-45	40
Team Administrator	65k-80k	72.5k	30-40	35
Project Administrator	65k-80k	72.5k	30-40	35
Programme Coordinator	75k-85k	80k	30-40	35
Office Administrator	60k-75k	67.5k	30-36	33
Sales Administrator	60k-70k	65k	30-35	32.5
Corporate Receptionist	65k-80k	72.5k	30-40	35

Customer Service

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Team Leader	90k-120k	105k	40-50	45
Customer Service Officer	60k-75k	67.5k	36-40	38



Office Support & Secretarial

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Executive Assistant	75k-105k	90k	38-50	44
Office Manager	85k-105k	95k	40-50	45
Legal Secretary	60k-80k	70k	28-36	32
Personal Assistant	65k-85k	75k	32-38	35
Project Administrator	55k-75k	65k	27-32	29.5
Office Administrator	55k-70k	62.5k	26-32	29
Legal Administrator	55k-65k	60k	27-31	29
Data Entry Operator	55k-60k	57.5k	27-30	28.5
Team Administrator	55k-70k	62.5k	27-37	32
Customer Service Representative	54k-65k	59.5k	26-32	29
Receptionist	55k-65k	60k	26-30	28

### Office Support & Secretarial

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Executive Assistant	80k-105k	92.5k	55-65	60
Office Manager	85k-105k	95k	50-65	57.5
Personal Assistant	65k-80k	72.5k	40-55	47.5
Project Administrator	65k-75k	70k	35-45	40
Legal Secretary	65k-90k	77.5k	35-55	45
Office Administrator	60k-70k	65k	30-40	35
Procurement Administrator	60k-75k	67.5k	30-40	35
General Administrator	58k-70k	64k	30-35	32.5
Marketing Administrator	58k-70k	64k	30-35	32.5
Corporate Receptionist	60k-70k	65k	30-35	32.5
Receptionist	55k-65k	60k	28-32	30
Data Entry Operator	55k-60k	57.5k	28-30	29

# Human Resources & Safety

The Human Resources & Safety section of the Salary Guide explores salary and employment trends across Australia (New South Wales, Queensland, Victoria, South Australia, and Western Australia) and New Zealand (Auckland, Wellington, and Christchurch), with a focus on HR and safety-related roles.

Survey data shows that both Australia and New Zealand are seeing strong hiring intentions for 2025, with businesses keen to bring in talent to support organisational growth and workplace safety. Employers are prioritising competitive salaries and flexible working options to meet the growing demand for skilled professionals, particularly in HR management and advisory roles. The demand for HR professionals remains high, with a focus on hiring HR Managers, Advisors, and Business Partners.

Despite strong hiring intentions, a notable gap exists between the number of employees seeking new opportunities and the businesses looking to hire, indicating potential challenges for employers in attracting and retaining talent. Professionals continue to place a high value on career advancement opportunities, work-life balance, and hybrid working models, making it critical for businesses to offer appealing work environments and growth potential to remain competitive in the market.



# Key findings

## Human Resources & Safety

### Sector trends

#### Australia

Avg. tenure of professionals  
**1.5 years**

Female **76%** Male **24%**

Hiring demand  
**Very high**

It is very difficult to hire these professionals

#### New Zealand

Avg. tenure of professionals  
**1.5 years**

Female **79%** Male **21%**

Hiring demand  
**High**

It is difficult to hire these professionals

### What professionals value most in an employer in 2025

#### Australia

1. Competitive salary & benefits package
2. Work-life balance & flexible working arrangements
3. Opportunities for career advancement & promotion

#### New Zealand

1. Opportunities for career advancement & promotion
2. Competitive salary & benefits package
3. Positive & supportive workplace culture

### Employee expectations



Australia



New Zealand

### Top three preferred working styles

#### Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

#### New Zealand

1. Hybrid
2. Flexible hours
3. Full-time remote working



### Top 3 most sought-after professionals

#### Australia

- 1 HR Manager
- 2 HR Advisor
- 3 HR Business Partner

#### New Zealand

- 1 HR Manager
- 2 HR Advisor
- 3 HR Business Partner

## Generalist

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
HR Director (>500 employees)	335k-500k	417.5k	1,400-2,400	1,900
HR Director (<500 employees)	245k-335k	290k	1,000-1,500	1,250
HR Manager (>300 employees)	170k-240k	205k	680-1,000	840
HR Manager (<300 employees)	140k-190k	165k	520-800	660
Senior HR Business Partner	170k-210k	190k	680-900	790
HR Business Partner	130k-180k	155k	600-800	700
Senior HR Advisor	125k-140k	132.5k	500-630	565
HR Advisor	100k-130k	115k	420-600	510
HR Officer	85k-100k	92.5k	330-420	375
HR Coordinator	80k-110k	95k	320-480	400
HR Administrator	75k-90k	82.5k	300-380	340

## Specialist

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Head of IR / ER	260k-300k	<b>280k</b>	1,100-1,200	<b>1,150</b>
HSE Director	210k-300k	<b>255k</b>	860-1,300	<b>1,080</b>
Head of Remuneration	220k-250k	<b>235k</b>	900-1,100	<b>1,000</b>
Industrial/Employee Relations Manager	180k-250k	<b>215k</b>	800-1,100	<b>950</b>
Compensation & Benefits Manager	180k-230k	<b>205k</b>	750-1,000	<b>875</b>

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Specialist

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
HR Change Manager	170k-240k	205k	900-1,200	1,050
Workforce Planning Manager	170k-220k	195k	650-900	775
Organisational Development Manager	150k-200k	175k	650-900	775
Talent Acquisition Manager	150k-200k	175k	750-950	850
Learning & Development Manager	145k-180k	162.5k	630-850	740
Campus Recruitment Manager	140k-180k	160k	600-780	690
Industrial/Employee Relations Specialist	130k-165k	147.5k	520-650	585
Organisational Development Consultant	130k-160k	145k	500-650	575
Instructional Designer	120k-160k	140k	500-900	700
Workforce Planning Consultant	120k-160k	140k	500-650	575
Compensation & Benefits Consultant	110k-160k	135k	440-640	540
Talent Acquisition Specialist / Recruiter	100k-160k	130k	360-800	580
HR Systems Analyst	110k-140k	125k	500-630	565
Learning & Development Consultant	100k-140k	120k	450-660	555
Campus Recruitment Consultant	90k-140k	115k	400-600	500

# WHS

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
WHS Manager	160k-200k	180k	730-900	815
WHS Advisor	110k-150k	130k	500-650	575

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Generalist

	Permanent (per annum)	
Role	Range	Average
HR Director	255k-280k	267.5k
HR Manager	170k-210k	190k
HR Business Partner	125k-160k	142.5k
HR Advisor (5+ yrs' exp)	90k-120k	105k
HR Advisor (1 - 4 yrs' exp)	80k-90k	85k
HR Officer	75k-90k	82.5k
HR Coordinator	60k-75k	67.5k

## Specialist

	Permanent (per annum)	
Role	Range	Average
Change Manager	170k-200k	185k
Organisational Development Manager	160k-180k	170k
Industrial/Employee Relations Manager	165k-185k	175k
Remuneration & Benefits Consultant	145k-180k	162.5k
Learning & Development Manager	130k-155k	142.5k
Industrial/Employee Relations Advisor	120k-140k	130k
Organisational Development Advisor	120k-135k	127.5k
Trainer	100k-130k	115k
Recruitment Manager	120k-140k	130k

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Specialist

	Permanent (per annum)	
Role	Range	Average
Workforce Planning Consultant	100k-135k	117.5k
Learning & Development Advisor	100k-120k	110k
Recruitment Officer	70k-110k	90k

# WHS

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Safety Manager	170k-200k	185k	680-800	740
Safety Business Partner	130k-170k	150k	550-700	625
Safety Advisor	85k-120k	102.5k	340-500	420
Safety Systems Advisor	100k-130k	115k	400-550	475
Injury Management Advisor	85k-120k	102.5k	340-500	420

*All salaries are inclusive of superannuation and exclusive of bonuses.*



## Generalist

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Executive/Director/Head of (>1000 employees)	280k-310k	295k	176-196	186
Executive/Director/Head of (250-1000 employees)	200k-230k	215k	126.5-145.5	136
Executive/Director/Head of (<250 employees)	160k-190k	175k	100-121	111
HR Manager	170k-200k	185k	70-85	77.5
Change Manager	160k-190k	175k	80-100	90
Senior HR Business Partner	160k-190k	175k	65-70	67.5
HR Business Partner	135k-160k	147.5k	60-65	62.5
HR Advisor	100k-130k	115k	50-60	55
HR Officer	80k-95k	87.5k	38-45	41.5
HR Coordinator	80k-95k	87.5k	45-50	47.5

## Specialist

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Remuneration & Benefits Manager	180k-200k	190k	90-100	95
Industrial/Employee Relations Manager	170k-190k	180k	85-95	90
Organisational Development Manager	170k-190k	180k	90-100	95
Learning & Development Manager	160k-180k	170k	90-100	95
Talent Acquisition Manager	170k-190k	180k	85-95	90
Industrial/Employee Relations Advisor	160k-180k	170k	80-90	85
Remuneration & Benefits Specialist	160k-180k	170k	80-90	85
Workforce Planning Consultant	150k-180k	165k	75-90	82.5

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Specialist

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Organisational Development Consultant	140k-170k	155k	70-85	77.5
Learning & Development Advisor	140k-170k	155k	70-85	77.5
Talent Acquisition Partner	140k-170k	155k	70-85	77.5

**WHS**

	Permanent (per annum)	
Role	Range	Average
HSE Manager	160k-190k	175k
HSE Advisor	100k-130k	115k

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Generalist

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
HR Director (>500 FTE)	300k-330k	315k	1,300-1,600	1,450
HR Director (<500 FTE)	230k-260k	245k	900-1,200	1,050
HR Manager (>500 FTE)	180k-220k	200k	900-1,300	1,100
HR Manager (<500 FTE)	140k-170k	155k	650-1,000	825
Senior HR Business Partner	170k-200k	185k	700-1,000	850
HR Business Partner	130k-160k	145k	550-700	625
HR Advisor	110k-130k	120k	500-600	550
HR Coordinator	85k-95k	90k	400-500	450
HR Administrator	75k-80k	77.5k	350-380	365

## Specialist

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
HR Change Manager	170k-200k	<b>185k</b>	1,000-1,500	<b>1,250</b>
Industrial/Employee Relations Manager	160k-190k	<b>175k</b>	800-1,200	<b>1,000</b>
Compensation & Benefits Manager	160k-190k	<b>175k</b>	800-1,000	<b>900</b>
Organisational Development Manager	160k-190k	<b>175k</b>	750-1,000	<b>875</b>
Talent Acquisition Manager	150k-190k	<b>170k</b>	650-800	<b>725</b>
Senior Industrial/Employee Relations Advisor	150k-180k	<b>165k</b>	750-1,000	<b>875</b>
Learning & Development Manager	140k-180k	<b>160k</b>	700-1,000	<b>850</b>

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Specialist

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Talent Acquisition Business Partner	125k-150k	137.5k	550-650	600
Organisational Development Consultant	120k-150k	135k	600-800	700
Learning & Development Consultant	120k-150k	135k	550-650	600
Instructional Designer	120k-150k	135k	550-700	625
Compensation & Benefits Consultant	110k-150k	130k	500-650	575
Workforce Planning Manager	120k-140k	130k	700-950	825
Industrial/Employee Relations Advisor	110k-140k	125k	550-700	625
HR Reporting Analyst	110k-140k	125k	480-600	540
Talent Acquisition Advisor	100k-125k	112.5k	450-550	500
Workforce Planning Analyst	85k-100k	92.5k	420-520	470
HR Officer	80k-100k	90k	-	-
Talent Acquisition Coordinator	80k-90k	85k	400-450	425

## WHS

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
WHS Manager	170k-200k	185k	780-1,000	890
WHS Advisor	110k-150k	130k	500-600	550

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Generalist

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
HR - General Manager (ASX & Large corporate)	220k-250k	235k	105-125	115
HR - General Manager	180k-220k	200k	80-105	92.5
HR Manager	150k-180k	165k	70-110	90
HR Business Partner	130k-160k	145k	60-90	75
Senior HR Advisor	110k-140k	125k	55-80	67.5
HR Advisor	95k-120k	107.5k	50-65	57.5
HR Officer	80k-100k	90k	40-55	47.5
HR Administrator	70k-85k	77.5k	40-45	42.5

## Specialist

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Organisational Development Manager	160k-190k	175k	80-100	90
Industrial/Employee Relations Manager	150k-190k	170k	80-95	87.5
Organisational Development Consultant	120k-150k	135k	60-75	67.5
Industrial/Employee Relations Advisor	110k-150k	130k	60-80	70

*All salaries are inclusive of superannuation and exclusive of bonuses.*

**L&D**

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Learning & Development Manager	130k-170k	150k	70-85	77.5
Learning & Development Consultant	110k-140k	125k	55-70	62.5

## Talent Acquisition

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Recruitment Manager	140k-180k	160k	60-95	77.5
Recruitment Advisor	90k-120k	105k	50-60	55
Recruitment Officer	70k-90k	80k	40-45	42.5

**WHS**

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
WHS Manager	120k-145k	132.5k	500-600	550
WHS Advisor	100k-125k	112.5k	400-500	450

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Generalist

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
CPO	270k-300k	285k	-	-
HR Director	220k-250k	235k	160-200	180
Senior HR Manager	170k-200k	185k	-	-
HR Manager	140k-170k	155k	120-160	140
HR Business Partner	120k-145k	132.5k	80-140	110
HR Consultant	130k-160k	145k	100-150	125
HR Analyst	100k-120k	110k	50-70	60
HR Advisor	75k-95k	85k	45-55	50
HR Coordinator	65k-75k	70k	32-45	38.5
HR Administrator	60k-70k	65k	30-35	32.5

Specialist

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Change Manager	150k-180k	165k	100-160	130
Organisational Development Manager	150k-180k	165k	80-110	95
ER Specialist	120k-150k	135k	80-120	100
Remuneration Manager	130k-160k	145k	65-90	77.5
Learning & Development Manager	130k-160k	145k	85-140	112.5
Recruitment Manager	120k-150k	135k	75-115	95
Learning & Development Advisor	85k-110k	97.5k	50-70	60
Recruitment Consultant	80k-100k	90k	45-60	52.5
Learning & Development Facilitator	75k-90k	82.5k	55-70	62.5
Learning & Development Coordinator	60k-75k	67.5k	35-42	38.5

OH&S

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Manager	130k-160k	145k	90-130	110
Advisor	85k-120k	102.5k	60-90	75



Generalist

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
HR Manager	160k-190k	175k	120-160	140
HR Consultant	140k-165k	152.5k	130-160	145
HR Advisor	80k-110k	95k	70-100	85
HR Analyst	80k-100k	90k	90-115	102.5

Specialist

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Organisational Design Specialist	145k-180k	162.5k	125-155	140
Learning & Development Manager	140k-170k	155k	120-140	130
Organisational Development Consultant	145k-180k	162.5k	120-140	130
Principal Advisor - Health & Safety	135k-160k	147.5k	125-145	135
Capability Development Specialist	120k-145k	132.5k	120-140	130
Senior Advisor - Health & Safety	105k-135k	120k	100-120	110
Health & Safety Advisor	90k-105k	97.5k	85-105	95
Learning & Development Advisor	85k-105k	95k	100-120	110
Learning & Development Coordinator	60k-90k	75k	40-60	50

Generalist

Role	Permanent (per annum)	
	Range	Average
HR Manager	120k-150k	135k
HR Advisor	80k-100k	90k
HR Analyst	80k-100k	90k
HR Coordinator	65k-75k	70k
HR Administrator	55k-70k	62.5k

Specialist

Role	Permanent (per annum)	
	Range	Average
Organisational Design Specialist	145k-180k	162.5k
Learning & Development Manager	120k-150k	135k
Talent Aquisition Partner	90k-120k	105k
Health & Safety Advisor	80k-100k	90k
Learning & Development Advisor	80k-100k	90k
Learning & Development Coordinator	60k-80k	70k

# Legal

The Legal section of the Salary Guide offers insights into salary and employment trends across Australia (New South Wales, Queensland, Victoria, South Australia, and Western Australia) and New Zealand (Auckland, Wellington, and Christchurch), covering a wide range of legal roles, from Lawyers and Solicitors to Senior Associates and Partners.

Survey data highlights continued strong demand for legal professionals in 2025, with businesses in both Australia and New Zealand planning to hire across all levels, particularly in core roles such as Lawyers, Solicitors, and Senior Associates. Employers are focusing on competitive salaries and offering career development opportunities to attract top legal talent, as competition for skilled professionals remains high.

Professionals continue to prioritise competitive compensation, career advancement, and a positive workplace culture. Hybrid and flexible working arrangements remain the preferred working styles, reflecting the ongoing shift towards more adaptable work environments in the legal profession.



# Key findings

## Legal

### Sector trends

#### Australia

Avg. tenure of professionals  
**2.3 years**

Female **55%** Male **45%**

Hiring demand  
**Very high**

It is very difficult to hire these professionals

#### New Zealand

Avg. tenure of professionals  
**2.6 years**

Female **56%** Male **44%**

Hiring demand  
**High**

It is difficult to hire these professionals

### What professionals value most in an employer in 2025

#### Australia

1. Competitive salary & benefits package
2. Opportunities for career advancement & promotion
3. Positive & supportive workplace culture

#### New Zealand

1. Competitive salary & benefits package
2. Opportunities for career advancement & promotion
3. Positive & supportive workplace culture

### Employee expectations

% of businesses giving pay rises in 2025	<div><div></div></div>	<b>71%</b>
	<div><div></div></div>	<b>73%</b>
% of employees expecting a pay rise in 2025	<div><div></div></div>	<b>74%</b>
	<div><div></div></div>	<b>75%</b>
% of businesses hiring in 2025	<div><div></div></div>	<b>75%</b>
	<div><div></div></div>	<b>74%</b>
% of professionals looking for a new job in 2025	<div><div></div></div>	<b>52%</b>
	<div><div></div></div>	<b>43%</b>

Australia  New Zealand

### Top three preferred working styles

#### Australia

1. Hybrid
2. Flexible hours
3. Office-based

#### New Zealand

1. Hybrid
2. Flexible hours
3. Office-based



### Top 3 most sought-after professionals

#### Australia

- 1 Associate
- 2 Senior Associate
- 3 Lawyer/Solicitor

#### New Zealand

- 1 Lawyer/Solicitor
- 2 Senior Associate
- 3 Associate

## Private Practice

	Permanent (per annum)					
	Top-Tier Elite Internationals		Mid-Tier National Elite Boutique		General Boutique	
Role	Range	Average	Range	Average	Range	Average
Partner	350k-1m	675k	250k-500k	<b>375k</b>	200k-250k	<b>225k</b>
Special Counsel	285k-400k	342.5k	230k-280k	<b>255k</b>	170k-230k	<b>200k</b>
SA3+	215k-290k	252.5k	180k-230k	<b>205k</b>	150k-185k	<b>167.5k</b>
SA2	190k-215k	202.5k	170k-185k	<b>177.5k</b>	140k-155k	<b>147.5k</b>
SA1	175k-190k	182.5k	160k-175k	<b>167.5k</b>	130k-145k	<b>137.5k</b>
4-5 years PQE	140k-160k	150k	130k-155k	<b>142.5k</b>	110k-125k	<b>117.5k</b>
3-4 years PQE	135k-150k	142.5k	120k-145k	<b>132.5k</b>	100k-115k	<b>107.5k</b>
2-3 years PQE	125k-140k	132.5k	110k-130k	<b>120k</b>	85k-100k	<b>92.5k</b>
1-2 years PQE	110k-125k	117.5k	95k-115k	<b>105k</b>	70k-90k	<b>80k</b>
0-1 years PQE	100k-110k	105k	90k-100k	<b>95k</b>	65k-80k	<b>72.5k</b>

## In-House Counsel

	Permanent (per annum)	
Role	Range	Average
10+ years PQE	200k+	-
8 years PQE	170k-225k	197.5k
7 years PQE	165k-220k	192.5k
6 years PQE	160k-220k	190k
5 years PQE	150k-185k	167.5k
4 years PQE	135k-170k	152.5k
3 years PQE	110k-150k	130k
2 years PQE	85k-115k	100k
1 year PQE	70k-95k	82.5k

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Private Practice

	Permanent (per annum)					
	Top-Tier Elite Internationals		Mid-Tier National Elite Boutique		General Boutique	
Role	Range	Average	Range	Average	Range	Average
Partner	350k-1m	675k	250k-500k	375k	200k-250k	225k
Special Counsel	255k-350k	302.5k	200k-270k	235k	170k-210k	190k
SA3+	210k-270k	240k	175k-200k	187.5k	145k-175k	160k
SA2	190k-205k	197.5k	160k-175k	167.5k	135k-150k	142.5k
SA1	165k-180k	172.5k	150k-165k	157.5k	125k-140k	132.5k
4-5 years PQE	140k-155k	147.5k	125k-145k	135k	105k-120k	112.5k
3-4 years PQE	130k-145k	137.5k	115k-125k	120k	100k-110k	105k
2-3 years PQE	120k-130k	125k	105k-120k	112.5k	85k-100k	92.5k
1-2 years PQE	100k-115k	107.5k	90k-105k	97.5k	70k-85k	77.5k
0-1 years PQE	90k-100k	95k	85k-95k	90k	60k-80k	70k

In-House Counsel

	Permanent (per annum)	
Role	Range	Average
10+ years PQE	200k+	-
8 years PQE	170k-225k	197.5k
7 years PQE	165k-220k	192.5k
6 years PQE	160k-220k	190k
5 years PQE	150k-185k	167.5k
4 years PQE	135k-170k	152.5k
3 years PQE	110k-150k	130k
2 years PQE	85k-115k	100k
1 year PQE	70k-95k	82.5k

All salaries are inclusive of superannuation and exclusive of bonuses.

## Private Practice

	Permanent (per annum)					
	Top-Tier Elite Internationals		Mid-Tier National Elite Boutique		General Boutique	
Role	Range	Average	Range	Average	Range	Average
Partner	250k-1m	625k	250k-500k	375k	200k-250k	225k
Special Counsel	210k-285k	247.5k	150k-215k	182.5k	140k-185k	162.5k
SA3+	170k-200k	185k	140k-160k	150k	115k-135k	125k
SA2	155k-170k	162.5k	130k-145k	137.5k	100k-115k	107.5k
SA1	150k-160k	155k	120k-135k	127.5k	95k-105k	100k
4-5 years PQE	125k-145k	135k	100k-115k	107.5k	90k-100k	95k
3-4 years PQE	115k-130k	122.5k	90k-105k	97.5k	85k-95k	90k
2-3 years PQE	100k-115k	107.5k	80k-90k	85k	80k-90k	85k
1-2 years PQE	80k-95k	87.5k	75k-85k	80k	65k-75k	70k
0-1 years PQE	70k-85k	77.5k	70k-80k	75k	55k-65k	60k

## In-House Counsel

	Permanent (per annum)	
Role	Range	Average
10+ years PQE	180k+	-
8 years PQE	165k-200k	182.5k
7 years PQE	150k-175k	162.5k
6 years PQE	130k-160k	145k
5 years PQE	110k-140k	125k
4 years PQE	85k-115k	100k
3 years PQE	75k-95k	85k
2 years PQE	70k-85k	77.5k
1 year PQE	60k-80k	70k

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Private Practice

	Permanent (per annum)					
	Top-Tier Elite Internationals		Mid-Tier National Elite Boutique		General Boutique	
Role	Range	Average	Range	Average	Range	Average
Partner	350k-1m	675k	250k-500k	375k	200k-250k	225k
Special Counsel	275k-385k	330k	205k-270k	237.5k	165k-210k	187.5k
SA3+	215k-270k	242.5k	180k-205k	192.5k	150k-175k	162.5k
SA2	195k-210k	202.5k	165k-175k	170k	140k-150k	145k
SA1	170k-185k	177.5k	155k-165k	160k	125k-140k	132.5k
4-5 years PQE	140k-160k	150k	125k-145k	135k	105k-120k	112.5k
3-4 years PQE	130k-145k	137.5k	115k-135k	125k	100k-110k	105k
2-3 years PQE	120k-135k	127.5k	110k-120k	115k	85k-95k	90k
1-2 years PQE	105k-120k	112.5k	90k-110k	100k	70k-85k	77.5k
0-1 years PQE	95k-105k	100k	85k-95k	90k	60k-80k	70k

In-House Counsel

	Permanent (per annum)	
Role	Range	Average
10+ years PQE	200k+	-
8 years PQE	170k-225k	197.5k
7 years PQE	165k-220k	192.5k
6 years PQE	160k-220k	190k
5 years PQE	150k-185k	167.5k
4 years PQE	135k-170k	152.5k
3 years PQE	110k-150k	130k
2 years PQE	85k-115k	100k
1 year PQE	70k-95k	82.5k

All salaries are inclusive of superannuation and exclusive of bonuses.



Private Practice

	Permanent (per annum)					
	Top-Tier Elite Internationals		Mid-Tier National Elite Boutique		General Boutique	
Role	Range	Average	Range	Average	Range	Average
Partner	250k-1m	625k	250k-500k	375k	200k-250k	225k
Special Counsel	220k-300k	260k	185k-255k	220k	160k-205k	182.5k
SA3+	185k-235k	210k	165k-190k	177.5k	135k-165k	150k
SA2	165k-180k	172.5k	155k-170k	162.5k	120k-140k	130k
SA1	155k-165k	160k	140k-155k	147.5k	110k-125k	117.5k
4-5 years PQE	140k-150k	145k	120k-140k	130k	100k-115k	107.5k
3-4 years PQE	125k-135k	130k	110k-125k	117.5k	85k-105k	95k
2-3 years PQE	115k-125k	120k	100k-115k	107.5k	80k-95k	87.5k
1-2 years PQE	95k-110k	102.5k	85k-100k	92.5k	70k-80k	75k
0-1 years PQE	80k-95k	87.5k	75k-85k	80k	60k-75k	67.5k

In-House Counsel

	Permanent (per annum)	
Role	Range	Average
10+ years PQE	200k+	-
8 years PQE	170k-225k	197.5k
7 years PQE	165k-220k	192.5k
6 years PQE	160k-220k	190k
5 years PQE	150k-185k	167.5k
4 years PQE	135k-170k	152.5k
3 years PQE	110k-150k	130k
2 years PQE	85k-115k	100k
1 year PQE	70k-95k	82.5k

All salaries are inclusive of superannuation and exclusive of bonuses.

## Private Practice

	Permanent (per annum)	
Role	Range	Average
Senior Associate (10+ years PQE)	160k-220k	190k
Associate (7 - 10 years PQE)	130k-160k	145k
Senior Solicitor (4 - 7 years PQE)	120k-140k	130k
2-4 years PQE	80k-115k	97.5k
1-2 years PQE	65k-90k	77.5k
0-1 years PQE	60k-69k	64.5k

## In-house

	Permanent (per annum)	
Role	Range	Average
General Counsel / Chief Legal Advisor	200k-450k	325k
Senior Legal Counsel / Senior Solicitor	150k-220k	185k
Legal Counsel / Solicitor	80k-150k	115k

## Legal Executive

	Permanent (per annum)	
Role	Range	Average
3+ years PQE	90k-115k	102.5k
1 - 2 years PQE	65k-85k	75k

Private Practice

	Permanent (per annum)	
Role	Range	Average
Senior Associate	140k-180k	160k
Associate (5 - 7 years)	100k-140k	120k
Senior Solicitor (2-4 years)	70k-100k	85k
1-2 years PQE	60k-70k	65k

In-house

	Permanent (per annum)	
Role	Range	Average
General Counsel / Chief Legal Advisor	200k-250k	225k
Senior Legal Counsel / Senior Solicitor ( 5-7 years PQE)	130k-190k	160k
Legal Counsel / Solicitor (2-5 years PQE)	95k-120k	107.5k

Legal Executive

	Permanent (per annum)	
Role	Range	Average
3+ years PQE	85k-120k	102.5k
1 - 2 years PQE	70k-85k	77.5k

## Private Practice

	Permanent (per annum)	
Role	Range	Average
Senior Associate (10+ years PQE)	160k-220k	190k
Senior Associate (7-10 years PQE)	140k-200k	170k
Senior Solicitor / Associate	100k-150k	125k
Solicitor (2-4 years PQE)	75k-115k	95k
Solicitor (1-2 years PQE)	65k-95k	80k
Graduate Solicitor (0-1 years PQE)	55k-69k	62k

## In-house

	Permanent (per annum)	
Role	Range	Average
General Counsel	190k-450k	320k
Senior Legal Counsel	150k-220k	185k
Legal Counsel	80k-150k	115k

## Public Sector

	Permanent (per annum)	
Role	Range	Average
Chief Legal Advisor / General Counsel	190k-450k	320k
Principal	160k-200k	180k
Senior Solicitor/Senior Legal Counsel 10+	140k-195k	167.5k
Senior Solicitor / Senior Legal Counsel 5- 10 PQE	115k-165k	140k
Solicitor / Legal Counsel 1-5 years	75k-130k	102.5k

# Policy & Machinery of Government

The Policy & Machinery of Government section of the Salary Guide offers insights into salary and employment trends in Wellington, New Zealand, focusing on key roles such as Senior Policy Analysts, Research Analysts, and Policy Managers.

Survey data reveals a mixed outlook for 2025, with businesses showing moderate intentions to hire but with a higher percentage of professionals actively seeking new roles. Despite a lower level of demand for talent compared to other sectors, there is still a notable need for skilled professionals in policy and regulatory roles. The job market in this area is less competitive, but professionals are highly motivated by career advancement opportunities, with many placing significant value on having a clear path for growth.

Professionals remain focused on opportunities for career development, competitive salaries, and a positive workplace culture. Preferred working styles continue to be hybrid or flexible, reflecting the broader shift towards flexible work arrangements.



# Key findings

## Policy & Machinery of Government

### Sector trends

#### New Zealand

Avg. tenure of professionals

**1.8 years**

Female

**64%**

Male

**36%**

Hiring demand

**Low**

It is very easy to hire these professionals

### What professionals value most in an employer in 2025

#### New Zealand

1. Opportunities for career advancement & promotion
2. Competitive salary & benefits package
3. Positive & supportive workplace culture

### Employee expectations

% of businesses giving pay rises in 2025

**46%**

% of employees expecting a pay rise in 2025

**37%**

% of businesses hiring in 2025

**66%**

% of professionals looking for a new job in 2025

**77%**

 New Zealand

### Top three preferred working styles

#### New Zealand

1. Hybrid
2. Flexible hours
3. Full-time remote working



### Top 3 most sought-after professionals

#### New Zealand

- 1 Senior Policy Analyst
- 2 Research Analyst
- 3 Policy Manager

## Policy

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
General Manager Policy	230k-260k	245k	200-230	215
Private Secretary	80k-200k	140k	150-180	165
Policy Manager	150k-200k	175k	150-180	165
Principal Policy Analyst/Advisor	140k-170k	155k	110-140	125
Senior Policy Analyst/Advisor	110k-140k	125k	100-130	115
Principal Ministerial Advisor	110k-180k	145k	110-140	125
Policy Analyst/Advisor	65k-95k	80k	70-100	85
Senior Ministerial Advisor	100k-145k	122.5k	90-120	105
Ministerial Advisor	85k-140k	112.5k	80-120	100

## Research & Evaluation

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Manager, Research & Evaluation	155k-195k	175k	140-170	155
Principal Research Analyst	135k-175k	155k	110-140	125
Senior Research Analyst	95k-135k	115k	100-130	115
Research Analyst	65k-100k	82.5k	50-80	65



# Procurement, Supply Chain and Logistics

The Procurement, Supply Chain & Logistics section of the Salary Guide provides insights into salary and employment trends observed in Australia (New South Wales, Queensland, South Australia, Western Australia) and New Zealand (Auckland, Wellington, Christchurch).

Survey data shows a strong demand for professionals in this sector, with businesses in both Australia and New Zealand prioritising recruitment in 2025. However, while the demand for talent is high in Australia, New Zealand's market presents a slightly lower level of hiring urgency. Despite this, professionals in both countries continue to value career advancement opportunities and work-life balance as top priorities.

Although the job market remains competitive, professionals are seeking more than just competitive salaries and benefits packages. There is a notable emphasis on career progression, flexible working arrangements, and a balanced work-life culture. Hybrid and flexible working options are the most preferred working styles across the sector, reflecting the ongoing shift towards greater flexibility in how and where people work.





# Key findings

## Procurement, Supply Chain and Logistics

### Sector trends

#### Australia

Avg. tenure of professionals  
**2.3 years**

Female **39%** Male **61%**

Hiring demand  
**High**

It is difficult to hire these professionals

#### New Zealand

Avg. tenure of professionals  
**2.3 years**

Female **37%** Male **63%**

Hiring demand  
**Medium**

It is fairly easy to hire these professionals

### What professionals value most in an employer in 2025

#### Australia

1. Opportunities for career advancement & promotion
2. Competitive salary & benefits package
3. Work-life balance & flexible working arrangements

#### New Zealand

1. Work-life balance & flexible working arrangements
2. Competitive salary & benefits package
3. Opportunities for career advancement & promotion

### Employee expectations



■ Australia ■ New Zealand

### Top three preferred working styles

#### Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

#### New Zealand

1. Hybrid
2. Flexible hours
3. Full-time remote working



### Top 3 most sought-after professionals

#### Australia

1. Category Manager
2. Commercial Manager
3. Procurement Specialist

#### New Zealand

1. Category Manager
2. Commercial Manager
3. Procurement Specialist

## Procurement

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Chief Procurement Officer	350k-500k	425k	1,500-2,500	2,000
Head of Procurement/Portfolio Manager	250k-350k	300k	1,400-1,800	1,600
Procurement Manager	190k-260k	225k	800-1,200	1,000
Contracts Manager	160k-230k	195k	900-1,400	1,150
Procurement Business Partner	150k-200k	175k	750-1,000	875
Category Manager	140k-190k	165k	850-1,000	925
Procurement Specialist	100k-140k	120k	550-750	650
Procurement Analyst	95k-145k	120k	550-700	625
Procurement Officer	75k-110k	92.5k	350-550	450

## Supply Chain

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Supply Chain Director	230k-360k	295k	1,000-1,750	1,375
S&OP Manager	170k-230k	200k	700-1,300	1,000
Supply Chain Manager	130k-170k	150k	600-750	675
Demand Planner	110k-140k	125k	450-600	525
Supply Planner	100k-135k	117.5k	400-500	450
Supply Chain Analyst	95k-140k	117.5k	400-550	475
Supply Chain Coordinator	70k-100k	85k	400-500	450

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Logistics

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
General Manager	200k-260k	230k	900-1,600	1,250
DC Manager	175k-215k	195k	700-1,000	850
Logistics Operations Manager	130k-180k	155k	550-820	685
Logistics/Inventory Planner	80k-120k	100k	340-500	420
Transport Manager	130k-170k	150k	600-800	700

*All salaries are inclusive of superannuation and exclusive of bonuses.*

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Chief Procurement Officer	310k-350k	330k	1,500-2,000	1,750
Senior Procurement Manager	240k-280k	260k	900-1,300	1,100
Contracts Manager	180k-220k	200k	1,000-1,600	1,300
Procurement Manager	170k-210k	190k		
ICT Procurement Specialist	150k-180k	165k	1,000-1,500	1,250
Category Manager	140k-180k	160k	850-1,100	975
Procurement Consultant	140k-175k	157.5k	700-1,200	950
Contracts & Procurement Administrator	130k-170k	150k	650-850	750
Category Advisor	100k-140k	120k	700-1,000	850
Procurement Analyst	100k-120k	110k	550-800	675
Procurement/Purchasing Officer	80k-110k	95k	450-600	525

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Supply Chain Manager	150k-190k	170k	750-1,100	925
Supply Chain Officer	85k-110k	97.5k	500-750	625

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## Procurement

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Head of of Procurement/Supply Chain	180k-270k	225k	96-180	138
Senior Contracts Manager	185k-235k	210k		
Procurement Manager	140k-200k	170k	75-145	110
Contracts Manager	140k-185k	162.5k	70-140	105
Category Manager	130k-170k	150k	70-120	95
Contracts Specialist	110k-180k	145k	52-85	68.5
Purchasing Manager	110k-150k	130k	55-85	70
Procurement Analyst	100k-140k	120k	52-85	68.5
Procurement Officer	80k-120k	100k	45-62	53.5
Purchasing Officer	70k-110k	90k	43-56	49.5

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Supply Chain

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior Supply Chain Manager	185k-235k	210k	-	-
Supply Chain Manager	140k-185k	162.5k	75-115	95
Supply Officer	70k-110k	90k	40-50	45
Expeditor	65k-110k	87.5k	50-75	62.5

Logistics

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Logistics Manager	120k-170k	145k	65-90	77.5
Inventory Manager	95k-130k	112.5k	48-68	58
Inventory Controller/ Materials Controller	65k-105k	85k	40-62	51

All salaries are inclusive of superannuation and exclusive of bonuses.

Procurement

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
GM of Procurement/Supply Chain	240k-280k	260k	120-155	137.5
Head of Procurement	200k-240k	220k	90-120	105
Contracts Manager (ASX & Large corporate)	190k-230k	210k	110-140	125
Senior Category Manager	180k-215k	197.5k	90-110	100
Procurement Manager	160k-200k	180k	80-100	90
Contracts Manager (> 5 yrs)	150k-190k	170k	80-95	87.5
Category Manager	145k-180k	162.5k	60-90	75
Contracts Specialist (ASX & Large corporate)	140k-180k	160k	70-90	80
Procurement Specialist	140k-170k	155k	70-90	80
Purchasing Manager	125k-165k	145k	50-85	67.5
Contracts Manager (< 5 yrs)	120k-150k	135k	60-75	67.5
Contracts Specialist	115k-150k	132.5k	50-75	62.5
Procurement Analyst	115k-145k	130k	55-70	62.5
Procurement Officer	90k-130k	110k	40-70	55
Purchasing Officer	80k-110k	95k	45-60	52.5

All salaries are inclusive of superannuation and exclusive of bonuses.

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Senior Supply Chain Manager	180k-210k	195k	90-120	105
Supply Chain Manager	150k-180k	165k	70-90	80
Expeditor	110k-150k	130k	55-80	67.5
Supply Officer	85k-100k	92.5k	40-55	47.5

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
GM of Logistics	200k-240k	220k	100-135	117.5
Logistics Manager	130k-180k	155k	65-90	77.5
Inventory Manager	100k-130k	115k	50-70	60
Inventory Controller/ Materials Controller	85k-120k	102.5k	40-60	50

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	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Procurement Director	190k-250k	220k	175-215	195
Procurement Manager	140k-190k	165k	135-180	157.5
Procurement Specialist	100k-140k	120k	85-115	100
Strategic Sourcing Manager	130k-165k	147.5k	115-135	125
Contracts/Relationship Manager	120k-140k	130k	85-135	110

	Permanent (per annum)	
Role	Range	Average
Operations Manager	110k-180k	145k
Supply Chain Manager	110k-150k	130k
Logistics Manager	90k-140k	115k
Demand/Supply Planning Manager	110k-140k	125k
Demand/Supply Planner	70k-95k	85.5k

Procurement

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Chief Procurement Officer	200k-240k	220k	150-210	180
Commercial Manager	150k-190k	170k	140-180	160
Senior Procurement Manager	180k-220k	200k	135-175	155
Procurement Manager	130k-170k	150k	126-175	150.5
Senior Procurement Specialist	120k-145k	132.5k	95-135	115
Category Manager	100k-140k	120k	85-150	117.5
Procurement Specialist	80k-120k	100k	76-125	100.5
Contracts Manager	80k-120k	100k	75-125	100
Procurement Coordinator	50k-70k	60k	35-75	55

Procurement

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Head of Procurement (Large Organisation)	230k-270k	250k	-	-
Head of Procurement (Medium Organisation)	180k-220k	200k	180-220	200
Procurement Manager	140k-170k	155k	140-185	162.5
Senior Commercial Manager	150k-180k	165k	140-160	150
Senior Procurement Specialist	110k-150k	130k	120-150	135
Procurement Specialist	85k-130k	107.5k	90-120	105
Commercial Manager	125k-150k	137.5k	150-180	165
Senior Contracts Manager	125k-155k	140k	120-140	130
Contracts Manager	90k-120k	105k	90-140	115
Procurement Coordinator	65k-90k	77.5k	60-80	70

# Property & Facilities Management

The Property & Facilities Management section of the Salary Guide provides insights into salary and employment trends observed in New Zealand (Auckland and Wellington).

Survey data shows a strong demand for professionals in this sector, with businesses in New Zealand prioritising recruitment in 2025. However, while hiring activity is high, the market presents a slightly lower level of urgency compared to other sectors. Despite this, professionals continue to seek new opportunities, with 54% actively looking for a new job in 2025.

While competitive salaries and benefits packages remain essential, professionals in Property & Facilities Management also value career advancement, flexible working arrangements, and work-life balance. Hybrid and flexible working options are the preferred working styles, reflecting the sector's ongoing shift towards more flexible work environments. These trends highlight the growing emphasis on offering a balanced work-life culture alongside competitive compensation to attract and retain top talent.



# Key findings

## Property & Facilities Management

### Sector trends

#### New Zealand

Avg. tenure of professionals

**2 years**

Female

**53%**

Male

**47%**

Hiring demand

**Medium**

It is fairly easy to hire these professionals

### What professionals value most in an employer in 2025

#### New Zealand

1. Competitive salary & benefits package
2. Opportunities for career advancement & promotion
3. Work-life balance & flexible working arrangements

### Employee expectations

% of businesses giving pay rises in 2025

**71%**

% of employees expecting a pay rise in 2025

**69%**

% of businesses hiring in 2025

**80%**

% of professionals looking for a new job in 2025

**54%**



New Zealand

### Top three preferred working styles

#### New Zealand

1. Hybrid
2. Flexible hours
3. Office-based



### Top 3 most sought-after professionals

#### New Zealand

- 1 Property Manager
- 2 Facilities Manager
- 3 Facilities Assistant

Facilities Management

	Permanent (per annum)	
Role	Range	Average
Property Project Manager	100k-200k	150k
Asset Manager	95k-180k	137.5k
Contracts Manager	90k-150k	120k
Facilities Manager	95k-150k	122.5k
Facilities Advisor	85k-120k	102.5k
Property Project Coordinator	75k-120k	97.5k
Facilities Coordinator	60k-85k	72.5k

Property

	Permanent (per annum)	
Role	Range	Average
Director / GM of Property	200k-300k	250k
Property Portfolio Manager	120k-160k	140k
Property Specialist	90k-150k	120k
Property Manager	80k-160k	120k

Facilities Management

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Senior Facilites Manager	120k-150k	135k	110-140	125
Senior Contracts Manager	110k-140k	125k	120-140	130
Facilities Manager	90k-120k	105k	90-140	115
Contracts Manager	90k-115k	102.5k	90-120	105
Facilities Advisor	75k-115k	95k	70-100	85
Facilities Coordinator	60k-80k	70k	60-80	70

Property

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Director / GM of Property (Large Organisation)	240k-280k	260k	180-220	200
Director / GM of Property (Medium Organisation)	200k-240k	220k	160-200	180
Senior Property Project Manager	150k-180k	165k	140-180	160
National Property Manager	130k-160k	145k	150-180	165
Property Manager	100k-130k	115k	100-140	120
Property Project Manager	115k-145k	130k	110-150	130
Property Project Coordinator	75k-105k	90k	60-80	70



# Resources & Engineering

The Resources & Engineering section of the Salary Guide offers insights into salary and employment trends across Australia (Western Australia and Queensland).

Survey data reveals strong demand for skilled professionals in this sector, with a significant portion of businesses planning to hire in 2025. However, hiring talent remains challenging, particularly for specialised engineering roles, reflecting the very high demand for professionals in the market. Despite a fairly competitive job market, professionals are prioritising not just salary and benefits, but also career advancement opportunities and a positive, supportive workplace culture.

As businesses focus on retaining and attracting top talent, flexible working styles such as hybrid working arrangements and flexible hours are highly valued. The gender disparity in this sector remains substantial, with a greater proportion of male professionals. Companies in the resources and engineering sectors must remain agile and proactive to meet the ongoing hiring challenges and support the career growth of their employees.





# Key findings

## Resources & Engineering

### Sector trends

#### Australia

Avg. tenure of professionals

**1.8 years**

Female

**16%**

Male

**84%**

Hiring demand

**Very high**

It is very difficult to hire these professionals

### What professionals value most in an employer in 2025

#### Australia

1. Competitive salary & benefits package
2. Opportunities for career advancement & promotion
3. Positive & supportive workplace culture

### Employee expectations

% of businesses giving pay rises in 2025

**70%**

% of employees expecting a pay rise in 2025

**65%**

% of businesses hiring in 2025

**89%**

% of professionals looking for a new job in 2025

**58%**

 Australia

### Top three preferred working styles

#### Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working



### Top 3 most sought-after professionals

#### Australia

- 1 Project Engineer
- 2 Site Engineer
- 3 Senior Project Engineer

## Infrastructure

## Design

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Technical Director	240k-275k	257.5k	200-240	220
Engineering Manager	250k-280k	265k	200-240	220
Design Manager / Principal Engineer	210k-240k	225k	130-180	155
Senior Engineer	140k-180k	160k	100-120	110
Engineer	90k-130k	110k	70-90	80
Designer	70k-100k	85k	40-60	50

## Project Delivery

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Project Director	460k-500k	480k	300-350	325
Project Manager	280k-320k	300k	140-200	170
Construction Manager	300k-330k	315k	150-220	185
Project Engineer	140k-180k	160k	125-150	137.5
Site Engineer	100k-140k	120k	100-120	110

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Infrastructure

Commercial & Support

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Commercial/Claims Manager	350k-400k	375k	410-520	465
Environmental/Sustainability Engineer	110k-150k	130k	110-135	122.5
Project Controls/Planning Engineer	150k-180k	165k	180-210	195
Senior/Lead Estimator	290k-330k	310k	300-350	325
Estimator	240k-260k	250k	110-130	120
Senior Contracts Administrator	190k-230k	210k	200-250	225
Contracts Administrator	120k-160k	140k	120-140	130

All salaries are inclusive of superannuation and exclusive of bonuses.

## Mining

## Consultancy

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Engineering Manager	230k-270k	250k	200-230	215
Principal Engineer	190k-230k	210k	180-210	195
Engineer	100k-140k	120k	105-120	112.5

## Project Delivery

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Project Director	400k-440k	420k	350-400	375
Project Manager	240k-280k	260k	220-280	250
Construction Manager	250k-300k	275k	280-360	320
Project Engineer	150k-190k	170k	140-170	155

## Commercial &amp; Support

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Commercial Manager	240k-280k	260k	340-430	385
Environmental/Sustainability Engineer	110k-140k	125k	110-135	122.5
Project Controls/Planning Engineer	130k-180k	155k	200-250	225
Senior Estimator	240k-280k	260k	290-360	325
Contracts Administrator	130k-170k	150k	120-140	130

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Mining

Operations

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Mine Manager	280k-320k	300k	290-360	325
Superintendent	210k-250k	230k	220-280	250
Mining Engineer	130k-170k	150k	120-150	135
Maintenance/Reliability/AI Manager	210k-240k	225k	240-280	260
Metallurgist/Process Engineer	110k-155k	132.5k	110-135	122.5

All salaries are inclusive of superannuation and exclusive of bonuses.

Urban Development & Construction

Urban

Role	Permanent (per annum)	
	Range	Average
Engineering Manager / Technical Director	180k-220k	200k
Design Manager / Principal Engineer	150k-180k	165k
Senior Engineer	120k-160k	140k
Engineer	90k-120k	105k
Designer	75k-110k	92.5k
Project Manager	150k-180k	165k
Construction Manager	130k-170k	150k
Superintendent	130k-160k	145k
Project Engineer	110k-140k	125k

All salaries are inclusive of superannuation and exclusive of bonuses.

Engineering

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Engineering Manager	150k-220k	185k	120-150	135
Senior Project Manager	160k-240k	200k	120-150	135
Construction Manager	160k-240k	200k	120-150	135
Project Manager	130k-190k	160k	100-140	120
Project Engineer	130k-190k	160k	100-120	110
Lead Engineer	140k-210k	175k	110-130	120
Senior Engineer	130k-180k	155k	100-120	110
Engineer	100k-140k	120k	80-100	90

All salaries are inclusive of superannuation and exclusive of bonuses.

## Civil Construction

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Project Manager	200k-230k	215k	90-130	110
Senior Project Engineer	160k-200k	180k	80-100	90
Supervisor	140k-180k	160k	80-110	95
Senior Estimator	140k-170k	155k	95-110	102.5
Project Engineer (> 5 yrs)	120k-160k	140k	65-85	75
Estimator	110k-140k	125k	80-95	87.5
Site Engineer	100k-120k	110k	55-70	62.5
Project Engineer (< 5 yrs)	90k-120k	105k	50-65	57.5

## Commercial Construction

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Commercial Manager	210k-250k	230k	100-130	115
Project Manager	160k-220k	190k	90-120	105
Site Manager	120k-160k	140k	70-90	80
Estimator	110k-150k	130k	70-90	80
Contract Administrator	110k-150k	130k	70-90	80

*All salaries are inclusive of superannuation and exclusive of bonuses.*



## Architecture

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Project Lead	110k-140k	125k	60-75	67.5
Project Architect	90k-110k	100k	50-65	57.5
Interior Designer	70k-110k	90k	35-70	52.5
Graduate Architect	60k-90k	75k	35-50	42.5
Revit Technician	60k-90k	75k	35-50	42.5

## Engineering

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Senior Project Manager	210k-250k	230k	110-140	125
Project Manager	170k-210k	190k	85-125	105
Senior Control Systems Engineer	160k-200k	180k	100-130	115
Senior Electrical Engineer	150k-180k	165k	100-120	110
Senior EI&C Engineer	150k-180k	165k	90-110	100
Senior Mechanical Engineer	150k-180k	165k	80-115	97.5
Mechanical Design Engineer	120k-160k	140k	70-90	80
Control Systems Engineer	120k-160k	140k	80-100	90
Electrical Engineer	120k-150k	135k	70-100	85
Mechanical Engineer	120k-150k	135k	70-90	80
EI&C Engineer	120k-150k	135k	70-90	80

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Mining

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Mine Manager	210k-250k	230k	120-150	135
Senior Mining Engineer	180k-220k	200k	100-130	115
Mining Engineer (> 5 yrs)	150k-180k	165k	85-120	102.5
Senior Geologist	140k-170k	155k	80-95	87.5
Mining Engineer (> 5 yrs)	120k-150k	135k	70-85	77.5
Geologist	110k-150k	130k	60-90	75
Metallurgist	100k-130k	115k	60-90	75

*All salaries are inclusive of superannuation and exclusive of bonuses.*

# Sales, Marketing & Communications

The Sales, Marketing & Communications section of the Salary Guide provides valuable insights into salary and employment trends across Australia (New South Wales, Queensland, Victoria, South Australia, and Western Australia) and New Zealand (Auckland and Wellington).

Survey data shows that businesses in both countries are planning to give pay rises in 2025, with the majority of employees also expecting a pay increase. This signals strong confidence in the market and a focus on retaining skilled professionals. Companies are also gearing up to hire in 2025, especially in roles like Account Managers and Sales Managers, where the demand for talent remains high. Professionals in these fields value competitive salaries, career advancement opportunities, and work-life balance, with hybrid and flexible working arrangements topping the list of preferred working styles.

While the demand for talent is high in Australia, it's somewhat more manageable in New Zealand, where the market is a bit less competitive. Gender diversity is well-balanced across the sector, with a relatively even split between male and female professionals. Overall, businesses in Sales, Marketing, and Communications must continue offering attractive benefits packages and flexible work options to attract and retain top talent in this competitive field.



# Key findings

## Sales, Marketing & Communications

### Sector trends

#### Australia

Avg. tenure of professionals  
**1.7 years**

Female **49%** Male **51%**

Hiring demand  
**High**

It is difficult to hire these professionals

#### New Zealand

Avg. tenure of professionals  
**1.9 years**

Female **51%** Male **49%**

Hiring demand  
**Medium**

It is fairly easy to hire these professionals

### What professionals value most in an employer in 2025

#### Australia

1. Competitive salary & benefits package
2. Opportunities for career advancement & promotion
3. Work-life balance & flexible working arrangements

#### New Zealand

1. Competitive salary & benefits package
2. Opportunities for career advancement & promotion
3. Positive & supportive workplace culture

### Employee expectations

% of businesses giving pay rises in 2025

**72%**

**69%**

% of employees expecting a pay rise in 2025

**56%**

**63%**

% of businesses hiring in 2025

**85%**

**69%**

% of professionals looking for a new job in 2025

**64%**

**63%**



Australia



New Zealand

### Top three preferred working styles

#### Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

#### New Zealand

1. Hybrid
2. Flexible hours
3. Full-time remote working



### Top 3 most sought-after professionals

#### Australia

- 1 Account Manager
- 2 Sales Manager
- 3 Marketing Manager

#### New Zealand

- 1 Account Manager
- 2 Sales Manager
- 3 Marketing Manager

Sales

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Head of Sales	220k-300k	260k	100-150	125
Business Development Manager	140k-200k	170k	70-100	85
Relationship Manager	130k-180k	155k	65-90	77.5

Marketing

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Head of Marketing	210k-310k	260k	105-150	127.5
Head of Digital	210k-260k	235k	105-130	117.5
Senior Marketing Manager	170k-190k	180k	85-95	90
Senior Communications Manager	170k-190k	180k	85-95	90
Marketing Manager	140k-170k	155k	70-85	77.5
Product Manager	140k-160k	150k	70-80	75
Digital Marketing Manager	130k-160k	145k	65-80	72.5
Communications Manager	130k-160k	145k	65-80	72.5
Content Manager	130k-150k	140k	65-75	70
Campaign Manager	110k-140k	125k	55-70	62.5
Senior Marketing Executive	110k-135k	122.5k	60-70	65
Events Manager	100k-130k	115k	50-65	57.5
Digital Marketing Executive	100k-120k	110k	50-60	55
Marketing Executive	90k-110k	100k	50-60	55
Marketing Coordinator	85k-105k	95k	40-55	47.5

All salaries are inclusive of superannuation and exclusive of bonuses.

## Industrial Sales

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Sales Director	185k-260k	222.5k	90-130	110
Sales Manager	150k-190k	170k	75-95	85
National Business Development Manager	110k-190k	150k	55-95	50
National Account Manager	120k-145k	132.5k	60-72	75
Business Development Manager	100k-160k	130k	50-80	65
Sales Executive	75k-95k	85k	45-55	66

## Consumer Goods

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Marketing Director	250k-350k	300k	120-180	150
Sales Director	210k-310k	260k	105-160	132.5
Head of Marketing	170k-220k	195k	100-150	125
Head of Digital	170k-220k	195k	100-150	125
Senior Brand Manager	165k-200k	182.5k	90-120	105
Sales Manager / Business Development Manager	150k-210k	180k	75-105	90
Senior Marketing Manager	165k-190k	177.5k	90-120	105
Digital Marketing Manager	130k-180k	155k	80-120	100
National Account Manager	135k-170k	152.5k	67-85	76
Insights Manager	130k-170k	150k	70-100	85
Marketing Manager	130k-160k	145k	70-120	95

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Consumer Goods

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Brand Manager	130k-160k	145k	70-120	95
Category Manager	130k-160k	145k	70-90	80
Account Executive	100k-120k	110k	50-60	55
Sales Executive	95k-120k	107.5k	45-60	52.5
Brand Executive / Assistant	80k-100k	90k	45-55	50

Software & Technology

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Sales Director	210k-310k	260k	105-155	130
Marketing Director	180k-260k	220k	120-150	135
Sales Manager	150k-210k	180k	70-105	87.5
Pre-sales Consultant	150k-210k	180k	65-105	85
Business Development Manager	135k-210k	172.5k	65-105	85
Channel Manager	140k-190k	165k	75-80	77.5
Channel Marketing Manager	140k-170k	155k	80-100	90
Digital Marketing Manager	140k-170k	155k	80-100	90
Account Manager/Director	110k-190k	150k	55-80	67.5
Marketing Manager	130k-160k	145k	70-85	77.5
Product Manager	120k-170k	145k	70-80	75
Inside Sales Executive	95k-120k	107.5k	45-60	52.5
Marketing Executive/Specialist	90k-110k	100k	50-60	55

All salaries are inclusive of superannuation and exclusive of bonuses.

## Marketing

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
CMO	220k-250k	235k	150-200	175
Marketing Director	160k-200k	180k	90-150	120
Marketing Manager	100k-140k	120k	55-85	70
Brand/Product Manager	100k-130k	115k	60-85	72.5
Sponsorship & Events Manager	80k-110k	95k	55-75	65
Digital Marketing Specialist	90k-120k	105k	60-75	67.5
Marketing Executive	75k-90k	82.5k	45-70	57.5
Marketing Assistant/Coordinator	60k-85k	72.5k	35-55	45

*All salaries are inclusive of superannuation and exclusive of bonuses.*



## Communications

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Corporate Affairs Manager/Director	180k-220k	200k	70-140	105
Communications Director	170k-210k	190k	85-140	112.5
Investor Relations Manager	150k-180k	165k	70-120	95
Stakeholder Engagement Manager	140k-180k	160k	80-100	90
Bid Manager	130k-170k	150k	80-130	105
Change Communications Specialist	110k-150k	130k	75-110	92.5
Policy Specialist	120k-140k	130k	75-95	85
Media Relations Manager	110k-140k	125k	60-100	80
Social Responsibility Executive	110k-130k	120k	60-90	75
Technical Writer	100k-140k	120k	85-140	112.5
Content Editor	100k-130k	115k	50-70	60
Senior Communications Consultant	100k-120k	110k	75-85	80
Graphic Designer	80k-110k	95k	50-75	62.5
Communications Consultant	80k-100k	90k	50-65	57.5
Media/PR Officer	70k-90k	80k	45-60	52.5

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Sales

	Permanent (per annum)	
Role	Range	Average
Regional Sales Manager	130k-175k	152.5k
Sales Manager	130k-170k	150k
Business/Operations Manager	120k-160k	140k
Relationship Manager	110k-140k	125k
Account Manager	100k-145k	122.5k
Business Development Manager	100k-140k	120k
Sales Executive	90k-130k	110k

Marketing

	Permanent (per annum)	
Role	Range	Average
Marketing Manager	120k-170k	145k
Product Manager	130k-160k	145k
Brand Manager	120k-140k	130k
Marketing Executive	95k-105k	100k
Digital Marketing Coordinator	90k-110k	100k
Marketing Coordinator	75k-85k	80k
SEO/Social Media Administrator	75k-85k	80k

All salaries are inclusive of superannuation and exclusive of bonuses.

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
General Manager	235k-385k	310k	115-170	142.5
State Sales Manager	180k-225k	202.5k	90-115	102.5
Sales Manager	160k-200k	180k	75-100	87.5
Key Account Manager	120k-160k	140k	60-80	70
Business Development Manager	120k-150k	135k	60-80	70
Territory Manager	110k-140k	125k	55-70	62.5
Account Manager	100k-140k	120k	50-70	60
Sales Executive	90k-110k	100k	45-55	50

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Marketing Director / Head of Marketing	170k-220k	195k	90-135	112.5
Marketing Manager	130k-160k	145k	70-90	80
Brand Manager	130k-160k	145k	70-90	80
Product Manager	130k-160k	145k	70-90	80
Marketing Executive	90k-120k	105k	45-70	57.5
Content Marketing Specialist	90k-120k	105k	50-70	60
Marketing Coordinator	70k-90k	80k	35-50	42.5

150



Marketing

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Marketing Manager	110k-140k	125k	54-60	57
Marketing Executive	85k-95k	90k	50-54	52
Marketing Assistant	80k-90k	85k	43-48	45.5

All salaries are inclusive of superannuation and exclusive of bonuses.

Facilities Management

Role	Permanent (per annum)	
	Range	Average
Sales Director	200k-230k	215k
National Sales Manager	160k-200k	180k
National Account Manager	130k-170k	150k
Field Sales Manager	120k-150k	135k
Business Development Manager	85k-125k	105k
Key Account Manager	120k-150k	135k
Account Manager	85k-110k	97.5k
Territory Manager	65k-85k	75k
Sales Representative	55k-85k	70k
Sales Coordinator	50k-65k	57.5k

Marketing

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Marketing Director	210k-240k	225k	110-160	135
Senior Marketing Manager	160k-190k	175k	75-115	95
Marketing Manager	120k-150k	135k	70-105	87.5
Product Manager	130k-160k	145k	55-75	65
Digital Marketing Manager	120k-160k	140k	70-110	90
Category Manager	110k-140k	125k	45-75	60
Brand Manager	110k-140k	125k	55-75	65

Marketing

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Social Media/Content Manager	100k-130k	115k	50-60	55
Assistant Brand Manager	75k-100k	87.5k	30-45	37.5
Marketing Coordinator	60k-85k	72.5k	30-45	37.5

Communications

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Senior Communications Manager	140k-180k	160k	80-150	115
PR / Communications Manager	120k-160k	140k	60-95	77.5

Sales

	Permanent (per annum)	
Role	Range	Average
National Sales Manager	150k-180k	165k
Key Account Manager	90k-150k	120k
Business Development Manager	80k-120k	100k
Sales/Account Manager	100k-140k	120k
Territory Manager	75k-95k	85k
Sales Representative	65k-100k	82.5k

Marketing

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Marketing Manager	140k-180k	160k	110-130	120
Digital Marketing Manager	130k-170k	150k	110-130	120
Market Research / Insights Manager	120k-160k	140k	110-120	115
Channel Manager	120k-160k	140k	110-130	120
Product Manager	120k-180k	150k	100-120	110
Sponsorship & Events Manager	90k-120k	105k	80-100	90
Marketing Coordinator	60k-85k	72.5k	50-80	65



## Communications

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Communications Manager	120k-160k	140k	120-150	135
Principal Communications Advisor	135k-165k	150k	120-140	130
Senior Communications Advisor	110k-135k	122.5k	100-130	115
Internal / Change Communications Manager	130k-160k	145k	120-140	130
Communications Advisor	65k-90k	77.5k	60-100	80

## Engagement

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Manager, Stakeholder Engagement	140k-180k	160k	120-150	135
Maori / Iwi Engagement Specialist	140k-180k	160k	120-140	130
Principal / Lead Advisor, Stakeholder Engagement	120k-160k	140k	120-140	130
Senior Advisor, Stakeholder Engagement	110k-140k	125k	110-130	120

# Tech & Transformation

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

Survey data highlights a positive outlook for 2025, with many businesses in both countries planning to give pay rises and increase hiring activity. The demand for tech professionals remains very high in Australia, with businesses focusing on hiring for critical roles like Cyber Security Specialists and Data Engineers. While New Zealand's demand is somewhat lower, the competition for talent is still strong.

Professionals in the sector continue to prioritise competitive salaries, opportunities for career advancement, and a healthy work-life balance. Hybrid and flexible working arrangements remain the preferred working styles for both Australian and New Zealand tech professionals, reflecting the ongoing trend of remote and flexible work options.

The competition for hiring skilled professionals is making it crucial for businesses to offer attractive benefits, career development opportunities, and work flexibility to retain talent in this competitive sector.



# Key findings

## Tech & Transformation

### Sector trends

#### Australia

Avg. tenure of professionals  
**1.8 years**

Female **36%** Male **64%**

Hiring demand  
**Very high**

It is very difficult to hire these professionals

#### New Zealand

Avg. tenure of professionals  
**1.8 years**

Female **37%** Male **63%**

Hiring demand  
**High**

It is difficult to hire these professionals

### What professionals value most in an employer in 2025

#### Australia

1. Competitive salary & benefits package
2. Opportunities for career advancement & promotion
3. Work-life balance & flexible working arrangements

#### New Zealand

1. Competitive salary & benefits package
2. Opportunities for career advancement & promotion
3. Work-life balance & flexible working arrangements

### Employee expectations



Australia



New Zealand

### Top three preferred working styles

#### Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

#### New Zealand

1. Hybrid
2. Flexible hours
3. Full-time remote working



### Top 3 most sought-after professionals

#### Australia

- 1 Cyber Security Engineer
- 2 Data/AI Engineer
- 3 Business Analyst

#### New Zealand

- 1 Machine Learning Engineer
- 2 Developer
- 3 Cloud Engineer

Infrastructure

Security Clearance

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Architecture Manager	240k-270k	255k	1,300-1,600	1,450
Enterprise Architect	240k-270k	255k	1,300-1,450	1,375
Pre-sales Architect	240k-270k	255k	1,100-1,300	1,200
DevOps/SRE Manager	240k-270k	255k	1,200-1,400	1,300
Cloud Manager	220k-250k	235k	1,100-1,400	1,250
Cloud Architect	220k-250k	235k	1,100-1,300	1,200
DevOps Architect	220k-250k	235k	1,000-1,300	1,150
Solution Architect	200k-240k	220k	1,000-1,300	1,150
Network Architect	200k-230k	215k	1,100-1,300	1,200
Network Manager	200k-230k	215k	950-1,200	1,075
Senior DevOps Engineer	200k-230k	215k	900-1,200	1,050
Operations Manager	180k-210k	195k	900-1,100	1,000
Designer	180k-210k	195k	800-1,000	900
DevOps Engineer	170k-200k	185k	1,050-1,200	1,125
Cloud Engineer	170k-200k	185k	900-1,200	1,050
Incident/Problem Manager	170k-200k	185k	700-900	800
Network Engineer	160k-190k	175k	900-1,100	1,000
Systems/Network Administrator	160k-190k	175k	600-850	725
Junior DevOps Engineer	140k-170k	155k	700-900	800
Junior Systems/Network Administrator	140k-160k	150k	400-650	525
Helpdesk - Level 2	120k-140k	130k	350-450	400
Helpdesk - Level 1	110k-130k	120k	250-350	300

All salaries are inclusive of superannuation and exclusive of bonuses.

## Infrastructure

## Security Clearance

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Security Engineer	200k-230k	215k	150-190	170
Security Analyst	180k-210k	195k	130-160	145

## Transformation

No Clearance

	Permanent (per annum)		Contract (per hour)	
Role	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

	Permanent (per annum)		Contract (per hour)	
Role	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.*

## Development & Testing

## No Clearance

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Senior Back End Software Engineer	180k-210k	195k	130-150	140
Senior Front End Software Engineer	180k-210k	195k	120-140	130
Mobile Developer	140k-220k	180k	90-140	115
Senior Automation Tester	160k-190k	175k	80-110	95
Front End Software Engineer	140k-170k	155k	90-110	100
Back End Software Engineer	140k-170k	155k	90-100	95
Automation Tester	130k-160k	145k	60-75	67.5
Test Analyst	120k-150k	135k	50-75	62.5
Senior Test Analyst	120k-150k	135k	50-75	62.5

## Security Clearance

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Senior Automation Tester	170k-230k	200k	110-150	130
Senior Back End Software Engineer	180k-210k	195k	130-200	165
Mobile Developer	170k-220k	195k	130-180	155
Senior Front End Software Engineer	180k-210k	195k	130-180	155
Senior Test Analyst	150k-210k	180k	90-100	95
Automation Tester	150k-180k	165k	80-100	90
Front End Software Engineer	140k-170k	155k	90-130	110
Back End Software Engineer	140k-170k	155k	90-130	110
Test Analyst	120k-150k	135k	70-90	80

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Business Applications

No Clearance

	Permanent (per annum)		Contract (per hour)	
Role	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

## Security Clearance

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
ERP/CRM/BI Project Manager	210k-240k	225k	150-250	200
ERP/CRM/BI Architect	200k-230k	215k	150-250	200
ERP/CRM Functional Consultant	190k-220k	205k	150-200	175
Data Scientist	180k-210k	195k	150-200	175
BI Developer	170k-190k	180k	150-200	175
Data Analyst	110k-140k	125k	150-200	175

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Cyber Security

Security Clearance

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Cyber Security Architect	220k-260k	240k	1,100-1,400	1,250
Security Pre-Sales Architect	220k-260k	240k	1,000-1,400	1,200
IAM Engineer	210k-240k	225k	1,100-1,400	1,250
Incident Response Specialist	210k-240k	225k	900-1,100	1,000
Senior Red Team (Penetration Tester   Ethical Hacker)	200k-250k	225k	1,000-1,400+	1,200
GRC Consultant	200k-240k	220k	900-1,300	1,100
Cyber Security Manager	200k-240k	220k	1,000-1,400	1,200
DevSecOps Engineer	200k-240k	220k	900-1,200	1,050
SIEM Engineer	200k-240k	220k	900-1,100	1,000
Cyber Security Engineer	200k-230k	215k	1,000-1,300	1,150
Threat Intelligence Specialist	200k-230k	215k	900-1,100	1,000
Senior Security Analyst	180k-220k	200k	1,000-1,200	1,100
Red Team (Penetration Tester   Ethical Hacker)	160k-200k	180k	800-1,000	900
Cyber Security Analyst	150k-180k	165k	700-900	800

All salaries are inclusive of superannuation and exclusive of bonuses.



## Data

## RPA

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
RPA Team Lead	220k-240k	230k	1,230-1,450	1,340
RPA Developer	170k-210k	190k	1,010-1,340	1,175
RPA Consultant	160k-190k	175k	900-1,120	1,010

## AI & Machine Learning

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
AI Senior Engineer	210k-240k	225k	1,230-1,570	1,400
AI Engineer	190k-230k	210k	1,010-1,230	1,120
Senior Machine Learning Engineer	210k-240k	225k	1,120-1,570	1,345
Machine Learning Engineer	180k-220k	200k	1,010-1,230	1,120
Senior Data Scientist	190k-230k	210k	1,120-1,570	1,345
Data Scientist	170k-200k	185k	900-1,120	1,010

## Architecture, Design & Modelling

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Principal Data Architect	260k-290k	275k	1,340-1,790	1,565
Data Architect	220k-240k	230k	1,010-1,340	1,175
Data Modeller	180k-220k	200k	1,010-1,450	1,230

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Data

## Analytics & Business Intelligence

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
BI Architect	220k-240k	230k	1,120-1,450	1,285
SAS Data Analyst/ Developer	170k-210k	190k	900-1,120	1,010
BI Manager	160k-190k	175k	1,120-1,570	1,345
BI Developer	160k-190k	175k	900-1,340	1,120
Senior Data Analyst	160k-190k	175k	900-1,340	1,120
Campaign Analyst	160k-190k	175k	900-1,120	1,010
Remediation Data Analyst	150k-170k	160k	900-1,120	1,010
Reporting Analyst	130k-160k	145k	670-1,010	840
Data Analyst	120k-150k	135k	560-1,010	785

## Data Governance and Management

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Head of Data Governance	260k-320k	290k	1,680-2,230	1,955
Data Governance Manager	220k-250k	235k	1,120-1,570	1,345
Data Governance Lead	210k-240k	225k	1,010-1,450	1,230
Data Governance Analyst	160k-180k	170k	900-1,340	1,120
Data Steward	160k-210k	185k	790-1,120	955

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Data

## Analytics & Business Intelligence

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Analytics Engineer	170k-210k	190k	1,010-1,450	1,230
Senior Data Visualisation Specialist	170k-220k	195k	900-1,230	1,065
Data Visualisation Developer	150k-180k	165k	900-1,230	1,065

## Engineering

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Chief & Principal Data Engineer	230k-260k	245k	1,340-1,570	1,455
Senior Data Engineer	170k-210k	190k	1,010-1,340	1,175
Data Engineer	150k-180k	165k	790-1,120	955
SQL Developer	140k-170k	155k	670-1,010	840

## People Management & Strategy

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
GM of Data	300k-400k	350k	2,120-2,790	2,455
Head of Data	250k-350k	300k	1,680-2,230	1,955
Head of Data Engineering	250k-350k	300k	1,680-2,230	1,955
Head of Data Transformation	250k-350k	300k	1,680-2,230	1,955
Data Lead (People Management)	190k-230k	210k	1,120-1,450	1,285

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Business Applications

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

Development & Testing

Hardware, Firmware, Embedded

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Head of Embedded Engineering	250k-280k	265k	1,000-1,200	1,100
Embedded Engineering Manager	210k-240k	225k	1,000-1,100	1,050
Lead Embedded Engineer	170k-200k	185k	800-1,000	900
Senior Firmware Engineer	140k-170k	155k	600-900	750
Senior Firmware QA/Tester	130k-150k	140k	600-900	750
Firmware Engineer	100k-130k	115k	600-700	650
Firmware QA/Tester	90k-120k	105k	600-700	650

All salaries are inclusive of superannuation and exclusive of bonuses.

Development & Testing

Application Development

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Mobile Engineering Manager	220k-240k	230k	1,300-1,400	1,350
Lead Backend Developer	200k-230k	215k	1,100-1,300	1,200
Lead .NET/C# Developer	200k-230k	215k	1,100-1,250	1,175
Lead Mobile Developer	200k-230k	215k	1,000-1,300	1,150
Lead Front End/Full Stack Developer	200k-230k	215k	1,000-1,300	1,150
Lead Java Developer	200k-230k	215k	1,000-1,300	1,150
Application Solution Designer	180k-210k	195k	1,000-1,300	1,150
Murex/Calypso Developer	170k-210k	190k	1,000-1,300	1,150
Senior/Lead CMS Developer	170k-200k	185k	900-1,100	1,000
Senior Backend Developer	170k-200k	185k	900-1,100	1,000
Senior Android Developer	170k-200k	185k	900-1,100	1,000
Senior iOS Developer	170k-200k	185k	900-1,100	1,000
Senior .NET/C# Developer	170k-200k	185k	900-1,100	1,000
Senior Front End/Full Stack Developer	170k-200k	185k	900-1,100	1,000
Fixed Income Developer	160k-200k	180k	800-1,200	1,000
Guidewire Developer	160k-200k	180k	800-1,200	1,000
Senior Flutter Developer	160k-190k	175k	800-1,200	1,000
Senior Java Developer	160k-190k	175k	800-1,200	1,000
C++ Developer	130k-160k	145k	850-1,150	1,000
Golang Developer	130k-160k	145k	850-1,150	975
Python Developer	130k-160k	145k	800-1,100	950
Node.js Developer	130k-160k	145k	800-1,100	950
Full Stack React/Node Developer	130k-160k	145k	850-1,000	925

All salaries are inclusive of superannuation and exclusive of bonuses.

## Development & Testing

## Application Development

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
CMS Developer	130k-160k	145k	850-1,000	925
Java Developer	130k-160k	145k	700-900	800
.NET/C# Developer	130k-160k	145k	700-900	800
React Developer	130k-160k	145k	500-750	625
Vue.js Developer	130k-160k	145k	500-750	625
Android Developer	130k-160k	145k	500-700	600
iOS Developer	130k-160k	145k	500-700	600
PHP Developer	120k-150k	135k	800-1,100	950
Flutter Developer	120k-150k	135k	550-750	650
Angular Developer	120k-150k	135k	500-700	600
Junior Developer	100k-130k	115k	500-600	550

*All salaries are inclusive of superannuation and exclusive of bonuses.*

Development & Testing

Application Support

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Senior/Lead Application Support	140k-190k	165k	700-850	775
Application Support	100k-130k	115k	400-650	525

Testing Services

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Automation Test/QA Manager	200k-230k	215k	900-1,100	1,000
Automation Test/QA Lead	170k-200k	185k	800-1,000	900
Manual Test Manager	170k-200k	185k	900-1,000	950
Performance Test Manager	170k-200k	185k	1,000-1,100	1,050
Performance Test Lead	150k-180k	165k	900-1,000	950
Manual Test Lead	140k-170k	155k	650-800	725
Automation Test/QA Engineer	130k-160k	145k	750-900	825
Manual Tester	110k-130k	120k	500-650	575

All salaries are inclusive of superannuation and exclusive of bonuses.

Digital

Design

Role	Permanent (per annum)		Contract (per day)	
	Range	Average	Range	Average
Head of UX UI/CX	230k-280k	255k	1,100-1,300	1,200
Lead UX/UI Designer	190k-220k	205k	1,100-1,300	1,200
Senior/Lead Service Designer	180k-210k	195k	1,100-1,300	1,200
Senior UX/UI Designer	150k-190k	170k	1,000-1,200	1,100
Senior Digital Producer	150k-170k	160k	1,000-1,200	1,100
Service Designer	140k-170k	155k	1,000-1,200	1,100
Graphic Designer	120k-170k	145k	900-1,100	1,000
UX/UI Designer	110k-140k	125k	900-1,100	1,000
Digital Producer	110k-140k	125k	400-550	475
Junior Designer	90k-110k	100k	400-550	475

All salaries are inclusive of superannuation and exclusive of bonuses.



## Infrastructure

## Operations

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Systems/Network Administrator	150k-180k	165k	700-900	800
Operations Manager	150k-170k	160k	700-900	800
Incident/Problem Manager	140k-170k	155k	600-800	700
Junior Systems/Network Administrator	110k-140k	125k	400-650	525
Trade Floor/Application Support	110k-140k	125k	400-600	500
Helpdesk - Level 2	90k-110k	100k	350-450	400
Helpdesk - Level 1	80k-100k	90k	250-350	300

Cloud

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Cloud Manager	200k-230k	215k	1,100-1,400	1,250
Cloud Architect	180k-200k	190k	1,000-1,200	1,100
Cloud Engineer	150k-180k	165k	800-1,100	950

## Network

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Network Manager	200k-230k	215k	1,100-1,400	1,250
Network Architect	180k-200k	190k	1,000-1,200	1,100
Network Engineer	150k-180k	165k	800-1,100	950

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Infrastructure

## Architecture

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Architecture Manager	250k-280k	265k	1,300-1,600	1,450
Enterprise Architect	240k-270k	255k	1,200-1,400	1,300
Pre-sales Architect	210k-240k	225k	1,050-1,250	1,150
Solution Architect	200k-230k	215k	900-1,200	1,050
Designer	170k-200k	185k	800-1,000	900

## DevOps

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
DevOps/SRE Manager	240k-270k	255k	1,150-1,300	1,225
DevOps Architect	220k-250k	235k	1,000-1,300	1,150
Senior DevOps Engineer	190k-220k	205k	1,000-1,200	1,100
DevOps Engineer	160k-190k	175k	900-1,100	1,000
Junior DevOps Engineer	130k-160k	145k	700-900	800

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Cyber Security

## Cyber Security

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Security Pre-Sales Architect	210k-250k	230k	1,050-1,250	1,150
Senior Red Team (Penetration Tester   Ethical Hacker)	180k-270k	225k	900-1,400	1,150
Cyber Security Architect	200k-240k	220k	1,000-1,300	1,150
Cyber Security Manager	190k-230k	210k	1,000-1,300	1,150
IAM Engineer	190k-220k	205k	900-1,200	1,050
DevSecOps Engineer	190k-220k	205k	900-1,200	1,050
Incident Response Specialist	190k-220k	205k	800-1,200	1,000
GRC Consultant	180k-220k	200k	900-1,200	1,050
SIEM Engineer	180k-220k	200k	800-1,200	1,000
Cyber Security Engineer	180k-210k	195k	800-1,200	1,000
Threat Intelligence Specialist	180k-210k	195k	900-1,100	1,000
Senior Security Analyst	160k-200k	180k	900-1,100	1,000
Red Team (Penetration Tester   Ethical Hacker)	140k-180k	160k	700-900	800
Cyber Security Analyst	130k-160k	145k	600-800	700

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Senior Appointments

## Leadership

	Permanent (per annum)		Contract (per day)	
Role	Range	Average	Range	Average
Chief Data Officer	300k-400k	350k	1,900-2,300	2,100
CIO	260k-400k	330k	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.*

## Transformation

## Agile

	Permanent (per annum)		Contract (per day)	
Role	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

	Permanent (per annum)		Contract (per day)	
Role	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

## Change

	Permanent (per annum)		Contract (per day)	
Role	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

	Permanent (per annum)		Contract (per day)	
Role	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.*

## Business Applications

## Business Intelligence and Analytics

	Permanent (per annum)		Contract (per hour)	
Role	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

	Permanent (per annum)		Contract (per hour)	
Role	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.*

## Development & Testing

## Testing Services

	Permanent (per annum)		Contract (per hour)	
Role	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

	Permanent (per annum)		Contract (per hour)	
Role	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.*



## Digital

## Design

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

## Emerging Technologies

## RPA

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

## AI & Machine Learning

	Permanent (per annum)		Contract (per hour)	
Role	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.*

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

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

All salaries are inclusive of superannuation and exclusive of bonuses.

Transformation

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

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.

Infrastructure

Operations

	Permanent (per annum)		Contract (per hour)	
Role	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

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

	Permanent (per annum)		Contract (per hour)	
Role	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

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

All salaries are inclusive of superannuation and exclusive of bonuses.

Infrastructure

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.

## Management

	Permanent (per annum)		Contract (per hour)	
Role	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

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

## Architecture

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

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Development/Testing

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

## Infrastructure

	Permanent (per annum)		Contract (per hour)	
Role	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	75k-100k	87.5k	45-75	60

*All salaries are inclusive of superannuation and exclusive of bonuses.*

## Digital, Applications & Development

## Data

	Permanent (per annum)		Contract (per hour)	
Role	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

	Permanent (per annum)		Contract (per hour)	
Role	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.*



## Infrastructure & Security

## Management

	Permanent (per annum)		Contract (per hour)	
Role	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

	Permanent (per annum)		Contract (per hour)	
Role	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

	Permanent (per annum)		Contract (per hour)	
Role	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

	Permanent (per annum)		Contract (per hour)	
Role	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.

## Transformation

## Projects

	Permanent (per annum)		Contract (per day)	
Role	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

	Permanent (per annum)		Contract (per day)	
Role	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.*

## Analytics & Business Intelligence

RPA				
	Permanent (per annum)		Contract (per hour)	
Role	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.*

## AI & Machine Learning

## Business Applications

ERP/CRM

*All salaries are inclusive of superannuation and exclusive of bonuses.*

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
Senior CMS Developer	130k-150k	140k	85-105	95
Mobile Application Developer - IOS/Android/Windows	135k-160k	147.5k	90-125	107.5

All salaries are inclusive of superannuation and exclusive of bonuses.

Development & Testing

Application Development

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
.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

All salaries are inclusive of superannuation and exclusive of bonuses.

## Digital

## Design

	Permanent (per annum)		Contract (per hour)	
Role	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

## Senior Appointments

## Leadership

	Permanent (per annum)		Contract (per hour)	
Role	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

*All salaries are inclusive of superannuation and exclusive of bonuses.*



## Senior Appointments

## Leadership

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
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.*

Transformation

Projects

	Permanent (per annum)		Contract (per hour)	
Role	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

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

Change

	Permanent (per annum)		Contract (per hour)	
Role	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.

## Business Analysis

	Permanent (per annum)		Contract (per hour)	
Role	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

	Permanent (per annum)		Contract (per hour)	
Role	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.*

Sales

ICT Sales

	Permanent (per annum)	
Role	Range	Average
Sales Manager (Enterprise)	220k-260k	240k
Sales Manager	180k-220k	200k
Business Development Manager (Enterprise)	180k-220k	200k
Business Development Manager	140k-180k	160k
Account Manager (Enterprise)	140k-170k	155k
Account Manager	115k-140k	127.5k

Infrastructure

Operations

	Permanent (per annum)		Contract (per hour)	
Role	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

All salaries are inclusive of superannuation and exclusive of bonuses.

Infrastructure

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

	Permanent (per annum)		Contract (per hour)	
Role	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

DevOps

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

All salaries are inclusive of superannuation and exclusive of bonuses.

Infrastructure

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.

## Senior Appointments - Leadership

	Permanent (per annum)		Contract (per hour)	
Role	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
Product Owner	140k-160k	150k	100-130	115

## Architecture

	Permanent (per annum)		Contract (per hour)	
Role	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

	Permanent (per annum)		Contract (per hour)	
Role	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

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



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

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

Business Transformation

Transformation - Projects

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Programme Manager	180k-250k	215k	150-160	155
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

Transformation - 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

## Senior Appointments - Leadership

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
CIO / CTO	260k-300k	280k	175-240	207.5
Chief Digital Officer	300k-330k	315k	175-240	207.5
Head of Digital	250k-280k	265k	155-210	182.5
IT Manager / IT Operations	160k-180k	170k	115-145	130
Delivery Lead / Tech Lead	130k-150k	140k	115-145	130

## Architecture

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Enterprise Architect	160k-200k	180k	135-190	162.5
Solution Architect	140k-170k	155k	125-145	135
Data Architect	140k-170k	155k	125-155	140

## Security

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Cyber Security Architect	160k-200k	180k	135-185	160
Cyber Security Consultant	140k-170k	150k	115-175	145
Cyber Security Engineer	130k-150k	140k	115-155	135
Penetration Tester	120k-140k	130k	115-155	135
Cyber Security Analyst	120k-140k	130k	95-135	115
Security C&A Specialist	120k-140k	130k	115-170	142.5

Infrastructure

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
DevOps Engineer	140k-180k	160k	115-145	130
Site Reliability Engineer	140k-180k	160k	115-145	130
Platform	140k-180k	160k	115-145	130
Cloud Engineer	130k-160k	145k	115-145	130
Network Engineer	100k-120k	110k	75-125	100
Modern Workplace Specialist	100k-120k	110k	75-125	100
Systems Engineer	100k-120k	110k	85-125	105
Service Desk Manager	110k-130k	120k	85-110	97.5
Desktop/App Support	70k-100k	85k	50-85	67.5
Help Desk/ Service Desk Analyst	70k-100k	85k	45-85	65

Digital & Design

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Product Manager	130k-160k	145k	125-155	140
Product Owner	120k-160k	140k	115-135	125
Agile Coach	130k-160k	145k	125-155	140
Scrum Lead	140k-160k	150k	115-135	125
Scrum Master	120k-150k	135k	105-125	115
Release Train Engineer	120k-140k	130k	95-125	110
Senior UX/UI Designer	120k-140k	130k	95-125	110
UX/UI Designer	100k-130k	115k	85-115	100

Testing

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Test Manager	160k-180k	170k	115-135	125
Test Lead	140k-170k	155k	105-125	115
Senior Test Analyst	120k-140k	130k	95-125	110
Automation Tester	120k-150k	135k	105-135	120
Mobile Tester	120k-140k	130k	105-135	120
Test Analyst/QA	100k-120k	110k	75-105	90

Development

Role	Permanent (per annum)		Contract (per hour)	
	Range	Average	Range	Average
Development Manager	160k-180k	170k	125-155	140
Development Lead	140k-170k	155k	115-145	130
Senior Developer	130k-160k	145k	105-135	120
Mobile Developer	100k-140k	120k	115-140	127.5
Integration Enigneer	110k-150k	130k	105-135	120
Developer	100k-140k	120k	85-125	105
Senior UX/UI Designer	120k-140k	130k	95-125	110
UX/UI Designer	100k-130k	115k	85-115	100

Data & Business Intelligence

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Data Scientist	110k-130k	120k	105-165	135
Data Lead	140k-170k	155k	110-155	132.5
Database Analyst	100k-130k	115k	85-125	105
Database Administrator	90k-120k	105k	85-115	100
BI Consultant	120k-150k	135k	105-125	115
BI Developer	110k-130k	120k	105-125	115
Reporting Analyst	100k-120k	110k	85-115	100

Business Transformation

	Permanent (per annum)		Contract (per hour)	
Role	Range	Average	Range	Average
Programme Director	200k-300k	250k	180-250	215
Programme Manager	180k-220k	200k	160-200	180
EPMO Manager	180k-250k	215k	140-180	160
Project Manager	140k-170k	155k	120-160	140
Business Change Manager	140k-160k	150k	140-180	160
Business Analyst	100k-140k	120k	100-140	120
Service Designer	110k-150k	130k	120-160	140
EPMO Analyst	100k-130k	115k	110-140	125
EPMO Advisor	100k-150k	125k	130-150	140
Programme Coordinator	95k-110k	102.5k	90-110	100
Project Coordinator	70k-100k	85k	70-100	85

## Senior Appointments - Leadership

	Permanent (per annum)		Contract (per hour)	
Role	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

## Architecture

	Permanent (per annum)		Contract (per hour)	
Role	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

	Permanent (per annum)		Contract (per hour)	
Role	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



## Infrastructure

	Permanent (per annum)		Contract (per hour)	
Role	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

	Permanent (per annum)		Contract (per hour)	
Role	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

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

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

Business 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	120-150	135
Business Change Manager	130k-160k	145k	125-160	142.5
Business Analyst	110k-140k	125k	115-135	125
Service Designer	110k-150k	130k	120-140	130
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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