

NEW ZEALAND

Recruitment in New Zealand remained buoyant across most sectors in 2014, with high confidence and low unemployment rates (circa 5%) following a strong year in 2013.

The general election caused only minimal disruption, while the incumbent government's re-election delivered a boost to business confidence and helped to stimulate hiring activity.

The country's primary industries – dairy, forestry and farming – continued to perform reasonably well during the year, with a positive knock-on effect for specialist recruitment among support services and suppliers. Falling dairy prices in 2014 may negatively impact the economy in 2015 and beyond if the current downward trend continues. The ongoing city-wide rebuilding work in Christchurch, following the earthquake of 2011, also stimulated investment in infrastructure. This, combined with residential housing shortages in Auckland, weathertightness remedial work and preemptive earthquake resilience work, increased momentum within the construction industry nationally.

NEW ZEALAND

COUNTRY OVERVIEW



Throughout the year we saw increased hiring in a number of areas, with a strong focus on technology, sales, marketing and newly created roles in finance and operations, providing

a clear sign that businesses are investing in growth. With increased confidence and funds available, we expect companies to continue on this positive recruitment path in 2015.

AUCKLAND

Auckland continued to grow at a higher rate than any other city in New Zealand, expanding as a hub for commerce and industry. During the year we saw increased hiring activity focused on sales and marketing, IT and finance. Job opportunities opened up in the export sector too, as the weakened New Zealand dollar improved international trading conditions.

Increased candidate confidence meant people were more willing to move between roles, although hiring managers still struggled to find the skills they needed. In many disciplines we saw a shortage of candidates with three to four years' post-qualified commercial experience. Some companies looked to New Zealanders returning from the UK and Australia to help fill positions – particularly in finance, e-commerce and IT project delivery.

In line with 2014, we don't expect large salary increases in the year ahead, although in-demand candidates with multiple offers can expect 5-10% increments when moving.

WELLINGTON

As in 2013, the market in Wellington was largely driven by public sector restructuring and transformation initiatives. This, combined with increased candidate movement and a significant boost in hiring confidence, led to improved results across the majority of professional recruitment disciplines.

We saw steady demand for candidates to fill public sector project delivery related roles, such as business analysts and project managers, with a strong focus on improving customer experience through the use of technology.

The general election and its outcome ensured the Wellington market didn't lose any momentum leading into 2015. Increased project activity and confidence also stimulated demand for permanent and contract IT professionals and candidates in property, engineering, construction and health & safety.

Looking ahead, we expect competition for talent to intensify as conditions in New Zealand improve. With increased commercial opportunities and ongoing business and public sector transformation, market conditions will continue to move towards candidate shortages across most professional recruitment disciplines.



We expect competition for talent to intensify as market conditions improve and we move towards candidate shortages across most disciplines.

AUCKLAND

ACCOUNTING & FINANCE

Growing confidence in the market led to increased hiring activity across a number of industries during 2014. Considerable emphasis was placed on business restructuring, especially in the FMCG sector, resulting in companies creating a large number of new permanent and contract roles. Technical accounting professionals were in particular demand ahead of year-end, while the focus switched to business partnering roles during the second half of 2014 as companies looked to drive revenue and target further growth.

We expect to see these trends continue in 2015, with a focus on hiring multi-skilled professionals across all levels. The ideal candidate will not only be qualified, but will also have strong commercial acumen and experience to help support business growth. There will be particular demand for customer-facing professionals who can partner effectively with the wider business.

Financial accountants with this skill set will be especially hard to find.

Strong competition for professionals who are strategically aware and possess good analytical skills has already led to a shortage in the marketplace. We recommend hiring managers act as quickly as possible and have a firm idea of the skill sets they are ideally looking for, while remaining flexible on 'nice-to-haves' in view of the candidate-short market. Due to a rise in counter-offers and competition for top talent, it will be more important than ever for organisations to sell themselves to potential employees.

Over the past 12 months salaries remained largely unchanged during the initial stages of the recruitment process. However, with many candidates receiving counter-offers from their current employer or multiple job offers, companies have had to increase remuneration in the final stages of the recruitment process.

Hiring managers will continue to be very selective in 2015 and we will see some salaries increase as companies try to secure the best candidates and protect existing talent. To retain key employees, companies are advised to carry out salary reviews, set out clear career development opportunities and encourage individuals to pursue further training.

KEY TRENDS

- Increased competition for candidates is likely to boost salaries throughout 2015.
- Hiring activity will be particularly focused on multi-skilled professionals with excellent commercial awareness and analytical skills.
- Financial accountants with value-adding business partnering skills will continue to be in high demand.
- Firms will need to hold salary reviews, encourage up-skilling and set out clear career progression paths to retain key talent.

“Salaries will increase in 2015 as companies try to secure the best candidates and protect existing talent.”

AUCKLAND

ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
Executive				
Chief Financial Officer	150 - 300k	170 - 300k	90 - 150	100 - 150
Financial Controller	120 - 200k	120 - 200k	65 - 100	70 - 100
Commercial Manager	120 - 200k	130 - 200k	65 - 100	70 - 100
Commercial Analyst	85 - 120k	90 - 130k	40 - 60	45 - 65
Finance Manager	90 - 130k	100 - 140k	55 - 75	50 - 75
Qualified				
Group Accountant	90 - 120k	90 - 120k	50 - 65	50 - 65
Tax Accountant	80 - 120k	80 - 120k	40 - 70	40 - 70
Financial Analyst (5+ yrs' exp)	90 - 120k	90 - 120k	45 - 70	45 - 65
Financial Accountant (5+ yrs' exp)	90 - 110k	90 - 120k	50 - 60	50 - 60
Management Accountant (5+ yrs' exp)	85 - 110k	90 - 115k	50 - 65	55 - 65
Systems Accountant	80 - 130k	80 - 130k	45 - 75	45 - 85
Treasury Accountant	70 - 130k	70 - 130k	35 - 70	35 - 65
Financial Accountant (0 - 4 yrs' exp)	70 - 90k	70 - 90k	37 - 50	35 - 50
Management Accountant (0 - 4 yrs' exp)	70 - 90k	70 - 90k	40 - 50	40 - 55
Financial Analyst (0 - 4 yrs' exp)	60 - 90k	60 - 90k	35 - 45	30 - 45
Payroll Manager	65 - 100k	65 - 100k	35 - 50	35 - 50
Credit Manager	65 - 100k	65 - 100k	35 - 50	35 - 50
Part and non-qualified				
Accounts Payable/Receivable - Manager	65 - 85k	65 - 85k	33 - 45	35 - 45
Financial Accountant - Degree	55 - 80k	60 - 80k	30 - 45	30 - 45
Assistant Accountant	55 - 70k	55 - 70k	25 - 35	27 - 35
Credit Controller	45 - 65k	50 - 65k	22 - 35	25 - 35
Accounts Assistant	45 - 55k	45 - 55k	20 - 30	22 - 30
Payroll Clerk/Payroll Officer	45 - 60k	50 - 65k	22 - 35	25 - 35
Accounts Payable/Receivable	45 - 55k	45 - 55k	20 - 30	20 - 30

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

AUCKLAND

BANKING & FINANCIAL SERVICES

An increasingly stable economy and growing confidence led firms within the banking and financial services sector to create an increasing number of temporary and permanent positions during 2014. In turn, this led to increased candidate confidence - the compliance market showed a particular spike in activity as some senior figures moved into new positions. The sector was also boosted by the arrival of two Chinese banks, and with rapid growth expected in 2015, we expect to see the creation of more new roles stemming from these banks over the next 12 months.

Continuous regulatory change in 2014 made individuals with legislative, regulatory,

compliance and risk management experience highly sought-after. Large financial institutions were also targeting junior and senior-level professionals with anti-money-laundering expertise. Small domestic talent pools exist across both areas, making suitable candidates returning from overseas prize targets for hiring managers. These individuals are likely to be presented with numerous offers.

We expect to see salaries increase slightly in 2015 as the market becomes more competitive, with multiple and counter-offers becoming increasingly common. A proactive and efficient recruitment process will be

essential, as will offering training and career advancement opportunities, especially when recruiting for junior roles. Companies unable to increase base salaries may need to offer enhanced packages that include competitive benefits.

We expect to see salaries increase slightly in 2015 as the market becomes more competitive.

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
Front Office				
Financial Markets - Analyst	85 - 135k	85 - 140k	50 - 70	50 - 75
Quantitative Analyst	75 - 105k	75 - 110k	45 - 65	45 - 70
Middle Office				
Treasury Manager	100 - 155k	100 - 155k	60 - 90	60 - 100
Product Controller	90 - 145k	100 - 150k	50 - 80	55 - 80
Fund Accountant CA/CPA	90 - 120k	90 - 120k	55 - 85	55 - 85
Senior Credit Analyst	90 - 120k	90 - 120k	40 - 65	40 - 65
Senior Credit Manager	95 - 150k	95 - 150k	60 - 70	60 - 70
Business Analyst	85 - 120k	85 - 125k	60 - 100	60 - 100
Fund Accountant - Degree	75 - 100k	75 - 100k	50 - 70	50 - 70
Back Office				
Settlements	50 - 70k	50 - 75k	30 - 35	30 - 40
Risk & Compliance				
Market Risk Manager	105 - 160k	105 - 160k	55 - 80	55 - 80
Market Risk Analyst	80 - 115k	80 - 115k	45 - 65	45 - 65
Credit Risk Analyst	70 - 95k	70 - 95k	35 - 60	35 - 60
Compliance Manager	110 - 165k	115 - 170k	60 - 100	60 - 100
Compliance Officer	65 - 100k	65 - 100k	35 - 55	35 - 55

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AUCKLAND

HUMAN RESOURCES & OH&S

A strengthening economy led to a busy start to 2014 for HR and occupational health and safety recruitment. Although activity eased as the year progressed, new temporary and permanent positions were created at all levels, with HR professionals specialising in learning and development and operational development in high demand. However, with many Auckland firms still cautious about recruiting full-time roles, fixed term contracts lasting six to twelve months were typical.

We expect to see a continued increase in HR hiring activity during 2015, particularly on a temporary and project basis, as company headcount rises to support further growth. As a result we expect demand for operational development and learning and development professionals to continue in 2015, while the number of generalist HR roles should remain steady for the first half of the year.

Further economic growth in New Zealand could also see businesses hiring in-house

recruiters to accommodate growth, along with HR candidates experienced in organisational development and employee training. An overhaul of health and safety legislation in the country is also likely to have a knock-on effect on demand for specialists in this area.

As the number of permanent HR positions increases, we expect hiring managers to struggle to find quality candidates for temporary roles. Contractor rates are therefore likely to remain high in 2015 and organisations may need to offer higher rates in order to secure the best talent, particularly in areas such as learning and development.

Small salary increases were seen across the board in 2014, with specialists attracting the biggest pay rises. However, employees see career progression as their top consideration and companies may need to enhance development and training opportunities in order to retain staff, deter headhunting and attract top talent.



KEY TRENDS

- The arrival of new health and safety legislation is likely to have a knock-on effect on demand for specialists.
- Operational development and learning and development specialists will be highly sought-after as Auckland firms target further growth.
- With permanent positions increasing steadily, competition for quality candidates on the temporary market is increasing.
- Skills shortages in areas such as learning and development will lead to salary increases as businesses focus on employee engagement and retention.

“ Career progression is key for candidates in 2015 and employers may need to enhance development and training opportunities in order to retain and attract top talent.”

AUCKLAND

HUMAN RESOURCES & OH&S

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
Generalist				
HR Director	150 - 250k	150 - 250k	80 - 150	80 - 150
HR Manager	95 - 160k	95 - 160k	50 - 80	55 - 85
HR Business Partner	90 - 130k	90 - 135k	50 - 70	50 - 75
HR Consultant	80 - 110k	80 - 110k	40 - 60	40 - 65
HR Analyst	60 - 90k	65 - 95k	30 - 55	30 - 55
HR Advisor	60 - 90k	60 - 95k	30 - 50	30 - 50
HR Co-ordinator	45 - 60k	45 - 62k	25 - 30	25 - 32
HR Administrator	40 - 55k	40 - 55k	20 - 30	20 - 30
Specialist				
Change Manager	130k+	130k+	70 - 140	70 - 140
Organisational Development Manager	100 - 140k	100 - 140k	50 - 75	50 - 80
Remuneration Manager	95 - 150k	95 - 150k	50 - 80	50 - 80
Learning & Development Manager	95 - 135k	95 - 135k	50 - 70	50 - 75
Recruitment Manager	85 - 130k	85 - 135k	45 - 70	45 - 70
Organisational Development Consultant	75 - 110k	80 - 115k	40 - 60	45 - 65
Training Manager	65 - 90k	65 - 95k	35 - 50	40 - 55
Learning & Development Advisor	65 - 80k	65 - 82k	30 - 45	35 - 50
Remuneration Officer	60 - 80k	60 - 85k	30 - 40	30 - 40
Recruitment Advisor	60 - 80k	60 - 85k	30 - 45	30 - 45
Training Facilitator	50 - 70k	50 - 70k	25 - 40	25 - 40
Learning & Development Co-ordinator	45 - 55k	45 - 55k	20 - 30	20 - 30
OH&S				
Manager	80 - 150k	80 - 150k	45 - 75	50 - 80
Officer	55 - 75k	55 - 80k	30 - 45	30 - 50

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AUCKLAND

INFORMATION TECHNOLOGY

We saw consistent levels of demand across most technical disciplines in 2014, driven by an increase in IT project and development spending. This in turn was supported by growing confidence in the country's economy due to major re-engineering and transformation projects, and increased e-commerce, mobile and digital development.

We expect companies to continue to invest in technology during 2015 as they look to support growth objectives, increase efficiency and profitability, and gain a competitive edge. As a result, hiring managers will target candidates who are strategically aware and can meet both IT and business objectives.

Project managers and business analysts are set to be popular hiring choices in 2015, along with developers, testers and business intelligence professionals. The most sought-after professionals will be front-end and mobile developers, UX/UI designers and

online producers, as firms look to expand their e-commerce capability. Large organisations embarking on transformation programmes will find project managers and business analysts with proven track records of delivering complex projects in short supply. In addition, as businesses start to collect and dissect large amounts of data, business intelligence and big data specialists will be required.

Salaries generally remained unchanged in 2014, although mobile developers, experienced business analysts and project managers were among those that commanded increases. Multiple and counter-offers also became more common, leading to salary increases for some job-movers. Pay rises are not anticipated across operational IT roles in 2015 but we expect to see a small increase in contract rates in areas where demand outstrips supply, such as development and project-focused roles.

Hiring managers will need a firm idea of their essential requirements when recruiting, while remaining flexible and ready to negotiate when necessary to secure the best talent. We recommend firms move quickly once a preferred individual has been identified.

KEY TRENDS

- Increased spending on IT projects will lead to steady demand in 2015.
- Experienced project managers and business analysts will be scarce as many large firms embark on transformation programmes.
- Small increases in salaries and contract rates are likely as demand exceeds supply for development and project-focused positions.

“ Pay rises are not anticipated across operational roles in 2015 but we expect a small increase in contract rates in areas where demand outstrips supply.

AUCKLAND

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
Projects				
Programme Manager	130k+	140 - 180k	130 - 160	130 - 160
Senior Project Manager	100 - 120k	120 - 150k	100 - 120	100 - 130
Senior Business Analyst	90 - 125k	100 - 130k	80 - 100	80 - 110
Project Manager	75 - 100k	80 - 100k	65 - 100	65 - 105
Business Analyst	75 - 95k	75 - 95k	50 - 80	55 - 80
Project/Programme Co-ordinator	60 - 75k	60 - 80k	45 - 65	45 - 65
Infrastructure				
CIO/CTO	180k+	180k+	180+	180+
Solution Architect - Applications	110 - 140k	110 - 160k	100 - 120	100 - 130
Solution Architect - Infrastructure	100 - 130k	100 - 145k	90 - 120	90 - 120
Manager - IT Operations	100 - 140k	100 - 140k	80 - 120	80 - 120
Security Specialist	90 - 120k	90 - 130k	90 - 120	90 - 125
Senior Systems Administrator	80 - 100k	80 - 110k	70 - 90	70 - 90
Manager - Service Desk	75 - 90k	75 - 90k	60 - 80	60 - 80
Systems Administrator	55 - 70k	55 - 70k	35 - 60	35 - 60
Senior Help Desk/Desktop/Apps Support	55 - 65k	60 - 75k	30 - 40	30 - 45
Help Desk/Desktop/Apps Support	45 - 55k	45 - 60k	25 - 35	25 - 35
Development/Testing				
Manager - Development	120 - 130k	120 - 140k	90 - 120	90 - 120
Manager - Testing	100 - 120k	100 - 120k	90 - 110	90 - 110
Senior Developer - .Net, Java	80 - 120k	85 - 120k	80 - 100	85 - 110
Senior Tester	70 - 85k	70 - 90k	60 - 80	60 - 85
Developer - .Net, Java	50 - 85k	55 - 80k	40 - 80	50 - 80
Tester	50 - 70k	50 - 70k	40 - 60	40 - 60
ERP/CRM/DBA				
ERP Functional Consultant	85 - 110k	90 - 115k	90 - 120	90 - 120
Senior Database Administrator	85 - 110k	85 - 110k	70 - 90	70 - 90
Database Administrator	60 - 70k	60 - 75k	40 - 50	40 - 55

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AUCKLAND

LEGAL

The legal market in Auckland remained steady throughout 2014. Competition for junior positions was high, whilst law firms struggled to retain talent at the three to six years' experience level, typically when young lawyers look to develop their careers abroad. At the senior level, limited space within law firms meant increased competition for senior associate-level positions.

The in-house market continued to be in demand, with many lawyers returning from working overseas using their relocation as an opportunity to move in-house. With a high portion of lawyers in the market already looking for similar opportunities, competition for these roles will continue in 2015.

Mid-level (three to six years' experience)

candidates returning from abroad with banking/finance, corporate/commercial, tax and property experience will be most sought-after. Competition for top-tier candidates at this level will be high throughout 2015 and employers should anticipate that many candidates will receive multiple offers.

Competition will remain fierce for senior associate roles in private practice due to the limited number of roles available, and the policy of many firms is not to hire externally for this level of position. Even lawyers returning home with top-tier global experience are required to prove themselves in a firm before being promoted to senior associate-level.

Salaries remained stable in 2014 and only small increases are anticipated in 2015,

however, sign on bonuses and relocation packages may need to be offered to secure the best candidates returning from abroad. We also anticipate that total compensation for the top-performing private practice lawyers will be boosted by bonuses in 2015.

We anticipate that total compensation for the top-performing private practice lawyers will be boosted by bonuses in 2015.

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2014	2015
Private Practice		
Partner	90 - 150k+	120k+
Senior Associate	120 - 230k	120 - 230k
Associate	100 - 180k	100 - 180k
Senior Solicitor	70 - 165k	75 - 165k
3 yrs' PQE	53 - 85k	55 - 85k
2 yrs' PQE	43 - 65k	45 - 65k
1 yr PQE	40 - 60k	40 - 60k
Graduate	35 - 45k	40 - 45k
In-house		
General Counsel/Chief Legal Advisor	140k+	150k+
Senior Legal Counsel/Solicitor	80 - 160k	80 - 160k
Legal Counsel/Solicitor	45 - 95k	50 - 100k
Graduate	40 - 60k	40 - 50k

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AUCKLAND

PROCUREMENT & SUPPLY CHAIN

Numerous business restructures contributed to an active hiring market in the second half of 2014, following a positive start to the year. New temporary and permanent supply chain and procurement positions were created as firms met new staffing requirements. The number of opportunities at senior and mid-management level increased, especially across the FMCG, engineering and manufacturing industries. The abundance of new roles made it difficult for hiring managers to secure top candidates as they tended to receive multiple job offers.

Demand for high-calibre procurement specialists will remain high due to rises in demand and anticipated candidate shortages. Procurement and planning specialists in the

\$85-110k salary bracket will be in particularly high demand. Additionally, the market for experienced procurement managers will remain buoyant, with firms searching for candidates with managerial experience, even if that only extends to small teams.

Organisations are likely to have difficulty hiring senior procurement and supply chain professionals with at least five years' management experience in a relevant industry. With 2015 set to continue last year's growth trends, we recommend hiring managers keep recruitment process times to a minimum as candidates will continue to receive multiple offers and existing employers may well counter-offer in a bid to retain top talent.

Salaries increased slightly in 2014 and that trend is set to continue, with larger pay rises for the most sought-after candidates.

“ Small salary increases are expected across the board, although those with in-demand skills may receive substantial increases. ”

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2014	2015
Procurement		
Procurement Director	125 - 200k	125 - 200k+
Procurement Manager	100 - 150k	100 - 160k
Strategic Sourcing Manager	100 - 140k	100 - 150k
Contracts/Relationship Manager	90 - 130k	90 - 130k
Procurement Specialist	85 - 125k	85 - 125k
Tenders Advisor	55 - 80k	55 - 80k
Procurement Co-ordinator	50 - 65k	50 - 68k
Contracts Administrator	50 - 65k	50 - 68k
Supply Chain		
Distribution Centre Manager	100 - 150k	100 - 150k
Demand/Supply Planning Manager	100 - 130k	100 - 135k
Operations Manager	90 - 140k	90 - 150k
Supply Chain Manager	90 - 130k	90 - 140k
Demand/Supply Planner	70 - 100k	70 - 100k
Logistics Manager	85 - 130k	90 - 140k

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AUCKLAND

SALES, MARKETING & COMMUNICATIONS

The recruitment market for sales and marketing experienced a buoyant year in 2014 compared to 2013. While company restructures across all sectors saw some redundancies at a senior and executive level during the first half of 2014, improved trading conditions led companies to recruit contractors to fill skills gaps - mainly across support positions in marketing, communications and trade marketing. With company rebuilds complete, increased hiring activity is expected to continue in 2015.

A major rebrand of New Zealand's largest telecommunications company pushed firms in the services sector to make strategic changes to their product and marketing teams in 2014. This resulted in fierce competition between employers to recruit top talent in integrated digital marketing. Technical product managers with pricing experience remain in high demand, but a shortage means recruiters in the information technology and

telecommunication sector will have to focus on overseas markets to source skilled specialists.

The end of 2014 saw increased hiring across the FMCG sector for commercial marketers with strong business acumen. A change in channel focus will see companies target experienced sales candidates and commercial managers with marketing and finance qualifications and skills. Hiring managers in this sector can expect to have difficulty sourcing insights and innovation managers as the demand to grow unique product offerings increases. In the past, only large corporations had the resource for these specialists.

We expect professional and financial services companies to hire more customer experience specialists in 2015, while a focus on digital channels will drive demand for content managers, copywriters and social media managers. Integrated marketers with the

necessary skills to manage the overall customer experience across multiple channels will be in short supply.

Shorter and tighter recruitment processes will help businesses secure candidates in a strong market and firms may want to consider finding a psychometric testing partner to ensure consistency across hires during the year.

Base salaries for sales and marketing professionals increased marginally in 2014, as did the number of candidates receiving counter-offers. We anticipate stable salaries in 2015, with companies relying on enhanced packages to entice preferred candidates.

KEY TRENDS

- Strategic decisions on team structures and channel focus will lead to increased hiring but we expect salaries to remain stable.
- Caution over new hires following company restructures will mean a buoyant contracting market across all sectors.
- Demand will be high for multi-disciplined job-movers as firms seek business partners equipped to work across various business units.
- Companies will create specialist teams focused on insights, innovation and shopper marketing, with a view to bringing these skill sets in-house.

“Base salaries will remain stable in 2015, although companies are likely to use enhanced benefits to reward and retain staff.”

AUCKLAND

SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
Sales				
Sales Director	185 - 225k	190 - 230k	100 - 125	100 - 130
National Sales Manager	130 - 160k	130 - 170k	80 - 90	80 - 90
National Account Manager	100 - 130k	100 - 130k	55 - 60	55 - 65
Business Development Manager	80 - 110k	80 - 110k	45 - 55	45 - 55
Key Account Manager	80 - 120k	90 - 120k	45 - 55	45 - 55
Account Manager	65 - 80k	70 - 85k	40 - 50	45 - 50
Sales/Market Analyst	65 - 80k	65 - 80k	40 - 60	40 - 60
Sales/Account Executive	60 - 75k	60 - 80k	35 - 45	35 - 45
Territory Manager	55 - 65k	55 - 70k	30 - 40	30 - 40
Sales Representative	50 - 60k	50 - 60k	30 - 35	30 - 35
Sales Administration/Support	45 - 55k	45 - 55k	25 - 30	25 - 30
Marketing				
Marketing Director	180 - 220k	180 - 230k	100 - 120	100 - 125
Marketing Manager	120 - 140k	120 - 145k	55 - 65	55 - 65
Market Research/Insights Manager	110 - 140k	110 - 140k	60 - 90	60 - 80
Category Manager	100 - 120k	95 - 120k	55 - 65	50 - 65
Product Manager	95 - 130k	90 - 135k	50 - 60	45 - 65
Digital/Online Manager	90 - 110k	90 - 120k	45 - 55	45 - 60
Sponsorship & Events Manager	90 - 110k	90 - 110k	45 - 55	45 - 55
Trade Marketing Manager	80 - 120k	90 - 115k	40 - 60	40 - 55
Brand Manager	73 - 110k	75 - 120k	35 - 65	35 - 60
Assistant Brand/Product Manager	60 - 75k	60 - 75k	30 - 40	30 - 35
Marketing Co-ordinator	45 - 60k	45 - 60k	25 - 30	25 - 30
Communications				
PR/Corporate Affairs Manager	90 - 120k	90 - 130k	45 - 60	45 - 65
Communications Manager	90 - 120k	90 - 130k	60 - 70	50 - 70

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AUCKLAND

SECRETARIAL & BUSINESS SUPPORT

In the first half of 2014 the secretarial and business support sector saw strong demand for temporary and contract staff. However, following the approval of budgets and headcount for the new financial year, focus switched to permanent roles. An increase in counter-offers made recruiting more difficult and hiring managers were required to streamline their processes to secure top talent.

In the secretarial market, corporate receptionists will be sought-after in 2015 due to a shortage of job-movers with one to two years' experience. Junior-level corporate receptionists will be particularly challenging to source as they tend to be focused on rapid career progression.

Across the business support and secretarial market, experienced professionals with clearly-defined skill sets, who can make an immediate impact and possess a good track record, will be most sought-after. Highly-skilled senior executive assistants and personal assistants will be particularly challenging to source.

Salaries remained steady across all levels in 2014 and we expect this to continue in 2015. Hiring managers may need to raise salaries and offer attractive packages to secure candidates with highly-valued large corporate experience.

“Salaries will remain stable but firms may need to increase wages for in-demand candidates with industry experience.”

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
Business Support				
Executive Assistant	70 - 95k	75 - 95k	35 - 50	35 - 50
Office Manager	50 - 70k	50 - 70k	25 - 40	25 - 35
Personal Assistant	50 - 70k	55 - 70k	22 - 38	25 - 35
Team Administrator	42 - 55k	42 - 55k	20 - 28	20 - 28
Corporate Receptionist	45 - 52k	45 - 52k	22 - 30	22 - 26
Events Co-ordinator	40 - 65k	45 - 65k	20 - 25	22 - 26
Marketing Administrator	40 - 50k	40 - 50k	20 - 30	20 - 26
Sales Co-ordinator	40 - 55k	45 - 55k	20 - 28	20 - 28
Administrator	40 - 55k	40 - 55k	20 - 26	20 - 26
Data Entry Operator	35 - 45k	35 - 45k	18 - 25	18 - 25
Receptionist	35 - 45k	35 - 45k	18 - 22	18 - 22
Contact Centre				
Team Leader	65 - 75k	65 - 75k	25 - 28	25 - 28
Customer Service Administrator	35 - 45k	35 - 45k	18 - 23	18 - 23

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WELLINGTON

ACCOUNTING & FINANCE

In 2014, recruiting activity was consistent across the permanent and contract job markets in Wellington thanks to steady economic growth. Contractor vacancies ranged from junior roles through to senior finance positions and, encouragingly, new initiatives were being resourced as well as 'business-as-usual' projects.

A number of larger firms adapted their organisational structure to boost efficiency and support business partnering in 2014. As a result, core roles, including financial and management accounting, were centralised to improve standards and consistency. Companies also hired business partners in specific areas of their organisation and charged them with optimising performance, increasing revenue, managing costs and influencing senior decision-makers. In 2015, we expect hiring managers to target candidates with these strategic skills.

Salary increases were noted across key

accounting and finance positions in 2014 and the expectation for 2015 is that wages will move in line with inflation. However, candidates with niche skills like IFRS or GAAP will be in a position to dictate terms due to a continued shortage of technical accountants who can engage with businesses and offer sound commercial advice. Hiring managers may consider business advisory and audit professionals directly out of practice as a result.

The emergence of business partnering roles opened up a new career path for senior finance professionals and has increased competition for skills at the finance manager/financial controller level. Mid to senior-level professionals are benefitting from enhanced packages, so it's important for add-ons to be properly promoted during the recruitment process. As the general accounting and finance recruitment market becomes candidate short, we recommend hiring managers move quickly to secure

preferred candidates. Job-movers typically cite a lack of career progression in their current role as their key reason for leaving - something organisations' retention plans should address.

KEY TRENDS

- Continuing economic confidence will encourage more candidates to seek promotion opportunities in 2015.
- New mid to senior-level positions will become available as companies focus on creating business partnering roles.
- Good marketing of benefits will help attract mid to senior-level candidates.
- Candidates with two to seven years' post qualification experience who are technically strong will be in high demand.

“Salaries will follow inflation but for roles demanding very niche skills, we will see bigger increases.”

WELLINGTON

ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
Executive				
Chief Financial Officer	160 - 300k	160 - 300k	80 - 150	90 - 150
Financial Controller	130 - 170k	130 - 180k	80 - 120	80 - 120
Tax Accountant	100 - 140k	80 - 130k	65 - 95	65 - 85
Finance Manager	100 - 150k	100 - 150k	65 - 90	65 - 100
Commercial Manager	100 - 140k	100 - 150k	70 - 90	70 - 90
Qualified				
Financial Accountant CA (5+ yrs' exp)	90 - 110k	90 - 120k	60 - 75	60 - 75
Management Accountant (6+ yrs' exp)	90 - 120k	100 - 120k	65 - 85	70 - 90
Financial Analyst (5+ yrs' exp)	80 - 110k	90 - 115k	50 - 75	65 - 80
Group Accountant	80 - 120k	85 - 120k	50 - 70	60 - 70
Cost Accountant	80 - 110k	85 - 110k	60 - 80	60 - 80
Treasury Accountant	80 - 110k	85 - 110k	55 - 85	55 - 85
Systems Accountant	75 - 115k	85 - 110k	65 - 90	65 - 90
Management Accountant (3 - 5 yrs' exp)	75 - 95k	80 - 95k	55 - 75	55 - 75
Financial Analyst (0 - 4 yrs' exp)	65 - 90k	70 - 90k	40 - 65	40 - 70
Financial Accountant CA (0 - 4 yrs' exp)	75 - 90k	70 - 90k	45 - 70	45 - 70
Credit Manager	60 - 90k	60 - 90k	30 - 50	30 - 50
Auditor	75 - 110k	75 - 100k	55 - 85	55 - 85
Part and non-qualified				
Financial Accountant - Degree	65 - 85k	65 - 85k	40 - 55	40 - 55
Payroll Manager	65 - 90k	65 - 90k	30 - 60	30 - 60
Accounts Payable/Receivable - Manager	75 - 90k	70 - 85k	40 - 50	40 - 50
Assistant Accountant	50 - 65k	50 - 65k	30 - 45	30 - 45
Credit Controller	45 - 60k	45 - 60k	25 - 40	25 - 40
Accounts Assistant	45 - 55k	45 - 55k	25 - 40	25 - 40
Payroll Clerk/Payroll Officer	40 - 60k	40 - 60k	25 - 40	25 - 40
Accounts Payable/Receivable	40 - 60k	40 - 60k	25 - 40	25 - 40

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

BUSINESS TRANSFORMATION & PROJECT DELIVERY

The business transformation and project delivery recruitment market saw steady demand for professional, business-focused candidates in 2014. Business analysts and project management professionals were highly sought-after due to large ongoing transformation programmes. The market ahead of the general election was uncertain but as the government remained unchanged, confidence recovered and we anticipate an increase in permanent and temporary roles in 2015.

Hourly rates increased for business analysts and change management contractors in 2014, along with permanent salaries for senior project management and business analyst roles, specifically for candidates with Agile and cloud experience. As greater emphasis is placed on enterprise-wide portfolio

strategies and the role of enterprise project management offices (EPMO), managers and directors with relevant skill sets will enjoy higher salaries.

Skill shortages and wage increases are also expected as several large enterprise-wide transformation programmes are due to start in Wellington in 2015. These schemes will drive demand for business analysts, project managers, change managers and programme co-ordinators with strong planning skills, especially experienced candidates who possess excellent stakeholder management skills.

It is expected that growing demand will see talent pools stretched and companies with fast and efficient recruitment processes will be in the best position to secure talented

professionals. As considerable activity is expected, career development strategies will help with staff retention. Providing permanent employees with varied project work and using contractors for more general tasks could also boost engagement.

Salaries will continue to rise as demand increases for professionals with enterprise project management office experience.

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
Business Transformation				
Programme Director	150 - 215k	160 - 225k	150 - 200	150 - 200
EPMO Manager	150 - 190k	150 - 230k	100 - 150	100 - 150
Risk & Assurance Consultant	145 - 170k	145 - 175k	150 - 200	150 - 200
IQA Professional	140 - 170k	145 - 180k	150 - 200	150 - 200
Business Architect	140 - 180k	140 - 180k	120 - 140	120 - 150
Programme Manager	135 - 175k	140 - 180k	125 - 160	140 - 180
Business Transformation Specialist	130 - 150k	130 - 150k	130 - 200	130 - 200
Business Change Manager	130 - 170k	130 - 180k	120 - 160	125 - 160
Business Analyst (Process)	90 - 120k	90 - 130k	90 - 125	95 - 130
EPMO Analyst	85 - 105k	85 - 110k	90 - 120	95 - 125
Project Manager	105 - 140k	105 - 140k	100 - 140	110 - 140

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

ENGINEERING & TECHNICAL

A series of large-scale projects throughout New Zealand drove demand for qualified engineering and technical professionals in 2014. Rebuilding projects in Christchurch and earthquake strengthening in Wellington helped fuel demand, as did major projects including Transmission Gully, the Waterview Connection and the second Owhairaka tunnel. Firms expanded to take advantage of new projects which will create fresh employment opportunities.

The number of internationally-based employees hired during the second half of 2014 reduced. Many firms preferred to source domestic talent to shorten onboarding processes and familiarisation with local practices and standards. The focus has shifted to sourcing local professionals with companies preferring to wait for candidates that could 'hit the ground running'.

Ongoing projects will ensure demand outstrips supply in 2015, with vacancies for qualified engineers across most disciplines. We expect the most sought-after candidates to include structural, traffic, transportation, mechanical, building services and geotechnical engineers. These specialists will all be in short supply, along with site managers, quantity surveyors, estimators and project managers. Competition for candidates at the intermediate to senior level will be fierce.

Many in-demand candidates declined offers during 2014 due to unnecessarily protracted hiring procedures. Hiring managers with a firm recruitment plan and a streamlined hiring process who can offer exciting project work will hold the advantage and maintain candidate interest.

Graduate and intermediate salaries remained steady in 2014, while significant increments and enhanced benefits were offered for senior roles. More attractive packages will be offered in 2015 due to a growing shortage of skills across the market.

“ Graduate and intermediate salaries remained steady while senior-level appointments attracted significant increments and enhanced benefits. ”

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2014	2015
Engineering		
Group Manager	140 - 185k	150 - 200k
Principal Engineer	120 - 140k	130 - 160k
Senior Engineer	100 - 120k	100 - 120k
Intermediate Engineer	75 - 95k	75 - 95k
Engineer	45 - 75k	45 - 75k
Construction		
Project Director	200 - 260k	200 - 260k
Programme Manager	125 - 200k	130 - 200k
Senior Estimator	110 - 140k	110 - 140k
Project Manager	80 - 120k	80 - 120k
Senior Quantity Surveyor	80 - 130k	90 - 130k
Estimator	60 - 100k	60 - 100k
Quantity Surveyor	45 - 80k	45 - 80k
Project Co-ordinator	40 - 75k	40 - 75k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

HUMAN RESOURCES & OH&S

Economic growth, low unemployment and the general election result all helped to boost confidence and created a candidate-led market in Wellington during 2014. HR, occupational health and safety professionals were able to secure salary increases, with increments of up to 20% available to candidates possessing in-demand skill sets.

As businesses try to control the impact of an ageing workforce in 2015, organisational development professionals with experience in building capability and talent pathways will be a key hiring priority. Demand is also likely for intermediate and senior-level HR generalists, especially those with strong employment relations and health and safety backgrounds, as new legislation is due.

Hiring activity will increase for professionals who can add value but we anticipate a scarcity of intermediate-level HR advisors and experienced HR business partners. Competition will be strong for technical specialists within HR, such as instructional designers and information systems professionals.

Salaries increased in 2014 and as the market continues to improve we expect further rises in the months ahead. HR business partner generalists who move organisations could be extremely well-compensated.

Candidate confidence and skill shortages mean job-movers want future employers to offer significant salary increases, flexible

hours, a positive culture and a clear progression path. Retaining top talent will require companies to conduct regular pay reviews and provide attractive career development opportunities.

“ Pressure on employers to keep salaries at the market rate will increase if New Zealand’s economy grows as predicted. ”

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
Generalist				
HR Director	150 - 280k	160 - 300k	120 - 160	120 - 170
HR Manager	120 - 180k	100 - 180k	80 - 130	80 - 120
HR Consultant	85 - 120k	90 - 140k	50 - 100	50 - 120
HR Advisor	60 - 85k	60 - 85k	40 - 80	40 - 80
HR Analyst	60 - 100k	65 - 100k	40 - 100	40 - 100
HR Administrator	40 - 60k	40 - 60k	20 - 30	20 - 30
Specialist				
Change Manager	130 - 300k	130 - 300k	80 - 180	100 - 180
Learning & Development Manager	110 - 175k	120 - 175k	80 - 100	80 - 100
Recruitment Manager	90 - 130k	90 - 130k	60 - 95	60 - 100
Organisational Development Consultant	90 - 120k	90 - 150k	75 - 150	90 - 150
Learning & Development Advisor	70 - 100k	70 - 100k	40 - 75	40 - 80
Learning & Development Co-ordinator	50 - 60k	50 - 65k	25 - 35	25 - 40
OH&S				
Manager	80 - 125k	80 - 130k	60 - 90	70 - 120
Officer	50 - 80k	50 - 90k	30 - 55	40 - 95

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

INFORMATION TECHNOLOGY

Investment in IT outsourcing, upcoming transformation projects and government department mergers, all helped create an active IT recruitment market in 2014. Government mergers made architecture, security and integration advisors a key hiring priority and we expect these restructures to continue to drive demand for developers and engineers. Wellington's status as New Zealand's high-tech capital was confirmed as increasing numbers of start-ups set up (specialising in digital and cloud solutions), creating demand for candidates with web and mobile development skills.

The trend for firms to reduce costs by moving towards outsourced IT solutions seen in 2014 is expected to continue in 2015. Internal tech teams will focus on service delivery and relationship management to ensure suppliers are meeting targets, while vendors will require more systems, network and security engineers.

Increased outsourcing will intensify competition for integration developers and architects. We believe hiring managers will find network engineers in short supply due to increased security requirements across government. Additionally, as organisations strive to deliver greater web and mobile functionality, we're likely to see a shortage of developers skilled in .Net and Ruby.

As a result, businesses will need to move quickly to secure top talent as most candidates are receiving multiple offers. Employers are encouraged to offer training and career advancement opportunities, involving employees in team and personal development decisions to aid retention and increase engagement.

There were salary increases in 2014 for senior-level IT professionals in technical roles, including development engineers and business intelligence specialists. Packages

also improved for architecture specialists, particularly those working across applications and integration, where demand was highest.

We expect further salary increases for business intelligence professionals in 2015. Roles such as architecture, development and engineering specialists are also likely to see rises to compete with the attractive rates being offered for these roles in the contract space. Companies not able to match top salaries are advised to consider flexible working hours and arrangements - both highly valued by candidates.

KEY TRENDS

- Increased outsourcing of ICT services within the public sector will lead to substantial recruitment across the vendor market.
- Large transformation projects planned for 2015 will create new permanent and contract positions.
- Salaries are expected to increase across business intelligence, and for architecture, development and engineering specialists in 2015.
- The offer of flexible working will be a powerful tool for businesses not able to match the highest market salaries.

“Wellington's status as New Zealand's high-tech capital is attracting innovative start-ups and driving demand for candidates with web and mobile development skills.”

WELLINGTON

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
ICT				
Chief Information Officer	150 - 250k	150 - 250k	150 - 200	150 - 200
Chief Technology Officer	140 - 190k	140 - 190k	125 - 160	125 - 160
Enterprise Architect	140 - 180k	140 - 180k	110 - 140	110 - 140
Programme Manager	135 - 175k	135 - 175k	130 - 180	130 - 180
Manager - Development	100 - 140k	100 - 140k	80 - 120	80 - 120
Solution Architect - Infrastructure/Applications	110 - 140k	110 - 160k	95 - 125	95 - 125
Release Manager	100 - 125k	100 - 125k	90 - 120	90 - 120
Project Manager	90 - 140k	90 - 140k	85 - 135	85 - 135
Security Specialist	90 - 130k	100 - 150k	75 - 110	80 - 130
Business Analyst	90 - 125k	90 - 125k	90 - 120	90 - 120
Manager - Service Desk	75 - 95k	75 - 95k	65 - 85	65 - 85
Development/Testing				
Senior BI Specialist	90 - 120k	100 - 130k	85 - 105	85 - 120
UX Developer	90 - 125k	90 - 125k	75 - 100	75 - 100
Web Developer	70 - 90k	70 - 100k	65 - 85	65 - 85
Developer - .Net, Java	70 - 120k	70 - 120k	60 - 105	60 - 105
Test Analyst	60 - 100k	60 - 100k	55 - 95	55 - 95
Infrastructure				
Database Administrator	75 - 110k	75 - 120k	70 - 105	70 - 110
Network Engineer	65 - 120k	70 - 130k	65 - 95	70 - 110
Systems Administrator	65 - 90k	70 - 110k	55 - 75	55 - 90
Service Desk/Desktop/Apps Support	55 - 85k	55 - 85k	40 - 65	40 - 65

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

LEGAL

The legal recruitment market remained stable in 2014, with more lawyers seeking to move out of private practice to achieve a better work-life balance. This drove competition for in-house vacancies, as did decisions by many firms to relocate their headquarters to Auckland.

In 2015, private practice hiring managers are likely to prioritise professionals with insurance, commercial property and infrastructure experience, due to both the improving economy and the impact of recent natural disasters. In-house hiring volumes will remain strong at all levels, with public companies requiring lawyers to advise on new legislation, such as upcoming changes to health and safety regulation.

Fewer job-seekers will ensure fierce competition for talent, with high demand for in-house roles expected to make it particularly difficult for private practices to source suitable candidates - especially those with three to seven years' post-qualification experience. A shortage of intermediate to senior-level commercial property lawyers will persist in 2015, as candidates pursue international careers.

Salaries remained steady in 2014, with generally modest increases but substantial offers for lawyers with niche skills. We anticipate a similar situation in 2015, with companies required to provide substantial pay increases, a positive culture and career development opportunities to attract

sought-after job-movers and retain talent. Candidates with strong commercial property, ICT and insurance experience are especially scarce and can expect significant increments.

Legal salaries will remain steady in 2015 with generally modest increases. Job-movers possessing niche skills will be well compensated.

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2014	2015
Private Practice		
Partner	100 - 150k+	120k+
Senior Associate	83 - 140k	100 - 180k
Associate	80 - 130k	90 - 150k
Senior Solicitor	65 - 90k	75 - 100k
3 yrs' PQE	50 - 78k	55 - 85k
2 yrs' PQE	45 - 65k	45 - 65k
1 yr PQE	45 - 54k	40 - 60k
Graduate	34 - 46k	40 - 45k
In-house		
General Counsel/Chief Legal Advisor	60 - 78k	120k+
Senior Legal Counsel/Solicitor	50 - 80k	80 - 150k
Legal Counsel/Solicitor	45 - 72k	50 - 75k
Graduate	40 - 60k	40 - 50k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

POLICY & REGULATORY

Wellington faced a shortage of professionals for permanent policy and research roles in 2014. There was a limited pool of candidates at the senior advisor/analyst level and above, possibly due to several years of public sector downsizing, a preference for contractors and the availability of lucrative contract policy roles.

The creation of large government 'super ministries' and new public sector organisations, helped drive competition for candidates with strong policy experience. Stability followed the election and we envisage slight growth in recruitment activity through 2015. However, with hiring managers remaining very particular about candidates' skills and experience, competition is strong for top-tier policy and research analysts.

Organisations are particularly interested in analysts with economic or regulatory backgrounds who can apply their experience to a range of policy issues, but will find them in short supply. There is strong demand too for candidates experienced in end-to-end policy development, and principal-level researchers and evaluators. We expect a scarcity of job-movers with two to five years' experience at analyst level, as they only tend to move organisations if there is a step-up in responsibility and job title.

There was little movement in salaries in 2014, although experienced policy analysts were expecting increments (above midpoint) within their band. Significant changes are unlikely in 2015 due to public sector prudence.

We recommend firms emphasise their organisational culture, support structure and management style - factors placed above remuneration by many job-seekers.

“There remains a climate of fiscal restraint across the public sector and salaries are unlikely to change significantly in 2015.”

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
Policy				
Policy Analyst/Advisor	60 - 85k	60 - 90k	55 - 75	55 - 80
Senior Policy Analyst/Advisor	75 - 107k	78 - 110k	90 - 105	95 - 110
Principal Policy Analyst/Advisor	97 - 142k	100 - 145k	110 - 130	115 - 135
Chief Policy Analyst/Advisor	110 - 155k	110 - 155k	120 - 140	125 - 145
Policy Manager	100 - 145k	100 - 150k	130 - 150	135 - 155
General Manager Policy	135 - 195k	140 - 200k	140 - 160	145 - 165
Research & Evaluation				
Manager, Research & Evaluation	130 - 170k	135 - 175k	130 - 150	135 - 155
Research Analyst	55 - 75k	58 - 77k	55 - 75	60 - 80
Senior Research Analyst	72 - 100k	74 - 104k	90 - 105	95 - 110
Principal Research Analyst	98 - 135k	98 - 138k	110 - 130	115 - 135

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

PROCUREMENT & SUPPLY CHAIN

Procurement continues to be a growth area in Wellington, largely driven by demand from public sector organisations. In 2014, the sector received a welcome boost from publicity surrounding All-of-Government (AoG) single supply agreements and from increased awareness of the opportunities and cost-saving benefits of good procurement by smaller organisations.

Professionals with the ability to see beyond the process were in high demand during 2014 as the move towards more strategic procurement continued. Skill shortages also continued across junior to intermediate-level procurement roles.

At the same time, many organisations reached their permanent headcount limit, and as a result, the demand for contractors increased. In 2015 we expect greater

diversification of skill sets and a desire to recruit commercially minded procurement specialists able to effectively partner with the business.

Permanent salaries remained stable in 2014, with a small upward push towards the end of the year as there were an increased number of roles coming onto the market, which resulted in competition for good candidates. For contractors, however, there was an increase in long-term hourly or daily rate opportunities (particularly for nine to twelve-month contracts) available in 2014. Despite the guaranteed longer duration of these assignments the hourly or daily rate premium was not reduced.

With large-scale technology transformations across the public and private sectors continuing, permanent salaries will remain

strong in 2015. Professionals with experience in ICT procurement, where there are particular shortages, will continue to be paid premiums. Contract rates will see a shift due to organisations tightening their budgets and reflecting the longer-term contracts being offered. Tight recruitment processes with clear timeframes are increasingly important as multiple offers and counter-offers become more frequent.

Permanent salaries will remain strong in 2015. From a contract perspective the government will seek to reduce contract rates.

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
Procurement				
Procurement Director	160 - 220k	160 - 230k	130 - 180	130 - 180
Procurement Manager	110 - 150k	110 - 160k	110 - 150	110 - 150
Procurement Specialist	70 - 120k	75 - 120k	70 - 100	70 - 100
Contracts Manager	70 - 110k	80 - 110k	65 - 95	65 - 95
Tenders Advisor	55 - 70k	55 - 70k	35 - 55	35 - 55
Contracts Administrator	50 - 60k	45 - 65k	35 - 55	35 - 55
Procurement Co-ordinator	45 - 55k	40 - 55k	35 - 50	35 - 50
Supply Chain				
Supply Chain Analyst	65 - 85k	70 - 90k	50 - 70	50 - 70
Supply Chain Manager	85 - 115k	90 - 120k	60 - 90	60 - 110
Operations Manager	110 - 150k	110 - 150k	90 - 130	90 - 130

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

PROPERTY & FACILITIES MANAGEMENT

In 2014, the recruitment market was buoyant and facilities management continued to be a growth area. Government organisations in particular were affected by headcount caps, but seismic strengthening programmes received formal sign-off and we expect to see similar projects agreed in 2015.

Companies interested in cost-savings linked to property plans drove demand for strategic asset management and business development professionals in the property market. Across facilities management, internal promotions meant low hiring activity at the start of 2014 but continued focus on training will see more qualified practitioners become available.

Competition for qualified property specialists capable of thinking strategically about portfolio management will increase in 2015, due to demand from closely-linked markets such as procurement. Relocation specialists and project managers will be a hiring priority and companies can expect a scarcity of mid-level asset managers and strategic advisors, commercial consultants with business development skills as well as health and safety managers.

Increased use of outsourced providers has led to a lack of candidates with strong relationship management skills and professionals with significant experience in contract management are in demand.

Salaries held steady in 2014 and little movement is expected in 2015, although increments outside core bands will help secure top talent. We recommend hiring managers shorten recruitment processes and offer flexibility, training, and development opportunities, which remain attractive to candidates.

“Organisations prepared to show flexibility on salaries outside core banding are likely to secure top talent.”

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2014	2015
Facilities Management		
National Facilities Manager	110 - 175k	110 - 180k
Facilities Manager	90 - 135k	85 - 140k
Senior Facilities Advisor	75 - 100k	75 - 105k
Asset Manager	70 - 125k	80 - 130k
Facilities Co-ordinator	45 - 65k	40 - 65k
Contracts Manager	70 - 100k	80 - 110k
Project Manager	70 - 125k	75 - 130k
Project Co-ordinator	50 - 80k	50 - 80k
Property		
Director of Property	110 - 150k	110 - 160k
Property Manager	80 - 120k	80 - 120k
Property Specialist	55 - 85k	55 - 90k
Property Co-ordinator	45 - 70k	45 - 70k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

SALES, MARKETING & COMMUNICATIONS

The job market saw steady demand for change and internal communications professionals in 2014, following public and private sector restructures. Digital, customer experience and social media strategists were also high on the recruitment agenda.

The commercial sales recruitment market remained fairly steady, with demand highest for professionals offering insurance, IT and financial sector experience.

Uncertainty ahead of the general election saw public sector employers prefer fixed term

contracts over permanent hires, but this may change in 2015. However, we noted growth of pure marketing roles in the public sector and expect to see this trend continue.

Executive-level marketing roles have become rare in Wellington as head offices relocate to Auckland.

Hiring activity in 2015 will remain focused on change and internal communications roles. Across marketing we anticipate the continued growth of digital channels to drive demand for online specialists with customer experience

skills. Sales vacancies will also focus on candidates with digital and IT backgrounds, especially those with experience of cloud-based solutions, although supply is limited.

Marketing salaries remained steady in 2014 outside of fixed term contracts and we noted little movement for sales professionals. We expect these trends to continue in 2015, however if companies are to attract and retain top talent they may need to offer better packages to encourage candidates to move.

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2014	2015	2014	2015
Sales				
National Sales Manager	90 - 160k	90 - 165k		
Key Account Manager	75 - 120k	75 - 165k		
Business Development Manager	60 - 150k	60 - 155k		
Territory Manager	60 - 80k	60 - 85k		
Sales/Account Manager	55 - 95k	55 - 100k		
Sales Representative	50 - 75k	50 - 80k		
Marketing				
Marketing Manager	80 - 150k	80 - 155k	80 - 120	80 - 120
Trade Marketing Manager	80 - 100k	80 - 105k	70 - 90	70 - 90
Market Research/Insights Manager	75 - 130k	75 - 135k	80 - 90	80 - 90
Category Manager	75 - 95k	75 - 100k	60 - 80	60 - 80
Sponsorship & Events Manager	70 - 110k	70 - 115k	40 - 65	40 - 65
Channel Manager	70 - 110k	70 - 115k	65 - 85	65 - 85
Marketing Co-ordinator	60 - 70k	60 - 75k	40 - 50	40 - 50
Assistant Brand/Product Manager	55 - 75k	55 - 80k	65 - 85	65 - 85
Communications				
Communications Manager	85 - 150k	85 - 155k	75 - 110	75 - 110
Senior Communications Advisor	85 - 110k	85 - 110k	60 - 90	60 - 90
Internal/Change Communications Manager	100 - 140k	100 - 140k	80 - 100	90 - 110
Communications Advisor	55 - 75k	55 - 75k	40 - 60	40 - 60

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.