



## THE RECRUITMENT MARKET ACROSS AUSTRALIA PROVED MORE BUOYANT IN 2016, WITH SPECIFIC AREAS OF HIGH DEMAND.

### 2016 INSIGHT

The Australian economy continued to rebalance to a 'new normal' without the previous powerhouses of resources and construction propelling it forward. Despite an unconvincing re-election of the federal government and continued pressure on global economic indicators, the local recruitment market was relatively robust, especially within technology and corporate governance.

Salaries and wage inflation remained broadly flat in 2016. However, for those with in-demand specialist skills, opportunities to move for enhanced financial reward were available as organisations battled for new skills or technological knowledge to enable productivity gains. The trend for enhanced flexibility in working conditions continued unabated.

The unemployment rate continued to improve, although there were some differences between states. The New South Wales and Victorian economies performed better than their counterparts. More candidates began

seeking new opportunities and companies were more prepared to complete recruitment processes at all levels.

Service sector demand proved strong as was IT hiring. Western Australia continued to invest at a state level in transport, utilities and infrastructure. A re-skilling of the technical workforce is underway and will continue for some time.

South East Queensland stabilised, with the downturn in resources now having largely been absorbed, although regional/inland Queensland struggled to rebalance their economy. Skill shortages have become evident in some areas across ICT and engineering and any improvement in the economy will cause further pressures. The Queens Wharf project, due to start in early 2017, should further enhance confidence locally.

### 2017 EXPECTATIONS

We expect increased hiring across IT, corporate governance, and state government infrastructure projects. Within the technology sector, we anticipate intensified competition for big data, data security, DevOps and data analytics skill sets.

Across all major corporates, further regulation and focus on risk management and compliance will drive further growth. Close cost management and a requirement to extract maximum value from major long-term contracts will ensure demand for skilled procurement professionals.

Federal and state government infrastructure spending will heighten the need for civil engineering specialists across roads, rail and tunnelling, among other areas. This demand will lead to increased salary pressures above and beyond market averages.

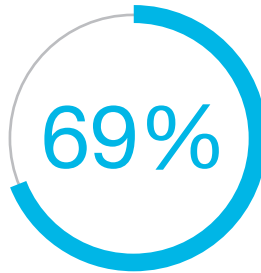
Whilst financial reward remains a key incentive for jobseekers it is not the major driver. Both generational change and technological advancements have influenced jobseekers to place higher value on flexibility as well as reward, culture and long-term career development. Across high demand industries, we strongly advise hiring managers wishing to retain the best staff to become competitive in these areas, not just focusing on salary and financial incentives.



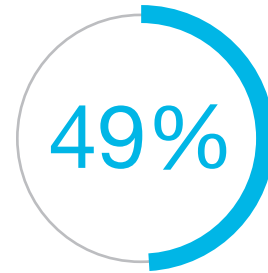
The overall recruitment market across Australia was more buoyant in 2016 and experienced high demand within specific areas of technology and corporate governance.



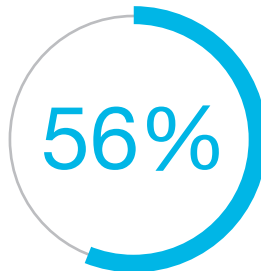
Professionals who are expecting a salary increase in 2017



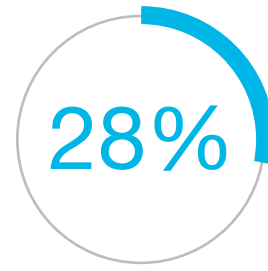
Professionals expecting to receive a bonus in 2017



Australian professionals who will be looking to move jobs in the next 12 months



Australian employees changing jobs for a better salary



## KEY FINDINGS

As the Australian economy looks set to develop momentum, infrastructure projects at both federal and state government levels will drive improved salaries for construction and engineering professionals.

Jobseekers across all sectors are placing increasing importance on flexible work environments and similar cultural values.

## CAREER PROGRESSION

Number one reason for employees to change jobs

Robert Walters Pay & Bonus Survey 2016, 753 respondents.

# OVERVIEW

## ACCOUNTING & FINANCE

2016 followed a similar pattern to the prior 12 months with steady recruitment activity seen throughout the year.

In New South Wales, improved demand for high-calibre, mid-level accountants continued to impact the market, leading to the best chartered accountants receiving multiple job offers. Due to the growing trend towards streamlining finance processes, demand rose for systems savvy, multi-skilled accountants who could cope with a range of tasks.

In Victoria, several large corporates underwent significant restructures in 2016 and we expect to see increased levels of hiring in these businesses as the new structures and leadership teams are formed. We predict an increased demand for emerging finance leaders, and for the most active sectors in Melbourne to be FMCG, digital and health/aged care.

In Queensland, demand for accounting and finance professionals remained positive. However, due to the downturn in the mining sector over the past few years, salaries typically decreased for senior executive level roles as there was an oversupply of candidates at this level – salaries also reduced for some entry level positions. In 2017, we expect gradual hiring increases in infrastructure, health, education and financial services. Demand for traditional 'Big 4' trained candidates, with the ability to influence decision making, is likely to remain.

The recruitment market appeared steady in Western Australia, though lower commodity

prices and fewer resources projects reduced salaries and contract rates. This shifted demand from salaried roles to contracting positions.

In South Australia, hiring levels remained stable and candidates with strong business partnering capabilities were highly sought after. Hiring skilled individuals at mid-career level proved challenging due to a lack of movement across firms. Companies competed to retain their top talent by providing transparent career progression pathways. Organisations focused on developing initiatives to improve job security and continuous development opportunities to attract quality professionals.

## BANKING & FINANCIAL SERVICES

The recruitment market outlook across banking and financial services was optimistic in 2016, despite some geopolitical fears such as Brexit and the US election. Such fears are likely to persist in 2017, with banks and financial services firms being very measured when recruiting to contain cost. Nonetheless, the majority of organisations are planning to increase headcount over the next 12 months, indicating signs of further improvement.

In New South Wales, the market was buoyant across all sectors. Ongoing legislative amendments created a candidate short market as banks were forced to address concerns on access to client information.

Victoria experienced a shortage of fund accountants due to a lack of candidates with investment management experience. Higher demand for accountants in technical

areas such as treasury, regulatory and capital management was also observed. Niche skill sets remained in short supply in South Australia, where professionals remained cautious when considering career moves.

Those working in banking and financial services can generally expect a moderate increase in salary in 2017, unless they can offer specialist skills and performance delivery above the norm. Economic conditions have led hiring managers to demonstrate moderation when offering remuneration packages.

Hiring managers will be seeking revenue generators who can drive an increased share of wallet for roles with small businesses, mortgage lenders and financial planners. Individuals working in areas such as compliance, assurance or operational risk with experience in change delivery will also be highly sought after. The superannuation industry will be more competitive and there will be demand for more commercially minded candidates due to changes around default funds.

## HUMAN RESOURCES

2016 saw an increase in both permanent and contract hiring, with greater emphasis given to strategic HR roles across public services and the private sector. There was also an increasing focus on employee relations specialists, given the higher volume of shared service functions implemented across financial services. Demand for interim HR professionals with sound systems and analytical skills was also strong. We expect similar trends in 2017.

## KEY TRENDS

- ▶ With subdued economic activity, candidates who can demonstrate a proven track record of increasing revenue or optimising efficiencies will be in highest demand.
- ▶ IT hiring levels increased as organisations responded to the introduction of numerous regulatory requirements; jobseekers with strong customer service and stakeholder engagement skills will differentiate themselves.
- ▶ Hiring managers in the risk sector were active, though headcount restrictions resulted in an increasing number of roles being offered on a contract basis.

Due to a surplus of tertiary qualified safety professionals in the market, candidates are facing intense competition and must differentiate themselves in order to succeed.

Salaries remained stable in 2016 and this is expected to continue in 2017. As a result, HR professionals are looking for organisations that can offer other workplace benefits such as flexibility, up-skilling and continuous training opportunities. HR professionals are beginning to view flexibility as a primary job choice factor, with remuneration a close second.

Senior HR business partners are expected to receive salary increases in 2017 due to a shortage of experienced professionals with strategic skills. Internal recruitment hiring will remain strong as businesses strive to strengthen their HR functions and as a result salaries will increase slightly. Change professionals will also be able to command higher salaries as transformation projects across the public and private sector drive demand. Overall, jobseekers with the ability to leverage research, analytics

and industry insights to help develop and execute strategic programmes will be in most demand during 2017.

### INFORMATION TECHNOLOGY

Digital technology continued to drive the market across Australia in 2016, as large transformation projects were high on the agenda for many companies looking to remain competitive in an increasingly service-oriented world.

As a result of digital transformation projects, IT professionals with niche and emerging skill sets such as big data, DevOps, cyber security and cloud collaboration were in high demand and could command higher rates of pay in 2016.

The contracting market has been mature in Australia for a number of years; however in 2016 we witnessed a greater shift towards contracting with a significant amount of IT professionals prioritising interesting project work above the stability of permanent opportunities. Employers were also giving professionals confidence with

increased volume and longevity in contract positions.

In 2017 we expect to see similar trends continue Australia-wide. As demand for emerging skill sets increases and the skill gap widens, this will create a scarcity in the market and companies will need to be prepared to pay higher salaries, focus on flexible work arrangements and offer defined career pathways to win over professionals with these specialist skill sets. Companies will also need to look at investing in up-skilling their existing employees in agile methodologies and new technologies.

The IT market in Western Australia was a little more challenging due to the continued decline in the resources sector, with many large-scale projects ending or put on hold. This resulted in redundancies across generalist roles and limited senior opportunities for project managers, business analysts and architects. Contract rates and salaries declined as a result, and we expect to see this continue in 2017.

### LEGAL

The market in 2016 was heavily weighted towards key infrastructure areas such as construction, planning and environment as well as transactional corporate work. During 2017 this is likely to continue and we expect to see significant increases in salaries for mid-level professionals who are most sought after. Demand continued for lawyers with three to six years' post qualification experience and specialist areas of construction, corporate, property, banking and finance were also candidate short.

High levels of merger and acquisition activity resulted in demand for corporate lawyers and those with equity capital markets experience. The infrastructure boom, driven by government initiatives, led to a surge of infrastructure and leasing specific roles in the property market.

Regulatory changes created strong demand for senior lawyers with relevant experience, particularly those who have worked internationally. Australian banks were also growing out their remediation teams, as regulatory bodies worked to identify non-compliant advice.



# OVERVIEW

## LEGAL (CONTINUED)

Salaries in 2016 did grow and this will continue to be the case in 2017 as demand continues to outstrip supply. We also anticipate further expansion of global firms across Australia, creating disruption in an already competitive market.

## PROCUREMENT, SUPPLY CHAIN & LOGISTICS

Hiring for project procurement and logistics roles was subdued in a deflated market across Queensland in 2016. Demand for category specialists in ICT, medical and financial services remained high due to the transition from generalist to more specialised category areas. Analysts and specialist consultants continued to be sought after as organisations reviewed their procurement strategies and identified opportunities to implement best practice in their procurement functions.

The Queensland Government has been investing heavily in procurement contractors, with many departments undertaking transformational projects to achieve customer centric procurement practices. In 2017, demand will remain high for category specialists, analysts and candidates familiar with government procurement practices. Hiring will continue to focus on contract roles as opposed to permanent placements.

Top global talent moving to Australia who are able to share international best practices remain key targets. Contract opportunities will continue to be abundant in 2017, especially through the New South Wales Government as it implements numerous large-scale infrastructure projects in the region.

Commercially focused supply chain professionals who can implement and drive International Business Planning (IBP) will continue to command increased salaries. As more supply chain functions consolidate and restructure, change and project management experts will be in high demand.

Businesses are increasingly looking for fully integrated logistics solutions and specialist candidates experienced in network optimisation

and Continuous Improvement (CI). Import specialists, as well as strategically focused manufacturing and quality professionals, are likely to be highly sought after in 2017.

## RESOURCES, ENGINEERING & CONSTRUCTION

2016 was a transitional year for the sector in Queensland, with continued challenging market conditions in mining and oil & gas, while civil infrastructure has experienced some growth and construction remains the strongest market. The lack of major projects across all industries resulted in talent migrating to New South Wales and Victoria to take up opportunities.

Salaries have been stagnant or reduced in most areas with the exception of certain specialisations in civil engineering disciplines, such as design managers in rail and roads, rail engineers and estimators. Towards the end of 2016 there were positive signs in the mining sector with more projects announced, indicating the potential for improved activity for 2017.

We expect roles in the civil infrastructure and commercial construction sectors to increase in demand due to a number of major projects coming online, including large road, rail and port initiatives.

In Western Australia, the recruitment market in 2016 slowed somewhat due to the over supply in the residential sector, which decreased salary expectations. Generally, salaries were either flat or shifted downwards and we anticipate this will continue in 2017.

Large infrastructure projects, particularly in the road and rail sector, will generate growth in Western Australia. Candidates with a civil background from design to project delivery and niche candidates from road, rail and tunnelling are expected to be most sought after.

## RISK, COMPLIANCE & AUDIT

There were consistently high levels of recruitment activity in 2016. Domestic banks continued to build out their risk and compliance functions, requiring experienced managers with the ability to remain commercially focused whilst building effective relationships with

the business. We expect this high demand to continue in 2017.

Monitoring and surveillance has been the busiest area of recruitment in institutional banking, where entire functional teams were built by local banks and to a lesser extent, international banks.

An increasing proportion of hiring in 2017 will be on a contract basis as permanent headcount approvals remain challenging in the current climate. Risk and regulatory compliance focused projects will drive the bulk of this demand, including conduct risk programmes which have emerged in response to the regulatory focus on behaviours within the banking industry.

'Big 4' first-movers with financial services client experience and strong stakeholder management skills, were in demand for internal audit or relatively new assurance roles. A shortage of available talent with five to eight years' experience (manager level) is still evident due to the impact of a reduced graduate hiring period between 2008 and 2011 following the global financial crisis. As a result, we expect salaries to increase for those moving jobs.

## SALES & MARKETING

With the rise of digital and data driven marketing, appetite for qualified professionals consolidated throughout 2016. There was continued focus on data centric marketing, creating demand for marketers with these skills. A shift to more project based working methods in larger institutions contributed to an increase in demand for contractors in various sectors.

Digital marketing skills will be in greater demand due to the rapid rate of technological change, creating a skills gap. As a result, finding qualified sales and marketing professionals with sufficient technical, creative and business proficiencies will be a challenge in 2017. Marketing and sales salaries saw some growth in 2016 and remuneration is expected to increase for professionals with solid industry expertise in 2017.

Business confidence consolidated in New South Wales, generating demand across industries.

Salaries remained stable, with the exception of digital marketing, where demand has forced an increase across the board. A shift to more project based assignments in larger institutions contributed to greater demand for contractors, particularly in communications roles.

In 2016 there was a noticeable shift toward contract employment in the Victorian market, particularly in change management and communication roles due to digital transformation projects. The focus on digital across consumer-based industries will continue to create demand for digital marketers in 2017. Professionals with these skill sets will be able to command higher salaries as companies look to digitalise.

The shortage of corporate sales and digital marketing professionals in Queensland has created greater competition between organisations looking to attract top talent. Hiring managers will need to offer greater work flexibility and advantageous career progression opportunities along with good employer branding.

In Western Australia, recruitment remained strong across building, construction, civil engineering and agribusiness, with healthy demand for digital skill sets placing high strategic value on driving sales and brand awareness. The demand for sales professionals in the financial planning sector continues to grow in line with the ageing population and

changes in superannuation legislation; however traditional banking experienced numerous redundancies in 2016.

Employment remained stable in South Australia, with salary increases in 2017 likely for candidates who have two to five years' commercial experience. Candidates with experience in social media administration, digital marketing and advertising sales will continue to be highly sought after.

In 2017, we expect to see more movement across industries, as companies look to replicate best practices and advancements currently seen in more developed digital marketing sectors.

#### SECRETARIAL & BUSINESS SUPPORT

Business support hiring activity proved to be quite buoyant with some industry sectors experiencing steady growth in 2016. With a candidate driven market, hiring managers had to shorten the hiring process to secure talent. Quality candidates often received multiple offers although salary levels remained stable.

There continues to be optimism predicted for 2017, with high demand for office all-rounders with transferable skills and excellent customer service, from administration assistants to receptionists.

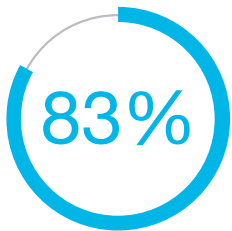
The downturn in the resources sector in Western Australia resulted in an oversupply

of professionals in the market and decline in contract rates and permanent salaries. This will remain unchanged as costs and operational efficiencies are monitored.

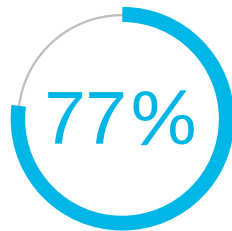
As the public sector looks to continue investment in the infrastructure space in Queensland, candidates with significant project experience will be sought after in 2017. In South Australia local defence projects are promising to have the biggest impact on the recruitment landscape.

Overall, companies are becoming more inclined to hire talent based on attitude and cultural fit, coupled with well-rounded technical ability. Hence, retention of quality staff is predicted to be a key focus for most organisations in 2017.

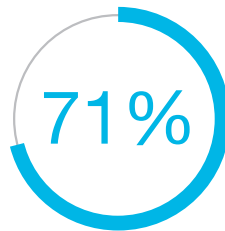
### SECTOR COMPARISON: WHO IS EXPECTING A PAY RISE IN 2017?



Supply chain & procurement professionals



Banking & financial services professionals



Accounting professionals

Robert Walters Pay & Bonus Survey 2016.

# ADELAIDE

## ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Executive</b>				
Chief Financial Officer	140 - 400k	<b>150 - 400k</b>	70 - 125	<b>70 - 125</b>
Financial Controller	130 - 200k	<b>130 - 200k</b>	60 - 100	<b>60 - 100</b>
Tax Manager	120 - 140k	<b>120 - 140k</b>	60 - 80	<b>60 - 80</b>
Group Accountant	90 - 110k	<b>90 - 120k</b>	50 - 65	<b>50 - 65</b>
<b>Qualified</b>				
Audit Manager	120 - 140k	<b>120 - 140k</b>	60 - 85	<b>60 - 85</b>
Financial/Business Analyst	85 - 115k	<b>85 - 115k</b>	45 - 65	<b>45 - 65</b>
Finance Manager	90 - 120k	<b>90 - 130k</b>	45 - 70	<b>45 - 70</b>
Financial Accountant	80 - 100k	<b>80 - 110k</b>	40 - 55	<b>40 - 55</b>
Management Accountant	90 - 110k	<b>90 - 115k</b>	50 - 60	<b>50 - 60</b>
Assistant Accountant	55 - 65k	<b>55 - 65k</b>	30 - 40	<b>30 - 40</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# ADELAIDE

## BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Professional Business Banking</b>				
Senior Relationship Manager	130 - 140k	<b>130 - 140k</b>	65 - 70	<b>65 - 70</b>
Business Banking Manager	100 - 115k	<b>110 - 115k</b>	57 - 65	<b>55 - 57</b>
Assistant Relationship Manager	55 - 60k	<b>58 - 65k</b>	27 - 30	<b>29 - 32</b>
Lending Manager	75 - 90k	<b>70 - 85k</b>	37 - 45	<b>35 - 42</b>
<b>Wealth Management</b>				
Financial Planner	80 - 120k	<b>80 - 120k</b>	40 - 60	<b>40 - 60</b>
Paraplanner	55 - 85k	<b>55 - 85k</b>	27 - 42	<b>27 - 42</b>
<b>Contact Centre</b>				
Client Services	45 - 65k	<b>45 - 65k</b>	22 - 32	<b>22 - 32</b>
Customer Service/Collections	52 - 55k	<b>53 - 58k</b>	26 - 27	<b>26 - 29</b>

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# ADELAIDE

## INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Management</b>				
CIO/CTO	195 - 300k	<b>175 - 300k</b>	145 - 270	<b>135 - 250</b>
Infrastructure/Development/BI Manager	130 - 185k	<b>110 - 185k</b>	120 - 155	<b>100 - 150</b>
Change Manager	130 - 175k	<b>100 - 160k</b>	110 - 165	<b>100 - 150</b>
Senior Project Manager	110 - 155k	<b>100 - 145k</b>	120 - 155	<b>100 - 130</b>
Project Manager	90 - 145k	<b>80 - 120k</b>	85 - 130	<b>60 - 100</b>
Senior Business Analyst	100 - 145k	<b>100 - 135k</b>	95 - 135	<b>95 - 120</b>
Business Analyst	75 - 130k	<b>75 - 120k</b>	65 - 100	<b>55 - 90</b>
<b>ERP/CRM/BI</b>				
Senior Consultant	120 - 155k	<b>110 - 155k</b>	110 - 165	<b>100 - 150</b>
Consultant	100 - 130k	<b>95 - 120k</b>	75 - 130	<b>75 - 120</b>
<b>Architecture</b>				
Enterprise Architect	130 - 200k	<b>130 - 200k</b>	120 - 150	<b>120 - 150</b>
Solutions/Technical/Security Architect	130 - 200k	<b>130 - 200k</b>	120 - 150	<b>120 - 150</b>
<b>Development/Testing</b>				
Senior Developer	110 - 150k	<b>110 - 140k</b>	80 - 120	<b>80 - 110</b>
Web Developer	70 - 110k	<b>70 - 100k</b>	60 - 85	<b>60 - 85</b>
Developer	70 - 100k	<b>70 - 100k</b>	50 - 95	<b>50 - 85</b>
Test Lead	100 - 150k	<b>100 - 150k</b>	75 - 130	<b>75 - 130</b>
Test Analyst	75 - 95k	<b>75 - 95k</b>	60 - 80	<b>60 - 80</b>
<b>Infrastructure</b>				
Network/System Engineer	75 - 145k	<b>75 - 120k</b>	45 - 120	<b>45 - 120</b>
System Administrator	70 - 130k	<b>70 - 110k</b>	45 - 110	<b>45 - 100</b>
Database Administrator	80 - 105k	<b>80 - 105k</b>	70 - 95	<b>70 - 95</b>
Helpdesk/Desktop Support	50 - 75k	<b>50 - 75k</b>	30 - 55	<b>30 - 60</b>

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# ADELAIDE

## SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
<b>Sales</b>		
Business Manager	105 - 135k	<b>105 - 135k</b>
Business Development Manager	85 - 120k	<b>90 - 125k</b>
Account Manager	75 - 125k	<b>75 - 125k</b>
Regional Sales Manager	120 - 135k	<b>125 - 140k</b>
Sales Manager	95 - 135k	<b>100 - 140k</b>
Sales Executive	75 - 85k	<b>80 - 90k</b>
Relationship Manager	85 - 95k	<b>90 - 100k</b>
<b>Marketing</b>		
Marketing Manager	100 - 130k	<b>105 - 135k</b>
Marketing Executive	75 - 85k	<b>75 - 85k</b>
Marketing Coordinator	50 - 65k	<b>55 - 65k</b>
Product Manager	90 - 110k	<b>90 - 110k</b>
Brand Manager	80 - 110k	<b>80 - 110k</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# ADELAIDE

## SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Business Support</b>				
Executive Assistant	65 - 80k	<b>65 - 80k</b>	30 - 35	<b>35 - 40</b>
Office Manager	65 - 80k	<b>70 - 85k</b>	30 - 35	<b>35 - 40</b>
Personal Assistant	60 - 70k	<b>60 - 70k</b>	25 - 35	<b>28 - 35</b>
Secretary	50 - 60k	<b>50 - 60k</b>	27 - 33	<b>27 - 33</b>
Receptionist	45 - 55k	<b>48 - 53k</b>	25 - 30	<b>25 - 30</b>
Data Entry Operator	45 - 55k	<b>45 - 55k</b>	25 - 30	<b>25 - 30</b>
<b>Finance</b>				
Bookkeeper	50 - 65k	<b>55 - 70k</b>	25 - 35	<b>30 - 35</b>
Credit Controller	55 - 70k	<b>55 - 70k</b>	28 - 35	<b>30 - 35</b>
Payroll Officer	55 - 70k	<b>55 - 70k</b>	28 - 35	<b>30 - 35</b>
Accounts Payable/Receivable	50 - 65k	<b>50 - 60k</b>	26 - 35	<b>26 - 35</b>

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# BRISBANE

## ACCOUNTING & FINANCE

## BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Corporate Services</b>				
Financial Controller	150 - 230k	<b>150 - 230k</b>	75 - 125	<b>75 - 125</b>
Compliance/Risk Manager	120 - 150k	<b>120 - 150k</b>	55 - 75	<b>55 - 75</b>
Accountant	85 - 130k	<b>85 - 130k</b>	40 - 65	<b>40 - 65</b>
<b>Banking</b>				
Relationship Manager (Institutional)	120 - 160k	<b>120 - 160k</b>	60 - 80	<b>60 - 80</b>
Relationship Manager (Corporate)	110 - 140k	<b>110 - 140k</b>	55 - 70	<b>55 - 70</b>
Credit Analyst	65 - 90k	<b>65 - 90k</b>	35 - 45	<b>35 - 45</b>
<b>Superannuation/Insurance</b>				
Underwriter	80 - 120k	<b>80 - 120k</b>	40 - 60	<b>40 - 60</b>
Claims Manager	50 - 80k	<b>50 - 80k</b>	25 - 40	<b>25 - 40</b>

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# BRISBANE

## ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Executive</b>				
Chief Financial Officer	150 - 300k	<b>150 - 300k</b>	85 - 150	<b>85 - 150</b>
Financial Controller	120 - 230k	<b>120 - 230k</b>	60 - 100	<b>60 - 100</b>
Commercial/Planning Manager	140 - 200k	<b>120 - 200k</b>	65 - 100	<b>60 - 100</b>
Tax Manager	140 - 180k	<b>140 - 180k</b>	70 - 95	<b>60 - 95</b>
Finance Manager	110 - 140k	<b>110 - 140k</b>	55 - 70	<b>50 - 70</b>
<b>Qualified</b>				
Senior Financial Accountant	90 - 130k	<b>90 - 130k</b>	45 - 65	<b>40 - 65</b>
Tax Accountant	90 - 130k	<b>85 - 130k</b>	40 - 60	<b>40 - 60</b>
Senior Business/Financial Analyst	100 - 135k	<b>100 - 140k</b>	55 - 65	<b>50 - 70</b>
Business/Financial Analyst	80 - 100k	<b>80 - 100k</b>	40 - 50	<b>40 - 60</b>
Systems Accountant	80 - 125k	<b>80 - 125k</b>	40 - 55	<b>40 - 70</b>
Senior Management Accountant	95 - 125k	<b>90 - 125k</b>	50 - 60	<b>50 - 70</b>
Financial Accountant	65 - 95k	<b>70 - 95k</b>	40 - 55	<b>40 - 55</b>
Management Accountant	65 - 90k	<b>70 - 95k</b>	40 - 50	<b>40 - 60</b>
<b>Part-qualified &amp; Transactional</b>				
Accounts Payable/Receivable Manager	70 - 100k	<b>70 - 100k</b>	35 - 50	<b>35 - 50</b>
Payroll Manager	85 - 110k	<b>85 - 110k</b>	40 - 60	<b>40 - 60</b>
Payroll Officer	55 - 70k	<b>55 - 70k</b>	25 - 35	<b>25 - 35</b>
Bookkeeper	50 - 70k	<b>50 - 70k</b>	30 - 40	<b>30 - 40</b>
Assistant Accountant	45 - 65k	<b>45 - 65k</b>	30 - 40	<b>30 - 40</b>
Credit Controller	50 - 60k	<b>50 - 60k</b>	25 - 30	<b>25 - 30</b>
Accounts Assistant	40 - 55k	<b>40 - 55k</b>	25 - 30	<b>25 - 30</b>
Accounts Payable/Receivable Officer	45 - 55k	<b>45 - 55k</b>	25 - 30	<b>25 - 30</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# BRISBANE

## ACCOUNTING & FINANCE PUBLIC SECTOR

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Executive</b>				
Chief Financial Officer	150 - 270k	<b>180 - 280k</b>	70 - 125	<b>80 - 125</b>
Director of Audit	160 - 300k	<b>160 - 300k</b>	80 - 150	<b>80 - 150</b>
Head of Corporate Services	200 - 250k	<b>200 - 250k</b>	100 - 125	<b>100 - 125</b>
Financial Controller	100 - 125k	<b>100 - 150k</b>	55 - 65	<b>60 - 70</b>
<b>Qualified</b>				
Senior Management Accountant	85 - 110k	<b>90 - 120k</b>	45 - 60	<b>50 - 60</b>
Senior Financial Accountant	85 - 110k	<b>90 - 120k</b>	45 - 60	<b>50 - 60</b>
Business Analyst	75 - 120k	<b>90 - 120k</b>	40 - 60	<b>40 - 60</b>
Financial/Management Accountant	65 - 85k	<b>65 - 100k</b>	40 - 50	<b>40 - 60</b>
<b>Part &amp; Non-qualified</b>				
Payroll Officer	45 - 55k	<b>45 - 60k</b>	25 - 35	<b>25 - 35</b>
Accounts Receivable/Credit Officer	45 - 55k	<b>45 - 60k</b>	25 - 30	<b>25 - 30</b>
Accounts Payable Officer	45 - 52k	<b>45 - 60k</b>	25 - 30	<b>25 - 30</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# BRISBANE

## HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Generalist</b>				
HR Director	200 - 250k	<b>200 - 250k</b>	120 - 135	<b>100 - 135</b>
HR Manager	120 - 180k	<b>120 - 165k</b>	75 - 110	<b>70 - 110</b>
HR Business Partner	110 - 140k	<b>110 - 130k</b>	65 - 80	<b>60 - 80</b>
HR Advisor (5+ yrs' exp)	95 - 110k	<b>90 - 110k</b>	50 - 55	<b>45 - 55</b>
HR Advisor (1 - 4 yrs' exp)	75 - 95k	<b>75 - 85k</b>	45 - 50	<b>40 - 50</b>
HR Officer	70 - 80k	<b>65 - 75k</b>	35 - 40	<b>30 - 40</b>
HR Coordinator	55 - 60k	<b>55 - 65k</b>	30 - 35	<b>30 - 35</b>
<b>Specialist</b>				
Change Manager	145 - 165k	<b>145 - 165k</b>	80 - 100	<b>100 - 125</b>
Remuneration & Benefits Consultant	120 - 150k	<b>120 - 150k</b>	80 - 100	<b>80 - 100</b>
Industrial/Employee Relations Manager	120 - 150k	<b>120 - 180k</b>	80 - 100	<b>80 - 100</b>
Organisational Development Manager	120 - 150k	<b>120 - 150k</b>	80 - 100	<b>80 - 100</b>
Learning & Development Manager	120 - 150k	<b>120 - 150k</b>	80 - 100	<b>80 - 100</b>
Industrial/Employee Relations Advisor	110 - 125k	<b>110 - 125k</b>	55 - 70	<b>55 - 70</b>
Organisational Development Advisor	100 - 130k	<b>100 - 130k</b>	55 - 70	<b>55 - 70</b>
Learning & Development Advisor	85 - 100k	<b>85 - 100k</b>	45 - 60	<b>45 - 60</b>
Recruitment Manager	90 - 100k	<b>90 - 110k</b>	50 - 60	<b>50 - 60</b>
Workforce Planning Consultant	90 - 110k	<b>90 - 110k</b>	80 - 100	<b>80 - 100</b>
Recruitment Officer	60 - 75k	<b>60 - 75k</b>	35 - 45	<b>35 - 45</b>
Trainer	100 - 110k	<b>100 - 110k</b>	80 - 100	<b>80 - 100</b>
<b>OH&amp;S</b>				
Manager	150 - 220k	<b>150 - 200k</b>	95 - 120	<b>80 - 100</b>
Advisor	95 - 110k	<b>85 - 100k</b>	55 - 65	<b>55 - 65</b>
Return to Work Coordinator	75 - 90k	<b>75 - 90k</b>	50 - 60	<b>45 - 50</b>

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# BRISBANE

## INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Management</b>				
CIO/CTO	180 - 250k	<b>200 - 260k</b>	130 - 160	<b>130 - 160</b>
Programme Manager	160 - 210k	<b>150 - 210k</b>	130 - 160	<b>130 - 170</b>
Infrastructure/Development/BI Manager	140 - 170k	<b>130 - 170k</b>	100 - 140	<b>100 - 140</b>
Change Manager	100 - 150k	<b>90 - 140k</b>	85 - 140	<b>90 - 140</b>
Senior Project Manager	120 - 155k	<b>120 - 155k</b>	100 - 140	<b>105 - 140</b>
Project Manager	90 - 135k	<b>100 - 130k</b>	90 - 115	<b>95 - 120</b>
Senior Business Analyst	95 - 140k	<b>95 - 135k</b>	90 - 120	<b>85 - 115</b>
Business Analyst	70 - 100k	<b>70 - 100k</b>	75 - 90	<b>75 - 90</b>
<b>Architecture</b>				
Enterprise Architect	140 - 185k	<b>140 - 180k</b>	115 - 150	<b>120 - 155</b>
Solutions/Technical/Security Architect	130 - 175k	<b>140 - 180k</b>	95 - 125	<b>100 - 135</b>
<b>Development/Testing</b>				
Senior Developer	95 - 130k	<b>100 - 140k</b>	85 - 110	<b>85 - 115</b>
Developer	65 - 90k	<b>60 - 95k</b>	65 - 85	<b>65 - 85</b>
Test Manager/QA Manager	110 - 150k	<b>110 - 150k</b>	100 - 125	<b>100 - 125</b>
Test Analyst	70 - 100k	<b>65 - 100k</b>	65 - 85	<b>65 - 85</b>
<b>Infrastructure</b>				
Senior Network/System Engineer	110 - 135k	<b>115 - 140k</b>	85 - 115	<b>90 - 120</b>
Senior System Administrator	85 - 120k	<b>95 - 120k</b>	80 - 95	<b>80 - 100</b>
System Administrator	75 - 95k	<b>75 - 95k</b>	60 - 80	<b>60 - 85</b>
Network/System Engineer	80 - 100k	<b>80 - 100k</b>	60 - 80	<b>65 - 85</b>
Database Administrator	85 - 135k	<b>80 - 120k</b>	70 - 100	<b>60 - 90</b>
Helpdesk/Desktop Support	50 - 75k	<b>50 - 75k</b>	26 - 45	<b>24 - 45</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.



# BRISBANE

## PROCUREMENT, SUPPLY CHAIN & LOGISTICS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2016	2017	2016	2017
<b>Procurement &amp; Supply Chain</b>				
Chief Procurement Officer	250 - 450k	<b>275 - 400k</b>	1200 - 1600	<b>1200 - 1600</b>
Procurement Manager	140 - 240k	<b>140 - 220k</b>	800 - 1200	<b>800 - 1200</b>
Procurement Analyst	80 - 110k	<b>80 - 120k</b>	350 - 600	<b>400 - 650</b>
Procurement/Purchasing Officer	70 - 90k	<b>70 - 95k</b>	250 - 500	<b>300 - 550</b>
Contracts Manager	140 - 190k	<b>150 - 200k</b>	550 - 1100	<b>650 - 1200</b>
Contracts & Procurement Administrator	80 - 140k	<b>80 - 130k</b>	450 - 800	<b>450 - 800</b>
Category Manager	130 - 180k	<b>130 - 190k</b>	700 - 1100	<b>600 - 1100</b>
Category Advisor	95 - 130k	<b>95 - 140k</b>	400 - 700	<b>450 - 750</b>
ICT Procurement Specialist	120 - 160k	<b>120 - 160k</b>	600 - 1100	<b>600 - 1100</b>
Procurement Consultant	90 - 120k	<b>95 - 125k</b>	500 - 700	<b>550 - 800</b>
<b>Supply Chain</b>				
Supply Chain Manager	120 - 200k	<b>135 - 180k</b>	500 - 850	<b>600 - 850</b>
Supply Chain Officer	95 - 130k	<b>95 - 140k</b>	400 - 700	<b>450 - 750</b>
Materials Coordinator	90 - 120k	<b>100 - 130k</b>	450 - 600	<b>500 - 700</b>
Materials Planner	80 - 110k	<b>90 - 125k</b>	400 - 550	<b>400 - 600</b>
<b>Logistics</b>				
Project Freight Manager	140 - 200k	<b>140 - 200k</b>	600 - 1100	<b>600 - 1000</b>
Branch Manager	80 - 145k	<b>80 - 145k</b>	400 - 600	<b>400 - 600</b>
Projects Freight Operations Coordinator	70 - 110k	<b>75 - 120k</b>	300 - 550	<b>350 - 600</b>
Logistics Manager	90 - 140k	<b>100 - 150k</b>	450 - 600	<b>500 - 750</b>
Logistics Officer	60 - 80k	<b>75 - 90k</b>	300 - 450	<b>350 - 600</b>
Operations Manager	140 - 180k	<b>150 - 190k</b>	500 - 800	<b>500 - 800</b>

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# BRISBANE

## RESOURCES, ENGINEERING & CONSTRUCTION

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Engineering Design</b>				
Technical Director	210 - 230k	<b>220 - 250k</b>	120 - 140	<b>135 - 160</b>
Principal Design Manager	190 - 210k	<b>210 - 230k</b>	100 - 120	<b>110 - 140</b>
Design Manager	160 - 180k	<b>180 - 210k</b>	80 - 100	<b>90 - 125</b>
Engineering Manager	180 - 210k	<b>190 - 220k</b>	100 - 130	<b>110 - 145</b>
Principal Design Engineer (10+ yrs' exp)	150 - 170k	<b>160 - 190k</b>	70 - 90	<b>80 - 110</b>
Senior Design Engineer (8+ yrs' exp)	110 - 140k	<b>120 - 150k</b>	65 - 80	<b>75 - 95</b>
Design Engineer (3 - 8 yrs' exp)	80 - 100k	<b>95 - 120k</b>	55 - 70	<b>65 - 90</b>
Revit Drafter	90 - 110k	<b>100 - 120k</b>	50 - 65	<b>60 - 80</b>
Senior Designer	90 - 110k	<b>100 - 120k</b>	50 - 65	<b>60 - 75</b>
Designer	70 - 90k	<b>80 - 100k</b>	40 - 50	<b>40 - 60</b>
<b>Project Delivery</b>				
Project Director	240 - 260k	<b>260 - 290k</b>	120 - 140	<b>135 - 160</b>
Project Manager	160 - 200k	<b>180 - 220k</b>	90 - 110	<b>100 - 120</b>
Construction Manager	140 - 170k	<b>160 - 200k</b>	75 - 95	<b>80 - 100</b>
Site Manager	110 - 130k	<b>110 - 130k</b>	60 - 80	<b>75 - 90</b>
Senior Project Engineer	120 - 140k	<b>130 - 160k</b>	60 - 80	<b>70 - 90</b>
Project Engineer	110 - 130k	<b>120 - 140k</b>	65 - 85	<b>70 - 95</b>
Senior Estimator	160 - 200k	<b>180 - 210k</b>	85 - 100	<b>90 - 120</b>
Estimator (5 yrs' exp)	120 - 150k	<b>130 - 170k</b>	60 - 80	<b>65 - 90</b>
Project Controls/Planning Engineer	80 - 110k	<b>90 - 120k</b>	50 - 70	<b>60 - 80</b>
Senior Contracts Administrator	130 - 150k	<b>130 - 150k</b>	70 - 85	<b>80 - 95</b>
Contracts Administrator	80 - 110k	<b>90 - 125k</b>	45 - 60	<b>55 - 80</b>

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# BRISBANE

## SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
<b>Sales</b>		
Sales Director/National Sales Manager	160 - 250k	<b>180 - 250k</b>
Sales Manager	140 - 180k	<b>140 - 180k</b>
Senior Business Development Manager	120 - 150k	<b>120 - 150k</b>
Business Development Manager	70 - 130k	<b>70 - 120k</b>
Account Manager	70 - 100k	<b>70 - 100k</b>
Sales/Account Executive	50 - 80k	<b>50 - 80k</b>
<b>Marketing</b>		
Marketing Director	140 - 170k	<b>150 - 180k</b>
Marketing Manager	110 - 140k	<b>110 - 140k</b>
Marketing Executive	55 - 70k	<b>65 - 80k</b>
Marketing Assistant/Coordinator	50 - 65k	<b>55 - 65k</b>
Brand/Product Manager	80 - 120k	<b>90 - 130k</b>
Sponsorship & Events Manager	60 - 90k	<b>70 - 100k</b>
Digital Marketing Specialist	75 - 95k	<b>85 - 100k</b>
<b>Communications</b>		
Corporate Affairs Manager	140 - 200k	<b>140 - 200k</b>
Communications Director	140 - 170k	<b>140 - 170k</b>
Government/Relations Manager	120 - 170k	<b>120 - 170k</b>
Investor Relations Manager	110 - 170k	<b>110 - 170k</b>
Stakeholder Engagement Manager	110 - 130k	<b>110 - 130k</b>
Senior Communications Consultant	90 - 110k	<b>90 - 110k</b>
Social Responsibility Executive	85 - 95k	<b>85 - 95k</b>
Media Relations Manager	80 - 100k	<b>80 - 100k</b>
Communications Consultant	70 - 85k	<b>70 - 85k</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# BRISBANE

## SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Business Support</b>				
Project Coordinator	80 - 100k	<b>80 - 100k</b>	40 - 60	<b>40 - 60</b>
Executive Assistant	76 - 100k	<b>76 - 100k</b>	40 - 50	<b>40 - 50</b>
Facilities Coordinator	70 - 100k	<b>70 - 100k</b>	35 - 50	<b>35 - 50</b>
Document Controller	70 - 100k	<b>70 - 100k</b>	40 - 50	<b>40 - 50</b>
Office Manager	70 - 90k	<b>70 - 90k</b>	40 - 55	<b>40 - 55</b>
Personal Assistant	65 - 78k	<b>65 - 78k</b>	38 - 48	<b>38 - 48</b>
Travel Coordinator	65 - 75k	<b>65 - 75k</b>	33 - 45	<b>33 - 45</b>
Project Administrator	65 - 78k	<b>68 - 80k</b>	38 - 48	<b>38 - 48</b>
Desk Assistant	55 - 65k	<b>58 - 68k</b>	30 - 35	<b>33 - 38</b>
Legal Secretary	55 - 65k	<b>58 - 68k</b>	30 - 35	<b>33 - 38</b>
Team Secretary	50 - 65k	<b>55 - 68k</b>	28 - 37	<b>28 - 37</b>
Administration Assistant	40 - 55k	<b>45 - 60k</b>	28 - 36	<b>28 - 36</b>
Data Entry Operator	45 - 50k	<b>48 - 58k</b>	26 - 29	<b>28 - 36</b>
Receptionist	45 - 55k	<b>48 - 60k</b>	26 - 29	<b>28 - 36</b>
Office Junior	42 - 47k	<b>43 - 48k</b>	24 - 27	<b>27 - 32</b>
<b>Call Centre</b>				
Customer Service Manager	100 - 130k	<b>100 - 130k</b>	50 - 60	<b>50 - 60</b>
Customer Service Team Leader	65 - 75k	<b>70 - 90k</b>	40 - 48	<b>40 - 48</b>
Customer Service Representative	45 - 55k	<b>50 - 60k</b>	26 - 29	<b>28 - 34</b>
<b>Public Sector</b>				
Business Support Officer	58 - 64k	<b>64 - 72k</b>	30 - 40	<b>34 - 38</b>
Executive Support Officer	68 - 75k	<b>76 - 82k</b>	40 - 48	<b>40 - 44</b>
Project Officer	79 - 90k	<b>88 - 95k</b>	49 - 58	<b>47 - 51</b>
Policy Officer	88 - 95k	<b>101 - 120k</b>	50 - 58	<b>53 - 57</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses/site allowances unless otherwise specified.

# MELBOURNE

## ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Executive</b>				
Financial Controller	180 - 250k	<b>180 - 250k</b>	70 - 100	<b>70 - 100</b>
Finance Manager	130 - 170k	<b>130 - 180k</b>	60 - 80	<b>60 - 90</b>
Treasury Manager	125 - 180k	<b>130 - 190k</b>	70 - 90	<b>70 - 95</b>
<b>Accounting</b>				
Senior Finance Business Partner	140 - 190k	<b>140 - 190k</b>	70 - 100	<b>70 - 100</b>
Finance Business Partner	120 - 160k	<b>120 - 170k</b>	60 - 80	<b>60 - 90</b>
Management Accountant	80 - 130k	<b>85 - 135k</b>	40 - 65	<b>40 - 65</b>
Project Accountant	80 - 130k	<b>85 - 140k</b>	40 - 65	<b>45 - 70</b>
Internal Audit Manager	120 - 170k	<b>120 - 180k</b>	60 - 85	<b>60 - 90</b>
Internal Auditor	80 - 150k	<b>80 - 150k</b>	40 - 80	<b>40 - 80</b>
Tax Accountant	95 - 140k	<b>100 - 150k</b>	50 - 70	<b>50 - 75</b>
Product Controller	90 - 130k	<b>100 - 150k</b>	45 - 70	<b>45 - 70</b>
Financial Accountant	80 - 130k	<b>85 - 135k</b>	40 - 65	<b>45 - 65</b>
Fund Accountant	75 - 120k	<b>80 - 120k</b>	35 - 60	<b>40 - 65</b>
SMSF Accountant	70 - 110k	<b>70 - 110k</b>	35 - 55	<b>35 - 55</b>
Assistant Accountant	55 - 75k	<b>60 - 80k</b>	30 - 40	<b>30 - 40</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# MELBOURNE

## ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Executive</b>				
Chief Financial Officer	220 - 375k	<b>220 - 375k</b>	100 - 180	<b>100 - 180</b>
Financial Controller	160 - 240k	<b>160 - 240k</b>	80 - 120	<b>80 - 120</b>
Finance Manager	110 - 180k	<b>120 - 180k</b>	55 - 90	<b>60 - 90</b>
Tax Manager	140 - 220k	<b>140 - 220k</b>	70 - 110	<b>70 - 110</b>
Commercial Manager	150 - 200k	<b>150 - 200k</b>	75 - 100	<b>75 - 100</b>
Audit Manager	115 - 180k	<b>120 - 190k</b>	60 - 90	<b>60 - 95</b>
<b>Qualified</b>				
Auditor/Internal Auditor	80 - 140k	<b>80 - 150k</b>	40 - 70	<b>40 - 75</b>
Management Accountant	85 - 145k	<b>85 - 145k</b>	40 - 70	<b>40 - 70</b>
Financial Accountant	85 - 145k	<b>80 - 145k</b>	40 - 70	<b>40 - 70</b>
Tax Accountant	85 - 140k	<b>85 - 150k</b>	40 - 70	<b>40 - 70</b>
Financial Analyst	90 - 145k	<b>90 - 150k</b>	45 - 70	<b>45 - 70</b>
Business Analyst	90 - 140k	<b>90 - 140k</b>	45 - 70	<b>45 - 70</b>
Systems Accountant	90 - 135k	<b>90 - 140k</b>	45 - 65	<b>45 - 70</b>
Cost Accountant	85 - 120k	<b>85 - 120k</b>	40 - 60	<b>40 - 60</b>
Newly-qualified Accountant	75 - 85k	<b>75 - 85k</b>	37 - 42	<b>37 - 42</b>
<b>Part-qualified &amp; Transactional</b>				
Credit Manager	90 - 120k	<b>90 - 120k</b>	45 - 60	<b>45 - 60</b>
Payroll Manager	100 - 125k	<b>100 - 125k</b>	50 - 60	<b>50 - 60</b>
Payroll Officer	60 - 70k	<b>60 - 75k</b>	30 - 35	<b>30 - 37</b>
Assistant Accountant	60 - 75k	<b>60 - 75k</b>	30 - 37	<b>30 - 37</b>
Credit Controller	60 - 80k	<b>60 - 80k</b>	30 - 40	<b>30 - 40</b>
Accounts Payable/Receivable	50 - 60k	<b>50 - 70k</b>	25 - 30	<b>27 - 35</b>
Graduate Accountant	50 - 55k	<b>55 - 60k</b>	25 - 27	<b>27 - 30</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# MELBOURNE

## BANKING OPERATIONS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Banking</b>				
Corporate Banking Relationship Mgr	150 - 230k	<b>150 - 230k</b>	80 - 120	<b>80 - 120</b>
Commercial Banking Relationship Mgr	110 - 180k	<b>110 - 180k</b>	60 - 100	<b>60 - 100</b>
Small Business Banking Manager	90 - 125k	<b>85 - 125k</b>	40 - 65	<b>40 - 65</b>
Credit Analyst	70 - 110k	<b>75 - 110k</b>	35 - 60	<b>35 - 60</b>
Assistant Relationship Manager	75 - 90k	<b>75 - 90k</b>	35 - 40	<b>35 - 40</b>
Mortgage Lender	70 - 90k	<b>70 - 90k</b>	35 - 40	<b>32 - 42</b>
Branch Manager	90 - 150k	<b>90 - 150k</b>	45 - 80	<b>45 - 80</b>
Credit Assessment	60 - 80k	<b>55 - 80k</b>	30 - 35	<b>28 - 37</b>
<b>Risk &amp; Compliance</b>				
Compliance Manager	110 - 170k	<b>120 - 180k</b>	55 - 90	<b>55 - 90</b>
Compliance Analyst	65 - 110k	<b>70 - 120k</b>	35 - 55	<b>35 - 55</b>
Operational Risk Manager	110 - 180k	<b>120 - 180k</b>	60 - 90	<b>60 - 90</b>
Operational Risk Analyst	80 - 110k	<b>80 - 120k</b>	40 - 60	<b>40 - 60</b>
<b>Investment Operations</b>				
Corporate Actions	50 - 80k	<b>55 - 80k</b>	25 - 35	<b>27 - 37</b>
Treasury Settlements	55 - 70k	<b>55 - 75k</b>	25 - 35	<b>27 - 37</b>
Equity Settlements	55 - 70k	<b>55 - 75k</b>	27 - 35	<b>27 - 37</b>
Derivative Operations	60 - 85k	<b>60 - 90k</b>	27 - 37	<b>28 - 40</b>
Portfolio Administration	55 - 80k	<b>55 - 80k</b>	27 - 37	<b>27 - 37</b>
Performance Analyst	65 - 110k	<b>70 - 120k</b>	32 - 45	<b>35 - 45</b>
<b>Wealth Management &amp; Superannuation</b>				
Financial Planner	75 - 125k	<b>80 - 125k</b>	35 - 60	<b>35 - 60</b>
Paraplanner	55 - 95k	<b>60 - 95k</b>	25 - 45	<b>25 - 45</b>
Member Services	55 - 80k	<b>55 - 80k</b>	27 - 35	<b>27 - 37</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# MELBOURNE

## LEGAL

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
<b>Private Practice</b>		
8+ yrs' PQE	220k+	<b>210k+</b>
7 yrs' PQE	160 - 200k	<b>150 - 210k</b>
6 yrs' PQE	140 - 175k	<b>130 - 180k</b>
5 yrs' PQE (Senior Associate Level)	125 - 165k	<b>120 - 170k</b>
4 yrs' PQE	110 - 150k	<b>115 - 160k</b>
3 yrs' PQE	90 - 95k	<b>90 - 100k</b>
2 yrs' PQE	82 - 95k	<b>80 - 100k</b>
1 yr PQE	70 - 85k	<b>75 - 90k</b>
<b>Company Secretary</b>		
6 - 8 yrs' exp	140 - 200k	<b>140 - 210k</b>
3 - 5 yrs' exp	80 - 140k	<b>90 - 150k</b>
<b>In-house Counsel</b>		
8+ yrs' PQE	200k+	<b>200k+</b>
7 yrs' PQE	170 - 200k	<b>170 - 210k</b>
6 yrs' PQE	150 - 190k	<b>160 - 200k</b>
5 yrs' PQE (Senior Associate Level)	130 - 170k	<b>140 - 180k</b>
4 yrs' PQE	105 - 135k	<b>100 - 140k</b>
3 yrs' PQE	95 - 115k	<b>95 - 120k</b>
2 yrs' PQE	90 - 110k	<b>90 - 115k</b>
1 yr PQE	70 - 95k	<b>75 - 100k</b>
<b>Paralegal</b>		
Senior	80 - 130k	<b>85 - 140k</b>
Junior	50 - 80k	<b>50 - 80k</b>
Document Reviewer	52 - 75k	<b>55 - 80k</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.



# MELBOURNE

## INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Management</b>				
CIO/CTO	180 - 300k	<b>180 - 300k</b>	140 - 280	<b>140 - 280</b>
<b>Projects</b>				
Project Manager	130 - 180k	<b>120 - 170k</b>	90 - 120	<b>90 - 120</b>
Change Manager	110 - 180k	<b>110 - 180k</b>	100 - 140	<b>100 - 140</b>
Programme Manager	160 - 230k	<b>160 - 230k</b>	125 - 160	<b>125 - 160</b>
Business Analyst	80 - 140k	<b>160 - 230k</b>	55 - 110	<b>55 - 110</b>
Project Coordinator/Administrator	65 - 100k	<b>70 - 100k</b>	40 - 80	<b>40 - 80</b>
<b>ERP/CRM/BI</b>				
Senior Consultant	120 - 160k	<b>120 - 160k</b>	100 - 140	<b>100 - 140</b>
Consultant	90 - 120k	<b>90 - 120k</b>	70 - 100	<b>100 - 140</b>
<b>Architecture</b>				
Enterprise Architect	150 - 240k	<b>160 - 250k</b>	125 - 165	<b>125 - 165</b>
Solutions/Technical/Security Architect	125 - 200k	<b>125 - 200k</b>	100 - 120	<b>100 - 120</b>
IT Manager	100 - 150k	<b>100 - 150k</b>	70 - 110	<b>70 - 110</b>
<b>Development/Testing</b>				
DevOps	80 - 150k	<b>90 - 160k</b>	90 - 150	<b>90 - 150</b>
Senior Developer	100 - 140k	<b>100 - 140k</b>	75 - 100	<b>80 - 110</b>
Developer	60 - 100k	<b>70 - 110k</b>	40 - 80	<b>40 - 80</b>
UX/UI Designers/Digital Producer	80 - 180k	<b>80 - 180k</b>	40 - 150	<b>40 - 150</b>
Test Manager/QA Manager	115 - 160k	<b>115 - 150k</b>	100 - 125	<b>90 - 110</b>
Test Analyst	60 - 100k	<b>60 - 100k</b>	40 - 90	<b>40 - 90</b>
<b>Infrastructure</b>				
System Administrator	65 - 100k	<b>65 - 100k</b>	45 - 75	<b>45 - 75</b>
Helpdesk/Desktop Support	50 - 80k	<b>50 - 80k</b>	25 - 55	<b>25 - 55</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# MELBOURNE

## SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
<b>Sales</b>		
Sales Director	160 - 280k	<b>170 - 300k</b>
State Sales Manager	140 - 180k	<b>140 - 180k</b>
Sales Manager	130 - 180k	<b>120 - 170k</b>
Sales Executive	70 - 100k	<b>65 - 95k</b>
Account Manager	75 - 125k	<b>65 - 125k</b>
Business Development Manager	80 - 140k	<b>80 - 140k</b>
<b>Marketing</b>		
Marketing Director	150 - 280k	<b>150 - 280k</b>
Direct Marketing Manager	90 - 140k	<b>90 - 140k</b>
Digital Marketing Manager	100 - 140k	<b>100 - 180k</b>
Marketing Manager	110 - 150k	<b>120 - 160k</b>
Marketing Executive	70 - 95k	<b>70 - 96k</b>
Product/Brand Manager	90 - 150k	<b>90 - 150k</b>
Campaign Manager	85 - 120k	<b>90 - 130k</b>
Product Specialist	85 - 120k	<b>85 - 120k</b>
<b>Communications</b>		
Communications Manager	100 - 140k	<b>100 - 140k</b>
Communications Executive	65 - 90k	<b>65 - 90k</b>
<b>Retail</b>		
Head of Retail Operations	250 - 565k	<b>250 - 500k</b>
Area Manager	65 - 100k	<b>65 - 100k</b>
Buyer	80 - 150k	<b>80 - 150k</b>
General Manager Planning	265 - 430k	<b>250 - 400k</b>
Planning Manager	145 - 200k	<b>145 - 200k</b>
Planner	85 - 150k	<b>85 - 150k</b>
Store Manager (Big Box)	95 - 150k	<b>95 - 150k</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# MELBOURNE

## SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Business Support</b>				
Executive Assistant - Banking	70 - 100k	<b>70 - 110k</b>	35 - 45	<b>35 - 45</b>
Executive Assistant	70 - 105k	<b>70 - 110k</b>	30 - 45	<b>30 - 45</b>
Office Manager	65 - 85k	<b>65 - 90k</b>	30 - 45	<b>30 - 45</b>
Personal Assistant	65 - 75k	<b>65 - 90k</b>	28 - 35	<b>28 - 35</b>
Legal Secretary/Assistant	57 - 80k	<b>55 - 85k</b>	30 - 40	<b>28 - 40</b>
Team Assistant	55 - 65k	<b>45 - 65k</b>	25 - 35	<b>25 - 35</b>
Human Resource Administrator	50 - 63k	<b>45 - 65k</b>	25 - 35	<b>25 - 35</b>
Facilities Coordinator	50 - 65k	<b>50 - 65k</b>	25 - 35	<b>25 - 35</b>
Administration Assistant	45 - 60k	<b>45 - 65k</b>	25 - 30	<b>25 - 30</b>
Receptionist	45 - 58k	<b>45 - 65k</b>	23 - 30	<b>23 - 30</b>
Data Entry Operator	40 - 50k	<b>40 - 55k</b>	23 - 28	<b>23 - 28</b>
Mail Room Assistant	40 - 45k	<b>40 - 55k</b>	23 - 25	<b>23 - 25</b>
Office Junior	40 - 45k	<b>40 - 55k</b>	23 - 25	<b>23 - 25</b>
<b>Project Support</b>				
Tender Coordinator	70 - 85k	<b>60 - 80k</b>	28 - 40	<b>28 - 40</b>
Tender Formatter	65 - 75k	<b>55 - 75k</b>	28 - 40	<b>28 - 40</b>
Document Controller	60 - 75k	<b>55 - 90k</b>	25 - 40	<b>25 - 40</b>
Project Administrator/Assistant	55 - 80k	<b>55 - 80k</b>	27 - 40	<b>27 - 40</b>
<b>Call Centre Support</b>				
Contact Centre Manager	80 - 120k	<b>80 - 120k</b>	45 - 65	<b>45 - 65</b>
Team Leader	65 - 80k	<b>65 - 90k</b>	30 - 45	<b>30 - 45</b>
Faults/Dispatch Consultant	55 - 60k	<b>45 - 55k</b>	25 - 30	<b>25 - 30</b>
Outbound Customer Service	45 - 55k	<b>45 - 55k</b>	23 - 28	<b>23 - 28</b>
Inbound Customer Service	45 - 55k	<b>45 - 55k</b>	23 - 28	<b>23 - 28</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# PERTH

## ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Executive</b>				
Chief Financial Officer	180 - 300k	<b>180 - 300k</b>	100 - 150	<b>90 - 125</b>
Group Financial Controller	150 - 200k	<b>150 - 200k</b>	75 - 100	<b>70 - 90</b>
Financial Controller	130 - 180k	<b>130 - 180k</b>	65 - 75	<b>60 - 75</b>
Tax Manager	130 - 175k	<b>140 - 200k</b>	65 - 100	<b>65 - 100</b>
<b>Qualified</b>				
Senior Financial/Management Accountant	100 - 120k	<b>100 - 130k</b>	45 - 55	<b>45 - 55</b>
Financial/Management Accountant	75 - 100k	<b>75 - 100k</b>	40 - 45	<b>40 - 50</b>
Tax Accountant	85 - 120k	<b>80 - 120k</b>	45 - 55	<b>45 - 55</b>
Business/Financial Analyst	90 - 120k	<b>80 - 120k</b>	45 - 60	<b>45 - 55</b>
<b>Part-qualified &amp; Transactional</b>				
Payroll Manager	75 - 100k	<b>80 - 110k</b>	45 - 60	<b>40 - 50</b>
Payroll Clerk	55 - 65k	<b>55 - 70k</b>	30 - 35	<b>30 - 35</b>
Accounts Payable Manager	70 - 85k	<b>70 - 85k</b>	35 - 45	<b>35 - 45</b>
Accounts Payable Clerk	55 - 65k	<b>50 - 65k</b>	27 - 33	<b>27 - 33</b>
Accounts Receivable Manager	70 - 100k	<b>70 - 85k</b>	40 - 50	<b>40 - 50</b>
Bookkeeper	60 - 75k	<b>60 - 75k</b>	30 - 40	<b>30 - 38</b>
Accounts Receivable Officer	50 - 65k	<b>50 - 65k</b>	27 - 33	<b>27 - 33</b>
Assistant Accountant	60 - 75k	<b>55 - 70k</b>	30 - 40	<b>28 - 35</b>
Accounts Assistant	50 - 65k	<b>50 - 60k</b>	27 - 33	<b>27 - 32</b>
<b>Public Practice &amp; Insolvency</b>				
Manager	100 - 130k	<b>100 - 120k</b>		
Assistant Manager	90 - 115k	<b>90 - 105k</b>		
Senior/Supervisor	70 - 90k	<b>70 - 90k</b>		
Intermediate	55 - 70k	<b>50 - 65k</b>		

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# PERTH

## INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Management</b>				
Infrastructure/Development/BI Manager	120 - 160k	<b>120 - 160k</b>	100 - 125	<b>100 - 120</b>
Programme Manager	150 - 180k	<b>150 - 175k</b>	130 - 150	<b>120 - 135</b>
Senior Project Manager	140 - 155k	<b>140 - 155k</b>	100 - 130	<b>95 - 115</b>
Project Manager	110 - 140k	<b>120 - 140k</b>	85 - 100	<b>80 - 100</b>
Senior Business Analyst	120 - 145k	<b>120 - 140k</b>	90 - 105	<b>85 - 100</b>
Business Analyst	80 - 120k	<b>90 - 120k</b>	70 - 90	<b>65 - 85</b>
<b>ERP/CRM/BI</b>				
Senior Consultant	120 - 160k	<b>130 - 160k</b>	100 - 130	<b>100 - 125</b>
Consultant	90 - 130k	<b>90 - 130k</b>	75 - 100	<b>75 - 100</b>
<b>Architecture/Development/Testing</b>				
Solutions/Technical/Security Architect	130 - 170k	<b>135 - 170k</b>	100 - 130	<b>95 - 125</b>
Enterprise Architect	140 - 180k	<b>150 - 175k</b>	110 - 150	<b>110 - 140</b>
Senior Developer	90 - 120k	<b>90 - 120k</b>	75 - 90	<b>75 - 90</b>
Developer	65 - 90k	<b>70 - 90k</b>	50 - 75	<b>50 - 75</b>
Test Manager/Test Lead	90 - 135k	<b>90 - 135k</b>	75 - 110	<b>75 - 100</b>
Test Analyst	60 - 85k	<b>60 - 85k</b>	50 - 70	<b>50 - 70</b>
<b>Infrastructure</b>				
Senior Network/System Engineer	110 - 130k	<b>110 - 130k</b>	85 - 105	<b>80 - 90</b>
Network/System Engineer	85 - 110k	<b>85 - 110k</b>	65 - 85	<b>65 - 85</b>
Senior System Administrator	90 - 110k	<b>90 - 105k</b>	65 - 85	<b>65 - 80</b>
System Administrator	65 - 90k	<b>70 - 90k</b>	50 - 70	<b>50 - 70</b>
Helpdesk/Desktop Support	50 - 70k	<b>55 - 70k</b>	30 - 45	<b>30 - 45</b>
<b>Sales</b>				
Business Development Manager	110 - 180k*	<b>120 - 180k*</b>	100 - 130	<b>100 - 120</b>
Account Manager	90 - 170k*	<b>80 - 160k*</b>	60 - 100	<b>60 - 100</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. \*OTE.

# PERTH

## RESOURCES, ENGINEERING & CONSTRUCTION

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
<b>Engineering</b>		
Principal Engineer	160 - 180k	<b>160 - 180k</b>
Senior Engineer	117 - 160k	<b>130 - 160k</b>
Structural Engineer	110 - 145k	<b>120 - 160k</b>
Mechanical Engineer	120 - 160k	<b>120 - 160k</b>
Electrical Engineer	120 - 160k	<b>120 - 160k</b>
<b>Construction</b>		
Commercial Manager	200 - 230k	<b>160 - 190k</b>
Project Manager	160 - 250k	<b>130 - 180k</b>
Site Manager	130 - 180k	<b>100 - 130k</b>
Supervisor	120 - 150k	<b>90 - 120k</b>
Project Engineer	180 - 200k	<b>100 - 140k</b>
Estimator	150 - 180k	<b>150 - 180k</b>
Contract Administrator	120 - 180k	<b>108 - 160k</b>
<b>Residential Construction</b>		
Construction Manager	115 - 143k	<b>100 - 130k</b>
Supervisor	95 - 114k	<b>85 - 100k</b>
Estimator	80 - 100k	<b>72 - 90k</b>
Scheduler	60 - 76k	<b>55 - 70k</b>
Designer	66 - 85k	<b>60 - 78k</b>
<b>Architecture</b>		
Project Lead	100 - 130k	<b>100 - 130k</b>
Project Architect	90 - 120k	<b>90 - 120k</b>
Draftsperson	45 - 65k	<b>45 - 65k</b>
Graduate Architect	55 - 75k	<b>55 - 75k</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses and site uplifts unless otherwise specified.

# PERTH

## SALES, MARKETING & COMMUNICATIONS BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
<b>Retail</b>		
Premium Relationship Manager	85 - 100k	<b>80 - 100k</b>
Portfolio Director	140 - 155k	<b>140 - 155k</b>
<b>Business</b>		
Agribusiness Relationship Manager	130 - 150k	<b>130 - 150k</b>
Emerging Markets Relationship Manager	120 - 140k	<b>120 - 140k</b>
Business Relationship Manager	100 - 120k	<b>100 - 120k</b>
SME Relationship Manager	80 - 100k	<b>80 - 100k</b>
Assistant Manager	60 - 85k	<b>75 - 90k</b>
<b>Corporate</b>		
Assistant Manager	80 - 90k	<b>80 - 90k</b>
Relationship Manager	145 - 160k	<b>145 - 160k</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# PERTH

## SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Sales</b>				
National Sales Manager	130 - 200k	<b>130 - 180k</b>	50 - 100	<b>50 - 100</b>
State Sales Manager	120 - 140k	<b>110 - 140k</b>	50 - 70	<b>50 - 70</b>
Sales Executive	70 - 85k	<b>70 - 85k</b>	30 - 45	<b>30 - 45</b>
Business Development Manager	80 - 110k	<b>80 - 110k</b>	40 - 60	<b>40 - 60</b>
Key Account Manager	75 - 85k	<b>75 - 85k</b>	30 - 40	<b>30 - 40</b>
Territory Manager	70 - 80k	<b>70 - 80k</b>	35 - 45	<b>35 - 45</b>
<b>Marketing</b>				
Marketing Manager	100 - 140k	<b>100 - 140k</b>	55 - 75	<b>55 - 75</b>
Marketing Assistant	70 - 80k	<b>60 - 80k</b>	35 - 45	<b>35 - 45</b>
<b>Communications</b>				
Communications Executive	100 - 130k	<b>100 - 130k</b>	55 - 70	<b>55 - 70</b>
Digital Marketing Executive	80 - 100k	<b>80 - 100k</b>	40 - 55	<b>40 - 55</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.



# PERTH

## SECRETARIAL, BUSINESS SUPPORT & HR

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Secretarial &amp; Business Support</b>				
Executive Assistant	75 - 90k	<b>75 - 90k</b>	35 - 45	<b>35 - 45</b>
Personal Assistant	65 - 80k	<b>65 - 80k</b>	30 - 40	<b>30 - 40</b>
Administration Assistant	45 - 65k	<b>45 - 65k</b>	24 - 30	<b>26 - 30</b>
Office Manager	65 - 80k	<b>65 - 75k</b>	30 - 40	<b>30 - 40</b>
Receptionist	45 - 55k	<b>45 - 55k</b>	24 - 28	<b>26 - 29</b>
Legal Secretary	60 - 80k	<b>55 - 75k</b>	30 - 40	<b>30 - 40</b>
Document Controller	70 - 90k	<b>70 - 85k</b>	35 - 45	<b>35 - 45</b>
Project Administrator	55 - 70k	<b>55 - 70k</b>	28 - 35	<b>28 - 35</b>
Data Entry Operator	40 - 50k	<b>40 - 45k</b>	23 - 26	<b>26 - 28</b>
Sales Administrator	55 - 65k	<b>50 - 65k</b>	28 - 30	<b>28 - 30</b>
Customer Service Representative	45 - 60k	<b>45 - 60k</b>	24 - 26	<b>26 - 28</b>
<b>Human Resources</b>				
HR Manager	110 - 150k	<b>110 - 140k</b>	50 - 70	<b>50 - 60</b>
HR Advisor	70 - 90k	<b>70 - 90k</b>	35 - 55	<b>35 - 50</b>
HR Administrator	55 - 70k	<b>55 - 65k</b>	28 - 35	<b>28 - 35</b>
HR Officer	60 - 75k	<b>60 - 70k</b>	30 - 40	<b>30 - 35</b>
Learning and Development Manager	120 - 140k	<b>110 - 140k</b>	50 - 70	<b>50 - 70</b>
Learning and Development Consultant	80 - 120k	<b>80 - 110k</b>	40 - 60	<b>45 - 60</b>
Recruitment Manager	110 - 140k	<b>100 - 130k</b>	50 - 65	<b>45 - 60</b>
Recruitment Advisor	80 - 110k	<b>80 - 100k</b>	35 - 50	<b>35 - 45</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# SYDNEY

## ACCOUNTING & FINANCE

## BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Executive</b>				
Chief Financial Officer	240 - 300k	<b>240 - 300k</b>	120 - 150	<b>120 - 150</b>
Financial Controller	160 - 210k	<b>160 - 210k</b>	90 - 115	<b>90 - 115</b>
Finance Manager	130 - 160k	<b>130 - 160k</b>	65 - 85	<b>65 - 85</b>
<b>Qualified/Part-qualified</b>				
Fund Accounting Manager	120 - 160k	<b>120 - 160k</b>	60 - 75	<b>60 - 75</b>
Senior Fund Accountant	85 - 110k	<b>85 - 110k</b>	50 - 70	<b>50 - 70</b>
Fund Accountant	70 - 90k	<b>70 - 90k</b>	40 - 55	<b>40 - 55</b>
Senior Financial Accountant	100 - 130k	<b>100 - 130k</b>	50 - 70	<b>50 - 70</b>
Financial Accountant	80 - 110k	<b>80 - 110k</b>	40 - 55	<b>40 - 55</b>
Tax Manager	130 - 170k	<b>130 - 170k</b>	65 - 90	<b>65 - 90</b>
Tax Accountant	90 - 120k	<b>90 - 120k</b>	45 - 65	<b>45 - 65</b>
Product Control Manager	140 - 160k	<b>140 - 160k</b>	65 - 80	<b>65 - 80</b>
Product Controller	100 - 140k	<b>100 - 140k</b>	50 - 70	<b>50 - 70</b>
FP&A Manager/Business Partner	150 - 200k	<b>150 - 200k</b>	70 - 90	<b>79 - 90</b>
Management Accountant	90 - 120k	<b>90 - 120k</b>	55 - 70	<b>55 - 70</b>
Assistant Accountant	65 - 80k	<b>65 - 80k</b>	35 - 50	<b>35 - 50</b>
Accounts Payable	60 - 85k	<b>60 - 85k</b>	30 - 45	<b>30 - 45</b>
<b>Projects</b>				
Project Manager	130 - 180k	<b>130 - 180k</b>	100 - 140	<b>100 - 140</b>
Senior Business Analyst	120 - 160k	<b>120 - 160k</b>	90 - 115	<b>90 - 115</b>
Business Analyst	100 - 130k	<b>100 - 130k</b>	70 - 95	<b>70 - 95</b>

NB: Salaries are inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# SYDNEY

## ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Executive</b>				
Chief Financial Officer	240k+	<b>240k+</b>	90 - 140	<b>90 - 150</b>
Financial Controller	150 - 180k+	<b>150 - 180k+</b>	70 - 100	<b>70 - 100</b>
<b>Qualified PQE 3+ yrs'</b>				
Commercial/FP&A Manager	150 - 180k	<b>150 - 190k</b>	70 - 80	<b>70 - 85</b>
Finance Manager	125 - 150k	<b>120 - 140k</b>	70 - 85	<b>70 - 85</b>
Tax Manager	130k+	<b>135k+</b>	70 - 85	<b>70 - 85</b>
Financial Accountant	75 - 110k	<b>75 - 110k</b>	40 - 65	<b>40 - 70</b>
Management Accountant	75 - 110k	<b>75 - 110k</b>	50 - 65	<b>50 - 70</b>
Treasury Accountant	75 - 110k	<b>75 - 110k</b>	45 - 65	<b>45 - 65</b>
<b>Newly-qualified</b>				
Business/Financial/Commercial Analyst	85 - 120k	<b>90 - 120k</b>	50 - 70	<b>50 - 70</b>
Systems Accountant	90 - 120k	<b>90 - 120k</b>	45 - 65	<b>45 - 65</b>
Tax Accountant	80 - 120k	<b>80 - 115k</b>	55 - 70	<b>55 - 70</b>
Management Accountant	75 - 120k	<b>75 - 115k</b>	45 - 55	<b>45 - 55</b>
Financial Accountant	75 - 120k	<b>75 - 120k</b>	40 - 55	<b>40 - 55</b>
<b>Transactional</b>				
Credit Manager	80 - 120k	<b>80 - 120k</b>	40 - 65	<b>40 - 65</b>
Payroll Manager	90 - 150k	<b>90 - 160k</b>	45 - 70	<b>45 - 70</b>
Accounts Payable/Receivable Manager	80 - 120k	<b>80 - 120k</b>	40 - 65	<b>40 - 65</b>
Bookkeeper	60 - 80k	<b>60 - 85k</b>	35 - 40	<b>35 - 45</b>
Accounts Payable/Receivable Officer	50 - 65k	<b>50 - 65k</b>	25 - 35	<b>25 - 35</b>
Payroll Officer	55 - 70k	<b>55 - 70k</b>	27 - 35	<b>27 - 35</b>
Assistant Accountant	55 - 75k	<b>55 - 75k</b>	30 - 35	<b>30 - 35</b>
Credit Controller	50 - 65k	<b>50 - 70k</b>	25 - 35	<b>28 - 35</b>
Accounts Assistant	48 - 65k	<b>45 - 65k</b>	27 - 35	<b>27 - 35</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# SYDNEY

## BANKING OPERATIONS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Funds, Custody &amp; Institutional Banking</b>				
Head of Operations	160k+	<b>160k+</b>	75 - 90	<b>75 - 90</b>
Operations Manager	110 - 135k	<b>120 - 150k</b>	50 - 65	<b>50 - 65</b>
Corporate Actions Analyst	70 - 85k	<b>70 - 90k</b>	35 - 40	<b>35 - 45</b>
Trade Support	80 - 100k	<b>80 - 100k</b>	38 - 48	<b>40 - 50</b>
Performance Analyst	90 - 110k	<b>90 - 110k</b>	42 - 50	<b>42 - 50</b>
Client Services Officer	55 - 80k	<b>55 - 80k</b>	30 - 40	<b>30 - 40</b>
Fund/Operations Analyst	50 - 60k	<b>60 - 80k</b>	25 - 28	<b>30 - 35</b>
Client Onboarding Assistant	70 - 80k	<b>75 - 90k</b>	35 - 50	<b>35 - 50</b>
<b>Retail Banking</b>				
Team Leader	75 - 85k	<b>75 - 85k</b>	42 - 50	<b>42 - 50</b>
Mobile Lender	90 - 120k	<b>90 - 120k</b>		
Credit Analyst	75 - 100k	<b>75 - 100k</b>	35 - 50	<b>35 - 50</b>
<b>Investment &amp; Corporate Banking</b>				
Director - Corporate and FI	240 - 310k	<b>240 - 310k</b>		
Associate Director - Corporate and FI	180 - 210k	<b>180 - 210k</b>		
Senior Associate	120 - 150k	<b>120 - 150k</b>		
<b>Wealth Management</b>				
Head of Advice	150 - 220k	<b>150 - 220k</b>	80 - 115	<b>80 - 115</b>
Practice Manager	110 - 130k	<b>110 - 130k</b>	55 - 65	<b>55 - 65</b>
Financial Planner/Senior Financial Planner	80 - 160k	<b>80 - 160k</b>	40 - 80	<b>40 - 80</b>
Paraplanner	75 - 110k	<b>75 - 110k</b>	35 - 42	<b>40 - 60</b>
<b>Insurance</b>				
Senior Claims Assessor	90 - 120k	<b>90 - 120k</b>	55 - 70	<b>55 - 70</b>
Claims Assessor	70 - 90k	<b>70 - 90k</b>	33 - 37	<b>33 - 37</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# SYDNEY

## HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2016	2017	2016	2017
<b>Generalist</b>				
HR Director	240 - 350k	<b>240 - 350k</b>	1045 - 1520	<b>1045 - 1520</b>
HR Manager	135 - 190k	<b>145 - 200k</b>	590 - 850	<b>630 - 869</b>
HR Business Partner	110 - 140k	<b>110 - 160k</b>	480 - 610	<b>480 - 695</b>
HR Advisor	85 - 110k	<b>85 - 110k</b>	370 - 480	<b>370 - 480</b>
HR Officer/Coordinator	70 - 85k	<b>70 - 85k</b>	305 - 370	<b>305 - 370</b>
HR Administrator	60 - 70k	<b>60 - 70k</b>	260 - 300	<b>260 - 300</b>
<b>Specialist</b>				
Head of Remuneration & Benefits	180 - 285k	<b>180 - 285k</b>	1100 - 1240	<b>1100 - 1240</b>
Compensation & Benefits Manager	150 - 200k	<b>150 - 200k</b>	650 - 870	<b>650 - 870</b>
Compensation & Benefits Consultant	85 - 115k	<b>85 - 115k</b>	370 - 515	<b>370 - 515</b>
Organisational Development Specialist	110 - 150k	<b>110 - 150k</b>	480 - 650	<b>480 - 650</b>
HR Change Manager	150 - 200k	<b>150 - 220k</b>	800 - 1200	<b>800 - 1200</b>
Learning & Development Manager	130 - 165k	<b>130 - 165k</b>	565 - 720	<b>565 - 720</b>
Learning & Development Consultant	85 - 120k	<b>85 - 120k</b>	370 - 520	<b>370 - 520</b>
Instructional Designer	85 - 130k	<b>85 - 125k</b>	550 - 900	<b>500 - 850</b>
Recruitment Manager	120 - 150k	<b>125 - 160k</b>	520 - 650	<b>580 - 700</b>
Recruitment Advisor	80 - 120k	<b>85 - 125k</b>	350 - 550	<b>400 - 650</b>
Industrial/Employee Relations Manager	140 - 200k	<b>140 - 200k</b>	610 - 870	<b>610 - 870</b>
Workforce Planning Manager	150 - 200k	<b>150 - 200k</b>	650 - 870	<b>650 - 870</b>
Workforce Planning Consultant	85 - 130k	<b>85 - 130k</b>	370 - 565	<b>370 - 565</b>
HR Information Analyst	90 - 120k	<b>90 - 120k</b>	390 - 520	<b>390 - 520</b>
<b>WHS</b>				
WHS Manager	160 - 200k	<b>160 - 200k</b>	700 - 870	<b>700 - 870</b>
WHS Advisor	80 - 100k	<b>85 - 120k</b>	350 - 435	<b>350 - 435</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# SYDNEY

## INFORMATION TECHNOLOGY BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2016	2017	2016	2017
<b>Project Services</b>				
Agile Coach	180 - 220k	<b>180 - 220k</b>	850 - 1100	<b>900 - 1200</b>
Scrum/Iteration Manager	170 - 230k	<b>170 - 230k</b>	800 - 1000	<b>800 - 1000</b>
Senior Project Manager	150 - 195k	<b>160 - 210k</b>	900 - 1250	<b>900 - 1250</b>
Project Manager	115 - 145k	<b>120 - 160k</b>	700 - 900	<b>650 - 900</b>
Programme/Portfolio Manager	170 - 240k	<b>170 - 240k</b>	1100 - 1500	<b>1000 - 1550</b>
Project Coordinator/PMO Analyst	80 - 110k	<b>85 - 120k</b>	320 - 640	<b>350 - 650</b>
Change Manager	135 - 185k	<b>150 - 200k</b>	800 - 1100	<b>900 - 1150</b>
Senior Business/Systems Analyst	110 - 140k	<b>120 - 140k</b>	650 - 900	<b>650 - 900</b>
Business/Systems Analyst	90 - 120k	<b>90 - 120k</b>	500 - 650	<b>550 - 700</b>
<b>BI/ERP/CRM</b>				
BI/DW Developer	100 - 145k	<b>100 - 145k</b>	625 - 875	<b>600 - 900</b>
Solutions/Technical Architect	130 - 175k	<b>130 - 175k</b>	800 - 1250	<b>850 - 1250</b>
ERP/CRM Consultant	100 - 155k	<b>120 - 160k</b>	700 - 900	<b>700 - 1000</b>
<b>Testing/Development</b>				
Tech Lead	110 - 160k	<b>130 - 160k</b>	850 - 1050	<b>850 - 1050</b>
Developer	90 - 150k	<b>90 - 150k</b>	450 - 700	<b>500 - 750</b>
Tester	70 - 130k	<b>85 - 130k</b>	400 - 600	<b>450 - 650</b>
UX/UI Designer	95 - 135k	<b>100 - 140k</b>	650 - 900	<b>675 - 925</b>
Mobile Developer	95 - 135k	<b>100 - 140k</b>	650 - 850	<b>650 - 850</b>
<b>Infrastructure</b>				
Security Analyst	80 - 120k	<b>85 - 125k</b>	550 - 900	<b>650 - 800</b>
Network Engineer	110 - 150k	<b>110 - 140k</b>	500 - 700	<b>500 - 750</b>
DevOps Engineer	90 - 110k	<b>110 - 130k</b>	480 - 680	<b>500 - 700</b>
Trade Floor Support	85 - 140k	<b>85 - 140k</b>	600 - 800	<b>600 - 800</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# SYDNEY

## INFORMATION TECHNOLOGY COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2016	2017	2016	2017
<b>Management</b>				
Programme Manager	150 - 210k	<b>155 - 220k</b>	950 - 1350	<b>1000 - 1350</b>
Change Manager	140 - 190k	<b>145 - 200k</b>	750 - 950	<b>750 - 950</b>
Agile Delivery Manager	140 - 200k	<b>145 - 210k</b>	700 - 1100	<b>750 - 1100</b>
Project Manager	90 - 130k	<b>95 - 160k</b>	600 - 900	<b>650 - 1000</b>
Project Coordinator/Administrator	60 - 95k	<b>65 - 100k</b>	320 - 580	<b>330 - 600</b>
Business Analyst	85 - 125k	<b>85 - 125k</b>	450 - 650	<b>500 - 900</b>
<b>ERP/CRM/BI</b>				
Senior Consultant	130 - 160k	<b>135 - 170k</b>	800 - 1200	<b>850 - 1300</b>
Consultant	95 - 135k	<b>100 - 135k</b>	600 - 900	<b>650 - 950</b>
<b>Architecture</b>				
Enterprise Architect	150 - 220k	<b>160 - 230k</b>	1000 - 1500	<b>1000 - 1500</b>
Solutions/Technical/Security Architect	130 - 180k	<b>135 - 180k</b>	900 - 1250	<b>900 - 1300</b>
<b>Development/Testing</b>				
UX/UI Designers	100 - 155k	<b>100 - 160k</b>	600 - 850	<b>600 - 1000</b>
Mobile Applications Developer	85 - 160k	<b>90 - 160k</b>	550 - 950	<b>550 - 950</b>
Senior Developer	100 - 145k	<b>110 - 145k</b>	600 - 850	<b>650 - 900</b>
Developer	70 - 110k	<b>80 - 110k</b>	400 - 600	<b>400 - 600</b>
Test Lead	90 - 115k	<b>90 - 120k</b>	600 - 750	<b>600 - 750</b>
Test Analyst	60 - 100k	<b>60 - 100k</b>	350 - 600	<b>350 - 600</b>
<b>Infrastructure</b>				
Network/System Engineer	75 - 110k	<b>80 - 160k</b>	400 - 680	<b>700 - 950</b>
Cyber Security Analyst	90 - 120k	<b>95 - 130k</b>	650 - 800	<b>700 - 800</b>
Systems Administrator	70 - 110k	<b>80 - 120k</b>	390 - 680	<b>400 - 700</b>
DevOps Engineer	80 - 140k	<b>50 - 150k</b>	500 - 1000	<b>550 - 1000</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# SYDNEY

## LEGAL

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
<b>Private Practice</b>		
8+ yrs' PQE	220k+	<b>220k+</b>
7 yrs' PQE	160 - 200k	<b>160 - 200k</b>
6 yrs' PQE	140 - 175k	<b>145 - 180k</b>
5 yrs' PQE (Senior Associate Level)	125 - 165k	<b>125 - 165k</b>
4 yrs' PQE	110 - 150k	<b>115 - 150k</b>
3 yrs' PQE	90 - 95k	<b>90 - 115k</b>
2 yrs' PQE	82 - 95k	<b>85 - 98k</b>
1 yr PQE	70 - 85k	<b>70 - 90k</b>
<b>Company Secretary</b>		
6 - 8 yrs' exp	140 - 200k	<b>145 - 205k</b>
3 - 5 yrs' exp	80 - 140k	<b>85 - 145k</b>
<b>In-house Counsel</b>		
8+ yrs' PQE	200k+	<b>200k+</b>
7 yrs' PQE	170 - 200k	<b>170 - 200k</b>
6 yrs' PQE	150 - 190k	<b>150 - 190k</b>
5 yrs' PQE (Senior Associate Level)	130 - 170k	<b>130 - 170k</b>
4 yrs' PQE	105 - 135k	<b>105 - 135k</b>
3 yrs' PQE	95 - 115k	<b>95 - 115k</b>
2 yrs' PQE	90 - 110k	<b>90 - 110k</b>
1 yr PQE	70 - 95k	<b>70 - 95k</b>
<b>Paralegal</b>		
Senior	80 - 130k	<b>80 - 130k</b>
Junior	50 - 80k	<b>50 - 80k</b>
Document Reviewer	52 - 75k	<b>52 - 75k</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.



# SYDNEY

## PROCUREMENT, SUPPLY CHAIN & LOGISTICS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2016	2017	2016	2017
<b>Procurement</b>				
Chief Procurement Officer	325 - 450k	<b>325 - 450k</b>	1500 - 2500	<b>1500 - 2500</b>
Procurement Director	230 - 325k	<b>240 - 330k</b>	1000 - 1500	<b>110 - 1600</b>
Procurement Manager	175 - 240k	<b>185 - 240k</b>	750 - 1100	<b>800 - 1100</b>
Category Manager	110 - 180k	<b>120 - 180k</b>	425 - 750	<b>450 - 750</b>
Contracts Manager	120 - 160k	<b>130 - 165k</b>	475 - 625	<b>480 - 650</b>
Procurement Analyst	85 - 110k	<b>90 - 110k</b>	350 - 400	<b>350 - 425</b>
Procurement Officer	65 - 85k	<b>60 - 80k</b>	280 - 350	<b>260 - 350</b>
<b>Supply Chain</b>				
Supply Chain Director	230 - 350k	<b>230 - 350k</b>	1000 - 1500	<b>1000 - 1500</b>
Supply Chain/S&OP Manager	160 - 230k	<b>150 - 220k</b>	650 - 1200	<b>650 - 1100</b>
Demand Planner	90 - 120k	<b>90 - 120k</b>	375 - 500	<b>375 - 500</b>
Supply Planner	75 - 95k	<b>75 - 100k</b>	280 - 375	<b>280 - 400</b>
Supply Chain Coordinator	65 - 85k	<b>65 - 90k</b>	250 - 320	<b>250 - 350</b>
<b>Logistics</b>				
DC Manager	160 - 200k	<b>160 - 200k</b>	620 - 750	<b>620 - 750</b>
Operations Manager	125 - 160k	<b>130 - 165k</b>	500 - 620	<b>520 - 600</b>
Logistics Manager	110 - 165k	<b>120 - 170k</b>	440 - 640	<b>440 - 650</b>
Warehouse/Shift Manager	90 - 115k	<b>85 - 115k</b>	360 - 440	<b>350 - 440</b>
Inventory Controller	80 - 110k	<b>85 - 115k</b>	300 - 360	<b>325 - 400</b>
Transport Manager	90 - 110k	<b>90 - 110k</b>	360 - 440	<b>360 - 440</b>
Import/Export Manager	55 - 75k	<b>60 - 80k</b>	220 - 250	<b>240 - 300</b>
<b>Manufacturing/Engineering</b>				
Manufacturing Manager	150 - 180k	<b>150 - 185k</b>	650 - 700	<b>650 - 750</b>
Production Engineer/Technician	70 - 90k	<b>75 - 95k</b>	275 - 350	<b>280 - 375</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# SYDNEY

## RISK MANAGEMENT, COMPLIANCE & AUDIT

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)					
	0 - 4 YRS' EXP		4 - 8 YRS' EXP		8+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
<b>Risk Management</b>						
Operational Risk Manager	65 - 100k	<b>70 - 110k</b>	100 - 160k	<b>110 - 170k</b>	160k+	<b>170k+</b>
Credit Risk Management	60 - 90k	<b>70 - 100k</b>	90 - 170k	<b>100 - 180k</b>	170k+	<b>180k+</b>
Market Risk	75 - 105k	<b>75 - 105k</b>	115 - 180k	<b>115 - 180k</b>	180k+	<b>180k+</b>
Quantitative Risk	80 - 120k	<b>80 - 120k</b>	120 - 200k	<b>120 - 210k</b>	220k+	<b>220k+</b>
Anti-Money-Laundering	75 - 130k	<b>75 - 130k</b>	130 - 200k	<b>130 - 200k</b>	200k+	<b>200k+</b>
<b>Compliance</b>						
Investment Banking	85 - 125k	<b>85 - 130k</b>	125 - 200k	<b>130 - 200k</b>	200k+	<b>210k+</b>
Retail Banking	70 - 110k	<b>75 - 120k</b>	110 - 170k	<b>120 - 180k</b>	170k+	<b>180k+</b>
Funds Management	80 - 120k	<b>80 - 125k</b>	120 - 180k	<b>125 - 185k</b>	180k+	<b>185k+</b>
<b>Internal Audit</b>						
Investment Banking	60 - 100k	<b>65 - 110k</b>	100 - 160k	<b>110 - 165k</b>	160k+	<b>165k+</b>
Retail Banking	60 - 90k	<b>65 - 95k</b>	90 - 150k	<b>95 - 155k</b>	150k+	<b>155k+</b>
Funds Management	60 - 90k	<b>65 - 95k</b>	90 - 150k	<b>95 - 155k</b>	150k+	<b>155k+</b>
<b>Credit Analysis</b>						
Retail Banking	55 - 75k	<b>60 - 80k</b>	75 - 135k	<b>80 - 135k</b>	135k+	<b>135k+</b>
Corporate Banking	70 - 90k	<b>75 - 100k</b>	90 - 150k	<b>100 - 160k</b>	150k+	<b>170k+</b>
Financial Institutions	70 - 100k	<b>80 - 110k</b>	100 - 160k	<b>110 - 170k</b>	160k+	<b>180k+</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# SYDNEY

## SALES, MARKETING & COMMUNICATIONS BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Sales</b>				
Head of Sales	180 - 275k	<b>190 - 300k</b>		
Business Development Manager	110 - 160k	<b>110 - 180k</b>		
Relationship Manager	100 - 140k	<b>100 - 150k</b>		
<b>Marketing</b>				
Head of Marketing	180 - 300k	<b>180 - 300k</b>		
Senior Marketing Manager	130 - 170k	<b>130 - 180k</b>		
Marketing Manager	100 - 140k	<b>100 - 140k</b>	55 - 75	<b>55 - 75</b>
Digital Marketing Manager	110 - 150k	<b>110 - 150k</b>	50 - 80	<b>55 - 85</b>
Marketing Executive	75 - 95k	<b>75 - 96k</b>	40 - 52	<b>40 - 52</b>
Marketing Coordinator	65 - 85k	<b>65 - 85k</b>	35 - 45	<b>35 - 45</b>
Product Manager	120 - 150k	<b>120 - 150k</b>	62 - 80	<b>62 - 80</b>
Communications Manager	120 - 140k	<b>110 - 140k</b>	62 - 75	<b>62 - 75</b>
Campaign Manager	90 - 120k	<b>90 - 120k</b>	45 - 60	<b>45 - 60</b>
Events Manager	100 - 120k	<b>100 - 120k</b>	50 - 60	<b>50 - 60</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# SYDNEY

## SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>IT&amp;T</b>				
Sales Director	200 - 300k	<b>200 - 300k</b>	100 - 160	<b>100 - 160</b>
Sales Manager	120 - 200k	<b>120 - 200k</b>	65 - 100	<b>65 - 100</b>
Business Development Manager	85 - 180k	<b>85 - 150k</b>	55 - 110	<b>55 - 110</b>
Account Manager	80 - 160k	<b>80 - 170k</b>	50 - 90	<b>50 - 90</b>
Channel Manager	90 - 150k	<b>90 - 150k</b>	55 - 85	<b>55 - 85</b>
Inside Sales Executive	60 - 90k	<b>60 - 90k</b>	37 - 50	<b>37 - 50</b>
Pre-sales Consultant	110 - 190k	<b>120 - 200k</b>	60 - 100	<b>60 - 100</b>
Marketing Director	170 - 250k	<b>170 - 250k</b>	130 - 155	<b>130 - 155</b>
Channel Marketing Manager	120 - 160k	<b>120 - 160k</b>	65 - 85	<b>65 - 85</b>
Marketing Manager	100 - 145k	<b>100 - 145k</b>	60 - 75	<b>60 - 75</b>
Digital Marketing Manager	130 - 160k	<b>130 - 160k</b>	65 - 80	<b>65 - 85</b>
Product Manager	110 - 140k	<b>110 - 140k</b>	60 - 75	<b>60 - 75</b>
Marketing Executive	75 - 95k	<b>75 - 95k</b>	40 - 52	<b>40 - 52</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# SYDNEY

## SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Industrial Sales</b>				
Sales Director	175 - 210k	<b>175 - 210k</b>	100 - 130	<b>100 - 130</b>
Sales Manager	140 - 160k	<b>140 - 160k</b>	80 - 110	<b>80 - 110</b>
Sales Executive	55 - 75k	<b>55 - 75k</b>	28 - 37	<b>28 - 37</b>
National Business Development Manager	120 - 150k	<b>85 - 185k</b>	75 - 95	<b>75 - 95</b>
National Account Manager	110 - 130k	<b>110 - 130k</b>	68 - 90	<b>68 - 90</b>
Business Development Manager	85 - 120k	<b>85 - 140k</b>	60 - 85	<b>60 - 85</b>
<b>Consumer Goods</b>				
Sales Director	250k+	<b>200 - 300k</b>	150+	<b>150+</b>
National Sales Manager	180 - 250k	<b>180 - 300k</b>	100 - 150	<b>100 - 150</b>
National Business Manager	150 - 180k	<b>150 - 180k</b>	80 - 120	<b>80 - 120</b>
National Account Manager	100 - 150k	<b>100 - 160k</b>	60 - 80	<b>60 - 80</b>
Sales Executive	55 - 80k	<b>55 - 80k</b>	30 - 45	<b>30 - 45</b>
Marketing Director	170k+	<b>170k+</b>	125+	<b>125+</b>
Marketing Manager	140 - 190k	<b>140 - 180k</b>	80 - 130	<b>80 - 130</b>
Senior Brand Manager	125 - 150k	<b>125 - 150k</b>	70 - 85	<b>70 - 80</b>
Brand Manager	95 - 130k	<b>95 - 130k</b>	60 - 75	<b>60 - 75</b>
Digital Marketing Manager	130 - 160k	<b>130 - 160k</b>	60 - 80	<b>65 - 85</b>
Category Manager	110 - 150k	<b>110 - 150k</b>	65 - 85	<b>65 - 85</b>
Insights Manager	110 - 170k	<b>110 - 170k</b>	65 - 95	<b>65 - 95</b>

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

# SYDNEY

## SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
<b>Secretarial</b>				
Executive Assistant	75 - 100k	<b>80 - 110k</b>	32 - 45	<b>38 - 48</b>
Office/Administration Manager	65 - 87k	<b>70 - 90k</b>	30 - 38	<b>33 - 40</b>
Personal Assistant	65 - 80k	<b>65 - 82k</b>	30 - 35	<b>30 - 35</b>
Legal Secretary	65 - 80k	<b>65 - 85k</b>	30 - 35	<b>30 - 40</b>
Desktop Publisher	70 - 80k	<b>75 - 90k</b>	35 - 45	<b>38 - 50</b>
Bid Coordinator	70 - 85k	<b>75 - 85k</b>	33 - 38	<b>35 - 42</b>
Team Assistant	55 - 65k	<b>60 - 70k</b>	26 - 30	<b>29 - 32</b>
Site Secretary	60 - 65k	<b>60 - 70k</b>	30 - 33	<b>29 - 32</b>
Project Coordinator	65 - 80k	<b>65 - 85k</b>	27 - 35	<b>30 - 40</b>
Sales Coordinator	60 - 65k	<b>55 - 65k</b>	28 - 30	<b>28 - 30</b>
Administration Assistant	50 - 60k	<b>50 - 60k</b>	24 - 27	<b>25 - 29</b>
Office Junior	40 - 48k	<b>40 - 50k</b>	23 - 25	<b>25 - 27</b>
Receptionist	45 - 60k	<b>50 - 60k</b>	23 - 27	<b>26 - 28</b>
Document Controller	65 - 75k	<b>70 - 82k</b>	32 - 38	<b>35 - 43</b>
Data Entry Operator	40 - 45k	<b>45 - 55k</b>	23 - 25	<b>25 - 28</b>
Mailroom Assistant	42 - 45k	<b>45 - 50k</b>	23 - 24	<b>25 - 27</b>
Facilities Manager	75 - 100k	<b>75 - 100k</b>	38 - 50	<b>38 - 50</b>
Facilities Coordinator	55 - 65k	<b>60 - 75k</b>	26 - 32	<b>28 - 35</b>
<b>Customer Service</b>				
Customer Service Manager	75 - 100k	<b>80 - 110k</b>	35 - 45	<b>38 - 50</b>
Customer Service Team Leader	60 - 70k	<b>65 - 85k</b>	27 - 30	<b>32 - 42</b>
Customer Service Representative	50 - 60k	<b>50 - 60k</b>	24 - 26	<b>26 - 30</b>

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