



## FAVOURABLE ECONOMIC CONDITIONS LED TO CONSISTENT HIRING LEVELS ACROSS NEW ZEALAND IN 2016.

Despite continued weakness across the influential dairy industry, the New Zealand job market was buoyant across most sectors and the unemployment rate fell to 5.3%, a seven year low, in the first quarter of 2016. Consumer and business confidence, major infrastructure and technology projects, and continued growth in net migration all contributed to positive conditions for recruitment.

### 2016 INSIGHT

Hiring demand was particularly strong throughout the year for qualified professionals across accounting, financial services, IT, legal, sales, marketing, procurement, supply chain and property. Jobseekers were frequently able to select from multiple opportunities, prior to securing a new role, and those in greatest demand achieved a salary increase.

### 2017 EXPECTATIONS

We expect the New Zealand job market to remain buoyant in 2017. However, global economic conditions will influence business confidence and there may be some

uncertainty towards the end of 2017 due to the general election. Many businesses have highlighted a shortage of appropriately skilled candidates as a barrier to growth and we expect to see strong competition for in-demand skill sets during 2017.

Growth in the manufacturing, property and construction industries will drive newly created roles in 2017 as businesses in these sectors strive to increase production levels and deliver on major infrastructure projects. Competitive conditions across most other industries will create a fluid job market as we expect to see many companies go through restructuring phases as they attempt to increase productivity and efficiency, as well as control costs. These businesses will also invest in areas where they are able to gain a competitive advantage, such as technology, e-commerce, marketing and sales capability with a corresponding rise in demand for professionals with these backgrounds.

The financial services sector in New Zealand remains dominated by the four Australian owned banks. As superannuation funds continue to grow in 2017, we anticipate hiring demand will increase for professionals with fund management and fund administration expertise. Subject matter expertise in risk and

compliance will continue to be in demand as global and local regulatory requirements will need to be implemented.

Following salary increases across many job functions in 2016, we expect to see moderate increases again in 2017. Only those professionals with skills and experience in high demand will receive substantial increases. Many businesses are putting emphasis on the additional benefits they can offer to attract talent, such as flexible working conditions, training and education, bonuses and health and wellbeing programmes.

Due to the competitive job market, employers would be wise to make staff engagement and retention a high priority. As salaries increase we advise companies to ensure existing employees' salaries are in line with the market. This proactive approach to retention will help discourage employees from seeking new opportunities, and prevent the need to make counter-offers in order to retain valued employees.

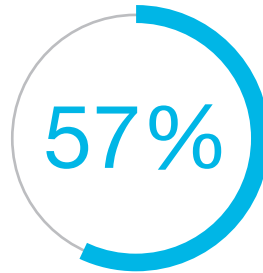
Employers seeking to hire in 2017 will be required to adopt timely and concise recruitment processes and clearly articulate why a candidate should join their business.



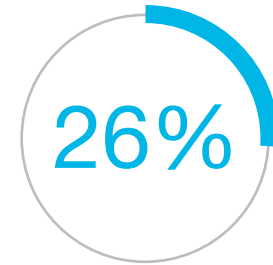
Due to growing competition for talent, hiring managers are advised to make staff engagement and retention a high priority in 2017.



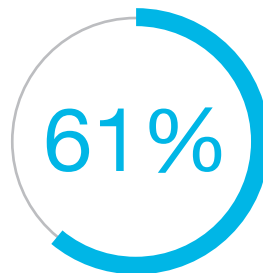
Professionals who are expecting a salary increase in 2017



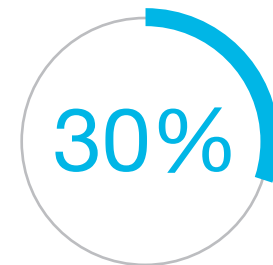
Professionals expecting to receive a bonus in 2017



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



Candidates motivated by salary when considering a new job



## KEY FINDINGS

Many businesses are placing emphasis on additional benefits to attract talent, such as bonuses, flexible working conditions, training and education, and health and wellbeing programmes.

Companies have highlighted a shortage of appropriately skilled candidates as a barrier to growth in 2017.

## CAREER PROGRESSION

Number one reason for employees to change jobs

Robert Walters Pay and Bonus Survey 2016, 300 respondents.

# OVERVIEW

## ACCOUNTING & FINANCE

Finance professionals with business partnering capabilities were in demand during 2016 and we expect this to continue in 2017. Candidates with proven commercial experience, and the ability to support sales growth and implement efficiencies, will be sought after. As a result, we expect demand will continue to be strong for commercial managers and analysts in 2017, along with technical financial controllers. Many of the commercial and analytical roles will be newly created, which will drive demand for these candidates. Salaries for these roles may increase accordingly due to the short supply of appropriate candidates.

While salaries for transactional finance roles have increased in the past two years due to demand for high quality candidates, we expect more moderate salary increases in 2017. In comparison, the steady supply of senior finance level candidates will keep their salary levels stable.

## BANKING & FINANCIAL SERVICES

Given the demands placed on institutions by New Zealand's anti-money-laundering legislation and Financial Markets Conduct Act, compliance and risk roles were actively recruited in 2016. We believe demand will continue to grow in 2017 as organisations move into the monitoring and post-submission phases respectively. While fund managers and providers of managed investment schemes met some legislative deadlines in 2016, the focus for the majority of financial institutions in 2017 will be continued growth of internal risk and compliance capability to meet the ongoing legislative requirements.

Candidates with relationship management and corporate lending experience in banking will continue to be in demand, in part due to overseas investment in property and infrastructure. Overall, we expect salaries to remain stable with marginal increases at the junior level.

## BUSINESS TRANSFORMATION

While demand for top talent remained strong in 2016, in Auckland we saw the desire to minimise costs resulting in reduced contractor numbers and increased pressure on permanent staff to deliver using existing resources. In Wellington, by contrast, there was a rise in demand for contractors.

In 2017 we expect to see a continued need for experienced candidates who can assist businesses in building digital capability as new projects are approved. We also anticipate greater demand for subject matter experts who can display high levels of business acumen.

Salaries and rates increased for project and programme managers in 2016. However, we expect any increases in 2017 to be minimal, unless the volume of new and approved transformational projects in the public sector and large corporates increases.

## HUMAN RESOURCES

The Auckland HR market saw steady growth in 2016, especially in the second half of the year, and we expect this growth to continue in 2017. Demand remains high for strong candidates at the advisor level and salaries for junior level

positions have steadily increased as companies compete to attract experienced candidates.

In comparison, the Wellington market remained relatively steady as a result of organisations utilising HR as a support function rather than growing these teams. In 2017 we expect to see sustained demand for senior HR professionals who can demonstrate business partnering capability across both private and public organisations.

## INFORMATION TECHNOLOGY

Digital transformation drove much of the IT recruitment demand in 2016. Many businesses sought to integrate digital strategy into their overall business approach and looked to build capability that enabled delivery of digital plans. This has led to huge demand for digitally astute candidates in all areas of technology.

In 2017 we expect to see digital transformation at the forefront of business strategy continuing to drive hiring demand, both in the public and private sectors. Organisations are increasingly embracing product and services models to run their IT services, with cloud, integrated and off-the-shelf solutions providing efficiencies and cost savings. This will mean that candidates with delivery, quality assurance and strategic experience will be highly sought after.

As new delivery models such as DevOps and Continuous Delivery are adopted, competition for candidates with these skill sets will increase. Candidates with big data and commercial analytics experience will also be in demand as organisations utilise their data assets to

## KEY TRENDS

- ▶ Low unemployment rates and positive economic conditions means demand for skilled professionals will continue to outstrip supply across New Zealand in 2017.
- ▶ Due to the continued pressure of a candidate short market, salaries will increase for many professionals, leaving them in a powerful position to negotiate with their current employers.
- ▶ The general election is likely to impact public sector contract and project recruitment in the second and third quarters of the year, with permanent recruitment also likely to slow in the second half of 2017.

provide intelligent predictive insights and advice that can improve customer decision making, service customisation and overall experience.

## LEGAL

The Wellington legal market remained strong in 2016 with candidates confident to take up new opportunities. As a result, we saw a 5-10% salary increase across most levels, with candidates at the two to seven years' post qualified experience level particularly sought after in commercial property and corporate law. The trend towards lawyers moving from private practice to in-house legal roles continues to be a dominant feature of the Wellington market. Candidates who can demonstrate excellent relationship management skills and the ability to provide pragmatic commercial solutions have seen good salary increases.

In Auckland, private practice demand remains high across all disciplines for top-tier candidates with two to five years' post qualified experience. A significant portion of New Zealand professionals at this experience level continue to head overseas. Candidates returning to New Zealand in 2017 will be in high demand and employers will need to move quickly to secure them.

## POLICY & REGULATORY

With a number of reviews underway by regulatory agencies, and ministers looking to drive important policy projects before the general election, senior policy analysts will continue to be in high demand in 2017, resulting in salary increases of at least 10% for job movers. Candidates who possess strong economic backgrounds in addition to solid policy experience, will attract even greater salary increases.

With the impending general election, we expect contract hiring will increase in 2017 to meet demand for the completion of policy programmes. We also expect operational policy professionals with local government experience will be in demand following the 2016 local government elections.

## PROCUREMENT & SUPPLY CHAIN

Increasing procurement capability continues to be a key focus for many organisations. The move to streamline procurement functions and focus on commercial practices has seen an increased need for capable commercial professionals who can think creatively and deliver value.

Restructures led by efficiency change programmes and the continued creation of centralised procurement functions continued throughout 2016, leading to a buoyant procurement job market in Auckland.

Candidates with specialised industry knowledge or complex negotiation experience were in high demand, leading to salary increases of up to 15%. Many organisations are now moving to a partnering model with their suppliers, so a key focus in 2017 will be sourcing candidates who have exposure to this approach.

In Wellington, the market continues to be candidate short across the ICT and construction specialisations, and the move towards commercial management is widening the scope of delivery for procurement professionals. This will drive demand for candidates in 2017 with strong procurement and commercial practices.

## PROPERTY & FACILITIES MANAGEMENT

In 2016 we saw increased demand for technically skilled and more experienced candidates, such as asset and property project managers. This was due to a greater focus on property projects, in particular office relocations and refurbishments, coupled with a growing visibility and appreciation for quality facilities within the public sector. The property market also felt the effects of a Treasury driven audit of asset management procedures in 2016, with experienced candidates highly sought after.

We expect this demand to continue in 2017 and salaries across the industry to therefore remain steady.

## SALES, MARKETING & COMMUNICATIONS

Demand for experienced sales, marketing and communications professionals were consistently high throughout 2016. Many businesses focused on the retention and expansion of sales teams in the IT&T, professional services and FMCG sectors in Auckland. In Wellington, 2016 saw increased opportunities for digital marketers with social media, automation, CRM and data experience.

In 2017 we expect overall recruitment activity to remain high. Hiring managers will look for strong sales representatives, e-commerce specialists and data driven marketers as most retail businesses grow their online trading presence. A continuation of general economic confidence will drive a level of high demand for business development managers and insights professionals.

While a candidate driven market drove salaries up in 2016, salaries are expected to stabilise in 2017. Candidates will be attracted to businesses with a strong brand, an attractive benefits package and flexible working conditions.

## SECRETARIAL & BUSINESS SUPPORT

Hiring activity in 2016 was very active in the secretarial and business support space. Both Auckland and Wellington saw high demand across all roles and functions.

The Auckland market remained candidate driven throughout 2016 and this looks set to continue in 2017. There will be particularly high demand for experienced receptionists and customer service candidates with relevant New Zealand, Australian or UK experience.

In Wellington, large government projects and programmes saw an increase in project coordinators and administrators in 2016. Support staff with a varied skill set and ability to adapt in a changing environment will command higher salaries in 2017.

Demand for good candidates will continue to exceed supply in 2017 and this has led to an increase in remuneration for both contract and permanent roles.

# AUCKLAND

## ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>Executive</b>				
Chief Financial Officer	170 - 300k	<b>180 - 300k</b>	100 - 150	<b>100 - 150</b>
Financial Controller	130 - 200k	<b>140 - 200k</b>	70 - 100	<b>70 - 100</b>
Commercial Manager	130 - 200k	<b>130 - 200k</b>	70 - 100	<b>70 - 100</b>
Finance Manager	110 - 140k	<b>120 - 150k</b>	55 - 75	<b>60 - 80</b>
<b>Qualified</b>				
Tax Accountant	80 - 120k	<b>85 - 120k</b>	45 - 70	<b>45 - 70</b>
Commercial Analyst	100 - 130k	<b>100 - 130k</b>	50 - 70	<b>55 - 75</b>
Financial Analyst (5+ yrs' exp)	100 - 130k	<b>110 - 130k</b>	50 - 70	<b>55 - 75</b>
Financial Analyst (0 - 4 yrs' exp)	70 - 95k	<b>80 - 100k</b>	35 - 45	<b>40 - 50</b>
Financial Accountant (5+ yrs' exp)	95 - 120k	<b>95 - 120k</b>	50 - 65	<b>50 - 65</b>
Financial Accountant (0 - 4 yrs' exp)	70 - 95k	<b>80 - 100k</b>	37 - 50	<b>40 - 50</b>
Management Accountant (5+ yrs' exp)	95 - 130k	<b>110 - 130k</b>	55 - 70	<b>55 - 70</b>
Management Accountant (0 - 4 yrs' exp)	70 - 95k	<b>80 - 110k</b>	40 - 55	<b>40 - 55</b>
Systems Accountant	80 - 130k	<b>80 - 130k</b>	45 - 85	<b>45 - 85</b>
Payroll Manager	65 - 100k	<b>75 - 110k</b>	37 - 50	<b>40 - 55</b>
Credit Manager	65 - 100k	<b>75 - 100k</b>	37 - 50	<b>40 - 55</b>
<b>Part &amp; Non-qualified</b>				
Accounts Payable/Receivable - Manager	65 - 90k	<b>70 - 100k</b>	35 - 45	<b>37 - 50</b>
Financial Accountant - Degree	65 - 85k	<b>70 - 85k</b>	35 - 45	<b>37 - 50</b>
Assistant Accountant	60 - 70k	<b>60 - 70k</b>	27 - 35	<b>30 - 35</b>
Credit Controller	50 - 65k	<b>55 - 65k</b>	25 - 35	<b>25 - 35</b>
Accounts Assistant	50 - 60k	<b>55 - 60k</b>	25 - 30	<b>25 - 30</b>
Payroll Clerk/Payroll Officer	50 - 65k	<b>55 - 70k</b>	25 - 35	<b>27 - 35</b>
Accounts Payable/Receivable	50 - 60k	<b>50 - 60k</b>	23 - 30	<b>23 - 30</b>

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

# AUCKLAND

## BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>Banking</b>				
Relationship Manager	110 - 150k	<b>110 - 150k</b>	70 - 100	<b>70 - 100</b>
Relationship Associate	60 - 85k	<b>60 - 85k</b>	35 - 60	<b>35 - 60</b>
Business Development Manager/Sales	100 - 130k	<b>100 - 130k</b>	60 - 90	<b>60 - 90</b>
Business Analyst	90 - 120k	<b>90 - 120k</b>	60 - 100	<b>60 - 100</b>
Mortgage/Lending Manager	70 - 95k	<b>70 - 95k</b>	30 - 60	<b>30 - 60</b>
<b>Risk, Compliance &amp; Operations</b>				
Credit Analyst	60 - 90k	<b>60 - 90k</b>	35 - 55	<b>35 - 55</b>
Market Risk Analyst	70 - 100k	<b>80 - 120k</b>	45 - 65	<b>50 - 70</b>
Compliance Officer	65 - 90k	<b>65 - 110k</b>	35 - 60	<b>40 - 70</b>
Risk & Compliance Manager	110 - 160k	<b>110 - 170k</b>	60 - 100	<b>65 - 110</b>
Settlements/Corporate Actions	55 - 70k	<b>60 - 75k</b>	30 - 50	<b>35 - 55</b>

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# AUCKLAND

## HUMAN RESOURCES & OH&S

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>Generalist</b>				
HR Director	150 - 250k	<b>150 - 250k</b>	80 - 150	<b>80 - 150</b>
HR Manager	95 - 160k	<b>95 - 160k</b>	55 - 85	<b>55 - 95</b>
HR Business Partner	90 - 135k	<b>90 - 140k</b>	50 - 75	<b>50 - 80</b>
HR Consultant	80 - 110k	<b>80 - 120k</b>	40 - 65	<b>50 - 85</b>
HR Analyst	65 - 95k	<b>65 - 95k</b>	30 - 55	<b>35 - 60</b>
HR Advisor	65 - 90k	<b>65 - 95k</b>	30 - 55	<b>30 - 60</b>
HR Coordinator	50 - 65k	<b>50 - 70k</b>	25 - 32	<b>25 - 40</b>
HR Administrator	45 - 55k	<b>50 - 60k</b>	20 - 30	<b>25 - 30</b>
<b>Specialist</b>				
Change Manager	130k+	<b>130k+</b>	70 - 140	<b>70 - 140</b>
Organisational Development Manager	100 - 140k	<b>100 - 140k</b>	60 - 95	<b>60 - 95</b>
Remuneration Manager	95 - 150k	<b>95 - 150k</b>	50 - 80	<b>50 - 80</b>
Learning & Development Manager	95 - 135k	<b>95 - 135k</b>	50 - 75	<b>50 - 75</b>
Recruitment Manager	80 - 130k	<b>90 - 140k</b>	45 - 70	<b>45 - 80</b>
Organisational Development Consultant	80 - 115k	<b>80 - 115k</b>	50 - 75	<b>50 - 75</b>
Training Manager	70 - 100k	<b>80 - 110k</b>	40 - 60	<b>40 - 65</b>
Learning & Development Advisor	65 - 85k	<b>70 - 90k</b>	35 - 50	<b>35 - 50</b>
Remuneration Officer	60 - 85k	<b>60 - 85k</b>	30 - 40	<b>30 - 40</b>
Recruitment Advisor	65 - 85k	<b>70 - 90k</b>	30 - 45	<b>30 - 45</b>
Training Facilitator	50 - 75k	<b>50 - 75k</b>	25 - 40	<b>25 - 40</b>
Learning & Development Coordinator	50 - 65k	<b>55 - 70k</b>	20 - 30	<b>20 - 30</b>
<b>OH&amp;S</b>				
Manager	80 - 150k	<b>80 - 150k</b>	50 - 80	<b>50 - 80</b>
Officer	55 - 80k	<b>55 - 80k</b>	30 - 50	<b>30 - 50</b>

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# AUCKLAND

## INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>Projects</b>				
Programme Manager	140 - 180k	<b>150 - 180k</b>	130 - 150	<b>130 - 150</b>
Senior Project Manager	120 - 150k	<b>120 - 150k</b>	100 - 130	<b>100 - 130</b>
Senior Business Analyst	100 - 130k	<b>120 - 140k</b>	90 - 110	<b>90 - 110</b>
Project Manager	80 - 110k	<b>80 - 115k</b>	80 - 100	<b>80 - 105</b>
Business Analyst	75 - 100k	<b>75 - 105k</b>	75 - 90	<b>75 - 90</b>
Project/Programme Coordinator	70 - 100k	<b>70 - 100k</b>	65 - 90	<b>65 - 90</b>
<b>Infrastructure</b>				
CIO/CTO	180k+	<b>180k+</b>	150+	<b>150+</b>
Enterprise Architect	160 - 200k	<b>160 - 210k</b>	140 - 180	<b>150 - 200</b>
Solution Architect	110 - 160k	<b>120 - 165k</b>	100 - 130	<b>100 - 150</b>
IT Manager	100 - 140k	<b>110 - 150k</b>	80 - 120	<b>80 - 140</b>
Security Specialist	90 - 150k	<b>100 - 180k</b>	90 - 130	<b>100 - 150</b>
Network/Systems Engineer	70 - 120k	<b>70 - 120k</b>	50 - 80	<b>60 - 90</b>
Manager - Service Desk	75 - 100k	<b>75 - 110k</b>	60 - 80	<b>60 - 85</b>
Help Desk/Desktop/Apps Support	45 - 65k	<b>45 - 70k</b>	25 - 35	<b>25 - 40</b>
<b>Development/Testing</b>				
Test/Development Manager	120 - 140k	<b>120 - 150k</b>	90 - 120	<b>90 - 120</b>
Senior Developer	85 - 120k	<b>90 - 125k</b>	90 - 110	<b>90 - 120</b>
Developer	55 - 85k	<b>55 - 85k</b>	50 - 80	<b>50 - 80</b>
Senior Tester	75 - 95k	<b>75 - 95k</b>	60 - 90	<b>60 - 90</b>
Tester	50 - 75k	<b>50 - 75k</b>	40 - 70	<b>40 - 70</b>
<b>Business Intelligence</b>				
BI Manager	120 - 150k	<b>120 - 150k</b>	100 - 120	<b>100 - 125</b>
BI Analyst	70 - 120k	<b>70 - 120k</b>	70 - 95	<b>70 - 95</b>

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# AUCKLAND

## LEGAL

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2016	2017
<b>Private Practice</b>		
Partner	125k+	<b>150k+</b>
Senior Associate	100 - 230k	<b>110 - 235k</b>
Associate	90 - 170k	<b>90 - 170k</b>
Senior Solicitor	75 - 165k	<b>80 - 165k</b>
3 yrs' PQE	55 - 85k	<b>55 - 85k</b>
2 yrs' PQE	45 - 70k	<b>45 - 70k</b>
1 yr PQE	40 - 60k	<b>40 - 60k</b>
Graduate	40 - 45k	<b>40 - 45k</b>
<b>In-house</b>		
General Counsel/Chief Legal Advisor	150k+	<b>150k+</b>
Senior Legal Counsel/Solicitor	80 - 170k	<b>90 - 170k</b>
Legal Counsel/Solicitor	55 - 100k	<b>60 - 100k</b>
Graduate	40 - 50k	<b>40 - 50k</b>

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# AUCKLAND

## PROCUREMENT & SUPPLY CHAIN

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2016	2017
<b>Procurement</b>		
Procurement Director	125 - 200k	<b>150 - 250k</b>
Procurement Manager	100 - 160k	<b>120 - 170k</b>
Strategic Sourcing Manager	100 - 150k	<b>120 - 170k</b>
Contracts/Relationship Manager	90 - 135k	<b>90 - 140k</b>
Procurement Specialist	85 - 125k	<b>85 - 125k</b>
<b>Supply Chain</b>		
Demand/Supply Planning Manager	100 - 140k	<b>100 - 140k</b>
Operations Manager	90 - 160k	<b>90 - 160k</b>
Supply Chain Manager	90 - 140k	<b>100 - 160k</b>
Demand/Supply Planner	65 - 100k	<b>70 - 100k</b>
Logistics Manager	85 - 135k	<b>85 - 135k</b>

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# AUCKLAND

## SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>Sales</b>				
Sales Director	190 - 230k	<b>190 - 230k</b>	100 - 135	<b>110 - 140</b>
National Sales Manager	130 - 175k	<b>140 - 180k</b>	80 - 95	<b>70 - 80</b>
National Account Manager	100 - 135k	<b>100 - 135k</b>	55 - 65	<b>60 - 65</b>
Business Development Manager	85 - 115k	<b>70 - 115k</b>	45 - 55	<b>45 - 50</b>
Key Account Manager	90 - 125k	<b>90 - 110k</b>	45 - 55	<b>50 - 55</b>
Account Manager	70 - 85k	<b>70 - 90k</b>	45 - 50	<b>50 - 55</b>
Sales/Account Executive	60 - 80k	<b>60 - 85k</b>	35 - 45	<b>40 - 45</b>
Territory Manager/Sales Rep	55 - 75k	<b>55 - 70k</b>	35 - 45	<b>40 - 45</b>
Sales Coordinator	45 - 55k	<b>50 - 55k</b>	25 - 30	<b>25 - 35</b>
<b>Marketing</b>				
Marketing Director	180 - 240k	<b>170 - 230k</b>	100 - 130	<b>100 - 120</b>
Marketing Manager	125 - 145k	<b>120 - 140k</b>	55 - 65	<b>50 - 60</b>
Category Manager	95 - 125k	<b>90 - 130k</b>	50 - 65	<b>45 - 60</b>
Product Manager	90 - 135k	<b>90 - 130k</b>	45 - 65	<b>45 - 65</b>
Digital/Online Manager	90 - 130k	<b>100 - 130k</b>	45 - 60	<b>50 - 65</b>
Trade Marketing Manager	90 - 115k	<b>90 - 120k</b>	40 - 55	<b>45 - 60</b>
Insights Manager	75 - 110k	<b>75 - 130k</b>	40 - 55	<b>45 - 65</b>
Brand Manager	75 - 120k	<b>80 - 120k</b>	35 - 65	<b>40 - 60</b>
Assistant Brand Manager	65 - 75k	<b>50 - 75k</b>	30 - 40	<b>25 - 35</b>
Marketing Coordinator	48 - 60k	<b>50 - 65k</b>	25 - 30	<b>25 - 35</b>
<b>Communications</b>				
PR/Corporate Affairs Manager	90 - 130k	<b>90 - 130k</b>	45 - 70	<b>45 - 60</b>
Communications Manager	90 - 130k	<b>80 - 110k</b>	60 - 70	<b>40 - 55</b>

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# AUCKLAND

## SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>Business Support</b>				
Executive Assistant	70 - 90k	<b>75 - 95k</b>	32 - 45	<b>35 - 45</b>
Office Manager	50 - 70k	<b>55 - 70k</b>	25 - 30	<b>25 - 35</b>
Personal Assistant	55 - 70k	<b>60 - 75k</b>	25 - 35	<b>25 - 35</b>
Legal Secretary	50 - 60k	<b>50 - 65k</b>	25 - 30	<b>25 - 32</b>
Team Administrator	45 - 55k	<b>45 - 55k</b>	20 - 27	<b>20 - 26</b>
Corporate Receptionist	40 - 50k	<b>40 - 50k</b>	18 - 23	<b>18 - 23</b>
Sales Administrator	45 - 55k	<b>45 - 55k</b>	22 - 26	<b>22 - 26</b>
Office Administrator	40 - 55k	<b>40 - 55k</b>	20 - 26	<b>20 - 26</b>
<b>Contact Centre</b>				
Team Leader	55 - 70k	<b>60 - 75k</b>	25 - 28	<b>26 - 32</b>
Customer Service Officer	38 - 45k	<b>40 - 50k</b>	17 - 23	<b>18 - 24</b>

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

# WELLINGTON

## ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>Executive</b>				
Chief Financial Officer	160 - 300k	<b>160 - 300k</b>	90 - 150	<b>90 - 150</b>
Financial Controller	130 - 180k	<b>130 - 180k</b>	80 - 120	<b>80 - 120</b>
Tax Accountant	80 - 120k	<b>80 - 130k</b>	60 - 75	<b>60 - 85</b>
Finance Manager	100 - 150k	<b>100 - 150k</b>	60 - 80	<b>60 - 90</b>
<b>Qualified</b>				
Management Accountant (6+ yrs' exp)	90 - 120k	<b>90 - 120k</b>	60 - 80	<b>60 - 90</b>
Financial Accountant CA (5+ yrs' exp)	90 - 120k	<b>90 - 120k</b>	60 - 75	<b>60 - 75</b>
Financial Analyst (5+ yrs' exp)	90 - 115k	<b>90 - 115k</b>	65 - 80	<b>65 - 80</b>
Cost Accountant	85 - 110k	<b>85 - 110k</b>	60 - 75	<b>60 - 80</b>
Treasury Accountant	85 - 110k	<b>85 - 110k</b>	60 - 75	<b>60 - 75</b>
Systems Accountant	85 - 110k	<b>85 - 110k</b>	60 - 75	<b>60 - 80</b>
Management Accountant (3 - 5 yrs' exp)	80 - 95k	<b>80 - 95k</b>	55 - 75	<b>55 - 75</b>
Financial Analyst (0 - 4 yrs' exp)	70 - 90k	<b>70 - 90k</b>	40 - 70	<b>40 - 70</b>
Financial Accountant CA (0 - 4 yrs' exp)	70 - 90k	<b>70 - 90k</b>	45 - 70	<b>45 - 70</b>
Credit Manager	60 - 90k	<b>60 - 90k</b>	30 - 50	<b>30 - 50</b>
Auditor	75 - 100k	<b>75 - 100k</b>	55 - 75	<b>55 - 80</b>
<b>Part &amp; Non-qualified</b>				
Financial Accountant - Degree	60 - 75k	<b>60 - 80k</b>	40 - 50	<b>40 - 55</b>
Accounts Payable/Receivable - Manager	70 - 80k	<b>70 - 85k</b>	40 - 55	<b>40 - 55</b>
Assistant Accountant	50 - 65k	<b>50 - 65k</b>	30 - 40	<b>30 - 40</b>
Credit Controller	45 - 65k	<b>45 - 65k</b>	25 - 40	<b>25 - 40</b>
Accounts Assistant	45 - 55k	<b>45 - 55k</b>	25 - 40	<b>25 - 40</b>
Payroll Clerk/Payroll Officer	40 - 60k	<b>40 - 60k</b>	25 - 40	<b>25 - 40</b>
Accounts Payable/Receivable	50 - 60k	<b>50 - 60k</b>	25 - 40	<b>25 - 40</b>

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

# WELLINGTON

## BUSINESS TRANSFORMATION

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>Business Transformation</b>				
Programme Director	160 - 225k	<b>160 - 250k</b>	150 - 250	<b>150 - 250</b>
EPMO Manager	130 - 230k	<b>150 - 250k</b>	120 - 150	<b>140 - 200</b>
Risk & Assurance Consultant	140 - 180k	<b>150 - 200k</b>	150 - 200	<b>150 - 200</b>
IQA Professional	140 - 180k	<b>150 - 200k</b>	150 - 200	<b>150 - 200</b>
Programme Manager	140 - 180k	<b>140 - 200k</b>	130 - 170	<b>140 - 200</b>
Business Change Manager	145 - 185k	<b>145 - 185k</b>	110 - 150	<b>110 - 150</b>
Business Analyst	100 - 130k	<b>100 - 130k</b>	90 - 120	<b>100 - 125</b>
EPMO Analyst	90 - 125k	<b>90 - 125k</b>	95 - 125	<b>100 - 130</b>
Project Manager	110 - 140k	<b>110 - 140k</b>	100 - 140	<b>100 - 140</b>
Project/Programme Coordinator	60 - 90k	<b>60 - 90k</b>	55 - 90	<b>60 - 90</b>

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# WELLINGTON

## HUMAN RESOURCES & OH&S

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>Generalist</b>				
HR Director	160 - 300k	<b>160 - 300k</b>	120 - 150	<b>120 - 150</b>
HR Manager	100 - 180k	<b>120 - 180k</b>	80 - 120	<b>80 - 120</b>
HR Consultant	90 - 140k	<b>90 - 140k</b>	50 - 120	<b>70 - 120</b>
HR Advisor	60 - 95k	<b>60 - 90k</b>	40 - 80	<b>40 - 70</b>
HR Analyst	65 - 100k	<b>65 - 90k</b>	40 - 100	<b>40 - 80</b>
HR Administrator	40 - 60k	<b>40 - 60k</b>	20 - 30	<b>20 - 30</b>
<b>Specialist</b>				
Learning & Development Manager	100 - 180k	<b>120 - 160k</b>	80 - 120	<b>80 - 120</b>
Organisational Development Consultant	110 - 180k	<b>120 - 180k</b>	90 - 150	<b>100 - 150</b>
Learning & Development Advisor	65 - 90k	<b>65 - 95k</b>	40 - 70	<b>40 - 70</b>
Learning & Development Coordinator	50 - 65k	<b>50 - 65k</b>	25 - 40	<b>25 - 40</b>

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



# WELLINGTON

## INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>ICT</b>				
Chief Information Officer	180 - 300k	<b>180 - 300k</b>	150 - 200	<b>150 - 200</b>
Chief Technology Officer	150 - 220k	<b>150 - 220k</b>	125 - 160	<b>125 - 160</b>
Enterprise Architect	140 - 200k	<b>140 - 200k</b>	125 - 160	<b>130 - 160</b>
Programme Manager	140 - 180k	<b>160 - 200k</b>	130 - 180	<b>130 - 180</b>
Manager - Development	110 - 150k	<b>120 - 160k</b>	80 - 120	<b>90 - 120</b>
Solution Architect - Infrastructure/Applications	120 - 160k	<b>120 - 160k</b>	120 - 140	<b>110 - 150</b>
Release Manager	110 - 130k	<b>110 - 130k</b>	80 - 110	<b>80 - 110</b>
Project Manager	90 - 140k	<b>100 - 140k</b>	100 - 140	<b>100 - 140</b>
Security Specialist	110 - 160k	<b>115 - 170k</b>	120 - 150	<b>120 - 160</b>
Business Analyst	90 - 125k	<b>90 - 125k</b>	90 - 120	<b>90 - 120</b>
Manager - Service Desk	80 - 100k	<b>80 - 100k</b>	70 - 90	<b>70 - 90</b>
<b>Development/Testing</b>				
Senior BI Specialist	110 - 140k	<b>110 - 140k</b>	90 - 130	<b>90 - 130</b>
UX Developer	90 - 125k	<b>90 - 125k</b>	75 - 100	<b>90 - 110</b>
Web Developer	70 - 100k	<b>85 - 110k</b>	65 - 85	<b>85 - 100</b>
Developer - .Net, Java	70 - 130k	<b>85 - 130k</b>	70 - 115	<b>90 - 110</b>
Test Analyst	60 - 110k	<b>80 - 110k</b>	55 - 100	<b>80 - 110</b>
<b>Infrastructure</b>				
Database Administrator	75 - 120k	<b>80 - 120k</b>	80 - 110	<b>80 - 115</b>
Network Engineer	70 - 130k	<b>70 - 130k</b>	70 - 110	<b>70 - 110</b>
Systems Administrator	70 - 110k	<b>70 - 110k</b>	55 - 90	<b>60 - 90</b>
Service Desk/Desktop/Apps Support	55 - 85k	<b>55 - 85k</b>	40 - 65	<b>40 - 65</b>

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

# WELLINGTON

## LEGAL

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2016	2017
<b>Private Practice</b>		
Partner	120k+	<b>130k+</b>
Senior Associate	130 - 180k	<b>130 - 180k</b>
Associate	90 - 150k	<b>90 - 150k</b>
Senior Solicitor	70 - 100k	<b>80 - 115k</b>
3 yrs' PQE	55 - 85k	<b>60 - 85k</b>
2 yrs' PQE	45 - 65k	<b>50 - 70k</b>
1 yr PQE	40 - 60k	<b>45 - 55k</b>
<b>In-house</b>		
General Counsel/Chief Legal Advisor	180k+	<b>180k+</b>
Senior Legal Counsel/Solicitor	100 - 180k	<b>120 - 180k</b>
Legal Counsel/Solicitor	60 - 80k	<b>60 - 90k</b>

## POLICY & REGULATORY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>Policy</b>				
General Manager Policy	140 - 200k	<b>140 - 200k</b>	145 - 165	<b>145 - 165</b>
Chief Policy Analyst/Advisor	120 - 155k	<b>120 - 155k</b>	130 - 150	<b>130 - 150</b>
Principal Policy Analyst/Advisor	110 - 145k	<b>120 - 150k</b>	120 - 135	<b>120 - 150</b>
Policy Manager	100 - 150k	<b>120 - 150k</b>	135 - 155	<b>135 - 155</b>
Senior Policy Analyst/Advisor	80 - 110k	<b>90 - 115k</b>	95 - 120	<b>100 - 120</b>
Policy Analyst/Advisor	65 - 90k	<b>65 - 90k</b>	55 - 80	<b>55 - 80</b>
<b>Research &amp; Evaluation</b>				
Manager, Research & Evaluation	135 - 175k	<b>135 - 175k</b>	135 - 155	<b>135 - 155</b>
Principal Research Analyst	100 - 140k	<b>115 - 140k</b>	115 - 135	<b>100 - 150</b>
Senior Research Analyst	80 - 105k	<b>90 - 115k</b>	95 - 110	<b>95 - 110</b>
Research Analyst	60 - 80k	<b>60 - 80k</b>	60 - 80	<b>60 - 80</b>

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# WELLINGTON

## PROCUREMENT & SUPPLY CHAIN

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>Procurement</b>				
Chief Procurement Officer	150 - 220k	<b>150 - 220k</b>	140 - 190	<b>140 - 200</b>
Commercial Manager	130 - 175k	<b>130 - 180k</b>	120 - 160	<b>130 - 170</b>
Procurement Manager	110 - 175k	<b>110 - 175k</b>	100 - 150	<b>120 - 160</b>
Category Manager	80 - 140k	<b>80 - 140k</b>	80 - 120	<b>80 - 120</b>
Procurement Specialist	70 - 120k	<b>70 - 120k</b>	70 - 125	<b>70 - 130</b>
Contracts Manager	75 - 120k	<b>75 - 120k</b>	65 - 100	<b>75 - 120</b>
Procurement Coordinator	45 - 55k	<b>45 - 60k</b>	30 - 50	<b>30 - 70</b>

## PROPERTY & FACILITIES MANAGEMENT

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2016	2017
<b>Facilities Management</b>		
Facilities Manager	85 - 150k	<b>90 - 150k</b>
Facilities Advisor	75 - 110k	<b>75 - 110k</b>
Asset Manager	80 - 125k	<b>75 - 130k</b>
Facilities Coordinator	45 - 70k	<b>45 - 70k</b>
Contracts Manager	80 - 120k	<b>70 - 120k</b>
Project Manager	75 - 130k	<b>80 - 130k</b>
Project Coordinator	50 - 80k	<b>55 - 80k</b>
<b>Property</b>		
Director of Property	120 - 180k	<b>120 - 180k</b>
Property Manager	80 - 130k	<b>75 - 130k</b>
Property Specialist	60 - 110k	<b>60 - 100k</b>

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

# WELLINGTON

## SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2016	2017	2016	2017
<b>Sales</b>				
National Sales Manager	90 - 170k	<b>120 - 175k</b>	80 - 100	<b>90 - 110</b>
Key Account Manager	75 - 165k	<b>90 - 165k</b>	45 - 60	<b>60 - 90</b>
Business Development Manager	60 - 170k	<b>70 - 180k</b>	45 - 70	<b>50 - 80</b>
Territory Manager	60 - 85k	<b>65 - 85k</b>	35 - 45	<b>35 - 50</b>
Sales/Account Manager	60 - 105k	<b>70 - 110k</b>	35 - 65	<b>50 - 70</b>
Sales Representative	50 - 80k	<b>50 - 80k</b>	35 - 45	<b>40 - 50</b>
<b>Marketing</b>				
Marketing Manager	85 - 160k	<b>90 - 170k</b>	90 - 130	<b>95 - 135</b>
Market Research/Insights Manager	80 - 135k	<b>90 - 140k</b>	80 - 100	<b>85 - 110</b>
Sponsorship & Events Manager	75 - 115k	<b>75 - 115k</b>	40 - 70	<b>45 - 70</b>
Channel Manager	75 - 120k	<b>80 - 125k</b>	70 - 100	<b>75 - 110</b>
Marketing Coordinator	60 - 75k	<b>55 - 75k</b>	40 - 50	<b>35 - 55</b>
Assistant Brand/Product Manager	60 - 85k	<b>70 - 100k</b>	60 - 80	<b>60 - 85</b>
<b>Communications</b>				
Communications Manager	85 - 155k	<b>100 - 175k</b>	80 - 130	<b>90 - 135</b>
Senior Communications Advisor	85 - 155k	<b>85 - 135k</b>	70 - 100	<b>90 - 120</b>
Internal/Change Communications Manager	100 - 140k	<b>110 - 150k</b>	90 - 130	<b>95 - 135</b>
Communications Advisor	55 - 75k	<b>55 - 75k</b>	40 - 60	<b>40 - 60</b>

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

# WELLINGTON

## SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2016	2017
Executive Assistant	68 - 80k	<b>70 - 85k</b>
Office Manager	65 - 79k	<b>60 - 75k</b>
Personal Assistant	60 - 67k	<b>60 - 70k</b>
Legal Secretary	55 - 62k	<b>50 - 65k</b>
Project Administrator	45 - 53k	<b>50 - 65k</b>
Procurement Administrator	45 - 55k	<b>45 - 55k</b>
Office Administrator	41 - 52k	<b>45 - 55k</b>
General Administrator	45 - 58k	<b>45 - 60k</b>
Marketing Administrator	45 - 54k	<b>45 - 55k</b>
Corporate Receptionist	40 - 50k	<b>45 - 55k</b>
Receptionist	39 - 45k	<b>40 - 50k</b>
Data Entry Operator	38 - 43k	<b>38 - 44k</b>

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