

# SALARY SURVEY 2018

## AUSTRALIA & NEW ZEALAND

“

FOR OVER 32 YEARS, BUSINESSES  
ACROSS THE GLOBE HAVE RELIED  
ON US TO FIND THE VERY BEST  
SPECIALIST PROFESSIONALS AND WE  
ARE TRUSTED TO HELP BUILD THE  
CAREERS OF THE WORLD'S LEADING  
EXECUTIVES, JOB MOVE AFTER JOB  
MOVE.

”

# WELCOME TO ROBERT WALTERS

SPECIALIST PROFESSIONAL RECRUITMENT



**ROBERT WALTERS,  
CHIEF EXECUTIVE OFFICER**

## MARKET LEADING GLOBAL BRAND

Our story begins in 1985 when the Group opened its first office in central London. Since then we have developed into a global specialist professional recruitment group, operating in a diverse range of markets worldwide.

For over 32 years, businesses across the globe have relied on us to find the very best specialist professionals, talented executives have trusted us to help build their careers, and companies have outsourced their recruitment processes to us. It's a success story we're proud of and one that's built on the strength and passion of our people.

As the business continues to expand, we operate with the same commitment to service and quality. Every candidate is treated as an individual with a focus on advising and consulting. It means we continually have the best candidates on the market to offer you.

At the heart of the Group's culture and business is our team-based profit share model which means that unlike the majority of our competition we do not pay individual commission. This ensures the needs of our clients and candidates always come first.

Although our reach is global we remain committed to hiring local talent so our people have a deep understanding of the local market and culture. It's what makes us unique and helps us remain a trusted recruitment partner of the world's leading firms.

**69%**

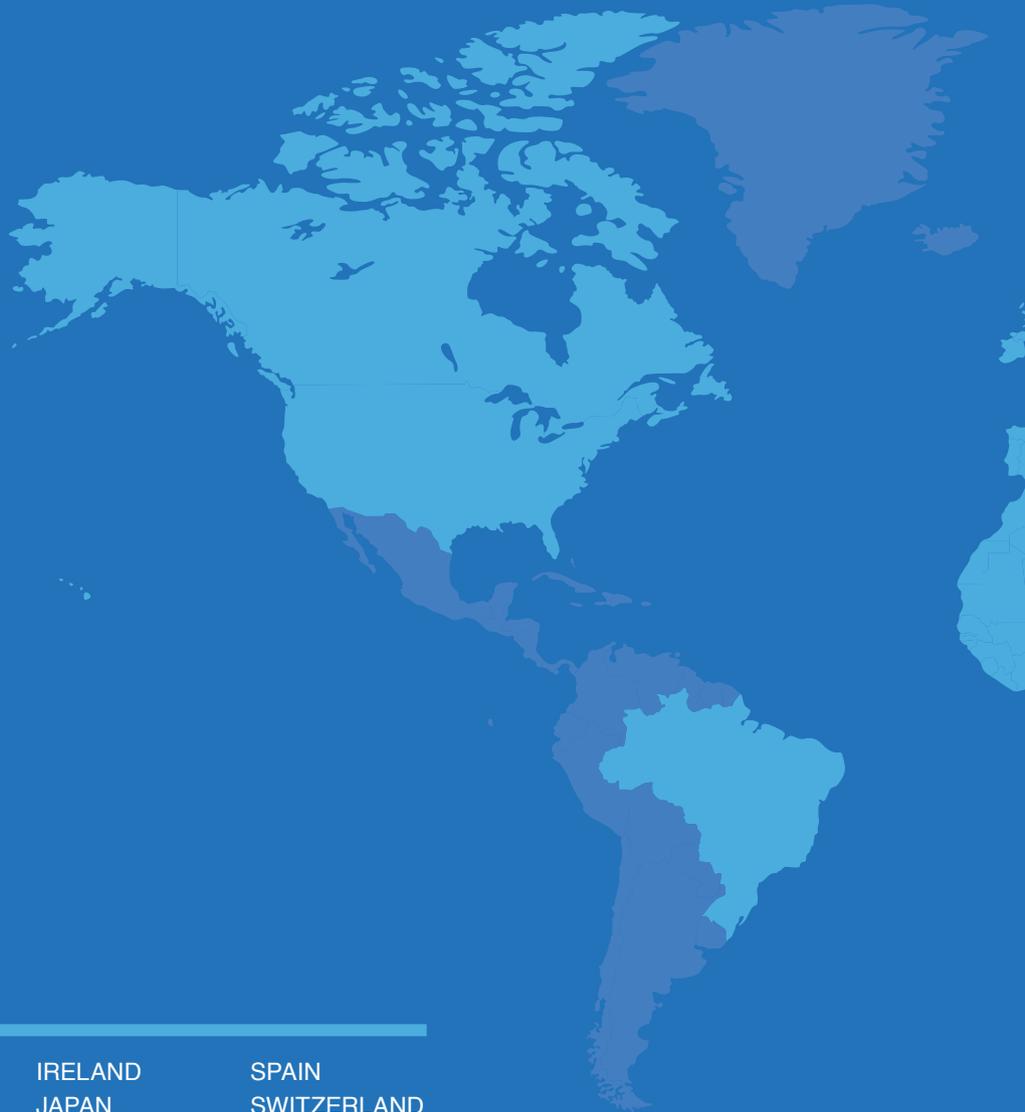
OF OUR BUSINESS  
IS FOCUSED ON  
PERMANENT  
RECRUITMENT, 31%  
ON CONTRACT

**Robert Walters,**  
CEO,  
Robert Walters Plc

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# GLOBAL REACH, LOCAL EXPERTISE

 Countries we operate in



# 28

**WE RECRUIT  
ACROSS 28  
COUNTRIES  
GLOBALLY**

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AUSTRALIA  
BELGIUM  
BRAZIL  
CANADA  
CHINA  
FRANCE  
GERMANY  
HONG KONG  
INDIA  
INDONESIA

IRELAND  
JAPAN  
KOREA  
LUXEMBOURG  
MALAYSIA  
NEW ZEALAND  
PHILIPPINES  
PORTUGAL  
SINGAPORE  
SOUTH AFRICA

SPAIN  
SWITZERLAND  
TAIWAN  
THAILAND  
NETHERLANDS  
UAE  
UK  
USA  
VIETNAM



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- Brazil
- Canada
- Europe
- Greater China & South East Asia
- Japan
- Korea
- Middle East & Africa
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# OUR SERVICE

Our business is built on the quality of our people. The majority of our recruiters have direct industry experience so they truly understand the disciplines they are recruiting for and the challenges facing hiring managers.

## OUR CORE DISCIPLINES INCLUDE:

- Accounting & Finance
- Banking & Financial Services
- Engineering
- Human Resources
- Information Technology
- Legal
- Marketing
- Sales
- Supply Chain & Procurement

## WHAT MAKES US DIFFERENT

Bespoke, consultative service

---

### 1. Commitment to quality

We focus on building long-term, high-quality relationships with clients and candidates. We consult and advise, helping our candidates make the right career move. This builds trust and loyalty and ensures we continually have the industry's top talent for our clients.

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### 2. Specialists

We hire from industry to ensure our consultants are specialists in the disciplines they recruit for. They also bring with them strong personal relationships and industry networks, enabling them to find hard to reach talent with niche skill sets.

“ I’ve been impressed with the service received by Robert Walters. They listened to our needs and managed to balance accommodating what we wanted with their obvious experience in the recruitment process.

Matt Earle, Regional Director ASEAN, First 4 Farming, Australia ”

“ Robert Walters has always been our preferred recruitment consultancy. Their regional presence and in-depth industry knowledge enables us to successfully hire high quality candidates across multiple locations.

Hagen Ong, APJ Head of Talent Acquisition & Talent Management, Schaeffler (Singapore) Pte Ltd, Singapore ”

“ Robert Walters has placed a number of finance professionals with us, developing a good understanding of our business needs, culture and talent profile.

Sue Mir, EMEA Business Analysis Director, Kimberly-Clark, UK ”

---

### 3. No individual commission

We operate a team-based profit share system which, we believe, sets us apart from the vast majority of our competitors as it ensures the interests of both the client and candidate remain our number one priority. There is also no ownership of candidates, ensuring clients always see the best talent we have available.

---

### 4. Our people and culture

We promote long-term, international careers, helping us to retain our top people, which provides continuity for our clients. We’re proud to say our senior management team is home-grown with an average tenure of 13 years.

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### 5. Innovation

We were the first recruiter to launch a recruitment process outsourcing business and we continue to lead the way with industry first sponsorships and brand development such as our sponsorship of the British and Irish Lions.

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### 6. Long-term outlook

Our strategy is one of organic growth through international expansion and discipline diversification. We invest in markets for the long-term and maintain our presence, even in tough times.

---

### 7. Tailored solutions

We provide a bespoke, consultative service to our clients, from the largest corporates, through to SMEs and start-ups. This can include tailored premium advertising packages, enabling clients to access difficult to reach talent.

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- Canada
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- Korea
- Middle East & Africa
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“ WELCOME TO THE 19TH  
EDITION OF THE SALARY  
SURVEY, PROVIDING  
CREDIBLE INSIGHT INTO  
HIRING AND SALARY TRENDS  
WORLDWIDE. ”

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# ABOUT THE SALARY SURVEY

Welcome to the nineteenth edition of the Robert Walters annual Salary Survey.

As the first recruitment company to produce a comprehensive overview of global salaries and recruitment trends across the world, we are pleased to share the latest edition with you.

Our Salary Survey is based on the analysis of permanent, interim and contract placements made across each of our geographies and recruitment disciplines during 2017, and our predictions for the year ahead.

## GET IN TOUCH

If you would like to find out more about salaries and recruitment trends in your industry, call one of our specialist consultants today. Contact details can be found at the back of this book.



# GLOBAL TRENDS



**GILES DAUBENY, DEPUTY CHIEF EXECUTIVE OFFICER**

## INTRODUCTION

While economic conditions varied in 2017, most markets experienced at least modest growth, which boosted hiring and led to candidate shortages in certain sectors.

The most significant change was in Europe, as the continent's economy and job market began to grow again following 10 years of stagnation. Strong business confidence and the onset of employment

market deregulation spurred job growth as companies were freed up to hire different types of interim and contract roles, whilst the permanent market also recovered.

Belgian businesses entered a period of expansion and there was job growth across France. The Spanish economy was buoyant and unemployment fell in Portugal as opportunities arose in the IT, manufacturing and engineering sectors across both countries. The Netherlands and Germany both saw strong hiring levels, especially in the financial services sector.

In the UK, despite uncertainty surrounding Brexit and the General Election, many sectors hired extensively – although there was a shift towards contract roles as businesses sought to build agile workforces able to quickly adapt to changing economic conditions.

In the Middle East, the total number of jobs declined but demand remained for highly skilled professionals. Both Africa and the Middle East saw a focus on nationalisation programmes as governments promoted hiring

local talent. Returning nationals with international business experience were therefore highly sought after.

The job market in South East Asia remained active, due largely to new companies entering the market and the expansion of existing businesses, despite variable economic conditions.

Vietnam and the Philippines faced ongoing talent shortages with many companies reaching out to overseas nationals to attract them back home with lucrative opportunities. Meanwhile in Indonesia businesses competed to hire high-potential, local bilingual candidates.

Japan also continued to face talent shortages as the government announced a record high in the job opening to

“

As candidate shortages grow across the world we advise companies to be flexible and open to hiring professionals with transferable skills.

”

applicants ratio, leading to strong competition for specialists across many sectors. In particular, professionals with artificial intelligence (AI) and Internet of Things skills and experience were highly sought after.

Despite some global economic uncertainty, China continued its growth momentum bolstering confidence and hiring activity.

Digital, IT, fintech and e-commerce skill sets will continue to be in demand due to the national 'Internet Plus' strategy and companies' digital transformation projects. We also expect to see 12-18% pay rises for technology professionals in China in 2018.

Australia and New Zealand's job markets were generally healthy and this looks set to continue in 2018. Of particular note were the booming infrastructure and technology sectors, leading to demand for project managers and engineers as well as cyber security and AI specialists. Although both countries are relatively close to full employment, we expect salary growth to be marginal in New Zealand and flat in Australia in 2018.

## KEY TRENDS

As in previous years the trend towards digitalisation meant that professionals with digital expertise were in high demand across the globe.

Cyber security and fintech were noticeable growth sectors and demand for big data specialists continued at pace as companies sought to implement new systems to benefit from the insights afforded by big data. Tech start-ups

were active recruiters in, for example, London, San Francisco and Dublin, often competing against larger, more traditional companies by offering candidates equity stakes in the business.

Banks and financial services firms continued to bear the brunt of heavier regulation. This resulted in strong demand for regulatory and compliance skill sets along with risk, audit and legal. In 2018 we expect to see sustained demand for regulatory and compliance professionals, along with salary increases for these sought-after professionals.

For those facing candidate shortages our advice is to be flexible and consider hiring professionals with transferable skills, even if they are not an exact fit for the job description. It's also vital for companies to streamline their recruitment processes, making them efficient and timely to avoid losing top talent to competitors. Employers should also be aware that salary alone will not attract high-calibre candidates as they are increasingly motivated by work-life balance, company culture, structured career progression and flexible working.



**CYBER SECURITY  
AND FINTECH  
WERE NOTICEABLE  
GROWTH SECTORS  
AND DEMAND FOR  
BIG DATA SPECIALISTS  
CONTINUED AT PACE.**

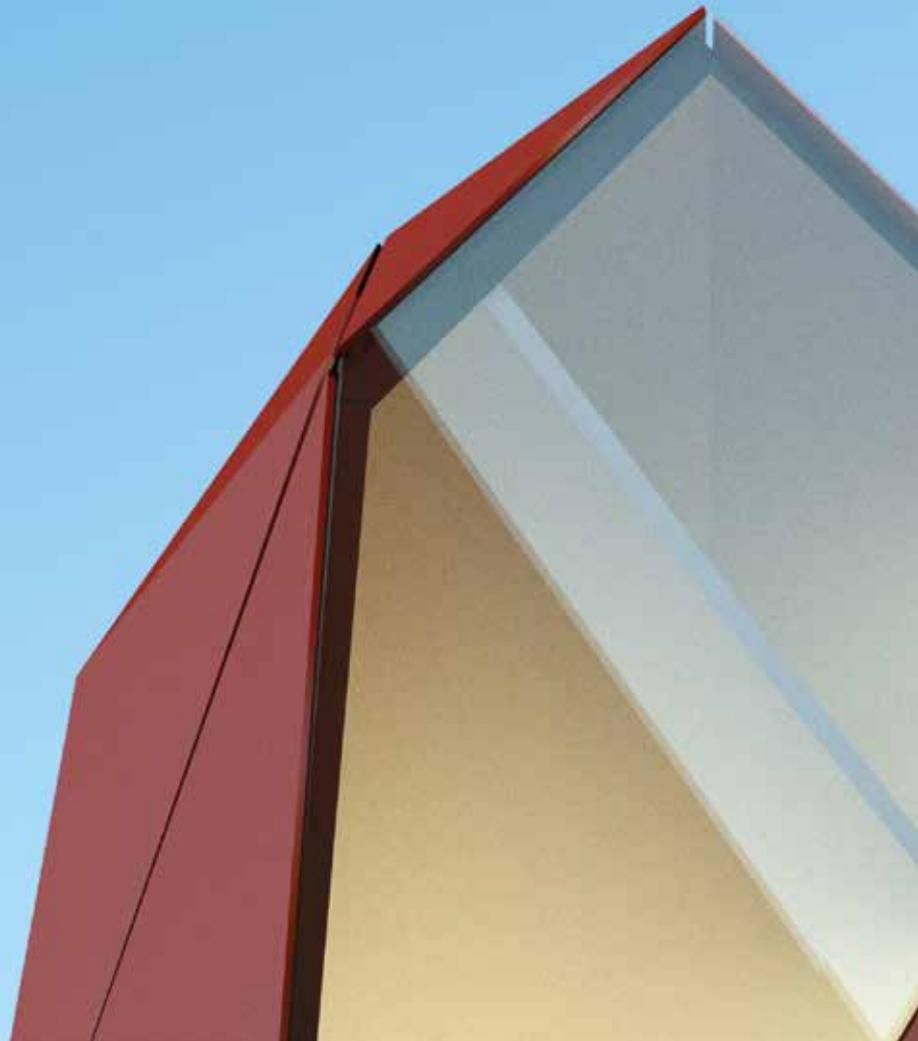


# REGIONAL TRENDS

With our presence spanning 28 countries across six continents, our specialist teams offer in-depth knowledge of the sectors they recruit for. In this section our regional managing directors share their insights on hiring and salary trends in 2017 and their predictions for the year ahead.

Our regional overviews include:

- Australia & New Zealand
- Europe
- Greater China
- South East Asia
- United Kingdom
- USA
- Middle East
- Africa





**THE GROUP'S INTERNATIONAL NETWORK  
OF OFFICES SPANS 28 COUNTRIES AND SIX  
CONTINENTS, ENABLING US TO MEET THE  
DEMANDS OF CLIENTS AND CANDIDATES  
WHOSE NEEDS EXTEND BEYOND LOCAL  
MARKETS**

---



## AUSTRALIA & NEW ZEALAND

### INTRODUCTION

“There is a sense of cautious optimism across many regions and sectors in Australia and New Zealand. Overall, the job market is robust and this looks set to continue in 2018.

While the outlook for the Australia and New Zealand job markets remains healthy, this doesn't tell the whole story. There are pockets of the Australian and New Zealand economies that are absolutely booming, however there are also some areas that are in decline.

### GROWTH IN CONSTRUCTION

Numerous infrastructure projects are planned or already under way in Australia and New Zealand, fuelling demand and wage growth in many areas of the public sector. Construction of new roads, airports and hospitals in 2018 means employers will continue to be on the hunt for project managers, engineers and project finance experts.

### Our presence in Australia & New Zealand:

- Adelaide
- Auckland
- Brisbane
- Chatswood
- Melbourne
- Parramatta
- Perth
- Sydney
- Wellington

“

The Australia and New Zealand job markets are set to remain positive in 2018.

”

## TECH SKILLS IN DEMAND

Specific areas of technology are also taking off right now. These include cyber security, robotic process automation, and artificial intelligence. Professionals with expertise in these areas will be much sought after in 2018. Conversely, lower-level tech roles such as manual testing and helpdesk are in decline, as they are increasingly outsourced to cheaper labour markets overseas.

## BANKS SEEK COMPLIANCE PROFESSIONALS

In the wake of recent scandals in the banking and financial services sector in Australia, centered on misconduct within the banks, the pressure is on for financial institutions to be more transparent and report on their remediation projects. We therefore expect demand to remain high, and salaries to increase for professionals with a background in compliance, regulation and risk management.

## DRIVING EFFICIENCIES

That sense of caution and vigilance extends beyond financial services though. Regardless of sector, Australian and New Zealand organisations are increasingly focusing on cost efficiencies and leaner ways of working. The net result is that salary growth is only marginal in New Zealand overall, and flat in Australia.

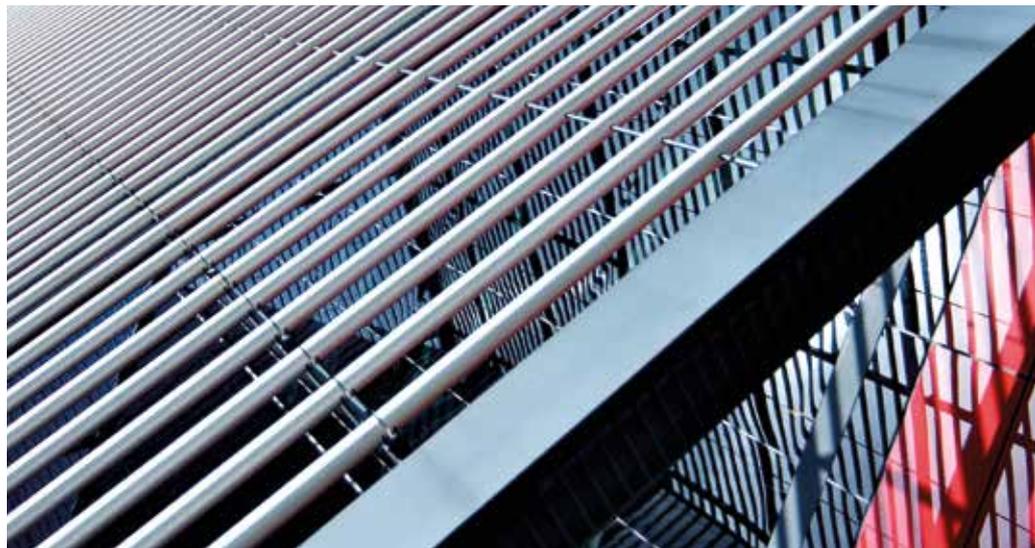
Meanwhile, both countries are relatively close to full employment, which means that future economic growth may rely upon importing offshore talent. Fresh from the 2017 election, New Zealand's government will continue to actively encourage New Zealand professionals living overseas to relocate home. Australia's government is tightening its grip on 457 skilled working visas, making it harder for employers to recruit outside Australia. It remains to be seen whether, during a time of uncertainty at federal government level in Australia, that decision can be reversed in 2018.

## JOBSEEKER MOTIVATIONS

In Australia and New Zealand, the primary reasons for professionals to begin active job searches are salary increases and career progression. Employers who can offer both will be most likely to attract and retain star performers in 2018.

All in all, we expect the Australia and New Zealand job markets to remain generally positive in 2018, with some regions set to enjoy modest growth. At a time of global economic uncertainty, Australia and New Zealand appear stable and secure.”

**James Nicholson,**  
Managing Director,  
Australia & New Zealand





## EUROPE

### INTRODUCTION

“After 10 years of stagnation, economic conditions improved across Europe in 2017. As a result, recruitment levels were high as strong business confidence spurred companies to increase headcount. The onset of de-regulation across many of Europe’s major employment markets generated further job growth as businesses began to have the freedom to offer new types of interim and contract roles to candidates.

Continued employment law de-regulation will cause candidate shortages to increase across Europe as businesses race to compete for the best talent. This will also result in an upward trend in salaries for both specialist and generalist professionals.

### 2017

In France, the IT, real estate, construction, engineering, healthcare and consulting sectors were all extremely active recruiters. The multiplication of national and European regulatory requirements and the increase in consequent checks led to a greater number of control and monitoring jobs, following on from the recent growth in compliance jobs. Greater hiring activity was particularly notable outside the Paris region, with job growth across the whole of France.

In Belgium, businesses entered a period of expansion, following a minor lull at the outset of 2017. Nearshoring continued to shape recruitment activities, with a growing number of roles opening up outside of urban centres. Demand was high for qualified accountants,

### Our presence in Europe:

- Belgium
- France
- Germany
- Ireland
- Luxembourg
- Netherlands
- Portugal
- Spain
- Switzerland

chief accountants, business/financial controllers, internal audit professionals and treasurers.

Germany enjoyed a buoyant year, with hiring levels up among financial services employers, where middle office professionals such as specialists in

finance, audit, legal regulatory, compliance and risk were in high demand, driven by the positive economic situation and the potential for some functions within banks relocating to Germany following Brexit.

Recruitment activity in Ireland was high, with financial services firms creating opportunities for compliance and regulatory professionals, and a growing tech start-up community driving demand for IT specialists. With high levels of candidate movement, counter-offers became a popular strategy to retain staff, though many professionals were influenced by company culture and brand rather than salary alone.

In the Netherlands recruitment levels were buoyant, despite sluggish interim hiring early in the year as employers prepared for the introduction of the DBA Act establishing new rules for hiring contractors. Mid to senior finance professionals became more mobile, looking for roles that could offer significant career progression, while interim compliance specialists were sought to oversee projects relating to regulatory change.

The Spanish economy was buoyant, influenced by growing tourism revenues driving recruitment activity. Digitalisation projects in many businesses also helped stimulate hiring for a range of professionals. The construction, automotive and manufacturing sectors were also active, helping to create high demand for engineers despite the slump in the oil industry.

In Switzerland, demand continued for professionals with regulatory and

compliance experience as businesses prepared for upcoming regulatory change. Across the wider market, candidates with a local market skill set who were fluent in Swiss German were highly sought after.

## 2018

Europe is expected to enjoy another strong year, with confidence remaining high among professionals and employers due to continued de-regulation and economic growth.

In France, demand will be highest for senior level professionals who can help businesses overhaul their operating model and embrace digitalisation to expand. Employers may struggle to retain talent if they do not review and embrace new working models, with many professionals looking for businesses which offer flexible working options.

Similarly, in Belgium, sales professionals who can help businesses expand will be highly sought after, with foreign language skills in high demand. Activity in Belgium will be influenced by the wider European recovery and salaries are expected to grow ahead of inflation.

In the Netherlands, front office hiring in financial services may be limited, though specialists in data, IT and interim compliance will remain highly sought after. When the DBA Act comes into force, we expect to see a temporary slump in interim hiring as employers assess the full impact of the Act.

In Germany, skills shortages will remain acute as the economic situation remains positive and employers continue to look to expand. Professionals who can support digitalisation projects and experts with good IT skills will be in particularly short supply.

Demand will remain high in Spain for finance, control, HR and IT professionals, who can demonstrate commercial acumen as well as technical skill. The improving economy will lead many businesses to look to expand internationally, creating strong demand for professionals with foreign language skills and international experience.”

**Antoine Morgaut,**  
CEO,  
Europe & South America





## GREATER CHINA

“Despite general global economic uncertainty, the world economy’s eastward shift continues. The Greater China region has maintained its growth momentum, led by the sustained performance of China, now the world’s second-largest economy.

### DEMAND FOR TECHNOLOGY TALENT

China, Hong Kong and Taiwan all experienced an increase in demand for digital innovation and technology expertise. Automation, cloud technology, e-commerce, big data and cyber security were some of the key growth areas, with many companies in the region undertaking digital transformation projects for their future development.

### CHINA

A major drive by Chinese companies to internationalise their businesses led to heightened competition among hiring managers for bilingual professionals and those with experience working in international companies.

The Chinese government also rolled out a series of initiatives and policies, such as ‘Internet Plus’ and ‘Made in China 2025’ strategies designed to sustain business confidence and support various industries, including technology and manufacturing.

In addition, with the continuing shift towards a service-led, consumption-based and innovation-driven economy,

### Our presence in Greater China:

- Beijing
- Shanghai
- Suzhou
- Southern China
- Hong Kong
- Taiwan

we saw more research and development centres being established, international service firms entering the market and affordable luxury brands expanding into second-tier cities, resulting in an increase in overall recruitment activity.

## HONG KONG

Hong Kong began 2017 with more conservative hiring levels, predominantly focused on replacement-based recruitment. There were still key pockets of specialist professional hiring, for both permanent and contract positions. Given its deepening economic integration with China, Hong Kong is well-positioned to capitalise on the nation's rapid economic rise. Alongside its financial services prowess, Hong Kong has a deep pool of world-class professionals in accounting, technology, legal, management, communications, logistics and many other sectors.

The city showed an unexpectedly strong growth rate through 2017, and it continues to be the fund-raising hub for the 'Belt & Road' initiative. This is a development strategy proposed by the Chinese government which focuses on connectivity and cooperation between Eurasian countries and on underlining China's push to take a larger role in global affairs.

With this in mind we expect demand in 2018 for high-calibre professionals to support the development of commercial services, infrastructure, operations and management.

## TAIWAN

Economic conditions improved in Taiwan with an increase in global export demand. The crucial semiconductor and engineering sectors remained strong, whereas retail and FMCG

experienced pressure on margin generation because of a slowdown in tourism.

Investment in the technology sector continues to evolve, supported by the 'Asian Silicon Valley' plan. We are also seeing an increase in professionals with regional experience and multilingual skills to support business restructuring, in particular in the supply chain and logistics industry. In general, Taiwan is still very much a candidate driven market, and we have noticed a flow of talent between China and Taiwan.

“

With ongoing digitalisation of businesses creating widespread demand, the Greater China recruitment market will remain competitive and we expect to see healthy demand for top-tier professionals and specialists.

”

## HIRING ADVICE

To attract the best talent, we advise companies to be flexible and not to focus only on direct financial benefits such as salaries and bonuses.

Companies are recommended to consider the non-monetary rewards and intangible benefits they can offer, such as career development opportunities, training schemes, employee-friendly working environments and good corporate cultures. These can play an important role in long-term staff engagement and retention.”

**Matthew Bennett,**  
Managing Director,  
Greater China





## SOUTH EAST ASIA

### INTRODUCTION

“Despite variable economic conditions across South East Asia in 2017, the job market remained active. This was largely due to the region’s dominance in attracting new market entrants and supporting the expansion of existing businesses.

The ease of doing business in Malaysia, for example, increasingly led to the growth of the shared services sector, producing higher demand for finance and accounting talent. Similarly, against a backdrop of stable economic and political growth in Indonesia, there was strong growth across most sectors in 2017. Banking and financial services, insurance, manufacturing and FMCG in particular performed well, and the fastest expansion was seen in professional

services. Companies operating in these growing sectors were active in seeking quality candidates.

Likewise, an influx of multinational firms and continued growth of local and fast-emerging businesses resulted in strong demand for high-potential talent in the Philippines. Businesses establishing themselves in the country were keen to gain greater market share, resulting in back office talent in HR and finance being in high demand.

A similar trend was observed in Thailand. As a more stable economy developed, multiple foreign investments led to the growth of the supply chain and engineering sectors in particular. The e-commerce, chemical and building materials industries were able to

### Our presence in South East Asia:

- Indonesia
- Malaysia
- Philippines
- Singapore
- Thailand
- Vietnam

offer top-tier talent substantial salary increases. Additionally, the growing healthcare sector saw a rise in demand for technical healthcare professionals.

2017 also saw the expansion of Vietnam’s industrial sector, with a higher number of multinational corporations investing in the manufacturing market. The job market was also particularly

active for legal and corporate governance professionals. Firms in the FMCG, tech and pharmaceutical industries increasingly demanded in-house legal counsels to boost internal efficiency.

Singapore saw more conservative hiring levels, due mainly to increased offshoring, nearshoring and cost-cutting initiatives, specifically within the banking sector. However, there were still key pockets of active hiring within the information technology and sales and marketing sectors, along with a growing contract market.

## KEY TRENDS

Regardless of economic conditions, every market sharpened its focus on developing a more localised workforce and prioritised the hiring and development of locals for key strategic positions. Firms also sought nationals returning from overseas to overcome talent shortages. This was especially true in countries like Singapore, Vietnam and the Philippines. However, Indonesia struggled with an imbalance between the demand for high-potential, local bilingual candidates, and the available supply.

Digitalisation also continued to be a key priority across most markets in South East Asia, due especially to a rapidly growing younger population and increasing consumerism. There was a growth in demand for professionals with digital expertise, across both marketing and IT. As more business moved to online or mobile platforms, there was a rise in demand for IT experts proficient in running back office digital infrastructure or those with niche technology skills such

as UX designers. Cloud, cyber security and big data were key growth areas. This is expected to continue in 2018.

This focus on business transformation also helped to trigger demand for HR professionals with change management experience. Those with proven ability in cultural transformation will be sought after in 2018 as companies undergo further cultural and structural change.

“

A strong economic outlook and ongoing digitalisation, as well as steady market expansion, are set to drive salaries in 2018.

”

However, talent attraction and retention remained a challenge across the region, as talent shortages and turnover rates remained high. We advise hiring managers to simplify and streamline their recruitment processes to ensure timely hires. Those who focus on hiring candidates for their potential and

learning ability, rather than purely for their technical skills will make successful hires in 2018.

Modest economic growth led to continual upward pressure on salaries across most countries in South East Asia, although the salary increments offered were minimal. Candidates with in-demand and niche skill sets naturally received the highest increments as part of their annual salary reviews, with some also receiving pay rises throughout the year. However, salaries mostly remained flat in Singapore, owing to low inflation rates.

## 2018 EXPECTATIONS

A strong economic outlook and ongoing digitalisation, as well as steady market expansion, are set to drive salaries in 2018. Local candidates with strong technical skills and international backgrounds are set to be highly sought after.”

**Toby Fowlston,**  
Managing Director,  
South East Asia





## UNITED KINGDOM

### 2017

“Despite uncertainty surrounding Brexit and the General Election, many businesses recruited extensively with a notable shift towards contract hiring as businesses looked to build an agile workforce that could adapt to shifting economic conditions.

Banking and financial services firms took a relatively cautious approach to recruitment, with most demand representing replacement hiring. Compliance, risk, audit and legal were exceptions, with professionals in these fields highly sought after in light of ongoing pressure from regulators. Overall, the financial services sector had a stronger year than anticipated, with healthy hiring activity on the

buy-side at the junior level owing to natural candidate churn.

The technology sector enjoyed strong growth, with specialists in cyber security and fintech highly sought after. Demand for IT professionals came from large multinationals looking to build more robust data protection systems, as well as a growing community of small start-up tech firms in London and other regional hubs. While opportunities were available for senior professionals, most hiring was focused on junior talent, as firms looked to train up their own staff.

Businesses in the FMCG and manufacturing sectors prepared for Brexit by hiring procurement and supply chain professionals who could build

### Our presence in the UK:

- London
- Birmingham
- Guildford
- Manchester
- Milton Keynes
- St Albans

and adapt supply chains in preparation for Britain developing new trading relationships outside the European Union.

Regulatory pressure also shaped demand for projects professionals. Tier one banks sought candidates with experience of MiFID II, GDPR, Structural Reform and BCBS 239. Mid-level to senior machine

learning specialists were in demand as businesses increasingly recognised the importance of data science in driving growth and increasing productivity.

Pressure from regulators also drove demand from financial services firms for legal professionals specialising in risk and compliance. Among private practice firms, demand was highest for lawyers with 2-5 years' PQE, with specialists in real estate, finance, construction and private equity highly sought after due to the continued growth in these sectors.

Employers in Birmingham and Manchester actively recruited throughout the year, with several sectors seeing particularly good growth. Manufacturing and FMCG businesses benefited from the weakened pound by increasing exports, leading to demand for procurement and supply chain professionals to oversee projects related to this growth. Tech companies were also active in recruiting, with small start-up firms actively looking to grow. The presence of shared service centres in the regions also provided a steady stream of roles for mid and back office professionals such as legal, IT and compliance specialists.

Salaries were largely stable, though exceptions were possible in high growth industries such as tech or for compliance specialists within financial services. The UK remained a 'two-speed economy' with salaries growing faster in London than the rest of the UK. However, the continuing trend for nearshoring created well compensated roles across the UK regions.

## 2018

Demand for professionals is likely to continue in 2018 despite uncertainty concerning the onset of Brexit. Businesses will have to implement new projects to adapt to the changing economic circumstances, develop new supply chains and consider expanding into new international markets. All of these changes will continue to drive hiring.

We anticipate that regulatory specialists will continue to be sought after by banks and financial services firms in light of ongoing pressure from regulators. As demand outstrips supply for compliance, legal and risk professionals, employers will struggle to secure top talent in this area.

Manchester and Birmingham should continue to see high levels of hiring activity in 2018, with the tech sector in particular expected to expand in both regions. Manufacturing and FMCG firms may experience a more restrained period as Brexit approaches and new supply chains need to be established. However, this should also create demand for

procurement and supply chain specialists with experience in international markets.

We also anticipate that salary growth will be limited across most roles, however, the technology sector will be an exception with professionals specialising in cyber security and business intelligence demanding significant pay rises when moving roles. Regulatory specialists will also receive significant increases due to the widespread shortage of these professionals.

Employers will need to emphasise the potential for career progression a role can offer when looking to secure top talent, offering clear timescales and tangible goals required for promotion. Businesses should also consider embracing agile and remote working models, as professionals increasingly prioritise work-life balance when choosing a role. In light of ongoing skills shortages, operating rapid hiring processes will be vital to avoid losing desirable professionals to competitors."

**Chris Hickey,**  
CEO,  
UK, Middle East & Africa





## USA - NEW YORK

### 2017

"New York experienced steady demand for professionals throughout 2017, with specific sectors such as hedge funds, fintech companies, media firms and the buy-side of asset management offering a high volume of opportunities.

The flow of jobs was limited in the first quarter of the year as employers delayed hiring decisions in light of the surprise outcome of the presidential election. However, as we moved into quarter two and the second half of the year, employers showed a measured confidence, with the volume of available roles increasing.

### 2018

In 2018 we anticipate steady and sustainable rises in demand across all sectors, as political and economic uncertainties become clearer and employers become more confident in making hiring decisions. However, we still expect hiring managers to maintain a stringent approach to recruitment processes, only considering candidates

with the exact experience required for the role.

We expect to see demand for professionals with a background in big data and data science. Specialists at the mid and senior level who can implement new systems to allow employers to benefit from the insights afforded by big data will be in highest demand. In addition, we expect ongoing demand for regulatory specialists in banking and financial services, as well as technical accountants who can ensure firms are compliant with new financial regulations.

Software engineers will also be in high demand in light of the ongoing growth of e-commerce firms and digitalisation projects among established businesses. The growth of digitalisation will also be a key driver in spurring demand for advertising technology specialists across all sectors.

With top calibre professionals in these fields in short supply, employers have had to contend with skills shortages

throughout 2017, and this situation is likely to persist in 2018. In part, this has been driven by the trend towards nearshoring, with large firms relocating certain mid and back office functions outside the New York area, further shrinking the pool of available talent.

In light of this, firms looking to fill business critical roles may need to adapt their approach to hiring, considering professionals with transferable skills who may not be a precise fit for the position.

Overall, we expect 2018 to be a year characterised by modest but sustainable growth, with employers being forced to offer more competitive salaries to secure top talent among a small pool of available professionals. Candidates who are prepared to take a flexible approach and consider roles in new growth areas such as fintech, will be more likely to realise their ambitions in terms of securing a role which can offer a strong salary and career progression."

**Kurt Kraeger,**  
Managing Director, New York



## USA - SAN FRANCISCO

### 2017

“The recruitment market in San Francisco was generally busy in 2017, with most firms looking to expand and increase headcount, building on growth seen over the past five years. The first quarter represented an exception to this trend, with some businesses delaying hiring decisions and candidates being more reluctant to move jobs due to the political uncertainty following the president’s inauguration.

Hiring levels increased significantly throughout the year, with high levels of investment from venture capital firms spurring recruitment activity. Machine learning and AI were both major growth areas in 2017, creating high demand for specialists in these areas. Tech professionals specialising in robotics were sought after, and businesses focusing on drone development were particularly active. Cyber security specialists also saw high demand for their skills, as did professionals with a background in health technology.

The bulk of demand was for mid to senior-level professionals, with many firms looking to take on candidates for their first management positions.

The widespread growth in demand for professionals led to many hiring managers facing skills shortages in key disciplines. Demand for both product designers and data scientists outstripped supply. Outside of tech specialisms, financial controllers were highly sought after, along with life-cycle marketers, product marketers and demand generators.

Despite the high demand for professionals in 2017, salaries saw little movement due to remuneration levels already being high. Instead, employers used flexible working and a positive company culture to attract staff, while smaller firms also offered equity agreements.

### 2018

We expect another strong year for recruitment, with demand for candidates continuing to outstrip supply. While areas of specific demand may shift as new

technologies emerge, AI and machine learning will remain major areas of development. In terms of skill sets, we anticipate product designers and data scientists will be highly sought after.

Hiring managers will face a challenging candidate short market. Moving quickly through hiring processes will be important, with highly sought-after candidates likely to receive multiple offers simultaneously. Employers who have clearly identified the qualities and skills they are looking for, along with an efficient and coordinated recruitment strategy, will be in the strongest position to hire.

Professionals may struggle to secure pay rises, except for those with the most in-demand skills where increases of 5-10% are possible. For smaller firms equity offers will remain a popular strategy for attracting talent.”

**Simon Bromwell,**  
Managing Director, San Francisco



## MIDDLE EAST

### 2017

“2017 was a challenging year in the Middle East, with conflict in the region creating economic and political instability, leaving many employers hesitant to pursue growth. The slump in the oil price impacted various industries, stalling construction and infrastructure projects and slowing recruitment.

However, employers in the region took steps to adapt, pursuing economic diversification and placing an emphasis on business services and tourism. In the UAE, the decision to simplify visa rules for Indian and Chinese citizens provided a boost to tourism, bolstering the hospitality and retail sectors.

The announcement of Saudi Aramco’s 5% share float, the 2022 Qatar World Cup, and Expo 2020 in Dubai all helped to shore up confidence and offset the economic challenges the region faced, while the announcement of VAT introduction created opportunities for tax specialists, as employers adapted to the legislation.

While the total number of jobs declined, demand remained for highly skilled professionals. Salaries remained static within professional services, with bonuses more modest than in previous years. IT remained a growth sector throughout the year, with employers looking to secure professionals with backgrounds in cyber security and web development.

Employers focused on recruiting candidates with local market knowledge which led to fewer relocations by international candidates lacking Middle East experience.

### 2018

With ongoing political and economic uncertainty and the slump in the oil price, the Middle East will continue to face a challenging period.

Bank consolidations are likely, impacting on demand for professionals in these sectors but creating opportunities for legal professionals specialising in mergers and acquisitions.

Fintech and manufacturing will remain growth sectors, spurred by government incentives to diversify industries in the region.

Nationalisation programmes will create opportunities for UAE and Saudi nationals, particularly those who have experience working overseas, combined with an understanding of local business culture. Sales professionals will remain in demand as businesses expand their markets to overcome the challenging economic conditions.

When recruiting, employers should consider that the recent slump in salary growth is likely to make compensation packages a key priority for many professionals.

Despite 2017 being a challenging year, there is an atmosphere of cautious optimism and we anticipate highly skilled professionals will be able to find lucrative opportunities in 2018.”

**Jason Grundy,**  
Country Head, Middle East



## AFRICA

### 2017

“South Africa enjoyed a growing sense of confidence in 2017, with increased recruitment activity despite a somewhat sluggish economy. Finance and legal professionals were highly sought after across financial services and other industries, while technology and FMCG firms were active in hiring IT specialists.

Securing employment equity candidates was a high priority. Businesses targeted nationals working overseas encouraging them to return home. In addition, employers were active in sourcing mid to senior-level professionals with strong industry experience and technical skills.

Businesses in North Africa struggled in 2017. Muted oil prices and stagnation in the Mediterranean economies led to a slow recruitment market.

In Central Africa, despite political and economic instability, governments continued to attract international investment, particularly in the agricultural, manufacturing and FMCG

sectors. To help build these industries, employers sourced professionals from overseas who could pass on their skills to local workers.

In East Africa, growth was strong, due largely to heavy government investment in infrastructure and support for national citizens in securing professional roles. International investment was also forthcoming, with foreign money injected into the technology, FMCG and financial sectors in Kenya and Uganda.

West Africa also struggled with the decline in oil prices, but heavy investment in infrastructure helped to offset the impact, as did healthy levels of foreign investment.

### 2018

South Africa is expected to enjoy a buoyant 2018, with rising confidence among employers and high levels of recruitment, with finance and legal professionals enjoying rising demand for their skills. However, political instability may present a challenge to securing

foreign investment. Due to talent shortages, highly desirable candidates will be able to secure strong salary increases of 12-15%.

Across the rest of the continent, expect employers to maintain a sense of measured confidence, with developments contingent on how the political situation develops in many countries.

Cote d’Ivoire and other French speaking West African countries are expected to attract significant foreign investment, helping to spur growth across all sectors. Investment in infrastructure is likely to be widespread, creating demand for engineering professionals, while the growth of financial services firms will lead to an increase in demand for candidates with international experience.”

**Nic Sephton-Poultney,**  
Country Manager, South Africa



# LOCAL TRENDS - AUSTRALIA & NEW ZEALAND

In this section we delve deeper into the hiring and salary trends we expect to see across our local market in 2018.

The locations covered are:

- Australian Capital Territory
- New South Wales
- Queensland
- South Australia
- Victoria
- Western Australia
- Auckland
- Wellington



# AUSTRALIA

Australia is currently enjoying a period of economic stability, which is expected to continue. In 2018, the jobs market is predicted to be steady, with pockets of high demand in some areas.

In most major cities, the big drivers of jobs growth in 2018 will be the technology and infrastructure sectors. Some cities will also experience high demand in the compliance areas of banking and financial services.

Technology is fundamentally reshaping organisations across every industry sector as businesses seek to become more efficient and customer-focused. In 2018, employers will be looking to attract and retain IT professionals in several specialist areas, including cyber security, robotic process automation, artificial intelligence, business intelligence and analytics, user experience and user interface. We expect to see strong salary growth for these professionals.

# 50%

OF PROFESSIONALS ARE  
CONFIDENTLY OPTIMISTIC ABOUT  
JOB OPPORTUNITIES

“

Technology is fundamentally reshaping organisations across every industry sector as businesses seek to become more efficient and customer-focused.

”



**JAMES NICHOLSON,**  
**MANAGING DIRECTOR,**  
**AUSTRALIA & NEW ZEALAND**

Several Australian state economies, most notably Queensland and Western Australia, are reliant upon major projects to drive growth. The good news in 2018 is that federal and state governments are investing heavily in infrastructure with several major rail and road projects getting underway.

These developments will drive continued competition for civil engineering professionals, but there will also be a knock-on effect on other ancillary services. We expect to see salary growth in many states for project coordinators, commercial claims specialists and project finance experts.

In the wake of several financial services scandals in 2016 and 2017, the government is ramping up regulatory scrutiny of the financial services

industry. In 2018, remediation projects will continue within many major financial institutions. Consequently, demand will be high for risk management and compliance professionals in New South Wales and Victoria, although salaries are unlikely to dramatically increase as a result.

In 2018, many Australian businesses will remain risk averse and cost conscious. While some in-demand professionals will enjoy salary growth, the broader market is likely to remain stagnant. Many employers will seek to retain professionals by offering job flexibility, learning opportunities and other health and wellbeing benefits instead of increasing salaries.



Of professionals are motivated to change jobs for better salary and benefits

#### DRIVERS OF JOB GROWTH:

-  Emerging Technology
-  Infrastructure
-  Risk and Compliance

“ Many employers will seek to retain professionals by offering job flexibility, learning opportunities and other health and wellbeing benefits instead of increasing salaries.

*\*All statistics from A&NZ Pay & Bonus Survey 2017, 1789 respondents*

# AUSTRALIAN CAPITAL TERRITORY



# 33%

ON AVERAGE HIGHER  
REMUNERATION THAN OTHER  
AUSTRALIAN STATES

## INFORMATION TECHNOLOGY

The overall market stabilised in 2017, following a significant jump in IT salaries in 2016. In 2018, we expect to see a gradual increase in rates so employers must be prepared to pay premiums to attract and retain talent in the Australian Capital Territory (ACT). Professionals in the ACT will generally enjoy higher remuneration than other Australian states: 30-40% higher

for contractors and 20-25% higher for permanent professionals.

## DRIVERS OF GROWTH

Furthermore, large-scale digital transformations across federal government will be driving job growth in the government sector, extending to its service provider partners. A major driver of this transformation is Canberra Data Centres' partnership with Microsoft.

As Microsoft continues to pursue Protected Clearance, enabling public cloud offerings for secure government data, the territory's digital modernisation will experience rapid innovation. As a result, hiring managers at technology consultancies will be seeking senior cloud-based specialists in anticipation of these future service opportunities.

In addition, ongoing infrastructure programs continue to drive long-term demand for network engineering, software engineering, systems engineering and infrastructure project management professionals.

## ADVICE TO HIRING MANAGERS

A shortage of technical specialists with security clearance remains so hiring managers need to be decisive to secure

talent and recruitment processes must be quick and efficient. We recommend sponsoring staff through security clearance for employers who have this capacity.

Investment in attracting security-cleared talent will help reduce long-term resourcing costs and result in employee commitment. In addition, we propose flexible work options to attract professionals from interstate, including remote working, fly-in-fly-out and work-from-home arrangements.

Hiring managers would do well to familiarise themselves with the local market's project schedules when seeking professionals who are already employed in the ACT as candidates often receive multiple offers. The best talent is secured when hiring managers approach candidates early, before the end of their current project, and offer the flexibility to complete before starting their next project.

“

The best talent is secured when hiring managers approach candidates early, before the end of their current project.

”

# AUSTRALIAN CAPITAL TERRITORY

## INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Infrastructure</b>				
Security Analyst	110 - 140k	<b>120 - 160k</b>	80 - 110	<b>90 - 115</b>
DevOps Specialist	100 - 140k	<b>120 - 150k</b>	80 - 125	<b>85 - 125</b>
Solutions Architect	150 - 200k	<b>170 - 220k</b>	115 - 150	<b>115 - 160</b>
Solutions Designer	140 - 170k	<b>150 - 200k</b>	90 - 130	<b>100 - 130</b>
Engineer	125 - 160k	<b>130 - 180k</b>	80 - 120	<b>95 - 120</b>
Help Desk Support	55 - 75k	<b>55 - 75k</b>	35 - 55	<b>35 - 55</b>
<b>Project Services</b>				
Change Manager	130 - 180k	<b>130 - 180k</b>	100 - 130	<b>110 - 140</b>
Business Analyst	120 - 160k	<b>120 - 160k</b>	80 - 110	<b>80 - 110</b>
Programme Manager	160 - 220k	<b>160 - 220k</b>	120 - 160	<b>120 - 160</b>
Project Manager	130 - 170k	<b>130 - 170k</b>	90 - 120	<b>90 - 120</b>
Project Scheduler	70 - 120k	<b>70 - 120k</b>	60 - 85	<b>60 - 90</b>
Project Coordinator	60 - 100k	<b>60 - 100k</b>	60 - 80	<b>60 - 75</b>
<b>Development/Testing</b>				
Mobile Developer	110 - 160k	<b>110 - 160k</b>	90 - 130	<b>90 - 130</b>
Developer	110 - 150k	<b>115 - 155k</b>	90 - 130	<b>95 - 135</b>
Automation Tester	100 - 150k	<b>100 - 150k</b>	80 - 110	<b>80 - 110</b>
Test Analyst	70 - 110k	<b>70 - 110k</b>	60 - 90	<b>60 - 90</b>
<b>ERP/CRM</b>				
ERP/CRM/BI Architect	150 - 210k	<b>150 - 210k</b>	110 - 160	<b>110 - 160</b>
ERP/CRM/BI Project Manager	150 - 210k	<b>150 - 210k</b>	110 - 160	<b>110 - 160</b>
ERP/CRM Functional Consultant	140 - 170k	<b>140 - 170k</b>	110 - 140	<b>110 - 140</b>
BI Developer	100 - 150k	<b>100 - 150k</b>	80 - 125	<b>80 - 125</b>
Data Analyst	65 - 140k	<b>65 - 140k</b>	40 - 110	<b>40 - 110</b>

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

# NEW SOUTH WALES



# 88%

OF PROFESSIONALS ARE OPEN  
TO NEW JOB OPPORTUNITIES  
WHEN NOT ACTIVELY LOOKING

## 2017 INSIGHT

The New South Wales (NSW) jobs market was stable in 2017, backed by a relatively positive macroeconomic story with high government spending and relatively broad-based business confidence. Overall, wage growth in the market as a whole was low.

## 2018 EXPECTATIONS

Moving into 2018, the job market looks exceptionally healthy in some areas and much tighter in others. The net result is likely to be a steady market with minimal wage growth.

The NSW state government will continue to invest heavily in infrastructure projects in 2018, including roads, trains, rail and buses. This will inject money into the economy and drive jobs in infrastructure, engineering and project management. This will also boost job prospects in associated industries like property, construction and engineering.

Organisations in most industries will continue to develop through major digital transformation projects. Demand for professionals who can drive structural change will remain extremely high.

The technology and digital markets will continue to experience a shortage of skills, although demand will be polarised. We anticipate plenty of career opportunities and salary increases for professionals in areas like cyber security, artificial intelligence

(AI), data analytics and digital (UX/UI). On the other hand, offshoring and automation have dramatically reduced demand for lower level roles.

We expect to see more professionals broadening their horizons in 2018 with a heightened focus on roles outside the large corporates. Start-ups and fintechs are increasingly attracting top talent as their fast pace of growth, agility and the career growth potential they offer are hugely attractive.

Regardless of the size of employer, we expect professionals to be more open to contract-based roles or shorter-term fixed contracts than they might have been 12-24 months ago. The much-heralded 'gig economy' is taking root in NSW.

“

The job market looks exceptionally healthy in some areas and much tighter in others. The net result is likely to be a steady market with minimal wage growth.

”

## ACCOUNTING & FINANCE

The past year has seen growing demand for 'Big 4' mid-level accountants at the \$90 - 100k level and we expect this to continue in 2018. This is due to the persisting trend of resourcing finance departments with capable juniors and cutting costs at the senior end.

While the economy remains relatively buoyant, we also expect to see high demand for financial analysts. Modest salary growth is possible for corporate accountants who work as strategic advisors within a business while traditional compliance roles are unlikely to see salary growth.

At the senior level, supply outstrips demand and this trend is expected to continue in 2018. Limited turnover and a continued cost focus at the level of financial controller, financial director and CFO will make it challenging for those seeking new jobs.

## BANKING & FINANCIAL SERVICES

Waves of regulatory change continue to wash through the banking and financial services sector, with no sign of letting up in 2018. In the wake of financial scandals in Australia and overseas, the Australian Securities and Investments Commission and the Australian Prudential Regulation Authority are increasingly active.

Large-scale remediation projects are underway within many banks and financial services organisations and these will continue during 2018. Consequently, demand will remain high for professionals who can

introduce, establish and monitor controls and frameworks within financial institutions. Many of these roles will be recruited on a contract basis.

Structural transformations are also underway at many banks and financial services organisations as they seek to harness digital and data analytics to improve the way they attract, retain and engage with customers. To facilitate these changes, financial institutions will continue to seek, and pay a premium for, IT specialists in 2018.

Hiring managers will be looking for professionals with experience in anti-money-laundering, financial crime prevention, risk management and remediation in 2018. They will also be seeking quality change managers, business analysts and project managers who can handle large-scale projects. Demand will exceed supply and professionals will expect a combination of competitive salary and bonus packages, coupled with work-life balance and good workplace culture.

## HUMAN RESOURCES

With so much transformational change underway across industry sectors in NSW, acknowledgement is growing that HR management is strategically important. Senior leadership teams are leaning on their HR colleagues and increasingly value their advice.

This is good news for HR professionals who can demonstrate experience of communication roadmaps, driving innovation, contingency planning and organisational structure design. These skill sets have great potential for salary growth in 2018.



# #1

CAREER PROGRESSION PRIMARY  
MOTIVATOR FOR CHANGING JOBS

With so many infrastructure projects planned and underway in NSW, we expect to see an increase in union negotiations taking place in 2018. HR professionals with experience in employee relations are in short supply and will be progressively in demand.

To retain and secure the best HR talent, hiring managers need to show candidates how highly valued human resource management is within their business. Beyond salary, candidates will also be keen to see hiring managers clearly articulate the personal development opportunities they can offer.

## INFORMATION TECHNOLOGY

Hiring managers in the IT sector will see highly contrasting levels of demand in 2018, depending on the jobs they are recruiting for. Skills shortages and average salary growth will continue in cyber security, robotic process

automation, AI, business intelligence and analytics, not to mention digital roles in UX and UI. However, there is a surplus of candidates for lower level roles such as infrastructure operations, helpdesk and manual testing.

In niche areas of high demand, proactive employers will step up their efforts to retain staff in 2018. That may be through a combination of training and development, pay rates, flexible work environments and career progression opportunities as well as access to interesting projects and emerging technologies.

When it comes to attracting and hiring technology specialists, larger organisations are sometimes hamstrung by processes that are inefficient or salary bands that no longer reflect market rates. In 2018, this may call for a fresh approach to recruitment.

Salary bands and internal rate cards may need to be regularly reviewed and, where necessary, adjusted for niche skills or emerging roles that don't fit into historical bands. Hiring processes should also be streamlined to allow hiring managers to move fast and avoid missing out on talent.

Another challenge for employers in 2018 will be up-skilling their existing technology workforce and investing in the next generation of technology talent to help fill the growing void in skill sets. It is progressively challenging for entry-level IT candidates to enter the market with so many low-level roles drying up due to years of continued offshoring or automation.

Professionals are keenly aware of the need to work with new and emerging technologies to keep their skills relevant and in demand in the future.

“

The challenge for employers will be up-skilling their existing technology workforce and investing in the next generation of technology talent to help fill the growing void in skill sets.

”

Employers who offer comprehensive training and development will have a competitive advantage in the jobs market in 2018 and beyond.

## LEGAL

The jobs market in 2017 was busy and demand for mid-level lawyers with two to six years' PQE will remain strong in 2018. Specialist areas where skills shortages are more pronounced, and modest salary increases might be expected, include corporate, technology, tax and banking.

Although legal work in property and construction is slowing slightly, a shortage of legal expertise remains. Demand in 2018 will stem from government infrastructure activity, e.g. Clayton Utz is advising on the transformation of Parramatta central business district as well as the Pacific Highway upgrade, Herbert Smith Freehills is advising on the Melbourne Metro Rail project and Ashurst is working on the Sydney Metro City & Southwest project.

In the competition and class action space, demand will remain high in 2018 following increased activity by the Australian Securities and



48%

OF PROFESSIONALS MOTIVATED  
BY A COLLABORATIVE CULTURE  
AT WORK

Investments Commission, the Australian Competition and Consumer Commission and the Australian Tax Office. The resulting remediation projects mean financial services lawyers will continue to be in demand, both in-house and within private practice.

One further area where demand exceeds supply is high-quality legal secretaries and support roles. We don't expect this trend to change in 2018.

## PROCUREMENT, SUPPLY CHAIN & LOGISTICS

The impact of the government's 457 visa restrictions is being felt in the procurement space. In 2018, we expect employers to struggle to hire and sponsor procurement managers from overseas.

Daily rates for procurement contractors have increased significantly in the past year and that is driving increased interest in contracting opportunities for procurement professionals in permanent roles. Growth is particularly marked in niche areas such as cyber security, software asset management, licensing, infrastructure and digital marketing.

As businesses continue to look overseas for manufacturing, administration and associated functions, we are seeing an increased demand for professionals with experience in offshoring, particularly indirect procurement. We expect this to continue in 2018, especially while energy prices remain high in NSW.

Moderate salary growth is expected for strong procurement analysts

who can identify and forecast market opportunities and risks. This is particularly the case if they can multitask, e.g. run the demand and supply aspects of a business.

The introduction of ISO 20400 Sustainable Procurement in 2017 has elevated sustainability on the agenda for many businesses. Consequently, procurement and supply chain professionals with exposure to applying this standard will be in demand in 2018.

Increased automation and digitisation of the supply chain are driving change too. Amazon's arrival in the Australian market, coupled with aggressive growth plans from the likes of Aldi, Metcash, DB Schenker and DHL will increase demand for e-commerce specialists. Professionals with home delivery fulfilment expertise will be busy in 2018, with an emphasis on minimising delay and wastage.

## RESOURCES, ENGINEERING & CONSTRUCTION

Inspired by several developed Asian cities, the NSW government's vision for Sydney is to build high density living around major traffic hubs. As a result, investment in transport and infrastructure is taking off and demand for engineering and construction professionals will be high in 2018.

Huge projects underway, or on the horizon, include the M4 upgrade, Parramatta Light Rail, the Inland Rail project, major work in Sydney's central business district as well as upgrades to train stations and signalling systems. There is also substantial investment in residential

### TOP ROLES IN DEMAND



Conduct risk



Engineering



Cyber security



Robotic process automation

construction in Sydney's suburbs and Parramatta's central business district.

With so much ongoing activity, demand will be extraordinarily high in 2018 for contractors in engineering and construction. Salaries for professional engineers and related disciplines are increasing by up to 30% currently and employers will find it increasingly hard in 2018 to attract and retain qualified project engineers who are typically transient. Hiring managers must be fast, flexible and creative to secure the talent required to sustain these projects.

## RISK, COMPLIANCE & AUDIT

The Australian Securities and Investments Commission and the Financial Services Authority will continue to scrutinise conduct in 2018, which means financial services employers will be seeking professionals capable of managing operational risk,

conduct risk and reputation risk. Those with a background in anti-money-laundering or other financial crime prevention will also be in demand.

Conduct risk is still an emerging specialism in NSW so very few specialists are available. This work is not an exact science and, in lieu of engaging dedicated conduct risk managers, employers are turning to experts within functional areas to identify and mitigate these risks. In 2018, this will present opportunities for professionals from other disciplines to cross over.

Salaries have remained broadly stable across the risk and compliance space, with the exception being regulatory compliance specialists in investment banking within project/transformation roles. We anticipate specialist compliance and conduct risk salaries to increase as regulators continue to scrutinise the banking industry.

## SALES, MARKETING & COMMUNICATIONS

Sales and marketing departments continue to be heavily involved in digital transformations as organisations rebuild around customer journey and experience. Data is at the heart of this, with CRM systems being harnessed to facilitate more automated and targeted personalisation.

The line between online and offline marketing has blurred as everyone is expected to have strong digital skills. As a result, salaries for permanent digital marketing positions are not increasing but falling more in line with generalist roles. However, there is still a shortage

of marketing professionals with certain niche skills such as automation and customisation in financial services, technology and professional services.

In 2018, we expect to see a lot of contract roles to support digital transformation projects. Permanent roles still play a part but digital marketing has a growing number of experts who come in, work on projects then move off to do the same elsewhere. These contract professionals can command higher rates due to their specialist skills and project experience.

Social media marketers are in growing demand, which is a trend expected to continue in 2018. A surprising number of large organisations are still grappling with how to leverage and maximise their social presence.

In 2017, we saw an increase in businesses investing in e-commerce solutions to drive future growth. In 2018, we expect demand to be high for professionals with strong e-commerce backgrounds, particularly in customer acquisition and retention.

In addition, many sales professionals are keen to move away from other industries into technology sales jobs, such as business development and relationship managers in e-commerce and CRM software.

The number of inside sales jobs increased in 2017 as video conferencing technology, such as WebEx, became increasingly common in the workplace. This technique allows the full sales cycle to take place remotely and has resulted in attracting

more experienced sales professionals. This trend is set to continue in 2018. Overall, salaries for sales professionals in 2018 will remain largely stable.



Salary increase for  
engineering professionals

# NEW SOUTH WALES

## ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Executive</b>				
Chief Financial Officer	240k+	<b>240k+</b>	90 - 150	<b>85 - 130</b>
Financial Controller	150 - 180k+	<b>150 - 180k</b>	70 - 100	<b>70 - 90</b>
<b>Qualified 3+ yrs' PQE</b>				
Commercial/FP&A Manager	150 - 190k	<b>150 - 180k</b>	70 - 85	<b>70 - 85</b>
Finance Manager	120 - 140k	<b>120 - 140k</b>	70 - 85	<b>70 - 85</b>
Tax Manager	135k+	<b>135k+</b>	70 - 85	<b>70 - 85</b>
Financial Accountant	75 - 110k	<b>75 - 110k</b>	40 - 70	<b>40 - 65</b>
Management Accountant	75 - 110k	<b>75 - 110k</b>	50 - 70	<b>40 - 65</b>
Treasury Accountant	75 - 110k	<b>75 - 110k</b>	45 - 65	<b>45 - 65</b>
<b>Newly-qualified</b>				
Business/Financial/Commercial Analyst	90 - 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 - 115k	<b>80 - 115k</b>	55 - 70	<b>55 - 70</b>
Management Accountant	75 - 115k	<b>75 - 115k</b>	45 - 55	<b>45 - 55</b>
<b>Transactional</b>				
Credit Manager	80 - 120k	<b>80 - 120k</b>	40 - 65	<b>40 - 60</b>
Payroll Manager	90 - 160k	<b>90 - 150k</b>	45 - 70	<b>45 - 65</b>
Accounts Payable/Receivable Manager	80 - 120k	<b>75 - 120k</b>	40 - 65	<b>40 - 65</b>
Bookkeeper	60 - 85k	<b>55 - 75k</b>	35 - 45	<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>50 - 70k</b>	27 - 35	<b>27 - 35</b>
Assistant Accountant	55 - 75k	<b>50 - 70k</b>	30 - 35	<b>30 - 35</b>
Credit Controller	50 - 70k	<b>50 - 70k</b>	28 - 35	<b>28 - 35</b>
Accounts Assistant	45 - 65k	<b>45 - 65k</b>	27 - 35	<b>28 - 35</b>

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

# NEW SOUTH WALES

## BANKING & FINANCIAL SERVICES ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Executive</b>				
Chief Financial Officer	240 - 300k	<b>240 - 300k</b>	120 - 150	<b>120 - 150</b>
Financial Controller	160 - 210k	<b>170 - 220k</b>	90 - 115	<b>90 - 115</b>
Finance Manager	130 - 160k	<b>140 - 170k</b>	65 - 85	<b>65 - 85</b>
<b>Qualified/Part-qualified</b>				
Fund Accounting Manager	120 - 160k	<b>110 - 150k</b>	60 - 75	<b>60 - 75</b>
Senior Fund Accountant	85 - 110k	<b>80 - 100k</b>	50 - 70	<b>55 - 60</b>
Fund Accountant	70 - 90k	<b>65 - 80k</b>	40 - 55	<b>45 - 50</b>
Senior Financial Accountant	100 - 130k	<b>100 - 140k</b>	50 - 70	<b>55 - 70</b>
Financial Accountant	80 - 110k	<b>90 - 120k</b>	40 - 55	<b>45 - 50</b>
Tax Manager	130 - 170k	<b>130 - 200k</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 - 170k</b>	65 - 80	<b>70 - 90</b>
Product Controller	100 - 140k	<b>100 - 140k</b>	50 - 70	<b>50 - 70</b>
FP&A Manager/Business Partner	150 - 200k	<b>140 - 190k</b>	79 - 90	<b>70 - 90</b>
Management Accountant	90 - 120k	<b>100 - 130k</b>	55 - 70	<b>50 - 75</b>
Assistant Accountant	65 - 80k	<b>65 - 80k</b>	35 - 50	<b>32 - 45</b>
Accounts Payable	60 - 85k	<b>60 - 85k</b>	30 - 45	<b>28 - 40</b>
<b>Projects</b>				
Senior Finance Business Analyst	120 - 160k	<b>130 - 200k</b>	90 - 115	<b>90 - 115</b>

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

# NEW SOUTH WALES

## BANKING & FINANCIAL SERVICES FINANCIAL PLANNING & WEALTH MANAGEMENT

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2017	2018
Head of Advice	200k+	<b>200k+</b>
Regional Manager	160 - 180k	<b>160 - 180k</b>
Financial Planning Manager	140 - 200k	<b>140 - 200k</b>
Practice Development Manager	140 - 170k	<b>140 - 170k</b>
Certified Financial Planner (5+ yrs' exp)	130 - 160k	<b>130 - 160k</b>
Financial Planner (1 - 5 yrs' exp)	80 - 130k	<b>90 - 130k</b>
Associate Advisor	65 - 85k	<b>70 - 95k</b>
Paraplanner	60 - 90k	<b>65 - 100k</b>
Advisor Support	55 - 75k	<b>60 - 75k</b>
Client Services	50 - 60k	<b>55 - 65k</b>
Private Banking (2 - 5 yrs' exp)	130 - 220k	<b>130 - 220k</b>
Advice Remediation (1 - 3 yrs' exp)	95 - 130k	<b>95 - 130k</b>

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

## BANKING & FINANCIAL SERVICES FUNDS, CUSTODY & INSTITUTIONAL BANKING

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2017	2018
Business Development Manager	130 - 170k	<b>130 - 170k</b>
Investment Analyst	120 - 140k	<b>120 - 150k</b>
Performance Analyst	90 - 110k	<b>90 - 130k</b>
Product Analyst	100 - 120k	<b>100 - 120k</b>
Operations Manager	120 - 150k	<b>120 - 160k</b>
Trade Support	80 - 100k	<b>95 - 105k</b>
Client Onboarding Assistant	75 - 90k	<b>80 - 100k</b>
Corporate Actions Analyst	70 - 90k	<b>75 - 95k</b>
Fund Accountant/Unit Pricing Analyst	65 - 95k	<b>65 - 95k</b>
Fund/Operations Analyst	60 - 80k	<b>65 - 85k</b>
Client Services Officer	55 - 80k	<b>55 - 80k</b>

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

# NEW SOUTH WALES

## BANKING & FINANCIAL SERVICES RETAIL, COMMERCIAL & CORPORATE BANKING

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2017	2018
<b>Business &amp; Commercial Banking</b>		
Relationship Director	180 - 210k	<b>170 - 200k</b>
Senior Relationship Manager	130 - 160k	<b>130 - 170k</b>
Relationship Manager	100 - 135k	<b>100 - 140k</b>
Assistant Relationship Manager	80 - 100k	<b>85 - 110k</b>
Business Development Manager	130 - 180k	<b>130 - 190k</b>
Senior Manager - Credit	140 - 190k	<b>140 - 180k</b>
<b>Corporate &amp; Institutional Banking</b>		
Director - Corporate & FI	240 - 310k	<b>240 - 290k</b>
Associate Director - Corporate & FI	180 - 220k	<b>180 - 230k</b>
Senior Associate	120 - 140k	<b>120 - 150k</b>
<b>Retail Banking</b>		
Team Leader	90 - 130k	<b>90 - 130k</b>
Mobile Lender	85 - 125k	<b>85 - 120k</b>
Credit Analyst	75 - 100k	<b>75 - 105k</b>

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

# NEW SOUTH WALES

## BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
Executive Assistant	80 - 110k	<b>90 - 130k</b>	38 - 48	<b>40 - 55</b>
Office Manager	70 - 90k	<b>75 - 100k</b>	33 - 40	<b>35 - 45</b>
Personal Assistant	65 - 82k	<b>70 - 95k</b>	30 - 35	<b>32 - 45</b>
Legal Secretary	65 - 85k	<b>65 - 85k</b>	30 - 40	<b>30 - 40</b>
Desktop Publisher	75 - 90k	<b>80 - 90k</b>	38 - 50	<b>45 - 65</b>
Bid Coordinator	75 - 85k	<b>85 - 100k</b>	35 - 42	<b>35 - 45</b>
Team Assistant	60 - 70k	<b>65 - 75k</b>	29 - 32	<b>29 - 32</b>
Site Secretary	60 - 70k	<b>65 - 75k</b>	29 - 32	<b>30 - 35</b>
Project Coordinator	65 - 85k	<b>70 - 90k</b>	30 - 40	<b>32 - 45</b>
Sales Coordinator	55 - 65k	<b>65 - 75k</b>	28 - 30	<b>29 - 32</b>
Administration Assistant	50 - 60k	<b>55 - 65k</b>	25 - 29	<b>25 - 30</b>
Office Junior	40 - 50k	<b>50 - 55k</b>	25 - 27	<b>25 - 27</b>
Receptionist	50 - 60k	<b>55 - 70k</b>	26 - 28	<b>27 - 30</b>
Document Controller	70 - 82k	<b>75 - 95k</b>	35 - 43	<b>35 - 45</b>
Data Entry Operator	45 - 55k	<b>50 - 55k</b>	25 - 28	<b>25 - 27</b>
Facilities Coordinator	60 - 75k	<b>70 - 85k</b>	28 - 35	<b>30 - 40</b>
Customer Service Manager	80 - 110k	<b>90 - 110k</b>	38 - 50	<b>40 - 50</b>
Customer Service Team Leader	65 - 85k	<b>70 - 90k</b>	32 - 42	<b>35 - 45</b>
Customer Service Representative	50 - 60k	<b>55 - 70k</b>	26 - 30	<b>29 - 33</b>

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# NEW SOUTH WALES

## HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2017	2018	2017	2018
<b>Generalist</b>				
HR Director	240 - 350k	<b>240 - 350k</b>	1045 - 1520	<b>1045 - 1520</b>
HR Manager	145 - 200k	<b>150 - 210k</b>	630 - 869	<b>650 - 900</b>
HR Business Partner	110 - 160k	<b>120 - 170k</b>	480 - 695	<b>500 - 700</b>
HR Advisor	85 - 110k	<b>85 - 110k</b>	370 - 480	<b>370 - 480</b>
HR Officer	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>				
Compensation & Benefits Manager	150 - 200k	<b>150 - 210k</b>	650 - 870	<b>650 - 885</b>
Compensation & Benefits Consultant	85 - 125k	<b>85 - 130k</b>	370 - 515	<b>370 - 535</b>
Organisational Development Manager	120 - 150k	<b>130 - 180k</b>	520 - 650	<b>535 - 750</b>
Organisational Development Consultant	85 - 120k	<b>85 - 125k</b>	370 - 520	<b>370 - 535</b>
HR Change Manager	150 - 220k	<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	95 - 135k	<b>100 - 140k</b>	400 - 757	<b>430 - 600</b>
Recruitment Manager	125 - 160k	<b>130 - 165k</b>	580 - 700	<b>565 - 710</b>
Recruitment Advisor	85 - 125k	<b>95 - 130k</b>	400 - 650	<b>410 - 550</b>
Industrial/Employee Relations Manager	140 - 200k	<b>145 - 210k</b>	610 - 870	<b>625 - 900</b>
Workforce Planning Manager	150 - 200k	<b>150 - 200k</b>	650 - 870	<b>650 - 870</b>
Workforce Planning Consultant	85 - 130k	<b>90 - 130k</b>	370 - 565	<b>390 - 565</b>
HR Information Analyst	90 - 120k	<b>95 - 125k</b>	390 - 520	<b>410 - 520</b>
<b>WHS</b>				
WHS Manager	160 - 200k	<b>160 - 200k</b>	700 - 870	<b>700 - 870</b>
WHS Advisor	85 - 120k	<b>90 - 120k</b>	350 - 435	<b>390 - 435</b>

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

# NEW SOUTH WALES

## INFORMATION TECHNOLOGY BUSINESS APPLICATIONS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Business Intelligence</b>				
Data Architect	150 - 200k	<b>150 - 200k</b>	100 - 160	<b>100 - 160</b>
BI Architect	150 - 200k	<b>150 - 200k</b>	100 - 160	<b>100 - 160</b>
BI Manager	150 - 200k	<b>150 - 200k</b>	100 - 160	<b>100 - 160</b>
BI Project Manager	130 - 160k	<b>130 - 160k</b>	100 - 125	<b>100 - 125</b>
BI Developer	130 - 150k	<b>130 - 150k</b>	87 - 125	<b>87 - 125</b>
Junior BI Developer	80 - 130k	<b>80 - 130k</b>	60 - 87	<b>60 - 87</b>
BI Consultant	120 - 150k	<b>120 - 150k</b>	87 - 125	<b>87 - 125</b>
BI Business Analyst	120 - 150k	<b>120 - 150k</b>	87 - 112	<b>87 - 112</b>
Data Analyst	85 - 130k	<b>85 - 130k</b>	60 - 100	<b>60 - 100</b>
Junior Data Analyst	65 - 85k	<b>65 - 85k</b>	40 - 75	<b>40 - 75</b>
<b>Analytics</b>				
Advanced Analytics Specialist	130 - 180k	<b>130 - 180k</b>	87 - 145	<b>87 - 145</b>
Data Engineer	130 - 180k	<b>130 - 180k</b>	87 - 145	<b>87 - 145</b>
Data Modeller	130 - 180k	<b>130 - 180k</b>	87 - 145	<b>87 - 145</b>
Data Scientist	130 - 180k	<b>130 - 180k</b>	87 - 145	<b>87 - 145</b>
Junior Data Scientist	80 - 130k	<b>80 - 130k</b>	60 - 87	<b>60 - 87</b>
<b>ERP/CRM</b>				
ERP/CRM Solution Architect	150 - 200k	<b>150 - 200k</b>	100 - 160	<b>100 - 160</b>
ERP/CRM Project Manager	130 - 180k	<b>130 - 180k</b>	100 - 140	<b>100 - 140</b>
ERP/CRM Functional Consultant	130 - 160k	<b>130 - 160k</b>	100 - 125	<b>100 - 125</b>
ERP/CRM Technical Consultant	130 - 160k	<b>130 - 160k</b>	100 - 125	<b>100 - 125</b>
ERP/CRM Developer	130 - 150k	<b>130 - 150k</b>	87 - 125	<b>87 - 125</b>
ERP/CRM Business Analyst	120 - 150k	<b>120 - 150k</b>	87 - 112	<b>87 - 112</b>
ERP/CRM Support Consultant	85 - 130k	<b>85 - 130k</b>	60 - 100	<b>60 - 100</b>

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

# NEW SOUTH WALES

## INFORMATION TECHNOLOGY DEVELOPMENT & TESTING

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Application Development</b>				
Lead Java/.Net Developer	140 - 150k	<b>145 - 155k</b>	115 - 130	<b>120 - 135</b>
Java/.Net Developer	70 - 130k	<b>75 - 135k</b>	60 - 110	<b>65 - 115</b>
Lead Mobile Application Developer - IOS/Android/Windows	130 - 150k	<b>130 - 150k</b>	135 - 145	<b>140 - 150</b>
Mobile Application Developer - IOS/Android/Windows	85 - 125k	<b>85 - 125k</b>	95 - 135	<b>95 - 135</b>
Lead PHP Developer	130 - 135k	<b>130 - 135k</b>	115 - 130	<b>120 - 135</b>
PHP Developer	65 - 125k	<b>70 - 125k</b>	60 - 110	<b>65 - 115</b>
Lead Front End Developer	140 - 150k	<b>140 - 150k</b>	125 - 160	<b>125 - 160</b>
Front End Developer	75 - 135k	<b>75 - 135k</b>	80 - 115	<b>85 - 120</b>
Lead CMS Developer	140 - 150k	<b>140 - 150k</b>	115 - 130	<b>120 - 135</b>
CMS Developer	75 - 135k	<b>75 - 135k</b>	60 - 110	<b>65 - 115</b>
<b>Application Support</b>				
Lead Application Support Consultant	95 - 115k	<b>100 - 120k</b>	105 - 115	<b>105 - 115</b>
Application Support Consultant	70 - 90k	<b>75 - 95k</b>	50 - 75	<b>55 - 80</b>
<b>Testing Services</b>				
QA Test Manager	100 - 110k	<b>105 - 115k</b>	105 - 115	<b>110 - 120</b>
QA Lead	90 - 100k	<b>95 - 105k</b>	95 - 105	<b>105 - 115</b>
QA Test Consultant	70 - 100k	<b>75 - 105k</b>	50 - 80	<b>55 - 85</b>
Automation Test Manager	125 - 135k	<b>130 - 135k</b>	110 - 120	<b>115 - 125</b>
Automation Test Lead	115 - 125k	<b>120 - 130k</b>	100 - 105	<b>105 - 110</b>
Automation Tester	75 - 105k	<b>80 - 110k</b>	55 - 65	<b>60 - 70</b>
Manual Test Manager	100 - 110k	<b>105 - 115k</b>	105 - 115	<b>110 - 120</b>
Manual Test Lead	90 - 100k	<b>95 - 105k</b>	85 - 95	<b>90 - 100</b>
Manual Tester	70 - 100k	<b>75 - 105k</b>	50 - 80	<b>55 - 85</b>
Performance Test Manager	135 - 145k	<b>140 - 150k</b>	135 - 145	<b>135 - 150</b>
Performance Test Lead	115 - 125k	<b>120 - 130k</b>	110 - 120	<b>115 - 125</b>
Performance Tester	80 - 110k	<b>85 - 110k</b>	70 - 100	<b>70 - 100</b>

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

# NEW SOUTH WALES

## INFORMATION TECHNOLOGY DIGITAL

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
Lead UX Designer	130 - 200k	<b>140 - 200k</b>	120 - 150	<b>120 - 160</b>
Senior UX Designer	130 - 150k	<b>140 - 160k</b>	100 - 130	<b>120 - 150</b>
UX Designer	90 - 130k	<b>100 - 130k</b>	70 - 95	<b>100 - 130</b>
Junior UX Designer	70 - 80k	<b>70 - 80k</b>	40 - 50	<b>50 - 70</b>
Senior UX/UI Hybrid Designer	150 - 190k	<b>170 - 190k</b>	100 - 140	<b>120 - 150</b>
UX/UI Hybrid Designer	90 - 120k	<b>120 - 170k</b>	70 - 100	<b>100 - 130</b>
Junior UX/UI Hybrid Designer	90 - 110k	<b>90 - 110k</b>	40 - 50	<b>45 - 55</b>
UX/CX Strategy Consultant	150 - 190k	<b>160 - 210k</b>	120 - 150	<b>120 - 160</b>
UX Information Architect	120 - 160k	<b>120 - 150k</b>	110 - 125	<b>110 - 130</b>
Lead Service Designer	150 - 190k	<b>180 - 220k</b>	100 - 140	<b>120 - 150</b>
Mid - Senior Service Designer	100 - 140k	<b>120 - 190k</b>	70 - 100	<b>100 - 130</b>
Junior Service Designer	70 - 90k	<b>80 - 110k</b>	40 - 50	<b>45 - 55</b>
Senior Graphic Designer	90 - 120k	<b>90 - 120k</b>	80 - 120	<b>80 - 120</b>
Graphic Designer	80 - 90k	<b>80 - 90k</b>	70 - 100	<b>70 - 100</b>
Junior Graphic Designer	60 - 80k	<b>70 - 80k</b>	40 - 50	<b>45 - 60</b>
Visual/UI Designer	80 - 90k	<b>80 - 90k</b>	55 - 110	<b>55 - 110</b>
Digital Media Manager	100 - 120k	<b>120 - 150k</b>	60 - 80	<b>70 - 90</b>
Senior Digital Producer	100 - 120k	<b>100 - 130k</b>	60 - 65	<b>60 - 70</b>
Digital Producer	90 - 110k	<b>90 - 110k</b>	45 - 60	<b>55 - 60</b>
Junior Digital Producer	60 - 80k	<b>75 - 85k</b>	40 - 55	<b>40 - 55</b>
Content Manager	90 - 110k	<b>90 - 110k</b>	45 - 60	<b>55 - 60</b>
Content Officer	60 - 80k	<b>70 - 85k</b>	40 - 55	<b>45 - 55</b>

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

# NEW SOUTH WALES

## INFORMATION TECHNOLOGY EMERGING TECHNOLOGIES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2017	2018	2017	2018
RPA Delivery Manager	150 - 160k	<b>150 - 165k</b>	800 - 900	<b>800 - 900</b>
RPA Team Lead	130 - 140k	<b>130 - 140k</b>	650 - 700	<b>650 - 700</b>
RPA Developer	90 - 120k	<b>90 - 120k</b>	500 - 600	<b>500 - 600</b>
RPA Consultant	60 - 80k	<b>60 - 80k</b>	450 - 500	<b>450 - 500</b>
AI Senior Engineer	130 - 150k	<b>130 - 160k</b>	800 - 1000	<b>800 - 1000</b>
AI Engineer	100 - 130k	<b>100 - 140k</b>	600 - 800	<b>600 - 800</b>
Machine Learning Engineer	120 - 150k	<b>120 - 160k</b>	700 - 900	<b>700 - 1000</b>
IoT Specialist	110 - 150k	<b>110 - 150k</b>	700 - 900	<b>700 - 900</b>

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

## INFORMATION TECHNOLOGY SENIOR APPOINTMENTS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
CIO	190 - 230k	<b>200 - 250k</b>		
CTO	180 - 220k	<b>190 - 240k</b>		
Head of IT	170 - 200k	<b>180 - 210k</b>		
Head of Engineering	160 - 200k	<b>170 - 220k</b>	140 - 160	<b>150 - 170</b>
Software Development Manager	140 - 160k	<b>150 - 180k</b>	130 - 150	<b>140 - 160</b>
Head of IT Operations	170 - 200k	<b>170 - 200k</b>	150 - 170	<b>160 - 180</b>
Head of Service Delivery	200 - 220k	<b>210 - 230k</b>	130 - 150	<b>140 - 160</b>
Head of Transformation	240 - 270k	<b>250 - 290k</b>	180 - 210	<b>200 - 230</b>
Head of Change Management	220 - 250k	<b>230 - 260k</b>	160 - 190	<b>170 - 200</b>
Head of Delivery	260 - 280k	<b>270 - 300k</b>	200 - 230	<b>210 - 240</b>
Head of Project Services	230 - 250k	<b>240 - 270k</b>	170 - 200	<b>180 - 210</b>
Business Analysis Practice Manager	190 - 210k	<b>200 - 230k</b>	125 - 140	<b>135 - 165</b>

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

# NEW SOUTH WALES

## INFORMATION TECHNOLOGY INFRASTRUCTURE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Operations</b>				
Operations Manager	110 - 140k	<b>110 - 140k</b>	75 - 100	<b>75 - 100</b>
Incident/Problem Manager	85 - 110k	<b>85 - 110k</b>	60 - 80	<b>60 - 80</b>
Systems/Network Administrator	95 - 130k	<b>95 - 130k</b>	70 - 90	<b>75 - 95</b>
Junior Systems/Network Administrator	70 - 110k	<b>70 - 110k</b>	45 - 75	<b>45 - 75</b>
Tradefloor/Application Support	65 - 90k	<b>65 - 90k</b>	35 - 60	<b>35 - 60</b>
Helpdesk - Level 2	55 - 70k	<b>60 - 72k</b>	30 - 45	<b>35 - 48</b>
Helpdesk - Level 1	48 - 55k	<b>50 - 58k</b>	26 - 32	<b>26 - 32</b>
<b>Engineering (Cloud, Networking, Firewalls, Server, Storage)</b>				
Engineer/Architect Manager	130 - 185k	<b>140 - 190k</b>	100 - 125	<b>110 - 150</b>
Architect	140 - 170k	<b>150 - 175k</b>	100 - 125	<b>100 - 125</b>
Designer	120 - 150k	<b>130 - 150k</b>	80 - 100	<b>80 - 110</b>
Engineer	100 - 130k	<b>105 - 140k</b>	80 - 100	<b>80 - 100</b>
Enterprise Architect	170 - 230k	<b>180 - 240k</b>	125 - 187	<b>125 - 187</b>
Pre-sales Architect	150 - 175k	<b>150 - 180k</b>	110 - 150	<b>110 - 160</b>
<b>DevOps</b>				
DevOps Architect	150 - 180k	<b>155 - 185k</b>	110 - 140	<b>115 - 150</b>
DevOps Engineer	125 - 170k	<b>125 - 170k</b>	75 - 130	<b>75 - 140</b>
Junior DevOps Engineer	95 - 125k	<b>95 - 125k</b>	55 - 75	<b>55 - 80</b>
<b>Cyber Security</b>				
Cyber Security Architect	160 - 190k	<b>160 - 210k</b>	120 - 150	<b>125 - 160</b>
Cyber Security Engineer	125 - 150k	<b>130 - 170k</b>	90 - 115	<b>100 - 140</b>
Cyber Security Analyst	95 - 130k	<b>95 - 130k</b>	80 - 100	<b>85 - 100</b>
Governance, Risk and Compliance Consultant	140 - 170k	<b>150 - 180k</b>	105 - 125	<b>110 - 140</b>
Ethical Hacker/Penetration Tester	120 - 160k	<b>125 - 160k</b>	80 - 110	<b>85 - 120</b>

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# NEW SOUTH WALES

## INFORMATION TECHNOLOGY PROJECT SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
Agile Coach	180 - 210k	<b>180 - 210k</b>	119 - 138	<b>119 - 138</b>
Scrum Master/Iteration Manager	150 - 175k	<b>155 - 180k</b>	94 - 113	<b>94 - 119</b>
Program Director	260 - 280k	<b>260 - 280k</b>	181 - 219	<b>188 - 225</b>
Program Manager	215 - 235k	<b>210 - 240k</b>	125 - 150	<b>131 - 156</b>
Project Director	215 - 235k	<b>210 - 240k</b>	175 - 200	<b>175 - 200</b>
Senior Project Manager	155 - 175k	<b>160 - 180k</b>	113 - 138	<b>113 - 138</b>
Project Manager	130 - 150k	<b>135 - 155k</b>	88 - 106	<b>88 - 106</b>
Junior Project Manager	95 - 115k	<b>100 - 120k</b>	63 - 81	<b>69 - 88</b>
Change Director	215 - 240k	<b>220 - 250k</b>	150 - 175	<b>156 - 188</b>
Lead Change Manager	190 - 220k	<b>190 - 220k</b>	125 - 156	<b>125 - 156</b>
Senior Change Manager	160 - 180k	<b>160 - 180k</b>	113 - 138	<b>113 - 138</b>
Change Manager	140 - 160k	<b>140 - 160k</b>	94 - 109	<b>94 - 109</b>
Change Analyst	90 - 110k	<b>110 - 130k</b>	63 - 81	<b>63 - 81</b>
Lead Business Analyst	140 - 160k	<b>140 - 160k</b>	91 - 109	<b>94 - 113</b>
Senior Business Analyst	120 - 140k	<b>120 - 140k</b>	88 - 109	<b>88 - 109</b>
Business Analyst	90 - 110k	<b>90 - 110k</b>	75 - 94	<b>75 - 94</b>
Junior Business Analyst	75 - 90k	<b>75 - 95k</b>	50 - 69	<b>63 - 75</b>
Technical Writer	110 - 130k	<b>110 - 130k</b>	56 - 72	<b>56 - 75</b>
Process Analyst	90 - 110k	<b>90 - 110k</b>	69 - 94	<b>75 - 100</b>
Master Scheduler	140 - 165k	<b>140 - 165k</b>	88 - 113	<b>94 - 125</b>
Project Scheduler	115 - 135k	<b>120 - 140k</b>	72 - 94	<b>75 - 97</b>
PMO Director	200 - 230k	<b>200 - 230k</b>	156 - 188	<b>163 - 194</b>
PMO Manager	155 - 175k	<b>160 - 180k</b>	106 - 131	<b>106 - 131</b>
PMO Analyst	100 - 125k	<b>110 - 130k</b>	69 - 91	<b>69 - 100</b>
Program Coordinator	100 - 125k	<b>105 - 130k</b>	75 - 91	<b>69 - 97</b>
Project Coordinator	85 - 115k	<b>90 - 120k</b>	66 - 84	<b>69 - 88</b>

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# NEW SOUTH WALES

## LEGAL

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2017	2018
<b>Private Practice</b>		
8+ yrs' PQE	220k+	<b>220k+</b>
7 yrs' PQE	160 - 200k	<b>160 - 200k</b>
6 yrs' PQE	145 - 180k	<b>145 - 180k</b>
5 yrs' PQE (Senior Associate Level)	125 - 165k	<b>130 - 165k</b>
4 yrs' PQE	115 - 150k	<b>120 - 150k</b>
3 yrs' PQE	90 - 115k	<b>90 - 115k</b>
2 yrs' PQE	85 - 98k	<b>85 - 100k</b>
1 yr PQE	70 - 90k	<b>70 - 90k</b>
<b>Company Secretary</b>		
6 - 8 yrs' exp	145 - 205k	<b>145 - 205k</b>
3 - 5 yrs' exp	85 - 145k	<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>160 - 190k</b>
5 yrs' PQE (Senior Associate Level)	130 - 170k	<b>130 - 170k</b>
4 yrs' PQE	105 - 135k	<b>110 - 140k</b>
3 yrs' PQE	95 - 115k	<b>100 - 120k</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>55 - 75k</b>

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# NEW SOUTH WALES

## PROCUREMENT, SUPPLY CHAIN & LOGISTICS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2017	2018	2017	2018
<b>Procurement</b>				
Chief Procurement Officer	325 - 450k	<b>325 - 450k</b>	1500 - 2500	<b>1500 - 2500</b>
Procurement Director	240 - 330k	<b>240 - 330k</b>	1100 - 1600	<b>1100 - 1600</b>
Procurement Manager	185 - 240k	<b>180 - 240k</b>	800 - 1100	<b>800 - 1100</b>
Category Manager	120 - 180k	<b>125 - 180k</b>	450 - 750	<b>450 - 750</b>
Contracts Manager	130 - 165k	<b>130 - 165k</b>	480 - 650	<b>480 - 650</b>
Procurement Analyst	90 - 110k	<b>90 - 110k</b>	350 - 425	<b>350 - 425</b>
Procurement Officer	60 - 80k	<b>70 - 90k</b>	260 - 350	<b>275 - 375</b>
<b>Supply Chain</b>				
Supply Chain Director	230 - 350k	<b>230 - 350k</b>	1000 - 1500	<b>1000 - 1750</b>
Supply Chain/S&OP Manager	150 - 220k	<b>160 - 220k</b>	650 - 1100	<b>700 - 1200</b>
Demand Planner	90 - 120k	<b>95 - 125k</b>	375 - 500	<b>375 - 525</b>
Supply Planner	75 - 100k	<b>80 - 100k</b>	280 - 400	<b>300 - 400</b>
Supply Chain Coordinator	65 - 90k	<b>70 - 90k</b>	250 - 350	<b>275 - 350</b>
<b>Logistics</b>				
General Manager	180 - 230k	<b>190 - 250k</b>	800 - 1300	<b>900 - 1500</b>
DC Manager	160 - 200k	<b>170 - 215k</b>	620 - 750	<b>650 - 900</b>
Logistics Operations Manager	120 - 170k	<b>125 - 175k</b>	440 - 650	<b>450 - 700</b>
Warehouse/Shift Manager	85 - 115k	<b>90 - 120k</b>	350 - 440	<b>350 - 450</b>
Inventory Controller	85 - 115k	<b>85 - 115k</b>	325 - 400	<b>325 - 400</b>
Transport Manager	90 - 110k	<b>100 - 130k</b>	360 - 440	<b>360 - 500</b>
Import/Export Manager	60 - 80k	<b>70 - 90k</b>	240 - 300	<b>250 - 350</b>
<b>Manufacturing/Engineering</b>				
Manufacturing Manager	150 - 185k	<b>140 - 180k</b>	650 - 750	<b>625 - 725</b>
Production Engineer/Technician	75 - 95k	<b>80 - 100k</b>	280 - 375	<b>280 - 400</b>

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# NEW SOUTH WALES

## RESOURCES, ENGINEERING & CONSTRUCTION

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Engineering Design</b>				
Technical Director	200 - 250k	<b>230 - 280k</b>	135 - 160	<b>135 - 160</b>
Engineering Manager	170 - 200k	<b>180 - 230k</b>	110 - 145	<b>120 - 140</b>
Design Engineer (3 - 8 yrs' exp)	80 - 100k	<b>80 - 100k</b>	65 - 90	<b>60 - 80</b>
Senior Designer	100 - 120k	<b>100 - 120k</b>	60 - 75	<b>60 - 80</b>
<b>Project Delivery</b>				
Project Director	210 - 250k	<b>220 - 260k</b>	135 - 160	<b>140 - 160</b>
Project Manager	140 - 200k	<b>190 - 220k</b>	100 - 120	<b>110 - 130</b>
Construction Manager	120 - 150k	<b>150 - 190k</b>	80 - 100	<b>110 - 130</b>
Project Engineer	120 - 140k	<b>120 - 140k</b>	70 - 95	<b>70 - 95</b>
Estimator (5 yrs' exp)	100 - 140k	<b>110 - 150k</b>	65 - 90	<b>65 - 90</b>
Project Controls/Planning Engineer	70 - 100k	<b>90 - 120k</b>	60 - 80	<b>60 - 80</b>

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# NEW SOUTH WALES

## RISK MANAGEMENT, COMPLIANCE & AUDIT

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)					
	0 - 4 YRS' EXP		4 - 8 YRS' EXP		8+ YRS' EXP	
	2017	2018	2017	2018	2017	2018
<b>Risk Management</b>						
Operational Risk Manager	70 - 110k	<b>75 - 115k</b>	110 - 170k	<b>110 - 175k</b>	170k+	<b>170k+</b>
Credit Risk Management	70 - 100k	<b>65 - 100k</b>	100 - 180k	<b>100 - 180k</b>	180k+	<b>180k+</b>
Market Risk	75 - 105k	<b>70 - 110k</b>	115 - 180k	<b>120 - 180k</b>	180k+	<b>180k+</b>
Quantitative Risk	80 - 120k	<b>90 - 130k</b>	120 - 210k	<b>120 - 220k</b>	220k+	<b>220k+</b>
Anti-Money-Laundering	75 - 130k	<b>70 - 130k</b>	130 - 200k	<b>115 - 200k</b>	200k+	<b>200k+</b>
<b>Compliance</b>						
Investment Banking	85 - 130k	<b>90 - 140k</b>	130 - 200k	<b>130 - 220k</b>	210k+	<b>200k+</b>
Retail Banking	75 - 120k	<b>75 - 120k</b>	120 - 180k	<b>120 - 180k</b>	180k+	<b>180k+</b>
Funds Management	80 - 125k	<b>90 - 130k</b>	125 - 185k	<b>125 - 190k</b>	185k+	<b>190k+</b>
<b>Internal Audit</b>						
Investment Banking	65 - 110k	<b>65 - 110k</b>	110 - 165k	<b>110 - 160k</b>	165k+	<b>160k+</b>
Retail Banking	65 - 95k	<b>60 - 100k</b>	95 - 155k	<b>100 - 150k</b>	155k+	<b>150k+</b>
Funds Management	65 - 95k	<b>65 - 95k</b>	95 - 155k	<b>95 - 155k</b>	155k+	<b>155k+</b>
<b>Credit Analysis</b>						
Retail Banking	60 - 80k	<b>60 - 80k</b>	80 - 135k	<b>80 - 135k</b>	135k+	<b>135k+</b>
Corporate Banking	75 - 100k	<b>80 - 110k</b>	100 - 160k	<b>110 - 160k</b>	170k+	<b>160k+</b>
Financial Institutions	80 - 110k	<b>80 - 110k</b>	110 - 170k	<b>110 - 170k</b>	180k+	<b>180k+</b>

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# NEW SOUTH WALES

## SALES, MARKETING & COMMUNICATIONS BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Sales</b>				
Head of Sales	190 - 300k	<b>190 - 300k</b>		
Business Development Manager	110 - 180k	<b>120 - 200k</b>		
Relationship Manager	100 - 150k	<b>100 - 150k</b>		
<b>Marketing</b>				
Head of Marketing	180 - 300k	<b>180 - 300k</b>	98 - 150	<b>98 - 150</b>
Senior Marketing Manager	130 - 180k	<b>140 - 180k</b>	76 - 98	<b>76 - 98</b>
Marketing Manager	100 - 140k	<b>100 - 140k</b>	55 - 75	<b>55 - 75</b>
Digital Marketing Manager	110 - 150k	<b>100 - 150k</b>	55 - 85	<b>55 - 90</b>
Marketing Executive	75 - 96k	<b>75 - 95k</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	110 - 140k	<b>100 - 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 superannation, but exclusive of benefits/bonuses unless otherwise specified.

# NEW SOUTH WALES

## SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>IT&amp;T</b>				
Sales Director	200 - 300k	<b>200 - 320k</b>		
Sales Manager	120 - 200k	<b>130 - 220k</b>		
Business Development Manager	85 - 150k	<b>95 - 220k</b>		
Account Manager	80 - 170k	<b>90 - 190k</b>		
Channel Manager	90 - 150k	<b>95 - 170k</b>		
Inside Sales Executive	60 - 90k	<b>60 - 90k</b>		
Pre-sales Consultant	120 - 200k	<b>115 - 210k</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 - 140k</b>	60 - 75	<b>60 - 75</b>
Digital Marketing Manager	130 - 160k	<b>120 - 150k</b>	65 - 85	<b>65 - 90</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.

# NEW SOUTH WALES

## SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Industrial Sales</b>				
Sales Director	175 - 210k	<b>175 - 210k</b>		
Sales Manager	140 - 160k	<b>140 - 160k</b>		
Sales Executive	55 - 75k	<b>55 - 75k</b>		
National Business Development Manager	85 - 185k	<b>85 - 185k</b>		
National Account Manager	110 - 130k	<b>110 - 130k</b>		
Business Development Manager	85 - 140k	<b>85 - 140k</b>		
<b>Consumer Goods</b>				
Sales Director	200 - 300k	<b>200 - 300k</b>		
National Sales Manager	180 - 300k	<b>180 - 300k</b>		
National Business Manager	150 - 180k	<b>150 - 180k</b>		
National Account Manager	100 - 160k	<b>100 - 160k</b>		
Sales Executive	55 - 80k	<b>55 - 80k</b>		
Marketing Director	170k+	<b>170k+</b>	125+	<b>125+</b>
Marketing Manager	140 - 180k	<b>140 - 180k</b>	80 - 130	<b>80 - 130</b>
Senior Brand Manager	125 - 150k	<b>125 - 150k</b>	70 - 80	<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>	65 - 85	<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>

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# QUEENSLAND



# 93%

OF PROFESSIONALS ARE OPEN TO NEW JOB OPPORTUNITIES WHEN NOT ACTIVELY LOOKING

## 2017 INSIGHT

The Queensland jobs market continued at a steady pace in 2017 with remuneration levels remaining largely stable. Several industry sectors experienced positive and negative movement, with uplifts flowing from federal and state government infrastructure investments while a downward shift became apparent as

the residential high-rise construction boom started to wane. Major projects, such as the ongoing preparation for the Commonwealth Games, Queen's Wharf Brisbane, Inland Rail and Cross River Rail, are all expected to gain momentum from early 2018.

## 2018 EXPECTATIONS

Queensland is considerably reliant upon major projects and the resulting economy ebbs and flows. In 2018 huge projects will kick off, continue or ramp up, creating a jobs market that looks more promising than it has in several years. The state election will likely cause a hiatus in hiring activity but this should revert quickly to business as usual.

In South East Queensland, 2018 will be the year of opportunity but also severe talent shortages. Based on previous experience in similar market conditions, we recommend employers to factor the following considerations into their hiring activity.

Firstly, commit to setting remuneration benchmarks and abide by them. We have seen the negative impact of inflated and unrestrained salary

growth before and propose for employers to make offers within a bandwidth that doesn't impact on existing personnel.

Secondly, hiring processes are still protracted across many organisations, hindering their ability to secure top talent. Candidates have a perception that slow and unwieldy recruitment processes reflect the way a business operates so hiring managers have to impress a potential employee with streamlined efficiency to ensure a positive first experience of the organisation.

Thirdly, due to a pending shortage of talent in a range of areas related to infrastructure, it will be necessary to import international talent. Employers should connect with a recruitment partner who has the capacity to

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Hiring processes are still protracted across many organisations, hindering their ability to secure top talent.

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access the global market and assist in the process of onboarding skilled overseas professionals.

## ACCOUNTING & FINANCE

As confidence returns to the wider Queensland economy, we expect to see organisations invest in back office infrastructure. The accounting and finance job market should continue its steady upward trajectory in 2018.

Remuneration growth is likely to stretch up to senior levels where CFOs and financial controllers will see some salary increases in 2018. The most notable shortage in the marketplace will be for professionals with commercial analysis skills. Specialists who can decipher and analyse data to map against the bottom line of a business, will be in high demand.

## BANKING & FINANCIAL SERVICES

The banking and financial services sector is relatively small in Brisbane compared with Sydney and Melbourne. However, opportunities are emerging in digital optimisation, cyber security and compliance.

Financial institutions are harnessing advancements in digital and data to structure their businesses around customer experience and engagement. Significant investment is being channelled into data insight capability and product development.

As a result, skilled professionals with experience in digital optimisation will be in high demand in 2018. Salary rates are set to grow for data analysts

and professionals who can build community engagement for financial services organisations. Much of this work is expected to be contract-based, rather than permanent.

Salary growth can also be expected for those who specialise in cyber security or compliance in the banking and financial services sector. Organisations are investing heavily in cyber security as well as compliance to meet the expectations of regulatory bodies and their customers.

## BUSINESS SUPPORT

There have been limited opportunities for business support professionals in recent years, but some much-needed jobs growth is now returning. In 2018, project teams will be seeking people with project administration and document control experience, and we expect demand will increase for professionals in this space.

As always, demand will exceed supply for experienced and capable executive assistants. In a bid to reduce operating costs, employers were previously merging executive assistant roles to support two or three executives simultaneously. As employers have started to recover from the most recent economic downturn and their activity has ramped up, we have seen a switch back to executive assistants being dedicated to just one senior leader.

## HUMAN RESOURCES

The increased project activity in the marketplace will generate growth in HR roles in 2018. Business leaders



# 28%

OF PROFESSIONALS ARE  
MOTIVATED TO CHANGE JOBS  
FOR CAREER PROGRESSION

understand the value of establishing an effective project culture from day one and know how costly staff attrition can be during the life of a project.

Consequently, there will be more opportunities for HR professionals who can foster positive working environments for project teams. Specialists who can develop complex, multi-stakeholder alliances will be especially in demand.

From an OH&S perspective, demand in 2018 will grow for safety specialists across a range of sectors, from mining and utilities to infrastructure. Until recently, demand was low and professionals left Queensland for greener pastures. With a surge in the market, the challenge for hiring managers will be sourcing talent from interstate.

In 2017, we saw a slight spike in salaries for seasoned professionals with the ability to align HR with the wider organisation. In 2018, more employers will be building and restructuring in-house teams and we expect salary growth for HR professionals with talent acquisition skills. Salaries for mid-level HR roles will generally remain stable in 2018.

### INFORMATION TECHNOLOGY

In 2018, organisations from multiple industry sectors will invest in technology to enhance customer experience and improve process efficiencies. Demand for specialist technology professionals will continue to grow in areas such as specialised project delivery, automation, data analytics and user interface.

Brisbane is known as the start-up hub of Australia with more incubator

start-up sites operating than any other capital city. This trend, which has already increased demand for skilled developers, is set to continue in 2018.

Following numerous global high-profile cyber attacks in 2017, Queensland businesses have become increasingly vigilant. As a consequence, cyber security professionals will remain in high demand in 2018 across both private and public sector organisations.

Information technology is a prime example of where recruitment processes need to be flexible and fast to secure talent. Professionals are often weighing up multiple job offers and a slow-moving prospective employer is likely to miss out. As a result, salaries for the most in-demand skill sets will increase.

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Multiple industries will invest in technology to enhance customer experience and improve process efficiencies.

”

### PROCUREMENT, SUPPLY CHAIN & LOGISTICS

In 2018, many infrastructure projects will be in their infancy, which means significant demand for professionals with front-end project procurement skills, including contracts and negotiations. Those with expertise in large-scale transactions, alliancing models and claims arbitration will be highly valued in the market and rewarded accordingly.

Professionals are increasingly comfortable with contracting. In fact, many procurement candidates prefer contracts over permanency so it is essential for hiring managers to offer a value proposition that combines competitive contract rates, healthy work-life balance and a good work environment.

Across most sectors we expect to see salary growth remain steady. However, procurement professionals with information technology experience will continue to be in high demand and enjoy above-average salary growth.

### RESOURCES, ENGINEERING & CONSTRUCTION

Mainland Australia has never seen more rail projects running concurrently. The Cross River Rail and the Inland Rail projects will



53%

OF PROFESSIONALS WANT  
INITIATIVES TO SUPPORT  
HEALTH AND WELLBEING

draw resources from Queensland, creating a local job market boost in 2018 and beyond.

Project coordinators, signalling specialists and engineers will be in high demand and will have remuneration expectations to match. Hiring managers will need to be fast, flexible and creative to attract qualified locals and import talent from interstate and overseas.

There has been some downward movement in the construction sector, due to the waning of the relative boom in residential high-rise construction. Some construction firms overextended themselves and have commenced rationalisation programs that may continue well into 2018.

In contrast, the Queen's Wharf Brisbane project will generate employment opportunities in construction over several years. Once the demolition phase is completed, construction is expected to commence in late 2018 with demand for quality candidates to grow. Hiring managers will be seeking professionals who understand retail property and can integrate different elements into a major construction project.

The Queensland's mining and resources sector is experiencing a measured recovery, with the much-publicised Adani project receiving the green light. We expect this to boost employment opportunities in regional Queensland.

## SALES, MARKETING & COMMUNICATIONS

Sales is a sector experiencing steady growth and we expect incentive models to improve in 2018. Business development managers who can drive sales strategy to support business growth in professional services and financial services institutions will be especially in demand.

Salaries in sales, marketing and communications will generally remain static in 2018. However, there are some areas of acute skills shortages, such as digital optimisation, that could buck the trend.

The high number of projects underway in Queensland will trigger high demand for professionals with experience in tender writing, community relations and stakeholder engagement, resulting in salary growth. Marketers with digital optimisation and SEO expertise will also be in high demand. Employers will need to be more competitive with salary offers to secure candidates, particularly as many of them will need to be enticed from Sydney and Melbourne markets.

## MAJOR PROJECTS DRIVING GROWTH



Queen's Wharf  
Brisbane



Cross River Rail  
and Inland Rail



Commonwealth  
Games



Adani Mine



Of professionals are  
motivated by  
salary and benefits

# QUEENSLAND

## ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Corporate Services</b>				
Financial Controller	150 - 230k	<b>150 - 250k</b>	75 - 125	<b>75 - 125</b>
Compliance/Risk Manager	120 - 150k	<b>120 - 150k</b>	55 - 75	<b>60 - 75</b>
Accountant	85 - 130k	<b>85 - 130k</b>	40 - 65	<b>40 - 70</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 - 150k</b>	55 - 70	<b>55 - 75</b>
Credit Analyst	65 - 90k	<b>70 - 100k</b>	35 - 45	<b>35 - 50</b>
<b>Superannuation/Insurance</b>				
Underwriter	80 - 120k	<b>80 - 120k</b>	40 - 60	<b>40 - 60</b>
Claims Manager	50 - 80k	<b>55 - 90k</b>	25 - 40	<b>25 - 45</b>

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

# QUEENSLAND

## ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Executive</b>				
Chief Financial Officer	150 - 300k	<b>180 - 330k</b>	85 - 150	<b>90 - 160</b>
Financial Controller	120 - 230k	<b>140 - 230k</b>	60 - 100	<b>70 - 115</b>
Commercial/Planning Manager	120 - 200k	<b>140 - 200k</b>	60 - 100	<b>70 - 100</b>
Tax Manager	140 - 180k	<b>140 - 180k</b>	60 - 95	<b>70 - 100</b>
Finance Manager	110 - 140k	<b>110 - 140k</b>	50 - 70	<b>50 - 70</b>
<b>Qualified</b>				
Senior Financial Accountant	90 - 130k	<b>95 - 130k</b>	40 - 65	<b>45 - 65</b>
Tax Accountant	85 - 130k	<b>85 - 130k</b>	40 - 60	<b>40 - 65</b>
Senior Business/Financial Analyst	100 - 140k	<b>110 - 140k</b>	50 - 70	<b>55 - 70</b>
Business/Financial Analyst	80 - 100k	<b>90 - 110k</b>	40 - 60	<b>45 - 60</b>
Systems Accountant	80 - 125k	<b>80 - 120k</b>	40 - 70	<b>40 - 70</b>
Senior Management Accountant	90 - 125k	<b>100 - 125k</b>	50 - 70	<b>50 - 70</b>
Management Accountant	70 - 95k	<b>80 - 100k</b>	40 - 60	<b>40 - 60</b>
Financial Accountant	70 - 95k	<b>80 - 100k</b>	40 - 55	<b>40 - 55</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>80 - 110k</b>	40 - 60	<b>40 - 60</b>
Payroll Officer	55 - 70k	<b>55 - 75k</b>	25 - 35	<b>25 - 35</b>
Bookkeeper	50 - 70k	<b>50 - 70k</b>	30 - 40	<b>25 - 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>20 - 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.

# QUEENSLAND

## ACCOUNTING & FINANCE PUBLIC SECTOR

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Executive</b>				
Chief Financial Officer	180 - 280k	<b>180 - 280k</b>	80 - 125	<b>80 - 140</b>
Director of Audit	160 - 300k	<b>160 - 300k</b>	80 - 150	<b>80 - 150</b>
Head of Corporate Services	200 - 250k	<b>180 - 250k</b>	100 - 125	<b>90 - 125</b>
Financial Controller	100 - 150k	<b>120 - 155k</b>	60 - 70	<b>60 - 75</b>
<b>Qualified</b>				
Senior Management Accountant	90 - 120k	<b>100 - 140k</b>	50 - 60	<b>50 - 70</b>
Senior Financial Accountant	90 - 120k	<b>100 - 140k</b>	50 - 60	<b>50 - 70</b>
Business Analyst	90 - 120k	<b>100 - 140k</b>	40 - 60	<b>50 - 70</b>
Financial/Management Accountant	65 - 100k	<b>75 - 120k</b>	40 - 60	<b>40 - 60</b>
<b>Part &amp; Non-qualified</b>				
Payroll Officer	45 - 60k	<b>45 - 60k</b>	25 - 35	<b>25 - 30</b>
Accounts Receivable/Credit Officer	45 - 60k	<b>45 - 60k</b>	25 - 30	<b>25 - 30</b>
Accounts Payable Officer	45 - 60k	<b>45 - 60k</b>	25 - 30	<b>25 - 30</b>

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# QUEENSLAND

## BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Business Support</b>				
Project Coordinator	80 - 100k	<b>80 - 100k</b>	40 - 60	<b>41 - 60</b>
Project Administrator	68 - 80k	<b>68 - 80k</b>	38 - 48	<b>38 - 48</b>
Executive Assistant	76 - 100k	<b>82 - 110k</b>	40 - 50	<b>41 - 55</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>
Desk Assistant	58 - 68k	<b>58 - 68k</b>	33 - 38	<b>33 - 38</b>
Legal Secretary	58 - 68k	<b>58 - 68k</b>	33 - 38	<b>33 - 38</b>
Team Secretary	55 - 68k	<b>55 - 68k</b>	28 - 37	<b>28 - 37</b>
Administration Assistant	45 - 60k	<b>55 - 65k</b>	28 - 36	<b>28 - 36</b>
Data Entry Operator	48 - 58k	<b>50 - 60k</b>	28 - 36	<b>28 - 33</b>
Receptionist	48 - 60k	<b>50 - 60k</b>	28 - 36	<b>28 - 33</b>
Office Junior	43 - 48k	<b>43 - 49k</b>	27 - 32	<b>27 - 32</b>
Claims Officer	53 - 60k	<b>55 - 65k</b>	29 - 35	<b>29 - 35</b>
<b>Call Centre</b>				
Customer Service Manager	100 - 130k	<b>100 - 130k</b>	50 - 60	<b>50 - 60</b>
Customer Service Team Leader	70 - 90k	<b>70 - 90k</b>	40 - 48	<b>40 - 48</b>
Customer Service Representative	50 - 60k	<b>50 - 60k</b>	28 - 34	<b>28 - 34</b>
<b>Public Sector</b>				
Business Support Officer	64 - 72k	<b>67 - 75k</b>	34 - 38	<b>36 - 40</b>
Executive Support Officer	76 - 82k	<b>79 - 87k</b>	40 - 44	<b>42 - 46</b>
Project Officer	88 - 95k	<b>91 - 99k</b>	47 - 51	<b>48 - 52</b>
Policy Officer	101 - 120k	<b>105 - 120k</b>	53 - 57	<b>55 - 60</b>

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# QUEENSLAND

## HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Generalist</b>				
HR Director	200 - 250k	<b>200 - 250k</b>	100 - 135	<b>100 - 135</b>
HR Manager	120 - 165k	<b>120 - 165k</b>	70 - 110	<b>70 - 110</b>
HR Business Partner	110 - 130k	<b>110 - 140k</b>	60 - 80	<b>65 - 80</b>
HR Advisor (5+ yrs' exp)	90 - 110k	<b>90 - 110k</b>	45 - 55	<b>45 - 55</b>
HR Advisor (1 - 4 yrs' exp)	75 - 85k	<b>75 - 85k</b>	40 - 50	<b>40 - 50</b>
HR Officer	65 - 75k	<b>65 - 75k</b>	30 - 40	<b>35 - 40</b>
HR Coordinator	55 - 65k	<b>55 - 65k</b>	30 - 35	<b>30 - 35</b>
<b>Specialist</b>				
Change Manager	145 - 165k	<b>150 - 200k</b>	100 - 125	<b>100 - 125</b>
Remuneration & Benefits Consultant	120 - 150k	<b>120 - 150k</b>	80 - 100	<b>80 - 100</b>
Industrial/Employee Relations Manager	120 - 180k	<b>120 - 180k</b>	80 - 100	<b>80 - 100</b>
Organisational Development Manager	120 - 150k	<b>135 - 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>110 - 135k</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 - 110k	<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>70 - 80k</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 - 200k	<b>150 - 220k</b>	80 - 100	<b>95 - 120</b>
Advisor	85 - 100k	<b>95 - 120k</b>	55 - 65	<b>55 - 75</b>
Return to Work Coordinator	75 - 90k	<b>75 - 90k</b>	45 - 50	<b>50 - 60</b>

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# QUEENSLAND

## INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Management</b>				
CIO/CTO	200 - 260k	<b>200 - 260k</b>	130 - 160	<b>130 - 200</b>
Programme Manager	150 - 210k	<b>150 - 220k</b>	130 - 170	<b>130 - 175</b>
Infrastructure/Development/BI Manager	130 - 170k	<b>130 - 170k</b>	100 - 140	<b>95 - 140</b>
Change Manager	90 - 140k	<b>100 - 140k</b>	90 - 140	<b>90 - 140</b>
Senior Project Manager	120 - 155k	<b>130 - 160k</b>	105 - 140	<b>110 - 140</b>
Project Manager	100 - 130k	<b>110 - 140k</b>	95 - 120	<b>100 - 125</b>
Senior Business Analyst	95 - 135k	<b>100 - 140k</b>	85 - 115	<b>90 - 120</b>
Business Analyst	70 - 100k	<b>70 - 105k</b>	75 - 90	<b>80 - 95</b>
<b>Architecture</b>				
Enterprise Architect	140 - 180k	<b>140 - 180k</b>	120 - 155	<b>120 - 155</b>
Solutions/Technical/Security Architect	140 - 180k	<b>140 - 180k</b>	100 - 135	<b>100 - 135</b>
<b>Development/Testing</b>				
Senior Developer	100 - 140k	<b>100 - 140k</b>	85 - 115	<b>90 - 120</b>
Developer	60 - 95k	<b>65 - 95k</b>	65 - 85	<b>65 - 90</b>
Test Manager/QA Manager	110 - 150k	<b>110 - 150k</b>	100 - 125	<b>100 - 125</b>
Test Analyst	65 - 100k	<b>65 - 100k</b>	65 - 85	<b>65 - 85</b>
<b>Infrastructure</b>				
Senior Network/System Engineer	115 - 140k	<b>110 - 140k</b>	90 - 120	<b>90 - 120</b>
Senior System Administrator	95 - 120k	<b>95 - 125k</b>	80 - 100	<b>80 - 100</b>
System Administrator	75 - 95k	<b>75 - 95k</b>	60 - 85	<b>60 - 85</b>
Network/System Engineer	80 - 100k	<b>85 - 105k</b>	65 - 85	<b>65 - 90</b>
Database Administrator	80 - 120k	<b>75 - 115k</b>	60 - 90	<b>60 - 85</b>
Helpdesk/Desktop Support	50 - 75k	<b>50 - 75k</b>	24 - 45	<b>25 - 50</b>

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# QUEENSLAND

## PROCUREMENT, SUPPLY CHAIN & LOGISTICS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2017	2018	2017	2018
<b>Procurement</b>				
Chief Procurement Officer	275 - 400k	<b>250 - 350k</b>	1200 - 1600	<b>1200 - 1600</b>
Procurement Manager	140 - 220k	<b>125 - 210k</b>	800 - 1200	<b>800 - 1300</b>
Procurement Analyst	80 - 120k	<b>85 - 105k</b>	400 - 650	<b>400 - 600</b>
Procurement/Purchasing Officer	70 - 95k	<b>60 - 95k</b>	300 - 550	<b>350 - 500</b>
Contracts Manager	150 - 200k	<b>150 - 200k</b>	650 - 1200	<b>650 - 1200</b>
Contracts & Procurement Administrator	80 - 130k	<b>90 - 160k</b>	450 - 800	<b>500 - 700</b>
Category Manager	130 - 190k	<b>120 - 180k</b>	600 - 1100	<b>700 - 1000</b>
Category Advisor	95 - 140k	<b>85 - 125k</b>	450 - 750	<b>500 - 700</b>
ICT Procurement Specialist	120 - 160k	<b>110 - 160k</b>	600 - 1100	<b>600 - 1100</b>
Procurement Consultant	95 - 125k	<b>95 - 140k</b>	550 - 800	<b>600 - 1000</b>
<b>Supply Chain</b>				
Supply Chain Manager	135 - 180k	<b>120 - 190k</b>	600 - 850	<b>600 - 850</b>
Supply Chain Officer	95 - 140k	<b>70 - 120k</b>	450 - 750	<b>400 - 650</b>
Materials Coordinator	100 - 130k	<b>90 - 110k</b>	500 - 700	<b>400 - 650</b>
Materials Planner	90 - 125k	<b>75 - 120k</b>	400 - 600	<b>350 - 500</b>
<b>Logistics</b>				
Project Freight Manager	140 - 200k	<b>130 - 190k</b>	600 - 1000	<b>700 - 1000</b>
Branch Manager	80 - 145k	<b>85 - 130k</b>	400 - 600	<b>400 - 600</b>
Projects Freight Operations Coordinator	75 - 120k	<b>80 - 110k</b>	350 - 600	<b>350 - 500</b>
Logistics Manager	100 - 150k	<b>100 - 150k</b>	500 - 750	<b>450 - 700</b>
Logistics Officer	75 - 90k	<b>60 - 85k</b>	350 - 600	<b>350 - 500</b>
Operations Manager	150 - 190k	<b>130 - 180k</b>	500 - 800	<b>500 - 800</b>

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# QUEENSLAND

## RESOURCES, ENGINEERING & CONSTRUCTION

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Engineering Design</b>				
Technical Director	220 - 250k	<b>230 - 290k</b>	135 - 160	<b>135 - 160</b>
Principal Design Manager	210 - 230k	<b>210 - 230k</b>	110 - 140	<b>110 - 140</b>
Design Manager	180 - 210k	<b>160 - 200k</b>	90 - 125	<b>90 - 125</b>
Engineering Manager	190 - 220k	<b>190 - 230k</b>	110 - 145	<b>120 - 140</b>
Principal Design Engineer (10+ yrs' exp)	160 - 190k	<b>180 - 225k</b>	80 - 110	<b>100 - 120</b>
Senior Design Engineer (8+ yrs' exp)	120 - 150k	<b>120 - 170k</b>	75 - 95	<b>75 - 95</b>
Design Engineer (3 - 8 yrs' exp)	95 - 120k	<b>95 - 110k</b>	65 - 90	<b>60 - 80</b>
Revit Drafter	100 - 120k	<b>85 - 110k</b>	60 - 80	<b>55 - 85</b>
Senior Designer	100 - 120k	<b>100 - 120k</b>	60 - 75	<b>60 - 80</b>
Designer	80 - 100k	<b>80 - 100k</b>	40 - 60	<b>40 - 60</b>
<b>Project Delivery</b>				
Project Director	260 - 290k	<b>290 - 350k</b>	135 - 160	<b>140 - 160</b>
Project Manager	180 - 220k	<b>220 - 250k</b>	100 - 120	<b>110 - 130</b>
Construction Manager	160 - 200k	<b>200 - 240k</b>	80 - 100	<b>110 - 130</b>
Site Manager	110 - 130k	<b>120 - 160k</b>	75 - 90	<b>80 - 100</b>
Senior Project Engineer	130 - 160k	<b>140 - 160k</b>	70 - 90	<b>80 - 100</b>
Project Engineer	120 - 140k	<b>120 - 140k</b>	70 - 95	<b>70 - 95</b>
Senior Estimator	180 - 210k	<b>180 - 210k</b>	90 - 120	<b>90 - 120</b>
Estimator (5 yrs' exp)	130 - 170k	<b>130 - 170k</b>	65 - 90	<b>65 - 90</b>
Project Controls/Planning Engineer	90 - 120k	<b>90 - 120k</b>	60 - 80	<b>60 - 80</b>
Senior Contracts Administrator	130 - 150k	<b>140 - 180k</b>	80 - 95	<b>80 - 95</b>
Contracts Administrator	90 - 125k	<b>90 - 120k</b>	55 - 80	<b>55 - 80</b>

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

# QUEENSLAND

## SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2017	2018
<b>Sales</b>		
Sales Director/National Sales Manager	180 - 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 - 120k	<b>80 - 120k</b>
Account Manager	70 - 100k	<b>70 - 100k</b>
Sales/Account Executive	50 - 80k	<b>60 - 80k</b>
<b>Marketing</b>		
Marketing Director	150 - 180k	<b>150 - 180k</b>
Marketing Manager	110 - 140k	<b>110 - 140k</b>
Marketing Executive	65 - 80k	<b>65 - 80k</b>
Marketing Assistant/Coordinator	55 - 65k	<b>55 - 65k</b>
Brand/Product Manager	90 - 130k	<b>90 - 130k</b>
Sponsorship & Events Manager	70 - 100k	<b>70 - 100k</b>
Digital Marketing Specialist	70 - 100k	<b>70 - 100k</b>
<b>Communications</b>		
Corporate Affairs Manager	140 - 200k	<b>140 - 200k</b>
Communications Director	140 - 170k	<b>160 - 200k</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>120 - 140k</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>90 - 110k</b>
Communications Consultant	70 - 85k	<b>70 - 85k</b>

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

# SOUTH AUSTRALIA



# 70%

OF PROFESSIONALS ARE  
CONFIDENT ABOUT JOB  
OPPORTUNITIES

## 2017 INSIGHT

South Australia's jobs market grew slightly in 2017. It was a two-speed market with blue collar work struggling in the wake of downturns in the mining and manufacturing sectors while white collar work generally remained stable.

## 2018 EXPECTATIONS

The jobs market is set to continue its overall trajectory of steady year-on-year growth in 2018. Salaries will remain generally stable and in line with consumer price index (CPI).

Any profession or skill set aligned to major projects is expected to prosper on the back of several government infrastructure projects, including the new Women's and Children's Hospital in Adelaide, energy generation projects and road upgrades.

Major trends to watch in 2018 will be cyber security, with jobs in high demand, as well as a resurgence in graduate recruitment across professional services firms and large banks. We also expect jobs growth on the back of prime contractors winning large defence contracts in South Australia (SA).

The 2018 state election will see the jobs market pause as recruitment in government and ancillary private sector organisations halts. However, this is a temporary impact and past experience suggests that the jobs market will briefly surge then recalibrate to where it was before.

## ACCOUNTING & FINANCE

In 2018 we anticipate professionals to feel more confident and willing to switch employers than in previous years, which means more fluidity within the jobs market. As a result, we expect a modest level of job creation for accounting roles in the \$70 - 120k salary range.

Hiring managers will acquire the best finance talent if they can offer an enticing package, including a good salary, a positive work environment and flexibility. Professionals understand the peaks that come with finance roles and increasingly expect some work-life balance during off-peak times.

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Any profession or skill set aligned to major projects is expected to prosper on the back of several government infrastructure projects.

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## HUMAN RESOURCES

Business confidence is returning and employers reinvested in HR management during 2017. We expect this to continue in 2018, creating a broad range of HR roles from administration to management level. As a result, HR professionals are more comfortable changing employers thus creating a vibrant HR market.

With more infrastructure projects underway, many employers will have to boost their union interactions. HR professionals with industrial relations experience will be highly sought after and can expect salary growth in 2018.

## INFORMATION TECHNOLOGY

While IT salaries will generally remain stable in 2018, there will be pockets of salary growth in some specialist areas.

Government infrastructure projects require significant technology builds, upgrades and ongoing management. This development will generate new jobs in 2018 and increase demand for some hard-to-find skill sets which can be an acute problem for hiring managers who require professionals with experience of specific IT platforms, most notably PHP, .NET and Java.

Hiring managers are advised to cast their net far and wide to find talent. In 2018, we expect to bring professionals into the Adelaide market from interstate and overseas. Typically, candidates will be the subject of multiple offers and are keenly aware of market rates. To retain existing personnel and attract new talent, employers are advised to keep a regular check on what the market is paying.

## SALES, MARKETING & COMMUNICATIONS

Employers are reinvesting in sales professionals in SA and there has been significant growth in 2017 across all industry sectors. Looking ahead, salary increases other than standard CPI are unlikely in 2018 but sales professionals may enjoy greater bonus potential.

Marketing departments are increasingly instrumental as organisations develop online and use data to inform strategic decisions. In 2018, hiring managers will be especially keen to find marketing professionals with expertise in data analysis. This skill set is already in short supply in SA and candidates will expect salary premiums as a result.

## BUSINESS SUPPORT

We expect a steady demand for business support professionals in 2018. There has been plenty of movement within the marketplace recently, with professionals switching employers and that's likely to continue into the foreseeable future. Candidates who can offer five or more years of relevant industry experience will be well positioned. Employers are also placing increased importance upon attitude and cultural fit.

In 2018, business support salaries are unlikely to grow above CPI in most cases, but there will be exceptions. Remuneration may be higher for all-rounders who combine their strong administrative skills with a customer focus and a can-do attitude.

## DRIVERS OF JOB GROWTH



Energy projects



Infrastructure projects



Graduate recruitment



Defence contracts



Of professionals are motivated to change jobs for career progression

# SOUTH AUSTRALIA

## ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Executive</b>				
Chief Financial Officer	150 - 400k	<b>160 - 400k</b>	70 - 125	<b>80 - 160</b>
Financial Controller	130 - 200k	<b>130 - 200k</b>	60 - 100	<b>65 - 100</b>
Tax Manager	120 - 140k	<b>110 - 140k</b>	60 - 80	<b>55 - 70</b>
Group Accountant	90 - 120k	<b>90 - 120k</b>	50 - 65	<b>45 - 60</b>
<b>Qualified</b>				
Audit Manager	120 - 140k	<b>120 - 140k</b>	60 - 85	<b>60 - 85</b>
Financial/Business Analyst	85 - 115k	<b>80 - 120k</b>	45 - 65	<b>40 - 80</b>
Finance Manager	90 - 130k	<b>80 - 130k</b>	45 - 70	<b>50 - 80</b>
Financial Accountant	80 - 110k	<b>80 - 110k</b>	40 - 55	<b>45 - 60</b>
Management Accountant	90 - 115k	<b>80 - 120k</b>	50 - 60	<b>50 - 70</b>
Assistant Accountant	55 - 65k	<b>55 - 70k</b>	30 - 40	<b>35 - 50</b>

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

# SOUTH AUSTRALIA

## BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Professional Business Banking</b>				
Senior Relationship Manager	130 - 140k	<b>140 - 160k</b>	65 - 70	<b>70 - 80</b>
Business Banking Manager	110 - 115k	<b>110 - 120k</b>	55 - 57	<b>55 - 60</b>
Assistant Relationship Manager	58 - 65k	<b>60 - 75k</b>	29 - 32	<b>30 - 37</b>
Lending Manager	70 - 85k	<b>75 - 90k</b>	35 - 42	<b>37 - 45</b>
<b>Wealth Management</b>				
Financial Planner	80 - 120k	<b>90 - 120k</b>		
Paraplanner	55 - 85k	<b>55 - 90k</b>		
<b>Contact Centre</b>				
Customer Service/Collections	53 - 58k	<b>55 - 58k</b>	26 - 29	<b>22 - 32</b>
Client Services	45 - 65k	<b>50 - 65k</b>	22 - 32	<b>22 - 34</b>

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

# SOUTH AUSTRALIA

## BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Business Support</b>				
Executive Assistant	65 - 80k	<b>70 - 85k</b>	35 - 40	<b>35 - 45</b>
Office Manager	70 - 85k	<b>70 - 85k</b>	35 - 40	<b>35 - 40</b>
Personal Assistant	60 - 70k	<b>65 - 75k</b>	28 - 35	<b>30 - 37</b>
Secretary	50 - 60k	<b>55 - 65k</b>	27 - 33	<b>30 - 35</b>
Receptionist	48 - 53k	<b>50 - 55k</b>	25 - 30	<b>27 - 30</b>
Data Entry Operator	45 - 55k	<b>50 - 55k</b>	25 - 30	<b>27 - 30</b>
<b>Finance</b>				
Bookkeeper	55 - 70k	<b>60 - 75k</b>	30 - 35	<b>32 - 38</b>
Credit Controller	55 - 70k	<b>60 - 75k</b>	30 - 35	<b>32 - 38</b>
Payroll Officer	55 - 70k	<b>55 - 70k</b>	30 - 35	<b>30 - 35</b>
Accounts Payable/Receivable	50 - 60k	<b>55 - 65k</b>	26 - 35	<b>28 - 32</b>

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

# SOUTH AUSTRALIA

## INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Management</b>				
CIO/CTO	175 - 300k	<b>175 - 300k</b>	135 - 250	<b>140 - 250</b>
Infrastructure/Development/BI Manager	110 - 185k	<b>110 - 185k</b>	100 - 150	<b>100 - 150</b>
Change Manager	100 - 160k	<b>100 - 160k</b>	100 - 150	<b>100 - 150</b>
Senior Project Manager	100 - 145k	<b>90 - 150k</b>	100 - 130	<b>90 - 130</b>
Project Manager	80 - 120k	<b>80 - 110k</b>	60 - 100	<b>50 - 110</b>
Senior Business Analyst	100 - 135k	<b>90 - 130k</b>	95 - 120	<b>80 - 110</b>
Business Analyst	75 - 120k	<b>70 - 110k</b>	55 - 90	<b>50 - 80</b>
<b>ERP/CRM/BI</b>				
Senior Consultant	110 - 155k	<b>120 - 170k</b>	100 - 150	<b>100 - 150</b>
Consultant	95 - 120k	<b>85 - 110k</b>	75 - 120	<b>60 - 120</b>
<b>Architecture</b>				
Enterprise Architect	130 - 200k	<b>120 - 210k</b>	120 - 150	<b>100 - 150</b>
Solutions/Technical/Security Architect	130 - 200k	<b>130 - 200k</b>	120 - 150	<b>100 - 150</b>
<b>Development/Testing</b>				
Senior Developer	110 - 140k	<b>90 - 130k</b>	80 - 110	<b>70 - 110</b>
Web Developer	70 - 100k	<b>70 - 100k</b>	60 - 85	<b>45 - 90</b>
Developer	70 - 100k	<b>65 - 90k</b>	50 - 85	<b>45 - 90</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 - 120k	<b>70 - 120k</b>	45 - 120	<b>45 - 120</b>
System Administrator	70 - 110k	<b>65 - 100k</b>	45 - 100	<b>45 - 100</b>
Database Administrator	80 - 105k	<b>80 - 120k</b>	70 - 95	<b>65 - 95</b>
Helpdesk/Desktop Support	50 - 75k	<b>50 - 80k</b>	30 - 60	<b>30 - 65</b>

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

# SOUTH AUSTRALIA

## SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2017	2018
<b>Sales</b>		
Business Manager	105 - 135k	<b>105 - 135k</b>
Business Development Manager	90 - 125k	<b>80 - 120k</b>
Account Manager	75 - 125k	<b>80 - 120k</b>
Regional Sales Manager	125 - 140k	<b>125 - 140k</b>
Sales Manager	100 - 140k	<b>125 - 160k</b>
Sales Executive	80 - 90k	<b>70 - 90k</b>
Relationship Manager	90 - 100k	<b>85 - 100k</b>
<b>Marketing</b>		
Marketing Manager	105 - 135k	<b>90 - 130k</b>
Marketing Executive	75 - 85k	<b>70 - 85k</b>
Marketing Coordinator	55 - 65k	<b>55 - 70k</b>
Product Manager	90 - 110k	<b>90 - 110k</b>
Brand Manager	80 - 110k	<b>80 - 110k</b>
Digital Marketing Coordinator	70 - 90k	<b>70 - 90k</b>
SEO/Social Media Administrator	55 - 75k	<b>55 - 75k</b>

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

# VICTORIA



# 86%

OF PROFESSIONALS ARE OPEN TO NEW JOB OPPORTUNITIES WHEN NOT ACTIVELY LOOKING

## 2017 INSIGHT

The Victorian jobs market was solid in 2017, characterised by an increased propensity for professionals to switch employers. The economy was disrupted by major transformational projects at some of Victoria's largest employers, namely Telstra, AGL and ANZ. These projects focused on structural business

changes to drive efficiency, including agile practices as well as cost reduction measures and the development of digital and customer experience divisions.

## 2018 EXPECTATIONS

Overall, the 2018 jobs market will continue to be stable in Victoria, with salary growth minimal in most sectors. However, due to regulatory changes and digitally-focused transformation projects, we do expect to see modest salary increases in specific sectors, including superannuation, utilities and highly-skilled roles in IT development and design.

In contrast, the banking and telecommunications industry will be quieter while manufacturing and retail will continue to struggle. After several years of extensive offshoring of technology infrastructure roles, we expect that trend to slow in 2018. Instead, the focus for employers will turn to creating efficiency within the local market.

Professionals, who thrive on change, stand to gain the most in 2018 as larger corporates continue to

embrace new ways of working, led by 'digital first' and customer-centric philosophies. Hiring managers will be competing to secure a finite pool of candidates who have exposure to business transformation, digital disruption and agile methodologies.

## ACCOUNTING & FINANCE

Hiring in the accounting and finance sector will be steady in 2018, with professionals showing a willingness to move around. The shift from technical accounting roles towards more commercially-focused roles will continue.

Demand for contract accounting roles will remain in 2018 as employers look to maintain flexibility within their

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Professionals, who thrive on change, stand to gain the most in 2018 as larger corporates continue to embrace new ways of working.

”

workforce. In many cases, this will be a ‘try before you buy’ approach, where organisations and professionals size each other up before considering a more permanent arrangement.

The ‘Big 4’ accounting firms will continue to seek big graduate intakes in 2018 as well as mid- to senior-level accountants to fuel the firms’ expanding digital divisions.

When hiring managers find a quality candidate, they will need to be decisive and move quickly to secure them.

## BANKING & FINANCIAL SERVICES

Hiring levels have been flat across the banking sector in Victoria, with very little growth. The sector is dominated by ANZ and NAB so recruitment activity is heavily influenced by these two organisations. Both have been through substantial structural change recently and their ongoing digital and structural transformations are expected to continue in 2018.

Unlike in other parts of Australia, Victoria has a steady supply of professionals with risk and compliance expertise. However, skills shortages do exist in business intelligence, IT security and digital capability. Hiring managers need a very strong value proposition to persuade the best talent to come on board.

Superannuation is a notable area of growth in Victoria as industry funds become increasingly commercialised and competitive. Modest salary increases are expected, due to

competition for professionals with client partnership and member education experience. This will drive demand in 2018 across operations and investments. Employers will be on the hunt for investment analysts, client services managers and funds administrators. With new regulations on the horizon, degree-qualified financial planners will also be in demand.

## BUSINESS SUPPORT

Victoria has seen a surprising ‘about turn’ from some employers in 2017. Several organisations that had previously offshored customer contact centres have been bringing some, or all of these, functions back onshore. This reversal is mainly due to the cost savings of offshoring being outweighed by quality control issues. We expect to see further increases in the number of roles in customer contact centres in 2018.

Hiring managers looking to attract the best candidates for call centre work must offer great work environments and opportunities to grow within the organisation. Contract roles with the potential to transition to permanency are also valued by prospective employees.

In the administration support space, a drive for cost efficiencies is fuelling a move away from traditional executive assistant and personal assistant roles that are dedicated to just one executive. In 2018, an increasing number of these roles will support up to three or four senior business leaders. Salaries across business support will remain constant in 2018.

## DRIVERS OF JOB GROWTH



Superannuation



Utilities



Customer experience upgrades



Transformation programs

## HUMAN RESOURCES

Overall, salary increases are likely to be minimal for HR professionals in 2018, with the exception of sectors where skills shortages exist, e.g. technology. Some organisations are looking to up-skill their existing workforce which spurs demand for HR professionals who can develop business learning and development strategies. Consequently, experienced HR experts can expect slight salary increases.

Commercially-minded HR generalists and business partners, who are able to contribute to organisational strategy and align their department’s activities, will be in demand. Hiring managers will continue to experience difficulties to source quality people so slight salary increases are likely for professionals with experience in agile environments.

HR professionals with a track record of helping employers hit diversity targets will also be sought after in 2018. Major corporates will continue the push to increase the number of women at executive and board level.

## INFORMATION TECHNOLOGY

The technology job market will be characterised by growth areas in robotic process automation, development, business intelligence and security. Professionals with these skill sets can expect salary increases in 2018.

In many cases, permanent roles are becoming more common as employers seek to secure talent and reduce the costs associated with a large contingent workforce. In 2018, high-quality professionals specialising in robotic process automation, development, business

intelligence and security will be able to pick and choose from a multitude of potential employers, all eager to secure their services.

Hiring managers looking to attract and retain technology professionals in areas of high demand can expect to pay higher salaries. However, candidates are also thinking strategically about their careers, and will move if employers can offer exposure to projects or technology that will make them more marketable in the future.

In the wake of high profile data breaches in Australia and overseas, organisations across the public and private sector want professionals who can manage and mitigate cyber and data security risks. In 2018, we expect demand to remain high for security architects and other experts who can plan and implement a security strategy.

“

Major transformational projects that embrace agile methodologies will continue in 2018.

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Other areas of skills shortage in Victoria include agile methodology practitioners and senior developers who have had considerable commercial experience. Organisations are bringing on junior technologists and training them up into development roles but this takes time. Consequently, demand for established senior developers will remain high in 2018.

## SALES, MARKETING & COMMUNICATIONS

Overall, we expect salaries to be static for professionals in sales, marketing and communications, with a number of exceptions. IT sales talent may see some salary growth in 2018 as employers look to retain high performers.

The other notable exception may be certain digital marketing roles. Organisations in every industry are striving for competitive advantage through enhanced customer experience and more efficient data use. In-demand marketers will be specialists in digital content, search engine optimisation, CRM and analytics. We expect to see moderate salary increases for some professionals within these disciplines.



42%

OF PROFESSIONALS WANT TO  
WORK FOR A BUSINESS WITH A  
STRONG REPUTATION

# VICTORIA

## ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Executive</b>				
Financial Controller	180 - 250k	<b>180 - 250k</b>	100 - 140	<b>100 - 140</b>
Finance Manager	130 - 180k	<b>130 - 180k</b>	70 - 100	<b>70 - 100</b>
Treasury Manager	130 - 190k	<b>140 - 200k</b>	70 - 105	<b>77 - 110</b>
<b>Accounting</b>				
Senior Finance Business Partner	140 - 190k	<b>140 - 190k</b>	77 - 105	<b>77 - 105</b>
Finance Business Partner	120 - 170k	<b>120 - 170k</b>	65 - 95	<b>65 - 95</b>
Management Accountant	85 - 120k	<b>90 - 120k</b>	47 - 65	<b>50 - 65</b>
Project Accountant	85 - 140k	<b>90 - 150k</b>	47 - 77	<b>50 - 82</b>
Internal Audit Manager	120 - 180k	<b>120 - 180k</b>	65 - 100	<b>65 - 100</b>
Internal Auditor	80 - 130k	<b>85 - 130k</b>	45 - 70	<b>47 - 70</b>
Tax Accountant	100 - 150k	<b>100 - 150k</b>	55 - 82	<b>55 - 82</b>
Product Controller	100 - 150k	<b>110 - 150k</b>	55 - 82	<b>60 - 82</b>
Financial Accountant	85 - 120k	<b>90 - 120k</b>	47 - 65	<b>50 - 65</b>
Fund Accountant	80 - 120k	<b>85 - 120k</b>	45 - 65	<b>47 - 65</b>
SMSF Accountant	70 - 110k	<b>70 - 120k</b>	38 - 60	<b>38 - 65</b>
Assistant Accountant	60 - 80k	<b>65 - 85k</b>	32 - 45	<b>35 - 47</b>

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

# VICTORIA

## ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Executive</b>				
Chief Financial Officer	220 - 375k	<b>220 - 375k</b>	120 - 200	<b>120 - 200</b>
Financial Controller	160 - 240k	<b>160 - 240k</b>	90 - 130	<b>90 - 130</b>
Finance Manager	120 - 180k	<b>120 - 180k</b>	65 - 100	<b>65 - 100</b>
Tax Manager	140 - 220k	<b>150 - 220k</b>	75 - 120	<b>82 - 120</b>
Commercial Manager	150 - 200k	<b>160 - 200k</b>	82 - 110	<b>90 - 110</b>
Audit Manager	120 - 190k	<b>120 - 200k</b>	65 - 105	<b>65 - 110</b>
<b>Qualified</b>				
Finance Business Partner	120 - 150k	<b>120 - 160k</b>	65 - 82	<b>65 - 90</b>
Auditor/Internal Auditor	80 - 120k	<b>80 - 120k</b>	45 - 65	<b>45 - 65</b>
Management Accountant	80 - 120k	<b>90 - 120k</b>	45 - 65	<b>50 - 65</b>
Financial Accountant	80 - 120k	<b>90 - 120k</b>	45 - 65	<b>50 - 65</b>
Tax Accountant	85 - 140k	<b>90 - 140k</b>	47 - 77	<b>50 - 77</b>
Financial Analyst	90 - 130k	<b>90 - 140k</b>	50 - 70	<b>50 - 77</b>
Business Analyst	90 - 140k	<b>90 - 140k</b>	50 - 77	<b>50 - 77</b>
Systems Accountant	90 - 140k	<b>100 - 150k</b>	50 - 77	<b>55 - 82</b>
Cost Accountant	85 - 120k	<b>90 - 120k</b>	47 - 65	<b>50 - 65</b>
Newly-qualified Accountant	80 - 90k	<b>85 - 105k</b>	45 - 50	<b>47 - 57</b>
<b>Part-qualified &amp; Transactional</b>				
Credit Manager	90 - 120k	<b>100 - 130k</b>	50 - 65	<b>55 - 70</b>
Payroll Manager	100 - 130k	<b>100 - 140k</b>	55 - 70	<b>55 - 77</b>
Payroll Officer	60 - 75k	<b>65 - 75k</b>	32 - 40	<b>35 - 40</b>
Assistant Accountant	60 - 75k	<b>60 - 75k</b>	32 - 40	<b>32 - 40</b>
Credit Controller	60 - 80k	<b>65 - 80k</b>	32 - 44	<b>35 - 44</b>
Accounts Payable/Receivable	50 - 70k	<b>55 - 70k</b>	27 - 38	<b>30 - 38</b>
Graduate Accountant	55 - 60k	<b>55 - 65k</b>	30 - 32	<b>30 - 35</b>

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

# VICTORIA

## BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Banking</b>				
Corporate Banking Relationship Manager	150 - 230k	<b>150 - 230k</b>	80 - 120	<b>80 - 120</b>
Commercial Banking Relationship Manager	110 - 180k	<b>110 - 180k</b>	60 - 100	<b>60 - 100</b>
Small Business Banking Manager	85 - 125k	<b>85 - 125k</b>	40 - 65	<b>40 - 65</b>
Credit Analyst	75 - 110k	<b>75 - 110k</b>	35 - 60	<b>36 - 60</b>
Assistant Relationship Manager	75 - 90k	<b>75 - 90k</b>	35 - 40	<b>36 - 40</b>
Mortgage Lender	70 - 90k	<b>70 - 90k</b>	32 - 42	<b>33 - 42</b>
Branch Manager	90 - 115k	<b>90 - 115k</b>	45 - 80	<b>45 - 80</b>
Credit Assessment	55 - 80k	<b>60 - 90k</b>	28 - 37	<b>28 - 37</b>
<b>Risk &amp; Compliance</b>				
Compliance Manager	120 - 180k	<b>120 - 180k</b>	55 - 90	<b>55 - 90</b>
Compliance Analyst	70 - 120k	<b>70 - 120k</b>	35 - 55	<b>35 - 55</b>
Operational Risk Manager	120 - 180k	<b>120 - 180k</b>	60 - 90	<b>60 - 90</b>
Operational Risk Analyst	80 - 120k	<b>90 - 120k</b>	40 - 60	<b>45 - 60</b>
<b>Investment Operations</b>				
Corporate Actions	55 - 80k	<b>55 - 85k</b>	27 - 37	<b>27 - 37</b>
Treasury Settlements	55 - 75k	<b>55 - 75k</b>	27 - 37	<b>27 - 37</b>
Equity Settlements	55 - 75k	<b>55 - 75k</b>	27 - 37	<b>27 - 37</b>
Derivative Operations	60 - 90k	<b>60 - 90k</b>	28 - 40	<b>28 - 40</b>
Portfolio Administration	55 - 80k	<b>55 - 80k</b>	27 - 37	<b>27 - 37</b>
Performance Analyst	70 - 120k	<b>80 - 140k</b>	35 - 45	<b>40 - 70</b>
<b>Wealth Management &amp; Superannuation</b>				
Financial Planner	80 - 125k	<b>90 - 130k</b>	35 - 60	<b>45 - 65</b>
Paraplanner	60 - 95k	<b>65 - 95k</b>	25 - 45	<b>32 - 45</b>
Client Service Manager	65 - 90k	<b>65 - 90k</b>	32 - 45	<b>35 - 47</b>
Relationship Manager	90 - 120k	<b>95 - 140k</b>	45 - 60	<b>48 - 70</b>
Member Services	55 - 80k	<b>55 - 80k</b>	27 - 37	<b>28 - 38</b>
Fund Administrator	55 - 80k	<b>55 - 80k</b>	27 - 35	<b>27 - 35</b>

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

# VICTORIA

## BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Business Support</b>				
Executive Assistant - Banking	70 - 110k	<b>75 - 120k</b>	40 - 60	<b>40 - 60</b>
Executive Assistant	70 - 110k	<b>75 - 120k</b>	35 - 50	<b>35 - 50</b>
Office Manager	70 - 110k	<b>70 - 110k</b>	35 - 45	<b>35 - 45</b>
Personal Assistant	70 - 100k	<b>70 - 100k</b>	30 - 40	<b>30 - 40</b>
Legal Secretary/Assistant	55 - 80k	<b>65 - 80k</b>	30 - 40	<b>30 - 40</b>
Team Assistant	50 - 65k	<b>50 - 75k</b>	30 - 38	<b>30 - 38</b>
Human Resource Administrator	50 - 65k	<b>55 - 70k</b>	30 - 38	<b>30 - 38</b>
Facilities Coordinator	50 - 65k	<b>60 - 70k</b>	28 - 35	<b>28 - 35</b>
Administration Assistant	50 - 60k	<b>50 - 60k</b>	27 - 35	<b>27 - 35</b>
Receptionist	50 - 60k	<b>50 - 60k</b>	27 - 35	<b>27 - 35</b>
Data Entry Operator	48 - 55k	<b>50 - 55k</b>	27 - 30	<b>27 - 30</b>
Mail Room Assistant	48 - 55k	<b>50 - 55k</b>	27 - 30	<b>27 - 30</b>
Office Junior	50 - 55k	<b>50 - 55k</b>	27 - 30	<b>27 - 30</b>
<b>Project Support</b>				
Tender Coordinator	60 - 80k	<b>60 - 85k</b>	28 - 40	<b>30 - 40</b>
Tender Formatter	65 - 80k	<b>65 - 85k</b>	28 - 40	<b>30 - 40</b>
Document Controller	65 - 95k	<b>65 - 95k</b>	35 - 50	<b>35 - 50</b>
Project Administrator/Assistant	55 - 80k	<b>65 - 85k</b>	30 - 45	<b>35 - 45</b>
<b>Call Centre Support</b>				
Contact Centre Manager	80 - 120k	<b>80 - 120k</b>	45 - 55	<b>45 - 55</b>
Team Leader	70 - 95k	<b>70 - 100k</b>	35 - 50	<b>40 - 50</b>
Faults/Dispatch Consultant	50 - 60k	<b>50 - 60k</b>	30 - 40	<b>30 - 40</b>
Outbound Customer Service	50 - 55k	<b>50 - 60k</b>	27 - 30	<b>27 - 30</b>
Inbound Customer Service	50 - 55k	<b>50 - 60k</b>	27 - 30	<b>27 - 30</b>

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

# VICTORIA

## INFORMATION TECHNOLOGY DIGITAL, APPLICATIONS & DEVELOPMENT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<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>	100 - 140	<b>100 - 140</b>
Data Scientist	80 - 140k	<b>100 - 160k</b>	60 - 125	<b>60 - 125</b>
BI Developer	90 - 110k	<b>100 - 120k</b>	70 - 90	<b>70 - 90</b>
BI Analyst	70 - 90k	<b>70 - 90k</b>	60 - 80	<b>70 - 90</b>
<b>Development/Testing</b>				
DevOps	90 - 160k	<b>90 - 160k</b>	90 - 150	<b>90 - 150</b>
Senior Developer	100 - 140k	<b>110 - 150k</b>	80 - 110	<b>90 - 125</b>
Developer	70 - 110k	<b>70 - 110k</b>	40 - 80	<b>50 - 100</b>
UX/UI Designers	80 - 180k	<b>80 - 185k</b>	40 - 150	<b>50 - 150</b>
Test Manager/QA Manager	115 - 150k	<b>120 - 150k</b>	90 - 110	<b>90 - 125</b>
Test Analyst	60 - 100k	<b>70 - 120k</b>	40 - 90	<b>50 - 100</b>

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

# VICTORIA

## INFORMATION TECHNOLOGY INFRASTRUCTURE & SECURITY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Management</b>				
CIO/CTO	180 - 300k	<b>180 - 300k</b>	140 - 280	<b>140 - 280</b>
Infrastructure Manager	90 - 200k	<b>90 - 200k</b>	65 - 140	<b>65 - 140</b>
IT Manager	120 - 160k	<b>120 - 160k</b>	65 - 100	<b>65 - 100</b>
Helpdesk Manager	70 - 110k	<b>70 - 120k</b>	40 - 90	<b>50 - 90</b>
<b>Support/Engineers</b>				
Desktop Support	60 - 85k	<b>60 - 85k</b>	35 - 65	<b>35 - 65</b>
Service Desk/Helpdesk Support	50 - 80k	<b>50 - 80k</b>	25 - 55	<b>25 - 55</b>
Systems/Infrastructure Engineer	80 - 130k	<b>80 - 130k</b>	65 - 100	<b>65 - 100</b>
System Administrator	65 - 100k	<b>75 - 120k</b>	45 - 75	<b>55 - 95</b>
Cloud Engineer	80 - 130k	<b>80 - 130k</b>	65 - 100	<b>65 - 100</b>
Field Services Engineer	65 - 95k	<b>65 - 95k</b>	30 - 60	<b>30 - 60</b>
<b>Networking/Architecture</b>				
Enterprise Architect	170 - 200k	<b>170 - 200k</b>	100 - 140	<b>100 - 140</b>
Solution Architect	140 - 180k	<b>140 - 180k</b>	80 - 120	<b>80 - 120</b>
Network Architect	140 - 180k	<b>140 - 180k</b>	80 - 120	<b>80 - 120</b>
Network Designer	110 - 140k	<b>110 - 140k</b>	70 - 100	<b>70 - 100</b>
Network Engineer	65 - 100k	<b>75 - 120k</b>	45 - 75	<b>55 - 95</b>
<b>Security</b>				
Information Security Lead	140 - 180k	<b>140 - 180k</b>	80 - 120	<b>80 - 120</b>
Security Architect	140 - 180k	<b>140 - 180k</b>	80 - 120	<b>80 - 120</b>
Security Analyst	110 - 150k	<b>110 - 150k</b>	70 - 110	<b>70 - 110</b>

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

# VICTORIA

## INFORMATION TECHNOLOGY PROJECT SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Projects</b>				
Project Manager	130 - 180k	<b>130 - 200k</b>	90 - 120	<b>90 - 140</b>
Change Manager	110 - 180k	<b>110 - 190k</b>	100 - 140	<b>100 - 140</b>
Programme Manager	160 - 230k	<b>160 - 230k</b>	125 - 160	<b>125 - 160</b>
Business Analyst	80 - 160k	<b>100 - 160k</b>	55 - 110	<b>55 - 115</b>
Project Coordinator/Administrator	70 - 100k	<b>70 - 100k</b>	40 - 80	<b>40 - 80</b>
Implementation Manager	120 - 150k	<b>130 - 150k</b>	80 - 100	<b>80 - 100</b>
Delivery Lead	120 - 150k	<b>130 - 150k</b>	80 - 100	<b>80 - 100</b>
<b>Agile</b>				
Agile Coach	160 - 180k	<b>160 - 190k</b>	115 - 150	<b>115 - 160</b>
Scrum Master	120 - 150k	<b>120 - 150k</b>	100 - 125	<b>100 - 125</b>
Iteration Manager	120 - 150k	<b>120 - 150k</b>	100 - 125	<b>100 - 125</b>
Product Owner	90 - 150k	<b>100 - 150k</b>	55 - 110	<b>55 - 115</b>

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

# VICTORIA

## SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2017	2018
<b>Sales</b>		
Sales Director	170 - 300k	<b>180 - 320k</b>
State Sales Manager	140 - 180k	<b>150 - 200k</b>
Sales Manager	120 - 170k	<b>120 - 170k</b>
Sales Executive	65 - 95k	<b>70 - 95k</b>
Account Manager	65 - 125k	<b>70 - 125k</b>
Business Development Manager	80 - 140k	<b>90 - 140k</b>
<b>Marketing</b>		
Marketing Director	150 - 280k	<b>160 - 300k</b>
Direct Marketing Manager	90 - 140k	<b>90 - 150k</b>
Digital Marketing Manager	100 - 180k	<b>105 - 160k</b>
Marketing Manager	120 - 160k	<b>120 - 160k</b>
Marketing Executive	70 - 96k	<b>75 - 100k</b>
Product/Brand Manager	90 - 150k	<b>90 - 150k</b>
Campaign Manager	90 - 130k	<b>90 - 130k</b>
Product Specialist	85 - 120k	<b>90 - 120k</b>
<b>Communications</b>		
Communications Manager	100 - 140k	<b>100 - 140k</b>
Communications Executive	65 - 90k	<b>75 - 95k</b>

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

# WESTERN AUSTRALIA



# 53%

OF PROFESSIONALS ARE  
CONFIDENT ABOUT JOB  
OPPORTUNITIES

## 2017 INSIGHT

In 2017, the jobs market in Western Australia (WA) was tied to the fortunes of major projects. As the project landscape was generally quiet, employment was subdued. The economy was still adjusting to the downturn in the mining and resources sector, where fewer people

are now employed, with a knock-on effect on many other sectors.

## 2018 EXPECTATIONS

Although there is currently an oversupply of skills, some green shoots of recovery are emerging and we hope to see a marginal improvement in the overall job market in 2018. For most professionals this won't result in wage growth, but it may begin to decrease the unemployment rate.

In 2018, there will be some high-profile projects driving recruitment in construction, infrastructure, technology and corporate services. These include the ICT transformation project GovNext, the new lithium processing plant project Tianqi, rail projects for the Forrestfield Airport Link and Metronet Light Rail, and several shopping centre upgrades by the Scentre Group.

## ACCOUNTING & FINANCE

The accounting and finance sector has been heavily impacted by the economic decline in recent years, not to mention the increased

automation and offshoring of transactional finance jobs.

In 2018, we expect to see a continuation of the trend towards multi-tasking accounts assistants and accounts administrators who can fill the roles previously expected of accounts payable and accounts receivable. We also anticipate growing demand for internal audit and risk professionals in the health and aged care market, due to recent legislative changes.

The expectation for accountants is to become well-rounded business advisors, regardless of whether their employer is one of the 'Big 4', a small practice, corporate, healthcare or government. Talented management

“

Green shoots of recovery are emerging and we hope to see a marginal improvement in the overall job market in 2018.

”

accountants who can inform decision making will still be in demand in 2018.

Accountants and finance professionals can expect to see more fixed-term contracts as opposed to permanent roles, which are created on the back of the state's major infrastructure and technology projects. Salaries are likely to remain largely unchanged.

## BUSINESS SUPPORT

In the wake of WA's broader economic downturn, there is an oversupply of business support professionals and this is unlikely to change in 2018. However, quality executive assistants and personal assistants, sales administrators and legal secretaries remain in short supply, although salary growth is unlikely. Permanent receptionists, document controllers and fly-in-fly-out administrators are less in demand, due to reduced activity in the resources sector.

On the business services side, we expect an increased demand for industrial relations and employee relations HR professionals, blue collar recruitment professionals and HR administrators. However, due to the decline in the resources sector and a corresponding decline in demand for overseas and interstate talent, we expect to see decreased demand for senior HR project professionals, training and development specialists and HR business partners.

## INFORMATION TECHNOLOGY

The big technology news in 2018 will be the GovNext mega project, which has triggered a major overhaul of state

government IT infrastructure and data storage. IT consulting firms will be seeking systems engineers, network engineers, project managers, security specialists and cloud architects, who will expect competitive contract rates.

As the mining sector continues to pursue efficiency in 2018, hiring managers will be recruiting large numbers of technologists with expertise in automation. Long-term automation projects that require the retention of intellectual property, e.g. BHP Billiton, will be looking to build a permanent technology workforce, as opposed to contractors.

In 2018, we expect several niche roles to be in demand across several industry sectors, although this may not impact their salary packages. These niche roles include data scientists, web application developers, cloud engineers (especially those with Microsoft Azure expertise) plus senior UI and UX designers who can lead and educate organisations to create better customer-facing solutions.

Due to an oversupply of skills, demand will be lower in 2018 for a number of technology roles, including senior project managers, infrastructure engineers and test analysts.

## CONSTRUCTION, ENGINEERING & ARCHITECTURE

Several major construction projects in WA will be transitioning into design, building and commissioning stages during 2018 and 2019. This will result in heightened demand for construction supervisors, project engineers and contract administrators,

## MAJOR PROJECTS DRIVING GROWTH



GovNext



Tianqi



Rail



Retail upgrades

although salary levels are expected to increase only 1-3% in 2018.

Senior and middle managers will experience less demand in 2018 as their responsibilities are progressively handed down to operational staff. We anticipate fewer roles for bid managers, estimating managers and general managers.

The design phase of construction projects in 2018 will increase the call for architectural professionals with specific skills, such as Revit technicians (as employers move away from AutoCAD), building information modelling managers and design architects with strong front-end design experience. Salaries for these specialisms have already risen in recent years and will likely enjoy a marginal increase in 2018.

Middle management associates will see a decrease in demand as they are less favoured by architectural employers, because more junior employees now run their own projects.

## SALES, MARKETING & COMMUNICATIONS

The current trend in the market is to reduce the sales force and increase e-commerce activity.

However, some sectors still invest in sales teams, including professional services firms, utilities companies and healthcare service providers.

Digital marketing is being embraced by organisations across every market sector. Specific roles in demand in 2018 will include digital marketing coordinators to execute campaigns, junior sales people to win new business and digital content specialists to develop strategies to

engage and convert target audiences. Traditional marketing roles will be less in demand in 2018 due to a shift toward digital specialists.

Salaries in sales and marketing roles are expected to remain generally static in 2018. Significant increases will be seen only in niche specialisms, such as digital and customer experience.

In banking and financial services, a notable trend is gender diversity. Boards and executives are briefing hiring managers to proactively recruit more women at senior levels within their businesses. This includes regional manager roles in the corporate and commercial banking sectors, where there is currently high demand.

In 2018, we encourage hiring managers to cast their nets widely and consider talent from non-banking

“

Digital marketing is being embraced by organisations across every market sector to increase e-commerce activity.

”

backgrounds as many of the most successful female leaders in banking did not come through the traditional banking career pathway. Similarly, banks seeking senior agricultural or property relationship managers might consider employing professionals who have worked within those industry sectors, as opposed to someone with a pure banking background.



87%

OF PROFESSIONALS ARE OPEN  
TO NEW JOB OPPORTUNITIES  
WHEN NOT ACTIVELY LOOKING

# WESTERN AUSTRALIA

## ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Executive</b>				
Chief Financial Officer	180 - 300k	<b>160 - 300k</b>	90 - 125	<b>90 - 130</b>
Group Financial Controller	150 - 200k	<b>140 - 180k</b>	70 - 90	<b>75 - 100</b>
Financial Controller	130 - 180k	<b>120 - 170k</b>	60 - 75	<b>65 - 75</b>
Tax Manager	140 - 200k	<b>130 - 200k</b>	65 - 100	<b>70 - 100</b>
<b>Qualified</b>				
Group Accountant	110 - 140k	<b>110 - 140k</b>	70 - 80	<b>70 - 80</b>
Senior Management Accountant	100 - 130k	<b>100 - 130k</b>	45 - 55	<b>50 - 55</b>
Senior Financial Accountant	100 - 130k	<b>100 - 130k</b>	45 - 55	<b>50 - 60</b>
Senior Business/Financial Analyst	120 - 160k	<b>110 - 150k</b>	55 - 65	<b>55 - 65</b>
Management Accountant	75 - 100k	<b>75 - 95k</b>	40 - 50	<b>40 - 50</b>
Financial Accountant	75 - 100k	<b>75 - 95k</b>	40 - 50	<b>40 - 50</b>
Business/Financial Analyst	80 - 120k	<b>80 - 120k</b>	45 - 55	<b>45 - 55</b>
Systems Accountant	100 - 140k	<b>100 - 140k</b>	50 - 65	<b>50 - 65</b>
Tax Accountant	80 - 120k	<b>80 - 110k</b>	45 - 55	<b>45 - 55</b>
<b>Part-qualified &amp; Transactional</b>				
Payroll Manager	80 - 110k	<b>80 - 110k</b>	40 - 50	<b>40 - 50</b>
Payroll Clerk	55 - 70k	<b>55 - 65k</b>	30 - 35	<b>28 - 35</b>
Accounts Payable Manager	70 - 85k	<b>70 - 85k</b>	35 - 45	<b>35 - 45</b>
Accounts Payable Clerk	50 - 65k	<b>50 - 60k</b>	27 - 33	<b>27 - 32</b>
Accounts Receivable Manager	70 - 85k	<b>70 - 85k</b>	40 - 50	<b>40 - 50</b>
Accounts Receivable Officer	50 - 65k	<b>50 - 60k</b>	27 - 33	<b>27 - 32</b>
Bookkeeper	60 - 75k	<b>60 - 75k</b>	30 - 38	<b>30 - 36</b>
Assistant Accountant	55 - 70k	<b>55 - 70k</b>	28 - 35	<b>28 - 35</b>
Accounts Assistant	50 - 60k	<b>50 - 60k</b>	27 - 32	<b>26 - 30</b>
Accounts Administrator	50 - 55k	<b>50 - 55k</b>	25 - 28	<b>25 - 28</b>

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

# WESTERN AUSTRALIA

## ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2017	2018
<b>Public Practice &amp; Insolvency</b>		
Senior Manager	130 - 160k	<b>130 - 160k</b>
Manager	100 - 120k	<b>100 - 130k</b>
Assistant Manager	90 - 105k	<b>90 - 110k</b>
Senior/Supervisor	70 - 90k	<b>70 - 90k</b>
Intermediate	50 - 65k	<b>55 - 70k</b>
<b>Corporate Advisory &amp; Investment Banking</b>		
Analyst (1 - 3 yrs' exp)	70 - 100k	<b>70 - 100k</b>
Analyst (4 - 5 yrs' exp)	100 - 130k	<b>100 - 130k</b>
Senior Analyst (6+ yrs' exp)	140 - 170k	<b>140 - 170k</b>

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

# WESTERN AUSTRALIA

## BUSINESS SUPPORT & HUMAN RESOURCES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Business Support</b>				
Executive Assistant	75 - 90k	<b>75 - 95k</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>50 - 65k</b>	26 - 30	<b>26 - 30</b>
Office Manager	65 - 75k	<b>65 - 75k</b>	30 - 40	<b>30 - 40</b>
Receptionist	45 - 55k	<b>45 - 60k</b>	26 - 29	<b>27 - 30</b>
Legal Secretary	55 - 75k	<b>60 - 80k</b>	30 - 40	<b>30 - 45</b>
Document Controller	70 - 85k	<b>70 - 90k</b>	35 - 45	<b>35 - 45</b>
Project Administrator	55 - 70k	<b>55 - 70k</b>	28 - 35	<b>28 - 37</b>
Data Entry Operator	40 - 45k	<b>40 - 45k</b>	26 - 28	<b>27 - 29</b>
Sales Administrator	50 - 65k	<b>55 - 70k</b>	28 - 30	<b>30 - 35</b>
Customer Service Representative	45 - 60k	<b>45 - 60k</b>	26 - 28	<b>27 - 30</b>
<b>Human Resources</b>				
HR Manager	110 - 140k	<b>110 - 140k</b>	50 - 60	<b>50 - 60</b>
HR Advisor	70 - 90k	<b>70 - 90k</b>	35 - 50	<b>35 - 50</b>
HR Officer	60 - 70k	<b>60 - 70k</b>	30 - 35	<b>30 - 35</b>
HR Administrator	55 - 65k	<b>55 - 65k</b>	28 - 35	<b>28 - 35</b>
Learning & Development Manager	110 - 140k	<b>110 - 140k</b>	50 - 70	<b>50 - 65</b>
Learning & Development Consultant	80 - 110k	<b>80 - 110k</b>	45 - 60	<b>45 - 60</b>
Recruitment Manager	100 - 130k	<b>100 - 130k</b>	45 - 60	<b>45 - 60</b>
Recruitment Advisor	80 - 100k	<b>75 - 95k</b>	35 - 45	<b>35 - 40</b>

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

# WESTERN AUSTRALIA

## CONSTRUCTION, ENGINEERING & ARCHITECTURE

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2017	2018
<b>Civil Engineering</b>		
Project Manager	125 - 180k	<b>130 - 200k</b>
Senior Project Engineer	110 - 145k	<b>120 - 150k</b>
Project Engineer	70 - 90k	<b>70 - 90k</b>
Site Engineer	50 - 70k	<b>55 - 75k</b>
Supervisor	110 - 160k	<b>120 - 150k</b>
Estimator	90 - 140k	<b>100 - 140k</b>
<b>Commercial Construction</b>		
Commercial Manager	160 - 190k	<b>160 - 190k</b>
Project Manager	130 - 180k	<b>140 - 180k</b>
Site Manager	100 - 130k	<b>110 - 150k</b>
Estimator	130 - 180k	<b>130 - 180k</b>
Contract Administrator	110 - 160k	<b>120 - 150k</b>
<b>Residential Construction</b>		
Construction Manager	100 - 130k	<b>100 - 130k</b>
Supervisor	85 - 100k	<b>80 - 100k</b>
Estimator	72 - 90k	<b>70 - 90k</b>
Scheduler	55 - 70k	<b>55 - 70k</b>
Designer	60 - 78k	<b>60 - 80k</b>
<b>Architecture</b>		
Project Lead	100 - 130k	<b>100 - 140k</b>
Project Architect	90 - 120k	<b>90 - 125k</b>
Graduate Architect	55 - 75k	<b>55 - 75k</b>
Revit Technician	45 - 65k	<b>50 - 75k</b>
Interior Designer	55 - 90k	<b>60 - 95k</b>

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

# WESTERN AUSTRALIA

## INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Management</b>				
Chief Information Officer	160 - 240k+	<b>170 - 240k+</b>	135 - 150	<b>135 - 150</b>
Chief Technology Officer	150 - 200k+	<b>160 - 220k+</b>	135 - 150	<b>135 - 150</b>
Strategy & Architecture Manager	150 - 180k	<b>160 - 190k</b>	125 - 135	<b>125 - 140</b>
Infrastructure/Development/BI Manager	120 - 160k	<b>130 - 170k</b>	100 - 120	<b>100 - 125</b>
Service Desk Manager	90 - 120k	<b>90 - 120k</b>	60 - 70	<b>60 - 70</b>
<b>Applications/ERP/CRM/BI</b>				
CRM/ERP Senior Consultant	130 - 160k	<b>130 - 160k</b>	100 - 125	<b>100 - 125</b>
CRM/ERP Consultant	90 - 130k	<b>90 - 130k</b>	75 - 100	<b>80 - 100</b>
BI Consultant	110 - 150k	<b>130 - 160k</b>	85 - 100	<b>85 - 110</b>
BI Developer	100 - 130k	<b>100 - 130k</b>	65 - 90	<b>65 - 90</b>
Solutions/Technical Architect	135 - 170k	<b>140 - 170k</b>	95 - 125	<b>100 - 125</b>
Enterprise Architect	150 - 175k	<b>150 - 175k</b>	110 - 140	<b>115 - 140</b>
SharePoint Architect	140 - 170k	<b>140 - 170k</b>	100 - 125	<b>100 - 125</b>
SharePoint Developer	100 - 140k	<b>100 - 140k</b>	65 - 85	<b>65 - 85</b>
Senior Data Scientist	150 - 190k	<b>150 - 190k</b>	100 - 125	<b>100 - 125</b>
Data Scientist	100 - 150k	<b>100 - 150k</b>	80 - 100	<b>80 - 100</b>
Data Analyst	100 - 140k	<b>100 - 140k</b>	60 - 90	<b>60 - 90</b>
Senior Microsoft Developer	90 - 120k	<b>100 - 135k</b>	75 - 90	<b>75 - 90</b>
Microsoft Developer	70 - 90k	<b>80 - 110k</b>	50 - 75	<b>60 - 80</b>
Senior Java Developer	110 - 130k	<b>110 - 130k</b>	70 - 90	<b>70 - 90</b>
Java Developer	80 - 110k	<b>80 - 110k</b>	60 - 80	<b>60 - 80</b>
UX/UI Designer	110 - 140k	<b>110 - 140k</b>	80 - 100	<b>80 - 100</b>
Web Developer	80 - 110k	<b>80 - 110k</b>	60 - 80	<b>60 - 80</b>
Test Manager/Test Lead	90 - 135k	<b>90 - 135k</b>	75 - 100	<b>75 - 100</b>
Test Analyst	60 - 85k	<b>60 - 85k</b>	50 - 70	<b>50 - 70</b>

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

# WESTERN AUSTRALIA

## INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Project Services</b>				
Programme Manager	150 - 175k	<b>160 - 185k</b>	120 - 135	<b>120 - 135</b>
PMO Manager	120 - 160k	<b>130 - 165k</b>	90 - 120	<b>90 - 120</b>
Agile Coach	140 - 170k	<b>140 - 170k</b>	100 - 125	<b>100 - 135</b>
Scrum/Iteration Manager	130 - 150k	<b>130 - 160k</b>	90 - 110	<b>90 - 115</b>
Senior Project Manager	140 - 155k	<b>140 - 160k</b>	95 - 115	<b>100 - 120</b>
Project Manager	120 - 140k	<b>120 - 140k</b>	80 - 100	<b>90 - 100</b>
Senior Business Analyst	120 - 140k	<b>125 - 140k</b>	85 - 100	<b>80 - 90</b>
Business Analyst	90 - 120k	<b>90 - 125k</b>	65 - 85	<b>70 - 85</b>
Change Manager	130 - 160k	<b>130 - 175k</b>	95 - 125	<b>100 - 130</b>
<b>Infrastructure</b>				
Service Delivery Manager	120 - 160k	<b>120 - 160k</b>	110 - 125	<b>110 - 125</b>
Network/Security Architect	135 - 170k	<b>135 - 180k</b>	110 - 130	<b>110 - 135</b>
Solutions/Technical Architect	135 - 170k	<b>135 - 170k</b>	95 - 125	<b>95 - 130</b>
Security Analyst	85 - 115k	<b>85 - 115k</b>	60 - 80	<b>60 - 80</b>
Information Security Analyst	110 - 140k	<b>110 - 140k</b>	70 - 90	<b>70 - 90</b>
Cyber Security Engineer	110 - 150k	<b>110 - 150k</b>	70 - 100	<b>70 - 100</b>
Senior Network/System Engineer	110 - 130k	<b>110 - 130k</b>	80 - 90	<b>80 - 95</b>
Network/System Engineer	85 - 110k	<b>85 - 110k</b>	65 - 85	<b>65 - 85</b>
Senior System Administrator	90 - 105k	<b>90 - 110k</b>	65 - 80	<b>65 - 75</b>
System Administrator	70 - 90k	<b>70 - 90k</b>	50 - 70	<b>50 - 70</b>
Helpdesk/Desktop Support	55 - 70k	<b>55 - 70k</b>	30 - 45	<b>30 - 45</b>
<b>ICT Sales</b>				
Sales Manager	160 - 250k*	<b>160 - 250k*</b>	130 - 150	<b>130 - 150</b>
Business Development Manager	120 - 180k*	<b>130 - 180k*</b>	100 - 120	<b>100 - 120</b>
Account Manager	80 - 160k*	<b>90 - 160k*</b>	60 - 100	<b>60 - 100</b>

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

# WESTERN AUSTRALIA

## SALES, MARKETING & COMMUNICATIONS BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2017	2018
<b>Retail</b>		
Portfolio Director	140 - 160k	<b>140 - 160k</b>
Premium Relationship Manager	90 - 110k	<b>90 - 110k</b>
<b>Business</b>		
Agribusiness Relationship Manager	130 - 150k	<b>130 - 150k</b>
Emerging Markets Relationship Manager	120 - 150k	<b>120 - 150k</b>
Business Relationship Manager	100 - 120k	<b>100 - 120k</b>
SME Relationship Manager	80 - 110k	<b>80 - 110k</b>
Assistant Manager	75 - 90k	<b>80 - 90k</b>
<b>Corporate</b>		
Relationship Manager	145 - 160k	<b>130 - 160k</b>
Assistant Manager	80 - 90k	<b>90 - 110k</b>

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

# WESTERN AUSTRALIA

## SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
<b>Sales</b>				
National Sales Manager	130 - 180k	<b>130 - 180k</b>	50 - 100	<b>65 - 90</b>
Sales Manager	110 - 150k	<b>110 - 150k</b>	50 - 70	<b>60 - 75</b>
Business Development Manager	80 - 120k	<b>85 - 120k</b>	40 - 60	<b>40 - 60</b>
Key Account Manager	75 - 95k	<b>80 - 95k</b>	30 - 40	<b>40 - 50</b>
Territory Manager	70 - 85k	<b>70 - 85k</b>	35 - 45	<b>35 - 45</b>
Sales Representative	70 - 85k	<b>70 - 85k</b>	30 - 45	<b>35 - 45</b>
<b>Marketing (including digital)</b>				
Marketing Manager	100 - 140k	<b>100 - 140k</b>	50 - 70	<b>50 - 70</b>
Senior Marketing Executive	85 - 100k	<b>85 - 110k</b>	40 - 50	<b>45 - 55</b>
Marketing Executive	70 - 90k	<b>70 - 90k</b>	35 - 50	<b>35 - 50</b>
Marketing Coordinator	55 - 70k	<b>55 - 70k</b>	30 - 35	<b>30 - 35</b>
Marketing Assistant	45 - 55k	<b>45 - 55k</b>	25 - 30	<b>25 - 30</b>
<b>Communications</b>				
Communications Manager	100 - 150k	<b>100 - 150k</b>	60 - 80	<b>50 - 75</b>
Communications Advisor	70 - 95k	<b>80 - 100k</b>	35 - 50	<b>40 - 50</b>
Communications Coordinator	60 - 90k	<b>60 - 90k</b>	30 - 45	<b>30 - 45</b>
Content Coordinator	60 - 80k	<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.

# NEW ZEALAND

In 2017, New Zealand's economy thrived and this trend is expected to continue in 2018. The nation's population is growing and the job market has rarely been busier. In 2018, there are plenty of reasons for professionals to feel confident about a new career move and many employers are willing to make that happen.

In the major cities, the big drivers of jobs growth in 2018 will be infrastructure, technology and large-scale retail environments.

The government has committed to a broad-ranging programme of infrastructure projects in housing and education, not to mention major road projects in Wellington and Auckland. As a result, many new jobs will be created and salaries are expected to increase for civil engineers as well as construction, procurement, legal and finance professionals who service these projects.

# 80%

OF PROFESSIONALS ARE  
CONFIDENTLY OPTIMISTIC  
ABOUT JOB OPPORTUNITIES

“

The fallout from Brexit, combined with the perceived political instability in the United States, is making New Zealand an increasingly attractive option for many Kiwi expats.

”



**SHAY PETERS,**  
**COUNTRY MANAGER,**  
**NEW ZEALAND**

On the world stage, New Zealand has earned an enviable reputation in regard to innovation and the new government will continue to nurture this in 2018. Technology start-ups and established technology businesses can expect more government investment and incentives and the positive impact will be felt in the jobs market. IT professionals from a range of specialisms will receive multiple job offers in 2018, with salaries rising as a result.

Organisations with large-scale retail interfaces, such as telcos, banks and energy businesses, will continue to differentiate themselves by focusing on customer experience. In the public sector, substantial business transformation projects are underway, including RealMe, a

collaboration between the Department of Internal Affairs and Inland Revenue. Consequently, we expect increased competition over the finite number of IT professionals in the market with expertise in big data, analytics, UX and UI. Remuneration is likely to rise for both permanent and contract roles.

The fallout from Brexit, combined with the perceived political instability in the United States, is making New Zealand an increasingly attractive option for many Kiwi expats who are expected to return in 2018. This trend will assist in meeting the high demand for skilled professionals in New Zealand.



Of professionals are motivated to change jobs for career progression

#### DRIVERS OF JOB GROWTH:

1



Emerging Technology

2



Infrastructure

3



Large scale retail environments



On the world stage, New Zealand has earned an enviable reputation in regard to innovation and the new government will continue to nurture this in 2018.

*\*All statistics from A&NZ Pay & Bonus Survey 2017, 1789 respondents*

# AUCKLAND



# 93%

OF PROFESSIONALS ARE OPEN  
TO NEW JOB OPPORTUNITIES  
WHEN NOT ACTIVELY LOOKING

## 2017 INSIGHT

Auckland underwent expansion in 2017 in a variety of ways: the economy grew, net immigration increased and the jobs market flourished. We saw more investment in infrastructure and heightened demand for professional services, including banking, legal and accounting, resulting in jobs growth.

The year finished with a high degree of uncertainty, considering the surprise election result and the new coalition government. This development temporarily slowed the Auckland jobs market but we expect it to pick up again in early 2018.

## 2018 EXPECTATIONS

The Auckland economy appears set for moderate growth, due to infrastructure investment in roads, rail and education which will create new jobs in engineering, project management and construction. Organisations across every industry sector will require technologists from a range of specialist areas, many of which are in short supply. Overall, the Auckland market is expecting steady salary growth in 2018.

## ACCOUNTING & FINANCE

As the economy is predicted to expand, companies are stepping up efforts to hire talent in the finance industry. With a relative skills shortage in Auckland, expats are in high demand. Compared to many overseas cities, Auckland's relative economic prosperity is a major drawcard.

In corporate finance, demand is high for commercially-minded and technical accountants who can partner with clients or employers to strategically manage costs and revenue. As a result, these professionals may enjoy some salary growth in 2018. To retain their best talent, employers would do well to focus on providing opportunities to diversify and work across different teams and clients.

## BANKING & FINANCIAL SERVICES

Risk management has become a dominant focus for banking and financial services institutions in Auckland. This will drive much of the jobs growth we expect to see in 2018.

“

The Auckland economy appears set for moderate growth, due to infrastructure investment in roads, rail and education which will create new jobs.

”

Banks will focus on employing first- and second-line operational risk managers while legal, accounting and real estate organisations will use dedicated resources to manage anti-money-laundering compliance requirements. Common trends point towards a market where risk responsibilities, such as Know Your Customer (KYC), are being shared outside of traditional risk and compliance functions, e.g. business development and sales teams.

Outside the financial services space we can see an increasing number of roles that merge risk and compliance responsibilities. Data protection and privacy is another area of risk management that will drive jobs growth in banking and financial services. In 2018, employers will be competing over a finite pool of experienced cyber security and data specialists.

Salaries in the banking and financial services sector will generally remain stable in 2018, although we do expect moderate salary increases for risk and credit professionals with strong SAS, SQL, Python and Tableau experience.

## BUSINESS SUPPORT

The Auckland market as a whole is short of talent with business support and administration skills. In 2018, we expect employers to appoint junior professionals to more senior roles based on aptitude and attitude, rather than experience. We also expect to see increased flexibility within roles, such as offering remote working options for parents.

Moderate salary growth is likely for many business support professionals in 2018, including legal secretaries, personal assistants and executive assistants in professional services and entry-level roles. To secure the best talent, hiring managers are advised to closely monitor market rates to ensure they offer competitive packages. During recruitment, candidates will be attracted by employers offering workplace flexibility, wellbeing programmes and an inclusive business culture.

## HUMAN RESOURCES

Business leaders are increasingly looking for professionals who can align HR activities with an organisation's strategic goals and commercial drivers so moderate salary growth is likely for this group.

Proactive employers will focus on retaining their most talented people in 2018 with the help of experienced HR professionals. Employees with experience in designing and building programmes in the areas of learning and development and/or health and wellbeing will also be sought after.

## INFORMATION TECHNOLOGY

Auckland is becoming a hotbed for technology start-ups, with many businesses accessing seed funding and government incentives. As these organisations grow in 2018, they will be seeking to transition their workforce from contract to permanent roles. However, competition for talent is going to be fierce.

Large financial services, telco and energy organisations will also be on

## DRIVERS OF JOB GROWTH



E-commerce



Education



Emerging technologies



Start-up investment

the hunt for technology specialists who can help build and develop online retail environments. Organisations in every sector will continue to reinvent themselves through digital transformation projects.

While the New Zealand market is not known for salary spikes, we do expect to see salary and rate growth in 2018 for technology specialists, including cyber security, data analysts and digital designers (UX and UI).

## LEGAL

As a result of increased economic activity, 2017 saw a heightened demand for legal talent which is expected to continue in 2018. Auckland's in-house legal departments are actively seeking professionals who can handle a wide range of commercial issues relating to broad commercial contracts.

At the same time, a growing number of legal professionals in New Zealand and overseas are eager to secure in-house positions.

Across the wider legal jobs market, we expect salaries to remain stable in 2018. However, legal firms and in-house teams will continue to experience a shortage of legal professionals with three to five years' PQE as many young Kiwis at this point in their career choose to work overseas. Competition for talent will be intense and candidates can expect moderate salary growth as a result.

### PROCUREMENT & SUPPLY CHAIN

Employers are increasingly focused on commercial aspects of procurement, which is reshaping traditional roles across supply chain and procurement. In 2018

demand will grow for professionals who can translate complex data into meaningful information for colleagues across a public sector or private sector organisation.

The market continues to move away from senior procurement and supply chain managers towards more specialised professionals, who may experience salary growth in 2018. Hiring managers seeking specialists will need to offer candidates a comprehensive package, including competitive salary, career progression and a strong organisational culture.

### SALES, MARKETING & COMMUNICATIONS

In 2018, many businesses in Auckland will continue on a path of expansion and growth, which will drive demand for business development and relationship managers. We

“

Employers will need to consider different ways to attract Kiwi expats as increasing local skill shortages hinder their ability to grow their business.

”

anticipate that FMCG account managers may switch to industries such as building and construction.

Across every sector, digital technology is rewriting the marketing rules. Consequently, experts in e-commerce, customer relationship management, direct marketing and data will be in high demand and competition for talent will remain at its peak.

In 2018, salaries will remain stable for most roles in sales and marketing. To attract and retain talent, employers should emphasise benefits, wellness programmes and workplace flexibility. Companies with streamlined recruitment processes are best placed to secure the most promising talent.



65%

OF PROFESSIONALS ARE  
MOTIVATED BY A GOOD  
WORK-LIFE BALANCE

# AUCKLAND

## ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
<b>Executive</b>				
Chief Financial Officer	180 - 300k	<b>180 - 400k</b>	100 - 150	<b>100 - 160</b>
Financial Controller	140 - 200k	<b>140 - 200k</b>	70 - 100	<b>70 - 100</b>
Commercial Manager	130 - 200k	<b>140 - 250k</b>	70 - 100	<b>80 - 120</b>
Finance Manager	120 - 150k	<b>120 - 150k</b>	60 - 80	<b>60 - 80</b>
<b>Qualified</b>				
Tax Accountant	85 - 120k	<b>90 - 130k</b>	45 - 70	<b>50 - 75</b>
Commercial Analyst/Business Partner	100 - 130k	<b>90 - 130k</b>	55 - 75	<b>45 - 70</b>
Financial/Business Analyst (5+ yrs' exp)	110 - 130k	<b>110 - 130k</b>	55 - 75	<b>55 - 75</b>
Financial/Business Analyst (0 - 4 yrs' exp)	80 - 100k	<b>80 - 110k</b>	40 - 50	<b>40 - 55</b>
Financial Accountant (5+ yrs' exp)	95 - 120k	<b>100 - 120k</b>	50 - 65	<b>50 - 65</b>
Financial Accountant (0 - 4 yrs' exp)	80 - 100k	<b>80 - 100k</b>	40 - 50	<b>40 - 50</b>
Management Accountant (5+ yrs' exp)	110 - 130k	<b>110 - 130k</b>	55 - 70	<b>55 - 70</b>
Management Accountant (0 - 4 yrs' exp)	80 - 110k	<b>85 - 110k</b>	40 - 55	<b>40 - 55</b>
Systems/Project Accountant	80 - 130k	<b>80 - 130k</b>	45 - 85	<b>45 - 85</b>
Payroll Manager	75 - 110k	<b>80 - 120k</b>	40 - 55	<b>40 - 60</b>
Credit Manager	75 - 100k	<b>75 - 100k</b>	40 - 55	<b>40 - 55</b>
<b>Part &amp; Non-qualified</b>				
Accounts Payable/Receivable - Manager	70 - 100k	<b>70 - 100k</b>	37 - 50	<b>40 - 50</b>
Financial Accountant - Degree	70 - 85k	<b>75 - 85k</b>	37 - 50	<b>40 - 50</b>
Assistant Accountant	60 - 70k	<b>60 - 70k</b>	30 - 35	<b>30 - 35</b>
Credit Controller	55 - 65k	<b>55 - 65k</b>	25 - 35	<b>25 - 35</b>
Accounts Assistant	55 - 60k	<b>55 - 65k</b>	25 - 30	<b>25 - 30</b>
Payroll Clerk/Payroll Officer	55 - 70k	<b>60 - 75k</b>	27 - 35	<b>30 - 40</b>
Accounts Payable/Receivable	50 - 60k	<b>50 - 60k</b>	23 - 30	<b>25 - 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 (\$)	
	2017	2018	2017	2018
<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 - 135k</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 Manager	100 - 120k	<b>100 - 130k</b>	55 - 65	<b>55 - 70</b>
Credit Analyst	60 - 90k	<b>60 - 90k</b>	35 - 55	<b>35 - 55</b>
Compliance Manager	120 - 160k	<b>120 - 160k</b>	65 - 85	<b>65 - 85</b>
Compliance Officer	65 - 110k	<b>65 - 110k</b>	40 - 70	<b>40 - 70</b>
Market Risk Analyst	80 - 120k	<b>80 - 120k</b>	50 - 70	<b>50 - 70</b>
Operational Risk Senior Manager	130 - 170k	<b>130 - 170k</b>	90 - 110	<b>90 - 110</b>
Operational Risk Manager	90 - 120k	<b>90 - 120k</b>	65 - 90	<b>65 - 90</b>
Settlements/Corporate Actions	60 - 75k	<b>60 - 75k</b>	35 - 55	<b>35 - 55</b>

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

# AUCKLAND

## BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
<b>Office Support &amp; Secretarial</b>				
Executive Assistant	75 - 95k	<b>75 - 100k</b>	35 - 45	<b>35 - 48</b>
Office Manager	55 - 70k	<b>55 - 70k</b>	25 - 35	<b>25 - 35</b>
Personal Assistant	60 - 75k	<b>60 - 75k</b>	25 - 35	<b>25 - 35</b>
Legal Secretary	50 - 65k	<b>60 - 70k</b>	25 - 32	<b>25 - 34</b>
Team Administrator	45 - 55k	<b>45 - 55k</b>	20 - 26	<b>20 - 26</b>
Corporate Receptionist	40 - 50k	<b>42 - 52k</b>	18 - 23	<b>20 - 25</b>
Sales Administrator	45 - 55k	<b>45 - 55k</b>	22 - 26	<b>20 - 26</b>
Office Administrator	40 - 55k	<b>45 - 58k</b>	20 - 26	<b>22 - 28</b>
<b>Customer Service</b>				
Team Leader	60 - 75k	<b>60 - 75k</b>	26 - 32	<b>26 - 32</b>
Customer Service Officer	40 - 50k	<b>42 - 52k</b>	18 - 24	<b>20 - 25</b>

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

# AUCKLAND

## HUMAN RESOURCES & OH&S

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
<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 - 95	<b>55 - 95</b>
HR Business Partner	90 - 140k	<b>85 - 140k</b>	50 - 80	<b>50 - 80</b>
HR Consultant	80 - 120k	<b>80 - 140k</b>	50 - 85	<b>50 - 85</b>
HR Analyst	65 - 95k	<b>75 - 95k</b>	35 - 60	<b>35 - 60</b>
HR Advisor	65 - 95k	<b>70 - 90k</b>	30 - 60	<b>30 - 65</b>
HR Coordinator	50 - 70k	<b>50 - 70k</b>	25 - 40	<b>25 - 40</b>
HR Administrator	50 - 60k	<b>50 - 60k</b>	25 - 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 - 150k</b>	60 - 95	<b>60 - 95</b>
Remuneration Manager	95 - 150k	<b>95 - 160k</b>	50 - 80	<b>50 - 80</b>
Learning & Development Manager	95 - 135k	<b>95 - 140k</b>	50 - 75	<b>50 - 75</b>
Recruitment Manager	90 - 140k	<b>90 - 130k</b>	45 - 80	<b>45 - 80</b>
Organisational Development Consultant	80 - 115k	<b>80 - 120k</b>	50 - 75	<b>50 - 75</b>
Training Manager	80 - 110k	<b>85 - 120k</b>	40 - 65	<b>45 - 75</b>
Learning & Development Advisor	70 - 90k	<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	70 - 90k	<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	55 - 70k	<b>55 - 70k</b>	20 - 30	<b>20 - 30</b>
<b>OH&amp;S</b>				
Manager	80 - 150k	<b>90 - 150k</b>	50 - 80	<b>50 - 80</b>
Officer	55 - 80k	<b>55 - 85k</b>	30 - 50	<b>30 - 50</b>

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

# AUCKLAND

## INFORMATION TECHNOLOGY & DIGITAL

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
<b>Digital</b>				
Digital Design (UI/UX/DX)	70 - 110k	<b>80 - 120k</b>	70 - 90	<b>80 - 110</b>
Customer Experience Manager	90 - 140k	<b>100 - 150k</b>	70 - 90	<b>80 - 120</b>
Product Manager/Owner	90 - 130k	<b>100 - 140k</b>	70 - 90	<b>90 - 110</b>
Insights & Analytics Manager	80 - 140k	<b>90 - 150k</b>	70 - 90	<b>80 - 110</b>
Insights & Analytics Analyst	60 - 80k	<b>70 - 90k</b>	50 - 70	<b>50 - 80</b>
<b>Development/Testing</b>				
Development Manager	120 - 150k	<b>130 - 160k</b>	90 - 120	<b>100 - 120</b>
Team/Technical/Development Lead	90 - 125k	<b>110 - 130k</b>	90 - 120	<b>95 - 110</b>
Senior Developer	85 - 120k	<b>90 - 125k</b>	80 - 105	<b>80 - 110</b>
Intermediate Developer	70 - 85k	<b>75 - 90k</b>	60 - 90	<b>60 - 90</b>
Junior Developer	50 - 75k	<b>50 - 75k</b>	40 - 70	<b>50 - 75</b>
Quality Assurance Manager/Test Manager	120 - 150k	<b>130 - 160k</b>	90 - 120	<b>90 - 120</b>
Test Lead	105 - 120k	<b>110 - 125k</b>	80 - 95	<b>85 - 100</b>
Automation Engineer/Senior QA Test Analyst	90 - 105k	<b>95 - 110k</b>	70 - 90	<b>85 - 95</b>
Test Analyst/QA	70 - 90k	<b>75 - 95k</b>	50 - 70	<b>60 - 90</b>
<b>Business Intelligence</b>				
Data Analyst	70 - 100k	<b>80 - 110k</b>	40 - 80	<b>45 - 90</b>
Reporting Analyst	70 - 100k	<b>80 - 110k</b>	40 - 80	<b>45 - 90</b>
ETL Developer	80 - 100k	<b>90 - 120k</b>	60 - 90	<b>60 - 110</b>
Data Warehouse Developer	80 - 100k	<b>90 - 120k</b>	60 - 90	<b>60 - 110</b>
Business Intelligence Consultant	110 - 135k	<b>120 - 160k</b>	90 - 140	<b>100 - 150</b>
Data Scientist	65 - 140k	<b>65 - 160k</b>	50 - 140	<b>60 - 150</b>

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

# AUCKLAND

## INFORMATION TECHNOLOGY & DIGITAL

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
<b>Technology Leadership</b>				
CIO/CTO	180k+	<b>180k+</b>	150+	<b>150+</b>
Chief Digital Officer	200k+	<b>200k+</b>	150+	<b>150+</b>
Head of Digital	200 - 300k	<b>200 - 300k</b>	125 - 150	<b>120 - 150</b>
IT Manager	110 - 150k	<b>110 - 150k</b>	80 - 140	<b>80 - 140</b>
IT Operations Manager	100 - 140k	<b>100 - 150k</b>	80 - 120	<b>90 - 130</b>
Service Delivery Manager	70 - 120k	<b>80 - 140k</b>	70 - 120	<b>80 - 130</b>
<b>Projects</b>				
Programme Manager	150 - 180k	<b>160 - 180k</b>	130 - 150	<b>130 - 150</b>
Senior Project Manager	120 - 130k	<b>120 - 135k</b>	100 - 130	<b>100 - 130</b>
Project Manager	80 - 115k	<b>80 - 120k</b>	80 - 105	<b>80 - 105</b>
Senior Business Analyst	105 - 115k	<b>105 - 120k</b>	90 - 110	<b>90 - 110</b>
Business Analyst	75 - 105k	<b>75 - 105k</b>	75 - 90	<b>70 - 90</b>
Project/Programme Coordinator	70 - 90k	<b>70 - 90k</b>	65 - 90	<b>65 - 90</b>
Scrum Master	112 - 125k	<b>120 - 130k</b>	110 - 130	<b>110 - 130</b>
Agile Coach	120 - 150k	<b>130 - 170k</b>	90 - 110	<b>90 - 110</b>
Process Analyst	75 - 105k	<b>75 - 110k</b>	80 - 95	<b>80 - 95</b>
<b>Architecture</b>				
Enterprise Architect	160 - 210k	<b>160 - 210k</b>	150 - 200	<b>150 - 200</b>
Infrastructure Architect	110 - 150k	<b>120 - 160k</b>	110 - 130	<b>110 - 150</b>
Security Architect/Consultant	120 - 180k	<b>120 - 180k</b>	120 - 150	<b>120 - 180</b>
Solutions Architect	120 - 165k	<b>120 - 165k</b>	110 - 130	<b>120 - 150</b>
Data Architect	120 - 160k	<b>120 - 180k</b>	120 - 150	<b>120 - 180</b>
<b>Infrastructure</b>				
DevOps Engineer	80 - 140k	<b>90 - 150k</b>	40 - 100	<b>60 - 100</b>
Security/Network Engineer	70 - 120k	<b>80 - 140k</b>	60 - 90	<b>60 - 100</b>
Systems Engineer	70 - 120k	<b>80 - 140k</b>	60 - 90	<b>60 - 100</b>
Service Desk Manager	75 - 110k	<b>75 - 110k</b>	60 - 85	<b>60 - 90</b>
Help Desk/Desktop/App Support	45 - 70k	<b>40 - 90k</b>	25 - 40	<b>25 - 60</b>
Database Administrator	60 - 120k	<b>60 - 130k</b>	40 - 80	<b>40 - 100</b>

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

# AUCKLAND

## LEGAL

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2017	2018
<b>Private Practice</b>		
Partner	150k+	<b>160k+</b>
Senior Associate	110 - 235k	<b>115 - 235k</b>
Associate	90 - 170k	<b>90 - 170k</b>
Senior Solicitor	80 - 165k	<b>80 - 170k</b>
3 yrs' PQE	55 - 85k	<b>60 - 85k</b>
2 yrs' PQE	45 - 70k	<b>50 - 70k</b>
1 yr PQE	40 - 60k	<b>45 - 60k</b>
Graduate	40 - 45k	<b>40 - 45k</b>
<b>In-house</b>		
General Counsel/Chief Legal Advisor	150k+	<b>160k+</b>
Senior Legal Counsel/Solicitor	90 - 170k	<b>90 - 180k</b>
Legal Counsel/Solicitor	60 - 100k	<b>60 - 110k</b>
Graduate	40 - 50k	<b>40 - 55k</b>

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

# AUCKLAND

## PROCUREMENT & SUPPLY CHAIN

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2017	2018
<b>Procurement</b>		
Procurement Director	150 - 250k	<b>150 - 230k</b>
Procurement Manager	120 - 170k	<b>120 - 170k</b>
Strategic Sourcing Manager	120 - 160k	<b>110 - 150k</b>
Contracts/Relationship Manager	90 - 140k	<b>100 - 140k</b>
Procurement Specialist	90 - 125k	<b>90 - 125k</b>
<b>Supply Chain</b>		
Demand/Supply Planning Manager	100 - 140k	<b>100 - 130k</b>
Operations Manager	90 - 160k	<b>95 - 150k</b>
Supply Chain Manager	100 - 150k	<b>110 - 150k</b>
Demand/Supply Planner	70 - 90k	<b>65 - 90k</b>
Logistics Manager	85 - 135k	<b>85 - 135k</b>

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

# AUCKLAND

## SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
<b>Sales</b>				
Sales Director	190 - 230k	<b>190 - 230k</b>	110 - 140	<b>110 - 140</b>
National Sales Manager	140 - 180k	<b>150 - 200k</b>	70 - 80	<b>70 - 100</b>
National Account Manager	100 - 135k	<b>100 - 135k</b>	60 - 65	<b>60 - 65</b>
Business Development Manager	70 - 115k	<b>70 - 115k</b>	45 - 50	<b>45 - 50</b>
Key Account Manager	90 - 110k	<b>90 - 120k</b>	50 - 55	<b>50 - 55</b>
Account Manager	70 - 90k	<b>70 - 90k</b>	50 - 55	<b>50 - 55</b>
Sales/Account Executive	60 - 85k	<b>60 - 85k</b>	40 - 45	<b>40 - 45</b>
Territory Manager/Sales Representative	55 - 70k	<b>55 - 70k</b>	40 - 45	<b>30 - 40</b>
Sales Coordinator	50 - 55k	<b>50 - 60k</b>	25 - 35	<b>25 - 30</b>
<b>Marketing</b>				
Marketing Director	170 - 230k	<b>170 - 230k</b>	100 - 120	<b>90 - 120</b>
Marketing Manager	120 - 140k	<b>120 - 140k</b>	50 - 60	<b>50 - 60</b>
Category Manager	90 - 130k	<b>90 - 130k</b>	45 - 60	<b>45 - 60</b>
Product Manager	90 - 130k	<b>90 - 130k</b>	45 - 65	<b>45 - 65</b>
Digital/Online Manager	100 - 130k	<b>100 - 140k</b>	50 - 65	<b>50 - 65</b>
Trade Marketing Manager	90 - 120k	<b>90 - 120k</b>	45 - 60	<b>45 - 60</b>
Insights Manager	75 - 130k	<b>75 - 130k</b>	45 - 65	<b>45 - 65</b>
Brand Manager	80 - 120k	<b>80 - 120k</b>	40 - 60	<b>40 - 60</b>
Assistant Brand Manager	50 - 75k	<b>55 - 75k</b>	25 - 35	<b>25 - 35</b>
Marketing Coordinator	50 - 65k	<b>50 - 65k</b>	25 - 35	<b>25 - 35</b>
<b>Communications</b>				
PR/Corporate Affairs Manager	90 - 130k	<b>90 - 130k</b>	45 - 60	<b>45 - 60</b>
Communications Manager	80 - 110k	<b>80 - 100k</b>	40 - 55	<b>40 - 55</b>

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

# WELLINGTON



# 56%

OF PROFESSIONALS ARE  
MOTIVATED BY SALARY AND  
BENEFITS

## 2017 INSIGHT

The Wellington market was resilient in 2017, with economic growth driven by an increasing population. The jobs market has been very strong, due to high demand and moderate salary growth in many sectors as well as a notable preference for contract roles.

## 2018 EXPECTATIONS

Wellington is a fast-developing region and all signs point to a healthy job market in 2018. Demand for talent will be stimulated by several major projects, including large-scale transformation programmes in the public sector, such as RealMe, and major infrastructure developments in roads (e.g. Northern Corridor Highway), housing and education. Highly-skilled professionals in many sectors can expect modest salary growth.

In this competitive job market, employers will need to be flexible by streamlining hiring processes to identify and secure talent quickly as well as tapping into the international market to connect with overseas-based Kiwis who are planning a return to New Zealand.

## ACCOUNTING & FINANCE

As the local economy prospers, professional services organisations are enjoying some growth as clients ramp up their activities. Accounting firms and corporate in-house finance teams are hungry for local and overseas talent. In 2018, we expect some salary growth for accounting professionals with good business

partnering skills as organisations look for accountants who can add value by communicating what is behind the numbers and suggest improvements. Conversely, compliance specialists with limited business partnering experience may be less sought after.

Accounting practices may have to pay their star performers more and offer career development opportunities if they are to fend off interest from corporate in-house finance teams. In the public sector we expect to see some salary growth for management accountants who can work with procurement teams to manage costs.

## BUSINESS SUPPORT

In 2018, we expect to see a continued demand for project administration and support roles. Employers are in the

“

In this competitive job market, employers need to connect with overseas-based Kiwis who are planning a return to New Zealand.

”

process of merging these positions, as the skill sets often overlap.

Although salaries across the board are unlikely to rise, there is potential for senior executive assistants to experience salary growth in 2018. These roles require good relationship-building skills and are harder to fill so, beyond a competitive salary, hiring managers will also need to offer flexible working hours and a supportive network.

## BUSINESS TRANSFORMATION

Digital transformations are occurring in organisations across the private and public sector which will drive continued high demand in 2018. Increasing contract rates will push permanent salaries higher in 2018.

Employers will be seeking project programme directors who have led large, successful business transformations in various industries. They will also be keen to recruit project managers with a good track record in delivery, business analysts who can partner with colleagues across the business and highly organised project coordinators.

## HUMAN RESOURCES

As organisations step up their efforts to retain staff in 2018's tight job market, employers will be looking for HR professionals who can plan and execute learning and development programmes. Similarly, HR professionals who anticipate the strategic and operational impact of HR decisions across their organisation will also be in high demand. In response to legislative changes, employers will be seeking specialists in OH&S and employee relations.

HR salaries in 2018 will generally remain flat but the salary range can be quite broad for each role, e.g. HR consultants can demand \$100 - 140k, depending on the organisation and the role requirements.

## INFORMATION TECHNOLOGY

Today's organisations have technology at the heart of their business. Banking, energy and telcos with large retail interfaces are seeking to differentiate themselves through customer experience, and the same is happening in the public sector. Organisations are increasingly vigilant about data breaches and cyber crime risk.

Consequently, demand will be extremely high in 2018 for commercially-focused IT specialists with experience in analytics and business intelligence, cyber security and UX and UI. Most roles will be contract based, rather than permanent, and moderate rate increases can be expected in 2018.

## LEGAL

The positive economic outlook in Wellington is stimulating more activity in commercial property so the demand for lawyers will remain high in 2018. In addition, demand for talent will increase among the sizeable legal teams in the public sector.

A shortage exists of lawyers with three to five years' PQE as many Kiwis choose to work overseas at this stage in their career. Professionals who remain in Wellington are likely to receive multiple job offers in 2018 and can therefore negotiate a higher salary and benefits.

## DRIVERS OF JOB GROWTH



Transformation programmes



Infrastructure projects



Commercial construction



Customer experience upgrades

## POLICY & REGULATION

Fresh from its election victory at the end of 2017, the new government will be establishing its agenda in 2018. Policy and research professionals will be in high demand, with both permanent and contract roles on offer. However, contract rates are expected to decrease in 2018 as policy managers scrutinise budgets and prefer to make fixed term appointments.

Wellington has a limited supply of senior advisors and senior analysts as well as specialised policy contractors in the investment and funding space. Some salary growth is possible for top-tier professionals with these skills but salaries in policy and regulation are expected to remain stable.

Staff retention will be vital for employers in 2018, which means

focusing on organisational culture, varied work programmes, up-skilling and training, and career development for professionals.

## PROCUREMENT

In 2018, demand will remain high for commercially-savvy procurement specialists. Employers are looking for creative professionals who can build relationships and partner with a business to add value.

There is a skills shortage in the market and the best talent is generally reluctant to switch employers. To persuade professionals to make a switch, hiring managers need to proactively search for talent, approach them with an attractive offer and fast track the recruitment process.

In 2018, we expect more employers to become less reliant upon contractors and revert to fixed term and/or permanent contracts, rather than pay expensive hourly rates. As a result, fixed term and permanent salaries have the potential to increase.

## PROPERTY & FACILITIES MANAGEMENT

Wellington is experiencing an increase in new builds, remedial works and refurbishments across the commercial and residential sector. This development stimulates demand for property and facilities management professionals who are already in short supply.

Traditionally, the Wellington market has leaned toward permanent roles but in 2018 an abundance of contract roles will be available. To secure talent in this tight market, hiring managers need to act quickly, set clear expectations

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The local economy is on an upward trajectory and there is much cause for optimism in the Wellington jobs market in 2018.

”

and communicate clearly during the recruitment process. We may see some salary increases in line with demand, with property professionals and facilities project coordinators likely to derive the greatest benefits.

## SALES, MARKETING & COMMUNICATIONS

Digital marketing has opened up new avenues for public and private sector organisations to engage with stakeholders and clients, creating a surge in demand for professionals who can harness this technology. The government will continue to be the main employer of marketing professionals, with their focus on digital change programmes. We expect marketing salaries to remain stable in 2018.

Private sector organisations are increasingly looking to develop their products and services and we expect to see more customer-focused projects in 2018. Consequently, business development professionals with project management experience in technical environments will be sought after. Salaries for sales professionals are generally quite competitive already in Wellington and we don't anticipate widespread growth in 2018.



32%

OF PROFESSIONALS ARE  
LOOKING TO CHANGE JOBS

# WELLINGTON

## ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
<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>
Finance Manager	100 - 150k	<b>100 - 160k</b>	60 - 90	<b>60 - 90</b>
<b>Qualified</b>				
Tax Accountant	80 - 130k	<b>80 - 130k</b>	60 - 85	<b>60 - 85</b>
Management Accountant (6+ yrs' exp)	90 - 120k	<b>90 - 150k</b>	60 - 90	<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 - 80	<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 - 80	<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 - 80	<b>55 - 80</b>
<b>Part &amp; Non-qualified</b>				
Financial Accountant - Degree	60 - 80k	<b>60 - 80k</b>	40 - 55	<b>40 - 55</b>
Accounts Payable/Receivable - Manager	70 - 85k	<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 SUPPORT

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2017	2018
Executive Assistant	70 - 85k	<b>70 - 90k</b>
Office Manager	60 - 75k	<b>60 - 80k</b>
Personal Assistant	60 - 70k	<b>55 - 70k</b>
Legal Secretary	50 - 65k	<b>50 - 65k</b>
Project Administrator	50 - 65k	<b>50 - 65k</b>
Procurement Administrator	45 - 55k	<b>50 - 60k</b>
Office Administrator	45 - 55k	<b>45 - 60k</b>
General Administrator	45 - 60k	<b>45 - 60k</b>
Marketing Administrator	45 - 55k	<b>45 - 55k</b>
Corporate Receptionist	45 - 55k	<b>45 - 55k</b>
Receptionist	40 - 50k	<b>40 - 50k</b>
Data Entry Operator	38 - 44k	<b>40 - 48k</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 (\$)	
	2017	2018	2017	2018
Programme Director	160 - 250k	<b>160 - 250k</b>	150 - 250	<b>150 - 250</b>
EPMO Manager	150 - 250k	<b>150 - 250k</b>	140 - 200	<b>150 - 220</b>
Risk & Assurance Consultant	150 - 200k	<b>150 - 180k</b>	150 - 200	<b>130 - 160</b>
IQA Professional	150 - 200k	<b>150 - 180k</b>	150 - 200	<b>120 - 185</b>
Programme Manager	140 - 200k	<b>150 - 210k</b>	140 - 200	<b>130 - 200</b>
Business Change Manager	145 - 185k	<b>130 - 185k</b>	110 - 150	<b>110 - 180</b>
Business Analyst	100 - 130k	<b>90 - 130k</b>	100 - 125	<b>95 - 120</b>
EPMO Analyst	90 - 125k	<b>80 - 120k</b>	100 - 130	<b>90 - 120</b>
Project Manager	110 - 140k	<b>115 - 145k</b>	100 - 140	<b>100 - 140</b>
Project/Programme Coordinator	60 - 90k	<b>60 - 95k</b>	60 - 90	<b>60 - 95</b>

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

# WELLINGTON

## HUMAN RESOURCES & OH&S

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
<b>Generalist</b>				
HR Director	160 - 300k	<b>180 - 250k</b>	120 - 150	<b>120 - 150</b>
HR Manager	120 - 180k	<b>140 - 160k</b>	80 - 120	<b>90 - 140</b>
HR Consultant	90 - 140k	<b>100 - 140k</b>	70 - 120	<b>70 - 90</b>
HR Advisor	60 - 90k	<b>70 - 85k</b>	40 - 70	<b>40 - 70</b>
HR Analyst	65 - 90k	<b>65 - 80k</b>	40 - 80	<b>40 - 50</b>
HR Administrator	40 - 60k	<b>45 - 65k</b>	20 - 30	<b>25 - 35</b>
<b>Specialist</b>				
Learning & Development Manager	120 - 160k	<b>110 - 150k</b>	80 - 120	<b>85 - 110</b>
Organisational Development Consultant	120 - 180k	<b>125 - 175k</b>	100 - 150	<b>100 - 120</b>
Learning & Development Advisor	65 - 95k	<b>65 - 75k</b>	40 - 70	<b>40 - 60</b>
Learning & Development Coordinator	50 - 65k	<b>45 - 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 (\$)	
	2017	2018	2017	2018
<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>	130 - 160	<b>130 - 160</b>
Manager - Infra/Apps/Data/Test	120 - 160k	<b>120 - 160k</b>	90 - 120	<b>100 - 140</b>
Solution Architect - Infra/Apps/Data	120 - 160k	<b>120 - 160k</b>	110 - 150	<b>120 - 150</b>
Scrum Master	100 - 140k	<b>100 - 140k</b>	100 - 120	<b>100 - 130</b>
Product Owner	80 - 120k	<b>90 - 140k</b>	100 - 120	<b>100 - 130</b>
Security Specialist	115 - 170k	<b>120 - 170k</b>	120 - 160	<b>120 - 160</b>
Business Analyst - Technical	80 - 110k	<b>80 - 110k</b>	90 - 120	<b>90 - 120</b>
<b>Development/Testing</b>				
Senior BI Specialist	110 - 140k	<b>110 - 140k</b>	90 - 130	<b>90 - 130</b>
UX Designers	70 - 110k	<b>70 - 120k</b>	90 - 110	<b>90 - 130</b>
Full Stack Developer	70 - 120k	<b>70 - 120k</b>	50 - 110	<b>60 - 120</b>
Web Developer	85 - 110k	<b>85 - 110k</b>	85 - 100	<b>85 - 100</b>
Developer - .Net/Java	85 - 130k	<b>85 - 130k</b>	90 - 110	<b>90 - 120</b>
Test Analyst	80 - 110k	<b>80 - 110k</b>	80 - 110	<b>80 - 110</b>
<b>Infrastructure</b>				
Database Administrator	80 - 120k	<b>80 - 120k</b>	80 - 115	<b>80 - 115</b>
Network Engineer	70 - 130k	<b>70 - 130k</b>	70 - 110	<b>80 - 115</b>
Systems Administrator	70 - 110k	<b>70 - 110k</b>	60 - 90	<b>70 - 100</b>
Service Desk/Desktop/Apps Support	55 - 85k	<b>55 - 85k</b>	40 - 65	<b>40 - 70</b>

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

# WELLINGTON

## LEGAL

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2017	2018
<b>Private Practice</b>		
Partner	130k+	<b>150k+</b>
Senior Associate	130 - 180k	<b>140 - 180k</b>
Associate	90 - 150k	<b>100 - 150k</b>
Senior Solicitor	80 - 115k	<b>85 - 120k</b>
3 yrs' PQE	60 - 85k	<b>70 - 90k</b>
2 yrs' PQE	50 - 70k	<b>55 - 80k</b>
1 yr PQE	45 - 55k	<b>47 - 60k</b>
<b>In-house</b>		
General Counsel/Chief Legal Advisor	180k+	<b>180k+</b>
Senior Legal Counsel/Solicitor	120 - 180k	<b>120 - 180k</b>
Legal Counsel/Solicitor	60 - 90k	<b>70k - 110k</b>

## POLICY & REGULATORY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
<b>Policy</b>				
General Manager Policy	140 - 200k	<b>140 - 200k</b>	145 - 165	<b>145 - 165</b>
Principal Policy Analyst/Advisor	120 - 150k	<b>120 - 150k</b>	120 - 150	<b>110 - 150</b>
Policy Manager	120 - 150k	<b>120 - 170k</b>	135 - 155	<b>130 - 155</b>
Senior Policy Analyst/Advisor	90 - 115k	<b>90 - 115k</b>	100 - 120	<b>100 - 125</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	115 - 140k	<b>115 - 140k</b>	100 - 150	<b>100 - 150</b>
Senior Research Analyst	90 - 115k	<b>90 - 115k</b>	95 - 110	<b>95 - 110</b>
Research Analyst	60 - 80k	<b>60 - 80k</b>	60 - 80	<b>60 - 80</b>

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

# WELLINGTON

## PROCUREMENT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
Chief Procurement Officer	150 - 220k	<b>150 - 225k</b>	140 - 200	<b>140 - 200</b>
Commercial Manager	130 - 180k	<b>130 - 180k</b>	130 - 170	<b>130 - 170</b>
Procurement Manager	110 - 175k	<b>110 - 175k</b>	120 - 160	<b>120 - 170</b>
Category Manager	80 - 140k	<b>80 - 160k</b>	80 - 120	<b>80 - 140</b>
Procurement Specialist	70 - 120k	<b>65 - 130k</b>	70 - 130	<b>70 - 135</b>
Contracts Manager	75 - 120k	<b>65 - 130k</b>	75 - 120	<b>75 - 120</b>
Procurement Coordinator	45 - 60k	<b>45 - 65k</b>	30 - 70	<b>30 - 75</b>

## PROPERTY & FACILITIES MANAGEMENT

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2017	2018
<b>Facilities Management</b>		
Facilities Manager	90 - 150k	<b>85 - 150k</b>
Facilities Advisor	75 - 110k	<b>75 - 120k</b>
Facilities Coordinator	45 - 70k	<b>45 - 75k</b>
Asset Manager	75 - 130k	<b>75 - 140k</b>
Contracts Manager	70 - 120k	<b>70 - 120k</b>
Project Manager	80 - 130k	<b>80 - 140k</b>
Project Coordinator	55 - 80k	<b>55 - 80k</b>
<b>Property</b>		
Director of Property	120 - 230k	<b>120 - 250k</b>
Property Manager	75 - 130k	<b>75 - 140k</b>
Property Specialist	60 - 100k	<b>60 - 110k</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 (\$)	
	2017	2018	2017	2018
<b>Sales</b>				
National Sales Manager	120 - 175k	<b>120 - 170k</b>	90 - 110	<b>100 - 120</b>
Key Account Manager	90 - 165k	<b>90 - 165k</b>	60 - 90	<b>65 - 95</b>
Business Development Manager	70 - 180k	<b>70 - 180k</b>	50 - 80	<b>55 - 85</b>
Territory Manager	65 - 85k	<b>65 - 85k</b>	35 - 50	<b>40 - 55</b>
Sales/Account Manager	70 - 110k	<b>70 - 110k</b>	50 - 70	<b>55 - 75</b>
Sales Representative	50 - 80k	<b>50 - 80k</b>	40 - 50	<b>45 - 55</b>
<b>Marketing</b>				
Marketing Manager	90 - 170k	<b>90 - 160k</b>	95 - 135	<b>90 - 130</b>
Digital Marketing Manager	85 - 130k	<b>90 - 140k</b>	90 - 120	<b>90 - 135</b>
Market Research/Insights Manager	90 - 140k	<b>90 - 140k</b>	85 - 110	<b>80 - 100</b>
Sponsorship & Events Manager	75 - 115k	<b>75 - 115k</b>	45 - 70	<b>40 - 70</b>
Channel Manager	80 - 125k	<b>80 - 125k</b>	75 - 110	<b>80 - 100</b>
Marketing Coordinator	55 - 75k	<b>55 - 75k</b>	35 - 55	<b>35 - 60</b>
Product Manager	70 - 100k	<b>75 - 110k</b>	60 - 85	<b>60 - 80</b>
<b>Communications</b>				
Communications Manager	100 - 175k	<b>105 - 175k</b>	90 - 135	<b>110 - 140</b>
Senior Communications Advisor	85 - 135k	<b>85 - 125k</b>	90 - 120	<b>80 - 100</b>
Internal/Change Communications Manager	110 - 150k	<b>110 - 150k</b>	95 - 135	<b>90 - 110</b>
Communications Advisor	55 - 75k	<b>60 - 75k</b>	40 - 60	<b>40 - 60</b>

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

# CONTACT US

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