

# SALARY SURVEY 2019

## AUSTRALIA & NEW ZEALAND

“

PEOPLE ARE AT THE HEART OF EVERYTHING WE DO. OUR CANDIDATES AND CLIENTS SEE US AS A TRUSTED ADVISOR, HELPING THEM TO FULFIL CAREER ASPIRATIONS AND BUILD EXCEPTIONAL TEAMS OVER THE LONG-TERM.

”

# WELCOME TO ROBERT WALTERS

SPECIALIST PROFESSIONAL RECRUITMENT



**ROBERT WALTERS,  
CHIEF EXECUTIVE OFFICER**

“As a market-leading global recruitment group our purpose is clear - we power people and organisations to fulfil their unique potential – and that’s what we’ve been doing for over 33 years.

People are at the heart of everything we do from the job seeker, to the hiring manager, to those who bring them together. Our candidates and clients see us as a trusted advisor, helping them to fulfil career aspirations and build exceptional teams over the long-term.

We do this through our collaborative culture and non-commission model which ensures that candidate and client needs are front and centre.

Our candidates know that we’ll take the time to listen and advise them on the next step in their career. It’s these relationships that enable us to offer our clients the best talent on the market and that’s why they return to us again and again. We’re also experts in the disciplines we recruit for enabling us to provide insight into hiring and salary trends.

While our reach is global, we remain committed to providing our clients with local market insight. We look to hire the best local talent to ensure we can offer a deep understanding of the local culture and market conditions. This sets us apart from the competition and helps us remain a trusted recruitment partner to the world’s leading businesses.”

**Robert Walters**  
CEO  
Robert Walters plc

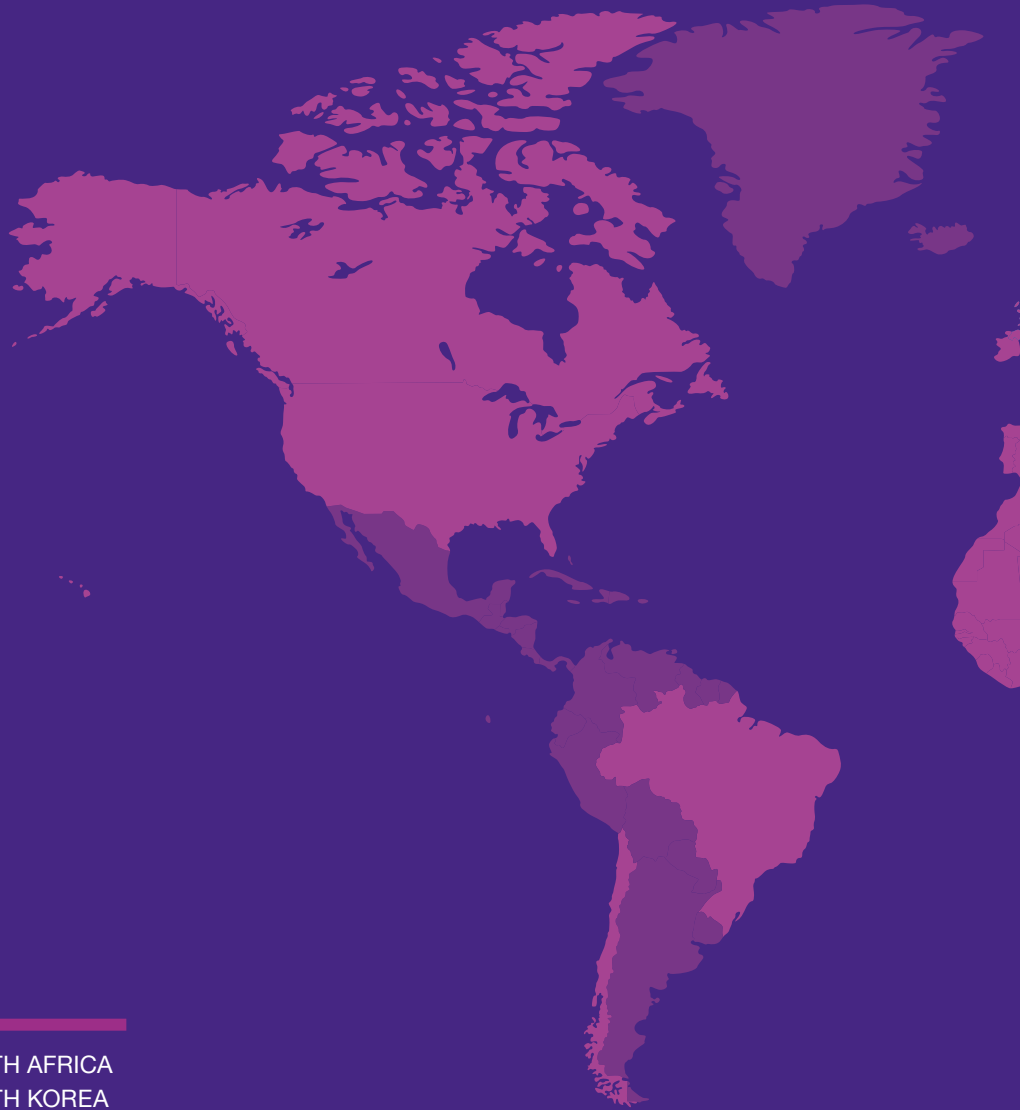
**69%**

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

---

# GLOBAL REACH, LOCAL EXPERTISE

 Locations we operate in



---

AUSTRALIA

BELGIUM

BRAZIL

CANADA

CHILE

CHINA

FRANCE

GERMANY

HONG KONG

INDIA

INDONESIA

IRELAND

JAPAN

LUXEMBOURG

MALAYSIA

NETHERLANDS

NEW ZEALAND

PHILIPPINES

PORTUGAL

SINGAPORE

SOUTH AFRICA

SOUTH KOREA

SPAIN

SWITZERLAND

TAIWAN

THAILAND

UAE

UK

USA

VIETNAM



## DOWNLOAD OUR SALARY SURVEY BOOKS

To discover hiring and salary trends across the world, read our Global Trends on page 10 or download our books covering:

- Australia & New Zealand
- Brazil
- Canada
- Europe
- Greater China & South East Asia
- Japan
- Middle East & Africa
- South Korea
- United Kingdom

Download your copy today by visiting  
[www.robertwalters.com/salary-survey](http://www.robertwalters.com/salary-survey)



# OUR SERVICE

In an increasingly complex global recruitment market, the Robert Walters Group builds great teams for our clients by offering an end-to-end recruitment service, on a local, regional or global basis.

## OUR CORE DISCIPLINES INCLUDE:

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

## 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.

---

#### 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.

“ Robert Walters has found us some great people. They're fast, friendly and very well connected. I've worked with many recruiters over the years but the Robert Walters team are without doubt my favourite.

Michael Acton Smith,  
Co-founder & CEO,  
Calm, USA

”

“ I have found Robert Walters to be professional, thorough and responsive. They've introduced us to quality candidates who closely match our requirements and as a result we have made successful hires.

Henry Loo, VP Data  
Management and  
Analytics, DBS Bank,  
Hong Kong

”

“ We had a dedicated team from Robert Walters who provided consistency and a great level of expertise in their relevant disciplines. The team clearly communicated the recruitment process to us and provided sound advice around the market, candidate experience and expectations.

Sam Reynolds, Senior HR  
Advisor, ARTC, Australia

”

---

### 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 17 years.

---

### 5. Innovation culture

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.

---

### 6. Long-term business focus

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. End-to-end recruitment service

We offer clients a true end-to-end recruitment service, from permanent, contract and interim recruitment through to recruitment process outsourcing.

# CONTENTS

## INTRODUCTION

Global Trends .....	10
Regional Trends.....	12

## REGIONAL OVERVIEWS

Australia & New Zealand .....	14
Europe .....	16
Greater China .....	18
Japan & South Korea .....	20
Middle East.....	22
Africa .....	23
North America .....	24
South East Asia .....	26
United Kingdom .....	28

## AUSTRALIA

<b>OVERVIEW.....</b>	<b>32</b>
----------------------	-----------

## AUSTRALIAN CAPITAL TERRITORY

<b>OVERVIEW.....</b>	<b>34</b>
<b>Technology, Digital &amp; Transformation .....</b>	<b>35</b>

## NEW SOUTH WALES

<b>OVERVIEW.....</b>	<b>36</b>
<b>Accounting &amp; Finance</b>	
Commerce & Industry.....	42
<b>Banking &amp; Financial Services</b>	
Accounting & Finance .....	43
Financial Planning & Wealth Management .....	44
Funds, Custody & Institutional Banking .....	44

Retail, Commercial & Corporate Banking .....	45
<b>Risk Management, Compliance &amp; Audit .....</b>	<b>46</b>
<b>Business Support .....</b>	<b>47</b>
<b>Human Resources &amp; Safety.....</b>	<b>48</b>
<b>Legal .....</b>	<b>49</b>
<b>Engineering, Energy &amp; Infrastructure .....</b>	<b>50</b>
<b>Procurement, Supply Chain &amp; Logistics .....</b>	<b>51</b>
<b>Sales, Marketing &amp; Communications</b>	
Banking & Financial Services .....	52
Commerce & Industry.....	53
<b>Technology, Digital &amp; Transformation</b>	
Business Applications .....	55
Development & Testing.....	56
Digital .....	57
Emerging Technologies .....	58
Senior Appointments.....	59
Infrastructure .....	60
Project Services .....	61

## QUEENSLAND

<b>OVERVIEW.....</b>	<b>62</b>
<b>Accounting &amp; Finance</b>	
Banking & Financial Services .....	68
Commerce & Industry.....	69
Public Sector .....	70
<b>Business Support .....</b>	<b>71</b>
<b>Human Resources &amp; Safety.....</b>	<b>72</b>

<b>Technology, Digital &amp; Transformation .....</b>	<b>73</b>
<b>Procurement, Supply Chain &amp; Logistics .....</b>	<b>74</b>
<b>Sales, Marketing &amp; Communications .....</b>	<b>75</b>
<b>Resources, Engineering &amp; Construction.....</b>	<b>76</b>

## SOUTH AUSTRALIA

<b>OVERVIEW.....</b>	<b>77</b>
<b>Accounting &amp; Finance</b>	
Commerce & Industry.....	79
<b>Banking &amp; Financial Services .....</b>	<b>80</b>
<b>Business Support .....</b>	<b>81</b>
<b>Human Resources &amp; Safety.....</b>	<b>81</b>
<b>Sales, Marketing &amp; Communications .....</b>	<b>82</b>
<b>Technology, Digital &amp; Transformation .....</b>	<b>83</b>

## VICTORIA

<b>OVERVIEW.....</b>	<b>84</b>
<b>Accounting &amp; Finance</b>	
Banking & Financial Services .....	88
Commerce & Industry.....	89
<b>Banking &amp; Financial Services .....</b>	<b>90</b>
<b>Business Support .....</b>	<b>91</b>
<b>Human Resources .....</b>	<b>92</b>
<b>Sales, Marketing &amp; Communications .....</b>	<b>93</b>

## Technology, Digital & Transformation

Digital, Applications & Development .....	94
Infrastructure & Security .....	95
Project Services .....	96

## WESTERN AUSTRALIA

<b>OVERVIEW</b> .....	97
<b>Accounting &amp; Finance</b> .....	100
<b>Business Support &amp; Human Resources</b> .....	102
<b>Construction, Engineering &amp; Architecture</b> .....	104
<b>Procurement, Supply Chain &amp; Logistics</b> .....	105
<b>Sales, Marketing &amp; Communications</b>	
Banking & Financial Services .....	106
Commerce & Industry.....	107
<b>Technology, Digital &amp; Transformation</b> .....	108

## NEW ZEALAND

<b>OVERVIEW</b> .....	110
-----------------------	-----

## AUCKLAND

<b>OVERVIEW</b> .....	112
<b>Accounting &amp; Finance</b> .....	116
<b>Banking &amp; Financial Services</b> .....	117
<b>Business Support</b> .....	118
<b>Human Resources &amp; OH&amp;S</b> .....	119
<b>Legal</b> .....	120

<b>Procurement &amp; Supply Chain</b> .....	121
<b>Sales, Marketing &amp; Communications</b> .....	122
<b>Technology, Digital</b> .....	123

## WELLINGTON

<b>OVERVIEW</b> .....	126
<b>Accounting &amp; Finance</b> .....	130
<b>Business Support</b> .....	131
<b>Business Transformation</b> .....	132
<b>Human Resources &amp; OH&amp;S</b> .....	133
<b>Legal</b> .....	134
<b>Policy &amp; Regulatory</b> .....	134
<b>Procurement</b> .....	135
<b>Property &amp; Facilities Management</b> .....	135
<b>Sales, Marketing &amp; Communications</b> .....	136
<b>Technology, Digital</b> .....	137

## DOWNLOAD OUR SALARY SURVEYS




### DOWNLOAD OUR SALARY SURVEY BOOKS

Drawing on our local knowledge and expertise across six continents we've produced a series of books covering:

- Australia & New Zealand
- Brazil
- Canada
- Europe
- Greater China & South East Asia
- Japan
- Middle East & Africa
- South Korea
- United Kingdom

Download your copy today by visiting  
[www.robertwalters.com/salary-survey](http://www.robertwalters.com/salary-survey)



“ WELCOME TO THE 20TH  
EDITION OF THE GLOBAL  
SALARY SURVEY PROVIDING  
CREDIBLE INSIGHT INTO  
HIRING AND SALARY TRENDS  
WORLDWIDE.

”

---

# ABOUT THE SALARY SURVEY

Welcome to the 20th 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 2018, 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 DAUBENEV, DEPUTY  
CHIEF EXECUTIVE OFFICER**

## GLOBAL OVERVIEW

“Overall the global hiring market was buoyant in 2018, with most markets reporting an increase in hiring due to positive economic conditions and employer confidence. Many markets continued to face candidate shortages, especially in relation to bilingual professionals and those with specialist digital skills.

Across Europe, the recruitment market went from strength to strength in 2018. In France, we saw an increase in

investment and hiring across all sectors as the business-friendly government eased employment regulations.

Businesses in Belgium expanded and hiring in Germany and Ireland increased across multiple disciplines. In Spain, we saw greater demand for bilingual candidates, especially for accounting and human resources roles.

The positive economic climate led to a candidate driven market in the Netherlands, with candidate shortages especially acute at the junior to mid-level. Switzerland remained the outlier with only minimal shifts in hiring volumes in 2018.

In the UK, employers faced candidate shortages as professionals proved reluctant to switch roles due to the uncertainty surrounding Brexit. The technology industry continued to grow and hire aggressively.

Across Africa, there was a surge in demand for returning professionals with international experience as businesses sought to implement international best practice and support government nationalisation policies. Businesses in the Middle East also focused on hiring local talent in support of nationalisation

programmes and hiring was up across the region.

South East Asia experienced a buoyant recruitment market in 2018, with rapid growth across Indonesia, Philippines, Thailand and Vietnam. This was driven by foreign direct investment and the continued entry of multinational companies. In comparison, hiring in Singapore and Malaysia was modest and stable as companies sought fewer but better-skilled professionals.

In Japan, local and foreign companies competed for bilingual candidates with international experience, putting pressure on this already scarce talent pool. Overall the market remained candidate driven and this will continue in 2019.

Greater China experienced strong economic growth in 2018, boosting

“

With talent shortages set to continue in 2019, we advise companies to streamline their recruitment processes to avoid losing out on top talent.

”

employer confidence and hiring activity across the region.

The Australia and New Zealand markets showed steady growth and modest salary increases in 2018, although pressure is growing for a long-awaited uptick in salaries in 2019.

## KEY TRENDS

### Global shortage of digital skills

The global demand for digital and technology skill sets continued apace and shows no sign of slowing in 2019.

In Australia, digital transformation was prevalent across many industries leading to sustained demand for development and digital specialists. Similarly, in South East Asia, digitalisation remained a key trend with cyber security, big data and AI specialists highly sought after.

In San Francisco, blockchain and cryptocurrency were growth areas, and start-ups utilising machine learning and AI continued to attract talent as candidates sought to be on the cutting edge of technological advancements. In Japan, roles related to data utilisation, AI development/deployment and infrastructure, rapidly increased across all industries.

Across Greater China, demand for top-tier talent experienced in high-tech and digital transformation projects outstripped supply. Candidate shortages were also a concern for the UK's growing technology industry as businesses faced stiff competition for software developers and engineers.

### Risk and compliance talent in high demand

While hiring across the banking and financial services sector varied by

region, there was widespread demand for risk, compliance and legal talent.

Regulatory pressure in the UK and Australia led to high demand for compliance and risk professionals and this is set to continue in 2019.

In Germany and Ireland, we expect to see even greater demand for regulatory professionals across risk, audit, compliance and legal, as the UK is scheduled to exit the EU in 2019.

### Advice to employers

With talent shortages set to continue in 2019, we advise companies to streamline their recruitment processes

to avoid losing out on top talent. Hiring managers should also clearly articulate the company's mission, strategy and values at interview stage to differentiate themselves from the competition. In addition, for scarce skill sets, employers are advised to hire ambitious, fast learners, even if they are not an exact fit for the job description.

Retaining staff will remain a top priority in 2019 so, on top of paying competitive salaries, employers should continue to invest in learning and development, benefits packages, flexible working and employer branding."



THE GLOBAL DEMAND FOR DIGITAL AND TECHNOLOGY SKILL SETS CONTINUED APACE AND SHOWS NO SIGN OF SLOWING IN 2019.



# REGIONAL TRENDS

With our presence spanning 29 locations 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 2018 and their predictions for the year ahead.

Our regional overviews include:

- Australia & New Zealand
- Europe
- Greater China
- Japan & South Korea
- Middle East & Africa
- North America
- South East Asia
- United Kingdom



**THE GROUP'S INTERNATIONAL NETWORK  
OF OFFICES SPANS 29 LOCATIONS AND  
SIX CONTINENTS ENABLING US TO  
MEET THE DEMANDS OF CLIENTS AND  
CANDIDATES WHOSE NEEDS EXTEND  
BEYOND LOCAL MARKETS**

---



## AUSTRALIA & NEW ZEALAND

### INTRODUCTION

“The Australia and New Zealand markets continued their trajectory of steady growth in 2018, without ever threatening to break out into all-out booms.

Salary growth has generally been modest for the past three years and pressure is gradually building for a possible uplift in wage levels in 2019.

Several industry sectors are experiencing high demand for qualified talent in specialisms where there is limited supply. The most notable pressure points apply to specific roles in infrastructure, technology, and banking and financial services.

### INFRASTRUCTURE DRIVING DEMAND

The skylines of most major cities in Australia and New Zealand are currently dotted with cranes, as national infrastructure projects continue. Civil engineers and project managers will be highly sought after in 2019 to help deliver new roads, railways, hospitals, schools, stadiums and hotels. We expect an increase in demand for ancillary roles too, such as architects, interior designers and lawyers with relevant contract expertise.

### TECH POWERING GROWTH

In the technology space, we will see demand for numerous IT specialists continue unabated in 2019. High-profile security breaches and regulatory scrutiny are increasing the value of

### Our presence in Australia & New Zealand:

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

cyber security professionals, who are already in short supply. Organisations from every industry and sector will continue their digital transformations, leading to sustained demand for development and digital specialists. Likewise business intelligence,

automation and data management professionals will be sought to help companies rebuild services and products around customer behaviour.

## FINANCE REGULATION TIGHTENS

The banking and financial services sector in Australia felt the sting of media criticism and public discontent during 2018, as revelations of misconduct were laid bare by the Royal Commission. Consequently, the regulatory crackdown will continue in 2019, with the number of risk and compliance roles substantially outstripping supply.

## ADVICE FOR EMPLOYERS

Given the shortage of local talent in many sectors, 2019 is shaping up to be a challenging year for hiring managers. Part of the answer will lie in the power of networks: knowing where the market is heading, who the talent is, where to find them and how to secure them.

The other essential part will be to think long-term: hiring and training graduates with the right aptitude, as well as upskilling existing personnel. For example, with new or emerging roles such as conduct risk managers there are very few experienced specialists in the market. Employers may need to respond by training existing personnel to identify and mitigate risk.

## POLITICAL OUTLOOK

In New Zealand there was concern that the new government may dent business confidence, however the recruitment market remained buoyant in 2018. As Australians head to the polling booths in 2019, employers will hope

that the next government does not put the brakes on hiring flexible workforces to deal with short-term supply issues.

As in Washington and London, anti-immigration rhetoric has reverberated along the corridors of power in Wellington and Canberra during 2018.

“

The skylines of most major cities in Australia and New Zealand are currently dotted with cranes, as national infrastructure projects continue.

”

Some employers fear their growth could be stifled by further restrictions upon hiring overseas talent. In 2019, we hope economic pragmatism will prevail over populism.

Overall, heading into 2019, we believe the Australian and New Zealand hiring market remains in good shape.

Many of the ingredients are in place for a positive year and, after a few years of modest wage rises, pressure is gathering for a long-awaited uptick in salaries.”

## James Nicholson

Managing Director  
Australia & New Zealand





# EUROPE

## 2018 TRENDS

“The European recruitment market went from strength to strength in 2018. Overall hiring levels were high, underpinned by a growing economy, increased investor confidence in the eurozone and UK-based roles transferring to the region due to Brexit, all of which led to businesses aggressively hiring new talent.

In France, the strong market conditions of 2017 continued into 2018 with companies actively recruiting across the market. The economic climate was reinforced by a business friendly government easing employment regulations. This bolstered confidence leading to investment across all sectors. In particular, the number of construction projects increased. The demand

for engineering and supply chain professionals was also high thanks to large-scale investment in new plants and factories. As a consequence, HR, legal and finance professionals were in high demand.

The continued economic upturn in the Netherlands led to an extremely candidate driven market at all levels of seniority, with shortages most apparent at the junior to mid-level. In an attempt to attract talent early, high-potential students were beginning to be offered contracts for finance and banking roles whilst still at university.

In Belgium, recruitment levels remained high as businesses expanded in response to the positive economic climate. There was also strong demand

## Our presence in Europe:

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

for bilingual candidates, especially for accountants and customer services specialists.

Hiring levels increased in Ireland resulting in high demand for candidates across multiple specialisms.

In response, businesses focused on reducing time to hire, improving employer brand, staff retention and benefits packages whilst offering more remote and flexible working options.

Switzerland saw minimal shifts in hiring volumes in 2018 with only a couple of pockets of increased activity. The luxury sector had a more positive outlook in comparison to 2017 and the financial services industry saw an increase in corporate banking hiring from both local and international companies.

Confidence in the German economy continued to rise which led to significant hiring activity across a vast array of disciplines. In Frankfurt, banking and financial services hiring across risk, audit, finance, compliance, legal and regulation increased as roles were transferred from the UK due to Brexit. Outside of financial services, we saw a continued trend for digitalisation both in marketing and technology.

In 2018 Spain benefited from the positive macroeconomic situation in Europe. Hiring was strongest in the information technology, manufacturing, energy and construction sectors where businesses focused on hiring engineers and digital transformation specialists. English speaking professionals were highly sought after as companies strengthened their accounting and human resources functions.

## 2019 FORECAST

Europe is expected to continue its strong economic growth in 2019, resulting in a favourable recruitment market with confidence remaining high among professionals and employers.

The biggest issue for the region will be keeping up with demand as candidate shortages are already present and are expected to intensify over the next 12 months.

In the Netherlands, hiring shortages will become more acute across all sectors but will also move upward in seniority. Within finance, the standardisation of financial processes will decrease the demand for operational and transactional professionals and increase the demand for candidates with strong analytical capabilities.

The demand for new hires in France shows no sign of slowing down, but this must be considered within the context of growing skills shortages which will once again drive up salaries. HR professionals are most likely to be highly sought after, as in all sectors companies are becoming acutely aware of the need to retain employees, especially those at a senior level.

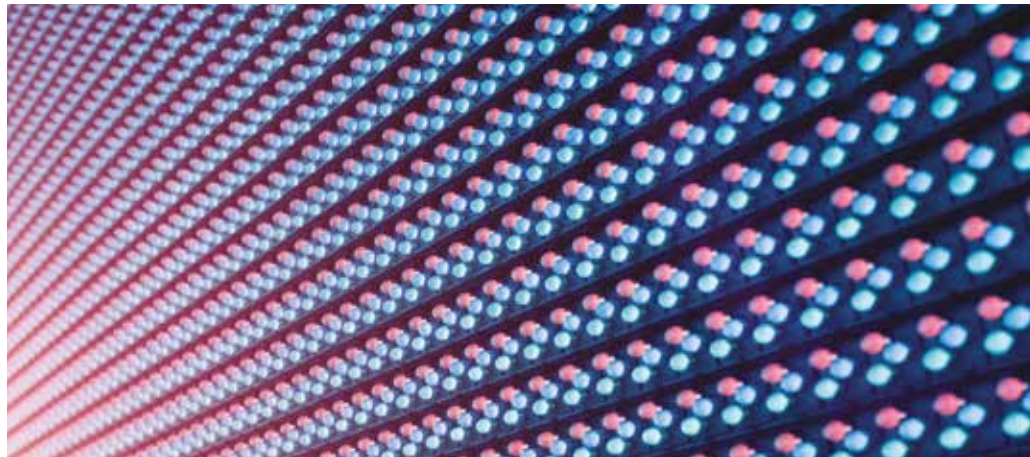
In Belgium, we expect organisations to continue to expand and create new jobs. The demand for bilingual candidates will remain high, especially in the Brussels region. The Belgian labour market will remain candidate

driven, with hiring managers needing to move quickly and be more flexible in order to secure top talent. As pressure on talent pools continues to increase, employers will need to raise salaries of highly sought-after professionals in order to remain competitive.

In Ireland, the job market will remain strong, with hiring continuing across most sectors. Britain's departure from the EU will lead to an extremely high demand for regulatory professionals across the risk, compliance, legal and finance sectors, leading to a persistent skills shortage. Securing and retaining top talent will mean offering competitive salaries, but employers will also need to focus on promoting their brand and company culture.

In Spain, the employment market will continue to be buoyant as IT and engineering businesses continue to hire at great pace. We also expect to see more hiring activity across finance, legal and HR as many small businesses grow and larger players try to defend their market position."

**Antoine Morgaut**  
CEO  
Europe & South America





## GREATER CHINA

“In 2018, we witnessed strong economic growth across the Greater China region and an overall optimistic outlook which drove an increase in hiring activity.

Technology is fundamentally changing the hiring landscape across the region as businesses seek to digitalise and become more technologically advanced. Hiring managers are competing to secure recruits from a limited pool of candidates with experience in high-tech and digital transformation projects. IT professionals in several specialist areas, including AI, business intelligence, cyber security, automation and analytics continued to be in high demand throughout 2018.

### MAINLAND CHINA

Supported by various national initiatives such as Manufacturing 2025, Belt and Road and ‘Internet Plus’, Mainland China’s outbound investment and development of innovative technology maintained an upward trajectory in 2018. Demand for top-tier talent in high-end technology such as virtual reality (VR), AI, Internet of Things (IoT) and machine learning dramatically exceeded supply as businesses fought to attract individuals with relevant experience.

Mainland China is now one of the leading global investors in digital technologies and e-commerce. Previously, China’s e-commerce industry had a stronger domestic focus but we are now seeing e-commerce businesses expanding

### Our presence in Greater China:

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

both regionally and globally. As a result, many companies across a wide range of industries have been seeking professionals who are both familiar with global business and proficient in English, putting the level of demand for bilingual talent at an all-time high, in particular for those with international experience.

At the same time, the Southern China region is now known as Mainland China's open innovation centre and is home to technological leaders as well as many digital start-ups. The heavy investment in data and research centres has driven demand for talent, not only from other parts of Mainland China but also other countries in Asia and across the world.

## HONG KONG

Hong Kong started 2018 with robust economic growth and buoyant recruitment levels, supported by solid global demand for Hong Kong products and services, a rebound in visitor numbers and a strong economy in Mainland China. At the same time, the Guangdong-Hong Kong-Macao Bay Area and the Belt and Road initiatives are encouraging strategic partnerships within the region and a flow of talent between Hong Kong and Mainland China.

Financial institutions and companies across different industries sought to actively increase headcount, with businesses often hiring for several positions at once, in contrast to the previous five years when simultaneous recruitment was only seen in niche areas.

There continued to be strong demand for professionals with the technical expertise to help companies implement digitalisation projects. Skill sets in highest demand included cloud computing, big data, DevOps, e-commerce, analytics, cyber security and fintech.

## TAIWAN

Taiwan continued to grow at a steady pace as it has done over the past decade. The country also sustained strong export momentum in 2018 and there were signs of recovery in the retail sector. Job volumes grew considerably across multinational and local companies in 2018.

The Taiwan government is implementing a Green Energy Industries and Technological Innovation plan to boost renewable energy development, leading to international wind power turbine makers and installers setting up regional operational headquarters in Taiwan. This is driving demand for HR, engineering and supply chain professionals.

Despite a growing skills shortage, pay increases remained conservative for professionals who stayed in the same role. This can be attributed to the stability and maturity of Taiwan's job market; professionals have grown accustomed to this degree of wage stagnation.

## LOOKING AHEAD

Professionals who thrive on change stand to gain the most in 2019, as organisations continue to embrace new ways of working, led by digital-first strategies. At the same time, digital technologies have already dramatically impacted the culture around work and the evolution of "smart workplaces". Employers should consider adopting new digital technologies and platforms to create positive employee experiences, helping to attract and retain employees, in particular millennials.

Staff retention will continue to be a top priority for all organisations in 2019 and we advise that, in addition to paying competitive salaries, companies need to examine multiple factors, such as corporate culture, employer branding, learning and development opportunities, career progression and international mobility in order to retain the best talent."

**Matthew Bennett**  
Managing Director  
Greater China





## JAPAN & SOUTH KOREA

### JAPAN

“In 2018, there was high and sustained demand for bilingual professionals with international experience, as Japanese companies sought to ‘go global’ bolstered by their confidence in the domestic economy. Foreign companies with operations in Japan sought to attract the same professionals, putting pressure on this already scarce talent pool.

We saw the government’s vision for a smart society, Society 5.0, begin to take shape as the number of roles related to data utilisation, AI development/ deployment and infrastructure, rapidly increased across all industries. As the country geared up to rollout 5G by 2020, we saw an increase in job openings related to IoT technologies

such as autonomous driving and smart supply chain.

Whilst AI continued an upward trend, the demand for talent remained high in 2018 as companies sought various skill sets, including professionals experienced in building data-informed strategies and client liaison roles.

Automation specialists were highly sought after as many companies looked to leverage cutting-edge technologies such as Robotic Process Automation and machine learning to increase efficiency and improve employees’ work-life balance.

With automation giving employees more time to focus on work with a direct impact on the bottom line, we saw

### Our presence in Japan & South Korea:

- Osaka
- Seoul
- Tokyo

demand fall for clerical staff across some companies, particularly large financial institutions.

Elsewhere, we saw an uplift in demand for sales and marketing staff in the consumer goods and hospitality industries, as tourist numbers grew in the lead up to the 2020 Olympics. However, hospitality companies struggled to hire bilingual specialists as demand increasingly outstripped supply.

The Integrated Resort Implementation Bill also came into force which will eventually result in large-scale hiring across the hospitality industry as companies make plans to develop facilities such as casinos, hotels and exhibition centres.

The sustained labour shortage will continue to drive a competitive job market in 2019 giving jobseekers greater opportunities and leverage.

As a result, employers will need to excite candidates with their company's vision and growth potential as well as offer competitive compensation, learning and development opportunities and a clear career path to attract the best talent.

We also advise companies to streamline their recruitment processes to avoid losing top talent to competitors with quick interview and selection processes.

## **SOUTH KOREA**

Despite challenging conditions, such as the US-China trade war and the widening interest rate gap between South Korea and the US, foreign direct investment (FDI) reached a record high in 2018. This boost in FDI was driven by a boom in the semiconductor market, increased investment in the financial sector and eased geopolitical risks following the US-North Korea summit.

Domestic production and the number of jobs are expected to increase as large amounts of reported FDI have been made in the form of greenfield projects.

Keeping pace with the government's job creation policy, South Korean

conglomerates are making substantial investments in creating new roles, especially in the semiconductor and AI sectors, which are considered the most important components of the Fourth Industrial Revolution.

“ The sustained labour shortage will continue to drive a competitive job market in 2019 giving jobseekers greater opportunities and leverage. ”

A planned increase in the minimum wage and the implementation of the 52-hour work week began to affect businesses across the country in the second half of 2018. As a result, we have seen a significant increase in demand for HR professionals with compensation and benefits experience and we expect this to continue in 2019.

With the minimum wage set to rise by over 10% in 2019, many companies

started focusing on automation and smart factories as possible solutions to increased labour costs and the consequent decline in profit margins. This led to a notable increase in hiring in these areas, resulting in a rise in demand for professionals with expertise in AI and deep learning. We expect these trends to continue in 2019.”

### **Jeremy Sampson**

Managing Director  
Japan & Korea





## MIDDLE EAST

### 2018

“The Middle East experienced a positive year with a significant increase in hiring across the region.

Companies continued to focus on recruiting local talent as part of their nationalisation programmes. This led to fewer relocations by international professionals and, in some cases, added to the exodus of expats from the region.

An increase in hiring was seen across retail, sales, marketing and technology as businesses looked to expand. Many local and international financial services firms also expanded their teams with growth in hiring highest in Kuwait City, Riyadh and Dubai.

Countries within the Gulf underwent extensive changes due to the introduction of VAT and while a rise in demand for tax specialists was predicted, in reality these requirements were outsourced to countries with experienced tax teams. Instead, demand for traditional accountants and

analysts continued to dominate the market. In the legal sector, construction dispute lawyers were in highest demand as construction projects continued to launch across Dubai and Saudi Arabia.

The hiring market in Saudi Arabia continued to grow as both the private and public sectors actively recruited nationals to deliver the Kingdom’s 2030 Vision. However, retention remained a problem as professionals frequently changed jobs to secure salary increases.

Across the Gulf, the hiring market remained client driven.

### 2019

In the UAE, the growing demand for nationals will continue to dominate the market as many companies aim to comply with ‘Emiratization’ legislation. As a result, local market knowledge will be a key differentiator for all professionals across the region.

Multinationals will continue to open their regional headquarters in Dubai, bringing further opportunities for finance

professionals. Meanwhile, demand for legal professionals is expected to remain steady across the Gulf.

Within the luxury space, we predict an increase in salaries offered to top talent. There is a widespread view that the software market will continue to perform well across the region, with the largest growth predicted for Saudi Arabia.

Digitalisation is expected to come to the forefront in 2019, as companies look to optimise performance.

There is an atmosphere of cautious optimism across the region and skilled professionals in all industries should be able to find lucrative new opportunities in 2019.”

**Jason Grundy**  
Managing Director  
Middle East



## AFRICA

### 2018

**South Africa** - “In South Africa we saw an increase in hiring activity across professional disciplines due to positive political changes and the resulting rise in market confidence. However, as hiring activity rose, so did the disparity between employer requirements and the available pool of talent which highlighted the ongoing skills shortage across the country.

The demand for employment equity candidates continued to influence hiring processes and this trend shows no sign of slowing. Returning South Africans with international experience were also in high demand as businesses looked to adopt international best practices.

**Rest of Africa** - The East Africa market matured and the demand for local talent with emerging market and start-up experience continued to be at the forefront of hiring requirements.

In West Africa, the continued decline of the traditional oil and gas industries marked a change in skill set requirements as countries focused on

emerging sectors, including agriculture and manufacturing. Professionals with international experience looking to return home were in high demand.

In North Africa, muted oil prices and foreign currency fluctuations had a significant impact on the hiring market.

Many companies throughout the continent have realigned their business strategies to focus on developing countries with stable economies and political structures. There has also been a corresponding increased demand for top-tier sales professionals as companies look to gain market share in these key territories.

### 2019

**South Africa** - We expect measured business confidence in 2019, contingent on political stability.

Employment equity strategies will continue to dictate hiring trends and due to ongoing talent shortages, highly desirable candidates will likely secure salary increases of up to 10-15%.

**Rest of Africa** - We expect employers in developing countries to maintain a sense of measured confidence. Demand for specialist skills within operations, finance, sales, engineering and technology will continue to support growth.

Business and hiring activity will focus on East and West Africa with countries such as Kenya, Ghana, Nigeria and the Ivory Coast driving industrialisation and sustainable projects in power, water, transport and communication.

Companies will continue to support nationalisation leading to a growing demand for skilled nationals with international experience. This is likely to result in a significant skills gap as companies compete for the same talent. The effects of this will vary, but hiring managers are advised to proactively drive recruitment processes to secure top talent.”

**Nic Sephton-Poultney**  
Managing Director  
South Africa



## NORTH AMERICA

### SAN FRANCISCO 2018

“Recruitment levels in the San Francisco Bay Area in 2018 were exceptionally high, driven by business growth and a candidate short market.

Technical talent was in highest demand, with senior software engineers extremely sought after. Experienced designers, product marketers and HR/people operations professionals were in short supply, while demand for finance and business operations talent remained consistently high.

Blockchain and cryptocurrency were growth sectors, and start-ups utilising machine learning and artificial intelligence continued to attract talent. Fintech, edtech, and healthtech were also active hiring sectors.

Salaries increased by around 5-7% in 2018 and while it's too early to predict if it will continue to rise at the same pace in 2019, we certainly do not expect compensation levels to decline.

### 2019

Venture capital firms will continue to inject new capital into the early and growth stage start-up ecosystem in 2019.

Whilst the number of vacancies in people operations was in sync with the number of jobseekers in 2018, we expect this to change in 2019 as more companies look to hire for this function.

We anticipate that senior engineers, especially engineering leaders, will remain the most challenging candidates to hire.

### Our presence in North America:

- Los Angeles
- New York
- San Francisco
- Toronto

As competition for top talent continues to escalate, companies should focus on streamlining their recruitment processes. Employee retention will remain a challenge for tech firms in the San Francisco Bay Area as competing companies will continue their attempts to lure staff away with lucrative compensation packages.

Mission-driven companies will have a better chance of attracting and retaining candidates, but no company is immune to the disruption of candidate churn.

Overall, we expect a hiring boom in 2019, with unrelenting competition for top talent. Emerging technologies like blockchain, machine learning, and autonomous vehicles will keep attracting candidates who want to be on the cutting edge of technological advancements.

## **NEW YORK 2018**

Record levels of low unemployment and a decade of economic growth in the US meant that competition for qualified candidates continued, with candidates sometimes entertaining three or four job offers at a time. The candidate shortage forced companies to improve their efforts to retain talented workers, resulting in more flexible work environments and other benefits not common a few years ago.

## **2019**

Demand for compliance and legal professionals in banks, as well as risk management specialists in hedge funds and buy-side companies, will be high. In technology, data science and cyber security will continue to be key hiring areas.

Sales and marketing will continue to drive hiring in commerce, primarily at the junior to mid-level with businesses struggling to hire at these levels in 2019. Hiring managers will need to maintain a sense of urgency in the recruitment process to secure top talent. Despite the tight labour market and a decade of low unemployment, salaries

only increased by about 2-5%. In 2018, fringe benefits like flexible working hours, gym membership and free food have been embraced by many organisations, however they may need to be more creative when trying to compensate and retain key staff in 2019.

We expect to see robust hiring levels in the first half of 2019, driven by tax cuts and increased government spending. This will cause salaries to inch upwards next year. However, potential increases in trade tariffs could destabilise financial markets and lead to a fall in sales for major companies, resulting in hiring freezes or wage stagnation as we move into 2020.

## **TORONTO 2018**

An influx of start-up technology companies, the expansion of the real estate investment market and a continued focus on improving controls and governance within large financial institutions led to a buoyant recruitment market in Toronto. Professionals in accounting and finance, as well as legal and compliance, were in high demand.

Increasingly seen as the 'Silicon Valley North', demand for STEM graduates with the ability to work in a start-up environment was high. When recreational cannabis became legal in October 2018, companies in cannabis production and distribution grew rapidly and sought out any qualified candidates with professional experience in the sector.

Financial reporting accountants with large scale consolidations experience were in demand, as firms grappled with tighter reporting deadlines and changes

in IFRS legislation. General counsel and compliance managers looked to secure practice-trained lawyers with expertise in IIROC and SEC regulations, as Canadian asset management firms continued to expand into the US.

Inflation hit 3% in Canada and brought salary increases of just above that for most professionals. Those moving jobs saw average salary increases of 7-11%. Tax, internal audit and regulatory compliance professionals saw increases closer to 11-15%.

## **2019**

In 2019, 'Big 4' trained CPAs 18-24 months out of practice will be in high demand, due to their highly desirable hybrid skill set of external audit plus hands-on accounting experience, particularly at the controller/VP finance level.

Lawyers with strong M&A deal experience in burgeoning sectors like pharmaceuticals, cannabis, IT and real estate, as well as compliance officers with dual Canadian and US regulatory knowledge will also be in demand.

Hiring managers will need to streamline interview processes to ensure they keep millennial candidates, or they will risk losing them to nimble start-ups that move at a rapid pace and often offer equity even for junior to mid-level staff."

**Simon Bromwell**  
Managing Director  
North America



## SOUTH EAST ASIA

### 2018: A DYNAMIC GROWTH LANDSCAPE

"In 2018, hiring across South East Asia was buoyant, with rapid growth across the maturing economies and a noticeable evolution in hiring needs in the more established markets.

Indonesia, Philippines, Thailand and Vietnam all showed strong levels of hiring as organisations sought to expand their teams to fuel continued growth. The continued entry of multinational companies and foreign direct investment were key drivers of growth in these markets. We saw stiff competition for skilled and experienced talent in 2018, and we expect these markets to maintain their robust growth momentum in 2019.

Hiring in Malaysia and Singapore was stable and modest in 2018 compared to the other South East Asian markets. In these more established markets, companies sought fewer but better skilled professionals whose expertise and experience could add significant value. We expect this to continue in 2019.

### STRONGER INDUSTRIAL PRESENCE

South East Asia's role as an industrial hub within Asia looks set to grow due to a greater injection of foreign investment into the region, particularly from China. In 2018, a number of new entrants set up operations and existing players expanded their footprint, bolstering confidence and hiring activity.

### Our presence in South East Asia:

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

This stimulated demand for professionals with industrial experience across a range of roles, including engineering, manufacturing, supply chain, sales and marketing, finance and human resources.

## CONTINUED PUSH TOWARDS DIGITAL

Digitalisation remains a key trend influencing hiring across the region and sustaining the high demand for IT talent. The growth of cyber security, big data and artificial intelligence has driven the need for IT specialists in these niche areas.

The impact of digitalisation, however, reaches far beyond the technology sector and we have seen significant demand for professionals with relevant digital capabilities. This includes marketers with digital and e-commerce expertise, supply chain and logistics experts with knowledge in automation and machine learning and HR professionals with experience using the latest HR technologies.

## AN EVOLUTION IN HIRING NEEDS

Across the region, we have seen an increased effort by companies to hire local talent, in part due to government policies and recommendations. At the same time, businesses are looking to expand outside of the country and this has driven demand for “glocal” talent, or local talent with international experience. For less mature markets, employers often sought professionals with experience working in more developed markets to lead growing teams.

Companies, particularly those in the more mature markets, are also looking to refine and optimise their recruitment processes and we have seen a larger number of companies moving to recruitment process outsourcing solutions.

## HIRING ADVICE

Businesses in the region are placing more focus on employee retention by investing in training, offering benefits such as flexible working arrangements and providing attractive counter-offers for their top talent. As such, employers looking to hire skilled professionals will need to do more to secure the talent they want.

“

Businesses are looking to expand out of the country and this has driven demand for “glocal” talent, or local talent with international experience.

”

This includes providing a competitive salary and benefits package, acting swiftly and maintaining good communication throughout the recruitment process. Most importantly, it’s about showing genuine interest in a candidate’s future, and demonstrating how he or she will be an integral part of the organisation.

To overcome skill shortages in certain sectors, companies should also expand their pool of candidates and reach out to local professionals residing overseas. Our ‘Return Home’ campaigns – Pulang Kampung (Indonesia), Balik Bayan (Philippines), Balik Kampung (Singapore) and Come Home Phố Good (Vietnam) – have helped businesses in the region identify and hire overseas returning professionals with the necessary expertise, skill sets and international experience.

## 2019: A POSITIVE OUTLOOK

There are several elections being held across South East Asia in 2018 and 2019, and these typically have some impact on recruitment activity. Assuming political stability, we expect the recruitment markets in South East Asia to maintain their dynamic growth in 2019.”

### **Toby Fowlston**

Managing Director  
South East Asia





## UNITED KINGDOM

### 2018 TRENDS

“Despite high demand for specialist and highly skilled mid-level and senior professionals, employers had to contend with a UK-wide candidate shortage across most disciplines. Uncertainty around Brexit appeared to be creating a fear of ‘last in first out,’ which in turn meant candidates were less willing to move roles as swiftly as they had in previous years.

The UK remained a ‘two-speed economy’ with London-based financial services firms experiencing slow growth due to Brexit-related concerns, while non-financial services companies outside of London experienced much faster growth. This was partly due to the volume of large companies setting up secondary offices and shared service

centres outside of London. Manchester, Leeds and Birmingham have been particularly successful in positioning themselves as regional ‘tech-hubs’, attracting talent that would have historically migrated to London.

The technology industry was one of the fastest-growing markets across the whole of the UK and given the innovative and highly skilled nature of the industry there was an ongoing shortage of suitably qualified candidates.

The demand for software developers and engineers was especially high, leading to inflated salary expectations amongst candidates.

Hiring across the legal sector became increasingly competitive leading to firms

### Our presence in the UK:

- Birmingham
- Bracknell
- Leeds
- Liverpool
- London
- Manchester
- Milton Keynes
- St Albans

paying premiums for experienced lawyers across most skill sets.

The demand was in part due to a lack of lawyers at the 2-4 years PQE level. This was caused by a reduction in the number of trainees being hired a few

years ago, coupled with the increase in European regulations, creating a spike in demand for both in-house and private practice lawyers. In fact, a number of venture capital-backed start-ups hired their first legal counsel in 2018.

In commerce and industry, demand for finance professionals remained strong across the UK at all levels from part-qualified accountants through to finance directors. As candidates now understand their worth they are increasingly pushing for commercial or strategic roles rather than core reporting positions.

Due to uncertainty around Brexit, banks and financial services firms took a relatively cautious approach to recruitment characterised by replacement hiring. Compliance, risk and audit were exceptions, with professionals in these areas highly sought after due to pressure from regulators.

In comparison to the previous year we saw salaries rise faster in 2018 but on the whole increases were not significant unless professionals were working in a market short of qualified professionals, such as technology or compliance.

## 2019

The outcome of Brexit will be the key determinant of hiring market conditions in 2019, especially for the financial services sector. However, despite Brexit, there will be pockets of intense hiring activity within financial services driven by demand for skills such as compliance, risk and audit. We will also continue to see traditional finance functions hiring at all levels as general business growth

is likely to continue. Technology aligned companies and venture capital-backed start-ups show no sign of slowing down, and the rate at which they continue to attract investors will be a big pull for candidates who are looking to future-proof their careers. Hiring in the technology sector will remain high in areas such as Manchester, Leeds and Birmingham with further expansion expected in these regions.

“

The outcome of Brexit will be the key determinant of hiring market conditions in 2019, especially for the financial services sector.

”

We advise businesses facing candidate shortages to be flexible and consider hiring professionals with transferable skills. Companies should consider taking on candidates who are ambitious and fast learners, even if they are not an exact fit for the job description, in

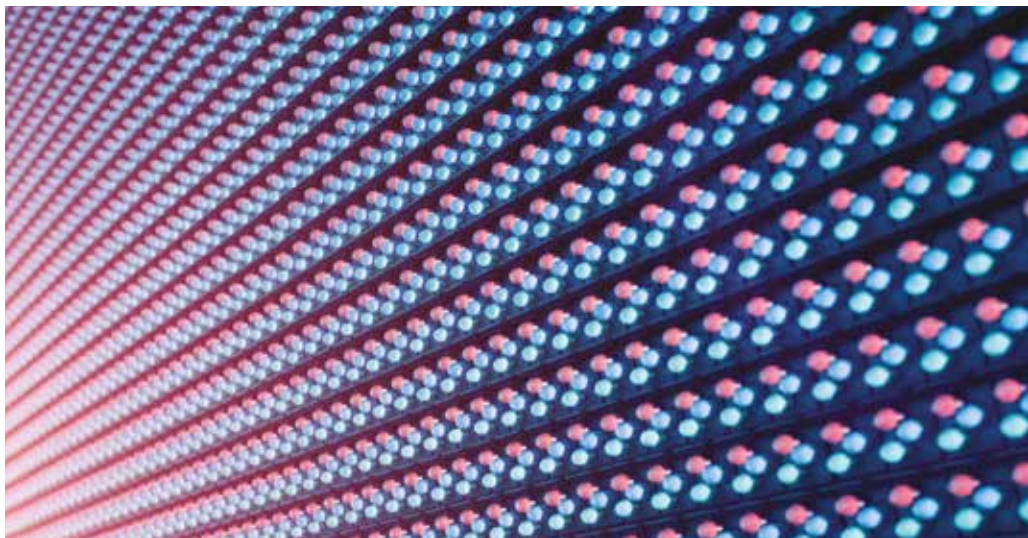
order to support areas of growth within the business.

Our recommendation to candidates who are looking for a new role would be to embrace digitalisation and innovation to ensure they remain current and relevant to changing working practices.

In-demand professions or specialist roles will continue to command premiums, but general salary inflation will be subject to, and defined by, the outcome of Brexit and other variable macroeconomic conditions.”

### **Chris Hickey**

CEO  
UK, Middle East & 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 markets in 2019.

The locations covered are:

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



# AUSTRALIA

Heading into 2019, pressure is mounting for long-awaited wage growth in the Australian economy. Company profits are approaching record levels, living costs have risen – particularly property and energy prices – and demand for talent in the jobs market continues, with skill shortages in several specialist areas.

Major infrastructure projects are under way in every state, resulting in employers to seek architects, engineers, and construction professionals in 2019. There will also be positive knock-on effects in the professions that service these projects, such as accounting and legal.

With rising commodity prices, Australia's mining and resources sector is enjoying a resurgence in investment and activity that will continue in 2019 and beyond. Western Australia and Queensland will experience acute skill shortages, mainly in engineering, project delivery, commercial management, project controls, and quality and safety. While there will be wage growth in this sector, Australia will not experience an economic boom as it did a decade ago.

The Royal Commission into misconduct in the banking, superannuation and financial services industry has exposed substantial ethical failings in many institutions and the fall-out will be felt in the jobs market in 2019. As regulators tighten the screws, employers' demand for risk, remediation and compliance professionals will exceed supply, with the effect particularly felt in Sydney and Melbourne.

# 67%

OF PROFESSIONALS ARE  
MOTIVATED BY A GOOD  
WORK-LIFE BALANCE

“

With rising commodity prices, Australia's mining and resources sector is enjoying a resurgence in investment and activity that will continue in 2019 and beyond.

”



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

Risk management is also on the priority list for the rest of corporate Australia, in the wake of several high-profile customer data breaches. Consequently, IT professionals with cyber security expertise will continue to be in demand in 2019.

With digital transformation progressing across all industries in every state, demand will remain high for specialists in areas such as DevOps, automation and robotics, business intelligence and data analytics.




Where skill shortages exist, salary rises are likely to be evident in 2019. However, many hiring managers will seek to compete in the jobs market with other inducements including learning and development, clear paths of career progression

and flexible working arrangements. Employers with fast, streamlined recruitment processes will succeed where others, who are less efficient and more bureaucratic, may fail. There are fears among employers that the government's stance on immigration could stifle growth, preventing the hiring of sufficient talent from overseas.



Of professionals are looking to change jobs

#### DRIVERS OF JOB GROWTH:

-  Infrastructure
-  Risk and Compliance
-  Digital Transformation

Employers with fast, streamlined recruitment processes will succeed where others, who are less efficient and more bureaucratic, may fail.

*\*All statistics from A&NZ Pay & Bonus Survey 2018, 1893 respondents*

# AUSTRALIAN CAPITAL TERRITORY



**ANDREW HANSON,  
MANAGING DIRECTOR,  
ACT & NSW**

## 2018 INSIGHT

The Australian Capital Territory (ACT) jobs market saw a gradual increase in demand and salary levels in 2018, compared to stable employment rates in 2017, and the rapid growth experienced in the two years prior to that. Ongoing government IT infrastructure upgrades and migrations continued to drive high demand for network engineers, software engineers, and systems engineers.

## 2019 EXPECTATIONS

The government IT infrastructure programs are long-term projects, so 2019 will see continued demand and salary growth for engineering roles along with IT project managers and cyber security specialists. We also expect increasing demand for cloud consultants, DevOps specialists, automation engineers and cloud architects, who are in short supply in ACT and already attract premium rates.

There is an ongoing shortage of qualified IT professionals in the local market which means employers will be operating in a highly competitive market. This will be exacerbated by the shortage of technical specialists with requisite security clearance.

For hiring managers, speed and flexibility will be critical in 2019. The best candidates will receive multiple job offers in quick succession. In the quest for talent, organisations with overly complex recruitment processes will be outmanoeuvred by more decisive competitors. Project delays cost money, so sometimes it's worth investing in a higher salary rather than risk losing out and potentially

waiting months for another suitable candidate to become available.

In addition to offering flexible work options (including remote working for professionals based interstate) hiring managers should consider sponsoring new recruits through security clearance. Investment in generating cleared talent will help reduce long-term resourcing costs, engender commitment from employees and open up a broader talent pool.

Another alternative is to hire junior professionals and train them up on the job. Overall, this may cost less than paying top dollar for highly experienced specialists and, having invested in junior employees, the employer's prospects of retaining them are improved.

Hiring managers should also keep tabs on the progress of the major projects that are underway in the region. Professionals often sign up for their next project before the end of their current stint and are reluctant to break contract in a tight knit market. So it pays to know when projects are due to complete, so that top talent can be quickly secured.

# AUSTRALIAN CAPITAL TERRITORY

## TECHNOLOGY, DIGITAL & TRANSFORMATION

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Infrastructure</b>				
Security Analyst	120 - 160k	<b>130 - 160k</b>	90 - 115	<b>90 - 130</b>
DevOps Specialist	120 - 150k	<b>130 - 170k</b>	85 - 125	<b>100 - 140</b>
Solutions Architect	170 - 220k	<b>175 - 220k</b>	115 - 160	<b>120 - 160</b>
Solutions Designer	150 - 200k	<b>160 - 200k</b>	100 - 130	<b>100 - 140</b>
Engineer	130 - 180k	<b>130 - 180k</b>	95 - 120	<b>90 - 125</b>
Help Desk Support	55 - 75k	<b>60 - 75k</b>	35 - 55	<b>40 - 55</b>
<b>Project Services</b>				
Change Manager	130 - 180k	<b>130 - 180k</b>	110 - 140	<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>100 - 135</b>
Project Scheduler	70 - 120k	<b>70 - 120k</b>	60 - 90	<b>60 - 90</b>
Project Coordinator	60 - 100k	<b>60 - 100k</b>	60 - 75	<b>65 - 85</b>
<b>Development/Testing</b>				
Mobile Developer	110 - 160k	<b>110 - 160k</b>	90 - 130	<b>90 - 130</b>
Developer	115 - 155k	<b>115 - 155k</b>	95 - 135	<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



**ANDREW HANSON,**  
**MANAGING DIRECTOR,**  
**ACT & NSW**

# 91%

**OF PROFESSIONALS ARE  
MOTIVATED BY SALARY  
AND BENEFITS**

## 2018 INSIGHT

The New South Wales (NSW) jobs market rode the wave of business confidence and government investment in 2018, with professionals increasingly comfortable to switch employers.

Substantial salary increases were achieved in areas where skill shortages exist, e.g. niche specialisms within IT and financial services, although overall wage growth remained stubbornly flat.

## 2019 EXPECTATIONS

The New South Wales jobs market has an air of unpredictability for 2019. The uncertainty is due to elections taking place at both federal and state level, not to mention the likely increase in the cost of living and a property market slowdown.

However, several trends look set to continue irrespective of these macroeconomic ambiguities. Technology will remain central to organisational strategies across every sector, driving continued demand and skill shortages for numerous specialisms. Infrastructure hiring activity will be substantial as a result of the state government's commitment to over \$80 billion investment over the next four years. Meanwhile, the banking Royal Commission's revelations will drive ever-

greater demand in financial services for risk, remediation and compliance professionals.

Hiring managers will require a multi-faceted approach in response to these skill shortages. While money talks in this uncertain economic climate, top professionals can also be persuaded by workplace culture, learning and development opportunities, clear paths of career progression, fast and decisive recruitment processes, and flexible working arrangements.

Some employers can fill skill gaps by thinking beyond the limited pool of experienced local talent. Identifying junior professionals with the appetite and potential to learn and

“

Technology will remain central to organisational strategies across every sector, driving continued demand and skill shortages for numerous specialisms.

”

up-skill can be worth the training investment. Reaching out via recruitment networks in other states and territories can also bear fruit.

In addition, employers could consider looking beyond Australia's shores for specialist talent. While there has been a lot of media noise about a government crackdown on immigration, it is still possible to hire professionals from overseas. Time and cost efficiencies can be achieved by working with a recruitment partner who has an in-depth understanding of visa rules and access to a wide global talent network.

## ACCOUNTING & FINANCE

Technology has rewritten the rules for accounting and finance jobs. Employers now require accountants who can make sense of the plethora of performance data generated by operations. Demand in 2019 will be high for professionals who can drill down, find the numbers that drive performance and explain how this impacts the wider business strategy.

Consequently, employers across many sectors will compete for finance specialists in data analytics, visual basic applications, structured query language and data science. Financial analysts and commercial analysts may experience salary growth of up to 10% in 2019.

There will also be high demand for regulatory accountants, due to the increased focus upon risk and compliance among employers in every sector, most notably banking and financial services. The market has a shortage of accountants with these

skills to meet hiring demand, potentially leading to higher salaries in 2019.

On the flipside, automation is eroding demand for month-end accounting roles such as payroll and accounts payable. However, salary growth is still possible in 2019 for outstanding candidates who can demonstrate ethical integrity. Above all else, employers continue to place great value on people they can trust.

In terms of seniority, the likelihood of salary increases is highest for junior accountants in 2019, with those in the \$90 - 120k income bracket potentially experiencing 5-10% growth. The prospect of salary growth for mid-level accounting managers is lower as there is no talent shortage at this level, partly because Brexit is driving expat Australian accountants back to the NSW market.

Hiring budgets will generally remain tight in 2019, meaning a likely prevalence of contract roles rather than long-term permanent appointments – and also a likelihood that some hiring managers will compete for talent by offering work-life balance as opposed to extra financial inducements. Given the rate of change in the accounting sector, it is a huge competitive advantage if hiring managers can promise up-skilling opportunities to potential recruits.

## BANKING & FINANCIAL SERVICES

The banking Royal Commission dominated newspaper front pages in 2018 and its far-reaching



# #1

TECHNOLOGY KEY DRIVER IN  
ENABLING COLLABORATION AND  
A SOCIAL WORK ENVIRONMENT

consequences will dominate the hiring strategies of financial institutions in 2019. Organisations will be actively searching for professionals with compliance, risk and audit expertise. The local market is currently experiencing a shortage and salary expectations are likely to rise accordingly.

The banking and financial services sector is also focusing on technology risk on an unprecedented scale. Professionals able to advise employers on cyber risk and blockchain will be in significant demand in 2019, and the prospects of salary growth appear high. The same can be said for experts in conduct risk, as this is still an emerging specialism in NSW.

Recent legislation has raised the bar for wealth management professionals, with new professional

and ethical standards imposed. In 2019, a shortage of financial planning talent who meet the new education requirements will become apparent, especially as some have opted to self-license and operate in the independent space. Institutions that service high-net-worth private banking clients may have to pay a premium for qualified talent.

The banking sector's waves of change don't stop there. Financial institutions will be unrelenting in their quest to mould their services around customer needs in 2019. Professionals with expertise in artificial intelligence and customer experience will be highly prized, and salaries will likely rise as a result.

Success for hiring managers relies heavily on speed as professionals

in areas of skill shortage may receive multiple job offers and delays in the recruitment process could prove costly.

### **BUSINESS SUPPORT**

Demand for business support professionals is likely to outstrip supply in 2019, with slight increases in salary expected. The most acute areas of demand include legal support professionals as well as project-based administrative staff to assist the many public and private sector employers involved in large infrastructure projects.

Hiring managers are displaying a general preference to employ business support staff on a contract basis initially, with a view to hiring strong performers for permanent arrangements later on, reflecting potential economic uncertainty in 2019.

“

Digital transformation will continue to flow through organisations in every industry sector, resulting in high demand for HR professionals with change management expertise.

”

The scenario for hiring managers in 2019 will be challenging: limited salary budgets, high demand for business support talent and short market supply. Quick, decisive recruitment processes will be essential to ensure candidates are recruited before competitors get there. Business support professionals will be more likely to accept roles and remain loyal to employers if flexible working and professional development opportunities are on offer.

### **ENGINEERING, ENERGY & INFRASTRUCTURE**

Infrastructure will be one of the big stories in the jobs market in 2019. The NSW Government has committed to over \$80 billion investment in infrastructure projects over the next four years with the majority going to transport (over \$53 billion) while substantial sums are being directed towards infrastructure in healthcare, hospitals, schools and stadiums.

Mega projects like the Parramatta Light Rail, Sydney Metro West, WestConnex, NorthConnex and the Pacific Highway upgrade are all either in progress or soon to commence. Demand will be high for civil engineers,



**55%**

**OF PROFESSIONALS ARE  
CONFIDENTLY OPTIMISTIC  
ABOUT JOB OPPORTUNITIES**

estimators, project managers and contract managers at all levels.

Aside from transport, other infrastructure projects will stimulate demand for architects and interior designers. They will also require senior professionals who specialise in project completion and operational readiness.

In 2019, construction work will commence on more than 10 large-scale renewable energy projects in NSW. Demand will be high for professionals with solar and wind expertise, including senior project managers and construction managers. With more than 50 such projects underway across the nation, NSW hiring managers will not only be competing with local employers for talent, but with interstate employers as well.

Salary growth is possible in 2019 for most of the aforementioned specialisms, with particular premiums of up to 10% being paid for engineers. Apart from offering competitive market rates, hiring managers should focus their efforts on their broader employer brand, articulating the unique aspects of a particular project and emphasising opportunities for flexible working.

Renewable energy is a sector where we expect to see continued growth in 2019. As energy prices continue to soar, clean alternative energy solutions are being considered and, as a consequence, solar, wind and hydro farms are being developed across the state. We have seen a large number of

international renewable energy firms looking to develop solar and wind farms in the Australian market to take advantage of the sector's growth. Technical engineers with experience in project management for wind, solar and hydro are already in high demand and talent is being sought offshore due to the shortages in the local market.

## HUMAN RESOURCES

Internal recruiters top the list of most-in-demand HR professionals in 2019. New visa restrictions are preventing employers importing this talent from overseas, meaning local internal recruiters could secure salary increases of 10% or more, if they did not already experience this during 2018.

Digital transformation will continue to flow through organisations in every industry sector, resulting in high demand for HR professionals with change management expertise. Organisations find themselves in a state of constant up-skilling and re-skilling, so employers need specialists who can drive learning and development programs.

HR professionals know better than anyone what best practice looks like in workplace culture – and this is a significant factor in any career decision they make. It is therefore paramount for employers to have an accurate barometer of their own company culture. In a period where salary budgets are tight, hiring managers need to demonstrate to potential HR recruits the presence of a positive workplace culture.

## DRIVERS OF JOBS GROWTH



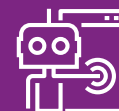
The banking  
Royal Commission



Investment in  
infrastructure



Renewable  
energy projects



Automation

## LEGAL

The lure of in-house and international job opportunities – some of which are highly lucrative – proved impossible to resist for many private practice lawyers in 2018. Those remaining within NSW firms will be highly prized in 2019, with competition among employers at an all-time high.

Areas in highest demand will be corporate and banking lawyers as the financial services sector continues to be hit by enormous legislative, regulatory and compliance change. Also in high demand – and short supply – will be construction lawyers, required to support the multiple infrastructure projects taking place across NSW. Salary expectations are likely to increase for these professionals in 2019.

Hiring managers in legal firms face a challenging year. Legal professionals are literally trained to be risk averse, and it can take a lot to persuade them to leave an employer. When lawyers do switch firms in 2019, salary jumps of 15-20% will not be uncommon.

Beyond attractive remuneration, hiring managers also need to offer extra-curricular benefits to potential employees, such as flexible working arrangements, health and wellbeing benefits, and professional development opportunities. Hiring processes must also be quick and efficient because countless examples in 2018 demonstrated that slower-moving employers missed out to their rivals who could quickly seal the deal.

## **PROCUREMENT, SUPPLY CHAIN & LOGISTICS**

Jobs growth will be stimulated in 2019 by the sheer number of infrastructure projects under way in NSW. Consequently, the market will be skewed away from permanency and towards contract roles for procurement professionals.

Multiple organisations are rolling out enterprise resource planning (ERP) projects. We therefore expect to see an increase in demand for ICT procurement professionals with ERP experience in 2019, resulting in salary increases due to the market shortage of such talent.

With major spend on the fleet upgrade for the Australian Military, we expect an increase in demand for procurement

and supply chain professionals with clearance to work in defence.

Hiring managers may struggle to secure enough procurement talent to meet demand in 2019, and this may result in slight increases in salaries. The situation may be exacerbated because supply chain and procurement managers have been removed from the government's Skilled Occupations List, substantially limiting the possibility of attracting these professionals from overseas. Employers looking to fill vacancies may need to look for local professionals with transferable skills, rather than industry-specific experience, and emphasise workplace culture, flexible working arrangements and career growth opportunities to secure the best talent.

## **RISK, COMPLIANCE & AUDIT**

The banking Royal Commission has created unprecedented demand for risk, compliance and audit professionals in NSW. Sweeping changes are required to the way financial institutions approach compliance and risk – and that means huge demand for professionals who can make that happen.

In 2019, professionals with a background in operational risk and compliance will be in demand, especially if they bring wealth and retail banking experience and know-how in developing frameworks and policies. The other big area of jobs growth is technology risk, following several high-profile breaches in major organisations in NSW and elsewhere.

Resourcing these risk and compliance teams will be a daunting challenge for hiring managers in 2019. Salaries rose 10-20% across the board last year and bidding wars between employers were common. Further salary growth is possible in 2019, as demand is still heading upwards.

These market conditions demand a coordinated approach from employers, combining retention, recruitment and up-skilling strategies. Simultaneously, employers need to know who their top talent is, what the salary potential could be elsewhere and what drivers will keep them on board. Risk and remediation professionals have historically been the unsung heroes in organisations and this needs to change. Recognising and celebrating their contribution to the business can go a long way to attracting and retaining these specialists.

## **SALES, MARKETING & COMMUNICATIONS**

Digital marketing continues to reshape the way marketing divisions are resourced. In 2019, there will be continued demand for specialists with experience in email, web, customer relationship management, data and automation. Content marketers will also be required by customer-facing organisations seeking ways to engage with, and then convert, target audiences.

The banking Royal Commission has dramatically escalated the need for reputation management

in the financial services sector. Communications professionals with media relations and brand management expertise will be sought by banks, insurers and wealth management institutions. Given that identical requirements will come from multiple employers in a single sector, hiring managers should avoid being too prescriptive in terms of financial services experience. PR and communications skills are transferable, and diversity of professional backgrounds can bring new ideas and perspectives to the reputational challenges faced by financial institutions.

With business confidence relatively high in NSW, a sense of opportunity pervades the industry resulting in employers across numerous sectors likely to hire extra sales professionals in 2019. A notable area of demand will be for sales professionals to support the increasing number of IT start-ups in growth areas such as fintech, automation and HR software.

A shortage of quality sales candidates in many areas exists and employers may need to consider hiring top performers from outside their immediate sector. Sales professionals can be enticed by the opportunity to work in new and emerging industries.

With salary budgets still tight for many employers, growth is not expected to be substantial for most sales and marketing roles in 2019. That trend will only be bucked by marketers in new and emerging specialisms, such as automation and content marketing.

To attract and retain sales professionals, employers may consider offering incentive trips, car allowance and a good work-life balance. Marketers are typically social creatures, so hiring managers should emphasise workplace culture and team environment during the recruitment process. The opportunity to learn new technology is also highly regarded by these professionals.

## TECHNOLOGY, DIGITAL & TRANSFORMATION

In some respects, the tech jobs market will operate at two speeds in 2019. Some palpable and extreme skill shortages exist in numerous areas of emerging technology where salary increases are likely. At the same time, because of the extraordinary rate of change in technology, there will be an oversupply of some professionals whose skills have become outdated.

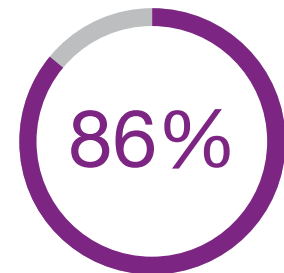
As organisations continue to build their offerings around customer behaviour, demand will be extremely high for professionals with experience in digital and data. As more information is moved into the cloud this has a knock-on effect, increasing demand for cloud and cyber security skills.

The next horizon for these customer-centric organisations is increased automation. Consequently, consultancies and start-ups in retail and fintech will compete for tech specialists in artificial intelligence and robotics in 2019. They will also be actively seeking more big

data and analytics specialists with salary growth a likely by-product.

Technology roles in decline will include those focused on service management and testing, as well as traditional infrastructure and operations. There is also an oversupply of senior candidates in the market, e.g. CIOs and director level, as organisations increasingly move towards more flat, agile people structures.

There is no hiding the fact that recruiting tech specialists and digital talent will be extremely challenging for hiring managers in 2019. Keeping tabs on market rates is absolutely essential, along with offering good training opportunities as tech professionals know their careers are only viable providing they keep pace with new and emerging technologies. If an employer can earn a reputation for up-skilling its technology experts, this will not only attract, but also retain in-demand specialists.



Of professionals are open to new opportunities when not actively looking

# NEW SOUTH WALES

## ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Executive</b>				
Chief Financial Officer	250k+	<b>250k+</b>	130+	<b>130+</b>
Finance Director	190k+	<b>190k+</b>	100+	<b>100+</b>
Financial Controller	150 - 180k	<b>150 - 190k</b>	80 - 95	<b>80 - 100</b>
Commercial/FP&A Manager	150 - 190k	<b>150 - 200k</b>	80 - 100	<b>80 - 100</b>
Finance Manager	120 - 170k	<b>120 - 170k</b>	65 - 90	<b>65 - 90</b>
Tax Manager	135k+	<b>135k+</b>	75+	<b>75+</b>
Senior Business/Financial/Commercial Analyst	100 - 130k	<b>110 - 140k</b>	50 - 70	<b>55 - 75</b>
Business/Financial/Commercial Analyst	90 - 120k	<b>90 - 130k</b>	45 - 60	<b>45 - 70</b>
Senior Management Accountant	100 - 130k	<b>100 - 130k</b>	50 - 70	<b>50 - 70</b>
Management Accountant	75 - 115k	<b>75 - 115k</b>	35 - 55	<b>35 - 60</b>
Senior Financial Accountant	100 - 130k	<b>100 - 130k</b>	50 - 70	<b>50 - 70</b>
Financial Accountant	75 - 115k	<b>75 - 115k</b>	35 - 55	<b>35 - 60</b>
Treasury Accountant	85 - 115k	<b>90 - 120k</b>	40 - 55	<b>45 - 60</b>
Systems Accountant	90 - 120k	<b>95 - 130k</b>	45 - 60	<b>45 - 70</b>
Tax Accountant	80 - 115k	<b>80 - 130k</b>	40 - 55	<b>40 - 70</b>
<b>Transactional</b>				
Credit Manager	80 - 120k	<b>80 - 120k</b>	40 - 60	<b>40 - 60</b>
Payroll Manager	90 - 150k	<b>90 - 150k</b>	45 - 80	<b>45 - 80</b>
Accounts Payable/Receivable Manager	75 - 120k	<b>80 - 120k</b>	37 - 60	<b>40 - 60</b>
Accounts Payable/Receivable Officer	50 - 65k	<b>50 - 80k</b>	25 - 35	<b>25 - 40</b>
Bookkeeper	55 - 75k	<b>55 - 80k</b>	27 - 40	<b>30 - 40</b>
Payroll Officer	50 - 70k	<b>50 - 75k</b>	25 - 35	<b>25 - 35</b>
Assistant Accountant	50 - 70k	<b>55 - 75k</b>	25 - 35	<b>27 - 35</b>
Credit Controller	50 - 70k	<b>50 - 70k</b>	25 - 35	<b>25 - 35</b>
Accounts Assistant	45 - 65k	<b>45 - 65k</b>	22 - 35	<b>22 - 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 (\$)	
	2018	2019	2018	2019
<b>Executive</b>				
Chief Financial Officer	240 - 300k	<b>240 - 300k</b>	120 - 150	<b>120 - 150</b>
Financial Controller	170 - 220k	<b>170 - 220k</b>	90 - 115	<b>90 - 115</b>
Finance Manager	140 - 170k	<b>140 - 170k</b>	65 - 85	<b>65 - 85</b>
<b>Qualified/Part-qualified</b>				
Fund Accounting Manager	110 - 150k	<b>110 - 150k</b>	60 - 75	<b>60 - 75</b>
Senior Fund Accountant	80 - 100k	<b>90 - 110k</b>	55 - 60	<b>55 - 60</b>
Fund Accountant	65 - 80k	<b>65 - 90k</b>	45 - 50	<b>45 - 50</b>
Senior Financial Accountant	100 - 140k	<b>110 - 140k</b>	55 - 70	<b>55 - 70</b>
Financial Accountant	90 - 120k	<b>90 - 120k</b>	45 - 50	<b>45 - 50</b>
First Mover (Audit)	85 - 100k	<b>90 - 110k</b>	50 - 55	<b>50 - 55</b>
Tax Manager	130 - 200k	<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 - 170k	<b>150 - 180k</b>	70 - 90	<b>70 - 90</b>
Product Controller	100 - 140k	<b>100 - 140k</b>	50 - 70	<b>50 - 75</b>
FP&A Manager/Business Partner	140 - 190k	<b>140 - 200k</b>	70 - 90	<b>70 - 95</b>
Management Accountant	100 - 130k	<b>100 - 120k</b>	50 - 75	<b>50 - 75</b>
Assistant Accountant	65 - 80k	<b>65 - 80k</b>	32 - 45	<b>32 - 45</b>
Accounts Payable	60 - 85k	<b>60 - 85k</b>	28 - 40	<b>28 - 45</b>
<b>Projects</b>				
Senior Finance Business Analyst	130 - 200k	<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 (\$)	
	2018	2019
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>140 - 170k</b>
Financial Planner (1 - 5 yrs' exp)	90 - 130k	<b>90 - 130k</b>
Associate Advisor	70 - 95k	<b>70 - 95k</b>
Paraplanner	65 - 100k	<b>65 - 110k</b>
Advisor Support	60 - 75k	<b>60 - 75k</b>
Client Services	55 - 65k	<b>55 - 65k</b>
Private Banking (2 - 5 yrs' exp)	130 - 220k	<b>150 - 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 (\$)	
	2018	2019
Business Development Manager	130 - 170k	<b>135 - 170k</b>
Investment Analyst	120 - 150k	<b>130 - 160k</b>
Performance Analyst	90 - 130k	<b>100 - 140k</b>
Product Analyst	100 - 120k	<b>100 - 120k</b>
Operations Manager	120 - 160k	<b>120 - 160k</b>
Trade Support	95 - 105k	<b>95 - 105k</b>
Client Onboarding Assistant	80 - 100k	<b>90 - 110k</b>
Corporate Actions Analyst	75 - 95k	<b>80 - 100k</b>
Fund Accountant / Unit Pricing Analyst	65 - 95k	<b>70 - 100k</b>
Fund/Operations Analyst	65 - 85k	<b>70 - 90k</b>
Client Services Officer	55 - 80k	<b>60 - 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 (\$)	
	2018	2019
<b>Business &amp; Commercial Banking</b>		
Relationship Director	170 - 200k	<b>180 - 220k</b>
Senior Relationship Manager	130 - 160k	<b>140 - 180k</b>
Relationship Manager	100 - 120k	<b>100 - 130k</b>
Assistant Relationship Manager	85 - 110k	<b>80 - 100k</b>
Business Development Manager	130 - 180k	<b>130 - 180k</b>
Senior Manager - Credit	140 - 180k	<b>140 - 160k</b>
<b>Corporate &amp; Institutional Banking</b>		
Director - Corporate & FI	240 - 280k	<b>220 - 300k</b>
Associate Director - Corporate & FI	160 - 190k	<b>180 - 200k</b>
Senior Associate	120 - 140k	<b>100 - 130k</b>
<b>Retail Banking</b>		
Team Leader	90 - 130k	<b>90 - 130k</b>
Mobile Lender	85 - 120k	<b>90 - 150k</b>
Credit Analyst	75 - 95k	<b>80 - 100k</b>

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

# NEW SOUTH WALES

## BANKING & FINANCIAL SERVICES RISK MANAGEMENT, COMPLIANCE & AUDIT

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)					
	0 - 4 YRS' EXP		4 - 8 YRS' EXP		8+ YRS' EXP	
	2018	2019	2018	2019	2018	2019
<b>Risk Management</b>						
Operational Risk Manager	75 - 115k	<b>80 - 125k</b>	110 - 175k	<b>115 - 180k</b>	170k+	<b>180k+</b>
Credit Risk Management	65 - 100k	<b>65 - 105k</b>	100 - 180k	<b>100 - 180k</b>	180k+	<b>180k+</b>
Market Risk	70 - 110k	<b>70 - 140k</b>	120 - 180k	<b>120 - 200k</b>	180k+	<b>200k+</b>
Quantitative Risk	90 - 130k	<b>90 - 140k</b>	120 - 220k	<b>120 - 220k</b>	220k+	<b>220k+</b>
Anti-Money Laundering	70 - 130k	<b>80 - 140k</b>	115 - 200k	<b>120 - 200k</b>	200k+	<b>200k+</b>
<b>Compliance</b>						
Investment Banking	90 - 140k	<b>100 - 140k</b>	130 - 220k	<b>130 - 220k</b>	200k+	<b>200k+</b>
Retail Banking	75 - 120k	<b>90 - 140k</b>	120 - 180k	<b>130 - 200k</b>	180k+	<b>200k+</b>
Funds Management	90 - 130k	<b>90 - 140k</b>	125 - 190k	<b>130 - 190k</b>	190k+	<b>190k+</b>
<b>Internal Audit</b>						
Investment Banking	65 - 110k	<b>70 - 110k</b>	110 - 160k	<b>115 - 165k</b>	160k+	<b>165k+</b>
Retail Banking	60 - 100k	<b>70 - 110k</b>	100 - 150k	<b>115 - 165k</b>	150k+	<b>165k+</b>
Funds Management	65 - 95k	<b>70 - 110k</b>	95 - 155k	<b>115 - 165k</b>	155k+	<b>165k+</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	80 - 110k	<b>80 - 110k</b>	110 - 160k	<b>110 - 160k</b>	160k+	<b>160k+</b>
Financial Institutions	80 - 110k	<b>80 - 110k</b>	110 - 170k	<b>110 - 170k</b>	180k+	<b>180k+</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 (\$)	
	2018	2019	2018	2019
Executive Assistant	90 - 130k	<b>95 - 130k</b>	40 - 55	<b>44 - 60</b>
Office Manager	75 - 100k	<b>85 - 115k</b>	35 - 45	<b>40 - 50</b>
Personal Assistant	70 - 95k	<b>75 - 100k</b>	32 - 45	<b>35 - 50</b>
Legal Secretary	65 - 85k	<b>70 - 90k</b>	30 - 40	<b>35 - 50</b>
Desktop Publisher	80 - 90k	<b>80 - 100k</b>	45 - 65	<b>45 - 65</b>
Bid Coordinator	85 - 100k	<b>85 - 100k</b>	35 - 45	<b>35 - 45</b>
Team Assistant	65 - 75k	<b>68 - 77k</b>	29 - 32	<b>33 - 40</b>
Site Secretary	65 - 75k	<b>65 - 75k</b>	30 - 35	<b>30 - 35</b>
Project Coordinator	70 - 90k	<b>80 - 110k</b>	32 - 45	<b>35 - 55</b>
Sales Coordinator	65 - 75k	<b>65 - 80k</b>	29 - 32	<b>30 - 40</b>
Administration Assistant	55 - 65k	<b>55 - 65k</b>	25 - 30	<b>27 - 33</b>
Office Junior	50 - 55k	<b>50 - 55k</b>	25 - 27	<b>26 - 28</b>
Receptionist	55 - 70k	<b>55 - 70k</b>	27 - 30	<b>27 - 33</b>
Document Controller	75 - 95k	<b>75 - 95k</b>	35 - 45	<b>35 - 45</b>
Data Entry Operator	50 - 55k	<b>53 - 60k</b>	25 - 27	<b>26 - 29</b>
Facilities Coordinator	70 - 85k	<b>70 - 85k</b>	30 - 40	<b>33 - 40</b>
Customer Service Manager	90 - 110k	<b>90 - 110k</b>	40 - 50	<b>45 - 55</b>
Customer Service Team Leader	70 - 90k	<b>70 - 90k</b>	35 - 45	<b>37 - 47</b>
Customer Service Representative	55 - 70k	<b>60 - 72k</b>	29 - 33	<b>30 - 35</b>

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

# NEW SOUTH WALES

## HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2018	2019	2018	2019
<b>Generalist</b>				
HR Director	240 - 350k	<b>240 - 350k</b>	1045 - 1520	<b>1045 - 1520</b>
HR Manager	150 - 210k	<b>150 - 210k</b>	650 - 900	<b>650 - 900</b>
HR Business Partner	120 - 170k	<b>130 - 170k</b>	500 - 700	<b>600 - 800</b>
HR Advisor	85 - 110k	<b>90 - 110k</b>	370 - 480	<b>370 - 480</b>
HR Officer	70 - 85k	<b>70 - 85k</b>	305 - 370	<b>300 - 320</b>
HR Administrator	60 - 70k	<b>60 - 70k</b>	260 - 300	<b>260 - 300</b>
<b>Specialist</b>				
Compensation & Benefits Manager	150 - 210k	<b>150 - 210k</b>	650 - 885	<b>650 - 885</b>
Compensation & Benefits Consultant	85 - 130k	<b>85 - 135k</b>	370 - 535	<b>370 - 535</b>
Organisational Development Manager	130 - 180k	<b>130 - 180k</b>	535 - 750	<b>535 - 750</b>
Organisational Development Consultant	85 - 125k	<b>85 - 125k</b>	370 - 535	<b>370 - 535</b>
HR Change Manager	150 - 220k	<b>150 - 220k</b>	800 - 1200	<b>900 - 1200</b>
Learning & Development Manager	130 - 165k	<b>130 - 165k</b>	565 - 720	<b>600 - 800</b>
Learning & Development Consultant	85 - 120k	<b>90 - 125k</b>	370 - 520	<b>400 - 550</b>
Instructional Designer	100 - 140k	<b>90 - 140k</b>	430 - 600	<b>450 - 650</b>
Talent Acquisition Manager	130 - 165k	<b>140 - 165k</b>	565 - 710	<b>650 - 850</b>
Talent Acquisition Specialist / Recruiter	95 - 130k	<b>100 - 130k</b>	410 - 550	<b>400 - 600</b>
Industrial/Employee Relations Manager	145 - 210k	<b>145 - 210k</b>	625 - 900	<b>625 - 900</b>
Workforce Planning Manager	150 - 200k	<b>150 - 200k</b>	650 - 870	<b>650 - 870</b>
Workforce Planning Consultant	90 - 130k	<b>90 - 130k</b>	390 - 565	<b>390 - 565</b>
HR Systems Analyst	95 - 125k	<b>100 - 125k</b>	410 - 520	<b>450 - 550</b>
<b>WHS</b>				
WHS Manager	160 - 200k	<b>140 - 170k</b>	700 - 870	<b>700 - 870</b>
WHS Advisor	90 - 120k	<b>90 - 120k</b>	390 - 435	<b>390 - 435</b>

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

# NEW SOUTH WALES

## LEGAL

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2018	2019
<b>Private Practice</b>		
10+ yrs' PQE	220k+	<b>220k+</b>
8+ yrs' PQE	200k+	<b>200k+</b>
7 yrs' PQE	160 - 200k	<b>165 - 200k</b>
6 yrs' PQE	145 - 180k	<b>150 - 180k</b>
5 yrs' PQE (Senior Associate Level)	130 - 165k	<b>130 - 165k</b>
4 yrs' PQE	120 - 150k	<b>120 - 150k</b>
3 yrs' PQE	90 - 115k	<b>100 - 120k</b>
2 yrs' PQE	85 - 100k	<b>75 - 105k</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	160 - 190k	<b>160 - 190k</b>
5 yrs' PQE (Senior Associate Level)	130 - 170k	<b>130 - 170k</b>
4 yrs' PQE	110 - 140k	<b>120 - 150k</b>
3 yrs' PQE	100 - 120k	<b>110 - 130k</b>
2 yrs' PQE	90 - 110k	<b>80 - 110k</b>
1 yr PQE	70 - 95k	<b>65 - 90k</b>
<b>Paralegal</b>		
Senior	80 - 130k	<b>80 - 130k</b>
Junior	50 - 80k	<b>50 - 80k</b>
Document Reviewer	55 - 75k	<b>55 - 75k</b>

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

# NEW SOUTH WALES

## ENGINEERING, ENERGY & INFRASTRUCTURE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Renewables</b>				
PV Designer	75 - 95k	<b>85 - 100k</b>	50 - 60	<b>50 - 65</b>
Project Development Manager	120 - 180k	<b>140 - 200k</b>	70 - 100	<b>80 - 110</b>
Construction Manager	130 - 160k	<b>130 - 180k</b>	75 - 90	<b>75 - 100</b>
O&M Manager	100 - 130k	<b>110 - 160k</b>	60 - 80	<b>70 - 90</b>
Asset Manager	90 - 130k	<b>110 - 150k</b>	50 - 80	<b>60 - 80</b>
Project Manager	130 - 180k	<b>140 - 200k</b>	70 - 100	<b>80 - 110</b>
Estimator	130 - 170k	<b>150 - 200k</b>	70 - 90	<b>80 - 110</b>
<b>Infrastructure</b>				
Completions Manager	230 - 280k	<b>240 - 300k</b>	115 - 150	<b>130 - 160</b>
ITS Engineer	140 - 190k	<b>150 - 200k</b>	80 - 105	<b>85 - 110</b>
Track Engineer	120 - 170k	<b>130 - 180k</b>	70 - 95	<b>75 - 100</b>
Scheduler	120 - 170k	<b>130 - 180k</b>	70 - 95	<b>75 - 100</b>
Contracts Manager	130 - 190k	<b>140 - 200k</b>	70 - 105	<b>80 - 110</b>
Project Manager	130 - 190k	<b>140 - 210k</b>	75 - 105	<b>80 - 115</b>
Project Engineer	90 - 140k	<b>95 - 140k</b>	50 - 80	<b>57 - 80</b>
Site Engineer	75 - 110k	<b>80 - 120k</b>	47 - 65	<b>50 - 70</b>
Quantity Surveyor	130 - 180k	<b>140 - 190k</b>	75 - 100	<b>80 - 105</b>
<b>Engineering</b>				
Mechanical Engineer	75 - 110k	<b>80 - 120k</b>	50 - 65	<b>50 - 70</b>
Electrical Engineer	75 - 110k	<b>80 - 120k</b>	50 - 65	<b>50 - 70</b>
Civil Engineer	85 - 120k	<b>85 - 130k</b>	42 - 70	<b>42 - 75</b>
Technical Manager	100 - 150k	<b>100 - 170k</b>	60 - 80	<b>60 - 90</b>

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

# NEW SOUTH WALES

## PROCUREMENT, SUPPLY CHAIN & LOGISTICS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2018	2019	2018	2019
<b>Procurement</b>				
Chief Procurement Officer	325 - 450k	<b>325 - 450k</b>	1500 - 2500	<b>1500 - 2500</b>
Procurement Director	240 - 330k	<b>240 - 335k</b>	1100 - 1600	<b>1100 - 1600</b>
Procurement Manager	180 - 240k	<b>180 - 245k</b>	800 - 1100	<b>800 - 1100</b>
Category Manager	125 - 180k	<b>130 - 180k</b>	550 - 800	<b>550 - 800</b>
Contracts Manager	130 - 165k	<b>130 - 180k</b>	700 - 1000	<b>700 - 1100</b>
Procurement Analyst	90 - 110k	<b>90 - 110k</b>	350 - 425	<b>400 - 500</b>
Procurement Officer	70 - 90k	<b>70 - 90k</b>	275 - 375	<b>275 - 375</b>
<b>Supply Chain</b>				
Supply Chain Director	230 - 350k	<b>230 - 360k</b>	1000 - 1750	<b>1000 - 1750</b>
S&OP Manager	160 - 220k	<b>160 - 220k</b>	700 - 1200	<b>700 - 1200</b>
Supply Chain Manager	130 - 150k	<b>130 - 155k</b>	590 - 700	<b>590 - 700</b>
Senior Demand Planner	100 - 125k	<b>105 - 125k</b>	430 - 550	<b>450 - 570</b>
Demand Planner	85 - 100k	<b>90 - 105k</b>	350 - 450	<b>360 - 460</b>
Supply Planner	80 - 100k	<b>85 - 100k</b>	300 - 400	<b>300 - 410</b>
Supply Chain Coordinator	70 - 90k	<b>75 - 90k</b>	275 - 350	<b>275 - 350</b>
<b>Logistics</b>				
General Manager	190 - 250k	<b>190 - 250k</b>	900 - 1500	<b>900 - 1500</b>
DC Manager	170 - 215k	<b>170 - 215k</b>	650 - 900	<b>650 - 900</b>
Logistics Operations Manager	125 - 175k	<b>125 - 175k</b>	450 - 700	<b>450 - 700</b>
Warehouse/Shift Manager	90 - 120k	<b>90 - 120k</b>	350 - 450	<b>350 - 450</b>
Inventory Controller	75 - 90k	<b>75 - 90k</b>	325 - 400	<b>325 - 400</b>
Transport Manager	100 - 130k	<b>100 - 130k</b>	360 - 500	<b>360 - 500</b>
Import/Export Manager	70 - 90k	<b>75 - 95k</b>	250 - 350	<b>300 - 400</b>

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

# NEW SOUTH WALES

## SALES, MARKETING & COMMUNICATIONS BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Sales</b>				
Head of Sales	190 - 300k	<b>190 - 300k</b>		
Business Development Manager	120 - 200k	<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	140 - 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	100 - 150k	<b>100 - 140k</b>	55 - 90	<b>55 - 90</b>
Marketing Executive	75 - 95k	<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>
Content Manager	100 - 130k	<b>100 - 130k</b>	55 - 70	<b>55 - 70</b>
Communications Manager	100 - 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>90 - 120k</b>	50 - 60	<b>50 - 60</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 (\$)	
	2018	2019	2018	2019
<b>IT&amp;T</b>				
Sales Director	200 - 320k	<b>190 - 300k</b>		
Sales Manager	130 - 220k	<b>130 - 200k</b>		
Business Development Manager	95 - 220k	<b>90 - 200k</b>		
Account Manager	90 - 190k	<b>90 - 180k</b>		
Channel Manager	95 - 170k	<b>90 - 165k</b>		
Inside Sales Executive	60 - 90k	<b>60 - 90k</b>		
Pre-sales Consultant	115 - 210k	<b>115 - 200k</b>		
Marketing Director	170 - 250k	<b>170 - 250k</b>	130 - 155	<b>130 - 155</b>
Channel Marketing Manager	120 - 160k	<b>110 - 150k</b>	65 - 85	<b>65 - 85</b>
Marketing Manager	100 - 140k	<b>100 - 140k</b>	60 - 75	<b>60 - 75</b>
Digital Marketing Manager	120 - 150k	<b>120 - 150k</b>	65 - 90	<b>65 - 90</b>
Product Manager	110 - 140k	<b>110 - 140k</b>	60 - 75	<b>60 - 75</b>
Marketing Executive/Specialist	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 (\$)	
	2018	2019	2018	2019
<b>Industrial Sales</b>				
Sales Director	175 - 210k	<b>175 - 220k</b>		
Sales Manager	140 - 160k	<b>140 - 160k</b>		
Sales Executive	55 - 75k	<b>55 - 80k</b>		
National Business Development Manager	85 - 185k	<b>90 - 180k</b>		
Business Development Manager	85 - 140k	<b>84 - 140k</b>		
National Account Manager	110 - 130k	<b>110 - 135k</b>		
<b>Consumer Goods</b>				
Sales Director	200 - 300k	<b>190 - 290k</b>		
National Business Development Manager	150 - 180k	<b>150 - 180k</b>		
National Account Manager	100 - 160k	<b>100 - 150k</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>

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

# NEW SOUTH WALES

## TECHNOLOGY, DIGITAL & TRANSFORMATION BUSINESS APPLICATIONS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Business Intelligence</b>				
Data Architect	150 - 200k	<b>150 - 210k</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>90 - 125</b>
Junior BI Developer	80 - 130k	<b>80 - 130k</b>	60 - 87	<b>60 - 90</b>
BI Consultant	120 - 150k	<b>120 - 150k</b>	87 - 125	<b>90 - 125</b>
BI Business Analyst	120 - 150k	<b>120 - 150k</b>	87 - 112	<b>100 - 125</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>140 - 180k</b>	87 - 145	<b>90 - 145</b>
Data Modeller	130 - 180k	<b>130 - 180k</b>	87 - 145	<b>90 - 145</b>
Data Scientist	130 - 180k	<b>140 - 180k</b>	87 - 145	<b>100 - 145</b>
Junior Data Scientist	80 - 130k	<b>90 - 130k</b>	60 - 87	<b>80 - 100</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 - 140k</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

## TECHNOLOGY, DIGITAL & TRANSFORMATION DEVELOPMENT & TESTING

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Application Development</b>				
Lead Java/.Net Developer	145 - 155k	<b>145 - 155k</b>	120 - 135	<b>120 - 135</b>
Java/.Net Developer	75 - 135k	<b>75 - 135k</b>	65 - 115	<b>65 - 115</b>
Lead Mobile Application Developer - IOS/Android/Windows	130 - 150k	<b>135 - 160k</b>	140 - 150	<b>140 - 150</b>
Mobile Application Developer - IOS/Android/Windows	85 - 125k	<b>90 - 125k</b>	95 - 135	<b>95 - 135</b>
Lead PHP Developer	130 - 135k	<b>130 - 135k</b>	120 - 135	<b>120 - 135</b>
PHP Developer	70 - 125k	<b>70 - 125k</b>	65 - 115	<b>65 - 115</b>
Lead Front End Developer	140 - 150k	<b>140 - 160k</b>	125 - 160	<b>125 - 160</b>
Front End Developer	75 - 135k	<b>85 - 135k</b>	85 - 120	<b>85 - 120</b>
Lead CMS Developer	140 - 150k	<b>140 - 150k</b>	120 - 135	<b>120 - 135</b>
CMS Developer	75 - 135k	<b>75 - 135k</b>	65 - 115	<b>65 - 115</b>
<b>Application Support</b>				
Lead Application Support Consultant	100 - 120k	<b>100 - 120k</b>	105 - 115	<b>105 - 115</b>
Application Support Consultant	75 - 95k	<b>75 - 95k</b>	55 - 80	<b>55 - 80</b>
<b>Testing Services</b>				
QA Test Manager	105 - 115k	<b>105 - 115k</b>	110 - 120	<b>110 - 120</b>
QA Lead	95 - 105k	<b>95 - 105k</b>	105 - 115	<b>105 - 115</b>
QA Test Consultant	75 - 105k	<b>75 - 105k</b>	55 - 85	<b>55 - 85</b>
Automation Test Manager	130 - 135k	<b>130 - 140k</b>	115 - 125	<b>115 - 125</b>
Automation Test Lead	120 - 130k	<b>120 - 135k</b>	105 - 110	<b>110 - 115</b>
Automation Tester	80 - 110k	<b>85 - 120k</b>	60 - 70	<b>70 - 80</b>
Manual Test Manager	105 - 115k	<b>105 - 115k</b>	110 - 120	<b>110 - 120</b>
Manual Test Lead	95 - 105k	<b>95 - 105k</b>	90 - 100	<b>90 - 100</b>
Manual Tester	75 - 105k	<b>75 - 105k</b>	55 - 85	<b>55 - 85</b>
Performance Test Manager	140 - 150k	<b>140 - 150k</b>	135 - 150	<b>135 - 150</b>
Performance Test Lead	120 - 130k	<b>120 - 130k</b>	115 - 125	<b>115 - 125</b>
Performance Tester	85 - 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

## TECHNOLOGY, DIGITAL & TRANSFORMATION DIGITAL

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
Lead UX Designer	140 - 200k	<b>140 - 200k</b>	120 - 160	<b>120 - 160</b>
Senior UX Designer	140 - 160k	<b>140 - 160k</b>	120 - 150	<b>120 - 150</b>
UX Designer	100 - 130k	<b>100 - 130k</b>	100 - 130	<b>100 - 130</b>
Junior UX Designer	70 - 80k	<b>70 - 80k</b>	50 - 70	<b>50 - 70</b>
Senior UX/UI Hybrid Designer	170 - 190k	<b>170 - 190k</b>	120 - 150	<b>120 - 150</b>
UX/UI Hybrid Designer	120 - 170k	<b>120 - 160k</b>	100 - 130	<b>100 - 130</b>
Junior UX/UI Hybrid Designer	90 - 110k	<b>90 - 110k</b>	45 - 55	<b>50 - 70</b>
UX/CX Strategy Consultant	160 - 210k	<b>160 - 210k</b>	120 - 160	<b>120 - 160</b>
UX Information Architect	120 - 150k	<b>120 - 150k</b>	110 - 130	<b>110 - 130</b>
Lead Service Designer	180 - 220k	<b>180 - 220k</b>	120 - 150	<b>135 - 165</b>
Mid - Senior Service Designer	120 - 190k	<b>120 - 170k</b>	100 - 130	<b>80 - 130</b>
Junior Service Designer	80 - 110k	<b>80 - 110k</b>	45 - 55	<b>50 - 70</b>
Human Centered Design (HCD) Specialist	160 - 190k	<b>170 - 220k</b>	110 - 140	<b>120 - 150</b>
Lead Graphic Designer	100 - 130k	<b>100 - 130k</b>	90 - 120	<b>90 - 120</b>
Senior Graphic Designer	90 - 120k	<b>90 - 120k</b>	80 - 110	<b>80 - 110</b>
Junior Graphic Designer	70 - 80k	<b>60 - 70k</b>	45 - 60	<b>45 - 60</b>
Visual/UI Designer	80 - 90k	<b>80 - 90k</b>	55 - 110	<b>55 - 110</b>
Digital Manager	120 - 150k	<b>120 - 150k</b>	90 - 120	<b>90 - 120</b>
Senior Digital Producer	100 - 130k	<b>100 - 130k</b>	60 - 70	<b>70 - 80</b>
Digital Producer	90 - 110k	<b>80 - 95k</b>	55 - 60	<b>55 - 60</b>
Junior Digital Producer	75 - 85k	<b>65 - 75k</b>	40 - 55	<b>40 - 55</b>
Content Manager	90 - 110k	<b>90 - 110k</b>	55 - 60	<b>60 - 70</b>
Content Officer	70 - 85k	<b>70 - 85k</b>	45 - 55	<b>45 - 55</b>

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

# NEW SOUTH WALES

## TECHNOLOGY, DIGITAL & TRANSFORMATION EMERGING TECHNOLOGIES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2018	2019	2018	2019
RPA Delivery Manager	150 - 165k	<b>150 - 170k</b>	800 - 900	<b>900 - 1000</b>
RPA Team Lead	130 - 140k	<b>140 - 160k</b>	650 - 700	<b>800 - 900</b>
RPA Developer	90 - 120k	<b>110 - 140k</b>	500 - 600	<b>700 - 800</b>
RPA Consultant	60 - 80k	<b>80 - 100k</b>	450 - 500	<b>600 - 800</b>
AI Senior Engineer	130 - 160k	<b>140 - 160k</b>	800 - 1000	<b>900 - 1100</b>
AI Engineer	100 - 140k	<b>110 - 140k</b>	600 - 800	<b>700 - 900</b>
Machine Learning Engineer	120 - 160k	<b>120 - 160k</b>	700 - 1000	<b>800 - 1100</b>
IoT Specialist	110 - 150k	<b>120 - 160k</b>	700 - 900	<b>800 - 1000</b>

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

# NEW SOUTH WALES

## TECHNOLOGY, DIGITAL & TRANSFORMATION SENIOR APPOINTMENTS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
CIO	200 - 250k	<b>240 - 300k</b>		
CTO	190 - 240k	<b>230 - 280k</b>		
Head of IT	180 - 210k	<b>200 - 250k</b>		
Head of Engineering	170 - 220k	<b>210 - 230k</b>	150 - 170	<b>150 - 170</b>
Software Development Manager	150 - 180k	<b>150 - 180k</b>	140 - 160	<b>140 - 160</b>
Head of IT Operations	170 - 200k	<b>170 - 200k</b>	160 - 180	<b>160 - 180</b>
Head of Service Delivery	210 - 230k	<b>210 - 230k</b>	140 - 160	<b>140 - 160</b>
Head of Transformation	250 - 290k	<b>250 - 290k</b>	200 - 230	<b>213 - 238</b>
Head of Change Management	230 - 260k	<b>240 - 280k</b>	170 - 200	<b>188 - 225</b>
Head of Delivery	270 - 300k	<b>270 - 300k</b>	210 - 240	<b>200 - 225</b>
Head of Project Services	240 - 270k	<b>240 - 280k</b>	180 - 210	<b>180 - 210</b>
Business Analysis Practice Manager	200 - 230k	<b>200 - 230k</b>	135 - 165	<b>135 - 165</b>

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

# NEW SOUTH WALES

## TECHNOLOGY, DIGITAL & TRANSFORMATION INFRASTRUCTURE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Operations</b>				
Operations Manager	110 - 140k	<b>110 - 150k</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>90 - 125k</b>	75 - 95	<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	60 - 72k	<b>60 - 72k</b>	35 - 48	<b>35 - 48</b>
Helpdesk - Level 1	50 - 58k	<b>50 - 58k</b>	26 - 32	<b>26 - 32</b>
<b>Engineering (Cloud, Networking, Firewalls, Server, Storage)</b>				
Engineer/Architect Manager	140 - 190k	<b>150 - 200k</b>	110 - 150	<b>110 - 150</b>
Architect	150 - 175k	<b>150 - 190k</b>	100 - 125	<b>100 - 125</b>
Designer	130 - 150k	<b>140 - 170k</b>	80 - 110	<b>80 - 110</b>
Engineer	105 - 140k	<b>110 - 140k</b>	80 - 100	<b>80 - 100</b>
Enterprise Architect	180 - 240k	<b>180 - 240k</b>	125 - 187	<b>125 - 187</b>
Pre-sales Architect	150 - 180k	<b>155 - 190k</b>	110 - 160	<b>110 - 160</b>
<b>DevOps</b>				
DevOps Architect	155 - 185k	<b>160 - 200k</b>	115 - 150	<b>115 - 150</b>
DevOps Engineer	125 - 170k	<b>125 - 175k</b>	75 - 140	<b>75 - 140</b>
Junior DevOps Engineer	95 - 125k	<b>95 - 125k</b>	55 - 80	<b>55 - 80</b>
<b>Cyber Security</b>				
Cyber Security Architect	160 - 210k	<b>160 - 220k</b>	125 - 160	<b>125 - 160</b>
Cyber Security Engineer	130 - 170k	<b>130 - 175k</b>	100 - 140	<b>100 - 140</b>
Cyber Security Analyst	95 - 130k	<b>95 - 130k</b>	85 - 100	<b>85 - 100</b>
Governance, Risk and Compliance Consultant	150 - 180k	<b>160 - 200k</b>	110 - 140	<b>110 - 140</b>
Ethical Hacker / Penetration Tester	125 - 160k	<b>125 - 165k</b>	85 - 120	<b>85 - 120</b>

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

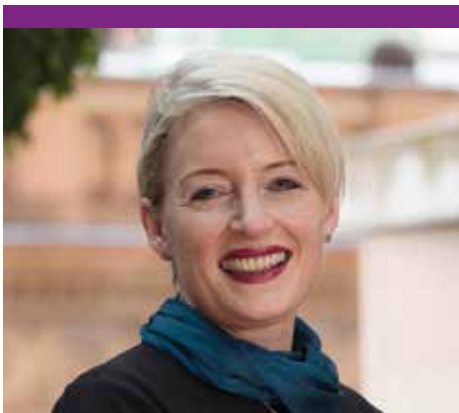
# NEW SOUTH WALES

## TECHNOLOGY, DIGITAL & TRANSFORMATION PROJECT SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
Agile Coach	180 - 210k	<b>180 - 210k</b>	119 - 138	<b>119 - 138</b>
Scrum Master / Iteration Manager	155 - 180k	<b>155 - 180k</b>	94 - 119	<b>94 - 119</b>
Program Director	260 - 280k	<b>260 - 280k</b>	188 - 225	<b>188 - 225</b>
Program Manager	210 - 240k	<b>200 - 230k</b>	131 - 156	<b>125 - 175</b>
Program Coordinator	105 - 130k	<b>105 - 130k</b>	69 - 97	<b>87 - 100</b>
Project Director	210 - 240k	<b>210 - 240k</b>	175 - 200	<b>175 - 200</b>
Senior Project Manager	160 - 180k	<b>160 - 180k</b>	113 - 138	<b>113 - 138</b>
Project Manager	135 - 155k	<b>135 - 155k</b>	88 - 106	<b>97 - 112</b>
Junior Project Manager	100 - 120k	<b>100 - 120k</b>	69 - 88	<b>75 - 97</b>
Project Coordinator	90 - 120k	<b>90 - 120k</b>	69 - 88	<b>62 - 88</b>
Change Director	220 - 250k	<b>230 - 260k</b>	156 - 188	<b>156 - 200</b>
Lead Change Manager	190 - 220k	<b>200 - 240k</b>	125 - 156	<b>125 - 156</b>
Senior Change Manager	160 - 180k	<b>165 - 185k</b>	113 - 138	<b>119 - 138</b>
Change Manager	140 - 160k	<b>145 - 165k</b>	94 - 109	<b>94 - 125</b>
Change Analyst	110 - 130k	<b>110 - 140k</b>	63 - 81	<b>81 - 106</b>
Lead Business Analyst	140 - 160k	<b>140 - 160k</b>	94 - 113	<b>94 - 113</b>
Senior Business Analyst	120 - 140k	<b>120 - 140k</b>	88 - 109	<b>90 - 112</b>
Business Analyst	90 - 110k	<b>90 - 110k</b>	75 - 94	<b>76 - 98</b>
Junior Business Analyst	75 - 95k	<b>75 - 95k</b>	63 - 75	<b>63 - 75</b>
Technical Writer	110 - 130k	<b>110 - 130k</b>	56 - 75	<b>69 - 100</b>
Process Analyst	90 - 110k	<b>90 - 110k</b>	75 - 100	<b>75 - 100</b>
Master Scheduler	140 - 165k	<b>140 - 165k</b>	94 - 125	<b>94 - 125</b>
Project Scheduler	120 - 140k	<b>120 - 140k</b>	75 - 97	<b>75 - 115</b>
PMO Director	200 - 230k	<b>210 - 240k</b>	163 - 194	<b>163 - 194</b>
PMO Manager	160 - 180k	<b>160 - 180k</b>	106 - 131	<b>125 - 150</b>
PMO Analyst	110 - 130k	<b>110 - 140k</b>	69 - 100	<b>88 - 106</b>

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

# QUEENSLAND



**SINEAD HOURIGAN**  
**DIRECTOR**  
**QUEENSLAND**

# 65%

**OF PROFESSIONALS ARE  
MOTIVATED BY A GOOD  
WORK-LIFE BALANCE**

## 2018 INSIGHT

The Queensland jobs market has been relatively flat in recent years, but 2018 was the year in which steady growth was evident. Hiring confidence from the private sector increased while hiring in the public sector

continued, fuelled by substantial infrastructure activity and the digital wave sweeping across every industry.

Despite this, Queensland generally did not experience significant upward movement in remuneration. Instead, there was a healthy increase in job availability with steady, sustainable salary growth.

## 2019 EXPECTATIONS

Queensland's jobs market appears set for growth in 2019.

Assuming the federal election result doesn't change infrastructure and investment priorities, all three major rail projects (Inland Rail, Cross River Rail and Brisbane Metro) will reach similar phases in their life-cycles. Major transport projects are also under way in other Australian states. The perfect storm in 2019 will see multiple employers competing for the same talent.

The \$3.6 billion Queens Wharf will be a complete city changer with major retail and hospitality brands having committed to this

major project, which will generate employment opportunities in 2019, most notably in construction and retail property management. By early 2021, 2,000 new hospitality roles will have been created.

Technology will continue to drive jobs growth and also skill shortages in 2019. From accounting to agriculture and education to energy, all employers are seeking to harness technology to deliver efficiencies and a competitive advantage. Consequently, the demand for technology specialists in Queensland will be extremely high.

Off the back of increased commodity prices and growing production, the mining and resources sector will also be back in hiring mode in

“

The perfect storm in 2019 will see multiple employers competing for the same talent.

”

2019. Professionals with industry experience could be hard to find locally, so we expect to see fresh talent coming from interstate resulting in salaries heading upwards.

Employers facing skill shortages should take a three-pronged approach in 2019.

Firstly, keep a watchful eye on market rates through regular benchmarking. Salaries for various specialisms may swing upwards during the year and it's essential to remain competitive. Armed with this intelligence, employers should ensure new recruits and existing employees are being rewarded in line with what they might expect elsewhere. Retention will be just as important as recruitment in 2019.

Secondly, seek talent that can offer a fresh approach and new ideas. Queensland is a tight marketplace and with access to similar technology across the board, winning organisations will be those who can deploy their resources creatively. Hiring managers need professionals with an aptitude for lateral thinking and innovation. In a market where experienced talent is in short supply, consider hiring less experienced people with the right aptitude and potential.

Thirdly, be open-minded about the composition of the workforce. In a period of skill shortages, it's more important than ever to blend permanent, part-time and contract employees to achieve overall organisational objectives.

## ACCOUNTING & FINANCE

As business confidence returned in 2018, Queensland saw increased hiring for in-house accounting and finance roles, most notably within mining, infrastructure and healthcare organisations. This trend will continue in 2019, along with uplift in demand in other sectors such as education, aged care and renewable energy.

Mining and resources employers will seek more fly-in/fly-out (FIFO) accountants to manage operational finances on-site in regional Queensland. Hiring managers will be seeking accountants with strategic nous and good stakeholder management skills. Typically, FIFO roles command higher remuneration than roles in metropolitan areas, and we expect some pay rate increases in 2019.

Employers are increasingly leaning towards hiring more senior/experienced finance professionals, which is a sign of market confidence. In 2019, we also expect demand to be high for professionals with commercial management skills in the \$100 - 150k bracket.

While there are more job opportunities for accountants, salary growth has not jumped dramatically and is unlikely to do so in 2019. However, there is a limit to the number of suitably qualified professionals in the market. Employers must ensure remuneration keeps pace with market rates to retain their best finance talent.



# 48%

OF PROFESSIONALS WANT TO WORK FOR A BUSINESS WITH A REPUTATION FOR ETHICAL CORPORATE PRACTICES

## BANKING & FINANCIAL SERVICES

While Queensland's banking and financial services sector is modest compared with Melbourne and Sydney, there has been a ripple effect from the banking Royal Commission. 'Vigilance' is the watchword for many employers, and 2019 will see a widespread focus on managing operational risk. In the jobs market, we will see stiff competition for compliance, risk and remediation professionals, particularly those with an awareness of the recommendations outlined in prudential inquiries as organisations focus on strengthening their governance, culture and accountability frameworks and practices.

Building on the increased demand for financial services risk professionals in 2018, the large-scale wealth remediation projects anticipated last year are now in full swing with major financial planning businesses strengthening their advice audit and assurance capabilities. Demand continues to grow for wealth management professionals who are genuinely invested in understanding and supporting the best interests of clients.

The ability to drive positive cultural change is the in-demand skill for financial services professionals. The Sedgwick Report has transformed remuneration structures for frontline bankers with base salaries being increased to compensate for changes to incentives that have historically linked product sales to remuneration. Initiatives, such

as promoting flexible working arrangements and greater diversity in the workplace, are some of the positive cultural shifts witnessed in the sector. As demand continues to outgrow supply, organisations will need to remain competitive by promoting positive workplace culture, work-life balance and competitive remuneration structures.

### **BUSINESS SUPPORT**

A tight labour market in 2019 will see generally high demand and limited supply of business support professionals. Salary growth will be gradual and incremental, rather than sharp and sudden.

The availability of permanent and contract roles is likely to increase in 2019, particularly given the high number of projects under way in government,

“

As the Queensland economy gets busier, employers will seek more in-house HR professionals to manage both recruitment and retention.

”

financial services, infrastructure and mining organisations.

Recently there has been a notable swing back towards hiring local teams for customer service centres as opposed to offshoring. We expect this trend to continue in 2019, with demand high for reliable client service agents with a track record of meeting performance targets.

With an ageing population in Queensland, the not-for-profit sector is expanding resulting in increased demand in 2019 for business support staff, e.g. schedulers. Competition among hiring managers seeking this talent is likely to be high, as there is a shortage of these professionals in the local market.

Employers are advised to identify their top business support talent and focus on retention, including ensuring back office staff are suitably challenged in their roles, providing development opportunities to advance their skill sets and offering flexible working arrangements.

### **HUMAN RESOURCES**

As the Queensland economy gets busier, employers will seek



**39%**

**OF PROFESSIONALS ARE  
LOOKING TO CHANGE JOBS**

more in-house HR professionals to manage both recruitment and retention. In 2019, this will apply in most industry sectors with particularly high demand for HR specialists and generalists in the infrastructure, construction and financial services sectors.

HR professionals with expertise in organisational development, capability, employee experience and wellbeing can expect job opportunities in 2019. Automation of transactional tasks will reduce entry-level HR roles, but increase roles for experienced HR business partners with expertise in interpreting digital metrics.

The major infrastructure projects in South East and North Queensland will increase demand for on-site HR and safety professionals. The fall-out from the banking Royal Commission will see financial institutions hiring more HR professionals with expertise in workplace culture and wellbeing, change management, employee development and organisational design as they respond to the recommendations from the final commission report due out in early 2019.

In 2019, employers will struggle to source tertiary-qualified health and safety professionals with the right blend of technical and interpersonal skills. A variety of temporary and fixed-term contracts will be available for these professionals, and hiring managers will need to make

job offers extremely compelling. Beyond higher salary packages, other enticements that can secure the best talent include professional development opportunities, exposure to transformation projects, bonus potential for project completion and flexible work arrangements.

## PROCUREMENT, SUPPLY CHAIN & LOGISTICS

In 2019, Queensland will see continued demand for procurement and contracts professionals with IT or construction project experience. Strong demand is expected for professional contractors to facilitate the progress of IT transformation projects under way in organisations in every industry sector. As Queensland's major infrastructure project pipeline grows, 2019 should also see higher demand, and salaries, for logistics and material buyers. In addition, contracts administrators, category managers and other procurement professionals will be in high demand across the mining sector as we continue to see sustained recovery in this sector. This will drive demand for residential and FIFO professionals across Queensland.

On the flipside, 2019 will see demand slowing for generalist purchasing and procurement administration professionals, as organisations move to automated platforms to reduce the administrative burden within supply chains.

## MAJOR PROJECTS DRIVING GROWTH



Queens Wharf



Civil infrastructure projects



Digital transformation projects



Renewable energy projects

Hiring managers will struggle to secure procurement professionals with experience of public private partnership (PPP) or other complex project procurement models in 2019. Demand will outstrip supply in Queensland as well as in other parts of Australia. Employers need to be relentless in their pursuit to hire these professionals in 2019. Recruitment campaigns should not be restricted to peaks during projects so hiring managers should be ever-ready to seize good talent when it becomes available.

## RESOURCES, ENGINEERING & CONSTRUCTION

The engineering jobs market will be extremely active in 2019. Engineers of various stripes will be required for the delivery phase of

Queensland projects in renewable energy, civil infrastructure (road and rail), water and power.

Given that many of these projects will reach execution stage in 2019, demand will be highest for professionals with expertise in project delivery, commercial management, project controls, and quality and safety. Locally, there is a shortage of qualified talent with these skills and salary inflation appears inevitable.

Within Civil Infrastructure, we expect huge demand for roles including tunnelling specialists; dam engineers; ETCS specialists, interface management and major project PMO, and assurance and governance specialists. Over the past couple of years, Queensland's skilled professionals in these areas moved to projects interstate and therefore

we expect increases of up to 15% from current market rates to attract local talent back to Queensland. Renewable energy specialists may also secure premium rates.

The mining sector will be busier in 2019 but may struggle to secure sufficient talent, because engineers transitioned to other industries during the recent resources downturn and fewer people sought mine engineering qualifications. Modest salary growth is therefore possible for suitably experienced professionals.

Hiring managers should cast their nets widely in 2019. Engineering professionals are often accustomed to travelling interstate and even overseas for assignments.

“

Hiring confidence from the private sector increased while hiring in the public sector continued, fuelled by substantial infrastructure activity and the digital wave sweeping across every industry.

”

So while the local talent pool may be limited, recruitment strategies that look beyond Queensland may be effective.

## SALES, MARKETING & COMMUNICATIONS

With broader market conditions appearing positive, steady jobs growth is expected for sales professionals in 2019. In particular, business-to-business sales professionals with strong prospecting/acquisition skills and established networks could secure premium salaries and higher incentives.

The marketing jobs market will again be driven by the constant push towards digital transformation in 2019. Across industry sectors, employers will seek marketing professionals with digital optimisation, social media and customer engagement expertise.

With multiple infrastructure projects under way in Queensland, 2019 will see increased demand for



64%

OF PROFESSIONALS BELIEVE  
THEY ARE FAIRLY REMUNERATED

communications professionals with stakeholder/community relations skills – from entry to intermediate level and beyond.

Salaries in sales, marketing and communications will generally remain static in 2019. However, contract roles in some of the above-named specialisms could command significant daily rates as large scale projects are commenced. Sales, marketing and communications professionals may be persuaded to join employers offering the right combination of learning and development, mentoring, cross-skilling and career progression.

## TECHNOLOGY, DIGITAL & TRANSFORMATION

Queensland's tech jobs market looks set for strong growth in 2019. Employers in numerous industries are reliant upon technology professionals to enhance customer experience and improve process efficiency.

There will be an abundance of contract and permanent roles in specialisms such as cyber security, artificial intelligence/robotics, machine learning, agile, DevOps, cloud and data analytics. Skill shortages in these specialisms were prevalent in 2018, and they will only escalate in 2019.

Hiring managers can expect a challenging year in 2019.

Competition will be stiff for new tech specialists while existing employees are likely to be approached with offers from other employers. The solution is a proactive strategy that addresses the problem from several fronts.

Hiring managers need to show existing and potential tech staff that there is scope for professional development and learning. The opportunity to work with new or emerging technology is invaluable to tech professionals, as they understand the value of keeping pace with a fast-moving industry.

Hiring managers also need to offer exceptionally good benefits, including flexible working arrangements and competitive salaries. Market rates will increase for many tech specialisms in 2019 while employers who haven't benchmarked their salaries run the risk of missing out to employers who have.

Hiring managers are also advised to think outside the box. Look out for personnel already working within the organisation who lack experience but have the necessary ability, attitude and desire to up-skill. Learning and development require patience but the long-term result can be qualified, loyal tech specialists with an in-depth understanding of the organisation.

## TOP JOBS IN DEMAND



Customer experience



Project engineers



Stakeholder/  
community relations



Artificial intelligence

# QUEENSLAND

## ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Corporate Services</b>				
Financial Controller	150 - 250k	<b>150 - 250k</b>	75 - 125	<b>75 - 125</b>
Compliance/Risk Manager	120 - 150k	<b>120 - 150k</b>	60 - 75	<b>60 - 75</b>
Accountant	85 - 130k	<b>90 - 140k</b>	40 - 70	<b>40 - 70</b>
<b>Banking</b>				
Area Manager	180 - 220k	<b>180 - 220k</b>	90 - 110	<b>90 - 110</b>
Senior Corporate Banker	150 - 180k	<b>150 - 180k</b>	75 - 90	<b>75 - 90</b>
Relationship Manager	120 - 140k	<b>120 - 140k</b>	60 - 70	<b>60 - 70</b>
Senior Relationship Manager (Business Banking)	130 - 160k	<b>130 - 160k</b>	65 - 80	<b>65 - 80</b>
Relationship Manager (Business Banking)	100 - 130k	<b>100 - 130k</b>	50 - 65	<b>50 - 65</b>
Assistant Relationship Manager	65 - 90k	<b>65 - 90k</b>	32 - 45	<b>32 - 45</b>
Head of Credit	180 - 230k	<b>180 - 230k</b>	90 - 120	<b>90 - 120</b>
Credit Analyst	70 - 100k	<b>80 - 120k</b>	35 - 50	<b>40 - 60</b>
Mobile Home Lending	90 - 120k	<b>90 - 120k</b>	45 - 60	<b>45 - 60</b>
Branch Manager	70 - 90k	<b>70 - 90k</b>	35 - 45	<b>35 - 45</b>
Lead Risk Adviser	130 - 160k	<b>130 - 160k</b>	65 - 80	<b>65 - 80</b>
Risk Analyst	80 - 110k	<b>80 - 110k</b>	40 - 55	<b>40 - 55</b>
<b>Wealth Management</b>				
Senior Private Banker	165 - 180k	<b>165 - 180k</b>	82 - 90	<b>82 - 90</b>
Associate Private Banker	120 - 135k	<b>120 - 135k</b>	60 - 67	<b>60 - 67</b>
Associate Adviser	90 - 120k	<b>90 - 120k</b>	45 - 60	<b>45 - 60</b>
Adviser Assistant	70 - 95k	<b>70 - 95k</b>	35 - 47	<b>35 - 47</b>
Advice Compliance	110 - 140k	<b>110 - 140k</b>	55 - 70	<b>55 - 70</b>
Advice Audit	90 - 120k	<b>90 - 120k</b>	45 - 60	<b>45 - 60</b>
<b>Superannuation/Insurance</b>				
Underwriter	80 - 120k	<b>80 - 120k</b>	40 - 60	<b>40 - 60</b>
Claims Manager	55 - 90k	<b>55 - 90k</b>	25 - 45	<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 (\$)	
	2018	2019	2018	2019
<b>Executive</b>				
Chief Financial Officer	180 - 330k	<b>180 - 330k</b>	90 - 160	<b>90 - 160</b>
Financial Controller	140 - 230k	<b>150 - 250k</b>	70 - 115	<b>70 - 115</b>
Commercial/Planning Manager	140 - 200k	<b>140 - 200k</b>	70 - 100	<b>70 - 100</b>
Tax Manager	140 - 180k	<b>140 - 180k</b>	70 - 100	<b>70 - 100</b>
Finance Manager	110 - 140k	<b>120 - 160k</b>	50 - 70	<b>50 - 70</b>
<b>Qualified</b>				
Senior Financial Accountant	95 - 130k	<b>90 - 140k</b>	45 - 65	<b>45 - 65</b>
Tax Accountant	85 - 130k	<b>85 - 130k</b>	40 - 65	<b>40 - 65</b>
Senior Business/Financial Analyst	110 - 140k	<b>110 - 140k</b>	55 - 70	<b>55 - 70</b>
Business/Financial Analyst	90 - 110k	<b>90 - 110k</b>	45 - 60	<b>45 - 60</b>
Systems Accountant	80 - 120k	<b>80 - 120k</b>	40 - 70	<b>40 - 70</b>
Senior Management Accountant	100 - 125k	<b>100 - 130k</b>	50 - 70	<b>50 - 70</b>
Management Accountant	80 - 100k	<b>80 - 100k</b>	40 - 60	<b>40 - 60</b>
Financial Accountant	80 - 100k	<b>80 - 100k</b>	40 - 55	<b>40 - 55</b>
<b>Part-qualified &amp; Transactional</b>				
Accounts Payable/Receivable Manager	70 - 100k	<b>75 - 110k</b>	35 - 50	<b>35 - 50</b>
Accounts Payable/Receivable Officer	45 - 55k	<b>45 - 55k</b>	25 - 30	<b>25 - 30</b>
Payroll Manager	80 - 110k	<b>80 - 120k</b>	40 - 60	<b>40 - 60</b>
Payroll Officer	55 - 75k	<b>55 - 75k</b>	25 - 35	<b>25 - 35</b>
Bookkeeper	50 - 70k	<b>50 - 70k</b>	25 - 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>	20 - 30	<b>20 - 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 (\$)	
	2018	2019	2018	2019
<b>Executive</b>				
Chief Financial Officer	180 - 280k	<b>190 - 300k</b>	80 - 140	<b>90 - 150</b>
Director of Audit	160 - 300k	<b>160 - 300k</b>	80 - 150	<b>80 - 150</b>
Head of Corporate Services	180 - 250k	<b>200 - 250k</b>	90 - 125	<b>90 - 125</b>
Financial Controller	120 - 155k	<b>140 - 180k</b>	60 - 75	<b>70 - 90</b>
<b>Qualified</b>				
Senior Management Accountant	100 - 140k	<b>100 - 150k</b>	50 - 70	<b>60 - 80</b>
Senior Financial Accountant	100 - 140k	<b>100 - 150k</b>	50 - 70	<b>60 - 80</b>
Business Analyst	100 - 140k	<b>100 - 150k</b>	50 - 70	<b>60 - 80</b>
Financial/Management Accountant	75 - 120k	<b>75 - 120k</b>	40 - 60	<b>50 - 70</b>
<b>Part &amp; Non-qualified</b>				
Payroll Officer	45 - 60k	<b>55 - 75k</b>	25 - 30	<b>25 - 35</b>
Accounts Receivable / Credit Officer	45 - 60k	<b>45 - 65k</b>	25 - 30	<b>25 - 35</b>
Accounts Payable Officer	45 - 60k	<b>45 - 65k</b>	25 - 30	<b>25 - 35</b>

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

# QUEENSLAND

## BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Business Support</b>				
Project Coordinator	80 - 100k	<b>80 - 100k</b>	41 - 60	<b>41 - 60</b>
Project Administrator	68 - 80k	<b>70 - 90k</b>	38 - 48	<b>38 - 48</b>
Executive Assistant	82 - 110k	<b>82 - 110k</b>	41 - 55	<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>66 - 80k</b>	38 - 48	<b>39 - 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>60 - 70k</b>	33 - 38	<b>35 - 40</b>
Team Secretary	55 - 68k	<b>55 - 68k</b>	28 - 37	<b>29 - 38</b>
Administration Assistant	55 - 65k	<b>55 - 65k</b>	28 - 36	<b>29 - 37</b>
Data Entry Operator	50 - 60k	<b>50 - 60k</b>	28 - 33	<b>29 - 34</b>
Receptionist	50 - 60k	<b>50 - 60k</b>	28 - 33	<b>29 - 34</b>
Office Junior	43 - 49k	<b>43 - 50k</b>	27 - 32	<b>28 - 32</b>
Claims Officer	55 - 65k	<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>72 - 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	67 - 75k	<b>70 - 77k</b>	36 - 40	<b>38 - 42</b>
Executive Support Officer	79 - 87k	<b>79 - 89k</b>	42 - 46	<b>42 - 48</b>
Project Officer	91 - 99k	<b>92 - 100k</b>	48 - 52	<b>48 - 55</b>
Policy Officer	105 - 120k	<b>101 - 120k</b>	55 - 60	<b>55 - 60</b>

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

# QUEENSLAND

## HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Generalist</b>				
HR Director	200 - 250k	<b>250 - 285k</b>	125 - 150	<b>125 - 160</b>
HR Manager	120 - 165k	<b>165 - 220k</b>	105 - 125	<b>100 - 125</b>
HR Business Partner	110 - 140k	<b>135 - 160k</b>	65 - 80	<b>65 - 95</b>
HR Advisor (5+ yrs' exp)	90 - 110k	<b>95 - 120k</b>	40 - 55	<b>40 - 65</b>
HR Advisor (1 - 4 yrs' exp)	75 - 85k	<b>75 - 85k</b>	40 - 50	<b>40 - 50</b>
HR Officer	65 - 75k	<b>70 - 80k</b>	30 - 40	<b>30 - 40</b>
HR Coordinator	55 - 65k	<b>55 - 65k</b>	30 - 35	<b>30 - 35</b>
<b>Specialist</b>				
Change Manager	150 - 200k	<b>150 - 250k</b>	105 - 150	<b>105 - 150</b>
Remuneration & Benefits Consultant	120 - 150k	<b>135 - 165k</b>	80 - 100	<b>90 - 110</b>
Industrial/Employee Relations Manager	120 - 180k	<b>150 - 180k</b>	80 - 100	<b>80 - 100</b>
Organisational Development Manager	135 - 150k	<b>150 - 185k</b>	80 - 100	<b>80 - 100</b>
Learning & Development Manager	120 - 150k	<b>135 - 150k</b>	80 - 100	<b>80 - 100</b>
Industrial/Employee Relations Advisor	110 - 125k	<b>120 - 135k</b>	55 - 70	<b>55 - 75</b>
Organisational Development Advisor	110 - 135k	<b>120 - 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>100 - 120k</b>	50 - 65	<b>50 - 65</b>
Workforce Planning Consultant	90 - 110k	<b>90 - 110k</b>	80 - 100	<b>80 - 100</b>
Recruitment Officer	70 - 80k	<b>75 - 85k</b>	35 - 55	<b>40 - 55</b>
Trainer	100 - 110k	<b>110 - 120k</b>	80 - 100	<b>80 - 100</b>
<b>OH&amp;S</b>				
Manager	150 - 220k	<b>165 - 220k</b>	95 - 120	<b>85 - 120</b>
Advisor	95 - 120k	<b>120 - 150k</b>	55 - 75	<b>60 - 75</b>
Return to Work Coordinator	75 - 90k	<b>90 - 120k</b>	50 - 60	<b>50 - 60</b>

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

# QUEENSLAND

## PROCUREMENT, SUPPLY CHAIN & LOGISTICS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2018	2019	2018	2019
<b>Procurement</b>				
Chief Procurement Officer	250 - 350k	<b>250 - 350k</b>	1200 - 1600	<b>1250 - 1700</b>
Procurement Manager	125 - 210k	<b>140 - 230k</b>	800 - 1300	<b>800 - 1350</b>
Procurement Analyst	85 - 105k	<b>95 - 120k</b>	400 - 600	<b>400 - 650</b>
Procurement/Purchasing Officer	60 - 95k	<b>60 - 95k</b>	350 - 500	<b>365 - 500</b>
Contracts Manager	150 - 200k	<b>150 - 200k</b>	650 - 1200	<b>700 - 1300</b>
Contracts & Procurement Administrator	90 - 160k	<b>90 - 170k</b>	500 - 700	<b>550 - 800</b>
Category Manager	120 - 180k	<b>130 - 190k</b>	700 - 1000	<b>800 - 1200</b>
Category Advisor	85 - 125k	<b>90 - 130k</b>	500 - 700	<b>500 - 750</b>
ICT Procurement Specialist	110 - 160k	<b>130 - 170k</b>	600 - 1100	<b>700 - 1200</b>
Procurement Consultant	95 - 140k	<b>95 - 150k</b>	600 - 1000	<b>650 - 1100</b>
<b>Supply Chain</b>				
Supply Chain Manager	120 - 190k	<b>120 - 200k</b>	600 - 850	<b>700 - 900</b>
Supply Chain Officer	70 - 120k	<b>70 - 120k</b>	400 - 650	<b>450 - 650</b>
Materials Coordinator	90 - 110k	<b>80 - 130k</b>	400 - 650	<b>450 - 700</b>
Materials Planner	75 - 120k	<b>90 - 130k</b>	350 - 500	<b>400 - 600</b>
<b>Logistics</b>				
Project Freight Manager	130 - 190k	<b>130 - 200k</b>	700 - 1000	<b>700 - 1050</b>
Branch Manager	85 - 130k	<b>90 - 130k</b>	400 - 600	<b>400 - 600</b>
Projects Freight Operations Coordinator	80 - 110k	<b>80 - 115k</b>	350 - 500	<b>350 - 600</b>
Logistics Manager	100 - 150k	<b>110 - 150k</b>	450 - 700	<b>500 - 750</b>
Logistics Officer	60 - 85k	<b>75 - 90k</b>	350 - 500	<b>350 - 500</b>
Operations Manager	130 - 180k	<b>150 - 190k</b>	500 - 800	<b>500 - 800</b>

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

# QUEENSLAND

## RESOURCES, ENGINEERING & CONSTRUCTION

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Engineering Design</b>				
Technical Director	230 - 290k	<b>250 - 330k</b>	135 - 160	<b>160 - 200</b>
Principal Design Manager	210 - 230k	<b>210 - 250k</b>	110 - 140	<b>120 - 140</b>
Design Manager	160 - 200k	<b>160 - 200k</b>	90 - 125	<b>90 - 125</b>
Engineering Manager	190 - 230k	<b>200 - 240k</b>	120 - 140	<b>120 - 180</b>
Principal Design Engineer (10+ yrs' exp)	180 - 225k	<b>180 - 225k</b>	100 - 120	<b>100 - 120</b>
Senior Design Engineer (8+ yrs' exp)	120 - 170k	<b>120 - 170k</b>	75 - 95	<b>75 - 95</b>
Design Engineer (3 - 8 yrs' exp)	95 - 110k	<b>95 - 110k</b>	60 - 80	<b>60 - 80</b>
Revit Drafter	85 - 110k	<b>85 - 110k</b>	55 - 85	<b>55 - 85</b>
Senior Designer	100 - 120k	<b>100 - 120k</b>	60 - 80	<b>60 - 80</b>
Designer	80 - 100k	<b>80 - 100k</b>	40 - 60	<b>40 - 60</b>
<b>Project Delivery</b>				
Project Director	290 - 350k	<b>290 - 350k</b>	140 - 160	<b>150 - 200</b>
Project Manager	220 - 250k	<b>230 - 280k</b>	110 - 130	<b>110 - 130</b>
Construction Manager	200 - 240k	<b>220 - 260k</b>	110 - 130	<b>110 - 130</b>
Site Manager	120 - 160k	<b>120 - 160k</b>	80 - 100	<b>70 - 90</b>
Senior Project Engineer	140 - 160k	<b>150 - 180k</b>	80 - 100	<b>80 - 100</b>
Project Engineer	120 - 140k	<b>120 - 140k</b>	70 - 95	<b>70 - 95</b>
Senior Estimator (10+ yrs' exp)	180 - 210k	<b>200 - 250k</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>110 - 140k</b>	60 - 80	<b>60 - 80</b>
Senior Contracts Administrator	140 - 180k	<b>150 - 180k</b>	80 - 95	<b>80 - 110</b>
Contracts Administrator	90 - 120k	<b>100 - 135k</b>	55 - 80	<b>60 - 90</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 (\$)	
	2018	2019
<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	80 - 120k	<b>80 - 120k</b>
Account Manager	70 - 100k	<b>70 - 100k</b>
Sales/Account Executive	60 - 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	160 - 200k	<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	120 - 140k	<b>120 - 140k</b>
Senior Communications Consultant	90 - 110k	<b>90 - 110k</b>
Communications Consultant	70 - 85k	<b>70 - 85k</b>
Social Responsibility Executive	85 - 95k	<b>85 - 95k</b>
Media Relations Manager	90 - 110k	<b>90 - 110k</b>

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

# QUEENSLAND

## TECHNOLOGY, DIGITAL & TRANSFORMATION

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Management</b>				
CIO / CTO	200 - 260k	<b>200 - 280k</b>	130 - 200	<b>130 - 200</b>
Programme Manager	150 - 220k	<b>175 - 250k</b>	130 - 175	<b>140 - 185</b>
Infrastructure/Development/BI Manager	130 - 170k	<b>140 - 180k</b>	95 - 140	<b>105 - 155</b>
Change Manager	100 - 140k	<b>120 - 140k</b>	90 - 140	<b>100 - 150</b>
Senior Project Manager	130 - 160k	<b>145 - 185k</b>	110 - 140	<b>120 - 160</b>
Project Manager	110 - 140k	<b>115 - 145k</b>	100 - 125	<b>110 - 135</b>
Senior Business Analyst	100 - 140k	<b>125 - 140k</b>	90 - 120	<b>90 - 115</b>
Business Analyst	70 - 105k	<b>100 - 125k</b>	80 - 95	<b>80 - 105</b>
<b>Architecture</b>				
Enterprise Architect	140 - 180k	<b>160 - 200k</b>	120 - 155	<b>130 - 165</b>
Solutions/Technical/Security Architect	140 - 180k	<b>160 - 190k</b>	100 - 135	<b>110 - 150</b>
<b>Development/Testing</b>				
Senior Developer	100 - 140k	<b>125 - 150k</b>	90 - 120	<b>100 - 120</b>
Developer	65 - 95k	<b>85 - 125k</b>	65 - 90	<b>80 - 100</b>
Test Manager / QA Manager	110 - 150k	<b>120 - 150k</b>	100 - 125	<b>90 - 125</b>
Test Analyst	65 - 100k	<b>85 - 110k</b>	65 - 85	<b>75 - 90</b>
<b>Infrastructure</b>				
Senior Network/System Engineer	110 - 140k	<b>110 - 140k</b>	90 - 120	<b>90 - 120</b>
Network/System Engineer	85 - 105k	<b>80 - 110k</b>	65 - 90	<b>75 - 100</b>
Senior System Administrator	95 - 125k	<b>100 - 125k</b>	80 - 100	<b>80 - 105</b>
System Administrator	75 - 95k	<b>80 - 100k</b>	60 - 85	<b>70 - 90</b>
Database Administrator	75 - 115k	<b>90 - 120k</b>	60 - 85	<b>80 - 100</b>
Helpdesk/Desktop Support	50 - 75k	<b>50 - 75k</b>	25 - 50	<b>30 - 50</b>

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

# SOUTH AUSTRALIA



**MICHELLE CHRISTIE**  
**DIRECTOR**  
**SOUTH AUSTRALIA**

# 91%

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

## 2018 INSIGHT

The jobs market in South Australia was steady in 2018. Broadly speaking, salary levels were stable and in line with the Consumer Price Index.

## 2019 EXPECTATIONS

The year ahead offers plenty of reasons for optimism, with jobs growth expected in defence, infrastructure and technology.

Much of that growth will be stimulated by major projects, with BAE's \$35 billion Future Frigates Project progressing through its design and construction phase and a further \$20 billion slated for ongoing maintenance. Naval Group Australia's Future Submarine Project will see 12 submarines built in Osborne, while Adelaide Airport's \$165 million Terminal Expansion Project will ramp up.

These projects will heighten South Australia's demand for software engineers, supply chain managers and project managers. These professionals could see salary increases of up to 10-20% in 2019.

A number of other infrastructure projects, such as residential care facilities in Adelaide, are being driven by leading not-for-profit organisations. Consequently, many employers in this sector will be seeking project managers and project support professionals in 2019.

Given the prevalence of major projects in South Australia, we expect to see a continued preference from employers for contract roles, as opposed to permanent positions. Hiring managers may need to pay premium rates to secure top talent for these fixed periods. Given the local shortage of some skill sets, such as engineering, hiring managers may also have to consider hiring candidates with transferable skills who are a good cultural fit.

## ACCOUNTING & FINANCE

Next year we expect to see high demand for senior finance roles, such as CFOs and finance managers, as well as an ongoing need for financial accountants in the \$70 - 120k range. However, salary levels are unlikely to rise significantly.

“

The year ahead offers plenty of optimism, with jobs growth expected in defence, infrastructure and technology.

”

Many of the newly created finance roles will be temporary, stemming from the major projects under way in South Australia. Traditionally, finance professionals have preferred permanent roles, so the challenge for hiring managers will be to make contract packages attractive by offering a competitive salary and flexible working arrangements.

## BUSINESS SUPPORT

Jobs will be available for business support professionals in 2019, although salary growth is likely to be minimal because the market has a steady supply of talent. In the wake of positive economic activity in South Australia, there has been an increase in senior leadership appointments and that, in turn, is fuelling demand for more executive assistants (EAs). These roles are more high profile than they have been in the past, as EAs typically support multiple stakeholders, including two or three executives.

## HUMAN RESOURCES

Many organisations will be stepping up their human resources activity in 2019. As well as seeking new recruits, employers will also boost their efforts to retain existing talent. Therefore, HR professionals with employee engagement experience will be in demand, as will those who are able to manage training and development programs.

With the South Australian economy picking up, large organisations are likely to be increasingly open to locating senior HR roles and business partner roles in Adelaide. South Australia's infrastructure projects will continue to require

HR professionals with industrial relations experience.

## SALES, MARKETING & COMMUNICATIONS

Salary growth for sales, marketing and communications professionals was generally minimal during 2018, with this trend set to continue in 2019. New permanent jobs will be in relatively short supply, although some contract marketing and sales roles will surface in the wake of South Australia's major projects.

One notable area of marketing and communications jobs growth in 2019 will be in defence, spurred by the substantial submarine and frigate projects in South Australia. There will also be new marketing roles created on the back of increased government spending in education and the not-for-profit sector more broadly. Many of these roles will be junior-level positions, to backfill after more experienced marketers are promoted.

Similarly, while the sales jobs market will be quiet overall in 2019, there will be pockets of growth. New outbound phone-based sales roles are likely to be available in the financial services and ICT sector, as employers seek to achieve efficiencies by moving away from traditional key account business development roles.

## TECHNOLOGY, DIGITAL & TRANSFORMATION

In 2018, demand increased for senior technology specialists such as CIOs and this trend is expected to continue in 2019. Hiring managers will be on the

### MAJOR PROJECTS DRIVING GROWTH



Future Frigates Program



Future Submarines Project



Adelaide Airport Terminal Expansion



Residential care facilities

hunt for talented specialists who can demonstrate commercial and strategic smarts.

Due to the high number of projects underway, software engineers will be in extremely high demand and short supply, with salaries likely to rise accordingly. Hiring managers may need to think laterally to fill positions, especially for defence projects where professionals will require defence clearance along with essential experience and technical skills.

Seeking technology specialists from outside South Australia will be an increasingly viable option for hiring managers in 2019. Ambitious professionals are likely to be swayed by the professional challenge of premium roles in major projects, along with the quality of life that smaller capital cities like Adelaide offer.

# SOUTH AUSTRALIA

## ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Executive</b>				
Chief Financial Officer	160 - 400k	<b>160 - 400k</b>	80 - 160	<b>90 - 160</b>
Financial Controller	130 - 200k	<b>140 - 200k</b>	65 - 100	<b>65 - 100</b>
Tax Manager	110 - 140k	<b>110 - 140k</b>	55 - 70	<b>58 - 72</b>
Group Accountant	90 - 120k	<b>95 - 120k</b>	45 - 60	<b>45 - 60</b>
<b>Qualified</b>				
Audit Manager	120 - 140k	<b>120 - 140k</b>	60 - 85	<b>60 - 85</b>
Financial/Business Analyst	80 - 120k	<b>85 - 120k</b>	40 - 80	<b>45 - 80</b>
Finance Manager	80 - 130k	<b>90 - 150k</b>	50 - 80	<b>55 - 85</b>
Financial Accountant	80 - 110k	<b>82 - 115k</b>	45 - 60	<b>50 - 62</b>
Management Accountant	80 - 120k	<b>75 - 120k</b>	50 - 70	<b>50 - 70</b>
Assistant Accountant	55 - 70k	<b>58 - 70k</b>	35 - 50	<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 (\$)	
	2018	2019	2018	2019
<b>Professional Business Banking</b>				
Senior Relationship Manager	140 - 160k	<b>140 - 160k</b>		
Business Banking Manager	110 - 120k	<b>110 - 120k</b>		
Assistant Relationship Manager	60 - 75k	<b>60 - 75k</b>		
Lending Manager	75 - 90k	<b>75 - 90k</b>		
<b>Wealth Management</b>				
Financial Planner	90 - 120k	<b>90 - 120k</b>		
Paraplanner	55 - 90k	<b>55 - 80k</b>		
Client Services	50 - 65k	<b>50 - 78k</b>	22 - 34	<b>25 - 40</b>
<b>Contact Centre</b>				
Customer Service/Collections	55 - 58k	<b>55 - 60k</b>	22 - 32	<b>28 - 32</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 (\$)	
	2018	2019	2018	2019
<b>Business Support</b>				
Executive Assistant	70 - 85k	<b>70 - 85k</b>	35 - 45	<b>35 - 45</b>
Office Manager	70 - 85k	<b>70 - 85k</b>	35 - 40	<b>35 - 40</b>
Personal Assistant	65 - 75k	<b>65 - 75k</b>	30 - 37	<b>30 - 37</b>
Office Administrator	55 - 65k	<b>50 - 60k</b>	30 - 35	<b>25 - 27</b>
Receptionist	50 - 55k	<b>45 - 55k</b>	27 - 30	<b>23 - 28</b>
Project Administrator	50 - 55k	<b>50 - 65k</b>	27 - 30	<b>25 - 33</b>
<b>Finance</b>				
Bookkeeper	60 - 75k	<b>60 - 75k</b>	32 - 38	<b>35 - 45</b>
Credit Controller	60 - 75k	<b>60 - 75k</b>	32 - 38	<b>35 - 40</b>
Payroll Officer	55 - 70k	<b>60 - 75k</b>	30 - 35	<b>32 - 38</b>
Accounts Payable/Receivable	55 - 65k	<b>55 - 65k</b>	28 - 32	<b>28 - 32</b>

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

## HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
Executive Manager / Director / Head of	150 - 200k	<b>150 - 200k</b>	150 - 180	<b>150 - 180</b>
HR Manager	100 - 130k	<b>100 - 130k</b>	70 - 75	<b>70 - 75</b>
Senior HR Business Partner	100 - 120k	<b>100 - 120k</b>	120 - 140	<b>120 - 140</b>
HR Business Partner	85 - 100k	<b>85 - 100k</b>	60 - 80	<b>60 - 80</b>
HR Advisor	70 - 85k	<b>70 - 85k</b>	50 - 60	<b>50 - 60</b>
HR Coordinator	60 - 70k	<b>60 - 70k</b>	40 - 50	<b>40 - 50</b>
HR Officer	50 - 60k	<b>50 - 60k</b>	30 - 35	<b>30 - 35</b>
HSE Manager	100 - 130k	<b>100 - 130k</b>	70 - 75	<b>70 - 75</b>
HSE Advisor	80 - 95k	<b>80 - 95k</b>	60 - 80	<b>60 - 80</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 (\$)	
	2018	2019
<b>Sales</b>		
Business/Operations Manager	105 - 135k	<b>110 - 150k</b>
Business Development Manager	80 - 120k	<b>80 - 130k</b>
Account Manager	80 - 120k	<b>80 - 130k</b>
Regional Sales Manager	125 - 140k	<b>125 - 150k</b>
Sales Manager	125 - 160k	<b>125 - 175k</b>
Sales Executive	70 - 90k	<b>70 - 100k</b>
Relationship Manager	85 - 100k	<b>85 - 110k</b>
<b>Marketing</b>		
Marketing Manager	90 - 130k	<b>100 - 150k</b>
Marketing Executive	70 - 85k	<b>70 - 95k</b>
Marketing Coordinator	55 - 70k	<b>55 - 75k</b>
Product Manager	90 - 110k	<b>90 - 120k</b>
Brand Manager	80 - 110k	<b>80 - 110k</b>
Digital Marketing Coordinator	70 - 90k	<b>70 - 100k</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.

# SOUTH AUSTRALIA

## TECHNOLOGY, DIGITAL & TRANSFORMATION

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Management</b>				
CIO / CTO	175 - 300k	<b>160 - 300k</b>	140 - 250	<b>140 - 250</b>
Infrastructure/Development/BI Manager	110 - 185k	<b>100 - 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	90 - 150k	<b>80 - 140k</b>	90 - 130	<b>80 - 130</b>
Project Manager	80 - 110k	<b>80 - 110k</b>	50 - 110	<b>60 - 100</b>
Senior Business Analyst	90 - 130k	<b>80 - 120k</b>	80 - 110	<b>85 - 110</b>
Business Analyst	70 - 110k	<b>70 - 110k</b>	50 - 80	<b>50 - 90</b>
<b>ERP/CRM/BI</b>				
Senior Consultant	120 - 170k	<b>120 - 170k</b>	100 - 150	<b>110 - 160</b>
Consultant	85 - 110k	<b>85 - 110k</b>	60 - 120	<b>60 - 120</b>
<b>Architecture</b>				
Enterprise Architect	120 - 210k	<b>110 - 200k</b>	100 - 150	<b>90 - 150</b>
Solutions/Technical/Security Architect	130 - 200k	<b>100 - 180k</b>	100 - 150	<b>80 - 140</b>
<b>Development/Testing</b>				
Senior Developer	90 - 130k	<b>90 - 130k</b>	70 - 110	<b>65 - 100</b>
Web Developer	70 - 100k	<b>60 - 110k</b>	45 - 90	<b>45 - 90</b>
Developer	65 - 90k	<b>60 - 90k</b>	45 - 90	<b>45 - 90</b>
Test Lead	100 - 150k	<b>100 - 150k</b>	75 - 130	<b>65 - 120</b>
Test Analyst	75 - 95k	<b>65 - 95k</b>	60 - 80	<b>50 - 75</b>
<b>Infrastructure</b>				
Network/System Engineer	70 - 120k	<b>65 - 120k</b>	45 - 120	<b>45 - 90</b>
System Administrator	65 - 100k	<b>65 - 100k</b>	45 - 100	<b>45 - 80</b>
Database Administrator	80 - 120k	<b>70 - 110k</b>	65 - 95	<b>60 - 95</b>
Helpdesk/Desktop Support	50 - 80k	<b>50 - 90k</b>	30 - 65	<b>30 - 70</b>

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

# VICTORIA



**JAMES DALRYMPLE**  
**DIRECTOR**  
**VICTORIA**

# 70%

**OF PROFESSIONALS ARE  
MOTIVATED BY A GOOD  
WORK-LIFE BALANCE**

## 2018 INSIGHT

The Victorian jobs market was increasingly positive as the year progressed. By the end of 2018, demand for talent was growing although this did not translate into widespread salary rises.

## 2019 EXPECTATIONS

In 2019, the jobs market is expected to remain relatively resilient in Victoria. Major projects in infrastructure, banking and financial services as well as the corporate sector are generating jobs growth.

A number of substantial infrastructure projects will reach similar stages in their life-cycles in 2019.

The Westgate Tunnel, Airport Rail and Melbourne Metro Rail Projects will generate demand for professionals with similar skill sets.

We expect contract and project-based roles to be high on the 'wanted' list. We also expect skill shortages to extend beyond construction and engineering into ancillary services.

In the banking and financial services sector, seismic changes are likely in 2019. The fall-out from the banking Royal Commission's findings will be palpable in the jobs market, with all the major financial institutions seeking remediation and compliance professionals across banking, wealth, insurance and

superannuation. Offering premium rates will help attract top talent, but skill shortages will still occur.

In the broader corporate sector, the wave of digital transformation shows no sign of waning. Organisations are seeking to embed new ways of operating and professionals with agile methodology experience will be highly prized in 2019. Agile specialists, such as scrum leads and tribe leads, can expect salary increases. When recruiting these professionals, speed is the name of the game so hiring managers must streamline recruitment processes to get ahead of the competition.

However, a shortage of agile specialists will remain and employers are advised to 'think

“

Organisations are seeking new ways of operating and professionals with agile methodology experience will be highly prized in 2019.

”

outside the box' when it comes to resourcing. Developing agile capabilities internally through knowledge sharing and training could offer a cost-effective and sustainable solution.

## ACCOUNTING & FINANCE

Demand for accounting and finance professionals will remain steady in 2019. While basic accounting tasks are being increasingly automated, accountants with commercial acumen will continue to be sought after.

Employers will continue to value business advisors whose strategic vision is backed up by sound technical knowledge. Accountants who can see the bigger picture and collaborate with colleagues across their organisation will still be in high demand in 2019.

As the regulatory screws tighten and businesses focus upon compliance, accountants with risk and remediation expertise will also be sought after. Employers will have to compete for top talent resulting in possible salary growth, particularly in the financial services sector. Hiring managers will need to move swiftly and decisively to secure the best accountants in 2019.

## BANKING & FINANCIAL SERVICES

Banks face a tough year in 2019, as they look to restore public confidence and satisfy regulators. Risk and compliance specialists with experience in banking, wealth, insurance and superannuation will

be in high demand and salary levels across this space will rise as a result.

The challenge for hiring managers will be twofold. On the one hand, there will be a limited supply of experienced risk and compliance specialists. On the other hand, there is the sheer volume of talent required for remediation projects. Hiring managers may need to simultaneously appoint senior, intermediate and graduate-level team members.

Added to the remediation work that is under way, major financial institutions will also continue to progress digital transformation projects in 2019. Professionals with expertise in agile methodologies, business intelligence and cyber security will be sought after.

The above areas of skill shortage will require employers to take a holistic and flexible approach with knowledge sharing and up-skilling the existing workforce providing part of the answer. Fast-tracking recruitment processes and paying market premiums will also help.

## BUSINESS SUPPORT

2018 salary growth was modest for most business support roles in Victoria with this trend appearing to continue in 2019. Employers will often 'try before they buy,' hiring temporary business support professionals before transitioning the best talent to permanent.

Large employers in Victoria have been phasing out executive assistant (EA) and personal assistant (PA) roles in favour of team assistants (TA)

## DRIVERS OF JOBS GROWTH



Digital transformation



Increased regulation



Investment in infrastructure



The banking Royal Commission

who support two or more business leaders. Consequently we expect to see diminished demand for EAs and PAs in 2019, but those who can manage multiple stakeholders should pick up TA roles.

Melbourne has a limited supply of legal secretaries as retention rates in top tier firms are high. We expect consistent demand for these positions in 2019. Competitive salary packages, coupled with flexible working arrangements, can be enough to sway some local professionals. However, hiring managers may also need to cast their nets beyond Victoria to secure fresh talent.

## HUMAN RESOURCES

The majority of human resources professionals are unlikely to see substantial salary increases in 2019. However, demand for HR professionals is expected to be

highest in areas where notable skill shortages exist, such as financial services, technology and organisations with agile environments.

In the wake of the banking Royal Commission, financial services organisations will be looking to deliver cultural change and actively seek human resources professionals with relevant expertise. The wider jobs market is resilient, compelling larger employers to expand their in-house recruitment capability while simultaneously expanding their in-house learning and development programs.

Therefore, demand will be slightly higher in 2019 for HR professionals with business partnering skills. The need for contract and fixed-term roles to support business transformation projects will also be

high. The ability to align HR outcomes such as hiring, training and diversity with organisational strategy will be more important than ever.

To retain and secure HR talent, hiring managers need to articulate how HR helps drive the direction of their organisation. The top performing professionals are expected to make a strategic, not just a tactical, contribution.

### SALES, MARKETING & COMMUNICATIONS

While remuneration growth may be limited, there will be an increasing number of sales roles in Victoria in 2019 as employers step up efforts to retain and up-sell to existing customers.

The state's prospering infrastructure projects are stimulating demand

“

Increasingly, we expect to see professionals hired without all the required technical experience but with the right aptitude and cultural fit.

”

for account managers in areas such as building products and engineering services. In 2019, we expect demand to be highest for those with a track record in maintaining their client base while also securing new business through tenders and industry networks.

Headhunting sales professionals from competitors can present a challenge. Top performers are likely to be generously rewarded by their employer and unwilling to take a sideways step to a direct competitor. Instead, hiring managers will have more success seeking professionals from indirect competitors, e.g. sales professionals from the same industry sector but in different stages of the supply chain.

Across every industry sector, marketing departments are leading the charge to gain more in-depth insights into customer behaviour. As a result, strategies and hiring budgets have shifted from above-the-line marketing to below-the-line digital marketing.

In 2018, Victoria witnessed strong salary growth for digital marketers (10-15% rises for data and



51%

OF PROFESSIONALS WANT ACCESS TO TECHNOLOGY WHICH WILL ENABLE COLLABORATION AND A SOCIAL WORK ENVIRONMENT

performance analysts) and direct marketers (10-15% rises for those with electronic direct mail experience). In 2019, these professionals will once again be highly sought after.

Across the board we expect to see increased demand for performance analysts as well as specialists in loyalty, segmentation and content marketing. In the wake of the banking Royal Commission, we also expect to see banks and financial services institutions seeking communications professionals with reputation management expertise.

Hiring managers in large organisations may struggle to find junior marketers with digital/data skills but this challenge can be overcome by training eager young professionals, a willingness to hire marketers from SMEs, agencies and other industries, or hiring experienced contractors with six-month Working Holiday visas.

## TECHNOLOGY, DIGITAL & TRANSFORMATION

Victoria's technology sector is a dynamic and fast-moving environment, and the jobs market will reflect this trend in 2019. Recruiting qualified professionals with experience in emerging technologies is likely to be challenging, due to the rapidly-changing nature of technology.

Specialisms that will be in high demand but short supply include artificial intelligence and machine learning, cyber security risk, front-end development, data science/engineering and agile practitioners. Salary growth for these select few professionals will be healthy in 2019.

In their search for professionals with hard-to-find skill sets, hiring managers must streamline their recruitment processes. Talented individuals are likely to receive several job offers so fast-acting hiring managers who move quickly will be in pole position. To secure top talent, hiring managers should articulate the purpose and scope of a role, outline clear paths of career progression and seek to offer non-monetary benefits, such as flexible working arrangements or generous leave entitlements.

These skill shortages will also prompt employers to adjust their recruitment strategies in other ways. Increasingly, we expect to see professionals hired without all the required technical experience but with the right aptitude and cultural fit. Technology and IT experts who demonstrate an aptitude for problem solving, leadership and embracing change could be well positioned in 2019.

## TOP JOBS IN DEMAND



Agile specialists



Risk & compliance specialists



Artificial intelligence



Digital marketers

# VICTORIA

## ACCOUNTING & FINANCE

## BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Executive &amp; Management</b>				
Senior Finance Business Partner	150 - 220k	<b>160 - 250k</b>	82 - 120	<b>88 - 140</b>
Finance Business Partner	120 - 170k	<b>140 - 170k</b>	65 - 95	<b>77 - 95</b>
Financial Controller / Head of Division	180 - 250k	<b>185 - 280k</b>	100 - 140	<b>100 - 150</b>
Finance Manager / Divisional Manager	130 - 180k	<b>140 - 190k</b>	70 - 100	<b>77 - 105</b>
Internal Audit Manager	120 - 180k	<b>140 - 180k</b>	65 - 100	<b>77 - 100</b>
Treasury Manager	140 - 190k	<b>145 - 190k</b>	77 - 105	<b>80 - 105</b>
Product Controller	110 - 150k	<b>140 - 180k</b>	60 - 82	<b>77 - 100</b>
<b>Accounting</b>				
Senior Analyst	100 - 120k	<b>100 - 120k</b>	55 - 65	<b>55 - 65</b>
Internal Auditor	85 - 110k	<b>95 - 115k</b>	47 - 60	<b>52 - 63</b>
Tax Accountant	100 - 130k	<b>95 - 130k</b>	55 - 70	<b>52 - 70</b>
Senior Fund Accountant	110 - 130k	<b>110 - 130k</b>	60 - 70	<b>60 - 70</b>
Fund Accountant	85 - 105k	<b>80 - 105k</b>	47 - 58	<b>45 - 60</b>
SMSF Accountant	70 - 120k	<b>80 - 120k</b>	38 - 65	<b>45 - 65</b>
Assistant Accountant	65 - 85k	<b>65 - 80k</b>	35 - 47	<b>35 - 45</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 (\$)	
	2018	2019	2018	2019
<b>Executive &amp; Management</b>				
Chief Financial Officer (ASX & Large Corporate)	300k+	<b>300k+</b>	165+	<b>165+</b>
Chief Financial Officer (SME)	200 - 300k	<b>200 - 300k</b>	110 - 165	<b>110 - 165</b>
Financial Controller	160 - 220k	<b>160 - 220k</b>	90 - 120	<b>90 - 120</b>
Finance Manager	120 - 180k	<b>130 - 180k</b>	65 - 100	<b>70 - 100</b>
FP&A Manager	130 - 180k	<b>130 - 180k</b>	70 - 100	<b>70 - 100</b>
Commercial Manager	160 - 200k	<b>160 - 200k</b>	90 - 110	<b>90 - 110</b>
Tax Manager	150 - 220k	<b>150 - 220k</b>	82 - 120	<b>82 - 120</b>
Internal Audit Manager	120 - 200k	<b>130 - 200k</b>	65 - 110	<b>70 - 110</b>
<b>Qualified</b>				
Finance Business Partner	120 - 150k	<b>130 - 150k</b>	65 - 82	<b>70 - 82</b>
Finance/Commercial Analyst	90 - 140k	<b>100 - 140k</b>	50 - 77	<b>55 - 77</b>
Management Accountant	90 - 120k	<b>90 - 120k</b>	50 - 65	<b>50 - 65</b>
Financial Accountant	90 - 120k	<b>90 - 120k</b>	50 - 65	<b>50 - 65</b>
Tax Accountant	90 - 140k	<b>100 - 140k</b>	50 - 77	<b>55 - 77</b>
Internal Auditor	80 - 120k	<b>90 - 120k</b>	45 - 65	<b>50 - 65</b>
Systems Accountant	100 - 150k	<b>100 - 150k</b>	55 - 82	<b>55 - 82</b>
Cost Accountant	90 - 120k	<b>90 - 120k</b>	50 - 65	<b>50 - 65</b>
Newly-qualified Accountant	80 - 100k	<b>85 - 100k</b>	45 - 55	<b>47 - 55</b>
<b>Part-qualified &amp; Transactional</b>				
Credit Manager	100 - 120k	<b>100 - 120k</b>	55 - 65	<b>55 - 65</b>
Payroll Manager	100 - 130k	<b>100 - 130k</b>	55 - 70	<b>55 - 70</b>
Payroll Officer	65 - 75k	<b>65 - 75k</b>	35 - 40	<b>35 - 40</b>
Assistant Accountant	65 - 75k	<b>65 - 75k</b>	35 - 40	<b>35 - 40</b>
Credit Controller	65 - 75k	<b>65 - 75k</b>	35 - 40	<b>35 - 40</b>
Accounts Payable/Receivable	55 - 70k	<b>55 - 70k</b>	30 - 38	<b>30 - 38</b>
Graduate Accountant	55 - 65k	<b>55 - 65k</b>	30 - 35	<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 (\$)	
	2018	2019	2018	2019
<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>90 - 125k</b>	40 - 65	<b>45 - 65</b>
Credit Analyst	75 - 110k	<b>75 - 110k</b>	36 - 60	<b>36 - 60</b>
Assistant Relationship Manager	75 - 90k	<b>80 - 100k</b>	36 - 40	<b>40 - 45</b>
Mortgage Lender	70 - 90k	<b>95 - 125k</b>	33 - 42	<b>43 - 63</b>
Branch Manager	90 - 115k	<b>95 - 120k</b>	45 - 80	<b>50 - 80</b>
Credit Assessment	60 - 90k	<b>70 - 90k</b>	28 - 37	<b>30 - 40</b>
<b>Risk &amp; Compliance</b>				
Compliance Manager	120 - 180k	<b>135 - 200k</b>	55 - 90	<b>60 - 95</b>
Compliance Analyst	70 - 120k	<b>90 - 125k</b>	35 - 55	<b>45 - 65</b>
Operational Risk Manager	120 - 180k	<b>125 - 185k</b>	60 - 90	<b>65 - 95</b>
Operational Risk Analyst	90 - 120k	<b>90 - 120k</b>	45 - 60	<b>45 - 60</b>
<b>Investment Operations</b>				
Corporate Actions	55 - 85k	<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>65 - 95k</b>	28 - 40	<b>30 - 42</b>
Portfolio Administration	55 - 80k	<b>55 - 80k</b>	27 - 37	<b>27 - 37</b>
Performance Analyst	80 - 140k	<b>80 - 140k</b>	40 - 70	<b>40 - 70</b>
<b>Wealth Management &amp; Superannuation</b>				
Financial Planner	90 - 130k	<b>90 - 130k</b>	45 - 65	<b>45 - 65</b>
Paraplanner	65 - 95k	<b>70 - 100k</b>	32 - 45	<b>33 - 46</b>
Client Service Manager	65 - 90k	<b>65 - 90k</b>	35 - 47	<b>35 - 47</b>
Relationship Manager	95 - 140k	<b>95 - 120k</b>	48 - 70	<b>48 - 70</b>
Member Services	55 - 80k	<b>60 - 80k</b>	28 - 38	<b>30 - 40</b>
Fund Administrator	55 - 80k	<b>60 - 80k</b>	27 - 35	<b>30 - 40</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 (\$)	
	2018	2019	2018	2019
<b>Business Support</b>				
Executive Assistant - Banking	75 - 120k	<b>80 - 120k</b>	40 - 60	<b>40 - 60</b>
Executive Assistant	75 - 120k	<b>80 - 120k</b>	35 - 50	<b>40 - 55</b>
Office Manager	70 - 110k	<b>75 - 110k</b>	35 - 45	<b>40 - 55</b>
Personal Assistant	70 - 100k	<b>70 - 100k</b>	35 - 45	<b>35 - 55</b>
Legal Secretary/Assistant	65 - 80k	<b>65 - 80k</b>	35 - 45	<b>35 - 55</b>
Team Assistant	50 - 85k	<b>55 - 90k</b>	35 - 50	<b>35 - 55</b>
HR Administrator	55 - 70k	<b>55 - 70k</b>	30 - 38	<b>30 - 40</b>
Facilities Coordinator	60 - 70k	<b>55 - 70k</b>	28 - 35	<b>30 - 40</b>
Administration Assistant	50 - 60k	<b>50 - 65k</b>	27 - 35	<b>30 - 40</b>
Receptionist	50 - 60k	<b>50 - 65k</b>	27 - 35	<b>30 - 40</b>
Data Entry Operator	50 - 55k	<b>50 - 60k</b>	27 - 30	<b>30 - 35</b>
Mail Room Assistant	50 - 55k	<b>50 - 55k</b>	27 - 30	<b>30 - 35</b>
Office Junior	50 - 55k	<b>50 - 55k</b>	27 - 30	<b>30 - 35</b>
<b>Project Support</b>				
Tender Coordinator	60 - 85k	<b>60 - 85k</b>	30 - 40	<b>30 - 40</b>
Tender Formatter	65 - 85k	<b>60 - 85k</b>	30 - 40	<b>30 - 40</b>
Document Controller	65 - 95k	<b>65 - 100k</b>	35 - 50	<b>35 - 50</b>
Project Administrator/Assistant	65 - 85k	<b>60 - 90k</b>	35 - 45	<b>35 - 50</b>
<b>Call Centre Support</b>				
Contact Centre Manager	80 - 120k	<b>80 - 120k</b>	45 - 55	<b>45 - 60</b>
Team Leader	70 - 100k	<b>70 - 100k</b>	40 - 50	<b>40 - 55</b>
Faults/Dispatch Consultant	50 - 60k	<b>50 - 60k</b>	30 - 40	<b>30 - 40</b>
Outbound Customer Service	50 - 60k	<b>50 - 60k</b>	27 - 30	<b>30 - 35</b>
Inbound Customer Service	50 - 60k	<b>50 - 60k</b>	27 - 30	<b>30 - 35</b>

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

# VICTORIA

## HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2018	2019	2018	2019
<b>Generalist</b>				
HR Director	210 - 300k	<b>210 - 330k</b>	980 - 1280	<b>980 - 1300</b>
HR Manager	120 - 210k	<b>110 - 210k</b>	580 - 880	<b>530 - 880</b>
HR Business Partner	110 - 170k	<b>110 - 170k</b>	480 - 700	<b>480 - 700</b>
HR Advisor	90 - 110k	<b>80 - 110k</b>	370 - 480	<b>370 - 480</b>
HR Officer	65 - 85k	<b>65 - 85k</b>	305 - 370	<b>305 - 370</b>
HR Administrator	60 - 70k	<b>60 - 70k</b>	230 - 300	<b>230 - 300</b>
<b>Specialist</b>				
Compensation & Benefits Manager	150 - 210k	<b>150 - 210k</b>	650 - 885	<b>650 - 885</b>
Compensation & Benefits Consultant	85 - 130k	<b>85 - 130k</b>	370 - 535	<b>370 - 535</b>
Organisational Development Manager	130 - 180k	<b>130 - 180k</b>	535 - 750	<b>535 - 750</b>
Organisational Development Consultant	85 - 125k	<b>85 - 125k</b>	370 - 535	<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	100 - 140k	<b>100 - 140k</b>	430 - 600	<b>430 - 600</b>
Recruitment Manager	130 - 165k	<b>130 - 165k</b>	565 - 710	<b>565 - 710</b>
Recruitment Advisor	95 - 130k	<b>95 - 130k</b>	410 - 550	<b>410 - 550</b>
Industrial/Employee Relations Manager	145 - 210k	<b>145 - 210k</b>	625 - 900	<b>625 - 900</b>
Workforce Planning Manager	140 - 200k	<b>140 - 200k</b>	650 - 870	<b>650 - 870</b>
Workforce Planning Consultant	70 - 110k	<b>70 - 110k</b>	390 - 565	<b>390 - 565</b>
HR Information Analyst	95 - 125k	<b>95 - 125k</b>	410 - 520	<b>410 - 520</b>
<b>WHS</b>				
WHS Manager	160 - 200k	<b>160 - 200k</b>	700 - 870	<b>700 - 870</b>
WHS Advisor	90 - 120k	<b>90 - 120k</b>	390 - 435	<b>390 - 435</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 (\$)	
	2018	2019
<b>Sales</b>		
Sales Director	180 - 320k	<b>180 - 320k</b>
State Sales Manager	150 - 200k	<b>150 - 200k</b>
Sales Manager	120 - 170k	<b>120 - 170k</b>
Sales Executive	70 - 95k	<b>70 - 95k</b>
Account Manager	70 - 125k	<b>70 - 125k</b>
Business Development Manager	90 - 140k	<b>90 - 140k</b>
<b>Marketing</b>		
Marketing Director	160 - 300k	<b>160 - 300k</b>
Marketing Manager	120 - 160k	<b>120 - 160k</b>
Direct Marketing Manager	90 - 150k	<b>90 - 150k</b>
Digital Marketing Manager	105 - 160k	<b>110 - 160k</b>
Campaign Manager	90 - 130k	<b>100 - 130k</b>
Marketing Executive	75 - 100k	<b>70 - 90k</b>
Product/Brand Manager	90 - 150k	<b>90 - 150k</b>
Product Specialist	90 - 120k	<b>90 - 140k</b>
Digital Analyst/Campaign Analyst	100 - 130k	<b>110 - 150k</b>
<b>Communications</b>		
Communications Lead/Head of	160 - 250k	<b>160 - 250k</b>
Communications Manager	100 - 140k	<b>110 - 150k</b>
Communications Executive	75 - 95k	<b>75 - 100k</b>
Stakeholder Relations Advisor	80 - 130k	<b>80 - 130k</b>
Media and Corporate Affairs Advisor	100 - 150k	<b>100 - 150k</b>

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

# VICTORIA

## TECHNOLOGY, DIGITAL & TRANSFORMATION DIGITAL, APPLICATIONS & DEVELOPMENT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>ERP/CRM/BI</b>				
Senior Consultant	120 - 160k	<b>120 - 160k</b>	100 - 140	<b>100 - 150</b>
Consultant	90 - 120k	<b>90 - 120k</b>	100 - 140	<b>100 - 140</b>
Data Scientist	100 - 160k	<b>90 - 180k</b>	60 - 125	<b>100 - 160</b>
BI Developer	100 - 120k	<b>100 - 160k</b>	70 - 90	<b>80 - 100</b>
BI Analyst	70 - 90k	<b>80 - 130k</b>	70 - 90	<b>80 - 100</b>
<b>Development/Testing</b>				
DevOps	90 - 160k	<b>90 - 180k</b>	90 - 150	<b>90 - 150</b>
Senior Developer	110 - 150k	<b>110 - 150k</b>	90 - 125	<b>90 - 125</b>
Developer	70 - 110k	<b>70 - 110k</b>	50 - 100	<b>50 - 100</b>
UX/UI Designers	80 - 185k	<b>90 - 200k</b>	50 - 150	<b>50 - 150</b>
Test Manager / QA Manager	120 - 150k	<b>120 - 160k</b>	90 - 125	<b>90 - 125</b>
Test Analyst	70 - 120k	<b>70 - 120k</b>	50 - 100	<b>50 - 100</b>

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

# VICTORIA

## TECHNOLOGY, DIGITAL & TRANSFORMATION INFRASTRUCTURE & SECURITY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<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 - 120k	<b>80 - 120k</b>	50 - 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>
System/Infrastructure Engineer	80 - 130k	<b>80 - 140k</b>	65 - 100	<b>65 - 100</b>
System Administrator	75 - 120k	<b>75 - 120k</b>	55 - 95	<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>180 - 220k</b>	100 - 140	<b>115 - 155</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	75 - 120k	<b>75 - 120k</b>	55 - 95	<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 - 140</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

## TECHNOLOGY, DIGITAL & TRANSFORMATION PROJECT SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Projects</b>				
Project Manager	130 - 200k	<b>130 - 200k</b>	90 - 140	<b>90 - 140</b>
Change Manager	110 - 190k	<b>110 - 190k</b>	100 - 140	<b>110 - 140</b>
Programme Manager	160 - 230k	<b>160 - 230k</b>	125 - 160	<b>125 - 160</b>
Business Analyst	100 - 160k	<b>90 - 160k</b>	55 - 115	<b>55 - 115</b>
Project Coordinator/Administrator	70 - 100k	<b>70 - 100k</b>	40 - 80	<b>40 - 90</b>
Implementation Manager	130 - 150k	<b>130 - 150k</b>	80 - 100	<b>80 - 100</b>
Delivery Lead	130 - 150k	<b>130 - 170k</b>	80 - 100	<b>90 - 120</b>
<b>Agile</b>				
Agile Coach	160 - 190k	<b>160 - 210k</b>	115 - 160	<b>115 - 160</b>
Scrum Master	120 - 150k	<b>120 - 170k</b>	100 - 125	<b>100 - 125</b>
Iteration Manager	120 - 150k	<b>120 - 170k</b>	100 - 125	<b>100 - 125</b>
Product Owner	100 - 150k	<b>110 - 180k</b>	55 - 115	<b>60 - 120</b>

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

# WESTERN AUSTRALIA



**RYAN HATHRILL**  
**DIRECTOR**  
**WESTERN AUSTRALIA**

# 57%

**OF PROFESSIONALS ARE  
MOTIVATED BY POSITIVE  
FEEDBACK FROM MANAGEMENT**

## 2018 INSIGHT

In 2018, the jobs market was relatively quiet compared with the boom Western Australia witnessed a decade ago, resulting in minimal salary growth. However, the jobs market grew towards the end of

the year when BHP, Rio Tinto and Fortescue Metals Group announced major new mining projects.

## 2019 EXPECTATIONS

In early 2019, the upturn in resources sector activity will drive growth in blue collar jobs in regional Western Australia. BHP, Rio Tinto and Fortescue Metals Group will require 6,000 construction workers assigned to brownfields maintenance and expansion.

By mid-2019, the resources projects will require an influx of white collar professionals as well, particularly across greenfield projects in concept, planning, design and procurement. Recruitment will be slanted towards contract roles for project managers, engineers, network engineers and long-term evolution specialists, with rates expected to increase. A range of automation and innovation specialists will be sought by mining employers and their contractors as well as employers outside the resources sector.

In Perth, the Forrestfield-Airport Link and MetroNet Light Rail infrastructure projects are well under way. In 2019, the airport project will require a range

of design and architectural personnel as well as engineers and project professionals from several disciplines. The light rail project will require specialist professionals in engineering, architecture, finance, IT and business support.

Broadly speaking, salary growth will remain on a steady upward trajectory in 2019.

## ACCOUNTING & FINANCE

The accounting and finance jobs market will once again be stable in 2019, with only marginal salary growth likely.

Nevertheless, the resources upturn will have a positive knock-on effect for accounting and finance professionals. We expect engineering firms to require more accountants who have joint venture experience and business

“

A range of automation and innovation specialists will be sought by mining employers and their contractors as well as employers outside the resources sector.

”

partnering skills. We also expect some increase in demand for accountants to work at mining sites, providing on-site reporting and operational analytics.

Additionally, as the commodities market picks up, we expect to see more corporate finance teams on the hunt for new in-house talent with business development expertise. Boutique firms that specialise in mergers and acquisitions will also be seeking accountants with the same profile. Salary growth is possible for these professionals in 2019.

Employers are advised to invest time and, if necessary, budget to retain existing accounting and finance professionals in early 2019. Otherwise, later in the year, permanent employees could have their head turned by new job opportunities in the market, stemming from the resources sector.

Transactional finance jobs, such as accounts payable, accounts receivable and payroll, are dwindling in Western Australia due to a combination of automation and offshoring. We expect to see a continued decline in demand during 2019.

## **BUSINESS SUPPORT & HUMAN RESOURCES**

Western Australia's economic recovery in 2019 will prompt an increased need for project administrators, project schedulers, document controllers and others who assist with deploying mining staff on fly-in/fly-out (FIFO) rosters.

The influx of blue collar workers headed for Western Australia will stimulate demand for HR professionals with

industrial and employee relations as well as change management expertise. As the year goes on, and ancillary white collar roles open up in several specialist areas, we expect employers to seek more HR professionals to design and deliver staff recruitment and retention strategies. Those with suitable business partnering skills could see salary growth of up to 5% by the end of 2019.

We don't expect to see jobs growth or wage increases for office support roles such as receptionists, executive assistants and office administrators in 2019. The local market is well stocked with suitable professionals possessing these skills.

## **CONSTRUCTION, ENGINEERING & ARCHITECTURE**

2019 will be a year of growth and expansion for construction, engineering and architecture. Skill shortages exist in the mining sector, due to the decrease in mining school enrolments and movement of skills to the eastern states during the recent downturn. Consequently, employers will seek to bolster their local workforce by attracting interstate and overseas talent.

The resources recovery is already increasing demand and salaries for operational personnel. In 2019, engineering firms will be seeking more mechanical, electrical, structural and systems engineers.

Jobs growth will also be propelled by transport infrastructure projects. The Forrestfield-Airport Link rail project will need to attract design and architectural professionals with backgrounds in civil, structural, mechanical and

## **DRIVERS OF JOBS GROWTH**



Operational efficiency



Investment in infrastructure



Resources projects



Digital transformation

electrical engineering. The MetroNet Light Rail will also require engineering and architecture professionals. However, infrastructure contractors often work within tight budgets, so we expect standard market rates and predominantly fixed-term contracts.

Looking beyond 2019, we also expect an increased demand for mining exploration and feasibility professionals such as geologists, metallurgists and environmental scientists.

## **SALES, MARKETING & COMMUNICATIONS**

Business confidence is beginning to trickle through to the sales, marketing and communications jobs market, yet salary increases in 2019 are likely to be modest.

Specialists in customer engagement and social media will still be in demand as employers in many industries continue to implement digital transformation

projects. Perth has a local shortage of senior digital marketing managers with a track record in developing and executing end-to-end marketing strategies, however salary increases are unlikely to exceed 2-3% in 2019.

The increased number of mining and resources projects in WA will require hardware and software which will stimulate demand for sales professionals by product suppliers in 2019. Base salaries are unlikely to increase in 2019 but bonuses and commissions may rise to motivate individuals.

Employers within utilities, resources and community-related industries will seek to hire more communications professionals from other industry sectors to help deliver internal transformation upgrades and external corporate communications, particularly within greenfield projects. Persuading these professionals to leave secure, long-term jobs to take up temporary project roles in utilities and

resources can be challenging for hiring managers due to the volatility this sector has previously experienced. To seal the deal, premium rates may be required.

## TECHNOLOGY, DIGITAL & TRANSFORMATION

We expect substantial activity in the tech jobs market in 2019. There will be skill shortages, competition for talent and rising salaries for professionals who can offer particular tech specialisms.

The thriving resources sector is increasingly reliant upon technology to maximise operational efficiency in mining, extraction, transport, on-site reporting, diagnostics and remote decision making. Outside the mining sector, digital transformations will continue in many of Perth's large corporates.

The list of tech specialists who will be in short supply but high demand is lengthy. Near the top

will be .NET developers, DevOps engineers and cyber security analysts. Equally in high demand will be UI and UX designers, network engineers, scrum masters, front-end developers, cloud specialists and architects.

Local skill shortages are likely to become more acute as the year progresses. Holding on to existing staff – and therefore retaining IP – needs to be an important focus for employers in 2019, so it's essential to check market rates regularly and provide flexible working arrangements.

Hiring managers seeking new recruits will need quick and decisive recruitment processes. Many tech candidates will be weighing up multiple job offers and employers who move the fastest will have the most success. Hiring managers will need to look beyond Perth and import technology professionals from interstate and overseas. Beyond competitive salaries, IT professionals will be drawn to employers who can offer substantial learning and development opportunities so they continue to develop their skill sets in line with technological change.

The GovNext-ICT Program did not progress as quickly as expected through 2018, though more government departments signed up to the program towards the end of 2018 and this trend is expected to continue throughout 2019. Consequently, hiring activity is expected to increase from the tech consulting firms who were appointed to this project.



# 93%

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 (\$)	
	2018	2019	2018	2019
<b>Executive</b>				
Chief Financial Officer	160 - 300k	<b>180 - 300k</b>	90 - 130	<b>90 - 150</b>
Group Financial Controller	140 - 180k	<b>160 - 200k</b>	75 - 100	<b>80 - 120</b>
Financial Controller	120 - 170k	<b>140 - 180k</b>	65 - 75	<b>65 - 80</b>
Tax Manager	130 - 200k	<b>150 - 230k</b>	70 - 100	<b>75 - 120</b>
<b>Qualified</b>				
Senior Business Partner	140 - 180k	<b>150 - 200k</b>	65 - 85	<b>75 - 100</b>
Business Partner	110 - 150k	<b>120 - 150k</b>	55 - 65	<b>60 - 75</b>
Group Accountant	110 - 140k	<b>120 - 150k</b>	70 - 80	<b>75 - 85</b>
Senior Management Accountant	100 - 130k	<b>110 - 140k</b>	50 - 55	<b>55 - 65</b>
Management Accountant	75 - 95k	<b>80 - 110k</b>	40 - 50	<b>45 - 55</b>
Senior Financial Accountant	100 - 130k	<b>110 - 140k</b>	50 - 60	<b>55 - 65</b>
Financial Accountant	75 - 95k	<b>80 - 110k</b>	40 - 50	<b>45 - 55</b>
Senior Business/Financial Analyst	110 - 150k	<b>120 - 150k</b>	55 - 65	<b>55 - 70</b>
Business/Financial Analyst	80 - 120k	<b>90 - 130k</b>	45 - 55	<b>50 - 60</b>
Systems Accountant	100 - 140k	<b>110 - 150k</b>	50 - 65	<b>55 - 65</b>
Tax Accountant	80 - 110k	<b>90 - 120k</b>	45 - 55	<b>50 - 65</b>
<b>Part-qualified &amp; Transactional</b>				
Payroll Manager	80 - 110k	<b>90 - 120k</b>	40 - 50	<b>45 - 55</b>
Payroll Clerk	55 - 65k	<b>55 - 65k</b>	28 - 35	<b>30 - 38</b>
Accounts Payable & Credit Manager	70 - 85k	<b>70 - 85k</b>	35 - 45	<b>35 - 45</b>
Accounts Payable Clerk	50 - 60k	<b>55 - 65k</b>	27 - 32	<b>27 - 32</b>
Accounts Receivable Officer	50 - 60k	<b>55 - 65k</b>	27 - 32	<b>27 - 32</b>
Bookkeeper	60 - 75k	<b>60 - 75k</b>	30 - 36	<b>30 - 36</b>
Assistant Accountant	55 - 70k	<b>50 - 65k</b>	28 - 35	<b>30 - 38</b>
Accounts Assistant	50 - 60k	<b>50 - 60k</b>	26 - 30	<b>26 - 30</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 (\$)	
	2018	2019
<b>Public Practice &amp; Insolvency</b>		
Senior Manager	130 - 160k	<b>130 - 160k</b>
Manager	100 - 130k	<b>100 - 130k</b>
Assistant Manager	90 - 110k	<b>90 - 110k</b>
Senior/Supervisor	70 - 90k	<b>75 - 95k</b>
Intermediate	55 - 70k	<b>60 - 70k</b>
<b>Corporate Finance In-House</b>		
Senior Manager (10 - 15 yrs' exp)	190 - 240k	<b>170 - 240k</b>
Manager (8 - 11 yrs' exp)	150 - 190k	<b>150 - 190k</b>
Analyst (4 - 8 yrs' exp)	115 - 140k	<b>110 - 140k</b>
Analyst (2 - 4 yrs' exp)	80 - 100k	<b>85 - 100k</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 (\$)	
	2018	2019	2018	2019
<b>Business Support</b>				
Executive Assistant	75 - 95k	<b>80 - 100k</b>	35 - 45	<b>40 - 50</b>
Personal Assistant	65 - 80k	<b>65 - 85k</b>	30 - 40	<b>33 - 43</b>
Administration Assistant	50 - 65k	<b>50 - 65k</b>	26 - 30	<b>28 - 35</b>
Office Manager	65 - 75k	<b>65 - 80k</b>	30 - 40	<b>35 - 43</b>
Receptionist	45 - 60k	<b>50 - 60k</b>	27 - 30	<b>28 - 30</b>
Legal Secretary	60 - 80k	<b>60 - 85k</b>	30 - 45	<b>30 - 45</b>
Document Controller	70 - 90k	<b>75 - 90k</b>	35 - 45	<b>38 - 48</b>
Project Coordinator	60 - 75k	<b>60 - 80k</b>	30 - 40	<b>35 - 45</b>
Data Entry Operator	40 - 45k	<b>45 - 50k</b>	27 - 29	<b>28 - 30</b>
Sales Support Officer	55 - 70k	<b>55 - 70k</b>	30 - 35	<b>30 - 35</b>
Scheduler	55 - 70k	<b>55 - 70k</b>	30 - 35	<b>30 - 35</b>
Customer Service Manager	90 - 130k	<b>95 - 140k</b>	45 - 65	<b>48 - 70</b>
Customer Service Team Lead	65 - 80k	<b>70 - 85k</b>	30 - 40	<b>32 - 45</b>
Customer Service Representative	45 - 60k	<b>45 - 65k</b>	27 - 30	<b>27 - 30</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 (\$)	
	2018	2019
<b>Civil Construction</b>		
Project Manager	130 - 200k	<b>140 - 200k</b>
Senior Project Engineer	120 - 150k	<b>120 - 150k</b>
Project Engineer	70 - 90k	<b>80 - 120k</b>
Site Engineer	55 - 75k	<b>55 - 80k</b>
Supervisor	120 - 150k	<b>110 - 150k</b>
Estimator	100 - 140k	<b>100 - 140k</b>
<b>Commercial Construction</b>		
Commercial Manager	160 - 190k	<b>150 - 200k</b>
Project Manager	140 - 180k	<b>140 - 180k</b>
Site Manager	110 - 150k	<b>110 - 150k</b>
Estimator	130 - 180k	<b>130 - 180k</b>
Contract Administrator	120 - 150k	<b>110 - 150k</b>
<b>Architecture</b>		
Project Lead	100 - 140k	<b>100 - 140k</b>
Project Architect	90 - 125k	<b>90 - 125k</b>
Graduate Architect	55 - 75k	<b>50 - 75k</b>
Revit Technician	50 - 75k	<b>50 - 80k</b>
Interior Designer	60 - 95k	<b>60 - 95k</b>
<b>Engineering</b>		
Electrical Engineer	100 - 130k	<b>100 - 140k</b>
E I&C Engineer	120 - 150k	<b>120 - 160k</b>
Mechanical Engineer	100 - 130k	<b>100 - 145k</b>
Mechanical Design Engineer	120 - 140k	<b>120 - 150k</b>
Control Systems Engineer	140 - 160k	<b>140 - 160k</b>

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

# WESTERN AUSTRALIA

## HUMAN RESOURCES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Human Resources</b>				
HR Manager	110 - 140k	<b>110 - 150k</b>	50 - 60	<b>55 - 75</b>
HR Business Partner	90 - 130k	<b>90 - 130k</b>	45 - 65	<b>45 - 65</b>
Senior HR Advisor	80 - 100k	<b>85 - 110k</b>	40 - 50	<b>43 - 55</b>
HR Advisor	70 - 80k	<b>70 - 85k</b>	35 - 40	<b>35 - 43</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 - 33</b>
Industrial/Employee Relations Advisor	90 - 120k	<b>95 - 130k</b>	45 - 60	<b>47 - 65</b>
Learning & Development Manager	110 - 140k	<b>110 - 140k</b>	50 - 65	<b>55 - 70</b>
Learning & Development Consultant	80 - 110k	<b>80 - 110k</b>	45 - 60	<b>40 - 55</b>
Recruitment Manager	100 - 130k	<b>100 - 130k</b>	45 - 60	<b>50 - 65</b>
Recruitment Advisor	75 - 95k	<b>80 - 100k</b>	35 - 40	<b>35 - 50</b>
OH&S Manager	100 - 130k	<b>110 - 140k</b>	50 - 65	<b>55 - 70</b>
OH&S Advisor	80 - 100k	<b>90 - 110k</b>	40 - 50	<b>45 - 55</b>

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

# WESTERN AUSTRALIA

## PROCUREMENT, SUPPLY CHAIN & LOGISTICS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Procurement</b>				
Chief Procurement Officer	180 - 230k	<b>185 - 240k</b>	90 - 115	<b>95 - 120</b>
Procurement/Purchasing Manager	110 - 170k	<b>110 - 190k</b>	55 - 85	<b>55 - 95</b>
Procurement/Purchasing Officer	75 - 85k	<b>75 - 90k</b>	37 - 43	<b>37 - 45</b>
Contracts and Procurement Administrator	75 - 85k	<b>75 - 90k</b>	37 - 43	<b>37 - 45</b>
Category Manager	110 - 170k	<b>110 - 190k</b>	55 - 85	<b>55 - 95</b>
<b>Supply Chain</b>				
Group Supply Chain Manager	130 - 180k	<b>140 - 190k</b>	65 - 90	<b>70 - 95</b>
Supply Chain Manager	110 - 170k	<b>110 - 190k</b>	55 - 85	<b>55 - 95</b>
Materials Coordinator	85 - 120k	<b>90 - 130k</b>	43 - 60	<b>45 - 65</b>
Materials Planner/Expeditor	80 - 100k	<b>85 - 120k</b>	40 - 50	<b>43 - 60</b>
<b>Logistics</b>				
Freight/Fleet Manager	110 - 170k	<b>110 - 180k</b>	55 - 85	<b>55 - 90</b>
Operations Manager	110 - 140k	<b>110 - 150k</b>	55 - 70	<b>55 - 75</b>
Logistics Officer	65 - 75k	<b>70 - 85k</b>	33 - 38	<b>38 - 43</b>
Inventory Controller	65 - 75k	<b>70 - 85k</b>	33 - 38	<b>38 - 43</b>

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

# WESTERN AUSTRALIA

SALES, MARKETING & COMMUNICATIONS  
BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2018	2019
<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	80 - 90k	<b>80 - 90k</b>
<b>Corporate</b>		
Relationship Manager	130 - 160k	<b>130 - 160k</b>
Assistant Manager	90 - 110k	<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 (\$)	
	2018	2019	2018	2019
<b>Sales</b>				
National Sales Manager	130 - 180k	<b>130 - 180k</b>	65 - 90	<b>65 - 90</b>
Sales Manager	110 - 150k	<b>110 - 150k</b>	60 - 75	<b>60 - 75</b>
Business Development Manager	85 - 120k	<b>85 - 120k</b>	40 - 60	<b>40 - 60</b>
Key Account Manager	80 - 95k	<b>80 - 95k</b>	40 - 50	<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>	35 - 45	<b>35 - 45</b>
<b>Marketing (including digital)</b>				
Marketing Manager	100 - 140k	<b>110 - 150k</b>	50 - 70	<b>55 - 75</b>
Senior Marketing Executive	85 - 110k	<b>85 - 110k</b>	45 - 55	<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>	50 - 75	<b>50 - 75</b>
Communications Advisor	80 - 100k	<b>80 - 100k</b>	40 - 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.

# WESTERN AUSTRALIA

## TECHNOLOGY, DIGITAL & TRANSFORMATION

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Management</b>				
Chief Information Officer	170 - 240k+	<b>170 - 250k+</b>		
Chief Technology Officer	160 - 220k+	<b>170 - 220k+</b>		
Strategy & Architecture Manager	160 - 190k	<b>170 - 210k+</b>	125 - 140	<b>135 - 150</b>
Infrastructure/Development/BI Manager	130 - 170k	<b>140 - 180k</b>	100 - 125	<b>100 - 125</b>
Data Manager	130 - 160k	<b>130 - 170k</b>	100 - 120	<b>110 - 130</b>
<b>Applications/ERP/CRM/BI</b>				
CRM/ERP Senior Consultant	130 - 160k	<b>135 - 170k</b>	100 - 125	<b>100 - 125</b>
CRM/ERP Consultant	90 - 130k	<b>90 - 140k</b>	80 - 100	<b>80 - 100</b>
BI Consultant	130 - 160k	<b>130 - 160k</b>	85 - 110	<b>85 - 110</b>
BI Developer	100 - 130k	<b>90 - 130k</b>	65 - 90	<b>65 - 90</b>
Solutions/Technical Architect	140 - 170k	<b>145 - 170k</b>	100 - 125	<b>100 - 125</b>
Enterprise Architect	150 - 175k	<b>160 - 190k</b>	115 - 140	<b>120 - 140</b>
DevOps Engineer	100 - 130k	<b>100 - 130k</b>	70 - 90	<b>75 - 95</b>
DevOps Specialist	130 - 150k	<b>130 - 160k</b>	90 - 110	<b>100 - 120</b>
Senior Data Scientist	150 - 190k	<b>150 - 190k</b>	100 - 125	<b>110 - 135</b>
Data Scientist	100 - 150k	<b>110 - 150k</b>	80 - 100	<b>80 - 110</b>
Data Analyst	100 - 140k	<b>100 - 140k</b>	60 - 90	<b>60 - 90</b>
Senior Microsoft Developer	110 - 135k	<b>110 - 140k</b>	75 - 90	<b>80 - 100</b>
Microsoft Developer	80 - 110k	<b>85 - 110k</b>	60 - 80	<b>65 - 85</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>
Front End Developer	80 - 110k	<b>80 - 120k</b>	70 - 90	<b>70 - 100</b>
Test Manager/Lead	90 - 135k	<b>90 - 140k</b>	75 - 100	<b>75 - 110</b>
Test Analyst	60 - 85k	<b>70 - 90k</b>	50 - 70	<b>55 - 75</b>
Senior Test Engineer (Automation)	100 - 120k	<b>110 - 130k</b>	80 - 100	<b>80 - 100</b>
Test Engineer (Automation)	90 - 100k	<b>100 - 110k</b>	50 - 70	<b>55 - 75</b>

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

# WESTERN AUSTRALIA

## TECHNOLOGY, DIGITAL & TRANSFORMATION

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2018	2019	2018	2019
<b>Project Services</b>				
Programme Manager	160 - 185k	<b>170 - 190k</b>	120 - 135	<b>125 - 145</b>
PMO Manager	130 - 165k	<b>130 - 170k</b>	90 - 120	<b>90 - 120</b>
Agile Coach	140 - 170k	<b>150 - 190k</b>	100 - 135	<b>120 - 150</b>
Scrum/Iteration Manager	130 - 160k	<b>140 - 165k</b>	90 - 115	<b>95 - 120</b>
Senior Project Manager	140 - 160k	<b>150 - 165k</b>	100 - 120	<b>100 - 125</b>
Project Manager	120 - 140k	<b>125 - 150k</b>	90 - 100	<b>90 - 110</b>
Senior Business Analyst	125 - 140k	<b>130 - 145k</b>	80 - 90	<b>90 - 110</b>
Business Analyst	90 - 125k	<b>100 - 125k</b>	70 - 85	<b>80 - 90</b>
Change Manager	130 - 175k	<b>130 - 175k</b>	100 - 130	<b>100 - 130</b>
<b>Infrastructure</b>				
Service Delivery Manager	120 - 160k	<b>130 - 180k</b>	110 - 125	<b>110 - 125</b>
Network/Security Architect	135 - 180k	<b>145 - 190k</b>	110 - 135	<b>110 - 140</b>
Solutions/Technical Architect	135 - 170k	<b>140 - 170k</b>	95 - 130	<b>95 - 130</b>
Security Analyst	85 - 115k	<b>90 - 120k</b>	60 - 80	<b>65 - 85</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>125 - 145k</b>	80 - 95	<b>90 - 110</b>
Network/System Engineer	85 - 110k	<b>100 - 125k</b>	65 - 85	<b>70 - 90</b>
Senior System Administrator	90 - 110k	<b>90 - 120k</b>	65 - 75	<b>65 - 75</b>
System Administrator	70 - 90k	<b>70 - 90k</b>	50 - 70	<b>50 - 70</b>
Helpdesk/Desktop Support	55 - 70k	<b>60 - 75k</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	130 - 180k*	<b>130 - 180k*</b>	100 - 120	<b>100 - 120</b>
Account Manager	90 - 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

# NEW ZEALAND

The big story in the New Zealand jobs market in 2018 was the impact of a new government, after a surprise election result. Investment gradually switched from commerce towards social areas such as housing, education and health – and New Zealand jobs growth will reflect this trend in 2019.

In terms of jobs growth it may be a tale of two cities, with New Zealand's commercial engine Auckland slightly slowing and the country's public sector hub Wellington somewhat accelerating. However, across both markets any salary growth will be gradual rather than dramatic.

New Zealand will still experience acute skill shortages in 2019. Technology is now the nation's third largest export market and the only major limit on further growth is available talent.

# 51%

OF PROFESSIONALS ARE  
CONFIDENTLY OPTIMISTIC  
ABOUT JOB OPPORTUNITIES

“

In terms of jobs growth it may be a tale of two cities, with New Zealand's commercial engine Auckland slightly slowing and the country's public sector hub Wellington somewhat accelerating.

”



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

Every industry in New Zealand is heavily reliant upon technology which will result in fierce competition for talent in 2019.

Tech start-ups will seek to entice technology experts from larger organisations with the promise of cutting-edge projects. The big end of town is likely to respond by upping salaries. In 2019, senior and intermediate level IT specialists will be hard to secure in areas such as cyber security, analytics, UX and UI, and DevOps.

Elsewhere, demand for talent will also be stimulated by major infrastructure projects such as Auckland City Rail and the Mackay to PekaPeka Expressway. This will extend beyond civil engineering and structural engineering, and into ancillary services such as legal, accounting and procurement professionals.

Many job searches will inevitably have to extend overseas to import some specialist talent in 2019. With the government tightening immigration rules, it will be increasingly important for employers to have a thorough understanding of visa categories and regulations. It could also be advantageous to work with a recruitment partner boasting an existing network of overseas professionals, including New Zealand expats planning to return home.



Of professionals believe they are fairly remunerated

### DRIVERS OF JOB GROWTH:

1



Emerging Technology

2



Infrastructure

3



Social Investment

“Many job searches will inevitably have to extend overseas to import some specialist talent in 2019.”

*\*All statistics from A&NZ Pay & Bonus Survey 2018, 1893 respondents*

# AUCKLAND



# 72%

OF PROFESSIONALS ARE  
MOTIVATED BY A GOOD  
WORK-LIFE BALANCE

## 2018 INSIGHT

Auckland's job market was generally strong in 2018, with steady growth in roles and salaries. However, the newly elected New Zealand government initiated a gradual swing of investment away from the private sector towards the public. Auckland's economy is driven by private sector spending but, despite media

speculation to the contrary, the jobs market was not adversely affected by the shift in government priorities.

Auckland hiring managers struggled to source enough specialist talent in areas such as technology, accounting, banking, legal and procurement. Employers are concerned these skill shortages will become more acute if the government cracks down further on immigration.

## 2019 EXPECTATIONS

Auckland's economy will be boosted by long-term government investment in infrastructure including roads, schools and the Auckland City Rail Link. This will fuel demand for civil and structural engineers, and also the legal, procurement and finance professionals who support these projects.

Much needed tax incentives have been announced for research and development to enhance innovation which will boost Auckland's growing community of tech start-ups in 2019. In-demand tech specialists may be drawn to work for start-ups

on leading-edge projects so larger organisations may need to compete for talent by upping salaries.

Overall, Auckland's job market should grow steadily in 2019, with salaries rising in areas of most acute skill shortage. Hiring managers will need to be flexible to recruit as wide a talent pool as possible. Mobile and remote working for professionals living in satellite towns and cities can reap dividends.

While immigration restrictions will certainly be tighter, employers should not rule out looking overseas for talent. Working with consultants who have an in-depth understanding of visa rules is

“

Much needed tax incentives have been announced for research and development to enhance innovation which will boost Auckland's growing community of tech start-ups in 2019.

”

recommended along with talking to recruiters who are in touch with Kiwi expats returning home.

## ACCOUNTING & FINANCE

The accounting and finance jobs market lost momentum as 2018 progressed.

The market is expected to be flat overall in 2019, but there will be pockets of growth to watch out for. Demand for business partners and management accountants should remain high, mainly because employers increasingly need finance professionals who can collaborate and consult with colleagues across organisations. The local market has a shortage of these particular professionals.

Hiring managers will therefore be on the hunt for accountants who offer a blend of communication and technical skills, particularly those in the \$80 - 120k bracket. If employers have high-performing talent at this level, retention is vital. Career development and opportunities to up-skill are two significant reasons why accountants will remain loyal to their employer. For those seeking to attract new recruits at this level, the importance of fast recruitment processes cannot be overstated. Candidates with business partnering skills could be subject to multiple offers and are unlikely to wait if there are delays.

## BANKING & FINANCIAL SERVICES

Generally the jobs market in banking and financial services

will remain steady in 2019 and salaries are unlikely to increase. In the wake of the recent conduct risk review, banks will require remediation, compliance and risk professionals – especially those who use SAS and SQL – as well as analysts to measure capital adequacy, review lending policy and maintain data quality.

Bank hiring managers seeking analysts will face competition from marketing hiring managers who require the same professionals to interpret data and model risk. Having state-of-the-art risk analysis tools will help attract and retain the best talent. These professionals are keenly aware that their careers are dependent on staying up to date with new technologies.

## BUSINESS SUPPORT

The 2019 outlook for the business support jobs market is broadly positive. High demand for junior, part-time and contract roles is expected to continue. In addition, administration and secretarial hybrid roles are likely to become more commonplace, stimulating further demand. Overall, salaries are unlikely to climb much higher in 2019, but office manager roles may buck that trend due to the demand for hybrid roles.

Even if budgets don't result in higher salaries, hiring managers can secure business support professionals by emphasising a broad range of workplace benefits including culture, wellbeing and flexibility.

## DRIVERS OF JOBS GROWTH



Investment in infrastructure



Innovation



Digital transformation



Conduct risk review

## HUMAN RESOURCES

The HR jobs market is anticipated to remain steady in 2019 with modest salary growth. Demand will continue for business partners who can align HR with their organisation's strategy and commercial priorities. Junior and intermediate HR professionals can be hard to secure without the promise of permanency and clear career progression.

Given their expertise, HR professionals are acutely aware of workplace best practice when it comes to work-life balance. Auckland's transport system is struggling to keep step with its geographic sprawl, and travel time is a notable concern for HR professionals. Employers who cannot offer flexible working arrangements could miss out on attracting, and retaining, the best talent in 2019.

## LEGAL

Auckland's legal jobs market is expected to remain steady in 2019 with continued demand for experienced corporate and commercial lawyers, and some modest salary growth. Most large private sector organisations will continue to employ small in-house departments to handle a wide range of commercial issues.

Recently there has been an increased government presence in Auckland with public sector organisations choosing to base their legal teams in Auckland as well as Wellington. To source talent from the widest possible pool, hiring managers must be able to offer flexible working arrangements. This will open up the potential of hiring legal professionals living

in smaller, more affordable cities just outside of the city.

## PROCUREMENT & SUPPLY CHAIN

The demand for procurement and supply chain specialists, as opposed to generalists, shows no sign of slowing. Salaries are generally expected to increase slightly in 2019. However, professionals with IT and commercial smarts could see higher-than-average salary and bonus increases. These professionals are in high demand as Auckland's businesses undergo digital transformation.

Auckland has a relatively small pool of procurement and supply chain talent available. Top performers tend to be generously rewarded by employers who are

“

Skill shortages exist as numerous organisations in Auckland embark upon the same technology journeys simultaneously – digital transformation and risk management projects.

”

eager to retain them. Attractive salaries alone may not be enough to persuade professionals to change roles, and hiring managers should emphasise how potential roles can provide exposure to dynamic, cutting-edge projects and career development opportunities. It may also be necessary for hiring managers to consider hiring from overseas.

## SALES & MARKETING

The overall picture for Auckland's sales and marketing professionals shows flat salary growth in 2019, but there are several trends for hiring managers to watch out for.

Digital transformation across every industry will drive demand for specialised sales professionals to sell complete end-to-end technology solutions. These individuals often prefer roles that combine account management with business development.

In marketing, there are likely to be more temporary contracts available. Professionals with experience in agile project environments will be highly sought after,



53%

OF PROFESSIONALS BELIEVE  
THAT VARIETY OF WORK  
CONTRIBUTES TO THEIR  
OVERALL JOB SATISFACTION

especially if they have expertise in direct marketing and customer engagement strategies. The FMCG sector is embracing healthier, more eco-friendly products which will drive demand for marketing candidates with new product development experience in 2019.

As organisations look to expand their marketing capability and workforce, there should be no shortage of potential roles for intermediate-level marketers in the \$70 - 100k range. Due to budget constraints, hiring managers are increasingly packaging up more senior marketing roles (\$120k+) as four days per week, which can be a win-win for candidates seeking an improved work-life balance.

## TECHNOLOGY & DIGITAL

Auckland's technology market has witnessed some notable salary increases in recent years, centred around specialist areas such as cloud leaders, cloud architecture specialists, cloud engineers, data scientists, and business intelligence developers and consultants. Security architects and analysts will also be sought after.

In 2019, we expect continued demand for these specialists, but the pace of recent salary rises is unsustainable and a slight slowdown is therefore possible. Many of the roles will be available in contract and permanent capacities.

Skill shortages exist as numerous organisations in Auckland embark upon the same technology journeys simultaneously – i.e. digital transformation and risk management projects. To get ahead of the competition, hiring managers need to emphasise their technology roadmap and in what way new recruits can contribute.



# AUCKLAND

## ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2018	2019	2018	2019
<b>Executive</b>				
Chief Financial Officer	250 - 400k	<b>200 - 400k</b>	100 - 160	<b>100 - 160</b>
Financial Controller	140 - 200k	<b>140 - 200k</b>	70 - 100	<b>70 - 100</b>
Commercial Manager	140 - 250k	<b>160 - 250k</b>	80 - 120	<b>80 - 120</b>
Finance Manager	120 - 150k	<b>120 - 160k</b>	60 - 80	<b>65 - 85</b>
<b>Qualified</b>				
Tax Accountant	90 - 130k	<b>90 - 130k</b>	50 - 75	<b>50 - 75</b>
Commercial Analyst/Business Partner	90 - 130k	<b>100 - 130k</b>	45 - 70	<b>50 - 75</b>
Financial/Business Analyst (5+ yrs' exp)	110 - 130k	<b>110 - 140k</b>	55 - 75	<b>55 - 75</b>
Financial/Business Analyst (0 - 4 yrs' exp)	80 - 110k	<b>80 - 110k</b>	40 - 55	<b>40 - 55</b>
Financial Accountant (5+ yrs' exp)	100 - 120k	<b>100 - 120k</b>	50 - 65	<b>55 - 70</b>
Financial Accountant (0 - 4 yrs' exp)	80 - 100k	<b>80 - 100k</b>	40 - 50	<b>45 - 55</b>
Management Accountant (5+ yrs' exp)	110 - 130k	<b>110 - 130k</b>	55 - 70	<b>55 - 70</b>
Management Accountant (0 - 4 yrs' exp)	85 - 110k	<b>85 - 110k</b>	40 - 55	<b>45 - 55</b>
Systems/Project Accountant	80 - 130k	<b>90 - 130k</b>	45 - 85	<b>45 - 85</b>
Payroll Manager	80 - 120k	<b>80 - 120k</b>	40 - 60	<b>40 - 60</b>
Credit Manager	75 - 100k	<b>75 - 110k</b>	40 - 55	<b>40 - 55</b>
<b>Part &amp; Non-qualified</b>				
Accounts Payable/Receivable - Manager	70 - 100k	<b>75 - 100k</b>	40 - 50	<b>40 - 50</b>
Financial Accountant - Degree	75 - 85k	<b>75 - 90k</b>	40 - 50	<b>40 - 50</b>
Assistant Accountant	60 - 70k	<b>60 - 70k</b>	30 - 35	<b>30 - 37</b>
Credit Controller	55 - 65k	<b>55 - 65k</b>	25 - 35	<b>25 - 35</b>
Accounts Assistant	55 - 65k	<b>55 - 65k</b>	25 - 30	<b>25 - 30</b>
Payroll Clerk/Officer	60 - 75k	<b>65 - 75k</b>	30 - 40	<b>30 - 40</b>
Accounts Payable/Receivable	50 - 60k	<b>50 - 65k</b>	25 - 30	<b>25 - 35</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 (\$)	
	2018	2019	2018	2019
<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 - 135k	<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 - 130k	<b>100 - 130k</b>	55 - 70	<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 (\$)	
	2018	2019	2018	2019
<b>Office Support &amp; Secretarial</b>				
Executive Assistant	75 - 100k	<b>75 - 100k</b>	35 - 48	<b>35 - 50</b>
Office Manager	55 - 70k	<b>60 - 75k</b>	25 - 35	<b>28 - 35</b>
Personal Assistant	60 - 75k	<b>60 - 75k</b>	25 - 35	<b>25 - 35</b>
Legal Secretary	60 - 70k	<b>60 - 75k</b>	25 - 34	<b>28 - 35</b>
Team Administrator	45 - 55k	<b>45 - 60k</b>	20 - 26	<b>22 - 30</b>
Corporate Receptionist	42 - 52k	<b>42 - 55k</b>	20 - 25	<b>20 - 25</b>
Sales Administrator	45 - 55k	<b>45 - 55k</b>	20 - 26	<b>20 - 26</b>
Office Administrator	45 - 58k	<b>45 - 60k</b>	22 - 28	<b>22 - 28</b>
<b>Customer Service</b>				
Team Leader	60 - 75k	<b>55 - 70k</b>	26 - 32	<b>26 - 32</b>
Customer Service Officer	42 - 52k	<b>40 - 55k</b>	20 - 25	<b>20 - 27</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 (\$)	
	2018	2019	2018	2019
<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	85 - 140k	<b>85 - 140k</b>	50 - 80	<b>50 - 80</b>
HR Consultant	80 - 140k	<b>80 - 140k</b>	50 - 85	<b>50 - 85</b>
HR Analyst	75 - 95k	<b>75 - 95k</b>	35 - 60	<b>35 - 60</b>
HR Advisor	70 - 90k	<b>65 - 100k</b>	30 - 65	<b>25 - 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 - 150k	<b>100 - 160k</b>	60 - 95	<b>60 - 100</b>
Remuneration Manager	95 - 160k	<b>95 - 160k</b>	50 - 80	<b>50 - 80</b>
Learning & Development Manager	95 - 140k	<b>95 - 140k</b>	50 - 75	<b>50 - 75</b>
Recruitment Manager	90 - 130k	<b>90 - 130k</b>	45 - 80	<b>45 - 80</b>
Organisational Development Consultant	80 - 120k	<b>80 - 130k</b>	50 - 75	<b>50 - 80</b>
Training Manager	85 - 120k	<b>85 - 120k</b>	45 - 75	<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	90 - 150k	<b>90 - 150k</b>	50 - 80	<b>50 - 80</b>
Officer	55 - 85k	<b>55 - 85k</b>	30 - 50	<b>30 - 50</b>

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

# AUCKLAND

## LEGAL

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2018	2019
<b>Private Practice</b>		
Partner	160k+	<b>170k+</b>
Senior Associate	115 - 235k	<b>125 - 235k</b>
Associate	90 - 170k	<b>90 - 170k</b>
Senior Solicitor	80 - 170k	<b>80 - 175k</b>
3 yrs' PQE	60 - 85k	<b>70 - 85k</b>
2 yrs' PQE	50 - 70k	<b>60 - 90k</b>
1 yr PQE	45 - 60k	<b>47 - 65k</b>
Graduate	40 - 45k	<b>45 - 50k</b>
<b>In-house</b>		
General Counsel / Chief Legal Advisor	160k+	<b>160k+</b>
Senior Legal Counsel / Solicitor	90 - 180k	<b>100 - 180k</b>
Legal Counsel / Solicitor	60 - 110k	<b>65 - 110k</b>
Graduate	40 - 55k	<b>50 - 65k</b>

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

# AUCKLAND

## PROCUREMENT & SUPPLY CHAIN

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2018	2019
<b>Procurement</b>		
Procurement Director	150 - 230k	<b>160 - 250k</b>
Procurement Manager	120 - 170k	<b>120 - 180k</b>
Strategic Sourcing Manager	110 - 150k	<b>120 - 160k</b>
Contracts/Relationship Manager	100 - 140k	<b>110 - 140k</b>
Procurement Specialist	90 - 125k	<b>90 - 130k</b>
<b>Supply Chain</b>		
Demand/Supply Planning Manager	100 - 130k	<b>100 - 130k</b>
Operations Manager	95 - 150k	<b>100 - 160k</b>
Supply Chain Manager	110 - 150k	<b>110 - 150k</b>
Demand/Supply Planner	65 - 90k	<b>70 - 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 (\$)	
	2018	2019	2018	2019
<b>Sales</b>				
Sales Director	190 - 230k	<b>190 - 230k</b>	110 - 140	<b>110 - 140</b>
National Sales Manager	150 - 200k	<b>150 - 200k</b>	70 - 100	<b>70 - 100</b>
National Account Manager	100 - 135k	<b>90 - 140k</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 - 120k	<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>	30 - 40	<b>30 - 40</b>
Sales Coordinator	50 - 60k	<b>50 - 60k</b>	25 - 30	<b>25 - 30</b>
<b>Marketing</b>				
Marketing Director	170 - 230k	<b>170 - 230k</b>	90 - 120	<b>90 - 120</b>
Marketing Manager	120 - 140k	<b>100 - 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 - 140k</b>	45 - 65	<b>45 - 65</b>
Digital/Online Manager	100 - 140k	<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	55 - 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 - 100k	<b>80 - 120k</b>	40 - 55	<b>40 - 55</b>

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

# AUCKLAND

## TECHNOLOGY & DIGITAL

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2018	2019	2018	2019
<b>Digital</b>				
Digital Design (UI/UX/DX)	80 - 120k	<b>90 - 130k</b>	80 - 110	<b>90 - 120</b>
Customer Experience Manager	100 - 150k	<b>110 - 160k</b>	80 - 120	<b>90 - 120</b>
Product Manager/Owner	100 - 140k	<b>100 - 145k</b>	90 - 110	<b>90 - 120</b>
Insights & Analytics Manager	90 - 150k	<b>110 - 160k</b>	80 - 110	<b>80 - 110</b>
Insights & Analytics Analyst	70 - 90k	<b>70 - 100k</b>	50 - 80	<b>60 - 80</b>
<b>Development/Testing</b>				
Development Manager	130 - 160k	<b>140 - 160k</b>	100 - 120	<b>100 - 140</b>
Team/Technical/Development Lead	110 - 130k	<b>110 - 130k</b>	95 - 110	<b>100 - 120</b>
Senior Developer	90 - 125k	<b>100 - 130k</b>	80 - 110	<b>80 - 115</b>
Intermediate Developer	75 - 90k	<b>75 - 95k</b>	60 - 90	<b>70 - 80</b>
Junior Developer	50 - 75k	<b>50 - 75k</b>	50 - 75	<b>50 - 70</b>
Quality Assurance Manager / Test Manager	130 - 160k	<b>130 - 160k</b>	90 - 120	<b>100 - 120</b>
Test Lead	110 - 125k	<b>110 - 130k</b>	85 - 100	<b>90 - 105</b>
Automation Engineer / Senior QA Test Analyst	95 - 110k	<b>100 - 120k</b>	85 - 95	<b>90 - 110</b>
Test Analyst / QA	75 - 95k	<b>80 - 100k</b>	60 - 90	<b>80 - 95</b>
<b>Business Intelligence</b>				
Data Analyst	80 - 110k	<b>80 - 120k</b>	45 - 90	<b>50 - 100</b>
Reporting Analyst	80 - 110k	<b>80 - 120k</b>	45 - 90	<b>50 - 100</b>
BI Developer	90 - 120k	<b>90 - 130k</b>	60 - 110	<b>60 - 110</b>
BI Consultant	120 - 160k	<b>120 - 160k</b>	100 - 150	<b>100 - 150</b>
Data Scientist	65 - 160k	<b>65 - 180k</b>	60 - 150	<b>60 - 150</b>

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

# AUCKLAND

## TECHNOLOGY & DIGITAL

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2018	2019	2018	2019
<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>	120 - 150	<b>120 - 150</b>
IT Manager	110 - 150k	<b>110 - 160k</b>	80 - 140	<b>80 - 140</b>
IT Operations Manager	100 - 150k	<b>100 - 160k</b>	90 - 130	<b>90 - 130</b>
Service Delivery Manager	80 - 140k	<b>80 - 150k</b>	80 - 130	<b>80 - 130</b>
<b>Projects</b>				
Programme Manager	160 - 180k	<b>160 - 180k</b>	130 - 150	<b>130 - 150</b>
Senior Project Manager	120 - 135k	<b>120 - 145k</b>	100 - 130	<b>110 - 130</b>
Project Manager	80 - 120k	<b>80 - 120k</b>	80 - 105	<b>85 - 110</b>
Senior Business Analyst	105 - 120k	<b>105 - 130k</b>	90 - 110	<b>95 - 120</b>
Business Analyst	75 - 105k	<b>75 - 105k</b>	70 - 90	<b>70 - 95</b>
Project/Programme Coordinator	70 - 90k	<b>70 - 90k</b>	65 - 90	<b>65 - 95</b>
Scrum Master	120 - 130k	<b>120 - 135k</b>	110 - 130	<b>100 - 130</b>
Agile Coach	130 - 170k	<b>130 - 170k</b>	90 - 110	<b>100 - 150</b>
Process Analyst	75 - 110k	<b>75 - 115k</b>	80 - 95	<b>80 - 100</b>

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

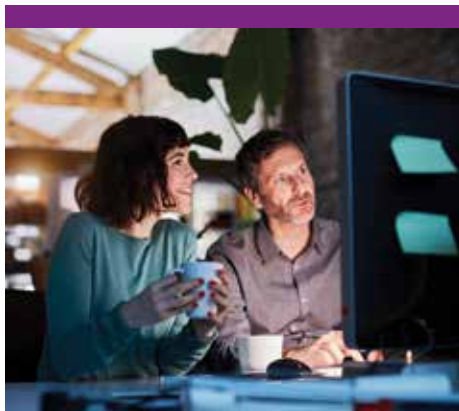
# AUCKLAND

## TECHNOLOGY & DIGITAL

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2018	2019	2018	2019
<b>Architecture</b>				
Enterprise Architect	160 - 210k	<b>160 - 220k</b>	150 - 200	<b>150 - 200</b>
Infrastructure Architect	120 - 160k	<b>120 - 160k</b>	110 - 150	<b>110 - 150</b>
Security Architect/Consultant	120 - 180k	<b>120 - 180k</b>	120 - 180	<b>120 - 180</b>
Solutions Architect	120 - 165k	<b>120 - 165k</b>	120 - 150	<b>120 - 150</b>
Data Architect	120 - 180k	<b>120 - 180k</b>	120 - 180	<b>120 - 180</b>
<b>Infrastructure</b>				
DevOps Engineer	90 - 150k	<b>90 - 150k</b>	60 - 100	<b>60 - 100</b>
Security/Network Engineer	80 - 140k	<b>80 - 140k</b>	60 - 100	<b>60 - 100</b>
Cloud Engineer	80 - 140k	<b>90 - 150k</b>	60 - 100	<b>60 - 120</b>
Systems Engineer	80 - 140k	<b>80 - 130k</b>	60 - 100	<b>60 - 100</b>
Service Desk Manager	75 - 110k	<b>80 - 110k</b>	60 - 90	<b>60 - 90</b>
Help Desk/Desktop/App Support	40 - 90k	<b>40 - 95k</b>	25 - 60	<b>25 - 60</b>
Database Administrator	60 - 130k	<b>60 - 130k</b>	40 - 100	<b>40 - 100</b>

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

# WELLINGTON



# 62%

OF PROFESSIONALS ARE  
MOTIVATED BY SALARY AND  
BENEFITS

## 2018 INSIGHT

The Wellington jobs market continued to be positive in 2018, with strong demand from public sector employers for both permanent and contract professionals. There was steady salary growth and some notable skill shortages, particularly in areas of new and emerging technology.

## 2019 EXPECTATIONS

The outlook for Wellington in 2019 appears to be one of jobs growth as well as modest salary growth. The government will shift slightly from commercial investment, such as start-ups and technology, towards social investment including establishing the Oranga Tamariki – Ministry for Children and upgrading the PekaPeka Expressway.

In the first half of the year, with public sector headcount caps lifted, there will be a push to convert contract staff to permanent arrangements. To achieve this goal, employers will need to emphasise the benefits of permanency including job security, learning and development, workplace flexibility, and exposure to strategic and long-term projects.

The second half of the year is likely to be more contract heavy. Hiring managers will need to recruit efficiently, finding ways to quickly identify and secure talent. In areas of skill shortages, it can pay off to connect with overseas-based Kiwis who are planning a return to New Zealand.

## ACCOUNTING & FINANCE

The accounting and finance jobs sector was a candidate-driven market in 2019. Employers jostled to secure a limited supply of accounting talent. It was not uncommon for high-calibre professionals to receive two or more job offers simultaneously.

The biggest demand in 2019 will continue to be for accountants who can partner with colleagues and stakeholders across their business. Those who have strategic nous and communication skills are therefore in particular demand, with hiring managers competing for the best management accountants and senior management accountants.

The local shortage of suitable talent is partly exacerbated by the fact that business partner accountants around the \$75 - 100k mark, often temporarily

“

Hiring managers will need to recruit efficiently, finding ways to quickly identify and secure talent.

”

leave Wellington to gain overseas experience. On the flipside, when those Kiwis decide to return to Wellington, they bring broader experience with them. Gaining access to these professionals before they return home, via a recruitment partner, can be an effective way to identify accountants beyond the immediate talent pool.

Overall, salaries for accountants will remain largely unchanged in 2019. However, some salary growth is possible for individuals who receive multiple job offers and counter offers.

To get ahead of the competition for top talent, employers should plan ahead as much as possible. This allows hiring managers to prepare recruitment processes that will be fast and efficient when the right candidate is found as time is of the essence once job offers are made.

## BUSINESS SUPPORT

Government changes in 2018 will impact the demand for certain business support roles in 2019. New ministerial projects will give rise to increased hiring for administration and support roles. Public sector hiring restrictions have been lifted which will result in an increased preference by employers to hire permanent resources, instead of contract.

Salary growth may be possible for office managers and legal secretaries, with the expanding scope for these roles due to their increasingly hybrid nature. While demand for executive assistants (EAs) will not grow as sharply as in 2018, there will still be plenty of opportunities – especially for senior

EAs who offer more diverse experience. Modest salary growth is possible for these professionals in 2019.

Hiring managers seeking business support professionals are unlikely to be in a position to offer significant salary increases. However, these professionals can be receptive to offers that include flexible working arrangements and clear paths of career progression.

## BUSINESS TRANSFORMATION

Since the State Services Commission lifted the cap on permanent roles in the public sector, the market is seeing a substantial shift. In 2019, employers will be seeking to hire permanent and long-term business transformation professionals, in particular those with experience of multi-year transformations that drive social outcomes.

There is a shortage of business transformation professionals in the local market boasting experience with ambiguous and demanding political environments. While hiring managers may prefer permanent appointments, the lack of available talent may necessitate temporary contracts.

Many transformation professionals saw their remuneration climb 10% last year, so it is absolutely essential to benchmark remuneration regularly to both attract and retain talent.

## HUMAN RESOURCES

The change in government sparked off a series of transformation projects in 2018 that will continue in 2019. Consequently, demand for HR professionals – both strategic and operational – will be high in several public sector departments.

## DRIVERS OF JOBS GROWTH



Business transformation



Social investment



Customer-centric technology



Emerging technology

There is a tendency for many HR professionals to become generalists, rather than specialists. This has left a skill shortage of HR specialists with learning and development expertise, and health and safety experience. In 2019, employers may struggle to recruit specialists in these fields on a permanent basis, and may need to be open to contract arrangements instead.

Overall, HR salaries are likely to remain flat in 2019. Where budgets are tight, employers seeking new HR talent are advised to emphasise flexible working arrangements and workplace culture during the recruitment process.

## LEGAL

Wellington's legal jobs market should see a gradual rise in salaries in 2019, along with steady demand. Shortages of general corporate and commercial practice legal professionals exist,

particularly those with between two and seven years' PQE, which represents the typical career point where many opt for a stint working overseas.

In 2018, the new government announced a rolling programme of changes to employment law. In 2019, these continued changes will stimulate demand for legal professionals who are willing and able to deal with the potential ambiguities of the changes in law. Similarly, the increase in infrastructure projects in Wellington will mean commercial property lawyers are also in high demand. As a result, salaries will rise to meet increased demand.

Legal professionals are looking beyond salary during recruitment negotiations. Hiring managers should prepare by streamlining their hiring processes and being ready to discuss remote working and career development potential with candidates.

## POLICY & REGULATION

With a relatively new government in power in 2019, substantial new jobs growth for policy professionals will be the result. The legislative agenda aims to achieve change in areas such as housing, health and education, creating a substantial number of contract policy roles.

Policy is a candidate short market, and 2019 will see particularly high demand for senior and principal advisors who are versatile enough to transition between Ministries while leading colleagues through change. Employers will display a general preference for permanent hires.

When it comes to staff resourcing, hiring managers need to carefully consider the new policy environment and plan ahead. Anticipating resourcing requirements before the need becomes urgent is critical, due to the time it can take to select and recruit the best policy and regulation professionals.

“

The outlook for Wellington in 2019 appears to be one of jobs growth as well as modest salary growth.

”

While policy specialists are in high demand, salaries and contracting rates are unlikely to rise steeply. Employers are more likely to compete on flexible working arrangements, learning and development, staff empowerment and workplace culture.

## PROCUREMENT & SUPPLY CHAIN

Highly-skilled procurement specialists will be in demand in 2019, especially those with a specialisation across IT and construction as well as commercial managers who can influence senior stakeholders within their organisation. These professionals can expect contract rates to be substantially higher than permanent salaries.

Employers seeking to retain top procurement talent must focus on professional development opportunities, flexible working arrangements and workplace culture. Keeping track of market rates will also be essential, to mitigate the risk of departures.

To attract these professionals, hiring managers will need to present compelling reasons that go beyond remuneration. The most proactive, ambitious procurement professionals will pay attention to the employer value proposition and look for exposure



88%

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

to exciting projects with a focus on social or sustainable elements.

A shortage of qualified procurement and commercial professionals, particularly those with between one and five years' experience, remains in Wellington so hiring managers may consider hiring talent from overseas.

## PROPERTY & FACILITIES MANAGEMENT

The property sector in Wellington will be relatively resilient in 2019. Organisations focused on earthquake strengthening, remedial works and space optimisation projects will continue to create demand for contract property managers.

The Kiwibuild programme has hired a substantial number of property specialists which will leave the market short of talent in 2019. Demand will be highest for facilities and property managers who are proficient with new asset management software, as well as those experienced in project management, and strategy and policy.

Minimal salary increases are expected in property and facilities management in 2019. However, employers will step up their efforts to retain talent by investing in their skills and development. In a market where skill shortages exist, hiring managers are advised to consider hiring up-and-coming talent and invest in their development.

## SALES, MARKETING & COMMUNICATIONS

Wellington will serve up plenty of jobs for senior and intermediate marketing and communications professionals

in 2019. The new government is prioritising 'action and delivery' and will require content marketing and PR professionals to share success stories in ways that engage audiences and stakeholders. Inquiries and reviews across areas, including mental health, criminal justice reform and education, will stimulate demand for communications professionals.

Salary expectations have risen within the market, due to a previous preference among employers for temporary roles that attract higher rates. Converting contractors into permanent employees in 2019 will be a priority for many employers, and permanent salary levels may rise in response. Hiring managers will need to proactively keep in touch with existing talent in the market to identify who may be looking for new opportunities further down the track.

## TECHNOLOGY & DIGITAL

Growth in Wellington's IT jobs market is rapid and only limited by skill shortages for specialists in several areas. In 2019, employers will continue customer-centric design strategies and compete fiercely for professionals with expertise in data and business intelligence, security, DevOps, agile, cloud solutions, customer interface, IT architecture, and UX and UI design. Hiring managers are likely to pay a premium for professionals with these skills, with salary increases likely for many.

Senior professionals with a few years' experience in these specialisations are particularly hard to find. Overseas hiring should not be ruled out,

### TOP JOBS IN DEMAND



Management accountants



Policy professionals



Commercial property lawyers



Cyber security

although Wellington hiring managers must be willing to meet potentially high salary expectations, as they are competing in a global talent market.

Hiring managers will be seeking to build up IP through permanent contracts wherever possible in 2019. Persuading contractors to give up premium rates in favour of permanency is usually only possible if employers are seriously investing in their own internal systems, data, insights and analytics. The opportunity to work on new and emerging technology can entice tool agnostic talent, who are conscious of continually up-skilling and remaining relevant in fast-moving full-stack development roles. Hiring managers also need to articulate clear paths of career progression and work-life balance arrangements.

# WELLINGTON

## ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2018	2019	2018	2019
<b>Executive</b>				
Chief Financial Officer	160 - 300k	<b>160 - 300k</b>	90 - 150	<b>90 - 150</b>
Financial Controller	130 - 180k	<b>130 - 190k</b>	80 - 120	<b>80 - 120</b>
Finance Manager	100 - 160k	<b>100 - 170k</b>	60 - 90	<b>60 - 105</b>
<b>Qualified</b>				
Tax Accountant	80 - 130k	<b>80 - 130k</b>	60 - 85	<b>60 - 85</b>
Management Accountant (6+ yrs' exp)	90 - 150k	<b>90 - 170k</b>	60 - 90	<b>60 - 90</b>
Financial Accountant CA (5+ yrs' exp)	90 - 120k	<b>90 - 130k</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 - 105k</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>60 - 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/Officer	40 - 60k	<b>40 - 60k</b>	25 - 40	<b>25 - 40</b>
Accounts Payable/Receivable	50 - 60k	<b>50 - 65k</b>	25 - 40	<b>25 - 40</b>

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

# WELLINGTON

## BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2018	2019	2018	2019
Executive Assistant	70 - 90k	<b>65 - 85k</b>	32 - 42	<b>35 - 45</b>
Office Manager	60 - 80k	<b>60 - 85k</b>	35 - 45	<b>35 - 45</b>
Personal Assistant	55 - 70k	<b>55 - 70k</b>	25 - 35	<b>25 - 35</b>
Legal Secretary	50 - 65k	<b>50 - 70k</b>	30 - 38	<b>30 - 40</b>
Project Administrator	50 - 65k	<b>55 - 65k</b>	25 - 35	<b>25 - 40</b>
Procurement Administrator	50 - 60k	<b>55 - 65k</b>	25 - 35	<b>25 - 37</b>
Office Administrator	45 - 60k	<b>45 - 60k</b>	25 - 35	<b>25 - 35</b>
General Administrator	45 - 60k	<b>45 - 60k</b>	25 - 35	<b>25 - 35</b>
Marketing Administrator	45 - 55k	<b>45 - 60k</b>	25 - 35	<b>25 - 35</b>
Corporate Receptionist	45 - 55k	<b>45 - 55k</b>	23 - 26	<b>23 - 25</b>
Receptionist	40 - 50k	<b>40 - 55k</b>	19 - 23	<b>19 - 24</b>
Data Entry Operator	40 - 48k	<b>40 - 50k</b>	19 - 22	<b>19 - 22</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 (\$)	
	2018	2019	2018	2019
Programme Director	160 - 250k	<b>160 - 250k</b>	150 - 250	<b>150 - 250</b>
EPMO Manager	150 - 250k	<b>150 - 250k</b>	150 - 220	<b>150 - 220</b>
Risk & Assurance Consultant	150 - 180k	<b>150 - 180k</b>	130 - 160	<b>130 - 160</b>
IQA Professional	150 - 180k	<b>150 - 180k</b>	120 - 185	<b>120 - 185</b>
Programme Manager	150 - 210k	<b>150 - 210k</b>	130 - 200	<b>130 - 200</b>
Business Change Manager	130 - 185k	<b>130 - 190k</b>	110 - 180	<b>120 - 200</b>
Business Analyst	90 - 130k	<b>100 - 130k</b>	100 - 125	<b>100 - 125</b>
Service Designer	110 - 130k	<b>110 - 130k</b>	100 - 120	<b>100 - 120</b>
EPMO Analyst	80 - 120k	<b>80 - 120k</b>	90 - 120	<b>90 - 120</b>
Project Manager	115 - 145k	<b>120 - 150k</b>	100 - 140	<b>100 - 140</b>
Project/Programme Coordinator	60 - 95k	<b>65 - 90k</b>	60 - 100	<b>60 - 90</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 (\$)	
	2018	2019	2018	2019
<b>Generalist</b>				
HR Director	180 - 250k	<b>180 - 250k</b>	120 - 150	<b>120 - 150</b>
HR Manager	140 - 160k	<b>150 - 175k</b>	90 - 140	<b>90 - 140</b>
HR Consultant	100 - 140k	<b>100 - 150k</b>	70 - 90	<b>70 - 100</b>
HR Advisor	70 - 85k	<b>75 - 90k</b>	40 - 70	<b>40 - 75</b>
HR Analyst	65 - 80k	<b>70 - 90k</b>	40 - 50	<b>40 - 50</b>
HR Administrator	45 - 65k	<b>50 - 70k</b>	25 - 35	<b>25 - 40</b>
<b>Specialist</b>				
Organisational Development Consultant	125 - 175k	<b>125 - 180k</b>	100 - 120	<b>100 - 130</b>
Learning & Development Manager	110 - 150k	<b>110 - 160k</b>	85 - 110	<b>90 - 120</b>
Learning & Development Advisor	65 - 75k	<b>75 - 90k</b>	40 - 60	<b>40 - 75</b>
Learning & Development Coordinator	45 - 65k	<b>50 - 70k</b>	25 - 40	<b>25 - 40</b>

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

# WELLINGTON

## LEGAL

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2018	2019
<b>Private Practice</b>		
Partner	150k+	<b>150k+</b>
Senior Associate	140 - 180k	<b>140 - 190k</b>
Associate	100 - 150k	<b>100 - 150k</b>
Senior Solicitor	85 - 120k	<b>85 - 130k</b>
3 yrs' PQE	70 - 90k	<b>70 - 95k</b>
2 yrs' PQE	55 - 80k	<b>55 - 80k</b>
1 yr PQE	47 - 60k	<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	70 - 110k	<b>70 - 120k</b>

## POLICY & REGULATORY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2018	2019	2018	2019
<b>Policy</b>				
General Manager Policy	140 - 200k	<b>140 - 200k</b>	145 - 165	<b>140 - 165</b>
Principal Policy Analyst/Advisor	120 - 150k	<b>120 - 160k</b>	110 - 150	<b>115 - 150</b>
Policy Manager	120 - 170k	<b>130 - 180k</b>	130 - 155	<b>130 - 160</b>
Senior Policy Analyst/Advisor	90 - 115k	<b>85 - 120k</b>	100 - 125	<b>100 - 120</b>
Policy Analyst/Advisor	65 - 90k	<b>60 - 85k</b>	55 - 80	<b>50 - 80</b>
<b>Research &amp; Evaluation</b>				
Manager, Research & Evaluation	135 - 175k	<b>130 - 180k</b>	135 - 155	<b>130 - 155</b>
Principal Research Analyst	115 - 140k	<b>115 - 150k</b>	100 - 150	<b>110 - 150</b>
Senior Research Analyst	90 - 115k	<b>85 - 120k</b>	95 - 110	<b>90 - 120</b>
Research Analyst	60 - 80k	<b>55 - 85k</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 (\$)	
	2018	2019	2018	2019
Chief Procurement Officer	150 - 225k	<b>150 - 230k</b>	140 - 200	<b>140 - 200</b>
Commercial Manager	130 - 180k	<b>120 - 200k</b>	130 - 170	<b>130 - 175</b>
Procurement Manager	110 - 175k	<b>110 - 180k</b>	120 - 170	<b>120 - 170</b>
Category Manager	80 - 160k	<b>90 - 160k</b>	80 - 140	<b>80 - 140</b>
Senior Procurement Specialist	90 - 135k	<b>90 - 145k</b>	90 - 135	<b>90 - 135</b>
Procurement Specialist	65 - 130k	<b>70 - 100k</b>	70 - 135	<b>75 - 120</b>
Contracts Manager	65 - 130k	<b>75 - 130k</b>	75 - 120	<b>75 - 120</b>
Procurement Coordinator	45 - 65k	<b>45 - 65k</b>	30 - 75	<b>30 - 75</b>

## PROPERTY & FACILITIES MANAGEMENT

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2018	2019
<b>Facilities Management</b>		
Facilities Manager	85 - 150k	<b>85 - 155k</b>
Facilities Advisor	75 - 120k	<b>75 - 125k</b>
Facilities Coordinator	45 - 75k	<b>50 - 80k</b>
Asset Manager	75 - 140k	<b>75 - 145k</b>
Contracts Manager	70 - 120k	<b>75 - 125k</b>
Project Manager	80 - 140k	<b>90 - 150k</b>
Project Coordinator	55 - 80k	<b>55 - 85k</b>
<b>Property</b>		
Director of Property	120 - 250k	<b>140 - 250k</b>
Property Manager	75 - 140k	<b>70 - 140k</b>
Property Specialist	60 - 110k	<b>65 - 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 (\$)	
	2018	2019	2018	2019
<b>Sales</b>				
National Sales Manager	120 - 170k	<b>120 - 170k</b>	100 - 120	<b>100 - 120</b>
Key Account Manager	90 - 165k	<b>90 - 170k</b>	65 - 95	<b>65 - 100</b>
Business Development Manager	70 - 180k	<b>70 - 180k</b>	55 - 85	<b>55 - 90</b>
Territory Manager	65 - 85k	<b>65 - 90k</b>	40 - 55	<b>40 - 55</b>
Sales/Account Manager	70 - 110k	<b>70 - 120k</b>	55 - 75	<b>55 - 80</b>
Sales Representative	50 - 80k	<b>50 - 80k</b>	45 - 55	<b>45 - 60</b>
<b>Marketing</b>				
Marketing Manager	90 - 160k	<b>95 - 160k</b>	90 - 130	<b>90 - 120</b>
Digital Marketing Manager	90 - 140k	<b>90 - 140k</b>	90 - 135	<b>90 - 120</b>
Market Research/Insights Manager	90 - 140k	<b>90 - 140k</b>	80 - 100	<b>80 - 100</b>
Sponsorship & Events Manager	75 - 115k	<b>75 - 110k</b>	40 - 70	<b>40 - 70</b>
Channel Manager	80 - 125k	<b>90 - 140k</b>	80 - 100	<b>90 - 100</b>
Marketing Coordinator	55 - 75k	<b>55 - 70k</b>	35 - 60	<b>40 - 60</b>
Product Manager	75 - 110k	<b>90 - 130k</b>	60 - 80	<b>70 - 90</b>
<b>Communications</b>				
Communications Manager	105 - 175k	<b>100 - 170k</b>	110 - 140	<b>110 - 130</b>
Senior Communications Advisor	85 - 125k	<b>80 - 110k</b>	80 - 100	<b>90 - 100</b>
Principal Communications Advisor	105 - 140k	<b>105 - 140k</b>	110 - 130	<b>110 - 130</b>
Internal/Change Communications Manager	110 - 150k	<b>110 - 140k</b>	90 - 110	<b>100 - 125</b>
Communications Advisor	60 - 75k	<b>60 - 75k</b>	40 - 60	<b>60 - 70</b>

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

# WELLINGTON

## TECHNOLOGY & DIGITAL

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2018	2019	2018	2019
<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 - 250k</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>	100 - 140	<b>100 - 140</b>
Solution Architect - Infra/Apps/Data	120 - 160k	<b>120 - 160k</b>	120 - 150	<b>120 - 150</b>
Scrum Master	100 - 140k	<b>100 - 140k</b>	100 - 130	<b>100 - 130</b>
Product Owner	90 - 140k	<b>100 - 140k</b>	100 - 130	<b>100 - 130</b>
Security Specialist	120 - 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 - 120k	<b>80 - 130k</b>	90 - 130	<b>90 - 130</b>
Full Stack Developer	70 - 120k	<b>85 - 130k</b>	60 - 120	<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 - 120	<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>	80 - 115	<b>80 - 115</b>
Systems Administrator	70 - 110k	<b>70 - 110k</b>	70 - 100	<b>70 - 100</b>
Service Desk/Desktop/Apps Support	55 - 85k	<b>55 - 85k</b>	40 - 70	<b>40 - 70</b>

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

# CONTACT US

## AUSTRALIA & NEW ZEALAND

### AUSTRALIA

#### ADELAIDE

Level 20  
25 Grenfell Street  
Adelaide  
SA 5000  
Australia  
t: +61 (0) 8 8216 3500

#### BRISBANE

Level 27  
Waterfront Place  
1 Eagle Street  
Brisbane  
QLD 4000  
Australia  
t: +61 (0) 7 3032 2222

#### CHATSWOOD

Level 15  
67 Albert Avenue  
Chatswood  
NSW 2067  
Australia  
t: +61 (0) 2 8423 1000

#### MELBOURNE

Level 41  
385 Bourke Street  
Melbourne  
VIC 3000  
Australia  
t: +61 (0) 3 8628 2100

### PARRAMATTA

Level 6  
10 Smith Street  
Parramatta  
NSW 2150  
Australia  
t: +61 (0) 2 8836 3600

### PERTH

Level 10  
109 St Georges Terrace  
Perth  
WA 6000  
Australia  
t: +61 (0) 8 9266 0900

### SYDNEY

Level 53  
Governor Phillip Tower  
1 Farrer Place  
Sydney  
NSW 2000  
Australia  
t: +61 (0) 2 8289 3100

### NEW ZEALAND

#### AUCKLAND

Level 9  
22 Fanshawe Street  
Auckland  
New Zealand  
t: +64 (0) 9 374 7300

#### WELLINGTON

Level 15  
2 Hunter Street  
Wellington  
New Zealand  
t: +64 (0) 4 471 9700

## BELGIUM

### ANTWERP

#### ROBERT WALTERS

Antwerp Gate 1  
Uitbreidingstraat 2-8  
2600 Antwerp  
Belgium  
t: +32 (0) 3 202 79 00

#### WALTERS PEOPLE

t: +32 (0) 3 202 79 10

### BRUSSELS

#### ROBERT WALTERS

Avenue Louise 326  
10th Floor  
B-1050 Brussels  
Belgium  
t: +32 (0) 2 511 66 88

#### WALTERS PEOPLE

##### Finance

t: +32 (0) 2 542 40 40

##### Business Support

t: +32 (0) 2 627 75 10

## GHENT

#### WALTERS PEOPLE

Axxess Business Park -  
Building C  
Guldensporenpark 25  
B-9820 Merelbeke  
Belgium  
t: +32 (0) 9 210 57 40

### GROOT- BIJGAARDEN

#### WALTERS PEOPLE

West End - Building C  
Noordkustlaan 16c  
B-1702 Groot-Bijgaarden  
Belgium  
t: +32 (0) 2 609 79 00

### ZAVENTEM

#### WALTERS PEOPLE

Leuvensesteenweg 555  
Entrance 3  
B-1930 Zaventem  
Belgium

##### Finance

t: +32 (0) 2 613 08 00

##### Business Support

t: +32 (0) 2 613 08 88

## BRAZIL

### SÃO PAULO

Rua do Rócio  
350, 4º andar  
Vila Olímpia  
São Paulo  
04552-000  
Brazil  
t: +55 (11) 2655 0888

## CANADA

### TORONTO

145 King Street West  
Suite 720  
Toronto  
ON M5H 1J8  
Canada  
t: +1 416 998 9649

## CHILE

### SANTIAGO

Avda Isidora Goyenechea  
2915 piso 3  
Las Condes  
Santiago de Chile  
t: +562 2402 4901

## FRANCE

### LYON

#### ROBERT WALTERS

63 quai Charles de Gaulle  
2ème étage  
69006 Lyon  
France  
t: +33 4 72 44 04 18

#### WALTERS PEOPLE

94 quai Charles de Gaulle  
Rez-de-chaussée  
69006 Lyon  
France  
t: +33 4 72 69 77 15

### PARIS

#### ROBERT WALTERS

25 rue Balzac  
2ème étage  
75008 Paris  
France  
t: +33 1 40 67 88 00

#### WALTERS PEOPLE

251 boulevard Pereire  
6ème étage  
75017 Paris  
France  
t: +33 1 40 76 05 05

# CONTACT US

## REST OF WORLD

### SAINT-QUENTIN

#### WALTERS PEOPLE

41 avenue du Centre  
5ème étage  
78180 Montigny-le-  
Bretonneux  
France  
t: +33 1 30 48 21 80

### TOULOUSE

56 - 58 rue d'Alsace  
Lorraine  
3ème étage  
31000 Toulouse  
France  
t: +33 6 60 57 82 66

### GERMANY

### DÜSSELDORF

Koenigsalle 76-78  
40212 Düsseldorf  
Germany  
t: +49 (0) 211 30180 000

### FRANKFURT

Main Tower  
22nd Floor  
Neue Mainzer Str 52-58  
60311 Frankfurt am Main  
Germany  
t: +49 (0) 69 9203 840 000

### HAMBURG

Neuer Wall 50  
4. Stock  
20354 Hamburg  
Germany  
t: +49 (0) 40 8221 86 160

### HONG KONG

### HONG KONG

20th Floor Nexus Building  
41 Connaught Road Central  
Central  
Hong Kong  
t: +852 2103 5300

### INDONESIA

### JAKARTA

World Trade Centre 1  
11th Floor, Jl. Jend.  
Sudirman  
Kav. 29-31  
Jakarta  
12920  
Indonesia  
t: +62 (21) 2965 1500

### IRELAND

### DUBLIN

Level 3  
Custom House Plaza 2  
IFSC  
Dublin 1  
Ireland  
t: +353 (0) 1 633 4111

### JAPAN

### OSAKA

Pias Tower 15th Floor  
3-19-3 Toyosaki Kita-ku,  
Osaka-shi  
Osaka  
531-0072  
t: +81 (0) 6 4560 3100

### TOKYO

Shibuya Minami Tokyu  
Building 14th Floor  
3-12-18 Shibuya,  
Shibuya-ku  
Tokyo  
150-0002  
t: +81 (0) 3 4570 1500

### LUXEMBOURG

### LUXEMBOURG

681, rue de Neudorf  
L-2220 Luxembourg  
Luxembourg  
t: +352 2647 8585

### MAINLAND CHINA

### BEIJING

Room 1524, 15/F, NCI Tower  
12A Jianguomenwai Ave  
Chaoyang District  
Beijing 100022  
China  
t: + 86 10 8523 3026

### SHANGHAI

36th Floor, Tower 2, Jing An  
Kerry Centre  
1539 West Nanjing Road  
Jing An District  
Shanghai 200040  
China  
t: +86 21 5153 5888

## SHENZHEN

Level 3, Tower 1  
Kerry Plaza  
No.1 Zhong Xin Si Road  
Futian District  
Shenzhen 518048  
China  
t: +86 755 3304 0350

## SUZHOU

Room 1906, Block A  
Building #58, Suzhou Centre  
Suzhou Industrial Park  
Suzhou 215021  
Jiangsu Province  
China  
t: +86 512 6873 5888

## MALAYSIA

### KUALA LUMPUR

Level 24, Menara 3 Petronas  
Persiaran KLCC  
Kuala Lumpur 50088  
Malaysia  
t: +603 2380 8700

## PENANG

1-08-3A  
Menara IJM Land  
1, Lebuhr Tunku Kudin 3  
11700 Gelugor  
Penang  
t: +604 609 0500

## NETHERLANDS

### AMSTERDAM

**ROBERT WALTERS**  
WTC, Tower H 3rd Floor  
Zuidplein 28  
1077 XV Amsterdam  
Netherlands  
t: +31 (0) 20 644 4655

### WALTERS PEOPLE

t: +31 (0) 20 796 9040

### EINDHOVEN

**ROBERT WALTERS**  
Begijnenhof 4-6  
5611 EL Eindhoven  
Netherlands  
t: +31 (0) 40 7999 910

### WALTERS PEOPLE

t: +31 (0) 40 799 9912

## ROTTERDAM

**ROBERT WALTERS**  
Millenniumtoren  
Weena 690, 29th floor  
3012 CN Rotterdam  
Netherlands  
t: +31 (0) 10 799 8090

### WALTERS PEOPLE

t: +31 (0) 10 752 7200

## PHILIPPINES

### MANILA

37/F Philamlife Tower  
8767 Paseo De Roxas  
Makati City 1226  
Philippines  
t: +63 2 816 4972

## PORTUGAL

### LISBON

Av. Liberdade, 110 Lisbon  
1269-046  
Portugal  
t: +351 211 221 971

## SINGAPORE

### SINGAPORE

6 Battery Road  
22nd Floor  
Singapore 049909  
t: +65 6228 0200

## SOUTH AFRICA

### JOHANNESBURG

15th Floor  
GreenPark Corner  
Cnr West Road South and  
Lower Road  
Morningside, Sandton  
Johannesburg  
2196  
South Africa  
t: +27 (0) 11 881 2400

## SOUTH KOREA

### SEOUL

21F, East Center, Center 1  
Building  
26 Eulji-ro 5gil,  
Jung-gu, Seoul 04539  
South Korea  
t: +82 (0)2 6454 7000

# CONTACT US

## REST OF WORLD

### SPAIN

#### BARCELONA

##### ROBERT WALTERS

Passeig de Gràcia nº 55-57  
3ª planta  
08007 Barcelona  
Spain  
t: +34 93 216 30 00

##### WALTERS PEOPLE

t: +34 93 216 30 00

#### MADRID

##### ROBERT WALTERS

Paseo de Recoletos nº 7-9  
6ª planta  
28004 Madrid  
Spain  
t: +34 91 309 79 88

##### WALTERS PEOPLE

t: +34 91 309 79 88

### SWITZERLAND

#### GENEVA

Rue de la Cité 1  
1204 Genève  
Switzerland  
t: +41(0) 22 561 84 77

### ZURICH

Claridenstrasse 41  
CH-8002 Zurich  
Switzerland  
t: +41(0) 44 809 35 00

### TAIWAN

#### TAIPEI

Room F, 10th Floor  
No. 1 Songzhi Road  
Xin-yi District  
Taipei  
Taiwan  
t: +886 2 8758 0700

### THAILAND

#### BANGKOK

Q House Lumpini,  
12th Floor, Unit 1201  
1 South Sathorn Road  
Thungmahamek, Sathorn  
Bangkok 10120  
Thailand  
t: +66 (0) 2 344 4800

### UAE

#### DUBAI

Unit No. 1008  
10th floor Burj Daman  
DIFC  
Dubai  
P.O. Box 506851  
UAE  
t: +971 4 8180 100

### UNITED KINGDOM

#### BIRMINGHAM

9th Floor  
11 Brindley Place  
Birmingham  
B1 2LP  
United Kingdom  
t: +44 (0) 121 281 5000

#### BRACKNELL

The Lightbox  
Willoughby Road  
Bracknell  
RG12 8FB  
United Kingdom  
t: +44 (0) 134 423 3280

### LEEDS

The Pinnacle  
17th Floor  
67 Albion Street  
Leeds  
LS1 5AA  
United Kingdom  
t: +44(0) 113 360 0090

### LIVERPOOL

3rd Floor  
No.1 Mann Island  
Liverpool  
L3 1BP  
United Kingdom  
t: +44 (0) 113 360 0099

### LONDON

11 Slingsby Place  
St Martin's Courtyard  
London  
WC2E 9AB  
United Kingdom  
t: +44 (0) 20 7379 3333

### MANCHESTER

9th Floor  
3 Hardman Street  
Manchester  
M3 3HF  
United Kingdom  
t: +44 (0) 161 214 7400

## MILTON KEYNES

Altius House  
North Fourth Street  
Milton Keynes  
Buckinghamshire  
MK9 1NE  
United Kingdom  
t: +44 (0) 1908 04 4000

## ST ALBANS

1st Floor,  
4 Beaconsfield Road  
St Albans  
AL1 3RD  
United Kingdom  
t: +44 (0)1727 617 010

## UNITED STATES

### LOS ANGELES

1925 Century Park E  
Suite 1700  
Los Angeles  
CA 90067  
USA  
t: +1 424 204 8725

### NEW YORK

7 Times Square  
Suite 4301  
New York  
NY 10036  
USA  
t: +1 212 704 9900

### SAN FRANCISCO

575 Market Street  
#2950  
San Francisco  
CA 94105  
USA  
t: +1 415 549 2000

## VIETNAM

### HO CHI MINH CITY

Unit 1, Level 9,  
The Metropolitan  
235 Dong Khoi Street  
District 1  
Ho Chi Minh City  
Vietnam  
t: +84 28 3520 7900

AUSTRALIA  
BELGIUM  
BRAZIL  
CANADA  
CHILE  
CHINA  
FRANCE  
GERMANY  
HONG KONG  
INDIA  
INDONESIA  
IRELAND  
JAPAN  
LUXEMBOURG  
MALAYSIA  
NETHERLANDS  
NEW ZEALAND  
PHILIPPINES  
PORTUGAL  
SINGAPORE  
SOUTH AFRICA  
SOUTH KOREA  
SPAIN  
SWITZERLAND  
TAIWAN  
THAILAND  
UAE  
UK  
USA  
VIETNAM