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EDITION OF THE SALARY
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CREDIBLE INSIGHT INTO
HIRING AND SALARY TRENDS
WORLDWIDE.

”

ABOUT THE SALARY SURVEY

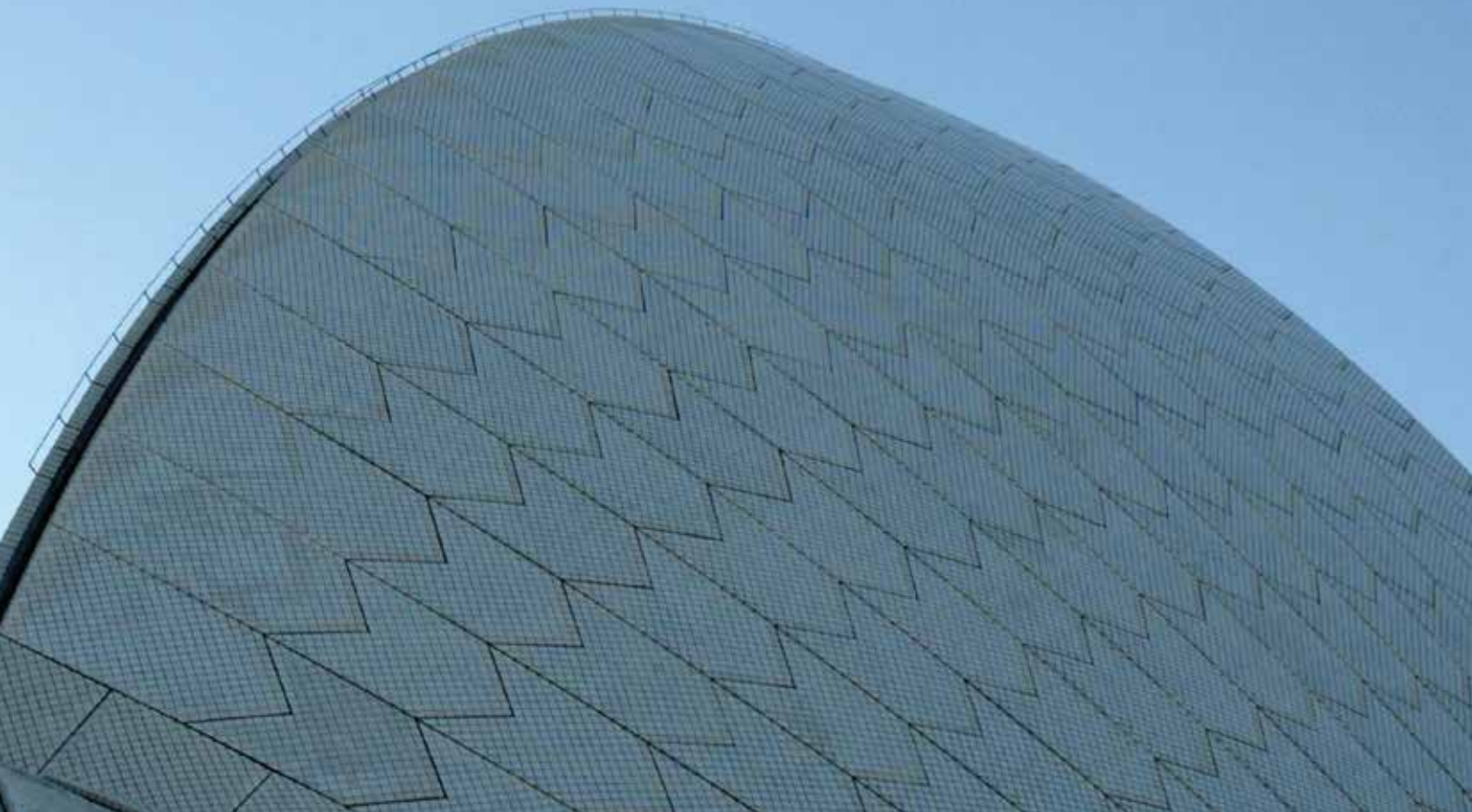
Welcome to the nineteenth edition of the Robert Walters annual Salary Survey.

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

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

GET IN TOUCH

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



GLOBAL TRENDS



**GILES DAUBENEY, DEPUTY
CHIEF EXECUTIVE OFFICER**

INTRODUCTION

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

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

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

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

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

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

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

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

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

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

“

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

”

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

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

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

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

KEY TRENDS

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

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

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

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

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



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

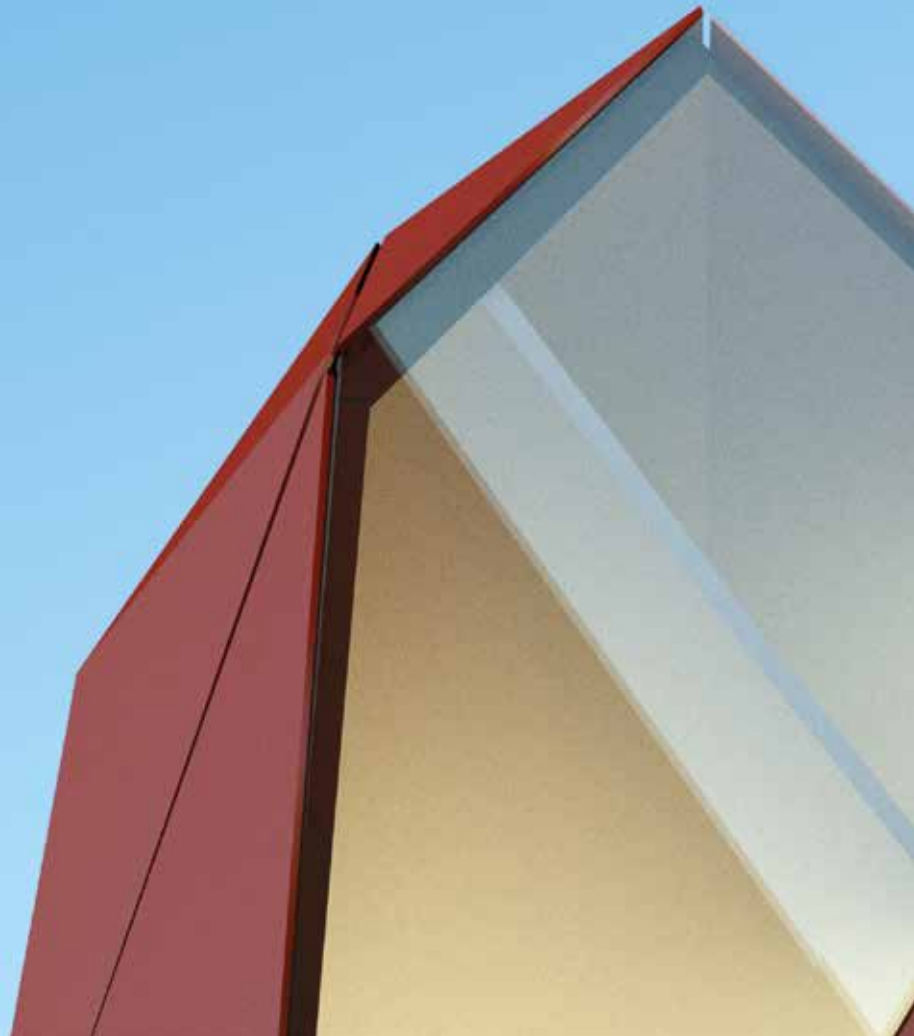


REGIONAL TRENDS

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

Our regional overviews include:

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





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



AUSTRALIA & NEW ZEALAND

INTRODUCTION

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

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

GROWTH IN CONSTRUCTION

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

Our presence in Australia & New Zealand:

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

“

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

”

TECH SKILLS IN DEMAND

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

BANKS SEEK COMPLIANCE PROFESSIONALS

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

DRIVING EFFICIENCIES

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

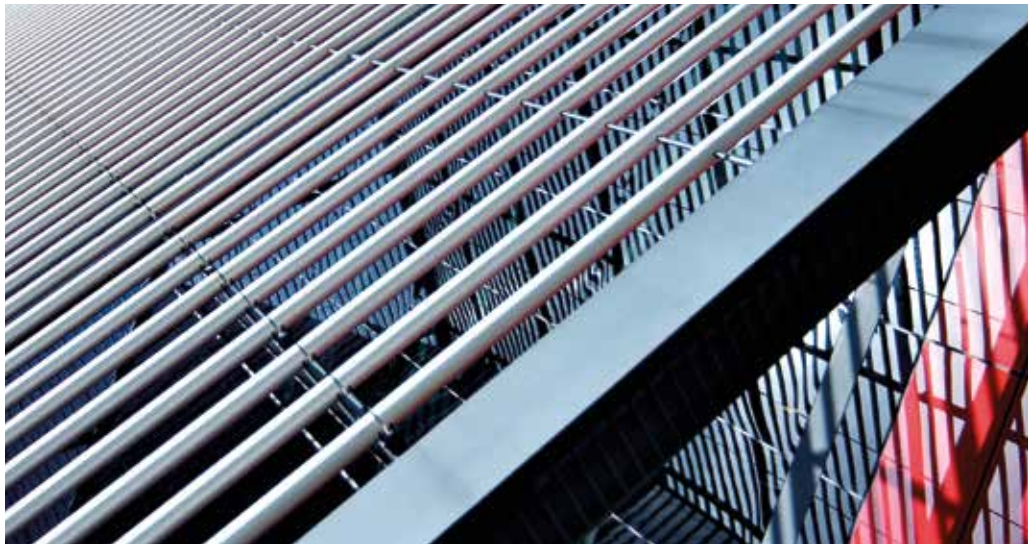
Meanwhile, both countries are relatively close to full employment, which means that future economic growth may rely upon importing offshore talent. Fresh from the 2017 election, New Zealand's government will continue to actively encourage New Zealand professionals living overseas to relocate home. Australia's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

JOBSEEKER MOTIVATIONS

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

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

James Nicholson,
Managing Director,
Australia & New Zealand





EUROPE

INTRODUCTION

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

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

2017

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

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

Our presence in Europe:

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

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

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

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

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

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

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

In Switzerland, demand continued for professionals with regulatory and

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

2018

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

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

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

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

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

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

Antoine Morgaut,
CEO,
Europe & South America





GREATER CHINA

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

DEMAND FOR TECHNOLOGY TALENT

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

CHINA

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

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

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

Our presence in Greater China:

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

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

HONG KONG

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

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

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

TAIWAN

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

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

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

“

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

”

HIRING ADVICE

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

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

Matthew Bennett,
Managing Director,
Greater China





SOUTH EAST ASIA

INTRODUCTION

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

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

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

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

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

Our presence in South East Asia:

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

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

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

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

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

KEY TRENDS

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

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

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

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

“

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

”

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

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

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

2018 EXPECTATIONS

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

Toby Fowlston,
Managing Director,
South East Asia





UNITED KINGDOM

2017

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

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

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

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

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

Our presence in the UK:

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

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

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

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

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

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

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

2018

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

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

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

procurement and supply chain specialists with experience in international markets.

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

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

Chris Hickey,
CEO,
UK, Middle East & Africa





USA - NEW YORK

2017

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

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

2018

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

with the exact experience required for the role.

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

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

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

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

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

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

Kurt Kraeger,
Managing Director, New York



USA - SAN FRANCISCO

2017

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

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

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

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

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

2018

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

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

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

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

Simon Bromwell,
Managing Director, San Francisco



MIDDLE EAST

2017

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

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

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

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

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

2018

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

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

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

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

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

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

Jason Grundy,
Country Head, Middle East



AFRICA

2017

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

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

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

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

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

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

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

2018

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

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

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

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

Nic Sephton-Poultney,
Country Manager, South Africa



LOCAL TRENDS - AUSTRALIA & NEW ZEALAND

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

The locations covered are:

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



AUSTRALIA

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

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

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

50%

OF PROFESSIONALS ARE
CONFIDENTLY OPTIMISTIC ABOUT
JOB OPPORTUNITIES

“

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

”



JAMES NICHOLSON,
MANAGING DIRECTOR,
AUSTRALIA & NEW ZEALAND

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

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

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




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

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



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

DRIVERS OF JOB GROWTH:

- 1  Emerging Technology
- 2  Infrastructure
- 3  Risk and Compliance

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

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

AUSTRALIAN CAPITAL TERRITORY



33%

ON AVERAGE HIGHER
REMUNERATION THAN OTHER
AUSTRALIAN STATES

INFORMATION TECHNOLOGY

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

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

DRIVERS OF GROWTH

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

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

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

ADVICE TO HIRING MANAGERS

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

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

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

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

“

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

”

AUSTRALIAN CAPITAL TERRITORY

INFORMATION TECHNOLOGY

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

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

NEW SOUTH WALES



88%

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

2017 INSIGHT

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

2018 EXPECTATIONS

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

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

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

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

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

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

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

“

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

”

ACCOUNTING & FINANCE

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

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

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

BANKING & FINANCIAL SERVICES

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

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

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

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

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

HUMAN RESOURCES

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

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



#1

**CAREER PROGRESSION PRIMARY
MOTIVATOR FOR CHANGING JOBS**

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

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

INFORMATION TECHNOLOGY

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

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

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

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

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

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

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

“

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

”

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

LEGAL

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

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

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



48%

OF PROFESSIONALS MOTIVATED
BY A COLLABORATIVE CULTURE
AT WORK

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

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

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

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

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

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

Moderate salary growth is expected for strong procurement analysts

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

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

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

RESOURCES, ENGINEERING & CONSTRUCTION

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

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

TOP ROLES IN DEMAND



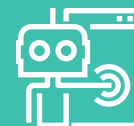
Conduct risk



Engineering



Cyber security



Robotic process automation

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

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

RISK, COMPLIANCE & AUDIT

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

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

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

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

SALES, MARKETING & COMMUNICATIONS

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

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

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

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

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

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

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

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

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



Salary increase for engineering professionals

NEW SOUTH WALES

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
Executive				
Chief Financial Officer	240k+	240k+	90 - 150	85 - 130
Financial Controller	150 - 180k+	150 - 180k	70 - 100	70 - 90
Qualified 3+ yrs' PQE				
Commercial/FP&A Manager	150 - 190k	150 - 180k	70 - 85	70 - 85
Finance Manager	120 - 140k	120 - 140k	70 - 85	70 - 85
Tax Manager	135k+	135k+	70 - 85	70 - 85
Financial Accountant	75 - 110k	75 - 110k	40 - 70	40 - 65
Management Accountant	75 - 110k	75 - 110k	50 - 70	40 - 65
Treasury Accountant	75 - 110k	75 - 110k	45 - 65	45 - 65
Newly-qualified				
Business/Financial/Commercial Analyst	90 - 120k	90 - 120k	50 - 70	50 - 70
Systems Accountant	90 - 120k	90 - 120k	45 - 65	45 - 65
Tax Accountant	80 - 115k	80 - 115k	55 - 70	55 - 70
Management Accountant	75 - 115k	75 - 115k	45 - 55	45 - 55
Transactional				
Credit Manager	80 - 120k	80 - 120k	40 - 65	40 - 60
Payroll Manager	90 - 160k	90 - 150k	45 - 70	45 - 65
Accounts Payable/Receivable Manager	80 - 120k	75 - 120k	40 - 65	40 - 65
Bookkeeper	60 - 85k	55 - 75k	35 - 45	35 - 45
Accounts Payable/Receivable Officer	50 - 65k	50 - 65k	25 - 35	25 - 35
Payroll Officer	55 - 70k	50 - 70k	27 - 35	27 - 35
Assistant Accountant	55 - 75k	50 - 70k	30 - 35	30 - 35
Credit Controller	50 - 70k	50 - 70k	28 - 35	28 - 35
Accounts Assistant	45 - 65k	45 - 65k	27 - 35	28 - 35

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

NEW SOUTH WALES

BANKING & FINANCIAL SERVICES ACCOUNTING & FINANCE

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

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

NEW SOUTH WALES

BANKING & FINANCIAL SERVICES FINANCIAL PLANNING & WEALTH MANAGEMENT

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

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

BANKING & FINANCIAL SERVICES FUNDS, CUSTODY & INSTITUTIONAL BANKING

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

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

NEW SOUTH WALES

BANKING & FINANCIAL SERVICES RETAIL, COMMERCIAL & CORPORATE BANKING

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

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

NEW SOUTH WALES

BUSINESS SUPPORT

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

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 (\$)	
	2017	2018	2017	2018
Generalist				
HR Director	240 - 350k	240 - 350k	1045 - 1520	1045 - 1520
HR Manager	145 - 200k	150 - 210k	630 - 869	650 - 900
HR Business Partner	110 - 160k	120 - 170k	480 - 695	500 - 700
HR Advisor	85 - 110k	85 - 110k	370 - 480	370 - 480
HR Officer	70 - 85k	70 - 85k	305 - 370	305 - 370
HR Administrator	60 - 70k	60 - 70k	260 - 300	260 - 300
Specialist				
Compensation & Benefits Manager	150 - 200k	150 - 210k	650 - 870	650 - 885
Compensation & Benefits Consultant	85 - 125k	85 - 130k	370 - 515	370 - 535
Organisational Development Manager	120 - 150k	130 - 180k	520 - 650	535 - 750
Organisational Development Consultant	85 - 120k	85 - 125k	370 - 520	370 - 535
HR Change Manager	150 - 220k	150 - 220k	800 - 1200	800 - 1200
Learning & Development Manager	130 - 165k	130 - 165k	565 - 720	565 - 720
Learning & Development Consultant	85 - 120k	85 - 120k	370 - 520	370 - 520
Instructional Designer	95 - 135k	100 - 140k	400 - 757	430 - 600
Recruitment Manager	125 - 160k	130 - 165k	580 - 700	565 - 710
Recruitment Advisor	85 - 125k	95 - 130k	400 - 650	410 - 550
Industrial/Employee Relations Manager	140 - 200k	145 - 210k	610 - 870	625 - 900
Workforce Planning Manager	150 - 200k	150 - 200k	650 - 870	650 - 870
Workforce Planning Consultant	85 - 130k	90 - 130k	370 - 565	390 - 565
HR Information Analyst	90 - 120k	95 - 125k	390 - 520	410 - 520
WHS				
WHS Manager	160 - 200k	160 - 200k	700 - 870	700 - 870
WHS Advisor	85 - 120k	90 - 120k	350 - 435	390 - 435

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

NEW SOUTH WALES

INFORMATION TECHNOLOGY BUSINESS APPLICATIONS

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

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

NEW SOUTH WALES

INFORMATION TECHNOLOGY DEVELOPMENT & TESTING

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

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NEW SOUTH WALES

INFORMATION TECHNOLOGY

DIGITAL

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

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NEW SOUTH WALES

INFORMATION TECHNOLOGY EMERGING TECHNOLOGIES

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

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INFORMATION TECHNOLOGY SENIOR APPOINTMENTS

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

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

NEW SOUTH WALES

INFORMATION TECHNOLOGY INFRASTRUCTURE

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

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NEW SOUTH WALES

INFORMATION TECHNOLOGY PROJECT SERVICES

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

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NEW SOUTH WALES

LEGAL

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2017	2018
Private Practice		
8+ yrs' PQE	220k+	220k+
7 yrs' PQE	160 - 200k	160 - 200k
6 yrs' PQE	145 - 180k	145 - 180k
5 yrs' PQE (Senior Associate Level)	125 - 165k	130 - 165k
4 yrs' PQE	115 - 150k	120 - 150k
3 yrs' PQE	90 - 115k	90 - 115k
2 yrs' PQE	85 - 98k	85 - 100k
1 yr PQE	70 - 90k	70 - 90k
Company Secretary		
6 - 8 yrs' exp	145 - 205k	145 - 205k
3 - 5 yrs' exp	85 - 145k	85 - 145k
In-house Counsel		
8+ yrs' PQE	200k+	200k+
7 yrs' PQE	170 - 200k	170 - 200k
6 yrs' PQE	150 - 190k	160 - 190k
5 yrs' PQE (Senior Associate Level)	130 - 170k	130 - 170k
4 yrs' PQE	105 - 135k	110 - 140k
3 yrs' PQE	95 - 115k	100 - 120k
2 yrs' PQE	90 - 110k	90 - 110k
1 yr PQE	70 - 95k	70 - 95k
Paralegal		
Senior	80 - 130k	80 - 130k
Junior	50 - 80k	50 - 80k
Document Reviewer	52 - 75k	55 - 75k

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

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NEW SOUTH WALES

RESOURCES, ENGINEERING & CONSTRUCTION

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

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NEW SOUTH WALES

RISK MANAGEMENT, COMPLIANCE & AUDIT

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

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 (\$)	
	2017	2018	2017	2018
Sales				
Head of Sales	190 - 300k	190 - 300k		
Business Development Manager	110 - 180k	120 - 200k		
Relationship Manager	100 - 150k	100 - 150k		
Marketing				
Head of Marketing	180 - 300k	180 - 300k	98 - 150	98 - 150
Senior Marketing Manager	130 - 180k	140 - 180k	76 - 98	76 - 98
Marketing Manager	100 - 140k	100 - 140k	55 - 75	55 - 75
Digital Marketing Manager	110 - 150k	100 - 150k	55 - 85	55 - 90
Marketing Executive	75 - 96k	75 - 95k	40 - 52	40 - 52
Marketing Coordinator	65 - 85k	65 - 85k	35 - 45	35 - 45
Product Manager	120 - 150k	120 - 150k	62 - 80	62 - 80
Communications Manager	110 - 140k	100 - 140k	62 - 75	62 - 75
Campaign Manager	90 - 120k	90 - 120k	45 - 60	45 - 60
Events Manager	100 - 120k	100 - 120k	50 - 60	50 - 60

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NEW SOUTH WALES

SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
IT&T				
Sales Director	200 - 300k	200 - 320k		
Sales Manager	120 - 200k	130 - 220k		
Business Development Manager	85 - 150k	95 - 220k		
Account Manager	80 - 170k	90 - 190k		
Channel Manager	90 - 150k	95 - 170k		
Inside Sales Executive	60 - 90k	60 - 90k		
Pre-sales Consultant	120 - 200k	115 - 210k		
Marketing Director	170 - 250k	170 - 250k	130 - 155	130 - 155
Channel Marketing Manager	120 - 160k	120 - 160k	65 - 85	65 - 85
Marketing Manager	100 - 145k	100 - 140k	60 - 75	60 - 75
Digital Marketing Manager	130 - 160k	120 - 150k	65 - 85	65 - 90
Product Manager	110 - 140k	110 - 140k	60 - 75	60 - 75
Marketing Executive	75 - 95k	75 - 95k	40 - 52	40 - 52

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NEW SOUTH WALES

SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
Industrial Sales				
Sales Director	175 - 210k	175 - 210k		
Sales Manager	140 - 160k	140 - 160k		
Sales Executive	55 - 75k	55 - 75k		
National Business Development Manager	85 - 185k	85 - 185k		
National Account Manager	110 - 130k	110 - 130k		
Business Development Manager	85 - 140k	85 - 140k		
Consumer Goods				
Sales Director	200 - 300k	200 - 300k		
National Sales Manager	180 - 300k	180 - 300k		
National Business Manager	150 - 180k	150 - 180k		
National Account Manager	100 - 160k	100 - 160k		
Sales Executive	55 - 80k	55 - 80k		
Marketing Director	170k+	170k+	125+	125+
Marketing Manager	140 - 180k	140 - 180k	80 - 130	80 - 130
Senior Brand Manager	125 - 150k	125 - 150k	70 - 80	70 - 80
Brand Manager	95 - 130k	95 - 130k	60 - 75	60 - 75
Digital Marketing Manager	130 - 160k	130 - 160k	65 - 85	65 - 85
Category Manager	110 - 150k	110 - 150k	65 - 85	65 - 85
Insights Manager	110 - 170k	110 - 170k	65 - 95	65 - 95

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QUEENSLAND



93%

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

2017 INSIGHT

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

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

2018 EXPECTATIONS

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

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

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

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

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

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

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

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

ACCOUNTING & FINANCE

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

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

BANKING & FINANCIAL SERVICES

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

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

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

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

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

BUSINESS SUPPORT

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

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

HUMAN RESOURCES

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



28%

OF PROFESSIONALS ARE
MOTIVATED TO CHANGE JOBS
FOR CAREER PROGRESSION

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

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

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

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

INFORMATION TECHNOLOGY

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

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

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

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

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

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

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PROCUREMENT, SUPPLY CHAIN & LOGISTICS

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

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

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

RESOURCES, ENGINEERING & CONSTRUCTION

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



53%

OF PROFESSIONALS WANT
INITIATIVES TO SUPPORT
HEALTH AND WELLBEING

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

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

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

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

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


SALES, MARKETING & COMMUNICATIONS

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


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

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


MAJOR PROJECTS DRIVING GROWTH




Queen’s Wharf
Brisbane



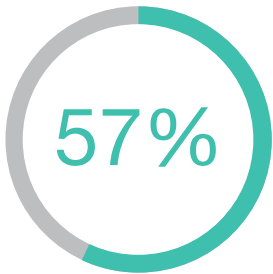
Cross River Rail
and Inland Rail



Commonwealth
Games



Adani Mine



Of professionals are motivated by salary and benefits

QUEENSLAND

ACCOUNTING & FINANCE
BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2017	2018	2017	2018
Corporate Services				
Financial Controller	150 - 230k	150 - 250k	75 - 125	75 - 125
Compliance/Risk Manager	120 - 150k	120 - 150k	55 - 75	60 - 75
Accountant	85 - 130k	85 - 130k	40 - 65	40 - 70
Banking				
Relationship Manager (Institutional)	120 - 160k	120 - 160k	60 - 80	60 - 80
Relationship Manager (Corporate)	110 - 140k	110 - 150k	55 - 70	55 - 75
Credit Analyst	65 - 90k	70 - 100k	35 - 45	35 - 50
Superannuation/Insurance				
Underwriter	80 - 120k	80 - 120k	40 - 60	40 - 60
Claims Manager	50 - 80k	55 - 90k	25 - 40	25 - 45

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

QUEENSLAND

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

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

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

QUEENSLAND

ACCOUNTING & FINANCE PUBLIC SECTOR

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

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 (\$)	
	2017	2018	2017	2018
Business Support				
Project Coordinator	80 - 100k	80 - 100k	40 - 60	41 - 60
Project Administrator	68 - 80k	68 - 80k	38 - 48	38 - 48
Executive Assistant	76 - 100k	82 - 110k	40 - 50	41 - 55
Facilities Coordinator	70 - 100k	70 - 100k	35 - 50	35 - 50
Document Controller	70 - 100k	70 - 100k	40 - 50	40 - 50
Office Manager	70 - 90k	70 - 90k	40 - 55	40 - 55
Personal Assistant	65 - 78k	65 - 78k	38 - 48	38 - 48
Travel Coordinator	65 - 75k	65 - 75k	33 - 45	33 - 45
Desk Assistant	58 - 68k	58 - 68k	33 - 38	33 - 38
Legal Secretary	58 - 68k	58 - 68k	33 - 38	33 - 38
Team Secretary	55 - 68k	55 - 68k	28 - 37	28 - 37
Administration Assistant	45 - 60k	55 - 65k	28 - 36	28 - 36
Data Entry Operator	48 - 58k	50 - 60k	28 - 36	28 - 33
Receptionist	48 - 60k	50 - 60k	28 - 36	28 - 33
Office Junior	43 - 48k	43 - 49k	27 - 32	27 - 32
Claims Officer	53 - 60k	55 - 65k	29 - 35	29 - 35
Call Centre				
Customer Service Manager	100 - 130k	100 - 130k	50 - 60	50 - 60
Customer Service Team Leader	70 - 90k	70 - 90k	40 - 48	40 - 48
Customer Service Representative	50 - 60k	50 - 60k	28 - 34	28 - 34
Public Sector				
Business Support Officer	64 - 72k	67 - 75k	34 - 38	36 - 40
Executive Support Officer	76 - 82k	79 - 87k	40 - 44	42 - 46
Project Officer	88 - 95k	91 - 99k	47 - 51	48 - 52
Policy Officer	101 - 120k	105 - 120k	53 - 57	55 - 60

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 (\$)	
	2017	2018	2017	2018
Generalist				
HR Director	200 - 250k	200 - 250k	100 - 135	100 - 135
HR Manager	120 - 165k	120 - 165k	70 - 110	70 - 110
HR Business Partner	110 - 130k	110 - 140k	60 - 80	65 - 80
HR Advisor (5+ yrs' exp)	90 - 110k	90 - 110k	45 - 55	45 - 55
HR Advisor (1 - 4 yrs' exp)	75 - 85k	75 - 85k	40 - 50	40 - 50
HR Officer	65 - 75k	65 - 75k	30 - 40	35 - 40
HR Coordinator	55 - 65k	55 - 65k	30 - 35	30 - 35
Specialist				
Change Manager	145 - 165k	150 - 200k	100 - 125	100 - 125
Remuneration & Benefits Consultant	120 - 150k	120 - 150k	80 - 100	80 - 100
Industrial/Employee Relations Manager	120 - 180k	120 - 180k	80 - 100	80 - 100
Organisational Development Manager	120 - 150k	135 - 150k	80 - 100	80 - 100
Learning & Development Manager	120 - 150k	120 - 150k	80 - 100	80 - 100
Industrial/Employee Relations Advisor	110 - 125k	110 - 125k	55 - 70	55 - 70
Organisational Development Advisor	100 - 130k	110 - 135k	55 - 70	55 - 70
Learning & Development Advisor	85 - 100k	85 - 100k	45 - 60	45 - 60
Recruitment Manager	90 - 110k	90 - 110k	50 - 60	50 - 60
Workforce Planning Consultant	90 - 110k	90 - 110k	80 - 100	80 - 100
Recruitment Officer	60 - 75k	70 - 80k	35 - 45	35 - 45
Trainer	100 - 110k	100 - 110k	80 - 100	80 - 100
OH&S				
Manager	150 - 200k	150 - 220k	80 - 100	95 - 120
Advisor	85 - 100k	95 - 120k	55 - 65	55 - 75
Return to Work Coordinator	75 - 90k	75 - 90k	45 - 50	50 - 60

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

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

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

QUEENSLAND

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

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

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QUEENSLAND

RESOURCES, ENGINEERING & CONSTRUCTION

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

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

QUEENSLAND

SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2017	2018
Sales		
Sales Director/National Sales Manager	180 - 250k	180 - 250k
Sales Manager	140 - 180k	140 - 180k
Senior Business Development Manager	120 - 150k	120 - 150k
Business Development Manager	70 - 120k	80 - 120k
Account Manager	70 - 100k	70 - 100k
Sales/Account Executive	50 - 80k	60 - 80k
Marketing		
Marketing Director	150 - 180k	150 - 180k
Marketing Manager	110 - 140k	110 - 140k
Marketing Executive	65 - 80k	65 - 80k
Marketing Assistant/Coordinator	55 - 65k	55 - 65k
Brand/Product Manager	90 - 130k	90 - 130k
Sponsorship & Events Manager	70 - 100k	70 - 100k
Digital Marketing Specialist	70 - 100k	70 - 100k
Communications		
Corporate Affairs Manager	140 - 200k	140 - 200k
Communications Director	140 - 170k	160 - 200k
Government/Relations Manager	120 - 170k	120 - 170k
Investor Relations Manager	110 - 170k	110 - 170k
Stakeholder Engagement Manager	110 - 130k	120 - 140k
Senior Communications Consultant	90 - 110k	90 - 110k
Social Responsibility Executive	85 - 95k	85 - 95k
Media Relations Manager	80 - 100k	90 - 110k
Communications Consultant	70 - 85k	70 - 85k

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

SOUTH AUSTRALIA



70%

OF PROFESSIONALS ARE
CONFIDENT ABOUT JOB
OPPORTUNITIES

2017 INSIGHT

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

2018 EXPECTATIONS

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

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

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

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

ACCOUNTING & FINANCE

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

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

“

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

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HUMAN RESOURCES

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

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

INFORMATION TECHNOLOGY

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

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

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

SALES, MARKETING & COMMUNICATIONS

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

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

BUSINESS SUPPORT

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

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

DRIVERS OF JOB GROWTH



Energy projects



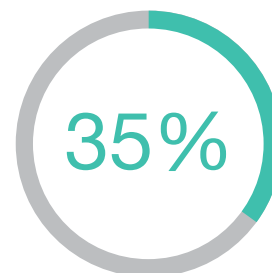
Infrastructure projects



Graduate recruitment



Defence contracts



Of professionals are motivated to change jobs for career progression

SOUTH AUSTRALIA

ACCOUNTING & FINANCE
COMMERCE & INDUSTRY

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

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

SOUTH AUSTRALIA

BANKING & FINANCIAL SERVICES

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

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

SOUTH AUSTRALIA

BUSINESS SUPPORT

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

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

SOUTH AUSTRALIA

INFORMATION TECHNOLOGY

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

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

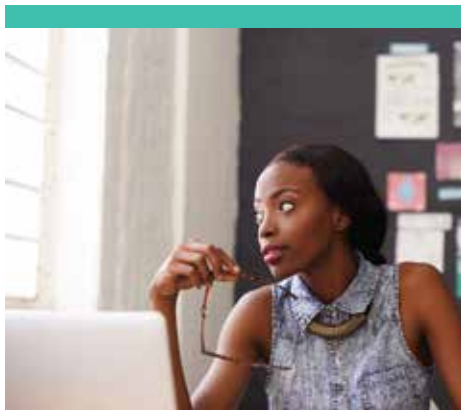
SOUTH AUSTRALIA

SALES, MARKETING & COMMUNICATIONS

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

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

VICTORIA



86%

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

2017 INSIGHT

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

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

2018 EXPECTATIONS

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

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

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

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

ACCOUNTING & FINANCE

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

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

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

”

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

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

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

BANKING & FINANCIAL SERVICES

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

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

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

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

BUSINESS SUPPORT

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

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

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

DRIVERS OF JOB GROWTH



Superannuation



Utilities



Customer experience upgrades



Transformation programs

HUMAN RESOURCES

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

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

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

INFORMATION TECHNOLOGY

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

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

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

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

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

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

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

SALES, MARKETING & COMMUNICATIONS

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

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



42%

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

VICTORIA

ACCOUNTING & FINANCE

BANKING & FINANCIAL SERVICES

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

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

VICTORIA

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

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

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

VICTORIA

BANKING & FINANCIAL SERVICES

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

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

VICTORIA

BUSINESS SUPPORT

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

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

VICTORIA

INFORMATION TECHNOLOGY DIGITAL, APPLICATIONS & DEVELOPMENT

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

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

VICTORIA

INFORMATION TECHNOLOGY INFRASTRUCTURE & SECURITY

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

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

VICTORIA

INFORMATION TECHNOLOGY PROJECT SERVICES

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

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

VICTORIA

SALES, MARKETING & COMMUNICATIONS

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

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

WESTERN AUSTRALIA



53%

OF PROFESSIONALS ARE
CONFIDENT ABOUT JOB
OPPORTUNITIES

2017 INSIGHT

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

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

2018 EXPECTATIONS

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

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

ACCOUNTING & FINANCE

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

automation and offshoring of transactional finance jobs.

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

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

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

”

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

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

BUSINESS SUPPORT

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

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

INFORMATION TECHNOLOGY

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

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

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

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

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

CONSTRUCTION, ENGINEERING & ARCHITECTURE

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

MAJOR PROJECTS DRIVING GROWTH



GovNext



Tianqi



Rail



Retail upgrades

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

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

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

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

SALES, MARKETING & COMMUNICATIONS

The current trend in the market is to reduce the sales force and increase e-commerce activity. However, some sectors still invest in sales teams, including professional services firms, utilities companies and healthcare service providers.

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

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

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

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

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

“

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

”

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



87%

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

WESTERN AUSTRALIA

ACCOUNTING & FINANCE

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

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

WESTERN AUSTRALIA

ACCOUNTING & FINANCE

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

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

WESTERN AUSTRALIA

BUSINESS SUPPORT & HUMAN RESOURCES

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

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

WESTERN AUSTRALIA

CONSTRUCTION, ENGINEERING & ARCHITECTURE

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

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

WESTERN AUSTRALIA

INFORMATION TECHNOLOGY

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

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

WESTERN AUSTRALIA

INFORMATION TECHNOLOGY

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

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

WESTERN AUSTRALIA

SALES, MARKETING & COMMUNICATIONS
BANKING & FINANCIAL SERVICES

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

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

WESTERN AUSTRALIA

SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

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

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

NEW ZEALAND

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

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

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

80%

OF PROFESSIONALS ARE
CONFIDENTLY OPTIMISTIC
ABOUT JOB OPPORTUNITIES

“

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

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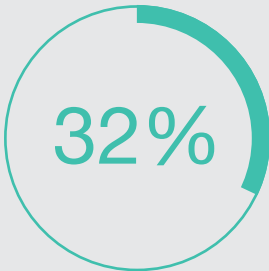
SHAY PETERS,
COUNTRY MANAGER,
NEW ZEALAND

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

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




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

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



Of professionals are motivated to change jobs for career progression

DRIVERS OF JOB GROWTH:

- 1  Emerging Technology
- 2  Infrastructure
- 3  Large scale retail environments

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

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

AUCKLAND



93%

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

2017 INSIGHT

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

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

2018 EXPECTATIONS

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

ACCOUNTING & FINANCE

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

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

BANKING & FINANCIAL SERVICES

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

“

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

”

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

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

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

BUSINESS SUPPORT

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

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

HUMAN RESOURCES

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

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

INFORMATION TECHNOLOGY

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

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

DRIVERS OF JOB GROWTH



E-commerce



Education



Emerging technologies



Start-up investment

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

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

LEGAL

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

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

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

PROCUREMENT & SUPPLY CHAIN

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

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

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

SALES, MARKETING & COMMUNICATIONS

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

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

”

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

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

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



65%

OF PROFESSIONALS ARE
MOTIVATED BY A GOOD
WORK-LIFE BALANCE

AUCKLAND

ACCOUNTING & FINANCE

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

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

AUCKLAND

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
Banking				
Relationship Manager	110 - 150k	110 - 150k	70 - 100	70 - 100
Relationship Associate	60 - 85k	60 - 85k	35 - 60	35 - 60
Business Development Manager/Sales	100 - 130k	100 - 135k	60 - 90	60 - 90
Business Analyst	90 - 120k	90 - 120k	60 - 100	60 - 100
Mortgage/Lending Manager	70 - 95k	70 - 95k	30 - 60	30 - 60
Risk, Compliance & Operations				
Credit Manager	100 - 120k	100 - 130k	55 - 65	55 - 70
Credit Analyst	60 - 90k	60 - 90k	35 - 55	35 - 55
Compliance Manager	120 - 160k	120 - 160k	65 - 85	65 - 85
Compliance Officer	65 - 110k	65 - 110k	40 - 70	40 - 70
Market Risk Analyst	80 - 120k	80 - 120k	50 - 70	50 - 70
Operational Risk Senior Manager	130 - 170k	130 - 170k	90 - 110	90 - 110
Operational Risk Manager	90 - 120k	90 - 120k	65 - 90	65 - 90
Settlements/Corporate Actions	60 - 75k	60 - 75k	35 - 55	35 - 55

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

AUCKLAND

BUSINESS SUPPORT

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

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

AUCKLAND

HUMAN RESOURCES & OH&S

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
Generalist				
HR Director	150 - 250k	150 - 250k	80 - 150	80 - 150
HR Manager	95 - 160k	95 - 160k	55 - 95	55 - 95
HR Business Partner	90 - 140k	85 - 140k	50 - 80	50 - 80
HR Consultant	80 - 120k	80 - 140k	50 - 85	50 - 85
HR Analyst	65 - 95k	75 - 95k	35 - 60	35 - 60
HR Advisor	65 - 95k	70 - 90k	30 - 60	30 - 65
HR Coordinator	50 - 70k	50 - 70k	25 - 40	25 - 40
HR Administrator	50 - 60k	50 - 60k	25 - 30	25 - 30
Specialist				
Change Manager	130k+	130k+	70 - 140	70 - 140
Organisational Development Manager	100 - 140k	100 - 150k	60 - 95	60 - 95
Remuneration Manager	95 - 150k	95 - 160k	50 - 80	50 - 80
Learning & Development Manager	95 - 135k	95 - 140k	50 - 75	50 - 75
Recruitment Manager	90 - 140k	90 - 130k	45 - 80	45 - 80
Organisational Development Consultant	80 - 115k	80 - 120k	50 - 75	50 - 75
Training Manager	80 - 110k	85 - 120k	40 - 65	45 - 75
Learning & Development Advisor	70 - 90k	70 - 90k	35 - 50	35 - 50
Remuneration Officer	60 - 85k	60 - 85k	30 - 40	30 - 40
Recruitment Advisor	70 - 90k	70 - 90k	30 - 45	30 - 45
Training Facilitator	50 - 75k	50 - 75k	25 - 40	25 - 40
Learning & Development Coordinator	55 - 70k	55 - 70k	20 - 30	20 - 30
OH&S				
Manager	80 - 150k	90 - 150k	50 - 80	50 - 80
Officer	55 - 80k	55 - 85k	30 - 50	30 - 50

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

AUCKLAND

INFORMATION TECHNOLOGY & DIGITAL

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

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

AUCKLAND

INFORMATION TECHNOLOGY & DIGITAL

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

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

AUCKLAND

LEGAL

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

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

AUCKLAND

PROCUREMENT & SUPPLY CHAIN

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

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

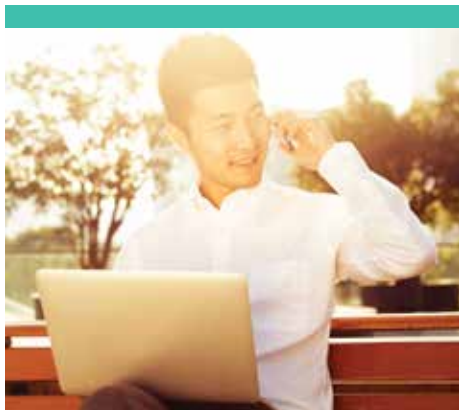
AUCKLAND

SALES, MARKETING & COMMUNICATIONS

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

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

WELLINGTON



56%

OF PROFESSIONALS ARE
MOTIVATED BY SALARY AND
BENEFITS

2017 INSIGHT

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

2018 EXPECTATIONS

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

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

ACCOUNTING & FINANCE

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

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

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

BUSINESS SUPPORT

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

“

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

”

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

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

BUSINESS TRANSFORMATION

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

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

HUMAN RESOURCES

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

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

INFORMATION TECHNOLOGY

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

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

LEGAL

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

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

DRIVERS OF JOB GROWTH



Transformation
programmes



Infrastructure
projects



Commercial
construction



Customer
experience
upgrades

POLICY & REGULATION

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

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

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

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

PROCUREMENT

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

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

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

PROPERTY & FACILITIES MANAGEMENT

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

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

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

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

SALES, MARKETING & COMMUNICATIONS

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

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



32%

OF PROFESSIONALS ARE
LOOKING TO CHANGE JOBS

WELLINGTON

ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
Executive				
Chief Financial Officer	160 - 300k	160 - 300k	90 - 150	90 - 150
Financial Controller	130 - 180k	130 - 180k	80 - 120	80 - 120
Finance Manager	100 - 150k	100 - 160k	60 - 90	60 - 90
Qualified				
Tax Accountant	80 - 130k	80 - 130k	60 - 85	60 - 85
Management Accountant (6+ yrs' exp)	90 - 120k	90 - 150k	60 - 90	60 - 90
Financial Accountant CA (5+ yrs' exp)	90 - 120k	90 - 120k	60 - 75	60 - 75
Financial Analyst (5+ yrs' exp)	90 - 115k	90 - 115k	65 - 80	65 - 80
Cost Accountant	85 - 110k	85 - 110k	60 - 80	60 - 80
Treasury Accountant	85 - 110k	85 - 110k	60 - 75	60 - 75
Systems Accountant	85 - 110k	85 - 110k	60 - 80	60 - 80
Management Accountant (3 - 5 yrs' exp)	80 - 95k	80 - 95k	55 - 75	55 - 75
Financial Analyst (0 - 4 yrs' exp)	70 - 90k	70 - 90k	40 - 70	40 - 70
Financial Accountant CA (0 - 4 yrs' exp)	70 - 90k	70 - 90k	45 - 70	45 - 70
Credit Manager	60 - 90k	60 - 90k	30 - 50	30 - 50
Auditor	75 - 100k	75 - 100k	55 - 80	55 - 80
Part & Non-qualified				
Financial Accountant - Degree	60 - 80k	60 - 80k	40 - 55	40 - 55
Accounts Payable/Receivable - Manager	70 - 85k	70 - 85k	40 - 55	40 - 55
Assistant Accountant	50 - 65k	50 - 65k	30 - 40	30 - 40
Credit Controller	45 - 65k	45 - 65k	25 - 40	25 - 40
Accounts Assistant	45 - 55k	45 - 55k	25 - 40	25 - 40
Payroll Clerk/Payroll Officer	40 - 60k	40 - 60k	25 - 40	25 - 40
Accounts Payable/Receivable	50 - 60k	50 - 60k	25 - 40	25 - 40

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

WELLINGTON

BUSINESS SUPPORT

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2017	2018
Executive Assistant	70 - 85k	70 - 90k
Office Manager	60 - 75k	60 - 80k
Personal Assistant	60 - 70k	55 - 70k
Legal Secretary	50 - 65k	50 - 65k
Project Administrator	50 - 65k	50 - 65k
Procurement Administrator	45 - 55k	50 - 60k
Office Administrator	45 - 55k	45 - 60k
General Administrator	45 - 60k	45 - 60k
Marketing Administrator	45 - 55k	45 - 55k
Corporate Receptionist	45 - 55k	45 - 55k
Receptionist	40 - 50k	40 - 50k
Data Entry Operator	38 - 44k	40 - 48k

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

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
Programme Director	160 - 250k	160 - 250k	150 - 250	150 - 250
EPMO Manager	150 - 250k	150 - 250k	140 - 200	150 - 220
Risk & Assurance Consultant	150 - 200k	150 - 180k	150 - 200	130 - 160
IQA Professional	150 - 200k	150 - 180k	150 - 200	120 - 185
Programme Manager	140 - 200k	150 - 210k	140 - 200	130 - 200
Business Change Manager	145 - 185k	130 - 185k	110 - 150	110 - 180
Business Analyst	100 - 130k	90 - 130k	100 - 125	95 - 120
EPMO Analyst	90 - 125k	80 - 120k	100 - 130	90 - 120
Project Manager	110 - 140k	115 - 145k	100 - 140	100 - 140
Project/Programme Coordinator	60 - 90k	60 - 95k	60 - 90	60 - 95

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

WELLINGTON

HUMAN RESOURCES & OH&S

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
Generalist				
HR Director	160 - 300k	180 - 250k	120 - 150	120 - 150
HR Manager	120 - 180k	140 - 160k	80 - 120	90 - 140
HR Consultant	90 - 140k	100 - 140k	70 - 120	70 - 90
HR Advisor	60 - 90k	70 - 85k	40 - 70	40 - 70
HR Analyst	65 - 90k	65 - 80k	40 - 80	40 - 50
HR Administrator	40 - 60k	45 - 65k	20 - 30	25 - 35
Specialist				
Learning & Development Manager	120 - 160k	110 - 150k	80 - 120	85 - 110
Organisational Development Consultant	120 - 180k	125 - 175k	100 - 150	100 - 120
Learning & Development Advisor	65 - 95k	65 - 75k	40 - 70	40 - 60
Learning & Development Coordinator	50 - 65k	45 - 65k	25 - 40	25 - 40

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

WELLINGTON

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
ICT				
Chief Information Officer	180 - 300k	180 - 300k	150 - 200	150 - 200
Chief Technology Officer	150 - 220k	150 - 220k	125 - 160	125 - 160
Enterprise Architect	140 - 200k	140 - 200k	130 - 160	130 - 160
Manager - Infra/Apps/Data/Test	120 - 160k	120 - 160k	90 - 120	100 - 140
Solution Architect - Infra/Apps/Data	120 - 160k	120 - 160k	110 - 150	120 - 150
Scrum Master	100 - 140k	100 - 140k	100 - 120	100 - 130
Product Owner	80 - 120k	90 - 140k	100 - 120	100 - 130
Security Specialist	115 - 170k	120 - 170k	120 - 160	120 - 160
Business Analyst - Technical	80 - 110k	80 - 110k	90 - 120	90 - 120
Development/Testing				
Senior BI Specialist	110 - 140k	110 - 140k	90 - 130	90 - 130
UX Designers	70 - 110k	70 - 120k	90 - 110	90 - 130
Full Stack Developer	70 - 120k	70 - 120k	50 - 110	60 - 120
Web Developer	85 - 110k	85 - 110k	85 - 100	85 - 100
Developer - .Net/Java	85 - 130k	85 - 130k	90 - 110	90 - 120
Test Analyst	80 - 110k	80 - 110k	80 - 110	80 - 110
Infrastructure				
Database Administrator	80 - 120k	80 - 120k	80 - 115	80 - 115
Network Engineer	70 - 130k	70 - 130k	70 - 110	80 - 115
Systems Administrator	70 - 110k	70 - 110k	60 - 90	70 - 100
Service Desk/Desktop/Apps Support	55 - 85k	55 - 85k	40 - 65	40 - 70

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

WELLINGTON

LEGAL

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

POLICY & REGULATORY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM NZD (\$)		RATE PER HOUR NZD (\$)	
	2017	2018	2017	2018
Policy				
General Manager Policy	140 - 200k	140 - 200k	145 - 165	145 - 165
Principal Policy Analyst/Advisor	120 - 150k	120 - 150k	120 - 150	110 - 150
Policy Manager	120 - 150k	120 - 170k	135 - 155	130 - 155
Senior Policy Analyst/Advisor	90 - 115k	90 - 115k	100 - 120	100 - 125
Policy Analyst/Advisor	65 - 90k	65 - 90k	55 - 80	55 - 80
Research & Evaluation				
Manager, Research & Evaluation	135 - 175k	135 - 175k	135 - 155	135 - 155
Principal Research Analyst	115 - 140k	115 - 140k	100 - 150	100 - 150
Senior Research Analyst	90 - 115k	90 - 115k	95 - 110	95 - 110
Research Analyst	60 - 80k	60 - 80k	60 - 80	60 - 80

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

WELLINGTON

PROCUREMENT

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

PROPERTY & FACILITIES MANAGEMENT

ROLE	PERMANENT SALARY PER ANNUM NZD (\$)	
	2017	2018
Facilities Management		
Facilities Manager	90 - 150k	85 - 150k
Facilities Advisor	75 - 110k	75 - 120k
Facilities Coordinator	45 - 70k	45 - 75k
Asset Manager	75 - 130k	75 - 140k
Contracts Manager	70 - 120k	70 - 120k
Project Manager	80 - 130k	80 - 140k
Project Coordinator	55 - 80k	55 - 80k
Property		
Director of Property	120 - 230k	120 - 250k
Property Manager	75 - 130k	75 - 140k
Property Specialist	60 - 100k	60 - 110k

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

WELLINGTON

SALES, MARKETING & COMMUNICATIONS

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

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

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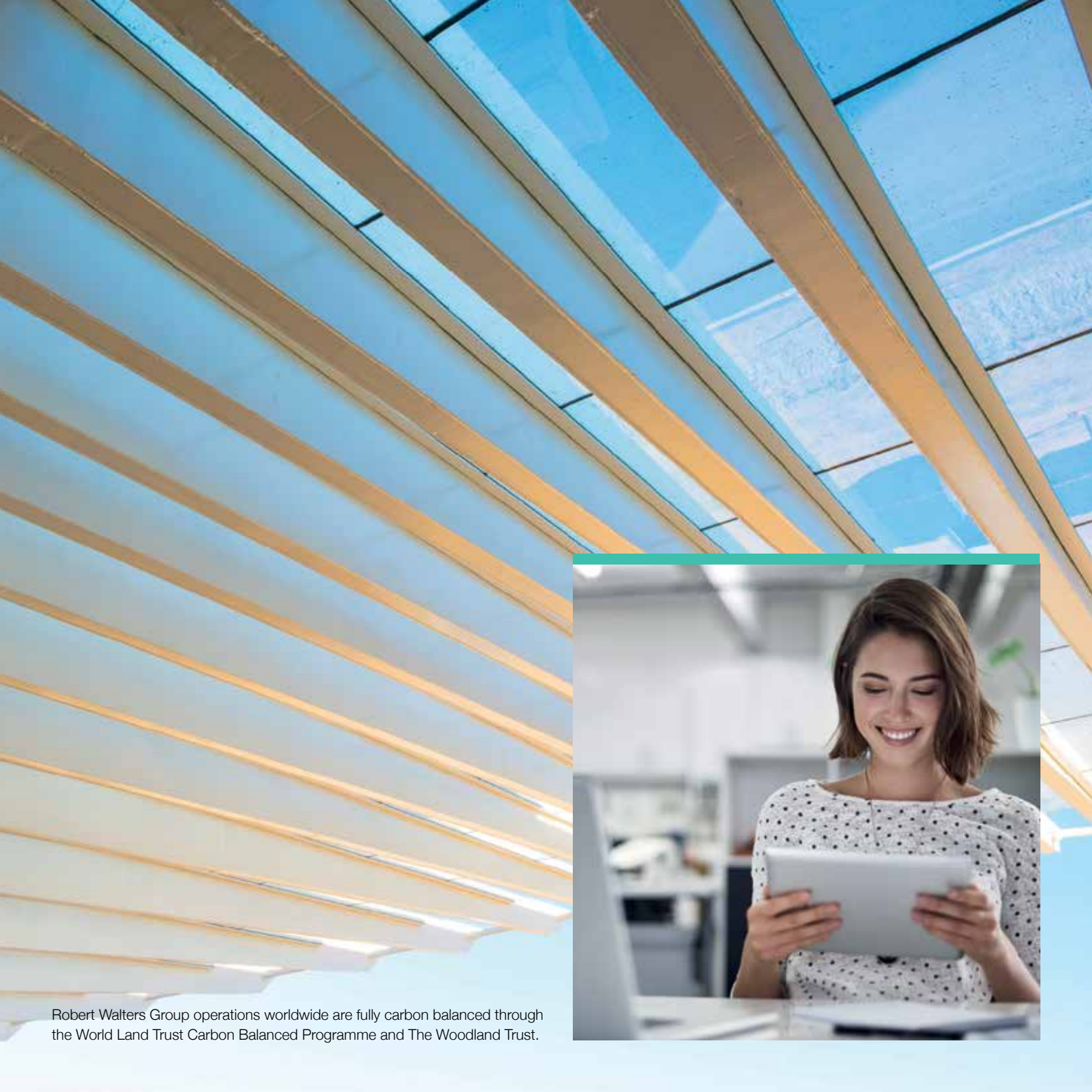
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Robert Walters Group operations worldwide are fully carbon balanced through the World Land Trust Carbon Balanced Programme and The Woodland Trust.