



NEW ZEALAND

AUCKLAND

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

Our banking & financial services division focuses on recruiting professional candidates covering all facets of banking and financial services. This encompasses investment, corporate, institutional and private banking.

Market Overview

The slowdown in the global economy pushed New Zealand into recession in 2008. As a result the Auckland banking and financial services recruitment market slowed considerably.

The first half of 2008 remained buoyant, but the collapse of several New Zealand finance companies in quarter three ushered an air of uncertainty into the market in the second half of the year. This resulted in organisations such as fund managers, established finance houses, investment banks and insurance companies consolidating staff numbers in order to cut costs. Although larger trading banks performed better than their smaller counterparts, they too approached the recruitment market with greater caution and some even implemented hiring freezes in certain areas of their businesses. As a result, any roles that were still available were recruited internally or put on hold until 2009.

Candidate Pool

The candidate shortage in 2007 corrected itself in the second half of 2008 with a reasonable flow of candidates into the market at all levels of finance, accounting and operations. This included fund accountants, management and financial accountants, lending analysts and settlements officers who had been made redundant. We also saw a steady upward trend of candidates returning from the UK and other overseas locations due to international markets being heavily impacted by the downturn in the global economy.

Consequently, organisations that were in a position to recruit had a higher number of candidates to choose from. As the candidate pool increased and the job market for both contract and permanent roles tightened, it was only natural that competition became greater. As a result salary levels remained static and candidates became more realistic in their expectations when looking for a new role.

Outlook for 2009

The global economic downturn shocked the Auckland banking and financial services market in 2008. Although it is hard to predict what changes will occur in 2009, we foresee a further downturn in the market in the first half of the year before any stabilisation or growth takes place.

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ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
Financial Controller (6+ yrs' exp)	\$120 - 180k	\$120 - 180k	\$70 - 120	\$70 - 120
Financial Markets - Analyst	\$80 - 130k	\$80 - 130k	\$35 - 65	\$35 - 65
Business Analyst (6+ yrs' exp)	\$80k+	\$90 - 120k	\$55+	\$55+
Financial Accountant - CA/CPA (6+ yrs' exp)	\$90k+	\$100 - 120k	\$55+	\$55 - 70
Financial Accountant - CA/CPA (3 - 5 yrs' exp)	\$75 - 90k	\$80 - 100k	\$45 - 55	\$45 - 55
Financial Accountant - CA/CPA (0 - 2 yrs' exp)	\$60 - 75k	\$60 - 80k	\$40 - 45	\$40 - 45
Financial Accountant - Degree (6+ yrs' exp)	\$80 - 90k	\$85 - 110k	\$50+	\$50+
Financial Accountant - Degree (3 - 5 yrs' exp)	\$55 - 70k	\$70 - 85k	\$40 - 50	\$40 - 50
Financial Accountant - Degree (0 - 2 yrs' exp)	\$50 - 65k	\$55 - 65k	\$35 - 40	\$35 - 40
Corporate Finance (3 - 5 yrs' exp)	\$60 - 100k	\$70 - 100k		
Corporate Finance (0 - 2 yrs' exp)	\$40 - 60k	\$40 - 70k		
Assistant Accountant	\$45 - 65k	\$45 - 65k	\$25 - 35	\$28 - 40
Accounts Assistant (3 - 5 yrs' exp)	\$45 - 50k	\$45 - 50k	\$24 - 26	\$24 - 26
Accounts Assistant (0 - 2 yrs' exp)	\$38 - 45k	\$38 - 45k	\$22 - 25	\$20 - 25
Credit Risk Analyst (3 - 5 yrs' exp)	\$55 - 80k	\$65 - 100k	\$40 - 55	\$40 - 60
Credit Risk Analyst (0 - 2 yrs' exp)	\$45 - 65k	\$45 - 65k	\$25 - 40	\$25 - 40
Compliance Officer (3 - 5 yrs' exp)	\$65 - 90k	\$65 - 90k	\$30 - 55	\$30 - 55
Dealer's Assistant (0 - 2 yrs' exp)	\$45 - 60k	\$45 - 60k	\$20 - 25	\$20 - 25

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

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ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
Senior Credit Analyst (8+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$40 - 60	\$40 - 60
Senior Credit Manager (6+ yrs' exp)	\$85 - 125k	\$85 - 125k	\$40 - 50	\$40 - 50
Settlements (3 - 5 yrs' exp)	\$45 - 55k	\$45 - 55k	\$22 - 25	\$22 - 25
Settlements (0 - 2 yrs' exp)	\$38 - 45k	\$38 - 45k	\$18 - 23	\$18 - 23
Tax Accountant (3 - 5 yrs' exp)	\$65 - 100k	\$80 - 110k	\$40 - 50	\$45 - 55
Tax Accountant (0 - 2 yrs' exp)	\$50 - 65k	\$60 - 80k	\$35 - 40	\$35 - 45
Tax Manager	\$110k+	\$110k+	\$60 - 100	\$60 - 100
Tax Accountant - Senior	\$100 - 130k	\$100 - 130k	\$50 - 65	\$50 - 65

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AUCKLAND

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

Our specialist accounting & finance recruitment team focuses on the generation of quality candidates at all levels of seniority. Our proactive approach to maintaining contact with passive candidates means that we remain informed when candidates decide to re-enter the employment market.

Market Overview

The downturn in the global economy created a much quieter Auckland recruitment market compared to the last few years. The high level of recruitment activity seen in 2007 came to an abrupt end in the second half of 2008 as recruitment processes increased in length and companies approached the market with greater caution. We also noticed an increase in the number of roles being filled by internal applicants and roles being put on hold until 2009.

Organisations that were in a position to recruit had a much wider candidate pool to choose from than in previous years, as we saw a greater influx of candidates into the market as a result of the economic downturn. Candidates in highest demand were those at the senior and newly-qualified level who had a hands-on approach combined with excellent qualifications, experience and a great attitude. Due to the increased competition for roles in the market, although in demand, these candidates needed to take a proactive approach when looking for work and be prepared to sell their skill sets to prospective employers.

Throughout the second half of 2008 we noticed a continued trend of candidates returning from the UK and other overseas locations, often earlier than expected. This was mainly due to international markets being more affected by the global economic downturn. For example, we saw candidates from the UK looking to return home. We ran highly successful seminars in our London office for individuals looking to return to

Auckland at the end of 2008. These seminars will continue in 2009. Candidates relocating from markets such as London were still considered of excellent quality and remained in high demand.

Contract

The contract market was quiet in the second and third quarters of 2008, but saw an increase in activity in quarter four as organisations became more cautious about signing off permanent headcount. Contracts were shorter and employers used contractors in business critical rather than value add positions. Candidates appreciated that they were now in a highly competitive market and had to be more flexible on both rates and the roles that they were interested in.

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ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
Chief Financial Officer	\$150 - 300k	\$150 - 300k	\$70 - 150	\$70 - 150
Finance Director - Large Organisation	\$175 - 300k+	\$175k+		
Finance Director - Small/Medium Organisation	\$120 - 200k+	\$120 - 200k		
Commercial/Planning Manager	\$100 - 200k	\$100 - 200k	\$60 - 100	\$70 - 100
Company Accountant	\$70 - 90k	\$70 - 90k	\$35 - 55	\$35 - 55
Corporate Finance (6+ yrs' exp)	\$100k+	\$100k+		
Corporate Finance (3 - 5 yrs' exp)	\$60 - 100k	\$70 - 100k		
Corporate Finance (0 - 2 yrs' exp)	\$45 - 60k	\$45 - 70k		
Audit Manager	\$100k+	\$100k+		
Auditor (6+ yrs' exp)	\$80 - 100k	\$80 - 100k		
Auditor (3 - 5 yrs' exp)	\$60 - 80k	\$65 - 80k		
Auditor (0 - 2 yrs' exp)	\$40 - 60k	\$50 - 65k		
Cost Accountant (6+ yrs' exp)	\$75k+	\$85k+	\$55+	\$55+
Cost Accountant (3 - 5 yrs' exp)	\$60 - 75k	\$70 - 85k	\$40 - 55	\$45 - 55
Cost Accountant (0 - 2 yrs' exp)	\$50 - 60k	\$60 - 70k	\$35 - 40	\$35 - 45
Accounts Assistant (3+ yrs' exp)	\$45 - 50k	\$45 - 50k	\$24 - 27	\$24 - 27
Accounts Assistant (0 - 3 yrs' exp)	\$38 - 45k	\$38 - 45k	\$20 - 25	\$20 - 25
Accounts Payable/Receivable - Manager (6+ yrs' exp)	\$55 - 75k	\$58 - 75k	\$28 - 40	\$30 - 40
Accounts Payable/Receivable - Supervisor (3 - 5 yrs' exp)	\$45 - 55k	\$45 - 58k	\$25 - 30	\$26 - 30
Accounts Payable/Receivable - Junior (0 - 6 yrs' exp)	\$38 - 45k	\$35 - 45k	\$18 - 26	\$18 - 26
Assistant Accountant - Degree (6+ yrs' exp)	\$55 - 65k	\$55 - 65k	\$33 - 40	\$33 - 40
Assistant Accountant - Degree (3 - 5 yrs' exp)	\$45 - 55k	\$50 - 55k	\$30 - 35	\$30 - 35
Assistant Accountant - Degree (0 - 2 yrs' exp)	\$40 - 45k	\$45 - 50k	\$25 - 30	\$25 - 30
Billings Analyst (6+ yrs' exp)	\$65 - 85k	\$70 - 85k	\$30 - 40	\$35 - 40
Billings Analyst (3 - 5 yrs' exp)	\$45 - 65k	\$50 - 70k	\$26 - 30	\$28 - 35
Billings Analyst (0 - 2 yrs' exp)	\$38 - 45k	\$45 - 50k	\$23 - 26	\$25 - 28
Billing Administrator	\$38 - 45k	\$40 - 45k	\$20 - 24	\$20 - 24
Business/Financial Analyst (6+ yrs' exp)	\$80k+	\$90 - 120k	\$50 - 70	\$50 - 75
Business/Financial Analyst (3 - 5 yrs' exp)	\$65 - 85k	\$70 - 90k	\$32 - 50	\$35 - 50
Business/Financial Analyst (0 - 2 yrs' exp)	\$50 - 65k	\$50 - 65k	\$25 - 32	\$25 - 35
Credit Controller	\$45 - 60k	\$45 - 60k	\$20 - 30	\$20 - 30
Credit Manager	\$60 - 80k	\$60 - 90k	\$30 - 45	\$30 - 45

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ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
Group Financial Controller	\$120 - 200k	\$120 - 200k	\$70 - 120	\$70 - 120
Financial Controller - Large Organisation	\$120 - 180k	\$120 - 200k	\$70 - 120	\$70 - 120
Financial Controller - Small/Medium Organisation	\$90 - 130k	\$100 - 130k	\$65 - 85	\$65 - 85
Finance Manager	\$100 - 130k	\$100 - 130k	\$50 - 70	\$60 - 85
Financial Accountant - CA (6+ yrs' exp)	\$90k+	\$100 - 120k	\$55+	\$55 - 70
Financial Accountant - CA (3 - 5 yrs' exp)	\$75 - 90k	\$80 - 100k	\$45 - 55	\$45 - 55
Financial Accountant - CA (0 - 2 yrs' exp)	\$60 - 75k	\$60 - 80k	\$40 - 45	\$40 - 45
Financial Accountant - Degree (6+ yrs' exp)	\$85 - 110k	\$85 - 110k	\$50+	\$50+
Financial Accountant - Degree (3 - 5 yrs' exp)	\$70 - 85k	\$70 - 85k	\$40 - 50	\$40 - 50
Financial Accountant - Degree (0 - 2 yrs' exp)	\$55 - 75k	\$55 - 75k	\$35 - 40	\$35 - 40
Financial Analyst (6+ yrs' exp)	\$90 - 110k	\$90 - 120k	\$55 - 70	\$55 - 75
Financial Analyst (3 - 5 yrs' exp)	\$70 - 90k	\$75 - 90k	\$40 - 55	\$45 - 55
Financial Analyst (0 - 2 yrs' exp)	\$50 - 70k	\$50 - 75k	\$35 - 40	\$35 - 45
Group Accountant	\$80 - 100k	\$80 - 110k	\$40 - 60	\$40 - 65
Group Management Accountant	\$70 - 95k	\$75 - 100k	\$40 - 60	\$45 - 60
Graduate Accountant	\$40 - 45k	\$38 - 45k		
Internal Auditor - Manager	\$90 - 150k	\$110 - 150k	\$45 - 65	\$50 - 65
Internal Auditor - Senior	\$65 - 90k	\$75 - 110k	\$40 - 60	\$45 - 50
Internal Auditor - Junior	\$50 - 65k	\$50 - 75k	\$30 - 40	\$30 - 45
Management Accountant (6+ yrs' exp)	\$90 - 100k	\$90 - 110k	\$50 - 65	\$50 - 65
Management Accountant (3 - 5 yrs' exp)	\$70 - 90k	\$70 - 90k	\$40 - 50	\$45 - 55
Management Accountant (0 - 2 yrs' exp)	\$55 - 75k	\$55 - 75k	\$35 - 40	\$35 - 45
Payroll Manager	\$50 - 80k	\$60 - 80k	\$30 - 50	\$35 - 50
Payroll Clerk/Payroll Officer	\$40 - 50k	\$40 - 50k	\$20 - 30	\$22 - 35
Project Accountant (0 - 5 yrs' exp)	\$65 - 100k	\$65 - 110k	\$40 - 70	\$40 - 70
Systems Accountant (6+ yrs' exp)	\$90 - 130k	\$90 - 130k	\$60 - 80	\$60 - 80
Systems Accountant (3 - 5 yrs' exp)	\$70 - 90k	\$75 - 90k	\$45 - 60	\$45 - 60
Systems Accountant (0 - 2 yrs' exp)	\$55 - 70k	\$55 - 75k	\$35 - 45	\$35 - 45
Tax Accountant - Senior (6+ yrs' exp)	\$100 - 130k	\$110 - 150k	\$50 - 65	\$55 - 80
Tax Accountant (3 - 5 yrs' exp)	\$65 - 110k	\$80 - 110k	\$40 - 50	\$45 - 55
Tax Accountant (0 - 2 yrs' exp)	\$50 - 65k	\$60 - 80k	\$35 - 40	\$35 - 45
Tax Manager	\$110 - 150k	\$130k+	\$65 - 100	\$65 - 100
Treasury Accountant	\$70 - 100k	\$70 - 110k	\$35 - 60	\$35 - 70

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AUCKLAND

HUMAN RESOURCES

Our Auckland HR division recruits for permanent and contract HR professionals across a range of roles from director level through to business partners and entry level positions.

Market Overview

During the last quarter of 2008 we saw the demand for HR practitioners fall quite significantly in small to medium enterprises as businesses reduced investment in this area as a result of the economic downturn. However, demand remained strong in the corporate sector where there was still a significant

requirement for candidates at senior and management level as companies sought practitioners with experience in industrial relations.

Due to restructures and an increased focus on KPIs across most businesses, more emphasis was placed on policy and performance management procedures throughout 2008. As a result, candidates with expertise in the areas of employee relations, union negotiations and disciplinary processes were in high demand. Strong internal recruiters were also highly sought after as businesses centralised their recruitment function.

After a buoyant start to 2008, activity in the HR market levelled off in the second half of the year and as a result salaries generally remained unchanged. We anticipate that there will be greater emphasis on professionals who can partner with management and deliver measurable value to a business in 2009 as companies become increasingly accountable for their individual cost centres.

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
HR Director	\$180 - 250k	\$180 - 250k	\$90 - 130	\$90 - 130
HR Manager	\$90 - 150k	\$90 - 150k	\$50 - 80	\$50 - 80
HR Consultant	\$65 - 90k	\$70 - 95k	\$40 - 80	\$40 - 60
HR Advisor	\$60 - 90k	\$60 - 80k	\$30 - 45	\$30 - 45
HR Analyst	\$50 - 80k	\$50 - 80k	\$30 - 50	\$30 - 50
HR Administrator	\$45 - 55k	\$45 - 55k	\$25 - 30	\$25 - 30
HR Coordinator	\$45 - 55k	\$45 - 55k	\$25 - 30	\$25 - 35
Learning & Development Manager	\$85 - 120k	\$85 - 120k	\$45 - 80	\$45 - 60
Learning & Development Advisor	\$70 - 85k	\$65 - 80k	\$35 - 60	\$30 - 50
Learning & Development Coordinator	\$45 - 55k	\$45 - 55k	\$25 - 30	\$25 - 35
OH&S Manager	\$75 - 100k	\$80 - 110k	\$40 - 70	\$40 - 60
OH&S Officer	\$55 - 70k	\$60 - 75k	\$30 - 40	\$30 - 40
Organisational Development Manager	\$90 - 140k	\$90 - 140k	\$50 - 90	\$45 - 80
Organisational Development Consultant	\$80 - 110k	\$70 - 100k	\$40 - 60	\$35 - 50
Recruitment Manager	\$80 - 140k	\$80 - 120k	\$40 - 60	\$40 - 60
Recruitment Officer	\$55 - 80k	\$50 - 60k	\$30 - 50	\$25 - 30
Remuneration Manager	\$90 - 140k	\$90 - 140k	\$45 - 70	\$45 - 70
Remuneration Officer	\$50 - 70k	\$65 - 80k	\$25 - 40	\$30 - 40
Training Manager	\$70 - 90k	\$70 - 90k	\$35 - 50	\$35 - 45
Training Facilitator	\$40 - 60k	\$50 - 70k	\$30 - 40	\$25 - 35

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AUCKLAND

INFORMATION TECHNOLOGY

Robert Walters is one of the leading IT recruitment companies in New Zealand. Our information technology recruitment division specialises in the placement of both permanent and contract IT professionals across the Auckland market. With the ability to provide fully integrated solutions which utilise our extensive international network, local candidates and highly accurate candidate database, the IT division continues to set the benchmark for speed and quality of delivery within a tight talent market.

Market Overview

Although the wider global economy experienced a downturn in 2008 and this resulted in uncertainty in the Auckland market, the IT sector was not greatly affected as businesses recognised that investment in IT was a business enabler which would ultimately reduce costs. As a result, busy hiring trends from 2007 continued into 2008.

Candidates in Demand

A continued trend from 2007 was the demand for commercially aware 'business savvy' candidates across the permanent market, as well as technically competent senior candidates both in the infrastructure and development disciplines. As ERP upgrades were undertaken within organisations, candidates needed a strong overall understanding of the business.

Candidates in highest demand were development, analytical and project management focused IT professionals. Technically competent senior candidates both in the infrastructure and development disciplines were also highly sought after due to a number of businesses upgrading their web presence in 2008. Strong demand for senior development candidates in both the .NET and Java world continued and these candidates remained difficult to source in the local market. Again, demand was largely

driven by companies making considerable investment in their online presence.

The importance of virtualisation projects in 2008 meant that suitably experienced candidates within the infrastructure discipline were highly sought after. In particular, business analysts with strong communication and business skills were in highest demand as they were viewed as the conduit between IT and the rest of the business, with increasing emphasis placed on IT understanding the business as a whole in order to deliver the required services.

Although the demand for these candidates was extremely high, there was a continued shortage of IT candidates with the appropriate qualifications and experience. This could largely be attributed to a general shortage of tertiary qualified IT professionals coming up through the ranks in New Zealand.

A lack of ERP specialists resulted in increased demand for candidates with these specific skill sets. Many companies and organisations are either upgrading or installing various ERP platforms, with some significant implementations planned for 2009. This will result in an even greater demand on resource for 2009 and into 2010 and sourcing strategies for off-shore candidates will continue.

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INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
Chief Information Officer/Chief Technology Officer	\$150k+	\$150k+	\$100 - 190	\$150 - 190
IT Director	\$150k+	\$150k+	\$90 - 160	\$140 - 160
Programme Manager	\$150k+	\$150k+	\$100 - 140	\$100 - 140
Manager - Development	\$100 - 130k	\$110 - 150k	\$80 - 120	\$80 - 120
Manager - IT	\$90 - 150k	\$95 - 135k	\$70 - 100	\$70 - 100
Manager - Infrastructure Services	\$100 - 130k	\$115 - 135k	\$70 - 100	\$70 - 100
Manager - Data Centre	\$100 - 130k	\$100 - 120k	\$70 - 100	\$70 - 100
Manager - Testing	\$90 - 120k	\$100 - 120k	\$70 - 100	\$80 - 100
Manager - Help Desk	\$70 - 100k	\$70 - 90k	\$50 - 70	\$50 - 75
Project Manager (5+ yrs' exp)	\$110 - 135k	\$110 - 135k	\$75 - 120	\$80 - 120
Project Manager (3 - 5 yrs' exp)	\$85 - 110k	\$95 - 110k	\$60 - 75	\$65 - 85
Project Manager (1 - 2 yrs' exp)	\$75 - 85k	\$80 - 95k	\$45 - 60	\$50 - 65
Business Analyst (6+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$75 - 95	\$75 - 90
Business Analyst (4 - 6 yrs' exp)	\$75 - 90k	\$80 - 90k	\$60 - 75	\$65 - 80
Business Analyst (1 - 3 yrs' exp)	\$65 - 85k	\$70 - 80k	\$35 - 60	\$40 - 65
Change Management Consultant	\$75 - 110k	\$75 - 100k	\$50 - 80	\$50 - 80
Manager/Senior Consultant/Director (5+ yrs' exp)	\$150k+	\$150k+	\$90 - 130	\$90 - 130
ERP Project Manager	\$100 - 140k	\$100 - 140k	\$65 - 120	\$65 - 120
ERP Technical Consultant	\$100 - 140k	\$100 - 140k	\$80 - 130	\$80 - 130
ERP Functional Consultant	\$90 - 120k	\$90 - 120k	\$80 - 120	\$80 - 120
ERP Business Analyst	\$85 - 105k	\$85 - 105k	\$70 - 95	\$70 - 90
Help Desk/Desktop Support/Apps Support (3 - 5 yrs' exp)	\$50 - 65k	\$55 - 65k	\$40 - 55	\$30 - 40
Help Desk/Desktop Support/Apps Support (1 - 3 yrs' exp)	\$40 - 50k	\$40 - 50k	\$20 - 40	\$20 - 30

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INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
	Security Specialist (3+ yrs' exp)	\$90 - 140k	\$100 - 140k	\$75 - 100
Security Specialist (1 - 3 yrs' exp)	\$65 - 90k	\$70 - 90k	\$60 - 75	\$60 - 75
Solution Architect - Infrastructure	\$90 - 130k	\$110 - 130k	\$80 - 120	\$80 - 120
Systems Administrator - Windows (3 - 6 yrs' exp)	\$70 - 100k	\$80 - 100k	\$70 - 90	\$70 - 90
Systems Administrator - Windows (1 - 3 yrs' exp)	\$55 - 75k	\$65 - 80k	\$45 - 65	\$45 - 65
Database Administrator - SQL Server, Sybase, DB2, Oracle (6+ yrs' exp)	\$80 - 100k	\$90 - 110k	\$70 - 110	\$70 - 110
Database Administrator - SQL Server, Sybase, DB2, Oracle (2+ yrs' exp)	\$65 - 80k	\$70 - 90k	\$45 - 80	\$50 - 80
Solution Architect - Applications	\$90 - 140k	\$110 - 140k	\$80 - 120	\$80 - 120
Developer - .Net, Java (6+ yrs' exp)	\$75 - 110k	\$85 - 100k	\$80 - 100	\$80 - 100
Developer - .Net, Java (3 - 5 yrs' exp)	\$60 - 80k	\$60 - 85k	\$50 - 80	\$60 - 80
Developer - .Net, Java (0 - 2 yrs' exp)	\$50 - 60k	\$40 - 60k	\$30 - 50	\$35 - 55
Tester (3 - 5 yrs' exp)	\$70 - 90k	\$75 - 90k	\$60 - 80	\$60 - 80
Tester (1 - 3 yrs' exp)	\$55 - 70k	\$50 - 70k	\$40 - 60	\$40 - 60
Quality Analyst (QA)	\$60 - 80k	\$60 - 75k	\$35 - 60	\$40 - 60

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AUCKLAND

PROCUREMENT & SUPPLY CHAIN

Robert Walters is the market leader in the recruitment of procurement and supply chain professionals in the Auckland region.

We are able to tailor our approach to meet the complex and changing needs of our clients, whilst maintaining a professional and consultative approach.

We specialise in providing recruitment solutions, both contract and permanent, across the following areas:

- Procurement, strategic sourcing and contract management
- Purchasing and materials management
- Shipping and transport
- Supply chain and logistics
- Supply, demand and sales operations planning

Market Overview Procurement

The procurement profession continued to evolve during 2008, moving away from an isolated tactical business function to a more strategic consultative function, aimed at better addressing the needs of internal stakeholders. As the newer procurement functions started to deliver results, demand for their services increased, driving demand for procurement professionals upwards.

However, there was a significant shortage of procurement professionals in the marketplace and this made it difficult to source appropriate skill sets. Increasingly, organisations were prepared to look in other areas to source commercially astute professionals who they could transition into procurement roles. Alternatively, organisations also looked at organically growing the next generation of procurement and sourcing specialists by training existing staff.

Whilst it is likely that the number of available candidates will increase during 2009 due to the downturn in the financial services market, it is anticipated that the hard to find skills will still remain difficult to source. Organisations must continue to focus on attracting the right skills by utilising succinct, efficient recruitment processes and leveraging strong brands and attractive remuneration packages.

Supply Chain

In the supply chain area we saw the FMCG and manufacturing markets focus on refining business processes to reduce operating costs. This was achieved by developing more effective demand and supply planning functions, resulting in better product availability, increased stock turns and lower inventory levels. To facilitate this organisations attempted to recruit candidates with good strategic understanding, strong systems skills and an operational approach. A shortage of such candidates in the marketplace resulted in a gradual increase in salaries over the last 12 months.

AUCKLAND

PROCUREMENT & SUPPLY CHAIN

ROLE	PERMANENT SALARY PER ANNUM \$NZ	
	2008	2009
Procurement Director/Chief Procurement Officer	\$150 - 200k	\$150 - 200k
Procurement Manager	\$70 - 140k	\$90 - 150k
Procurement Specialist	\$65 - 100k	\$75 - 110k
Procurement Coordinator	\$45 - 65k	\$50 - 75k
Purchasing Manager (Manufacturing)	\$60 - 95k	\$70 - 120k
Purchasing Coordinator/Specialist (Manufacturing)	\$40 - 60k	\$45 - 70k
Materials Manager	\$60 - 110k	\$65 - 115k
Operations Director	\$120 - 160k	\$130 - 200k
Operations Manager	\$70 - 120k	\$75 - 130k
Supply Chain Director	\$130 - 250k	\$150 - 250k
Supply Chain Manager	\$75 - 130k	\$75 - 150k
Supply Chain Analyst	\$45 - 65k	\$50 - 75k
Warehouse Manager	\$60 - 90k	\$65 - 100k
Logistics Director	\$150 - 250k	\$150 - 250k
Logistics Manager	\$70 - 100k	\$70 - 150k
Supply/Demand Planner	\$65 - 80k	\$70 - 95k
Supply/Demand Planning Manager	\$80 - 120k	\$90 - 130k
Export & Customs Manager	\$60 - 75k	\$65 - 80k
Transport Manager	\$70 - 130k	\$70 - 150k
Distribution Manager	\$70 - 130k	\$70 - 150k
Six Sigma - Master Black Belt	\$140k+	\$150k+
Six Sigma - Black Belt	\$90 - 120k	\$100 - 130k
Six Sigma - Green Belt	\$60 - 90k	\$70 - 100k

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AUCKLAND

SALES & MARKETING

Robert Walters' sales & marketing division in Auckland recruits both contract and permanent roles for the following specialist areas:

- Financial and professional services
- FMCG
- IT
- Public sector and utilities
- Publishing and media
- Travel and tourism

Market Overview

We experienced a slowdown in general sales and marketing recruitment across all verticals in the last quarter of 2008 as the downturn in the financial services sector began to affect commerce and industry. However, demand for quality candidates who could directly impact a company's bottom line increased.

Sales

In the sales arena this equated to KPI-driven roles such as business development managers and key account managers. Account managers with a proven ability to bring in new business were also highly sought after and most account management roles had a strong business development component.

Marketing

In the marketing space this resulted in an increased demand for segment and product managers related to online marketing. Communications managers with above and below the line experience were also in high demand and were expected to work to tight budgets.

Overall, we observed a significant increase in demand for permanent headcount whereas we witnessed a decline in the number of contract vacancies in the market. This was due in part to many roles which would have traditionally been undertaken by contractors being absorbed into the remit of permanent staff.

AUCKLAND

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
Sales				
Sales Director	\$180 - 220k	\$180 - 220k	\$90 - 125	\$100 - 125
National Sales Manager	\$100 - 150k	\$120 - 150k	\$55 - 85	\$80 - 90
National Account Manager	\$90 - 105k	\$95 - 115k	\$45 - 55	\$50 - 60
Business Development Manager	\$80 - 100k	\$80 - 110k	\$45 - 55	\$45 - 55
Key Account Manager	\$80 - 90k	\$80 - 90k	\$35 - 45	\$45 - 50
Account Manager	\$70 - 80k	\$70 - 80k	\$35 - 45	\$40 - 50
Sales/Account Executive	\$55 - 80k	\$55 - 75k	\$30 - 40	\$35 - 40
Territory Manager	\$55 - 65k	\$55 - 65k	\$30 - 40	\$30 - 40
Sales/Market Analyst	\$60 - 70k	\$65 - 75k	\$30 - 40	\$35 - 45
Sales Representative	\$45 - 60k	\$45 - 65k	\$30 - 35	\$30 - 35
Sales Administration/Support	\$35 - 45k	\$40 - 50k	\$20 - 30	\$25 - 30
Marketing				
Marketing Director	\$180 - 200k	\$180 - 200k	\$85 - 110	\$100 - 120
Marketing Manager	\$90 - 120k	\$90 - 120k	\$45 - 60	\$50 - 65
Product Manager	\$90 - 100k	\$90 - 110k	\$45 - 55	\$50 - 55
Channel Manager	\$90 - 110k	\$90 - 110k	\$45 - 55	\$45 - 55
Brand Manager	\$80 - 100k	\$90 - 110k	\$40 - 55	\$45 - 55
Market Research/Insights Manager	\$80 - 90k	\$90 - 100k	\$40 - 55	\$45 - 55
Communications Manager	\$80 - 110k	\$90 - 110k	\$35 - 60	\$45 - 60
Trade Marketing Manager	\$70 - 90k	\$75 - 95k	\$35 - 55	\$45 - 55
Sponsorship & Events Manager	\$80 - 90k	\$90 - 100k	\$35 - 55	\$45 - 55
Product Specialist	\$70 - 80k	\$75 - 85k	\$40 - 55	\$40 - 50
Category Manager	\$70 - 80k	\$80 - 95k	\$35 - 50	\$40 - 50
Market Researcher	\$60 - 70k	\$65 - 75k	\$30 - 40	\$35 - 45
Marketing Coordinator	\$55 - 65k	\$55 - 65k	\$25 - 35	\$25 - 30
Assistant Brand/Product Manager	\$65 - 75k	\$70 - 80k	\$30 - 40	\$35 - 45

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

AUCKLAND

SECRETARIAL & BUSINESS SUPPORT

Our support division specialises in the recruitment of secretarial and business support candidates. To facilitate the perfect match between client and candidate, we ensure that we understand our clients' business structure and corporate culture. Our consultants work in partnership with a diverse portfolio of organisations across all industry sectors. We assist candidates at every stage of their career and handle appointments ranging from high powered executive assistants to entry level office administrators.

Market Overview

The downturn in the global economy in the latter part of 2008 resulted in organisations approaching the secretarial and business support recruitment market with a greater degree of caution, and organisations began to lengthen their recruitment process. In turn, candidates became more selective when

deciding which organisations to approach as company stability was a key consideration. As a result, a greater number of candidates began to express an interest in public sector organisations due to their relative stability.

Although the recruitment market became more cautious, organisations did continue to recruit at all levels, from assistants through to executive assistants, but in much smaller quantities. This was despite the fact that there was a wealth of strong candidates available in the market due to the economic downturn. Due to these challenging market conditions, administrative staff were often given a larger remit. For example, traditional personal assistants who might have supported one to three managers saw their role grow to support larger teams. Managers had to become more self-sufficient, with administrative duties delegated throughout teams in order to dispense with junior administrative support.

There was a distinct preference amongst our clients for candidates who could demonstrate a high level of experience and 'hit the ground running', therefore avoiding internal training costs. However, even senior candidates had to become more open to the level of roles they considered as the number of higher level positions reduced.

Outlook for 2009

Looking ahead to 2009, we expect candidates' priorities will change from looking for roles with the best remuneration packages to roles that will offer them the greatest security and job satisfaction. Organisations will continue to hire despite the poor market conditions, as they recognise that efficient administrative support can streamline processes and have a positive effect on the bottom line. The main focus will be on candidates who have both a holistic and skill base fit.

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
Executive Assistant	\$60 - 75k	\$60 - 75k	\$28 - 35	\$28 - 35
Legal Secretary	\$45 - 60k	\$45 - 60k	\$22 - 28	\$22 - 28
Personal Assistant	\$45 - 60k	\$45 - 60k	\$22 - 28	\$22 - 28
Office Manager	\$46 - 70k	\$46 - 70k	\$23 - 35	\$23 - 35
Events Coordinator	\$39 - 50k	\$39 - 50k	\$20 - 27	\$20 - 27
Senior Secretary	\$50 - 65k	\$50 - 65k	\$25 - 33	\$25 - 33
Marketing Administrator	\$38 - 42k	\$38 - 42k	\$18 - 24	\$18 - 24
Sales Coordinator	\$42 - 55k	\$42 - 55k	\$20 - 26	\$20 - 26
Customer Service Administrator	\$40 - 45k	\$40 - 45k	\$18 - 23	\$18 - 23
Team Secretary	\$40 - 60k	\$40 - 60k	\$18 - 25	\$18 - 25
Data Entry Operator	\$35 - 42k	\$35 - 42k	\$17 - 23	\$17 - 23
Administrator	\$35 - 42k	\$35 - 42k	\$17 - 23	\$17 - 23
Senior Receptionist	\$40 - 47k	\$40 - 47k	\$21 - 24	\$21 - 24
Receptionist	\$35 - 42k	\$35 - 42k	\$17 - 23	\$17 - 23

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

WELLINGTON

ACCOUNTING & FINANCE

Our accounting & finance division specialises in the recruitment of permanent and contract finance positions, ranging from junior level through to senior finance director positions. We have strong working relationships across the Wellington market, offering our clients a flexible and tailored approach to their recruitment requirements. We recruit for positions within commerce and industry, financial services and the public sector, for small and medium organisations through to large corporates.

Market Overview

Due to global market conditions and local uncertainty, we witnessed a quieter recruitment market in Wellington in the second half of 2008. This kept salaries at a fairly stable level after the significant increases over the last two to three years. We do not predict this will change significantly in 2009 due to the continuing uncertainty of the economic climate.

In the second half of 2008, the candidate market was not as tight as it had been previously and this turnaround meant organisations had access to a larger pool of candidates. However, the competition for skilled finance professionals remained intense across both the private and public sectors. Candidates with a strong qualification, broad experience and a great attitude were still extremely sought after.

In the build up to the November election we saw a cautious approach to recruitment across the public sector. We expect that the change in government will increase the variety of opportunities available due to the implementation of new policies in 2009.

Skills in Demand

Particular skill sets that remained in high demand but were difficult to source in 2008 included:

- Auditors
- Financial and business analysts
- Management and financial accountants
- Risk and compliance analysts
- Systems accountants
- Tax accountants

WELLINGTON

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
Chief Financial Officer	\$150 - 300k	\$150 - 300k	\$70 - 150	\$70 - 150
Commercial/Planning Manager	\$100 - 200k	\$100 - 200k	\$60 - 100	\$60 - 100
Corporate Finance (6+ yrs' exp)	\$100k+	\$100k+		
Corporate Finance (3 - 5 yrs' exp)	\$60 - 100k	\$65 - 100k		
Corporate Finance (0 - 2 yrs' exp)	\$45 - 60k	\$45 - 65k		
Cost Accountant (6+ yrs' exp)	\$75k+	\$75k+	\$50 - 55	\$50 - 55
Cost Accountant (3 - 5 yrs' exp)	\$60 - 75k	\$65 - 75k	\$40 - 50	\$40 - 50
Cost Accountant (0 - 2 yrs' exp)	\$45 - 60k	\$45 - 65k	\$35 - 40	\$35 - 40
Accounts Assistant (6+ yrs' exp)	\$50 - 55k	\$50 - 55k	\$26 - 28	\$26 - 30
Accounts Assistant (3 - 5 yrs' exp)	\$45 - 50k	\$45 - 50k	\$24 - 26	\$24 - 26
Accounts Assistant (0 - 2 yrs' exp)	\$38 - 45k	\$38 - 45k	\$20 - 24	\$20 - 24
Accounts Payable/Receivable - Manager (6+ yrs' exp)	\$55 - 75k	\$55 - 75k	\$28 - 35	\$28 - 35
Accounts Payable/Receivable - Supervisor (3 - 5 yrs' exp)	\$45 - 55k	\$45 - 55k	\$23 - 28	\$23 - 28
Accounts Payable/Receivable - Junior (0 - 2 yrs' exp)	\$38 - 45k	\$35 - 45k	\$18 - 25	\$17 - 25
Assistant Accountant - Degree (6+ yrs' exp)	\$55 - 65k	\$55 - 65k	\$35+	\$35+
Assistant Accountant - Degree (3 - 5 yrs' exp)	\$45 - 55k	\$45 - 55k	\$30 - 35	\$30 - 35
Assistant Accountant - Degree (0 - 2 yrs' exp)	\$40 - 45k	\$40 - 45k	\$20 - 30	\$20 - 30
Audit Manager	\$85 - 120k	\$90 - 120k		
Auditor (6+ yrs' exp)	\$65 - 95k	\$70 - 100k		
Auditor (3 - 5 yrs' exp)	\$50 - 65k	\$55 - 70k		
Auditor (0 - 2 yrs' exp)	\$40 - 50k	\$40 - 55k		
Billings Analyst (6+ yrs' exp)	\$60 - 85k	\$65 - 85k	\$30 - 40	\$30 - 40
Billings Analyst (3 - 5 yrs' exp)	\$45 - 65k	\$45 - 65k	\$26 - 30	\$26 - 30
Billings Analyst (0 - 2 yrs' exp)	\$38 - 45k	\$38 - 45k	\$23 - 26	\$23 - 26
Billing Administrator	\$38 - 45k	\$38 - 45k	\$23 - 26	\$23 - 26
Business/Financial Analyst (6+ yrs' exp)	\$80k+	\$85k+	\$50+	\$50+
Business/Financial Analyst (3 - 5 yrs' exp)	\$65 - 85k	\$65 - 85k	\$30 - 50	\$30 - 50
Business/Financial Analyst (0 - 2 yrs' exp)	\$50 - 65k	\$50 - 65k	\$25 - 30	\$25 - 30
Company Accountant	\$60 - 90k	\$60 - 90k	\$35 - 60	\$35 - 60
Credit Manager	\$60 - 80k	\$60 - 90k	\$25 - 40	\$30 - 45
Credit Controller	\$45 - 60k	\$45 - 60k	\$20 - 26	\$20 - 30

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

WELLINGTON

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
Finance Director - Large Organisation	\$130 - 300k	\$130 - 300k		
Finance Director - Small/Medium Organisation	\$100 - 180k	\$110 - 200k+		
Financial Controller - Large Organisation	\$120 - 180k	\$120 - 190k	\$75 - 120	\$75 - 125
Financial Controller - Small/Medium Organisation	\$90 - 140k	\$90 - 140k	\$65 - 85	\$65 - 85
Finance Manager	\$85 - 105k	\$100 - 130k	\$50 - 70	\$50 - 70
Financial Accountant CA (6+ yrs' exp)	\$85 - 110k	\$90k+	\$55+	\$55 - 70
Financial Accountant CA (3 - 5 yrs' exp)	\$65 - 95k	\$70 - 100k	\$45 - 55	\$45 - 60
Financial Accountant CA (0 - 2 yrs' exp)	\$60 - 80k	\$65 - 85k	\$40 - 45	\$40 - 50
Financial Accountant - Degree (6+ yrs' exp)	\$80 - 100k	\$85 - 105k	\$55 - 65	\$60 - 70
Financial Accountant - Degree (3 - 5 yrs' exp)	\$65 - 85k	\$70 - 90k	\$45 - 55	\$50 - 60
Financial Accountant - Degree (0 - 2 yrs' exp)	\$55 - 75k	\$60 - 80k	\$35 - 45	\$40 - 50
Financial Analyst (6+ yrs' exp)	\$90k+	\$90k+	\$45 - 70	\$45 - 70
Financial Analyst (3 - 5 yrs' exp)	\$75 - 100k	\$75 - 100k	\$40 - 45	\$45 - 55
Financial Analyst (0 - 2 yrs' exp)	\$60 - 75k	\$60 - 80k	\$35 - 40	\$35 - 45
Group Accountant	\$80 - 100k	\$85 - 105k	\$40 - 60	\$40 - 65
Graduate Accountant	\$40 - 45k	\$40 - 50k+		
Group Financial Controller	\$120 - 200k	\$120 - 200k	\$70 - 120	\$70 - 120
Group Management Accountant	\$65 - 95k	\$70 - 95k	\$40 - 60	\$45 - 65
Internal Auditor (Manager)	\$90 - 150k	\$95 - 160k	\$60 - 80	\$60 - 80
Internal Auditor (Senior)	\$60 - 90k	\$65 - 95k	\$40 - 60	\$45 - 60
Internal Auditor (Junior)	\$50 - 65k	\$55 - 70k	\$30 - 40	\$30 - 45
Management Accountant (6+ yrs' exp)	\$90 - 100k	\$90 - 110k	\$50 - 65	\$50 - 65
Management Accountant (3 - 5 yrs' exp)	\$70 - 90k	\$70 - 90k	\$40 - 50	\$45 - 55
Management Accountant (0 - 2 yrs' exp)	\$60 - 75k	\$60 - 75k	\$35 - 40	\$35 - 45
Payroll Manager	\$50 - 80k	\$55 - 80k	\$28 - 55	\$30 - 55
Payroll Clerk/Payroll Officer	\$38 - 45k	\$35 - 55k	\$20 - 24	\$20 - 30
Systems Accountant (6+ yrs' exp)	\$85 - 130k	\$90 - 130k	\$55 - 70	\$60 - 80
Systems Accountant (3 - 5 yrs' exp)	\$60 - 90k	\$60 - 75kk	\$45 - 65	\$45 - 65
Systems Accountant (0 - 2 yrs' exp)	\$55 - 70k	\$55 - 75k	\$35 - 45	\$35 - 45
Tax Accountant - Senior (6+ yrs' exp)	\$95 - 130k	\$100 - 130k	\$65 - 80	\$50 - 80
Tax Accountant (3 - 5 yrs' exp)	\$65 - 100k	\$70 - 110k	\$50 - 65	\$40 - 55
Tax Accountant (0 - 2 yrs' exp)	\$50 - 65k	\$55 - 70k	\$40 - 50	\$30 - 40
Tax Manager	\$110k+	\$115k+	\$60 - 100	\$65 - 100
Treasury Accountant	\$70 - 100k	\$70 - 110k	\$35 - 60	\$35 - 65

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

WELLINGTON

BANKING & FINANCIAL SERVICES

Our banking & financial services division in Wellington specialises in the recruitment of permanent and contract candidates covering all facets of banking, including front and back office at all levels. This encompasses investment banking, corporate and institutional banking, finance, risk, compliance, business and private banking, corporate finance, wealth management, investment and funds management and commercial and consumer lending.

Market Overview

The financial services market in Wellington is relatively small. As a result, the impact of the global economic downturn combined with the country being in an official recession was significant.

In the first half of 2008 we saw a buoyant market, with a general shortage of technically capable candidates to match demand. This was partly due to candidates with banking and financial services backgrounds not viewing Wellington as a destination of choice. Consequently there was a relatively small talent pool in the city.

The second half of 2008 saw a change in the market as we witnessed more uncertainty across the board. The collapse of a number of second tier finance companies led to a more conservative approach to recruitment, with many organisations focusing on consolidating staff numbers to aid in cost saving.

The market shift saw salaries level out and clients experienced a rise in candidate applications for positions. This increased competition resulted in candidates lowering their salary expectations, particularly in the case of those returning from the UK.

Throughout 2008 we continued to leverage our international channels and focused on giving our clients access to returning candidates before they reached the New

Zealand market. Despite economic conditions, clients remained interested in sourcing these highly skilled professionals with international experience.

Outlook for 2009

The outlook for 2009 is difficult to predict but we expect the market to remain at similar levels to the second half of 2008 in the first six months of 2009. The market is then expected to stabilise towards the end of the year.

WELLINGTON

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
	Business Analyst (6+ yrs' exp)	\$80k+	\$85k+	\$55+
Compliance Officer (3 - 5 yrs' exp)	\$70 - 90k	\$70 - 90k	\$30 - 55	\$30 - 55
Credit Risk Analyst (3 - 5 yrs' exp)	\$55 - 80k	\$60 - 90k	\$40 - 50	\$35 - 55
Credit Risk Analyst (0 - 2 yrs' exp)	\$45 - 65k	\$45 - 65k	\$25 - 40	\$25 - 40
Dealer's Assistant (0 - 2 yrs' exp)	\$45 - 60k	\$45 - 60k	\$20 - 25	\$20 - 25
Equity Analyst	\$70 - 90k	\$75 - 95k	\$40 - 65	\$40 - 70
Financial Markets - Analyst	\$80 - 130k	\$80 - 130k	\$45 - 65	\$45 - 65
Financial Planner (includes commission)	\$80 - 150k	\$80 - 150k	\$40 - 80	\$40 - 80
Fund Accountant - Degree (6+ yrs' exp)	\$85k+	\$85k+	\$45+	\$45+
Fund Accountant - Degree (3 - 5 yrs' exp)	\$60 - 85k	\$60 - 85k	\$30 - 45	\$35 - 45
Fund Accountant - Degree (0 - 2 yrs' exp)	\$50 - 60k	\$50 - 60k	\$28 - 33	\$27 - 35
Fund Accountant CA/CPA (6+ yrs' exp)	\$90k+	\$90k+	\$45+	\$45 - 55
Fund Accountant CA/CPA (3 - 5 yrs' exp)	\$60 - 90k	\$65 - 90k	\$35 - 45	\$35 - 45
Fund Accountant CA/CPA (0 - 2 yrs' exp)	\$50 - 60k	\$50 - 65k	\$30 - 35	\$30 - 40
Fund Administrator	\$40 - 45k	\$45 - 55k	\$20 - 25	\$20 - 30
Market Risk Manager (6+ yrs' exp)	\$85 - 135k	\$85 - 135k	\$40 - 70	\$40 - 70
Market Risk Analyst (3 - 5 yrs' exp)	\$70 - 110k	\$65 - 105k	\$30 - 45	\$35 - 50
Portfolio Funds Administrator	\$40 - 55k	\$45 - 60k	\$18 - 25	\$20 - 30
Product Controller	\$85 - 120k	\$85 - 130k	\$40 - 60	\$45 - 70
Product Treasury Accountant (3 - 5 yrs' exp)	\$65 - 85k	\$65 - 85k	\$30 - 45	\$30 - 50
Product/Treasury Accountant (0 - 2 yrs' exp)	\$45 - 65k	\$45 - 65k	\$25 - 30	\$25 - 35
Quantitative Analyst	\$70 - 110k	\$75 - 110k	\$35 - 70	\$35 - 70
Senior Credit Manager (6+ yrs' exp)	\$85 - 125k	\$85 - 125k	\$35 - 50	\$35 - 50
Senior Credit Analyst (8+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$40 - 60	\$40 - 60
Settlements (3 - 5 yrs' exp)	\$45 - 55k	\$45 - 60k	\$22 - 30	\$25 - 35
Settlements (0 - 2 yrs' exp)	\$35 - 45k	\$40 - 50k	\$20 - 25	\$20 - 25
Treasury Manager	\$90 - 140k	\$90 - 140k+	\$50+	\$50+

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

WELLINGTON

HUMAN RESOURCES

Our human resources division based in Wellington recruits permanent candidates at advisor and management level, typically within the public sector or state owned enterprises.

Market Overview

Demand for human resources candidates increased for most of the year and we witnessed a real shortage at advisor and management level. Demand did slow in the last quarter of the year and this was largely due to the election and economic conditions. Again, much of the requirement was driven

by restructures and staff movement within the public sector. Salaries rose slightly over the calendar year without any dramatic movement.

Candidates at advisor level were, in many cases, unable to progress into management roles and it seemed that many employers were reluctant to promote advisors into management roles. There was constant demand for senior HR practitioners in leadership roles between \$110-165k and interestingly, there was significant movement at general manager level throughout the year.

Good internal recruiters were in short supply in line with previous years and, as a result, salaries increased in this area.

Candidates with strong HR skills will remain in high demand in 2009 but it is difficult to predict to what extent in light of the current economic conditions and the recent change of government. We anticipate that candidates with strong change management and restructuring experience will be in high demand.

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
	HR Director	\$150 - 250k	\$150 - 250k	\$110 - 160
HR Manager	\$100 - 160k	\$110 - 175k	\$80 - 120	\$80 - 120
HR Consultant	\$95 - 140k	\$85 - 150k	\$60 - 120	\$60 - 120
HR Advisor	\$60 - 95k	\$65 - 105k	\$40 - 55	\$40 - 70
HR Analyst	\$55 - 85k	\$55 - 90k	\$35 - 50	\$35 - 60
HR Administrator	\$40 - 55k	\$45 - 55k	\$25 - 28	\$25 - 40
Learning & Development Manager	\$85 - 120k	\$85 - 120k	\$45 - 80	\$50 - 90
Learning & Development Advisor	\$70 - 85k	\$70 - 90k	\$35 - 60	\$40 - 65
Learning & Development Coordinator	\$45 - 55k	\$50 - 60k	\$25 - 30	\$25 - 35
Organisational Development Consultant	\$80 - 110k	\$80 - 120k	\$60 - 80	\$60 - 110
OH&S Manager	\$75 - 100k	\$75 - 110k	\$40 - 70	\$45 - 80
OH&S Officer	\$50 - 65k	\$50 - 70k	\$30 - 45	\$30 - 50
Recruitment Manager	\$85 - 130k	\$85 - 130k	\$45 - 75	\$50 - 100

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

WELLINGTON

INFORMATION TECHNOLOGY

The Wellington information technology division specialises in permanent and contract recruitment for both the private and public sectors. We recruit positions ranging from helpdesk administrators through to senior management roles. Consultants within our IT recruitment team have excellent market knowledge and generally have an IT or telecommunications background. This, combined with our consultative approach, delivers value to both clients and candidates at the highest level.

Market Overview

2008 remained buoyant for the Wellington IT market following on from a strong 2007, with continued demand for skilled IT candidates. Demand was driven largely by government investment into projects across infrastructure upgrades and legacy application refreshment/renewal. Permanent vacancy numbers remained steady for the majority of 2008 with a slight reduction in the lead up to and during the election period in November. In the latter part of 2008 we witnessed a higher number of contractors (compared to the previous year) choosing longer-term contract options, or in some instances permanent roles, due to the global recession. Feedback from candidates indicated that uncertainty surrounding market conditions was a major factor in securing longer-term opportunities.

Candidates in Demand

Strong communication skills were considered to be of high importance across the IT sector for roles requiring engagement with internal and external business partners. Project and programme managers with backgrounds in both infrastructure and applications also remained sought after due to the volume of project work in the public sector surrounding upgrading IT systems to assist operational and capacity issues. Technical resource across technologies including Java, Oracle, COBOL and .Net remained difficult to source in the local market. Business analysts with technical

backgrounds and strong methodology processes were in high demand across the permanent and contract markets due to the volume of projects. December 2008 witnessed a demand for key infrastructure skills with server upgrades taking place during holiday periods to minimise disruption to services. The latter half of 2008 saw salaries remain steady across the IT sector due to the election and the reduction in the volume of positions advertised compared to the first half of the year.

Outlook for 2009

The outlook for Wellington's IT market in 2009 looks positive. There are already a number of significant projects underway in the government sector and we expect demand for technical resource and project management skills across infrastructure and applications to continue throughout 2009. Other areas that we expect to be busy include:

- Identity management will grow in importance as organisations look to increase levels of security access and authentication.
- A growing emphasis on virtualisation projects will see demand for skilled candidates grow.
- The change in government will cause a rise in business process change, this will have an impact on IT requirements.
- We envisage testing to be a growth area as the number of application development projects with software testing become more and more integral in the development process.

WELLINGTON

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2008	2009	2008	2009
IT Director	\$140k+	\$140k+	\$90 - 160	\$100 - 160
Chief Information Officer/Chief Technology Officer	\$120k+	\$120k+	\$100 - 190	\$100 - 200
Programme Manager	\$120 - 160k	\$120 - 170k	\$100 - 140	\$110 - 150
Manager - Infrastructure Services	\$100 - 140k	\$100 - 140k	\$70 - 100	\$80 - 100
Manager - Development	\$90 - 130k	\$90 - 130k	\$80 - 120	\$80 - 120
Manager - IT	\$90 - 150k	\$100 - 150k	\$70 - 100	\$80 - 110
Manager - Data Centre	\$90 - 120k	\$90 - 120k	\$70 - 100	\$75 - 105
Manager - Help Desk	\$75 - 100k	\$70 - 100k	\$50 - 70	\$55 - 75
Manager - Testing	\$80 - 120k	\$85 - 120k	\$70 - 100	\$75 - 110
Project Manager (5+ yrs' exp)	\$100 - 140k	\$110 - 140k	\$75 - 120	\$90 - 120
Project Manager (3 - 5 yrs' exp)	\$80 - 100k	\$90 - 110k	\$60 - 75	\$70 - 100
Project Manager (1 - 2 yrs' exp)	\$70 - 80k	\$80 - 100k	\$45 - 60	\$60 - 80
Business Analyst (6+ yrs' exp)	\$95 - 120k	\$90 - 120k	\$75 - 95	\$80 - 100
Business Analyst (4 - 6 yrs' exp)	\$70 - 95k	\$75 - 95k	\$60 - 75	\$60 - 80
Business Analyst (1 - 3 yrs' exp)	\$60 - 70k	\$60 - 75k	\$35 - 60	\$50 - 70
Change Management Consultant	\$80 - 110k	\$80 - 110k	\$50 - 80	\$60 - 90
Manager/Senior Consultant/Director (5+ yrs' exp)	\$110 - 160k	\$120 - 170k	\$90 - 130	\$100 - 130
ERP Project Manager	\$100 - 140k	\$100 - 150k	\$65 - 120	\$80 - 130
ERP Technical Consultant	\$100 - 140k	\$100 - 140k	\$80 - 130	\$85 - 140
ERP Functional Consultant	\$85 - 120k	\$80 - 120k	\$80 - 120	\$80 - 120
ERP Business Analyst	\$80 - 100k	\$80 - 100k	\$70 - 95	\$70 - 100
Help Desk/Desktop Support/Apps Support (3 - 5 yrs' exp)	\$55 - 80k	\$55 - 85k	\$40 - 55	\$40 - 55
Help Desk/Desktop Support/Apps Support (1 - 3 yrs' exp)	\$40 - 55k	\$45 - 55k	\$20 - 40	\$25 - 40
Security Specialist (3+ yrs' exp)	\$80 - 130k	\$90 - 130k	\$75 - 100	\$75 - 100
Security Specialist (1 - 3 yrs' exp)	\$65 - 80k	\$70 - 90k	\$60 - 75	\$60 - 80
Solution Architect - Infrastructure	\$90 - 130k	\$100 - 130k	\$80 - 120	\$80 - 120
Systems Administrator - Windows (3 - 6 yrs' exp)	\$70 - 100k	\$65 - 100k	\$55 - 85	\$55 - 85
Systems Administrator - Windows (1 - 3 yrs' exp)	\$55 - 75k	\$55 - 75k	\$40 - 65	\$45 - 65
Database Administrator/SQL Server/Oracle (6+ yrs' exp)	\$75 - 100k	\$90 - 110k	\$70 - 100	\$70 - 100
Database Administrator/SQL Server/Oracle (2 - 5 yrs' exp)	\$65 - 90k	\$70 - 90k	\$45 - 75	\$50 - 80
Solution Architect - Applications	\$90 - 140k	\$95 - 140k	\$80 - 120	\$80 - 120
Developer - .Net, Java (6+ yrs' exp)	\$85 - 110k	\$95 - 120k	\$80 - 100	\$80 - 100
Developer - .Net, Java (3 - 5 yrs' exp)	\$60 - 90k	\$70 - 95k	\$50 - 80	\$60 - 80
Developer - .Net, Java (0 - 2 yrs' exp)	\$47 - 60k	\$50 - 70k	\$30 - 50	\$35 - 55
Quality Analyst (QA)	\$60 - 80k	\$65 - 85k	\$35 - 60	\$35 - 60
Tester (1 - 3 yrs' exp)	\$55 - 70k	\$60 - 75k	\$40 - 60	\$40 - 65

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

WELLINGTON

PROCUREMENT

Throughout 2008, Robert Walters' procurement & operations division continued to grow its market presence in Wellington. The division is focused on providing professional contract and permanent recruitment solutions to clients in both the lower North Island and South Islands. Our key focus is to develop market presence within the following disciplines:

- Continuous improvement and change management
- Procurement and strategic sourcing

Market Overview

Significant time and resources have been invested into building strong client and candidate networks in what we see as a market that will continue to grow as organisations look to reduce costs and

improve efficiency. Organisations will continue to focus on reducing operating costs and this will be a key area of growth as the new government looks to reduce spend.

It remained extremely difficult to source candidates with the ability to move organisations towards proactive strategic procurement models and away from more tactical approaches, and we anticipate that this will remain a key challenge throughout 2009.

Towards the end of 2008, demand for candidates with continuous improvement skills and exposure to structured methodologies such as Six Sigma started to increase. This will undoubtedly continue in 2009 as organisations in the public and private sector

seek to refine business processes and manage costs.

The shortage of talented candidates forced organisations to put more efficient hiring processes in place and increase salaries and contract rates. We expect this candidate shortage to continue and possibly increase through 2009, in spite of economic conditions and the change of government.

ROLE	PERMANENT SALARY PER ANNUM \$NZ	
	2008	2009
Procurement Director	\$120 - 160k	\$125 - 180k
Procurement Manager	\$80 - 140k	\$90 - 150k
Procurement Specialist	\$75 - 105k	\$75 - 110k
Procurement Coordinator	\$45 - 65k	\$45 - 65k

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

WELLINGTON

SALES & MARKETING

Robert Walters' sales & marketing division in Wellington specialises in the recruitment of candidates in the following disciplines across the public and private sectors:

- Internal and external communications
- Marketing
- PR and media
- Sales

Our approach and success is built on our ability to build networks across the market and identify talent largely through referral search rather than advertising.

Market Overview

There was strong demand for business to business sales professionals during 2008, however this began to slow markedly in the final third of the year. This was largely as a result of difficult trading conditions, the well documented difficulties in the financial services sector and an increased supply of candidates due to restructures and redundancies. These factors notwithstanding, it was still difficult to find candidates who were able to demonstrate a strong track record in business to business and public sector sales. We anticipate that demand will remain relatively flat throughout 2009 although the challenge to find talented professionals will continue.

During 2008 there was a steady demand for communications staff, however, we witnessed a noticeable slowdown in vacancy numbers in the final third of the year, which was largely attributable to the election and organisations reaching full headcount. From a marketing and product management perspective, demand was steady. However, there was continued strong demand for candidates with strong analytical and insights skills.

2009 looks uncertain and at best we expect this market to remain flat. Candidate shortages may be eased through restructuring in the private sector and an anticipated slowdown in the public sector.

ROLE	PERMANENT SALARY PER ANNUM \$NZ	
	2008	2009
Enterprise Sales	\$120 - 180k	\$100 - 180k
Marketing Manager	\$80 - 135k	\$85 - 150k
National Sales Manager	\$90 - 150k	\$110 - 180k
Market Research/Insights Manager	\$80 - 110k	\$80 - 145k
Channel Manager	\$70 - 100k	\$70 - 110k
Product Specialist	\$70 - 95k	\$80 - 100k
Key Account Manager	\$80 - 100k	\$70 - 120k
Communications Manager	\$80 - 120k	\$80 - 150k
Category Manager	\$75 - 85k	\$75 - 90k
Sponsorship & Events Manager	\$60 - 80k	\$70 - 110k
Trade Marketing Manager	\$70 - 90k	\$75 - 95k
Business Development Manager	\$60 - 130k	\$60 - 150k
Product/Brand Manager	\$80 - 120k	\$75 - 120k
Territory Manager	\$55 - 70k	\$60 - 85k
Sales/Account Manager	\$55 - 85k	\$55 - 90k
Sales/Market Analyst	\$55 - 70k	\$55 - 70k
Market Researcher	\$45 - 70k	\$50 - 80k
Assistant Brand/Product Manager	\$45 - 55k	\$45 - 65k
Marketing Coordinator	\$40 - 55k	\$45 - 60k
Sales Administration/Support	\$40 - 60k	\$40 - 60k
Sales Representative	\$40 - 60k	\$45 - 80k

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