

Robert—
—Walters



Salary Guide 2026

Australia & New Zealand



Introduction

The employment landscape across Australia and New Zealand continues to evolve, shaped by a year of realignment, resilience, and renewed focus on value. As organisations adjusted to ongoing economic pressure and shifting workforce expectations, 2025 became a year defined by balance, between caution and confidence, structure and flexibility, cost and care.

For employers, the challenge was to retain critical skills while maintaining financial discipline. For professionals, the focus shifted toward stability, fair pay, and meaningful progression. The result is a market built on pragmatism, purpose and one that values trust, development, and genuine alignment between business goals and individual ambition.

This year's Robert Walters Salary Guide explores how that alignment is reshaping the modern employment proposition. Salary expectations remain influenced by cost-of-living pressures, but the conversation has broadened. Employees are seeking transparency, flexibility, and leadership that fosters growth and belonging. Employers, in turn, are rebuilding engagement through clarity, culture, and capability.

Through 2026 we expect the focus to shift from recovery to intent. Employers are being challenged to hire with purpose and prioritise quality over volume. Employers will need to reassess what top talent truly values, and ensuring their employment proposition matches those expectations. Competitive pay remains essential, but it now sits alongside broader considerations such as work-life balance, transparent use of AI, inclusive leadership, and clear career pathways. Organisations that take the time to align reward, culture, and capability will be best placed to secure and retain the right people.



Welcome to Robert Walters

Global reach, local expertise

At Robert Walters, we believe that recruitment is about more than filling roles, it's about people, potential, and purpose. As one of the world's most trusted global talent solutions businesses, we take pride in building lasting relationships that help shape careers, strengthen organisations, and create meaningful impact.

Our services span recruitment, outsourcing, consultancy and talent advisory, partnering with organisations of every size and sector to deliver tailored talent and workforce solutions that align people's ambitions with business goals. But what truly sets us apart is our unwavering focus on people - listening to their stories, understanding what drives them, and helping shape the next chapter of their journey.

In Australia and New Zealand, we combine global insights with local expertise. Our teams live and work in the markets they serve, giving them a deep understanding of the industries, communities, and people they partner with.

For more than 25 years, we've been connecting leading employers with exceptional talent across Australia and New Zealand. We take pride in the human connections we build - the conversations, the trust, and the shared successes that come from truly caring about the people we work with.

At Robert Walters, we don't just match skills to roles, we help people and organisations write the next part of their story, together.



Executive summary

Australia and New Zealand



Shay Peters

CEO – Australia and New Zealand
Robert Walters

The past year has been one of the most challenging periods for both employers and employees in recent memory. As organisations navigated a volatile economic landscape, marked by shifting market conditions, cautious hiring, and evolving employee expectations, resilience, adaptability, and connection became the cornerstones of success.

Our 2026 Salary Guide sheds light on how the employment market has evolved in response to these pressures. The data highlights a renewed focus on value – not just in financial terms, but in purpose, flexibility, and human connection. Candidates are seeking workplaces that prioritise wellbeing, growth, and belonging, while employers are recognising the need to rebuild trust and engagement in an increasingly competitive market.

Salary expectations and cost-of-living pressures continue to play a defining role in retention and attraction. However, beyond compensation, we're seeing a shift towards more holistic employment propositions, those that combine fair pay with career development, culture, and authentic leadership. This signals a critical opportunity for organisations to reconnect with their people and redefine what it means to be an employer of choice.

In 2026, the path forward will be one of rebuilding, strengthening teams, cultures, and purpose-driven growth. The companies that will thrive are those that listen deeply, act with empathy, and continue to invest in their people. By focusing on connection and shared ambition, we can turn the challenges of 2025 into a foundation for sustainable success in the years ahead.

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Australia

New South Wales

- Commerce & Industry

Queensland

- Commerce & Industry

- Public Sector

- Public Practice

South Australia

- Commerce & Industry

Victoria

- Commerce & Industry

- Public Practice

Western Australia

- Executive

- Qualified

- Part-Qualified & Transactional

New Zealand

Auckland

- Executive

- Qualified

- Part & Non-qualified

- Finance & Accounting

Wellington

- Executive

- Qualified

- Part-qualified

Christchurch

- Executive

- Qualified

- Part & Non-qualified

Banking & Financial Services

- Key findings

Australia

New South Wales

- Accounting & Finance

- Funds & Wealth Management

- Operations

- Retail, Commercial & Corporate Banking

- Risk, Assurance & Compliance

Queensland

- Accounting & Finance

- Retail, Commercial & Corporate Banking

- Private Banking

- Wealth Management

- Risk, Assurance & Compliance

South Australia

- Professional Business Banking

- Wealth Management

- Contact Centre

- Risk, Assurance & Compliance

Victoria

- Risk, Assurance & Compliance

Western Australia

- Risk, Assurance & Compliance

New Zealand

Auckland

- Banking

- Insurance

- Accounting & Finance

- Funds & Wealth Management

- Operations

- Risk, Assurance & Compliance

Wellington

- Banking

- Insurance

- Accounting & Finance

- Funds & Wealth Management

- Operations

- Risk, Assurance & Compliance

Christchurch

- Risk, Assurance & Compliance

Business Support

Key findings

Australia

New South Wales

Executive & Administrative
Project Support
Legal Support
Customer Service

Queensland

Executive & Administrative
Legal Support
Call Centre
Public Sector

South Australia

Executive & Administrative
Project Support
Finance Support
Customer Service

Victoria

Executive & Administrative
Project Support
Legal Support
Call Centre & Operations

Western Australia

Executive & Administrative
Project Support
Customer Service

New Zealand

Auckland

Business Support
Project Support
Legal Support
Customer Service

Wellington

Business Support

Christchurch

Business Support

Human Resources & Safety

Key findings

Australia

New South Wales

Generalist
Specialist
Workplace Health & Safety

Queensland

Generalist
Specialist
Workplace Health & Safety

South Australia

Generalist
Specialist
Workplace Health & Safety

Victoria

Generalist
Specialist
Workplace Health & Safety

Western Australia

Generalist
Specialist
Learning & Development
Talent Acquisition
Workplace Health & Safety

New Zealand

Auckland

Generalist
Specialist
Occupational Health & Safety

Wellington

Generalist
Specialist
Occupational Health & Safety

Legal

Key findings

Australia

New South Wales

Private Practice
In-House Counsel

Queensland

Private Practice
In-House Counsel

South Australia

Private Practice
In-House Counsel

Victoria

Private Practice
In-House Counsel

Western Australia

Private Practice
In-House Counsel

New Zealand

Auckland

Private Practice
In-House
Legal Executive

Wellington

Private Practice
In-House
Public Sector

Christchurch

Private Practice
In-House

Policy

Key findings

New Zealand

Wellington

Policy
Research & Evaluation

Procurement, Supply Chain & Logistics

Key findings

Australia

New South Wales

Procurement
Supply Chain
Logistics

Queensland

Procurement
Supply Chain

South Australia

Procurement
Supply Chain
Logistics

Western Australia

Procurement
Supply Chain
Logistics

New Zealand

Auckland

Procurement
Supply Chain

Wellington

Procurement
Supply Chain

Christchurch

Procurement
Supply Chain

Property & Facilities Management

Key findings

New Zealand

Auckland

Facilities Management
Property

Wellington

Facilities Management
Property

Resources & Engineering

Key findings

Australia

New South Wales

Energy & Construction

Queensland

Infrastructure
Mining

Urban Development & Construction

South Australia

Engineering

Western Australia

Civil Construction
Commercial Construction
Architecture
Engineering
Mining

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Key findings

Australia

New South Wales

Sales
Marketing
Communications

Queensland

Sales
Marketing
Communications

Victoria

Sales
Marketing
Communications

South Australia

Sales
Marketing
Communications

Western Australia

Sales
Marketing
Communications

New Zealand

Auckland

Sales
Marketing
Communications

Wellington

Sales
Marketing
Communications
Engagement

Tech & Transformation

Key findings

Australia

New South Wales

Senior Appointments
Data
Business Applications
Development & Testing
Digital
Infrastructure, Architecture & Cloud/DevOps
Cyber Security
Finance Markets
Agile
Projects
Change
Business Analysis

Queensland

Business Applications
Development & Testing
Digital
Emerging Technologies
Senior Appointments
Infrastructure

Agile

Projects

Change

Business Analysis

South Australia

Management
Business Applications
Design
Architecture
Development/Testing
RPA
AI & Machine Learning
Infrastructure/Cloud/DevOps

Agile

Projects

Change

Business Analysis

Victoria

Digital, Applications & Development
Infrastructure & Security
Agile
Projects
Change
Business Analysis

Western Australia

Data & Analytics
Business Applications
Development & Testing
Digital
Senior Appointments
Infrastructure
Projects
Agile
Change
Business Analysis

Australian Capital Territory

Infrastructure, Architecture & Cloud/DevOps
Development & Testing
Business Applications
Cyber Security
No Clearance
Security Clearance

New Zealand

Auckland

Executive & Leadership
Architecture
Security
Infrastructure
Digital & Design
Testing
Development
Data & Business Intelligence
Projects
Change & Transformation
Business Analysis & Process

Wellington

Executive & Leadership
Architecture
Security
Infrastructure
Digital & Design
Testing
Development
Data & Business Intelligence
Projects
Change & Transformation
Business Analysis & Process

Contact us

About the Salary Guide

Salary Survey

This year our Salary Survey received more than 5,500 responses from white-collar professionals working across more than 12 different industries across Australia and New Zealand. The results from this survey have allowed us to provide detailed insight into today's workplace and the future of work in 2026.

Salary benchmarking tables

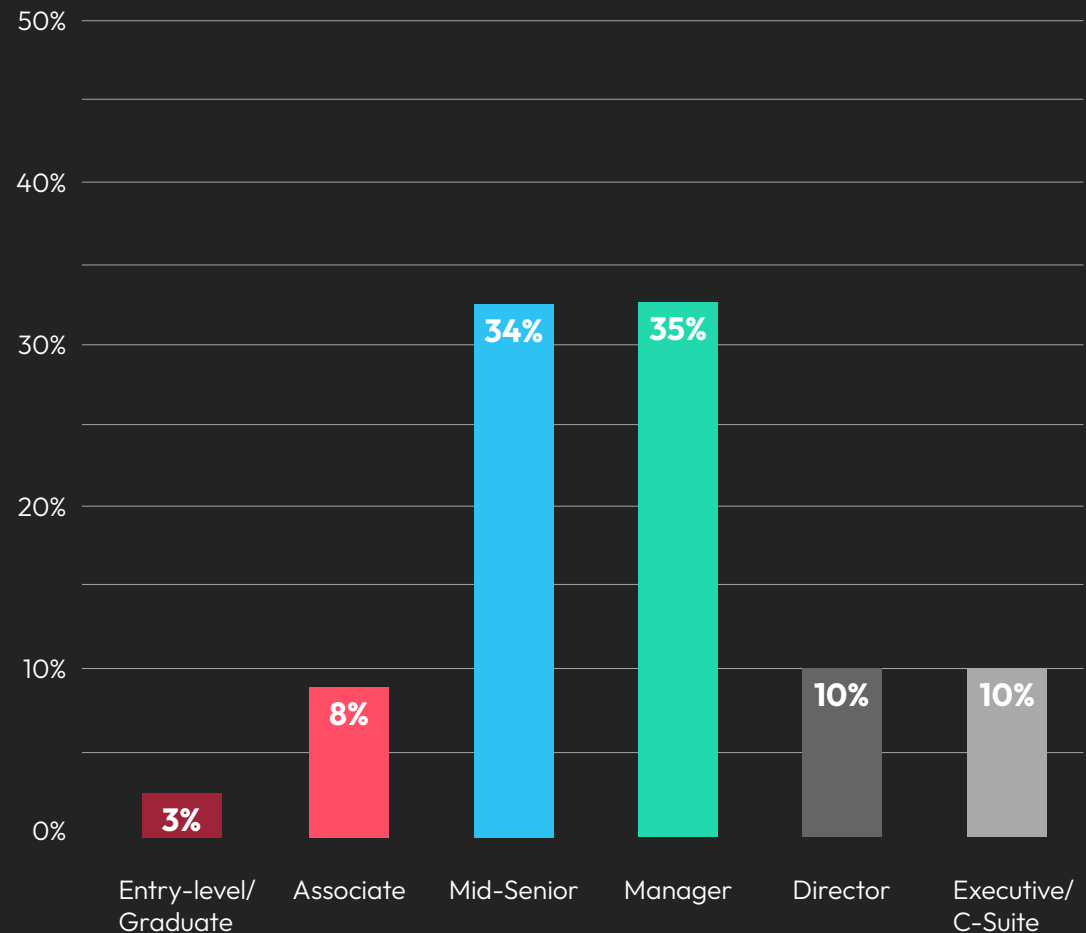
We analysed data from more than 100,000 roles advertised across Australia and New Zealand over the past 12 months to determine the upper and lower salary ranges, as well as the average salary for each position.

All figures for New Zealand are presented as base salaries, excluding benefits and bonuses. Salaries for Australia are shown exclusive of superannuation and excluding benefits and bonuses.

This approach ensures our guide reflects a clear and accurate picture of current market pay - providing employers and professionals with reliable insights into evolving salary expectations across both markets.

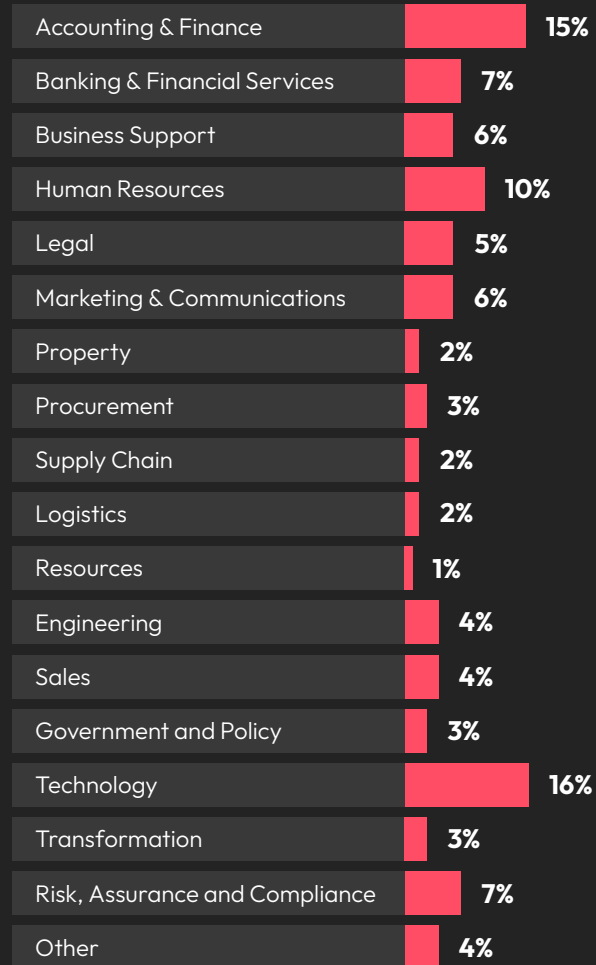
Survey respondents

Experience



Survey respondents

Specialisation



Location

New South Wales	23%	Australian Capital Territory	1%
Queensland	10%	Auckland	21%
South Australia	8%	Canterbury	4%
Victoria	12%	Wellington	14%
Western Australia	7%		



Economic snapshot

The economic outlook for Australia and New Zealand from 2025 to 2026

Australia

2025 was a year of economic caution and adjustment. The Reserve Bank kept interest rates high for much of the year, making only limited rate cuts as inflation gradually moved closer to its 2–3% target range. Living costs remained a key concern, keeping pressure on business budgets and spending.

Growth stayed modest, with unemployment rising to around 4.3% (Australian Bureau of Statistics) and hitting a four-year high, as the labour market softened after several years of strong demand.

The rate of job creation slowed to around 1.3%, down from 3% at the start of 2025. Employers grew more selective in their hiring decisions, balancing cost control with the need to secure critical skills, while ongoing shortages in technology and engineering continued to drive competition for specialist talent. Permanent hiring softened, recruitment cycles stretched, and organisations focused on retaining key people, building internal capability, and offering value beyond pay.

As businesses readjust in 2026, the outlook points to cautious growth and controlled expansion. Inflation is easing, and organisations are prioritising productivity and cost control. Unemployment remains low and participation high, but permanent hiring continues to be measured. Flexibility is increasingly important, with modest wage growth accelerating the shift toward contingent, contract, and interim work, even as skills shortages persist.

As a result, 2026 is set to be a strategic and skills-focused employment market. Hiring remains active, but measured, and employers are competing as much on career progression, culture, and purpose as on salary.



New Zealand

New Zealand experienced similar challenges, but with some distinct pressures.

Government measures to support productivity and ease cost pressures provided a degree of relief, while business sentiment remained measured.

As the year progressed, employers became more deliberate in their hiring, with a stronger emphasis on clearly defined roles and long-term capability building over volume hiring. Many organisations focused on career development, engagement and internal progression as key retention strategies.

Now, New Zealand's job market is in a period of cautious confidence, with ongoing skills shortages continuing to drive demand for specialist talent. Employers are prioritising retention and targeted hiring strategies to strengthen their teams for the year ahead.



The impact on the workforce

Across both markets, 2025 tested resilience. In Australia, businesses balanced cost control with the need to secure critical skills, while in New Zealand, employers faced the added pressure of a talent outflow and slower economic growth. Employees placed greater value on security, wellbeing, and meaningful progression alongside pay, prompting organisations to focus on engagement, flexibility, and internal capability.

In 2026, business confidence is gradually returning, and there is cautious optimism for productivity gains. The adjustments and strategic decisions made throughout 2025 have created a solid foundation, positioning organisations to build sustainable teams and focus on skills, culture, and purpose as well as pay.

Labour market landscape

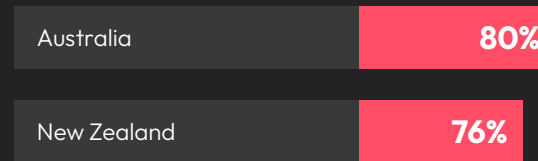
Hiring & job mobility

The 2026 labour market presents a measured balance between renewed hiring confidence and steady job mobility. Employer optimism continues to rise, with 80% of Australian and 76% of New Zealand organisations planning to recruit in 2026 – a notable lift from last year’s 76% and 66%. This rebound, particularly pronounced in New Zealand, underscores improving business confidence after a period of economic caution.

Job mobility is projected to remain strong in 2026, with 55% of Australian and 53% of New Zealand professionals intending to change roles in the next 12 months. This slight cooling from 2025’s peak (up to 60% in Australia) signals a more stable employment cycle following the turbulence of the “great reshuffle.” Across both markets, career development and better pay and benefits remain top motivators, while poor leadership continues to drive a third of moves.

Hiring and job mobility

% of businesses looking to hire



% of employees looking to move roles



However, hiring challenges persist. Nearly half of Australian employers (49%) and over half in New Zealand (58%) report longer or more difficult recruitment processes – largely due to high salary expectations, skills shortages, and unsuitable applications. Despite this, 71% of Australian professionals remain confident in job opportunities versus 56% in New Zealand, reflecting a more buoyant market in 2026.

With hiring demand stable but talent movement moderating, organisations must compete on career progression and leadership quality, not just remuneration, to attract and retain top talent in 2026.

With hiring confidence returning and job mobility stabilising, attention has turned to how salaries and rewards are evolving in 2026.

Salary trends & bonuses

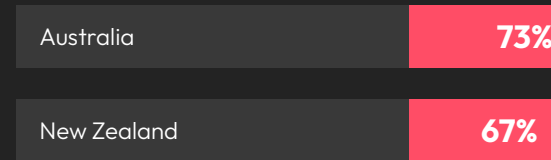
Salary trends

Following a year of stabilised hiring and steady job movement, the salary landscape for 2026 reflects cautious optimism - and a narrowing gap between what employers plan to offer and what professionals expect.

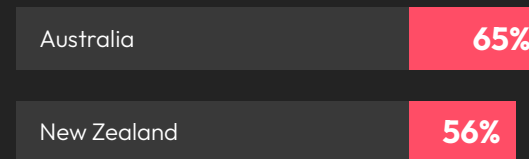
73% of Australian and 67% of New Zealand employers intend to give pay rises in 2026, marking a slight increase from 2025 levels. Encouragingly, employee expectations are closely aligned, with 65% of Australians and 56% of New Zealanders expecting salary increases this year - a sign of growing transparency and trust between employers and their teams.

Actual salary movements in 2025 were moderate. 66% of Australian professionals and 57% of New Zealanders received a raise, though most increases sat within the modest 2.5%–5% band. Despite this, a notable 41% in Australia and 42% in New Zealand still feel underpaid, suggesting that inflation continues to be unbalanced alongside value.

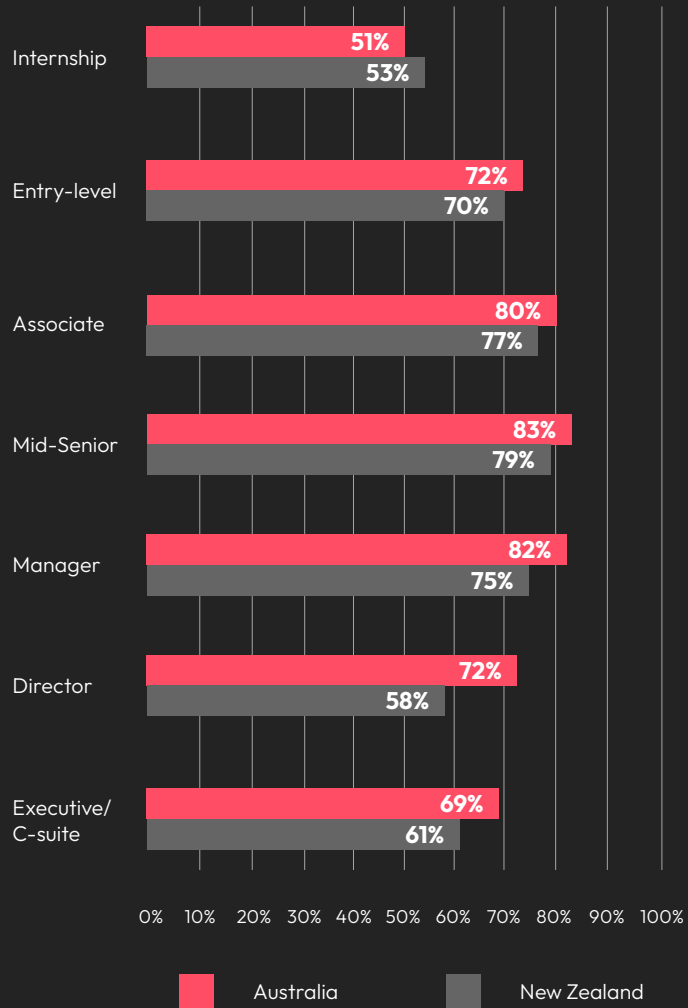
% of businesses likely to give a salary increase to employees



% of employees expecting a salary increase



How likely are employees to receive a salary increase in 2026?



Bonus trends

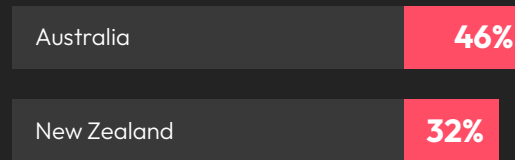
Bonus sentiment shows similar alignment. 46% of Australian and 32% of New Zealand employers plan to offer bonuses in 2026, which largely matches employee expectations (45% AU and 26% NZ). While Australia has seen a slight dip from last year's 49%, New Zealand's outlook remains stable.

After two years of "expectation anxiety," employers and professionals are finally beginning to find common ground on pay and bonuses. However, with inflationary pressure persisting, employers who combine transparent reward strategies with genuine recognition and career progression will be best positioned to retain and motivate talent in 2026.

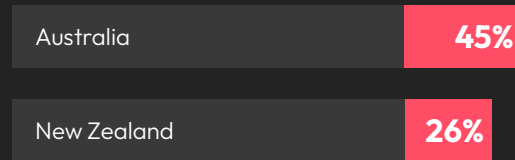
While pay confidence is improving, many professionals continue to feel financial strain as cost-of-living pressures persist.

Bonus trends

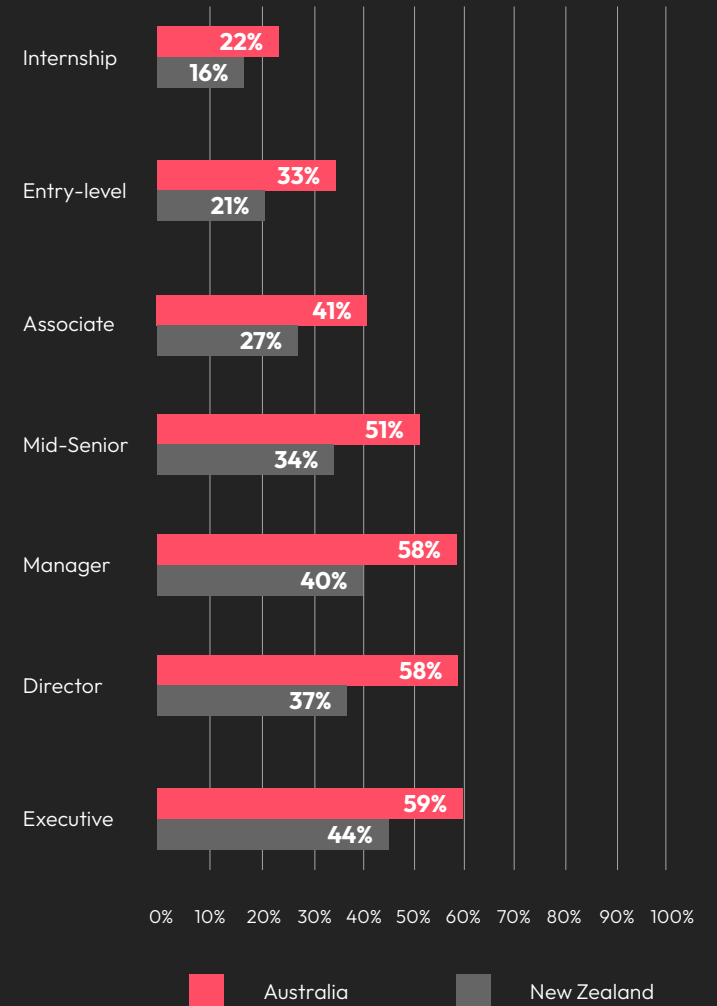
% of businesses likely to give bonuses to employees



% of employees expecting a bonus



How likely are employees to receive a bonus in 2026?



Cost of living & financial pressures

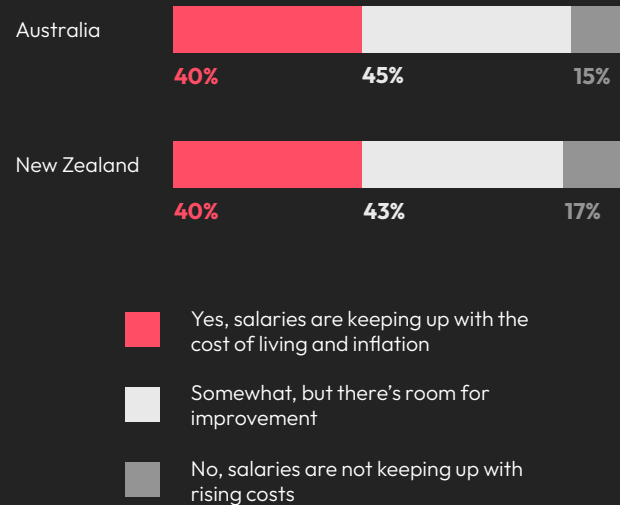
Despite greater alignment on pay and bonuses, the financial reality for many professionals remains strained. Only 19% of workers in both Australia and New Zealand say their salary keeps pace with cost of living and inflation, underscoring a continued disconnect between nominal pay growth and real-world affordability.

Employers appear unaligned with their employees, with only 15% in Australia and 17% in New Zealand fully acknowledging that their employees are not being paid enough to match inflation and the cost of living. This contrasts sharply with employee sentiment and points to a significant perception gap.

% of employees feel their pay does not keep up with the rising cost of living and inflation

Australia	New Zealand
81%	81%

% of employers believe their employees are earning enough or almost enough to keep up with inflation and the cost of living



While the proportion of employers citing the cost of living as a key retention challenge has eased - down to 66% in Australia and 35% in New Zealand (from 76% and 62% in 2025), financial anxiety remains elevated. Australians, in particular, report greater unease about their remuneration, despite generally higher salaries across comparable roles.

As cost pressures persist, conversations around pay transparency and fairness are becoming increasingly important across both markets.

% of employers expecting rising cost-of-living pressures to impact talent retention

Australia

66%

New Zealand

35%

Cost-of-living pressures remain a reality, and any signs of stabilisation have not translated into greater financial security. For many professionals, higher pay has not restored confidence, signalling that real wage growth and financial wellbeing will remain central to retention in 2026.



Salary transparency

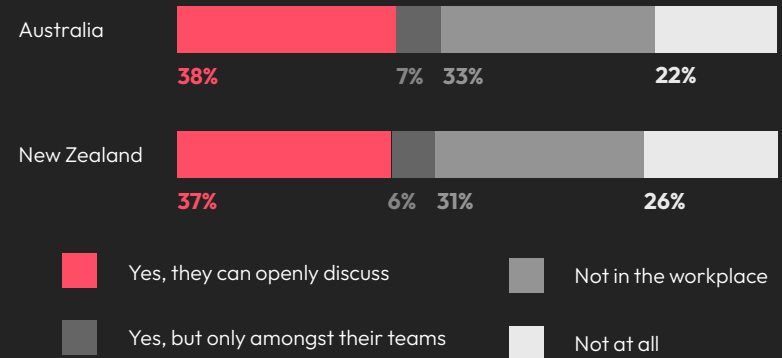
While discussions around pay have grown louder in policy and media, real-world behaviour tells a different story. 56% of Australian and 57% of New Zealand professionals say they “don’t discuss salaries at all” - virtually unchanged from 2025. Only 5% in Australia and 4% in New Zealand report talking openly about pay, reflecting an enduring cultural discomfort with the topic.

Younger generations are more open to the conversation, often comparing pay outside of work, suggesting shifting norms driven by social transparency rather than workplace policy. Encouragingly, employer sentiment is evolving, with 46% of Australian and 43% of New Zealand employers say they support salary transparency - up slightly from last year’s levels.

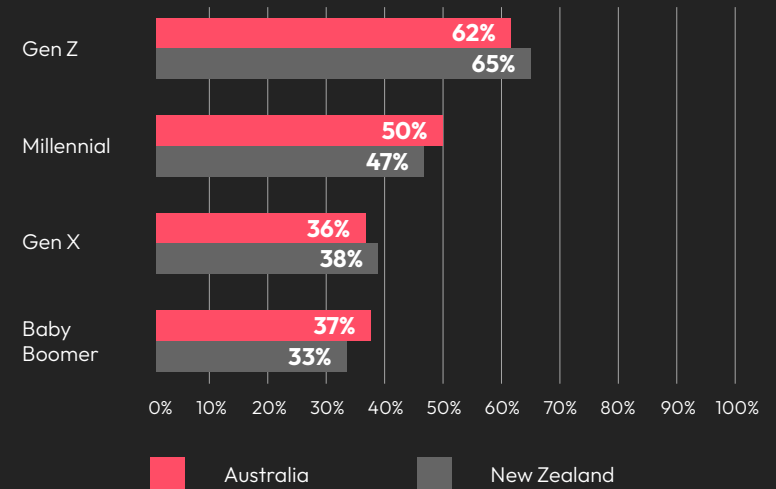
Despite the momentum for pay transparency in public discourse, change within organisations has been slow. Pay secrecy remains the norm, shaped by caution and culture rather than capability.

When implemented thoughtfully, salary transparency can foster fairness, trust, and stronger retention by clarifying reward structures. However, without context and communication, it risks fuelling disengagement or resentment. For employers, the opportunity lies in transparency with purpose - sharing enough to build equity and confidence, without influencing disengagement.

% of employers who believe employees should discuss salaries with colleagues



% of employees who discuss their salaries with colleagues



Employee priorities

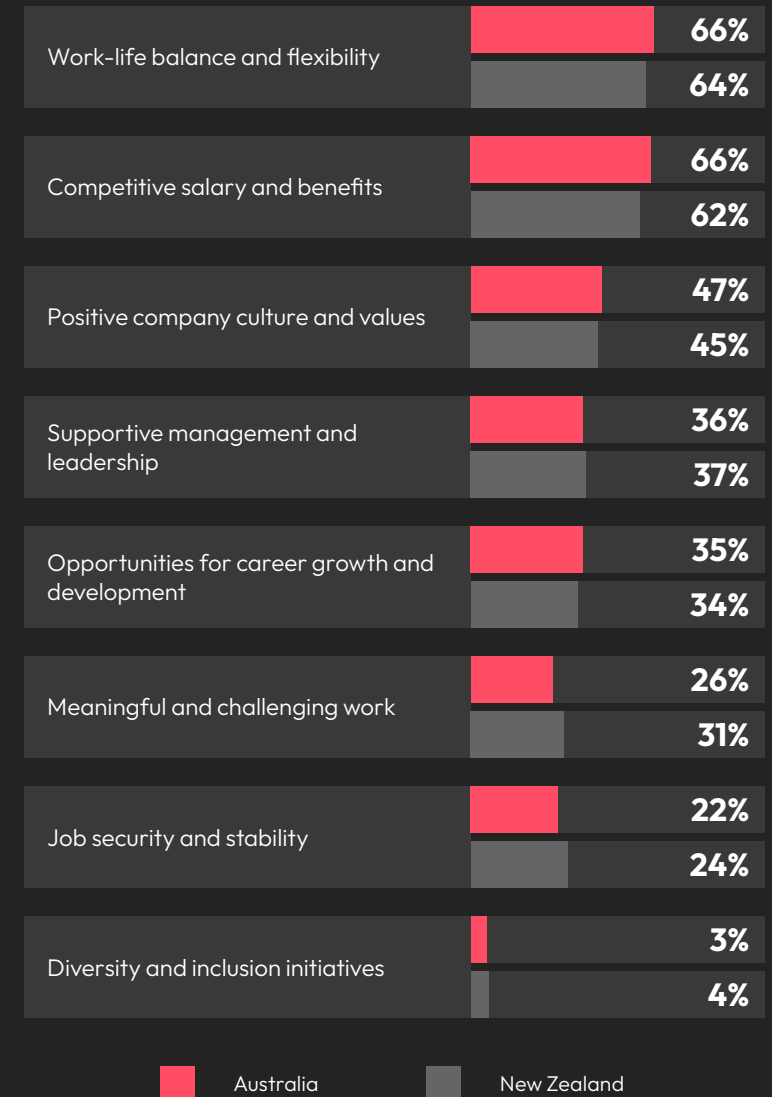
Employee priorities across Australia and New Zealand have shifted firmly back to the fundamentals. Competitive pay, work-life balance, and strong leadership significantly outweigh softer benefits such as diversity initiatives.

In Australia, salary and work-life balance rank equally as top priorities (66%), followed by positive company culture and values (47%). In New Zealand, work-life balance leads (64%), followed by salary (62%) and company culture (45%).

This represents a marked shift from 2025, when only 35% of professionals cited salary as their key motivator. Rising living costs and economic uncertainty have driven employees to focus on financial stability and balance over less tangible benefits.

While pay and flexibility dominate, career development (35% AU / 34% NZ) and supportive leadership (36% AU / 37% NZ) remain central to engagement. These findings reinforce that while compensation and flexibility are non-negotiables, long-term growth opportunities and effective management are critical to retention.

What employees value most from an employer



Generational differences in priorities

Across generations, priorities differ. Gen Z professionals place the greatest importance on pay (73% in Australia and 76% in New Zealand) and career development (58% in Australia and 60% in New Zealand) relative to other cohorts.

Managing these varied expectations will be key as organisations navigate an increasingly multigenerational workforce.

As these priorities evolve, employers are reassessing how their benefits align with what employees truly value.

What generations value most in an employer

Gen Z (1997-2012)



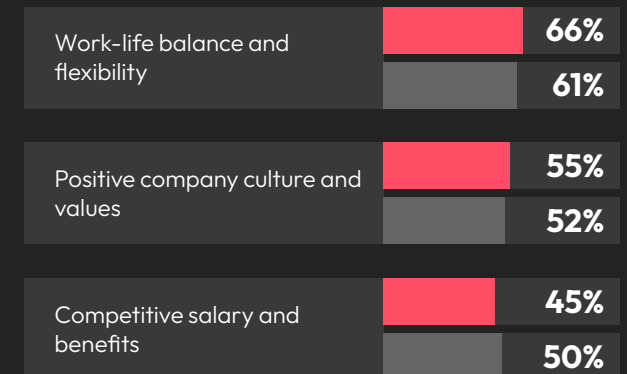
Gen X (1965-1980)



Millennial (1981-1996)



Baby Boomer (1946-1964)



■ Australia ■ New Zealand

Benefits

Across Australia and New Zealand, employee benefit preferences have become more practical. Flexible working, additional leave, and financial incentives now top the list, while investment in wellbeing programs and training often exceeds actual demand.

Flexible working remains the most valued benefit (87% AU / 80% NZ) and is now seen as standard practice. Additional leave (49% AU / 43% NZ) and career development (35% AU / 31% NZ) follow closely. Financial incentives such as superannuation (13% AU / 39% NZ) and share schemes (23% AU / 13% NZ) are becoming increasingly attractive.

Health insurance is a clear regional differentiator, valued by 38% of New Zealand employees but only 14% in Australia. Employers continue to invest heavily in mental health support (64% AU / 67% NZ), yet only 7% of employees rate it as a priority, revealing a mismatch between offering and perceived value.

Flexibility has evolved from a desired benefit into a non-negotiable. The benefits landscape has shifted from perks and programs toward tangible offerings that enhance financial wellbeing, time, and trust. Employers that align benefits with these priorities will strengthen both engagement and retention.

The real opportunity lies in shifting from offering more benefits to offering the right ones - those that deliver tangible value to employees' lives.

Which benefits are most important to employees

	Australia	New Zealand
Additional annual leave	49%	43%
Additional superannuation or KiwiSaver contributions	13%	39%
Childcare support or subsidies	3%	3%
Commuter benefits or travel allowance	8%	8%
Company car or car allowance	8%	8%
Company-paid education, training or career development	35%	31%
Flexible working arrangements	87%	80%
Generous parental leave	10%	6%
Gym or fitness membership	6%	4%
Health insurance contributions	14%	38%
Life insurance contributions	2%	8%
Mortgage or housing assistance	8%	4%
Psychological or mental health support	7%	7%
Salary sacrifice options	26%	8%
Share or equity incentives	23%	13%

Which benefits do organisations offer

	Australia	New Zealand
Additional annual leave	42%	42%
Additional superannuation or KiwiSaver contributions	9%	17%
Childcare support or subsidies	3%	4%
Commuter benefits or travel allowance	10%	12%
Company car or car allowance	26%	23%
Company-paid education, training or career development	60%	64%
Flexible working arrangements	89%	88%
Generous parental leave	45%	30%
Gym or fitness membership	18%	16%
Health insurance contributions	10%	38%
Life insurance contributions	7%	21%
Mortgage or housing assistance	3%	3%
Psychological or mental health support	64%	67%
Salary sacrifice options	68%	18%
Share or equity incentives	21%	12%



Retention trends

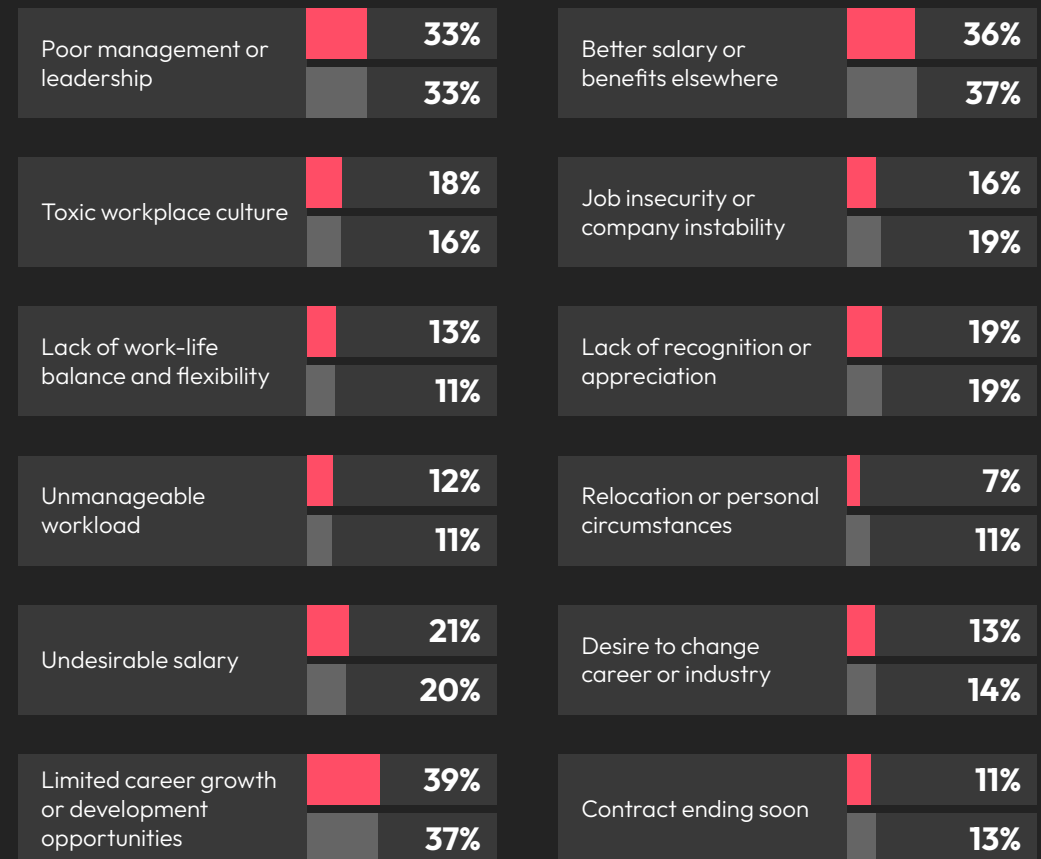
Turnover across Australia and New Zealand has steadied, but disengagement remains a concern. Employees are increasingly driven by a mix of financial and emotional factors, signalling that while competitive pay is essential, it cannot sustain long-term loyalty on its own.

In Australia, limited career growth (39%), better salary opportunities elsewhere (36%), and poor management (33%) are the leading reasons for job changes. In New Zealand, salary (37%) narrowly edges out limited growth (37%) and poor leadership (33%).

Compared to 2025, salary-related movement has grown alongside rising living costs, while emotional drivers such as lack of recognition (19% AU / 19% NZ) and toxic workplace culture (18% AU / 16% NZ) are increasing. Professionals now seek not only fair compensation but also respect, purpose, and authentic leadership.

Although turnover has stabilised, these findings point to lingering disengagement, a warning sign for employers relying solely on pay to retain talent. Clear career pathways, authentic leadership, and visible recognition are now key to sustaining motivation and commitment.

Top reasons for moving jobs



■ Australia ■ New Zealand

Skills shortages & hiring challenges

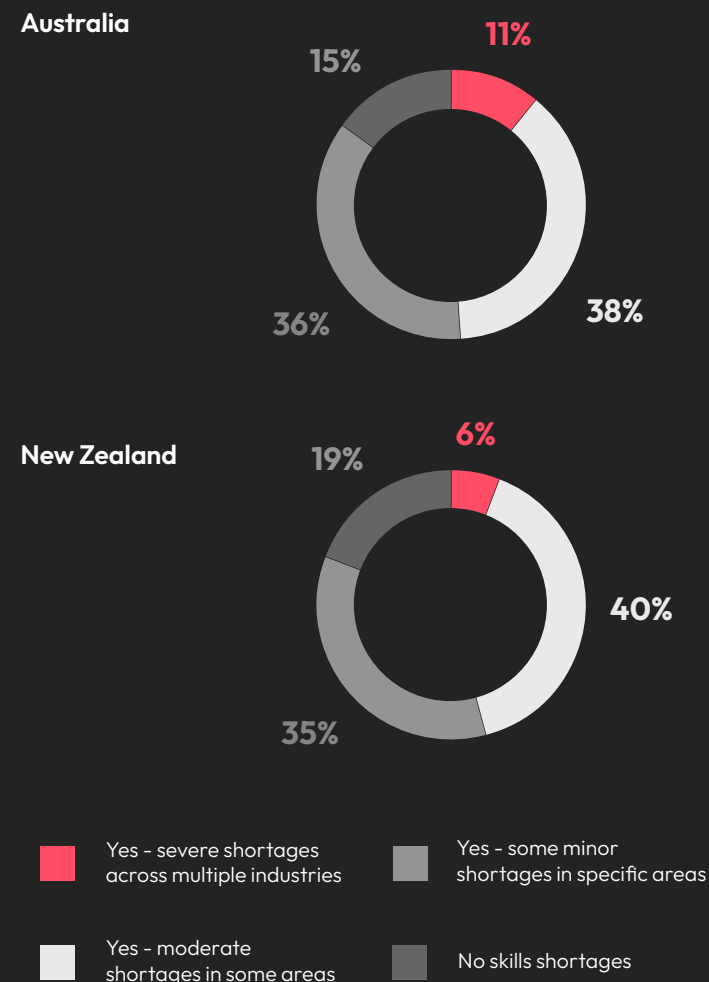
Talent shortages remain high across Australia and New Zealand, with 85% of Australian and 81% of New Zealand employers reporting challenges in 2026, a slight improvement from 2025 (87% AU / 84% NZ).

Critical gaps persist in industry expertise (60% AU / 52% NZ), digital and technology skills (38% AU / 37% NZ), and leadership roles (35% AU / 31% NZ).

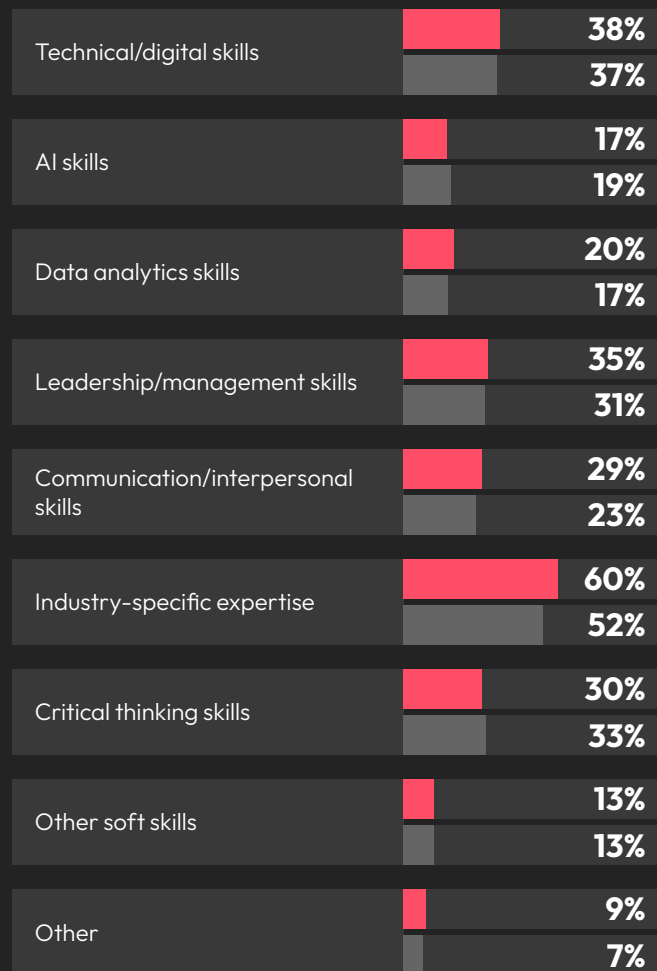
Challenges differ between markets. In Australia, high salary expectations (62%) and technical skill gaps (61%) make hiring difficult. In New Zealand, unsuitable applications (62%) and lack of qualifications (53%) are top barriers. Employers are responding through upskilling initiatives (66% both markets), contractor engagement, and, in New Zealand, increased automation and technology adoption.

The focus has shifted from quantity to quality - it is no longer about attracting applicants, but securing the right talent. Employers investing in internal development, mentorship, and cross-industry recruitment pipelines will reduce external dependency and strengthen long-term capability.

% of employers who have experienced skills shortages within the last year

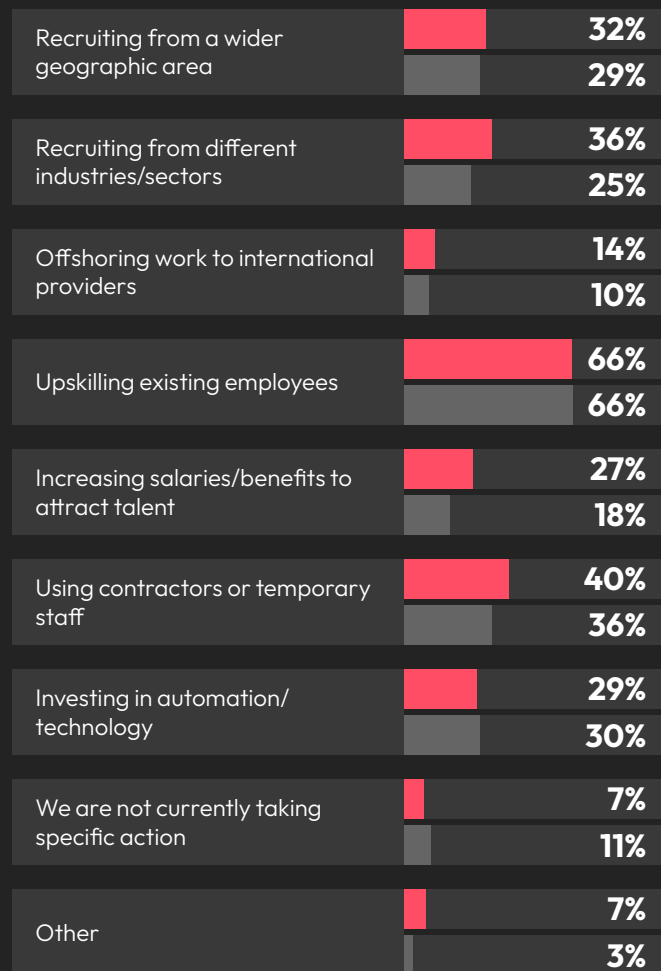


Skills that are most in shortage



Australia New Zealand

How organisations are addressing these shortages



Offshoring

Offshoring is increasingly being used to bridge domestic skill gaps. In Australia, 28% of employers currently offshore roles, with an additional 9% considering it. In New Zealand, 17% have offshored and 6% are exploring it.

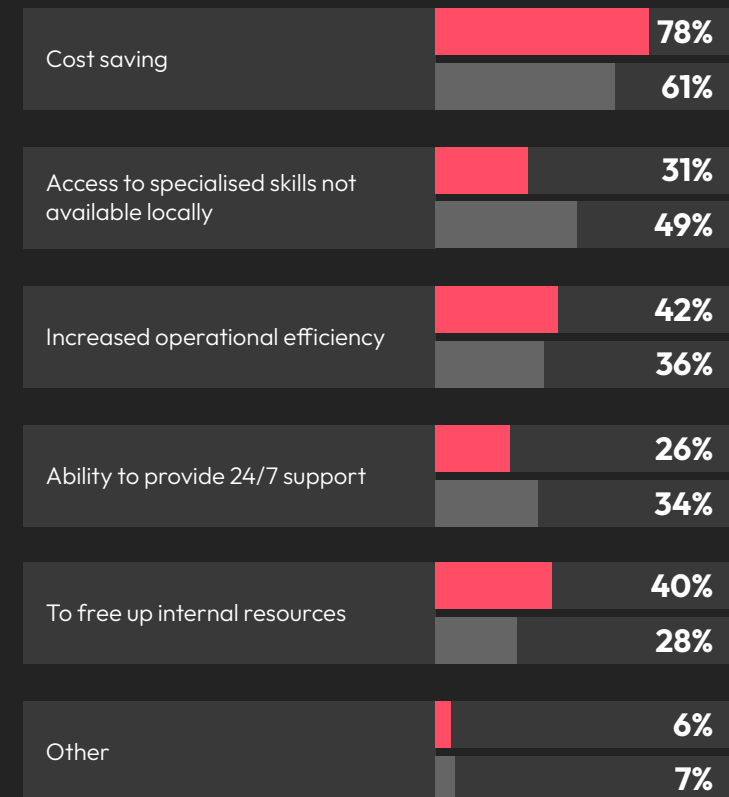
Information technology and software development remain the most commonly offshored functions, followed by administration and finance in Australia, and customer service in New Zealand.

Motivations vary: cost efficiency (78% AU / 61% NZ), operational performance (42% AU / 36% NZ), and access to specialised skills (49% NZ) are key drivers.

For employers, offshoring serves as a tactical solution to skills shortages but is no substitute for developing domestic capability. Successful organisations balance global resourcing with local development - upskilling staff, creating flexible teams, and leveraging technology to improve efficiency.

Offshoring can free internal resources for strategic initiatives and reduce costs, but over-reliance risks creating knowledge gaps and weakening engagement among domestic teams. The most effective employers will balance global efficiency with strong internal capability to build resilience in 2026 and beyond.

Main reasons businesses would offshore



■ Australia ■ New Zealand

AI, automation & upskilling

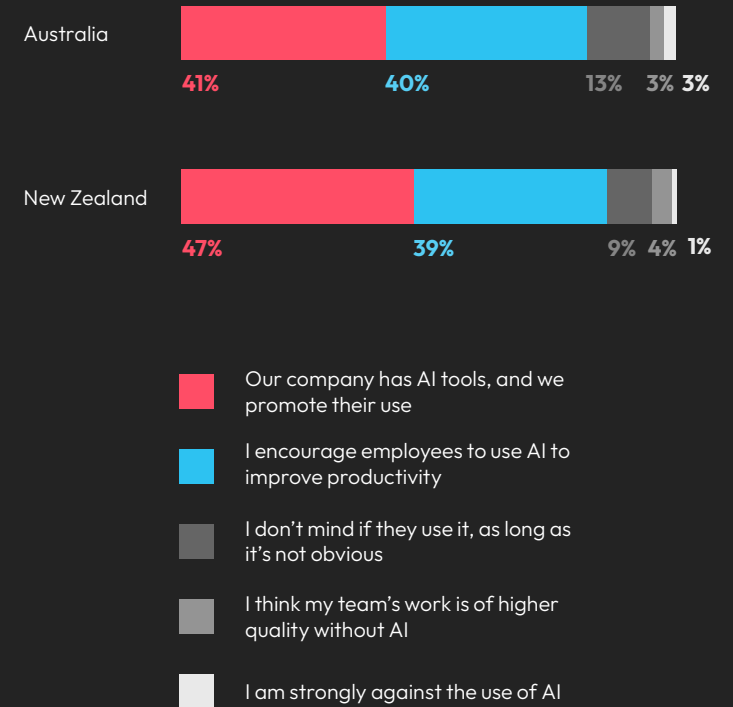
AI adoption has accelerated sharply over the past year, evolving from a workplace curiosity to an operational norm. Across Australia and New Zealand, 81% and 86% of employers respectively now actively promote AI use, up from roughly two-thirds in 2025. This surge marks a clear shift: AI is no longer experimental but embedded in daily operations.

Employee engagement with AI has also risen significantly. 69% of professionals now say AI assists their work. Employers are increasingly valuing AI capability, with 12% in Australia and 13% in New Zealand rating these skills as very important, and over half in both markets viewing them as somewhat important.

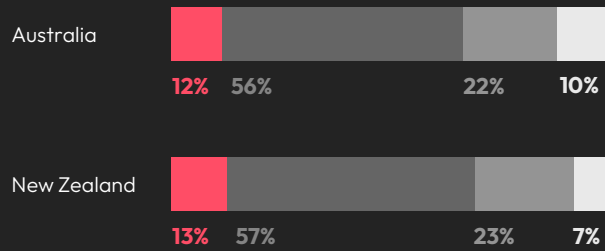
Despite this progress, capability building remains uneven. In Australia, only 21% of organisations provide formal AI training and 32% offer informal learning opportunities, while 36% provide none. In New Zealand, provision is higher, with 23% offering formal and 44% informal training, and one in four yet to act. Encouragingly, 29% of companies across both markets plan to introduce new initiatives within the next year.

These findings indicate AI is reshaping, not replacing, roles. Employers that prioritise structured learning and integrate AI literacy into workforce development will be best positioned to sustain competitiveness in an increasingly technology-driven economy.

How employers feel about AI at work

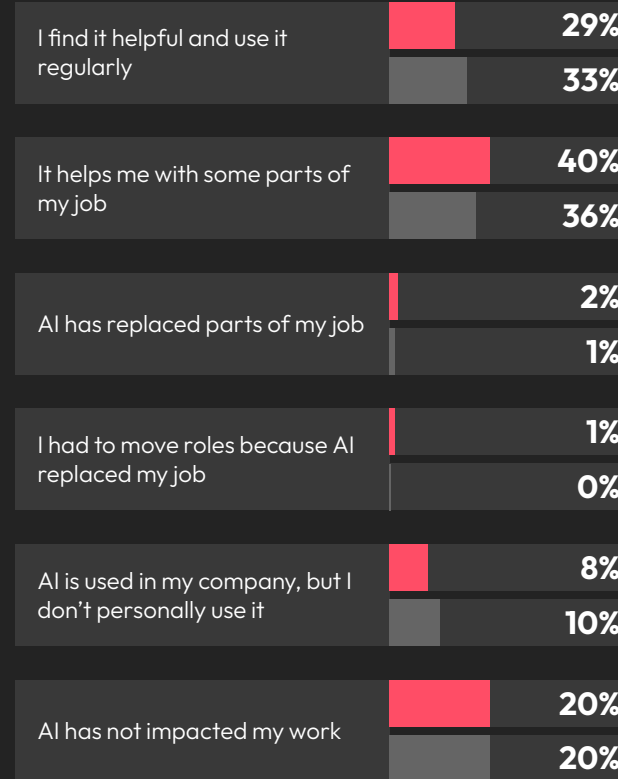


How important AI skills are to employers



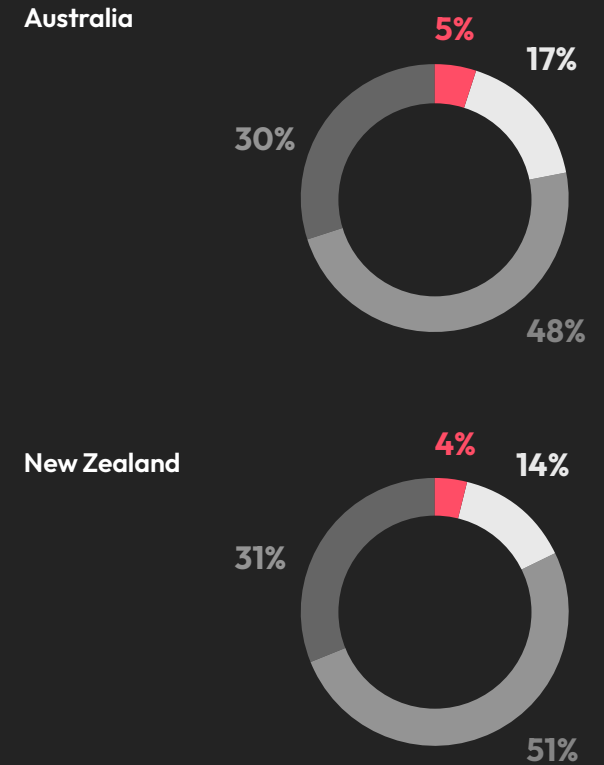
- Very important - we actively seek these skills in most roles
- Somewhat important - beneficial but not essential for most roles
- Not very important - only relevant to a small number of roles
- Not important at all - currently not a priority

How AI has impacted the work of employees



- Australia
- New Zealand

Employees who are concerned about the impact of AI on their jobs



- Very concerned
- Somewhat concerned
- Not concerned now, but potentially in the future
- Not concerned at all

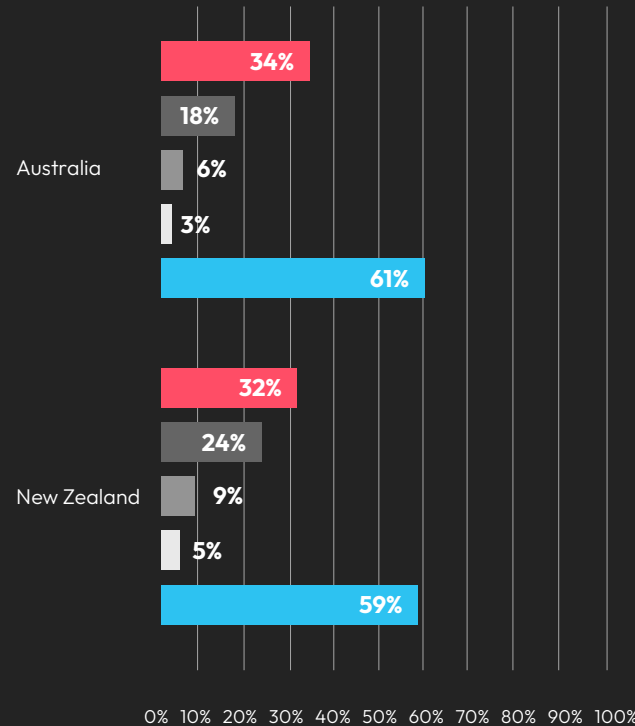
Work patterns & culture

Hybrid work is now standard practice, adopted by 66% of Australian and 61% of New Zealand professionals - up more than 10% from 2025. Flexibility has become an expectation rather than a benefit. Yet many employees continue to blur the line between home and office, making disconnection harder to achieve.

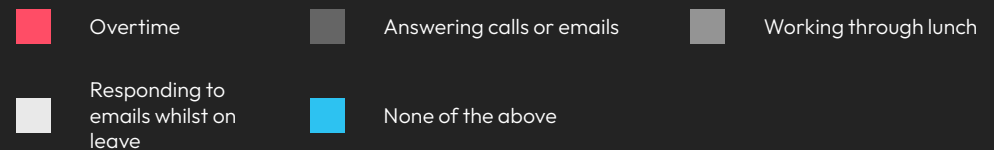
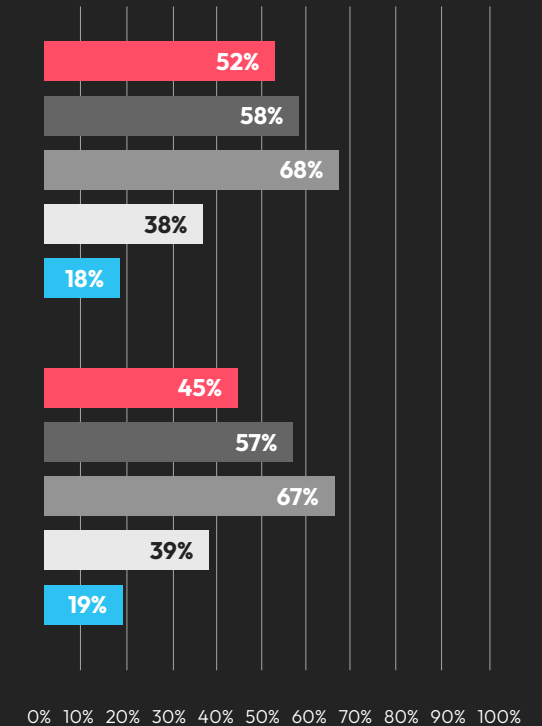
While 61% of Australian and 59% of New Zealand employers say they do not expect staff to work beyond contracted hours, most employees still do. In Australia, 68% work through lunch, 58% respond after hours, and 52% log overtime. In New Zealand, 67% skip lunch, 57% stay connected after hours, and 45% work late.

Despite the introduction of “Right to Disconnect” in Australia, burnout levels remain unchanged from 2025. Many organisations believe they already limit after-hours work, yet employees still feel pressure to stay available. The gap between policy and practice shows that overwork has become a cultural expectation, one that will shift only when leaders model healthy boundaries and workloads are actively managed.

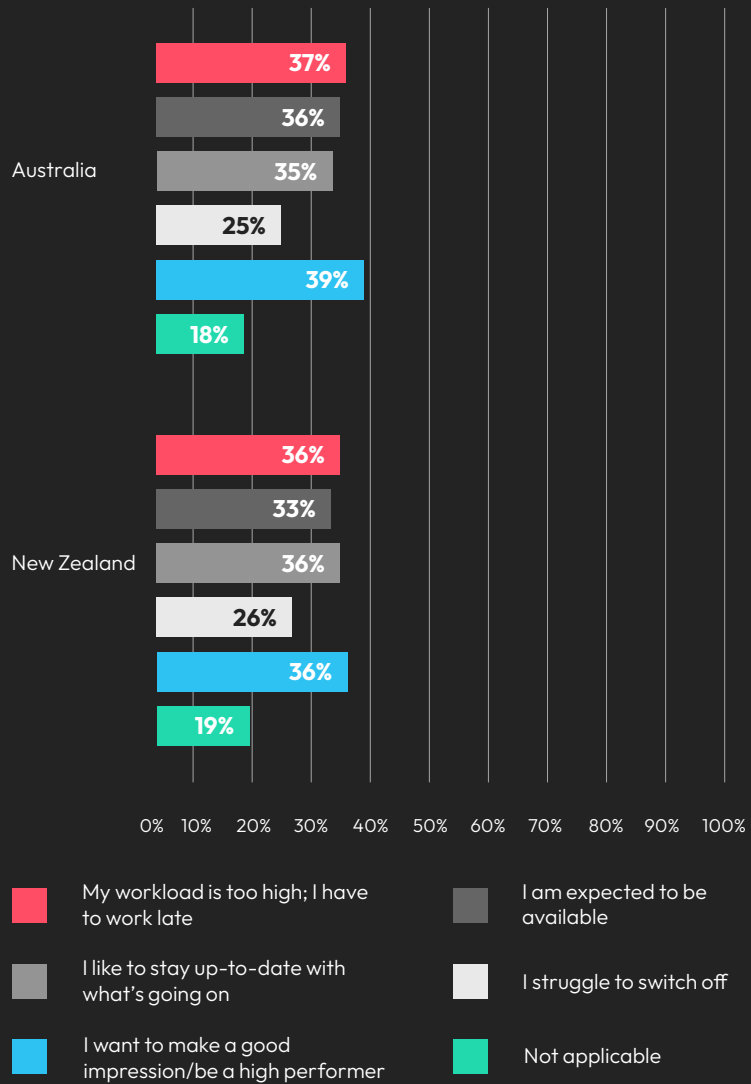
What after-hours work employers expect from employees



What after-hours work employees engage in



Why employees engage in after-hours work



Relocation & global mobility

Relocation across Australia and New Zealand remains strong. Around half of Australian professionals are open to moving for work, compared with two-thirds of New Zealanders, echoing last year's levels but reflecting a sharper focus on lifestyle and earning potential. For many, relocation is now a career strategy rather than a temporary change of scenery.

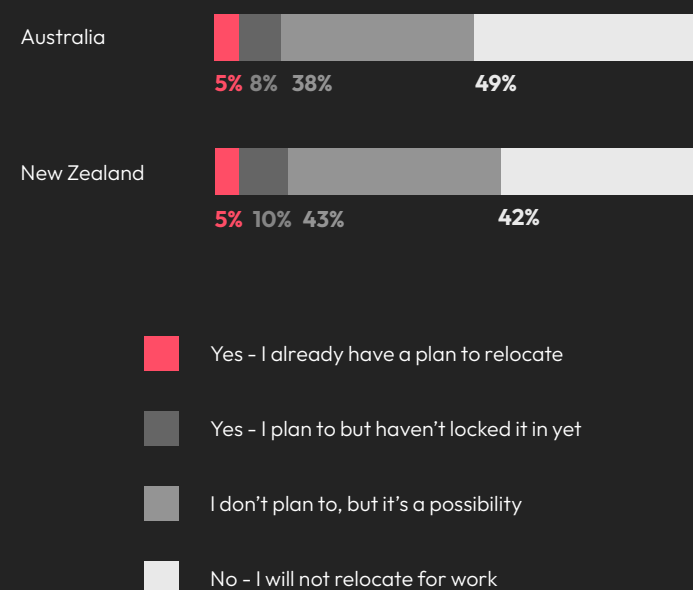
The strongest motivators are financial and professional. In Australia, 70% say higher pay would prompt a move, and 60% cite better career opportunities. The pattern is similar in New Zealand, where 71% are driven by pay, 65% by career prospects, and just over half by lifestyle.

Movement continues to flow predominantly from New Zealand to Australia, with 65% of New Zealanders open to relocating to Australia as their first choice. Following a record loss of citizens in 2025, this trend deepens New Zealand's skills shortage but also presents opportunity.

Interest among Australians in relocating to New Zealand has risen to 17% (up from 2% last year), while 77% would consider interstate moves. For employers, recognising Australia and New Zealand as an integrated talent ecosystem will be key to addressing skills gaps and sustaining competitiveness throughout 2026.

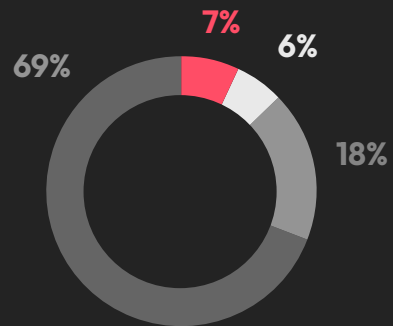
Relocation trends

% of employees relocating in next 12 months

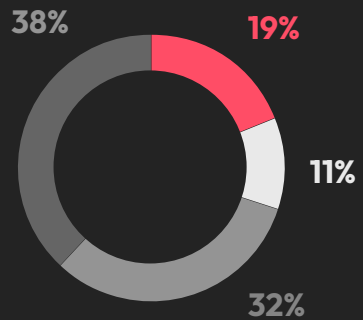


% of employers expecting to lose staff to relocating

Australia



New Zealand



- I already have team members moving
- I think it's likely some of my team will relocate
- Some team members have mentioned that they may move
- No - I don't expect anyone to relocate

Top reasons for employees relocating in next 12 months

Higher salaries	■ 70%	■ 71%
More job opportunities	■ 61%	■ 65%
Lower cost of living	■ 27%	■ 38%
Better work-life balance	■ 35%	■ 37%
Change in lifestyle	■ 52%	■ 53%

■ Australia ■ New Zealand



Accounting & Finance

The Accounting & Finance section covers Australia (New South Wales, Queensland, Victoria, South Australia, Western Australia) and New Zealand (Auckland, Wellington, Christchurch).

Survey findings point to another year of strong demand for skilled finance professionals, with intensity varying by market. In Australia, hiring remains very high and competition for talent persists; in New Zealand, demand is moderate and hiring conditions are more balanced. Professionals continue to prioritise excellent compensation and benefits, work-life balance, and supportive cultures, with hybrid and flexible arrangements the preferred ways of working. Encouragingly, most employers intend to lift pay in 2026, broadly aligning with employee expectations. Employee and employer expectations have remained largely consistent with last year, suggesting a continued alignment on key priorities such as flexibility, culture, and compensation.

With most organisations hiring and around half of professionals open to new roles, competition for high-demand talent, particularly Finance Managers and Finance Business Partners, will remain. Employers that combine competitive pay, flexibility, and a strong culture will be best placed to attract and retain top performers.



Key findings

Accounting & Finance

Sector trends

Australia

Avg. tenure of professionals
2.2 years

Female **52%** | Male **48%**

Hiring demand
Very high

It is very difficult to hire these professionals

New Zealand

Avg. tenure of professionals
2.3 years

Female **55%** | Male **45%**

Hiring demand
Medium

It is fairly easy to hire these professionals

What professionals value in an employer in 2026

Australia

1. Excellent compensation & benefits
2. Work-life balance & flexible working arrangements
3. Positive & supportive workplace culture

New Zealand

1. Work-life balance & flexible working arrangements
2. Competitive salary & benefits package
3. Positive & supportive workplace culture

Employee expectations



■ Australia ■ New Zealand

Top three preferred working styles

Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

New Zealand

1. Hybrid
2. Office-based
3. Flexible hours



Top 3 most sought-after professionals

Australia

- 1 Financial Accountant
- 2 Finance Business Partner
- 3 Finance Manager

New Zealand

- 1 Commercial Finance Manager
- 2 Finance Business Partner
- 3 Finance Manager

Commerce & Industry

Executive

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Financial Officer (Large Business)	360k-450k	405k	350k-500k	425k	157-217	187	157-217	187
Chief Financial Officer (SME)	280k-315k	297.5k	300k-350k	325k	150-170	160	150-170	160

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Finance Business Partner	170k-220k	195k	170k-220k	195k	94-120	107	94-120	107
Finance Business Partner	150k-170k	160k	150k-170k	160k	82-94	88	82-94	88
Head of FP&A (Large Business)	225k-250k	237.5k	225k-250k	237.5k	130-145	137.5	130-145	137.5
Head of FP&A (SME)	180k-215k	197.5k	180k-220k	200k	107-117	112	107-117	112
Financial Controller (Large Business)	225k-250k	237.5k	225k-250k	237.5k	119-136	127.5	119-136	127.5
Financial Controller (SME)	180k-205k	192.5k	180k-220k	200k	97-111	104	97-111	104
Senior Tax Manager	205k-250k	227.5k	200k-250k	225k	111-136	123.5	111-136	123.5
Commercial/FP&A Manager	170k-205k	187.5k	170k-205k	187.5k	92-111	101.5	92-111	101.5
Tax Manager	165k-200k	182.5k	165k-200k	182.5k	90-109	99.5	90-109	99.5
Finance Manager	145k-180k	162.5k	150k-180k	165k	85-97	91	85-97	91
Senior FP&A/Financial/Commercial Analyst (3-5 years PQE)	125k-150k	137.5k	125k-150k	137.5k	68-83	75.5	68-83	75.5
Systems Accountant	140k-170k	155k	140k-170k	155k	77-94	85.5	77-94	85.5
Group Accountant	120k-145k	132.5k	120k-145k	132.5k	68-77	72.5	68-77	72.5
Tax Accountant	115k-135k	125k	120k-140k	130k	58-77	67.5	58-77	67.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Commerce & Industry

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Treasury Accountant	125k-140k	132.5k	120k-145k	132.5k	68-77	72.5	68-77	72.5
FP&A/Financial/Commercial Analyst	110k-125k	117.5k	110k-125k	117.5k	58-68	63	58-68	63
Newly Qualified Accountant	90k-120k	105k	90k-120k	105k	49-65	57	49-65	57
Senior Financial Accountant (3-5 years PQE)	110k-125k	117.5k	110k-130k	120k	58-68	63	58-68	63
Financial Accountant (1-3 years PQE)	100k-115k	107.5k	90k-110k	100k	54-58	56	54-58	56
First Mover	100k-110k	105k	110k-120k	115k	54-58	56	54-58	56

Part-qualified & Transactional

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Payroll Manager	125k-150k	137.5k	125k-150k	137.5k	68-83	75.5	68-83	75.5
Senior Payroll Analyst	95k-115k	105k	100k-120k	110k	60-65	62.5	60-65	62.5
Payroll Officer	80k-100k	90k	85k-100k	92.5k	43-54	48.5	43-54	48.5
Credit Manager	100k-120k	110k	100k-120k	110k	54-63	58.5	54-63	58.5
Credit Controller	70k-90k	80k	80k-90k	85k	34-43	38.5	34-43	38.5
Accounts Payable/Receivable Manager	100k-115k	107.5k	100k-120k	110k	49-68	58.5	49-68	58.5
Accounts Payable/Receivable Officer	75k-95k	85k	80k-95k	87.5k	39-52	45.5	39-52	45.5
Bookkeeper	70k-95k	82.5k	80k-100k	90k	43-54	48.5	43-54	48.5
Assistant Accountant	75k-90k	82.5k	85k-95k	90k	42-49	45.5	42-49	45.5
Graduate/Entry Level Accountant	60k-70k	65k	70k-80k	75k	32-37	34.5	32-37	34.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Commerce & Industry

Senior & Executive

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Financial Officer (Blue Chip)	415k-450k	432.5k	415k-450k	432.5k	174+	-	175-225	200
Chief Financial Officer (SME)	280k-315k	297.5k	280k-315k	297.5k	143-171	157	140-180	160
Head of/GM Finance	235k-270k	252.5k	235k-270k	252.5k	113-139	126	115-140	128
Financial Controller	190k-215k	202.5k	190k-220k	205k	93-113	103	85-100	94
Commercial Manager	180k-215k	197.5k	180k-220k	200k	91-109	100	90-110	100
Tax/Internal Audit Manager	160k-190k	175k	160k-190k	175k	83-96	90	80-95	88
Finance Manager	125k-150k	137.5k	130k-170k	150k	70-78	74	70-80	75

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Finance Business Partner	145k-170k	157.5k	140k-180k	160k	74-87	81	65-85	75
Systems Accountant	120k-145k	132.5k	120k-150k	135k	65-73	69	65-85	75
Tax/Treasury Accountant	110k-140k	125k	110k-140k	125k	60-65	63	60-80	70
Senior Management/Financial Accountant	110k-135k	122.5k	120k-145k	132.5k	65-70	68	65-75	70
Business/Finance Analyst	110k-125k	117.5k	110k-130k	120k	61-69	65	60-70	65
Management / Financial Accountant	100k-125k	112.5k	100k-130k	115k	52-61	57	52-72	62
Senior Business/Finance Analyst	125k-150k	137.5k	120k-150k	135k	70-78	74	65-80	73

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Commerce & Industry

Part-qualified & Transactional

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Payroll Manager	145k-180k	162.5k	145k-180k	162.5k	61-91	76	70-100	85
Accounts Payable/Receivable Manager	110k-135k	122.5k	110k-135k	122.5k	57-65	61	60-80	70
Credit Manager	110k-130k	120k	110k-130k	120k	61-78	70	60-80	70
Payroll Officer	80k-100k	90k	85k-110k	97.5k	38-60	49	45-55	50
Accounts Payable/Receivable Officer	75k-95k	85k	75k-95k	85k	33-43	38	40-50	45
Bookkeeper	70k-95k	82.5k	70k-95k	82.5k	38-52	45	38-50	44
Assistant Accountant	75k-90k	82.5k	80k-100k	90k	39-43	41	37-45	41
Credit Controller	70k-90k	80k	70k-90k	80k	33-43	38	35-45	40
Accounts Assistant	70k-85k	77.5k	70k-85k	77.5k	35-43	39	35-45	40

Public Sector

Senior & Executive

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Corporate Services	250k-280k	265k	230-300k	150.1k	119-143	131	120-145	133
Chief Financial Officer	235k-270k	252.5k	240-300k	150.1k	119-143	131	120-145	133
Director of Audit	215k-250k	232.5k	210-250k	125.1k	119-143	131	118-140	129
Executive Director	145k-180k	162.5k	140-190k	95.1k	77-96	87	75-95	85

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Public Sector

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Management Accountant	110k-125k	117.5k	115k-140k	127.5k	64-70	67	65-75	70
Senior Financial Accountant	110k-125k	117.5k	115k-140k	127.5k	64-70	67	65-75	70
Business Analyst	110k-125k	117.5k	110k-130k	120k	64-70	67	60-75	68
Financial/Management Accountant	105k-110k	107.5k	110k-130k	120k	57-64	61	50-64	57

Part-and Non-Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Payroll Officer	70k-90k	80k	75k-95k	85k	49-57	53	45-55	50
Accounts Receivable / Credit Officer	65k-75k	70k	70k-80k	75k	40-49	45	40-50	45
Accounts Payable Officer	65k-75k	70k	70k-80k	75k	40-49	45	40-50	45
Financial/Management Accountant	105k-110k	107.5k	110k-130k	120k	57-64	61	50-64	57

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Public Practice

Top Tier

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Equity Partner	315k+	-	315k+	-
Salaried Partner	235k-270k	252.5k	235k-270k	252.5k
Director	215k-250k	232.5k	215k-250k	232.5k
Senior Manager/Associate Director	145k-180k	162.5k	145k-180k	162.5k
Manager	115k-145k	130k	115k-145k	130k
Supervisor/Assistant Manager/Client Manager	100k-115k	107.5k	100k-115k	107.5k
Senior-CA or CPA	80k-100k	90k	80k-100k	90k
Intermediate	65k-80k	72.5k	65k-80k	72.5k
Graduate	60k-65k	62.5k	60k-65k	62.5k

Mid-Tier

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Equity Partner	315k+	-	315k+	-
Salaried Partner	235k-270k	252.5k	235k-270k	252.5k
Director	195k-225k	210k	195k-225k	210k
Senior Manager/Associate Director	145k-180k	162.5k	145k-180k	162.5k
Manager	115k-145k	130k	115k-145k	130k
Supervisor/Assistant Manager/Client Manager	100k-115k	107.5k	100k-115k	107.5k
Senior-CA or CPA	80k-100k	90k	80k-100k	90k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Public Practice

Mid-Tier

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Intermediate	65k-80k	72.5k	65k-80k	72.5k
Graduate	60k-65k	62.5k	60k-65k	62.5k

Boutique

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Equity Partner	270k+	-	270k+	-
Director	195k-235k	215k	195k-235k	215k
Senior Manager/Associate Director	145k-180k	162.5k	145k-180k	162.5k
Senior/Manager	125k-145k	135k	125k-145k	135k
Supervisor/Assistant Manager/Client Manager	110k-125k	117.5k	110k-125k	117.5k
Senior-CA or CPA	90k-110k	100k	90k-110k	100k
Intermediate	65k-80k	72.5k	65k-80k	72.5k
Graduate	60k-65k	62.5k	60k-65k	62.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Commerce & Industry

Executive

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
CFO	220k-550k	385k	230k-550k	390k	140-350	245	145-355	250
Financial Controller	180k-300k	240k	185k-310k	247.5k	130-300	215	135-305	220
Senior Tax Manager	160k-240k	200k	165k-245k	205k	100-150	125	105-155	130
Tax Manager	140k-160k	150k	145k-165k	155k	95-120	108	100-125	113
Finance Manager	140k-180k	160k	145k-185k	165k	90-130	110	95-130	113
Commercial/FP&A Manager	160k-200k	180k	165k-205k	185k	100-150	125	105-155	130
Head of FP&A	200k-240k	200k	205k-245k	225k	150-180	175	155-185	170

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Finance Business Partner	135k-160k	148k	140k-165k	152.5k	65-85	75	68-88	78
Finance Business Partner	125k-150k	138k	130k-155k	142.5k	65-75	70	68-78	73
Group Accountant	130k-150k	140k	130k-160k	145k	75-85	80	78-88	83
Financial/Business Analyst	115k-145k	130k	120k-150k	135k	65-75	70	68-78	73
Senior FP&A/Financial/Commercial Analyst	130k-160k	145k	130k-165k	147.5k	70-85	78	73-88	81
FP&A/Financial/Commercial Analyst	125k-150k	138k	125k-155k	140k	70-85	78	73-88	81
Financial Accountant	115k-145k	130k	120k-150k	135k	65-75	70	68-78	73
Project/Cost Accountant	115k-145k	130k	120k-150k	135k	65-75	70	68-78	73

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Commerce & Industry

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Management Accountant	115k-145k	130k	120k-150k	135k	65-75	70	68-78	73
Systems Accountant	115k-145k	130k	120k-150k	135k	65-75	70	68-78	73
Tax/Treasury Accountant	115k-145k	130k	120k-150k	135k	65-75	70	68-78	73
Newly Qualified Accountant	110k-130k	120k	115k-135k	120k	70-80	75	73-83	78
First Mover	110k-130k	120k	110k-130k	120k	70-80	75	73-83	78

Part-Qualified & Transactional

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Payroll Manager	125k-160k	143k	130k-160k	145k	90-130	110	93-133	113
Senior Payroll Analyst	90k-110k	100k	95k-115k	105k	75-95	85	78-98	88
Payroll Systems Specialist	90k-125k	108k	95k-130k	113k	75-100	88	78-103	91
Transactional Services Manager	90k-130k	110k	95k-135k	115k	75-100	88	78-103	91
Payroll Officer	75k-100k	88k	80k-105k	93k	48-65	57	51-68	60
Assistant Accountant	80k-95k	88k	85k-100k	93k	48-65	57	51-68	60
Credit Controller	85k-105k	95k	90k-110k	100k	48-65	57	51-68	60
Credit Manager	90k-130k	110k	95k-135k	115k	75-90	83	78-93	86
Accounts Payable/Receivable Manager	90k-110k	100k	95k-115k	105k	75-90	83	78-93	86
Accounts Receivable Officer	65k-85k	75k	70k-90k	80k	40-50	45	43-53	48
Bookkeeper	80k-100k	90k	85k-105k	95k	45-65	55	48-68	58

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Commerce & Industry

Part-Qualified & Transactional

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Credit Officer	65k-85k	75k	70k-90k	80k	40-50	45	43-53	48
Accounts Payable Officer	65k-85k	75k	70k-90k	80k	40-50	45	43-53	48
Graduate/Entry Level Accountant	65k-85k	75k	70k-90k	80k	40-50	45	43-53	48

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Commerce & Industry

Executive & Management

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Financial Officer (ASX & Large Corporate)	315k-405k	360k	315k-405k	360k	130-174	152	130-180	155
Chief Financial Officer (SME)	180k-270k	225k	180k-270k	225k	104-157	131	110-160	135
Financial Controller	160k-225k	192.5k	160k-220k	190k	78-122	100	80-130	105
Tax Manager	150k-235k	192.5k	170k-250k	210k	74-109	92	90-140	115
FP&A Manager	135k-190k	162.5k	140k-195k	167.5k	65-96	81	80-100	90
Internal Audit Manager	135k-190k	162.5k	140k-200k	170k	70-96	83	75-100	88
Finance Manager	125k-160k	142.5k	135k-165k	150k	61-87	74	65-95	80

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Finance Business Partner	125k-160k	142.5k	130k-160k	145k	61-87	74	61-95	78
Finance/Commercial Analyst	110k-135k	122.5k	110k-140k	125k	43-65	54	50-73	62
Tax Accountant	100k-135k	117.5k	100k-125k	112.5k	57-74	66	60-75	68
Internal Auditor	105k-130k	117.5k	110k-130k	120k	52-70	61	55-75	65
Systems Accountant	100k-125k	112.5k	120k-140k	130k	52-70	61	55-80	68
Cost Accountant	100k-125k	112.5k	105k-125k	115k	52-70	61	50-75	68
Management Accountant	90k-130k	110k	110k-135k	122.5k	48-70	59	50-75	63
Financial Accountant	100k-125k	112.5k	110k-135k	122.5k	48-70	59	50-75	63
Newly-qualified Accountant	75k-90k	82.5k	90k-100k	95k	35-48	42	40-52	46

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Commerce & Industry

Part-Qualified & Transactional

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Credit Manager	100k-110k	105k	100k-115k	107.5k	52-70	61	55-70	63
Payroll Manager	110k-145k	127.5k	110k-150k	130k	57-74	66	60-80	70
Payroll Systems Specialist	100k-125k	112.5k	110k-125k	117.5k	52-65	59	52-75	64
Payroll Officer	65k-85k	75k	70k-85k	77.5k	39-57	48	40-60	50
Assistant Accountant	65k-85k	75k	80k-90k	85k	39-48	44	40-50	45
Credit Controller	65k-80k	72.5k	70k-80k	75k	35-39	37	35-45	40
Accounts Payable/Receivable	65k-75k	70k	70k-80k	75k	35-39	37	35-45	40
Graduate Accountant	60k-70k	65k	65k-70k	67.5k	35-39	37	35-39	37

Public Practice

Top-Tier

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Partner	235k-285k	260k	235k-285k	260k
Director	180k-225k	202.5k	180k-225k	202.5k
Senior Manager/Associate Director	135k-170k	152.5k	135k-170k	152.5k
Manager/Client Manager	115k-145k	130k	115k-145k	130k
Assistant Manager	100k-115k	107.5k	100k-115k	107.5k
Senior-CA or CPA	80k-100k	90k	80k-100k	90k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Public Practice

Top-Tier

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Intermediate	65k-80k	72.5k	65k-80k	72.5k
Graduate	60k-65k	62.5k	60k-65k	62.5k

Mid-Tier

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Partner	195k-225k	210k	195k-225k	210k
Director	145k-195k	170k	145k-195k	170k
Senior Manager/Associate Director	115k-145k	130k	115k-145k	130k
Manager	110k-120k	115k	110k-120k	115k
Supervisor/Assistant Manager	90k-105k	97.5k	90k-105k	97.5k
Senior-CA or CPA	70k-90k	80k	70k-90k	80k
Senior-pre CA or CPA	65k-85k	75k	65k-85k	75k
Intermediate	60k-70k	65k	60k-70k	65k
Graduate	60k-65k	62.5k	60k-65k	62.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Public Practice

Boutique

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Partner	180k-195k	187.5k	180k-195k	187.5k
Director	145k-160k	152.5k	145k-160k	152.5k
Senior Manager/Associate Director	125k-145k	135k	125k-145k	135k
Manager	100k-120k	110k	100k-120k	110k
Supervisor	75k-90k	82.5k	75k-90k	82.5k
Senior-CA or CPA	70k-85k	77.5k	70k-85k	77.5k
Senior-pre CA or CPA	65k-70k	67.5k	65k-70k	67.5k
Intermediate	60k-65k	62.5k	60k-65k	62.5k
Graduate	60k-65k	62.5k	60k-65k	62.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Executive

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Financial Officer (ASX > 1000 FTE)	325k-360k	342.5k	340k-380k	360k	139-174	157	150-190	170
Chief Financial Officer (ASX & Large Corporate 500-1000 FTE)	260k-295k	277.5k	270k-310k	290k	122-148	135	130-150	140
Chief Financial Officer	205k-235k	220k	210k-250k	230k	96-117	107	100-120	110
GM Finance	230k-260k	245k	230k-270k	250k	110-135	123	110-135	123
Group Financial Controller (ASX & Large corporate)	225k-250k	237.5k	230k-260k	245k	104-122	113	110-130	120
Group Financial Controller	180k-205k	192.5k	180k-220k	200k	87-104	96	90-110	100
Financial Controller (ASX & Large corporate)	180k-215k	197.5k	180k-220k	200k	78-100	89	80-100	90
Financial Controller	160k-195k	177.5k	160k-195k	177.5k	70-78	74	75-90	83
Finance Manager	145k-170k	157.5k	150k-180k	165k	61-83	72	65-85	75
Tax Manager	145k-180k	162.5k	150k-190k	170k	65-96	81	70-100	85

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Finance Business Partner	160k-195k	177.5k	160k-195k	177.5k	78-104	91	78-104	91
Finance Business Partner	135k-160k	147.5k	135k-160k	147.5k	61-78	70	61-78	70
Group Accountant	125k-150k	137.5k	125k-150k	137.5k	48-70	59	48-70	59
Senior Management Accountant	125k-150k	137.5k	125k-150k	137.5k	57-78	68	57-78	68
Management Accountant	110k-135k	122.5k	110k-135k	122.5k	48-65	57	48-65	57
Senior Financial Accountant	125k-160k	142.5k	125k-160k	142.5k	57-78	68	57-78	68

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Financial Accountant	105k-130k	117.5k	105k-130k	117.5k	48-65	57	48-65	57
Senior Business/Financial Analyst	125k-160k	142.5k	125k-160k	142.5k	61-83	72	61-83	72
Business/Financial Analyst	100k-135k	117.5k	100k-135k	117.5k	48-65	57	48-65	57
Systems Accountant	110k-145k	127.5k	110k-145k	127.5k	52-78	65	52-78	65
Tax Accountant	100k-135k	117.5k	110k-140k	125k	43-65	54	43-65	54

Part-Qualified & Transactional

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Payroll Manager	115k-165k	140k	115k-165k	140k	57-91	74	57-91	74
Senior Payroll Analyst	100k-125k	112.5k	100k-125k	112.5k	48-74	61	48-74	61
Payroll Officer	75k-100k	87.5k	75k-100k	87.5k	35-52	44	35-52	44
Accounts Payable / Credit Manager	80k-110k	95k	80k-110k	95k	35-48	42	35-48	42
Accounts Payable Officer	65k-70k	67.5k	65k-70k	67.5k	32-40	36	32-40	36
Accounts Receivable Officer	65k-70k	67.5k	65k-70k	67.5k	32-40	36	32-40	36
Bookkeeper	70k-85k	77.5k	70k-85k	77.5k	33-43	38	33-43	38
Assistant Accountant	65k-80k	72.5k	65k-80k	72.5k	35-43	39	35-43	39
Accounts Assistant	60k-75k	67.5k	60k-75k	67.5k	32-41	37	32-41	37

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Executive

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Financial Officer	200k-450k	325k	200k-500k	350k	95-200	147.5	95-240	167.5
Commercial Manager	160k-260k	210k	160k-260k	210k	80-140	110	75-125	100
Financial Controller	160k-200k	180k	160k-250k	205k	70-110	90	75-120	97.5
Finance Manager	130k-180k	155k	130k-180k	155k	60-85	72.5	65-85	75
Head of Finance	180k-280k	230k	180k-280k	230k	85-135	110	85-135	110
Group Finance Manager	160k-190k	175k	160k-200k	180k	80-95	87.5	75-95	85
Deputy CFO	200k-350k	275k	200k-350k	275k	95-170	132.5	95-170	132.5
Chief Financial Officer (Corporate)	300k-450k	375k	300k-500k	400k	145-225	185	145-240	192.5
Chief Financial Officer (SME)	200k-350k	275k	200k-350k	275k	95-170	132.5	95-170	132.5
Finance Director	220k-300k	260k	220k-300k	260k	105-145	125	105-145	125

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Commercial Analyst/ Finance Business Partner	130k-170k	150k	130k-170k	150k	55-80	67.5	55-80	67.5
FP&A Manager	150k-190k	170k	160k-220k	190k	70-95	82.5	75-110	92.5
FP&A Analyst	110k-140k	125k	120k-150k	135k	50-70	60	55-75	65
Senior Finance Business Partner	150k-200k	175k	160k-210k	185k	75-100	87.5	75-105	90
Senior Financial/Business Analyst (5+ yrs' exp)	130k-160k	145k	130k-160k	145k	60-85	72.5	60-85	72.5
Senior Management Accountant (5+ yrs' exp)	120k-150k	135k	120k-150k	135k	55-75	65	55-75	65

All salaries are presented as base salaries and excluding benefits and bonuses.

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Financial Accountant (5+ yrs' exp)	120k-150k	135k	120k-150k	135k	55-75	65	55-75	65
Tax Accountant	100k-150k	125k	110k-150k	130k	55-80	67.5	55-80	67.5
Systems/Project Accountant	110k-150k	130k	110k-150k	130k	50-95	72.5	50-95	72.5
Financial/Business Analyst (0 -4 yrs' exp)	95k-130k	112.5k	100k-130k	115k	45-70	57.5	45-70	57.5
Management Accountant (0 -4 yrs' exp)	95k-130k	112.5k	100k-130k	115k	45-55	50	45-65	55
Financial Accountant (0 -4 yrs' exp)	95k-130k	112.5k	100k-130k	115k	48-65	56.5	48-65	56.5
Payroll Manager	90k-130k	110k	100k-150k	125k	50-70	60	50-70	60
Credit Manager	90k-120k	105k	100k-150k	125k	50-70	60	50-70	60
Finance Business Partner (standalone)	120k-150k	135k	120k-150k	135k	55-75	65	55-75	65
Financial Analyst (0-4 yrs)	95k-130k	112.5k	100k-130k	115k	45-65	55	45-65	55
Senior Financial Analyst (5+ yrs)	120k-150k	135k	120k-150k	135k	55-75	65	55-75	65
Management Accountant (6+ yrs)	120k-150k	135k	120k-150k	135k	55-75	65	55-75	65
Senior Treasury Accountant	120k-150k	135k	120k-150k	135k	55-75	65	55-75	65
Treasury Accountant	100k-130k	115k	100k-130k	115k	45-70	57.5	45-70	57.5
Senior Analyst	130k-160k	145k	130k-160k	145k	60-85	72.5	60-85	72.5
Senior Manager	140k-165k	153.5k	150k-170k	160k	65-80	72.5	70-85	77.5
Manager	115k-135k	125k	120k-140k	130k	55-65	60	55-75	65

All salaries are presented as base salaries and excluding benefits and bonuses.

Part & Non-qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Financial Accountant -Degree	85k-115k	100k	85k-115k	100k	40-60	50	40-60	50
Assistant Accountant	70k-85k	77.5k	70k-85k	77.5k	35-45	40	40-50	45
Accounts Payable/Receivable -Manager	100k-140k	120k	100k-140k	120k	45-65	55	45-65	55
Accounts Assistant	65k-75k	70k	65k-75k	70k	30-35	32.5	30-40	35
Credit Controller	65k-85k	75k	65k-85k	75k	35-45	40	35-45	40
Accounts Payable/Receivable	65k-85k	75k	65k-85k	75k	30-40	35	30-40	35
Payroll Clerk/Officer	80k-110k	95k	80k-110k	95k	35-50	42.5	35-50	42.5
Graduate Accountant	65k-80k	72.5k	65k-80k	72.5k	30-40	35	30-40	35

Finance & Accounting

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
General Manager Finance	180k-220k	200k	200k-300k	250k	85-110	97.5	95-145	120
Commercial Manager	160k-200k	180k	160k-260k	210k	75-100	87.5	75-125	100
Corporate Accountant	120k-140k	130k	130k-150k	140k	55-70	62.5	65-70	67.5
Corporate Finance Senior Manager	140k-165k	152.5k	150k-190k	170k	65-80	72.5	70-90	80
Corporate Finance Manager	115k-135k	125k	130k-160k	145k	55-65	60	65-75	70
Corporate Finance Senior Analyst	100k-120k	110k	110k-140k	125k	45-60	52.5	55-65	60
Company Accountant	80k-110k	95k	80k-120k	100k	40-55	47.5	40-60	50
Corporate Finance Analyst	80k-100k	90k	100k-130k	115k	40-55	47.5	50-65	57.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Executive

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Deputy CFO/Finance Director	200k-240k	220k	200k-240k	220k	150-190	170	150-190	170
Financial Controller	160k-200k	180k	160k-200k	180k	120-150	135	130-160	145
Finance Manager	130k-170k	150k	130k-170k	150k	120-150	135	120-150	135
Finance Business Partner	155k-185k	170k	155k-185k	170k	100-130	115	100-130	115
Chief Financial Officer (SME)	200k-300k	250k	200k-300k	250k	200-300	250	200-300	250
Chief Financial Officer (Corporate)	300k-450k	375k	300k-450k	375k	200-350	275	200-350	275
Finance Director	200k-300k	250k	200k-300k	250k	200-300	250	200-300	250
General Manager Finance	200k-300k	250k	200k-300k	250k	200-300	250	200-300	250
Commercial Manager	150k-250k	200k	150k-250k	200k	150-200	175	150-200	175

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Financial Accountant CA (5+ yrs' exp)	120k-150k	135k	120k-150k	135k	90-125	107.5	100-130	115
Management Accountant (6+ yrs' exp)	130k-150k	140k	130k-150k	140k	90-110	100	100-120	110
Management Accountant (up to 5 yrs' exp)	110k-140k	125k	110k-140k	125k	85-120	102.5	100-120	110
Financial Accountant CA (0-4 yrs' exp)	95k-130k	112.5k	95k-130k	112.5k	85-110	97.5	100-120	110
Tax Accountant	95k-140k	117.5k	95k-140k	117.5k	60-90	75	60-90	75
Treasury Accountant	110k-150k	130k	110k-150k	130k	90-110	100	90-110	100
Financial Analyst (5+ yrs' exp)	110k-160k	135k	110k-160k	135k	90-120	105	90-120	105

All salaries are presented as base salaries and excluding benefits and bonuses.

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Financial Analyst (0-4 yrs' exp)	85k-130k	107.5k	85k-130k	107.5k	80-100	90	80-100	90
Systems Accountant	120k-140k	130k	120k-140k	130k	100-120	110	100-120	110
Senior Finance Business Partner	140k-180k	160k	140k-180k	160k	120-140	130	120-140	130
Senior Financial / Business Analyst (5+ yrs)	130k-160k	150k	130k-160k	150k	100-120	110	100-120	110
Senior Management Accountant (5+ yrs)	120k-140k	130k	120k-140k	130k	120-140	130	120-140	130
Senior Financial Accountant (5+ yrs)	120k-140k	130k	120k-140k	130k	120-140	130	120-140	130
Corporate Accountant	110k-130k	120k	110k-130k	120k	100-120	110	110-130	120
Corporate Finance Senior Manager	160k-180k	170k	160k-180k	170k	130-150	140	130-150	140
Corporate Finance Manager	140k-160k	150k	140k-160k	150k	120-140	130	120-140	130
Corporate Finance Senior Analyst	130k-160k	145k	130k-160k	145k	120-140	130	120-140	130
Corporate Finance Analyst	110k-130k	120k	110k-130k	120k	100-120	100	100-120	100
Company Accountant	100k-130k	115k	100k-130k	115k	100-120	110	110-130	120
Senior Analyst	120k-140k	130k	120k-140k	130k	110-130	120	110-130	120
Senior Manager	160k-180k	170k	160k-180k	170k	140-160	150	140-160	150
Manager	140k-160k	150k	140k-160k	150k	130-150	140	130-150	140

All salaries are presented as base salaries and excluding benefits and bonuses.

Part-qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Graduate Accountant	60k-75k	67.5k	60k-75k	67.5k	45-65	55	45-65	55
Assistant Accountant	55k-75k	65k	55k-75k	65k	35-55	45	35-55	45
Payroll Manager	80k-110k	95k	80k-110k	95k	45-60	52.5	45-60	52.5
Accounts Payable/Receivable-Manager	80k-100k	90k	80k-100k	90k	45-65	55	45-65	55
Senior Payroll Adviser	80k-95k	87.5k	80k-95k	87.5k	35-45	40	35-45	40
Accounts Payable/Receivable	55k-80k	67.5k	55k-80k	67.5k	35-45	40	35-45	40
Payroll Adviser	65k-85k	75k	65k-85k	75k	35-55	45	35-55	45
Credit Controller	60k-70k	65k	60k-70k	65k	35-45	40	35-45	40
Accounts Assistant	55k-65k	60k	55k-65k	60k	35-45	40	35-45	40
Financial Accountant – Degree only	80k-100k	90k	80k-100k	90k	60-80	70	60-80	70

All salaries are presented as base salaries and excluding benefits and bonuses.

Executive

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Financial Officer-SME	220k-260k	240k	220k-260k	240k	170-250	210	170-250	210
Chief Financial Officer-Corporate	260k-300k	280k	260k-300k	280k	170-250	210	170-250	210
Financial Controller	150k-190k	170k	150k-190k	170k	200-230	215	200-230	215
Finance Manager	110k-150k	130k	110k-150k	130k	150-220	185	150-220	185
Deputy CFO	200k-240k	220k	200k-240k	220k	130-170	150	130-170	150
Finance Director	180k-220k	200k	180k-220k	200k	130-170	150	130-170	150
General Manager Finance	180k-280k	230k	180k-280k	230k	180-260	220	180-260	220
Commercial Manager	130k-230k	180k	130k-230k	180k	130-180	155	130-180	155

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Management Accountant	110k-125k	117.5k	110k-125k	117.5k	150-190	170	150-190	170
Management Accountant	90k-110k	100k	90k-110k	100k	120-150	135	120-150	135
Financial Analyst	90k-130k	110k	90k-130k	110k	120-150	135	120-150	135
Credit Manager	85k-100k	92.5k	85k-100k	92.5k	100-130	115	100-130	115
Payroll Manager	90k-110k	100k	90k-110k	100k	85-120	102.5	85-120	102.5
Accounts Payable / Receivable Manager	75k-100k	87.5k	75k-100k	87.5k	90-110	100	90-110	100
Systems Accountant	65k-90k	77.5k	65k-90k	77.5k	60-90	75	60-90	75
Finance Business Partner	120k-140k	130k	120k-140k	130k	80-100	90	80-100	90

All salaries are presented as base salaries and excluding benefits and bonuses.

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Finance Business Partner	130k-160k	140k	130k-160k	140k	90-110	100	90-110	100
Senior Financial / Business Analyst (5+ yrs)	110k-130k	120k	110k-130k	120k	70-100	85	70-100	85
Financial Accountant (0-4 yrs)	100k-120k	110k	100k-120k	110k	60-80	70	60-80	70
Financial Accountant (5+ yrs)	110k-130k	120k	110k-130k	120k	70-100	85	70-100	85
Tax Accountant	100k-120k	110k	100k-120k	110k	60-80	70	60-80	70
Treasury Accountant	110k-130k	120k	110k-130k	120k	70-100	85	70-100	85
Corporate Accountant	100k-120k	110k	100k-120k	110k	60-80	70	60-80	70
Corporate Finance Senior Manager	140k-160	150k	140k-160k	150k	110-140	125	110-140	125
Corporate Finance Manager	120k-140k	130k	120k-140k	130k	90-120	105	90-120	105
Corporate Finance Senior Analyst	110k-130k	120k	110k-130k	120k	80-120	100	80-120	100
Corporate Finance Analyst	90k-110k	100k	90k-110k	100k	60-80	70	60-80	70
Company Accountant	100k-120k	110k	100k-120k	110k	60-80	70	60-80	70
Senior Analyst	110k-130k	120k	110k-130k	120k	80-120	100	80-120	100
Senior Manager	140k-160k	150k	140k-160k	150k	110-140	125	110-140	125
Manager	120k-140k	130k	120k-140k	130k	100-130	115	100-130	115

All salaries are presented as base salaries and excluding benefits and bonuses.

Part & Non-qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Assistant Accountant	65k-90k	77.5k	65k-90k	77.5k	90-125	107.5	90-125	107.5
Payroll Officer	60k-85k	72.5k	60k-85k	72.5k	85-110	97.5	85-110	97.5
Accounts Payable / Receivable Officer	55k-70k	62.5k	55k-70k	62.5k	80-100	90	80-100	90
Credit Controller	55k-70k	62.5k	55k-70k	62.5k	90-120	105	90-120	105
Accounts Assistant	55k-70k	62.5k	55k-70k	62.5k	90-110	100	90-110	100
Graduate Accountant	60k-75k	67.5k	60k-75k	67.5k	45-65	55	45-65	55
Financial Accountant – Degree only	70k-90k	80k	70k-90k	80k	50-70	60	50-70	60

All salaries are presented as base salaries and excluding benefits and bonuses.

Banking & Financial Services

The Banking & Financial Services section of the Salary Guide explores salary and employment trends across Australia (New South Wales, Queensland, Victoria, and South Australia) and New Zealand (Auckland, Wellington, and Christchurch), including Risk, Assurance, and Compliance.

Hiring remains active across both countries, with Australia reporting higher difficulty securing experienced talent and New Zealand showing more moderate, balanced demand. Professionals continue to value excellent compensation and benefits, work-life balance, and positive cultures; hybrid and office-based arrangements are most common. Most organisations plan salary increases in 2026, closely aligned with employee expectations.

Most organisations plan salary increases in 2026, closely aligned with employee expectations. However, the proportion of businesses giving pay rises has decreased in New Zealand (from 78% in 2025 to 56% in 2026) while remaining largely steady in Australia, reflecting the differing economic conditions and business confidence across both markets. Similarly, the percentage of employees in New Zealand expecting a pay rise has dropped from 67% in 2025 to 50% in 2026, showing that the economic pressures across the country are no secret. In contrast, expectations in Australia have remained relatively consistent with last year's levels.

With more than half of professionals open to new opportunities, competition for Risk and Compliance Managers, Internal Audit Managers, and Risk Analysts remains. Employers that sharpen pay, flexibility, and culture will sustain engagement and retention.



Key findings

Banking & Financial Services

Sector trends

Australia

Avg. tenure of professionals
2.7 years

Female **36%** Male **64%**

Hiring demand
High

It is difficult to hire these professionals

New Zealand

Avg. tenure of professionals
2.8 years

Female **39%** Male **61%**

Hiring demand
Medium

It is fairly easy to hire these professionals

What professionals value in an employer in 2026

Australia

1. Excellent compensation & benefits
2. Work-life balance & flexible working arrangements
3. Positive & supportive workplace culture

New Zealand

1. Excellent compensation & benefits
2. Work-life balance & flexible working arrangements
3. Opportunities for career advancement & promotion

Employee expectations



Australia New Zealand

Top three preferred working styles

Australia

1. Hybrid
2. Flexible hours
3. Office-based

New Zealand

1. Hybrid
2. Office-based
3. Flexible hours



Top 3 most sought-after professionals

Australia

- 1 Risk and Compliance Manager
- 2 Internal Audit Manager
- 3 Risk and Compliance Officer

New Zealand

- 1 Risk and Compliance Manager
- 2 Compliance Manager
- 3 Risk Analyst

Accounting & Finance

Executive

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Financial Officer (Large Business)	305k-390k	360k	320k-400k	360k	169-217	193	175-225	200
Chief Financial Officer (SME)	275k-315k	175.2k	300-350k	325k	152-174	163	155-180	168

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Financial Controller/Head of Finance (Large Business)	245k-270k	257.5k	245-270k	257.5k	113-126	119.5	113-126	119.5
Head of FP&A (Large Business)	245k-275k	260k	245k-275k	260k	135-152	143.5	135-152	143.5
Financial Controller/Head of Finance (SME)	215k-245k	230k	215k-245k	230k	118-135	126.5	118-135	126.5
Senior Tax Manager	205k-245k	225k	205-245k	225k	113-135	124	113-135	124
Head of FP&A (SME)	195k-215k	205k	195k-215k	205k	109-118	113.5	109-118	113.5
FP&A Manager / Finance Business Partner	165k-215k	190k	165k-215k	190k	92-118	105	92-118	105
Product Control Manager	175k-200k	187.5k	175-200k	187.5k	97-111	104	97-111	104
Tax Manager	165k-195k	180k	165-195k	180k	91-109	100	91-109	100
Finance Manager	165k-190k	177.5k	165-190k	177.5k	92-107	99.5	92-107	99.5
Fund Accounting Manager	150k-175k	162.5k	160-180k	170k	83-97	90	85-100	92
Senior Product Controller (3-8 years exp)	150k-175k	162.5k	150-175k	162.5k	83-97	90	83-97	90
Senior Financial Accountant (3-5 years PQE)	130k-150k	140k	130-150k	140k	76-85	80.5	76-85	80.5
Senior Fund Accountant	125k-155k	140k	120-155k	140k	70-87	78.5	70-87	78.5
Tax Accountant	125k-155k	140k	130-155k	142.5k	70-87	78.5	72-89	80

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Accounting & Finance

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
FP&A / Senior Financial Analyst	125k-150k	137.5k	125-150k	137.5k	70-83	76.5	70-83	76.5
Financial Accountant (1-2 years PQE)	115k-130k	122.5k	120k-140k	130k	63-73	68	65-75	70
Product Controller (1-3 years exp)	105k-125k	115k	110k-130k	120k	58-70	64	58-70	64
Fund Accountant	95k-125k	110k	100k-125k	110k	54-70	62	54-70	62
First Mover (Audit)	95k-105k	100k	110k-125k	117.5k	54-58	56	54-58	56

Part-Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Assistant Accountant	85k-95k	90k	90-100k	95k	49-54	51.5	49-54	51.5
Accounts Payable/Receivable	75k-85k	80k	80-95k	87.5k	42-49	45.5	42-49	45.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Funds & Wealth Management

Funds Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Head of Distribution	280k-350k	315k	280k-350k	315k
Senior Business Development Manager (10+ years exp)	190k-260k	225k	200-260 k	230k
Senior Product Manager	190k-220k	205k	200k-250k	225k
Business Development Manager (5-10 years exp)	165k-190k	177.5k	170k-190k	180k
Product Manager	150k-185k	167.5k	140k-180k	160k
Product Analyst	85k-115k	100k	90k-120k	105k
Business Development Associate	85k-115k	100k	100k-125k	112.5k

Public Markets

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Portfolio Manager	260k-390k	325k	260k-390k	325k
Assistant Portfolio Manager	190k-245k	217.5k	190k-245k	217.5k
Investment Analyst	135k-190k	162.5k	140k-180k	160k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Funds & Wealth Management

Private Credit

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Origination Director	215k-305k	260k	215k-320k	267.5k
Portfolio Manager	155k-215k	185k	160k-235k	197.5k
Associate (Credit Analyst)	105k-150k	127.5k	120k-160k	140k

Private Equity

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Managing Director	390k-435k	412.5k	390k-435k	412.5k
Investment Director	305k-390k	347.5k	305k-390k	347.5k
Associate Director	190k-285k	237.5k	190k-285k	237.5k
Associate	135k-190k	162.5k	135k-190k	162.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Funds & Wealth Management

Real Estate

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Senior Capital Transaction Manager	230k-270k	250k	240-280k	260k
Capital Transactions Manager	190k-220k	205k	190k-220k	205k
Senior Asset Manager	175k-215k	195k	175k-215k	195k
Asset Manager	135k-165k	150k	135k-165k	150k
Analyst	125k-165k	145k	125k-165k	145k

Operations

Executive

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
COO	260k-365k	312.5k	280k-380k	330k	70-83	76.5	70-83	76.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Operations

Funds Management

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Investment Operations	245k-285k	265k	230k-280k	255k	958-1167	1,063.0	958-1167	1,063.0
Investment Operations Manager	145k-165k	155k	150k-180k	165k	539-609	574	604-750	677
Senior Performance Analyst	125k-165k	145k	130k-160k	145k	461-609	535	541-666	604
Investment Operations Analyst	80k-105k	92.5k	80k-110k	95k	287-391	339	333-458	395.5
Performance Analyst	75k-105k	90k	80k-110k	95k	304-391	347.5	333-458	395.5

Banking/Broking

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Middle Office Manager (Broking/Banking)	145k-165k	155k	140k-170k	155k	539-609	574	583-708	645.5
Trade Support	115k-135k	125k	110k-140k	125k	426-539	482.5	458-583	520.5
Corporate Actions Analyst	110k-125k	117.5k	100k-110k	105k	391-504	447.5	416-458	437
Client Onboarding/kYC Analyst	95k-125k	110k	80k-125k	102.5k	361-470	415.5	333-520	426.5
Middle Office Analyst (Broking/Banking)	90k-125k	107.5k	90k-120k	105k	339-470	404.5	375-500	437.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Operations

Fund Administration

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Manager/Senior Manager-Fund Accounting/Unit Pricing	150k-175k	162.5k	150k-180k	165k	609-722	665.5	604-750	677
Senior Analyst-Fund Accounting/Unit Pricing	125k-150k	137.5k	125k-150k	137.5k	461-574	517.5	520-604	562
Manager-Unit Registry	105k-120k	112.5k	105k-120k	112.5k	396-448	422	437-500	468.5
Client Services Manager	95k-125k	110k	95k-120k	107.5k	361-470	415.5	395-500	447.5
Analyst-Fund Accounting/Unit Pricing	85k-115k	100k	75k-100k	87.5k	322-435	378.5	333-416	374.5
Senior Analyst-Unit Registry	85k-100k	92.5k	80k-100k	90k	322-374	348	333-416	374.5
Investment Operations Analyst	80k-105k	92.5k	80k-110k	95k	287-391	339	333-416	374.5
Client Services Officer	65k-85k	75k	70k-85k	77.5k	252-348	300	333-390	361.5
Analyst-Unit Registry	65k-85k	75k	70k-85k	77.5k	252-322	287	333-390	361.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Retail, Commercial & Corporate Banking

Business & Commercial Banking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Head of Credit	215k-260k	237.5k	220k-270k	245k
Relationship Director	165k-200k	182.5k	165k-250k	207.5k
Senior Relationship Manager	145k-185k	165k	145k-190k	167.5k
Senior Manager-Credit	150k-175k	162.5k	150k-175k	162.5k
Relationship Manager	135k-175k	155k	140k-180k	160k
Small Business Banker	105k-130k	117.5k	110k-130k	120k
Assistant Relationship Manager	85k-110k	97.5k	90k-120k	105k

Corporate & Institutional Banking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Director-Corporate & FI	225k-285k	255k	225k-320k	272.5k
Associate Director-Corporate & FI	155k-200k	177.5k	155k-200k	177.5k
Senior Associate	120k-150k	135k	130k-160k	145k
Associate	115k-130k	122.5k	115k-135k	125k
Analyst	90k-120k	105k	100k-120k	110k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Retail, Commercial & Corporate Banking

Project Finance

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Managing Director	390k-520k	455k	390k-520k	455k
Director	250k-305k	277.5k	250k-315k	282.5k
Associate Director	175k-225k	200k	170k-225k	197.5k
Senior Associate	130k-165k	147.5k	140k-170k	155k

Retail Banking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Credit Analyst	75k-95k	85k	80k-110k	95k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Retail, Commercial & Corporate Banking

Credit Risk

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Executive Manager, Credit Risk-Retail Banking	175k-205k	190k	175k-205k	190k
Credit Risk Director-Corporate Banking	175k-215k	195k	180k-240k	210k
Credit Risk Director-Financial Institutions	175k-215k	195k	180k-240k	210k
Corporate Banking	85k-130k	107.5k	85k-140k	112.5k
Financial Institutions	85k-130k	107.5k	85k-140k	112.5k
Retail Banking	85k-120k	102.5k	85k-120k	102.5k
Credit Risk Vice President or Associate Director-Corporate Banking	150k-185k	167.5k	150k-200k	175k
Credit Risk Associate Director-Financial Institutions	150k-185k	167.5k	150k-190k	170k
Senior Credit Risk Manager-Retail Banking	130k-165k	147.5k	130k-170k	150k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Risk, Assurance & Compliance

Risk Management

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Risk Officer	260k-350k	305k	275k-350k	312.5k	1145-1458	1301.5	1146-1458	1302
Head of Risk	210k-260k	235k	220k-260k	240k	916-1083	999.5	916-1083	999.5
Executive Manager, Market Risk	185k-215k	200k	195k-225k	210k	812-937	874	812-937	874.5
Executive Manager, Operational Risk	175k-215k	195k	185k-220k	202.5k	729-895	812	770-916	843
Executive Manager, Credit Risk	165k-200k	182.5k	195k-230k	212.5k	687-833	760	812-916	864
Senior Market Risk Manager	150k-185k	167.5k	160k-190k	175k	625-812	718	667-792	729.5
Senior Operational Risk Manager	140k-165k	152.5k	150k-175k	162.5k	583-687	635	625-729	677
Senior Credit Risk Manager	140k-165k	152.5k	150k-175k	162.5k	583-687	635	625-729	677
Market Risk Analyst-Manager	105k-140k	122.5k	110k-145k	127.5k	437-583	510	458-604	531
Operational Risk Manager	95k-140k	117.5k	100k-145k	122.5k	395-583	489	416-604	510
Technology Risk Analyst-Manager	95k-140k	117.5k	100k-145k	122.5k	395-583	489	416-604	510
Quantitative Risk Analyst-Manager	95k-140k	117.5k	100k-145k	122.5k	395-583	489	416-604	510
Credit Risk Analyst-Manager	80k-120k	100k	100k-145k	122.5k	333-500	416	416-604	510

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Risk, Assurance & Compliance

Compliance

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Compliance Officer	265k-320k	293k	275k-320k	297.5k	1104-1333	1218	1146-1333	1239.5
Head of Compliance	210k-260k	235k	220k-260k	240k	875-1145	1010	916-1083	999.5
Executive Manager, Compliance-Investment Banking	185k-215k	200k	195k-225k	210k	812-937	874	812-937	874.5
Executive Manager, Compliance-Retail Banking	165k-200k	182.5k	170k-210k	190k	687-833	760	708-875	791.5
Executive Manager, Compliance-Funds Management	185k-215k	200k	195k-240k	217.5k	812-937	874	812-1000	906
Executive Manager, Compliance-Financial Crime	175k-210k	192.5k	180k-215k	197.5k	729-875	812	750-895	822.5
Compliance Analyst-Manager-Investment Banking	95k-140k	117.5k	100k-150k	125k	395-583	489	416-625	520.5
Compliance Analyst-Manager-Retail Banking	85k-120k	102.5k	90k-130k	110k	354-500	427	375-541	458
Compliance Analyst-Manager-Funds Management	95k-140k	117.5k	105k-150k	127.5k	395-583	489	437-625	531
Compliance Analyst-Manager-Financial Crime	85k-120k	102.5k	100k-140k	120k	354-500	427	416-583	499.5
Senior Compliance Manager-Funds Management	150k-185k	167.5k	165k-210k	187.5k	625-770	697.5	687-875	781
Senior Compliance Manager-Investment Banking	140k-175k	157.5k	165k-210k	187.5k	583-729	656	687-875	781
Senior Compliance Manager-Retail Banking	140k-175k	157.5k	150k-180k	165k	583-729	656	625-750	687.5
Senior Compliance Manager-Financial Crime	140k-175k	157.5k	155k-180k	167.5k	583-729	656	645-750	697.5
Compliance Analyst - Manager - Investment Banking	100k-140k	120k	110k-145k	127.5k	416-583	499	458-604	531
Compliance Analyst - Manager - Retail Banking	90k-125k	108k	95k-130k	112.5k	375-520	447	395-541	468
Compliance Analyst - Manager - Funds Management	100k-150k	125k	110k-150k	130k	416-625	520	458-625	541.5
Compliance Analyst - Manager - Financial Crime	90k-125k	108k	100k-125k	112.5k	375-520	447	416-520	468

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Risk, Assurance & Compliance

Internal Audit

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Executive Manager, Audit-Investment Banking	175k-215k	195k	180k-220k	200k	729-937	833	750-916	833
Executive Manager, Audit-Retail Banking	165k-205k	185k	165k-210k	187.5k	687-854	770	687-875	781
Executive Manager, Audit-Funds Management	185k-215k	200k	195k-225k	210k	770-937	853	812-937	874.5
Audit Manager-Investment Banking	85k-140k	112.5k	90k-140k	115k	354-500	427	375-583	479
Audit Manager-Retail Banking	95k-120k	107.5k	95k-130k	112.5k	395-500	447	395-541	468
Audit Manager-Funds Management	95k-130k	112.5k	100k-135k	117.5k	395-541	468	416-562	489
Senior Audit Manager-Funds Management	140k-175k	157.5k	145k-180k	162.5k	583-729	656	604-750	677
Senior Audit Manager-Investment Banking	140k-175k	157.5k	145k-180k	162.5k	583-729	656	604-750	677
Senior Audit Manager-Retail Banking	130k-165k	147.5k	135k-170k	152.5k	541-687	614	562-708	635

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Accounting & Finance

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Financial Officer (Blue Chip)	305k+		300k+		200+		200+	
Chief Financial Officer (SME)	215k-305k	260k	200k-300k	250k	143-171	157	110-160	135
Head of / GM Finance	200k-245k	222.5k	180k-250k	215k	113-139	126	100-140	120
Financial Controller	155k-200k	177.5k	160k-185k	172.5k	93-113	103	90-105	97.5
Commercial Manager	150k-175k	162.5k	160k-185k	172.5k	91-109	100	85-100	92.5
Tax/Internal Audit Manager	140k-165k	152.5k	130k-150k	140k	83-96	89.5	85-95	90
Finance Business Partner	130k-165k	147.5k	140k-170k	155k	74-87	80.5	75-85	80
Finance Manager	120k-150k	135k	130k-150k	140k	70-78	74	75-90	82.5
Fund Accounting Manager	120k-150k	135k	130k-150k	140k	57-65	61	75-90	82.5
Systems Accountant	115k-140k	127.5k	120k-140k	130k	65-73	69	50-65	57.5
Tax/Treasury Accountant	115k-140k	127.5k	120k-140k	130k	60-65	62.5	55-65	60
Senior Business/Finance Analyst	115k-130k	122.5k	130k-160k	145k	70-78	74	75-85	80
Senior Fund Accountant	105k-120k	112.5k	120k-150k	135k	61-70	65.5	75-85	80
Senior Management/Financial Accountant	95k-120k	107.5k	120k-150k	135k	65-70	67.5	75-85	80
Business/Finance Analyst	95k-120k	107.5k	110k-140k	125k	61-69	65	65-75	70
Fund Accountant	95k-115k	105k	100k-115k	107.5k	54-61	57.5	55-65	60
Management/Financial Accountant	95k-115k	105k	100k-115k	107.5k	52-61	56.5	55-65	60
Fund Administrator	80k-95k	87.5k	85k-95k	90k	43-52	47.5	40-50	45

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Retail, Commercial & Corporate Banking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Regional Manager	210k-245k	227.5k	200k-250k	225k
Head of Credit	175k-225k	200k	180k-230k	205k
Relationship Director	175k-210k	192.5k	180k-220k	200k
Senior Relationship Manager	140k-175k	157.5k	135k-180k	157.5k
Senior Manager-Credit	120k-150k	135k	120k-150k	135k
Relationship Manager	115k-135k	125k	115k-140k	127.5k
Business Development Manager	95k-120k	107.5k	95k-125k	110k
Assistant Relationship Manager	95k-105k	100k	95k-105k	100k
Credit Analyst	85k-105k	95k	90k-105k	97.5k

Private Banking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Director-Private Banking	215k-260k	237.5k	215k-260k	237.5k
Senior Private Banker	145k-175k	160k	145k-180k	162.5k
Private Banker	110k-140k	125k	115k-140k	127.5k
Associate Private Banker	85k-105k	95k	95k-105k	100k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Wealth Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Private Wealth Advisor (salaried)	115k-145k	130k	115k-145k	130k
Client Services Manager	85k-115k	100k	85k-115k	100k
Associate	85k-105k	95k	85k-105k	95k
Paraplanner	70k-95k	82.5k	70k-95k	82.5k
Adviser Assistant	60k-85k	72.5k	60k-85k	72.5k
Client Services Officer	55k-85k	70k	60k-90k	75k

Risk, Assurance & Compliance

Risk Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Chief Risk Officer	270k-305k	287.5k	280k-330k	305k
Executive Manager, Risk Management	190k-250k	220k	200k-260k	230k
Executive Manager, Market Risk	190k-250k	220k	200k-260k	230k
Executive Manager, Operational Risk	190k-250k	220k	200k-260k	230k
Executive Manager, Credit Risk	190k-250k	220k	200k-260k	230k
Senior Market Risk Manager	150k-180k	165k	160k-180k	170k
Senior Operational Risk Manager	160k-190k	175k	160k-190	80.1k
Senior Credit Risk Manager	150k-175k	162.5k	150k-175k	162.5k
Risk Manager	150k-175k	162.5k	130k-160k	145k
Quantitative Risk	115k-140k	127.5k	115k-140k	127.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Risk, Assurance & Compliance

Risk Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Market Risk Analyst – Manager	115k-140k	127.5k	115k-140k	127.5k
Operational Risk Manager	115k-140k	127.5k	115k-140k	127.5k
Technology Risk Analyst – Manager	115k-140k	127.5k	115k-140k	127.5k
Credit Risk Analyst – Manager	110k-140k	127.5k	110k-140k	125k
Remediation Projects	95k-120k	107.5k	100k-130k	115k

Compliance

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Head of Compliance	185k-225k	205k	200k-260k	230k
Compliance Manager	150k-175k	162.5k	150k-180k	165k
Executive Manager, Compliance – Investment Banking	170k-210	190k	180k-220k	200k
Executive Manager, Compliance – Retail Banking	170k-210	190k	170k-210k	190k
Executive Manager, Compliance – Funds Management	170k-210	190k	180k-220k	200k
Senior Compliance Manager – Investment Banking	160k-200k	180k	160k-200k	180k
Senior Compliance Manager – Retail Banking	160k-200k	180k	160k-200k	180k
Senior Compliance Manager – Funds Management	160k-200k	180k	160k-200k	180k
Compliance Analyst – Manager – Investment Banking	130k-160k	145k	130k-160k	145k
Compliance Analyst – Manager – Retail Banking	125k-155k	140k	125k-155k	140k
Compliance Analyst – Manager – Funds Management	130k-160k	145k	130k-160k	145k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Risk, Assurance & Compliance

Internal Audit

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Executive Manager, Audit – Investment Banking	175k-210k	192.5k	180k-220k	200k
Executive Manager, Audit – Retail Banking	175k-210k	192.5k	170k-210k	190k
Executive Manager, Audit – Funds Management	180k-210k	195k	190k-220k	205k
Senior Audit Manager – Investment Banking	140k-180k	160k	140k-180k	160k
Senior Audit Manager – Retail Banking	140k-180k	160k	140k-180k	160k
Senior Audit Manager – Funds Management	135k-180k	157.5k	135k-180k	157.5k
Audit Manager – Investment Banking	90k-140k	115k	90k-140k	115k
Audit Manager – Retail Banking	95k-130k	112.5k	95k-130k	112.5k
Audit Manager – Funds Management	100k-135k	117.5k	100k-135k	117.5k

Risk

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Executive Manager, Credit Risk – Retail Banking	180k-220k	200k	190k-230k	210k
Credit Risk Director – Corporate Banking	170k-190k	180k	170k-200k	185k
Credit Risk Director – Financial Institutions	180k-200k	190k	180k-210k	195k
Senior Credit Risk Manager – Retail Banking	140k-170k	155k	140k-180k	160k
Risk Manager	150k-175k	162.5k	150k-180k	165k
Credit Risk Management	105k-130k	117.5k	110k-140k	125k
Market Risk	105k-130k	117.5k	110k-130k	120k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Professional Business Banking

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Credit	105k-120k	112.5k	110k-125k	117.5k	60-70	65	65-75	70
Senior Relationship Manager	175k-215k	195k	120k-140k	130k	78-113	95.5	60-70	65
Senior Manager – Credit	105k-120k	112.5k	110k-130k	120k	60-70	65	60-75	67.5
Business Banking Manager	105k-155k	130k	107k-155k	131k	52-70	61	54-78	66
Relationship Manager	90k-110k	100k	90k-120k	105k	48-55	51.5	50-60	55
Lending Manager	85k-130k	107.5k	85k-110k	97.5k	43-70	56.5	43-60	51.5
Assistant Relationship Manager	85k-115k	100k	85k-115k	100k	43-61	52	43-58	50.5
Commercial Analyst	85k-115k	100k	105k-120k	112.5k	43-61	55	53-78	65.5
Credit Analyst	80k-87k	83.5k	85k-90k	87.5k	35-38	36.5	38-42	40

Wealth Management

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Financial Planner	85k-130k	107.5k	105k-130k	117.5k	52-61	56.5	53-65	59
Paraplanner	70k-85k	77.5k	80k-100k	90k	39-48	43.5	40-50	45
Client Services Officer	60k-75k	67.5k	65k-80k	72.5k	35-43	39	35-48	40

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Contact Centre

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Contact Centre Manager	85k-100k	92.5k	100k-120k	60.1k	50-60	55	55-65	60
Contact Centre Team Leader	70k-85k	77.5k	75k-85k	42.5k	37-47	42	42-52	47
Customer Service/Collections	50k-70k	60k	65k-77k	38.5k	31-32	31.5	33-40	37

Risk, Assurance & Compliance

Risk Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Chief Risk Officer	260k-315k	287.5k	260k-350k	305k
Senior Market Risk Manager	200k-250k	225k	220k-260k	240k
Senior Operational Risk Manager	200k-250k	225k	220k-260k	240k
Senior Credit Risk Manager	180k-220k	200k	195k-235k	215k
Market Risk Manager	175k-215k	195k	175k-215k	195k
Operational Risk Manager	150k-175k	162.5k	150k-175k	162.5k
Technology Risk Manager	170k-195k	185k	180k-200k	190k
Credit Risk Manager	150k-175k	162.5k	150k-175k	162.5k
Risk Manager	150k-175k	162.5k	160k-180k	170k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Risk, Assurance & Compliance

Compliance

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Head of Compliance	200k-250k	225k	220k-260k	240k
Senior Compliance Manager – Investment Banking	200k-250k	225k	220k-260k	240k
Senior Compliance Manager – Retail Banking	180k-220k	200k	195k-235k	215k
Senior Compliance Manager – Funds Management	180k-220k	200k	195k-235k	215k
Senior Compliance Manager – Financial Crime	180k-220k	200k	195k-235k	215k
Compliance Manager-Investment Banking	140k-165k	152.5k	140k-165k	152.5k
Compliance Manager-Financial Crime	140k-165k	152.5k	140k-165k	152.5k
Compliance Manager-Funds Management	105k-125k	115k	125k-150k	137.5k
Compliance Manager-Retail Banking	95k-115k	105k	125k-150k	137.5k
Compliance Manager	95k-115k	105k	125k-150k	137.5k

Credit Risk

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Credit Risk Director-Financial Institutions	155k-215k	185k	200k-250k	225k
Credit Risk Director-Corporate Banking	180k-220k	200k	200k-250k	225k
Credit Risk Vice President or Associate Director – Corporate Banking	180k-220k	200k	200k-250k	225k
Credit Risk Associate Director – Financial Institutions	180k-220k	200k	200k-250k	225k
Credit Risk Manager-Corporate Banking	120k-155k	137.5k	120k-155k	137.5k
Credit Risk Manager-Retail Banking	85k-110k	97.5k	85k-110k	97.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Risk, Assurance & Compliance

Risk Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Chief Risk Officer	260k-350k	305k	275k-350k	312.5k
Head of Risk	210k-260k	235k	220k-260k	240k
Executive Manager, Market Risk	185k-215k	200k	195k-225k	210k
Executive Manager, Operational Risk	175k-215k	195k	185k-220k	202.5k
Executive Manager, Credit Risk	165k-200k	182.5k	195k-230k	212.5k
Senior Market Risk Manager	150k-185k	167.5k	160k-190k	175k
Senior Operational Risk Manager	140k-165k	152.5k	150k-175k	162.5k
Senior Credit Risk Manager	140k-165k	152.5k	150k-175k	163k
Market Risk Analyst-Manager	105k-140k	122.5k	110k-145k	127.5k
Operational Risk Manager	95k-140k	117.5k	100k-145k	122.5k
Technology Risk Analyst-Manager	95k-140k	117.5k	100k-145k	123k
Quantitative Risk Analyst-Manager	95k-140k	117.5k	100k-145k	123k
Credit Risk Analyst-Manager	80k-120k	100k	100k-145k	123k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Risk, Assurance & Compliance

Compliance

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Chief Compliance Officer	265k-320k	293k	275k-320k	297.5k
Head of Compliance	210k-260k	235k	220k-260k	240k
Executive Manager, Compliance-Investment Banking	185k-215k	200k	195k-225k	210k
Executive Manager, Compliance-Retail Banking	165k-200k	182.5k	170k-210k	190k
Executive Manager, Compliance-Funds Management	185k-215k	200k	195k-240k	217.5k
Executive Manager, Compliance-Financial Crime	175k-210k	192.5k	180k-215k	197.5k
Compliance Analyst-Manager-Investment Banking	95k-140k	117.5k	100k-150k	125k
Compliance Analyst-Manager-Retail Banking	85k-120k	102.5k	90k-130k	110k
Compliance Analyst-Manager-Funds Management	95k-140k	117.5k	105k-150k	127.5k
Compliance Analyst-Manager-Financial Crime	85k-120k	102.5k	100k-140k	120k
Senior Compliance Manager-Funds Management	150k-185k	167.5k	165k-210k	187.5k
Senior Compliance Manager-Investment Banking	140k-175k	157.5k	165k-210k	187.5k
Senior Compliance Manager-Retail Banking	140k-175k	157.5k	150k-180k	165k
Senior Compliance Manager-Financial Crime	140k-175k	157.5k	155k-180k	167.5k
Compliance Analyst - Manager - Investment Banking	100k-140k	120k	110k-145k	127.5k
Compliance Analyst - Manager - Retail Banking	90k-125k	108k	95k-130k	112.5k
Compliance Analyst - Manager - Funds Management	100k-150k	125k	110k-150k	130k
Compliance Analyst - Manager - Financial Crime	90k-125k	108k	100k-125k	112.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Risk, Assurance & Compliance

Internal Audit

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Executive Manager, Audit-Investment Banking	175k-215k	195k	180k-220k	200k
Executive Manager, Audit-Retail Banking	165k-205k	185k	165k-210k	187.5k
Executive Manager, Audit-Funds Management	185k-215k	200k	195k-225k	210k
Audit Manager-Investment Banking	85k-140k	112.5k	90k-140k	115k
Audit Manager-Retail Banking	95k-120k	107.5k	95k-130k	112.5k
Audit Manager-Funds Management	95k-130k	112.5k	100k-135k	117.5k
Senior Audit Manager-Funds Management	140k-175k	157.5k	145k-180k	162.5k
Senior Audit Manager-Investment Banking	140k-175k	157.5k	145k-180k	162.5k
Senior Audit Manager-Retail Banking	130k-165k	147.5k	135k-170k	152.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Risk, Assurance & Compliance

Risk Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Chief Risk Officer	270k-340k	305k	270k-340k	305k
Executive Manager, Market Risk	220k-260k	240k	220k-260k	240k
Executive Manager, Operational Risk	200k-250k	225k	200k-250k	225k
Executive Manager, Credit Risk	185k-220k	202.5k	185k-220k	202.5k
Executive Manager, Risk Management	195k-230k	212.5k	195k-230k	212.5k
Senior Market Risk Manager	160k-190k	175k	160k-190k	175k
Senior Operational Risk Manager	150k-175k	162.5k	150k-175k	162.5k
Senior Credit Risk Manager	150k-175k	163k	150k-175k	163k
Market Risk Analyst – Manager	110k-145k	127.5k	110k-145k	127.5k
Operational Risk Manager	100k-145k	122.5k	100k-145k	122.5k
Technology Risk Analyst – Manager	100k-145k	123k	100k-145k	123k
Credit Risk Analyst – Manager	100k-145k	123k	100k-145k	123k
Risk Manager	130k-170k	145k	130k-170k	145k

Compliance

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Executive Manager, Compliance – Financial Crime	200k-250k	225k	200k-250k	225k
Senior Compliance Manager – Financial Crime	150k-200k	175k	150k-200k	175k
Compliance Manager	140k-180k	160k	140k-180k	160k
Head of Compliance	200k-250k	225k	200k-250k	225k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Banking

Business & Commercial Banking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Regional Manager	180k-240k	210k	180k-240k	210k
Head of Credit	180k-230k	205k	180k-231k	206
Senior Manager-Credit	150k-175k	162.5k	150k-175k	162.5k
Relationship Director	165k-200k	182.5k	165k-200k	182.5k
Senior Relationship Manager	145k-185k	165k	145k-185k	165k
Relationship Manager	130k-170k	150k	130k-170k	150k
Small Business Banking Manager	130k-160k	145k	130k-160k	145k
Small Business Banker	105k-130k	117.5k	105k-130k	117.5k
Business Development Manager/Sales	100k-135k	117.5k	100k-135k	117.5k
Business Analyst	90k-120k	105k	90k-120k	105k
Mortgage/Lending Manager	100k-140k	120k	100k-140k	120k
Relationship Associate	80k-120k	100k	80k-120k	100k
Assistant Relationship Manager	85k-110k	97.5k	85k-110k	97.5k

Corporate & Institutional Banking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Managing Director - Project Finance	250k-320k	285k	250-320	280
Director-Corporate & FI	225k-285k	255k	200k-270k	235k
Associate Director-Corporate & FI	155k-200k	177.5k	155k-200k	177.5k

All salaries are presented as base salaries and excluding benefits and bonuses.

Banking

Corporate & Institutional Banking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Senior Associate	120k-150k	135k	120k-150k	135k
Associate	115k-130k	122.5k	115k-130k	122.5k
Corporate Lending Operations	70k-85k	77.5k	70k-85k	77.5k

Project Finance

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Managing Director	280k-340k	310k	280k-340k	310k
Director	200k-260k	230k	200k-260k	230k
Associate Director	175k-225k	200k	175k-225k	200k
Senior Associate	130k-165k	147.5k	130k-165k	147.5k

Private Banking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Director – Private Banking	160k-240k	200k	160k-240k	200k
Senior Private Banker	100k-140k	120k	100k-140k	120k
Private Banker	80k-120k	100k	80k-120k	100k
Associate Private Banker	60k-80k	70k	60k-80k	70k

All salaries are presented as base salaries and excluding benefits and bonuses.

Insurance

Broking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
General Manager	200k-250k	225k	200k-250k	225k
Head of Broking	200k-250k	225k	200k-250k	225k
Regional Broker Manager	175k-225k	200k	175k-225k	200k
Broker Team Manager	140k-200k	170k	140k-200k	170k
Senior Broker/Account Director	110k-150k	130k	110k-150k	130k
Broker/Account Executive	80k-110k	95k	80k-110k	95k
Commercial Support Broker/Account Broker	65k-75k	70k	65k-75k	70k
Domestic Broker/Account Director-Team Leader	75k-95k	85k	75k-95k	85k
Domestic Broker/Account Director-Personal lines	65k-80k	72.5k	65k-80k	72.5k
Domestic Broker Support/Account Broker	60k-65k	62.5k	60k-65k	62.5k

Claims

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Head of Claims	140k-160k	150k	140k-160k	150k
Claims Manager	110k-130k	120k	110k-130k	120k
Senior Claims	75k-95k	85k	75k-95k	85k
Claims Broker	60k-80k	70k	60k-80k	70k
Claims Officer	60k-75k	67.5k	60k-75k	67.5k

All salaries are presented as base salaries and excluding benefits and bonuses.

Accounting & Finance

Executive

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Financial Officer (Large Business)	305k-390k	347.5k	305k-390k	347.5k	169-217	193	169-218	193
Chief Financial Officer (SME)	250k-300k	275k	250k-300k	275k	152-174	163	152-175	163

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Financial Controller/Head of Finance (Large Business)	220k-260k	240k	220k-260k	240k	113-126	119.5	113-127	119.5
Head of FP&A (Large Business)	210k-280k	245k	210k-280k	245k	135-152	143.5	135-153	143.5
Senior Finance Business Partner	180k-250k	215k	180k-250k	215k	118-135	127.5	118-136	128.5
Financial Controller/Head of Finance (SME)	160k-200k	180k	160k-200k	180k	118-135	126.5	118-136	126.5
Senior Tax Manager	180k-220k	200k	180k-220k	200k	113-135	124	113-136	124
Head of FP&A (SME)	170k-220k	195k	170k-220k	195k	109-118	113.5	109-119	113.5
FP&A Manager / Finance Business Partner	165k-215k	190k	165k-215k	190k	92-118	105	92-119	105
Product Control Manager	175k-200k	187.5k	175k-200k	187.5k	97-111	104	97-112	104
Tax Manager	165k-195k	180k	165k-195k	180k	91-109	100	91-110	100
Commercial Finance Manager	140k-180k	160k	140k-180k	160k	92-107	99	92-108	99.5
Finance Manager	140k-180k	160k	140k-180k	160k	92-107	99.5	92-108	99.5
Fund Accounting Manager	150k-175k	162.5k	150k-175k	162.5k	83-97	90	83-97	90
Senior Product Controller (3-8 years exp)	150k-175k	162.5k	150k-175k	162.5k	83-97	90	83-97	90
Senior Management Accountant	150k-175k	162.5k	150k-175k	162.5k	83-98	90	83-98	90

All salaries are presented as base salaries and excluding benefits and bonuses.

Accounting & Finance

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Financial Accountant (3-5 years PQE)	130k-150k	140k	130k-150k	140k	76-85	80.5	76-86	80.5
Senior Fund Accountant	125k-155k	140k	125k-155k	140k	70-87	78.5	70-87	78.5
Tax Accountant	125k-155k	140k	125k-155k	140k	70-87	78.5	70-87	78.5
FP&A / Senior Financial Analyst	110k-140k	125k	110k-140k	125k	70-83	76.5	70-83	76.5
Financial Accountant (1-2 years PQE)	115k-130k	122.5k	115k-130k	122.5k	63-73	68	63-73	68
Management Accountant (1-2 years PQE)	115k-130k	122.5k	115k-130k	122.5k	63-74	69	63-74	69
Product Controller (1-3 years exp)	105k-125k	115k	105k-125k	115k	58-70	64	58-71	64
Fund Accountant	95k-125k	110k	95k-125k	110k	54-70	62	54-70	62
First Mover (Audit)	90k-100k	95k	90k-100k	95k	54-58	56	54-58	56

Part-Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Assistant Accountant	80k-95k	87.5k	80k-95k	87.5k	49-54	51.5	49-55	51.5
Accounts Payable/Receivable	75k-85k	80k	75k-85k	80k	42-49	45.5	42-50	45.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Funds & Wealth Management

Funds Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Head of Distribution	280k-350k	315k	280k-350k	315k
Senior Business Development Manager (10+ years exp)	190k-260k	225k	190k-260k	225k
Senior Product Manager	190k-220k	205k	190k-220k	205k
Business Development Manager (5-10 years exp)	165k-190k	177.5k	165k-190k	177.5k
Product Manager	150k-185k	167.5k	150k-185k	167.5k
Product Analyst	85k-115k	100k	85k-115k	100k
Business Development Associate	85k-115k	100k	85k-115k	100k

Public Markets

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Portfolio Manager	260k-390k	325k	260k-390k	325k
Assistant Portfolio Manager	190k-245k	217.5k	190k-245k	217.5k
Investment Analyst	120k-160k	140k	120k-170k	145k

All salaries are presented as base salaries and excluding benefits and bonuses.

Funds & Wealth Management

Private Credit

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Origination Director	215k-305k	260k	215k-305k	260k
Portfolio Manager	155k-215k	185k	155k-215k	185k
Associate (Credit Analyst)	105k-150k	127.5k	105k-150k	127.5k

Private Equity

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Managing Director	390k-435k	412.5k	390k-435k	412.5k	76-85	80.5	76-86	80.5
Investment Director	305k-390k	347.5k	305k-390k	347.5k	70-87	78.5	70-87	78.5
Associate Director	190k-285k	237.5k	190k-285k	237.5k	70-87	78.5	70-87	78.5
Associate	135k-190k	162.5k	135k-190k	162.5k	70-83	76.5	70-83	76.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Funds & Wealth Management

Real Estate

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Senior Capital Transaction Manager	230k-270k	250k	230k-270k	250k
Capital Transactions Manager	190k-220k	205k	190k-220k	205k
Senior Asset Manager	175k-215k	195k	175k-215k	195k
Asset Manager	135k-165k	150k	135k-165k	150k
Analyst	125k-165k	145k	125k-165k	145k

Operations

Executive

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
COO	260k-365k	312.5k	280k-380k	330k

All salaries are presented as base salaries and excluding benefits and bonuses.

Operations

Funds Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Head of Investment Operations	245k-285k	265k	230k-280k	255k
Investment Operations Manager	145k-165k	155k	150k-180k	165k
Senior Performance Analyst	125k-165k	145k	130k-160k	145k
Investment Operations Analyst	80k-105k	92.5k	80k-110k	95k
Performance Analyst	75k-105k	90k	80k-110k	95k

Banking/Broking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Middle Office Manager (Broking/Banking)	145k-165k	155k	140k-170k	155k
Trade Support	115k-135k	125k	110k-140k	125k
Corporate Actions Analyst	110k-125k	117.5k	100k-110k	105k
Client Onboarding/kYC Analyst	95k-125k	110k	80k-125k	102.5k
Middle Office Analyst (Broking/Banking)	90k-125k	107.5k	90k-120k	105k

All salaries are presented as base salaries and excluding benefits and bonuses.

Operations

Fund Administration

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Manager/Senior Manager-Fund Accounting/Unit Pricing	150k-175k	162.5k	150k-180k	165k
Senior Analyst-Fund Accounting/Unit Pricing	125k-150k	137.5k	125k-150k	137.5k
Manager-Unit Registry	105k-120k	112.5k	105k-120k	112.5k
Client Services Manager	95k-125k	110k	95k-120k	107.5k
Analyst-Fund Accounting/Unit Pricing	85k-115k	100k	75k-100k	87.5k
Senior Analyst-Unit Registry	85k-100k	92.5k	80k-100k	90k
Investment Operations Analyst	80k-105k	92.5k	80k-110k	95k
Client Services Officer	65k-85k	75k	70k-85k	77.5k
Analyst-Unit Registry	65k-85k	75k	70k-85k	77.5k

All salaries are presented as base salaries and excluding benefits and bonuses.

Risk, Assurance and Compliance

Risk, Assurance and Compliance

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Risk Officer	330k-370k	350k	330k-370k	350k	160-250	205	160-250	205
Head of Risk	190k-230k	210k	190k-230k	210k	140-180	160	140-180	160
Risk Manager	150k-180k	165k	150k-180k	165k	130-200	165	130-200	165
Risk Adviser	80k-105k	92.5k	80k-105k	92.5k	70-85	77.5	70-85	77.5
Senior Risk Adviser	105k-135k	120k	105k-135k	120k	90-130	110	90-130	110
Senior Internal Auditor	110k-150k	130k	110k-150k	130k	90-130	110	90-130	110
Head of Internal Audit	180k-220k	20k	180k-220k	200k	140-180	160	140-180	160
Internal Audit Manager	150k-180k	165k	150k-180k	165k	120-160	140	120-160	140
Compliance Officer	80k-120k	100k	80k-120k	100k	65-80	72.5	65-80	77.5
Compliance Manager	130k-160k	145k	130k-160k	145k	120-135	127.5	120-135	127.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Risk, Assurance and Compliance

Risk, Compliance & Operations

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Risk & Compliance	210k-250k	230k	210k-250k	230k	150-190	170	150-191	170.5
Operational Risk Senior Manager	160k-200k	180k	160k-200k	180k	95-125	110	95-126	110.5
Compliance Manager	120k-160k	140k	120k-160k	140k	75-110	92.5	75-111	93
Credit Manager	130k-170k	150k	130k-170k	150k	60-95	77.5	60-96	78
Operational Risk Manager	110k-150k	130k	110k-150k	130k	70-110	90	70-111	90.5
Market Risk Analyst	90k-130k	110k	90k-130k	110k	50-70	60	50-71	60.5
Compliance Officer	70k-100k	85k	70k-100k	85k	45-80	62.5	45-81	63
Settlements/Corporate Actions	70k-80k	75k	70k-80k	75k	40-60	50	40-61	50.5
Credit Analyst	80k-110k	95k	80k-110k	95k	45-65	55	45-66	55.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Banking

Business & Commercial Banking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Regional Manager	180k-240k	210k	180k-240k	210k
Head of Credit	180k-230k	205k	180k-230k	205k
Senior Manager-Credit	150k-175k	162.5k	150k-175k	162.5k
Relationship Director	165k-200k	182.5k	165k-200k	182.5k
Senior Relationship Manager	145k-185k	165k	145k-185k	165k
Relationship Manager	130k-170k	150k	130k-170k	150k
Small Business Banking Manager	130k-160k	145k	130k-160k	145k
Small Business Banker	105k-130k	117.5k	105k-130k	117.5k
Business Development Manager/Sales	100k-135k	117.5k	100k-135k	117.5k
Business Analyst	90k-120k	105k	90k-120k	105k
Mortgage/Lending Manager	100k-140k	120k	100k-140k	120k
Relationship Associate	80k-120k	100k	80k-120k	100k
Assistant Relationship Manager	85k-110k	97.5k	85k-110k	97.5k

All salaries are presented as base salaries and excluding benefits and bonuses.

Banking

Corporate & Institutional Banking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Managing Director – Project Finance	250k-320k	285k	250k-320k	285k
Director-Corporate & FI	225k-285k	255k	200k-270k	235k
Associate Director-Corporate & FI	155k-200k	177.5k	155k-200k	177.5k
Senior Associate	120k-150k	135k	120k-150k	135k
Associate	115k-130k	122.5k	115k-130k	122.5k
Corporate Lending Operations	70k-85k	77.5k	70k-85k	77.5k

Project Finance

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Managing Director	280k-340k	310k	280k-340k	310k
Director	200k-260k	230k	200k-260k	230k
Associate Director	175k-225k	200k	175k-225k	200k
Senior Associate	130k-165k	147.5k	130k-165k	147.5k

All salaries are presented as base salaries and excluding benefits and bonuses.

Banking

Private Banking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Director – Private Banking	160k-240k	200k	160k-240k	200k
Senior Private Banker	100k-140k	120k	100k-140k	120k
Private Banker	80k-120k	100k	80k-120k	100k
Associate Private Banker	60k-80k	70k	60k-80k	70k

Insurance

Broking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
General Manager	200k-250k	225k	200k-250k	225k
Head of Broking	200k-250k	225k	200k-250k	225k
Regional Broker Manager	175k-225k	200k	175k-225k	200k
Broker Team Manager	140k-200k	170k	140k-200k	170k
Senior Broker/Account Director	110k-150k	130k	110k-150k	130k
Broker/Account Executive	80k-110k	95k	80k-110k	95k
Commercial Support Broker/Account Broker	65k-75k	70k	65k-75k	70k
Domestic Broker/Account Director-Team Leader	75k-95k	85k	75k-95k	85k
Domestic Broker/Account Director-Personal lines	65k-80k	72.5k	65k-80k	72.5k
Domestic Broker Support/Account Broker	60k-65k	62.5k	60k-65k	62.5k

All salaries are presented as base salaries and excluding benefits and bonuses.

Insurance

Claims

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Head of Claims	140k-160k	150k	140k-160k	150k
Claims Manager	110k-130k	120k	110k-130k	120k
Senior Claims	75k-95k	85k	75k-95k	85k
Claims Broker	60k-80k	70k	60k-80k	70k
Claims Officer	60k-75k	67.5k	60k-75k	67.5k

Accounting & Finance

Executive

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Financial Officer (Large Business)	305k-390k	347.5k	305k-390k	347.5k	169-217	193	169-218	193
Chief Financial Officer (SME)	250k-300k	275k	250k-300k	275k	152-174	163	152-175	163

All salaries are presented as base salaries and excluding benefits and bonuses.

Accounting & Finance

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Financial Controller/Head of Finance (Large Business)	220k-260k	240k	220k-260k	240k	113-126	119.5	113-127	119.5
Head of FP&A (Large Business)	210k-280k	245k	210k-280k	245k	135-152	143.5	135-153	143.5
Senior Finance Business Partner	180k-250k	215k	180k-250k	215k	118-135	127.5	118-136	128.5
Financial Controller/Head of Finance (SME)	160k-200k	180k	160k-200k	180k	118-135	126.5	118-136	126.5
Senior Tax Manager	180k-220k	200k	180k-220k	200k	113-135	124	113-136	124
Head of FP&A (SME)	170k-220k	195k	170k-220k	195k	109-118	113.5	109-119	113.5
FP&A Manager / Finance Business Partner	165k-215k	190k	165k-215k	190k	92-118	105	92-119	105
Product Control Manager	175k-200k	187.5k	175k-200k	187.5k	97-111	104	97-112	104
Tax Manager	165k-195k	180k	165k-195k	180k	91-109	100	91-110	100
Commercial Finance Manager	140k-180k	160k	140k-180k	160k	92-107	99	92-108	99.5
Finance Manager	140k-180k	160k	140k-180k	160k	92-107	99.5	92-108	99.5
Fund Accounting Manager	150k-175k	162.5k	150k-175k	162.5k	83-97	90	83-97	90
Senior Product Controller (3-8 years exp)	150k-175k	162.5k	150k-175k	162.5k	83-97	90	83-97	90
Senior Management Accountant	150k-175k	162.5k	150k-175k	162.5k	83-98	90	83-98	90
Senior Financial Accountant (3-5 years PQE)	130k-150k	140k	130k-150k	140k	76-85	80.5	76-86	80.5
Senior Fund Accountant	125k-155k	140k	125k-155k	140k	70-87	78.5	70-87	78.5
Tax Accountant	125k-155k	140k	125k-155k	140k	70-87	78.5	70-87	78.5
FP&A / Senior Financial Analyst	110k-140k	125k	110k-140k	125k	70-83	76.5	70-83	76.5
Financial Accountant (1-2 years PQE)	115k-130k	122.5k	115k-130k	122.5k	63-73	68	63-73	68
Management Accountant (1-2 years PQE)	115k-130k	122.5k	115k-130k	122.5k	63-74	69	63-74	69

All salaries are presented as base salaries and excluding benefits and bonuses.

Accounting & Finance

Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Product Controller (1-3 years exp)	105k-125k	115k	105k-125k	115k	58-70	64	58-71	64
Fund Accountant	95k-125k	110k	95k-125k	110k	54-70	62	54-70	62
First Mover (Audit)	90k-100k	95k	90k-100k	95k	54-58	56	54-58	56

Part-Qualified

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Assistant Accountant	80k-95k	87.5k	80k-95k	87.5k	49-54	51.5	49-55	51.5
Accounts Payable/Receivable	75k-85k	80k	75k-85k	80k	42-49	45.5	42-50	45.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Funds & Wealth Management

Funds Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Head of Distribution	280k-350k	315k	280k-350k	315k
Senior Business Development Manager (10+ years exp)	190k-260k	225k	190k-260k	225k
Senior Product Manager	190k-220k	205k	190k-220k	205k
Business Development Manager (5-10 years exp)	165k-190k	177.5k	165k-190k	177.5k
Product Manager	150k-185k	167.5k	150k-185k	167.5k
Product Analyst	85k-115k	100k	85k-115k	100k
Business Development Associate	85k-115k	100k	85k-115k	100k

Public Markets

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Portfolio Manager	260k-390k	325k	260k-390k	325k
Assistant Portfolio Manager	190k-245k	217.5k	190k-245k	217.5k
Investment Analyst	120k-160k	140k	120k-170k	145k

All salaries are presented as base salaries and excluding benefits and bonuses.

Funds & Wealth Management

Private Credit

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Origination Director	215k-305k	260k	215k-305k	260k
Portfolio Manager	155k-215k	185k	155k-215k	185k
Associate (Credit Analyst)	105k-150k	127.5k	105k-150k	127.5k

Private Equity

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Managing Director	390k-435k	412.5k	390k-435k	412.5k
Investment Director	305k-390k	347.5k	305k-390k	347.5k
Associate Director	190k-285k	237.5k	190k-285k	237.5k
Associate	135k-190k	162.5k	135k-190k	162.5k

All salaries are presented as base salaries and excluding benefits and bonuses.

Funds & Wealth Management

Real Estate

	Permanent (per annum)			
	2025		2026	
Role	Range	Average	Range	Average
Senior Capital Transaction Manager	230k-270k	250k	230k-270k	250k
Capital Transactions Manager	190k-220k	205k	190k-220k	205k
Senior Asset Manager	175k-215k	195k	175k-215k	195k
Asset Manager	135k-165k	150k	135k-165k	150k
Analyst	125k-165k	145k	125k-165k	145k

Operations

Executive

	Permanent (per annum)			
	2025		2026	
Role	Range	Average	Range	Average
COO	260k-365k	312.5k	280k-380k	330k

All salaries are presented as base salaries and excluding benefits and bonuses.

Operations

Funds Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Head of Investment Operations	245k-285k	265k	230k-280k	255k
Investment Operations Manager	145k-165k	155k	150k-180k	165k
Senior Performance Analyst	125k-165k	145k	130k-160k	145k
Investment Operations Analyst	80k-105k	92.5k	80k-110k	95k
Performance Analyst	75k-105k	90k	80k-110k	95k

Banking/Broking

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Middle Office Manager (Broking/Banking)	145k-165k	155k	140k-170k	155k
Trade Support	115k-135k	125k	110k-140k	125k
Corporate Actions Analyst	110k-125k	117.5k	100k-110k	105k
Client Onboarding/kYC Analyst	95k-125k	110k	80k-125k	102.5k
Middle Office Analyst (Broking/Banking)	90k-125k	107.5k	90k-120k	105k

All salaries are presented as base salaries and excluding benefits and bonuses.

Operations

Fund Administration

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Manager/Senior Manager-Fund Accounting/Unit Pricing	150k-175k	162.5k	150k-180k	165k
Senior Analyst-Fund Accounting/Unit Pricing	125k-150k	137.5k	125k-150k	137.5k
Manager-Unit Registry	105k-120k	112.5k	105k-120k	112.5k
Client Services Manager	95k-125k	110k	95k-120k	107.5k
Analyst-Fund Accounting/Unit Pricing	85k-115k	100k	75k-100k	87.5k
Senior Analyst-Unit Registry	85k-100k	92.5k	80k-100k	90k
Investment Operations Analyst	80k-105k	92.5k	80k-110k	95k
Client Services Officer	65k-85k	75k	70k-85k	77.5k
Analyst-Unit Registry	65k-85k	75k	70k-85k	77.5k

All salaries are presented as base salaries and excluding benefits and bonuses.

Risk, Assurance and Compliance

Private Sector

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Risk Officer	250k-350k	300k	250k-350k	300k	160-250	205	160-250	205
Head of Risk	180k-220k	200k	190k-240k	215k	140-180	160	150-200	175
Head of Risk & Compliance	180k-220k	200k	190k-240k	215k	140-180	160	150-200	175
Head of Internal Audit	180k-220k	200k	190k-240k	215k	140-180	160	150-200	175
Operational Risk Senior Manager	160k-180k	170k	165k-190k	177.5k	95-125	110	120-150	135
Operational Risk Manager	140k-160k	150k	140k-165k	152.5k	70-110	90	110-130	120
Senior Manager Risk	160k-180k	170k	165k-190k	177.5k	120-140	130	120-150	135
Senior Manager Internal Audit	160k-180k	170k	165k-190k	177.5k	120-140	130	120-150	135
Manager Risk	140k-160k	150k	140k-165k	152.5k	110-130	120	110-130	120
Manager Internal Audit	140k-160k	150k	140k-165k	152.5k	110-130	120	110-130	120
Senior Analyst Risk / Internal Audit	100k-130k	115k	100k-130k	115k	70-100	85	70-100	85

All salaries are presented as base salaries and excluding benefits and bonuses.

Risk, Assurance and Compliance

Public Sector

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Director Risk & Assurance	190k-240k	215k	200k-250k	225k	130-200	165	160-200	180
Risk Manager	160k-180k	170k	160k-190k	175k	120-160	140	140-180	160
Internal Audit Manager	160k-180k	170k	160k-190k	175k	120-160	140	140-180	160
Compliance Manager	130k-160k	145k	140k-180k	160k	120-135	127.5	130-150	140
Principal Risk Advisor	128k-155k	141.5k	130k-160k	145k	130-150	140	130-150	140
Principal Internal Auditor	128k-155k	141.5k	130k-160k	145k	130-150	140	130-150	140
Senior Risk Adviser	100k-130k	115k	100k-135k	117.5k	90-130	110	90-130	110
Senior Internal Auditor	100k-130k	115k	100k-135k	117.5k	90-130	110	90-130	110
Risk Adviser	80k-105k	92.5k	80k-105k	92.5k	70-85	77.5	70-85	77.5
Internal Audit Advisor	80k-105k	92.5k	80k-105k	92.5k	70-85	77.5	70-85	77.5
Compliance Officer	80k-120k	100k	80k-120k	100k	60-80	70	50-70	60

All salaries are presented as base salaries and excluding benefits and bonuses.

Risk, Assurance and Compliance

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Risk Officer	250k-350k	300k	250k-350k	300k	160-250	205	160-250	205
Head of Risk	170k-220k	195k	190k-240k	215k	140-180	160	150-200	175
Head of Risk & Compliance	170k-220k	195k	190k-240k	215k	140-180	160	150-200	175
Head of Internal Audit	170k-220k	195k	190k-240k	215k	140-180	160	150-200	175
Operational Risk Senior Manager	160k-180k	170k	165k-190k	177.5k	95-125	110	120-150	135
Operational Risk Manager	140k-160k	150k	140k-165k	152.5k	70-110	90	110-130	120
Risk Manager	140k-160k	150k	140k-165k	152.5k	110-130	120	110-130	120
Internal Audit Manager	140k-160k	150k	140k-165k	152.5k	110-130	120	110-130	120
Compliance Manager	130k-160k	145k	130k-160k	145k	100-130	115	100-130	115
Senior Risk Adviser	100k-130k	115k	100k-135k	117.5k	90-130	110	90-130	110
Senior Internal Auditor	100k-130k	115k	100k-135k	117.5k	90-130	110	90-130	110
Risk Adviser	80k-105k	92.5k	80k-105k	92.5k	70-85	77.5	70-85	77.5
Compliance Officer	80k-120k	100k	80k-120k	100k	60-80	70	50-70	60
Credit Manager	130k-170k	150k	130k-170k	150k	60-95	77.5	60-96	77.5
Market Risk Analyst	90k-130k	110k	90k-130k	110k	50-70	60	50-71	60.5
Credit Analyst	80k-110k	95k	80k-110k	95k	45-65	55	45-66	55.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Business Support

The Business Support section of the Salary Guide provides insights into salary and employment trends across Australia (New South Wales, Queensland, Victoria, South Australia, and Western Australia) and New Zealand (Auckland, Wellington, and Christchurch), covering Business Support, Call Centre, Operations and related functions.

Hiring demand is steady in Australia, with active recruitment across Executive Assistant, Team Assistant, and Reception/Office Assistant roles. Demand in New Zealand is lower but focused on Executive Assistants, Customer Service Representatives, and Legal Secretaries. Professionals continue to prioritise work-life balance and flexibility, with hybrid working the preferred style in both countries. Australian employees place additional weight on open, effective management, while New Zealand professionals emphasise positive workplace culture.

Notably, the percentage of employees looking for a new job in 2026 has increased in both markets, reflecting renewed mobility and shifting career motivations. In 2025, 46% of Australian professionals and 56% of New Zealand professionals were seeking new roles; in 2026, these figures have risen to 60% in Australia and 72% in New Zealand. This upward trend underscores a more active candidate market and highlights the importance of retention-focused strategies across the business support sector. Employers that pair competitive salaries and benefits with flexibility and strong day-to-day management will attract and retain the best talent.



Key findings

Business Support

Sector trends

Australia

Avg. tenure of professionals
1.6 years

Female **74%** Male **26%**

Hiring demand
Medium

It is fairly easy to hire these professionals

New Zealand

Avg. tenure of professionals
1.7 years

Female **76%** Male **24%**

Hiring demand
Low

It is easy to hire these professionals

What professionals value in an employer in 2026

Australia

1. Work-life balance & flexible working arrangements
2. Competitive salary & benefits package
3. Open and effective management

New Zealand

1. Work-life balance & flexible working arrangements
2. Positive & supportive workplace culture
3. Competitive salary & benefits package

Employee expectations



■ Australia ■ New Zealand

Top three preferred working styles

Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

New Zealand

1. Hybrid
2. Office-based
3. Flexible hours



Top 3 most sought-after professionals

Australia

- 1 Executive Assistant
- 2 Team Assistant
- 3 Receptionist/Office Assistant

New Zealand

- 1 Executive Assistant
- 2 Customer Service Representative
- 3 Legal Secretary

Executive & Administrative

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
C-Suite Executive Assistant	105k-135k	120k	120k-150k	135k	52-70	61	54-74	64
Executive Assistant	85k-115k	100k	110k-130k	120k	43-74	58.5	44-70	57
Board Assistant	75k-115k	95k	110k-150k	130k	52-70	61	55-75	65
Office Manager	80k-105k	92.5k	95k-120k	107.5k	39-61	50	37-65	51
Personal Assistant	85k-110k	97.5k	90k-110k	100k	39-48	43.5	37-48	42.5
Facilities Manager	100k-125k	112.5k	110k-140k	125k	40-52	45	41-53	47
Facilities Coordinator	65k-75k	70k	70k-85k	77.5k	39-48	43.5	39-48	43.5
Team Assistant	70k-85k	77.5k	75k-95k	85k	35-48	41.5	35-48	41.5
Sales Coordinator	60k-80k	70k	65k-80k	72.5k	35-48	41.5	35-48	41.5
Administration Assistant	60k-70k	65k	65k-85k	75k	30-39	34.5	30-39	34.5
Office Administrator	65k-70k	67.5k	65k-75k	70k	33-43	35	33-43	38
Team Administrator	70k-80k	75k	70k-80k	75k	34-44	36	34-44	39
Receptionist	55k-70k	62.5k	65k-75k	70k	30-39	34.5	30-39	34.5
Data Entry Operator	50k-60k	55k	60k-65k	62.5k	30-39	34.5	30-40	35
Office Junior	55k-65k	60k	60k-70k	65k	30-35	32.5	30-36	33

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Project Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Project Coordinator	70k-85k	77.5k	75k-95k	85k	39-65	52	39-65	52
Bid Coordinator	70k-85k	77.5k	80k-95k	87.5k	39-52	45.5	40-53	46.5
Document Controller	65k-75k	70k	65k-80k	72.5k	45-57	50	48-60	54
Project Administrator	65k-75k	70k	65k-80k	72.5k	35-47	40	38-50	44
Project Assistant	70k-80k	75k	70k-80k	75k	35-45	38	36-45	40.5

Legal Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Practice Manager	85k-115k	100k	90k-120k	105k	48-65	56.5	48-65	56.5
Legal Executive Assistant	85k-105k	95k	90k-110k	100k	43-65	54	43-65	54
Legal Secretary	65k-85k	75k	65k-90k	77.5k	35-52	43.5	35-52	43.5
Paralegal	55k-80k	67.5k	75k-115k	95k	39-61	50	39-61	50

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Customer Service

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Contact Centre	130k-200k	165k	150k-200k	175k	75-95	80	75-95	82
Customer Service Manager	85k-120k	102.5k	110k-140k	125k	60-80	68	60-80	70
Customer Service Team Leader	75k-105k	90k	90k-115k	102.5k	35-52	43.5	35-52	43.5
Customer Success Associate	70k-90k	80k	75k-90k	82.5k	33-48	40.5	35-48	41.5
Customer Service Representative	60k-75k	67.5k	65k-75k	70k	30-43	36.5	30-43	36.5
Customer Service Consultant	60k-70k	65k	65k-75k	70k	35-45	37	35-45	40
Customer Service Officer	60k-70k	65k	65k-75k	70k	34-45	35	34-45	39.5
Outbound Customer Service	60k-70k	65k	65k-75k	70k	32-40	34	32-42	37
Sales Consultant	60k-70k	65k	65k-75k	70k	32-43	35	32-43	37.5
Live Chat Consultant	60k-70k	65k	65k-75k	70k	30-40	34	30-40	35

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Executive & Administrative

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Executive Assistant	85k-105k	95k	88k-109k	98.5k	43-74	58.5	44-54.5	49.25
Document Controller	80k-105k	92.5k	83k-109k	96k	39-57	48	41-54	47.5
Project Coordinator	70k-85k	77.5k	73k-88k	80.5k	43-57	50	36-44	40
Claims Officer	70k-85k	77.5k	73k-88k	80.5k	35-43	39	36-44	40
Office Manager	70k-85k	77.5k	73k-88k	80.5k	39-61	50	36-44	40
Project Administrator	65k-70k	67.5k	67k-73k	70k	35-43	39	33-36	34.5
Personal Assistant	65k-75k	70k	67k-78k	72.5k	39-48	43.5	33-39	36
Travel Coordinator	65k-80k	72.5k	67k-83k	75k	30-39	34.5	33-41	37
Facilities Manager	88k-125k	108k	91k-130k	110.5k	44-62	51	45-65	55
Facilities Assistant	60k-75k	67.5k	62k-78k	70k	39-48	43.5	31-39	35
Desk Assistant	60k-70k	65k	62k-73k	67.5k	30-39	34.5	31-36	33.5
Receptionist	55k-65k	60k	57k-67k	62k	30-39	34.5	28-33	30.5
Team Administrator	50k-65k	57.5k	52k-67k	59.5k	30-39	34.5	26-33	29.5
Administration Assistant	50k-60k	55k	62k-62k	62k	30-39	34.5	31-31	31
Data Entry Operator	50k-55k	52.5k	52k-57k	54.5k	30-35	32.5	26-28	27
Office Junior	50k-55k	52.5k	52k-57k	54.5k	30-35	32.5	26-28	27
Office Administrator	55k-74k	62k	57k-77k	67k	28-36	34	28-38	33

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Legal Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Practice Manager	80k-100k	95k	82k-103k	92.5k	40-50	45	41-51	46.25
Legal Executive Assistant	75k-120k	90k	78k-125k	101.5k	37.5-60	48	39-62	50.75
Legal Secretary	65k-75k	70k	70k-80k	75k	35-52	43.5	35-40	37.5
Paralegal	55k-77k	65k	57.5k-81k	40.5k	25-36	30.5	29-40	34.75

Call Centre

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Contact Centre	157k-185k	171k	162k-191k	176.5k	78-93	85	81-95	88.25
Customer Service Manager	85k-105k	95k	88k-109k	98.5k	48-70	59	44-54	49.25
Customer Service Team Leader	70k-90k	80k	73k-93k	83k	35-52	43.5	36-46	41.5
Customer Service Representative	50k-65k	57.5k	52k-67k	59.5k	30-39	34.5	26-33	29.75
Customer Service Consultant	87k-99k	93k	90k-103k	96.5k	43-45	44	45-51	48.25
Customer Service Officer	50k-73k	62k	52k-75k	63.5k	25-37	31	26-37	31.75
Customer Success Associate	50k-96k	73k	55k-98k	76.5k	25-48	36.5	27-49	38.25
Outbound Customer Service	70k-100k	85k	75k-100k	87.5k	35-50	43	37-50	43.75
Live Chat Consultant	70k-85k	77.5k	73k-95k	84k	35-43	39	36-47	42

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Public Sector

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Policy Officer	80k-95k	87.5k	90k-120k	105k	43-61	52	59-83	72
Project Officer	70k-95k	82.5k	90k-120k	105k	39-57	48	50-74	62
Executive Support Officer	75k-85k	80k	100k-120k	110k	35-48	41.5	59-83	71
Business Support Officer	65k-80k	72.5k	80k-110k	95k	35-48	41.5	50-74	62

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Executive & Administrative

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
C-Suite Executive Assistant	95k-110k	100k	100k-120k	110k	55-65	60	60-70	65
Executive Assistant	80k-110k	95k	90k-100k	95k	43-65	54	50-60	55
Personal Assistant	75k-85k	80k	85k-95k	90k	39-48	43.5	45-55	50
Office Manager	65k-80k	72.5k	85k-95k	90k	39-61	50	45-55	50
Office Administrator	55k-65k	60k	70k-90k	80k	30-39	34.5	40-50	45
Administration Assistant	55k-65k	60k	65k-75k	70k	36-40	38	38-42	40
Team Administrator / Team Assistant	55k-65k	60k	70k-90k	80k	30-39	34.5	40-50	45
Receptionist	50k-55k	52.5k	65k-75k	70k	30-39	34.5	38-42	40
Data Entry Operator	70k-80k	75k	75k-85k	80k	38-42	40	40-45	42
Business Support Officer	75k-90k	85k	80k-95k	87.5k	43-65	54	50-60	55

Project Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Project Administrator	70k-85k	77.5k	80k-90k	85k	35-48	41.5	40-48	44
Project Coordinator	85k-95k	90k	85k-95k	90k	40-50	40	45-55	50

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Finance Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Payroll Officer	65k-85k	75k	65k-85k	75k	39-52	45.5	39-52	45.5
Bookkeeper	65k-85k	75k	65k-85k	75k	35-48	41.5	35-48	41.5
Credit Controller	65k-85k	75k	65k-85k	75k	35-43	39	35-43	39
Accounts Payable/Receivable	55k-65k	60k	55k-65k	60k	30-39	34.5	30-39	34.5

Customer Service

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Contact Centre	150k-200k	175k	150k-200k	175k	75-100	80	75-100	87.5
Customer Service Manager	100k-115k	107.5k	110k-120k	115k	50-60	55	55-70	62.5
Customer Service Team Leader	83k-97k	90k	88k-100k	95k	45-55	45	45-55	50
Customer Service Representative	65k-80k	72.5k	65k-80k	72.5k	31-32	31.5	33-40	36.5
Customer Service Consultant	65k-80k	72.5k	65k-80k	72.5k	31-32	31.5	33-40	36.5
Customer Service Officer	65k-80k	72.5k	65k-80k	72.5k	31-32	31.5	33-40	36.5
Outbound Customer Service	65k-80k	72.5k	65k-80k	72.5k	31-32	31.5	33-40	36.5
Sales Consultant	65k-80k	72.5k	65k-80k	72.5k	31-32	31.5	33-40	36.5
Live Chat Consultant	65k-80k	72.5k	65k-80k	72.5k	31-32	31.5	33-40	36.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Executive & Administrative

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Office Services Manager	105k-130k	117.5k	110k-120k	115k	61-65	63	60-65	62.5
Executive Assistant-Financial Services	95k-120k	107.5k	95k-120k	107.5k	48-61	54.5	50-60	55
Facilities Manager	85k-105k	95k	90k-110k	100k	52-61	56.5	50-60	55
Executive Assistant	80k-105k	92.5k	90k-130k	110k	39-57	48	45-65	55
Office Manager	80k-105k	92.5k	90k-110k	100k	43-61	52	45-55	50
Personal Assistant	70k-95k	82.5k	85k-100k	92.5k	39-48	43.5	45-50	47.5
Team Assistant	70k-85k	77.5k	80k-90k	85k	39-48	43.5	40-45	42.5
Facilities Coordinator	60k-80k	70k	75k-85k	80k	33-39	36	36-40	38
Administration Assistant	60k-75k	67.5k	65k-75k	70k	34-40	37	35-40	37.5
HR Administrator	60k-70k	65k	70k-80k	75k	35-39	37	35-40	37.5
Office Junior	60k-70k	65k	65k-75k	70k	31-35	33	35-36	35.5
Receptionist	55k-70k	62.5k	60k-70k	65k	33-36	34.5	35-36	35.5
Data Entry Operator	50k-65k	57.5k	60k-70k	65k	33-37	35	35-36	35.5
Mail Room Assistant	55k-60k	57.5k	60k-70k	65k	30-33	31.5	30-35	32.5
Team Administrator	60k-75k	70k	70k-80k	75k	35-39	37	38-42	40
Desk Assistant	59k-69k	63k	60k-70k	65k	30-35	32	32-35	33.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Project Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Project Administrator/Assistant	75k-85k	80k	70k-75k	72.5k	35-48	41.5	35-40	37.5
Project Coordinator	70k-75k	73k	70k-80k	75k	37-42	40	40-42	41
Bid/Tender Coordinator	70k-95k	82.5k	70k-80k	75k	43-54	48.5	35-40	37.5
Document Controller	75k-95k	85k	100k-140k	120k	39-52	45.5	50-60	55

Legal Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Practice Manager	100k-130k	115k	100k-130k	115k	50-70	60	50-70	60
Legal Executive Assistant	90k-110k	100k	90k-110k	100k	45-65	50	45-55	50
Legal Secretary	60k-80k	70k	80k-95k	87.5k	39-43	41	40-45	42.5
Paralegal	75k-85k	78k	75k-85k	80k	37-45	40	37-42	39.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Call Centre & Operations

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Contact Centre	150k-175k	162.5k	150k-200k	175k	93-110	101.5	95-130	112.5
Contact Centre Manager	105k-130k	117.5k	110k-140k	125k	61-70	65.5	65-80	72.5
Contact Centre Team Leader	85k-95k	90k	85k-100k	92.5k	43-57	50	45-58	51.5
Sales Consultant + Comission	65k-70k	67.5k	65k-70k	67.5k	34-39	36.5	35-40	37.5
Outbound Customer Service	65k-70k	67.5k	60k-70k	65k	34-39	36.5	30-38	34
Customer Service Consultant	65k-70k	67.5k	60k-70k	65k	34-39	36.5	30-38	34

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Executive & Administrative

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
C-Suite Executive Assistant	100k-120k	110k	100k-120k	110k	50-70	60	50-70	60
Executive Assistant	85k-110k	97.5k	85k-110k	97.5k	43-61	52	43-61	52
Office Manager	75k-90k	82.5k	75k-90k	82.5k	39-52	45.5	39-52	45.5
Personal Assistant	75k-90k	82.5k	75k-90k	82.5k	39-52	45.5	39-52	45.5
Legal Secretary	65k-80k	72.5k	70k-85k	77.5k	35-39	37	35-45	40
Sales Coordinator	65k-85k	75k	65k-85k	75k	36-40	37	36-40	37
Administration Assistant	60k-75k	67.5k	60k-75k	67.5k	33-37	35	33-37	35
Receptionist	55k-65k	60k	60k-65k	62.5k	33-39	36	33-39	36
Data Entry Operator	50k-60k	55k	55k-65k	60k	30-35	32.5	30-35	32.5

Project Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Bid / Tender Coordinator	80k-100k	90k	80k-100k	90k	40-50	45	40-50	45
Project Coordinator	70k-85k	77.5k	70k-85k	77.5k	39-57	48	39-57	48
Project Administrator	65k-75k	70k	65k-75k	70k	35-43	39	35-43	39
Document Controller	70k-85k	77.5k	70k-85k	77.5k	35-48	41.5	35-48	41.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Customer Service

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Contact Centre	140k-170k	155k	140k-170k	155k	75-100	87.5	75-100	87.5
Contact Centre Manager	100k-130k	125k	100k-130k	125k	55-70	62.5	55-70	62.5
Customer Service Manager	90k-100k	95k	90k-110k	100k	43-57	50	43-57	50
Customer Service Team Lead	80k-95k	87.5k	80k-95k	87.5k	43-52	47.5	43-52	47.5
Customer Service Consultant	65k-80k	72.5k	65k-80k	72.5k	35-42	38.5	35-42	38.5
Customer Service Officer	55k-70k	62.5k	55k-70k	62.5k	30-39	34.5	30-39	34.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Business Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Executive Assistant	90k-120k	105k	100k-115k	107.5k	45-65	55	50-57	53.5
Office Manager	80k-100k	90k	80k-100k	90k	40-50	45	40-50	45
Personal Assistant	80k-90k	85k	80k-90k	85k	40-45	42.5	40-45	42.5
Sales Coordinator	60k-70k	65k	60k-70k	65k	30-35	32.5	30-35	32.5
Office Administrator	60k-75k	67.5k	60k-75k	67.5k	30-36	33	30-36	33
Team Administrator	65k-80k	72.5k	65k-75k	70k	30-40	35	30-40	35
Receptionist	65k-80k	72.5k	65k-80k	72.5k	30-40	35	30-40	35

Project support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Project Coordinator	75k-85k	80k	75k-85k	80k	30-40	35	30-40	35
Project Administrator	65k-80k	72.5k	70k-80k	75k	30-40	35	30-40	35

All salaries are presented as base salaries and excluding benefits and bonuses.

Legal support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Practice Manager (Legal)	120k-140k	130k	120k-130k	125k	60-70	65	60-65	62.5
Legal Executive Assistant	80k-95k	87.5k	80k-95k	87.5k	40-45	42.5	40-45	42.5
Legal Secretary	70k-85k	77.5k	70k-80k	75k	35-45	40	35-40	37.5

Customer Service

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Team Leader	90k-120k	105k	90k-120k	105k	40-50	45	40-50	45
Customer Service Representative	60k-70k	65k	60k-70k	65k	30-35	32.5	30-35	32.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Business Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Executive Assistant	80k-105k	92.5k	80k-110k	95k	55-65	60	55-65	60
Office Manager	85k-105k	95k	85k-110k	97.5k	50-65	57.5	55-65	60
Personal Assistant	65k-75k	70k	65k-80k	72.5k	45-55	50	45-55	50
Project Administrator	65k-75k	70k	70k-80k	75k	40-50	45	40-50	45
Legal Secretary	65k-90k	77.5k	68k-90k	79k	35-55	45	35-55	45
Office Administrator	64k-75k	69.5k	65k-75k	70k	35-40	37.5	35-40	37.5
Procurement Administrator	65k-75k	70k	67k-75k	71k	35-40	37.5	35-50	42.5
General Administrator	60k-70k	65k	65k-75k	70k	35-40	37.5	35-50	42.5
Marketing Administrator	60k-70k	65k	65k-75k	70k	35-40	37.5	35-40	37.5
Corporate Receptionist	60k-70k	65k	65k-75k	70k	35-40	37.5	35-40	37.5
Receptionist	60k-65k	62.5k	63k-70k	66.5k	33-37	35	33-37	35
Data Entry Operator	55k-60k	57.5k	58k-63k	60.5k	30-35	32.5	30-35	32.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Business Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Executive Assistant	75k-100k	87.5k	75k-115k	95k	55-65	60	36-48	42
Office Manager	85k-105k	95k	90k-100k	95k	50-60	55	40-48	44
Legal Secretary	60k-80k	70k	68k-96k	82k	35-45	40	36-38	37
Personal Assistant	65k-80k	72.5k	60k-80k	70k	32-38	35	30-38	34
Project Administrator	65k-75k	70k	65k-75k	70k	45-55	50	30-36	33
Office Administrator	65k-75k	70k	60k-75k	67.5k	35-45	40	28-36	32
Legal Administrator	60k-75k	67.5k	60k-75k	67.5k	37-45	41	32-35	33.5
Data Entry Operator	60k-65k	62.5k	58k-65k	61.5k	29-33	31	28-30	29
Team Administrator	60k-70k	65k	60k-75k	67.5k	35-45	40	31-36	33.5
Customer Service Representative	59k-65k	62k	58k-65k	61.5k	30-35	32.5	26-30	28
Receptionist	60k-70k	65k	58k-65k	61.5k	30-35	32.5	26-30	28

All salaries are presented as base salaries and excluding benefits and bonuses.

Human Resources & Safety

Covers Australia (New South Wales, Queensland, Victoria, South Australia, Western Australia) and New Zealand (Auckland, Wellington, Christchurch), spanning HR, TA, L&D and safety roles.

Demand remains strong across both countries, particularly in Australia where securing skilled professionals is increasingly challenging. Employers are actively recruiting Human Resources Managers, HR Business Partners, Talent Acquisition specialists, Health & Safety Managers, and Employee Relations Managers. Despite robust hiring intentions, fewer professionals are actively job-seeking, underscoring the need to align workplaces with employee priorities: work-life balance, flexibility, career progression, and positive cultures. Many organisations plan pay rises in 2026, even where employees aren't expecting them, creating an opportunity to exceed expectations and strengthen retention. Employee and employer expectations have remained broadly consistent with last year, maintaining strong alignment on flexibility, culture, and development priorities.

Combining competitive salaries with flexibility and growth pathways will differentiate employers in a tight market.



Key findings

Human Resources & Safety

Sector trends

Australia

Avg. tenure of professionals
1.3 years

Female **76%** Male **24%**

Hiring demand
Very high

It is very difficult to hire these professionals

New Zealand

Avg. tenure of professionals
2.1 years

Female **80%** Male **20%**

Hiring demand
Medium

It is fairly easy to hire these professionals

What professionals value in an employer in 2026

Australia

1. Work-life balance & flexible working arrangements
2. Competitive salary & benefits package
3. Positive & supportive workplace culture

New Zealand

1. Work-life balance & flexible working arrangements
2. Competitive salary & benefits package
3. Positive & supportive workplace culture

Employee expectations



■ Australia ■ New Zealand

Top three preferred working styles

Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

New Zealand

1. Hybrid
2. Office-based
3. Flexible hours



Top 3 most sought-after professionals

Australia

- 1 Human Resources Manager
- 2 Human Resources Business Partner
- 3 Talent Acquisition

New Zealand

- 1 Human Resources Advisor
- 2 Health & Safety Manager
- 3 Employee Relations Manager

Generalist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
HR Director (>500 employees)	290k-435k	362.5k	250k-350k	300k	150-260	205	130-200	165
HR Director (<500 employees)	215k-290k	252.5k	200k-280k	240k	110-165	137.5	100-160	130
HR Manager (>300 employees)	150k-210k	180k	160k-220k	190k	75-110	92.5	80-115	97.5
HR Manager (<300 employees)	120k-165k	142.5k	120k-160k	140k	55-85	70	60-90	75
Senior HR Business Partner	150k-185k	167.5k	150k-190k	170k	75-100	87.5	75-100	87.5
HR Business Partner	115k-155k	135k	110k-150k	130k	65-85	75	60-90	75
Senior HR Advisor	110k-120k	115k	110k-125k	117.5k	55-70	62.5	60-75	67.5
HR Advisor	85k-115k	100k	90k-110k	100k	45-65	55	48-65	56.5
HR Officer	75k-85k	80k	80k-95k	87.5k	35-45	40	40-50	45
HR Coordinator	70k-95k	82.5k	75k-95k	85k	35-50	42.5	40-50	45
HR Administrator	65k-80k	72.5k	70k-80k	75k	35-40	37.5	35-45	40

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of IR / ER	225k-260k	242.5k	220k-260k	240k	120-130	125	110-140	125
HSE Director	185k-260k	222.5k	200k-270k	235k	95-140	117.5	100-140	120
Head of Remuneration	190k-215k	202.5k	170k-220k	195k	100-120	110	90-120	105
Industrial/Employee Relations Manager	155k-215k	185k	160k-220k	190k	85-120	102.5	85-120	102.5
Compensation & Benefits Manager	155k-200k	177.5k	150k-240k	195k	80-110	95	75-120	97.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
HR Change Manager	150k-210k	180k	150k-210k	180k	100-130	115	90-120	105
Workforce Planning Manager	150k-190k	170k	140k-190k	165k	70-100	85	70-100	85
Organisational Development Manager	130k-175k	152.5k	135k-170k	152.5k	70-100	85	70-90	80
Talent Acquisition Manager	130k-175k	152.5k	130k-180k	155k	80-105	92.5	70-100	85
Learning & Development Manager	125k-155k	140k	130k-170k	150k	70-90	80	70-95	82.5
Campus Recruitment Manager	120k-155k	137.5k	100k-150k	125k	65-85	75	50-80	65
Industrial/Employee Relations Specialist	115k-145k	130k	115k-150k	132.5k	55-70	62.5	55-80	67.5
Organisational Development Consultant	115k-140k	127.5k	110k-140k	125k	55-70	62.5	55-75	65
Instructional Designer	105k-140k	122.5k	100k-140k	120k	55-100	77.5	50-75	62.5
Workforce Planning Consultant	105k-140k	122.5k	100k-150k	125k	55-70	62.5	50-75	62.5
Compensation & Benefits Consultant	95k-140k	117.5k	95k-140k	117.5k	50-70	60	50-70	60
Talent Acquisition Specialist / Recruiter	85k-140k	112.5k	85k-140k	112.5k	40-85	62.5	40-80	60
HR Systems Analyst	95k-120k	107.5k	95k-120k	107.5k	55-70	62.5	50-60	55
Learning & Development Consultant	85k-120k	102.5k	85k-125k	105k	50-70	60	45-70	57.5
Campus Recruitment Consultant	80k-120k	100k	80k-120k	100k	45-65	55	45-65	55

Workplace Health & Safety

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
WHS Manager	140k-175k	157.5k	130k-170k	150k	80-100	90	70-95	82.5
WHS Advisor	95k-130k	112.5k	100k-135k	117.5k	55-70	62.5	50-70	60

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Generalist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
HR Director	220k-245k	232.5k	228k-260k	244k	110-122.5	116.25	114-130	122
HR Manager	150k-185k	167.5k	155k-192k	173.5k	75-92.5	83.75	77.5-96	86.75
HR Business Partner	110k-140k	125k	114k-145k	129.5k	55-70	62.5	57-72.5	64.75
HR Advisor (5+ yrs' exp)	80k-105k	92.5k	83k-109k	96k	40-52.5	46.25	41.5-54.5	48
HR Advisor (1-4 yrs' exp)	70k-80k	75k	73k-83k	78k	35-40	37.5	36.5-41.5	39
HR Officer	65k-80k	72.5k	67k-83k	75k	32.5-40	36.25	33.5-41.5	37.5
HR Coordinator	50k-65k	57.5k	52k-67k	59.5k	25-32.5	28.75	26-33.5	29.75

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Change Manager	150k-175k	162.5k	155k-181k	168k	75-87.5	81.25	77.5-90.5	84
Organisational Development Manager	140k-155k	147.5k	145k-161k	153k	70-77.5	73.75	72.5-80.5	76.5
Industrial/Employee Relations Manager	145k-160k	152.5k	150k-166k	158k	72.5-80	76.25	75-83	79
Remuneration & Benefits Consultant	125k-155k	140k	129k-161k	145k	62.5-77.5	70	64.5-80.5	72.5
Learning & Development Manager	115k-135k	125k	119k-140k	129.5k	57.5-67.5	62.5	59.5-70	64.75
Industrial/Employee Relations Advisor	105k-120k	112.5k	109k-124k	116.5k	52.5-60	56.25	54.5-62	58.25
Organisational Development Advisor	105k-115k	110k	109k-119k	114k	52.5-57.5	55	54.5-59.5	57
Trainer	85k-115k	100k	88k-119k	103.5k	42.5-57.5	50	44-59.5	51.75
Recruitment Manager	105k-120k	112.5k	109k-124k	116.5k	52.5-60	56.25	54.5-62	58.25

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Workforce Planning Consultant	85k-115k	100k	88k-119k	103.5k	42.5-57.5	50	44-59.5	51.75
Learning & Development Advisor	85k-105k	95k	88k-109k	98.5k	42.5-52.5	47.5	44-54.5	49.25
Recruitment Officer	60k-95k	77.5k	62k-99k	80.5k	30-45	37.5	31-50	40.5

Workplace Health & Safety

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Safety Manager	150k-175k	162.5k	155k-181k	168k	591-696	643.5	591-696	643.5
Safety Business Partner	115k-150k	132.5k	119k-155k	137k	478-609	543.5	478-609	543.5
Safety Advisor	75k-105k	90k	78k-109k	93.5k	296-435	365.5	296-435	365.5
Safety Systems Advisor	85k-115k	100k	88k-119k	103.5k	348-478	413	348-478	413
Injury Management Advisor	75k-105k	90k	78k-109k	93.5k	296-435	365.5	296-435	365.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Generalist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Executive/Director/Head of (>1000 employees)	245k-270k	257.5k	270k-320k	295k	153-170	161.5	150-200	175
Executive/Director/Head of (250-1000 employees)	175k-200k	187.5k	250k-300k	275k	110-127	118.5	120-150	135
Executive/Director/Head of (<250 employees)	140k-165k	152.5k	180k-220k	200k	87-105	96	100-150	125
HR Manager	150k-175k	162.5k	150k-190k	170k	61-74	67.5	80-100	90
Change Manager	140k-165k	152.5k	160k-190k	175k	70-87	78.5	80-120	100
Senior HR Business Partner	140k-165k	152.5k	140k-170k	155k	57-61	59	70-90	80
HR Business Partner	115k-140k	127.5k	115k-140k	127.5k	52-57	54.5	60-80	70
HR Advisor	85k-115k	100k	85k-115k	100k	43-52	47.5	40-60	50
HR Officer	70k-85k	77.5k	75k-85k	80k	33-39	36	40-45	42.5
HR Coordinator	70k-85k	77.5k	70k-85k	77.5k	39-43	41	35-40	37.5

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Remuneration & Benefits Manager	155k-175k	165k	160k-190k	175k	78-87	82.5	80-100	90
Industrial/Employee Relations Manager	150k-165k	157.5k	160k-190k	175k	74-83	78.5	80-95	87.5
Organisational Development Manager	150k-165k	157.5k	150k-200k	175k	78-87	82.5	65-100	82.5
Learning & Development Manager	140k-155k	147.5k	140k-190k	165k	78-87	82.5	65-100	82.5
Talent Acquisition Manager	150k-165k	157.5k	150k-180k	165k	74-83	78.5	65-100	82.5
Industrial/Employee Relations Advisor	140k-155k	147.5k	140k-160k	150k	70-78	74	70-90	80

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Remuneration & Benefits Specialist	140k-155k	147.5k	140k-170k	155k	70-78	74	70-90	80
Workforce Planning Consultant	130k-155k	142.5k	140k-160k	150k	65-78	71.5	80-100	90
Organisational Development Consultant	120k-150k	135k	140k-160k	150k	61-74	67.5	70-90	80
Learning & Development Advisor	120k-150k	135k	120k-150k	135k	61-74	67.5	60-90	75
Talent Acquisition Partner	120k-150k	135k	120k-150k	135k	61-74	67.5	60-80	70

Workplace Health & Safety

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
HSE Manager	140k-165k	152.5k	150k-200k	175k	75-100	85	75-100	87.5
HSE Advisor	85k-115k	100k	100k-150k	125k	50-80	60	50-80	65

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Generalist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
HR Director (>500 FTE)	260k-285k	272.5k	260k-290k	275k	1130-1390	1260	1130-1390	1260
HR Director (<500 FTE)	200k-225k	212.5k	200k-230k	215k	783-1043	913	783-1043	913
HR Manager (>500 FTE)	155k-190k	172.5k	155k-190k	172.5k	785-1130	957.5	785-1130	957.5
HR Manager (<500 FTE)	120k-150k	135k	120k-150k	135k	565-870	717.5	565-870	717.5
Senior HR Business Partner	150k-175k	162.5k	150k-180k	165k	609-870	739.5	609-870	739.5
HR Business Partner	115k-140k	127.5k	125k-150k	137.5k	480-610	545	480-610	545
HR Advisor	95k-115k	105k	95k-120k	107.5k	435-525	480	435-525	480
HR Coordinator	75k-85k	80k	75k-85k	80k	350-435	392.5	350-435	392.5
HR Administrator	65k-70k	67.5k	65k-75k	70k	305-330	317.5	305-330	317.5

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
HR Change Manager	150k-175k	162.5k	140k-170k	155k	870-1304	1087	870-1304	1087
Industrial/Employee Relations Manager	140k-165k	152.5k	140k-165k	152.5k	696-1043	869.5	696-1043	869.5
Compensation & Benefits Manager	140k-165k	152.5k	150k-190k	170k	696-870	783	696-870	783
Organisational Development Manager	140k-165k	152.5k	140k-165k	152.5k	652-870	761	652-870	761
Talent Acquisition Manager	130k-165k	147.5k	130k-165k	147.5k	565-696	630.5	565-696	630.5
Senior Industrial/Employee Relations Advisor	130k-155k	142.5k	130k-155k	142.5k	652-870	761	652-870	761
Learning & Development Manager	120k-155k	137.5k	120k-155k	137.5k	609-870	739.5	609-870	739.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Talent Acquisition Business Partner	110k-130k	120k	110k-140k	125k	478-565	521.5	478-565	521.5
Organisational Development Consultant	105k-130k	117.5k	105k-130k	117.5k	522-696	609	522-696	609
Learning & Development Consultant	105k-130k	117.5k	105k-125k	115k	478-565	521.5	478-565	521.5
Instructional Designer	105k-130k	117.5k	105k-130k	117.5k	478-609	543.5	478-609	543.5
Compensation & Benefits Consultant	95k-130k	112.5k	100k-130k	115k	435-565	500	435-565	500
Workforce Planning Manager	105k-120k	112.5k	105k-120k	112.5k	609-826	717.5	609-826	717.5
Industrial/Employee Relations Advisor	95k-120k	107.5k	95k-120k	107.5k	478-609	543.5	478-609	543.5
HR Reporting Analyst	95k-120k	107.5k	95k-110k	102.5k	417-522	469.5	417-522	469.5
Talent Acquisition Advisor	85k-110k	97.5k	85k-100k	92.5k	391-478	434.5	391-478	434.5
Workforce Planning Analyst	75k-85k	80k	75k-85k	80k	365-455	410	365-455	410
HR Officer	70k-85k	77.5k	75k-85k	80k	365-455	410	365-455	410
Talent Acquisition Coordinator	70k-80k	75k	80-95k	47.5k	348-391	369.5	348-391	369.5

Workplace Health & Safety

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
WHS Manager	150k-175k	162.5k	150k-175k	162.5k	678-870	774	678-870	774
WHS Advisor	95k-130k	112.5k	95k-130k	112.5k	435-522	478.5	435-522	478.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Generalist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
HR-Director (ASX & Large corporate)	200k-230k	215k	200k-230k	215k	91-109	100	91-110	100.5
HR-Director	175k-200k	187.5k	175k-200k	187.5k	80-90	85	80-90	85
HR Manager (ASX & Large Corporate)	165k-185k	175k	165k-190k	177.5k	75-85	80	75-85	80
HR Manager	140k-165k	152.5k	140k-165k	152.5k	61-75	68	61-75	68
Senior HR Business Partner	130k-150k	140k	130k-160k	145k	65-75	70	65-75	70
HR Business Partner	120k-135k	127.5k	120k-135k	127.5k	52-65	58.5	52-65	58.5
Senior HR Advisor	100k-125k	112.5k	100k-130k	115k	48-70	59	48-71	59.5
HR Advisor	85k-105k	95k	90k-110k	100k	43-57	50	43-58	50.5
HR Officer	70k-85k	77.5k	70k-85k	77.5k	35-48	41.5	35-48	41.5
HR Administrator	60k-75k	67.5k	60k-75k	67.5k	35-39	37	35-39	37

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of IR / ER	180k-220k	192.5k	175k-210k	192.5k	95-130	112.5	95-130	112.5
Organisational Development Manager	140k-165k	152.5k	140k-180k	160k	70-90	80	70-90	80
Industrial/Employee Relations Manager	130k-165k	147.5k	140k-175k	157.5k	70-83	76.5	75-90	82.5
Organisational Development Consultant	105k-130k	117.5k	105k-130k	117.5k	52-65	58.5	55-70	62.5
Industrial/Employee Relations Advisor	95k-130k	112.5k	95k-130k	112.5k	52-70	61	52-70	61
HR Change Manager	120k-150k	135k	120k-160k	140k	70-90	80	70-95	82.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Workforce Planning Manager	130k-150k	140k	130k-160k	145k	65-75	70	65-80	72.5
Workforce Planning Consultant	95k-125k	110k	95k-125k	110k	52-70	61	52-70	61
Remuneration & Benefits Manager	130k-150k	145k	130k-150k	140k	70-80	85	70-80	75
HR Systems Analyst	100k-120k	110k	100k-120k	110k	50-60	55	50-60	55

Learning & Development

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Learning & Development Manager	115k-150k	132.5k	115k-150k	132.5k	61-74	67.5	61-75	68
Learning & Development Consultant	95k-120k	107.5k	95k-120k	107.5k	48-61	54.5	48-62	55
Trainer	90k-120k	105k	90k-120k	105k	50-60	55	50-60	55

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Talent Acquisition

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Recruitment Manager	120k-155k	137.5k	120k-155k	137.5k	52-83	67.5	52-84	68
Talent Acquisition Manager	120k-150k	135k	120k-150k	135k	65-75	70	65-80	72.5
Talent Acquisition Specialist	95k-120k	107.5k	95k-120k	107.5k	50-70	60	50-75	62.5
Recruitment Advisor	80k-105k	92.5k	90k-105k	97.5k	43-52	47.5	43-53	48
Recruitment Officer	60k-80k	70k	60k-80k	70k	35-39	37	35-40	37.5

Workplace Health & Safety

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
WHS Manager	105k-125k	115k	105k-125k	115k	435-522	478.5	435-523	479
WHS Advisor	85k-110k	97.5k	85k-110k	97.5k	348-435	391.5	348-436	392
Injury Management Advisor	100k-125k	112.5k	100k-125k	112.5k	50-65	57.5	50-65	57.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Generalist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
CPO	270k-300k	285k	270k-300k	285k	135-150	142.5	135-150	142.5
HR Director	220k-250k	235k	220k-250k	235k	160-200	180	160-200	180
Senior HR Manager	170k-200k	125k	170k-200k	185k	140-160	150	140-160	150
HR Manager	140k-170k	155k	140k-170k	155k	120-160	140	120-160	140
HR Business Partner	120k-145k	132.5k	120k-150k	135k	80-140	110	80-140	110
HR Consultant	130k-160k	145k	130k-160k	145k	100-150	125	100-150	125
HR Analyst	100k-120k	110k	100k-120k	110k	50-70	60	50-70	60
HR Advisor	75k-95k	85k	80k-100k	90k	45-55	50	45-55	50
HR Coordinator	65k-75k	70k	70k-80k	75k	32-45	38.5	35-45	40
HR Administrator	60k-70k	65k	65k-75k	70k	30-35	32.5	30-35	32.5

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Change Manager	150k-180k	165k	150k-180k	165k	100-160	130	100-160	130
Organisational Development Manager	150k-180k	165k	150k-180k	165k	80-110	95	80-110	95
ER Specialist	120k-150k	135k	120k-150k	135k	80-120	100	80-120	100
Remuneration Manager	130k-160k	145k	130k-160k	145k	65-90	77.5	65-90	77.5
Learning & Development Manager	130k-160k	145k	130k-160k	145k	85-140	112.5	85-140	112.5
Recruitment Manager	120k-150k	135k	120k-150k	135k	75-115	95	75-115	95

All salaries are presented as base salaries and excluding benefits and bonuses.

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Learning & Development Advisor	85k-110k	97.5k	85k-110k	97.5k	50-70	60	50-70	60
Recruitment Consultant	80k-100k	90k	80k-100k	90k	45-60	52.5	45-60	52.5
Learning & Development Facilitator	75k-90k	82.5k	75k-90k	82.5k	55-70	62.5	55-70	62.5
Learning & Development Coordinator	60k-75k	67.5k	60k-75k	67.5k	35-42	38.5	35-42	38.5
Talent Acquisition Partner	80k-95k	87.5k	80k-95k	87.5k	40-45	42.5	40-45	42.5

Occupational Health and Safety

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Manager	130k-160k	145k	130k-160k	145k	90-130	110	90-130	110
Advisor	85k-120k	102.5k	85k-120k	102.5k	60-90	75	60-90	75

All salaries are presented as base salaries and excluding benefits and bonuses.

Generalist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
CPO	220k-320k	270k	220k-320k	270k	140-180	160	140-180	160
HR Director	220k-320k	270k	220k-320k	270k	140-180	160	140-180	160
Senior HR Manager	160k-190k	175k	150k-180k	165k	120-160	140	120-160	140
HR Manager	160k-190k	175k	150k-180k	165k	120-160	140	120-160	140
HR Business Partner	130k-180k	155k	120k-180k	150k	115-150	132.5	115-150	132.5
HR Consultant	140k-165k	152.5k	140k-165k	152.5k	130-160	145	130-160	145
HR Advisor	80k-110k	95k	80k-110k	95k	70-100	85	70-100	85
HR Analyst	80k-100k	90k	80k-100k	90k	90-115	102.5	90-115	102.5
HR Coordinator	90k-105k	97.5k	90k-105k	97.5k	85-105	95	85-105	95
HR Administrator	60k-80k	70k	60k-80k	70k	50-60	55	50-60	55

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Change Manager	130k-160k	145k	130k-165k	147.5k	100-160	130	100-160	130
Organisational Development Manager	150k-180k	165k	140k-160k	150k	130-150	140	130-150	140
Organisational Development Consultant	145k-180k	162.5k	145k-180k	162.5k	120-140	130	120-140	130
Organisational Design Specialist	145k-180k	162.5k	145k-180k	162.5k	125-155	140	125-155	140
ER Specialist	150k-180k	165k	150k-180k	165k	140-250	195	140-250	195
Remuneration Manager	130k-160k	145k	130k-160k	145k	120-150	135	120-150	135

All salaries are presented as base salaries and excluding benefits and bonuses.

Specialist

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Learning & Development Manager	140k-170k	155k	140k-170k	155k	120-140	130	120-140	130
Learning & Development Advisor	85k-105k	95k	85k-105k	95k	100-120	110	100-120	110
Learning & Development Facilitator	85k-105k	95k	85k-105k	95k	100-120	110	100-120	110
Learning & Development Coordinator	60k-90k	75k	60k-90k	75k	40-60	50	40-60	50
Capability Development Specialist	120k-145k	132.5k	120k-145k	132.5k	120-140	130	120-140	130
Recruitment Manager	120k-150k	135k	120k-150k	135k	110-140	125	110-140	125
Recruitment Consultant	80k-100k	90k	80k-100k	90k	80-100	90	80-100	90
Talent Acquisition Partner	80k-100k	90k	80k-100k	90k	80-100	90	80-100	90

Occupational Health and Safety

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Principal Advisor-Health & Safety	135k-160k	147.5k	135k-160k	147.5k	125-145	135	125-145	135
Senior Advisor-Health & Safety	105k-136k	120.5k	105k-135k	120k	100-120	110	100-120	110
Health & Safety Advisor	90k-105k	97.5k	90k-105k	97.5k	85-105	95	85-105	95
Advisor	90k-105k	97.5k	90k-105k	97.5k	85-105	95	85-105	95

All salaries are presented as base salaries and excluding benefits and bonuses.

Legal

The Legal section of the Salary Guide offers insights into salary and employment trends across Australia (New South Wales, Queensland, Victoria, South Australia, and Western Australia) and New Zealand (Auckland, Wellington, and Christchurch), across private practice and in-house roles.

Hiring demand remains strong across both regions, particularly for Senior Associates, Associates and Legal Counsel. Short average tenure and high competition continue to challenge attraction and retention.

Professionals prioritise competitive remuneration, work-life balance, flexible working, and positive cultures. While many businesses plan pay rises in 2026, remuneration alone is unlikely to secure talent; combining career development with flexibility will be key. Employee and employer expectations have remained largely consistent with last year, reflecting continued alignment on flexibility, culture, and progression priorities.

Employers who blend competitive pay, flexibility and clear progression will stand out in 2026.



Sector trends

Australia

Avg. tenure of professionals
1.3 years

Female **57%** | Male **43%**

Hiring demand
Very high

It is very difficult to hire these professionals

New Zealand

Avg. tenure of professionals
1.7 years

Female **61%** | Male **39%**

Hiring demand
High

It is difficult to hire these professionals

What professionals value in an employer in 2026

Australia

1. Competitive salary & benefits package
2. Work-life balance & flexible working arrangements
3. Positive & supportive workplace culture

New Zealand

1. Competitive salary & benefits package
2. Work-life balance & flexible working arrangements
3. Positive & supportive workplace culture

Employee expectations



■ Australia ■ New Zealand

Top three preferred working styles

Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

New Zealand

1. Hybrid
2. Office-based
3. Flexible hours



Top 3 most sought-after professionals

Australia

- 1 Senior Associate
- 2 Associate
- 3 Legal Counsel

New Zealand

- 1 Senior Associate
- 2 Associate
- 3 Legal Counsel

Private Practice

Role	Permanent (per annum)											
	Top-Tier Elite Internationals				Mid-Tier National Elite Boutique				General Boutique			
	2025		2026		2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average	Range	Average	Range	Average
Partner	350k-1m+	675k	350k-1m+	675k	250k-500k	375k	250k-500k	375k	200k-250k	225k	200k-250k	225k
Special Counsel	255k-355k	305k	285k-400k	342.5k	205k-249k	225k	230k-280k	255k	151k-205k	178k	170k-230k	200k
SA3+	190k-260k	225k	215k-290k	252.5k	160k-205k	185k	180k-230k	205k	134k-165k	150k	150k-185k	167.5k
SA2	170k-190k	180k	190k-215k	202.5k	151k-165k	160k	170k-185k	177.5k	125k-138k	132k	140k-155k	147.5k
SA1	155k-170k	163k	175k-190k	182.5k	142k-156k	150k	160k-175k	167.5k	116k-129k	123k	130k-145k	137.5k
4-5 years PQE	125k-140k	133k	140k-160k	150k	116k-138k	125k	130k-155k	142.5k	98k-111k	105k	110k-125k	117.5k
3-4 years PQE	120k-135k	128k	135k-150k	142.5k	107k-129k	120k	120k-145k	132.5k	89k-102k	95k	100k-115k	107.5k
2-3 years PQE	110k-125k	118k	125k-140k	132.5k	98k-116k	105k	110k-130k	120k	76k-89k	83k	85k-100k	92.5k
1-2 years PQE	100k-110k	105k	110k-125k	117.5k	85k-102k	95k	95k-115k	105k	62k-80k	71k	70k-90k	80k
0-1 years PQE	90k-100k	95k	100k-110k	105k	80k-89k	85k	90k-100k	95k	58k-71k	65k	65k-80k	72.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

In-House Counsel

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
10+ yrs' PQE	210k+	-	230k+	-
8 yrs' PQE	155k-205k	180k	170k-225k	197.5k
7 yrs' PQE	150k-200k	175k	165k-220k	192.5k
6 yrs' PQE	145k-200k	175k	160k-220k	190k
5 yrs' PQE	135k-165k	150k	150k-185k	167.5k
4 yrs' PQE	120k-155k	140k	135k-170k	152.5k
3 yrs' PQE	100k-135k	115k	110k-150k	130k
2 yrs' PQE	75k-105k	90k	85k-115k	100k
1 yr PQE	65k-85k	75k	70k-95k	82.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Private Practice

Role	Permanent (per annum)											
	Top-Tier Elite Internationals				Mid-Tier National Elite Boutique				General Boutique			
	2025		2026		2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average	Range	Average	Range	Average
Partner	350k-1m	675k	350k-1m	675k	250k-500k	375k	250k-500k	375k	200k-250k	225k	200k-250k	225k
Special Counsel	225k-310k	265k	255k-350k	302.5k	178k-240k	209k	200k-270k	235k	151k-187k	169k	170k-210k	190k
SA3+	185k-240k	215k	210k-270k	240k	156k-178k	167k	175k-200k	187.5k	129k-156k	143k	145k-175k	160k
SA2	170k-180k	175k	190k-205k	197.5k	142k-156k	149k	160k-175k	167.5k	120k-134k	127k	135k-150k	142.5k
SA1	145k-160k	155k	165k-180k	172.5k	134k-147k	141k	150k-165k	157.5k	111k-125k	118k	125k-140k	132.5k
4-5 years PQE	125k-140k	135k	140k-155k	147.5k	111k-129k	120k	125k-145k	135k	93k-107k	100k	105k-120k	112.5k
3-4 years PQE	115k-130k	125k	130k-145k	137.5k	102k-111k	107k	115k-125k	120k	89k-98k	94k	100k-110k	105k
2-3 years PQE	105k-115k	110k	120k-130k	125k	93k-107k	100k	105k-120k	112.5k	76k-89k	83k	85k-100k	92.5k
1-2 years PQE	90k-100k	95k	100k-115k	107.5k	80k-93k	87k	90k-105k	97.5k	62k-76k	69k	70k-85k	77.5k
0-1 years PQE	80k-90k	85k	90k-100k	95k	76k-85k	81k	85k-95k	90k	53k-71k	62k	60k-80k	70k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

In-House Counsel

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
10+ yrs' PQE	210k+	-	200k+	-
8 yrs' PQE	150k-200k	175k	170k-225k	197.5k
7 yrs' PQE	145k-195k	170k	165k-220k	192.5k
6 yrs' PQE	145k-195k	170k	160k-220k	190k
5 yrs' PQE	135k-165k	150k	150k-185k	167.5k
4 yrs' PQE	120k-150k	135k	135k-170k	152.5k
3 yrs' PQE	100k-135k	118k	110k-150k	130k
2 yrs' PQE	75k-105k	90k	85k-115k	100k
1 yr PQE	60k-85k	73k	70k-95k	82.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Private Practice

Role	Permanent (per annum)											
	Top-Tier Elite Internationals				Mid-Tier National Elite Boutique				General Boutique			
	2025		2026		2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average	Range	Average	Range	Average
Partner	250k-1m	625k	250k-1m	625k	250k-500k	375k	250k-500k	375k	200k-250k	225k	200k-250k	225k
Special Counsel	185k-255k	220k	210k-285k	247.5k	135k-190k	163k	150k-215k	182.5k	125k-165k	145k	140k-185k	162.5k
SA3+	150k-180k	165k	170k-200k	185k	125k-145k	135k	140k-160k	150k	100k-120k	110k	115k-135k	125k
SA2	140k-150k	145k	155k-170k	162.5k	115k-130k	123k	130k-145k	137.5k	90k-105k	98k	100k-115k	107.5k
SA1	135k-145k	140k	150k-160k	155k	105k-120k	113k	120k-135k	127.5k	85k-95k	90k	95k-105k	100k
4-5 years PQE	110k-130k	120k	125k-145k	135k	90k-105k	98k	100k-115k	107.5k	80k-90k	85k	90k-100k	95k
3-4 years PQE	100k-115k	108k	115k-130k	122.5k	80k-95k	88k	90k-105k	97.5k	75k-85k	80k	85k-95k	90k
2-3 years PQE	90k-105k	98k	100k-115k	107.5k	70k-80k	75k	80k-90k	85k	70k-80k	75k	80k-90k	85k
1-2 years PQE	70k-85k	78k	80k-95k	87.5k	65k-75k	70k	75k-85k	80k	55k-65k	60k	65k-75k	70k
0-1 years PQE	60k-75k	68k	70k-85k	77.5k	60k-70k	65k	70k-80k	75k	50k-60k	55k	55k-65k	60k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

In-House Counsel

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
10+ yrs' PQE	180k+	-	180k+	-
8 yrs' PQE	147k-178k	163k	165k-200k	182.5k
7 yrs' PQE	134k-156k	145k	150k-175k	162.5k
6 yrs' PQE	116k-142k	129k	130k-160k	145k
5 yrs' PQE	98k-125k	112k	110k-140k	125k
4 yrs' PQE	76k-102k	89k	85k-115k	100k
3 yrs' PQE	67k-85k	76k	75k-95k	85k
2 yrs' PQE	62k-76k	69k	70k-85k	77.5k
1 yr PQE	53k-71k	62k	60k-80k	70k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Private Practice

Role	Permanent (per annum)											
	Top-Tier Elite Internationals				Mid-Tier National Elite Boutique				General Boutique			
	2025		2026		2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average	Range	Average	Range	Average
Partner	350k-1m	675k	350k-1m	675k	250k-500k	375k	250k-500k	375k	200k-250k	225k	200k-250k	225k
Special Counsel	245k-343k	294k	275k-385k	330k	185k-240k	213k	205k-270k	237.5k	147k-187k	167k	165k-210k	187.5k
SA3+	191k-240k	216k	215k-270k	242.5k	160k-185k	173k	180k-205k	192.5k	134k-156k	145k	150k-175k	162.5k
SA2	174k-187k	181k	195k-210k	202.5k	145k-155k	150k	165k-175k	170k	125k-134k	130k	140k-150k	145k
SA1	152k-165k	159k	170k-185k	177.5k	140k-145k	143k	155k-165k	160k	111k-125k	118k	125k-140k	132.5k
4-5 years PQE	125k-142k	134k	140k-160k	150k	110k-130k	120k	125k-145k	135k	93k-107k	100k	105k-120k	112.5k
3-4 years PQE	116k-129k	123k	130k-145k	137.5k	100k-120k	110k	115k-135k	125k	89k-98k	94k	100k-110k	105k
2-3 years PQE	107k-120k	114k	120k-135k	127.5k	100k-105k	103k	110k-120k	115k	76k-85k	81k	85k-95k	90k
1-2 years PQE	93k-107k	100k	105k-120k	112.5k	80k-100k	90k	90k-110k	100k	62k-76k	69k	70k-85k	77.5k
0-1 years PQE	85k-93k	89k	95k-105k	100k	75k-85k	80k	85k-95k	90k	53k-71k	62k	60k-80k	70k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

In-House Counsel

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
10+ yrs' PQE	200k+	-	200k+	-
8 yrs' PQE	151k-200k	176k	170k-225k	197.5k
7 yrs' PQE	147k-196k	172k	165k-220k	192.5k
6 yrs' PQE	142k-196k	169k	160k-220k	190k
5 yrs' PQE	134k-165k	150k	150k-185k	167.5k
4 yrs' PQE	120k-151k	136k	135k-170k	152.5k
3 yrs' PQE	98k-134k	116k	110k-150k	130k
2 yrs' PQE	76k-102k	89k	85k-115k	100k
1 yr PQE	62k-85k	74k	70k-95k	82.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Private Practice

Role	Permanent (per annum)											
	Top-Tier Elite Internationals				Mid-Tier National Elite Boutique				General Boutique			
	2025		2026		2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average	Range	Average	Range	Average
Partner	250k-1m	625k	250k-1m	625k	250k-500k	375k	250k-500k	375k	200k-250k	225k	200k-250k	225k
Special Counsel	196k-267k	232k	220k-300k	260k	165k-227k	196k	185k-255k	220k	142k-183k	163k	160k-205k	182.5k
SA3+	165k-209k	187k	185k-235k	210k	147k-169k	158k	165k-190k	177.5k	120k-147k	134k	135k-165k	150k
SA2	147k-160k	154k	165k-180k	172.5k	138k-151k	145k	155k-170k	162.5k	107k-125k	116k	120k-140k	130k
SA1	138k-147k	143k	155k-165k	160k	125k-138k	132k	140k-155k	147.5k	98k-111k	105k	110k-125k	117.5k
4-5 years PQE	125k-134k	130k	140k-150k	145k	107k-125k	116k	120k-140k	130k	89k-102k	96k	100k-115k	107.5k
3-4 years PQE	111k-120k	116k	125k-135k	130k	98k-111k	105k	110k-125k	117.5k	76k-93k	85k	85k-105k	95k
2-3 years PQE	102k-111k	107k	115k-125k	120k	89k-102k	96k	100k-115k	107.5k	71k-85k	78k	80k-95k	87.5k
1-2 years PQE	85k-98k	92k	95k-110k	102.5k	76k-89k	83k	85k-100k	92.5k	62k-71k	67k	70k-80k	75k
0-1 years PQE	71k-85k	78k	80k-95k	87.5k	67k-76k	72k	75k-85k	80k	53k-67k	60k	60k-75k	67.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

In-House Counsel

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
10+ yrs' PQE	200k+	-	200k+	-
8 yrs' PQE	151k-200k	176k	170k-225k	197.5k
7 yrs' PQE	147k-196k	172k	165k-220k	192.5k
6 yrs' PQE	142k-196k	169k	160k-220k	190k
5 yrs' PQE	134k-165k	150k	150k-185k	167.5k
4 yrs' PQE	120k-151k	136k	135k-170k	152.5k
3 yrs' PQE	98k-134k	116k	110k-150k	130k
2 yrs' PQE	76k-102k	89k	85k-115k	100k
1 yr PQE	62k-85k	74k	70k-95k	82.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Private Practice

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Senior Associate (10+ yrs' PQE)	160k-220k	190k	170k-235k	202.5k
Senior Associate (7-10 yrs PQE)	130k-160k	145k	160k-200k	180k
Senior Solicitor / Associate (4 - 8 yrs' PQE)	120k-140k	130k	110k-170k	140k
Solicitor (2-4 yrs' PQE)	80k-115k	97.5k	80k-125k	102.5k
Solicitor (1-2 yrs' PQE)	65k-90k	77.5k	70k-100k	85k
Graduate Solicitor (0-1 yrs' PQE)	60k-69k	64.5k	60k-75k	67.5k

In-House

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
General Counsel / Chief Legal Advisor	200k-450k	325k	220k-450k	335k
Senior Legal Counsel	150k-220k	185k	160k-240k	200k
Legal Counsel	80k-150k	115k	80k-160k	120k

Legal Executive

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Legal Counsel (3+ yrs' PQE)	90k-115k	102.5k	90k-120k	105k
Legal Counsel (1 - 2 yrs' PQE)	65k-85k	75k	65k-90k	77.5k

All salaries are presented as base salaries and excluding benefits and bonuses.

Private Practice

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Senior Associate (10+ yrs' PQE)	160k-220k	190k	170k-235k	202.5k
Senior Associate (7-10 yrs' PQE)	140k-200k	170k	160k-200k	180k
Senior Solicitor / Associate (4-8 yrs PQE)	100k-150k	125k	110k-170k	140k
Solicitor (2-4 yrs' PQE)	75k-115k	95k	80k-125k	102.5k
Solicitor (1-2 yrs' PQE)	65k-95k	80k	70k-100k	85k
Graduate Solicitor (0-1 yrs' PQE)	55k-69k	62k	60k-75k	67.5k

In-House

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
General Counsel / Chief Legal Advisor	190k-450k	320k	200k-450k	325k
Senior Legal Counsel	150k-220k	185k	160k-235k	197.5k
Legal Counsel / Solicitor	80k-150k	115k	80k-160k	120k

All salaries are presented as base salaries and excluding benefits and bonuses.

Public Sector

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Chief Legal Advisor / General Counsel	180k-280k	230k	190k-300k	245k
Legal Manager / Principal	160k-200k	180k	165k-210k	187.5k
Senior Solicitor/Senior Legal Counsel	140k-195k	167.5k	140k-200k	170k
Solicitor / Legal Counsel	75k-130k	102.5k	80k-150k	115k

All salaries are presented as base salaries and excluding benefits and bonuses.

Private Practice

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Senior Associate (10+ yrs PQE)	160k-190k	175k	170k-200k	185k
Senior Associate (7-10 yrs PQE)	140k-180k	160k	150k-190k	170k
Associate / Senior Solicitor (5 - 8 yrs PQE)	100k-140k	120k	105k-150k	127.5k
Senior Solicitor (2-4 yrs PQE)	70k-100k	85k	85k-105k	95k
Solicitor (1-2 yrs PQE)	70k-100k	85k	70k-100k	85k
Graduate Solicitor (1-2 yrs PQE)	60k-70k	65k	55k-70k	62.5k

In-House

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
General Counsel / Chief Legal Advisor	200k-250k	225k	210k-300k	255k
Senior Legal Counsel	130k-190k	160k	140k-200k	170k
Legal Counsel / Solicitor	95k-120k	107.5k	80k-140k	110k

All salaries are presented as base salaries and excluding benefits and bonuses.

Policy

The Policy & Machinery of Government section of the Salary Guide offers insights into salary and employment trends in Wellington, New Zealand, focusing on key roles such as Senior Policy Analysts, Research Analysts, and Policy Managers.

Hiring demand in this sector remains selective, with organisations seeking experienced professionals who can navigate complex policy environments and deliver strategic outcomes. While role volumes are lower than in other sectors, demand for adaptable, high-calibre talent remains. Professionals value meaningful work, progression, and positive, supportive cultures; hybrid and flexible work styles are preferred.

Encouragingly, the percentage of businesses giving pay rises in 2026 has increased to 71%, up from 46% in 2025, reflecting stronger confidence across the sector. Similarly, employee expectations have risen sharply - 75% of professionals expect a pay rise in 2026, compared to just 37% last year. Hiring activity has also strengthened, with 90% of organisations planning to recruit in 2026, up from 66% in 2025, signalling renewed optimism and investment in capability. Meanwhile, the proportion of professionals looking for new roles has remained consistent year on year, suggesting stability in workforce mobility despite the increased hiring appetite.

Clear career pathways, flexibility, and recognition of expertise will help employers attract and retain specialists in this field.



Sector trends

New Zealand

Avg. tenure of professionals

2.3 years

Female

65%

Male

35%

Hiring demand

Low

It is very easy to hire these professionals

What professionals value in an employer in 2026

New Zealand

1. Excellent compensation & benefits
2. Work-life balance & flexible working arrangements
3. Positive & supportive workplace culture

Employee expectations

% of businesses giving pay rises in 2026

71%

% of employees expecting a pay rise in 2026


75%

% of businesses hiring in 2026

90%

% of professionals looking for a new job in 2026

77%

 New Zealand

Top three preferred working styles

New Zealand

1. Hybrid
2. Office-based
3. Flexible hours



Top 3 most sought-after professionals

New Zealand

- 1 Senior Policy Analyst
- 2 Principal Policy Advisor
- 3 Ministerial Advisor

Policy

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
General Manager Policy	230k-260k	245k	230k-260k	245k	200-230	215	200-230	215
Private Secretary	80k-200k	140k	80k-200k	140k	-	-	-	-
Policy Manager	150k-200k	175k	140k-210k	175k	150-180	165	150-200	175
Principal Policy Analyst/Advisor	140k-170k	155k	130k-170k	150k	110-140	125	125-150	137.5
Senior Policy Analyst/Advisor	110k-140k	125k	110k-150k	130k	100-130	115	100-130	115
Principal Ministerial Advisor	110k-180k	145k	125k-170k	147.5k	110-140	125	110-140	125
Policy Analyst/Advisor	65k-95k	80k	65k-110k	87.5k	70-100	85	50-80	65
Senior Ministerial Advisor	100k-145k	122.5k	95k-130k	112.5k	90-120	105	100-120	110
Ministerial Advisor	85k-140k	112.5k	60k-100k	80k	80-120	100	50-80	65

Research & Evaluation

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Manager, Research & Evaluation	155k-195k	175k	150k-200k	175k	140-170	155	140-170	155
Principal Research Analyst	135k-175k	155k	130k-170k	150k	110-140	125	110-140	125
Senior Research Analyst	95k-135k	115k	95k-135k	115k	100-130	115	100-130	115
Research Analyst	65k-100k	82.5k	65k-100k	82.5k	50-80	65	50-80	65

All salaries are presented as base salaries and excluding benefits and bonuses.

Procurement, Supply Chain & Logistics

The Procurement, Supply Chain & Logistics section of the Salary Guide provides insights into salary and employment trends across Australia (New South Wales, Queensland, South Australia, Western Australia) and New Zealand (Auckland, Wellington, Christchurch).

Hiring demand in this sector remains strong in Australia, with businesses facing challenges securing experienced professionals. In New Zealand, demand is moderate but stable, reflecting steady growth with a continued focus on core procurement and supply-chain capability. Professionals prioritise work-life balance, flexible arrangements, and positive, supportive cultures. Hybrid and flexible options are highly valued in Australia; in New Zealand, office-based work combined with flexibility ranks higher. Employee and employer expectations have remained largely consistent with last year, reflecting continued alignment on priorities such as flexibility, culture, and work-life balance.

Employers that offer competitive remuneration, clear pathways and flexibility will secure high-performing talent in a skills-driven market.



Key findings

Procurement, Supply Chain and Logistics

Sector trends

Australia

Avg. tenure of professionals
2.7 years

Female **39%** Male **61%**

Hiring demand
High

It is difficult to hire these professionals

New Zealand

Avg. tenure of professionals
2.6 years

Female **38%** Male **62%**

Hiring demand
Medium

It is fairly easy to hire these professionals

What professionals value in an employer in 2026

Australia

1. Competitive salary & benefits package
2. Work-life balance & flexible working arrangements
3. Positive & supportive workplace culture

New Zealand

1. Work-life balance & flexible working arrangements
2. Competitive salary & benefits package
3. Positive & supportive workplace culture

Employee expectations



■ Australia ■ New Zealand

Top three preferred working styles

Australia

1. Hybrid
2. Flexible hours
3. Office-based

New Zealand

1. Office-based
2. Hybrid
3. Flexible hours



Top 3 most sought-after professionals

Australia

- 1 Procurement Specialist
- 2 Contracts Manager
- 3 Category Manager

New Zealand

- 1 Social Procurement Manager
- 2 Procurement Excellence Manager
- 3 Procurement Specialist

Procurement

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Procurement Officer	305k-435k	370k	250k-400k	325k	1304-2174	1739	1300-2000	1650
General Manager Procurement	250k-350k	300k	220k-330k	275k	1250-1600	1425	1200-1700	1450
Head of Procurement	215k-305k	260k	200k-300k	250k	1217-1565	1391	1200-1500	1350
Procurement Director	190k-250k	220k	190k-250k	220k	900-1300	1100	900-1300	1100
Senior Procurement Manager	210k-245k	227.5k	180k-240k	210k	783-1130	956.5	800-1250	1025
Vendor Supplier Manager	160k-220k	190k	160k-220k	190k	800-1200	1000	800-1200	1000
Procurement Manager	165k-225k	195k	160k-230k	195k	696-1043	869.5	800-1100	950
Procurement Consultant	140k-200k	170k	140k-200k	170k	800-1200	1000	800-1200	1000
Procurement Business Partner	130k-175k	152.5k	140k-180k	160k	652-870	761	650-850	750
Category Manager	120k-165k	142.5k	120k-165k	142.5k	739-870	804.5	650-850	750
Procurement Specialist	85k-120k	102.5k	110k-150k	130k	478-652	565	550-750	650
Procurement Analyst	85k-125k	105k	85k-120k	102.5k	478-609	543.5	450-600	525
Procurement Officer	65k-95k	80k	75k-100k	87.5k	304-478	391	400-500	450
Purchasing Manager	90k-130k	110k	90k-140k	115k	500-700	600	500-700	600
Purchasing Officer	65k-105k	85k	75k-105k	90k	350-550	450	400-550	475
Senior Contracts Manager	180k-250k	215k	180k-250k	215k	900-1200	1050	900-1300	1100
Contracts Manager	140k-200k	170k	130k-200k	165k	783-1217	1000	650-1000	825
Contracts Specialist	100k-160k	125k	100k-160k	130k	500-800	650	500-800	650
Contracts Officer	90k-130k	110k	90k-130k	110k	450-700	575	450-700	575

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Supply Chain

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
GM Supply Chain	200k-320k	260k	200k-320k	260k	1000-2000	1500	1000-2000	1500
Supply Chain Director	200k-315k	257.5k	180k-300k	240k	900-1400	1150	900-1400	1150
Head of Supply Chain	200k-300k	230k	200k-300k	250k	1000-1300	1150	1000-1300	1150
S&OP Manager	150k-200k	175k	140k-200k	170k	609-1130	869.5	700-1000	850
Supply Chain Manager	115k-150k	132.5k	110k-150k	130k	522-652	587	600-900	750
Demand Planner	95k-120k	107.5k	90k-125k	107.5k	391-522	456.5	500-700	600
Supply Planner	85k-115k	100k	85k-115k	100k	348-435	391.5	450-600	525
Supply Chain Analyst	85k-120k	102.5k	80k-120k	100k	348-478	413	400-650	525
Supply Chain Coordinator	60k-85k	72.5k	65k-85k	75k	348-435	391.5	350-450	400
Supply Chain Officer	60k-85k	72.5k	65k-85k	75k	348-435	391.5	350-450	400
Supply Officer	60k-85k	72.5k	65k-85k	75k	348-435	391.5	350-450	400

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Logistics

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Procurement Officer	270k-305k	287.5k	250k-320k	285k	1304-1739	1521.5	1200-1600	1400
General Manager of Logistics	175k-225k	200k	175k-225k	200k	783-1391	1087	800-1300	1050
Logistics Director	130k-180k	155k	130k-180k	155k	600-900	750	600-900	750
Logistics Manager	100k-150k	125k	100k-150k	125k	500-700	600	500-700	600
DC Manager	150k-185k	167.5k	140k-180k	160k	609-870	739.5	700-1000	850
Logistics Operations Manager	115k-155k	135k	110k-160k	135k	478-713	595.5	500-750	625
Logistics/Inventory Planner	70k-105k	87.5k	75k-110k	92.5k	296-435	365.5	350-500	425
Transport Manager	115k-150k	132.5k	100k-150k	125k	522-696	609	500-700	600
Inventory Manager	100k-150k	125k	100k-150k	125k	500-700	600	500-700	600
Inventory Controller	80k-110k	95k	80k-110k	95k	380-500	450	380-500	440

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Procurement

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Procurement Officer	270k-305k	287.5k	280k-335k	307.5k	1304-1739	1521.5	1350-1800	1575
General Manager of Procurement	250k-300k	235k	260k-320k	290k	1200-1650	1450	1250-1700	1475
Head of Procurement	260k-320k	290k	270k-330k	300k	1300-1800	1550	1350-1850	1600
Procurement Director	270k-320k	295k	275k-330k	302.5k	1300-1800	1550	1350-1851	1600.5
Senior Procurement Manager	210k-245k	227.5k	220k-260k	240k	783-1130	956.5	800-1200	1000
Contracts Manager	155k-190k	172.5k	160k-200k	180k	870-1390	1130	900-1400	1150
Procurement Manager	150k-185k	167.5k	160k-200k	180k	870-1400	1200	900-1400	1150
ICT Procurement Specialist	130k-155k	142.5k	140k-160k	150k	870-1304	1087	900-1400	1150
Senior Category Manager	130k-155k	142.5k	140k-160k	150k	870-1300	1050	900-1400	1150
Category Manager	120k-155k	137.5k	130k-170k	150k	739-957	848	750-1000	875
Procurement Consultant	120k-150k	135k	125k-155k	140k	609-1043	826	700-1050	875
Contracts & Procurement Administrator	115k-150k	132.5k	118k-155k	136.5k	565-739	652	585-800	692.5
Category Advisor	85k-120k	102.5k	90k-125k	107.5k	609-870	739.5	630-885	757.5
Procurement Analyst	85k-105k	95k	90k-115k	102.5k	478-696	587	500-750	625
Purchasing Manager	110k-140k	125k	115k-145k	130k	520-700	610	535-720	627.5
Procurement/Purchasing Officer	70k-95k	82.5k	80k-110k	95k	480-560	520	495-570	532.5
Contracts Specialist	90k-120k	110k	95k-125k	110k	500-600	550	510-610	560
Procurement Business Partner	115k-150k	132.50k	120k-155k	137.5k	530-700	565	540-710	625
Procurement Specialist	110k-140k	125k	115k-150k	132.5k	550-650	600	560-660	610

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Supply Chain

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
General Manager of Supply Chain	185k-300k	240k	195k-310k	252.5k	780-1200	1000	780-1200	990
Supply Chain Director	190k-305k	250k	200k-320k	260k	850-1400	1125	850-1400	1125
Head of Supply Chain	185k-300k	240k	195k-310k	252.5k	780-1200	1000	780-1200	990
Supply Chain Manager	130k-165k	147.5k	140k-175k	157.5k	652-957	804.5	650-1000	825
Supply Chain Officer	75k-95k	85k	80k-100k	90k	435-652	543.5	450-650	550
Senior Supply Chain Manager	135k-175k	155k	140k-180k	160k	700-1000	850	700-1000	850
S&OP Manager	140k-190k	167k	145k-195k	170k	750-1000	870	750-1000	875
Supply Chain Business Partner	90k-115k	105k	95k-120k	107.5k	750-1000	870	750-1000	875
Demand Planner	90k-110k	100k	95k-115k	105k	550-750	650	550-750	650
Supply Planner	80k-105k	95k	85k-110k	97.5k	500-670	585	500-670	585
Supply Chain Analyst	80k-115k	97.5k	85k-120k	102.5k	550-750	650	550-750	650
Supply Chain Coordinator	60k-85k	72.5k	65k-90k	77.5k	350-480	415	350-490	420
Supply Officer	60k-85k	72.5k	65k-90k	77.5k	350-480	415	350-485	417.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Procurement

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of of Procurement	155k-235k	195k	160k-245k	202.5k	83-157	120	85-160	122.5
General Manager of Procurement	150k-250k	200k	150k-250k	200k	110-170	140	110-180	145
Senior Contracts Manager	160k-205k	182.5k	160k-240k	200k	85-160	122.5	85-160	122.5
Procurement Manager	120k-175k	147.5k	120k-175k	147.5k	65-126	95.5	65-130	97.5
Contracts Manager	120k-160k	140k	120k-175k	147.5k	61-122	91.5	65-130	97.5
Senior Category Manager	140k-185k	162.5k	140k-185k	162.5k	80-140	110	80-140	110
Category Manager	115k-150k	132.5k	115k-150k	132.5k	61-104	82.5	61-104	82.5
Contracts Specialist	95k-155k	125k	105k-165k	135k	45-74	59.5	50-90	70
Purchasing Manager	95k-130k	112.5k	110k-145k	127.5k	48-74	61	60-85	72.5
Procurement Analyst	85k-120k	102.5k	105k-130k	117.5k	45-74	59.5	50-75	62.5
Procurement Officer	70k-105k	87.5k	75k-110k	92.5k	39-54	46.5	45-65	55
Purchasing Officer	60k-95k	77.5k	70k-100k	85k	37-49	43	40-60	50

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Supply Chain

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Supply Chain	155k-235k	195k	175k-240k	207.5k	83-157	120	100-160	130
Senior Supply Chain Manager	160k-205k	182.5k	165k-220k	192.5k	95-140	117.5	95-140	117.5
Supply Chain Manager	120k-160k	140k	140k-210k	175k	65-100	82.5	80-130	105
Supply Officer	60k-95k	77.5k	70k-100k	85k	35-43	39	40-60	50
Expeditor	55k-95k	75k	65k-100k	82.5k	43-65	54	35-60	47.5

Logistics

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Logistics Manager	105k-150k	127.5k	105k-150k	127.5k	57-78	67.5	60-90	75
Inventory Manager	85k-115k	100k	85k-115k	100k	42-59	50.5	45-70	57.5
Inventory Controller/ Materials Controller	55k-90k	72.5k	65k-110k	87.5k	35-54	44.5	35-65	50

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Procurement

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Procurement (ASX & Large corporate)	210k-250k	225k	210k-250k	230k	100-125	112.5	100-125	112.5
Head of Procurement	185k-215k	200k	185k-215k	200k	78-104	91	80-110	95
Senior Category Manager	155k-185k	170k	150k-180k	165k	78-96	87	78-96	87
Category Manager	125k-155k	140k	125k-155k	140k	52-78	65	50-80	65
Procurement Manager	140k-175k	157.5k	140k-180k	160k	70-87	78.5	70-90	80
Procurement Consultant	110k-145k	127.5k	110k-145k	127.5k	55-70	62.5	55-70	62.5
Procurement Specialist	100k-130k	115k	100k-130k	115k	50-65	57.5	50-65	57.5
Contracts Manager (ASX & Large corporate)	165k-200k	182.5k	170k-210k	190k	96-122	109	95-120	107.5
Contracts Manager (> 5 yrs)	130k-165k	147.5k	140k-170k	155k	70-83	76.5	70-85	77.5
Contracts Manager (< 5 yrs)	105k-130k	117.5k	110k-140k	125k	52-65	58.5	50-65	57.5
Contracts Specialist (ASX & Large corporate)	120k-155k	137.5k	130k-160k	145k	61-78	69.5	61-78	69.5
Contracts Specialist	100k-130k	115k	100k-130k	115k	43-65	54	43-65	54
Purchasing Manager	110k-145k	127.5k	115k-145k	130k	43-74	58.5	43-74	58.5
Procurement Analyst	100k-125k	112.5k	110k-140k	125k	48-61	54.5	48-61	54.5
Procurement Officer	80k-115k	97.5k	80k-100k	90k	35-61	48	35-61	48
Purchasing Officer	70k-95k	82.5k	70k-90k	80k	39-52	45.5	39-52	45.5
Contracts & Procurement Administrator	110k-130k	120k	110k-130k	120k	55-65	60	55-65	60
Category Advisor	110k-130k	120k	110k-130k	120k	55-65	60	55-65	60

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Supply Chain

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Supply Chain	175k-210k	192.5k	175k-210k	192.5k	85-100	92.5	85-100	92.5
Senior Supply Chain Manager	155k-185k	170k	155k-185k	170k	78-104	91	78-104	91
Supply Chain Manager	130k-155k	142.5k	130k-155k	142.5k	61-78	69.5	61-78	69.5
Expeditor	95k-130k	112.5k	95k-130k	112.5k	48-70	59	48-70	59
Supply Chain Analyst	75k-115k	95k	75k-115k	95k	40-60	50	40-60	50
Supply Officer	75k-85k	80k	75k-85k	80k	35-48	41.5	35-48	41.5

Logistics

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
GM of Logistics	175k-210k	192.5k	175k-210k	192.5k	87-117	102	87-117	102
Logistics Director	140k-180k	160k	140k-180k	160k	70-90	80	70-90	80
Logistics Manager	115k-155k	135k	115k-155k	135k	57-78	67.5	57-78	67.5
Logistics Operations Manager	105k-130k	117.5k	105k-130k	117.5k	55-65	60	55-65	60
Inventory Manager	85k-115k	100k	85k-115k	100k	43-61	52	43-61	52
Inventory Controller/ Materials Controller	75k-105k	90k	75k-105k	90k	35-52	43.5	35-52	43.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Procurement

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Procurement Officer	130k-170k	150k	140k-180k	160k	110-130	120	110-130	120
General Manager of Procurement	120k-160k	140k	120k-170k	145k	160-200	180	160-200	180
Head of Procurement (Large Organisation)	120k-150k	135k	120k-150k	135k	55-75	65	60-75	67.5
Head of Procurement (Medium Organisation)	120k-150k	135k	120k-150k	135k	55-75	65	60-75	67.5
Procurement Director	170k-230k	200k	180k-240k	210k	110-130	120	110-130	120

Management & Strategy

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Procurement Manager	190k-250k	220k	190k-250k	220k	100-150	125	100-150	125
Procurement Manager	80k-160k	120k	80k-160k	120k	100-150	125	100-150	125
Senior Commercial Manager	190k-250k	220k	190k-250k	220k	100-150	125	100-150	125
Commercial Manager	190k-250k	220k	190k-250k	220k	100-150	125	100-150	125
Procurement Business Partner	150k-180k	165k	150k-180k	165k	100-150	125	100-150	125
Strategic Sourcing Manager	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70
Category Manager	150k-180k	165k	150k-180k	165k	80-120	100	80-120	100
Senior Category Manager	150k-180k	165k	150k-180k	165k	80-120	100	80-120	100
Category Advisor	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100

All salaries are presented as base salaries and excluding benefits and bonuses.

Procurement

Specialist & Advisory

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Procurement Specialist	120k-150k	135k	120k-150k	135k	120-150	135	120-150	135
Procurement Specialist	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
ICT Procurement Specialist	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Procurement Consultant	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Procurement Analyst	85k-120k	102.5k	70k-100k	85k	70-100	85	70-100	85
Purchasing Manager	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Purchasing Officer	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100

Contracts & Relationship

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Contracts Manager	120k-150k	135k	120k-150k	135k	120-150	135	120-150	135
Contracts Manager	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Contracts Specialist	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Contracts & Procurement Administrator	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70

All salaries are presented as base salaries and excluding benefits and bonuses.

Procurement

Coordination & Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Procurement Coordinator	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70

Supply Chain

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Supply Chain Director	190k-250k	220k	190k-250k	220k	175-215	195	175-215	195
General Manager of Supply Chain	190k-250k	220k	190k-250k	220k	175-215	195	175-215	195
Head of Supply Chain	190k-250k	220k	190k-250k	220k	175-215	195	175-215	195

All salaries are presented as base salaries and excluding benefits and bonuses.

Supply Chain

Management & Planning

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Supply Chain Manager	120k-150k	135k	120k-150k	135k	120-150	130	120-150	130
Supply Chain Manager	110k-150k	130k	110k-150k	130k	100-150	125	100-150	125
Operations Manager	110k-180k	145k	110k-180k	145k	80-120	100	80-120	100
Logistics Manager	90k-140k	115k	90k-140k	115k	80-120	100	80-120	100
S&OP Manager	100k-140k	120k	100k-140k	120k	80-120	100	80-120	100
Demand/Supply Planning Manager	110k-140k	125k	110k-140k	125k	85-115	100	85-115	100

Specialist & Advisory

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Supply Chain Business Partner	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Demand Planner	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Supply Planner	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Supply Chain Analyst	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100

All salaries are presented as base salaries and excluding benefits and bonuses.

Supply Chain

Coordination & Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Supply Chain Coordinator	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70
Supply Chain Officer	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70
Supply Officer	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70
Expeditor	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70

All salaries are presented as base salaries and excluding benefits and bonuses.

Procurement

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Procurement Officer	200k-350k	275k	200k-375k	287.5k	160-350	255	180-350	255
General Manager of Procurement	180k-270k	225k	185k-275k	230k	180-250	215	180-250	215
Head of Procurement (Large Organisation)	230k-270k	250k	230k-270k	250k	180-220	200	180-220	200
Head of Procurement (Medium Organisation)	180k-220k	200k	180k-220k	200k	150-200	200	160-190	175
Procurement Director	180k-220k	200k	180k-220k	200k	125-170	147.5	125-170	147.5
Portfolio Manager	130k-180k	155k	130k-180k	155k	110-160	135	115-160	137.5

Management & Strategy

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Procurement Manager	150k-180k	165k	150k-180k	165k	140-185	162.5	140-185	160
Procurement Manager	140k-170k	155k	140k-170k	155k	140-185	162.5	130-180	150
Commercial Manager	125k-150k	137.5k	125k-150k	137.5k	150-180	165	130-170	150
Senior Commercial Manager	150k-180k	165k	150k-180k	165k	140-160	150	140-170	150
Procurement Business Partner	120k-150k	135k	120k-150k	135k	100-140	120	100-150	125
Strategic Sourcing Manager	120k-160k	140k	120k-165k	142.5k	100-140	120	100-150	125
Category Manager	120k-150k	135k	120k-165k	142.5k	95-135	115	95-135	115
Senior Category Manager	140k-170k	155k	140k-175k	157.5k	105-145	125	105-145	125
Category Advisor	80k-120k	100k	80k-125k	102.5k	75-110	92.5	75-110	92.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Procurement

Specialist & Advisory

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Procurement Specialist	110k-150k	130k	110k-150k	130k	120-150	135	120-150	140
Procurement Specialist	85k-130k	107.5k	85k-130k	107.5k	90-120	105	120-140	130
ICT Procurement Specialist	85k-135k	110k	85k-135k	110k	100-155	127.5	100-155	127.5
Procurement Consultant	100k-140k	120k	100k-140k	120k	100-170	135	100-170	135
Procurement Analyst	75k-110k	92.5k	75k-110k	92.5k	75-110	92.5	75-110	92.5
Procurement Officer	60k-100k	80k	60k-100k	80k	60-100	80	60-100	80
Purchasing Manager	95k-120k	107.5k	95k-120k	107.5k	75-110	92.5	75-110	92.5
Purchasing Officer	70k-90k	80k	70k-90k	80k	40-70	55	40-70	55
Contracts & relationship	100k-150k	125k	100k-150k	125k	100-150	125	100-150	125
Senior Contracts Manager	125k-155k	140k	125k-155k	140k	120-140	130	110-130	120
Contracts Manager	90k-120k	105k	90k-120k	105k	90-140	115	90-120	110
Contracts Specialist	70k-130k	100k	70k-130k	100k	70-110	90	70-110	90
Contracts/Relationship Manager	100k-150k	125k	100k-150k	125k	100-150	125	100-150	125
Contracts & Procurement Administrator	60k-80k	70k	60k-80k	70k	40-80	60	40-80	60
Coordination & support	50k-70k	60k	50k-70k	60k	40-60	50	40-60	50
Procurement Coordinator	65k-90k	77.5k	65k-90k	77.5k	60-80	70	60-80	70

All salaries are presented as base salaries and excluding benefits and bonuses.

Supply Chain

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Supply Chain Director	190k-250k	220k	190k-250k	220k	175-215	195	175-215	195
General Manager of Supply Chain	190k-250k	220k	190k-250k	220k	175-215	195	175-215	195
Head of Supply Chain	190k-250k	220k	190k-250k	220k	175-215	195	175-215	195

Management & Planning

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Supply Chain Manager	120k-150k	130k	120k-150k	130k	120-150	130	120-150	130
Supply Chain Manager	110k-150k	130k	110k-150k	130k	100-150	125	100-150	125
Operations Manager	110k-180k	145k	110k-180k	145k	80-120	100	80-120	100
Logistics Manager	90k-140k	115k	90k-140k	115k	80-120	100	80-120	100
S&OP Manager	100k-140k	120k	100k-140k	120k	80-120	100	80-120	100
Demand/Supply Planning Manager	110k-140k	125k	110k-140k	125k	85-115	100	85-115	100

All salaries are presented as base salaries and excluding benefits and bonuses.

Supply Chain

Specialist & Advisory

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Supply Chain Business Partner	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Demand Planner	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Supply Planner	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Supply Chain Analyst	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100

Coordination & Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Supply Chain Coordinator	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70
Supply Chain Officer	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70
Supply Officer	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70
Expeditor	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70

All salaries are presented as base salaries and excluding benefits and bonuses.

Procurement

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Procurement Officer	200k-350k	275k	200k-375k	287.5k	160-350	255	180-350	265
General Manager of Procurement	180k-270k	225k	185k-275k	230k	180-250	215	180-250	215
Head of Procurement (Large Organisation)	230k-270k	250k	230k-270k	250k	180-220	200	180-220	200
Head of Procurement (Medium Organisation)	180k-220k	200k	180k-220k	200k	150-200	175	160-190	175
Procurement Director	180k-220k	200k	180k-220k	200k	125-170	147.5	125-170	147.5
Portfolio Manager	130k-180k	155k	130k-180k	155k	110-160	135	115-160	137.5

Management & Strategy

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Procurement Manager	150k-180k	165k	150k-180k	165k	140-185	162.5	140-185	162.5
Procurement Manager	140k-170k	155k	140k-170k	155k	140-185	162.5	130-180	155
Commercial Manager	125k-150k	137.5k	125k-150k	137.5k	150-180	165	130-170	150
Senior Commercial Manager	150k-180k	165k	150k-180k	165k	140-160	150	140-170	155
Procurement Business Partner	120k-150k	135k	120k-150k	135k	100-140	120	100-150	125
Strategic Sourcing Manager	120k-160k	140k	120k-160k	142.5k	100-140	120	100-150	125
Category Manager	120k-150k	135k	120k-150k	142.5k	95-135	115	95-135	115
Senior Category Manager	140k-170k	155k	140k-170k	157.5k	105-145	125	105-145	125
Category Advisor	80k-120k	100k	80k-120k	102.5k	75-110	92.5	75-110	92.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Procurement

Specialist & Advisory

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Procurement Specialist	110k-150k	130k	110k-150k	130k	120-150	135	120-150	135
Procurement Specialist	85k-130k	107.5k	85k-130k	107.5k	90-120	105	120-140	130
ICT Procurement Specialist	85k-135k	110k	85k-135k	110k	100-155	127.5	100-155	127.5
Procurement Consultant	100k-140k	120k	100k-140k	120k	100-170	135	100-170	135
Procurement Analyst	75k-110k	92.5k	75k-110k	92.5k	75-110	92.5	75-110	92.5
Procurement Officer	60k-100k	80k	60k-100k	80k	60-100	80	60-100	80
Purchasing Manager	95k-120k	107.5k	95k-120k	107.5k	75-110	92.5	75-110	92.5
Purchasing Officer	70k-90k	80k	70k-90k	80k	40-70	55	40-70	55
Contracts & relationship	100k-150k	125k	100k-150k	125k	100-150	125	100-150	125
Senior Contracts Manager	125k-155k	140k	125k-155k	140k	120-140	130	110-130	120
Contracts Manager	90k-120k	105k	90k-120k	105k	90-140	115	90-120	105
Contracts Specialist	70k-130k	100k	70k-130k	100k	70-110	90	70-110	90
Contracts/Relationship Manager	100k-150k	125k	100k-150k	125k	100-150	125	100-150	125
Contracts & Procurement Administrator	60k-80k	70k	60k-80k	70k	40-80	60	40-80	60
Coordination & support	50k-70k	60k	50k-70k	60k	40-60	50	40-60	50
Procurement Coordinator	65k-90k	77.5k	65k-90k	77.5k	60-80	70	60-80	70

All salaries are presented as base salaries and excluding benefits and bonuses.

Supply Chain

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Supply Chain Director	190k-250k	220k	190k-250k	220k	175-215	195	175-215	195
General Manager of Supply Chain	190k-250k	220k	190k-250k	220k	175-215	195	175-215	195
Head of Supply Chain	190k-250k	220k	190k-250k	220k	175-215	195	175-215	195

Management & Planning

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Supply Chain Manager	120k-150k	130k	120k-150k	130k	120-150	130	120-150	130
Supply Chain Manager	110k-150k	130k	110k-150k	130k	100-150	125	100-150	125
Operations Manager	110k-180k	145k	110k-180k	145k	80-120	100	80-120	100
Logistics Manager	90k-140k	115k	90k-140k	115k	80-120	100	80-120	100
S&OP Manager	100k-140k	120k	100k-140k	120k	80-120	100	80-120	100
Demand/Supply Planning Manager	110k-140k	125k	110k-140k	125k	85-115	100	85-115	100

All salaries are presented as base salaries and excluding benefits and bonuses.

Supply Chain

Specialist & Advisory

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Supply Chain Business Partner	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Demand Planner	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Supply Planner	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100
Supply Chain Analyst	100k-140k	120k	100k-140k	120k	85-115	100	85-115	100

Coordination & Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Supply Chain Coordinator	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70
Supply Chain Officer	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70
Supply Officer	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70
Expeditor	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70

All salaries are presented as base salaries and excluding benefits and bonuses.

Property & Facilities Management

The Property & Facilities Management section of the Salary Guide provides insights into salary and employment trends observed in New Zealand (Auckland and Wellington).

Hiring demand in New Zealand is moderate, with organisations selectively seeking experienced professionals to manage complex property and facilities operations. While the sector may see lower turnover than others, the need for skilled, reliable professionals remains, particularly in commercial and project management roles. Professionals value work-life balance, flexible arrangements, and positive cultures. Hybrid working is most preferred, with office-based and flexible hours also sought. Employee and employer expectations have remained largely consistent with last year, showing continued alignment on flexibility, culture, and balanced workloads.

Employers that prioritise flexibility, balanced workloads, and development opportunities will attract and keep strong performers.



Key findings

Property & Facilities Management

Sector trends

New Zealand

Avg. tenure of professionals

2.3 years

Female

53%

Male

47%

Hiring demand

Low

It is easy to hire these professionals

What professionals value in an employer in 2026

New Zealand

1. Work-life balance & flexible working arrangements
2. Competitive salary & benefits package
3. Positive & supportive workplace culture

Employee expectations

% of businesses giving pay rises in 2026

67%

% of employees expecting a pay rise in 2026

61%

% of businesses hiring in 2026

78%

% of professionals looking for a new job in 2026

34%

 New Zealand

Top three preferred working styles

New Zealand

1. Hybrid
2. Office-based
3. Flexible hours



Top 3 most sought-after professionals

New Zealand

- 1 Commercial Property Manager
- 2 Project Director
- 3 Facilities Assistant

Facilities Management

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Director/Head of/GM of Facilities /Property	170k-230k	200k	180k-240k	210k	110-140	125	110-140	125
Senior Facilities Manager	140k-180k	160k	140k-180k	160k	80-100	90	80-100	90
Property Project Manager	100k-200k	150k	120k-150k	135k	110-140	125	110-140	125
Asset Manager	95k-180k	137.5k	95k-180k	137.5k	120-140	130	120-140	130
Contracts Manager	90k-150k	120k	70k-100k	85k	90-140	115	90-140	115
Facilities Manager	95k-150k	122.5k	95k-150k	122.5k	90-120	105	90-120	105
Facilities Advisor	85k-120k	102.5k	70k-100k	85k	70-100	85	70-100	85
Property Project Coordinator	75k-120k	97.5k	70k-100k	85k	60-80	70	60-80	70
Facilities Coordinator	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70

All salaries are presented as base salaries and excluding benefits and bonuses.

Property

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Director / GM of Property (Large Organisation)	200k-300k	250k	200k-300k	250k	150-170	160	150-170	160
Director / GM of Property (Medium Organisation)	170k-230k	200k	180k-240k	210k	110-130	120	110-130	120
National Property Manager	130k-170k	150k	140k-180k	160k	110-130	120	110-130	120
Property Portfolio Manager	120k-160k	140k	120k-170k	145k	160-200	180	160-200	180
Senior Property Project Manager	120k-150k	135k	120k-150k	135k	60-75	67.5	60-75	67.5
Property Project Manager	120k-150k	135k	120k-150k	135k	60-75	67.5	60-75	67.5
Property Specialist	90k-150k	120k	90k-150k	120k	140-180	160	140-180	160
Property Manager	80k-160k	120k	80k-160k	120k	150-180	165	150-180	165
Property Project Coordinator	60k-85k	72.5k	60k-85k	72.5k	60-80	70	60-80	70

All salaries are presented as base salaries and excluding benefits and bonuses.

Facilities Management

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Director / GM of Facilities	170k-230k	200k	180k-240k	210k	110-140	125	110-140	125
Senior Facilities Manager	120k-150k	135k	140k-180k	160k	110-140	125	80-100	90
Senior Contracts Manager	110k-140k	125k	120k-150k	135k	120-140	130	110-140	125
Facilities Manager	90k-120k	105k	95k-180k	137.5k	90-140	115	120-140	130
Contracts Manager	90k-115k	102.5k	70k-100k	85k	90-120	105	90-140	115
Facilities Manager	95k-150k	122.5k	95k-150k	122.5k	90-120	105	90-120	105
Facilities Advisor	75k-115k	95k	70k-100k	85k	70-100	85	70-100	85
Facilities Coordinator	60k-80k	70k	60k-85k	72.5k	60-80	70	60-80	70

All salaries are presented as base salaries and excluding benefits and bonuses.

Property

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Director / GM of Property (Large Organisation)	240k-280k	260k	200k-300k	250k	180-220	200	150-170	160
Director / GM of Property (Medium Organisation)	200k-240k	220k	180k-240k	210k	160-200	180	110-130	120
Director / GM of Property	130k-170k	150k	140k-180k	160k	110-130	120	110-130	120
National Property Manager	130k-160k	145k	120k-170k	145k	150-180	165	160-200	180
Senior Property Project Manager	150k-180k	165k	120k-150k	135k	140-180	160	160-175	167.5
Property Portfolio Manager	120k-150k	135k	120k-150k	135k	60-75	67.5	60-75	67.5
Property Project Manager	90k-150k	120k	90k-150k	120k	110-150	130	140-180	160
Property Specialist	80k-160k	120k	80k-160k	120k	150-180	165	150-180	165
Property Manager	80k-160k	120k	80k-160k	120k	100-140	120	150-180	165
Property Project Coordinator	75k-105k	90k	60k-85k	72.5k	60-80	70	60-80	70

All salaries are presented as base salaries and excluding benefits and bonuses.

Resources & Engineering

The Resources & Engineering section of the Salary Guide explores salary and employment trends across Australia, with a focus on Western Australia and Queensland.

Hiring activity remains steady, with most businesses planning to recruit in 2026. While recent pressures have eased, demand for skilled professionals is still strong, particularly for project engineers, contract administrators, and quantity surveyors. Attracting suitable candidates has become easier, but competition for experienced specialists continues.

Average tenure has edged higher, reflecting greater stability after several years of high turnover. However, the sector remains male-dominated, highlighting ongoing challenges in improving gender diversity.

Professionals continue to prioritise flexibility, balance, and competitive pay. Employers largely intend to offer salary increases, though employee expectations are more restrained, creating an opportunity to exceed them and build engagement. Employee and employer expectations have remained largely consistent with last year, indicating continued alignment on key priorities such as flexibility, work-life balance, and fair remuneration. Organisations that combine fair remuneration with genuine flexibility and supportive workplace cultures will stand out in a market where skilled talent remains essential.



Key findings

Resources & Engineering

Sector trends

Australia

Avg. tenure of professionals

2.2 years

Female

24%

Male

76%

Hiring demand

Medium

It is fairly easy to hire these professionals

What professionals value most in an employer in 2025

Australia

1. Work-life balance & flexible working arrangements
2. Competitive salary & benefits package
3. Positive & supportive workplace culture

Employee expectations

% of businesses giving pay rises in 2026

78%

% of employees expecting a pay rise in 2026

70%

% of businesses hiring in 2026

90%

% of professionals looking for a new job in 2026

62%

 Australia

Top three preferred working styles

Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working



Top 3 most sought-after professionals

Australia

- 1 Project Engineer
- 2 Contract Administrator
- 3 Quantity Surveyor

Energy & Construction

Project Delivery

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Construction	280k-400k	340k	260k-400k	330k	1200-1800	1500	1100-1800	1450
Project Director	230k-350k	290k	200k-350k	275k	1100-1500	1300	1000-1500	1250
Senior Project Manager	200k-300k	250k	180k-300k	240k	900-1300	1100	800-1300	1050
Project Manager	160k-220k	190k	160k-220k	190k	700-1000	850	700-1000	850
Construction Manager	170k-240k	205k	180k-250k	215k	900-1300	1100	900-1300	1100
Safety Consultant	170k-240k	205k	180k-250k	215k	800-1400	1100	800-1400	1100
Senior Project Engineer	190k-260k	225k	190k-260k	225k	900-1300	1100	900-1300	1100
Project Engineer (>5 yrs)	150k-220k	185k	150k-220k	185k	700-1000	850	700-1000	850
Project Engineer (<5 yrs)	100k-150k	125k	110k-160k	135k	450-800	625	500-800	650
Site Engineer	90k-120k	105k	90k-120k	105k	450-600	525	450-600	525
Head of Safety	230k-340k	285k	200k-340k	270k	1100-1500	1300	1000-1500	1250
Safety Director	160k-250k	205k	160k-250k	205k	800-1250	1025	800-1250	1025
Safety Manager	130k-200k	165k	130k-200k	165k	700-1000	850	700-1000	850
Site Safety Advisor	100k-150k	125k	100k-150k	125k	600-800	700	600-800	700
WHS Advisor	90k-120k	105k	90k-120k	105k	450-600	525	450-600	525
Safety Consultant	170k-240k	205k	180k-250k	215k	800-1400	1100	800-1400	1100

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Energy & Construction

Commercial, Project Planning & Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Commercial Director	280k-350k	315k	250k-350k	300k	1300-2000	1650	1200-2000	1600
Senior Commercial Manager	220k-290k	255k	210k-280k	245k	1200-1500	1350	1100-1500	1300
Commercial Manager	200k-270k	235k	180k-250k	215k	950-1300	1125	900-1200	1050
Senior Contracts Manager	210k-300k	255k	200k-300k	250k	1000-1400	1200	1000-1400	1200
Contracts Manager	160k-250k	205k	160k-240k	200k	800-1200	1000	800-1150	975
Senior Contracts Administrator	140k-210k	175k	130k-200k	165k	750-1050	900	700-1000	850
Contracts Administrator	100k-140k	120k	90k-140k	115k	550-850	700	500-800	650
Cost Manager	170k-250k	210k	180k-250k	215k	900-1250	1075	900-1300	1100
Cost Controller	150k-210k	180k	160k-220k	190k	700-1000	850	700-1100	900
Lead Estimator / Estimating Manager	250k-350k	300k	250k-350k	300k	1200-1800	1500	1200-1800	1500
Senior Estimator	200k-300k	250k	200k-300k	250k	1000-1500	1250	1000-1500	1250
Estimator	130k-190k	160k	140k-200k	170k	650-1050	850	700-1100	900
Project Controls Director	220k-320k	270k	220k-300k	260k	1100-1600	1350	1100-1500	1300
Project Controls Manager	200k-270k	235k	180k-280k	230k	900-1400	1150	900-1400	1150
Project Planning / Scheduling Manager	200k-300k	250k	200k-300k	250k	1000-1400	1200	1000-1400	1200
Senior Planner / Scheduler	170k-240k	205k	180k-250k	215k	800-1200	1000	900-1300	1100
Planner / Scheduler	120k-200k	160k	140k-200k	170k	650-1000	825	700-1000	850
Head of Sustainability	160k-250k	205k	180k-260k	220k	800-1200	1000	900-1300	1100
Sustainability Manager	130k-200k	165k	130k-200k	165k	700-1000	850	700-1000	850
Environmental Manager	120k-180k	150k	120k-180k	150k	650-900	775	650-900	775
Environmental / Sustainability Officer	90k-140k	115k	90k-140k	115k	450-700	575	450-700	575

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure

Design

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Technical Director	210k-240k	225k	210k-240k	225k	174-209	191.5	174-209	191.5
Engineering Manager	215k-245k	230k	215k-245k	230k	174-209	191.5	174-209	191.5
Design Manager / Principal Engineer	185k-210k	197.5k	185k-210k	197.5k	113-157	135	113-158	135.5
Senior Engineer	120k-155k	137.5k	120k-155k	137.5k	87-104	95.5	87-105	96
Engineer	80k-115k	97.5k	80k-115k	97.5k	61-78	69.5	61-79	70
Designer	60k-85k	72.5k	60k-85k	72.5k	35-52	43.5	35-53	44

Project Delivery

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Project Director	400k-435k	417.5k	400k-435k	417.5k	261-304	282.5	261-305	283
Project Manager	245k-280k	262.5k	245k-280k	262.5k	122-174	148	122-175	148.5
Construction Manager	260k-285k	272.5k	260k-285k	272.5k	130-191	160.5	130-192	161
Project Engineer	120k-155k	137.5k	120k-155k	137.5k	109-130	119.5	109-131	120
Site Engineer	85k-120k	102.5k	85k-120k	102.5k	87-104	95.5	87-105	96

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure

Commercial & Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Commercial/Claims Director	305k-350k	327.5k	305k-350k	327.5k	357-452	404.5	357-453	405
Environmental/Sustainability Engineer	95k-130k	112.5k	95k-130k	112.5k	96-117	106.5	96-118	107
Project Controls/Planning Engineer	130k-155k	142.5k	130k-155k	142.5k	157-183	170	157-184	170.5
Senior/Lead Estimator	250k-285k	267.5k	250k-285k	267.5k	261-304	282.5	261-305	283
Estimator	210k-225k	217.5k	210k-225k	217.5k	96-113	104.5	96-114	105
Senior Contracts Administrator	165k-200k	182.5k	165k-200k	182.5k	174-217	195.5	174-218	196
Contracts Administrator	105k-140k	122.5k	105k-140k	122.5k	104-122	113	104-123	113.5

Mining

Consultancy

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Engineering Manager	200k-235k	217.5k	200k-235k	217.5k	174-200	187	174-201	187.5
Principal Engineer	165k-200k	182.5k	165k-200k	182.5k	157-183	170	157-184	170.5
Engineer	85k-120k	102.5k	85k-120k	102.5k	91-104	97.5	91-105	98

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Mining

Project Delivery

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Project Director	350k-385k	367.5k	350k-385k	367.5k	304-348	326	304-349	326.5
Project Manager	210k-245k	227.5k	210k-245k	227.5k	191-243	217	191-244	217.5
Construction Manager	215k-260k	237.5k	215k-260k	237.5k	243-313	278	243-314	278.5
Project Engineer	130k-165k	147.5k	130k-165k	147.5k	122-148	135	122-149	135.5

Commercial & Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Commercial Manager	210k-245k	227.5k	210k-245k	227.5k	296-374	335	296-375	335.5
Environmental/Sustainability Engineer	95k-120k	107.5k	95k-120k	107.5k	96-117	106.5	96-118	107
Project Controls/Planning Engineer	115k-155k	135k	115k-155k	135k	174-217	195.5	174-218	196
Senior Estimator	210k-245k	227.5k	210k-245k	227.5k	252-313	282.5	252-314	283
Contracts Administrator	115k-150k	132.5k	115k-150k	132.5k	104-122	113	104-123	113.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Mining

Operations

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Mine Manager	245k-280k	262.5k	245k-280k	262.5k	252-313	282.5	252-314	283
Superintendent	185k-215k	200k	185k-215k	200k	191-243	217	191-244	217.5
Mining Engineer	115k-150k	132.5k	115k-150k	132.5k	104-130	117	104-131	117.5
Maintenance/Reliability/AI Manager	185k-210k	197.5k	185k-210k	197.5k	209-243	226	209-244	226.5
Metallurgist/Process Engineer	95k-135k	115k	95k-135k	115k	96-117	106.5	96-118	107

Urban Development & Construction

Urban

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Engineering Manager / Technical Director	155k-190k	172.5k	160k-200k	180k
Design Manager / Principal Engineer	130k-155k	142.5k	140k-175k	157.5k
Senior Engineer	105k-140k	122.5k	105k-140k	122.5k
Engineer	80k-105k	92.5k	80k-105k	92.5k
Designer	65k-95k	80k	65k-95k	80k
Project Manager	130k-155k	142.5k	130k-155k	142.5k
Construction Manager	115k-150k	132.5k	115k-150k	132.5k
Superintendent	115k-140k	127.5k	115k-140k	127.5k
Project Engineer	95k-120k	107.5k	95k-120k	107.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Engineering

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Engineering Manager	130k-190k	160k	150k-220k	185k	104-130	117	90-135	112.5
Senior Project Manager	140k-210k	175k	140k-210k	175k	104-130	117	85-130	107.5
Construction Manager	140k-210k	175k	150k-230k	190k	104-130	117	90-140	115
Project Manager	115k-165k	140k	120k-175k	147.5k	87-122	104.5	70-110	90
Project Engineer	115k-165k	140k	115k-165k	140k	87-104	95.5	60-100	80
Lead Engineer	120k-185k	152.5k	130k-190k	160k	96-113	104.5	65-115	90
Senior Engineer	115k-155k	135k	130k-190k	160k	87-104	95.5	65-115	90

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Civil Construction

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Project Manager	185k-215k	200k	185k-215k	200k	78-113	95.5	78-113	95.5
Senior Project Engineer	150k-185k	167.5k	150k-185k	167.5k	70-87	78.5	70-87	78.5
Supervisor	120k-155k	137.5k	120k-155k	137.5k	70-96	83	70-96	83
Senior Estimator	120k-150k	135k	120k-150k	135k	83-96	89.5	83-96	89.5
Project Engineer (> 5 yrs)	105k-140k	122.5k	105k-140k	122.5k	57-74	65.5	57-74	65.5
Estimator	95k-120k	107.5k	95k-120k	107.5k	70-83	76.5	70-83	76.5
Site Engineer	85k-105k	95k	85k-105k	95k	48-61	54.5	48-61	54.5
Project Engineer (< 5 yrs)	80k-105k	92.5k	80k-105k	92.5k	43-57	50	43-57	50

Commercial Construction

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Commercial Manager	185k-215k	200k	185k-215k	200k	87-113	100	87-113	100
Project Manager	150k-190k	170k	150k-190k	170k	78-104	91	78-104	91
Site Manager	105k-140k	122.5k	105k-140k	122.5k	61-78	69.5	61-78	69.5
Estimator	95k-130k	112.5k	95k-130k	112.5k	61-78	69.5	61-78	69.5
Contract Administrator	95k-130k	112.5k	95k-130k	112.5k	61-78	69.5	61-78	69.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Architecture

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Project Lead	95k-120k	107.5k	95k-120k	107.5k	52-65	58.5	52-65	58.5
Project Architect	80k-95k	87.5k	80k-95k	87.5k	43-57	50	43-57	50
Interior Designer	60k-95k	77.5k	60k-95k	77.5k	30-61	45.5	30-61	45.5
Graduate Architect	50k-80k	65k	60k-90k	75k	30-43	36.5	30-43	36.5
Revit Technician	50k-80k	65k	60k-90k	75k	30-43	36.5	30-43	36.5

Engineering

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Project Manager	185k-215k	200k	185k-215k	200k	96-122	109	96-122	109
Project Manager	155k-190k	172.5k	155k-190k	172.5k	74-109	91.5	74-109	91.5
Senior Control Systems Engineer	150k-185k	167.5k	150k-185k	167.5k	87-113	100	87-113	100
Senior Electrical Engineer	130k-155k	142.5k	130k-155k	142.5k	87-104	95.5	87-104	95.5
Senior EI&C Engineer	130k-155k	142.5k	130k-155k	142.5k	78-96	87	78-96	87
Senior Mechanical Engineer	130k-155k	142.5k	130k-155k	142.5k	70-100	85	70-100	85
Mechanical Design Engineer	105k-140k	122.5k	105k-140k	122.5k	61-78	69.5	61-78	69.5
Control Systems Engineer	120k-155k	137.5k	120k-155k	137.5k	70-96	83	70-96	83
Electrical Engineer	105k-130k	117.5k	105k-130k	117.5k	61-87	74	61-87	74
Mechanical Engineer	105k-130k	117.5k	105k-130k	117.5k	61-78	69.5	61-78	69.5
EI&C Engineer	105k-130k	117.5k	105k-130k	117.5k	61-78	69.5	61-78	69.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Mining

Consultancy

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Engineering Manager	162.5k-236.25k	190k	160k-230k	195k	93.5-135.5	110	93-135	114
Principal Engineer	140k-200k	180k	140k-200k	170k	70-100	85	70-100	85
Engineer	90k-130k	110k	90k-130k	110k	60-90	75	60-90	75

Project Delivery

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Project Director	180k-260k	220k	180k-260k	220k	100-160	130	100-160	130
Project Manager	130k-190k	160k	130k-190k	160k	75-110	90	75-110	92.5
Construction Manager	130k-200k	170k	130k-200k	165k	70-115	95	70-115	92.5
Project Engineer	110k-150k	130k	110k-150k	130k	65-90	75	65-90	77.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Mining

Commercial & Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Commercial Manager	140k-200k	170k	140k-200k	170k	80-115	95	80-115	97.5
Senior Estimator	110k-170k	140k	110k-170k	140k	60-100	80	60-100	80
Contracts Administrator	90k-130k	110k	90k-130k	110k	55-75	65	55-75	65
Environmental / Sustainability Engineer	100k-140k	120k	100k-140k	120k	60-85	72.5	60-85	72.5
Project Controls / Planning Engineer	110k-150k	130k	110k-150k	130k	65-85	75	65-85	75

Operations

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Mine Manager	245k-280k	262.5k	245k-280k	262.5k	113-148	130.5	113-148	130.5
Superintendent	145k-230k	175k	145k-230k	187.5k	90-125	105	90-125	107.5
Senior Mining Engineer	155k-190k	172.5k	155k-190k	172.5k	87-113	100	87-113	100
Mining Engineer (>5 yrs)	130k-155k	142.5k	130k-155k	142.5k	74-104	89	74-104	89
Mining Engineer	105k-130k	117.5k	105k-130k	117.5k	61-74	67.5	61-74	67.5
Senior Geologist	120k-150k	135k	120k-150k	135k	70-83	76.5	70-83	76.5
Geologist	95k-130k	112.5k	100k-135k	117.5k	52-78	65	55-80	67.5
Maintenance / Reliability / AI Manager	140k-200k	175k	140k-200k	170k	70-110	87.5	70-110	90
Metallurgist / Process Engineer	85k-115k	100k	85k-115k	100k	52-78	65	52-78	65

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Key findings

Sales & Marketing

Sector trends

Australia

Avg. tenure of professionals
1.8 years

Female **49%** Male **51%**

Hiring demand
High

It is difficult to hire these professionals

New Zealand

Avg. tenure of professionals
2 years

Female **51%** Male **49%**

Hiring demand
Medium

It is fairly easy to hire these professionals

What professionals value in an employer in 2026

Australia

1. Work-life balance & flexible working arrangements
2. Competitive salary & benefits package
3. Positive & supportive workplace culture

New Zealand

1. Competitive salary & benefits package
2. Work-life balance & flexible working arrangements
3. Opportunities for career advancement & promotion

Employee expectations



■ Australia ■ New Zealand

Top three preferred working styles

Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

New Zealand

1. Hybrid
2. Office-based
3. Flexible hours



Top 3 most sought-after professionals

Australia

- 1 Digital Marketing Specialist
- 2 Business Development Manager
- 3 Marketing Manager

New Zealand

- 1 Content Marketing Manager
- 2 Business Development Manager
- 3 Senior Communications Advisor

Sales

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Sales Director	160k-225k	192.5k	160k-240k	200k	78-113	95.5	76-115	95.5
Head of Sales	190k-260k	225k	190k-260k	225k	87-130	108.5	90-135	112.5
National Sales Manager	130k-165k	147k	130k-165k	147.5k	67-90	78.5	67-90	78.5
Regional Sales Manager	150k-220k	150k	150k-220k	185k	75-120	97.5	75-120	97.5

Management & Strategy

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Sales Manager	130k-165k	147.5k	130k-165k	147.5k	65-83	74	67-83	75
Channel Manager	120k-165k	142.5k	120k-165k	142.5k	65-70	67.5	60-83	71.5
National Business Development Manager	95k-165k	130k	95k-165k	130k	48-83	65.5	48-83	65.5
Senior Business Development Manager	150k-200k	175k	150k-200k	175k	80-110	95	80-110	95
Business Development Manager	120k-175k	147.5k	120k-170k	145k	61-87	74	60-90	75
Pre-sales Consultant	130k-185k	157.5k	130k-185k	157.5k	57-91	74	67-96	81.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Sales

Client & Account Management

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
key Account Manager	120k-150k	135k	120k-150k	135k	60-83	71.3	60-83	71.5
National Account Manager	105k-125k	115k	120k-170k	145k	52-63	57.5	58-83	70.5
Relationship Manager	115k-155k	135k	115k-160k	137.5k	57-78	67.5	57-80	68.5
Account Executive	85k-105k	95k	85k-105k	95k	43-52	47.5	43-52	47.5

Sales Execution & Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Inside Sales Executive	85k-105k	95k	85k-105k	95k	39-52	45.5	39-52	45.5
Sales Executive	65k-85k	75k	75k-95k	85k	39-48	43.5	40-50	45

Marketing

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Marketing Officer	220k-300k	260k	220k-300k	260k	120-160	140	120-160	140
Marketing Director	215k-305k	260k	215k-305k	260k	104-157	130.5	104-157	130.5
Head of Marketing	150k-190k	170k	170k-220k	195k	87-130	108.5	87-130	108.5
Head of Digital	185k-225k	205k	185k-225k	205k	91-113	102	90-110	100

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Marketing

Management & Strategy

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Marketing Manager	150k-165k	157.5k	150k-170k	160k	74-83	78.5	72-83	77.5
Marketing Manager	120k-150k	135k	120k-150k	135k	61-74	67.5	61-74	67.5
Channel Marketing Manager	120k-150k	135k	120k-150k	135k	70-87	78.5	70-87	78.5
Category Manager	115k-140k	127.5k	115k-140k	127.5k	61-78	69.5	61-78	69.5
Product Manager	120k-140k	130k	120k-140k	130k	61-70	65.5	61-70	65.5
Insights Manager	115k-150k	132.5k	115k-150k	132.5k	61-87	74	61-87	74
Sponsorship Manager	120k-150k	135k	120k-150k	135k	70-90	80	70-90	80
Events Manager	85k-115k	100k	90k-140k	115k	43-57	50	45-68	56.5
Campaign Manager	95k-120k	107.5k	95k-120k	107.5k	48-61	54.5	48-61	54.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Marketing

Brand & Content

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Brand Manager	145k-175k	160k	145k-175k	160k	78-104	91	78-104	91
Brand Manager	115k-140k	127.5k	115k-140k	127.5k	61-104	82.5	57-72	64.5
Assistant Brand Manager	95k-115k	105k	95k-115k	105k	45-60	52.5	45-60	52.5
Brand Executive / Assistant	70k-85k	77.5k	80k-95k	87.5k	39-48	43.5	39-48	43.5
Content Marketing Manager	115k-130k	122.5k	115k-130k	122.5k	57-65	61	57-65	61
Content Marketing Specialist	90k-115k	100k	90k-115k	102.5k	45-60	52.5	45-60	52.5
Content Marketing Coordinator	70k-90k	80k	70k-90k	80k	35-50	42.5	35-50	42.5
Graphic Designer	80k-120	100k	80k-120k	100k	40-60	50	40-60	50

Digital & Social

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Digital Marketing Manager	115k-140k	127.5k	120k-140k	130k	57-70	63.5	61-70	65.5
Digital Marketing Executive	85k-105k	95k	85k-105k	95k	43-52	47.5	43-52	47.5
Digital Marketing Coordinator	75k-95k	85k	75k-95k	85k	40-50	45	40-50	45
Social Media Manager	95k-120k	107k	95k-120k	107.5k	45-70	57	45-70	57.5
Social Media Specialist	90k-110k	102k	90k-110k	100k	45-60	52.5	45-60	52.5
Social Media Coordinator	85k-105k	95k	85k-105k	95k	43-52	47.5	43-52	47.5
SEO Manager	95k-130k	112k	95k-130k	112.5k	45-70	57	45-70	57.5
SEO Specialist	85k-110k	97k	85k-110k	97.5k	43-60	51	43-60	51.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Marketing

General & Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Marketing Executive	95k-115k	105k	95k-115k	105k	52-61	56.5	52-61	56.5
Marketing Executive	80k-95k	87.5k	80k-95k	87.5k	43-52	47.5	43-52	47.5
Marketing Coordinator	75k-90k	82.5k	75k-90k	82.5k	35-48	41.5	35-48	41.5
Marketing Assistant	75k-90k	82.5k	75k-90k	82.5k	35-48	41.5	35-48	41.5

Communications

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Director of Communications	200k-250k	225k	200k-250k	225k	100-150	125	100-150	125
Head of External Communications	180k-230k	205k	180k-230k	205k	90-140	115	90-140	115

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Communications

Management & Advisory

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Communications Manager	150k-165k	157.5k	150k-170k	160k	74-83	78.5	72-83	77.5
Communications Manager	115k-140k	127.5k	120k-140k	130k	57-70	63.5	61-70	65.5
Senior Communications Consultant	100k-140k	120k	100k-140k	120k	55-70	62.5	55-70	62.5
Communications Consultant	85k-105k	95k	85k-105k	95k	43-52	47.5	43-52	47.5

Specialist & Functional

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Media Relations Manager	105k-120k	112k	105k-120k	112.5k	52-70	61	52-70	61
Media Relations Advisor	95k-115k	105k	95k-115k	105k	43-60	52.5	43-60	51.5
PR Manager	100k-120k	110k	100k-120k	110k	50-70	60	50-70	60
PR Advisor	80k-95k	87k	80k-95k	87.5k	40-52	46	40-52	46

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Sales

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
General Manager – Sales	194k-322k	240k	200k-340k	270k	98.2-163	130.6	101-172	136.5
Head of Sales	140k-200k	170k	145k-208k	176.5k	70.85-101	85.925	73-105	89
State Sales Manager	105k-192k	133k	108k-199k	153.5k	59-109	84	61.5-91.5	76.5
Regional Sales Manager	135k-183k	124k	139k-189k	164k	70-96	83	75-100	87.5
Channel Manager	115k-162k	139k	118k-167k	142.5k	59-83.5	71.25	60-88	74
National Business Development Manager	128k-153k	140k	132k-158k	145k	66-79	72.5	70-82	76
Sales Director / National Sales Manager	155k-190k	172.5k	158k-192k	175k	77.5-95	86.25	79-96	87.5
Sales Manager	115k-140k	127.5k	118k-145k	131.5k	57.5-70	63.75	59-72.5	65.75
Senior Business Development Manager	105k-130k	117.5k	110k-132k	121k	52.5-65	58.75	55-66	60.5
Business Development Manager	80k-105k	92.5k	85k-110k	97.5k	40-52.5	46.25	42.5-55	48.75
Pre-sales Consultant	97k-125k	111k	99k-130k	114.5k	48.5-62.5	55.5	49.5-65	57.25
key Account Manager	100k-130k	115k	100k-135k	117.5k	50-75	62.5	50-67.5	58.75
National Account Manager	100k-150k	125k	104k-155k	129.5k	50-75	62.5	52-77.5	64.75
Relationship Manager	94k-150k	122k	97k-155k	126k	47-75	61	48.5-77.5	63
Account Manager	60k-85k	72.5k	63k-82k	72.5k	30-42.5	36.25	31.5-41	36.25
Sales Executive	60k-75k	67.5k	60k-80k	70k	30-37.5	33.75	30-40	35

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Marketing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
CMO	190k-215k	202.5k	207k-240k	223.5k	130-174	152	135-180	157.5
Marketing Director	140k-175k	157.5k	149k-190k	169.5k	78-130	104	80-140	110
Head of Marketing	160k-200k	180k	165k-207k	186k	80-100	90	82.5-104	93.25
Head of Digital Marketing	150k-190k	170k	155k-196k	175.5k	75-95	85	77.5-98	87.75
Senior Marketing Manager	130k-160k	145k	135k-165k	150k	65-80	72.5	67.5-82.5	75
Marketing Manager	85k-120k	102.5k	87k-125k	106k	48-74	61	43.5-62.5	53
Channel Marketing Manager	120k-150k	135k	125k-155k	140k	60-75	67.5	62.5-77.5	70
Category Manager	110k-140k	125k	114k-145k	129.5k	55-70	62.5	57-72.5	64.75
Product Manager	85k-115k	100k	90k-120k	105k	52-74	63	45-60	52.5
Sponsorship & Events Manager	70k-95k	82.5k	75k-98k	86.5k	48-65	56.5	37.5-49	43.25
Digital Marketing Specialist	80k-105k	92.5k	83k-110k	96.5k	52-65	58.5	41.5-55	48.25
Campaign Manager	80k-118k	93k	82k-120k	101k	40-59	49.5	41-60	50.5
Senior Brand Manager	100k-125k	116k	105k-130k	117.5k	50-62.5	56.25	52.5-65	58.75
Brand Manager	88k-126k	108k	90k-130k	110k	44-63	53.5	45-65	55
Marketing Executive	65k-80k	72.5k	68k-82k	75k	39-61	50	34-41	37.5
Digital Marketing Specialist	80k-110k	95k	83k-115k	99k	40-55	47.5	42-57.5	49.75
Digital Marketing Manager	95k-120k	107.5k	100k-125k	112.5k	47.5-60	53.75	50-62.5	56.25
Digital Marketing Executive	70k-90k	80k	73k-95k	84k	35-45	40	36.5-47.5	42
Digital Marketing Coordinator	70k-85k	77.5k	72k-90k	81k	35-42.5	38.75	36-45	40.5
Social Media Manager	95k-115k	105k	98k-119k	108.5k	47.5-57.5	52.5	49-59.5	54.25
Social Media Specialist	80k-95k	87.5k	82k-98k	90k	40-47.5	43.75	41-49	45

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Marketing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Social Media Coordinator	65k-80k	72.5k	67k-83k	74.5k	32.5-40	36.25	34-42	38
SEO Manager	100k-125k	112.5k	103k-129k	116k	50-62.5	56.25	51.5-65	58.25
SEO Specialist	85k-100k	92.5k	88k-104k	96k	42.5-50	46.25	44-52	48
Graphic Designer	70k-85k	77.5k	77k-88k	82.5k	35-42.5	38.75	38.5-44	41.25
Marketing Assistant/Coordinator	50k-75k	62.5k	55k-80k	67.5k	30-48	39	27.5-40	33.75

Communications

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Corporate Affairs Manager/Director	155k-190k	172.5k	160k-200k	180k	61-122	91.5	80-100	90
Communications Director	150k-185k	167.5k	155k-190k	172.5k	74-122	98	77.5-95	86.25
Investor Relations Manager	130k-155k	142.5k	135k-165k	150k	61-104	82.5	67.5-82.5	75
Stakeholder Engagement Manager	120k-155k	137.5k	125k-155k	140k	70-87	78.5	62.5-77.5	70
Bid Manager	115k-150k	132.5k	120k-155k	137.5k	70-113	91.5	60-77.5	68.75
Change Communications Specialist	95k-130k	112.5k	98k-132k	115k	65-96	80.5	49-66	57.5
Policy Specialist	105k-120k	112.5k	110k-125k	117.5k	65-83	74	55-60	57.5
Media Relations Manager	95k-120k	107.5k	100k-125k	112.5k	52-87	69.5	50-60	55
Social Responsibility Executive	95k-115k	105k	100k-120k	110k	52-78	65	50-60	55
Technical Writer	85k-120k	102.5k	90k-120k	105k	74-122	98	45-60	52.5
Content Editor	85k-115k	100k	90k-120k	105k	43-61	52	45-60	52.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Communications

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Communications Consultant	85k-105k	95k	88k-110k	99k	65-74	69.5	44-55	49.5
Graphic Designer	70k-95k	82.5k	74k-100k	87k	43-65	54	37-50	43.5
Communications Consultant	70k-85k	77.5k	75k-90k	82.5k	43-57	50	38-45	41.5
Media/PR Officer	60k-80k	70k	66k-90k	78k	39-52	45.5	33-45	39

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Sales

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
General Manager	205k-335k	270k	205k-335k	270k	100-148	124	98-160	129
Sales Director	250k-320k	300k	250k-320k	285k	120-153	136.5	120-153	136.5
Head of Sales	170k-220k	200k	170k-220k	195k	80-105	92.5	80-105	92.5
National Sales Manager	150k-190k	170k	150k-190k	170k	72-91	81.5	72-91	81.5
State Sales Manager	155k-195k	175k	155k-195k	175k	74-93	83.5	74-93	83.5
Sales Manager	140k-175k	157.5k	140k-175k	157.5k	67-84	75.5	67-84	75.5
National Business Development Manager	140k-175k	160k	140k-175k	157.5k	67-84	75.5	67-84	75.5
Senior Business Development Manager	120k-150k	125k	120k-150k	135k	57-72	64.5	57-72	64.5
Pre-sales Consultant	80k-100k	85k	80k-100k	90k	38-48	43	38-48	43
Key Account Manager	105k-140k	122.5k	100k-140k	120k	52-70	61	48-67	57.5
Business Development Manager	105k-130k	117.5k	100k-140k	120k	52-70	61	48-67	57.5
Territory Manager	95k-120k	107.5k	100k-140k	120k	48-61	54.5	48-67	57.5
Account Manager	85k-120k	102.5k	100k-120k	110k	43-61	52	48-57	52.5
Sales Executive	80k-95k	87.5k	90k-120k	105k	39-48	43.5	43-57	50

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Marketing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Marketing Director / Head of Marketing	150k-190k	170k	170k-255k	212.5k	72-91	81.5	32-122	77
Marketing Manager	115k-140k	127.5k	115k-140k	127.5k	55-67	61	55-67	61
Brand Manager	90k-130k	110k	90k-140k	115k	43-62	52.5	43-67	55
Product Manager	100k-140k	120k	100k-140k	120k	48-67	57.5	48-67	57.5
Marketing Executive	80k-95k	87.5k	85k-95k	90k	38-45	41.5	40-45	42.5
Content Marketing Specialist	80k-105k	92.5k	90k-120k	105k	38-50	44	43-57	50
Digital Marketing Manager	110k-150k	130k	120k-160k	140k	53-72	62.5	57-76	66.5
Digital Marketing Specialist	90k-110k	100k	90k-110k	100k	43-58	50.5	43-52	47.5
Digital Marketing Executive	90k-110k	100k	90k-110k	100k	43-52	47.5	43-52	47.5
Digital Marketing Coordinator	70k-85k	75k	70k-85k	77.5k	33-40	36.5	34-30	32
Marketing Coordinator	60k-80k	70k	70k-80k	75k	28-38	33	34-38	36
Marketing Assistant	60k-70k	65k	60k-70k	65k	28-34	31	28-33	30.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Communications

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
External Communications Director	185k-215k	200k	185k-215k	200k	91-117	104	91-117	104
Internal Communications Lead/Head of	165k-215k	190k	165k-215k	190k	83-117	100	83-117	100
External Communications Lead/Head of	155k-210k	182.5k	155k-210k	182.5k	83-117	100	83-117	100
Stakeholder Engagement Lead	130k-155k	142.5k	130k-155k	142.5k	70-87	78.5	70-87	78.5
Stakeholder Engagement Manager	115k-140k	127.5k	115k-140k	127.5k	61-78	69.5	61-78	69.5
Internal Communications Manager	115k-140k	127.5k	115k-140k	127.5k	61-78	69.5	61-78	69.5
External Communications Manager	115k-140k	127.5k	115k-140k	127.5k	61-78	69.5	61-78	69.5
Stakeholder Engagement Advisor	80k-105k	92.5k	80k-105k	92.5k	39-57	48	39-57	48
Internal Communications Executive	80k-105k	92.5k	80k-105k	92.5k	39-57	48	39-57	48
External Communications Executive	80k-105k	92.5k	80k-105k	92.5k	39-57	48	39-57	48

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Sales

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Sales Director	150k-180k	175k	160k-190k	175k	100-148	124	98-160	129
Head of Sales	140k-175k	160k	140k-175k	157.5k	120-153	136.5	120-153	136.5
Regional Sales Manager	115k-150k	132.5k	120k-160k	140k	80-105	92.5	80-105	92.5
Sales Manager	115k-150k	132.5k	120k-155k	137.5k	72-91	81.5	72-91	81.5
Business/Operations Manager	105k-140k	122.5k	105k-140k	122.5k	74-93	83.5	74-93	83.5
National Business Development Manager	130k-150k	140k	135k-155k	145k	67-84	75.5	67-84	75.5
Senior Business Development Manager	120k-130k	125k	120k-130k	125k	67-84	75.5	67-84	75.5
Business Development Manager	85k-120k	102.5k	85k-120k	102.5k	57-72	64.5	57-72	64.5
key Account Manager	95k-105k	100k	100k-110k	105k	38-48	43	38-48	43
Relationship Manager	95k-120k	107.5k	100k-125k	112.5k	52-70	61	48-67	57.5
Account Manager	85k-125k	105k	85k-125k	105k	52-70	61	48-67	57.5
Sales Executive	80k-115k	97.5k	80k-115k	97.5k	48-61	54.5	48-67	57.5

Marketing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Marketing	150k-180k	165k	150k-180k	165k	100-148	124	98-160	129
Marketing Manager	105k-150k	127.5k	105k-150k	127.5k	120-153	136.5	120-153	136.5
Product Manager	115k-140k	127.5k	115k-140k	127.5k	80-105	92.5	80-105	92.5
Senior Marketing Manager	135k-165k	150k	145k-175k	160k	72-91	81.5	72-91	81.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Marketing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Brand Manager	120k-130k	125k	120k-130k	125k	100-148	124	98-160	129
Brand Manager	105k-120k	112.5k	110k-130k	120k	120-153	136.5	120-153	136.5
Brand Executive	95k-120k	110k	105k-115k	110k	80-105	92.5	80-105	92.5
Marketing Specialist	95k-105k	100k	95k-105k	100k	72-91	81.5	72-91	81.5
Marketing Executive	85k-90k	87.5k	90k-95k	92.5k	74-93	83.5	74-93	83.5
Marketing Coordinator	65k-75k	70k	65k-75k	70k	67-84	75.5	67-84	75.5
Marketing Assistant	65k-75k	70k	65k-70k	67.5k	67-84	75.5	67-84	75.5
Digital Marketing Executive	85k-95k	90k	85k-95k	90k	57-72	64.5	57-72	64.5
Digital Marketing Coordinator	80k-95k	87.5k	80k-95k	87.5k	38-48	43	38-48	43
SEO Specialist	85k-105k	100k	90k-110k	100k	52-70	61	48-67	57.5
SEO/Social Media Administrator	65k-75k	70k	65k-70k	67.5k	52-70	61	48-67	57.5

Communications

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Communications Manager	130k-150k	135k	140k-160k	150k	100-148	124	98-160	129
Senior Communications Consultant	120k-130k	120k	125k-135k	130k	120-153	136.5	120-153	136.5
Change Communications Specialist	120k-130k	125k	120k-130k	125k	80-105	92.5	80-105	92.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Sales

Executive & Leadership

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
General Manager – Sales	200k-230k	215k	200k-230k	215k
Sales Director	180k-210k	195k	180k-210k	195k
Head of Sales	170k-200k	185k	170k-200k	185k
National Sales Manager	150k-185k	167.5k	150k-185k	167.5k
State Sales Manager	120k-160k	140k	120k-160k	140k
Regional Sales Manager	120k-145k	132.5k	120k-145k	132.5k

Management & Strategy

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Channel Manager	110k-140k	130k	110k-140k	125k	100-148	124	98-160	129
National Business Development Manager	140k-170k	155k	140k-170k	155k	120-153	136.5	120-153	136.5
Senior Business Development Manager	130k-165k	147.5k	130k-165k	147.5k	80-105	92.5	80-105	92.5
Business Development Manager	120k-150k	135k	120k-150k	135k	72-91	81.5	72-91	81.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Sales

Client & Account Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Key Account Manager	105k-125k	115k	105k-125k	115k
Relationship Manager	90k-110k	100k	90k-110k	100k
Account Manager	85k-115k	100k	85k-115k	100k
Territory Manager	105k-130k	117.5k	105k-130k	117.5k

Sales Execution & Support

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Sales Executive	80k-110k	95k	80k-110k	95k

Marketing

Executive & Leadership

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Chief Marketing Officer	170k-220k	195k	170k-220k	195k
Head of Marketing	140k-170k	155k	140k-170k	155k
Head of Digital Marketing	140k-170k	155k	140k-170k	155k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Marketing

Management & Strategy

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Senior Marketing Manager	130k-160k	145k	130k-160k	145k
Marketing Manager	100k-130k	115k	100k-130k	115k
Channel Marketing Manager	110k-140k	125k	110k-140k	125k
Product Manager	115k-140k	127.5k	115k-140k	127.5k
Campaign Manager	90k-125k	107.5k	90k-125k	107.5k

Brand & Content

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Senior Brand Manager	125k-145k	135k	125k-145k	135k
Brand Manager	100k-120k	110k	100k-120k	110k
Assistant Brand Manager	70k-100k	85k	70k-100k	85k
Brand Executive	80k-110k	95k	80k-110k	95k
Content Marketing Manager	100k-120k	110k	100k-120k	110k
Content Marketing Specialist	85k-120k	102.5k	85k-120k	102.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Marketing

Digital & Social

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Digital Marketing Manager	100k-130k	115k	100k-130k	115k
Digital Marketing Executive	70k-90k	80k	70k-90k	80k
Digital Marketing Coordinator	70k-90k	80k	70k-90k	80k

General & Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Marketing Executive	75k-85k	80k	75k-85k	80k	43-47	45	43-47	45
Marketing Coordinator	70k-90k	80k	70k-95k	82.5k	38-50	44	38-50	44
Marketing Assistant	70k-80k	75k	70k-80k	75k	37-42	39.5	37-42	39.5

Communications

Executive & Leadership

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Senior Communications Manager	130k-170k	150k	130k-170k	150k
Communications Manager	120k-140k	130k	120k-140k	130k
Senior Communications Consultant	110k-130k	120k	110k-130k	120k
Communications Consultant	90k-110k	100k	90k-110k	100k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Sales

Executive & Leadership

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Chief Sales Officer	250k-500k	375k	250k-500k	375k
General Manager – Sales	200k-300k	250k	210k-300k	255k
Sales Director	200k-230k	215k	200k-230k	215k
Head of Sales	180k-230k	205k	180k-230k	205k
National Sales Manager	160k-200k	180k	160k-200k	180k
National Account Manager	130k-170k	150k	130k-170k	150k
Regional Sales Manager	100k-150k	125k	100k-150k	125k

Management & Strategy

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Sales Manager	100k-140k	120k	100k-140k	120k
Field Sales Manager	120k-150k	135k	120k-150k	135k
National Business Development Manager	120k-160k	140k	120k-160k	140k
Senior Business Development Manager	100k-130k	115k	100k-130k	115k
Business Development Manager	85k-125k	105k	85k-125k	105k

All salaries are presented as base salaries and excluding benefits and bonuses.

Sales

Client & Account Management

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
National Account Manager	120k-160k	140k	120k-160k	140k
key Account Manager	110k-130k	120k	110k-130k	120k
Relationship Manager	90k-120k	105k	90k-120k	105k
Account Manager	85k-110k	97.5k	85k-110k	97.5k
Territory Manager	65k-85k	75k	65k-85k	75k

Sales Execution & Support

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Inside Sales Executive	70k-90k	80k	70k-90k	80k
Sales Executive	60k-95k	77.5k	60k-95k	77.5k
Sales Representative	55k-85k	70k	55k-85k	70k
Sales Coordinator	50k-65k	57.5k	50k-65k	57.5k

All salaries are presented as base salaries and excluding benefits and bonuses.

Marketing

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Marketing Officer	230k-300k	265k	230k-300k	265k	160-240	200	160-240	200
Marketing Director	210k-240k	225k	210k-240k	225k	110-160	135	110-160	135
Head of Marketing	140k-190k	165k	140k-180k	160k	120-140	130	120-140	130
Head of Digital Marketing	140k-190k	165k	140k-180k	160k	120-140	130	120-140	130

Management & Strategy

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Marketing Manager	160k-190k	175k	160k-190k	175k	75-115	95	75-115	95
Marketing Manager	120k-150k	135k	120k-150k	135k	70-105	87.5	70-105	87.5
Category Manager	110k-140k	125k	110k-140k	125k	45-75	60	45-75	60
Product Manager	130k-160k	145k	130k-160k	145k	55-75	65	55-75	65
Market Research/Insights Manager	90k-130k	110k	90k-130k	110k	40-55	47.5	40-55	47.5
Sponsorship Manager	90k-140k	115k	90k-140k	115k	120-150	135	120-150	135
Events Manager	80k-110k	95k	80k-110k	95k	100-120	110	100-120	110
Campaign Manager	75k-100k	87.5k	75k-100k	87.5k	100-120	110	100-120	110

All salaries are presented as base salaries and excluding benefits and bonuses.

Marketing

Brand & Content

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Brand Manager	120k-160k	140k	120k-160k	140k	70-115	92.5	70-115	92.5
Brand Manager	110k-140k	125k	110k-140k	125k	55-75	65	55-75	65
Assistant Brand Manager	75k-100k	87.5k	75k-100k	87.5k	30-45	37.5	30-45	37.5
Brand Executive	70k-90k	80k	70k-90k	80k	40-50	45	40-50	45
Brand Assistant	60k-65k	62.5k	60k-65k	62.5k	30-40	35	30-40	35
Content Marketing Specialist	80k-100k	90k	80k-100k	90k	40-60	50	40-60	50
Content Marketing Coordinator	60k-85k	72.5k	60k-85k	72.5k	35-45	40	35-45	40
Content Editor	60k-95k	77.5k	60k-95k	77.5k	35-46	40.5	35-45	40
Technical Writer	80k-120k	100k	80k-120k	100k	35-47	41	45-65	55
Graphic Designer	60k-80k	70k	60k-80k	70k	35-48	41.5	35-45	40

All salaries are presented as base salaries and excluding benefits and bonuses.

Marketing

Digital & Social

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Digital Marketing Manager	120k-160k	140k	120k-160k	140k	70-110	90	70-110	90
Digital Marketing Specialist	80k-110k	95k	80k-110k	95k	30-50	40	30-50	40
Digital Marketing Executive	80k-95k	87.5k	80k-95k	87.5k	40-50	45	40-50	45
Digital Marketing Coordinator	60k-85k	72.5k	60k-85k	72.5k	30-40	35	30-40	35
Social Media Manager	100k-130k	115k	100k-130k	115k	40-60	50	40-60	50
Social Media/Content Manager	100k-130k	115k	100k-130k	115k	50-60	55	50-60	55
Social Media Specialist	80k-100k	90k	80k-100k	90k	30-60	45	30-60	45
Social Media Coordinator	60k-75k	67.5k	60k-75k	67.5k	30-40	35	30-40	35
SEO Manager	80k-100k	90k	80k-100k	90k	40-60	50	40-60	50
SEO Specialist	60k-80k	70k	60k-80k	70k	30-40	35	30-40	35

General & Support

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Marketing Specialist	80k-100k	90k	80k-100k	90k	80-100	90	80-100	90
Marketing Executive	80k-95k	87.5k	80k-95k	87.5k	80-100	90	80-100	90
Marketing Coordinator	60k-85k	72.5k	60k-85k	72.5k	50-80	65	50-70	60

All salaries are presented as base salaries and excluding benefits and bonuses.

Communications

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Director of Communications	250k-400k	325k	250k-400k	325k	200-250	220	200-250	225
Director of Corporate Affairs	200k-350k	275k	200k-350k	275k	200-250	220	200-250	225
Head of External Communications	180k-250k	215k	180k-250k	215k	140-180	150	140-180	160
Head of Internal Communications	180k-250k	215k	180k-250k	215k	140-180	150	140-180	160

Management & Advisory

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Communications Manager	140k-180k	160k	140k-180k	160k	80-150	100	80-150	115
Communications Manager	120k-160k	140k	120k-160k	140k	60-95	80	60-95	77.5
Principal Communications Advisor	130k-160k	145k	130k-160k	145k	80-150	100	80-150	115
Senior Communications Advisor	120k-150k	135k	120k-150k	135k	60-95	80	60-95	77.5
Communications Advisor	90k-120k	105k	90k-120k	105k	60-100	80	80-100	90

All salaries are presented as base salaries and excluding benefits and bonuses.

Communications

Specialist & Functional

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Internal Communications Advisor	80k-100k	90k	80k-100k	90k	40-60	50	40-60	50
External Communications Advisor	80k-100k	90k	80k-100k	90k	40-60	50	40-60	50
Senior External Communications Advisor	90k-120k	105k	90k-120k	105k	50-80	65	50-80	65
Senior Internal Communications Advisor	90k-120k	105k	90k-120k	105k	50-80	65	50-80	65
Media Relations Manager	100k-140k	120k	100k-140k	120k	80-120	100	80-120	100
Media Relations Advisor	80k-100k	90k	80k-100k	90k	50-100	75	50-100	75
PR Manager	120k-160k	140k	120k-160k	140k	60-95	77.5	60-95	77.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Sales

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Chief Customer or Growth Officer	200k-280k	240k	200k-280k	240k
Sales Director	160k-220k	190k	160k-220k	190k
Head of Sales	150k-210k	180k	150k-210k	180k
Regional Sales Manager	120k-160k	140k	120k-160k	140k
Key Account Manager	90k-150k	120k	90k-150k	120k
National Business Development Manager	100k-130k	115k	100k-130k	115k
Senior Business Development Manager	100k-140k	120k	100k-140k	120k
Relationship Manager	65k-100k	82.5k	65k-100k	82.5k
Business Development Manager	80k-120k	100k	80k-120k	100k
Account Manager	100k-140k	120k	100k-140k	120k
Sales Executive	65k-100k	82.5k	65k-100k	82.5k
Territory Manager	75k-95k	85k	75k-95k	85k

All salaries are presented as base salaries and excluding benefits and bonuses.

Marketing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Marketing Director	170k-220k	195k	170k-210k	190k	120-150	135	120-150	135
Head of Marketing	140k-190k	165k	140k-180k	160k	120-140	130	120-140	130
Marketing Manager	140k-180k	160k	130k-180k	155k	110-130	120	120-130	125
Digital Marketing Manager	130k-170k	150k	130k-180k	155k	110-130	120	110-130	120
Market Research / Insights Manager	120k-160k	140k	110k-160k	135k	110-120	115	100-130	115
Channel Marketing Manager	120k-160k	140k	120k-160k	140k	110-130	120	100-130	115
Product Manager	120k-180k	150k	130k-180k	155k	100-120	110	100-120	110
Sponsorship & Events Manager	90k-120k	105k	90k-120k	105k	80-100	90	80-100	90
Campaign Manager	120k-140k	130k	120k-150k	135k	100-120	110	100-120	110
Social Media Manager	110k-140k	125k	110k-140k	125k	100-120	110	100-120	110
Digital Communications Advisor	80k-120k	100k	80k-120k	100k	90-110	100	90-110	100
Senior Content Designer	105k-120k	112.5k	105k-120k	112.5k	90-110	100	90-110	100
Content Designer	85k-110k	97.5k	85k-110k	97.5k	80-100	90	80-100	90
Marketing Specialist/Executive/Advisor	80k-100k	90k	80k-100k	90k	80-100	90	80-100	90
Marketing Coordinator	60k-85k	72.5k	65k-85k	75k	50-80	65	50-70	60

All salaries are presented as base salaries and excluding benefits and bonuses.

Communications

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Director of Communications	180k-240k	210k	180k-240k	210k	130-150	140	140-160	150
Head of Communications	170k-210k	190k	170k-210k	190k	130-140	135	140-160	150
Communications Manager	120k-160k	140k	130k-180k	155k	120-150	135	120-140	130
Principal Communications Advisor	135k-165k	150k	130k-175k	152.5k	120-140	130	120-150	135
Senior Communications Advisor	110k-135k	122.5k	105k-135k	120k	100-130	115	110-130	120
Internal / Change Communications Manager	130k-160k	145k	130k-180k	155k	120-140	130	120-140	130
Communications Advisor	65k-90k	77.5k	70k-100k	85k	60-100	80	80-100	90
Media Manager	130k-190k	160k	130k-190k	160k	110-130	120	110-130	120

Engagement

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Manager, Stakeholder Engagement	140k-180k	160k	140k-180k	160k	120-150	135	120-150	135
Maori / Iwi Engagement Specialist	140k-180k	160k	140k-180k	160k	120-140	130	120-150	135
Principal / Lead Advisor, Stakeholder Engagement	120k-160k	140k	130k-175k	152.5k	120-140	130	120-140	130
Senior Advisor, Stakeholder Engagement	110k-140k	125k	110k-140k	125k	110-130	120	110-130	120

All salaries are presented as base salaries and excluding benefits and bonuses.

Tech & Transformation

The Tech & Transformation section of the Salary Guide explores salary and employment trends across Australia (Australian Capital Territory, New South Wales, Queensland, Victoria, South Australia, and Western Australia) and New Zealand (Auckland, Wellington, and Christchurch).

Hiring demand remains exceptionally strong across both countries. Australia's market is particularly tight, with strong demand for AI and machine learning specialists, cloud and security engineers, and full-stack developers. In New Zealand, hiring remains active but more balanced, supported by ongoing digital transformation across both public and private sectors.

Professionals continue to prioritise flexibility, work-life balance, and competitive pay. Most employers plan to offer salary increases in 2026, while employee expectations are more restrained, creating an opportunity to exceed them and strengthen engagement. Employee and employer expectations have remained largely consistent with last year, reflecting continued alignment on flexibility, culture, and career development priorities.

With average tenure steady at just over two years, mobility remains high. Employers that combine competitive pay, career development, and flexibility will stand out in one of the region's most in-demand sectors.



Key findings

Sector trends

Australia

Avg. tenure of professionals
2.1 years

Female **37%** Male **63%**

Hiring demand
Very high

It is very difficult to hire these professionals

New Zealand

Avg. tenure of professionals
2.1 years

Female **37%** Male **63%**

Hiring demand
High

It is difficult to hire these professionals

What professionals value in an employer in 2026

Australia

1. Work-life balance & flexible working arrangements
2. Competitive salary & benefits package
3. Positive & supportive workplace culture

New Zealand

1. Work-life balance & flexible working arrangements
2. Competitive salary & benefits package
3. Open and effective management

Employee expectations



■ Australia ■ New Zealand

Top three preferred working styles

Australia

1. Hybrid
2. Flexible hours
3. Full-time remote working

New Zealand

1. Hybrid
2. Flexible hours
3. Office-based



Top 3 most sought-after professionals

Australia

- 1 AI/ Machine Learning Engineers
- 2 Security/Cloud/ DevOps Engineers
- 3 Full Stack Developer

New Zealand

- 1 AI/ Machine Learning Engineers
- 2 Developer
- 3 Cloud Engineer

Senior Appointments

Leadership

Role	Permanent (per annum)			
	2025		2026	
	Range	Average	Range	Average
Chief Data Officer	225k-350k	287.5k	225k-350k	287.5k
CIO	225k-350k	287.5k	225k-350k	287.5k
CTO	225k-350k	287.5k	225k-350k	287.5k
Chief Security Officer	210k-350k	280k	210k-350k	280k
Head of Delivery	235k-280k	257.5k	225k-270k	247.5k
Head of Transformation	215k-285k	250k	215k-275k	245k
Chief Digital Officer	200k-295k	247.5k	200k-295k	247.5k
Head of IT	190k-260k	225k	180k-250k	215k
Head of Engineering	190k-260k	225k	180k-260k	220k
Head of Change Management	200k-235k	217.5k	190k-235k	212.5k
Head of Project Services	200k-235k	217.5k	190k-235k	212.5k
Software Engineering Manager	185k-225k	205k	185k-215k	200k
Head of Service Delivery	175k-210k	192.5k	175k-200k	187.5k
Business Analysis Practice Manager	175k-190k	182.5k	175k-185k	180k
Head of IT Operations	165k-190k	177.5k	165k-190k	177.5k

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Data

People Management & Strategy

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
GM of Data	260k-435k	347.5k	260k-435k	347.5k	1500-2000	1750	1500-2000	1750
Head of Data	215k-305k	260k	215k-305k	260k	1300-1500	1400	1300-1500	1400
Head of Data Engineering	215k-305k	260k	215k-305k	260k	1200-1300	1250	1200-1300	1250
Head of Data Transformation	215k-305k	260k	215k-305k	260k	1200-1300	1250	1200-1300	1250
Data Lead (People Management)	165k-200k	182.5k	165k-200k	182.5k	1000-1200	1100	1000-1200	1100

RPA

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
RPA Team Lead	155k-185k	170k	155k-185k	170k	800-1050	925	800-1050	925
RPA Developer	115k-140k	127.5k	115k-140k	127.5k	650-800	725	650-800	725
RPA Consultant	85k-120k	102.5k	85k-120k	102.5k	500-650	575	500-650	575

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Data

AI & Machine Learning

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior AI Engineer	165k-190k+	177.5k	170k-200k+	185k+	1000-1150	1075	1000-1150	1075
Generative AI Engineer	165k-190k+	177.5k	170k-200k+	185k+	900-1000	950	900-1000	950
AI Engineer	150k-155k	152.5k	150k-170k+	160k+	800-900	850	800-900	850
Senior Machine Learning Engineer	155k-190k+	172.5k	155k-190k+	172.5k+	900-1100	1000	900-1100	1000
Machine Learning Engineer	155k-175k	165k	155k-175k	165k	800-900	850	800-900	850
Senior Data Scientist	150k-165k	157.5k	150k-180k+	165k+	800-1000	900	800-1000	900
Data Scientist	130k-150k	140k	130k-150k	140k	700-800	750	700-800	750

Architecture, Design & Modelling

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Principal Data Architect	210k-245k	227.5k	210k-245k	227.5k	1150-1300	1225	1100-1250	1175
Data Architect	170k-190k	180k	170k-190k	180k	1000-1150	1075	950-1100	1025
Data Modeller	155k-190k	172.5k	155k-190k	172.5k	800-1000	900	750-950	850

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Data

Analytics & Business Intelligence

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
BI Manager	150k-170k	160k	150k-170k	160k	1050-1200	1125	1050-1150	1100
BI Architect	165k-200k	182.5k	165k-200k	182.5k	900-1050	975	900-1000	950
BI Developer	140k-155k	147.5k	140k-155k	147.5k	800-1000	900	800-950	875
SAS Data Analyst/ Developer	130k-155k	142.5k	130k-155k	142.5k	700-900	800	700-850	775
Senior Data Visualisation Specialist	130k-155k	142.5k	130k-155k	142.5k	700-900	800	700-850	775
Analytics Engineer	140k-165k	152.5k	140k-165k	152.5k	800-1000	900	800-950	875
Senior Data Analyst	120k-150k	135k	120k-150k	135k	700-900	800	700-800	750
Campaign Analyst	120k-150k	135k	130k-160k	145k	700-900	800	700-850	775
Data Visualisation Developer	120k-140k	130k	130k-160k	145k	700-900	800	700-850	775
Remediation Data Analyst	120k-140k	130k	130k-160k	145k	700-850	775	700-800	750
Reporting Analyst	105k-120k	112.5k	110k-135k	122.5k	500-700	600	500-650	575
Data Analyst	105k-120k	112.5k	110k-135k	122.5k	500-700	600	500-650	575

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Data

Data Governance and Management

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Data Governance	200k-260k	230k	200k-260k	230k	1150-1350	1250	1100-1300	1200
Data Governance Manager	175k-215k	195k	175k-215k	195k	1000-1150	1075	950-1100	1025
Data Governance Lead	155k-190k	172.5k	155k-190k	172.5k	800-1000	900	750-950	850
Data Governance Analyst	140k-155k	147.5k	140k-155k	147.5k	550-800	675	500-750	625
Data Steward	140k-155k	147.5k	140k-155k	147.5k	450-550	500	400-500	450

Engineering

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief & Principal Data Engineer	185k-210k	197.5k	190k-210k	200k	1050-1250	1150	1000-1100	1050
Senior Data Engineer	130k-165k	147.5k	160k-190k	170k+	850-1050	950	800-1000	900
Data Engineer	120k-140k	130k	130k-150k	140k+	700-850	775	700-800	750
SQL Developer	115k-140k	127.5k	120k-150k	135k+	700-850	775	650-800	725

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Business Applications

ERP/CRM

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
ERP/CRM Solution Architect	190k-210k	200k	190k-210k	200k	1050-1250	1150	1050-1200	1125
ERP/CRM Functional Consultant	150k-185k	167.5k	150k-185k	167.5k	800-1000	900	800-950	875
ERP/CRM Technical Consultant	155k-190k	172.5k	155k-190k	172.5k	800-1050	925	800-1000	900
ERP/CRM Developer	155k-190k	172.5k	155k-190k	172.5k	800-1050	925	800-1000	900
ERP/CRM Support Consultant	120k-150k	135k	120k-150k	135k	700-850	775	700-800	750

Development & Testing

Hardware, Firmware, Embedded

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Embedded Engineering	200k-235k	217.5k	200k-230k	215k	900-1100	1000	900-1050	975
Embedded Engineering Manager	175k-200k	187.5k	175k-195k	185k	800-900	850	800-900	850
Lead Firmware Engineer	150k-175k	162.5k	150k-170k	160k	700-800	750	700-800	750
Senior Firmware Engineer	120k-150k	135k	120k-150k	135k	600-700	650	600-700	650
Senior Firmware QA/Tester	110k-130k	120k	110k-130k	120k	500-600	550	500-600	550
Firmware Engineer	95k-120k	107.5k	95k-120k	107.5k	500-600	550	500-600	550
Firmware QA/Tester	80k-110k	95k	80k-110k	95k	400-500	450	400-500	450

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Development & Testing

Application Development

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Mobile Engineering Manager	190k-210k	200k	190k-200k	195k	1100-1250	1175	1100-1200	1150
Lead/Principal Backend Developer	175k-200k	187.5k	175k-190k	182.5k	950-1100	1025	950-1050	1000
Lead/Principal .NET/C# Developer	175k-200k	187.5k	175k-200k	187.5k	950-1100	1025	950-1050	1000
Lead/Principal Mobile Developer	185k-210k	197.5k	185k-200k	192.5k	1000-1100	1050	1000-1050	1025
Lead/Principal Front End/Full Stack Developer	175k-200k	187.5k	175k-190k	182.5k	950-1100	1025	900-1050	975
Lead/Principal Java Developer	170k-195k	182.5k	170k-190k	180k	950-1100	1025	900-1050	975
Application Solution Designer	155k-185k	170k	155k-180k	167.5k	850-1050	950	800-1000	900
Senior/Lead CMS Developer	150k-185k	167.5k	150k-180k	165k	750-1000	875	750-950	850
Senior Backend Developer	150k-185k	167.5k	150k-180k	165k	800-1050	925	800-1000	900
Senior Android Developer	150k-185k	167.5k	150k-180k	165k	850-1100	975	850-1100	975
Senior iOS Developer	150k-185k	167.5k	150k-180k	165k	850-1100	975	850-1100	975
Senior .NET/C# Developer	150k-175k	162.5k	150k-170k	160k	850-1050	950	800-1000	900
Senior Front End/Full Stack Developer	150k-170k	160k	150k-170k	160k	850-1050	950	800-1000	900
Senior Flutter Developer	140k-165k	152.5k	140k-165k	152.5k	750-950	850	750-950	850
Senior Java Developer	140k-165k	152.5k	140k-165k	152.5k	750-950	850	750-900	825
C++ Developer	115k-145k	130k	115k-145k	130k	550-750	650	500-700	600
Golang Developer	115k-140k	127.5k	115k-140k	127.5k	550-700	625	550-700	625
Python Developer	115k-145k	130k	115k-145k	130k	550-750	650	500-700	600
Node.js Developer	115k-145k	130k	115k-145k	130k	550-750	650	500-700	600
Full Stack React/Node Developer	115k-140k	127.5k	115k-140k	127.5k	500-750	625	500-700	600
CMS Developer	115k-140k	127.5k	115k-140k	127.5k	500-700	600	500-700	600

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Development & Testing

Application Development

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Java Developer	115k-140k	127.5k	115k-140k	127.5k	550-750	650	550-700	625
.NET/C# Developer	115k-145k	130k	115k-140k	127.5k	550-750	650	550-700	625
React Developer	115k-140k	127.5k	115k-140k	127.5k	550-750	650	500-700	600
Vue.js Developer	115k-140k	127.5k	115k-140k	127.5k	500-700	600	500-700	600
Android Developer	105k-130k	117.5k	105k-130k	117.5k	500-750	625	500-700	600
iOS Developer	105k-125k	115k	105k-125k	115k	500-750	625	500-700	600
PHP Developer	105k-120k	112.5k	105k-120k	112.5k	500-700	600	500-650	575
Flutter Developer	105k-130k	117.5k	105k-130k	117.5k	500-700	600	500-700	600
Angular Developer	105k-120k	112.5k	105k-120k	112.5k	500-700	600	500-700	600
Junior Developer (0-3 yrs)	80k-105k	92.5k	80k-105k	92.5k	400-500	450	400-450	425

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Development & Testing

Testing Services

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Automation Test/QA Manager	165k-190k	177.5k	165k-185k	175k	900-1000	950	850-950	900
Automation Test/QA Lead	150k-175k	162.5k	150k-165k	157.5k	800-900	850	750-850	800
Senior Automation Test/QA Engineer	130k-150k	140k	130k-150k	140k	700-800	750	650-750	700
Automation Test/QA Engineer	115k-130k	122.5k	110k-130k	120k	600-700	650	500-650	575
Performance Test Manager	165k-190k	177.5k	165k-185k	175k	900-1000	950	850-950	900
Performance Test Lead	140k-165k	152.5k	140k-165k	152.5k	800-900	850	750-850	800
Performance Tester	120k-140k	130k	120k-140k	130k	700-800	750	650-750	700
Manual Test Manager	140k-150k	145k	135k-145k	140k	650-800	725	600-750	675
Senior Manual Tester/Manual Test Lead	115k-140k	127.5k	110k-135k	122.5k	450-650	550	400-600	500
Manual Tester	95k-120k	107.5k	90k-110k	100k	350-450	400	300-400	350
Junior QA (0-3 yrs)	75k-100k	87.5k	75k-95k	85k	300-450	375	300-400	350

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Digital

Design

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of UX UI/CX	175k-215k	195k	175k-215k	195k	1000-1100	1050	1000-1050	1025
Lead UX/UI Designer	150k-175k	162.5k	150k-170k	160k	900-1000	950	900-1000	950
Senior/Lead Service Designer	120k-150k	135k	120k-145k	132.5k	700-900	800	700-900	800
Senior UX/UI Designer	120k-150k	135k	120k-150k	135k	650-900	775	650-900	775
Senior Digital Producer	115k-130k	122.5k	115k-130k	122.5k	550-700	625	550-700	625
Service Designer	95k-115k	105k	95k-115k	105k	600-700	650	600-700	650
Graphic Designer	70k-140k	105k	70k-140k	105k	400-750	575	400-700	550
UX/UI Designer	95k-120k	105k	95k-120k	107.5k	450-650	550	450-600	525
Digital Producer	85k-105k	95k	85k-105k	95k	400-550	475	400-550	475
Junior Designer (0-3 years)	70k-85k	75k	70k-85k	77.5k	300-400	350	300-400	350

Infrastructure, Architecture & Cloud/DevOps

EUC

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
IT Operations Manager	140k-150k	145k	140k-150k	145k	800-950	875	800-950	875
Incident/Problem Manager	120k-160k	140k	120k-160k	140k	600-750	675	600-750	675
Senior/Principal Systems Engineer	150k-170k	160k	150k-170k	160k	650-850	750	650-850	750
Systems Engineer	125k-150k	137.5k	125k-150k	137.5k	550-650	600	550-650	600

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure, Architecture & Cloud/DevOps

EUC

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Systems Administrator	110k-125k	117.5k	110k-125k	117.5k	400-550	475	400-550	475
Junior Systems Administrator	90k-110k	100k	90k-110k	100k	300-400	350	300-450	375
Application Support	95k-120k	107.5k	95k-120k	107.5k	300-400	350	300-400	350
Desktop Support-Level 2	75k-90k	82.5k	75k-95k	85k	350-500	425	350-500	425
Helpdesk-Level 1	65k-75k	70k	65k-75k	70k	250-350	300	250-350	300

Cloud

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Cloud Manager	190k-215k	202.5k	190k-215k	202.5k	1000-1150	1075	1000-1150	1075
Cloud Architect	175k-200k	187.5k	175k-205k	190k	900-1100	1000	"900-1100	1000
Senior Cloud Engineer	140k-165k	152.5k	140k-165k	152.5k	700-850	775	700-850	775
Cloud Engineer	120k-140k	130k	120k-140k	130k	500-700	600	500-700	600

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure, Architecture & Cloud/DevOps

Network

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Network Manager	195k-220k	207.5k	195k-220k	207.5k	1000-1200	1100	1000-1250	1125
Network Architect	175k-195k	185k	175k-195k	185k	1000-1100	1050	1000-1100	1050
Senior Network Engineer	140k-175k	157.5k	140k-175k	157.5k	800-1000	900	850-1100	975
Network Engineer	115k-140k	127.5k	115k-140k	127.5k	550-800	675	550-800	675
Network Administrator	85k-115k	100k	85k-115k	100k	400-550	475	400-550	475

Architecture

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Architecture Manager	235k-260k	247.5k	235k-260k	247.5k	1200-1400	1300	1200-1400	1300
Enterprise Architect	210k-235k	222.5k	210k-235k	222.5k	1100-1200	1150	1100-1200	1150
Pre-sales Architect	215k-260k	237.5k	215k-260k	237.5k	900-1100	1000	900-1100	1000
Solution Architect	195k-220k	207.5k	195k-220k	207.5k	900-1100	1000	900-1100	1000
Solution Designer	165k-195k	180k	165k-195k	180k	800-1050	925	800-1000	900

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure, Architecture & Cloud/DevOps

DevOps

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
DevOps/SRE Manager	225k-250k	237.5k	225k-250k	237.5k	1200-1300	1250	1200-1250	1225
Principal DevOps Engineer/DevOps Architect	185k-225k	205k	185k-225k	205k	1000-1200	1100	1000-1150	1075
Senior DevOps Engineer	150k-185k	167.5k	150k-185k	167.5k	850-1000	925	800-1000	900
DevOps Engineer	115k-150k	132.5k	115k-150k	132.5k	650-850	750	650-800	725
Junior DevOps Engineer	100k-115k	107.5k	100k-115k	107.5k	450-650	550	450-600	525

Cyber Security

Cyber Security

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
CISO	250k-380k	300k	250k-380k	315k	-	-	-	-
Junior Security Analyst (L1)	70k-105k	87.5k	70k-100k	85k	400-500	450	400-500	450
Security Analyst (L2)	115k-140k	127.5k	115k-140k	127.5k	500-750	625	500-750	625
Senior Security Analyst (Lead)	130k-155k	142.5k	135k-160k	147.5k	750-950	850	750-1000	875
Incident Responder	155k-190k	172.5k	150k-190k	170k	750-1000	875	750-950	850
Vulnerability Specialist	130k-155k	142.5k	125k-155k	140k	750-1000	875	750-1000	875
Security Engineer	105k-130k	117.5k	100k-130k	115k	550-700	625	550-700	625
Senior Security Engineer	130k-165k	147.5k	130k-180k	155k	700-900	800	700-900	800
Detection Engineer	130k-160k	150k	130k-160k	145k	700-850	775	700-850	775

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Cyber Security

Cyber Security

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Cyber Security Architect	175k-215k	195k	180k-220k	200k	1000-1200	1100	1000-1200	1100
IAM Engineer	120k-140k	130k	120k-140k	130k	650-750	700	650-750	700
Senior IAM Engineer	150k-175k	162.5k	150k-180k	165k	750-1000	875	750-1000	875
Junior Penetration Tester (0-2 yrs)	70k-95k	82.5k	70k-95k	82.5k	350-450	400	350-450	400
Penetration Tester (2-4 yrs)	95k-130k	112.5k	95k-130k	112.5k	450-650	550	450-650	550
Senior Penetration Tester (4-7 yrs)	130k-150k	140k	140k-160k	150k	650-900	775	650-900	775
Principal Penetration Tester (7+ yrs)	155k-190k	172.5k	155k-190k	172.5k	900-1100	1000	900-1100	1000
Junior GRC Consultant (0-2 yrs)	90k-110k	100k	90k-110k	100k	400-550	475	400-550	475
GRC Consultant	120k-140k	130k	120k-140k	130k	550-750	650	550-750	650
Senior GRC Consultant	140k-165k	152.5k	140k-165k	152.5k	750-1000	875	750-1000	875
SOC Manager	175k-215k	195k	175k-215k	195k	1000-1200	1100	1000-1200	1100
Head of Security	215k-305k	260k	220k-280k	250k	1200-1350	1275	1200-1350	1275
DevSecOps Engineer	175k-210k	192.5k	175k-210k	192.5k	800-1100	950	800-1100	950
Threat Intelligence Specialist	120k-175k	147.5k	120k-175k	147.5k	750-1000	875	750-1000	875

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Financial Markets

Trading

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Fixed Income Developer	140k-175k	157.5k	140k-175k	157.5k	700-1050	875	700-1050	875
FX Developer	140k-190k	165k	140k-190k	165k	900-1350	1125	900-1350	1125
Murex/Calypso Developer	150k-185k	167.5k	150k-185k	167.5k	900-1150	1025	900-1150	1025
Quantitative Analyst	140k-190k	165k	140k-190k	165k	800-1350	1075	800-1350	1075
Trading Software Engineer	155k-215k	185k	155k-215k	185k	900-1350	1125	900-1350	1125
Data Scientist	155k-190k	172.5k	155k-190k	172.5k	900-1350	1125	900-1350	1125
Trading Support Analyst	115k-150k	132.5k	115k-150k	132.5k	700-1050	875	700-1050	875
Business Analyst	155k-190k	172.5k	155k-190k	172.5k	850-1150	1000	850-1150	1000
Project Manager	165k-200k	182.5k	165k-200k	182.5k	1000-1350	1175	1000-1350	1175
Test Analyst	115k-130k	122.5k	115k-130k	122.5k	800-950	875	800-950	875
Test Engineer	130k-165k	147.5k	130k-165k	147.5k	800-1050	925	800-1050	925
Guidewire Developer	140k-175k	157.5k	140k-175k	157.5k	700-1050	875	700-1050	875

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Agile

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Agile Coach	165k-190k	177.5k	165k-190k	177.5k	870-1215	1042.5	870-1215	1042.5
Scrum Master / Iteration Manager	150k-175k	162.5k	150k-175k	162.5k	825-1000	912.5	825-1000	912.5

Projects

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
PMO Director	210k-280k	245k	210k-280k	245k	1130-1390	1260	1130-1390	1260
Program Director	215k-260k	237.5k	215k-260k	237.5k	1130-1390	1260	1130-1390	1260
Project Director	190k-215k	202.5k	190k-215k	202.5k	1045-1305	1175	1045-1305	1175
Program Manager	155k-190k	172.5k	155k-190k	172.5k	955-1130	1042.5	955-1130	1042.5
Senior Project Manager	155k-190k	172.5k	155k-190k	172.5k	870-1000	935	870-1000	935
PMO Manager	140k-185k	162.5k	140k-185k	162.5k	825-955	890	825-955	890
Project Manager	150k-175k	162.5k	150k-175k	162.5k	785-955	870	785-955	870
Master Scheduler	130k-165k	147.5k	130k-165k	147.5k	785-955	870	785-955	870
PMO Analyst	115k-145k	130k	115k-145k	130k	695-785	740	695-785	740
Junior Project Manager	115k-140k	127.5k	115k-140k	127.5k	695-785	740	695-785	740
Program Coordinator	115k-130k	122.5k	115k-130k	122.5k	650-740	695	650-740	695
Project Coordinator	85k-105k	95k	85k-105k	95k	520-650	585	550-700	625

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Change

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Change Director	245k-280k	262.5k	245k-280k	262.5k	1085-1215	1150	1085-1215	1150
Lead Change Manager	200k-245k	222.5k	200k-245k	222.5k	1045-1175	1110	1045-1175	1110
Senior Change Manager	175k-215k	195k	175k-215k	195k	870-1045	957.5	870-1045	957.5
Change Manager	145k-175k	160k	145k-175k	160k	785-870	827.5	785-870	827.5
Change Analyst	115k-145k	130k	115k-145k	130k	740-825	782.5	740-825	782.5

Business Analysis

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Lead Business Analyst	155k-185k	170k	155k-185k	170k	825-915	870	825-915	870
Senior Business Analyst	130k-155k	142.5k	130k-155k	142.5k	695-825	760	700-850	775
Process Analyst	105k-140k	122.5k	105k-140k	122.5k	650-825	737.5	650-825	737.5
Business Analyst	105k-130k	117.5k	105k-130k	117.5k	565-695	630	600-750	675
Technical Writer	95k-115k	105k	95k-115k	105k	520-695	607.5	520-695	607.5
Junior Business Analyst	70k-85k	77.5k	70k-85k	77.5k	390-565	477.5	390-565	477.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Business Applications

Business Intelligence & Analytics

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Data/BI Architect	140k-210k	175k	170k-200k	185k	113-139	126	125-150	137.5
Senior Data Scientist	155k-185k	170k	180k-210k	195k	109-139	124	125-150	137.5
Senior Data Engineer	150k-175k	162.5k	170k-200k	185k	104-130	117	120-150	135
Data Modeller	130k-155k	142.5k	140k-170k	155k	87-113	100	100-130	115
Data Scientist	130k-155k	142.5k	150k-180k	165k	87-109	98	100-125	112.5
Senior Data Analyst	120k-150k	135k	140k-170k	155k	96-113	104.5	100-125	112.5
Data Engineer	120k-150k	135k	120k-150k	135k	87-104	95.5	90-120	105
BI Developer	105k-140k	122.5k	120k-150k	135k	70-109	89.5	80-110	95
Data Analyst	95k-120k	107.5k	100k-130k	115k	70-96	83	80-110	95

ERP/CRM

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
ERP/CRM Solution Architect	150k-190k	170k	155k-190k	172.5k	113-157	135	120-150	135
ERP/CRM Functional Consultant	115k-155k	135k	140k-165k	152.5k	104-139	121.5	100-113	106.5
ERP/CRM Technical Consultant	120k-150k	135k	115k-140k	127.5k	104-130	117	87-106	96.5
ERP/CRM Developer	115k-145k	130k	115k-145k	130k	87-106	96.6	87-106	96.5
ERP/CRM Support Consultant	85k-115k	100k	85k-115k	100k	56-80	68	56-80	68

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Development & Testing

Testing Services

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Automation Test/QA Manager	165-185k	175k	165k-185k	175k	100-125	112.5	100-125	112.5
Automation Test/QA Lead	150k-165k	157.5k	150k-165k	157.5k	90-120	105	90-120	105
Senior Automation Test/QA Engineer	130k-160k	145k	130k-160k	145k	90-110	100	90-110	100
Junior QA (0-3 yrs)	75k-95k	85k	75k-95k	85k	40-50	45	40-50	45

Application Development

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Solution Architect	165k-190k	177.5k	170k-200k	185k	109-139	124	125-150	137.5
Development Lead	140k-165k	152.5k	150k-170k	160k	87-113	100	100-125	112.5
Senior Full Stack Developer	130k-155k	142.5k	150k-180k	165k	96-122	109	100-125	112.5
Senior Back End Developer	130k-155k	142.5k	150k-180k	165k	96-122	109	100-125	112.5
Senior Mobile Developer-IOS/Android	120k-150k	135k	150k-170k	160k	96-113	104.5	100-125	112.5
Senior Front End Developer	115k-140k	127.5k	130k-160k	145k	87-113	100	90-120	105
Full Stack Developer	105k-130k	117.5k	120k-150k	135k	70-96	83	80-110	95
Back End Developer	95k-120k	107.5k	120k-150k	135k	70-96	83	80-110	95
Mobile Application Developer-IOS/Android	95k-120k	107.5k	110k-150k	130k	70-96	83	80-110	95
Front End Developer	85k-115k	100k	100k-130k	115k	70-87	78.5	75-100	87.5
CMS Developer	80k-105k	92.5k	90k-110k	100k	57-78	67.5	75-100	87.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Development & Testing

Application Development

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Java Developer	140k-170k	155k	140k-170k	155k	100-125	112.5	100-125	112.5
.NET/C# Developer	140k-170k	155k	140k-170k	155k	100-125	112.5	100-125	112.5
React Developer	140k-170k	155k	140k-170k	155k	100-125	112.5	100-125	112.5
Android Developer	140k-170k	155k	140k-170k	155k	100-125	112.5	100-125	112.5
iOS Developer	140k-170k	155k	140k-170k	155k	100-125	112.5	100-125	112.5
Junior Developer	80k-105k	92.5k	80k-105k	92.5k	50-60	55	50-60	55

Digital

Design

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of UX/UI/CX	150k-180k	165k	150k-180k	165k	118-137	127.5	118-137	127.5
Lead UX/UI Designer	135k-155k	145k	135k-155k	145k	100-125	112.5	100-125	112.5
Senior UX Designer	115k-140k	127.5k	115k-145k	130k	78-109	93.5	87-112	99.5
UX Designer	85k-115k	100k	95k-115k	105k	74-91	82.5	75-93	84
Senior UX Developer	105k-125k	115k	110k-135k	122.5k	85-100	92.5	85-100	92.5
UX Developer	85k-105k	95k	85k-105k	95k	74-91	82.5	75-93	84
Product Manager	130k-150k	140k	130k-160k	145k	100-135	117.5	100-135	117.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Emerging Technologies

RPA

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
RPA Team Lead	120k-140k	130k	130k-150k	140k	104-130	117	105-130	117.5
RPA Developer	105k-130k	117.5k	110k-130k	120k	87-113	100	90-110	100

AI & Machine Learning

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior AI Engineer	155k-185k	170k	160k-190k	175k	109-130	119.5	110-130	120
Senior Machine Learning Engineer	155k-185k	170k	160k-190k	175k	109-130	119.5	110-130	120
AI Engineer	130k-155k	142.5k	140k-170k	155k	87-109	98	90-110	100
Machine Learning Engineer	130k-155k	142.5k	140k-170k	155k	87-109	98	90-111	100.5
Generative AI Engineer	160k-190k	175k	170k-200k	185k	120-150	135	125-150	137.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Senior Appointments

Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Information Officer	330k-355k	342.5k	330k-360k	345k	-	-	-	-
Chief Technology Officer	315k-350k	332.5k	320k-350k	335k	-	-	-	-
Chief Information Security Officer	315k-350k	332.5k	320k-350k	335k	-	-	-	-
Strategy & Architecture Manager	200k-225k	212.5k	210k-240k	225k	122-148	135	135-170	152.5
Enterprise Architect	185k-210k	197.5k	190k-220k	205k	113-143	128	125-150	137.5
Infrastructure/Development/BI Manager	165k-190k	177.5k	170k-200k	185k	96-113	104.5	100-125	112.5
Data Analytics Manager	165k-190k	177.5k	170k-200k	185k	104-130	117	110-130	120
Project Services Manager (PMO)	140k-175k	157.5k	170k-200k	185k	96-130	113	100-130	115
Service Delivery Manager	115k-150k	132.5k	120k-150k	135k	87-109	98	100-120	110

Infrastructure

Operations

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Network/Systems Administrator	85k-115k	100k	85k-115k	100k	48-87	67.5	50-90	70
Desktop Support	60k-80k	70k	65k-85k	75k	35-57	46	40-60	50
Service Desk Support	60k-75k	67.5k	65k-80k	72.5k	30-43	36.5	35-45	40

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure

Engineering (Cloud, Networking, Firewalls, Server, Storage)

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Solutions/Technical Architect	165k-190k	177.5k	170k-200k	185k	109-130	119.5	125-150	137.5
Senior Cloud Engineer	130k-155k	142.5k	140k-170k	155k	113-130	121.5	125-150	137.5
Network Engineer	115k-140k	127.5k	120k-150k	135k	87-109	98	100-125	112.5
Systems/Cloud Engineer	105k-130k	117.5k	120k-150k	135k	87-113	100	100-125	112.5
Cloud Manager	160k-190k	185k	170k-200k	185k	125-150	137.5	125-150	137.5
Cloud Architect	170k-200k	185k	170k-200k	185k	125-150	137.5	125-150	137.5
Cloud Engineer	120k-150k	185k	120k-150k	135k	100-120	110	110-125	117.5

DevOps

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
DevOps Architect	155k-185k	170k	170k-200k	185k	96-139	117.5	125-150	137.5
DevOps Engineer	120k-155k	137.5k	130k-160k	145k	96-122	109	100-125	112.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure

Cyber Security

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Cyber Security Architect	165k-190k	177.5k	180k-210k	195k	109-148	128.5	125-150	137.5
Cyber Security Engineer	120k-155k	137.5k	140k-170k	155k	87-113	100	100-125	112.5
Penetration Tester	115k-140k	127.5k	120k-150k	135k	78-104	91	90-120	105
Cyber Security Analyst	105k-130k	117.5k	110k-135k	122.5k	70-87	78.5	80-110	95
Governance, Risk & Compliance Analyst	95k-120k	107.5k	100k-130k	115k	70-104	87	80-110	95

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Agile

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Agile Coach	180k-230k	215k	200k-230k	215k	140-160	150	140-160	150
Agile Coach	170k-200k	185k	180k-200k	190k	120-140	130	120-140	130
Product Owner	180k-200k	190k	180k-200k	190k	120-140	130	120-140	130
Senior Scrum/Iteration Manager	170k-200k	185k	160k-180k	170k	125-150	137.5	125-150	137.5
Scrum/Iteration Manager	140k-170k	155k	140k-160k	150k	100-125	112.5	100-125	112.5

Projects

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Program Director	210k-280k	240k	220k-250k	235k	175-240	207.5	175-240	207.5
Senior Program Manager	215k-260k	205k	190k-220k	205k	150-80	165	150-80	115
Program Manager	190k-215k	205k	200k-220k	210k	130-175	152.5	130-175	152.5
Senior Project Manager	155k-190k	185k	160k-180k	170k	125-150	137.5	125-150	137.5
Project Manager	155k-190k	155k	150k-170k	160k	110-125	117.5	110-125	117.5
Delivery Lead	140k-185k	155k	150k-170k	160k	110-125	117.5	110-125	117.5
Project Coordinator	150k-175k	115k	110k-130k	120k	70-110	90	70-90	80
Program Coordinator	130k-165k	110k	95k-125k	110k	70-100	85	70-90	80
PMO Manager	115k-145k	170k	160k-180k	170k	125-150	137.5	125-150	137.5
Master Scheduler	115k-140k	170k	140k-170k	155k	110-160	135	110-160	135
PMO Analyst	115k-130k	135k	100k-130k	115k	70-110	90	70-110	90

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Change

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Change Manager	180-210k	190k	150k-170k	160k	112-137	124.5	112-137	124.5
Change Manager	160-180k	170k	130k-150k	140k	112-125	118.75	112-125	118.5
Change Analyst	120-150k	135k	90k-110k	100k	87-100	93.75	87.5-100	93.75

Business Analysis

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Lead Business Analyst	170k-190k	180k	150k-170k	160k	131-143	137.5	131-143	137
Senior Business Analyst	150k-180k	165k	150k-170k	160k	115-135	125	115-135	125
Business Analyst	120k-150k	140k	120k-140k	130k	90-115	102.5	90-115	102.5
System Analyst	110k-140k	125k	120k-140k	130k	80-120	100	80-120	100
Technical Writer	80k-120k	100k	90k-120k	105k	75-120	97.5	75-120	97.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Management

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
CIO / CTO	175k-305k	240k	180k-320k	250k	157-217	187	157-217	187
Infrastructure/Development/BI Manager	120k-175k	147.5k	120k-180k	150k	130-174	152	70-115	92.5
Senior Project Manager	130k-155k	142.5k	130k-175k	152.5k	109-148	128.5	65-110	87.5
Senior Business Analyst	130k-150k	140k	130k-150k	140k	104-139	121.5	65-90	77.5
Change Manager	115k-150k	132.5k	115k-160k	137.5k	104-139	121.5	65-100	82.5
Project Manager	115k-130k	122.5k	120k-145k	132.5k	87-113	100	70-85	77.5
Business Analyst	105k-130k	117.5k	105k-130k	117.5k	74-109	91.5	60-80	70

Business Applications

ERP/CRM/BI

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Consultant	130k-175k	152.5k	130k-175k	152.5k	113-139	126	80-110	95
Consultant	105k-140k	122.5k	105k-140k	122.5k	96-113	104.5	65-95	80

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Design

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of UX/UI/CX	120k-170k	145k	130k-175k	152.5k	70-135	102.5	75-150	112.5
Senior UX Designer	115k-140k	127.5k	115k-140k	127.5k	78-109	93.5	70-150	110
UX Designer	85k-115k	100k	85k-120k	102.5k	74-91	82.5	55-80	67.5
UX Developer	85k-105k	95k	85k-120k	102.5k	74-91	82.5	55-80	67.5
Graphic Designer	70k-95k	82.5k	75k-110k	92.5k	61-74	67.5	40-65	52.5

Architecture

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Enterprise Architect	175k-215k	195k	175k-225k	200k	104-157	130.5	120-180	150
Solutions/Technical/Security Architect	140k-185k	162.5k	140k-225k	182.5k	104-157	130.5	110-180	145

Development/Testing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Developer	115k-140k	127.5k	115k-165k	140k	96-130	113	100-130	115
Developer	85k-120k	102.5k	85k-120k	102.5k	78-113	95.5	80-115	97.5
Web Developer	85k-115k	100k	85k-115k	100k	48-87	67.5	50-90	70
Test Lead	115k-150k	132.5k	115k-150k	132.5k	78-113	95.5	80-120	100

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Development/Testing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Test Manager / QA Manager	120k-155k	137.5k	120k-155k	137.5k	87-122	104.5	100-130	115
Test Analyst	85k-115k	100k	85k-115k	100k	61-96	78.5	60-100	80
Senior Backend Developer	100k-150k	125k	110k-160k	135k	100-120	110	100-120	110
Senior Front End Developer	100k-150k	125k	110k-160k	135k	100-120	110	100-120	110
Full Stack Developer	90k-140k	115k	90k-150k	120k	80-110	95	80-110	95
Front End Developer	90k-145k	115k	95k-150k	122.5k	70-100	85	70-100	85
Back End Developer	90k-145k	115k	100k-150k	125k	80-110	95	80-110	95
Java Developer	90k-145k	115k	100k-150k	125k	70-100	85	70-100	85
.NET/C# Developer	90k-145k	115k	100k-150k	125k	80-110	95	80-110	95
React Developer	90k-145k	115k	100k-150k	125k	80-110	95	80-110	95

RPA

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
RPA Team Lead	120k-140k	130k	120k-140k	130k	104-130	117	104-130	117
RPA Developer	105k-130k	117.5k	105k-130k	117.5k	87-113	100	87-113	100

All salaries are exclusive of superannuation and excluding benefits and bonuses.

AI & Machine Learning

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior AI Engineer	155k-185k	170k	155k-220k	187.5k	109-130	119.5	110-140	125
Senior Machine Learning Engineer	155k-185k	170k	165k-205k	185k	109-130	119.5	110-140	125
AI Engineer	130k-155k	142.5k	130k-200k	165k	87-109	98	90-120	105
Machine Learning Engineer	130k-155k	142.5k	135k-180k	157.5k	87-109	98	90-120	105
Web Developer	85k-115k	100k	85k-130k	107.5k	48-87	67.5	50-90	70

Infrastructure/Cloud/DevOps

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Network/System Engineer	105k-140k	122.5k	105k-160k	132.5k	78-130	104	80-125	102.5
System Administrator	105k-130k	117.5k	105k-130k	117.5k	70-109	89.5	75-110	92.5
Database Administrator	95k-130k	112.5k	95k-130k	112.5k	87-122	104.5	87-122	104.5
Helpdesk/Desktop Support/Service Desk	65k-85k	75k	65k-85k	75k	39-65	52	40-65	52.5
Cloud Architect	150k-210k	180k	165k-230k	197.5k	110-140	125	110-140	125
Senior Cloud Engineer	150k-185k	167.5k	165k-190k	177.5k	100-130	115	100-130	115
Cloud Engineer	120k-165k	142.5k	130k-170k	150k	95-125	110	95-125	110
Systems/Cloud Engineer	110k-160k	127.5k	110k-170k	140k	90-120	105	90-120	105
Senior DevOps Engineer	100k-170k	135k	115k-180k	147.5k	90-130	110	90-130	110
DevOps Engineer	90k-150k	120k	115k-180k	147.5k	75-120	97.5	75-120	97.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Agile

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Agile Coach	130k-175k	152.5k	130k-175k	152.5k	85-130	107.5	-	-
Scrum Master / Iteration Manager	115k-130k	122.5k	115k-130k	122.5k	80-105	92.5	-	-

Projects

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
PMO Director	175k-225k	200k	175k-225k	200k	140-175	157.5	140-175	157.5
Program Director	210k-235k	222.5k	210k-235k	222.5k	105-140	122.5	110-140	125
Project Director	190k-210k	200k	190k-210k	200k	85-120	102.5	100-125	112.5
Program Manager	190k-210k	200k	190k-210k	200k	130-175	152.5	125-175	150
Senior Project Manager	150k-185k	167.5k	150k-185k	167.5k	105-130	117.5	110-145	127.5
PMO Manager	130k-155k	142.5k	130k-155k	142.5k	130-155	142.5	130-165	147.5
Project Manager	140k-155k	147.5k	140k-155k	147.5k	85-115	100	85-120	102.5
Master Scheduler	60k-120k	90k	75k-135k	105k	45-80	62.5	45-95	70
PMO Analyst	80k-110k	95k	80k-110k	95k	50-80	65	65-90	77.5
Junior Project Manager	85k-105k	95k	85k-105k	95k	45-70	57.5	45-80	62.5
Program Coordinator	75k-90k	82.5k	85k-110k	97.5k	45-60	52.5	45-65	55
Project Coordinator	65k-85k	75k	85k-110k	97.5k	45-60	52.5	55-75	65

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Change

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Change Director	155k-190k	172.5k	155k-220k	187.5k	115-140	127.5	115-190	152.5
Lead Change Manager	130k-155k	142.5k	140k-180k	160k	95-120	107.5	95-135	115
Senior Change Manager	115k-140k	127.5k	115k-140k	127.5k	85-115	100	95-125	110
Change Manager	95k-120k	107.5k	95k-120k	107.5k	80-105	92.5	80-115	97.5
Change Analyst	80k-95k	87.5k	80k-95k	87.5k	60-80	70	60-80	70

Business Analysis

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Lead Business Analyst	120k-150k	135k	120k-150k	135k	115-155	135	115-135	125
Senior Business Analyst	105k-130k	117.5k	105k-130k	117.5k	95-140	117.5	100-130	115
Process Analyst	80k-85k	82.5k	80k-85k	82.5k	60-80	70	75-90	82.5
Business Analyst	85k-105k	95k	85k-105k	95k	60-85	72.5	70-100	85
Technical Writer	70k-85k	77.5k	70k-85k	77.5k	50-70	60	60-100	80
Junior Business Analyst	70k-85k	77.5k	70k-85k	77.5k	45-60	52.5	45-60	52.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Digital, Applications & Development

Data

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Data	220k-250k	225k	220k-250k	235k	125-142	133.5	125-142	133.5
Head of Data Engineering	180k-220k	200k	180k-220k	200k	125-150	137.5	125-150	137.5
Principal Data Architect	180k-220k	200k	180k-220k	200k	125-150	137.5	125-150	137.5
Data Architect	190k-210k	200k	190k-210k	200k	109-139	124	109-139	124
Data Scientist	150k-155k	152.5k	140k-155k	147.5k	87-130	108.5	87-130	108.5
Data Engineer	130k-155k	142.5k	130k-155k	142.5k	87-130	108.5	87-130	108.5
Data Governance	140k-155k	147.5k	140k-155k	147.5k	70-104	87	70-104	87
Data Analyst	105k-130k	117.5k	105k-130k	117.5k	83-109	96	83-109	96
Consultant-SAP/ERP/CRM	150k-185k	167.5k	160k-200k	180k	83-109	96	125-150	137.5
Data/BI Architect	180k-220k	200k	180k-220k	200k	125-150	137.5	125-150	137.5
Data Lead	150k-180k	165k	150k-180k	165k	85-125	105	85-125	105
Data Analytics Manager	150k-180k	165k	150k-180k	165k	85-125	105	85-125	105
Senior Data Engineer	140k-170k	155k	140k-170k	155k	80-96	88	80-96	88
Senior Data Scientist	140k-170k	155k	140k-170k	155k	80-96	88	80-96	88
Senior Data Analyst	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82
BI Architect	180k-220k	200k	180k-220k	200k	125-150	137.5	125-150	137.5
BI Manager	180k-220k	200k	180k-220k	200k	125-150	137.5	125-150	137.5
BI Developer	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82
SQL Developer	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82
AI Engineer	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Digital, Applications & Development

Data

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Generative AI Engineer	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82
Senior AI Engineer	180k-220k	200k	180k-220k	200k	125-150	137.5	125-150	137.5
Machine Learning Engineer	140k-170k	155k	140k-170k	155k	80-96	88	80-96	88
Senior Machine Learning Engineer	180k-220k	200k	180k-220k	200k	125-150	137.5	125-150	137.5

Development/Testing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Test Manager / QA Manager	155k-175k	165k	155k-175k	165k	87-113	100	87-113	100
Senior Developer	150k-175k	162.5k	150k-175k	162.5k	87-117	102	87-117	102
DevOps	120k-155k	137.5k	120k-155k	137.5k	78-117	97.5	78-117	97.5
Developer	95k-120k	107.5k	95k-120k	107.5k	70-104	87	70-104	87
UX/UI Designers	95k-120k	107.5k	95k-120k	107.5k	57-104	80.5	57-104	80.5
Test Analyst	95k-115k	105k	95k-115k	105k	65-96	80.5	65-96	80.5
Senior Backend Developer	140k-170k	155k	140k-170k	155k	80-96	88	80-96	88
Senior Front End Developer	140k-170k	155k	140k-170k	155k	80-96	88	80-96	88
Full Stack Developer	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82
Front End Developer	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82
Back End Developer	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82
Java Developer	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Digital, Applications & Development

Development/Testing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
.NET/C# Developer	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82
React Developer	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82
Android Developer	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82
iOS Developer	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82
Junior Developer	100k-130k	120k	100k-130k	115k	56-74	65	56-74	65

Infrastructure & Security

Management

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
CIO / CTO	260k-295k	277.5k	250k-300k	275k	174-217	195.5	174-217	195.5
Infrastructure Manager	130k-155k	142.5k	130k-155k	142.5k	100-122	111	100-122	111
IT Manager	115k-155k	135k	115k-155k	135k	96-109	102.5	96-109	102.5
Helpdesk Manager	115k-130k	122.5k	115k-130k	122.5k	65-104	84.5	65-104	84.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure & Security

Support/Engineers

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Cloud Engineer	120k-150k	135k	120k-150k	135k	87-130	108.5	87-130	108.5
System/Infrastructure Engineer	115k-130k	122.5k	115k-130k	122.5k	65-96	80.5	65-96	80.5
System Administrator	85k-115k	100k	85k-115k	100k	65-96	80.5	65-96	80.5
Field Services Engineer	75k-85k	80k	75k-85k	80k	43-70	56.5	43-70	56.5
Desktop Support	70k-05k	75k	70k-85k	77.5k	43-61	52	43-61	52
Service Desk/Helpdesk Support	70k-80k	75k	70k-80k	75k	39-57	48	39-57	48
Senior Cloud Engineer	140k-170k	155k	140k-170k	155k	80-96	88	80-96	88
Cloud Architect	130k-160k	145k	130k-160k	145k	74-90	82	74-90	82
Junior Systems Administrator	75k-85k	80k	75k-85k	80k	42-48	45	42-48	45

Networking/Architecture

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Enterprise Architect	175k-200k	187.5k	180k-220k	200k	130-152	141	125-150	137.5
Solution Architect	155k-190k	172.5k	170k-200k	185k	109-143	126	125-150	137.5
Network Manager	170k-200k	185k	170k-200k	185k	125-150	137.5	125-150	137.5
Network Architect	170k-200k	185k	170k-200k	185k	125-150	137.5	125-150	137.5
Senior Network Engineer	140k-170k	155k	140k-170k	155k	80-96	88	80-96	88
Network Engineer	130k-150k	140k	130k-150k	140k	96-126	111	96-126	111

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure & Security

DevOps

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior DevOps Engineer	140k-170k	155k	140k-170k	155k	80-96	88	80-96	88
DevOps Engineer	130k-150k	140k	130k-150k	140k	87-130	108.5	87-130	108.5

Security

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Security Architect	155k-190k	172.5k	155k-190k	172.5k	109-152	130.5	109-152	130.5
Information Security Lead	155k-185k	170k	155k-185k	170k	109-126	117.5	109-126	117.5
Penetration Tester	130k-150k	140k	130k-150k	140k	87-130	108.5	87-130	108.5
Security Analyst	105k-140k	122.5k	105k-140k	122.5k	70-109	89.5	70-109	89.5
Senior Security Engineer	180k-220k	200k	180k-220k	200k	125-150	137.5	125-150	137.5
Security Engineer	140k-170k	155k	140k-170k	155k	80-96	88	80-96	88
Junior Security Analyst	85k-115k	100k	85k-115k	100k	48-65	56	48-65	56.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Agile

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Agile Coach	155k-190k	172.5k	155k-190k	172.5k	870-1045	957.5	870-1045	957.5
Product Owner	150k-185k	167.5k	150k-185k	167.5k	785-955	870	785-955	870
Scrum Master	130k-155k	142.5k	130k-155k	142.5k	740-825	782.5	740-825	782.5
Iteration Manager	130k-155k	142.5k	130k-155k	142.5k	740-825	782.5	740-825	782.5

Projects

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
PMO Director	210k-280k	245k	210k-280k	245k	1130-1390	1260	1130-1390	1260
Program Director	215k-260k	237.5k	215k-260k	237.5k	1130-1390	1260	1130-1390	1260
Project Director	190k-215k	202.5k	190k-215k	202.5k	1045-1305	1175	1045-1305	1175
Program Manager	195k-225k	210k	195k-225k	210k	955-1215	1085	955-1215	1085
Project Manager	160k-200k	180k	160k-200k	180k	785-955	870	785-955	870
Delivery Lead	160k-200k	180k	160k-200k	180k	785-955	870	785-955	870
Implementation Manager	140k-165k	152.5k	140k-165k	152.5k	740-870	805	740-870	805
Project Coordinator/Administrator	80k-115k	97.5k	80k-115k	97.5k	480-650	565	480-650	565
Program Coordinator / Administrator	80k-115k	97.5k	80k-115k	97.5k	480-650	565	480-650	565

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Change

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Change Director	245k-280k	262.5k	245k-280k	262.5k	1085-1215	1150	1085-1215	1150
Senior Change Manager	200k-245k	222.5k	200k-245k	222.5k	1045-1175	1110	1045-1175	1110
Change Manager	160k-215k	195k	160k-215k	187.5k	870-1045	957.5	870-1045	957.5
Change Analyst	145k-160k	150k	145k-160k	152.5k	785-870	827.5	785-870	827.5

Business Analysis

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Lead Business Analyst	155k-185k	170k	155k-185k	170k	825-915	870	825-915	870
Senior Business Analyst	150k-165k	155k	150k-165k	157.5k	695-825	760	700-850	775
Business Analyst	105k-140k	130k	105k-140k	122.5k	650-825	737.5	650-825	737.5
Junior Business Analyst	105k-130k	117.5k	105k-130k	117.5k	565-695	630	600-750	675
System Analyst	95k-115k	105k	95k-115k	105k	520-695	607.5	520-695	607.5
Process Analyst	70k-85k	77.5k	70k-85k	77.5k	390-565	477.5	390-565	477.5
Technical Writer	70k-85k	77.5k	70k-85k	77.5k	390-565	477.5	390-565	477.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Data and Analytics

People Management & Strategy

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Data Engineering	175k-200k	187.5k	175k-210k	192.5k	-	-	-	-
Data Lead (People Management)	150k-170k	160k	150k-170k	160k	-	-	-	-
Data Analytics Manager (ASX & Large corporate)	175k-210k	192.5k	175k-210k	192.5k	113-143	128	118-150	134
Data Analytics Manager	140k-175k	157.5k	145k-175k	160k	100-122	111	100-125	112.5

Data Governance and Management

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Data Governance	175k-200k	187.5k	180k-220k	200k	-	-	-	-
Data Governance Manager	140k-160k	150k	140k-165k	152.5k	-	-	-	-
Data Governance Lead	130k-150k	140k	130k-150k	140k	-	-	-	-
Data Governance Analyst	120k-150k	135k	120k-150k	135k	87-109	98	87-106	96.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Data and Analytics

Analytics & Business Intelligence

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Data Architect	155k-200k	177.5k	155k-200k	177.5k	117-135	126	118-150	134
Senior Data Scientist	130k-150k	140k	130k-150k	140k	104-139	121.5	125-150	137.5
BI Architect	150k-175k	162.5k	150k-175k	162.5k	109-126	117.5	112-125	118.5
Data Scientist	130k-150k	140k	130k-150k	140k	96-113	104.5	100-112	106
Senior BI Consultant	130k-150k	140k	130k-150k	140k	96-104	100	100-105	102.5
Senior Data Analyst	115k-140k	127.5k	120k-150k	135k	87-109	98	87-106	96.5
Data Modeller	115k-150k	132.5k	115k-155k	135k	78-117	97.5	80-110	95
Data Visualisation Developer	110k-125k	117.5k	110k-135k	122.5k	87-109	98	87-110	98.5
BI Consultant	115k-130k	122.5k	115k-130k	122.5k	78-96	87	81-100	90.5
BI Developer	85k-120k	102.5k	90k-130k	110k	70-87	78.5	68-85	76.5
Data Analyst	85k-115k	100k	90k-120k	105k	65-83	74	62-90	76

Engineering

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Principal Data Engineer	150k-165k	157.5k	155k-170k	162.5k	120-131	125.5	120-131	125.5
Senior Data Engineer	130k-155k	142.5k	130k-160k	145k	96-117	106.5	100-118	109
Data Engineer	115k-130k	122.5k	120k-135k	127.5k	87-109	98	87-106	96.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Data and Analytics

RPA

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
RPA Team Lead	140k-165k	152.5k	140k-165k	152.5k	87-117	102	87-117	102
RPA Developer	115k-130k	122.5k	115k-145k	130k	87-109	98	87-109	98
RPA Consultant	105k-130k	117.5k	105k-135k	120k	70-96	83	70-100	83

AI & Machine Learning

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
AI Senior Engineer	130k-150k	140k	140k-160k	150k	87-109	98	100-115	107.5
AI Engineer	110k-130k	120k	120k-145k	132.5k	70-96	83	75-100	87.5
Senior Machine Learning Engineer	130k-150k	140k	140k-165k	152.5k	96-109	102.5	100-115	107.5
Machine Learning Engineer	115k-140k	127.5k	120k-145k	132.5k	83-96	89.5	87-100	93.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Business Applications

ERP/CRM

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
ERP/CRM Solution Architect	155k-190k	172.5k	155k-190k	172.5k	120-150	119.5	120-150	131
ERP/CRM Senior Consultant	135k-160k	147.5k	140k-165k	152.5k	100-113	106.5	100-113	106.5
ERP/CRM Consultant	115k-135k	125k	115k-140k	127.5k	87-104	95.5	87-106	96.5
ERP/CRM Developer	115k-140k	127.5k	115k-145k	130k	87-104	95.5	87-106	96.6
ERP/CRM Support Consultant	85k-115k	100k	85k-115k	100k	52-78	65	56-80	68

Development & Testing

Testing Services

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Automation Test/QA Manager	140k-165k	152.5k	140k-165k	152.5k	100-125	112.5	100-125	112.5
Automation Test/QA Lead	120k-150k	135k	120k-150k	135k	93-118	105.5	93-118	105.5
Manual Test Manager/Lead	130k-160k	145k	130k-160k	145k	93-112	102.5	93-112	102.5
Manual Test/QA Lead	115k-145k	130k	115k-145k	130k	87-109	98	93-112	102.5
Senior Test Engineer (Automation)	115k-135k	125k	115k-135k	125k	78-104	91	90-106	98
Senior Test Engineer (Manual)	95k-115k	105k	95k-115k	105k	70-87	78.5	87-95	91
Test Engineer (Automation)	95k-115k	105k	95k-115k	105k	70-87	78.5	75-94	84.5
Test Engineer (Manual)	85k-105k	95k	85k-105k	95k	65-83	74	68-85	76.6
QA Consultant	105k-120k	112.5k	105k-120k	112.5k	70-87	78.5	75-90	82.5
Test Analyst	85k-95k	90k	85k-95k	90k	70-87	78.5	68-87	77.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Development & Testing

Application Development

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Solutions Architect	150k-175k	162.5k	150k-175k	162.5k	115-150	132.5	115-150	132.5
Applications Architect	150k-175k	162.5k	150k-175k	162.5k	115-150	132.5	115-150	132.5
Development Lead	135k-155k	145k	135k-160k	147.5k	96-122	109	100-130	115
Senior Full Stack Developer	115k-145k	130k	115k-145k	130k	87-109	98	87-112	99.5
Senior Mobile Application Developer-IOS/Android/Windows	115k-150k	132.5k	115k-150k	132.5k	83-109	96	93-118	105.5
Senior Front End Developer	115k-145k	130k	115k-145k	130k	78-109	93.5	87-112	99.5
Senior Back End Developer	115k-145k	130k	115k-145k	130k	78-109	93.5	87-112	99.5
Senior .Net Developer	115k-140k	127.5k	115k-140k	127.5k	87-109	98	87-112	99.5
Senior Python Developer	115k-140k	127.5k	115k-140k	127.5k	83-109	96	87-112	99.5
Senior CMS Developer	115k-130k	122.5k	115k-130k	122.5k	74-91	82.5	81-107	94
Full Stack Developer	95k-120k	107.5k	95k-120k	107.5k	70-87	78.5	68-87	77.5
Mobile Application Developer-IOS/Android/Windows	115k-140k	127.5k	115k-140k	127.5k	78-109	93.5	81-94	87.5
Front End Developer	95k-115k	105k	95k-115k	105k	70-87	78.5	68-87	77.5
Back End Developer	95k-115k	105k	95k-115k	105k	70-87	78.5	68-87	77.5
.Net Developer	95k-120k	107.5k	95k-120k	107.5k	70-96	83	68-87	77.5
Python Developer	95k-115k	105k	95k-115k	105k	70-87	78.5	68-87	77.5
Java Developer	95k-125k	110k	95k-125k	110k	70-96	83	68-87	77.5
CMS Developer	95k-115k	105k	95k-115k	105k	70-87	78.5	68-87	77.5
Junior .Net Developer	75k-95k	85k	75k-95k	85k	48-70	59	48-65	56.5
Graduate Developer	60k-70k	65k	60k-70k	65k	39-48	43.5	38-48	43

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Digital

Design

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of UX/UI/CX	150k-180k	165k	150k-180k	165k	118-137	127.5	118-137	127.5
Lead UX/UI Designer	135k-155k	145k	135k-155k	145k	100-125	112.5	100-125	112.5
Senior UX Designer	115k-140k	127.5k	115k-145k	130k	78-109	93.5	87-112	99.5
UX Designer	85k-115k	100k	95k-115k	105k	74-91	82.5	75-93	84
Senior UX Developer	105k-125k	115k	105k-125k	115k	85-100	92.5	85-100	92.5
UX Developer	85k-105k	95k	85k-105k	95k	74-91	82.5	75-93	84
Product Manager	130k-150k	140k	130k-150k	140k	100-135	117.5	100-135	117.5

Senior Appointments

Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Information Officer (ASX & Large corporate)	260k-300k	277.5k	260k-300k	280k	-	-	-	-
Chief Information Officer	225k-260k	242.5k	225k-260k	242.5k	-	-	-	-
Chief Technology Officer (ASX & Large corporate)	240k-275k	257.5k	240k-275k	257.5k	-	-	-	-
Chief Technology Officer	190k-225k	207.5k	190k-225k	207.5k	-	-	-	-
Chief Security Officer (ASX & Large corporate)	240k-275k	257.5k	240k-275k	257.5k	-	-	-	-
Chief Security Officer	190k-225k	207.5k	200k-225k	212.5k	-	-	-	-
Strategy & Architecture Manager (ASX & Large corporate)	240k-270k	255k	240k-270k	255k	-	-	-	-

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Senior Appointments

Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Strategy & Architecture Manager	190k-225k	207.5k	190k-225k	207.5k	-	-	-	-
Head of Engineering	190k-220k	205k	190k-220k	205k	-	-	-	-
Infrastructure/Development/BI Manager (ASX & Large corporate)	185k-215k	200k	185k-215k	200k	113-148	130.5	113-148	130.5
Infrastructure/Development/BI Manager	160k-185k	167.5k	160k-185k	172.5k	110-130	102.5	110-130	120
Project Services Manager (PMO) (ASX & Large corporate)	175k-210k	192.5k	175k-210k	192.5k	113-143	128	113-143	128
Project Services Manager (PMO)	140k-175k	157.5k	140k-175k	157.5k	96-113	104.5	96-113	104.5
Enterprise Architect	175k-210k	192.5k	175k-210k	192.5k	122-152	137	122-152	137

Infrastructure

EUC (End User Computing)

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of IT Operations	180k-220k	200k	180k-220k	200k	-	-	-	-
IT Operations Manager	150k-170k	106k	150k-170k	160k	-	-	-	-
Service Delivery Manager (ASX & Large corporate)	175k-210k	192.5k	175k-210k	192.5k	113-143	128	113-143	128
Service Delivery Manager	140k-175k	157.5k	140k-175k	157.5k	96-113	104.5	96-113	104.5
Incident Problem Manager	105k-140k	122.5k	105k-140k	122.5k	74-100	89	74-100	87
Senior Systems Engineer	115k-145k	130k	115k-145k	130k	80-110	98	80-110	95
Systems Engineer	105k-120k	112.5k	105k-120k	112.5k	70-91	80.5	70-91	80.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure

EUC (End User Computing)

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Systems Administrator	90k-110k	100k	90k-105k	97.5k	65-78	71.5	65-78	71.5
Desktop Support	70k-85k	77.5k	70k-85k	77.5k	39-52	45.5	40-55	47.5
Service Desk Support	60k-70k	65k	65k-75k	70k	35-43	39	40-45	42.5

Architecture

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Architecture Manager	165k-190k	177.5k	165k-190k	177.5k	125-155	140	125-155	140
Solutions/Technical Architect	155k-190k	172.5k	160k-190k	175k	120-150	135	120-150	135
Network Architect	150k-185k	167.5k	160k-190k	175k	120-150	135	120-150	135
Pre-Sales Architect	140k-160k	150k	145k-170k	157.5k	110-135	122.5	110-135	122.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure

Network

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Network Manager	150k-170k	160k	150k-170k	160k	110-130	120	110-130	120
Senior Network Engineer	135k-150k	142.5k	135k-155k	145k	109-130	119.5	109-125	117
Network Engineer	115k-135k	125k	120k-135k	127.5k	91-109	100	91-109	100
Senior Network Administrator	95k-115k	105k	95k-115k	105k	70-96	83	70-96	83
Network Administrator	80k-95k	87.5k	85k-95k	90k	61-74	67.5	61-74	67.5

Cloud

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Cloud Architect	160k-190k	175k	160k-190k	175k	125-139	132	125-139	132
Senior Cloud Engineer	130k-150k	140k	130k-155k	142.5k	100-120	110	100-120	110
Cloud Engineer	110k-130k	120k	110k-130k	120k	80-100	90	80-100	90

DevOps

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
DevOps Architect	145k-175k	160k	150k-180k	165k	109-130	119.5	109-135	122
Senior DevOps Engineer	120k-145k	132.5k	120k-150k	135k	80-110	95	80-110	95
DevOps Engineer	110k-125k	117.5k	110k-125k	117.5k	78-105	91	78-105	91

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure

Cyber Security & Governance, Risk and Compliance

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Head of Security	180k-210k	195k	180k-210k	195k	-	-	-	-
SOC Manager	120k-150k	135k	120k-150k	135k	-	-	-	-
Cyber Security Architect	180k-215k	197.5k	180k-215k	197.5k	117-152	134.5	117-152	134.5
Cyber Security Consultant	120k-155k	137.5k	130k-160k	145k	87-122	104.5	87-122	104.5
Cyber Security Engineer	120k-150k	135k	130k-155k	142.5k	87-113	100	87-113	100
Senior Cyber Security Analyst	120k-140k	120k	120k-145k	132.5k	85-100	92.5	85-105	95
Cyber Security Analyst	100k-120k	110k	100k-120k	110k	75-87	81	75-87	81
Senior GRC Consultant	130k-150k	140k	130k-150k	140k	90-120	105	95-120	107.5
GRC Consultant	110k-130k	120k	110k-130k	120k	80-100	90	80-100	90
Vulnerability Specialist	125k-150k	137.5k	125k-155k	140k	87-110	98.5	87-110	98.5
Penetration Tester	100k-140k	117.5k	100k-140k	120k	75-100	87.5	75-100	87.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Projects

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Program Director	210k-235k	222.5k	210k-235k	222.5k	135-165	150	130-160	145
Programme Manager	180k-220k	195k	180k-220k	200k	125-160	142.5	125-150	137.5
PMO Manager	145k-175k	160k	145k-175k	160k	125-135	130	120-130	125
Senior Project Manager	155k-185k	170k	155k-180k	167.5k	125-145	135	115-135	125
Project Manager	145-170k	157.5k	145k-160k	152.5k	100-125	112.5	100-115	107.5
Delivery Lead	150k-170k	162.5k	150k-170k	160k	125-135	130	125-135	130
Implementation Manager	130k-145k	137.5k	130k-145k	137.5k	100-115	107.5	100-110	105
Master Scheduler	140k-170k	155k	140k-170k	155k	100-130	115	100-130	115
Project Coordinator	80k-107k	93.5k	80k-100k	90k	53-71	62	53-71	62
PMO Analyst	80k-115k	92.5k	80k-110k	95k	62-84	73	62-80	71

Agile

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Agile Coach	170k-190k	180k	170k-190k	180k	135-145	140	135-145	140
Agile Coach	160-180k	170k	160k-180k	170k	115-150	132.5	115-135	125
Senior Scrum/Iteration Manager	150k-165k	157.5k	150k-165k	157.5k	115-130	122.5	115-130	122.5
Scrum/Iteration Manager	135k-150k	142.5k	135k-150k	142.5k	100-120	110	100-120	110
Product Owner	140k-160k	130k	140k-160k	150k	100-120	110	100-120	110

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Change

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Lead Change Manager	185k-205k	195k	185k-205k	195k	145-160	152.5	145-160	152.5
Senior Change Manager	165k-185k	175k	165k-185k	175k	125-150	137.5	125-155	140
Change Manager	135k-165k	150k	135k-165k	150k	110-125	117.5	110-125	117.5
Change Analyst	110k-135k	122.5k	110k-135k	122.5k	90-110	100	90-110	100

Business Analysis

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Lead Business Analyst	160k-175k	167.5k	160k-175k	167.5k	120-135	127.5	117-128	122.5
Senior Business Analyst	140k-160k	150k	140k-160k	150k	100-125	112.5	95-117	106
Business Analyst	120k-140k	130k	120k-140k	130k	93-107	100	90-100	95
System Analyst	105k-130k	117.5k	105k-130k	117.5k	80-107	93.5	80-100	90
Technical Writer	80k-110k	95k	80k-110k	95k	66-100	83	66-95	80.5

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure, Architecture & Cloud/DevOps

EUC

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
IT Operations Manager	140k-150k	145k	140k-150k	145k	900-1050	975	850-1000	925
Incident/Problem Manager	120k-160k	140k	120k-160k	140k	700-850	775	650-800	725
Senior/Principal Systems Engineer	150k-170k	160k	150k-170k	160k	750-950	850	700-900	800
Systems Engineer	125k-150k	137.5k	125k-150k	137.5k	650-750	700	600-700	650
Systems Administrator	110k-125k	117.5k	110k-125k	117.5k	500-650	575	450-600	525
Junior Systems Administrator	90k-110k	100k	90k-110k	100k	400-500	450	350-450	400
Application Support	95k-120k	107.5k	95k-120k	107.5k	400-500	450	350-450	400
Desktop Support-Level 2	75k-90k	82.5k	75k-95k	85k	450-600	525	400-550	475
Helpdesk-Level 1	65k-75k	70k	65k-75k	70k	350-450	400	300-400	350

Cloud

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Cloud Manager	190k-215k	202.5k	190k-215k	202.5k	1100-1250	1175	1050-1200	1125
Cloud Architect	175k-200k	187.5k	175k-205k	190k	1000-1200	1100	950-1150	1050
Senior Cloud Engineer	140k-165k	152.5k	140k-165k	152.5k	800-950	875	750-900	825
Cloud Engineer	120k-140k	130k	120k-140k	130k	600-800	700	550-750	650

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure, Architecture & Cloud/DevOps

Network

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Network Manager	195k-220k	207.5k	195k-220k	207.5k	1100-1300	1200	1050-1250	1150
Network Architect	175k-195k	185k	175k-195k	185k	1100-1200	1150	1050-1150	1100
Senior Network Engineer	140k-175k	157.5k	140k-175k	157.5k	900-1100	1000	850-1050	950
Network Engineer	115k-140k	127.5k	115k-140k	127.5k	650-900	775	600-850	725
Network Administrator	85k-115k	100k	85k-115k	100k	500-650	575	450-600	525

Architecture

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Architecture Manager	235k-260k	247.5k	235k-260k	247.5k	1250-1450	1350	1200-1400	1300
Enterprise Architect	210k-235k	222.5k	210k-235k	222.5k	1150-1250	1200	1100-1200	1150
Pre-sales Architect	215k-260k	237.5k	215k-260k	237.5k	950-1150	1050	900-1100	1000
Solution Architect	195k-220k	207.5k	195k-220k	207.5k	950-1150	1050	900-1100	1000
Solution Designer	165k-195k	180k	165k-195k	180k	850-1100	975	800-1050	925

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Infrastructure, Architecture & Cloud/DevOps

DevOps

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
DevOps/SRE Manager	225k-250k	237.5k	225k-250k	237.5k	1300-1400	1350	1250-1350	1300
Principal DevOps Engineer/DevOps Architect	185k-225k	205k	185k-225k	205k	1100-1300	1200	1050-1250	1150
Senior DevOps Engineer	150k-185k	167.5k	150k-185k	167.5k	950-1100	1025	900-1050	975
DevOps Engineer	115k-150k	132.5k	115k-150k	132.5k	750-950	850	700-900	800
Junior DevOps Engineer	100k-115k	107.5k	100k-115k	107.5k	550-750	650	500-700	600

Development & Testing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Principal Software Engineer	185k-215k	200k	185k-215k	200k	1100-1250	1175	1050-1200	1125
Senior Front End Software Engineer	150k-175k	162.5k	150k-175k	162.5k	850-1100	975	800-1050	925
Front End Software Engineer	120k-150k	135k	120k-150k	135k	700-850	775	700-800	750
Senior Back End Software Engineer	155k-185k	170k	155k-185k	170k	850-1100	975	800-1050	925
Back End Software Engineer	120k-150k	135k	120k-150k	135k	700-850	775	700-800	750
Mobile Developer	120k-175k	147.5k	120k-175k	147.5k	800-1100	950	800-1100	950
Senior Automation Tester	140k-165k	152.5k	140k-165k	152.5k	700-900	800	700-850	775
Automation Tester	120k-140k	130k	120k-140k	130k	650-700	675	650-700	675
Senior Test Analyst	115k-130k	122.5k	115k-130k	122.5k	650-700	675	650-700	675
Test Analyst	95k-115k	105k	95k-115k	105k	450-650	550	450-650	550

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Business Applications

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Data Scientist	155k-185k	170k	155k-185k	170k	1000-1250	1125	1000-1200	1100
ERP/CRM/BI Architect	150k-185k	167.5k	150k-185k	167.5k	1100-1250	1175	1100-1200	1150
ERP/CRM/BI Project Manager	150k-185k	167.5k	150k-185k	167.5k	1000-1150	1075	950-1100	1025
ERP/CRM Functional Consultant	150k-175k	162.5k	150k-175k	162.5k	850-1100	975	800-1050	925
BI Developer	150k-165k	157.5k	150k-165k	157.5k	850-1150	1000	800-1100	950
Data Analyst	95k-120k	107.5k	95k-120k	107.5k	450-700	575	450-700	575

Cyber Security

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Junior Security Analyst (L1)	70k-105k	87.5k	70k-100k	85k	400-600	500	400-550	475
Security Analyst (L2)	115k-140k	127.5k	115k-140k	127.5k	500-850	675	500-800	650
Senior Security Analyst (Lead)	130k-155k	142.5k	135k-160k	147.5k	750-1050	900	750-1000	875
Incident Responder	155k-190k	172.5k	150k-190k	170k	750-1100	925	750-1050	900
Vulnerability Specialist	130k-155k	142.5k	125k-155k	140k	750-1100	925	750-1050	900
Security Engineer	105k-130k	117.5k	100k-130k	115k	550-800	675	550-750	650
Senior Security Engineer	130k-165k	147.5k	130k-180k	155k	700-1000	850	700-950	825
Detection Engineer	130k-160k	150k	130k-160k	145k	700-950	825	700-900	800
Cyber Security Architect	175k-215k	195k	180k-220k	200k	1000-1300	1150	1000-1250	1125
IAM Engineer	120k-140k	130k	120k-140k	130k	650-850	750	650-800	725

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Cyber Security

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior IAM Engineer	150k-175k	162.5k	150k-180k	165k	750-1100	925	750-1050	900
Junior Penetration Tester (0-2 yrs)	70k-95k	82.5k	70k-95k	82.5k	350-550	450	350-500	425
Penetration Tester (2-4 yrs)	95k-130k	112.5k	95k-130k	112.5k	450-750	600	450-700	575
Senior Penetration Tester (4-7 yrs)	130k-150k	140k	140k-160k	150k	650-1000	825	650-950	800
Principal Penetration Tester (7+ yrs)	155k-190k	172.5k	155k-190k	172.5k	900-1200	1050	900-1150	1025
Junior GRC Consultant (0-2 yrs)	90k-110k	100k	90k-110k	100k	400-650	525	400-600	500
GRC Consultant	120k-140k	130k	120k-140k	130k	550-850	700	550-800	675
Senior GRC Consultant	140k-165k	152.5k	140k-165k	152.5k	750-1100	925	750-1050	900
SOC Manager	175k-215k	195k	175k-215k	195k	1000-1300	1150	1000-1250	1125
Head of Security	215k-305k	260k	220k-280k	250k	1200-1450	1325	1200-1400	1300
DevSecOps Engineer	175k-210k	192.5k	175k-210k	192.5k	800-1200	1000	800-1150	975
Threat Intelligence Specialist	120k-175k	147.5k	120k-175k	147.5k	750-1100	925	750-1050	900
CISO	250k-380k	320k	250k-380k	315k	-	-	-	-

All salaries are exclusive of superannuation and excluding benefits and bonuses.

No Clearance

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Change Manager	130k-165k	147.5k	130k-165k	147.5k	120-165	142.5	120-165	142.5
Program Manager	155k-190k	172.5k	155k-190k	172.5k	115-150	132.5	115-150	132.5
Project Manager	140k-165k	152.5k	140k-165k	152.5k	95-120	107.5	95-120	107.5
Business Analyst	120k-150k	135k	120k-150k	135k	70-95	82.5	70-95	82.5
Project Scheduler	85k-120k	102.5k	85k-120k	102.5k	65-85	75	65-85	75
Project Coordinator	80k-115k	97.5k	80k-115k	97.5k	50-70	60	50-70	60

Security Clearance

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Change Manager	130k-165k	147.5k	130k-165k	147.5k	115-160	137.5	115-160	137.5
Program Manager	155k-190k	172.5k	155k-190k	172.5k	130-165	147.5	130-165	147.5
Project Manager	140k-165k	152.5k	140k-165k	152.5k	105-130	117.5	105-130	117.5
Business Analyst	120k-150k	135k	120k-150k	135k	105-125	115	105-125	115
Project Scheduler	85k-120k	102.5k	85k-120k	102.5k	60-95	77.5	60-95	77.5
Project Coordinator	80k-115k	97.5k	80k-115k	97.5k	65-85	75	65-85	75

All salaries are exclusive of superannuation and excluding benefits and bonuses.

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Chief Information Officer (CIO)	270k-310k	290k	300k-650k	475k	200-275	237.5	200-275	237.5
Chief Technology Officer (CTO)	270k-310k	290k	290k-450k	370k	200-275	237.5	200-275	237.5
Chief Digital Officer	310k-340k	325k	300k-500k	400k	200-275	237.5	200-275	237.5
Head of Digital	260k-300k	280k	180k-350k	265k	180-245	212.5	180-245	212.5
IT Manager / IT Operations	170k-190k	180k	180k-200k	190k	135-165	150	135-165	150
Delivery Lead / Tech Lead	140k-160k	150k	150k-185k	176.5k	135-165	150	130-150	140
Delivery Lead / Tech Lead	130k-150k	140k	130k-150k	140k	120-150	135	120-160	140

Architecture

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Enterprise Architect	170k-210k	190k	180k-200k	190k	155-220	187.5	155-220	187.5
Solution Architect	150k-180k	165k	180k-200k	190k	145-165	155	145-165	155
Data Architect	150k-180k	165k	150k-180k	165k	145-180	162.5	145-180	162.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Security

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Cyber Security Architect	170k-210k	190k	180k-230k	205k	155-210	182.5	155-210	182.5
Cyber Security Consultant	150k-180k	160k	160k-200k	180k	135-200	167.5	135-200	167.5
Cyber Security Engineer	140k-160k	150k	140k-170k	155k	135-180	157.5	135-180	157.5
Penetration Tester	130k-150k	140k	140k-160k	150k	135-180	157.5	135-180	157.5
Cyber Security Analyst	130k-150k	140k	130k-150k	140k	110-155	132.5	110-155	132.5
Security C&A Specialist	130k-150k	140k	130k-150k	140k	135-200	167.5	135-200	167.5

Infrastructure

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
DevOps Engineer	150k-190k	170k	160k-190k	175k	135-165	150	135-165	150
Site Reliability Engineer	150k-190k	170k	150k-190k	170k	135-165	150	135-165	150
Platform Engineer	150k-190k	170k	160k-190k	175k	135-165	150	135-165	150
Cloud Engineer	140k-170k	155k	140k-170k	155k	135-165	150	135-165	150
Network Engineer	110k-130k	120k	120k-140k	130k	90-145	117.5	90-145	117.5
Modern Workplace Specialist	110k-130k	120k	120k-140k	130k	90-145	117.5	90-145	117.5
Systems Engineer	110k-130k	120k	120k-140k	130k	100-145	122.5	100-145	122.5
Service Desk Manager	120k-140k	130k	120k-140k	130k	100-130	115	100-130	115
Desktop/App Support	80k-110k	95k	80k-110k	95k	55-100	77.5	55-100	77.5
Help Desk/ Service Desk Analyst	80k-110k	95k	80k-110k	95k	50-100	75	50-100	75

All salaries are presented as base salaries and excluding benefits and bonuses.

Digital & Design

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Product Manager	140k-170k	155k	150k-180k	165k	145-180	162.5	130-140	135
Product Owner	130k-170k	150k	120k-170k	145k	135-155	145	100-125	112.5
Agile Coach	140k-170k	155k	130k-180k	155k	145-180	162.5	100-140	120
Scrum Lead	150k-170k	160k	150k-170k	160k	135-155	145	135-150	142.5
Scrum Master	130k-160k	145k	120k-150k	135k	125-145	135	100-140	120
Release Train Engineer	130k-150k	140k	130k-150k	140k	110-145	127.5	125-160	142.5
Senior UX/UI Designer	130k-150k	140k	130k-150k	140k	110-145	127.5	110-145	127.5
UX/UI Designer	110k-140k	125k	120k-140k	130k	100-135	117.5	100-135	117.5

Testing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Test Manager	160k-180k	170k	160k-180k	170k	135-155	145	135-155	145
Test Lead	140k-170k	155k	140k-170k	155k	125-145	135	125-145	135
Senior Test Analyst	120k-140k	130k	120k-140k	130k	110-145	127.5	110-145	127.5
Automation Tester	120k-150k	135k	120k-150k	135k	125-155	140	125-155	140
Mobile Tester	120k-140k	130k	120k-140k	130k	125-155	140	125-155	140
Test Analyst/QA	100k-120k	110k	100k-130k	115k	90-125	107.5	90-125	107.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Development

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Development Manager	170k-190k	180k	180k-200k	190k	145-180	162.5	145-180	162.5
Development Lead	150k-180k	165k	160k-180k	170k	135-165	150	135-165	150
Senior Developer	140k-170k	155k	140k-170k	155k	125-155	140	125-155	140
Mobile Developer	110k-150k	130k	120k-150k	135k	135-160	147.5	135-160	147.5
Power Apps Developer	130k-160k	140k	130k-160k	145k	135-160	150	135-160	147.5
Integration Engineer	120k-160k	140k	130k-170k	150k	125-155	140	125-155	140
Developer	110k-150k	130k	120k-140k	130k	100-145	122.5	100-145	122.5

Data & Business Intelligence

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Data Scientist	120k-150k	130k	130k-160k	145k	125-190	157.5	125-190	157.5
Data Lead	150k-180k	165k	160k-185k	172.5k	130-180	155	130-180	155
Database Analyst	110k-140k	125k	120k-140k	130k	100-145	122.5	100-145	122.5
Database Administrator	100k-130k	115k	110k-130k	120k	100-135	117.5	100-135	117.5
BI Consultant	130k-160k	145k	130k-160k	145k	125-145	135	125-145	135
BI Developer	120k-140k	130k	120k-140k	130k	125-145	135	125-145	135
Reporting Analyst	110k-130k	120k	110k-130k	120k	100-135	117.5	100-135	117.5
AI and Data Manager	200k-250k	230k	200k-250k	225k	130-190	165	130-190	160
AI Engineer	130k-150k	140k	130k-150k	140k	130-180	155	130-180	155
AI Consultant	140k-180k	165k	140k-180k	160k	140-190	175	140-190	165

All salaries are presented as base salaries and excluding benefits and bonuses.

Development

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Development Manager	170k-190k	180k	180k-200k	190k	145-180	162.5	145-180	162.5
Development Lead	150k-180k	165k	160k-180k	170k	135-165	150	135-165	150
Senior Developer	140k-170k	155k	140k-170k	155k	125-155	140	125-155	140
Mobile Developer	110k-150k	130k	120k-150k	135k	135-160	147.5	135-160	147.5
Power Apps Developer	130k-160k	140k	130k-160k	145k	135-160	150	135-160	147.5
Integration Engineer	120k-160k	140k	130k-170k	150k	125-155	140	125-155	140
Developer	110k-150k	130k	120k-140k	130k	100-145	122.5	100-145	122.5

Data & Business Intelligence

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Data Scientist	120k-150k	130k	130k-160k	145k	125-190	157.5	125-190	157.5
Data Lead	150k-180k	165k	160k-185k	172.5k	130-180	155	130-180	155
Database Analyst	110k-140k	125k	120k-140k	130k	100-145	122.5	100-145	122.5
Database Administrator	100k-130k	115k	110k-130k	120k	100-135	117.5	100-135	117.5
BI Consultant	130k-160k	145k	130k-160k	145k	125-145	135	125-145	135
BI Developer	120k-140k	130k	120k-140k	130k	125-145	135	125-145	135
Reporting Analyst	110k-130k	120k	110k-130k	120k	100-135	117.5	100-135	117.5
AI and Data Manager	200k-250k	230k	200k-250k	225k	130-190	165	130-190	160
AI Engineer	130k-150k	140k	130k-150k	140k	130-180	155	130-180	155
AI Consultant	140k-180k	165k	140k-180k	160k	140-190	175	140-190	165

All salaries are presented as base salaries and excluding benefits and bonuses.

Projects

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Programme Director	250k-300k	275k	250k-310k	280k	180-210	195	180-210	195
Programme Manager	180k-250k	215k	180k-250k	215k	150-175	162.5	150-180	165
EPMO Manager	160k-200k	180k	170k-210k	190k	150-175	162.5	150-180	165
Senior Project Manager	150k-180k	165k	150k-185k	167.5k	130-150	140	130-160	145
Senior Change Manager	150k-185k	167.5k	150k-185k	167.5k	130-150	140	130-150	140
Project Manager	130k-150k	140k	130k-150k	140k	115-130	122.5	120-130	125
Change Manager	130k-150k	140k	130k-150k	140k	115-130	122.5	120-130	125
Senior Business Analyst	135k-170k	152.5k	135k-170k	152.5k	120-135	127.5	125-140	132.5
Business Analyst	100k-135k	117.5k	100k-135k	117.5k	90-120	105	100-120	110
Project/Programme Coordinator	75k-130k	102.5k	75k-130k	102.5k	75-110	92.5	75-120	97.5
Delivery Lead	150k-185k	167.5k	150k-185k	167.5k	130-150	140	130-150	140
Scrum Master	120k-150k	135k	120k-150k	135k	100-140	120	100-140	120
Agile Coach	130k-180k	155k	130k-180k	155k	100-150	125	100-150	125
Process Analyst	80k-135k	107.5k	80k-135k	107.5k	90-125	107.5	90-125	107.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Change & Transformation

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Change Manager	150k-185k	167.5k	150k-185k	167.5k	130-150	140	130-150	140
Change Manager	130k-150k	140k	130k-150k	140k	115-130	122.5	120-130	125
Agile Coach	130k-180k	155k	130k-180k	155k	100-150	125	100-150	125
Scrum Master	120k-150k	135k	120k-150k	135k	100-140	120	100-140	120

Business Analysis & Process

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Business Analyst	135k-170k	152.5k	135k-170k	152.5k	120-135	127.5	125-140	132.5
Business Analyst	100k-135k	117.5k	100k-135k	117.5k	90-120	105	100-120	110
EPMO Analyst	80k-135k	107.5k	80k-135k	107.5k	90-125	107.5	90-125	107.5
Process Analyst	80k-135k	107.5k	80k-135k	107.5k	90-125	107.5	90-125	107.5

All salaries are presented as base salaries and excluding benefits and bonuses.

Executive & Leadership

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
CIO / CTO	260k-300k	280k	260k-350k	290k	180-250	210	180-250	215
Chief Digital Officer	300k-330k	315k	300k-330k	315k	180-250	210	190-250	220
Head of Digital	250k-280k	265k	250k-280k	265k	160-220	180	160-250	205
IT Manager / IT Operations	160k-180k	170k	160k-180k	170k	120-150	135	120-160	140
Delivery Lead / Tech Lead	130k-150k	140k	130k-150k	140k	120-150	135	120-160	140

Architecture

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Enterprise Architect	160k-200k	180k	150k-200k	180k	140-200	170	140-200	170
Solution Architect	140k-170k	155k	140k-180k	155k	130-150	140	130-150	140
Data Architect	140k-190k	165k	140k-190k	165k	130-160	145	130-160	145

All salaries are presented as base salaries and excluding benefits and bonuses.

Security

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Cyber Security Architect	160k-200k	180k	150k-200k	185k	140-190	170	140-190	165
Cyber Security Consultant	140k-170k	150k	140k-170k	165k	120-180	160	120-180	150
Cyber Security Engineer	130k-150k	140k	130k-160k	145k	120-160	130	120-160	140
Penetration Tester	120k-140k	130k	120k-145k	135k	120-160	140	120-160	140
Cyber Security Analyst	120k-140k	130k	120k-140k	135k	100-140	120	100-140	120
Security C&A Specialist	120k-140k	130k	120k-140k	135k	120-180	160	120-180	150

Infrastructure

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
DevOps Engineer	140k-180k	160k	140k-180k	160k	120-150	135	120-150	135
Site Reliability Engineer	140k-180k	160k	140k-180k	160k	120-150	135	120-150	135
Platform Engineer	140k-180k	160k	140k-180k	160k	120-150	135	120-150	135
Cloud Engineer	130k-170k	150k	130k-170k	150k	120-150	135	120-150	135
Network Engineer	100k-130k	120k	100k-130k	120k	80-130	110	80-130	110
Modern Workplace Specialist	100k-130k	120k	100k-130k	120k	80-130	110	80-130	110
Systems Engineer	100k-130k	120k	100k-130k	120k	90-130	110	90-130	110
Service Desk Manager	110k-130k	120k	110k-130k	120k	90-115	105	90-115	105
Desktop/App Support	70k-100k	85k	70k-100k	85k	50-90	70	50-90	70
Help Desk/ Service Desk Analyst	70k-100k	85k	70k-100k	85k	45-90	65	45-90	65

All salaries are presented as base salaries and excluding benefits and bonuses.

Digital & Design

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Product Manager	130k-160k	145k	130k-160k	140k	130-160	145	130-170	140
Product Owner	120k-160k	140k	120k-160k	135k	120-140	130	120-140	130
Agile Coach	130k-160k	145k	130k-160k	145k	130-160	145	130-160	140
Scrum Lead	140k-160k	150k	140k-160k	150k	120-140	130	120-140	125
Scrum Master	120k-150k	135k	120k-150k	135k	110-130	120	100-130	110
Release Train Engineer	130k-180k	155k	130k-180k	155k	100-130	115	130-160	140
Senior UX/UI Designer	120k-140k	130k	120k-140k	130k	100-130	115	100-130	115
UX/UI Designer	100k-130k	115k	100k-130k	115k	90-120	110	90-120	105

Testing

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Test Manager	160k-180k	170k	140k-160k	150k	120-140	130	120-140	130
Test Lead	140k-170k	155k	130k-145k	135k	110-130	120	110-130	120
Senior Test Analyst	120k-140k	130k	115k-135k	125k	100-130	120	100-120	110
Automation Tester	120k-150k	135k	120k-150k	135k	110-140	125	110-140	125
Mobile Tester	120k-140k	130k	120k-140k	130k	110-140	125	110-140	125
Test Analyst/QA	100k-120k	110k	100k-120k	110k	80-110	95	80-100	90

All salaries are presented as base salaries and excluding benefits and bonuses.

Development

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Development Manager	160k-180k	170k	160k-180k	170k	130-160	145	140-170	150
Development Lead	140k-170k	155k	130k-150k	140k	120-150	135	125-150	135
Senior Developer	130k-160k	145k	120k-140k	130k	110-140	125	110-135	120
Mobile Developer	100k-140k	120k	100k-140k	120k	120-145	130	120-145	130
Integration Enigneer	110k-150k	130k	110k-140k	130k	110-140	125	110-140	125
Developer	100k-140k	120k	100k-140k	120k	90-130	120	90-130	120

Data & Business Intelligence

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Data Manager	160k-180k	170k	140k-170k	155k	130-160	145	130-160	145
Data Scientist	120k-180k	150k	120k-180k	150k	110-170	140	110-150	130
Data Lead	120k-160k	140k	120k-150k	130k	110-160	130	110-140	125
Database Analyst	100k-130k	115k	100k-130k	115k	90-130	110	90-130	110
Database Administrator	90k-120k	105k	90k-120k	105k	90-120	105	90-120	105
BI Consultant	120k-150k	135k	120k-140k	130k	110-130	120	110-130	120
BI Developer	120k-150k	135k	120k-150k	135k	110-130	120	110-130	120
Reporting Analyst	100k-120k	110k	100k-120k	110k	90-120	105	90-120	105

All salaries are presented as base salaries and excluding benefits and bonuses.

Projects

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Programme Director	260k-300k	280k	250k-300k	275k	180-250	215	180-250	215
Programme Manager	160k-200k	180k	160k-230k	195k	140-180	160	150-180	165
EPMO Manager	160k-200k	180k	150k-200k	175k	130-180	155	130-180	155
Project Manager	120k-150k	135k	130k-160k	145k	130-150	140	125-150	137.5
Business Change Manager	130k-160k	145k	130k-165k	147.5k	125-150	137.5	130-150	140
Business Analyst	110k-140k	125k	115k-135k	125k	115-135	125	115-130	122.5
Service Designer	110k-150k	130k	115k-140k	127.5k	115-135	125	110-135	122.5
EPMO Analyst	90k-130k	110k	110k-130k	120k	100-130	115	110-130	120
EPMO Advisor	110k-150k	130k	120k-160k	140k	110-140	125	115-130	122.5
Programme Coordinator	85k-105k	95k	85k-105k	95k	80-100	90	85-105	95
Project Coordinator	75k-95k	85k	75k-95k	85k	70-95	82.5	75-95	85

Change & Transformation

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Change Manager	150k-185k	167.5k	150k-185k	167.5k	130-150	140	130-150	140
Change Manager	130k-150k	140k	130k-150k	140k	115-130	122.5	120-130	125
Agile Coach	130k-180k	155k	130k-180k	155k	100-150	125	100-150	125
Scrum Master	120k-150k	135k	120k-150k	135k	100-140	120	100-140	120

All salaries are presented as base salaries and excluding benefits and bonuses.

Business Analysis & Process

Role	Permanent (per annum)				Contract (per hour)			
	2025		2026		2025		2026	
	Range	Average	Range	Average	Range	Average	Range	Average
Senior Business Analyst	135k-170k	152.5k	135k-170k	152.5k	120-135	127.5	125-140	132.5
Business Analyst	100k-135k	117.5k	100k-135k	117.5k	90-120	105	100-120	110
EPMO Analyst	80k-135k	107.5k	80k-135k	107.5k	90-125	107.5	90-125	107.5
Process Analyst	80k-135k	107.5k	80k-135k	107.5k	90-125	107.5	90-125	107.5

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