



THE RECRUITMENT MARKET ACROSS AUSTRALIA PROVED MORE BUOYANT IN 2016, WITH SPECIFIC AREAS OF HIGH DEMAND.

The Australian economy continued to rebalance to a 'new normal' without the previous powerhouses of resources and construction propelling it forward. Despite an unconvincing re-election of the federal government and continued pressure on global economic indicators, the local recruitment market was relatively robust, especially within technology and corporate governance.

Salaries and wage inflation remained broadly flat in 2016. However, for those with in-demand specialist skills, opportunities to move for enhanced financial reward were available as organisations battled for new skills or technological knowledge to enable productivity gains. The trend for enhanced flexibility in working conditions continued unabated.

2016 INSIGHT

The unemployment rate continued to improve, although there were some differences between states. The New South Wales and Victorian economies performed better than their counterparts. More candidates began

seeking new opportunities and companies were more prepared to complete recruitment processes at all levels.

Service sector demand proved strong as was IT hiring. Western Australia continued to invest at a state level in transport, utilities and infrastructure. A re-skilling of the technical workforce is underway and will continue for some time.

South East Queensland stabilised, with the downturn in resources now having largely been absorbed, although regional/inland Queensland struggled to rebalance their economy. Skill shortages have become evident in some areas across ICT and engineering and any improvement in the economy will cause further pressures. The Queens Wharf project, due to start early 2017, should further enhance confidence locally.

2017 EXPECTATIONS

We expect increased hiring across IT, corporate governance, and state government infrastructure projects. Within the technology sector, we anticipate intensified competition for big data, data security, DevOps and data analytics skillsets.

Across all major corporates, further regulation and focus on risk management and compliance will drive further growth. Close cost management and a requirement to extract maximum value from major long-term contracts will ensure demand for skilled procurement professionals.

Federal and state government infrastructure spending will heighten the need for civil engineering specialists across roads, rail and tunnelling, among other areas. This demand will lead to increased salary pressures above and beyond market averages.

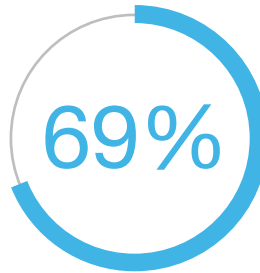
Whilst financial reward remains a key incentive for job seekers it is not the only major driver. Both generational change and technological advancements have influenced job seekers to place higher value on flexibility as well as reward, culture and long-term career development. Across high demand industries, we strongly advise hiring managers wishing to retain the best staff to become competitive in these areas, not just focusing on salary and financial incentives.



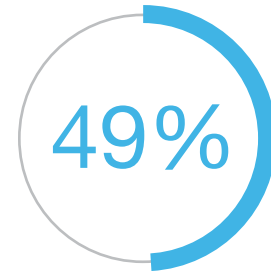
The overall recruitment market across Australia was more buoyant than the prior 12 months and experienced high demand within specific areas of technology and corporate governance.



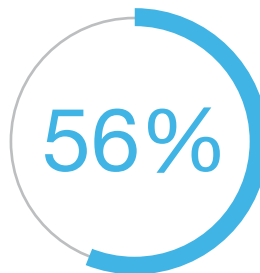
Australian professionals who are expecting a salary increase in 2017



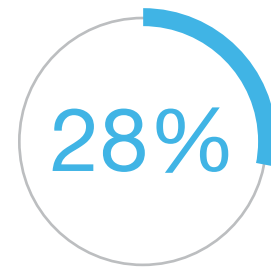
Australian professionals expecting to receive a bonus in 2017



Australian professionals who will be looking to move jobs in the next 12 months



Australian jobseekers changing jobs for a better salary



KEY FINDINGS

As the Australian economy looks to develop momentum, infrastructure projects at both federal and state government levels will drive improved salaries for construction and engineering professionals.

Jobseekers across all sectors are placing increasing importance on flexible work environments and similar cultural values.

(EIS)

CAREER PROGRESSION

Number 1 reason for employees to change jobs

Robert Walters Pay & Bonus Survey 2016, 753 respondents.

OVERVIEW

ACCOUNTING & FINANCE

2016 followed a similar pattern to the prior twelve months with steady recruitment activity seen throughout the year.

In New South Wales, improved demand for high-calibre, mid-level accountants continued to impact the market, leading to the best chartered accountants receiving multiple job offers. Due to the growing trend towards streamlining finance processes, demand rose for systems savvy, multi-skilled accountants who could cope with a range of tasks.

In Victoria, several large corporates underwent significant restructures in 2016 and we expect to see increased levels of hiring in these businesses as the new structures and leadership teams are formed. We predicate an increase demand for emerging finance leaders, and for the most active sectors in Melbourne to be FMCG, digital and health/aged care.

In Queensland, demand for accounting and finance professionals remained positive. However, due to the downturn in the mining sector over the past few years salaries typically decreased for senior executive level roles as there was an oversupply of candidates at this level, as well as for some entry level positions. In 2017, we expect gradual hiring increases in infrastructure, health, education and financial services. Demand for traditional Big 4 trained candidates, with the ability to influence decision making, is likely to remain.

The recruitment market appears steady in Western Australia, though lower commodity

prices and fewer resources projects reduced salaries and contract rates. This shifted demand from salaried roles to contracting positions.

In South Australia, hiring levels remained stable and candidates with strong business partnering capabilities were highly sought after. Hiring skilled individuals at mid-career level proved challenging due to a lack of movement across firms. Companies competed to retain their top talent by providing transparent career progression pathways. Organisations focused on developing initiatives to improve job security and continuous development opportunities to attract quality professionals.

BANKING & FINANCIAL SERVICES

The recruitment market outlook across banking and financial services was optimistic in 2016, despite some geo-political fears such as Brexit and the US election. Such fears are likely to persist in 2017, with banks and financial service houses being very measured when recruiting to reduce cost. Nonetheless, the majority of organisations are planning to increase headcount over the next 12 months, indicating signs of further improvement.

In New South Wales, the market was buoyant across all sectors. Ongoing legislation amendments created a candidate short market as banks were forced to address concerns on access to client information.

Victoria experienced a shortage of fund accountants due to a lack of candidates with investment management experience. Higher demand for accountants in technical spaces

such as treasury, regulatory and capital management was also observed. Niche skill sets remained in short supply in South Australia, where professionals remained cautious when considering career moves.

Those working in banking and financial services can generally expect a moderate increase in salary in 2017, unless they can offer specialist skills and performance delivery above the norm. Economic conditions have led hiring managers to demonstrate moderation when offering remuneration packages.

Hiring managers will be seeking revenue generators who can drive an increased share of wallet for roles with small businesses, mortgage lenders and financial planners. Individuals working in areas such as compliance, assurance or operational risk with experience in change delivery will also be highly sought after. The superannuation industry will be more competitive and there will be demand for more commercially minded candidates due to changes around default funds.

HUMAN RESOURCES

2016 saw an increase in both permanent and contract hiring, with greater emphasis given to strategic HR roles across the public service and private sector. There was also an increase in focus on employee relations specialists, given the higher volume of shared service functions implemented across financial services. Demand for interim HR professionals with sound systems and analytical skills was also strong. We expect similar trends in 2017.

KEY TRENDS

- ▶ With subdued economic activity, candidates who can demonstrate a proven track record of increasing revenue or optimising efficiencies will be in highest demand.
- ▶ IT hiring levels increased as organisations responded to the introduction of numerous regulatory requirements; jobseekers with strong customer service and stakeholder engagement skills will differentiate themselves.
- ▶ Hiring managers in the risk sector were active, though headcount restrictions resulted in an increasing number of roles being offered on a contract basis.

Due to a surplus of tertiary qualified safety professionals in the market, candidates are facing intense competition and must differentiate themselves in order to succeed.

Salaries remained stable in 2016 and this is expected to continue in 2017. As a result, HR professionals are looking for organisations that can offer other workplace benefits such as flexibility, up-skilling and continuous training opportunities. HR professionals are beginning to view flexibility as a primary job choice factor, with remuneration a close second.

Senior HR business partners are expected to receive salary increases in 2017 due to a shortage of experienced professionals with strategic skills. Internal recruitment hiring will remain strong as businesses strive to improve HR and as a result salaries will increase slightly. Change professionals will also be able to command higher salaries as transformation projects across the public and private sector drive demand. Overall, jobseekers with the ability to leverage research, analytics and

industry insights to help develop and execute strategic programmes will be in most demand during 2017.

INFORMATION TECHNOLOGY

Digital technology continued to drive the market across Australia in 2016, as large transformation projects were high on the agenda for many companies looking to remain competitive in an increasingly service-oriented world.

As a result of digital transformation projects, IT professionals with niche and emerging skill sets such as Big Data, DevOps, cyber security and Cloud collaboration were in high demand and could command higher rates of pay in 2016.

The contracting market has been mature in Australia for a number of years; however in 2016 we witnessed a greater shift towards contracting with a significant amount of IT professionals prioritising interesting project work over the stability of permanent opportunities. Employers are also giving professionals' confidence with

increased volume and longevity in contract positions.

In 2017 we expect to see similar trends continue Australia-wide, and as demand for emerging skill sets increases and the skill gap widens, this will create a scarcity in the market and companies will need to be prepared to pay higher salaries, focus on flexible work arrangements and have defined career pathways to win over professionals with these specialist skill sets. Companies will also need to look at investing in up-skilling their existing employees in agile methodologies and new technologies.

The IT market in Western Australia was a little more challenging due to the continued decline in the resources sector, with many large-scale projects ending or put on hold. This resulted in redundancies across generalist roles and limited senior opportunities for project managers, business analysts and architects. Contract rates and salaries declined as a result, and we expect to see this continue in 2017.

LEGAL

The market in 2016 was heavily weighted towards key infrastructure areas such as construction, planning and environment as well as transactional corporate work. During 2017 this is likely to continue and we expect to see significant increases in salaries for mid-level professionals who are most sought after. Demand continued for lawyers with three to six years' post qualification experience and specialist areas of construction, corporate, property, banking and finance were also candidate short.

High levels of merger and acquisition activity resulted in demand for corporate lawyers and those with equity capital markets experience. The infrastructure boom, driven by government initiatives, led to a surge of infrastructure roles and leasing specific roles in the property market.

Regulatory changes created strong demand for senior lawyers with relevant experience, particularly those who have worked internationally. Australian banks were also growing out their remediation teams, as regulatory bodies worked to identify non-compliant advice.



AUSTRALIA

OVERVIEW

Salaries in 2016 did grow and this will continue to be the case in 2017 as demand continues to outstrip supply. We also anticipate further expansion of global firms across Australia, creating disruption in an already competitive market.

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

Hiring for project procurement and logistics roles was subdued in a deflated market across Queensland in 2016. Demand for category specialists in ICT, medical and financial services remained high due to the transition from generalist to more specialised category areas. Analysts and specialist consultants continued to be sought after as organisations reviewed their procurement strategies and identified opportunities to implement best practice in their procurement functions.

The Queensland Government has been investing heavily in procurement contractors, with many departments undertaking transformational projects to achieve customer centric procurement practices. In 2017, demand will remain high for category specialists, analysts and candidates familiar with government procurement practices. Hiring will continue to focus on contract roles as opposed to permanent placements.

Top global talent moving to Australia who able to share international best practices remain key targets. Contract opportunities will continue to be abundant in 2017, especially through the New South Wales Government as it implements numerous large-scale infrastructure projects in the region.

Commercially focused supply chain professionals who can implement and drive International Business Planning (IBP) will continue to command increased salaries. As more supply chain functions consolidate and restructure, change and project management experts will be in high demand.

Businesses are increasingly looking for fully integrated logistics solutions and specialist candidates experienced in network optimisation and Continuous Improvement (CI). Import specialists, as well as strategically focused

manufacturing and quality professionals are likely to be highly sought after in 2017.

RESOURCES, ENGINEERING & CONSTRUCTION

2016 was a transitional year for the sector in Queensland, with continued challenging market conditions in mining and oil & gas, while civil infrastructure has experienced some growth and construction being the strongest market. The lack of major projects across all industries resulted in talent migrating to New South Wales and Victoria to take up opportunities.

Salaries have been stagnant or reduced in most areas with the exception of certain specialisations in civil engineering disciplines such as design managers in rail and roads, rail engineers and estimators. Towards the end of 2016 there were positive signs in the mining sector with more projects announced, indicating the potential for improved activity for 2017.

We expect roles in the civil infrastructure and commercial construction sectors to increase in demand due to a number of major projects coming online including large road, rail and port initiatives.

In Western Australia, the recruitment market in 2016 slowed somewhat due to the over supply in the residential sector, which decreased salary expectations. Generally, salaries were either flat or shifted downwards and we anticipate this will continue in 2017.

Large infrastructure projects, particularly in the road and rail sector, will generate growth in Western Australia. Candidates with a civil background from design to project delivery and niche candidates from road, rail and tunnelling are expected to be most sought after.

RISK, COMPLIANCE & AUDIT

There were consistently high levels of recruitment activity in 2016. Domestic banks continued to build out their risk and compliance functions, requiring experienced managers with the ability to remain commercially focussed whilst building effective relationships with the business. We expect this high demand to continue into 2017.

Monitoring and surveillance has been the busiest area of recruitment in institutional banking, where entire functional teams were built by local banks and to a lesser extent, international banks.

An increasing proportion of hiring in 2017 will be on a contract basis as permanent headcount approvals remain challenging in the current climate. Risk and regulatory compliance focussed projects will drive the bulk of this demand, including conduct risk programmes which have emerged in response to the regulatory focus on behaviours within the banking industry.

Big 4 first-movers with financial services client experience and strong stakeholder management skills, were in demand for internal audit or relatively new assurance roles. A shortage of available talent with five to eight years' experience (manager level) is still evident due to the impact of a reduced graduate hiring period between 2008 and 2011 following the GFC. As a result, we expect salaries to increase for those moving jobs.

SALES & MARKETING

With the rise of digital and data driven marketing, appetite for qualified professionals consolidated throughout 2016. There was continued focus on data centric marketing, creating demand for marketers with these skills. A shift to more project based working methods in larger institutions contributed to an increase in demand for contractors in various sectors.

Digital marketing skills will be in greater demand due to the rapid rate of technological change, creating a skills gap. As a result, finding qualified sales and marketing professionals with sufficient technical, creative and business proficiencies will be a challenge in 2017. Marketing and sales salaries saw some growth in 2016 and remuneration is expected to increase for professionals with solid industry expertise in 2017.

Business confidence consolidated in New South Wales, generating demand across industries. Salaries remained stable, with the exception of digital marketing, where demand has forced

an increase across the board. A shift to more project based assignments in larger institutions contributed to greater demand for contractors, particularly in communication roles.

In 2016 there was a noticeable shift toward contract employment in the Victorian market, particularly in change management and communication roles due to digital transformation projects. The focus on digital across consumer-based industries will continue to create demand for digital marketers in 2017. Professionals with these skill sets will be able to command higher salaries as companies look to digitalise.

The shortage of corporate sales and digital marketing professionals in Queensland has created greater competition between organisations looking to attract top talent. Hiring managers will need to offer greater work flexibility and advantageous career progression opportunities along with good employer branding.

In Western Australia, recruitment remained strong across building, construction, civil engineering and agribusiness, with healthy demand for digital skill sets, placing high strategic value on driving sales and brand awareness. The financial planning sector continues to grow in line with the ageing population and changes in superannuation legislation; however traditional banking experienced numerous redundancies in 2016.

Employment remained stable in South Australia, with salary increases in 2017 likely for candidates who have two to five years' commercial experience. Candidates with experience in social media administration, digital marketing and advertising sales will continue to be highly sought-after.

In 2017, we expect to see more movement across industries, as companies look to replicate best practices and advancements currently seen in more developed digital marketing sectors.

SECRETARIAL SUPPORT

Business support hiring activity proved to be quite buoyant with some industry sectors experiencing steady growth in 2016. With a candidate driven market, hiring managers had to shorten the hiring process to secure talent. Quality candidates often received multiple offers although salary levels remained stable.

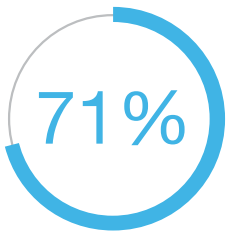
There continues to be optimism predicted for 2017, with high demand for office all-rounders with transferable skills and excellent customer service, from administration assistants to receptionists.

The downturn in the resources sector in Western Australia resulted in an oversupply of professionals in the market and decline in contract rates and permanent salaries. This will remain unchanged as costs and operational efficiencies are monitored.

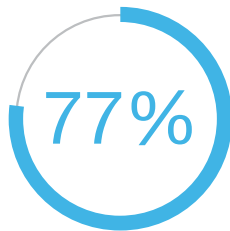
As the public sector looks to continue investment in the infrastructure space in Queensland candidates with significant project experience will be sought-after in 2017. In South Australia local defence projects are promising to have the biggest impact on the recruitment landscape.

Overall, companies are becoming more inclined to hire talent based on attitude and cultural fit coupled with well-rounded technical ability. Hence, retention of quality staff is predicted to be a key focus for most organisations in 2017.

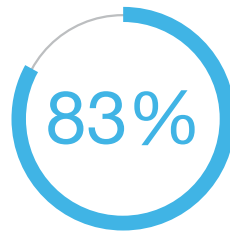
SECTOR COMPARISON: WHO IS EXPECTING A PAY RISE IN 2017?



Accounting professionals



Banking & financial services professionals



Supply chain & procurement professionals

ADELAIDE

SALARIES

ACCOUNTING & FINANCE - COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Executive				
Chief Financial Officer	140 - 400k	150 - 400k	70 - 125	70 - 125
Financial Controller	130 - 200k	130 - 200k	60 - 100	60 - 100
Tax Manager	120 - 140k	120 - 140k	60 - 80	60 - 80
Group Accountant	90 - 110k	90 - 120k	50 - 65	50 - 65
Qualified				
Audit Manager	120 - 140k	120 - 140k	60 - 85	60 - 85
Financial/Business Analyst	85 - 115k	85 - 115k	45 - 65	45 - 65
Finance Manager	90 - 120k	90 - 130k	45 - 70	45 - 70
Financial Accountant	80 - 100k	80 - 110k	40 - 55	40 - 55
Management Accountant	90 - 110k	90 - 115k	50 - 60	50 - 60
Assistant Accountant	55 - 65k	55 - 65k	30 - 40	30 - 40

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

ADELAIDE

SALARIES

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Professional Business Banking				
Senior Relationship Manager	130 - 140k	130 - 140k	65 - 70	65 - 70
Business Banking Manager	100 - 115k	110 - 115k	57 - 65	55 - 57
Assistant Relationship Manager	55 - 60k	58 - 65k	27 - 30	29 - 32
Lending Manager	75 - 90k	70 - 85k	37 - 45	35 - 42
Wealth Management				
Financial Planner	80 - 120k	80 - 120k	40 - 60	40 - 60
Paraplanner	55 - 85k	55 - 85k	27 - 42	27 - 42
Contact Centre				
Client Services	45 - 65k	45 - 65k	22 - 32	22 - 32
Customer Service/Collections	52 - 55k	53 - 58k	26 - 27	26 - 29

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ADELAIDE

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Management				
CIO/CTO	195 - 300k	175 - 300k	145 - 270	135 - 250
Infrastructure/Development/BI Manager	130 - 185k	110 - 185k	120 - 155	100 - 150
Change Manager	130 - 175k	100 - 160k	110 - 165	100 - 150
Senior Project Manager	110 - 155k	100 - 145k	120 - 155	100 - 130
Project Manager	90 - 145k	80 - 120k	85 - 130	60 - 100
Senior Business Analyst	100 - 145k	100 - 135k	95 - 135	95 - 120
Business Analyst	75 - 130k	75 - 120k	65 - 100	55 - 90
ERP/CRM/BI				
Senior Consultant	120 - 155k	110 - 155k	110 - 165	100 - 150
Consultant	100 - 130k	95 - 120k	75 - 130	75 - 120
Architecture				
Enterprise Architect	130 - 200k	130 - 200k	120 - 150	120 - 150
Solutions/Technical/Security Architect	130 - 200k	130 - 200k	120 - 150	120 - 150
Development/Testing				
Senior Developer	110 - 150k	110 - 140k	80 - 120	80 - 110
Web Developer	70 - 110k	70 - 100k	60 - 85	60 - 85
Developer	70 - 100k	70 - 100k	50 - 95	50 - 85
Test Lead	100 - 150k	100 - 150k	75 - 130	75 - 130
Test Analyst	75 - 95k	75 - 95k	60 - 80	60 - 80
Infrastructure				
Network/System Engineer	75 - 145k	75 - 120k	45 - 120	45 - 120
System Administrator	70 - 130k	70 - 110k	45 - 110	45 - 100
Database Administrator	80 - 105k	80 - 105k	70 - 95	70 - 95
Helpdesk/Desktop Support	50 - 75k	50 - 75k	30 - 55	30 - 60

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ADELAIDE

SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
Sales		
Business Manager	105 - 135k	105 - 135k
Business Development Manager	85 - 120k	90 - 125k
Account Manager	75 - 125k	75 - 125k
Regional Sales Manager	120 - 135k	125 - 140k
Sales Manager	95 - 135k	100 - 140k
Sales Executive	75 - 85k	80 - 90k
Relationship Manager	85 - 95k	90 - 100k
Marketing		
Marketing Manager	100 - 130k	105 - 135k
Marketing Executive	75 - 85k	75 - 85k
Marketing Co-ordinator	50 - 65k	55 - 65k
Product Manager	90 - 110k	90 - 110k
Brand Manager	80 - 110k	80 - 110k

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SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Business Support				
Executive Assistant	65 - 80k	65 - 80k	30 - 35	35 - 40
Office Manager	65 - 80k	70 - 85k	30 - 35	35 - 40
Personal Assistant	60 - 70k	60 - 70k	25 - 35	28 - 35
Secretary	50 - 60k	50 - 60k	27 - 33	27 - 33
Receptionist	45 - 55k	48 - 53k	25 - 30	25 - 30
Data Entry Operator	45 - 55k	45 - 55k	25 - 30	25 - 30
Finance				
Bookkeeper	50 - 65k	55 - 70k	25 - 35	30 - 35
Credit Controller	55 - 70k	55 - 70k	28 - 35	30 - 35
Payroll Officer	55 - 70k	55 - 70k	28 - 35	30 - 35
Accounts Payable/Receivable	50 - 65k	50 - 60k	26 - 35	26 - 35

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BRISBANE

ACCOUNTING & FINANCE

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Corporate Services				
Financial Controller	150 - 230k	150 - 230k	75 - 125	75 - 125
Compliance/Risk Manager	120 - 150k	120 - 150k	55 - 75	55 - 75
Accountant	85 - 130k	85 - 130k	40 - 65	40 - 65
Banking				
Relationship Manager (Institutional)	120 - 160k	120 - 160k	60 - 80	60 - 80
Relationship Manager (Corporate)	110 - 140k	110 - 140k	55 - 70	55 - 70
Credit Analyst	65 - 90k	65 - 90k	35 - 45	35 - 45
Superannuation/Insurance				
Underwriter	80 - 120k	80 - 120k	40 - 60	40 - 60
Claims Manager	50 - 80k	50 - 80k	25 - 40	25 - 40

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BRISBANE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Executive				
Chief Financial Officer	150 - 300k	150 - 300k	85 - 150	85 - 150
Financial Controller	120 - 230k	120 - 230k	60 - 100	60 - 100
Commercial/Planning Manager	140 - 200k	120 - 200k	65 - 100	60 - 100
Tax Manager	140 - 180k	140 - 180k	70 - 95	60 - 95
Finance Manager	110 - 140k	110 - 140k	55 - 70	50 - 70
Qualified				
Senior Financial Accountant	90 - 130k	90 - 130k	45 - 65	40 - 65
Tax Accountant	90 - 130k	85 - 130k	40 - 60	40 - 60
Senior Business/Financial Analyst	100 - 135k	100 - 140k	55 - 65	50 - 70
Business/Financial Analyst	80 - 100k	80 - 100k	40 - 50	40 - 60
Systems Accountant	80 - 125k	80 - 125k	40 - 55	40 - 70
Senior Management Accountant	95 - 125k	90 - 125k	50 - 60	50 - 70
Financial Accountant	65 - 95k	70 - 95k	40 - 55	40 - 55
Management Accountant	65 - 90k	70 - 95k	40 - 50	40 - 60
Part-qualified & Transactional				
Accounts Payable/Receivable Manager	70 - 100k	70 - 100k	35 - 50	35 - 50
Payroll Manager	85 - 110k	85 - 110k	40 - 60	40 - 60
Payroll Officer	55 - 70k	55 - 70k	25 - 35	25 - 35
Bookkeeper	50 - 70k	50 - 70k	30 - 40	30 - 40
Assistant Accountant	45 - 65k	45 - 65k	30 - 40	30 - 40
Credit Controller	50 - 60k	50 - 60k	25 - 30	25 - 30
Accounts Assistant	40 - 55k	40 - 55k	25 - 30	25 - 30
Accounts Payable/Receivable Officer	45 - 55k	45 - 55k	25 - 30	25 - 30

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BRISBANE

ACCOUNTING & FINANCE PUBLIC SECTOR

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Executive				
Chief Financial Officer	150 - 270k	180 - 280k	70 - 125	80 - 125
Director of Audit	160 - 300k	160 - 300k	80 - 150	80 - 150
Head of Corporate Services	200 - 250k	200 - 250k	100 - 125	100 - 125
Financial Controller	100 - 125k	100 - 150k	55 - 65	60 - 70
Qualified				
Senior Management Accountant	85 - 110k	90 - 120k	45 - 60	50 - 60
Senior Financial Accountant	85 - 110k	90 - 120k	45 - 60	50 - 60
Business Analyst	75 - 120k	90 - 120k	40 - 60	40 - 60
Financial/Management Accountant	65 - 85k	65 - 100k	40 - 50	40 - 60
Part & Non-qualified				
Payroll Officer	45 - 55k	45 - 60k	25 - 35	25 - 35
Accounts Receivable/Credit Officer	45 - 55k	45 - 60k	25 - 30	25 - 30
Accounts Payable Officer	45 - 52k	45 - 60k	25 - 30	25 - 30

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BRISBANE

HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Generalist				
HR Director	200 - 250k	200 - 250k	120 - 135	100 - 135
HR Manager	120 - 180k	120 - 165k	75 - 110	70 - 110
HR Business Partner	110 - 140k	110 - 130k	65 - 80	60 - 80
HR Advisor (5+ yrs' exp)	95 - 110k	90 - 110k	50 - 55	45 - 55
HR Advisor (1 - 4 yrs' exp)	75 - 95k	75 - 85k	45 - 50	40 - 50
HR Officer	70 - 80k	65 - 75k	35 - 40	30 - 40
HR Co-ordinator	55 - 60k	55 - 65k	30 - 35	30 - 35
Specialist				
Change Manager	145 - 165k	145 - 165k	80 - 100	100 - 125
Remuneration & Benefits Consultant	120 - 150k	120 - 150k	80 - 100	80 - 100
Industrial/Employee Relations Manager	120 - 150k	120 - 180k	80 - 100	80 - 100
Organisational Development Manager	120 - 150k	120 - 150k	80 - 100	80 - 100
Learning & Development Manager	120 - 150k	120 - 150k	80 - 100	80 - 100
Industrial/Employee Relations Advisor	110 - 125k	110 - 125k	55 - 70	55 - 70
Organisational Development Advisor	100 - 130k	100 - 130k	55 - 70	55 - 70
Learning & Development Advisor	85 - 100k	85 - 100k	45 - 60	45 - 60
Recruitment Manager	90 - 100k	90 - 110k	50 - 60	50 - 60
Workforce Planning Consultant	90 - 110k	90 - 110k	80 - 100	80 - 100
Recruitment Officer	60 - 75k	60 - 75k	35 - 45	35 - 45
Trainer	100 - 110k	100 - 110k	80 - 100	80 - 100
OH&S				
Manager	150 - 220k	150 - 200k	95 - 120	80 - 100
Advisor	95 - 110k	85 - 100k	55 - 65	55 - 65
Return to Work Co-ordinator	75 - 90k	75 - 90k	50 - 60	45 - 50

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

BRISBANE

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Management				
CIO/CTO	180 - 250k	200 - 260k	130 - 160	130 - 160
Programme Manager	160 - 210k	150 - 210k	130 - 160	130 - 170
Infrastructure/Development/BI Manager	140 - 170k	130 - 170k	100 - 140	100 - 140
Change Manager	100 - 150k	90 - 140k	85 - 140	90 - 140
Senior Project Manager	120 - 155k	120 - 155k	100 - 140	105 - 140
Project Manager	90 - 135k	100 - 130k	90 - 115	95 - 120
Senior Business Analyst	95 - 140k	95 - 135k	90 - 120	85 - 115
Business Analyst	70 - 100k	70 - 100k	75 - 90	75 - 90
Architecture				
Enterprise Architect	140 - 185k	140 - 180k	115 - 150	120 - 155
Solutions/Technical/Security Architect	130 - 175k	140 - 180k	95 - 125	100 - 135
Development/Testing				
Senior Developer	95 - 130k	100 - 140k	85 - 110	85 - 115
Developer	65 - 90k	60 - 95k	65 - 85	65 - 85
Test Manager/QA Manager	110 - 150k	110 - 150k	100 - 125	100 - 125
Test Analyst	70 - 100k	65 - 100k	65 - 85	65 - 85
Infrastructure				
Senior Network/System Engineer	110 - 135k	115 - 140k	85 - 115	90 - 120
Senior System Administrator	85 - 120k	95 - 120k	80 - 95	80 - 100
System Administrator	75 - 95k	75 - 95k	60 - 80	60 - 85
Network/System Engineer	80 - 100k	80 - 100k	60 - 80	65 - 85
Database Administrator	85 - 135k	80 - 120k	70 - 100	60 - 90
Helpdesk/Desktop Support	50 - 75k	50 - 75k	26 - 45	24 - 45

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

BRISBANE

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2016	2017	2016	2017
Procurement & Supply Chain				
Chief Procurement Officer	250 - 450k	275 - 400k	1200 - 1600	1200 - 1600
Procurement Manager	140 - 240k	140 - 220k	800 - 1200	800 - 1200
Procurement Analyst	80 - 110k	80 - 120k	350 - 600	400 - 650
Procurement/Purchasing Officer	70 - 90k	70 - 95k	250 - 500	300 - 550
Contracts Manager	140 - 190k	150 - 200k	550 - 1100	650 - 1200
Contracts & Procurement Administrator	80 - 140k	80 - 130k	450 - 800	450 - 800
Category Manager	130 - 180k	130 - 190k	700 - 1100	600 - 1100
Category Advisor	95 - 130k	95 - 140k	400 - 700	450 - 750
ICT Procurement Specialist	120 - 160k	120 - 160k	600 - 1100	600 - 1100
Procurement Consultant	90 - 120k	95 - 125k	500 - 700	550 - 800
Supply Chain				
Supply Chain Manager	120 - 200k	135 - 180k	500 - 850	600 - 850
Supply Chain Officer	95 - 130k	95 - 140k	400 - 700	450 - 750
Materials Coordinator	90 - 120k	100 - 130k	450 - 600	500 - 700
Materials Planner	80 - 110k	90 - 125k	400 - 550	400 - 600
Logistics				
Project Freight Manager	140 - 200k	140 - 200k	600 - 1100	600 - 1000
Brand Manager	80 - 145k	80 - 145k	400 - 600	400 - 600
Projects Freight Operations Co-ordinator	70 - 110k	75 - 120k	300 - 550	350 - 600
Logistics Manager	90 - 140k	100 - 150k	450 - 600	500 - 750
Logistics Officer	60 - 80k	75 - 90k	300 - 450	350 - 600
Operations Manager	140 - 180k	150 - 190k	500 - 800	500 - 800

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

BRISBANE

RESOURCES, ENGINEERING & CONSTRUCTION

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Engineering Design				
Technical Director	210 - 230k	220 - 250k	120 - 140	135 - 160
Principal Design Manager	190 - 210k	210 - 230k	100 - 120	110 - 140
Design Manager	160 - 180k	180 - 210k	80 - 100	90 - 125
Engineering Manager	180 - 210k	190 - 220k	100 - 130	110 - 145
Principal Design Engineer (10+ yrs' exp)	150 - 170k	160 - 190k	70 - 90	80 - 110
Senior Design Engineer (8+ yrs' exp)	110 - 140k	120 - 150k	65 - 80	75 - 95
Design Engineer (3 - 8 yrs' exp)	80 - 100k	95 - 120k	55 - 70	65 - 90
Revit Drafter	90 - 110k	100 - 120k	50 - 65	60 - 80
Senior Designer	90 - 110k	100 - 120k	50 - 65	60 - 75
Designer	70 - 90k	80 - 100k	40 - 50	40 - 60
Project Delivery				
Project Director	240 - 260k	260 - 290k	120 - 140	135 - 160
Project Manager	160 - 200k	180 - 220k	90 - 110	100 - 120
Construction Manager	140 - 170k	160 - 200k	75 - 95	80 - 100
Site Manager	110 - 130k	110 - 130k	60 - 80	75 - 90
Senior Project Engineer	120 - 140k	130 - 160k	60 - 80	70 - 90
Project Engineer	110 - 130k	120 - 140k	65 - 85	70 - 95
Senior Estimator	160 - 200k	180 - 210k	85 - 100	90 - 120
Estimator (5 yrs' exp)	120 - 150k	130 - 170k	60 - 80	65 - 90
Project Controls/Planning Engineer	80 - 110k	90 - 120k	50 - 70	60 - 80
Senior Contracts Administrator	130 - 150k	130 - 150k	70 - 85	80 - 95
Contracts Administrator	80 - 110k	90 - 125k	45 - 60	55 - 80

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

BRISBANE

SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
Sales		
Sales Director/National Sales Manager	160 - 250k	180 - 250k
Sales Manager	140 - 180k	140 - 180k
Senior Business Development Manager	120 - 150k	120 - 150k
Business Development Manager	70 - 130k	70 - 120k
Account Manager	70 - 100k	70 - 100k
Sales/Account Executive	50 - 80k	50 - 80k
Marketing		
Marketing Director	140 - 170k	150 - 180k
Marketing Manager	110 - 140k	110 - 140k
Marketing Executive	55 - 70k	65 - 80k
Marketing Assistant/Co-ordinator	50 - 65k	55 - 65k
Brand/Product Manager	80 - 120k	90 - 130k
Sponsorship & Events Manager	60 - 90k	70 - 100k
Digital Marketing Specialist	75 - 95k	85 - 100k
Communications		
Corporate Affairs Manager	140 - 200k	140 - 200k
Communications Director	140 - 170k	140 - 170k
Government/Relations Manager	120 - 170k	120 - 170k
Investor Relations Manager	110 - 170k	110 - 170k
Stakeholder Engagement Manager	110 - 130k	110 - 130k
Senior Communications Consultant	90 - 110k	90 - 110k
Social Responsibility Executive	85 - 95k	85 - 95k
Media Relations Manager	80 - 100k	80 - 100k
Communications Consultant	70 - 85k	70 - 85k

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

BRISBANE

SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Business Support				
Project Co-ordinator	80 - 100k	80 - 100k	40 - 60	40 - 60
Executive Assistant	76 - 100k	76 - 100k	40 - 50	40 - 50
Facilities Co-ordinator	70 - 100k	70 - 100k	35 - 50	35 - 50
Document Controller	70 - 100k	70 - 100k	40 - 50	40 - 50
Office Manager	70 - 90k	70 - 90k	40 - 55	40 - 55
Personal Assistant	65 - 78k	65 - 78k	38 - 48	38 - 48
Travel Co-ordinator	65 - 75k	65 - 75k	33 - 45	33 - 45
Project Administrator	65 - 78k	68 - 80k	38 - 48	38 - 48
Desk Assistant	55 - 65k	58 - 68k	30 - 35	33 - 38
Legal Secretary	55 - 65k	58 - 68k	30 - 35	33 - 38
Team Secretary	50 - 65k	55 - 68k	28 - 37	28 - 37
Administration Assistant	40 - 55k	45 - 60k	28 - 36	28 - 36
Data Entry Operator	45 - 50k	48 - 58k	26 - 29	28 - 36
Receptionist	45 - 55k	48 - 60k	26 - 29	28 - 36
Office Junior	42 - 47k	43 - 48k	24 - 27	27 - 32
Call Centre				
Customer Service Manager	100 - 130k	100 - 130k	50 - 60	50 - 60
Customer Service Team Leader	65 - 75k	70 - 90k	40 - 48	40 - 48
Customer Service Representative	45 - 55k	50 - 60k	26 - 29	28 - 34
Public Sector				
Business Support Officer	58 - 64k	64 - 72k	30 - 40	34 - 38
Executive Support Officer	68 - 75k	76 - 82k	40 - 48	40 - 44
Project Officer	79 - 90k	88 - 95k	49 - 58	47 - 51
Policy Officer	88 - 95k	101 - 120k	50 - 58	53 - 57

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

MELBOURNE

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Executive				
Financial Controller	180 - 250k	180 - 250k	70 - 100	70 - 100
Finance Manager	130 - 170k	130 - 180k	60 - 80	60 - 90
Treasury Manager	125 - 180k	130 - 190k	70 - 90	70 - 95
Accounting				
Senior Finance Business Partner	140 - 190k	140 - 190k	70 - 100	70 - 100
Finance Business Partner	120 - 160k	120 - 170k	60 - 80	60 - 90
Management Accountant	80 - 130k	85 - 135k	40 - 65	40 - 65
Project Accountant	80 - 130k	85 - 140k	40 - 65	45 - 70
Internal Audit Manager	120 - 170k	120 - 180k	60 - 85	60 - 90
Internal Auditor	80 - 150k	80 - 150k	40 - 80	40 - 80
Tax Accountant	95 - 140k	100 - 150k	50 - 70	50 - 75
Product Controller	90 - 130k	100 - 150k	45 - 70	45 - 70
Financial Accountant	80 - 130k	85 - 135k	40 - 65	45 - 65
Fund Accountant	75 - 120k	80 - 120k	35 - 60	40 - 65
SMSF Accountant	70 - 110k	70 - 110k	35 - 55	35 - 55
Assistant Accountant	55 - 75k	60 - 80k	30 - 40	30 - 40

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

MELBOURNE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Executive				
Chief Financial Officer	220 - 375k	220 - 375k	100 - 180	100 - 180
Financial Controller	160 - 240k	160 - 240k	80 - 120	80 - 120
Finance Manager	110 - 180k	120 - 180k	55 - 90	60 - 90
Tax Manager	140 - 220k	140 - 220k	70 - 110	70 - 110
Commercial Manager	150 - 200k	150 - 200k	75 - 100	75 - 100
Audit Manager	115 - 180k	120 - 190k	60 - 90	60 - 95
Qualified				
Auditor/Internal Auditor	80 - 140k	80 - 150k	40 - 70	40 - 75
Management Accountant	85 - 145k	85 - 145k	40 - 70	40 - 70
Financial Accountant	85 - 145k	80 - 145k	40 - 70	40 - 70
Tax Accountant	85 - 140k	85 - 150k	40 - 70	40 - 70
Financial Analyst	90 - 145k	90 - 150k	45 - 70	45 - 70
Business Analyst	90 - 140k	90 - 140k	45 - 70	45 - 70
Systems Accountant	90 - 135k	90 - 140k	45 - 65	45 - 70
Cost Accountant	85 - 120k	85 - 120k	40 - 60	40 - 60
Newly-qualified Accountant	75 - 85k	75 - 85k	37 - 42	37 - 42
Part-qualified & Transactional				
Credit Manager	90 - 120k	90 - 120k	45 - 60	45 - 60
Payroll Manager	100 - 125k	100 - 125k	50 - 60	50 - 60
Payroll Officer	60 - 70k	60 - 75k	30 - 35	30 - 37
Assistant Accountant	60 - 75k	60 - 75k	30 - 37	30 - 37
Credit Controller	60 - 80k	60 - 80k	30 - 40	30 - 40
Accounts Payable/Receivable	50 - 60k	50 - 70k	25 - 30	27 - 35
Graduate Accountant	50 - 55k	55 - 60k	25 - 27	27 - 30

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

MELBOURNE

BANKING OPERATIONS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Banking				
Corporate Banking Relationship Manager	150 - 230k	150 - 230k	80 - 120	80 - 120
Commercial Banking Relationship Manager	110 - 180k	110 - 180k	60 - 100	60 - 100
Small Business Banking Manager	90 - 125k	85 - 125k	40 - 65	40 - 65
Credit Analyst	70 - 110k	75 - 110k	35 - 60	35 - 60
Assistant Relationship Manager	75 - 90k	75 - 90k	35 - 40	35 - 40
Mortgage Lender	70 - 90k	70 - 90k	35 - 40	32 - 42
Branch Manager	90 - 150k	90 - 150k	45 - 80	45 - 80
Credit Assessment	60 - 80k	55 - 80k	30 - 35	28 - 37
Risk & Compliance				
Compliance Manager	110 - 170k	120 - 180k	55 - 90	55 - 90
Compliance Analyst	65 - 110k	70 - 120k	35 - 55	35 - 55
Operational Risk Manager	110 - 180k	120 - 180k	60 - 90	60 - 90
Operational Risk Analyst	80 - 110k	80 - 120k	40 - 60	40 - 60
Investment Operations				
Corporate Actions	50 - 80k	55 - 80k	25 - 35	27 - 37
Treasury Settlements	55 - 70k	55 - 75k	25 - 35	27 - 37
Equity Settlements	55 - 70k	55 - 75k	27 - 35	27 - 37
Derivative Operations	60 - 85k	60 - 90k	27 - 37	28 - 40
Portfolio Administration	55 - 80k	55 - 80k	27 - 37	27 - 37
Performance Analyst	65 - 110k	70 - 120k	32 - 45	35 - 45
Wealth Management & Superannuation				
Financial Planner	75 - 125k	80 - 125k	35 - 60	35 - 60
Paraplanner	55 - 95k	60 - 95k	25 - 45	25 - 45
Member Services	55 - 80k	55 - 80k	27 - 35	27 - 37

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

MELBOURNE

LEGAL

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
Private Practice		
8+ yrs' PQE	220k+	210k+
7 yrs' PQE	160 - 200k	150 - 210k
6 yrs' PQE	140 - 175k	130 - 180k
5 yrs' PQE (SA Level)	125 - 165k	120 - 170k
4 yrs' PQE	110 - 150k	115 - 160k
3 yrs' PQE	90 - 95k	90 - 100k
2 yrs' PQE	82 - 95k	80 - 100k
1 yr PQE	70 - 85k	75 - 90k
Company Secretary		
6 - 8 yrs' exp	140 - 200k	140 - 210k
3 - 5 yrs' exp	80 - 140k	90 - 150k
In-house Counsel		
8+ yrs' PQE	200k+	200k+
7 yrs' PQE	170 - 200k	170 - 210k
6 yrs' PQE	150 - 190k	160 - 200k
5 yrs' PQE (SA Level)	130 - 170k	140 - 180k
4 yrs' PQE	105 - 135k	100 - 140k
3 yrs' PQE	95 - 115k	95 - 120k
2 yrs' PQE	90 - 110k	90 - 115k
1 yr PQE	70 - 95k	75 - 100k
Paralegal		
Senior	80 - 130k	85 - 140k
Junior	50 - 80k	50 - 80k
Document Reviewer	52 - 75k	55 - 80k

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

MELBOURNE

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Management				
CIO/CTO	180 - 300k	180 - 300k	140 - 280	140 - 280
Projects				
Project Manager	130 - 180k	120 - 170k	90 - 120	90 - 120
Change Manager	110 - 180k	110 - 180k	100 - 140	100 - 140
Programme Manager	160 - 230k	160 - 230k	125 - 160	125 - 160
Business Analyst	80 - 140k	160 - 230k	55 - 110	55 - 110
Project Co-ordinator/Administrator	65 - 100k	70 - 100k	40 - 80	40 - 80
ERP/CRM/BI				
Senior Consultant	120 - 160k	120 - 160k	100 - 140	100 - 140
Consultant	90 - 120k	90 - 120k	70 - 100	100 - 140
Architecture				
Enterprise Architect	150 - 240k	160 - 250k	125 - 165	125 - 165
Solutions/Technical/Security Architect	125 - 200k	125 - 200k	100 - 120	100 - 120
IT Manager	100 - 150k	100 - 150k	70 - 110	70 - 110
Development/Testing				
DevOps	80 - 150k	90 - 160k	90 - 150	90 - 150
Senior Developer	100 - 140k	100 - 140k	75 - 100	80 - 110
Developer	60 - 100k	70 - 110k	40 - 80	40 - 80
UX/UI Designers/Digital Producer	80 - 180k	80 - 180k	40 - 150	40 - 150
Test Manager/QA Manager	115 - 160k	115 - 150k	100 - 125	90 - 110
Test Analyst	60 - 100k	60 - 100k	40 - 90	40 - 90
Infrastructure				
System Administrator	65 - 100k	65 - 100k	45 - 75	45 - 75
Helpdesk/Desktop Support	50 - 80k	50 - 80k	25 - 55	25 - 55

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

MELBOURNE

SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
Sales		
Sales Director	160 - 280k	170 - 300k
State Sales Manager	140 - 180k	140 - 180k
Sales Manager	130 - 180k	120 - 170k
Sales Executive	70 - 100k	65 - 95k
Account Manager	75 - 125k	65 - 125k
Business Development Manager	80 - 140k	80 - 140k
Marketing		
Marketing Director	150 - 280k	150 - 280k
Direct Marketing Manager	90 - 140k	90 - 140k
Digital Marketing Manager	100 - 140k	100 - 180k
Marketing Manager	110 - 150k	120 - 160k
Marketing Executive	70 - 95k	70 - 96k
Product/Brand Manager	90 - 150k	90 - 150k
Campaign Manager	85 - 120k	90 - 130k
Product Specialist	85 - 120k	85 - 120k
Communications		
Communications Manager	100 - 140k	100 - 140k
Communications Executive	65 - 90k	65 - 90k
Retail		
Head of Retail Operations	250 - 565k	250 - 500k
Area Manager	65 - 100k	65 - 100k
Buyer	80 - 150k	80 - 150k
General Manager Planning	265 - 430k	250 - 400k
Planning Manager	145 - 200k	145 - 200k
Planner	85 - 150k	85 - 150k
Store Manager (Big Box)	95 - 150k	95 - 150k

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

MELBOURNE

SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Business Support				
Executive Assistant - Banking	70 - 100k	70 - 110k	35 - 45	35 - 45
Executive Assistant	70 - 105k	70 - 110k	30 - 45	30 - 45
Office Manager	65 - 85k	65 - 90k	30 - 45	30 - 45
Personal Assistant	65 - 75k	65 - 90k	28 - 35	28 - 35
Legal Secretary/Assistant	57 - 80k	55 - 85k	30 - 40	28 - 40
Team Assistant	55 - 65k	45 - 65k	25 - 35	25 - 35
Human Resource Administrator	50 - 63k	45 - 65k	25 - 35	25 - 35
Facilities Co-ordinator	50 - 65k	50 - 65k	25 - 35	25 - 35
Administration Assistant	45 - 60k	45 - 65k	25 - 30	25 - 30
Receptionist	45 - 58k	45 - 65k	23 - 30	23 - 30
Data Entry Operator	40 - 50k	40 - 55k	23 - 28	23 - 28
Mail Room Assistant	40 - 45k	40 - 55k	23 - 25	23 - 25
Office Junior	40 - 45k	40 - 55k	23 - 25	23 - 25
Project Support				
Tender Co-ordinator	70 - 85k	60 - 80k	28 - 40	28 - 40
Tender Formatter	65 - 75k	55 - 75k	28 - 40	28 - 40
Document Controller	60 - 75k	55 - 90k	25 - 40	25 - 40
Project Administrator/Assistant	55 - 80k	55 - 80k	27 - 40	27 - 40
Call Centre Support				
Contact Centre Manager	80 - 120k	80 - 120k	45 - 65	45 - 65
Team Leader	65 - 80k	65 - 90k	30 - 45	30 - 45
Faults/Dispatch Consultant	55 - 60k	45 - 55k	25 - 30	25 - 30
Outbound Customer Service	45 - 55k	45 - 55k	23 - 28	23 - 28
Inbound Customer Service	45 - 55k	45 - 55k	23 - 28	23 - 28

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

PERTH

ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Executive				
Chief Financial Officer	180 - 300k	180 - 300k	100 - 150	90 - 125
Group Financial Controller	150 - 200k	150 - 200k	75 - 100	70 - 90
Financial Controller	130 - 180k	130 - 180k	65 - 75	60 - 75
Tax Manager	130 - 175k	140 - 200k	65 - 100	65 - 100
Qualified				
Senior Financial/Management Accountant	100 - 120k	100 - 130k	45 - 55	45 - 55
Financial/Management Accountant	75 - 100k	75 - 100k	40 - 45	40 - 50
Tax Accountant	85 - 120k	80 - 120k	45 - 55	45 - 55
Business/Financial Analyst	90 - 120k	80 - 120k	45 - 60	45 - 55
Part-qualified & Transactional				
Payroll Manager	75 - 100k	80 - 110k	45 - 60	40 - 50
Payroll Clerk	55 - 65k	55 - 70k	30 - 35	30 - 35
Accounts Payable Manager	70 - 85k	70 - 85k	35 - 45	35 - 45
Accounts Payable Clerk	55 - 65k	50 - 65k	27 - 33	27 - 33
Accounts Receivable Manager	70 - 100k	70 - 85k	40 - 50	40 - 50
Bookkeeper	60 - 75k	60 - 75k	30 - 40	30 - 38
Accounts Receivable Officer	50 - 65k	50 - 65k	27 - 33	27 - 33
Assistant Accountant	60 - 75k	55 - 70k	30 - 40	28 - 35
Accounts Assistant	50 - 65k	50 - 60k	27 - 33	27 - 32
Public Practice & Insolvency				
Manager	100 - 130k	100 - 120k		
Assistant Manager	90 - 115k	90 - 105k		
Senior/Supervisor	70 - 90k	70 - 90k		
Intermediate	55 - 70k	50 - 65k		

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

PERTH

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Management				
Infrastructure/Development/BI Manager	120 - 160k	120 - 160k	100 - 125	100 - 120
Programme Manager	150 - 180k	150 - 175k	130 - 150	120 - 135
Senior Project Manager	140 - 155k	140 - 155k	100 - 130	95 - 115
Project Manager	110 - 140k	120 - 140k	85 - 100	80 - 100
Senior Business Analyst	120 - 145k	120 - 140k	90 - 105	85 - 100
Business Analyst	80 - 120k	90 - 120k	70 - 90	65 - 85
ERP/CRM/BI				
Senior Consultant	120 - 160k	130 - 160k	100 - 130	100 - 125
Consultant	90 - 130k	90 - 130k	75 - 100	75 - 100
Architecture/Development/Testing				
Solutions/Technical/Security Architect	130 - 170k	135 - 170k	100 - 130	95 - 125
Enterprise Architect	140 - 180k	150 - 175k	110 - 150	110 - 140
Senior Developer	90 - 120k	90 - 120k	75 - 90	75 - 90
Developer	65 - 90k	70 - 90k	50 - 75	50 - 75
Test Manager/Test Lead	90 - 135k	90 - 135k	75 - 110	75 - 100
Test Analyst	60 - 85k	60 - 85k	50 - 70	50 - 70
Infrastructure				
Senior Network/System Engineer	110 - 130k	110 - 130k	85 - 105	80 - 90
Network/System Engineer	85 - 110k	85 - 110k	65 - 85	65 - 85
Senior System Administrator	90 - 110k	90 - 105k	65 - 85	65 - 80
System Administrator	65 - 90k	70 - 90k	50 - 70	50 - 70
Helpdesk/Desktop Support	50 - 70k	55 - 70k	30 - 45	30 - 45
Sales				
Business Development Manager	110 - 180k*	120 - 180k*	100 - 130	100 - 120
Account Manager	90 - 170k*	80 - 160k*	60 - 100	60 - 100

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

PERTH

RESOURCES, ENGINEERING & CONSTRUCTION

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
Engineering		
Principal Engineer	160 - 180k	160 - 180k
Senior Engineer	117 - 160k	130 - 160k
Structural Engineer	110 - 145k	120 - 160k
Mechanical Engineer	120 - 160k	120 - 160k
Electrical Engineer	120 - 160k	120 - 160k
Construction		
Commercial Manager	200 - 230k	160 - 190k
Project Manager	160 - 250k	130 - 180k
Site Manager	130 - 180k	100 - 130k
Supervisor	120 - 150k	90 - 120k
Project Engineer	180 - 200k	100 - 140k
Estimator	150 - 180k	150 - 180k
Contract Administrator	120 - 180k	108 - 160k
Residential Construction		
Construction Manager	115 - 143k	100 - 130k
Supervisor	95 - 114k	85 - 100k
Estimator	80 - 100k	72 - 90k
Scheduler	60 - 76k	55 - 70k
Designer	66 - 85k	60 - 78k
Architecture		
Project Lead	100 - 130k	100 - 130k
Project Architect	90 - 120k	90 - 120k
Draftsperson	45 - 65k	45 - 65k
Graduate Architect	55 - 75k	55 - 75k

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

PERTH

SALES, MARKETING & COMMUNICATIONS BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2017
Retail		
Premium Relationship Manager	85 - 100k	80 - 100k
Portfolio Director	140 - 155k	140 - 155k
Business		
Agribusiness Relationship Manager	130 - 150k	130 - 150k
Emerging Markets Relationship Manager	120 - 140k	120 - 140k
Business Relationship Manager	100 - 120k	100 - 120k
SME Relationship Manager	80 - 100k	80 - 100k
Assistant Manager	60 - 85k	75 - 90k
Corporate		
Assistant Manager	80 - 90k	80 - 90k
Relationship Manager	145 - 160k	145 - 160k

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

PERTH

SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Sales				
National Sales Manager	130 - 200k	130 - 180k	50 - 100	50 - 100
State Sales Manager	120 - 140k	110 - 140k	50 - 70	50 - 70
Sales Executive	70 - 85k	70 - 85k	30 - 45	30 - 45
Business Development Manager	80 - 110k	80 - 110k	40 - 60	40 - 60
Key Account Manager	75 - 85k	75 - 85k	30 - 40	30 - 40
Territory Manager	70 - 80k	70 - 80k	35 - 45	35 - 45
Marketing				
Marketing Manager	100 - 140k	100 - 140k	55 - 75	55 - 75
Marketing Assistant	70 - 80k	60 - 80k	35 - 45	35 - 45
Communications				
Communications Executive	100 - 130k	100 - 130k	55 - 70	55 - 70
Digital Marketing Executive	80 - 100k	80 - 100k	40 - 55	40 - 55

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

PERTH

SECRETARIAL, BUSINESS SUPPORT & HUMAN RESOURCES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Secretarial & Business Support				
Executive Assistant	75 - 90k	75 - 90k	35 - 45	35 - 45
Personal Assistant	65 - 80k	65 - 80k	30 - 40	30 - 40
Administration Assistant	45 - 65k	45 - 65k	24 - 30	26 - 30
Office Manager	65 - 80k	65 - 75k	30 - 40	30 - 40
Receptionist	45 - 55k	45 - 55k	24 - 28	26 - 29
Legal Secretary	60 - 80k	55 - 75k	30 - 40	30 - 40
Document Controller	70 - 90k	70 - 85k	35 - 45	35 - 45
Project Administrator	55 - 70k	55 - 70k	28 - 35	28 - 35
Data Entry Operator	40 - 50k	40 - 45k	23 - 26	26 - 28
Sales Administrator	55 - 65k	50 - 65k	28 - 30	28 - 30
Customer Service Representative	45 - 60k	45 - 60k	24 - 26	26 - 28
Human Resources				
HR Manager	110 - 150k	110 - 140k	50 - 70	50 - 60
HR Advisor	70 - 90k	70 - 90k	35 - 55	35 - 50
HR Administrator	55 - 70k	55 - 65k	28 - 35	28 - 35
HR Officer	60 - 75k	60 - 70k	30 - 40	30 - 35
Learning and Development Manager	120 - 140k	110 - 140k	50 - 70	50 - 70
Learning and Development Consultant	80 - 120k	80 - 110k	40 - 60	45 - 60
Recruitment Manager	110 - 140k	100 - 130k	50 - 65	45 - 60
Recruitment Advisor	80 - 110k	80 - 100k	35 - 50	35 - 45

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

SYDNEY

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Executive				
Chief Financial Officer	240 - 300k	240 - 300k	120 - 150	120 - 150
Financial Controller	160 - 210k	160 - 210k	90 - 115	90 - 115
Finance Manager	130 - 160k	130 - 160k	65 - 85	65 - 85
Qualified/Part Qualified				
Fund Accounting Manager	120 - 160k	120 - 160k	60 - 75	60 - 75
Senior Fund Accountant	85 - 110k	85 - 110k	50 - 70	50 - 70
Fund Accountant	70 - 90k	70 - 90k	40 - 55	40 - 55
Senior Financial Accountant	100 - 130k	100 - 130k	50 - 70	50 - 70
Financial Accountant	80 - 110k	80 - 110k	40 - 55	40 - 55
Tax Manager	130 - 170k	130 - 170k	65 - 90	65 - 90
Tax Accountant	90 - 120k	90 - 120k	45 - 65	45 - 65
Product Control Manager	140 - 160k	140 - 160k	65 - 80	65 - 80
Product Controller	100 - 140k	100 - 140k	50 - 70	50 - 70
FP&A Manager/Business Partner	150 - 200k	150 - 200k	70 - 90	79 - 90
Management Accountant	90 - 120k	90 - 120k	55 - 70	55 - 70
Assistant Accountant	65 - 80k	65 - 80k	35 - 50	35 - 50
Accounts Payable	60 - 85k	60 - 85k	30 - 45	30 - 45
Projects				
Project Manager	130 - 180k	130 - 180k	100 - 140	100 - 140
Senior Business Analyst	120 - 160k	120 - 160k	90 - 115	90 - 115
Business Analyst	100 - 130k	100 - 130k	70 - 95	70 - 95

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

SYDNEY

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Executive				
Chief Financial Officer	240k+	240k+	90 - 140	90 - 150
Financial Controller	150 - 180k+	150 - 180k+	70 - 100	70 - 100
Qualified PQE 3+ yrs'				
Commercial/FP&A Manager	150 - 180k	150 190k	70 - 80	70 - 85
Finance Manager	125 - 150k	120 - 140k	70 - 85	70 - 85
Tax Manager	130k+	135k+	70 - 85	70 - 85
Financial Accountant	75 - 110k	75 - 110k	40 - 65	40 - 70
Management Accountant	75 - 110k	75 - 110k	50 - 65	50 - 70
Treasury Accountant	75 - 110k	75 - 110k	45 - 65	45 - 65
Newly-qualified				
Business/Financial/Commercial Analyst	85 - 120k	90 - 120k	50 - 70	50 - 70
Systems Accountant	90 - 120k	90 - 120k	45 - 65	45 - 65
Tax Accountant	80 - 120k	80 - 115k	55 - 70	55 - 70
Management Accountant	75 - 120k	75 - 115k	45 - 55	45 - 55
Financial Accountant	75 - 120k	75 - 120k	40 - 55	40 - 55
Transactional				
Credit Manager	80 - 120k	80 - 120k	40 - 65	40 - 65
Payroll Manager	90 - 150k	90 - 160k	45 - 70	45 - 70
Accounts Payable/Receivable Manager	80 - 120k	80 - 120k	40 - 65	40 - 65
Bookkeeper	60 - 80k	60 - 85k	35 - 40	35 - 45
Accounts Payable/Receivable Officer	50 - 65k	50 - 65k	25 - 35	25 - 35
Payroll Officer	55 - 70k	55 - 70k	27 - 35	27 - 35
Assistant Accountant	55 - 75k	55 - 75k	30 - 35	30 - 35
Credit Controller	50 - 65k	50 - 70k	25 - 35	28 - 35
Accounts Assistant	48 - 65k	45 - 65k	27 - 35	27 - 35

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

SYDNEY

BANKING OPERATIONS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Funds, Custody and Institutional Banking				
Head of Operations	160k+	160k+	75 - 90	75 - 90
Operations Manager	110 - 135k	120 - 150k	50 - 65	50 - 65
Corporate Actions Analyst	70 - 85k	70 - 90k	35 - 40	35 - 45
Trade Support	80 - 100k	80 - 100k	38 - 48	40 - 50
Performance Analyst	90 - 110k	90 - 110k	42 - 50	42 - 50
Client Services Officer	55 - 80k	55 - 80k	30 - 40	30 - 40
Fund/Operations Analyst	50 - 60k	60 - 80k	25 - 28	30 - 35
Client Onboarding Assistant	70 - 80k	75 - 90k	35 - 50	35 - 50
Retail Banking				
Team Leader	75 - 85k	75 - 85k	42 - 50	42 - 50
Mobile Lender	90 - 120k	90 - 120k		
Credit Analyst	75 - 100k	75 - 100k	35 - 50	35 - 50
Investment & Corporate Banking				
Director - Corporate and FI	240 - 310k	240 - 310k		
Associate Director - Corporate and FI	180 - 210k	180 - 210k		
Senior Associate	120 - 150k	120 - 150k		
Wealth Management				
Head of Advice	150 - 220k	150 - 220k	80 - 115	80 - 115
Practice Manager	110 - 130k	110 - 130k	55 - 65	55 - 65
Financial Planner/Senior Financial Planner	80 - 160k	80 - 160k	40 - 80	40 - 80
Paraplanner	75 - 110k	75 - 110k	35 - 42	40 - 60
Insurance				
Senior Claims Assessor	90 - 120k	90 - 120k	55 - 70	55 - 70
Claims Assessor	70 - 90k	70 - 90k	33 - 37	33 - 37

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

SYDNEY

HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2016	2017	2016	2017
Generalist				
HR Director	240 - 350k	240 - 350k	1045 - 1520	1045 - 1520
HR Manager	135 - 190k	145 - 200k	590 - 850	630 - 869
HR Business Partner	110 - 140k	110 - 160k	480 - 610	480 - 695
HR Advisor	85 - 110k	85 - 110k	370 - 480	370 - 480
HR Officer/Co-ordinator	70 - 85k	70 - 85k	305 - 370	305 - 370
HR Administrator	60 - 70k	60 - 70k	260 - 300	260 - 300
Specialist				
Head of Remuneration & Benefits	180 - 285k	180 - 285k	1100 - 1240	1100 - 1240
Compensation & Benefits Manager	150 - 200k	150 - 200k	650 - 870	650 - 870
Compensation & Benefits Consultant	85 - 115k	85 - 115k	370 - 515	370 - 515
Organisational Development Specialist	110 - 150k	110 - 150k	480 - 650	480 - 650
HR Change Manager	150 - 200k	150 - 220k	800 - 1200	800 - 1200
Learning & Development Manager	130 - 165k	130 - 165k	565 - 720	565 - 720
Learning & Development Consultant	85 - 120k	85 - 120k	370 - 520	370 - 520
Instructional Designer	85 - 130k	85 - 125k	550 - 900	500 - 850
Recruitment Manager	120 - 150k	125 - 160k	520 - 650	580 - 700
Recruitment Advisor	80 - 120k	85 - 125k	350 - 550	400 - 650
Industrial/Employee Relations Manager	140 - 200k	140 - 200k	610 - 870	610 - 870
Workforce Planning Manager	150 - 200k	150 - 200k	650 - 870	650 - 870
Workforce Planning Consultant	85 - 130k	85 - 130k	370 - 565	370 - 565
HR Information Analyst	90 - 120k	90 - 120k	390 - 520	390 - 520
WHS				
WHS Manager	160 - 200k	160 - 200k	700 - 870	700 - 870
WHS Advisor	80 - 100k	85 - 120k	350 - 435	350 - 435

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

SYDNEY

INFORMATION TECHNOLOGY BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2016	2017	2016	2017
Project Services				
Agile Coach	180 - 220k	180 - 220k	850 - 1100	900 - 1200
Scrum/Iteration Manager	170 - 230k	170 - 230k	800 - 1000	800 - 1000
Senior Project Manager	150 - 195k	160 - 210k	900 - 1250	900 - 1250
Project Manager	115 - 145k	120 - 160k	700 - 900	650 - 900
Programme/Portfolio Manager	170 - 240k	170 - 240k	1100 - 1500	1000 - 1550
Project Co-ordinator/PMO Analyst	80 - 110k	85 - 120k	320 - 640	350 - 650
Change Manager	135 - 185k	150 - 200k	800 - 1100	900 - 1150
Senior Business/Systems Analyst	110 - 140k	120 - 140k	650 - 900	650 - 900
Business/Systems Analyst	90 - 120k	90 - 120k	500 - 650	550 - 700
BI/ERP/CRM				
BI/DW Developer	100 - 145k	100 - 145k	625 - 875	600 - 900
Solutions/Technical Architect	130 - 175k	130 - 175k	800 - 1250	850 - 1250
ERP/CRM Consultant	100 - 155k	120 - 160k	700 - 900	700 - 1000
Testing/Development				
Tech Lead	110 - 160k	130 - 160k	850 - 1050	850 - 1050
Developer	90 - 150k	90 - 150k	450 - 700	500 - 750
Tester	70 - 130k	85 - 130k	400 - 600	450 - 650
UX/UI Designer	95 - 135k	100 - 140k	650 - 900	675 - 925
Mobile Developer	95 - 135k	100 - 140k	650 - 850	650 - 850
Infrastructure				
Security Analyst	80 - 120k	85 - 125k	550 - 900	650 - 800
Network Engineer	110 - 150k	110 - 140k	500 - 700	500 - 750
DevOps Engineer	90 - 110k	110 - 130k	480 - 680	500 - 700
Trade Floor Support	85 - 140k	85 - 140k	600 - 800	600 - 800

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

SYDNEY

INFORMATION TECHNOLOGY COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2016	2017	2016	2017
Management				
Programme Manager	150 - 210k	155 - 220k	950 - 1350	1000 - 1350
Change Manager	140 - 190k	145 - 200k	750 - 950	750 - 950
Agile Delivery Manager	140 - 200k	145 - 210k	700 - 1100	750 - 1100
Project Manager	90 - 130k	95 - 160k	600 - 900	650 - 1000
Project Co-ordinator/Administrator	60 - 95k	65 - 100k	320 - 580	330 - 600
Business Analyst	85 - 125k	85 - 125k	450 - 650	500 - 900
ERP/CRM/BI				
Senior Consultant	130 - 160k	135 - 170k	800 - 1200	850 - 1300
Consultant	95 - 135k	100 - 135k	600 - 900	650 - 950
Architecture				
Enterprise Architect	150 - 220k	160 - 230k	1000 - 1500	1000 - 1500
Solutions/Technical/Security Architect	130 - 180k	135 - 180k	900 - 1250	900 - 1300
Development/Testing				
UX/UI Designers	100 - 155k	100 - 160k	600 - 850	600 - 1000
Mobile Applications Developer	85 - 160k	90 - 160k	550 - 950	550 - 950
Senior Developer	100 - 145k	110 - 145k	600 - 850	650 - 900
Developer	70 - 110k	80 - 110k	400 - 600	400 - 600
Test Lead	90 - 115k	90 - 120k	600 - 750	600 - 750
Test Analyst	60 - 100k	60 - 100k	350 - 600	350 - 600
Infrastructure				
Network/System Engineer	75 - 110k	80 - 160k	400 - 680	700 - 950
Cyber Security Analyst	90 - 120k	95 - 130k	65 - 80	70 - 80
Systems Administrator	70 - 110k	80 - 120k	390 - 680	400 - 700
DevOps Engineer	80 - 140k	50 - 150k	500 - 1000	550 - 1000

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SYDNEY

LEGAL

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2016	2016
Private Practice		
8+ yrs' PQE	220k+	220k+
7 yrs' PQE	160 - 200k	160 - 200k
6 yrs' PQE	140 - 175k	145 - 180k
5 yrs' PQE (SA Level)	125 - 165k	125 - 165k
4 yrs' PQE	110 - 150k	115 - 150k
3 yrs' PQE	90 - 95k	90 - 115k
2 yrs' PQE	82 - 95k	85 - 98k
1 yr PQE	70 - 85k	70 - 90k
Company Secretary		
6 - 8 yrs' exp	140 - 200k	145 - 205k
3 - 5 yrs' exp	80 - 140k	85 - 145k
In-house Counsel		
8+ yrs' PQE	200k+	200k+
7 yrs' PQE	170 - 200k	170 - 200k
6 yrs' PQE	150 - 190k	150 - 190k
5 yrs' PQE (SA Level)	130 - 170k	130 - 170k
4 yrs' PQE	105 - 135k	105 - 135k
3 yrs' PQE	95 - 115k	95 - 115k
2 yrs' PQE	90 - 110k	90 - 110k
1 yr PQE	70 - 95k	70 - 95k
Paralegal		
Senior	80 - 130k	80 - 130k
Junior	50 - 80k	50 - 80k
Document Reviewer	52 - 75k	52 - 75k

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

SYDNEY

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2016	2017	2016	2017
Procurement				
CPO	325 - 450k	325 - 450k	1500 - 2500	1500 - 2500
Procurement Director	230 - 325k	240 - 330k	1000 - 1500	110 - 1600
Procurement Manager	175 - 240k	185 - 240k	750 - 1100	800 - 1100
Category Manager	110 - 180k	120 - 180k	425 - 750	450 - 750
Contracts Manager	120 - 160k	130 - 165k	475 - 625	480 - 650
Procurement Analyst	85 - 110k	90 - 110k	350 - 400	350 - 425
Procurement Officer	65 - 85k	60 - 80k	280 - 350	260 - 350
Supply Chain				
Supply Chain Director	230 - 350k	230 - 350k	1000 - 1500	1000 - 1500
Supply Chain/S&OP Manager	160 - 230k	150 - 220k	650 - 1200	650 - 1100
Demand Planner	90 - 120k	90 - 120k	375 - 500	375 - 500
Supply Planner	75 - 95k	75 - 100k	280 - 375	280 - 400
Supply Chain Co-ordinator	65 - 85k	65 - 90k	250 - 320	250 - 350
Logistics				
DC Manager	160 - 200k	160 - 200k	620 - 750	620 - 750
Operations Manager	125 - 160k	130 - 165k	500 - 620	520 - 600
Logistics Manager	110 - 165k	120 - 170k	440 - 640	440 - 650
Warehouse/Shift Manager	90 - 115k	85 - 115k	360 - 440	350 - 440
Inventory Controller	80 - 110k	85 - 115k	300 - 360	325 - 400
Transport Manager	90 - 110k	90 - 110k	360 - 440	360 - 440
Import/Export Manager	55 - 75k	60 - 80k	220 - 250	240 - 300
Manufacturing/Engineering				
Manufacturing Manager	150 - 180k	150 - 185k	650 - 700	650 - 750
Production Engineer/Technician	70 - 90k	75 - 95k	275 - 350	280 - 375

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

SYDNEY

RISK MANAGEMENT, COMPLIANCE & AUDIT

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)					
	0 - 4 YRS' EXP		4 - 8 YRS' EXP		8+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Risk Management						
Operational Risk Manager	65 - 100k	70 - 110k	100 - 160k	110 - 170k	160k+	170k+
Credit Risk Management	60 - 90k	70 - 100k	90 - 170k	100 - 180k	170k+	180k+
Market Risk	75 - 105k	75 - 105k	115 - 180k	115 - 180k	180k+	180k+
Quantitative Risk	80 - 120k	80 - 120k	120 - 200k	120 - 210k	220k+	220k+
Anti-Money-Laundering	75 - 130k	75 - 130k	130 - 200k	130 - 200k	200k+	200k+
Compliance						
Investment Banking	85 - 125k	85 - 130k	125 - 200k	130 - 200k	200k+	210k+
Retail Banking	70 - 110k	75 - 120k	110 - 170k	120 - 180k	170k+	180k+
Funds Management	80 - 120k	80 - 125k	120 - 180k	125 - 185k	180k+	185k+
Internal Audit						
Investment Banking	60 - 100k	65 - 110k	100 - 160k	110 - 165k	160k+	165k+
Retail Banking	60 - 90k	65 - 95k	90 - 150k	95 - 155k	150k+	155k+
Funds Management	60 - 90k	65 - 95k	90 - 150k	95 - 155k	150k+	155k+
Credit Analysis						
Retail Banking	55 - 75k	60 - 80k	75 - 135k	80 - 135k	135k+	135k+
Corporate Banking	70 - 90k	75 - 100k	90 - 150k	100 - 160k	150k+	170k+
Financial Institutions	70 - 100k	80 - 110k	100 - 160k	110 - 170k	160k+	180k+

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

SYDNEY

SALES, MARKETING & COMMUNICATIONS BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Sales				
Head of Sales	180 - 275k	190 - 300k		
Business Development Manager	110 - 160k	110 - 180k		
Relationship Manager	100 - 140k	100 - 150k		
Marketing				
Head of Marketing	180 - 300k	180 - 300k		
Senior Marketing Manager	130 - 170k	130 - 180k		
Marketing Manager	100 - 140k	100 - 140k	55 - 75	55 - 75
Digital Marketing Manager	110 - 150k	110 - 150k	50 - 80	55 - 85
Marketing Executive	75 - 95k	75 - 96k	40 - 52	40 - 52
Marketing Co-ordinator	65 - 85k	65 - 85k	35 - 45	35 - 45
Product Manager	120 - 150k	120 - 150k	62 - 80	62 - 80
Communications Manager	120 - 140k	110 - 140k	62 - 75	62 - 75
Campaign Manager	90 - 120k	90 - 120k	45 - 60	45 - 60
Events Manager	100 - 120k	100 - 120k	50 - 60	50 - 60

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

SYDNEY

SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
IT&T				
Sales Director	200 - 300k	200 - 300k	100 - 160	100 - 160
Sales Manager	120 - 200k	120 - 200k	65 - 100	65 - 100
Business Development Manager	85 - 180k	85 - 150k	55 - 110	55 - 110
Account Manager	80 - 160k	80 - 170k	50 - 90	50 - 90
Channel Manager	90 - 150k	90 - 150k	55 - 85	55 - 85
Inside Sales Executive	60 - 90k	60 - 90k	37 - 50	37 - 50
Pre-sales Consultant	110 - 190k	120 - 200k	60 - 100	60 - 100
Marketing Director	170 - 250k	170 - 250k	130 - 155	130 - 155
Channel Marketing Manager	120 - 160k	120 - 160k	65 - 85	65 - 85
Marketing Manager	100 - 145k	100 - 145k	60 - 75	60 - 75
Digital Marketing Manager	130 - 160k	130 - 160k	65 - 80	65 - 85
Product Manager	110 - 140k	110 - 140k	60 - 75	60 - 75
Marketing Executive	75 - 95k	75 - 95k	40 - 52	40 - 52

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

SYDNEY

SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Industrial Sales				
Sales Director	175 - 210k	175 - 210k	100 - 130	100 - 130
Sales Manager	140 - 160k	140 - 160k	80 - 110	80 - 110
Sales Executive	55 - 75k	55 - 75k	28 - 37	28 - 37
National Business Development Manager	120 - 150k	85 - 185k	75 - 95	75 - 95
National Account Manager	110 - 130k	110 - 130k	68 - 90	68 - 90
Business Development Manager	85 - 120k	85 - 140k	60 - 85	60 - 85
Consumer Goods				
Sales Director	250k+	200 - 300k	150+	150+
National Sales Manager	180 - 250k	180 - 300k	100 - 150	100 - 150
National Business Manager	150 - 180k	150 - 180k	80 - 120	80 - 120
National Account Manager	100 - 150k	100 - 160k	60 - 80	60 - 80
Sales Executive	55 - 80k	55 - 80k	30 - 45	30 - 45
Marketing Director	170k+	170k+	125+	125+
Marketing Manager	140 - 190k	140 - 180k	80 - 130	80 - 130
Senior Brand Manager	125 - 150k	125 - 150k	70 - 85	70 - 80
Brand Manager	95 - 130k	95 - 130k	60 - 75	60 - 75
Digital Marketing Manager	130 - 160k	130 - 160k	60 - 80	65 - 85
Category Manager	110 - 150k	110 - 150k	65 - 85	65 - 85
Insights Manager	110 - 170k	110 - 170k	65 - 95	65 - 95

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

SYDNEY

SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2016	2017	2016	2017
Secretarial				
Executive Assistant	75 - 100k	80 - 110k	32 - 45	38 - 48
Office/Administration Manager	65 - 87k	70 - 90k	30 - 38	33 - 40
Personal Assistant	65 - 80k	65 - 82k	30 - 35	30 - 35
Legal Secretary	65 - 80k	65 - 85k	30 - 35	30 - 40
Desktop Publisher	70 - 80k	75 - 90k	35 - 45	38 - 50
Bid Co-ordinator	70 - 85k	75 - 85k	33 - 38	35 - 42
Team Assistant	55 - 65k	60 - 70k	26 - 30	29 - 32
Site Secretary	60 - 65k	60 - 70k	30 - 33	29 - 32
Project Co-ordinator	65 - 80k	65 - 85k	27 - 35	30 - 40
Sales Co-ordinator	60 - 65k	55 - 65k	28 - 30	28 - 30
Administration Assistant	50 - 60k	50 - 60k	24 - 27	25 - 29
Office Junior	40 - 48k	40 - 50k	23 - 25	25 - 27
Receptionist	45 - 60k	50 - 60k	23 - 27	26 - 28
Document Controller	65 - 75k	70 - 82k	32 - 38	35 - 43
Data Entry Operator	40 - 45k	45 - 55k	23 - 25	25 - 28
Mailroom Assistant	42 - 45k	45 - 50k	23 - 24	25 - 27
Facilities Manager	75 - 100k	75 - 100k	38 - 50	38 - 50
Facilities Co-ordinator	55 - 65k	60 - 75k	26 - 32	28 - 35
Customer Service				
Customer Service Manager	75 - 100k	80 - 110k	35 - 45	38 - 50
Customer Service Team Leader	60 - 70k	65 - 85k	27 - 30	32 - 42
Customer Service Representative	50 - 60k	50 - 60k	24 - 26	26 - 30

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