


SALARY SURVEY 2020

AUSTRALIA & NEW ZEALAND



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PEOPLE AND
ORGANISATIONS TO
FULFIL THEIR UNIQUE
POTENTIAL. ”**

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SPECIALIST PROFESSIONAL RECRUITMENT



**ROBERT WALTERS,
CHIEF EXECUTIVE OFFICER**

Since opening our doors over 30 years ago, people have been at the heart of everything we do, from the jobseeker to the hiring manager and those who bring them together. As a market-leading global recruitment group, we see our role as that of a trusted advisor – helping our candidates and clients to build fulfilling careers and grow effective teams both now and into the future.

As we continue to grow internationally, we remain committed to our founding principles: a strong team-based culture that puts clients and candidates first, a passion for quality in all that we do, a commitment to treating people with integrity, and an innovative spirit that propels us to constantly improve.

These values lead us to prioritise building long-term relationships – we advise and consult but never force people into making decisions that aren't right for their business or career goals. We believe that our consultative approach sets us apart from the competition and continues to cement our reputation as a recruiter of choice, trusted by the world's leading organisations and professionals.

In addition, we are experts in the disciplines we recruit for, enabling us to provide our clients and candidates with quality insights into hiring and salary trends. Our regional Salary Surveys are designed to help you make informed hiring decisions and salary negotiations. If you would like to discuss these topics further, please don't hesitate to contact your local Robert Walters office listed in the back of this book.

Robert Walters
CEO
Robert Walters Group

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IS FOCUSED ON
PERMANENT
RECRUITMENT, 31%
ON CONTRACT

GLOBAL REACH, LOCAL EXPERTISE

 Countries we operate in



31

**WE RECRUIT
ACROSS 31
COUNTRIES
GLOBALLY**

AUSTRALIA

BELGIUM

BRAZIL

CANADA

CHILE

CHINA

CZECH REPUBLIC

FRANCE

GERMANY

HONG KONG

INDIA

INDONESIA

IRELAND

JAPAN

LUXEMBOURG

MALAYSIA

MEXICO

NETHERLANDS

NEW ZEALAND

PHILIPPINES

PORTUGAL

SINGAPORE

SOUTH AFRICA

SOUTH KOREA

SPAIN

SWITZERLAND

TAIWAN

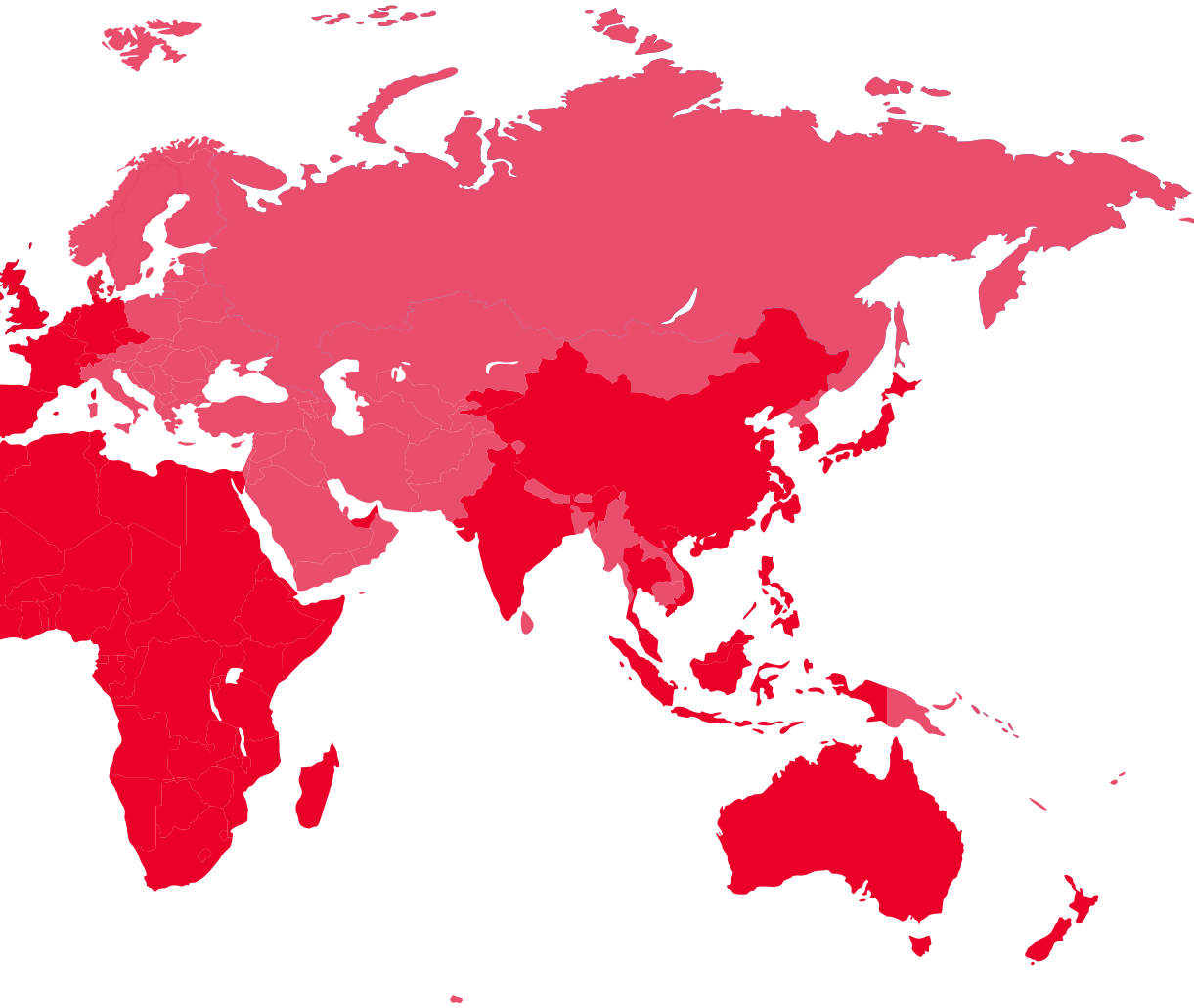
THAILAND

UAE

UK

USA

VIETNAM



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

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- Netherlands
- United Kingdom
- Greater China & South East Asia
- France
- Portugal
- Middle East & Africa
- Japan
- Germany
- Spain
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OUR SERVICE

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

OUR CORE DISCIPLINES INCLUDE:

- Banking & Finance
- Business Support
- Commerce
- Engineering & Construction
- Human Resources
- Legal
- Procurement & Supply Chain
- Sales & Marketing
- Technology

WHAT MAKES US DIFFERENT?

Bespoke, consultative service

1. Commitment to quality

We focus on building long-term, high-quality relationships with clients and candidates. We consult and advise, helping our candidates make the right career move. This builds trust and loyalty and ensures we continually have the industry's top talent for our clients.

2. Specialists

We hire from industry to ensure our consultants are specialists in the disciplines they recruit for. They also bring with them strong personal relationships and industry networks, enabling them to find hard to reach talent with niche skill sets.

“ Robert Walters is our preferred recruitment partner. They are able to identify talent that we would not have been able to find or engage with ourselves.

Razmig Hovaghimian,
Founder & CEO,
Hoodline, USA

”

“ Working with Robert Walters has been really seamless and rich, thanks to the insights that the consultants bring in. I've enjoyed my experience working with Robert Walters over the last 10 years.

Atul Gaur, HR Director,
L'Oréal, Singapore and
Malaysia

”

“ Robert Walters has open, honest and experienced consultants. They offer a broad knowledge of the market and have access to an extensive network of experienced candidates. I'd recommend using Robert Walters to any prospective organisation.

Shaq Mohajerani, Head
of Development, Hanwha
Energy, Australia

”

3. No individual commission

We operate a team-based profit-share system which, we believe, sets us apart from the vast majority of our competitors as it ensures the interests of both the client and candidate remain our number one priority. There is also no ownership of candidates, ensuring clients always see the best talent we have available.

4. Our people and culture

We promote long-term, international careers, which helps us to retain our top people, providing continuity for our clients. We're proud to say our senior management team is home-grown with an average tenure of 22 years.

5. Innovation culture

We were the first recruiter to launch a recruitment process outsourcing business and we continue to lead the way with an in-house innovation team which tests and trials the latest recruitment technologies.

6. Long-term business focus

Our strategy is one of organic growth through international expansion and discipline diversification. We invest in markets for the long term and maintain our presence, even in tough times.

7. End-to-end recruitment service

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

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“ WELCOME TO THE 21ST
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SALARY SURVEY PROVIDING
CREDIBLE INSIGHT INTO
HIRING AND SALARY TRENDS
WORLDWIDE. ”



ABOUT THE SALARY SURVEY

Welcome to the 21st edition of the annual Robert Walters Salary Survey.

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

Our Salary Survey is based on the analysis of permanent, interim and contract placements made across each of our geographies and recruitment disciplines during 2019, and our predictions for the year ahead.

GET IN TOUCH

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

GLOBAL TRENDS

GLOBAL OVERVIEW

Overall the global hiring market was active in 2019 despite widespread economic and political uncertainty. Demand for specialist technology skill sets as well as risk, regulatory and compliance professionals led to candidate shortages in many markets.

Across Europe, we saw demand for talent outstripping supply as businesses continued to hire. In France, the recruitment market performed well in 2019 despite employers pausing hiring activity during times of difficulty such as the yellow vests (gilets jaunes) protests.

Belgium experienced strong economic growth in 2019, which led to an active hiring market and widespread talent shortages. Across the border in Germany, hiring was buoyant as traditional Mittelstand companies focused on digitalisation and foreign companies grew their presence. Similarly, in the Netherlands, a strong economy and an exceptionally low unemployment rate led to candidate shortages across all disciplines.

In Spain, hiring activity was high in the first half of 2019 but reduced in the

second half due to uncertainty caused by the US-China trade war, Brexit and the difficulty of building a stable government in Spain.

Brexit continued to dominate the headlines in the UK, impacting hiring in many sectors; however, there were pockets of hiring activity across technology, fintech, property and professional services.

In the Middle East, recruitment activity was high for most of 2019. Nationalisation remains a key priority in the UAE and Saudi Arabia, leading to local talent shortages, wage inflation and nationals moving roles more frequently. We saw similar trends across Africa as companies sought to adhere to government nationalisation policies.

Throughout Greater China, the local market outlook became increasingly uncertain in the latter half of 2019, with the US-China trade war weighing heavily on sentiment. Candidates became harder to source as professionals proved reluctant to change roles in uncertain market conditions. We also saw manufacturers taking action to avoid US tariffs by

moving specific aspects of production out of Mainland China to locations such as Taiwan and South East Asia, which impacted hiring.

South East Asia experienced a predominantly buoyant hiring market in 2019, particularly in the high-growth markets of Indonesia, the Philippines, Thailand and Vietnam. Demand for 'glocal' talent – professionals with a strong understanding of both global business practices and local cultural mindsets – continued as more businesses internationalised.

In Japan, acute talent shortages continued due to the nation's declining and ageing population as well as high demand for bilingual professionals with international expertise. Companies specialising in cloud computing, AI,

“

As top talent prioritise keeping their skills up to date, we recommend employers offer clear learning and development opportunities to attract in-demand professionals.

”

future mobility and smart factories increased hiring in 2019 in preparation for the rollout of 5G in 2020.

In Australia and New Zealand, the economic environment looks set to prevent any widespread jobs and salary growth in the near to mid-future. The exceptions will be in sectors where demand outstrips supply – most notably in technology, financial services and infrastructure.

KEY TRENDS

Acute tech talent shortages

Across most markets the demand for technology professionals with specialist skill sets will continue to outstrip supply in 2020. Digital transformations are continuing apace across many industries in China, Hong Kong, Australia and New Zealand, so in 2020 we expect to see employers vying for professionals with expertise in AI, big data, UX, development and cyber security.

Digital experts, data scientists and cyber security specialists will also be in high demand across Brazil, Chile and Mexico as companies migrate their businesses online and deal with the extra security challenges this presents. In San Francisco, companies will struggle to hire software and machine learning engineering specialists due to a shortage of qualified professionals.

Demand for risk and compliance skill sets

As regulatory requirements evolve alongside digitalisation, companies are seeking professionals with expertise in risk, compliance and audit. South East Asia saw strong demand for

these skill sets within the banking and financial services sector as businesses sought to adhere to new regulations and guidelines set by their central banks. Japan continued to strengthen its financial regulations and companies faced greater scrutiny over their handling of personal data, leading to high demand for audit, risk and compliance professionals. In the Netherlands, salaries for compliance, regulatory reporting and risk management specialists are expected to rise in 2020 due to extreme talent shortages.

Advice to employers

In order to secure top talent with specialist skill sets we recommend employers run swift and efficient recruitment processes, ensuring offers are made in a timely manner. As in-demand professionals consider moving roles they will focus on more than the salary on offer – they are keenly aware of the need to keep their specialist skills up to date, so we recommend businesses offer clear learning and development opportunities to attract the best talent on the market.



IN 2020 WE EXPECT TO SEE EMPLOYERS VYING FOR TALENT WITH EXPERTISE IN AI, BIG DATA, UX, DEVELOPMENT AND CYBER SECURITY.



REGIONAL TRENDS

With our presence spanning 31 countries across six continents our specialist teams offer in-depth knowledge of the sectors they recruit for. In this section our regional managing directors share their insights on hiring and salary trends in 2019 and their predictions for the year ahead.

Our regional overviews include:

- Australia & New Zealand
- Greater China
- Japan & South Korea
- South East Asia
- Europe
- Middle East & Africa
- US & Canada
- Latin America



THE GROUP'S INTERNATIONAL NETWORK OF OFFICES SPANS 31 COUNTRIES AND SIX CONTINENTS ENABLING US TO MEET THE DEMANDS OF CLIENTS AND CANDIDATES WHOSE NEEDS EXTEND BEYOND LOCAL MARKETS



AUSTRALIA & NEW ZEALAND

INTRODUCTION

The prevailing global and local economic headwinds look set to prevent any widespread jobs and salary growth in the near to mid future. That said, in the Australia and New Zealand markets, 2020 offers some reasons for cautious optimism, as we anticipate salary growth in selected sectors where there is high demand and limited supply — most notably in technology, financial services and infrastructure.

BRIGHT FUTURE FOR TECH SPECIALISTS

Technology transformations are continuing unabated across every industry in Australia and New Zealand. As a result, 2020 will see employers vying for professionals with expertise in development, UX, data management

and cyber security. For professionals with these more niche skill sets, we anticipate further salary increases and premium rates for contractors.

Concerns about widespread unemployment due to automation and artificial intelligence have, so far, proved unfounded. In 2020, we expect some transactional roles to become obsolete, but new technology jobs will be created in areas such as design, programming and analysis.

REPAIR JOBS AT THE BANKS

In the wake of Australia's recent Royal Commission, financial institutions are under enormous pressure from regulators, legislators, government, media and their customers. The result is an unprecedented focus on risk,

Our presence in Australia & New Zealand:

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

remediation and compliance projects across the banking, financial services and insurance sectors — on both sides of the Tasman. Experienced professionals who can deliver these

massive programs are relatively scarce, and so demand (and salaries) are likely to remain high.

CAUTIOUS GROWTH IN INFRASTRUCTURE

Australia and New Zealand will remain committed to long-term nation-building programs throughout 2020. Investment in traditional infrastructure projects such as transport, health and education will continue to stimulate demand for civil engineers and project managers, as well as professionals in ancillary sectors. And while the emerging renewables sector is showing signs of promise, and the creation of some new jobs, uncertainty may linger until the Australian Government articulates a more comprehensive energy policy.

ADVICE FOR EMPLOYERS

Where skills shortages exist, hiring managers have much to do in 2020. Money talks, of course, but high salaries and premium rates may not be enough to entice specialists to join your organisation. Apart from flexible working, which remains a high priority for many, professionals are acutely aware of the need to keep their specialist skills up-to-date, so employers who can offer cutting-edge projects and substantial personal development opportunities will be those who attract and retain the best talent.

'Potential' should be the watchword for many employers in 2020. During selection processes, employers should remain open-minded when candidates are a good cultural fit but short on technical experience. A comprehensive learning and development strategy can help plug technical gaps, whilst also

helping to ease the disconnect between skills that the next generation of talent are being taught and what businesses need.

“

In 2020, we anticipate salary growth in selected sectors of high demand and limited supply, most notably in technology, financial services and infrastructure.

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ADVICE FOR CANDIDATES

2020 will be a year of opportunity for professionals with skills in the aforementioned areas of high demand and short supply. Approaches and offers from prospective employers are likely to be common, but our advice to these individuals is that not every job is equal. Do your research about possible employers, know what your market value is, and remember that in a fast-moving jobs market this golden moment may not last long. In 2020, we recommend that in-demand specialists seize the day.

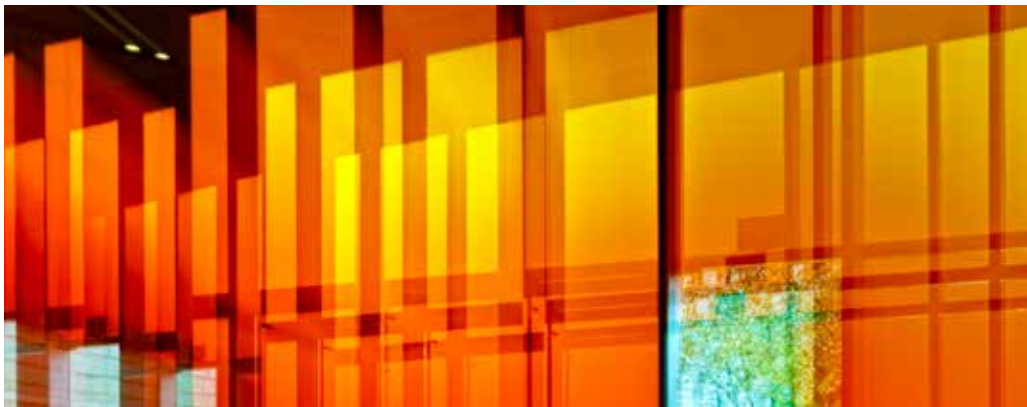
POLITICAL LANDSCAPE IN 2020

While the outcome of New Zealand's 2020 general election currently appears

too close to call, we can predict two possible knock-on effects. First, many employers are likely to wait until after the election before embarking upon any major hiring campaigns. Second, the jobs market in Wellington will be dominated by contract and contingent roles until after the election result is known.

In Australia, 2020 will see local elections in Queensland and the Australian Capital Territory. Enterprise employers in these states may see elections as an opportunity to gain an advantage over their competitors. Aggressive hiring campaigns in areas of skills shortages during election season could yield a windfall of talent, as many other employers may have scaled down their recruitment activity.

Both the Australian and New Zealand governments are currently tightening immigration restrictions. For many employers, this means that their best chance of hiring overseas talent in 2020 will be to work with a recruitment partner who can offer access to an international talent network as well as expert, up-to-the-minute skilled migration advice and support.





GREATER CHINA

GREATER CHINA

The global economy and local market outlook became increasingly uncertain in the second half of 2019, with the impact of the US-China trade war continuing to weigh on sentiment, particularly in Hong Kong and Mainland China.

Despite the risks, we saw demand for candidates in key growth areas. The technology industry was one of the fastest-growing markets across Greater China and, because of the innovative and highly skilled nature of the industry, there was an ongoing shortage of suitably qualified candidates. Employers found talent harder to source, as professionals were reluctant to switch roles because of the uncertainty caused by changing market conditions.

MAINLAND CHINA

The impact of lingering economic trade frictions and market uncertainties put pressure on the job market in 2019. The slowdown in hiring was more apparent in the manufacturing sector where companies are trying to avoid tariffs by moving specific aspects of production out of Mainland China.

Organisations in the region took steps to adapt by adding value to their existing products and considering expansion into international markets through free trade zones and the Belt and Road initiative. This drove demand for candidates with strong technical skills, solid business development capabilities and international work experience. Despite relatively slower growth, the country continues to strengthen its digital transformation

Our presence in Greater China:

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

capabilities, through initiatives such as the development of Shenzhen as a hi-tech model city. Technology will remain a growth sector with employers looking to secure experienced professionals in R&D, big data and artificial intelligence.

In 2020, we expect both candidates and hiring managers to remain cautious due to uncertain market conditions.

While the total number of jobs may decline, demand is expected to continue for highly skilled professionals.

HONG KONG

With ongoing political and economic uncertainty, Hong Kong has faced a challenging period in 2019, from trade and tourism to consumer sentiment and capital markets. Nevertheless, it retains its appeal to companies as a global business and finance hub.

In 2019, financial services firms took a relatively cautious approach to hiring, with the exception of virtual banking and fintech. With the issue of eight virtual banking licences, the demand for specialists ranging from C-level to managers has been on the rise in all areas of finance, legal, technology and risk and compliance, as well as operational and HR roles. This has been the backbone of financial services hiring over the last 12 months and we expect to see strong growth in this area in 2020.

Organisations across a range of different industries will continue their digital transformations, leading to sustained demand for analytics, big data, DevOps and digital specialists. At the same time, we have seen a noticeable shift towards contract hiring as businesses looked to build an agile workforce that can adapt to the fluid economic conditions. We expect this trend to continue in 2020.

TAIWAN

Taiwan started 2019 with better-than-expected economic growth, resulting in buoyant hiring levels across several industries, including technology, FMCG and healthcare.

Towards the second half of the year, export-oriented companies became more conservative in their operations due to the US-China trade war. We saw manufacturers and electronics companies reshoring some production

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There is an atmosphere of cautiousness across the region and the outcome of the US-China trade war will play a determining role in the market and employment conditions in 2020.

”

lines from Mainland China to other regions in Asia, including Taiwan. The inflow of investment has driven demand for technology and software talent. At the same time, there is continuous demand for engineering specialists within renewable energy industries. Compensation is expected to be steady, with levels set on a case-by-case basis, depending on individuals' expertise and performance.

OUTLOOK FOR 2020

Demand for specialists is likely to continue in 2020, despite the uncertain economic situation. With skills shortages likely to be exacerbated, companies are expected to place greater emphasis on retention strategies. Moderate salary rises are anticipated across Greater China, and companies are advised to promote clear career development and smart workplace policies like flexible working, which are increasingly valued by employees.

Candidates looking for a new role should embrace digitalisation and innovation to ensure they remain current and relevant in a changing job market. In-demand professions and specialist roles will continue to command premiums and yield lucrative new opportunities, but general salary inflation will be subject to, and defined by, the outcome of the variable macroeconomic conditions.





JAPAN & SOUTH KOREA

JAPAN

Despite global economic and geopolitical uncertainty, demand for talent far outstripped supply in 2019 with a job openings-to-applicants ratio of 1.6 to 1. Japan's labour shortages continued unabated due to its declining and ageing population, as well as increased demand for talent with English-language skills and international expertise. Both foreign-affiliated firms and Japanese companies operating internationally are driving this demand for bilingual talent with international or global business exposure. Other businesses operating locally, such as transport networks, retailers, hotels and service and entertainment companies, are beginning to follow suit.

Companies specialising in cloud computing, artificial intelligence (AI),

mobility (connected cars and autonomous driving), smart factories and medtech increased hiring in 2019 in preparation for the rollout of 5G in 2020. In addition, the digital sector has seen strong growth in smartphone payment services, with many new offerings launching in quick succession. As a result, talented individuals have flocked to the industry, including candidates with financial backgrounds, app developers, security experts and other professionals able to draw from a diverse range of experience and skills.

The medical industry continues to hire in order to keep pace with Japan's ageing population, with life sciences specialists in particularly high demand. Medical device firms and pharmaceutical companies are searching for professionals specialising

Our presence in Japan & South Korea:

- Osaka
- Seoul
- Tokyo

in central nervous system disorders, and oncology and regenerative medicine. Following Japan's interest in the 100-year lifespan concept, which focuses on positive longevity, hiring has increased at manufacturers producing ingredients for dietary supplements and organic food products.

In 2019, Japan continued to strengthen its financial regulations following several high-profile incidents involving

cryptocurrencies and smartphone payment fraud. Similarly, companies are under increased scrutiny regarding their collection and usage of personal data, which requires compliance with the Personal Information Protection Law. Both these things have led to increased demand for cyber security, audit, risk and compliance professionals.

In 2020, legislation designed to ensure equal pay for equal work will come into force. This will give those in part-time and temporary work more stable employment conditions, an uplift in wages and an increase in opportunities to receive full-time employment. On the employer side, we expect to see companies utilising contractors even more as they seek to secure specialised talent at short notice in order to launch new projects or move into new markets.

SOUTH KOREA

With the implementation of the 52-hour workweek, another rise in the minimum wage and prolonged US-China trade tensions, foreign direct investment (FDI) in Korea declined in the first half of 2019 compared to 2018. Despite this, FDI in the first half of 2019 actually surpassed the 10-year average, indicating that general upward movement continues.

In 2019, the Korean government invested heavily in the biotechnology sector, along with future mobility (autonomous and electric vehicles) and renewable energy, to lead the country's economic growth into the future. As a result, the biotechnology industry drew exceptional attention from foreign investors in 2019, with demand for highly skilled talent in this potentially

high-growth field remaining strong. In addition, the rapid growth of the biotechnology industry has expanded the market for analytical devices and diagnostics, leading to increased hiring in these areas.

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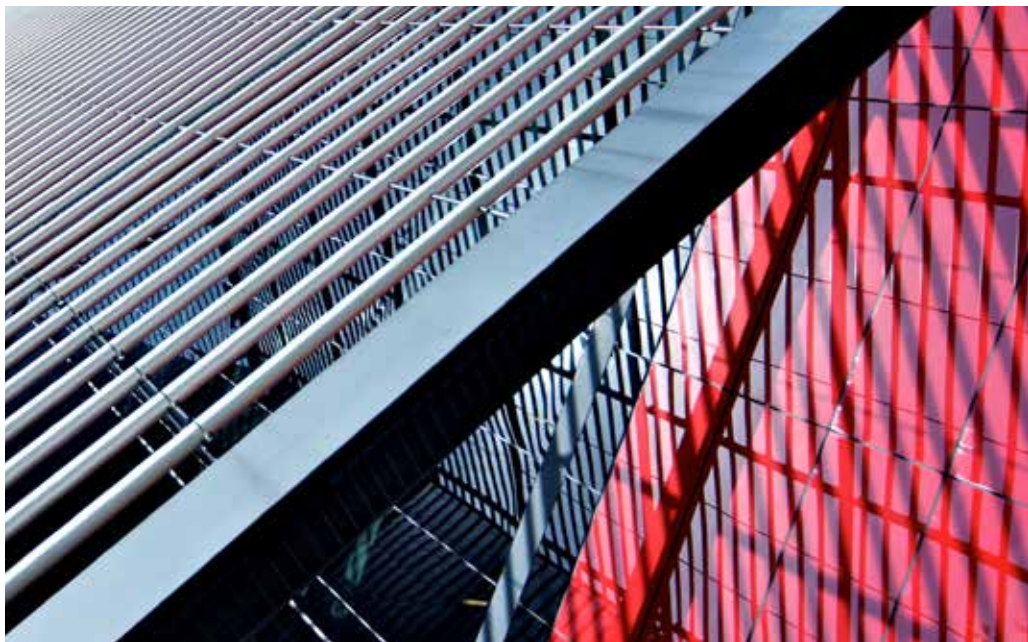
Both foreign-affiliated firms and Japanese companies operating internationally are driving demand for bilingual talent with overseas experience.

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Competition for technology specialists continued to intensify with the development of new business models converging IT and healthcare, as well as across-the-board digitalisation of many industries including retail, logistics, manufacturing and finance. Demand for new technology skills remains strong in the manufacturing sector, where a

transition to smart factories is taking place as part of the Fourth Industrial Revolution. Whereas manufacturers of internal-combustion engine vehicles experienced a decline against a backdrop of poor business performance in South Korea, the autonomous and electric car industries continued to boom. With that, the demand for bilingual data scientists, deep learning engineers and autonomous system platform specialists in the manufacturing field will continue in 2020.

Turning to new and renewable energy, the Korean government has announced the 'Renewable Energy 3020 Implementation Plan', with the goal of producing 20% of the country's energy from renewable sources by 2030. With the accelerated introduction of infrastructure for solar, wind and hydroelectric power generation, the demand for top talent in these areas is growing steadily.





SOUTH EAST ASIA

A SOLID GROWTH TRAJECTORY

In 2019, hiring activity in South East Asia was predominantly buoyant, particularly in the high-growth markets of Indonesia, the Philippines, Thailand and Vietnam. Elections in the first half of the year saw businesses take a more conservative approach to hiring, but activity recovered in the latter half of 2019. In Malaysia and Singapore, hiring showed steady signs of growth, with robust activity in technology.

Across the region, technology and transformation remains a major focus for businesses, which is in turn shaping hiring trends.

KEY HIRING TRENDS

Hybrid skill sets sought after

As companies continue their digitalisation journeys, hiring managers are looking for experienced technology professionals with hybrid skill sets. Specifically, they are seeking mid-level and senior managers who can help their teams navigate change and ensure the successful adoption of new technologies.

Outside of the technology function, employers are seeking professionals with the ability to leverage new technology within their work to drive the business forward. For example, HR professionals who are well-versed in workforce analytics and finance professionals with expertise in business intelligence are increasingly in demand.

Our presence in South East Asia:

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

Across the board, there is strong demand for professionals who are able to apply their technical expertise to a broader commercial context that positions the organisation for growth. 'Glocal' talent, or professionals who have a good understanding of both global and local cultures and mindsets, are also in demand as businesses continue to internationalise.

Risk and compliance professionals in demand

Regulatory requirements and guidelines across the region have evolved alongside digitalisation. This has resulted in strong demand for risk and compliance professionals as businesses within the banking and financial services sector seek to align themselves with new regulations and guidelines set by their central banks.

As digital banking, fintech and online payment solutions continue to grow, so does the demand for risk, compliance and legal talent with specialist knowledge in technology.

Manufacturing growth drives hiring activity

The manufacturing industries in Thailand and Vietnam saw healthy growth in 2019, driven by a multitude of factors, including the Eastern Economic Corridor project in Thailand, the establishment of free trade agreements in Vietnam and growing external confidence in these markets. The US-China trade war also played a part as manufacturers and electronics companies moved some production lines from Mainland China to South East Asia to avoid tariffs.

This has spurred demand for professionals within the industry across key functions, such as human resources, accounting & finance, engineering, supply chain & procurement and logistics.

HIRING TOP TALENT

Broadly speaking, demand outstrips the supply of well-rounded talent who demonstrate strong expertise in their own field, the ability to leverage new technologies to drive efficiencies in their own work and a commercial mindset. As such, forward-thinking employers are starting to emphasise potential and transferrable skill sets over market

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Across functions, employers are seeking professionals with the ability to apply their technical expertise to a broader commercial context.

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sector experience. For instance, businesses in fast-moving consumer goods (FMCG) are starting to hire technology talent from other industries such as financial services or retail.

The talented, modern jobseeker is looking for fresh challenges and the opportunity to deliver value to a business through their role. To secure and retain top professionals, hiring managers will need to show

a commitment to learning and development, while also demonstrating how the role contributes to the wider organisation.

To meet the need for 'glocal' talent, we encourage employers to search internationally, thereby tapping into the pool of local professionals based overseas. Organisations in the region have found high-quality local talent with niche skill sets and international expertise via our 'Return Home' campaigns – Pulang Kampung (Indonesia), Balik Bayan (Philippines), Balik Kampung (Singapore) and Come Home Phở Good (Vietnam).

LOOKING AHEAD

Global events like the US-China trade war may negatively influence hiring activity in specific industries and markets, but overall, we expect healthy levels of hiring across the region. Digitalisation will continue to build momentum and be a major driver of hiring trends in the coming year, and there will be growing demand for well-rounded, 'glocal' professionals, particularly for both mid-level and senior positions.





EUROPE

2019

Despite much publicised economic and political uncertainty across Europe, businesses continued to recruit in 2019.

In France, businesses adopted a “stop-and-go” approach to hiring. Concerns about the economy and the yellow vests (gilets jaunes) protests meant companies were quick to stop recruitment activity in times of distress. However, in general the recruitment market performed well in 2019 as companies had to make up for talent shortages in all sectors. Real estate and construction were particularly busy as Paris geared up for the 2024 Olympic Games and worked on delivering the Greater Paris project.

The Dutch economy was in great shape in 2019. The unemployment

rate was at an all-time low, resulting in increased scarcity of candidates across all disciplines, especially at the junior and mid levels. In a market where candidates were calling the shots, employers were forced to act fast to secure the best candidates. To overcome candidate shortages companies hired more expats, from countries both within and outside the EU, such as Turkey and South Africa.

Belgium continued to benefit from strong economic growth in 2019, which led to a busy hiring market. However, businesses were still constrained by widespread candidate shortages. This resulted in companies hiring permanent staff more quickly than in previous years whilst increasing interim recruitment in the fields of finance and project management.

Our presence in Europe:

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

While the UK was defined by a year of political and economic instability due to Brexit, the hiring market performed better than anticipated. There were pockets of hiring activity within sectors that received

notable VC funding such as technology and fintech. Other areas of positive recruitment in 2019 were property, professional services and specific areas within banking such as hedge funds.

In 2019 there was a lot of negative press in Germany concerning the economic environment, political uncertainty and difficulties within the automotive industry. However, these stories did not lead to a slowdown in hiring. The professional skills shortage across finance, legal, technology and digital marketing showed no sign of abating and the market remained busy as traditional Mittelstand companies focused on digitalisation and international businesses grew their footprints in Germany.

Hiring activity in Spain was very high in the first half of the year as the strength of the economy facilitated growth. Businesses in the technology, automation, renewable energy, construction, chemical, pharmaceutical and tourism sectors were busiest. The second half of the year saw a reduction in hiring activity as commercial conflicts surrounding the USA and China, the UK's exit from the European Union and the difficulty of building a stable government in Spain reduced the appetite for hiring.

2020

It's very hard to predict what the European hiring market will look like in 2020 due to the unknown outcome of Brexit (at the time of writing) and ongoing economic and political uncertainty. However, we are confident that widespread candidate shortages will continue, resulting in demand for skilled professionals.

Recruitment has become less cyclical than it once was as business leaders have realised the value of being quick to adapt to market conditions, whilst remaining right-sized in order to take advantage of future growth.

In Belgium, we expect businesses will continue to expand in 2020. As a result, we will see an increase in demand for support professionals in HR, marketing, administration and supply chain. Like previous years, support staff with strong language capabilities in Dutch, French and English will be highly desirable.

The French hiring market is expected to remain relatively strong. For the first time in years the unemployment rate has fallen, causing further candidate shortages. As a result, companies will place greater emphasis on staff retention and succession planning.

In Spain, the technology sector will continue to be one of the biggest drivers of hiring. The focus on digital transformation is set to increase, which will lead to businesses recruiting specialist technology professionals. These professionals will need to have strong communication skills in order to work effectively and efficiently with departments outside of technology.

Whatever the outcome of Brexit in the UK, we will still see plenty of hiring activity amongst emerging industries, disruptors and SMEs. It's businesses in these categories that will drive the hiring agenda by recruiting agile, tech-proficient and commercially savvy professionals who have their finger on the pulse of developing markets. Salary increases will be most lucrative at the mid to senior level as companies try to attract more risk-averse talent who are conscious about job moves during a time of uncertainty.

In the Netherlands, the scarcity of candidates is expected to continue in 2020 at all levels of seniority and across all disciplines. After two years of substantial growth, salaries are expected to stabilise in 2020. However, pay for specialists in compliance, regulatory reporting, risk management and technology will continue to grow, as these specialists are extremely scarce.

In Germany, hiring volumes in financial services will be dependent on the outcome of Brexit. If economic conditions worsen, we may see finance departments hire professionals who focus on cost efficiencies rather than business partnering and growth. Due to candidate scarcity we will continue to see salary increases across the market.





MIDDLE EAST

2019

Recruitment activity was high across the Middle East for the majority of 2019, following a relatively flat first quarter. Businesses in the UAE, Saudi Arabia and Kuwait benefited from improved economic optimism and were the most active hirers.

In the UAE, the growing demand for nationals increased. Companies attempted to comply with 'Emiratization' legislation but struggled, due to available talent pools still being dominated by foreign expats. As a result, we have seen wage inflation for nationals at all levels and a trend of local candidates moving roles more frequently.

Multinationals continued to open their regional headquarters in Dubai, bringing further opportunities for skilled professionals. Digitalisation was at the forefront as companies looked to optimise performance and stay relevant. This led to greater demand for marketing and sales professionals with digital experience.

The job market in Saudi Arabia continued to be busy for government roles, with the

private sector starting to follow suit in the second half of the year. The rush to hire good-quality Gulf candidates resulted in increased candidate movement, especially in Saudi Arabia. Kuwait, often overshadowed by its larger neighbours, significantly increased hiring activity and continued to be a growing market.

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In 2020, the UAE economy is set to go through a new growth cycle, bringing about an increase in business confidence.

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2020

In 2020 the UAE economy is set to go through a new growth cycle, bringing about an increase in business confidence. While Expo 2020 is not the silver bullet to solve everything, it is expected to act as a catalyst to kick-start 2020. With an optimistic economy forecasted, we expect a positive hiring market.

There will be a renewed focus on nationalisation, especially in the UAE and Saudi Arabia. Saudi Arabia has been the most stringent in enforcing nationalisation policies. This trend will accelerate throughout the year and we expect other GCC countries to follow suit.

The expected growth in Saudi Arabia means there are excellent career opportunities for Western-educated Saudi nationals and expats bringing best-practice skill sets from multinationals. The nation has immense hiring-potential and tangible opportunities that continue to grow in number. Social changes, such as the introduction of cinemas and women being permitted to drive, will continue at a steady pace and further investment into infrastructure is expected to support business growth. Kuwait will continue to be an area of focus for many companies and as a result we predict an active hiring market.

As the wider Middle East economic environment continues to improve, we expect to see salaries increasing during 2020.



AFRICA

SOUTH AFRICA **2019**

2019 was characterised by cautious hiring due to the general elections, a sluggish economy and unemployment of up to 29%. When businesses did hire, they sought internationally minded professionals with high adaptability and strong business acumen to minimise the downtime during onboarding.

The demand for employment equity (EE) professionals continued to influence hiring processes, resulting in salary increases of 10-15% for applicable candidates. Legal and finance specialists with high levels of technical competence and industry knowledge also received premium salaries.

2020

In 2020, we expect to see high demand for professionals with both technical ability and strategic acumen. Productivity and effectiveness of employees will be the highest priorities. Historically, specialist skill sets in candidates were considered a 'value-add', but we expect this to be a minimum requirement moving forward.

The modernity and agile approach of SMEs has made them more competitive in the hiring market than their larger competitors. In order to compete, larger businesses need to have a clear picture of the professional they are looking to hire and operate swift recruitment processes. Due to continued economic instability, salary increases are expected to be in line with inflation.

REST OF AFRICA **2019**

Across Africa there was an increasing drive towards nationalisation and a demand for diaspora professionals. The development of employees, succession planning and youth development were key focus areas for companies. Experienced finance professionals were highly sought after as companies looked to train and develop local staff.

Recruitment in both East and West Africa was particularly fast-paced due to the increased need for mid to senior level professionals within finance, legal, sales and operations. Across Central Africa the need for sales, marketing and finance professionals continued, with

an increased focus on digitalisation and engineering. As companies sought to adhere to government nationalisation policies while also facing a lack of local talent, we saw increased salary offers made to nationals for roles previously held by expats.

2020

The competition for skilled nationals will remain high across the continent. In East Africa, international companies can expect inflated salary demands due to candidate shortages. Businesses in more developed parts of Africa, such as the Indian Ocean region, can expect to see multiple counter-offers presented to top talent. With increased stability across North Africa, salary increases of 3-7% are likely.

Investment in skills development, staff retention and competitive benefits will be key trends in 2020. Employers looking for skilled nationals with international and cross-border experience will struggle to recruit these roles themselves and will need to rely more on specialist recruiters.



US & CANADA

SAN FRANCISCO

In 2019, we saw an unprecedented demand for talent across the Bay area. Strategic, hands-on leaders were the most highly sought after.

Hiring activity spiked across design functions as companies realised the impact that design-led thinking can have on business success. Sectors with the highest levels of recruitment included AI, autonomous vehicles, robotics, online marketplaces and fintech.

In 2020, machine learning and AI will remain challenging areas to recruit in, with demand for talent far outweighing the availability of qualified professionals. Hiring managers should streamline their recruitment processes in order to attract more candidates and remain competitive in securing top talent.

We have seen a significant increase in salaries across the board, in part due to the change in law in California which prohibited employers from asking job applicants for salary history information. Salaries continued to rise due to the highly competitive nature of the market, and we expect this to continue in 2020.

LOS ANGELES

In LA, businesses faced a shortage of CPA-qualified controllers with audit backgrounds, especially those with start-up experience. We expect this to continue in 2020.

Demand for operational leaders remained high in 2019. Many start-ups sought general managers and operational heads to manage the P&L, launch new markets, evaluate M&A possibilities, and provide insightful product and marketing feedback.

Our presence in the US & Canada:

- Los Angeles
- New York
- San Francisco
- Toronto

LA will continue to be at the centre of frontier categories such as e-commerce, direct to consumer, logistics, manufacturing and aerospace as well as AR/VR and gaming/esports in 2020. These categories will be powered by increases in venture capital, a pipeline of diverse engineering talent and a legacy of expertise in specialised industries.

In 2020, employers are advised to run swift and efficient hiring processes.

By engaging all relevant stakeholders at the outset, hiring managers can build a clearer profile of their ideal candidate and move quickly to make an offer to promising candidates.

NEW YORK

2019 saw high demand for talent in areas such as technology, data privacy, cyber security, AI and machine learning, leading to candidate shortages in these areas. Hiring activity was more measured in traditional areas such as accounting and finance, financial services operations and support functions. However, businesses in the fintech space and in pockets of the investment management industry were still strong hirers.

In many cases, interview processes were drawn out and due to the lack of swift decision making, clients missed out on securing top talent.

Demand for professionals in revenue generating roles, such as sales professionals across all industries and lawyers in private practice, remained high, and we expect this to continue in 2020.

In the financial services sector, highly quantitative candidates will remain in high demand, both in research and trading strategy roles and risk management positions.

VC-backed high-growth tech start-ups were major hirers in 2019. The need for hands-on leadership candidates will still be a high priority for all early stage firms looking to scale.

TORONTO

Canada witnessed a buoyant recruitment market in 2019 as the

economy continued to grow and unemployment rates reached their lowest levels in decades.

Large cohorts of baby boomers retiring combined with low numbers of millennials with STEM (science, technology, engineering, mathematics) skill sets entering the workforce is causing an acute skills shortage in the Canadian market.

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Hiring managers should streamline their recruitment processes in order to effectively increase candidate attraction and remain competitive in securing top talent.

”

Accounting and finance professionals who remained in their current roles either did not receive a salary review or had

their salary adjusted in line with inflation (2% forecast for end of 2019). Those who did start new roles saw an average increase in base salary of 14%. This caused significant movement in the market.

In 2020, top calibre candidates will have multiple opportunities to consider when moving jobs. The Canadian government will continue turning towards mass immigration for highly skilled workers to ensure all skill gaps are filled.

Salaries for lawyers in private practice will increase \$10-20k with each year post-call, before stabilising at the nine-year post-call mark at between \$150k (in small- to medium-sized law firms) and \$220k (for national or Seven Sister firms). Lawyers who move firms will see an average increase of 7% on base salary, while compliance professionals moving firms will receive pay increases of up to 10%.





LATIN AMERICA

2019

Brazil, Chile and Mexico all experienced a challenging economic environment in 2019, which saw central banks cut interest rates to stimulate their economies.

Chile's economic slowdown was driven by weakening domestic demand and a slumping copper price, which drives many aspects of the economy. In Mexico, it was widely agreed that signs of economic stagnation were due to decisions made by the new president, most notably the cancellation of several high-profile construction projects, which shook investor confidence and dampened hopes for growth. In Brazil, early optimism that the new government would be good for business quickly cooled, following a series of distracting scandals and

ongoing delays with the vote on pension reforms.

Despite these economic challenges the demand for specialist technology talent remained consistent across all countries. While construction suffered in Mexico, the energy sector grew in Chile and there was an increased shortage of cyber security specialists in Brazil.

2020

Brazil, Chile and Mexico could all take very different paths in 2020, leading to a very mixed recruitment outlook for the region.

After years of economic misery, Brazil may finally see a long-awaited recovery spurred on by pension reform, which will most likely increase the level of foreign direct investment. The recovery

Our presence in Latin America:

- Brazil
- Chile
- Mexico

of the oil and gas sectors, as well as the construction industry, will also start to have an impact on the economy in 2020, but the overall gains will still be modest by international standards.

The government's focus on economic equality policies at the expense of economic growth and decisions such as the cancellation of government contracts will likely have a negative impact on the economy, especially in the

construction and energy industries. However, it remains to be seen if the government's budget stabilisation fund will be needed and if confidence will return.

Across the Andes, in Chile, where the business community has more confidence in the government's ability to manage economic challenges, the planned injection of USD \$600 million into the country's budget (for road construction, subsidised housing, healthcare and water projects) throughout 2020 should see the economy weather any challenges better than most in the region.

HIRING TRENDS

With independent and diverse economic challenges across the region there are unique hiring environments in each country; however, there are also some common trends.

In all markets the recruitment of professionals with a high level of business English will remain a key challenge, especially for finance, commercial and engineering roles. This is driven by two factors. Firstly, in many global firms, expats are being replaced with local employees, but as these roles are the main interface with head office, professionals with a high level of fluency in English are needed. Secondly, many domestic firms are looking to expand internationally, so they are now competing with global companies for the same talent.

In all countries there are shortages of digital experts, data scientists and cyber security specialists, as firms look to migrate their businesses

online and deal with the extra security challenges this presents. In many cases 'digital-first' businesses are taking most of the talent due to the attractiveness of this business model.

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Despite economic challenges the demand for specialist technology talent remained consistent across all countries.

”

As a rule, employers seeking digital skill sets are looking for multi-skilled profiles, hoping to add greater value to their businesses, so there will be more demand for commercial finance profiles as well as digital natives who combine technology and marketing expertise.

There is increasing demand from candidates for better work-life balance, with firms having to offer flexible and innovative working options, which, in many cases, are just as important as salary increases to professionals looking for their next career move. In addition to this, employers need to be able to demonstrate equal opportunities for women in the workplace with proven examples of women progressing their careers while having a family.

Firms should also consider hiring from international talent pools, where they can attract professionals who will often be in the role for longer, which easily compensates for the time and cost of arranging work visas.



LOCAL TRENDS - AUSTRALIA & NEW ZEALAND

In this section we delve deeper into the hiring and salary trends we expect to see across our local market in 2020.

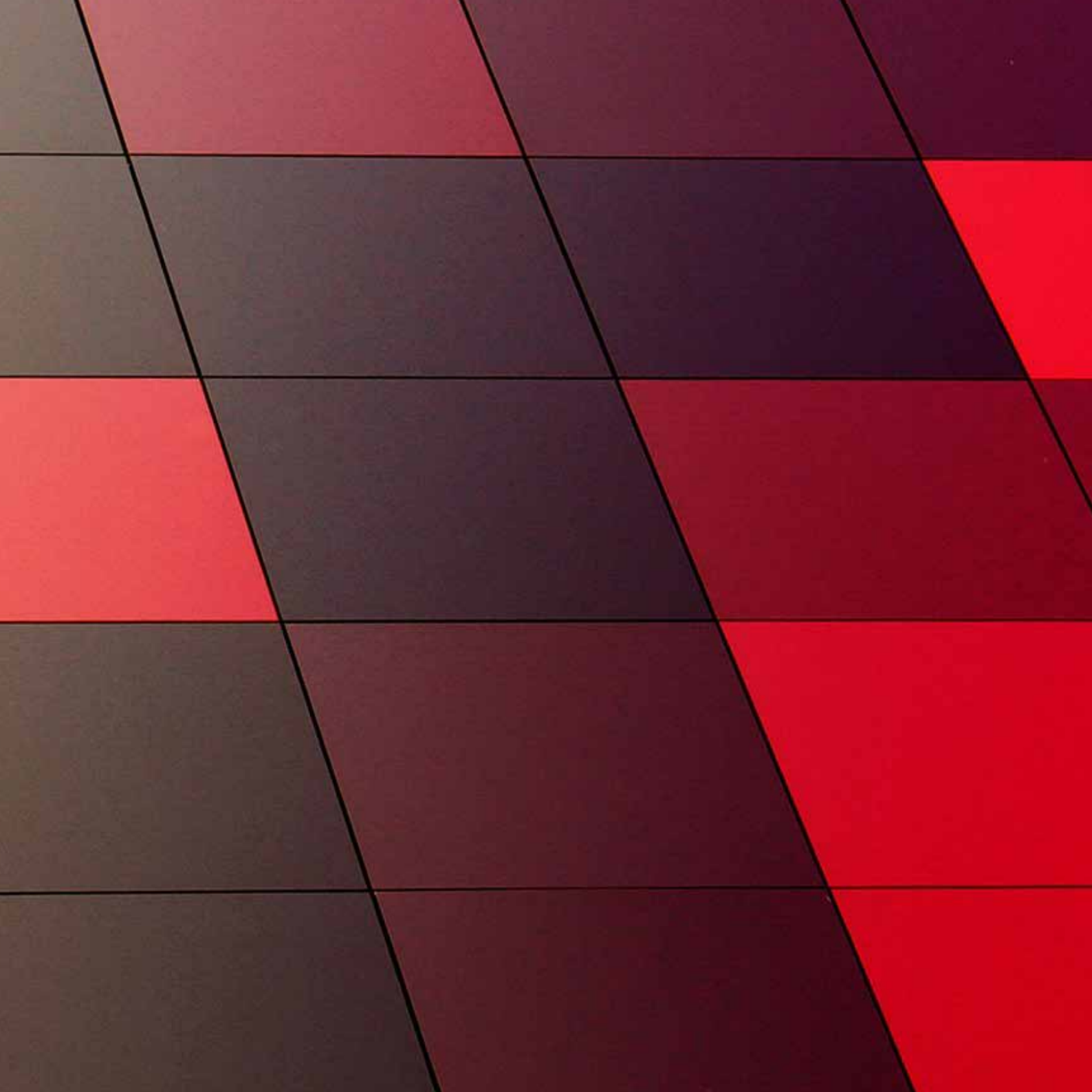
The countries and cities covered are:

Australia

- Adelaide
- Brisbane
- Melbourne
- Perth
- Sydney

New Zealand

- Auckland
- Wellington



AUSTRALIA

Australia's economic outlook in 2020 is steady rather than spectacular, with the jobs market set to follow suit. We don't expect an outbreak of substantial wages growth overall, but we do expect upward salary pressure for professionals in specialist areas within technology, infrastructure, and financial services.

While the jobs market will vary between different states and territories, one trend is universal: digital transformation. Organisations will continue to rebuild and adapt to suit the needs of their clients and customers. Across the private and public sectors, this will mean high demand (and premium salaries) for the relatively short supply of professionals with skills in robotic process automation, artificial intelligence, cyber security, business intelligence, analytics, UX and UI.

Major projects will be a source of jobs growth in several geographic areas in 2020. South Australia will require a range of technical specialists (e.g. electrical and mechanical engineers) to keep defence projects on track. Western Australia will require talent (e.g. site/residential mining engineers, mechanical/design engineers) to deliver resources projects in iron ore, gold, lithium, and liquid natural gas. And major transport projects in numerous states (including New South Wales, Victoria, Queensland, South Australia and Western Australia) will see employers compete nationally and internationally for a finite pool of qualified construction and engineering talent (not to mention professionals in ancillary sectors such as legal and technology).

85%

OF PROFESSIONALS WOULD BE OPEN
TO A JOB APPROACH WHEN NOT
ACTIVELY LOOKING

“

Employers must have compelling value propositions and streamlined recruitment processes to attract top talent in the Australian market.

”



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

The impact of the banking Royal Commission will continue to reverberate in the financial services sector in 2020. Demand will remain high for specialists in compliance, risk and remediation, particularly in Victoria and New South Wales. To meet heightened regulator (and other stakeholder) expectations, employers cannot rely solely upon the relatively small pool of professionals with hands-on experience. Part of the solution will have to be training and upskilling talent from ancillary areas, such as internal auditors and systems auditors.

With skills shortages in all the above areas continuing to bite in 2020, partnering with a recruitment consultancy with a local and international view of talent flow and

market knowledge is beneficial. Employers must also have compelling value propositions and streamlined recruitment processes to attract top talent in the Australian market. Hiring managers need to present potential and existing talent with a complete package of reasons to work at their organisation – including competitive salary, flexible working, professional development, purpose beyond profit and collaborative culture. At the offer stage, hiring managers with nimble processes will invariably secure talent ahead of their competitors.



Of professionals would be motivated to change jobs for a pay rise/change in compensation

DRIVERS OF JOB GROWTH:

- 1  State based infrastructure projects
- 2  Findings from the Royal Commission
- 3  Technology transformation and data

1 While the jobs market will vary between different states and territories, one trend is universal: digital transformation.

**All statistics from AU & NZ Pay & Bonus Survey 2019, 2091 respondents*

ACCOUNTING & FINANCE

KEY FINDINGS

TOP SKILLS IN DEMAND



Business partnering



Analytics and reporting



Technical accounting

33%

Of accounting & finance professionals stay in a role for 3-5 years

TOP JOBS IN DEMAND



Financial Accountant

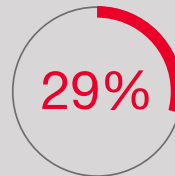


Finance Analyst

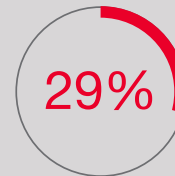


Regulatory Accountant

ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% increase



3 - 6% increase



No increase

80%

Of professionals would be open to a job approach when not actively looking

TOP MOTIVATORS TO MOVE JOBS

Pay rise/change in compensation

28%

Career progression

19%

Improved work-life balance

16%

A change in role and responsibilities

11%

ACCOUNTING & FINANCE

NEW SOUTH WALES

COMMERCE & INDUSTRY

| ROLE | PERMANENT | | | CONTRACT | | |
|--|---------------------------|-------------|--------------|------------------------|-----------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Chief Financial Officer | 250k+ | | | 130+ | | |
| Finance Director | 190k+ | | | 130+ | | |
| Financial Controller | 150 - 190k | 170k | 0 | 80 - 100 | 90 | 0 |
| Commercial/FP&A Manager | 150 - 200k | 175k | 6 | 80 - 100 | 90 | 5 |
| Finance Manager | 120 - 170k | 145k | 0 | 65 - 76 | 71 | 0 |
| Tax Manager | 135k+ | | | 75+ | | |
| Senior Business/Financial/Commercial Analyst | 110 - 140k | 125k | 0 | 60 - 82 | 71 | 0 |
| Business/Financial/Commercial Analyst | 90 - 130k | 110k | 0 | 49 - 72 | 61 | 0 |
| Senior Management Accountant | 110 - 140k | 125k | 5 | 54 - 72 | 63 | 3 |
| Management Accountant | 90 - 115k | 103k | 0 | 49 - 62 | 56 | 0 |
| Senior Financial Accountant | 110 - 140k | 125k | 1 | 60 - 80 | 70 | 3 |
| Financial Accountant | 90 - 115k | 103k | 0 | 49 - 60 | 55 | 0 |
| Treasury Accountant | 90 - 120k | 105k | 0 | 49 - 65 | 57 | 2 |
| Systems Accountant | 95 - 130k | 113k | 2 | 50 - 70 | 60 | 2 |
| Tax Accountant | 85 - 130k | 108k | 8 | 45 - 75 | 60 | 7 |
| Transactional | | | | | | |
| Credit Manager | 90 - 130k | 110k | 0 | 50 - 70 | 60 | 0 |
| Payroll Manager | 100 - 150k | 125k | 8 | 55 - 85 | 70 | 9 |
| Accounts Payable/Receivable Manager | 85 - 120k | 103k | 4 | 45 - 70 | 58 | 6 |
| Accounts Payable/Receivable Officer | 60 - 75k | 68k | 2 | 32 - 43 | 38 | 3 |
| Bookkeeper | 70 - 85k | 78k | 0 | 36 - 49 | 43 | 0 |
| Payroll Officer | 65 - 85k | 75k | 9 | 36 - 49 | 43 | 4 |
| Assistant Accountant | 65 - 75k | 70k | 0 | 32 - 43 | 38 | 0 |
| Credit Controller | 65 - 75k | 70k | 0 | 35 - 41 | 38 | 0 |
| Graduate/Entry Level Accountant | 55 - 65k | 60k | 0 | 27 - 35 | 31 | 0 |

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

Increase ● Decrease ● No change ●

ACCOUNTING & FINANCE

QUEENSLAND

COMMERCE & INDUSTRY

| ROLE | PERMANENT | | | CONTRACT | | |
|---|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Executive | | | | | | |
| Chief Financial Officer | 180 - 330k | 255k | 0 | 100 - 180 | 140 | 12 |
| Financial Controller | 150 - 250k | 200k | 0 | 80 - 120 | 100 | 8 |
| Commercial/Planning Manager | 140 - 200k | 170k | 0 | 70 - 100 | 85 | 0 |
| Tax Manager | 140 - 180k | 160k | 0 | 70 - 100 | 85 | 0 |
| Finance Manager | 130 - 170k | 150k | 7 | 50 - 70 | 60 | 0 |
| Qualified | | | | | | |
| Senior Financial Accountant | 90 - 140k | 115k | 0 | 45 - 65 | 55 | 0 |
| Tax Accountant | 85 - 130k | 108k | 0 | 40 - 65 | 53 | 0 |
| Senior Business/Financial Analyst | 110 - 140k | 125k | 0 | 55 - 70 | 63 | 0 |
| Business/Financial Analyst | 90 - 110k | 100k | 0 | 45 - 60 | 53 | 0 |
| Systems Accountant | 90 - 130k | 110k | 10 | 40 - 70 | 55 | 0 |
| Senior Management Accountant | 100 - 130k | 115k | 0 | 50 - 70 | 60 | 0 |
| Management Accountant | 80 - 100k | 90k | 0 | 40 - 60 | 50 | 0 |
| Financial Accountant | 80 - 100k | 90k | 0 | 40 - 55 | 48 | 0 |
| Part-qualified & Transactional | | | | | | |
| Accounts Payable/Receivable Manager | 85 - 115k | 100k | 8 | 40 - 55 | 48 | 12 |
| Credit Manager | 85 - 130k | 108k | 0 | 40 - 65 | 53 | 0 |
| Accounts Payable/Receivable Officer | 55 - 65k | 60k | 20 | 28 - 35 | 32 | 18 |
| Payroll Manager | 90 - 125k | 108k | 8 | 45 - 65 | 55 | 10 |
| Payroll Officer | 65 - 85k | 75k | 15 | 30 - 40 | 35 | 17 |
| Bookkeeper | 55 - 75k | 65k | 8 | 25 - 40 | 33 | 0 |
| Assistant Accountant | 55 - 75k | 65k | 18 | 35 - 45 | 40 | 14 |
| Credit Controller | 55 - 70k | 63k | 14 | 30 - 35 | 33 | 18 |
| Accounts Assistant | 50 - 60k | 55k | 16 | 25 - 30 | 28 | 10 |

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

Increase ● Decrease ● No change ●




ACCOUNTING & FINANCE

QUEENSLAND

PUBLIC SECTOR

| ROLE | PERMANENT | | | CONTRACT | | |
|--------------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Executive | | | | | | |
| Chief Financial Officer | 190 - 300k | 245k | 0 | 90 - 150 | 120 | 0 |
| Director of Audit | 160 - 300k | 230k | 0 | 80 - 150 | 115 | 0 |
| Head of Corporate Services | 200 - 250k | 225k | 0 | 90 - 125 | 108 | 0 |
| Financial Controller | 140 - 180k | 160k | 0 | 70 - 90 | 80 | 0 |
| Qualified | | | | | | |
| Senior Management Accountant | 100 - 150k | 125k | 0 | 60 - 80 | 70 | 0 |
| Senior Financial Accountant | 100 - 150k | 125k | 0 | 60 - 80 | 70 | 0 |
| Business Analyst | 100 - 150k | 125k | 0 | 60 - 80 | 70 | 0 |
| Financial/Management Accountant | 75 - 120k | 98k | 0 | 50 - 70 | 60 | 0 |
| Part & Non-qualified | | | | | | |
| Payroll Officer | 55 - 75k | 65k | 0 | 25 - 35 | 30 | 0 |
| Accounts Receivable / Credit Officer | 45 - 65k | 55k | 0 | 25 - 35 | 30 | 0 |
| Accounts Payable Officer | 45 - 65k | 55k | 0 | 25 - 35 | 30 | 0 |

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




Increase  Decrease  No change 

ACCOUNTING & FINANCE

QUEENSLAND

PUBLIC PRACTICE

| ROLE | PERMANENT | | |
|--|---------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE |
| Top-Tier | | | |
| Equity Partner | 350k+ | | |
| Salaried Partner | 230k+ | | |
| Executive Director | 180 - 250k | 215k | 2 |
| Director | 150 - 230k | 190k | 6 |
| Senior Manager/Associate Director (9+ yrs' exp) | 125 - 160k | 143k | 2 |
| Manager (7 - 10 yrs' exp) | 100 - 130k | 115k | 2 |
| Supervisor/Assistant Manager/Client Manager (5 - 7 yrs' exp) | 85 - 95k | 90k | 0 |
| Senior - CA or CPA (3 - 6 yrs' exp) | 75 - 90k | 83k | 3 |
| Intermediate (1 - 3 yrs' exp) | 60 - 75k | 68k | 8 |
| Graduate | 54 - 62k | 58k | 4 |
| Mid-Tier | | | |
| Equity Partner | 350k+ | | |
| Salaried Partner | 180 - 250k | 215k | 0 |
| Director | 145 - 170k | 158k | 2 |
| Senior Manager/Associate Director (9+ yrs' exp) | 125 - 150k | 138k | 2 |
| Manager (7 - 10 yrs' exp) | 90 - 125k | 108k | 2 |
| Supervisor/Assistant Manager/Client Manager (5 - 7 yrs' exp) | 80 - 95k | 88k | 6 |
| Senior - CA or CPA (3 - 6 yrs' exp) | 73 - 90k | 82k | 2 |
| Senior - pre CA or CPA | 70 - 80k | 75k | 0 |
| Intermediate (1 - 3 yrs' exp) | 53 - 70k | 62k | 0 |
| Graduate | 50 - 58k | 54k | 1 |
| Boutique | | | |
| Equity Partner | 200k+ | | |
| Director | 140 - 160k | 150k | 0 |
| Senior Manager/Associate Director (9+ yrs' exp) | 120 - 150k | 135k | 0 |
| Senior/Manager (7 - 10 yrs' exp) | 90 - 125k | 108k | 5 |
| Supervisor/Assistant Manager/Client Manager (5 - 7 yrs' exp) | 80 - 95k | 88k | 3 |
| Senior - CA or CPA (3 - 6 yrs' exp) | 70 - 95k | 83k | 0 |
| Senior - pre CA or CPA | 65 - 75k | 70k | 0 |
| Intermediate (1 - 3 yrs' exp) | 50 - 70k | 60k | 2 |
| Graduate | 45 - 55k | 50k | 0 |

Increase  Decrease  No change 

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




ACCOUNTING & FINANCE

SOUTH AUSTRALIA

COMMERCE & INDUSTRY

| ROLE | PERMANENT | | | CONTRACT | | |
|----------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Executive | | | | | | |
| Chief Financial Officer | 160 - 400k | 280k | 0 | 90 - 160 | 125 | 0 |
| Financial Controller | 140 - 200k | 170k | 0 | 65 - 120 | 93 | 12 |
| Tax Manager | 110 - 140k | 125k | 0 | 55 - 80 | 68 | 4 |
| Group Accountant | 100 - 120k | 110k | 2 | 45 - 65 | 55 | 5 |
| Qualified | | | | | | |
| Audit Manager | 115 - 135k | 125k | -4 | 60 - 90 | 75 | 3 |
| Financial/Business Analyst | 90 - 125k | 108k | 5 | 45 - 90 | 68 | 8 |
| Finance Manager | 90 - 150k | 120k | 0 | 55 - 100 | 78 | 11 |
| Financial Accountant | 80 - 115k | 97k | -2 | 45 - 70 | 58 | 3 |
| Management Accountant | 80 - 120k | 100k | 3 | 50 - 80 | 65 | 8 |
| Assistant Accountant | 60 - 70k | 65k | 2 | 35 - 55 | 45 | 6 |

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

Increase  Decrease  No change 

ACCOUNTING & FINANCE

VICTORIA

COMMERCE & INDUSTRY

| ROLE | PERMANENT | | | CONTRACT | | |
|---|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Executive & Management | | | | | | |
| Chief Financial Officer (ASX & Large Corporate) | 300k+ | | | 165+ | | |
| Chief Financial Officer (SME) | 200 - 300k | 250k | 0 | 110 - 165 | 138 | 0 |
| Financial Controller | 160 - 200k | 180k | -5 | 90 - 110 | 100 | -5 |
| Finance Manager | 130 - 170k | 150k | -3 | 70 - 93 | 82 | -4 |
| FP&A Manager | 140 - 180k | 160k | 3 | 77 - 100 | 89 | 4 |
| Commercial Manager | 160 - 200k | 180k | 0 | 90 - 110 | 100 | 0 |
| Tax Manager | 150 - 220k | 185k | 0 | 82 - 120 | 101 | 0 |
| Internal Audit Manager | 130 - 200k | 165k | 0 | 70 - 110 | 90 | 0 |
| Qualified | | | | | | |
| Finance Business Partner | 120 - 150k | 135k | -4 | 65 - 82 | 74 | -3 |
| Finance/Commercial Analyst | 100 - 130k | 115k | -4 | 55 - 70 | 63 | -5 |
| Management Accountant | 90 - 120k | 105k | 0 | 50 - 65 | 58 | 0 |
| Financial Accountant | 90 - 120k | 105k | 0 | 50 - 65 | 58 | 0 |
| Tax Accountant | 100 - 140k | 120k | 0 | 55 - 77 | 66 | 0 |
| Internal Auditor | 100 - 130k | 115k | 10 | 55 - 70 | 63 | 9 |
| Systems Accountant | 100 - 150k | 125k | 0 | 55 - 82 | 69 | 0 |
| Cost Accountant | 90 - 120k | 105k | 0 | 50 - 65 | 58 | 0 |
| Newly-qualified Accountant | 90 - 105k | 98k | 5 | 50 - 57 | 54 | 5 |
| Part-qualified & Transactional | | | | | | |
| Credit Manager | 100 - 120k | 110k | 0 | 55 - 65 | 60 | 0 |
| Payroll Manager | 100 - 130k | 115k | 0 | 55 - 70 | 63 | 0 |
| Payroll Officer | 65 - 80k | 73k | 4 | 35 - 44 | 40 | 5 |
| Assistant Accountant | 70 - 80k | 75k | 7 | 38 - 44 | 41 | 9 |
| Credit Controller | 65 - 75k | 70k | 0 | 35 - 40 | 38 | 0 |
| Accounts Payable/Receivable | 60 - 70k | 65k | 4 | 33 - 38 | 36 | 4 |
| Graduate Accountant | 55 - 65k | 60k | 0 | 30 - 35 | 33 | 0 |

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

Increase ● Decrease ● No change ●




ACCOUNTING & FINANCE

VICTORIA

PUBLIC PRACTICE

| ROLE | PERMANENT SALARY PER ANNUM AUD (\$) | | |
|---|-------------------------------------|-------------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Top-Tier | | | |
| Partner | 240k+ | | |
| Director | 160 - 260k | 210k | 2 |
| Senior Manager/Associate Director (8+ yrs' exp) | 125 - 160k | 143k | 2 |
| Manager/Client Manager (5 - 8 yrs' exp) | 100 - 140k | 120k | 0 |
| Assistant Manager (4 - 6 yrs' exp) | 90 - 100k | 95k | 0 |
| Senior - CA or CPA (3 - 5 yrs' exp) | 75 - 90k | 83k | 4 |
| Intermediate (1 - 3 yrs' exp) | 60 - 75k | 68k | 0 |
| Graduate | 55 - 65k | 60k | 0 |
| Mid-Tier | | | |
| Partner | 180 - 250k | 215k | 0 |
| Director | 145 - 180k | 163k | 0 |
| Senior Manager/Associate Director (8+ yrs' exp) | 125 - 150k | 138k | 2 |
| Manager (5 - 8 yrs' exp) | 100 - 125k | 113k | 3 |
| Supervisor/Assistant Manager (4 - 6 yrs' exp) | 85 - 100k | 93k | 0 |
| Senior - CA or CPA (3 - 5 yrs' exp) | 73 - 90k | 82k | 0 |
| Senior - pre CA or CPA | 70 - 80k | 75k | 7 |
| Intermediate (1 - 3 yrs' exp) | 53 - 70k | 62k | 0 |
| Graduate | 50 - 58k | 54k | 0 |
| Boutique | | | |
| Partner | 200k+ | | |
| Director | 140 - 160k | 150k | 3 |
| Senior Manager/Associate Director (9+ yrs' exp) | 120 - 150k | 135k | 8 |
| Manager (6 - 10 yrs' exp) | 90 - 125k | 108k | 8 |
| Supervisor (5 - 7 yrs' exp) | 80 - 95k | 88k | 0 |
| Senior - CA or CPA (3 - 6 yrs' exp) | 70 - 85k | 78k | 0 |
| Senior - pre CA or CPA | 65 - 72k | 69k | 0 |
| Intermediate (1 - 3 yrs' exp) | 52 - 70k | 61k | 0 |
| Graduate | 50 - 55k | 53k | 0 |

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

Increase  Decrease  No change 

ACCOUNTING & FINANCE

WESTERN AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|---|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Executive | | | | | | |
| Chief Financial Officer | 180 - 300k | 240k | 0 | 90 - 150 | 120 | 0 |
| Group Financial Controller | 160 - 200k | 180k | 0 | 80 - 120 | 100 | 0 |
| Financial Controller | 150 - 180k | 165k | 3 | 65 - 80 | 73 | 0 |
| Tax Manager | 150 - 230k | 190k | 0 | 75 - 120 | 98 | 0 |
| Qualified | | | | | | |
| Senior Business Partner | 150 - 200k | 175k | 0 | 75 - 100 | 88 | 0 |
| Business Partner | 125 - 150k | 138k | 2 | 65 - 80 | 73 | 7 |
| Group Accountant | 120 - 150k | 135k | 0 | 75 - 85 | 80 | 0 |
| Senior Management Accountant | 120 - 145k | 133k | 6 | 60 - 70 | 65 | 8 |
| Management Accountant | 85 - 110k | 98k | 3 | 50 - 60 | 55 | 10 |
| Senior Financial Accountant | 120 - 150k | 135k | 8 | 60 - 70 | 65 | 8 |
| Financial Accountant | 85 - 110k | 98k | 3 | 50 - 60 | 55 | 10 |
| Senior Business/Financial Analyst | 125 - 150k | 138k | 2 | 60 - 75 | 68 | 8 |
| Business/Financial Analyst | 90 - 130k | 110k | 0 | 55 - 65 | 60 | 9 |
| Systems Accountant | 120 - 160k | 140k | 8 | 60 - 75 | 68 | 13 |
| Tax Accountant | 100 - 130k | 115k | 10 | 60 - 75 | 68 | 17 |
| Part-qualified & Transactional | | | | | | |
| Payroll Manager | 100 - 130k | 115k | 10 | 45 - 60 | 53 | 5 |
| Payroll Clerk | 60 - 75k | 68k | 13 | 32 - 45 | 39 | 13 |
| Accounts Payable / Credit Manager | 70 - 85k | 78k | 0 | 35 - 45 | 40 | 0 |
| Accounts Payable Clerk | 55 - 65k | 60k | 0 | 28 - 34 | 31 | 5 |
| Accounts Receivable Officer | 55 - 65k | 60k | 0 | 28 - 34 | 31 | 5 |
| Bookkeeper | 60 - 75k | 68k | 0 | 32 - 38 | 35 | 6 |
| Assistant Accountant | 55 - 70k | 63k | 9 | 30 - 38 | 34 | 0 |
| Accounts Assistant | 55 - 65k | 60k | 9 | 26 - 30 | 28 | 0 |

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




Increase ● Decrease ● No change ●

ACCOUNTING & FINANCE

WESTERN AUSTRALIA

| ROLE | PERMANENT SALARY PER ANNUM AUD (\$) | | |
|---|-------------------------------------|--------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Public Practice & Insolvency | | | |
| Senior Manager | 130 - 160k | 145k | 0 |
| Manager | 100 - 130k | 115k | 0 |
| Assistant Manager | 95 - 110k | 103k | 3 |
| Senior/Supervisor | 80 - 95k | 88k | 3 |
| Intermediate | 65 - 75k | 70k | 0 |
| Corporate Finance In-house | | | |
| Senior Manager (10 - 15 yrs' exp) | 180 - 250k | 215k | 5 |
| Manager (8 - 11 yrs' exp) | 155 - 200k | 178k | 4 |
| Analyst (4 - 8 yrs' exp) | 120 - 150k | 135k | 8 |
| Analyst (2 - 4 yrs' exp) | 85 - 100k | 93k | 0 |

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

Increase  Decrease  No change 

BANKING & FINANCIAL SERVICES

KEY FINDINGS

TOP DRIVERS OF JOB GROWTH



Royal
Commission



Customer
experience



Regulatory
change

55%

Of banking & financial services professionals are fairly confident about job opportunities

TOP JOBS IN DEMAND



Compliance
Manager

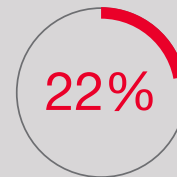


Risk Manager

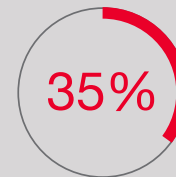


Relationship
Manager

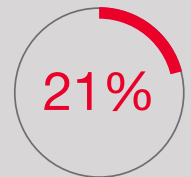
ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% increase



3 - 6% increase



No increase

35%

Of professionals
stay in a role for
3 - 5 years

TOP MOTIVATORS TO MOVE JOBS

Pay rise/change in
compensation

32%

Career progression

24%

Improved work-life
balance

19%

Better company culture

9%

BANKING & FINANCIAL SERVICES

NEW SOUTH WALES

ACCOUNTING & FINANCE

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Executive | | | | | | |
| Chief Financial Officer | 220 - 330k+ | 275k | 2 | 120 - 150 | 135 | 0 |
| Financial Controller | 170 - 220k | 195k | 0 | 90 - 115 | 103 | 0 |
| Finance Manager | 135 - 170k | 153k | -2 | 65 - 85 | 75 | 0 |
| Qualified/Part-qualified | | | | | | |
| Fund Accounting Manager | 110 - 150k | 130k | 0 | 60 - 75 | 68 | 0 |
| Senior Fund Accountant | 85 - 110k | 98k | 0 | 50 - 60 | 55 | 0 |
| Fund Accountant | 65 - 85k | 75k | 0 | 40 - 50 | 45 | 0 |
| Senior Financial Accountant | 110 - 140k | 125k | 5 | 55 - 70 | 63 | 0 |
| Financial Accountant | 90 - 120k | 105k | 5 | 45 - 50 | 48 | 0 |
| First Mover (Audit) | 90 - 110k | 100k | 0 | 50 - 55 | 53 | 0 |
| Tax Manager | 130 - 200k | 165k | 0 | 65 - 90 | 78 | 0 |
| Tax Accountant | 90 - 130k | 110k | 5 | 45 - 70 | 58 | 5 |
| Product Control Manager | 150 - 200k | 175k | 6 | 70 - 95 | 83 | 3 |
| Product Controller | 100 - 150k | 125k | 4 | 50 - 75 | 63 | 0 |
| Head of FP&A | 180 - 240k | 210k | 5 | 90 - 120 | 105 | 2 |
| FP&A Manager/Business Partner | 140 - 210k | 175k | 3 | 70 - 95 | 83 | 0 |
| Management Accountant | 100 - 130k | 115k | 5 | 50 - 75 | 63 | 0 |
| Assistant Accountant | 65 - 80k | 73k | 0 | 32 - 45 | 39 | 0 |
| Accounts Payable | 60 - 85k | 73k | 0 | 28 - 45 | 37 | 0 |
| Projects | | | | | | |
| Senior Finance Business Analyst | 130 - 200k | 165k | 0 | 90 - 115 | 103 | 0 |

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

Increase  Decrease  No change 




BANKING & FINANCIAL SERVICES

NEW SOUTH WALES

FINANCIAL PLANNING & WEALTH MANAGEMENT

| ROLE | PERMANENT SALARY PER ANNUM AUD (\$) | | |
|---|-------------------------------------|-------------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Head of Advice | 200k+ | | |
| Regional Manager | 160 - 180k | 170k | 6 |
| Financial Planning Manager | 140 - 200k | 170k | 0 |
| Practice Development Manager | 140 - 170k | 155k | 0 |
| Certified Financial Planner (5+ yrs' exp) | 140 - 170k | 155k | 0 |
| Financial Planner (1 - 5 yrs' exp) | 90 - 130k | 110k | 7 |
| Associate Advisor | 70 - 95k | 83k | 6 |
| Paraplanner | 65 - 110k | 88k | 17 |
| Advisor Support | 60 - 75k | 68k | 0 |
| Client Services | 55 - 65k | 60k | 0 |
| Private Banking (2 - 5 yrs' exp) | 150 - 220k | 185k | 0 |
| Advice Remediation (1 - 3 yrs' exp) | 95 - 130k | 113k | 9 |

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

Increase  Decrease  No change 




BANKING & FINANCIAL SERVICES

NEW SOUTH WALES

FUNDS MANAGEMENT & OPERATIONS

| ROLE | PERMANENT SALARY PER ANNUM AUD (\$) | | |
|--|-------------------------------------|-------------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Funds | | | |
| Business Development Manager | 135 - 170k | 153k | 0 |
| Business Development Associate | 75 - 95k | 85k | 0 |
| Product Manager | 140 - 170k | 155k | 0 |
| Product Analyst | 100 - 120k | 110k | 0 |
| Portfolio Manager | 180 - 250k | 215k | 0 |
| Investment Analyst | 130 - 160k | 145k | 0 |
| Performance Analyst | 100 - 140k | 120k | 0 |
| Operations | | | |
| Operations Manager | 120 - 160k | 140k | 0 |
| Trade Support | 95 - 120k | 108k | 8 |
| Client Onboarding Associate | 90 - 110k | 100k | 0 |
| Corporate Actions Analyst | 80 - 100k | 90k | 0 |
| Fund Accountant / Unit Pricing Analyst | 70 - 100k | 85k | 0 |
| Fund/Operations Analyst | 70 - 100k | 85k | 6 |
| Client Services Officer | 60 - 80k | 70k | 0 |

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

Increase  Decrease  No change 


BANKING & FINANCIAL SERVICES

NEW SOUTH WALES

RETAIL, COMMERCIAL & CORPORATE BANKING

| ROLE | PERMANENT SALARY PER ANNUM AUD (\$) | | |
|--|-------------------------------------|--------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Business & Commercial Banking | | | |
| Regional Manager | 200 - 230k | 215k | 5 |
| Relationship Director | 180 - 200k | 190k | 0 |
| Senior Relationship Manager | 140 - 180k | 160k | 0 |
| Relationship Manager | 100 - 130k | 115k | 0 |
| Assistant Relationship Manager | 80 - 100k | 90k | 0 |
| Business Development Manager | 130 - 180k | 155k | 0 |
| Head of Credit | 240 - 260k | 250k | 0 |
| Senior Manager - Credit | 140 - 160k | 150k | 0 |
| Corporate & Institutional Banking | | | |
| Head of Division | 300 - 350k | 325k | 16 |
| Director - Corporate & FI | 220 - 280k | 250k | 0 |
| Associate Director - Corporate & FI | 160 - 180k | 170k | 0 |
| Senior Associate | 100 - 130k | 115k | 0 |
| Project Finance | | | |
| Managing Director | 450 - 600k | 525k | 24 |
| Director | 250 - 320k | 285k | 4 |
| Associate Director | 170 - 190k | 180k | 0 |
| Senior Associate | 120 - 160k | 140k | 4 |
| Retail Banking | | | |
| Head of Lending/Credit | 220 - 250k | 235k | 12 |
| Team Leader | 100 - 120k | 110k | 0 |
| Mobile Lender | 100 - 170k | 135k | 15 |
| Home Loan Specialist | 70 - 90k | 80k | 7 |
| Credit Analyst | 80 - 100k | 90k | 0 |
| Advisory/Property Funds | | | |
| Investment Director / Associate Director | 180 - 200k | 190k | 3 |
| Senior Associate | 120 - 140k | 130k | 0 |

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

Increase  Decrease  No change 

BANKING & FINANCIAL SERVICES

NEW SOUTH WALES

RISK MANAGEMENT, COMPLIANCE & AUDIT

| ROLE | PERMANENT SALARY PER ANNUM AUD (\$) | | | | | | | | |
|--------------------------|-------------------------------------|-------------|--------------|----------------|-------------|--------------|-------------|--------|--------------|
| | 0 - 4 YRS' EXP | | | 4 - 8 YRS' EXP | | | 8+ YRS' EXP | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Risk Management | | | | | | | | | |
| Operational Risk Manager | 80 - 130k | 105k | 5 | 120 - 180k | 150k | 6 | 180k+ | | |
| Credit Risk Management | 80 - 130k | 105k | 10 | 115 - 180k | 148k | 5 | 180k+ | | |
| Market Risk | 80 - 140k | 110k | 5 | 120 - 200k | 160k | 0 | 200k+ | | |
| Quantitative Risk | 90 - 140k | 115k | 0 | 120 - 220k | 170k | 0 | 220k+ | | |
| Anti-Money Laundering | 80 - 140k | 110k | 0 | 120 - 200k | 160k | 0 | 200k+ | | |
| Compliance | | | | | | | | | |
| Investment Banking | 100 - 140k | 120k | 0 | 140 - 220k | 180k | 3 | 200k+ | | |
| Retail Banking | 90 - 140k | 115k | 0 | 140 - 200k | 170k | 3 | 200k+ | | |
| Funds Management | 90 - 140k | 115k | 0 | 140 - 190k | 165k | 3 | 190k+ | | |
| Internal Audit | | | | | | | | | |
| Investment Banking | 100 - 110k | 105k | 14 | 130 - 180k | 155k | 11 | 165k+ | | |
| Retail Banking | 80 - 110k | 95k | 6 | 120 - 170k | 145k | 4 | 165k+ | | |
| Funds Management | 90 - 110k | 100k | 11 | 120 - 165k | 143k | 2 | 165k+ | | |
| Credit Analysis | | | | | | | | | |
| Retail Banking | 80 - 100k | 90k | 10 | 100 - 135k | 118k | 9 | 135k+ | | |
| Corporate Banking | 90 - 110k | 100k | 5 | 120 - 160k | 140k | 4 | 160k+ | | |
| Financial Institutions | 90 - 110k | 100k | 5 | 120 - 170k | 145k | 4 | 180k+ | | |

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



Increase  Decrease  No change 

BANKING & FINANCIAL SERVICES

QUEENSLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|---|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Accounting & Finance | | | | | | |
| Chief Financial Officer | 210 - 300k | 255k | 0 | 105 - 150 | 128 | 0 |
| Financial Controller | 150 - 220k | 185k | 0 | 75 - 110 | 93 | 0 |
| Financial Accountant | 90 - 120k | 105k | 0 | 45 - 50 | 48 | 0 |
| FP&A Manager/Business Partner | 130 - 190k | 160k | 0 | 65 - 95 | 80 | 0 |
| Management Accountant | 100 - 120k | 110k | 0 | 50 - 60 | 55 | 0 |
| Fund Accounting Manager | 110 - 150k | 130k | 0 | 60 - 75 | 68 | 0 |
| Senior Fund Accountant | 85 - 110k | 98k | 0 | 50 - 60 | 55 | 0 |
| Fund Accountant | 65 - 85k | 75k | 0 | 40 - 50 | 45 | 0 |
| Fund Administrator | 65 - 75k | 70k | 0 | 40 - 50 | 45 | 0 |
| Risk Management, Compliance & Audit | | | | | | |
| Head of Compliance (4 - 8+ yrs' exp) | 180 - 220k | 200k | 0 | | | |
| Compliance Manager (4 - 8 yrs' exp) | 120 - 170k | 145k | 0 | | | |
| Operational Risk Manager (4 - 8 yrs' exp) | 180 - 220k | 200k | 0 | | | |
| Quantitative Market Risk (1 - 4+ yrs' exp) | 110 - 180k | 145k | 0 | | | |
| Credit Risk Management (0 - 8+ yrs' exp) | 65 - 180k+ | 123k | 0 | | | |
| Internal Audit (0 - 8+ yrs' exp) | 70 - 135k+ | 103k | 0 | | | |
| Retail, Commercial & Corporate Banking | | | | | | |
| Relationship Director | 180 - 220k | 200k | 0 | | | |
| Senior Relationship Manager | 140 - 180k | 160k | 0 | | | |
| Relationship Manager | 100 - 140k | 120k | 0 | | | |
| Assistant Relationship Manager | 65 - 85k | 75k | 0 | | | |
| Senior Manager - Credit | 130 - 170k | 150k | 0 | | | |
| Credit Analyst | 80 - 120k | 100k | 0 | | | |
| Wealth Management | | | | | | |
| Private Banking (2 - 5 + yrs' exp) | 125 - 180k | 153k | 0 | | | |
| Associate | 80 - 120k | 100k | 0 | | | |
| Adviser Assistant | 65 - 85k | 75k | 0 | | | |
| Advice Remediation | 110 - 140k | 125k | 0 | | | |

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




Increase  Decrease  No change 

BANKING & FINANCIAL SERVICES

SOUTH AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|--------------------------------------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Professional Business Banking | | | | | | |
| Senior Relationship Manager | 140 - 160k | 150k | 0 | | | |
| Business Banking Manager | 110 - 120k | 115k | 0 | | | |
| Assistant Relationship Manager | 70 - 90k | 80k | 19 | | | |
| Lending Manager | 75 - 90k | 83k | 0 | | | |
| Wealth Management | | | | | | |
| Financial Planner | 100 - 120k | 110k | 5 | | | |
| Paraplanner | 70 - 90k | 80k | 19 | | | |
| Client Services | 65 - 80k | 73k | 13 | 25 - 40 | 33 | 0 |
| Contact Centre | | | | | | |
| Customer Service/Collections | 55 - 65k | 60k | 4 | 28 - 32 | 30 | 0 |

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

Increase  Decrease  No change 

BANKING & FINANCIAL SERVICES

VICTORIA

ACCOUNTING & FINANCE

| ROLE | PERMANENT | | | CONTRACT | | |
|---|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Executive & Management | | | | | | |
| Senior Finance Business Partner | 160 - 240k | 200k | -2 | 88 - 130 | 109 | -4 |
| Finance Business Partner | 130 - 160k | 145k | -6 | 70 - 87 | 79 | -9 |
| Financial Controller / Head of Division | 180 - 250k | 215k | -8 | 100 - 137 | 119 | -5 |
| Finance Manager / Divisional Manager | 140 - 180k | 160k | -3 | 77 - 100 | 89 | -3 |
| Internal Audit Manager | 140 - 180k | 160k | 0 | 77 - 100 | 89 | 0 |
| Treasury Manager | 150 - 180k | 165k | -1 | 82 - 100 | 91 | -2 |
| Product Controller | 140 - 180k | 160k | 0 | 77 - 100 | 89 | 0 |
| Accounting | | | | | | |
| Senior Analyst | 110 - 130k | 120k | 9 | 60 - 70 | 65 | 8 |
| Internal Auditor | 95 - 120k | 108k | 2 | 52 - 65 | 59 | 2 |
| Tax Accountant | 100 - 130k | 115k | 2 | 55 - 70 | 63 | 2 |
| Senior Fund Accountant | 120 - 140k | 130k | 8 | 65 - 77 | 71 | 9 |
| Fund Accountant | 80 - 110k | 95k | 3 | 45 - 60 | 53 | 0 |
| SMSF Accountant | 80 - 120k | 100k | 0 | 45 - 65 | 55 | 0 |
| Assistant Accountant | 70 - 85k | 78k | 7 | 38 - 47 | 43 | 6 |

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




Increase ● Decrease ● No change ●

BANKING & FINANCIAL SERVICES

VICTORIA

| ROLE | PERMANENT | | | CONTRACT | | |
|---|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Banking | | | | | | |
| Corporate Banking Relationship Manager | 150 - 230k | 190k | 0 | 80 - 120 | 100 | 0 |
| Commercial Banking Relationship Manager | 110 - 180k | 145k | 0 | 60 - 100 | 80 | 0 |
| Small Business Banking Manager | 90 - 125k | 108k | 0 | 45 - 65 | 55 | 0 |
| Credit Analyst | 75 - 110k | 93k | 0 | 36 - 60 | 48 | 0 |
| Assistant Relationship Manager | 80 - 100k | 90k | 0 | 40 - 45 | 43 | 0 |
| Mortgage Lender | 95 - 125k | 110k | 0 | 43 - 63 | 53 | 0 |
| Branch Manager | 95 - 120k | 108k | 0 | 50 - 80 | 65 | 0 |
| Credit Assessment | 75 - 95k | 85k | 6 | 36 - 45 | 41 | 0 |
| Risk & Compliance | | | | | | |
| Compliance Manager | 145 - 220k | 183k | 9 | 65 - 100 | 83 | 6 |
| Compliance Analyst | 95 - 135k | 115k | 7 | 50 - 70 | 60 | 9 |
| Operational Risk Manager | 125 - 185k | 155k | 0 | 65 - 95 | 80 | 0 |
| Operational Risk Analyst | 95 - 125k | 110k | 5 | 50 - 65 | 58 | 10 |
| Investment Operations | | | | | | |
| Corporate Actions | 60 - 85k | 73k | 4 | 30 - 40 | 35 | 9 |
| Treasury Settlements | 60 - 85k | 73k | 12 | 30 - 40 | 35 | 9 |
| Equity Settlements | 60 - 85k | 73k | 12 | 30 - 40 | 35 | 9 |
| Derivative Operations | 65 - 95k | 80k | 0 | 30 - 42 | 36 | 0 |
| Portfolio Administration | 55 - 80k | 68k | 0 | 27 - 37 | 32 | 0 |
| Performance Analyst | 80 - 140k | 110k | 0 | 40 - 70 | 55 | 0 |
| Wealth Management & Superannuation | | | | | | |
| Financial Planner | 100 - 140k | 120k | 9 | 50 - 70 | 60 | 9 |
| Paraplanner | 80 - 110k | 95k | 12 | 35 - 48 | 42 | 5 |
| Client Service Manager | 65 - 90k | 78k | 0 | 35 - 47 | 41 | 0 |
| Relationship Manager | 100 - 130k | 115k | 7 | 50 - 72 | 61 | 3 |
| Member Services | 60 - 80k | 70k | 0 | 30 - 40 | 35 | 0 |
| Fund Administrator | 60 - 80k | 70k | 0 | 30 - 40 | 35 | 0 |

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

Increase  Decrease  No change 

BUSINESS SUPPORT

KEY FINDINGS

TOP SKILLS IN DEMAND



Document management



Stakeholder management



Project coordination

31%

Of business support professionals stay in a role for 10+ years

TOP JOBS IN DEMAND



Executive Assistant



Project Administrator/
Coordinator



Customer Service/
Contact Centre
Consultant

ANNUAL SALARY INCREMENT EXPECTATIONS

37%

1 - 3% increase

29%

3 - 6% increase

23%

No increase

86%

Of professionals would be open to a job approach when not actively looking

TOP INFLUENCES OF JOB SATISFACTION

How interesting day-to-day work is

60%

Good work-life balance

54%

Feedback and encouragement from management

48%

Flexible working




45%

BUSINESS SUPPORT

NEW SOUTH WALES

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------|---------------------------|-------------|--------------|------------------------|-----------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Office Manager | 80 - 110k | 95k | -5 | 40 - 50 | 45 | 0 |
| Personal Assistant | 72 - 95k | 84k | -5 | 38 - 45 | 42 | -2 |
| Executive Assistant | 90 - 130k | 110k | 0 | 45 - 60 | 53 | 0 |
| Legal Secretary | 60 - 85k | 73k | -9 | 32 - 45 | 39 | -9 |
| Paralegal | 60 - 120k | 90k | 0 | 35 - 50 | 43 | 0 |
| Desktop Publisher | 85 - 110k | 98k | 8 | 45 - 65 | 55 | 0 |
| Bid Coordinator | 80 - 100k | 90k | -3 | 35 - 45 | 40 | 0 |
| Team Assistant | 67 - 80k | 74k | 1 | 33 - 40 | 37 | 0 |
| Site Secretary | 65 - 75k | 70k | 0 | 30 - 38 | 34 | 5 |
| Project Coordinator | 75 - 110k | 93k | -3 | 35 - 55 | 45 | 0 |
| Sales Coordinator | 65 - 80k | 73k | 0 | 32 - 40 | 36 | 3 |
| Administration Assistant | 55 - 70k | 63k | 4 | 28 - 35 | 32 | 5 |
| Office Junior | 50 - 60k | 55k | 5 | 26 - 30 | 28 | 4 |
| Board Assistant | 75 - 100k | 88k | 0 | 35 - 50 | 43 | 0 |
| Receptionist | 55 - 70k | 63k | 0 | 27 - 33 | 30 | 0 |
| Document Controller | 80 - 100k | 90k | 6 | 40 - 55 | 48 | 10 |
| Data Entry Operator | 53 - 63k | 58k | 3 | 26 - 30 | 28 | 2 |
| Facilities Coordinator | 70 - 80k | 75k | -3 | 30 - 38 | 34 | -7 |
| Customer Service Manager | 90 - 110k | 100k | 0 | 45 - 55 | 50 | 0 |
| Customer Service Team Leader | 70 - 90k | 80k | 0 | 35 - 45 | 40 | -5 |
| Customer Service Representative | 60 - 75k | 68k | 2 | 30 - 35 | 33 | 0 |

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

Increase  Decrease  No change 

BUSINESS SUPPORT

QUEENSLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Business Support | | | | | | |
| Project Coordinator | 80 - 100k | 90k | 0 | 41 - 60 | 51 | 0 |
| Project Administrator | 70 - 90k | 80k | 0 | 38 - 48 | 43 | 0 |
| Executive Assistant | 82 - 110k | 96k | 0 | 41 - 55 | 48 | 0 |
| Facilities Assistant | 60 - 65k | 63k | 0 | 30 - 35 | 33 | 0 |
| Document Controller | 80 - 110k | 95k | 12 | 45 - 60 | 53 | 17 |
| Office Manager | 76 - 93k | 85k | 6 | 40 - 48 | 44 | -7 |
| Personal Assistant | 68 - 83k | 76k | 3 | 39 - 48 | 44 | 0 |
| Travel Coordinator | 70 - 80k | 75k | 7 | 35 - 48 | 42 | 6 |
| Desk Assistant | 66 - 76k | 71k | 13 | 35 - 40 | 38 | 6 |
| Legal Secretary | 65 - 76k | 71k | 8 | 35 - 45 | 40 | 7 |
| Team Administrator | 60 - 70k | 65k | 6 | 30 - 40 | 35 | 4 |
| Administration Assistant | 58 - 68k | 63k | 5 | 30 - 35 | 33 | -2 |
| Data Entry Operator | 53 - 63k | 58k | 5 | 30 - 36 | 33 | 0 |
| Receptionist | 55 - 60k | 58k | 5 | 29 - 34 | 32 | 0 |
| Office Junior | 48 - 53k | 51k | 9 | 29 - 33 | 31 | 3 |
| Claims Officer | 55 - 65k | 60k | 0 | 29 - 35 | 32 | 0 |
| Call Centre | | | | | | |
| Customer Service Manager | 110 - 140k | 125k | 9 | 55 - 70 | 63 | 9 |
| Customer Service Team Leader | 76 - 93k | 85k | 4 | 40 - 48 | 44 | 0 |
| Customer Service Representative | 52 - 65k | 59k | 6 | 29 - 34 | 32 | 2 |
| Public Sector | | | | | | |
| Business Support Officer | 70 - 77k | 74k | 0 | 41 - 46 | 44 | 9 |
| Executive Support Officer | 79 - 89k | 84k | 0 | 49 - 54 | 52 | 6 |
| Project Officer | 92 - 100k | 96k | 0 | 56 - 62 | 59 | 0 |
| Policy Officer | 100 - 120k | 110k | 0 | 64 - 70 | 67 | 3 |

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




Increase ● Decrease ● No change ●

BUSINESS SUPPORT

SOUTH AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|-----------------------------|---------------------------|------------|--------------|------------------------|-----------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Business Support | | | | | | |
| Executive Assistant | 70 - 85k | 78k | 0 | 35 - 45 | 40 | 0 |
| Office Manager | 70 - 85k | 78k | 0 | 35 - 40 | 38 | 0 |
| Personal Assistant | 65 - 75k | 70k | 0 | 30 - 35 | 33 | -3 |
| Office Administrator | 50 - 65k | 58k | 5 | 25 - 30 | 28 | 6 |
| Receptionist | 50 - 55k | 53k | 5 | 25 - 30 | 28 | 8 |
| Project Administrator | 65 - 75k | 70k | 9 | 25 - 30 | 28 | -5 |
| Finance | | | | | | |
| Bookkeeper | 60 - 75k | 68k | 0 | 35 - 45 | 40 | 0 |
| Credit Controller | 60 - 75k | 68k | 0 | 35 - 40 | 38 | 0 |
| Payroll Officer | 65 - 75k | 70k | 4 | 32 - 38 | 35 | 0 |
| Accounts Payable/Receivable | 55 - 65k | 60k | 0 | 30 - 33 | 32 | 5 |

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

Increase  Decrease  No change 

BUSINESS SUPPORT

VICTORIA

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Business Support | | | | | | |
| Executive Assistant - Banking | 80 - 120k | 100k | 0 | 40 - 60 | 50 | 0 |
| Executive Assistant | 80 - 120k | 100k | 0 | 40 - 55 | 48 | 0 |
| Office Manager | 85 - 110k | 98k | 5 | 40 - 50 | 45 | 5 |
| Personal Assistant | 70 - 100k | 85k | 0 | 35 - 55 | 45 | 0 |
| Legal Secretary/Assistant | 65 - 85k | 75k | 3 | 35 - 60 | 48 | 0 |
| Team Assistant | 55 - 90k | 73k | 0 | 35 - 55 | 45 | 0 |
| HR Administrator | 55 - 70k | 63k | 0 | 30 - 40 | 35 | 0 |
| Facilities Coordinator | 55 - 70k | 63k | 0 | 30 - 40 | 35 | 0 |
| Administration Assistant | 50 - 65k | 58k | 0 | 30 - 40 | 35 | 0 |
| Receptionist | 55 - 65k | 60k | 4 | 27 - 35 | 31 | 7 |
| Data Entry Operator | 50 - 60k | 55k | 0 | 30 - 35 | 33 | 0 |
| Mail Room Assistant | 50 - 58k | 54k | 3 | 30 - 35 | 33 | 3 |
| Office Junior | 50 - 55k | 53k | 0 | 30 - 35 | 33 | 0 |
| Project Support | | | | | | |
| Tender Coordinator | 60 - 85k | 73k | 0 | 30 - 40 | 35 | 0 |
| Tender Formatter | 60 - 85k | 73k | 0 | 30 - 40 | 35 | 0 |
| Document Controller | 65 - 100k | 83k | 0 | 35 - 50 | 43 | 0 |
| Project Administrator/Assistant | 60 - 90k | 75k | 0 | 35 - 50 | 43 | 0 |
| Call Centre Support | | | | | | |
| Contact Centre Manager | 90 - 130k | 110k | 10 | 55 - 65 | 60 | 14 |
| Team Leader | 75 - 100k | 88k | 3 | 40 - 55 | 48 | 0 |
| Faults/Dispatch Consultant | 50 - 60k | 55k | 0 | 30 - 40 | 35 | 0 |
| Outbound Customer Service | 50 - 65k | 58k | 5 | 30 - 40 | 35 | 8 |
| Inbound Customer Service | 50 - 65k | 58k | 5 | 30 - 40 | 35 | 8 |

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




Increase ● Decrease ● No change ●

BUSINESS SUPPORT

WESTERN AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------|---------------------------|-------------|--------------|------------------------|-----------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Executive Assistant | 80 - 100k | 90k | 0 | 40 - 50 | 45 | 0 |
| Personal Assistant | 65 - 85k | 75k | 0 | 33 - 43 | 38 | 0 |
| Administration Assistant | 50 - 65k | 58k | 0 | 28 - 35 | 32 | 0 |
| Office Manager | 65 - 80k | 73k | 0 | 35 - 43 | 39 | 0 |
| Receptionist | 50 - 60k | 55k | 0 | 28 - 30 | 29 | 0 |
| Legal Secretary | 60 - 85k | 73k | 0 | 30 - 45 | 38 | 0 |
| Document Controller | 75 - 90k | 83k | 0 | 40 - 55 | 48 | 10 |
| Project Coordinator | 60 - 80k | 70k | 0 | 35 - 50 | 43 | 6 |
| Data Entry Operator | 45 - 50k | 48k | 0 | 28 - 30 | 29 | 0 |
| Sales Support Officer | 55 - 70k | 63k | 0 | 30 - 35 | 33 | 0 |
| Scheduler | 55 - 70k | 63k | 0 | 30 - 40 | 35 | 8 |
| Customer Service Manager | 95 - 140k | 118k | 0 | 48 - 70 | 59 | 0 |
| Customer Service Team Lead | 70 - 85k | 78k | 0 | 32 - 45 | 39 | 0 |
| Customer Service Representative | 45 - 65k | 55k | 0 | 27 - 30 | 29 | 0 |

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

Increase  Decrease  No change 

HUMAN RESOURCES & SAFETY

KEY FINDINGS

TOP DRIVERS OF JOB GROWTH



Building internal talent acquisition teams



Mergers and acquisitions



Business transformation

47%

Of human resources & safety professionals are not looking to change jobs

TOP JOBS IN DEMAND



HR Business Partner

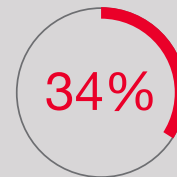


Talent Acquisition Specialist

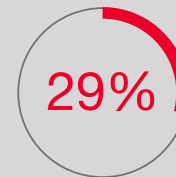


HR Coordinator

ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% increase



3 - 6% increase



No increase

53%

Of professionals are not expecting a bonus within the next year

TOP MOTIVATORS TO MOVE JOBS

Pay rise/change in compensation

29%

Improved work-life balance

17%

Career progression

12%

Better company culture




11%

HUMAN RESOURCES & SAFETY

NEW SOUTH WALES

| ROLE | PERMANENT | | | CONTRACT | | |
|---|---------------------------|-------------|--------------|-----------------------|-------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER DAY AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Generalist | | | | | | |
| HR Director | 240 - 400k | 320k | 4 | 1045 - 1750 | 1398 | 4 |
| HR Manager | 150 - 210k | 180k | 0 | 650 - 915 | 783 | 1 |
| HR Business Partner | 130 - 170k | 150k | 0 | 600 - 800 | 700 | 0 |
| HR Advisor | 95 - 115k | 105k | 5 | 400 - 500 | 450 | 6 |
| HR Coordinator | 70 - 85k | 78k | 0 | 300 - 320 | 310 | 0 |
| HR Administrator | 60 - 70k | 65k | 0 | 260 - 300 | 280 | 0 |
| Specialist | | | | | | |
| Compensation & Benefits Manager | 160 - 250k | 205k | 8 | 700 - 1100 | 900 | 8 |
| Compensation & Benefits Consultant | 95 - 150k | 123k | 7 | 415 - 650 | 533 | 7 |
| Organisational Development Manager | 130 - 180k | 155k | 0 | 535 - 750 | 643 | 0 |
| Organisational Development Consultant | 90 - 130k | 110k | 5 | 400 - 570 | 485 | 7 |
| HR Change Manager | 150 - 220k | 185k | 0 | 900 - 1200 | 1050 | 0 |
| Learning & Development Manager | 130 - 165k | 148k | 0 | 600 - 800 | 700 | 0 |
| Learning & Development Consultant | 90 - 125k | 108k | 0 | 400 - 550 | 475 | 0 |
| Instructional Designer | 100 - 160k | 130k | 5 | 450 - 700 | 575 | 5 |
| Talent Acquisition Manager | 140 - 165k | 153k | 0 | 650 - 850 | 750 | 0 |
| Talent Acquisition Specialist / Recruiter | 100 - 140k | 120k | 4 | 450 - 615 | 533 | 7 |
| Industrial/Employee Relations Manager | 155 - 220k | 188k | 6 | 700 - 1000 | 850 | 7 |
| Industrial/Employee Relations Specialist | 100 - 140k | 120k | 4 | 450 - 615 | 533 | 6 |
| Workforce Planning Manager | 150 - 200k | 175k | 0 | 650 - 900 | 775 | 2 |
| Workforce Planning Consultant | 90 - 130k | 110k | 0 | 390 - 570 | 480 | 1 |
| HR Systems Analyst | 100 - 125k | 113k | 0 | 450 - 550 | 500 | 0 |
| WHS | | | | | | |
| WHS Manager | 150 - 200k | 175k | 5 | 700 - 900 | 800 | 2 |
| WHS Advisor | 95 - 130k | 113k | 7 | 415 - 550 | 483 | 3 |

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

Increase  Decrease  No change 

HUMAN RESOURCES & SAFETY

QUEENSLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Generalist | | | | | | |
| HR Director | 240 - 285k | 263k | -2 | 125 - 160 | 143 | 0 |
| HR Manager | 160 - 220k | 190k | -1 | 100 - 125 | 113 | 0 |
| HR Business Partner | 120 - 160k | 140k | -5 | 60 - 95 | 78 | -3 |
| HR Advisor (5+ yrs' exp) | 95 - 120k | 108k | 0 | 50 - 55 | 53 | 0 |
| HR Advisor (1 - 4 yrs' exp) | 75 - 85k | 80k | 0 | 45 - 50 | 48 | 6 |
| HR Officer | 70 - 80k | 75k | 0 | 30 - 40 | 35 | 0 |
| HR Coordinator | 55 - 70k | 63k | 4 | 30 - 35 | 33 | 0 |
| Specialist | | | | | | |
| Change Manager | 150 - 250k | 200k | 0 | 105 - 150 | 128 | 0 |
| Remuneration & Benefits Consultant | 135 - 165k | 150k | 0 | 90 - 110 | 100 | 0 |
| Industrial/Employee Relations Manager | 150 - 180k | 165k | 0 | 80 - 100 | 90 | 0 |
| Organisational Development Manager | 150 - 185k | 168k | 0 | 80 - 100 | 90 | 0 |
| Learning & Development Manager | 135 - 150k | 143k | 0 | 80 - 100 | 90 | 0 |
| Industrial/Employee Relations Advisor | 120 - 135k | 128k | 0 | 55 - 75 | 65 | 0 |
| Organisational Development Advisor | 120 - 135k | 128k | 0 | 55 - 70 | 63 | 0 |
| Learning & Development Advisor | 85 - 100k | 93k | 0 | 45 - 60 | 53 | 0 |
| Recruitment Manager | 100 - 120k | 110k | 0 | 50 - 65 | 58 | 0 |
| Workforce Planning Consultant | 90 - 110k | 100k | 0 | 80 - 100 | 90 | 0 |
| Recruitment Officer | 75 - 85k | 80k | 0 | 40 - 55 | 48 | 0 |
| Trainer | 110 - 120k | 115k | 0 | 80 - 100 | 90 | 0 |
| OH&S | | | | | | |
| Safety Manager | 165 - 220k | 193k | 0 | 85 - 120 | 103 | 0 |
| Safety Business Partner | 120 - 150k | 135k | 0 | 55 - 75 | 65 | 0 |
| Safety Advisor | 80 - 110k | 95k | 0 | 50 - 65 | 58 | 0 |
| Safety Systems Advisor | 100 - 130k | 115k | 0 | 50 - 75 | 63 | 0 |
| Injury Management Advisor | 75 - 85k | 80k | 0 | 45 - 55 | 50 | 0 |

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




Increase ● Decrease ● No change ●

HUMAN RESOURCES & SAFETY

SOUTH AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|--|---------------------------|-------------|--------------|------------------------|-----------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Executive Manager / Director / Head of | 150 - 200k | 175k | 0 | 80 - 100 | 90 | 0 |
| HR Manager | 110 - 150k | 130k | 13 | 60 - 80 | 70 | 5 |
| Senior HR Business Partner | 110 - 130k | 120k | 9 | 50 - 65 | 58 | 5 |
| HR Business Partner | 90 - 100k | 95k | 3 | 50 - 55 | 53 | 3 |
| HR Advisor | 75 - 85k | 80k | 3 | 40 - 45 | 43 | 3 |
| HR Coordinator | 60 - 75k | 68k | 0 | 35 - 40 | 38 | 0 |
| HR Officer | 55 - 60k | 58k | 5 | 30 - 35 | 33 | 5 |
| HSE Manager | 110 - 130k | 120k | 4 | 60 - 80 | 70 | 4 |
| HSE Advisor | 85 - 100k | 93k | 6 | 50 - 55 | 53 | 5 |

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




Increase  Decrease  No change 

HUMAN RESOURCES & SAFETY

VICTORIA

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------------|---------------------------|-------------|--------------|-----------------------|-------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER DAY AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Generalist | | | | | | |
| HR Director | 210 - 330k | 270k | 0 | 980 - 1300 | 1140 | 0 |
| HR Manager | 110 - 210k | 160k | 0 | 530 - 880 | 705 | 0 |
| HR Business Partner | 110 - 170k | 140k | 0 | 480 - 700 | 590 | 0 |
| HR Advisor | 80 - 110k | 95k | 0 | 370 - 480 | 425 | 0 |
| HR Officer | 68 - 85k | 77k | 2 | 305 - 370 | 338 | 0 |
| HR Administrator | 60 - 70k | 65k | 0 | 230 - 300 | 265 | 0 |
| Specialist | | | | | | |
| Compensation & Benefits Manager | 150 - 210k | 180k | 0 | 650 - 885 | 768 | 0 |
| Compensation & Benefits Consultant | 85 - 130k | 108k | 0 | 370 - 535 | 453 | 0 |
| Organisational Development Manager | 130 - 180k | 155k | 0 | 535 - 750 | 643 | 0 |
| Organisational Development Consultant | 85 - 125k | 105k | 0 | 370 - 535 | 453 | 0 |
| HR Change Manager | 150 - 220k | 185k | 0 | 800 - 1200 | 1000 | 0 |
| Learning & Development Manager | 130 - 165k | 148k | 0 | 565 - 720 | 643 | 0 |
| Learning & Development Consultant | 85 - 120k | 103k | 0 | 370 - 520 | 445 | 0 |
| Instructional Designer | 100 - 140k | 120k | 0 | 430 - 600 | 515 | 0 |
| Recruitment Manager | 140 - 175k | 158k | 7 | 565 - 710 | 638 | 0 |
| Recruitment Advisor | 95 - 130k | 113k | 0 | 410 - 550 | 480 | 0 |
| Industrial/Employee Relations Manager | 145 - 210k | 178k | 0 | 625 - 900 | 763 | 0 |
| Workforce Planning Manager | 140 - 200k | 170k | 0 | 650 - 870 | 760 | 0 |
| Workforce Planning Consultant | 75 - 110k | 93k | 3 | 390 - 565 | 478 | 0 |
| HR Information Analyst | 95 - 125k | 110k | 0 | 410 - 520 | 465 | 0 |
| WHS | | | | | | |
| WHS Manager | 160 - 200k | 180k | 0 | 700 - 870 | 785 | 0 |
| WHS Advisor | 90 - 120k | 105k | 0 | 390 - 435 | 413 | 0 |

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




Increase  Decrease  No change 

HUMAN RESOURCES & SAFETY

WESTERN AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------------|---------------------------|-------------|--------------|------------------------|-----------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| HR Manager | 110 - 150k | 130k | 0 | 55 - 75 | 65 | 0 |
| HR Business Partner | 90 - 135k | 113k | 2 | 45 - 70 | 58 | 5 |
| Senior HR Advisor | 90 - 120k | 105k | 8 | 46 - 58 | 52 | 6 |
| HR Advisor | 75 - 90k | 83k | 6 | 38 - 46 | 42 | 8 |
| HR Officer | 60 - 70k | 65k | 0 | 30 - 35 | 33 | 0 |
| HR Administrator | 55 - 65k | 60k | 0 | 28 - 33 | 31 | 0 |
| Industrial/Employee Relations Advisor | 95 - 135k | 115k | 2 | 50 - 68 | 59 | 5 |
| Learning & Development Manager | 110 - 145k | 128k | 2 | 60 - 75 | 68 | 8 |
| Learning & Development Consultant | 80 - 115k | 98k | 3 | 45 - 60 | 53 | 11 |
| Recruitment Manager | 100 - 130k | 115k | 0 | 50 - 65 | 58 | 0 |
| Recruitment Advisor | 80 - 100k | 90k | 0 | 35 - 50 | 43 | 0 |
| OH&S Manager | 110 - 140k | 125k | 0 | 55 - 70 | 63 | 0 |
| OH&S Advisor | 90 - 110k | 100k | 0 | 45 - 55 | 50 | 0 |

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

Increase  Decrease  No change 

LEGAL

KEY FINDINGS

TOP SKILLS IN DEMAND



Application of regulatory legislation



Contract negotiation



Interpersonal skills

31%

Of legal professionals stay in a role for 10+ years

TOP DRIVERS OF JOB GROWTH



Royal Commission



Infrastructure projects



Increase of in-house roles

ANNUAL SALARY INCREMENT EXPECTATIONS

43%

1 - 3% increase

26%

3 - 6% increase

19%

No increase

88%

Of professionals would be open to a job approach when not actively looking

TOP INFLUENCES OF JOB SATISFACTION

Good work-life balance

75%

How interesting day-to-day work is

59%

Remuneration and benefits

56%

Training opportunities



55%

LEGAL

NEW SOUTH WALES




| ROLE | PERMANENT SALARY PER ANNUM AUD (\$) | | |
|--------------------------|-------------------------------------|-------------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Private Practice | | | |
| 10+ yrs' PQE | 210k+ | | |
| 8+ yrs' PQE | 180 - 210k | 195k | 1 |
| 7 yrs' PQE | 170 - 180k | 175k | 1 |
| 6 yrs' PQE | 160 - 170k | 165k | 0 |
| 5 yrs' PQE | 140 - 160k | 150k | 2 |
| 4 yrs' PQE | 120 - 140k | 130k | -1 |
| 3 yrs' PQE | 105 - 125k | 115k | -1 |
| 2 yrs' PQE | 80 - 100k | 90k | 0 |
| 1 yr PQE | 75 - 85k | 80k | 0 |
| Company Secretary | | | |
| 6 - 8 yrs' exp | 150 - 200k | 175k | 1 |
| 3 - 5 yrs' exp | 100 - 150k | 125k | 2 |
| In-house Counsel | | | |
| 8+ yrs' PQE | 200k+ | | |
| 7 yrs' PQE | 180 - 200k | 190k | -2 |
| 6 yrs' PQE | 160 - 180k | 170k | 0 |
| 5 yrs' PQE | 150 - 170k | 160k | 0 |
| 4 yrs' PQE | 125 - 150k | 138k | 1 |
| 3 yrs' PQE | 110 - 140k | 125k | 2 |
| 2 yrs' PQE | 80 - 110k | 95k | 1 |
| 1 yr PQE | 65 - 80k | 73k | 1 |
| Paralegal | | | |
| Senior | 80 - 130k | 105k | 0 |
| Junior | 50 - 80k | 65k | 0 |
| Document Reviewer | 50 - 70k | 60k | 0 |

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

Increase  Decrease  No change 

| ROLE | PERMANENT SALARY PER ANNUM AUD (\$) | | |
|---------------------------------------|-------------------------------------|-------------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Top-Tier | | | |
| Salaried Partner | 240k+ | | |
| Senior Associate L4 - Special Counsel | 160 - 240k | 200k | 5 |
| Senior Associate L1 - L3 | 140 - 165k | 153k | 2 |
| 5 - 6 yrs' PQE (Non SA) | 125 - 140k | 133k | 9 |
| 3 - 5 yrs' PQE | 100 - 125k | 113k | 7 |
| 1 - 3 yrs' PQE | 78 - 105k | 92k | 8 |
| Graduate | 65 - 85k | 75k | 5 |
| Mid-Tier | | | |
| Salaried Partner | 180k+ | | |
| Senior Associate L4 - Special Counsel | 130 - 180k | 155k | 0 |
| Senior Associate L1 - L3 | 110 - 140k | 125k | 0 |
| 5 - 6 yrs' PQE (Non SA) | 100 - 125k | 113k | 9 |
| 3 - 5 yrs' PQE | 85 - 110k | 98k | 8 |
| 1 - 3 yrs' PQE | 55 - 85k | 70k | 8 |
| Graduate | 50 - 65k | 58k | 8 |
| In-house | | | |
| General Counsel | 200k+ | | |
| Senior Legal Counsel | 180k+ | | |
| 10+ yrs' PQE | 180k+ | | |
| 6 - 10 yrs' PQE | 145 - 190k | 168k | 0 |
| 3 - 5 yrs' PQE | 90 - 140k | 115k | 8 |
| 0 - 2 yrs' PQE | 70 - 90k | 80k | 7 |
| Paralegal - Senior | 70 - 100k | 85k | 6 |
| Paralegal - Junior | 50 - 75k | 63k | 4 |

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

Increase  Decrease  No change 

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

KEY FINDINGS

TOP SKILLS IN DEMAND



Strategic procurement



Stakeholder management



Contract negotiation

33%

Of procurement, supply chain & logistics professionals stay in a role for 3 - 5 years

TOP JOBS IN DEMAND



Procurement/Category Manager - Software

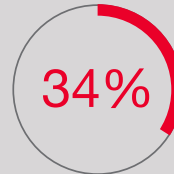


Procurement Analyst

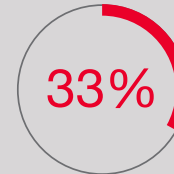


Procurement/Category Manager - Marketing

ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% increase



3 - 6% increase



No increase

41%

Of professionals are fairly optimistic about job opportunities

TOP MOTIVATORS TO MOVE JOBS



PROCUREMENT, SUPPLY CHAIN & LOGISTICS

NEW SOUTH WALES

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------|---------------------------|-------------|--------------|-----------------------|-------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER DAY AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Procurement | | | | | | |
| Chief Procurement Officer | 325 - 500k | 413k | 6 | 1500 - 2550 | 2025 | 1 |
| Procurement Director | 240 - 335k | 288k | 0 | 1100 - 1600 | 1350 | 0 |
| Procurement Manager | 180 - 245k | 213k | 0 | 800 - 1100 | 950 | 0 |
| Category Manager | 130 - 180k | 155k | 0 | 550 - 800 | 675 | 0 |
| Contracts Manager | 130 - 180k | 155k | 0 | 700 - 1100 | 900 | 0 |
| Procurement Analyst | 90 - 120k | 105k | 5 | 400 - 600 | 500 | 11 |
| Procurement Officer | 70 - 90k | 80k | 0 | 275 - 375 | 325 | 0 |
| Supply Chain | | | | | | |
| Supply Chain Director | 230 - 360k | 295k | 0 | 1000 - 1750 | 1375 | 0 |
| S&OP Manager | 160 - 220k | 190k | 0 | 700 - 1200 | 950 | 0 |
| Supply Chain Manager | 130 - 155k | 143k | 0 | 590 - 700 | 645 | 0 |
| Senior Demand Planner | 105 - 130k | 118k | 2 | 450 - 590 | 520 | 2 |
| Demand Planner | 90 - 110k | 100k | 3 | 360 - 500 | 430 | 5 |
| Supply Planner | 85 - 100k | 93k | 0 | 300 - 410 | 355 | 0 |
| Supply Chain Analyst | 80 - 110k | 95k | 6 | 360 - 500 | 430 | 2 |
| Supply Chain Coordinator | 75 - 90k | 83k | 0 | 275 - 350 | 313 | 0 |
| Logistics | | | | | | |
| General Manager | 190 - 270k | 230k | 5 | 900 - 1500 | 1200 | 0 |
| DC Manager | 170 - 215k | 193k | 0 | 650 - 900 | 775 | 0 |
| Logistics Operations Manager | 125 - 175k | 150k | 0 | 450 - 700 | 575 | 0 |
| Warehouse/Shift Manager | 90 - 120k | 105k | 0 | 350 - 450 | 400 | 0 |
| Inventory Controller | 75 - 90k | 83k | 0 | 325 - 400 | 363 | 0 |
| National/APAC Transport Manager | 130 - 170k | 150k | 0 | 590 - 770 | 680 | 0 |
| Transport Manager | 105 - 135k | 120k | 4 | 390 - 560 | 475 | 10 |
| Import/Export Manager | 75 - 95k | 85k | 0 | 300 - 400 | 350 | 0 |

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




Increase ● Decrease ● No change ●

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

QUEENSLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|---|---------------------------|-------------|--------------|-----------------------|-------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER DAY AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Procurement | | | | | | |
| Chief Procurement Officer | 250 - 380k | 315k | 5 | 1250 - 1700 | 1475 | 0 |
| Procurement Manager | 140 - 240k | 190k | 3 | 800 - 1400 | 1100 | 2 |
| Procurement Analyst | 95 - 120k | 108k | 0 | 400 - 700 | 550 | 3 |
| Procurement/Purchasing Officer | 70 - 100k | 85k | 4 | 380 - 550 | 465 | 6 |
| Contracts Manager | 130 - 200k | 165k | 2 | 550 - 1300 | 925 | 3 |
| Contracts & Procurement Administrator | 100 - 180k | 140k | 6 | 600 - 900 | 750 | 5 |
| Category Manager | 130 - 190k | 160k | 0 | 800 - 1250 | 1025 | 3 |
| Category Advisor | 90 - 130k | 110k | 0 | 500 - 800 | 650 | 4 |
| ICT Procurement Specialist | 140 - 180k | 160k | 7 | 750 - 1600 | 1175 | 12 |
| Procurement Consultant | 95 - 160k | 128k | 4 | 650 - 1200 | 925 | 6 |
| Supply Chain | | | | | | |
| Supply Chain Manager | 120 - 200k | 160k | 0 | 700 - 1000 | 850 | 2 |
| Supply Chain Officer | 70 - 120k | 95k | 0 | 450 - 650 | 550 | 0 |
| Materials Coordinator | 80 - 130k | 105k | 0 | 450 - 700 | 575 | 0 |
| Materials Planner | 90 - 140k | 115k | 3 | 450 - 650 | 550 | 2 |
| Logistics | | | | | | |
| Project Freight Manager | 135 - 200k | 168k | 2 | 800 - 1100 | 950 | 2 |
| Branch Manager | 90 - 130k | 110k | 0 | 400 - 600 | 500 | 0 |
| Projects Freight Operations Coordinator | 80 - 115k | 98k | 0 | 350 - 600 | 475 | 0 |
| Logistics Manager | 110 - 160k | 135k | 4 | 500 - 800 | 650 | 4 |
| Logistics Officer | 75 - 90k | 83k | 0 | 350 - 500 | 425 | 0 |
| Operations Manager | 150 - 200k | 175k | 3 | 500 - 900 | 700 | 8 |

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




Increase  Decrease  No change 

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

WESTERN AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|--------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Procurement | | | | | | |
| GM of Procurement/Supply Chain | 185 - 250k | 218k | 2 | 92 - 145 | 119 | 10 |
| Procurement Manager | 120 - 200k | 160k | 7 | 58 - 110 | 84 | 12 |
| Procurement Officer | 75 - 95k | 85k | 3 | 37 - 48 | 43 | 4 |
| Contracts Manager | 120 - 200k | 160k | 7 | 58 - 110 | 84 | 12 |
| Contracts Officer | 75 - 95k | 85k | 3 | 38 - 48 | 43 | 4 |
| Category Manager | 120 - 195k | 158k | 5 | 58 - 105 | 82 | 8 |
| Purchasing Manager | 100 - 150k | 125k | 0 | 50 - 80 | 65 | 0 |
| Purchasing Officer | 75 - 90k | 83k | 0 | 37 - 45 | 41 | 0 |
| Supply Chain | | | | | | |
| Supply Chain Manager | 140 - 195k | 168k | 2 | 70 - 100 | 85 | 3 |
| Supply Officer | 75 - 90k | 83k | 0 | 37 - 45 | 41 | 0 |
| Expeditor | 90 - 130k | 110k | 0 | 45 - 65 | 55 | 0 |
| Inventory Manager | 85 - 120k | 103k | 0 | 43 - 60 | 52 | 0 |

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

Increase  Decrease  No change 

PROPERTY, INFRASTRUCTURE & ENERGY

KEY FINDINGS

TOP SKILLS IN DEMAND



Project planning,
costing & analysis



ETCS signalling
& systems



Solar & wind
asset management

40%

Of property, infrastructure & energy professionals
stay in a role for 3 - 5 years

TOP JOBS IN DEMAND



Project
Engineers



Rail Systems
Engineers

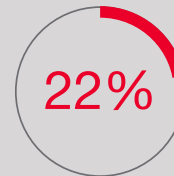


Asset Managers
- Energy

ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% increase



3 - 6% increase

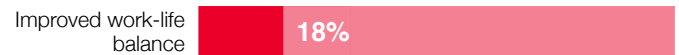


No increase

53%

Of professionals are
fairly optimistic about
job opportunities

TOP MOTIVATORS TO MOVE JOBS



PROPERTY, INFRASTRUCTURE & ENERGY

NEW SOUTH WALES

| ROLE | PERMANENT | | | CONTRACT | | |
|--|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Renewables (National) | | | | | | |
| PV Designer | 85 - 100k | 93k | 0 | 50 - 65 | 58 | 0 |
| Project Development Manager | 140 - 180k | 160k | -6 | 80 - 100 | 90 | -5 |
| Construction Manager | 160 - 220k | 190k | 18 | 85 - 130 | 108 | 18 |
| O&M Manager | 150 - 200k | 175k | 22 | 90 - 120 | 105 | 24 |
| Asset Manager | 150 - 200k | 175k | 26 | 90 - 120 | 105 | 26 |
| Project Manager | 160 - 220k | 190k | 12 | 95 - 130 | 113 | 18 |
| Grid Connections Manager | 180 - 220k | 200k | 11 | 120 - 170 | 145 | 16 |
| Projects | | | | | | |
| Design Manager | 180 - 220k | 200k | 7 | 105 - 140 | 123 | 17 |
| Senior Design Engineer | 130 - 160k | 145k | 0 | 75 - 100 | 88 | 13 |
| Project Manager | 240 - 320k | 280k | 14 | 140 - 200 | 170 | 10 |
| Construction Manager | 200 - 280k | 240k | 7 | 125 - 180 | 153 | 11 |
| Signalling & Systems Manager | 200 - 250k | 225k | 7 | 110 - 160 | 135 | 20 |
| Systems Assurance Manager | 210 - 260k | 235k | 8 | 110 - 180 | 145 | 23 |
| Project Controls Manager | 220 - 300k | 260k | 4 | 120 - 190 | 155 | -6 |
| Pre-Contracts Manager | 250 - 320k | 285k | 6 | 140 - 200 | 170 | 5 |
| Commercial Manager | 250 - 380k | 315k | 5 | 150 - 220 | 185 | 0 |
| Operations | | | | | | |
| Asset Manager | 95 - 150k | 123k | 23 | 60 - 100 | 80 | 23 |
| Maintenance Planner | 100 - 150k | 125k | 25 | 70 - 100 | 85 | 27 |
| Operations Manager | 95 - 150k | 123k | 14 | 50 - 80 | 65 | 11 |
| Reliability & Asset Performance Engineer | 120 - 190k | 155k | 15 | 70 - 120 | 95 | 19 |

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

Increase ● Decrease ● No change ●

PROPERTY, INFRASTRUCTURE & ENERGY




QUEENSLAND

INFRASTRUCTURE

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Design | | | | | | |
| Technical Director | 250 - 330k | 290k | 4 | 180 - 200 | 190 | 9 |
| Engineering Manager | 230 - 280k | 255k | 6 | 190 - 230 | 155 | 11 |
| Design Manager / Principal Engineer | 180 - 240k | 210k | 5 | 130 - 180 | 155 | 2 |
| Senior Engineer (8+ yrs' exp) | 140 - 160k | 150k | 7 | 100 - 120 | 110 | 6 |
| Engineer (3 - 8 yrs' exp) | 90 - 130k | 110k | 7 | 70 - 90 | 80 | 4 |
| Designer | 70 - 90k | 80k | 0 | 40 - 60 | 50 | 0 |
| Project Delivery | | | | | | |
| Project Director | 360 - 420k | 390k | 9 | 300 - 350 | 325 | 12 |
| Project Manager | 230 - 280k | 255k | 7 | 140 - 180 | 160 | 8 |
| Construction Manager | 270 - 350k | 310k | 11 | 150 - 200 | 175 | 3 |
| Site Manager / Superintendent | 180 - 220k | 200k | 11 | 120 - 150 | 135 | 10 |
| Project Engineer | 130 - 160k | 145k | 8 | 65 - 90 | 78 | 6 |
| Site Engineer | 90 - 120k | 105k | 0 | 50 - 70 | 60 | 0 |
| Commercial & Support | | | | | | |
| Commercial/Claims Manager | 270 - 350k | 310k | 7 | 190 - 300 | 245 | 5 |
| Environmental/Sustainability Engineer | 110 - 140k | 125k | 0 | 60 - 85 | 73 | 3 |
| Project Controls/Planning Engineer | 130 - 170k | 150k | 13 | 120 - 150 | 135 | 11 |
| Senior/Lead Estimator | 200 - 330k | 265k | 13 | 200 - 250 | 225 | 13 |
| Estimator (4+ yrs' exp) | 130 - 160k | 145k | 2 | 70 - 90 | 80 | 6 |
| Senior Contracts Administrator | 180 - 220k | 200k | 0 | 100 - 150 | 125 | 0 |
| Contracts Administrator | 130 - 170k | 150k | 3 | 80 - 100 | 90 | 2 |

*assuming 8 hour days

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

Increase  Decrease  No change 

PROPERTY, INFRASTRUCTURE & ENERGY

QUEENSLAND

MINING

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Consultancy | | | | | | |
| Engineering Manager | 230 - 280k | 255k | 13 | 140 - 170 | 155 | 11 |
| Principal Engineer | 180 - 240k | 210k | 5 | 120 - 150 | 135 | 2 |
| Engineer (3 - 8 yrs' exp) | 90 - 130k | 110k | 7 | 75 - 90 | 83 | 3 |
| Project Delivery | | | | | | |
| Project Director | 360 - 420k | 390k | 13 | 300 - 350 | 325 | 10 |
| Project Manager | 230 - 280k | 255k | 12 | 140 - 180 | 160 | 7 |
| Construction Manager | 270 - 350k | 310k | 14 | 150 - 220 | 185 | 5 |
| Project Engineer | 130 - 160k | 145k | 3 | 80 - 110 | 95 | 6 |
| Commercial & Support | | | | | | |
| Commercial Manager | 180 - 260k | 220k | 2 | 190 - 300 | 245 | 3 |
| Environmental/Sustainability Engineer | 110 - 140k | 125k | 3 | 60 - 85 | 73 | 5 |
| Project Controls/Planning Engineer | 130 - 170k | 150k | 14 | 120 - 150 | 135 | 13 |
| Senior Estimator | 200 - 330k | 265k | 11 | 200 - 250 | 225 | 12 |
| Contracts Administrator | 130 - 170k | 150k | 3 | 80 - 100 | 90 | 1 |
| Operations | | | | | | |
| Mine Manager | 200 - 260k | 230k | 2 | 180 - 220 | 200 | 2 |
| Superintendent | 180 - 220k | 200k | 3 | 140 - 170 | 155 | 3 |
| Mining Engineer | 100 - 120k | 110k | 0 | 60 - 80 | 70 | 0 |
| Maintenance/Reliability/AI Manager | 200 - 230k | 215k | 1 | 160 - 200 | 180 | 2 |
| Metallurgist/Process Engineer | 80 - 110k | 95k | 0 | 50 - 70 | 60 | 0 |

*assuming 8 hour days

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

Increase ● Decrease ● No change ●

PROPERTY, INFRASTRUCTURE & ENERGY




QUEENSLAND

URBAN DEVELOPMENT & CONSTRUCTION

| ROLE | PERMANENT SALARY PER ANNUM AUD (\$) | | |
|-------------------------------------|-------------------------------------|-------------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Urban | | | |
| Engineering Manager | 190 - 230k | 210k | 8 |
| Design Manager / Principal Engineer | 170 - 200k | 185k | 0 |
| Senior Engineer (8+ yrs' exp) | 130 - 150k | 140k | 11 |
| Engineer (3 - 8 yrs' exp) | 90 - 115k | 103k | 8 |
| Designer | 70 - 90k | 80k | 0 |
| Project Manager | 140 - 160k | 150k | 11 |
| Construction Manager | 150 - 170k | 160k | 8 |
| Superintendent | 130 - 160k | 145k | 12 |
| Project Engineer | 115 - 125k | 120k | 9 |
| Buildings & Construction | | | |
| Project Director | 220 - 300k | 260k | 0 |
| Project Manager | 150 - 170k | 160k | 0 |
| Construction Manager | 180 - 220k | 200k | 0 |
| Site Manager | 120 - 150k | 135k | -4 |
| Project Engineer | 110 - 130k | 120k | 0 |
| Commercial/Claims Manager | 180 - 220k | 200k | 5 |
| Project Controls/Planning Engineer | 120 - 150k | 135k | 0 |
| Senior/Lead Estimator | 180 - 220k | 200k | 11 |
| Cost Planner | 120 - 160k | 140k | 0 |
| Senior Contracts Administrator | 160 - 200k | 180k | 0 |
| Contracts Administrator | 120 - 150k | 135k | 0 |

*assuming 8 hour days

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

Increase  Decrease  No change 

PROPERTY, INFRASTRUCTURE & ENERGY

WESTERN AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|--------------------------------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Civil Construction | | | | | | |
| Project Manager | 150 - 210k | 180k | 6 | 80 - 110 | 95 | 0 |
| Senior Project Engineer | 120 - 160k | 140k | 4 | 75 - 85 | 80 | 2 |
| Project Engineer | 80 - 120k | 100k | 0 | 45 - 70 | 58 | 3 |
| Site Engineer | 75 - 90k | 83k | 11 | 40 - 50 | 45 | 5 |
| Supervisor | 110 - 160k | 135k | 4 | 60 - 90 | 75 | 5 |
| Estimator | 100 - 150k | 125k | 4 | 100 - 120 | 110 | 3 |
| Commercial Construction | | | | | | |
| Commercial Manager | 150 - 200k | 175k | 0 | 90 - 120 | 105 | 2 |
| Project Manager | 140 - 180k | 160k | 0 | 80 - 100 | 90 | 3 |
| Site Manager | 100 - 150k | 125k | -4 | 55 - 85 | 70 | 2 |
| Estimator | 130 - 180k | 155k | 0 | 75 - 105 | 90 | 7 |
| Contract Administrator | 100 - 150k | 125k | -4 | 55 - 70 | 63 | 5 |
| Architecture | | | | | | |
| Project Lead | 100 - 150k | 125k | 4 | 55 - 85 | 70 | 3 |
| Project Architect | 90 - 130k | 110k | 2 | 50 - 70 | 60 | 2 |
| Graduate Architect | 50k - 75k | 63k | 0 | 30 - 40 | 35 | 0 |
| Revit Technician | 50 - 90k | 70k | 8 | 30 - 50 | 40 | 5 |
| Interior Designer | 60 - 95k | 78k | 0 | 35 - 55 | 45 | 2 |
| Engineering | | | | | | |
| Electrical Engineer | 110 - 140k | 125k | 4 | 60 - 80 | 70 | 5 |
| El&C Engineer | 130 - 170k | 150k | 7 | 75 - 105 | 90 | 7 |
| Mechanical Engineer | 110 - 140k | 125k | 2 | 60 - 80 | 70 | 5 |
| Mechanical Design Engineer | 120 - 150k | 135k | 0 | 70 - 90 | 80 | 5 |
| Control Systems Engineer | 140 - 170k | 155k | 3 | 80 - 105 | 93 | 7 |
| Mining | | | | | | |
| Mine Manager | 170 - 220k | 195k | 0 | 70 - 110 | 90 | 9 |
| Senior Mining Engineer | 120 - 170k | 145k | 4 | 45 - 75 | 60 | 5 |
| Mining Engineer | 80 - 120k | 100k | 5 | 35 - 45 | 40 | 3 |
| Senior Geologist | 80 - 120k | 100k | 5 | 90 - 115 | 103 | 8 |
| Geologist | 60 - 80k | 70k | 0 | 45 - 70 | 58 | 5 |
| Senior Metallurgist | 100 - 130k | 115k | 0 | 55 - 70 | 63 | 3 |
| Metallurgist | 80 - 110k | 95k | 0 | 45 - 60 | 53 | 0 |

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

Increase ● Decrease ● No change ●

SALES, MARKETING & COMMUNICATIONS

KEY FINDINGS

TOP SKILLS IN DEMAND



Stakeholder engagement



CX customer experience



Data analytics

58%

Of sales, marketing & communications professionals are not planning to change roles in the next year

TOP JOBS IN DEMAND



Digital Marketing Manager

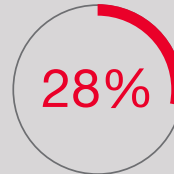


Corporate Communications Manager



Regional/Territory Sales Manager

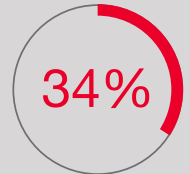
ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% increase



3 - 6% increase

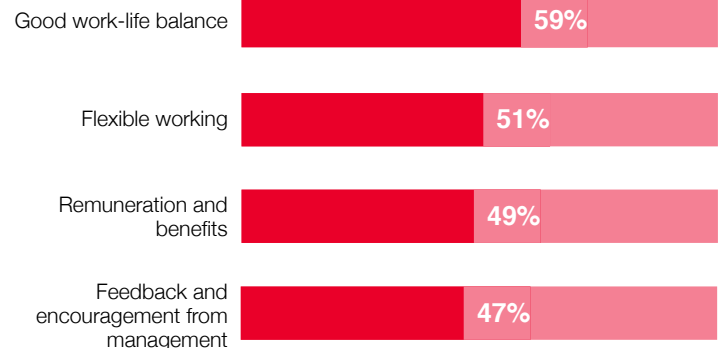


No increase

85%

Of professionals would be open to a job approach when not actively looking

TOP INFLUENCES OF JOB SATISFACTION



SALES, MARKETING & COMMUNICATIONS

NEW SOUTH WALES

BANKING & FINANCIAL SERVICES

| ROLE | PERMANENT | | | CONTRACT | | |
|------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |

Sales

| | | | | | | |
|------------------------------|------------|-------------|----------|--|--|--|
| Head of Sales | 200 - 300k | 250k | 2 | | | |
| Business Development Manager | 120 - 200k | 160k | 0 | | | |
| Relationship Manager | 100 - 150k | 125k | 0 | | | |

Marketing

| | | | | | | |
|-------------------------------|------------|-------------|----------|-----------|------------|----------|
| Head of Marketing | 180 - 300k | 240k | 0 | 100 - 155 | 128 | 2 |
| Senior Marketing Manager | 140 - 180k | 160k | 0 | 75 - 100 | 88 | 1 |
| Marketing Manager | 100 - 140k | 120k | 0 | 55 - 75 | 65 | 0 |
| Head of Digital | 170 - 220k | 195k | 0 | 100 - 160 | 130 | 0 |
| Digital Marketing Manager | 100 - 140k | 120k | 0 | 60 - 95 | 78 | 7 |
| Digital Marketing Executive | 80 - 110k | 95k | 0 | 50 - 75 | 63 | 0 |
| Marketing Executive | 75 - 95k | 85k | 0 | 40 - 55 | 48 | 3 |
| Marketing Coordinator | 65 - 85k | 75k | 0 | 35 - 45 | 40 | 0 |
| Product Manager | 120 - 150k | 135k | 0 | 62 - 80 | 71 | 0 |
| Content Manager | 100 - 130k | 115k | 0 | 55 - 70 | 63 | 0 |
| Senior Communications Manager | 130 - 160k | 145k | 0 | 80 - 100 | 90 | 3 |
| Communications Manager | 100 - 140k | 120k | 0 | 65 - 78 | 72 | 2 |
| Campaign Manager | 90 - 120k | 105k | 0 | 45 - 60 | 53 | 0 |
| Events Manager | 90 - 120k | 105k | 0 | 50 - 65 | 58 | 2 |

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

Increase ● Decrease ● No change ●




SALES, MARKETING & COMMUNICATIONS

NEW SOUTH WALES

COMMERCE & INDUSTRY

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Industrial Sales | | | | | | |
| Sales Director | 175 - 250k | 213k | 8 | | | |
| Sales Manager | 140 - 180k | 160k | 7 | | | |
| Sales Executive | 55 - 80k | 68k | 0 | | | |
| National Business Development Manager | 90 - 180k | 135k | 0 | | | |
| Business Development Manager | 84 - 150k | 117k | 4 | | | |
| National Account Manager | 110 - 135k | 123k | 0 | | | |
| Consumer Goods | | | | | | |
| Sales Director | 190 - 300k | 245k | 2 | | | |
| National Business Development Manager | 150 - 200k | 175k | 6 | | | |
| National Account Manager | 100 - 150k | 125k | 0 | | | |
| Sales Executive | 55 - 80k | 68k | 0 | | | |
| Marketing Director | 170 - 300k | 235k | 5 | 130+ | | |
| Head of Marketing | 150 - 200k | 175k | 0 | 100 - 140 | 120 | 0 |
| Senior Marketing Manager | 150 - 180k | 165k | 0 | 95 - 130 | 113 | 0 |
| Marketing Manager | 140 - 180k | 160k | 0 | 90 - 115 | 103 | 0 |
| Senior Brand Manager | 125 - 150k | 138k | 0 | 75 - 85 | 80 | 2 |
| Brand Manager | 95 - 130k | 113k | 0 | 60 - 75 | 68 | 0 |
| Brand Executive / Assistant | 60 - 90k | 75k | 0 | 40 - 50 | 45 | 0 |
| Head of Digital | 150 - 200k | 175k | 0 | 100 - 160 | 130 | 0 |
| Digital Marketing Manager | 130 - 160k | 145k | 2 | 70 - 90 | 80 | 4 |
| Category Manager | 110 - 150k | 130k | 0 | 65 - 85 | 75 | 0 |
| Insights Manager | 110 - 170k | 140k | 1 | 70 - 95 | 83 | 2 |

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

Increase  Decrease  No change 

SALES, MARKETING & COMMUNICATIONS

NEW SOUTH WALES

COMMERCE & INDUSTRY

| ROLE | PERMANENT | | | CONTRACT | | |
|----------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Software & Technology | | | | | | |
| Sales Director | 200 - 300k | 250k | 2 | | | |
| Sales Manager | 130 - 200k | 165k | 0 | | | |
| Business Development Manager | 90 - 200k | 145k | 0 | | | |
| Account Manager | 90 - 180k | 135k | 0 | | | |
| Channel Manager | 90 - 165k | 128k | 0 | | | |
| Inside Sales Executive | 60 - 90k | 75k | 0 | | | |
| Pre-sales Consultant | 115 - 200k | 158k | 0 | | | |
| Marketing Director | 180 - 250k | 215k | 2 | 130 - 160 | 145 | 2 |
| Channel Marketing Manager | 110 - 150k | 130k | 0 | 70 - 85 | 78 | 2 |
| Marketing Manager | 100 - 150k | 125k | 2 | 60 - 75 | 68 | 0 |
| Digital Marketing Manager | 120 - 150k | 135k | 2 | 70 - 95 | 83 | 4 |
| Product Manager | 110 - 140k | 125k | 0 | 60 - 75 | 68 | 0 |
| Marketing Executive/Specialist | 75 - 95k | 85k | 1 | 40 - 55 | 48 | 2 |

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




Increase ● Decrease ● No change ●

SALES, MARKETING & COMMUNICATIONS

QUEENSLAND

| ROLE | PERMANENT SALARY PER ANNUM AUD (\$) | | |
|---|-------------------------------------|-------------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Sales | | | |
| Sales Director / National Sales Manager | 180 - 250k | 215k | 0 |
| Sales Manager | 140 - 180k | 160k | 0 |
| Senior Business Development Manager | 120 - 150k | 135k | 0 |
| Business Development Manager | 80 - 120k | 100k | 0 |
| Account Manager | 75 - 100k | 88k | 0 |
| Sales/Account Executive | 65 - 85k | 75k | 7 |
| Marketing | | | |
| Marketing Director | 150 - 180k | 165k | 0 |
| CXO | 150 - 180k | 165k | 0 |
| Marketing Manager | 110 - 140k | 125k | 0 |
| Marketing Executive | 65 - 80k | 73k | 0 |
| Marketing Assistant/Coordinator | 55 - 65k | 60k | 0 |
| Brand/Product Manager | 90 - 130k | 110k | 0 |
| Sponsorship & Events Manager | 70 - 100k | 85k | 0 |
| Digital Marketing Specialist | 70 - 100k | 85k | 0 |
| Communications | | | |
| Corporate Affairs Manager | 140 - 200k | 170k | 0 |
| Communications Director | 160 - 200k | 180k | 0 |
| Government/Relations Manager | 120 - 170k | 145k | 0 |
| Investor Relations Manager | 110 - 170k | 140k | 0 |
| Stakeholder Engagement Manager | 130 - 180k | 155k | 0 |
| Senior Communications Consultant | 90 - 110k | 100k | 0 |
| Communications Consultant | 70 - 85k | 78k | 0 |
| Social Responsibility Executive | 90 - 100k | 95k | 0 |
| Media Relations Manager | 90 - 110k | 100k | 0 |

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




Increase  Decrease  No change 

SALES, MARKETING & COMMUNICATIONS

SOUTH AUSTRALIA

| ROLE | PERMANENT SALARY PER ANNUM AUD (\$) | | |
|--------------------------------|-------------------------------------|-------------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Sales | | | |
| Business/Operations Manager | 110 - 150k | 130k | 0 |
| Business Development Manager | 80 - 130k | 105k | 0 |
| Account Manager | 80 - 130k | 105k | 0 |
| Regional Sales Manager | 125 - 175k | 150k | 0 |
| Sales Manager | 125 - 150k | 138k | 0 |
| Sales Executive | 75 - 110k | 93k | 0 |
| Relationship Manager | 90 - 120k | 105k | 0 |
| Marketing | | | |
| Marketing Manager | 100 - 150k | 125k | 0 |
| Marketing Executive | 75 - 95k | 85k | 0 |
| Marketing Coordinator | 55 - 75k | 65k | 0 |
| Product Manager | 90 - 120k | 105k | 0 |
| Brand Manager | 85 - 110k | 98k | 0 |
| Digital Marketing Coordinator | 70 - 100k | 85k | 0 |
| SEO/Social Media Administrator | 65 - 75k | 70k | 0 |

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




Increase  Decrease  No change 

SALES, MARKETING & COMMUNICATIONS

VICTORIA

| ROLE | PERMANENT | | |
|--------------------------------------|---------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE |
| Sales | | | |
| Sales Director | 180 - 320k | 250k | 0 |
| State Sales Manager | 150 - 200k | 175k | 0 |
| Sales Manager | 120 - 170k | 145k | 0 |
| Sales Executive | 70 - 95k | 83k | 0 |
| Key Account Manager | 100 - 140k | 120k | 0 |
| Account Manager | 70 - 125k | 98k | 0 |
| Business Development Manager | 90 - 140k | 115k | 0 |
| Territory Manager | 110 - 150k | 130k | 0 |
| Marketing | | | |
| Marketing Director | 160 - 300k | 230k | 0 |
| Marketing Manager | 120 - 160k | 140k | 0 |
| Digital Marketing Manager | 110 - 160k | 135k | 0 |
| Campaign Manager | 100 - 130k | 115k | 0 |
| Marketing Executive | 60 - 90k | 75k | -6 |
| Brand Manager | 90 - 150k | 120k | 0 |
| Product Manager | 90 - 150k | 120k | 0 |
| Content Marketing Specialist | 120 - 160k | 140k | 10 |
| Search Manager (SEM) | 110 - 160k | 135k | 15 |
| Communications | | | |
| Internal Communications Lead/Head of | 160 - 250k | 205k | 0 |
| Internal Communications Manager | 110 - 150k | 130k | 0 |
| Internal Communications Executive | 75 - 100k | 88k | 0 |
| External Communications Director | 180 - 250k | 215k | 0 |
| External Communications Lead/Head of | 140 - 200k | 170k | 0 |
| External Communications Manager | 120 - 150k | 135k | 0 |
| External Communications Executive | 80 - 110k | 95k | 0 |

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

Increase  Decrease  No change 

TECH & TRANSFORMATION

KEY FINDINGS

TOP DRIVERS OF JOB GROWTH



Cyber security,
governance & risk



Digital
transformation



Automation

39%

Of tech & transformation professionals stay in a role for 3 - 5 years

TOP JOBS IN DEMAND



DevOps
Engineer

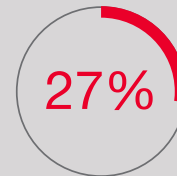


Cyber Security

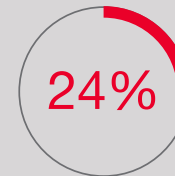


Data Analyst/
Scientist

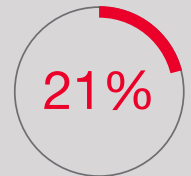
ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% increase



3 - 6% increase



No increase

86%

Of professionals would be open to a job approach when not actively looking

TOP INFLUENCES OF JOB SATISFACTION

How interesting day-to-day work is

58%

Good work-life balance

53%

Training opportunities

51%

Remuneration and benefits

48%

TECH & TRANSFORMATION

AUSTRALIAN CAPITAL TERRITORY

| ROLE | PERMANENT | | | CONTRACT | | |
|-------------------------------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Infrastructure | | | | | | |
| Security Analyst | 130 - 170k | 150k | 3 | 90 - 150 | 120 | 9 |
| DevOps Specialist | 135 - 185k | 160k | 7 | 100 - 145 | 123 | 2 |
| Solutions Architect | 175 - 225k | 200k | 1 | 120 - 160 | 140 | 0 |
| Solutions Designer | 160 - 200k | 180k | 0 | 100 - 140 | 120 | 0 |
| Engineer | 140 - 190k | 165k | 6 | 90 - 125 | 108 | 0 |
| Help Desk Support | 60 - 85k | 73k | 4 | 40 - 60 | 50 | 5 |
| Project Services | | | | | | |
| Change Manager | 130 - 200k | 165k | 6 | 110 - 150 | 130 | 4 |
| Business Analyst | 120 - 160k | 140k | 0 | 80 - 110 | 95 | 0 |
| Program Manager | 160 - 220k | 190k | 0 | 120 - 160 | 140 | 0 |
| Project Manager | 130 - 170k | 150k | 0 | 100 - 140 | 120 | 2 |
| Project Scheduler | 70 - 120k | 95k | 0 | 60 - 90 | 75 | 0 |
| Project Coordinator | 60 - 100k | 80k | 0 | 65 - 90 | 78 | 3 |
| Development/Testing | | | | | | |
| Mobile Developer | 110 - 160k | 135k | 0 | 90 - 130 | 110 | 0 |
| Developer | 115 - 155k | 135k | 0 | 95 - 135 | 115 | 0 |
| Automation Tester | 100 - 150k | 125k | 0 | 80 - 110 | 95 | 0 |
| Test Analyst | 70 - 110k | 90k | 0 | 60 - 90 | 75 | 0 |
| Business Applications | | | | | | |
| ERP/CRM/BI Architect | 150 - 210k | 180k | 0 | 110 - 160 | 135 | 0 |
| ERP/CRM/BI Project Manager | 160 - 210k | 185k | 3 | 110 - 160 | 135 | 0 |
| ERP/CRM Functional Consultant | 140 - 180k | 160k | 3 | 110 - 140 | 125 | 0 |
| BI Developer | 100 - 165k | 133k | 6 | 80 - 140 | 110 | 7 |
| Data Analyst | 65 - 140k | 103k | 0 | 40 - 120 | 80 | 3 |

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

Increase ● Decrease ● No change ●

TECH & TRANSFORMATION

NEW SOUTH WALES

BUSINESS APPLICATIONS

| ROLE | PERMANENT | | | CONTRACT | | |
|-------------------------------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Business Intelligence | | | | | | |
| Data Architect | 150 - 200k | 175k | 0 | 110 - 150 | 130 | 0 |
| BI Architect | 150 - 200k | 175k | 0 | 110 - 150 | 130 | 0 |
| BI Manager | 160 - 210k | 185k | 0 | 110 - 150 | 130 | 0 |
| BI Project Manager | 140 - 180k | 160k | 0 | 110 - 140 | 125 | 0 |
| BI Developer | 130 - 160k | 145k | 4 | 90 - 125 | 108 | 3 |
| Junior BI Developer | 80 - 130k | 105k | 0 | 60 - 90 | 75 | 0 |
| BI Consultant | 130 - 160k | 145k | 4 | 90 - 125 | 108 | 0 |
| BI Business Analyst | 120 - 150k | 135k | 0 | 90 - 120 | 105 | 0 |
| Data Analyst | 95 - 140k | 118k | 9 | 75 - 110 | 93 | 0 |
| Junior Data Analyst | 65 - 95k | 80k | 7 | 50 - 75 | 63 | 0 |
| Analytics | | | | | | |
| Data Engineer | 120 - 170k | 145k | 2 | 80 - 125 | 103 | 2 |
| Data Modeller | 130 - 160k | 145k | 4 | 90 - 125 | 108 | 3 |
| Data Scientist | 140 - 200k | 170k | 6 | 95 - 150 | 123 | 5 |
| Junior Data Scientist | 80 - 140k | 110k | 0 | 60 - 95 | 78 | 0 |
| ERP/CRM | | | | | | |
| ERP/CRM Solution Architect | 150 - 210k | 180k | 3 | 110 - 150 | 130 | 0 |
| ERP/CRM Project Manager | 140 - 180k | 160k | 3 | 110 - 140 | 125 | 4 |
| ERP/CRM Functional Consultant | 130 - 160k | 145k | 0 | 95 - 130 | 113 | 0 |
| ERP/CRM Technical Consultant | 130 - 160k | 145k | 2 | 90 - 125 | 108 | 1 |
| ERP/CRM Developer | 120 - 170k | 145k | 4 | 85 - 130 | 108 | 1 |
| ERP/CRM Business Analyst | 120 - 150k | 135k | 0 | 90 - 120 | 105 | 6 |
| ERP/CRM Support Consultant | 85 - 140k | 113k | 0 | 60 - 100 | 80 | 0 |

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

Increase ● Decrease ● No change ●




TECH & TRANSFORMATION

NEW SOUTH WALES

DEVELOPMENT & TESTING

| ROLE | PERMANENT | | | CONTRACT | | |
|--------------------------------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Application Development | | | | | | |
| Lead Developer - Java/.NET/C++ | 155 - 175k | 165k | 0 | 105 - 130 | 118 | 0 |
| Developer - Java/.NET/C++ | 75 - 155k | 115k | 0 | 50 - 105 | 78 | 0 |
| Lead Mobile Developer | 150 - 180k | 165k | 2 | 120 - 150 | 135 | 0 |
| Mobile Developer | 90 - 150k | 120k | 3 | 60 - 120 | 90 | 0 |
| Lead Web Developer | 135 - 160k | 148k | 3 | 110 - 125 | 118 | 3 |
| Web Developer | 80 - 135k | 108k | 5 | 65 - 110 | 88 | 4 |
| Lead Front End Developer | 135 - 170k | 153k | 4 | 120 - 150 | 135 | 4 |
| Front End Developer | 85 - 140k | 113k | 7 | 75 - 120 | 98 | 5 |
| Lead CMS Developer | 145 - 155k | 150k | 3 | 100 - 120 | 110 | 5 |
| CMS Developer | 80 - 140k | 110k | 3 | 50 - 100 | 75 | 4 |
| Application Support | | | | | | |
| Lead Application Support | 110 - 140k | 125k | 0 | 100 - 110 | 105 | 0 |
| Application Support | 75 - 110k | 93k | 0 | 55 - 100 | 78 | 0 |
| Testing Services | | | | | | |
| Quality Assurance Manager | 130 - 150k | 140k | 0 | 110 - 120 | 115 | 0 |
| Quality Assurance Lead | 100 - 130k | 115k | 0 | 100 - 110 | 105 | 0 |
| Quality Assurance Engineer | 60 - 110k | 85k | 0 | 55 - 100 | 78 | 0 |
| Automation Test Manager | 140 - 160k | 150k | 0 | 115 - 125 | 120 | 0 |
| Automation Test Lead | 130 - 140k | 135k | 0 | 110 - 115 | 113 | 0 |
| Automation Tester | 90 - 130k | 110k | 0 | 70 - 110 | 90 | 0 |
| Manual Test Manager | 120 - 150k | 135k | 0 | 105 - 120 | 113 | 0 |
| Manual Test Lead | 100 - 120k | 110k | 0 | 90 - 105 | 98 | 0 |
| Manual Tester | 75 - 100k | 88k | 0 | 55 - 90 | 73 | 0 |
| Performance Test Manager | 135 - 165k | 150k | -5 | 135 - 150 | 143 | -3 |
| Performance Test Lead | 120 - 135k | 128k | -4 | 115 - 135 | 125 | -2 |
| Performance Tester | 85 - 120k | 103k | -3 | 70 - 115 | 93 | -3 |

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

Increase  Decrease  No change 

TECH & TRANSFORMATION

NEW SOUTH WALES

DIGITAL

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Lead UX Designer | 150 - 180k | 165k | 2 | 125 - 160 | 143 | 2 |
| UX Designer | 80 - 150k | 115k | 7 | 80 - 125 | 103 | 0 |
| CX Strategy Consultant | 100 - 160k | 130k | 8 | 120 - 150 | 135 | 0 |
| UX Information Architect | 130 - 190k | 160k | 0 | 100 - 140 | 120 | 4 |
| Lead Service Designer | 150 - 200k | 175k | 9 | 90 - 125 | 108 | 0 |
| Service Designer | 80 - 150k | 115k | 6 | 120 - 160 | 140 | 0 |
| Human Centred Design (HCD) Specialist | 120 - 160k | 140k | 4 | 110 - 150 | 130 | 8 |
| Lead Graphic Designer | 110 - 140k | 125k | 3 | 80 - 125 | 103 | 0 |
| Graphic Designer | 80 - 110k | 95k | 0 | 50 - 80 | 65 | 0 |
| Digital Manager | 90 - 120k | 105k | 3 | 95 - 115 | 105 | 4 |
| Digital Designer | 100 - 130k | 115k | 2 | 90 - 120 | 105 | 0 |
| Digital Producer | 80 - 110k | 95k | 5 | 60 - 90 | 75 | 6 |
| Content Manager | 100 - 130k | 115k | 0 | 70 - 80 | 75 | 0 |
| Content Officer | 80 - 95k | 88k | 0 | 55 - 85 | 70 | 2 |
| Content Strategist | 90 - 110k | 100k | 0 | 75 - 85 | 80 | 0 |

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

Increase ● Decrease ● No change ●




TECH & TRANSFORMATION

NEW SOUTH WALES

EMERGING TECHNOLOGIES

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------|---------------------------|-------------|--------------|-----------------------|-------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER DAY AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| RPA Delivery Manager | 150 - 170k | 160k | 0 | 900 - 1000 | 950 | 0 |
| RPA Team Lead | 140 - 160k | 150k | 0 | 800 - 1000 | 900 | 6 |
| RPA Developer | 110 - 140k | 125k | 0 | 700 - 900 | 800 | 7 |
| RPA Consultant | 80 - 100k | 90k | 0 | 600 - 800 | 700 | 0 |
| AI Senior Engineer | 140 - 160k | 150k | 0 | 900 - 1100 | 1000 | 0 |
| AI Engineer | 110 - 140k | 125k | 0 | 700 - 900 | 800 | 0 |
| Machine Learning Engineer | 120 - 160k | 140k | 0 | 800 - 1100 | 950 | 0 |
| IoT Specialist | 130 - 160k | 145k | 4 | 800 - 1000 | 900 | 0 |

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

Increase  Decrease  No change 

TECH & TRANSFORMATION

NEW SOUTH WALES

INFRASTRUCTURE

| ROLE | PERMANENT | | | CONTRACT | | |
|--|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Operations | | | | | | |
| Operations Manager | 110 - 160k | 135k | -2 | 75 - 100 | 88 | 0 |
| Incident/Problem Manager | 85 - 110k | 98k | -3 | 60 - 80 | 70 | 0 |
| Systems/Network Administrator | 90 - 125k | 108k | 0 | 75 - 95 | 85 | 0 |
| Junior Systems/Network Administrator | 70 - 110k | 90k | 0 | 45 - 75 | 60 | 0 |
| Tradefloor/Application Support | 75 - 110k | 93k | 12 | 40 - 70 | 55 | 16 |
| Helpdesk - Level 2 | 75 - 90k | 83k | 3 | 40 - 55 | 48 | 0 |
| Helpdesk - Level 1 | 55 - 65k | 60k | 3 | 26 - 35 | 31 | 0 |
| Engineering (Cloud, Networking, Firewalls, Server, Storage) | | | | | | |
| Engineer/Architect Manager | 160 - 210k | 185k | 0 | 120 - 160 | 140 | 0 |
| Architect | 150 - 200k | 175k | 3 | 100 - 150 | 125 | 4 |
| Designer | 140 - 170k | 155k | 0 | 80 - 110 | 95 | 0 |
| Engineer | 110 - 160k | 135k | 3 | 80 - 120 | 100 | 4 |
| Enterprise Architect | 180 - 240k | 210k | 0 | 125 - 190 | 158 | 1 |
| Pre-sales Architect | 155 - 220k | 188k | 9 | 110 - 170 | 140 | 4 |
| DevOps | | | | | | |
| DevOps Architect | 160 - 220k | 190k | 6 | 115 - 150 | 133 | 0 |
| DevOps Engineer | 125 - 180k | 153k | 5 | 75 - 150 | 113 | 5 |
| Junior DevOps Engineer | 95 - 125k | 110k | 0 | 55 - 80 | 68 | 0 |
| Cyber Security | | | | | | |
| Cyber Security Architect | 170 - 220k | 195k | 3 | 125 - 160 | 143 | 0 |
| Cyber Security Engineer | 130 - 175k | 153k | 4 | 100 - 140 | 120 | 4 |
| Cyber Security Analyst | 95 - 145k | 120k | 7 | 85 - 110 | 98 | 5 |
| Governance, Risk and Compliance Consultant | 160 - 200k | 180k | 0 | 110 - 150 | 130 | 4 |
| Ethical Hacker / Penetration Tester | 125 - 200k | 163k | 12 | 85 - 150 | 118 | 15 |

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

Increase ● Decrease ● No change ●

TECH & TRANSFORMATION

NEW SOUTH WALES

PROJECT SERVICES

| ROLE | PERMANENT | | | CONTRACT | | |
|----------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Agile Coach | 180 - 250k | 215k | 0 | 120 - 185 | 153 | 0 |
| Scrum Master / Iteration Manager | 145 - 180k | 163k | -3 | 100 - 125 | 113 | 0 |
| Program Director | 260 - 300k | 280k | 0 | 188 - 250 | 219 | 0 |
| Program Manager | 200 - 250k | 225k | 3 | 125 - 175 | 150 | 0 |
| Program Coordinator | 105 - 130k | 118k | 0 | 87 - 100 | 94 | 0 |
| Project Director | 210 - 240k | 225k | 0 | 175 - 200 | 188 | 0 |
| Senior Project Manager | 160 - 220k | 190k | 3 | 113 - 160 | 137 | 2 |
| Project Manager | 140 - 170k | 155k | 2 | 97 - 115 | 106 | 1 |
| Junior Project Manager | 105 - 130k | 118k | 4 | 72 - 90 | 81 | 4 |
| Project Coordinator | 90 - 120k | 105k | 0 | 62 - 88 | 75 | 0 |
| Change Director | 240 - 270k | 255k | -2 | 156 - 200 | 178 | 0 |
| Lead Change Manager | 200 - 240k | 220k | 0 | 150 - 176 | 163 | 3 |
| Senior Change Manager | 170 - 190k | 180k | 3 | 120 - 150 | 135 | 5 |
| Change Manager | 145 - 170k | 158k | 2 | 100 - 110 | 105 | 2 |
| Change Analyst | 110 - 140k | 125k | 0 | 81 - 106 | 94 | 0 |
| Lead Business Analyst | 150 - 180k | 165k | 0 | 100 - 131 | 116 | 2 |
| Senior Business Analyst | 120 - 150k | 135k | 0 | 90 - 112 | 101 | 2 |
| Business Analyst | 90 - 125k | 108k | 3 | 75 - 94 | 85 | -3 |
| Junior Business Analyst | 80 - 95k | 88k | 3 | 55 - 75 | 65 | -6 |
| Technical Writer | 110 - 130k | 120k | 0 | 75 - 100 | 88 | 0 |
| Process Analyst | 100 - 130k | 115k | 2 | 75 - 110 | 93 | 3 |
| Master Scheduler | 140 - 165k | 153k | 0 | 100 - 138 | 119 | 0 |
| Project Scheduler | 120 - 140k | 130k | 0 | 75 - 115 | 95 | 0 |
| PMO Director | 210 - 240k | 225k | 0 | 163 - 194 | 179 | 0 |
| PMO Manager | 160 - 200k | 180k | 0 | 125 - 150 | 138 | 0 |
| PMO Analyst | 120 - 145k | 133k | 2 | 88 - 106 | 97 | 2 |

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

Increase ● Decrease ● No change ●




TECH & TRANSFORMATION

NEW SOUTH WALES

SENIOR APPOINTMENTS

| ROLE | PERMANENT | | |
|------------------------------------|---------------------------|-------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE |
| CIO | 240 - 350k | 295k | -2 |
| CTO | 230 - 300k | 265k | 4 |
| Chief Data Officer | 240 - 320k | 280k | 3 |
| Chief Digital Officer | 240 - 320k | 280k | 4 |
| Chief Security Officer | 240 - 330k | 285k | 4 |
| Head of IT | 200 - 260k | 230k | 2 |
| Head of Engineering | 210 - 260k | 235k | 3 |
| Software Development Manager | 150 - 220k | 185k | 2 |
| Head of IT Operations | 170 - 200k | 185k | -3 |
| Head of Service Delivery | 210 - 220k | 215k | -2 |
| Head of Transformation | 250 - 290k | 270k | 2 |
| Head of Change Management | 240 - 280k | 260k | 2 |
| Head of Delivery | 270 - 300k | 285k | 0 |
| Head of Project Services | 240 - 280k | 260k | 0 |
| Business Analysis Practice Manager | 200 - 230k | 215k | 0 |

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




Increase  Decrease  No change 

TECH & TRANSFORMATION

QUEENSLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|--|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Management, Projects & Transformation | | | | | | |
| CIO / CTO / CDO | 200 - 280k | 240k | 0 | 130 - 200 | 165 | 0 |
| Programme Manager | 175 - 250k | 213k | 0 | 140 - 185 | 163 | 0 |
| Infrastructure/Development/BI Manager | 140 - 180k | 160k | 0 | 105 - 155 | 130 | 0 |
| Change Manager | 120 - 140k | 130k | 0 | 100 - 150 | 125 | 0 |
| Senior Project Manager | 145 - 185k | 165k | 0 | 120 - 160 | 140 | 0 |
| Project Manager | 115 - 145k | 130k | 0 | 110 - 135 | 123 | 0 |
| Senior Business Analyst | 125 - 140k | 133k | 0 | 90 - 115 | 103 | 0 |
| Business Analyst | 100 - 125k | 113k | 0 | 80 - 105 | 93 | 0 |
| Architecture | | | | | | |
| Enterprise Architect | 160 - 200k | 180k | 0 | 130 - 165 | 148 | 0 |
| Solutions/Technical/Security Architect | 160 - 190k | 175k | 0 | 120 - 150 | 135 | 0 |
| Development/Testing | | | | | | |
| Senior Developer | 125 - 150k | 138k | 0 | 100 - 120 | 110 | 0 |
| Developer | 85 - 125k | 105k | 0 | 80 - 100 | 90 | 0 |
| Test Manager / QA Manager | 120 - 150k | 135k | 0 | 90 - 125 | 108 | 0 |
| Test Analyst | 85 - 110k | 98k | 0 | 75 - 90 | 83 | 0 |
| Infrastructure | | | | | | |
| Senior Network/System Engineer | 110 - 140k | 125k | 0 | 90 - 120 | 105 | 0 |
| Network/System Engineer | 80 - 110k | 95k | 0 | 75 - 100 | 88 | 0 |
| Senior System Administrator | 100 - 125k | 113k | 0 | 80 - 105 | 93 | 0 |
| System Administrator | 80 - 100k | 90k | 0 | 70 - 90 | 80 | 0 |
| Database Administrator | 90 - 120k | 105k | 0 | 80 - 100 | 90 | 0 |
| Helpdesk/Desktop Support | 50 - 75k | 63k | 0 | 30 - 50 | 40 | 0 |
| ERP/CRM/BI | | | | | | |
| Senior Consultant | 140 - 160k | 150k | 0 | 110 - 130 | 120 | 0 |
| Consultant | 100 - 140k | 120k | 0 | 80 - 110 | 95 | 0 |

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

Increase  Decrease  No change 

TECH & TRANSFORMATION

SOUTH AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|--|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Management | | | | | | |
| CIO / CTO | 160 - 300k | 230k | 0 | 140 - 250 | 195 | 0 |
| Infrastructure/Development/BI Manager | 100 - 185k | 143k | 0 | 100 - 150 | 125 | 0 |
| Change Manager | 90 - 140k | 115k | -12 | 100 - 150 | 125 | 0 |
| Senior Project Manager | 90 - 150k | 120k | 9 | 80 - 130 | 105 | 0 |
| Project Manager | 70 - 110k | 90k | -5 | 60 - 100 | 80 | 0 |
| Senior Business Analyst | 90 - 130k | 110k | 10 | 85 - 110 | 98 | 0 |
| Business Analyst | 70 - 100k | 85k | -6 | 50 - 90 | 70 | 0 |
| ERP/CRM/BI | | | | | | |
| Senior Consultant | 110 - 170k | 140k | -3 | 110 - 150 | 130 | -4 |
| Consultant | 80 - 110k | 95k | -3 | 60 - 110 | 85 | -6 |
| Architecture | | | | | | |
| Enterprise Architect | 120 - 170k | 145k | -6 | 90 - 140 | 115 | -4 |
| Solutions/Technical/Security Architect | 100 - 150k | 125k | -11 | 80 - 130 | 105 | -5 |
| Development/Testing | | | | | | |
| Senior Developer | 90 - 120k | 105k | -5 | 65 - 100 | 83 | 0 |
| Web Developer | 60 - 100k | 80k | -6 | 45 - 80 | 63 | -7 |
| Developer | 70 - 110k | 90k | 20 | 45 - 80 | 63 | -7 |
| Test Lead | 100 - 150k | 125k | 0 | 65 - 80 | 73 | -22 |
| Test Analyst | 65 - 95k | 80k | 0 | 50 - 70 | 60 | -4 |
| Infrastructure | | | | | | |
| Network/System Engineer | 65 - 120k | 93k | 0 | 45 - 90 | 68 | 0 |
| System Administrator | 60 - 100k | 80k | -3 | 45 - 80 | 63 | 0 |
| Database Administrator | 70 - 110k | 90k | 0 | 60 - 95 | 78 | 0 |
| Helpdesk/Desktop Support | 50 - 90k | 70k | 0 | 30 - 70 | 50 | 0 |

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

Increase ● Decrease ● No change ●




TECH & TRANSFORMATION

VICTORIA

DIGITAL, APPLICATIONS & DEVELOPMENT

| ROLE | PERMANENT | | | CONTRACT | | |
|----------------------------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| ERP/CRM/BI | | | | | | |
| Senior Consultant | 120 - 160k | 140k | 0 | 100 - 150 | 125 | 0 |
| Consultant | 90 - 120k | 105k | 0 | 80 - 120 | 100 | 0 |
| Data Scientist | 100 - 200k | 150k | 11 | 100 - 170 | 135 | 4 |
| Data Engineer | 110 - 170k | 140k | 0 | 80 - 130 | 105 | 0 |
| Data Analyst | 70 - 140k | 105k | 0 | 60 - 100 | 80 | 0 |
| Development/Testing | | | | | | |
| DevOps | 100 - 180k | 140k | 4 | 90 - 160 | 125 | 4 |
| Senior Developer | 110 - 170k | 140k | 8 | 90 - 130 | 110 | 2 |
| Developer | 80 - 120k | 100k | 11 | 60 - 100 | 80 | 7 |
| UX/UI Designers | 90 - 200k | 145k | 0 | 50 - 150 | 100 | 0 |
| Test Manager / QA Manager | 120 - 160k | 140k | 0 | 90 - 125 | 108 | 0 |
| Test Analyst | 80 - 120k | 100k | 5 | 50 - 100 | 75 | 0 |

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

Increase  Decrease  No change 

TECH & TRANSFORMATION

VICTORIA

INFRASTRUCTURE & SECURITY

| ROLE | PERMANENT | | | CONTRACT | | |
|--------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Management | | | | | | |
| CIO / CTO | 180 - 300k | 240k | 0 | 140 - 280 | 210 | 0 |
| Infrastructure Manager | 90 - 200k | 145k | 0 | 65 - 140 | 103 | 0 |
| IT Manager | 120 - 160k | 140k | 0 | 65 - 100 | 83 | 0 |
| Helpdesk Manager | 80 - 130k | 105k | 5 | 50 - 100 | 75 | 7 |
| Support/Engineers | | | | | | |
| Desktop Support | 60 - 85k | 73k | 0 | 35 - 65 | 50 | 0 |
| Service Desk/Helpdesk Support | 50 - 80k | 65k | 0 | 25 - 55 | 40 | 0 |
| System/Infrastructure Engineer | 80 - 140k | 110k | 0 | 65 - 100 | 83 | 0 |
| System Administrator | 75 - 120k | 98k | 0 | 55 - 95 | 75 | 0 |
| Cloud Engineer | 80 - 160k | 120k | 14 | 65 - 120 | 93 | 12 |
| Field Services Engineer | 65 - 95k | 80k | 0 | 30 - 60 | 45 | 0 |
| Networking/Architecture | | | | | | |
| Enterprise Architect | 190 - 230k | 210k | 5 | 125 - 165 | 145 | 7 |
| Solution Architect | 140 - 190k | 165k | 3 | 100 - 130 | 115 | 10 |
| Network Architect | 140 - 180k | 160k | 0 | 80 - 120 | 100 | 0 |
| Network Engineer | 75 - 120k | 98k | 0 | 55 - 95 | 75 | 0 |
| Security | | | | | | |
| Information Security Lead | 150 - 200k | 175k | 9 | 100 - 130 | 115 | 15 |
| Security Architect | 150 - 210k | 180k | 13 | 100 - 160 | 130 | 18 |
| Security Analyst | 110 - 160k | 135k | 4 | 70 - 110 | 90 | 0 |
| Penetration Tester | 110 - 170k | 140k | 0 | 70 - 140 | 105 | 0 |

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

Increase ● Decrease ● No change ●




TECH & TRANSFORMATION

VICTORIA

PROJECT SERVICES

| ROLE | PERMANENT | | | CONTRACT | | |
|-----------------------------------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Projects | | | | | | |
| Project Manager | 130 - 190k | 160k | -3 | 95 - 140 | 118 | 2 |
| Change Manager | 130 - 190k | 160k | 7 | 110 - 150 | 130 | 4 |
| Programme Manager | 160 - 250k | 205k | 5 | 125 - 175 | 150 | 5 |
| Business Analyst | 100 - 160k | 130k | 4 | 75 - 125 | 100 | 18 |
| Project Coordinator/Administrator | 80 - 110k | 95k | 12 | 55 - 95 | 75 | 12 |
| Implementation Manager | 130 - 150k | 140k | 0 | 90 - 110 | 100 | 11 |
| Delivery Lead | 140 - 190k | 165k | 10 | 95 - 140 | 118 | 12 |
| Agile | | | | | | |
| Agile Coach | 160 - 220k | 190k | 3 | 120 - 175 | 148 | 7 |
| Scrum Master | 120 - 170k | 145k | 0 | 110 - 140 | 125 | 11 |
| Iteration Manager | 130 - 170k | 150k | 3 | 110 - 140 | 125 | 11 |
| Product Owner | 140 - 180k | 160k | 10 | 90 - 140 | 115 | 15 |

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

Increase  Decrease  No change 

TECH & TRANSFORMATION

WESTERN AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|-----------------------------------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Business Intelligence | | | | | | |
| Data Architect | 160 - 190k | 175k | 6 | 120 - 140 | 130 | 6 |
| BI Architect | 150 - 170k | 160k | 5 | 110 - 130 | 120 | 7 |
| Senior BI Consultant | 140 - 165k | 153k | 2 | 100 - 115 | 108 | 2 |
| BI Consultant | 125 - 140k | 133k | -2 | 80 - 100 | 90 | -3 |
| BI Developer | 90 - 135k | 113k | 2 | 65 - 90 | 78 | 0 |
| Senior Data Analyst | 120 - 150k | 135k | 4 | 75 - 100 | 88 | 6 |
| Data Analyst | 100 - 120k | 110k | 0 | 65 - 80 | 73 | 7 |
| Analytics | | | | | | |
| Senior Data Scientist | 160 - 190k | 175k | 3 | 120 - 145 | 133 | 8 |
| Data Scientist | 130 - 160k | 145k | 12 | 90 - 120 | 105 | 11 |
| Data Modeller | 120 - 150k | 135k | 0 | 85 - 110 | 98 | 0 |
| Data Engineer | 110 - 140k | 125k | 4 | 80 - 105 | 93 | 3 |
| ERP/CRM | | | | | | |
| ERP/CRM Solution Architect | 160 - 180k | 170k | 0 | 100 - 130 | 115 | 0 |
| ERP/CRM Senior Consultant | 135 - 170k | 153k | 0 | 100 - 125 | 113 | 0 |
| ERP/CRM Consultant | 100 - 140k | 120k | 4 | 80 - 100 | 90 | 0 |
| ERP/CRM Developer | 100 - 135k | 118k | 2 | 80 - 105 | 93 | 0 |
| ERP/CRM Support Consultant | 75 - 100k | 88k | 0 | 50 - 75 | 63 | 0 |
| Testing Services | | | | | | |
| Test Manager/Lead | 90 - 140k | 115k | 0 | 75 - 110 | 93 | 0 |
| Test Analyst | 70 - 90k | 80k | 0 | 55 - 75 | 65 | 0 |
| Senior Test Engineer (Automation) | 110 - 130k | 120k | 0 | 80 - 105 | 93 | 3 |
| Test Engineer (Automation) | 100 - 110k | 105k | 0 | 65 - 80 | 73 | 12 |
| Senior Test Engineer (Manual) | 100 - 120k | 110k | 0 | 75 - 90 | 83 | 0 |
| Test Engineer (Manual) | 80 - 100k | 90k | 0 | 60 - 75 | 68 | 0 |
| QA Consultant | 90 - 100k | 95k | -5 | 70 - 90 | 80 | 0 |

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

Increase ● Decrease ● No change ●

TECH & TRANSFORMATION

WESTERN AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|---|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Application Development | | | | | | |
| Solutions Architect | 145 - 180k | 163k | 3 | 110 - 135 | 123 | 9 |
| Applications Architect | 140 - 160k | 150k | 0 | 100 - 120 | 110 | 0 |
| Team Lead | 120 - 155k | 138k | 2 | 95 - 115 | 105 | 0 |
| Senior .Net Developer | 115 - 145k | 130k | 4 | 90 - 110 | 100 | 11 |
| .Net Developer | 85 - 120k | 103k | 5 | 65 - 90 | 78 | 3 |
| Junior .Net Developer | 65 - 85k | 75k | 0 | 50 - 65 | 58 | 0 |
| Senior Java Developer | 110 - 130k | 120k | 0 | 80 - 100 | 90 | 13 |
| Java Developer | 80 - 110k | 95k | 0 | 60 - 80 | 70 | 0 |
| Senior Mobile Application Developer - IOS/Android/Windows | 110 - 140k | 125k | 9 | 85 - 100 | 93 | 3 |
| Mobile Application Developer - IOS/Android/Windows | 80 - 120k | 100k | 5 | 65 - 85 | 75 | 3 |
| PHP Developer | 70 - 110k | 90k | 0 | 55 - 80 | 68 | 0 |
| Senior Front End Developer | 100 - 120k | 110k | 0 | 85 - 100 | 93 | 0 |
| Front End Developer | 80 - 100k | 90k | 0 | 70 - 85 | 78 | 0 |
| Senior CMS Developer | 90 - 110k | 100k | 0 | 70 - 90 | 80 | 0 |
| CMS Developer | 70 - 90k | 80k | 0 | 55 - 70 | 63 | 0 |
| Digital | | | | | | |
| Senior UX Designer | 120 - 140k | 130k | 0 | 90 - 100 | 95 | 0 |
| UX Designer | 100 - 120k | 110k | 0 | 80 - 90 | 85 | 0 |
| UX Developer | 90 - 110k | 100k | 0 | 65 - 80 | 73 | 0 |
| Graphic Designer | 80 - 100k | 90k | 0 | 60 - 70 | 65 | 0 |
| Emerging Technologies | | | | | | |
| RPA Team Lead | 120 - 140k | 130k | 8 | 85 - 100 | 93 | 12 |
| RPA Developer | 100 - 120k | 110k | 10 | 85 - 100 | 93 | 16 |
| RPA Consultant | 75 - 100k | 88k | 0 | 60 - 80 | 70 | 0 |
| AI Senior Engineer | 115 - 140k | 128k | 6 | 80 - 100 | 90 | 9 |
| AI Engineer | 100 - 120k | 110k | 10 | 65 - 90 | 78 | 15 |
| Machine Learning Engineer | 115 - 140k | 128k | 6 | 80 - 100 | 90 | 9 |

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

Increase ● Decrease ● No change ●

TECH & TRANSFORMATION

WESTERN AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Senior Appointments | | | | | | |
| Chief Information Officer | 190 - 250k+ | 220k | 5 | | | |
| Chief Technology Officer | 180 - 230k+ | 205k | 5 | | | |
| Chief Security Officer | 200 - 250k+ | 225k | 5 | | | |
| Strategy & Architecture Manager | 180 - 220k+ | 200k | 5 | 135 - 150 | 143 | 0 |
| Infrastructure/Development/BI Manager | 140 - 180k | 160k | 0 | 100 - 125 | 113 | 0 |
| Data Analytics Manager | 140 - 190k | 165k | 10 | 120 - 140 | 130 | 1 |
| Project Services Manager (PMO) | 140 - 180k | 160k | 7 | 100 - 125 | 113 | 1 |
| Service Delivery Manager | 145 - 190k | 168k | 5 | 100 - 130 | 115 | 0 |
| Enterprise Architect | 170 - 200k | 185k | 6 | 125 - 150 | 138 | 1 |
| Project Services | | | | | | |
| Programme Manager | 170 - 190k | 180k | 0 | 125 - 145 | 135 | 0 |
| Senior Project Manager | 150 - 165k | 158k | 0 | 105 - 125 | 115 | 0 |
| Project Manager | 130 - 150k | 140k | 2 | 90 - 110 | 100 | 0 |
| Project Coordinator | 70 - 95k | 83k | 0 | 50 - 65 | 58 | 0 |
| PMO Analyst | 80 - 120k | 100k | 0 | 55 - 75 | 65 | 0 |
| Agile Coach | 160 - 190k | 175k | 3 | 120 - 150 | 135 | 0 |
| Scrum/Iteration Manager | 140 - 165k | 153k | 0 | 95 - 125 | 108 | 0 |
| Change Manager | 140 - 175k | 158k | 3 | 100 - 130 | 115 | 0 |
| Senior Business Analyst | 135 - 150k | 143k | 4 | 90 - 115 | 103 | 0 |
| Business Analyst | 100 - 135k | 118k | 4 | 80 - 100 | 90 | 1 |
| System Analyst | 90 - 120k | 105k | 0 | 75 - 90 | 83 | 0 |
| Technical Writer | 70 - 95k | 83k | 0 | 60 - 80 | 70 | 0 |
| ICT Sales | | | | | | |
| Sales Manager | 160 - 250k* | 205k | 0 | 130 - 150 | 140 | 0 |
| Business Development Manager | 140 - 180k* | 160k | 3 | 100 - 120 | 110 | 0 |
| Account Manager | 90 - 160k* | 125k | 0 | 60 - 100 | 80 | 0 |

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




Increase ● Decrease ● No change ●

TECH & TRANSFORMATION

WESTERN AUSTRALIA

| ROLE | PERMANENT | | | CONTRACT | | |
|--|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM AUD (\$) | | | RATE PER HOUR AUD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Operations | | | | | | |
| Incident Problem Manager | 90 - 120k | 105k | 0 | 60 - 80 | 70 | 0 |
| Senior Network Administrator | 90 - 110k | 100k | 0 | 65 - 75 | 70 | 0 |
| Network Administrator | 70 - 90k | 80k | 0 | 50 - 70 | 60 | 0 |
| Desktop Support | 60 - 75k | 68k | 0 | 34 - 45 | 40 | 5 |
| Service Desk Support | 55 - 65k | 60k | 0 | 28 - 35 | 32 | 0 |
| Engineering (Cloud/ Networking, Firewalls, Server, Storage) | | | | | | |
| Solutions/Technical Architect | 145 - 180k | 163k | 5 | 100 - 135 | 118 | 4 |
| Network Architect | 150 - 190k | 170k | 1 | 115 - 140 | 128 | 2 |
| Senior Network Engineer | 125 - 145k | 135k | 0 | 100 - 120 | 110 | 10 |
| Network Engineer | 100 - 125k | 113k | 0 | 80 - 100 | 90 | 13 |
| Senior Systems Engineer | 90 - 115k | 103k | 3 | 65 - 90 | 78 | 0 |
| Systems Engineer | 75 - 95k | 85k | 0 | 55 - 85 | 70 | 0 |
| Pre-Sales Architect | 130 - 160k | 145k | 7 | 95 - 120 | 108 | 5 |
| DevOps | | | | | | |
| DevOps Architect | 140 - 180k | 160k | 3 | 100 - 125 | 113 | 0 |
| DevOps Engineer | 110 - 130k | 120k | 4 | 65 - 85 | 75 | 0 |
| Cyber Security | | | | | | |
| Cyber Security Architect | 170 - 220k | 195k | 0 | 125 - 150 | 138 | 0 |
| Cyber Security Consultant | 100 - 125k | 113k | 7 | 65 - 85 | 75 | 0 |
| Cyber Security Engineer | 120 - 150k | 135k | 4 | 80 - 115 | 98 | 15 |
| Cyber Security Analyst | 100 - 140k | 120k | 0 | 65 - 90 | 78 | 0 |
| Governance, Risk & Compliance Analyst | 80 - 110k | 95k | 6 | 55 - 70 | 63 | 0 |
| Penetration Tester | 100 - 120k | 110k | 0 | 70 - 80 | 75 | 0 |

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

Increase  Decrease  No change 

NEW ZEALAND

While salary growth is moderate in many sectors, the 2020 general election will provide a boost for certain segments of the jobs market. Before Kiwis head to the polls, the government is keen to progress several major projects – delivering outcomes such as affordable housing, access to education, and breaking cycles of poverty – all of which require an influx of talent in Wellington and regional areas. Similarly, additional hiring is required to progress major transport infrastructure projects in Auckland.

The jobs market will be impacted by increased demand for contingent labour, with government contractors required in program/project management. Infrastructure employers will be on the hunt for a range of engineering professionals, and ancillary service employers (e.g. accounting, legal, procurement) will be seeking contractors to assist with the increase in short-term focussed, project work.

Demand will be high for a number of tech specialists in 2020. The commoditisation of data is affecting organisations in every sector of the economy, and employers will compete for the services of a relatively small supply of data scientists and analysts. Digital transformations are also sweeping through organisations large and small, stimulating demand for professionals with DevOps, UX and UI skillsets.

61%

OF PROFESSIONALS DETERMINE
GOOD WORK-LIFE BALANCE AS
IMPORTANT TO PERSONAL JOB
SATISFACTION

“

Attracting and retaining scarce talent will be a major challenge for hiring managers.

”



**SHAY PETERS,
DIRECTOR,
NEW ZEALAND**

In the wake of overseas scandals, banking and financial services employers in New Zealand are adding extra rigor to their regulatory, compliance and risk management processes. Hiring managers will struggle to source a sufficient supply of local talent with experience in this area.

Salary growth and an abundance of job opportunities are all possible in 2020 for professionals with the aforementioned specialisms across infrastructure, technology and financial services. Attracting and retaining such scarce talent will be a major challenge for hiring managers.

Hiring managers' prospects will be greatly improved if they can move quickly and decisively during the recruitment process (delays increase the risk of missing out to a competitor). The most compelling proposition for potential employees will be one that includes flexible working, strong culture, professional development, and wellbeing initiatives. Sourcing talent from overseas, with the support of a recruitment partner with international hiring capability, is a way to counteract local talent shortfalls.



Of professionals would be open to a job approach when not actively looking

DRIVERS OF JOB GROWTH

1



General election

2



Commoditisation of data

3



Large infrastructure projects

1

The commoditisation of data is affecting organisations in every sector of the economy.

ACCOUNTING & FINANCE

KEY FINDINGS

TOP SKILLS IN DEMAND



Business partnering



Data analysis & interpretation



Technical accounting

TOP JOBS IN DEMAND



Finance Business Partner



Financial Accountant

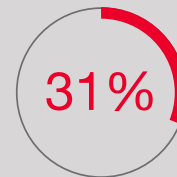


Finance Manager

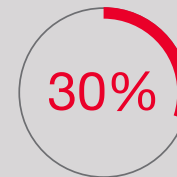
39%

Of accounting & finance professionals stay in a role for 3 – 5 years

ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% of salary



3 - 6% of salary



7 - 10% of salary

89%

Of professionals would be open to a job approach when not actively looking

TOP INFLUENCES OF JOB SATISFACTION

Good work-life balance 67%

Remuneration and benefits 51%

How interesting day-to-day work is 50%

Flexible working 50%

ACCOUNTING & FINANCE

AUCKLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|---|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Executive | | | | | | |
| Chief Financial Officer | 200 - 400k | 300k | 0 | 100 - 160 | 130 | 0 |
| Financial Controller | 140 - 200k | 170k | 0 | 70 - 100 | 85 | 0 |
| Commercial Manager | 160 - 250k | 205k | 0 | 80 - 120 | 100 | 0 |
| Finance Manager | 120 - 160k | 140k | 0 | 65 - 85 | 75 | 0 |
| Qualified | | | | | | |
| Tax Accountant | 90 - 130k | 110k | 0 | 50 - 75 | 63 | 0 |
| Commercial Analyst/Business Partner | 110 - 140k | 125k | 9 | 55 - 75 | 65 | 4 |
| Financial/Business Analyst (5+ yrs' exp) | 120 - 140k | 130k | 4 | 60 - 75 | 68 | 4 |
| Financial/Business Analyst (0 - 4 yrs' exp) | 80 - 120k | 100k | 5 | 40 - 60 | 50 | 5 |
| Financial Accountant (5+ yrs' exp) | 100 - 120k | 110k | 0 | 55 - 70 | 63 | 0 |
| Financial Accountant (0 - 4 yrs' exp) | 80 - 100k | 90k | 0 | 45 - 55 | 50 | 0 |
| Management Accountant (5+ yrs' exp) | 110 - 140k | 125k | 4 | 55 - 70 | 63 | 0 |
| Management Accountant (0 - 4 yrs' exp) | 85 - 110k | 98k | 0 | 45 - 55 | 50 | 0 |
| Systems/Project Accountant | 90 - 130k | 110k | 0 | 45 - 85 | 65 | 0 |
| Payroll Manager | 80 - 120k | 100k | 0 | 40 - 60 | 50 | 0 |
| Credit Manager | 80 - 110k | 95k | 3 | 40 - 55 | 48 | 0 |
| Part & Non-qualified | | | | | | |
| Accounts Payable/Receivable - Manager | 75 - 100k | 88k | 0 | 40 - 50 | 45 | 0 |
| Financial Accountant - Degree | 75 - 90k | 83k | 0 | 40 - 50 | 45 | 0 |
| Assistant Accountant | 60 - 70k | 65k | 0 | 30 - 40 | 35 | 4 |
| Credit Controller | 55 - 65k | 60k | 0 | 25 - 35 | 30 | 0 |
| Accounts Assistant | 55 - 65k | 60k | 0 | 27 - 35 | 31 | 13 |
| Payroll Clerk/Officer | 65 - 80k | 73k | 4 | 30 - 45 | 38 | 7 |
| Accounts Payable/Receivable | 50 - 65k | 58k | 0 | 25 - 35 | 30 | 0 |

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

Increase ● Decrease ● No change ●

ACCOUNTING & FINANCE

WELLINGTON

| ROLE | PERMANENT | | | CONTRACT | | |
|--|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Executive | | | | | | |
| Chief Financial Officer | 170 - 350k | 260k | 13 | 90 - 170 | 130 | 8 |
| Financial Controller | 150 - 200k | 175k | 9 | 80 - 140 | 110 | 10 |
| Finance Manager | 100 - 170k | 135k | 0 | 60 - 110 | 85 | 3 |
| Qualified | | | | | | |
| Tax Accountant | 80 - 130k | 105k | 0 | 60 - 85 | 73 | 0 |
| Management Accountant (6+ yrs' exp) | 100 - 170k | 135k | 4 | 60 - 90 | 75 | 0 |
| Financial Accountant CA (5+ yrs' exp) | 90 - 130k | 110k | 0 | 60 - 85 | 73 | 7 |
| Financial Analyst (5+ yrs' exp) | 90 - 120k | 105k | 2 | 65 - 80 | 73 | 0 |
| Cost Accountant | 85 - 110k | 98k | 0 | 60 - 80 | 70 | 0 |
| Treasury Accountant | 85 - 110k | 98k | 0 | 60 - 75 | 68 | 0 |
| Systems Accountant | 90 - 110k | 100k | 3 | 60 - 80 | 70 | 0 |
| Management Accountant (3 - 5 yrs' exp) | 80 - 110k | 95k | 3 | 60 - 75 | 68 | 4 |
| Financial Analyst (0 - 4 yrs' exp) | 70 - 90k | 80k | 0 | 40 - 70 | 55 | 0 |
| Financial Accountant CA (0 - 4 yrs' exp) | 60 - 100k | 80k | 7 | 45 - 70 | 58 | 0 |
| Credit Manager | 60 - 90k | 75k | 0 | 30 - 50 | 40 | 0 |
| Auditor | 75 - 100k | 88k | 0 | 55 - 80 | 68 | 0 |
| Part & Non-qualified | | | | | | |
| Financial Accountant - Degree | 60 - 80k | 70k | 0 | 40 - 55 | 48 | 0 |
| Accounts Payable/Receivable - Manager | 70 - 85k | 78k | 0 | 40 - 55 | 48 | 0 |
| Assistant Accountant | 50 - 65k | 58k | 0 | 30 - 40 | 35 | 0 |
| Credit Controller | 45 - 65k | 55k | 0 | 25 - 40 | 33 | 0 |
| Accounts Assistant | 45 - 55k | 50k | 0 | 25 - 40 | 33 | 0 |
| Payroll Clerk/Officer | 40 - 60k | 50k | 0 | 25 - 40 | 33 | 0 |
| Accounts Payable/Receivable | 50 - 65k | 58k | 0 | 25 - 40 | 33 | 0 |

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

Increase ● Decrease ● No change ●

BANKING & FINANCIAL SERVICES

KEY FINDINGS

TOP SKILLS IN DEMAND



Compliance



Risk
management



Internal audit

TOP JOBS IN DEMAND



Compliance
Manager



Risk Manager

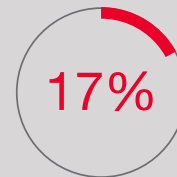


Credit Manager

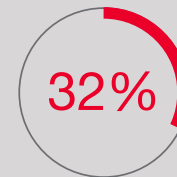
36%

Of banking & financial services professionals are not looking to change jobs

ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% of salary



3 - 6% of salary



7 - 10% of salary

49%

Of professionals are fairly optimistic about job opportunities

TOP MOTIVATORS TO MOVE JOBS

Pay rise/change in compensation

29%

Career progression

25%

Improved work-life balance

13%

Better company culture

10%

BANKING & FINANCIAL SERVICES

AUCKLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|--|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Banking | | | | | | |
| Relationship Manager | 120 - 180k | 150k | 15 | 80 - 110 | 95 | 12 |
| Relationship Associate | 65 - 90k | 78k | 7 | 40 - 65 | 53 | 11 |
| Business Development Manager/Sales | 100 - 135k | 118k | 0 | 65 - 95 | 80 | 7 |
| Business Analyst | 90 - 120k | 105k | 0 | 60 - 100 | 80 | 0 |
| Mortgage/Lending Manager | 70 - 95k | 83k | 0 | 30 - 60 | 45 | 0 |
| Risk, Compliance & Operations | | | | | | |
| Credit Manager | 100 - 150k | 125k | 9 | 55 - 90 | 73 | 16 |
| Credit Analyst | 60 - 90k | 75k | 0 | 40 - 60 | 50 | 11 |
| Compliance Manager | 120 - 180k | 150k | 7 | 65 - 95 | 80 | 7 |
| Compliance Officer | 65 - 110k | 88k | 0 | 40 - 70 | 55 | 0 |
| Market Risk Analyst | 80 - 120k | 100k | 0 | 50 - 70 | 60 | 0 |
| Operational Risk Senior Manager | 130 - 180k | 155k | 3 | 90 - 120 | 105 | 5 |
| Operational Risk Manager | 90 - 140k | 115k | 10 | 65 - 100 | 83 | 6 |
| Settlements/Corporate Actions | 60 - 75k | 68k | 0 | 35 - 55 | 45 | 0 |

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

Increase ● Decrease ● No change ●

BUSINESS SUPPORT

KEY FINDINGS

TOP SKILLS IN DEMAND



Diary management



Microsoft suite



Stakeholder management

33%

Of business support professionals stay in a role for 3 - 5 years

TOP JOBS IN DEMAND



Executive/Personal Assistant

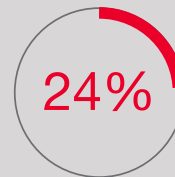


Administrator

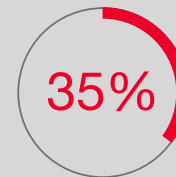


Customer Service Representative

ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% of salary



3 - 6% of salary



No increase

53%

Of professionals feel fairly confident about job opportunities

TOP MOTIVATORS TO MOVE JOBS



BUSINESS SUPPORT

AUCKLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|---|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Office Support & Secretarial | | | | | | |
| Executive Assistant | 75 - 100k | 88k | 0 | 35 - 50 | 43 | 0 |
| Office Manager | 60 - 80k | 70k | 4 | 28 - 40 | 34 | 8 |
| Personal Assistant | 55 - 75k | 65k | -4 | 25 - 35 | 30 | 0 |
| Legal Secretary | 60 - 80k | 70k | 4 | 28 - 35 | 32 | 0 |
| Team Administrator | 48 - 60k | 54k | 3 | 24 - 32 | 28 | 8 |
| Corporate Receptionist | 45 - 58k | 52k | 6 | 24 - 30 | 27 | 20 |
| Sales Administrator | 50 - 65k | 58k | 15 | 23 - 28 | 26 | 11 |
| Office Administrator | 50 - 65k | 58k | 10 | 22 - 28 | 25 | 0 |
| Project Administrator | 45 - 55k | 50k | 10 | 25 - 30 | 28 | 5 |
| Programme Coordinator | 50 - 65k | 58k | 10 | 25 - 32 | 29 | 5 |
| Customer Service | | | | | | |
| Team Leader | 55 - 75k | 65k | 4 | 26 - 32 | 29 | 0 |
| Customer Service Officer | 45 - 55k | 50k | 5 | 20 - 28 | 24 | 2 |

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




Increase ● Decrease ● No change ●

BUSINESS SUPPORT

WELLINGTON

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------|---------------------------|------------|--------------|------------------------|-----------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Executive Assistant | 65 - 85k | 75k | 0 | 35 - 50 | 43 | 6 |
| Office Manager | 60 - 85k | 73k | 0 | 35 - 45 | 40 | 0 |
| Personal Assistant | 55 - 65k | 60k | -4 | 25 - 36 | 31 | 2 |
| Legal Secretary | 50 - 70k | 60k | 0 | 30 - 45 | 38 | 7 |
| Project Administrator | 55 - 65k | 60k | 0 | 25 - 45 | 35 | 8 |
| Procurement Administrator | 55 - 65k | 60k | 0 | 27 - 35 | 31 | 0 |
| Office Administrator | 50 - 60k | 55k | 5 | 25 - 35 | 30 | 0 |
| General Administrator | 45 - 60k | 53k | 0 | 25 - 35 | 30 | 0 |
| Marketing Administrator | 48 - 60k | 54k | 3 | 25 - 35 | 30 | 0 |
| Corporate Receptionist | 45 - 55k | 50k | 0 | 19 - 25 | 22 | -8 |
| Receptionist | 40 - 55k | 48k | 0 | 19 - 25 | 22 | 2 |
| Data Entry Operator | 40 - 50k | 45k | 0 | 19 - 24 | 22 | 5 |

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

Increase  Decrease  No change 

BUSINESS TRANSFORMATION

KEY FINDINGS

TOP SKILLS IN DEMAND



Business change management



Benefits management



Human-centered design

61%

Of business transformation professionals are fairly confident about job opportunities

TOP JOBS IN DEMAND



Business Analyst

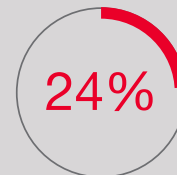


Change Manager

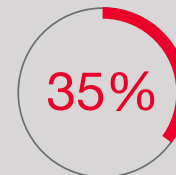


Project Manager

ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% of salary



3 - 6% of salary

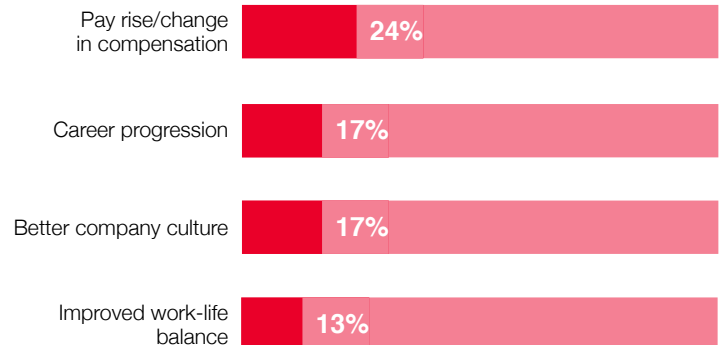


7 - 10% of salary

98%

Of professionals would be open to a job approach when not actively looking

TOP MOTIVATORS TO MOVE JOBS






BUSINESS TRANSFORMATION

WELLINGTON

| ROLE | PERMANENT | | | CONTRACT | | |
|-------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Programme Director | 160 - 250k | 205k | 0 | 150 - 250 | 200 | 0 |
| EPMO Manager | 150 - 250k | 200k | 0 | 150 - 220 | 185 | 0 |
| Risk & Assurance Consultant | 150 - 180k | 165k | 0 | 130 - 180 | 155 | 7 |
| IQA Professional | 150 - 180k | 165k | 0 | 120 - 185 | 153 | 0 |
| Programme Manager | 150 - 210k | 180k | -3 | 140 - 200 | 170 | 3 |
| Business Change Manager | 130 - 190k | 160k | 0 | 120 - 200 | 160 | 0 |
| Business Analyst | 100 - 130k | 115k | 0 | 100 - 125 | 113 | 0 |
| Service Designer | 110 - 140k | 125k | 4 | 110 - 130 | 120 | 9 |
| EPMO Analyst | 80 - 120k | 100k | 0 | 100 - 130 | 115 | 10 |
| Project Manager | 120 - 150k | 135k | 0 | 100 - 140 | 120 | 0 |
| Project/Programme Coordinator | 65 - 90k | 78k | 0 | 60 - 95 | 78 | 3 |

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

Increase  Decrease  No change 

HUMAN RESOURCES & OH&S

KEY FINDINGS

TOP SKILLS IN DEMAND



Business partnering



Strategy development



Employee relations

27%

of human resources & OH&S professionals would change jobs for a pay rise/change in compensation

TOP JOBS IN DEMAND



Recruitment/Talent Acquisition Specialist



Health & Safety Advisor



HR Generalist Advisor

ANNUAL SALARY INCREMENT EXPECTATIONS

30%

1 - 3% of salary

17%

3 - 6% of salary

20%

7 - 10% of salary

39%

Of professionals are not expecting to receive a bonus within the next year

TOP INFLUENCES OF JOB SATISFACTION

Good work-life balance

60%

How interesting day-to-day work is

51%

Remuneration and benefits

48%

Achieving status and positions of responsibility




43%

HUMAN RESOURCES & OH&S

AUCKLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|------------------------------------|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Generalist | | | | | | |
| HR Director | 150 - 220k | 185k | -8 | 75 - 120 | 98 | -15 |
| HR Manager | 100 - 150k | 125k | -2 | 50 - 80 | 65 | -13 |
| HR Business Partner | 100 - 140k | 120k | 7 | 50 - 70 | 60 | -8 |
| HR Consultant | 95 - 130k | 113k | 2 | 45 - 65 | 55 | -19 |
| HR Analyst | 75 - 100k | 88k | 3 | 35 - 50 | 43 | -11 |
| HR Advisor | 70 - 95k | 83k | 0 | 35 - 45 | 40 | -11 |
| HR Coordinator | 55 - 70k | 63k | 4 | 28 - 35 | 32 | -3 |
| HR Administrator | 50 - 60k | 55k | 0 | 25 - 30 | 28 | 0 |
| Specialist | | | | | | |
| Change Manager | 120 - 150k | 135k | -4 | 60 - 75 | 68 | -36 |
| Organisational Development Manager | 100 - 150k | 125k | -4 | 50 - 75 | 63 | -22 |
| Remuneration Manager | 110 - 160k | 135k | 6 | 55 - 80 | 68 | 4 |
| Learning & Development Manager | 100 - 130k | 115k | -2 | 50 - 65 | 58 | -8 |
| Recruitment Manager | 100 - 140k | 120k | 9 | 50 - 70 | 60 | -4 |
| Learning & Development Advisor | 70 - 90k | 80k | 0 | 35 - 45 | 40 | -6 |
| Recruitment Consultant | 70 - 90k | 80k | 0 | 35 - 45 | 40 | 7 |
| Learning & Development Facilitator | 60 - 75k | 68k | 8 | 30 - 38 | 34 | 5 |
| Learning & Development Coordinator | 55 - 70k | 63k | 0 | 28 - 35 | 32 | 26 |
| ER Specialist | 100 - 130k | 115k | 10 | 50 - 70 | 60 | 9 |
| OH&S | | | | | | |
| Manager | 100 - 150k | 125k | 4 | 45 - 80 | 63 | -4 |
| Advisor | 70 - 95k | 83k | 18 | 40 - 50 | 45 | 13 |

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




Increase  Decrease  No change 

HUMAN RESOURCES & OH&S

WELLINGTON

| ROLE | PERMANENT | | | CONTRACT | | |
|---------------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Generalist | | | | | | |
| HR Manager | 150 - 175k | 163k | 0 | 90 - 140 | 115 | 0 |
| HR Consultant | 100 - 150k | 125k | 0 | 70 - 100 | 85 | 0 |
| HR Advisor | 75 - 90k | 83k | 0 | 40 - 75 | 58 | 0 |
| HR Analyst | 70 - 90k | 80k | 0 | 40 - 50 | 45 | 0 |
| Specialist | | | | | | |
| Organisational Development Consultant | 125 - 180k | 153k | 0 | 100 - 130 | 115 | 0 |
| Learning & Development Manager | 110 - 160k | 135k | 0 | 90 - 120 | 105 | 0 |
| Learning & Development Advisor | 75 - 90k | 83k | 0 | 40 - 75 | 58 | 0 |
| Learning & Development Coordinator | 50 - 70k | 60k | 0 | 25 - 40 | 33 | 0 |
| Capability Development Specialist | 110 - 140k | 125k | 0 | 120 - 135 | 128 | 0 |
| Principal Advisor - Health & Safety | 110 - 135k | 123k | 0 | 110 - 125 | 118 | 0 |
| Senior Advisor - Health & Safety | 95 - 120k | 108k | 0 | 100 - 110 | 105 | 0 |
| Health & Safety Advisor | 80 - 110k | 95k | 0 | 80 - 100 | 90 | 0 |

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

Increase  Decrease  No change 

LEGAL

KEY FINDINGS

EXPERIENCE IN DEMAND



Commercial Law



Construction Law



Experience in Banking and Finance

41%

Of legal professionals stay in a role for 3 - 5 years

TOP JOBS IN DEMAND



Legal Counsel

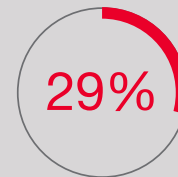


Solicitor

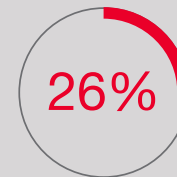


Legal Executive

ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% of salary



3 - 6% of salary



No increase

55%



Of professionals are fairly confident about job opportunities

TOP MOTIVATORS TO MOVE JOBS






| ROLE | PERMANENT SALARY PER ANNUM NZD (\$) | | |
|---|-------------------------------------|-------------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Private Practice | | | |
| Senior Associate (10+ yrs' PQE) | 140 - 200k | 170k | 3 |
| Associate (7 - 10 yrs' PQE) | 125 - 150k | 138k | 10 |
| Senior Solicitor (4 - 7 yrs' PQE) | 85 - 135k | 110k | 2 |
| 3 - 4 yrs' PQE | 70 - 95k | 83k | 0 |
| 2 - 3 yrs' PQE | 60 - 80k | 70k | 4 |
| 1 - 2 yrs' PQE | 55 - 65k | 60k | 12 |
| Graduate - 1 yr PQE | 50 - 60k | 55k | 16 |
| In-house | | | |
| General Counsel / Chief Legal Advisor | 185 - 400k | 293k | 1 |
| Senior Legal Counsel / Senior Solicitor | 120 - 180k | 150k | 0 |
| Legal Counsel / Solicitor | 70 - 125k | 98k | 3 |
| Graduate | 50 - 65k | 58k | 0 |
| Legal Executive | | | |
| 3+ yrs' PQE | 85 - 110k | 98k | 5 |
| 1 - 2 yrs' PQE | 60 - 80k | 70k | 8 |

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

Increase  Decrease  No change 

| ROLE | PERMANENT SALARY PER ANNUM NZD (\$) | | |
|---|-------------------------------------|-------------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Private Practice | | | |
| Partner | 155 - 400k | 278k | 11 |
| Senior Associate | 145 - 195k | 170k | 3 |
| Associate | 100 - 160k | 130k | 4 |
| Senior Solicitor | 90 - 135k | 113k | 5 |
| 3 yrs' PQE | 75 - 95k | 85k | 3 |
| 2 yrs' PQE | 55 - 85k | 70k | 4 |
| 1 yr PQE | 50 - 65k | 58k | 7 |
| In-house | | | |
| General Counsel / Chief Legal Advisor | 180 - 400k | 290k | 9 |
| Senior Legal Counsel / Senior Solicitor | 125 - 180k | 153k | 2 |
| Legal Counsel / Solicitor | 75 - 125k | 100k | 5 |

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

Increase  Decrease  No change 

POLICY & REGULATORY

KEY FINDINGS

TOP SKILLS IN DEMAND



Policy analysis



Legislation/regulatory



Providing ministerial advice

52%

Of professionals do not expect to receive a bonus within the next year

TOP JOBS IN DEMAND



Principal Policy Advisor



Senior Policy Advisor



Policy Advisor

ANNUAL SALARY INCREMENT EXPECTATIONS

29%

1 - 3% of salary

26%

3 - 6% of salary

13%

7 - 10% of salary

37%

Of policy & regulatory professionals would change jobs for a pay rise/change in compensation

TOP INFLUENCES OF JOB SATISFACTION

Good work-life balance

58%

Achieving status and positions of responsibility

54%

Remuneration & benefits

52%

Training opportunities




49%

POLICY & REGULATORY

WELLINGTON

| ROLE | PERMANENT | | | CONTRACT | | |
|----------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Policy | | | | | | |
| General Manager Policy | 140 - 200k | 170k | 0 | 140 - 170 | 155 | 2 |
| Principal Policy Analyst/Advisor | 130 - 185k | 158k | 2 | 130 - 160 | 145 | 0 |
| Policy Manager | 115 - 160k | 138k | 0 | 120 - 150 | 135 | 2 |
| Senior Policy Analyst/Advisor | 85 - 120k | 103k | 0 | 100 - 120 | 110 | 0 |
| Policy Analyst/Advisor | 55 - 85k | 70k | -3 | 50 - 80 | 65 | 0 |
| Research & Evaluation | | | | | | |
| Manager, Research & Evaluation | 130 - 180k | 155k | 0 | 130 - 155 | 143 | 0 |
| Principal Research Analyst | 110 - 150k | 130k | -2 | 115 - 150 | 133 | 2 |
| Senior Research Analyst | 80 - 120k | 100k | -2 | 90 - 120 | 105 | 0 |
| Research Analyst | 50 - 85k | 68k | -4 | 50 - 80 | 65 | -7 |

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

Increase  Decrease  No change 

PROCUREMENT & SUPPLY CHAIN

KEY FINDINGS

TOP SKILLS IN DEMAND



Strategic thinking



Business influence



Technical aptitude

50%

Of procurement & supply chain professionals are fairly confident about job opportunities

TOP JOBS IN DEMAND



Commercial
Manager



Procurement
Specialist



Vendor Relationship
Manager

ANNUAL SALARY INCREMENT EXPECTATIONS

29%

1 - 3% of salary

26%

3 - 6% of salary

25%

No increase

62%

Of professionals ranked good work-life balance as very important to job satisfaction

TOP MOTIVATORS TO MOVE JOBS

Pay rise/change in compensation

45%

Improved work-life balance

22%

Career progression

14%

Opportunity to work internationally




4%

PROCUREMENT & SUPPLY CHAIN

AUCKLAND

| ROLE | PERMANENT SALARY PER ANNUM NZD (\$) | | |
|--------------------------------|-------------------------------------|-------------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Procurement | | | |
| Procurement Director | 190 - 250k | 220k | 7 |
| Procurement Manager | 130 - 180k | 155k | 3 |
| Procurement Specialist | 90 - 130k | 110k | -5 |
| Strategic Sourcing Manager | 120 - 160k | 140k | 0 |
| Contracts/Relationship Manager | 110 - 130k | 120k | -4 |
| Supply Chain | | | |
| Demand/Supply Planning Manager | 100 - 130k | 115k | 0 |
| Demand/Supply Planner | 70 - 95k | 83k | 3 |
| Operations Manager | 100 - 170k | 135k | 4 |
| Supply Chain Manager | 100 - 150k | 125k | -4 |
| Logistics Manager | 80 - 140k | 110k | 0 |

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




Increase  Decrease  No change 

PROCUREMENT

WELLINGTON

| ROLE | PERMANENT | | | CONTRACT | | |
|-------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Chief Procurement Officer | 150 - 260k | 205k | 8 | 150 - 230 | 190 | 12 |
| Procurement Manager | 120 - 195k | 158k | 9 | 120 - 170 | 145 | 0 |
| Senior Procurement Specialist | 90 - 145k | 118k | 0 | 90 - 135 | 113 | 0 |
| Procurement Specialist | 70 - 100k | 85k | 0 | 75 - 125 | 100 | 3 |
| Procurement Coordinator | 50 - 70k | 60k | 9 | 30 - 75 | 53 | 0 |
| Commercial Manager | 120 - 200k | 160k | 0 | 130 - 175 | 153 | 0 |
| Category Manager | 90 - 160k | 125k | 0 | 80 - 140 | 110 | 0 |
| Contracts Manager | 75 - 140k | 108k | 5 | 75 - 120 | 98 | 0 |

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

Increase  Decrease  No change 

PROPERTY & FACILITIES MANAGEMENT

KEY FINDINGS

TOP SKILLS IN DEMAND



Business partnering



Technical aptitude



Relationship management

38%

Of property & facilities management professionals stay in a role for 3 – 5 years

TOP JOBS IN DEMAND



Property Project Manager



Property Project Advisor



Facilities Manager

ANNUAL SALARY INCREMENT EXPECTATIONS

19%

1 - 3% of salary

28%

3 - 6% of salary

21%

No increase

83%

Of professionals would be open to a job approach when not actively looking

TOP MOTIVATORS TO MOVE JOBS

Pay rise/change in compensation

37%

Career progression

23%

Improved work-life balance

16%

Change in role and responsibilities




9%

PROPERTY & FACILITIES MANAGEMENT

WELLINGTON

| ROLE | PERMANENT SALARY PER ANNUM NZD (\$) | | |
|------------------------------|-------------------------------------|-------------|--------------|
| | 2020 | MEDIAN | YOY % CHANGE |
| Facilities Management | | | |
| Facilities Manager | 85 - 155k | 120k | 0 |
| Facilities Advisor | 75 - 125k | 100k | 0 |
| Facilities Coordinator | 50 - 80k | 65k | 0 |
| Asset Manager | 75 - 145k | 110k | 0 |
| Contracts Manager | 75 - 135k | 105k | 5 |
| Property Project Manager | 80 - 165k | 123k | 2 |
| Property Project Coordinator | 55 - 90k | 73k | 4 |
| Property | | | |
| Director / GM of Property | 170 - 250k | 210k | 0 |
| Property Manager | 70 - 140k | 105k | 0 |
| Property Specialist | 70 - 115k | 93k | 6 |
| Property Portfolio Manager | 95 - 150k | 123k | 0 |

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

Increase  Decrease  No change 

SALES, MARKETING & COMMUNICATIONS

KEY FINDINGS

TOP SKILLS IN DEMAND



Strategic planning



Digital & social media



Change communications

34%

Of sales, marketing & communications professionals are not expecting a bonus within the next year

TOP JOBS IN DEMAND



Account Manager



Digital Marketing Specialist



Senior Communications Advisor

ANNUAL SALARY INCREMENT EXPECTATIONS

24%

1 - 3% of salary

35%

3 - 6% of salary

18%

No increase

47%

Of professionals would be motivated to change jobs for a pay rise

TOP MOTIVATORS TO MOVE JOBS

Good work-life balance

65%

Remuneration and benefits

47%

Length of commute

39%

Feedback and encouragement from management

38%

SALES, MARKETING & COMMUNICATIONS

AUCKLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|---|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Sales | | | | | | |
| Sales Director | 190 - 230k | 210k | 0 | | | |
| National Sales Manager | 160 - 200k | 180k | 3 | | | |
| National Account Manager | 100 - 150k | 125k | 9 | | | |
| Field Sales Manager | 90 - 140k | 115k | 0 | | | |
| Business Development Manager | 75 - 125k | 100k | 8 | | | |
| Key Account Manager | 90 - 130k | 110k | 5 | | | |
| Account Manager | 70 - 90k | 80k | 0 | | | |
| Territory Manager / Sales Representative | 55 - 70k | 63k | 0 | | | |
| Sales Coordinator | 50 - 60k | 55k | 0 | | | |
| Marketing | | | | | | |
| Marketing Director | 180 - 250k | 215k | 8 | 100 - 140 | 120 | 14 |
| Marketing Manager | 100 - 140k | 120k | 0 | 60 - 80 | 70 | 27 |
| Category Manager | 100 - 130k | 115k | 5 | 45 - 65 | 55 | 5 |
| Product Manager | 90 - 130k | 110k | -4 | 50 - 70 | 60 | 9 |
| Digital Marketing Manager | 90 - 120k | 105k | 5 | 50 - 70 | 60 | 0 |
| Social Media/Content Manager | 80 - 90k | 85k | 13 | 40 - 50 | 45 | 0 |
| Brand Manager | 80 - 115k | 98k | -3 | 45 - 70 | 58 | 15 |
| Assistant Brand Manager | 55 - 75k | 65k | 0 | 25 - 35 | 30 | 0 |
| Marketing Coordinator | 50 - 65k | 58k | 0 | 25 - 35 | 30 | 0 |
| Communications | | | | | | |
| PR Manager | 90 - 130k | 110k | 0 | 50 - 75 | 63 | 19 |
| Communications Manager | 80 - 120k | 100k | 0 | 50 - 70 | 60 | 26 |
| Senior Communications Manager | 120 - 140k | 130k | 0 | 60 - 100 | 80 | 0 |
| Communications / PR Manager (Agency) | 60 - 90k | 75k | 0 | 40 - 60 | 50 | 0 |
| Communications / PR Account Director (Agency) | 100 - 120k | 110k | 5 | 50 - 80 | 65 | 0 |

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

Increase ● Decrease ● No change ●

SALES, MARKETING & COMMUNICATIONS

WELLINGTON

| ROLE | PERMANENT | | | CONTRACT | | |
|--|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Sales | | | | | | |
| National Sales Manager | 120 - 170k | 145k | 0 | | | |
| Key Account Manager | 90 - 170k | 130k | 0 | | | |
| Business Development Manager | 70 - 180k | 125k | 0 | | | |
| Territory Manager | 65 - 90k | 78k | 0 | | | |
| Sales/Account Manager | 70 - 120k | 95k | 0 | | | |
| Sales Representative | 50 - 80k | 65k | 0 | | | |
| Marketing | | | | | | |
| Marketing Manager | 100 - 160k | 130k | 2 | 100 - 130 | 115 | 10 |
| Digital Marketing Manager | 100 - 150k | 125k | 9 | 100 - 130 | 115 | 10 |
| Market Research / Insights Manager | 100 - 150k | 125k | 9 | 90 - 110 | 100 | 11 |
| Sponsorship & Events Manager | 80 - 120k | 100k | 8 | 50 - 90 | 70 | 27 |
| Channel Manager | 100 - 150k | 125k | 9 | 90 - 110 | 100 | 5 |
| Marketing Coordinator | 55 - 70k | 63k | 0 | 40 - 70 | 55 | 10 |
| Product Manager | 100 - 130k | 115k | 5 | 80 - 100 | 90 | 13 |
| Communications | | | | | | |
| Communications Manager | 110 - 170k | 140k | 4 | 110 - 140 | 125 | 4 |
| Principal Communications Advisor | 110 - 140k | 125k | 2 | 110 - 140 | 125 | 4 |
| Senior Communications Advisor | 85 - 115k | 100k | 5 | 100 - 120 | 110 | 16 |
| Internal / Change Communications Manager | 110 - 140k | 125k | 0 | 100 - 130 | 115 | 2 |
| Communications Advisor | 60 - 80k | 70k | 4 | 70 - 90 | 80 | 23 |

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

Increase ● Decrease ● No change ●

TECH & TRANSFORMATION

KEY FINDINGS

TOP SKILLS IN DEMAND



Cloud & automation technologies



Strong interpersonal skills



Stakeholder management

66%

Of tech & digital professionals ranked work-life balance as important to their job satisfaction

TOP JOBS IN DEMAND



Engineer
(software, data, DevOps, cloud)

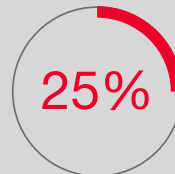


Data/BI Consultant

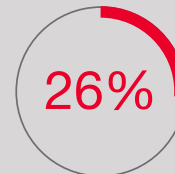


Solution Architect

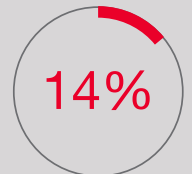
ANNUAL SALARY INCREMENT EXPECTATIONS



1 - 3% of salary



3 - 6% of salary



No increase

94%

Of professionals would be open to a job approach when not actively looking

TOP MOTIVATORS TO MOVE JOBS

A pay rise/change in compensation

48%

Career progression

15%

Improved work-life balance

13%

Better company culture

6%

TECH & TRANSFORMATION

AUCKLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|--|---------------------------|--------|--------------|------------------------|--------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Digital | | | | | | |
| Senior UX Designer | 105 - 140k | 123k | 7 | 95 - 130 | 113 | 0 |
| UX Designer | 80 - 120k | 100k | 18 | 80 - 110 | 95 | 6 |
| UX Strategist/Consultant | 130 - 180k | 155k | 7 | 120 - 150 | 135 | 0 |
| Experience/CX Designer | 115 - 140k | 128k | 4 | 95 - 130 | 113 | 0 |
| Customer Experience Manager | 120 - 160k | 140k | 4 | 110 - 150 | 130 | 24 |
| Product Manager/Owner | 120 - 150k | 135k | 10 | 95 - 125 | 110 | 5 |
| Insights & Analytics Manager | 120 - 165k | 143k | 6 | 85 - 120 | 103 | 8 |
| Insights & Analytics Analyst | 80 - 120k | 100k | 18 | 75 - 100 | 88 | 25 |
| Development/Testing | | | | | | |
| Development Manager | 150 - 180k | 165k | 10 | 120 - 160 | 140 | 17 |
| Team/Technical/Development Lead | 120 - 160k | 140k | 17 | 105 - 130 | 118 | 7 |
| Senior Developer | 105 - 155k | 130k | 13 | 100 - 120 | 110 | 13 |
| Intermediate Developer | 80 - 100k | 90k | 6 | 75 - 90 | 83 | 10 |
| Junior Developer | 50 - 75k | 63k | 0 | 50 - 70 | 60 | 0 |
| Quality Assurance Manager / Test Manager | 130 - 160k | 145k | 0 | 100 - 120 | 110 | 0 |
| Test Lead | 120 - 145k | 133k | 10 | 95 - 115 | 105 | 8 |
| Automation Engineer / Senior QA Test Analyst | 110 - 135k | 123k | 11 | 80 - 120 | 100 | 0 |
| Test Analyst / QA | 85 - 115k | 100k | 11 | 80 - 100 | 90 | 3 |
| Business Intelligence | | | | | | |
| Data Analyst | 80 - 120k | 100k | 0 | 50 - 110 | 80 | 7 |
| Reporting Analyst | 80 - 120k | 100k | 0 | 50 - 110 | 80 | 7 |
| BI Developer | 80 - 140k | 110k | 0 | 60 - 120 | 90 | 6 |
| BI Consultant | 100 - 160k | 130k | -7 | 100 - 160 | 130 | 4 |
| Data Scientist | 80 - 220k | 150k | 22 | 60 - 160 | 110 | 5 |

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

Increase ● Decrease ● No change ●

TECH & TRANSFORMATION

AUCKLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|-------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Tech Leadership | | | | | | |
| CIO / CTO | 180 - 280k | 230k | 0 | 180 - 220 | 200 | 0 |
| Chief Digital Officer | 180 - 280k | 230k | 0 | 180 - 220 | 200 | 0 |
| Head of Digital | 180 - 250k | 215k | 0 | 160 - 190 | 175 | 0 |
| IT Manager | 110 - 160k | 135k | 0 | 80 - 140 | 110 | 0 |
| IT Operations Manager | 100 - 160k | 130k | 0 | 90 - 130 | 110 | 0 |
| Service Delivery Manager | 80 - 150k | 115k | 0 | 80 - 130 | 105 | 0 |
| Projects | | | | | | |
| Programme Manager | 170 - 190k | 180k | 6 | 130 - 160 | 145 | 4 |
| Senior Project Manager | 130 - 160k | 145k | 9 | 110 - 140 | 125 | 4 |
| Project Manager | 100 - 120k | 110k | 10 | 85 - 110 | 98 | 0 |
| Senior Business Analyst | 110 - 130k | 120k | 2 | 100 - 125 | 113 | 5 |
| Business Analyst | 75 - 100k | 88k | -3 | 80 - 100 | 90 | 9 |
| Project/Programme Coordinator | 70 - 100k | 85k | 6 | 65 - 95 | 80 | 0 |
| Delivery Lead | 135 - 160k | 148k | 0 | 110 - 130 | 120 | 9 |
| Scrum Master | 120 - 145k | 133k | 4 | 100 - 130 | 115 | 0 |
| Agile Coach | 130 - 200k | 165k | 10 | 100 - 150 | 125 | 0 |
| Process Analyst | 75 - 115k | 95k | 0 | 80 - 100 | 90 | 0 |

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




Increase ● Decrease ● No change ●

TECH & TRANSFORMATION

AUCKLAND

| ROLE | PERMANENT | | | CONTRACT | | |
|-------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| Architecture | | | | | | |
| Enterprise Architect | 160 - 220k | 190k | 0 | 150 - 200 | 175 | 0 |
| Infrastructure Architect | 120 - 160k | 140k | 0 | 110 - 150 | 130 | 0 |
| Security Architect/Consultant | 120 - 180k | 150k | 0 | 120 - 180 | 150 | 0 |
| Solutions Architect | 120 - 165k | 143k | 0 | 120 - 150 | 135 | 0 |
| Data Architect | 120 - 180k | 150k | 0 | 120 - 180 | 150 | 0 |
| Infrastructure | | | | | | |
| DevOps Engineer | 90 - 150k | 120k | 0 | 80 - 120 | 100 | 25 |
| Security/Network Engineer | 80 - 140k | 110k | 0 | 80 - 120 | 100 | 25 |
| Cloud Engineer | 90 - 150k | 120k | 0 | 80 - 120 | 100 | 11 |
| Systems Engineer | 80 - 130k | 105k | 0 | 80 - 100 | 90 | 13 |
| Service Desk Manager | 80 - 110k | 95k | 0 | 60 - 90 | 75 | 0 |
| Help Desk/Desktop/App Support | 40 - 95k | 68k | 0 | 25 - 60 | 43 | 0 |
| Database Administrator | 60 - 130k | 95k | 0 | 40 - 100 | 70 | 0 |

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

Increase  Decrease  No change 

TECH & TRANSFORMATION

WELLINGTON

| ROLE | PERMANENT | | | CONTRACT | | |
|--------------------------------------|---------------------------|-------------|--------------|------------------------|------------|--------------|
| | SALARY PER ANNUM NZD (\$) | | | RATE PER HOUR NZD (\$) | | |
| | 2020 | MEDIAN | YOY % CHANGE | 2020 | MEDIAN | YOY % CHANGE |
| ICT | | | | | | |
| Chief Information Officer | 180 - 300k | 240k | 0 | 180 - 220 | 200 | 14 |
| Chief Technology Officer | 180 - 280k | 230k | 15 | 140 - 200 | 170 | 19 |
| Enterprise Architect | 140 - 200k | 170k | 0 | 135 - 180 | 158 | 9 |
| Manager - Infra/Apps/Data/Test | 120 - 160k | 140k | 0 | 120 - 150 | 135 | 13 |
| Solution Architect - Infra/Apps/Data | 120 - 160k | 140k | 0 | 120 - 150 | 135 | 0 |
| Scrum Master | 90 - 120k | 105k | -13 | 90 - 120 | 105 | -9 |
| Product Owner | 100 - 140k | 120k | 0 | 100 - 130 | 115 | 0 |
| Security Specialist | 130 - 180k | 155k | 7 | 120 - 160 | 140 | 0 |
| Business Analyst - Technical | 80 - 110k | 95k | 0 | 90 - 120 | 105 | 0 |
| Development/Testing | | | | | | |
| DevOps Engineer | 90 - 140k | 115k | 0 | 90 - 140 | 115 | 0 |
| Senior BI Specialist | 90 - 140k | 115k | -8 | 90 - 140 | 115 | 5 |
| UX Designers | 100 - 130k | 115k | 10 | 90 - 130 | 110 | 0 |
| Full Stack Developer | 90 - 130k | 110k | 2 | 80 - 120 | 100 | 11 |
| Test Analyst | 80 - 120k | 100k | 5 | 90 - 120 | 105 | 11 |
| Infrastructure | | | | | | |
| Database Administrator | 80 - 120k | 100k | 0 | 80 - 120 | 100 | 3 |
| Network Engineer | 60 - 120k | 90k | -10 | 80 - 120 | 100 | 3 |
| Systems Administrator | 60 - 110k | 85k | -6 | 60 - 100 | 80 | -6 |
| Service Desk/Desktop/Apps Support | 55 - 85k | 70k | 0 | 40 - 70 | 55 | 0 |

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

Increase ● Decrease ● No change ●

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Over the last 34 years the business has grown and so has our ambition. We now operate across 31 countries and employ over 4,200 people. It's a powerful success story built on the strength of our people. Organisations rely on us to find high-quality professionals for a range of specialist roles. Professionals who are looking for a new role, whether it's on a permanent, interim or contract basis, trust us to find them their ideal job.

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We want to be the world's leading specialist recruitment group, the first name the world's businesses choose whenever they need to hire the best. But it's not just about being the biggest, it's about having a clear differentiation based on the quality of service delivered to our clients and our candidates. Our focus on quality in all we do, acting with integrity, and focusing on team-work are values that run through the heart of the business. From the first office to the 31st country, our team-based profit-share model ensures the needs of our clients and candidates come first.

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- Business Support
- Commerce
- Engineering & Construction
- Human Resources
- Legal
- Procurement & Supply Chain
- Sales & Marketing
- Technology
- Recruitment Process Outsourcing

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SPECIALIST PROFESSIONAL RECRUITMENT

Permanent, contract and interim recruitment across the core disciplines of: banking & finance; business support; commerce; engineering & construction; human resources; legal; procurement & supply chain; sales & marketing; and technology.

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Resource Solutions is a market leader in recruitment process outsourcing (RPO) and managed services. Resource Solutions designs and deploys tailored recruitment outsourcing solutions for clients across the globe.

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

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