

AUSTRALIA

It was another tough year for recruitment in Australia as market conditions continued to adjust to a post-resources economy.

Confidence among both employers and employees remained generally flat, which in turn caused a lack of movement across the employment market. Unemployment reached a 10-year high (albeit only 6.1%), which also contributed to reduced mobility within the job market.

There were signs of improved confidence as 2014 drew to a close and professionals began to look for new opportunities. Hiring mainly took place on a replacement basis, with few companies hiring for growth. More companies are showing signs of an increase in growth-related hiring as consumer confidence returns and companies look to increase their market share in 2015.



AUSTRALIA

COUNTRY OVERVIEW



The decline of the mining and resources sector continued to impact the wider economies of the resource states.

The fall in the dollar price of iron ore had a further impact on an industry that, in recent years, has witnessed waves of unemployment among engineers, blue-collar workers and geologists. These states have started to see the re-emergence of recruitment across other areas such as property, construction and tourism as their economies adjust.

There was optimism in other areas too, with a mini-housing boom in Sydney, Melbourne and Brisbane that stimulated employment in building, civil and residential construction. IT professionals were also in high demand, with both banks and corporates looking to gain advantage through IT investment aimed at increasing efficiencies and developing digital technologies to improve the customer experience.

We saw some early signs of returning confidence in both the banking and corporate sectors in 2014, with increased demand for temporary and contract candidates. Such demand is an indicator of increased permanent hiring in the near future. Junior accounting and transactional positions continue to be outsourced to lower cost-shared services centres in Asia and we expect this to continue into 2015.

In financial services, there was a strong demand for superannuation and residential mortgage teams, driven by the country's

pension policies and real estate boom respectively. Compliance and regulatory specialists were also required to meet the demands of new regulations, such as FOFA (Future of Financial Advice).

Hiring managers looking for quality candidates and high-demand specialists will need to present compelling cases if they want to secure their ideal candidates in 2015. Speed and momentum during the interview process, as well as clarity of communication, will be critical. Prospective employees continue to seek salary increases when moving roles and will also desire transparency regarding potential career progression, as opportunities have been limited in recent years.

Looking ahead we expect to see salaries increasing slightly as market conditions improve and more professionals look to change roles in an improving economy. We anticipate increments of 10-15% for job movers in high-demand areas such as regulatory and compliance, business-facing finance staff, sales, and IT roles in financial services. Counter-offers will have a further compounding effect if demand outstrips supply. Overall, 2015 is likely to be a year of ongoing readjustment to the new industrial landscape in Australia as the country continues its journey towards economic recovery.



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ADELAIDE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

Despite a move away from mining into more productive sectors such as construction, Adelaide's commerce and industry jobs market remained cautious in 2014. There was low business confidence and employers were reluctant to hire on a permanent basis. As a result, most of the positions on offer were contract roles.

In 2015, we expect the situation to improve slightly as both consumer and business confidence begin to return to the market. Those candidates that can add value while delivering strategic direction and cost-savings will be in highest demand. The gradual build

in confidence will eventually lead to greater demand for client-facing staff such as financial accountants and senior analysts. We expect that hiring managers will continue to struggle to hire top performers in 2015 as candidates continue to remain cautious about changing jobs.

Salaries remained stable in some areas of accounting in 2014, but generally saw a decline of 2-3%. In 2015, we expect salaries to increase by 1-2% in line with inflation as employers seek to retain their top talent. Hiring managers would do well to consider rewarding top talent by broadening their

roles and motivating them with additional challenges.

In 2015, we expect salaries to increase by 1-2% as employers seek to retain their quality staff.

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Executive				
Chief Financial Officer	135 - 400k	130 - 400k	70 - 125	70 - 125
Financial Controller	120 - 200k	130 - 200k	60 - 100	60 - 100
Tax Manager	120 - 140k	120 - 140k	60 - 80	60 - 80
Compliance & Risk Manager	120 - 140k	120 - 140k	60 - 85	60 - 85
Group Accountant	90 - 110k	90 - 110k	50 - 65	50 - 65
Qualified				
Audit Manager	120 - 140k	120 - 140k	60 - 85	60 - 85
Tax Accountant	75 - 130k	75 - 130k	50 - 65	50 - 65
Financial/Business Analyst	80 - 100k	80 - 110k	45 - 65	45 - 65
Finance Manager	75 - 120k	75 - 120k	40 - 70	45 - 70
Financial Accountant	80 - 100k	80 - 100k	40 - 55	40 - 55
Systems Accountant	85 - 100k	85 - 100k	45 - 55	45 - 55
Management Accountant	85 - 110k	85 - 110k	50 - 60	50 - 60
Assistant Accountant	55 - 65k	55 - 62k	30 - 40	30 - 40

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

ADELAIDE

BANKING & FINANCIAL SERVICES

Recruitment in banking and financial services experienced a slow start in 2014 but picked up as the initial uncertainty surrounding the results of the state election dissipated. As confidence returned to the market, banks and other financial institutions began preparing for aggressive growth strategies by hiring candidates with specialised skill sets and exceptional client-facing skills.

We expect this upward trend to continue in 2015, along with a general increase in movement throughout banking and financial services as the focus moves away from cost-cutting to growth. Some business functions that had been offshored in 2014 are now

being reinstated and there is greater demand for local candidates. In particular, we expect to see a rise in demand for staff in risk functions as banks continue to take a cautious outlook on lending.

Perhaps most challenging to hire in 2015 will be senior financial planners who have an established book of clients, and agri-business bankers who are prepared to relocate to regional areas.

While we foresee some improvement in the economy in 2015, we also expect continued budget restraints to keep salaries at similar levels to 2014. Employers will therefore need

to make the most of flexible work conditions and bonus structures if they are to attract professionals with both local and industry experience.

Due to continued budget restraints, salaries are expected to remain constant in 2015.

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Professional Business Banking				
Corporate Relationship Manager	110 - 120k	130 - 140k	55 - 60	65 - 70
Commercial Relationship Manager	110 - 120k	110 - 120k	55 - 60	55 - 60
Business Relationship Manager	75 - 85k	80 - 90k	37 - 43	40 - 45
Small Business Specialist	75 - 80k	75 - 85k	37 - 43	35 - 42
Credit Risk Analyst	70 - 80k	70 - 80k	35 - 40	35 - 40
Mortgage Lender	75 - 80k	65 - 75k	35 - 40	32 - 35
Branch Manager	70 - 75k	75 - 85k	35 - 38	35 - 42
Personal Banker	70 - 75k	65 - 75k	35 - 38	32 - 35
Wealth Management & Administration				
Financial Planner	90 - 105k	75 - 85k	45 - 53	37 - 42
Paraplanner	60 - 75k	55 - 65k	30 - 38	27 - 32
Client/Member Services				
Customer Service/Contact Centre	48 - 53k	50 - 53k	24 - 26	25 - 28
Settlements/Collections/Verifications	45 - 48k	45 - 50k	22 - 24	24 - 27

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

ADELAIDE

INFORMATION TECHNOLOGY

In early 2014, IT recruitment was significantly effected by the state election. Due to the general level of uncertainty, numerous government projects were put on hold and many hiring managers waited to see what would happen to their budgets.

After the election, an increase in consumer confidence saw market conditions improve and multiple major IT projects go live. As a result, there was a rise in demand for project managers and business analysts, as well as those with expertise in both areas. This is a trend we expect to continue in 2015.

As projects move towards completion in 2015, candidates with more technical skill sets, including testers and developers, will also be required. However, as Adelaide is relatively small, it may prove challenging to source those with niche technical skill sets such as SharePoint developers, architects, consultants and data centre specialists.

With regard to remuneration, we expect the financial pressures of 2014 to continue having a dampening effect on salaries. Nevertheless, given the rise in consumer confidence and its anticipated affect on the market, our advice for 2015 is to offer salaries with long-term staff retention in mind.



KEY TRENDS

- As consumer confidence grows, hiring activity will continue to increase.
- More projects going live will lead to continued demand for project management and business analysis skill sets.
- With the completion and implementation of projects, there will be new demand for change management specialists, developers and testers.
- In such a small market it may be challenging to source niche technical skill sets in 2015.

“ Given the rise in consumer confidence and its anticipated affect on the market, our advice for 2015 is to offer salaries with long-term staff retention in mind. ”

ADELAIDE

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Management				
CIO/CTO	175 - 295k	195 - 295k	140 - 260	145 - 270
Infrastructure/Development/BI Manager	130 - 175k	130 - 185k	120 - 145	120 - 155
Change Manager	120 - 170k	130 - 175k	110 - 155	110 - 165
Senior Project Manager	120 - 155k	120 - 155k	110 - 145	120 - 145
Project Manager	100 - 145k	100 - 145k	85 - 120	85 - 120
Senior Business Analyst	100 - 145k	100 - 145k	95 - 120	95 - 135
Business Analyst	85 - 130k	85 - 130k	70 - 85	70 - 100
ERP/CRM/BI				
Senior Consultant	120 - 155k	120 - 155k	110 - 145	120 - 165
Consultant	100 - 130k	100 - 130k	85 - 120	95 - 140
Architecture				
Enterprise Architect	145 - 195k	130 - 195k	110 - 145	120 - 150
Solutions/Technical/Security Architect	145 - 195k	130 - 195k	110 - 145	120 - 150
Development/Testing				
Senior Developer	105 - 145k	110 - 155k	80 - 105	80 - 115
Web Developer	70 - 95k	70 - 100k	50 - 75	60 - 85
Developer	65 - 100k	70 - 100k	45 - 80	50 - 85
Test Manager/QA Manager	125 - 155k	125 - 155k	110 - 130	100 - 130
Test Lead	85 - 115k	100 - 120k	80 - 105	75 - 110
Test Analyst	70 - 95k	75 - 95k	60 - 75	60 - 80
Infrastructure				
Senior Network/System Engineer	100 - 145k	100 - 145k	85 - 120	85 - 120
Network/System Engineer	70 - 100k	75 - 100k	45 - 90	45 - 90
Senior System Administrator	100 - 120k	100 - 130k	75 - 100	75 - 110
System Administrator	70 - 95k	70 - 95k	45 - 70	45 - 70
Data Analyst	80 - 105k	80 - 110k	55 - 75	60 - 85
Database Administrator	70 - 105k	80 - 105k	55 - 95	70 - 95
Helpdesk/Desktop Support	50 - 70k	55 - 75k	30 - 50	30 - 50

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ADELAIDE

SALES, MARKETING & COMMUNICATIONS

There was steady growth in sales recruitment activity in 2014 as businesses continued to create new opportunities for sales professionals and business confidence remained relatively high.

From a marketing and communications perspective, recruitment on the other hand, was less stable, with some larger organisations implementing intermittent recruitment freezes. However, in 2015, those candidates with online marketing skill sets, such as SEM/SEO, will continue to be in high demand as organisations look to increase new customer acquisition through online channels. Business development managers

will also be needed, more than account management specialists, as organisations try to capitalise on growth, generate revenue, increase market share, and influence procurement teams.

From a sales perspective in 2015, the FMCG and industrial sectors will be searching for professionals with strong category sales and consumer insight skills, as companies seek to capitalise on the renewed confidence in the economy.

Salaries throughout 2014 were reasonably stable across sales and marketing, and should remain so for the first half of 2015.

The only exception will be the FMCG and technology sectors where we anticipate increases due to the higher levels of investment in IT infrastructure and new IT marketing initiatives.

Salaries are likely to remain stable in 2015, although there may be increases in the FMCG and technology sectors.

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2014	2015
Sales		
Business Manager	100 - 130k	105 - 135k
Business Development Manager	80 - 100k	85 - 115k
Account Executive	75 - 135k	75 - 135k
Account Manager	70 - 120k	70 - 120k
Channel Manager	90 - 130k	90 - 130k
Regional Sales Manager	110 - 130k	115 - 135k
Sales Manager	90 - 130k	95 - 135k
Sales Executive	75 - 85k	75 - 85k
Relationship Manager	75 - 85k	80 - 90k
Marketing		
Marketing Manager	100 - 130k	100 - 130k
Marketing Executive	75 - 85k	75 - 85k
Marketing Co-ordinator	45 - 65k	45 - 65k
Product Manager	90 - 110k	90 - 110k
Brand Manager	85 - 105k	90 - 110k

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ADELAIDE

SECRETARIAL & BUSINESS SUPPORT

Secretarial and business support recruitment levels varied throughout 2014. Uncertainty around the state election and delays in decision-making until the new financial year meant that the year started quietly. Despite the high volume of candidates looking for work, many roles remained unfilled as hiring managers required skill sets that often did not match the salaries they were able to offer.

Towards the second half of 2014, there was a dramatic increase in recruitment across the business support area, driven by businesses taking on stronger, more expensive candidates and the creation of new

positions. This was due to expanding SMEs taking advantage of improved market conditions.

Throughout 2014 there was a trend for employers of all sizes to hire candidates on a temp-to-perm basis. As this is a trend we expect to continue in 2015, companies may struggle to source those top performers who are currently in permanent roles and reluctant to move to a temporary position.

Despite the abundance of business support candidates in the market, companies continue to be selective and are seeking multi-skilled

individuals with relevant industry focus and systems experience to perform hybrid roles.

Salaries and contract rates were largely stable in 2014 and we anticipate this will remain the same in 2015. However, we do expect hiring managers to become more flexible, offering higher salaries to secure top-tier talent.

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Business Support				
Executive Assistant	65 - 85k	70 - 85k	30 - 35	30 - 35
Office Manager	60 - 75k	65 - 80k	30 - 35	30 - 35
Personal Assistant	55 - 65k	60 - 70k	27 - 33	27 - 33
Legal Secretary	54 - 68k	50 - 65k	27 - 32	26 - 32
Secretary	40 - 55k	45 - 60k	26 - 31	25 - 31
Receptionist	38 - 50k	45 - 55k	25 - 30	24 - 30
Data Entry Operator	40 - 48k	45 - 55k	25 - 30	24 - 30
Finance				
Payroll Supervisor	65 - 90k	70 - 90k	35 - 45	30 - 40
Bookkeeper	50 - 65k	55 - 70k	25 - 35	28 - 35
Credit Controller	50 - 70k	55 - 70k	28 - 35	28 - 35
Payroll Officer	45 - 60k	50 - 65k	25 - 35	25 - 35
Accounts Payable/Receivable	42 - 55k	50 - 65k	25 - 30	25 - 30

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BRISBANE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

Queensland's struggling resources sector, combined with record low commodity prices meant organisations focused on cost realignments and staffing restructures in 2014. This led to greater demand for accounting and finance professionals on temporary and fixed term contracts. We expect this trend to continue in 2015 as companies aim to keep control of staffing costs by reducing permanent staffing levels. Where permanent professionals are hired, it will be due to natural attrition, although there may be some hiring for new roles if finance teams become stretched as the year progresses.

In 2015, candidates specialising in process improvements and efficiency will be in high demand as companies further streamline business processes, particularly commercial/business analysts. Professionals who can add value through business partnering, change management and dealing with offshore finance teams will also be highly sought-after,

including: finance analysts, finance business partners and cost analysts. Overall, employers are looking for professionals with relevant industry and systems experience who can integrate seamlessly into the business.

Sourcing qualified accountants with two to five years' post-qualification experience can be challenging in the Queensland job market. In 2015, the candidate pool could reduce further as team restructuring creates more entry-level roles. Salaries for these newly-qualified accountants are expected to rise as a result. Niche areas such as taxation, treasury and audit will also see skills shortages due to the limited talent pool available in Brisbane.

In 2014, professionals also started to move from traditionally well-paid roles in the resources sector to industries offering greater perceived security and a better work-life balance. We anticipate this trend will continue

in 2015, placing further pressure on a small pool of talent.

We could also see further movement in the market as there are many professionals who have stayed in secure positions for some time. These candidates could well start testing the market for new opportunities in the second half of 2015, creating a potential ripple effect. To secure this top talent, planning and co-ordinating a structured recruitment process will be vital.

Overall, we anticipate that salaries will remain stable, with executive level professionals remaining flexible when negotiating salary packages (some even accepted reduced packages during 2014). However, we expect salaries for assistant accountants and newly-qualified accountants, through to candidates with three to five years' post-qualification experience, to increase gradually through 2015 as demand for their skills grows.

KEY TRENDS

- Candidates are increasingly considering contract opportunities.
- Where permanent professionals are hired, it will be largely due to natural attrition.
- Many professionals are looking to leave the resources sector to move to industries offering more security and a better work-life balance.
- Overall, we anticipate that salaries will remain stable.

“Candidates specialising in process improvements and efficiency will be in high demand as companies further streamline business processes.”

BRISBANE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Executive				
Chief Financial Officer	150 - 280k	150 - 300k	75 - 140	85 - 150
Financial Controller	120 - 220k	120 - 230k	60 - 100	60 - 100
Commercial/Planning Manager	130 - 180k	140 - 200k	65 - 90	65 - 100
Tax Manager	130 - 180k	140 - 180k	65 - 90	70 - 95
Finance Manager	100 - 130k	110 - 140k	50 - 65	55 - 70
Qualified				
Senior Financial Accountant	90 - 130k	95 - 130k	45 - 65	45 - 65
Tax Accountant	85 - 130k	90 - 130k	40 - 65	40 - 60
Senior Business/Financial Analyst	100 - 130k	100 - 135k	50 - 65	55 - 65
Business/Financial Analyst	70 - 100k	80 - 100k	35 - 50	40 - 50
Systems Accountant	80 - 130k	80 - 125k	40 - 65	40 - 50
Senior Management Accountant	90 - 120k	95 - 125k	45 - 60	50 - 60
Treasury Accountant	80 - 110k	80 - 100k	40 - 55	40 - 50
Financial Accountant	65 - 90k	65 - 90k	35 - 45	40 - 50
Management Accountant	65 - 90k	65 - 90k	35 - 45	40 - 50
Part-qualified & Transactional				
Credit Manager	70 - 100k	75 - 100k	35 - 50	35 - 55
Accounts Payable/Receivable Manager	70 - 95k	75 - 100k	35 - 45	35 - 50
Payroll Manager	80 - 110k	85 - 110k	40 - 55	40 - 60
Payroll Officer	50 - 70k	55 - 70k	25 - 35	25 - 35
Bookkeeper	55 - 70k	50 - 70k	25 - 35	30 - 40
Assistant Accountant	50 - 60k	45 - 65k	25 - 30	30 - 40
Credit Controller	50 - 60k	50 - 60k	25 - 30	25 - 30
Accounts Assistant	45 - 55k	40 - 55k	25 - 30	25 - 30
Graduate Accountant	45 - 50k	40 - 50k	25 - 30	25 - 30
Accounts Payable/Receivable Officer	45 - 55k	45 - 55k	25 - 30	25 - 30

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BRISBANE

ACCOUNTING & FINANCE PUBLIC SECTOR

Increased optimism within the public sector helped lift recruitment activity in 2014, with hiring managers able to increase headcount across a number of areas.

A greater focus on efficiency and cost-savings generated demand for candidates with greater commercial acumen, and increased budgets led to rising numbers of permanent positions being created, especially within QLD Health, where the newly-established statutory bodies looked to permanently engage their contractor workforce. We expect this trend to continue in 2015, although organisations may turn again to contractors to cope with increased workloads. Uncertainty ahead of the state election will also impact permanent hiring.

As government agencies continue to face reforms in 2015, financial analysts, business analysts and process improvement experts will all be in demand, along with quality part-qualified accountants to support executives through the changes.

As more permanent opportunities become available, it will become harder to source assistant accountants and financial/business analysts for short-term contracting roles, as the strongest candidates will have already secured permanent positions. Hiring managers will need to establish streamlined recruitment processes and effectively communicate key non-financial benefits in order to attract top talent.

Public sector bandings ensured permanent salaries increased by CPI in 2014. We saw little movement in remuneration for contractors at support through to senior accounting-level, while there was downward pressure at an executive-level. Increased competition should drive salaries higher in 2015, especially for in-demand positions such as part-qualified accountancy roles.

“As the market improves there will be increased competition for candidates, placing upward pressure on salaries in 2015.”

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Executive				
Chief Financial Officer	150 - 275k	150 - 270k	75 - 135	70 - 120
General Manager - Finance	120 - 160k	125 - 165k	60 - 80	65 - 80
Finance Manager	100 - 130k	100 - 125k	50 - 65	55 - 65
Qualified				
Senior Management Accountant	80 - 110k	85 - 110k	40 - 55	45 - 60
Senior Financial Accountant	80 - 110k	85 - 110k	40 - 55	45 - 60
Business Analyst	70 - 100k	75 - 110k	35 - 55	40 - 60
Tax Accountant	70 - 90k	75 - 90k	40 - 55	45 - 60
Management Accountant	60 - 80k	65 - 85k	35 - 45	40 - 50
Financial Accountant	65 - 80k	65 - 85k	35 - 45	40 - 50
Part and non-qualified				
Assistant Accountant	50 - 65k	50 - 65k	25 - 35	25 - 35
Payroll Officer	45 - 55k	45 - 55k	25 - 30	25 - 35
Accounts Receivable/Credit Officer	45 - 50k	45 - 55k	25 - 30	25 - 30
Accounts Payable Officer	45 - 50k	45 - 52k	25 - 30	25 - 30

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BRISBANE

BANKING & FINANCIAL SERVICES

Renewed confidence within banking and financial services saw companies focus on new business growth and improving customer engagement in 2014. This drove demand across the retail banking and superannuation sectors for professionals to fill client-facing roles; with financial planners, client service officers and relationship managers all highly sought-after. We expect this renewed confidence to drive hiring activity throughout 2015.

Competition between commercial lenders remains healthy, creating demand for well-networked and experienced business development managers. Lending and credit staff at all levels will also be high on the

recruitment agenda in 2015, as will risk and compliance candidates and professionals with experience of business transformation projects, following regulatory changes.

Superannuation and investment firms will be looking for professionals that can add value through process improvement, creating additional competition for candidates with these skills. Professionals with sales development experience are likely to be in short supply due to the strengthening marketplace, as are quality administration candidates with financial planning knowledge.

Salaries typically remained stable in 2014, and we don't expect to see large increases

across mainstream roles in 2015. Individuals with specialist skill sets in areas such as risk and compliance will command increased increments, as will experienced fund managers with specific experience in areas such as infrastructure.

We don't expect to see huge salary increases across mainstream roles in 2015 although individuals with specialist skills will command rises.

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Corporate Services				
Chief Financial Officer	160 - 350k	170 - 380k	80 - 175	90 - 190
Financial Controller	120 - 230k	130 - 230k	60 - 125	65 - 125
Tax Manager	110 - 150k	120 - 160k	55 - 75	60 - 75
Compliance/Risk Manager	105 - 145k	120 - 150k	52 - 72	55 - 75
Compliance/Risk Officer	70 - 85k	70 - 90k	35 - 42	35 - 45
Accountant	75 - 125k	85 - 130k	37 - 62	40 - 65
Banking				
Relationship Manager (Institutional)	120 - 160k	120 - 160k	60 - 80	60 - 80
Relationship Manager (Corporate)	100 - 130k	110 - 140k	50 - 65	55 - 70
Credit Manager	90 - 125k	95 - 130k	45 - 62	45 - 65
Mortgage Manager	75 - 95k	75 - 100k	37 - 50	40 - 50
Credit Analyst	65 - 85k	65 - 90k	32 - 42	35 - 45
Superannuation/Insurance				
Underwriter	80 - 120k	80 - 120k	40 - 60	40 - 60
Claims Manager	50 - 80k	50 - 80k	25 - 40	25 - 40

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BRISBANE

HUMAN RESOURCES & SAFETY

In the first half of 2014 we saw steady recruitment activity across HR and health and safety. As the year progressed, activity increased as organisations focused on efficiencies through process improvements, system upgrades and organisational restructures. As a result, change managers and organisational development (OD) specialists were highly sought-after, as were those with specialist skill sets in technical training and instructional design. Salaries remained fairly stable due to the volume of candidates competing for the same roles.

We also saw a renewed demand for HR business partners, particularly within the health, financial services, oil and gas, energy, education, retail and not-for-profit sectors. Hiring managers were also looking for candidates with generalist skill sets as a result of earlier cost-saving restructures, a trend which will continue into 2015.

As organisations finalise team structures

and focus on rebuilding, we expect hiring activity for HR generalists and HR business partners to continue. As in 2014, we expect ongoing demand for OD specialists and HR generalists with OD experience as leadership development, employee engagement and talent management remain high on the agenda. Hiring managers may find it difficult to source talented mid-level HR advisors who are comfortable with a combination of advisory and transactional tasks, yet have market-aligned salary expectations.

Across health and safety, we expect continued demand for tertiary qualified health and safety professionals with proven experience driving organisation-wide change as organisations again focus on improvement and operational efficiencies. To assist with this change, health and safety professionals with expertise in systems and project management will be highly sought-after, especially for contract roles.

HR professionals are increasingly attracted to roles with involvement in areas such as leadership development, employee engagement and succession planning. For both HR and health and safety professionals, senior-level candidates are seeking active involvement in strategy development and senior management visibility. Promoting development opportunities such as these during the hiring process will ensure organisations secure the best talent in the market.

In the first half of 2014, we saw a drop in the hourly pay rate for contractors. However, by quarter three there was an increased demand for contractors and hiring managers returned to paying competitive hourly rates to attract top talent. Permanent salaries remained stable in 2014 and this is expected to continue in 2015, although we may see a new drive to attract talent through flexible work arrangements and other non-monetary benefits.

KEY TRENDS

- We expect a continued focus on leadership development, employee engagement and talent-related programmes associated with performance management and succession.
- For HR and health & safety, the focus will be on continuous improvement, operational effectiveness and engagement through change.
- We expect contract hiring activity to continue and therefore hiring managers will need to pay competitive daily rates to attract top talent.
- Permanent salaries will remain stable as competition for jobs remains high.

“Salaries are expected to remain stable in 2015, but we may see an increase in non-monetary benefits to attract the best talent.”

BRISBANE

HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Generalist				
HR Director	200 - 250k	200 - 250k	120 - 135	120 - 135
National HR Manager	150 - 200k	150 - 200k	90 - 125	90 - 125
HR Manager	120 - 180k	120 - 180k	75 - 110	75 - 110
HR Business Partner	110 - 140k	110 - 140k	65 - 80	65 - 80
HR Advisor (5+ yrs' exp)	95 - 110k	95 - 110k	50 - 55	50 - 55
HR Advisor (1 - 4 yrs' exp)	75 - 110k	75 - 95k	45 - 55	45 - 50
HR Officer	70 - 80k	70 - 80k	35 - 40	35 - 40
HR Co-ordinator	55 - 60k	55 - 60k	30 - 35	30 - 35
Specialist				
Change Manager	145 - 200k	145 - 165k	80 - 100	80 - 100
Industrial/Employee Relations Manager	120 - 150k	120 - 150k	80 - 100	80 - 100
Remuneration & Benefits Consultant	120 - 150k	120 - 150k	80 - 100	80 - 100
Organisational Development Manager	120 - 150k	120 - 150k	80 - 100	80 - 100
Learning & Development Manager	120 - 150k	120 - 150k	80 - 100	80 - 100
Recruitment Manager	90 - 100k	90 - 100k	45 - 55	45 - 55
Industrial/Employee Relations Advisor	110 - 125k	110 - 125k	55 - 70	55 - 70
Organisational Development Advisor	100 - 130k	100 - 130k	55 - 70	55 - 70
Learning & Development Advisor	85 - 100k	85 - 100k	45 - 60	45 - 60
Workforce Planning Consultant	90 - 110k	90 - 110k	80 - 100	80 - 100
Recruitment Officer	60 - 75k	60 - 75k	35 - 45	35 - 45
Trainer	100 - 110k	100 - 110k	80 - 100	80 - 100
OH&S				
Manager	150 - 220k	150 - 220k	95 - 120	95 - 120
Advisor	95 - 110k	95 - 110k	55 - 65	55 - 65
Return to Work Co-ordinator	75 - 90k	75 - 90k	45 - 50	45 - 50
Systems Specialist	100 - 150k	100 - 150k	80 - 100	80 - 100

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

BRISBANE

INFORMATION TECHNOLOGY

Optimism returned to Queensland's IT market in 2014 after a few years of comparative inactivity. We saw roles increasingly being offered on a permanent or fixed term basis rather than an initial contract basis, especially in the private sector.

We also saw businesses, particularly in health, education and financial services, investing more in ICT, leading to greater demand for high-level project professionals, a trend that should gather pace as large state-sponsored projects get underway in 2015. New projects in the utilities sector will also lead to increased demand for industry-experienced project managers and business analysts.

In 2014, a vibrant mobile and digital sector continued to present opportunities for developers and change managers wanting to move into new and emerging technologies. In the banking and finance sector, data analytics and business intelligence have become central in dictating digital strategy. This

increased focus on improving customer engagement through digital strategy will continue to drive investment in 2015.

In 2015, several large-scale ERP transformation initiatives are planned in both the public and private sector. As a result of this, we anticipate high demand for project professionals with experience in successful ERP implementations or transitions.

The most challenging professionals to source in 2014 were developers with more than one language, with a good understanding of UX design and web application architecture. Demand for these candidates will continue in 2015. Project management professionals with experience in developing, building and embedding process, governance, frameworks and tools will also be highly prized, particularly in light of recent commitments from the Queensland government to invest in IT project governance.

As the market begins to turn in favour of job-seekers, they will naturally be in a stronger position to negotiate on the terms and conditions of a potential job offer. Rates and salaries will become increasingly relevant to engage the best professionals in the market.

Permanent salaries and contract pay rates rose an average of 5% in the last year. We expect that this trend will continue in 2015, as the market continues to rebalance and competition for talent increases.

KEY TRENDS

- As confidence returns to the market, we will see more individuals begin to seek alternative employment.
- A vibrant mobile and digital sector continued to present opportunities for developers and change managers.
- Project professionals with experience in successful ERP implementations/transitions will be in demand.
- Rates and salaries will become increasingly important to hire the best and decision-makers will have to move quickly to offer stage.

“As the market begins to turn in favour of job-seekers, they will naturally be in a stronger position to negotiate on the terms and conditions of a potential job offer.”

BRISBANE

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Management				
CIO/CTO	170 - 185k	170 - 200k	125 - 140	130 - 160
Programme Manager	145 - 210k	150 - 210k	125 - 160	130 - 160
Infrastructure/Development/BI Manager	125 - 165k	140 - 165k	110 - 150	100 - 150
Change Manager	110 - 150k	100 - 150k	100 - 140	90 - 145
Senior Project Manager	110 - 140k	120 - 160k	95 - 130	100 - 140
Project Manager	90 - 130k	90 - 135k	80 - 105	85 - 110
Senior Business Analyst	85 - 125k	95 - 125k	75 - 105	85 - 110
Business Analyst	75 - 95k	70 - 100k	60 - 80	70 - 85
Project Co-ordinator/Administrator	60 - 80k	65 - 80k	45 - 70	50 - 70
ERP/CRM/BI				
Senior Consultant	130 - 170k	130 - 170k	100 - 140	95 - 130
Consultant	100 - 125k	100 - 130k	75 - 95	70 - 95
Architecture				
Enterprise Architect	140 - 185k	140 - 185k	115 - 160	120 - 150
Solutions/Technical/Security Architect	120 - 160k	120 - 165k	90 - 120	95 - 120
Development/Testing				
Senior Developer	85 - 115k	90 - 125k	70 - 90	75 - 95
Web Developer	60 - 80k	65 - 85k	45 - 65	50 - 70
Developer	55 - 80k	65 - 85k	50 - 70	55 - 75
Test Manager/QA Manager	100 - 140k	110 - 150k	90 - 110	95 - 115
Test Analyst	60 - 85k	70 - 95k	55 - 70	55 - 75
Infrastructure				
Senior Network/System Engineer	100 - 135k	105 - 135k	80 - 110	85 - 115
Senior System Administrator	95 - 120k	85 - 120k	75 - 100	75 - 90
System Administrator	70 - 95k	75 - 95k	50 - 75	55 - 75
Network/System Engineer	70 - 90k	75 - 95k	55 - 80	55 - 75
Database Administrator	80 - 125k	85 - 130k	65 - 90	65 - 95
Helpdesk/Desktop Support	55 - 75k	55 - 75k	28 - 45	25 - 45

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

BRISBANE

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

2014 saw predominantly contract-driven procurement opportunities across the Queensland market as organisations looked to strengthen their procurement departments without increasing permanent headcount. We also saw an increase in hiring across state departments following The Queensland Government's Wave 2 initiative Procurement Transformation Program (PTP). Particular emphasis was on hiring procurement managers, contract specialists, sourcing specialists and procurement analysts.

The not-for-profit sector benefited from investment in category management and purchasing roles while in the mining sector, contract administrators and contract specialists were most in demand. Across the FMCG sector, there was a constant need for logistics and warehousing managers with computer literacy skills across various software platforms. Demand will continue for senior logistics professionals, particularly in the growing FMCG and retail sectors.

Recruitment across the supply chain sector was stable and largely project-driven, thanks to a number of large international events - including the G20 in 2014 and the Gold Coast Commonwealth Games in 2018. Such events have driven recruitment across the supply chain sector and we expect this trend to continue well into 2015 and beyond.

Salaries were generally consistent across 2014; however, we anticipate a spike in recruitment activity and salaries in 2015. This will be driven by a number of factors, including: increased government hiring due to PTP, renewed confidence in the mining sector, and the announcement of the winning consortium in the Queens Wharf Brisbane project.

As procurement and supply chain functions become increasingly valued as organisations seek to better manage costs, we expect to see an increase in demand for procurement, supply chain and logistics professionals in

2015. However, category managers will be in short supply and this will result in increased salaries and other incentives being offered. With the PTP in hiring mode and key projects maturing, all indicators suggest a healthy and active 2015 across the Queensland job market.

KEY TRENDS

- Organisations are increasingly adopting an operating model based on a centre-led mega-category approach, creating high demand for category managers.
- Opportunities at the executive level should rise in 2015 as the procurement function gains more presence at the senior level across most industries.
- Confidence will return to the mining sector in the second half of 2015, after a challenging 2014.

“Salaries were generally consistent across 2014, however, we anticipate a spike in recruitment activity and salaries in 2015.”

BRISBANE

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2014	2015	2014	2015
Procurement				
Chief Procurement Officer	250 - 450k	250 - 450k	1000 - 1600	1000 - 1600
Procurement Manager	150 - 250k	150 - 270k	750 - 1000	800 - 1150
Procurement Analyst	70 - 95k	75 - 110k	300 - 400	300 - 550
Procurement Officer	65 - 90k	70 - 100k	240 - 350	250 - 400
Contracts Manager	140 - 200k	150 - 200k	500 - 900	550 - 1100
Contracts Administrator	80 - 130k	80 - 140k	350 - 600	350 - 700
Category Manager	120 - 170k	140 - 200k	600 - 900	600 - 1000
Category Advisor	90 - 150k	95 - 150k	400 - 600	400 - 650
Purchasing Manager	75 - 100k	80 - 105k	240 - 400	240 - 450
Purchasing Officer	50 - 80k	55 - 85k	240 - 320	200 - 320
Supply Chain				
Supply Chain Manager	120 - 200k	120 - 200k	500 - 800	500 - 850
DC Manager	80 - 140k	80 - 150k	400 - 700	450 - 750
Supply Systems Specialist	75 - 100k	70 - 100k	400 - 800	400 - 875
3PL Manager	90 - 120k	80 - 135k	320 - 500	320 - 550
Demand Planner	75 - 100k	70 - 100k	400 - 600	400 - 650
Logistics				
Project Freight Manager	120 - 250k	120 - 250k	500 - 1250	500 - 1250
Sales Manager	75 - 150k	80 - 155k	320 - 650	300 - 650
Branch Manager	90 - 140k	80 - 145k	450 - 600	400 - 600
Projects Freight Operations	70 - 120k	70 - 125k	300 - 600	300 - 600
Customs Manager	90 - 120k	85 - 125k	500 - 800	450 - 800
Customs Broker	70 - 110k	70 - 110k	400 - 600	350 - 600
Operations Manager	80 - 110k	80 - 110k	300 - 500	300 - 500
Compiler Classifier	55 - 65k	50 - 65k	200 - 350	200 - 350
Cartage Controller	45 - 60k	45 - 60k	200 - 300	200 - 300
Imports/Exports Officer	45 - 65k	45 - 65k	175 - 300	175 - 300

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

BRISBANE

RESOURCES, ENGINEERING & CONSTRUCTION

As Queensland's major projects from the last decade neared completion there was a shift in requirements from front-end technical engineers and designers to growing demand for operations, maintenance and integrity-technical specialists. We also witnessed a large increase in contract engagements following the slowdown in new projects and growing caution around the hiring of permanent professionals.

Mining recruitment activity was quiet at the start of the year but during the second half we saw a marked rise in demand for mine planners, operations engineers and contracts specialists. With Adani's major rail project going ahead, mining recruitment should continue to improve in 2015.

Construction was very active in the first half of 2014 although project awards were down. This, combined with a lack of government movement on major projects, resulted in a

quieter second half of the year. However, the second half of 2015 should see hiring increase as projects like Toowoomba Second Range, Gateway Upgrade North and Kingsford Smith Drive start. However, hiring managers will find candidates in short supply as much of the workforce has relocated to New South Wales, Victoria or New Zealand.

As the three major liquefied natural gas projects go into operation, process engineers, mechanical maintenance engineers, planners and superintendents will be in demand, placing further pressure on a small talent pool.

Overall, hiring managers within resources and engineering will focus on operators, maintenance personnel, planners and coordinators in 2015. As these professionals will be key to winning new work, technical staff with a business development focus will be high on employers' agendas. As projects near completion, hiring managers in recruiting

construction and consultancy will focus on commercial, contracts and claims specialist roles.

Contract rates were high in 2014, particularly across the resources sector, however, rates are expected to fall in 2015 as demand for project staff subsides, operational staff increases, and more roles become permanent. Permanent salaries, however, will largely remain unchanged, although there may be slight increases in specialist areas due to the limited number of available candidates.

Civil infrastructure salaries, particularly at the project engineer, senior project engineer and site supervisor levels may also increase as major infrastructure projects kick off mid-2015.

KEY TRENDS

- Construction in the civil infrastructure space will increase significantly in 2015 and Queensland will return to talent-short status.
- Operations and maintenance for major liquefied natural gas projects will dominate demand for staff in 2015.
- In mining recruitment, there has been a marked rise in demand for mine planners, operations engineers and contracts specialists.

“Permanent salaries will largely remain unchanged, although there may be slight increases in specialist areas due to the limited talent pool in Brisbane.”

BRISBANE

RESOURCES, ENGINEERING & CONSTRUCTION

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Engineering				
Design Manager	150 - 180k	160 - 200k	95 - 125	100 - 130
Senior Engineer	125 - 140k	120 - 145k	70 - 90	75 - 95
Engineer	90 - 120k	90 - 110k	50 - 75	55 - 80
Senior Draftsperson	100 - 135k	110 - 135k	65 - 90	65 - 85
Draftsperson	85 - 100k	85 - 105k	45 - 60	40 - 60
Construction				
Project Controls Manager	160 - 200k	160 - 200k	90 - 130	80 - 120
Project Controls Engineer	90 - 130k	80 - 120k	60 - 90	60 - 90
Project Manager	150 - 210k	150 - 210k	100 - 140	100 - 140
Senior Project Engineer	125 - 150k	130 - 160k	70 - 100	70 - 100
Senior Estimator	170 - 220k	180 - 230k	100 - 130	100 - 130
Mining				
SSE/Statutory Manager	200 - 250k	220 - 250k	140 - 180	150 - 180
OCE	140 - 180k	150 - 180k	110 - 130	110 - 140
Senior Geotechnical Engineer	140 - 160k	140 - 155k	100 - 120	100 - 125
Senior Mining Engineer	155 - 175k	135 - 160k	90 - 130	90 - 125
Senior Mechanical Engineer	135 - 150k	125 - 145k	95 - 110	90 - 120
Senior Electrical Engineer	140 - 155k	140 - 155k	90 - 150	90 - 150
Senior Metallurgist/Process Engineer	145 - 165k	140 - 155k	80 - 110	80 - 110
Oil & Gas				
Maintenance Superintendent	150 - 220k	180 - 220k	90 - 130	100 - 140
Operations Engineer	100 - 120k	120 - 150k	55 - 80	65 - 90
Senior Project Engineer	170 - 200k	150 - 180k	95 - 110	80 - 100
Senior Asset Integrity Engineer	160 - 200k	180 - 210k	90 - 130	110 - 150
Senior Drilling Engineer	170 - 220k	170 - 220k	140 - 180	140 - 180
Senior Contracts Engineer	140 - 180k	150 - 180k	85 - 120	85 - 120
Electrical & Instrumentation Engineer	130 - 170k	130 - 170k	70 - 95	70 - 95

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BRISBANE

SALES, MARKETING & COMMUNICATIONS

The uncertainty caused by the federal and state elections, as well as the downturn of the resources industry, meant a challenging start to 2014, with aggressive cuts leading to senior, quality professionals being made redundant across all industries. However, the market picked up as the year progressed, especially across the contract market, and many candidates who had previously accepted roles with lower rates, returned to the job market to seek better opportunities.

The market for sales professionals held firm with the majority of recruitment focused around replacement hires - permanent hires were due to organisational restructures rather than significant headcount growth. There will be an ongoing requirement for sales and business development candidates with particular industry experience and employers will pay competitive salaries to attract and retain the best.

While there is a growing need for professionals with experience in digital marketing and social media across all levels, there is a real shortage of skills in this area. Qualified senior-level candidates with proven track records in digital and strategic marketing were in high demand and short supply. With such a limited talent pool in Queensland, employers will look at international markets to attract the best candidates with the relevant skills.

While salaries from 2013-14 remained broadly unchanged, senior communication salaries did fall due to an influx of immediately available candidates. Going forward, we expect remuneration levels for sales professionals and business development managers to remain steady, particularly as organisations try to set candidates' expectations to avoid the salary spikes witnessed previously post downturns.

As there will be a growing shortage of quality candidates, particularly senior-level professionals as 2015 progresses, hiring managers should emphasise work-life balance and cultural fit rather than focusing only on salary.

KEY TRENDS

- Contract opportunities will continue to increase across the government and private sector as employers focus on building a flexible workforce.
- Digital marketing roles will increase at entry and senior levels.
- Employers will look to international markets in 2015 to source digital and strategic marketing skills.
- Sales and business development professionals with a strong track record of success will continue to be in high demand.

“As there will be a growing shortage of quality candidates, hiring managers should emphasise work-life balance and cultural fit rather than focusing only on salary.”

BRISBANE

SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2014	2015
Sales		
Sales Director/National Sales Manager	160 - 250k	160 - 250k
Sales Manager	140 - 180k	140 - 180k
Senior Business Development Manager	120 - 150k	120 - 150k
Channel Manager	80 - 120k	80 - 120k
Business Development Manager	70 - 130k	70 - 130k
Account Manager	80 - 100k	70 - 100k
Sales/Account Executive	55 - 80k	50 - 80k
Marketing		
Marketing Director	150 - 190k	140 - 170k
Marketing Manager	120 - 150k	110 - 140k
Marketing Executive	55 - 70k	55 - 70k
Marketing Assistant/Co-ordinator	50 - 65k	50 - 65k
Brand/Product Manager	80 - 120k	80 - 120k
Marketing Analyst	70 - 100k	70 - 100k
Sponsorship & Events Manager	60 - 90k	60 - 90k
Digital Marketing Specialist	70 - 90k	75 - 95k
Communications		
Corporate Affairs Manager	140 - 220k	140 - 200k
Communications Director	150 - 180k	140 - 170k
Government/Relations Manager	130 - 180k	120 - 170k
Investor Relations Manager	110 - 170k	110 - 170k
Stakeholder Engagement Manager	115 - 140k	110 - 130k
Senior Communications Consultant	95 - 125k	90 - 110k
Social Responsibility Executive	90 - 100k	85 - 95k
Media Relations Manager	80 - 100k	80 - 100k
Communications Consultant	70 - 90k	70 - 85k

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BRISBANE

SECRETARIAL & BUSINESS SUPPORT

The recruitment market showed signs of recovery in 2014. We saw an increase in the volume and diversity of roles on offer and the demand for candidates with multiple skill sets increased. We also saw a welcome return of permanent hiring towards the end of 2014.

Larger volumes of contractors were also employed for short-term projects in 2014. Bulk recruitment for call centres continued and the government returned to hiring contractors. As hospitals and the wider healthcare system moved to electronic medical files there was growing demand for support professionals to assist with these projects. As the market recovered, candidates were happy to accept such contract opportunities.

Professionals with specialist skills will be in demand during 2015. For example, document controllers, project administrators and administrators with sector specific skills, such

as medical and legal typists, will be highly sought-after. As bids are won and work is awarded in the engineering, procurement and construction management sector, professionals will be needed to support this growth. However, it will be challenging to find industry specific skills, as the previously stagnant market caused many to take jobs in other areas such as health, banking, financial services, education and not-for-profit. Candidates will slowly start to move back to roles and sectors of their choice throughout 2015.

Flexibility in the workplace is a hot topic for support candidates and hiring managers able to highlight such non-monetary benefits will be at an advantage. As the market improves, giving examples of progression and career longevity will also be key to securing the best support candidates.

Salaries remained stable throughout 2014 but

as the market improves in 2015, we expect salaries to rise, based on the availability of talented support candidates.

KEY TRENDS

- Due to large projects and high demand, 2015 will see renewed hiring in the public sector.
- Recruitment of permanent secretarial and support roles will continue to rise, bringing with it an increase in confidence and an incremental rise in salaries.
- Top-tier receptionists, executive assistants, project administrators and customer service professionals will be in demand in 2015 and will therefore be able to command the higher end of salary bands.

“Flexibility in the workplace is a hot topic for support candidates and hiring managers able to highlight such non-monetary benefits will be at an advantage.”

BRISBANE

SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Business Support				
Project Co-ordinator	80 - 100k	80 - 100k	40 - 60	40 - 60
Executive Assistant	70 - 100k	70 - 100k	35 - 50	35 - 50
Facilities Co-ordinator	70 - 100k	70 - 100k	35 - 50	35 - 50
Document Controller	70 - 100k	70 - 100k	40 - 50	40 - 50
Office Manager	65 - 80k	70 - 90k	35 - 50	40 - 55
Personal Assistant	63 - 78k	65 - 78k	35 - 45	38 - 48
Travel Co-ordinator	65 - 75k	65 - 75k	33 - 45	33 - 45
Bids and Tenders Co-ordinator	65 - 80k	65 - 80k	35 - 45	35 - 45
Project Administrator	63 - 78k	65 - 78k	35 - 45	38 - 48
Training Administrator	55 - 65k	55 - 65k	30 - 40	30 - 40
Desk Assistant	55 - 65k	55 - 65k	30 - 35	30 - 35
Legal Secretary	55 - 65k	55 - 65k	30 - 35	30 - 35
Team Secretary	50 - 65k	50 - 65k	28 - 37	28 - 37
Administration Assistant	45 - 55k	45 - 55k	28 - 36	28 - 36
Medical Typist	48 - 52k	50 - 58k	30 - 32	30 - 32
Data Entry Operator	45 - 50k	45 - 50k	26 - 29	26 - 29
Receptionist	45 - 55k	45 - 55k	26 - 29	26 - 29
Office Junior	40 - 45k	40 - 45k	24 - 27	24 - 27
Call Centre				
Customer Service Manager	100 - 130k	100 - 130k	50 - 60	50 - 60
Customer Service Team Leader	60 - 70k	65 - 75k	35 - 45	40 - 48
Customer Service Representative	45 - 55k	45 - 55k	26 - 29	26 - 29
Public Sector				
Business Support Officer	55 - 60k	58 - 63k	29 - 35	30 - 38
Executive Support Officer	65 - 72k	68 - 75k	38 - 45	40 - 48
Project Officer	72 - 88k	78 - 90k	43 - 53	49 - 58
Policy Officer	82 - 90k	88 - 95k	48 - 55	50 - 58

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MELBOURNE

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

Accounting and finance professionals across financial services faced a challenging job market in 2014. Low business confidence and high numbers of professionals looking for roles meant there were very few new job opportunities to consider. At the same time, hiring managers were using increasingly complex interview processes (including psychometric testing and case studies) and the market saw a rise in offshoring and outsourcing, with SMEs increasingly using outsourcing in a bid to keep up with competitors.

In 2015, we expect to see a return of business confidence leading to a greater need for replacement hires. Nevertheless, because new opportunities will remain limited, we expect to see more newly-qualified accountants moving to London and Asia, while other candidates will leave financial services altogether. While this won't be significant enough to cause a candidate

shortage, it will ease the imbalance in a very candidate-saturated market. However, due to offshoring, we will start to see a shortage of experienced senior accountants with two to four years' post-qualification experience in financial services.

Hiring managers will be looking to hire two main groups of professionals in 2015. The first, due to changes in external regulatory reporting, will be regulatory/statutory reporting accountants. The second are finance business partners and professionals in financial planning and analysis. These candidates will be needed to improve relationships with front-line business, help drive growth initiatives, provide insightful reporting, and support decision-makers.

To retain staff, it is worth bearing in mind that employees are looking for flexibility within their hours, such as working from home or compressed weeks.

Salaries have stayed static and candidates are willing to accept less than their desired salary for new opportunities and will often move roles for the same package - we do not anticipate salaries changing in 2015.

KEY TRENDS

- Following renewed confidence in the Australian market, candidates will feel more confident to move roles, creating the need for replacement hires.
- There has been increasing use of psychometric testing and case studies as part of the recruitment decision-making process.
- We expect an increase in newly-qualified accountants moving to London and Asia as opportunities will still remain limited.

“Despite a return to hiring for growth we do not anticipate salaries rising in 2015.”

MELBOURNE

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Executive				
Financial Controller	180 - 250k	180 - 250k	70 - 90	70 - 90
Finance Manager	130 - 160k	130 - 160k	55 - 70	55 - 70
Treasury Manager	125 - 160k	125 - 160k	60 - 80	60 - 80
Accounting				
Senior Finance Business Partner	140 - 190k	140 - 190k	70 - 100	70 - 100
Junior Finance Business Partner	120 - 150k	120 - 150k	60 - 75	60 - 75
Internal Audit Manager	110 - 150k	110 - 150k	50 - 75	50 - 75
Internal Auditor	80 - 150k	80 - 150k	40 - 80	40 - 80
Auditor	80 - 150k	80 - 150k	40 - 80	40 - 80
Tax Accountant	95 - 130k	95 - 130k	45 - 60	45 - 60
Product Controller	90 - 130k	90 - 130k	45 - 65	45 - 65
Financial Accountant	75 - 125k	75 - 125k	35 - 60	35 - 60
Management Accountant	75 - 120k	75 - 120k	35 - 60	35 - 60
Fund Accountant	75 - 120k	75 - 120k	35 - 60	35 - 60
SMSF Accountant	60 - 100k	70 - 100k	30 - 50	35 - 50
Assistant Accountant	55 - 65k	55 - 70k	30 - 35	30 - 35

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MELBOURNE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

The market in Victoria performed steadily throughout 2014, although the balance between permanent and contract vacancies continually shifted as companies demonstrated varying degrees of confidence. Generally, the first half was stronger for contract roles, with the permanent market gaining momentum as the economy showed stronger signs of recovery and businesses began to rebuild their teams. The senior-level market also returned to healthier levels in 2014, although supply continued to exceed demand.

At junior levels, however, the continued offshoring of lower-level transaction finance roles led to a distinct lack of entry level or 'apprenticeship' roles - particularly within large companies - making it difficult for those finance graduates not wishing to pursue a career in practice.

In 2015, we expect to see confidence levels rise once more, though this movement may

be tempered by industry-specific pressures such as the reduction of spend in the energy and resources sectors. Nevertheless, as the accounting function looks to increase its value proposition to the business, we should see an extension of the recent trend in which businesses look to attract commercially-oriented finance business partners.

The most difficult candidates to secure will be those who have been trained by the 'Big 4' and gained an additional two to five years' commercial experience, as well as payroll professionals who have specific expertise in payroll systems. In addition, the roll-out of the National Disability Insurance Scheme may create heightened competition for transactional finance professionals in the health and not-for-profit sectors.

Salaries remained stable in 2014 and, as the job market rebalance still has some way to go, we anticipate salaries changing little in 2015 and generally remaining in line with

inflation. As a result, hiring managers will need to run efficient recruitment processes that promote a positive and dynamic working environment, clear career paths, and non-financial benefits such as flexible working hours. This will become particularly important if overseas markets such as the UK continue to lure talent away from Australia.

KEY TRENDS

- If overseas markets continue to improve, hiring managers will have to offer more to stop talent leaving for places like the UK.
- Finance business partnering roles will continue to be a growth area.
- We predict that 2015 will see increased confidence levels, although this may be tempered by industry-specific pressures.
- Salaries remained stable in 2014; we anticipate similar levels in 2015.

“The most difficult candidates to secure will be those with 'Big 4' training who have an additional two to five years' commercial experience.”

MELBOURNE

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Executive				
Chief Financial Officer	200 - 350k	220 - 375k	100 - 175	100 - 180
Financial Controller	140 - 240k	160 - 240k	70 - 120	80 - 120
Finance Manager	100 - 170k	110 - 180k	50 - 85	55 - 90
Tax Manager	120 - 200k	120 - 200k	60 - 100	60 - 100
Commercial Manager	140 - 200k	140 - 200k	70 - 100	70 - 100
Audit Manager	115 - 180k	115 - 180k	60 - 90	60 - 90
Qualified				
Treasury	100 - 140k	100 - 150k	50 - 70	50 - 75
Auditor/Internal Auditor	80 - 130k	80 - 140k	40 - 65	40 - 70
Management Accountant	80 - 140k	80 - 145k	40 - 70	40 - 70
Financial Accountant	80 - 130k	80 - 130k	40 - 65	40 - 65
Tax Accountant	80 - 130k	80 - 130k	40 - 65	40 - 65
Pricing Analyst	90 - 140k	90 - 140k	45 - 70	45 - 70
Financial Analyst	90 - 140k	90 - 145k	45 - 70	45 - 70
Business Analyst	80 - 130k	80 - 130k	40 - 65	40 - 65
Systems Accountant	85 - 125k	85 - 125k	40 - 65	40 - 65
Cost Accountant	80 - 110k	80 - 110k	40 - 55	40 - 55
Newly-qualified Accountant	75 - 85k	75 - 85k	37 - 42	37 - 42
Part-qualified & Transactional				
Credit Manager	90 - 120k	90 - 120k	45 - 60	45 - 60
Payroll Manager	100 - 120k	100 - 120k	50 - 60	50 - 60
Payroll Officer	60 - 70k	60 - 70k	30 - 35	30 - 35
Assistant Accountant	60 - 75k	60 - 75k	30 - 37	30 - 37
Senior Credit Controller	70 - 85k	70 - 85k	35 - 45	35 - 45
Credit Controller	60 - 70k	60 - 70k	30 - 35	30 - 35
Accounts Payable/Receivable	50 - 60k	50 - 60k	25 - 30	25 - 30
Accounts Assistant	50 - 60k	50 - 60k	25 - 30	25 - 30
Graduate Accountant	45 - 55k	50 - 55k	24 - 27	25 - 27

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

MELBOURNE

BANKING OPERATIONS

Despite low interest rates, the uncertainty surrounding the local election results meant that businesses were generally not seeking new funding in 2014, resulting in a subdued banking market. However, there was still hiring activity in specific areas such as retail lending and phone-based revenue-generating roles, although the trend for offshoring back office functions continued.

In 2015, we expect that value-added roles such as business and commercial bankers are likely to be in demand, while retail and associated areas are likely to remain steady due to low consumer confidence.

Lending will continue to be an area of focus in 2015 and with the tightening of capital requirements, there will also be demand for professionals with experience in credit risk and stress testing, as well as Basel II and III. In addition, as the number of loans being written increases, hiring managers will want

to ensure that operational infrastructure is in place.

The most challenging positions to fill will be in the risk area as Melbourne already has a shortage of these professionals. The same is likely in credit assessment and retail lending as there are a limited number of candidates to choose from. Financial planners and paraplanners will also be difficult to secure as banks, superannuation and wealth companies generally retain their strong performers. As a result there are few candidates on the market looking for new roles.

To ensure that hiring managers attract the best that the market has to offer, they may need to be flexible in terms of skill sets and industry background. However, once they have identified top talent they will also need to act fast and sell the role to prospective candidates.

Salaries were stable in 2014 and this trend is expected to continue in 2015 as banks remain cost-conscious. Credit risk professionals may be able to command higher salaries but only in the more specialised and technical areas.

KEY TRENDS

- We anticipate that there will be cautious hiring growth as the market becomes more stable, regulations come into play, and bigger budgets are signed off.
- In commercial and business banking there is likely to be turnover after 12-18 months of low hiring levels.
- We anticipate growth in phone-based revenue-generating roles such as lending and financial advice.

“Key value-added roles such as business bankers and commercial bankers are likely to be in demand during 2015.”

MELBOURNE

BANKING OPERATIONS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Banking				
Corporate Banking Relationship Manager	170 - 230k	150 - 230k	80 - 120	80 - 120
Commercial Banking Relationship Manager	110 - 180k	110 - 180k	60 - 100	60 - 100
Business Banking Relationship Manager	95 - 115k	95 - 120k	40 - 60	40 - 60
Credit Analyst	55 - 100k	55 - 100k	35 - 55	35 - 55
Mortgage Lender	65 - 85k	70 - 90k	30 - 40	30 - 40
Branch Manager	95 - 150k	95 - 150k	45 - 80	45 - 80
Lending Settlements Clerk	45 - 60k	45 - 60k	24 - 30	24 - 32
Collections	45 - 60k	45 - 60k	24 - 30	24 - 30
Risk & Compliance				
Compliance Manager	100 - 160k	100 - 160k	55 - 80	55 - 80
Compliance Analyst	70 - 105k	70 - 110k	30 - 55	30 - 55
Operational Risk Manager	100 - 160k	100 - 160k	50 - 80	50 - 80
Operational Risk Analyst	70 - 100k	70 - 100k	35 - 50	35 - 55
Credit Risk Analyst	70 - 120k	80 - 120k	40 - 70	40 - 70
Investment Operations				
Corporate Actions	50 - 80k	50 - 80k	25 - 35	25 - 35
Treasury Settlements	55 - 70k	55 - 70k	25 - 34	25 - 34
Equity Settlements	55 - 70k	55 - 70k	27 - 35	27 - 35
Derivative Operations	55 - 75k	60 - 80k	27 - 37	27 - 37
Portfolio Administration	55 - 75k	55 - 75k	27 - 36	27 - 36
Wealth Management & Superannuation				
Financial Planner	75 - 125k	75 - 125k	35 - 60	35 - 60
Paraplanner	55 - 90k	55 - 90k	25 - 45	25 - 45
Superannuation Administration	45 - 70k	45 - 75k	24 - 35	24 - 35
Member Services	50 - 75k	50 - 75k	24 - 37	24 - 37

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

MELBOURNE

HUMAN RESOURCES & SAFETY

Optimism returned to the market in 2014, with organisations investing in their HR talent once more. However, hiring managers were still under headcount pressure as cost-saving initiatives featured in most corporate strategies. As a result, there was increased demand for multi-skilled talent such as change managers with specialist communication skills, and HR advisors with significant employee relations experience.

The demand for specialist skills made its mark on the HR market for three key reasons. First, many organisations are managing significant change and transformation mandates, so change managers, as well as communications managers, have been in demand. Second, technology is rapidly becoming more prevalent on the HR agenda with a resulting need for more technical learning and development consultants and managers, specifically instructional designers and e-learning consultants. Third, a number of large organisations have been re-investing

in their talent management strategies and in-sourcing their recruitment expertise, increasing demand for internal recruiters and talent acquisition specialists.

This trend should continue in 2015, along with a renewed call for HR generalists with strong commercial acumen and the ability to deliver cost-saving initiatives. We predict demand will rise for strong, experienced, flexible HR professionals who can 'hit the ground running' and who are willing to work on fixed term contracts.

In line with current cost-savings, and the rise in HR accountability, we will see more recruitment professionals being measured on reduced hiring times and spend, while generalists will be assessed on retention and productivity. In addition, HR advisors and business partners with evidence of commercial success will continue to be needed.



KEY TRENDS

- Demand for specialist skill sets will continue to dominate the HR market.
- Flexible, commercial and adaptable HR generalists will continue to be in demand as organisations redeploy their permanent staff onto change implementation initiatives.
- Contracting engagements will continue to grow while salaries will remain steady.

“ Demand for strong, experienced, flexible HR professionals who are willing to work on fixed term contracts will be high in 2015. ”

MELBOURNE

HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Generalist				
HR Director	180 - 220k	180 - 220k	110 - 140	110 - 140
HR Manager	110 - 160k	120 - 170k	60 - 80	65 - 85
HR Business Partner	120 - 150k	125 - 165k	50 - 70	55 - 80
HR Advisor	85 - 110k	85 - 110k	45 - 60	45 - 60
HR Consultant	70 - 85k	75 - 90k	35 - 40	40 - 50
HR Officer/Co-ordinator	60 - 70k	60 - 70k	30 - 35	30 - 35
HR Administrator	50 - 60k	50 - 60k	25 - 30	25 - 30
Specialist				
Industrial/Employee Relations Manager	120 - 160k	120 - 160k	60 - 90	60 - 90
Industrial/Employee Relations Advisor	90 - 120k	90 - 120k	45 - 60	45 - 60
Remuneration & Benefits Manager	150 - 200k	150 - 200k	75 - 100	75 - 100
Remuneration & Benefits Consultant	100 - 140k	100 - 140k	50 - 70	50 - 70
Change Manager	150 - 200k	150 - 200k	125 - 150	125 - 150
Change Analyst	100 - 130k	100 - 130k	75 - 95	75 - 95
Organisational Development Manager	110 - 150k	110 - 150k	55 - 75	55 - 75
Organisational Development Advisor	85 - 100k	85 - 100k	40 - 50	40 - 50
Learning & Development Manager	110 - 130k	110 - 130k	50 - 65	55 - 75
Learning & Development Consultant	85 - 100k	85 - 100k	40 - 50	40 - 50
Recruitment Manager	110 - 140k	110 - 140k	55 - 70	55 - 70
Recruitment Consultant	70 - 90k	70 - 90k	35 - 45	35 - 45
Recruitment Officer/Co-ordinator	55 - 65k	55 - 65k	25 - 35	25 - 35
Workforce Planning Manager	110 - 140k	110 - 140k	55 - 70	55 - 70
Workforce Planning Consultant	90 - 110k	90 - 110k	45 - 55	45 - 55
OH&S				
Manager	95 - 110k	95 - 110k	50 - 60	50 - 60
Advisor	75 - 85k	75 - 85k	40 - 50	40 - 50
Co-ordinator	60 - 75k	60 - 75k	30 - 40	30 - 40

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

MELBOURNE

INFORMATION TECHNOLOGY

The first half of 2014 was relatively slow for IT recruitment. However, as many organisations shifted to a virtual cloud environment and project spending rose, the second half of the year saw increased activity and particular demand for specialists in digital and security.

Security, digital and payments have been priorities for most organisations as they try to reach the growing number of consumers using mobiles, tablets and desktop technologies. In particular, there was and will continue to be a need for candidates with specialist knowledge. These include professionals with experience of niche technologies like Angular JS, Ruby on Rails, Java, .Net and Agile Development, as well as project managers and business analysts who are cloud services and integration experts.

In 2015, hiring managers will also be focusing on functionality and usability, with UX and UI designers in high demand as well as those

candidates with expertise in delivering into different environments and countries. In addition, candidates with big data experience will find themselves much sought-after, especially given upcoming information management initiatives.

However, hiring managers are not just looking for candidates with technical expertise, they are also looking to hire candidates on different terms. For instance, as companies focus on cost reduction and a growing desire to keep intellectual property in-house, they are increasingly offering permanent and fixed term opportunities as opposed to the contract roles traditionally favoured in this area. For this reason permanent salaries rose slightly in 2014 while there was a relatively small decrease in daily rates for contractors.

However, the market improved in the second half of 2014 and we expect this to put upward pressure on rates in 2015.

If businesses are to hire the talent they need they should bear in mind that candidates and current employees are increasingly interested in jobs that offer good training and development opportunities. They will also have to move quickly and proactively in what will inevitably be a more competitive market.

KEY TRENDS

- Large digital and security projects will fuel demand for development and open source technologists.
- Market conditions will continue to improve across IT in 2015.
- Future employees are searching for roles that offer professional training and development.
- Hiring managers will have to move quickly and proactively in what will inevitably be a more competitive market in 2015.

“Hiring managers will be focusing on functionality and usability, with UX and UI designers in high demand.”

MELBOURNE

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Management				
CIO/CTO	180 - 300k	180 - 300k	140 - 300	140 - 280
Projects				
Project Manager	120 - 160k	130 - 160k	90 - 130	90 - 120
Change Manager	110 - 180k	110 - 180k	100 - 150	100 - 140
Programme Manager	150 - 200k	160 - 230k	125 - 165	125 - 160
Senior Project Manager	140 - 180k	140 - 200k	110 - 140	110 - 130
Senior Business Analyst	125 - 155k	125 - 170k	90 - 120	80 - 110
Business Analyst	80 - 120k	80 - 125k	65 - 80	55 - 70
Project Co-ordinator/Administrator	65 - 100k	65 - 100k	45 - 85	40 - 80
ERP/CRM/BI				
Senior Consultant	120 - 160k	120 - 160k	100 - 140	100 - 140
Consultant	90 - 120k	90 - 120k	75 - 100	75 - 100
Architecture				
Enterprise Architect	150 - 220k	150 - 240k	125 - 175	125 - 165
Solutions/Technical/Security Architect	125 - 185k	125 - 200k	100 - 130	100 - 120
Solution/Infrastructure Designer	130 - 170k	120 - 160k	95 - 125	95 - 110
Pre-Sales Consultant	120 - 160k	140 - 180k	75 - 120	75 - 120
Development/Testing				
Senior Developer	90 - 140k	100 - 140k	75 - 90	75 - 100
Developer	60 - 90k	60 - 100k	40 - 75	40 - 80
UX/UI Designers/Digital Producer	80 - 130k	70 - 180k	80 - 120	40 - 140
Mobile Applications Developer	70 - 140k	70 - 160k	65 - 95	65 - 100
Test Manager/QA Manager	115 - 150k	115 - 160k	100 - 125	100 - 125
Test Analyst	60 - 90k	60 - 100k	40 - 75	40 - 90
Infrastructure				
System Administrator	65 - 90k	65 - 100k	45 - 75	45 - 75
Network/System Engineer	65 - 100k	65 - 100k	45 - 75	45 - 75
Database Administrator	75 - 125k	75 - 125k	55 - 90	55 - 90
Helpdesk/Desktop Support	50 - 70k	50 - 70k	27 - 55	27 - 55

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

MELBOURNE

SALES, MARKETING & COMMUNICATIONS

Following a tough few years in Melbourne, the sales and marketing recruitment market stabilised in 2014 as professionals grew more willing to change employers. The IT vertical was particularly busy as companies moved into digital and mobile technologies. Nevertheless, businesses are still cautious post Global Financial Crisis, remain focused on costs and want an immediate return on recruitment spend. As a result, hiring managers are looking for candidates who have performed the same role for similar organisations and are reluctant to consider candidates with transferable skill sets at the mid to senior level.

The signs for 2015 are very encouraging, with many companies looking to grow their product or service lines. Hiring managers in marketing will be looking for digital professionals as businesses seek to grow their revenue streams through new channels. There is also huge demand for data-driven marketing candidates as marketing functions

focus on ROI and utilise data-led insights to develop new products. This has resulted in a high demand for product managers across a number of industry sectors including FMCG, retail and financial services.

In sales, hiring managers will be looking for candidates at the mid to senior level who have experience of selling their particular product or solution, but new business developers will be in highest demand.

To secure top talent in these areas, hiring managers will need to move candidates quickly through the hiring process and offer flexible working environments and good financial rewards, including realistic bonuses.

In 2014, salaries increased for mid to senior-candidates but remained unchanged at the lower level as businesses searched for top candidates who could quickly get up to speed and add value to the business.

Overall, salaries are expected to increase in 2015, especially for in-demand candidates. Rising business confidence also means that even salaries for less experienced candidates may rise, and so hiring managers may need to revise their salary offerings.

KEY TRENDS

- Hiring activity will continue to rise in 2015 as confidence in the market remains positive.
- There is huge demand for data-driven marketing candidates who can help develop new products.
- In order to retain top performers, clients will need to offer a flexible working environment and increased financial rewards.
- From a sales perspective, new business developers will be most in demand.

“ In 2015, hiring managers may need to revise their salary offerings as business confidence grows – even for less experienced candidates. ”

MELBOURNE

SALES, MARKETING & COMMUNICATIONS

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2014	2015
Sales		
Sales Director	150 - 280k	160 - 280k
State Sales Manager	130 - 180k	140 - 180k
Sales Manager	100 - 180k	130 - 180k
Sales Executive	65 - 100k	70 - 100k
Account Director	100 - 160k	120 - 160k
Account Manager	70 - 125k	75 - 125k
Business Development Manager	80 - 125k	80 - 125k
Relationship Manager	70 - 140k	75 - 140k
Sales/Market Analyst	65 - 100k	65 - 100k
Marketing		
Marketing Director	150 - 260k	150 - 280k
Direct Marketing Manager	80 - 125k	90 - 140k
Marketing Manager	95 - 150k	110 - 150k
Marketing Executive	70 - 95k	70 - 95k
Marketing Co-ordinator	50 - 75k	50 - 75k
Segment Manager	100 - 150k	100 - 150k
Product/Brand Manager	90 - 150k	90 - 150k
Channel Manager	90 - 140k	100 - 150k
Campaign Manager	80 - 120k	85 - 120k
Product Specialist	75 - 100k	85 - 110k
Advertising Account Manager	60 - 100k	60 - 100k
Assistant Product/Brand Manager	55 - 85k	65 - 90k
Communications		
Communications Manager	90 - 140k	100 - 140k
Communications Executive	60 - 90k	65 - 90k
Retail		
Head of Retail Operations	250 - 560k	250 - 565k
General Manager Buying	260 - 550k	260 - 555k
Buying Manager	135 - 200k	140 - 200k
Buyer	75 - 150k	80 - 150k
General Manager Planning	260 - 430k	265 - 430k
Planning Manager	140 - 200k	145 - 200k
Planner	80 - 145k	85 - 150k
Store Manager (Big Box)	100 - 150k	95 - 150k
Inventory/Allocation Analyst	50 - 70k	50 - 75k

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

MELBOURNE

SECRETARIAL & BUSINESS SUPPORT

The business support recruitment market in 2014 was buoyant from a temporary perspective as workloads increased and budgets for contract staff grew. Temp-to-perm opportunities also increased as businesses sought flexible resources to cope with immediate staffing needs. Permanent hiring experienced peaks and troughs of demand through the year, driven by consolidation of roles as PAs and EAs moved to support two to three people, rather than one.

Customer service and call centre recruitment saw constant growth in 2014, with organisations bringing previously offshored services back onshore to aid customer retention - particularly across FMCG, retail, utilities and financial services. This trend will continue in 2015. Professionals that can add value, such as senior administrators, receptionists and team administrators, especially those with the ability to multitask

and demonstrate initiative, will also be highly sought-after in 2015.

Most difficult to source, however, will be experienced legal secretaries as they have a very specialised skill set and succession planning is not always possible.

In 2015, as competition for skills grow, hiring managers are advised to engage top talent throughout the hiring process to prevent potential employees looking for other positions. Sending the message that candidates are valued and prioritised will be key to a successful recruitment process.

Overall, salaries have been stable in 2014. However, with the influx of customer service opportunities we have seen a slight increase in hourly rates for experienced customer service agents.

We have also noticed in certain areas that

executive assistants, personal assistants and senior administrators have been eligible for increased bonuses as profits rose. This is a trend we expect to see continue in 2015.

KEY TRENDS

- Senior roles such as personal assistants, executive assistants and senior administrators will continue to be consolidated and will support two to three managers rather than one.
- Onshoring of phone-based and online customer service is set to continue.
- Salaries will remain stable or slightly increase in profitable sectors such as FMCG and energy.

“ Support professionals that add value, such as senior administrators, receptionists and team administrators will be highly sought-after in 2015. ”

MELBOURNE

SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Business Support				
Executive Assistant - Investment Banking	75 - 110k	75 - 110k	35 - 45	35 - 45
Executive Assistant	70 - 100k	70 - 105k	35 - 50	35 - 50
Office Manager	65 - 80k	65 - 85k	32 - 40	32 - 40
Personal Assistant	60 - 75k	65 - 75k	30 - 35	30 - 35
WP/Presentations Co-ordinator	65 - 75k	65 - 75k	30 - 40	30 - 40
Legal Secretary/Assistant	55 - 80k	57 - 80k	30 - 40	30 - 40
Team Assistant	55 - 65k	55 - 65k	25 - 35	25 - 35
Travel Co-ordinator	50 - 60k	50 - 60k	25 - 30	25 - 30
Human Resource Administrator	50 - 60k	50 - 63k	25 - 30	25 - 30
Facilities Co-ordinator	50 - 65k	50 - 65k	25 - 30	25 - 30
Administration Assistant	50 - 60k	50 - 60k	25 - 30	25 - 30
Receptionist	45 - 55k	45 - 58k	23 - 30	23 - 30
Data Entry Operator	40 - 50k	40 - 50k	23 - 25	23 - 25
Mail Room Assistant	40 - 45k	40 - 45k	23 - 25	23 - 25
Office Junior	40 - 45k	40 - 45k	23 - 25	23 - 25
Project Support				
Tender Co-ordinator	70 - 85k	70 - 85k	30 - 45	30 - 45
Tender Formatter	65 - 75k	65 - 75k	30 - 40	30 - 40
Document Controller	60 - 75k	60 - 75k	30 - 40	30 - 40
Project Administrator/Assistant	55 - 80k	55 - 80k	27 - 40	27 - 40
Call Centre Support				
Contact Centre Manager	80 - 120k	80 - 120k	45 - 65	45 - 65
Team Leader	65 - 80k	65 - 80k	30 - 45	30 - 45
Faults/Dispatch Consultant	55 - 60k	55 - 60k	25 - 30	25 - 30
Outbound Customer Service	45 - 55k	45 - 55k	23 - 28	23 - 28
Inbound Customer Service	45 - 55k	45 - 55k	23 - 28	23 - 28

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

PERTH

ACCOUNTING & FINANCE

The accounting and finance recruitment market remained fairly static in 2014 with a high number of candidates immediately available and looking for work. However, there was some recruitment, driven largely by replacement hires, particularly in the resources sector - even though very few new projects commenced.

Outside of resources, there was continued growth in the healthcare, aged care and agriculture sectors at the qualified and transactional levels. As a result, candidates with several years of experience in resources have been entering these growth sectors. In addition, many candidates with local industry experience were readily available and joined by a constant flow of professionals arriving or returning from overseas, resulting in a competitive marketplace for candidates.

This oversupply reduced the willingness of some hiring managers to wait for candidates on the usual four-week notice period. In turn,

this increased demand for contractors and temp-to-perm appointments, particularly within the transactional and part-qualified space.

From a public practice perspective, the market was relatively quiet - although this did not stop hiring managers from seeking the highest quality candidates. On the contrary, many public practice firms focused on areas of potential growth and recruited only the highest quality candidates for those areas.

In 2015, new infrastructure projects will create demand for candidates with experience providing a value-added service to projects such as project accountants and business analysts. Some roles, however, will be challenging to fill. For instance, the increase in industry-related tax legislation means that mining, oil and gas, and public practice will be competing for the small pool of senior-level tax professionals who have extensive local market experience.

At the same time, hiring managers in larger public practice firms may struggle to lure recently-qualified professionals away from other large firms unless they can offer a clear career path as well as improved training, development and salary.

Whether in commerce or public practice, candidates had to be flexible and realistic with their job searches in 2014, including having lower salary expectations. Many professionals returning from overseas have accepted contract roles on reduced hourly rates to get a start in the local market, while candidates with years of local experience took permanent positions on lower salaries. This trend is set to continue in 2015.

KEY TRENDS

- New infrastructure projects will see an increased demand for project accountants and business analysts.
- As retaining the best candidates grows in importance, organisations willing to invest in staff will benefit the most.
- The growing numbers of immediately available candidates will be increasingly hired on a temp-to-perm basis.

“ Professionals arriving or returning from overseas have accepted contract roles on reduced hourly rates to get a start in the local market. ”

PERTH

ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Executive				
Chief Financial Officer	200 - 350k	180 - 330k	125 - 175	100 - 150
Group Financial Controller	170 - 240k	160 - 220k	100 - 150	90 - 130
Financial Controller	140 - 200k	140 - 200k	75 - 100	75 - 100
Tax Manager	150 - 220k	140 - 200k	80 - 120	75 - 120
Group Accountant	110 - 140k	110 - 130k	70 - 80	65 - 75
Qualified				
Financial/Management Accountant	90 - 120k	85 - 110k	50 - 60	40 - 50
Senior Financial/Management Accountant	120 - 140k	110 - 130k	55 - 65	50 - 60
Project Accountant	90 - 150k	90 - 140k	45 - 65	45 - 65
Tax Accountant	100 - 130k	95 - 130k	60 - 70	50 - 60
Business/Financial Analyst	100 - 130k	100 - 130k	50 - 60	50 - 60
Part-qualified & Transactional				
Payroll Clerk	60 - 90k	55 - 65k	33 - 40	30 - 35
Payroll Manager	75 - 110k	75 - 100k	45 - 60	45 - 60
Accounts Payable Clerk	50 - 70k	55 - 65k	25 - 35	27 - 33
Accounts Payable Manager	75 - 90k	75 - 90k	40 - 50	38 - 45
Credit Controller	55 - 70k	55 - 65k	28 - 35	27 - 33
Credit Control Manager	75 - 90k	75 - 90k	40 - 50	40 - 50
Bookkeeper	60 - 80k	60 - 75k	30 - 40	30 - 40
Assistant Accountant	65 - 80k	60 - 75k	35 - 45	30 - 40
Public Practice & Insolvency				
Business Services/Tax Senior	70 - 90k	70 - 90k		
Business Services/Tax Manager	100 - 120k	100 - 120k		
External Audit Senior	70 - 90k	70 - 90k		
External Audit Manager	100 - 130k	100 - 130k		
Insolvency Senior	75 - 90k	75 - 90k		

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

PERTH

INFORMATION TECHNOLOGY

Following the downturn in the resources sector, companies remained very cautious in their approach to hiring during 2014. Major IT projects, particularly in the mining sector, were cut or put on hold due to internal divisional restructures and redundancies across some industries - all of which meant that there were more candidates looking for roles. In addition, more competitive pricing from system integrators meant that companies were less likely to source long-term contractors or permanent staff for certain projects.

Recruitment activity in Perth centered on mid-level roles that required specialist technical skills such as .Net, SharePoint, BI and VMWare. In general, the recruitment process was often extended as companies considered reassignment of duties and approval processes were delayed.

In 2015, we expect improved confidence and a slight increase in recruitment activity as budgets are reassessed and further project

work is initiated in areas such as platform refreshes, new development projects and digital strategies. This will especially be the case in growth industries such as healthcare, not-for-profit and member-based organisations. Also, as companies invest more in technologies for infrastructure upgrades and service delivery across multiple sites, there will be increased demand for system administrators and network engineers, as well as those offering IT support with skills in Lync, Security, VMWare, UCM and cloud.

Companies will also look at new development projects for internal business systems and websites using JavaScript, .Net, Office 365 and SharePoint. From a business intelligence and ERP perspective, skills in Qlikview, MS Dynamics and cloud-based CRM systems such as SalesForce will be in the highest demand. With more mid-tier companies in the market, strong business development managers will also be needed to gain a competitive edge and improve market share.



To ensure they secure the top talent in a crowded market, hiring managers will have to run a polished recruitment process, and to retain their staff companies will need to focus on employee engagement and working conditions as well as training and development.

Salaries remained relatively stable in 2014 and will continue in the same vein in 2015. However, for senior roles such as change and test managers, there may be a slight reduction due to an oversupply of candidates and a shortage of opportunities.

KEY TRENDS

- Market confidence will improve slightly as more projects are initiated and candidates consider moving jobs.
- Employee engagement initiatives such as training and development will assist in staff retention.
- Experts in Qlikview, MS Dynamics, cloud-based CRM systems, cloud, VMWare and security will be in the highest demand.

“There will be increased demand for system administrators and network engineers, as well as those offering IT support.”

PERTH

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Management				
CIO/CTO	160k+	160k+	125+	125+
Infrastructure/Development/BI Manager	120 - 160k	120 - 160k	100 - 140	100 - 125
Change Manager	120 - 160k	120 - 160k	100 - 160	100 - 150
Programme Manager	150 - 190k	150 - 180k	130 - 165	130 - 150
Senior Project Manager	140 - 170k	140 - 160k	120 - 150	110 - 140
Project Manager	100 - 140k	100 - 140k	90 - 120	90 - 110
Senior Business Analyst	120 - 150k	120 - 150k	90 - 115	85 - 110
Business Analyst	80 - 120k	80 - 120k	70 - 90	70 - 85
ERP/CRM/BI				
Senior Consultant	130 - 170k	130 - 170k	100 - 150	100 - 140
Consultant	90 - 130k	90 - 130k	75 - 100	75 - 100
Architecture				
Solutions/Technical/Security Architect	130 - 170k	130 - 170k	100 - 135	100 - 130
Enterprise Architect	140 - 190k	140 - 180k	120 - 165	110 - 155
Development/Testing				
Senior Developer	90 - 120k	90 - 120k	75 - 90	75 - 90
Developer	65 - 90k	70 - 90k	50 - 75	55 - 75
Web Developer	60 - 85k	65 - 90k	45 - 65	50 - 75
Test Manager/QA Manager	100 - 140k	100 - 135k	90 - 120	80 - 110
Test Lead	85 - 110k	90 - 120k	70 - 90	75 - 95
Test Analyst	65 - 85k	65 - 85k	50 - 70	50 - 70
Infrastructure				
Senior Network/System Engineer	110 - 140k	110 - 140k	85 - 115	85 - 105
Network/System Engineer	80 - 110k	85 - 110k	60 - 85	65 - 85
Senior System Administrator	90 - 120k	90 - 120k	70 - 90	65 - 85
System Administrator	65 - 90k	65 - 90k	45 - 70	50 - 70
Database Administrator	80 - 130k	80 - 130k	55 - 100	65 - 100
Helpdesk/Desktop Support	50 - 70k	50 - 75k	40 - 45	35 - 50
Sales				
State Sales Manager	160 - 250k*	160 - 250k*	150 - 180	150 - 180
Business Development Manager	120 - 200k*	120 - 180k*	100 - 150	100 - 150

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

PERTH

RESOURCES, ENGINEERING & CONSTRUCTION

Perth's recruitment market for resources, engineering and construction picked up in 2014 as an increase in housing approvals fostered a significant rise in activity across the traditional residential market and the apartment building industry. This, in turn, led to high demand for estimation and project delivery staff.

Commercial construction was also relatively buoyant as five billion dollars-worth of projects geared up to start in 2015. This created strong project flow and increased the need for engineering design roles, specifically for metro construction projects.

Another factor affecting the construction recruitment market was the downturn in the resources and mining sector. Many candidates from the resources sector were looking to move back into the more traditional construction market, although candidates may find it difficult to transition into the commercial construction marketplace due to

the different nature of the projects.

We expect the construction market to continue growing in 2015, with hiring managers looking to hire staff with specific skill sets such as estimation, contract administration and project management. Due to the number of projects at pre-tender and award stage, there will also be a growing need for staff with experience in high-rise developments and a steady history of working with tier one and tier two construction contractors.

Staff retention is a constant challenge when markets regain their confidence, so hiring managers are advised to recognise achievement and provide regular salary reviews, as well as offer clear and achievable targets for promotion. Continuing a trend from 2014, we expect many hiring managers in 2015 to make use of short and long-term incentives such as project completion bonuses and social activities, with a general



emphasis on health and well-being.

In 2014 there was a slight decrease in salaries. In 2015, however, we anticipate a slight increase within the residential and commercial construction sectors as candidates with the right skill sets become increasingly difficult to source and employers work to retain valuable employees.

KEY TRENDS

- We will see a continuing increase in the residential and commercial construction markets, particularly within the metro area.
- More medium and high-density residential projects will lead to rising demand for staff from design to project delivery.
- An increasing need for estimation staff will arise as more projects are tendered for across Western Australia.

“ We anticipate a slight increase in salaries in 2015 across the residential and construction sectors. ”

PERTH

RESOURCES, ENGINEERING & CONSTRUCTION

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2014	2015
Engineering		
Engineering Manager	200 - 290k	220 - 280k
Principal Engineer	180 - 200k	180 - 200k
Senior Engineer	130 - 170k	130 - 170k
Structural Engineer	120 - 160k	120 - 160k
Mechanical Engineer	120 - 160k	120 - 160k
Electrical Engineer	120 - 160k	120 - 160k
Draftsperson	70 - 90k	80 - 100k
Construction		
Construction Manager	180 - 250k	180 - 250k
Commercial Manager	190 - 220k	200 - 230k
Contracts Manager	140 - 200k	160 - 200k
Project Manager	160 - 280k	160 - 250k
Site Manager	120 - 200k	130 - 180k
Supervisor	115 - 140k	120 - 150k
Estimating Manager	180 - 200k	180 - 200k
Estimator	120 - 190k	150 - 180k
Contract Administrator	120 - 160k	120 - 180k
Project Engineer	120 - 150k	120 - 160k
Residential Construction		
Construction Manager	120 - 140k	120 - 150k
Project Manager	110 - 130k	110 - 130k
Supervisor	100 - 120k	100 - 120k
Estimator	80 - 100k	80 - 100k
Scheduler	60 - 70k	60 - 80k
Contracts Administrator	50 - 70k	55 - 75k
Draftsperson	55 - 65k	55 - 70k
Designer	70 - 80k	70 - 90k
Pre-Start Consultant	50 - 60k	55 - 65k

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

PERTH

SALES, MARKETING & COMMUNICATIONS BANKING & FINANCIAL SERVICES

The market saw a gradual return to confidence in 2014. Quarter one was relatively quiet, with the exception that many banks started hiring experienced relationship managers at the business banking level. By quarter two, there was growth in executive-level and entry-level positions as hiring managers began to grow their sales teams and by mid-year, candidates with strong SME selling experience were being sought.

In addition, 2014 also saw increased demand for high levels of experience in areas of credit and risk. However, there was also a willingness on some parts of the business and personal banking divisions to hire business development professionals who did not have direct working knowledge of credit and risk, but did have solid backgrounds in financial services.

In 2015, as the economy continues to recover, companies will be looking to build market share and capitalise on new business. As a result, we expect demand to rise for those who have solid track records in sales and business development, strong networking ability, and financial acumen. However, as Perth is a relatively small market, those with experience in all three areas of sales, banking and wealth management will be challenging to source.

Base salaries largely stayed the same in 2014. However, some parts of retail and SME banking moved to paying quarterly bonuses, reflecting the importance of business development and 'new to bank' business. We expect this trend will continue in 2015 as it is consistent with the increases

in customer-centric sales behaviours seen in 2014.

SME and retail banking will pay quarterly bonuses in 2015, reflecting the importance of 'new to bank' business.

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2014	2015
Retail		
Premium Relationship Manager	80 - 95k	85 - 100k
Portfolio Director	140 - 150k	140 - 155k
Business		
Agribusiness Relationship Manager	130 - 150k	130 - 150k
Emerging Markets Relationship Manager	110 - 130k	120 - 140k
Business Relationship Manager	100 - 120k	100 - 120k
SME Relationship Manager	75 - 80k	80 - 100k
Assistant Manager	60 - 70k	60 - 80k
Corporate		
Assistant Manager	70 - 80k	80 - 90k
Relationship Manager	140 - 160k	145 - 160k

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

PERTH

SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

The recruitment market in 2014 was more consistent than in recent years as businesses became less reliant on mining expansion, evolving to take advantage of growth markets such as property and healthcare. Industrial and resource services have reduced in size and as a result, hiring managers tried to maximise return on recruitment spend by focusing on very specific skill sets in business development and sales.

One area of growth in 2014 was healthcare, which is expected to carry on growing in line with ageing population projections - continuing to create demand for sales and business development professionals with skills and knowledge in this area.

Most sought-after, however, will be those specific industrial, medical, and consumer candidates who can help grow company revenues by selling into new and existing markets. Emphasis will be on those professionals with sales skills that enhance recurring revenue, such as experience working with maintenance contracts.

From a marketing and communications perspective, those candidates who are excellent people managers but also have digital and promotional experience will be most difficult to identify and may require persuasion to leave their current employers.

As candidate shortages continued to affect

many areas of the market, businesses were restricted in what they could pay during 2014. As a result, there were salary caps in a number of sectors (including engineering) and salaries were generally stagnant. The main difference in 2015 will be the payment of bonuses to retain top performers.

“Emphasis in 2015 will be on those professionals with sales skills that enhance recurring revenue.”

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Sales				
Head of Business Development	160 - 180k	160 - 180k	80 - 100	80 - 100
National Sales Manager	120 - 180k	120 - 180k	50 - 100	50 - 100
State Sales Manager	80 - 120k	100 - 120k	50 - 70	50 - 70
Sales Executive	65 - 75k	65 - 80k	30 - 45	30 - 45
Relationship Manager	80 - 120k	90 - 130k	40 - 65	40 - 65
Business Development Manager	70 - 100k	80 - 100k	40 - 60	40 - 60
Key Account Manager	60 - 70k	70 - 80k	30 - 40	30 - 40
Territory Manager	60 - 70k	65 - 75k	35 - 40	35 - 45
Marketing				
Marketing Manager	100 - 140k	100 - 140k	55 - 75	55 - 75
Product Manager	80 - 120k	80 - 120k	40 - 65	40 - 65
Marketing Assistant	65 - 75k	70 - 80k	35 - 45	35 - 45
Communications				
Communications Executive	100 - 130k	100 - 130k	55 - 70	55 - 70
Corporate PR Manager	80 - 100k	80 - 100k	40 - 55	40 - 55

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

PERTH

SECRETARIAL, BUSINESS SUPPORT & HUMAN RESOURCES

Following the recent downturn in the resources sector, the recruitment market for secretarial, support and HR professionals was challenging in 2014. Many large projects moved into completion stages, others were put on hold, and a proliferation of candidates - especially in HR - came onto the market. In addition, most businesses faced continued budget restraints.

We expect some confidence to return to the market in 2015, but demand will mainly be for temporary staff in general administration and support as organisations work to bolster lean teams. Nevertheless, there will be some demand for various permanent staff including customer service advisors and paraplanners with diplomas, though roles for good paraplanners and skilled legal secretaries will be difficult to fill as current

employers make every effort to retain top talent.

In general, budget pressures will undoubtedly force some organisations to reallocate work to existing employees rather than new ones. As a result, employers will need to try and ensure staff satisfaction through offering the opportunity to work on key projects and promoting a good working environment, including regular appraisals and well-defined goals.

Salaries largely remained unchanged in 2014 as candidates competed for fewer job opportunities and were willing to be flexible in order to break into new sectors such as not-for-profit, local government and healthcare. We expect this trend to continue into 2015.

We expect some confidence to return to the market in 2015, but demand will mainly be for temporary staff.

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Secretarial & Business Support				
Executive Assistant	80 - 100k	80 - 100k	35 - 50	35 - 50
Personal Assistant	65 - 75k	65 - 85k	30 - 40	30 - 40
Administration Assistant	45 - 65k	45 - 65k	24 - 30	25 - 30
Office Manager	65 - 85k	65 - 80k	30 - 40	30 - 40
Receptionist	40 - 60k	45 - 60k	23 - 28	25 - 32
Legal Secretary	60 - 75k	60 - 80k	35 - 40	35 - 40
Document Controller	80 - 100k	80 - 100k	40 - 50	40 - 55
Project Co-ordinator	60 - 80k	60 - 80k	40 - 60	40 - 60
Project Administrator	55 - 70k	55 - 70k	28 - 35	28 - 35
Customer Service Advisor	45 - 65k	45 - 65k	25 - 27	25 - 30
Human Resources				
HR Manager - Mining & Resources	120 - 150k	120 - 150k	50 - 80	50 - 70
HR Manager - Professional Services	90 - 110k	90 - 110k	50 - 60	50 - 60
HR Advisor	70 - 90k	75 - 90k	45 - 55	45 - 55
HR Administrator	55 - 65k	55 - 70k	28 - 35	28 - 35

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

SYDNEY

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

Accounting recruitment within financial services saw an upturn in 2014. This was particularly true at the junior to mid-levels where, after significant recent offshoring, many large companies found themselves short staffed at the sub-\$120k level. Also, with increases in superannuation coming into effect, the major banks have been investing heavily in their wealth management arms and recruitment increased as a result.

In addition to technical ability, most hiring managers in 2014 focused heavily on soft skills such as stakeholder management and communication. This trend is set to continue in 2015 as the tighter regulatory environment leads to a shift from financial planning & analysis (FP&A) and management reporting roles to financial control and external reporting roles. With much of this volume coming at lower levels, high quality junior to mid-level candidates with excellent soft skills will be in high demand.

However, with the economy performing better we expect to see finance functions begin to grow and an uplift across mid to senior accounting levels as companies bring skilled roles back onshore. Also, project-based roles within finance will be on the agenda again with large systems upgrades in two of the 'Big 4'.

Remuneration lacked consistency in 2014. With strong demand for newly-qualified to mid-level accountants, salaries for junior candidates increased, particularly for first-movers out of the 'Big 4' practices. However, as companies strove to hire employees with full working rights (including those on 457 visas), rates for contract candidates on a Working Holiday Visa decreased.

Salaries for senior-level roles also decreased slightly as employers were able to hire staff with significant experience that had taken redundancy or resigned from their previous

role. Despite the high calibre of these applicants, this placed downward pressure on salaries. We expect that most salaries will only increase in line with inflation in 2015 and contract rates should remain in line with 2014 levels.

KEY TRENDS

- The accounting recruitment market will see an uplift in hiring across mid to senior levels as companies bring skilled roles back onshore.
- With the economy performing better, finance functions will begin to grow again.
- Project-based roles within finance will be on the agenda with large systems upgrades in two of the 'Big 4'.
- Regulatory changes will continue to have knock-on effects across the finance function.

“ We expect that most salaries will only increase in line with inflation in 2015 and contract rates should remain in line with 2014 levels. ”

SYDNEY

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Executive				
Financial Controller	180 - 250k	180 - 250k	70 - 90	70 - 90
Programme Manager	200 - 250k	180 - 230k	150 - 190	150 - 175
Finance Manager	130 - 160k	120 - 150k	55 - 70	50 - 65
Accountants				
Financial/Fund/Tax Accountant (8+ yrs' PQE)	120 - 150k	120 - 140k	70 - 90	70 - 90
Financial/Fund/Tax Accountant (4 - 7 yrs' PQE)	100 - 130k	110 - 130k	45 - 65	50 - 70
Financial/Fund/Tax Accountant (0 - 3 yrs' PQE)	85 - 110k	100 - 125k	35 - 50	40 - 55
Product Accountant/Controller (8+ yrs' PQE)	120 - 150k	120 - 140k	60 - 80	55 - 70
Product Accountant/Controller (4 - 7 yrs' PQE)	110 - 130k	110 - 135k	50 - 70	50 - 70
Product Accountant/Controller (0 - 3 yrs' PQE)	90 - 110k	90 - 110k	40 - 50	45 - 55
Management Accountant (8+ yrs' PQE)	120 - 170k	130 - 160k	70 - 90	60 - 80
Management Accountant (4 - 7 yrs' PQE)	120 - 130k	110 - 130k	45 - 65	50 - 65
Management Accountant (0 - 3 yrs' PQE)	90 - 110k	90 - 110k	35 - 50	40 - 55
Projects				
Business Analyst (6+ yrs' exp)	120 - 150k	120 - 140k	75 - 100	75 - 100
Business Analyst (0 - 5 yrs' exp)	90 - 120k	80 - 120k	50 - 75	55 - 80
Project Manager (10+ yrs' exp)	150 - 180k	130 - 170k	95 - 150	95 - 135
Project Manager (6 - 10 yrs' exp)	120 - 160k	110 - 140k	80 - 100	80 - 100

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

SYDNEY

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

Confidence made a welcome return to the market in 2014 with more recruitment of commercial roles, as well as increased hiring at the senior manager and financial controller level. More specifically, we are now seeing greater hiring activity in product-based sectors such as distribution (3PL and supply chain), FMCG and retail. This is set to continue in 2015, along with an increase in hiring across sectors such as healthcare and pharmaceuticals where there has been M&A activity and investment in new products. We have also seen a recent rise in ASX small cap and new technology businesses funded by venture capitalists.

From a candidate perspective we saw a greater fusion of responsibilities. For example, accounts payable is now included at the junior assistant accountant level, while tax and treasury are now included in financial accounting roles. As a result, there is more demand for proficient and adaptable

candidates who have strong relationship management skills.

In 2015, a strong technical background will continue to be essential, especially in compliance-based roles like financial accounting, tax, audit and treasury where strong IFRS, SOX or GAAP is a prerequisite. In value-added roles such as business and commercial analyst roles, experience around business intelligence tools is needed to analyse large amounts of data.

However, we anticipate that it will be increasingly difficult to identify the top 1% of performers. Many are not actively looking for roles, they may have multiple roles to choose from, and are very likely to be 'bought back' by current employers when they do find new roles.

In 2014 salaries were relatively flat as candidates moved for non-financial reasons.

However, 2015 should see salary increases begin to move above the 4% norm for candidates such as second-movers from the 'Big 4', senior analysts moving to commercial manager roles, and candidates in specialist areas such as corporate tax and treasury.

Nevertheless, hiring managers will still need to sell the benefits of their business and the culture of the organisation to attract the best candidates. Reducing the time between interview and offer will also keep candidates engaged.

KEY TRENDS

- As market confidence returns we have seen hiring across all sectors and we expect that this trend will continue in 2015.
- More focus will be placed on a candidate's attitude and relationship management skills in 2015.
- Demand will grow for second movers from the 'Big 4' as businesses up-skill their teams and think longer term.
- Salaries have remained fairly flat, however we anticipate that salaries will begin to rise.

“ In 2015, a strong technical background will continue to be essential, especially in compliance-based roles. ”

SYDNEY

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Executive				
Chief Financial Officer	250k+	250k+	100 - 150	100 - 150
Group Financial Controller	200 - 250k	200 - 250k+	75 - 100	75 - 100
Financial Controller	160 - 180k+	160 - 180k+	75 - 100	75 - 100
Qualified PQE 3 yrs+				
Commercial/Planning Manager	160 - 200k	150 - 180k	70 - 80	70 - 80
Finance Manager	120 - 160k	130 - 160k	75 - 85	75 - 85
Audit Manager	110 - 150k	120 - 150k	65 - 85	65 - 85
Tax Manager	130k+	135k+	70 - 85	70 - 85
Company/Corporate/Group Accountant	100 - 130k	110 - 130k	45 - 65	45 - 65
Financial Accountant	70 - 110k	80 - 110k	40 - 65	40 - 65
Management Accountant	70 - 110k	80 - 120k	50 - 65	50 - 65
Treasury Accountant	70 - 110k	85 - 110k	45 - 65	45 - 65
Newly-qualified				
Business/Financial/Commercial Analyst	90 - 130k	90 - 120k	50 - 70	50 - 70
Systems Accountant	90 - 120k	90 - 120k	45 - 65	45 - 65
Tax Accountant	70 - 120k	80 - 120k	55 - 70	55 - 70
Management Accountant	70 - 110k	75 - 110k	45 - 55	45 - 55
Financial Accountant	70 - 110k	75 - 110k	40 - 50	40 - 50
Auditor	70 - 110k	80 - 110k	55 - 65	55 - 65
Cost Accountant	65 - 100k	65 - 110k	35 - 50	35 - 50
Assistant Accountant	55 - 70k	55 - 75k	30 - 40	30 - 40
Transactional				
Credit Manager	80 - 120k	80 - 120k	40 - 65	40 - 65
Payroll Manager	90 - 150k	90 - 140k	45 - 65	45 - 65
Payroll Officer	55 - 75k	55 - 75k	28 - 35	28 - 35
Bookkeeper	55 - 80k	55 - 80k	35 - 40	35 - 40
Accounts Payable/Receivable	45 - 55k	45 - 65k	25 - 30	25 - 30
Assistant Accountant	55 - 70k	55 - 70k	30 - 35	30 - 35
Credit Controller	55 - 65k	50 - 65k	25 - 35	25 - 35
Accounts Assistant	50 - 60k	50 - 65k	28 - 35	28 - 35

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

SYDNEY

BANKING OPERATIONS

Banking operations saw renewed recruitment activity in 2014, particularly around contract and fixed term contract positions as international firms struggled to gain head-office approval for additional permanent headcount in Sydney.

At the same time, domestic firms faced departmental re-structures, system upgrades and implementations, and legislation changes such as FOFA (Future of Financial Advice) and Dodd-Frank. In addition, there were mergers and acquisitions in key business areas, and the last stages of project outsourcing and offshoring, all of which led to increased contract and fixed term contract work in operational roles such as middle office trade support, settlements, FX, bonds, OTC derivatives, and corporate actions.

We also saw continued recruitment activity around the areas of business and commercial banking, with a focus on technical lending candidates within credit assessment;

lending support and settlements; and assistant relationship managers. Strong graduates within entry-level client-facing roles in wealth management and retail banking were also much sought-after.

In 2015, as firms continue their system implementations and upgrades, we expect to see traditional operational roles being filled by candidates with experience in systems such as MUREX, OMGEO, SWIFT, CALYPSO and LOAN IQ.

In light of FOFA, areas of wealth management such as financial planning, paraplanning and client service will continue to grow. However, as salaries have remained relatively unchanged over the last two years, experienced and technical paraplanners who can write more complex statements of advice may be hard to source as they tend to already be at the higher end of the salary scale.

Salaries in 2014 remained relatively unchanged from 2013 levels, though there was a slight increase at middle management level and global firms compensated top performers with bonuses of anywhere between 10-20%. In 2015, given that there are no significant drivers for uplift, we expect salaries to remain relatively in line with 2014 levels. The exception may be areas of expected growth such as financial planning.

KEY TRENDS

- Future of Financial Advice (FOFA) will fuel demand for technical paraplanners and experienced sales-focused financial planners.
- Salary freezes may mean that hiring managers may struggle to lure experienced technical paraplanners away from current employers.
- Banking operations saw renewed recruitment activity in 2014.

“There will be continued hiring in business and commercial banking, particularly for assistant relationship managers, and lending and support candidates.”

SYDNEY

BANKING OPERATIONS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Funds & Custody				
Head of Operations	150k+	150k+	70 - 75	70 - 75
Operations Manager	100 - 145k	110 - 135k	55 - 70	50 - 65
Operations Supervisor	90 - 120k	90 - 110k	45 - 55	42 - 50
Corporate Actions	60 - 75k	65 - 75k	32 - 37	32 - 37
Trade Support	80 - 100k	80 - 100k	38 - 48	38 - 48
Payments	50 - 65k	50 - 65k	25 - 30	25 - 30
Performance Analyst	90 - 110k	90 - 110k	42 - 50	42 - 50
Client Services Officer	60 - 80k	50 - 70k	25 - 35	25 - 35
Fund/Operations Administrator	45 - 60k	50 - 60k	25 - 28	25 - 28
Retail Banking				
Team Leader	90 - 100k	90 - 100k	42 - 48	42 - 48
Supervisor	75 - 90k	70 - 85k	37 - 45	35 - 40
Personal Banker	55 - 65k	55 - 65k	27 - 30	27 - 30
Credit Assessment	55 - 70k	55 - 70k	27 - 35	27 - 35
Mortgage/Lending Settlements	50 - 55k	50 - 55k	25 - 27	25 - 27
Investment & Corporate Banking				
Team Leader	90 - 110k	90 - 110k	42 - 50	42 - 50
Assistant Relationship Manager	60 - 75k	60 - 75k	28 - 37	28 - 37
Business/Corporate Lending Officer	50 - 60k	50 - 60k	25 - 28	25 - 28
Settlements - FI/Equity/Deriv/FX	60 - 85k	60 - 85k	28 - 40	28 - 40
Client Onboarding Officer	60 - 70k	60 - 70k	28 - 35	28 - 35
Wealth Management				
Senior Financial Planner	110 - 150k	100 - 140k	50 - 70	48 - 68
Financial Planner	70 - 95k	75 - 100k	35 - 45	37 - 48
Paraplanner	50 - 65k	65 - 85k	25 - 30	30 - 40
Insurance				
Senior Insurance Claims Officer	80 - 100k	80 - 100k	38 - 48	38 - 48
Insurance Claims Officer	65 - 85k	70 - 85k	29 - 40	35 - 40
Projects				
Project Manager	140k+	140k+	60 - 70	60 - 70
Business Analyst	90k+	90k+	40 - 50	40 - 50

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

SYDNEY

HUMAN RESOURCES & SAFETY

The recruitment market was very fluid in 2014 as companies continued to restructure and global SMEs responded to growth by hiring stronger HR professionals. Demand was particularly high in the contract space where contract recruiters were needed to help support overloaded internal recruitment teams.

Increased focus on the transport industry also had an effect on the market as the roll-out of the Opal Card drove huge demand for candidates with experience in organisational development, change management and workforce planning. This led to a significant increase in contract rates for these candidates.

In 2015, we expect the contract market to remain buoyant. As the economy continues to strengthen, we should also see an increase in permanent recruitment. As a result, companies will need to offer more

competitive permanent salaries, allow staff to work remotely, and be flexible when considering candidates who are less experienced. Managers wishing to convert contract candidates into permanent hires may struggle to compete on pay and flexibility, as contract rates have risen in 2014.

From a skills perspective, we envisage hiring managers will seek candidates with project management experience, from organisational change through to integrating new HRIS systems, HR business partners with previous transformation experience, and strong capability managers with organisational development expertise (to measure ROI on learning programs) will also be in demand.

We also anticipate that return-to-work and worker compensation specialists will be in high demand. They will be difficult to source however, as regular legislative changes make them critical hires within heavy industry.

Permanent salaries were stagnant in 2014, while from a contract perspective we saw a notable increase in the daily contract rates for specialists such as trainers, instructional designers and organisational change specialists. In 2015, we expect to see upward pressure on permanent salaries because of increasing demand and rising rates for contractors. Companies are advised to focus on providing flexibility and opportunity for career development in order to stay competitive in the market. This has been a very clear message from top-tier candidates' priorities in their job search.

KEY TRENDS

- Companies will need to stay competitive in their attraction and retention strategies to secure top talent.
- Change and organisational development specialists continue to be in demand in a changing economy.
- Return-to-work and worker compensation specialists will be in high demand due to changing legislation.

“ In 2015, the contract market will remain buoyant and permanent hiring is also expected to increase. ”

SYDNEY

HUMAN RESOURCES & SAFETY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2014	2015	2014	2015
Generalist				
HR Director	240 - 350k	240 - 350k	1043 - 1521	1043 - 1521
HR Manager (Large Organisation)	153 - 200k	153 - 200k	665 - 869	665 - 869
HR Manager (Small Organisation)	131 - 153k	131 - 153k	569 - 665	569 - 665
HR Business Partner (Large Organisation)	131 - 164k	131 - 164k	569 - 713	569 - 713
HR Advisor (Large Organisation)	87 - 104k	87 - 104k	378 - 452	378 - 452
HR Advisor (Small Organisation)	76 - 82k	76 - 82k	330 - 356	330 - 356
HR Officer/Co-ordinator	71 - 82k	71 - 82k	308 - 356	308 - 356
HR Administrator	60 - 71k	60 - 71k	260 - 308	260 - 308
Specialist				
Compensation & Benefits Manager	164 - 197k	164 - 197k	713 - 856	713 - 856
Head of Remuneration & Benefits	186 - 284k	186 - 284k	808 - 1237	1000 - 1500
Compensation & Benefits Analyst	87 - 120k	87 - 120k	378 - 523	378 - 523
Organisational Development Specialist	120 - 153k	120 - 153k	521 - 665	530 - 700
HR Change Manager	164 - 197k	164 - 197k	713 - 1100	900 - 1200
Learning & Development Manager	131 - 165k	131 - 165k	569 - 717	569 - 717
Learning & Development Consultant	82 - 110k	82 - 110k	356 - 478	356 - 478
Instructional Designers	87 - 131k	87 - 131k	500 - 800	550 - 900
Recruitment/Talent Acquisition Manager	142 - 175k	142 - 175k	617 - 760	617 - 760
Recruitment/Talent Acquisition Consultant	82 - 120k	82 - 120k	357 - 521	357 - 545
IR/ER Manager	142 - 197k	142 - 197k	617 - 856	617 - 856
Workforce Planning Manager	164 - 197k	164 - 197k	713 - 856	713 - 856
Workforce Planning Analyst	87 - 131k	87 - 131k	378 - 569	378 - 569
HR Information Analyst	98 - 120k	98 - 120k	426 - 521	426 - 521
Head of HR Shared Services	240 - 290k	240 - 290k	1043 - 1260	1043 - 1260
WHS				
WHS Manager	164 - 197k	164 - 197k	713 - 856	713 - 856
WHS Advisor	76 - 98k	76 - 98k	330 - 426	330 - 426

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

SYDNEY

INFORMATION TECHNOLOGY BANKING & FINANCIAL SERVICES

A number of large banking and financial organisations chose to bring IT roles back onshore to Australia throughout 2014, and this, along with recent large core banking projects, helped create a far more positive recruitment market compared to 2013.

Improving the customer experience will be a major focus within the financial services sector in 2015, creating demand for professionals who are adept at handling large volumes of data while maintaining a customer-focused approach.

Candidates with skill sets covering data warehousing and business intelligence will be a key hiring priority, as will individuals with mobile development and UX/UI backgrounds, where we have seen a noticeable preference for strong technical skills over financial experience. We anticipate other key projects in 2015 will include core system upgrades, the use of data analysis to gain customer

insights, and information security improvements, driving demand for candidates with skills in these areas.

Strong competition for candidates in 2015 will require organisations to shorten their recruitment processes in order to hold the interest of preferred candidates. Hiring managers are also advised to look internally first in order to develop current talent and support employee retention. Attracting professionals in areas such as digital media - whether from competitors or non-finance companies - will be challenging. However, as the year progresses and the finance industry continues to evolve into more of a customer-friendly, fluid environment, the likelihood of attracting top technical talent who had previously shunned the large corporate world will increase.

Salaries remained relatively constant in all areas throughout 2014, and little movement is



expected in 2015, although candidates with niche or domain knowledge can expect to receive premium salaries. Individuals are currently placing more importance on training and career progression opportunities than salary alone.

KEY TRENDS

- Competition for top talent is increasing as market confidence grows.
- Salaries will remain constant in traditional areas, with moderate increases in customer-centric roles.
- Companies are moving away from offshoring and are beginning to bring roles back to Australia, increasing demand for IT professionals at all levels.

“Candidates with niche or domain knowledge will be more likely to receive premium salaries in 2015.”

SYDNEY

INFORMATION TECHNOLOGY BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2014	2015	2014	2015
Management				
CIO/CTO	290k+	280k+	1800+	1800+
Head of PMO/PMO Manager	150 - 240k	160 - 230k	1200 - 1880	1150 - 1750
Head of Infrastructure/Development	170 - 230k	170 - 230k	1080 - 1440	1080 - 1440
Programme/Portfolio Manager	160 - 220k	170 - 230k	1080 - 1640	1100 - 1640
Senior Project Manager	150 - 190k	150 - 190k	880 - 1240	900 - 1240
Project Manager	120 - 150k	125 - 150k	720 - 1000	750 - 950
Project Co-ordinator/PMO Analyst	80 - 110k	80 - 110k	320 - 680	320 - 640
Service Delivery Manager	120 - 160k	120 - 160k	640 - 1000	640 - 1000
Trade Floor Support Manager	110 - 145k	110 - 155k	520 - 720	600 - 800
Senior Business/Systems Analyst	110 - 145k	110 - 145k	640 - 880	640 - 850
Business/Systems Analyst	80 - 110k	80 - 110k	440 - 680	440 - 640
Architecture				
Enterprise Architect	160 - 220k	160 - 220k	1080 - 1600	1000 - 1500
Solutions/Technical Architect	130 - 175k	130 - 175k	920 - 1240	900 - 1250
ERP/CRM/BI				
ERP/CRM/BI Consultant	90 - 160k	90 - 160k	640 - 1120	600 - 1200
Testing/Development				
Quant Developer	160 - 200k	170 - 210k	800 - 1320	900 - 1300
Senior Developer	115 - 160k	115 - 160k	600 - 760	600 - 760
Developer	70 - 115k	70 - 115k	440 - 600	440 - 600
Test Manager	120 - 150k	115 - 150k	800 - 1000	750 - 950
Test Lead	100 - 120k	100 - 115k	640 - 800	600 - 750
Test Analyst	75 - 110k	70 - 110k	440 - 640	360 - 640
Infrastructure				
Network Engineer	90 - 130k	90 - 130k	700 - 800	560 - 880
Systems Engineer	110 - 140k	110 - 140k	600 - 800	600 - 800
Systems Administrator	90 - 110k	90 - 110k	440 - 600	440 - 600
Trade Applications Support	125 - 160k	115 - 155k	600 - 720	560 - 700
Trade Floor Desktop Support	80 - 105k	80 - 105k	280 - 480	280 - 500
Helpdesk/Desktop Support	45 - 70k	45 - 75k	200 - 400	200 - 400

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

SYDNEY

INFORMATION TECHNOLOGY COMMERCE & INDUSTRY

2014 was marked by increased levels of confidence and recruitment in the IT market within commerce and industry. Hiring was consistent throughout the year, compared to the peaks and troughs of 2013. We anticipate continued modest growth in 2015 as companies look to revive previously shelved IT projects.

Although market conditions improved in 2014, large organisations in Sydney were still looking to reduce costs. For instance, some iconic Australian brands continued to offshore certain functions - especially helpdesk, network and security operations. Many restructured their organisations with a view to centralising costs, which led to redundancies.

Looking ahead, in development we expect increasing demand for those specialists with CQ5/AEM, Magento and Hybris development experience, as organisations focus on

improving their online transaction presence. Full stack developers and .NET developers with UI design experience will continue to be sought-after, while developers with cloud experience - specifically AWS and Azure - will also be required as this relatively new technology grows in popularity.

Across infrastructure, the focus will be on improving efficiency so candidates who are cross-skilled in scripting and automation (DevOps) will be called for as companies invest in Puppet, BMC BladeLogic and other automation tools. We also predict a need for business analysts and project managers within PMO, particularly those with a development background across digital, web, and e-commerce platforms.

In the ERP, CRM and BI arenas, project-specific work will require candidates with expertise in TM1, OBIEE, ODI, SSAS, SSIS, SSRS and those with experience in the SAP

HR and SAP FI/CO modules. As competition for the best candidates increases, an agile approach to recruitment will be necessary. This includes responding more quickly to CV submissions and ensuring a swift and smooth interview process.

Salaries remained relatively constant in 2014 with premiums paid for niche skill sets, domain or industry-specific knowledge, and for those candidates able to communicate effectively at both a business and IT level. We predict that this will continue in 2015, while candidates with more generic skill sets may need to lower their salary expectations.

KEY TRENDS

- Some iconic Australian brands continued to offshore certain functions - especially helpdesk, network and security operations.
- Niche skill sets as well as domain or industry-specific knowledge will continue to be in demand.
- Candidates with the ability to communicate effectively at both a business and an IT level will be sought-after.
- Companies will be looking for candidates with multiple skill sets as they look to cut costs and increase efficiency.

“ We predict continued, modest growth in 2015 as companies look to revive previously shelved IT projects. ”

SYDNEY

INFORMATION TECHNOLOGY COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2014	2015	2014	2015
Management				
CIO/CTO	180k+	190k+	1040+	1080+
Programme Manager	140 - 200k	150 - 200k	1000 - 1320	950 - 1300
Infrastructure/Development/BI Manager	120 - 160k	120 - 170k	800 - 1120	800 - 1200
Change Manager	100 - 150k	100 - 155k	800 - 1120	800 - 1100
Senior Project Manager	120 - 150k	125 - 160k	880 - 1040	850 - 1120
Project Manager	85 - 130k	90 - 125k	600 - 880	600 - 850
Project Co-ordinator/Administrator	60 - 85k	60 - 90k	320 - 560	320 - 560
Senior Business Analyst	115 - 135k	120 - 140k	640 - 800	640 - 850
Business Analyst	75 - 115k	80 - 120k	480 - 640	440 - 640
ERP/CRM/BI				
Senior Consultant	130 - 160k	130 - 160k	800 - 1200	800 - 1200
Consultant	100 - 135k	95 - 130k	560 - 800	600 - 850
Architecture				
Enterprise Architect	150 - 220k	150 - 220k	1000 - 1440	1000 - 1500
Solutions/Technical/Security Architect	130 - 180k	130 - 175k	800 - 1200	840 - 1200
Development/Testing				
UX/UI Designers	100 - 150k	100 - 155k	560 - 800	560 - 800
Mobile Applications Developer	80 - 130k	85 - 135k	520 - 800	520 - 880
Senior Developer	100 - 140k	100 - 135k	600 - 800	560 - 760
Developer	70 - 100k	70 - 100k	360 - 600	400 - 560
Test Manager/QA Manager	110 - 150k	110 - 150k	760 - 960	700 - 950
Test Lead	90 - 120k	90 - 115k	600 - 760	600 - 750
Test Analyst	60 - 95k	60 - 95k	360 - 600	320 - 560
Infrastructure				
Senior Network/System Engineer	100 - 145k	110 - 155k	600 - 920	640 - 920
Network/System Engineer	65 - 100k	75 - 110k	360 - 600	400 - 640
Senior System Administrator	100 - 135k	100 - 135k	600 - 880	600 - 880
System Administrator	65 - 100k	65 - 100k	360 - 640	360 - 640
Database Administrator	75 - 135k	75 - 135k	400 - 800	400 - 800
Helpdesk/Desktop Support	45 - 75k	45 - 75k	200 - 400	200 - 400

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

SYDNEY

LEGAL

The recruitment market for legal professionals in 2014 was cautiously optimistic. Throughout the year we saw an increase in the number of vacancies, particularly for in-house roles within financial services and key practice areas in private practice, such as corporate, banking and finance. This was primarily due to the growing number of corporate transactions taking place and increased levels of regulation - local and global - requiring legal support.

Judging by the number of new law firms and offices opening in the Australian market in 2014, we expect continued growth in 2015, with firms seemingly gearing up for a big strategic push. In addition, the movement of senior professionals at partner and general counsel level is creating more opportunities as they settle into new practices and look to grow their teams.

We also predict increased demand for construction, real estate and commercial

property lawyers in 2015 as major construction projects get underway, including the North West Rail Project, Barangaroo, and the Epping to Chatswood Rail Line. In addition, lawyers with three-to-five years' PQE will be in highest demand across the board.

However, hiring managers are likely to struggle to secure lawyers within their budgeted salary bandings. After years of salary freezes, more associates are now driven by remuneration, and companies will need to make competitive offers if they want to secure top talent, possibly including sign-on and retention bonuses. Financial services, construction, and corporate M&A associates will probably be most difficult to source, while construction and corporate candidates, although not so scarce, may have already moved practice or been well-compensated for staying.

Salary freezes were completely lifted in 2014. Although this showed that the market is

improving, many associates expected larger increases than they received. Indeed, typical increments during the year were between 2% and 4% and are unlikely to increase further in 2015. This may prompt top talent to start looking for new roles to achieve their desired salary increases.

KEY TRENDS

- A higher number of corporate transactions and increased levels of regulation stimulated hiring for legal professionals in 2014.
- Hiring for in-house counsel within banks has been increasing and will continue with further regulatory reforms planned for 2015.
- As major construction projects get underway in 2015, we expect to see increased demand for construction, real estate and commercial property lawyers.
- Low-level salary increases in 2015 will prompt more movement by lawyers with 2+ years' PQE and senior associates.

“Typical salary increments in 2014 were between 2% and 4% and are unlikely to increase further in 2015.”

SYDNEY

LEGAL

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)	
	2014	2015
Private Practice		
1 yr PQE	65 - 80k	70 - 85k
2 yrs' PQE	75 - 90k	80 - 95k
3 yrs' PQE	85 - 110k	90 - 115k
4 yrs' PQE	100 - 130k	110 - 140k
5 yrs' PQE (SA Level)	120 - 150k	130 - 160k
6 yrs' PQE	140 - 160k	140 - 175k
7 yrs' PQE	150 - 180k	160 - 200k
8+ yrs' PQE	180k+	200k+
Company Secretary		
3 - 5 yrs' exp	80 - 140k	80 - 140k
6 - 8 yrs' exp	80 - 140k	140 - 200k
In-house Counsel - Financial Services		
1 yr PQE	80 - 90k	80 - 90k
2 yrs' PQE	90 - 100k	90 - 100k
3 yrs' PQE	95 - 110k	95 - 110k
4 yrs' PQE	100 - 125k	100 - 130k
5 yrs' PQE (SA Level)	120 - 140k	125 - 150k
6 yrs' PQE	140 - 160k	140 - 180k
7 yrs' PQE	155 - 175k	150 - 190k
8+ yrs' PQE	180k+	180k+
In-house Counsel - Commerce & Industry		
1 yr PQE	70 - 80k	70 - 80k
2 yrs' PQE	70 - 85k	75 - 90k
3 yrs' PQE	85 - 100k	85 - 100k
4 yrs' PQE	90 - 125k	95 - 130k
5 yrs' PQE (SA Level)	120 - 155k	120 - 160k
6 yrs' PQE	135 - 170k	140 - 180k
7 yrs' PQE	160 - 180k	170 - 190k
8+ yrs' PQE	180k+	180k+
Paralegal		
Junior	50 - 70k	50 - 70k
Senior	75 - 110k	80 - 110k

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

SYDNEY

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

Recruitment activity across the procurement, supply chain and logistics markets remained steady throughout 2014, with hiring linked to restructuring and centralisation strategies rather than company growth. Indicators suggest this trend will continue in 2015, leading to greater competition for new roles and companies demanding candidates with more specialised skill sets.

Within logistics, demand has risen for commercially-minded, customer service-orientated professionals - especially those who can implement KPIs to improve customer experience. In 2015, we expect the focus to be on hiring individuals who can drive continuous improvement and increase productivity through people management and innovative thinking.

Strategic category managers and procurement professionals who can engage with internal stakeholders and implement

a robust procurement process to ensure return on investment will be key hiring targets in 2015. However, while candidates with exposure to an integrated procurement model offer more strategic value, they are difficult to find on the active market as they are well-retained by businesses that are at the forefront of this model.

Across the supply chain function, demand has risen for S&OP experts with experience of embedding this style of inventory management process. In particular, demand will be greatest for candidates who can work across multiple supply chain functions, engage with stakeholders and provide accurate and commercial inventory management.

Hiring managers are advised to act swiftly and decisively when recruiting due to increased competition for top talent. Becoming more flexible and considering candidates who may

be less experienced but have transferable skills and high potential is also recommended, as is remembering that job-movers are increasingly motivated by work-life balance and career progression.

Salaries typically remained stable in 2014 and although we anticipate little movement in 2015, high-calibre candidates or individuals with niche skill sets, including strategic category managers, demand planners, S&OP managers and logistics operations managers, may well need to be enticed with higher-than-average salaries.

KEY TRENDS

- Strategic category managers will become highly sought-after as more companies place greater focus on the procurement function.
- Individuals with end-to-end supply chain knowledge and the ability to work across multiple functions will be in demand in 2015.
- Logistics professionals with optimisation and continuous improvement skills will be in high demand.
- Candidates are becoming increasingly motivated by work-life balance and career progression rather than financial remuneration.

“Encouraging high-calibre individuals with niche skill sets to move company may require a higher-than-average salary.”

SYDNEY

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUD (\$)	
	2014	2015	2014	2015
Procurement				
CPO	325 - 450k	300 - 450k	1500 - 2500	1500 - 2500
Procurement Director	230 - 300k	230 - 300k	1000 - 1500	1000 - 1500
Procurement Manager	180 - 220k	175 - 230k	750 - 1000	750 - 1000
Senior Category Manager	135 - 165k	145 - 180k	560 - 700	550 - 750
Junior Category Manager	100 - 125k	110 - 150k	400 - 500	425 - 600
Procurement Analyst	85 - 100k	85 - 100k	350 - 400	350 - 400
Procurement Officer	65 - 80k	65 - 85k	280 - 320	280 - 340
Supply Chain				
Supply Chain Director	230 - 350k	230 - 350k	1000 - 1500	1000 - 1500
Supply Chain/Operations Manager	150 - 200k	150 - 220k	600 - 1000	650 - 1000
Supply Chain Co-ordinator	65 - 85k	65 - 85k	250 - 320	250 - 320
Supply Chain Optimisation Manager	150 - 200k	150 - 200k	600 - 1000	650 - 1000
Purchasing Manager	90 - 120k	90 - 120k	360 - 440	360 - 440
Purchasing Officer	60 - 75k	60 - 70k	240 - 320	240 - 320
Customer Service Officer	55 - 70k	55 - 75k	200 - 250	200 - 250
S&OP Planning Manager	120 - 155k	130 - 155k	480 - 600	480 - 600
Demand Planner	85 - 115k	85 - 115k	360 - 480	360 - 480
Supply Planner	70 - 90k	75 - 95k	280 - 375	280 - 375
Inventory Controller/Officer	65 - 80k	65 - 80k	250 - 320	250 - 320
Logistics				
DC Manager	150 - 180k	150 - 180k	600 - 720	600 - 720
DC Operations Manager	125 - 150k	125 - 150k	500 - 600	500 - 600
Logistics Manager	110 - 160k	110 - 165k	440 - 640	440 - 640
Warehouse Manager	90 - 110k	80 - 110k	360 - 440	360 - 440
Shift Manager	80 - 100k	80 - 110k	320 - 360	300 - 360
Transport Manager	90 - 110k	90 - 110k	360 - 440	360 - 440
Transport Allocator	70 - 80k	70 - 80k	280 - 320	280 - 320
Import/Export Officer	55 - 75k	55 - 75k	220 - 250	220 - 250
Driver	65 - 75k	65 - 75k	250 - 350	250 - 350
Warehouse Operative	45 - 60k	45 - 60k	200 - 250	200 - 250

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

SYDNEY

RISK MANAGEMENT, COMPLIANCE & AUDIT

Improved economic sentiment and return of confidence increased recruitment activity in 2014. The disciplines of risk management, compliance and audit are high on the agenda of financial services executive committees due to increased pressure from both global and domestic regulators.

In particular, as significant regulatory fines continued to be issued on a global scale, anti-money-laundering (AML) compliance became a key focus with international banks bolstering both local and regional teams. Hiring in this area included AML regulatory compliance candidates, Know Your Customer (KYC) specialists, and IT experts able to implement the requisite monitoring and surveillance systems.

We also saw a significant increase in demand for credit analysts as domestic banks increased their volumes of mortgage and retail lending products. In addition, domestic banks have been hiring high-calibre credit specialists

to improve their institutional offerings.

In 2015, we expect most financial services firms to continue building their regulatory assurance and risk assurance functions. As these roles require hybrid audit and compliance/risk skill sets, we anticipate that organisations will be looking for candidates coming from the risk and compliance consulting arms of the 'Big 4'. However, as a result of reduced graduate hiring from 2008 to 2011, hiring managers may struggle to secure those candidates with four to seven years' experience or those operating at manager level.

As hiring managers expect increasingly strong technical skill sets as well as the ability to communicate effectively with stakeholders, specialists operating in the quantitative space, including those with credit modelling and portfolio analytics experience will be in high demand.

Salaries within risk management and audit remained generally flat in 2014, with more candidates moving into new roles at the same salary level. In 2015, however, as competition heightens for top-tier compliance candidates, we expect salaries to increase in this space - especially for AML and areas of regulatory change such as over-the-counter (OTC) reform, which saw significant salary rises in 2014. Despite this, hiring firms should still emphasise work-life balance, global mobility and equal opportunity employer status when talking with candidates.

KEY TRENDS

- Risk management, compliance and audit will remain high on the agenda of financial services executive committees.
- Financial services firms will continue building their regulatory assurance and risk assurance functions.
- Salaries will increase in compliance as competition heightens for top-tier candidates.

“Hiring managers may struggle to secure candidates with four to seven years' experience or those operating at manager level.”

SYDNEY

RISK MANAGEMENT, COMPLIANCE & AUDIT

ROLE	PERMANENT SALARY PER ANNUM AUD (\$)					
	0 - 4 YRS' EXP		4 - 8 YRS' EXP		8+ YRS' EXP	
	2014	2015	2014	2015	2014	2015
Risk Management						
Operational Risk Manager	60 - 90k	60 - 90k	90 - 150k	90 - 150k	150k+	160k+
Credit Risk Management	60 - 90k	60 - 90k	90 - 170k	90 - 170k	170k+	170k+
Market Risk	70 - 100k	70 - 100k	100 - 160k	110 - 175k	160k+	170k+
Quantitative Risk	70 - 120k	80 - 120k	120 - 200k	120 - 200k	200k+	220k+
Compliance						
Investment Banking	70 - 110k	80 - 120k	110 - 180k	120 - 190k	180k+	190k+
Retail Banking	60 - 100k	65 - 105k	100 - 160k	105 - 165k	160k+	165k+
Funds Management	70 - 110k	75 - 115k	100 - 170k	115 - 175k	170k+	175k+
Anti-Money-Laundering	60 - 100k	70 - 110k	100 - 160k	110 - 170k	160k+	170k+
Internal Audit						
Investment Banking	55 - 100k	55 - 100k	100 - 160k	100 - 160k	160k+	160k+
Retail Banking	55 - 90k	55 - 90k	90 - 150k	90 - 150k	140k+	150k+
Funds Management	55 - 90k	55 - 90k	90 - 150k	90 - 150k	140k+	150k+
Credit Analysis						
Retail Banking	50 - 70k	50 - 70k	70 - 120k	70 - 130k	120k+	130k+
Corporate Banking	60 - 80k	70 - 90k	80 - 130k	90 - 140k	130k+	140k+
Financial Institutions	60 - 80k	70 - 90k	80 - 130k	90 - 150k	130k+	150k+

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

SYDNEY

SALES, MARKETING & COMMUNICATIONS BANKING & FINANCIAL SERVICES

Recruitment levels for marketing professionals in financial services were broadly stable in 2014, with increased demand for contractors to cover shortfalls in permanent headcount. Continuing competition among the big retail banks and wealth managers, along with ongoing regulatory change, has driven the need for product experts, while a shift to more customer-focused marketing activities has grown demand for professionals with skills focused on content, mobile optimisation, data analytics and social engagement.

Customer insights/analytics specialists were also key recruitment targets in 2014 due to a strong drive from financial services to focus on customer motivations and behaviour.

Job-movers with digital marketing experience, especially campaign managers, will be highly sought-after in 2015. Banks are searching for more innovative ways to connect with their customers, be that through engagement, cross-selling or retention strategies. We also

anticipate increasing demand for internal communications and change management communications experts, as employers try to maximise retention in the midst of large restructures.

Given the demand across the industry for digital specialists, we expect there to be a shortage of these candidates in 2015. Individuals returning to Australia from overseas, the UK in particular, will help to increase the size of the domestic talent pool. They will be popular hiring choices because of their international experience and exposure to larger markets. In order to attract and retain the best professionals, hiring managers are advised to promote their organisation's non-financial benefits, from work-life balance and career progression to international exposure and company culture.

Permanent salaries remained flat in 2014, although we did witness a demand-driven increase in contractor rates. While increments

in 2015 won't typically exceed inflation, the demand for niche skill sets within the digital space may lead to more attractive remuneration packages for some job-movers.

KEY TRENDS

- Firms will seek to improve customer experience, reduce overall costs, offer mobile solutions and continue to exploit big data.
- After big programmes to reduce cost base, headcount in banks' sales and marketing teams will increase.
- Content management, mobile enhancement and data will remain at the crux of banks' digital strategies.
- The demand for niche skills within the digital space may lead to higher reward packages for these professionals.

“Candidates with digital marketing experience – especially campaign managers – will see the highest demand in 2015.”

SYDNEY

SALES, MARKETING & COMMUNICATIONS BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Sales				
Head of Sales	180 - 250k	180 - 250k		
Business Development Manager	110 - 180k	110 - 180k		
Relationship Manager	110 - 140k	110 - 150k		
Marketing				
Head of Marketing	180 - 250k	180 - 300k		
Senior Marketing Manager	130 - 150k	130 - 160k		
Marketing Manager	90 - 125k	90 - 130k	50 - 65	50 - 70
Digital Marketing Manager	95 - 135k	110 - 150k	45 - 55	45 - 60
Marketing Executive	75 - 90k	75 - 90k	38 - 48	40 - 50
Marketing Co-ordinator	65 - 85k	65 - 85k	34 - 44	35 - 45
Product Manager	120 - 140k	120 - 140k	58 - 68	62 - 73
Communications Manager	110 - 130k	110 - 130k	58 - 68	60 - 70
Campaign Manager	80 - 110k	80 - 110k	42 - 57	42 - 57
Events Manager	95 - 115k	100 - 120k	48 - 58	50 - 60

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

SYDNEY

SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

Increasing business confidence created a more predictable recruitment market in 2014, with steady hiring activity and rising demand across particular sectors. Sales professionals within the FMCG sector were highly sought-after due to growth in accounts at the big Australian retailers. Digital marketing specialists within the FMCG sector were also key hiring targets. We saw growth within the industrial sales market too, compared to 2013, although there was uncertainty among large manufacturing and heavy industrial firms. This was caused by a range of factors, including the strengthening of the Australian dollar, reduced demand from Asia and a decline in new mining and construction projects.

In 2015, we anticipate demand for digital specialists will continue to increase, as will demand for top enterprise business development managers from leading SaaS and online companies. Retail category

managers will be highly sought-after, along with individuals who have experience of consumer insights projects, due to the success of private labels within FMCG. As established brands come under further pressure in this area, we expect job-movers with expertise in analysing customer behaviour to become a hiring priority. However, candidate pools for these niche roles are limited in Australia and a scarcity of top talent is likely. More generally, enthusiastic sales candidates with one to three years' experience who can learn quickly and deliver results in competitive industries will be in demand.

In the industrial sector, we expect to see fewer senior acquisitions, although strong territory-level sales professionals will continue to be high on the recruitment agenda as demand for experienced business development and account managers increases. However, uncertainty in this sector

may make it harder for firms to attract job-movers.

A continued focus on costs meant sales and marketing salaries remained stable in 2014 and we anticipate little movement in 2015. However, we do expect a steady increase in salaries for territory-level sales professionals and a market correction after a couple of years of declining salaries in the industrial market. Companies offering clear career progression opportunities, job security and a dynamic working environment will help to secure preferred candidates.

KEY TRENDS

- Digital roles within FMCG and consumer insights with the use of data analytics will be key growth areas in 2015.
- Mid-level sales professionals who can successfully bring products to market and generate new business opportunities will be sought-after.
- Job security, career progression and the opportunity to work for reputable brands will be key motivators for job-movers.

“2015 will bring a general balancing of salaries across the industrial market, including a steady increase for territory-level sales professionals.”

SYDNEY

SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
IT&T				
Sales Director	200 - 300k	200 - 300k	100 - 160	100 - 160
Sales Manager	120 - 200k	120 - 200k	65 - 100	65 - 100
Business Development Manager	110 - 200k	110 - 180k	60 - 110	60 - 110
Account Manager	80 - 160k	80 - 160k	50 - 90	50 - 90
Channel Manager	100 - 150k	100 - 150k	60 - 85	60 - 85
Inside Sales Executive	50 - 80k	55 - 90k	35 - 50	35 - 50
Pre-Sales Consultant	110 - 180k	110 - 180k	60 - 100	60 - 100
Marketing Director	160k+	160k+	130 - 150	130 - 150
Channel Marketing Manager	120 - 150k	120 - 150k	65 - 80	65 - 80
Marketing Manager	100 - 140k	100 - 140k	60 - 75	60 - 75
Digital Marketing Manager	130 - 160k	130 - 160k	65 - 80	65 - 80
Product Manager	100 - 130k	100 - 130k	50 - 60	50 - 60
Marketing Executive	75 - 90k	75 - 90k	40 - 50	40 - 50

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

SYDNEY

SALES, MARKETING & COMMUNICATIONS COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Industrial Sales				
Sales Director	180 - 215k	180 - 200k	110 - 135	110 - 135
Sales Manager	140 - 170k	140 - 160k	80 - 110	80 - 110
National Business Development Manager	120 - 160k	120 - 150k	75 - 95	75 - 95
National Account Manager	110 - 150k	110 - 120k	68 - 88	68 - 88
Business Development Manager	105 - 140k	80 - 120k	55 - 83	55 - 83
Sales Engineer	70 - 90k	70 - 90k	40 - 45	40 - 45
Territory Sales	60 - 75k	60 - 75k	35 - 40	35 - 40
Consumer Goods				
Sales Director	250k+	250k+	150+	150+
National Sales Manager	180 - 250k	180 - 250k	100 - 150	100 - 150
National Business Manager	150 - 180k	150 - 180k	80 - 120	80 - 120
National Account Manager	100 - 150k	100 - 150k	60 - 80	60 - 80
Marketing Director	160k+	160k+	120+	120+
Marketing Manager	140 - 180k	140 - 180k	80 - 110	80 - 110
Senior Brand Manager	125 - 140k	125 - 140k	70 - 80	70 - 80
Brand Manager	95 - 120k	95 - 120k	60 - 70	60 - 70
Senior Category Manager	160 - 200k	160 - 200k	90 - 125	90 - 125
Category Manager	110 - 150k	110 - 150k	65 - 85	65 - 85
Insights Manager	110 - 170k	110 - 170k	65 - 95	65 - 95

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

SYDNEY

SECRETARIAL & BUSINESS SUPPORT

Recruitment levels were constant throughout 2014, following a very busy quarter one where we saw increased movement after new hiring budgets were signed off. There was an increase in permanent positions across small to medium-sized firms, while the temporary recruitment market remained strong as businesses looked to retain flexibility.

In 2015, we anticipate a strong need for both temporary and permanent professionals, particularly for experienced candidates with multiple skill sets, such as receptionists who can also offer high-level admin support and office managers who can also provide executive assistant support.

Administration support and team assistants within the \$50-55k salary bracket will also be a popular hiring option as they often have extensive experience and the ability to provide varied support.

Corporate receptionists, junior administrators, legal secretaries and team assistants that want to stay in their roles long-term will be in short supply. Candidates at this level are looking to advance their careers and see these roles as stepping stones to the roles of senior administrators or executive assistants. To attract the best candidates and retain staff at this level, hiring managers are advised to offer competitive salaries and career progression opportunities.

With exceptional candidates in high demand across all areas, hiring managers will need to move quickly and run smooth recruitment processes to retain the interest of job-movers. Additionally, with the sector becoming more candidate-led, firms are advised to offer competitive salaries and highlight career progression opportunities.

Salaries typically remained constant in 2014,



although junior to mid-level contractors attracted rate increases. We expect to see salaries rise slightly in 2015 for junior to mid-level professionals, while there is likely to be little movement at a senior level as companies focus on promoting in-house talent.

KEY TRENDS

- There will be strong competition for corporate receptionists and candidates at the junior to mid-level.
- Recruitment levels will be highest at Australian institutions and prosperous SMEs.
- As the market becomes more candidate-driven, firms are advised to offer competitive salaries and highlight career progression opportunities.

“Most in demand will be administration support and team assistants within the \$50-55k salary bracket.”

SYDNEY

SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER HOUR AUD (\$)	
	2014	2015	2014	2015
Secretarial				
Executive Assistant	70 - 100k	70 - 100k	32 - 45	32 - 45
Office/Administration Manager	65 - 90k	65 - 90k	32 - 38	32 - 38
Personal Assistant	60 - 80k	60 - 80k	30 - 35	30 - 35
Trade Floor Secretary	65 - 75k	70 - 80k	32 - 38	35 - 40
Legal Secretary	65 - 80k	65 - 80k	30 - 35	30 - 35
Desktop Publisher	70 - 80k	70 - 80k	35 - 45	35 - 45
Bid Co-ordinator	70 - 85k	70 - 85k	33 - 38	33 - 38
Team Assistant	55 - 65k	55 - 65k	27 - 32	27 - 32
Site Secretary	60 - 65k	60 - 65k	30 - 32	30 - 32
Project Co-ordinator	60 - 75k	60 - 75k	27 - 35	27 - 35
Sales Co-ordinator	60 - 65k	60 - 65k	28 - 30	28 - 30
Administration Assistant	50 - 60k	55 - 60k	24 - 28	24 - 28
Office Junior	35 - 45k	40 - 45k	23 - 25	23 - 25
Receptionist	45 - 60k	45 - 60k	23 - 28	23 - 28
Document Controller	65 - 75k	65 - 75k	32 - 38	32 - 38
Data Entry Operator	35 - 45k	40 - 45k	23 - 25	23 - 25
Mailroom Assistant	40 - 45k	40 - 45k	21 - 23	23 - 24
Facilities Manager	75 - 100k	75 - 100k	38 - 50	38 - 50
Facilities Co-ordinator	55 - 65k	55 - 65k	26 - 32	26 - 32
Customer Service				
Customer Service Manager	70 - 90k	75 - 100k	35 - 45	35 - 45
Customer Service Team Leader	55 - 70k	55 - 80k	27 - 30	27 - 30
Customer Service Representative	45 - 50k	45 - 60k	22 - 23	24 - 25

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