

A low-angle, upward-looking photograph of several tall skyscrapers in a city. The buildings are covered in glass and steel, reflecting the sky. A large, semi-transparent white '2020' is overlaid on the left side of the image. The sky is a clear blue with some light clouds.

New Zealand Salary Benchmark

2020

About

The Michael Page Salary Benchmark is our annual salary report developed to provide hiring managers and candidates with salary references across various industries by job functions, including Finance, Technology, Human Resources, Sales and more.

The report also includes an overview of market trends, hiring demands and job seekers' sentiments within each industry. This year's Michael Page Salary Benchmark is available in 13 markets across the Asia Pacific: Australia, Hong Kong, India, Indonesia, Japan, Mainland China, Malaysia, New Zealand, Philippines, Singapore, Taiwan, Thailand and Vietnam.

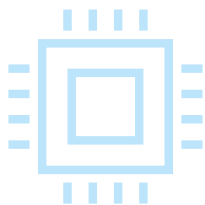
Report methodology

The Michael Page Salary Benchmark is derived from 2,500 data points in our proprietary data and network in New Zealand, which includes job advertisements and placements made between July 2018 and June 2019, incorporating salary projections for 2020. Job Applicant Confidence Index, insights from our business leaders, our recruiters' interactions with companies and industry professionals, as well as other supplemental information from our various studies were also taken into consideration.

This year, the salary figures are represented by the minimum, maximum and median where median is a representation of the middle-most value in a set of data, arranged in ascending order. This means that, half the people who work in a specific field earns less than the median salary from the minimum, while the other half earns more towards the maximum.

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Strong fundamentals fuel New Zealand's cautious optimism

Don't underestimate your team's steepening need for learning and development, as well as their desire to lead at all levels.

Robert Lyster
Regional Director
Michael Page New Zealand

As we look forward to a new decade, it is a perfect time for us to set some goals and resolutions for our hiring team in New Zealand. Surveys confirm that at the talent end of the market, there are significant shortages still. And while one possible silver lining of a slowdown in global growth could be a gradual upturn in returning talent, we expect that in high demand sectors that PageGroup operates in, ours will continue to be a candidate-driven market.

Clearly, the best advice is that, where possible, retaining your key talent should be your top priority. Competitive salaries are clearly an imperative. However, don't underestimate your team's steepening need for learning and development, as well as their desire to lead at all levels. My conversations consistently affirm that given fair and purposeful leadership, this is a market where happy employees may well stay put — and that the efforts you put into a flexible and team-driven culture, will reap rewards on this front.

As to your key investments for next year, profiles in areas such as technology, digital and data analytics will continue to have several offers on the table. Before going in to bat for the right person, don't overlook your hiring processes — nothing is more frustrating than missing out on a top candidate because you take too long to confirm.

On the economic front for New Zealand, it is of course impossible to overlook volatile macroeconomic factors in the international arena, particularly given how these adversely impact business and trade confidence. Yet in terms of fundamentals, there remains much to be positive about. We saw the 12-year lows in unemployment during 2019, with a 10-year average of 2.5% GDP growth. In its recent Global Competitiveness Report, the World Economic Forum rates New Zealand (19th overall) in first place globally for a number of key indices, including Social Capital, Corporate Governance, Budget Transparency, Macroeconomic Stability, inflation percentage (just 1.8%), Debt Dynamics and the Credit Gap.

Particularly impressive? The fact that New Zealand is the fastest place in the world to start a new business. Here's hoping your business fortunes move as rapidly upwards this year too.

THE MICHAEL PAGE JOB APPLICANT CONFIDENCE INDEX

A measure of how optimistic job applicants in New Zealand are about the job market.

40% ARE INCLINED TO
WORK OVERSEAS IN 2020

71% BELIEVE THEY
WILL TAKE LESS THAN
THREE MONTHS
TO FIND A NEW JOB *vs 74% in 2019*

69% FORESEE THEMSELVES
HAVING BETTER CAREER
PROGRESSION IN 2020 *vs 57% in 2019*

71% ARE POSITIVE ABOUT
THE JOB MARKET *vs 78% in 2019*



What is the New Zealand workforce thinking?

42%

of the New Zealand workforce feel they have **maximum autonomy** for their work

56%

rate their **contributions** as highly impactful



20%

of professionals reportedly work in a

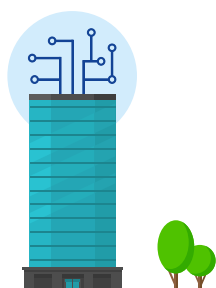
TOXIC WORKPLACE



- ⚠ Troublemaking
- ⚠ Isolated teamwork
- ⚠ Conflicting
- ⚠ Fault finding
- ⚠ Irresponsibility

29%

of New Zealand professionals feel their **COMPANY IS BEHIND IN DIGITAL TRANSFORMATION**



34%

feel they have **no freedom to have a break** during work hours and

45%

claim they have **no flexibility** to work outside their office

EXPECTATIONS OF A LEADERSHIP TEAM

VERY IMPORTANT



51%

Having a **CLEAR DIRECTION AND VISION**

PROFESSIONAL DEVELOPMENT



40%

of the New Zealand workforce says their **company neglected their professional coaching and development**



43%

respondents feel their **potential was not maximised**

31%

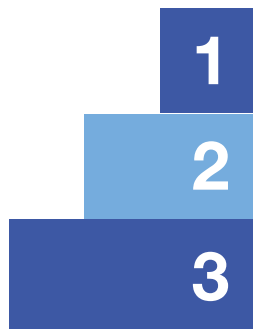
feel they were

UNFAIRLY APPRAISED

16%

of respondents **do not know**
what is the purpose and
mission of their company

MOST IMPORTANT SOFT SKILLS



Mentorship



Building
relationships



Change
management

RETENTION

Respondents say they
would have stayed in their
last company if

GEN X



Training and development plans
were scheduled



A monetary raise was offered



A promotion in job title was offered

MILLENNIALS



Training and development plans
were scheduled



Employee engagement was
strengthened



A promotion in job title was offered



93%

of respondents say it is **important**
for companies to undertake
corporate social responsibilities

SAYING GOODBYE



92%

do not consider
unsatisfactory
monetary benefits
as a top decision to
leave their job

Here are the top factors:

- 1 Skills and abilities not put to good use
- 2 Better opportunities somewhere else
- 3 Unhealthy work culture



5 TOP CONSIDERATIONS WHEN ACCEPTING A NEW JOB

- 1 Work culture and team dynamics
- 2 New challenges and industry exposure
- 3 Maximisation of skills and abilities
- 4 Mentorship and leadership capabilities
- 5 Training and development opportunities



81%

claimed they **WOULD**
GIVE THE MANAGEMENT
HEADS UP before their
official resignation

97%

would give **HONEST**
REASONS for leaving



Engineering & Manufacturing

Top 3 hiring trends

1. Strong engineers are in short supply. Companies must emphasise their benefits to attract the best talent.
2. Reliance on automation to reduce cost is driving up demand for engineers with related expertise.
3. Demand for production / operations managers with an engineering background is high.

Top industries



Industrial &
Manufacturing



Fast Moving
Consumer Goods
(FMCG)



Packaging



Building
Materials

Trending skills

Champions of
lean principles
to improve
efficiencies

Electrical
expertise due
to emphasis on
automation

People skills
to fit into
organisational
culture

Roles in demand

Production Manager

Plant Manager

Quality Engineering Manager

Operations Manager

Manufacturing Manager

5-10%

average salary increase
when switching jobs
within similar industries

Engineering & Manufacturing

Salary Tables

| Role | Base salary range for 12 months (NZD'000) | | |
|---|---|--------|-----|
| | Min | Median | Max |
| Engineering Coordinator | 80 | 85 | 90 |
| Engineering Supervisor | 80 | 90 | 100 |
| Engineering Manager | 110 | 120 | 130 |
| Inventory and Continuous Improvement (CI) Manager | 90 | 100 | 120 |
| Maintenance Engineer | 75 | 85 | 95 |
| Maintenance Manager | 95 | 110 | 120 |
| Plant Engineer | 75 | 88 | 95 |
| Production Supervisor | 70 | 80 | 90 |
| Production Manager | 110 | 120 | 130 |
| Project Manager | 100 | 120 | 140 |
| Quality Compliance Engineer | 70 | 80 | 90 |
| Quality Manager | 85 | 100 | 120 |
| Reliability Manager | 100 | 115 | 130 |
| Automation Manager | 100 | 110 | 120 |
| Field Service Technician | 65 | 75 | 90 |
| Fitter | 70 | 80 | 90 |
| Health and Safety Advisor | 80 | 85 | 90 |
| Maintenance Diesel Mechanic | 75 | 80 | 88 |
| Manufacturing Manager | 120 | 130 | 150 |
| Operations Manager | 125 | 135 | 160 |
| Plant Manager | 140 | 160 | 180 |
| Production Operator | 37 | 39 | 55 |
| Production Team Leader | 55 | 65 | 75 |
| Senior Process Engineer | 88 | 100 | 110 |
| Senior Project Manager | 110 | 130 | 150 |
| Quality Coordinator | 60 | 70 | 75 |
| Service Technician | 80 | 85 | 90 |
| Service Manager | 110 | 120 | 130 |
| Site Engineer | 75 | 90 | 100 |
| Water Treatment Specialist | 65 | 67 | 70 |
| Building Information Modelling (BIM) Manager | 90 | 95 | 100 |
| Civil Engineer | 80 | 90 | 100 |
| Project Services Manager | 100 | 125 | 150 |
| Structural Engineer | 70 | 85 | 110 |
| Senior Structural Engineer | 120 | 135 | 150 |

Finance & Accounting

Top 3 hiring trends

1. As automation continues to be implemented, transactional functions will stop being outsourced.
2. With automation comes a greater emphasis on commercial acumen and stronger stakeholder management.
3. Hard and soft skills are both important when it comes to candidates with large ERP system experience.

Top industries



Industrial & Manufacturing



Fast Moving Consumer Goods (FMCG)



Property & Construction



Technology & Telecommunications

Trending skills



Roles in demand

Financial Accountant
Commercial Finance Manager
Accounts Payable Manager
Finance Manager
Assistant Accountant

10-20%

average salary increase
when switching jobs
within similar industries

Accounts Payable

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|---------------------------------|---|--------|-----|
| | Min | Median | Max |
| Accounts Payable Officer | 45 | 55 | 71 |
| Senior Accounts Payable Officer | 71 | 73 | 86 |
| Accounts Payable Manager | 81 | 83 | 96 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|---------------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Accounts Payable Officer | 21 | 26 | 33 |
| Senior Accounts Payable Officer | 33 | 34 | 40 |
| Accounts Payable Manager | 35 | 39 | 45 |

Accounts Receivable & Credit

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|-----------------------------|---|--------|-----|
| | Min | Median | Max |
| Accounts Receivable Officer | 45 | 52 | 81 |
| Accounts Receivable Manager | 85 | 105 | 130 |
| Credit Controller | 71 | 75 | 81 |
| Credit Manager | 80 | 105 | 130 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|------------------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Senior Accounts Receivable Officer | 45 | 52 | 81 |
| Accounts Receivable Manager | 85 | 105 | 130 |
| Credit Controller | 33 | 35 | 38 |
| Credit Manager | 85 | 100 | 135 |

Payroll

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|------------------------|---|--------|-----|
| | Min | Median | Max |
| Payroll Officer | 65 | 80 | 95 |
| Senior Payroll Officer | 75 | 90 | 110 |
| Payroll Manager | 85 | 110 | 140 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Payroll Officer | 25 | 30 | 35 |
| Senior Payroll Officer | 45 | 90 | 100 |
| Payroll Manager | 95 | 120 | 135 |

Bookkeeping

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|--------------------|---|--------|-----|
| | Min | Median | Max |
| Bookkeeper | 60 | 75 | 100 |
| Company Accountant | 75 | 85 | 100 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|--------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Bookkeeper | 65 | 80 | 100 |
| Company Accountant | 80 | 90 | 105 |

Business Intelligence (BI) & Analytics

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|--------------------------|---|--------|-----|
| | Min | Median | Max |
| Junior Analyst | 70 | 75 | 85 |
| BI Analyst | 110 | 120 | 135 |
| Senior BI Analyst | 130 | 140 | 150 |
| Pricing Analyst | 70 | 85 | 100 |
| Senior Pricing Analyst | 90 | 110 | 125 |
| Sales Analyst | 80 | 100 | 120 |
| BI and Analytics Manager | 135 | 145 | 160 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|--------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Junior Analyst | 75 | 80 | 90 |
| BI Analyst | 115 | 125 | 140 |
| Senior BI Analyst | 135 | 145 | 155 |
| Pricing Analyst | 75 | 90 | 105 |
| Senior Pricing Analyst | 95 | 115 | 130 |
| Sales Analyst | 85 | 105 | 125 |
| BI and Analytics Manager | 140 | 150 | 165 |

Audit & Assurance

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|------------------------------|---|--------|-----|
| | Min | Median | Max |
| Auditor | 55 | 60 | 65 |
| Senior Auditor | 65 | 70 | 85 |
| Audit Manager | 85 | 95 | 120 |
| Senior Audit Manager | 120 | 130 | 140 |
| Audit and Assurance Director | 150 | 165 | 180 |

Financial Accounting

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-----------------------------|-----|--------|-----|
| Graduate Accountant | 60 | 64 | 66 |
| Assistant Accountant | 53 | 64 | 75 |
| Financial Accountant | 80 | 85 | 95 |
| Senior Financial Accountant | 95 | 110 | 120 |
| Fixed Asset Accountant | 80 | 90 | 95 |
| Systems Accountant | 95 | 110 | 130 |
| Group Accountant | 120 | 130 | 140 |
| Finance Manager | 130 | 145 | 155 |
| Head of Finance | 160 | 175 | 190 |

Temporary Roles

Hourly salary rate (NZD)

| Role | Min | Median | Max |
|------------------------------|-----|--------|-----|
| Graduate Accountant | 28 | 30 | 35 |
| Assistant Accountant | 25 | 30 | 35 |
| Financial Accountant | 38 | 43 | 48 |
| Senior Financial Accountant | 49 | 59 | 66 |
| Fixed Asset Accountant | 38 | 43 | 48 |
| Group Accountant | 50 | 56 | 62 |
| Systems Accountant | 45 | 54 | 63 |
| Financial Accounting Manager | 57 | 64 | 71 |
| Head of Finance | 74 | 80 | 85 |

Cost Accounting

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|------------------------|-----|--------|-----|
| Cost / Site Accountant | 85 | 95 | 105 |
| Senior Cost Accountant | 100 | 115 | 140 |
| Finance Manager | 120 | 140 | 160 |
| Commercial Manager | 150 | 155 | 170 |
| Plant Controller | 130 | 150 | 170 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|-----------------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Cost Accountant / Site Accountant | 43 | 47 | 50 |
| Senior Cost Accountant | 52 | 55 | 64 |
| Finance Manager | 64 | 71 | 78 |
| Commercial Manager | 73 | 77 | 82 |

Management Accounting

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|------------------------------|---|--------|-----|
| | Min | Median | Max |
| Management Accountant | 80 | 90 | 100 |
| Senior Management Accountant | 100 | 110 | 120 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|------------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Management Accountant | 40 | 45 | 47 |
| Senior Management Accountant | 49 | 54 | 59 |

Project Accounting

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|---------------------------|---|--------|-----|
| | Min | Median | Max |
| Project Accountant | 85 | 90 | 110 |
| Senior Project Accountant | 110 | 125 | 140 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|---------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Project Accountant | 40 | 46 | 52 |
| Senior Project Accountant | 52 | 56 | 65 |

Fund & Custodial Services

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|------------------------|-----|--------|-----|
| Fund Accountant | 95 | 105 | 115 |
| Senior Fund Accountant | 110 | 120 | 140 |

Temporary Roles

Hourly salary rate (NZD)

| Role | Min | Median | Max |
|------------------------|-----|--------|-----|
| Fund Accountant | 46 | 50 | 58 |
| Senior Fund Accountant | 56 | 65 | 70 |

Financial Planning & Analysis (FP&A)

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|---------------------|-----|--------|-----|
| FP&A Analyst | 85 | 110 | 120 |
| Senior FP&A Analyst | 115 | 120 | 150 |
| FP&A Manager | 140 | 160 | 170 |
| Head of FP&A | 180 | 220 | 240 |
| Reporting Manager | 130 | 145 | 155 |

Temporary Roles

Hourly salary rate (NZD)

| Role | Min | Median | Max |
|---------------------|-----|--------|-----|
| FP&A Analyst | 42 | 52 | 56 |
| Senior FP&A Analyst | 56 | 63 | 70 |
| FP&A Manager | 66 | 72 | 80 |
| Head of FP&A | 83 | 100 | 115 |
| Reporting Manager | 60 | 65 | 75 |

Strategy, Corporate Finance, M&A

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|--------------------------|---|--------|-----|
| | Min | Median | Max |
| Strategy Analyst | 95 | 105 | 125 |
| Strategy Manager | 125 | 150 | 180 |
| General Manager Strategy | 200 | 230 | 350 |

Internal Audit & Controls

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|-------------------------|---|--------|-----|
| | Min | Median | Max |
| Internal Auditor | 80 | 90 | 100 |
| Senior Internal Auditor | 100 | 110 | 120 |
| Internal Audit Manager | 120 | 135 | 150 |
| Head of Internal Audit | 160 | 180 | 220 |

Project Management & Transformation

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|--------------------------------|---|--------|-----|
| | Min | Median | Max |
| Finance Project Manager | 120 | 150 | 180 |
| Transformation Finance Manager | 120 | 160 | 200 |
| Head of Transformation | 180 | 200 | 250 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|--------------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Finance Project Manager | 60 | 72 | 90 |
| Transformation Finance Manager | 60 | 80 | 100 |
| Head of Transformation | 100 | 120 | 150 |

C-Suite & Senior Management

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|----------------------------|---|--------|-----|
| | Min | Median | Max |
| Financial Controller | 120 | 155 | 190 |
| Group Financial Controller | 110 | 160 | 220 |
| Head of Commercial | 150 | 180 | 220 |
| Head of Finance | 150 | 180 | 225 |
| Chief Financial Officer | 180 | 250 | 350 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|--|--------------------------|--------|-----|
| | Min | Median | Max |
| Head of Financial Accounting / Controlling | 65 | 85 | 110 |
| Group Financial Controller | 70 | 100 | 120 |
| Head of Commercial | 80 | 100 | 120 |
| Chief Financial Officer | 100 | 130 | 250 |

Tax

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|-------------------------|---|--------|-----|
| | Min | Median | Max |
| Graduate Tax Accountant | 55 | 60 | 70 |
| Tax Accountant | 70 | 85 | 90 |
| Senior Tax Accountant | 90 | 100 | 115 |
| Tax Manager | 145 | 160 | 175 |
| Tax Director | 180 | 195 | 215 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|-------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Graduate Tax Accountant | 28 | 30 | 33 |
| Tax Accountant | 38 | 41 | 45 |
| Senior Tax Accountant | 42 | 47 | 52 |
| Tax Manager | 70 | 77 | 83 |
| Tax Director | 84 | 93 | 100 |

Treasury

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|---------------------|---|--------|-----|
| | Min | Median | Max |
| Treasury Accountant | 70 | 100 | 120 |
| Treasury Manager | 120 | 145 | 160 |
| Treasurer | 145 | 180 | 220 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|---------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Treasury Accountant | 35 | 40 | 50 |
| Treasury Manager | 45 | 70 | 90 |

Financial Services

Top 3 hiring trends

1. Given the spotlight on conduct, risk- and compliance-related skills are massively in demand.
2. Skill diversification through secondments and long-term contract roles are needed to deliver transformation projects.
3. Relationship management, local knowledge and networks remain important skills and attributes despite fintech disruption.

Top industries



Risk &
Compliance



Private Equity

Trending skills



Roles in demand

Credit Management
Compliance
Operational Risk

7-12%

average salary increase
when switching jobs
within similar industries

Relationship Manager

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|--------------------------------|-----|--------|-----|
| Assistant Relationship Manager | 55 | 70 | 80 |
| Relationship Manager | 80 | 110 | 140 |
| Senior Relationship Manager | 120 | 135 | 160 |
| Relationship Director | 180 | 200 | 220 |

Corporate Strategy & Development

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|---------------------|-----|--------|-----|
| Analyst / Associate | 60 | 80 | 100 |
| Investment Manager | 100 | 130 | 150 |
| Investment Director | 140 | 180 | 225 |
| Strategy Manager | 100 | 140 | 200 |

In-house Corporate Strategy - Mergers & Acquisitions

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|---------------------|-----|--------|-----|
| Analyst / Associate | 75 | 80 | 100 |
| Investment Manager | 110 | 130 | 150 |
| Investment Director | 150 | 205 | 250 |
| Strategy Manager | 120 | 160 | 200 |
| Investor Relations | 90 | 120 | 160 |

Credit Research

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|--|-----|--------|-----|
| Credit Research Analyst (1 - 3 years) | 75 | 80 | 90 |
| Credit Research Analyst (3 - 5 years) | 85 | 90 | 110 |
| Credit Research Analyst (5 - 10 years) | 110 | 115 | 135 |
| Head of Credit (10+ years) | 130 | 150 | 180 |

Mergers & Acquisitions - Investment Bank

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst | 75 | 80 | 110 |
| Associate | 100 | 130 | 180 |
| Vice President / Associate Director | 150 | 180 | 220 |

Portfolio Management

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|----------------------------------|-----|--------|-----|
| Portfolio Manager (1 - 3 years) | 90 | 100 | 120 |
| Portfolio Manager (3 - 5 years) | 115 | 125 | 140 |
| Portfolio Manager (5 - 10 years) | 135 | 160 | 180 |

Private Equity - Small / Mid-Cap Fund

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|---------------------|-----|--------|-----|
| Analyst | 70 | 80 | 110 |
| Investment Manager | 110 | 140 | 180 |
| Investment Director | 150 | 180 | 240 |

Private Equity - Large-Cap

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|---------------------|-----|--------|-----|
| Analyst | 75 | 85 | 110 |
| Investment Manager | 140 | 180 | 220 |
| Investment Director | 175 | 220 | 280 |

Credit Analytics

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|----------------|-----|--------|-----|
| Analyst | 70 | 85 | 110 |
| Credit Manager | 110 | 120 | 150 |
| Head of Credit | 135 | 160 | 180 |

Operational Risk Management

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|---------|-----|--------|-----|
| Analyst | 60 | 70 | 85 |
| Officer | 90 | 106 | 120 |
| Manager | 105 | 135 | 150 |

Anti Money Laundering (AML / CTF)

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|--------------------|-----|--------|-----|
| Analyst | 60 | 75 | 90 |
| Officer | 70 | 90 | 120 |
| Compliance Manager | 110 | 130 | 180 |

Compliance Generalist

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|---------|-----|--------|-----|
| Analyst | 60 | 70 | 90 |
| Officer | 70 | 95 | 110 |
| Manager | 110 | 150 | 200 |

Financial Crime

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|---------|-----|--------|-----|
| Analyst | 70 | 80 | 110 |
| Officer | 90 | 110 | 135 |
| Manager | 110 | 150 | 220 |

Performance Analytics

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-------------------------------|-----|--------|-----|
| Principal Performance Analyst | 70 | 75 | 90 |
| Principal Performance Officer | 85 | 100 | 110 |
| Principal Performance Manager | 110 | 135 | 170 |

Human Resources

Top 3 hiring trends

1. With HR data becoming an integral part in business decisions, HR Analysts are increasingly in demand
2. Standalone HR advisors, be it newly created or backfills, are the most popular roles right now.
3. Hiring demand is high for part-time HR work, especially at the senior level.

Top industries



Industrial &
Manufacturing



Fast Moving
Consumer Goods
(FMCG)



Leisure, Travel &
Tourism



Business
Services

Trending skills



Industry
relations



Proficiency
in multiple
languages



Workforce
planning

Roles in demand

Human Resources Coordinator
Human Resources Administrator
Human Resources Advisor
Talent Acquisition Specialist
Human Resources Analyst

7-12%

average salary increase
when switching jobs
within similar industries

Employee Relations

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-----------------------------------|-----|--------|-----|
| Employee Relations Advisor | 70 | 80 | 100 |
| Employee Relations Specialist | 90 | 100 | 120 |
| Senior Employee Relations Advisor | 120 | 140 | 150 |

Temporary Roles

Hourly salary rate (NZD)

| Role | Min | Median | Max |
|-----------------------------------|-----|--------|-----|
| Employee Relations Advisor | 25 | 30 | 45 |
| Senior Employee Relations Advisor | 30 | 50 | 60 |
| Employee Relations Consultant | 50 | 90 | 120 |

Human Resources (HR) Generalists

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|----------------------------|-----|--------|-----|
| HR Administrator | 45 | 50 | 55 |
| HR Coordinator | 50 | 55 | 65 |
| Senior HR Coordinator | 60 | 70 | 75 |
| HR Officer | 65 | 70 | 80 |
| HR Advisor | 75 | 80 | 95 |
| HR Generalist | 75 | 80 | 95 |
| Senior HR Generalist | 85 | 90 | 110 |
| HR Manager | 110 | 120 | 150 |
| Senior HR Manager | 120 | 150 | 180 |
| HR General Manager | 150 | 200 | 250 |
| Head of HR | 150 | 200 | 250 |
| HR Business Partner | 100 | 110 | 130 |
| Senior HR Business Partner | 120 | 130 | 140 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|----------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| HR Administrator | 22 | 25 | 27 |
| HR Coordinator | 25 | 27 | 32 |
| HR Officer | 32 | 35 | 40 |
| HR Advisor | 37 | 40 | 47 |
| HR Generalist | 37 | 40 | 47 |
| HR Manager | 55 | 60 | 75 |
| HR Business Partner | 50 | 65 | 70 |
| Senior HR Business Partner | 60 | 70 | 75 |

Workplace Health & Safety (WHS)

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|--------------------|---|--------|-----|
| | Min | Median | Max |
| WHS Advisor | 70 | 85 | 90 |
| Senior WHS Advisor | 70 | 90 | 100 |
| WHS Manager | 90 | 100 | 130 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|-------------|--------------------------|--------|-----|
| | Min | Median | Max |
| WHS Officer | 40 | 45 | 50 |

Human Resources Information System (HRIS)

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|-----------------|---|--------|-----|
| | Min | Median | Max |
| HRIS Analyst | 80 | 85 | 110 |
| HRIS Consultant | 85 | 93 | 120 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|------------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| HR Implementation Specialist | 40 | 60 | 75 |
| HRIS Consultant | 50 | 75 | 100 |
| Senior HRIS Consultant | 60 | 90 | 120 |

Learning & Development

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|---|---|--------|-----|
| | Min | Median | Max |
| Learning and Development Coordinator | 60 | 70 | 80 |
| Training Facilitator | 70 | 85 | 95 |
| Learning and Development Advisor / Consultant | 80 | 100 | 120 |
| Learning and Development Manager | 120 | 130 | 140 |
| Head of Learning and Development | 120 | 130 | 150 |
| Senior Training Facilitator | 100 | 110 | 120 |
| Training Specialist | 80 | 85 | 110 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|-------------------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Learning and Development Specialist | 40 | 60 | 65 |
| Learning and Development Advisor | 40 | 50 | 60 |

Organisational Development

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|------------------------------------|-----|--------|-----|
| Organisational Development Manager | 120 | 150 | 180 |
| Diversity and Inclusion Manager | 120 | 130 | 160 |

Temporary Roles

Hourly salary rate (NZD)

| Role | Min | Median | Max |
|---------------------------------------|-----|--------|-----|
| Organisational Development Consultant | 60 | 75 | 85 |
| Change Manager | 65 | 100 | 120 |

Recruitment

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-------------------------------|-----|--------|-----|
| Junior Recruiter | 50 | 55 | 65 |
| Recruitment Officer | 65 | 72 | 75 |
| Recruiting Specialist | 80 | 82 | 85 |
| Talent Acquisition Specialist | 85 | 87 | 90 |
| Talent Acquisition Consultant | 90 | 95 | 100 |
| Talent Acquisition Partner | 100 | 105 | 125 |

Temporary Roles

Hourly salary rate (NZD)

| Role | Min | Median | Max |
|----------------------------------|-----|--------|-----|
| Assistant Recruitment Consultant | 25 | 30 | 40 |
| Recruitment Consultant | 30 | 35 | 45 |
| Senior Recruitment Advisor | 40 | 45 | 55 |
| Recruitment Business Partner | 40 | 45 | 55 |
| Talent Acquisition Specialist | 45 | 50 | 60 |
| Talent Acquisition Manager | 50 | 60 | 70 |

Marketing & Digital

Top 3 hiring trends

1. Artificial Intelligence (AI), chatbots and automation are rapidly changing the digital marketing landscape.
2. Businesses are increasingly embracing digital marketing as part of their marketing strategies.
3. Video continues to be a critical marketing tool when reaching out across social media and engaging users.

Top industries



Property &
Construction



Fast Moving
Consumer Goods
(FMCG)



Technology &
Telecommunications



Business Services

Trending skills



Digital
marketing



Campaign
strategy and
management



Market
research

Roles in demand

Digital Marketing Manager
Marketing Communications
Manager
Brand Manager
Social Media Manager
Marketing Specialist

10-15%

average salary increase
when switching jobs
within similar industries

Account Management

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|------------------------|-----|--------|-----|
| Account Manager | 65 | 80 | 90 |
| Senior Account Manager | 70 | 100 | 120 |

Brand Management

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|----------------------|-----|--------|-----|
| Brand Manager | 70 | 95 | 110 |
| Senior Brand Manager | 110 | 120 | 150 |

Campaign Management

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|---------------------|-----|--------|-----|
| Campaign Specialist | 60 | 70 | 80 |
| Campaign Manager | 90 | 110 | 130 |

Communications

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|---------------------------------|-----|--------|-----|
| Marketing Assistant | 55 | 60 | 65 |
| Marketing Executive | 65 | 75 | 85 |
| Public Relations (PR) Executive | 65 | 75 | 90 |
| Communications Specialist | 80 | 90 | 110 |
| Communications Manager | 100 | 120 | 140 |
| Marketing Manager | 110 | 125 | 150 |
| Head of Communications | 130 | 160 | 190 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|---------------------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Marketing Assistant | 27 | 30 | 32 |
| Marketing Executive | 32 | 37 | 42 |
| Public Relations (PR) Executive | 30 | 37 | 50 |
| Communications Specialist | 40 | 45 | 55 |
| Marketing Manager | 65 | 70 | 80 |
| Communications Manager | 55 | 75 | 90 |

Customer Relationship Management (CRM), Loyalty, Retention & Acquisition Marketing

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|----------------------------|---|--------|-----|
| | Min | Median | Max |
| CRM Executive | 55 | 70 | 85 |
| Digital Onboarding Manager | 85 | 100 | 115 |
| CRM Manager | 100 | 115 | 130 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|-------------|--------------------------|--------|-----|
| | Min | Median | Max |
| CRM Manager | 50 | 65 | 70 |

Digital Marketing

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|-----------------------------|---|--------|-----|
| | Min | Median | Max |
| Marketing Specialist | 75 | 85 | 90 |
| Senior Marketing Strategist | 90 | 107 | 125 |
| Digital Campaign Manager | 90 | 110 | 130 |
| E-commerce Specialist | 90 | 100 | 115 |

Graphic Design

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-------------------------|-----|--------|-----|
| Senior Digital Designer | 85 | 90 | 100 |

Insights Analytics & Research

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|--|-----|--------|-----|
| Digital Business Analyst | 95 | 105 | 120 |
| Category Insights and Activation Manager | 100 | 120 | 140 |

Product Management

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|------------------------|-----|--------|-----|
| Senior Product Manager | 105 | 125 | 140 |

Social Media

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|--------------------------|-----|--------|-----|
| Social Media Coordinator | 55 | 60 | 65 |
| Social Media Officer | 60 | 68 | 85 |
| Social Media Manager | 85 | 105 | 120 |

Temporary Roles

Hourly salary rate (NZD)

| Role | Min | Median | Max |
|--------------------------|-----|--------|-----|
| Social Media Coordinator | 22 | 27 | 33 |
| Social Media Specialist | 28 | 34 | 38 |

User Experience / User Interface (UX / UI) & Graphic Design

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-------------------------|-----|--------|-----|
| UX / UI Designer | 80 | 105 | 120 |
| Senior UX / UI Designer | 100 | 120 | 140 |
| Experience Designer | 100 | 120 | 140 |
| Experience Manager | 130 | 145 | 160 |
| Graphic Designer | 65 | 70 | 80 |
| Senior Digital Designer | 80 | 90 | 100 |

Temporary Roles

Hourly salary rate (NZD)

| Role | Min | Median | Max |
|-------------------------|-----|--------|-----|
| Social Media Specialist | 28 | 34 | 38 |
| Graphic Designer | 25 | 35 | 45 |
| Senior UX / UI Designer | 60 | 80 | 95 |

Procurement & Supply Chain

Top 3 hiring trends

1. Demand is high for senior planning and junior procurement positions on a temporary or contract basis.
2. Growth in FMCG, 3PL, manufacturing, healthcare, packaging and agribusiness sector continues onwards.
3. Businesses need to highlight career progression, training and flexibility to attract the right candidates.

Top industries



Industrial &
Manufacturing



Transport &
Distribution



Agricultural &
Dairy



Food &
Beverage

Trending skills



Roles in demand

Warehouse Supervisor

Demand Planner

Procurement Manager

Purchasing Officer

Planning Manager

5-15%

average salary increase
when switching jobs
within similar industries

Customer Service

Permanent & Temporary Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|---------------------------------|-----|--------|-----|
| Customer Service Representative | 50 | 60 | 70 |
| Customer Service Coordinator | 50 | 60 | 70 |

Customs

Permanent & Temporary Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-----------------------|-----|--------|-----|
| Customs Broker | 50 | 65 | 75 |
| Senior Customs Broker | 70 | 90 | 100 |
| Customs Supervisor | 85 | 95 | 110 |
| Customs Manager | 90 | 115 | 120 |

Export & Import

Permanent & Temporary Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-----------------------------|-----|--------|-----|
| Export / Import Coordinator | 55 | 68 | 80 |
| Documentation Supervisor | 70 | 80 | 90 |
| Export / Import Team Leader | 75 | 85 | 95 |
| Health and Safety Advisor | 90 | 95 | 100 |
| Health and Safety Manager | 100 | 130 | 150 |

Operations

Permanent & Temporary Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-----------------------------|-----|--------|-----|
| Airfreight Supervisor | 75 | 83 | 90 |
| Dispatcher | 65 | 75 | 85 |
| Distribution Supervisor | 65 | 75 | 85 |
| Distribution Centre Manager | 90 | 105 | 120 |
| Inventory Controller | 60 | 70 | 80 |
| Inventory Manager | 75 | 88 | 100 |
| Logistics Coordinator | 65 | 70 | 75 |
| Logistics Manager | 100 | 125 | 150 |
| Operations Coordinator | 60 | 68 | 75 |
| Operations Manager | 100 | 125 | 150 |
| Senior Operations Manager | 130 | 150 | 170 |
| Shipping Coordinator | 60 | 65 | 70 |
| Shipping Supervisor | 70 | 78 | 85 |
| Project Manager | 110 | 130 | 150 |

Procurement

Permanent & Temporary Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|----------------------------|-----|--------|-----|
| Procurement Administrator | 50 | 58 | 65 |
| Procurement Officer | 60 | 70 | 80 |
| Procurement Specialist | 80 | 90 | 110 |
| Procurement Manager | 110 | 130 | 160 |
| Senior Procurement Manager | 160 | 200 | 220 |
| Purchasing Coordinator | 65 | 73 | 80 |
| Purchasing Manager | 90 | 110 | 130 |
| Category Manager | 90 | 120 | 150 |

Supply Chain Management

Permanent & Temporary Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|--------------------------------------|-----|--------|-----|
| Demand / Supply Planner | 80 | 90 | 100 |
| Senior Demand / Supply Planner | 100 | 110 | 120 |
| Demand Planning Manager | 110 | 130 | 150 |
| Inventory Planner | 75 | 83 | 90 |
| Planning Manager | 120 | 135 | 150 |
| Procurement and Planning Coordinator | 65 | 73 | 80 |
| Production Planner | 70 | 83 | 95 |
| Supply Chain Coordinator | 65 | 73 | 90 |
| Supply Chain Analyst | 70 | 90 | 110 |
| Supply Chain Manager | 120 | 160 | 200 |

Transport & Distribution

Permanent & Temporary Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|------------------------------|-----|--------|-----|
| Transport Coordinator | 60 | 70 | 80 |
| Transport Scheduler | 60 | 80 | 90 |
| Transport Analyst | 70 | 85 | 100 |
| Warehouse Assistant | 50 | 55 | 60 |
| Warehouse Supervisor | 65 | 78 | 90 |
| Warehouse Manager | 80 | 100 | 120 |
| Warehouse Operations Manager | 120 | 125 | 130 |
| Fleet Manager | 90 | 105 | 120 |

Property & Construction

Top 3 hiring trends

1. Investments continue to pour into utilities, infrastructure, healthcare and education across the country.
2. Transport infrastructure and renewable energy are both sectors of interest for the government.
3. Hiring demand within the construction industry is projected to increase dramatically.

Top industries



Commercial Construction



Residential



Civil & Infrastructure



Retail

Trending skills



Roles in demand

Site Management
Project Management
Quantity Surveyor
Project Engineers
Site Engineers

10-15%

average salary increase
when switching jobs
within similar industries

Architecture & Design

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|--|---|--------|-----|
| | Min | Median | Max |
| Architectural Graduate | 45 | 67 | 85 |
| Architectural Technician | 50 | 75 | 100 |
| Senior Architectural Technician | 80 | 97 | 120 |
| Registered Architect | 100 | 110 | 125 |
| Project Architect | 120 | 125 | 130 |
| Architectural Manager | 120 | 130 | 140 |
| Building Information Modeling (BIM) Modeller | 10 | 40 | 70 |
| Building Information Modeling (BIM) Manager | 80 | 95 | 110 |
| Computer-aided Design (CAD) Manager | 80 | 95 | 110 |
| Design Manager | 130 | 135 | 140 |

Building Construction

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|---------------------------------|---|--------|-----|
| | Min | Median | Max |
| Carpenter | 40 | 65 | 90 |
| Production Manager | 90 | 95 | 100 |
| Construction Manager | 170 | 180 | 190 |
| Civil Engineer | 70 | 100 | 120 |
| Senior Civil Engineer | 100 | 112 | 130 |
| Civil Engineer Principal | 120 | 150 | 180 |
| Civil Engineer Manager | 180 | 210 | 240 |
| Foreman | 60 | 85 | 111 |
| Head of Planning Division | 100 | 110 | 120 |
| Operator | 60 | 90 | 80 |
| Site Engineer | 60 | 80 | 110 |
| Site Manager | 70 | 102 | 130 |
| Senior Site Manager | 110 | 135 | 160 |
| Site Supervisor | 62 | 100 | 140 |
| Structural Engineer | 70 | 97 | 130 |
| Senior Structural Engineer | 120 | 150 | 180 |
| Structural Engineer Manager | 130 | 160 | 190 |
| Structural Engineer Team Leader | 150 | 175 | 200 |

Consultancy

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|-------------------------------|---|--------|-----|
| | Min | Median | Max |
| Client Side Leasing Manager | 150 | 160 | 170 |
| Commercial Leasing Agent | 85 | 95 | 100 |
| Health and Safety Coordinator | 45 | 55 | 75 |
| Investment Analyst | 75 | 93 | 100 |
| Maintenance Manager | 100 | 110 | 120 |

Project Manager

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-------------------------|-----|--------|-----|
| Project Administrator | 60 | 65 | 70 |
| Project Engineer | 70 | 95 | 130 |
| Senior Project Engineer | 90 | 105 | 120 |
| Project Manager | 50 | 115 | 160 |
| Senior Project Manager | 80 | 130 | 180 |
| Operations Manager | 90 | 125 | 150 |

Property & Asset Management

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-----------------------------|-----|--------|-----|
| Asset Manager | 125 | 133 | 145 |
| Branch Manager | 150 | 175 | 200 |
| Commercial Property Manager | 80 | 85 | 90 |
| Commercial Site Manager | 90 | 112 | 140 |
| Facilities Coordinator | 85 | 90 | 95 |
| Facilities Manager | 90 | 120 | 130 |
| Property Consultant | 65 | 73 | 80 |
| Property Analyst | 80 | 90 | 100 |
| Property Manager | 60 | 85 | 130 |
| Senior Property Manager | 130 | 153 | 175 |

Quantity Survey

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|---------------------------|---|--------|-----|
| | Min | Median | Max |
| Junior Quantity Surveyor | 50 | 60 | 70 |
| Quantity Surveyor | 75 | 100 | 120 |
| Senior Quantity Surveyor | 70 | 120 | 200 |
| Quantity Surveyor Manager | 100 | 150 | 210 |
| Estimator | 80 | 105 | 130 |
| Senior Estimator | 120 | 160 | 200 |

Sales

Top 3 hiring trends

1. Rather than account managers, companies are now looking for talent with business development backgrounds.
2. Companies need a strong story and even better product proposition to attract the best talent.
3. The focus on business, skills and process development is driving up demand for sales leadership.

Top industries



Fast Moving
Consumer Goods
(FMCG)



Industrial &
Manufacturing



Property



Technology &
Telecommunications

Trending skills



Roles in demand

Business Development Manager

Account Manager

Territory Manager

Key Account Manager

Sales Manager

10-15%

average salary increase
when switching jobs
within similar industries

Consumer Goods

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|------------------------------|-----|--------|-----|
| Key Account Executive | 60 | 70 | 80 |
| Account Manager | 60 | 75 | 90 |
| Key Account Manager | 90 | 115 | 130 |
| National Account Manager | 120 | 130 | 140 |
| Business Development Manager | 80 | 90 | 100 |
| National Business Manager | 130 | 150 | 190 |
| Sales Representative | 40 | 50 | 60 |
| Territory Sales Manager | 50 | 70 | 80 |
| Regional Sales Manager | 90 | 100 | 110 |
| National Field Sales Manager | 110 | 125 | 140 |
| Country Sales Manager | 190 | 250 | 300 |

Financial Services

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|--------------------------------------|-----|--------|-----|
| Account Executive | 60 | 65 | 70 |
| Account Manager | 70 | 90 | 120 |
| Business Development Manager | 70 | 90 | 130 |
| Sales Representative | 40 | 50 | 65 |
| Sales Manager | 120 | 130 | 180 |
| Corporate and Institutional Director | 180 | 250 | 300 |

Industrial & Manufacturing

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|------------------------------|---|--------|-----|
| | Min | Median | Max |
| Account Manager | 65 | 75 | 90 |
| Business Development Manager | 65 | 80 | 100 |
| Sales Representative | 40 | 50 | 65 |
| Territory Sales Manager | 50 | 70 | 80 |
| Senior Sales Engineer | 100 | 110 | 120 |
| Sales Manager | 65 | 115 | 130 |
| Spare Parts Manager | 55 | 62 | 70 |
| Service Manager | 100 | 130 | 150 |

Media & Agency

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|-------------------------------|---|--------|-----|
| | Min | Median | Max |
| Account Executive | 50 | 60 | 70 |
| Account Manager | 60 | 75 | 90 |
| Digital Sales Account Manager | 60 | 75 | 90 |
| Business Development Manager | 60 | 75 | 90 |
| Head of Market Development | 100 | 115 | 130 |
| Sales Manager | 100 | 115 | 130 |
| Sales Director | 140 | 160 | 180 |

Technology & Telecommunications

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|---|---|--------|-----|
| | Min | Median | Max |
| Account Executive | 42 | 80 | 90 |
| Sales Account Manager | 75 | 82 | 90 |
| Account Manager | 45 | 85 | 95 |
| Key Account Manager | 60 | 105 | 140 |
| Head of Account Management | 120 | 130 | 140 |
| Customer Account Manager | 120 | 135 | 150 |
| Enterprise Account Executive | 150 | 165 | 180 |
| Account Director | 130 | 170 | 220 |
| Business Campaign Specialist | 45 | 52 | 60 |
| Business Development Executive | 52 | 68 | 80 |
| Business Development Manager | 65 | 90 | 130 |
| Commercial Business Development Manager | 80 | 100 | 150 |
| Senior Business Development Manager | 120 | 167 | 200 |
| Customer Service Representative | 40 | 45 | 50 |
| Customer Success Manager | 80 | 87 | 92 |
| Client Consultant | 100 | 125 | 150 |
| Growth Manager | 80 | 105 | 130 |
| Strategic Partnerships Manager | 120 | 140 | 180 |
| Sales Representative | 40 | 70 | 90 |
| Head of Channel and Enterprise Sales | 120 | 150 | 190 |
| Head of Sales | 100 | 162 | 210 |
| Sales Director | 170 | 185 | 220 |
| Channel Sales Manager | 85 | 120 | 180 |

Technology

Top 3 hiring trends

1. DevOps and security will continue to be focus areas for businesses that want quality and scalability.
2. Full Stack Javascript engineers continue to be in short supply despite huge demands among start-ups.
3. AI and machine learning will continue to transform everything from digital strategy to internal processes.

Top industries



Business Services



Technology &
Telecommunications



Leisure, Travel &
Tourism



Property

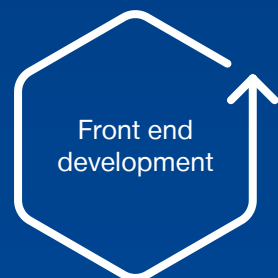
Trending skills



Cloud and
DevOps



Cybersecurity



Front end
development

Roles in demand

DevOps Engineer

Cloud Engineer

Security Consultants

Full Stack Developer

5-10%

average salary increase
when switching jobs
within similar industries

Analytics

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|-------------------------|-----|--------|-----|
| Data Analyst | 75 | 82 | 90 |
| Senior Data Analyst | 110 | 120 | 140 |
| Data Engineer | 100 | 112 | 125 |
| Data Scientist | 90 | 120 | 140 |
| Data Architect | 140 | 165 | 180 |
| Insights Analyst | 90 | 105 | 120 |
| Senior Insights Analyst | 95 | 110 | 130 |

Applications

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|--------------------------------|-----|--------|-----|
| Application Support | 60 | 63 | 65 |
| Application Administrator | 70 | 75 | 80 |
| Systems Support Analyst | 75 | 80 | 85 |
| Application Engineer | 80 | 85 | 90 |
| Application Support Specialist | 85 | 90 | 95 |
| Application Support Team Lead | 90 | 95 | 100 |
| Application Support Manager | 100 | 110 | 120 |
| Systems Analyst | 70 | 75 | 80 |
| Support Analyst | 70 | 75 | 80 |
| Helpdesk Support | 50 | 53 | 60 |
| Service Desk Analyst | 53 | 57 | 60 |
| Senior Service Desk Analyst | 60 | 65 | 70 |

Network & Cloud Services

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|---------------------------|---|--------|-----|
| | Min | Median | Max |
| Network Engineer | 80 | 90 | 100 |
| Senior Network Engineer | 80 | 90 | 110 |
| Platforms Specialist | 100 | 105 | 110 |
| Senior Solutions Engineer | 100 | 110 | 120 |
| Cloud Services Engineer | 120 | 135 | 150 |
| Site Reliability Engineer | 130 | 140 | 150 |
| Integration Architect | 135 | 150 | 165 |
| Solutions Architect | 150 | 160 | 170 |

Business Intelligence (BI) / Data Warehouse

Permanent Roles

| Role | Base salary range for 12 months (NZD'000) | | |
|------------------------------------|---|--------|-----|
| | Min | Median | Max |
| IT Analyst | 47 | 48 | 50 |
| Data Management & Cloud Consultant | 90 | 100 | 110 |
| Risk and Reporting Manager | 100 | 110 | 120 |
| Data Engineer | 110 | 120 | 130 |
| Senior Database Administrator | 95 | 115 | 145 |

Temporary Roles

| Role | Hourly salary rate (NZD) | | |
|---------------------|--------------------------|--------|-----|
| | Min | Median | Max |
| Database Developer | 80 | 90 | 100 |
| Database Consultant | 90 | 95 | 120 |
| Senior BI Analyst | 90 | 105 | 120 |
| BI Consultant | 100 | 110 | 130 |

General

Permanent Roles

| Base salary range for 12 months (NZD'000) | | | |
|---|-----|--------|-----|
| Role | Min | Median | Max |
| Delivery Manager | 130 | 140 | 150 |
| Head of Delivery | 150 | 175 | 200 |
| Operations Manager | 150 | 165 | 180 |
| IT Trainer | 80 | 85 | 90 |
| IT Manager | 120 | 140 | 160 |
| Senior IT Manager | 140 | 160 | 180 |
| IT Director | 170 | 185 | 200 |
| General Manager | 185 | 250 | 300 |
| Chief Technology Officer | 200 | 250 | 300 |
| Head of Technology | 200 | 250 | 300 |

Infrastructure and Security

Permanent Roles

| Base salary range for 12 months (NZD'000) | | | |
|---|-----|--------|-----|
| Role | Min | Median | Max |
| Infrastructure Administrator | 65 | 70 | 75 |
| Infrastructure Support Engineer | 70 | 75 | 80 |
| Infrastructure Engineer | 75 | 80 | 85 |
| Infrastructure Manager | 115 | 122 | 130 |
| Security Specialist | 95 | 100 | 110 |
| Security Analyst | 100 | 110 | 125 |
| Senior Security Specialist | 125 | 140 | 155 |
| Service Desk Support | 45 | 65 | 75 |
| Service Manager | 130 | 135 | 140 |

Project Services

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|--------------------------|-----|--------|-----|
| Business Analyst | 85 | 102 | 120 |
| Senior Business Analyst | 100 | 140 | 200 |
| Product Owner | 100 | 120 | 130 |
| Product Manager | 125 | 135 | 145 |
| Project Manager | 100 | 120 | 130 |
| Senior Programme Manager | 160 | 182 | 200 |
| Senior Project Manager | 110 | 130 | 150 |

Temporary Roles

Hourly salary rate (NZD)

| Role | Min | Median | Max |
|------------------------|-----|--------|-----|
| Business Analyst | 90 | 100 | 115 |
| Implementation Manager | 100 | 118 | 150 |
| Delivery Manager | 130 | 145 | 162 |

Software Development

Permanent Roles

Base salary range for 12 months (NZD'000)

| Role | Min | Median | Max |
|---------------------------|-----|--------|-----|
| Software Developer | 60 | 70 | 80 |
| Senior Software Developer | 90 | 120 | 160 |
| Software Engineer | 80 | 90 | 120 |
| Senior Software Engineer | 100 | 125 | 145 |

Temporary Roles

Hourly salary rate (NZD)

| Role | Min | Median | Max |
|-----------------------------|-----|--------|-----|
| Front End Developer | 80 | 95 | 120 |
| Back End Developer | 90 | 97 | 120 |
| Senior Developer | 85 | 93 | 110 |
| Software Engineer | 85 | 93 | 110 |
| Senior Full Stack Developer | 85 | 93 | 110 |
| Senior Mobile Developer | 90 | 95 | 120 |

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