

2021 Australian & New Zealand Technology, Digital and Business Transformation Salary Survey



Connecting Great People



Foreword



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This time last year we were on the verge of the unknown, trying to predict how COVID-19 would affect the demand for IT talent in Australia and New Zealand, and forecast its impact on national economies.

Many of our predictions proved correct, but there were other unexpected consequences that no one could have foreseen. Twelve months on, the market for candidates with technological skills, and the salaries and rates they can command, have proved remarkably resilient.

As we anticipated, the most intensive pressures of the pandemic situation were never going to be permanent, and the economy was expected to rebound. This was confirmed by Australia's two record back-to-back quarters of economic growth in the second half of 2020. While it's not over yet, as highlighted by Auckland's lockdowns in February and March 2021, the steady rollout of anti-COVID vaccines during the coming months should allow more sectors of the economy, notably tourism, hospitality and foreign student education, to reopen.

The 2020 ACS Digital Pulse Survey underlines the urgency for Australia to move to a fully digital economy, evidenced by the scramble of both business and government organisations to take advantage of existing digital assets and create new ones. This was largely in response to the need for remote working and increased online delivery of retail and other services. Post pandemic, ICT is expected to be a major driver of job creation and economic recovery, but in order to truly compete as an international leader we will need an estimated 388,000 additional workers in the technology sector.

Our front line team across Australia and New Zealand have confirmed the effect on supply and demand of the inbound migration restrictions, which cut off a major source of talent for the technology workforce. Looking forward, this could pose serious problems for organisations hoping to secure the best candidates in a globally competitive market, although the effective management of the pandemic demonstrated on both sides of the Tasman may allow Australia and New Zealand to position themselves as attractive destinations for technically skilled migrants.

Hard border closures and varying levels of success in controlling the spread have made it difficult to create a homogenous overview of the state of the market, since there are marked differences in experiences from state to state and city to city in the two countries we service. However, as always, highly skilled specialists and multi-skilled technologists are in demand everywhere and can expect to see an increase in remuneration. Stability is the emerging pattern at the lower end of the market, where there is scope for a trade-off in flexibility around hours and remote working, once again thanks to COVID.

Government projects and budget initiatives designed to deliver an economic boost underpin much of the demand, especially in development, cloud technologies, cyber security, business and data analysis and project management. COVID exposed severe problems in residential aged care, which, together with recently concluded government enquiries into aged care and mental health, are expected to lead to significant spending increases in the health care sector in order to remedy major deficiencies. The expected 10% year-on-year growth in IT workers in the health sector now appears likely to be exceeded.

We stand ready to assist both those searching for talent to add to their team, and the skilled candidates who will fill the roles in a tech market which has proved its ability to weather the storm. It will hopefully take its place at the forefront of, not just 'business as usual', but a speedy transition to a fully digital economy, spurred on by the pandemic rather than hindered by it.


Kindest regards,

Tracee Rowe

State Manager - Victoria

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DISCLAIMER: The pay rates listed have been compiled from placements made by Finite IT Recruitment Solutions in each State/Territory in the period from 2020/2021. All Australian figures listed are in Australian dollars and are inclusive of superannuation, all New Zealand figures are in New Zealand dollars, but do not include any additional bonuses/commissions/benefits offered. While every care has been taken in compiling the information, it is intended as a guide only and does not constitute advice. Finite is not responsible for any losses arising from the use of the information. The information in this report is copyright and may not be reproduced without Finite's permission.

New South Wales

What trends or challenges have occurred in the NSW tech talent market over the last 12 months?

Unsurprisingly, COVID has significantly changed the way tech companies are operating. Working from home and flexible arrangements have become the norm rather than the exception, and employers have needed to adapt. Localised recruitment specialists have been impeded by travel restrictions. But, alongside a gradual return to more familiar conditions, there is movement in the tech jobs market. Although many clients of tech companies are looking for cost savings and demanding more for less, there is a significant candidate shortage in some key fields. Health, aged care and logistics are notable commercial growth areas, while banking and finance remain stable.

What roles are currently in-demand in NSW?

COVID's requirement for remote contact and virtual meetings has lifted the demand for multi-skilled candidates able to think outside the box, with a particular focus on communication skills. Key areas of demand include development (DevOps, front end UI and UX), cloud technologies, data (BI, SSAS, SSIS), and infrastructure and security. There are also vacancies in non-technical service roles such as business analysis and project management.

What are the salary trends in the NSW tech market?

There is a marked divergence in trends for permanent as opposed to contract roles. Remuneration for permanent roles has remained relatively stable, except for in-demand areas where applicants are in short supply. Contract rates, however, have risen, and it is anticipated that they will continue to sit at the high end of candidates' expectations.

What will happen with tech roles and salaries in NSW in the next 12 months?

While salaries have not dropped, remaining generally stable, candidates seeking a higher level of remuneration, especially in permanent roles, may need to adapt to an increased workload and the development of a more diverse skillset.

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Permanent (Base + Super)

Contract (Day Rate)

Executive

| | | |
|------------------------------|-------------------|----|
| CIO | 300,000+ | NA |
| CTO | 250,000+ | NA |
| Head of Change Management | 220,000+ | NA |
| Head of IT | 220,000+ | NA |
| Head of IT Operations | 250,000 - 300,000 | NA |
| Head of Service Delivery | 130,000 - 180,000 | NA |
| Head of Transformation | 150,000 - 250,000 | NA |
| IT Manager | 130,000 - 180,000 | NA |
| Software Development Manager | 150,000 - 250,000 | NA |

Project Services

| | | |
|-------------------------|-------------------|---------------|
| Agile Coach | 150,000 - 200,000 | 800 - 1,000 |
| Business Analyst | 120,000 - 140,000 | 600 - 800 |
| Senior Business Analyst | 140,000 - 160,000 | 700 - 900 |
| Business Architect | 130,000 - 180,000 | 680 - 1,015 |
| Change Analyst | 90,000 - 120,000 | 500 - 700 |
| Senior Change Analyst | 120,000 - 150,000 | 600 - 800 |
| Change Manager | 120,000 - 160,000 | 800 - 1,000 |
| Senior Change Manager | 160,000 - 220,000 | 800 - 1,100 |
| PMO Analyst | 120,000 - 160,000 | 600 - 800 |
| PMO Manager | 160,000 - 200,000 | 800 - 1,200 |
| Portfolio Manager | 150,000 - 200,000 | 800 - 1,200 |
| Process Analyst | 120,000 - 160,000 | 600 - 800 |
| Program Manager | 200,000 - 250,000 | 1,000 - 1,300 |
| Project Administrator | 80,000 - 90,000 | 400 - 600 |
| Project Coordinator | 90,000 - 110,000 | 400 - 600 |
| Project Manager | 140,000 - 170,000 | 800 - 1,000 |
| Senior Project Manager | 170,000 - 220,000 | 800 - 1,200 |
| Scrum Master | 180,000 - 200,000 | 800 - 1,000 |
| Technical Writer | 120,000 - 160,000 | 700 - 900 |

Development & Testing

| | | |
|-------------------------|-------------------|-------------|
| Automation Test Analyst | 80,000 - 120,000 | 415 - 680 |
| Developer - .NET | 90,000 - 130,000 | 470 - 800 |
| Developer - C/C++ | 100,000 - 140,000 | 520 - 800 |
| Developer - CMS | 80,000 - 130,000 | 415 - 735 |
| Developer - Java/J2EE | 90,000 - 135,000 | 470 - 900 |
| Developer - Open Source | 90,000 - 125,000 | 520 - 1,000 |
| Development Team Leader | 100,000 - 150,000 | 780 - 1,015 |

| | Permanent (Base + Super) | Contract (Day Rate) |
|----------------------------------|--------------------------|---------------------|
| DevOps Architect | 180,000 - 200,000 | 800 - 1,000 |
| DevOps Engineer | 160,000 - 180,000 | 700 - 900 |
| Front End/UI Developer | 90,000 - 150,000 | 470 - 850 |
| Mobile Developer | 90,000 - 150,000 | 470 - 850 |
| SharePoint Consultant/ Developer | 120,000 - 160,000 | 635 - 905 |
| Test Analyst | 70,000 - 110,000 | 365 - 620 |
| Test Lead | 100,000 - 130,000 | 520 - 735 |
| Test Manager | 110,000 - 160,000 | 575 - 905 |
| Web Developer | 80,000 - 110,000 | 415 - 700 |

Infrastructure

| | | |
|----------------------------------|-------------------|-------------|
| Application Support Analyst | 85,000 - 120,000 | 445 - 680 |
| Applications Packager | 90,000 - 120,000 | 470 - 680 |
| Change/Release Manager | 130,000 - 180,000 | 680 - 1,015 |
| Desktop Support Analyst | 60,000 - 90,000 | 315 - 510 |
| DevOps Engineer | 125,000 - 165,000 | 650 - 930 |
| Helpdesk - 1st Level Support | 55,000 - 65,000 | 285 - 365 |
| Helpdesk - 2nd Level Support | 65,000 - 75,000 | 340 - 425 |
| Helpdesk Lead | 70,000 - 100,000 | 365 - 565 |
| Helpdesk Manager | 80,000 - 120,000 | 415 - 680 |
| Network Administrator | 100,000 - 130,000 | 520 - 735 |
| Network Designer | 110,000 - 140,000 | 575 - 790 |
| Network Engineer | 100,000 - 135,000 | 520 - 765 |
| Operations Manager | 110,000 - 140,000 | 575 - 790 |
| Security Administrator/ Engineer | 130,000 - 170,000 | 680 - 960 |
| System Administrator | 95,000 - 125,000 | 495 - 705 |
| System Engineer | 115,000 - 145,000 | 600 - 820 |
| Unix System Administrator | 95,000 - 130,000 | 495 - 735 |

Digital & UX

| | | |
|--|-------------------|-------------|
| Content Manager | 90,000 - 115,000 | 470 - 650 |
| Digital Designer | 100,000 - 140,000 | 520 - 790 |
| Digital Producer | 100,000 - 130,000 | 520 - 735 |
| Graphic, Visual & Interactive Designer | 90,000 - 120,000 | 470 - 680 |
| UI Designer | 90,000 - 120,000 | 470 - 680 |
| UX Architect | 115,000 - 150,000 | 600 - 850 |
| UX Designer | 100,000 - 140,000 | 520 - 790 |
| UX Manager | 120,000 - 150,000 | 635 - 850 |
| UX/CX & Service Designer | 160,000 - 200,000 | 835 - 1,130 |
| Web Designer | 60,000 - 100,000 | 315 - 565 |

Permanent (Base + Super)

Contract (Day Rate)

Applications

| | | |
|----------------------------|-------------------|-------------|
| BI Architect | 170,000 - 220,000 | 885 - 1,240 |
| BI Business Analyst | 130,000 - 165,000 | 700 - 935 |
| BI Consultant | 130,000 - 165,000 | 700 - 935 |
| BI Developer | 140,000 - 165,000 | 700 - 935 |
| BI Manager | 170,000 - 220,000 | 885 - 1,240 |
| BI Project Manager | 150,000 - 180,000 | 775 - 1,023 |
| Data Analyst | 100,000 - 140,000 | 520 - 810 |
| Data Architect | 170,000 - 220,000 | 880 - 1,240 |
| Data Engineer | 140,000 - 200,000 | 750 - 1,150 |
| Data Modeller | 140,000 - 200,000 | 750 - 1,150 |
| Data Scientist | 140,000 - 200,000 | 750 - 1,150 |
| ERP/CRM Business Analyst | 130,000 - 165,000 | 700 - 935 |
| ERP/CRM Consultant | 150,000 - 180,000 | 803 - 1,000 |
| ERP/CRM Developer | 140,000 - 165,000 | 715 - 935 |
| ERP/CRM Project Manager | 140,000 - 200,000 | 750 - 1,115 |
| ERP/CRM Solution Architect | 180,000 - 220,000 | 920 - 1,240 |

IT Sales

| | | |
|------------------------------|-------------------|---------------|
| Account Executive | 85,000 - 105,000 | 435 - 600 |
| Account Manager | 105,000 - 200,000 | 545 - 1,130 |
| Business Development Manager | 115,000 - 210,000 | 600 - 1,185 |
| Sales Consultant | 100,000 - 120,000 | 520 - 680 |
| Sales Director | 210,000 - 315,000 | 1,100 - 1,800 |
| Service Delivery Consultant | 100,000 - 120,000 | 520 - 680 |
| Service Delivery Manager | 135,000 - 210,000 | 715 - 1,185 |

Australian Capital Territory

What trends or challenges have occurred in the ACT tech talent market over the last 12 months?

2021 is firming up to be strong across the whole market, and is gaining momentum since the release of the budget. COVID has created as many opportunities as it has challenges in the past year. A quickening in the shift to the digitisation of services and experiences, and an increase in the demand for online environments, has seen the market – after an initial adjustment period – start to rebound. On the challenge side, the limitation of workforce mobility has added to the constraints that already exist in the government's onboarding and clearance processes, especially in the defence sector. These challenges and trends should slowly revert to normal – or find a new normal – during the remainder of 2021.

What roles are currently in-demand in ACT?

Skilled and security-cleared candidates are always in-demand. Cyber security candidates across all levels, from operations to strategy, have been a standout. Service roles such as project managers, business analysts and change managers, continue to be consistent performers.

What are the salary trends in the ACT tech market?

Permanent role salaries and contracting rates have been increasing in the back half of 2020. There was a slight adjustment at the onset of COVID, but as demand rebounded and workforce mobility remained uncertain, the dynamics of supply and demand led to continued growth. This was particularly evident in contracting rates. The ACT remains predominately a contracting market in the IT sector, and there are no indications this will change or adjust in 2021.

What will happen with tech roles and salaries in ACT in the next 12 months?

The federal government's project pipeline is strong, and funding is starting to flow. New initiatives and budget directives are finding their feet. The upcoming election poses some concern, but project timelines will ensure a steady approach, to maintain momentum and achieve forecast outcomes.

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Permanent (Base + Super)

Contract (Day Rate)

Executive

| | | |
|------------------------------|-------------------|----|
| CIO | 300,000+ | NA |
| CTO | 300,000+ | NA |
| Head of Change Management | 150,000 - 250,000 | NA |
| Head of IT | 100,000 - 250,000 | NA |
| Head of IT Operations | 200,000 - 350,000 | NA |
| Head of Service Delivery | 150,000 - 400,000 | NA |
| Head of Transformation | 150,000 - 240,000 | NA |
| IT Manager | 130,000 - 170,000 | NA |
| Software Development Manager | 150,000 - 250,000 | NA |

Project Services

| | | |
|---------------------------|-------------------|-------------|
| Agile Coach | 140,000 - 200,000 | 700 - 1,000 |
| Junior Business Analyst | 90,000 - 120,000 | 500 - 700 |
| Senior Business Analyst | 120,000 - 160,000 | 700 - 900 |
| Junior Business Architect | 120,000 - 150,000 | 700 - 800 |
| Senior Business Architect | 150,000 - 180,000 | 800 - 950 |
| Junior Change Analyst | 85,000 - 120,000 | 450 - 900 |
| Senior Change Analyst | 120,000 - 130,000 | 700 - 870 |
| Junior Change Manager | 110,000 - 170,000 | 650 - 950 |
| Senior Change Manager | 170,000 - 220,000 | 950 - 890 |
| PMO Analyst | 95,000 - 140,000 | 500 - 700 |
| PMO Manager | 140,000 - 200,000 | 700 - 1,000 |
| Portfolio Manager | 120,000 - 170,000 | 700 - 950 |
| Process Analyst | 105,000 - 135,000 | 600 - 890 |
| Program Manager | 160,000 - 225,000 | 900 - 1,100 |
| Project Administrator | 70,000 - 120,000 | 380 - 700 |
| Project Coordinator | 80,000 - 130,000 | 400 - 870 |
| Project Manager | 110,000 - 140,000 | 650 - 890 |
| Senior Project Manager | 140,000 - 180,000 | 890 - 950 |
| Scrum Master | 120,000 - 200,000 | 700 - 1,000 |
| Technical Writer | 120,000 - 160,000 | 700 - 900 |

Development & Testing

| | | |
|-------------------------|-------------------|-------------|
| Automation Test Analyst | 60,000 - 130,000 | 350 - 870 |
| Developer - .NET | 70,000 - 130,000 | 380 - 870 |
| Developer - C/C++ | 70,000 - 145,000 | 380 - 900 |
| Developer - CMS | 70,000 - 145,000 | 380 - 900 |
| Developer - Java/J2EE | 70,000 - 130,000 | 380 - 870 |
| Developer - Open Source | 70,000 - 135,000 | 380 - 900 |
| Development Team Leader | 100,000 - 140,000 | 700 - 1,200 |

| | Permanent (Base + Super) | Contract (Day Rate) |
|----------------------------------|--------------------------|---------------------|
| DevOps Architect | 150,000 - 180,000 | 780 - 1,200 |
| DevOps Engineer | 125,000 - 165,000 | 650 - 930 |
| Front End/UI Developer | 90,000 - 150,000 | 470 - 1,000 |
| Mobile Developer | 90,000 - 150,000 | 470 - 850 |
| SharePoint Consultant/ Developer | 120,000 - 160,000 | 635 - 905 |
| Test Analyst | 70,000 - 110,000 | 365 - 620 |
| Test Lead | 100,000 - 130,000 | 520 - 735 |
| Test Manager | 110,000 - 160,000 | 575 - 905 |
| Web Developer | 80,000 - 110,000 | 415 - 620 |

Infrastructure

| | | |
|----------------------------------|-------------------|-------------|
| Application Support Analyst | 85,000 - 120,000 | 445 - 680 |
| Applications Packager | 90,000 - 120,000 | 470 - 680 |
| Change/Release Manager | 130,000 - 180,000 | 680 - 1,015 |
| Desktop Support Analyst | 60,000 - 90,000 | 315 - 510 |
| DevOps Engineer | 125,000 - 165,000 | 650 - 930 |
| Helpdesk - 1st Level Support | 55,000 - 65,000 | 285 - 365 |
| Helpdesk - 2nd Level Support | 65,000 - 75,000 | 340 - 425 |
| Helpdesk Lead | 70,000 - 100,000 | 365 - 565 |
| Helpdesk Manager | 80,000 - 120,000 | 415 - 680 |
| Network Administrator | 100,000 - 130,000 | 520 - 735 |
| Network Designer | 110,000 - 140,000 | 575 - 790 |
| Network Engineer | 100,000 - 135,000 | 520 - 1,100 |
| Operations Manager | 110,000 - 140,000 | 575 - 790 |
| Security Administrator/ Engineer | 130,000 - 170,000 | 680 - 960 |
| System Administrator | 95,000 - 125,000 | 495 - 705 |
| System Engineer | 115,000 - 145,000 | 600 - 820 |
| Unix System Administrator | 95,000 - 130,000 | 495 - 735 |

Digital & UX

| | | |
|--|-------------------|-------------|
| Content Manager | 90,000 - 115,000 | 470 - 650 |
| Digital Designer | 100,000 - 140,000 | 520 - 790 |
| Digital Producer | 100,000 - 130,000 | 520 - 735 |
| Graphic, Visual & Interactive Designer | 90,000 - 120,000 | 470 - 680 |
| UI Designer | 90,000 - 120,000 | 470 - 680 |
| UX Architect | 115,000 - 150,000 | 600 - 1,100 |
| UX Designer | 100,000 - 140,000 | 520 - 790 |
| UX Manager | 120,000 - 150,000 | 635 - 850 |
| UX/CX & Service Designer | 160,000 - 200,000 | 835 - 1,130 |
| Web Designer | 60,000 - 100,000 | 315 - 656 |

Permanent (Base + Super)

Contract (Day Rate)

Applications

| | | |
|----------------------------|-------------------|---------------|
| BI Architect | 155,000 - 200,000 | 805 - 1,130 |
| BI Business Analyst | 120,000 - 150,000 | 635 - 850 |
| BI Consultant | 120,000 - 150,000 | 635 - 850 |
| BI Developer | 125,000 - 150,000 | 635 - 850 |
| BI Manager | 155,000 - 200,000 | 805 - 1,130 |
| BI Project Manager | 135,000 - 165,000 | 705 - 1,130 |
| Data Analyst | 90,000 - 130,000 | 470 - 950 |
| Data Architect | 155,000 - 200,000 | 1,050 - 1,200 |
| Data Engineer | 130,000 - 185,000 | 680 - 1,045 |
| Data Modeller | 130,000 - 185,000 | 680 - 1,045 |
| Data Scientist | 130,000 - 185,000 | 800 - 1,200 |
| ERP/CRM Business Analyst | 120,000 - 150,000 | 635 - 850 |
| ERP/CRM Consultant | 140,000 - 160,000 | 730 - 905 |
| ERP/CRM Developer | 125,000 - 150,000 | 650 - 950 |
| ERP/CRM Project Manager | 130,000 - 180,000 | 680 - 1,115 |
| ERP/CRM Solution Architect | 160,000 - 200,000 | 835 - 1,330 |

Victoria

What trends or challenges have occurred in the VIC tech talent market over the last 12 months?

Victoria faced enormous challenges in 2020, since the entire workforce was required to work from home from March to December. The tech market, like many others, was not immediately equipped to handle this. Once this problem was overcome, the next challenge was how to recruit new staff, including onboarding, when no one was in the office. After some initial adjustment, most organisations in VIC began to function exceptionally well under these circumstances. But while the demand for tech staff remained constant in financial and technology services organisations, and in some online retail companies, many others had to reduce both permanent and contract roles in order to adapt to the sudden change in the economy. Demand was supported to some extent by COVID-contingent or other unforeseen projects, but there was a reduced requirement for new permanent staff.

What roles are currently in-demand in VIC?

2021 has seen a strong uplift in the demand for technology resources across a number of key areas including project services, development, testing, security and cloud based roles. Demand has been driven by largely by financial services organisations, online retail and continued growth within government agencies.

What are the salary trends in the VIC tech market?

Permanent salaries and contract rates remained stable in some cases, although in other instances staff were asked to take additional annual leave, or accept reduced working hours or lower rates of pay. For new recruits, some organisations felt that during this challenging time they would be able to attract top qualified candidates for less. However, in most cases remuneration remained stable for good, qualified technical skills.

What will happen with tech roles and salaries in VIC in the next 12 months?

Many organisations have certainly held off hiring new resources in 2020. Whether this will result in increased demand in 2021 is still difficult to ascertain. It will be highly dependent on many key factors, including organisations' individual performances, the need to hire for to critical projects no longer able to be postponed, and the overall confidence of the market.

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Permanent (Base + Super)

Contract (Day Rate)

Executive

| | | |
|------------------------------|---------------------|----|
| CIO | 300,000+ | NA |
| CTO | 300,000+ | NA |
| Head of Change Management | 150,000 - 250,000 + | NA |
| Head of IT | 150,000 - 250,000 + | NA |
| Head of IT Operations | 150,000 - 250,000 + | NA |
| Head of Service Delivery | 150,000 - 250,000 + | NA |
| Head of Transformation | 150,000 - 250,000 + | NA |
| IT Manager | 150,000 - 250,000 + | NA |
| Software Development Manager | 150,000 - 220,000 + | NA |

Project Services

| | | |
|---------------------------|-------------------|---------------|
| Agile Coach | 140,000 - 200,000 | 700 - 1,000 |
| Business Analyst | 90,000 - 120,000 | 550 - 750 |
| Senior Business Analyst | 120,000 - 160,000 | 750 - 900 |
| Business Architect | 150,000 - 170,000 | 700 - 800 |
| Senior Business Architect | 170,000 - 200,000 | 800 - 950 |
| Change Analyst | 95,000 - 120,000 | 550 - 700 |
| Change Manager | 120,000 - 150,000 | 800 - 950 |
| Senior Change Manager | 150,000 - 200,000 | 1,000 - 1,200 |
| PMO Analyst | 70,000 - 90,000 | 550 - 750 |
| PMO Manager | 140,000 - 200,000 | 750 - 1,000 |
| Portfolio Manager | 130,000 - 170,000 | 750 - 1,000 |
| Process Analyst | 110,000 - 140,000 | 700 - 900 |
| Program Manager | 150,000 - 225,000 | 1,000 - 1,200 |
| Project Administrator | 70,000 - 80,000 | 400 - 650 |
| Project Coordinator | 70,000 - 90,000 | 450 - 650 |
| Project Manager | 120,000 - 140,000 | 700 - 900 |
| Senior Project Manager | 140,000 - 180,000 | 850 - 1,000 |
| Scrum Master | 140,000 - 180,000 | 800 - 1,000 |
| Technical Writer | 120,000 - 160,000 | 700 - 900 |

Development & Testing

| | | |
|-------------------------|-------------------|-----------|
| Automation Test Analyst | 100,000 - 140,000 | 500 - 900 |
| Developer - (.NET) | 110,000+ | 700 |
| Developer - C/C++ | 120,000+ | 750 - 800 |
| Developer - CMS | 120,000+ | 800 |
| Developer - Java/J2EE | 130,000+ | 800 - 850 |
| Developer - Open Source | 120,000+ | 850 - 900 |
| Development Team Leader | 160,000+ | 1,000 |

| | Permanent (Base + Super) | Contract (Day Rate) |
|----------------------------------|--------------------------|---------------------|
| DevOps Architect | 170,000 - 220,000 | 780 - 1,200 |
| DevOps Engineer | 125,000 - 165,000 | 750 - 1,100 |
| Front End/UI Developer | 90,000 - 150,000 | 700 - 1,000 |
| Mobile Developer | 90,000 - 150,000 | 600 - 900 |
| SharePoint Consultant/ Developer | 120,000 - 160,000 | 600 - 850 |
| Test Analyst | 70,000 - 110,000 | 400 - 650 |
| Test Lead | 100,000 - 150,000 | 600 - 900 |
| Test Manager | 110,000 - 160,000 | 600 - 1,000 |
| Web Developer | 80,000 - 110,000 | |

Infrastructure

| | | |
|----------------------------------|-------------------|-------------|
| Application Support Analyst | 85,000 - 120,000 | 450 - 650 |
| Applications Packager | 90,000 - 120,000 | 450 - 550 |
| Change/Release Manager | 130,000 - 180,000 | 680 - 1,015 |
| Desktop Support Analyst | 60,000 - 90,000 | 500 - 800 |
| Helpdesk - 1st Level Support | 55,000 - 65,000 | 280 - 350 |
| Helpdesk - 2nd Level Support | 65,000 - 75,000 | 350 - 480 |
| Helpdesk Lead | 70,000 - 100,000 | 365 - 565 |
| Helpdesk Manager | 80,000 - 120,000 | 500 - 700 |
| Network Administrator | 100,000 - 130,000 | 520 - 735 |
| Network Designer | 110,000 - 140,000 | 600 - 900 |
| Network Engineer | 100,000 - 135,000 | 600 - 1,000 |
| Operations Manager | 110,000 - 140,000 | 650 - 1,000 |
| Security Administrator/ Engineer | 130,000 - 170,000 | 680 - 960 |
| System Administrator | 95,000 - 125,000 | 500 - 800 |
| System Engineer | 115,000 - 145,000 | 600 - 820 |
| Unix System Administrator | 95,000 - 130,000 | 600 - 800 |

Digital & UX

| | | |
|--|-------------------|--------------|
| Content Manager | 90,000 - 115,000 | 500 - 700 |
| Digital Designer | 100,000 - 140,000 | 700 - 900 |
| Digital Producer | 100,000 - 130,000 | 800 - 1,000 |
| Graphic, Visual & Interactive Designer | 90,000 - 120,000 | 600 - 1,000 |
| UI Designer | 90,000 - 120,000 | 600 - 1,000 |
| UX Architect | 115,000 - 150,000 | 800 - 1,100 |
| UX Designer | 100,000 - 140,000 | 600 - 1,000 |
| UX Manager | 120,000 - 150,000 | 750 - 1,050 |
| UX/CX & Service Designer | 160,000 - 200,000 | 850 - 1,1100 |
| Web Designer | 60,000 - 100,000 | 600 - 800 |

Permanent (Base + Super)

Contract (Day Rate)

Applications

| | | |
|----------------------------|-------------------|---------------|
| BI Architect | 170,000 - 220,000 | 900 - 1,200 |
| BI Business Analyst | 120,000 - 150,000 | 780 - 950 |
| BI Consultant | 130,000 - 160,000 | 700 - 1000 |
| BI Developer | 125,000 - 150,000 | 700 - 1000 |
| BI Manager | 155,000 - 200,000 | 800 - 1,000 |
| BI Project Manager | 135,000 - 165,000 | 850 - 1,000 |
| Data Analyst | 90,000 - 140,000 | 500 - 700 |
| Data Architect | 170,000 - 220,000 | 1,000 - 1,300 |
| Data Engineer | 130,000 - 185,000 | 800 - 1,100 |
| Data Modeller | 130,000 - 170,000 | 800 - 1,100 |
| Data Scientist | 130,000 - 185,000 | 800 - 1,200 |
| ERP/CRM Business Analyst | 120,000 - 150,000 | 700 - 1,000 |
| ERP/CRM Consultant | 140,000 - 160,000 | 800 - 1,000 |
| ERP/CRM Developer | 125,000 - 150,000 | 750 - 950 |
| ERP/CRM Project Manager | 130,000 - 180,000 | 800 - 1,100 |
| ERP/CRM Solution Architect | 160,000 - 200,000 | 800 - 1,100 |

Queensland

What trends or challenges have occurred in the QLD tech talent market over the last 12 months?

COVID caused many ICT projects to be put on hold, scaled down or cancelled, increasing the available talent pool. On the other hand, it also made organisations prioritise digital transformation projects to allow for remote working and servicing customer needs. The Queensland government, a key part of the local tech market, undertook a number of project reviews trying to find savings in departmental budgets. This saw hiring slow down significantly (or in some instances freeze), adding uncertainty to the market. However, recent positive economic sentiment has resulted in a number of technology companies hiring in the technology and digital space.

What roles are currently in-demand in QLD?

Digital transformation skills continue to be in high demand. Candidates in the areas of cyber security, development, infrastructure (with a focus on cloud computing) and data are currently the most marketable.

What are the salary trends in the QLD tech market?

During the lockdown and beyond there was an initial decline, following organisational cost cutting measures and the resulting increase in available skills. However, since restrictions eased and economic uplift began, the in-demand roles listed above are experiencing slight growth. Talent shortages in other states, and the increased acceptance of remote working options for overseas organisations, have led to increased local competition to recruit the best candidates.

What will happen with tech roles and salaries in QLD in the next 12 months?

Economic conditions are expected to improve, with added impetus from government assistance. We expect the skills shortage in highly-sought areas to continue to drive demand as clients look for alternative ways to attract the best talent.

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Permanent (Base + Super)

Contract (Day Rate)

Executive

| | | |
|------------------------------|-------------------|----|
| CIO | 200,000+ | NA |
| CTO | 200,000+ | NA |
| Head of Change Management | 150,000 - 250,000 | NA |
| Head of IT | 165,000 - 225,000 | NA |
| Head of IT Operations | 150,000 - 225,000 | NA |
| Head of Service Delivery | 130,000 - 180,000 | NA |
| Head of Transformation | 165,000 - 240,000 | NA |
| IT Manager | 150,000 - 220,000 | NA |
| Software Development Manager | 120,000 - 160,000 | NA |

Project Services

| | | |
|---------------------------|-------------------|-------------|
| Agile Coach | 160,000 - 200,000 | 835 - 1,050 |
| Business Analyst | 85,000 - 110,000 | 520 - 680 |
| Senior Business Analyst | 110,000 - 140,000 | 680 - 750 |
| Business Architect | 100,000 - 130,000 | 520 - 680 |
| Senior Business Architect | 135,000 - 200,000 | 750 - 950 |
| Change Analyst | 85,000 - 125,000 | 445 - 660 |
| Senior Change Analyst | 150,000 - 180,000 | 780 - 950 |
| Change Manager | 110,000 - 150,000 | 575 - 780 |
| Senior Change Manager | 150,000 - 180,000 | 780 - 950 |
| PMO Analyst | 95,000 - 130,000 | 850 - 1,050 |
| PMO Manager | 120,000 - 170,000 | 850 - 1,050 |
| Portfolio Manager | 120,000 - 170,000 | 850 - 1,050 |
| Process Analyst | 105,000 - 135,000 | 550 - 700 |
| Program Manager | 160,000 - 225,000 | 950 - 1,200 |
| Project Administrator | 70,000 - 90,000 | 400 - 550 |
| Project Coordinator | 75,000 - 95,000 | 390 - 495 |
| Project Manager | 130,000 - 150,000 | 800 - 900 |
| Senior Project Manager | 140,000 - 170,000 | 900 - 1,000 |
| Scrum Master | 120,000 - 140,000 | 630 - 730 |
| Technical Writer | 120,000 - 140,000 | 700 - 835 |

Development & Testing

| | | |
|-------------------------|-------------------|-----------|
| Automation Test Analyst | 105,000 - 125,000 | 700 - 850 |
| Developer - .NET | 90,000 - 130,000 | 700 - 850 |
| Developer - C/C++ | 90,000 - 130,000 | 700 - 850 |
| Developer - CMS | 90,000 - 130,000 | 700 - 850 |
| Developer - Java/J2EE | 90,000 - 130,000 | 700 - 850 |
| Developer - Open Source | 90,000 - 130,000 | 700 - 850 |

| | Permanent (Base + Super) | Contract (Day Rate) |
|----------------------------------|--------------------------|---------------------|
| Developer Team Leader | 120,000 - 150,000 | 800 - 1,000 |
| DevOps Architect | 150,000 - 180,000 | 780 - 1,015 |
| DevOps Engineer | 125,000 - 165,000 | 750 - 900 |
| Front End/UI Developer | 110,000 - 140,000 | 700 - 900 |
| Mobile Developer | 110,000 - 140,000 | 700 - 900 |
| SharePoint Consultant/ Developer | 120,000 - 160,000 | 750 - 880 |
| Test Analyst | 85,000 - 120,000 | 650 - 800 |
| Test Lead | 110,000 - 130,000 | 720 - 900 |
| Test Manager | 110,000 - 160,000 | 840 - 1,000 |
| Web Developer | 90,000 - 130,000 | 650 - 100 |

Infrastructure

| | | |
|----------------------------------|-------------------|-------------|
| Application Support Analyst | 85,000 - 120,000 | 445 - 680 |
| Applications Packager | 100,000 - 120,000 | 550 - 720 |
| Change/Release Manager | 130,000 - 160,000 | 800 - 1,015 |
| Desktop Support Analyst | 60,000 - 90,000 | 315 - 510 |
| DevOps Engineer | 125,000 - 165,000 | 750 - 900 |
| Helpdesk - 1st Level Support | 55,000 - 65,000 | 285 - 365 |
| Helpdesk - 2nd Level Support | 65,000 - 75,000 | 340 - 425 |
| Helpdesk Lead | 70,000 - 100,000 | 365 - 565 |
| Helpdesk Manager | 80,000 - 120,000 | 415 - 680 |
| Network Administrator | 100,000 - 130,000 | 520 - 735 |
| Network Designer | 110,000 - 140,000 | 550 - 900 |
| Network Engineer | 100,000 - 135,000 | 700 - 800 |
| Operations Manager | 110,000 - 140,000 | 700 - 900 |
| Security Administrator/ Engineer | 130,000 - 170,000 | 680 - 960 |
| System Administrator | 95,000 - 125,000 | 495 - 705 |
| System Engineer | 115,000 - 145,000 | 700 - 820 |
| Unix System Administrator | 95,000 - 130,000 | 495 - 735 |

Digital & UX

| | | |
|--|-------------------|-------------|
| Content Manager | 90,000 - 115,000 | 470 - 650 |
| Digital Designer | 100,000 - 140,000 | 520 - 790 |
| Digital Producer | 100,000 - 130,000 | 520 - 735 |
| Graphic, Visual & Interactive Designer | 90,000 - 120,000 | 470 - 680 |
| UI Designer | 90,000 - 120,000 | 470 - 680 |
| UX Architect | 115,000 - 150,000 | 600 - 850 |
| UX Designer | 100,000 - 140,000 | 600 - 1,000 |
| UX Manager | 120,000 - 150,000 | 635 - 850 |
| UX/CX & Service Designer | 160,000 - 200,000 | 835 - 1,130 |
| Web Designer | 60,000 - 100,000 | 315 - 565 |

Permanent (Base + Super)

Contract (Day Rate)

Applications

| | | |
|----------------------------|-------------------|-------------|
| BI Architect | 155,000 - 200,000 | 805 - 1,130 |
| BI Business Analyst | 120,000 - 150,000 | 750 - 900 |
| BI Consultant | 120,000 - 150,000 | 750 - 900 |
| BI Developer | 125,000 - 150,000 | 680 - 850 |
| BI Manager | 155,000 - 200,000 | 805 - 1,130 |
| BI Project Manager | 135,000 - 165,000 | 800 - 1,000 |
| Data Analyst | 90,000 - 130,000 | 650 - 800 |
| Data Architect | 155,000 - 200,000 | 905 - 1130 |
| Data Engineer | 130,000 - 185,000 | 720 - 1,000 |
| Data Modeller | 130,000 - 185,000 | 720 - 1,000 |
| Data Scientist | 130,000 - 185,000 | 720 - 1,000 |
| ERP/CRM Business Analyst | 120,000 - 150,000 | 750 - 850 |
| ERP/CRM Consultant | 140,000 - 160,000 | 800 - 1,000 |
| ERP/CRM Developer | 125,000 - 150,000 | 750 - 950 |
| ERP/CRM Project Manager | 130,000 - 180,000 | 800 - 1,000 |
| ERP/CRM Solution Architect | 160,000 - 220,000 | 835 - 1,130 |

IT Sales

| | | |
|------------------------------|-------------------|---------------|
| Account Executive | 80,000 - 100,000 | 415 - 565 |
| Account Manager | 100,000 - 190,000 | 520 - 1,075 |
| Business Development Manager | 110,000 - 200,000 | 575 - 1,130 |
| Sales Consultant | 95,000 - 115,000 | 495 - 650 |
| Sales Director | 200,000 - 300,000 | 1,045 - 1,695 |
| Service Delivery Consultant | 95,000 - 115,000 | 495 - 650 |
| Service Delivery Manager | 130,000 - 200,000 | 680 - 1,130 |

South Australia

What trends or challenges have occurred in the SA tech talent market over the last 12 months?

Overall the SA market has remained very stable. As the pandemic hit in early 2020 there was a notable increase in federal government hiring, which then tailed off towards the end of the year and is now at a lower level. This reintroduced more candidates to the market, but there has been a rally in hiring over the last three months of the calendar year with levels returning to near pre-COVID levels. Permanent hiring remains slightly subdued but is increasing month by month.

What roles are currently in-demand in SA?

Candidates with business intelligence and data analytics skills continue to attract strong interest from organisations seeking to incorporate these activities into their core strategy. Vacancies for software developers and network engineers are also showing no signs of abating.

What are the salary trends in the SA tech market?

In mid 2020 both salaries and contract rates slowed, becoming essentially static as more candidates came back onto the market. Contractors extending their current engagements were not pushing for the rate increases that they would normally seek. In recent months, with the return of jobs growth and increased hiring, we are seeing a slight increase in salaries and contract rates. IT professionals working in SA are also benefiting from the cost of living advantages that the state offers when compared with eastern seaboard states.

What will happen with tech roles and salaries in SA in the next 12 months?

Many companies are demonstrating a renewed commitment to IT infrastructure and talent spending as conditions return to normal, so we are looking forward to a strong year for IT professionals. Salary growth should continue to be robust for specialist roles. Companies are also seeing the benefits of remote working and the resulting increase in skills and talent they can access. We expect to see more clients being flexible on location for the roles they are hiring for.

GET IN CONTACT:

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Permanent (Base + Super)

Contract (Day Rate)

Executive

| | | |
|------------------------------|-------------------|----|
| CIO | 200,000+ | NA |
| CTO | 200,000+ | NA |
| Head of Change Management | 100,000 - 170,000 | NA |
| Head of IT | 150,000 - 200,000 | NA |
| Head of IT Operations | 130,000 - 180,000 | NA |
| Head of Service Delivery | 130,000 - 180,000 | NA |
| Head of Transformation | 180,000 - 240,000 | NA |
| IT Manager | 120,000 - 150,000 | NA |
| Software Development Manager | 120,000 - 200,000 | NA |

Project Services

| | | |
|---------------------------|-------------------|-------------|
| Agile Coach | 140,000 - 180,000 | 800 - 1,000 |
| Business Analyst | 75,000 - 100,000 | 400 - 600 |
| Senior Business Analyst | 100,000 - 130,000 | 600 - 900 |
| Business Architect | 85,000 - 110,000 | 500 - 650 |
| Senior Business Architect | 110,000 - 140,000 | 600 - 700 |
| Change Analyst | 85,000 - 110,000 | 500 - 650 |
| Senior Change Analyst | 110,000 - 140,000 | 600 - 750 |
| Change Manager | 110,000 - 130,000 | 575 - 780 |
| Senior Change Manager | 120,000 - 160,000 | 780 - 1,000 |
| PMO Analyst | 90,000 - 120,000 | 500 - 750 |
| PMO Manager | 120,000 - 170,000 | 630 - 890 |
| Portfolio Manager | 120,000 - 170,000 | 700 - 900 |
| Process Analyst | 110,000 - 140,000 | 600 - 750 |
| Program Manager | 160,000 - 200,000 | 950 - 1,200 |
| Project Administrator | 70,000 - 90,000 | 350 - 500 |
| Project Coordinator | 75,000 - 95,000 | 400 - 600 |
| Project Manager | 130,000 - 170,000 | 700 - 900 |
| Scrum Master | 120,000 - 140,000 | 600 - 900 |
| Technical Writer | 90,000 - 130,000 | 600 - 850 |

Development & Testing

| | | |
|-------------------------|-------------------|-----------|
| Automation Test Analyst | 75,000 - 110,000 | 400 - 650 |
| Developer - .NET | 80,000 - 120,000 | 450 - 700 |
| Developer - C/C++ | 70,000 - 120,000 | 450 - 700 |
| Developer - CMS | 70,000 - 120,000 | 450 - 700 |
| Developer - Java/J2EE | 80,000 - 120,000 | 450 - 700 |
| Developer - Open Source | 80,000 - 120,000 | 450 - 700 |
| Development Team Leader | 100,000 - 140,000 | 500 - 800 |

| | Permanent (Base + Super) | Contract (Day Rate) |
|----------------------------------|--------------------------|---------------------|
| DevOps Architect | 150,000 - 180,000 | 800 - 1,000 |
| DevOps Engineer | 115,000 - 155,000 | 650 - 900 |
| Front End/UI Developer | 80,000 - 120,000 | 450 - 800 |
| Mobile Developer | 80,000 - 120,000 | 450 - 800 |
| SharePoint Consultant/ Developer | 80,000 - 120,000 | 600 - 850 |
| Test Analyst | 70,000 - 95,000 | 400 - 600 |
| Test Lead | 95,000 - 120,000 | 550 - 750 |
| Test Manager | 110,000 - 150,000 | 700 - 900 |
| Web Developer | 80,000 - 120,000 | 400 - 650 |

Infrastructure

| | | |
|----------------------------------|-------------------|-------------|
| Application Support Analyst | 85,000 - 120,000 | 450 - 650 |
| Applications Packager | 85,000 - 120,000 | 450 - 650 |
| Change/Release Manager | 130,000 - 180,000 | 650 - 1,000 |
| Desktop Support Analyst | 55,000 - 85,000 | 400 - 550 |
| Helpdesk - 1st Level Support | 45,000 - 65,000 | 250 - 350 |
| Helpdesk - 2nd Level Support | 60,000 - 80,000 | 325 - 400 |
| Helpdesk Lead | 70,000 - 100,000 | 350 - 600 |
| Helpdesk Manager | 80,000 - 120,000 | 400 - 650 |
| Network Administrator | 80,000 - 120,000 | 500 - 700 |
| Network Designer | 100,000 - 140,000 | 550 - 800 |
| Network Engineer | 110,000 - 150,000 | 500 - 700 |
| Operations Manager | 110,000 - 150,000 | 600 - 800 |
| Security Administrator/ Engineer | 125,000 - 160,000 | 650 - 900 |
| System Administrator | 80,000 - 100,000 | 450 - 650 |
| System Engineer | 110,000 - 140,000 | 550 - 800 |
| Unix System Administrator | 90,000 - 125,000 | 550 - 750 |

Digital & UX

| | | |
|--|-------------------|-------------|
| Content Manager | 85,000 - 120,000 | 450 - 700 |
| Digital Designer | 95,000 - 135,000 | 500 - 750 |
| Digital Producer | 95,000 - 135,000 | 500 - 750 |
| Graphic, Visual & Interactive Designer | 90,000 - 125,000 | 450 - 700 |
| UI Designer | 85,000 - 115,000 | 445 - 650 |
| UX Architect | 110,000 - 140,000 | 570 - 800 |
| UX Designer | 95,000 - 135,000 | 520 - 750 |
| UX Manager | 110,000 - 140,000 | 650 - 900 |
| UX/CX & Service Designer | 150,000 - 190,000 | 800 - 1,100 |
| Web Designer | 55,000 - 95,000 | 350 - 600 |

Permanent (Base + Super)

Contract (Day Rate)

Applications

| | | |
|----------------------------|-------------------|-------------|
| BI Architect | 145,000 - 190,000 | 765 - 1,100 |
| BI Business Analyst | 115,000 - 150,000 | 605 - 805 |
| BI Consultant | 110,000 - 150,000 | 600 - 800 |
| BI Developer | 115,000 - 140,000 | 600 - 800 |
| BI Manager | 145,000 - 200,000 | 750 - 1,100 |
| BI Project Manager | 125,000 - 155,000 | 670 - 900 |
| Data Analyst | 85,000 - 130,000 | 450 - 700 |
| Data Architect | 145,000 - 190,000 | 750 - 1,000 |
| Data Engineer | 125,000 - 175,000 | 650 - 900 |
| Data Modeller | 125,000 - 175,000 | 650 - 900 |
| Data Scientist | 150,000 - 140,000 | 650 - 1,000 |
| ERP/CRM Business Analyst | 115,000 - 180,000 | 600 - 800 |
| ERP/CRM Consultant | 120,000 - 150,000 | 700 - 900 |
| ERP/CRM Developer | 115,000 - 140,000 | 650 - 900 |
| ERP/CRM Project Manager | 120,000 - 170,000 | 650 - 900 |
| ERP/CRM Solution Architect | 150,000 - 200,000 | 750 - 1,000 |

Western Australia

What trends or challenges have occurred in the WA tech talent market over the last 12 months?

Both government and private sector projects continue to underpin the tech talent market in WA. Construction in the resource sector, and the associated need for technical expertise, are being sustained by ongoing healthy resource prices.

What roles are currently in-demand in WA?

The continuing trend towards data analytics is boosting demand for data analysts and business intelligence experts. Startups in Perth are still energizing the market for software developers with platform and app development experience.

What are the salary trends in the WA tech market?

Specialists and candidates with niche skills continue to see some salary growth, as do those with multiple cloud technology and broad cloud migration experience. Other sectors remain stable.

What will happen with tech roles and salaries in WA in the next 12 months?

WA is, as ever, a tale of two cities, or more accurately, Perth startups and regional resources. The resources industry continues to drive technical innovation, especially in AI-driven fields such as autonomous drilling, remote operations, and drone technologies. Candidates with skills relevant to these activities continue to be bankable and can command high salaries, especially if they are prepared to work in remote areas. Successful tech startups in the Perth region are the chief drivers of high demand for software developers. Meanwhile, COVID has opened up the market for remote working of another kind – from a phone or laptop far removed from head office or core operations – as recruiters profit from an expansion of available skills when they are prepared to be flexible about location.

GET IN CONTACT:

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Permanent (Base + Super)

Contract (Day Rate)

Executive

| | | |
|------------------------------|-------------------|----|
| CIO | 200,000+ | NA |
| CTO | 200,000+ | NA |
| Head of Change Management | 150,000 - 250,000 | NA |
| Head of IT | 150,000 - 225,000 | NA |
| Head of IT Operations | 170,000 - 250,000 | NA |
| Head of Service Delivery | 130,000 - 180,000 | NA |
| Head of Transformation | 150,000 - 240,000 | NA |
| IT Manager | 110,000 - 170,000 | NA |
| Software Development Manager | 100,000 - 150,000 | NA |

Project Services

| | | |
|---------------------------|-------------------|---------------|
| Agile Coach | 140,000 - 180,000 | 650 - 1,100 |
| Business Analyst | 85,000 - 110,000 | 445 - 575 |
| Senior Business Analyst | 110,000 - 140,000 | 700 - 900 |
| Business Architect | 85,000 - 110,000 | 445 - 575 |
| Senior Business Architect | 110,000 - 140,000 | 575 - 730 |
| Change Analyst | 85,000 - 110,000 | 450 - 650 |
| Senior Change Analyst | 110,000 - 140,000 | 575 - 730 |
| Change Manager | 110,000 - 160,000 | 575 - 780 |
| Senior Change Manager | 150,000 - 180,000 | 780 - 940 |
| PMO Analyst | 95,000 - 130,000 | 550 - 800 |
| PMO Manager | 120,000 - 170,000 | 630 - 890 |
| Portfolio Manager | 120,000 - 170,000 | 630 - 890 |
| Process Analyst | 105,000 - 135,000 | 550 - 705 |
| Program Manager | 160,000 - 225,000 | 1,000 - 1,500 |
| Project Administrator | 70,000 - 90,000 | 365 - 470 |
| Project Coordinator | 75,000 - 95,000 | 500 - 750 |
| Project Manager | 135,000 - 150,000 | 680 - 780 |
| Senior Project Manager | 160,000 - 200,000 | 850 - 1,200 |
| Scrum Master | 120,000 - 140,000 | 550 - 1,000 |
| Technical Writer | 120,000 - 160,000 | 630 - 835 |

Development & Testing

| | | |
|-------------------------|------------------|-----------|
| Automation Test Analyst | 80,000 - 120,000 | 450 - 700 |
| Developer - .NET | 80,000 - 100,000 | 500 - 850 |
| Developer - C/C++ | 85,000 - 115,000 | 550 - 850 |
| Developer - CMS | 80,000 - 110,000 | 450 - 800 |
| Developer - Java/J2EE | 80,000 - 115,000 | 500 - 850 |
| Developer - Open Source | 85,000 - 115,000 | 500 - 850 |
| Development Team Leader | 85,000 - 135,000 | 600 - 900 |

| | Permanent (Base + Super) | Contract (Day Rate) |
|----------------------------------|--------------------------|---------------------|
| DevOps Architect | 150,000 - 180,000 | 780 - 1,015 |
| DevOps Engineer | 125,000 - 165,000 | 650 - 900 |
| Front End/UI Developer | 90,000 - 150,000 | 470 - 850 |
| Mobile Developer | 90,000 - 150,000 | 470 - 850 |
| SharePoint Consultant/ Developer | 120,000 - 160,000 | 635 - 905 |
| Test Analyst | 70,000 - 110,000 | 365 - 620 |
| Test Lead | 100,000 - 130,000 | 520 - 735 |
| Test Manager | 110,000 - 160,000 | 575 - 905 |
| Web Developer | 80,000 - 110,000 | 415 - 620 |

Infrastructure

| | | |
|----------------------------------|-------------------|-------------|
| Application Support Analyst | 85,000 - 120,000 | 445 - 680 |
| Applications Packager | 90,000 - 120,000 | 470 - 680 |
| Change/Release Manager | 130,000 - 180,000 | 680 - 1,015 |
| Desktop Support Analyst | 60,000 - 90,000 | 315 - 510 |
| DevOps Engineer | 125,000 - 165,000 | 650 - 930 |
| Helpdesk - 1st Level Support | 55,000 - 65,000 | 285 - 365 |
| Helpdesk - 2nd Level Support | 65,000 - 75,000 | 340 - 425 |
| Helpdesk Lead | 70,000 - 100,000 | 365 - 565 |
| Helpdesk Manager | 80,000 - 120,000 | 415 - 680 |
| Network Administrator | 100,000 - 130,000 | 520 - 735 |
| Network Designer | 110,000 - 140,000 | 575 - 790 |
| Network Engineer | 100,000 - 135,000 | 520 - 765 |
| Operations Manager | 110,000 - 140,000 | 575 - 790 |
| Security Administrator/ Engineer | 130,000 - 170,000 | 680 - 960 |
| System Administrator | 95,000 - 125,000 | 495 - 705 |
| System Engineer | 115,000 - 145,000 | 600 - 820 |
| Unix System Administrator | 95,000 - 130,000 | 495 - 735 |

Digital & UX

| | | |
|--|-------------------|-------------|
| Content Manager | 90,000 - 115,000 | 470 - 650 |
| Digital Designer | 100,000 - 140,000 | 520 - 790 |
| Digital Producer | 100,000 - 130,000 | 520 - 735 |
| Graphic, Visual & Interactive Designer | 90,000 - 120,000 | 470 - 680 |
| UI Designer | 90,000 - 120,000 | 470 - 680 |
| UX Architect | 115,000 - 150,000 | 600 - 850 |
| UX Designer | 100,000 - 140,000 | 520 - 790 |
| UX Manager | 120,000 - 150,000 | 635 - 850 |
| UX/CX & Service Designer | 160,000 - 200,000 | 835 - 1,130 |
| Web Designer | 60,000 - 100,000 | 315 - 565 |

Permanent (Base + Super)

Contract (Day Rate)

Applications

| | | |
|----------------------------|-------------------|-------------|
| BI Architect | 155,000 - 200,000 | 805 - 1,130 |
| BI Business Analyst | 120,000 - 150,000 | 635 - 850 |
| BI Consultant | 120,000 - 150,000 | 635 - 850 |
| BI Developer | 125,000 - 150,000 | 635 - 850 |
| BI Manager | 155,000 - 200,000 | 805 - 1,130 |
| BI Project Manager | 135,000 - 165,000 | 705 - 930 |
| Data Analyst | 90,000 - 130,000 | 470 - 735 |
| Data Architect | 155,000 - 200,000 | 800 - 1130 |
| Data Engineer | 130,000 - 185,000 | 680 - 1,045 |
| Data Modeller | 130,000 - 185,000 | 680 - 1,045 |
| Data Scientist | 130,000 - 185,000 | 680 - 1,045 |
| ERP/CRM Business Analyst | 120,000 - 150,000 | 635 - 850 |
| ERP/CRM Consultant | 140,000 - 160,000 | 730 - 905 |
| ERP/CRM Developer | 125,000 - 150,000 | 650 - 850 |
| ERP/CRM Project Manager | 130,000 - 180,000 | 680 - 1,015 |
| ERP/CRM Solution Architect | 160,000 - 200,000 | 835 - 1,130 |

IT Sales

| | | |
|------------------------------|-------------------|---------------|
| Account Executive | 80,000 - 100,000 | 415 - 565 |
| Account Manager | 100,000 - 190,000 | 520 - 1,075 |
| Business Development Manager | 110,000 - 200,000 | 575 - 1,130 |
| Sales Consultant | 95,000 - 115,000 | 495 - 650 |
| Sales Director | 200,000 - 300,000 | 1,045 - 1,695 |
| Service Delivery Consultant | 95,000 - 115,000 | 495 - 650 |
| Service Delivery Manager | 130,000 - 200,000 | 680 - 1,130 |

New Zealand

What trends or challenges have occurred in the New Zealand tech talent market over the last 12 months?

Improving business confidence and political stability have underpinned a shift (in Auckland in particular) from flexible contract hiring towards permanent roles or fixed-term contracts. In Wellington, 2021 started with a good flow of vacancies, responding to strong government spending and business restructuring. However, recent events have indicated that lockdowns are by no means over, so we can expect further COVID-driven digitalisation, e-commerce enhancement and cloud storage expansion. Although some organisations are scrutinising spend, the pause in the inflow of overseas candidates has tightened the market in favour of job seekers to some extent, especially high performers.

What roles are currently in-demand in New Zealand?

In Auckland, expect to see more demand for software engineers (particularly Node.js and full stack developers), UI/UX designers, business and data analysts, and security specialists. The Wellington market continues to favour a wide range of skillsets, including project services, architecture and specialist technologists.

What are the salary trends in the New Zealand tech market?

Contractors are responsible for a slight upward shift in permanent salaries as employers seek to attract them into permanent positions. In Auckland this is particularly noticeable in software engineering, where higher salaries are being used as both an attraction and a retention tool. Wellington permanent salaries remain steady across all skillsets, but there is some increase in contractor rates as a result of increased volume of demand.

What will happen with tech roles and salaries in New Zealand in the next 12 months?

If borders remain shut, cutting out overseas candidates, we can expect salaries to increase to attract hard-to-find talent and skillsets. Wellington in particular is looking forward to a busy 2021, with large projects up and running and more in the pipeline, potentially driving up both salaries and contract rates.

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Auckland

| | Permanent (Base) | Contract (Day Rate) | Contract (Hourly) |
|--|------------------|---------------------|-------------------|
|--|------------------|---------------------|-------------------|

Executive

| | | | |
|------------------------------|-------------------|----|----|
| CIO | 250,000+ | NA | NA |
| CTO | 220,000+ | NA | NA |
| Head of Change Management | 150,000 - 210,000 | NA | NA |
| Head of IT | 150,000 - 220,000 | NA | NA |
| Head of IT Operations | 200,000 - 300,000 | NA | NA |
| Head of Service Delivery | 130,000 - 200,000 | NA | NA |
| Head of Transformation | 150,000 - 250,000 | NA | NA |
| IT Manager | 160,000 - 280,000 | NA | NA |
| Software Development Manager | 150,000 - 250,000 | NA | NA |

Project Services

| | | | |
|-------------------------|-------------------|---------------|-----------|
| Agile Coach | 100,000 - 140,000 | 800 - 1,300 | 100 - 120 |
| Business Analyst | 90,000 - 120,000 | 640 - 760 | 80 - 95 |
| Senior Business Analyst | 120,000 - 140,000 | 760 - 920 | 95 - 115 |
| Business Architect | 130,000 - 180,000 | 880 - 1,040 | 110 - 130 |
| Junior Change Analyst | 75,000 - 100,000 | 400 - 640 | 50 - 80 |
| Senior Change Analyst | 110,000 - 140,000 | 800 - 1,240 | 100 - 130 |
| Junior Change Manager | 90,000 - 130,000 | 480 - 640 | 60 - 80 |
| Senior Change Manager | 140,000 - 180,000 | 960 - 1,300 | 120 - 160 |
| PMO Analyst | 90,000 - 120,000 | 640 - 800 | 80 - 100 |
| PMO Manager | 140,000 - 180,000 | 1,040 - 1,280 | 130 - 160 |
| Portfolio Manager | 120,000 - 180,000 | 1,280 | 160 |
| Process Analyst | 90,000 - 120,000 | 640 - 800 | 80 - 100 |
| Program Manager | 150,000 - 180,000 | 1,000 - 1,200 | 125 - 150 |
| Project Administrator | 70,000 - 90,000 | 480 - 640 | 60 - 80 |
| Project Coordinator | 75,000 - 100,000 | 640 - 800 | 80 - 100 |
| Project Manager | 120,000 - 150,000 | 800 - 1,000 | 100 - 125 |
| Senior Project Manager | 120,000 - 150,000 | 1,000 - 1,040 | 125 - 130 |
| Scrum Master | 90,000 - 140,000 | 800 - 960 | 100 - 120 |
| Technical Writer | 90,000 - 120,000 | 600 - 800 | 75 - 100 |

Development & Testing

| | | | |
|-------------------------|------------------|-----------|----------|
| Automation Test Analyst | 80,000 - 120,000 | 600 - 720 | 75 - 90 |
| Developer - .NET | 90,000 - 130,000 | 720 - 880 | 90 - 110 |
| Developer - C/C++ | 90,000 - 130,000 | 720 - 880 | 90 - 110 |
| Developer - CMS | 80,000 - 130,000 | 720 - 880 | 90 - 110 |
| Developer - Java/J2EE | 90,000 - 130,000 | 720 - 880 | 90 - 110 |
| Developer - Open Source | 90,000 - 130,000 | 720 - 880 | 90 - 110 |

| | Permanent (Base) | Contract (Day Rate) | Contract (Hourly) |
|----------------------------------|-------------------|---------------------|-------------------|
| Development Team Leader | 100,000 - 150,000 | 800 - 1,040 | 100 - 130 |
| DevOps Architect | 150,000 - 180,000 | 960 - 1,200 | 120 - 150 |
| DevOps Engineer | 100,000 - 140,000 | 640 - 960 | 80 - 120 |
| Front End/UI Developer | 90,000 - 140,000 | 880 - 960 | 110 - 120 |
| Mobile Developer | 90,000 - 140,000 | 880 - 960 | 110 - 120 |
| SharePoint Consultant/ Developer | 120,000 - 160,000 | 640 - 880 | 80 - 110 |
| Test Analyst | 70,000 - 110,000 | 560 - 720 | 70 - 90 |
| Test Lead | 100,000 - 130,000 | 720 - 880 | 90 - 110 |
| Test Manager | 110,000 - 150,000 | 880 - 1,040 | 110 - 130 |
| Web Developer | 80,000 - 110,000 | 560 - 680 | 70 - 85 |

Infrastructure

| | | | |
|---|-------------------|-----------|-----------|
| Application Support Analyst | 65,000 - 75,000 | 560 - 680 | 35 - 45 |
| Applications Packager | 90,000 - 150,000 | 640 - 800 | 80 - 100 |
| Change/Release Manager | 100,000 - 150,000 | 720 - 880 | 90 - 110 |
| Desktop Support Analyst | 55,000 - 65,000 | 440 - 600 | 35 - 45 |
| DevOps Engineer | 100,000 - 130,000 | 640 - 800 | 80 - 100 |
| Helpdesk - 1st Level Support | 55,000 - 65,000 | 280 - 320 | 35 - 40 |
| Helpdesk - 2nd Level Support | 65,000 - 75,000 | 320 - 440 | 40 - 55 |
| Helpdesk Lead | 70,000 - 100,000 | 440 - 520 | 55 - 65 |
| Helpdesk Manager | 85,000 - 100,000 | 520 - 640 | 65 - 80 |
| Network Administrator | 70,000 - 80,000 | 560 - 640 | 50 - 60 |
| Network Designer | 120,000 - 180,000 | 640 - 960 | 80 - 120 |
| Network Engineer | 90,000 - 120,000 | 720 - 800 | 60 - 70 |
| Operations Manager | 110,000 - 160,000 | 800 - 960 | 90 - 100 |
| Senior Security Administrator/ Engineer | 130,000 - 180,000 | 800 - 960 | 100 - 120 |
| Security Administrator/ Engineer | 100,000 - 110,000 | 640 | 80 - 100 |
| System Administrator | 65,000 - 75,000 | 640 - 800 | 45 - 55 |
| System Engineer | 75,000 - 95,000 | 560 - 720 | 60 - 80 |
| Unix System Administrator | 85,000 - 100,000 | 560 - 720 | 70 - 90 |

Digital & UX

| | | | |
|--|-------------------|-------------|-----------|
| Content Manager | 90,000 - 100,000 | 640 - 800 | 75 - 100 |
| Digital Designer | 80,000 - 130,000 | 720 - 960 | 90 - 120 |
| Digital Producer | 90,000 - 130,000 | 720 - 1,040 | 90 - 130 |
| Graphic, Visual & Interactive Designer | 90,000 - 120,000 | 480 - 640 | 60 - 80 |
| UI Designer | 90,000 - 120,000 | 720 - 960 | 90 - 120 |
| UX Architect | 110,000 - 130,000 | 800 - 1,000 | 100 - 125 |
| UX Designer | 90,000 - 140,000 | 800 - 1,000 | 100 - 125 |
| UX Manager | 130,000 - 160,000 | 960 - 1,040 | 120 - 130 |
| UX/CX & Service Designer | 160,000 - 200,000 | 950 - 1,140 | 110 - 140 |
| Web Designer | 60,000 - 100,000 | 720 - 1,040 | 90 - 130 |

Permanent (Base)

Contract (Day Rate)

Contract (Hourly)

Applications

| | | | |
|----------------------------|-------------------|---------------|-----------|
| BI Architect | 155,000 - 180,000 | 1,000 - 1,200 | 125 - 150 |
| BI Business Analyst | 120,000 - 135,000 | 640 - 960 | 80 - 120 |
| BI Consultant | 120,000 - 140,000 | 640 - 960 | 100 - 130 |
| BI Developer | 80,000 - 110,000 | 640 - 960 | 100 - 120 |
| BI Manager | 140,000 - 160,000 | 960 - 1,200 | 120 - 150 |
| BI Project Manager | 130,000 - 150,000 | 880 - 1,120 | 110 - 140 |
| Data Analyst | 80,000 - 120,000 | 480 - 640 | 70 - 100 |
| Data Architect | 150,000 - 180,000 | 1,000 - 1,200 | 125 - 150 |
| Data Engineer | 130,000 - 145,000 | 960 - 1,200 | 110 - 130 |
| Data Modeller | 110,000 - 135,000 | 960 - 1,200 | 100 - 130 |
| Data Scientist | 120,000 - 150,000 | 960 - 1,200 | 110 - 140 |
| ERP/CRM Business Analyst | 120,000 - 140,000 | 720 - 960 | 90 - 120 |
| ERP/CRM Consultant | 130,000 - 160,000 | 800 - 1,000 | 100 - 125 |
| ERP/CRM Developer | 93,000 - 130,000 | 720 - 960 | 90 - 120 |
| ERP/CRM Project Manager | 130,000 - 160,000 | 880 - 1,000 | 110 - 125 |
| ERP/CRM Solution Architect | 160,000 - 200,000 | 960 - 1,040 | 120 - 130 |

IT Sales

| | | | |
|------------------------------|-------------------|---------------|----|
| Account Executive | 75,000 - 95,000 | 415 - 565 | NA |
| Account Manager | 90,000 - 120,000 | 520 - 1,075 | NA |
| Business Development Manager | 90,000 - 110,000 | 575 - 1,130 | NA |
| Sales Consultant | 80,000 - 120,000 | 495 - 650 | NA |
| Sales Director | 150,000 - 170,000 | 1,045 - 1,695 | NA |
| Service Delivery Consultant | 90,000 - 120,000 | 680 - 880 | NA |
| Service Delivery Manager | 100,000 - 160,000 | 880 - 960 | NA |

Wellington

Permanent (Base)

Contract (Day Rate)

Contract (Hourly)

Executive

| | | | |
|------------------------------|-------------------|----|----|
| CIO | 250,000+ | NA | NA |
| CTO | 220,000+ | NA | NA |
| Head of Change Management | 150,000 - 210,000 | NA | NA |
| Head of IT | 150,000 - 210,000 | NA | NA |
| Head of IT Operations | 150,000 - 210,000 | NA | NA |
| Head of Service Delivery | 130,000 - 180,000 | NA | NA |
| Head of Transformation | 150,000 - 250,000 | NA | NA |
| IT Manager | 160,000 - 210,000 | NA | NA |
| Software Development Manager | 130,000 - 170,000 | NA | NA |

Project Services

| | | | |
|-------------------------|-------------------|---------------|-----------|
| Agile Coach | 120,000 - 140,000 | 960 - 1,120 | 120 - 140 |
| Business Analyst | 75,000 - 110,000 | 720 - 800 | 90 - 100 |
| Senior Business Analyst | 100,000 - 140,000 | 880 - 1,040 | 100 - 130 |
| Business Architect | 120,000 - 150,000 | 960 - 1,200 | 120 - 150 |
| Solution Architect | 120,000 - 150,000 | 960 - 1,200 | 120 - 140 |
| Enterprise Architect | 150,000 - 180,000 | 960 - 1,280 | 130 - 150 |
| Security Architect | 150,000 - 180,000 | 960 - 1,280 | 130 - 150 |
| Change Analyst | 100,000 - 85,000 | 440 - 640 | 100 - 110 |
| Senior Change Analyst | 95,000 - 120,000 | 640 - 800 | 100 - 130 |
| Change Manager | 100,000 - 140,000 | 720 - 880 | 100 - 120 |
| Senior Change Manager | 140,000 - 180,000 | 960 - 1,280 | 110 - 160 |
| PMO Analyst | 75,000 - 110,000 | 600 - 760 | 75 - 100 |
| PMO Manager | 140,000 - 200,000 | 960 - 1,200 | 120 - 150 |
| Portfolio Manager | 140,000 - 200,000 | 960 - 1,200 | 120 - 150 |
| Process Analyst | 90,000 - 120,000 | 720 - 880 | 90 - 120 |
| Programme Manager | 140,000 - 200,000 | 1,040 - 1,440 | 150 - 180 |
| Project Administrator | 50,000 - 65,000 | 400 - 520 | 50 - 70 |
| Project Coordinator | 75,000 - 100,000 | 600 - 760 | 70 - 90 |
| Project Manager | 125,000 - 135,000 | 880 - 1,000 | 110 - 130 |
| Senior Project Manager | 135,000 - 165,000 | 960 - 1,200 | 120 - 150 |
| Scrum Master | 110,000 - 120,000 | 880 - 1,040 | 100 - 130 |
| Technical Writer | 90,000 - 120,000 | 720 - 800 | 100 - 110 |

Development & Testing

| | | | |
|-------------------------|-------------------|-------------|-----------|
| Automation Test Analyst | 80,000 - 130,000 | 760 - 920 | 80 - 110 |
| Automation Engineer | 100,000 - 140,000 | 760 - 880 | 100 - 115 |
| Developer - .NET | 100,000 - 130,000 | 760 - 1,000 | 90 - 125 |
| Developer - C/C++ | 100,000 - 130,000 | 760 - 1,000 | 90 - 120 |
| Developer - CMS | 100,000 - 130,000 | 760 - 1,000 | 90 - 120 |

| | Permanent (Base) | Contract (Day Rate) | Contract (Hourly) |
|----------------------------------|-------------------|---------------------|-------------------|
| Developer - Java/J2EE | 100,000 - 130,000 | 760 - 1,000 | 90 - 120 |
| Developer - Open Source | 100,000 - 130,000 | 760 - 1,000 | 90 - 120 |
| Development Team Leader | 100,000 - 150,000 | 800 - 1,080 | 100 - 135 |
| DevOps Architect | 150,000 - 180,000 | 920 - 1,120 | 115 - 140 |
| DevOps Engineer | 125,000 - 165,000 | 800 - 960 | 100 - 130 |
| Front End/UI Developer | 95,000 - 125,000 | 760 - 1,000 | 95 - 125 |
| Mobile Developer | 95,000 - 125,000 | 760 - 1,000 | 95 - 125 |
| SharePoint Consultant/ Developer | 95,000 - 125,000 | 760 - 1,000 | 95 - 125 |
| Test Analyst | 70,000 - 110,000 | 640 - 800 | 80 - 100 |
| Test Lead | 100,000 - 130,000 | 720 - 920 | 90 - 115 |
| Test Manager | 110,000 - 160,000 | 960 - 1,120 | 120 - 140 |
| Web Developer | 95,000 - 125,000 | 760 - 1,000 | 95 - 125 |

Infrastructure

| | | | |
|----------------------------------|-------------------|-------------|-----------|
| Application Support Analyst | 50,000 - 110,000 | 480 - 880 | 60 - 110 |
| Applications Packager | 90,000 - 120,000 | 600 - 880 | 75 - 110 |
| Change/Release Manager | 110,000 - 150,000 | 800 - 1,040 | 100 - 140 |
| Desktop Support Analyst | 60,000 - 90,000 | 480 - 880 | 60 - 120 |
| DevOps Engineer | 125,000 - 165,000 | 800 - 960 | 100 - 130 |
| Helpdesk - 1st Level Support | 55,000 - 65,000 | 208 - 320 | 26 - 40 |
| Helpdesk - 2nd Level Support | 65,000 - 75,000 | 280 - 400 | 35 - 50 |
| Helpdesk Lead | 70,000 - 100,000 | 440 - 560 | 55 - 80 |
| Helpdesk Manager | 80,000 - 120,000 | 640 - 800 | 80 - 100 |
| Network Administrator | 100,000 - 130,000 | 720 - 880 | 90 - 110 |
| Network Designer | 110,000 - 140,000 | 800 - 960 | 100 - 120 |
| Network Engineer | 100,000 - 135,000 | 760 - 920 | 95 - 115 |
| Operations Manager | 110,000 - 160,000 | 800 - 1,120 | 100 - 140 |
| Security Administrator/ Engineer | 120,000 - 170,000 | 880 - 1,280 | 110 - 160 |
| System Administrator | 95,000 - 125,000 | 720 - 880 | 90 - 110 |
| System Engineer | 110,000 - 135,000 | 760 - 920 | 95 - 120 |
| Unix System Administrator | 95,000 - 125,000 | 720 - 880 | 90 - 110 |

Digital & UX

| | | | |
|--|-------------------|-------------|-----------|
| Content Manager | 90,000 - 115,000 | 640 - 800 | 80 - 100 |
| Digital Designer | 100,000 - 140,000 | 720 - 960 | 90 - 120 |
| Digital Producer | 100,000 - 130,000 | NA | NA |
| Graphic, Visual & Interactive Designer | 90,000 - 120,000 | NA | NA |
| UI Designer | 90,000 - 120,000 | 760 - 960 | 95 - 120 |
| UX Architect | 115,000 - 150,000 | 960+ | 120+ |
| UX Designer | 90,000 - 120,000 | 760 - 960 | 95 - 120 |
| UX Manager | 120,000 - 150,000 | 800 - 1,120 | 100 - 140 |
| UX/CX & Service Designer | 90,000 - 120,000 | 800 - 960 | 110 - 130 |
| Web Designer | 95,000 - 125,000 | 760 - 1,000 | 95 - 125 |

Permanent (Base)

Contract (Day Rate)

Contract (Hourly)

Applications

| | | | |
|----------------------------|-------------------|-------------|-----------|
| BI Architect | 155,000 - 200,000 | 960 - 1,280 | 120 - 160 |
| BI Business Analyst | 120,000 - 150,000 | 880 - 1,120 | 110 - 140 |
| BI Consultant | 120,000 - 150,000 | 960 - 1,200 | 120 - 150 |
| BI Developer | 120,000 - 150,000 | 920+ | 115+ |
| BI Manager | 155,000 - 200,000 | 880 - 1,000 | 110+ |
| BI Project Manager | 125,000 - 135,000 | 880 - 1,000 | 110 - 140 |
| Data Analyst | 65,000 - 100,000 | 520 - 720 | 80 - 110 |
| Data Architect | 130,000 - 170,000 | 960 - 1,120 | 120 - 140 |
| Data Engineer | 75,000 - 120,000 | 600 - 960 | 75 - 120 |
| Data Modeller | 95,000 - 150,000 | 600 - 800 | 75 - 120 |
| Data Scientist | 75,000 - 150,000 | 600 - 960 | 75 - 120 |
| ERP/CRM Business Analyst | 120,000 - 150,000 | 880 - 1,120 | 110 - 140 |
| ERP/CRM Consultant | 120,000 - 150,000 | 880 - 1,120 | 110 - 140 |
| ERP/CRM Developer | 95,000 - 125,000 | 760 - 1,000 | 95 - 125 |
| ERP/CRM Project Manager | 125,000 - 135,000 | 880 - 1,000 | 120 - 150 |
| ERP/CRM Solution Architect | 130,000 - 170,000 | 960 - 1,120 | 120 - 140 |

IT Sales

| | | | |
|------------------------------|-------------------|---------------|-----------|
| Account Executive | 80,000 - 100,000 | 415 - 565 | 52 - 71 |
| Account Manager | 100,000 - 190,000 | 520 - 1,075 | 65 - 134 |
| Business Development Manager | 110,000 - 200,000 | 575 - 1,130 | 72 - 141 |
| Sales Consultant | 95,000 - 115,000 | 495 - 650 | 62 - 81 |
| Sales Director | 200,000 - 300,000 | 1,045 - 1,695 | 131 - 212 |
| Service Delivery Consultant | 95,000 - 120,000 | 680 - 880 | 85 - 110 |
| Service Delivery Manager | 110,000 - 150,000 | 880 - 1,120 | 110 - 140 |

A note from the Managing Director

As Managing Director of Finite, it's great to be able to provide valuable insights and information. As a business, we are deeply proud of the lives we positively impact and the organisations we work for.



Tracy Thomson
Founder & Managing Director
Finite Group

About Finite IT

Finite are experts in the Australian and New Zealand tech sectors and can help candidates understand exactly where their skills are most in demand. Finite helps candidates find their dream tech, digital and business transformation roles.

From humble beginnings, we've grown into a broad network of specialist recruitment professionals, who can help connect you with great candidates and candidates with amazing career opportunities.

We understand that just as each job is unique, each candidate is unique. So, we focus our energy on giving candidates access to the best companies, leaders and roles that align with their individual personality, vision and goals.

Interested in finding out more? Get in contact with your local Finite office today.

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