2023

Australia & New Zealand

Technology,
Digital and Business
Transformation

SALARY GUIDE

FINITE
RECRUITMENT

**Connecting
Great People**

Foreword

As Managing Director of Finite, I am thrilled to present our latest salary guide for the New Zealand and Australian Technology market. The past year has been marked by unprecedented change, and the technology sector has demonstrated its resilience in the face of economic uncertainty.

Looking back at 2022, it's clear that the technology industry continues to experience growth driven by the increasing demand for technology solutions across various industries. However, the shortage of technology talent remains a major challenge, making it increasingly difficult for organisations to find and hire the right professionals with the necessary experience and expertise.

Our salary guide research reveals that salaries in the technology market have seen a significant increase over the past year, driven by the shortage of technology talent and the high demand for certain skills. As a result, many employers are facing a competitive market, and are being forced to rethink their hiring strategies to attract and retain the best candidates. To stand out, employers are offering more competitive compensation packages, including a greater focus on benefits such as flexible and remote working options, career development opportunities, and additional leave. Candidates are placing more value on the benefits package along with their salary.

As the market continues to evolve, it's becoming increasingly important for candidates to stay informed and up-to-date on the latest trends and changes in the industry. Our guide is a valuable resource for both candidates and clients looking to navigate the technology recruitment market in New Zealand and Australia.

As always, our team at Finite Recruitment is dedicated to providing expert advice and guidance to both our clients and candidates. We pride ourselves on our ability to stay ahead of the latest trends and developments in the market, and are always available to provide personalised support and assistance.

We are confident that the insights and information provided in this salary survey will be of great value to those looking to navigate the technology recruitment market in New Zealand and Australia.

Thank you for choosing Finite Recruitment as your partner in finding the right talent for your organisation. **We connect Great People!**

Sincerely,

Tracy Thomson

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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 increased 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.

We expect the hiring demand in NSW to remain very strong, particularly in the first half of 2023.

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	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Executive

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
CIO	300,000+	N/A	0%
CTO	250,000+	N/A	20%
Head of Change Management	220,000+	N/A	14%
Head of IT	220,000+	N/A	14%
Head of IT Operations	250,000 - 300,000	N/A	0%
Head of Service Delivery	130,000 - 180,000	N/A	11%
Head of Transformation	150,000 - 250,000	N/A	0%
IT Manager	130,000 - 180,000	N/A	6%
Software Development Manager	150,000 - 250,000	N/A	0%

Project Services

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Agile Coach	150,000 - 200,000	800 - 1,000	5%
Business Analyst	120,000 - 140,000	600 - 800	7%
Senior Business Analyst	140,000 - 160,000	700 - 900	3%
Business Architect	130,000 - 180,000	680 - 1,015	11%
Change Analyst	90,000 - 120,000	500 - 700	17%
Senior Change Analyst	120,000 - 150,000	600 - 800	0%
Change Manager	120,000 - 160,000	800 - 1,000	0%
Senior Change Manager	160,000 - 220,000	800 - 1,100	5%
PMO Analyst	120,000 - 160,000	600 - 800	0%
PMO Manager	160,000 - 200,000	800 - 1,200	0%
Portfolio Manager	150,000 - 200,000	800 - 1,200	0%
Process Analyst	120,000 - 160,000	600 - 800	6%
Program Manager	200,000 - 250,000	1,000 - 1,300	0%
Project Administrator	80,000 - 90,000	400 - 600	22%
Project Coordinator	90,000 - 110,000	400 - 600	9%
Project Manager	140,000 - 170,000	800 - 1,000	6%
Senior Project Manager	170,000 - 220,000	800 - 1,200	9%
Scrum Master	180,000 - 200,000	800 - 1,000	0%
Technical Writer	120,000 - 160,000	700 - 900	0%

Development & Testing

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Automation Test Analyst	80,000 - 120,000	415 - 680	0%
Developer - .NET	90,000 - 130,000	470 - 800	0%
Developer - C/C++	100,000 - 140,000	520 - 800	0%
Developer - CMS	80,000 - 130,000	415 - 735	0%
Developer - Java/J2EE	90,000 - 135,000	470 - 900	0%
Developer - Open Source	90,000 - 125,000	520 - 1,000	0%
Development Team Leader	100,000 - 150,000	780 - 1,015	7%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
DevOps Architect	180,000 - 200,000	800 - 1,000	10%
DevOps Engineer	160,000 - 180,000	700 - 900	11%
Front End/UI Developer	90,000 - 150,000	470 - 850	7%
Mobile Developer	90,000 - 150,000	470 - 850	7%
SharePoint Consultant/ Developer	120,000 - 160,000	635 - 905	0%
Test Analyst	70,000 - 110,000	365 - 620	0%
Test Lead	100,000 - 130,000	520 - 735	0%
Test Manager	110,000 - 160,000	575 - 905	0%
Web Developer	80,000 - 110,000	415 - 700	0%

Infrastructure

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Application Support Analyst	85,000 - 120,000	445 - 680	0%
Applications Packager	90,000 - 120,000	470 - 680	0%
Change/Release Manager	130,000 - 180,000	680 - 1,015	0%
Desktop Support Analyst	60,000 - 90,000	315 - 510	0%
DevOps Engineer	125,000 - 165,000	650 - 930	0%
Helpdesk - 1st Level Support	55,000 - 65,000	285 - 365	0%
Helpdesk - 2nd Level Support	65,000 - 75,000	340 - 425	13%
Helpdesk Lead	70,000 - 100,000	365 - 565	20%
Helpdesk Manager	80,000 - 120,000	415 - 680	8%
Network Administrator	100,000 - 130,000	520 - 735	0%
Network Designer	110,000 - 140,000	575 - 790	0%
Network Engineer	100,000 - 135,000	520 - 765	0%
Operations Manager	110,000 - 140,000	575 - 790	0%
Security Administrator/ Engineer	130,000 - 170,000	680 - 960	0%
System Administrator	95,000 - 125,000	495 - 705	4%
System Engineer	115,000 - 145,000	600 - 820	0%
Unix System Administrator	95,000 - 130,000	495 - 735	4%

Digital & UX

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Content Manager	90,000 - 115,000	470 - 650	4%
Digital Designer	100,000 - 140,000	520 - 790	7%
Digital Producer	100,000 - 130,000	520 - 735	0%
Graphic, Visual & Interactive Designer	90,000 - 120,000	470 - 680	8%
UI Designer	90,000 - 120,000	470 - 680	8%
UX Architect	115,000 - 150,000	600 - 850	20%
UX Designer	100,000 - 140,000	520 - 790	7%
UX Manager	120,000 - 150,000	635 - 850	7%
UX/CX & Service Designer	160,000 - 200,000	835 - 1,130	25%
Web Designer	60,000 - 100,000	315 - 565	20%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Applications

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
BI Architect	155,000 - 200,000	805 - 1,130	0%
BI Business Analyst	120,000 - 150,000	635 - 850	0%
BI Consultant	120,000 - 150,000	635 - 850	0%
BI Developer	125,000 - 150,000	635 - 850	0%
BI Manager	155,000 - 200,000	805 - 1,130	0%
BI Project Manager	135,000 - 165,000	705 - 930	0%
Data Analyst	90,000 - 125,000	600 - 900	0%
Data Architect	155,000 - 200,000	800 -1130	0%
Data Engineer	130,000 - 185,000	680 - 1,045	0%
Data Modeller	130,000 - 185,000	680 - 1,045	0%
Data Scientist	130,000 - 185,000	680 - 1,045	0%
ERP/CRM Business Analyst	120,000 - 150,000	635 - 850	0%
ERP/CRM Consultant	140,000 - 160,000	730 - 905	0%
ERP/CRM Developer	125,000 - 150,000	650 - 850	0%
ERP/CRM Project Manager	130,000 - 180,000	680 - 1,015	0%
ERP/CRM Solution Architect	160,000 - 200,000	835 - 1,130	0%

IT Sales

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Account Executive	85,000 - 105,000	450 - 650	0 %
Account Manager	105,000 - 200,000	545 - 1,130	0 %
Business Development Manager	115,000 - 210,000	600 - 1,200	0 %
Sales Consultant	100,000 - 120,000	520 - 680	0 %
Sales Director	210,000 - 315,000	1,100 - 1,800	0 %
Service Delivery Consultant	100,000 - 120,000	520 - 680	0 %
Service Delivery Manager	135,000 - 210,000	750 - 1,200	0 %

Australian Capital Territory

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

The ACT technology market has experienced significant growth over the past 12 months, driven by the increasing demand for technology solutions across various industries. The shift to digitisation and the need for online environments has led to a high demand for highly-skilled technology professionals. As a result, we have seen a rapid increase in the salaries for these roles, with some positions seeing an increase of up to 20% in the last year alone.

However, despite the growth in the market, there have also been challenges. One of the biggest challenges has been the limitation of workforce mobility, which has added to the constraints that already exist in the government's onboarding and clearance processes. This has made it more difficult for organisations to find and hire the right professionals with the necessary experience and expertise.

What roles are currently in-demand in ACT?

The ACT technology market is currently seeing high demand for a variety of roles. Candidates with strong skills and security clearance are in particularly high demand, as the need for secure technology solutions continues to grow. Cybersecurity professionals across all levels, from operations to strategy, are highly sought after. Other roles that are consistently in demand include project managers, business analysts and change managers. These roles are essential for organisations looking to implement and manage technology projects and digital transformation initiatives.

What are the salary trends in the ACT tech market?

The ACT technology market is known for its heavy reliance on contract-based roles, and this trend is expected to continue in the coming year. Despite this, we have seen an increase in permanent role salaries, as organisations recognise the value of having a stable workforce. However, we have also seen a slight reduction in contracting rates across most roles. The decrease in contracting rates might be due to a shift towards more permanent roles, as organisations are looking for stability in their workforce.

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

The ACT technology market is expected to see some changes in the next 12 months, driven by the Federal Government's plan to cut contractor spending by $3 billion over four years and increase the permanent staffing caps. This is likely to result in a shift in the supply and demand for contractors, with a decrease in rates for some roles.

We have already seen a reduction in rates due to the recent contractor cutbacks in some of the larger Federal Government Departments, which has caused a large number of candidates to enter the market. As a result, we expect to see an increase in permanent technology roles within the Australian Public Service. Despite these challenges, highly-skilled contractors will always be in high demand in the ACT. Organisations will continue to seek out professionals with specialised skills and experience, and we expect conditions in the ACT to remain strong.

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	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Executive

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
CIO	300,000+	N/A	0%
CTO	300,000+	N/A	0%
Head of Change Management	150,000 - 250,000	N/A	0%
Head of IT	100,000 - 250,000	N/A	0%
Head of IT Operations	200,000 - 350,000	N/A	0%
Head of Service Delivery	150,000 - 400,000	N/A	0%
Head of Transformation	150,000 - 240,000	N/A	0%
IT Manager	130,000 - 170,000	N/A	0%
Software Development Manager	150,000 - 250,000	N/A	0%

Project Services

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Agile Coach	140,000 - 200,000	1000 - 1,300	0%
Junior Business Analyst	70,000 - 110,000	700 - 900	8%
Senior Business Analyst	120,000 - 160,000	900 - 1,100	0%
Junior Business Architect	80,000 - 120,000	800 - 1,000	18%
Senior Business Architect	150,000 - 180,000	1100 - 1,400	0%
Junior Change Analyst	85,000 - 100,000	600 - 750	17%
Senior Change Analyst	110,000 - 140,000	800 - 1,000	8%
Junior Change Manager	80,000 - 110,000	600 - 700	35%
Senior Change Manager	110,000 - 180,000	800 - 1,100	18%
PMO Analyst	95,000 - 140,000	800 - 1,100	0%
PMO Manager	140,000 - 200,000	1,040 - 1,300	0%
Portfolio Manager	120,000 - 170,000	900 - 1,100	0%
Process Analyst	105,000 - 135,000	700 - 1,000	0%
Program Manager	160,000 - 250,000	1200 - 1,500	11%
Project Administrator	70,000 - 120,000	600 - 800	0 %
Project Coordinator	80,000 - 130,000	640 - 800	0 %
Project Manager	110,000 - 180,000	1000 - 1,300	29%
Senior Project Manager	140,000 - 220,000	1100 - 1,500	22%
Scrum Master	120,000 - 180,000	800 - 1,100	10%
Technical Writer	100,000 - 160,000	800 - 1,100	0%

Development & Testing

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Automation Test Analyst	100,000 - 160,000	900 - 1,040	23%
Developer - .NET	100,000 - 180,000	900 - 1,100	38%
Developer - C/C++	100,000 - 180,000	900 - 1,100	24%
Developer - CMS	100,000 - 180,000	900 - 1,100	24%
Developer - Java/J2EE	100,000 - 180,000	900 - 1,100	38%
Developer - Open Source	100,000 - 180,000	900 - 1,100	33%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Development Team Leader	150,000 - 200,000	1000 - 1,300	43%
DevOps Architect	150,000 - 220,000	1000 - 1,300	22%
DevOps Engineer	100,000 - 180,000	900 - 1,100	9%
Front End/UI Developer	90,000 - 150,000	800 - 1,040	0%
Mobile Developer	100,000 - 180,000	800 - 1,040	20%
SharePoint Consultant/ Developer	100,000 - 180,000	900 - 1,100	13%
Test Analyst	90,000 - 130,000	700 - 900	18%
Test Lead	100,000 - 130,000	800 - 1,040	0%
Test Manager	110,000 - 150,000	900 - 1,100	6%
Web Developer	90,000 - 150,000	800 -1,040	36%

Infrastructure

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Application Support Analyst	100,000 - 140,000	800 - 1,040	17%
Applications Packager	100,000 - 180,000	900 - 1,200	50%
Change/Release Manager	100,000 - 160,000	800 - 1,100	11%
Desktop Support Analyst	60,000 - 90,000	320 - 440	0%
DevOps Engineer	100,000 - 160,000	900 - 1,200	3%
Helpdesk - 1st Level Support	55,000 - 75,000	320 - 480	15%
Helpdesk - 2nd Level Support	75,000 - 85,000	520 - 600	13%
Helpdesk Lead	85,000 - 95,000	650 - 800	5%
Helpdesk Manager	90,000 - 100,000	650 - 800	17%
Network Administrator	120,000 - 180,000	800 - 1,200	38%
Network Designer	100,000 - 180,000	900 - 1,200	29%
Network Engineer	110,000 - 180,000	900 - 1,200	33%
Operations Manager	130,000 - 200,000	900 - 1,300	43%
Security Administrator/ Engineer	120,000 - 200,000	900 - 1,300	18%
System Administrator	90,000 - 140,000	750 - 1,000	12%
System Engineer	90,000 - 140,000	750 - 1,000	3%
Unix System Administrator	90,000 - 140,000	750 - 1,000	8%

Digital & UX

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Content Manager	90,000 - 120,000	640 -900	4%
Digital Designer	90,000 - 140,000	720 - 960	0%
Digital Producer	90,000 - 140,000	720 - 960	8%
Graphic, Visual & Interactive Designer	90,000 - 120,000	720 - 960	0%
UI Designer	90,000 - 150,000	720 - 1,040	25%
UX Architect	120,000 - 180,000	1000 - 1200	20%
UX Designer	100,000 - 150,000	800 - 1,040	7%
UX Manager	130,000 - 180,000	960 - 1200	20%
UX/CX & Service Designer	100,000 - 150,000	800 - 1040	25%
Web Designer	80,000 - 120,000	720 - 1,000	20%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Applications

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
BI Architect	160,000 - 200,000	1,100 - 1,300	0%
BI Business Analyst	120,000 - 150,000	900 - 1,100	0%
BI Consultant	120,000 - 150,000	900 - 1,100	0%
BI Developer	100,000 - 150,000	900 -1,100	0%
BI Manager	140,000 - 180,000	1000 - 1,400	10%
BI Project Manager	130,000 - 180,000	1000 - 1400	9%
Data Analyst	80,000 - 120,000	700 - 1000	8%
Data Architect	160,000 - 200,000	1,040 - 1,300	0%
Data Engineer	130,000 - 160,000	960 - 1,200	14%
Data Modeller	110,000 - 150,000	960 - 1,200	19%
Data Scientist	120,000 - 180,000	960 - 1,200	3%
ERP/CRM Business Analyst	120,000 - 160,000	900 - 1,100	7%
ERP/CRM Consultant	130,000 - 160,000	900 - 1,100	0%
ERP/CRM Developer	110,000 - 160,000	900 - 1,100	7%
ERP/CRM Project Manager	130,000 - 180,000	1000 - 1,400	0%
ERP/CRM Solution Architect	160,000 - 220,000	1040 - 1,300	10%

Victoria

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

The VIC technology talent market has seen a significant increase in demand for skilled professionals over the past 12 months. In particular, during Q1 and Q2, the demand for technology skills was extremely high, resulting in a highly competitive job market for job seekers. This competition has led to a significant increase in salaries for technology professionals, with some reports indicating increases of up to 30-40%.

This trend also led to increased competition among employers as they aim to attract and retain top talent, which includes offering attractive compensation package, flexible working arrangements, and benefits. Employers may also look to develop their own internal training and development programs to reskill or upskill their existing employees, rather than going through the recruitment process. Furthermore, with remote work as a norm, it provides new opportunity for hiring talent from different locations and reduced geographical limitations.

What roles are currently in-demand in VIC?

The demand for top tech talent in VIC is surging, with a particular emphasis on roles such as Developers, DevOps, Business Analysts, and Cyber Security specialists. This is due to the ongoing digital transformation efforts of companies, the tight competition for skilled professionals, and the rising investments made in technology teams. Employers are seeking individuals who can take their technology teams to new heights and drive critical business transformations and changes.

What are the salary trends in the VIC tech market?

Permanent salaries and contract rates have experienced a marked uplift from the start of the year, with some reports indicating increases of up to 20%. This trend was driven by high demand for skilled professionals in the market, as well as a shortage of available talent in certain areas. However, as the year progressed, the market began to plateau. This was primarily driven by economic uncertainty resulting from the ongoing pandemic and war in Ukraine, which caused some organisations to adopt a more cautious approach to hiring and spending. As a result, salary growth slowed in Q4, and the market reached a more stable state.

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

The VIC job market is expected to cool following the strong hiring activity in recent years. Movement among job seekers has slowed and salary expectations have moderated. Factors such as inflation, rising costs of living, and job security are driving job seekers' motivations. The quality of projects, company culture, and benefits are becoming increasingly important in attracting top talent as the market tightens.

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	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Executive

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
CIO	350,000+	N/A	17%
CTO	300,000+	N/A	0%
Head of Change Management	150,000 - 250,000 +	N/A	0%
Head of IT	150,000 - 250,000 +	N/A	0%
Head of IT Operations	150,000 - 250,000 +	N/A	0%
Head of Service Delivery	150,000 - 250,000 +	N/A	0%
Head of Transformation	150,000 - 250,000 +	N/A	0%
IT Manager	150,000 - 250,000 +	N/A	0%
Software Development Manager	150,000 - 220,000 +	N/A	0%

Project Services

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Agile Coach	160,000 - 220,000	900 - 1,300	10%
Business Analyst	120,000 - 150,000	750 - 900	25%
Senior Business Analyst	150,000 - 190,000	900 - 1,200	19%
Business Architect	170,000 - 200,000	900 - 1,100	18%
Senior Business Architect	200,000 - 220,000	1,100 - 1,300	10%
Change Analyst	120,000 - 140,000	750 - 900	17%
Change Manager	150,000 - 180,000	900 - 1,100	20%
Senior Change Manager	180,000 - 220,000	1,100 - 1,300	10%
PMO Analyst	90,000 - 110,000	750 - 900	22%
PMO Manager	160,000 - 220,000	900 - 1,100	10%
Portfolio Manager	160,000 - 200,000	900 - 1,200	18%
Process Analyst	120,000 - 160,000	800 - 1,000	14%
Program Manager	175,000 - 250,00	1,100 - 1,300	11%
Project Administrator	80,000 - 110,000	600 - 800	38%
Project Coordinator	80,000 - 110,000	650 - 850	22%
Project Manager	140,000 - 170,000	800 - 950	21%
Senior Project Manager	160,000 - 190,000	950 - 1,200	6%
Scrum Master	160,000 - 200,00	900 - 1,200	11%
Technical Writer	130,000 - 170,000	800 - 950	6%

Development & Testing

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Automation Test Analyst	150,000+	800 - 1,200	7%
Developer - (.NET)	150,000+	800 - 1,100	36%
Developer - C/C++	140,000+	800 - 1,100	17%
Developer - CMS	130,000 - 170,000	800 - 1,000	42%
Developer - Java/J2EE	150,000+	850 - 1,200	15%
Developer - Open Source	140,000+	800 - 1,100	17%
Development Team Leader	180,000+	1000 - 1,200	13%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
DevOps Architect	N/A	N/A	N/A
DevOps Engineer	170,000+	1,000 - 1,500	3 %
Front End/UI Developer	160,000 - 180,00	850 - 1,200	20%
Mobile Developer	140,000 - 170,000+	850 - 1,200	13%
SharePoint Consultant/ Developer	140,000 - 170,000+	700 - 900	6%
Test Analyst	120,000 - 150,000	700 - 900	36%
Test Lead	120,000 - 180,000	900 - 1,100	20%
Test Manager	170,000 +	1,000 - 1,200	6%

Infrastructure

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Application Support Analyst	100,000 - 135,000	500 - 700	13%
Applications Packager	100,000 - 135,000	550 - 750	13%
Change/Release Manager	150,000 - 200,000	1,000 - 1,200	11%
Desktop Support Analyst	75,000 - 110,000	600 -800	22%
Helpdesk - 1st Level Support	70,000 - 85,000	250 - 400	31%
Helpdesk - 2nd Level Support	75,000 - 90,000	350 - 450	20%
Helpdesk Lead	70,000 - 100,000	400 - 650	0%
Helpdesk Manager	80,000 - 120,000	500 - 750	0 %
Network Administrator	120,000 - 140,000	600 - 800	8%
Network Designer	120,000 - 140,000	700 - 1,100	0%
Network Engineer	135,000 - 170,000	800 - 1,100	26%
Operations Manager	130,000 - 150,000	700 - 1,000	7%
Security Administrator/ Engineer	140,000 - 180,000	750 - 1,000	6%
System Administrator	110,000 - 140,000	750 - 950	12%
System Engineer	120,000 - 160,000	700 - 900	10%
Unix System Administrator	100,000 - 150,000	700 - 900	15%

Digital & UX

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Content Manager	120,000 - 160,000	800 - 1,100	14%
Digital Designer	100,000 - 140,000	800 - 1,000	14%
Digital Producer	100,000 - 150,000	800 - 1,000	8%
Graphic, Visual & Interactive Designer	110,000 - 140,000	700 - 1,000	25%
UI Designer	130,000 - 170,000	700 - 1,000	17%
UX Architect	110,000 - 150,000	700 - 1,100	13%
UX Designer	140,000 - 180,000	750 - 1,050	7%
UX Manager	175,000 - 200,000	850 - 1,200	20%
UX/CX & Service Designer	80,000 - 120,000	700 - 1000	0%
Web Designer	80,000 – 120,000	700 – 1,000	20%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Applications

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
BI Architect	170,000 - 220,000	1,000 - 1,300	0%
BI Business Analyst	135,000 - 170,000	850 - 1,200	13%
BI Consultant	150,000 - 180,000	800 - 1,200	13%
BI Developer	150,000 - 180,000	800 - 1,100	20%
BI Manager	180,000 - 220,000	900 - 1,100	10%
BI Project Manager	140,000 - 170,000	900 - 1,100	3%
Data Analyst	100,000 - 160,000	600 - 800	14%
Data Architect	185,000 - 240,000	1,000 - 1,400	9%
Data Engineer	120,000 - 220,000	800 - 1,300	19%
Data Modeller	140,000 - 180,000	800 - 1,100	6%
Data Scientist	150,000 - 220,000	800 - 1,200	19%
ERP/CRM Business Analyst	150,000 - 180,000	700 - 1,000	20%
ERP/CRM Consultant	160,000 - 200,000	1,100 - 1,300	25%
ERP/CRM Developer	160,000 - 200,000	1,100 - 1,300	33%
ERP/CRM Project Manager	170,000 - 190,000	900 - 1,200	6%
ERP/CRM Solution Architect	180,000 - 220,000	900 - 1,200	10%

Queensland

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

We've seen a significant increase in demand for technology professionals with skills in cloud, data analytics, and cybersecurity. The trend towards digital transformation has accelerated during the pandemic, leading to increased demand for professionals with experience in these areas. Another challenge that has been seen in the QLD technology market over the last 12 months is a shortage of available talent. This has resulted in a highly competitive market for top talent, with many companies offering attractive compensation packages and benefits in order to attract and retain the best candidates, leading to an increase in salaries for in-demand roles and skillsets.

What roles are currently in-demand in QLD?

In QLD, the technology market continues to experience growth driven by the increasing demand for technology solutions across many industries. As a result, there are currently several roles in high demand, including:

- Data-based roles such as Data Analysts, Data Scientists, and Data Engineers
- Project Services roles such as Project Managers, Business Analysts, and Change Managers
- Transformation roles such as Digital Transformation Specialists and Solutions Architects
- Cloud-based roles such as Cloud Architects and Cloud Engineers
- Cybersecurity roles such as Cybersecurity Analysts and Cybersecurity Engineers

What are the salary trends in the QLD tech market?

In the QLD technology market, salary trends have been consistently pushing upwards in the past 12 months due to the shortage of technology talent in the market. This shortage has been exacerbated by the lack of migrant workers in the market, leading to a high demand for local talent. As a result, clients have been willing to pay market rates for the right candidates. However, as the market continues to evolve, we are seeing a shift in the industry, with more clients now setting budget expectations for roles. This means that while salaries may still be increasing, they may not be as high as they have been in the past as clients look to manage costs.

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

In the next 12 months, the technology market in QLD is likely to continue to experience a high demand for technology roles, as multiple projects that were delayed due to the COVID-19 pandemic are expected to move forward. However, as the market begins to return to a more normal state, we may see a slight decrease in the number of new roles being created. Despite this, the high demand for technology professionals in the state is expected to continue, and we anticipate that salaries will remain competitive as employers compete for top talent. Additionally, with the lack of migrant workers still in the marketplace and the continued pressure on the market to supply talent, we anticipate that the market will remain tight in the next 12 months.

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	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Executive

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
CIO	220,000 - 250,000	N/A	25%
CTO	220,000 - 250,000	N/A	25%
Head of Change Management	150,000 - 250,000	N/A	0%
Head of IT	180,000 - 200,000	N/A	11%
Head of IT Operations	130,000 - 160,000	N/A	29%
Head of Service Delivery	160,000 - 180,000	N/A	0%
Head of Transformation	170,000 - 250,000	N/A	4%
IT Manager	130,000 - 220,000	N/A	0%
Software Development Manager	170,000 - 190,000	N/A	19%

Project Services

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Agile Coach	150,000 -160,000	1,000 - 1,100	20%
Business Analyst	120,000 - 140,000	700 - 800	27%
Senior Business Analyst	130,000 - 160,000	800 - 900	14%
Business Architect	160,000 - 180,000	1,100 - 1,200	38%
Senior Business Architect	160,000 - 220,000	1,200 - 1,500	10%
Change Analyst	100,000 - 120,000	800 - 1,000	4%
Senior Change Analyst	120,000 - 140,000	900 - 1,200	22%
Change Manager	120,000 - 160,000	900 - 1,100	7%
Senior Change Manager	160,000 - 180,000	1,100 - 1,200	0%
PMO Analyst	100,000 - 140,000	850 - 1,100	8%
PMO Manager	130,000 - 170,000	850 - 1,100	0%
Portfolio Manager	130,000 - 170,000	1,000 - 1,100	0%
Process Analyst	110,000 - 130,000	850 - 1000	4%
Program Manager	165,000 - 225,000	1200 - 1500	0%
Project Administrator	80,000 - 100,000	550 - 750	11%
Project Coordinator	85,000 - 105,000	600 - 800	11%
Project Manager	130,000 - 150,000	1,000 - 1,300	0%
Senior Project Manager	160,000 - 180,000	1,000 - 1,100	6%
Scrum Master	140,000 - 160,000	800 - 900	14%
Technical Writer	80,000 - 90,000	900 - 1,100	36%

Development & Testing

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Automation Test Analyst	120,000 - 140,000	750 - 950	12%
Developer - .NET	140,000 - 170,000	1,000 - 1,200	31%
Developer - C/C++	140,000 - 170,000	1,000 - 1,200	31%
Developer - CMS	140,000 -170,000	1,000 - 1,100	31%
Developer - Java/J2EE	130,000 - 150,000	1,000 - 1,100	15%
Developer - Open Source	130,000 - 150,00	1,000 - 1,100	15%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Developer Team Leader	170,000 - 180,000	1,000 - 1,100	20%
DevOps Architect	170,000 -200,000	1,000 - 1,300	11%
DevOps Engineer	150,000 - 180,000	900 - 1,100	9%
Front End/UI Developer	120,000 - 160,000	800 - 1000	14%
Mobile Developer	140,000 - 160,000	1,000 - 1,200	14%
SharePoint Consultant/ Developer	130,000 - 160,000	750 - 900	0%
Test Analyst	90,000 - 120,000	700 - 900	0%
Test Lead	130,000 - 160,000	900 - 1,100	23%
Test Manager	130,000 - 160,000	1,000 - 1,200	0%
Web Developer	130,000 - 150,000	900 - 1,100	15%

Infrastructure

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Application Support Analyst	90,000 - 130,000	700 - 900	8%
Applications Packager	110,000 - 130,000	700 - 900	8%
Change/Release Manager	130,000 - 160,000	900 - 1,050	0%
Desktop Support Analyst	90,000 - 115,000	400 - 600	28%
DevOps Engineer	125,000 -165,000	750- 900	0%
Helpdesk - 1st Level Support	65,000 - 75,000	350 - 450	15%
Helpdesk - 2nd Level Support	75,000 - 80,000	450 - 550	7%
Helpdesk Lead	80,000 - 110,000	660 - 700	10%
Helpdesk Manager	140,000 - 160,000	1,000 - 1,200	33%
Network Administrator	120,000 - 140,000	700 - 900	8%
Network Designer	120,000 - 140,000	700 - 900	0%
Network Engineer	110,000 - 140,000	700 - 900	4%
Operations Manager	120,000 - 150,000	1,000 - 1,200	7%
Security Administrator/ Engineer	90,000 - 110,000	800 - 1,000	35%
System Administrator	100,000 - 120,000	700 - 900	4%
System Engineer	130,000 - 140,000	700 - 900	3%
Unix System Administrator	120,000 - 150,000	800 - 1,000	15%

Digital & UX

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Content Manager	100,000 - 120,000	600 - 800	4%
Digital Designer	100,000 - 140,000	600 - 800	0%
Digital Producer	100,000 - 140,000	600 - 800	8%
Graphic, Visual & Interactive Designer	100,000 - 130,000	600 - 800	8%
UI Designer	100,000 - 130,000	600 - 800	8%
UX Architect	120,000 - 160,000	800 - 1,000	7%
UX Designer	100,000 - 130,000	600 - 800	7%
UX Manager	150,000 - 170,000	900 - 1,100	13%
UX/CX & Service Designer	120,000 - 160,000	800 - 1,000	20%
Web Designer	70,000 - 115,000	550 - 750	15%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Applications

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
BI Architect	155,000 - 200,000	805 - 1,130	0%
BI Business Analyst	120,000 - 150,000	635 - 850	7%
BI Consultant	120,000 - 150,000	635 - 850	20%
BI Developer	125,000 - 150,000	635 - 850	29%
BI Manager	155,000 - 200,000	805 - 1,130	5%
BI Project Manager	135,000 - 165,000	705 - 930	16%
Data Analyst	90,000 - 125,000	600 - 900	23%
Data Architect	155,000 - 200,000	800 -1130	5%
Data Engineer	130,000 - 185,000	680 - 1,045	9%
Data Modeller	130,000 - 185,000	680 - 1,045	3%
Data Scientist	140,000 - 150,000	680 - 1,045	33%
ERP/CRM Business Analyst	120,000 - 150,000	635 - 850	6%
ERP/CRM Consultant	140,000 - 160,000	730 - 905	13%
ERP/CRM Developer	125,000 - 150,000	650 - 850	57%
ERP/CRM Project Manager	130,000 - 180,000	680 - 1,015	6%
ERP/CRM Solution Architect	160,000 - 200,000	835 - 1,130	10%

South Australia

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

The South Australian technology talent market saw a surge in contract recruitment at the beginning of 2022 as clients sought to staff projects and meet deadlines. However, as the year progressed, a shift towards permanent recruitment occurred as clients aimed to reduce costs and retain intellectual property. This has created a solid year for recruitment businesses in both the contract and permanent markets, but also highlights the challenges faced by organizations in a competitive and dynamic talent market. In the coming months, it will be important for organizations to stay informed and up-to-date on industry trends to attract and retain top talent.

What roles are currently in-demand in SA?

The current demand for technology roles in SA continues to be high, with certain roles standing out as particularly in-demand. Software development remains a key area of focus, with a wide range of skills in high demand, including but not limited to front-end, back-end, and full-stack development. Additionally, roles in project services, such as Business Analysts and Project Managers, are also in high demand as organisations look to deliver projects on time and on budget.

Architecture roles are also on the rise, as organisations look to design and implement more robust and scalable technology solutions. The increasing importance of cybersecurity has also led to a high demand for professionals with cybersecurity skills, including network security, incident response, and threat intelligence.

What are the salary trends in the SA tech market?

The SA technology market has seen some notable changes in salary trends over the last year. In 2022, contract rates in the technology sector reached an all-time high as organisations struggled to staff projects and meet deadlines.

While contract rates have plateaued, we have seen a slowing in the rate of increase for permanent salaries. This is likely due to the increased supply of candidates entering the market as organisations shift away from contract roles and towards permanent ones.

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

In the next 12 months, we predict the technology market in SA will experience a split, with a tough first half followed by a boom in the second half. Despite high employment levels in the tech sector, the market remains a candidate-short market for both contract and permanent roles. Employers will need to stay informed to attract and retain talent, while candidates should be aware of the shifting market and consider both contract and permanent opportunities.

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	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Executive

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
CIO	200,000 +	N/A	0%
CTO	200,000+	N/A	0%
Head of Change Management	130,000 - 180,000	N/A	6%
Head of IT	180,000 - 250,000	N/A	25%
Head of IT Operations	160,000 - 200,000	N/A	11%
Head of Service Delivery	110,000 - 140,000	N/A	22%
Head of Transformation	180,000 - 240,000	N/A	0%
IT Manager	130,000 - 180,000	N/A	20%
Software Development Manager	130,000 - 200,000	N/A	0%

Project Services

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Agile Coach	140,000 - 180,000	800 - 1,000	0%
Business Analyst	110,000 - 135,000	750 - 850	35%
Senior Business Analyst	130,000 - 170,000	1000 - 1200	31%
Business Architect	120,000 - 160,00	900 - 1100	45%
Senior Business Architect	140,000 - 180,000	1000 - 1300	29%
Change Analyst	110,000 - 135,000	750 - 850	23%
Senior Change Analyst	130,000 - 170,000	1000 - 1200	21%
Change Manager	130,000 - 180,000	850 - 1200	38%
Senior Change Manager	150,000 - 190,000	1000 - 1300	19%
PMO Analyst	110,000 - 140,000	700 - 900	17%
PMO Manager	140,000 - 180,000	800 - 1000	6%
Portfolio Manager	160,000 - 200,000	950 - 1280	18%
Process Analyst	110,000 - 135,000	750 - 850	4%
Program Manager	160,000 - 200,000	950 - 1280	0%
Project Administrator	85,000 - 105,000	450 - 650	17%
Project Coordinator	85,000 - 105,000	450 - 650	11%
Project Manager	120,000 - 150,000	800 - 1000	12%
Scrum Master	130,000 - 160,000	850 - 1100	14%
Technical Writer	85,000 - 110,000	550 - 720	15%

Development & Testing

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Automation Test Analyst	80,000 - 110,000	500 - 750	0%
Developer - .NET	100,000 - 160,000	600 - 950	33%
Developer - C/C++	100,000 - 160,000	600 - 950	33%
Developer - CMS	100,000 - 160,000	600 - 950	33%
Developer - Java/J2EE	100,000 - 160,000	600 - 950	33%
Developer - Open Source	100,000 - 160,000	600 - 950	33%
Development Team Leader	120,000 - 180,000	700 - 1100	29%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
DevOps Architect	N/A	N/A	N/A
DevOps Engineer	115,000 - 155,000	650 - 900	0%
Front End/UI Developer	80,000 - 110,000	600 - 800	8%
Mobile Developer	100,000 - 140,000	650 - 800	17%
SharePoint Consultant/ Developer	130,000 - 160,000	800 - 1200	33%
Test Analyst	80,000 - 110,000	550 - 750	16%
Test Lead	110,000 - 140,000	750 - 1000	17%
Test Manager	120,000 - 160,000	850 - 1200	7%
Web Developer	100,000 - 140,000	600 - 900	17%

Infrastructure

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Application Support Analyst	80,000 - 110,000	550 -750	8%
Applications Packager	75,000 - 110,000	440 - 600	8%
Change/Release Manager	130,000 - 180,000	850 - 1,200	0%
Desktop Support Analyst	60,000 - 70,000	350 - 400	18%
Helpdesk - 1st Level Support	55,000 - 65,000	285 - 365	0%
Helpdesk - 2nd Level Support	65,000 - 75,000	340 - 425	6%
Helpdesk Lead	70,000 - 100,000	365 - 565	0%
Helpdesk Manager	90,000 - 110,000	550 - 640	8%
Network Administrator	80,000 - 100,000	600 - 800	17%
Network Designer	100,000 - 160,000	800 - 1,040	14%
Network Engineer	100,000 - 160,000	800 - 1,100	7%
Operations Manager	110,000 - 140,000	575 - 790	7%
Security Administrator/ Engineer	130,000 - 170,000	680 - 960	6%
System Administrator	95,000 - 125,000	495 - 705	25%
System Engineer	115,000 - 145,000	600 - 820	4%
Unix System Administrator	95,000 - 130,000	495 - 735	4%

Digital & UX

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Content Manager	90,000 - 115,000	470 - 650	4%
Digital Designer	100,000 - 140,000	520 - 790	4%
Digital Producer	100,000 - 130,000	520 - 735	4%
Graphic, Visual & Interactive Designer	90,000 - 120,000	470 - 680	4%
UI Designer	90,000 - 120,000	470 - 680	4%
UX Architect	115,000 - 150,000	600 - 850	7%
UX Designer	100,000 - 140,000	520 - 790	4%
UX Manager	120,000 - 150,000	635 - 850	7%
UX/CX & Service Designer	160,000 - 200,000	835 - 1,130	5%
Web Designer	60,000 - 100,000	315 - 565	5%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Applications

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
BI Architect	155,000 - 200,000	805 - 1,130	5%
BI Business Analyst	120,000 - 150,000	635 - 850	0%
BI Consultant	120,000 - 150,000	635 - 850	0%
BI Developer	125,000 - 150,000	635 - 850	7%
BI Manager	155,000 - 200,000	805 - 1,130	0%
BI Project Manager	135,000 - 165,000	705 - 930	6%
Data Analyst	90,000 - 125,000	600 - 900	4%
Data Architect	155,000 - 200,000	800 -1130	5%
Data Engineer	130,000 - 185,000	680 - 1,045	6%
Data Modeller	130,000 - 185,000	680 - 1,045	6%
Data Scientist	140,000 - 150,000	680 - 1,045	23%
ERP/CRM Business Analyst	120,000 - 150,000	635 - 850	17%
ERP/CRM Consultant	140,000 - 160,000	730 - 905	7%
ERP/CRM Developer	125,000 - 150,000	650 - 850	7%
ERP/CRM Project Manager	130,000 - 180,000	680 - 1,015	6%
ERP/CRM Solution Architect	160,000 - 200,000	835 - 1,130	0%

Western Australia

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

In the past 12 months, the technology market in WA has seen significant growth, with a reported increase of circa 16% in the number of West Australians working in the IT sector. This growth is expected to continue in the next five years. Additionally, the mining sector is becoming a major player in the technology industry, with the sector's IT workforce growing by 30%+, a significant increase from the previous year. This growth in the technology sector in Western Australia presents both opportunities and challenges for employers and job seekers in the industry.

What roles are currently in-demand in WA?

The top in-demand roles currently are Cybersecurity Analysts, Network Engineers, Project Managers, and Enterprise/Solution Architects. These roles reflect the need for organisations to secure their networks and data, as well as the need for experienced professionals to manage and implement technology projects and solutions.

As the market continues to evolve, we expect to see continued demand for these roles, as well as others that align with the latest technological trends and advancements.

What are the salary trends in the WA tech market?

Salaries for specialists and candidates with niche skills have seen steady growth over the past 12 months. This is due to the high demand for these specialised skills and the limited supply of candidates with these abilities. Additionally, professionals with multiple cloud technology and broad cloud migration experience have also seen an increase in their salaries, as these skills are in high demand as more and more organisations are moving to cloud-based systems.

Other sectors of the market, however, have seen more stable salary trends, remaining consistent with previous years. This may be due to a more balanced supply and demand for these skills in the market. It is important to note that salary trends can vary based on the specific roles, skill-sets and industries, and this information should be taken as a general trend rather than an absolute.

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

We have seen a significant increase in demand for highly skilled and niche technology roles, particularly in the resources industry where there is a drive towards technical innovation in areas such as autonomous drilling, remote operations and drone technologies. Candidates with relevant skills in these areas continue to be in high demand and command high salaries, particularly those who are willing to work in remote areas.

Perth has also seen a growth in the number of successful tech start-ups, leading to a high demand for software developers. Additionally, the market has been impacted by the COVID-19 pandemic, with the shift towards remote working opening up opportunities for those with skills across a range of technologies, as employers are becoming more flexible with location.

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	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Executive

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
CIO	200,000 +	N/A	0%
CTO	200,000+	N/A	0%
Head of Change Management	130,000 - 180,000	N/A	28%
Head of IT	180,000 - 250,000	N/A	11%
Head of IT Operations	160,000 - 200,000	N/A	20%
Head of Service Delivery	110,000 - 140,000	N/A	22%
Head of Transformation	180,000 - 240,000	N/A	0%
IT Manager	130,000 - 180,000	N/A	6%
Software Development Manager	130,000 - 200,000	N/A	33%

Project Services

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Agile Coach	140,000 - 180,000	650 - 1,100	0%
Business Analyst	110,000 - 135,000	750 - 1,000	23%
Senior Business Analyst	130,000 - 170,000	900 - 1,150	21%
Business Architect	120,000 - 160,00	900 - 1,100	45%
Senior Business Architect	140,000 - 180,000	1000 - 1,300	29%
Change Analyst	110,000 - 135,000	750 - 850	23%
Senior Change Analyst	130,000 - 170,000	1000 - 1,200	21%
Change Manager	130,000 - 180,000	850 - 1,200	13%
Senior Change Manager	150,000 - 190,000	1000 - 1,300	6%
PMO Analyst	110,000 - 140,000	700 - 900	8%
PMO Manager	140,000 - 180,000	800 - 1,000	6%
Portfolio Manager	160,000 - 200,000	950 - 1,280	18%
Process Analyst	110,000 - 135,000	750 - 850	0%
Program Manager	160,000 - 200,000	950 - 1,280	11%
Project Administrator	85,000 - 105,000	450 - 650	17%
Project Coordinator	85,000 - 105,000	450 - 650	11%
Project Manager	120,000 - 150,000	800 - 1,000	0%
Senior Project Manager	140,000 - 180,000	900 - 1,000	10%
Scrum Master	130,000 - 160,000	850 - 1,100	14%
Technical Writer	85,000 - 110,000	550 - 720	31%

Development & Testing

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Automation Test Analyst	100,000 - 160,000	900 - 1,040	33%
Developer - .NET	100,000 - 180,000	900 - 1,100	80%
Developer - C/C++	100,000 - 180,000	900 - 1,100	57%
Developer - CMS	100,000 - 180,000	900 - 1,100	64%
Developer - Java/J2EE	100,000 - 180,000	900 - 1,100	57%
Developer - Open Source	100,000 - 180,000	900 - 1,100	57%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Development Team Leader	150,000 - 200,000	1000 - 1,300	48%
DevOps Architect	150,000 - 220,000	1000 - 1,300	22%
DevOps Engineer	100,000 - 180,000	900 - 1,100	9%
Front End/UI Developer	90,000 - 150,000	800 - 1,040	0%
Mobile Developer	100,000 - 180,000	800 - 1,040	20%
SharePoint Consultant/ Developer	100,000 - 180,000	900 - 1,100	13%
Test Analyst	90,000 - 130,000	700 - 900	18%
Test Lead	100,000 - 130,000	800 - 1,040	0%
Test Manager	110,000 - 150,000	900 - 1,100	6%
Web Developer	90,000 - 150,000	800 -1,040	36%

Infrastructure

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Application Support Analyst	80,000 - 110,000	550 -750	8%
Applications Packager	75,000 - 110,000	440 - 600	8%
Change/Release Manager	130,000 - 180,000	850 - 1,200	0%
Desktop Support Analyst	60,000 - 70,000	350 - 400	22%
DevOps Engineer	125,000 -165,000	750 - 900	0%
Helpdesk - 1st Level Support	55,000 - 65,000	285 - 365	0%
Helpdesk - 2nd Level Support	65,000 - 75,000	340 - 425	0%
Helpdesk Lead	70,000 - 100,000	365 - 565	0%
Helpdesk Manager	90,000 - 110,000	550 - 640	8%
Network Administrator	80,000 - 100,000	600 - 800	23%
Network Designer	100,000 - 160,000	800 - 1,040	14%
Network Engineer	100,000 - 160,000	800 - 1,100	19%
Operations Manager	110,000 - 140,000	575 - 790	0%
Security Administrator/ Engineer	130,000 - 170,000	680 - 960	0%
System Administrator	95,000 - 125,000	495 - 705	0%
System Engineer	115,000 - 145,000	600 - 820	0%
Unix System Administrator	95,000 - 130,000	495 - 735	0%

Digital & UX

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Content Manager	85,000 - 120,000	450 - 700	4%
Digital Designer	95,000 - 135,000	500 - 750	4%
Digital Producer	95,000 - 135,000	500 - 750	4%
Graphic, Visual & Interactive Designer	90,000 - 125,000	450 - 700	4%
UI Designer	85,000 - 115,000	445 - 650	4%
UX Architect	110,000 - 140,000	570 - 800	7%
UX Designer	95,000 - 135,000	520 - 750	4%
UX Manager	110,000 - 140,000	650 - 900	7%
UX/CX & Service Designer	150,000 - 190,000	800 - 1,100	5%
Web Designer	55,000 - 95,000	350 - 600	5%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Applications

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
BI Architect	145,000 - 190,000	765 - 1,100	5%
BI Business Analyst	115,000 - 150,000	605 - 805	0%
BI Consultant	110,000 - 150,000	600 - 800	0%
BI Developer	115,000 - 140,000	600 - 800	7%
BI Manager	145,000 - 200,000	750 - 1,100	0%
BI Project Manager	125,000 - 155,000	670 - 900	6%
Data Analyst	85,000 - 130,000	450 - 700	0%
Data Architect	145,000 - 190,000	750 - 1,000	5%
Data Engineer	125,000 - 175,000	650 - 900	5%
Data Modeller	125,000 - 175,000	650 - 900	5%
Data Scientist	140,000 - 150,000	650 - 1,000	19%
ERP/CRM Business Analyst	115,000 - 180,000	600 - 800	20%
ERP/CRM Consultant	120,000 - 150,000	700 - 900	6%
ERP/CRM Developer	115,000 - 140,000	650 - 900	7%
ERP/CRM Project Manager	120,000 - 170,000	650 - 900	6%
ERP/CRM Solution Architect	150,000 - 200,000	750 - 1,000	0%

IT Sales

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Account Executive	85,000 - 105,000	450 - 650	5%
Account Manager	105,000 - 200,000	545 - 1,130	5%
Business Development Manager	115,000 - 210,000	600 - 1,200	5%
Sales Consultant	100,000 - 120,000	520 - 680	4%
Sales Director	210,000 - 315,000	1,100 - 1,800	5%
Service Delivery Consultant	100,000 - 120,000	520 - 680	4%
Service Delivery Manager	135,000 - 210,000	750 - 1,200	5%

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

The New Zealand technology market has continued to experience growth over the past 12 months, driven by an increasing demand for technology solutions across various industries. However, this growth has been accompanied by a number of challenges. One of the main challenges in the market has been the continued shortage of technology talent. The market's current state of in-demand technology skills, makes it difficult for organisations to find and hire the right professionals with the necessary experience and expertise.

In addition, with the shortage of technology talent, good candidates have a lot more choice when changing jobs, which can make it difficult for employers to attract and retain top talent. Candidates now look for interesting work and a good company culture, which are becoming increasingly important factors in their job search.

What roles are currently in-demand in New Zealand?

The New Zealand technology market is currently experiencing high demand for a range of technology roles across various industries, including:

- Software Developers
- Business/Systems Analysts
- Cybersecurity
- DevOps
- Cloud
- Technical Support/Helpdesk
- Architects
- Project Management

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

The New Zealand technology market has seen a rise in salaries, driven by the shortage of technology talent and high demand for specific skills. The market is competitive with employers offering competitive compensation packages and additional benefits such as flexible working, career development, and additional leave to attract and retain top talent. However, salary trends vary by skills, experience, location, and role. Employers are also placing more emphasis on benefits offered, not just salary, to retain employees.

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

The New Zealand technology market is expected to continue experiencing growth in the next 12 months, driven by the increasing demand for technology solutions across various industries. However, this growth will likely be accompanied by a continued shortage of technology talent. The demand for skilled professionals will remain high, but not likely to result in the same level of increase in salaries that has been seen over the past year. The trend is moving towards hiring permanent employees instead of contractors and this is likely to continue in the future.

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Auckland	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Executive

CIO	250,000+	N/A	0%
CTO	220,000+	N/A	0%
Head of Change Management	180,000 - 230,000	N/A	10%
Head of IT	150,000 - 220,000	N/A	0%
Head of IT Operations	200,000 - 300,000	N/A	0%
Head of Service Delivery	130,000 - 200,000	N/A	0%
Head of Transformation	150,000 - 250,000	N/A	0%
IT Manager	160,000 - 280,000	N/A	0%
Software Development Manager	150,000 - 250,000	N/A	0%

Project Services

Agile Coach	110,000 - 150,000	880 - 1,200	7%
Business Analyst	90,000 - 120,000	720 - 960	0%
Senior Business Analyst	130,000 - 145,000	880 - 1,000	4%
Business Architect	130,000 - 180,000	880 - 1,040	0%
Junior Change Analyst	75,000 - 100,000	400 - 640	0%
Senior Change Analyst	110,000 - 140,000	800 - 1,240	0%
Junior Change Manager	90,000 - 130,000	480 - 640	0%
Senior Change Manager	140,000 - 180,000	960 - 1,300	0%
PMO Analyst	90,000 - 120,000	640 - 800	0%
PMO Manager	140,000 - 180,000	1,040 - 1,300	0%
Portfolio Manager	120,000 - 180,000	1,040 - 1,300	0%
Process Analyst	90,000 - 120,000	640 - 800	0%
Program Manager	170,000 - 200,000	1,100 - 1,300	11%
Project Administrator	70,000 - 90,000	480 - 640	0%
Project Coordinator	75,000 - 100,000	640 - 800	0%
Project Manager	120,000 - 150,000	800 - 1,000	0%
Senior Project Manager	120,000 - 150,000	1,000 - 1,040	0%
Scrum Master	90,000 - 140,000	800 - 960	0%
Technical Writer	90,000 - 120,000	600 - 800	0%

Development & Testing

Automation Test Analyst	80,000 - 120,000	600 - 720	0%
Developer - .NET	100,000 - 150,000	720 - 1000	15%
Developer - C/C++	100,000 - 140,000	720 - 1000	8%
Developer - CMS	100,000 - 140,000	720 - 1000	8%
Developer - Java/J2EE	100,000 - 140,000	720 - 1000	8%
Development Team Leader	120,000 - 150,000	800 - 1,040	0%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
DevOps Architect	150,000 - 180,000	960 - 1,400	0%
DevOps Engineer	100,000 - 140,000	640 - 960	0%
Front End/UI Developer	90,000 - 140,000	720 - 1000	0%
Mobile Developer	90,000 - 140,000	720 - 1000	0%
SharePoint Consultant/ Developer	120,000 - 160,000	800 - 1,040	0%
Test Analyst	70,000 - 110,000	640 - 880	0%
Test Lead	100,000 - 130,000	800 - 1000	0%
Test Manager	110,000 - 150,000	880 - 1,040	0%
Web Developer	80,000 - 110,000	720 - 880	0%

Infrastructure

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Application Support Analyst	65,000 - 75,000	560 - 680	0%
Applications Packager	90,000 - 150,000	720 - 960	0%
Change/Release Manager	100,000 - 150,000	800 - 960	0%
Desktop Support Analyst	60,000 - 80,000	480 - 640	23%
DevOps Engineer	100,000 - 130,000	640 - 800	0%
Helpdesk - 1st Level Support	55,000 - 65,000	280 - 320	0%
Helpdesk - 2nd Level Support	65,000 - 75,000	320 - 440	0%
Helpdesk Lead	80,000 - 100,000	640 - 800	0%
Helpdesk Manager	100,000 - 120,000	800 - 960	20%
Network Administrator	70,000 - 80,000	560 - 640	0%
Network Designer	120,000 - 180,000	800 - 1,120	0%
Network Engineer	100,000 - 140,000	800 - 1,040	17%
Operations Manager	110,000 - 160,000	880 - 1,120	0%
Senior Security Administrator/ Engineer	130,000 - 180,000	880 - 1200	0%
Security Administrator/ Engineer	100,000 - 120,000	800 - 960	9%
System Administrator	65,000 - 75,000	640 - 800	0%
System Engineer	75,000 - 95,000	560 - 720	0%
Unix System Administrator	85,000 - 100,000	560 - 720	0%

Digital & UX

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Content Manager	90,000 - 100,000	640 -800	0%
Digital Designer	80,000 - 130,000	720 - 960	0%
Digital Producer	90,000 - 130,000	720 - 1,040	0%
Graphic, Visual & Interactive Designer	90,000 - 120,000	480 - 640	0%
UI Designer	90,000 - 120,000	720 - 960	0%
UX Architect	110,000 - 130,000	800 - 1,000	0%
UX Designer	90,000 - 140,000	800 - 1,000	0%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
UX Manager	130,000 - 160,000	960 - 1,040	0%
UX/CX & Service Designer	160,000 - 200,000	950 1,140	0%
Web Designer	60,000 - 100,000	720 - 1,040	0%

Applications

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
BI Architect	155,000 - 180,000	1,000 - 1,200	0%
BI Business Analyst	120,000 - 135,000	640 - 960	0%
BI Consultant	120,000 - 140,000	960 - 1,120	0%
BI Developer	80,000 - 110,000	640 - 960	0%
BI Manager	140,000 - 160,000	960 - 1,200	0%
BI Project Manager	130,000 - 150,000	880 - 1,120	0%
Data Analyst	80,000 - 120,000	640 - 960	0%
Data Architect	160,000 - 200,000	1,040 - 1,280	11%
Data Engineer	130,000 - 145,000	960 - 1,200	0%
Data Modeller	110,000 - 135,000	960 - 1,200	0%
Data Scientist	120,000 - 150,000	960 - 1,200	0%
ERP/CRM Business Analyst	120,000 - 140,000	720 - 960	0%
ERP/CRM Consultant	130,000 - 160,000	800 - 1,000	0%
ERP/CRM Developer	95,000 - 130,000	720 - 960	0%
ERP/CRM Project Manager	130,000 - 160,000	880 - 1,000	0%
ERP/CRM Solution Architect	160,000 - 200,000	960 - 1,040	0%

IT Sales

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Account Executive	80,000 - 120,000	640 - 960	26%
Account Manager	100,000 - 190,000	800 - 1,440	58%
Business Development Manager	120,000 - 200,000	960 - 1,440	82%
Sales Consultant	100,000 - 120,000	800 - 960	0%
Sales Director	200,000 - 300,000	960 - 1,280	76%
Service Delivery Consultant	110,000 - 140,000	800 - 1,120	17%
Service Delivery Manager	120,000 - 160,000	960 - 1,200	0%

Wellington	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change

Executive

CIO	250,000+	N/A	0%
CTO	220,000+	N/A	0%
Head of Change Management	160,000 - 220,000	N/A	5%
Head of IT	160,000 - 220,000	N/A	5%
Head of IT Operations	160,000 - 220,000	N/A	5%
Head of Service Delivery	140,000 - 200,000	N/A	11%
Head of Transformation	160,000 - 260,000	N/A	4%
IT Manager	160,000 - 220,000	N/A	5%
Software Development Manager	140,000 - 180,000	N/A	6%

Project Services

Agile Coach	130,000 - 150,000	1,000 - 1,160	7%
Business Analyst	85,000 - 120,000	800 - 960	9%
Senior Business Analyst	120,000 - 160,000	960 - 1,080	14%
Business Architect	130,000 - 160,000	1,040 - 1,200	7%
Solution Architect	140,000 - 180,000	1,040 - 1,160	20%
Enterprise Architect	155,000 - 190,000	1,040 - 1,280	6%
Security Architect	160,000 - 220,000	1,000 - 1,280	22%
Change Analyst	85,000 - 100,000	480 - 680	0%
Senior Change Analyst	95,000 - 120,000	680 - 800	0%
Change Manager	100,000 - 140,000	720 - 880	0%
Senior Change Manager	140,000 - 180,000	960 - 1,280	0%
PMO Analyst	80,000 - 110,000	640 - 800	0%
PMO Manager	140,000 - 200,000	960 - 1,200	0%
Portfolio Manager	140,000 - 200,000	960 - 1,200	0%
Process Analyst	90,000 - 120,000	720 - 880	0%
Programme Manager	160,000 - 200,000	1,120 - 1,600	0%
Project Administrator	55,000 - 75,000	400 - 560	15%
Project Coordinator	80,000 - 105,000	640 - 800	5%
Project Manager	125,000 - 145,000	880 - 1,040	7%
Senior Project Manager	135,000 - 165,000	1,040 - 1,280	0%
Scrum Master	120,000 - 150,000	960 - 1,200	25%
Technical Writer	90,000 - 120,000	720 - 880	0%

Development & Testing

Automation Test Analyst	80,000 - 130,000	800 - 960	0%
Automation Engineer	100,000 - 140,000	800 - 960	0%
Developer - .NET	100,000 - 130,000	800 - 1,000	0%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Developer - Java/J2EE	100,000 - 130,000	800 - 1,000	0%
Developer - Open Source	100,000 - 130,000	800 - 1,000	0%
Development Team Leader	120,000 - 160,000	960 - 1,120	7%
DevOps Architect	160,000 - 180,000	960 - 1,200	0%
DevOps Engineer	125,000 - 165,000	800 - 960	0%
Front End/UI Developer	95,000 - 125,000	760 - 1,000	0%
Mobile Developer	95,000 - 125,000	760 - 1,000	0%
SharePoint Consultant/ Developer	100,000 - 140,000	880 - 1,120	12%
Test Analyst	85,000 - 115,000	720 - 880	5%
Test Lead	110,000 - 140,000	800 - 1,000	8%
Test Manager	110,000 - 160,000	960 - 1,120	0%
Web Developer	95,000 - 125,000	760 - 1,000	0%

Infrastructure

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Application Support Analyst	70,000 - 110,000	560 - 880	0%
Applications Packager	90,000 - 120,000	720 - 960	0%
Change/Release Manager	110,000 - 150,000	800 - 1,040	0%
Desktop Support Analyst	70,000 - 90,000	480 - 880	0%
DevOps Engineer	125,000 - 165,000	800 - 960	0%
Helpdesk - 1st Level Support	55,000 - 65,000	400 - 520	0%
Helpdesk - 2nd Level Support	65,000 - 75,000	520 - 600	0%
Helpdesk Lead	70,000 - 100,000	560 - 760	0%
Helpdesk Manager	100,000 - 140,000	800 - 1,040	17%
Network Administrator	100,000 - 130,000	720 - 880	0%
Network Designer	110,000 - 140,000	800 - 960	0%
Network Engineer	100,000 - 135,000	760 - 920	0%
Operations Manager	110,000 - 160,000	880 - 1,120	0%
Security Administrator/ Engineer	120,000 - 170,000	880 - 1,280	0%
System Administrator	95,000 - 125,000	720 - 880	0%
System Engineer	110,000 - 135,000	760 - 920	0%
Unix System Administrator	95,000 - 125,000	720 - 880	0%

Digital & UX

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Content Manager	90,000 - 115,000	640 -800	0%
Digital Designer	100,000 - 140,000	720 - 960	0%
Digital Producer	100,000 - 130,000	NA	0%
Graphic, Visual & Interactive Designer	90,000 - 120,000	NA	0%
UI Designer	90,000 - 120,000	760 - 960	0%
UX Architect	115,000 - 150,000	960+	0%
UX Designer	90,000 - 120,000	760 - 960	0%

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
UX Manager	120,000 - 150,000	800 - 1,120	0%
UX/CX & Service Designer	90,000 - 120,000	800 - 960	0%
Web Designer	95,000 - 125,000	760 - 1,000	0%

Applications

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
BI Architect	160,000 - 200,000	960 - 1,280	0%
BI Business Analyst	120,000 - 150,000	880 - 1,120	0%
BI Consultant	120,000 - 160,000	960 - 1,200	7%
BI Developer	120,000 - 150,000	920 - 1120	0%
BI Manager	155,000 - 200,000	880 - 1,120	0%
BI Project Manager	125,000 - 140,000	880 - 1,040	4%
Data Analyst	70,000 - 110,000	560 - 880	10%
Data Architect	140,000 - 180,000	960 - 1,120	6%
Data Engineer	85,000 - 130,000	800 - 1040	8%
Data Modeller	95,000 - 150,000	720 - 1080	0%
Data Scientist	80,000 - 150,000	640 - 1,080	0%
ERP/CRM Business Analyst	120,000 - 150,000	880 - 1,120	0%
ERP/CRM Consultant	120,000 - 160,000	880 - 1,120	7%
ERP/CRM Developer	100,000 - 130,000	800 - 1,000	4%
ERP/CRM Project Manager	125,000 - 140,000	880 - 1,120	4%
ERP/CRM Solution Architect	130,000 - 170,000	960 - 1,120	0%

IT Sales

	Permanent (Base + Super)	Contract (Day Rate)	Percentage Change
Account Executive	80,000 - 120,000	640 - 960	20%
Account Manager	100,000 - 190,000	800 - 1,440	0%
Business Development Manager	120,000 - 200,000	960 - 1,440	0%
Sales Consultant	100,000 - 120,000	800 - 960	4%
Sales Director	200,000 - 300,000	960 - 1,280	0%
Service Delivery Consultant	110,000 - 140,000	800 - 1,120	17%
Service Delivery Manager	120,000 - 160,000	960 - 1,200	7%

About Finite

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?

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