

# Mining & Resources

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Michael Page International

**Salary & Employment Forecast**

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The volume of job opportunities in the mining and resources sector has risen significantly over the last 12 months, in line with the growing demand for commodities from China. We are seeing particularly strong jobs growth in the key markets of Western Australia and Queensland.

A strong requirement exists for engineers and project services professionals as the demand from China increases for iron ore and precious commodities. There is also growing demand for mining and resources professionals with skills in geology, process and environmental engineering, as well as Mechanical, Civil, Structural and Electrical Engineers. Site

Engineers are also particularly sought after to facilitate site-based mining projects.

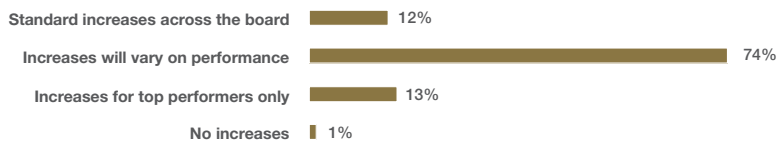
With the demand for skills exceeding the supply of mining and resources professionals, employers are increasing salaries to attract and retain top talent. Most employers will be awarding average salary increases of 4–6% to retain staff. For professionals with skills in highest demand, including site-based engineering and project management experience, higher increases will be awarded to help attract talent.

Over half of the employers surveyed in the mining and resources sectors will be awarding bonuses in the next 12 months as a retention

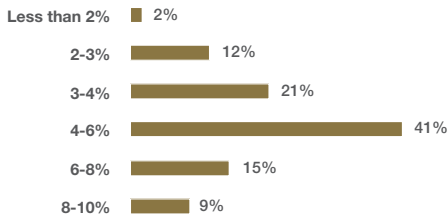
strategy. The vast majority (65%) of bonuses will be awarded based on a combination of individual, team and company performance. Only 9% of bonus payments will be made solely on the basis of individual performance.

Hiring activity will continue to increase over the next 12 months across all levels of the mining and resources sectors. The highest demand will be for engineering consultants, who will be required to deliver projects from the planning to construction stages. There will also be a growing demand for mining professionals with skills in drilling and blasting to assist in the process of developing and expanding mines.

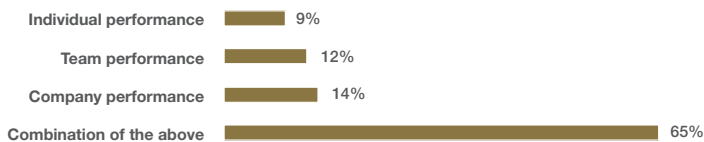
## Salary increases over the next 12 months



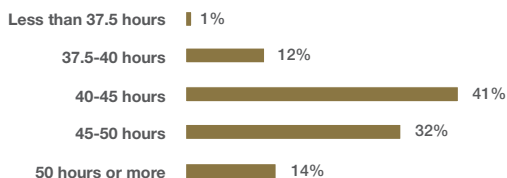
## Average percentage salary increases



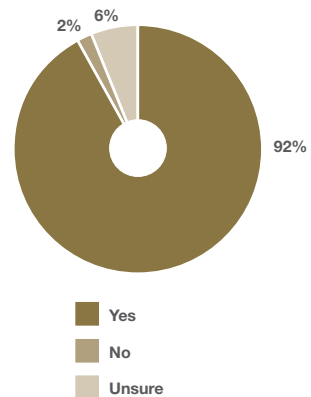
## Basis for bonuses over the next 12 months



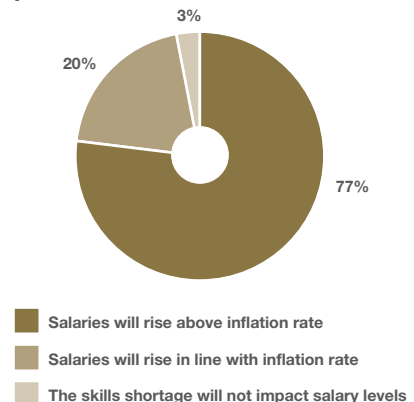
## Average weekly working hours



## Professional skills shortage in the next 12 months



## Skills shortage placing upwards pressure on salaries



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## DESIGN & CONSULTING

State	WA		QLD	
Size of Company	Sml/Med	Large	Sml/Med	Large
Salary	\$'000	\$'000	\$'000	\$'000
Graduate Engineer	60–72	65–75	55–65	57–72
Design Engineer	85–110	90–120	77–108	98–118
Senior Design Engineer	132–152	142–161	127–139	129–158
Lead Engineer	155–180	170–210	148–165	155–185
Principal Engineer	170–195	188–218	165–196	175–215
Engineering Manager	185–220	210–240	178–195	180–225

## PROJECT MANAGEMENT & CONSTRUCTION

State	WA		QLD	
Size of Company	Sml/Med	Large	Sml/Med	Large
Salary	\$'000	\$'000	\$'000	\$'000
Field/Site Engineer	82–144	103–165	93–134	113–144
Construction Manager	195–222	227–268	175–216	206–247
Project Engineer	90–125	105–138	77–112	98–118
Senior Project Engineer	122–155	135–168	115–139	129–154
Project Manager	165–230	185–247	185–227	206–258
Project Director	N/A	260–380	N/A	248–360
Senior Planning Engineer	144–165	149–170	123–154	134–160
Senior Cost Engineer/Estimator	144–165	149–170	123–154	134–160
Project Controls Manager	165–196	175–240	155–185	175–216
Senior Contracts Engineer	150–175	155–190	123–154	134–160
Contracts Manager	155–180	175–227	155–185	175–216

## OPERATIONS & TECHNICAL

State	WA		QLD	
Size of Company	Sml/Med	Large	Sml/Med	Large
Salary	\$'000	\$'000	\$'000	\$'000
Graduate Engineer	75–85	75–85	62–77	62–82
Process/Metallurgist/Mechanical/Electrical Engineer	77–113	82–124	72–110	82–124
Senior Process/Metallurgist/Mechanical/Electrical Engineer	113–144	124–165	113–144	120–155
Maintenance/Reliability Engineer	110–125	135–165	100–120	130–155
Maintenance Superintendent	120–170	145–190	115–140	135–170
Project Engineer	85–120	110–138	80–110	100–135
Senior Project Engineer	125–165	134–175	118–135	128–168
Projects Superintendent	134–165	144–185	128–162	142–178
Maintenance Manager	135–165	172–215	134–162	165–206
Engineering Manager	150–190	175–250	134–175	165–235
Process/Metallurgy Manager	165–185	185–237	155–185	165–227
Mining Engineer	90–125	100–130	82–113	93–124
Senior Mining Engineer	125–150	130–160	113–144	124–155
Mining Superintendent	150–170	160–195	134–175	155–191
Mine Manager	170–220	180–250	185–206	206–247
Geologist	75–95	82–113	57–88	77–108
Senior Geologist	105–145	130–175	98–118	122–152
Exploration Manager	160–200	180–220	118–149	139–210
Geology Manager	160–200	180–250	160–191	180–221
General Manager	195–260	250–400	221–252	252–380
Operations Manager	258–309	309–361	252–304	304–355
Technical Services Manager	N/A	190–230	N/A	191–232

Please note:

1. Salaries indicated are based on annual basic salary, excluding bonus/incentive schemes. 2. Small to medium companies are defined as having a turnover of less than \$100 million. Large companies are defined as having a turnover of more than \$100 million. 3. Market rates are becoming much less uniform. While we have taken great care, these salary ranges can only be approximate guides, as there are often specific circumstances relating to individual companies. Please call us for additional information. 4. Roles marked N/A in this report are not commonly found in the area specified.