



# Australia Salary Benchmark

# 2020

## About

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

## Report methodology

The Michael Page Salary Benchmark is derived from 45,000 data points in our proprietary data and network in Australia, which includes job advertisements and placements made between July 2018 and June 2019, incorporating salary projections for 2020. Job Applicant Confidence Index, insights from our business leaders, our recruiters' interactions with companies and industry professionals, as well as other supplemental information from our various studies were also taken into consideration.

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

# Contents

|   |     |
|---|-----|
| Job Applicant Confidence Index .....                            | 5   |
| Infographic: What is the workforce in Australia thinking? ..... | 6   |
| Construction .....  | 8   |
| Digital .....   | 12  |
| Engineering & Manufacturing .....                               | 19  |
| Finance & Accounting .....                                      | 28  |
| Financial Services .....  | 41  |
| Human Resources .....   | 55  |
| Legal .....   | 62  |
| Marketing .....   | 68  |
| Mining, Energy & Resources .....                                | 80  |
| Procurement, Supply Chain & Logistics .....                     | 83  |
| Property .....  | 89  |
| Sales .....   | 94  |
| Technology .....  | 100 |



# How to lead Australia's companies into the future

Knowing how important learning and development will be to remaining fit for purpose in the world of work.

**Matthew Gribble**  
Regional Managing Director  
Michael Page Australia

One of the best parts of recruitment is watching inspirational leaders in motion. As we launch Australia's new Salary Benchmark 2020, now is a perfect moment to reflect on what we at Michael Page learn each day from the best leaders around us.

As our Federal Government reminds us, key trends are impacting all of Australia's 12.9 million employees. Megatrends such as the growth in computing power, connectivity, data volumes and AI combine with our changing employment markets and organisational structures. Australia can anticipate greater entrepreneurship levels, divergent demographics and continuing growth of the service sector.

One factor that hasn't changed? The critical importance of leadership to winning and retaining top talent. Research underlines that in talent management, effective leadership is more difficult yet more crucial than ever. Engagement spikes for leaders who are authentic, hold others accountable, lead with integrity and show empathy. Given that leading candidates typically have two to three offers to consider, top hirers display a pitch mentality for their crucial interviews – working in advance to speed up and streamline their hiring process. Moving decisively is often the difference between first and last.

Salary and leadership aside, what do top talent profiles seek from your team? Just as in a sports team, employees want evidence that your company culture supports excellence in the way it plays fair and reinforces shared values. Find a culture that fits you, and you'll invest your best working years to build value to the company.

Having hired your team, the crucial part is seeing them grow and thrive. Critical to hiring and retaining today's best profiles is committing to their learning and development. Top talent profiles will often request a development map during the interview process – knowing how important that learning and development will be to remaining fit for purpose in the world of work. Get this right, and you'll not only have a great hire – you'll likely have a future leader as well.



## THE MICHAEL PAGE JOB APPLICANT CONFIDENCE INDEX

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

15% ARE INCLINED TO  
WORK OVERSEAS IN 2020

68% BELIEVE THEY  
WILL TAKE LESS THAN  
THREE MONTHS  
TO FIND A NEW JOB *vs 67% in 2019*

54% FORESEE THEMSELVES  
HAVING BETTER CAREER  
PROGRESSION IN 2020 *vs 51% in 2019*

60% ARE POSITIVE ABOUT  
THE JOB MARKET *vs 64% in 2019*



# What is the workforce in Australia thinking?

**54%**

of the workforce in Australia feel they have **maximum autonomy** for their work

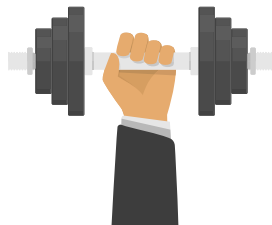


**31%**

of the workforce in Australia feel they have **no freedom to have a break** during work hours

**62%**

rate their **contributions** as highly impactful



**83%**

of professionals in Australia reportedly work in a

## HARMONIOUS WORKPLACE

with the following **top traits**:

- 😊 Collaborative
- 😊 Problem solving
- 😊 Accountability



## EXPECTATIONS OF A LEADERSHIP TEAM



**VERY IMPORTANT**

**51%**

Having a **CLEAR DIRECTION AND VISION**

## PROFESSIONAL DEVELOPMENT



**42%**

of the workforce in Australia says their **company neglected their professional coaching and development**



**48%**

respondents feel their **potential was not maximised**

## DO COMPANIES LACK DIGITAL ADAPTATION?

**35%**

from tech industries

**AGREE**



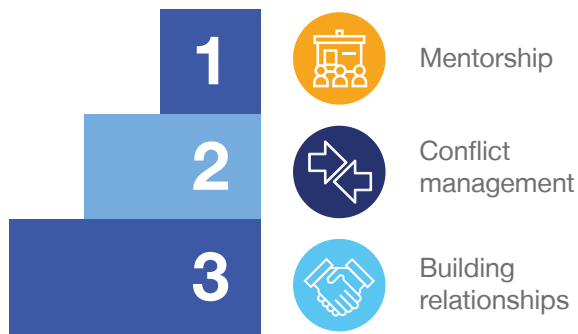
**30%**

from non-tech industries

**AGREE**



## MOST IMPORTANT SOFT SKILLS



**22%** feel they were  
**UNFAIRLY APPRAISED**



**23%** of workforce in Australia say the **management team did not get to know them on a personal level**

## RETENTION

Respondents say they would have stayed in their last company if



### GEN X



Employee engagement was strengthened



Training and development plans were scheduled



A promotion in job title was offered

### MILLENNIALS



Training and development plans were scheduled



Employee engagement was strengthened



A monetary raise was offered

## SAYING GOODBYE



Here are the top factors for resignation:

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

**94%**

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



## 5 TOP CONSIDERATIONS WHEN ACCEPTING A NEW JOB

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



**85%**

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

**96%**

would give **HONEST REASONS** for leaving

# Construction

## Top 3 hiring trends

1. Hiring people who have the relevant skills in new technologies is key.
2. Talent that understands new energy efficiency regulations and has extensive knowledge about it is highly sought after.
3. Companies now place more emphasis on creating safer, healthier and more positive work environments.

## Top industries



Construction

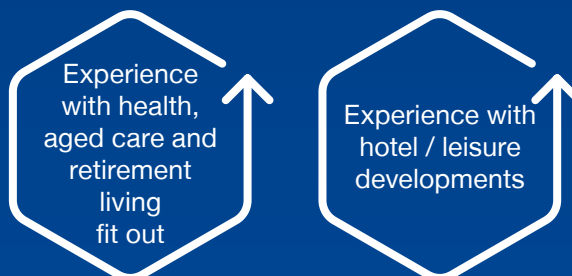


Property &  
Development



Insurance

## Trending skills



## Roles in demand

Project Manager  
Project Engineer  
Estimator  
Business Development Manager  
Site Manager  
Contracts Administrator

# 5-10%

average salary increase  
when switching jobs  
within similar industries



### Architecture & Design

#### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                     | Min | Median | Max |
|--------------------------|-----|--------|-----|
| Architectural Technician | 60  | 85     | 100 |
| Architect                | 75  | 115    | 150 |
| Project Architect        | 130 | 140    | 180 |
| Urban Designer           | 80  | 110    | 130 |

#### Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role         | Min | Median | Max |
|--------------|-----|--------|-----|
| Draftsperson | 80  | 85     | 90  |

### Project Management & General Management

#### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                       | Min | Median | Max |
|----------------------------|-----|--------|-----|
| Project Engineer           | 110 | 120    | 130 |
| Senior Project Engineer    | 145 | 165    | 185 |
| Assistant Project Manager  | 130 | 145    | 160 |
| Project Manager            | 150 | 180    | 195 |
| Senior Project Manager     | 180 | 215    | 250 |
| Project Director           | 200 | 250    | 300 |
| Senior Tenancy Coordinator | 120 | 140    | 160 |
| Program Manager            | 125 | 150    | 220 |
| Construction Manager       | 250 | 300    | 350 |
| Operations Manager         | 250 | 310    | 380 |
| General Manager            | 300 | 400    | 500 |

## Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                        | Min | Median | Max |
|-----------------------------|-----|--------|-----|
| Project Officer             | 85  | 90     | 95  |
| Project Manager             | 120 | 128    | 135 |
| Senior Project Engineer     | 120 | 145    | 170 |
| Inspector                   | 90  | 100    | 110 |
| Senior Construction Manager | 185 | 220    | 260 |

## Quantity Surveyor

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                           | Min | Median | Max |
|--------------------------------|-----|--------|-----|
| Quantity Surveyor              | 90  | 125    | 140 |
| Junior Estimator               | 70  | 75     | 80  |
| Estimator                      | 100 | 120    | 140 |
| Senior Estimator               | 160 | 230    | 310 |
| Junior Contracts Administrator | 45  | 60     | 80  |
| Contracts Administrator        | 75  | 95     | 110 |
| Senior Contracts Administrator | 125 | 150    | 180 |

## Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                    | Min | Median | Max |
|-------------------------|-----|--------|-----|
| Contracts Administrator | 75  | 80     | 85  |

### Site Manager

#### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                | Min | Median | Max |
|---------------------|-----|--------|-----|
| Site Manager        | 150 | 185    | 280 |
| Senior Site Manager | 190 | 235    | 400 |
| Foreman             | 90  | 100    | 110 |
| Structural Foreman  | 110 | 125    | 145 |
| Finishing Foreman   | 125 | 145    | 165 |
| Site Foreman        | 120 | 145    | 180 |

#### Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                   | Min | Median | Max |
|------------------------|-----|--------|-----|
| Site Manager           | 120 | 130    | 140 |
| Construction Inspector | 100 | 105    | 110 |

# Digital

## Top 3 hiring trends

1. Investments in customer experience is driving demand for talent with online/offline service experience.
2. Companies are investing more in marketing automation to create personalised customer experiences.
3. Retailers are investing heavily in e-commerce, since consumers now demand more online retail options.

## Top industries



Retail



Technology  
Start-Ups



Financial Services



Utilities &  
Telecommunication

## Trending skills



## Roles in demand

Product Owner / Manager

UX Designer

Email / CRM Manager

Marketing Automation Manager

Digital Performance Manager / Specialist

# 5-10%

average salary increase  
when switching jobs  
within similar industries

## Agency

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role              | Min | Median | Max |
|-------------------|-----|--------|-----|
| Account Executive | 55  | 58     | 65  |
| Account Manager   | 65  | 75     | 80  |
| Account Director  | 100 | 110    | 120 |

## Content

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role               | Min | Median | Max |
|--------------------|-----|--------|-----|
| Content Producer   | 70  | 85     | 100 |
| Content Strategist | 90  | 100    | 120 |

## Temporary Roles

Daily salary rate (AUD)  
(Excluding superannuation)

| Role               | Min | Median | Max |
|--------------------|-----|--------|-----|
| Content Producer   | 250 | 450    | 500 |
| Content Strategist | 400 | 550    | 650 |

## Digital Analytics

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                     | Min | Median | Max |
|--------------------------|-----|--------|-----|
| Digital Analyst          | 110 | 130    | 150 |
| Web Analytics Specialist | 110 | 117    | 130 |

## Temporary Roles

Daily salary rate (AUD)  
(Excluding superannuation)

| Role                  | Min | Median | Max |
|-----------------------|-----|--------|-----|
| Digital / Web Analyst | 600 | 650    | 700 |



## Digital Specialists

### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role  | Min | Median | Max |
|---|-----|--------|-----|
| Search Engine Marketing (SEM) Specialist    | 75  | 85     | 100 |
| Search Engine Optimisation (SEO) Specialist | 80  | 90     | 120 |
| Search Specialist                           | 75  | 85     | 100 |
| Search Strategist                           | 90  | 105    | 120 |

### Temporary Roles

**Daily salary rate (AUD)**  
(Excluding superannuation)

| Role   | Min | Median | Max |
|--|-----|--------|-----|
| Search Engine Marketing (SEO) / Pay Per Click (PPC) Specialist | 300 | 350    | 400 |
| Search Engine Marketing (SEM) Specialist                       | 500 | 600    | 700 |

## Digital Technology

### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                       | Min | Median | Max |
|----------------------------|-----|--------|-----|
| Digital Business Analyst   | 80  | 100    | 120 |
| Digital Project Manager    | 110 | 145    | 180 |
| Junior Front End Developer | 70  | 80     | 90  |
| Mid Front End Developer    | 80  | 90     | 100 |
| Senior Front End Developer | 100 | 115    | 140 |
| Product Owner              | 95  | 113    | 150 |

### Temporary Roles

**Daily salary rate (AUD)**  
(Excluding superannuation)

| Role                     | Min | Median | Max  |
|--------------------------|-----|--------|------|
| Digital Business Analyst | 500 | 750    | 1000 |
| Digital Project Manager  | 600 | 900    | 1200 |
| Front End Developer      | 350 | 500    | 650  |

## E-commerce

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                     | Min | Median | Max |
|--------------------------|-----|--------|-----|
| E-commerce Administrator | 50  | 55     | 60  |
| E-commerce Coordinator   | 55  | 63     | 70  |
| E-commerce Executive     | 65  | 73     | 80  |
| E-commerce Analyst       | 110 | 135    | 150 |
| E-commerce Manager       | 95  | 125    | 160 |
| Head of E-commerce       | 160 | 180    | 200 |
| Online Trading Manager   | 110 | 140    | 180 |

## Temporary Roles

Daily salary rate (AUD)  
(Excluding superannuation)

| Role                   | Min | Median | Max |
|------------------------|-----|--------|-----|
| E-commerce Coordinator | 210 | 235    | 300 |
| E-commerce Manager     | 300 | 450    | 550 |

## Email &amp; Customer Relationship Management (CRM)

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                         | Min | Median | Max |
|------------------------------|-----|--------|-----|
| Email Marketing Executive    | 75  | 88     | 100 |
| Email Marketing Manager      | 85  | 103    | 130 |
| Marketing Automation Manager | 130 | 145    | 180 |

## Temporary Roles

Daily salary rate (AUD)  
(Excluding superannuation)

| Role                            | Min | Median | Max |
|---------------------------------|-----|--------|-----|
| Email Marketing Specialist      | 350 | 400    | 450 |
| Marketing Automation Specialist | 600 | 700    | 800 |

## General

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                             | Min | Median | Max |
|----------------------------------|-----|--------|-----|
| Digital Marketing Coordinator    | 55  | 63     | 70  |
| Digital Marketing Executive      | 65  | 73     | 90  |
| Digital Marketing Manager        | 90  | 113    | 130 |
| Senior Digital Marketing Manager | 125 | 138    | 150 |
| Digital Communications Manager   | 90  | 108    | 125 |
| Digital Performance Manager      | 120 | 145    | 175 |
| Head of Digital                  | 150 | 175    | 200 |

## Temporary Roles

**Daily salary rate (AUD)**  
(Excluding superannuation)

| Role                           | Min | Median | Max  |
|--------------------------------|-----|--------|------|
| Digital Marketing Coordinator  | 200 | 225    | 250  |
| Digital Marketing Manager      | 450 | 500    | 600  |
| Digital Communications Manager | 375 | 425    | 500  |
| Digital Performance Manager    | 600 | 700    | 800  |
| Head of Digital                | 700 | 900    | 1200 |

## Social Media

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

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

## Temporary Roles

**Daily salary rate (AUD)**  
(Excluding superannuation)

| Role                     | Min | Median | Max |
|--------------------------|-----|--------|-----|
| Social Media Coordinator | 200 | 250    | 300 |
| Social Media Specialist  | 300 | 325    | 350 |

## Software Development

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                       | Min | Median | Max |
|----------------------------|-----|--------|-----|
| Mobile Developer           | 95  | 108    | 120 |
| Head of Mobile Development | 140 | 158    | 175 |
| Web Developer              | 90  | 100    | 110 |
| Senior Web Developer       | 110 | 120    | 130 |

## Temporary Roles

**Daily salary rate (AUD)**  
(Excluding superannuation)

| Role                 | Min | Median | Max |
|----------------------|-----|--------|-----|
| Mobile Developer     | 550 | 650    | 800 |
| Web Developer        | 350 | 425    | 500 |
| Senior Web Developer | 500 | 650    | 800 |

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

### Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                              | Min | Median | Max |
|-----------------------------------|-----|--------|-----|
| Junior UX / UI Designer           | 60  | 70     | 80  |
| Mid-Weight UX / UI Designer       | 80  | 90     | 100 |
| UX Researcher                     | 90  | 110    | 130 |
| Senior UX / UI Designer           | 100 | 115    | 135 |
| Junior Graphic Designer           | 55  | 60     | 65  |
| Mid-Weight Graphic Designer       | 65  | 80     | 90  |
| Experience Designer               | 100 | 120    | 140 |
| Customer Experience Manager       | 120 | 130    | 160 |
| Instructional / Learning Designer | 80  | 90     | 110 |

### Temporary Roles

Daily salary rate (AUD)  
(Excluding superannuation)

| Role                              | Min | Median | Max  |
|-----------------------------------|-----|--------|------|
| Junior UX / UI Designer           | 250 | 300    | 400  |
| UX / UI Designer                  | 400 | 500    | 600  |
| UX Researcher                     | 450 | 650    | 800  |
| Senior UX / UI Designer           | 600 | 700    | 800  |
| UX / UI Lead                      | 800 | 950    | 1200 |
| Graphic Designer                  | 200 | 375    | 550  |
| Service Designer                  | 600 | 750    | 900  |
| Service Design Lead               | 800 | 950    | 1200 |
| Instructional / Learning Designer | 450 | 600    | 900  |



# Engineering & Manufacturing

## Top 3 hiring trends

1. Hiring demand is high for talent with new product development expertise, particularly among F&B companies.
2. Automation adoption in the engineering space is driving up demand for talent with related skill sets.
3. While advisors are currently in demand, candidates need to have cultural fit to be considered.

## Top industries



Industrial &  
Manufacturing



Fast Moving  
Consumer Goods  
(FMCG)

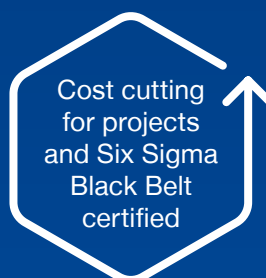


Property



Transport &  
Distribution

## Trending skills



## Roles in demand

Production Manager  
Engineering Manager  
Operations Manager  
Maintenance Manager  
Mechanical Engineer

# 5-10%

average salary increase  
when switching jobs  
within similar industries

## Civil & Structural

### Permanent Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Junior Civil Engineer   | 60  | 72     | 85  |
| Civil Engineer  | 75  | 80     | 100 |
| Civil Supervisor  | 100 | 120    | 140 |
| Senior Civil Engineer   | 120 | 127    | 150 |
| Civil Project Engineer  | 120 | 130    | 160 |
| Transport Engineer  | 110 | 115    | 140 |
| Senior Hydraulic Engineer   | 120 | 125    | 130 |
| Associate Structural Engineer   | 60  | 72     | 85  |
| Civil Structural Engineer   | 85  | 100    | 120 |
| Senior Structural Engineer  | 120 | 127    | 150 |
| Site Engineer   | 130 | 150    | 200 |
| Site Manager  | 150 | 160    | 175 |

### Temporary Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Civil Engineer  | 80  | 85     | 115 |
| Civil Designer  | 115 | 135    | 145 |
| Civil Project Engineer  | 135 | 140    | 145 |
| Structural Engineer   | 125 | 135    | 155 |
| Structural Designer   | 125 | 145    | 165 |
| Site Engineer   | 135 | 155    | 205 |

# Engineering & Manufacturing

## Salary Tables

### Electrical & Electronics

#### Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                           | Min | Median | Max |
|--------------------------------|-----|--------|-----|
| Junior Electrical Engineer     | 55  | 60     | 65  |
| Electrical Engineer            | 60  | 70     | 100 |
| Senior Electrical Engineer     | 95  | 105    | 120 |
| Electrical Engineering Manager | 115 | 128    | 140 |
| Product Engineer               | 90  | 95     | 110 |
| Electrical Technician          | 55  | 60     | 70  |
| Electrical Drafter             | 60  | 67     | 75  |
| Electrical Design Engineer     | 75  | 85     | 90  |

#### Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                        | Min | Median | Max |
|-----------------------------|-----|--------|-----|
| Electrical Engineer         | 65  | 75     | 105 |
| Senior Electrical Engineer  | 100 | 110    | 125 |
| Electrical Project Engineer | 95  | 100    | 105 |
| Electrical Drafter          | 105 | 115    | 125 |

### Engineering Design, Research & Development (R&D)

#### Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                         | Min | Median | Max |
|------------------------------|-----|--------|-----|
| Development Engineer         | 90  | 95     | 100 |
| Product Development Engineer | 75  | 100    | 130 |
| Design Engineer              | 75  | 100    | 120 |
| Senior Design Engineer       | 100 | 120    | 130 |
| Design Supervisor            | 120 | 130    | 150 |
| R&D Manager                  | 135 | 140    | 160 |

# Engineering & Manufacturing

## Salary Tables

### Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role            | Min | Median | Max |
|-----------------|-----|--------|-----|
| Design Engineer | 75  | 85     | 95  |

### General

### Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                     | Min | Median | Max |
|--------------------------|-----|--------|-----|
| Engineer                 | 75  | 100    | 115 |
| Engineering Manager      | 145 | 158    | 170 |
| Operations Manager       | 115 | 150    | 170 |
| General Manager          | 150 | 180    | 200 |
| Managing Director        | 200 | 250    | 350 |
| Chief Operations Officer | 200 | 250    | 300 |

### Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                | Min | Median | Max |
|---------------------|-----|--------|-----|
| Engineering Manager | 150 | 200    | 205 |

### Environment, Health & Safety (EHS)

### Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                  | Min | Median | Max |
|-----------------------|-----|--------|-----|
| EHS Officer           | 65  | 75     | 85  |
| EHS Coordinator       | 60  | 75     | 90  |
| EHS Advisor           | 80  | 95     | 110 |
| EHS Manager           | 110 | 130    | 160 |
| Environmental Officer | 70  | 80     | 90  |
| Safety Advisor        | 85  | 95     | 110 |
| Safety Manager        | 120 | 140    | 160 |

# Engineering & Manufacturing

## Salary Tables

### Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                       | Min | Median | Max |
|----------------------------|-----|--------|-----|
| EHS Advisor                | 85  | 100    | 115 |
| Sustainability Coordinator | 75  | 90     | 105 |

### Manufacturing & Production

#### Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role  | Min | Median | Max |
|---|-----|--------|-----|
| Machine Operator                            | 50  | 65     | 75  |
| Senior Scheduler                            | 60  | 65     | 70  |
| Continuous Improvement (CI) Consultant      | 75  | 82     | 90  |
| Continuous Improvement (CI) Engineer        | 85  | 95     | 105 |
| Continuous Improvement (CI) Specialist      | 95  | 120    | 130 |
| Senior Continuous Improvement (CI) Engineer | 120 | 128    | 135 |
| Project Manager                             | 90  | 105    | 120 |
| Project Planner                             | 100 | 105    | 125 |
| Senior Project Manager                      | 130 | 150    | 165 |
| Project Director                            | 185 | 195    | 205 |
| Planning Engineer                           | 110 | 115    | 120 |
| Programme Manager                           | 150 | 175    | 200 |

### Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                      | Min | Median | Max |
|---------------------------|-----|--------|-----|
| Manufacturing Manager     | 120 | 130    | 150 |
| Production Officer        | 75  | 90     | 105 |
| Production Manager        | 100 | 115    | 140 |
| Production Operator       | 110 | 122    | 140 |
| Asset Management Engineer | 85  | 90     | 95  |
| Support Officer           | 95  | 100    | 105 |



### Mechanical & Automation

#### Permanent Roles

| Role                       | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|----------------------------|---|--------|-----|
|                            | Min   | Median | Max |
| Mechanical Technician      | 60  | 75     | 90  |
| Mechanical Designer        | 80  | 95     | 110 |
| Mechanical Engineer        | 80  | 95     | 110 |
| Senior Mechanical Engineer | 120   | 135    | 150 |
| Service Technician         | 55  | 70     | 85  |
| Systems Engineer           | 80  | 100    | 120 |
| Calibration Engineer       | 120   | 130    | 140 |

#### Temporary Roles

| Role                       | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|----------------------------|---|--------|-----|
|                            | Min   | Median | Max |
| Mechanical Designer        | 95  | 118    | 140 |
| Senior Mechanical Designer | 120   | 143    | 155 |
| Mechanical Engineer        | 125   | 145    | 165 |
| Service Technician         | 75  | 78     | 80  |
| Technical Officer          | 85  | 98     | 120 |

### Project Management

#### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                                 | Min | Median | Max |
|--------------------------------------|-----|--------|-----|
| Manufacturing Coordinator            | 65  | 75     | 85  |
| Manufacturing Supervisor             | 80  | 85     | 90  |
| Plant Operator                       | 70  | 75     | 80  |
| Plant Manager                        | 150 | 165    | 180 |
| Production Supervisor                | 75  | 80     | 90  |
| Production Planner                   | 80  | 90     | 95  |
| Production Manager                   | 100 | 110    | 120 |
| Shift Supervisor                     | 80  | 90     | 110 |
| Shift Manager                        | 100 | 115    | 125 |
| Site Supervisor                      | 110 | 120    | 130 |
| Site Manager                         | 130 | 143    | 155 |
| Continuous Improvement (CI) Engineer | 110 | 135    | 150 |

#### Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                                 | Min | Median | Max |
|--------------------------------------|-----|--------|-----|
| Project Engineer                     | 100 | 108    | 120 |
| Project Manager                      | 120 | 138    | 150 |
| Program Manager                      | 105 | 118    | 130 |
| Continuous Improvement (CI) Engineer | 70  | 85     | 100 |
| Process Engineer                     | 125 | 138    | 150 |

### Quality & Technical

#### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                                    | Min | Median | Max |
|---|-----|--------|-----|
| Quality Assurance (QA) Assistant        | 50  | 53     | 65  |
| Quality Assurance (QA) Officer          | 55  | 60     | 65  |
| Quality Assurance (QA) Supervisor       | 65  | 75     | 80  |
| Quality Assurance (QA) Advisor          | 65  | 73     | 80  |
| Quality Assurance (QA) Coordinator      | 65  | 80     | 90  |
| Quality Assurance (QA) Engineer         | 70  | 85     | 95  |
| Quality Assurance (QA) Manager          | 95  | 105    | 130 |
| National Quality Assurance (QA) Manager | 130 | 145    | 160 |
| Site Quality Manager                    | 130 | 145    | 160 |

#### Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                                    | Min | Median | Max |
|---|-----|--------|-----|
| Quality Assurance (QA) Officer          | 55  | 60     | 70  |
| Quality Assurance (QA) Advisor          | 70  | 78     | 90  |
| Quality Assurance (QA) Coordinator      | 70  | 80     | 85  |
| Quality Assurance (QA) Engineer         | 80  | 93     | 95  |
| Quality Assurance (QA) Manager          | 100 | 115    | 135 |
| National Quality Assurance (QA) Manager | 135 | 150    | 155 |
| Technical Support Specialist            | 80  | 90     | 120 |

### Test & Maintenance

#### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                        | Min | Median | Max |
|-----------------------------|-----|--------|-----|
| Maintenance Fitter          | 60  | 70     | 90  |
| Maintenance Planner         | 75  | 85     | 90  |
| Maintenance Technician      | 70  | 85     | 95  |
| Maintenance Supervisor      | 75  | 82     | 100 |
| Maintenance Engineer        | 85  | 115    | 125 |
| Maintenance Manager         | 100 | 130    | 205 |
| Reliability Engineer        | 90  | 105    | 110 |
| Senior Reliability Engineer | 110 | 135    | 150 |

#### Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                 | Min | Median | Max |
|----------------------|-----|--------|-----|
| Maintenance Fitter   | 60  | 68     | 80  |
| Maintenance Engineer | 80  | 103    | 115 |
| Track Inspector      | 80  | 90     | 100 |

# Finance & Accounting

## Top 3 hiring trends

1. Hiring demand is high across various sectors like education, healthcare, infrastructure and technology.
2. Business partnering skills are required at all levels from small start up tech companies to large conglomerate firms.
3. Returning accounts payable and receivable talent from overseas are driving demand for quality candidates.

## Top industries



Technology &  
Software



Healthcare &  
Pharmaceutical

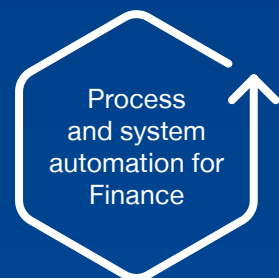


Industrial &  
Manufacturing



Education

## Trending skills



## Roles in demand

Finance Business Partner

Financial Controller

FP&A Analyst

Senior Financial Accountant

Commercial Manager

# 5-10%

average salary increase  
when switching jobs  
within similar industries

### Accounts Payable

#### Permanent Roles

| Role                            | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|---------------------------------|---|--------|-----|
|                                 | Min   | Median | Max |
| Accounts Payable Officer        | 55  | 65     | 70  |
| Senior Accounts Payable Officer | 60  | 70     | 85  |
| Accounts Payable Manager        | 70  | 100    | 130 |

#### Temporary Roles

| Role                            | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|---------------------------------|---|--------|-----|
|                                 | Min   | Median | Max |
| Accounts Payable Officer        | 60  | 70     | 75  |
| Senior Accounts Payable Officer | 70  | 75     | 85  |
| Accounts Payable Manager        | 70  | 105    | 135 |

### Accounts Receivable & Credit

#### Permanent Roles

| Role                            | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|---------------------------------|---|--------|-----|
|                                 | Min   | Median | Max |
| Accounts Receivable Coordinator | 60  | 65     | 75  |
| Accounts Receivable Officer     | 60  | 65     | 80  |
| Accounts Receivable Manager     | 85  | 105    | 130 |
| Billings Officer                | 60  | 65     | 75  |
| Credit Controller               | 60  | 70     | 80  |
| Credit Manager                  | 80  | 105    | 120 |

### Temporary Roles

| Role                               | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|------------------------------------|---|--------|-----|
|                                    | Min   | Median | Max |
| Accounts Receivable Coordinator    | 65  | 70     | 80  |
| Senior Accounts Receivable Officer | 75  | 80     | 85  |
| Accounts Receivable Manager        | 90  | 110    | 135 |
| Billings Officer                   | 65  | 75     | 85  |
| Credit Controller                  | 70  | 75     | 85  |
| Credit Manager                     | 85  | 110    | 135 |

### Payroll

#### Permanent Roles

| Role                   | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|------------------------|---|--------|-----|
|                        | Min   | Median | Max |
| Payroll Officer        | 65  | 75     | 90  |
| Senior Payroll Officer | 75  | 90     | 100 |
| Payroll Manager        | 90  | 115    | 145 |

### Temporary Roles

| Role                   | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|------------------------|---|--------|-----|
|                        | Min   | Median | Max |
| Payroll Officer        | 70  | 80     | 95  |
| Senior Payroll Officer | 80  | 95     | 105 |
| Payroll Manager        | 95  | 120    | 145 |

### Bookkeeping

#### Permanent Roles

| Role               | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|--------------------|---|--------|-----|
|                    | Min   | Median | Max |
| Bookkeeper         | 55  | 65     | 100 |
| Company Accountant | 80  | 90     | 100 |



### Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role               | Min | Median | Max |
|--------------------|-----|--------|-----|
| Bookkeeper         | 65  | 80     | 105 |
| Company Accountant | 85  | 95     | 120 |

### Financial Accounting

#### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                         | Min | Median | Max |
|------------------------------|-----|--------|-----|
| Graduate Accountant          | 50  | 60     | 65  |
| Assistant Accountant         | 60  | 70     | 75  |
| Financial Accountant         | 80  | 85     | 95  |
| Senior Financial Accountant  | 95  | 110    | 120 |
| Fixed Asset Accountant       | 80  | 90     | 95  |
| Revenue Accountant           | 90  | 100    | 110 |
| Systems Accountant           | 95  | 110    | 130 |
| Group Accountant             | 120 | 130    | 140 |
| Financial Accounting Manager | 130 | 145    | 155 |
| Head of Financial Accounting | 160 | 175    | 190 |

### Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                         | Min | Median | Max |
|------------------------------|-----|--------|-----|
| Graduate Accountant          | 55  | 65     | 70  |
| Assistant Accountant         | 65  | 75     | 80  |
| Financial Accountant         | 85  | 90     | 100 |
| Senior Financial Accountant  | 100 | 120    | 140 |
| Fixed Asset Accountant       | 85  | 95     | 100 |
| Revenue Accountant           | 90  | 120    | 125 |
| Systems Accountant           | 100 | 115    | 135 |
| Group Accountant             | 125 | 135    | 145 |
| Financial Accounting Manager | 135 | 150    | 160 |
| Head of Financial Accounting | 165 | 180    | 195 |

## Treasury

### Permanent Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Treasury Accountant   | 95  | 110    | 115 |
| Treasury Manager  | 140 | 160    | 180 |

### Temporary Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Treasury Accountant   | 100 | 115    | 125 |
| Treasury Manager  | 145 | 165    | 185 |

## Business Intelligence (BI) & Analytics

### Permanent Roles

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

### Temporary Roles

| Role                     | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|--------------------------|---|--------|-----|
|                          | Min   | Median | Max |
| BI Analyst               | 115   | 125    | 140 |
| Senior BI Analyst        | 135   | 145    | 155 |
| BI and Analytics Manager | 140   | 150    | 165 |
| Junior Analyst           | 75  | 80     | 90  |
| Pricing Analyst          | 75  | 90     | 105 |
| Senior Pricing Analyst   | 95  | 115    | 130 |
| Sales Analyst            | 90  | 105    | 125 |

### Cost Accounting

#### Permanent Roles

| Role                               | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|------------------------------------|---|--------|-----|
|                                    | Min   | Median | Max |
| Cost Accountant / Site Accountant  | 85  | 95     | 105 |
| Senior Cost Accountant             | 95  | 105    | 150 |
| Plant Finance Manager              | 120   | 140    | 160 |
| Manufacturing Financial Controller | 150   | 155    | 170 |

### Temporary Roles

| Role                               | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|------------------------------------|---|--------|-----|
|                                    | Min   | Median | Max |
| Cost Accountant / Site Accountant  | 90  | 100    | 110 |
| Senior Cost Accountant             | 110   | 115    | 155 |
| Plant Finance Manager              | 135   | 150    | 165 |
| Manufacturing Financial Controller | 155   | 165    | 175 |

## Management Accounting

### Permanent Roles

| Role                         | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|------------------------------|---|--------|-----|
|                              | Min   | Median | Max |
| Management Accountant        | 80  | 90     | 100 |
| Senior Management Accountant | 100   | 110    | 120 |

### Temporary Roles

| Role                         | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|------------------------------|---|--------|-----|
|                              | Min   | Median | Max |
| Management Accountant        | 85  | 95     | 105 |
| Senior Management Accountant | 105   | 115    | 125 |

## Project Accounting

### Permanent Roles

| Role                      | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|---------------------------|---|--------|-----|
|                           | Min   | Median | Max |
| Project Accountant        | 105   | 115    | 125 |
| Senior Project Accountant | 130   | 140    | 150 |

### Temporary Roles

| Role                      | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|---------------------------|---|--------|-----|
|                           | Min   | Median | Max |
| Project Accountant        | 110   | 120    | 130 |
| Senior Project Accountant | 135   | 145    | 155 |

### Fund & Custodial Services

#### Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

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

#### Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                   | Min | Median | Max |
|------------------------|-----|--------|-----|
| Fund Accountant        | 100 | 110    | 120 |
| Senior Fund Accountant | 115 | 125    | 145 |

### Financial Planning & Analysis (FP&A)

#### Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                | Min | Median | Max |
|---------------------|-----|--------|-----|
| FP&A Analyst        | 95  | 110    | 120 |
| Senior FP&A Analyst | 115 | 120    | 150 |
| FP&A Manager        | 160 | 180    | 200 |
| Head of FP&A        | 190 | 220    | 240 |
| Reporting Manager   | 130 | 145    | 155 |

#### Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                | Min | Median | Max |
|---------------------|-----|--------|-----|
| FP&A Analyst        | 100 | 115    | 125 |
| Senior FP&A Analyst | 120 | 135    | 155 |
| FP&A Manager        | 165 | 185    | 205 |
| Head of FP&A        | 195 | 225    | 245 |
| Reporting Manager   | 135 | 150    | 160 |

### Strategy, Corporate Finance, Mergers & Acquisitions (M&A)

#### Permanent Roles

| Role              | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|-------------------|---|--------|-----|
|                   | Min   | Median | Max |
| Strategy Analyst  | 95  | 105    | 125 |
| Strategy Manager  | 125   | 135    | 155 |
| Strategy Director | 165   | 185    | 205 |

#### Temporary Roles

| Role              | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|-------------------|---|--------|-----|
|                   | Min   | Median | Max |
| Strategy Analyst  | 100   | 110    | 130 |
| Strategy Manager  | 130   | 140    | 160 |
| Strategy Director | 170   | 190    | 210 |

### Audit & Assurance

#### Permanent Roles

| Role                            | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|---------------------------------|---|--------|-----|
|                                 | Min   | Median | Max |
| Auditor                         | 65  | 70     | 80  |
| Senior Auditor                  | 75  | 85     | 95  |
| Audit Manager                   | 90  | 100    | 110 |
| Senior Audit Manager            | 110   | 120    | 130 |
| Director of Audit and Assurance | 150   | 165    | 180 |

### Temporary Roles

| Role                            | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|---------------------------------|---|--------|-----|
|                                 | Min   | Median | Max |
| Auditor                         | 70  | 75     | 85  |
| Senior Auditor                  | 80  | 90     | 100 |
| Audit Manager                   | 95  | 105    | 115 |
| Senior Audit Manager            | 115   | 125    | 135 |
| Director of Audit and Assurance | 155   | 170    | 185 |

### Internal Audit & Controls

#### Permanent Roles

| Role                    | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|-------------------------|---|--------|-----|
|                         | Min   | Median | Max |
| Internal Auditor        | 80  | 95     | 100 |
| Senior Internal Auditor | 105   | 115    | 125 |
| Internal Audit Manager  | 125   | 145    | 160 |
| Head of Internal Audit  | 170   | 190    | 220 |

### Temporary Roles

| Role                    | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|-------------------------|---|--------|-----|
|                         | Min   | Median | Max |
| Internal Auditor        | 85  | 90     | 110 |
| Senior Internal Auditor | 110   | 120    | 130 |
| Internal Audit Manager  | 130   | 150    | 165 |
| Head of Internal Audit  | 175   | 195    | 225 |



## Risk Management

### Permanent Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Risk Analyst  | 80  | 90     | 100 |
| Senior Risk Analyst   | 110 | 115    | 125 |
| Risk Manager  | 125 | 135    | 155 |

### Temporary Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Risk Analyst  | 85  | 95     | 105 |
| Senior Risk Analyst   | 115 | 120    | 130 |
| Risk Manager  | 135 | 145    | 160 |

## Tax

### Permanent Roles

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

### Temporary Roles

| Role                    | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|-------------------------|---|--------|-----|
|                         | Min   | Median | Max |
| Graduate Tax Accountant | 60  | 65     | 75  |
| Tax Accountant          | 80  | 90     | 95  |
| Senior Tax Accountant   | 95  | 105    | 120 |
| Tax Manager             | 150   | 165    | 180 |
| Tax Director            | 185   | 200    | 220 |

## Project Management & Transformation

### Permanent Roles

| Role                           | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|--------------------------------|---|--------|-----|
|                                | Min   | Median | Max |
| Finance Project Manager        | 120   | 150    | 180 |
| Transformation Finance Manager | 145   | 170    | 200 |
| Head of Transformation         | 180   | 225    | 275 |

### Temporary Roles

| Role                           | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|--------------------------------|---|--------|-----|
|                                | Min   | Median | Max |
| Finance Project Manager        | 125   | 155    | 185 |
| Transformation Finance Manager | 150   | 175    | 205 |
| Head of Transformation         | 185   | 215    | 280 |

## Senior Management

### Permanent Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Group Financial Controller  | 110 | 145    | 170 |
| Head of Financial Accounting / Controlling                              | 120 | 155    | 175 |
| Head of FP&A  | 175 | 195    | 220 |
| Head of Strategy  | 180 | 210    | 250 |
| Head of Finance   | 180 | 215    | 255 |
| Head of Commercial  | 190 | 220    | 250 |
| Chief Financial Officer   | 250 | 350    | 450 |

### Temporary Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Group Financial Controller  | 165 | 185    | 220 |
| Head of Financial Accounting / Controlling                              | 155 | 185    | 200 |
| Head of FP&A  | 180 | 200    | 225 |
| Head of Finance   | 185 | 220    | 260 |
| Head of Strategy  | 185 | 220    | 255 |
| Head of Commercial  | 195 | 230    | 255 |
| Chief Financial Officer   | 255 | 355    | 455 |

# Financial Services

## Top 3 hiring trends

1. Legal, risk and compliance talent are in high demand among private equity and global investment companies.
2. Investment analysts and M&A skill sets are in high demand across private equity, funds management and investment banking.
3. Considering the sales talent shortage, employers must look outside the sector to meet their hiring needs.

## Top industries



Small & mid-cap  
boutiques



Investment banks



Private lenders



Corporates

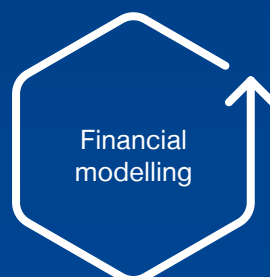
## Trending skills



Risk and  
compliance



Data /  
quantitative  
analytics



Financial  
modelling

## Roles in demand

Private Equity Analyst  
Global Equity Research Analyst  
Direct Lending Associate  
Portfolio Manager  
Corporate Strategy Associate

# 10-15%

average salary increase  
when switching jobs  
within similar industries

### Relationship Management

#### Permanent & Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                           | Min | Median | Max |
|--------------------------------|-----|--------|-----|
| Assistant Relationship Manager | 80  | 95     | 110 |
| Relationship Manager           | 100 | 120    | 140 |
| Senior Relationship Manager    | 140 | 160    | 180 |
| Relationship Director          | 180 | 200    | 220 |
| Business Development Manager   | 140 | 160    | 180 |

### Distribution Sales

#### Permanent & Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                         | Min | Median | Max |
|------------------------------|-----|--------|-----|
| Relationship Analyst         | 85  | 113    | 130 |
| Account Manager              | 130 | 150    | 180 |
| Business Development Manager | 150 | 168    | 200 |
| Relationship Manager         | 200 | 230    | 250 |
| Head of Distribution         | 250 | 265    | 280 |

### Corporate Coverage

#### Permanent & Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 85  | 113    | 140 |
| Associate                           | 125 | 145    | 165 |
| Vice President / Associate Director | 160 | 200    | 240 |

### Corporate Strategy & Development

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                | Min | Median | Max |
|---------------------|-----|--------|-----|
| Analyst / Associate | 90  | 110    | 130 |
| Investment Manager  | 130 | 150    | 175 |
| Investment Director | 160 | 205    | 250 |

### In-house Corporate Strategy, Mergers & Acquisitions (M&A)

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                | Min | Median | Max |
|---------------------|-----|--------|-----|
| Analyst / Associate | 80  | 95     | 110 |
| Investment Manager  | 110 | 130    | 150 |
| Investment Director | 150 | 205    | 250 |

### Credit Research

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                   | Min | Median | Max |
|--|-----|--------|-----|
| Credit Research Analyst (1 - 3 years ) | 75  | 95     | 120 |
| Credit Research Analyst (3 - 5 years)  | 110 | 135    | 160 |
| Credit Research Analyst (5 - 10 years) | 160 | 190    | 220 |
| Credit Research Analyst (10+ years)    | 220 | 260    | 300 |

## Debt Capital Markets

### Permanent & Temporary Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Analyst   | 90  | 110    | 130 |
| Associate   | 135 | 158    | 180 |
| Vice President / Associate Director                                     | 185 | 240    | 295 |

## Direct Lending

### Permanent & Temporary Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Analyst   | 90  | 110    | 125 |
| Associate   | 120 | 150    | 180 |
| Vice President / Associate Director                                     | 170 | 225    | 280 |

## Equity Capital Markets

### Permanent & Temporary Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Analyst   | 85  | 105    | 135 |
| Associate   | 135 | 155    | 170 |
| Vice President / Associate Director                                     | 170 | 220    | 265 |

### Equity Research

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                 | Min | Median | Max |
|--------------------------------------|-----|--------|-----|
| Equity Research Analyst (1-3 years)  | 70  | 90     | 105 |
| Equity Research Analyst (3-5 years)  | 105 | 125    | 150 |
| Equity Research Analyst (5-10 years) | 150 | 175    | 200 |
| Equity Research Analyst (10+ years)  | 200 | 225    | 250 |

### Financial Institution Coverage

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 85  | 110    | 135 |
| Associate                           | 135 | 155    | 170 |
| Vice President / Associate Director | 170 | 210    | 245 |

### Fixed Income - Sales / Trading

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 95  | 115    | 140 |
| Associate                           | 140 | 175    | 200 |
| Vice President / Associate Director | 200 | 240    | 290 |



### Investment Strategy

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                               | Min | Median | Max |
|------------------------------------|-----|--------|-----|
| Investment Strategist (1-3 years)  | 70  | 85     | 100 |
| Investment Strategist (3-5 years)  | 100 | 120    | 140 |
| Investment Strategist (5-10 years) | 140 | 160    | 180 |
| Investment Strategist (10+ years)  | 180 | 250    | 320 |

### Leveraged Finance

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 95  | 125    | 150 |
| Associate                           | 140 | 160    | 180 |
| Vice President / Associate Director | 180 | 250    | 320 |

### Mergers & Acquisitions (M&A) - Small / Mid-Cap Boutique

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 90  | 103    | 120 |
| Associate                           | 120 | 150    | 180 |
| Vice President / Associate Director | 180 | 210    | 240 |

### Mergers & Acquisitions (M&A) - Investment Bank

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 100 | 120    | 145 |
| Associate                           | 145 | 170    | 195 |
| Vice President / Associate Director | 200 | 265    | 325 |

### Multi-Manager Investment

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                 | Min | Median | Max |
|----------------------|-----|--------|-----|
| Analyst (1-3 years)  | 100 | 120    | 140 |
| Analyst (3-5 years)  | 120 | 135    | 150 |
| Analyst (5-10 years) | 140 | 165    | 200 |
| Analyst (10+ years)  | 190 | 220    | 250 |

### Multi-Manager Portfolio Management

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role   | Min | Median | Max |
|--|-----|--------|-----|
| Multi-Manager Portfolio Manager (1-3 years)  | 100 | 120    | 140 |
| Multi-Manager Portfolio Manager (3-5 years)  | 120 | 135    | 150 |
| Multi-Manager Portfolio Manager (5-10 years) | 130 | 165    | 200 |
| Multi-Manager Portfolio Manager (10+ years)  | 180 | 250    | 320 |

### Portfolio Management

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                           | Min | Median | Max |
|--------------------------------|-----|--------|-----|
| Portfolio Manager (1-3 years)  | 120 | 135    | 150 |
| Portfolio Manager (3-5 years)  | 130 | 170    | 205 |
| Portfolio Manager (5-10 years) | 170 | 205    | 240 |
| Portfolio Manager (10+ years)  | 200 | 250    | 300 |

### Private Equity - Small / Mid-Cap Fund

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                | Min | Median | Max |
|---------------------|-----|--------|-----|
| Analyst             | 110 | 140    | 165 |
| Investment Manager  | 165 | 220    | 270 |
| Investment Director | 230 | 265    | 295 |

### Private Equity - Large-Cap

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                | Min | Median | Max |
|---------------------|-----|--------|-----|
| Analyst             | 110 | 150    | 195 |
| Investment Manager  | 195 | 240    | 280 |
| Investment Director | 280 | 300    | 320 |

### Quantitative Analysis

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                              | Min | Median | Max |
|-----------------------------------|-----|--------|-----|
| Quantitative Analyst (1-3 years)  | 65  | 95     | 120 |
| Quantitative Analyst (3-5 years)  | 100 | 125    | 150 |
| Quantitative Analyst (5-10 years) | 150 | 185    | 220 |
| Quantitative Analyst (10+ years)  | 200 | 240    | 280 |

### Securitisation & Structured Finance

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 80  | 110    | 140 |
| Associate                           | 125 | 175    | 220 |
| Vice President / Associate Director | 190 | 225    | 255 |

### Syndications

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 90  | 110    | 130 |
| Associate                           | 110 | 180    | 200 |
| Vice President / Associate Director | 210 | 240    | 270 |

### Trade Finance

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 85  | 105    | 120 |
| Associate                           | 115 | 135    | 150 |
| Vice President / Associate Director | 145 | 180    | 210 |

### Direct Lending

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 90  | 110    | 125 |
| Associate                           | 120 | 150    | 180 |
| Vice President / Associate Director | 170 | 225    | 280 |

### Credit Risk Analysis

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 85  | 110    | 120 |
| Associate                           | 110 | 135    | 165 |
| Vice President / Associate Director | 165 | 205    | 240 |

### Credit Risk Management

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 70  | 90     | 110 |
| Associate                           | 110 | 145    | 180 |
| Vice President / Associate Director | 180 | 200    | 240 |

### Market Risk Management

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 80  | 100    | 120 |
| Associate                           | 120 | 150    | 180 |
| Vice President / Associate Director | 180 | 200    | 240 |

### Operational Risk Management

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 80  | 100    | 120 |
| Associate                           | 120 | 150    | 180 |
| Vice President / Associate Director | 180 | 200    | 240 |

### Anti Money Laundering (AML)

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 70  | 90     | 110 |
| Associate                           | 110 | 145    | 180 |
| Vice President / Associate Director | 180 | 200    | 240 |

### Compliance Generalist

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 70  | 90     | 110 |
| Associate                           | 110 | 145    | 180 |
| Vice President / Associate Director | 180 | 200    | 240 |

### Quality Assurance

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 70  | 90     | 110 |
| Associate                           | 110 | 145    | 180 |
| Vice President / Associate Director | 180 | 200    | 240 |

### Financial Crime

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 70  | 90     | 110 |
| Associate                           | 110 | 145    | 180 |
| Vice President / Associate Director | 180 | 200    | 240 |

### Regulatory & Compliance Consulting

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 70  | 90     | 110 |
| Associate                           | 110 | 145    | 180 |
| Vice President / Associate Director | 180 | 200    | 240 |

### Performance Analytics

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                | Min | Median | Max |
|-------------------------------------|-----|--------|-----|
| Analyst                             | 80  | 90     | 100 |
| Associate                           | 100 | 120    | 140 |
| Vice President / Associate Director | 150 | 175    | 200 |

### Operations Analytics

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                      | Min | Median | Max |
|---------------------------|-----|--------|-----|
| Analyst                   | 70  | 90     | 110 |
| Associate                 | 120 | 135    | 150 |
| Vice President / Director | 150 | 175    | 200 |

### Trade Support

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                      | Min | Median | Max |
|---------------------------|-----|--------|-----|
| Analyst                   | 70  | 90     | 110 |
| Associate                 | 120 | 135    | 150 |
| Vice President / Director | 150 | 175    | 200 |

### Client Onboarding

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                      | Min | Median | Max |
|---------------------------|-----|--------|-----|
| Analyst                   | 70  | 90     | 110 |
| Associate                 | 120 | 135    | 150 |
| Vice President / Director | 150 | 175    | 200 |

### Corporate Actions

#### Permanent & Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                      | Min | Median | Max |
|---------------------------|-----|--------|-----|
| Analyst                   | 70  | 90     | 110 |
| Associate                 | 120 | 135    | 150 |
| Vice President / Director | 150 | 175    | 200 |



### Settlements

#### Permanent & Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                      | Min | Median | Max |
|---------------------------|-----|--------|-----|
| Analyst                   | 70  | 90     | 110 |
| Associate                 | 120 | 135    | 150 |
| Vice President / Director | 150 | 175    | 200 |

### Client Services

#### Permanent & Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                      | Min | Median | Max |
|---------------------------|-----|--------|-----|
| Analyst                   | 70  | 90     | 110 |
| Associate                 | 120 | 135    | 150 |
| Vice President / Director | 150 | 175    | 200 |

# Human Resources

## Top 3 hiring trends

1. Talent acquisition is currently a high-growth position in Australia's market.
2. Work flexibility and clear progression paths have been cited as top priorities for potential candidates.
3. HR specialists are in short supply, especially in niche areas like Learning & Organisation Development (L&OD) and talent acquisition.

## Top industries



Technology



Industrial & Manufacturing



Public Sector



Retail

## Trending skills



## Roles in demand

Recruitment Consultant

Human Resources Analyst

Human Resources Business Partner

Human Resources Advisor

Organisational Development Consultant

# 2-10%

average salary increase  
when switching jobs  
within similar industries

## Compensation and Benefits (C&amp;B)

## Permanent Roles

| Role                         | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|------------------------------|---|--------|-----|
|                              | Min   | Median | Max |
| Workforce Planning Assistant | 50  | 53     | 55  |
| C&B Manager                  | 110   | 120    | 140 |

## Temporary Roles

| Role                 | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|----------------------|---|--------|-----|
|                      | Min   | Median | Max |
| C&B Specialist       | 100   | 103    | 105 |
| C&B Consultant       | 95  | 105    | 130 |
| Remuneration Advisor | 85  | 95     | 120 |

## Employee Relations

## Permanent Roles

| Role                          | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|-------------------------------|---|--------|-----|
|                               | Min   | Median | Max |
| Employee Relations Advisor    | 90  | 100    | 110 |
| Employee Relations Specialist | 115   | 120    | 125 |
| Employee Relations Manager    | 120   | 130    | 135 |

## Temporary Roles

| Role                              | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|-----------------------------------|---|--------|-----|
|                                   | Min   | Median | Max |
| Employee Relations Advisor        | 95  | 98     | 100 |
| Senior Employee Relations Advisor | 100   | 103    | 115 |
| Employee Relations Consultant     | 115   | 133    | 135 |

## Human Resources (HR) Generalists

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                       | Min | Median | Max |
|----------------------------|-----|--------|-----|
| HR Administrator           | 50  | 53     | 55  |
| HR Coordinator             | 60  | 63     | 65  |
| Senior HR Coordinator      | 65  | 70     | 75  |
| HR Officer                 | 70  | 73     | 80  |
| HR Advisor                 | 75  | 85     | 95  |
| Senior HR Advisor          | 85  | 90     | 110 |
| HR Manager                 | 110 | 135    | 155 |
| Senior HR Manager          | 155 | 178    | 185 |
| HR General Manager         | 180 | 230    | 280 |
| Head of HR                 | 200 | 240    | 280 |
| HR Director                | 205 | 242    | 285 |
| HR Business Partner        | 100 | 105    | 130 |
| Senior HR Business Partner | 120 | 125    | 140 |

## Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                       | Min | Median | Max |
|----------------------------|-----|--------|-----|
| HR Administrator           | 50  | 53     | 55  |
| HR Assistant               | 55  | 58     | 65  |
| HR Coordinator             | 65  | 68     | 70  |
| HR Officer                 | 70  | 73     | 80  |
| HR Advisor                 | 80  | 83     | 85  |
| Senior HR Advisor          | 85  | 90     | 95  |
| HR Generalist              | 95  | 98     | 105 |
| HR Manager                 | 105 | 110    | 115 |
| Junior HR Business Partner | 90  | 93     | 100 |
| HR Business Partner        | 100 | 105    | 110 |
| Senior HR Business Partner | 165 | 170    | 175 |

## Workplace, Health &amp; Safety (WHS)

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role               | Min | Median | Max |
|--------------------|-----|--------|-----|
| WHS Coordinator    | 55  | 60     | 70  |
| WHS Advisor        | 70  | 85     | 90  |
| Senior WHS Advisor | 85  | 88     | 90  |
| WHS Manager        | 120 | 123    | 125 |

## Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role        | Min | Median | Max |
|-------------|-----|--------|-----|
| WHS Officer | 85  | 88     | 90  |
| WHS Advisor | 125 | 130    | 135 |

## Human Resources Information System (HRIS)

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role            | Min | Median | Max |
|-----------------|-----|--------|-----|
| HRIS Analyst    | 80  | 85     | 110 |
| HRIS Consultant | 85  | 93     | 120 |

## Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                         | Min | Median | Max |
|------------------------------|-----|--------|-----|
| HR Systems Trainer           | 70  | 73     | 75  |
| HR Implementation Specialist | 120 | 128    | 135 |
| HRIS Consultant              | 115 | 120    | 125 |
| Senior HRIS Consultant       | 120 | 125    | 130 |

## Learning and Development

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role  | Min | Median | Max |
|---|-----|--------|-----|
| Learning and Development Coordinator          | 60  | 62     | 70  |
| Learning and Development Advisor / Consultant | 90  | 98     | 120 |
| Learning and Development Manager              | 120 | 130    | 140 |
| Head of Learning and Development              | 140 | 150    | 170 |
| Training Facilitator                          | 70  | 85     | 95  |
| Senior Training Facilitator                   | 100 | 110    | 120 |
| Training Specialist                           | 80  | 85     | 110 |
| Training Manager                              | 100 | 115    | 130 |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                                    | Min | Median | Max |
|---|-----|--------|-----|
| Learning and Development Coordinator    | 60  | 63     | 70  |
| Learning and Development Consultant     | 70  | 90     | 95  |
| Learning and Development Trainer        | 85  | 90     | 100 |
| Learning and Development Specialist     | 90  | 98     | 105 |
| Senior Learning and Development Officer | 95  | 100    | 105 |
| Learning and Development Advisor        | 105 | 115    | 130 |
| Training Manager                        | 100 | 108    | 110 |
| Training Officer                        | 130 | 138    | 145 |

## Organisational Development

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role  | Min | Median | Max |
|---|-----|--------|-----|
| Organisational Development Consultant       | 110 | 118    | 130 |
| Organisational Development Business Partner | 130 | 135    | 140 |
| Organisational Development Manager          | 140 | 143    | 145 |
| Diversity and Inclusion Manager             | 125 | 128    | 140 |

## Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                                  | Min | Median | Max |
|---------------------------------------|-----|--------|-----|
| Organisational Development Consultant | 120 | 125    | 130 |
| Change Management Consultant          | 130 | 133    | 155 |
| Change Manager                        | 155 | 168    | 175 |

## Recruitment

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                          | Min | Median | Max |
|-------------------------------|-----|--------|-----|
| Junior Recruiter              | 50  | 55     | 65  |
| Recruitment Officer           | 65  | 72     | 75  |
| Recruitment Specialist        | 80  | 82     | 85  |
| Talent Acquisition Specialist | 85  | 87     | 90  |
| Talent Acquisition Consultant | 90  | 95     | 100 |
| Talent Acquisition Partner    | 100 | 105    | 125 |
| Talent Acquisition Manager    | 125 | 135    | 155 |

### Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                             | Min | Median | Max |
|----------------------------------|-----|--------|-----|
| Assistant Recruitment Consultant | 55  | 60     | 65  |
| Internal Recruiter               | 70  | 75     | 80  |
| Recruitment Consultant           | 65  | 75     | 80  |
| Recruitment Officer              | 75  | 80     | 85  |
| Senior Recruitment Advisor       | 80  | 83     | 90  |
| Recruitment Business Partner     | 90  | 93     | 95  |
| Talent Acquisition Specialist    | 80  | 85     | 90  |
| Talent Acquisition Partner       | 90  | 95     | 100 |
| Talent Acquisition Manager       | 100 | 105    | 110 |



# Legal

## Top 3 hiring trends

1. Private and in-house construction lawyers continue to be in high demand.
2. Flexibility is a priority for candidates, especially those moving from a private to in-house legal role.
3. Fewer new permanent roles are created due to the rise of contracting and new-model law firms.

## Top industries



Construction &  
Property



Financial Services

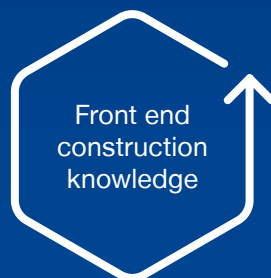


Employment &  
Workplace Relations



Corporate  
Commercial

## Trending skills



Front end  
construction  
knowledge



Experience  
with risk and  
compliance



ASX IPO  
experience

## Roles in demand

General Counsel

Senior Legal Counsel

Compliance Manager

Head of Compliance

Legal Counsel

# 5-10%

average salary increase  
when switching jobs  
within similar industries

## Company Secretary

### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                                    | Min | Median | Max |
|---|-----|--------|-----|
| Company Secretary - ASX 100 (0-3 years) | 105 | 123    | 140 |
| Company Secretary - ASX 100 (3-5 years) | 140 | 153    | 165 |
| Company Secretary - ASX 100 (5-7 years) | 170 | 218    | 265 |
| Company Secretary - ASX 100 (7+ years)  | 275 | 343    | 410 |
| Company Secretary - Mid Cap (0-3 years) | 100 | 113    | 125 |
| Company Secretary - Mid Cap (3-5 years) | 125 | 143    | 160 |
| Company Secretary - Mid Cap (5-7 years) | 160 | 180    | 200 |
| Company Secretary - Mid Cap (7+ years)  | 200 | 238    | 275 |
| Company Secretary - SME (0-3 years)     | 90  | 103    | 115 |
| Company Secretary - SME (3-5 years)     | 115 | 125    | 135 |
| Company Secretary - SME (5-7 years)     | 135 | 153    | 170 |
| Company Secretary - SME (7+ years)      | 170 | 195    | 220 |

## Compliance – Financial Services

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role  | Min | Median | Max |
|---|-----|--------|-----|
| Compliance Manager - Big 4 / International IB (0-3 years)       | 90  | 98     | 105 |
| Compliance Manager - Big 4 / International IB (3-5 years)       | 110 | 123    | 135 |
| Compliance Manager - Big 4 / International IB (5-7 years)       | 135 | 145    | 155 |
| Compliance Manager - Big 4 / International IB (7+ years)        | 152 | 166    | 180 |
| Head of Compliance - Big 4 / International IB (0-3 years)       | 165 | 178    | 190 |
| Head of Compliance - Big 4 / International IB (3-5 years)       | 187 | 199    | 210 |
| Head of Compliance - Big 4 / International IB (5-7 years)       | 210 | 232    | 254 |
| Head of Compliance - Big 4 / International IB (7+ years)        | 235 | 278    | 320 |
| Compliance Manager - Mid Sized Bank / Asset Manager (0-3 years) | 80  | 85     | 90  |
| Compliance Manager - Mid Sized Bank / Asset Manager (3-5 years) | 90  | 115    | 132 |
| Compliance Manager - Mid Sized Bank / Asset Manager (5-7 years) | 130 | 142    | 153 |
| Compliance Manager - Mid Sized Bank / Asset Manager (7+ years)  | 144 | 160    | 175 |
| Head of Compliance - Mid Sized Bank / Asset Manager (0-3 years) | 133 | 149    | 165 |
| Head of Compliance - Mid Sized Bank / Asset Manager (3-5 years) | 155 | 170    | 185 |
| Head of Compliance - Mid Sized Bank / Asset Manager (5-7 years) | 195 | 215    | 235 |
| Head of Compliance - Mid Sized Bank / Asset Manager (7+ years)  | 225 | 263    | 300 |
| Compliance Manager - SME (0-3 years)                            | 75  | 80     | 85  |
| Compliance Manager - SME (3-5 years)                            | 85  | 98     | 110 |
| Compliance Manager - SME (5-7 years)                            | 110 | 123    | 135 |
| Compliance Manager - SME (7+ years)                             | 132 | 151    | 170 |
| Head of Compliance - SME (0-3 years)                            | 120 | 136    | 152 |
| Head of Compliance - SME (3-5 years)                            | 142 | 156    | 170 |
| Head of Compliance - SME (5-7 years)                            | 170 | 193    | 215 |
| Head of Compliance - SME (7+ years)                             | 190 | 230    | 270 |

## In-house - General Counsel

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                                  | Min | Median | Max |
|---------------------------------------|-----|--------|-----|
| General Counsel - ASX 100 (0-3 years) | 265 | 283    | 300 |
| General Counsel - ASX 100 (3-5 years) | 285 | 303    | 320 |
| General Counsel - ASX 100 (5-7 years) | 310 | 325    | 340 |
| General Counsel - ASX 100 (7+ years)  | 325 | 438    | 550 |
| General Counsel - Mid Cap (0-3 years) | 220 | 238    | 255 |
| General Counsel - Mid Cap (3-5 years) | 240 | 260    | 280 |
| General Counsel - Mid Cap (5-7 years) | 265 | 290    | 315 |
| General Counsel - Mid Cap (7+ years)  | 285 | 363    | 440 |
| General Counsel - SME (0-3 years)     | 190 | 205    | 220 |
| General Counsel - SME (3-5 years)     | 210 | 228    | 245 |
| General Counsel - SME (5-7 years)     | 230 | 248    | 265 |
| General Counsel - SME (7+ years)      | 240 | 300    | 360 |

## In-house Lawyer

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role  | Min | Median | Max |
|---|-----|--------|-----|
| Lawyer - Compliance Counsel (0-3 years)               | 85  | 100    | 115 |
| Lawyer - Compliance Counsel (3-5 years)               | 115 | 133    | 150 |
| Lawyer - Compliance Counsel (5-7 years)               | 145 | 155    | 165 |
| Lawyer - Compliance Counsel (7+ years)                | 165 | 198    | 230 |
| Lawyer - Energy / Resources (0-3 years)               | 80  | 100    | 120 |
| Lawyer - Energy / Resources (3-5 years)               | 100 | 130    | 160 |
| Lawyer - Energy / Resources (5-7 years)               | 150 | 160    | 170 |
| Lawyer - Energy / Resources (7+ years)                | 170 | 220    | 270 |
| Lawyer - Financial Services (0-3 years)               | 90  | 108    | 125 |
| Lawyer - Financial Services (3-5 years)               | 120 | 138    | 155 |
| Lawyer - Financial Services (5-7 years)               | 150 | 165    | 180 |
| Lawyer - Financial Services (7+ years)                | 175 | 218    | 260 |
| Lawyer - IT / Telcos (0-3 years)                      | 85  | 98     | 110 |
| Lawyer - IT / Telcos (3-5 years)                      | 110 | 125    | 140 |
| Lawyer - IT / Telcos (5-7 years)                      | 135 | 158    | 180 |
| Lawyer - IT / Telcos (7+ years)                       | 170 | 210    | 250 |
| Lawyer - Manufacturing / Industrial (0-3 years)       | 80  | 90     | 100 |
| Lawyer - Manufacturing / Industrial (3-5 years)       | 100 | 115    | 130 |
| Lawyer - Manufacturing / Industrial (5-7 years)       | 125 | 138    | 150 |
| Lawyer - Manufacturing / Industrial (7+ years)        | 150 | 175    | 200 |
| Lawyer - Media & Entertainment (0-3 years)            | 85  | 98     | 110 |
| Lawyer - Media & Entertainment (3-5 years)            | 105 | 110    | 115 |
| Lawyer - Media & Entertainment (5-7 years)            | 110 | 130    | 150 |
| Lawyer - Media & Entertainment (7+ years)             | 150 | 180    | 210 |
| Lawyer - Pharmaceutical, Health & Medical (0-3 years) | 75  | 93     | 110 |
| Lawyer - Pharmaceutical, Health & Medical (3-5 years) | 100 | 123    | 145 |
| Lawyer - Pharmaceutical, Health & Medical (5-7 years) | 140 | 153    | 165 |
| Lawyer - Pharmaceutical, Health & Medical (7+ years)  | 160 | 185    | 210 |

|   |     |     |     |
|---|-----|-----|-----|
| Lawyer - Property / Construction / Infrastructure (0-3 years) | 80  | 100 | 120 |
| Lawyer - Property / Construction / Infrastructure (3-5 years) | 100 | 128 | 155 |
| Lawyer - Property / Construction / Infrastructure (5-7 years) | 150 | 160 | 170 |
| Lawyer - Property / Construction / Infrastructure (7+ years)  | 170 | 200 | 230 |
| Lawyer - Public Sector (0-3 years)                            | 70  | 85  | 100 |
| Lawyer - Public Sector (3-5 years)                            | 90  | 110 | 130 |
| Lawyer - Public Sector (5-7 years)                            | 120 | 130 | 140 |
| Lawyer - Public Sector (7+ years)                             | 140 | 170 | 200 |
| Lawyer - Retail / FMCG (0-3 years)                            | 75  | 90  | 105 |
| Lawyer - Retail / FMCG (3-5 years)                            | 100 | 123 | 145 |
| Lawyer - Retail / FMCG (5-7 years)                            | 140 | 150 | 160 |
| Lawyer - Retail / FMCG (7+ years)                             | 150 | 185 | 220 |
| Lawyer - Travel & Transport (0-3 years)                       | 70  | 85  | 100 |
| Lawyer - Travel & Transport (3-5 years)                       | 100 | 120 | 140 |
| Lawyer - Travel & Transport (5-7 years)                       | 130 | 140 | 150 |
| Lawyer - Travel & Transport (7+ years)                        | 150 | 190 | 230 |

## Private Practice - Law Firms

### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                          | Min | Median | Max |
|-------------------------------|-----|--------|-----|
| Lawyer - Boutique (0-3 years) | 60  | 75     | 90  |
| Lawyer - Boutique (3-5 years) | 90  | 108    | 125 |
| Lawyer - Boutique (5-7 years) | 125 | 143    | 160 |
| Lawyer - Boutique (7+ years)  | 160 | 173    | 185 |
| Lawyer - Mid Tier (0-3 years) | 70  | 85     | 100 |
| Lawyer - Mid Tier (3-5 years) | 100 | 118    | 135 |
| Lawyer - Mid Tier (5-7 years) | 135 | 153    | 170 |
| Lawyer - Mid Tier (7+ years)  | 170 | 185    | 200 |
| Lawyer - Top Tier (0-3 years) | 80  | 100    | 120 |
| Lawyer - Top Tier (3-5 years) | 120 | 135    | 150 |
| Lawyer - Top Tier (5-7 years) | 150 | 165    | 180 |
| Lawyer - Top Tier (7+ years)  | 180 | 210    | 240 |

# Marketing

## Top 3 hiring trends

1. Communication roles in the public sector are in demand, especially those operating in the digital space.
2. Brand, product and communication specialists are more in demand compared to generalists.
3. Companies are adjusting their marketing strategies to bolster their corporate fundraising needs.

## Top industries



Fast Moving  
Consumer Goods  
(FMCG)



Not For Profit



Technology



Education &  
Public Sector

## Trending skills



## Roles in demand

Marketing Manager

Corporate Affairs /  
Communications Manager

Product Manager

Brand Manager

Fundraising Manager

# 5-10%

average salary increase  
when switching jobs  
within similar industries

## Business Services

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                          | Min | Median | Max |
|-------------------------------|-----|--------|-----|
| Marketing Specialist          | 80  | 85     | 90  |
| Marketing Executive           | 75  | 85     | 95  |
| Marketing Manager             | 125 | 150    | 200 |
| Marketing Director            | 220 | 235    | 250 |
| Communications Coordinator    | 55  | 58     | 60  |
| Communications Manager        | 120 | 125    | 130 |
| Brand Assistant Manager       | 55  | 58     | 60  |
| Accounts Manager              | 55  | 65     | 85  |
| Graphic Designer              | 60  | 68     | 75  |
| Events Manager                | 65  | 70     | 75  |
| Public Relations (PR) Manager | 70  | 83     | 95  |
| Digital Marketing Manager     | 73  | 85     | 94  |
| Product Manager               | 80  | 88     | 95  |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                   | Min | Median | Max |
|------------------------|-----|--------|-----|
| Marketing Executive    | 85  | 95     | 105 |
| Marketing Manager      | 135 | 160    | 210 |
| Communications Manager | 130 | 135    | 140 |



## Consumer

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                             | Min | Median | Max |
|----------------------------------|-----|--------|-----|
| Marketing Assistant              | 50  | 58     | 65  |
| Marketing Coordinator            | 60  | 63     | 65  |
| Marketing Executive              | 65  | 75     | 80  |
| Senior Marketing Executive       | 75  | 78     | 80  |
| Assistant Marketing Manager      | 80  | 85     | 90  |
| Marketing Manager                | 90  | 100    | 110 |
| Senior Marketing Manager         | 110 | 120    | 130 |
| Marketing Director               | 180 | 200    | 220 |
| Social Media Executive           | 70  | 80     | 90  |
| Social Media Manager             | 85  | 90     | 95  |
| Junior Brand Manager             | 70  | 75     | 80  |
| Assistant Brand Manager          | 80  | 85     | 90  |
| Brand Manager                    | 90  | 98     | 105 |
| Senior Brand Manager             | 110 | 118    | 125 |
| Graphic Designer                 | 55  | 58     | 60  |
| Senior Graphic Designer          | 65  | 75     | 85  |
| Public Relations (PR) Specialist | 100 | 110    | 120 |
| Public Relations (PR) Manager    | 105 | 123    | 145 |
| Events Coordinator               | 50  | 55     | 65  |
| Content Producer                 | 60  | 65     | 70  |
| Digital Marketing Coordinator    | 60  | 68     | 75  |
| Digital Performance Specialist   | 75  | 85     | 95  |
| Assistant Product Manager        | 90  | 93     | 95  |
| Campaign Manager                 | 100 | 108    | 115 |
| Digital Marketing Manager        | 110 | 115    | 120 |
| Advertising Manager              | 120 | 130    | 140 |
| Head of Media                    | 130 | 140    | 150 |
| Creative Manager                 | 145 | 175    | 200 |

## Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                             | Min | Median | Max |
|----------------------------------|-----|--------|-----|
| Marketing Coordinator            | 65  | 73     | 80  |
| Marketing Executive              | 70  | 78     | 85  |
| Marketing Manager                | 100 | 110    | 120 |
| Communications Officer           | 75  | 80     | 85  |
| Communications Manager           | 110 | 115    | 120 |
| Assistant Brand Manager          | 60  | 70     | 80  |
| Brand Manager                    | 95  | 100    | 105 |
| Senior Brand Manager             | 100 | 113    | 125 |
| Accounts Manager                 | 50  | 60     | 70  |
| Senior Graphic Designer          | 60  | 70     | 80  |
| Public Relations (PR) Specialist | 70  | 78     | 85  |
| Product Manager                  | 80  | 90     | 100 |

## Financial Services

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                          | Min | Median | Max |
|-------------------------------|-----|--------|-----|
| Marketing Coordinator         | 50  | 53     | 55  |
| Marketing Executive           | 65  | 73     | 75  |
| Marketing Specialist          | 75  | 85     | 100 |
| Marketing Manager             | 100 | 110    | 125 |
| Senior Marketing Manager      | 130 | 160    | 180 |
| Graphic Designer              | 70  | 73     | 75  |
| Events Manager                | 75  | 80     | 90  |
| Communications Specialist     | 85  | 90     | 95  |
| Customer Lifecycle Specialist | 80  | 90     | 100 |
| Public Relations (PR) Manager | 85  | 100    | 115 |
| Product Manager               | 100 | 108    | 115 |

## Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                       | Min | Median | Max |
|----------------------------|-----|--------|-----|
| Marketing Coordinator      | 55  | 60     | 65  |
| Marketing Specialist       | 90  | 98     | 105 |
| Marketing Manager          | 95  | 108    | 120 |
| Campaign Analyst           | 70  | 78     | 85  |
| Campaign Specialist        | 80  | 95     | 110 |
| Communications Coordinator | 80  | 83     | 85  |
| Communications Specialist  | 75  | 85     | 95  |
| Market Research Analyst    | 80  | 85     | 90  |
| Events Manager             | 100 | 115    | 120 |

## Industrial

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                        | Min | Median | Max |
|-----------------------------|-----|--------|-----|
| Marketing Assistant         | 50  | 53     | 60  |
| Marketing Executive         | 60  | 68     | 70  |
| Marketing Specialist        | 70  | 78     | 85  |
| Senior Marketing Specialist | 95  | 98     | 100 |
| Marketing Manager           | 100 | 110    | 120 |
| Events Coordinator          | 70  | 75     | 80  |
| Events Manager              | 80  | 85     | 95  |
| Graphic Designer            | 65  | 68     | 70  |
| Communications Manager      | 90  | 98     | 105 |
| Brand Manager               | 90  | 105    | 120 |
| Public Affairs Manager      | 100 | 108    | 115 |
| Product Manager             | 100 | 110    | 120 |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                 | Min | Median | Max |
|----------------------|-----|--------|-----|
| Marketing Specialist | 70  | 80     | 100 |
| Marketing Executive  | 75  | 78     | 80  |
| Marketing Manager    | 100 | 113    | 115 |

## Media &amp; Agency

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                                 | Min | Median | Max |
|--------------------------------------|-----|--------|-----|
| Marketing Coordinator                | 55  | 63     | 70  |
| Marketing Executive                  | 70  | 78     | 85  |
| Senior Marketing Executive           | 90  | 100    | 105 |
| Junior Accounts Manager              | 50  | 55     | 60  |
| Accounts Manager                     | 60  | 68     | 75  |
| Senior Accounts Manager              | 75  | 78     | 80  |
| Accounts Director                    | 100 | 105    | 110 |
| Senior Public Relations (PR) Manager | 80  | 90     | 110 |
| Public Relations (PR) Director       | 115 | 118    | 120 |
| Campaign Executive                   | 50  | 53     | 55  |
| Campaign Manager                     | 70  | 89     | 95  |
| Digital Marketing Coordinator        | 70  | 73     | 75  |
| Graphic Designer                     | 70  | 73     | 75  |
| Communications Specialist            | 80  | 88     | 95  |
| Search Strategist                    | 70  | 85     | 100 |
| Senior Media Manager                 | 90  | 105    | 110 |

## Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                  | Min | Median | Max |
|-----------------------|-----|--------|-----|
| Marketing Coordinator | 60  | 68     | 75  |
| Marketing Executive   | 105 | 105    | 105 |
| Social Media Planner  | 70  | 80     | 90  |
| Events Coordinator    | 70  | 75     | 80  |

## Not for Profit

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                          | Min | Median | Max |
|-------------------------------|-----|--------|-----|
| Communications Officer        | 50  | 55     | 60  |
| Social Media Coordinator      | 50  | 55     | 60  |
| Marketing Officer             | 50  | 55     | 65  |
| Graphic Designer              | 55  | 68     | 80  |
| Digital Marketing Coordinator | 60  | 70     | 80  |
| Content Coordinator           | 70  | 75     | 80  |
| Communications Assistant      | 70  | 75     | 80  |
| Marketing Coordinator         | 65  | 75     | 85  |
| Digital Content Specialist    | 70  | 78     | 90  |
| Campaign Manager              | 80  | 85     | 90  |
| Communications Coordinator    | 80  | 85     | 90  |
| Marketing Executive           | 80  | 85     | 90  |
| Senior Content Manager        | 90  | 100    | 110 |
| Senior Events Manager         | 100 | 110    | 120 |
| Marketing Manager             | 85  | 115    | 150 |
| Communications Manager        | 90  | 115    | 120 |
| Brand Manager                 | 90  | 115    | 120 |
| Head of Corporate Affairs     | 150 | 165    | 180 |
| General Manager Marketing     | 200 | 225    | 250 |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                          | Min | Median | Max |
|-------------------------------|-----|--------|-----|
| Marketing Officer             | 50  | 55     | 60  |
| Marketing Coordinator         | 60  | 65     | 70  |
| Marketing Advisor             | 80  | 83     | 85  |
| Senior Marketing Advisor      | 85  | 90     | 95  |
| Marketing Manager             | 90  | 105    | 120 |
| Marketing Project Manager     | 125 | 125    | 125 |
| Assistant Director Marketing  | 105 | 110    | 115 |
| Communications Advisor        | 60  | 63     | 65  |
| Communications Coordinator    | 70  | 75     | 80  |
| Communications Officer        | 80  | 85     | 90  |
| Communications Manager        | 105 | 110    | 115 |
| Events Assistant              | 50  | 55     | 60  |
| Assistant Events Manager      | 65  | 75     | 85  |
| Events Manager                | 90  | 105    | 120 |
| Public Affairs Manager        | 90  | 95     | 100 |
| Public Relations (PR) Manager | 100 | 108    | 115 |
| Media Officer                 | 60  | 73     | 85  |
| Digital Coordinator           | 80  | 83     | 85  |
| Product Manager               | 90  | 95     | 100 |
| Brand Manager                 | 90  | 105    | 120 |

## Property

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                      | Min | Median | Max |
|---------------------------|-----|--------|-----|
| Marketing Coordinator     | 60  | 62     | 80  |
| Marketing Manager         | 95  | 113    | 130 |
| Senior Marketing Manager  | 115 | 128    | 140 |
| Digital Marketing Manager | 80  | 90     | 95  |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                      | Min | Median | Max |
|---------------------------|-----|--------|-----|
| Marketing Coordinator     | 60  | 63     | 65  |
| Marketing Assistant       | 50  | 63     | 75  |
| Marketing Manager         | 95  | 115    | 135 |
| Project Marketing Manager | 80  | 95     | 110 |

## Public Sector

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                         | Min | Median | Max |
|------------------------------|-----|--------|-----|
| Marketing Officer            | 50  | 55     | 60  |
| Marketing Executive          | 60  | 70     | 80  |
| Marketing Manager            | 80  | 90     | 100 |
| Senior Marketing Manager     | 95  | 105    | 110 |
| Communications Coordinator   | 85  | 95     | 105 |
| Communications Manager       | 110 | 120    | 130 |
| Events Specialist            | 75  | 88     | 100 |
| Senior Events Manager        | 100 | 105    | 110 |
| Media Specialist             | 75  | 88     | 100 |
| Media Director               | 100 | 108    | 115 |
| Community Engagement Manager | 100 | 115    | 130 |
| Senior Insights Manager      | 115 | 120    | 125 |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                           | Min | Median | Max |
|--------------------------------|-----|--------|-----|
| Marketing Coordinator          | 60  | 63     | 65  |
| Marketing Manager              | 85  | 90     | 95  |
| Senior Marketing Analyst       | 140 | 150    | 170 |
| Communications Assistant       | 60  | 63     | 65  |
| Communications Specialist      | 70  | 78     | 85  |
| Communications Officer         | 90  | 95     | 100 |
| Communications Manager         | 105 | 113    | 120 |
| Events Assistant               | 60  | 73     | 85  |
| Events Officer                 | 60  | 63     | 65  |
| Events Manager                 | 110 | 110    | 110 |
| Media Coordinator              | 60  | 68     | 75  |
| Media Manager                  | 100 | 105    | 110 |
| Senior Media Relations Officer | 125 | 125    | 125 |
| Public Relations (PR) Officer  | 60  | 70     | 80  |
| Public Relations (PR) Advisor  | 125 | 135    | 145 |
| Senior Public Affairs Officer  | 115 | 118    | 120 |
| Community Engagement Officer   | 85  | 90     | 95  |
| Community Engagement Manager   | 170 | 178    | 180 |
| Social Media Coordinator       | 60  | 65     | 70  |
| Digital Marketing Officer      | 75  | 80     | 85  |
| Market Research Officer        | 105 | 113    | 120 |
| Campaign Manager               | 115 | 118    | 120 |
| Project Manager                | 145 | 148    | 150 |



## Technology & Telecommunications

### Permanent Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Marketing Coordinator   | 55  | 60     | 65  |
| Marketing Officer   | 60  | 65     | 70  |
| Marketing Specialist  | 75  | 83     | 90  |
| Senior Marketing Executive  | 90  | 105    | 120 |
| Marketing Manager   | 140 | 150    | 160 |
| Head of Marketing   | 160 | 170    | 180 |
| Communications Specialist   | 90  | 105    | 120 |
| Content Writer  | 55  | 60     | 65  |
| Content Manager   | 100 | 110    | 120 |
| Junior Web Developer  | 80  | 90     | 100 |
| Senior Product Manager  | 120 | 135    | 150 |
| Graphic Designer  | 65  | 68     | 70  |
| Campaign Executive  | 70  | 78     | 85  |
| Brand Manager   | 75  | 78     | 80  |

### Temporary Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Marketing Coordinator   | 60  | 68     | 75  |
| Marketing Executive   | 70  | 80     | 90  |
| Senior Marketing Manager  | 140 | 160    | 180 |

## Fundraising

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                         | Min | Median | Max |
|------------------------------|-----|--------|-----|
| Fundraising Coordinator      | 50  | 57     | 65  |
| Fundraising Manager          | 90  | 110    | 130 |
| Direct Marketing Coordinator | 70  | 77     | 83  |
| Direct Marketing Manager     | 85  | 90     | 95  |
| Bequest Manager              | 85  | 95     | 110 |
| Community Fundraising        | 80  | 90     | 105 |
| Trusts & Foundations         | 75  | 95     | 115 |
| Corporate Partnerships       | 85  | 100    | 120 |
| Donor Development            | 90  | 105    | 115 |
| Major Gifts                  | 90  | 105    | 120 |
| Director                     | 100 | 120    | 140 |

# Mining, Energy & Resources

## Top 3 hiring trends

1. Mining companies in Australia are looking to hire a more diverse workforce.
2. Mining companies are looking to provide more employment opportunities for indigenous Australians.
3. Engineers with 3 to 5 years of experience are in high demand, especially in the Perth market.

## Top industries



Iron ore

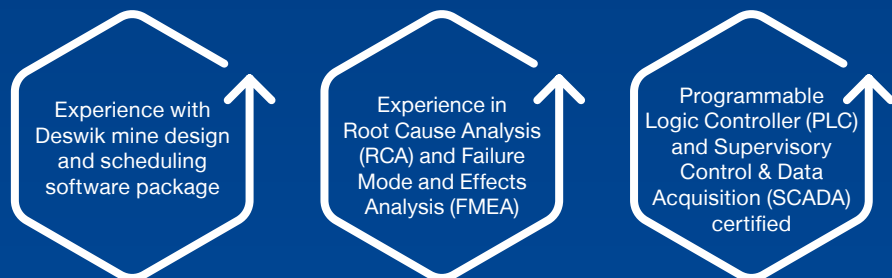


Gold



Nickle

## Trending skills



## Roles in demand

Underground Mining Engineer  
Underground Geotechnical Engineer  
Alternate Underground Manager  
Reliability Engineer  
Plant Metallurgist

# 5-10%

average salary increase  
when switching jobs  
within similar industries

### Commissioning & Maintenance

#### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                | Min | Median | Max |
|---------------------|-----|--------|-----|
| Maintenance Planner | 120 | 135    | 150 |

#### Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                | Min | Median | Max |
|---------------------|-----|--------|-----|
| Shutdown Scheduler  | 120 | 135    | 150 |
| Shutdown Supervisor | 135 | 148    | 160 |

### Engineering

#### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                       | Min | Median | Max |
|----------------------------|-----|--------|-----|
| Junior Electrical Engineer | 65  | 73     | 85  |
| Electrical Engineer        | 110 | 120    | 130 |
| Senior Electrical Engineer | 130 | 140    | 150 |
| Junior Mechanical Engineer | 65  | 70     | 85  |
| Mechanical Engineer        | 110 | 120    | 130 |
| Senior Mechanical Engineer | 130 | 140    | 150 |
| Junior Mining Engineer     | 65  | 85     | 100 |
| Mining Engineer            | 100 | 120    | 130 |
| Senior Mining Engineer     | 150 | 170    | 180 |
| Electronic Engineer        | 70  | 80     | 90  |
| Drill and Blast Engineer   | 120 | 140    | 150 |
| Project Engineer           | 120 | 130    | 140 |
| Junior Process Engineer    | 75  | 90     | 110 |
| Process Engineer           | 120 | 130    | 140 |
| Senior Process Engineer    | 150 | 160    | 170 |
| Junior Control Systems     | 75  | 90     | 110 |
| Control Systems Manager    | 110 | 120    | 130 |
| Senior Control Systems     | 150 | 160    | 170 |

# Mining, Energy & Resources

## Salary Tables

### Temporary Roles

| Role                       | Daily salary rate (AUD)<br>(Excluding superannuation) |        |     |
|----------------------------|---|--------|-----|
|                            | Min   | Median | Max |
| Senior Electrical Engineer | 210   | 220    | 230 |
| Mechanical Engineer        | 184   | 195    | 210 |
| Senior Mechanical Engineer | 210   | 220    | 230 |
| Water Engineer             | 115   | 125    | 135 |
| Project Engineer           | 185   | 195    | 210 |
| Senior Structural Engineer | 135   | 168    | 200 |
| Junior Process Engineer    | 120   | 130    | 135 |
| Process Engineer           | 175   | 185    | 195 |
| Senior Process Engineer    | 195   | 205    | 225 |
| Junior Control Systems     | 120   | 130    | 135 |
| Control Systems Manager    | 135   | 155    | 165 |
| Senior Control Systems     | 195   | 205    | 225 |

### General Management

#### Permanent Roles

| Role                   | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|------------------------|---|--------|-----|
|                        | Min   | Median | Max |
| Senior Project Manager | 200   | 220    | 240 |
| Head of Operations     | 300   | 400    | 450 |

### Environment, Health & Safety (EHS)

#### Permanent Roles

| Role                  | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     |
|-----------------------|---|--------|-----|
|                       | Min   | Median | Max |
| EHS Advisor           | 110   | 120    | 130 |
| Environmental Advisor | 120   | 130    | 140 |

# Procurement, Supply Chain & Logistics

## Top 3 hiring trends

1. The industry's focus is on better Purchase to Pay (P2P) and Enterprise Resource Planning (ERP) implementation, which allows more seamless transactions.
2. Unlike permanent positions, temporary and contractor roles are in higher demand.
3. Companies are investing more on automation, robotics and Artificial Intelligence (AI) for greater data insights.

## Top industries



Transport & Distribution



Fast Moving Consumer Goods (FMCG)



Industrial & Manufacturing



Public Sector

## Trending skills



## Roles in demand

Group Logistics Manager

Complex Work Planner

Inventory Planner

Materials Planner

Supply Chain Support Manager

# 5-8%

average salary increase when switching jobs within similar industries

# Procurement, Supply Chain & Logistics

## Salary Tables

### Logistics / Third Party Logistics

#### Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                           | Min | Median | Max |
|--------------------------------|-----|--------|-----|
| Logistics Coordinator          | 65  | 70     | 75  |
| Logistics Analyst              | 75  | 83     | 100 |
| Logistics Manager              | 100 | 115    | 125 |
| Inventory Controller           | 65  | 70     | 75  |
| Inventory Supervisor           | 70  | 77     | 85  |
| Inventory Manager              | 80  | 90     | 100 |
| Inventory Planner              | 80  | 90     | 105 |
| Fleet Controller               | 65  | 73     | 80  |
| Fleet Manager                  | 90  | 100    | 105 |
| Import Airfreight Operator     | 50  | 54     | 60  |
| Freight Coordinator            | 50  | 55     | 60  |
| Freight Operator               | 55  | 58     | 60  |
| Freight Manager                | 80  | 110    | 130 |
| Transport Specialist           | 60  | 65     | 70  |
| Transport Coordinator          | 65  | 70     | 75  |
| Transport Supervisor           | 70  | 77     | 85  |
| Warehouse Supervisor           | 65  | 75     | 80  |
| Assistant Warehouse Manager    | 75  | 80     | 85  |
| Warehouse Manager              | 80  | 95     | 110 |
| Operations Coordinator         | 50  | 55     | 60  |
| Operations Supervisor          | 70  | 75     | 90  |
| Operations Manager             | 95  | 115    | 130 |
| Shift Supervisor               | 65  | 70     | 80  |
| Shift Manager                  | 90  | 105    | 115 |
| Import Operator                | 60  | 62     | 65  |
| Export Coordinator             | 60  | 67     | 75  |
| Distribution Centre Supervisor | 70  | 77     | 90  |
| Distribution Centre Manager    | 105 | 112    | 120 |
| Transport Compliance Manager   | 115 | 120    | 125 |
| Transport Manager              | 125 | 140    | 164 |
| General Manager                | 180 | 189    | 250 |

# Procurement, Supply Chain & Logistics

## Salary Tables

### Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                   | Min | Median | Max |
|------------------------|-----|--------|-----|
| Logistics Coordinator  | 60  | 68     | 75  |
| Inventory Controller   | 65  | 70     | 75  |
| Inventory Planner      | 85  | 88     | 90  |
| Transport Scheduler    | 75  | 88     | 100 |
| Transport Coordinator  | 60  | 63     | 65  |
| Warehouse Supervisor   | 65  | 70     | 80  |
| Warehouse Manager      | 80  | 90     | 100 |
| Operations Coordinator | 50  | 55     | 60  |
| Freight Operator       | 55  | 60     | 65  |
| Export Coordinator     | 65  | 70     | 75  |



# Procurement, Supply Chain & Logistics

## Salary Tables

### Procurement

#### Permanent Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Assistant Procurement Officer   | 60  | 65     | 70  |
| Procurement Officer   | 75  | 85     | 95  |
| Senior Procurement Officer  | 90  | 97     | 105 |
| Senior Procurement Specialist   | 110 | 120    | 130 |
| Senior Procurement Manager  | 150 | 175    | 195 |
| Procurement Specialist  | 90  | 97     | 115 |
| Procurement Manager   | 115 | 145    | 155 |
| Head of Procurement   | 170 | 210    | 250 |
| Buying Assistant  | 50  | 60     | 70  |
| Buyer   | 80  | 100    | 110 |
| Senior Buyer  | 120 | 130    | 140 |
| Purchasing Officer  | 60  | 67     | 75  |
| Senior Purchasing Officer   | 70  | 75     | 80  |
| Sourcing Coordinator  | 70  | 80     | 90  |
| Sourcing Specialist   | 90  | 95     | 100 |
| Sourcing Manager  | 120 | 135    | 150 |
| Category Specialist   | 80  | 92     | 110 |
| Category Manager  | 110 | 135    | 150 |
| Senior Category Manager   | 140 | 142    | 145 |
| Senior Contracts Specialist   | 130 | 135    | 140 |
| Contracts Manager   | 135 | 142    | 150 |

# Procurement, Supply Chain & Logistics

## Salary Tables

### Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                       | Min | Median | Max |
|----------------------------|-----|--------|-----|
| Procurement Administrator  | 50  | 55     | 65  |
| Procurement Analyst        | 65  | 78     | 85  |
| Procurement Officer        | 75  | 85     | 95  |
| Senior Procurement Officer | 115 | 120    | 125 |
| Procurement Specialist     | 105 | 115    | 125 |
| Procurement Manager        | 145 | 155    | 165 |
| Purchasing Officer         | 70  | 73     | 75  |
| Buyer                      | 75  | 80     | 85  |
| Sourcing Specialist        | 110 | 115    | 120 |
| Sourcing Manager           | 135 | 150    | 165 |
| Junior Category Manager    | 90  | 100    | 105 |
| Category Specialist        | 120 | 125    | 135 |
| Category Manager           | 125 | 130    | 145 |
| Tendering Officer          | 85  | 93     | 100 |
| Tendering Manager          | 95  | 105    | 115 |
| Contracts Officer          | 80  | 88     | 90  |
| Senior Contracts Officer   | 90  | 105    | 120 |
| Contracts Manager          | 120 | 130    | 140 |
| Senior Contracts Manager   | 155 | 168    | 180 |
| Production Planner         | 75  | 80     | 85  |

# Procurement, Supply Chain & Logistics

## Salary Tables

### Supply Chain

#### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                      | Min | Median | Max |
|---------------------------|-----|--------|-----|
| Supply Chain Coordinator  | 70  | 72     | 75  |
| Supply Chain Specialist   | 75  | 82     | 90  |
| Supply Chain Analyst      | 80  | 85     | 90  |
| Supply Chain Planner      | 75  | 77     | 85  |
| Supply Chain Supervisor   | 85  | 95     | 105 |
| Supply Chain Manager      | 120 | 140    | 160 |
| Head of Supply Chain      | 160 | 205    | 250 |
| Planning Coordinator      | 65  | 70     | 75  |
| Planning Manager          | 90  | 127    | 150 |
| Supply Planning Manager   | 100 | 120    | 160 |
| Junior Production Planner | 55  | 62     | 70  |
| Production Planner        | 85  | 90     | 95  |
| Production Scheduler      | 105 | 112    | 120 |
| Demand Analyst            | 70  | 75     | 80  |
| Demand Planner            | 90  | 95     | 100 |
| Senior Demand Planner     | 100 | 110    | 120 |
| Inventory Planner         | 80  | 90     | 100 |
| Operations Manager        | 120 | 125    | 160 |
| Materials Manager         | 155 | 175    | 210 |

#### Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                          | Min | Median | Max |
|-------------------------------|-----|--------|-----|
| Supply Chain Officer          | 60  | 65     | 70  |
| Supply Chain Coordinator      | 75  | 77     | 80  |
| Supply Chain Planner          | 80  | 85     | 90  |
| Supply Chain Business Analyst | 90  | 100    | 110 |
| Supply Chain Manager          | 125 | 130    | 135 |
| Demand Analyst                | 60  | 68     | 75  |
| Demand Planner                | 95  | 98     | 105 |
| Inventory Analyst             | 70  | 75     | 80  |

# Property

## Top 3 hiring trends

1. A slowing residential property market is causing an oversupply of candidates with related expertise.
2. Hiring demand is low in the high-street retail sector due to the rise of e-commerce.
3. Industrial / commercial owners are upgrading their properties to meet rising demand among tenants.

## Top industries



Property



Business Services



Transport &  
Distribution



Retail

## Trending skills

Utilising digital and mobile capabilities to enhance the retail sector

Strong analytical skills with experience working in investment firms

360 development skills

## Roles in demand

Acquisition Manager

Senior Architect

Architectural Drafter

Asset Manager

Facilities Coordinator

# 5-15%

average salary increase  
when switching jobs  
within similar industries

## Development

### Permanent Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Development Consultant  | 70  | 82     | 95  |
| Development Analyst   | 60  | 77     | 95  |
| Assistant Development Manager   | 65  | 85     | 100 |
| Development Manager   | 130 | 165    | 180 |
| Senior Development Manager  | 170 | 190    | 240 |
| Development Director  | 240 | 275    | 350 |

## Maintenance & Quality

### Permanent Roles

| Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |     |        |     |
|---|-----|--------|-----|
| Role  | Min | Median | Max |
| Electrician   | 60  | 65     | 70  |
| Maintenance Coordinator   | 60  | 67     | 75  |
| Site Supervisor   | 65  | 72     | 80  |
| Mechanical Fitter   | 70  | 80     | 90  |
| Occupational Safety & Health Manager                                    | 140 | 160    | 180 |

## Property &amp; Project Management

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                           | Min | Median | Max |
|--------------------------------|-----|--------|-----|
| Assistant Project Manager      | 75  | 80     | 90  |
| Project Coordinator            | 80  | 85     | 90  |
| Project Manager                | 115 | 130    | 145 |
| Senior Project Manager         | 140 | 160    | 220 |
| Property Analyst               | 70  | 80     | 90  |
| Property Officer               | 80  | 90     | 100 |
| Property Manager               | 105 | 115    | 125 |
| Senior Property Manager        | 130 | 135    | 140 |
| Assistant Asset Manager        | 75  | 80     | 85  |
| Assistant Acquisitions Manager | 80  | 90     | 100 |
| Asset Manager                  | 115 | 125    | 135 |
| Senior Asset Manager           | 170 | 185    | 200 |
| Acquisitions Manager           | 90  | 110    | 160 |
| Senior Acquisitions Manager    | 160 | 200    | 230 |
| Facilities Coordinator         | 70  | 75     | 90  |
| Facilities Engineer            | 85  | 90     | 95  |
| Facilities Project Manager     | 80  | 100    | 115 |
| Facilities Manager             | 90  | 102    | 120 |
| Senior Facilities Manager      | 100 | 115    | 140 |
| Facilities Operations Manager  | 135 | 150    | 165 |
| Assistant Leasing Executive    | 65  | 77     | 85  |
| Leasing Manager                | 95  | 120    | 145 |
| Senior Leasing Manager         | 120 | 140    | 160 |
| Building Manager               | 75  | 80     | 90  |
| Portfolio Manager              | 140 | 155    | 180 |
| Senior Portfolio Manager       | 165 | 185    | 220 |
| Head of Maintenance            | 90  | 100    | 110 |
| Service Manager                | 140 | 150    | 160 |
| State Operation Manager        | 140 | 160    | 170 |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                            | Min | Median | Max |
|---------------------------------|-----|--------|-----|
| Property Administrator          | 60  | 73     | 85  |
| Property Officer                | 65  | 75     | 85  |
| Property Coordinator            | 70  | 80     | 85  |
| Property Manager                | 125 | 135    | 145 |
| Junior Facilities Administrator | 40  | 53     | 70  |
| Facilities Services Officer     | 65  | 73     | 80  |
| Facilities Engineer             | 75  | 85     | 100 |
| Facilities Coordinator          | 80  | 90     | 100 |
| Facilities Manager              | 85  | 93     | 110 |
| Project Manager                 | 95  | 115    | 135 |
| Asset Manager                   | 120 | 135    | 150 |
| Portfolio Manager               | 145 | 148    | 150 |
| Senior Planning Officer         | 120 | 160    | 200 |

## Survey &amp; Design

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                     | Min | Median | Max |
|--------------------------|-----|--------|-----|
| Estimator                | 70  | 90     | 110 |
| Contracts Administrator  | 75  | 95     | 120 |
| Architectural Drafter    | 80  | 92     | 105 |
| Architectural Technician | 85  | 100    | 115 |
| Design Manager           | 85  | 105    | 120 |
| Senior Design Manager    | 115 | 130    | 180 |
| Senior Interior Designer | 100 | 125    | 150 |
| Senior Quantity Surveyor | 120 | 160    | 200 |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                  | Min | Median | Max |
|-----------------------|-----|--------|-----|
| Architectural Drafter | 80  | 83     | 85  |
| Industrial Designer   | 85  | 120    | 130 |

## General

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                            | Min | Median | Max |
|---------------------------------|-----|--------|-----|
| Business Development Consultant | 70  | 95     | 120 |
| General Manager                 | 200 | 280    | 350 |



# Sales

## Top 3 hiring trends

1. Half of those operating in the sales recruitment landscape prefers an overall performance bonus model.
2. Hiring demand is high for business development talent with an existing network of clients.
3. It is common now for potential candidates to meet with existing team members as part of interview process.

## Top industries



Consumer &  
Healthcare



Industrial



Business Services



Technology &  
Telecommunications

## Trending skills



## Roles in demand

Account Manager

Business Development Manager

Applications Services Manager

General Manager

Key Account Manager

# 5-10%

average salary increase  
when switching jobs  
within similar industries

## Consumer

## Permanent Roles

| Role                                  | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     | Car or Car<br>Allowance<br>15k to 22k | Bonuses (AUD'000) |        |     |
|---------------------------------------|---|--------|-----|---------------------------------------|-------------------|--------|-----|
|                                       | Min   | Median | Max |                                       | Min               | Median | Max |
| Sales Manager                         | 75  | 75     | 85  | Yes                                   | 8                 | 10     | 13  |
| State Sales Manager                   | 82  | 100    | 110 | Yes                                   | 10                | 12     | 18  |
| Field Sales Manager                   | 80  | 110    | 130 | Yes                                   | 10                | 16     | 24  |
| National Field Sales Manager          | 100   | 120    | 150 | Yes                                   | 12                | 16     | 25  |
| Sales Director                        | 240   | 270    | 300 | Yes                                   | 32                | 45     | 80  |
| General Manager Sales                 | 200   | 270    | 340 | Yes                                   | 45                | 60     | 85  |
| Category Analyst                      | 65  | 68     | 70  | Yes                                   | 5                 | 8      | 12  |
| Assistant Category Manager            | 80  | 105    | 120 | Yes                                   | 7                 | 8      | 12  |
| Category Manager                      | 100   | 130    | 140 | Yes                                   | 15                | 20     | 25  |
| Senior Category Manager               | 120   | 140    | 160 | Yes                                   | 15                | 20     | 28  |
| Head of Category                      | 160   | 215    | 250 | Yes                                   | 18                | 32     | 50  |
| Junior Territory Manager              | 52  | 55     | 60  | Yes                                   | 5                 | 8      | 12  |
| Territory Manager                     | 55  | 62     | 70  | Yes                                   | 7                 | 8      | 12  |
| Senior Territory Manager              | 75  | 80     | 85  | Yes                                   | 10                | 12     | 15  |
| Business Development Executive        | 65  | 75     | 85  | Yes                                   | 8                 | 10     | 12  |
| Business Development Manager          | 75  | 82     | 90  | Yes                                   | 10                | 12     | 16  |
| National Business Development Manager | 100   | 127    | 135 | Yes                                   | 15                | 25     | 32  |
| National Business Manager             | 150   | 165    | 180 | Yes                                   | 20                | 27     | 32  |
| National Account Executive            | 65  | 95     | 110 | Yes                                   | 10                | 15     | 22  |
| National Key Account Manager          | 80  | 95     | 98  | Yes                                   | 12                | 15     | 20  |
| National Account Manager              | 120   | 135    | 150 | Yes                                   | 15                | 20     | 26  |
| Senior National Account Manager       | 130   | 145    | 170 | Yes                                   | 16                | 22     | 27  |
| Accounts Director                     | 145   | 165    | 185 | Yes                                   | 18                | 25     | 30  |
| State Account Manager                 | 90  | 100    | 110 | Yes                                   | 12                | 15     | 18  |

## Technology &amp; Telecommunications

## Permanent Roles

| Role                                | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     | Car or Car Allowance<br>15k to 22k | Bonuses (AUD'000) |        |      |
|-------------------------------------|---|--------|-----|------------------------------------|-------------------|--------|------|
|                                     | Min   | Median | Max |                                    | Min               | Median | Max  |
| Sales Representative                | 55  | 63     | 75  | Potentially                        | 8                 | 15     | 25   |
| Sales Executive                     | 55  | 65     | 75  | Potentially                        | 8                 | 16     | 28   |
| Sales Manager                       | 120   | 130    | 140 | Yes                                | 30                | 50     | 70   |
| Sales Director                      | 180   | 275    | 300 | Yes                                | 40                | 60     | 100+ |
| General Manager Sales               | 220   | 275    | 300 | Yes                                | 80                | 150    | 200+ |
| Account Executive                   | 55  | 82     | 90  | Potentially                        | 9                 | 20     | 30   |
| Account Manager                     | 55  | 100    | 110 | Potentially                        | 10                | 20     | 28   |
| Key Account Manager                 | 100   | 130    | 165 | Potentially                        | 12                | 20     | 25   |
| Account Director                    | 120   | 130    | 140 | Potentially                        | 28                | 35     | 45   |
| Business Development Manager        | 60  | 120    | 130 | Yes                                | 12                | 40     | 80   |
| Senior Business Development Manager | 90  | 122    | 135 | Yes                                | 15                | 40     | 100+ |

## Industrial

## Permanent Roles

| Role                                | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     | Car or Car Allowance<br>15k to 22k | Bonuses (AUD'000) |        |     |
|-------------------------------------|---|--------|-----|------------------------------------|-------------------|--------|-----|
|                                     | Min   | Median | Max |                                    | Min               | Median | Max |
| Sales Executive                     | 70  | 75     | 80  | Yes                                | 8                 | 10     | 12  |
| Sales Representative                | 55  | 75     | 90  | Yes                                | 8                 | 10     | 15  |
| Territory Sales Manager             | 60  | 85     | 90  | Yes                                | 11                | 15     | 20  |
| Sales Engineer                      | 65  | 80     | 95  | Yes                                | 5                 | 8      | 18  |
| Field Sales Manager                 | 80  | 120    | 140 | Yes                                | 12                | 17     | 28  |
| Sales Manager                       | 110   | 120    | 130 | Yes                                | 15                | 20     | 30  |
| State Sales Manager                 | 120   | 125    | 140 | Yes                                | 15                | 20     | 30  |
| National Sales Manager              | 150   | 165    | 180 | Yes                                | 25                | 30     | 50  |
| General Manager Sales               | 250   | 275    | 300 | Yes                                | 35                | 50     | 62  |
| Country Sales Manager               | 250   | 275    | 300 | Yes                                | 35                | 50     | 70  |
| Business Development Manager        | 65  | 85     | 115 | Yes                                | 6                 | 16     | 22  |
| Senior Business Development Manager | 100   | 120    | 140 | Yes                                | 10                | 17     | 25  |
| Account Executive                   | 55  | 65     | 75  | Yes                                | 8                 | 12     | 15  |
| Account Manager                     | 55  | 65     | 75  | Yes                                | 8                 | 12     | 16  |
| National Account Manager            | 95  | 105    | 130 | Yes                                | 7                 | 15     | 20  |
| Key Account Manager                 | 80  | 105    | 135 | Yes                                | 7                 | 15     | 18  |

## Business Services, Media &amp; Agency

## Permanent Roles

| Role                                | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     | Car or Car Allowance<br>15k to 22k | Bonuses (AUD'000) |        |     |
|-------------------------------------|---|--------|-----|------------------------------------|-------------------|--------|-----|
|                                     | Min   | Median | Max |                                    | Min               | Median | Max |
| Junior Account Manager              | 50  | 67     | 75  | Unlikely                           | 5                 | 8      | 10  |
| Account Manager                     | 70  | 72     | 80  | Unlikely                           | 10                | 14     | 20  |
| Business Development Manager        | 75  | 105    | 110 | Unlikely                           | 10                | 20     | 55  |
| Senior Business Development Manager | 90  | 120    | 180 | Unlikely                           | 12                | 20     | 60  |
| Sales Manager                       | 100   | 125    | 160 | Unlikely                           | 18                | 25     | 35  |
| Head of Sales                       | 145   | 180    | 220 | Unlikely                           | 20                | 30     | 60  |

## Financial Services

## Permanent Roles

| Role                         | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     | Car or Car Allowance<br>15k to 22k | Bonuses (AUD'000) |        |      |
|------------------------------|---|--------|-----|------------------------------------|-------------------|--------|------|
|                              | Min   | Median | Max |                                    | Min               | Median | Max  |
| Senior Sales Consultant      | 80  | 110    | 150 | N/A                                | 25                | 40     | 80   |
| Sales Director               | 150   | 180    | 250 | Yes                                | 40                | 70     | 100+ |
| Relationship Manager         | 75  | 80     | 85  | Yes                                | 15                | 25     | 30   |
| Account Manager              | 75  | 90     | 120 | N/A                                | 15                | 30     | 40   |
| Business Development Manager | 80  | 130    | 185 | Yes                                | 15                | 35     | 80   |

## Not For Profit

## Permanent Roles

| Role                              | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     | Car or Car Allowance<br>15k to 22k | Bonuses (AUD'000) |        |     |
|-----------------------------------|---|--------|-----|------------------------------------|-------------------|--------|-----|
|                                   | Min   | Median | Max |                                    | Min               | Median | Max |
| Business Development Manager      | 60  | 75     | 90  | Unlikely                           | 2                 | 10     | 15  |
| Senior Business Manager           | 95  | 105    | 110 | Unlikely                           | 5                 | 12     | 15  |
| Relationship Manager              | 60  | 67     | 75  | Unlikely                           | 2                 | 8      | 10  |
| Sponsorship / Partnership Manager | 75  | 85     | 115 | Unlikely                           | 5                 | 10     | 14  |

# Sales

## Salary Tables

### Property

#### Permanent Roles

| Role                           | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     | Car or Car Allowance<br>15k to 22k | Bonuses (AUD'000) |        |     |
|--------------------------------|---|--------|-----|------------------------------------|-------------------|--------|-----|
|                                | Min   | Median | Max |                                    | Min               | Median | Max |
| Business Development Executive | 60  | 67     | 75  | Yes                                | 8                 | 18     | 20  |
| Business Development Manager   | 70  | 72     | 75  | Yes                                | 12                | 18     | 24  |
| Key Account Manager            | 65  | 72     | 90  | Yes                                | 5                 | 12     | 20  |
| Sales Consultant               | 80  | 95     | 115 | Yes                                | 15                | 20     | 32  |
| State Sales Manager            | 82  | 100    | 145 | Yes                                | 8                 | 15     | 20  |

### Medical Devices

#### Permanent Roles

| Role   | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     | Car or Car Allowance<br>15k to 22k | Bonuses (AUD'000) |        |      |
|--|---|--------|-----|------------------------------------|-------------------|--------|------|
|  | Min   | Median | Max |                                    | Min               | Median | Max  |
| Territory Sales Manager                            | 80  | 97     | 115 | Yes                                | 12                | 22     | 42   |
| Regional Sales Manager                             | 120   | 137    | 155 | Yes                                | 20                | 37     | 42   |
| State Sales Manager                                | 125   | 145    | 165 | Yes                                | 17                | 32     | 45   |
| National Sales Manager                             | 130   | 160    | 190 | Yes                                | 20                | 30     | 45   |
| National Sales Director                            | 170   | 190    | 210 | Yes                                | 30                | 50     | 60   |
| General Manager Sales                              | 200   | 240    | 280 | Yes                                | 35                | 65     | 90   |
| Managing Director Sales /<br>Country Sales Manager | 200   | 265    | 330 | Yes                                | 35                | 75     | 100+ |
| Business Development Manager                       | 110   | 125    | 140 | Yes                                | 17                | 25     | 52   |
| Business Unit Manager                              | 160   | 180    | 200 | Yes                                | 30                | 40     | 50   |
| Business Unit Director                             | 190   | 225    | 260 | Yes                                | 35                | 52     | 60   |

## Pharmaceutical

## Permanent Roles

| Role   | Base salary range for 12 months (AUD'000)<br>(Excluding superannuation) |        |     | Car or Car Allowance<br>15k to 22k | Bonuses (AUD'000) |        |      |
|--|---|--------|-----|------------------------------------|-------------------|--------|------|
|  | Min   | Median | Max |                                    | Min               | Median | Max  |
| GP Sales   | 55  | 75     | 110 | Yes                                | 12                | 14     | 28   |
| Hospital Sales Representative                      | 85  | 90     | 100 | Yes                                | 15                | 22     | 35   |
| Regional / State Sales Manager                     | 115   | 127    | 165 | Yes                                | 20                | 40     | 47   |
| National Sales Manager                             | 135   | 157    | 180 | Yes                                | 16                | 28     | 35   |
| National Sales Director                            | 170   | 200    | 220 | Yes                                | 35                | 50     | 65   |
| General Manager Sales                              | 200   | 240    | 280 | Yes                                | 50                | 77     | 100+ |
| Managing Director Sales /<br>Country Sales Manager | 200   | 260    | 320 | Yes                                | 50                | 77     | 100+ |
| Key Account Manager                                | 85  | 120    | 145 | Yes                                | 20                | 30     | 50   |

# Technology

## Top 3 hiring trends

1. Talent with IaaS, SaaS and PaaS skills are in high demand, especially with the rise of cloud computing.
2. Businesses now recognise the importance of cybersecurity and on-premise data protection.
3. There is an increased demand within the Data Science in an effort to accelerate communication and predictive analytics.

## Top industries



Public Sector



Fast Moving  
Consumer Goods  
(FMCG)



Financial Services



Retail

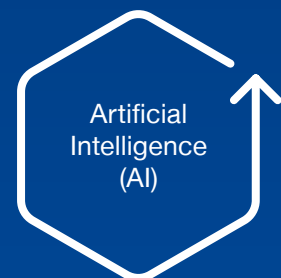
## Trending skills



Commercialism



Cybersecurity



Artificial  
Intelligence  
(AI)

## Roles in demand

Software Developer

Dev Ops Engineer

Cybersecurity

Data Engineer

# 5-10%

average salary increase  
when switching jobs  
within similar industries

## Analytics

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                    | Min | Median | Max |
|-------------------------|-----|--------|-----|
| Junior Data Analyst     | 70  | 77     | 85  |
| Data Analyst            | 85  | 92     | 100 |
| Senior Data Analyst     | 110 | 120    | 130 |
| Junior Data Scientist   | 85  | 90     | 95  |
| Senior Data Scientist   | 110 | 120    | 135 |
| Data Engineer           | 95  | 100    | 105 |
| Insights Analyst        | 95  | 107    | 120 |
| Senior Insights Analyst | 135 | 160    | 180 |
| Reporting Analyst       | 90  | 100    | 110 |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                       | Min | Median | Max |
|----------------------------|-----|--------|-----|
| Junior Data Analyst        | 90  | 98     | 105 |
| Data Analyst               | 105 | 110    | 115 |
| Data Specialist            | 165 | 198    | 230 |
| Junior Business Analyst    | 140 | 148    | 150 |
| Business Analyst           | 150 | 160    | 175 |
| Senior Business Analyst    | 150 | 163    | 180 |
| Technical Business Analyst | 165 | 185    | 205 |
| Process Analyst            | 125 | 145    | 165 |
| Systems Analyst            | 140 | 168    | 195 |



## Applications

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                           | Min | Median | Max |
|--------------------------------|-----|--------|-----|
| Application Support            | 60  | 65     | 70  |
| Application Support Specialist | 85  | 90     | 95  |
| Application Support Manager    | 100 | 120    | 130 |
| Application Administrator      | 85  | 90     | 100 |
| Application Engineer           | 105 | 110    | 120 |
| Systems Analyst                | 70  | 75     | 80  |
| Systems Support Analyst        | 90  | 95     | 100 |
| Software Engineer              | 90  | 100    | 110 |
| Team Lead                      | 110 | 120    | 140 |
| Support Analyst                | 110 | 115    | 120 |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                           | Min | Median | Max |
|--------------------------------|-----|--------|-----|
| Application Support Technician | 80  | 85     | 90  |
| Application Support Engineer   | 90  | 100    | 110 |
| Application Specialist         | 120 | 130    | 140 |

## Architecture

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                  | Min | Median | Max |
|-----------------------|-----|--------|-----|
| Technical Architect   | 150 | 165    | 180 |
| Solutions Architect   | 150 | 175    | 200 |
| Consulting Architect  | 150 | 175    | 200 |
| Information Architect | 160 | 180    | 210 |
| Architect Manager     | 180 | 200    | 250 |
| Enterprise Architect  | 190 | 220    | 250 |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                     | Min | Median | Max |
|--------------------------|-----|--------|-----|
| Mobility Architect       | 120 | 130    | 150 |
| Solutions Architect      | 150 | 175    | 200 |
| Infrastructure Architect | 150 | 175    | 200 |

## Business Intelligence (BI) &amp; Data Warehousing

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                            | Min | Median | Max |
|---------------------------------|-----|--------|-----|
| BI Analyst                      | 85  | 90     | 110 |
| BI Developer                    | 95  | 110    | 140 |
| Senior BI Developer             | 100 | 120    | 150 |
| BI Consultant                   | 100 | 120    | 150 |
| BI Manager                      | 130 | 150    | 180 |
| Database Administrator          | 90  | 110    | 130 |
| Senior Database Administrator   | 110 | 120    | 145 |
| Data Engineer                   | 95  | 105    | 125 |
| Data Warehouse Developer        | 100 | 110    | 120 |
| Senior Data Warehouse Developer | 110 | 120    | 130 |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role               | Min | Median | Max |
|--------------------|-----|--------|-----|
| BI Developer       | 120 | 133    | 145 |
| Senior BI Analyst  | 145 | 168    | 190 |
| BI Consultant      | 165 | 188    | 210 |
| Technical Analyst  | 130 | 135    | 140 |
| Database Developer | 165 | 188    | 210 |
| Senior Developer   | 180 | 220    | 220 |

## Consulting

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                 | Min | Median | Max |
|----------------------|-----|--------|-----|
| Solutions Consultant | 90  | 100    | 110 |

## General

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                     | Min | Median | Max |
|--------------------------|-----|--------|-----|
| IT Trainer               | 85  | 95     | 115 |
| IT Manager               | 115 | 160    | 200 |
| Senior IT Manager        | 150 | 175    | 210 |
| IT Director              | 200 | 250    | 300 |
| IT Business Partner      | 170 | 210    | 250 |
| General Manager IT       | 200 | 250    | 300 |
| Operations Manager       | 175 | 190    | 220 |
| Delivery Manager         | 130 | 140    | 150 |
| Head of Delivery         | 200 | 220    | 250 |
| Chief Technology Officer | 250 | 320    | 400 |
| Head of Technology       | 250 | 300    | 400 |

## General

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                | Min | Median | Max |
|---------------------|-----|--------|-----|
| IT Business Partner | 90  | 110    | 130 |
| Operations Manager  | 130 | 135    | 140 |
| Delivery Manager    | 180 | 195    | 210 |
| Technical Manager   | 195 | 203    | 210 |

## Networks & Infrastructure

### Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                            | Min | Median | Max |
|---------------------------------|-----|--------|-----|
| Network Engineer                | 90  | 110    | 130 |
| Senior Network Engineer         | 105 | 120    | 140 |
| Security Engineer               | 120 | 130    | 140 |
| Infrastructure Administrator    | 70  | 90     | 95  |
| Infrastructure Support Engineer | 80  | 90     | 100 |
| Infrastructure Engineer         | 100 | 115    | 120 |
| Infrastructure Manager          | 130 | 155    | 180 |
| Security Consultant             | 100 | 120    | 150 |
| Security Analyst                | 95  | 120    | 130 |
| Senior Security Analyst         | 120 | 140    | 150 |
| Security Specialist             | 120 | 130    | 150 |
| Systems Engineer                | 95  | 110    | 120 |
| Senior Systems Engineer         | 110 | 125    | 140 |
| Systems Administrator           | 80  | 100    | 120 |
| Technical Specialist            | 90  | 105    | 120 |

### Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                           | Min | Median | Max |
|--------------------------------|-----|--------|-----|
| Network Administrator          | 90  | 95     | 100 |
| Network Engineer               | 100 | 110    | 125 |
| Senior Network Engineer        | 125 | 133    | 140 |
| Infrastructure Support Officer | 60  | 63     | 75  |
| Infrastructure Engineer        | 120 | 133    | 150 |
| Infrastructure Director        | 210 | 220    | 235 |
| Security Administrator         | 80  | 85     | 95  |
| Security Analyst               | 115 | 118    | 120 |
| Systems Support Engineer       | 75  | 93     | 105 |
| Support Engineer               | 95  | 115    | 130 |
| Senior Systems Engineer        | 110 | 123    | 135 |
| Senior Systems Officer         | 155 | 183    | 210 |

## Project Services

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                   | Min | Median | Max |
|------------------------|-----|--------|-----|
| Project Manager        | 120 | 140    | 160 |
| Senior Project Manager | 130 | 150    | 170 |
| Change Manager         | 120 | 130    | 140 |
| Programme Manager      | 160 | 180    | 200 |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role  | Min | Median | Max |
|---|-----|--------|-----|
| Technical Project Coordinator               | 70  | 85     | 100 |
| Project Officer                             | 115 | 125    | 135 |
| Project Coordinator                         | 110 | 120    | 135 |
| Junior Project Manager                      | 130 | 143    | 160 |
| Project Manager                             | 170 | 185    | 200 |
| Senior Project Manager                      | 175 | 190    | 200 |
| Technical Project Manager                   | 195 | 208    | 220 |
| Project Management Office (PMO) Coordinator | 110 | 120    | 130 |
| Project Management Office (PMO) Manager     | 180 | 208    | 235 |
| Programme Coordinator                       | 70  | 85     | 100 |
| Implementation Manager                      | 95  | 105    | 110 |
| Business Analyst                            | 100 | 120    | 130 |
| Change Manager                              | 160 | 175    | 185 |
| Delivery Manager                            | 175 | 205    | 235 |
| Portfolio Manager                           | 250 | 280    | 310 |

## Service Delivery

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                        | Min | Median | Max |
|-----------------------------|-----|--------|-----|
| Help Desk Support           | 55  | 60     | 65  |
| Help Desk Analyst           | 55  | 60     | 65  |
| Service Desk Analyst        | 55  | 60     | 65  |
| Service Desk Engineer       | 60  | 65     | 75  |
| Senior Service Desk Analyst | 70  | 75     | 78  |
| Desktop Support Analyst     | 60  | 70     | 75  |
| Desktop Support Engineer    | 75  | 80     | 85  |
| IT Support Analyst          | 60  | 65     | 65  |
| IT Support Officer          | 60  | 62     | 65  |
| IT Support Administrator    | 85  | 90     | 100 |
| Support Officer             | 55  | 60     | 70  |
| Support Administrator       | 60  | 65     | 80  |
| Support Consultant          | 70  | 75     | 80  |
| Support Specialist          | 80  | 95     | 110 |
| Technical Support Analyst   | 55  | 61     | 68  |
| Technical Support Officer   | 55  | 65     | 70  |

## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                        | Min | Median | Max |
|-----------------------------|-----|--------|-----|
| Desktop Support             | 60  | 65     | 70  |
| Senior Desktop Support      | 65  | 75     | 85  |
| Desktop Support Analyst     | 55  | 60     | 65  |
| Desktop Support Engineer    | 60  | 65     | 70  |
| Help Desk Analyst           | 50  | 55     | 60  |
| Help Desk Support           | 50  | 55     | 60  |
| Help Desk Specialist        | 60  | 68     | 75  |
| Help Desk Officer           | 65  | 68     | 70  |
| IT Support Analyst          | 55  | 58     | 60  |
| IT Support Officer          | 60  | 65     | 75  |
| IT Support Engineer         | 75  | 80     | 85  |
| Service Desk Analyst        | 55  | 58     | 60  |
| Service Desk Officer        | 55  | 58     | 60  |
| Service Desk Support        | 60  | 68     | 70  |
| Senior Service Desk Analyst | 75  | 78     | 80  |
| Technical Support           | 55  | 58     | 60  |
| System Support Officer      | 80  | 83     | 85  |

## Software Development

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role  | Min | Median | Max |
|---|-----|--------|-----|
| Junior Developer                                    | 70  | 80     | 90  |
| Developer   | 90  | 100    | 110 |
| Senior Developer                                    | 95  | 107    | 130 |
| Software Developer                                  | 90  | 100    | 110 |
| Software Engineer                                   | 90  | 110    | 120 |
| Development Team Lead                               | 115 | 130    | 160 |
| Development Manager                                 | 160 | 177    | 190 |
| Front End Developer                                 | 95  | 102    | 110 |
| Senior Front End Developer                          | 120 | 135    | 150 |
| Back End Developer                                  | 100 | 110    | 120 |
| Full Stack Developer                                | 100 | 112    | 130 |
| Senior Full Stack Developer                         | 110 | 126    | 145 |
| Application Developer                               | 90  | 105    | 120 |
| Senior Application Developer                        | 91  | 110    | 130 |
| User Experience / User Interface (UX / UI) Designer | 80  | 110    | 130 |



## Temporary Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role   | Min | Median | Max |
|--|-----|--------|-----|
| Web Developer  | 105 | 120    | 135 |
| Senior Web Developer                                 | 110 | 125    | 140 |
| Software Developer                                   | 125 | 145    | 165 |
| Software Engineer                                    | 125 | 145    | 165 |
| Developer  | 130 | 148    | 165 |
| Senior Developer                                     | 135 | 153    | 170 |
| Front End Developer                                  | 135 | 153    | 170 |
| Back End Developer                                   | 210 | 223    | 235 |
| Mobile Developer                                     | 105 | 118    | 130 |
| Senior Mobile Developer                              | 125 | 145    | 165 |
| Senior Application Developer                         | 120 | 135    | 150 |
| Senior Full Stack Developer                          | 145 | 150    | 155 |
| User Experience / User Interface (UX / UI) Developer | 105 | 120    | 135 |
| Customer Relationship Management (CRM) Developer     | 90  | 95     | 100 |

## Testing

## Permanent Roles

**Base salary range for 12 months (AUD'000)**  
(Excluding superannuation)

| Role                     | Min | Median | Max |
|--------------------------|-----|--------|-----|
| System Tester            | 60  | 65     | 70  |
| Test Analyst             | 70  | 85     | 110 |
| Test Coordinator         | 100 | 105    | 110 |
| Automation Test Engineer | 95  | 110    | 120 |

## Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                            | Min | Median | Max |
|---------------------------------|-----|--------|-----|
| Tester                          | 105 | 118    | 130 |
| Test Analyst                    | 110 | 120    | 130 |
| Senior Test Analyst             | 135 | 153    | 170 |
| Test Lead                       | 150 | 170    | 190 |
| Automation Test Engineer        | 145 | 155    | 165 |
| Senior Automation Test Engineer | 150 | 170    | 190 |

## Systems Administration

## Permanent Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                         | Min | Median | Max |
|------------------------------|-----|--------|-----|
| Website Administrator        | 80  | 82     | 85  |
| Systems Administrator        | 80  | 85     | 90  |
| Senior Systems Administrator | 90  | 110    | 130 |
| Senior Administrator         | 100 | 105    | 110 |
| Systems Engineer             | 90  | 110    | 130 |

## Temporary Roles

Base salary range for 12 months (AUD'000)  
(Excluding superannuation)

| Role                  | Min | Median | Max |
|-----------------------|-----|--------|-----|
| Systems Administrator | 100 | 110    | 120 |
| Systems Engineer      | 105 | 113    | 120 |
| Systems Coordinator   | 155 | 188    | 220 |

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