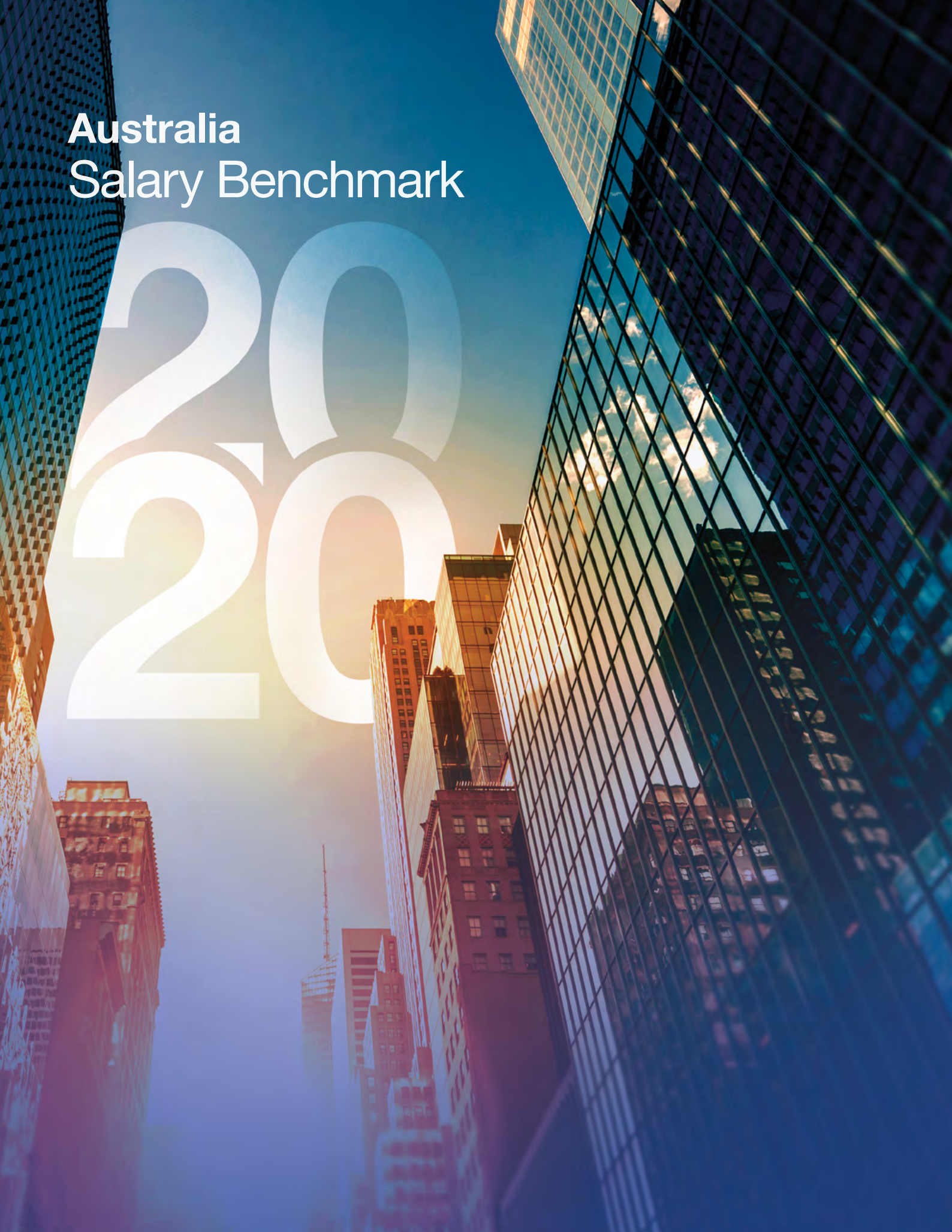


A low-angle, upward-looking photograph of several tall skyscrapers in a city. The buildings are covered in glass and steel, reflecting the sky. A large, semi-transparent white '2020' is overlaid on the left side of the image. The sky is a clear blue with some light clouds.

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.

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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**

DO COMPANIES LACK DIGITAL ADAPTATION?

35%

from tech industries

AGREE



30%

from non-tech industries

AGREE



PROFESSIONAL DEVELOPMENT



42%

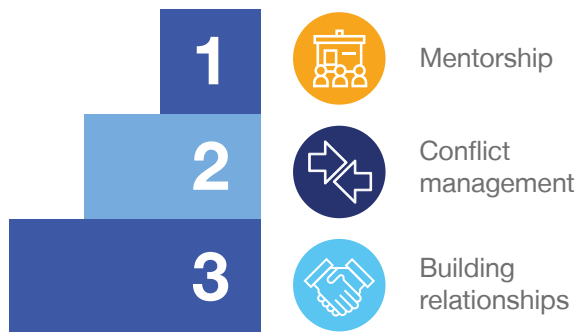
of the workforce in Australia says their **company neglected their professional coaching and development**



48%

respondents feel their **potential was not maximised**

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

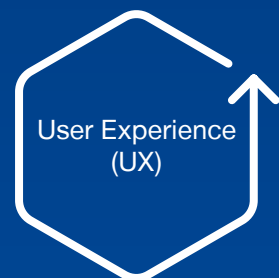


Financial Services



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

Role	Base salary range for 12 months (AUD'000) (Excluding superannuation)		
	Min	Median	Max
Account Executive	55	58	65
Account Manager	65	75	80
Account Director	100	110	120

Content

Permanent Roles

Role	Base salary range for 12 months (AUD'000) (Excluding superannuation)		
	Min	Median	Max
Content Producer	70	85	100
Content Strategist	90	100	120

Temporary Roles

Role	Daily salary rate (AUD) (Excluding superannuation)		
	Min	Median	Max
Content Producer	250	450	500
Content Strategist	400	550	650

Digital Analytics

Permanent Roles

Role	Base salary range for 12 months (AUD'000) (Excluding superannuation)		
	Min	Median	Max
Digital Analyst	110	130	150
Web Analytics Specialist	110	117	130

Temporary Roles

Role	Daily salary rate (AUD) (Excluding superannuation)		
	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 & 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)

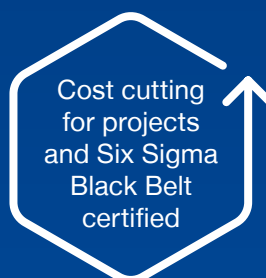


Property



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

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

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

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) (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) (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

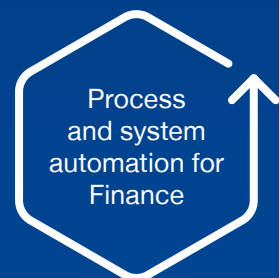


Industrial &
Manufacturing



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) (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) (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) (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) (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) (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) (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) (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) (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) (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) (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

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

Role	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

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

Role	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

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

Role	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) (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) (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) (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) (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) (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) (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) (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) (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) (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) (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) (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) (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) (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) (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) (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) (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)
(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)
(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

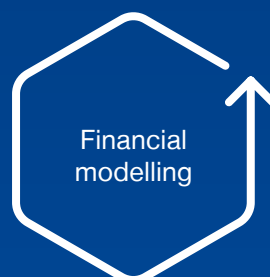
Trending skills



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) (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) (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) (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&B)

Permanent Roles

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

Role	Min	Median	Max
Workforce Planning Assistant	50	53	55
C&B Manager	110	120	140

Temporary Roles

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

Role	Min	Median	Max
C&B Specialist	100	103	105
C&B Consultant	95	105	130
Remuneration Advisor	85	95	120

Employee Relations

Permanent Roles

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

Role	Min	Median	Max
Employee Relations Advisor	90	100	110
Employee Relations Specialist	115	120	125
Employee Relations Manager	120	130	135

Temporary Roles

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

Role	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 & 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

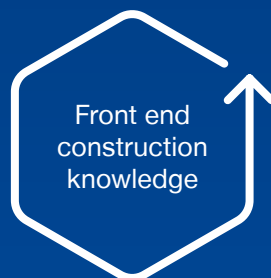


Employment &
Workplace Relations



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 & 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) (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) (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

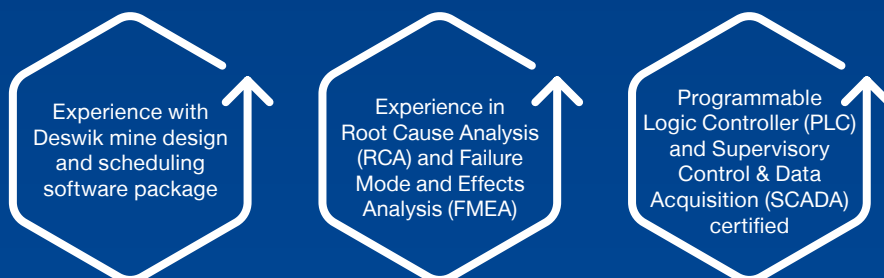


Gold



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) (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) (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) (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) (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) (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) (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 & 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 & 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) (Excluding superannuation)			Car or Car Allowance 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 & Telecommunications

Permanent Roles

Role	Base salary range for 12 months (AUD'000) (Excluding superannuation)			Car or Car Allowance 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) (Excluding superannuation)			Car or Car Allowance 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 & Agency

Permanent Roles

Role	Base salary range for 12 months (AUD'000) (Excluding superannuation)			Car or Car Allowance 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) (Excluding superannuation)			Car or Car Allowance 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) (Excluding superannuation)			Car or Car Allowance 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) (Excluding superannuation)			Car or Car Allowance 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) (Excluding superannuation)			Car or Car Allowance 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 / 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) (Excluding superannuation)			Car or Car Allowance 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 / 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

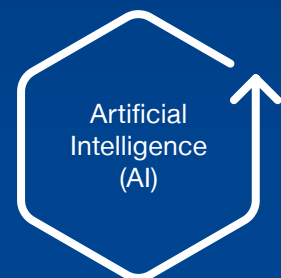
Trending skills



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) & 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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