



Salary Guide

2023/24

for job seekers

Navigating the 2023 Employment
Landscape

hudsonjones
recruitment group



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Welcome to the HudsonJones Salary Guide for job seekers



An indispensable annual resource offering comprehensive salary references across diverse industries and job functions, including Finance, Technology, Human Resources, Engineering, Sales, and more.



This guide serves as a beacon, illuminating your path towards well-informed decisions throughout your job search journey.

Our salary insights are meticulously curated from our expansive network in Australia, encompassing job advertisements, placements, and forward-looking salary projections for the year 2023.

With a steadfast commitment to keeping you informed, we provide a robust foundation for your career aspirations.

Australia's workforce outlook

National Skills Commission's Projections

The Australian job market is undergoing a significant transformation, with distinct trends poised to shape the future. According to the National Skills Commission (NSC), the most substantial job growth is anticipated in service industries and roles requiring higher skills. The next five years will see a dynamic shift in employment dynamics.

Jobs Growth by Industry

The NSC's five-year employment projections underscore the importance of service industries, which are projected to account for almost two-thirds of employment growth by November 2025. However, growth is not limited to these sectors; opportunities abound across various industries.

Jobs Growth by Occupation

Professionals and community and personal service workers are set to experience robust employment growth, reflecting the expansion of service industries. Occupations such as aged and disabled carers, registered nurses, and software and applications programmers will witness substantial increases.

Education and Training

A pivotal revelation from the NSC's projections is the emphasis on education and training. More than 90% of jobs expected to be created by November 2025 will necessitate a post-secondary school qualification. Lifelong learning and skill development are becoming indispensable.

Skills in Demand

The Australian Skills Classification (ASC) identifies essential skills clustered into three groups: core skills, technology skills, and specialist skills. The 'health and care' skills family are projected to see the most significant increase in hours worked, followed closely by 'food services,' 'computer and electronics,' and 'performance evaluation and efficiency improvement.' These skills are vital across various professional occupations.



High employee turnover despite uncertainty

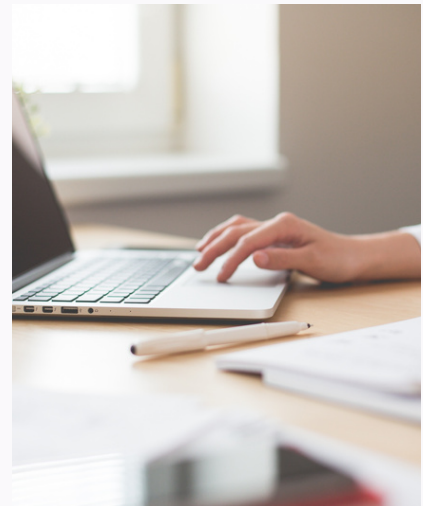
Talent Trends 2022 Findings

The COVID-19 pandemic has ushered in unprecedented uncertainty, yet the job market remains dynamic. Our Talent Trends 2022 survey highlights a high employee turnover rate, with **51% of respondents** working in their current roles for **less than two years**.

Job Seeker Insights

Salary as the Prime Motivator: Salary remains the foremost influence on candidates' decisions regarding employment. The overall year-on-year inflation rate of 7.8% emphasises the need for competitive compensation packages.

Managing Salary Expectations: The fierce competition for talent has led to rising starting salaries, especially in technology and finance sectors. Job seekers should be prepared for upward salary trends but must also temper their expectations to align with market realities.



Top Influencing Factors: Beyond salary, factors like company culture, flexible working arrangements, and a sense of purpose in the role and company weigh significantly in job seekers' choices.

Resignation Drivers: The top reasons for planned resignations include career change, dissatisfaction with salary, the pursuit of career progression or promotion, and misalignment with the company's strategy or direction.

Let's look at

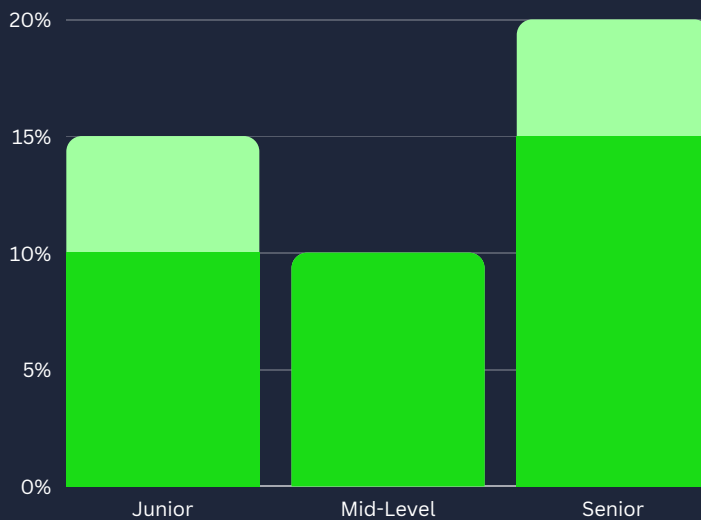
Customer service

Hiring trends

Companies now prefer to hire based on attitude rather than on skill sets. Firms find attracting top-level talent to temporary positions challenging as candidates prefer permanent roles. Hiring decisions are being made quickly, with mostly just one round of interviews for officer-level candidates.

Average salary increase

when switching jobs.



Compensation & benefits



Working arrangements

Working two days a week from home is the norm.



Incentives

Salaries have increased by AU\$5K-10K annually due to talent shortage.



Other

More investment in training and development for new joiners.

Top hiring industries

- ✓ Public sector
- ✓ Manufacturing
- ✓ Financial services

Skills in demand:

- ✓ Reliability
- ✓ Communication
- ✓ Attention to details

Roles in demand:

- ✓ Leadership
- ✓ Sales support officer
- ✓ Customer service officer

Customer service

Account management

| Role | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| Account executive | 66 000 |
| Account manager | 70 000 |
| Customer success consultant | 65 000 |
| Partner success manager | 75 000 |

Customer facing

| Role | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|----------------------------------|--|
| Junior sales executive | 50 000 |
| Assistant centre manager | 55 000 |
| Customer experience host | 52 000 |
| Customer service representative | 65 000 |
| Team support manager | 60 000 |
| Field collections officer | 65 000 |
| Client relationship manager | 72 000 |
| Field collections representative | 68 000 |

Cost accounting

| Role | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------------|--|
| Sales administrator | 60 000 |
| Customer support specialist | 62 000 |
| Junior customer service officer | 55 000 |
| Sales support administrator | 62 000 |
| Sales support officer | 65 000 |
| Service coordinator | 65 000 |
| Sales support specialist | 65 000 |

Call centre

| Role | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--|--|
| Junior customer care specialist | 52 000 |
| Junior customer service specialist | 53 000 |
| Customer care representative | 62 000 |
| Junior customer service representative | 55 000 |
| Customer service coordinator | 65 000 |
| Customer solutions coordinator | 62 000 |
| Member services consultant | 58 000 |
| Client services associate | 57 000 |
| Member care officer | 57 000 |
| Call centre representative | 55 000 |
| Client services office | 55 000 |
| Customer care consultant | 60 000 |
| Customer service officer | 62 000 |
| Claims administrator | 60 000 |
| Customer service representative | 62 000 |
| Customer service specialist | 67 000 |
| Junior sales consultant | 50 000 |
| Sales consultant | 55 000 |
| Lead generation consultant | 55 000 |
| Repair coordinator | 60 000 |
| Sales and service representative | 67 000 |
| Scheduling officer | 67 000 |
| Service coordinator | 75 000 |
| Senior customer care representative | 70 000 |
| Contact centre team leader | 75 000 |
| Customer service manager | 95 000 |

Customer service

Inbound/outbound sales

| Role | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------------|--|
| Business development executive | 55 000 |
| Contact centre representative | 62 000 |
| Business development consultant | 65 000 |
| Outbound sales consultant | 60 000 |
| Junior account executive | 60 000 |
| Sales consultant | 57 000 |
| Sales officer | 68 000 |
| Sales representative | 68 000 |

Sales admin & support

| Role | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------------|--|
| Business support coordinator | 52 000 |
| Client services coordinator | 60 000 |
| Customer service administrator | 60 000 |

Inbound customer service

| Role | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------------|--|
| Junior customer service officer | 52 000 |
| Customer resolutions officer | 55 000 |
| Customer service agent | 55 000 |
| Client services representative | 65 000 |
| Customer service officer | 62 000 |
| Customer service representative | 62 000 |

Inbound customer service

| Role | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--|--|
| Customer service administrator | 55 000 |
| Client support officer | 55 000 |
| Claims officer | 62 000 |
| Online customer service representative | 60 000 |
| Client services associate | 55 000 |
| Client services coordinator | 65 000 |
| Customer service consultant | 62 000 |
| Customer service specialist | 62 000 |
| Inbound sales consultant | 65 000 |
| Service coordinator | 65 000 |
| Service representative | 65 000 |
| Senior sales consultant | 70 000 |
| Client services administrator | 62 000 |
| Customer care specialist | 60 000 |
| Customer claim coordinator | 65 000 |
| Scheduling officer | 65 000 |
| Customer service coordinator | 65 000 |
| Customer support officer | 60 000 |
| Repair coordinator | 60 000 |
| Service and support representative | 68 000 |
| Customer sales representative | 65 000 |
| Customer service associate | 65 000 |
| Customer support specialist | 75 000 |
| Customer service supervisor | 90 000 |

Customer service

Sales support

| Role | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------------|--|
| Business sales associate | 52 000 |
| Junior sales support officer | 60 000 |
| Sales and service coordinator | 60 000 |

Supervisors & team leaders

| Role | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--|--|
| Senior customer service representative | 70 000 |
| Quality assurance team leader | 75 000 |
| Contact centre manager | 95 000 |
| Customer service manager | 110 000 |
| Customer service supervisor | 90 000 |
| Customer service team leader | 85 000 |
| Customer support team leader | 95 000 |
| Sales manager | 95 000 |
| Sales support team leader | 90 000 |
| Senior claims officer | 110 000 |
| Director of customer service | 180 000 |
| Head of customer service | 200 000 |

Order & loan processing

| Role | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--|--|
| Junior customer service officer | 55 000 |
| Junior customer service representative | 55 000 |
| Customer service officer | 62 000 |
| Customer service consultant | 60 000 |
| Customer support representative | 55 000 |
| Client services administrator | 65 000 |
| Customer service advisor | 62 000 |
| Customer operations specialist | 62 000 |
| Consumer care specialist | 65 000 |
| Order processing officer | 65 000 |
| Order processor | 65 000 |
| Customer service & order processing | 70 000 |
| Customer service administrator | 62 000 |
| Customer support officer | 60 000 |
| Order management representative | 65 000 |
| Loan processor | 65 000 |
| Loan processing and customer relations | 65 000 |
| Customer service coordinator | 60 000 |

Let's look at

Digital

Hiring trends

Interviews for design roles usually include a design-task component.

Average salary increase

when switching jobs.



Compensation & benefits



Annual leave

Employees are encouraged to fully utilise their annual leave and are, in fact, rewarded with more leave days if they do so.



Other

More investment in training and development for new joiners, and upskilling provided for existing hires.

Top hiring industries

- ✓ Fintech
- ✓ E-commerce
- ✓ Health tech

Skills in demand:

- ✓ Figma
- ✓ Adobe analytics
- ✓ Data visualisation

Roles in demand:

- ✓ CRM Manager
- ✓ Product designer
- ✓ Digital transformation manager

UX & Design

Permanent Roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| | |
|-----------------------|---------|
| UX researcher | 125 000 |
| UX designer | 130 000 |
| UX/UI designer | 140 000 |
| Senior UX/UI designer | 180 000 |
| Lead UX/UI designer | 180 000 |
| Head UX/UI designer | 250 000 |
| Chief design officer | 300 000 |

Product management

Permanent Roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| | |
|----------------------------------|---------|
| Junior/associate product manager | 90 000 |
| Product manager | 120 000 |
| Digital product manager | 140 000 |
| Senior product manager - digital | 165 000 |
| Lead product manager | 180 000 |
| Group/principal product manager | 190 000 |
| Head of product | 250 000 |
| Chief product officer | 300 000 |

Experience design

Permanent Roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| | |
|---------------------------|---------|
| Experience designer | 130 000 |
| Experience design manager | 150 000 |
| Experience design lead | 180 000 |
| CX designer | 150 000 |
| Service designer | 150 000 |
| Senior service designer | 180 000 |
| Head of experience design | 250 000 |

Content & copywriting

Permanent Roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| | |
|-------------------------|---------|
| Content producer | 120 000 |
| Senior content producer | 90 000 |
| Content lead | 110 000 |
| Content manager | 110 000 |
| Content writer | 90 000 |
| Senior content manager | 130 000 |
| Content coordinator | 65 000 |

Digital/graphic design

Permanent Roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| | |
|-------------------------|---------|
| Junior graphic designer | 70 000 |
| Senior graphic designer | 120 000 |
| Mid digital designer | 85 000 |
| Senior digital designer | 130 000 |
| Lead digital designer | 150 000 |

Digital marketing

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|----------------------------------|--|
| Digital marketing coordinator | 65 000 |
| Digital marketing manager | 120 000 |
| Digital performance specialist | 110 000 |
| Marketing coordinator | 90 000 |
| Marketing research officer | 80 000 |
| Digital marketing specialist | 110 000 |
| Digital marketing executive | 95 000 |
| Digital marketing manager | 130 000 |
| Senior digital marketing manager | 160 000 |
| Digital lead | 150 000 |
| Digital manager | 150 000 |
| Head of digital | 220 000 |
| Director of digital | 200 000 |
| Chief digital officer | 250 000 |

E-commerce

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------|--|
| E-commerce administrator | 60 000 |
| E-commerce analyst | 140 000 |
| E-commerce coordinator | 75 000 |
| E-commerce executive | 85 000 |
| E-commerce manager | 130 000 |
| Online trading manager | 140 000 |
| CRM administrator | 60 000 |
| CRM analyst | 140 000 |
| CRM coordinator | 75 000 |
| CRM executive | 85 000 |
| CRM manager | 130 000 |
| Senior CRM manager | 140 000 |
| Head of CRM | 200 000 |
| CRM director | 230 000 |

Let's look at

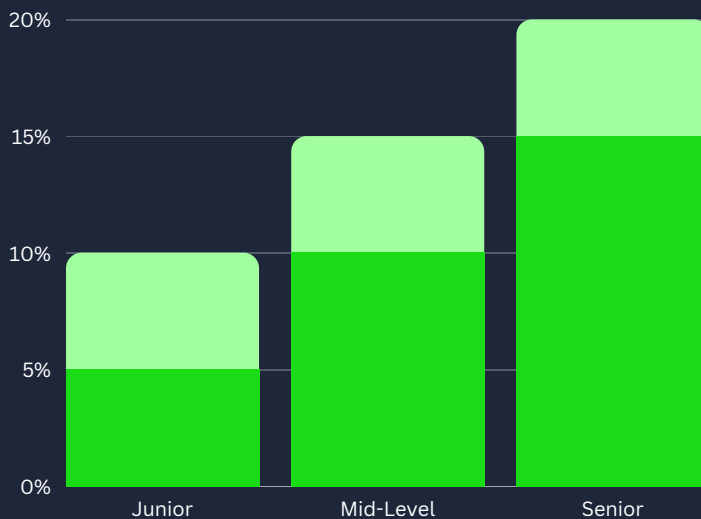
Engineering & manufacturing

Hiring trends

Senior engineers remain in demand. There is a demand for design engineers in mining and many are moving to that industry for the relatively higher pay. Both highly skilled engineers and fresh grads alike can command good salaries. In manufacturing, firms are finding it challenging to match candidates' skills to the roles on offer, while ensuring culture fit and meeting salary expectations.

Average salary increase

when switching jobs.



Top hiring industries

- ✓ Mining
- ✓ Industrial manufacturing

Skills in demand:

- ✓ People management
- ✓ Leadership skills
- ✓ Specific industry and technical experience for the role

Roles in demand:

- ✓ Design engineers
- ✓ Research & development in manufacturing
- ✓ Leadership & technical roles in manufacturing

Health & safety officer

Permanent Roles **Avg. Base Salary (AUD)**
For 12 months excl. superannuation

| | |
|-----------------------|---------|
| Environmental officer | 80 000 |
| HSE advisor | 97 500 |
| HSE coordinator | 90 000 |
| HSE manager | 130 000 |
| HSE officer | 80 000 |
| Safety advisor | 100 000 |
| Safety manager | 130 000 |

Temporary Roles

| | |
|----------------------------|---------|
| HSE Advisor | 100 000 |
| Sustainability coordinator | 100 000 |

Quality, technical

Permanent Roles **Avg. Base Salary (AUD)**
For 12 months excl. superannuation

| | |
|----------------------------------|---------|
| Quality assurance coordinator | 90 000 |
| Quality assurance engineer | 90 000 |
| Quality assurance manager | 130 000 |
| Quality assurance officer | 75 000 |
| Quality assurance supervisor | 95 000 |
| Senior quality assurance manager | 140 000 |
| National quality manager | 180 000 |

Temporary Roles

| | |
|----------------------------------|---------|
| Quality assurance coordinator | 95 000 |
| Quality assurance engineer | 100 000 |
| Quality assurance manager | 130 000 |
| Quality assurance officer | 85 000 |
| Senior quality assurance manager | 140 000 |
| Technical support specialist | 85 000 |

Production, manufacturing

Permanent Roles **Avg. Base Salary (AUD)**
For 12 months excl. superannuation

| | |
|---------------------------------|---------|
| Continuous improvement engineer | 130 000 |
| Manufacturing coordinator | 85 000 |
| Manufacturing manager | 140 000 |
| Manufacturing supervisor | 100 000 |
| Operations manager | 140 000 |
| Plant manager | 180 000 |
| Production administrator | 70 000 |
| Production manager | 130 000 |
| Production planner | 110 000 |
| Production team leader | 90 000 |
| Production supervisor | 100 000 |
| Shift manager | 130 000 |
| Shift supervisor | 100 000 |
| Site manager | 180 000 |
| Site supervisor | 110 000 |

Temporary Roles

| | |
|------------------------------------|---------|
| Contract asset management engineer | 130 000 |
| Production manager | 140 000 |
| Manufacturing manager | 160 000 |

Operations

Permanent Roles **Avg. Base Salary (AUD)**
For 12 months excl. superannuation

| | |
|-----------------|--------|
| Support officer | 85 000 |
|-----------------|--------|

Maintenance, reliability

Permanent Roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| | |
|-----------------------------|---------|
| Maintenance engineer | 100 000 |
| Maintenance fitter | 95 000 |
| Maintenance manager | 130 000 |
| Maintenance planner | 100 000 |
| Maintenance supervisor | 110 000 |
| Maintenance technician | 95 000 |
| Reliability engineer | 100 000 |
| Senior reliability engineer | 130 000 |
| Maintenance electrician | 100 000 |

Temporary Roles

| | |
|-------------------------|---------|
| Maintenance engineer | 110 000 |
| Maintenance fitter | 100 000 |
| Track inspector | 90 000 |
| Maintenance electrician | 110 000 |

Engineering Design & R&D

Permanent Roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| | |
|------------------------------|---------|
| Design engineer | 90 000 |
| Design supervisor | 110 000 |
| Development engineer | 95 000 |
| Product development engineer | 95 000 |
| R&D manager | 132 500 |
| Senior design engineer | 100 000 |

Temporary Roles

| | |
|-----------------|---------|
| Design engineer | 100 000 |
|-----------------|---------|

Civil & structural

Permanent Roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| | |
|-------------------------------|---------|
| Associate structural engineer | 150 000 |
| Civil designer | 110 000 |
| Civil engineer | 110 000 |
| Civil project engineer | 120 000 |
| Civil structural engineer | 110 000 |
| Civil supervisor | 160 000 |
| Junior civil engineer | 95 000 |
| Senior civil engineer | 170 000 |
| Senior hydraulic engineer | 140 000 |
| Senior structural engineer | 160 000 |
| Site engineer | 120 000 |
| Site manager | 150 000 |
| Transport engineer | 120 000 |

Temporary Roles

| | |
|----------------------------|---------|
| Civil designer | 135 000 |
| Civil engineer | 90 000 |
| Civil project engineer | 140 000 |
| Site engineer | 90 000 |
| Structural designer | 145 000 |
| Structural engineer | 162 500 |
| Urban development engineer | 90 000 |

Electrical

Permanent Roles Avg. Base Salary (AUD) For 12 months excl. superannuation

| | |
|--------------------------------|---------|
| Electrical design engineer | 90 000 |
| Electrical drafter | 82 500 |
| Electrical engineer | 85 000 |
| Electrical engineering manager | 127 500 |
| Electronic site engineer | 90 000 |
| Junior electrical engineer | 95 000 |
| Product engineer | 90 000 |
| Senior electrical engineer | 122 500 |

Temporary Roles

| | |
|-----------------------------|---------|
| Electrical drafter | 115 000 |
| Electrical engineer | 130 000 |
| Electrical project engineer | 135 000 |
| Senior electrical engineer | 147 500 |

Mechanical

Permanent Roles Avg. Base Salary (AUD) For 12 months excl. superannuation

| | |
|----------------------------|---------|
| Calibration engineer | 150 000 |
| Mechanical designer | 110 000 |
| Mechanical engineer | 110 000 |
| Mechanical technician | 120 000 |
| Senior mechanical engineer | 110 000 |
| Service technician | 160 000 |
| Systems engineer | 95 000 |

Temporary Roles

| | |
|----------------------------|---------|
| Mechanical designer | 135 000 |
| Mechanical engineer | 90 000 |
| Senior mechanical designer | 140 000 |
| Service technician | 90 000 |
| Technical officer | 145 000 |

General/engineering management

Permanent Roles Avg. Base Salary (AUD) For 12 months excl. superannuation

| | |
|---------------------|---------|
| Engineering manager | 157 500 |
| General manager | 190 000 |
| Managing director | 275 000 |
| Operations manager | 175 000 |

Temporary Roles

| | |
|---------------------|---------|
| Engineering manager | 180 000 |
|---------------------|---------|

Project/programme management

Permanent Roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| | |
|--|---------|
| Continuous improvement consultant | 110 000 |
| Continuous improvement engineer | 95 000 |
| Continuous improvement specialist | 120 000 |
| Junior project engineer | 67 500 |
| Planning engineer | 115 000 |
| Program manager | 157 500 |
| Project director | 195 000 |
| Project engineer | 105 000 |
| Project manager | 132 500 |
| Project planner | 105 000 |
| Senior continuous improvement engineer | 132 500 |
| Senior project engineer | 117 500 |
| Senior project manager | 150 000 |
| Senior Scheduler | 100 000 |

Project/programme management

Temporary roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| | |
|---------------------------------|---------|
| Continuous improvement engineer | 105 000 |
| Process engineer | 137 500 |
| Program manager | 165 000 |
| Project engineer | 115 000 |
| Project manager | 150 000 |

Let's look at

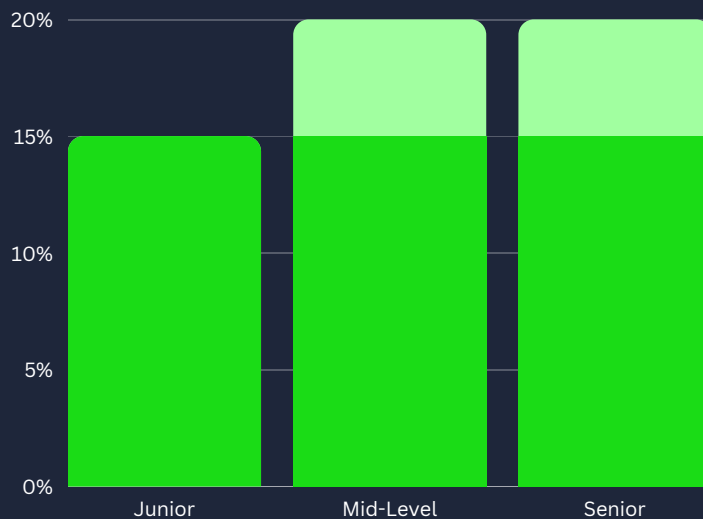
Finance & accounting

Hiring trends

It has become a norm for companies to provide more learning and development opportunities for less experienced employees to grow into their roles, especially for those at the mid to senior levels. There is more investment in commercial finance and FP&A departments so that the business can make better-informed decisions. Recruitment processes are getting leaner, even for senior roles, so as not to lose good candidates.

Average salary increase

when switching jobs.



Compensation & benefits

Working arrangements

Hybrid working arrangements have become the norm and market expectation.



Incentives

Retention bonuses are becoming more common.



Other

There is continued investment into training and development.

Top hiring industries

- ✓ FMCG
- ✓ Property
- ✓ Healthcare

Skills in demand:

- ✓ Automation
- ✓ Business partnering
- ✓ Process improvement

Roles in demand:

- ✓ Commercial analyst
- ✓ Financial controller
- ✓ Finance business partner

Finance & accounting

Management accounting

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------------|--|
| Management accountant | 100 000 |
| Project accountant | 110 000 |
| Senior management accountant | 120 000 |
| Senior project accountant | 150 000 |
| Temporary Roles | |
| Management accountant | 110 000 |
| Project accountant | 120 000 |
| Senior management accountant | 125 000 |
| Senior project accountant | 160 000 |

Accounts payable

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------------|--|
| Accounts payable manager | 120 000 |
| Accounts payable officer | 80 000 |
| Senior accounts payable officer | 90 000 |
| Temporary Roles | |
| Accounts payable manager | 130 000 |
| Accounts payable officer | 85 000 |
| Senior accounts payable officer | 95 000 |

Accountant/ bookkeeper

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------|--|
| Bookkeeper | 80 000 |
| Company accountant | 95 000 |
| Temporary Roles | |
| Bookkeeper | 85 000 |
| Company accountant | 100 000 |

Accounts receivable

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------------------|--|
| Accounts receivable coordinator | 70 000 |
| Accounts receivable manager | 120 000 |
| Billings officer | 75 000 |
| Credit controller | 80 000 |
| Credit manager | 125 000 |
| Senior accounts receivable officer | 85 000 |
| Temporary Roles | |
| Accounts receivable coordinator | 125 000 |
| Accounts receivable manager | 75 000 |
| Billings officer | 80 000 |
| Credit controller | 85 000 |
| Credit manager | 130 000 |
| Senior accounts receivable officer | 90 000 |

Practice audit & assurance

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------------|--|
| Audit manager | 110 000 |
| Auditor | 75 000 |
| Director - audit & assurance | 160 000 |
| Senior audit manager | 140 000 |
| Senior auditor | 85 000 |
| Temporary Roles | |
| Audit manager | 120 000 |
| Auditor | 85 000 |
| Director - audit & assurance | 180 000 |
| Senior audit manager | 145 000 |
| Senior auditor | 95 000 |

Cost accounting

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------------------|--|
| Cost accountant/site accountant | 110 000 |
| Manufacturing financial controller | 170 000 |
| Plant finance manager | 160 000 |
| Senior cost accountant | 130 000 |
| Temporary Roles | |
| Cost accountant/site accountant | 110 000 |
| Manufacturing financial controller | 170 000 |
| Plant finance manager | 160 000 |
| Senior cost accountant | 130 000 |

Fund & custodial services

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------|--|
| Fund accountant | 90 000 |
| Senior fund accountant | 110 000 |

Payroll

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------|--|
| Payroll manager | 125 000 |
| Payroll officer | 90 000 |
| Senior payroll officer | 110 000 |
| Temporary Roles | |
| Payroll manager | 135 000 |
| Payroll officer | 95 000 |
| Senior payroll officer | 110 000 |

Business analysis

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------------------|--|
| Business intelligence analyst | 130 000 |
| Finance business partner | 150 000 |
| Financial/commercial analyst | 110 000 |
| Junior analyst | 85 000 |
| Pricing analyst | 100 000 |
| Sales analyst | 100 000 |
| Senior financial/commercial analyst | 130 000 |
| Temporary Roles | |
| Business intelligence analyst | 130 000 |
| Finance business partner | 155 000 |
| Financial/commercial analyst | 115 000 |
| Junior analyst | 90 000 |
| Pricing analyst | 95 000 |
| Sales analyst | 105 000 |
| Senior financial/commercial analyst | 130 000 |

Internal audit & operational risk

| Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------|--|
| Head of internal audit | 190 000 |
| Internal audit manager | 140 000 |
| Internal auditor | 105 000 |
| Senior internal auditor | 120 000 |

Financial planning & analysis

Permanent Roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| Role | Avg. Base Salary (AUD) |
|---------------------|------------------------|
| FP&A Analyst | 110 000 |
| FP&A Manager | 155 000 |
| Head of FP&A | 210 000 |
| Reporting manager | 150 000 |
| Senior FP&A Analyst | 130 000 |
| Strategy manager | 170 000 |
| Head of strategy | 240 000 |

Temporary Roles

| Role | Avg. Base Salary (AUD) |
|---------------------|------------------------|
| FP&A Analyst | 120 000 |
| FP&A Manager | 160 000 |
| Head of FP&A | 210 000 |
| Reporting manager | 160 000 |
| Senior FP&A Analyst | 135 000 |
| Strategy manager | 175 000 |
| Head of strategy | 250 000 |

Project & change management

Permanent Roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| Role | Avg. Base Salary (AUD) |
|--------------------------------|------------------------|
| Finance project manager | 180 000 |
| Head of transformation | 220 000 |
| Transformation finance manager | 180 000 |

| Role | Avg. Base Salary (AUD) |
|--------------------------------|------------------------|
| Finance project manager | 180 000 |
| Head of transformation | 230 000 |
| Transformation finance manager | 185 000 |

Financial accounting

Permanent Roles

Avg. Base Salary (AUD)
For 12 months excl. superannuation

| Role | Avg. Base Salary (AUD) |
|------------------------------|------------------------|
| Assistant accountant | 75 000 |
| Financial accountant | 100 000 |
| Financial accounting manager | 140 000 |
| Fixed asset accountant | 85 000 |
| Graduate accountant | 65 000 |
| Group accountant | 135 000 |
| Head of financial accounting | 200 000 |
| Revenue accountant | 90 000 |
| Senior financial accountant | 120 000 |
| Systems accountant | 115 000 |
| Head of financial accounting | 200 000 |

Temporary Roles

| Role | Avg. Base Salary (AUD) |
|------------------------------|------------------------|
| Assistant accountant | 80 000 |
| Financial accountant | 105 000 |
| Financial accounting manager | 145 000 |
| Fixed asset accountant | 95 000 |
| Graduate accountant | 65 000 |
| Group accountant | 135 000 |
| Head of financial accountant | 200 000 |
| Revenue accountant | 95 000 |
| Senior financial accountant | 125 000 |
| Systems accountant | 120 000 |
| Head of financial accounting | 200 000 |

Regulatory accounting, policy & risk

Permanent Roles **Avg. Base Salary (AUD)**
For 12 months excl. superannuation

| | |
|---------------------------|---------|
| Risk & compliance manager | 150 000 |
| Risk analyst | 100 000 |
| Risk manager | 160 000 |
| Senior risk analyst | 130 000 |

Temporary Roles

| | |
|---------------------------|---------|
| Risk & compliance manager | 160 000 |
| Risk analyst | 110 000 |
| Risk manager | 160 000 |
| Senior risk analyst | 140 000 |

Financial director/CFO

Permanent Roles **Avg. Base Salary (AUD)**
For 12 months excl. superannuation

| | |
|----------------------------------|---------|
| Chief financial officer | 280 000 |
| Finance director/head of finance | 215 000 |
| Group financial controller | 205 000 |

Temporary Roles

| | |
|----------------------------------|---------|
| Chief financial officer | 300 000 |
| Finance director/head of finance | 220 000 |
| Group financial controller | 210 000 |

Commercial management, corporate development & strategy

Permanent Roles **Avg. Base Salary (AUD)**
For 12 months excl. superannuation

| | |
|--------------------|---------|
| Head of commercial | 220 000 |
|--------------------|---------|

Temporary Roles

| | |
|--------------------|---------|
| Head of commercial | 220 000 |
|--------------------|---------|

Tax accounting, analysis & management

Permanent Roles **Avg. Base Salary (AUD)**
For 12 months excl. superannuation

| | |
|-------------------------|---------|
| Graduate tax accountant | 65 000 |
| Senior tax accountant | 120 000 |
| Tax accountant | 95 000 |
| Tax analyst | 105 000 |
| Tax director | 210 000 |
| Tax manager | 150 000 |

Temporary Roles

| | |
|-------------------------|---------|
| Graduate tax accountant | 70 000 |
| Senior tax accountant | 125 000 |
| Tax accountant | 100 000 |
| Tax analyst | 115 000 |
| Tax director | 210 000 |
| Tax manager | 160 000 |

Treasury

Permanent Roles

| | |
|---------------------|---------|
| Treasury accountant | 115 000 |
| Treasury analyst | 110 000 |
| Treasury manager | 160 000 |

Temporary Roles

| | |
|---------------------|---------|
| Treasury accountant | 120 000 |
| Treasury analyst | 120 000 |
| Treasury manager | 160 000 |

Let's look at

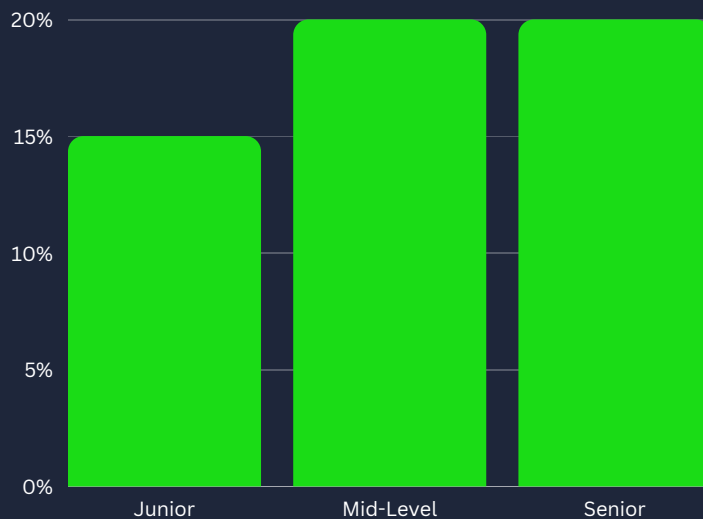
Human resources

Hiring trends

Commercial HR business partners are in high demand. More investment into DE&I has led to newly created roles in this area. Businesses are creating senior HR roles in companies that previously had a regional HR presence, and are now hiring locally in Australia.

Average salary increase

when switching jobs.



Compensation & benefits

Annual leave
A quarterly "wellness day" is now commonplace.

Incentives
HR leadership roles typically include a variable bonus of between 10-20%.

Other
Companies are increasingly giving candidates an allowance to spend on personal development.

Top hiring industries

- ✓ FMCG
- ✓ Technology
- ✓ Financial services

Skills in demand:

- ✓ Business partners
- ✓ Talent acquisition
- ✓ Diversity, equity and inclusion

Roles in demand:

- ✓ Resourcer
- ✓ Head of HR
- ✓ Organisational development

Remuneration & benefits

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------------------|--|
| Remuneration and benefits manager | 130 000 |
| Remuneration and benefits consultant | 110 000 |
| Remuneration and benefits specialist | 110 000 |
| Remuneration advisor | 90 000 |
| Temporary Roles | |
| Remuneration and benefits manager | 130 000 |
| Remuneration and benefits consultant | 110 000 |
| Remuneration and benefits specialist | 110 000 |
| Remuneration advisor | 90 000 |

Health & safety

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------|--|
| Senior WHS advisor | 90 000 |
| WHS advisor | 80 000 |
| WHS coordinator | 65 000 |
| WHS manager | 130 000 |
| Temporary Roles | |
| Senior WHS advisor | 90 000 |
| WHS advisor | 80 000 |
| WHS coordinator | 65 000 |
| WHS manager | 130 000 |

Organisational development

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---|--|
| Organisational development business partner | 90 000 |
| Organisational development manager | 110 000 |
| Diversity & inclusion manager | 120 000 |

Talent acquisition

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------------|--|
| Talent acquisition consultant | 95 000 |
| Talent acquisition partner | 110 000 |
| Talent acquisition specialist | 110 000 |
| Talent acquisition manager | 130 000 |
| Talent acquisition director | 200 000 |
| Temporary Roles | |
| Talent acquisition consultant | 95 000 |
| Talent acquisition partner | 110 000 |
| Talent acquisition specialist | 110 000 |
| Talent acquisition manager | 130 000 |
| Talent acquisition director | 200 000 |

Employee relations

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------------|--|
| Employee relations advisor | 90 000 |
| Employee relations specialist | 110 000 |
| Senior employee relations advisor | 120 000 |
| Temporary Roles | |
| Employee relations advisor | 90 000 |
| Employee relations specialist | 110 000 |
| Senior employee relations advisor | 120 000 |

Organisational development

| Temporary Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---|--|
| Organisational development business partner | 90 000 |
| Organisational development manager | 110 000 |
| Diversity & inclusion manager | 120 000 |

HR generalist

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------|--|
|-----------------|--|

| | |
|----------------------------|---------|
| HR coordinator | 65 000 |
| Senior HR coordinator | 85 000 |
| HR advisor | 90 000 |
| Senior HR advisor | 110 000 |
| HR business partner | 140 000 |
| Senior HR business partner | 160 000 |
| HR manager | 130 000 |
| Senior HR manager | 180 000 |
| HR general manager | 230 000 |
| HR director | 250 000 |

Temporary Roles

| | |
|----------------------------|---------|
| HR coordinator | 65 000 |
| Senior HR coordinator | 85 000 |
| HR advisor | 90 000 |
| Senior HR advisor | 110 000 |
| HR business partner | 140 000 |
| Senior HR business partner | 160 000 |
| HR manager | 130 000 |
| Senior HR manager | 180 000 |
| HR general manager | 230 000 |
| HR director | 250 000 |

Learning & development

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------|--|
|-----------------|--|

| | |
|------------------------------------|---------|
| Learning & development coordinator | 70 000 |
| Learning & development consultant | 100 000 |
| Senior training facilitator | 110 000 |
| Learning & development manager | 130 000 |
| Head of Learning & development | 150 000 |

Temporary Roles

| | |
|------------------------------------|---------|
| Learning & development coordinator | 70 000 |
| Learning & development consultant | 100 000 |
| Senior training facilitator | 110 000 |
| Learning & development manager | 130 000 |
| Head of Learning & development | 150 000 |

HRIS

| Role | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------|--|
|------|--|

| | |
|------------------------------|---------|
| HR systems trainer | 100 000 |
| HRIS consultant | 110 000 |
| Senior HRIS consultant | 125 000 |
| HR implementation specialist | 130 000 |

Let's look at

Legal

Hiring trends

There is a shortage of talent in private practice.

There has been an increase in transactional work, as economies move through the other side of the pandemic.

Average salary increase

when switching jobs.



Compensation & benefits



Healthcare

Employee well-being is prioritised, and pro bono opportunities are included as part of the package.



Incentives

Professional development allowance, and bonuses typically range from 10-15%.

Top hiring industries

- ✓ FMCG
- ✓ Property
- ✓ Energy & natural resources

Skills in demand:

- ✓ Stakeholder management
- ✓ Experience in Merger & Acquisition
- ✓ First-time mover from top-tier to in-house

Roles in demand:

- ✓ Legal counsel
- ✓ General counsel
- ✓ Senior legal counsel

ASX 100

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------------------|--|
| Company secretary (0-3 years) | 122 500 |
| Company secretary (3-5 years) | 152 500 |
| Company secretary (5-7 years) | 217 500 |
| Company secretary (7+ years) | 342 500 |
| In-house general counsel (0-3 years) | 282 500 |
| In-house general counsel (3-5 years) | 302 500 |
| In-house general counsel (5-7 years) | 325 000 |
| In-house general counsel (7+ years) | 437 500 |

Compliance (Big 4/International IB)

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------------|--|
| Compliance manager (0-3 years) | 97 500 |
| Compliance manager (3-5 years) | 122 500 |
| Compliance manager (5-7 years) | 145 000 |
| Compliance manager (7+ years) | 166 000 |
| Head of compliance (0-3 years) | 177 500 |
| Head of compliance (3-5 years) | 198 500 |
| Head of compliance (5-7 years) | 232 000 |
| Head of compliance (7+ years) | 277 500 |

Compliance (Midsize bank/asset manager)

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------------|--|
| Compliance manager (0-3 years) | 85 000 |
| Compliance manager (3-5 years) | 114 500 |
| Compliance manager (5-7 years) | 141 500 |
| Compliance manager (7+ years) | 159 500 |
| Head of compliance (0-3 years) | 149 000 |
| Head of compliance (3-5 years) | 170 000 |
| Head of compliance (5-7 years) | 215 000 |
| Head of compliance (7+ years) | 262 500 |

In-house - compliance counsel

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| In-house lawyer (0-3 years) | 100 000 |
| In-house lawyer (3-5 years) | 132 500 |
| In-house lawyer (5-7 years) | 155 000 |
| In-house lawyer (7+ years) | 197 500 |

In-house - financial services

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| In-house lawyer (0-3 years) | 107 500 |
| In-house lawyer (3-5 years) | 137 500 |
| In-house lawyer (5-7 years) | 165 000 |
| In-house lawyer (7+ years) | 217 500 |

In-house - energy/resources

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| In-house lawyer (0-3 years) | 100 000 |
| In-house lawyer (3-5 years) | 130 000 |
| In-house lawyer (5-7 years) | 160 000 |
| In-house lawyer (7+ years) | 220 000 |

In-house - manufacturing

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| In-house lawyer (0-3 years) | 90 000 |
| In-house lawyer (3-5 years) | 115 000 |
| In-house lawyer (5-7 years) | 137 500 |
| In-house lawyer (7+ years) | 175 000 |

In-house - media & entertainment

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| In-house lawyer (0-3 years) | 97 500 |
| In-house lawyer (3-5 years) | 110 000 |
| In-house lawyer (5-7 years) | 130 000 |
| In-house lawyer (7+ years) | 180 000 |

In-house - pharmaceutical, health & medical

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| In-house lawyer (0-3 years) | 92 500 |
| In-house lawyer (3-5 years) | 122 500 |
| In-house lawyer (5-7 years) | 152 500 |
| In-house lawyer (7+ years) | 185 000 |

In-house - property/construction

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| In-house lawyer (0-3 years) | 100 000 |
| In-house lawyer (3-5 years) | 127 500 |
| In-house lawyer (5-7 years) | 160 000 |
| In-house lawyer (7+ years) | 200 000 |

In-house - public sector

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| In-house lawyer (0-3 years) | 85 000 |
| In-house lawyer (3-5 years) | 110 000 |
| In-house lawyer (5-7 years) | 130 000 |
| In-house lawyer (7+ years) | 170 000 |

In-house - retail/FMCG

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| In-house lawyer (0-3 years) | 90 000 |
| In-house lawyer (3-5 years) | 122 500 |
| In-house lawyer (5-7 years) | 150 000 |
| In-house lawyer (7+ years) | 185 000 |

In-house - travel & transport

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| In-house lawyer (0-3 years) | 85 000 |
| In-house lawyer (3-5 years) | 120 000 |
| In-house lawyer (5-7 years) | 140 000 |
| In-house lawyer (7+ years) | 190 000 |

In-house - IT/telcos

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| In-house lawyer (0-3 years) | 97 500 |
| In-house lawyer (3-5 years) | 125 000 |
| In-house lawyer (5-7 years) | 157 500 |
| In-house lawyer (7+ years) | 210 000 |

Mid cap

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------------------|--|
| Company secretary (0-3 years) | 122 500 |
| Company secretary (3-5 years) | 142 500 |
| Company secretary (5-7 years) | 180 000 |
| Company secretary (7+ years) | 237 500 |
| In-house general counsel (0-3 years) | 237 500 |
| In-house general counsel (3-5 years) | 260 000 |
| In-house general counsel (5-7 years) | 290 000 |
| In-house general counsel (7+ years) | 362 500 |

SME

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------------------|--|
| Company secretary (0-3 years) | 102 500 |
| Company secretary (3-5 years) | 125 000 |
| Company secretary (5-7 years) | 152 500 |
| Company secretary (7+ years) | 195 000 |
| In-house general counsel (0-3 years) | 205 000 |
| In-house general counsel (3-5 years) | 227 500 |
| In-house general counsel (5-7 years) | 247 500 |
| In-house general counsel (7+ years) | 300 000 |

Private practice - boutique law firm

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------------------|--|
| Private practice - lawyer (0-3 years) | 75 000 |
| Private practice - lawyer (3-5 years) | 125 000 |
| Private practice - lawyer (5-7 years) | 160 000 |
| Private practice - lawyer (7+ years) | 172 500 |

Private practice - top tier law firm

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------------------|--|
| Private practice - lawyer (0-3 years) | 100 000 |
| Private practice - lawyer (3-5 years) | 150 000 |
| Private practice - lawyer (5-7 years) | 180 000 |
| Private practice - lawyer (7+ years) | 210 000 |

Private practice - mid tier law firm

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------------------|--|
| Private practice - lawyer (0-3 years) | 85 000 |
| Private practice - lawyer (3-5 years) | 135 000 |
| Private practice - lawyer (5-7 years) | 170 000 |
| Private practice - lawyer (7+ years) | 185 000 |

Let's look at

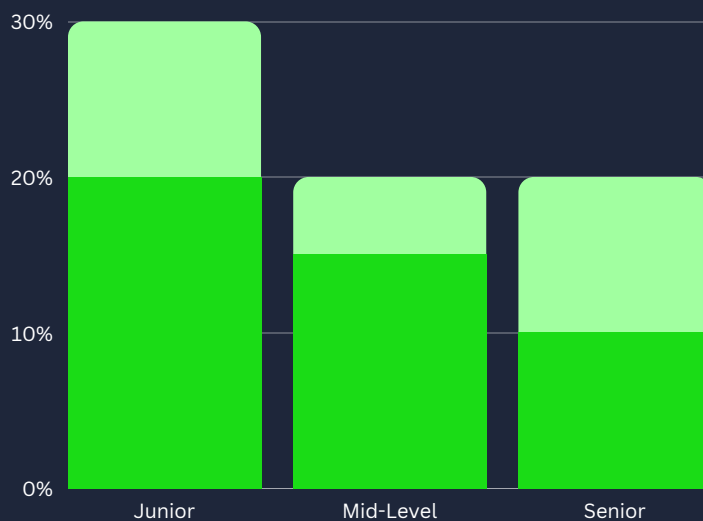
Marketing

Hiring trends

Customer experience (CX) transformation journey created a demand for CRM, marketing automation, segmentation and internal communications roles. Data continues to be the driving force behind any digital marketing strategy, with roles like Chief Growth Officer and CRO Lead, becoming more prevalent in the market. Events roles are making a big comeback across all industry levels. However, junior-level candidates are almost non-existent due to the lack of people coming into this space over the last three years.

Average salary increase

when switching jobs.



Top hiring industries

- ✓ Fintech
- ✓ Property
- ✓ Not for Profit

Skills in demand:

- ✓ Digital marketing
- ✓ Marketing strategy
- ✓ SEO

Roles in demand:

- ✓ Senior brand/product manager
- ✓ Marketing & communications manager
- ✓ Social media and PPC specialist

Account management

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------|--|
| Accounts director | 140 000 |
| Accounts manager | 80 000 |
| Junior accounts manager | 65 000 |
| Senior accounts manager | 120 000 |

Brand management

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------|--|
| Assistant brand manager | 75 000 |
| Mid brand manager | 100 000 |
| Brand manager | 120 000 |
| Senior brand manager | 130 000 |
| Head of brand | 180 000 |

Events/ sponsorship

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------|--|
| Events assistant | 80 000 |
| Events coordinator | 70 000 |
| Events specialist | 90 000 |
| Events manager | 110 000 |
| Senior events manager | 140 000 |
| Head of event management | 180 000 |

Marketing

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|----------------------------|--|
| Marketing coordinator | 97 500 |
| Marketing executive | 122 500 |
| Marketing specialist | 145 000 |
| Marketing manager | 166 000 |
| Senior marketing manager | 177 500 |
| Lead marketing manager | 198 500 |
| Director of marketing | 232 000 |
| Email marketing executive | 277 500 |
| Email marketing specialist | 100 000 |
| Email marketing manager | 125 000 |

Growth marketing

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| Growth marketing specialist | 100 000 |
| Growth marketing manager | 130 000 |
| Senior growth manager | 150 000 |
| Growth director | 200 000 |
| Head of growth marketing | 180 000 |

Campaign

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------|--|
| Campaign assistant | 70 000 |
| Campaign coordinator | 90 000 |
| Campaign specialist | 100 000 |
| Campaign executive | 120 000 |
| Campaign manager | 140 000 |
| Senior campaign manager | 150 000 |
| Head of campaigns | 170 000 |

Marketing

Social media/search

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------|--|
| Social media assistant | 80 000 |
| Social media coordinator | 90 000 |
| Social media executive | 80 000 |
| Social media specialist | 110 000 |
| Social media manager | 120 000 |
| Head of social | 140 000 |
| SEO specialist | 120 000 |
| SEO manager | 150 000 |
| Search specialist | 120 000 |
| Search strategist | 140 000 |
| SEM specialist | 120 000 |
| SEM manager | 150 000 |
| Head of search | 180 000 |

Communications

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------------|--|
| Communications assistant | 75 000 |
| Communications manager | 140 000 |
| Communications officer | 90 000 |
| Communications specialist | 80 000 |
| Community engagement manager | 140 000 |
| Community engagement officer | 90 000 |
| Senior communications manager | 160 000 |
| Lead communications manager | 160 000 |
| Head of communications | 180 000 |

PR/Media

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------------|--|
| Head of media | 120 000 |
| Public relations manager | 180 000 |
| Public relations specialist | 120 000 |
| Media specialist | 120 000 |
| Public affairs manager | 90 000 |
| Public relations director | 120 000 |
| Senior media manager | 140 000 |
| Senior public relations manager | 160 000 |
| Media director | 140 000 |
| Media specialist | 200 000 |

Content & copywriting

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------|--|
| Content producer | 80 000 |
| Senior content producer | 100 000 |
| Content lead | 120 000 |
| Content manager | 140 000 |
| Content writer | 140 000 |
| Senior content manager | 150 000 |
| Content coordinator | 75 000 |

Let's look at

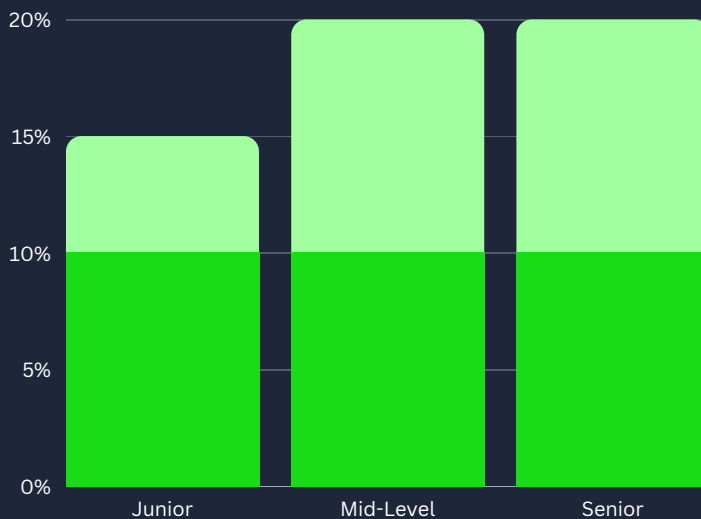
Mining, energy & natural resources

Hiring trends

While there is a continuous, high demand for temporary personnel, few candidates are available on the market, so companies have to create permanent positions to try and secure talent.

Average salary increase

when switching jobs.



Compensation & benefits



Working arrangements

Family-friendly rosters such as 8/6 or 7/7 are the most sought-after.



Incentives

Performance bonuses and sign-on bonuses, and share packages continue to be common perks.

Top hiring industries

- ✓ EPCM
- ✓ Mining services
- ✓ Mining operations

Skills in demand:

- ✓ Mining
- ✓ Surface mining
- ✓ Stakeholder engagement

Roles in demand:

- ✓ Project manager
- ✓ Mechanical engineer
- ✓ Automation & control system engineer

Mining, energy & natural resources

Commissioning & maintenance

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------|--|
| Maintenance planner | 140 000 |
| Temporary Roles | |
| Shutdown scheduler | 160 000 |
| Shutdown supervisor | 255 000 |

Engineering - mechanical

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|----------------------------|--|
| Junior mechanical engineer | 80 000 |
| Senior mechanical engineer | 180 000 |

Operations

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|----------------------|--|
| Head of operations | 325 000 |
| Temporary Roles | |
| Operations analyst | 100 000 |
| Reliability engineer | 185 000 |

Project management

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------|--|
| Senior project manager | 200 000 |
| Temporary Roles | |
| Project engineer | 145 000 |

Engineering - mining

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|----------------------------|--|
| Drill and blast engineer | 145 000 |
| Junior mine engineer | 90 000 |
| Senior engineer | 180 000 |
| Senior mining engineer | 220 000 |
| Temporary Roles | |
| Senior structural engineer | 170 000 |
| Water engineer | 125 000 |

Engineering - electrical

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|----------------------------|--|
| Electrical engineer | 145 000 |
| Electronic engineer | 80 000 |
| Engineer | 130 000 |
| Junior electrical engineer | 75 000 |
| Temporary Roles | |
| Senior electrical engineer | 180 000 |

Health, safety & environment quality

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| Inspection engineer manager | 150 000 |

Let's look at

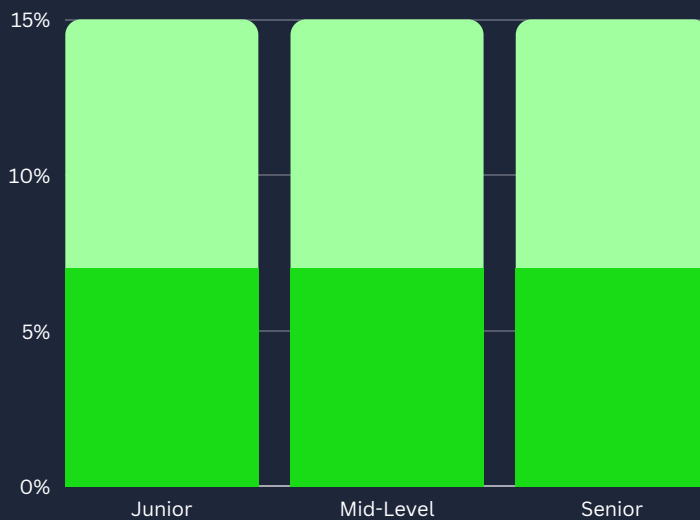
Office support

Hiring trends

Firms are cognisant that they have to move quickly during the interview process to secure the candidate they want. Firms are omitting skill assessments and psychometric tests from interview processes as these lead to candidates dropping off.

Average salary increase

when switching jobs.



Compensation & benefits



Working arrangements

Flexible work arrangements



Incentives

Superannuation at 12-16% instead of the standard 10.5% across private businesses, and bonuses comprising 10% of base salary are commonplace.



Other

Phone bills are covered by the company, with good technology tools provided

Top hiring industries

- ✓ Development
- ✓ Financial services
- ✓ Technology (Cloud/Software IT services)

Skills in demand:

- ✓ MS Office suite skills
- ✓ Prior admin experience
- ✓ Excellent communication

Roles in demand:

- ✓ Executive assistant
- ✓ Team assistant/coordinator
- ✓ Office administrator/all-rounder

Let's look at

Office support

Administrator

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------------|--|
| Administration assistant | 65 000 |
| Administration officer | 65 000 |
| Administration coordinator | 65 000 |
| Administrator | 65 000 |
| Administration manager | 82 500 |
| Business support coordinator | 65 000 |
| Business administrator | 65 000 |
| Data entry clerk | 60 000 |
| Data entry officer | 60 000 |
| Data administrator | 60 000 |

Office manager

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| Office assistant | 70 000 |
| Office coordinator | 70 000 |
| Office all rounder | 70 000 |
| Office administrator | 70 000 |
| Senior office administrator | 78 000 |
| Office manager | 90 000 |

Project administration

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------|--|
| Project administrator | 75 000 |
| Project coordinator | 70 000 |

Team secretary

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------|--|
| Team assistant | 80 000 |
| Team administrator | 80 000 |

Executive assistant

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|----------------------------|--|
| Junior executive assistant | 77 000 |
| Executive assistant | 95 000 |
| Senior executive assistant | 130 000 |
| Personal assistant | 90 000 |

Human resources (HR) admin

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------|--|
| HR administrator | 77 000 |

Legal secretary

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------|--|
| Junior legal assistant | 60 000 |
| Legal assistant | 70 000 |
| Senior legal assistant | 80 000 |
| Legal secretary | 70 000 |
| Paralegal | 60 000 |

Receptionist

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------------|--|
| Receptionist | 60 000 |
| Senior receptionist | 70 000 |
| Corporate receptionist | 70 000 |
| Senior corporate receptionist | 70 000 |

Sales administration

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------|--|
| Sales administrator | 65 000 |
| Senior sales coordinator | 70 000 |

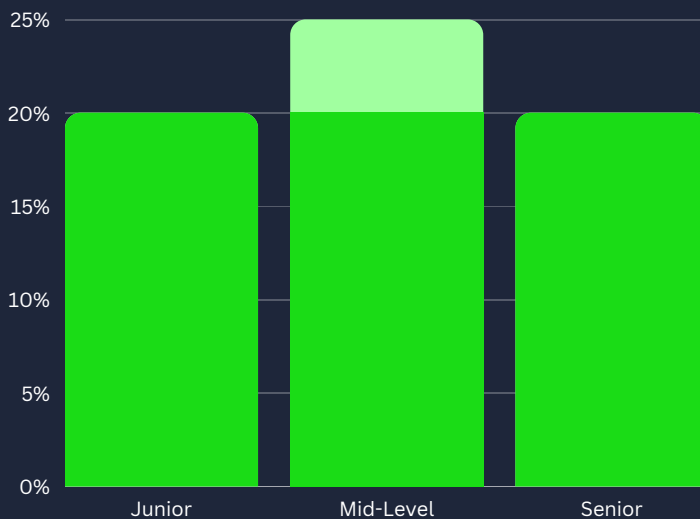
Let's look at

Procurement, supply chain & logistics

Hiring trends

The industry focuses on better Procure-To-Pay (P2P) and ERP implementation, allowing more seamless transactions. Both permanent and temporary positions are in high demand, especially for planning functions

Average salary increase when switching jobs.



Top hiring industries

- ✓ FMCG
- ✓ Technology
- ✓ Life sciences

Skills in demand:

- ✓ Negotiation
- ✓ Stakeholder engagement
- ✓ ERP & excel knowledge

Roles in demand:

- ✓ Logistics analyst
- ✓ Direct procurement
- ✓ Demand & supply planning

Procurement, supply chain & logistics

Logistics

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------------|--|
| Assistant warehouse manager | 90 000 |
| Dispatch coordinator | 65 000 |
| Distribution centre manager | 140 000 |
| Distribution centre supervisor | 95 000 |
| Expert coordinator | 80 000 |
| Fleet controller | 85 000 |
| Fleet manager | 115 000 |
| Freight coordinator | 85 000 |
| Freight manager | 150 000 |
| Freight operator | 70 000 |
| General manager | 220 000 |
| Import operator | 75 000 |
| Inventory controller | 90 000 |
| Inventory planner | 95 000 |
| Inventory supervisor | 85 000 |
| Logistics analyst | 90 000 |
| Logistics coordinator | 80 000 |
| Logistics manager | 140 000 |
| Operations coordinator | 60 000 |
| Operations manager | 140 000 |
| Operations supervisor | 95 000 |
| Shift manager | 110 000 |
| Shift supervisor | 90 000 |
| Transport compliance manager | 120 000 |

Logistics cont.

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------|--|
| Transport coordinator | 70 000 |
| Transport manager | 115 000 |
| Transport specialist | 70 000 |
| Transport supervisor | 90 000 |
| Warehouse manager | 110 000 |
| Warehouse supervisor | 95 000 |
| Temporary Roles | |
| Expert coordinator | 85 000 |
| Freight operator | 75 000 |
| Operations coordinator | 65 000 |
| Transport coordinator | 75 000 |
| Transport scheduler | 120 000 |
| Warehouse manager | 120 000 |
| Warehouse supervisor | 100 000 |
| Logistics coordinator | 85 000 |
| Inventory controller | 95 000 |
| Inventory planner | 95 000 |

Procurement management

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------------|--|
| Assistant procurement officer | 80 000 |
| Buyer | 115 000 |
| Buying assistant | 85 000 |
| Category manager | 155 000 |
| Category specialist | 120 000 |

Procurement, supply chain & logistics

Procurement management cont.

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------------|--|
| Contracts manager | 140 000 |
| Head of procurement | 240 000 |
| Procurement manager | 170 000 |
| Procurement officer | 90 000 |
| Procurement specialist | 110 000 |
| Purchasing officer | 75 000 |
| Senior buyer | 130 000 |
| Senior category manager | 170 000 |
| Senior contracts specialist | 120 000 |
| Senior procurement manager | 200 000 |
| Senior procurement officer | 105 000 |
| Senior procurement specialist | 120 000 |
| Senior purchasing officer | 85 000 |
| Sourcing coordinator | 80 000 |
| Sourcing manager | 150 000 |
| Sourcing specialist | 110 000 |
| Temporary Roles | Avg. interim day rate |
| Category manager | 800 |
| Category specialist | 650 |
| Contracts specialist | 750 |
| Contracts officer | 600 |
| Junior category manager | 700 |
| Junior procurement officer | 450 |
| Junior purchasing officer | 450 |
| Procurement administrator | 400 |

Procurement management cont.

| Temporary Roles | Avg. interim day rate |
|----------------------------|-----------------------|
| Procurement analyst | 450 |
| Procurement manager | 1000 |
| Procurement officer | 500 |
| Procurement specialist | 650 |
| Project manager | 1200 |
| Project officer | 700 |
| Senior contracts manager | 850 |
| Senior contracts officer | 600 |
| Senior procurement officer | 600 |
| Sourcing manager | 800 |
| Sourcing specialist | 650 |
| Tendering manager | 600 |

Supply chain management

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------|--|
| Demand analyst | 90 000 |
| Head of supply chain | 240 000 |
| Junior production planner | 90 000 |
| Materials manager | 130 000 |
| Operations manager | 150 000 |
| Planning coordinator | 75 000 |
| Planning manager | 150 000 |
| Production planner | 115 000 |
| Master scheduler | 105 000 |
| Demand planner | 110 000 |
| Senior demand planner | 130 000 |

Procurement, supply chain & logistics

Supply chain management cont.

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------|--|
| Supply chain analyst | 105 000 |
| Supply chain coordinator | 90 000 |
| Supply chain manager | 200 000 |
| Supply chain planner | 100 000 |
| Supply chain specialist | 110 000 |
| Supply planning manager | 160 000 |
| Supply chain director | 275 000 |
| Demand planning manager | 160 000 |
| S&OP / IBP manager | 175 000 |

| Temporary Roles | Avg. interim day rate |
|---------------------------|-----------------------|
| Demand analyst | 500 |
| Head of supply chain | 750 |
| Junior production planner | 350 |
| Materials manager | 550 |
| Operations manager | 650 |
| Planning coordinator | 450 |
| Planning manager | 550 |
| Production planner | 450 |
| Master scheduler | 450 |
| Demand planner | 500 |
| Senior demand planner | 600 |
| Supply chain analyst | 500 |
| Supply chain coordinator | 450 |

Supply chain management cont.

| Temporary Roles | Avg. interim day rate |
|-------------------------|-----------------------|
| Supply chain manager | 700 |
| Supply chain planner | 500 |
| Supply chain specialist | 500 |
| Supply planning manager | 650 |
| Supply chain director | 850 |
| Demand planning manager | 650 |
| S&OP / IBP manager | 700 |

Let's look at

Property & construction

Hiring trends

With commodity prices rising, there will be a concomitant increase in investment in resources and energy projects. With the recent change in the federal government, there will be an increased focus on renewables and construction projects.

Average salary increase

when switching jobs.



Compensation & benefits



Incentives

The increase in demand for top tier candidates is affecting salary negotiations.

Top hiring industries

- ✓ Retail
- ✓ Healthcare
- ✓ Transport & distribution

Skills in demand:

- ✓ Lease negotiation
- ✓ Property management
- ✓ Construction management

Roles in demand:

- ✓ Project engineer
- ✓ Construction manager
- ✓ Operations manager

Property & construction

Development manager

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------------|--|
| Development consultant | 87 000 |
| Development analyst | 81 500 |
| Assistant development manager | 97 000 |
| Development manager | 181 000 |
| Senior development manager | 197 000 |
| Development director | 289 000 |
| Site supervisor | 76 000 |

Property development & consultancy

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------------|--|
| Business development consultant | 63 000 |
| General manager | 210 000 |

Maintenance & quality

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------|--|
| Electrician | 68 000 |

Maintenance

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------------------|--|
| Maintenance coordinator | 71 000 |
| Mechanical fitter | 84 000 |
| Occupational safety & health manager | 168 000 |

Project manager

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------------|--|
| Assistant acquisitions manager | 81 500 |
| Acquisitions manager | 184 000 |
| Senior acquisitions manager | 205 000 |
| Assistant asset manager | 123 500 |
| Asset manager | 131 000 |
| Senior asset manager | 194 000 |
| Property analyst | 81 500 |
| Property officer | 92 000 |
| Property manager | 121 000 |
| Senior property manager | 139 000 |
| Facilities coordinator | 79 000 |
| Facilities engineer | 94 500 |
| Facilities project manager | 100 000 |
| Facilities manager | 115 500 |
| Senior facilities manager | 131 500 |
| Facilities operations manager | 157 500 |
| Assistant leasing executive | 81 500 |
| Leasing manager | 126 000 |
| Senior leasing manager | 134 000 |
| Portfolio manager | 157 500 |
| Senior portfolio manager | 194 500 |
| Assistant project manager | 84 000 |
| Project coordinator | 94 500 |
| Project manager | 136 500 |
| Senior project manager | 226 000 |
| Building manager | 84 000 |

Project manager cont.

| Permanent Roles | Avg. Base Salary (AUD) <small>For 12 months excl. superannuation</small> |
|---------------------------------|---|
| Service manager | 157 500 |
| State operation manager | 152 500 |
| Head of maintenance | 105 000 |
| Temporary Roles | |
| Asset manager | 142 000 |
| Property administrator | 76 000 |
| Property officer | 79 000 |
| Property coordinator | 84 000 |
| Property manager | 142 000 |
| Junior facilities administrator | 55 000 |
| Facilities coordinator | 94 500 |
| Facilities manager | 97 000 |
| Facilities engineer | 126 000 |
| Facilities services officer | 76 000 |
| Project manager | 121 000 |
| Portfolio manager | 155 000 |
| Senior planning officer | 236 500 |

Architecture/ design

| Permanent Roles | Avg. Base Salary (AUD) <small>For 12 months excl. superannuation</small> |
|--------------------------|---|
| Estimator | 81 500 |
| Architectural drafter | 97 000 |
| Architectural technician | 105 000 |
| Design manager | 79 000 |
| Senior design manager | 84 000 |
| Senior interior designer | 131 500 |
| Senior quantity surveyor | 168 000 |
| Contracts administrator | 92 000 |
| Temporary Roles | |
| Architectural drafter | 86 500 |
| Industrial designer | 157 500 |

Let's look at

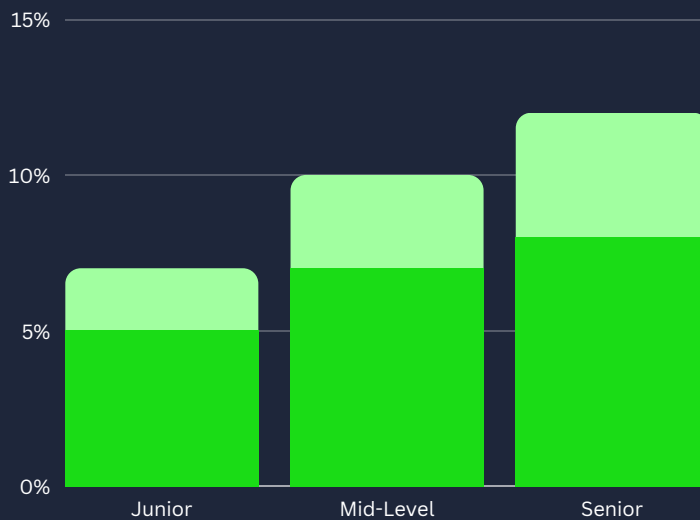
Sales

Hiring trends

Business development skills and the ability to source new customers are highly valued. Clients are reluctant to hire candidates from one or two rounds of interviews; there are usually additional screening processes and more rounds of interviews required before an offer is made.

Average salary increase

when switching jobs.



Compensation & benefits



Working arrangements

Hybrid and WFH arrangements are key negotiating factors for sales candidates. Remote working options are also more common for companies with a global presence.



Incentives

Companies are moving to a higher-bonus or uncapped commission model to incentivise business development, and bonuses for signing on and completing probation are becoming more common.

Top hiring industries

- ✓ Technology (cloud & software)
- ✓ Healthcare & life sciences
- ✓ Consumer FMCG

Skills in demand:

- ✓ Business development
- ✓ Client relations
- ✓ Industry & product knowledge

Roles in demand:

- ✓ Business development manager
- ✓ Account manager
- ✓ Sales manager

Key account management

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--|--|
| Business services - account manager | 100 000 |
| Consumer - accounts director | 150 000 |
| Consumer - assistant category manager | 100 000 |
| Consumer - category analyst | 80 000 |
| Consumer - category manager | 115 000 |
| Media & agency - account manager | 95 000 |
| Media & agency - business development manager | 110 000 |
| Media & agency - digital sales consultant | 85 000 |
| Media & agency - head of sales | 170 000 |
| Media & agency - junior account manager | 70 000 |
| Media & agency - sales manager | 135 000 |
| Media & agency - senior business development manager | 125 000 |
| Property - key account manager | 95 000 |
| Technology & telecom - account director | 180 000 |
| Technology & telecom - account executive | 95 000 |
| Technology & telecom - account manager | 110 000 |
| Technology & telecom - key account manager | 150 000 |

Business development

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--|--|
| Business services - business development executive | 120 000 |
| Business services - business development manager | 180 000 |
| Business services - senior business development manager | 120 000 |
| Consumer - business development executive | 120 000 |
| Consumer - business development manager | 90 000 |
| Financial services - business development manager | 120 000 |
| Not for profit - business development manager | 140 000 |
| Not for profit - philanthropy manager | 160 000 |
| Not for profit - relationship manager | 140 000 |
| Not for profit - senior business manager | 200 000 |
| Property - business development executive | 85 000 |
| Property - business development manager | 100 000 |
| Technology & telecom - business development manager | 100 000 |
| Technology & telecom - general manager | 260 000 |
| Technology & telecom - senior business development manager | 140 000 |

GP sales

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---|--|
| Healthcare - medical devices - business development manager | 140 000 |
| Healthcare - medical devices - business unit director | 240 000 |
| Healthcare - medical devices - business unit manager | 200 000 |
| Healthcare - medical devices - general manager | 260 000 |
| Healthcare - medical devices - managing director | 300 000 |
| Healthcare - medical devices - national sales director | 220 000 |
| Healthcare - medical devices - national sales manager | 180 000 |
| Healthcare - medical devices - regional sales manager | 150 000 |
| Healthcare - medical devices - state sales manager | 150 000 |
| Healthcare - medical devices - territory manager | 100 000 |
| Healthcare - pharmaceutical - general manager | 260 000 |
| Healthcare - pharmaceutical - GP sales | 95 000 |
| Healthcare - pharmaceutical - hospital sales representative | 110 000 |
| Healthcare - pharmaceutical - key account manager | 130 000 |
| Healthcare - pharmaceutical - managing director/country manager | 300 000 |
| Healthcare - pharmaceutical - national sales director | 180 000 |
| Healthcare - pharmaceutical - national sales manager | 140 000 |
| Healthcare - pharmaceutical - regional/state sales manager | 130 000 |

GP sales

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---|--|
| Business services - relationship management | 120 000 |
| Business services - sales executive | 85 000 |
| Business services - sales director | 210 000 |

Sales/account management

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--|--|
| Consumer - field sales manager | 90 000 |
| Consumer - general manager | 250 000 |
| Consumer - head of category | 190 000 |
| Consumer - junior territory manager | 75 000 |
| Consumer - key account manager | 110 000 |
| Consumer - national account executive | 100 000 |
| Consumer - national account manager | 120 000 |
| Consumer - national business development manager | 120 000 |
| Consumer - national business manager | 180 000 |
| Consumer - national field sales manager | 150 000 |
| Consumer - sales director | 220 000 |
| Consumer - sales manager | 130 000 |
| Consumer - senior category manager | 140 000 |
| Consumer - senior national account manager | 150 000 |
| Consumer - senior territory manager | 100 000 |
| Consumer - state account manager | 120 000 |
| Consumer - state sales manager | 130 000 |
| Consumer - territory manager | 80 000 |

Sales/account management cont.

| Permanent Roles | Avg. Base Salary (AUD) <small>For 12 months excl. superannuation</small> |
|--|---|
| Financial services - account manager | 100 000 |
| Financial services - relationship manager | 100 000 |
| Financial services - sales director | 220 000 |
| Financial services - senior sales consultant | 120 000 |
| Industrial - account executive | 90 000 |
| Industrial - account manager | 110 000 |
| Industrial - business development manager | 125 000 |
| Industrial - country manager | 270 000 |
| Industrial - field sales manager | 130 000 |
| Industrial - general manager | 260 000 |
| Industrial - key account manager | 140 000 |
| Industrial - national account manager | 150 000 |
| Industrial - sales consultant | 95 000 |
| Industrial - sales engineer | 110 000 |
| Industrial - sales executive | 90 000 |
| Industrial - sales manager | 150 000 |
| Industrial - sales representative | 80 000 |
| Industrial - senior business development manager | 130 000 |
| Industrial - state manager | 160 000 |
| Industrial - territory manager | 100 000 |

Sales/account management cont.

| Permanent Roles | Avg. Base Salary (AUD) <small>For 12 months excl. superannuation</small> |
|---|---|
| Property - sales consultant | 90 000 |
| Property - state manager | 130 000 |
| Technology & telecom - sales director | 250 000 |
| Technology & telecom - sales executive | 90 000 |
| Technology & telecom - sales manager | 160 000 |
| Technology & telecom - sales representative | 80 000 |

Let's look at

Technology

Hiring trends

Demand remains high in the realm of cloud engineering and back-end development. A talent shortage has increased salaries dramatically over the past year. Cyber security professionals are in demand due to increased hybrid work arrangements, online transactions and continued investment into e-commerce.

Average salary increase

when switching jobs.



Compensation & benefits



Working arrangements

Flexible working arrangements.



Incentives

Increased in both short- and long-term incentives, and increased salaries and day rates.



Other

More investment in learning, development and education, Improved tools of the trade.

Top hiring industries

- ✓ Retail
- ✓ Public sector
- ✓ Technology/SaaS/digital

Skills in demand:

- ✓ Cyber security
- ✓ Cloud services
- ✓ Back-end development

Roles in demand:

- ✓ Cyber security
- ✓ Cloud engineering
- ✓ Development

Data analysis & development

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|----------------------------|--|
| Data analyst | 120 000 |
| Data engineer | 160 000 |
| Insights analyst | 110 000 |
| Reporting analyst | 100 000 |
| Senior data analyst | 160 000 |
| Senior data scientist | 180 000 |
| Senior insights analyst | 140 000 |
| Temporary Roles | |
| Business analyst | 500 |
| Data analyst | 750 |
| Process analyst | 350 |
| Senior business analyst | 550 |
| Systems analyst | 650 |
| Technical business analyst | 450 |

IT architecture

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------|--|
| Architect manager | 250 000 |
| Consulting architect | 250 000 |
| Enterprise architect | 230 000 |
| Information architect | 220 000 |
| Solutions architect | 210 000 |
| Technical architect | 220 000 |
| Temporary Roles | |
| Infrastructure architect | 200 000 |
| Mobility architect | 200 000 |
| Solutions architect | 220 000 |

Applications support

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------------|--|
| Application administrator | 90 000 |
| Application engineer | 110 000 |
| Application support | 75 000 |
| Application support manager | 140 000 |
| Application support specialist | 140 000 |
| Software engineer | 90 000 |
| Support analyst | 140 000 |
| Systems analyst | 90 000 |
| Systems support analyst | 100 000 |
| Team lead | 120 000 |
| Temporary Roles | |
| Application specialist | 140 000 |
| Application support engineer | 110 000 |
| Application support technician | 95 000 |

Applications support

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------------|--|
| BI analyst | 110 000 |
| BI consultant | 140 000 |
| BI developer | 140 000 |
| BI manager | 190 000 |
| Data engineer | 160 000 |
| Data warehouse developer | 140 000 |
| Database administrator | 130 000 |
| Senior BI developer | 140 000 |
| Senior data warehouse developer | 160 000 |
| Senior database administrator | 145 000 |

Technology

Applications support cont.

| Temporary Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------|--|
| BI consultant | 190 000 |
| BI developer | 200 000 |
| Database developer | 180 000 |
| Senior BI analyst | 180 000 |
| Senior developer | 200 000 |
| Technical analyst | 160 000 |

IT leadership

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------------|--|
| Chief Technology Officer | 350 000 |
| Head of Technology | 270 000 |
| IT Director | 250 000 |
| IT Manager | 180 000 |
| IT Trainer | 130 000 |

IT management

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|--------------------|--|
| Operations manager | 200 000 |
| Senior IT manager | 190 000 |
| Temporary Roles | |
| Operations manager | 250 000 |
| Technical manager | 230 000 |

Project & programme management

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------|--|
| Delivery manager | 160 000 |
| General manager | 250 000 |
| Head of delivery | 230 000 |
| IT business partner | 250 000 |
| Change manager | 190 000 |
| Program manager | 220 000 |
| Project manager | 180 000 |
| Senior project manager | 200 000 |
| Temporary Roles | |
| Delivery manager | 200 000 |
| IT business partner | 250 000 |
| Change manager | 220 000 |
| Implementation manager | 180 000 |
| Junior project manager | 160 000 |
| PMO coordinator | 120 000 |
| PMO manager | 220 000 |
| Portfolio manager | 260 000 |
| Program coordinator | 90 000 |
| Project coordinator | 120 000 |
| Project manager | 200 000 |
| Project officer | 100 000 |
| Senior project manager | 220 000 |
| Technical project manager | 220 000 |
| Senior project manager | 200 000 |
| Technical project manager | 207 500 |

Infrastructure

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------------|--|
| Infrastructure administrator | 110 000 |
| Infrastructure engineer | 130 000 |
| Infrastructure manager | 175 000 |
| Infrastructure support engineer | 95 000 |
| Technical specialist | 130 000 |
| Temporary Roles | |
| Infrastructure engineer | 140 000 |
| Infrastructure support officer | 80 000 |
| Systems support | 90 000 |

Network

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|----------------------------|--|
| Network/ security engineer | 160 000 |
| Network engineer | 140 000 |
| Senior network engineer | 160 000 |
| Senior systems engineer | 140 000 |
| Systems administrator | 120 000 |
| Systems engineer | 130 000 |
| Temporary Roles | |
| Network administrator | 130 000 |
| Network engineer | 160 000 |
| Senior network engineer | 180 000 |
| Senior systems engineer | 170 000 |
| Support engineer | 120 000 |

Security

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-------------------------|--|
| Senior security analyst | 170 000 |
| Security analyst | 140 000 |
| Security consultant | 200 000 |
| Temporary Roles | |
| Security administrator | 120 000 |
| Security analyst | 180 000 |
| Security engineer | 180 000 |

Engineering design, R&D

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------------|--|
| Application developer | 140 000 |
| Back end developer | 140 000 |
| Developer | 140 000 |
| Development manager | 200 000 |
| Development team lead | 180 000 |
| Front end developer | 130 000 |
| Full stack developer | 150 000 |
| Junior developer | 100 000 |
| Senior application developer | 160 000 |
| Senior developer | 160 000 |
| Senior front end developer | 150 000 |
| Senior full stack developer | 160 000 |
| Software developer | 140 000 |
| Software engineer | 140 000 |
| Temporary Roles | |
| Back end developer | 200 000 |
| CRM developer | 200 000 |

Engineering design, R&D cont.

| Temporary Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------------|--|
| Developer | 200 000 |
| Front end developer | 180 000 |
| Mobile developer | 200 000 |
| Senior application developer | 200 000 |
| Senior developer | 200 000 |
| Senior full stack developer | 220 000 |
| Senior mobile developer | 210 000 |
| Senior web developer | 160 000 |
| Software developer | 160 000 |
| Software engineer | 160 000 |
| Web developer | 140 000 |

IT systems & testing

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|---------------------------------|--|
| Automation test engineer | 130 000 |
| System tester | 110 000 |
| Test analyst | 130 000 |
| Test coordinator | 110 000 |
| Temporary Roles | |
| Automation test engineer | 180 000 |
| Senior automation test engineer | 180 000 |
| Senior test analyst | 180 000 |
| Test analyst | 170 000 |
| Test lead | 180 000 |
| Tester | 150 000 |

Digital/ web design

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|----------------------------|--|
| Head of mobile development | 157 500 |
| Mobile developer | 107 500 |
| Senior web developer | 120 000 |
| Web developer | 100 000 |

IT support

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|-----------------------------|--|
| Desktop support analyst | 85 000 |
| Desktop support engineer | 90 000 |
| Help desk analyst | 70 000 |
| Help desk support | 65 000 |
| IT support administrator | 95 000 |
| IT support analyst | 75 000 |
| IT support officer | 75 000 |
| Senior service desk analyst | 85 000 |
| Service desk analyst | 70 000 |
| Service desk engineer | 75 000 |
| Technical support analyst | 70 000 |
| Technical support officer | 70 000 |

Cloud/ DevOps

| Permanent Roles | Avg. Base Salary (AUD) For 12 months excl. superannuation |
|------------------------|--|
| Cloud administrator | 130 000 |
| Cloud engineer | 140 000 |
| Senior cloud engineer | 160 000 |
| DevOps engineer | 160 000 |
| Senior DevOps engineer | 180 000 |

Let's look at

Technology

IT support cont.

| Temporary Roles | Avg. Base Salary (AUD) <small>For 12 months excl. superannuation</small> |
|-----------------------------|---|
| Desktop support | 85 000 |
| Desktop support analyst | 85 000 |
| Desktop support engineer | 90 000 |
| Help desk analyst | 75 000 |
| Help desk support | 75 000 |
| Help desk officer | 75 000 |
| Help desk specialist | 80 000 |
| IT support analyst | 80 000 |
| IT support engineer | 85 000 |
| IT support officer | 70 000 |
| Senior desktop support | 85 000 |
| Senior service desk analyst | 95 000 |
| Service desk analyst | 75 000 |
| Service desk officer | 75 000 |
| Technical support | 75 000 |



Empowering your career journey

Find the right career path with confidence

In conclusion, the HudsonJones Salary Guide empowers you with insights and strategies to navigate the dynamic 2023 job market. It's a journey filled with opportunities for growth, provided you equip yourself with knowledge and embrace the evolving landscape. Know your worth, make informed decisions, and embark on a fulfilling career path with confidence.

Know your worth

Prioritise understanding your market value through research and preparation before entering salary negotiations.

Graceful resignations

If you find yourself in a situation lacking growth or perpetually burnt out, consider crafting an exit strategy that preserves professional relationships.

Future-ready skills

Adapt to the evolving job landscape by acquiring crucial skills. An astounding 85% of Australian employers prefer upskilling and reskilling existing employees over hiring new talent.

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