



Salary Guide

2023/24

for employers

Navigating the 2023 Employment
Landscape

hudsonjones
recruitment group



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Welcome to the HudsonJones Salary Guide for job seekers



Your trusted resource of salary references that spans diverse industries and job functions, including Finance, Technology, Human Resources, Engineering, Sales, and more.



In today's dynamic employment landscape, this report is your compass, aiding informed decision-making throughout the hiring process.

Our salary data derives from a comprehensive network within Australia, incorporating job advertisements, placements, and salary projections for the year 2023. We are committed to delivering up-to-date, reliable insights to steer your talent acquisition and retention strategies.

Australia's workforce outlook

National trends

In 2023, salary trends in Australia are undergoing unprecedented pressures driven by inflation and a fiercely competitive candidate market. Businesses are sparing no effort to attract and retain top talent as skills shortages persist across various industries. These shortages not only hinder critical projects but also impact product quality and customer service, causing financial setbacks.

The candidate-driven market has led to a surge in turnover rates, with 82% of employers noting increased competition for qualified talent compared to 2022. To alleviate this pressure, companies are urged to consider potential over experience and invest in internal training and professional development.

Hiring Continues Despite Recession Fears

Remarkably, despite looming recession fears and global uncertainties, Australia's job market remains robust. Many candidates are exploring new roles, prompting companies to focus on maintaining headcount and filling vacancies. Multinationals may face hiring freezes at headquarters, impacting Australian offices.

To address these challenges, 63% of employers are leveraging contract employees, offering both specialised skills and the flexibility to extend employment if necessary. It's clear that despite economic uncertainty, companies are resolute in their commitment to workforce expansion.



Beyond the numbers

Skills Shortages: A Looming Challenge

Even with increased skilled migration and automation adoption, nearly nine out of ten employers are grappling with skills shortages. While headcount expansion plans signal resilience, there is growing concern over a potential skills recession. The shortage is predicted to persist into the 2030s, necessitating long-term strategies to safeguard operations and growth.

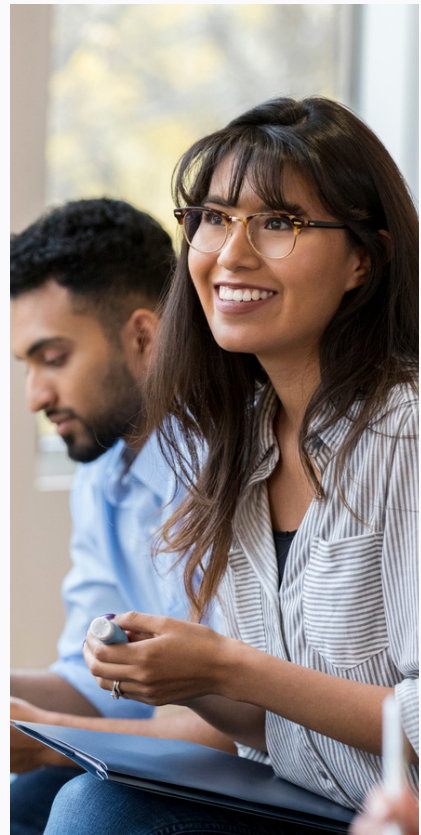
The Role of Salaries and the 'Emotional Salary'

Salaries remain pivotal in attracting and retaining talent, but it's essential to consider the broader 'emotional salary.' This encompasses benefits, work-life balance, upskilling opportunities, and personal fulfilment. In a market where active jobseekers are in the minority, fostering a positive workplace culture that values employee well-being and growth is imperative for enhanced performance.

High Employee Turnover in Uncertain Times

Despite the uncertainties wrought by the COVID-19 pandemic, employee turnover rates remain high. Our Talent Trends 2022 survey revealed that 51% of respondents have spent less than two years in their current roles, with 56% across all demographics planning to explore new career prospects.

Salary still tops the list of motivators for job seekers, but with an annual inflation rate of 7.8%, companies should consider both monetary and non-monetary strategies to improve talent retention.



Employee Experience: A Key Differentiator

Investing in an exceptional employee experience is critical. Policies and practices should be tailored to each stage of the employee lifecycle, from interviews and onboarding to performance reviews. A pleasant interview experience, effective onboarding, and recognition during performance reviews all contribute to employee satisfaction and retention.

Let's look at

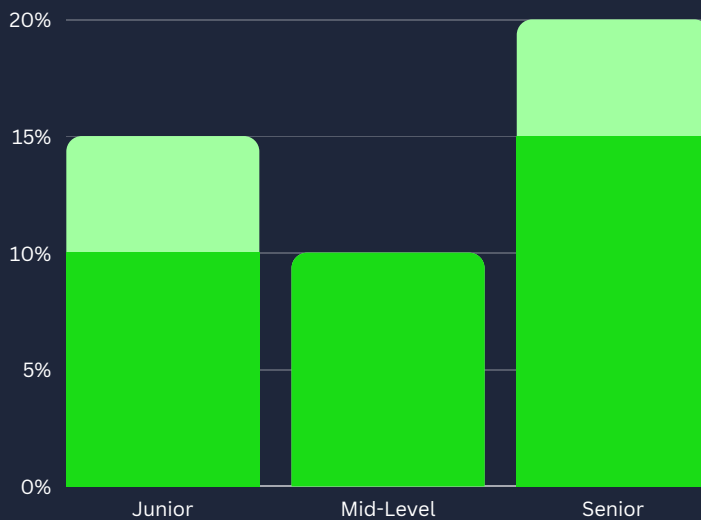
Customer service

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

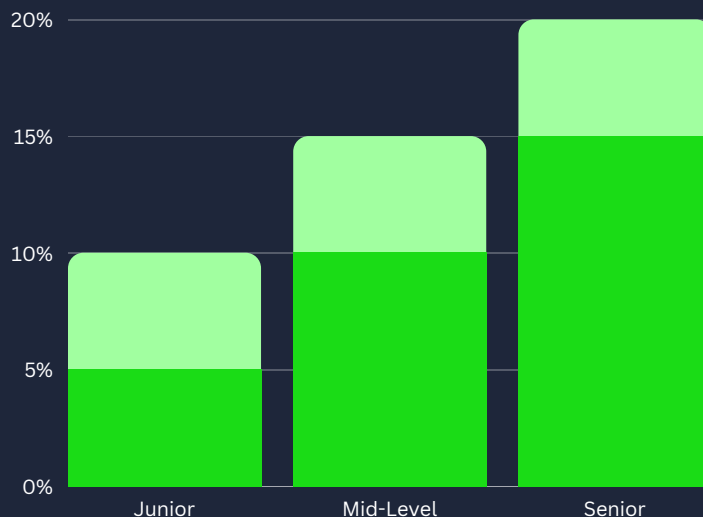
Engineering & manufacturing

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
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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
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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

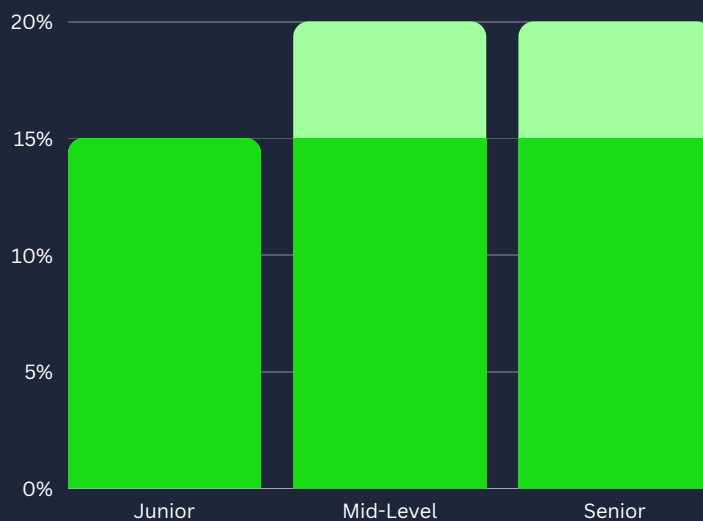
Finance & accounting

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

Temporary Roles

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
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Temporary Roles

Head of commercial	220 000
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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

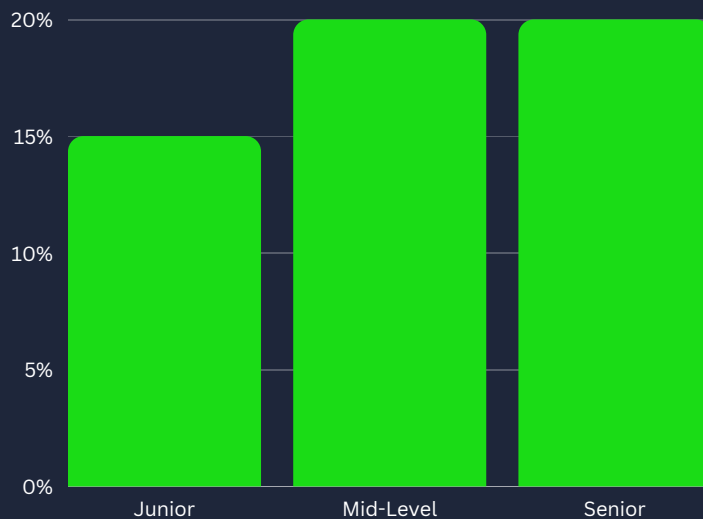
Human resources

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

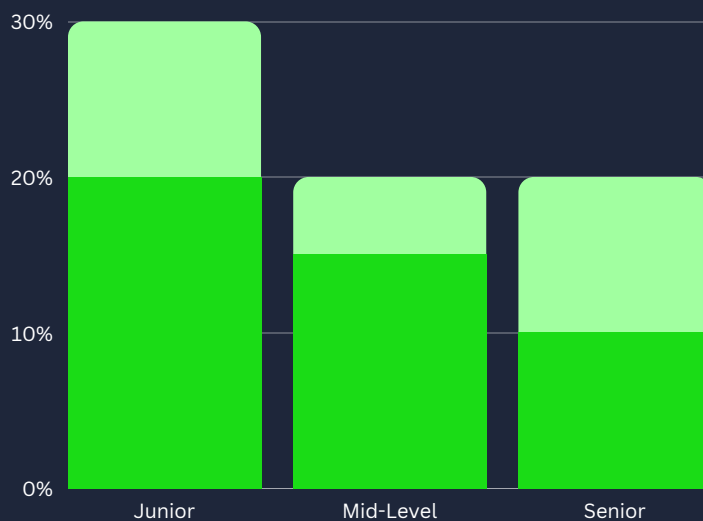
Marketing

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

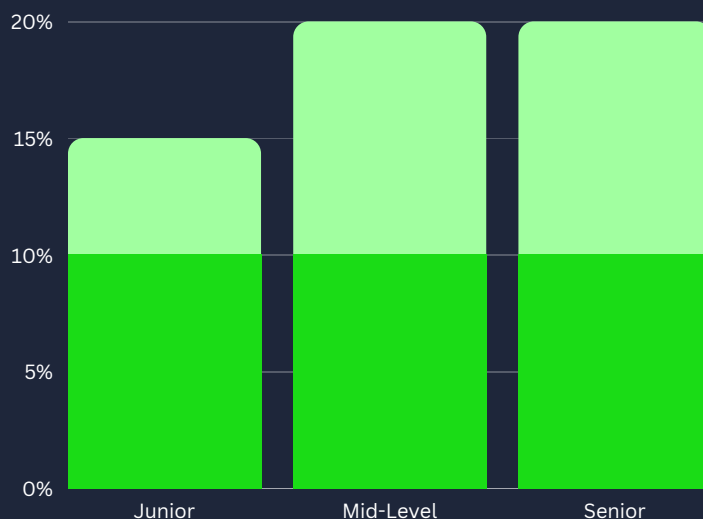
Mining, energy & natural resources

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

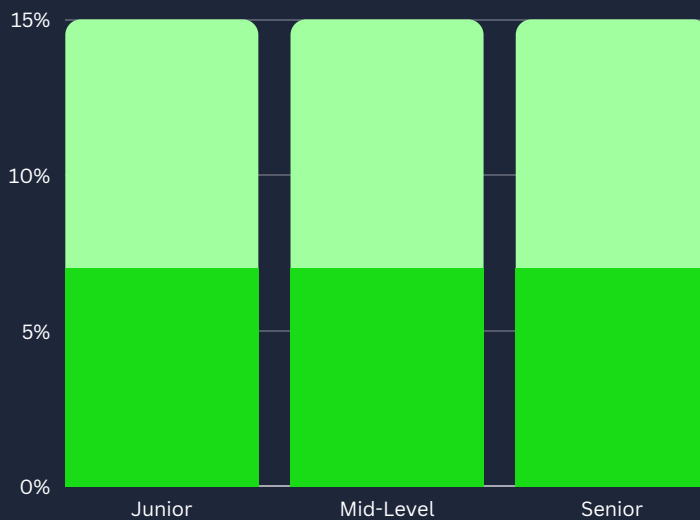
Office support

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

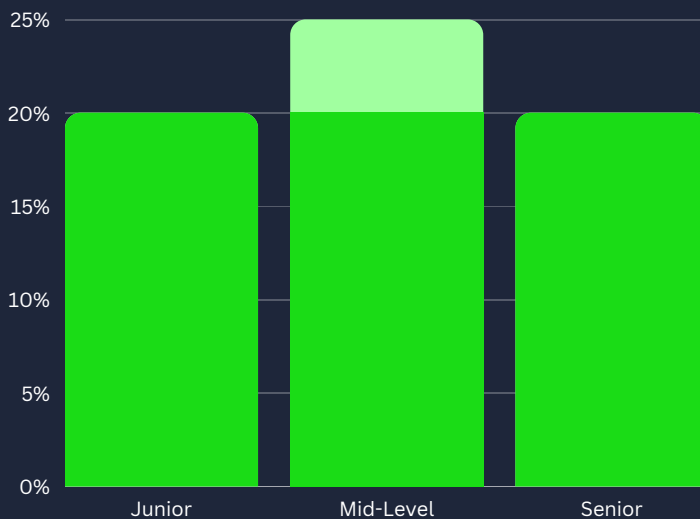
Let's look at

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) For 12 months excl. superannuation
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) For 12 months excl. superannuation
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

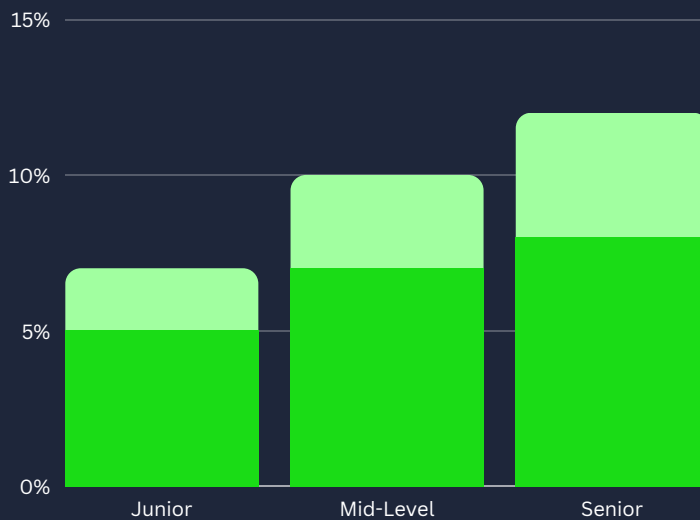
Sales

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) For 12 months excl. superannuation
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) For 12 months excl. superannuation
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

Technology

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



Navigating hiring challenges

Find the right people to build your business

In 2023, the Australian job market is characterised by intense competition for talent, persistent skills shortages, and evolving employee preferences. This Salary Guide arms you with the insights needed to navigate these challenges, reminding you to look beyond the numbers and invest in both financial and emotional rewards to secure and retain top talent. In an extended skills recession, a holistic approach to talent management is your path to success.

Flexible staffing

With an extensive reach and a deep pool of diverse talent, we connect businesses with the perfect candidates, streamlining the search for excellence.

Solutions for every business

Whether you're a startup seeking fresh talent or a large corporation looking for seasoned professionals, we're here to make the recruitment journey smoother.

Diversity-driven talent

Access to impressive senior candidates whose skills, work styles, and career goals are aligned with yours.

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Partner with the right people

Tailored talent solutions for all industries

Whether you're looking for the perfect job or the ideal candidate, we're here to deliver. With over 30 years of experience in the recruitment industry, we know how to find exactly what you're looking for.

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