



# Salary Guide

# 2024/25

for employers

Navigating the 2025 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 2025. We are committed to delivering up-to-date, reliable insights to steer your talent acquisition and retention strategies.

# Australia's workforce outlook

## National trends

According to current data, the Australian workforce outlook for 2025 indicates a continued strong labor market with high participation rates, but employers will still face challenges in attracting and retaining skilled talent. Sectors particularly affected include healthcare, construction, manufacturing, and renewable energy.

With multiple industries vying for qualified workers, employers may need to offer competitive salaries and benefits to attract top candidates.

## A year of optimism and action for employers

After years of navigating uncertainty and challenges, the Australian job market is entering a year of action. The pressures of skills shortages are beginning to ease, with a pipeline of talented professionals emerging across various industries. However, employers cannot afford to be complacent. In this competitive landscape, attracting top talent requires more than just offering a competitive salary. Organisations must focus on refining their employer value proposition by fostering a strong workplace culture, emphasising flexibility, and providing clear career growth opportunities.



Let's look at

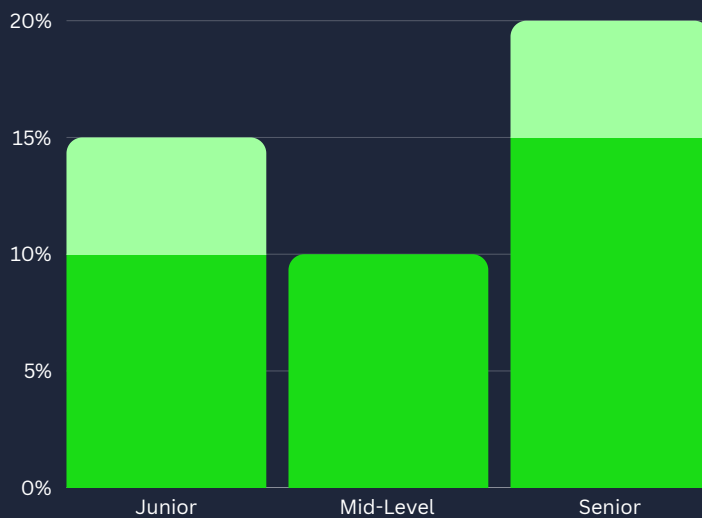
# Customer service

## Hiring trends

Chiring in customer service is focused on professionals adept at handling omnichannel support and enhancing the customer experience. Roles prioritising digital communication and CRM technology are in high demand as businesses aim to streamline client interactions.

## 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 & Sales

Role	Avg. Base Salary (AUD) For 12 months excl. superannuation
Business Development Executive	65,000
Client Services Coordinator	65,000
Contact Centre Representative	65,000
Customer Support Specialist	65,000
Sales Administrator	65,000
Sales Consultant	65,000
Account Executive	70,000
Customer Service Representative	70,000
Field Collections Officer	70,000
Sales Representative	70,000
Account Manager	75,000
Client Relationship Manager	75,000
Team Support Manager	75,000
Partner Success Manager	80,000

## Call Centre & Customer Service

Role	Avg. Base Salary (AUD) For 12 months excl. superannuation
Customer Service Specialist	60,000
Client Service Associate	60,000
Customer Resolutions Officer	60,000
Junior Customer Service Representative	60,000
Lead Generation Consultant	60,000
Sales Consultant	60,000
Customer Service Consultant	62,000
Customer Care Consultant	65,000
Customer Care Representative	65,000
Customer Care Specialist	65,000
Customer Support Officer	65,000
Member Services Consultant	65,000
Customer Support Officer	65,000
Member Services Consultant	65,000

## Supervisors & Team Leaders

Role	Avg. Base Salary (AUD) For 12 months excl. superannuation
Senior Customer Service Representative	70,000
Quality Assurance (QA) Team Leader	75,000
Sales Support Team Leader	90,000
Customer Service Supervisor	95,000
Customer Service Team Leader	95,000
Customer Support Team Leader	95,000

## Supervisors & Team Leaders

Role	Avg. Base Salary (AUD) For 12 months excl. superannuation
Sales Manager	95,000
Contact Centre Manager	110,000
Senior Claims Officer	110,000
Customer Service Manager	120,000
Director of Customer Service	190,000
Head of Customer Service	210,000

Let's look at

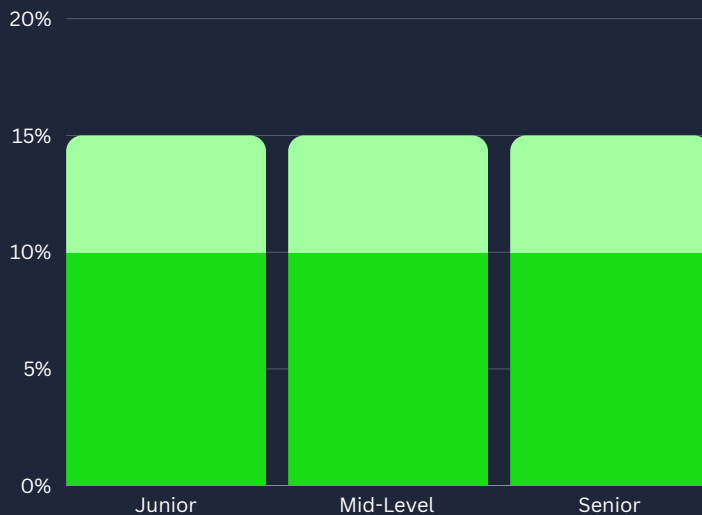
# Digital

## Hiring trends

The digital sector continues to boom, with high demand for experts in e-commerce, UX/UI design, and data analytics. Digital transformation remains a priority for businesses seeking to enhance their online presence and operational efficiency.

## 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
Junior Graphic Designer	70,000
Mid Digital Designer	85,000
Senior Digital Designer	120,000
Senior Graphic Designer	120,000
UX Researcher	125,000
CX Designer	130,000
UX Designer	130,000
Lead Digital Designer	130,000
Experience Design Lead	140,000
Senior Service Designer	140,000
UX / UI Designer	140,000
Experience Design Manager	150,000
Lead UX / UI Designer	150,000
Head of Design/Creative	160,000
Senior UX / UI Designer	160,000
Head of Experience Design	200,000
Head of UX / UI Design	200,000
Chief Design Officer	250,000

## 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	160,000
Lead Product Manager	180,000
Group / Principal Product Manager	190,000
Head of Product	250,000
Chief Product Officer	300,000

## Content & Copywriting

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Content Coordinator	65,000
Content Producer	90,000
Content Writer	90,000
Content Lead	110,000
Content Manager	120,000
Senior Content Manager	130,000



## Digital Marketing

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Digital Marketing Coordinator	80,000
Digital Marketing Executive	100,000
Digital Marketing Specialist	110,000
Digital Performance Specialist	110,000
Digital Marketing Manager	130,000
Digital Manager / Lead	150,000
Senior Digital Marketing Manager	160,000
Director of Digital	200,000
Head of Digital	220,000
Chief Digital Officer	260,000

## E-commerce

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
CRM Administrator	60,000
E-commerce Administrator	60,000
CRM Coordinator	80,000
E-commerce Coordinator	80,000
CRM Executive	90,000
E-commerce Executive	100,000
CRM Manager	130,000
CRM Analyst	140,000
E-commerce Analyst	140,000
E-commerce Manager	140,000
Online Trading Manager	140,000
Senior CRM Manager	150,000
Head of CRM	200,000
CRM Director	230,000

Let's look at

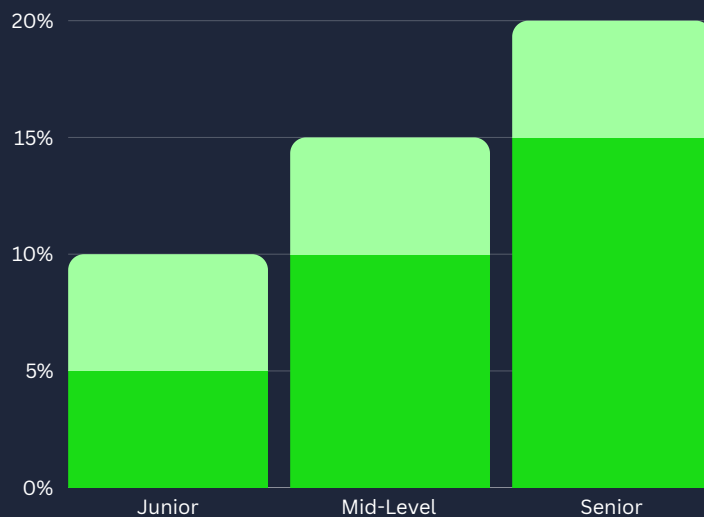
# Engineering & manufacturing

## Hiring trends

Engineering and manufacturing are thriving, with growth in renewable energy, automation, and advanced manufacturing techniques. Skilled professionals in robotics, sustainability, and infrastructure development are particularly sought after.

## 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 & Environment

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Environmental Officer	90,000
HSE Coordinator	90,000
HSE Officer	90,000
HSE Advisor	100,000
Safety Advisor	120,000
HSE Manager	150,000
Safety Manager	150,000

## Quality / Technical

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Quality Assurance Officer	80,000
Quality Assurance Coordinator	95,000
Quality Assurance Engineer	95,000
Quality Assurance Supervisor	100,000
Quality Assurance Manager	150,000
Senior Quality Assurance Manager	150,000
National Quality Manager	200,000

## Engineering Design & R&D

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Design Engineer	105,000
Product Development Engineer	105,000
Development Engineer	110,000
Senior Design Engineer	115,000
Design Supervisor	125,000
R&D Manager	147,500

## Production / Manufacturing

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Production Administrator	80,000
Manufacturing Coordinator	90,000
Production Team Leader	100,000
Production Supervisor	110,000
Manufacturing Supervisor	120,000
Production Planner	120,000
Shift Supervisor	120,000
Site Supervisor	130,000
Continuous Improvement Engineer	140,000
Shift Manager	140,000
Manufacturing Manager	150,000
Production Manager	150,000
Operations Manager	170,000
Plant Manager	180,000
Site Manager	200,000

## Maintenance / Reliability

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Maintenance Fitter	100,000
Maintenance Technician	100,000
Maintenance Electrician	120,000
Maintenance Engineer	120,000
Maintenance Planner	120,000
Maintenance Supervisor	120,000
Reliability Engineer	120,000
Senior Reliability Engineer	140,000
Maintenance Manager	150,000

## Civil & Structural

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Junior Civil Engineer	105,000
Civil Engineer	120,000
Site Engineer	130,000
Transport Engineer	130,000
Senior Hydraulic Engineer	150,000
Associate Structural Engineer	160,000
Site Manager	160,000
Civil Supervisor	170,000
Senior Structural Engineer	170,000
Senior Civil Engineer	180,000

## Electrical

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Junior Electrical Engineer	90,000
Electrical Drafter	92,500
Electrical Engineer	95,000
Electrical Design Engineer	100,000
Electronic Site Engineer	100,000
Product Engineer	100,000
Senior Electrical Engineer	132,500
Electrical Engineering Manager	137,500

## General / Engineering Management

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Engineering Manager	170,000
Operations Manager	200,000
General Manager	220,000
Managing Director	300,000

## Mechanical

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Service Technician	92,000
Mechanical Designer	100,000
Systems Engineer	102,500
Mechanical Engineer	110,000
Mechanical Technician	115,000
Senior Mechanical Engineer	117,500
Calibration Engineer	140,000

Let's look at

# Engineering & manufacturing

## Project & Project Management

<b>Permanent Roles</b>	<b>Avg. Base Salary (AUD)</b> <small>For 12 months excl. superannuation</small>
Junior Project Engineer	72,500
Continuous Improvement Engineer	100,000
Senior Scheduler	105,000
Project Engineer	110,000
Project Planner	110,000
Continuous Improvement Consultant	115,000
Planning Engineer	120,000
Senior Project Engineer	122,500
Continuous Improvement Specialist	125,000
Project Manager	137,500
Senior Continuous Improvement Engineer	140,000
Senior Project Manager	155,000
Program Manager	162,500
Project Director	200,000

Let's look at

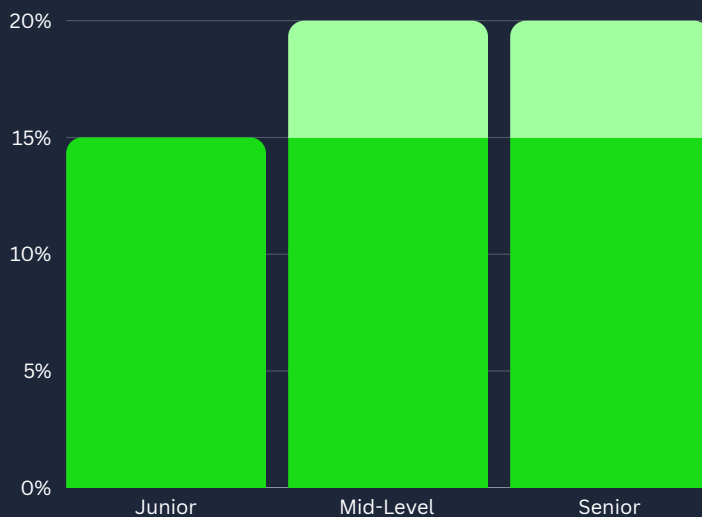
# Finance & accounting

## Hiring trends

Finance and accounting hiring emphasises roles in financial planning, compliance, and risk management. Employers are seeking candidates with expertise in leveraging financial technology and navigating regulatory changes.

## 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

## Management Accounting

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Management Accountant	110,000
Project Accountant	120,000
Senior Management Accountant	130,000
Senior Project Accountant	160,000

## Business Analysis

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Junior Analyst	100,000
Financial / Commercial Analyst	120,000
Pricing Analyst	120,000
Sales Analyst	120,000
Business Intelligence Analyst	140,000
Senior Financial / Commercial Analyst	140,000
Finance Business Partner	160,000

## Financial, Planning & Analysis

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
FP&A Analyst	120,000
Senior FP&A Analyst	150,000
FP&A Manager	180,000
Reporting Manager	180,000
Strategy Manager	220,000
Head of FP&A	230,000
Head of Strategy	300,000

## Accounts / Payroll

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Billings Officer	75,000
Accounts Payable Officer	80,000
Accounts Receivable Coordinator	80,000
Credit Controller	85,000
Payroll Officer	90,000
Senior Accounts Receivable Officer	90,000
Senior Accounts Payable Officer	95,000
Senior Payroll Officer	110,000
Accounts Payable Manager	120,000
Accounts Receivable Manager	120,000
Credit Manager	160,000
Payroll Manager	170,000

## Practice Audit & Assurance

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Auditor	100,000
Audit Manager	120,000
Senior Audit Manager	140,000
Director - Audit & Assurance	180,000
Audit Partner	250,000

## Project & Change Management

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Finance Project Manager	180,000
Transformation Finance Manager	180,000
Head of Transformation	250,000

# Finance & accounting

## Financial Accounting

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Graduate Accountant	65,000
Assistant Accountant	80,000
Bookkeeper	80,000
Fixed Asset Accountant	90,000
Fund Accountant	100,000
Company Accountant	110,000
Financial Accountant	110,000
Revenue Accountant	110,000
Treasury Accountant	120,000
Senior Cost Accountant	130,000
Senior Fund Accountant	130,000
Treasury Analyst	130,000
Senior Financial Accountant	140,000
Financial Accounting Manager	150,000
Group Accountant	150,000
Plant Finance Manager	160,000
Manufacturing Financial Controller	180,000
Treasury Manager	180,000
Head of Financial Accounting / Controlling	230,000
Head of Financial Accounting	250,000

## Internal Audit & Operational Risk

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Internal Auditor	120,000
Senior Internal Auditor	130,000
Internal Audit Manager	150,000
Head of Internal Audit	200,000

## Regulatory Accounting, Policy & Risk Management

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Risk Analyst	120,000
Senior Risk Analyst	140,000
Risk & Compliance Manager	180,000
Risk Manager	180,000

## Financial Management & Strategy

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Group Financial Controller	250,000
Head of Commercial	250,000
Finance Director / Head of Finance	280,000
Chief Financial Officer	350,000

## Tax Accounting, Analysis & Management

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Graduate Tax Accountant	70,000
Tax Accountant	110,000
Tax Analyst	110,000
Senior Tax Accountant	130,000
Tax Manager	175,000
Tax Director	220,000



Let's look at

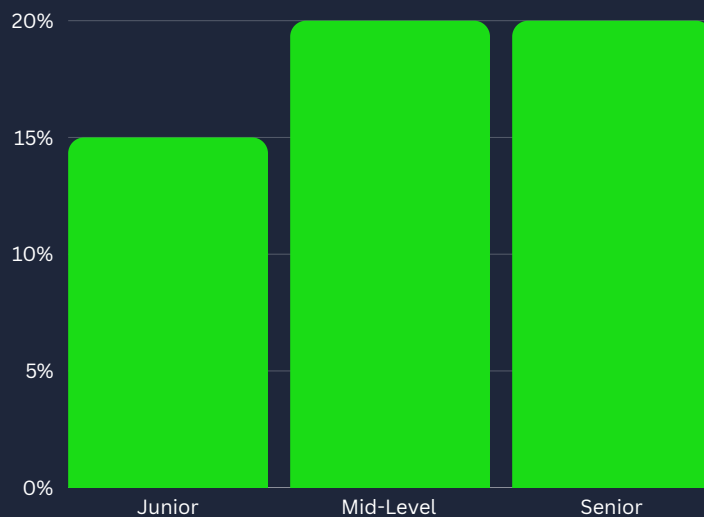
# Human resources

## Hiring trends

HR professionals are in demand for their expertise in strategic workforce planning, hybrid work implementation, and diversity and inclusion initiatives. Change management skills remain a critical asset as workplaces continue to evolve.

## 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 Advisor	100,000
Remuneration and Benefits Specialist	110,000
Remuneration and Benefits Consultant	120,000
Remuneration and Benefits Manager	160,000

## Employee Relations

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Employee Relations Advisor	100,000
Employee Relations Specialist	110,000
Senior Employee Relations Advisor	120,000

## Health & Safety

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
WHS Coordinator	70,000
WHS Advisor	90,000
Senior WHS Advisor	100,000
WHS Manager	150,000

## Learning & Development

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Learning & Development Coordinator	75,000
Learning & Development Consultant	100,000
Senior Training Facilitator	120,000
Learning & Development Manager	150,000
Head of Learning & Development	170,000

## Talent Acquisition / HR / HRIS

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
HR Coordinator	70,000
Senior HR Coordinator	90,000
HR Advisor	100,000
HR Systems Trainer	100,000
Talent Acquisition Consultant	100,000
HRIS Consultant	110,000
Senior HR Advisor	120,000
Talent Acquisition Partner	120,000
Senior HRIS Consultant	125,000
HR Implementation Specialist	130,000
HR Business Partner	150,000
Talent Acquisition Manager	150,000
HR Manager	160,000
Senior HR Business Partner	180,000
Senior HR Manager	200,000
Talent Acquisition Director	220,000
HR General Manager	240,000
HR Director	270,000

## Employee Relations

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Organisational Development Business Partner	130,000
Organisational Development Manager	150,000
Diversity & Inclusion Manager	160,000

Let's look at

# Legal & compliance

## Hiring trends

Legal roles in 2025 focus on compliance, ESG, and intellectual property law. Employers also value professionals who can address workplace regulations and data privacy challenges in a rapidly changing landscape.

## 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

## In-house - Energy / resources

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
In-house Lawyer (0-3 years)	110,000
In-house Lawyer (3-5 years)	135,000
In-house Lawyer (5-7 years)	160,000
In-house Lawyer (7+ years)	220,000

## In-house - Manufacturing / industrial

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
In-house Lawyer (0-3 years)	110,000
In-house Lawyer (3-5 years)	135,000
In-house Lawyer (5-7 years)	160,000
In-house Lawyer (7+ years)	220,000

## In-house - Compliance counsel

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
In-house Lawyer (0-3 years)	110,000
In-house Lawyer (3-5 years)	145,000
In-house Lawyer (5-7 years)	165,000
In-house Lawyer (7+ years)	200,000

## 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 - IT / Telcos

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
In-house Lawyer (0-3 years)	110,000
In-house Lawyer (3-5 years)	135,000
In-house Lawyer (5-7 years)	160,000
In-house Lawyer (7+ years)	235,000

## In-house - Media & entertainment

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
In-house Lawyer (0-3 years)	110,000
In-house Lawyer (3-5 years)	135,000
In-house Lawyer (5-7 years)	160,000
In-house Lawyer (7+ years)	210,000

## In-house - Pharmaceutical, Healthcare & Medical

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
In-house Lawyer (0-3 years)	110,000
In-house Lawyer (3-5 years)	135,000
In-house Lawyer (5-7 years)	160,000
In-house Lawyer (7+ years)	205,000

## In-house - Travel & transport

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
In-house Lawyer (0-3 years)	95,000
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 - Property / Construction / Infrastructure

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
In-house Lawyer (0-3 years)	110,000
In-house Lawyer (3-5 years)	135,000
In-house Lawyer (5-7 years)	160,000
In-house Lawyer (7+ years)	220,000

## 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 - Public sector

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)	110,000
In-house Lawyer (5-7 years)	130,000
In-house Lawyer (7+ years)	170,000

## Mid-capitalisation Companies

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Company Secretary (0-3 years)	112,500
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)	380,000

## In-house - Retail / FMCG

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
In-house Lawyer (0-3 years)	110,000
In-house Lawyer (3-5 years)	130,000
In-house Lawyer (5-7 years)	150,000
In-house Lawyer (7+ years)	190,000

## 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)	170,000
Private Practice - Lawyer (7+ years)	185,000

## 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)	180,000
Private Practice - Lawyer (7+ years)	190,000

## 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)	230,000

## 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)	170,000
Private Practice - Lawyer (7+ years)	185,000

## Small & Medium-sized Enterprises

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)	250,000
In-house General Counsel (7+ years)	310,000

## Compliance Financial Services (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

## Financial Services

(Mid-sized 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

Let's look at

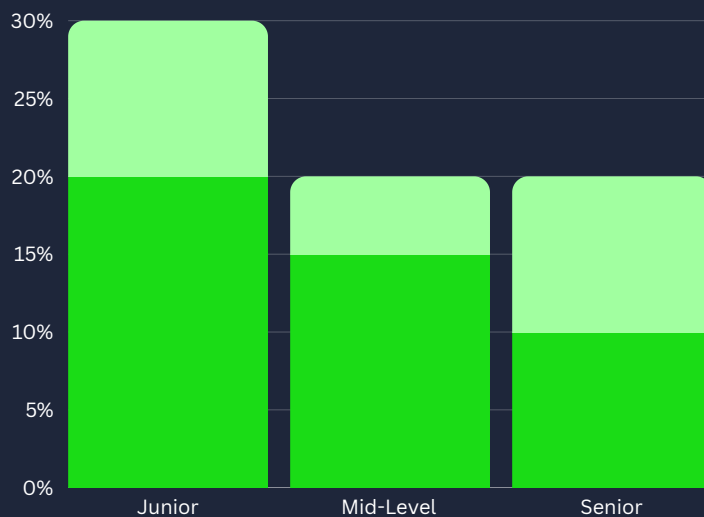
# Marketing

## Hiring trends

Marketing professionals skilled in digital advertising, content creation, and data-driven insights are highly sought after. Employers prioritise those who can leverage AI tools and personalisation to enhance brand strategies.

## 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
Junior Accounts Manager	65,000
Accounts Manager	80,000
Senior Accounts Manager	120,000
Accounts Director	140,000

## Events/ Sponsorship

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Events Assistant	60,000
Events Coordinator	70,000
Events Specialist	90,000
Events Manager	110,000
Senior Events Manager	140,000
Head of Events Management	180,000

## 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
Head of Growth Marketing	180,000
Growth Director	220,000

## Marketing

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Campaign Assistant	70,000
Marketing Coordinator	75,000
Email Marketing Executive	80,000
Marketing Executive	85,000
Assistant Brand Manager	90,000
Email Marketing Specialist	100,000
Marketing Specialist	100,000
Brand Manager	120,000
Campaign Executive	120,000
Email Marketing Manager	125,000
Campaign Manager	140,000
Marketing Manager	140,000
Senior Brand Manager	140,000
Senior Campaign Manager	150,000
Senior Marketing Manager	150,000
Lead Marketing Manager	160,000
Head of Brand	180,000
Head of Campaigns	180,000
Director of Marketing	220,000

## Social Media / Search

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Social Media Assistant	65,000
Social Media Coordinator	75,000
Social Media Specialist	90,000
Search Specialist	120,000
Social Media Manager	120,000
Head of Social	140,000
Search Strategist	140,000
Search Manager	150,000
Head of Search	180,000

## Content & Copywriting

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Content Coordinator	75,000
Content Producer	80,000
Content Writer	95,000
Senior Content Producer	100,000
Content Lead	120,000
Content Manager	140,000
Senior Content Manager	150,000

## Communications & PR / Media

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Communications Assistant	75,000
Communications Specialist	80,000
Communications Officer	90,000
Public Affairs Manager	90,000
Communications Manager	120,000
Media Specialist	120,000
Public Relations Specialist	120,000
Community Engagement Manager	140,000
Head of Media	140,000
Senior Communications Manager	140,000
Lead Communications Manager	160,000
Senior Public Relations Manager	160,000
Head of Communications	170,000
Public Relations Manager	180,000

Let's look at

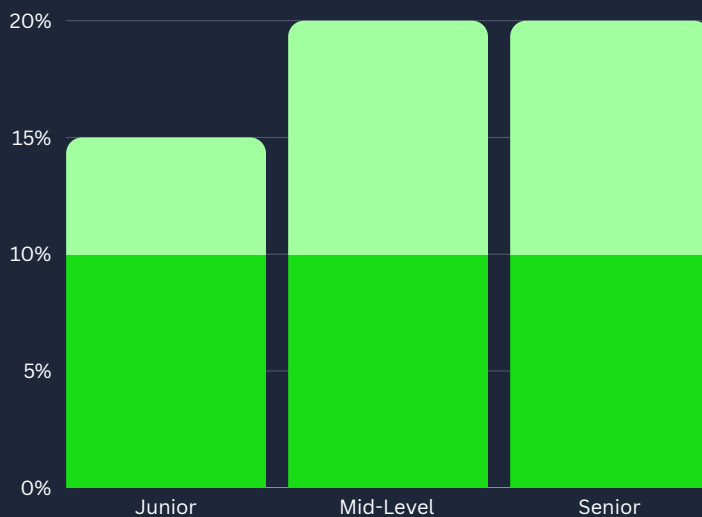
# Mining, energy & natural resources

## Hiring trends

The mining and energy sectors are expanding, with a growing focus on sustainability and renewable energy. Professionals skilled in resource management and environmental practices are crucial to industry growth.

## 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

Let's look at

# Mining, energy & natural resources

## Engineering - Mining

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Junior Mine Engineer	100,000
Drill & Blast Engineer	150,000
Inspection Engineer Manager	160,000
Senior Engineer	180,000
Head of Operations	350,000
Senior Mining Engineer	220,000
Senior Project Manager	220,000

## Engineering - Mechanical & Electrical

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Junior Electrical Engineer	80,000
Electronic Engineer	90,000
Junior Mechanical Engineer	100,000
Engineer	140,000
Electrical Engineer	150,000
Maintenance Planner	150,000
Senior Mechanical Engineer	200,000

Let's look at

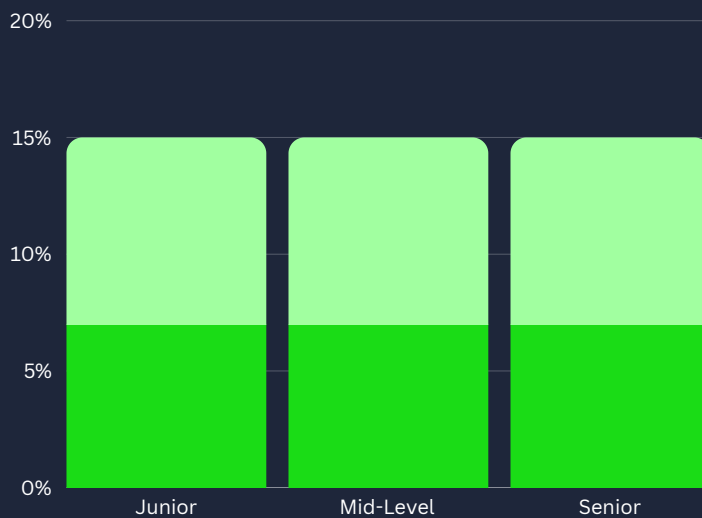
# Office support

## Hiring trends

Office support roles are evolving to meet the needs of hybrid work models. Candidates with strong technical skills and experience in virtual collaboration tools are highly desirable.

## 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

## Administration & Support

<b>Permanent Roles</b>	<b>Avg. Base Salary (AUD)</b> For 12 months excl. superannuation
Data Administrator	60,000
Administration Assistant	70,000
Sales Administrator	70,000
Project Administrator	75,000
Junior Executive Assistant	80,000
Team Assistant	80,000
Administration Manager	90,000
HR Administrator	90,000
Executive Assistant	110,000
Personal Assistant	120,000
Senior Executive Assistant	140,000

## Legal Secretary

<b>Permanent Roles</b>	<b>Avg. Base Salary (AUD)</b> For 12 months excl. superannuation
Paralegal	65,000
Legal Assistant	75,000
Legal Secretary	75,000
Senior Legal Assistant	85,000

## Office Manager & Reception

<b>Permanent Roles</b>	<b>Avg. Base Salary (AUD)</b> For 12 months excl. superannuation
Receptionist	65,000
Office Assistant	70,000
Senior Corporate Receptionist	75,000
Office Manager	90,000
Senior Office Administrator	90,000

Let's look at

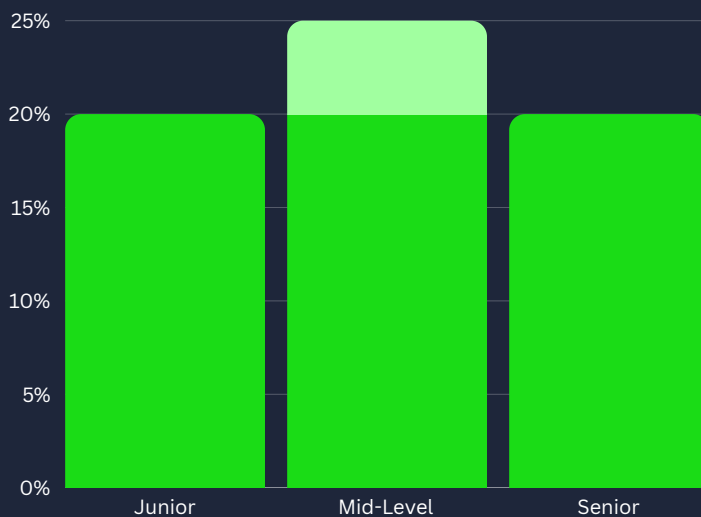
# Procurement, supply chain & logistics

## Hiring trends

Procurement hiring is focused on professionals with expertise in sustainable sourcing and supply chain resilience. Employers are prioritising candidates skilled in risk management and cost optimisation.

### 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
Dispatch Coordinator	65,000
Freight Operator	70,000
Import Operator	75,000
Operations Coordinator	75,000
Export Coordinator	80,000
Fleet Controller	85,000
Freight Coordinator	85,000
Inventory Supervisor	85,000
Transport Specialist	85,000
Assistant Warehouse Manager	90,000
Inventory Controller	90,000
Logistics Coordinator	90,000
Shift Supervisor	90,000
Distribution Centre Supervisor	95,000
Inventory Planner	95,000
Operations Supervisor	95,000
Warehouse Supervisor	95,000
Logistics Analyst	100,000
Transport Supervisor	100,000
Shift Manager	110,000
Fleet Manager	115,000
Transport Manager	115,000
Transport Compliance Manager	120,000
Distribution Centre Manager	120,000

## Logistics cont.

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Operations Manager	140,000
Freight Manager	150,000
Logistics Manager	150,000
General Manager	220,000

## Procurement Management

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Purchasing Officer	80,000
Assistant Procurement Officer	85,000
Buying Assistant	85,000
Sourcing Coordinator	85,000
Senior Purchasing Officer	90,000
Procurement Officer	92,500
Senior Procurement Officer	110,000
Buyer	115,000
Procurement Specialist	117,500
Sourcing Specialist	120,000
Category Specialist	125,000
Senior Procurement Specialist	125,000
Senior Contracts Specialist	130,000
Senior Buyer	135,000
Contracts Manager	145,000
Category Manager	165,000
Sourcing Manager	165,000



# Procurement, supply chain & logistics

## Procurement Management cont.

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Procurement Manager	180,000
Senior Category Manager	180,000
Senior Procurement Manager	210,000
Head of Procurement	250,000

## Supply Chain Management cont.

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Materials Manager	150,000
Planning Manager	150,000
Demand Planning Manager	160,000
Operations Manager	160,000
Supply Planning Manager	160,000
S&OP / IBP Manager	175,000
Supply Chain Manager	200,000
Head of Supply Chain	240,000
Supply Chain Director	275,000

## Supply Chain Management

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Planning Coordinator	85,000
Junior Production Planner	90,000
Supply Chain Coordinator	90,000
Master Scheduler	105,000
Demand Analyst	110,000
Supply Chain Specialist	110,000
Production Planner	115,000
Supply Chain Analyst	115,000
Supply Chain Planner	115,000
Sourcing Specialist	120,000
Demand Planner	130,000
Senior Demand Planner	140,000

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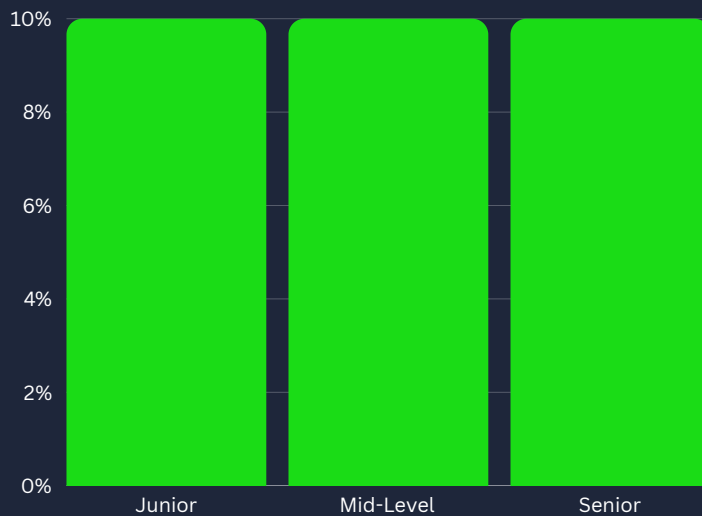
# Property & construction

## Hiring trends

The property and construction sectors are thriving, driven by demand for infrastructure projects and sustainable urban development. Skilled professionals in project management and green building practices are in high demand.

## 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

## 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

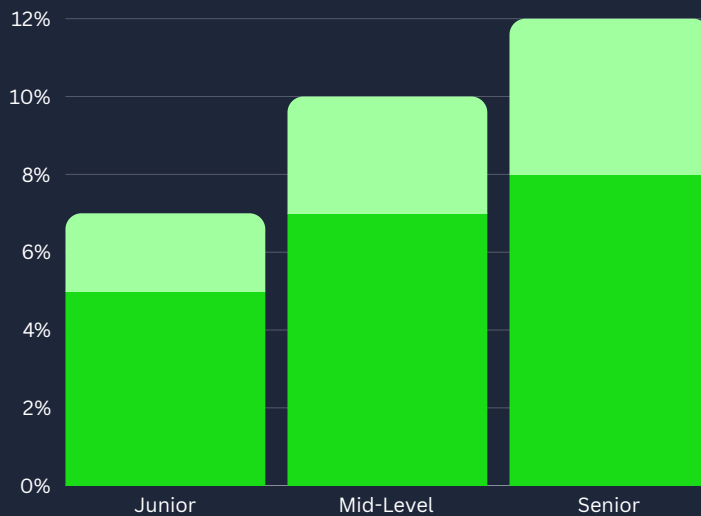
# Sales

## Hiring trends

Sales roles prioritise professionals with consultative selling skills and the ability to leverage data insights. Businesses are seeking sales talent who can navigate competitive markets and adapt to shifting consumer trends.

## 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 Manager

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Business Services - Sales Executive	95,000
Business Services - Account Manager	110,000
Business Services - Relationship Manager	130,000
Business Services - Sales Director	220,000
Consumer - Category Analyst	90,000
Consumer - Assistant Category Manager	110,000
Consumer - Category Manager	125,000
Consumer - Accounts Director	160,000
Media & Agency - Junior Account Manager	80,000
Media & Agency - Digital Sales Consultant	95,000
Media & Agency - Account Manager	105,000
Media & Agency - Business Development Manager	120,000
Media & Agency - Senior Business Development Manager	135,000
Media & Agency - Sales Manager	145,000
Media & Agency - Head of Sales	180,000
Technology & Telecommunications - Account Executive	105,000
Technology & Telecommunications - Account Director	190,000
Technology & Telecommunications - Account Manager	120,000
Technology & Telecommunications - Key Account Manager	160,000
Technology & Telecommunications - Account Director	190,000

## Business Development Manager

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Business Development Executive	120 000
Business Development Manager	180 000
Not For Profit - Relationship Manager	120 000
Not For Profit - Philanthropy Manager	120 000
Not For Profit - Business Development Manager	90 000
Not For Profit - Senior Business Manager	120 000
Technology & Telecommunications - Business Development Manager	140 000
Technology & Telecommunications - Senior Business Development Manager	160 000
Technology & Telecommunications - General Manager	140 000

## GP Sales Representative

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Medical Devices - Territory Manager	110,000
Medical Devices - Business Development Manager	150,000
Medical Devices - Regional/State Sales Manager	160,000
Medical Devices - National Sales Manager	190,000
Medical Devices - Business Unit Manager	210,000
Medical Devices - National Sales Director	230,000
Medical Devices - Business Unit Director	250,000
Medical Devices - General Manager	270,000
Medical Devices - Managing Director / Country Manager	310,000
Pharmaceutical - GP Sales	105,000

Let's look at

# Sales

## GP Sales Representative cont.

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Pharmaceutical - Hospital Sales Representative	120,000
Pharmaceutical - Key Account Manager	140,000
Pharmaceutical - Regional/ State Sales Manager	140,000
Pharmaceutical - National Sales Manager	150,000
Pharmaceutical - National Sales Director	190,000
Pharmaceutical - General Manager	270,000
Pharmaceutical - Managing Director / Country Manager	310,000

## Sales Executive / Account Manager

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Consumer - Junior Territory Manager	85,000
Consumer - Territory Manager	90,000
Consumer - Field Sales Manager	100,000
Consumer - National Account Executive	110,000
Consumer - Senior Territory Manager	110,000
Consumer - Key Account Manager	120,000
Consumer - National Account Manager	130,000
Consumer - Sales Manager	140,000
Consumer - State Sales Manager	140,000
Consumer - Senior Category Manager	150,000
Consumer - National Field Sales Manager	160,000
Consumer - Senior National Account Manager	160,000
Consumer - Head of Category	190,000

## Sales Executive / Account Manager cont.

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Consumer - National Business Manager	190,000
Consumer - General Manager	260,000
Consumer - Sales Director	260,000
Financial Services - Account Manager	110,000
Financial Services - Relationship Manager	110,000
Financial Services - Senior Sales Consultant	130,000
Financial Services - Sales Director	230,000
Industrial - Sales Representative	90,000
Industrial - Account Executive	100,000
Industrial - Sales Consultant	105,000
Industrial - Territory Manager	110,000
Industrial - Account Manager	120,000
Industrial - Sales Engineer	120,000
Industrial - Business Development Manager	135,000
Industrial - Field Sales Manager	140,000
Industrial - Senior Business Development Manager	140,000
Industrial - Key Account Manager	150,000
Industrial - National Account Manager	160,000
Industrial - Sales Manager	160,000
Industrial - State Manager	170,000
Industrial - General Manager	270,000
Industrial - Country Manager	280,000
Technology & Telecommunications - Sales Representative	90,000
Technology & Telecommunications - Sales Executive	100,000
Technology & Telecommunications - Sales Manager	170,000
Technology & Telecommunications - Sales Director	260,000

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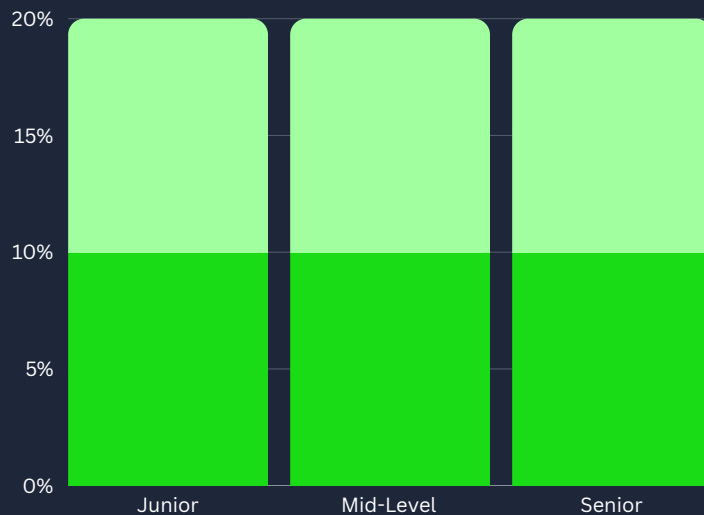
# Technology

## Hiring trends


The technology sector remains a leader in hiring, with demand for professionals in cybersecurity, AI, and digital transformation. Skills in software development and cloud computing are essential as businesses continue to innovate.


## 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 Analytics

### Permanent Roles

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

Role	Avg. Base Salary (AUD)
Data Analyst	120,000
Insights Analyst	120,000
Senior Insights Analyst	150,000
Senior Data Analyst	160,000
Data Engineer	170,000
Senior Data Scientist	190,000

## Applications Support

### Permanent Roles

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

Role	Avg. Base Salary (AUD)
Application Support	85,000
Application Administrator	100,000
Systems Analyst	100,000
Systems Support Analyst	110,000
Application Engineer	120,000
Software Engineer	120,000
Team Lead	130,000
Application Support Manager	150,000
Application Support Specialist	150,000
Support Analyst	150,000

## IT Architecture

### Permanent Roles

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

Role	Avg. Base Salary (AUD)
Solutions Architect	180,000
Information Architect	200,000
Technical Architect	200,000
Enterprise Architect	220,000
Architect Manager	250,000
Consulting Architect	250,000

## Business Intelligence

### Permanent Roles

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

Role	Avg. Base Salary (AUD)
BI Analyst	110,000
BI Consultant	140,000
Database Administrator	140,000
BI Developer	150,000
Data Warehouse Developer	150,000
Senior BI Developer	150,000
Senior Database Administrator	165,000
Data Engineer	170,000
Senior Data Warehouse Developer	170,000
BI Manager	200,000

## IT Leadership

### Permanent Roles

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

Role	Avg. Base Salary (AUD)
IT Trainer	140,000
IT Manager	190,000
IT Director	260,000
Head of Technology	280,000
Chief Technology Officer	360,000

## Project & Program Management

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Delivery Manager	170,000
Project Manager	190,000
Change Manager	200,000
Senior Project Manager	210,000
Program Manager	230,000
Head of Delivery	240,000
General Manager	260,000
IT Business Partner	260,000

## Infrastructure & Network

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Infrastructure Support Engineer	105,000
Infrastructure Administrator	120,000
Systems Administrator	130,000
Infrastructure Engineer	140,000
Systems Engineer	140,000
Technical Specialist	140,000
Network Engineer	150,000
Senior Systems Engineer	150,000
Network / Security Engineer	170,000
Senior Network Engineer	170,000
Infrastructure Manager	185,000

## IT Management

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Senior IT Manager	200,000
Operations Manager	210,000

## Digital / Web Design

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Web Developer	110,000
Senior Web Developer	130,000
Mobile Developer	160,000
Head of Mobile Development	200,000

## Security

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Security Analyst	150,000
Senior Security Analyst	180,000
Security Consultant	210,000

## IT Systems & Testing

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
System Tester	90,000
Test Coordinator	100,000
Test Analyst	110,000
Automation Test Engineer	140,000

## Engineering Design & R&D

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Junior Developer	100,000
Application Developer	120,000
Back-end Developer	120,000
Full-stack Developer	120,000
Software Developer	120,000
Front-end Developer	140,000
Senior Application Developer	140,000
Senior Developer	140,000
Software Engineer	140,000
Senior Full-stack Developer	150,000
Senior Front-end Developer	160,000
Development Team Lead	180,000
Development Manager	200,000

## IT Support

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Help Desk Support	75,000
Help Desk Analyst	80,000
Technical Support Analyst	80,000
IT Support Analyst	85,000
Service Desk Engineer	85,000
Desktop Support Analyst	95,000
Senior Service Desk Analyst	95,000
Desktop Support Engineer	100,000
IT Support Administrator	105,000

## Cloud / DevOps

Permanent Roles	Avg. Base Salary (AUD) For 12 months excl. superannuation
Cloud Administrator	120,000
Cloud Engineer	140,000
DevOps Engineer	150,000
Senior Cloud Engineer	160,000
Senior DevOps Engineer	180,000

# Beyond the numbers

## The State of the Employment Market

The Australian employment market in 2025 is marked by steady recovery and transformation. While the impacts of global economic challenges linger, demand for skilled professionals remains high, particularly in industries like technology, healthcare, and construction.

## Employer Insights

To stay ahead, businesses need to adapt their recruitment strategies, embrace innovative hiring practices, and focus on building an attractive employer brand to secure the right talent in this thriving yet competitive market.

### The Hybrid Debate is Over

To stay ahead, businesses need to adapt their recruitment strategies, embrace innovative hiring practices, and focus on building an attractive employer brand to secure the right talent in this thriving yet competitive market.

### Skills Are On the Rise

To stay ahead, businesses need to adapt their recruitment strategies, embrace innovative hiring practices, and focus on building an attractive employer brand to secure the right talent in this thriving yet competitive market.



### Programs for Productivity

To stay ahead, businesses need to adapt their recruitment strategies, embrace innovative hiring practices, and focus on building an attractive employer brand to secure the right talent in this thriving yet competitive market.



# Navigating hiring challenges

## Find the right people to build your business

In 2025, 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.

# hudsonjones

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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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