CONTENTS

1 From the Managing Director

2 How this Salary Guide can make a difference

FINANCE AND ACCOUNTING

4 Hiring trends

8 Regional hiring hotspots

9 Positions and skills in demand

12 Remuneration trends

14 Salaries

FINANCIAL SERVICES

24 Salaries

TECHNOLOGY

27 Hiring trends

29 Regional hiring hotspots

30 Positions and skills in demand

32 Remuneration trends

33 Salaries

ADMINISTRATION AND OFFICE SUPPORT

43 Hiring trends

45 Regional hiring hotspots

46 Positions and skills in demand

49 Remuneration trends

50 Salaries
FROM THE MANAGING DIRECTOR

As we head into 2017, economic, political and regional changes continue to have an impact on the labour market, which means companies have to navigate a rapidly changing and competitive business environment. New South Wales and Victoria are thriving with low unemployment rates, businesses in Queensland are growing, and – after a very challenging year – many West Australian companies are forecasting growth again in 2017. Similarly, New Zealand is in growth mode, with finance and technology industries facing skills shortages across several functional areas.

What’s expected to dominate the 2017 recruitment market in finance, technology and administration? As companies focus on innovative, customer-centric business projects as well as the development, implementation and management of automation, hiring across all these sectors is expected to move in a positive direction in every region. The greatest opportunities will be for candidates with very specialist skills, particularly in digital technologies.

Qualified experts can make a difference to your market position: they can take the challenges of the current economic climate and turn them into opportunities. While salary isn’t the only factor that determines whether a professional chooses to work – and stay - at your company, an attractive pay package can be a vital tipping point when a potential employee has a choice between companies.

To help you develop your remuneration policy, we are pleased to present you with our 2017 Robert Half Salary Guide. This guide includes the most up-to-date information on starting salaries and offers insights into employment trends among finance, technology and office support professionals.

As ever, our specialised consultants are here to give you tailored hiring advice and discuss your recruitment needs. Please contact us for more information.

David Jones
Senior Managing Director - Asia Pacific
Robert Half
HOW THIS SALARY GUIDE CAN MAKE A DIFFERENCE

The 2017 Robert Half Salary Guide provides extensive information on current salary ranges and specific job trends for professionals working in finance and accounting; IT; and administration and office support.

MANAGING A TEAM?
WITH THE HELP OF THIS VALUABLE RESOURCE, YOU CAN:

• Determine appropriate salary levels when hiring new employees
• Plan your HR budget for the coming financial year
• Be armed with salary range information at performance review time
• Stay up to date with salary and recruitment trends to ensure your business is attractive to today’s top talent

LOOKING FOR YOUR NEXT CAREER MOVE?
WITH THE HELP OF THIS GUIDE, YOU CAN:

• Find out what salary is reasonable to expect if you are looking for a new role
• Understand industry benchmarks to facilitate salary negotiations with your current employer
• Be up to date with industry trends, so that you can identify what skills you should develop to be in demand
THE 2017 ROBERT HALF SALARY GUIDE IS BASED ON:

- Data and insights from thousands of filled positions and several thousand professional job interviews conducted by our recruitment consultants
- Data from Broadbean, a digital tool that captures job advertisement analytics and talent acquisition behaviour
- Independent workplace surveys with Chief Financial Officers (CFOs), Chief Information Officers (CIOs) and HR managers across Australia and New Zealand
- Local insights from experienced Robert Half consultants and managers

HOW TO USE THE SALARY GUIDE

- Salary differences between 2016 and 2017 are given per position and are expressed in percentages in the right-hand column.
- Company size is defined by the number of staff and referenced consistently across the Salary Guide:

  Small: 50-149 staff  Medium: 150-499 staff  Large: 500+ staff

- Salary figures represent starting salaries and vary according to level of experience, size of the company, sector, employee skills and the organisation itself.
- Salaries are gross yearly salaries. Bonuses, incentives and other forms of remuneration such as benefits, superannuation and pension schemes often vary across organisations so are not taken into account. The Salary Guide should be used as a benchmark, and salaries need to be customised based on the individual, the company and other incentives offered.

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1 The Workplace Survey is an international and independently conducted survey commissioned by Robert Half. It was carried out in January 2017, surveying more than 2,100 CFOs in 16 countries, amongst which 160 were in Australia and 100 were in New Zealand. Additionally, in May 2016 almost 1,000 CIOs were surveyed in four countries, amongst which 160 were in Australia; and more than 1,650 HR managers, amongst which 100 were in Australia. The workplace survey is a questionnaire about job trends, talent management and trends in the workplace.
Finance executives play the leading role in designing the strategy that drives their organisation to a better financial future. In order to strengthen their position in a highly competitive market, finance executives must respond to sector trends; recruit, retain and manage the right talent; and launch the necessary growth initiatives.

90% of Australian CFOs and 90% of New Zealand CFOs find it challenging to source skilled finance and accounting candidates*

The finance and accounting industry sees continuing skills shortages that are driven by a lack of technical expertise. Companies need to proactively strategise about the required expertise to meet business objectives, whilst candidates must identify areas of their own development to ensure they can bring the necessary skills to the job and remain in high demand.

54% of Australian CFOs say talent management is one of the three key focus areas in 2017 while 48% of New Zealand CFOs say driving company growth*

Finance executives play the leading role in designing the strategy that drives their organisation to a better financial future. In order to strengthen their position in a highly competitive market, finance executives must respond to sector trends; recruit, retain and manage the right talent; and launch the necessary growth initiatives.

* Independent survey commissioned by Robert Half among 160 Australian and 100 New Zealand CFOs.
TOP 3 FOCUS AREAS IN 2017

AUSTRALIA

- **54%** Talent management*
- **49%** Updating internal financial policies and procedures
- **44%** Increasing profitability

NEW ZEALAND

- **48%** Driving overall company growth
- **44%** Increasing profitability
- **44%** Implementing new technologies

Source: Independent survey commissioned by Robert Half among 160 Australian and 100 New Zealand CFOs – three answers per respondent.  
* staff acquisition, professional development and staff retention
36% of Australian and 18% of New Zealand CFOs strongly agree with the statement that the finance function has the necessary skills to tackle the development and implementation of digitisation measures in the organisation*

As process-driven finance functions become increasingly digitised and automated, the need has never been more pertinent for finance professionals to have strong IT skills. With CFOs continually looking for greater efficiencies and ways to add greater value to the business, it is important that finance professionals embrace digitisation and look for ways to further develop their own skillset to accommodate the change.

54% of Australian CFOs say managing wider business expectations is one of the three biggest challenges in 2017 while 49% of New Zealand CFOs refer to pressure to improve performance and margins*

The finance function will need to simultaneously broaden and deepen its role to manage new expectations from the business. Finance professionals will be expected to facilitate stakeholder communication, proactively navigate commercial business opportunities, and manage increasingly higher work volumes. There is great opportunity for the finance function to re-define its role and to set the business up for future success.

66% of Australian and 64% of New Zealand CFOs have made a counteroffer to an employee who ended up leaving the company*

Whilst extending a counteroffer is often an immediate reaction to the potential loss of a skilled employee, offering a purely financial incentive to remain with the business rarely works. Whilst in the short-term, the candidate may accept the offer and stay, it is often a costly way to delay the inevitable. The counteroffer strategy also sets a precedent for the rest of the business, and undermines trust and morale.

54% of Australian CFOs say managing wider business expectations is one of the three biggest challenges in 2017 while 49% of New Zealand CFOs refer to pressure to improve performance and margins*

The finance function will need to simultaneously broaden and deepen its role to manage new expectations from the business. Finance professionals will be expected to facilitate stakeholder communication, proactively navigate commercial business opportunities, and manage increasingly higher work volumes. There is great opportunity for the finance function to re-define its role and to set the business up for future success.

* Independent survey commissioned by Robert Half among 160 Australian and 100 New Zealand CFOs.
3 BIGGEST CHALLENGES FOR THE FINANCE FUNCTION IN 2017

AUSTRALIA

- 54% Managing/meeting wider business expectations
- 45% Pressure to improve performance/margins
- 38% Increasing workloads

NEW ZEALAND

- 49% Pressure to improve performance/margins
- 44% Executing general financial activities* 
- 40% Increasing workloads

Source: Independent survey commissioned by Robert Half among 160 Australian and 100 New Zealand CFOs - three answers per respondent.
* forecasting, budgeting, accounting, etc.
REGIONAL HIRING HOTSPOTS

* Percentages indicate the number of CFOs who have identified challenges in finding skilled finance and accounting talent in their state/region.
** Including Accounts Payable/Receiveable and Assistant Accounting

AUSTRALIA

Accounting**
Business/Financial Analysis
Credit and Collections

NEW ZEALAND

Business/Financial Analysis
Financial/Accounting Management
Accounting**
As changing consumer purchasing behaviour continues to place pressure on companies to transform their businesses, organisations are looking at alternative staffing methods to achieve their business goals. Flexible staffing is becoming an increasingly popular choice, allowing companies to bring in fresh new talent on a temporary basis who will apply best practices, with the company retaining ownership of projects and intellectual property. While permanent employees are and will remain the backbone of any company, the expertise, motivation and new thinking of flexible teams offer uncapped potential to businesses.

**POSITIONS AND SKILLS IN DEMAND**

**PERMANENT FINANCE AND ACCOUNTING POSITIONS IN DEMAND**

**AUSTRALIA**
- Financial Accountant/Management Accountant
- Financial Planning & Analysis Manager
- Financial Controller

**NEW ZEALAND**
- Accounts Payable Clerk
- Financial Controller
- Financial Accountant

**TEMPORARY FINANCE AND ACCOUNTING POSITIONS IN DEMAND**

**AUSTRALIA**
- Accounts Payable Clerk
- Management Accountant
- Financial Accountant

**NEW ZEALAND**
- Financial Accountant
- Accounts Payable Clerk
- Management Accountant/Analyst
Technology has the biggest impact on the finance function – today and in the future. Companies are seeking not just finance skills, but also IT skills such as IT auditing, management of system infiltration projects and project planning of data migration. Candidates with specialist skillsets – in particular, well-developed IT skills – will find themselves in high demand.

**IN-DEMAND TECHNICAL SKILLS**

- ERP systems (SAP, Oracle, JD Edwards)
- Accounting and reporting software (TM1, HFM, Cognos)
- Business partnering
- Analytical skills

**TOP 5 SOFT SKILLS IN DEMAND**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Skill</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Communication skills</td>
<td>Ability to communicate technical financial information to a non-financial audience</td>
</tr>
<tr>
<td>2</td>
<td>Interpersonal skills</td>
<td>Ability to interact with other people in the workplace to achieve results</td>
</tr>
<tr>
<td>3</td>
<td>Problem-solving skills</td>
<td>Ability to not only resolve problems, but also to think outside the box</td>
</tr>
<tr>
<td>4</td>
<td>Adaptability</td>
<td>Ability to adapt to change</td>
</tr>
<tr>
<td>5</td>
<td>Business acumen</td>
<td>Ability to relate financial information to the commercial business opportunities and goals</td>
</tr>
</tbody>
</table>
In an environment where digitisation is evolving at a rapid pace, and economic uncertainty drives businesses to undergo transformations to achieve significant growth, the importance of continuous training and professional development for staff cannot be underestimated. As requirements for different skillsets evolve, so too must the skillsets of finance professionals. Managers need to invest in training to ensure that their staff are meeting the needs of their business today and in the future. Similarly, finance professionals need to constantly appraise their own skills and look for opportunities to learn and improve. Companies will compensate professionals who demonstrate an aptitude for professional development.

### Technical Skills That Professional Development Programs Focus On When Training Finance Personnel

#### Australia
- 53% IT skills
- 37% Financial policies and procedures
- 33% Compliance

#### New Zealand
- 51% IT skills
- 33% Account reconciliation
- 31% Audit

Source: Independent survey commissioned by Robert Half among 160 Australian CFOs and 100 New Zealand CFOs – three answers per respondent.

53% of Australian and 51% of New Zealand CFOs prioritise IT skills in their training programs.
REMUNERATION TRENDS

Finance and accounting candidates are expected to be highly versatile, and those that adapt quickly and upskill will be able to negotiate higher salaries.

Similarly, companies will need to adjust their salary packages to remain competitive in attracting and retaining staff. In a market that is experiencing skills shortages, top candidates know they are in high demand and can negotiate accordingly.

In addition to salary, companies need to consider how else they can incentivise staff. Professionals at both staff and managerial level are seeking flexible working hours or proximity to home over a bonus structure, as they juggle family or extracurricular activities. This means that small to medium enterprises (SMEs) are often well-positioned to secure top talent, as they can be nimble and have more flexibility in terms of incentives to secure stand-out professionals. Meanwhile, large corporations can leverage their capacity to offer higher salaries to entice skilled candidates.

THE AVERAGE PERCENTAGE BREAKDOWN OF COMPENSATION FOR FINANCE EMPLOYEES

<table>
<thead>
<tr>
<th></th>
<th>Australia</th>
<th>New Zealand</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stock options</td>
<td>9%</td>
<td>6%</td>
</tr>
<tr>
<td>Bonus</td>
<td>16%</td>
<td>13%</td>
</tr>
<tr>
<td>Base salary</td>
<td>73%</td>
<td>80%</td>
</tr>
<tr>
<td>Other benefits*</td>
<td>2%</td>
<td>1%</td>
</tr>
</tbody>
</table>

Source: Independent survey commissioned by Robert Half among 160 Australian CFOs and 100 New Zealand CFOs.

* Company car, mobile phone, computer, etc.
### BEST PAYING INDUSTRIES FOR FINANCE AND ACCOUNTING PROFESSIONALS

#### AUSTRALIA
- Pharmaceuticals
- Mining and Energy
- FinTech
- Infrastructure
- Financial Services
- Manufacturing

#### NEW ZEALAND
- Property
- Financial Services

In a market that is experiencing skills shortages, top candidates know they are in high demand and can negotiate accordingly.
## FINANCE AND ACCOUNTING - AUSTRALIA

### Job title 2016 2017 %

**BRISBANE**

### Accounting

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Accountant</td>
<td>$ 55,000 - 64,900</td>
<td>$ 55,000 - 70,000</td>
<td>4.3%</td>
</tr>
<tr>
<td>Accountant</td>
<td>$ 60,000 - 90,000</td>
<td>$ 65,000 - 90,000</td>
<td>3.3%</td>
</tr>
<tr>
<td>Senior Accountant</td>
<td>$ 85,000 - 115,000</td>
<td>$ 85,000 - 120,000</td>
<td>2.5%</td>
</tr>
<tr>
<td>Accounting Manager/Director</td>
<td>$ 100,000 - 250,000</td>
<td>$ 120,000 - 250,000</td>
<td>5.7%</td>
</tr>
<tr>
<td>Group Accountant</td>
<td>$ 90,000 - 115,000</td>
<td>$ 90,000 - 120,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Accounts Payable Clerk</td>
<td>$ 48,000 - 65,000</td>
<td>$ 50,000 - 65,000</td>
<td>1.8%</td>
</tr>
<tr>
<td>Accounts Payable Manager</td>
<td>$ 60,000 - 95,000</td>
<td>$ 60,000 - 100,000</td>
<td>3.2%</td>
</tr>
<tr>
<td>Accounts Receivable Clerk</td>
<td>$ 47,500 - 70,000</td>
<td>$ 50,000 - 70,000</td>
<td>2.1%</td>
</tr>
<tr>
<td>Accounts Receivable Manager</td>
<td>$ 57,500 - 90,000</td>
<td>$ 60,000 - 95,000</td>
<td>5.1%</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>$ 48,000 - 64,900</td>
<td>$ 50,000 - 65,000</td>
<td>1.9%</td>
</tr>
<tr>
<td>Corporate Accountant</td>
<td>$ 70,000 - 100,000</td>
<td>$ 80,000 - 100,000</td>
<td>5.9%</td>
</tr>
<tr>
<td>Cost Accountant</td>
<td>$ 72,000 - 124,800</td>
<td>$ 75,000 - 125,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>Financial Accountant</td>
<td>$ 67,500 - 100,000</td>
<td>$ 75,000 - 100,000</td>
<td>4.5%</td>
</tr>
<tr>
<td>Senior Financial Accountant</td>
<td>$ 90,000 - 115,000</td>
<td>$ 90,000 - 120,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Management Accountant</td>
<td>$ 70,000 - 100,000</td>
<td>$ 75,000 - 105,000</td>
<td>5.9%</td>
</tr>
<tr>
<td>Senior Management Accountant</td>
<td>$ 90,000 - 115,000</td>
<td>$ 90,000 - 120,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Project Accountant</td>
<td>$ 70,000 - 123,600</td>
<td>$ 75,000 - 125,000</td>
<td>3.3%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial/Business Analysis</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Analyst</td>
<td>$ 75,000 - 120,000</td>
<td>$ 77,000 - 120,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Senior Business Analyst</td>
<td>$ 90,000 - 150,000</td>
<td>$ 92,000 - 150,000</td>
<td>0.8%</td>
</tr>
<tr>
<td>Financial Analyst</td>
<td>$ 75,000 - 105,000</td>
<td>$ 75,000 - 120,000</td>
<td>8.3%</td>
</tr>
<tr>
<td>Senior Financial Analyst</td>
<td>$ 90,000 - 130,000</td>
<td>$ 90,000 - 150,000</td>
<td>9.1%</td>
</tr>
<tr>
<td>Financial Planning &amp; Analysis Manager</td>
<td>$ 110,000 - 170,000</td>
<td>$ 120,000 - 180,000</td>
<td>7.1%</td>
</tr>
<tr>
<td>Commercial Analyst</td>
<td>$ 80,000 - 130,000</td>
<td>$ 82,500 - 130,000</td>
<td>1.2%</td>
</tr>
<tr>
<td>Commercial Manager</td>
<td>$ 100,000 - 185,000</td>
<td>$ 120,000 - 190,000</td>
<td>8.8%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Management</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finance Manager</td>
<td>$ 90,000 - 135,000</td>
<td>$ 100,000 - 140,000</td>
<td>6.7%</td>
</tr>
<tr>
<td>Financial Controller</td>
<td>$ 110,000 - 150,000</td>
<td>$ 120,000 - 150,000</td>
<td>3.8%</td>
</tr>
<tr>
<td>CFO/Finance Director (SME)</td>
<td>$ 140,000 - 200,000</td>
<td>$ 150,000 - 200,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>CFO/Finance Director (Large/MN)</td>
<td>$ 190,000 - 350,000</td>
<td>$ 200,000 - 350,000</td>
<td>1.9%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position.
Percentage change shows the increase or decrease in salaries in comparison to 2016.
<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Credit Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Credit Analyst</td>
<td>$52,500 - 90,000</td>
<td>$55,000 - 90,000</td>
<td>1.8%</td>
</tr>
<tr>
<td>Credit Controller</td>
<td>$50,000 - 65,000</td>
<td>$50,000 - 67,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Credit Manager</td>
<td>$65,000 - 125,000</td>
<td>$65,000 - 130,000</td>
<td>2.6%</td>
</tr>
<tr>
<td><strong>Internal Audit</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internal Auditor</td>
<td>$60,000 - 95,000</td>
<td>$60,000 - 97,000</td>
<td>1.3%</td>
</tr>
<tr>
<td>Senior Internal Auditor</td>
<td>$80,000 - 120,000</td>
<td>$80,000 - 122,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Internal Audit Manager</td>
<td>$95,000 - 140,000</td>
<td>$97,000 - 140,000</td>
<td>0.9%</td>
</tr>
<tr>
<td><strong>Payroll</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payroll Clerk/Officer</td>
<td>$50,000 - 70,000</td>
<td>$52,500 - 70,000</td>
<td>2.1%</td>
</tr>
<tr>
<td>Payroll Manager</td>
<td>$60,000 - 120,000</td>
<td>$65,000 - 120,000</td>
<td>2.8%</td>
</tr>
<tr>
<td><strong>Tax</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tax Accountant</td>
<td>$62,500 - 105,000</td>
<td>$65,000 - 105,000</td>
<td>1.5%</td>
</tr>
<tr>
<td>Senior Tax Accountant</td>
<td>$85,000 - 115,000</td>
<td>$85,000 - 120,000</td>
<td>2.5%</td>
</tr>
<tr>
<td>Tax Manager</td>
<td>$100,000 - 150,000</td>
<td>$110,000 - 150,000</td>
<td>4.0%</td>
</tr>
<tr>
<td>Head of Tax</td>
<td>$140,000 - 180,000</td>
<td>$140,000 - 200,000</td>
<td>6.3%</td>
</tr>
<tr>
<td><strong>Treasury</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Treasury Accountant</td>
<td>$63,000 - 90,000</td>
<td>$65,000 - 93,000</td>
<td>3.3%</td>
</tr>
<tr>
<td>Treasury Manager</td>
<td>$130,000 - 160,000</td>
<td>$132,000 - 160,000</td>
<td>0.7%</td>
</tr>
<tr>
<td>Treasurer</td>
<td>$75,000 - 130,000</td>
<td>$80,000 - 132,000</td>
<td>3.4%</td>
</tr>
<tr>
<td><strong>External Audit/Business Advisory Services</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Advisory Services Accountant/Auditor</td>
<td>$50,000 - 65,000</td>
<td>$50,000 - 67,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Business Advisory Services Senior Accountant/Senior Auditor</td>
<td>$60,000 - 75,000</td>
<td>$65,000 - 75,000</td>
<td>3.7%</td>
</tr>
<tr>
<td>Business Advisory Services Assistant Manager</td>
<td>$75,000 - 90,000</td>
<td>$80,000 - 100,000</td>
<td>9.1%</td>
</tr>
<tr>
<td>Business Advisory Services Manager/Audit Manager</td>
<td>$80,000 - 115,000</td>
<td>$95,000 - 115,000</td>
<td>7.7%</td>
</tr>
<tr>
<td>Business Advisory Services Partner/Business Advisory Services Director/Audit Partner/Audit Director</td>
<td>$150,000 - 250,000</td>
<td>$155,000 - 250,000</td>
<td>1.3%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
## FINANCE AND ACCOUNTING - AUSTRALIA

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>MELBOURNE</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Accounting</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Accountant</td>
<td>$ 50,000 - 65,000</td>
<td>$ 50,000 - 67,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Accountant</td>
<td>$ 57,500 - 87,500</td>
<td>$ 60,000 - 88,500</td>
<td>2.4%</td>
</tr>
<tr>
<td>Senior Accountant</td>
<td>$ 82,500 - 100,000</td>
<td>$ 85,000 - 100,000</td>
<td>1.4%</td>
</tr>
<tr>
<td>Accounting Manager/Director</td>
<td>$ 90,500 - 150,000</td>
<td>$ 95,000 - 150,000</td>
<td>1.9%</td>
</tr>
<tr>
<td>Group Accountant</td>
<td>$ 60,000 - 120,000</td>
<td>$ 65,000 - 120,000</td>
<td>2.8%</td>
</tr>
<tr>
<td>Accounts Payable Clerk</td>
<td>$ 48,000 - 62,500</td>
<td>$ 50,000 - 62,500</td>
<td>1.8%</td>
</tr>
<tr>
<td>Accounts Payable Manager</td>
<td>$ 65,000 - 87,000</td>
<td>$ 65,000 - 90,000</td>
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</tr>
<tr>
<td>Accounts Receivable Clerk</td>
<td>$ 50,000 - 60,000</td>
<td>$ 50,000 - 65,000</td>
<td>4.5%</td>
</tr>
<tr>
<td>Accounts Receivable Manager</td>
<td>$ 65,000 - 115,000</td>
<td>$ 70,000 - 120,000</td>
<td>5.6%</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>$ 55,000 - 77,000</td>
<td>$ 60,000 - 80,000</td>
<td>6.1%</td>
</tr>
<tr>
<td>Corporate Accountant</td>
<td>$ 75,000 - 115,000</td>
<td>$ 77,000 - 115,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Cost Accountant</td>
<td>$ 80,000 - 120,000</td>
<td>$ 82,000 - 120,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Financial Accountant</td>
<td>$ 70,000 - 100,000</td>
<td>$ 75,000 - 105,000</td>
<td>5.9%</td>
</tr>
<tr>
<td>Senior Financial Accountant</td>
<td>$ 90,000 - 110,000</td>
<td>$ 95,000 - 115,000</td>
<td>5.0%</td>
</tr>
<tr>
<td>Management Accountant</td>
<td>$ 72,500 - 95,000</td>
<td>$ 75,000 - 100,000</td>
<td>4.5%</td>
</tr>
<tr>
<td>Senior Management Accountant</td>
<td>$ 95,000 - 105,000</td>
<td>$ 95,000 - 110,000</td>
<td>2.5%</td>
</tr>
<tr>
<td>Project Accountant</td>
<td>$ 75,000 - 108,000</td>
<td>$ 75,000 - 110,000</td>
<td>1.1%</td>
</tr>
<tr>
<td><strong>Financial/Business Analysis</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Analyst</td>
<td>$ 75,000 - 100,000</td>
<td>$ 77,000 - 100,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Senior Business Analyst</td>
<td>$ 80,000 - 110,000</td>
<td>$ 85,000 - 110,000</td>
<td>2.6%</td>
</tr>
<tr>
<td>Financial Analyst</td>
<td>$ 70,000 - 110,000</td>
<td>$ 75,000 - 110,000</td>
<td>2.8%</td>
</tr>
<tr>
<td>Senior Financial Analyst</td>
<td>$ 90,000 - 125,000</td>
<td>$ 95,000 - 125,000</td>
<td>2.3%</td>
</tr>
<tr>
<td>Financial Planning &amp; Analysis Manager</td>
<td>$ 100,000 - 125,000</td>
<td>$ 100,000 - 135,000</td>
<td>4.4%</td>
</tr>
<tr>
<td>Commercial Analyst</td>
<td>$ 75,000 - 122,500</td>
<td>$ 75,000 - 125,000</td>
<td>1.3%</td>
</tr>
<tr>
<td>Commercial Manager</td>
<td>$ 95,000 - 165,000</td>
<td>$ 100,000 - 165,000</td>
<td>1.9%</td>
</tr>
<tr>
<td><strong>Financial Management</strong></td>
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<tr>
<td>Finance Manager</td>
<td>$ 72,500 - 165,000</td>
<td>$ 75,000 - 165,000</td>
<td>1.1%</td>
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<tr>
<td>Financial Controller</td>
<td>$ 100,000 - 180,000</td>
<td>$ 105,000 - 180,000</td>
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<tr>
<td>CFO/Finance Director (SME)</td>
<td>$ 120,000 - 210,000</td>
<td>$ 120,000 - 215,000</td>
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<tr>
<td>CFO/Finance Director (Large/MN)</td>
<td>$ 200,000 - 280,000</td>
<td>$ 210,000 - 280,000</td>
<td>2.1%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
### FINANCE AND ACCOUNTING - AUSTRALIA

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MELBOURNE</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>Credit Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Credit Analyst</td>
<td>$65,000 - 110,000</td>
<td>$67,000 - 110,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Credit Controller</td>
<td>$50,000 - 70,000</td>
<td>$52,500 - 70,000</td>
<td>2.1%</td>
</tr>
<tr>
<td>Credit Manager</td>
<td>$70,000 - 120,000</td>
<td>$75,000 - 120,000</td>
<td>2.6%</td>
</tr>
<tr>
<td><strong>Internal Audit</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internal Auditor</td>
<td>$80,000 - 115,000</td>
<td>$80,000 - 117,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Senior Internal Auditor</td>
<td>$95,000 - 130,000</td>
<td>$97,500 - 130,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Internal Audit Manager</td>
<td>$110,000 - 155,000</td>
<td>$110,000 - 160,000</td>
<td>1.9%</td>
</tr>
<tr>
<td><strong>Payroll</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payroll Clerk/Officer</td>
<td>$52,500 - 77,500</td>
<td>$55,000 - 77,500</td>
<td>1.9%</td>
</tr>
<tr>
<td>Payroll Manager</td>
<td>$75,000 - 125,000</td>
<td>$80,000 - 130,000</td>
<td>5.0%</td>
</tr>
<tr>
<td><strong>Tax</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tax Accountant</td>
<td>$62,500 - 85,000</td>
<td>$65,000 - 85,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Senior Tax Accountant</td>
<td>$80,000 - 115,000</td>
<td>$80,000 - 120,000</td>
<td>2.6%</td>
</tr>
<tr>
<td>Tax Manager</td>
<td>$77,500 - 160,000</td>
<td>$90,000 - 160,000</td>
<td>5.3%</td>
</tr>
<tr>
<td>Head of Tax</td>
<td>$150,000 - 300,000</td>
<td>$155,000 - 300,000</td>
<td>1.1%</td>
</tr>
<tr>
<td><strong>Treasury</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Treasury Accountant</td>
<td>$80,000 - 130,000</td>
<td>$82,500 - 130,000</td>
<td>1.2%</td>
</tr>
<tr>
<td>Treasurer</td>
<td>$95,000 - 170,000</td>
<td>$100,000 - 170,000</td>
<td>1.9%</td>
</tr>
<tr>
<td>Treasurer</td>
<td>$90,000 - 150,000</td>
<td>$92,500 - 150,000</td>
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<tr>
<td><strong>External Audit/Business Advisory Services</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Advisory Services Accountant/Auditor</td>
<td>$55,000 - 80,000</td>
<td>$57,000 - 80,000</td>
<td>1.5%</td>
</tr>
<tr>
<td>Business Advisory Services Senior Accountant/Senior Auditor</td>
<td>$70,000 - 100,000</td>
<td>$70,000 - 102,000</td>
<td>1.2%</td>
</tr>
<tr>
<td>Business Advisory Services Assistant Manager</td>
<td>$70,000 - 90,000</td>
<td>$80,000 - 90,000</td>
<td>6.3%</td>
</tr>
<tr>
<td>Business Advisory Services Manager/Audit Manager</td>
<td>$80,000 - 140,000</td>
<td>$85,000 - 140,000</td>
<td>2.3%</td>
</tr>
<tr>
<td>Business Advisory Services Partner/Business Advisory Services Director/Audit Partner/Audit Director</td>
<td>$150,000 - 300,000</td>
<td>$155,000 - 300,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Business Advisory Services Principal/Audit Principal</td>
<td>$180,000 - 400,000</td>
<td>$185,000 - 400,000</td>
<td>0.9%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
## FINANCE AND ACCOUNTING - AUSTRALIA

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PERTH</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Accounting</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Accountant</td>
<td>$55,000 - 70,000</td>
<td>$55,000 - 75,000</td>
<td>4.0%</td>
</tr>
<tr>
<td>Accountant</td>
<td>$60,000 - 87,500</td>
<td>$60,000 - 90,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Senior Accountant</td>
<td>$85,000 - 100,000</td>
<td>$85,000 - 100,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Group Accountant</td>
<td>$90,000 - 120,000</td>
<td>$90,000 - 130,000</td>
<td>4.8%</td>
</tr>
<tr>
<td>Accounts Payable Clerk</td>
<td>$50,000 - 62,500</td>
<td>$50,000 - 62,500</td>
<td>0.0%</td>
</tr>
<tr>
<td>Accounts Payable Manager</td>
<td>$57,000 - 77,500</td>
<td>$60,000 - 77,500</td>
<td>2.2%</td>
</tr>
<tr>
<td>Accounts Receivable Clerk</td>
<td>$55,000 - 60,000</td>
<td>$55,000 - 62,500</td>
<td>2.2%</td>
</tr>
<tr>
<td>Accounts Receivable Manager</td>
<td>$57,000 - 62,500</td>
<td>$60,000 - 62,500</td>
<td>2.5%</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>$53,000 - 72,000</td>
<td>$55,000 - 72,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>Corporate Accountant</td>
<td>$72,500 - 110,000</td>
<td>$72,500 - 110,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Cost Accountant</td>
<td>$80,000 - 90,000</td>
<td>$80,000 - 90,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Financial Accountant</td>
<td>$70,000 - 100,000</td>
<td>$75,000 - 100,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>Senior Financial Accountant</td>
<td>$92,500 - 110,000</td>
<td>$96,000 - 115,000</td>
<td>4.2%</td>
</tr>
<tr>
<td>Management Accountant</td>
<td>$75,000 - 100,000</td>
<td>$78,500 - 100,000</td>
<td>2.0%</td>
</tr>
<tr>
<td>Senior Management Accountant</td>
<td>$100,000 - 125,000</td>
<td>$100,000 - 125,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Project Accountant</td>
<td>$52,500 - 105,000</td>
<td>$52,500 - 105,000</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Financial/Business Analysis</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Analyst</td>
<td>$80,000 - 130,000</td>
<td>$80,000 - 130,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Senior Business Analyst</td>
<td>$100,000 - 150,000</td>
<td>$100,000 - 150,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Financial Analyst</td>
<td>$85,000 - 105,000</td>
<td>$85,000 - 105,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Senior Financial Analyst</td>
<td>$100,000 - 130,000</td>
<td>$100,000 - 130,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Financial Planning &amp; Analysis Manager</td>
<td>$120,000 - 140,000</td>
<td>$120,000 - 140,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Commercial Analyst</td>
<td>$75,000 - 115,000</td>
<td>$80,000 - 115,000</td>
<td>2.6%</td>
</tr>
<tr>
<td>Commercial Manager</td>
<td>$150,000 - 210,000</td>
<td>$150,000 - 210,000</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Financial Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finance Manager</td>
<td>$100,000 - 150,000</td>
<td>$100,000 - 150,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Financial Controller</td>
<td>$125,000 - 170,000</td>
<td>$125,000 - 170,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>CFO/Finance Director (SME)</td>
<td>$140,000 - 175,000</td>
<td>$140,000 - 175,000</td>
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</tr>
<tr>
<td>CFO/Finance Director (Large/MN)</td>
<td>$175,000 - 275,000</td>
<td>$175,000 - 275,000</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
### Finance and Accounting - Australia

**Perth**

<table>
<thead>
<tr>
<th>Job Title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Credit Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Credit Analyst</td>
<td>$54,000 - $97,500</td>
<td>$54,000 - $97,500</td>
<td>0.0%</td>
</tr>
<tr>
<td>Credit Controller</td>
<td>$52,500 - $57,500</td>
<td>$52,500 - $57,500</td>
<td>0.0%</td>
</tr>
<tr>
<td>Credit Manager</td>
<td>$57,500 - $102,500</td>
<td>$60,000 - $102,500</td>
<td>1.6%</td>
</tr>
<tr>
<td><strong>Internal Audit</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internal Auditor</td>
<td>$85,000 - $120,000</td>
<td>$90,000 - $120,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Senior Internal Auditor</td>
<td>$95,000 - $140,000</td>
<td>$100,000 - $140,000</td>
<td>2.1%</td>
</tr>
<tr>
<td>Internal Audit Manager</td>
<td>$125,000 - $180,000</td>
<td>$130,000 - $180,000</td>
<td>1.6%</td>
</tr>
<tr>
<td><strong>Payroll</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payroll Clerk/Officer</td>
<td>$55,000 - $70,000</td>
<td>$55,000 - $70,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Payroll Manager</td>
<td>$65,000 - $110,000</td>
<td>$65,000 - $110,000</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Tax</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tax Accountant</td>
<td>$75,000 - $90,000</td>
<td>$75,000 - $90,000</td>
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<tr>
<td>Senior Tax Accountant</td>
<td>$95,000 - $130,000</td>
<td>$95,000 - $135,000</td>
<td>2.2%</td>
</tr>
<tr>
<td>Tax Manager</td>
<td>$120,000 - $150,000</td>
<td>$120,000 - $150,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Head of Tax</td>
<td>$150,000 - $200,000</td>
<td>$150,000 - $200,000</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Treasury</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Treasury Accountant</td>
<td>$90,000 - $120,000</td>
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<tr>
<td>Treasury Manager</td>
<td>$100,000 - $150,000</td>
<td>$100,000 - $150,000</td>
<td>0.0%</td>
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<tr>
<td>Treasurer</td>
<td>$80,000 - $110,000</td>
<td>$80,000 - $110,000</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>External Audit/Business Advisory Services</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Advisory Services Accountant/Auditor</td>
<td>$65,000 - $80,000</td>
<td>$65,000 - $80,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Business Advisory Services Senior Accountant/Senior Auditor</td>
<td>$75,000 - $95,000</td>
<td>$75,000 - $95,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Business Advisory Services Assistant Manager</td>
<td>$90,000 - $110,000</td>
<td>$90,000 - $110,000</td>
<td>0.0%</td>
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<tr>
<td>Business Advisory Services Manager/Audit Manager</td>
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<td>$95,000 - $125,000</td>
<td>0.0%</td>
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<tr>
<td>Business Advisory Services Senior Manager/Senior Audit Manager</td>
<td>$120,000 - $170,000</td>
<td>$120,000 - $170,000</td>
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<td>Business Advisory Services Partner/Business Advisory Services Director/Audit Partner/Audit Director</td>
<td>$170,000 - $250,000</td>
<td>$170,000 - $250,000</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
# FINANCE AND ACCOUNTING - AUSTRALIA

## SYDNEY

### Accounting

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Accountant</td>
<td>$ 52,800 - 72,500</td>
<td>$ 55,000 - 72,500</td>
<td>1.8%</td>
</tr>
<tr>
<td>Accountant</td>
<td>$ 65,000 - 100,000</td>
<td>$ 70,000 - 100,000</td>
<td>3.0%</td>
</tr>
<tr>
<td>Senior Accountant</td>
<td>$ 95,000 - 120,000</td>
<td>$ 95,000 - 125,000</td>
<td>2.3%</td>
</tr>
<tr>
<td>Accounting Manager/Director</td>
<td>$ 120,000 - 175,000</td>
<td>$ 125,000 - 175,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Group Accountant</td>
<td>$ 85,000 - 125,000</td>
<td>$ 87,000 - 125,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Accounts Payable Clerk</td>
<td>$ 50,000 - 65,000</td>
<td>$ 52,000 - 65,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Accounts Payable Manager</td>
<td>$ 55,000 - 82,500</td>
<td>$ 57,000 - 82,500</td>
<td>1.5%</td>
</tr>
<tr>
<td>Accounts Receivable Clerk</td>
<td>$ 50,800 - 62,500</td>
<td>$ 52,000 - 65,000</td>
<td>3.3%</td>
</tr>
<tr>
<td>Accounts Receivable Manager</td>
<td>$ 61,400 - 75,000</td>
<td>$ 61,400 - 77,000</td>
<td>1.5%</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>$ 55,000 - 72,500</td>
<td>$ 55,000 - 75,000</td>
<td>2.0%</td>
</tr>
<tr>
<td>Corporate Accountant</td>
<td>$ 77,500 - 117,500</td>
<td>$ 80,000 - 117,500</td>
<td>1.3%</td>
</tr>
<tr>
<td>Cost Accountant</td>
<td>$ 80,000 - 110,000</td>
<td>$ 82,000 - 110,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Financial Accountant</td>
<td>$ 75,000 - 105,000</td>
<td>$ 75,000 - 107,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Senior Financial Accountant</td>
<td>$ 100,000 - 113,000</td>
<td>$ 100,000 - 115,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>Management Accountant</td>
<td>$ 77,500 - 105,600</td>
<td>$ 80,000 - 105,600</td>
<td>1.4%</td>
</tr>
<tr>
<td>Senior Management Accountant</td>
<td>$ 105,000 - 115,000</td>
<td>$ 105,000 - 120,000</td>
<td>2.3%</td>
</tr>
<tr>
<td>Project Accountant</td>
<td>$ 75,000 - 130,000</td>
<td>$ 80,000 - 130,000</td>
<td>2.4%</td>
</tr>
</tbody>
</table>

### Financial/Business Analysis

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Analyst</td>
<td>$ 82,500 - 174,000</td>
<td>$ 85,000 - 174,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Senior Business Analyst</td>
<td>$ 92,500 - 190,000</td>
<td>$ 95,000 - 190,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>Financial Analyst</td>
<td>$ 74,000 - 114,000</td>
<td>$ 85,000 - 114,000</td>
<td>5.9%</td>
</tr>
<tr>
<td>Senior Financial Analyst</td>
<td>$ 109,500 - 122,500</td>
<td>$ 110,000 - 122,500</td>
<td>0.2%</td>
</tr>
<tr>
<td>Financial Planning &amp; Analysis Manager</td>
<td>$ 125,000 - 200,000</td>
<td>$ 130,000 - 200,000</td>
<td>1.5%</td>
</tr>
<tr>
<td>Commercial Analyst</td>
<td>$ 80,000 - 125,000</td>
<td>$ 85,000 - 125,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Commercial Manager</td>
<td>$ 105,000 - 175,000</td>
<td>$ 110,000 - 175,000</td>
<td>1.8%</td>
</tr>
</tbody>
</table>

### Financial Management

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance Manager</td>
<td>$ 94,000 - 160,000</td>
<td>$ 95,000 - 160,000</td>
<td>0.4%</td>
</tr>
<tr>
<td>Financial Controller</td>
<td>$ 100,000 - 180,000</td>
<td>$ 100,000 - 185,000</td>
<td>1.8%</td>
</tr>
<tr>
<td>CFO/Finance Director (SME)</td>
<td>$ 150,000 - 300,000</td>
<td>$ 155,000 - 300,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>CFO/Finance Director (Large/MN)</td>
<td>$ 200,000 - 450,000</td>
<td>$ 210,000 - 450,000</td>
<td>1.5%</td>
</tr>
</tbody>
</table>
## Job title 2016 2017 %

### Credit Management

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credit Analyst</td>
<td>$57,500-115,000</td>
<td>$60,000-115,000</td>
<td>1.4%</td>
</tr>
<tr>
<td>Credit Controller</td>
<td>$53,000-64,900</td>
<td>$53,000-67,500</td>
<td>2.2%</td>
</tr>
<tr>
<td>Credit Manager</td>
<td>$65,000-160,000</td>
<td>$67,000-160,000</td>
<td>0.9%</td>
</tr>
</tbody>
</table>

### Internal Audit

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal Auditor</td>
<td>$75,000-110,000</td>
<td>$75,000-112,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Senior Internal Auditor</td>
<td>$100,000-150,000</td>
<td>$100,000-155,000</td>
<td>2.0%</td>
</tr>
<tr>
<td>Internal Audit Manager</td>
<td>$110,000-180,000</td>
<td>$115,000-180,000</td>
<td>1.7%</td>
</tr>
</tbody>
</table>

### Payroll

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll Clerk/Officer</td>
<td>$52,800-85,000</td>
<td>$55,000-85,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>Payroll Manager</td>
<td>$62,500-120,000</td>
<td>$65,000-120,000</td>
<td>1.4%</td>
</tr>
</tbody>
</table>

### Tax

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tax Accountant</td>
<td>$65,000-110,000</td>
<td>$65,000-112,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Senior Tax Accountant</td>
<td>$100,000-115,000</td>
<td>$100,000-120,000</td>
<td>2.3%</td>
</tr>
<tr>
<td>Tax Manager</td>
<td>$110,000-165,000</td>
<td>$120,000-165,000</td>
<td>3.6%</td>
</tr>
<tr>
<td>Head of Tax</td>
<td>$175,000-350,000</td>
<td>$180,000-350,000</td>
<td>1.0%</td>
</tr>
</tbody>
</table>

### Treasury

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Treasury Accountant</td>
<td>$77,000-110,000</td>
<td>$80,000-110,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>Treasury Manager</td>
<td>$110,000-200,000</td>
<td>$115,000-200,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>Treasurer</td>
<td>$90,000-145,000</td>
<td>$92,000-145,000</td>
<td>0.9%</td>
</tr>
</tbody>
</table>

### External Audit/Business Advisory Services

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Advisory Services Accountant/Auditor</td>
<td>$60,000-75,000</td>
<td>$60,000-77,000</td>
<td>1.5%</td>
</tr>
<tr>
<td>Business Advisory Services Senior Accountant/ Senior Auditor</td>
<td>$76,000-130,000</td>
<td>$78,000-130,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Business Advisory Services Assistant Manager</td>
<td>$75,000-95,000</td>
<td>$77,000-95,000</td>
<td>1.2%</td>
</tr>
<tr>
<td>Business Advisory Services Manager/ Audit Manager</td>
<td>$100,000-160,000</td>
<td>$100,000-165,000</td>
<td>1.9%</td>
</tr>
<tr>
<td>Business Advisory Services Partner/Business Advisory Services Director/Audit Partner/ Audit Director</td>
<td>$150,000-215,000</td>
<td>$150,000-220,000</td>
<td>1.4%</td>
</tr>
<tr>
<td>Business Advisory Services Principal/ Audit Principal</td>
<td>$140,000-200,000</td>
<td>$140,000-205,000</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
## FINANCE AND ACCOUNTING - NEW ZEALAND

**AUCKLAND**

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Accounting</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Accountant</td>
<td>$ 50,000 - 62,500</td>
<td>$ 50,000 - 68,000</td>
<td>4.9%</td>
</tr>
<tr>
<td>Accountant</td>
<td>$ 65,000 - 80,000</td>
<td>$ 65,000 - 85,000</td>
<td>3.4%</td>
</tr>
<tr>
<td>Senior Accountant</td>
<td>$ 77,500 - 95,000</td>
<td>$ 77,500 - 100,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>Group Accountant</td>
<td>$ 85,000 - 140,000</td>
<td>$ 90,000 - 140,000</td>
<td>2.2%</td>
</tr>
<tr>
<td>Accounts Payable Clerk</td>
<td>$ 45,000 - 57,000</td>
<td>$ 45,000 - 60,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>Accounts Payable Manager</td>
<td>$ 70,000 - 115,000</td>
<td>$ 70,000 - 120,000</td>
<td>2.7%</td>
</tr>
<tr>
<td>Accounts Receivable Clerk</td>
<td>$ 45,000 - 57,000</td>
<td>$ 45,000 - 60,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>Accounts Receivable Manager</td>
<td>$ 70,000 - 115,000</td>
<td>$ 70,000 - 120,000</td>
<td>2.7%</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>$ 55,000 - 80,000</td>
<td>$ 55,000 - 80,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Corporate Accountant</td>
<td>$ 76,800 - 105,000</td>
<td>$ 76,800 - 110,000</td>
<td>2.8%</td>
</tr>
<tr>
<td>Cost Accountant</td>
<td>$ 75,000 - 120,000</td>
<td>$ 75,000 - 130,000</td>
<td>5.1%</td>
</tr>
<tr>
<td>Financial Accountant</td>
<td>$ 70,000 - 100,800</td>
<td>$ 75,000 - 100,000</td>
<td>2.5%</td>
</tr>
<tr>
<td>Senior Financial Accountant</td>
<td>$ 91,200 - 100,800</td>
<td>$ 91,200 - 110,000</td>
<td>4.8%</td>
</tr>
<tr>
<td>Management Accountant</td>
<td>$ 72,500 - 115,000</td>
<td>$ 75,000 - 120,000</td>
<td>4.0%</td>
</tr>
<tr>
<td>Senior Management Accountant</td>
<td>$ 100,000 - 134,000</td>
<td>$ 100,000 - 140,000</td>
<td>2.6%</td>
</tr>
<tr>
<td><strong>Financial/Business Analysis</strong></td>
<td>$ 65,000 - 95,000</td>
<td>$ 65,000 - 100,000</td>
<td>3.1%</td>
</tr>
<tr>
<td>Business Analyst</td>
<td>$ 82,500 - 153,600</td>
<td>$ 90,000 - 165,000</td>
<td>8.0%</td>
</tr>
<tr>
<td>Financial Planning &amp; Analysis Manager</td>
<td>$ 110,000 - 140,000</td>
<td>$ 110,000 - 150,000</td>
<td>4.0%</td>
</tr>
<tr>
<td><strong>Financial Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finance Manager</td>
<td>$ 100,000 - 130,000</td>
<td>$ 100,000 - 135,000</td>
<td>2.2%</td>
</tr>
<tr>
<td>Financial Controller</td>
<td>$ 130,000 - 160,000</td>
<td>$ 130,000 - 170,000</td>
<td>3.4%</td>
</tr>
<tr>
<td>Commercial Manager</td>
<td>$ 130,000 - 170,000</td>
<td>$ 130,000 - 180,000</td>
<td>3.3%</td>
</tr>
<tr>
<td>CFO/Finance Director (SME)</td>
<td>$ 150,000 - 220,000</td>
<td>$ 150,000 - 220,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>CFO/Finance Director (Large/MN)</td>
<td>$ 180,000 - 300,000</td>
<td>$ 180,000 - 300,000</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position.
Percentage change shows the increase or decrease in salaries in comparison to 2016.
FINANCE AND ACCOUNTING - NEW ZEALAND

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AUCKLAND</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Credit Management</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Credit Controller</td>
<td>$ 50,000 - 70,000</td>
<td>$ 55,000 - 70,000</td>
<td>4.2%</td>
</tr>
<tr>
<td>Credit Manager</td>
<td>$ 70,000 - 160,000</td>
<td>$ 70,000 - 170,000</td>
<td>4.3%</td>
</tr>
<tr>
<td>Internal Audit</td>
<td>$ 78,000 - 155,000</td>
<td>$ 78,000 - 155,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Payroll</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payroll Clerk/Officer</td>
<td>$ 45,000 - 75,000</td>
<td>$ 50,000 - 75,000</td>
<td>4.2%</td>
</tr>
<tr>
<td>Payroll Manager</td>
<td>$ 75,000 - 110,000</td>
<td>$ 75,000 - 120,000</td>
<td>5.4%</td>
</tr>
<tr>
<td>Tax &amp; Treasury</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tax Accountant</td>
<td>$ 72,500 - 120,000</td>
<td>$ 75,000 - 120,000</td>
<td>1.3%</td>
</tr>
<tr>
<td>Tax Manager</td>
<td>$ 87,500 - 150,000</td>
<td>$ 90,000 - 150,000</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.

Companies will need to adjust their salary packages to remain competitive in attracting and retaining staff.
## FINANCIAL SERVICES - AUSTRALIA

### SYDNEY

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Compliance/Anti-Money Laundering</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$ 61,000 - 90,000</td>
<td>$ 62,500 - 92,000</td>
<td>2.3%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$ 85,000 - 120,000</td>
<td>$ 87,000 - 125,000</td>
<td>3.4%</td>
</tr>
<tr>
<td>Manager</td>
<td>$ 100,000 - 137,000</td>
<td>$ 100,000 - 140,000</td>
<td>1.3%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$ 132,000 - 165,500</td>
<td>$ 135,000 - 165,500</td>
<td>1.0%</td>
</tr>
<tr>
<td><strong>Credit Risk</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$ 61,000 - 86,250</td>
<td>$ 61,000 - 88,000</td>
<td>1.2%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$ 84,000 - 103,000</td>
<td>$ 84,000 - 105,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Manager</td>
<td>$ 96,500 - 137,000</td>
<td>$ 96,500 - 140,000</td>
<td>1.3%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$ 132,000 - 165,500</td>
<td>$ 135,000 - 165,500</td>
<td>1.0%</td>
</tr>
<tr>
<td><strong>Financial Control</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$ 52,000 - 71,750</td>
<td>$ 52,000 - 73,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$ 72,000 - 99,000</td>
<td>$ 72,000 - 100,000</td>
<td>0.6%</td>
</tr>
<tr>
<td>Manager</td>
<td>$ 91,750 - 130,000</td>
<td>$ 92,500 - 130,000</td>
<td>0.3%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$ 126,000 - 157,750</td>
<td>$ 126,000 - 160,000</td>
<td>0.8%</td>
</tr>
<tr>
<td><strong>Fund Accounting/Administration</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$ 50,000 - 70,000</td>
<td>$ 50,000 - 75,000</td>
<td>4.2%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$ 70,000 - 92,500</td>
<td>$ 72,000 - 95,000</td>
<td>2.8%</td>
</tr>
<tr>
<td>Manager</td>
<td>$ 90,000 - 120,000</td>
<td>$ 90,000 - 125,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$ 115,000 - 150,000</td>
<td>$ 117,000 - 150,000</td>
<td>0.8%</td>
</tr>
<tr>
<td><strong>Internal Audit</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$ 56,500 - 74,000</td>
<td>$ 56,500 - 76,000</td>
<td>1.5%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$ 75,000 - 96,000</td>
<td>$ 75,000 - 98,000</td>
<td>1.2%</td>
</tr>
<tr>
<td>Manager</td>
<td>$ 92,500 - 140,000</td>
<td>$ 92,500 - 142,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$ 131,000 - 166,000</td>
<td>$ 133,000 - 166,000</td>
<td>0.7%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position.
Percentage change shows the increase or decrease in salaries in comparison to 2016.
## FINANCIAL SERVICES - AUSTRALIA

### SYDNEY

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Management Reporting</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$ 55,500 - 73,500</td>
<td>$ 55,500 - 77,000</td>
<td>2.7%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$ 75,000 - 100,000</td>
<td>$ 77,000 - 100,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Manager</td>
<td>$ 96,000 - 135,000</td>
<td>$ 96,000 - 137,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$ 133,000 - 160,000</td>
<td>$ 133,000 - 162,000</td>
<td>0.7%</td>
</tr>
<tr>
<td><strong>Market Risk</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$ 67,500 - 88,750</td>
<td>$ 68,000 - 90,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$ 88,000 - 121,000</td>
<td>$ 90,000 - 121,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Manager</td>
<td>$ 114,000 - 147,250</td>
<td>$ 114,000 - 150,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$ 144,000 - 175,000</td>
<td>$ 145,000 - 175,000</td>
<td>0.3%</td>
</tr>
<tr>
<td><strong>Operational Risk</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$ 61,500 - 83,000</td>
<td>$ 61,500 - 85,000</td>
<td>1.4%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$ 83,500 - 105,000</td>
<td>$ 85,000 - 105,000</td>
<td>0.8%</td>
</tr>
<tr>
<td>Manager</td>
<td>$ 94,500 - 139,500</td>
<td>$ 94,500 - 142,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$ 140,000 - 175,000</td>
<td>$ 140,000 - 177,000</td>
<td>0.6%</td>
</tr>
<tr>
<td><strong>Product Control</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$ 68,500 - 91,500</td>
<td>$ 68,500 - 93,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$ 85,000 - 120,000</td>
<td>$ 87,000 - 120,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Manager</td>
<td>$ 105,000 - 147,000</td>
<td>$ 105,000 - 150,000</td>
<td>1.2%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$ 140,000 - 175,000</td>
<td>$ 142,000 - 175,000</td>
<td>0.6%</td>
</tr>
<tr>
<td><strong>Project Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$ 61,000 - 81,250</td>
<td>$ 62,500 - 81,250</td>
<td>1.1%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$ 76,000 - 110,000</td>
<td>$ 76,000 - 112,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Manager</td>
<td>$ 96,500 - 145,000</td>
<td>$ 97,000 - 147,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$ 137,000 - 167,500</td>
<td>$ 137,000 - 168,500</td>
<td>0.3%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position.
Percentage change shows the increase or decrease in salaries in comparison to 2016.
## Financial Services - Australia

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Risk Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$63,000 - 84,750</td>
<td>$65,000 - 87,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$85,000 - 103,000</td>
<td>$86,000 - 105,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>Manager</td>
<td>$97,500 - 140,000</td>
<td>$98,500 - 145,000</td>
<td>2.5%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$138,000 - 168,500</td>
<td>$140,000 - 168,500</td>
<td>0.7%</td>
</tr>
<tr>
<td><strong>Settlements/FX Settlements</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$50,000 - 75,000</td>
<td>$50,000 - 77,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$63,000 - 85,000</td>
<td>$63,000 - 90,000</td>
<td>3.4%</td>
</tr>
<tr>
<td>Manager</td>
<td>$90,000 - 135,000</td>
<td>$90,000 - 137,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$100,000 - 160,000</td>
<td>$100,000 - 165,000</td>
<td>1.9%</td>
</tr>
<tr>
<td><strong>Tax</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$53,250 - 76,000</td>
<td>$53,250 - 77,500</td>
<td>1.2%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$76,250 - 101,500</td>
<td>$77,000 - 102,000</td>
<td>0.7%</td>
</tr>
<tr>
<td>Manager</td>
<td>$97,000 - 136,500</td>
<td>$97,000 - 150,000</td>
<td>5.8%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$135,000 - 170,000</td>
<td>$137,000 - 170,000</td>
<td>0.7%</td>
</tr>
<tr>
<td><strong>Treasury Accounting</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 3 years</td>
<td>$52,750 - 75,500</td>
<td>$55,000 - 75,500</td>
<td>1.8%</td>
</tr>
<tr>
<td>4 - 7 years</td>
<td>$70,500 - 95,500</td>
<td>$70,500 - 97,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>Manager</td>
<td>$90,500 - 140,000</td>
<td>$92,000 - 140,000</td>
<td>0.7%</td>
</tr>
<tr>
<td>Senior Manager/Executive Manager</td>
<td>$130,500 - 161,000</td>
<td>$132,000 - 162,000</td>
<td>0.9%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
The growth percentage in the number of IT manager occupations by 2020 as forecasted by the Australian Department of Employment²

Technology advancements are driving business change, delivering growth across multiple sectors, prompting the need for additional IT talent. As the IT landscape becomes more innovative and customer-centric, and as concern increases amid persistent cyber-security threats, a continued demand for specialist IT roles is set to continue in the following years.

The decline in students choosing to study technology at university level since 2001³

In the IT sector, demand is outstripping supply for highly skilled candidates in most areas, with rapid digitisation revealing significant skills shortages. With fewer Australian IT graduates, skilled talent is predicted to be increasingly scarce, making the war for talent more prevalent in the IT sector.
34% of Australian CIOs say software development is the functional area within IT and technology that will create the most jobs over the next five years and 43% say it is the most challenging area to source skilled IT professionals*

With businesses embracing mobile technology and automation to drive their business growth, software development is a high priority. The Australian Department of Employment predicts that the number of software and application programming roles will increase by 18.4% by 20204. Candidates with specialised skills in full-stack, front-end and back-end development are currently in short supply, with companies increasingly vying over top talent in those areas.

49% of Australian CIOs say their non-IT senior management team do not have enough knowledge of Big Data and the use of data efficiently within their organisation*

In order for data to successfully drive business decisions, company leaders need to be fully engaged with the importance of Big Data, and then utilise it to make informed and strategic decisions. With the right IT talent to properly manage databases and maximise the potential of Big Data analytics, organisations can focus more on their customer needs, identify new trends and unlock new business opportunities.

75% of Australian CIOs say they will face more security threats in the next five years due to a shortage of IT security talent*

Cyber-security is business-critical. Companies need to proactively address IT security and develop a recruitment strategy to secure the talent who will ensure their business is protected against external threats and security breaches. Cyber-security specialists will continue to be in high demand in the coming years, as clever hackers become more sophisticated in their attempts to steal company data.

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* Independent survey commissioned by Robert Half among 100 Australian CIOs.

2 Australian Department of Employment, Employment Projections  
3 Australian Financial Review, Shortage of IT graduates a critical threat  
4 Australian Department of Employment, Employment Projections
TOP 3 FUNCTIONAL AREAS MOST CHALLENGING TO FIND SKILLED IT/TECHNOLOGY CANDIDATES**

- Software development
- Applications development
- IT security

* software development houses and disruptive platforms
** Independent survey commissioned by Robert Half among 100 Australian CIOs.
Companies are increasingly relying on a flexible hiring policy, which they achieve through a combination of permanent and temporary employees with the right mix of skills for the strategic and operational objectives.

With companies increasingly moving to web-based platforms, the development and enhancement of company software will only continue to drive demand for qualified and experienced front-end and back-end developers, as well as full-stack developers to tackle large-scale development.

### TEMPORARY IT/TECHNOLOGY

#### POSITIONS IN DEMAND

**AUSTRALIA**
- Front-end UI/UX Developer
- Office 365 Consultant
- Project Manager

### PERMANENT IT/TECHNOLOGY

#### POSITIONS IN DEMAND

**AUSTRALIA**
- Developer (Front-end, Back-end and Full-stack)
- Systems/Network/Cloud Engineer
- Business Analyst

**NEW ZEALAND**
- Automation Test Analyst
- Big Data Analyst and Developer
- Solutions Architect
According to a report by the Australian Department of Employment\(^6\), the list of skills required by hiring managers in IT is getting longer and more specific, and contains both technical and soft skills. As a result, many employers are finding it challenging to fill their vacant roles. The in-demand skillsets identified in the report include cyber-security, data science, and data mining expertise, as well as cloud computing and infrastructure specialist skillsets.

### IN-DEMAND TECHNICAL SKILLS

#### AUSTRALIA
- CRM technologies
- PHP
- Cloud technology (AWS)
- Big Data analytics
- React
- Digital product skills

#### NEW ZEALAND
- Digital transformation
- Big Data analytics
- Business Intelligence
- Artificial Intelligence/ Augmented Reality

### TOP 5 SOFT SKILLS IN DEMAND

<table>
<thead>
<tr>
<th></th>
<th>Skill</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Strong interpersonal skills</td>
</tr>
<tr>
<td>2</td>
<td>Well-developed communication skills</td>
</tr>
<tr>
<td>3</td>
<td>A strong understanding of big picture concepts</td>
</tr>
<tr>
<td>4</td>
<td>Excellent written and documentation skills</td>
</tr>
<tr>
<td>5</td>
<td>The ability to build strong rapport with end users</td>
</tr>
</tbody>
</table>

\(^6\) Australian Department of Employment, Special Topic Reports
With increased hiring intentions and persistent skills shortages, companies looking to secure top IT talent need to be ready to offer generous compensation packages. Strong IT candidates will find opportunity to negotiate above-market salary packages.

Retention efforts are also increasing with companies going beyond financial incentives and looking at career pathing and work-life balance to keep their top talent on board.

The increased confidence among IT candidates regarding their opportunities in the job market also has an impact on their remuneration expectations. Because earning expectations of in-demand technology candidates have gone up, many companies are reassessing their remuneration policies by either expanding the remuneration packages or reviewing the positions so that they are in line with any applicable budget restrictions.

**BEST PAYING INDUSTRIES FOR IT/TECHNOLOGY PROFESSIONALS**

**AUSTRALIA**
- Financial Services
- Mining
- Healthcare
- IT Consulting

**NEW ZEALAND**
- Property
- Financial Services

Strong IT candidates will find opportunity to negotiate above-market salary packages.
# Technology - Australia

## Brisbane

<table>
<thead>
<tr>
<th>Job Title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Architecture &amp; Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enterprise Architect</td>
<td>$135,000 - 198,000</td>
<td>$135,000 - 200,000</td>
<td>0.6%</td>
</tr>
<tr>
<td>Infrastructure Architect</td>
<td>$100,000 - 200,000</td>
<td>$105,000 - 200,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Solutions Architect</td>
<td>$110,000 - 150,000</td>
<td>$110,000 - 165,000</td>
<td>5.8%</td>
</tr>
<tr>
<td><strong>Business Intelligence</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Intelligence Analyst</td>
<td>$80,000 - 110,000</td>
<td>$85,000 - 120,000</td>
<td>7.9%</td>
</tr>
<tr>
<td>Business Intelligence Developer</td>
<td>$75,000 - 125,000</td>
<td>$75,000 - 140,000</td>
<td>7.5%</td>
</tr>
<tr>
<td>Business Intelligence Manager</td>
<td>$110,000 - 160,000</td>
<td>$110,000 - 180,000</td>
<td>7.4%</td>
</tr>
<tr>
<td><strong>Business Analysis</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Analyst</td>
<td>$80,000 - 120,000</td>
<td>$80,000 - 125,000</td>
<td>2.5%</td>
</tr>
<tr>
<td>Senior Business Analyst</td>
<td>$120,000 - 132,000</td>
<td>$120,000 - 137,000</td>
<td>2.0%</td>
</tr>
<tr>
<td><strong>Data/Database Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data Warehouse Consultant</td>
<td>$92,000 - 125,000</td>
<td>$95,000 - 125,000</td>
<td>1.4%</td>
</tr>
<tr>
<td>Database Administrator</td>
<td>$90,000 - 125,000</td>
<td>$90,000 - 125,000</td>
<td>0.9%</td>
</tr>
<tr>
<td><strong>Technical Support &amp; Operations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Help Desk Support Officer/Level 1/2 Support Analyst</td>
<td>$45,000 - 65,000</td>
<td>$47,500 - 65,000</td>
<td>2.3%</td>
</tr>
<tr>
<td>Systems Administrator</td>
<td>$70,000 - 90,000</td>
<td>$75,000 - 90,000</td>
<td>3.1%</td>
</tr>
<tr>
<td><strong>Infrastructure &amp; Engineering</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Network Engineer</td>
<td>$80,000 - 130,000</td>
<td>$85,000 - 130,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Systems Engineer</td>
<td>$75,000 - 110,000</td>
<td>$75,000 - 120,000</td>
<td>5.4%</td>
</tr>
<tr>
<td>Infrastructure Manager</td>
<td>$90,000 - 135,000</td>
<td>$90,000 - 150,000</td>
<td>6.7%</td>
</tr>
<tr>
<td><strong>IT Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IT Manager/Head of IT</td>
<td>$100,000 - 170,000</td>
<td>$110,000 - 180,000</td>
<td>7.4%</td>
</tr>
<tr>
<td>IT Director</td>
<td>$140,000 - 200,000</td>
<td>$145,000 - 200,000</td>
<td>1.5%</td>
</tr>
<tr>
<td>Chief Information Officer/Chief Technology Officer</td>
<td>$150,000 - 250,000</td>
<td>$155,000 - 250,000</td>
<td>1.3%</td>
</tr>
<tr>
<td><strong>IT Security/Cyber-security</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cyber-security Specialist</td>
<td>$100,000 - 150,000</td>
<td>$120,000 - 150,000</td>
<td>8.0%</td>
</tr>
<tr>
<td>IT Security Specialist</td>
<td>$100,000 - 140,000</td>
<td>$120,000 - 140,000</td>
<td>8.3%</td>
</tr>
<tr>
<td>IT Security Manager</td>
<td>$140,000 - 170,000</td>
<td>$145,000 - 170,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>Security Network Engineer</td>
<td>$110,000 - 130,000</td>
<td>$112,000 - 132,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>CISO</td>
<td>$180,000 - 250,000</td>
<td>$185,000 - 250,000</td>
<td>1.2%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Quality Assurance - Testing</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manual Test Analyst</td>
<td>$ 83,500 - 125,000</td>
<td>$ 85,000 - 125,000</td>
<td>0.7%</td>
</tr>
<tr>
<td>Automation Test Analyst</td>
<td>$ 85,000 - 115,000</td>
<td>$ 87,000 - 115,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Test Manager</td>
<td>$ 100,000 - 130,000</td>
<td>$ 100,000 - 132,000</td>
<td>0.9%</td>
</tr>
<tr>
<td><strong>Full-stack Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junior Developer</td>
<td>$ 75,000 - 90,000</td>
<td>$ 75,000 - 95,000</td>
<td>3.0%</td>
</tr>
<tr>
<td>Developer</td>
<td>$ 85,000 - 120,000</td>
<td>$ 90,000 - 120,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$ 120,000 - 150,000</td>
<td>$ 120,000 - 155,000</td>
<td>1.9%</td>
</tr>
<tr>
<td>Development Manager</td>
<td>$ 110,000 - 195,000</td>
<td>$ 110,000 - 200,000</td>
<td>1.6%</td>
</tr>
<tr>
<td><strong>Front-end Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junior Developer</td>
<td>$ 75,000 - 100,000</td>
<td>$ 80,000 - 100,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>Developer</td>
<td>$ 85,000 - 120,000</td>
<td>$ 95,000 - 120,000</td>
<td>4.9%</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$ 110,000 - 150,000</td>
<td>$ 120,000 - 160,000</td>
<td>7.7%</td>
</tr>
<tr>
<td><strong>Back-end Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junior Developer</td>
<td>$ 70,000 - 85,000</td>
<td>$ 70,000 - 95,000</td>
<td>6.5%</td>
</tr>
<tr>
<td>Developer</td>
<td>$ 80,000 - 120,000</td>
<td>$ 90,000 - 120,000</td>
<td>5.0%</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$ 120,000 - 135,000</td>
<td>$ 120,000 - 140,000</td>
<td>2.0%</td>
</tr>
<tr>
<td><strong>Project Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Project Coordinator</td>
<td>$ 60,000 - 110,000</td>
<td>$ 60,000 - 115,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>Project Scheduler</td>
<td>$ 70,000 - 100,000</td>
<td>$ 75,000 - 100,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>Project Manager</td>
<td>$ 95,000 - 190,000</td>
<td>$ 100,000 - 190,000</td>
<td>1.8%</td>
</tr>
<tr>
<td>Program Manager</td>
<td>$ 140,000 - 220,000</td>
<td>$ 140,000 - 225,000</td>
<td>1.4%</td>
</tr>
<tr>
<td>Project Management Officer</td>
<td>$ 60,000 - 110,000</td>
<td>$ 62,000 - 110,000</td>
<td>1.2%</td>
</tr>
<tr>
<td><strong>Business Transformation</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ERP Functional Consultant</td>
<td>$ 100,000 - 130,000</td>
<td>$ 100,000 - 132,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>ERP Technical Consultant</td>
<td>$ 85,000 - 120,000</td>
<td>$ 87,000 - 120,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>CRM Consultant</td>
<td>$ 85,000 - 200,000</td>
<td>$ 90,000 - 200,000</td>
<td>1.8%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position.
Percentage change shows the increase or decrease in salaries in comparison to 2016.
**TECHNOLOGY - AUSTRALIA**

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MELBOURNE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Architecture &amp; Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enterprise Architect</td>
<td>$135,000 - 220,000</td>
<td>$140,000 - 220,000</td>
<td>1.4%</td>
</tr>
<tr>
<td>Infrastructure Architect</td>
<td>$115,000 - 175,000</td>
<td>$120,000 - 180,000</td>
<td>3.4%</td>
</tr>
<tr>
<td>Solutions Architect</td>
<td>$130,000 - 180,000</td>
<td>$135,000 - 180,000</td>
<td>1.6%</td>
</tr>
<tr>
<td><strong>Business Intelligence</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Intelligence Analyst</td>
<td>$78,000 - 115,000</td>
<td>$80,000 - 120,000</td>
<td>3.6%</td>
</tr>
<tr>
<td>Business Intelligence Developer</td>
<td>$75,000 - 120,000</td>
<td>$75,000 - 125,000</td>
<td>2.6%</td>
</tr>
<tr>
<td>Business Intelligence Manager</td>
<td>$125,000 - 170,000</td>
<td>$125,000 - 180,000</td>
<td>3.4%</td>
</tr>
<tr>
<td><strong>Business Analysis</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Analyst</td>
<td>$85,000 - 110,000</td>
<td>$85,000 - 115,000</td>
<td>2.6%</td>
</tr>
<tr>
<td>Senior Business Analyst</td>
<td>$110,000 - 130,000</td>
<td>$110,000 - 140,000</td>
<td>4.2%</td>
</tr>
<tr>
<td><strong>Data/Database Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data Warehouse Consultant</td>
<td>$90,000 - 140,000</td>
<td>$90,000 - 142,500</td>
<td>1.1%</td>
</tr>
<tr>
<td>Database Administrator</td>
<td>$75,000 - 110,000</td>
<td>$80,000 - 120,000</td>
<td>8.1%</td>
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<tr>
<td><strong>Technical Support &amp; Operations</strong></td>
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<tr>
<td>Help Desk Support Officer/Level 1/2 Support Analyst</td>
<td>$45,000 - 65,000</td>
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<td>Systems Administrator</td>
<td>$70,000 - 85,000</td>
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<tr>
<td><strong>Infrastructure &amp; Engineering</strong></td>
<td></td>
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<td></td>
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<tr>
<td>Network Engineer</td>
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<tr>
<td>Systems Engineer</td>
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<tr>
<td>Infrastructure Manager</td>
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<td></td>
<td></td>
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<tr>
<td>IT Manager/Head of IT</td>
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<td>2.0%</td>
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<tr>
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<tr>
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<td><strong>IT Security/Cyber-security</strong></td>
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<tr>
<td>Cyber-security Specialist</td>
<td>$110,000 - 180,000</td>
<td>$120,000 - 190,000</td>
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<tr>
<td>IT Security Specialist</td>
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<tr>
<td>CISO</td>
<td>$200,000 - 270,000</td>
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Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
## TECHNOLOGY - AUSTRALIA

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
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</thead>
<tbody>
<tr>
<td><strong>Quality Assurance - Testing</strong></td>
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<td></td>
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<tr>
<td>Manual Test Analyst</td>
<td>$ 55,000 - 95,000</td>
<td>$ 55,000 - 100,000</td>
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<tr>
<td>Automation Test Analyst</td>
<td>$ 70,000 - 130,000</td>
<td>$ 75,000 - 130,000</td>
<td>2.5%</td>
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<tr>
<td>Test Manager</td>
<td>$ 100,000 - 130,000</td>
<td>$ 100,000 - 140,000</td>
<td>4.3%</td>
</tr>
<tr>
<td><strong>Full-stack Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junior Developer</td>
<td>$ 50,000 - 65,000</td>
<td>$ 50,000 - 70,000</td>
<td>4.3%</td>
</tr>
<tr>
<td>Developer</td>
<td>$ 65,000 - 95,000</td>
<td>$ 70,000 - 100,000</td>
<td>6.3%</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$ 95,000 - 120,000</td>
<td>$ 100,000 - 135,000</td>
<td>9.3%</td>
</tr>
<tr>
<td>Development Manager</td>
<td>$ 110,000 - 175,000</td>
<td>$ 110,000 - 185,000</td>
<td>3.5%</td>
</tr>
<tr>
<td><strong>Front-end Development</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Junior Developer</td>
<td>$ 55,000 - 70,000</td>
<td>$ 55,000 - 75,000</td>
<td>4.0%</td>
</tr>
<tr>
<td>Developer</td>
<td>$ 70,000 - 100,000</td>
<td>$ 75,000 - 110,000</td>
<td>8.8%</td>
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<tr>
<td>Senior Developer</td>
<td>$ 100,000 - 130,000</td>
<td>$ 110,000 - 140,000</td>
<td>8.7%</td>
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<tr>
<td><strong>Back-end Development</strong></td>
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<td></td>
</tr>
<tr>
<td>Junior Developer</td>
<td>$ 50,000 - 65,000</td>
<td>$ 50,000 - 70,000</td>
<td>4.3%</td>
</tr>
<tr>
<td>Developer</td>
<td>$ 65,000 - 95,000</td>
<td>$ 70,000 - 100,000</td>
<td>6.3%</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$ 95,000 - 120,000</td>
<td>$ 100,000 - 135,000</td>
<td>9.3%</td>
</tr>
<tr>
<td><strong>Project Management</strong></td>
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<tr>
<td>Project Coordinator</td>
<td>$ 60,000 - 90,000</td>
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<tr>
<td>Project Scheduler</td>
<td>$ 70,000 - 110,000</td>
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<td>8.3%</td>
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<tr>
<td>Project Manager</td>
<td>$ 105,000 - 190,000</td>
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<tr>
<td>Program Manager</td>
<td>$ 135,000 - 220,000</td>
<td>$ 135,000 - 225,000</td>
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<td>Project Management Officer</td>
<td>$ 100,000 - 180,000</td>
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<td>1.8%</td>
</tr>
<tr>
<td><strong>Business Transformation</strong></td>
<td></td>
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</tr>
<tr>
<td>ERP Functional Consultant</td>
<td>$ 90,000 - 130,000</td>
<td>$ 90,000 - 132,500</td>
<td>1.1%</td>
</tr>
<tr>
<td>ERP Technical Consultant</td>
<td>$ 90,000 - 130,000</td>
<td>$ 90,000 - 132,000</td>
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</tr>
<tr>
<td>CRM Consultant</td>
<td>$ 90,000 - 135,000</td>
<td>$ 92,000 - 140,000</td>
<td>3.1%</td>
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## TECHNOLOGY - AUSTRALIA

### Job title 2016 2017 %

#### PERTH

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<thead>
<tr>
<th>Architecture &amp; Development</th>
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<tbody>
<tr>
<td>Enterprise Architect</td>
<td>$ 170,000 - 198,000</td>
<td>$ 170,000 - 198,000</td>
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<td>$ 120,100 - 195,000</td>
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<td>Solutions Architect</td>
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<table>
<thead>
<tr>
<th>Business Intelligence</th>
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</thead>
<tbody>
<tr>
<td>Business Intelligence Analyst</td>
<td>$ 90,000 - 130,000</td>
<td>$ 95,000 - 130,000</td>
</tr>
<tr>
<td>Business Intelligence Developer</td>
<td>$ 100,000 - 130,000</td>
<td>$ 100,000 - 130,000</td>
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<tr>
<td>Business Intelligence Manager</td>
<td>$ 120,000 - 180,000</td>
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<table>
<thead>
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<td>Senior Business Analyst</td>
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<td>$ 135,000 - 150,000</td>
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<table>
<thead>
<tr>
<th>Data/Database Management</th>
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<tbody>
<tr>
<td>Data Warehouse Consultant</td>
<td>$ 90,000 - 150,000</td>
<td>$ 90,000 - 150,000</td>
</tr>
<tr>
<td>Database Administrator</td>
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<table>
<thead>
<tr>
<th>Technical Support &amp; Operations</th>
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</thead>
<tbody>
<tr>
<td>Help Desk Support Officer/Level 1/2 Support Analyst</td>
<td>$ 47,500 - 70,000</td>
<td>$ 47,500 - 70,000</td>
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<tr>
<td>Systems Administrator</td>
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<td>$ 75,000 - 110,000</td>
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<table>
<thead>
<tr>
<th>Infrastructure &amp; Engineering</th>
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</thead>
<tbody>
<tr>
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<td>$ 87,000 - 130,000</td>
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<td>$ 75,000 - 115,000</td>
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<tr>
<td>Infrastructure Manager</td>
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<table>
<thead>
<tr>
<th>IT Management</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>IT Manager/Head of IT</td>
<td>$ 95,000 - 140,000</td>
<td>$ 95,000 - 140,000</td>
</tr>
<tr>
<td>IT Director</td>
<td>$ 135,000 - 200,000</td>
<td>$ 135,000 - 200,000</td>
</tr>
<tr>
<td>Chief Information Officer/Chief Technology Officer</td>
<td>$ 195,000 - 300,000</td>
<td>$ 195,000 - 300,000</td>
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<table>
<thead>
<tr>
<th>IT Security/Cyber-security</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Cyber-security Specialist</td>
<td>$ 110,000 - 130,000</td>
<td>$ 110,000 - 140,000</td>
</tr>
<tr>
<td>IT Security Specialist</td>
<td>$ 85,000 - 115,000</td>
<td>$ 90,000 - 115,000</td>
</tr>
<tr>
<td>IT Security Manager</td>
<td>$ 100,000 - 140,000</td>
<td>$ 100,000 - 150,000</td>
</tr>
<tr>
<td>Security Network Engineer</td>
<td>$ 100,000 - 125,000</td>
<td>$ 100,000 - 125,000</td>
</tr>
<tr>
<td>CISO</td>
<td>$ 150,000 - 170,000</td>
<td>$ 150,000 - 180,000</td>
</tr>
</tbody>
</table>

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2017 SALARY GUIDE | ROBERTHALF.COM.AU
## Quality Assurance - Testing

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manual Test Analyst</td>
<td>$85,000 - 150,000</td>
<td>$85,000 - 150,000</td>
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</tr>
<tr>
<td>Automation Test Analyst</td>
<td>$110,000 - 144,000</td>
<td>$110,000 - 144,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Test Manager</td>
<td>$125,000 - 150,000</td>
<td>$125,000 - 150,000</td>
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## Full-stack Development

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<tr>
<th>Job title</th>
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<th>%</th>
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</thead>
<tbody>
<tr>
<td>Junior Developer</td>
<td>$80,000 - 105,000</td>
<td>$82,500 - 110,000</td>
<td>4.1%</td>
</tr>
<tr>
<td>Developer</td>
<td>$90,000 - 115,000</td>
<td>$90,000 - 120,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$100,000 - 130,000</td>
<td>$100,000 - 135,000</td>
<td>2.2%</td>
</tr>
<tr>
<td>Development Manager</td>
<td>$110,000 - 145,000</td>
<td>$110,000 - 145,000</td>
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## Front-end Development

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<th>%</th>
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<tbody>
<tr>
<td>Junior Developer</td>
<td>$75,000 - 105,000</td>
<td>$80,000 - 110,000</td>
<td>5.6%</td>
</tr>
<tr>
<td>Developer</td>
<td>$80,000 - 115,000</td>
<td>$82,500 - 120,000</td>
<td>3.8%</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$105,000 - 125,000</td>
<td>$105,000 - 130,000</td>
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## Back-end Development

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<tr>
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<tbody>
<tr>
<td>Junior Developer</td>
<td>$77,500 - 105,600</td>
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<tr>
<td>Developer</td>
<td>$85,500 - 130,000</td>
<td>$88,000 - 130,000</td>
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<tr>
<td>Senior Developer</td>
<td>$105,000 - 144,000</td>
<td>$105,000 - 145,000</td>
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## Project Management

<table>
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<tr>
<th>Job title</th>
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<tbody>
<tr>
<td>Project Coordinator</td>
<td>$77,000 - 125,000</td>
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<tr>
<td>Project Scheduler</td>
<td>$80,000 - 120,000</td>
<td>$80,000 - 120,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Project Manager</td>
<td>$105,000 - 180,000</td>
<td>$105,000 - 180,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Program Manager</td>
<td>$70,000 - 216,000</td>
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<td>0.0%</td>
</tr>
<tr>
<td>Project Management Officer</td>
<td>$125,000 - 145,000</td>
<td>$125,000 - 145,000</td>
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## Business Transformation

<table>
<thead>
<tr>
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<th>2016</th>
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<th>%</th>
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</thead>
<tbody>
<tr>
<td>ERP Functional Consultant</td>
<td>$105,000 - 150,000</td>
<td>$105,000 - 150,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>ERP Technical Consultant</td>
<td>$100,000 - 120,000</td>
<td>$100,000 - 120,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>CRM Consultant</td>
<td>$82,500 - 172,500</td>
<td>$82,500 - 172,500</td>
<td>0.0%</td>
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</tbody>
</table>

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<table>
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<tr>
<th>Job title</th>
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<th>2017</th>
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<tbody>
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<td><strong>SYDNEY</strong></td>
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<td><strong>Architecture &amp; Development</strong></td>
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<td>$135,000 - 228,000</td>
<td>$135,000 - 230,000</td>
<td>0.6%</td>
</tr>
<tr>
<td>Infrastructure Architect</td>
<td>$100,500 - 180,000</td>
<td>$100,500 - 185,000</td>
<td>1.8%</td>
</tr>
<tr>
<td>Solutions Architect</td>
<td>$135,000 - 228,000</td>
<td>$135,000 - 230,000</td>
<td>0.6%</td>
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<tr>
<td><strong>Business Intelligence</strong></td>
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<tr>
<td>Business Intelligence Analyst</td>
<td>$95,000 - 125,000</td>
<td>$95,000 - 130,000</td>
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<tr>
<td>Business Intelligence Developer</td>
<td>$100,000 - 132,500</td>
<td>$100,000 - 135,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Business Intelligence Manager</td>
<td>$130,000 - 150,000</td>
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<td><strong>Business Analysis</strong></td>
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<td>$75,000 - 100,000</td>
<td>$77,000 - 100,000</td>
<td>1.1%</td>
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<tr>
<td>Senior Business Analyst</td>
<td>$100,000 - 183,600</td>
<td>$100,000 - 185,000</td>
<td>0.5%</td>
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<tr>
<td><strong>Data/Database Management</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Data Warehouse Consultant</td>
<td>$90,000 - 130,000</td>
<td>$90,000 - 140,000</td>
<td>4.5%</td>
</tr>
<tr>
<td>Database Administrator</td>
<td>$80,000 - 110,000</td>
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<tr>
<td><strong>Technical Support &amp; Operations</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Help Desk Support Officer/Level 1/2 Support Analyst</td>
<td>$52,500 - 75,000</td>
<td>$55,000 - 75,000</td>
<td>2.0%</td>
</tr>
<tr>
<td>Systems Administrator</td>
<td>$75,000 - 115,000</td>
<td>$75,000 - 117,000</td>
<td>1.1%</td>
</tr>
<tr>
<td><strong>Infrastructure &amp; Engineering</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Network Engineer</td>
<td>$87,500 - 145,000</td>
<td>$90,000 - 145,000</td>
<td>1.1%</td>
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<tr>
<td>Systems Engineer</td>
<td>$87,500 - 145,000</td>
<td>$90,000 - 145,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Infrastructure Manager</td>
<td>$92,500 - 145,000</td>
<td>$100,000 - 150,000</td>
<td>5.3%</td>
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<tr>
<td><strong>IT Management</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>IT Manager/Head of IT</td>
<td>$120,000 - 170,000</td>
<td>$120,000 - 175,000</td>
<td>1.7%</td>
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<tr>
<td>IT Director</td>
<td>$135,000 - 180,000</td>
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</tr>
<tr>
<td>Chief Information Officer/Chief Technology Officer</td>
<td>$200,000 - 350,000</td>
<td>$205,000 - 350,000</td>
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<tr>
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<tr>
<td>Cyber-security Specialist</td>
<td>$110,000 - 155,000</td>
<td>$120,000 - 160,000</td>
<td>5.7%</td>
</tr>
<tr>
<td>IT Security Specialist</td>
<td>$150,000 - 200,000</td>
<td>$155,000 - 200,000</td>
<td>1.4%</td>
</tr>
<tr>
<td>IT Security Manager</td>
<td>$170,000 - 204,000</td>
<td>$170,000 - 210,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>Security Network Engineer</td>
<td>$120,000 - 142,500</td>
<td>$120,000 - 150,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>CISO</td>
<td>$200,000 - 300,000</td>
<td>$210,000 - 300,000</td>
<td>2.0%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
# Technology - Australia

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Quality Assurance - Testing</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manual Test Analyst</td>
<td>$ 71,500 - 130,000</td>
<td>$ 75,000 - 130,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Automation Test Analyst</td>
<td>$ 90,000 - 140,000</td>
<td>$ 95,000 - 140,000</td>
<td>2.2%</td>
</tr>
<tr>
<td>Test Manager</td>
<td>$ 100,000 - 160,000</td>
<td>$ 100,000 - 165,000</td>
<td>1.9%</td>
</tr>
<tr>
<td><strong>Full-stack Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junior Developer</td>
<td>$ 70,000 - 90,000</td>
<td>$ 70,000 - 95,000</td>
<td>3.1%</td>
</tr>
<tr>
<td>Developer</td>
<td>$ 90,000 - 155,000</td>
<td>$ 95,000 - 155,000</td>
<td>2.0%</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$ 120,000 - 162,000</td>
<td>$ 130,000 - 165,000</td>
<td>4.6%</td>
</tr>
<tr>
<td>Development Manager</td>
<td>$ 125,000 - 165,000</td>
<td>$ 125,000 - 180,000</td>
<td>5.2%</td>
</tr>
<tr>
<td><strong>Front-end Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junior Developer</td>
<td>$ 70,000 - 90,000</td>
<td>$ 70,000 - 95,000</td>
<td>3.1%</td>
</tr>
<tr>
<td>Developer</td>
<td>$ 90,000 - 150,000</td>
<td>$ 95,000 - 150,000</td>
<td>2.1%</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$ 132,000 - 160,000</td>
<td>$ 132,000 - 165,000</td>
<td>1.7%</td>
</tr>
<tr>
<td><strong>Back-end Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junior Developer</td>
<td>$ 70,000 - 90,000</td>
<td>$ 70,000 - 95,000</td>
<td>3.1%</td>
</tr>
<tr>
<td>Developer</td>
<td>$ 90,000 - 150,000</td>
<td>$ 95,000 - 150,000</td>
<td>2.1%</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$ 130,000 - 160,000</td>
<td>$ 130,000 - 165,000</td>
<td>1.7%</td>
</tr>
<tr>
<td><strong>Project Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Project Coordinator</td>
<td>$ 67,000 - 114,000</td>
<td>$ 68,000 - 115,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Project Scheduler</td>
<td>$ 75,000 - 120,000</td>
<td>$ 77,000 - 120,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Project Manager</td>
<td>$ 120,000 - 192,000</td>
<td>$ 120,000 - 195,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Program Manager</td>
<td>$ 100,000 - 200,000</td>
<td>$ 105,000 - 200,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Project Management Officer</td>
<td>$ 105,000 - 190,000</td>
<td>$ 107,000 - 190,000</td>
<td>0.7%</td>
</tr>
<tr>
<td><strong>Business Transformation</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ERP Functional Consultant</td>
<td>$ 100,000 - 150,000</td>
<td>$ 100,000 - 152,000</td>
<td>0.8%</td>
</tr>
<tr>
<td>ERP Technical Consultant</td>
<td>$ 90,000 - 115,000</td>
<td>$ 90,000 - 120,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>CRM Consultant</td>
<td>$ 75,000 - 172,800</td>
<td>$ 75,000 - 180,000</td>
<td>2.9%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position.
Percentage change shows the increase or decrease in salaries in comparison to 2016.
### Technology - New Zealand

#### Auckland

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Architecture &amp; Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enterprise Architect</td>
<td>$140,000 - 180,000</td>
<td>$140,000 - 190,000</td>
<td>3.1%</td>
</tr>
<tr>
<td>Infrastructure Architect</td>
<td>$100,000 - 140,000</td>
<td>$100,000 - 150,000</td>
<td>4.2%</td>
</tr>
<tr>
<td>Solutions Architect</td>
<td>$92,000 - 130,000</td>
<td>$92,000 - 140,000</td>
<td>4.5%</td>
</tr>
<tr>
<td><strong>Business Intelligence</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Intelligence Analyst</td>
<td>$65,000 - 100,000</td>
<td>$75,000 - 100,000</td>
<td>6.1%</td>
</tr>
<tr>
<td>Business Intelligence Developer</td>
<td>$85,000 - 120,000</td>
<td>$90,000 - 125,000</td>
<td>4.9%</td>
</tr>
<tr>
<td>Business Intelligence Manager</td>
<td>$110,000 - 160,000</td>
<td>$115,000 - 170,000</td>
<td>5.6%</td>
</tr>
<tr>
<td><strong>Business Analysis</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Analyst</td>
<td>$75,000 - 100,000</td>
<td>$80,000 - 110,000</td>
<td>8.6%</td>
</tr>
<tr>
<td>Senior Business Analyst</td>
<td>$90,000 - 140,000</td>
<td>$100,000 - 140,000</td>
<td>4.3%</td>
</tr>
<tr>
<td><strong>Data/Database Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data Warehouse Consultant</td>
<td>$95,000 - 135,000</td>
<td>$100,000 - 135,000</td>
<td>2.2%</td>
</tr>
<tr>
<td>Database Administrator</td>
<td>$90,000 - 110,000</td>
<td>$95,000 - 115,000</td>
<td>5.0%</td>
</tr>
<tr>
<td><strong>IT Management</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IT Manager/Head of IT</td>
<td>$130,000 - 180,000</td>
<td>$135,000 - 180,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>IT Director</td>
<td>$180,000 - 250,000</td>
<td>$185,000 - 250,000</td>
<td>1.2%</td>
</tr>
<tr>
<td>Chief Information Officer/Chief Technology Officer</td>
<td>$190,000 - 250,000</td>
<td>$190,000 - 255,000</td>
<td>1.1%</td>
</tr>
<tr>
<td><strong>Quality Assurance - Testing</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manual Test Analyst</td>
<td>$50,000 - 105,000</td>
<td>$55,000 - 105,000</td>
<td>3.2%</td>
</tr>
<tr>
<td>Automation Test Analyst</td>
<td>$70,000 - 115,000</td>
<td>$75,000 - 120,000</td>
<td>5.4%</td>
</tr>
<tr>
<td>Test Manager</td>
<td>$112,500 - 150,000</td>
<td>$115,000 - 150,000</td>
<td>1.0%</td>
</tr>
<tr>
<td><strong>Full-stack Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junior Developer</td>
<td>$60,000 - 75,000</td>
<td>$60,000 - 80,000</td>
<td>3.7%</td>
</tr>
<tr>
<td>Developer</td>
<td>$80,000 - 115,000</td>
<td>$80,000 - 120,000</td>
<td>2.6%</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$100,000 - 130,000</td>
<td>$105,000 - 130,000</td>
<td>2.2%</td>
</tr>
<tr>
<td>Development Manager</td>
<td>$110,000 - 140,000</td>
<td>$110,000 - 140,000</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
Because earning expectations of in-demand technology candidates have gone up, many companies are reassessing their remuneration policies.
Companies that have lengthy hiring processes risk losing top professionals who are often in hot contention for several roles. Hiring managers therefore need to act fast once they find a match. Temporary contracts can also provide an attractive solution as they can serve as a no-obligation trial period before the new employee is offered a permanent role.

49% of Australian HR managers assess temporary work assignments referenced on a CV as the equivalent to a permanent candidate as long as the individual is not perceived as a job hopper and 44% say it is an advantage if the temporary assignment is in line with the sector and/or job criteria.

When temporary roles are positioned as part of a strategy for career development, hiring managers increasingly understand the added value they bring to an organisation. A history of quality temporary assignments in a certain industry gives the candidate a competitive edge when applying for roles in that respective industry.
53% of Australian HR managers say succession planning will have the greatest impact on the future of the workplace*

As the Baby Boomer generation gradually retires from the workforce, a crucial factor in preparing for the replacement of a company’s most experienced employees will be either upskilling existing staff or identifying new in-house job opportunities.

39% of Australian HR managers consider specialist recruitment agencies will be the most effective recruitment tool by 2020*

As the employment market tightens, companies realise the increased importance of specialised recruitment agencies when sourcing the right candidates. In today’s competitive job market, it’s in a company’s best interest to have an all-round hiring strategy that combines both the latest technologies, social media and the human touch of specialised staffing agencies.

87% of Australian HR managers are more accepting of hiring boomerang employees today compared to three years ago*

Due to the shortage of skilled talent, companies are more willing to rehire former employees than ever before. The job market is increasingly fluid; many businesses understand the value and potential cost savings in allowing employees to extend their experience and skillset outside their organisation, and leave the door open for them to return at a later date. In hiring a former employee, it is important for companies to consider if the primary reason of leaving the company has been resolved.

* Independent survey commissioned by Robert Half among 100 HR managers in Australia.
89% of Australian HR managers find it challenging to source skilled professional-level employees with 34% saying that the primary reason is demand outweighing supply*

* Independent survey commissioned by Robert Half among 100 HR managers in Australia.
Despite increasing digitisation of process-driven tasks, skilled administrative candidates will continue to be in demand as companies are now increasing headcount, after having downsized in 2014. According to the Parliament of Australia, the number of employed administration and support staff grew by 9.3% from 2015-2016\(^5\). As businesses undergo transformation, employers will be looking for talented administrative professionals to support the change.

**TOP 3 OFFICE SUPPORT POSITIONS IN DEMAND**

- Customer Service Representative
- Sales Coordinator
- Executive Assistant

---

\(^5\) Parliament of Australia, Employment by industry: a quick guide
When it comes to evaluating professionals, the days when hiring managers assessed candidates based purely on their technical skills are over. Companies value a blend of both technical and soft skills – such as flexibility, communication, the ability to work autonomously and problem-solving capabilities. Administrative professionals in today’s market need to focus on developing both their technical and soft skills to become a well-rounded and in-demand candidate.

**DO TECHNICAL SKILLS CARRY MORE WEIGHT THAN SOFT SKILLS?**

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Choice</th>
</tr>
</thead>
<tbody>
<tr>
<td>22%</td>
<td>Much more</td>
</tr>
<tr>
<td>30%</td>
<td>Somewhat more</td>
</tr>
<tr>
<td>42%</td>
<td>Equally important</td>
</tr>
<tr>
<td>4%</td>
<td>Somewhat less</td>
</tr>
<tr>
<td>2%</td>
<td>Much less</td>
</tr>
</tbody>
</table>

Companies value a blend of both technical and soft skills

Source: Independent survey commissioned by Robert Half among 100 HR managers in Australia.

There is a gradual shift within hiring as managers shift from skill-based hiring to attitudinal-based hiring. Companies are increasingly adjusting their mandatory and non-essential skills requirements, prioritising corporate fit over (certain) technical skills and are investing in training for the successful candidate. Whilst qualifications and upskilling remain important for candidates to advance their careers, an aptitude towards continuous improvement and flexibility is also increasingly essential.
TOP 5 TECHNICAL SKILLS IN DEMAND

• MS Office (Word, Excel, PowerPoint, Outlook)
• ERP programs (SAP, Pronto and Oracle)
• Database management
• Social media management
• Customer relationship management (CRM) software

TOP 5 SOFT SKILLS IN DEMAND

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Flexibility</td>
</tr>
<tr>
<td>2</td>
<td>Communication</td>
</tr>
<tr>
<td>3</td>
<td>Ability to work</td>
</tr>
<tr>
<td>4</td>
<td>Problem-solving</td>
</tr>
<tr>
<td>5</td>
<td>Results-oriented</td>
</tr>
</tbody>
</table>

Companies’ expectations are high. They require their administrative employees to be flexible in terms of their job duties, thereby allowing the business to be more agile and to spread skills and expertise across the organisation.

Project management skills have also become increasingly important for administrative employees as employers facilitate greater exposure and collaboration with other departments for administrative staff; and with this exposure comes greater expectations of the soft skills required to effectively communicate and problem solve across the business.

In addition, companies favour on-the-job experience and industry knowledge in potential candidates. In bringing such assets to the table, the successful candidate requires less on-boarding; an enticing proposition for time-poor managers.
REMUNERATION TRENDS

Flexibility is key. With highly skilled candidates in short supply, companies need to take on a flexible approach to salary packages for roles that are challenging to fill or that need to be filled quickly. Candidates are well-researched and knowledgeable about their market value, so companies need to offer a competitive remuneration package and sometimes be prepared to offer a salary package that exceeds the market average to entice top talent into the vacant position.

For candidates, a flexible approach must also apply to work hours. Work-life balance is increasingly a high priority. With technology enabling staff to work from home and outside of the traditional nine-to-five, candidates have high expectations of their employer to facilitate opportunities for them to balance their family life and other external activities.

THE 5 BEST PAYING INDUSTRIES FOR OFFICE SUPPORT AND ADMINISTRATIVE ROLES

- Technology
- Consultancy
- Pharmaceuticals
- Marketing
- Mining
# ADMINISTRATION AND OFFICE SUPPORT - AUSTRALIA

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Customer Service &amp; Sales</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Customer Service Representative</td>
<td>$45,000-66,000</td>
<td>$50,000-66,000</td>
<td>4.5%</td>
</tr>
<tr>
<td>Customer Service Team Leader</td>
<td>$60,500-92,000</td>
<td>$62,500-92,000</td>
<td>1.3%</td>
</tr>
<tr>
<td>Customer Service Manager</td>
<td>$60,500-92,000</td>
<td>$62,500-92,000</td>
<td>1.3%</td>
</tr>
<tr>
<td>Claims Administrator</td>
<td>$48,000-60,000</td>
<td>$48,000-65,000</td>
<td>4.6%</td>
</tr>
<tr>
<td>Outbound Telesales Consultant</td>
<td>$44,000-58,000</td>
<td>$45,000-60,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>Sales Coordinator</td>
<td>$45,000-61,000</td>
<td>$45,000-62,500</td>
<td>1.4%</td>
</tr>
<tr>
<td><strong>Human Resources</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HR Administrator</td>
<td>$47,500-65,000</td>
<td>$50,000-65,000</td>
<td>2.2%</td>
</tr>
<tr>
<td>HR Coordinator</td>
<td>$52,000-70,000</td>
<td>$55,000-70,000</td>
<td>2.5%</td>
</tr>
<tr>
<td>HR Advisor/Business Partner</td>
<td>$70,000-145,000</td>
<td>$75,000-145,000</td>
<td>2.3%</td>
</tr>
<tr>
<td>HR Manager</td>
<td>$80,000-150,000</td>
<td>$82,000-150,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>Talent Acquisition Coordinator</td>
<td>$80,000-105,000</td>
<td>$82,000-105,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>Talent Acquisition Manager</td>
<td>$90,000-115,000</td>
<td>$92,000-115,000</td>
<td>1.0%</td>
</tr>
<tr>
<td><strong>Marketing</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marketing Administrator</td>
<td>$45,000-73,500</td>
<td>$47,000-73,500</td>
<td>1.7%</td>
</tr>
<tr>
<td>Marketing Coordinator</td>
<td>$50,000-85,000</td>
<td>$52,000-85,000</td>
<td>1.5%</td>
</tr>
<tr>
<td>Marketing Manager</td>
<td>$75,000-140,000</td>
<td>$77,000-140,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>Events Coordinator</td>
<td>$70,000-95,000</td>
<td>$72,000-95,000</td>
<td>1.2%</td>
</tr>
<tr>
<td><strong>Office Support</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Data Entry Clerk</td>
<td>$42,000-55,000</td>
<td>$44,000-55,000</td>
<td>2.1%</td>
</tr>
<tr>
<td>Audio Typist</td>
<td>$47,500-58,000</td>
<td>$47,500-59,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>Word Processing Clerk</td>
<td>$42,000-52,000</td>
<td>$42,000-53,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>File Clerk/Mail Room Clerk</td>
<td>$35,000-43,000</td>
<td>$35,000-44,000</td>
<td>1.3%</td>
</tr>
<tr>
<td>Receptionist</td>
<td>$42,500-53,000</td>
<td>$42,500-55,000</td>
<td>2.1%</td>
</tr>
<tr>
<td>Legal Administrator/Secretary</td>
<td>$50,000-70,000</td>
<td>$52,000-70,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Medical Administrator/Secretary</td>
<td>$55,000-70,000</td>
<td>$57,000-70,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>$42,500-58,000</td>
<td>$45,000-58,000</td>
<td>2.5%</td>
</tr>
<tr>
<td>Senior Administrator</td>
<td>$57,500-62,000</td>
<td>$57,500-65,000</td>
<td>2.5%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. 
Percentage change shows the increase or decrease in salaries in comparison to 2016.
## Administration and Office Support - Australia

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Office Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Coordinator</td>
<td>$45,000 - 60,000</td>
<td>$47,500 - 60,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Logistics Administrator</td>
<td>$50,000 - 80,000</td>
<td>$50,000 - 82,000</td>
<td>1.5%</td>
</tr>
<tr>
<td>Facilities Office Coordinator</td>
<td>$48,000 - 60,000</td>
<td>$50,000 - 60,000</td>
<td>1.9%</td>
</tr>
<tr>
<td>Office Manager</td>
<td>$45,000 - 86,000</td>
<td>$50,000 - 86,000</td>
<td>3.8%</td>
</tr>
<tr>
<td><strong>Project Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Document Controller</td>
<td>$53,000 - 77,000</td>
<td>$57,000 - 77,000</td>
<td>3.1%</td>
</tr>
<tr>
<td>Project Administrator</td>
<td>$50,000 - 85,000</td>
<td>$52,000 - 85,000</td>
<td>1.5%</td>
</tr>
<tr>
<td>Project Coordinator</td>
<td>$60,000 - 80,000</td>
<td>$62,000 - 80,000</td>
<td>1.4%</td>
</tr>
<tr>
<td>Contracts Administrator</td>
<td>$55,000 - 86,000</td>
<td>$60,000 - 86,000</td>
<td>3.5%</td>
</tr>
<tr>
<td><strong>Senior Administration Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Team Assistant</td>
<td>$50,000 - 64,000</td>
<td>$50,000 - 65,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>Executive Assistant</td>
<td>$60,000 - 83,500</td>
<td>$60,000 - 90,000</td>
<td>4.5%</td>
</tr>
<tr>
<td>Personal Assistant</td>
<td>$55,000 - 75,000</td>
<td>$60,000 - 75,000</td>
<td>3.8%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
# ADMINISTRATION AND OFFICE SUPPORT - AUSTRALIA

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MELBOURNE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Customer Service &amp; Sales</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Customer Service Representative</td>
<td>$ 43,000 - 60,000</td>
<td>$ 44,000 - 60,000</td>
<td>1.0%</td>
</tr>
<tr>
<td>Customer Service Team Leader</td>
<td>$ 80,000 - 97,500</td>
<td>$ 80,000 - 100,000</td>
<td>1.4%</td>
</tr>
<tr>
<td>Customer Service Manager</td>
<td>$ 82,000 - 110,000</td>
<td>$ 82,000 - 115,000</td>
<td>2.6%</td>
</tr>
<tr>
<td>Claims Administrator</td>
<td>$ 45,000 - 60,000</td>
<td>$ 47,000 - 60,000</td>
<td>1.9%</td>
</tr>
<tr>
<td>Outbound Telesales Consultant</td>
<td>$ 43,000 - 60,000</td>
<td>$ 45,000 - 60,000</td>
<td>1.9%</td>
</tr>
<tr>
<td>Sales Coordinator</td>
<td>$ 43,000 - 65,000</td>
<td>$ 45,000 - 65,000</td>
<td>1.9%</td>
</tr>
<tr>
<td><strong>Human Resources</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HR Administrator</td>
<td>$ 46,000 - 60,000</td>
<td>$ 50,000 - 60,000</td>
<td>3.8%</td>
</tr>
<tr>
<td>HR Coordinator</td>
<td>$ 50,000 - 70,000</td>
<td>$ 55,000 - 70,000</td>
<td>4.2%</td>
</tr>
<tr>
<td>HR Advisor/Business Partner</td>
<td>$ 70,000 - 100,000</td>
<td>$ 72,000 - 100,000</td>
<td>1.2%</td>
</tr>
<tr>
<td>HR Manager</td>
<td>$ 87,000 - 150,000</td>
<td>$ 90,000 - 150,000</td>
<td>1.3%</td>
</tr>
<tr>
<td>Talent Acquisition Coordinator</td>
<td>$ 62,500 - 100,000</td>
<td>$ 65,000 - 100,000</td>
<td>1.5%</td>
</tr>
<tr>
<td>Talent Acquisition Manager</td>
<td>$ 95,000 - 120,000</td>
<td>$ 97,000 - 120,000</td>
<td>0.9%</td>
</tr>
<tr>
<td><strong>Marketing</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marketing Administrator</td>
<td>$ 45,000 - 65,000</td>
<td>$ 45,000 - 67,000</td>
<td>1.8%</td>
</tr>
<tr>
<td>Marketing Coordinator</td>
<td>$ 52,000 - 82,500</td>
<td>$ 52,000 - 85,000</td>
<td>1.9%</td>
</tr>
<tr>
<td>Marketing Manager</td>
<td>$ 65,000 - 150,000</td>
<td>$ 67,000 - 150,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>Events Coordinator</td>
<td>$ 65,000 - 90,000</td>
<td>$ 67,000 - 90,000</td>
<td>1.3%</td>
</tr>
<tr>
<td><strong>Office Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data Entry Clerk</td>
<td>$ 42,500 - 60,000</td>
<td>$ 45,000 - 60,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Audio Typist</td>
<td>$ 47,500 - 58,000</td>
<td>$ 50,000 - 58,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Word Processing Clerk</td>
<td>$ 45,000 - 60,000</td>
<td>$ 50,000 - 60,000</td>
<td>4.8%</td>
</tr>
<tr>
<td>File Clerk/Mail Room Clerk</td>
<td>$ 38,000 - 50,000</td>
<td>$ 40,000 - 50,000</td>
<td>2.3%</td>
</tr>
<tr>
<td>Receptionist</td>
<td>$ 42,500 - 57,500</td>
<td>$ 42,500 - 60,000</td>
<td>2.5%</td>
</tr>
<tr>
<td>Legal Administrator/Secretary</td>
<td>$ 52,500 - 70,000</td>
<td>$ 55,000 - 70,000</td>
<td>2.0%</td>
</tr>
<tr>
<td>Medical Administrator/Secretary</td>
<td>$ 52,500 - 70,000</td>
<td>$ 55,000 - 70,000</td>
<td>2.0%</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>$ 43,000 - 57,500</td>
<td>$ 45,000 - 60,000</td>
<td>4.5%</td>
</tr>
<tr>
<td>Senior Administrator</td>
<td>$ 55,000 - 66,000</td>
<td>$ 55,000 - 70,000</td>
<td>3.3%</td>
</tr>
</tbody>
</table>

Salary range indicates the low and high values for a specific position. Percentage change shows the increase or decrease in salaries in comparison to 2016.
# Administration and Office Support - Australia

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Office Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Coordinator</td>
<td>$47,000 - 65,000</td>
<td>$50,000 - 65,000</td>
<td>2.7%</td>
</tr>
<tr>
<td>Logistics Administrator</td>
<td>$55,000 - 70,000</td>
<td>$55,000 - 72,500</td>
<td>2.0%</td>
</tr>
<tr>
<td>Facilities Office Coordinator</td>
<td>$50,000 - 70,000</td>
<td>$50,000 - 72,500</td>
<td>2.1%</td>
</tr>
<tr>
<td>Office Manager</td>
<td>$60,000 - 90,000</td>
<td>$62,000 - 90,000</td>
<td>1.3%</td>
</tr>
<tr>
<td><strong>Project Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Document Controller</td>
<td>$62,500 - 77,000</td>
<td>$62,500 - 80,000</td>
<td>2.2%</td>
</tr>
<tr>
<td>Project Administrator</td>
<td>$50,000 - 78,000</td>
<td>$50,000 - 80,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>Project Coordinator</td>
<td>$55,000 - 96,000</td>
<td>$60,000 - 96,000</td>
<td>3.3%</td>
</tr>
<tr>
<td>Contracts Administrator</td>
<td>$57,000 - 65,000</td>
<td>$57,000 - 67,000</td>
<td>1.6%</td>
</tr>
<tr>
<td><strong>Senior Administration Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Team Assistant</td>
<td>$50,000 - 65,000</td>
<td>$50,000 - 67,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Executive Assistant</td>
<td>$65,000 - 90,000</td>
<td>$65,000 - 100,000</td>
<td>6.5%</td>
</tr>
<tr>
<td>Personal Assistant</td>
<td>$60,000 - 82,000</td>
<td>$60,000 - 85,000</td>
<td>2.1%</td>
</tr>
</tbody>
</table>

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## ADMINISTRATION AND OFFICE SUPPORT - AUSTRALIA

### SYDNEY

#### Customer Service & Sales

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customer Service Representative</td>
<td>$45,100-60,000</td>
<td>$45,000-66,300</td>
<td>5.9%</td>
</tr>
<tr>
<td>Customer Service Team Leader</td>
<td>$65,000-92,000</td>
<td>$65,000-95,000</td>
<td>1.9%</td>
</tr>
<tr>
<td>Customer Service Manager</td>
<td>$65,000-92,000</td>
<td>$65,000-95,000</td>
<td>1.9%</td>
</tr>
<tr>
<td>Claims Administrator</td>
<td>$48,000-60,000</td>
<td>$48,000-62,000</td>
<td>1.9%</td>
</tr>
<tr>
<td>Outbound Telesales Consultant</td>
<td>$50,000-62,500</td>
<td>$52,000-63,000</td>
<td>2.2%</td>
</tr>
<tr>
<td>Sales Coordinator</td>
<td>$42,500-61,000</td>
<td>$43,200-61,000</td>
<td>0.7%</td>
</tr>
</tbody>
</table>

#### Human Resources

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>HR Administrator</td>
<td>$50,000-68,800</td>
<td>$55,000-68,000</td>
<td>4.2%</td>
</tr>
<tr>
<td>HR Coordinator</td>
<td>$52,000-75,000</td>
<td>$58,000-70,000</td>
<td>0.8%</td>
</tr>
<tr>
<td>HR Advisor/Business Partner</td>
<td>$75,000-140,500</td>
<td>$80,000-145,000</td>
<td>4.4%</td>
</tr>
<tr>
<td>HR Manager</td>
<td>$62,500-150,500</td>
<td>$65,000-150,000</td>
<td>1.2%</td>
</tr>
<tr>
<td>Talent Acquisition Coordinator</td>
<td>$72,500-115,000</td>
<td>$78,900-120,000</td>
<td>6.1%</td>
</tr>
<tr>
<td>Talent Acquisition Manager</td>
<td>$95,000-125,000</td>
<td>$100,500-130,000</td>
<td>4.8%</td>
</tr>
</tbody>
</table>

#### Marketing

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marketing Administrator</td>
<td>$45,000-73,400</td>
<td>$50,000-73,400</td>
<td>4.2%</td>
</tr>
<tr>
<td>Marketing Coordinator</td>
<td>$50,000-90,000</td>
<td>$52,500-90,000</td>
<td>1.8%</td>
</tr>
<tr>
<td>Marketing Manager</td>
<td>$64,900-150,000</td>
<td>$75,000-140,000</td>
<td>0.0%</td>
</tr>
<tr>
<td>Events Coordinator</td>
<td>$62,500-107,500</td>
<td>$72,000-107,500</td>
<td>5.6%</td>
</tr>
</tbody>
</table>

#### Office Support

<table>
<thead>
<tr>
<th>Job title</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Data Entry Clerk</td>
<td>$42,200-60,000</td>
<td>$45,100-59,500</td>
<td>2.3%</td>
</tr>
<tr>
<td>Audio Typist</td>
<td>$47,500-55,000</td>
<td>$47,500-58,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>Word Processing Clerk</td>
<td>$42,000-52,000</td>
<td>$43,000-52,000</td>
<td>1.1%</td>
</tr>
<tr>
<td>File Clerk/Mail Room Clerk</td>
<td>$37,000-48,000</td>
<td>$40,000-48,000</td>
<td>3.5%</td>
</tr>
<tr>
<td>Receptionist</td>
<td>$42,500-56,000</td>
<td>$45,000-56,000</td>
<td>2.5%</td>
</tr>
<tr>
<td>Legal Administrator/Secretary</td>
<td>$50,000-70,000</td>
<td>$53,000-70,000</td>
<td>2.5%</td>
</tr>
<tr>
<td>Medical Administrator/Secretary</td>
<td>$57,500-60,000</td>
<td>$57,500-62,000</td>
<td>1.7%</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>$45,000-57,600</td>
<td>$45,000-60,000</td>
<td>2.3%</td>
</tr>
<tr>
<td>Senior Administrator</td>
<td>$57,500-65,000</td>
<td>$57,500-67,000</td>
<td>1.6%</td>
</tr>
</tbody>
</table>

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## Administration and Office Support - Australia

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<th>%</th>
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<tbody>
<tr>
<td><strong>Office Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Coordinator</td>
<td>$ 46,000 - 66,200</td>
<td>$ 48,000 - 72,000</td>
<td>7.0%</td>
</tr>
<tr>
<td>Logistics Administrator</td>
<td>$ 50,000 - 95,000</td>
<td>$ 49,900 - 96,000</td>
<td>0.6%</td>
</tr>
<tr>
<td>Facilities Office Coordinator</td>
<td>$ 46,000 - 105,000</td>
<td>$ 48,000 - 106,500</td>
<td>2.3%</td>
</tr>
<tr>
<td>Office Manager</td>
<td>$ 55,600 - 120,000</td>
<td>$ 60,000 - 125,000</td>
<td>5.4%</td>
</tr>
<tr>
<td><strong>Project Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Document Controller</td>
<td>$ 50,000 - 75,000</td>
<td>$ 53,000 - 77,000</td>
<td>4.0%</td>
</tr>
<tr>
<td>Project Administrator</td>
<td>$ 48,000 - 84,000</td>
<td>$ 48,900 - 86,400</td>
<td>2.5%</td>
</tr>
<tr>
<td>Project Coordinator</td>
<td>$ 52,800 - 126,000</td>
<td>$ 60,000 - 124,800</td>
<td>3.4%</td>
</tr>
<tr>
<td>Contracts Administrator</td>
<td>$ 55,000 - 85,000</td>
<td>$ 55,000 - 86,000</td>
<td>0.7%</td>
</tr>
<tr>
<td><strong>Senior Administration Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Team Assistant</td>
<td>$ 50,000 - 64,000</td>
<td>$ 50,000 - 65,000</td>
<td>0.9%</td>
</tr>
<tr>
<td>Executive Assistant</td>
<td>$ 52,500 - 85,000</td>
<td>$ 60,000 - 83,500</td>
<td>4.4%</td>
</tr>
<tr>
<td>Personal Assistant</td>
<td>$ 52,800 - 70,000</td>
<td>$ 55,000 - 70,000</td>
<td>1.8%</td>
</tr>
</tbody>
</table>

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Read our [blog](https://www.roberthalf.com.au/blog) for leadership and career advice.
CONTACT US

Brisbane
+61 7 3039 4202
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melbourne@roberthalf.com.au

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+61 3 9239 8100
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+61 8 6430 6801
perth@roberthalf.com.au

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sydney@roberthalf.com.au