

## AUCKLAND I.T. JOB MARKET UPDATE

**In the Auckland market we have seen a focus on permanent recruitment, primarily by private sector customers who are wanting to reduce the overall cost of head count and to re-balance the reliance on external providers.**

Similar to the Wellington market, we have - and will - continue to see a strong demand for technical talent. However, we are seeing significant demand for Architecture, Project Management with a heavy Agile spin, Business Analyst/Product Owner and Manager capability.

Like our colleagues in Wellington, the introduction of Agile methodology and ways of working has seen changes with our clients in job titles as well as new roles and responsibilities. New Zealand is currently undergoing a significant period of tech and skill set change with Agile, Digital, DevOps, CI/CD and Cloud Services and Transformations to name a few all impacting the skill sets NZ businesses now need.

The demand for these skills mean you need partners that understand the market and have access to this top talent to ensure you secure the quality skills and experience to keep ahead of your competition!

## I.T. JOB MARKET Key Points & Trends



*2021 will show that some organisations may need to allow some flexibility for the ebb and flow of fluctuating programmes and projects which may affect their contract to perm ratios.*



*In-demand resources remain unchanged with the likes of good Mobile Developers, Java/.Net Developers, Data & BI specialists and Automated Testers still thin on the ground.*



*Many businesses are focusing on automating processes for efficiency and also looking at how they can utilise Artificial Intelligence to enhance their products and services.*



*There is also an increasing amount of digital-related projects being undertaken, as organisations strive to increase their online capability.*



**Ben Allen**  
Director



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Principal Consultant



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Principal Consultant



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Talent Consultant

## ARCHITECTURE

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
ARCHITECTURE MANAGER	\$150,000	\$210,000	N/A	
CHIEF ARCHITECT	\$145,000	\$200,000	\$140	\$200
ENTERPRISE ARCHITECT	\$135,000	\$180,000	\$120	\$200
SOLUTIONS ARCHITECT	\$120,000	\$160,000	\$100	\$160

## BUSINESS ANALYSIS

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
BUSINESS ANALYST MANAGER	\$120,000	\$150,000	\$110	\$140
BUSINESS ANALYST TEAM LEAD	\$110,000	\$130,000	\$100	\$125
BUSINESS ANALYST	\$80,000	\$120,000	\$90	\$130
TECHNICAL WRITER	\$80,000	\$95,000	\$80	\$100

## PROJECT SERVICES

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
PMO MANAGER	\$150,000	\$210,000	N/A	
PROGRAMME MANAGER	\$135,000	\$190,000	\$125	\$180
PROJECT MANAGER	\$100,000	\$150,000	\$100	\$140
CHANGE MANAGER	\$110,000	\$160,000	\$120	\$165
PROGRAMME COORDINATOR	\$65,000	\$90,000	\$75	\$85
PROJECT ADMINISTRATOR	\$55,000	\$75,000	\$65	\$75
AGILE COACH	\$130,000	\$190,000	\$120	\$160
SCRUM MASTER	\$110,000	\$140,000	\$110	\$130

## DATABASE DEVELOPMENT / ADMINISTRATION

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
DBA	\$85,000	\$120,000	\$75	\$130
DATABASE DEVELOPER	\$75,000	\$120,000	\$85	\$130

## DEVELOPERS / SOFTWARE ENGINEERS

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
DEVELOPMENT MANAGER	\$130,000	\$170,000	\$110	\$125
LEAD DEVELOPER	\$120,000	\$140,000	\$90	\$130
SOFTWARE DEVELOPER	\$80,000	\$120,000	\$80	\$120
MOBILE DEVELOPER	\$75,000	\$120,000	\$80	\$110

## MANAGEMENT

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
CTO	\$150,000	\$300,000	N/A	
I.T. MANAGER	\$120,000	\$170,000	N/A	
OPERATIONS MANAGER	\$120,000	\$140,000	N/A	

## PRODUCT MANAGEMENT

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
HEAD OF PRODUCT	\$150,000	\$180,000	\$100	\$120
PRODUCT MANAGER	\$120,000	\$130,000	\$90	\$110
PRODUCT OWNER	\$100,000	\$120,000	\$85	\$95

## BUSINESS INTELLIGENCE

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
DATA SCIENTIST	\$80,000	\$150,000	\$95	\$125
BI / ETL DEVELOPER	\$80,000	\$120,000	\$80	\$120
BI CONSULTANT	\$80,000	\$140,000	\$95	\$140

## SECURITY

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
CHIEF SECURITY OFFICER	\$180,000	\$220,000	\$100	\$220
SECURITY MANAGER	\$150,000	\$185,000	N/A	
SECURITY CONSULTANT	\$120,000	\$160,000	\$130	\$180
PENETRATION TESTER	\$100,000	\$120,000	\$90	\$130

## SERVICE DELIVERY MANAGEMENT

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
SERVICE DELIVERY MANAGER	\$110,000	\$130,000	\$80	\$100

## SERVICE DESK / SUPPORT

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
SERVICE DESK MANAGER	\$90,000	\$110,000	N/A	
SERVICE DESK LEAD	\$75,000	\$90,000	N/A	
SERVICE DESK / HELPDESK	\$45,000	\$65,000	\$45	\$65

## INFRASTRUCTURE

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
TEAM LEAD	\$110,000	\$130,000	N/A	
DEVOPS ENGINEER	\$90,000	\$120,000	\$90	\$110
SYSTEMS ENGINEER	\$75,000	\$120,000	\$65	\$100
NETWORK ENGINEER	\$80,000	\$110,000	\$65	\$100

## TESTING / QA

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
TEST MANAGER	\$120,000	\$150,000	\$110	\$150
TEST LEAD	\$90,000	\$120,000	\$85	\$110
TEST ANALYST	\$80,000	\$100,000	\$75	\$95
AUTOMATION TEST ENGINEER	\$100,000	\$130,000	\$85	\$110

## SALES

	PERMANENT (PER ANNUM)		CONTRACT (PER HOUR)	
	LOWER	UPPER	LOWER	UPPER
SALES MANAGER	\$160,000	\$300,000	N/A	
ENTERPRISE SALES	\$180,000	\$300,000	N/A	
SMB - MID-MARKET SALES	\$100,000	\$180,000	N/A	

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**Ben Allen**  
 Director

