

## 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



*2019 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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## 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                 |       |

Recruit I.T. is a New Zealand-owned and operated recruitment provider established in 2006. We are at the heart of some of the biggest I.T. communities in the world, with offices based in Auckland, Wellington, Christchurch, Melbourne and London.

We are an experienced team who work together to ensure you receive the highest quality service. So, follow your passion and let's ignite that career of yours!

  
**Ben Allen**  
 Director

