

TECHNOLOGY & DIGITAL SALARY UPDATE *Auckland July 2021*

MARKET SUMMARY

The last quarter in the Auckland market has seen intense activity in both contract and permanent hires in equal measure, primarily driven by the private sector.

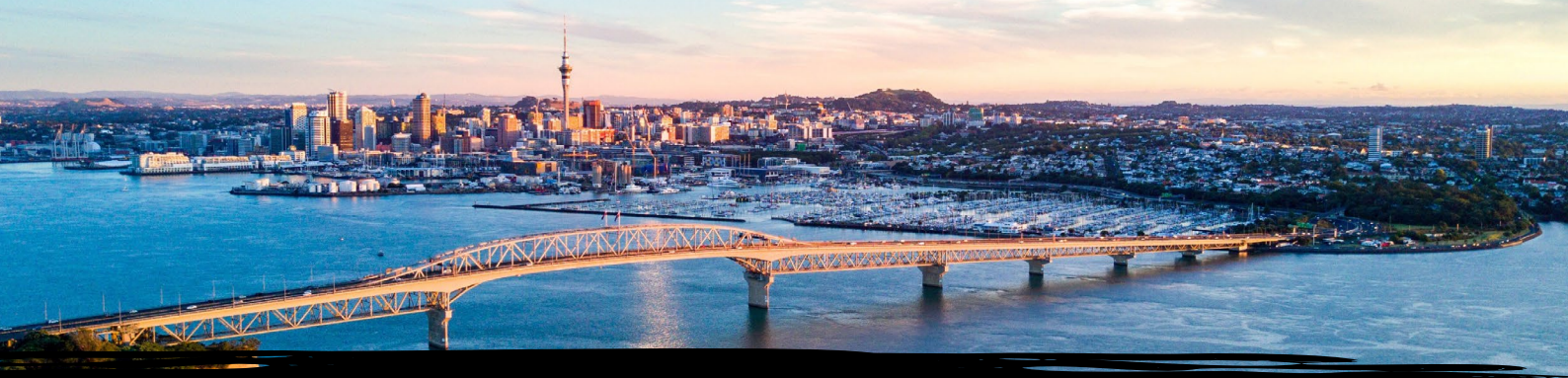
Contracting has grown exponentially in the last quarter, while permanent placements also continue to trend up strongly. This has without doubt seen salary and contract rates increase across several disciplines, including Business Analysis, Data, Full Stack Development, Mobile Development, Architecture, Integration, Automation, DevOps and Agile related roles.

The project services space is running hot as businesses deal with the hangover of projects being shelved and put on hold during the Covid lockdowns. Projects are being resurrected, and new ones kicking off, related mainly to Digital Customer Engagement – an area where a large number of NZ businesses were particularly weak pre-pandemic.

The upward trend in rates is due mainly to border closures and the lack of new talent being accessible from offshore markets. We are seeing companies increase salaries to levels that will essentially price individuals out of the market, and there has been a clear trend toward offering more flexible and more benefits in addition to increased salaries to retain staff.

KEY TRENDS

- Skill shortages are starting to affect contract rates and salaries. Simply put, outstanding talent in Business Analysis, Data, Full Stack Development, Mobile Development, Architecture, Integration, Automation, DevOps and Agile related roles will cost you significantly more than you have previously budgeted.
- There is a clear focus on businesses making better decisions through data and looking to accelerate their journey towards Digital customer engagement efficacy post-Covid.
- Border closures mean the candidate pool is smaller. Agencies and internal teams have to target skilled resources from NZ business directly and use flexibility, higher (sometimes unreasonably so) pay, and a plethora of employee benefits to tempt people away from their current roles.
- Automation and DevOps demand continues to grow, as do the rates/salaries people are prepared to pay for them.
- More than ever, it is important as an employer to make sure your employees' salaries, bonuses, and benefits packages meet the current market. This is not the only factor, but it is crucial to consider when considering retaining key people in the organisation.



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Auckland July 2021

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM NZD (\$)		2021 MEDIAN	RATE PER HOUR NZD (\$)		2021 MEDIAN
TECHNOLOGY LEADERSHIP	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Chief Information Officer	220,000	350,000	285,000	180	220	200
Chief Technology Officer	200,000	350,000	275,000	180	220	200
Chief Digital Officer	220,000	250,000	235,000	160	190	175
Head of Digital	180,000	250,000	215,000	160	190	175
Manager - Infra/Apps/Data/Test	160,000	220,000	190,000	120	150	135
IT Manager	120,000	180,000	150,000	80	140	110
IT Operations Manager	130,000	170,000	150,000	90	130	110
PRODUCT MANAGEMENT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Head of Product	150,000	200,000	175,000	100	120	110
Product Manager	140,000	175,000	157,500	90	110	100
Product Owner	110,000	150,000	130,000	85	95	90
BUSINESS TRANSFORMATION & PROJECT SERVICES	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Programme Director	160,000	250,000	205,000	150	250	200
EPMO Manager/PMO Manager	150,000	250,000	200,000	150	220	185
Programme Manager	170,000	200,000	185,000	140	170	155
Senior Project Manager	130,000	160,000	145,000	110	140	125
Project Manager	100,000	130,000	115,000	85	110	97.5
Risk & Assurance Consultant	150,000	180,000	165,000	130	180	155
Business Change Manager	130,000	220,000	175,000	120	220	170
Service Designer	110,000	150,000	130,000	110	130	120
Project/Programme Coordinator	80,000	120,000	100,000	70	105	87.5
Project Administrator	55,000	75,000	65,000	65	75	70
Delivery Lead	150,000	190,000	170,000	120	150	135
Scrum Master	130,000	170,000	150,000	120	160	140
Agile Coach	150,000	200,000	175,000	150	180	165
Process Analyst	90,000	130,000	110,000	110	140	125
Technical Writer	80,000	120,000	100,000	80	100	90

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BUSINESS ANALYSIS	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Business Analyst Manager	150,000	180,000	165,000	130	160	145
Business Analyst Team Lead	130,000	150,000	140,000	120	140	130
Senior Business Analyst	120,000	160,000	140,000	110	140	125
Business Analyst	100,000	130,000	115,000	90	120	105
Business Analyst - Technical	120,000	160,000	140,000	90	120	105

DIGITAL	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Senior UX Designer	120,000	150,000	135,000	90	130	110
UX Designer	90,000	120,000	105,000	80	110	95
UX Strategist/Consultant	130,000	180,000	155,000	120	160	140
Experience/CX Designer	110,000	140,000	125,000	95	140	117.5
Customer Experience Manager	130,000	170,000	150,000	120	160	140
Insights & Analytics Manager	140,000	180,000	160,000	120	140	130
Insights & Analytics Analyst	80,000	140,000	110,000	80	110	95

DEVELOPMENT/SOFTWARE ENGINEERING	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Development Manager	160,000	200,000	180,000	120	160	140
Team Lead/Lead Developer	150,000	190,000	170,000	105	130	117.5
Senior Developer	120,000	180,000	150,000	100	130	115
Intermediate Developer	90,000	130,000	110,000	80	100	90
Junior Developer	50,000	80,000	65,000	50	70	60
Mobile Developer	90,000	140,000	115,000	80	120	100

TESTING/QA	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
QA/Test Manager	150,000	200,000	175,000	120	150	135
Test Lead	130,000	160,000	145,000	100	130	115
Automation Test Engineer	110,000	140,000	125,000	100	140	120
Test Analyst/QA	85,000	110,000	97,500	80	110	95

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BUSINESS INTELLIGENCE	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Data/Reporting Analyst	90,000	130,000	110,000	75	110	92.5
Data Engineer	90,000	155,000	122,500	90	130	110
Senior BI Specialist	110,000	140,000	125,000	90	125	107.5
BI/ETL Developer	110,000	140,000	125,000	90	120	105
BI Consultant	110,000	150,000	130,000	100	140	120
Data Scientist	100,000	160,000	130,000	100	140	120
Database Administrator (DBA)	80,000	140,000	110,000	70	110	90
Database Developer	110,000	140,000	125,000	85	120	102.5

ARCHITECTURE	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Architecture Manager	180,000	300,000	240,000	150	180	165
Chief Architect	200,000	300,000	250,000	140	200	170
Enterprise Architect	160,000	220,000	190,000	135	180	157.5
Infrastructure Architect	130,000	170,000	150,000	110	150	130
Security Architect/Consultant	150,000	200,000	175,000	120	180	150
Solutions Architect	130,000	165,000	147,000	120	150	135
Data Architect	160,000	200,000	180,000	120	165	142.5

INFRASTRUCTURE & DATABASE DEVELOPMENT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Team Lead	120,000	150,000	135,000	100	140	120
Senior DevOps Engineer	125,000	160,000	142,500	110	140	125
DevOps Engineer	90,000	120,000	105,000	90	110	100
Security/Network Engineer	80,000	140,000	110,000	80	120	100
Cloud Engineer	100,000	150,000	125,000	90	120	105
Systems Engineer	80,000	130,000	105,000	70	100	85
Application Support Analyst	80,000	120,000	100,000	80	110	95

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	SALARY PER ANNUM NZD (\$)		2021 MEDIAN	RATE PER HOUR NZD (\$)		2021 MEDIAN
SECURITY	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Chief Security Officer	250,000	400,000	325,000	140	220	180
Security Manager	160,000	200,000	180,000	130	200	165
Security Consultant	140,000	200,000	170,000	130	180	155
Penetration Tester	120,000	160,000	140,000	110	150	130
Security Specialist	120,000	160,000	140,000	100	140	120

SERVICE DELIVERY/SUPPORT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Service Delivery Manager	100,000	170,000	135,000	110	150	130
Service Desk Manager	110,000	150,000	130,000	100	130	115
Service Desk Lead	80,000	110,000	95,000	75	100	87.5
Help Desk/Desktop	40,000	95,000	67,500	35	70	52.5

SALES	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Sales Manager	160,000	300,000	230,000	N/A	N/A	N/A
Enterprise Sales	180,000	300,000	240,000	N/A	N/A	N/A
SMB - Mid-Market Sales	100,000	180,000	140,000	N/A	N/A	N/A

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified

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ABOUT US

Recruit I.T. is a New Zealand-owned and operated recruitment provider specialising in technology, digital and business transformation, working at the heart of some of the biggest and most innovative technology communities in New Zealand. Established in 2006, Recruit I.T. has offices in Auckland, Wellington, and Christchurch and has been an All of Government (AoG) recruitment provider since AoG's inception in 2012.

Our mission is simple - **we connect exceptional people**. From the first contact to well after placement, we work to ensure that both candidate and client are highly satisfied with the service we provide. This is of paramount importance to us, and this approach only continues to enhance our candidate's career development and our client's overall business objectives.

If you are looking for exceptional talent to join your team, or you are a candidate looking to ignite your career, we have a range of permanent, contract, and managed service recruitment offerings, along with a wide range of jobs from scaling start-ups to well-established enterprise organisations, so get in touch with our experienced team today!

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