

TECHNOLOGY & DIGITAL SALARY UPDATE *Wellington July 2021*

MARKET SUMMARY

The Wellington market is fast-paced in terms of new vacancies, but we are experiencing a lack of quality talent to fill them. There has been a boost in permanent vacancies, but the contract space also remains very busy as with Auckland. Many government agencies are seeking longer-term extensions to retain good contractors.

With many larger projects ramping up in the private sector, coupled with newer initiatives filtering through into the technology teams for government, we have seen a focus on contract requirements, particularly Business Analysts, Project Managers and Test Analysts.

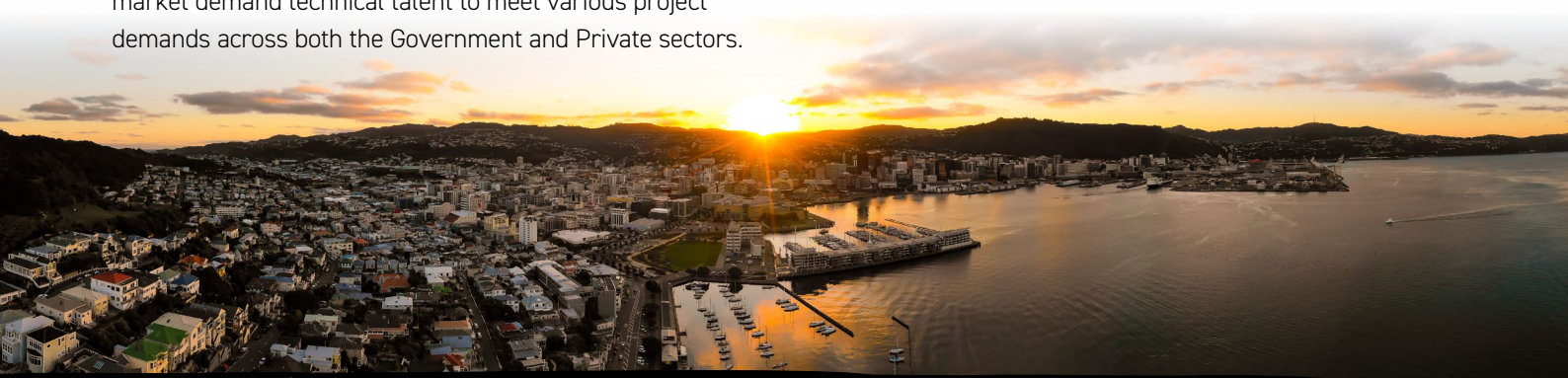
Wellington continues to see the shift to delivering these projects and programmes of work in an Agile fashion, which has led to the increase in demand for Scrum Master and Agile type resources.

Speed to market is also a huge concern across the industry. Many permanent roles take longer to go through the complete process than before Covid, meaning there is greater potential for candidates to identify other opportunities and fall through the cracks. We are seeing a rise in counter and multiple offers.

Going forward, we will continue to see the Wellington market demand technical talent to meet various project demands across both the Government and Private sectors.

KEY TRENDS

- A large amount of project based work is increasing demand for Business Analysts, Project Managers, Developers and Testers.
- With border closures impacting ability to recruit from offshore, businesses are aggressively targeting top talent locally, offering increasingly higher salaries and benefit packages.
- Business are focused on data quality, digital transformation, and projects centered around consumer engagement and driving behavioural changes.
- Automation of traditionally manual tasks through DevOps and Automation continues, increasing demand for resource and driving up the rates/salaries that employers 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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Wellington 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	180,000	300,000	240,000	180	220	200
Chief Technology Officer	180,000	280,000	230,000	180	200	190
Chief Digital Officer	180,000	250,000	215,000	180	200	190
Head of Digital	180,000	250,000	215,000	160	190	175
Manager - Infra/Apps/Data/Test	120,000	180,000	150,000	120	160	140
IT Manager	110,000	160,000	135,000	80	140	110
IT Operations Manager	100,000	160,000	130,000	90	130	110

PRODUCT MANAGEMENT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Head of Product	150,000	180,000	165,000	140	160	150
Product Manager	140,000	170,000	155,000	140	180	160
Product Owner	100,000	140,000	120,000	100	130	115

BUSINESS TRANSFORMATION & PROJECT SERVICES	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Programme Director	180,000	250,000	215,000	180	250	215
EPMO Manager	150,000	250,000	200,000	150	220	185
Programme Manager	160,000	200,000	180,000	140	200	170
Senior Project Manager	130,000	160,000	145,000	120	150	135
Project Manager	100,000	140,000	120,000	85	110	97.5
IQA Professional	150,000	180,000	165,000	120	185	152.5
Business Change Manager	130,000	190,000	160,000	120	170	145
Service Designer	110,000	140,000	125,000	110	130	120
Project/Programme Coordinator	80,000	110,000	95,000	85	100	92.5
Project Administrator	55,000	75,000	65,000	65	75	70
Delivery Lead	130,000	160,000	145,000	120	150	135
Scrum Master	120,000	145,000	132,500	100	130	115
Agile Coach	140,000	180,000	160,000	135	180	157.5
Technical Writer	80,000	95,000	87,500	80	100	90
Release Train Engineer	160,000	200,000	180,000	140	200	170

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BUSINESS ANALYSIS	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Business Analyst Manager	130,000	160,000	145,000	110	140	125
Senior Business Analyst	110,000	140,000	125,000	110	130	120
Business Analyst	100,000	130,000	115,000	105	120	112.5

DIGITAL	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Senior UX Designer	105,000	140,000	122,500	95	130	112.5
UX Designer	100,000	130,000	115,000	90	130	110
UX Strategist/Consultant	130,000	180,000	155,000	120	150	135
Experience/CX Designer	115,000	140,000	127,500	95	130	112.5
Customer Experience Manager	120,000	160,000	140,000	110	150	130
Insights & Analytics Manager	120,000	165,000	142,500	100	130	115
Insights & Analytics Analyst	80,000	120,000	100,000	90	110	100

DEVELOPMENT/SOFTWARE ENGINEERING	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Development Manager	150,000	180,000	165,000	120	160	140
Team Lead/Lead Developer	120,000	160,000	140,000	120	150	135
Senior Developer	110,000	140,000	125,000	100	130	115
Intermediate Developer	80,000	110,000	95,000	75	100	87.5
Junior Developer	50,000	75,000	62,500	50	70	60
Mobile Developer	75,000	130,000	102,500	75	140	107.5

TESTING/QA	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Test Manager	130,000	160,000	145,000	110	150	130
Test Lead	120,000	145,000	132,500	100	130	115
Automation Test Engineer	120,000	150,000	135,000	110	140	125
Test Analyst/QA	80,000	100,000	90,000	90	105	97.5
Senior Test Analyst	100,000	130,000	115,000	100	120	110

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BUSINESS INTELLIGENCE	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Data Analyst	80,000	120,000	100,000	100	150	125
Data Scientist	100,000	160,000	130,000	110	140	125
Reporting Analyst	80,000	120,000	100,000	50	110	80
BI/ETL Developer	80,000	140,000	110,000	100	130	115
BI Analyst	85,000	135,000	110,000	90	135	112.5
BI Consultant	100,000	160,000	130,000	100	180	140

ARCHITECTURE	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Architecture Manager	170,000	240,000	205,000	150	200	175
Chief Architect	160,000	220,000	190,000	140	200	170
Enterprise Architect	140,000	180,000	160,000	150	200	175
Infrastructure Architect	120,000	160,000	140,000	110	150	130
Security Architect/Consultant	150,000	200,000	175,000	120	180	150
Solutions Architect	120,000	165,000	142,500	120	150	135
Data Architect	120,000	180,000	150,000	120	180	150

INFRASTRUCTURE & DATABASE DEVELOPMENT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
DevOps Engineer	90,000	140,000	115,000	90	140	115
Security/Network Engineer	90,000	140,000	115,000	90	130	110
Cloud Engineer	90,000	150,000	120,000	100	150	125
Systems Engineer	80,000	130,000	105,000	80	110	95
Help Desk/Desktop/App Support	55,000	85,000	70,000	40	70	55
Database Administrator	80,000	120,000	100,000	80	120	100
Database Developer	75,000	120,000	97,500	85	130	107.5

SECURITY	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Chief Security Officer	180,000	250,000	215,000	180	220	200
Security Manager	150,000	185,000	167,500	150	185	167.5
Security Consultant	120,000	180,000	150,000	130	180	155
Penetration Tester	100,000	130,000	115,000	90	130	110

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SERVICE DELIVERY/SUPPORT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Service Desk Manager	100,000	130,000	115,000	100	130	115
Service Desk Lead	75,000	95,000	85,000	75	95	85
Service Desk/Helpdesk	45,000	65,000	55,000	45	65	55

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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