

ETHOS BEATHCHAPMAN

# Market Insights 2025



ACTUARIAL



# Table of Contents

## Actuarial



Meet the Team



Market Insights



Salary Guide 2025

# Meet The Team

## Actuarial



Actuarial, Credit Risk &  
Analytics

**Awais Imtiaz**

0421 901 366

[awaisi@ethosbc.com.au](mailto:awaisi@ethosbc.com.au)

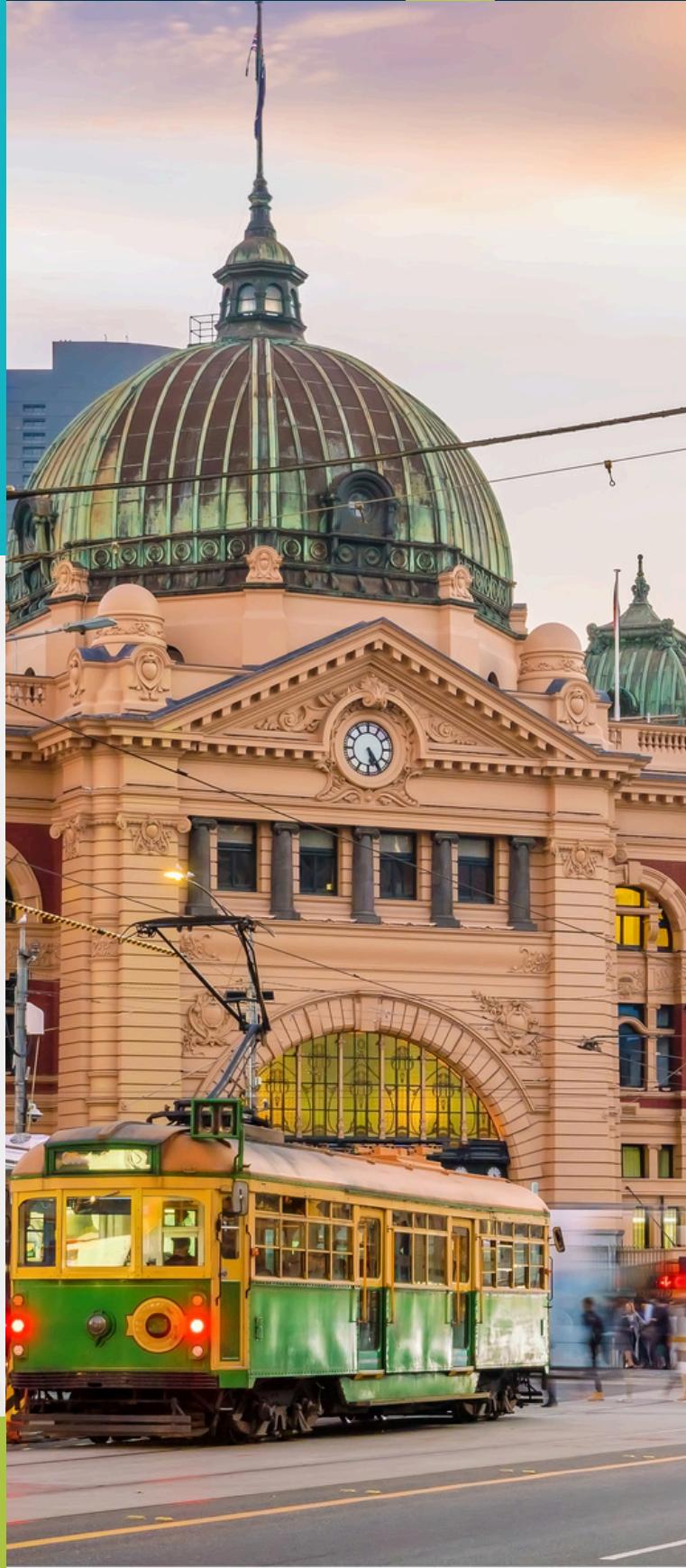
[Awais's LinkedIn](#)





# Market Insights

We surveyed 3,000 passive candidates who are in our specialised talent pool as well as in excess of 1000 Senior Leaders across Technology and Transformation, Risk Management, Audit and Finance.



## Job Satisfaction

**62%**

of respondents are satisfied with their current job



## Career Development

**57%**

of respondents are satisfied with the career development opportunities provided by their current employer



### Top 4 factors contributing to job satisfaction

**1** Career development

**2** Job security

**3** Work life balance

**4** Salary and compensation



## Working from home

On average per week most people work from home for

**3 Days**



## Diversity and Inclusion

**72%**

of respondents like their company's commitment to diversity and inclusion



Over the last  
12 months  
**Permanent  
Headcount  
Increased**

**42%**

**Contract  
Headcount  
Decreased**  
**23%**



## Top 3 hiring constraints:

- 1** No budget for additional headcount
- 2** Couldn't find the right technical skill
- 3** Work life balance (WFH flexibility)

### What hiring trends leaders expect in 2025

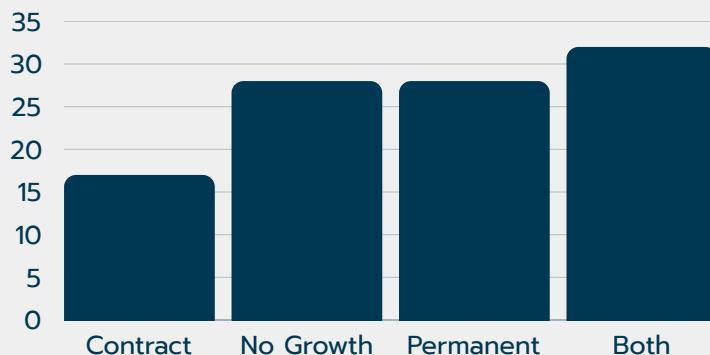
- 1** Selective hiring for critical roles (62%)
- 2** Significant hiring for growth and transformation (18%)
- 3** Minimal or no hiring activity (10%)



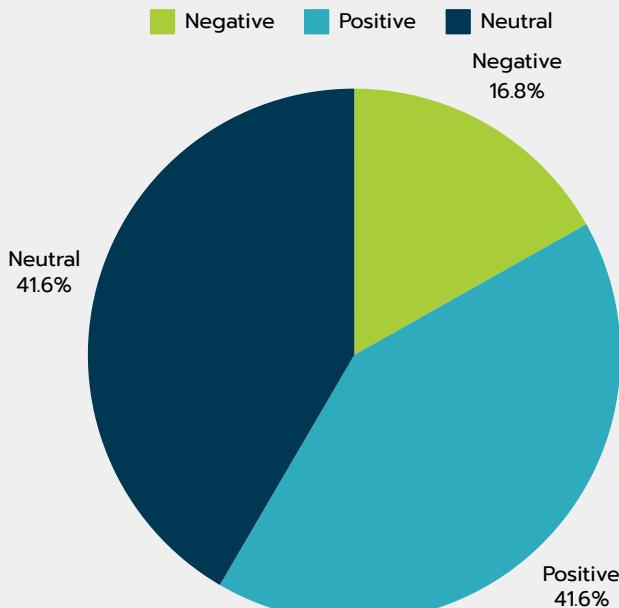
**Apply Now**



If you expect hiring growth, do you anticipate this will impact contract or permanent headcount?



## What is the overriding economic sentiment within your industry/business for 2025?



### Positive - 41.6%

Set to be a good, growth driven year

### Neutral - 41.6%

Not expecting to see much difference in conditions. Outlook and expectations remain the same

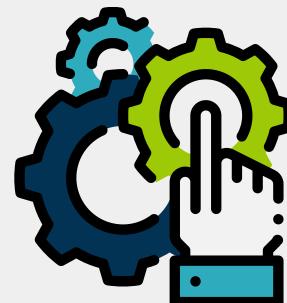
### Negative - 16.8%

2025 will be a challenging year focused on managing cost



### 3 biggest challenges in retaining top talent:

- 1 Budget constraints
- 2 Lack of career progression
- 3 Burnout



### Biggest strategic priorities in 2025

- 1 Cost optimisation
- 2 Technology modernisation
- 3 Automation and AI
- 4 Revenue & customer growth
- 5 Technology Simplification

# Salary Guide

## Actuarial

Job Title	Perm (base)	Contract (base daily rate)
Actuarial Analyst	\$70-\$95K	\$300-\$500
1-3 years, partly qualified. Part I and II in progress or completed.		
Senior Actuarial Analyst (JNR)	\$90-\$110K	\$600-\$800
3-5 years, partly qualified. New to mentoring capability.		
Senior Actuarial Analyst (EXP)	\$110-\$130K	\$650-\$850
3-5 years AIAA. Associate Actuary Experienced mentoring capability.		
Actuary/Manager (JNR)	\$130-\$150K	\$700-\$900
5-7 years FIAA. Newly qualified. May/may not have direct report capability.		
Actuary/Manager (EXP)	\$140-\$160K	\$1,000-\$1,400
5-7 years FIAA. 2-3 years post qualification. May/may not have direct report capability.		

# Salary Guide

## Actuarial

Job Title	Perm (base)	Contract (base daily rate)
Senior Manager/Lead	\$160-\$190K	\$1,200-\$1,500
7-10 years FIAA. Has direct reports of several actuaries/analysts.		
Executive Manager	\$190-\$220K	n/a
10+ years FIAA. Has direct reports of Senior Managers/Manager.		

# Salary Guide

## Actuarial

Job Title	Perm (base)	Contract (base daily rate)
Quantitative Analyst (1-2yrs)	\$85-\$100K	\$400-\$600
Senior Quantitative Analyst (3-5yrs)	\$100-\$130K	\$600-\$850
Manager (5-7yrs)	\$140-\$160K	\$900-\$1,000
Sen. Manager/Associate Director (7-10yrs)	\$160-\$200K	\$900-\$1,250
Executive Manager/Director (15-20yrs)	\$200-\$240K	\$1,000-\$1,500
Head of (20+yrs)	\$250K +	\$1,800

# Discover more



Information  
Technology



Accounting  
& Finance



Risk &  
Compliance



Insurance



Audit &  
Technology  
Risk



Project  
Services



[ethosbc.com.au](http://ethosbc.com.au)