

ETHOS BEATHCHAPMAN

Market Insights 2025



ACTUARIAL



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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

[Awais's LinkedIn](#)



ETHOS BEATHCHAPMAN



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.

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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%



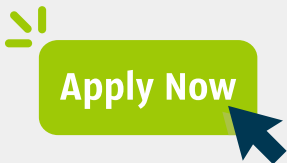
**Top 3
hiring constraints:**

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

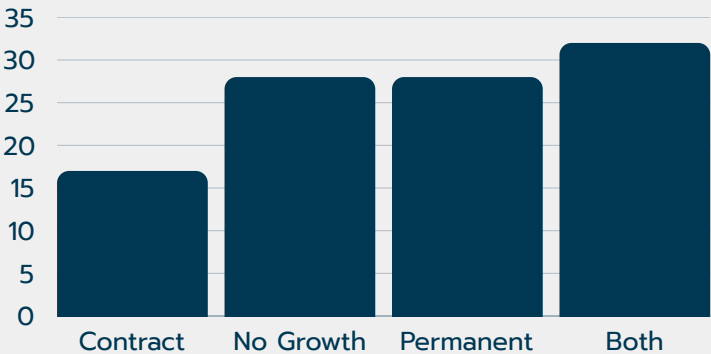


**What hiring trends leaders
expect in 2025**

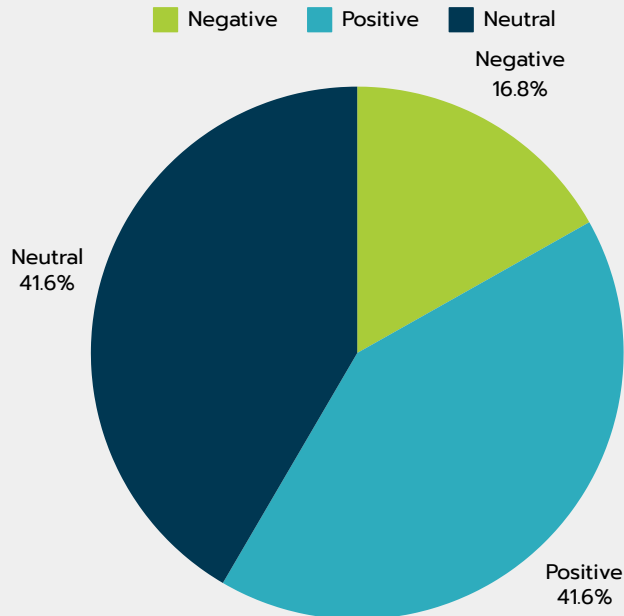
- 1** Selective hiring for critical roles (62%)
- 2** Significant hiring for growth and transformation (18%)
- 3** Minimal or no hiring activity (10%)



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

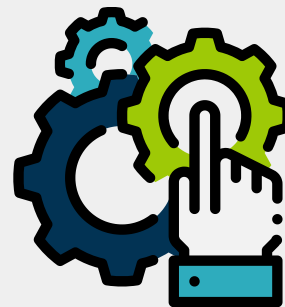
Negative - 16.8%

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

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