

ETHOS BEATHCHAPMAN

Market Insights 2025



INSURANCE



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Meet the Team



Market Insights



Salary Guide 2025

Meet The Team

Insurance



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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

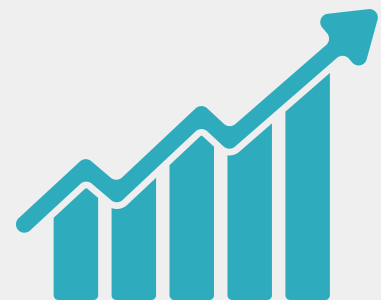
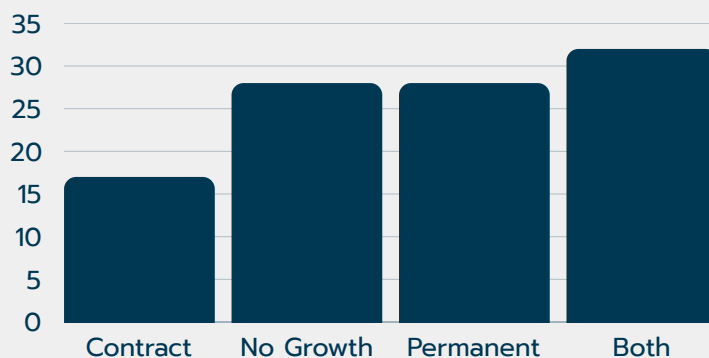
- 1 Selective hiring for critical roles (62%)
- 2 Significant hiring for growth and transformation (18%)
- 3 Minimal or no hiring activity (10%)



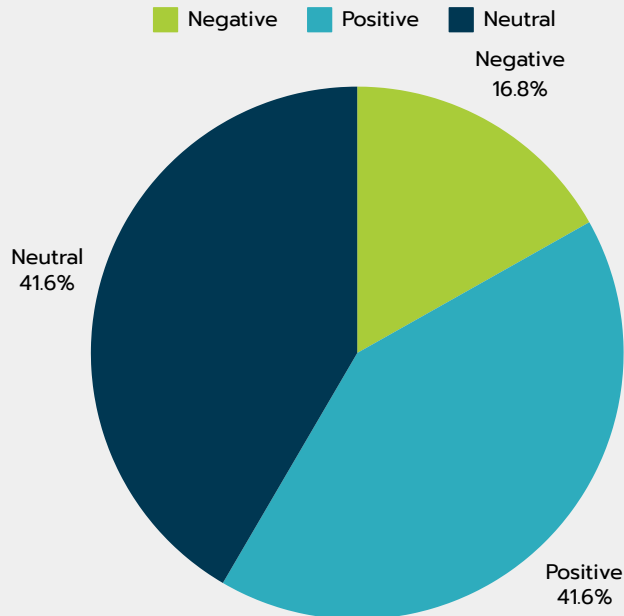
Apply Now



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

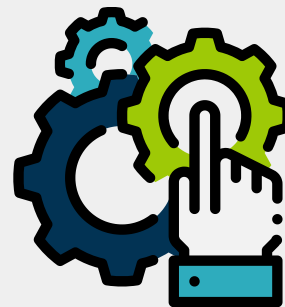
Negative - 16.8%

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

Superannuation Funds

Job Title	Perm (base)	Contract (base daily rate)
Head of Insurance	\$200K upwards	n/a
Insurance Manager	\$130-\$200K	n/a
Claims Consultant	\$80-\$120K	n/a



Salary Guide

Brokerages

Job Title	Perm (base)	Contract (base daily rate)
Assistant Account Executive/Manager	\$65-\$95K	n/a
Account Executive/Manager	\$80-\$110K	n/a
Senior Account Executive/Manager	\$100-\$165K	n/a
Head of Broking/Divisional Lead	\$180K upwards	n/a
Account Director	\$180K upwards	n/a
Claims Consultant	\$75-\$90K	n/a
Senior Claims Consultant	\$90-\$120K	n/a
Claims Manager/Lead	\$110-\$165K	n/a



Salary Guide

Insurers

Job Title	Perm (base)	Contract (base daily rate)
Assistant Underwriter	\$65-\$95K	n/a
Underwriter	\$80-\$140K	n/a
Senior Underwriter	\$110-\$220K	n/a
Underwriting Manager	\$180K upwards	n/a
Portfolio Manager	\$200K upwards	n/a
Head of Underwriting	\$250K upwards	n/a



Salary Guide

Insurers

Job Title	Perm (base)	Contract (base daily rate)
Head of Claims	\$200K upwards	n/a
Claims Consultant	\$65-\$120K	n/a
Senior Claims Consultant	\$85-\$145K	n/a
Claims Manager/Lead	\$120-\$180K	n/a
Assessor	\$95-\$135K	n/a

Financial Institutions

Job Title	Perm (base)	Contract (base daily rate)
Insurance Managers	\$145-\$250K	n/a

Discover more



Information
Technology



Accounting
& Finance



Risk &
Compliance



Insurance



Audit &
Technology
Risk



Project
Services



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