

ETHOS BEATHCHAPMAN

Market Insights 2025



PROJECT SERVICES



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Market Insights



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Meet The Team

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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%



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

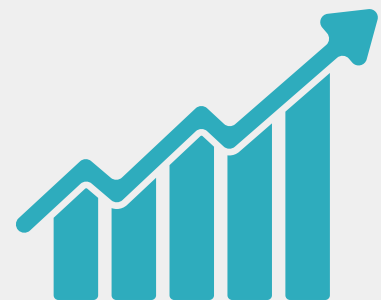
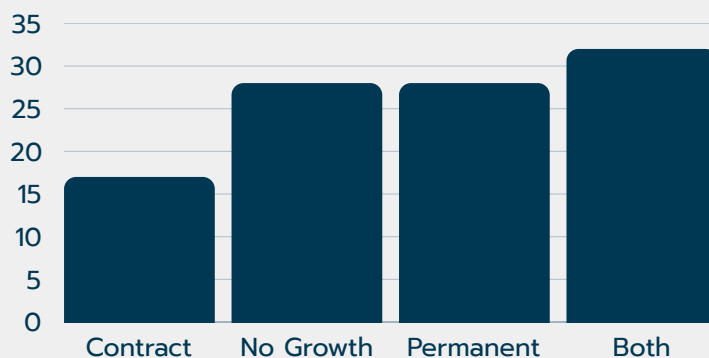


Top 3 hiring constraints:

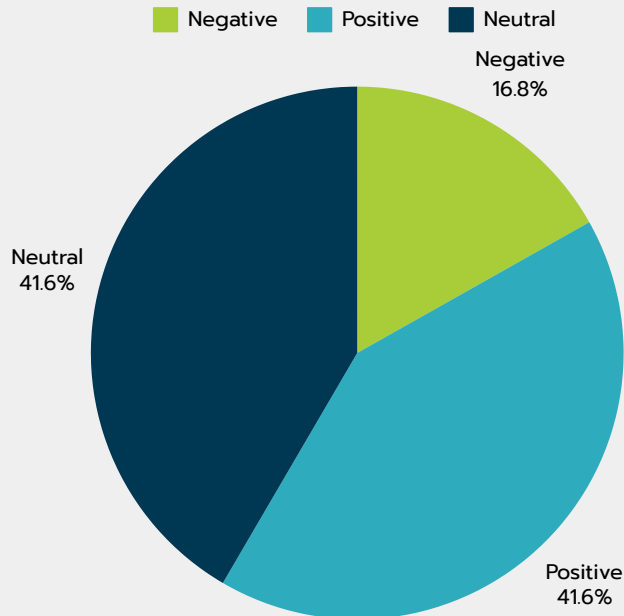
- 1 No budget for additional headcount
- 2 Couldn't find the right technical skill
- 3 Work life balance (WFH flexibility)



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

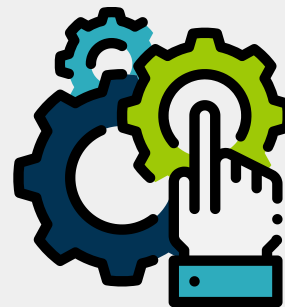
Negative - 16.8%

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

Business Analyst

Job Title	Perm (base)	Contract (base daily rate)
Lead Business Analyst	\$160-\$180K	\$1,000-\$1,100
Senior Business Analyst	\$150-\$170K	\$900-\$1,000
Business Analyst	\$130-\$150K	\$750-\$850
Senior Technical Business Analyst	\$150-\$170K	\$800-\$900
Technical Business Analyst	\$130-\$150K	\$700-\$900
Junior Business Analyst	\$110-\$130K	\$500-\$700



Salary Guide

Change & Communication

Job Title	Perm (base)	Contract (base daily rate)
Change Director	\$200-\$250K	\$1,200-\$1,500
Change Lead	\$180-\$200K	\$1,100-\$1,200
Senior Change Manager	\$165-\$190K	\$950-\$1,100
Change Manager	\$140-\$160K	\$750-\$950
Change Analyst	\$100-\$130K	\$500-\$700
Change Comms Lead	\$180-\$200K	\$1,000-\$1,200
Change Comms Manager	\$160-\$180K	\$850-\$1,000
L&D Specialist/Trainer	\$140-\$170K	\$750-\$950
Trainer	\$120-\$160K	\$650-\$900



Salary Guide

Project Management

Job Title	Perm (base)	Contract (base daily rate)
Portfolio Manager	\$220-\$260K	\$1,400-\$1,600
Program Director	\$200-\$240K	\$1,200-\$1,400
Program Manager	\$180-\$200K	\$1,100-\$1,200
Senior Project Manager	\$160-\$180K	\$1,000-\$1,100
Project Manager	\$140-\$160K	\$900-\$1,000



Salary Guide

PMO

Job Title	Perm (base)	Contract (base daily rate)
Head of PMO	\$200-\$250K	\$1,200-\$1,600
PMO Manager	\$150-\$200K	\$900-\$1,200
PMO Anaylst	\$120-\$150K	\$700-\$900
Program Coordinator	\$120-\$140K	\$700-\$875
Project Coordinator	\$100-\$120K	\$600-\$800
Project Administrator	\$70-\$90K	\$400-\$500
Master Scheduler	\$150-\$220K	\$900-\$1,300



Salary Guide

Agile

Job Title	Perm (base)	Contract (base daily rate)
Scrum Master	\$180-\$200K	\$1,000-\$1,200
Agile Coach	\$180-\$200K	\$1,000-\$1,200
Product Owner	\$160-\$180K	\$900-\$1,100
Senior Product Owner	\$180-\$200K	\$1,000-\$1,200
Release Train Engineer	\$200-\$220K	\$1,200-\$1,500

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Risk &
Compliance



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Audit &
Technology
Risk



Project
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