

ETHOS BEATHCHAPMAN

# Market Insights 2025



PROJECT SERVICES



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Market Insights



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# Meet The Team

## Project Services



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# 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

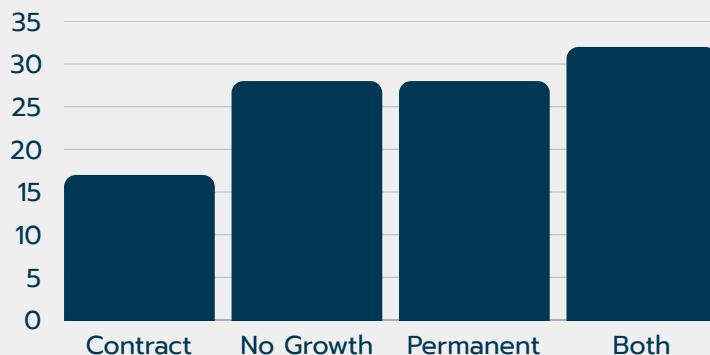
- 1** Selective hiring for critical roles (62%)
- 2** Significant hiring for growth and transformation (18%)
- 3** Minimal or no hiring activity (10%)



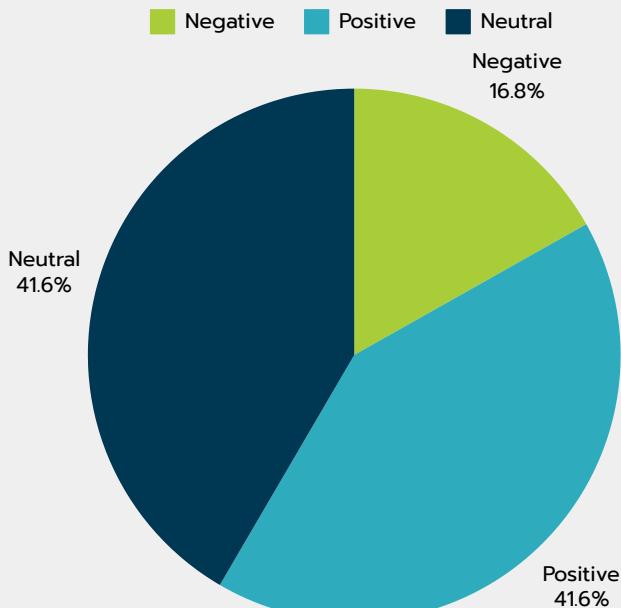
**Apply Now**



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

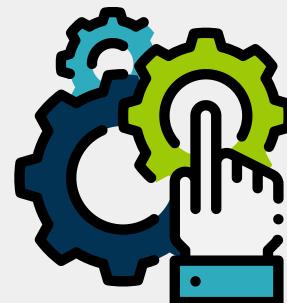
### Negative - 16.8%

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

## 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 Analyst	\$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

# Discover more



Information  
Technology



Accounting  
& Finance



Risk &  
Compliance



Insurance



Audit &  
Technology  
Risk



Project  
Services



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