

SALARY & *Market Insights* GUIDE

Adelaide, South Australia
FY 2026/27



MARKET OVERVIEW

Adelaide's recruitment market in 2026/2027 is expected to sustain steady growth, particularly across accounting, finance, executive, business support, human resources, and technology. Job opportunities are forecast to increase by 7–9% year-on-year, with strong demand for mid- to senior-level professionals in financial accounting, payroll, FP&A, commercial finance, and leadership roles. Defence, mining, healthcare, renewable energy, and professional services continue to drive hiring activity, with ESG compliance, system upgrades, cyber security, and digital transformation initiatives creating demand for specialist expertise. Salary growth is expected to average 4–6% across accounting and finance, with up to 8–10% for niche executive, HR, and technology leadership roles.

Business support, HR, and technology functions are projected to see continued demand, with 6–8% growth across office management, executive support, project coordination, and governance roles. Human resources positions—including HR business partners, talent acquisition, and learning & development—are anticipated to grow by 7–9%, driven by workforce transformation and retention strategies. Technology recruitment remains buoyant, with demand for systems professionals, cyber security, data, and transformation specialists as organisations modernise their environments.

Donna, Phil, and Gemma from a&co bring strong local market expertise across professional, executive, and technology recruitment in South Australia. Donna and Phil's extensive experience across accounting, finance, executive, business support, and HR is complemented by Gemma's specialist focus within the Technology division, enabling highly effective talent outcomes for both clients and candidates.



WHO WE ARE

We're a recruitment agency that really puts people first. A local business with local connections that's rooted in the heart of the local community.

We're a business that connects people by creating opportunities through our wealth of networks.

We're driven by a desire to deliver a fast reliable service that's open to anyone. Where diversity and inclusivity are values we live by each day.

Local events in our community to look out for in 2026/27:



WHY WE'RE *Different*

Many large scale recruitment companies, frankly, just do enough.

We like to think we're a bit different. We're always looking for opportunities to add value, and to do things differently if we think we need to.

We're all about the 'and'.

We bring kindness, empathy, and genuine curiosity. We combine traditional experience and a confident tone of voice. And we don't just say yes to everything, and everyone.

Where other recruiters might stop at just enough, with us there is always an 'and'. Or the &, to be more accurate.

The & is our icon, and our promise.



WHAT WE DO

We support a wide range of workforce needs, including:

- Permanent (full-time and part-time)
- Fixed-term contracts
- Contract, labour hire and temporary solutions

Our team can provide specialist recruitment expertise across the following disciplines:

- Accounting, Finance & Executive Search
- Business Support
- Human Resources
- Technology & Digital

& our teams are based in **Adelaide & Perth.**



ACCOUNTING, FINANCE & EXECUTIVE SEARCH



Phil Scardigno

Recruitment Manager

Accounting, Finance & Executive Search

phil.scardigno@aandco.au

0439 074 202

Market Insights

South Australia's Accounting & Finance market remains tight and candidate-driven in 2026, fuelled by sustained investment in defence, infrastructure, renewable energy, not-for-profit and the public sector. Demand is no longer cyclical, it is structural with replacement hiring and transformation roles driving consistent vacancy levels. Shortages persist at mid-to-senior levels, particularly in commercially focused and business partnering roles.

While entry-level positions attract strong applicant volumes, experienced professionals, such as Senior Accountants, Finance Business Partners, and systems specialists, remain hard to fill. Talent scarcity is most pronounced in roles requiring a blend of technical accounting, systems capability and stakeholder engagement.

Speed, flexibility, and a compelling employee value proposition are now decisive factors, not differentiators, with slow recruitment processes directly correlating to offer rejections.

Salary pressure continues, with advertised salaries 5-10% above pre-2024 levels. Premiums of 10-15% are common in defence, energy, and government-linked roles, with systems and transformation expertise adding up to \$30k to total packages. Hybrid working is no longer negotiable, it is expected.

In 2026, Finance professionals are prioritising clear progression pathways, exposure to transformation projects, organisational stability, and values alignment (ESG, community impact, sustainability). Perks without substance are no longer effective retention tools.

Partnering with a specialist recruiter who understands both Accounting & Finance and people behaviour is now a strategic advantage, not a support function.

ACCOUNTING & FINANCE

SENIOR FINANCE

ADELAIDE, SOUTH AUSTRALIA

Role	Experience Level	Perm Salary (AUD)
CFO / FINANCE DIRECTOR	Senior	\$220K - \$350K+
HEAD OF FINANCE	Senior	\$180K - \$220K
FINANCIAL CONTROLLER	Senior	\$160K - \$210K
COMMERCIAL MANAGER	Senior	\$140K - \$160K
HEAD OF FP&A	Senior	\$170K - \$210K
HEAD OF TAX	Senior	\$180K - \$240K
FINANCE MANAGER	Senior	\$140K - \$180K

Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

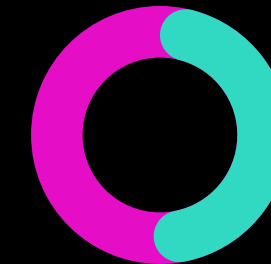
ROLE SPOTLIGHT:

FINANCIAL CONTROLLER



Hiring Demand is Very High

These candidates are very hard to find & hire



Gender diversity

- 48% Female
- 52% Male



2.2 year median tenure

When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- Financial Reporting
- Financial Analysis
- P&L Forecasting
- Statutory Reporting

ACCOUNTING & FINANCE

FINANCIAL CONTROL & MANAGEMENT REPORTING

ADELAIDE, SOUTH AUSTRALIA

Role	Experience Level	Perm Salary (AUD)
SENIOR FINANCIAL ACCOUNTANT	Mid - Senior	\$120K - \$140K
FINANCIAL ACCOUNTANT	Junior - Mid	\$85K - \$120K
ASSISTANT ACCOUNTANT	Junior - Mid	\$65K - \$85K
FINANCE BUSINESS PARTNER	Mid - Senior	\$120K - \$150K
SENIOR MANAGEMENT ACCOUNTANT	Mid - Senior	\$120K - \$140K
MANAGEMENT ACCOUNTANT	Junior - Mid	\$90K - \$120K
PROJECT ACCOUNTANT	Mid - Senior	\$100K - \$140K
COST ACCOUNTANT	Mid - Senior	\$90K - \$120K
TREASURY MANAGER	Mid - Senior	\$140K - \$180K
TREASURY ACCOUNTANT	Mid - Senior	\$110K - \$140K

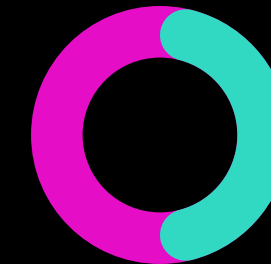
Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

FINANCE BUSINESS PARTNER



Hiring Demand is Very High
These candidates are very hard to find & hire



Gender diversity

- 50% Female
- 50% Male



2.0 year median tenure
When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- Business Partner Relations
- Managerial Finance
- Variance Analysis
- Microsoft Power BI

ACCOUNTING & FINANCE

FINANCIAL / COMMERCIAL ANALYSTS

ADELAIDE, SOUTH AUSTRALIA

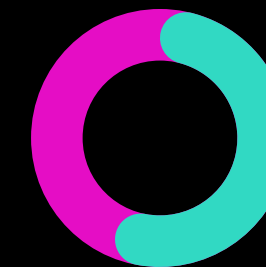
Role	Experience Level	Perm Salary (AUD)
SENIOR FINANCIAL ANALYST	Mid - Senior	\$120K - \$150K
FINANCIAL ANALYST	Mid - Senior	\$100K - \$120K
COMMERCIAL ANALYST	Mid - Senior	\$120K - \$150K
FINANCE SYSTEM MANAGER	Mid - Senior	\$150K - \$170K
SYSTEMS ACCOUNTANT	Mid - Senior	\$110K - \$150K
TAX MANAGER	Mid - Senior	\$140K - \$180K
TAX ACCOUNTANT	Junior - Senior	\$90K - \$120K
AUDIT MANAGER	Mid - Senior	\$130K - \$160K
SENIOR AUDITOR	Mid - Senior	\$110K - \$140K
AUDITOR	Junior - Mid	\$80K - \$110K

Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT: FINANCIAL ANALYST



Hiring Demand is High
These candidates are hard to find & hire



Gender diversity

- **42%** Female
- **58%** Male



1.5 year median tenure
When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- Financial Modelling
- Financial & Business Analysis
- Dashboards
- Planning Budgeting & Forecasting

BUSINESS SUPPORT & HUMAN RESOURCES



Donna Thomas

Recruitment Manager

Business Support & Human Resources

donna.thomas@aandco.au

0448 204 610

Market Insights

South Australia's Business Support and Human Resources sector is expected to remain resilient through 2026/2027, supported by growth across defence, healthcare, professional services, education, and government. Continued investment in people, culture, and operational efficiency is driving demand for high-quality HR and support professionals.

Organisational transformation—including workforce planning, HRIS upgrades, and employee experience initiatives—is elevating these functions. Demand remains strong for HR Business Partners, Talent Acquisition specialists, Payroll and HR systems professionals, along with experienced Executive Assistants, Office Managers, and project support roles.

Securing experienced talent remains challenging in a candidate-short market. Professionals are increasingly selective, with flexible working, strong leadership, and values-driven cultures now expected. Salary pressures persist, particularly for candidates with expertise in employee relations, HR systems, change, and senior business support.

Candidates who bring commercial awareness, stakeholder engagement, and adaptability are most sought after. HR professionals with industrial relations or transformation experience, alongside business support candidates with strong digital capability, remain in high demand.

Experienced professionals prioritise career growth, culture, and long-term fit alongside remuneration. Employers that clearly articulate purpose and flexibility are best positioned to attract and retain talent.

With growth across defence, government, healthcare, and SMEs—alongside increased HR tech adoption and more strategic support roles—partnering with a recruiter who understands both the discipline and the Adelaide market is key to achieving the right long-term outcomes.

BUSINESS SUPPORT

OFFICE ADMINISTRATION

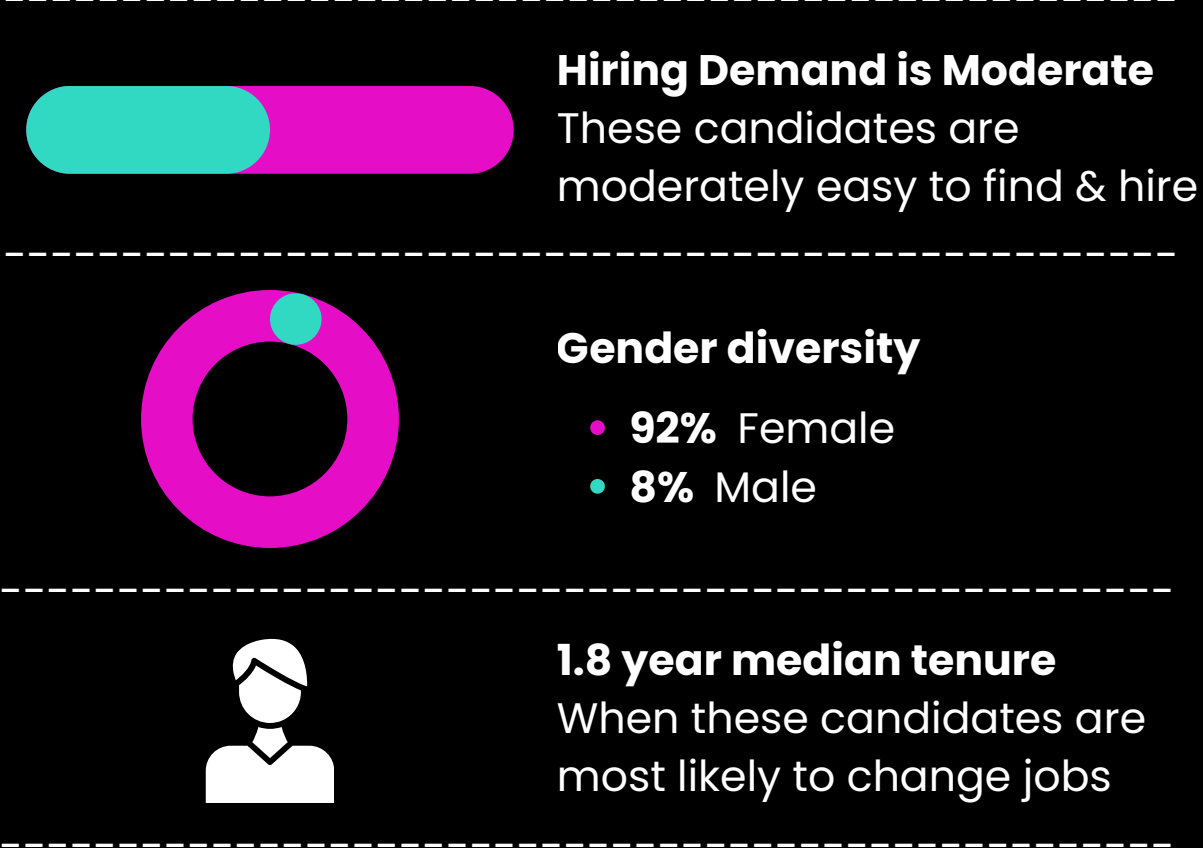
ADELAIDE, SOUTH AUSTRALIA

Role	Experience Level	Perm Salary (AUD)
ADMINISTRATOR	Mid	\$55K - \$65K
PROJECT ADMINISTRATOR	Mid	\$65K - 75K
PROJECT COORDINATOR	Mid	\$70K - \$80K
TEAM ASSISTANT	Mid - Senior	\$70K - \$80K
DATA ENTRY CLERK	Mid	\$55K - \$65K
RECEPTIONIST	Mid	\$60K - \$70K
PERSONAL ASSISTANT	Mid - Senior	\$70K - \$90K
EXECUTIVE ASSISTANT	Senior	\$80K - \$110K

Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

EXECUTIVE ASSISTANT



- Fastest growing skills & expertise:
- Virtual Work
 - Stakeholder Mapping
 - Stakeholder Analysis
 - Office Equipment Operation

BUSINESS SUPPORT

ACCOUNTING SUPPORT

ADELAIDE, SOUTH AUSTRALIA

Role	Experience Level	Perm Salary (AUD)
BOOKKEEPER	Mid - Senior	\$75K - \$90K
FINANCE OFFICER	Mid	\$65K - \$80K
PAYROLL MANAGER / SUPERVISOR	Senior	\$110K - \$125K
SENIOR PAYROLL OFFICER	Senior	\$90K - \$100K
PAYROLL OFFICER	Mid	\$80K - \$90K
CREDIT MANAGER / SUPERVISOR	Senior	\$90K - \$110K
CREDIT CONTROLLER	Mid - Senior	\$80K - \$90K
ACCOUNTS RECEIVABLE OFFICER	Mid - Senior	\$70K - \$85K
ACCOUNTS PAYABLE MANAGER	Senior	\$90K - \$105K
ACCOUNTS PAYABLE OFFICER	Mid	\$70K - \$85K

Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

PAYROLL OFFICER

Hiring Demand is Very High
These candidates are very hard to find & hire

Gender diversity

- 74% Female
- 26% Male

1.1 year median tenure
When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- Employment Taxes
- A/R Collections
- Imperative Programming
- U.S. GAAP Reporting

BUSINESS SUPPORT

HUMAN RESOURCES & OTHER

ADELAIDE, SOUTH AUSTRALIA

Role	Experience Level	Perm Salary (AUD)
HR ADMINISTRATOR	Junior - Mid	\$60K - \$75K
HR COORDINATOR	Mid	\$70K - \$85K
HR ADVISOR	Mid - Senior	\$90K - \$120K
HR BUSINESS PARTNER	Mid - Senior	\$100K - \$150K
HR MANAGER	Mid	\$120K - \$165K
MARKETING COORDINATOR	Mid	\$70K - \$75K
EVENTS COORDINATOR	Mid	\$70K - \$85K
FUNDRAISING COORDINATOR	Mid	\$80K - \$100K
FUNDRAISING MANAGER	Mid - Senior	\$90K - \$120K

Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

HR ADVISOR

Hiring Demand is High
These candidates are very hard to find & hire

Gender diversity

- 85% Female
- 15% Male

1.8 year median tenure
When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- Workforce Analytics
- International HR
- UK Employment Law
- Executive Office Administration

TECHNOLOGY & DIGITAL



Gemma Agnew

Senior Recruitment Partner

Technology & Digital

gemma.agnew@aandco.au

0425 275 210

Market Insights

South Australia's Technology and Digital sector is expected to remain strong through 2026/2027, supported by investment in defence, space, health tech, government, and startups. Digital transformation across both public and private sectors continues to drive demand for skilled technology professionals.

Key initiatives—including cloud migration, cybersecurity uplift, data modernisation, and AI adoption—are shaping hiring needs. Demand remains high for software engineers, cloud specialists, cybersecurity professionals, data analysts, and project delivery talent, particularly those with experience in complex or regulated environments.

Securing experienced talent remains challenging in a tight market. Candidates are highly selective, with flexible working, career progression, and meaningful projects now baseline expectations. Salary pressure continues, particularly for those with capabilities in cloud platforms, DevSecOps, data engineering, and enterprise systems.

Professionals who combine technical expertise with strong stakeholder engagement and commercial awareness are most sought after. Experience in defence, government, or regulated industries is highly valued, alongside the ability to deliver across transformation programs.

Experienced candidates prioritise long-term growth, learning opportunities, and workplace culture alongside remuneration. Employers that offer clear development pathways and modern tech environments are best positioned to attract and retain talent.

With sustained growth across defence, space, health, and digital services—alongside rising demand for AI, cybersecurity, and data capability—partnering with a recruiter who understands both the Technology landscape and the Adelaide market is key to achieving the right long-term outcomes.

TECHNOLOGY & DIGITAL

SOFTWARE DEVELOPMENT & TESTING

ADELAIDE, SOUTH AUSTRALIA

Role	Experience Level	Perm Salary (AUD)	Contract Rate (excl. GST)
DEVELOPER	Junior - Mid	\$85K - \$130K	\$550 - \$850
SENIOR DEVELOPER	Senior	\$130K - \$160K	\$900 - \$1,100
TECHNICAL LEAD	Senior	\$150K - \$190K	\$900 - \$1,200
DEVELOPMENT MANAGER	Senior	\$170K - \$200K	\$1,000 - \$1,400
PRODUCT OWNER	Mid - Senior	\$130K - \$170K	\$1,000 - \$1,300
TEST ANALYST	Junior - Senior	\$100K - \$150K	\$700 - \$1,000
TEST LEAD	Senior	\$125K - \$160K	\$800 - \$1,200
TEST MANAGER	Senior	\$140K - \$180K	\$1,000 - \$1,300

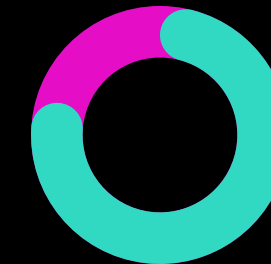
Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

SOFTWARE DEVELOPERS/ENGINEERS



Hiring Demand is Very High
These candidates are very hard to find & hire



Gender diversity

- **20%** Female
- **80%** Male



1.6 year median tenure

When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- Framework Design
- Continuous Deliver (CD)
- Microsoft Azure
- Gitlab

TECHNOLOGY & DIGITAL

INFRASTRUCTURE & CLOUD

ADELAIDE, SOUTH AUSTRALIA

Role	Experience Level	Perm Salary (AUD)	Contract Rate (excl. GST)
SERVICE DESK / DESKTOP SUPPORT	Junior - Mid	\$55K - \$80K	\$400 - \$750
APPLICATION SUPPORT	Junior - Mid	\$80K - \$115K	\$650 - \$850
SYSTEMS ADMINISTRATOR / ENGINEER	Mid - Senior	\$95K - \$135K	\$700 - \$850
NETWORK ADMINISTRATOR / ENGINEER	Mid - Senior	\$110K - \$150K	\$800 - \$950
SERVICE DELIVERY MANAGER	Senior	\$140K - \$190K	\$900 - \$1,200
DEVOPS ENGINEER	Mid - Senior	\$130K - \$180K	\$800 - \$1,100
CLOUD ENGINEER	Mid - Senior	\$130K - \$180K	\$800 - \$1,100
SITE RELIABILITY ENGINEER	Mid - Senior	\$130K - \$170K	\$700 - \$1,050

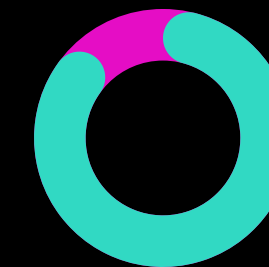
Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

NETWORK ADMINISTRATORS



Hiring Demand is Moderate
These candidates are moderately easy to find & hire



Gender diversity

- 11% Female
- 89% Male



0.7 year median tenure
When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- Active Directory Experience
- Network Hardware
- Routing Protocols
- LAN Switching

TECHNOLOGY & DIGITAL

PROJECTS & CHANGE MANAGEMENT

ADELAIDE, SOUTH AUSTRALIA

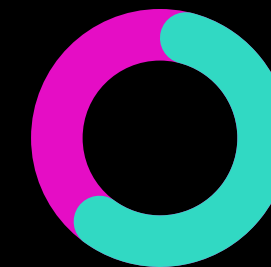
Role	Experience Level	Perm Salary (AUD)	Contract Rate (excl. GST)
PROJECT SUPPORT / ADMINISTRATOR	Junior - Senior	\$80K - \$120K	\$500 - \$750
BUSINESS ANALYST	Junior - Senior	\$110K - \$160K	\$750 - \$1,100
CHANGE MANAGER	Junior - Senior	\$120K - \$180K	\$800 - \$1,200
PROJECT MANAGER	Junior - Senior	\$110K - \$180K	\$850 - \$1,300
PROGRAM MANAGER	Mid - Senior	\$170K - \$230K	\$1,000 - \$1,400
SCRUM MASTER	Junior - Senior	\$125K - \$160K	\$900 - \$1,100
AGILE COACH	Junior - Senior	\$140K - \$180K	\$900 - \$1,100
PMO MANAGER	Junior - Senior	\$150K - \$190K	\$900 - \$1,300

Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT: PROJECT MANAGERS



Hiring Demand is High
These candidates are hard to find & hire



Gender diversity

- **36%** Female
- **64%** Male



2.0 year median tenure
When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- Senior Stakeholder Management
- PMO set-up
- IT Service Delivery
- Technical Requirements Gathering

TECHNOLOGY & DIGITAL

SECURITY & DATA

ADELAIDE, SOUTH AUSTRALIA

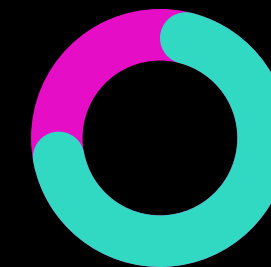
Role	Experience Level	Perm Salary (AUD)	Contract Rate (excl. GST)
CYBER SECURITY ANALYST	Junior - Senior	\$110K - \$160K	\$700 - \$1,100
CYBER SECURITY ENGINEER	Junior - Senior	\$130K - \$180K	\$750 - \$1,100
GRC CONSULTANT	Junior - Senior	\$120K - \$160K	\$700 - \$1,000
IDENTITY ACCESS MGMT ENGINEER	Junior - Senior	\$120K - \$160K	\$700 - \$1,000
DATA ANALYST	Junior - Mid	\$85K - \$130K	\$650 - \$900
SENIOR DATA ANALYST	Mid - Senior	\$130K - \$160K	\$750 - \$1,000
DATA ENGINEER	Junior - Senior	\$110K - \$170K	\$700 - \$1,100
DATA SCIENTIST	Mid - Senior	\$140K - \$190K	\$800 - \$1,300

Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT: DATA ENGINEERS



Hiring Demand is Very High
These candidates are very hard to find & hire



Gender diversity

- **24%** Female
- **76%** Male



2.0 year median tenure
When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- ETL Testing
- Ab Initio
- Windows Automation
- Defining Requirements

TECHNOLOGY & DIGITAL

ARCHITECTURE

ADELAIDE, SOUTH AUSTRALIA

Role	Experience Level	Perm Salary (AUD)	Contract Rate (excl. GST)
CLOUD ARCHITECT	Mid - Senior	\$160K - \$200K	\$800 - \$1,200
SOLUTIONS ARCHITECT	Mid - Senior	\$160K - \$190K	\$800 - \$1,100
TECHNICAL ARCHITECT	Mid - Senior	\$160K - \$190K	\$800 - \$1,100
INFRASTRUCTURE ARCHITECT	Mid - Senior	\$160K - \$200K	\$800 - \$1,200
SECURITY ARCHITECT	Mid - Senior	\$160K - \$200K	\$800 - \$1,300
ENTERPRISE ARCHITECT	Mid - Senior	\$170K - \$240K	\$900 - \$1,500
DATA ARCHITECT	Mid - Senior	\$160K - \$200K	\$800 - \$1,200
ERP / CRM ARCHITECT	Mid - Senior	\$160K - \$210K	\$800 - \$1,400

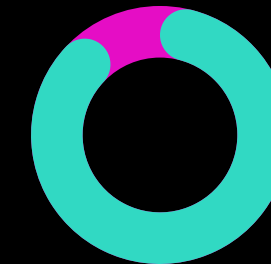
Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

SOLUTIONS ARCHITECTS



Hiring Demand is Very High
These candidates are very hard to find



Gender diversity

- **9%** Female
- **91%** Male



3.3 year median tenure
When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- ITIL Implementation
- ITIL Process
- VMware Server
- Active Directory Experience

HOW WE CAN HELP

With over 75+ years combined experience we know our markets, our personal networks are extensive and we don't engage in guess work.

To find out more contact one of our Adelaide experts:

Phil Scardigno

Recruitment Manager

Accounting & Finance

phil.scardigno@aandco.au

0439 074 202

Donna Thomas

Recruitment Manager

Business Support

donna.thomas@aandco.au

0448 204 610

Gemma Agnew

Senior Recruitment Partners

Technology & Digital

gemma.agnew@aandco.au

0425 275 210

