



SALARY & *Market Insights* GUIDE

Perth, Western Australia
FY 2026/27



sourcr.
Best Agency 2025
Human Resources, WA



MARKET OVERVIEW

Perth's recruitment market in 2026/2027 is expected to maintain strong momentum, driven by ongoing investment across mining, energy, infrastructure, healthcare, defence, and professional services. Job opportunities are forecast to increase by 7–10% year-on-year, with continued demand for professionals across accounting, finance, executive, business support, human resources, and technology. Financial accounting, payroll, FP&A, commercial finance, and leadership roles remain highly sought after, while digital transformation, cyber security, ERP upgrades, ESG reporting, and data initiatives continue to create demand for specialist expertise. Salary growth is expected to average 4–6%, with niche executive, HR, and technology leadership roles attracting increases of up to 8–10%.

Business support, HR, and technology functions are also projected to see sustained demand, with growth of 6–8% across executive support, office management, project coordination, and governance positions. HR recruitment, particularly for HR Business Partners, Talent Acquisition, and Learning & Development professionals, is expected to increase by 7–9% as organisations focus on workforce growth, retention, and transformation initiatives. Technology hiring remains strong, especially for professionals in cyber security, cloud, systems, data, and digital transformation.

Aaron, Andrew, Natalie and the team at a&co bring extensive local expertise across professional, executive, and technology recruitment in Western Australia. Their deep understanding of the Perth market, combined with strong industry networks and specialist knowledge across accounting, finance, business support, HR, and technology, enables them to deliver outstanding talent solutions 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.

We proudly sponsor, support, hold memberships with, and regularly engage with the following organisations and community groups across Perth and Adelaide:



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 **Perth & Adelaide.**



ACCOUNTING, FINANCE & EXECUTIVE SEARCH



Andrew Tomich

Director & Co Founder

Accounting, Finance & Executive Search

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Market Insights

Perth's Accounting, Finance & Executive market remains highly competitive in 2026, supported by continued investment across mining, energy, infrastructure, defence, healthcare, professional services, local government, and the not-for-profit sector. While demand for accounting and finance professionals remains strong, the most acute talent shortages are occurring within the executive leadership market, where organisations are seeking proven leaders to drive growth, transformation, governance, and operational performance.

Demand remains strong for CFOs, Finance Directors, General Managers, Commercial Managers, COOs, CEOs, and senior executives with strong leadership capability and commercial acumen. Employers are increasingly prioritising leaders who can influence strategy, lead change, and deliver sustainable outcomes. Governance expertise, stakeholder engagement, and cultural alignment have become critical hiring criteria.

The market remains candidate-driven, particularly for executives with experience in transformation, local government, and purpose-led organisations. Recruitment processes must be decisive and well-managed, as delays frequently result in the loss of top talent.

Executive remuneration continues to strengthen, with competitive salary packages, incentive structures, and flexible working arrangements. Senior leaders are increasingly prioritising organisational stability, culture, purpose, and the opportunity to make a meaningful impact.

Andrew and the team at a&co bring extensive expertise across Executive, Accounting, and Finance recruitment throughout Western Australia. Alongside their work with commercial organisations, they have built a strong reputation within the not-for-profit and local government sectors, helping organisations secure leaders who can balance commercial outcomes with community impact, governance, and stakeholder engagement. With deep market knowledge and established leadership networks, the team consistently delivers exceptional executive talent across the Perth market.

ACCOUNTING, FINANCE & EXECUTIVE SEARCH

Areas of Expertise

Chief Executive Officer | Chief Financial Officer | Chief Operating Officer
Chief People Officer | Chief Commercial Officer | Chief Marketing/Digital Officer
Chief Strategy Officer | Chief Risk Officer | General Counsel | Corporate
Secretary
Managing Director | General Manager | Executive & Senior Managers
Head of Finance | Finance Manager | Finance Business Partner
Financial Controller | Management Accountant | Financial Accountant
Assistant Accountant | Payroll Specialists | Accounts Officers

ACCOUNTING & FINANCE

SENIOR FINANCE

PERTH, WESTERN AUSTRALIA

Role	Experience Level	Perm Salary (AUD)
CFO / FINANCE DIRECTOR	Senior	\$220K - \$400K+
HEAD OF FINANCE	Senior	\$180K - \$250K
FINANCIAL CONTROLLER	Senior	\$170K - \$230K
COMMERCIAL MANAGER	Senior	\$160K - \$220K
HEAD OF FP&A	Senior	\$180K - \$230K
HEAD OF TAX	Senior	\$180K - \$260K
FINANCE MANAGER	Senior	\$140K - \$180K

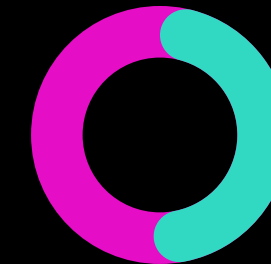
Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

FINANCIAL CONTROLLER



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



Gender diversity

- 49% Female
- 51% Male



2.6 year median tenure

When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- IT Audit
- Personal Income Tax Returns
- Cash Flow Lending
- Quantitative Finance

ACCOUNTING & FINANCE

FINANCIAL CONTROL & MANAGEMENT REPORTING

PERTH, WESTERN AUSTRALIA

Role	Experience Level	Perm Salary (AUD)
SENIOR FINANCIAL ACCOUNTANT	Mid - Senior	\$120K - \$145K
FINANCIAL ACCOUNTANT	Junior - Mid	\$90K - \$125K
ASSISTANT ACCOUNTANT	Junior - Mid	\$70K - \$90K
FINANCE BUSINESS PARTNER	Mid - Senior	\$120K - \$170K
SENIOR MANAGEMENT ACCOUNTANT	Mid - Senior	\$120K - \$145K
MANAGEMENT ACCOUNTANT	Junior - Mid	\$95K - \$125K
PROJECT ACCOUNTANT	Mid - Senior	\$110K - \$150K
COST ACCOUNTANT	Mid - Senior	\$100K - \$130K
TREASURY MANAGER	Mid - Senior	\$140K - \$190K
TREASURY ACCOUNTANT	Mid - Senior	\$110K - \$145K

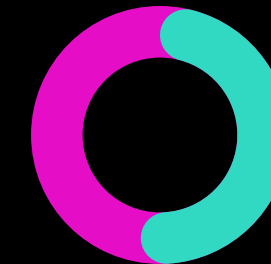
Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

FINANCE BUSINESS PARTNER



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



Gender diversity

- **53%** Female
- **47%** Male



1.8 year median tenure

When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- P&L Forecasting
- Statutory
- Corporate Budgeting
- Small Business Accounting

ACCOUNTING & FINANCE

FINANCIAL / COMMERCIAL ANALYSTS

PERTH, WESTERN AUSTRALIA

Role	Experience Level	Perm Salary (AUD)
SENIOR FINANCIAL ANALYST	Mid - Senior	\$120K - \$155K
FINANCIAL ANALYST	Mid - Senior	\$95K - \$125K
COMMERCIAL ANALYST	Mid - Senior	\$120K - \$165K
FINANCE SYSTEM MANAGER	Mid - Senior	\$150K - \$190K
SYSTEMS ACCOUNTANT	Mid - Senior	\$110K - \$155K
TAX MANAGER	Mid - Senior	\$150K - \$210K
TAX ACCOUNTANT	Junior - Senior	\$90K - \$125K
AUDIT MANAGER	Mid - Senior	\$130K - \$170K
SENIOR AUDITOR	Mid - Senior	\$110K - \$145K
AUDITOR	Junior - Mid	\$80K - \$115K

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

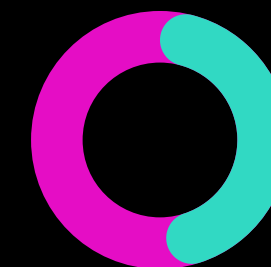
ROLE SPOTLIGHT:

FINANCIAL ANALYST



Hiring Demand is High

These candidates are hard to find & hire



Gender diversity

- 51% Female
- 49% Male



1.8 year median tenure

When these candidates are most likely to change jobs

Fastest growing skills & expertise:

- U.S. GAAP Reporting
- Cost Variance Analysis
- Statutory
- Microsoft BI Suite

BUSINESS SUPPORT & HUMAN RESOURCES



Natalie Adams

Director & Co Founder
Business Support & Human Resources
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Market Insights

Perth's Business Support and Human Resources market is expected to remain strong throughout 2026/2027, supported by ongoing growth across mining, energy, healthcare, professional services, local government, and the not-for-profit sector. As organisations continue to invest in workforce planning, operational efficiency, and employee engagement, demand for experienced HR and business support professionals remains high.

Strong demand continues for HR Business Partners, Talent Acquisition Specialists, HR Advisors, Payroll professionals, and HRIS specialists, while workforce planning, organisational change, and employee experience initiatives are driving increased hiring activity. Within Business Support, organisations continue to seek experienced Executive Assistants, Office Managers, Team Coordinators, and Project Support professionals who can combine operational excellence with strong stakeholder engagement skills.

The market remains candidate-driven for experienced talent, particularly those with expertise in employee relations, industrial relations, HR systems, governance, and executive support. Flexible working, career development opportunities, and strong organisational cultures are now considered standard expectations rather than differentiators.

Professionals with strong commercial awareness, adaptability, and digital capability remain highly sought after. Employers that clearly communicate their culture, values, and long-term career opportunities are best placed to attract and retain top talent.

Natalie and the team at a&co bring extensive expertise across Human Resources and Business Support recruitment throughout Western Australia. With strong networks across commercial organisations, local government, and the not-for-profit sector, they partner with clients and candidates to deliver tailored recruitment solutions and long-term talent outcomes.

MEET THE BUSINESS SUPPORT TEAM



Erin Ablitt

Senior Recruitment Partners

- Erin is a specialist administrative recruiter with over 6+ years experience in the Perth market.
- Strong network of Resource, Construction and Utilities clients and candidates across Perth.
- Proven track record of providing the best for the best with numerous repeat clients and referrals.
- Personalised approach with a knack for finding the most amazing wildcard candidates.



Karen McGlynn

Recruitment Partner

- Karen has 6 years' commercial experience within recruitment, customer support, events and fundraising.
- Specialises in Business Administration & Support recruitment.
- A proven ability to successfully build and maintain client and candidate relationships.
- Understands the importance of matching a company's culture and values when sourcing suitably qualified candidates.

BUSINESS SUPPORT

Areas of Expertise

Receptionists | Administrative Assistants | Office Coordinators
Executive Assistants | Personal Assistants | Office Managers
Team Administrators | Operations Support | Business Coordinators
Payroll Officers | Payroll Administrators | Accounts Assistants
Data Entry Clerks | Document Controllers | Project Administrators
Customer Service Officers | Client Services Coordinators

BUSINESS SUPPORT

OFFICE ADMINISTRATION

PERTH, WESTERN AUSTRALIA

Role	Experience Level	Perm Salary (AUD)
ADMINISTRATOR	Mid	\$60K - \$75K
PROJECT ADMINISTRATOR	Mid	\$70K - 85K
PROJECT COORDINATOR	Mid	\$80K - \$110K
TEAM ASSISTANT	Mid - Senior	\$75K - \$95K
DATA ENTRY CLERK	Mid	\$55K - \$70K
RECEPTIONIST	Mid	\$60K - \$75K
PERSONAL ASSISTANT	Mid - Senior	\$80K - \$110K
EXECUTIVE ASSISTANT	Senior	\$90K - \$140K
OFFICE MANAGER	Mid - Senior	\$85K - \$120K
OFFICE COORDINATOR	Mid - Senior	\$70K - \$90K

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

ROLE SPOTLIGHT:

EXECUTIVE ASSISTANT

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

Gender diversity

- 93% Female
- 7% Male

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

Fastest growing skills & expertise:

- Corporate Support
- Stakeholder Mapping
- Stakeholder Analysis
- Computer-literate performer

BUSINESS SUPPORT

ACCOUNTING SUPPORT

PERTH, WESTERN AUSTRALIA

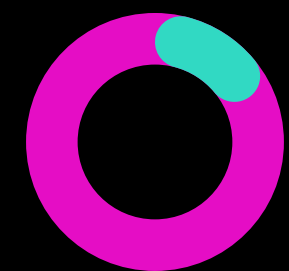
Role	Experience Level	Perm Salary (AUD)
BOOKKEEPER	Mid - Senior	\$75K - \$95K
FINANCE OFFICER	Mid	\$70K - \$85K
PAYROLL MANAGER / SUPERVISOR	Senior	\$110K - \$140K
SENIOR PAYROLL OFFICER	Senior	\$90K - \$110K
PAYROLL OFFICER	Mid	\$80K - \$95K
CREDIT MANAGER / SUPERVISOR	Senior	\$100K - \$130K
CREDIT CONTROLLER	Mid - Senior	\$80K - \$100K
ACCOUNTS RECEIVABLE OFFICER	Mid - Senior	\$70K - \$90K
ACCOUNTS PAYABLE MANAGER	Senior	\$100K - \$130K
ACCOUNTS PAYABLE OFFICER	Mid	\$70K - \$90K

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

ROLE SPOTLIGHT: PAYROLL OFFICER



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



Gender diversity

- 82% Female
- 18% Male



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

Fastest growing skills & expertise:

- Employment Taxes
- Reconciling Reports
- Executive Office Administration
- A/R Collections

MEET THE HUMAN RESOURCES TEAM



Natalie Adams

Founder | Director

- Natalie has 23 years' experience within the recruitment industry gained in both Australia and the UK
- A career spent specialising in Human Resources, Business Administration & Support recruitment
- Leadership experience across Australia
- A true appreciation for what good looks like



Erin Cleaver

Senior Recruitment Partner

- Erin has national recruitment experience spanning 10+ years.
- Strong network of HR clients and candidates across Perth.
- Proven track record of senior level appointments.
- Personalised approach that's fit for purpose.



Hannah Lelliott

Talent Manager

- Hannah has 8 years' experience within recruitment, customer support and management.
- A proven ability to find those hard to find candidates.
- Passionate about helping people with their career journey and dedicated to finding the right candidate.

HUMAN RESOURCES

Areas of Expertise

HR Coordinators | HR Advisors | HR Business Partners
HR Managers | Senior HR Consultants | Talent Acquisition Partners
HR Directors | General Managers – People & Culture | CPOs
Workforce Planners | Employee Relations Specialists

HUMAN RESOURCES

HUMAN RESOURCES & OTHER

PERTH, WESTERN AUSTRALIA

Role	Experience Level	Perm Salary (AUD)
HEAD OF HR	Senior	\$180K - \$250K
HR DIRECTOR	Senior	\$220K - \$320K
SENIOR HR BUSINESS PARTNER	Mid - Senior	\$140K - \$180K
HR BUSINESS PARTNER	Mid - Senior	\$110K - \$170K
SENIOR HR ADVISOR	Mid - Senior	\$110K - \$145K
HR ADVISOR	Mid - Senior	\$90K - \$125K
HR COORDINATOR	Mid - Senior	\$75K - \$95K
HR ADMINISTRATOR	Mid - Senior	\$60K - \$80K
IR MANAGER / ER MANAGER	Mid - Senior	\$140K - \$200K

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

ROLE SPOTLIGHT: HR ADVISOR

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

Gender diversity

- 84% Female
- 16% Male

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

Fastest growing skills & expertise:

- Executive Office Administration
- Lawson HRIS
- Learning & Development Solutions
- New Hire Processes

HUMAN RESOURCES

HUMAN RESOURCES & OTHER

PERTH, WESTERN AUSTRALIA

Role	Experience Level	Perm Salary (AUD)
IR ADVISOR	Mid - Senior	\$110K - \$145K
ER ADVISOR	Mid - Senior	\$110K - \$145K
HR ANALYST	Mid - Senior	\$95K - \$130K
HR POLICY WRITER	Mid - Senior	\$100K - \$140K
HEAD OF L&D	Mid - Senior	\$170K - \$240K
L&D DIRECTOR	Mid - Senior	\$180K - \$280K
L&D MANAGER	Mid - Senior	\$130K - \$180K
L&D ADVISOR	Mid - Senior	\$100K - \$135K
L&D COORDINATOR	Mid - Senior	\$75K - \$95K

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

ROLE SPOTLIGHT: ER ADVISOR

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

Gender diversity

- 77% Female
- 23% Male

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

Fastest growing skills & expertise:

- Positive Employee Relations
- HR Transformation
- UK Employment Law
- Benefits Negotiation

HUMAN RESOURCES

HUMAN RESOURCES & OTHER

PERTH, WESTERN AUSTRALIA

Role	Experience Level	Perm Salary (AUD)
TRAINING MANAGER	Mid - Senior	\$120K - \$170K
TRAINER	Mid - Senior	\$85K - \$120K
DIVERSITY MANAGER	Mid - Senior	\$130K - \$180K
DIVERSITY ADVISOR	Mid - Senior	\$95K - \$130K
RECRUITMENT MANAGER	Mid - Senior	\$130K - \$190K
RECRUITMENT ADVISOR	Mid - Senior	\$90K - \$130K
RECRUITMENT COORDINATOR	Mid - Senior	\$70K - \$95K
WORKFORCE PLANNER	Mid - Senior	\$120K - \$180K
OD MANAGER	Mid - Senior	\$140K - \$200K

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

ROLE SPOTLIGHT: RECRUITMENT MANAGER

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

Gender diversity

- 54% Female
- 46% Male

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

Fastest growing skills & expertise:

- Job Placements
- Social Recruiting
- Human Capital Management
- Administrative Staffing

HUMAN RESOURCES

HUMAN RESOURCES & OTHER

PERTH, WESTERN AUSTRALIA

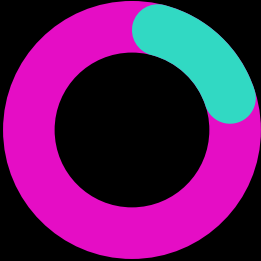
Role	Experience Level	Perm Salary (AUD)
OD ADVISOR	Mid - Senior	\$110K - \$150K
HEAD OF REM & BENEFITS	Mid - Senior	\$180K - \$280K
REM & BENEFITS MANAGER	Mid - Senior	\$140K - \$200K
REM & BENEFITS ADVISOR	Mid - Senior	\$110K - \$150K
HEAD OF PEOPLE & CULTURE	Senior	\$180K - \$260K
PEOPLE & CULTURE MANAGER	Senior	\$130K - \$190K
TALENT MANAGER	Senior	\$140K - \$190K
TALENT ACQUISITION PARTNER	Senior	\$110K - \$160K
HR SYSTEMS ANALYST	Mid - Senior	\$100K - \$145K

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

ROLE SPOTLIGHT: TALENT ACQUISITION PARTNER



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



Gender diversity

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



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

Fastest growing skills & expertise:

- International HR
- Social Recruiting
- Sales Recruitment
- Recruitment Marketing

TECHNOLOGY & DIGITAL



Aaron Batten

Director & Co Founder

Technology & Digital

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Market Insights

Perth's Technology and Digital market is expected to remain strong throughout 2026/2027, supported by continued investment across mining, energy, healthcare, government, defence, and professional services. Digital transformation remains a key priority for organisations across Western Australia, driving sustained demand for skilled technology professionals.

Key initiatives including cloud migration, cyber security, data and analytics, ERP upgrades, automation, and AI adoption are shaping hiring activity. Demand remains strong for Cyber Security Specialists, Cloud Engineers, Software Developers, Data Professionals, Business Analysts, Project Managers, and Digital Transformation specialists, particularly those with experience delivering business-critical projects.

Securing experienced technology talent remains challenging in a competitive market. Candidates are increasingly selective, with flexible working, career progression, access to modern technologies, and meaningful projects now considered standard expectations. Salary pressure continues, particularly for professionals with expertise in cyber security, cloud platforms, data engineering, AI, and enterprise systems.

Organisations are increasingly seeking professionals who combine technical expertise with strong stakeholder engagement and commercial awareness. Experience within regulated, project-driven, and large-scale operational environments remains highly valued across mining, energy, government, and healthcare sectors.

Aaron and the team at a&co bring extensive expertise across Technology and Digital recruitment throughout Western Australia. With deep market knowledge, established networks, and a strong understanding of the evolving technology landscape, they partner with organisations and candidates to deliver exceptional talent solutions across cyber security, cloud, data, software, infrastructure, and digital transformation.

MEET THE TECHNOLOGY & DIGITAL TEAM



Aaron Batten

Director | Co Founder

- Aaron has 20+ years' exclusive experience as a Technology recruiter gained in both Perth and Singapore.
- A dedicated career in Technology & Digital recruitment.
- Previous hands on experience as a Web Developer.



Melissa Brookes

Senior Recruitment Partner

- Melissa has 20+ years recruitment experience across UK/Europe and Australia
- Experience of recruiting in both IT and Commercial sectors
- Passionate about helping clients find exceptional talent and supporting candidates with their career journey

TECHNOLOGY & DIGITAL

Areas of Expertise

Enterprise Architects | Solution Architects | Integration Architects
Program Managers | Project Managers | Business Analysts
Integration Developers | Automation Testers | Data Engineers
BI/Reporting Analysts | Network Engineers | Cloud Specialists
Digital Product Managers | UX/UI Designers

TECHNOLOGY & DIGITAL

SOFTWARE DEVELOPMENT & TESTING

PERTH, WESTERN AUSTRALIA

Role	Experience Level	Perm Salary (AUD)	Contract Rate (excl. GST)
DEVELOPER	Junior - Mid	\$90K - \$140K	\$600 - \$900
SENIOR ENGINEER	Senior	\$130K - \$170K	\$850 - \$1,150
TECHNICAL LEAD	Senior	\$160K - \$210K	\$1,000 - \$1,300
DEVELOPMENT MANAGER	Senior	\$170K - \$220K	\$1,050 - \$1,450
PRODUCT OWNER	Mid - Senior	\$140K - \$180K	\$900 - \$1,250
TEST ANALYST	Junior - Senior	\$90K - \$150K	\$700 - \$1,000
TEST LEAD	Senior	\$130K - \$170K	\$850 - \$1,250
TEST MANAGER	Senior	\$150K - \$190K	\$1,000 - \$1,350

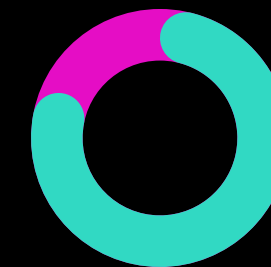
Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

SOFTWARE ENGINEER



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



Gender diversity

- 18% Female
- 82% Male



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

Fastest growing skills & expertise:

- CSS Sprites
- Mobile Web Design
- CI
- Cloud Applications

TECHNOLOGY & DIGITAL

INFRASTRUCTURE & CLOUD

PERTH, WESTERN AUSTRALIA

Role	Experience Level	Perm Salary (AUD)	Contract Rate (excl. GST)
SERVICE DESK / DESKTOP SUPPORT	Junior - Mid	\$60K - \$85K	\$400 - \$750
APPLICATION SUPPORT	Junior - Mid	\$85K - \$120K	\$650 - \$900
SYSTEMS ADMINISTRATOR / ENGINEER	Mid - Senior	\$100K - \$145K	\$750 - \$950
NETWORK ADMINISTRATOR / ENGINEER	Mid - Senior	\$110K - \$160K	\$800 - \$1,000
SERVICE DELIVERY MANAGER	Senior	\$140K - \$190K	\$900 - \$1,250
DEVOPS ENGINEER	Mid - Senior	\$140K - \$200K	\$900 - \$1,200
CLOUD ENGINEER	Mid - Senior	\$140K - \$200K	\$900 - \$1,200
SITE RELIABILITY ENGINEER	Mid - Senior	\$140K - \$190K	\$900 - \$1,200

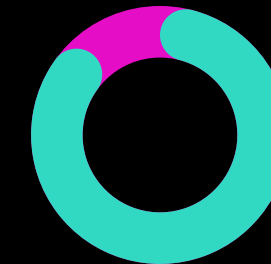
Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

NETWORK ADMINISTRATOR



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



Gender diversity

- 11% Female
- 89% Male



0.5 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

PERTH, WESTERN AUSTRALIA

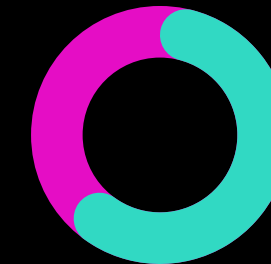
Role	Experience Level	Perm Salary (AUD)	Contract Rate (excl. GST)
PROJECT SUPPORT / ADMINISTRATOR	Junior - Senior	\$80K - \$120K	\$500 - \$750
BUSINESS ANALYST	Junior - Senior	\$120K - \$170K	\$800 - \$1,200
CHANGE MANAGER	Junior - Senior	\$120K - \$190K	\$900 - \$1,250
PROJECT MANAGER	Junior - Senior	\$120K - \$200K	\$900 - \$1,400
PROGRAM MANAGER	Mid - Senior	\$180K - \$250K	\$1,100 - \$1,500
SCRUM MASTER	Junior - Senior	\$130K - \$170K	\$900 - \$1,150
AGILE COACH	Junior - Senior	\$150K - \$200K	\$1,000 - \$1,300
PMO MANAGER	Junior - Senior	\$160K - \$200K	\$1,000 - \$1,400

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

ROLE SPOTLIGHT: PROJECT MANAGER



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



Gender diversity

- **33%** Female
- **67%** Male



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

Fastest growing skills & expertise:

- ITIL Implementation
- ISEB
- IT Service Delivery
- Stakeholder Analysis

TECHNOLOGY & DIGITAL

SECURITY & DATA

PERTH, WESTERN AUSTRALIA

Role	Experience Level	Perm Salary (AUD)	Contract Rate (excl. GST)
CYBER SECURITY ANALYST	Junior - Senior	\$110K - \$170K	\$750 - \$1,100
CYBER SECURITY ENGINEER	Junior - Senior	\$140K - \$200K	\$850 - \$1,200
GRC CONSULTANT	Junior - Senior	\$120K - \$170K	\$750 - \$1,100
IDENTITY ACCESS MGMT ENGINEER	Junior - Senior	\$130K - \$180K	\$800 - \$1,150
DATA ANALYST	Junior - Mid	\$90K - \$130K	\$650 - \$900
AI ENGINEER	Mid - Senior	\$130K - \$170K	\$800 - \$1,200
DATA ENGINEER	Junior - Senior	\$120K - \$190K	\$850 - \$1,200
DATA SCIENTIST	Mid - Senior	\$140K - \$200K	\$900 - \$1,300

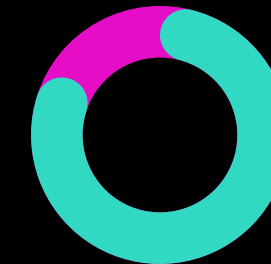
Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

AI ENGINEER



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



Gender diversity

- **16%** Female
- **84%** Male



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

Fastest growing skills & expertise:

- IBM AIX
- Applied Machine Learning
- Text Mining
- Kubernetes

TECHNOLOGY & DIGITAL

ARCHITECTURE

PERTH, WESTERN AUSTRALIA

Role	Experience Level	Perm Salary (AUD)	Contract Rate (excl. GST)
CLOUD ARCHITECT	Mid - Senior	\$170K - \$220K	\$1,000 - \$1,400
SOLUTIONS ARCHITECT	Mid - Senior	\$170K - \$210K	\$950 - \$1,350
TECHNICAL ARCHITECT	Mid - Senior	\$170K - \$210K	\$950 - \$1,350
INFRASTRUCTURE ARCHITECT	Mid - Senior	\$170K - \$220K	\$1,000 - \$1,400
SECURITY ARCHITECT	Mid - Senior	\$180K - \$230K	\$1,100 - \$1,500
ENTERPRISE ARCHITECT	Mid - Senior	\$180K - \$260K	\$1,200 - \$1,600
DATA ARCHITECT	Mid - Senior	\$170K - \$230K	\$1,000 - \$1,500
ERP / CRM ARCHITECT	Mid - Senior	\$170K - \$230K	\$1,100 - \$1,500

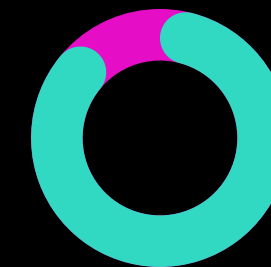
Note: Salaries vary based on industry, demand, project complexity, company maturity and experience level.

ROLE SPOTLIGHT:

SOLUTIONS ARCHITECT



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



Gender diversity

- **10%** Female
- **90%** Male



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

Fastest growing skills & expertise:

- ITIL Implementation
- Software Packaging
- Windows Automation
- Active Directory Experience

HOW WE CAN HELP

We know our markets inside and out. Our extensive networks and deep industry knowledge enable us to deliver informed, strategic talent solutions – not guesswork.

To find out more contact one of our Perth experts:

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