

Project Services



Salary & Insights Report
2025-2026

#BuildingTrust

TDP TECH
& DATA
PEOPLE
part of SEARCH4

Who are Tech & Data People?

Tech & Data People (TDP) is a specialist provider of Technology and Data Analytics recruitment services in Australia.

With a dedicated team of experienced recruiters and an industry-leading network of professionals, we pride ourselves on connecting top talent with leading organisations across Australia.

Leveraging a combined 100+ years in Technology and Data recruitment, our compassion and understanding for candidates and employers show in our unrivalled network.

We connect progressive businesses with exceptional contract and permanent talent across the full spectrum of technology roles:



**Data
Analytics & BI**



**Software
Development**



**Cyber
Security**



**Cloud &
Infrastructure**



**Project
Services**



**Digital &
Marketing**



About This Guide

This guide provides a comprehensive overview of the current landscape within the Technology Project Services sector, with detailed insights into remuneration and recruitment trends across Melbourne, Sydney, Brisbane, and Perth.

Drawing on the expertise of our specialist recruiters and advanced data tools, we've compiled key information on salary benchmarks, contract rates, tenure patterns and gender distribution. These insights are designed to help employers make informed hiring decisions and to support professionals in understanding their market value.

All figures represent benchmark **base** salaries, **excluding** superannuation, and **candidate day rates**. Data has been sourced through a combination of expert knowledge, historical placement records, industry participation, and online data collection, and reflects averages across a range of business sizes and industries.



Informed. Strategic. Data-driven.
Your recruitment intelligence starts here.



2025-26 Market Overview



AIDAN QUIEROS
State Lead

As we enter the new financial year, the Australian project services market is showing clear signs of renewed momentum. Following a cautious and cost-conscious FY24, we're now seeing a decisive pivot — from delay and consolidation to reactivation and investment.

Increased economic confidence, stabilising interest rates, and greater clarity around digital transformation priorities have combined to unlock long-awaited projects. Organisations that had deferred major initiatives are now re-engaging, and the demand for experienced delivery professionals is on the rise.

But it's not just *more* projects, it's *different* projects.

AI transformation is no longer a future consideration, it's a now problem.

Leaders across sectors are prioritising initiatives that embed automation, data intelligence, and scalable platforms into their operating models. This has driven up demand for project professionals who not only bring traditional delivery rigour, but also the adaptability and stakeholder influence to navigate emerging tech landscapes.

Hybrid delivery remains the default, but candidates are increasingly selective. While flexibility is expected, high performers are gravitating toward environments that foster genuine collaboration and visibility, especially in roles that hinge on influencing cross-functional teams.



Fixed-term contracts continue to dominate the project services hiring model.

Employers are opting for agility, and candidates are responding well when offered clarity, competitive day rates, and meaningful project scopes.

Looking ahead, the 2025–26 financial year is expected to deliver a far more active market than its predecessor. We're already seeing increased job flow in the lead-up to July 1, signalling a strong pipeline of initiatives across sectors like government, financial services, energy and health.

Key Insights, Trends & Predictions



EMERGING TRENDS

- **AI-led Project Portfolios:** Organisations are embedding AI adoption into broader transformation programs. Project professionals with experience in AI implementation, automation rollouts or change enablement in data-led environments are in high demand.
- **Value Over Velocity:** There's a noticeable shift toward outcome-focussed delivery, with leaders favouring depth of impact over speed alone. PMs and BAs are expected to demonstrate how their work directly contributes to strategic objectives, not just timelines.
- **PMOs Becoming Strategic Hubs:** The traditional PMO is evolving into a centre for enterprise agility and investment governance. Expect growth in roles like PMO Leads with commercial acumen and transformation oversight.
- **Skills-Based Hiring:** More organisations are prioritising capability over background — with transferable skills across sectors being valued over domain experience alone.





CAREER PROJECTS

What projects are cutting through the noise for project talent?

- **Enterprise-Wide Transformation:** Candidates are drawn to multi-year programs that go beyond isolated implementations. Work that shapes strategic direction, not just operational change.
- **Tech-Enabled Innovation:** Projects that offer exposure to emerging technologies (AI, automation, cloud modernisation) are in high demand, especially for BAs and PMs keen to stay future-fit.
- **Customer-Centric Redesigns:** With experience-led transformation now a priority across sectors, professionals want to work on projects that improve user outcomes and deliver tangible social or customer value.
- **Visible Work in Growth Environments:** Projects tied to market expansion, product launches, or policy reform offer a sense of purpose and momentum.



COMPETITIVE HIRING

- **Clarity & Commitment:** Well-scoped roles, with strong executive sponsorship and budget certainty.
- **Speed & Simplicity:** A streamlined interview and decision-making process beat slow ones, every time.
- **Access to Influence:** Candidates value proximity to decision-makers and real strategic impact.
- **Flexibility Without Ambiguity:** Hybrid preferred, but clarity on structure and expectations seal the deal.
- **Brand Reputation & Purpose:** Strong brands with meaningful missions attract stronger candidates.



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Project Manager

Demand for Project Managers remains consistent, particularly for those with a strong command of Agile delivery, stakeholder engagement and financial governance. Employers are prioritising professionals who can deliver within complex, hybrid environments and manage interdependent workstreams.

Sector-specific experience—especially within highly regulated industries—continues to be a key differentiator, reflecting the need for compliance-aware delivery and stakeholder alignment.

Gender Distribution:



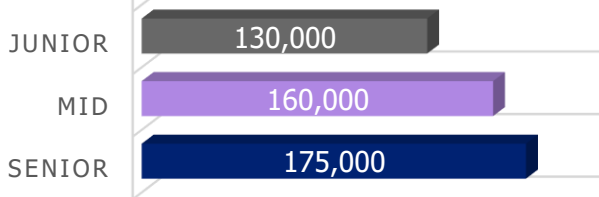
Average Tenure:

1.8 years

Demand:

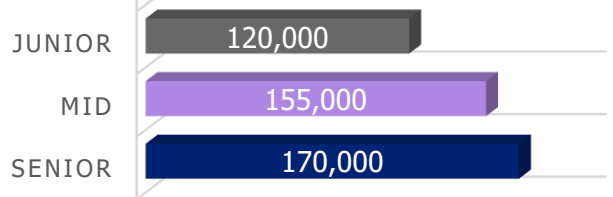
Very High

Melbourne



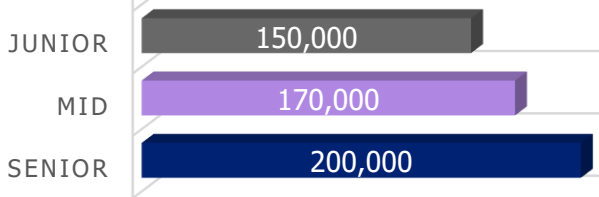
CONTRACT: \$750-1000 Per Day

Brisbane



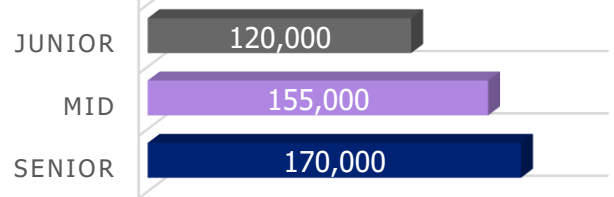
CONTRACT: \$650-950 Per Day

Sydney



CONTRACT: \$800-1000 Per Day

Perth



CONTRACT: \$650-950 Per Day

Program Manager

With strategic transformation efforts on the rise, Program Managers who can steer multi-stream initiatives and influence executive-level stakeholders are highly sought after.

Demand is strongest for those with proven capability in enterprise-level change, particularly across digital transformation, AI and automation enablement, regulatory change, and cyber resilience programs. Experience with benefits realisation, managing risk and strong commercial acumen are key differentiators.

Gender Distribution:



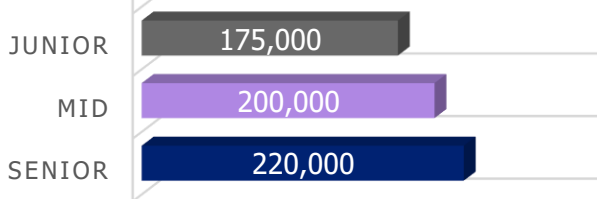
Average Tenure:

2.6 years

Demand:

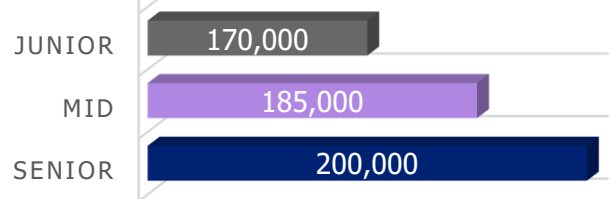
Very High

Melbourne



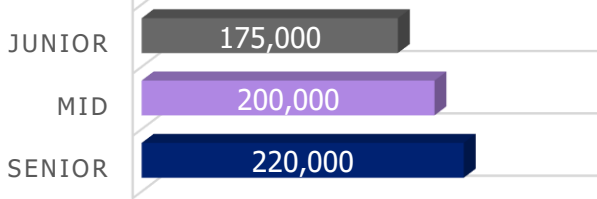
CONTRACT: \$1000-1250 Per Day

Brisbane



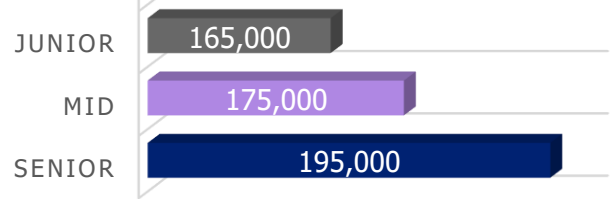
CONTRACT: \$980-1200 Per Day

Sydney



CONTRACT: \$1000-1250 Per Day

Perth



CONTRACT: \$950-1150 Per Day

Program Director

A Program Director is an investment in strategic oversight and delivery assurance. The most effective leaders in this space bring a sharp focus on aligning programs with business objectives, navigating complex risk environments and ensuring enterprise-wide impact. As transformation agendas expand, Directors who can flex between delivery frameworks — Agile, Waterfall, or hybrid — and tailor their approach to organisational maturity are proving essential to success. Employers seeking to de-risk delivery and accelerate outcomes should prioritise strategic thinkers who can operate confidently at the C-suite level while keeping delivery teams accountable.

Gender Distribution:



39%



61%

Average Tenure:

2.2 years

Demand:

Very High

Melbourne

JUNIOR

215,000

MID

250,000

SENIOR

275,000

CONTRACT: \$1200-1550 Per Day

Brisbane

JUNIOR

200,000

MID

250,000

SENIOR

270,000

CONTRACT: \$1100-1450 Per Day

Sydney

JUNIOR

215,000

MID

255,000

SENIOR

275,000

CONTRACT: \$1200-1550 Per Day

Perth

JUNIOR

180,000

MID

230,000

SENIOR

255,000

CONTRACT: \$1000-1400 Per Day



Scrum Master

Scrum Masters are key to building high-performing, self-organising teams. Employers seeking to embed Agile effectively should look for individuals who move beyond ceremonies to actively coach, challenge and uplift delivery teams. The strongest candidates bring servant leadership, strong facilitation skills and the ability to bridge communication between business and technical stakeholders. For organisations scaling Agile or operating in SAFe environments, experienced Scrum Masters play a critical role in embedding best practices, removing delivery blockers and driving a culture of continuous improvement.

Gender Distribution:



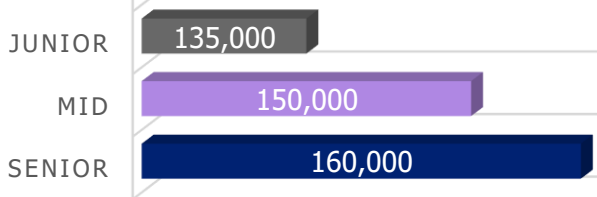
Average Tenure:

2.1 years

Demand:

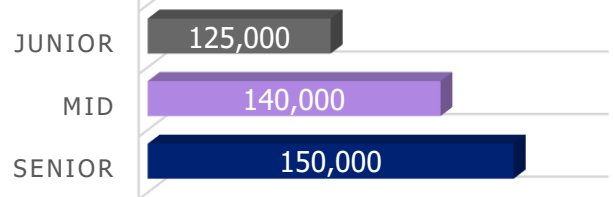
Very High

Melbourne



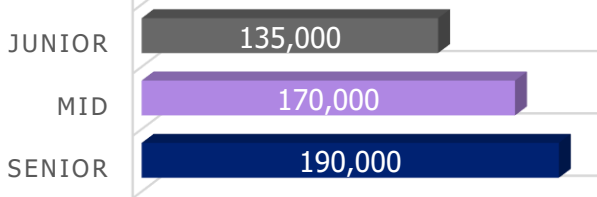
CONTRACT: \$750-900 Per Day

Brisbane



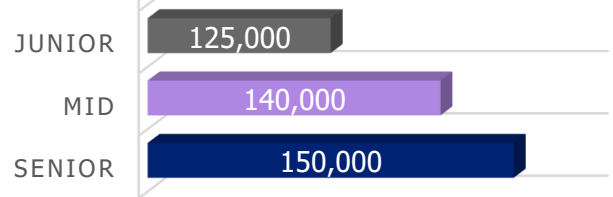
CONTRACT: \$700-880 Per Day

Sydney



CONTRACT: \$750-1000 Per Day

Perth



CONTRACT: \$700-850 Per Day

Delivery Lead

Employers seek Delivery Leads who can strike the right balance between people, process and performance. The strongest candidates have experience scaling teams, embedding Agile practices that drive measurable improvements, and sustaining momentum across delivery cycles.

Employers in digital or product-led environments benefit most from leaders who can not only manage delivery velocity but also engage stakeholders and keep cross-functional teams aligned to shared outcomes.

Gender Distribution:



43%



57%

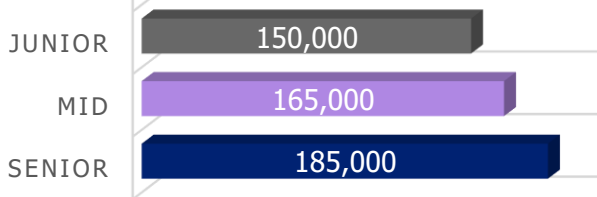
Average Tenure:

2.3 years

Demand:

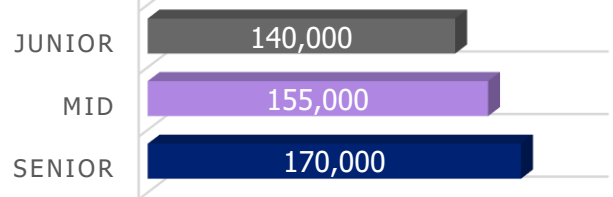
Very High

Melbourne



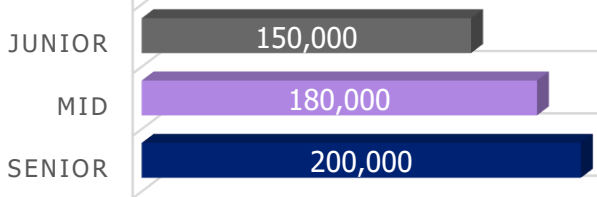
CONTRACT: \$900-1050 Per Day

Brisbane



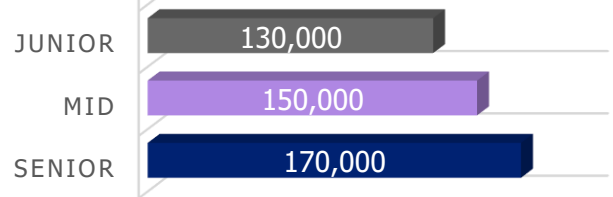
CONTRACT: \$850-950 Per Day

Sydney



CONTRACT: \$900-1100 Per Day

Perth



CONTRACT: \$750-950 Per Day



Delivery Manager

Delivery Managers play a pivotal role in overseeing multiple squads or streams while ensuring cohesion across tech and business functions. Organisations should prioritise candidates with strong delivery discipline, a proactive approach to risk and blockers, and a track record in platform or digital transformation.

Familiarity with cloud environments, Agile tooling and stakeholder orchestration are key indicators of success in this role.

Gender Distribution:



37%



63%

Average Tenure:

2.8 years

Demand:

Very High

Melbourne

JUNIOR

160,000

MID

178,000

SENIOR

205,000

CONTRACT: \$900-1150 Per Day

Brisbane

JUNIOR

155,000

MID

170,000

SENIOR

200,000

CONTRACT: \$850-1000 Per Day

Sydney

JUNIOR

160,000

MID

180,000

SENIOR

200,000

CONTRACT: \$900-1100 Per Day

Perth

JUNIOR

150,000

MID

170,000

SENIOR

190,000

CONTRACT: \$800-1000 Per Day



Head of Delivery

For growing businesses, a Head of Delivery must do more than lead teams — they need to architect delivery frameworks that scale. Candidates with a proven ability to build delivery capability, drive governance uplift and align teams to business-wide objectives are highly looked upon.

Experience managing distributed teams, cultivating delivery culture, and implementing continuous improvement loops are critical for success in this role.

Gender Distribution:



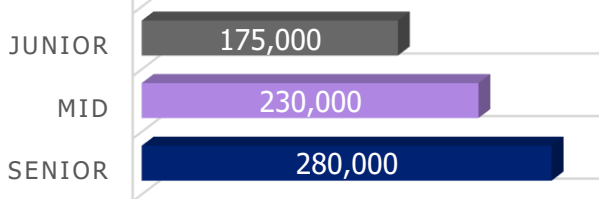
Average Tenure:

2.8 years

Demand:

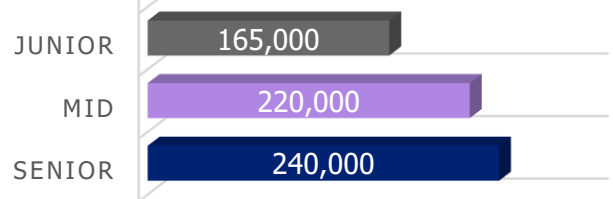
Very High

Melbourne



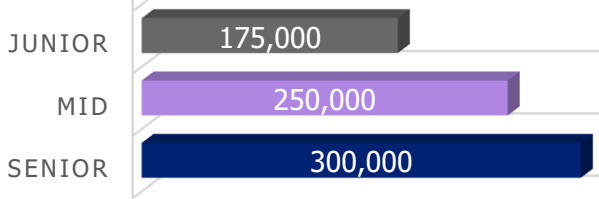
CONTRACT: \$1000-1600 Per Day

Brisbane



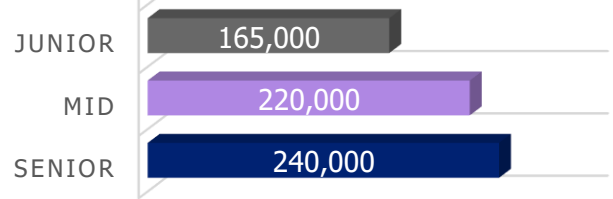
CONTRACT: \$1000-1500 Per Day

Sydney



CONTRACT: \$1200-1400 Per Day

Perth



CONTRACT: \$1000-1450 Per Day

Business Analyst

Business Analysts remain critical to successful change and transformation initiatives. The most sought-after BAs are those who can bridge the gap between business and technical teams, translate complex requirements into actionable insights, and identify opportunities for process improvement. Employers are prioritising candidates with strong data literacy, experience in AI and automation initiatives, and the ability to operate confidently within regulated environments — particularly in financial services, utilities, and government. Those who bring a commercial lens to analysis and can drive measurable business value are in highest demand.

Gender Distribution:



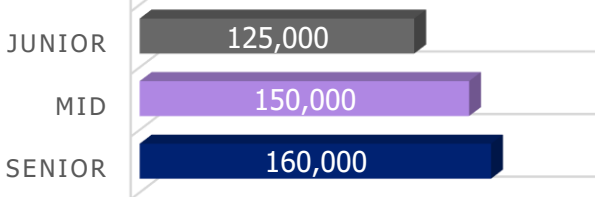
Average Tenure:

1.5 years

Demand:

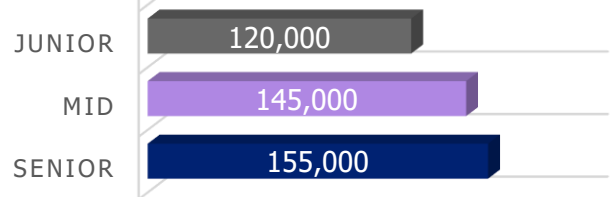
Very High

Melbourne



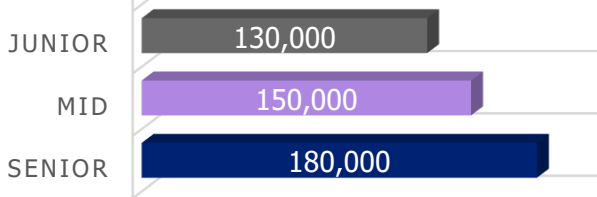
CONTRACT: \$700-900 Per Day

Brisbane



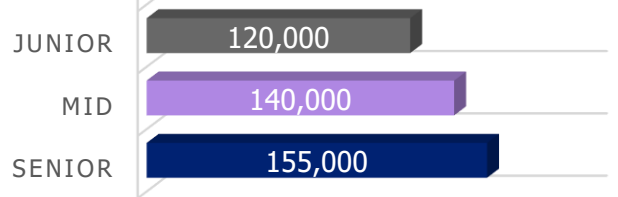
CONTRACT: \$700-900 Per Day

Sydney



CONTRACT: \$700-950 Per Day

Perth



CONTRACT: \$650-850 Per Day

Business Analysis Manager

Business Analysis Leads and Managers should offer more than oversight — they're key to embedding best practices and elevating BA capability across teams. Candidates with a track record in mentoring analysts, standardising delivery approaches and partnering with transformation or product functions are highly sought after.

Strong value alignment and the ability to link analysis to business outcomes are critical traits.

Gender Distribution:



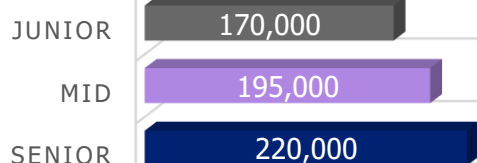
Average Tenure:

2.7 years

Demand:

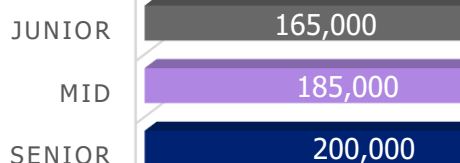
Very High

Melbourne



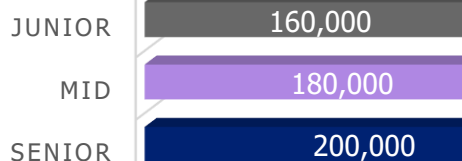
CONTRACT: \$950-1200 Per Day

Brisbane



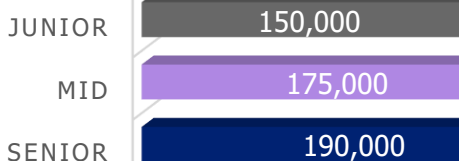
CONTRACT: \$900-1150 Per Day

Sydney



CONTRACT: \$950-1200 Per Day

Perth



CONTRACT: \$900-1150 Per Day

Portfolio Manager

As investment decisions come under scrutiny, Portfolio Managers who can prioritise demand, balance capacity and report effectively to C-level stakeholders are in strong demand. In essence, hiring managers are focused on candidates who can translate business strategy into delivery priorities while also demonstrating clear value to the business.

Data-driven decision-making and strong tooling experience (e.g., Jira Align, Clarity) are differentiators, especially in organisations maturing their portfolio governance.

Gender Distribution:



28%



72%

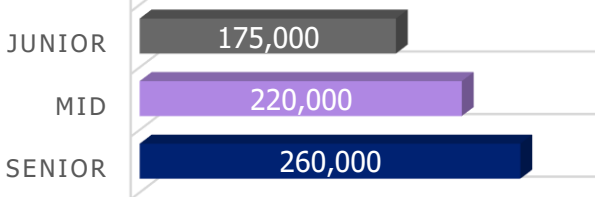
Average Tenure:

2.8 years

Demand:

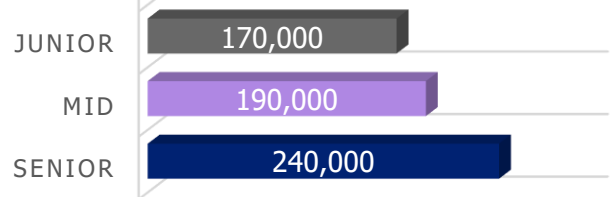
High

Melbourne



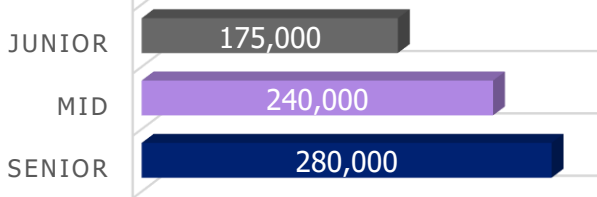
CONTRACT: \$1000-1250 Per Day

Brisbane



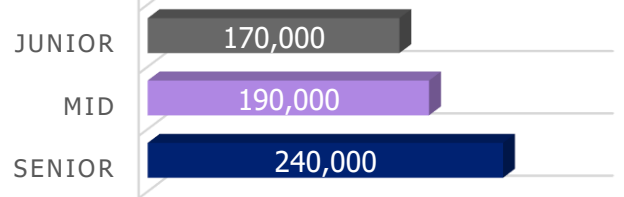
CONTRACT: \$950-1200 Per Day

Sydney



CONTRACT: \$1000-1250 Per Day

Perth



CONTRACT: \$950-1200 Per Day

PMO Manager

PMO Managers are evolving into value delivery partners. Beyond traditional reporting, today's PMO leaders are expected to support agile governance, drive benefits tracking and embed continuous improvement across project frameworks.

Candidates with hybrid governance experience who can flex between agile and traditional models and strong change management exposure are well positioned to embed a delivery-first culture.

Gender Distribution:



59%



41%

Average Tenure:

2.3 years

Demand:

Very High

Melbourne

JUNIOR

160,000

MID

175,000

SENIOR

215,000

CONTRACT: **\$900-1200 Per Day**

Brisbane

JUNIOR

155,000

MID

165,000

SENIOR

200,000

CONTRACT: **\$850-1100 Per Day**

Sydney

JUNIOR

160,000

MID

180,000

SENIOR

200,000

CONTRACT: **\$900-1200 Per Day**

Perth

JUNIOR

155,000

MID

165,000

SENIOR

200,000

CONTRACT: **\$ 850-1050 Per Day**

Test Manager

Test Managers are crucial in complex transformations, platform upgrades, and large-scale system integrations — where quality can make or break delivery. The strongest candidates lead full end-to-end test strategies and bring expertise in automation frameworks, offshore team coordination, and risk-based testing approaches. A strong quality mindset, proactive stakeholder engagement, and the ability to align testing with business risk and delivery timelines set top performers apart. Employers are also increasingly seeking Test Managers who can embed testing earlier in the delivery lifecycle and advocate for continuous testing within Agile and DevOps environments.

Gender Distribution:



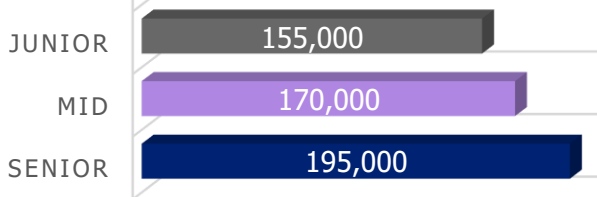
Average Tenure:

1.8 years

Demand:

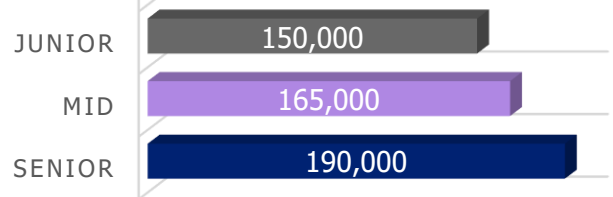
Very High

Melbourne



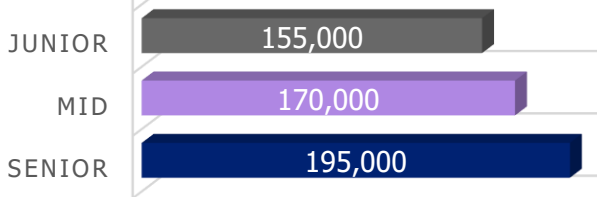
CONTRACT: \$900-1100 Per Day

Brisbane



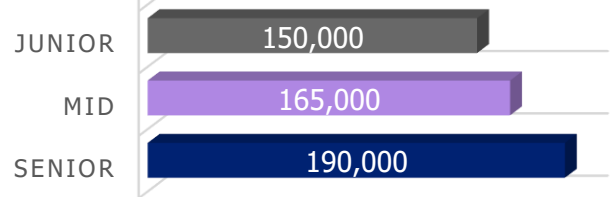
CONTRACT: \$850-1100 Per Day

Sydney



CONTRACT: \$1000-1200 Per Day

Perth



CONTRACT: \$800-1080 Per Day

Automation Manager

As organisations look to do more with less, Automation Managers who can lead intelligent automation initiatives are gaining ground and particularly, managers who can align innovation with impact. This includes RPA, test automation and AI-driven process optimisation.

Leaders in this space who can navigate both business requirements and technical delivery, translating automation into measurable outcomes will be favoured by hiring managers.

Gender Distribution:



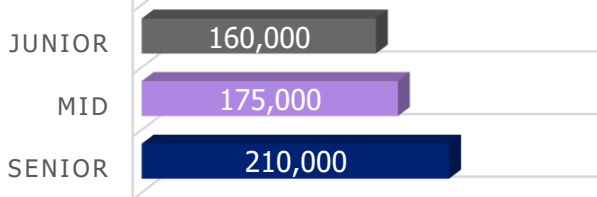
Average Tenure:

2.2 years

Demand:

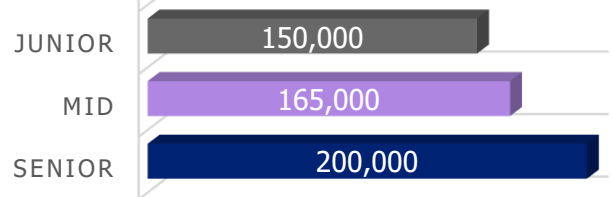
Very High

Melbourne



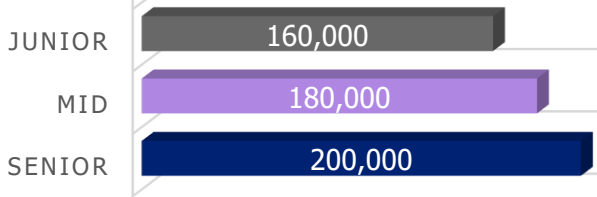
CONTRACT: \$900-1200 Per Day

Brisbane



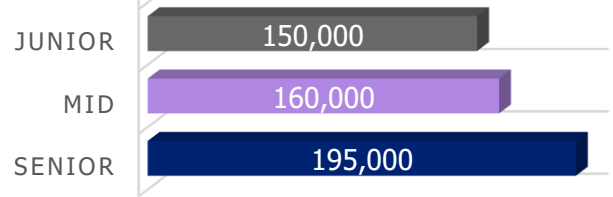
CONTRACT: \$880-1150 Per Day

Sydney



CONTRACT: \$900-1200 Per Day

Perth



CONTRACT: \$850-1120 Per Day

Organisational Change Manager

Organisational Change Managers remain essential to the success of major programs — particularly where digital, structural, or regulatory shifts are in play. Employers are looking for change specialists who can blend strategy with empathy, crafting tailored engagement and adoption plans across diverse stakeholder groups. The most effective OCMs don't just manage resistance but actively build change capability, shaping the narrative around transformation.

Experience navigating stakeholder complexity — especially in regulated or enterprise environments — is a key hiring focus for this cohort.

Gender Distribution:



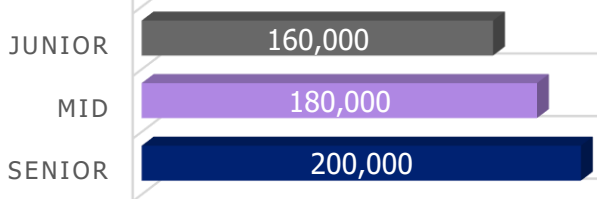
Average Tenure:

1.5 years

Demand:

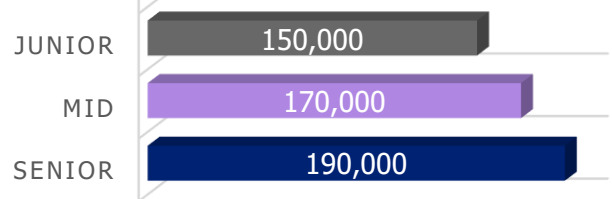
Very High

Melbourne



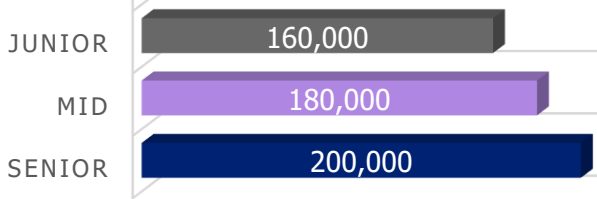
CONTRACT: \$1000-1150 Per Day

Brisbane



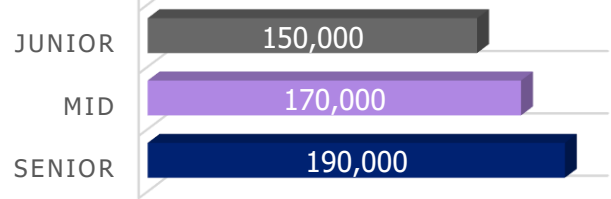
CONTRACT: \$950-1100 Per Day

Sydney



CONTRACT: \$950-1100 Per Day

Perth



CONTRACT: \$900-1100 Per Day

Release Manager

Release Managers continue to play a critical role in tech teams where frequent, coordinated software delivery is essential. Employers are prioritising candidates who can manage complex release pipelines across multiple squads, ensuring alignment between development, testing, and operations. Familiarity with CI/CD tools, DevOps practices and environment management is now baseline. But what separates standout Release Managers is their ability to de-risk deployments, uphold compliance and maintain velocity without compromising stability. In regulated or enterprise-scale settings, experience navigating change approval processes is especially valuable.

Gender Distribution:



41%



59%

Average Tenure:

2.3 years

Demand:

Very High

Melbourne

JUNIOR

160,000

MID

175,000

SENIOR

215,000

CONTRACT: \$900-1200 Per Day

Brisbane

JUNIOR

150,000

MID

165,000

SENIOR

205,000

CONTRACT: \$850-1150 Per Day

Sydney

JUNIOR

160,000

MID

175,000

SENIOR

215,000

CONTRACT: \$900-1200 Per Day

Perth

JUNIOR

150,000

MID

165,000

SENIOR

205,000

CONTRACT: \$820-1150 Per Day



Contact us



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