

Creatives

Permanent Roles

Junior (AD & Writers) \$60k - \$70k	Associate AD \$160k - \$190k	Group CD \$230k - \$280k
Mid-Weight \$75k - \$120k	CD under ECD \$190k - \$240k	ECD \$300 - \$400k +
Senior \$130k - \$180k	CD overall leader of small agency \$180k - \$250k	Chief Creative Officer \$400k ++

Freelance

Junior \$400 - \$500 p/day	Senior \$700 - \$800 p/day
Mid-Weight \$600 - \$650 p/day	CD upwards \$850++ p/day

Design

Full-time

Junior \$70k - \$85k	Design Director \$160k - \$190k	Group HOD \$230k - \$280k
Mid-Weight \$85k - \$120k	CD / HOD under ECD \$190k - \$240k	ECD \$300 - \$400k +
Senior \$120k - \$150k	CD overall leader of small agency \$180k - \$250k	

Freelance

Junior \$400 - \$450 p/day	Senior \$600 - \$900 p/day
Mid-Weight \$450 - \$700 p/day	Design Director \$850 - \$1,500 p/day

Digital

Digital Designer UI/ Campaign

Junior \$70k - \$85k	Senior \$120k - \$150k
Mid-Weight \$90k - \$120k	Freelance \$550 - \$800 p/day

UX Designer

Junior \$70k - \$85k	Lead \$150k - \$170k
Mid-Weight \$90k - \$120k	Freelance \$550 - \$950 p/day
Senior \$120k - \$160k	

Motion Graphics Designer

Junior \$70k - \$85k	Senior \$95k - \$130k
Mid-Weight \$80k - \$95k	Freelance \$550 - \$700 p/day

Digital Producer/PM

Junior \$65k - \$85k	Executive \$130k +
Mid-Weight \$85k - \$110k	Freelance \$600 - \$1000 p/day
Senior \$110k - \$130k	

Creative Services

Integrated Producer

Junior \$60k - \$70k	Senior \$130k - \$160k
Mid-Weight \$70k - \$120k	Lead Producer \$170k
Head of (integrated) Production \$170k - \$250k	Freelance Senior Integrated Producer \$600 - \$750 p/day

Freelance Content / Broadcast Producer
\$850 - \$1000 p/day

Traffic / Resource Manager

Junior \$60k - \$65k	Mid - Senior \$80k - \$130k
Senior \$130 - \$170k	Head of Traffic / Resource / Creative Services \$150k - \$180k
Creative Operations Director \$160k - \$200k	Freelance \$600 - \$800 p/day

Project Management & Operations

Junior \$60k - \$70k	Operations Director \$150k - \$200k
Mid - Senior Project Manager \$70k - \$100k	Head of Operations / Delivery / COO \$250k ++
Project Manager \$100k - \$130k	Freelance Project Manager \$500 - \$600 p/day
Senior Project Manager \$130k - \$140k	Freelance Senior Project Manager \$600 - \$750 p/day
Project Director \$140k - \$170k	Freelance Project Director \$750 - \$900 p/day

Studio

Junior Creative Artworker \$60k - \$65k	Retoucher \$120k - \$150k
Mid-Senior Creative Artworker \$70k - \$90k	Freelance Creative Artworker \$550 - \$650 p/day
Senior Creative Artworker \$100k - \$120k	Freelance Retoucher \$90 - \$100 p/hr \$700 - \$800 p/day