



Method

An illustration of a white hand with a green shadow, holding three stylized person icons. The icons are white with green circular halos, and they are arranged in a cluster above the hand. The background of the entire page is a dark, semi-transparent image of two people, a woman and a man, looking at a laptop screen.

Salary Guide 2026

HUMAN RESOURCES

About this guide

This guide offers a market snapshot of HR talent and remuneration across Australia. It brings together salary benchmarks and hiring insights to support organisations building effective people functions and HR professionals planning their career progression.

Designed for both business leaders shaping people strategies and professionals seeking to make informed career decisions, this guide highlights the capabilities shaping the modern HR market as the function continues to evolve from operational support to strategic business partnership,

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About Method Recruitment Group

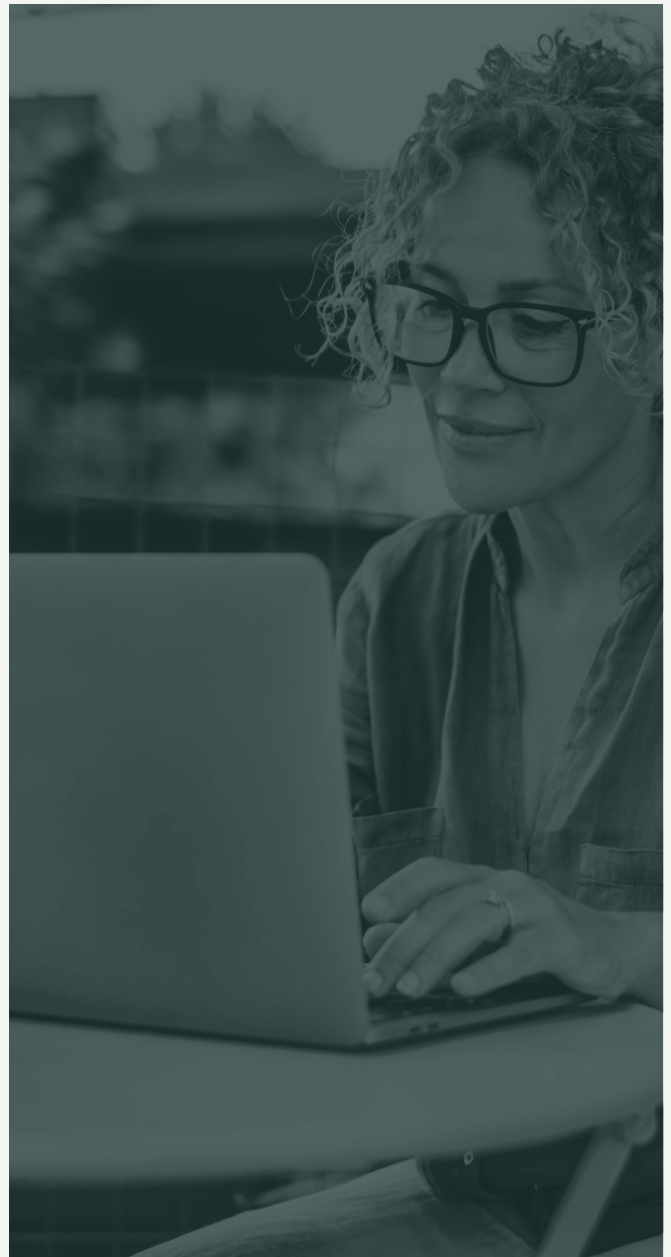
Method Recruitment Group was built on the belief that recruitment should be intentional, insights driven and strategically aligned – yet always uniquely human. We operate at the intersection of performance and partnership, aligning capability to business ambition and careers to long-term potential.

Across Technology, Accounting & Finance, Sales & Marketing, Business Support, HR, Risk and Executive engagements, our consultants are specialists by design. They work exclusively within their markets, combining deep commercial understanding with genuine relationship depth. That proximity gives our clients a competitive edge by way of access to informed advisory, calibrated market intelligence and talent networks built over years, not weeks.

Our vision is to be Australia's most trusted and impactful recruitment experience. Trust is earned through transparency. Impact is created through outcomes. Every brief we take on is approached with care, precision and a commitment to long-term success.

For clients, that means recruitment aligned to business performance.
For candidates, it means guidance, clarity and advocacy at pivotal career moments.

Recruitment done right isn't reactive. It's deliberate, refined and human at its core. That's our Method.



Growth doesn't
happen by accident.
Neither does great hiring.

Employment Market Overview

HR is no longer measured by process excellence alone. Its value is judged by the quality of workforce decisions it enables.

Across Australia, HR functions are entering a phase where commercial impact, workforce stability and leadership capability are the primary expectations.

Organisations are increasingly seeking HR leaders who can translate people strategy into operational outcomes – strengthening manager capability, guiding organisational change, and supporting business performance through smarter workforce decisions.

This shift is driving demand for professionals who can move confidently between strategic thinking and practical execution. HR Business Partners with strong ER/IR capability remain particularly valuable as organisations navigate regulatory complexity, workforce disputes and organisational transformation.

At the same time, data fluency has become a core capability. Senior HR talent are expected to interpret workforce signals (productivity, engagement risk, capacity and retention) and translate them into insights leaders can act on. The ability to connect people analytics with commercial priorities is increasingly defining capability for progression.

Evolving Expectations of DE&I Roles

DE&I roles shifted meaningfully in 2025 as organisations moved from large standalone teams to more integrated, business-embedded models.

The focus has moved from broad program activity to measurable workforce outcomes, linking inclusion initiatives directly to talent pipelines, retention, leadership capability and organisational design.

In 2026, DE&I capability is increasingly expected to sit within HRBP, OD and Talent functions, supported by smaller centres of expertise. Organisations are prioritising evidence-based interventions, inclusive leadership capability and skills-based workforce planning that reduce bias in hiring and progression decisions.

The expectation is clear: **DE&I initiatives must demonstrate measurable impact, not just activity.**

Priority HR Capability Areas

HR BUSINESS PARTNERS

Strategic advisors who combine strong ER/IR grounding with the ability to coach leaders, guide change and balance long-term workforce planning with operational delivery.

ER/IR SPECIALISTS

Highly valued in sectors with union presence or regulatory scrutiny. Organisations seek professionals capable of managing complex casework while balancing legal risk, communication and stakeholder relationships.

TALENT ACQUISITION PARTNERS

Demand remains steady for TA professionals who can operate in project-driven hiring environments with fluctuating demand, leverage recruitment technology and use data to improve hiring outcomes and candidate experience through employer brand.

OD & L&D LEADERS

Increasingly focused on building manager capability and behavioural change, translating organisational strategy into practical development frameworks that support leadership effectiveness and cultural alignment.

Hiring Challenges

UNCLEAR ROLE SCOPE

Ambiguity between strategic and operational expectations continues to slow hiring and create misalignment between candidates and hiring managers.

PROLONGED INTERVIEW PROCESSES

Extended multi-panel interview structures often reduce hiring momentum and increase candidate drop-off, particularly for experienced HR professionals managing multiple opportunities.

UNDERESTIMATING CHANGE COMPLEXITY

Organisations frequently underestimate the level of HR capability required to support transformation, leading to unrealistic expectations and early role fatigue.

2026 Hiring Takeaways

Skills-based workforce planning will continue to shape HR investment as organisations prioritise capability development, internal mobility and future-fit skill sets over simple headcount replacement.

Inclusion strategies are becoming more pragmatic and measurable, directly linked to retention, leadership effectiveness and performance outcomes. At the same time, hiring models must remain agile as organisations balance workforce capability needs with ongoing cost pressures.

HR professionals who demonstrate commercial judgement, disciplined execution and strong data fluency will remain in highest demand, particularly in environments navigating transformation, workforce complexity and sustained change.



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Human Resources



 **Diversity:**
75% Female

 **Tenure:**
1.9 years

 **Demand:**
Very High

These figures reflect a talent pool of over 36,000 HR professionals across Australia’s eastern seaboard. The sector remains female-dominated, in high demand and marked by significant movement.

Role	Low Range	Mid Range	High Range	Contract Rate (Hourly)
Chief People Officer (CPO)	\$250k–\$270k	\$280k–\$300k	\$300k–\$320k	\$170–\$200
HR Director	\$200k–\$220k	\$220k–\$240k	\$240k–\$260k	\$130–\$160
Head of HR / People & Culture	\$180k–\$200k	\$200–\$220k	\$220k–\$240k	\$120–\$150
Senior HR Business Partner	\$130k–\$150k	\$150k–\$170k	\$170k–\$190k	\$90–\$110
HR Business Partner	\$110k–\$130k	\$130k–\$150k	\$150k–\$160k	\$80–\$100

Role	Low Range	Mid Range	High Range	Contract Rate (Hourly)
Employee Relations Manager	\$140k–\$160k	\$160k–\$180k	\$180k–\$200k	\$100–\$120
Senior Employee Relations Advisor	\$120k–\$140k	\$140k–\$160k	\$160k–\$180k	\$90–\$110
Employee Relations Advisor	\$100k–\$120k	\$120k–\$140k	\$140k–\$160k	\$80–\$90
HR Manager	\$130k–\$150k	\$150k–\$170k	\$170k–\$190k	\$90–\$110
Senior HR Advisor	\$100k–\$120k	\$120k–\$140k	\$140k–\$160k	\$80–\$90
HR Advisor	\$85k–\$105k	\$105k–\$125k	\$125k–\$145k	\$70–\$80
HR Coordinator	\$70k–\$90k	\$90k–\$110k	\$110k–\$130k	\$60–\$70
HR Administrator	\$60k–\$80k	\$80k–\$100k	\$100k–\$120k	\$50–\$60
Talent Acquisition Manager	\$130k–\$150k	\$150k–\$170k	\$170k–\$190k	\$90–\$110
Senior Talent Acquisition Partner	\$110k–\$130k	\$130k–\$150k	\$150k–\$170k	\$80–\$100
Talent Acquisition Partner	\$90k–\$110k	\$110k–\$130k	\$130k–\$150k	\$70–\$80
Talent Acquisition Coordinator	\$70k–\$90k	\$90k–\$110k	\$110k–\$130k	\$60–\$70

Role	Low Range	Mid Range	High Range	Contract Rate (Hourly)
L&D Manager	\$130k–\$150k	\$150k–\$170k	\$170k–\$190k	\$90–\$110
L&D Specialist	\$100k–\$120k	\$120k–\$140k	\$140k–\$160k	\$80–\$90
L&D Coordinator	\$80k–\$100k	\$100k–\$120k	\$120k–\$140k	\$60–\$80
Organisational Development (OD) Manager	\$140k–\$160k	\$160k–\$180k	\$180k–\$200k	\$100–\$120
Organisational Development (OD) Specialist	\$110k–\$130k	\$130k–\$150k	\$150k–\$170k	\$80–\$100
Remuneration & Benefits Manager	\$150k–\$170k	\$170k–\$190k	\$190k–\$210k	\$100–\$130
Remuneration Analyst	\$90k–\$110k	\$110k–\$130k	\$130k–\$150k	\$70–\$80

Hiring across other teams?

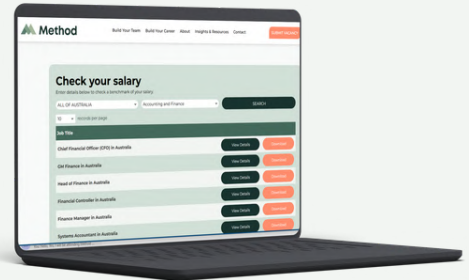


Workforce planning doesn't happen in isolation. If you are recruiting across other functions, our specialist salary guides provide detailed market insights across Technology, Data & AI, Accounting & Finance, Business Support, HR, and Risk & Compliance.

Scan the QR code to access our full Salary Guide library and explore market trends, remuneration benchmarks and hiring insights designed to support your planning decisions.



Benchmark With Our Salary Tool



Our Salary Checker Tool is based on real hiring activity and placements across Australia. While no tool can account for every variable, it provides a reliable market-aligned benchmark. Our specialist recruitment team updates this data quarterly or sooner if there are considerable market changes.


Scan the QR code to explore real-time market positioning.





Get in touch

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