



HR Market Insights & Salary

**A definitive guide to
the HR market across
Western Sydney.**

Elements
Recruitment

HR Job Market Overview

The HR sector in Western Sydney continues to evolve in response to broader workforce and economic trends.

STRATEGIC TALENT MANAGEMENT:



Across FMCG, manufacturing, construction, transport and logistics, healthcare, technology, and education, organisations are making significant investments in strategic HR to attract, develop, and retain talent in a highly competitive labour market.

FLEXIBLE WORKING MODELS:



Hybrid and flexible working arrangements are key drivers of employee satisfaction and retention, and are considered a standard operating model for many office-based roles. While some businesses are encouraging greater in-person attendance, the prevailing trend remains around 3 days per week in the office, with clearer structure and tighter guardrails in place.

SKILLS SHORTAGES ACROSS ROLES:



The most pronounced shortage is in experienced safety talent, particularly WHS Advisors and WHS Business Partners. The market is also tight across Talent Acquisition roles focused on blue-collar and operational hiring, HR Advisory and Business Partnering positions supporting multi-site environments, and ER/IR-heavy roles requiring strong technical capability.

DIGITAL TRANSFORMATION:



Data literacy is now a core capability for HR leaders, requiring them to interpret workforce data, challenge AI insights, and make better decisions. As HR becomes more data-led, professionals with strengths across data, technology, and people will be in high demand.

STRATEGY AND EMPLOYEE WELL-BEING FOCUS:



Employee wellbeing initiatives are evolving, with wellbeing now driven less by “perks” and more by psychosocial safety, flexible work, and manager capability. Well-rounded packages that also include financial, lifestyle, and family-focused benefits are increasingly in demand.

Salary Guide by Role

(Annual Base Salary, AUD, excluding superannuation)

Role Title	Salary Range Excluding Super	Salary Brackets Overview
HR Administrator & HR Coordinator	\$70,000 - \$85,000	This salary bracket ranges from entry-level HR Administrators at the lower end to more experienced HR Coordinators at the upper end.
HR Officer	\$90,000 - \$105,000	Junior HR Officers with foundational HR capabilities are likely to be positioned at the lower end of the salary band, while more experienced HR Officers with broad generalist exposure and ER support capability are more likely to sit at the upper end of the range.
HR Advisor	\$115,000 - \$125,000	Junior HR Advisors with foundational advisory capability are likely to fall at the lower end of the salary range, while more experienced Advisors with strong ER/IR skills and wider generalist exposure are more likely to sit at the upper end of the benchmark.
Senior HR Advisor	\$130,000 - \$140,000	Senior HR Advisors typically bring well-developed ER/IR expertise, strong stakeholder management capability, and the ability to operate autonomously across a broad range of HR matters. Those with deeper experience in complex case management, organisational change, and strategic HR partnering are more likely to sit at the higher end of the range.
HR Business Partner / People Partner	\$130,000 - \$150,000+	HRBPs or People Partners stepping up from Advisory level roles will generally fall at the lower end of the range, while experienced HRBPs with established capability and broader strategic influence are more likely to sit at the upper end. Note: Senior HRBP roles can sit well above this range depending on the industry, business context, and level of capability.
Senior HR Business Partner	\$150,000 - \$220,000+	Senior HR Business Partners typically bring significant HR leadership experience and operate as strategic partners to senior leaders. They demonstrate strong capability across organisational design, workforce planning, and complex ER/IR matters. Individuals with deep experience leading large-scale change, driving strategic people initiatives, and influencing executive stakeholders will sit toward the higher end of the range.
HR Manager	\$150,000 - \$200,000+	Candidates at the lower end are generally experienced HR professionals moving into people management roles, while more senior HR Managers with broader leadership scope, stronger strategic influence, and responsibility for larger teams are more likely to sit at the upper end of the range.
Head of HR	\$170,000 - \$260,000	Head of HR roles lead the HR function for a business unit or organisation, with responsibility for HR strategy, operations, and team leadership. Those with experience leading larger teams, driving organisational change, and influencing senior leadership will typically sit at the higher end of the range.

Role	Salary Range Excluding Super	Notes on Junior vs Senior Candidates
HR Director	\$220,000 - \$320,000	HR Directors sit at a senior leadership level, with responsibility for shaping enterprise-wide people strategy and leading multiple HR functions. Those with extensive leadership experience and a proven track record in organisational transformation are more likely to sit at the upper end of the range.
Chief People Officer	\$300,000 - \$450,000+	Chief People Officers sit at the executive level, with responsibility for shaping the organisation's overarching people strategy in close partnership with the CEO and Board. Individuals with deep executive leadership experience and a strong track record in leading large-scale transformation are more likely to sit toward the upper end of the range.
Talent Acquisition Coordinator	\$70,000 - \$90,000	Talent Acquisition Coordinators support the day-to-day delivery of recruitment activities, including candidate sourcing, interview coordination, and onboarding. Individuals with strong organisational capability, experience managing multiple recruitment projects, and the ability to support higher-volume or more complex hiring processes are more likely to sit toward the upper end of the range.
Talent Acquisition Advisor	\$100,000 - \$125,000	Most Talent Acquisition Specialists sit in the low to mid-range of this salary band, while more senior specialists with end-to-end recruitment capability and niche market expertise will sit toward the upper end.
Talent Acquisition Partner	\$100,000 - \$140,000	Talent Acquisition Partners are responsible for delivering end-to-end recruitment across their assigned business areas, while building strong stakeholder relationships and implementing effective talent strategies. Individuals with experience in high-volume or hard-to-fill recruitment, workforce planning, and influencing hiring managers are more likely to sit toward the upper end of the range.
Talent Acquisition Manager	\$130,000 - \$150,000+	Recruitment Managers with smaller team structures or fewer years in leadership are generally positioned at the lower end of the range, while more senior managers with responsibility for multiple teams or high-volume recruitment operations are more likely to sit at the upper end of the band.
Head of Talent Acquisition	\$180,000 - \$260,000	Heads of Talent Acquisition are responsible for leading the TA function, shaping strategy, overseeing recruitment operations, and partnering with senior leaders to attract and retain top talent. Individuals with deeper experience in large-scale hiring strategy, leading high-performing teams, and influencing executive stakeholders are more likely to sit toward the upper end of the range.
Learning & Development Advisor	\$95,000 - \$130,000	L&D Advisors are responsible for designing and delivering learning programs, supporting capability development, and providing guidance on broader development initiatives. Individuals with deeper experience in managing complex learning projects, measuring program impact, and influencing stakeholders are more likely to sit toward the upper end of the range.

Role	Salary Range Excluding Super	Notes on Junior vs Senior Candidates
Organisational & Development Advisor	\$100,000 – \$140,000	OD Advisors are responsible for supporting organisational design, change initiatives, and capability development across the business. Those with deeper experience in leading complex change projects, influencing leaders, and implementing workforce strategies are more likely to sit toward the upper end of the range.
Learning & Development Partner	\$100,000 – \$120,000	Entry-level L&D Partners/ Specialists are generally positioned at the lower end of the range, while senior specialists with strong capability in the design and delivery of complex learning programs are more likely to sit at the upper end.
Organisational Development Partner	\$140,000 – \$180,000	OD Partners are responsible for leading organisational design and change initiatives across key business areas, while partnering with leaders to strengthen workforce capability and effectiveness. Individuals with deeper experience in complex transformation projects and influencing senior stakeholders are more likely to sit toward the upper end of the range.
Learning & Development Manager	\$130,000 – \$150,000+	Managers leading smaller L&D teams or operating at a more junior leadership level are generally positioned at the lower end of the range, while senior managers with responsibility for organisation-wide learning strategy are more likely to sit at the upper end.
Organisational Development Manager	\$170,000 – \$220,000	OD Managers are responsible for overseeing organisational development programs across the business, while leading change initiatives, talent reviews, and capability-building strategies. Those with deeper experience in enterprise-wide change, workforce planning, and executive stakeholder influence are more likely to sit toward the upper end of the range.
Head of Learning & Organisational Development	\$220,000 – \$320,000	The Head of L&D/OD is responsible for leading the learning and organisational development function, while shaping people strategy, capability frameworks, and business-wide change initiatives. Individuals with deep leadership experience, strong strategic influence across the organisation, and well-developed executive partnerships are more likely to sit toward the upper end of the range.

Note: Salary ranges are based on the seniority and experience level of the candidate. If needed, I'm happy to discuss specific skills and attributes that determine where a candidate fits within these ranges.

***Salary ranges are subject to change based upon industry, business size and requirements of the position.**



Thank You!



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