RECRUIT I.T.™

AUCKLAND TECHNOLOGY & DIGITAL SALARY UPDATE

December 2023

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Market Summary

The Auckland market has had a very bipolar feel to it the later half of this calendar year. There have remained strong pockets of recruitment going on, especially in the architecture and data space along with niche skills like SalesForce and Cloud. However, in the months building up to the election, consumer confidence further softened and we see a lot of organisations placing project work on hold until early 2024.

Post-election feels like a hurry up and wait situation. There appears to be some consumer and business confidence growing with a lot of hiring projected for the first and second quarter of next year. However, there are many organisations that are now feeling the pinch and aren't capable of waiting for the economy to pick up and are having to let staff go.

The market has certainly switched from being candidate short to company-centric. As redundancies become a common theme, Seek data indicates that there is very strong competition among job applicants with vacancies being at GFC levels.

Greener pastures across the ditch still remain a threat, with some of our best talent looking offshore. Although Australia's red-hot job market has shown signs of slowing down comparatively to NZ, it still remains highly attractive.

10-15%

The correction in the salary market has well and truly arrived. Overall, across the board we have seen permanent salaries and contract rates dip 10 to 15%. There are pockets of skill sets that remain at elevated levels, but they are the exception rather than the rule presently.

The contract market has remained flat for most of this financial year, and we have seen some of the best contractors in the market struggle to find new engagements, or move into permanent roles. Many organisations have taken the opportunity to reduce cost by converting their contractors to permanent staff and contractors have taken this opportunity to give themselves stability through this lean period.

Hybrid work remains the norm for many organisations but there are now fewer and fewer fully flexible or totally remote positions. Organisations that continue to offer this benefit of hybrid working give themselves a competitive benefit when it comes to securing the best talent in the market.

Although there is more talent in the market presently, it is very important for organisations that are looking to hire that they don't get complacent. Speed of the recruitment process remains one of the greatest weapons in winning the talent race. Streamlining your interview process to two interviews with the aim of completing it within a week is the best practice we advocate to our customers.

We are very optimistic about the hiring landscape heading into 2024. A lot of our customer base are indicating strong hiring plans for the first and second quarter of next year. We feel the market could well return to the boil in a strong way.

Key Trends

In-demand Skills

Data Engineers and Cloud Engineers continue to be some of the most in demand skillsets in the market as businesses look to maximise efficiency and plan for the future. There is also a high demand for SalesForce resource both on the development and functional consultant level within the Auckland market.

Networking & Building Relationships

As competition rises for open vacancies, it's important candidates try to establish relationships with recruiters and clearly articulate their value proposition. This will ensure they remain at the forefront of mind when vacancies arise, and they elevate themselves above the noise of other applicants.

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM NZD ($)		DEC 2023 MEDIAN	RATE PER HOUR NZD ($)		DEC 2023 MEDIAN
TECHNOLOGY LEADERSHIP	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Chief Information Officer	260,000	500,000	380,000	180	240	210
Chief Technology Officer	220,000	350,000	285,000	180	220	200
Chief Digital Officer	220,000	400,000	310,000	180	220	200
Head of Digital	180,000	250,000	215,000	170	200	185
Manager - Infra/Apps/Data	150,000	220,000	185,000	150	180	165
IT Manager	120,000	150,000	135,000	100	120	110
IT Operations Manager	140,000	180,000	160,000	110	130	120
PRODUCT MANAGEMENT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Head of Product	180,000	220,000	200,000	140	160	150
Product Manager	150,000	180,000	165,000	120	140	130
Product Owner	120,000	160,000	140,000	115	130	122.5
BUSINESS TRANSFORMATION & PROJECT SERVICES	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Programme Director	180,000	250,000	215,000	150	200	175
EPMO Manager/PMO Manager	170,000	200,000	185,000	140	170	155
Senior Project Manager	150,000	180,000	165,000	130	160	145
Project Manager	110,000	130,000	120,000	100	130	115
Business Change Manager	165,000	200,000	182,500	135	155	145
Project/Programme Coordinator	80,000	120,000	100,000	70	110	90
Project Administrator	70,000	85,000	77,500	60	75	67.5
Delivery Lead	150,000	190,000	170,000	120	140	130
Scrum Master	130,000	170,000	150,000	120	150	135
Agile Coach	150,000	180,000	165,000	130	150	140
Technical Writer	110,000	125,000	117,500	90	120	105
Release Train Engineer	130,000	160,000	145,000	120	150	135

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM NZD ($)		DEC 2023 MEDIAN	RATE PER HOUR NZD ($)		DEC 2023 MEDIAN
BUSINESS ANALYSIS	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Business Analyst Manager	170,000	220,000	195,000	150	160	155
Business Analyst Team Lead	150,000	180,000	165,000	140	150	145
Senior Business Analyst	130,000	165,000	147,500	120	140	130
Business Analyst	100,000	130,000	115,000	100	120	110
Business Analyst - Technical	120,000	160,000	140,000	110	140	125
Process Analyst	100,000	130,000	115,000	100	120	110
Functional Consultant	160,000	200,000	180,000	130	160	145
DIGITAL	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Senior UX Designer	130,000	140,000	135,000	120	140	130
UX Designer	90,000	120,000	105,000	80	110	100
UX Strategist/Consultant	140,000	165,000	152,500	130	150	140
Experience/CX Designer	110,000	140,000	125,000	100	130	115
Customer Experience Manager	110,000	140,000	125,000	100	130	115
Insights & Analytics Manager	140,000	190,000	165,000	130	150	140
Insights & Analytics Analyst	100,000	140,000	120,000	100	130	115
DEVELOPMENT & SOFTWARE ENGINEERING	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Development Manager/Domain Lead	180,000	220,000	200,000	140	170	155
Team Lead/Lead Developer/Chapter Lead	150,000	190,000	170,000	135	160	147.5
Senior Developer	140,000	165,000	152,500	120	140	130
Intermediate Developer	110,000	130,000	120,000	80	100	90
Junior Developer	70,000	80,000	75,000	50	70	60
Mobile Developer	125,000	160,000	142,500	120	130	125
Salesforce Developer	140,000	200,000	170,000	120	160	140

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM NZD ($)		DEC 2023 MEDIAN	RATE PER HOUR NZD ($)		DEC 2023 MEDIAN
TESTING & QA	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
QA/Test Manager	150,000	200,000	175,000	140	170	155
Test Lead	130,000	160,000	145,000	130	160	145
Automation Test Engineer	120,000	160,000	140,000	110	140	125
Senior Test Analyst	120,000	140,000	130,000	120	130	125
Test Analyst/QA	90,000	120,000	105,000	80	110	95
BUSINESS INTELLIGENCE	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Data/Reporting Analyst	90,000	130,000	110,000	80	110	95
Data Engineer	120,000	160,000	140,000	120	140	130
Senior BI Specialist	130,000	160,000	145,000	110	135	122.5
BI/ETL Developer	120,000	150,000	135,000	110	135	122.5
BI Consultant	130,000	160,000	145,000	120	140	130
Data Scientist	140,000	170,000	155,000	115	140	127.5
Database Administrator (DBA)	120,000	140,000	130,000	100	120	110
Database Developer	115,000	150,000	132,500	100	130	115
ARCHITECTURE	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Architecture Manager / Head of Architecture	200,000	300,000	250,000	170	200	185
Chief Architect	220,000	300,000	260,000	170	200	185
Enterprise Architect	210,000	250,000	230,000	160	190	175
Infrastructure Architect	170,000	200,000	185,000	150	180	165
Solutions Architect	170,000	200,000	185,000	150	180	165
Data Architect	180,000	230,000	205,000	160	190	175

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM NZD ($)		DEC 2023 MEDIAN	RATE PER HOUR NZD ($)		DEC 2023 MEDIAN
INFRASTRUCTURE & DATABASE DEVELOPMENT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Senior DevOps Engineer/Senior SRE	150,000	170,000	160,000	130	150	140
DevOps Engineer/SRE	120,000	140,000	130,000	100	130	115
Network Engineer	90,000	130,000	110,000	85	120	102.5
Cloud Engineer	140,000	170,000	155,000	130	160	145
Systems Engineer	90,000	140,000	115,000	90	120	105
Application Support Analyst	80,000	120,000	100,000	80	110	95
SECURITY	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Chief Security Officer	250,000	400,000	325,000	180	220	200
Security Manager	170,000	220,000	195,000	150	180	165
Security Consultant	180,000	200,000	190,000	140	180	160
Security Engineer	120,000	160,000	140,000	110	140	125
Security Analyst	110,000	130,000	120,000	100	120	110
SERVICE DELIVERY & SUPPORT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Service Delivery Manager	130,000	155,000	142,500	120	140	130
Service Desk Manager	110,000	135,000	122,500	100	130	115
Service Desk Lead	90,000	110,000	100,000	85	100	92.5
Help Desk/Desktop support	60,000	80,000	70,000	50	80	65
SALES	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Sales Manager	220,000	300,000	260,000	N/A	N/A	N/A
Enterprise Sales	140,000	220,000	180,000	N/A	N/A	N/A
SMB - Mid-Market Sales	120,000	180,000	150,000	N/A	N/A	N/A

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified

About us

Recruit I.T. is a New Zealand-owned and operated recruitment provider specialising in technology, digital and business transformation, working at the heart of some of the biggest and most innovative technology communities in New Zealand. Established in 2006, we have offices in Auckland, Wellington, and Christchurch and have been an All of Government (AoG) recruitment provider since AoG's inception in 2012.

We connect exceptional people through our mission of building authentic relationships, one conversation at a time. Locally owned, Recruit I.T. brings a global mindset to our talent solutions, applying a customer-centric philosophy to provide agile and innovative solutions, keeping authenticity at the heart of what we do.

We work collectively as a team to deliver results, working as a service-led business, so candidates and clients alike benefit from a single point of contact, backed by specialised delivery resources. You'll have the whole team working on your end goal – think of a bunch of recruiters forming a peloton.

Our history of providing talent to the NZ market through both local and international recruitment solutions means you'll have access to not only deep NZ-based talent pools, but also the global network of highly skilled tech talent that our Recruit I.T. Global Talent Solutions model offers.

We aim to amplify our customer's voice in a crowded marketplace, making clients' roles and businesses stand out in a candidate-short market, and help candidates build and promote their personal brands, so they stand out as sought-after, top talent.

We help shape and transform businesses with talent, and we do this through a blend of process, people, kiwi ingenuity, and big-picture thinking, delivering a tailored recruitment solution.

Contact us

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