



WELLINGTON TECHNOLOGY & DIGITAL SALARY UPDATE

December 2023



Market Summary



As with every election cycle, we have seen a slowdown of recruitment activities in Wellington, amid government agencies keeping a holding pattern, until a clear direction from the new government is confirmed.



As well as a hold in hiring, we are seeing a tightening of budgets when it comes to funding for projects, which in turn has seen additional layers for approving both new and existing contractors when going for extensions.



Whilst highly skilled engineers (i.e., Software, Data, DevOps, and Cloud) remain in demand, we have also seen an increase in Project Management capability on the market.



With contractor shutdowns typically set to occur during mid-December to mid-January, we see the holding pattern likely to continue, with the market likely to pick up again in early 2024, once the directive from the new government has flowed through the agencies. This will see the reprioritisation of projects and funding, based on what outcomes the government will be focusing on.

10-15%



The salary market has undergone a correction, with both permanent salaries and contract rates experiencing a 10 to 15% decrease across the board. While certain skillsets maintain higher levels, they are presently the exception rather than the rule.



Throughout this financial year, the contract market has largely remained stagnant. Even highly skilled contractors have faced challenges in securing new engagements or transitioning into permanent roles. In response, many organisations have seized the opportunity to cut costs by converting into permanent staff, providing a sense of stability during this economically lean period.



Hybrid work arrangements continue to be the standard for many organisations, but fully flexible or entirely remote positions are becoming increasingly scarce. Organisations that still offer hybrid work options gain a competitive edge in attracting top talent to their ranks.



Despite a current abundance of talent in the job market, organisations seeking to hire must avoid complacency. The speed of the recruitment process remains a crucial factor in winning the race for talent. We recommend streamlining the interview process to two sessions and aiming to complete it within a week as a best practice.

Key Trends

Timing

Contractors finishing in December should be taking a proactive approach around their contract extensions and getting clarity on this before heading into the Christmas shutdown period. If they don't have anything secured into the New Year, they should already be in discussion with their recruiter and/or customer.

Market Rates

We have seen a lot of anomalies with some candidates on sufficiently higher rates than their peers and expecting to maintain that level. We see this as a hangover from the influx in demand during Covid. Be mindful of where your rates and expectations sit compared to your peers.

Hybrid Working Arrangement

The most common setup is being offered is with 2-3 days in the office, and at the rest at home. There is talk that many executives are wanting visibility/days in the office, but we foresee the hybrid working setup to generally remain in place. For those that don't remain flexible, it will significantly reduce their candidate pool and attraction.

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ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM NZD (\$)		JUNE 2023 MEDIAN	RATE PER HOUR NZD (\$)		JUNE 2023 MEDIAN
TECHNOLOGY LEADERSHIP	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Chief Information Officer	200,000	350,000	275,000	180	280	230
Chief Technology Officer	180,000	330,000	255,000	180	260	220
Chief Digital Officer	180,000	300,000	240,000	190	260	225
Head of Digital	160,000	220,000	190,000	180	250	215
Manager - Infra/Apps/Data/Test	130,000	200,000	165,000	125	170	147.5
IT Manager	110,000	170,000	140,000	120	160	140
IT Operations Manager	100,000	160,000	130,000	115	155	135
PRODUCT MANAGEMENT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Head of Product	180,000	230,000	205,000	175	220	197.5
Product Manager	140,000	190,000	165,000	140	170	155
Product Owner	110,000	150,000	130,000	110	140	125
BUSINESS TRANSFORMATION & PROJECT SERVICES	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Programme Director	160,000	240,000	200,000	160	200	180
EPMO Manager	150,000	220,000	185,000	150	170	160
Programme Manager	150,000	190,000	170,000	140	180	160
Senior Project Manager	140,000	170,000	155,000	130	160	145
Project Manager	115,000	150,000	132,500	110	130	120
Business Change Manager	140,000	200,000	170,000	130	160	145
Project/Programme Coordinator	90,000	140,000	115,000	90	140	115
Project Administrator	60,000	85,000	72,500	70	90	80
Delivery Lead	130,000	170,000	150,000	130	150	140
Scrum Master	120,000	160,000	140,000	120	160	140
Agile Coach	140,000	180,000	160,000	135	170	152.5
Technical Writer	100,000	130,000	115,000	110	130	120
Release Train Engineer	160,000	200,000	180,000	140	180	160

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BUSINESS ANALYSIS	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Business Analyst Manager	140,000	180,000	160,000	140	170	155
Business Analyst Team Lead	130,000	160,000	145,000	130	160	145
Senior Business Analyst	130,000	150,000	140,000	120	145	132.5
Business Analyst	100,000	130,000	115,000	105	120	112.5
Business Analyst - Technical	120,000	150,000	135,000	110	150	130
Process Analyst	120,000	140,000	130,000	110	130	120
BA/Functional Consultant - Salesforce	130,000	160,000	145,000	120	160	140
DIGITAL	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Senior UX Designer	120,000	170,000	145,000	110	170	140
UX Designer	100,000	160,000	130,000	100	160	130
UX Strategist/Consultant	130,000	180,000	155,000	115	180	147.5
Experience/CX Designer	130,000	160,000	145,000	125	160	142.5
Customer Experience Manager	100,000	140,000	120,000	110	150	130
Insights & Analytics Manager	120,000	165,000	142,500	120	140	130
Insights & Analytics Analyst	100,000	120,000	110,000	100	120	110
DEVELOPMENT & SOFTWARE ENGINEERING	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Development Manager	150,000	180,000	165,000	135	155	145
Team Lead/Lead Developer	120,000	160,000	140,000	120	140	130
Senior Developer	120,000	150,000	135,000	110	140	125
Intermediate Developer	80,000	120,000	100,000	75	110	92.5
Junior Developer	50,000	80,000	65,000	55	75	65
Mobile Developer	115,000	150,000	132,500	115	140	127.5
Salesforce Developer	120,000	180,000	160,000	125	170	147.5
Technical Consultant						

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TESTING & QA	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Test Manager	130,000	160,000	145,000	125	150	137.5
Test Lead	120,000	145,000	132,500	115	140	127.5
Automation Test Engineer	120,000	150,000	135,000	110	130	130
Senior Test Analyst	110,000	130,000	120,000	100	130	110
Test Analyst/QA	90,000	120,000	105,000	80	110	100

BUSINESS INTELLIGENCE	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Data/Reporting Analyst	80,000	130,000	105,000	90	130	110
Data Engineer	110,000	160,000	135,000	100	150	125
Senior BI Specialist	120,000	160,000	140,000	110	140	125
BI/ETL Developer	100,000	150,000	125,000	110	130	120
BI Consultant	120,000	160,000	140,000	110	180	145
Data Scientist	120,000	160,000	140,000	115	160	137.5
Database Administrator (DBA)	85,000	130,000	110,000	90	140	115
Database Developer	100,000	140,000	120,000	100	140	120

ARCHITECTURE	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Architecture Manager	170,000	220,000	195,000	160	200	180
Chief Architect	160,000	220,000	190,000	155	200	177.5
Enterprise Architect	150,000	190,000	170,000	145	180	162.5
Infrastructure Architect	120,000	170,000	145,000	130	170	150
Solutions Architect	120,000	160,000	140,000	130	150	140
Data Architect	120,000	180,000	150,000	130	180	155

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INFRASTRUCTURE & DATABASE DEVELOPMENT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
DevOps Engineer	130,000	160,000	145,000	110	150	130
Security/Network Engineer	100,000	160,000	130,000	95	150	122.5
Cloud Engineer	100,000	150,000	125,000	95	150	122.5
Systems Engineer	80,000	130,000	105,000	80	120	100
Application Support Analyst	80,000	120,000	100,000	75	110	92.5
SECURITY	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Chief Security Officer	180,000	250,000	215,000	180	220	200
Security Manager	150,000	185,000	167,500	140	185	162.5
Security Consultant	120,000	180,000	150,000	125	180	152.5
Penetration Tester	100,000	130,000	115,000	105	140	122.5
Security Specialist	120,000	180,000	150,000	120	180	150
SERVICE DELIVERY & SUPPORT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Service Delivery Manager	100,000	160,000	130,000	100	150	125
Service Desk Manager	100,000	130,000	115,000	90	140	115
Service Desk Lead	90,000	120,000	105,000	85	115	100
Service Desk/Helpdesk	65,000	80,000	72,500	60	80	70
SALES	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Sales Manager	160,000	300,000	230,000	N/A	N/A	N/A
Enterprise Sales	180,000	300,000	240,000	N/A	N/A	N/A
SMB - Mid-Market Sales	100,000	180,000	140,000	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.

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