



AUCKLAND TECHNOLOGY & DIGITAL SALARY

Update June 2023



Market Summary



The Auckland market continued to remain extremely buoyant up until Christmas with a lot of organisations taking the opportunity to onboard fresh staff before the close out of the year. As we have entered 2023, there has been a cooling off with far fewer roles being available and redundancies becoming a common theme as the economy softens and the market tightens.



The talent shortage has somewhat eased in places with large-scale redundancies mixed with increased immigration bringing about some respite. However, that is being tempered by an increase in candidates moving to Australia due to the cost of living in Auckland and perceived better salaries offered in Aussie.



The contract market has been quiet in 2023 with a clear trend of contractors moving into permanent positions for job security. We are seeing a lot of organisations running to the Australian fiscal year only offering extensions until the end of June.



Rates on the contract front have taken more of a hit than salaries at this stage. We have seen a drop of 10 to 20% in the rates being offered in core areas and a reduction in the length of tenure being afforded.



Although there are some pockets of organisations that are trying to get their staff to return to the office in greater volume, the flexibility of working from home is still highly sought after and can play a significant role in a candidate's decision as to whether they take a role or not.



With the number of applications increasing and the number of roles available decreasing, there is an adjusting period that is presently going on. Organisations are now more likely to stand their ground around the top-end of their salary. And after an extended period where candidates have been able to name their price, we are seeing salaries soften. Not to where they were pre-Covid but certainly down from the heights of 12 to 24 months ago.



Organisations should be continuing to talk to staff around salary at least every 6 months. With the cost of living being at record highs, there are a lot of external drivers that can force people to look for new roles. Market research also shows that in every age demographic, salary is still the number one driver as to whether someone takes a new role or not.



We are finding the market is still operating at rapid rates. The organisations that are obtaining the best talent are completing their process within a week and have a streamlined process of no more than two interviews.

Key Trends

There has been a **decrease in rates** and length of contracts.

Talent shortage is still well in effect despite redundancies in the market.

Now is the best time to recruit within the last 3 years due to increased talent in the market. You can set your business up for success by getting the right people on the bus if you recruit now.

Data Engineering and Cloud Architecture are the roles we are seeing the **most demand** for.

Jobseekers must adapt their CV to the advertisement or job qualifications and **not apply to every job with the same CV**. Establish relationships with recruiters and invest in them if you feel they have added value to you.

Employers must ensure they **understand deeply the "why"** of someone who wants to work with their organisation and be prepared to sell that through the interview process. Your response speed is also a strong factor to help you secure the top candidate. **Completing a process within a week is best practice, ideally with no more than 2 interviews.**

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	260,000	500,000	380,000	180	220	200
Chief Technology Officer	220,000	350,000	285,000	180	220	200
Chief Digital Officer	220,000	400,000	310,000	180	210	195
Head of Digital	180,000	250,000	215,000	170	200	185
Manager - Infra/Apps/Data/Test	150,000	220,000	185,000	150	180	165
IT Manager	120,000	180,000	150,000	110	130	120
IT Operations Manager	130,000	170,000	150,000	110	130	120
PRODUCT MANAGEMENT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Head of Product	180,000	220,000	200,000	130	150	140
Product Manager	150,000	180,000	165,000	120	140	130
Product Owner	115,000	160,000	137,500	100	125	112.5
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	170,000	160,000	125	160	142.5
Project Manager	110,000	130,000	120,000	90	120	105
Risk & Assurance Consultant	150,000	180,000	165,000	130	180	155
Business Change Manager	150,000	200,000	175,000	135	175	155
Project/Programme Coordinator	80,000	120,000	100,000	70	110	90
Project Administrator	70,000	85,000	77,500	65	75	70
Delivery Lead	150,000	190,000	170,000	120	150	135
Scrum Master	130,000	170,000	150,000	120	150	135
Agile Coach	150,000	180,000	165,000	140	160	150
Technical Writer	90,000	120,000	105,000	80	100	90
Release Train Engineer	130,000	160,000	145,000	100	120	110

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	SALARY PER ANNUM NZD (\$)		JUNE 2023 MEDIAN	RATE PER HOUR NZD (\$)		JUNE 2023 MEDIAN
BUSINESS ANALYSIS	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Business Analyst Manager	170,000	220,000	195,000	130	160	145
Business Analyst Team Lead	150,000	180,000	165,000	120	150	135
Senior Business Analyst	140,000	165,000	152,500	110	140	125
Business Analyst	100,000	130,000	115,000	100	120	110
Business Analyst - Technical	120,000	160,000	140,000	100	140	120
Process Analyst	90,000	130,000	110,000	110	140	125
BA/Functional Consultant - Salesforce	160,000	190,000	175,000	120	160	140
DIGITAL	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Senior UX Designer	120,000	140,000	130,000	100	130	115
UX Designer	90,000	120,000	105,000	80	110	100
UX Strategist/Consultant	130,000	165,000	147,500	120	150	135
Experience/CX Designer	110,000	140,000	125,000	95	130	112.5
Customer Experience Manager	130,000	170,000	150,000	120	150	135
Insights & Analytics Manager	150,000	200,000	175,000	140	160	150
Insights & Analytics Analyst	100,000	140,000	120,000	90	120	105
DEVELOPMENT & SOFTWARE ENGINEERING	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Development Manager	160,000	200,000	180,000	120	150	135
Team Lead/Lead Developer	150,000	190,000	170,000	130	160	145
Senior Developer	140,000	165,000	152,500	120	145	132.5
Intermediate Developer	110,000	130,000	120,000	80	100	90
Junior Developer	70,000	90,000	80,000	60	80	70
Mobile Developer	110,000	160,000	135,000	110	130	120
Salesforce Developer/Technical Consultant	140,000	200,000	170,000	120	160	140

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM NZD (\$)		JUNE 2023 MEDIAN	RATE PER HOUR NZD (\$)		JUNE 2023 MEDIAN
TESTING & QA	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
QA/Test Manager	150,000	200,000	175,000	120	150	135
Test Lead	130,000	160,000	145,000	110	140	125
Automation Test Engineer	120,000	160,000	140,000	100	130	115
Test Analyst/QA	90,000	110,000	100,000	80	110	95
Senior Test Analyst	110,000	130,000	120,000	100	120	110

BUSINESS INTELLIGENCE	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Data/Reporting Analyst	90,000	130,000	110,000	80	110	95
Data Engineer	110,000	160,000	135,000	100	140	120
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	120,000	160,000	140,000	110	140	125
Data Scientist	140,000	170,000	155,000	115	140	127.5
Database Administrator (DBA)	100,000	140,000	120,000	90	110	100
Database Developer	110,000	150,000	130,000	100	130	115

ARCHITECTURE	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Architecture Manager	200,000	300,000	250,000	170	200	185
Chief Architect	200,000	300,000	250,000	170	200	185
Enterprise Architect	190,000	250,000	220,000	160	190	175
Infrastructure Architect	160,000	190,000	175,000	140	180	160
Solutions Architect	160,000	190,000	175,000	140	180	160
Data Architect	180,000	220,000	200,000	140	170	155

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM NZD (\$)		JUNE 2023 MEDIAN	RATE PER HOUR NZD (\$)		JUNE 2023 MEDIAN
INFRASTRUCTURE & DATABASE DEVELOPMENT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Senior DevOps Engineer	140,000	170,000	155,000	120	150	135
DevOps Engineer	110,000	130,000	120,000	90	110	100
Security/Network Engineer	80,000	130,000	105,000	70	110	90
Cloud Engineer	110,000	150,000	130,000	110	150	130
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	500,000	375,000	180	220	200
Security Manager	165,000	220,000	192,500	140	180	160
Security Consultant	160,000	200,000	180,000	140	180	160
Penetration Tester	140,000	200,000	170,000	130	170	150
Security Specialist	120,000	160,000	140,000	110	140	125
SERVICE DELIVERY & SUPPORT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Service Delivery Manager	130,000	155,000	142,500	110	140	125
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	40	70	55
SALES	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Sales Manager	180,000	300,000	240,000	N/A	N/A	N/A
Enterprise Sales	120,000	220,000	170,000	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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