

RECRUITIT.TM

**WELLINGTON TECHNOLOGY
& DIGITAL SALARY**

Update June 2023



Market Summary



The Wellington job market is experiencing a degree of uncertainty in the current election year. Due to this, some candidates are hesitant to make career moves, there are concerns about the cost of inflation and other economic factors. The market conditions may influence candidates' decisions to stay with their current employers rather than exploring new opportunities.



One noticeable trend in the Wellington market is the shortening of contract extension terms. Last year, we saw them extended by a year, but this year we are observing extensions of only three to six months. This shift indicates a level of caution among employers and a desire for greater flexibility in their workforce.



While the government is attempting to move away from contracting, the Wellington market continues to have a strong demand for contractors. The substantial number of ongoing programs and projects in the region ensures that contracting remains a significant part of the job market landscape.



The budget announcements in Wellington have allocated funds for health, education and housing. They will also support kiwi families and households with cost of living pressures. IT projects should still feature in supporting these initiatives.



Meanwhile, there is a growing preference among clients for employees to spend more time in the office, aiming for an ideal balance of three days a week. This desire for in-person collaboration and face-to-face interaction suggests a gradual shift away from fully remote work arrangements.



Another noteworthy observation is the continued trend of people leaving New Zealand to embark on extended overseas travels. To accommodate this desire, some employers are offering their staff extended leave without pay, typically for three months.



Despite these developments, some employers are still struggling to meet market expectations when it comes to salaries. This challenge may stem from a combination of budget constraints, market competition, and the need to balance financial considerations with attracting and retaining top talent.



We also see tech companies making redundancies, particularly in the product space. However, technical roles are less affected by these redundancies making it a safer space for tech professionals.



The restructuring of businesses by clients has led to changes in roles, with a shift towards focusing on products and services.

Key Trends

Complete flexibility in remote work is desired by most candidates.

Organisations expect their employees to get **back into office at least three days a week**.

Rates for contractors are being lowered compared to the last quarter.

Organisations need to **emphasise their benefits more**, such as training and development budgets, to entice candidates, especially as hiring managers are now open and **willing to consider candidates with intermediate skills**.

A swift recruitment process still wins out in the current market, and hiring managers **must be fast to offer desirable candidates to ensure they secure top talent**.

Data, BI (Business Intelligence), automation, DevOps, and Cloud roles are in high demand.

Research shows that younger candidates are **staying in permanent roles for shorter tenures**, and are increasingly likely to be lured away for higher salaries and career growth opportunities.

Overall, the **market is still candidate short**, with new talent from overseas still in short supply.

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	200	280	240
Chief Technology Officer	180,000	330,000	255,000	190	260	225
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	120	160	140
PRODUCT MANAGEMENT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Head of Product	180,000	230,000	205,000	180	230	205
Product Manager	140,000	190,000	165,000	140	170	155
Product Owner	110,000	150,000	130,000	110	150	130
BUSINESS TRANSFORMATION & PROJECT SERVICES	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Programme Director	160,000	240,000	200,000	160	210	185
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	140	170	155
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	150	200	175

ROLE	PERMANENT			CONTRACT		
	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	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	130	160	145
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	120	140	130
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	120	170	145
UX Designer	100,000	160,000	130,000	100	160	130
UX Strategist/Consultant	130,000	180,000	155,000	120	180	150
Experience/CX Designer	130,000	160,000	145,000	130	160	145
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	140	160	150
Team Lead/Lead Developer	120,000	160,000	140,000	130	150	140
Senior Developer	120,000	150,000	135,000	120	150	135
Intermediate Developer	80,000	120,000	100,000	75	120	97.5
Junior Developer	50,000	80,000	65,000	50	70	60
Mobile Developer	115,000	150,000	132,500	120	150	135
Salesforce Developer/Technical Consultant	120,000	180,000	160,000	130	180	155

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
Test Manager	130,000	160,000	145,000	130	150	140
Test Lead	120,000	145,000	132,500	120	140	130
Automation Test Engineer	120,000	150,000	135,000	120	145	132.5
Test Analyst/QA	90,000	120,000	105,000	90	120	105
Senior Test Analyst	110,000	130,000	120,000	100	130	115

BUSINESS INTELLIGENCE	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Data/Reporting Analyst	80,000	130,000	105,000	100	150	125
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	120	180	150
Data Scientist	120,000	160,000	140,000	120	160	140
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	160	200	180
Enterprise Architect	150,000	190,000	170,000	150	180	165
Infrastructure Architect	120,000	170,000	145,000	130	170	150
Solutions Architect	120,000	160,000	140,000	130	150	140
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
DevOps Engineer	130,000	160,000	145,000	110	150	130
Security/Network Engineer	100,000	160,000	130,000	100	150	125
Cloud Engineer	100,000	150,000	125,000	100	150	125
Systems Engineer	80,000	130,000	105,000	85	120	102.5
Application Support Analyst	80,000	120,000	100,000	80	110	95
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	150	185	167.5
Security Consultant	120,000	180,000	150,000	130	180	155
Penetration Tester	100,000	130,000	115,000	110	140	125
Security Specialist	120,000	180,000	150,000	130	180	155
SERVICE DELIVERY & SUPPORT	LOWER	UPPER	MEDIAN	LOWER	UPPER	MEDIAN
Service Delivery Manager	100,000	160,000	130,000	110	150	130
Service Desk Manager	100,000	130,000	115,000	100	140	120
Service Desk Lead	90,000	120,000	105,000	90	115	102.5
Service Desk/Helpdesk	65,000	80,000	72,500	65	80	72.5
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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