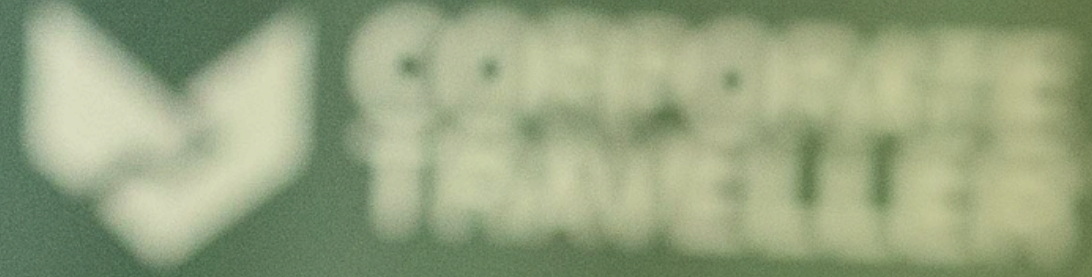


BROOK



Look.
Book.
Boom.

GENERAL

SALARY GUIDE

2026/2027

CONTENTS

Market Trends	03
Who We Are	04
B.Networks	05
Partnerships	06
Salary Guide	07
What's Next	13



MARKET OUTLOOK

As we move into the 2026–2027 financial year, the corporate hiring landscape continues to evolve. Organisations are taking a more strategic approach to talent, with a renewed focus on building high-performing teams, investing in local capability and creating workplaces that drive long-term success.

Artificial intelligence is reshaping the way we work, but one thing remains unchanged: exceptional people continue to be every organisation's greatest competitive advantage. The businesses achieving the strongest outcomes are those using technology to enhance performance, while continuing to invest in the development, capability and potential of their people.

Performance has become a defining theme across every industry. Organisations are placing greater value on individuals who demonstrate adaptability and commercial thinking, while high-performing professionals are seeking employers who recognise contribution and encourage growth. Remuneration remains an important consideration, but it is rarely the sole deciding factor.

Organisations that invest in their people, communicate with clarity, move decisively and champion Australian talent continue to attract and retain the market's strongest performers.

This Salary Guide has been developed using BROOK's market intelligence, salary benchmarking, placement data and ongoing conversations with employers, candidates, and industry leaders through our B.Networks community. We hope these insights provide a valuable benchmark to support informed hiring decisions, strengthen workforce planning, and help organisations build high-performing teams throughout the year ahead.

Because while markets evolve, one thing remains constant: exceptional businesses are built by exceptional people.



WHO WE ARE

For almost two decades, BROOK has partnered with some of Australia's most respected organisations to connect exceptional talent across Finance & Accounting, Human Resources, Business Support & Executive Assistants, Sales & Marketing and corporate leadership.

Our expertise extends far beyond recruitment. Through thousands of placements, long-standing client partnerships, and our growing B.Networks executive community, we've developed deep market intelligence and a genuine understanding of what drives successful businesses and high-performing careers.

We believe recruitment is about more than filling vacancies. It's about identifying individuals who will create lasting impact, strengthen culture, and contribute to long-term organisational success.

Whether you're building your team, benchmarking salaries, or exploring your next career move, our experienced consultants are here to provide trusted advice and market insight every step of the way.

We would love to start the conversation.

connect@brookrecruitment.com.au
0481 727 058 / (03) 9500 2797



B.NETWORKS

B.Networks is BROOK's professional community, bringing together exceptional people through recruitment, events, thought leadership, and meaningful connections. Built to support professionals at every stage of their career.

B.Networks creates opportunities to connect with industry leaders, share knowledge, gain fresh perspectives, and build relationships that extend well beyond the workplace.

Our communities include:

- B.BOSS – Business Support, Office Support and Workplace professionals
- B.FINANCE – Finance & Accounting professionals
- B.HR – Human Resources and People & Culture professionals
- B.MARKETING – Marketing, Sales, and Communications professionals – Coming Soon
- B.EA – Executive Assistants and Executive Support professionals

Through premium events, expert panel discussions, networking experiences and industry insights, B.Networks creates a space where professionals can learn, collaborate and stay connected with the trends shaping the future of work.

Together with BROOK's recruitment expertise and deep market intelligence, B.Networks enables us to build relationships that extend far beyond a single placement.

Recruitment. Events. Community. Insight.
Because exceptional businesses are built by exceptional people.



PARTNERSHIPS

BR00K partners with organisations that share our commitment to building stronger businesses, meaningful relationships and exceptional professional communities.

Our partners play an integral role in bringing B.Networks to life, supporting premium events, thought leadership and relevant connections that inspire collaboration and help shape the future of work.

We are proud to welcome Corporate Traveller as our Gold Partner for the 2026/27 Salary Guide and B.Networks.

CORPORATE TRAVELLER

Australia's leading travel management partner for SMEs, combining innovative technology with personalised service to make business travel simpler, smarter and more efficient.

[Click here to book a Business Travel Demo](#)



BUSINESS SUPPORT

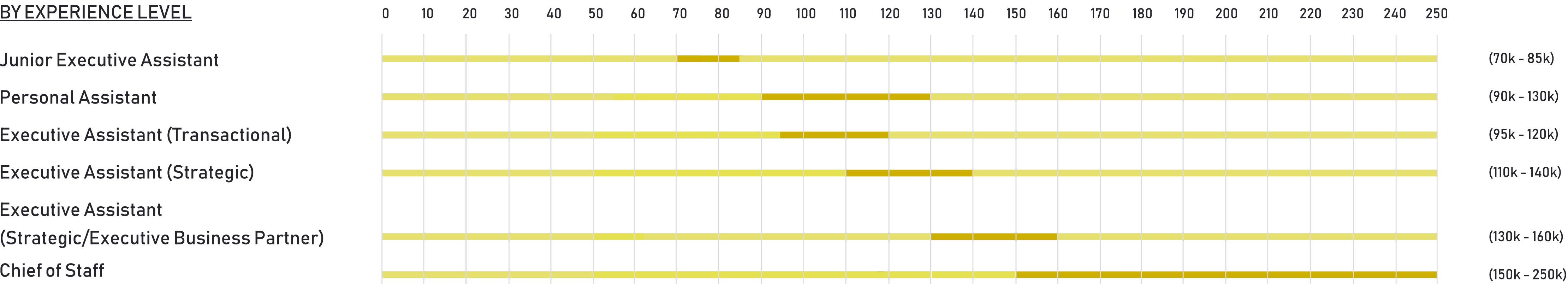
ROLE	0	10	20	30	40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	200		
<u>RECEPTION & FRONT OF HOUSE</u>																							
Concierge																							(65k - 80k)
Reception																							(65k - 80k)
<u>ADMINISTRATION & OFFICE SUPPORT</u>																							
Administration Assistant																							(65k - 85k)
Team Assistant																							(65k - 85k)
Team Administrator																							(70k - 85k)
Office Manager																							(85k - 125k)
<u>EXECUTIVE & PERSONAL SUPPORT</u>																							
Personal Assistant																							(90k - 130k)
<u>PROJECTS & CONTRACTS</u>																							
Project Administrator																							(65k - 80k)
Project Coordinator																							(75k - 90k)
<u>CLIENT & CUSTOMER SERVICE</u>																							
Customer Service Officer																							(65k - 80k)
Client Services Administrator																							(70k - 90k)
<u>LEGAL SUPPORT</u>																							
Legal Secretary																							(80k - 100k)

**All salaries listed are base annual salary (excl. Super) \$'000

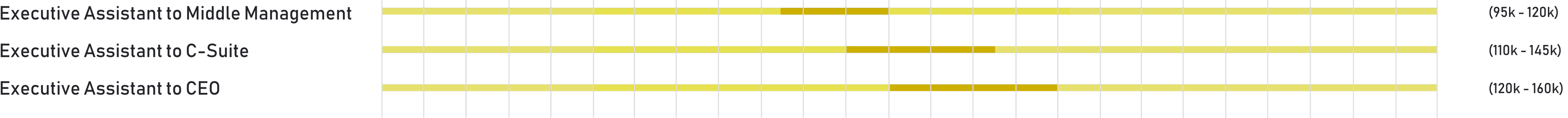
EXECUTIVE ASSISTANT

ROLE

BY EXPERIENCE LEVEL



BY REPORTING LINE



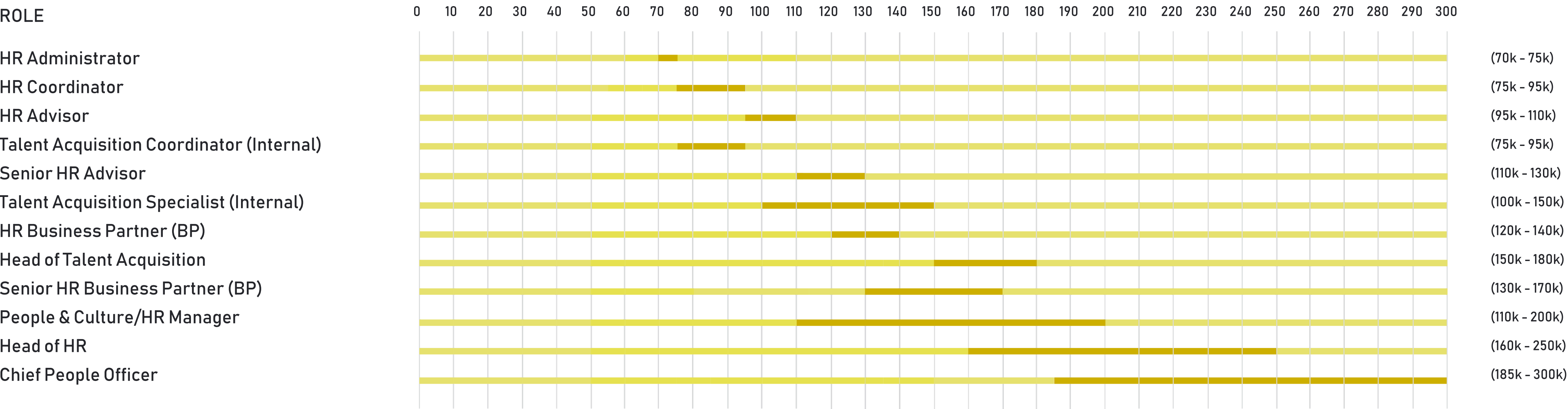
**All salaries listed are base annual salary (excl. Super) \$'000

MARKETING & SALES

ROLE	0	10	20	30	40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	300		
<u>MARKETING</u>																																	
Marketing Assistant																																(65k - 75k)	
Marketing Coordinator																																(75k - 85k)	
Marketing Executive																																(80k - 95k)	
Digital Marketing Executive																																(90k - 110k)	
Marketing Manager																																(100k - 140k)	
Performance Marketing Manager																																(100k - 150k)	
Senior Marketing Manager																																(125k - 170k)	
Digital Marketing Manager																																(110k - 180k)	
Marketing Director / Head of Marketing																																(160k - 225k)	
<u>SALES & ACCOUNT MANAGEMENT</u>																																	
Account Executive																																(65k - 70k)	
Account Manager																																(70k - 90k)	
Sales Representative																																(75k - 90k)	
Senior Account Executive																																(80k - 110k)	
Senior Account Manager																																(95k - 120k)	
Account Director																																(110k - 150k)	
Sales Manager																																(110k - 160k)	
<u>COMMUNICATIONS</u>																																	
Communications Coordinator																																(65k - 85k)	
Communications Advisor																																(80k - 105k)	
Communications Manager																																(110k - 150k)	
Communications Director																																(150k - 230k)	
<u>CREATIVE & SOCIAL MEDIA</u>																																	
Social Media Coordinator																																(70k - 85k)	
Graphic Designer																																(72k - 90k)	
Event Manager																																(87k - 112k)	
Social Media Manager																																(90k - 115k)	

**All salaries listed are base annual salary (excl. Super) \$'000

HUMAN RESOURCES



**All salaries listed are base annual salary (excl. Super) \$'000

FINANCE

ROLE	0	10	20	30	40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	300	
Junior Paraplanner																															(70k - 75k)	
Client Services Officer																															(70k - 90k)	
Accounts Payable																															(70k - 90k)	
Accounts Receivable																															(70k - 90k)	
Payroll Officer																															(75k - 90k)	
Accounts/Finance Manager																															(110k - 160k)	
Bookkeeper																															(75k - 100k)	
Senior Bookkeeper																															(85k - 110k)	
Accounts Receivable Manager																															(100k - 130k)	
Client Investor Relations																															(90k - 130k)	
Paraplanner																															(90k - 120k)	
Financial Planner																															(90k - 125k)	
Accounts Payable Manager																															(100k - 130k)	
Senior Financial Planner																															(120k - 160k)	
Financial Analyst																															(100k - 145k)	
Payroll Manager																															(110k - 150k)	
Finance Manager																															(110k - 160k)	
Financial Planner Manager																															(130k - 190k)	
Financial Controller																															(140k - 220k)	
Chief Financial Officer																															(180k - 300k)	
Investor Relations Manager																															(150k - 250k)	

**All salaries listed are base annual salary (excl. Super) \$'000

ACCOUNTING

ROLE	0	10	20	30	40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	200	
Assistant Accountant																						(70k - 90k)
Investment Accountant																						(90k - 130k)
Senior Investment Accountant																						(120k - 160k)
Financial Accountant																						(90k - 125k)
Group Accountant																						(110k - 145k)
Tax Accountant																						(100k - 130k)
Senior Financial Accountant																						(110k - 140k)
Corporate Accountant																						(100k - 140k)
Project Accountant																						(100k - 140k)
Treasury Accountant																						(100k - 150k)
Systems Accountant																						(120k - 150k)
Management Accountant																						(95k - 150k)

**All salaries listed are base annual salary (excl. Super) \$'000

WHAT'S NEXT

For almost 20 years, BROOK has built trusted relationships with Australia's leading organisations and exceptional professionals. Those relationships continue to shape the insights, opportunities and connections that define our business today.

Whether you're looking to hire exceptional talent, benchmark salaries, explore your next career opportunity or gain market insight, our experienced team is here to help.

At BROOK, we believe the best outcomes begin with a conversation. Whether you're building a high-performing team, advancing your career, or looking for strategic recruitment advice, we'd love the opportunity to support your journey.

Let's start the conversation.

For a comprehensive salary guide for each sector, [click here](#).

The Como Centre
Level 2, 299 Toorak Road, South Yarra

connect@brookrecruitment.com.au
0481 727 058 / (03) 9500 2797
@brookrecruitment

