

BROOK

HUMAN RESOURCES

SALARY GUIDE

2026/2027



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MARKET OUTLOOK

People have become every organisation's greatest competitive advantage.

As workplaces continue to evolve, the role of HR has shifted from operational support to strategic leadership. Organisations are increasingly relying on HR professionals to shape culture, attract and retain exceptional talent, lead organisational change and build high-performing teams.

Artificial intelligence is transforming the way HR teams recruit, engage and develop employees, but the importance of empathy, leadership and human connection has never been greater. The most successful HR professionals will be those who combine technology with sound judgement, commercial thinking and the ability to influence positive business outcomes.

At BROOK, we're seeing employers place greater emphasis on performance, leadership capability and workplace culture, recognising that business success begins with great people. HR professionals who embrace change, leverage AI and foster environments where individuals and teams can thrive will continue to be in high demand.

This guide brings together BROOK's market insights, recruitment expertise and salary data to support informed hiring and career decisions across the HR profession.



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
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B.HR

In 2023, BROOK Recruitment launched the B.HR Network.

At BROOK, we have the privilege of collaborating with HR experts who are the driving force behind our industries. Often working in compact teams of 1 – 2, the appetite for exposure to fresh initiatives and ground- breaking ideas is high. We continue to hear the resounding need for a space where HR professionals can connect, be inspired, and learn from their peers – and thus, the B.HR Network was born.

We are hosting quarterly events that focus on the things that support our People & Culture network. We’ve also developed an online community which shares industry focused knowledge and news.

The B.HR Network is an exclusive invite-only network, you can find more info here. If you or someone you know would love to join us, please reach out to us on connect@brookrecruitment.com.au.



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.

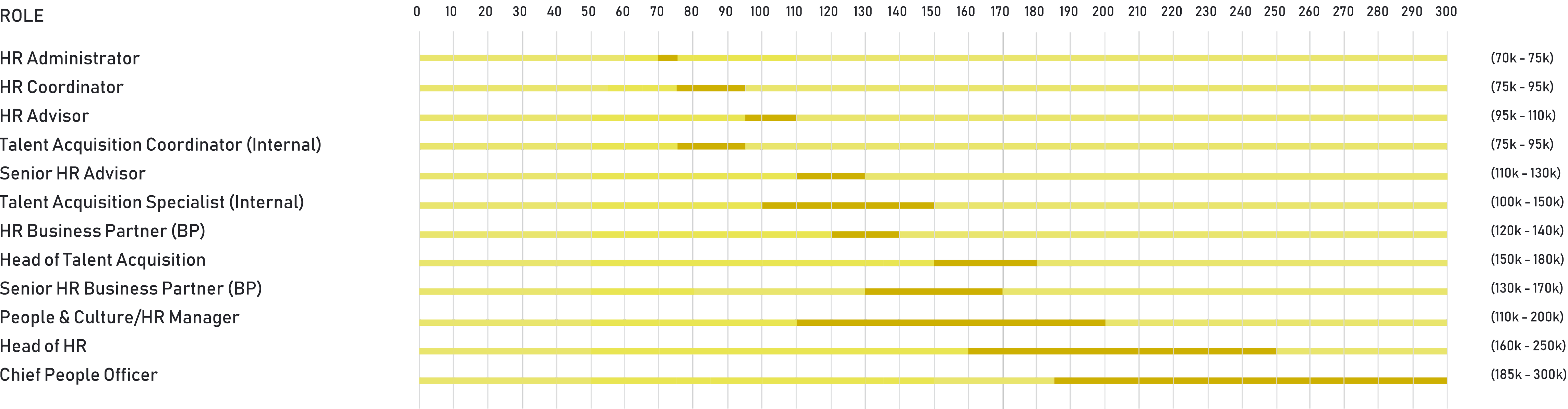
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HUMAN RESOURCES



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

HUMAN RESOURCES TASK BREAKDOWN

HR Coordinator75 – 95 (excl. Super)

Reactive role with employee relations responsibility & varied tasks.

- Coordinate recruitment process
- Coordinate onboarding & off-boarding
- Assist in organising training & development programs
- Employee liaison & engagement support
- Support HR project coordination
- Policy implementation assistance
- Prepare performance & people report
- General HR administrative support

HR Advisor95 – 110 (excl. Super)

Strategic role, advising on complex HR issues, ensuring compliance, & supporting leaders in employee relations.

- Advise on employee relations, HR issue management & complaints handling
- Assist policy development, implementation, and audit
- Support performance management systems
- Advise on legal HR compliance
- Assist & advise on strategic workplace planning & retention
- Advise leaders on recruitment strategies & onboarding

Talent Acquisition Coordinator (Internal)75 – 95 (excl. Super)

Operational role, involved in day-to-day recruiting activities.

- Sourcing & attracting candidates through job boards, social media & other channels
- Engaging with passive candidates via SEEK, LinkedIn or recruitment agencies
- Screening applications and assessing candidates, including creation of shortlist
- Coordinate interviews with hiring managers
- Candidate relationship management with consistent communication on process
- Collaborate with hiring managers to learn and understand role requirements
- Manage Applicant Tracking System (ATS) ensuring all details are captured and reported clearly

Talent Acquisition Specialist (Internal)110 – 142 (excl. Super)

Strategic & managerial role, overseeing recruitment function.

- Manage team of Talent Acquisition Advisors, providing support and guidance
- Set KPIs and monitor progress of direct reports
- Create and implement recruitment strategies to attract and retain top talent across all levels
- Optimise recruitment processes to improve efficiency & effectiveness
- Manage stakeholder relationships with middle & senior managers to understand staffing needs
- Act as point of contract for hiring managers, communicating updates along recruitment process
- Build talent pipelines through both active & passive channels
- Develop & implement employer branding strategies to attract & retain staff

HR Business Partner120 – 140 (excl. Super)

Strategic role, working with leadership to align HR practices with broader goals.

- Collaborate with leadership to align strategically
- Workforce planning & organisational design support
- Lead change initiatives, including restructures, mergers, cultural shifts
- Advise on talent & succession planning, & recruitment strategies
- Implement leadership development to improve employee engagement
- Partner with leaders to align policies

Head of Talent Acquisition150 – 180 (excl. Super)

Strategic, executive level position leading entire Talent Acquisition function.

- Develop & implement comprehensive recruitment strategy aligning with long term business goals
- Lead Talent Acquisition team, setting direction in line with business objectives
- Collaborate with C-suite on workforce planning & organisation growth plans
- Develop & implement employer brand strategy, ensuring company values & culture are effectively communicated
- Manage budgets & negotiate contracts, ensuring cost effective recruitment, maximising ROI
- Leverage data & analytics to improve recruitment processes
- Track and monitor team metrics & KPI’s, reporting on all recruitment metrics
- Develop & execute talent acquisition strategies to promote diversity, equity & inclusion within business & hiring processes

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

HUMAN RESOURCES TASK BREAKDOWN

People and Culture/HR Manager110 – 200 (excl. Super)

Strategic role with operational management of HR function.

- Leadership of entire HR team
- HR operations management, including recruitment, onboarding, training, reviews, payroll, HRIS
- Ensure compliance with legal regulations, managing any issues and conducting audits
- Handling employee relations matters
- HR policy development & implementation
- Managing full recruitment cycle, ensuring acquisition strategies align with business needs
- Performance management & employee development

Head of HR160 – 250 (excl. Super)

Transitional leadership role between HR operations and executive-level strategy.

- Leads the P&C team & deliver key people initiatives aligned to strategy
- Drive culture, engagement, & experience programs
- Oversee talent, performance & workforce planning
- Manage complex ER matters & supports change management
- Partner with senior leaders to influence organisational design & development
- Support succession planning & leadership development

Chief People Officer185 – 300 (excl. Super)

Oversees entire HR function, playing key role in shaping people strategy.

- Develop & execute HR strategy, advising executives on people matters
- Lead organisational design efforts, evolving company structure
- Drive culture & engagement initiatives, increasing retention
- Lead talent strategy initiatives & succession planning
- Lead HR change management processes, policy development and governance
- Collaborate with C-Suite to influence strategy
- Budget Management

**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.

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