



Salary Data 2026

BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE

PUBLIC PRACTICE

HUMAN RESOURCES

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Methodologies on role and salary sizing is complex and is not a 'one size' fits all approach. As such our salary data is only a GUIDE. For more tangible and 'company specific' salary data we are happy to advise, however more information and data is required to accurately assess. See page 27 for info.

Welcome



Andrew Copeland

COMMERCIAL DIRECTOR



We write this years summary and intro into our salary data on the cusp of 2026 feeling hopeful about what lies ahead. If we review some key recent indicators – see below, coupled with the general positive outlook from most quarters of the business community (locally and nationally), I hope you can all share our cause for cautious optimism!

- Stats NZ recent **GDP rose 1.1 %** in the three months ending in September (1.4% higher than this time last year), but their lies an even more positive narrative when you break down this at sector level with manufacturing and business/professional services, which both grew 2.2%, and construction boasting a healthy trajectory of 1.7%. On the back of strong dairy and meat performances, exports are up 3.3%.
- Profile Group has also witnessed our own mini green shoots with October '25 revenue being the **highest billing month** in our 12-year history.
- SEEK end of year summary includes 2 interesting highlights:
 - Job ad volumes have risen by 1% for the past five months and are now 9% higher y/y.
 - Applications per ad fell -1% m/m, declining for the first time since early 2022.

All of this represents solid economic green shoots, but despite the business environment for 2026 is looking rosier, the labour market is again pointing to talent attraction as a key challenge for this coming year. With job flow/activity down for at least half of 2025 its fair to say candidate supply and attraction was less challenging than previous years gone by. Both our stats and SEEK point to shift back to previous years as businesses and organisations start to hire gain with greater confidence.

Net migration for the September 2025 year was +12,434 but some may argue we are looking at the wrong stats. Losing our 'home grown' is a growing issue, and its impact on recruitment and retention cannot be underestimated with more 'Kiwis' heading overseas long-term (72,684 in September '25) vs those returning (26,316 in September '25).

So, in short, 2026 will be much better for candidates with business swapping one labour market challenge for another!

Wishing you, your team, and your business a prosperous 2026.

Andrew Copeland

— Meet the Team



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Senior Finance & Executive

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[MEET THE WIDER PROFILE GROUP](#)

— Our Offices

Auckland Office 

[ENQUIRE NOW](#)

 Wellington Office

[ENQUIRE NOW](#)

 Christchurch Head Office
Canterbury Region

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— Salary Data

Overall, we're seeing
a more upbeat business
mood for 2026.

[LET'S SEE THE STATS](#)

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Receptionist

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$52,000 – \$55,000	\$53,000 – \$56,000			
EXPERIENCED SALARY	\$57,000 – \$63,500	\$59,000 – \$70,000	\$58,188	7% INCREASE	\$41.50+GST

Office Administrator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$53,000 – \$55,000	\$53,500 – \$56,000			
EXPERIENCED SALARY	\$58,000 – \$66,000	\$60,000 – \$69,000	\$58,813	3% INCREASE	\$41.90+GST

Office Manager

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	n/a	n/a			
EXPERIENCED SALARY	\$75,000 – \$80,000	\$75,000 – \$88,000	\$79,500	2% INCREASE	\$56.70+GST



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Executive/Personal Assistant

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$65,000 – \$72,000	\$70,000 – \$73,000			
EXPERIENCED SALARY	\$80,000 – \$92,000	\$85,000 – \$118,000	\$81,875	2% INCREASE	\$58.40+GST

Legal Secretary

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$52,000 – \$60,000	\$54,080 – \$60,000			
EXPERIENCED SALARY	\$67,000 – \$76,000	\$68,900 – \$78,000	\$64,498	7% INCREASE	\$46.00+GST

Customer Service

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$52,000 – \$58,000	\$52,000 – \$60,000			
EXPERIENCED SALARY	\$54,080 – \$62,000	\$57,200 – \$67,000	\$57,785	-7% DECREASE	\$41.20+GST



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Sales Support Coordinator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$52,000 – \$58,000	\$52,000 – \$60,000			
EXPERIENCED SALARY	\$60,000 – \$65,000	\$62,000 – \$67,000	\$59,500	8% INCREASE	\$42.40+GST

Supply Chain Administrator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$52,000 – \$57,000	\$54,800 – \$62,000			
EXPERIENCED SALARY	\$65,000 – \$75,000	\$65,000 – \$76,000	\$63,350	3% INCREASE	\$45.20+GST

H&S Administrator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000 – \$65,000	\$64,000 – \$68,000			
EXPERIENCED SALARY	\$63,000 – \$70,000	\$68,000 – \$75,000	\$66,625	4% INCREASE	\$47.50+GST



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Import / Export Coordinator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000 – \$65,000	\$61,000 – \$66,000			
EXPERIENCED SALARY	\$70,000 – \$85,000	\$70,000 – \$85,000	\$70,250	12% INCREASE	\$50.10_{+GST}

Logistics Scheduler

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000 – \$65,000	\$55,000 – \$65,000			
EXPERIENCED SALARY	\$68,000 – \$75,000	\$68,000 – \$77,000	\$66,000	2% INCREASE	\$47.10_{+GST}

Purchasing Officer

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$50,000 – \$65,000	\$50,000 – \$65,000			
EXPERIENCED SALARY	\$79,000 – \$90,000	\$80,000 – \$92,500	\$71,438	2% INCREASE	\$50.55_{+GST}



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Demand Planner

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000 - \$68,000	\$60,000 - \$70,000			
EXPERIENCED SALARY	\$72,000 - \$78,000	\$72,000 - \$80,000	\$70,000	0% INCREASE	\$49.90_{+GST}

Inventory Coordinator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000 - \$65,000	\$55,000 - \$65,000			
EXPERIENCED SALARY	\$65,000 - \$75,000	\$75,600 - \$85,000	\$67,575	-3% DECREASE	\$48.20_{+GST}



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Finance Administrator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000 – \$59,700	\$55,000 – \$61,500			
EXPERIENCED SALARY	\$63,000 – \$70,000	\$63,000 – \$72,000	\$62,400	9% INCREASE	\$44.50+GST

Accounts Payable

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$56,000 – \$62,000	\$58,000 – \$63,000			
EXPERIENCED SALARY	\$62,000 – \$72,000	\$63,000 – \$72,000	\$63,500	11% INCREASE	\$45.30+GST
MANAGER		\$80,000 – \$120,000			

Accounts Receivable

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$56,000 – \$62,000	\$58,000 – \$63,000			
EXPERIENCED SALARY	\$63,000 – \$72,000	\$65,000 – \$74,000	\$64,125	9% INCREASE	\$45.70+GST
MANAGER		\$78,000 – \$97,000			



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Credit Control

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$58,000 - \$63,000	\$60,000 - \$65,000	 \$65,250	 10% INCREASE	
EXPERIENCED SALARY	\$62,000 - \$72,000	\$66,000 - \$76,000			
MANAGER		\$80,000 - \$110,000			\$46.50+GST

Payroll

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000 - \$65,000	\$62,000 - \$67,000	 \$71,375	 3% INCREASE	
EXPERIENCED SALARY	\$72,000 - \$81,500	\$73,500 - \$90,000			
MANAGER		\$103,000 - \$135,000			\$50.90+GST

Assistant Accountant

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$65,000 - \$68,000	\$64,000 - \$70,000	 \$70,125	 2% INCREASE	
EXPERIENCED SALARY	\$68,000 - \$76,000	\$69,000 - \$81,000			\$50.00+GST



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Recently Qualified Accountant (CA/CPA)

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$80,000 - \$85,000	\$90,000 - \$95,000			
EXPERIENCED SALARY	\$85,000 - \$90,000	\$90,000 - \$100,000	\$89,375	7% INCREASE	\$63.75+GST

Financial Accountant

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$90,000 - \$95,000	\$93,000 - \$105,000			
EXPERIENCED SALARY	\$100,000 - \$120,000	\$100,000 - \$125,000	\$103,500	4% INCREASE	\$73.80+GST

Management Accountant

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$90,000 - \$100,000	\$100,000 - \$110,000			
EXPERIENCED SALARY	\$100,000 - \$125,000	\$110,000 - \$130,000	\$108,125	7% INCREASE	\$77.10+GST



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Group Accountant

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$100,000 - \$110,000	\$100,000 - \$110,000			
EXPERIENCED SALARY	\$110,000 - \$125,000	\$110,000 - \$130,000	\$111,875	1% INCREASE	\$79.80+GST

Systems Accountant

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$85,000 - \$100,000	\$95,000 - \$110,000			
EXPERIENCED SALARY	\$100,000 - \$130,000	\$105,000 - \$150,000	\$109,375	4% INCREASE	\$78.00+GST

Analyst (Commercial / Financial)

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$80,000 - \$95,000	\$105,000 - \$125,000			
EXPERIENCED SALARY	\$105,000 - \$125,000	\$115,000 - \$155,000	\$113,125	2% INCREASE	\$80.70+GST



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Finance Business Partner

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	n/a	\$120,000 - \$130,000			
EXPERIENCED SALARY	n/a	\$135,000 - \$170,000	\$138,750	-2% DECREASE	\$98.95+GST

Finance Manager

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$110,000 - \$125,000	\$125,000 - \$140,000			
EXPERIENCED SALARY	\$130,000 - \$150,000	\$135,000 - \$160,000	\$134,375	4% INCREASE	\$95.80+GST



Financial Executive

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Financial Controller

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$145,000 - \$155,000	\$160,000 - \$175,000			
EXPERIENCED SALARY	\$150,000 - \$185,000	\$170,000 - \$240,000	\$172,500	7% INCREASE	\$123.00_{+GST}

FP&A Manager

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	n/a	\$160,000 - \$195,000			
EXPERIENCED SALARY	n/a	\$190,000 - \$240,000	\$196,250	1% INCREASE	\$139.95_{+GST}

Commercial Manager

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$150,000 - \$165,000	\$175,000 - \$190,000			
EXPERIENCED SALARY	\$160,000 - \$200,000	\$185,000 - \$260,000	\$185,625	1% INCREASE	\$132.35_{+GST}



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Financial Executive

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Chief Financial Officer

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$200,000 - \$225,000	\$230,000 - \$280,000			
EXPERIENCED SALARY	\$220,000 - \$280,000	\$270,000 - \$435,000	\$267,500	9% INCREASE	\$190.75_{+GST}



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Graduate Accountant

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$50,000 – \$58,000			
EXPERIENCED SALARY	\$53,000 – \$60,000	\$55,250	4% INCREASE	\$39.40+GST

Intermediate Accountant

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$58,500 – \$68,000			
EXPERIENCED SALARY	\$61,000 – \$75,000	\$65,625	3% INCREASE	\$46.80+GST

Senior Accountant

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$75,000 – \$85,000			
EXPERIENCED SALARY	\$80,000 – \$90,000	\$82,500	3% INCREASE	\$58.85+GST



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Assistant Manager

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$85,000 – \$95,000			
EXPERIENCED SALARY	\$90,000 – \$105,000	\$93,750	2% INCREASE	\$66.85+GST

Manager

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$105,000 – \$110,000			
EXPERIENCED SALARY	\$110,000 – \$120,000	\$111,250	2% INCREASE	\$79.35+GST

Senior Manager

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$110,000 – \$150,000			
EXPERIENCED SALARY	\$120,000 – \$160,000	\$135,000	2% INCREASE	\$96.30+GST



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Associate Director

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$130,000 - \$150,000			
EXPERIENCED SALARY	\$135,000 - \$160,000	\$143,750	2% INCREASE	\$102.50_{+GST}

Director

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$140,000 - \$170,000			
EXPERIENCED SALARY	\$140,000 - \$170,000	\$155,000	1% INCREASE	\$110.55_{+GST}

Partner

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$170,000 - \$185,000			
EXPERIENCED SALARY	\$180,000 - \$280,000	\$203,750	1% INCREASE	\$145.30_{+GST}



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Graduate Accountant

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$50,000 – \$58,000			
EXPERIENCED SALARY	\$55,000 – \$60,000	\$55,750	4% INCREASE	\$39.75+GST

Intermediate Accountant

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000 – \$70,000			
EXPERIENCED SALARY	\$65,000 – \$85,000	\$72,500	3% INCREASE	\$51.70+GST

Senior Accountant

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$70,000 – \$80,000			
EXPERIENCED SALARY	\$80,000 – \$92,000	\$80,500	3% INCREASE	\$57.40+GST



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Assistant Manager

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$77,000 – \$92,000			
EXPERIENCED SALARY	\$80,000 – \$98,000	\$86,750	2% INCREASE	\$61.85+GST

Manager

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$85,000 – \$100,000			
EXPERIENCED SALARY	\$85,000 – \$110,000	\$95,000	2% INCREASE	\$67.75+GST

Senior Manager

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$92,000 – \$112,000			
EXPERIENCED SALARY	\$100,000 – \$120,000	\$106,000	2% INCREASE	\$75.60+GST



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Associate Director

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$110,000 – \$150,000			
EXPERIENCED SALARY	\$130,000 – \$170,000	\$140,000	2% INCREASE	\$99.85+GST

Director

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$150,000 – \$250,000			
EXPERIENCED SALARY	\$150,000 – \$250,000	\$200,000	1% INCREASE	\$142.60+GST

Partner

		AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$150,000 – \$250,000			
EXPERIENCED SALARY	\$170,000 – \$280,000	\$212,500	1% INCREASE	\$151.53+GST



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Human Resources

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Human Resources Administrator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000 – \$60,000	\$58,000 – \$63,000			
EXPERIENCED SALARY	\$58,000 – \$64,000	\$60,000 – \$68,000	\$60,750	3% INCREASE	\$43.30+GST

Human Resources Coordinator

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000 – \$65,000	\$64,000 – \$70,000			
EXPERIENCED SALARY	\$65,000 – \$70,000	\$68,000 – \$77,000	\$67,375	2% INCREASE	\$48.00+GST

Human Resources Advisor

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$78,000 – \$84,000	\$82,000 – \$91,000			
EXPERIENCED SALARY	\$84,000 – \$91,000	\$90,000 – \$110,000	\$78,260	-13% DECREASE	\$55.80+GST



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Human Resources

BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

FINANCIAL EXECUTIVE

PUBLIC PRACTICE

HUMAN RESOURCES

Human Resources Business Partner

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$111,000 - \$115,000	\$110,000 - \$128,000			
EXPERIENCED SALARY	\$120,000 - \$130,000	\$125,000 - \$140,000	\$122,375	1% INCREASE	\$87.30_{+GST}

Human Resources Manager

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$120,000 - \$130,000	\$125,000 - \$145,000			
EXPERIENCED SALARY	\$130,000 - \$145,000	\$135,000 - \$155,000	\$135,625	3% INCREASE	\$96.70_{+GST}

General Manager – Human Resources

	SME	LARGE/CORPORATE	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$156,000 - \$165,000	\$160,000 - \$183,000			
EXPERIENCED SALARY	\$171,000 - \$185,000	\$180,000 - \$202,000	\$175,250	2% INCREASE	\$125.00_{+GST}



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Methodology

Data Source & Parameters

Our salary guide aims to support all local businesses, candidates and hiring managers with tangible figures, based on local market data, from recent activity.

We source our data from recent and historic appointments which consider outliers that are not reflective of market conditions due to unique, exceptional circumstances.

All figures are basic salary and do not measure bonuses or any additional parts of a package. Methodologies on role and salary sizing are complex and are not a 'one size fits all' approach. As such our salary data is only a GUIDE. In addition to our data we recommend considering contingent factors such as:

- Tenure in the role and history of 'value add' and IP
- Range of accountabilities and role scope. Two roles are never the same
- Organisational structure and where the role is placed
- Level of expertise and calibre of the individual
- Candidate availability and the number of alternative roles in the market they are considering.

For more tangible and 'company specific' salary data we are happy to advise, however more information and data is required to accurately assess. To provide you with additional, ongoing insights, we also produce regular labour data reports which can be found at

www.profilegroup.co.nz/labour-market-reports

For additional insight and reporting please contact
enquiries@profilegroup.co.nz

EXPERIENCE LEVEL BREAKDOWN / DEFINITIONS

ENTRY LEVEL

Less than 2 years of demonstrable experience in that discipline

EXPERIENCED

2 or more years of demonstrable experience in that discipline

MANAGER

Leading a team of direct reports in that discipline

COMPANY SIZE & SCALE BREAKDOWN / DEFINITIONS

SMALL - MEDIUM SIZED ENTITY (SME)

No more than NZ\$200m yearly revenue

LARGE/CORPORATE SIZED ENTITY

Greater than NZ\$200m yearly revenue

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