

SALARY GUIDE

# CORPORATE SERVICES



**Salary & Insights Report**  
2025-2026

#BuildingTrust

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& BUILD  
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# Introduction

As the corporate services sector continues to evolve, so too do the expectations and priorities of professionals working across finance, HR, procurement, administration, and marketing functions. The Corporate Services sector plays a critical role in ensuring operational stability, strategic planning, and internal efficiency across organisations operating in multiple industries. Yet, despite its foundational importance, this workforce is often navigating significant change from shifting work models and increasing mobility, to rising demand for transparency, flexibility, and progression.

The 2025–26 Corporate Services Salary Guide offers a comprehensive snapshot of current workforce trends, drawing on detailed feedback from industry professionals across Australia. This year's findings explore how factors such as career tenure, job satisfaction, salary expectations, work-life balance, and desired benefits are shaping decision-making and career trajectories within the sector.

Whether you're an employer seeking to attract and retain top talent or a professional benchmarking your position in the market, this guide provides valuable insights into what's driving Corporate Services today and where it's heading next.

Our focus on quality assurance ensures the accuracy and reliability of our findings. While the Salary Guide serves as a general reference, please remember that individual factors and market dynamics may influence compensation. For personalised consultations, please contact our expert team.

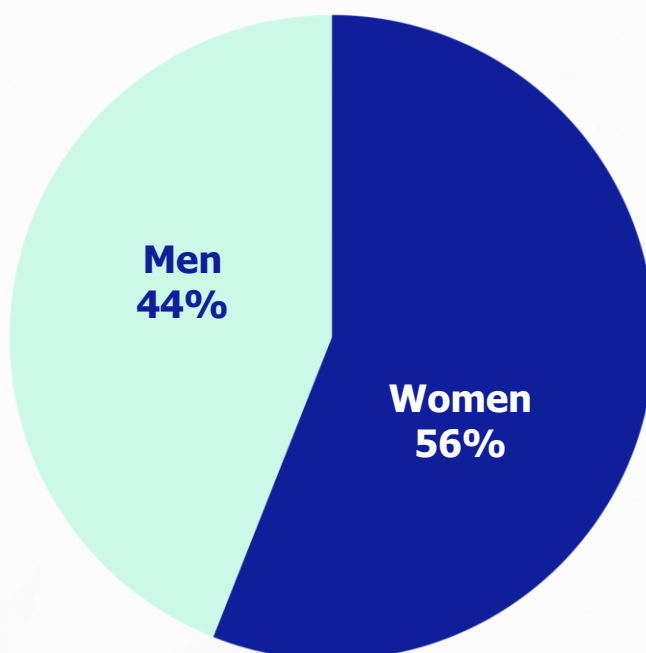


## Demographics & Workforce Composition

The Corporate Services sector is shaped by a mature and highly educated workforce. The most commonly represented age group falls between 45 and 54 years old, with significant representation also seen among professionals aged 55 and above. There is minimal presence among early-career individuals aged under 25, indicating a talent pipeline gap that may need to be addressed in future succession strategies.

A strong emphasis on education is evident, with Bachelor's degrees being the most commonly held qualification. A notable proportion of professionals have also pursued further study, holding either Master's degrees or diplomas. This reflects the sector's focus on formal qualifications as a prerequisite for career progression.

Gender representation is relatively balanced, with women slightly outnumbering men. This aligns with the historical trend of higher female participation in Corporate Services functions such as HR, finance, and administration, though ongoing attention to gender balance in leadership positions remains important.



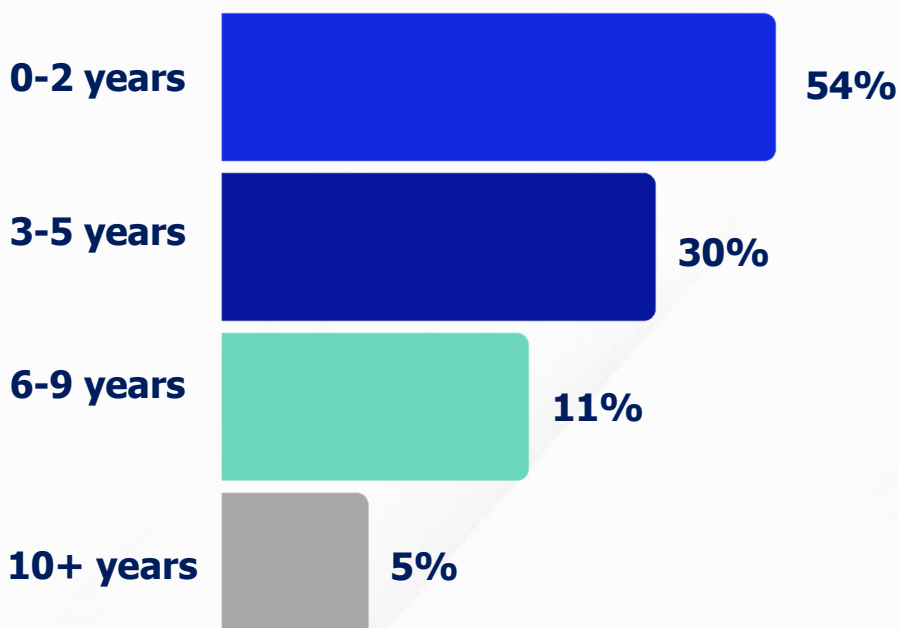
## Job Level & Experience

Corporate Services roles are predominantly filled by professionals at mid-level and senior tiers. Job titles commonly fall into the advisor, specialist, or manager categories, with a solid presence of senior leaders and team supervisors. Entry-level and coordinator roles are far less common, which may reflect limited entry points for graduates or younger professionals.

In terms of overall career experience, a large share of the workforce has 20 years or more of professional experience, highlighting the depth of knowledge and capability within the sector. Mid-career professionals - those with between 7 and 15 years of experience - also form a significant part of the cohort. However, professionals with fewer than three years' experience are a minority, underscoring the need to foster early-career pathways and talent development initiatives.

Despite the depth of career experience, many individuals have spent only a short time in their current organisation. Most report less than two years of tenure, which suggests a high degree of movement either across companies or within portfolios, driven by shifting work expectations, better offers, or lifestyle changes.

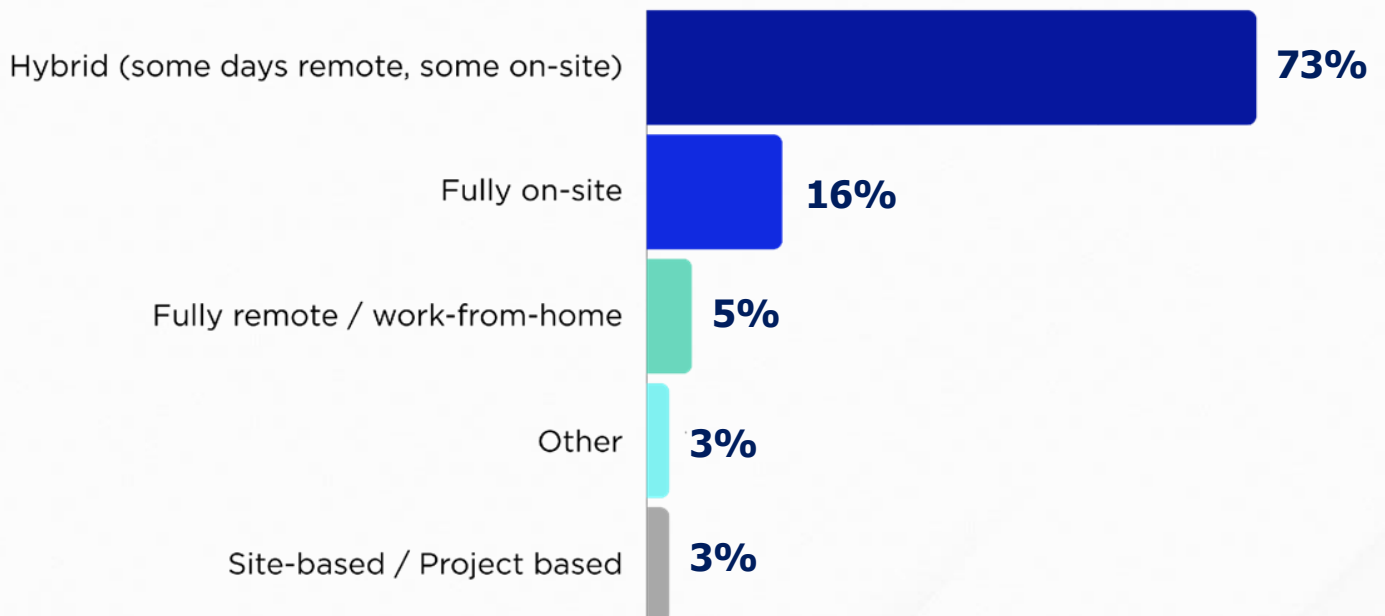
How long have you been at your current company?



## Employment Status & Work Models

Permanent full-time roles dominate the employment landscape in Corporate Services. Only a small proportion of professionals are engaged in contract, temp, or part-time roles, reflecting the sector's preference for stable and long-term staffing structures.

Hybrid working arrangements are now the norm. Most professionals split their time between remote and on-site work, with fully remote and fully on-site roles becoming increasingly rare. This hybrid flexibility reflects a strong adaptation to post-pandemic expectations and has become a cornerstone of the sector's work culture. For employers, maintaining this flexibility will be essential in both retaining and attracting talent.





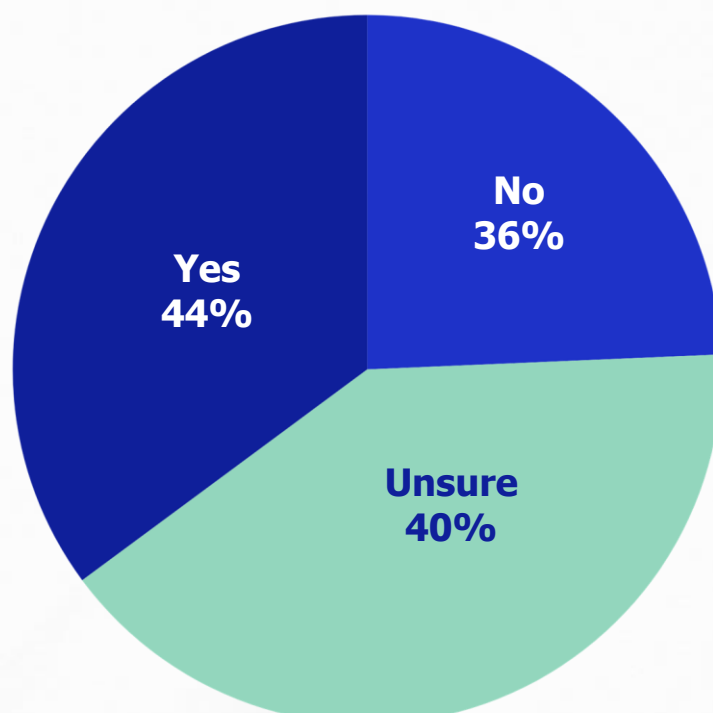
## Pay, Perceptions & Reviews

Salary remains one of the most influential factors in job satisfaction and career decisions. **46%** of respondents feel they are being paid the current market rate, while **24%** are unsure, and **30%** don't think their compensation aligns with the market. This ambiguity highlights the need for clearer benchmarking and salary transparency across the sector.

Pay rise frequency varies. While **43%** of professionals have received a salary increase within the last 12 months, **16%** have not seen a raise in over a year, and **41%** have not received a pay rise at their current company, which is possibly related to the relatively short tenure.

Despite this, there is cautious optimism about future pay reviews. A significant share of professionals expect a pay increase in the near term, although a larger group remains unsure, indicating that communication around salary expectations may need improvement.

Are you expecting a pay rise this year?

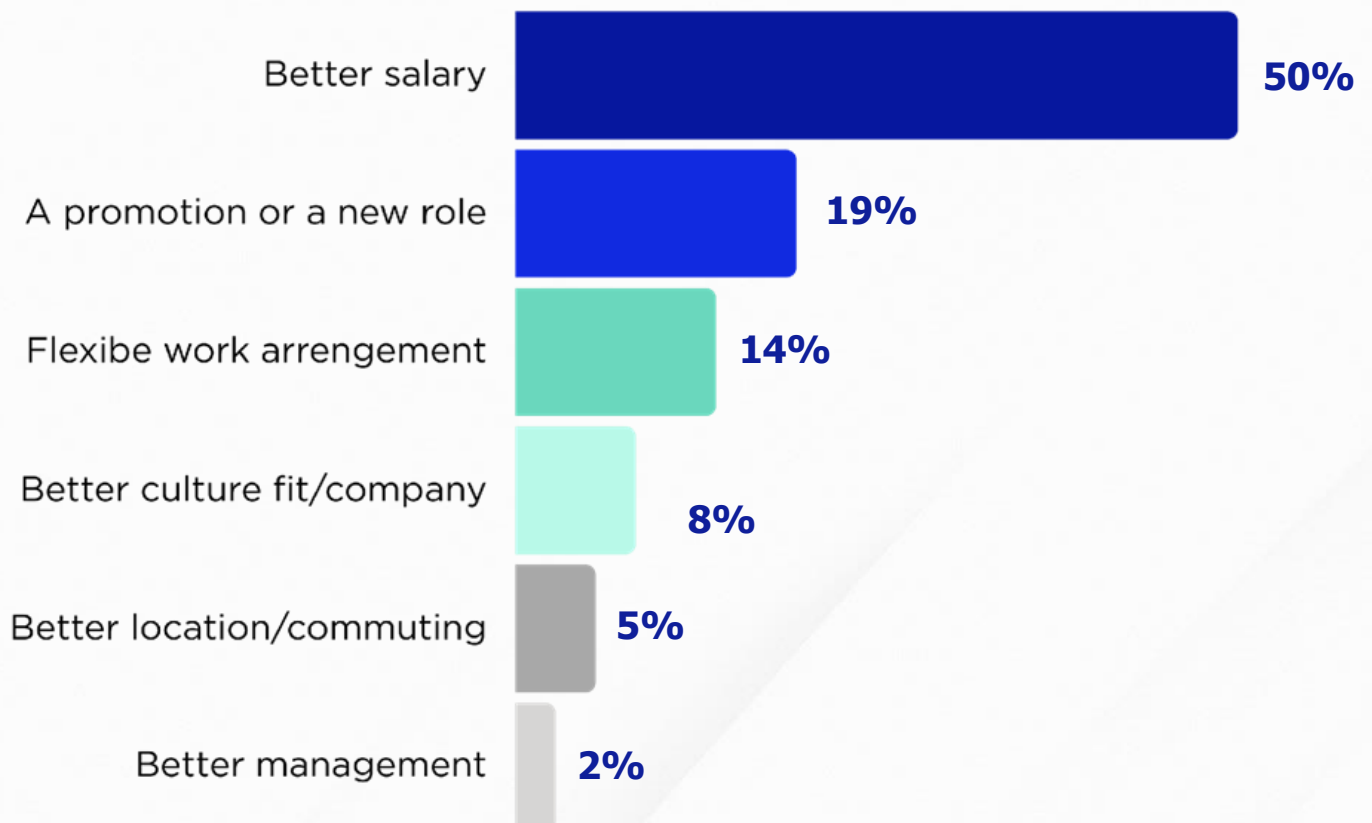


# Job Mobility & Motivation

While most Corporate Services professionals are not actively job hunting (**27%**), the majority remain open to new opportunities (**60%**). Only a small group (**13%**) are not interested in hearing about offers, suggesting that passive talent remains highly accessible, particularly for organisations with strong employee value propositions.

When it comes to reasons for considering a job change, salary clearly leads as the primary motivator. Other factors influencing job mobility include career progression, flexible work arrangements, and, to a lesser extent, company culture and commute. Interestingly, management quality is seldom cited as a reason for leaving, which could reflect relative satisfaction with leadership or simply a stronger emphasis on tangible benefits like remuneration.

What would make you consider a new job offer?



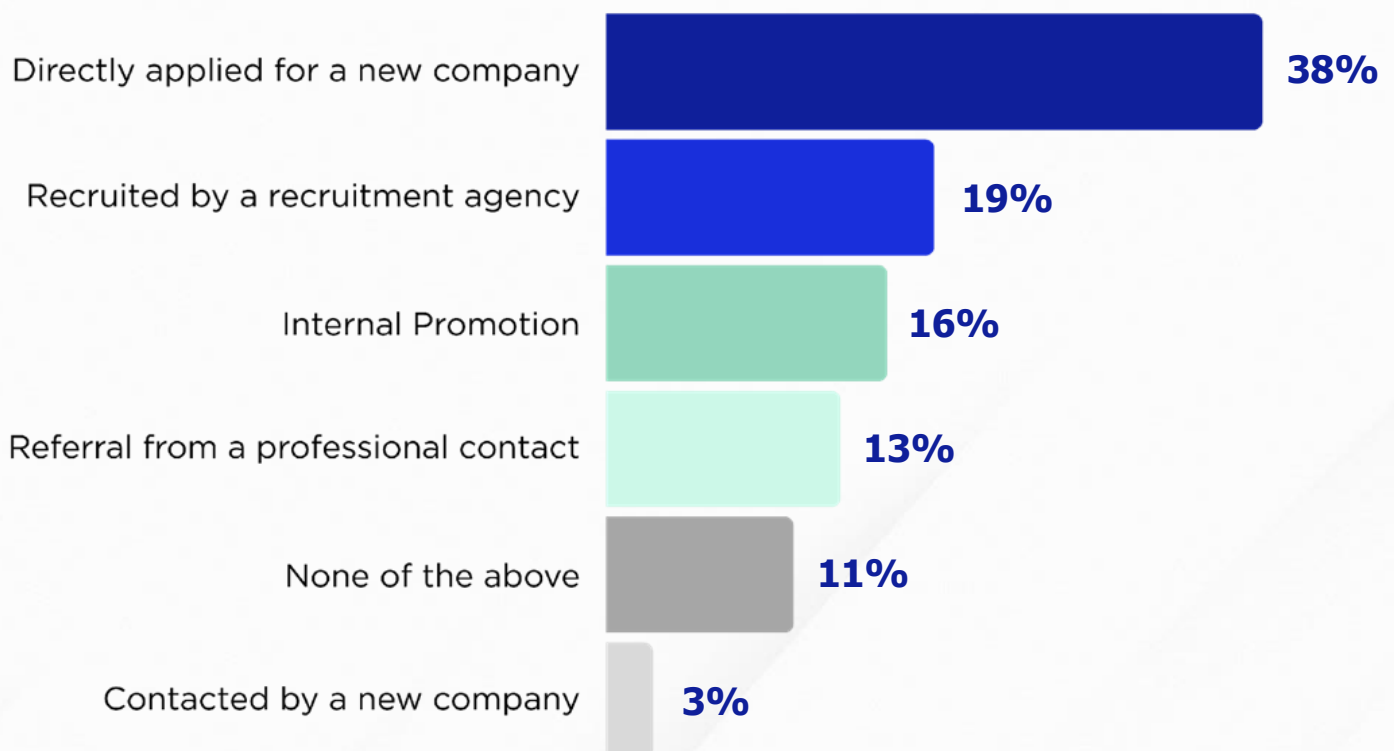


# Pathways into Employment

Direct applications remain the most common route into Corporate Services roles, closely followed by recruitment agency placements and internal promotions. Referrals also play a strong role, indicating that networks and word-of-mouth continue to shape hiring decisions.

Internal progression, while present, is not a dominant theme. This raises the question of whether organisations are effectively promoting from within or whether career advancement opportunities are prompting employees to move externally. A stronger focus on career development frameworks and internal mobility may help improve retention and employee engagement.

Additionally, partnering with specialised recruitment organisations can play a vital role in filling niche or hard-to-source roles, particularly where specific industry knowledge, technical expertise, or senior-level capability is required. Strategic partnerships of this kind can help broaden the talent pool, streamline hiring, and support long-term workforce planning.



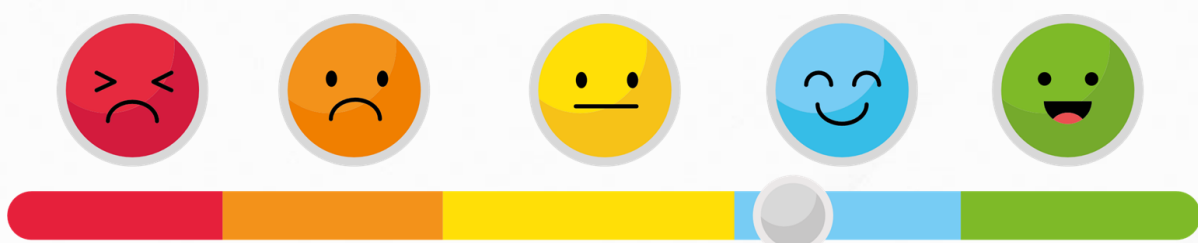
# Engagement, Promotions & Recognition

Overall job satisfaction in the Corporate Services sector is moderate, with most professionals reporting acceptable or positive levels of engagement. However, the data also shows that recognition in the form of promotions and bonus schemes is inconsistent. **78%** of professionals have not received a promotion at their current company, and **59%** report no access to any bonus structure.

The average satisfaction score with their current role sits at **6.2 out of 10**, indicating room for improvement in how roles are structured, supported, and rewarded. While this suggests that professionals are not overwhelmingly dissatisfied, it also highlights that expectations around career fulfilment, recognition, and progression are not fully being met.

For employers, this represents an opportunity to enhance employee experience by focusing on meaningful development pathways, clearer communication, and alignment between individual contribution and organisational support.

**How satisfied are you with your current role?**



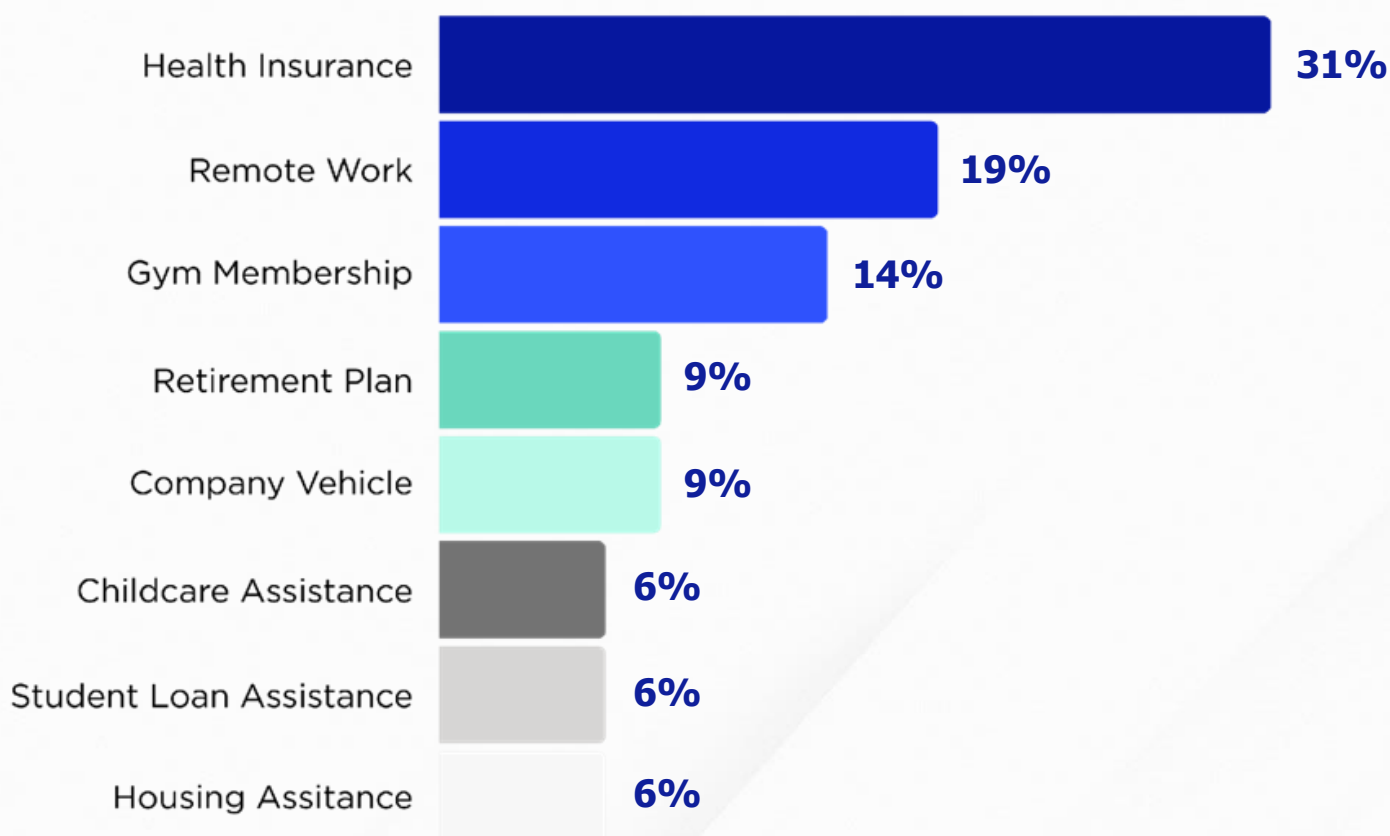
**6.2 / 10**

## Work-Life Balance & Benefits

Work-life balance appears generally positive, with **78%** of professionals reporting they are either satisfied or very satisfied. This is likely supported by the widespread adoption of hybrid work models and the reduced emphasis on commuting or rigid schedules.

When asked about desired benefits, health insurance is the most sought-after, followed by remote work support and wellness incentives such as gym memberships. A smaller number of professionals expressed interest in childcare assistance, student loan support, and company vehicles. These insights show that while salary remains a top concern, non-financial benefits are increasingly valued, particularly those that support health, flexibility, and long-term security.

### What benefits would you like the most?





## Final Insights

Corporate Services professionals are experienced, stable, and highly qualified. Yet they are mobile, responsive to better offers, and increasingly driven by salary competitiveness, career development, and workplace flexibility. While hybrid work is now standard and work-life balance is relatively strong, concerns around pay transparency, recognition, and promotion pathways still persist.

For employers, the opportunity lies in retaining this mature workforce through transparent pay practices, structured internal mobility programs, and holistic benefit packages. For professionals, benchmarking against these insights can support more confident negotiation and career planning. The evolving expectations captured here reflect a sector in transition that values stability, but not at the expense of growth, flexibility, or fairness.



For more information or a personalised consultation, please reach out to our expert team by clicking below.

[designandbuild.com.au](https://designandbuild.com.au)



## SALARY GUIDE

### Corporate Services

AVERAGE BASE SALARY  
FOR 12 MONTHS **AUD**  
EXCLUDING SUPERANNUATION

#### Receptionist/Admin Assistant/Customer Service

Location	Salary Range
NSW - Sydney	\$65,000 - \$90,000
QLD - Brisbane	\$55,000 - \$75,000
VIC - Melbourne	\$65,000 - \$90,000
WA - Perth	\$55,000 - \$75,000

#### Office Manager

Location	Salary Range
NSW - Sydney	\$75,000 - \$115,000
QLD - Brisbane	\$60,000 - \$100,000
VIC - Melbourne	\$75,000 - \$115,000
WA - Perth	\$60,000 - \$100,000

## SALARY GUIDE

### Corporate Services

AVERAGE BASE SALARY  
FOR 12 MONTHS **AUD**  
EXCLUDING SUPERANNUATION

#### Personal Assistant / Executive Assistant

Location	Salary Range
NSW - Sydney	\$80,000 - \$140,000
QLD - Brisbane	\$60,000 - \$120,000
VIC - Melbourne	\$80,000 - \$130,000
WA - Perth	\$60,000 - \$120,000

#### Operations Manager

Location	Salary Range
NSW - Sydney	\$100,000 - \$180,000
QLD - Brisbane	\$80,000 - \$140,000
VIC - Melbourne	\$100,000 - \$180,000
WA - Perth	\$80,000 - \$140,000



## SALARY GUIDE

### Corporate Services

AVERAGE BASE SALARY  
FOR 12 MONTHS AUD  
EXCLUDING SUPERANNUATION

#### Marketing Coordinator / Executive / Manager

Location	Salary Range
NSW - Sydney	\$65,000 - \$150,000
QLD - Brisbane	\$65,000 - \$130,000
VIC - Melbourne	\$65,000 - \$150,000
WA - Perth	\$65,000 - \$130,000

#### Bid Coordinator / Manager

Location	Salary Range
NSW - Sydney	\$85,000 - \$160,000
QLD - Brisbane	\$70,000 - \$130,000
VIC - Melbourne	\$85,000 - \$160,000
WA - Perth	\$70,000 - \$130,000

## SALARY GUIDE

### Corporate Services

AVERAGE BASE SALARY  
FOR 12 MONTHS **AUD**  
EXCLUDING SUPERANNUATION

Finance Assistant / AP & AR / Bookkeeper / Accountant	
Location	Salary Range
NSW - Sydney	\$65,000 - \$130,000
QLD - Brisbane	\$60,000 - \$140,000
VIC - Melbourne	\$65,000 - \$130,000
WA - Perth	\$60,000 - \$140,000

Finance Manager / Controller	
Location	Salary Range
NSW - Sydney	\$100,000 - \$180,000
QLD - Brisbane	\$80,000 - \$160,000
VIC - Melbourne	\$90,000 - \$160,000
WA - Perth	\$80,000 - \$160,000

## SALARY GUIDE

### Corporate Services

AVERAGE BASE SALARY  
FOR 12 MONTHS  
AUD  
EXCLUDING SUPERANNUATION

HR Coordinator / HR Advisor / HRBP / HR Manager	
Location	Salary Range
NSW - Sydney	\$60,000 - \$180,000
QLD - Brisbane	\$50,000 - \$140,000
VIC - Melbourne	\$60,000 - \$180,000
WA - Perth	\$50,000 - \$140,000

Talent Acquisition Coordinator / Specialist / Manager	
Location	Salary Range
NSW - Sydney	\$90,000 - \$150,000
QLD - Brisbane	\$60,000 - \$140,000
VIC - Melbourne	\$90,000 - \$150,000
WA - Perth	\$60,000 - \$140,000



## SALARY GUIDE

### Corporate Services

AVERAGE BASE SALARY

FOR 12  
MONTHS

AUD

EXCLUDING SUPERANNUATION

#### Pre-construction Coordinator / Construction Admin

Location	Salary Range
NSW - Sydney	\$65,000 - \$110,000
QLD - Brisbane	\$55,000 - \$110,000
VIC - Melbourne	\$65,000 - \$110,000
WA - Perth	\$55,000 - \$110,000

#### Permits / Compliance / Planning

Location	Salary Range
NSW - Sydney	\$75,000 - \$95,000
QLD - Brisbane	\$55,000 - \$85,000
VIC - Melbourne	\$75,000 - \$95,000
WA - Perth	\$55,000 - \$85,000

#### Site Admin / Project Admin

Location	Salary Range
NSW - Sydney	\$100,000 - \$130,000
QLD - Brisbane	\$90,000 - \$120,000
VIC - Melbourne	\$100,000 - \$130,000
WA - Perth	\$90,000 - \$120,000

## SALARY GUIDE

### Corporate Services

AVERAGE BASE SALARY  
FOR 12 MONTHS **AUD**  
EXCLUDING SUPERANNUATION

Customer Service Officer (CSO) / Warranty Coordinator	
Location	Salary Range
NSW - Sydney	\$70,000 - \$95,000
QLD - Brisbane	\$55,000 - \$85,000
VIC - Melbourne	\$70,000 - \$95,000
WA - Perth	\$55,000 - \$85,000

Colour Consultant	
Location	Salary Range
NSW - Sydney	\$65,000 - \$105,000
QLD - Brisbane	\$55,000 - \$110,000
VIC - Melbourne	\$65,000 - \$105,000
WA - Perth	\$55,000 - \$110,000

## SALARY GUIDE

### Corporate Services

AVERAGE BASE SALARY  
FOR 12 MONTHS **AUD**  
EXCLUDING SUPERANNUATION

Plan, Contract or Tender Presenter	
Location	Salary Range
NSW - Sydney	\$100,000 - \$180,000
QLD - Brisbane	\$90,000 - \$150,000
VIC - Melbourne	\$100,000 - \$180,000
WA - Perth	\$90,000 - \$150,000

\*Commission per tender is sometimes present

New Home Sales Consultant	
Location	Salary Range
NSW - Sydney	\$55,000 - \$85,000
QLD - Brisbane	\$50,000 - \$70,000
VIC - Melbourne	\$55,000 - \$85,000
WA - Perth	\$50,000 - \$70,000

\*Commission structures always present, OTE \$300k - \$500k

\*\*Common commission structure is reflective of total sale price