

# 2020 Australian & New Zealand Technology, Digital and Business Transformation Salary Survey



**Connecting** Great People



# Foreword



**Sarino Pettinato**  
*State Manager*  
Finite IT  
[sarinop@finite.com.au](mailto:sarinop@finite.com.au)

The year 2020 was expected to deliver strong ongoing demand for IT talent in Australia.

However, due to COVID-19, we have suddenly transitioned into uncertain times and the job market is somewhat unknown. It is hard to tell what will even happen tomorrow, so predicting the rest of the year is proving extremely challenging for experts.

Given the everchanging pace of applied IT innovation, it was already a complex question to forecast the real demand for IT talent before COVID-19. Insight reports such as the 2019 ACS Digital Pulse Survey had previously indicated that a supply of approx. 100,000 (+12.5% increase) additional workers will be required over the forthcoming five years, bringing the total technology workforce to nearly 800,000 by 2024.

While it's hard to predict if the market will still require this supply of IT workers, or if it will require even more, it is clear that this pandemic situation is not permanent. It will end, and when it does, our economy will most likely experience a strong economic boom that will bring new opportunities and jobs with it.

Right now, we are seeing large quantities of IT help-desk roles becoming available. Moving forward, we expect to see even more of the larger organisations bring some, or all, of their offshore solutions back onshore to Australia to regain control and ensure faster and more efficient reactions to future economic or social impacts.

It's also likely we will experience an increased pressure for businesses to provide long term flexible and remote working opportunities for their employees. We expect this will result in an increase in security and infrastructure roles available in the market.

As we move past this period of uncertainty, Australian businesses will have to build a strong multifaceted approach and focus in both attracting, retaining and educating the next generation of their own talent. They need to be clear on the skills and role requirements to ensure they attract and secure the best talent. For example, hybrid IT roles will continue to increase in popularity, whereby candidates are required to have a wider range of skillsets.

For example, experienced architect roles are evolving to becoming more responsible and involved in service and system operations. This is to simplify technical stacks and create agility.

The Health Care sector is expected to experience a high demand for IT workers, where the technology workforce is expected to grow year on year at a rate of 10% over the next 5 years. This will be primarily driven by having to deal with the complexities of understanding and implementing new technology within this sector, especially post-Coronavirus.

The focus on gender diversity in the IT workforce over the last 5-7 years is beginning to pay dividends for organisations, and more importantly the proportion of women working in IT increasing to 29% and the gender pay gap within technology related positions declining to 18%.

This survey was carried out in February 2020 before the widespread effects of COVID-19 began to impact the Australian economy. Although it's hard to predict how long this pandemic will affect IT salaries, once we return to "business as usual", the amount of IT roles available is likely to increase dramatically as businesses scale IT projects, and focus on flexible infrastructure and security. Therefore, the results within this report will give extremely valuable insights for future salaries.

If you require support to build the right team or source the best candidate to help you meet your IT needs and grow your organisation, or perhaps you might be contemplating your next career opportunity, please don't hesitate to get in contact and together we can explore how Finite IT can support you meeting your goals.

Kindest regards,

Sarino Pettinato

*State Manager*

Finite IT

[sarinop@finite.com.au](mailto:sarinop@finite.com.au)

*DISCLAIMER: The pay rates listed have been compiled from placements made by Finite IT Recruitment Solutions in each State/Territory in the period from 2019/2020. All Australian figures listed are in Australian dollars and are inclusive of superannuation, all New Zealand figures are in New Zealand dollars, but do not include any additional bonuses/commissions/benefits offered. While every care has been taken in compiling the information, it is intended as a guide only and does not constitute advice. Finite is not responsible for any losses arising from the use of the information. The information in this report is copyright and may not be reproduced without Finite's permission.*

# New South Wales

## What trends or challenges have occurred in the NSW tech talent market over the last 12 months?

With the global tech race continuing in full swing, many NSW companies are continuing to adopt new technologies such as machine learning, natural language processing, and blockchain to stay ahead of the competition. This is leading to continued very high demand for high calibre tech candidates meaning skilled IT workers are able to negotiate high salaries and perks as companies compete for talent. This also means that contract day rates remain elevated.

## What roles are currently in-demand in NSW?

The IT roles showing the strongest demand are full stack developers, business analysts, network engineers, and security managers. There is also continued strong demand for IT workers with UX experience as companies shift their strategies towards mobile as well as for Agile experience as tech teams embrace agile methodologies of project delivery.

## What are the salary trends in the NSW tech market?

Demand for IT professionals in NSW is strong however salaries have remained fairly steady. This is because most roles are already being remunerated at a fairly high base level owing to the strong demand for tech talent over the last few years. Candidates are also showing an increased level of interest in flexible working conditions rather than being focused purely on salary in their remuneration packages.

## What will happen with tech roles and salaries in NSW in the next 12 months?

Tech role salaries in NSW are expected to remain high, with salaries either remaining steady or slow growth expected in the most in demand roles. CIOs are reporting that the most important considerations for IT job seekers looking for higher base salaries are overall experience, technical skills, as well as specific industry experience. Employers can also remain competitive in attracting talent by offering non-financial incentives such as tailored flexibility around working hours and location.

### GET IN CONTACT:

Sarino Pettinato  
**NSW Manager**  
(02) 8243 6848  
[sarinop@finite.com.au](mailto:sarinop@finite.com.au)

## Permanent (Base + Super)

## Contract (Day Rate)

## Executive

CIO	250,000+	NA
CTO	220,000+	NA
Head of Change Management	150,000 - 210,000	NA
Head of IT	150,000 - 210,000	NA
Head of IT Operations	200,000 - 300,000	NA
Head of Service Delivery	130,000 - 180,000	NA
Head of Transformation	150,000 - 250,000	NA
IT Manager	160,000 - 280,000	NA
Software Development Manager	150,000 - 250,000	NA

## Project Services

Agile Coach	100,000 - 180,000	520 - 1,015
Business Analyst	90,000 - 120,000	470 - 680
Senior Business Analyst	120,000 - 140,000	635 - 790
Business Architect	130,000 - 180,000	680 - 1,015
Change Analyst	75,000 - 110,000	390 - 620
Senior Change Analyst	110,000 - 130,000	575 - 735
Change Manager	110,000 - 160,000	575 - 905
Senior Change Manager	160,000 - 210,000	835 - 1,190
PMO Analyst	95,000 - 140,000	495 - 790
PMO Manager	140,000 - 200,000	730 - 1,130
Portfolio Manager	120,000 - 180,000	635 - 1,015
Process Analyst	115,000 - 140,000	600 - 790
Program Manager	180,000 - 250,000	940 - 1,400
Project Administrator	70,000 - 90,000	365 - 510
Project Coordinator	75,000 - 100,000	390 - 656
Project Manager	135,000 - 155,000	705 - 875
Senior Project Manager	160,000 - 200,000	834 - 1,130
Scrum Master	90,000 - 170,000	470 - 960
Technical Writer	120,000 - 160,000	625 - 905

## Development &amp; Testing

Automation Test Analyst	80,000 - 120,000	415 - 680
Developer - .NET	90,000 - 130,000	470 - 800
Developer - C/C++	100,000 - 140,000	520 - 800
Developer - CMS	80,000 - 130,000	415 - 735
Developer - Java/J2EE	90,000 - 135,000	470 - 900
Developer - Open Source	95,000 - 125,000	520 - 1,000
Development Team Leader	100,000 - 150,000	780 - 1,015

	Permanent (Base + Super)	Contract (Day Rate)
DevOps Architect	150,000 - 180,000	780 - 1,015
DevOps Engineer	125,000 - 165,000	650 - 900
Front End/UI Developer	90,000 - 150,000	470 - 850
Mobile Developer	90,000 - 150,000	470 - 850
SharePoint Consultant/ Developer	120,000 - 160,000	635 - 905
Test Analyst	70,000 - 110,000	365 - 620
Test Lead	100,000 - 130,000	520 - 735
Test Manager	110,000 - 160,000	575 - 905
Web Developer	80,000 - 110,000	415 - 700

## Infrastructure

Application Support Analyst	85,000 - 120,000	445 - 680
Applications Packager	90,000 - 120,000	470 - 680
Change/Release Manager	130,000 - 180,000	680 - 1,015
Desktop Support Analyst	60,000 - 90,000	315 - 510
DevOps Engineer	125,000 - 165,000	650 - 930
Helpdesk - 1st Level Support	55,000 - 65,000	285 - 365
Helpdesk - 2nd Level Support	65,000 - 75,000	340 - 425
Helpdesk Lead	70,000 - 100,000	365 - 565
Helpdesk Manager	80,000 - 120,000	415 - 680
Network Administrator	100,000 - 130,000	520 - 735
Network Designer	110,000 - 140,000	575 - 790
Network Engineer	100,000 - 135,000	520 - 765
Operations Manager	110,000 - 140,000	575 - 790
Security Administrator/ Engineer	130,000 - 170,000	680 - 960
System Administrator	95,000 - 125,000	495 - 705
System Engineer	115,000 - 145,000	600 - 820
Unix System Administrator	95,000 - 130,000	495 - 735

## Digital & UX

Content Manager	90,000 - 115,000	470 - 650
Digital Designer	100,000 - 140,000	520 - 790
Digital Producer	100,000 - 130,000	520 - 735
Graphic, Visual & Interactive Designer	90,000 - 120,000	470 - 680
UI Designer	90,000 - 120,000	470 - 680
UX Architect	115,000 - 150,000	600 - 850
UX Designer	100,000 - 140,000	520 - 790
UX Manager	120,000 - 150,000	635 - 850
UX/CX & Service Designer	160,000 - 200,000	835 - 1,130
Web Designer	60,000 - 100,000	315 - 565

## Permanent (Base + Super)

## Contract (Day Rate)

## Applications

BI Architect	155,000 - 200,000	805 - 1,130
BI Business Analyst	120,000 - 150,000	635 - 850
BI Consultant	120,000 - 150,000	635 - 850
BI Developer	125,000 - 150,000	635 - 850
BI Manager	155,000 - 200,000	805 - 1,130
BI Project Manager	135,000 - 165,000	705 - 930
Data Analyst	90,000 - 130,000	470 - 735
Data Architect	155,000 - 200,000	800 - 1,130
Data Engineer	130,000 - 185,000	680 - 1,045
Data Modeller	130,000 - 185,000	680 - 1,045
Data Scientist	130,000 - 185,000	680 - 1,045
ERP/CRM Business Analyst	120,000 - 150,000	635 - 850
ERP/CRM Consultant	140,000 - 160,000	730 - 905
ERP/CRM Developer	125,000 - 150,000	650 - 850
ERP/CRM Project Manager	130,000 - 180,000	680 - 1,015
ERP/CRM Solution Architect	160,000 - 200,000	835 - 1,130

## IT Sales

Account Executive	80,000 - 100,000	415 - 565
Account Manager	100,000 - 190,000	520 - 1,075
Business Development Manager	110,000 - 200,000	575 - 1,130
Sales Consultant	95,000 - 115,000	495 - 650
Sales Director	200,000 - 300,000	1,045 - 1,695
Service Delivery Consultant	95,000 - 115,000	495 - 650
Service Delivery Manager	130,000 - 200,000	680 - 1,130



# Australian Capital Territory

## What trends or challenges have occurred in the ACT tech talent market over the last 12 months?

The main challenge for companies hiring digital and tech talent in Canberra is the barriers to entry for new technologies. With the departmental requirements around onboarding and clearances, there is a slow influx from interstate. This is resulting in new technologies, which are generally implemented in the private sector long before the public sector, costing the government more and being implemented more slowly.

## What roles are currently in-demand in ACT?

Skilled, high-quality and unique candidates are always in-demand. Specifically, we're seeing high demand in the digital space - UX, UI, and content roles are all in abundance but finding good candidates remains difficult. We're also seeing strong demand for great cloud and cyber security candidates. While we've only seen a slight increase in demand for AI and machine learning roles, we expect to see this increase dramatically in the next few years.

## What are the salary trends in the ACT tech market?

Salaries, and in particular contract rates, have increased significantly over the last two to three years but have plateaued for a number of skills sets over the last 12 months. However, Canberra still has some of the highest contracting rates in the country, with employees being paid well on great, long-term contracts.

## What will happen with tech roles and salaries in ACT in the next 12 months?

Since the election the government sector in Canberra has slowly been formulating its strategy for the next one to three years. With a lot of new projects in the pipeline across some of the larger agencies, the Canberra market is positioned for another strong 12 – 24 months once those new initiatives kick off.

## GET IN CONTACT:

Jeremy Nilsvang  
**Senior Account Manager**  
(02) 6243 6477  
[jermyn@finite.com.au](mailto:jermyn@finite.com.au)



## Permanent (Base + Super)

## Contract (Day Rate)

## Executive

CIO	250,000+	NA
CTO	220,000+	NA
Head of Change Management	150,000 - 250,000	NA
Head of IT	100,000 - 250,000	NA
Head of IT Operations	200,000 - 350,000	NA
Head of Service Delivery	150,000 - 400,000	NA
Head of Transformation	150,000 - 240,000	NA
IT Manager	160,000 - 300,000	NA
Software Development Manager	150,000 - 250,000	NA

## Project Services

Agile Coach	140,000 - 200,000	700 - 1,000
Business Analyst	90,000 - 120,000	500 - 700
Senior Business Analyst	120,000 - 160,000	700 - 900
Business Architect	120,000 - 150,000	700 - 800
Senior Business Architect	150,000 - 180,000	800 - 950
Change Analyst	85,000 - 120,000	450 - 900
Senior Change Analyst	120,000 - 130,000	700 - 870
Change Manager	110,000 - 170,000	650 - 950
Senior Change Manager	170,000 - 220,000	950 - 890
PMO Analyst	95,000 - 140,000	500 - 700
PMO Manager	140,000 - 200,000	700 - 1,000
Portfolio Manager	120,000 - 170,000	700 - 950
Process Analyst	105,000 - 135,000	600 - 890
Program Manager	160,000 - 225,000	900 - 1,100
Project Administrator	70,000 - 120,000	380 - 700
Project Coordinator	80,000 - 130,000	400 - 870
Project Manager	110,000 - 140,000	650 - 890
Senior Project Manager	140,000 - 180,000	890 - 950
Scrum Master	120,000 - 200,000	700 - 1,000
Technical Writer	120,000 - 160,000	700 - 900

## Development &amp; Testing

Automation Test Analyst	60,000 - 130,000	350 - 870
Developer - .NET	70,000 - 130,000	380 - 870
Developer - C/C++	70,000 - 145,000	380 - 900
Developer - CMS	70,000 - 145,000	380 - 900
Developer - Java/J2EE	70,000 - 130,000	380 - 870
Developer - Open Source	70,000 - 135,000	380 - 900
Development Team Leader	100,000 - 140,000	700 - 1,200

	Permanent (Base + Super)	Contract (Day Rate)
DevOps Architect	150,000 - 180,000	780 - 1,200
DevOps Engineer	125,000 - 165,000	650 - 930
Front End/UI Developer	90,000 - 150,000	470 - 1,000
Mobile Developer	90,000 - 150,000	470 - 850
SharePoint Consultant/ Developer	120,000 - 160,000	635 - 905
Test Analyst	70,000 - 110,000	365 - 620
Test Lead	100,000 - 130,000	520 - 735
Test Manager	110,000 - 160,000	575 - 905
Web Developer	80,000 - 110,000	415 - 620

## Infrastructure

Application Support Analyst	85,000 - 120,000	445 - 680
Applications Packager	90,000 - 120,000	470 - 680
Change/Release Manager	130,000 - 180,000	680 - 1,015
Desktop Support Analyst	60,000 - 90,000	315 - 510
DevOps Engineer	125,000 - 165,000	650 - 930
Helpdesk - 1st Level Support	55,000 - 65,000	285 - 365
Helpdesk - 2nd Level Support	65,000 - 75,000	340 - 425
Helpdesk Lead	70,000 - 100,000	365 - 565
Helpdesk Manager	80,000 - 120,000	415- 680
Network Administrator	100,000 - 130,000	520 - 735
Network Designer	110,000 - 140,000	575 - 790
Network Engineer	100,000 - 135,000	520 - 1,100
Operations Manager	110,000 - 140,000	575 - 790
Security Administrator/ Engineer	130,000 - 170,000	680 - 960
System Administrator	95,000 - 125,000	495 - 705
System Engineer	115,000 - 145,000	600 - 820
Unix System Administrator	95,000 - 130,000	495 - 735

## Digital & UX

Content Manager	90,000 - 115,000	470 - 650
Digital Designer	100,000 - 140,000	520 - 790
Digital Producer	100,000 - 130,000	520 - 735
Graphic, Visual & Interactive Designer	90,000 - 120,000	470 - 680
UI Designer	90,000 - 120,000	470 - 680
UX Architect	115,000 - 150,000	600 - 1,100
UX Designer	100,000 - 140,000	520 - 790
UX Manager	120,000 - 150,000	635 - 850
UX/CX & Service Designer	160,000 - 200,000	835 - 1,130
Web Designer	60,000 - 100,000	315 - 656

Permanent (Base + Super)

Contract (Day Rate)

## Applications

BI Architect	155,000 - 200,000	805 - 1,130
BI Business Analyst	120,000 - 150,000	635 - 850
BI Consultant	120,000 - 150,000	635 - 850
BI Developer	125,000 - 150,000	635 - 850
BI Manager	155,000 - 200,000	805 - 1,130
BI Project Manager	135,000 - 165,000	705 - 1,130
Data Analyst	90,000 - 130,000	470 - 950
Data Architect	155,000 - 200,000	1,050 - 1,200
Data Engineer	130,000 - 185,000	680 - 1,045
Data Modeller	130,000 - 185,000	680 - 1,045
Data Scientist	130,000 - 185,000	800 - 1,200
ERP/CRM Business Analyst	120,000 - 150,000	635 - 850
ERP/CRM Consultant	140,000 - 160,000	730 - 905
ERP/CRM Developer	125,000 - 150,000	650 - 950
ERP/CRM Project Manager	130,000 - 180,000	680 - 1,115
ERP/CRM Solution Architect	160,000 - 200,000	835 - 1,330

# Victoria

## What trends or challenges have occurred in the VIC tech talent market over the last 12 months?

There is a great deal of digital transformation occurring within Victorian organisations. This is leading to ongoing demand for people with the skills to implement and integrate the technologies driving this change. Organisations are also becoming more proficient in using internal and external data to generate insights to make better business decisions.

## What roles are currently in-demand in VIC?

There is strong demand for cyber security professionals, software developers, and data scientists working in business intelligence analytics. There is also demand from organisations for candidates with the soft skills and experience to move their data analytics talents closer to the core business so that it can be better integrated into day to day operations.

## What are the salary trends in the VIC tech market?

While emerging technologies remain the most important focus for companies with talent skilled in its implementation seeing good salary growth, traditional IT roles have still fared well, such as end-user support roles. Companies are also rewarding professionals with strong soft skills such as communication and customer skills that lead to improved customer service resolutions.

## What will happen with tech roles and salaries in VIC in the next 12 months?

Salaries in the tech sector will likely continue to outperform most other sectors in Victoria. This is driven by skill shortages, especially across data and software development and cyber security. While there is some evidence of a slowdown in salary increases for some IT roles over the last 12 months, as long as demand remains high and the pool of local talent fully utilised then upward salary pressures will remain.

### GET IN CONTACT:

Tracee Rowe  
**VIC Manager**  
(03) 8320 7566  
[traceer@finite.com.au](mailto:traceer@finite.com.au)

## Permanent (Base + Super)

## Contract (Day Rate)

## Executive

CIO	300,000+	NA
CTO	300,000+	NA
CRO	280,000+	NA
CISO	280,000+	NA
Head of Change Management	180,000 - 220,000	NA
Head of IT	150,000 - 225,000	NA
Head of IT Operations	150,000 - 225,000	NA
Head of Service Delivery	150,000 - 200,000	NA
Head of Transformation	200,000 - 250,000	NA
Head of Security	190,000 - 250,000+	1,100+
Head of Compliance	190,000 - 300,000+	1,100+
Head of Risk	190,000 - 300,000+	1,100+
IT Manager	150,000 - 180,000	NA
Software Development Manager	150,000 - 180,000	NA

## Project Services

Agile Coach	150,000 - 190,000	780 - 1,050
Business Analyst	100,000 - 120,000	600 - 700
Senior Business Analyst	120,000 - 140,000	700 - 900
Business Architect	150,000 - 180,000	850 - 1,000
Senior Business Architect	180,000 - 200,000	1000 +
Change Analyst	70,000 - 90,000	600 - 750
Change Manager	120,000 - 160,000	800 - 1,000
PMO Analyst	90,000 - 100,000	600 - 750
PMO Manager	140,000 - 180,000	800 - 1,000
Portfolio Manager	150,000 - 200,000	900 - 1,130
Process Analyst	105,000 - 135,000	700 - 900
Program Manager	160,000 - 200,000	1000 - 1,200
Project Administrator	70,000 - 90,000	450 - 600
Project Manager	100,000 - 130,000	700 - 1,000
Scrum Master	120,000 - 150,000	800 - 1,000
Technical Writer	90,000 - 130,000	650 - 850

## Development &amp; Testing

Automation Test Analyst	120,000 - 140,000	700 - 900
Developer - (.NET/Java)	85,000 - 110,000	600 - 800
Senior Developer (.NET/Java)	110,000 - 140,000	650 - 800
Developer - C/C++	80,000 - 120,000	550 - 800
Developer - CMS	90,000 - 145,000	600 - 900
Developer - Open Source (PHP)	90,000 - 150,000	550 - 850
Development Team Leader	100,000 - 150,000	700 - 900

	Permanent (Base + Super)	Contract (Day Rate)
DevOps Architect	150,000 - 180,000	900 - 1,000
DevOps Engineer	125,000 - 165,000	750 - 900
Front End/UI Developer	90,000 - 150,000	700 - 850
Mobile Developer	90,000 - 150,000	700 - 850
SharePoint Consultant/ Developer	120,000 - 160,000	650 - 900
Test Analyst	70,000 - 110,000	450 - 620
Test Lead	100,000 - 130,000	600 - 750
Test Manager	110,000 - 160,000	800 - 1,000
Web Developer	80,000 - 110,000	600 - 900

## Infrastructure

Application Support Analyst	85,000 - 120,000	550 - 700
Applications Packager	90,000 - 120,000	550 - 700
Change/Release Manager	130,000 - 180,000	700 - 900
Desktop Support Analyst	60,000 - 90,000	400 - 550
DevOps Engineer	125,000 - 165,000	750 - 900
Helpdesk - 1st Level Support	55,000 - 65,000	300 - 400
Helpdesk - 2nd Level Support	65,000 - 75,000	350 - 450
Helpdesk Lead	70,000 - 100,000	450 - 550
Helpdesk Manager	80,000 - 120,000	600 - 700
Network Administrator	100,000 - 130,000	550 - 650
Network Designer	110,000 - 140,000	800 - 1,000
Network Engineer	100,000 - 135,000	700 - 900
Operations Manager	110,000 - 140,000	900 - 1,000
Security Administrator/ Engineer	130,000 - 170,000	750 - 950
System Administrator	95,000 - 125,000	500 - 700
System Engineer	115,000 - 145,000	600 - 800
Unix System Administrator	95,000 - 130,000	600 - 750

## Digital & UX

Content Manager	90,000 - 115,000	750 - 900
Digital Designer	100,000 - 140,000	750 - 900
Digital Producer	100,000 - 130,000	800 - 1,000
Graphic, Visual & Interactive Designer	90,000 - 120,000	780 - 980
UI Designer	90,000 - 120,000	900 - 1,100
UX Architect	115,000 - 150,000	1000 - 1,200
UX Designer	100,000 - 140,000	900 - 1,000
UX Manager	120,000 - 150,000	800 - 1,000
UX/CX & Service Designer	160,000 - 200,000	900 - 1,200
Web Designer	80,000 - 100,000	700 - 900

## Permanent (Base + Super)

## Contract (Day Rate)

## Applications

BI Architect	155,000 - 200,000	900 - 1,130
BI Business Analyst	120,000 - 150,000	700 - 900
BI Consultant	110,000 - 140,000	700 - 900
BI Developer	125,000 - 150,000	650 - 950
BI Manager	155,000 - 200,000	1000 - 1,200
BI Project Manager	135,000 - 165,000	800 - 1,000
Data Analyst	90,000 - 130,000	550 - 750
Data Architect	155,000 - 200,000	1,000 - 1,150
Data Engineer	130,000 - 185,000	700 - 1,000
Data Modeller	130,000 - 185,000	750 - 1,050
Data Scientist	130,000 - 185,000	800 - 1,100
ERP/CRM Business Analyst	120,000 - 150,000	750 - 950
ERP/CRM Consultant	140,000 - 160,000	730 - 905
ERP/CRM Developer	125,000 - 150,000	650 - 850
ERP/CRM Project Manager	130,000 - 180,000	900 - 1,200
ERP/CRM Solution Architect	160,000 - 200,000	835 - 1,130

## IT Sales

Account Executive	80,000 - 100,000	500 - 600
Account Manager	100,000 - 190,000	650 - 900
Business Development Manager	110,000 - 200,000	650 - 1,130
Sales Consultant	95,000 - 115,000	500 - 650
Sales Director	200,000 - 300,000	1,000 - 1,695
Service Delivery Consultant	95,000 - 115,000	650 - 800
Service Delivery Manager	130,000 - 200,000	900 - 1,100

## Risk, Governance &amp; Security

Risk Manager	160,000 - 230,000	900 - 1,100
Compliance Manager	160,000 - 230,000	900 - 1,100
Security Manager	160,000 - 230,000	1000 - 1,200
Security Engineer	140,000 - 220,000	750 - 900
Risk Analyst	90,000 - 150,000	500 - 700
Compliance Analyst	90,000 - 150,000	500 - 700
Security Analyst	90,000 - 150,000	500 - 700



# Queensland

## What trends or challenges have occurred in the QLD tech talent market over the last 12 months?

Queensland has experienced a surge in IT requirements over the last 12 months. This follows the recent growth trends in Sydney and Melbourne. The result has been a very strong demand coming up against a low supply of candidates. This is especially evident in the emerging technologies and development space. There has been a decrease in demand for traditional IT roles, which has required candidates to upskill themselves to remain relevant.

## What roles are currently in-demand in QLD?

We're seeing high-demand for skilled candidates in emerging tech, AI, robotics and development (e.g. front end, UI, UX and mobile app specialists). There is also an increase in demand for Business Intelligence and related technologies as organisations move to make better use of the abundant data they have at their disposal. This demand is specifically being reflected in Data Modelling and Architect roles, and PowerBI Specialists.

## What are the salary trends in the QLD tech market?

In Queensland, we have witnessed an increase in contract rates. This is especially evident for roles that work with in-demand tech stacks. This is due to the short supply of candidates with the required skill set. While there are mostly contract positions available across Brisbane, permanent salaries have remained fairly stable.

## What will happen with tech roles and salaries in QLD in the next 12 months?

We expect to see the demand for skilled digital and tech candidates to increase in Queensland – especially in emerging tech. There will be continued short supply of candidates, with an increased pressure on the Government's Temporary Skill Shortage initiative to help supplement the pool of available workers. We expect to see an increasing emphasis on not only building technical skills, but also building soft skills and emotional intelligence in tech candidates.

### GET IN CONTACT:

Matthew Pankhurst  
**QLD Manager**  
(07) 3232 2300  
[matthewp@finite.com.au](mailto:matthewp@finite.com.au)

## Permanent (Base + Super)

## Contract (Day Rate)

## Executive

CIO	200,000+	NA
CTO	200,000+	NA
Head of Change Management	150,000 - 250,000	NA
Head of IT	165,000 - 225,000	NA
Head of IT Operations	150,000 - 225,000	NA
Head of Service Delivery	130,000 - 180,000	NA
Head of Transformation	165,000 - 240,000	NA
IT Manager	150,000 - 220,000	NA
Software Development Manager	120,000 - 160,000	NA

## Project Services

Agile Coach	160,000 - 200,000	835 - 1,050
Business Analyst	85,000 - 110,000	520 - 680
Senior Business Analyst	110,000 - 140,000	680 - 750
Business Architect	100,000 - 130,000	520 - 680
Senior Business Architect	135,000 - 200,000	750 - 950
Change Analyst	85,000 - 125,000	445 - 650
Senior Change Analyst	150,000 - 180,000	780 - 950
Change Manager	110,000 - 150,000	575 - 780
Senior Change Manager	150,000 - 180,000	780 - 950
PMO Analyst	95,000 - 130,000	850 - 1,050
PMO Manager	120,000 - 170,000	850 - 1,050
Portfolio Manager	120,000 - 170,000	850 - 1,050
Process Analyst	105,000 - 135,000	550 - 700
Program Manager	160,000 - 225,000	950 - 1,200
Project Administrator	70,000 - 90,000	400 - 550
Project Coordinator	75,000 - 95,000	390 - 495
Project Manager	130,000 - 150,000	800 - 900
Senior Project Manager	140,000 - 170,000	900 - 1,000
Scrum Master	120,000 - 140,000	630 - 730
Technical Writer	120,000 - 140,000	700 - 835

## Development &amp; Testing

Automation Test Analyst	105,000 - 125,000	700 - 850
Developer - .NET	90,000 - 130,000	700 - 850
Developer - C/C++	90,000 - 130,000	700 - 850
Developer - CMS	90,000 - 130,000	700 - 850
Developer - Java/J2EE	90,000 - 130,000	700 - 850
Developer - Open Source	90,000 - 130,000	700 - 850

	Permanent (Base + Super)	Contract (Day Rate)
Developer Team Leader	120,000 - 140,000	800 - 1,000
DevOps Architect	150,000 - 180,000	780 - 1,015
DevOps Engineer	125,000 - 165,000	750 - 900
Front End/UI Developer	100,000 - 130,000	700 - 850
Mobile Developer	100,000 - 130,000	700 - 850
SharePoint Consultant/ Developer	120,000 - 160,000	750 - 880
Test Analyst	85,000 - 120,000	650 - 800
Test Lead	110,000 - 130,000	720 - 900
Test Manager	110,000 - 160,000	840 - 1,000
Web Developer	80,000 - 110,000	650 - 100

## Infrastructure

Application Support Analyst	85,000 - 120,000	445 - 680
Applications Packager	100,000 - 120,000	550 - 720
Change/Release Manager	130,000 - 160,000	800 - 1,015
Desktop Support Analyst	60,000 - 90,000	315 - 510
DevOps Engineer	125,000 - 165,000	750 - 900
Helpdesk - 1st Level Support	55,000 - 65,000	285 - 365
Helpdesk - 2nd Level Support	65,000 - 75,000	340 - 425
Helpdesk Lead	70,000 - 100,000	365 - 565
Helpdesk Manager	80,000 - 120,000	415 - 680
Network Administrator	100,000 - 130,000	520 - 735
Network Designer	110,000 - 140,000	550 - 900
Network Engineer	100,000 - 135,000	700 - 800
Operations Manager	110,000 - 140,000	700 - 900
Security Administrator/ Engineer	130,000 - 170,000	680 - 960
System Administrator	95,000 - 125,000	495 - 705
System Engineer	115,000 - 145,000	700 - 820
Unix System Administrator	95,000 - 130,000	495 - 735

## Digital & UX

Content Manager	90,000 - 115,000	470 - 650
Digital Designer	100,000 - 140,000	520 - 790
Digital Producer	100,000 - 130,000	520 - 735
Graphic, Visual & Interactive Designer	90,000 - 120,000	470 - 680
UI Designer	90,000 - 120,000	470 - 680
UX Architect	115,000 - 150,000	600 - 850
UX Designer	100,000 - 140,000	520 - 790
UX Manager	120,000 - 150,000	635 - 850
UX/CX & Service Designer	160,000 - 200,000	835 - 1,130
Web Designer	60,000 - 100,000	315 - 565

## Permanent (Base + Super)

## Contract (Day Rate)

## Applications

BI Architect	155,000 - 200,000	805 - 1,130
BI Business Analyst	120,000 - 150,000	750 - 900
BI Consultant	120,000 - 150,000	750 - 900
BI Developer	125,000 - 150,000	680 - 850
BI Manager	155,000 - 200,000	805 - 1,130
BI Project Manager	135,000 - 165,000	800 - 1,000
Data Analyst	90,000 - 130,000	650 - 800
Data Architect	155,000 - 200,000	905 - 1,130
Data Engineer	130,000 - 185,000	720 - 1,000
Data Modeller	130,000 - 185,000	720 - 1,000
Data Scientist	130,000 - 185,000	720 - 1,000
ERP/CRM Business Analyst	120,000 - 150,000	750 - 850
ERP/CRM Consultant	140,000 - 160,000	800 - 1,000
ERP/CRM Developer	125,000 - 150,000	750 - 950
ERP/CRM Project Manager	130,000 - 180,000	800 - 1,000
ERP/CRM Solution Architect	160,000 - 200,000	835 - 1,130

## IT Sales

Account Executive	80,000 - 100,000	415 - 565
Account Manager	100,000 - 190,000	520 - 1,075
Business Development Manager	110,000 - 200,000	575 - 1,130
Sales Consultant	95,000 - 115,000	495 - 650
Sales Director	200,000 - 300,000	1,045 - 1,695
Service Delivery Consultant	95,000 - 115,000	495 - 650
Service Delivery Manager	130,000 - 200,000	680 - 1,130

# South Australia

## What trends or challenges have occurred in the SA tech talent market over the last 12 months?

There has been a notable slow down in government spending along with a number of contractors being released. This has provided short term assistance to the labour market from a contracting perspective, meaning employers may find it easier to fill some tech roles that were previously extremely difficult to find contract candidates for. Across the private sector, companies are continuing to scale up and sourcing permanent roles.

## What roles are currently in-demand in SA?

There is strong demand from companies for data driven positions such as business intelligence and data analytics roles as organisations look to elevate these roles into their core activities. There is also continued strong demand for software developers and network engineers.

## What are the salary trends in the SA tech market?

There has been continued salary growth across both permanent and contract IT roles. IT professionals working in South Australia are also benefiting from the cost of living advantages that the state offers, especially in comparison to Melbourne and Sydney.

## What will happen with tech roles and salaries in SA in the next 12 months?

We are anticipating another strong year for IT professionals in the coming year, with salary growth remaining steady to good, and very strong for specialist roles. As technology continues to be a central focus of companies as they develop new services and products, most companies are showing commitments to IT infrastructure and talent spending.

### GET IN CONTACT:

Steven Burt  
**Regional Manager – SA & WA**  
(08) 8224 3800  
[stevenb@finite.com.au](mailto:stevenb@finite.com.au)

## Permanent (Base + Super)

## Contract (Day Rate)

## Executive

CIO	200,000+	NA
CTO	200,000+	NA
Head of Change Management	100,000 - 170,000	NA
Head of IT	150,000 - 200,000	NA
Head of IT Operations	130,000 - 180,000	NA
Head of Service Delivery	130,000 - 180,000	NA
Head of Transformation	180,000 - 240,000	NA
IT Manager	120,000 - 150,000	NA
Software Development Manager	120,000 - 200,000	NA

## Project Services

Agile Coach	140,000 - 180,000	800 - 1,000
Business Analyst	75,000 - 100,000	400 - 600
Senior Business Analyst	100,000 - 130,000	600 - 900
Business Architect	85,000 - 110,000	500 - 650
Senior Business Architect	110,000 - 140,000	600 - 700
Change Analyst	85,000 - 110,000	500 - 650
Senior Change Analyst	110,000 - 140,000	600 - 750
Change Manager	110,000 - 130,000	575 - 780
Senior Change Manager	120,000 - 160,000	780 - 1,000
PMO Analyst	90,000 - 120,000	500 - 750
PMO Manager	120,000 - 170,000	650 - 900
Portfolio Manager	120,000 - 170,000	700 - 900
Process Analyst	110,000 - 140,000	600 - 750
Program Manager	160,000 - 200,000	950 - 1,200
Project Administrator	70,000 - 90,000	350 - 500
Project Coordinator	75,000 - 95,000	400 - 600
Project Manager	130,000 - 170,000	700 - 900
Scrum Master	120,000 - 140,000	600 - 900
Technical Writer	90,000 - 130,000	600 - 850

## Development &amp; Testing

Automation Test Analyst	75,000 - 110,000	400 - 650
Developer - .NET	80,000 - 120,000	450 - 700
Developer - C/C++	70,000 - 120,000	450 - 700
Developer - CMS	70,000 - 120,000	450 - 700
Developer - Java/J2EE	80,000 - 120,000	450 - 700
Developer - Open Source	80,000 - 120,000	450 - 700
Development Team Leader	100,000 - 140,000	500 - 800

	Permanent (Base + Super)	Contract (Day Rate)
DevOps Architect	150,000 - 180,000	800 - 1,000
DevOps Engineer	115,000 - 155,000	650 - 900
Front End/UI Developer	80,000 - 120,000	450 - 800
Mobile Developer	80,000 - 120,000	450 - 800
SharePoint Consultant/ Developer	80,000 - 120,000	600 - 850
Test Analyst	70,000 - 95,000	400 - 600
Test Lead	90,000 - 120,000	550 - 750
Test Manager	110,000 - 150,000	700 - 900
Web Developer	80,000 - 120,000	400 - 650

## Infrastructure

Application Support Analyst	85,000 - 120,000	450 - 650
Applications Packager	85,000 - 120,000	450 - 650
Change/Release Manager	130,000 - 180,000	650 - 1,000
Desktop Support Analyst	55,000 - 85,000	400 - 550
Helpdesk - 1st Level Support	45,000 - 65,000	250 - 350
Helpdesk - 2nd Level Support	60,000 - 80,000	325 - 400
Helpdesk Lead	70,000 - 100,000	350 - 600
Helpdesk Manager	80,000 - 120,000	400 - 650
Network Administrator	80,000 - 100,000	500 - 700
Network Designer	100,000 - 140,000	550 - 800
Network Engineer	110,000 - 150,000	500 - 700
Operations Manager	110,000 - 150,000	600 - 800
Security Administrator/ Engineer	125,000 - 160,000	650 - 900
System Administrator	80,000 - 100,000	450 - 650
System Engineer	110,000 - 140,000	550 - 800
Unix System Administrator	90,000 - 125,000	550 - 750

## Digital & UX

Content Manager	85,000 - 120,000	450 - 700
Digital Designer	95,000 - 135,000	500 - 750
Digital Producer	95,000 - 135,000	500 - 750
Graphic, Visual & Interactive Designer	90,000 - 125,000	450 - 700
UI Designer	85,000 - 115,000	445 - 650
UX Architect	110,000 - 140,000	570 - 800
UX Designer	95,000 - 135,000	520 - 750
UX Manager	110,000 - 140,000	650 - 900
UX/CX & Service Designer	150,000 - 190,000	800 - 1,100
Web Designer	55,000 - 95,000	350 - 600



## Permanent (Base + Super)

## Contract (Day Rate)

## Applications

BI Architect	145,000 - 190,000	765 - 1,100
BI Business Analyst	115,000 - 150,000	605 - 805
BI Consultant	110,000 - 150,000	600 - 800
BI Developer	115,000 - 140,000	600 - 800
BI Manager	145,000 - 200,000	750 - 1,100
BI Project Manager	125,000 - 155,000	670 - 900
Data Analyst	85,000 - 130,000	450 - 700
Data Architect	145,000 - 190,000	750 - 1,000
Data Engineer	125,000 - 175,000	650 - 900
Data Modeller	125,000 - 175,000	650 - 900
Data Scientist	150,000 - 140,000	650 - 1,000
ERP/CRM Business Analyst	115,000 - 180,000	600 - 800
ERP/CRM Consultant	120,000 - 150,000	700 - 900
ERP/CRM Developer	115,000 - 140,000	650 - 900
ERP/CRM Project Manager	120,000 - 170,000	650 - 900
ERP/CRM Solution Architect	150,000 - 200,000	750 - 1,000

## IT Sales

Account Executive	80,000 - 100,000	415 - 565
Account Manager	100,000 - 190,000	520 - 1,075
Business Development Manager	110,000 - 200,000	575 - 1,130
Sales Consultant	95,000 - 115,000	495 - 650
Sales Director	200,000 - 300,000	1,045 - 1,695
Service Delivery Consultant	95,000 - 115,000	495 - 650
Service Delivery Manager	130,000 - 200,000	680 - 1,130

# Western Australia

## What trends or challenges have occurred in the WA tech talent market over the last 12 months?

There is good demand for tech talent in the WA market as initiatives continue to be rolled out by both government and the private sector. This is supported by strong resource prices that have encouraged resource construction and the associated need for technical expertise.

## What roles are currently in-demand in WA?

There is strong demand for data analysts and business intelligence roles, which is following the trend towards utilising analytics. There is also a high demand for software developers with platform and app development experience as the startup scene in Perth continues to progress.

## What are the salary trends in the WA tech market?

Salary trends in the WA market have remained fairly flat over the last 12 months, although there are clear salary spikes for specialists or those recruiting for niche skill sets. Those with broader skill sets such as those with expertise working across multiple cloud technologies and cloud migration can however expect to look for higher salaries.

## What will happen with tech roles and salaries in WA in the next 12 months?

Western Australia's dominant resources industry continues to have an oversized influence on the direction of technological innovation. Artificial intelligence driven technologies, including autonomous drilling, remote operations, and drone technologies are important drivers of tech investment and growth in the state. Candidates with skills that meet these needs will always be in high demand and can expect high salaries, especially when working in regional and remote areas. In the Perth region, there is continued very encouraging emergence of successful tech startups, which is also keeping demand high for software developers which is also likely to be ongoing in the next 12 months.

### GET IN CONTACT:

Steven Burt  
**Regional Manager – WA & SA**  
(08) 8224 3800  
[stevenb@finite.com.au](mailto:stevenb@finite.com.au)

## Permanent (Base + Super)

## Contract (Day Rate)

## Executive

CIO	180,000+	NA
CTO	180,000+	NA
Head of Change Management	150,000 - 250,000	NA
Head of IT	150,000 - 225,000	NA
Head of IT Operations	170,000 - 250,000	NA
Head of Service Delivery	130,000 - 180,000	NA
Head of Transformation	150,000 - 240,000	NA
IT Manager	110,000 - 170,000	NA
Software Development Manager	100,000 - 150,000	NA

## Project Services

Agile Coach	140,000 - 180,000	650 - 1,100
Business Analyst	85,000 - 110,000	445 - 575
Senior Business Analyst	110,000 - 140,000	700 - 900
Business Architect	85,000 - 110,000	445 - 575
Senior Business Architect	110,000 - 140,000	575 - 730
Change Analyst	85,000 - 110,000	450 - 650
Senior Change Analyst	110,000 - 140,000	575 - 730
Change Manager	110,000 - 160,000	575 - 780
Senior Change Manager	150,000 - 180,000	780 - 940
PMO Analyst	95,000 - 130,000	550 - 800
PMO Manager	120,000 - 170,000	630 - 890
Portfolio Manager	120,000 - 170,000	630 - 890
Process Analyst	105,000 - 135,000	550 - 705
Program Manager	160,000 - 225,000	1,000 - 1,500
Project Administrator	70,000 - 90,000	365 - 470
Project Coordinator	75,000 - 95,000	500 - 750
Project Manager	130,000 - 150,000	680 - 780
Senior Project Manager	160,000 - 200,000	850 - 1,200
Scrum Master	120,000 - 140,000	550 - 1,000
Technical Writer	120,000 - 160,000	630 - 835

## Development &amp; Testing

Automation Test Analyst	80,000 - 120,000	450 - 700
Developer - .NET	80,000 - 100,000	500 - 850
Developer - C/C++	85,000 - 115,000	550 - 850
Developer - CMS	80,000 - 110,000	450 - 800
Developer - Java/J2EE	80,000 - 115,000	500 - 850
Developer - Open Source	85,000 - 115,000	500 - 850
Development Team Leader	85,000 - 135,000	600 - 900

	Permanent (Base + Super)	Contract (Day Rate)
DevOps Architect	150,000 - 180,000	780 - 1,015
DevOps Engineer	125,000 - 165,000	650 - 900
Front End/UI Developer	90,000 - 150,000	470 - 850
Mobile Developer	90,000 - 150,000	470 - 850
SharePoint Consultant/ Developer	120,000 - 160,000	635 - 905
Test Analyst	70,000 - 110,000	365 - 620
Test Lead	100,000 - 130,000	520 - 735
Test Manager	110,000 - 160,000	575 - 905
Web Developer	80,000 - 110,000	415 - 620

## Infrastructure

Application Support Analyst	85,000 - 120,000	445 - 680
Applications Packager	90,000 - 120,000	470 - 680
Change/Release Manager	130,000 - 180,000	680 - 1,015
Desktop Support Analyst	60,000 - 90,000	315 - 510
DevOps Engineer	125,000 - 165,000	650 - 930
Helpdesk - 1st Level Support	55,000 - 65,000	285 - 365
Helpdesk - 2nd Level Support	65,000 - 75,000	340 - 425
Helpdesk Lead	70,000 - 100,000	365 - 565
Helpdesk Manager	80,000 - 120,000	415 - 680
Network Administrator	100,000 - 130,000	520 - 735
Network Designer	110,000 - 140,000	575 - 790
Network Engineer	100,000 - 135,000	520 - 765
Operations Manager	110,000 - 140,000	575 - 790
Security Administrator/ Engineer	130,000 - 170,000	680 - 960
System Administrator	95,000 - 125,000	495 - 705
System Engineer	115,000 - 145,000	600 - 820
Unix System Administrator	95,000 - 130,000	495 - 735

## Digital & UX

Content Manager	90,000 - 115,000	470 - 650
Digital Designer	100,000 - 140,000	520 - 790
Digital Producer	100,000 - 130,000	520 - 735
Graphic, Visual & Interactive Designer	90,000 - 120,000	470 - 680
UI Designer	90,000 - 120,000	470 - 680
UX Architect	115,000 - 150,000	600 - 850
UX Designer	100,000 - 140,000	520 - 790
UX Manager	120,000 - 150,000	635 - 850
UX/CX & Service Designer	160,000 - 200,000	835 - 1,130
Web Designer	60,000 - 100,000	315 - 565

## Permanent (Base + Super)

## Contract (Day Rate)

## Applications

BI Architect	155,000 - 200,000	805 - 1,130
BI Business Analyst	120,000 - 150,000	635 - 850
BI Consultant	120,000 - 150,000	635 - 850
BI Developer	125,000 - 150,000	635 - 850
BI Manager	155,000 - 200,000	805 - 1,130
BI Project Manager	135,000 - 165,000	705 - 930
Data Analyst	90,000 - 130,000	470 - 735
Data Architect	155,000 - 200,000	800 - 1130
Data Engineer	130,000 - 185,000	680 - 1,045
Data Modeller	130,000 - 185,000	680 - 1,045
Data Scientist	130,000 - 185,000	680 - 1,045
ERP/CRM Business Analyst	120,000 - 150,000	635 - 850
ERP/CRM Consultant	140,000 - 160,000	730 - 905
ERP/CRM Developer	125,000 - 150,000	650 - 850
ERP/CRM Project Manager	130,000 - 180,000	680 - 1,015
ERP/CRM Solution Architect	160,000 - 200,000	835 - 1,130

## IT Sales

Account Executive	80,000 - 100,000	415 - 565
Account Manager	100,000 - 190,000	520 - 1,075
Business Development Manager	110,000 - 200,000	575 - 1,130
Sales Consultant	95,000 - 115,000	495 - 650
Sales Director	200,000 - 300,000	1,045 - 1,695
Service Delivery Consultant	95,000 - 115,000	495 - 650
Service Delivery Manager	130,000 - 200,000	680 - 1,130

# New Zealand

## What trends or challenges have occurred in the New Zealand tech talent market over the last 12 months?

There are clear indications that the uptake of new technologies is increasing. The effect of this is that we are dealing with a smaller pool of more highly specialised candidates as companies try to fill these niche roles. The contracting market remains large and it is evident that clients generally aren't keen to up-skill contract candidates.

In terms of salaries and demands for tech talent, some interesting trends are emerging. The public sector is now paying on par with the private sector for tech roles. There is also continued pressure on the talent pool due to the implementation of large scale digital transformation projects that many organisations are implementing.

## What roles are currently in-demand in New Zealand?

The most in-demand roles at the moment are data roles. The increasing capabilities of data analytics platforms and the understanding of their usefulness in driving business insights means that data roles are becoming correspondingly increasingly difficult to fill. There is also very strong demand for security specialists and technical and solutions architects. With the ongoing success of using Agile methodologies for software development, demand is strong for Agile coaches and scrum masters. Strong demand also exists across various specialist permanent technical roles.

## What are the salary trends in the New Zealand tech market?

Salaries and hourly rates are both continuing to be on the up. A large part of this is coming from the ongoing pressure on the contract talent pool, which recently has increased dramatically. This in turn is pushing up hourly and day rates.

## What will happen with tech roles and salaries in New Zealand in the next 12 months?

All signs point towards the strong demand seen in recent years to continue. There may however be some changes seen in the type of demand for tech talent. This is due to the fact that many organisations are already moving towards 'new way of working' as they embrace digital transformation and increasing use of technologies, including those that make use of AI and automation tech.

### GET IN CONTACT:

#### AUCKLAND

Mike Farrance

**General Manager – Auckland**

+64 9 300 3011

[mikef@finite920.co.nz](mailto:mikef@finite920.co.nz)

#### WELLINGTON

Justine Berryman

**General Manager – Wellington**

+64 4 978 8000

[justineb@finite920.co.nz](mailto:justineb@finite920.co.nz)

# Auckland

	Permanent (Base)	Contract (Day Rate)	Contract (Hourly)
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## Executive

<b>CIO</b>	<b>250,000+</b>	<b>NA</b>	<b>NA</b>
<b>CTO</b>	<b>220,000+</b>	<b>NA</b>	<b>NA</b>
<b>Head of Change Management</b>	<b>150,000 - 210,000</b>	<b>NA</b>	<b>NA</b>
<b>Head of IT</b>	<b>150,000 - 220,000</b>	<b>NA</b>	<b>NA</b>
<b>Head of IT Operations</b>	<b>200,000 - 300,000</b>	<b>NA</b>	<b>NA</b>
<b>Head of Service Delivery</b>	<b>130,000 - 200,000</b>	<b>NA</b>	<b>NA</b>
<b>Head of Transformation</b>	<b>150,000 - 250,000</b>	<b>NA</b>	<b>NA</b>
<b>IT Manager</b>	<b>160,000 - 280,000</b>	<b>NA</b>	<b>NA</b>
<b>Software Development Manager</b>	<b>150,000 - 250,000</b>	<b>NA</b>	<b>NA</b>

## Project Services

<b>Agile Coach</b>	<b>100,000 - 140,000</b>	<b>800 - 960</b>	<b>100 - 120</b>
<b>Business Analyst</b>	<b>90,000 - 120,000</b>	<b>640 - 760</b>	<b>80 - 95</b>
<b>Senior Business Analyst</b>	<b>120,000 - 130,000</b>	<b>760 - 920</b>	<b>95 - 115</b>
<b>Business Architect</b>	<b>130,000 - 180,000</b>	<b>880 - 1,040</b>	<b>110 - 130</b>
<b>Change Analyst</b>	<b>75,000 - 100,000</b>	<b>400 - 640</b>	<b>50 - 80</b>
<b>Senior Change Analyst</b>	<b>110,000 - 140,000</b>	<b>800 - 1,040</b>	<b>100 - 130</b>
<b>Change Manager</b>	<b>90,000 - 120,000</b>	<b>480 - 640</b>	<b>60 - 80</b>
<b>Senior Change Manager</b>	<b>140,000 - 180,000</b>	<b>960 - 1,200</b>	<b>120 - 150</b>
<b>PMO Analyst</b>	<b>90,000 - 120,000</b>	<b>640 - 800</b>	<b>80 - 100</b>
<b>PMO Manager</b>	<b>140,000 - 200,000</b>	<b>1,040 - 1,280</b>	<b>130 - 160</b>
<b>Portfolio Manager</b>	<b>120,000 - 250,000</b>	<b>1,280 - 1,600</b>	<b>160 - 200</b>
<b>Process Analyst</b>	<b>90,000 - 120,000</b>	<b>640 - 800</b>	<b>80 - 100</b>
<b>Program Manager</b>	<b>150,000 - 200,000</b>	<b>1,000 - 1,200</b>	<b>125 - 150</b>
<b>Project Administrator</b>	<b>70,000 - 90,000</b>	<b>480 - 640</b>	<b>60 - 80</b>
<b>Project Coordinator</b>	<b>75,000 - 100,000</b>	<b>640 - 800</b>	<b>80 - 100</b>
<b>Project Manager</b>	<b>120,000 - 160,000</b>	<b>800 - 1,000</b>	<b>100 - 125</b>
<b>Senior Project Manager</b>	<b>160,000 - 200,000</b>	<b>1,000 - 1,120</b>	<b>125 - 140</b>
<b>Scrum Master</b>	<b>90,000 - 150,000</b>	<b>800 - 960</b>	<b>100 - 120</b>
<b>Technical Writer</b>	<b>90,000 - 140,000</b>	<b>600 - 800</b>	<b>75 - 100</b>

## Development & Testing

<b>Automation Test Analyst</b>	<b>80,000 - 120,000</b>	<b>600 - 720</b>	<b>75 - 90</b>
<b>Developer - .NET</b>	<b>90,000 - 130,000</b>	<b>720 - 880</b>	<b>90 - 110</b>
<b>Developer - C/C++</b>	<b>90,000 - 130,000</b>	<b>720 - 880</b>	<b>90 - 110</b>
<b>Developer - CMS</b>	<b>80,000 - 130,000</b>	<b>720 - 880</b>	<b>90 - 110</b>
<b>Developer - Java/J2EE</b>	<b>90,000 - 130,000</b>	<b>720 - 880</b>	<b>90 - 110</b>
<b>Developer - Open Source</b>	<b>90,000 - 130,000</b>	<b>720 - 880</b>	<b>90 - 110</b>



	Permanent (Base)	Contract (Day Rate)	Contract (Hourly)
Development Team Leader	100,000 - 150,000	800 - 1,040	100 - 130
DevOps Architect	150,000 - 180,000	960 - 1,200	120 - 150
DevOps Engineer	100,000 - 140,000	640 - 960	80 - 120
Front End/UI Developer	90,000 - 150,000	880 - 1,040	110 - 130
Mobile Developer	90,000 - 150,000	880 - 1,040	110 - 130
SharePoint Consultant/ Developer	120,000 - 160,000	640 - 880	80 - 110
Test Analyst	70,000 - 110,000	560 - 720	70 - 90
Test Lead	100,000 - 130,000	720 - 880	90 - 110
Test Manager	110,000 - 160,000	880 - 1,040	110 - 130
Web Developer	80,000 - 110,000	560 - 680	70 - 85

## Infrastructure

Application Support Analyst	80,000 - 120,000	560 - 680	70 - 85
Applications Packager	90,000 - 150,000	640 - 800	80 - 100
Change/Release Manager	100,000 - 150,000	720 - 880	90 - 110
Desktop Support Analyst	60,000 - 90,000	440 - 600	55 - 75
DevOps Engineer	100,000 - 150,000	640 - 800	80 - 100
Helpdesk - 1st Level Support	55,000 - 65,000	280 - 320	35 - 40
Helpdesk - 2nd Level Support	65,000 - 75,000	320 - 440	40 - 55
Helpdesk Lead	70,000 - 100,000	440 - 520	55 - 65
Helpdesk Manager	80,000 - 120,000	520 - 640	65 - 80
Network Administrator	80,000 - 130,000	560 - 640	70 - 80
Network Designer	120,000 - 180,000	640 - 960	80 - 120
Network Engineer	100,000 - 150,000	720 - 800	90 - 100
Operations Manager	110,000 - 160,000	800 - 960	100 - 120
Security Administrator/ Engineer	130,000 - 180,000	640 - 960	80 - 120
System Administrator	90,000 - 120,000	640 - 800	80 - 100
System Engineer	100,000 - 150,000	560 - 720	70 - 90
Unix System Administrator	90,000 - 130,000	560 - 720	70 - 90

## Digital & UX

Content Manager	90,000 - 100,000	640 - 800	80 - 100
Digital Designer	100,000 - 140,000	720 - 960	90 - 120
Digital Producer	100,000 - 130,000	800 - 1,040	100 - 130
Graphic, Visual & Interactive Designer	90,000 - 120,000	480 - 640	60 - 80
UI Designer	90,000 - 120,000	720 - 960	90 - 120
UX Architect	120,000 - 150,000	880 - 1,000	110 - 125
UX Designer	100,000 - 140,000	880 - 1,000	110 - 125
UX Manager	120,000 - 150,000	960 - 1,040	120 - 130
UX/CX & Service Designer	160,000 - 200,000	950 - 1,140	118 - 140
Web Designer	60,000 - 100,000	720 - 1,040	90 - 130

Permanent (Base)

Contract (Day Rate)

Contract (Hourly)

## Applications

<b>BI Architect</b>	<b>155,000 - 200,000</b>	<b>1,000 - 1,200</b>	<b>125 - 150</b>
<b>BI Business Analyst</b>	<b>120,000 - 150,000</b>	<b>640 - 960</b>	<b>80 - 120</b>
<b>BI Consultant</b>	<b>120,000 - 150,000</b>	<b>640 - 960</b>	<b>80 - 120</b>
<b>BI Developer</b>	<b>80,000 - 120,000</b>	<b>640 - 960</b>	<b>80 - 120</b>
<b>BI Manager</b>	<b>140,000 - 200,000</b>	<b>960 - 1,200</b>	<b>120 - 150</b>
<b>BI Project Manager</b>	<b>135,000 - 165,000</b>	<b>880 - 1,120</b>	<b>110 - 140</b>
<b>Data Analyst</b>	<b>80,000 - 120,000</b>	<b>480 - 640</b>	<b>60 - 80</b>
<b>Data Architect</b>	<b>155,000 - 200,000</b>	<b>1,000 - 1,200</b>	<b>125 - 150</b>
<b>Data Engineer</b>	<b>120,000 - 180,000</b>	<b>960 - 1,200</b>	<b>120 - 150</b>
<b>Data Modeller</b>	<b>120,000 - 180,000</b>	<b>960 - 1,200</b>	<b>120 - 150</b>
<b>Data Scientist</b>	<b>120,000 - 180,000</b>	<b>960 - 1,200</b>	<b>120 - 150</b>
<b>ERP/CRM Business Analyst</b>	<b>120,000 - 140,000</b>	<b>720 - 960</b>	<b>90 - 120</b>
<b>ERP/CRM Consultant</b>	<b>130,000 - 160,000</b>	<b>800 - 1,000</b>	<b>100 - 125</b>
<b>ERP/CRM Developer</b>	<b>93,000 - 130,000</b>	<b>720 - 960</b>	<b>90 - 120</b>
<b>ERP/CRM Project Manager</b>	<b>130,000 - 160,000</b>	<b>880 - 1,000</b>	<b>110 - 125</b>
<b>ERP/CRM Solution Architect</b>	<b>160,000 - 200,000</b>	<b>960 - 1,040</b>	<b>120 - 130</b>

## IT Sales

<b>Account Executive</b>	<b>80,000 - 100,000</b>	<b>415 - 565</b>	<b>52 - 70</b>
<b>Account Manager</b>	<b>100,000 - 190,000</b>	<b>520 - 1,075</b>	<b>65 - 135</b>
<b>Business Development Manager</b>	<b>110,000 - 200,000</b>	<b>575 - 1,130</b>	<b>72 - 142</b>
<b>Sales Consultant</b>	<b>80,000 - 120,000</b>	<b>495 - 650</b>	<b>62 - 82</b>
<b>Sales Director</b>	<b>200,000 - 300,000</b>	<b>1,045 - 1,695</b>	<b>130 - 212</b>
<b>Service Delivery Consultant</b>	<b>90,000 - 120,000</b>	<b>680 - 880</b>	<b>85 - 110</b>
<b>Service Delivery Manager</b>	<b>100,000 - 160,000</b>	<b>880 - 960</b>	<b>110 - 120</b>

# Wellington

	Permanent (Base )	Contract (Day Rate)	Contract (Hourly)
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## Executive

<b>CIO</b>	<b>250,000+</b>	<b>NA</b>	<b>NA</b>
<b>CTO</b>	<b>220,000+</b>	<b>NA</b>	<b>NA</b>
<b>Head of Change Management</b>	<b>150,000 - 210,000</b>	<b>NA</b>	<b>NA</b>
<b>Head of IT</b>	<b>150,000 - 210,000</b>	<b>NA</b>	<b>NA</b>
<b>Head of IT Operations</b>	<b>150,000 - 210,000</b>	<b>NA</b>	<b>NA</b>
<b>Head of Service Delivery</b>	<b>130,000 - 180,000</b>	<b>NA</b>	<b>NA</b>
<b>Head of Transformation</b>	<b>150,000 - 250,000</b>	<b>NA</b>	<b>NA</b>
<b>IT Manager</b>	<b>160,000 - 210,000</b>	<b>NA</b>	<b>NA</b>
<b>Software Development Manager</b>	<b>130,000 - 170,000</b>	<b>NA</b>	<b>NA</b>

## Project Services

<b>Agile Coach</b>	<b>120,000 - 140,000</b>	<b>960 - 1,120</b>	<b>120 - 140</b>
<b>Business Analyst</b>	<b>75,000 - 110,000</b>	<b>720 - 800</b>	<b>90 - 100</b>
<b>Senior Business Analyst</b>	<b>100,000 - 140,000</b>	<b>880 - 1,040</b>	<b>100 - 120</b>
<b>Business Architect</b>	<b>120,000 - 150,000</b>	<b>960 - 1,200</b>	<b>120 - 150</b>
<b>Solution Architect</b>	<b>120,000 - 150,000</b>	<b>960 - 1,200</b>	<b>120 - 140</b>
<b>Enterprise Architect</b>	<b>150,000 - 180,000</b>	<b>960 - 1,280</b>	<b>130 - 150</b>
<b>Security Architect</b>	<b>150,000 - 180,000</b>	<b>960 - 1,280</b>	<b>130 - 150</b>
<b>Change Analyst</b>	<b>55,000 - 85,000</b>	<b>440 - 640</b>	<b>55 - 80</b>
<b>Senior Change Analyst</b>	<b>85,000 - 110,000</b>	<b>640 - 800</b>	<b>80 - 100</b>
<b>Change Manager</b>	<b>100,000 - 120,000</b>	<b>720 - 880</b>	<b>90 - 110</b>
<b>Senior Change Manager</b>	<b>140,000 - 180,000</b>	<b>960 - 1,280</b>	<b>110 - 160</b>
<b>PMO Analyst</b>	<b>75,000 - 110,000</b>	<b>600 - 760</b>	<b>75 - 110</b>
<b>PMO Manager</b>	<b>150,000 - 200,000</b>	<b>960 - 1,200</b>	<b>120 - 150</b>
<b>Portfolio Manager</b>	<b>140,000 - 200,000</b>	<b>960 - 1,200</b>	<b>120 - 150</b>
<b>Process Analyst</b>	<b>90,000 - 120,000</b>	<b>720 - 880</b>	<b>90 - 120</b>
<b>Programme Manager</b>	<b>150,000 - 200,000</b>	<b>1,040 - 1,440</b>	<b>150 - 180</b>
<b>Project Administrator</b>	<b>50,000 - 65,000</b>	<b>400 - 520</b>	<b>50 - 65</b>
<b>Project Coordinator</b>	<b>70,000 - 100,000</b>	<b>600 - 760</b>	<b>70 - 90</b>
<b>Project Manager</b>	<b>115,000 - 135,000</b>	<b>880 - 1,000</b>	<b>110 - 130</b>
<b>Senior Project Manager</b>	<b>135,000 - 150,000</b>	<b>960 - 1,200</b>	<b>120 - 150</b>
<b>Scrum Master</b>	<b>110,000 - 120,000</b>	<b>880 - 1,040</b>	<b>100 - 130</b>
<b>Technical Writer</b>	<b>90,000 - 110,000</b>	<b>720 - 800</b>	<b>90 - 100</b>

## Development & Testing

<b>Automation Test Analyst</b>	<b>80,000 - 120,000</b>	<b>760 - 920</b>	<b>80 - 110</b>
<b>Automation Engineer</b>	<b>95,000 - 105,000</b>	<b>760 - 880</b>	<b>100 - 115</b>
<b>Developer - .NET</b>	<b>95,000 - 125,000</b>	<b>760 - 1,000</b>	<b>90 - 115</b>
<b>Developer - C/C++</b>	<b>95,000 - 125,000</b>	<b>760 - 1,000</b>	<b>90 - 115</b>
<b>Developer - CMS</b>	<b>95,000 - 125,000</b>	<b>760 - 1,000</b>	<b>90 - 115</b>

	Permanent (Base)	Contract (Day Rate)	Contract (Hourly)
<b>Developer - Java/J2EE</b>	<b>95,000 - 125,000</b>	<b>760 - 1,000</b>	<b>90 - 115</b>
<b>Developer - Open Source</b>	<b>95,000 - 125,000</b>	<b>760 - 1,000</b>	<b>90 - 115</b>
<b>Development Team Leader</b>	<b>100,000 - 150,000</b>	<b>800 - 1,080</b>	<b>100 - 135</b>
<b>DevOps Architect</b>	<b>150,000 - 180,000</b>	<b>920 - 1,120</b>	<b>115 - 140</b>
<b>DevOps Engineer</b>	<b>125,000 - 165,000</b>	<b>800 - 960</b>	<b>100 - 120</b>
<b>Front End/UI Developer</b>	<b>95,000 - 125,000</b>	<b>760 - 1,000</b>	<b>95 - 125</b>
<b>Mobile Developer</b>	<b>95,000 - 125,000</b>	<b>760 - 1,000</b>	<b>95 - 125</b>
<b>SharePoint Consultant/ Developer</b>	<b>95,000 - 125,000</b>	<b>760 - 1,000</b>	<b>95 - 125</b>
<b>Test Analyst</b>	<b>70,000 - 110,000</b>	<b>640 - 800</b>	<b>80 - 100</b>
<b>Test Lead</b>	<b>100,000 - 130,000</b>	<b>720 - 920</b>	<b>90 - 115</b>
<b>Test Manager</b>	<b>110,000 - 160,000</b>	<b>960 - 1,120</b>	<b>120 - 140</b>
<b>Web Developer</b>	<b>95,000 - 125,000</b>	<b>760 - 1,000</b>	<b>95 - 125</b>

## Infrastructure

<b>Application Support Analyst</b>	<b>50,000 - 110,000</b>	<b>480 - 880</b>	<b>60 - 110</b>
<b>Applications Packager</b>	<b>90,000 - 120,000</b>	<b>600 - 880</b>	<b>75 - 110</b>
<b>Change/Release Manager</b>	<b>110,000 - 150,000</b>	<b>800 - 1,040</b>	<b>100 - 130</b>
<b>Desktop Support Analyst</b>	<b>60,000 - 90,000</b>	<b>480 - 880</b>	<b>60 - 110</b>
<b>DevOps Engineer</b>	<b>125,000 - 165,000</b>	<b>800 - 960</b>	<b>100 - 120</b>
<b>Helpdesk - 1st Level Support</b>	<b>55,000 - 65,000</b>	<b>208 - 320</b>	<b>26 - 40</b>
<b>Helpdesk - 2nd Level Support</b>	<b>65,000 - 75,000</b>	<b>280 - 400</b>	<b>35 - 50</b>
<b>Helpdesk Lead</b>	<b>70,000 - 100,000</b>	<b>440 - 560</b>	<b>55 - 70</b>
<b>Helpdesk Manager</b>	<b>80,000 - 120,000</b>	<b>640 - 800</b>	<b>80 - 100</b>
<b>Network Administrator</b>	<b>100,000 - 130,000</b>	<b>720 - 880</b>	<b>90 - 110</b>
<b>Network Designer</b>	<b>110,000 - 140,000</b>	<b>800 - 960</b>	<b>100 - 120</b>
<b>Network Engineer</b>	<b>100,000 - 135,000</b>	<b>760 - 920</b>	<b>95 - 115</b>
<b>Operations Manager</b>	<b>110,000 - 160,000</b>	<b>800 - 1,120</b>	<b>100 - 140</b>
<b>Security Administrator/ Engineer</b>	<b>120,000 - 170,000</b>	<b>880 - 1,280</b>	<b>110 - 160</b>
<b>System Administrator</b>	<b>95,000 - 125,000</b>	<b>720 - 880</b>	<b>90 - 110</b>
<b>System Engineer</b>	<b>115,000 - 145,000</b>	<b>760 - 920</b>	<b>95 - 115</b>
<b>Unix System Administrator</b>	<b>95,000 - 125,000</b>	<b>720 - 880</b>	<b>90 - 110</b>

## Digital & UX

<b>Content Manager</b>	<b>90,000 - 115,000</b>	<b>640 - 800</b>	<b>80 - 100</b>
<b>Digital Designer</b>	<b>100,000 - 140,000</b>	<b>720 - 960</b>	<b>90 - 120</b>
<b>Digital Producer</b>	<b>100,000 - 130,000</b>	<b>NA</b>	<b>NA</b>
<b>Graphic, Visual &amp; Interactive Designer</b>	<b>90,000 - 120,000</b>	<b>NA</b>	<b>NA</b>
<b>UI Designer</b>	<b>90,000 - 120,000</b>	<b>760 - 960</b>	<b>95 - 120</b>
<b>UX Architect</b>	<b>115,000 - 150,000</b>	<b>960+</b>	<b>120+</b>
<b>UX Designer</b>	<b>90,000 - 120,000</b>	<b>760 - 960</b>	<b>95 - 120</b>
<b>UX Manager</b>	<b>120,000 - 150,000</b>	<b>800 - 1,120</b>	<b>100 - 140</b>
<b>UX/CX &amp; Service Designer</b>	<b>90,000 - 120,000</b>	<b>800 - 960</b>	<b>100 - 120</b>
<b>Web Designer</b>	<b>95,000 - 125,000</b>	<b>760 - 1,000</b>	<b>95 - 125</b>

Permanent (Base)

Contract (Day Rate)

Contract (Hourly)

## Applications

<b>BI Architect</b>	<b>155,000 - 200,000</b>	<b>960 - 1,280</b>	<b>120 - 160</b>
<b>BI Business Analyst</b>	<b>120,000 - 150,000</b>	<b>880 - 1,120</b>	<b>110 - 140</b>
<b>BI Consultant</b>	<b>120,000 - 150,000</b>	<b>960 - 1,200</b>	<b>120 - 150</b>
<b>BI Developer</b>	<b>120,000 - 150,000</b>	<b>920+</b>	<b>115+</b>
<b>BI Manager</b>	<b>155,000 - 200,000</b>	<b>880 - 1,000</b>	<b>110 - 125</b>
<b>BI Project Manager</b>	<b>125,000 - 135,000</b>	<b>880 - 1,000</b>	<b>110 - 125</b>
<b>Data Analyst</b>	<b>65,000 - 100,000</b>	<b>520 - 720</b>	<b>65 - 90</b>
<b>Data Architect</b>	<b>130,000 - 170,000</b>	<b>960 - 1,120</b>	<b>120 - 140</b>
<b>Data Engineer</b>	<b>75,000 - 120,000</b>	<b>600 - 960</b>	<b>75 - 120</b>
<b>Data Modeller</b>	<b>95,000 - 150,000</b>	<b>600 - 800</b>	<b>75 - 120</b>
<b>Data Scientist</b>	<b>75,000 - 150,000</b>	<b>600 - 960</b>	<b>75 - 120</b>
<b>ERP/CRM Business Analyst</b>	<b>120,000 - 150,000</b>	<b>880 - 1,120</b>	<b>110 - 140</b>
<b>ERP/CRM Consultant</b>	<b>120,000 - 150,000</b>	<b>880 - 1,120</b>	<b>110 - 140</b>
<b>ERP/CRM Developer</b>	<b>95,000 - 125,000</b>	<b>760 - 1,000</b>	<b>95 - 125</b>
<b>ERP/CRM Project Manager</b>	<b>125,000 - 135,000</b>	<b>880 - 1,000</b>	<b>110 - 125</b>
<b>ERP/CRM Solution Architect</b>	<b>130,000 - 170,000</b>	<b>960 - 1,120</b>	<b>120 - 140</b>

## IT Sales

<b>Account Executive</b>	<b>80,000 - 100,000</b>	<b>415 - 565</b>	<b>52 - 70</b>
<b>Account Manager</b>	<b>100,000 - 190,000</b>	<b>520 - 1,075</b>	<b>65 - 134</b>
<b>Business Development Manager</b>	<b>110,000 - 200,000</b>	<b>575 - 1,130</b>	<b>72 - 140</b>
<b>Sales Consultant</b>	<b>95,000 - 115,000</b>	<b>495 - 650</b>	<b>62 - 80</b>
<b>Sales Director</b>	<b>200,000 - 300,000</b>	<b>1,045 - 1,695</b>	<b>131 - 210</b>
<b>Service Delivery Consultant</b>	<b>95,000 - 120,000</b>	<b>680 - 880</b>	<b>85 - 110</b>
<b>Service Delivery Manager</b>	<b>110,000 - 150,000</b>	<b>880 - 1,120</b>	<b>110 - 140</b>

# A note from the Managing Director

As Managing Director of Finite, it's great to be able to provide valuable insights and information. As a business, we are deeply proud of the lives we positively impact and the organisations we work for.



**Tracy Thomson**  
*Founder & Managing Director*  
Finite Group

## About Finite IT

Finite are experts in the Australian tech sector and can help candidates understand exactly where their skills are most in demand. Finite helps candidates find their dream tech, digital and business transformation roles.

From humble beginnings, we've grown into a broad network of specialist recruitment professionals, who can help connect you with great candidates and candidates with amazing career opportunities.

We understand that just as each job is unique, each candidate is unique. So, we focus our energy on giving candidates access to the best companies, leaders and roles that align with their individual personality, vision and goals.

Interested in finding out more? Get in contact with your local Finite office today.

### Sydney

Level 23, Angel Place, 123 Pitt Street,  
Sydney, NSW 2000  
T +61 2 8243 6868 E [sydney@finite.com.au](mailto:sydney@finite.com.au)

### Brisbane

Level 20, 307 Queen Street, Brisbane, QLD 4000  
T +61 7 3232 2300 E [brisbane@finite.com.au](mailto:brisbane@finite.com.au)

### Melbourne

Level 33, 140 William Street, Melbourne, VIC 3000  
T +61 3 9617 3900 E [melbourne@finite.com.au](mailto:melbourne@finite.com.au)

### Canberra

Level 2, 14 Moore Street, Canberra, ACT 2601  
T +61 2 6243 6400 E [canberra@finite.com.au](mailto:canberra@finite.com.au)

### Adelaide

Level 12, 25 Grenfell Street, Adelaide, SA 5000  
T +61 8 8224 3800 E [adelaide@finite.com.au](mailto:adelaide@finite.com.au)

### Perth

Mezzanine, 28 The Esplanade,  
Perth, WA 6000  
T +61 8 9219 3500 E [perth@finite.com.au](mailto:perth@finite.com.au)

### Auckland

Level 10, 41 Shortland Street,  
Auckland, NZ  
T +64 9 300 3095 E [auckland@finite920.co.nz](mailto:auckland@finite920.co.nz)

### Wellington

Level 14, 2 Hunter Street,  
Wellington 6011, New Zealand  
T +64 4 978 8000 E [wellington@finite920.co.nz](mailto:wellington@finite920.co.nz)

