

FY23/24

IT CONTRACTOR RATES GUIDE

Daily rates for more than 60 IT contractor roles



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EXECUTIVE SUMMARY

ADAM SHAPLEY

The technology sector has witnessed a significant surge in employment opportunities over the past three years, with a notable emphasis on big tech companies. However, the industry is currently undergoing a correction phase, evident from the recent workforce adjustments among major players. Google reduced its global workforce by 12,000 employees after a substantial hiring spree added 68,000 new workers during the pandemic. Meta scaled its staff to over 87,000 during the same period but later cut 11,000 jobs at the end of 2022. Microsoft and Amazon also cut their workforces by 10,000 each in 2023. Many big tech organisations made a land grab for skills during the pandemic, hoping that consumer's digital behaviours would remain entrenched when the lockdowns ended. Once it became apparent that these behaviours weren't as sticky as hoped, they right-sized their workforces.

This market correction for technology workers has been felt here in Australia and New Zealand as well as large organisations

finalised extensive digital transformations and ERP system implementation projects. Change and project managers are now in less demand, with project manager and senior project managers now commanding lower daily rates.

But as the digital maturity and sophistication of organisations increases, leaders are looking for new skills to take advantage of their increased digital capabilities. Data and advanced analytics, cyber security skills and software developers are now in high demand as are skills to clean and structure the vast amounts of data digitised businesses can now access. Additionally, offshoring, which reversed during the height of the pandemic, is making a comeback, as remote work has demonstrated the feasibility of utilising talent irrespective of geographic location and a tight local market motivates organisations to search for more capacity and capability.

Despite some levelling off in demand, the shortage in technology skills will remain for some time. The

Australian Tech Council, Australia's peak technology industry body, reports that there are currently 935,000^[1] Australians working in technology jobs across the country, an increase of eight per cent from 2022 – and are committed to grow that to 1.2 million by 2030 to meet the country's expected digital needs over the next decade.

As more organisations digitise, the need for technology workers across the entire economy is becoming evident, however some sectors are experiencing more activity than others, including local government, health, infrastructure, utilities and mining.

The start-up and scale-up ecosystem is demonstrating plenty of demand for full-time technology employees, albeit with decreased investment due to elevated interest rates restricting VC funds. Nevertheless, investments in clean tech, climate tech, health and agri tech, and fintech remain promising and are areas that are still seeing growth and therefore demand for talent.

Organisations need to consider best practices for attracting and retaining the right talent and creating world-leading employee experiences. Competitive daily rates and flexibility are seen as hygiene factors now, so organisations will need to look beyond these to create a compelling offering. Other factors that are persuasive to contractors include interesting projects, training and upskilling, the chance to work with new and emerging technologies and work/life balance.

The technology industry has transitioned from a boom to a phase of correction and stabilisation. Skill recalibration and evolving market dynamics shape the sector's landscape, with implications for strategies on attracting and retaining top IT contractors.

Adam Shapley
Managing Director ANZ,
Technology Solutions

1. https://techcouncil.com.au/wp-content/uploads/2023/05/TechCouncil-Tech-Jobs-Update-May-2023_final-1.pdf

IT INSIGHTS FOR BUSINESSES



Rates are flat, but some roles still command high fees

While many rates are flat this year, indicating a small drop when CPI is taken into account, some in-demand roles are still commanding a premium. Notably there has been a more significant drop for roles in the ERP/CRM space, with typical rates dropping by 11 per cent reflecting businesses' digitisation journey moving to maturity. This move to changing in-demand skill profiles has also seen a topping out of the rates that Business Analysts, and Senior Business Analysts can command. However not all areas are flat. Software Developers are seeing an increase of six per cent in typical rates, Penetration Testers have increased by 12 per cent and Test/QA Managers are up 6.6 per cent.



Be as flexible as possible in ways of working

Contractors often chose temporary and project work because they value the autonomy to design their working day in a way that suits their life. Many organisations are asking their people to come back into the office, however when working with contractors consider how you can balance the flexibility they desire with company policies – you may gain access to more hard-to-find talent by offering them the choice in how they work from home vs remotely or a combination of both.



Promote your organisation's interesting projects

Contractor's care about working on interesting and challenging projects which allow them to hone and develop their skill sets and expertise. If your organisation has a strong purpose with projects that are aligned to overcoming societal, economic or environmental challenges, ensure this information is communicated front and centre so its clear when engaging with in-demand contractors.



Utilise contractor expertise to upskill your workforce

Many organisations are still grappling with widespread skills shortages, and the uptake of new technologies in the workplace is set to further exacerbate these gaps. Upskilling your current teams is crucial to future-proofing your workforce, and contractors are well-placed to further the skills of your permanent workforce through their fresh perspectives, ideas and previous project experience. To make the most of this, create opportunities for your permanent staff members to interact and knowledge share with the contractors you engage. You can also check out [Hays Learning](#) to build on the skills that your organisation needs.



Create a world-class EX

The employee experience (EX) is a powerful attraction tool for key in-demand technology contractors. As many of the world's top technology organisations are vying for the same skills, its important to hold your organisation's offering to a global standard. Consider every step of the employee experience, beyond just the attraction and onboarding elements, to retain staff that are in demand on a globally.

IT INSIGHTS FOR CONTRACTORS



Ensure your skills are up to date

Technology moves quickly, and your skills need to keep up. Staying on top of new and emerging tech in your area of expertise will ensure you're future proofing your career prospects. Staying abreast of the most in-demand skills is also important to meet the fast-moving job market. Currently, specialist skills such as cloud and infrastructure, data and analytics, cyber security and artificial intelligence are all in high demand. Don't forget to work on your soft skills as well. Business leaders look for contractors that display strong communication and critical thinking skills, and who can adapt to change quickly and successfully.



Get involved in projects that interest you

Project work can be deeply satisfying when working on roles that spike your curiosity and passion, and working on projects that challenge you are a great way to improve your skills, stay up to date with latest developments and allow you to make your mark on exciting tech projects. Working with an expert recruiter can help you surface the roles that will appeal the most.



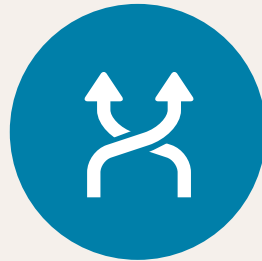
Keep up with market rates

From increasing inflation, to shortages in certain areas and demand in others and the rise of AI in the workplace – there have been many factors impacting daily rates over the past year. Use the contractor rates in this guide as a gauge of what your skills are worth in the market and what you should be asking for, and could be earning.



Protect against automation

AI, machine learning and robotic process automation are all evolving how tasks can be completed. As organisations look for increased productivity and efficiencies, more will be employing automation technologies. Coders, computer programmers, software engineers and data analysts have been identified as roles that could be automated by AI so look for ways to continually develop your capabilities to avoid becoming obsolete.



Be flexible with where you work

Flexibility is key to many tech contractors, including where they work from, but as more workers start to return to the office, roles that are customer facing (internal or external), are also going back to the workplace. Be open to spending time in the office once again and interacting with your colleagues face to face. You might find you enjoy the comradeship and interaction with others after working solo for such a long time.

DAILY IT CONTRACTOR RATES

Explore the current average daily rates
for more than 60 contractor job titles

1250+

Jobs filled globally every day

3000+

Tech contractors working
through Hays on a weekly basis

55

Years experience

200+

Dedicated tech recruitment
consultants in Australia
and New Zealand

40+

Offices across Australia
and New Zealand

253

Offices worldwide

[SEARCH IT JOBS AU](#)

[SEARCH IT JOBS NZ](#)

[GET IN TOUCH AU](#)

[GET IN TOUCH NZ](#)

INFRASTRUCTURE

	SERVICE DESK – LEVEL 1		DESKTOP SUPPORT – LEVEL 2		APPLICATIONS SUPPORT		DBA		SYSTEMS ADMINISTRATION/ ENGINEER		NETWORK ADMINISTRATION/ ENGINEER		NETWORK ARCHITECT		INFRASTRUCTURE ARCHITECT		INFRASTRUCTURE MANAGER		SERVICE DELIVERY MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	320	280 - 400	400	300 - 480	550	450 - 700	650	550 - 750	700	600 - 800	700	600 - 900	1150	1000 - 1300	1100	1000 - 1250	900	850 - 1100	950	850 - 1100
NSW - Regional	320	260 - 380	370	300 - 420	440	400 - 520	650	580 - 850	700	580 - 800	700	580 - 800	950	880 - 1200	950	880 - 1200	850	700 - 1000	900	720 - 1100
VIC - Melbourne	330	260 - 400	350	275 - 480	490	380 - 600	740	600 - 900	690	550 - 850	700	600 - 850	1000	900 - 1200	1100	900 - 1300	875	750 - 1100	850	800 - 1100
QLD - Brisbane, Gold Coast & Sunshine Coast	320	280 - 350	360	320 - 400	480	360 - 500	750	640 - 850	700	550 - 780	720	600 - 900	1000	900 - 1200	1000	800 - 1100	880	720 - 960	850	650 - 1000
SA - Adelaide	300	280 - 320	330	300 - 400	400	360 - 500	750	640 - 850	700	550 - 800	700	600 - 900	1040	800 - 1200	1040	800 - 1250	850	720 - 1000	880	640 - 920
WA - Perth	280	240 - 360	320	280 - 440	480	400 - 520	700	550 - 850	600	450 - 800	750	600 - 1000	1000	900 - 1300	1000	900 - 1300	1000	800 - 1100	1000	700 - 1200
ACT - Canberra	320	280 - 360	400	360 - 480	400	360 - 480	800	640 - 960	960	800 - 1040	960	800 - 1120	1200	1080 - 1320	1200	1080 - 1320	920	800 - 960	1040	920 - 1200
TAS - Hobart/Launceston	300	240 - 360	320	275 - 400	460	380 - 500	750	600 - 850	700	550 - 800	700	600 - 800	1000	900 - 1200	1000	900 - 1200	850	750 - 1000	800	700 - 1000
NT - Darwin	280	240 - 320	330	280 - 400	400	360 - 500	750	640 - 850	720	550 - 800	720	660 - 900	1040	800 - 1200	1040	800 - 1250	850	720 - 1000	880	640 - 920
NZ - Auckland	265	220 - 320	350	280 - 400	480	400 - 550	760	680 - 900	760	680 - 900	760	680 - 900	1050	900 - 1300	1100	920 - 1300	850	720 - 1000	760	640 - 920
NZ - Wellington	340	320 - 360	480	400 - 560	540	480 - 600	760	680 - 900	800	720 - 880	880	800 - 960	1120	1000 - 1280	1120	1000-1280	1000	880-1120	960	880-1040
NZ - Christchurch	280	240 - 360	380	360 - 400	480	400 - 560	720	640 - 880	720	640 - 800	800	720-880	1080	960 - 1280	1080	960-1280	920	800-1000	880	800-960

NOTES
All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ).
New Zealand salaries are represented in New Zealand Dollars.

PROJECTS AND CHANGE MANAGEMENT

	SYSTEMS ANALYST		BUSINESS ANALYST		SENIOR BUSINESS ANALYST		PROJECT CO-ORDINATOR		PROJECT MANAGER		SENIOR PROJECT MANAGER		PROGRAM MANAGER		PROGRAM DIRECTOR	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	850	650 - 900	800	650 - 850	900	800 - 1000	750	600 - 850	950	850 - 1000	1100	950 - 1200	1200	1000 - 1300	1300	1100 - 1500
NSW - Regional	700	600 - 880	800	700 - 900	900	820 - 1000	550	480 - 700	950	850 - 1100	1100	950 - 1200	1100	950 - 1300	1200	1000 - 1400
VIC - Melbourne	700	500 - 800	775	550 - 900	875	750 - 1100	575	400 - 700	900	800 - 1100	1085	900 - 1300	1100	900 - 1500	1300	1100 - 1500
QLD - Brisbane, Gold Coast & Sunshine Coast	800	650 - 960	800	650 - 900	900	850 - 1000	750	600 - 800	800	700 - 900	950	850 - 1050	1000	900 - 1100	1200	1000 - 1400
SA - Adelaide	700	550 - 850	760	650 - 920	880	720 - 1000	600	440 - 800	800	720 - 960	1000	880 - 1200	1000	880 - 1200	1300	1000 - 1500
WA - Perth	700	600 - 900	900	650 - 950	900	800 - 1100	600	400 - 700	1000	750 - 1100	1050	800 - 1300	1200	800 - 1500	1250	1000 - 1600
ACT - Canberra	960	880 - 1040	920	800 - 1000	1040	960 - 1120	760	640 - 840	960	880 - 1040	1120	1040 - 1240	1240	1120 - 1360	1360	1280 - 1520
TAS - Hobart/Launceston	700	500 - 780	800	650 - 900	900	800 - 950	550	400 - 700	950	850 - 1100	1100	950 - 1200	1100	900 - 1200	1300	1000 - 1500
NT - Darwin	720	600 - 980	800	650 - 900	900	800 - 1000	600	450 - 800	1000	750 - 1100	1000	880 - 1200	1000	800 - 1200	1300	1000 - 1500
NZ - Auckland	800	720 - 900	840	760 - 880	920	880 - 1000	750	600 - 880	900	750 - 1000	1200	1120 - 1280	1300	1100 - 1440	1450	1300 - 1600
NZ - Wellington	880	800 - 960	920	880 - 1000	1000	960 - 1080	720	680 - 800	1040	960 - 1120	1200	1120 - 1280	1320	1200 - 1440	1440	1320 - 1680
NZ - Christchurch	800	720 - 900	880	840 - 960	920	880 - 1000	680	640 - 800	960	880 - 1020	1120	1020 - 1200	1200	1100 - 1300	1440	1280 - 1600

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PROJECTS AND CHANGE MANAGEMENT

	PMO MANAGER		PROJECT SCHEDULER		CHANGE ANALYST		CHANGE MANAGER		SENIOR CHANGE MANAGER/CHANGE LEAD		SCRUM MASTER		PRODUCT OWNER		ENTERPRISE ARCHITECT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	1000	900 - 1100	950	800 - 1100	800	700 - 850	950	850 - 1000	1100	1000 - 1200	1000	850 - 1100	950	800 - 1100	1300	1100 - 1500
NSW - Regional	1000	800 - 1200	850	700 - 1000	780	650 - 850	950	800 - 1100	1100	1000 - 1300	1000	880 - 1100	950	800 - 1200	1200	1000 - 1500
VIC - Melbourne	975	800 - 1300	800	700 - 1000	760	650 - 900	900	800 - 1200	1050	950 - 1350	980	900 - 1050	875	800 - 1100	1200	1000 - 1400
QLD - Brisbane, Gold Coast & Sunshine Coast	900	850 - 1000	700	600 - 800	750	650 - 900	1000	800 - 1200	1100	1000 - 1300	950	850 - 1050	950	850 - 1050	1200	1100 - 1500
SA - Adelaide	1000	800 - 1200	700	550 - 900	700	600 - 800	800	700 - 1000	1000	880 - 1200	900	800 - 1000	800	720 - 1000	1200	1000 - 1300
WA - Perth	1200	800 - 1400	600	500 - 800	950	600 - 900	1100	700 - 1100	1100	800 - 2000	950	800 - 1200	800	700 - 1000	1300	1000 - 1500
ACT - Canberra	1080	1040 - 1160	950	800 - 1100	720	640 - 800	1000	920 - 1100	1200	1120 - 1320	960	880 - 1040	1200	1080 - 1280	1480	1360 - 1600
TAS - Hobart/Launceston	1000	800 - 1200	950	800 - 1100	750	600 - 800	900	750 - 1000	1000	900 - 1200	900	800 - 1000	850	700 - 1000	1100	1000 - 1300
NT - Darwin	1000	800 - 1300	700	550 - 900	700	600 - 800	800	700 - 1000	1000	900 - 1300	900	820 - 1000	800	720 - 1000	1200	1000 - 1400
NZ - Auckland	1450	1300 - 1600	700	600 - 800	800	720 - 880	1080	1000 - 1200	1250	1100 - 1400	950	880 - 1100	920	800 - 1200	1500	1200 - 1600
NZ - Wellington	1440	1320 - 1680	880	800 - 960	960	880 - 1040	1200	1080 - 1280	1280	1200 - 1400	1120	1040 - 1200	1120	960 - 1200	1480	1280 - 1600
NZ - Christchurch	1440	1280 - 1600	880	800 - 960	880	800 - 960	1080	1000 - 1200	1280	1200 - 1400	1020	960 - 1120	1080	960 - 1200	1440	1280 - 1600

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SOFTWARE DEVELOPMENT

	DEVELOPER (.NET/JAVA)		SENIOR DEVELOPER (.NET/JAVA)		FULL STACK DEVELOPER (.NET/JAVA)		AUTOMATION ENGINEER		TECHNICAL LEAD/ LEAD ENGINEER (.NET/JAVA)		FRONT-END DEVELOPER		SENIOR FRONT-END DEVELOPER		MOBILE APPS DEVELOPER		UX/UI DESIGNER		SOLUTION ARCHITECT		DEVELOPMENT MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	800	700 - 850	900	800 - 1100	850	750 - 1000	700	600 - 900	900	850 - 1200	800	650 - 850	850	750 - 1000	900	800 - 1100	850	750 - 1000	1100	1000 - 1200	1100	1000 - 1300
NSW - Regional	800	680 - 900	950	850 - 1100	900	700 - 1100	850	650 - 1100	1000	850 - 1200	800	600 - 950	950	800 - 1100	800	700 - 1000	850	700 - 1000	1200	1000 - 1400	1000	800 - 1200
VIC - Melbourne	700	600 - 900	900	800 - 1100	900	800 - 1200	700	500 - 900	1200	900 - 1300	750	700 - 800	800	700 - 900	850	750 - 950	780	550 - 950	1100	900 - 1300	1100	1000 - 1400
VIC - Regional	700	600 - 900	900	800 - 1200	900	800 - 1200	700	600 - 900	1200	1000 - 1600	750	700 - 850	750	700 - 800	850	750 - 950	780	550 - 950	1100	850 - 1300	1300	1200 - 1600
QLD - Brisbane, Gold Coast & Sunshine Coast	800	700 - 900	950	860 - 1000	960	900 - 1040	880	770 - 1100	1050	950 - 1200	800	750 - 900	900	800 - 1000	900	780 - 1000	850	700 - 1000	1100	1000 - 1200	1050	950 - 1150
SA - Adelaide	600	560 - 750	780	720 - 1000	780	720 - 1000	880	780 - 1100	900	900 - 1100	600	560 - 750	780	720 - 1000	750	640 - 1000	650	550 - 950	1100	920 - 1200	900	800 - 1000
WA - Perth	700	500 - 850	800	600 - 1000	950	600 - 1100	1000	520 - 1200	1100	800 - 1300	700	560 - 800	900	680 - 1000	900	680 - 1200	1000	600 - 1200	1200	900 - 1300	1100	800 - 1400
ACT - Canberra	920	840 - 1000	1020	920 - 1100	1020	920 - 1100	1080	960 - 1200	1100	1080 - 1240	920	800 - 1040	1040	920 - 1280	1000	840 - 1140	920	720 - 1000	1240	1120 - 1600	-	-
TAS - Hobart/Launceston	700	600 - 900	900	800 - 1100	900	800 - 1200	700	600 - 900	1000	900 - 1200	750	700 - 850	800	700 - 900	850	750 - 950	750	550 - 950	1100	900 - 1300	950	800 - 1200
NT - Darwin	650	600 - 960	800	650 - 1000	800	600 - 1000	880	780 - 1100	1000	900 - 1100	760	600 - 920	880	800 - 1000	800	680 - 1000	800	600 - 1000	1000	920 - 1100	900	800 - 1000
NZ - Auckland	840	680 - 960	960	800 - 1040	960	800 - 1040	880	800 - 1000	950	880 - 1080	800	720 - 880	950	880 - 1040	950	840 - 1040	960	800 - 1200	1100	960 - 1240	1050	880 - 1200
NZ - Wellington	920	880 - 960	1040	960 - 1120	1040	960 - 1120	960	880 - 1020	1120	1040 - 1200	880	800 - 960	960	880 - 1040	960	880 - 1040	1040	960 - 1200	1120	1080 - 1280	1080	1000 - 1200
NZ - Christchurch	880	800 - 960	920	800 - 1040	920	800 - 1040	880	800 - 1000	1040	1000 - 1120	840	720 - 920	920	840 - 1000	960	880 - 1040	920	800 - 1200	1120	960 - 1240	1040	1000 - 1200

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CLOUD

	DEVOPS ENGINEER		PLATFORM ENGINEER		SITE RELIABILITY ENGINEER		CLOUD ENGINEER		CLOUD ARCHITECT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	1000	900 - 1200	1000	850 - 1200	1000	850 - 1200	950	800 - 1200	1200	1000 - 1400
NSW - Regional	850	700 - 950	900	800 - 1100	950	700 - 1000	900	800 - 1000	1200	950 - 1350
VIC - Melbourne	900	800 - 1100	900	800 - 1100	950	800 - 1200	875	800 - 1100	1250	1000 - 1450
QLD - Brisbane, Gold Coast & Sunshine Coast	900	800 - 1100	900	800 - 1100	880	720 - 1000	900	800 - 1100	1000	900 - 1300
SA - Adelaide	880	750 - 1100	900	800 - 1100	880	720 - 1000	835	720 - 1100	1000	890 - 1300
WA - Perth	1000	720 - 1200	1000	800 - 1200	1000	700 - 1100	1000	720 - 1400	1200	900 - 1400
ACT - Canberra	1160	1020 - 1320	-	-	-	-	1120	880 - 1200	1280	1120 - 1320
TAS - Hobart/Launceston	900	800 - 950	900	800 - 1000	-	-	850	700 - 1100	1000	900 - 1200
NT - Darwin	880	750 - 1100	900	800 - 1100	800	720 - 1000	835	720 - 1100	1000	890 - 1300
NZ - Auckland	1020	960 - 1200	960	880 - 1040	1080	960 - 1200	960	880 - 1020	1280	1120 - 1440
NZ - Wellington	1020	960 - 1200	960	880 - 1040	1080	960 - 1200	960	880 - 1020	1280	1120 - 1440
NZ - Christchurch	1000	880 - 1200	960	800 - 1000	960	880 - 1080	880	800 - 960	1280	960 - 1400

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ERP/CRM

	ERP/CRM ADMINISTRATION		ERP/CRM DEVELOPER		ERP/CRM FUNCTIONAL CONSULTANT		ERP/CRM TECHNICAL CONSULTANT		ERP/CRM TEST ANALYST		ERP/CRM ARCHITECT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	800	600 - 900	900	750 - 1100	1000	900 - 1300	1100	950 - 1300	700	600 - 800	1150	1000 - 1200
NSW - Regional	800	650 - 900	950	750 - 1000	950	850 - 1200	1100	950 - 1300	850	700 - 1000	1200	1000 - 1350
VIC - Melbourne	700	600 - 850	900	750 - 1100	875	850 - 1000	950	875 - 1200	700	600 - 900	1200	1000 - 1400
QLD - Brisbane, Gold Coast & Sunshine Coast	680	560 - 720	880	720 - 1000	900	800 - 1100	960	850 - 1200	880	720 - 1000	1200	1000 - 1400
SA - Adelaide	680	600 - 750	880	720 - 900	1000	980 - 1200	1020	950 - 1100	720	640 - 800	1200	1000 - 1400
WA - Perth	850	750 - 1000	800	600 - 900	950	820 - 1200	950	720 - 1200	720	600 - 800	1200	1000 - 1400
ACT - Canberra	760	560 - 880	1040	960 - 1240	1080	920 - 1250	1100	940 - 1280	880	800 - 1000	1240	1120 - 1600
TAS - Hobart/Launceston	680	600 - 720	880	720 - 1000	900	800 - 1100	1050	950 - 1200	720	640 - 800	1200	1000 - 1400
NT - Darwin	680	600 - 720	-	-	1000	980 - 1200	1020	950 - 110	880	720 - 1000	1200	1000 - 1400
NZ - Auckland	720	640 - 880	960	880 - 1120	1040	920 - 1200	1120	960 - 1200	1000	880 - 1080	1240	1120 - 1400
NZ - Wellington	720	640 - 880	960	880 - 1120	1040	920 - 1200	1120	960 - 1200	1000	880 - 1080	1240	1120 - 1400
NZ - Christchurch	720	640 - 880	960	880 - 1040	1040	920 - 1200	1120	960 - 1200	920	800 - 1000	1240	1120 - 1400

NOTES
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New Zealand salaries are represented in New Zealand Dollars.

DATA AND ADVANCED ANALYTICS

	DATA ANALYST		SENIOR DATA ANALYST		BI DEVELOPER		DATA MODELLER		DATA ENGINEER		DATA SCIENTIST		DATA ARCHITECT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	700	550 - 800	850	650 - 1000	800	650 - 1000	850	650 - 1000	850	750 - 1000	950	800 - 1200	1100	950 - 1300
NSW - Regional	700	600 - 850	850	700 - 1000	800	600 - 1000	950	800 - 1100	950	800 - 1200	985	800 - 1200	1000	850 - 1400
VIC - Melbourne	650	500 - 700	920	700 - 1000	775	600 - 900	850	700 - 1000	800	650 - 1050	1000	800 - 1300	1050	975 - 1300
QLD - Brisbane, Gold Coast & Sunshine Coast	720	480 - 880	920	800 - 1000	880	720 - 960	900	800 - 1000	880	640 - 1040	1000	720 - 1200	1200	1120 - 1440
SA - Adelaide	600	440 - 800	850	750 - 1000	750	600 - 950	850	700 - 1000	840	640 - 1040	960	720 - 1100	1000	800 - 1300
WA - Perth	680	500 - 800	800	650 - 900	800	520 - 900	800	520 - 900	1000	700 - 1200	1000	720 - 1400	1200	950 - 1400
ACT - Canberra	1000	800 - 1200	1100	960 - 1300	1100	980 - 1300	1040	960 - 1280	1160	1040 - 1400	1120	980 - 1400	1200	1120 - 1480
TAS - Hobart/Launceston	550	480 - 600	800	600 - 950	800	700 - 1000	-	-	800	650 - 1000	850	750 - 1000	1000	800 - 1100
NT - Darwin	600	440 - 880	850	750 - 1000	750	650 - 950	850	700 - 1000	840	640 - 1040	960	720 - 1100	1000	800 - 1300
NZ - Auckland	880	800 - 960	960	840 - 1020	1020	960 - 1100	1020	960 - 1140	1040	960 - 1120	1040	960 - 1120	1200	1120 - 1320
NZ - Wellington	880	800 - 960	960	840 - 1020	1020	960 - 1100	1020	960 - 1140	1040	960 - 1120	1040	960 - 1120	1200	1120 - 1320
NZ - Christchurch	800	720 - 880	880	800 - 960	960	880 - 1020	960	900 - 1120	1040	960 - 1120	960	900 - 1020	1200	1120 - 1320

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CYBER SECURITY

	CYBER SECURITY ANALYST		CYBER SECURITY ENGINEER		CYBER SECURITY ARCHITECT		CYBER SECURITY MANAGER		PENETRATION TESTER		IDAM ENGINEER		IDAM ARCHITECT		GRC CONSULTANT	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	800	750 - 900	900	800 - 1000	1100	1000 - 1300	1200	1100 - 1300	800	600 - 950	900	800 - 1100	1200	1100 - 1400	900	800 - 1000
NSW - Regional	900	750 - 1000	1000	900 - 1100	1300	1000 - 1600	1300	1200 - 1500	800	650 - 1000	1000	800 - 1200	1200	1100 - 1300	1100	1000 - 1350
VIC - Melbourne	800	650 - 900	950	750 - 1000	1250	1100 - 1300	1300	1200 - 1500	1100	900 - 1300	1000	800 - 1100	1200	1100 - 1400	1000	800 - 1250
VIC - Regional	800	600 - 950	950	750 - 1100	-	-	-	-	850	600 - 1000	1000	800 - 1200	1200	1100 - 1400	1000	800 - 1250
QLD - Brisbane, Gold Coast & Sunshine Coast	720	640 - 880	880	750 - 1000	1300	1100 - 1500	1300	1100 - 1500	880	640 - 960	1000	800 - 1200	1200	1000 - 1400	1100	880 - 1300
SA - Adelaide	720	640 - 880	840	720 - 960	1300	1100 - 1400	1300	1100 - 1500	880	640 - 960	1000	800 - 1200	1200	1000 - 1400	1160	960 - 1280
WA - Perth	720	640 - 880	840	720 - 960	1300	1100 - 1400	1300	1100 - 1500	880	640 - 1000	1000	800 - 1100	1200	1100 - 1300	900	700 - 1100
ACT - Canberra	960	800 - 1080	1120	960 - 1280	1280	1200 - 1540	1200	1120 - 1320	920	800 - 1000	1000	880 - 1200	1100	1000 - 1200	1000	800 - 1120
TAS - Hobart/Launceston	700	600 - 800	800	750 - 1000	1200	1000 - 1300	1200	1100 - 1300	-	-	-	-	-	-	-	-
NT - Darwin	720	640 - 880	840	720 - 960	1300	1100 - 1400	1300	1100 - 1500	880	640 - 960	1000	840 - 1200	1200	1000 - 1400	1160	960 - 1280
NZ - Auckland	880	720 - 960	960	800 - 1040	1360	1200 - 1600	1360	1200 - 1600	880	800 - 960	1000	960 - 1200	1360	1200 - 1600	1160	960 - 1280
NZ - Wellington	880	720 - 960	960	800 - 1040	1360	1200 - 1600	1360	1200 - 1600	880	800 - 960	1000	960 - 1200	1360	1200 - 1600	1160	960 - 1280
NZ - Christchurch	760	680 - 880	880	720 - 960	1360	1200 - 1600	1360	1200 - 1600	880	720 - 960	1000	880 - 1200	1360	1200 - 1600	1160	960 - 1280

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TESTING

	TEST ANALYST		SENIOR TEST ANALYST		AUTOMATION TEST ANALYST		TEST LEAD		TEST/QA MANAGER	
	Typical	Range	Typical	Range	Typical	Range	Typical	Range	Typical	Range
NSW - Sydney	550	450 - 650	600	500 - 750	800	700 - 900	800	700 - 900	950	750 - 1000
NSW - Regional	700	550 - 850	850	700 - 950	850	700 - 950	900	750 - 1000	950	800 - 1100
VIC - Melbourne	700	550 - 750	800	700 - 950	820	650 - 900	820	750 - 1050	950	700 - 1050
VIC - Regional	-	-	-	-	-	-	850	750 - 950	-	-
QLD - Brisbane, Gold Coast & Sunshine Coast	680	640 - 720	800	700 - 880	880	720 - 960	880	780 - 1000	960	800 - 1100
SA - Adelaide	600	480 - 700	720	640 - 800	600	480 - 700	820	680 - 940	880	700 - 1000
WA - Perth	550	480 - 680	760	600 - 800	700	600 - 900	800	720 - 1000	1100	800 - 1300
ACT - Canberra	640	520 - 760	720	680 - 840	1000	880 - 1120	880	800 - 960	1080	1000 - 1160
TAS - Hobart/Launceston	650	500 - 750	800	700 - 900	650	500 - 750	800	720 - 1000	950	800 - 1000
NT - Darwin	680	640 - 800	720	600 - 880	800	650 - 900	820	680 - 940	880	720 - 1100
NZ - Auckland	880	800 - 960	1000	920 - 1120	1000	960 - 1120	1140	1040 - 1200	1140	1040 - 1200
NZ - Wellington	880	800 - 960	1000	920 - 1120	1000	960 - 1120	1140	1040 - 1200	1140	1040 - 1200
NZ - Christchurch	800	720 - 880	960	880 - 1040	960	880 - 1040	1140	1040 - 1200	1140	1040 - 1200

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