



Market changes

Rapid IT jobs growth was the key feature of the past 12 months and a substantial requirement for staff across the range of skills and technologies, both permanent and contract, remained. Nowhere is this more obvious than in the boom markets of Western Australia and Queensland, although other locations are not far behind. The overall state of the economy meant IT projects were many and varied, with several large companies increasing their headcounts across all areas of IT. The trend towards business technology rather than information technology was marked, with companies gaining from the use of technology in their businesses.

Positions in demand

Almost all IT candidates have been in demand, with the situation exacerbated by employer insistence that candidates exactly match all criteria. In development, mid-level candidates (those with two to four years experience) are rare, perhaps a result of reduced University enrolments in the past. Given the demand for convergent technology, high-end network designers and engineers with proprietary technical skills are in demand. In the business areas, permanent senior Project Management and Business Analysis candidates are hard to find, perhaps due to the numbers of candidates moving into contracting.

Salary movements

While salaries have not increased for every role in every location, there have been several instances of significant increases. For example, within development Architects received the main increases, with typical salaries rising from \$125,000 to \$140,000 in Sydney and \$100,000 to \$120,000 in Canberra. Other strong development increases were noted in Sydney, Auckland and Wellington, such as for Test Analysts (rising from \$60,000 to \$66,000 in Wellington), Application Support Analysts (\$50,000 to \$60,000 in Auckland) and Development Managers (\$140,000 to \$150,000 in Sydney).

Within infrastructure, Helpdesk Support/Service Desk (1-2 years experience) received the notable increases in all locations, with an 11.6 percent average increase. Geographically Sydney and Melbourne received the prominent infrastructure increases, for example rising from \$90,000 to \$120,000 and \$85,000 to \$120,000 respectively for Voice/Comms Engineers. New Zealand also saw strong increases, rising from \$70,000 to \$80,000 for an Auckland UNIX Engineer and \$75,000 to \$78,000 for a Wellington Systems Engineer.

The notable business increases occurred for Sydney Programme Managers (\$150,000 to \$170,000), Auckland Business Development Managers (\$95,000 to \$110,000) and Perth CIO (\$175,000 to \$200,000).

Changes to employer recruitment practices

An increased focus on retention has bought work/life balance to the forefront. Last year's trend of making IT staff accountable to the business has continued. We are increasingly seeing companies recruiting on aptitude, as well as skill set, as they acknowledge that cultural fit is more important and technical skills can be taught. Counter offers are prevalent, although candidates do look at more than just financial rewards when making their decision.

Advice to candidates

Point out your soft skills capabilities. For senior candidates, notably PM's and senior line managers, business acumen and outcome-focus is key, so demonstrate your abilities in these areas. Entry-level candidates should refrain from over-exaggerating their experience if they have not worked with a particular technology before.

Development	Programmer	Analyst Programmer	Senior A/P	Architect
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	70,000 55,000 - 75,000	90,000 75,000 - 95,000	110,000 100,000 - 120,000	140,000 120,000 - 160,000
VIC - Melbourne	60,000 50,000 - 70,000	85,000 70,000 - 95,000	105,000 85,000 - 120,000	140,000 120,000 - 155,000
QLD - Brisbane	55,000 40,000 - 60,000	80,000 60,000 - 95,000	100,000 75,000 - 120,000	120,000 110,000 - 160,000
SA - Adelaide	50,000 40,000 - 55,000	70,000 55,000 - 80,000	80,000 75,000 - 92,000	90,000 85,000 - 110,000
WA - Perth	60,000 50,000 - 65,000	75,000 65,000 - 80,000	90,000 80,000 - 100,000	110,000 90,000 - 120,000
ACT - Canberra	55,000 45,000 - 65,000	75,000 50,000 - 80,000	85,000 60,000 - 100,000	120,000 95,000 - 130,000
NZ - Auckland	50,000 45,000 - 60,000	75,000 60,000 - 80,000	90,000 80,000 - 110,000	110,000 95,000 - 130,000
NZ - Wellington	54,000 46,000 - 57,000	78,000 64,000 - 80,000	88,000 76,000 - 93,000	114,000 95,000 - 130,000

□ All Salaries exclude superannuation

□ New Zealand Salaries are represented in New Zealand Dollars

INFORMATION TECHNOLOGY | DEVELOPMENT

Development	Development Team Leader	Development Manager	DBA
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	120,000 100,000 - 135,000	150,000 115,000 - 160,000	105,000 85,000 - 115,000
VIC - Melbourne	110,000 90,000 - 120,000	135,000 120,000 - 170,000	95,000 75,000 - 115,000
QLD - Brisbane	105,000 95,000 - 130,000	120,000 90,000 - 155,000	85,000 70,000 - 110,000
SA - Adelaide	90,000 70,000 - 95,000	105,000 85,000 - 115,000	80,000 60,000 - 100,000
WA - Perth	95,000 90,000 - 100,000	115,000 85,000 - 130,000	95,000 70,000 - 100,000
ACT - Canberra	85,000 60,000 - 100,000	100,000 80,000 - 110,000	90,000 55,000 - 95,000
NZ - Auckland	90,000 80,000 - 110,000	115,000 90,000 - 130,000	80,000 70,000 - 100,000
NZ - Wellington	105,000 90,000 - 120,000	125,000 100,000 - 140,000	90,000 80,000 - 95,000

Development	Tester - Entry-level	Test Analyst	Test Lead	Application Support Analyst
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	50,000 40,000 - 60,000	80,000 70,000 - 90,000	105,000 100,000 - 120,000	65,000 55,000 - 75,000
VIC - Melbourne	45,000 40,000 - 55,000	80,000 60,000 - 90,000	105,000 90,000 - 130,000	65,000 60,000 - 80,000
QLD - Brisbane	50,000 40,000 - 55,000	70,000 55,000 - 90,000	95,000 80,000 - 120,000	65,000 45,000 - 80,000
SA - Adelaide	40,000 38,000 - 48,000	65,000 48,000 - 75,000	75,000 65,000 - 80,000	50,000 38,000 - 65,000
WA - Perth	50,000 45,000 - 55,000	65,000 55,000 - 70,000	80,000 70,000 - 90,000	60,000 55,000 - 70,000
ACT - Canberra	50,000 45,000 - 55,000	70,000 60,000 - 80,000	100,000 90,000 - 120,000	80,000 75,000 - 85,000
NZ - Auckland	45,000 40,000 - 55,000	65,000 55,000 - 75,000	85,000 70,000 - 110,000	60,000 50,000 - 70,000
NZ - Wellington	46,000 42,000 - 50,000	66,000 58,000 - 80,000	85,000 70,000 - 90,000	60,000 50,000 - 70,000

INFORMATION TECHNOLOGY | INFRASTRUCTURE

Infrastructure	Helpdesk Support / Service Desk (0-1 yr exp)	Helpdesk Support / Service Desk (1-2 yrs exp)	Desktop Support	Network Administration
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	37,000 35,000 - 40,000	45,000 40,000 - 55,000	55,000 45,000 - 60,000	70,000 60,000 - 80,000
VIC - Melbourne	40,000 35,000 - 45,000	45,000 40,000 - 50,000	55,000 50,000 - 65,000	75,000 65,000 - 85,000
QLD - Brisbane	35,000 30,000 - 40,000	45,000 39,000 - 55,000	60,000 45,000 - 70,000	70,000 60,000 - 85,000
SA - Adelaide	35,000 30,000 - 40,000	42,500 35,000 - 45,000	50,000 40,000 - 55,000	65,000 50,000 - 70,000
WA - Perth	35,000 30,000 - 40,000	47,500 45,000 - 50,000	55,000 50,000 - 60,000	70,000 60,000 - 80,000
ACT - Canberra	35,000 30,000 - 45,000	40,000 32,500 - 45,000	50,000 40,000 - 55,000	60,000 55,000 - 70,000
NZ - Auckland	36,000 32,000 - 38,000	41,000 38,000 - 44,000	50,000 45,000 - 60,000	70,000 60,000 - 78,000
NZ - Wellington	36,000 32,000 - 38,000	41,000 38,000 - 44,000	47,000 39,000 - 57,000	70,000 60,000 - 78,000

Infrastructure	WAN Engineer	Voice / Comms Engineer	Network Designer	Security Engineer
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	80,000 70,000 - 90,000	120,000 80,000 - 140,000	120,000 90,000 - 140,000	95,000 80,000 - 110,000
VIC - Melbourne	80,000 70,000 - 90,000	120,000 100,000 - 135,000	120,000 110,000 - 140,000	100,000 80,000 - 120,000
QLD - Brisbane	75,000 65,000 - 85,000	80,000 75,000 - 130,000	105,000 85,000 - 120,000	85,000 70,000 - 95,000
SA - Adelaide	62,500 55,000 - 75,000	80,000 70,000 - 100,000	90,000 80,000 - 110,000	80,000 75,000 - 90,000
WA - Perth	65,000 60,000 - 75,000	80,000 65,000 - 120,000	95,000 70,000 - 110,000	90,000 80,000 - 100,000
ACT - Canberra	70,000 65,000 - 100,000	75,000 55,000 - 85,000	90,000 70,000 - 100,000	82,500 55,000 - 90,000
NZ - Auckland	68,000 60,000 - 80,000	95,000 70,000 - 120,000	100,000 90,000 - 110,000	95,000 80,000 - 105,000
NZ - Wellington	68,000 60,000 - 80,000	95,000 70,000 - 120,000	120,000 110,000 - 140,000	95,000 80,000 - 105,000

Infrastructure	Security Consultant	UNIX Engineer	Helpdesk / Service Manager	Network Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	95,000 80,000 - 110,000	90,000 80,000 - 120,000	85,000 70,000 - 100,000	125,000 100,000 - 130,000
VIC - Melbourne	110,000 100,000 - 130,000	90,000 85,000 - 120,000	85,000 80,000 - 110,000	115,000 95,000 - 130,000
QLD - Brisbane	95,000 85,000 - 120,000	85,000 80,000 - 100,000	80,000 65,000 - 90,000	105,000 85,000 - 130,000
SA - Adelaide	95,000 60,000 - 120,000	72,500 60,000 - 75,000	77,500 60,000 - 90,000	100,000 80,000 - 110,000
WA - Perth	100,000 90,000 - 110,000	80,000 70,000 - 90,000	67,500 60,000 - 75,000	110,000 100,000 - 130,000
ACT - Canberra	90,000 70,000 - 100,000	83,000 70,000 - 90,000	65,000 60,000 - 90,000	85,000 70,000 - 90,000
NZ - Auckland	110,000 90,000 - 140,000	80,000 70,000 - 95,000	80,000 70,000 - 100,000	100,000 85,000 - 110,000
NZ - Wellington	100,000 90,000 - 140,000	84,000 75,000 - 100,000	80,000 70,000 - 85,000	100,000 85,000 - 110,000

Infrastructure	IT Manager	Systems Administration	Systems Engineer	Network Engineer
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	120,000 100,000 - 150,000	75,000 70,000 - 85,000	90,000 80,000 - 110,000	85,000 70,000 - 100,000
VIC - Melbourne	110,000 85,000 - 150,000	85,000 75,000 - 90,000	85,000 70,000 - 100,000	95,000 85,000 - 110,000
QLD - Brisbane	120,000 95,000 - 150,000	75,000 65,000 - 90,000	75,000 70,000 - 90,000	70,000 60,000 - 85,000
SA - Adelaide	95,000 60,000 - 120,000	60,000 55,000 - 75,000	70,000 60,000 - 85,000	70,000 60,000 - 80,000
WA - Perth	110,000 80,000 - 130,000	70,000 60,000 - 80,000	65,000 60,000 - 80,000	80,000 70,000 - 90,000
ACT - Canberra	90,000 85,000 - 110,000	60,000 50,000 - 65,000	75,000 60,000 - 80,000	70,000 60,000 - 80,000
NZ - Auckland	110,000 85,000 - 150,000	60,000 55,000 - 70,000	80,000 70,000 - 90,000	70,000 60,000 - 80,000
NZ - Wellington	118,000 85,000 - 140,000	70,000 65,000 - 90,000	78,000 70,000 - 90,000	82,000 75,000 - 90,000

INFORMATION TECHNOLOGY | BUSINESS

Business	Business Analyst - Entry-level	Business Analyst - Mid	Business Analyst - Experienced / Lead Business Analyst
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	60,000 50,000 - 70,000	95,000 75,000 - 105,000	105,000 90,000 - 120,000
VIC - Melbourne	60,000 50,000 - 75,000	90,000 75,000 - 95,000	105,000 95,000 - 130,000
QLD - Brisbane	65,000 55,000 - 70,000	80,000 65,000 - 90,000	95,000 80,000 - 120,000
SA - Adelaide	52,000 45,000 - 60,000	70,000 65,000 - 80,000	85,000 75,000 - 100,000
WA - Perth	55,000 50,000 - 60,000	75,000 65,000 - 80,000	95,000 80,000 - 110,000
ACT - Canberra	55,000 50,000 - 65,000	75,000 70,000 - 80,000	85,000 80,000 - 90,000
NZ - Auckland	60,000 50,000 - 75,000	75,000 70,000 - 85,000	95,000 80,000 - 110,000
NZ - Wellington	62,000 58,000 - 70,000	79,000 72,000 - 85,000	95,000 85,000 - 110,000

Business	Project Officer	Project Manager - Entry-level	Project Manager - Mid	Project Manager - Experienced
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	75,000 55,000 - 85,000	80,000 75,000 - 85,000	100,000 90,000 - 110,000	130,000 110,000 - 150,000
VIC - Melbourne	60,000 45,000 - 70,000	85,000 70,000 - 100,000	115,000 100,000 - 125,000	140,000 120,000 - 180,000
QLD - Brisbane	60,000 45,000 - 75,000	80,000 50,000 - 92,000	85,000 70,000 - 100,000	120,000 80,000 - 150,000
SA - Adelaide	55,000 45,000 - 65,000	68,000 60,000 - 75,000	78,000 68,000 - 90,000	105,000 80,000 - 135,000
WA - Perth	55,000 50,000 - 60,000	70,000 60,000 - 75,000	90,000 75,000 - 100,000	120,000 100,000 - 130,000
ACT - Canberra	65,000 50,000 - 75,000	65,000 60,000 - 75,000	90,000 80,000 - 100,000	105,000 90,000 - 125,000
NZ - Auckland	55,000 50,000 - 65,000	70,000 65,000 - 75,000	85,000 75,000 - 90,000	120,000 100,000 - 140,000
NZ - Wellington	58,000 45,000 - 60,000	70,000 65,000 - 75,000	85,000 75,000 - 95,000	125,000 110,000 - 140,000

Business	Programme Manager	Change Manager	ERP Consultant	CIO
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	170,000 145,000 - 185,000	120,000 110,000 - 130,000	120,000 110,000 - 130,000	250,000 220,000 - 270,000
VIC - Melbourne	160,000 130,000 - 200,000	100,000 70,000 - 110,000	120,000 100,000 - 140,000	220,000 160,000 - 280,000
QLD - Brisbane	125,000 90,000 - 150,000	100,000 80,000 - 120,000	110,000 85,000 - 130,000	180,000 120,000 - 280,000
SA - Adelaide	120,000 100,000 - 150,000	100,000 75,000 - 120,000	90,000 70,000 - 100,000	160,000 120,000 - 180,000
WA - Perth	140,000 120,000 - 180,000	100,000 90,000 - 120,000	110,000 90,000 - 125,000	200,000 165,000 - 220,000
ACT - Canberra	110,000 90,000 - 125,000	100,000 75,000 - 110,000	90,000 70,000 - 110,000	180,000 160,000 - 200,000
NZ - Auckland	125,000 110,000 - 160,000	100,000 90,000 - 110,000	110,000 85,000 - 130,000	160,000 120,000 - 240,000
NZ - Wellington	140,000 120,000 - 160,000	110,000 100,000 - 125,000	110,000 75,000 - 130,000	180,000 140,000 - 220,000

Business	Business Development Manager	Sales Executive	Sales Manager	Sales Director
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney	110,000 90,000 - 150,000	100,000 80,000 - 120,000	170,000 150,000 - 195,000	220,000 180,000 - 250,000
VIC - Melbourne	110,000 90,000 - 120,000	85,000 75,000 - 90,000	150,000 135,000 - 180,000	180,000 140,000 - 220,000
QLD - Brisbane	90,000 70,000 - 140,000	80,000 70,000 - 140,000	130,000 80,000 - 180,000	150,000 100,000 - 250,000
SA - Adelaide	85,000 70,000 - 150,000	80,000 60,000 - 150,000	110,000 70,000 - 130,000	140,000 90,000 - 150,000
WA - Perth	80,000 65,000 - 90,000	70,000 60,000 - 80,000	100,000 80,000 - 120,000	130,000 90,000 - 140,000
ACT - Canberra	85,000 60,000 - 90,000	100,000 90,000 - 120,000	150,000 120,000 - 165,000	150,000 110,000 - 180,000
NZ - Auckland	110,000 90,000 - 120,000	80,000 70,000 - 120,000	130,000 80,000 - 150,000	150,000 100,000 - 200,000
NZ - Wellington	110,000 100,000 - 160,000	90,000 80,000 - 120,000	135,000 100,000 - 150,000	165,000 125,000 - 200,000