



TRIANGLE
recruitment

SALARY SURVEY 2018-2019

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Welcome to the latest Triangle Recruitment Salary Survey

This year has been characterised by finally some movement in the salaries of roles in the lower third of our salary bands, principally in administration roles such as receptionists, team administrators and contact centre staff. These have increased between 2.5% and 3.7% depending on the level of role, and location. Skilled professional staff are still in short supply, and contract rates for Business Analysts and Project coordinators have increased. Project Managers on the other hand have seen flat, or in some cases have seen pressure on rates from savvy clients. We have also noticed changes in the IT infrastructure market with fewer roles but higher remuneration levels.

Triangle takes information from its own placements, from public sources and from subscriptions to wider surveys. The roles we list here are those we typically place. These are guidelines only and we would always encourage our clients to look at the specific circumstances of each role before settling the remuneration.

For any enquiries regarding this survey or Triangle's recruitment services please phone (09) 520 5102 or visit our website: www.trianglerecruitment.co.nz

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JOB CATEGORIES

JOB TITLE	LOWER QUARTILE	MEDIUM QUARTILE	UPPER QUARTILE
Administration			
Administrative Assistant	\$38,500	\$41,000	\$43,500
Team Administrator	\$48,000	\$53,000	\$56,000
Data Entry	\$36,000	\$40,000	\$43,000
Executive Assistant	\$62,000	\$70,000	\$80,000
Personal Assistant	\$58,000	\$65,000	\$70,000
Office/Administration Manager	\$65,000	\$72,000	\$80,000
Practice Manager	\$36,000	\$40,000	\$45,000
Senior Receptionist	\$40,000	\$44,000	\$49,000
Social Media Administrator	\$42,000	\$46,000	\$53,000
Communications			
Communications Co-ordinator/Administrator	\$48,000	\$53,000	\$56,000
Communications Advisor	\$63,000	\$67,000	\$80,000
Communications Manager	\$84,000	\$102,000	\$125,000
Events Co-ordinator	\$50,000	\$60,000	\$75,000
Sponsorship and Events Manager	\$60,000	\$80,000	\$100,000
Customer Services			
Call Centre Manager	\$80,000	\$100,000	\$130,000
Contact Centre Representative	\$45,000	\$50,000	\$55,000
Client Service Representative (Specialist)	\$45,000	\$48,000	\$55,000

JOB CATEGORIES

JOB TITLE	LOWER QUARTILE	MEDIUM QUARTILE	UPPER QUARTILE
Customer Services Team Leader	\$60,000	\$70,000	\$80,000
Internal Sales/Inbound Sales Representative	\$40,000	\$42,000	\$45,000
Telesales/Telemarketing Representative	\$40,000	\$45,000	\$50,000
Facility / Property Management			
Maintenance Manager	\$62,000	\$85,000	\$105,000
Facility Advisor	\$45,000	\$65,000	\$83,000
Property Manager	\$67,000	\$92,000	\$130,000
Finance / Accounting			
Accounts Clerk/Administrator Assistant	\$48,000	\$50,000	\$55,000
Accounts Payable Clerk	\$45,000	\$50,000	\$55,000
Accounts Receivable Clerk	\$45,000	\$50,000	\$55,000
Assistant Accountant	\$50,000	\$55,000	\$65,000
CFO	\$140,000	\$160,000	\$200,000+
Company Accountant	\$75,000	\$85,000	\$90,000
Credit Controller	\$50,000	\$55,000	\$65,000
Credit Manager	\$70,000	\$80,000	\$95,000
Financial Accountant	\$72,000	\$85,000	\$100,000
Project Accountant	\$75 per hour	\$90 per hour	\$120 per hour
Financial Controller	\$120,000	\$130,000	\$160,000
Management Accountant	\$75,000	\$85,000	\$100,000
Payroll Manager	\$75,000	\$80,000	\$110,000

JOB CATEGORIES

JOB TITLE	LOWER QUARTILE	MEDIUM QUARTILE	UPPER QUARTILE
Payroll Officer	\$55,000	\$60,000	\$70,000
Allied Health			
Medical Secretary	\$44,000	\$52,000	\$56,000
Practice Nurse	\$68,000	\$73,000	\$78,000
Physiotherapist	\$43,000	\$54,000	\$85,000
Occupational Therapist	\$48,000	\$60,000	\$78,000
Human Resources			
HR Administrator	\$50,000	\$60,000	\$75,000
HR Advisor	\$70,000	\$85,000	\$100,000
HR Director	\$140,000	\$180,000	\$240,000+
HR Manager	\$95,000	\$130,000	\$150,000
Health and Safety advisor	\$52,000	\$68,000	\$85,000
In-house Recruitment Manager	\$110,000	\$125,000	\$150,000
O H & S Manager	\$80,000	\$110,000	\$140,000
Recruitment Advisor	\$60,000	\$75,000	\$100,000
Recruitment Co-ordinator	\$50,000	\$60,000	\$75,000
Training Manager	\$75,000	\$90,000	\$115,000
IT / Technical			
Application Support Analyst	\$75,000	\$85,000	\$110,000
Report Analyst	\$46,000	\$53,000	\$60,000
Business Intelligence Analyst	\$68,000	\$73,000	\$79,000
Report Team/BI Manager	\$110,000	\$135,000	\$160,000
Business Intelligence Consultant	\$84,000	\$93,000	\$115,000

JOB CATEGORIES

JOB TITLE	LOWER QUARTILE	MEDIUM QUARTILE	UPPER QUARTILE
Business Analyst	\$75,000	\$90,000	\$100,000
Database Administrator	\$50,000	\$58,000	\$67,000
Database Developer	\$65,000	\$90,000	\$120,000
Data Migration Analyst	\$85,000	\$90,000	\$110,000
Desktop Engineers	\$45,000	\$70,000	\$100,000
Helpdesk	\$40,000	\$50,000	\$60,000
IT Systems Engineer	\$60,000	\$80,000	\$130,000+
IT Trainer	\$60,000	\$75,000	\$90,000
Web Developers	\$70,000	\$90,000	\$120,000
Network Engineer	\$80,000	\$85,000	\$110,000
PHP Developer	\$65,000	\$90,000	\$115,000
Programme Manager	\$120,000	\$130,000	\$160,000+
Project Manager	\$95,000	\$115,000	\$130,000+
Release Manager	\$105,000	\$135,000	\$160,000
Security analyst	\$100,000	\$120,000	\$140,000
Service Desk analyst	\$55,000	\$57,500	\$60,000
Solutions Architect (Applications)	\$115,000	\$135,000	\$180,000+
Solutions Architect (Infrastructure)	\$115,000	\$135,000	\$180,000+
Systems Administrator	\$65,000	\$82,000	\$88,000
Systems Analyst	\$70,000	\$85,000	\$100,000
Technical Writer	\$65,000	\$75,000	\$90,000
Test Analyst	\$55,000	\$75,000	\$80,000
Chief Information Officer	\$150,000	\$170,000	\$220,000+

JOB CATEGORIES

JOB TITLE	LOWER QUARTILE	MEDIUM QUARTILE	UPPER QUARTILE
Sales / Marketing			
Business Development Manager	\$75,000	\$90,000	\$100,000+
Marketing Assistant/Co-ordinator	\$45,000	\$50,000	\$60,000
Marketing Director	\$160,000	\$180,000	\$210,000+
Marketing Manager	\$90,000	\$100,000	\$130,000
Product Manager	\$80,000	\$100,000	\$120,000
Sales Manager (National)	\$100,000	\$130,000	\$160,000
Sales Manager (Regional)	\$90,000	\$110,000	\$130,000
Sales Representative	\$55,000	\$70,000	\$85,000

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