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Adecco Australia Salary Guide 2024



2024 Adecco Salary Guide

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Simon Lance
Senior Vice President, APAC
Head of Permanent Recruitment

2024 APAC Recruitment and Hiring Outlook

Trends and Challenges for APAC region

Throughout 2023, employers in APAC have faced several unique challenges in effective Talent Attraction & Engagement, including:

1. Global macro-economic and geopolitical uncertainty.
2. An ongoing shortage of leadership and executive talent.
3. Rapidly evolving jobs/skills landscape.

As overall business confidence has declined amid regional and global uncertainty, recruitment budgets have faced intense pressure, leading to extended hiring timelines. Internal HR and talent acquisition professionals have encountered mounting pressure to keep top talent engaged throughout lengthy interview processes while managing their salary expectations. Candidates, too, have become more cautious, seeking assurance that potential new employers offer stability and secure career choices, looking for signs of continued investment in their people despite external challenges. Organisations demonstrating long-term commitment to developing and retaining their people amid difficulties have significantly strengthened their employer brands and reputations. This enhancement has elevated their status as 'Employers of Choice', aiding talent attraction and retention efforts.



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The role of managers and executives is swiftly evolving in tandem with technological transformations in the workplace. Leaders must exhibit confidence in steering organisations through significant changes while effectively inspiring and engaging their teams. Within APAC's cross-cultural leadership talent pool, these essential soft skills can be challenging to find, evaluate, and apply for new joiners adapting to a different corporate culture and way of work. Organisations are increasingly turning to onboarding coaching to enhance success rates for new hires, as well as organisational/ executive coaching to expedite their journey to peak performance. There exists a strong correlation between these initiatives and talent retention and engagement. The adoption of digital coaching platforms and AI-assisted professional development plans has made this cost-effective and scalable for many companies.

Employers are rethinking their organisational structure and skills mix due to ongoing technological disruptions that both augment and replace traditional roles in the workplace. As organisations expect increasing ROI and value-adds from their recruitment and



L&D vendors, Hiring Managers must carefully balance the time needed to develop internal talent with the costs associated with onboarding external expert talent, all while maintaining stability in their organisational culture.

Impact of Remote Work towards the hiring trends in APAC

Remote & Hybrid working arrangements are having a significant impact on talent attraction & management in APAC.

It's increasingly common for prospective new employees to complete the entire recruitment and onboarding process without physically meeting a colleague in person. The digital experience that a potential new joiner undergoes during this remote interaction and an employer's ability to effectively assess a candidate's suitability without face-to-face interaction are both critical factors for a successful hire in this digital talent landscape.

Well-being takes precedence, with people-centric leaders acknowledging the challenges and pressures their staff face in an increasingly demanding market. These challenges are often compounded by the risk of professional and social isolation in a digital workplace

Many employees have embraced remote work and are now questioning the shift in sentiment from employers, who are increasingly urging a return to physical office spaces. Organisations' remote working policies, plans, and online reviews are facing heightened scrutiny as top talent weighs these factors as part of their decision-making process.



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Skill Requirement in APAC Job Market with a specific focus on tech industry

In 2023, the landscape for Technology talent in APAC faced a challenging period lasting 6-9 months. A global slowdown in the sector prompted many companies to reassess their expansion plans, reconsider existing organisational structures, and adjust compensation and benefits strategies due to tightening budget constraints. High-profile company layoffs and hiring freezes led to increased investment in Career Transition & Outplacement services for affected staff. Recruiters and hiring managers grappled with a surge of available Tech talent, necessitating a rapid reassessment of salary and bonus expectations. Questions about short-term investment and funding for emerging sectors like AI and Renewables were common but did not seem to diminish overall interest among Tech talent. Sentiment among Adecco's clientele suggests that 2024 will witness a resurgence of tight talent shortages in these specialised fields. Consequently, the focus is expected to shift firmly towards Retention & Engagement strategies.

Integration of Diversity & Inclusion in the recruitment strategy

Three key themes consistently underpin organisational strategies aimed at promoting Diversity, Equity, and Inclusion (DE&I) within the workplace:

1. Establishing a clear vision supported by tangible targets and timelines.
2. Embracing a 'Top-Level' advocacy and communication strategy, with CEOs and Executives championing corporate values.
3. Offering tailored leadership coaching for managers to heighten awareness of biases and cultivate behaviours and way of work conducive to successfully navigating change.

Innovative recruitment approach in the region

Companies embracing a 'Partnership & Outsourcing' approach to Talent Management demonstrate increased resilience and success in meeting their recruitment objectives. These companies seek to revolutionise their in-house resources and methodologies by inviting positive disruption from trusted vendors and service providers. The trend of external Experts & Consultants being 'embedded' within internal teams is growing, resulting in innovative commercial models from vendors and evolving employer expectations that transcend traditional recruitment practices. The concept of 'Outsourcing' pivotal stages of the talent and employee lifecycle continues to be a significant discussion in 2024. This trend gains prominence as organisations prioritise agility and the ability to swiftly and cost-effectively scale their workforce.



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APAC Salary Guide

For the 2024 Adecco Salary Guide, we surveyed **6109 professionals both employers & employees from Australia, Hong Kong SAR, New Zealand, Malaysia, Thailand, Vietnam, South Korea, India and Singapore and Taiwan** for insights from the APAC region on how they are navigating the ever-changing work landscape as well as planning their career changes for the next year.

In this rapidly evolving employment landscape, the need for up-to-date, reliable data is more critical than ever. The 2024 Adecco Salary Guide aims to provide a comprehensive view of the current trends and future predictions in employee compensation, benefits, and workplace dynamics across the APAC region. Our extensive survey, which encompasses a diverse range of industries and job roles, offers valuable insights into the expectations and motivations of today's workforce. This data is essential for businesses to remain competitive and attractive to top talent, enabling them to craft effective strategies in areas such as salary structuring, benefits packages, and employee engagement.

As the world of work continues to adapt to new challenges, including technological advancements and shifting economic conditions, understanding the nuances of employee satisfaction and retention becomes paramount. This year's guide delves deep into the factors influencing job satisfaction and mobility, including the growing importance of work-life balance, career progression opportunities, and the role of technology in the workplace. With a special focus on the impact of generational differences, the guide sheds light on how millennials, Gen Z, and older generations view their careers and what they value most in their professional lives. These insights are invaluable for employers seeking to foster a more dynamic, inclusive, and productive workplace environment that resonates with a diverse workforce.



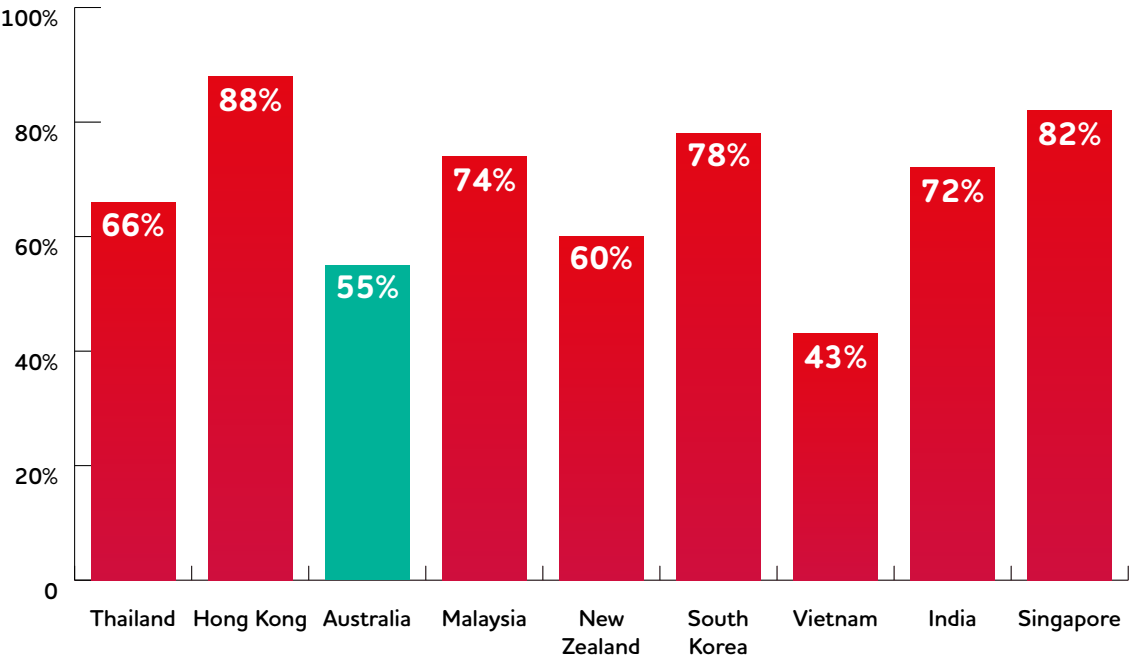
Insights on Talent Motivation

As 2024 brings upon a new wave of unprecedented challenges, intent to move remains high across APAC. 88% of respondents are either actively or passively searching for new opportunities across the region.

Top Motivator for Movement of Talent

While analysing the top motivators contributing to movement of talent across the region, compensation & benefits emerged as the highest influencing factor with 67% choosing it as their top factor to consider when moving roles. This is especially prominent in Hong Kong (88%) followed by Singapore (82%) & South Korea (78%). This could be due to the especially high cost of living in these countries, which calls for regular review and compensation adjustments specific to each country's economic conditions. Organisations will thus have to relook their Compensation & Benefit pay strategies to instill confidence in the candidates & to attract top talent and foster employee retention in line with the market conditions.

Top Motivator: Compensation & Benefit Packages



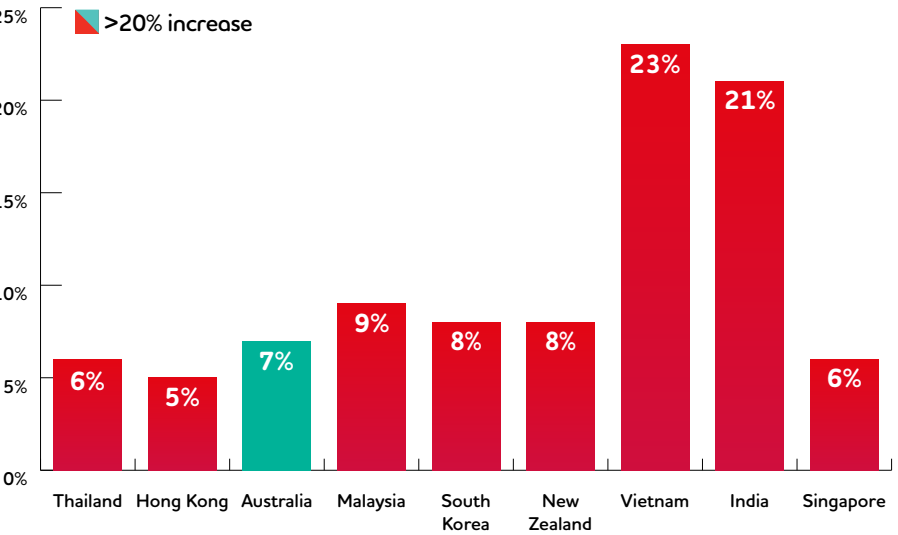
Insights on Salary Expectations

As each year brings with it unprecedented challenges the impact on labour market tends to influence the organisation's financial outlook & pay strategies for the year.

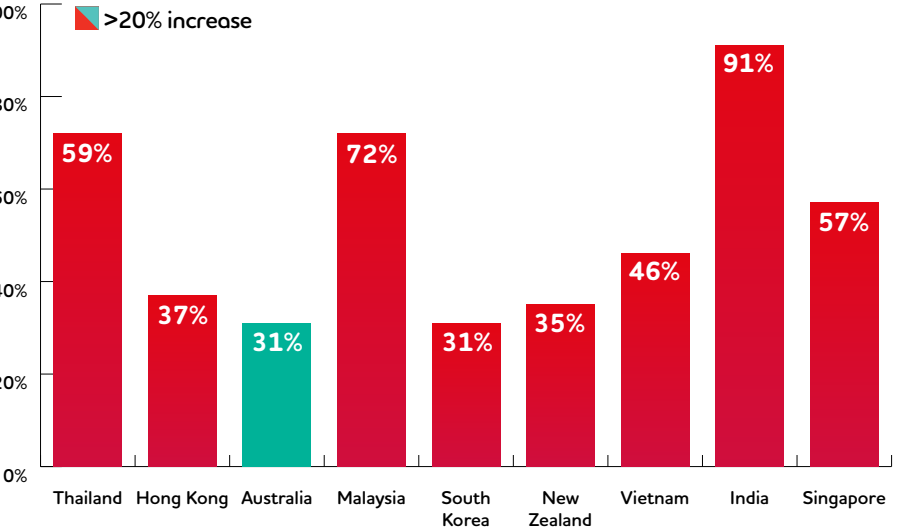
With Compensation & Benefits being the main priority for jobseekers to shift, salary expectations across APAC are high. In reality, 21% of respondents from India and 9% from Malaysia received >20% salary increase as part of their current role. In contrast, when changing employers, 91% and 72% of respondents in India and Malaysia respectively expect a >20% increase in base salary.

Analysing the high salary expectations that employees have, organisations especially need to adjust their pay strategies accordingly in 2024 for employees to be paid in line with the market demand, to attract & retain top talent. The following sections in the salary guide will be indicative of the pay range that is ideal for various job roles based on Adecco's expertise & experience.

Actual base salary increase from current employers



Expected base salary increase when changing employers





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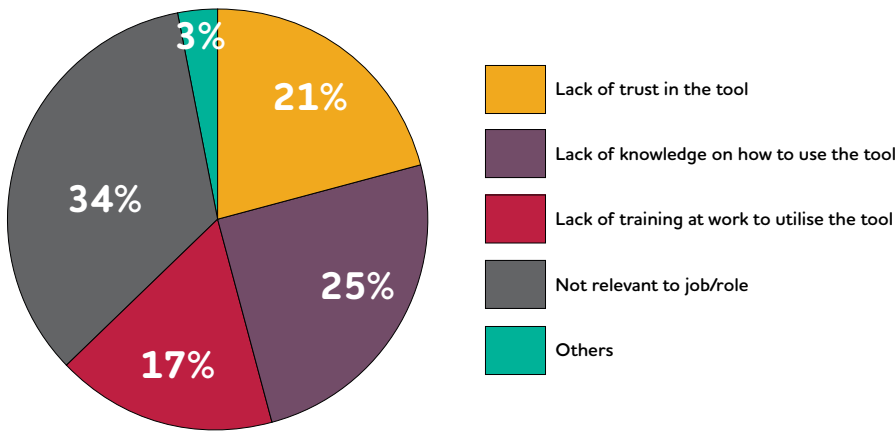
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Insights on Gen AI

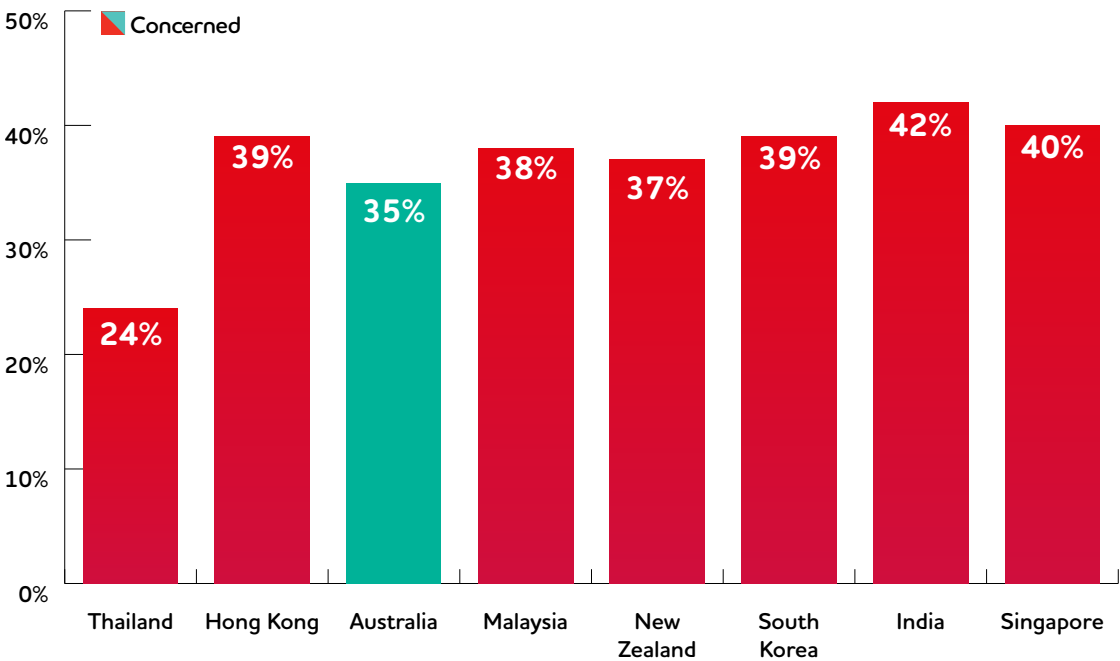
When understanding more about the specific concerns pertaining to adoption of AI at work across the region, the biggest concern is the use of AI being irrelevant to the job roles (34%), followed by the lack of knowledge on how to harness it (25%) and lastly trust-related concerns when adopting this tool (21%).

Overall, the countries are generally worried about the impact of Gen AI on employability given its versatile uses in the workplace. This can be seen particularly in India (42%) & Singapore (40%) wherein the concern about AI's impact on employability is the highest. Thailand with 24% is the country with the lowest rate of concern. Training on effective usage of AI and the aspects in which it can be utilised will help to develop a positive perspective in the minds of the employees towards adoption of the tool as part of their job roles. In line with this approach, Adecco's partnership with Microsoft aims to focus on development of Gen AI powered platform to support workers to maintain their skills currency, and employability in evolving labour market.

Top 5 concerns about using Gen AI at work



Impact of Gen AI on employability



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Insights on L&D

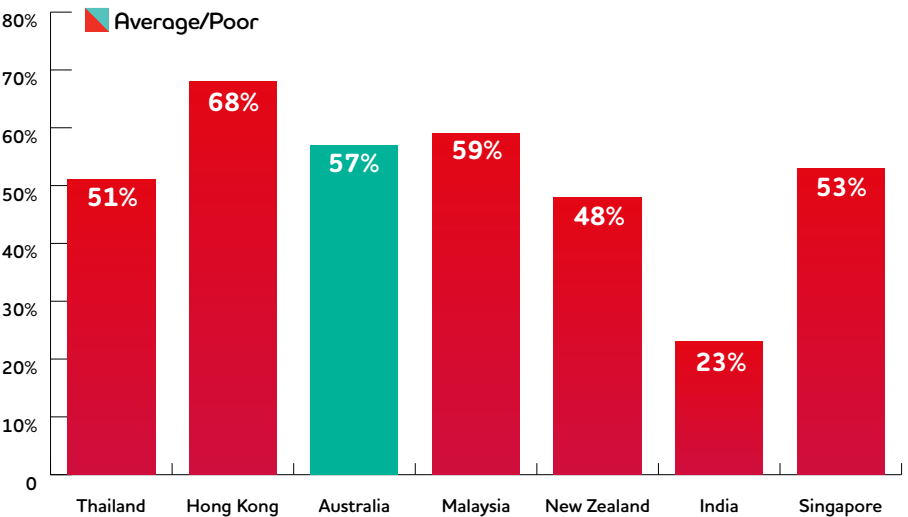
Learning & Development (L&D) is a key contributor that helps to accelerate employees' growth and nurtures their knowledge, skills & capabilities to drive greater business performance. Thus, the effectiveness of L&D efforts is key for an individual as well as an organisation's success.

Hong Kong, Australia, Malaysia and Singapore have the highest percentage of respondents that indicate their company's approach to L&D and professional development is average/poor, highlighting their overall dissatisfaction in current L&D efforts. Organisations are as such recommended to invest more in providing learning & development growth opportunities to employees to improve the overall EVP, talent retention and strengthen the workforce to better tackle the unprecedented challenges in 2024.

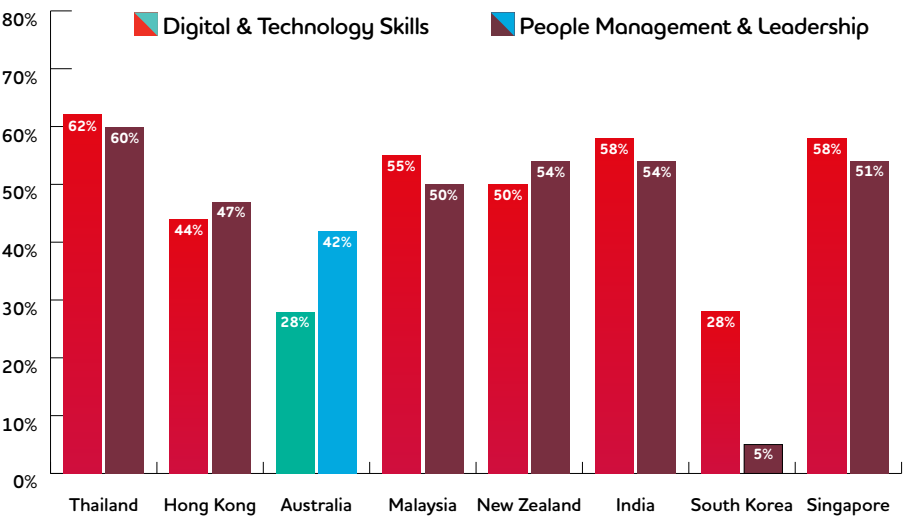
Furthermore, countries consistently identified Digital & Technology skills and People Management & Leadership skills as the top 2 skills and competencies (except in South Korea) they would like to invest in for their own professional development. This is particularly observable in Thailand, Malaysia, India and Singapore where the percentages are the highest. This is indicative of the hard & soft skills trainings that organisations can consider providing to employees for the skills growth & development.

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Organisation's efforts towards L&D



Top 2 skills and competencies for professional development





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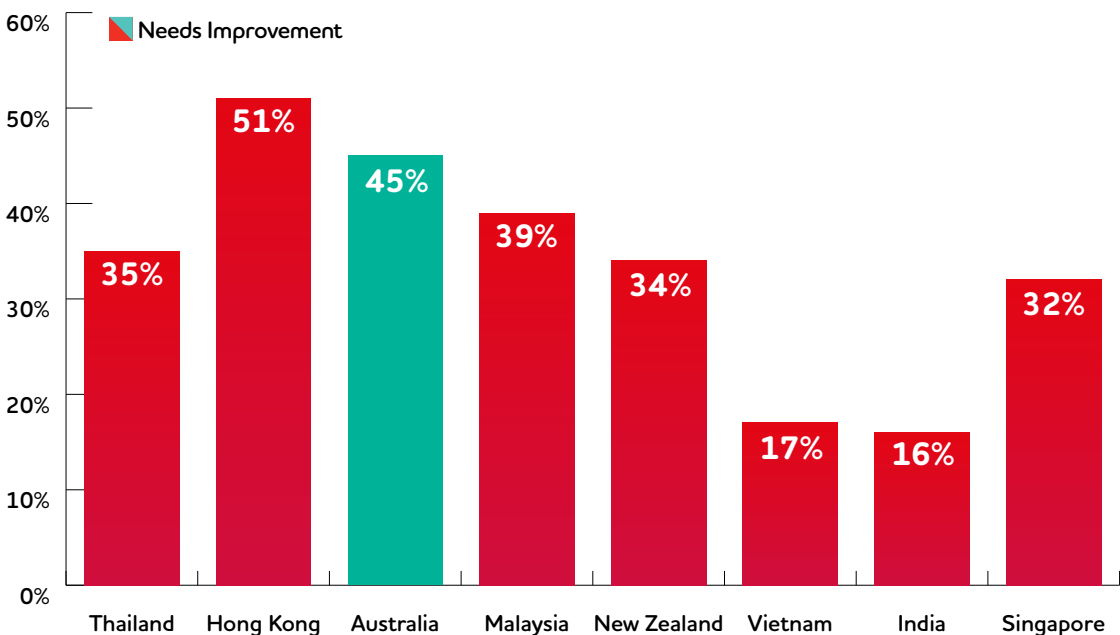
Insights on Workplace Culture

A thriving workplace culture based on common set of values & beliefs is key in positively impacting every aspect of the business. It fosters a sense of belonging and encourages employees to actively engage in their work.

Companies in Hong Kong and Australia may need to take steps to better maintain a positive workplace culture as reflected by 51% and 45% of respondents respectively which indicated that their organisation needs improvement in its workplace culture. A culture which celebrates open communication, diversity, recognises achievements and breeds supportive and approachable leaders also sets the tone for a positive workplace culture.

Contrarily, in Vietnam and India strong organisational culture is reflected with fewer respondents indicating requirement for improving their workplace culture. In summary, companies that prioritise cultivating a positive, inclusive and supportive culture are better positioned to not only attract top talent, but also retain employees who are in turn more motivated and committed to the organisational success.

Organisational culture on talent attraction & retention



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AI in Recruitment: The Transformative Impact of Generative AI

The widely misused term ‘exponential growth’ can be used, with a significant degree of accuracy, to describe the recent trajectory of generative AI.

In April 2022 **OpenAI** released **DALL-E2**, a deep learning system capable of generating digital images from text prompts. Its language model-based generative AI chatbot, ChatGPT, was released to the public on 30th November 2022, and was estimated to have acquired **100 million monthly active users by January 2023** – the fastest growing consumer application in history. **Microsoft’s Bing Chat** is based on ChatGPT-4, in a market flooded with competitors, including **Google Bard**, **LlamaChat**, **Scribe** and **Jasper**.

While personal users may enjoy using generative AI for blog posts, holiday planning, images, audio and video, it’s a tool that ideally lends itself to business applications, such as app coding, drug discovery and design, medical diagnostics, product documentation, graphic design, entertainment media, marketing content and customer support – and, of course, recruitment.

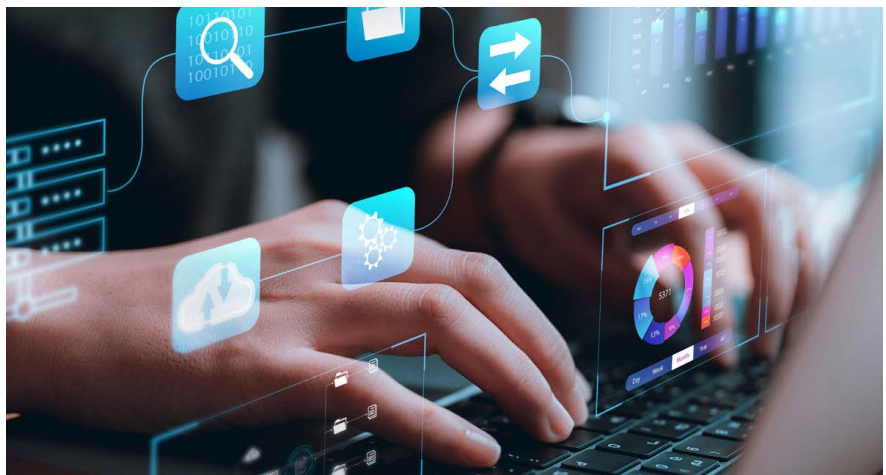
Comparing Generative AI and Traditional AI

A 2023 global survey by McKinsey found that one third of responding organisations were regularly using generative AI in at least one business function, and a quarter of surveyed C-suite executives were personally using generative AI tools for work. Businesses who had already invested significantly in traditional

artificial intelligence were outpacing other organisations in their adoption of generative AI tools.

However, as McKinsey Senior Partner Lareina Lee points out, traditional artificial intelligence affects a relatively small portion of the workforce – involved in technical areas like machine learning, data science and robotics – whereas generative AI users do not need technical degrees. The result is that almost anyone can use generative AI, and they are already doing so, even though training and reskilling will boost its uptake and effectiveness in some roles. Ms Lee compares the shift between traditional AI and generative AI as similar to the move from technician-operated mainframe computers to personal computers, able to be used by everyone.

So it should come as no surprise that generative AI is already playing a transformative role in recruitment technology.



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How technology has enhanced the recruitment process

The use of technology in recruitment is an evolving scenario. The recent rapid development of generative AI is only the latest manifestation of a process which began with machine learning, data analytics, neural networks and natural language processing.

Current uses of generative AI in recruitment technology

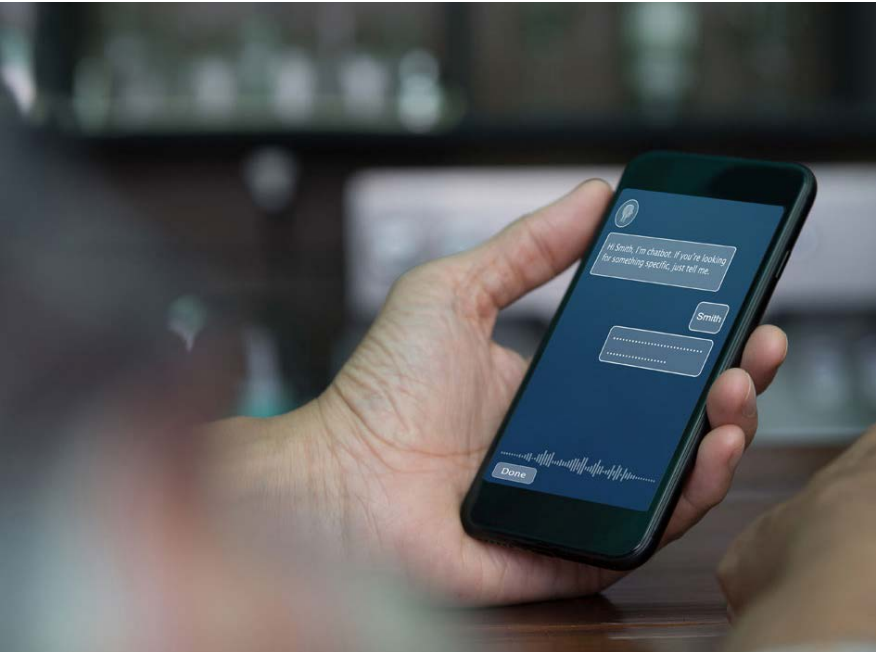
Job descriptions and advertisements -Using inputs such as required skills and job responsibilities, AI can generate a clear and attractive job description and advert for potential candidates. It can also create social media posts, contact emails and employer branding components.

Chatbots - Candidate interaction. Generative AI-driven chatbots can interact with candidates, conducting initial screening interviews, generating questions based on the job requirements and evaluating candidate responses. They are able to collect data for the analysis of hard skills, and use video to assess soft skills like communication, interpersonal skills, personality, creativity, character, values and leadership potential. This is done by focusing on aspects such as the interviewee's language proficiency, tone of voice, facial expressions and gestures, and perceptible emotions.

Cost savings - Chatbots could augment the efforts of human recruiters by collecting data sets from candidates during interviews in a fraction of the normal cost and time. To get an idea of how it works, try out Google's interview warm-up tool aimed at job applicants who want to practise their chatbot interview skills.

Bias reduction. Using chatbots rather than humans at this stage makes it possible to create structured interviews asking the same questions in the same way, and then assessing responses using identical criteria related to the role, to provide fairness and equity.

Culture fit or cultural diversity. Chatbots can answer candidates' questions about the job, company culture, and benefits, while



screening them for cultural fit with the role, the team and the organisation, or conversely, evaluating for the purpose of deliberately introducing cultural diversity.

Scheduling and ongoing candidate engagement. Generative AI chatbots can also schedule interviews and send out reminders. But the use of chatbots need not cease after the interview stage. They can be used to maintain communication and build relationships with candidates throughout the hiring process, scheduling interviews, and providing information and feedback.

Transform Your Recruitment with AI! Explore the groundbreaking impact of Generative AI in our exclusive whitepaper, 'AI in Recruitment: The Transformative Impact.' [Download Now and Lead the Hiring Revolution!](#)

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Administration & Office Support

Occupation	Low	High
Administration	\$65,000	\$80,000
Business Support	\$65,000	\$87,720
Data Entry Operator	\$55,000	\$65,000
Executive Assistant	\$90,000	\$130,000
IT Support	\$65,000	\$85,000
Office Manager	\$75,000	\$100,000
Operations Manager	\$95,000	\$115,000
Personal Assistants	\$80,000	\$95,000
Project Administrator	\$75,000	\$85,680
Receptionist	\$59,160	\$70,000
Sales Support	\$75,000	\$85,000
Secretaries	\$70,000	\$87,720
Senior Office Support	\$75,480	\$99,960
Senior Office Support/Team Leader	\$85,000	\$95,000



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Banking & Financial Services

Occupation	Low	High
Accounts Officer/Clerk	\$65,000	\$75,000
Accounts Payable	\$70,000	\$80,000
Accounts Receivable Credit Officer	\$70,000	\$80,000
Assistant Accountant	\$75,000	\$88,342
Audit, Risk and Operational Review	\$110,000	\$170,000
Bookkeeper	\$75,000	\$95,000
Business Analysis, Planning and Strategy	\$100,000	\$150,000
Chief Financial Officer	\$200,000	\$315,000
Commercial Manager	\$140,000	\$270,000
Credit Manager	\$100,000	\$185,000
Divisional Accountant	\$100,000	\$155,000
Finance Accountant	\$100,000	\$170,000
Finance Manager	\$130,000	\$205,000
Finance Officer	\$65,000	\$90,000
Financial Accountant	\$95,000	\$160,000
Financial Controller	\$150,000	\$210,000
Group Accountant	\$100,000	\$175,000
Insolvency and Corporate Recovery	\$105,000	\$170,000
Internal Auditor	\$120,000	\$180,000
Management Accountant	\$100,000	\$150,000
Management Accountant (CA/CPA)	\$115,000	\$165,000
Payroll Manager	\$110,000	\$160,000
Payroll Officer	\$75,000	\$90,000
Payroll Team Leader	\$90,000	\$120,000
Product Control	\$100,000	\$140,000
Product Control Manager	\$140,000	\$170,000
Project Accountant	\$120,000	\$150,000
Regulatory Accountant	\$135,000	\$170,000
Senior Tax Accountant	\$120,000	\$160,000
Systems Accountant	\$100,000	\$165,000
Tax Accountant	\$90,000	\$120,000
Tax Manager	\$155,000	\$225,000
Treasury Accountant	\$100,000	\$165,000

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Call Centre & Customer Service

Occupation	Low	High
Call Centre Management	\$90,000	\$140,000
Call Coach/Quality Assurance	\$65,000	\$80,000
Collections (Inbound and Outbound)	\$65,000	\$75,000
Customer Service (Inbound)	\$58,000	\$75,000
Help Desk Operator	\$63,240	\$87,720
Operations Management	\$140,000	\$200,000
Sales and Service (Inbound)	\$58,000	\$75,000
Sales and Service (Outbound)	\$65,000	\$80,000
Team Leader	\$75,000	\$100,000
Telesales (Outbound)	\$55,000	\$70,000
Trainer	\$75,480	\$107,100
Workforce Management and Planner	\$89,760	\$134,640



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Education & Training

Occupation	Low	High
Associate Professor	\$153,577	\$160,000
Childcare Worker	\$46,782	\$65,000
Early Childhood Area Manager	\$86,000	\$110,000
Early Childhood Teacher	\$69,828	\$92,134
Enrolment Manager	\$77,000	\$120,360
Head of Department	\$115,000	\$170,000
IT Security Specialist	\$95,000	\$115,519
Lecturer	\$105,117	\$167,280
Primary School Teacher	\$74,301	\$108,000
Principal	\$130,928	\$185,000
Deputy Principal	\$120,000	\$160,000
Secondary School Teacher	\$74,000	\$120,000
Tutor	\$59,000	\$82,450



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Engineering

Occupation	Low	High
Mechanical Engineer	\$120,000	\$160,000
Electrical Engineer	\$120,000	\$160,000
High Voltage Electrical Engineer	\$120,000	\$135,000
Senior Mechanical Engineer	\$150,000	\$170,000
Product Development Engineer	\$120,000	\$160,000
Control Systems Engineer	\$110,000	\$130,000
Senior Control Systems Engineer	\$160,000	\$180,000
Engineering Manager	\$170,000	\$250,000
Application Engineer	\$110,000	\$155,000
Civil Site Engineer	\$110,000	\$130,000
Civil Project Engineer	\$125,000	\$140,000
Process Engineer	\$90,000	\$115,000
Project Engineer	\$115,000	\$135,000
Automation and Controls Engineer	\$130,000	\$150,000
Project Manager	\$130,000	\$160,000
Automation Manager	\$150,000	\$200,000



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Occupation	ACT	ACT	NSW	NSW	VIC	VIC	QLD	QLD	WA	WA	SA	SA
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
Human Resource Advisors	\$82,000	\$112,000	\$82,000	\$112,000	\$71,000	\$97,000	\$82,000	\$112,000	\$92,000	\$112,000	\$82,000	\$112,000
Marketing Managers	\$92,000	\$122,000	\$102,000	\$140,000	\$92,000	\$122,000	\$82,000	\$122,000	\$92,000	\$133,000	\$92,000	\$112,000
Communicaitons Managers	\$102,000	\$133,000	\$102,000	\$160,000	\$92,000	\$140,000	\$92,000	\$122,000	\$92,000	\$133,000	\$102,000	\$128,000
Policy & Strategy Officers	\$87,000	\$112,000	\$92,000	\$122,000	\$95,000	\$125,000	\$87,000	\$112,000	\$87,000	\$112,000	\$92,000	\$110,000
Senior Procurement Managers	\$95,000	\$120,000	\$70,000	\$95,000	\$77,000	\$110,000	\$66,000	\$82,000	\$80,000	\$120,000	\$65,000	\$75,000
Facilities Managers	\$82,000	\$133,000	\$82,000	\$122,000	\$87,000	\$112,000	\$75,000	\$122,000	\$71,000	\$92,000	\$66,000	\$87,000
Project Managers	\$92,000	\$133,000	\$122,000	\$153,000	\$115,000	\$175,000	\$87,000	\$122,000	\$87,000	\$133,000	\$92,000	\$133,000
Research Analysts	\$82,000	\$102,000	\$71,000	\$92,000	\$70,000	\$105,000	\$51,000	\$71,000	\$66,000	\$82,000	\$71,000	\$82,000
Compliance Officers	\$65,000	\$90,000	\$85,000	\$110,000	\$75,000	\$100,000	\$75,000	\$85,000	\$70,000	\$90,000	\$70,000	\$85,000



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Healthcare & Medical

Occupation	Low	High
Allied Health Manager (OT/Physio)	\$100,000	\$120,000
Aged Care - Care Manager	\$110,000	\$130,000
Aged Care - Enrolled Nurse	\$65,000	\$85,000
Aged Care - Facility Manager	\$125,000	\$145,000
Aged Care - Nurse Unit Manager	\$106,000	\$125,000
Aged Care - Registered Nurse	\$75,000	\$100,000
Aged Care - Support Worker	\$52,650	\$71,000
Aged Care - Quality Business Partner	\$100,000	\$140,000
Case Worker	\$70,000	\$85,000
Client Engagement Manager (Health)	\$90,000	\$130,000
Clinical Care Case Manager (Home Packages)	\$75,000	\$115,000
Clinical Care Coordinator	\$100,000	\$120,000
Clinical Manager	\$100,000	\$140,000
Clinical Nurse Consultant	\$110,000	\$130,000
Community Service Manager	\$90,000	\$120,000
Director of Nursing	\$135,000	\$155,000
Director of Clinical Services	\$150,000	\$180,000
Mental Health Worker	\$70,000	\$95,000
Midwife	\$90,000	\$110,000
Occupational Therapist	\$90,000	\$110,000
Physiotherapist	\$85,000	\$110,000
Program Director	\$160,000	\$180,000
Program/ Project Manager	\$110,000	\$130,000
Psychologist	\$90,000	\$130,000
Radiographer	\$190,000	\$220,000
Rehabilitation Consultant	\$85,000	\$100,000
Registered Nurse	\$80,000	\$120,000
Social Worker	\$80,000	\$95,000
Speech Pathologist	\$80,000	\$95,000
Audiologists	\$90,000	\$120,000



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Human Resources & Recruitment

Occupation	Low	High
ER/IR Specilaist	\$110,000	\$130,000
Change Manager	\$110,000	\$180,000
Human Resource Officer	\$75,000	\$95,000
Human Resources Business Partner	\$90,000	\$130,000
Human Resources Manager	\$110,000	\$180,000
Remuneration Analyst/Consultant	\$90,000	\$110,000
Talent Acquisition Specialist	\$90,000	\$130,000
Work Health & Safety Manager/Advisor	\$110,000	\$150,000
Work Health & Safety Officer/Coordinator	\$80,000	\$110,000



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Information & Communication Technology

Occupation	Low	High
Project Services		
Business Analyst	\$85,000	\$140,000
Project Manager	\$90,000	\$180,000
Program Manager	\$120,000	\$200,000
PMO Manager	\$140,000	\$220,000
Change Manager	\$110,000	\$170,000
Scrum Master	\$90,000	\$150,000
Enterprise Architect	\$140,000	\$240,000
Infrastructure		
Service Desk	\$55,000	\$75,000
Desktop Support	\$65,000	\$90,000
Application Support	\$70,000	\$115,000
Service Desk Manager	\$90,000	\$120,000
Database Administrator	\$100,000	\$150,000
Systems/Network Administrator	\$80,000	\$115,000
Systems/Network Engineer	\$90,000	\$160,000
Architect	\$140,000	\$200,000
Cloud		
Cloud Engineer	\$115,000	\$160,000
Cloud Architect	\$150,000	\$220,000
Development		
Developer/Engineer	\$70,000	\$110,000
Senior Developer/Engineer	\$110,000	\$150,000
UI/UX Designer	\$90,000	\$140,000
Solution Architect	\$140,000	\$200,000
Dev Manager	\$150,000	\$220,000
Testing		
Test Analyst	\$80,000	\$130,000
Automation Test Analyst	\$90,000	\$140,000
Test Lead	\$120,000	\$160,000
Test Manager	\$140,000	\$175,000

Occupation	Low	High
Security		
Security Analyst	\$120,000	\$170,000
Security Engineer	\$120,000	\$180,000
Security Architect	\$170,000	\$250,000
Security Manager	\$160,000	\$230,000
GRC Consultant	\$130,000	\$180,000
ERP/CRM		
Admin	\$80,000	\$110,000
Developer	\$90,000	\$130,000
Functional/Technical Consultant	\$110,000	\$180,000
Architect	\$150,000	\$220,000

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Manufacturing

Occupation	Low	High
CNC Operator/Setter	\$60,000	\$75,000
CNC Programmer	\$70,000	\$100,000
Maintenance Fitters	\$90,000	\$120,000
Maintenance Supervisor	\$95,000	\$125,000
Maintenance Managers	\$120,000	\$155,000
Service Technician	\$75,000	\$110,000
Industrial/Maintenance Electrician	\$90,000	\$135,000
Service Manager	\$100,000	\$140,000
Service Director	\$140,000	\$180,000
Operations Managers	\$130,000	\$180,000
Machine Operator	\$60,000	\$75,000
Packaging Operator/Specialist	\$60,000	\$70,000
Packers	\$50,000	\$60,000
Plant Manager	\$110,000	\$150,000
Process Workers	\$55,000	\$65,000
Procurement Analyst/Specialist	\$90,000	\$120,000
Procurement Manager	\$120,000	\$160,000
Manufacturing/Production Supervisor	\$95,000	\$120,000
Manufacturing/Production Managers	\$120,000	\$160,000
Manufacturing/Production planner	\$80,000	\$95,000
Quality and Safety Officer	\$90,000	\$115,000
Quality Assurance Coordinators	\$87,000	\$115,000
Quality Control Manager	\$110,000	\$130,000
Stock Picker	\$55,000	\$70,000
Team Leaders	\$65,000	\$80,000
Technical Operations Manager	\$100,000	\$140,000
Workshop Manager	\$125,000	\$160,000

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Occupation	Low	High
Key Account Manager	\$85,000	\$140,000
Account Manager	\$75,000	\$95,000
Brand Manager	\$110,000	\$150,000
Campaign Manager	\$89,760	\$107,100
Digital Producer	\$80,000	\$110,000
Direct Marketing Manager	\$90,000	\$14,000
Event Coordinator	\$65,000	\$85,000
Event Manager	\$75,480	\$112,200
Market Analysis Manager	\$70,000	\$85,000
Market Research Analysts	\$65,000	\$85,000
Market Research Manager	\$90,000	\$120,360
Marketing Assistant	\$65,000	\$80,000
Marketing Coordinator	\$65,000	\$80,000
Marketing Director	\$190,000	\$280,000
Marketing Executive	\$85,000	\$110,000
Marketing Manager	\$110,000	\$160,000
Digital Marketing Manager	\$110,000	\$160,000
Product Manager	\$94,860	\$120,000
Product Planner	\$65,000	\$85,000
Public Relations Admin.	\$60,000	\$75,000
Public Relations Director	\$120,000	\$160,000
Public Relations Manager	\$85,680	\$130,560
Senior Marketing Manager	\$160,000	\$200,000
User Experience Manager	\$80,000	\$129,540
Website Manager	\$99,960	\$140,000
Business Development Manager	\$100,000	\$150,000



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Retail & Consumer Products

Occupation	Low	High
Junior Buyer	\$70,000	\$95,000
Senior Buyer	\$130,000	\$180,000
Sales Assistant	\$50,000	\$60,000
Senior Sales Assistant	\$60,000	\$70,000
Supervisor, Small Business	\$60,000	\$70,000
Supervisor, Large Business	\$65,000	\$75,000
Assistant Store Manager, Small Business	\$65,000	\$75,000
Assistant Store Manager, Large Business	\$65,000	\$85,000
Store Manager, Small Business	\$70,000	\$80,000
Store Manager, Large Business	\$85,000	\$130,000
Area Manager	\$90,000	\$120,000
National Manager	\$110,000	\$160,000



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Trades & Services

Occupation	Low	High
Advanced Rigger	\$90,000	\$130,000
Advanced Scaffolder	\$60,000	\$85,000
Refrigeration Mechanic	\$90,000	\$130,000
Service Electrician	\$90,000	\$130,000
Auto Electrician - Metro	\$80,000	\$130,000
Auto Electrician - Regional	\$124,000	\$180,000
Boilermakers - Metro	\$80,000	\$120,000
Boilermakers - Regional	\$100,000	\$140,000
Cabinet Maker	\$65,000	\$85,000
Carpenters	\$65,000	\$95,000
CNC Machinist	\$80,000	\$110,000
Concreters	\$70,000	\$120,000
Diesel/Heavy Vehicle Mechanic - Metro	\$90,000	\$130,000
Diesel/Heavy Vehicle Mechanic - Regional	\$124,000	\$200,000
Drillers	\$120,000	\$180,000
Electrical Fitters	\$90,000	\$150,000
Formwork Carpenters	\$70,000	\$95,000
Maintenance Electrician	\$90,000	\$140,000
Accessory Fitter	\$80,000	\$120,000
Spare Parts Manager	\$100,000	\$130,000
Parts Interpreter	\$75,000	\$90,000
Fabricator	\$80,000	\$120,000
Maintenance Fitters	\$90,000	\$134,000
Landscaper	\$60,000	\$75,000
Mechanical Fitters	\$90,000	\$134,000
Mechatronics Specialists	\$85,000	\$130,000
Motor Mechanic	\$75,000	\$110,000
Panel Beater	\$80,000	\$110,000

Occupation	Low	High
Pump Technician	\$75,000	\$110,000
Service Technician	\$90,000	\$120,000
Sheet Metal Trades	\$75,000	\$110,000
Fire Technician	\$90,000	\$110,000
Security Technician	\$90,000	\$110,000
Shopfitter	\$85,000	\$120,000
Spray/Industrial painter	\$80,000	\$110,000
Steel Fixers	\$55,000	\$80,000
Trade Assistants	\$65,000	\$75,000
Window Fitter/Assembler	\$65,000	\$85,000
Welding Manager	\$150,000	\$170,000
Welding Supervisor	\$100,000	\$130,000
Workshop Supervisor	\$90,000	\$110,000
Welders	\$80,000	\$110,000



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Transport & Logistics

Occupation	Low	High
Account Manager	\$90,000	\$140,000
Branch Manager	\$130,000	\$165,000
Distribution Centre Manager	\$140,000	\$175,000
Export Operators	\$75,000	\$90,000
Import Operator	\$75,000	\$90,000
Logistics Managers	\$110,000	\$140,000
Operations Manager	\$110,000	\$130,000
Inventory Controller	\$70,000	\$90,000
Storeperson/Forklift Driver	\$60,000	\$75,000
Supply Chain Director	\$180,000	\$230,000
Supply Chain Manager	\$120,000	\$160,000
Truck Driver	\$65,000	\$90,000
Fleet Coordinator	\$70,000	\$85,000
Transport Supervisor	\$75,000	\$95,000
Site Operations Manager	\$130,000	\$155,000
Warehouse Team Leader	\$65,000	\$75,000
Warehouse Manager	\$90,000	\$130,000
Warehouse Supervisor	\$75,000	\$90,000
Pick Packer	\$55,000	\$65,000
Customs Broker	\$100,000	\$130,000
WMS Analyst	\$85,000	\$110,000
Logistics Analyst	\$80,000	\$100,000
Warehouse Admin	\$60,000	\$75,000
Dispatch Manager	\$110,000	\$140,000

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