

# SALARY REPORT 2015



**Our salary report will help you to be better prepared when looking at your new hiring requirements or if you are seeking a new role for yourself.**

We have analysed salary data from our registered vacancies and placements between July 2014 and June 2015, to determine permanent staff salary and contractor rates, as well as looking at in-demand roles as compared to previous years. The data represents a comprehensive spread of vendors and end-users.

## KEY TRENDS



It is evident that large enterprises have progressed their digital transformation strategies from planning to execution. This has manifested in the creation of several Chief Digital and Chief Data Officer roles and a subsequent increase in senior management roles in this domain.



There is heightened awareness with regards to quality assurance generally across all aspects of the IT landscape. This has resulted in an increased need for high quality IT products and services pushing up demand for Testers, in particular Automation Testers.



There is an increased demand for Software Developers other than the traditional .Net and Java Developers.



More hiring managers are asking for specific industry and hands-on experience as part of their requirements.



Soft skills are still highly sought after - hiring managers want individuals who can communicate with the wider business or clients, and with senior roles there is an expectation that candidates can effectively present to Boards as well.

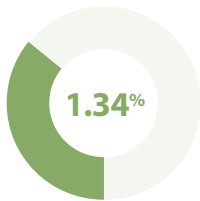
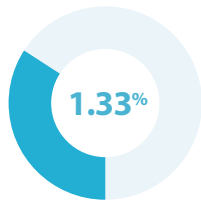
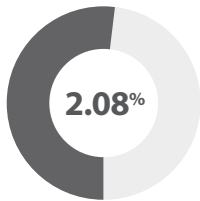
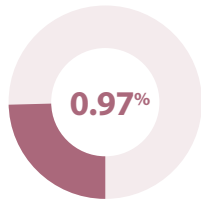
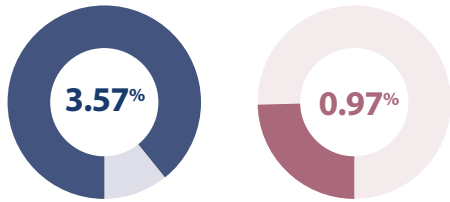


With a candidate-driven market, there are many choices and we are continuing to see hiring managers offering packages that are more attractive to ensure that they induce top talent.



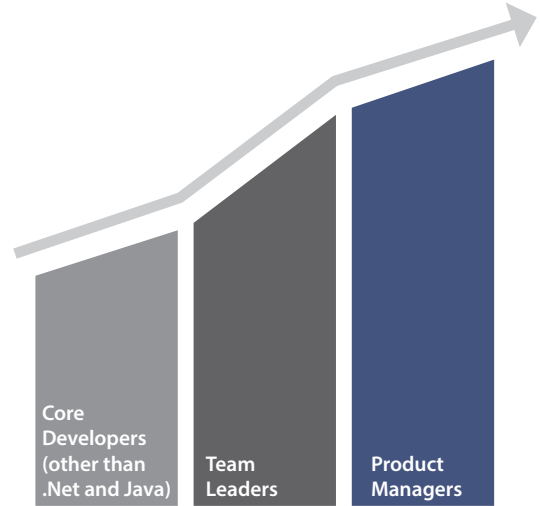
NZ immigration continues to increase the number of ICT job visas given out year-on-year.

# TRENDS AND OCCUPATIONS IN DEMAND



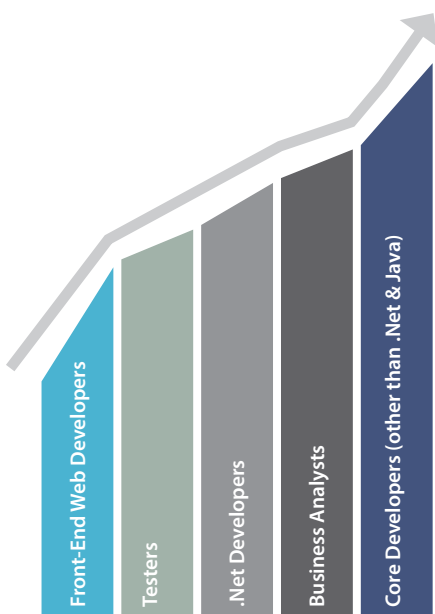
- Testers
- Team Leads
- Business Analysts
- Product Managers
- Core Developers (other than .Net and Java)

## OCCUPATIONS WITH THE BIGGEST YEAR ON YEAR CHANGE



## PERMANENT ROLES IN HIGHER DEMAND

## CONTRACT ROLES IN HIGHER DEMAND



## ATTRACTING TALENT THROUGH PACKAGES

Bonuses year on year remain static at **5-10%** of a salary (generally for Developer roles)

**SHARE options** (particularly for Developers)

Increase in **HOLIDAY days**

**FLEXIBLE** working arrangements

Increase of personal **TOOLS** of trade i.e. phones

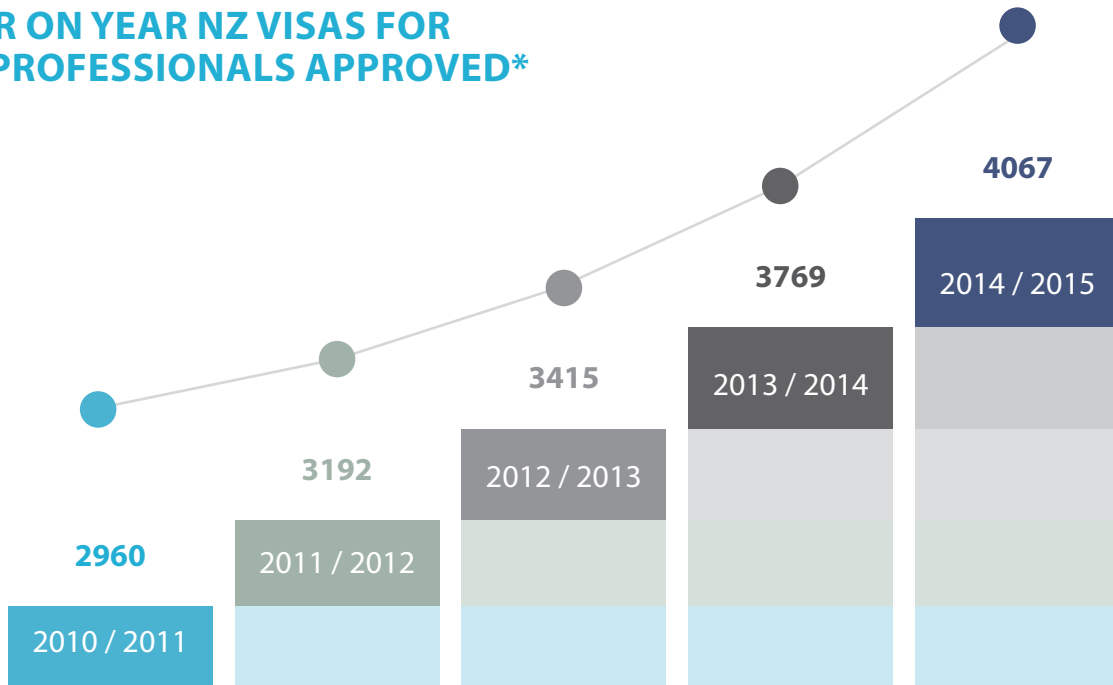
**HEALTH CARE**

**CAR PARK**

**STUDENT GRANT**

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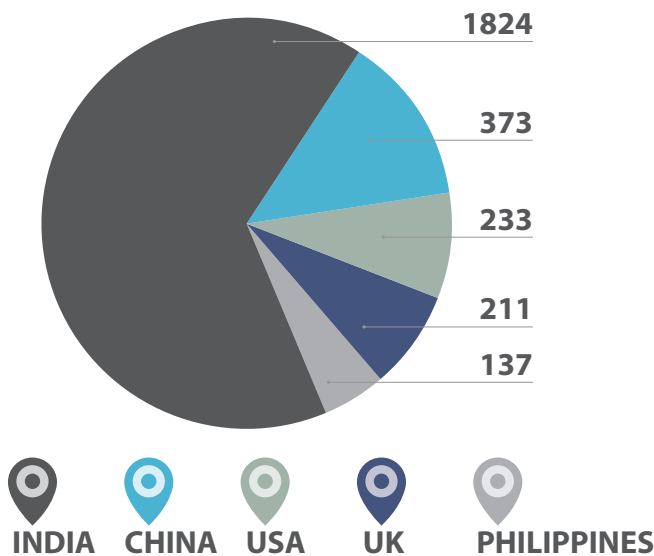
## YEAR ON YEAR NZ VISAS FOR ICT PROFESSIONALS APPROVED\*



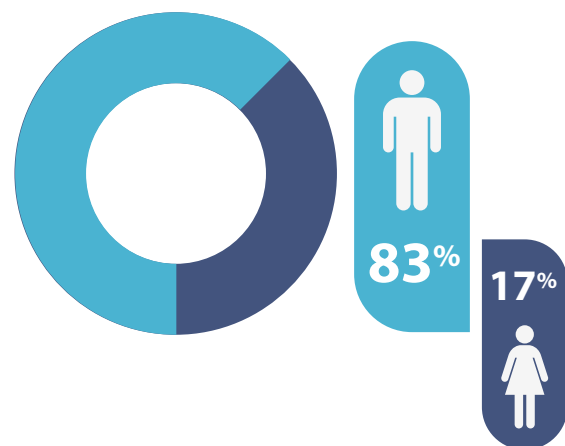
The number of ICT visas being given out is steadily increasing year on year.

## 2014/15 NZ VISAS FOR ICT PROFESSIONALS\*

### Top 5 Countries

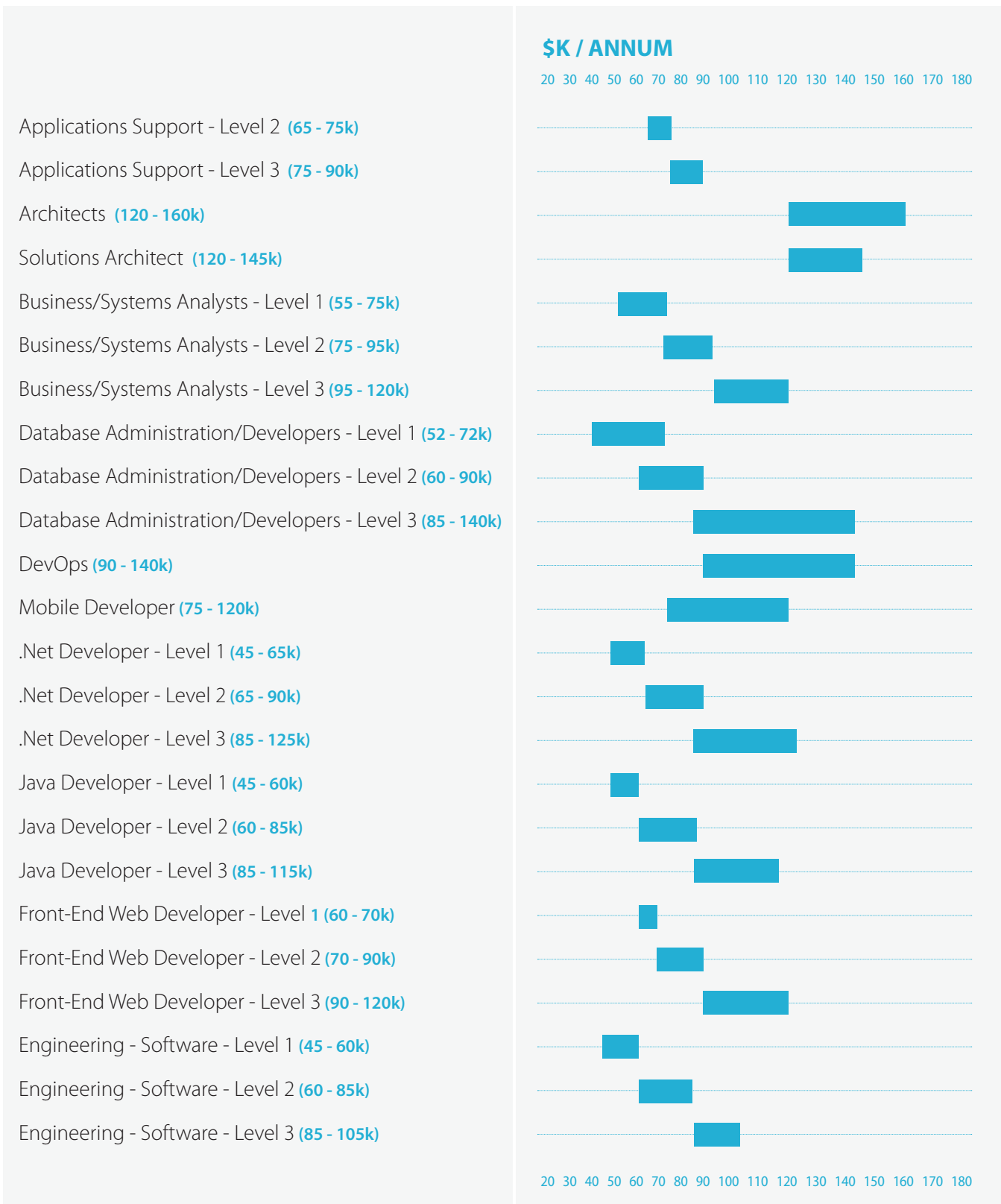


## 83% OF VISAS WERE FOR MALE ICT PROFESSIONALS IN 2014/15\*



\* The ICT Visa information was taken from Immigration.govt.nz W3 Work applications by Occupation report, accessed on 30 July 2015

# PERMANENT SALARY (\$/ANNUM)



The salary and contract rates above are what is paid to the employee or contractor. We've broken the roles down into categories which broadly represent the majority of the market. Given the nature of this approach, necessity dictates some generalisation, so if you or your team currently sits outside these ranges then you'll potentially fall outside the groupings.

In each of the categories, we have grouped experience into levels 1, 2 or 3. This classification represents:

#### Level 1

1-3 years post-graduation/total experience. Team member, operational and support roles

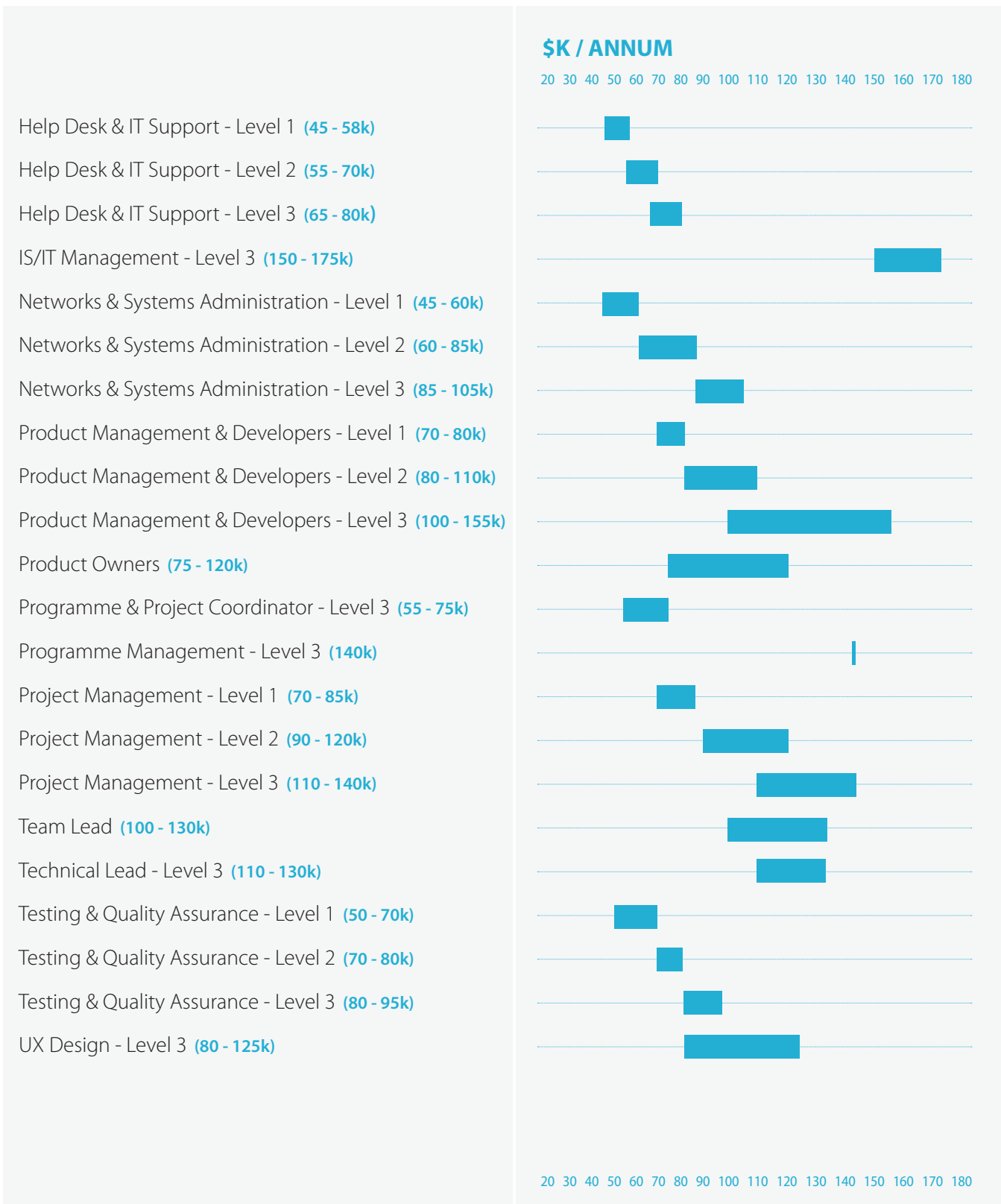
#### Level 2

3 - 7 years. Intermediate or possibly senior, project and operational roles

#### Level 3

7+ years. Senior or quasi-leadership, project & strategic, high impact & key roles in the organisation

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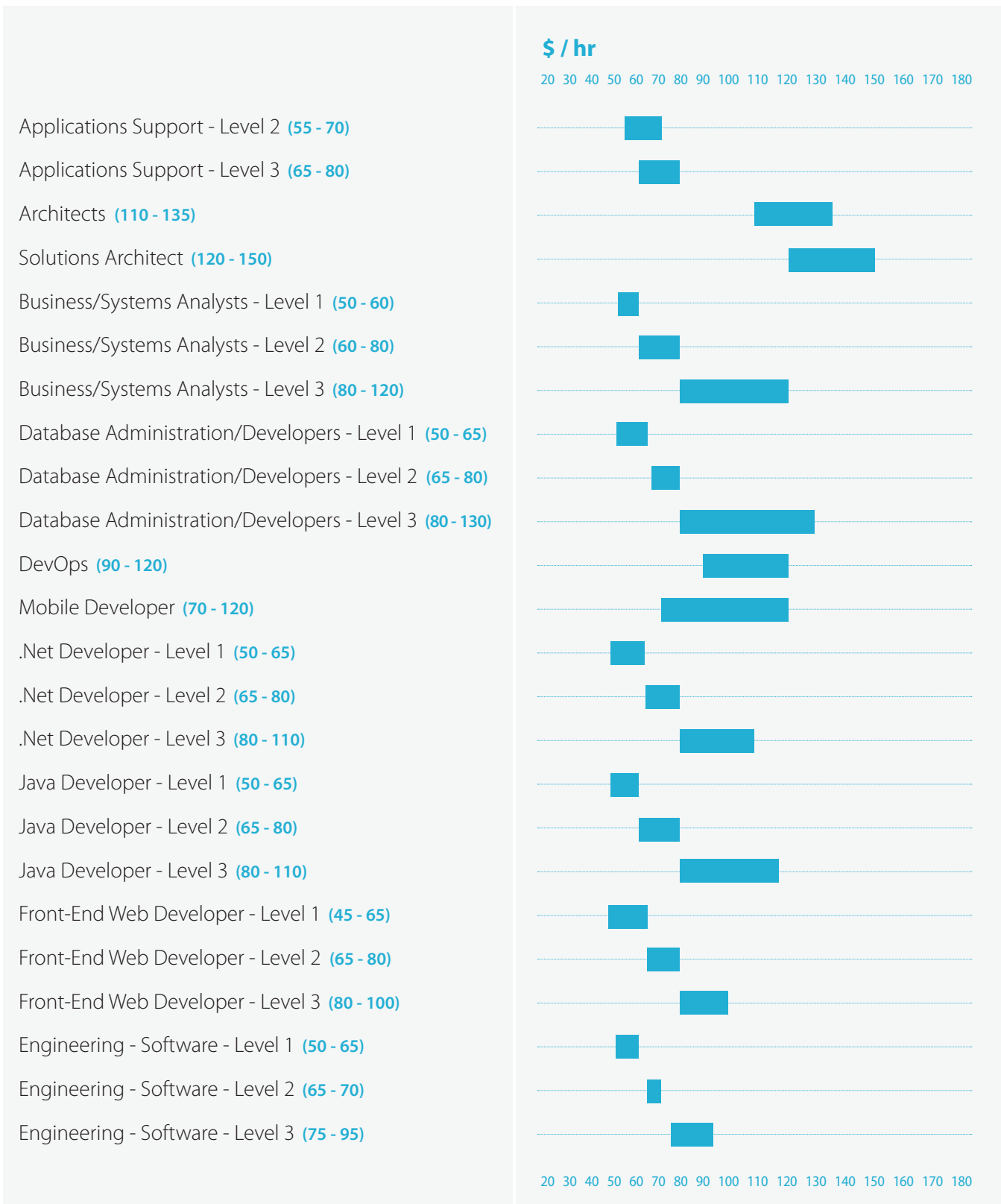
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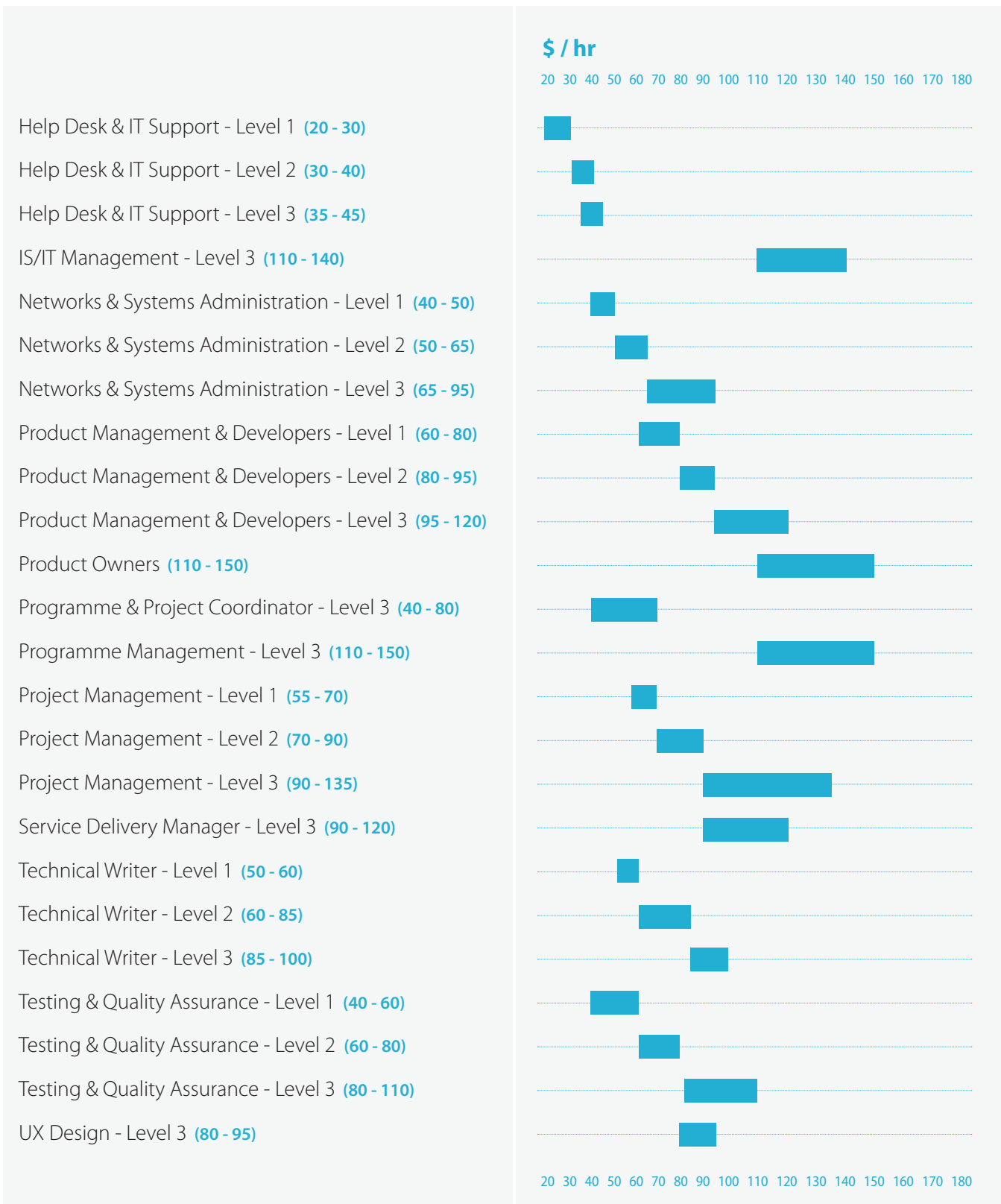
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