



potentia



Salary report 2016-17

Salaries for tech professionals rose 6% last year, driven by strong demand for people with digital skills. Healthy economic growth, low unemployment and the rapid digitisation of many industries are creating job opportunities up and down the country and putting upwards pressure on pay packets. Our latest Salary Report 2016-17 provides the most comprehensive and granular breakdown of average salaries for innovation, digital and technology (IDT) jobs in New Zealand and highlights the most sought-after skills.

About this report

The Potentia Salary Report 2016-17 aims to provide you with an up-to-date insight into the jobs and most in-demand skills across the digital, innovation and technology landscape and the impact demand is having on average salaries. The salary information in this report reflects the variety, diversity and specialist nature of jobs in the wider tech industry. Our data is based on actual salaries offered to tech professionals we placed over the last 12 months and responses to the Potentia Salary Survey collected online in November and December 2016. The salary tables on pages 5 – 10 are designed to help you easily determine accurate pay levels by providing specific and comprehensive salary ranges for over 120 full time and contract positions from entry level to the C-suite.

KEY TRENDS



Employers' demand for experienced tech professionals currently exceeds supply in almost all areas of the innovation, digital and technology job market and is putting upwards pressure on pay packets



Salaries for jobs in the tech sector rose on average 6% over the last 12 months



3 out of 4 tech sector workers received a pay increase in 2016



Pay packets for Data Scientists rose the fastest over the last 12 months increasing by 16%



Hourly rates for contractors remained steady, rising 1% over the last 12 months to an average of \$95 per hour



Healthy economic growth and low unemployment are leading to a shortage of skilled workers to fill the growing number of digital jobs



Demand for experienced security professionals has skyrocketed over the last 12 months, particularly in the wake of a number of high profile attacks – such as the Panama Papers – which has exposed the risk to organisations when sensitive information is insufficiently protected



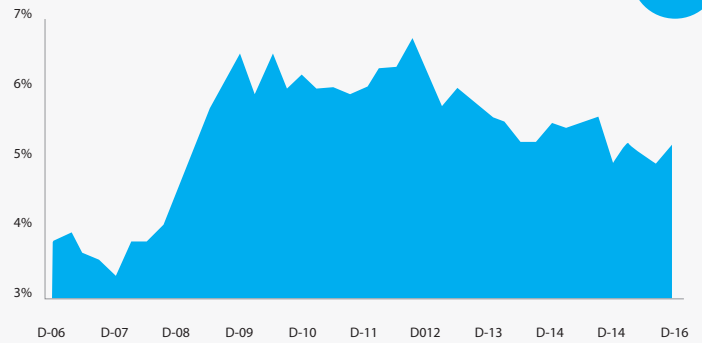
The average full time salary for jobs in the tech sector rose last year to \$110,355

Strong wage growth in the tech sector bucks national trend

The latest Potentia data revealed that the IDT sector is bucking the national trend with average salaries jumping 6% in 2016. In contrast, the annual average salary for most NZ workers grew a modest 1.6% over the same period.

Against a backdrop of low unemployment (currently 5.2%) and a tightening labour market, demand for digital skills continues to exceed supply. Employers are offering significant salary increases to retain existing staff, with three out of four tech professionals receiving a pay rise last year.

As we move through 2017, we expect salaries across the IDT landscape to continue the strong upward trajectory. Many organisations locally put a lot of effort into growing talent and keeping it in their company, but the potential to earn and achieve more at a different company or new start-up is likely to prove attractive, putting pressure on pay packets.

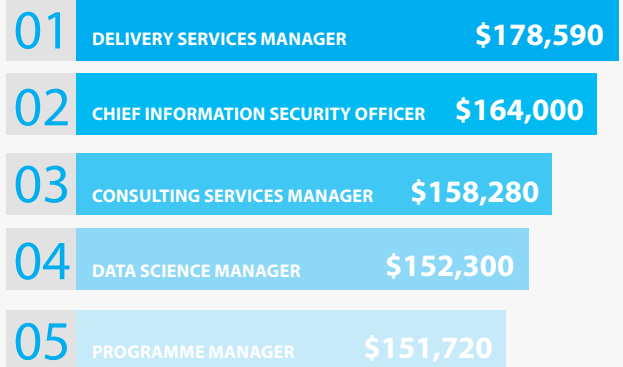


NZ unemployment rate 2006-2016

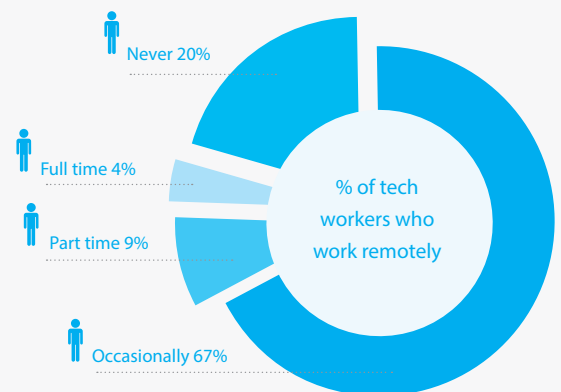
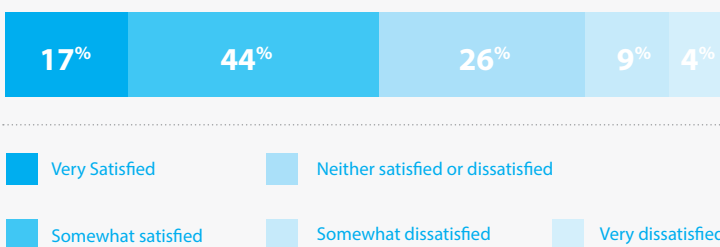
Source: www.stats.govt.nz/browse_for_stats/income-and-work/employment_and_unemployment/LabourMarketStatistics_MRDec16qtr.aspx

Top 5 highest paying tech jobs in NZ

Delivery Services Managers currently top the list of highest paying jobs in the technology sector, with an average salary of \$178,590, followed by Chief Information Security Officers (\$164,000), Consulting Services Managers (\$158,280) and Data Science Managers (\$152,300). Programme Managers round out the list of Top 5 highest paying tech jobs, with an average annual salary of \$151,720.



Employee satisfaction in the NZ tech sector 2016-17



Flexible work options lead to high employee satisfaction

6 out of 10 tech workers (61%) surveyed said they were satisfied in their current job, with an overwhelming majority of respondents (80%) saying they are able to work remotely some or all of the time.

Due to the nature of the work and the ever-increasing development of technology, many tech companies today offer flexible work practices. As companies increasingly compete for top tech talent, flexible working is becoming a necessary perk, rather than a non-monetary benefit that may or may not be bestowed. Employers are realising that constructing more flexible working arrangements leads to increased staff retention and greater employee satisfaction and productivity.

Top 5 fastest growing salaries

Over the past 12 months, demand has risen strongly for people with data science and software development skills, putting upwards pressure on pay packets. Salaries for Data Scientists, Front End Developers and Software Engineers dominated the Top 5 fastest growing salaries in 2016. We expect this trend to continue throughout 2017 as job opportunities grow and the labour market tightens.

01	DATA SCIENTIST	\$76,250 (+16%)
02	FRONT END DEVELOPER	\$87,200 (+15%)
03	MANUAL/AUTOMATED TESTER	\$83,795 (+12%)
04	DEVOPS ENGINEER	\$102,000 (+11%)
05	EMBEDDED SOFTWARE ENGINEER	\$79,505 (+10%)

2016 saw rapid growth in salaries for professionals with data and analytics skills (up 16% year-on-year) and strong experience with implementing rich user interfaces (up 15% year-on-year) as businesses increasingly look to leverage the latest data to gain a commercial edge and create world class user experiences across their company website(s). Employers' demand for Data Scientists and Front End Developers currently exceeds supply and is driving robust, double-digit growth in pay packets.

SaaS vendors and web development agencies require greater sophistication and firepower from their Front End Developers than ever before to satisfy user expectations and leverage the capability of new libraries and frameworks and, against this backdrop, the average salary for Front End Developers topped \$87,200 last year.

Contrary to popular sentiment, the demand for manual and hybrid manual/automated testing skills remains high and salaries have increased. Four trends are driving the 10-12% increase in pay packets:

- Increased competition for Manual Testers, particularly Seniors, who have expertise in a domain (e.g. Healthcare) to provide predominantly manual user testing with context, exploratory testing and can ensure industry policies are compliant in the software
- The definition of a modern Manual Tester does not fit the historic one. Those testers who are intensely technically minded, but do not write code nor perform automated testing are Manual Testers. These people collaborate with developers as they write code continually assessing it to ensure quality output

- Employers are increasingly moving testing jobs from offshore to onshore
- As more Testers go down the Automated and Test Engineering path, fewer Manual Testers remain, driving up salaries.

Continued investment in DevOps among product vendors, consultancies and large enterprises caused demand for skilled professionals to consistently outstrip supply since 2013/4, leading to sustained salary growth for DevOps Engineers over the last 24 months. We believe we are at the peak of this growth cycle as organisations' need for bespoke approaches and individual human agents will decline and automation tools and standardised approaches to coding and service delivery increase.

Salaries for Embedded Software Engineers have been flat for several years, but are starting to rise again. The desire for Internet of Things (IoT)-related products and integrated electronics means organisations are pouring money into device development. We expect this trend to continue and consequently a bidding war for these people to intensify.

In the complex, fast-changing IDT job market, it is important that professionals keep their technical skills current - it may lead to a bump in pay, greater job security and increased potential for promotion. Now is also a great time for people who are thinking about a career in tech to acquire new skills and tap into the range and variety of jobs on offer.

Pay rates for contractors across the NZ tech sector 2016-17 (hourly rate)

OCCUPATION	Hourly pay rates based on level of experience								
	0-3 years			3-7 years			7+ years		
	Low	Average	High	Low	Average	High	Low	Average	High
ARCHITECTURE									
Data Architect	\$110	\$128	\$135	\$127	\$133	\$145	\$145	\$168	\$180
Enterprise Architect	\$120	\$133	\$142	\$138	\$145	\$154	\$152	\$175	\$200
Information Architect	\$110	\$127	\$138	\$135	\$143	\$152	\$140	\$168	\$190
Infrastructure Architect	\$112	\$117	\$122	\$119	\$136	\$147	\$142	\$166	\$180
Integration Architect	\$115	\$128	\$144	\$143	\$148	\$152	\$150	\$177	\$200
Software Architect	\$95	\$110	\$120	\$120	\$133	\$155	\$145	\$183	\$200
Business Analyst	\$60	\$71	\$80	\$70	\$86	\$100	\$85	\$91	\$125
CONSULTANT									
Functional	\$70	\$81	\$90	\$90	\$100	\$110	\$100	\$116	\$140
Implementation	\$65	\$75	\$85	\$75	\$82	\$100	\$95	\$112	\$120
Technical	\$80	\$87	\$95	\$90	\$101	\$115	\$100	\$122	\$160
DATA & ANALYTICS									
Data Analyst	\$30	\$41	\$50	\$50	\$59	\$70	\$70	\$72	\$90
Data Scientist	\$50	\$61	\$65	\$60	\$75	\$90	\$90	\$121	\$150
Reporting Analyst	\$30	\$40	\$45	\$45	\$52	\$60	\$60	\$64	\$85
Database Administrator	\$65	\$73	\$85	\$80	\$91	\$110	\$100	\$112	\$130
DELIVERY SERVICES									
Change Manager	\$90	\$97	\$110	\$100	\$110	\$120	\$120	\$131	\$200
Programme Manager	\$110	\$118	\$125	\$120	\$133	\$145	\$140	\$151	\$180
Project Coordinator	\$45	\$50	\$55	\$50	\$58	\$65	\$65	\$74	\$85
Project Manager	\$65	\$73	\$80	\$75	\$98	\$120	\$115	\$123	\$160
DEVELOPMENT									
BI / Data Warehousing / Reports	\$50	\$61	\$65	\$70	\$82	\$90	\$90	\$100	\$110
Database Developer	\$70	\$81	\$90	\$80	\$92	\$120	\$100	\$111	\$130
Front End Developer	\$45	\$62	\$75	\$60	\$84	\$90	\$80	\$88	\$120
Full Stack Developer	\$55	\$68	\$80	\$75	\$77	\$90	\$78	\$87	\$115
Platform Developer - .NET	\$50	\$60	\$70	\$70	\$75	\$85	\$85	\$88	\$105
Platform Developer - Java	\$50	\$59	\$70	\$70	\$77	\$90	\$85	\$88	\$115
Platform Developer - Salesforce	\$50	\$59	\$75	\$70	\$75	\$90	\$90	\$95	\$130
Web & WebScripting Developer	\$45	\$60	\$70	\$70	\$73	\$85	\$80	\$85	\$110
DevOps Engineer	\$60	\$65	\$75	\$70	\$80	\$90	\$85	\$92	\$110

Pay rates for contractors across the NZ tech sector 2016-17 (hourly rate) - continued

OCCUPATION	Hourly pay rates based on level of experience								
	0-3 years			3-7 years			7+ years		
	Low	Average	High	Low	Average	High	Low	Average	High
DIGITAL DESIGN									
Digital Designer	\$45	\$54	\$65	\$65	\$69	\$75	\$75	\$77	\$85
UX Designer	\$60	\$65	\$70	\$70	\$77	\$85	\$85	\$100	\$110
DIGITAL MARKETING									
Campaign Manager	\$40	\$46	\$50	\$50	\$56	\$60	\$60	\$69	\$80
Digital Marketing Manager	\$65	\$69	\$75	\$75	\$80	\$85	\$85	\$96	\$120
Online Coordinator	\$30	\$33	\$40	\$40	\$48	\$60	\$60	\$63	\$80
Paid Search Specialist	\$40	\$49	\$55	\$55	\$63	\$65	\$65	\$71	\$85
SEO Specialist	\$40	\$49	\$55	\$55	\$61	\$65	\$65	\$72	\$85
INFRASTRUCTURE SERVICES									
Cloud Integration Engineer	\$60	\$68	\$80	\$70	\$75	\$90	\$85	\$95	\$115
Network Engineer	\$40	\$48	\$60	\$55	\$65	\$80	\$70	\$75	\$90
Systems Engineer	\$40	\$55	\$65	\$60	\$73	\$80	\$75	\$88	\$95
IT SUPPORT SERVICES									
Level 2 - Application Administrator	\$35	\$42	\$55	\$50	\$55	\$65	\$65	\$68	\$75
Level 2 - Functional Application Support Analyst	\$45	\$53	\$60	\$55	\$62	\$70	\$70	\$75	\$80
Level 2 - Technical Support Engineer	\$45	\$52	\$65	\$60	\$65	\$75	\$75	\$80	\$90
Service Desk Analyst	\$25	\$30	\$35	\$30	\$35	\$40	\$40	\$42	\$45
Service Desk Technician	\$20	\$23	\$25	\$25	\$27	\$30	\$30	\$33	\$35
Product Management	\$70	\$75	\$85	\$85	\$84	\$90	\$75	\$101	\$117
SECURITY SERVICES									
Auditor	\$80	\$92	\$100	\$95	\$118	\$130	\$130	\$135	\$150
Chief Information Security Officer	\$100	\$116	\$130	\$140	\$151	\$160	\$160	\$170	\$180
Security Administrator	\$80	\$86	\$95	\$90	\$93	\$100	\$100	\$112	\$120
Security Analyst	\$80	\$84	\$90	\$90	\$96	\$100	\$95	\$115	\$120
Security Engineer	\$80	\$89	\$100	\$100	\$118	\$140	\$140	\$148	\$160
Software Engineer; Mainframe Engineer	-	-	-	-	-	-	\$75	\$87	\$105
Technical Writer	\$30	\$35	\$40	\$35	\$45	\$65	\$65	\$72	\$110
TESTING SERVICES									
Automated	\$60	\$68	\$75	\$70	\$85	\$90	\$86	\$90	\$95
Automation Development	\$75	\$78	\$85	\$85	\$92	\$95	\$88	\$95	\$110
Manual	\$25	\$32	\$40	\$40	\$67	\$75	\$70	\$80	\$90
Manual & Automated	\$60	\$30	\$75	\$70	\$85	\$90	\$80	\$89	\$95
Test Lead	\$70	\$73	\$80	\$80	\$82	\$90	\$80	\$85	\$90
Test Manager	\$85	\$87	\$90	\$90	\$90	\$95	\$90	\$92	\$95
Trainer	\$30	\$38	\$45	\$40	\$48	\$55	\$50	\$53	\$60

Full time salaries across the NZ tech sector 2016-17

OCCUPATION	Annual full-time salaries based on level of experience								
	0-3 years			3-7 years			7+ years		
	Low	Average	High	Low	Average	High	Low	Average	High
ARCHITECTURE									
Data Architect	\$102,340	\$115,490	\$129,870	\$128,700	\$125,670	\$132,500	\$128,700	\$138,600	\$153,400
Enterprise Architect	\$116,700	\$121,350	\$127,480	\$125,670	\$140,650	\$152,450	\$145,500	\$165,000	\$172,730
Infrastructure Architect	\$98,450	\$101,250	\$110,480	\$107,670	\$118,560	\$121,670	\$120,050	\$125,450	\$134,540
Integration Architect	\$101,345	\$110,450	\$118,850	\$131,350	\$135,450	\$141,350	\$138,900	\$146,450	\$152,400
Manager - Architecture*	\$132,450 - \$170,350 (average \$147,500)								
Security Architect	\$109,450	\$115,250	\$121,300	\$115,345	\$132,450	\$138,700	\$132,500	\$147,500	\$155,300
Software Architect	\$107,000	\$118,065	\$125,000	\$125,000	\$134,350	\$150,000	\$145,000	\$176,535	\$220,000
Solution Architect	\$100,000	\$118,335	\$130,000	\$120,000	\$134,322	\$140,000	\$135,000	\$142,588	\$160,000
BUSINESS ANALYSIS									
Business Analyst	\$50,000	\$75,916	\$85,000	\$75,000	\$85,683	\$100,000	\$95,000	\$107,435	\$160,000
Manager - Business Analysis*	\$100,000 - \$155,000 (average \$121,010)								
CONSULTANT									
Functional	\$49,000	\$54,500	\$60,000	\$60,000	\$83,888	\$100,000	\$100,000	\$114,900	\$130,000
Implementation	\$60,000	\$71,400	\$90,000	\$90,000	\$93,000	\$105,000	\$105,000	\$123,500	\$135,000
Technical	\$75,000	\$80,600	\$93,000	\$90,000	\$112,850	\$125,000	\$125,000	\$127,131	\$150,000
Manager - Consulting Services*	\$80,000 - \$350,000 (average \$158,281)								
DATA & ANALYTICS									
Business Intelligence Consultant	\$90,000	\$101,323	\$110,000	\$110,000	\$133,298	\$150,000	\$150,000	\$163,505	\$190,000
Data Analyst	\$40,000	\$49,125	\$55,000	\$55,384	\$81,762	\$90,000	\$90,000	\$94,360	\$130,000
Data Scientist	\$55,000	\$68,200	\$70,000	\$70,000	\$109,111	\$120,000	\$110,000	\$156,005	\$205,000
Insights Analyst	\$50,000	\$57,100	\$65,000	\$67,000	\$83,667	\$94,000	\$90,000	\$114,900	\$125,000
Manager - Data Analytics*	\$100,000 - \$150,000 (average \$121,540)								
Manager - Data Science*	\$120,000 - \$200,000 (average \$152,300)								
Manager - Insights*	\$90,000 - \$120,000 (average \$112,500)								
Manager - Research (Business Director)*	\$90,000 - \$150,000 (average \$123,400)								
Reporting Analyst	\$40,000	\$42,450	\$48,000	\$50,000	\$63,700	\$75,000	\$75,000	\$89,820	\$106,000
Research Analyst	\$35,000	\$41,250	\$50,000	\$50,000	\$64,100	\$80,000	\$80,000	\$93,345	\$120,000
Database Administrator	\$55,000	\$61,378	\$70,000	\$67,000	\$78,676	\$88,000	\$85,000	\$108,250	\$148,000
DELIVERY SERVICES									
Manager - Delivery Services*	\$107,000 - \$370,000 (average \$178,588)								
PMO Coordinator	\$58,570	\$61,250	\$63,500	\$59,500	\$66,570	\$71,250	\$69,570	\$72,500	\$79,300
Programme Manager	\$124,550	\$131,250	\$135,450	\$134,340	\$148,450	\$158,900	\$155,530	\$175,450	\$210,730
Project Coordinator	\$55,400	\$58,560	\$62,450	\$61,235	\$65,540	\$71,850	\$70,250	\$74,550	\$78,400
Project Manager	\$78,560	\$83,970	\$86,750	\$84,670	\$101,500	\$131,000	\$99,570	\$110,500	\$145,000
Scrum Master	\$75,000	\$82,700	\$88,000	\$85,000	\$92,560	\$110,000	\$110,000	\$117,290	\$128,000

Full time salaries across the NZ tech sector 2016-17

OCCUPATION	Annual full-time salaries based on level of experience								
	0-3 years			3-7 years			7+ years		
	Low	Average	High	Low	Average	High	Low	Average	High
DEVELOPMENT									
BI / Data Warehousing / Reports	\$50,000	\$71,080	\$80,000	\$80,000	\$86,520	\$100,000	\$97,134	\$111,067	\$125,000
Database Developer	\$50,000	\$68,878	\$75,000	\$75,000	\$84,720	\$95,000	\$92,000	\$102,250	\$126,000
Front End Developer	\$45,000	\$64,527	\$73,000	\$73,000	\$85,083	\$102,500	\$95,000	\$106,000	\$130,000
Full Stack Developer	\$46,000	\$63,336	\$78,000	\$75,000	\$91,780	\$105,000	\$105,000	\$108,690	\$140,000
Manager - Development*	\$60,000 - \$180,000 (average \$121,640)								
Mobile Developer	\$47,000	\$60,026	\$71,000	\$71,250	\$91,130	\$104,258	\$100,000	\$108,500	\$132,000
Platform Developer - .NET	\$43,000	\$63,158	\$80,000	\$78,500	\$92,000	\$100,000	\$95,000	\$104,657	\$150,000
Platform Developer - C++	\$43,000	\$63,230	\$75,000	\$73,500	\$88,225	\$100,000	\$91,000	\$110,397	\$145,000
Platform Developer - Delphi	\$38,000	\$59,689	\$69,000	\$70,000	\$81,458	\$88,000	\$85,000	\$112,000	\$125,000
Platform Developer - Java	\$42,500	\$61,254	\$75,000	\$75,000	\$86,987	\$104,000	\$95,000	\$115,222	\$150,000
Salesforce	\$60,000	\$69,050	\$78,000	\$75,000	\$87,580	\$105,000	\$100,000	\$117,500	\$150,000
Web & WebScripting Developer	\$32,000	\$54,995	\$69,000	\$65,000	\$78,583	\$87,000	\$79,000	\$101,333	\$130,000
DevOps Engineer	\$75,000	\$83,000	\$90,000	\$90,000	\$102,500	\$115,000	\$115,000	\$117,500	\$120,000
DIGITAL DESIGN									
Manager - UX*	\$100,000 - \$150,000 (average \$125,200)								
Manager - Design (Studio)*	\$95,000 - \$112,542 (average \$130,000)								
UI Designer	\$50,000	\$58,900	\$65,000	\$65,000	\$79,000	\$85,000	\$85,000	\$92,130	\$110,000
UX Designer	\$60,000	\$61,000	\$80,000	\$80,000	\$87,500	\$100,000	\$100,000	\$105,400	\$130,000
Web/Digital Designer	\$45,000	\$53,123	\$60,000	\$60,000	\$67,542	\$80,000	\$80,000	\$82,691	\$100,000
DIGITAL MARKETING									
Digital Account Manager	\$50,000	\$55,000	\$65,000	\$65,000	\$77,100	\$82,500	\$85,000	\$101,250	\$120,000
Digital Campaign Manager	\$45,000	\$47,150	\$55,000	\$55,000	\$69,125	\$90,000	\$85,000	\$88,000	\$100,000
Digital Marketing Manager	\$60,000	\$68,950	\$80,000	\$80,000	\$89,542	\$105,000	\$103,000	\$107,114	\$125,000
Digital Media Buyer	\$40,000	\$46,850	\$55,000	\$55,000	\$62,100	\$85,000	\$85,000	\$92,145	\$110,000
Director - Digital Marketing*	\$110,000 - \$160,000 (average \$122,500)								
Paid Search Specialist	\$45,000	\$55,100	\$60,000	\$60,000	\$68,952	\$75,000	\$75,000	\$87,692	\$120,000
SEM Manager*	\$100,000 - \$160,000 (average \$124,120)								
SEO Manager *	\$90,000 - \$140,000 (average \$111,528)								
SEO Specialist	\$45,000	\$52,100	\$60,000	\$60,000	\$69,850	\$75,000	\$75,000	\$98,750	\$120,000

Full time salaries across the NZ tech sector 2016-17

OCCUPATION	Annual full-time salaries based on level of experience								
	0-3 years			3-7 years			7+ years		
	Low	Average	High	Low	Average	High	Low	Average	High
INFRASTRUCTURE SERVICES									
Backup & Restore Administrator	\$55,000	\$58,500	\$65,000	\$60,000	\$67,800	\$80,000	\$76,000	\$84,800	\$90,000
Backup & Restore Engineer	\$80,000	\$82,000	\$85,000	\$85,000	\$88,300	\$95,000	\$95,000	\$97,400	\$105,000
Cloud Administrator	\$90,000	\$98,500	\$110,000	\$100,000	\$114,000	\$120,000	\$100,000	\$132,000	\$150,000
Cloud Automation Engineer	\$100,000	\$106,300	\$110,000	\$100,000	\$108,455	\$120,000	\$118,000	\$134,700	\$150,000
Cloud Fabric Administrator/Engineer	\$80,000	\$86,500	\$100,000	\$90,000	\$94,360	\$110,000	\$100,000	\$112,000	\$120,000
Cloud Integration Engineer	\$80,000	\$87,000	\$100,000	\$90,000	\$96,430	\$110,000	\$100,000	\$113,000	\$120,000
Cloud Operations Engineer	\$100,000	\$114,000	\$120,000	\$110,000	\$122,000	\$130,000	\$120,000	\$128,400	\$150,000
Cloud Site Reliability Engineer	\$80,000	\$92,530	\$100,000	\$90,000	\$96,500	\$110,000	\$100,000	\$114,600	\$120,000
Cloud Systems Engineer	\$80,000	\$92,300	\$100,000	\$90,000	\$96,400	\$110,000	\$100,000	\$112,750	\$120,000
Data Centre Facilities Administrator	\$55,000	\$58,700	\$65,000	\$64,000	\$72,300	\$75,000	\$73,000	\$78,600	\$85,000
Data Centre Facilities Lead	\$75,000	\$78,200	\$84,000	\$82,000	\$83,200	\$85,000	\$83,000	\$94,750	\$100,000
End Point Engineer	\$65,000	\$68,350	\$75,000	\$70,000	\$81,250	\$90,000	\$84,000	\$100,000	\$110,000
End Point Technician	\$40,000	\$44,740	\$50,000	\$48,000	\$53,900	\$60,000	\$54,000	\$56,450	\$60,000
Manager - Operations*	\$120,000 - \$165,000 (average \$143,670)								
Network Administrator	\$55,000	\$58,650	\$65,000	\$60,000	\$67,540	\$75,000	\$72,000	\$78,500	\$85,000
Network Engineer	\$75,000	\$76,500	\$85,000	\$80,000	\$88,530	\$95,000	\$92,000	\$102,450	\$110,000
Systems Administrator	\$55,000	\$62,750	\$65,000	\$61,000	\$68,345	\$75,000	\$72,000	\$78,390	\$85,000
Systems Engineer	\$70,000	\$74,200	\$85,000	\$80,000	\$89,730	\$95,000	\$92,000	\$99,750	\$110,000
IT SUPPORT SERVICES									
Consumer Provisioning Specialist	\$75,000	\$78,300	\$85,000	\$83,000	\$85,600	\$94,000	\$90,000	\$94,350	\$105,000
ITIL - Specific Business Relationship Manager	\$80,000	\$84,300	\$90,000	\$86,000	\$96,450	\$105,000	\$100,000	\$125,400	\$130,000
ITIL - Specific Configuration Manager	\$77,500	\$81,250	\$85,000	\$84,200	\$87,300	\$88,000	\$86,400	\$90,150	\$95,000
ITIL - Specific Incident Manager	\$75,400	\$82,100	\$87,500	\$84,300	\$87,300	\$90,000	\$88,300	\$89,200	\$97,000
ITIL - Specific Problem Manager	\$78,200	\$81,450	\$86,350	\$84,300	\$88,500	\$92,000	\$89,350	\$92,500	\$98,000
ITIL - Specific Risk Manager	\$85,000	\$88,000	\$100,000	\$92,000	\$95,000	\$110,000	\$102,000	\$115,000	\$120,000
Level 2 - Application Administrator	\$60,000	\$65,000	\$75,000	\$70,000	\$73,000	\$85,000	\$82,000	\$88,000	\$95,000
Level 2 - Application Consultant	\$75,000	\$81,000	\$85,000	\$85,000	\$88,000	\$95,000	\$92,000	\$98,333	\$110,000
Level 2 - Functional Application Support Analyst	\$70,000	\$73,000	\$80,000	\$76,000	\$84,000	\$90,000	\$84,000	\$88,000	\$105,000
Level 2 - Monitoring & Response Engineer	\$50,000	\$55,000	\$60,000	\$56,000	\$61,000	\$65,000	\$61,000	\$66,000	\$70,000
Level 2 - Technical Application Support Analyst	\$65,000	\$68,000	\$75,000	\$72,000	\$74,000	\$85,000	\$80,000	\$86,000	\$95,000
Level 2 - Technical Support Engineer	\$75,000	\$78,000	\$85,000	\$82,000	\$88,000	\$95,000	\$91,000	\$97,000	\$105,000
Level 2 - Technical Support Technician	\$50,000	\$53,000	\$60,000	\$54,000	\$62,000	\$70,000	\$65,000	\$71,000	\$75,000
Manager - Applications*	\$90,000 - \$130,000 (average \$102,568)								
Manager - Service Desk Manager*	\$80,000 - \$125,000 (average \$92,000)								
Service Desk Analyst	\$40,000	\$41,500	\$45,000	\$43,000	\$45,860	\$50,000	\$47,000	\$53,000	\$60,000
Service Desk Technician	\$30,000	\$33,000	\$40,000	\$36,000	\$42,000	\$50,000	\$47,000	\$51,000	\$55,000

Full time salaries across the NZ tech sector 2016-17

OCCUPATION	Annual full-time salaries based on level of experience								
	0-3 years			3-7 years			7+ years		
	Low	Average	High	Low	Average	High	Low	Average	High
Procurement	\$80,000	\$91,000	\$100,000	\$100,000	\$110,000	\$120,000	\$130,000	\$139,000	\$150,000
Product Management & Development	\$70,000	\$84,989	\$95,000	\$90,000	\$109,544	\$120,000	\$115,000	\$121,218	\$140,000
Sales - Pre & Post	\$56,000	\$69,831	\$80,000	\$80,000	\$89,333	\$95,000	\$105,000	\$183,500	\$345,000
SECURITY SERVICES									
Auditor	\$60,000	\$73,500	\$80,000	\$75,000	\$84,520	\$100,000	\$95,000	\$124,500	\$150,000
Chief Information Security Officer*	\$140,000 - \$225,000 (average \$164,000)								
Security Administrator	\$60,000	\$75,300	\$80,000	\$75,000	\$82,000	\$90,000	\$90,000	\$102,600	\$120,000
Security Analyst	\$80,000	\$82,750	\$85,650	\$83,560	\$92,500	\$100,000	\$98,000	\$128,000	\$140,000
Security Engineer	\$80,000	\$91,250	\$100,000	\$100,000	\$119,000	\$140,000	\$140,000	\$147,500	\$160,000
SOFTWARE ENGINEER									
Algorithm, AI & Machine Learning Engineer	\$63,500	\$65,450	\$77,750	\$75,000	\$79,855	\$83,000	\$85,000	\$101,456	\$115,000
Embedded Engineer	\$44,500	\$62,500	\$65,000	\$65,000	\$74,569	\$85,000	\$91,241	\$105,848	\$125,000
Mainframe Engineer	\$70,000	\$92,300	\$110,000	\$70,000	\$92,300	\$110,000	\$70,000	\$92,300	\$110,000
Manager - Software Engineering*	\$80,000 - \$250,000 (average \$136,468)								
Technical Writer	\$55,000	\$59,600	\$75,000	\$77,000	\$83,150	\$85,000	\$89,000	\$98,950	\$115,000
TELECOMMUNICATIONS									
Administrator	\$50,000	\$52,500	\$55,000	\$55,000	\$59,852	\$68,000	\$65,000	\$72,595	\$85,000
Engineer	\$45,000	\$62,253	\$75,000	\$75,000	\$88,555	\$95,000	\$90,000	\$110,400	\$127,000
TESTING SERVICES									
Automated	\$57,000	\$61,405	\$68,000	\$71,000	\$84,350	\$100,000	\$95,000	\$103,200	\$115,000
Automation Development	\$80,000	\$82,582	\$86,000	\$85,000	\$89,792	\$92,000	\$92,000	\$105,008	\$110,000
Manager - Testing*	\$90,000 - \$145,000 (average \$109,242)								
Manual	\$38,000	\$50,128	\$53,000	\$55,000	\$70,595	\$80,000	\$81,000	\$86,200	\$91,000
Manual & Automated	\$60,000	\$68,953	\$72,000	\$70,000	\$80,111	\$90,000	\$90,000	\$90,313	\$114,000
Test Lead	\$80,450	\$82,295	\$90,000	\$90,000	\$92,585	\$99,000	\$105,000	\$105,450	\$110,000
Trainer	\$60,000	\$65,840	\$72,000	\$70,000	\$74,996	\$80,000	\$80,000	\$84,232	\$90,000

Important information

The salary ranges and contract rates outlined in this report 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.

For in-depth salary data for specific manager-level jobs not featured in the lists on pages 5-10, please contact Nathan Bryant-Taukiri (nathan@potentia.co.nz) and we'll be happy to share this with you.

*The salary data for manager roles shows the minimum, average and highest pay rates for this job title regardless of years' experience, not the minimum, average and highest annual salaries for all experience levels.

Source: Potentia Salary Survey 2016 (data collected online in November and December 2016) and Potentia Placement data covering the period January – December 2016