



potentia
great people

Remuneration Report 2017 - 2018

In this year's report we have worked hard to not only provide the rare, specific remuneration data you need in order to benchmark roles, but also provide you greater insight to how other employers and jobseekers alike are shaping salary packages. We drill deeper into the motivations, sentiments and behaviours of the people driving the future of the industry, to help you make better-informed decisions.



About this report

The Potentia Remuneration Report 2017-18 aims to provide you with an up-to-date insight into the most in-demand jobs and skills across the digital, innovation and technology landscape, and the impact this has on remuneration. The information gathered seeks to showcase the variety, diversity and specialist nature of jobs in the wider tech industry. This data is based on responses to the Potentia Salary Survey collected online in late 2017 and actual salaries offered to individuals we placed within the previous 12 months. This report is designed to help you easily determine accurate pay levels by providing specific and comprehensive ranges for more than 130 full time and contract positions from entry level to C-suite.

Key Trends in 2017



Salary packages rose, on average, by 8%, up from 6% in 2016



2 out of 3 tech professionals received a pay rise



A small group of people received a much more significant increase, disproportionately skewing the average



Remuneration for Digital Strategy Consultants grew fastest, increasing by 37%



A whopping 23 different occupations showed double-digit salary growth last year



Hourly rates for contractors rose 7%, up substantially from the previous year's 1%



Remuneration

Top 5 Fastest Growing Salaries



The core skills critical to the delivery of business change strategies experienced salary pressure, with pay packets skyrocketing due to demand. Digital transformation is well represented through strategy, mid-level digital marketing, and web development. Data science, also part of the digital

movement, again made the top 5, being last year's biggest mover. The mainstreaming of effective test automation is evident through the rise in demand, and salaries, of people who can create smart tools to systematically identify bugs.

37%	Consultant: Digital Strategy
34%	Digital Marketing Manager
29%	Development & Engineering: Web & WebScripting
25%	Data & Analytics: Data Scientist
24%	Testing Services: Automation Development

Benefits Galore

As the fight for talent heats up, packages are becoming more creative to meet employee needs - both attracting and retaining them.

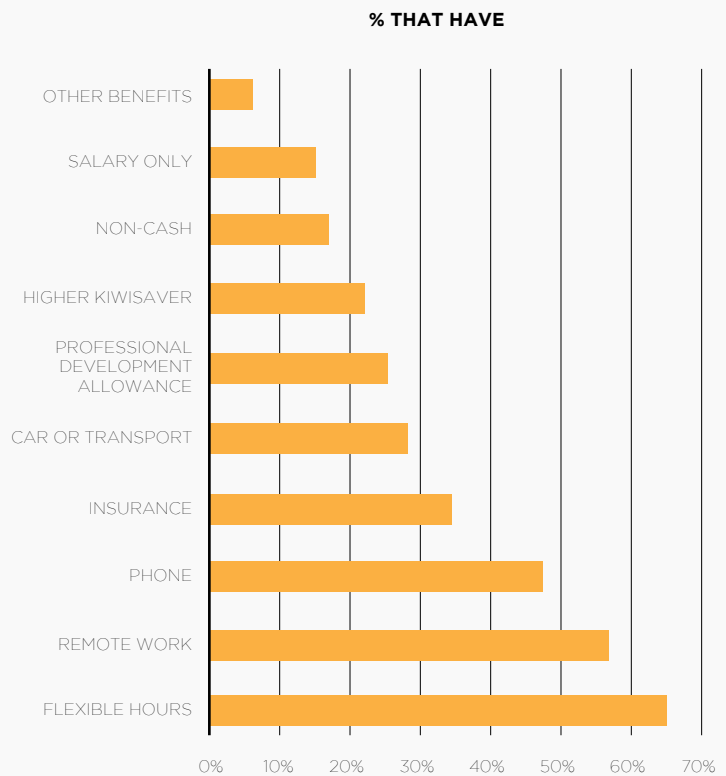


A quarter of employers are committed to developing their people by contributing a training allowance.

The range of benefits and the percentage of businesses that offer them has radically changed from where the tech industry has been, when packages were basic and commonly referred to as 'vanilla'.



61% tech workers work remotely (2016 - 80%)



Job Satisfaction

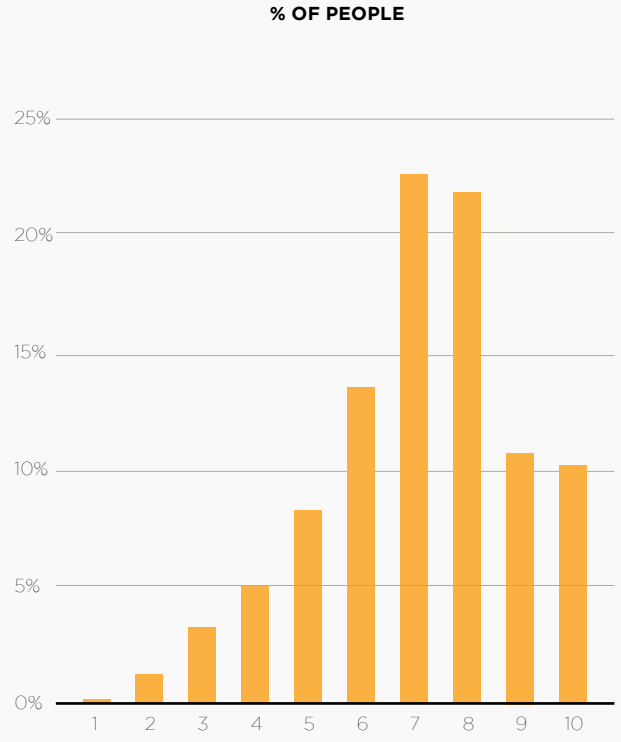
Money, Money, Money

In this year's survey we probed deeper into the role money plays in the satisfaction, motivation and decision-making of tech professionals. In short, it's major. Some key findings:

- The happiest people were also those who received the greatest pay increases
- More money is the thing people say would most improve their current job
- Higher salary was the number one reason people left their job for another - likely the key mechanism for increasing salary.



Satisfaction Average 6.93



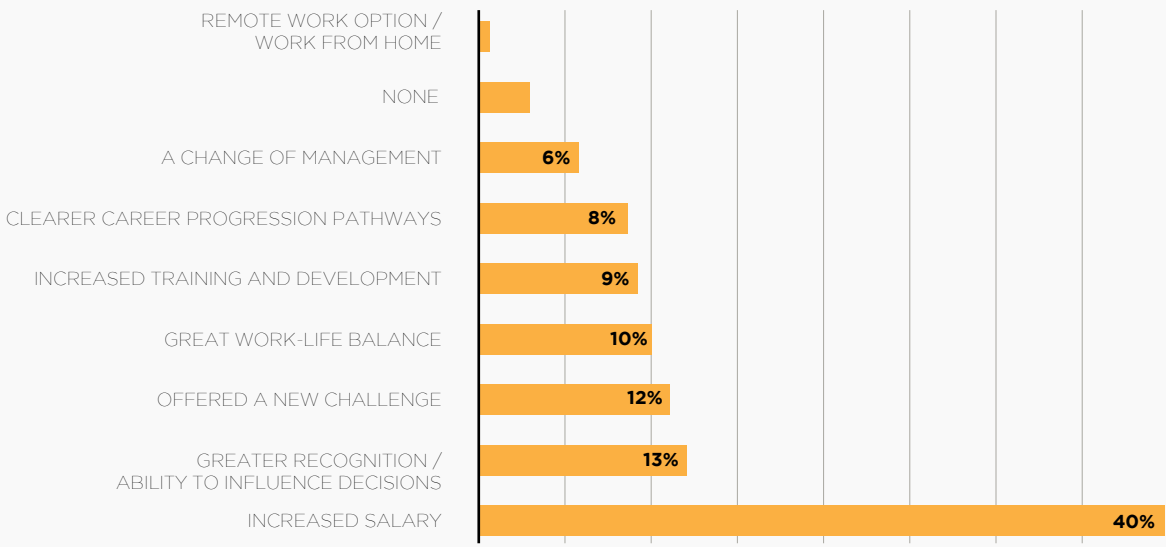
Motivation



What Would Significantly Improve Your Current Job Situation?

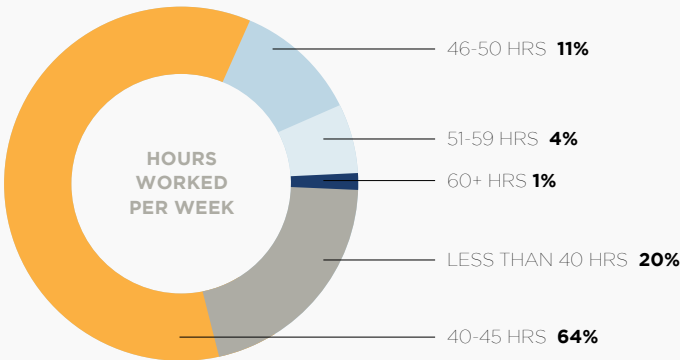
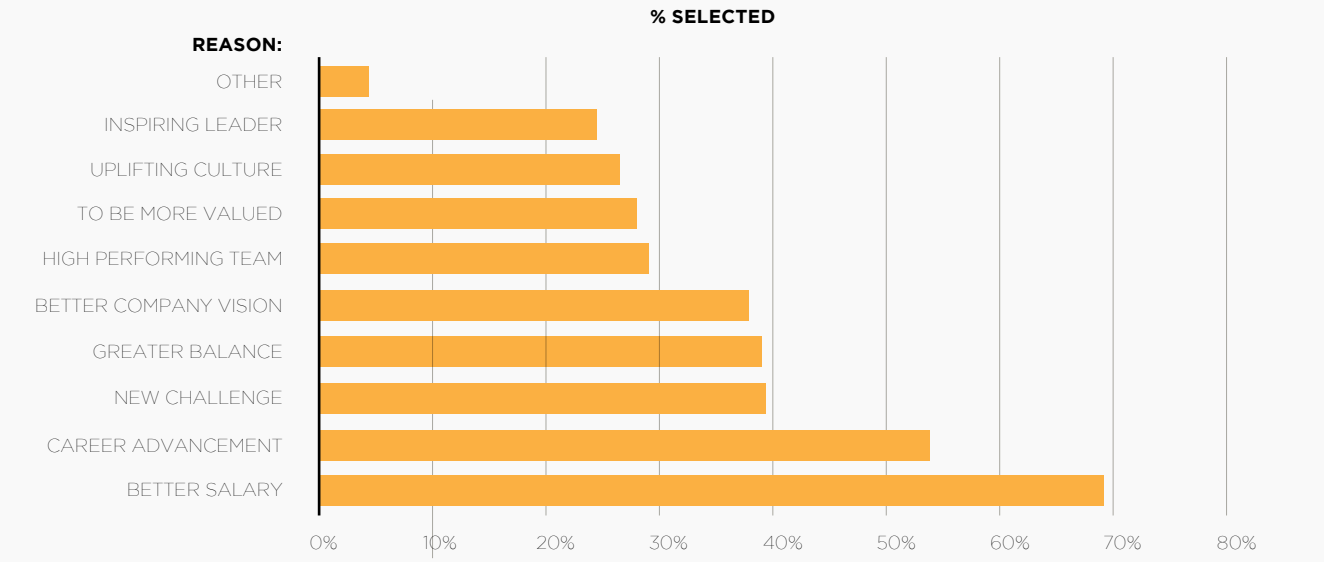
Aside from remuneration, other factors played a relatively small role in the potential to improve current jobs, with greater recognition, the second most popular response, sitting at just 13%.

% PEOPLE WHO CITED AS A REASON



Why People Are Leaving Jobs...

The best way of getting a pay rise is to move jobs, reflected clearly here. Career advancement and seeking new challenges also topped the list, as expected. They were followed closely by the vision of the new organisation and the hope of greater balance, representative of a more holistic desire to be part of something meaningful and the need to see life as more than just work.



Hours Worked

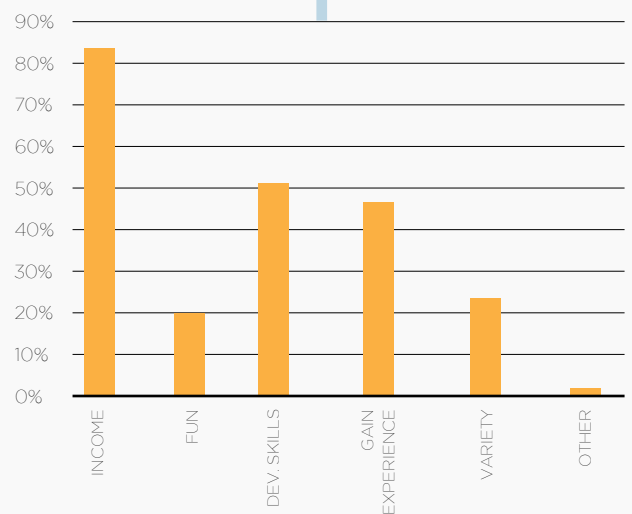
Perhaps contrary to what many may believe, few people work long hours - with only 17% exceeding 45 per week. 1 in 5 people work less than 40 hours per week - a somewhat surprising finding in the fast-paced tech-centric industry.

Gig Economy: Moonlighting

We've been hearing about the gig economy for some time and its definition takes many forms. But what view do tech professionals in NZ have of the near future, where jobs are replaced with gigs? We thought we'd test people's thinking by gauging their appetite to take a first step - contracting part-time in addition to their full-time, salaried role. It's evident the enthusiasm is there for more creative solutions than the traditional modes we're used to. While money prevails, motivation to grow is clear through the desire to develop new skills and gain experience.

On average these people would like an additional gig offering 13.5 hrs/week

45% of people would like to moonlight part time



KEY REASONS FOR MOONLIGHTING % VOTED

Full-time salaries across the NZ tech sector 2017-2018

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									
Continuous Delivery Lead	\$90,000	\$96,010	\$99,000	\$103,000	\$108,790	\$112,000	\$117,000	\$122,940	\$125,000
Data Architect	\$110,000	\$122,890	\$134,800	\$125,000	\$147,463	\$168,750	\$163,000	\$182,226	\$200,000
Enterprise Architect	\$114,500	\$123,470	\$130,000	\$127,500	\$136,810	\$150,000	\$135,000	\$165,160	\$194,000
Infrastructure Architect	\$96,000	\$110,160	\$120,000	\$118,000	\$134,540	\$150,000	\$92,700	\$128,120	\$160,000
Security Architect	\$90,000	\$115,620	\$138,500	\$120,000	\$135,300	\$155,000	\$149,000	\$174,060	\$195,000
Software Architect	\$95,000	\$113,280	\$128,000	\$95,000	\$116,380	\$135,000	\$105,000	\$142,040	\$173,500
Solution Architect	\$95,000	\$120,790	\$150,000	\$125,000	\$140,250	\$150,000	\$125,000	\$162,180	\$200,000
Team Lead	\$110,000 - \$150,000 (average \$130,780)								
Manager	\$105,000 - \$165,000 (average \$140,190)								
BUSINESS ANALYSIS									
Business Analyst	\$55,000	\$83,660	\$110,000	\$75,000	\$96,650	\$116,000	\$80,000	\$129,540	\$175,000
Team Lead	\$84,000 - \$160,000 (average \$122,730)								
Manager	\$124,000 - \$170,000 (average \$149,350)								
CHANGE & TRANSFORMATION									
Change Analyst	\$70,000	\$75,990	\$79,000	\$83,000	\$87,850	\$92,000	\$97,000	\$102,410	\$105,000
Change Manager	\$105,000	\$110,400	\$116,250	\$122,000	\$129,790	\$134,000	\$139,000	\$142,190	\$150,000
Team Lead	\$85,000 - \$139,000 (average \$115,800)								
Manager	\$110,000 - \$180,000 (average \$139,900)								
CONSULTANT									
Business Intelligence Consultant	\$70,000	\$85,680	\$98,000	\$100,000	\$112,280	\$125,000	\$115,000	\$149,270	\$180,000
Digital Strategy	\$70,000	\$84,150	\$100,000	\$100,000	\$113,850	\$125,000	\$120,000	\$172,720	\$220,000
Functional/Product	\$70,000	\$86,020	\$100,000	\$115,000	\$119,380	\$120,000	\$114,000	\$127,690	\$145,000
Implementation	\$60,000	\$68,580	\$75,000	\$72,900	\$99,040	\$128,000	\$80,000	\$97,890	\$115,000
Technical	\$59,000	\$76,700	\$96,900	\$80,000	\$116,380	\$150,000	\$90,000	\$133,620	\$172,000
Training	\$48,945	\$62,720	\$75,000	\$75,000	\$83,900	\$89,500	\$85,000	\$92,320	\$100,000
Team Lead	\$69,380 - \$275,000 (average \$130,250)								
Manager	\$176,000 - \$365,000 (average \$192,550)								
CONTENT & KNOWLEDGE									
Content Manager	\$55,000	\$61,200	\$65,000	\$60,000	\$72,360	\$85,000	\$75,000	\$87,880	\$98,000
Knowledge Manager	\$70,000	\$77,350	\$85,000	\$85,000	\$98,670	\$110,000	\$110,000	\$123,250	\$140,000
Technical Writer	\$50,000	\$57,730	\$65,000	\$70,000	\$78,740	\$85,000	\$90,000	\$95,380	\$100,000
DATA & ANALYTICS									
Data Analyst	\$45,000	\$57,010	\$68,000	\$72,000	\$81,350	\$93,000	\$85,000	\$93,800	\$100,000
Data Scientist	\$55,000	\$68,180	\$80,000	\$80,000	\$95,380	\$110,000	\$90,000	\$132,840	\$180,000
Data Visualisation Specialist	\$55,000	\$68,850	\$80,000	\$80,000	\$96,330	\$110,000	\$100,000	\$115,370	\$128,000
Database Administrator	\$60,000	\$69,300	\$80,000	\$80,000	\$88,560	\$100,000	\$100,000	\$124,950	\$145,000
Insights Analyst	\$65,000	\$75,900	\$85,000	\$85,000	\$98,670	\$110,000	\$110,000	\$124,750	\$140,000
Reporting Analyst	\$42,000	\$54,140	\$65,000	\$65,000	\$72,790	\$80,000	\$80,000	\$85,360	\$93,500
Research Analyst	\$40,000	\$48,450	\$55,000	\$55,000	\$63,380	\$70,000	\$70,000	\$80,960	\$90,000
Manager	\$120,000 - \$220,000 (average \$141,000)								
Manager - Business Intelligence	\$130,000 - \$220,000 (average \$172,300)								
Manager - Data Science	\$160,000 - \$250,000 (average \$165,500)								
Manager - Insights	\$110,000 - \$170,000 (average \$127,500)								
Manager - Research (Bus. Director)	\$100,000 to \$150,000 (average \$125,750)								
DEVELOPMENT & ENGINEERING									
Algorithm, AI & Machine Learning Engineer	\$63,500	\$70,480	\$77,750	\$75,000	\$77,740	\$83,000	\$105,000	\$117,300	\$125,000
BI / Data Warehousing / Reports	\$70,000	\$77,810	\$85,000	\$85,000	\$93,610	\$100,000	\$100,000	\$109,780	\$120,000
Database Developer	\$50,000	\$64,640	\$78,000	\$67,500	\$86,080	\$105,000	\$70,000	\$99,060	\$125,000

Full-time salaries across the NZ tech sector 2017-2018

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
DevOps Engineer	\$70,000	\$91,800	\$110,000	\$85,000	\$113,850	\$140,000	\$105,000	\$128,180	\$155,000
Electronics Engineer	\$40,000	\$51,230	\$63,500	\$60,000	\$77,720	\$93,000	\$81,000	\$98,390	\$115,000
Embedded Engineer	\$57,000	\$73,370	\$88,000	\$70,000	\$83,810	\$100,000	\$80,000	\$98,870	\$115,000
Front End Developer	\$58,000	\$70,100	\$80,000	\$65,000	\$85,340	\$105,000	\$90,000	\$110,700	\$135,000
Full Stack Developer	\$42,000	\$70,010	\$100,000	\$70,000	\$101,400	\$130,000	\$85,000	\$116,380	\$145,000
JavaScript Developer	\$57,000	\$68,770	\$80,000	\$75,000	\$95,940	\$120,000	\$102,000	\$128,520	\$150,000
Mainframe Engineer	\$55,000	\$66,420	\$76,000	\$65,000	\$77,420	\$88,000	\$85,000	\$99,300	\$114,000
Mobile Developer	\$62,500	\$71,090	\$78,000	\$80,000	\$104,790	\$130,000	\$110,000	\$125,720	\$145,000
Platform Developer - .NET	\$60,000	\$78,030	\$93,000	\$65,000	\$86,100	\$110,000	\$78,000	\$109,440	\$140,000
Platform Developer - C++	\$52,000	\$63,370	\$75,000	\$68,000	\$79,950	\$90,000	\$75,000	\$106,470	\$135,000
Platform Developer - Delphi	\$46,000	\$58,230	\$70,000	\$63,000	\$76,500	\$87,000	\$84,000	\$95,450	\$110,000
Platform Developer - Java	\$45,000	\$60,540	\$75,000	\$65,000	\$82,340	\$100,000	\$78,000	\$105,250	\$130,000
Salesforce	\$55,000	\$67,170	\$78,000	\$73,000	\$95,130	\$115,000	\$90,000	\$109,650	\$125,000
Technical Lead	\$74,000	\$98,510	\$125,000	\$87,500	\$108,710	\$133,000	\$115,000	\$139,150	\$160,000
Web & WebScripting Developer	\$37,500	\$51,870	\$65,000	\$60,000	\$75,300	\$90,000	\$75,000	\$109,220	\$140,000
Team Lead	\$45,000 - \$170,000 (average \$111,000)								
Manager	\$80,000 - \$300,000 (average \$154,370)								
DIGITAL DESIGN									
UI Designer	\$50,000	\$58,420	\$65,000	\$65,000	\$81,120	\$95,000	\$90,000	\$98,600	\$110,000
UX Designer	\$60,000	\$73,950	\$90,000	\$90,000	\$98,400	\$110,000	\$100,000	\$120,480	\$140,000
Web/Digital Designer	\$52,000	\$60,370	\$68,250	\$65,000	\$73,370	\$80,000	\$83,000	\$97,850	\$110,000
Manager	\$100,000 - \$165,000 (average \$115,670)								
Manager - UX	\$130,000 - \$220,000 (average \$147,300)								
DIGITAL MARKETING									
Account Manager	\$60,000	\$76,500	\$90,000	\$85,000	\$91,440	\$95,000	\$85,000	\$97,310	\$110,000
Campaign Manager	\$50,000	\$58,380	\$67,000	\$65,000	\$73,950	\$85,000	\$85,000	\$91,080	\$95,000
Paid Search/PPC/SEM Specialist	\$50,000	\$58,990	\$67,500	\$70,000	\$77,810	\$85,000	\$85,000	\$106,680	\$125,000
SEM Manager	\$80,000	\$84,360	\$92,000	\$90,000	\$105,630	\$118,000	\$112,450	\$119,530	\$130,000
SEO Manager	\$80,000	\$88,400	\$100,000	\$85,000	\$105,320	\$110,000	\$108,450	\$119,700	\$130,000
Account Director	\$90,000 - \$150,000 (average \$112,500)								
Digital Marketer	\$45,000	\$54,450	\$65,000	\$74,000	\$78,540	\$80,000	\$80,000	\$86,100	\$95,000
Digital Marketing Manager	\$47,000	\$70,840	\$93,000	\$87,000	\$103,290	\$120,000	\$93,000	\$122,960	\$150,000
Digital/Programmatic Media Buyer	\$55,000	\$66,040	\$75,000	\$70,000	\$80,960	\$90,000	\$90,000	\$112,200	\$130,000
SEO Specialist	\$50,000	\$60,840	\$70,000	\$70,000	\$82,830	\$95,000	\$95,000	\$101,070	\$110,000
Social Media Manager	\$45,000	\$51,710	\$58,000	\$55,000	\$71,490	\$90,000	\$90,000	\$106,680	\$120,000
Manager	\$90,000 - \$140,000								
EXECUTIVE LEVEL									
Chief Executive Officer	\$100,000 - \$450,000 (average \$275,830)								
Chief Information Officer	\$150,000 - \$350,000 (average \$250,750)								
Chief Operating Officer	\$150,000 - \$320,000 (average \$233,120)								
Chief Product Officer / VP Product	\$120,000 - \$350,000 (average \$235,710)								
Chief Technology Officer / VP Engineering	\$180,000 - \$370,000 (average \$275,830)								
General Manager	\$140,000 - \$360,000 (average \$251,000)								
Head of Client Services	\$135,000 - \$220,000 (average \$178,390)								
IT SUPPORT SERVICES									
ITIL - Specific Incident Manager	\$75,000	\$80,190	\$87,000	\$92,000	\$99,370	\$104,000	\$107,500	\$112,160	\$120,000
ITIL Quality Assurance Release Mngr	\$80,000	\$93,610	\$105,000	\$101,000	\$107,750	\$118,000	\$110,000	\$117,970	\$125,000
Level 2 - Application Consultant	\$45,000	\$56,700	\$70,000	\$74,000	\$88,230	\$99,000	\$102,000	\$134,320	\$171,000
Level 2 - Functional Application Support Analyst	\$47,000	\$61,680	\$75,875	\$63,000	\$73,850	\$85,000	\$74,000	\$92,600	\$109,000

Full-time salaries across the NZ tech sector 2017-2018

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
Level 2 - Technical Application Support Analyst	\$50,000	\$56,780	\$62,000	\$52,500	\$72,110	\$90,000	\$75,000	\$94,350	\$110,000
Level 2 - Technical Support Engineer	\$40,000	\$51,170	\$64,000	\$58,000	\$67,560	\$75,000	\$70,000	\$84,830	\$100,000
Resource Planner	\$65,000	\$68,860	\$73,000	\$76,500	\$79,350	\$80,000	\$95,000	\$97,610	\$103,000
Service Desk Analyst	\$44,000	\$50,200	\$56,000	\$56,000	\$61,380	\$68,750	\$65,000	\$69,780	\$74,000
Team Lead	\$60,000 - \$130,000 (average \$84,700)								
Manager	\$91,000 - \$181,000 (average \$117,750)								
Manager - Service Desk Manager	\$74,000 - \$128,850 (average \$95,600)								
PROCUREMENT									
Contract Manager	\$85,000	\$91,800	\$95,000	\$102,500	\$106,040	\$110,000	\$115,000	\$122,960	\$128,000
Procurement Analyst	\$55,000	\$62,240	\$68,000	\$66,250	\$70,740	\$73,000	\$78,000	\$83,830	\$90,000
Manager	\$75,000 - \$127,000 (average \$119,500)								
PRODUCT MANAGEMENT & DEVELOPMENT									
Product Analyst	\$73,000	\$84,650	\$98,700	\$80,000	\$100,400	\$120,000	\$110,000	\$115,860	\$125,000
Product Manager	\$73,000	\$98,690	\$123,600	\$100,000	\$121,680	\$140,000	\$110,000	\$179,570	\$247,715
Product Owner	\$80,000	\$97,340	\$112,000	\$100,000	\$126,690	\$157,500	\$120,000	\$149,570	\$175,000
UX/CX Research	\$70,000	\$80,960	\$90,000	\$90,000	\$107,100	\$120,000	\$120,000	\$156,860	\$190,000
Team Lead	\$100,000 - \$180,000 (average \$148,900)								
Manager	\$110,000 - \$225,000 (average \$165,160)								
PROJECT & DELIVERY SERVICES									
Agile Coach	\$98,000	\$112,400	\$130,000	\$115,000	\$123,250	\$135,000	\$130,000	\$154,330	\$175,000
PMO Coordinator	\$55,000	\$59,240	\$63,000	\$67,000	\$71,280	\$75,000	\$79,000	\$84,330	\$87,000
Portfolio Manager	\$110,000	\$116,040	\$120,000	\$125,000	\$130,020	\$134,000	\$130,000	\$142,240	\$150,000
Programme Manager	\$120,000	\$141,400	\$160,000	\$140,000	\$149,820	\$155,500	\$125,000	\$157,270	\$194,000
Project Coordinator	\$55,000	\$61,200	\$65,000	\$65,000	\$71,340	\$80,000	\$75,000	\$79,820	\$84,000
Project Manager	\$80,000	\$85,140	\$92,000	\$72,000	\$102,210	\$130,000	\$95,000	\$134,360	\$170,000
Resourcing Analyst	\$65,000	\$69,970	\$73,000	\$76,000	\$81,120	\$84,000	\$87,500	\$89,970	\$95,000
Scrum Master	\$70,000	\$91,020	\$115,000	\$95,000	\$119,060	\$147,000	\$120,000	\$153,610	\$186,000
Service Delivery Manager	\$70,000	\$91,440	\$110,000	\$100,000	\$117,390	\$132,000	\$120,000	\$131,820	\$140,000
PMO Manager	\$100,000 - \$186,000 (average \$141,000)								
Manager - Delivery	\$95,000 - \$168,000 (average \$148,600)								
SALES - PRE & POST									
Account Manager	\$35,000	\$50,200	\$65,000	\$55,000	\$87,330	\$120,000	\$150,000	\$166,980	\$180,000
Business Development Manager/ Director	\$72,500 - \$165,000 (average \$119,460)								
Pre-sales Engineer	\$42,700	\$52,990	\$65,000	\$73,500	\$86,110	\$96,000	\$85,000	\$99,800	\$115,000
Team Lead	\$54,000 - \$115,000 (average \$85,010)								
Manager	\$90,000 - \$250,000 (average \$134,500)								
SECURITY SERVICES									
Consultant	\$96,000	\$110,280	\$125,000	\$120,000	\$139,430	\$155,000	\$160,000	\$172,550	\$190,000
Security Analyst	\$94,100	\$98,600	\$100,000	\$100,000	\$108,790	\$115,000	\$110,000	\$120,670	\$128,000
Security Engineer	\$70,000	\$89,730	\$112,000	\$110,000	\$116,790	\$119,000	\$120,000	\$123,000	\$130,000
Manager	\$110,000 - \$180,000 (average \$145,870)								
SYSTEMS & INFRASTRUCTURE SERVICES									
Backup & Restore Engineer	\$67,000	\$74,530	\$80,000	\$80,000	\$86,020	\$90,000	\$110,000	\$117,300	\$120,000
Cloud Operations Engineer	\$55,000	\$64,940	\$77,000	\$84,000	\$96,010	\$105,000	\$94,000	\$106,790	\$120,000
Network Administrator	\$60,000	\$66,300	\$70,000	\$72,000	\$77,310	\$82,000	\$84,000	\$93,470	\$100,000
Network Engineer	\$70,000	\$73,350	\$77,000	\$74,000	\$90,750	\$105,000	\$80,000	\$100,570	\$124,000
Systems Administrator	\$50,000	\$59,200	\$67,000	\$66,000	\$76,750	\$90,000	\$80,000	\$95,380	\$110,000
Systems Engineer	\$55,000	\$66,040	\$75,000	\$75,000	\$86,020	\$95,000	\$81,000	\$99,370	\$115,000

Full-time salaries across the NZ tech sector 2017-2018

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
Team Lead	\$90,000 - \$129,000 (average \$110,160)								
Manager - IT Operations	\$85,000 - \$195,000 (average \$140,840)								
Manager	\$100,000 - \$160,000 (average \$130,780)								
TELECOMMUNICATIONS									
Engineer	\$60,000	\$61,630	\$65,000	\$71,000	\$79,560	\$85,000	\$84,000	\$100,370	\$120,000
Manager	\$95,000 - \$140,000 (average \$118,210)								
TESTING SERVICES									
Automation Development	\$65,000	\$76,260	\$90,000	\$80,000	\$102,910	\$125,000	\$85,000	\$109,220	\$130,000
Manual	\$45,000	\$68,850	\$90,000	\$55,000	\$81,180	\$110,000	\$78,500	\$97,140	\$115,000
Manual & Automated	\$52,000	\$65,870	\$80,000	\$85,000	\$88,550	\$90,000	\$60,000	\$83,660	\$105,000
Test Lead	\$74,500	\$88,040	\$100,000	\$95,000	\$109,780	\$125,000	\$90,000	\$119,420	\$146,000
Team Lead	\$73,000 - \$130,000 (average \$102,109)								
Manager	\$90,000 - \$146,500 (average \$120,142)								

Pay rates for contractors across the NZ tech sector 2017-2018

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	\$120	\$128	\$135	\$127	\$133	\$145	\$145	\$168	\$180
Enterprise Architect	\$100	\$115	\$120	\$123	\$125	\$130	\$115	\$133	\$150
Infrastructure Architect	\$85	\$90	\$95	\$95	\$100	\$105	\$105	\$115	\$120
Integration Architect	\$115	\$128	\$144	\$143	\$148	\$152	\$150	\$177	\$200
Security Architect	\$100	\$110	\$120	\$125	\$130	\$140	\$135	\$165	\$180
Software Architect	\$90	\$100	\$120	\$125	\$130	\$135	\$130	\$140	\$160
Solution Architect	\$95	\$100	\$110	\$100	\$120	\$130	\$125	\$121	\$135
BUSINESS ANALYSIS									
Business Analyst	\$75	\$78	\$80	\$75	\$87	\$95	\$75	\$95	\$125
CHANGE & TRANSFORMATION									
Change Analyst	\$63	\$86	\$110	\$90	\$95	\$100	\$100	\$110	\$120
Change Manager	\$85	\$90	\$100	\$95	\$115	\$120	\$120	\$135	\$150
Manager	\$55	\$80	\$100	\$120	\$130	\$140	\$120	\$135	\$150
Transformation Change Lead	\$120	\$136	\$153	\$169	\$185	\$201	\$218	\$234	\$250
Transition Director	\$125	\$147	\$169	\$191	\$213	\$234	\$256	\$278	\$300
CONSULTANT									
Business Intelligence Consultant	\$22	\$35	\$50	\$75	\$80	\$95	\$100	\$105	\$110
Functional/Product	\$70	\$81	\$90	\$90	\$100	\$110	\$100	\$116	\$140
Implementation	\$65	\$75	\$85	\$75	\$82	\$100	\$95	\$120	\$135
PMO and Project Consultancy	\$115	\$120	\$125	\$120	\$130	\$145	\$150	\$156	\$160
Technical	\$35	\$58	\$80	\$57	\$79	\$100	\$80	\$99	\$115
CONTENT & KNOWLEDGE									
Content Manager	\$30	\$35	\$45	\$50	\$55	\$65	\$65	\$70	\$75
Technical Writer	\$50	\$58	\$65	\$73	\$80	\$88	\$95	\$103	\$110
DATA & ANALYTICS									
Data Analyst	\$30	\$41	\$50	\$50	\$59	\$70	\$70	\$90	\$100
Data Scientist	\$50	\$61	\$65	\$60	\$75	\$90	\$90	\$121	\$150
Data Visualisation Specialist	\$35	\$43	\$50	\$45	\$70	\$85	\$85	\$100	\$110
Database Administrator	\$65	\$73	\$85	\$80	\$91	\$110	\$100	\$112	\$130
Insights Analyst	\$35	\$41	\$50	\$50	\$59	\$70	\$65	\$75	\$85
Reporting Analyst	\$50	\$55	\$60	\$55	\$60	\$70	\$65	\$70	\$75
DEVELOPMENT & ENGINEERING									
BI / Data Warehousing / Reports	\$55	\$59	\$64	\$68	\$73	\$79	\$85	\$88	\$90
Database Administrator	\$55	\$60	\$65	\$65	\$95	\$105	\$105	\$110	\$120
Database Developer	\$70	\$81	\$90	\$80	\$92	\$120	\$100	\$111	\$130
DevOps Engineer	\$75	\$78	\$81	\$90	\$88	\$90	\$94	\$97	\$100
Embedded Engineer	\$65	\$69	\$73	\$76	\$80	\$84	\$88	\$91	\$95
Front End Developer	\$20	\$35	\$50	\$65	\$80	\$95	\$110	\$125	\$140
Full Stack Developer	\$55	\$68	\$80	\$75	\$89	\$90	\$78	\$87	\$115
JavaScript Developer	\$35	\$43	\$50	\$50	\$75	\$85	\$95	\$100	\$105
Mainframe Engineer	\$70	\$74	\$79	\$83	\$88	\$90	\$95	\$100	\$105
Manager - Development	\$95	\$101	\$106	\$112	\$118	\$123	\$129	\$134	\$140
Manager - Software Engineering	\$95	\$101	\$106	\$112	\$118	\$123	\$129	\$134	\$140
Mobile Developer	\$25	\$36	\$48	\$59	\$70	\$78	\$85	\$95	\$115
Platform Developer - .NET	\$60	\$68	\$75	\$81	\$88	\$96	\$104	\$112	\$120
Platform Developer - C++	\$85	\$88	\$90	\$93	\$95	\$100	\$95	\$100	\$105
Platform Developer - Java	\$50	\$60	\$70	\$70	\$77	\$90	\$85	\$90	\$120

Pay rates for contractors across the NZ tech sector 2017-2018

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
Salesforce	\$50	\$63	\$75	\$70	\$75	\$90	\$90	\$95	\$130
Web & WebScripting Developer	\$55	\$62	\$74	\$70	\$78	\$85	\$80	\$84	\$90
DIGITAL DESIGN									
UX Designer	\$50	\$58	\$65	\$65	\$75	\$90	\$90	\$95	\$105
UI Designer	\$35	\$46	\$58	\$69	\$80	\$91	\$103	\$114	\$125
UX Designer	\$50	\$61	\$73	\$84	\$95	\$106	\$118	\$129	\$140
Web/Digital Designer	\$45	\$53	\$61	\$69	\$78	\$86	\$94	\$102	\$110
IT SUPPORT SERVICES									
ITIL - Specific Incident Manager	\$75	\$79	\$84	\$88	\$93	\$97	\$101	\$106	\$110
ITIL - Specific Problem Manager	\$78	\$83	\$88	\$94	\$99	\$104	\$109	\$115	\$120
Level 2 - Application Administrator	\$35	\$42	\$55	\$50	\$55	\$65	\$65	\$68	\$75
Level 2 - Application Consultant	\$35	\$42	\$49	\$56	\$63	\$69	\$76	\$83	\$90
Level 2 - Functional Application Support Analyst	\$45	\$53	\$60	\$55	\$62	\$70	\$70	\$75	\$80
Level 2 - Technical Application Support Analyst	\$50	\$63	\$70	\$65	\$75	\$85	\$83	\$91	\$100
Level 2 - Technical Support Engineer	\$40	\$46	\$51	\$57	\$63	\$68	\$74	\$79	\$85
Service Desk Analyst	\$25	\$30	\$35	\$30	\$35	\$40	\$40	\$42	\$45
Service Desk Technician	\$20	\$23	\$25	\$25	\$27	\$30	\$30	\$33	\$35
Team Lead	\$30	\$40	\$45	\$50	\$55	\$60	\$60	\$70	\$80
PROCUREMENT									
Procurement Analyst	\$55	\$62	\$69	\$76	\$83	\$89	\$96	\$103	\$110
PRODUCT MANAGEMENT & DEVELOPMENT									
Agile Coach	\$85	\$94	\$104	\$113	\$123	\$132	\$141	\$151	\$160
Manager	\$90	\$110	\$120	\$110	\$120	\$130	\$125	\$135	\$150
Product Analyst	\$70	\$75	\$85	\$75	\$80	\$90	\$85	\$90	\$95
Product Manager	\$100	\$110	\$115	\$115	\$105	\$120	\$120	\$135	\$140
Product Owner	\$80	\$85	\$90	\$85	\$93	\$100	\$100	\$105	\$110
UX/CX Research	\$75	\$85	\$90	\$85	\$95	\$105	\$120	\$145	\$188
PROJECT & DELIVERY SERVICES									
Manager - Delivery Services	\$100	\$115	\$125	\$130	\$135	\$145	\$145	\$150	\$160
PMO Coordinator	\$45	\$50	\$55	\$50	\$58	\$65	\$65	\$74	\$85
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
Scrum Master	\$90	\$94	\$98	\$101	\$105	\$109	\$113	\$116	\$120
SECURITY SERVICES									
CISO	\$100	\$116	\$130	\$140	\$151	\$160	\$160	\$170	\$180
Security Administrator	\$55	\$61	\$66	\$72	\$78	\$103	\$129	\$114	\$100
Security Engineer	\$65	\$71	\$76	\$82	\$88	\$93	\$99	\$104	\$110
SYSTEMS & INFRASTRUCTURE SERVICES									
Cloud Administrator	\$60	\$68	\$80	\$70	\$75	\$90	\$85	\$95	\$105
Cloud Automation Engineer	\$65	\$70	\$80	\$75	\$85	\$90	\$85	\$100	\$115
Cloud Systems Engineer	\$60	\$68	\$80	\$70	\$75	\$90	\$85	\$95	\$115
Data Centre Facilities Administrator	\$55	\$61	\$66	\$72	\$78	\$83	\$89	\$94	\$100
Database Administrator	\$65	\$73	\$85	\$80	\$91	\$110	\$100	\$112	\$130
DevOps Engineer	\$70	\$75	\$80	\$75	\$83	\$90	\$90	\$110	\$120

Pay rates for contractors across the NZ tech sector 2017-2018

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
End Point Engineer	\$30	\$37	\$44	\$51	\$58	\$64	\$71	\$78	\$85
Network Administrator	\$35	\$45	\$60	\$55	\$65	\$75	\$70	\$75	\$83
Network Engineer	\$40	\$48	\$60	\$55	\$65	\$80	\$70	\$75	\$90
Systems Administrator	\$35	\$43	\$55	\$55	\$70	\$75	\$70	\$80	\$90
Systems Engineer	\$40	\$55	\$65	\$60	\$73	\$80	\$75	\$88	\$95
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	\$95	\$115
TRAINING									
Trainer	\$30	\$38	\$45	\$40	\$48	\$55	\$50	\$53	\$60

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 our leadership specialist **Julian Lambert** (julian@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 2017 (data collected online in November and December 2017) and Potentia Placement data covering the period January - December 2017