

JULY 2021

Tech & Digital Remuneration Report

Resilience and growth continue to be common themes for the New Zealand Tech Industry. As the globe is still battling the pandemic, New Zealand remains at the forefront of the recovery from the impacts of COVID-19. Our borders are presently closed, house prices are rising, and our economy is solid, with plenty of reasons to be optimistic. But what impacts have these factors truly had on the New Zealand Tech Industry?

At the time of this writing this report, many industries are experiencing skills and/or candidate shortages, and the tech industry is certainly feeling the impact. There are several key factors that are contributing to these shortages. They include organisational growth, increased demand for new and existing skill sets, missed opportunities to grow connections between employers and graduates, and fewer IT professionals emigrating or returning home to New Zealand.

The tech and digital sectors are collectively trying to fill thousands of roles across the country, address the skills gap, and compete for the attention of job seekers, vying to be an employer of choice.

Money is the greatest attraction factor, but other benefits are becoming just as important. Flexibility, total package, training, and development all top the list of benefits and considerations for accepting a new job or deciding when it's time to start considering a career move.

The tech industry will continue to grow in New Zealand, and it is on track to become one of the country's largest export industries in the next decade. We expect that these trends will continue for the rest of 2021 and well into 2022.

With strong median wages in Tech and Digital, year on year growth in the number of jobs, lower net migration, and a stable economy, we anticipate the need for new tech professionals, for companies to address upskilling their current staff, and for the tech employment market to remain competitive.

"We hope that more New Zealanders will start considering tech as a career for themselves or their kids, given the large number and type of well-paid tech roles on offer with the median salaries now over \$100,000 a year. The variety of jobs available is enormous ranging from creative to analytical and in companies right across New Zealand, so there is something for everyone."

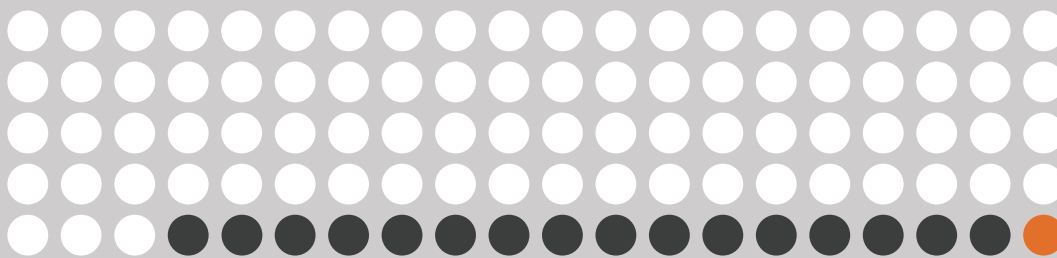
– Graeme Muller – NZTech

For many of our job seekers wondering if now is the right time to consider a new opportunity, we aim to provide you with the information we have on where remuneration is at presently. For our clients, we provide this tool as a resource whether you are hiring or focusing on retention of your teams.



The Absolute IT Tech & Digital Remuneration Report has been compiled from multiple sources including, placements made by Absolute IT, market research and surveys, and real time salary data captured by our salary survey tool, ITsalaries.co.nz.

TYPE OF WORK

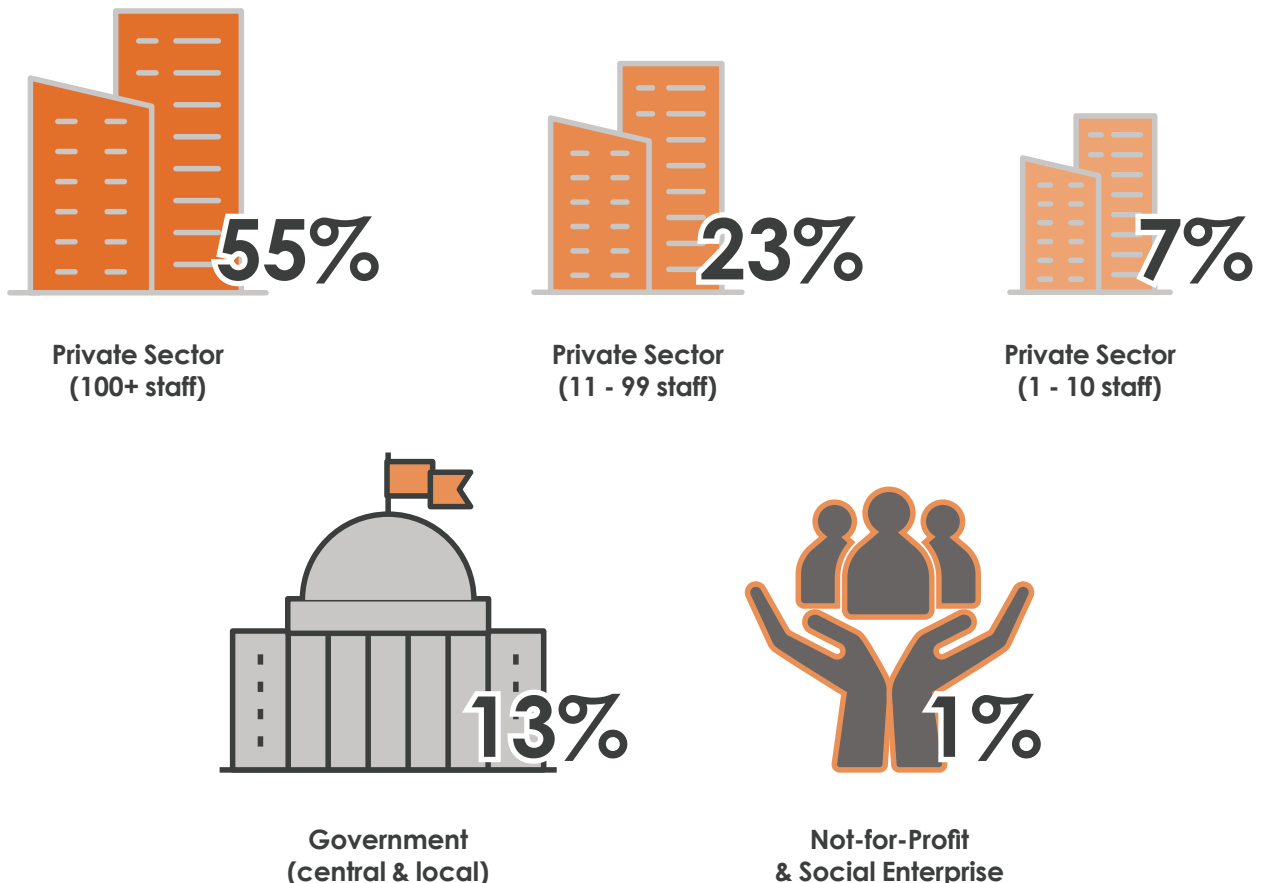


83%
Permanent

16%
Contract

1%
Part Time
or Casual

BUSINESS SECTOR AND SIZE



Private Sector
(100+ staff)

Private Sector
(11 - 99 staff)

Private Sector
(1 - 10 staff)

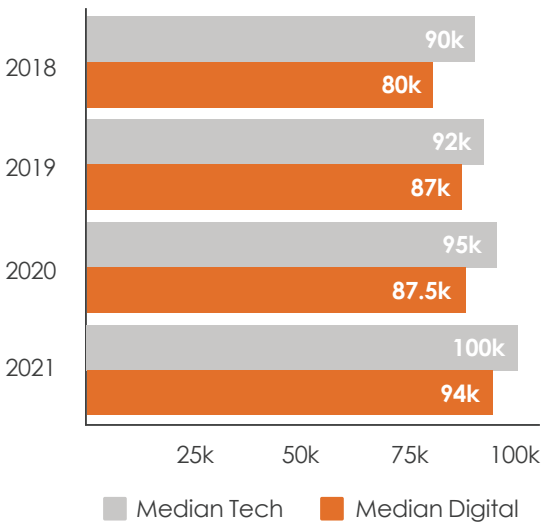
Government
(central & local)

Not-for-Profit
& Social Enterprise

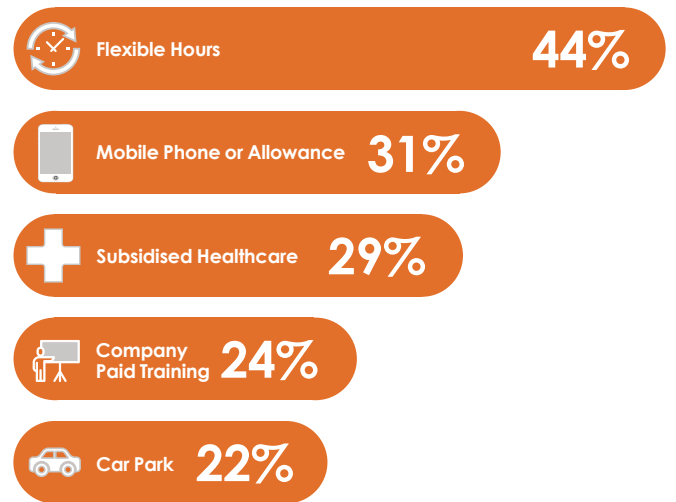
NATIONAL SALARY INSIGHTS

Despite the increase in demand, the national median for tech salaries has remained the same since the start of 2021, whilst the median salary for digital has increased by **2%**.

MEDIAN NATIONAL SALARIES:

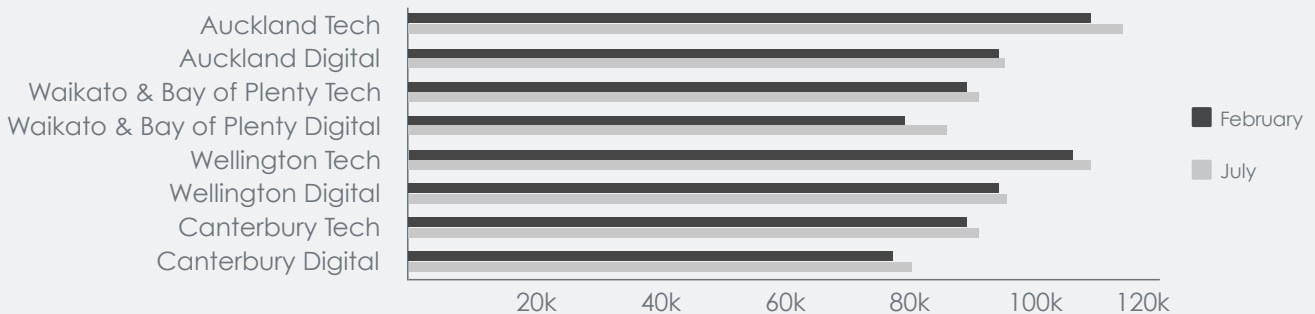


TOP 5 BENEFITS

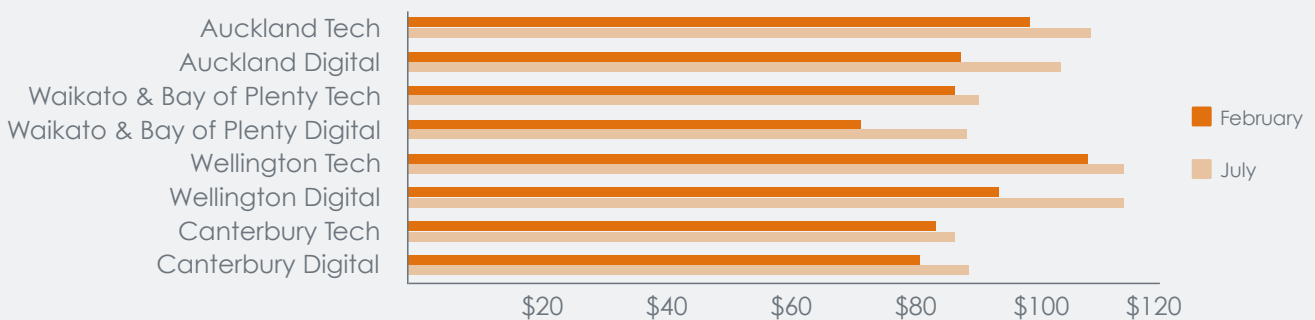


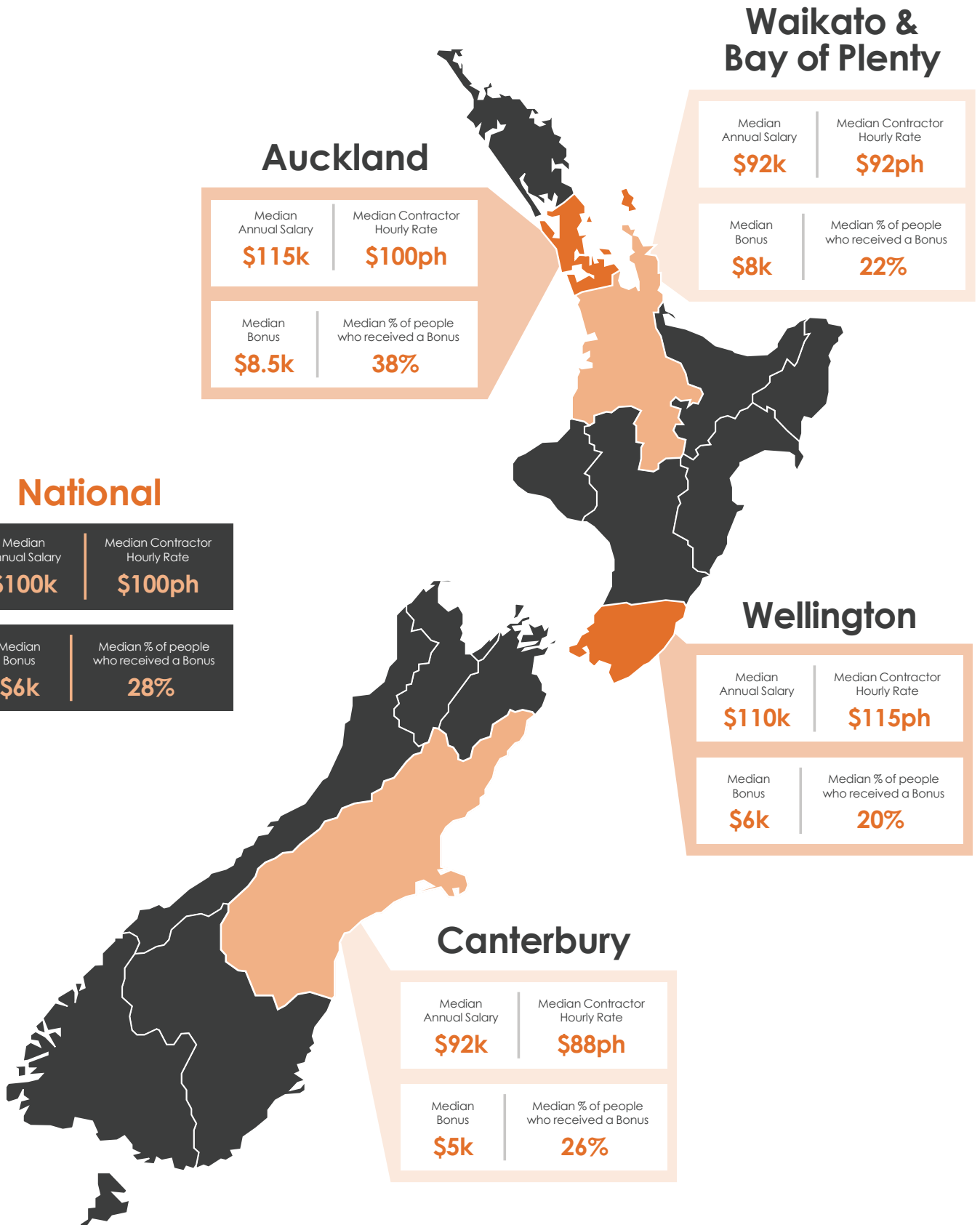
REGIONAL OBSERVATIONS:

Salary Medians



Contractor Hourly Rates





Auckland

Median Annual Salary	Median Contractor Hourly Rate
\$96k	\$105ph
Median Bonus	Median % of people who received a Bonus
\$7k	19%

Digital Contractors experienced the most significant median increase in the Auckland Region

Waikato & Bay of Plenty

Median Annual Salary	Median Contractor Hourly Rate
\$87k	\$90ph
Median Bonus	Median % of people who received a Bonus
\$6k	20%

19% increase in Digital contractor rates is the most significant rise in median for any category across the country.

Wellington

Median Annual Salary	Median Contractor Hourly Rate
\$96k	\$115ph
Median Bonus	Median % of people who received a Bonus
\$4.5k	9%

With a 17% increase, Wellington's Digital contractor rates are the highest in the country.

National

Median Annual Salary	Median Contractor Hourly Rate
\$94k	\$105ph
Median Bonus	Median % of people who received a Bonus
\$5.5k	18%

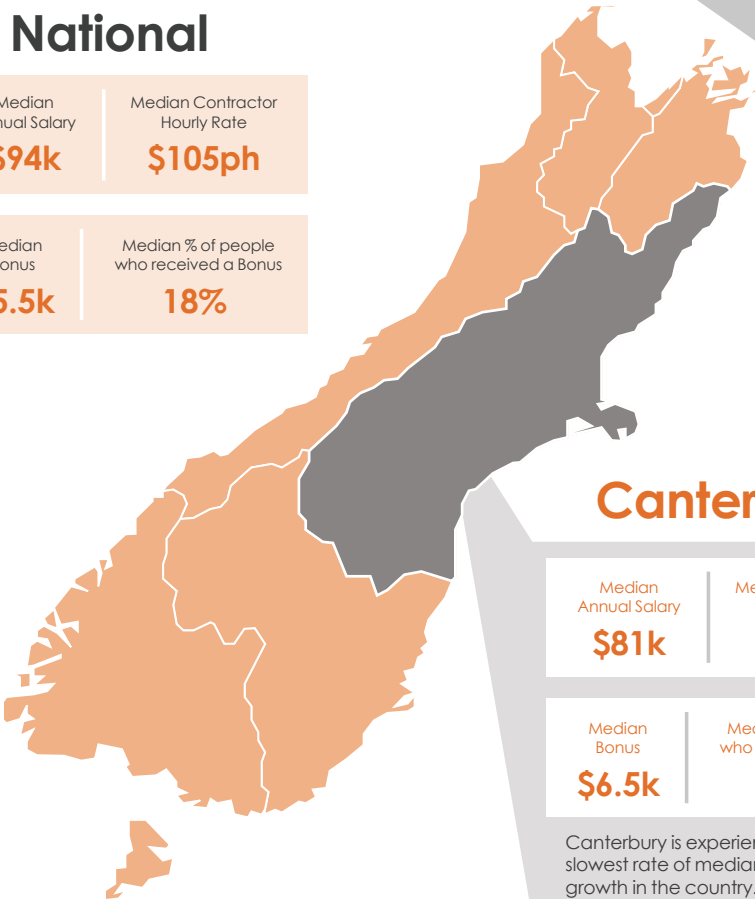
Canterbury

Median Annual Salary	Median Contractor Hourly Rate
\$81k	\$90ph
Median Bonus	Median % of people who received a Bonus
\$6.5k	17%

Canterbury is experiencing the slowest rate of median remuneration growth in the country.

We believe there are several factors driving the noticeable increase in the median digital contractor hourly rate. One that stands out is that a range of organisations in the Wellington region have identified the need for large scale digital transformations. This need was accelerated by Covid-19, and the impacts will be lasting for years to come.

These digital transformations are primarily project-based and in the government sector, and they are typically resourced with contractors. This has resulted in an incredibly high demand for candidates, alongside a shortage of supply. In order for organisations to ensure their roles remain attractive and competitive, and to secure the talent they need, they are prepared to pay an increased hourly rate.



JOB TITLE	PERMANENT SALARY		CONTRACTOR HOURLY RATE		BONUS	
	AVERAGE LOW	AVERAGE HIGH	AVERAGE LOW	AVERAGE HIGH	MEDIAN	% OF PEOPLE WHO RECEIVED BONUS
Agile Coach/Consultant	120,000	145,000	100	140	6,000	30
Application Support	70,000	100,000	45	80	5,500	16
Architect - Cloud	140,000	180,000	115	140	6,000	50
Architect - Data	130,000	160,000	110	150	13,000	32
Architect - Enterprise	150,000	170,000	120	160	10,000	22
Architect - Solution	130,000	155,500	120	150	15,000	20
Business Analyst	85,000	120,000	90	130	6,000	15
Business Analyst - Senior	110,000	130,000	110	135	8,500	25
Change Manager	120,000	150,000	100	120	2,500	9
Chapter Lead	132,500	152,500	-	-	4,500	28
Consultant - BI/CRM	100,000	140,000	100	150	5,000	23
Consultant - ERP/Supply Chain (Technical)	100,000	150,000	110	135	2,000	20
Consultant - Pre Sales	90,000	124,000	98	110	8,500	30
Cloud Engineer	90,000	135,000	110	130	6,000	20
Data Analyst	75,000	111,000	60	100	5,000	25
Data Records Management	65,000	100,000	94	127	4,000	20
Data Scientist	100,000	140,000	100	135	6,000	30
DBA	87,000	125,000	85	130	3,500	16
DevOps Engineer	100,000	135,000	100	130	8,500	20
Digital Marketing Specialist	62,000	104,000	55	78	3,000	10
Embedded Engineer	85,000	115,000	-	-	3,500	18
Front End Developer	86,000	125,000	80	120	2,250	9
Full Stack/Back End Developer	85,000	125,000	85	115	3,000	16
Full Stack Developer - Senior	100,000	135,000	90	120	8,000	20
Game Developer	85,625	104,000	-	-	2,000	5
Hardware Engineer	63,000	99,250	-	-	3,500	15
Helpdesk/IT Support Manager	60,000	100,000	65	80	1,500	7
IT Trainer/Instructional Designer	71,250	80,000	78	105	3,000	16
Management - C-Suite	180,000	230,000	180	200	40,000	51
Management - DevOps	127,150	164,000	-	-	10,000	45
Management - Digital Marketing	110,000	130,000	150	180	5,000	10
Management - Helpdesk/ IT Support	96,500	125,000	45	65	4,500	11
Management - IT	110,000	150,000	100	130	22,000	25
Management - Operations	120,000	150,000	-	130	11,000	30
Management - Service Delivery	120,000	140,000	100	130	7,000	25
Management - Software Development	125,000	172,000	85	115	10,000	49
Management - Test	110,000	119,000	100	130	7,000	28
Mobile Developer	95,000	135,000	80	110	10,000	16
Network Administrator	70,000	90,000	80	105	3,500	22
Network Engineer	75,000	100,000	80	100	4,250	15
Product Owner/Manager	120,000	140,000	100	134	10,000	26
Programme Manager	125,000	180,000	124	160	21,000	13

- salary data not available

JOB TITLE	PERMANENT SALARY		CONTRACTOR HOURLY RATE		BONUS	
	AVERAGE LOW	AVERAGE HIGH	AVERAGE LOW	AVERAGE HIGH	MEDIAN	% OF PEOPLE WHO RECEIVED BONUS
Project Co-ordinator	70,000	95,000	65	100	1,000	6
Project Manager	100,000	130,000	95	125	11,000	20
Project Manager - Senior	130,000	150,000	125	140	13,000	25
Sales - Account Manager	69,000	124,250	-	-	30,000	95
Sales - Business Development Manager	132,000	189,000	-	-	80,000	95
Scrum Master	110,000	150,000	110	130	4,000	15
Software Analyst Programmer	80,000	115,000	60	100	2,500	12
Software Engineer	83,000	111,000	81	104	6,000	21
Software Engineer- Senior	108,000	130,000	90	120	8,000	24
Security Analyst	99,000	130,000	80	110	6,000	33
Security Consultant	120,000	150,000	130	180	8,000	30
Security Engineer	110,000	150,000	90	120	10,000	33
Systems Admin	75,000	115,000	60	92	9,000	29
Systems Integration	105,000	125,000	80	100	5,000	38
Telecommunications Engineer	82,000	90,000	-	-	-	-
Technical Writer	75,000	95,000	80	100	500	6
Test Analyst	75,000	100,000	75	95	2,500	7
Test Analyst-Senior	105,000	130,000	85	110	6,500	15
UX Designer	92,000	130,000	80	110	2,500	20
UX Designer-Senior	115,000	140,000	90	130	7,000	25
Web Developer-Digital	70,000	120,000	38	88	7,500	21
Web Developer-Full Stack	75,000	130,000	82	100	4,500	6

- salary data not available

Absolute IT is a specialist recruitment company operating across New Zealand, solely in the ICT market. We have been a proud and passionate contributor to New Zealand's tech sector for over 20 years. Our approach is based on fully understanding our clients and candidates, their needs and the sectors they operate in, so that we can match the right people with the right roles for them.

Absolute IT was established in Wellington in 2000. We opened our Auckland office in 2004, Hamilton in 2012 and Christchurch in 2013. We are specialists in the recruitment of permanent and contract IT professionals for roles across the New Zealand market.

Our success has been built on honesty, integrity and the ability to provide quality people solutions to our information technology business partners. We do this through employing the right people, being guided by our values, and by utilising leading edge technology and effective marketing solutions.

These innovative marketing and advertising techniques are used connect with the best tech and digital talent in the market, and we have a reputation for delivering smart recruitment solutions that leverage the expertise and capability of our talented team.

From application and software development to AI, automation, business intelligence, data and analytics, cloud, cybersecurity, CX, UX, management, networks, project services and technical support, alongside many other tech and digital role types, we are a leading provider of talent to New Zealand's IT sector.

We are proud to be 100% New Zealand grown. We are a member of the Accordant Group, which is New Zealand's leading recruitment and resourcing company and the only staffing provider listed on the NZX.

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