



# IT JOB MARKET & REMUNERATION REPORT 2022

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## Welcome to this year's edition of the IT Job Market & Remuneration Report.

If you have previously read and made use of our reports throughout the years, you will notice that this year's report has evolved and is a marriage of our two most popular reports, the IT Job Market Report and the Tech and Digital Remuneration Report.

This year our aim is to bring you a holistic view on the IT employment market, which includes remuneration, and deliver a comprehensive report on the state of the market. We have created it to provide you with a tangible tool for business and personal development, whether you are an IT professional, active job seeker, hiring manager, business leader or any member of the tech community in New Zealand.

When I look at some of the key indicators to come out of this year's report the common theme is one of growth, and that despite the disruption and the significant recruitment challenges the current market faces, that staff numbers continue to grow. Given these challenges, we look into IT employers' appetite to engage with graduates and interns as the market continues to pivot towards training, re-training and retaining our people.



**Steve Cotton**  
General Manager



Myth, hype, or a very stark reality, we also take a look at "The Great Resignation" and find that despite a majority of IT workers indicating that they value their current employer, the majority are also considering a move to a new workplace in 2022.

In the report we explore what's driving this sentiment towards a potential career move, and what is also encouraging people to stay.

Not surprisingly given the growth in workforces, coupled with the shortage of talent and broader inflationary pressures, our remuneration insights will be of interest as we break down the numbers and delve into who is getting paid what.

It is clear that for the IT and Tech sector the year ahead continues to present challenges from a staffing and remuneration perspective, but also continues to present enormous opportunity for our IT workers, employers and for the NZ economy. The team and I are excited to see how these challenges and opportunities are realised over the next 12 months, and we are proud to offer our support.

I hope that you enjoy reading this report, and welcome any questions, feedback or discussions about the topics and trends we have covered.

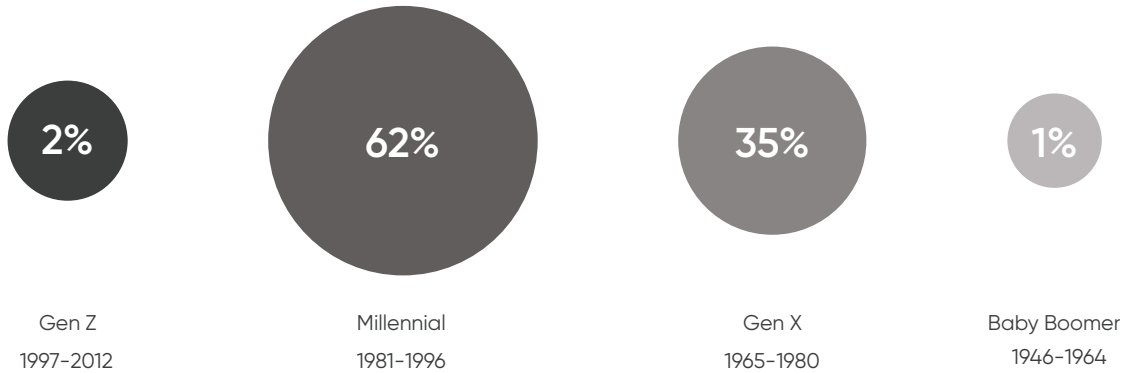
## Methodology

This report has been compiled from multiple sources that include Absolute IT's annual Tech Professionals and Employer Insights surveys, placements made by Absolute IT throughout the year, market research, and staff, client and candidate feedback.

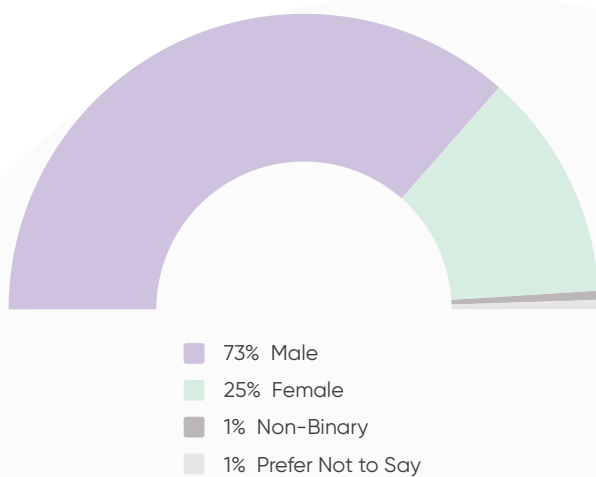
The figures shown in the remuneration sections are for base salary and exclude the extras found in the full remuneration package, such as bonuses or the inclusion of other benefits. The components that make up full remuneration packages are reported and commented on in other areas throughout the report.

# RESPONDENT OVERVIEW: TECH PROFESSIONALS

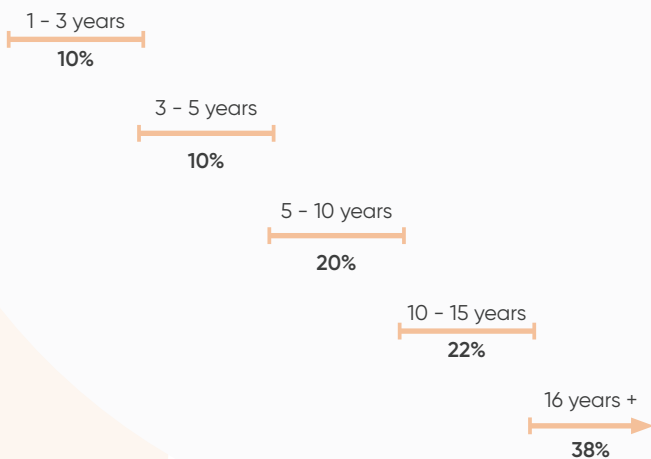
## Generation



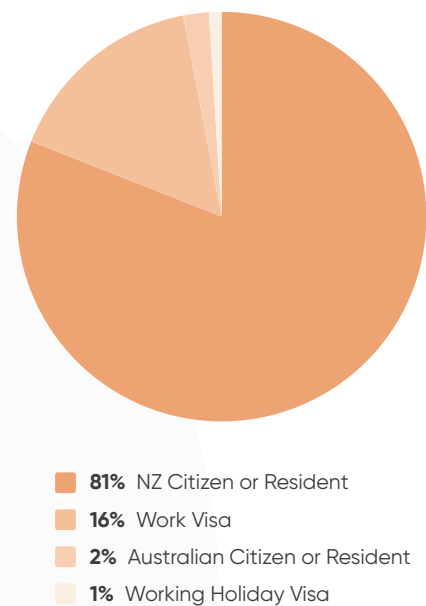
## Gender



## Years of Experience

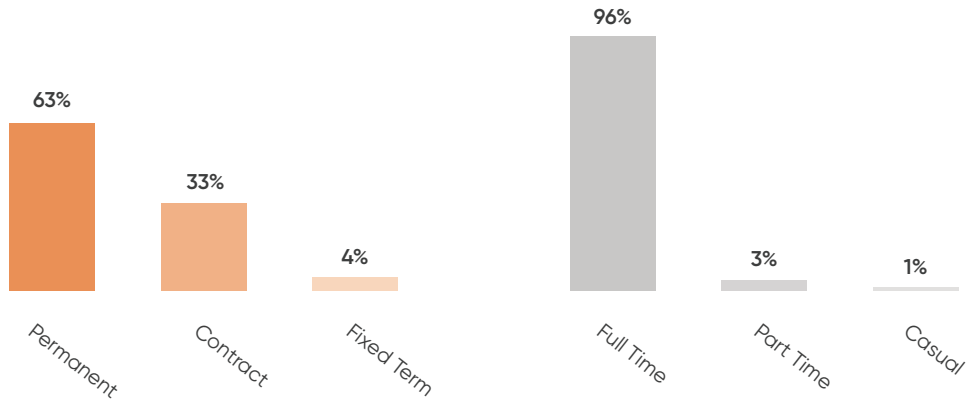


## Right to Work

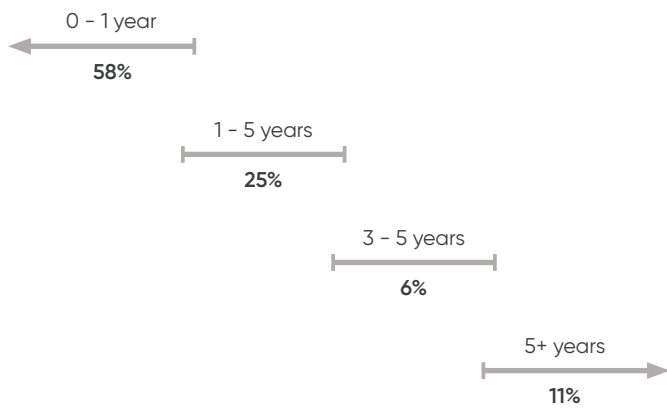


Whilst the amount of working holiday visa holders remains low, we expect this to increase in the second half of the year as the border restrictions ease and travellers return.

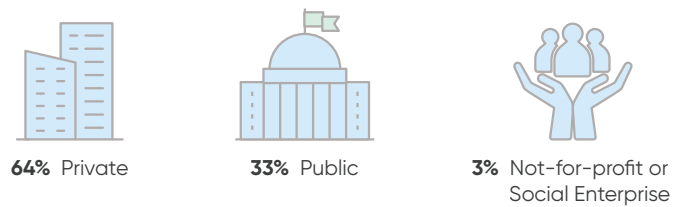
## Type of Employment



## Tenure

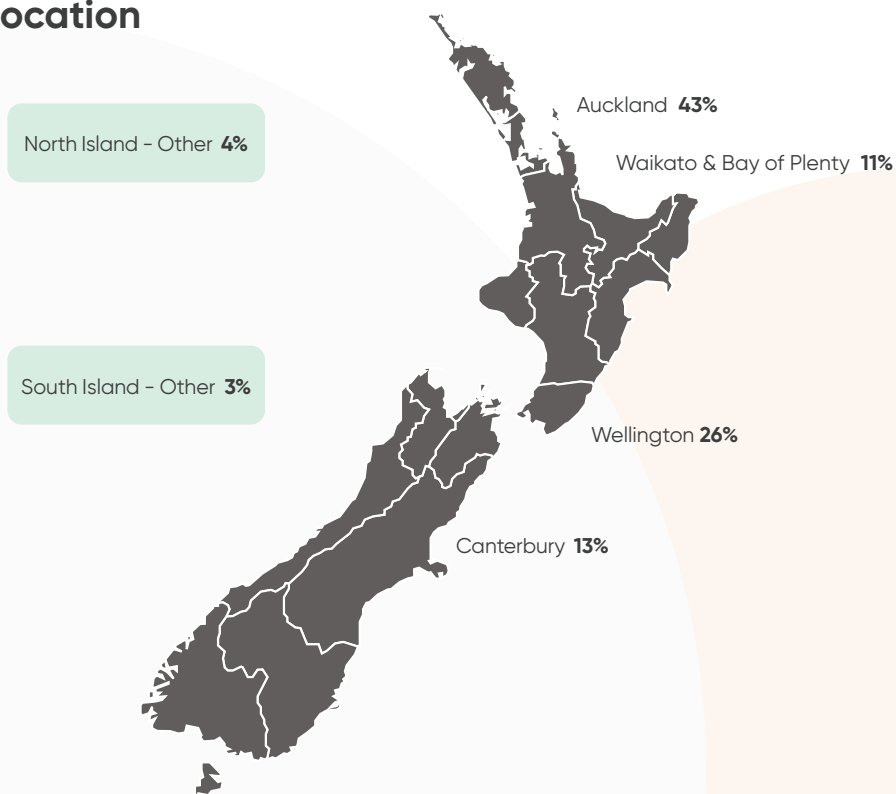


## Business Sector



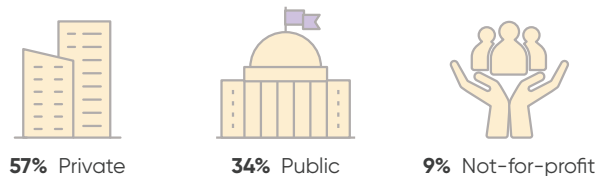
**9/10** Tech Professionals are happy with their current workplace

## Primary Work Location



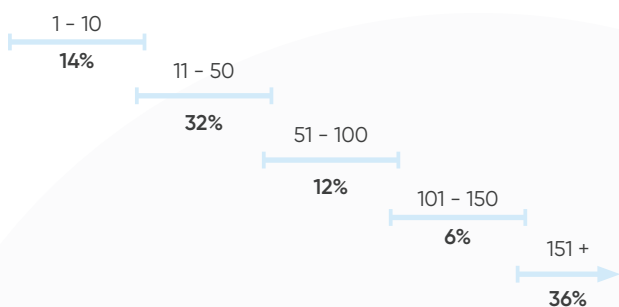
# RESPONDENT OVERVIEW: TECH EMPLOYERS

## Business Sector

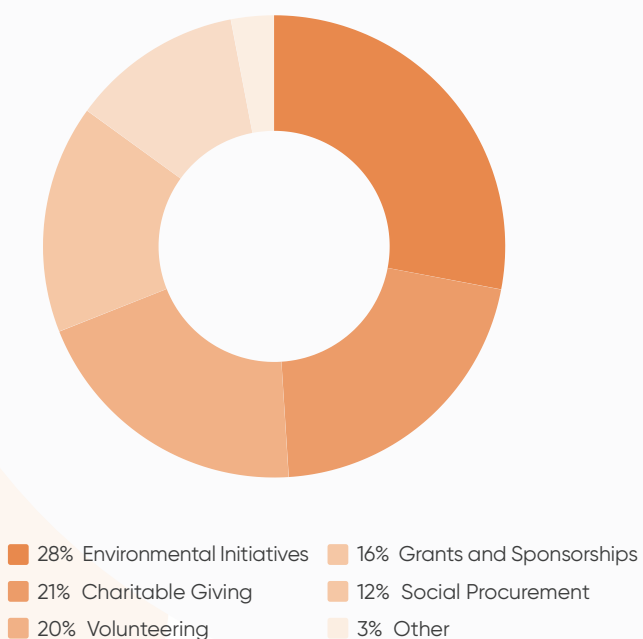


77% of organisations are locally owned and 23% are internationally owned

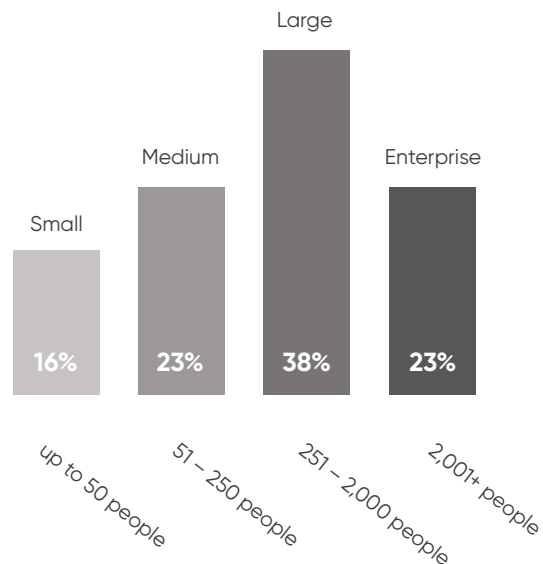
## Number of Full Time Tech Employees at Organisation



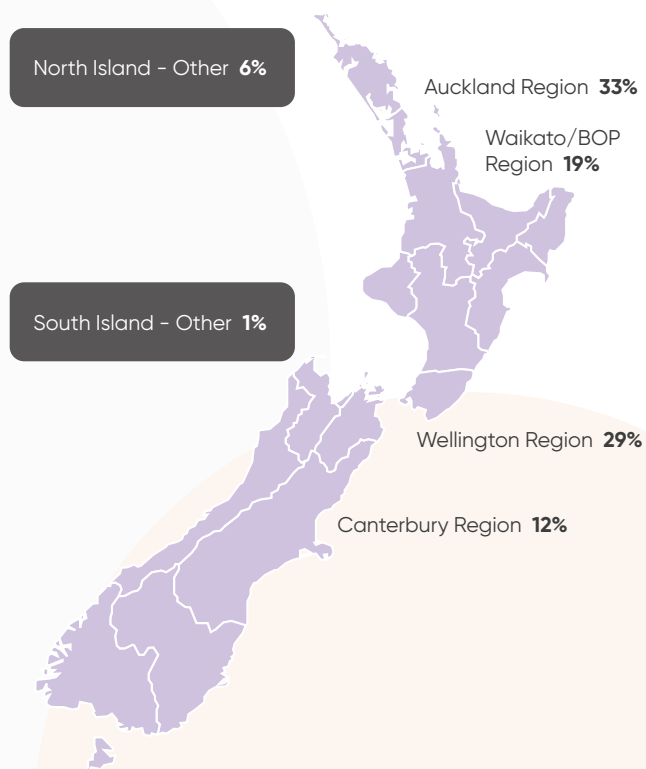
## Types of Social Impact & Corporate Responsibility Initiatives



## Company Size



## Organisation Location



71% of employers have social impact and corporate responsibility initiatives as a part of their business plan for 2022; an increase of 11% from 2021.

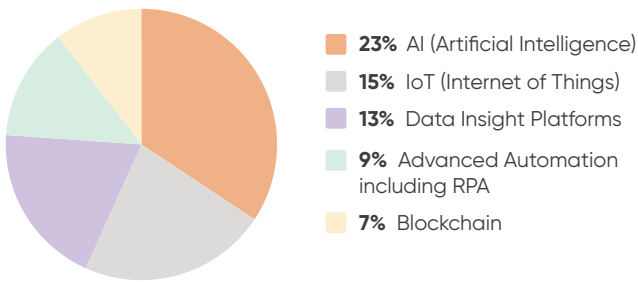
## Tech Professionals

54% of Tech Professionals are considering a move to a new workplace in 2022. That's 3% more than 2021 and 16% more than 2020. 54% of those considering a new role are actively looking and the remaining 46% would move if the right role became available.

71% of tech professionals expect finding a job in their specialty to be about the same or easier than it was last year. That figure has doubled since 2021, further highlighting the skills shortage the tech industry continues to face.

42% of overseas respondents have plans to move to New Zealand in 2022. Of that number 9% are Kiwis returning home and 33% are new immigrants.

## Top Five Tech Trends Tech Professionals are Most Excited About



## Top Five Reasons for Changing Jobs

- 27% Career Development
- 20% Contract/ Project Ending
- 15% Improved Income/ Better Salary
- 9% Skills Not Being Utilised
- 8% Time for a Change

## Top Five Reasons for Accepting a New Job Offer

- 34% Improved Income/ Better Salary
- 18% Challenging Work
- 16% Flexible Working Hours/ Remote Work Opportunity
- 12% Training and Development Opportunities
- 6% Better Workplace Culture

## Top Reasons for Accepting a New Job Offer by Generation

**Gen Z** 1997-2012

1. Workplace Culture
2. Management Style
3. Career Progression

**Gen X** 1965-1980

1. Interesting and Satisfying Work
2. Workplace Culture
3. Management Style

**Millennial** 1981-1996

1. Workplace Culture
2. Interesting and Satisfying Work
3. Management Style

**Baby Boomer** 1946-1964

1. Interesting and Satisfying Work
2. Management Style
3. Workplace Culture

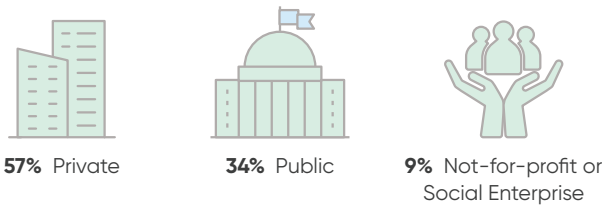
In the past year a staggering 58% of surveyed tech professionals changed jobs and this is the second year in a row that career development tops the list as the number one consideration, for tech professionals changing jobs. Taking this into consideration employers should give thought to what ongoing career development is in place for their staff as a retention strategy.

Much like last year, an increase in salary and more challenging work top the list of what help candidates decide to accept a new position. Unsurprisingly flexible and remote working has moved up the list with many candidates expecting and requiring this benefit as we continue to adapt to working alongside a changing pandemic environment.

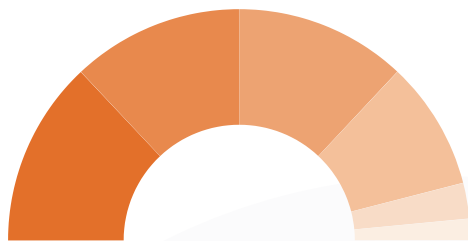
If employers balance career development and competitive remuneration with challenging work that can be done remotely and during hours to suit the job seeker – they will have a hiring advantage in 2022.

## Tech Employers

### Permanent Recruitment by Sector



### Primary Reason for Hiring



- **26%** Increased Demand of IT from the Business
- **24%** Replacement of Staff
- **24%** Increased Customer Demand
- **18%** New Projects
- **5%** Adoption of New Technology
- **3%** Other

### Top Ten in Demand Skills for 2022

- |  |   |
|--|---|
| <ol style="list-style-type: none"> <li>1. Software Development</li> <li>2. Business Analysis</li> <li>3. DevOps</li> <li>4. Support/Helpdesk</li> <li>5. Testing/QA</li> </ol> | <ol style="list-style-type: none"> <li>6. Architecture</li> <li>7. Cloud</li> <li>8. Project Management</li> <li>9. Data/Database</li> <li>10. Networking and Infrastructure</li> </ol> |
|--|---|

### Permanent Hiring

**82%** of employers are planning to hire permanent staff this year. An increase of **12%** from last year. **79%** of those planning to hire permanent staff plan to increase their headcount by up to five team members.

The growth in permanent head count is primarily driven by increased demand of IT from the business, increased customer demand and to replace exiting staff.

### Contract Hiring

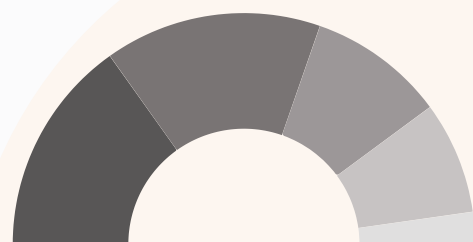
**51%** of employers are planning to hire contractors this year. This is a slight increase from last year and the primary drivers remain the same, for project work and skills availability.

The primary reason for tech employers decreasing the size of their teams this year is due to project completion. This is not surprising following two years of significant transformation projects taking place and an increase in demand on the IT departments from the wider business due to the impacts of COVID-19 and transitioning to a high volume of remote working.

**83%**  
of employers plan on hiring 1-5 contractors this year.

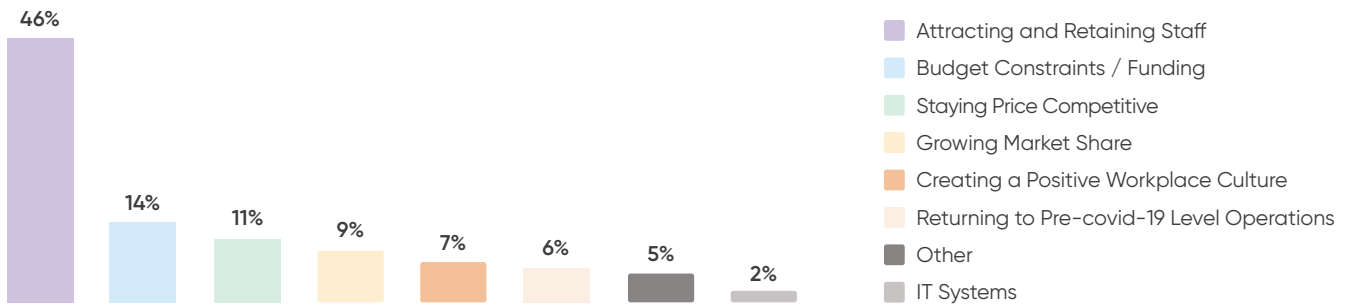
**5%**  
of tech employers plan to decrease the size of their team this year.

### Top Five Most Impactful Tech Trends for 2022



- **27%** Data Insight Platforms
- **27%** AI (Artificial Intelligence)
- **17%** Advanced Automation including RPA
- **14%** IoT (Internet of Things)
- **4%** Edge, Cognitive and Quantum computing

## Biggest Challenge for Tech Employers in 2022



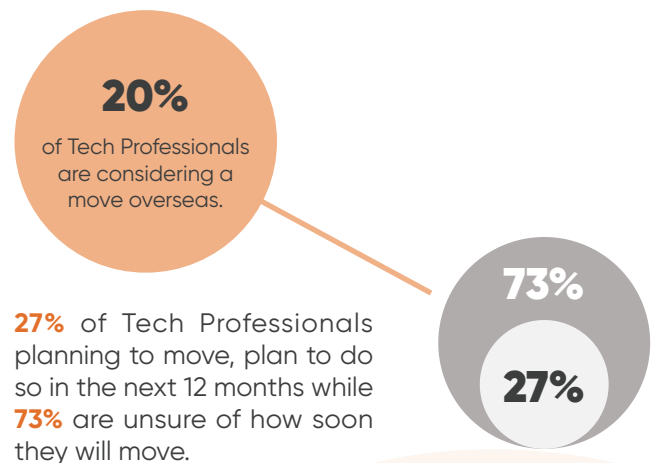
## Tech Employers

Many organisations, HR professionals, hiring managers, and recruitment agencies alike have been forecasting The Great Resignation, allegedly hitting our local shores throughout 2022. What does this mean? After two years of uncertainty due to the COVID-19 pandemic, organisations around the world are emerging to their new normal however their employees who suffered burnout, fatigue, or are simply ready for a change, are ready to consider their next career move.

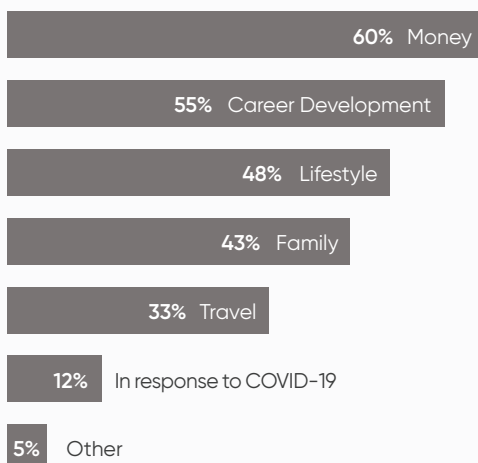
Many countries started seeing increased resignations and job movement from mid-2021 however for us this has been slightly delayed – but we are catching up. Since the start of 2022 we, at Absolute IT, have seen an increase in job openings and more candidates seeking their next opportunity.

This year one of the biggest changes impacting tech professionals that are job seeking will be the borders reopening. For many this means an influx of overseas tech talent to consider, however we must consider how the border changes will impact local talent that haven't been able to move or travel from New Zealand in the past two years. This year **20%** of tech professionals surveyed are

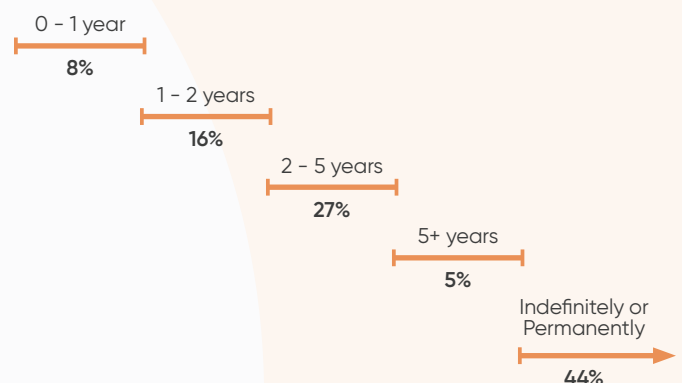
considering living and working outside of New Zealand. **27%** of those plan on moving in the next 6-12 months. The Great Resignation is here. More employers are focusing on retaining great talent, offering competitive remuneration, expanding their benefits, and preparing to attract new talent coming home or emigrating to New Zealand. If you haven't planned for this already, now is the time.



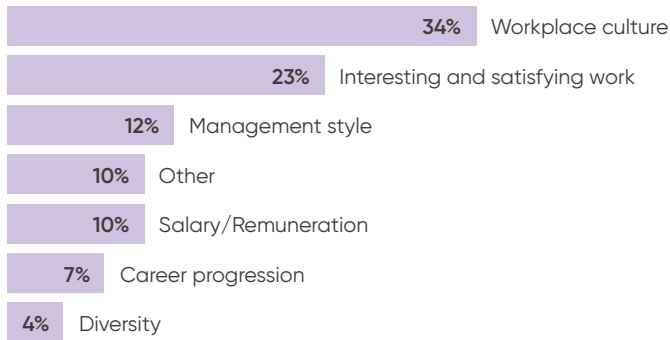
## Motivators for Working Overseas



## Length of Time Tech Professionals Plan on Living and Working Overseas



## Top Contributors to Workplace Satisfaction



## Workplace Satisfaction & Gender

### Top Contributors



### Top Detractors

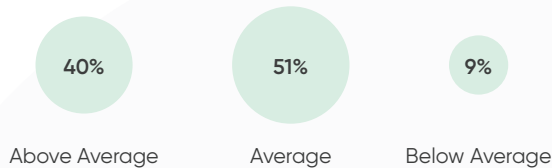


**90%**

of Tech Professionals consider their organisation to be a good place to work

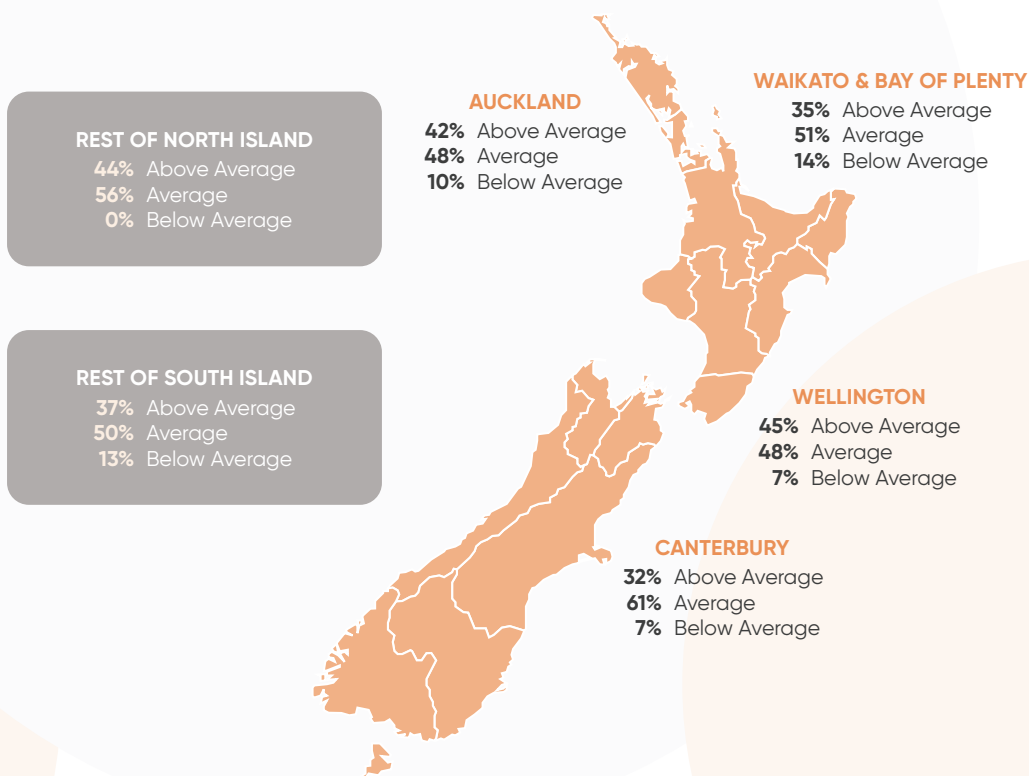
## Work Life Balance

### National Work-Life Balance Satisfaction



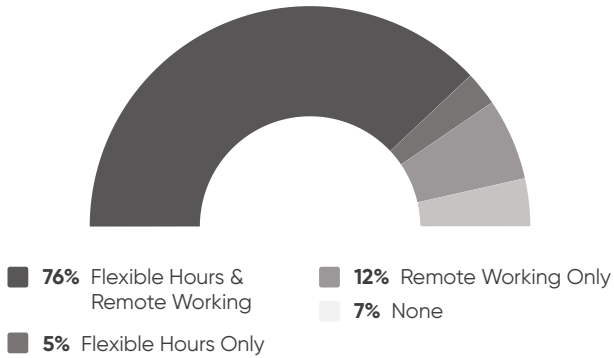
Tech Professionals remain consistent in their satisfaction of work-life balance this year with fewer people reporting a below average work-life balance for the first time in three years.

### Work-Life Balance Satisfaction by Region



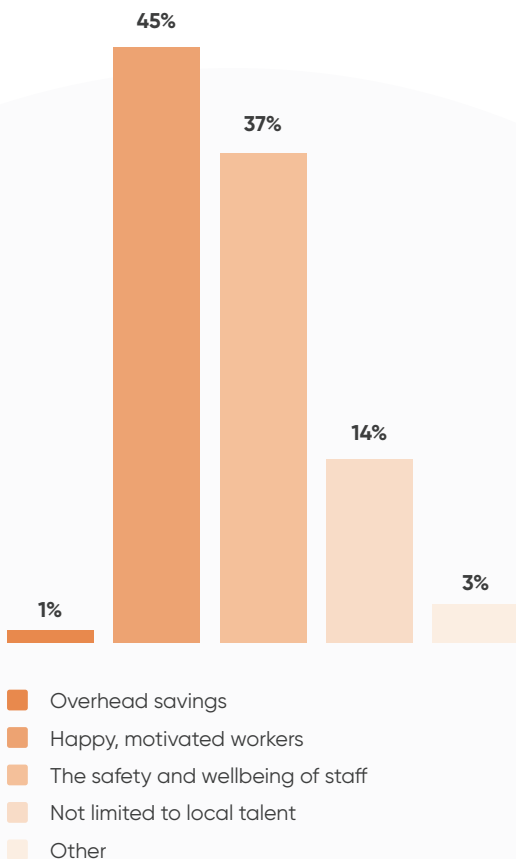
## Flexible Working

### Flexible Working Available to Tech Professionals



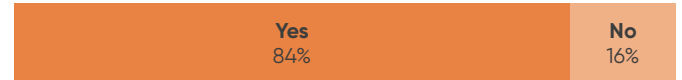
The North Island has jumped ahead offering **79%** of Tech Professionals flexible working options in comparison to **64%** of Tech Professionals in the South Island. The Auckland region has the highest percentage of flexible working options at **94%** which is no surprise following several months of enforced lockdowns and the recommendation to work from home continuing well into 2022.

### Employers' Benefits of Offering Remote Working



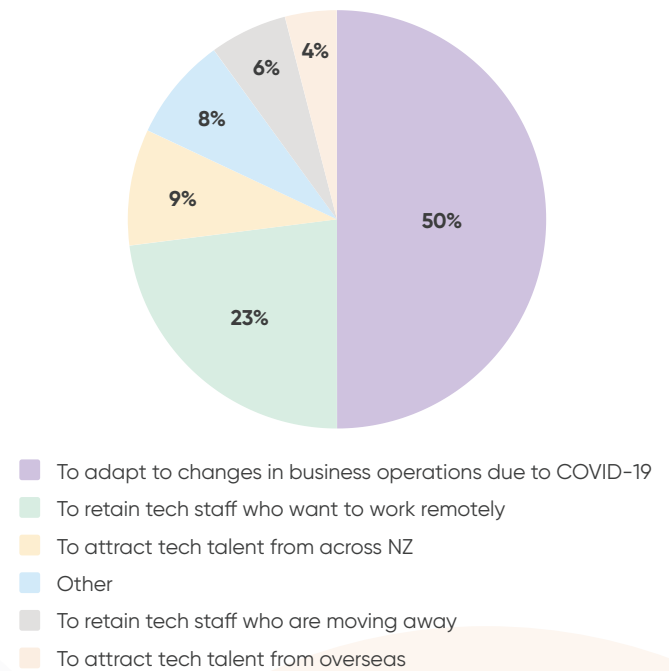
Workplace Satisfaction

### Employers with Tech Staff Working Remotely



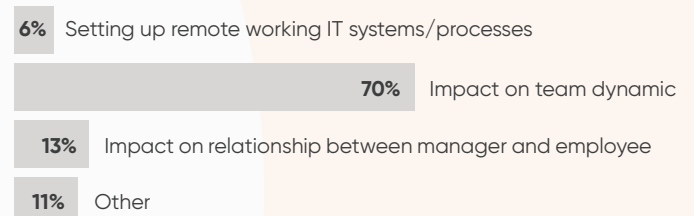
**56%** of employers who haven't been offering remote working options will begin to in 2022. Their primary reasons are to retain their existing staff, and to attract new talent from New Zealand and overseas.

### Why Employers Offer Remote Working

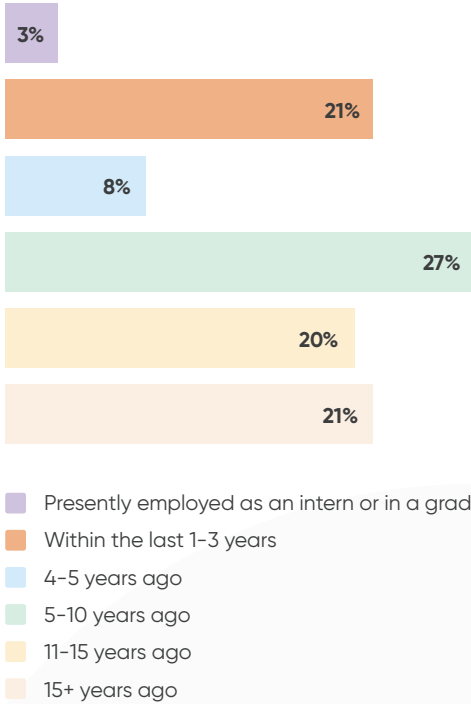


Hybrid working is a concept that is here to stay. **90%** of tech employers have adopted a mix of working remotely and from the office with the remainder working completely remote.

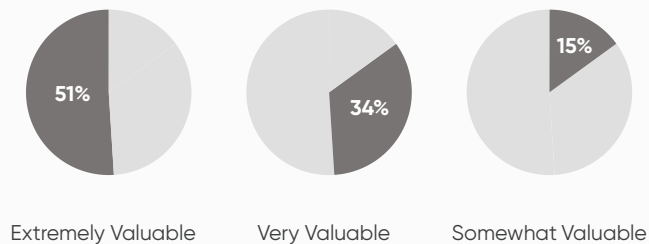
### Employers' Biggest Drawbacks of Remote Working



## Time Since Internship or Graduate Programme



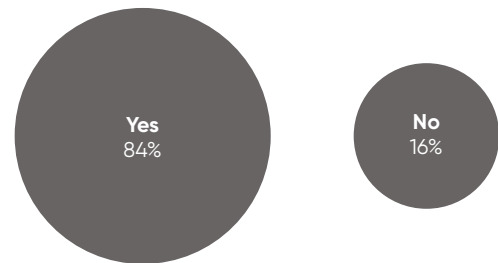
## Employees' Value from Participating in an Internship or Graduate Programme



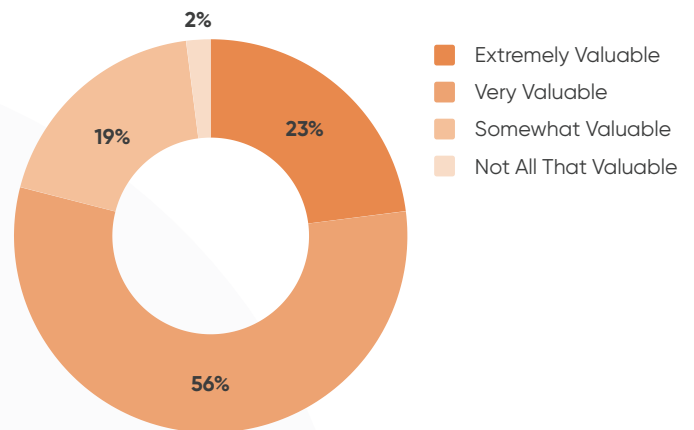
There is a mismatch between the skills the tech industry needs versus the skills available locally which has led to an environment where graduates from digital tech courses and other tech professionals within specialties outside the areas of shortage may find it challenging to find work. Still the industry struggles to find candidates with the right skills. Tech employers continue to note the biggest challenges of hiring an intern or grad as the lack of appropriate positions available, the cost of facilitating these programmes, and the lack of time available to support incoming interns and grads.

The Industry Transformation Plan released by Digital Economy and Communications Minister David Clark is

## Tech Professionals That Have Been Employed as an Intern or Graduate



## Employers' Value from Employing an Intern or Graduate



**36%** of employers hired an Intern or Graduate in 2021

seeking to address these issues, and many others for the tech industry. At the time of writing this report the ITP is still seeking feedback until the end of March 2022. Once complete the ITP hopes to result in programmes of work that seek to address and reform challenges in the industry.

The tech employers who have been able to hire interns or grads despite these challenges have noted benefits such as an increased brand awareness, the ability to provide leadership opportunities to existing staff, a positive impact on culture and productivity, and the opportunity to mould and upskill the incoming talent.

## Remuneration Insights



**91%** of tech employers gave their staff a pay increase in 2021



**21%** of tech professionals received a bonus in 2021



**45%** of tech professionals expect a pay increase in 2022

## Top Five Benefits

1. Working Remotely
2. Career Development Opportunities
3. Flexible Working Hours
4. Additional Annual Leave
5. Culture Building/Social Events

## SALARY TABLE KEY

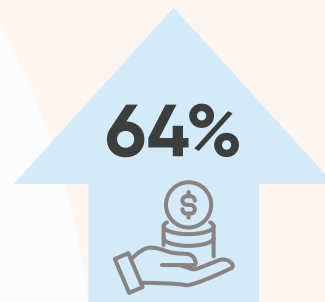
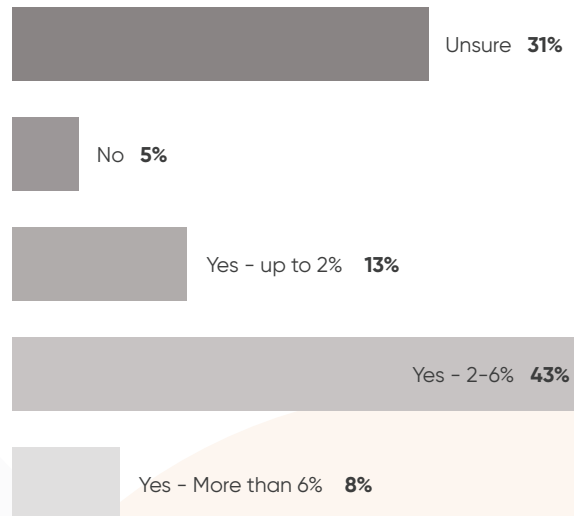
**Low** Typically the starting salary for the role

**High** The highest expected salary for the role.

Based on trends we do not include outliers – extreme highs or lows.

Salaries and hourly rates noted in the salary tables are base salary only and do not include other benefits or bonuses that typically make up the complete remuneration package.

## Tech Employers That Plan on Giving Staff a Pay Increase in 2022



**64%** of tech employers plan on giving their staff a pay increase in 2022

# ANNUAL SALARIES AND HOURLY CONTRACTOR RATES

The figures shown in these tables are base salary or hourly rate only and exclude the extras found in the full remuneration package, such as bonuses or the inclusion of other benefits. The components that make up full remuneration packages are reported and commented on in other areas throughout the report.

This information has been collated from multiple data sources including survey responses, placements made by Absolute IT in the past year, market research, and other industry reports.

## Management & Executive

Role	Annual Salary		Contractor Hourly Rate	
	Average Low	Average High	Average Low	Average High
Agile Delivery Lead	142,500	175,000	120	140
Change Manager	165,000	182,250	100	200
Chapter Lead	148,500	180,000	125	145
Chief Digital Officer	180,000	250,000	150	250
Chief Information Officer	220,000	300,000	165	300
Chief Technology Officer	150,000	250,000	165	250
Client Engagement Manager	165,000	190,000	100	120
Implementation Lead	160,000	200,000	115	130
IT Manager	100,000	190,000	100	150
Management - Data & Analytics	120,000	150,000	120	155
Management - Digital Marketing	130,000	150,000	90	145
Management - Engineering	120,000	140,000	118	150
Management - Helpdesk/ IT Support	118,750	146,250	100	125
Management - Security	150,000	180,000	125	160
Management - Software Development	131,250	150,000	104	150
Management - Test	100,000	140,000	95	150
Management - UX/ UI	100,000	150,000	140	180
Management - Web Development	100,000	130,000	100	140
Management Consultant	120,000	145,000	120	172
Practice Lead	92,500	125,000	83	125
Programme Manager	150,000	220,000	124	200
Service Delivery Manager	130,000	160,000	115	130
Technical Lead	120,000	160,000	89	124

Visit our [Expertise page](#) on the Absolute IT website for more information about these roles.

## Cloud & Infrastructure

Role	Annual Salary		Contractor Hourly Rate	
	Average Low	Average High	Average Low	Average High
Application Support Analyst	70,000	110,000	50	90
Architect - Cloud	158,750	240,000	169	169
Architect - Data	140,000	180,000	120	150
Architect - Enterprise	155,000	190,000	120	160
Architect - Solutions	140,000	185,000	130	143
Cloud Engineer	98,750	136,250	110	110
Cybersecurity Engineer	77,500	97,500	40	65
Desktop Support Engineer	70,000	90,000	40	70
Help Desk/ Technical Support	65,000	85,000	30	60
Infrastructure Engineer	82,500	119,500	100	120
Network Engineer	80,000	130,000	94	121
Principal Advisor	129,268	146,813	115	145
Security Engineer	80,000	92,000	93	130
Service Desk Analyst	66,250	88,750	30	50
Systems Administrator	85,000	125,000	44	72
Technical Consultant	105,000	133,000	116	134

## Data

Role	Annual Salary		Contractor Hourly Rate	
	Average Low	Average High	Average Low	Average High
Business Intelligence Analyst	90,000	135,000	95	130
Business Intelligence Developer	75,000	140,000	110	145
Data Analyst	70,000	110,000	85	120
Data Engineer	123,750	141,250	100	130
Data Scientist	120,250	146,750	110	140
Data Warehouse Developer	112,500	136,250	95	125
Database Manager	103,750	141,250	115	140
Reporting Analyst	80,000	100,000	75	110

Visit our [Expertise page](#) on the Absolute IT website for more information about these roles.

## Development & Testing

Role	Annual Salary		Contractor Hourly Rate	
	Average Low	Average High	Average Low	Average High
Application Support Analyst	70,000	100,000	50	70
Automation Test Analyst	76,000	101,000	110	130
Back End Developer	103,250	130,000	80	125
DevOps Engineer	95,000	130,000	95	125
Front End Developer	77,500	110,000	98	120
Full Stack Developer	72,500	130,000	89	130
Quality Assurance Analyst	80,000	95,000	85	115
Release Manager	122,500	140,000	110	140
Software Analyst Programmer	90,000	107,500	105	115
Software Developer	80,000	127,500	90	130
Software Engineer	90,000	127,000	101	120
Systems Engineer	85,000	120,000	60	110
Technical Writer	90,000	120,000	90	120
Test Analyst	90,000	120,000	70	108
Test Engineer	100,000	130,000	80	100
Web Developer	65,000	110,000	60	100

## Project Services

Role	Annual Salary		Contractor Hourly Rate	
	Average Low	Average High	Average Low	Average High
Business Analyst	93,750	128,125	100	120
Business Analyst - Senior	120,000	160,000	120	135
Change Advisor	100,000	115,000	90	110
Delivery Coordinator	125,000	155,000	85	90
Delivery Lead	145,000	170,000	110	135
Programme Coordinator	85,000	115,000	90	110
Project Coordinator	80,000	105,000	60	90
Project Manager	90,000	145,000	90	130
Project Manager - Senior	145,000	175,000	130	175
Scrum Master	120,000	155,000	110	150

Visit our [Expertise page](#) on the Absolute IT website for more information about these roles.

## Digital

Role	Annual Salary		Contractor Hourly Rate	
	Average Low	Average High	Average Low	Average High
Customer Success Manager	89,250	105,000	45	60
Digital Business Analyst	125,000	150,000	110	130
Digital Delivery Manager	147,500	182,500	110	135
Digital Marketing Assistant	55,000	85,000	45	65
Digital Optimisation Specialist	72,000	110,000	65	85
Digital Project Manager	135,000	180,000	120	140
Head of Product	190,000	230,000	120	180
Product Manager/ Owner	110,000	150,000	120	130
UI Designer	85,750	148,000	90	120
UX Designer	127,500	155,000	100	120

## Sales

Role	Annual Salary	
	Average Low	Average High
Business Development Manager	80,000	110,000
Partner Service Coordinator	102,500	107,500
Technical Relationship Manager	85,000	125,000
Technical Sales Consultant	66,250	88,750

Visit our [Expertise page](#) on the Absolute IT website for more information about these roles.

Absolute IT was established in Wellington in 2000. We opened our Auckland branch in 2004, our Hamilton branch in 2012 and Christchurch in 2013.

As a specialist IT recruitment agency, we take the time to really know the unique NZ technology market inside and out. We focus on understanding the needs of the businesses and the people we work with, so that we can make the absolute best connections.

## A local story

We're proud to be 100% New Zealand grown, with a global focus. As a business, we share a common vision of being New Zealand's top technology recruitment company. This means being the best connected, the most knowledgeable and most effective in meeting our clients' and our job seekers' needs—our success comes from your success.

## Great people

We know first-hand that hiring the right people is essential for business success. That's why all of our employees go through a rigorous recruitment and induction process. We offer robust career progression, and we're proud of our expertise and experience. We believe we have the best team in the market.

## The Accordant Group

Absolute IT is part of the [Accordant Group](#), New Zealand's leading recruitment company and the only staffing provider listed on New Zealand's stock exchange, the NZX.

## Leading recruitment & resourcing in NZ

The Accordant Group comprises four trading entities; [Absolute IT](#), [AWF](#), [Madison](#) and [JacksonStone & Partners](#); with capability spanning all aspects of commercial and industrial recruitment services, including permanent roles and temporary and contractor assignments. Collectively,

## Built on values

Absolute IT is built on honesty and integrity. We operate guided by our values. One of our key strengths is our ability to consistently provide quality people solutions to our business partners. We make sure we use leading edge technology, and the most effective marketing and advertising available.

## The Kiwi Tech Sector Supporter

We have been a passionate contributor to New Zealand's Tech Sector for over 20 years, and we are proud to invest in recurring annual sponsorships including supporting the national CIO Summit, and the Canterbury Tech Summit. We are also involved in a variety of events linked to the Technology Investment Network (TIN), which is the leading independent source of information on New Zealand's technology sector.

The highlight of our annual partnership with TIN is our sponsorship of the Absolute IT Supreme Scale-Ups award. This accolade celebrates the top ten companies from the 'Next 100' (who are ranked between 101-200 in the TIN200). These are organisations that have demonstrated the largest revenue growth in the past year – a clear acknowledgement of the significance of these Kiwi companies, taking the world by storm.

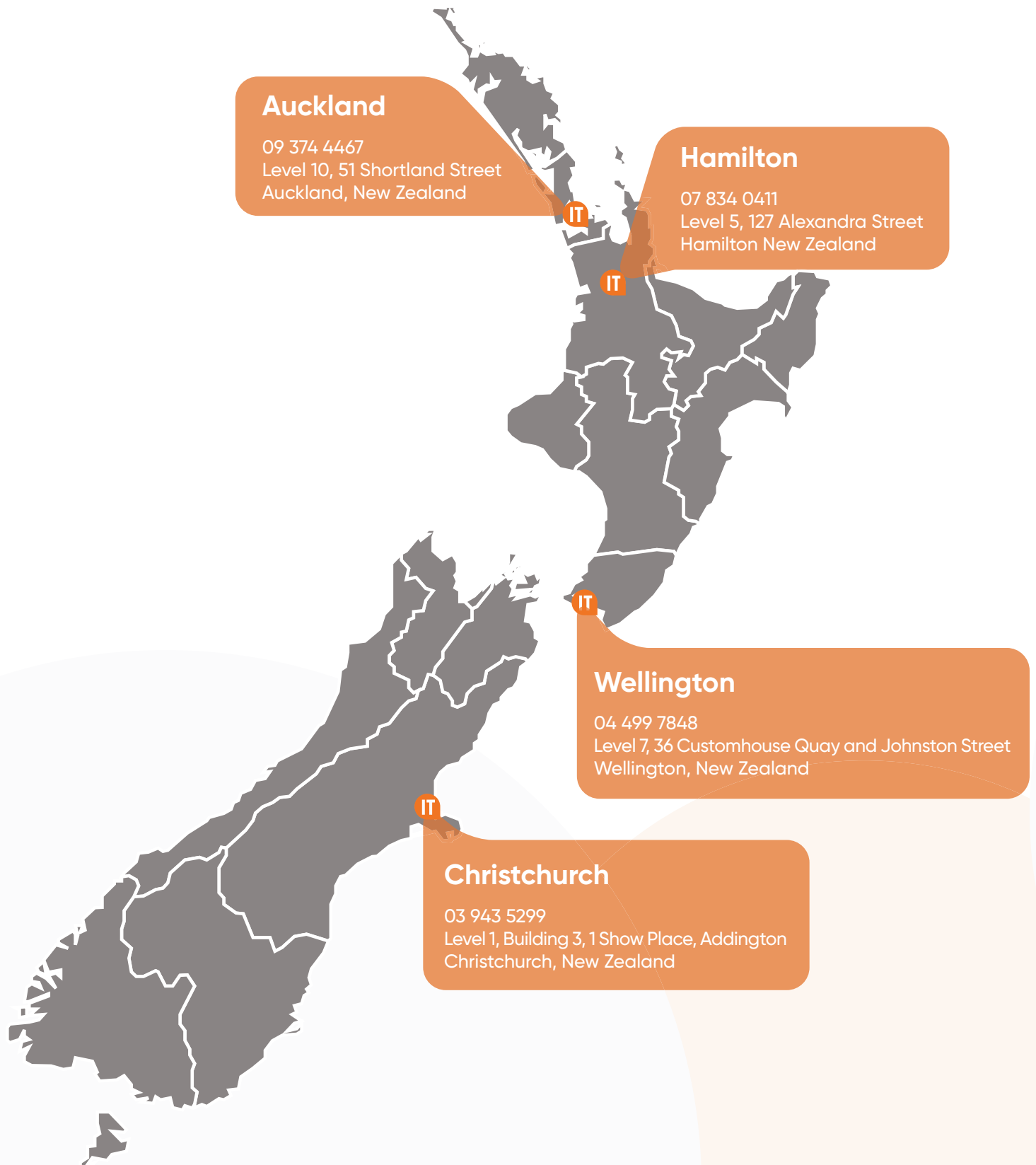
From application and software development to AI, Automation, Cloud, Cybersecurity, Analytics, CX, UX and Technical Support, we are a leading provider of talent to New Zealand's IT sector.

the Group employs close to 300 full time staff across 22 towns and cities. The Group's geographical reach and network are unmatched in New Zealand.

In addition to these recruitment businesses, Accordant established [The Work Collective](#), an employment initiative that launched in 2019. It delivers positive social impact through connecting employers, Employment Support organisations and our businesses, in order to provide meaningful work opportunities for those who face barriers to employment.



To learn more about us, get in touch, check out the latest in IT jobs, and read our latest articles visit us at [absoluteit.co.nz](http://absoluteit.co.nz)



### Auckland

09 374 4467  
Level 10, 51 Shortland Street  
Auckland, New Zealand

### Hamilton

07 834 0411  
Level 5, 127 Alexandra Street  
Hamilton New Zealand

### Wellington

04 499 7848  
Level 7, 36 Customhouse Quay and Johnston Street  
Wellington, New Zealand

### Christchurch

03 943 5299  
Level 1, Building 3, 1 Show Place, Addington  
Christchurch, New Zealand



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