

# 2024 SALARY GUIDE



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The 2024 Salary Guide is based on the analysis of the entirety of our placements made in New Zealand over the past year with predictions for the year ahead.

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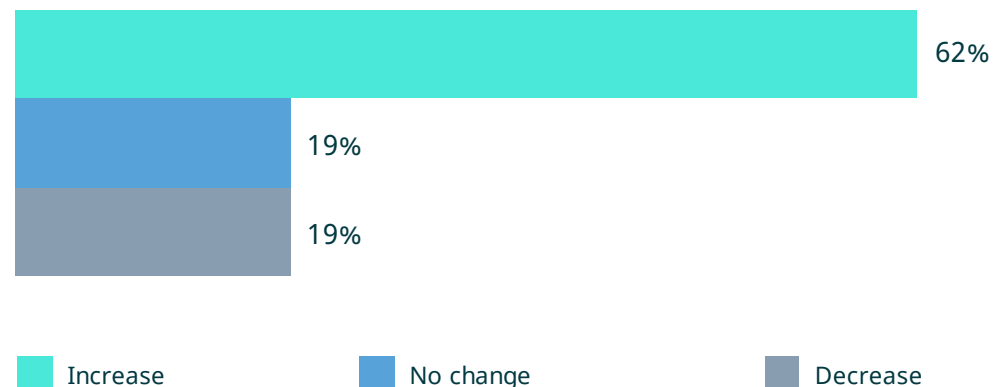
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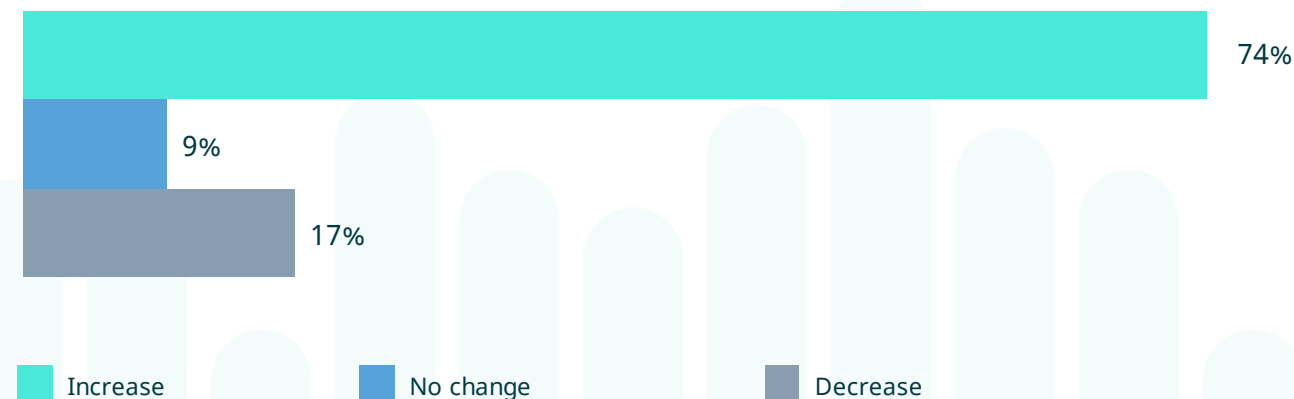


The New Zealand recruitment market is experiencing a period of significant movement due to a combination of economic, demographic, and technological factors. This trend is expected to continue in the foreseeable future, creating both challenges and opportunities for businesses and jobseekers.

## How would you say the number of people leaving your company has changed in the past 12 months?



## How would you say the number of people joining your company has changed in the past 12 months?

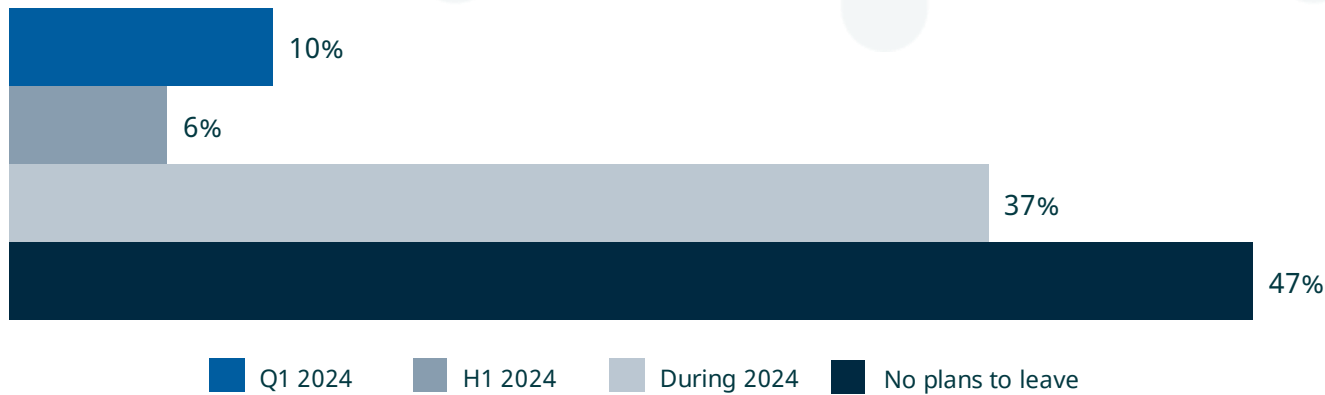


## How much movement is there in the New Zealand recruitment market?

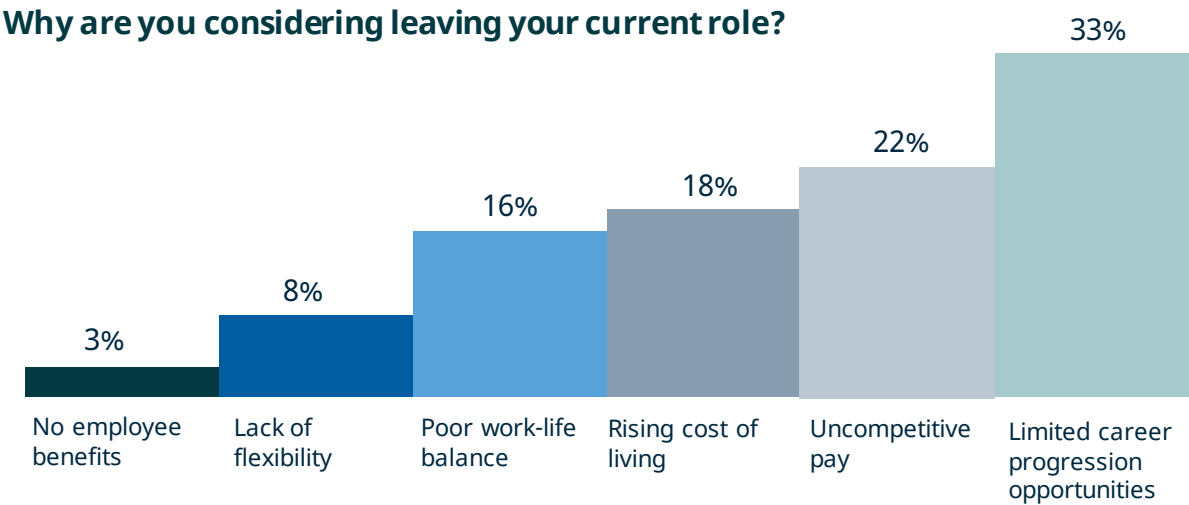
- New Zealand's labour market is highly dynamic, fuelled by skill shortages, government initiatives and the evolution of the digital economy and innovation.
- Kiwi companies are continuing to hire for replacement roles and add to their headcount. Job seekers with in-demand skills in data, cyber-security, financial planning and analysis are highly sought-after.
- The New Zealand government has implemented initiatives to attract and retain skilled talent, such as the Green List and Skilled Migrant Category visas.
- The job market is expected to remain buoyant in the years to come, particularly with its strong emphasis on technological innovation, leading to a continual evolution of roles and skill requirements.

About half of Kiwi professionals would consider looking for a new job in 2024. Limited career progression opportunities in their current company and uncompetitive pay are cited as the top reasons for looking elsewhere. Employers must keep this top of mind to retain their staff.

When are you likely to look for a new job?



Why are you considering leaving your current role?



Which candidates are most likely to leave their jobs?

- Those who have been in their roles from 3-5 years are the most likely to be dissatisfied, making them more likely to leave their role.
- One in ten (12%) aged 44-58 are looking to leave their current jobs within the first three months of 2024.
- Those 59+ years old are among the least likely to leave their roles before the end of the year.

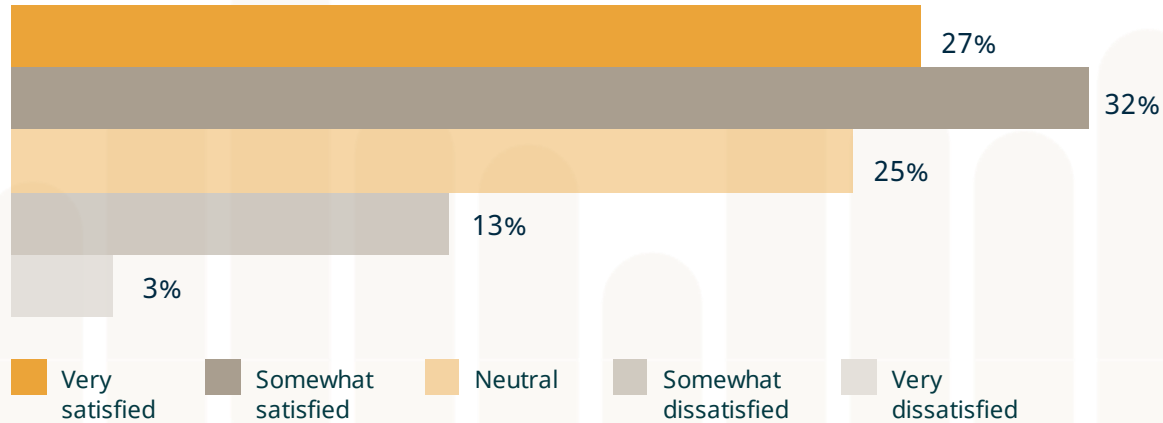
How are career progression opportunities affecting recruitment?

- Jobseekers are increasingly prioritising roles that offer clear paths for professional advancement and skill development.
- Organisations are refining their recruitment strategies, highlighting opportunities for learning, development, and upward mobility.
- While work-life balance and competitive pay are still top of mind for candidates, employers that effectively communicate and demonstrate a commitment to supporting employees in their career journeys are better positioned to attract qualified candidates.

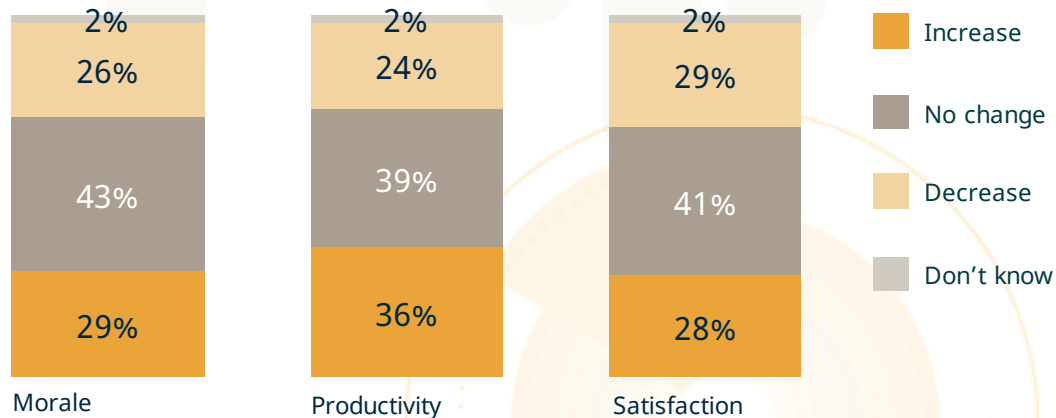


Due to strong job security, generous benefits and positive company culture, the majority of Kiwi workers are happy in their current role. Staff have also seen an increase in overall morale, productivity and satisfaction in the last 12 months.

## How satisfied are you in your current role?



## How have morale, productivity and satisfaction changed in your company in the past 12 months?



## Why do employees stay at their current companies?

- Many employees are satisfied with their current company following mass movement in the market over the past two years.
- With employers battening down the hatches, many workers recognise that they would not be able to secure the same benefits in a new role, particularly around hybrid working.
- Salaries are also an issue – the pace of growth has slowed and many candidates would be unable to secure the salary increases they would want.

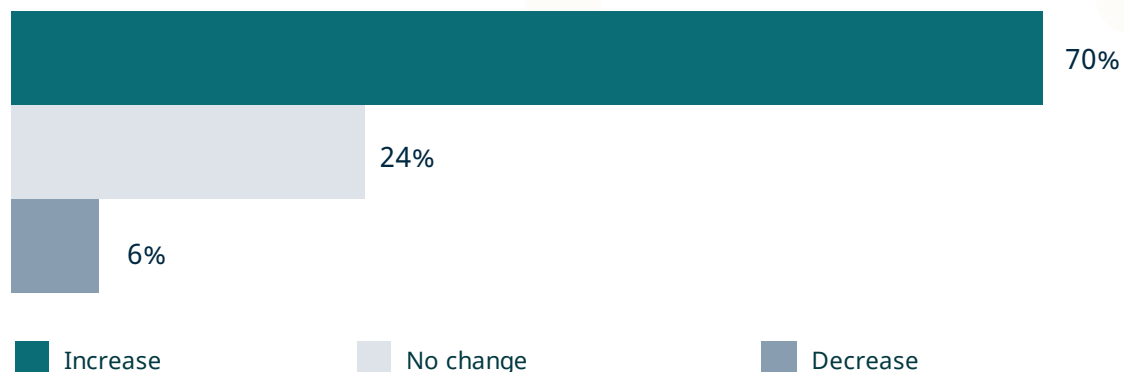
**Gen Z** have cited the **biggest increase** across morale, productivity and satisfaction in their role, while those 59+ years old have experienced the least in these areas.

**Only 30%** aged between 29 and 43 say there has been an increase in employee morale in the last 12 months and only **35%** have seen a rise in productivity.

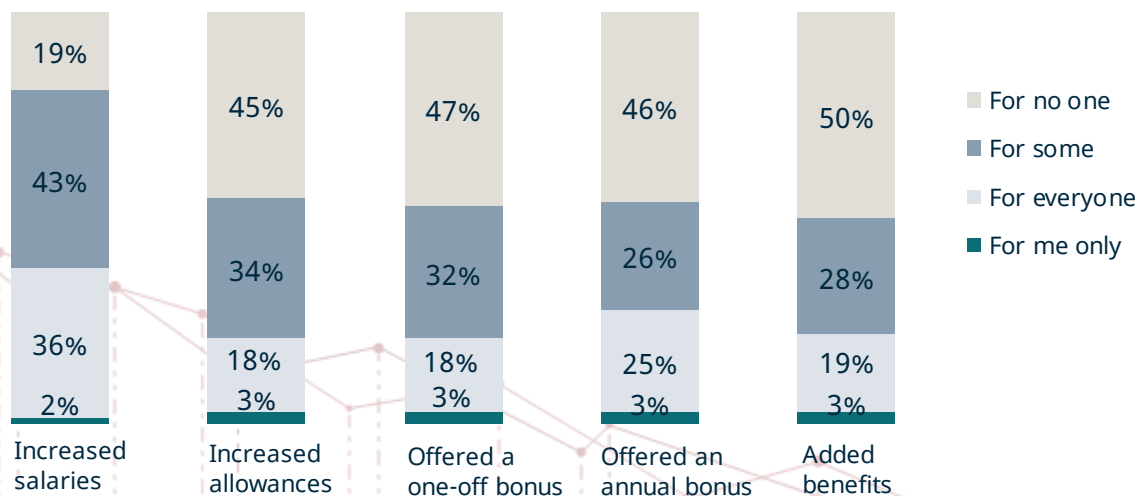


Salaries have become more stable over the past year. However, there are still significant increases available for candidates in specific sectors and roles that are in high demand, resulting in employers having to think more strategically about how to retain staff.

## How have salaries at your company changed in the past 12 months?



## Which of the following has your employer done in the past 12 months?



## Are employers taking notice of rising living costs?

- While 70% of employers say their staff have received salary increases, either through an annual increase or new role, one quarter (24%) say they have made no change to their salaries rising costs – indicative of a tighter market and tentative economy.
- However, about half of employees say their company has not given any other monetary benefits in the past 12 months. Business leaders should be on the lookout for dissatisfied workers as many will be looking forward to an annual boost.
- Employers are increasingly providing bonuses as a way to support and appreciate their staff, with 18% providing a one-off bonus and 25% giving an annual bonus to everyone.

# ABOUT ROBERT HALF



Robert Half is the world's first and largest specialised talent solutions firm that connects companies with highly skilled jobseekers. We offer permanent placement solutions in the fields of finance and accounting, technology, HR, office support, legal, and financial services. Robert Half has 345 locations worldwide, including nearly 100 locations in 18 countries outside the United States.

Robert Half is the parent company of Protiviti, a global consulting firm that provides internal audit, risk, business, and technology consulting solutions. Robert Half, including Protiviti, has been named a Fortune® Most Admired Company™ and a Forbes Best Employer for Diversity. Robert Half and Protiviti have also each been named to the Fortune 100 Best Companies to Work For® list.

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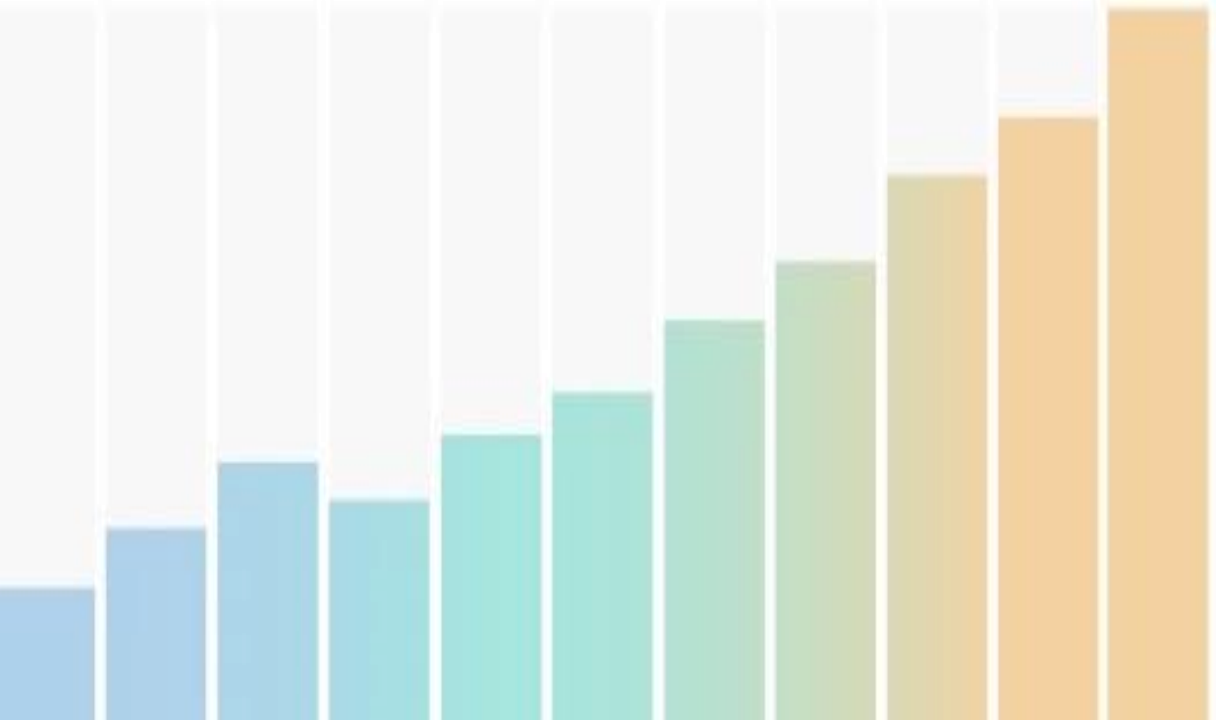




# METHODOLOGY



Data referenced in this Salary Guide is based on proprietary Robert Half insights and an online survey developed by Robert Half, conducted by an independent research firm. During November 2023 Robert Half commissioned research amongst 750 respondents using an online data collection methodology. The respondents represent 250 employers and 500 employees in Finance and Tech departments. Respondents are drawn from a sample of SME and large organisations from public sector, private and publicly listed businesses in New Zealand.







The sector is seeing less movement at a senior level, but candidates at a middle management level are in-demand and employers are determined to hold onto their best talent – particularly in business analysis. Salaries are relatively flat in the sector, but high demand is pushing salaries up for the in-demand roles.

### Salaries at a glance

**+4.3%** average salary increase | **+3.6%** accounting | **+2.4%** credit management

#### Most in-demand permanent roles

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Financial Controller

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Finance Business Partner

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Financial / Management Accountant

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Accounts Payable Officer

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Accounts Assistant

#### Most in-demand technical skills and experience

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Microsoft Excel

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ERP System Experience

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Business Intelligence Tools (TM1, Power BI, and Tableau)

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Predictive Analysis

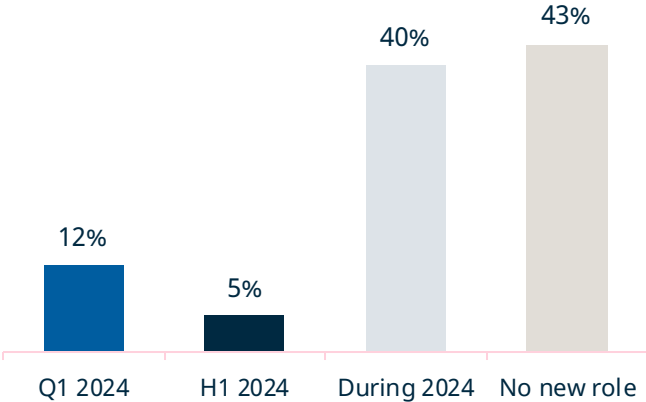
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Consolidation and Financial Reporting

**Click here to discover all salaries in  
Finance and Accounting**



Are you likely to look for a new job in the near future? If so, when?



Which of the following are most important for you when considering a new role?

- 1 Salary
- 2 Good flexibility
- 3 Benefits
- 4 Career progression opportunities
- 5 Company culture

Companies are back in control; salaries have stabilised but top talent still reign

- The focus on "value for money" in finance and accounting hiring indicates a shift toward cost-conscious decision-making. Employers are scrutinising candidates not only for their technical skills but also for their ability to bring substantial value to the organisation in relation to the compensation offered.
- Salaries are not increasing significantly beyond inflation, and there is heightened pressure on hiring managers to meet the expectations of candidates.
- Despite economic pressures, there is still a significant shortage of quality candidates, both in technical skills and soft skills. While good candidates receive multiple job offers, the cream of the crop remains in high demand.
- The top-tier talent is scarce in the market and are interested in roles that offer a blended mix of company culture and career progression.

Most in-demand soft skills

Communication skills
Adaptability
Project management skills
Business partnering skills
Autonomy and initiative

Most in-demand contract roles

Financial Accountant
Finance Manager / Controller
Business Analyst
Assistant Accountant
Accounts Clerk



The sector has seen less movement in salaries over the past 12 months – a trend that is expected to continue into 2024. As New Zealand strengthens technological innovation, leaders and contributors who can understand a business strategy and vision and translate it into enterprise-wide technology are highly sought-after.

Salaries at a glance

+0.6% average salary increase | +2.4% IT management | +9.5% infrastructure and engineering  
+0.5% architecture and development | No change project management | No change software engineering

Most in-demand permanent roles

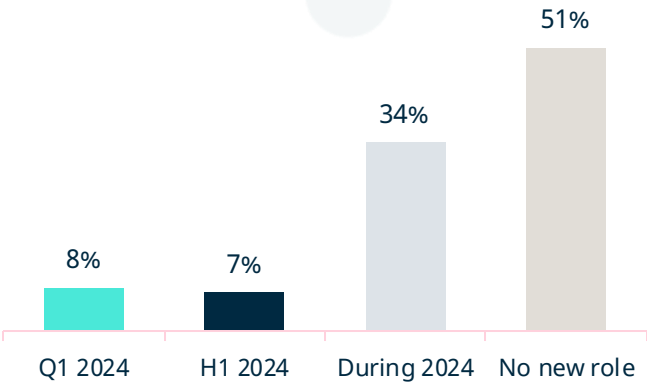
Senior Software Developer
Automation Tester
Systems Engineer
Help Desk Support Officer
Business Analyst

Most in-demand technical skills and experience

.NET Core, TypeScript (Angular/React/Vue), Node.JS, and Java
Power BI
Azure, AWS, VMware, Google Cloud Platform, and Hyper-V
PowerShell, Python, Ansible, Puppet, Docker and Kubernetes
IaC, SCM, CI/CD, and Test Automation

Click here to discover all salaries in IT and Technology

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Key enterprise-wide projects sees the need for tech talent across the board

- Investment is occurring in business technology, especially in ERP implementation. Companies are assessing the state of their data for insights and need talent who can optimise these capabilities.
- With key projects going ahead, the flow on effect to different tech departments is seeing the need for talent across the board.
- Roles in project services including project managers and change managers are in-demand, while enterprise businesses focus on backfilling infrastructure roles with contractors while their permanent staff work on migrations.
- The implementation of these projects results in companies redesigning their teams for the future state of the company, to ensure they have the right talent to maintain these new changes.
- Employers need to be mindful of hiring timelines and the type of talent they hire to keep their business profitable and efficient.

Most in-demand soft skills

Logical problem-solving skills
Communication skills
Innovative thinking
Relationship building skills
Stakeholder management skills

Most in-demand contract roles

Software Developer
Systems Engineer
Help Desk Support Officer
Business Analyst
Project Manager



Working practices are returning to normal after the pandemic – and that includes the perks and benefits employees receive. Businesses are encouraging people to attend the office more frequently and amending the number of days staff can work from home.

**33%** say they want to leave their current role due to a lack of career progression opportunities

**37%** of Gen Z agree that they might leave their current role due to a lack of career progression opportunities

**16%** agree that poor work-life balance is a reason to leave their current role

**8%** cite a lack of flexibility as a push factor

**3%** say they have no employee benefits

### What are the trends when it comes to perks and benefits?

- In most sectors and roles, companies have started to call people back into the office, asking staff to spend a minimum of 3 days in the workplace.
- The demand for hybrid working arrangements is still present but the majority of candidates ask for flexibility which allows them to amend their hours when necessary.
- Business leaders are trying to fulfil the requests for "lifestyle" benefits from staff by providing opportunities for better work-life balance and flexi-benefits to allow time for medical leave.
- Annual leave is still highly valued by candidates, who are willing to reject a job offer if the leave allowances don't cater to taking a suitable amount of time off.

# HOW TO USE OUR SALARY TABLES



## Salary percentiles

Starting salaries are not one-size-fits-all, which is why we separate them into three percentiles based on multiple factors. The percentiles account for differences in experience, skill, professional certifications, demand for the role, and the size/complexity of the company that is hiring. The salaries do not include any bonuses or benefits.

### 25th

The applicant has limited or no experience in the position and is still developing their skills.

### 50th

The applicant has an average level of experience and has most of the necessary skills.

### 75th

The applicant has above-average experience, has (nearly) all necessary skills, and may also have specialised qualifications.



Accounting

JOB TITLE	25th	50th	75th
Accounts Assistant	\$ 70,000	\$ 78,000	\$ 85,000
Assistant Accountant	\$ 80,000	\$ 88,000	\$ 95,000
Accountant	\$ 90,000	\$ 103,000	\$ 115,000
Company Accountant	\$ 100,000	\$ 115,000	\$ 130,000
Group Accountant	\$ 130,000	\$ 155,000	\$ 180,000
Accounts Payable Officer	\$ 65,000	\$ 75,000	\$ 85,000
Accounts Payable Manager	\$ 95,000	\$ 120,000	\$ 140,000
Accounts Receivable Officer	\$ 65,000	\$ 75,000	\$ 85,000
Accounts Receivable Manager	\$ 95,000	\$ 120,000	\$ 140,000
Corporate Accountant	\$ 115,000	\$ 140,000	\$ 160,000





	JOB TITLE	25th	50th	75th
Accounting (Cont.)	Cost Accountant	\$ 115,000	\$ 140,000	\$ 160,000
	Financial Accountant	\$ 100,000	\$ 115,000	\$ 130,000
	Senior Financial Accountant	\$ 120,000	\$ 130,000	\$ 140,000
	Management Accountant	\$ 120,000	\$ 135,000	\$ 150,000
	Senior Management Accountant	\$ 130,000	\$ 155,000	\$ 175,000
Financial / Business Analysis	Finance Business Partner	\$ 120,000	\$ 130,000	\$ 150,000
	Senior Finance Business Partner	\$ 140,000	\$ 160,000	\$ 180,000
	Financial Planning & Analysis Manager	\$ 160,000	\$ 185,000	\$ 220,000
	Commercial Analyst	\$ 140,000	\$ 160,000	\$ 180,000
	Commercial Manager	\$ 190,000	\$ 225,000	\$ 250,000



	JOB TITLE	25th	50th	75th
Financial Management	Finance Manager	\$ 145,000	\$ 160,000	\$ 180,000
	Financial Controller	\$ 180,000	\$ 215,000	\$ 250,000
	CFO / Finance Director (SME)	\$ 250,000	\$ 275,000	\$ 300,000
	CFO / Finance Director (Large / MN)	\$ 300,000	\$ 400,000	\$ 500,000
Credit Management	Credit Controller	\$ 85,000	\$ 95,000	\$ 110,000
	Credit Manager	\$ 100,000	\$ 120,000	\$ 140,000
Internal Audit	Internal Auditor	\$ 100,000	\$ 135,000	\$ 165,000
Payroll	Payroll Clerk / Officer	\$ 85,000	\$ 90,000	\$ 100,000
	Payroll Manager	\$ 110,000	\$ 125,000	\$ 150,000
Tax	Tax Accountant	\$ 120,000	\$ 150,000	\$ 180,000
	Senior Tax Accountant	\$ 140,000	\$ 180,000	\$ 220,000
	Tax Manager	\$ 180,000	\$ 210,000	\$ 250,000



	JOB TITLE	25th	50th	75th
Architecture and Development	Enterprise Architect	\$ 160,000	\$ 170,000	\$ 185,000
	Infrastructure Architect	\$ 130,000	\$ 150,000	\$ 165,000
	Solutions Architect	\$ 140,000	\$ 155,000	\$ 170,000
	Data Architect	\$ 160,000	\$ 170,000	\$ 185,000
	Principal Developer / Staff Engineer	\$ 150,000	\$ 165,000	\$ 180,000
Business Intelligence	Business Intelligence Analyst	\$ 90,000	\$ 105,000	\$ 120,000
	Business Intelligence Developer	\$ 120,000	\$ 130,000	\$ 140,000
	Business Intelligence Manager	\$ 140,000	\$ 155,000	\$ 180,000
Business Analysis	Business Analyst	\$ 90,000	\$ 110,000	\$ 120,000
	Senior Business Analyst	\$ 130,000	\$ 135,000	\$ 145,000
Data / Database Management	Data Warehouse Consultant	\$ 110,000	\$ 125,000	\$ 135,000
	Database Administrator	\$ 100,000	\$ 115,000	\$ 125,000



	JOB TITLE	25th	50th	75th
Technical Support and Operations	IT Support Level 1	\$ 55,000	\$ 60,000	\$ 65,000
	IT Support Level 2	\$ 65,000	\$ 68,000	\$ 75,000
	Systems Administrator	\$ 80,000	\$ 85,000	\$ 95,000
	Application Support	\$ 65,000	\$ 75,000	\$ 90,000
Infrastructure and Engineering	Network Engineer	\$ 110,000	\$ 120,000	\$ 130,000
	Senior Network Engineer	\$ 130,000	\$ 135,000	\$ 145,000
	Systems Engineer	\$ 110,000	\$ 120,000	\$ 130,000
	Senior Systems Engineer	\$ 130,000	\$ 135,000	\$ 145,000
	Infrastructure Manager	\$ 145,000	\$ 160,000	\$ 180,000
	Cloud Engineer	\$ 130,000	\$ 145,000	\$ 160,000
	DevOps Engineer	\$ 130,000	\$ 145,000	\$ 160,000
IT Management	IT Manager / Head of IT	\$ 160,000	\$ 180,000	\$ 200,000
	Software Development Manager	\$ 180,000	\$ 200,000	\$ 230,000
	CIO / CTO	\$ 250,000	\$ 280,000	\$ 350,000
	Program Manager	\$ 175,000	\$ 195,000	\$ 215,000



	JOB TITLE	25th	50th	75th
Project Management	Project Manager	\$ 135,000	\$ 150,000	\$ 165,000
	Senior Project Manager	\$ 165,000	\$ 180,000	\$ 200,000
Business Transformation	ERP Functional Consultant	\$ 145,000	\$ 160,000	\$ 180,000
	ERP Technical Consultant	\$ 145,000	\$ 160,000	\$ 180,000
Test Analysis	Manual Test Analyst	\$ 70,000	\$ 85,000	\$ 100,000
	Senior Manual Test Analyst	\$ 110,000	\$ 120,000	\$ 130,000
	Automation Test Analyst	\$ 80,000	\$ 95,000	\$ 110,000
	Senior Automation Test Analyst	\$ 120,000	\$ 135,000	\$ 145,000
	Test Manager	\$ 130,000	\$ 145,000	\$ 160,000
Software Engineering	Junior Software Engineer	\$ 70,000	\$ 80,000	\$ 90,000
	Intermediate Software Engineer	\$ 100,000	\$ 110,000	\$ 120,000
	Senior Software Engineer	\$ 125,000	\$ 135,000	\$ 145,000
	Technical Lead – Software Engineering	\$ 150,000	\$ 165,000	\$ 180,000



	JOB TITLE	25th	50th	75th
Product Management	Product Owner	\$ 100,000	\$ 110,000	\$ 120,000
	Product Manager	\$ 110,000	\$ 120,000	\$ 130,000
	Senior Product Manager	\$ 140,000	\$ 150,000	\$ 160,000
	Head of Product	\$ 160,000	\$ 180,000	\$ 200,000
Design	UX / UI Designer	\$ 80,000	\$ 95,000	\$ 110,000
	Senior UX / UI Designer	\$ 120,000	\$ 130,000	\$ 140,000
	Head of Design	\$ 150,000	\$ 175,000	\$ 200,000
Cyber-Security	Security Analyst	\$ 100,000	\$ 115,000	\$ 130,000
	Security Engineer	\$ 120,000	\$ 135,000	\$ 150,000
	Security Architect	\$ 150,000	\$ 165,000	\$ 180,000