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IT JOB MARKET & SALARY REPORT 2023

Contents

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A Note About This Report

Tena Koe, welcome to the IT Job Market & Salary Report for 2023. As I write this, the devastating impacts of cyclone Gabrielle continue to be felt and seen around Aotearoa. The connection with our special country, and our fellow New Zealanders feels particularly strong during difficult times; our hearts go out to the individuals and communities impacted. On behalf of Absolute IT, our deepest sympathies to all those affected.

2022 was a remarkable year for the tech industry. Significant growth in the sector, New Zealand's continued digital transformation, historic low unemployment, global tech talent shortages, and the impact of our closed border during the height of COVID, all combined to create an extraordinary and dynamic IT employment market.

The pressure of candidate and skills shortages led to significant spikes in salaries as organisations attempted to meet demands for their services, while competing to attract the talent needed to deliver the work. In this year's report, we look at how these factors have influenced IT salaries and remuneration, and we also check in on tech professionals' expectations today. Is salary still the primary driver? What else motivates job seekers when it comes to a job offer?

We saw the gathering of economic storm clouds in the later half of 2022. Impacts of global supply chain issues, inflation and the war in Ukraine combined to create local economic headwinds, and the consensus that we should expect recession in New Zealand, for at least part of the year. However with underlying local supply issues for IT talent, and a generally tight employment market, we are still anticipating steady demand for talent in the sector in 2023, though perhaps with less hyper-demand than we saw in 2022.

This year's report also explores factors that influence New Zealand's tech talent pipeline. Firstly, with our border now open, what impact have Working Holiday Visa holders had, if any? What are Kiwi IT professionals' thoughts on working overseas?

Secondly, with our local IT workforce comprising only **27%** women, just **4%** Māori, and under **3%** Pasifika, the opportunities for the industry to address some of its talent supply challenges through diversity are tremendous. I am therefore super excited to note the two spotlight sections in this year's report; Women in Tech and Growing Diversity in the Tech Sector. And, of course, we take a look at the latest, exciting tech in the industry, and no - ChatGPT did not write this foreword.

In summary, while current economic conditions may produce some different challenges for 2023, the remarkable resilience of our industry and its people will continue to create and realise opportunities throughout 2023. I hope you find the report interesting and welcome your thoughts and feedback.

Thank you,

Steve Cotton
General Manager

🗨 Methodology

This report has been compiled from multiple sources that include Absolute IT's annual Tech Professional and Employer surveys, placements made by Absolute IT throughout the year, market research, and staff, client and candidate feedback. The figures shown in the salary and hourly rates sections are for base salary only and exclude the extras found in the full remuneration packages. Bonuses and benefits are reported and commented on in other areas throughout the report.

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Respondent Overview:
Tech Professionals

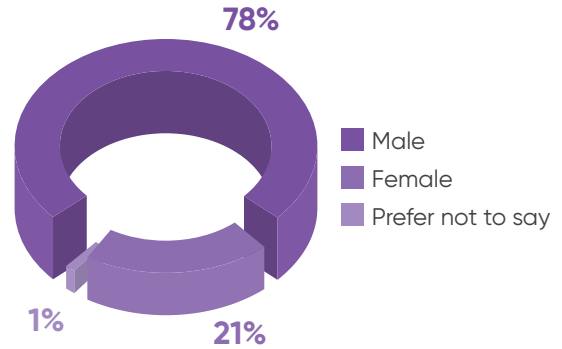## 🟠 Age Group

- 18-24: 3%
- 25-34: 25%
- 35-44: 35%
- 45-54: 24%
- 55-64: 12%
- 65+: 1%

🟣 Gender

- Male: 78%
- Female: 21%
- Prefer not to say: 1%

🟣 Right to Work

- NZ Citizen/Resident: 91%
- Work Visa: 8%
- Australian Citizen/Resident: 1%
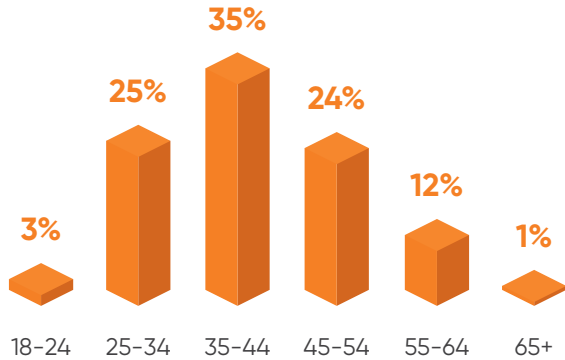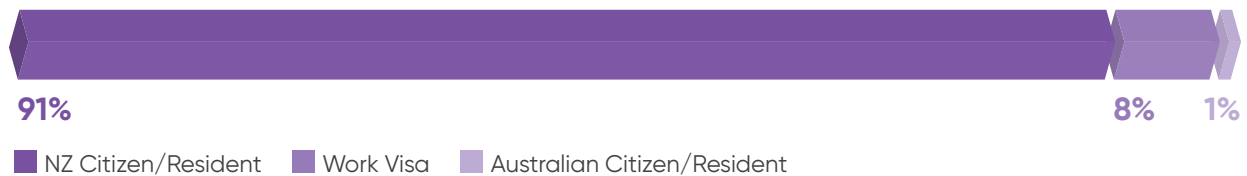
Whilst 'Working Holiday Visa' was offered as a response this year, only **0.2%** of respondents selected this option. This is down from **1%** the previous year, indicating that whilst New Zealand's border has re-opened, we are not yet seeing an impact in the local tech sector on candidate and skills availability. Choosing to prioritise travel instead of job seeking, Working Holiday Visa holders are here but have yet to enter employment.

🟠 Years of Experience
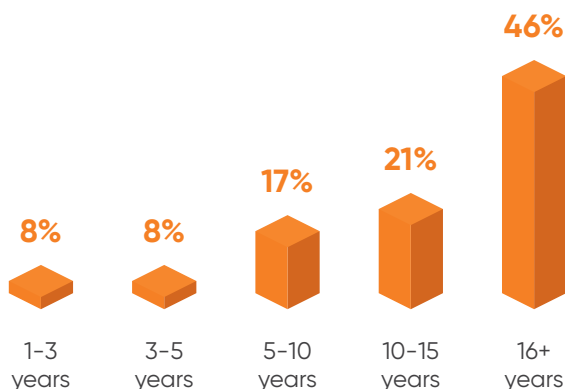
- 1-3 years: 8%
- 3-5 years: 8%
- 5-10 years: 17%
- 10-15 years: 21%
- 16+ years: 46%

🟣 Tenure in Current Role

- > 1 year: 47%
- 1-3 years: 36%
- 3-5 years: 8%
- 5+ years: 9%

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Type of Employment

69%

- Permanent
- Contract
- Fixed Term

2%

29%

97%

- Full Time
- Part Time
- Casual

1% **2%**

Business Sector

29% **68%** **3%**

- Public
- Private
- Not-for-profit or Social Enterprise

Primary Work Location

Auckland
50%

Waikato & Bay of Plenty
10%

North Island (Other)
3%

Wellington
28%

South Island (Other)
1%

Canterbury
8%
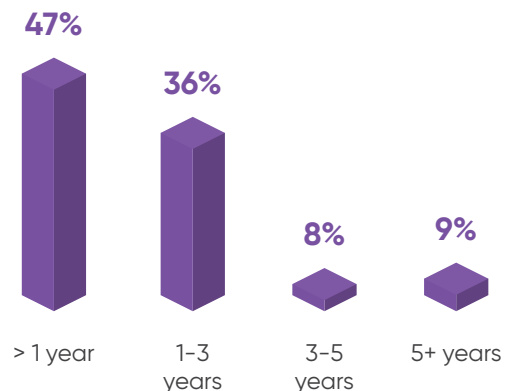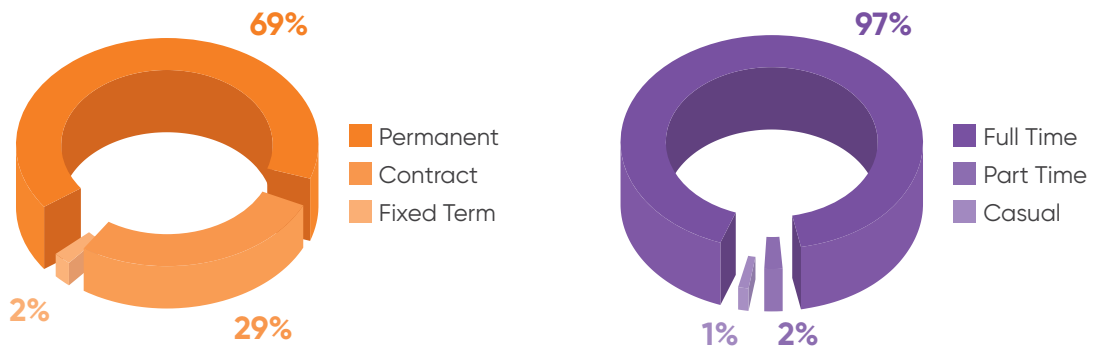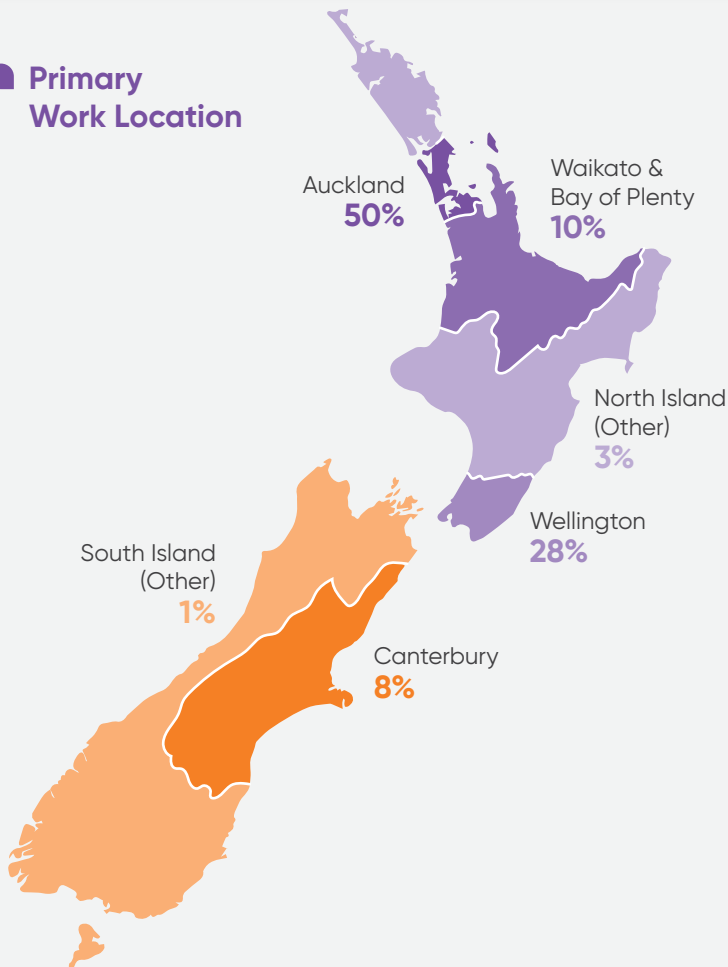
9/10

Tech professionals are **happy** with their current workplace

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Respondent Overview:
Tech Employers

🟠 Business Sector

39% | 58% | 3%

🟧 Public 🟧 Private 🟧 Not-for-profit or Social Enterprise

🟣 Company Size

15%
Small
(up to 50 people)

23%
Medium
(51-250 people)

32%
Large
(251-2,000 people)
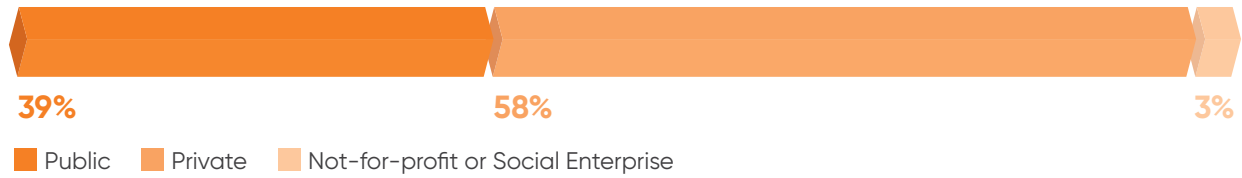
30%
Enterprise
(2,001+ people)
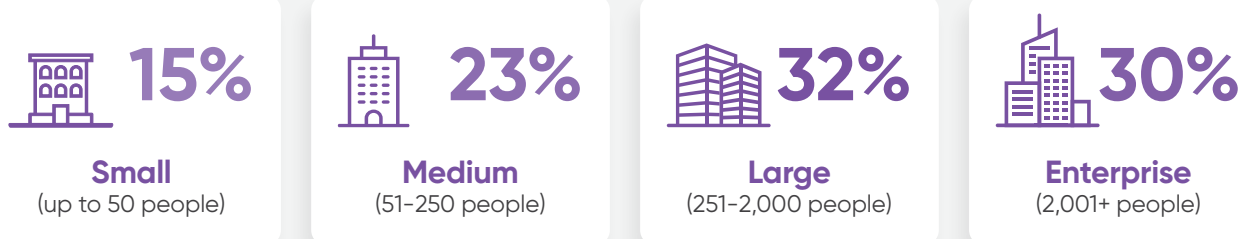
🟠 Number of Full Time Tech Employees at Organisation

8%	31%	16%	7%	38%
1-10	11-50	51-100	101-150	151+
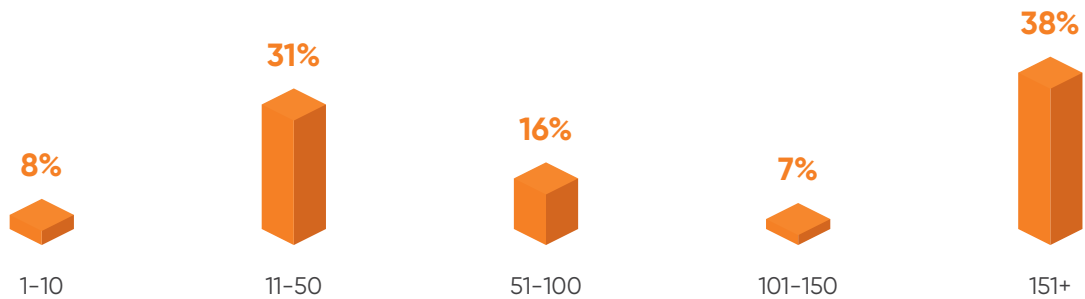
🟣 Number of Direct Reports for Hiring Manager

17%	44%	33%	5%	1%
1-3	4-10	11-50	51-100	101+

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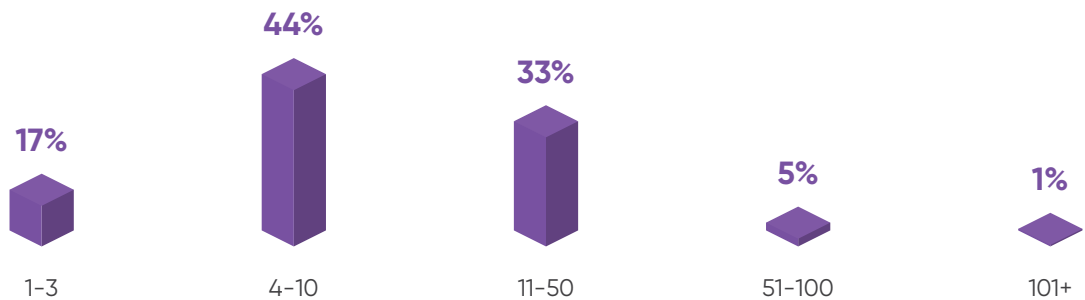
● Employers with Social Impact/Corporate Responsibility Initiatives for 2023

70%   **30%**

■ Yes ■ No
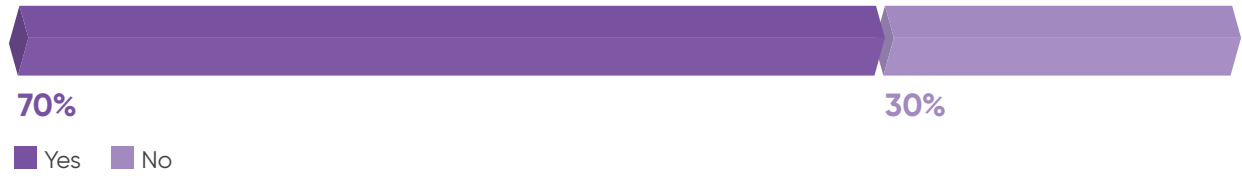
Some ways our survey respondents told us they are focusing on social impact and corporate responsibility initiatives includes becoming B-Corp Certified, focusing on cultural responsibilities, developing SaaS facilities that generate charitable giving, working with customers in relevant sectors (environmental or social), developing ESG initiatives, and creating strategy around equity in the workplace. The approaches are broad and varied, but share a common goal, of making New Zealand a better place to live and work.

● Types of Social Impact & Corporate Responsibility Initiatives

76%
Environmental Initiatives

43%
Charitable Giving

42%
Volunteering

31%
Grants & Sponsorships

24%
Social Procurement

11%
Other
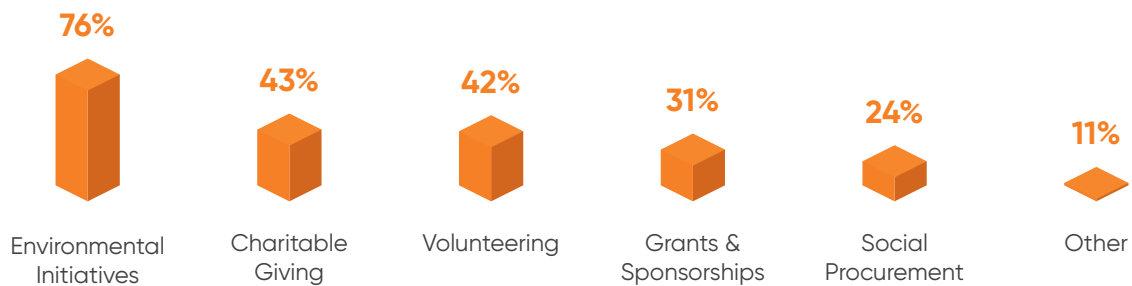
● Organisation's Primary Location

80%

of organisations are locally owned and **20%** are internationally owned

Auckland **40%**

Waikato & Bay of Plenty **20%**

North Island (Other) **7%**

Wellington **19%**

South Island (Other) **2%**

Canterbury **12%**

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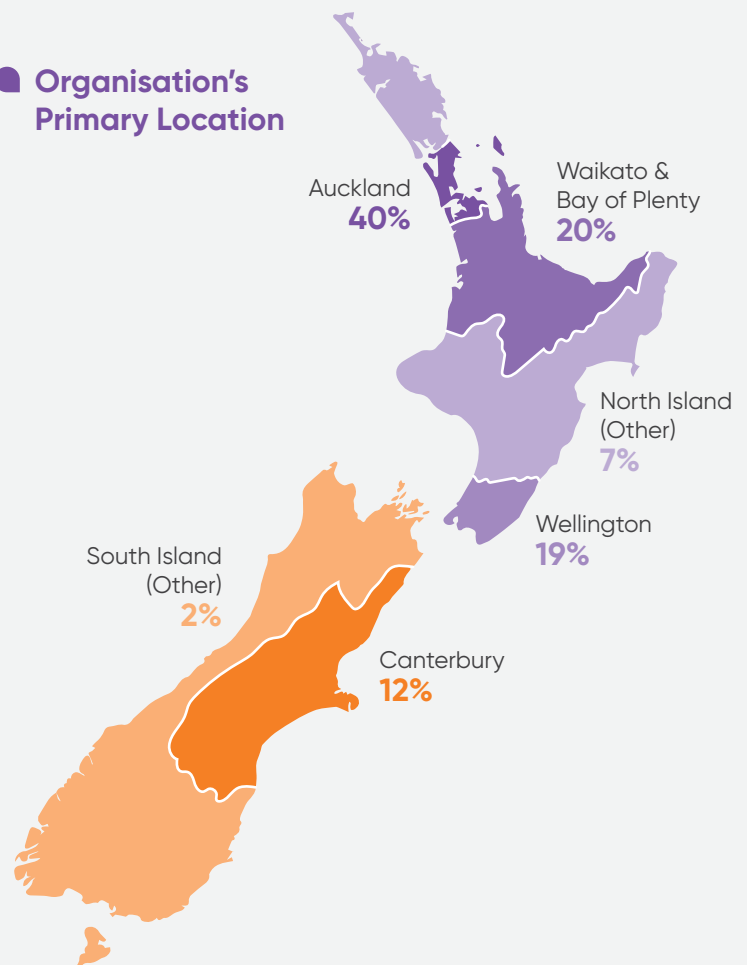
Job Seeking & Hiring Trends:
Tech Professionals

59% of Tech professionals are considering a move to a new workplace in 2023. **59%** of those considering a new role are actively looking and the remaining **41%** would move if the right role became available.

72% 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.

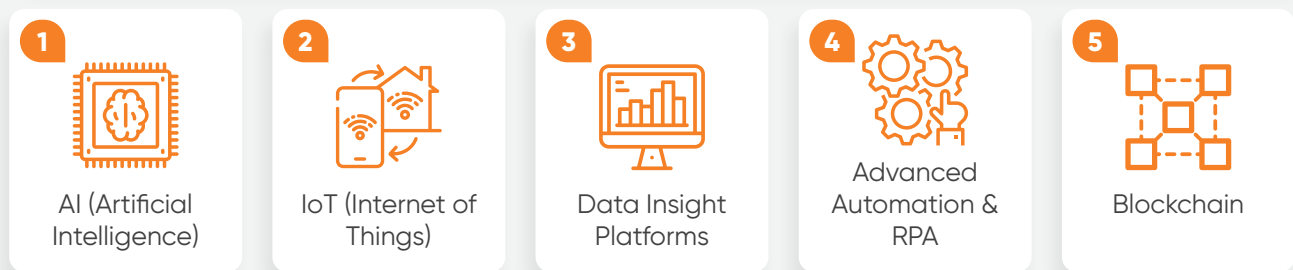**3%** of New Zealanders working overseas are planning to move back to NZ next year and **40%** of non-New Zealanders surveyed that are currently overseas are planning to move to NZ next year.

Top 5 Tech Trends that Tech Professionals are Most Excited About

1	2	3	4	5
AI (Artificial Intelligence)	IoT (Internet of Things)	Data Insight Platforms	Advanced Automation & RPA	Blockchain

Hiring in these areas? Highlight these tech trends early in your job ad to attract top talent.

Top Reasons for Changing Jobs

Top 5 Non-Financial Reasons for Changing Jobs

Career Development **26%**

Contract/Project Ending **21%**

Skills Not Being Utilised **18%**

Interesting/Innovative Work **12%**

Better Workplace Culture **4%**

Top 5 Reasons for Accepting a New Job Offer

Better Salary/Improved Income **36%**

Interesting/Satisfying Work **14%**

Career Development **14%**

Better Work/Life Balance **12%**

Better Workplace Culture **6%**
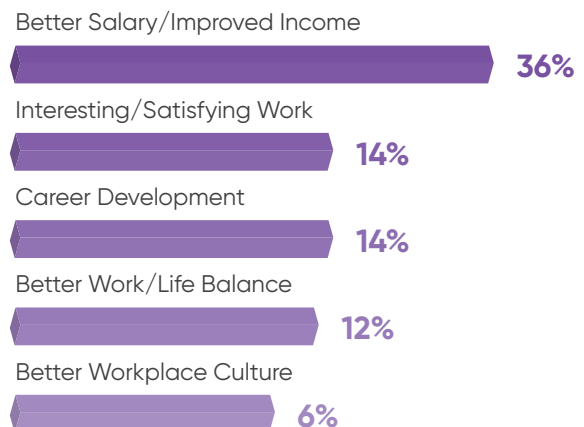
The number one reason Tech Professionals are considering looking for a new job in 2023 is for a 'Better Salary/Improved Income' with **26%** of those looking stating this is the reason. For the past two years the top reason for changing jobs has been career development, however with recent financial factors such as the cost of living and inflation, it's no surprise that earning potential importance has increased.

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Top Reasons for Accepting a New Job Offer by Age

18-24 years old

- Better Salary/Improved Income
- Career Development Opportunities
- More Interesting/Satisfying Work

25-34 years old

- Better Salary/Improved Income
- Career Development Opportunities
- Better Work/Life Balance

35-44 years old

- Better Salary/Improved Income
- Career Development Opportunities
- Better Work/Life Balance

45-54 years old

- Better Salary/Improved Income
- More Interesting/Satisfying Work
- Better Work/Life Balance & Career Development Opportunities

55-64 years old

- Better Salary/Improved Income
- More Interesting/Satisfying Work
- Better Work/Life Balance

65+ years old

- Better Work/Life Balance
- Better Salary/Improved Income
- Better Workplace Culture & Meaningful Business Purpose/Values

Contrary to the last two years, 'Improved Salary' has bumped 'Career Development' as the number one consideration for tech professionals changing jobs.

From 45 years onwards we see a distinct shift towards 'More Interesting/Satisfying Work' and 'Work/Life Balance' becoming more important factors for accepting a new role.

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Living & Working Overseas

27%
of Tech Professionals surveyed are considering a move to work overseas

32%
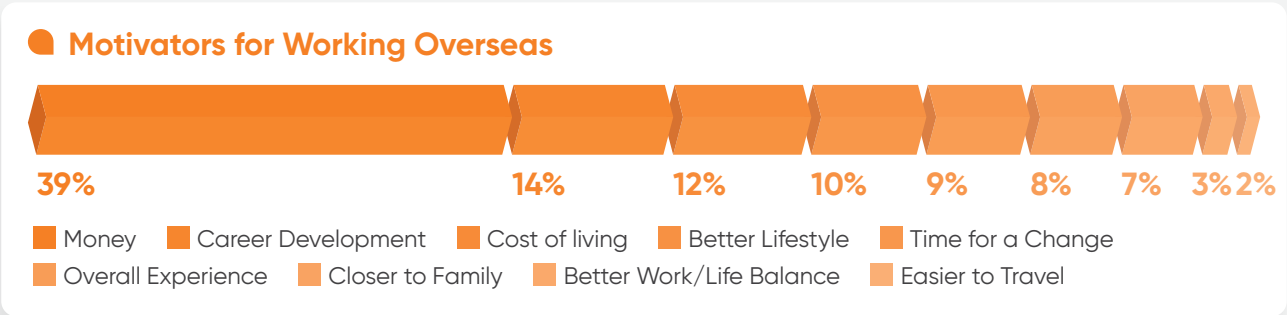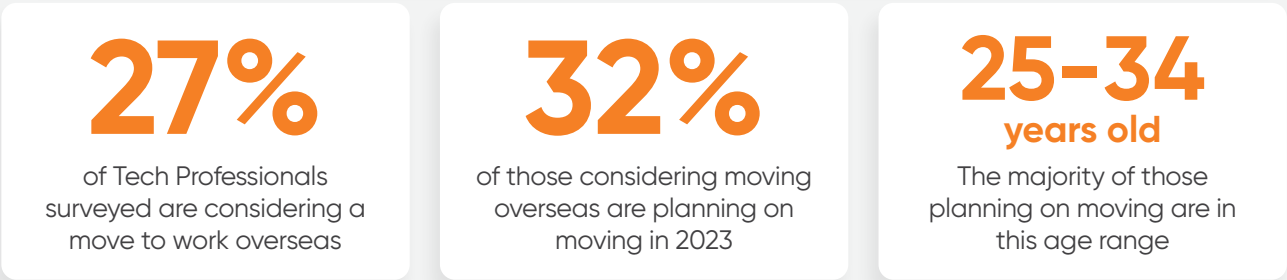of those considering moving overseas are planning on moving in 2023

25–34 years old
The majority of those planning on moving are in this age range

Motivators for Working Overseas

39% **14%** **12%** **10%** **9%** **8%** **7%** **3%** **2%**

- Money
- Career Development
- Cost of living
- Better Lifestyle
- Time for a Change
- Overall Experience
- Closer to Family
- Better Work/Life Balance
- Easier to Travel

Length of time tech professionals plan on living and working overseas

10% >1 year
22% 1–2 years
28% 2–5 years
13% 5+ years
28% Permanently/ Indefinitely

Is the 'brain drain' still a thing?

In 2022 when the border reopened, the elation of immigration returning was quickly shadowed by the realisation that many of our young Kiwis would soon set off on their delayed OEs. While we did see that happen, we are now seeing a levelling out of net migration.

At the time of publishing, Stats New Zealand is reporting a provisional net migration for 2022 of 15,800 which is a turnaround from the net migration loss of 15,000 that we saw in 2021. While it's positive to see more people arriving than leaving New Zealand it may be some time before we see an impact on the tech sector.

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Job Seeking & Hiring Trends:
Tech Employers

🔵 Top 10 Skills in Demand for 2023

1 Business Analytics

2 Software Development

3 Project Management

4 Support/ Help Desk

5 Data/ Database

6 DevOps

7 Cloud

8 Architecture

9 Testing/QA

10 Systems Administration

Project management skills moved from number eight in 2022 to tied for second in 2023. This further supports 'New Projects' moving up as a reason for hiring in 2023. Another notable move is data-related skills, which moved from number nine last year to the number five in demand skill this year.
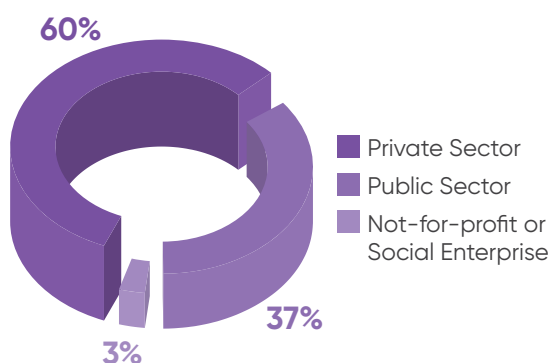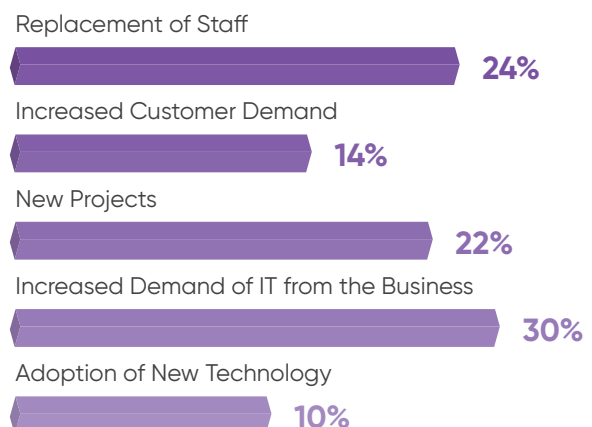
🔵 Permanent Hiring

82%
of employers are planning to hire permanent staff this year

81% of those planning to hire permanent staff plan to increase their headcount by up to five team members, **12%** plan on hiring 6-15 permanent employees, and **7%** plan on recruiting 16 or more permanent employees in 2023. The growth in permanent head count is primarily driven by increased demand of IT from the business, new projects and to replace exiting staff. New projects in 2023 is the primary reason for hiring permanent staff with an **18%** increase from 2022.

🔵 Permanent Recruitment Intentions by Sector
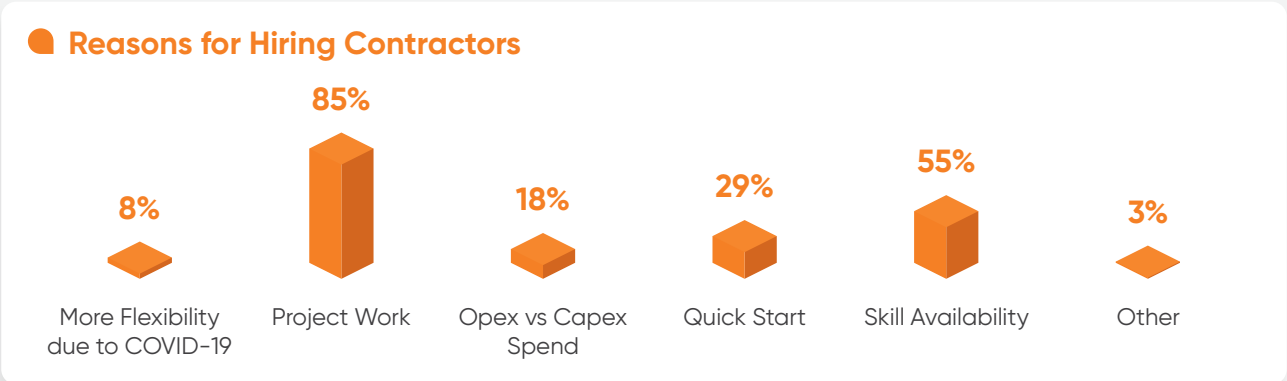
60%

37%

3%

- Private Sector
- Public Sector
- Not-for-profit or Social Enterprise

🔵 Primary Reason for Hiring

Replacement of Staff — **24%**

Increased Customer Demand — **14%**

New Projects — **22%**

Increased Demand of IT from the Business — **30%**

Adoption of New Technology — **10%**

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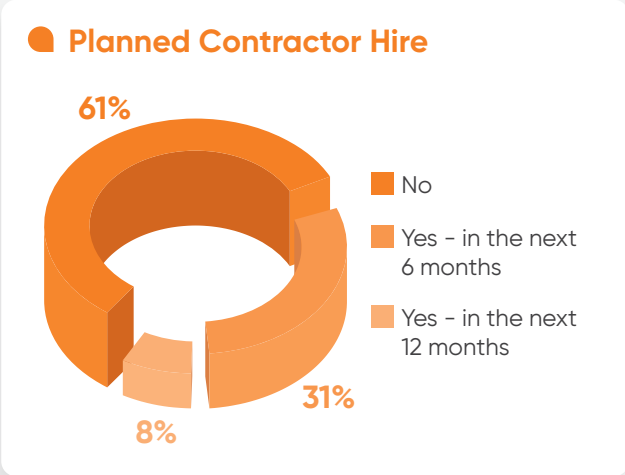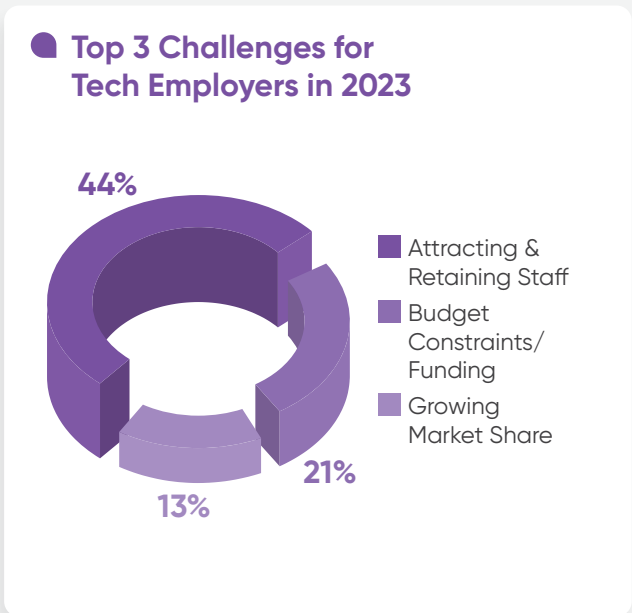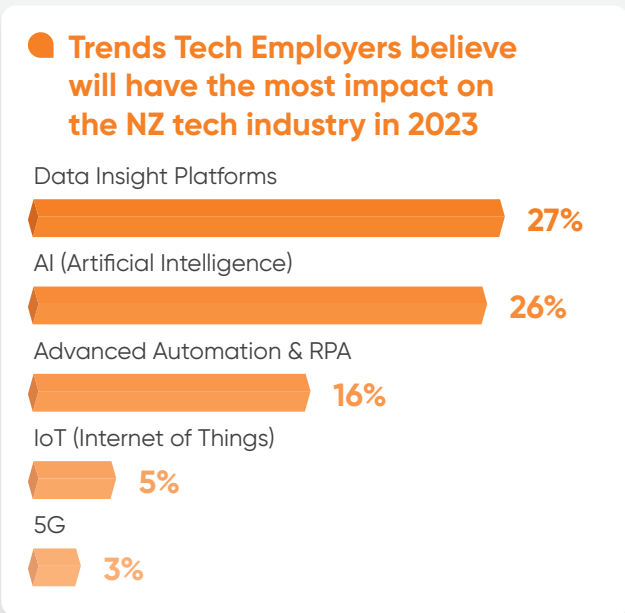RECRUITMENT

Contract Hiring

39% of employers are planning on hiring contractors in 2023 with the majority planning on hiring up to five new contractors.

Planned Contractor Hire

61%
31%
8%

- No
- Yes – in the next 6 months
- Yes – in the next 12 months

Planned Additional Contractors in the next 12 months

1-2	3-5	6-10	11-15	16-20	21+
50%	28%	11%	3%	5%	3%

Reasons for Hiring Contractors

More Flexibility due to COVID-19	Project Work	Opex vs Capex Spend	Quick Start	Skill Availability	Other
8%	85%	18%	29%	55%	3%
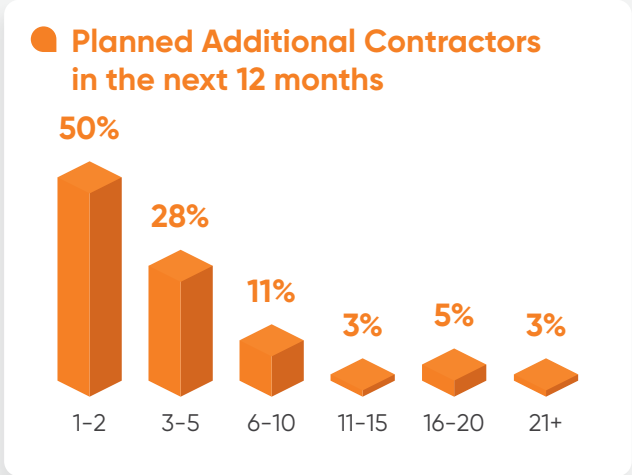
There has been a **50%** increase in skills availability as the reason for hiring contractors since last year. Only **3%** of Tech Employers are planning on decreasing the size of their team in 2023.

Trends Tech Employers believe will have the most impact on the NZ tech industry in 2023

Data Insight Platforms — 27%
AI (Artificial Intelligence) — 26%
Advanced Automation & RPA — 16%
IoT (Internet of Things) — 5%
5G — 3%

Top 3 Challenges for Tech Employers in 2023

44%
21%
13%

- Attracting & Retaining Staff
- Budget Constraints/ Funding
- Growing Market Share

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Workplace Satisfaction

Top 5 Contributors to Workplace Satisfaction

1 Work/Life Balance

2 Interesting & Satisfying Work

3 Career Development Opportunities

4 Workplace Culture

5 Salary/ Remuneration

Top Contributors/Detractors for Workplace Satisfaction by Gender

Work/Life Balance

Work/Life Balance

+ Top Contributors

Top Detractors –

Poor Management Style

Lack of Career Development Opportunities

Work/Life Balance Satisfaction

National Work/Life Balance Satisfaction

45%   **49%**   **6%**

■ Above Average   ■ Average   ■ Below Average
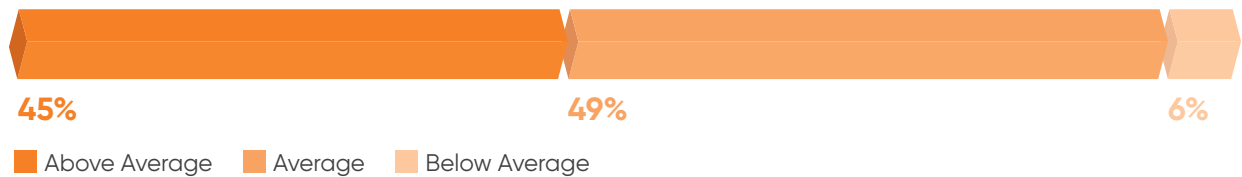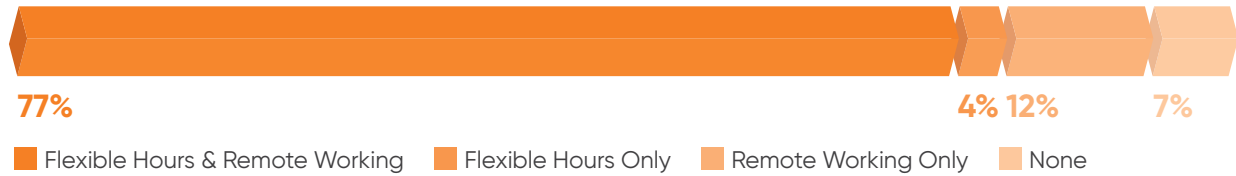
Tech Professionals remain consistent in their satisfaction of work-life balance with this year and last setting a record for the lowest number of people reporting a below average work-life balance over the last five years.

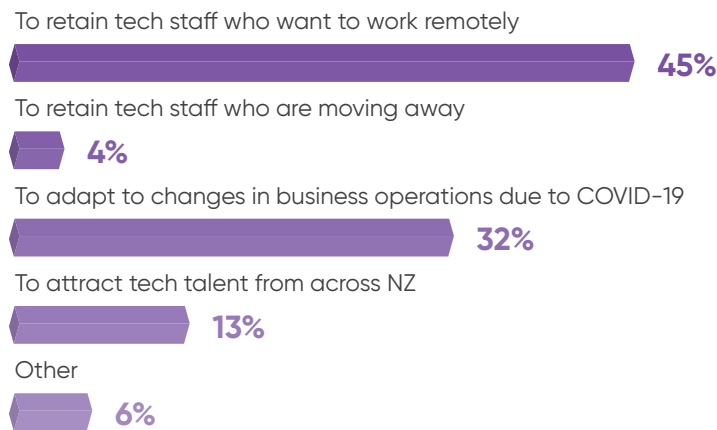### Above Average Work/Life Balance Satisfaction by Region

South Island (Other)   **56%**

Wellington   **46%**

Canterbury   **52%**

Auckland   **43%**

North Island (Other)   **50%**

Waikato & Bay of Plenty   **41%**

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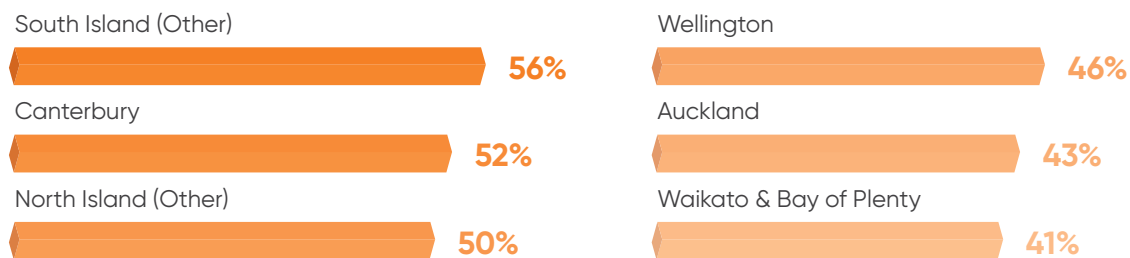
● Flexible Working

● Flexible Working Available to Tech Professionals

77%   **4%** **12%**   **7%**

■ Flexible Hours & Remote Working   ■ Flexible Hours Only   ■ Remote Working Only   ■ None

The North Island tech employers are offering **93%** (up from 79% last year) of their tech professionals flexible working options in comparison to only **81%** of tech professionals being offered flexible working options on the South Island.

● Why Employers Offer Flexible & Remote Working

To retain tech staff who want to work remotely
45%

To retain tech staff who are moving away
4%

To adapt to changes in business operations due to COVID-19
32%

To attract tech talent from across NZ
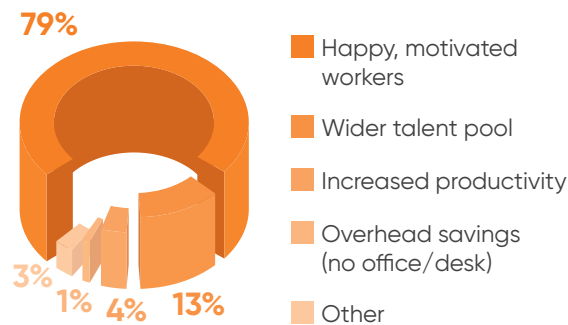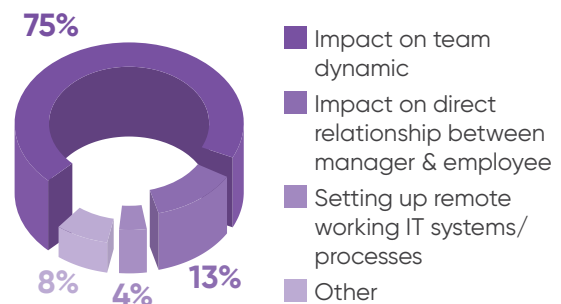**13%**

Other
6%

93%
of Tech Employers have staff that are working remotely **all** or **part of the time**

Retention of staff has become increasingly important as the tech employment market remains candidate and skills short. **22%** more tech employers are offering remote work options, such as working from home, as a retention strategy in 2023 as they did in 2022. Hybrid working is a concept that is here to stay. **91%** of Tech Employers who offer remote work options have adopted hybrid working with the remaining **9%** working completely remote.

● The Benefits of Remote Work

79%

3%
1% **4%** **13%**

■ Happy, motivated workers
■ Wider talent pool
■ Increased productivity
■ Overhead savings (no office/desk)
■ Other

● Biggest Drawbacks of Remote Work

75%

8% **4%** **13%**

■ Impact on team dynamic
■ Impact on direct relationship between manager & employee
■ Setting up remote working IT systems/processes
■ Other

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Interns & Graduates

Tech Professionals that have been employed as an intern or graduate

14%   **86%**

■ Yes   ■ No

Time Since Internship or Graduate Programme

4%	14%	14%	18%	17%	33%
Presently an intern or in a graduate programme	Within the last 1-3 years	4-5 years ago	5-10 years ago	11-15 years ago	15+ years ago
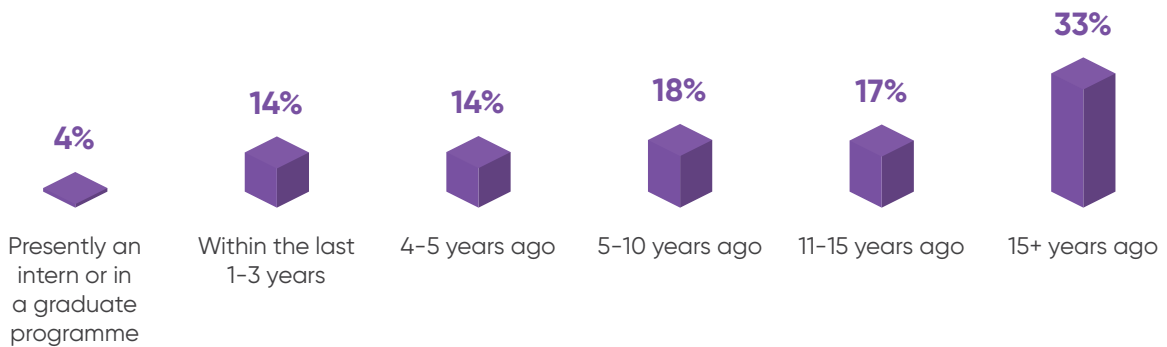
Tech Employers that have employed an intern or graduate in the last 12 months

34%   **66%**

■ Yes   ■ No

Tech Employers' value from employing an intern or graduate

33%
35%
2%
30%

■ Extremely Valuable
■ Very Valuable
■ Somewhat Valuable
■ Not that Valuable
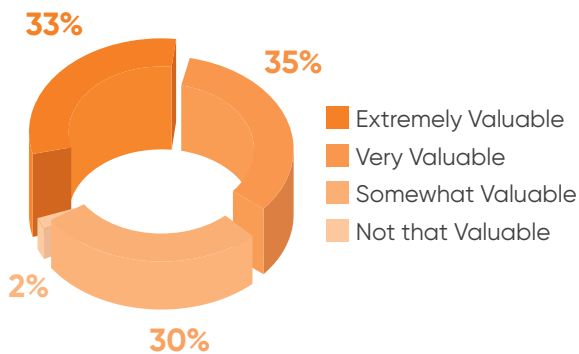
Tech Professionals' value from participating in an internship or graduate programme

44%
27%
21%
8%

■ Extremely Valuable
■ Very Valuable
■ Somewhat Valuable
■ Not that Valuable

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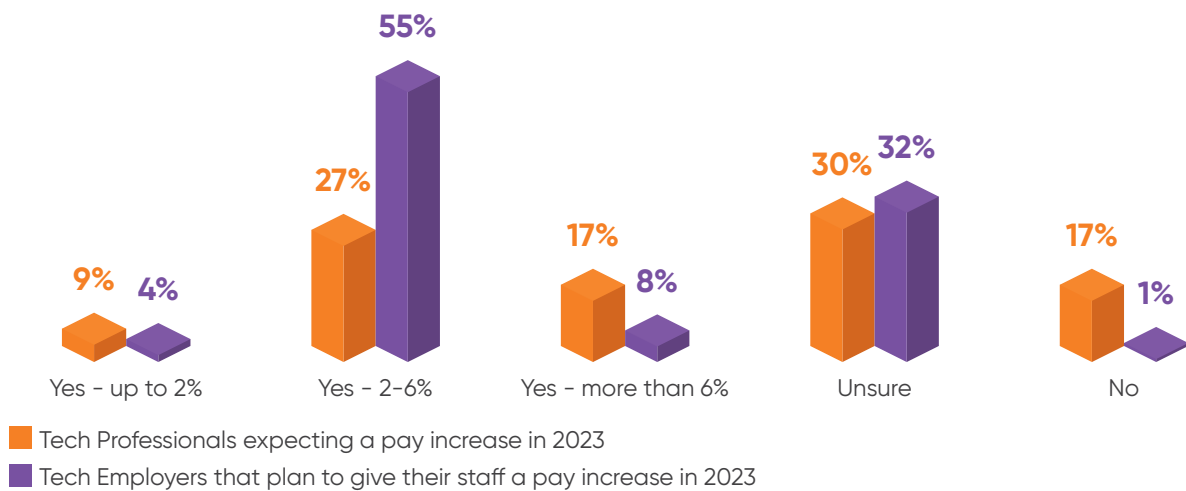RECRUITMENT
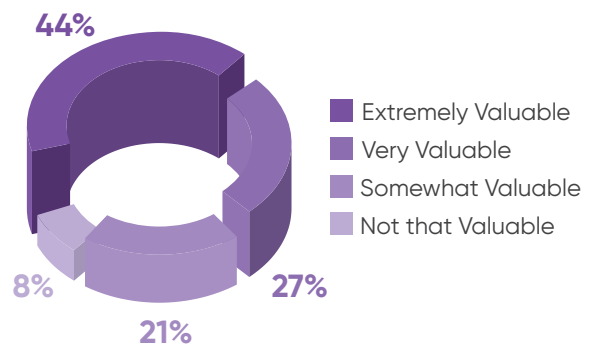
Salary & Remuneration

96%
of Tech Employers gave their staff **a pay increase** in 2022

21%
of Tech Professionals received **a bonus** in 2022

Expected Pay Increase in 2023

	Yes – up to 2%	Yes – 2–6%	Yes – more than 6%	Unsure	No
Tech Professionals	9%	27%	17%	30%	17%
Tech Employers	4%	55%	8%	32%	1%

- Tech Professionals expecting a pay increase in 2023
- Tech Employers that plan to give their staff a pay increase in 2023

Tech Employer pay rise expectations are in line with majority of Tech Professionals' expectations at the **2–6%** pay rise rate. However, **17%** of Tech Professionals desiring a more than **6%** pay rise does not line up with Tech Employers' expectations further supporting the evidence that salary and remuneration is front of mind and increasingly important to Tech Professionals.

Top Non-Financial Benefits Tech Professionals want from an employer

1 Working Remotely

2 Career Development Opportunities

3 Flexible Working Hours

4 Health Insurance

5 Additional Annual Leave

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Spotlight:
Women in Tech

27%

of the Tech workforce is made up of women

5%

tech startups are founded by women

23%

Senior Executives are women

21.4%

is the IT gender pay gap, compared to the 9.5% national average

18%

of tech Board Members are women

↑3%

increase in women in tech since 2017

27% of respondents to Absolute IT's survey this year identified as women, which is close to MBIE's 2020 reporting that revealed women made up just **23%** of the tech workforce. This was a **3%** increase from 2017 figures, but despite ongoing conversations about gender diversity in tech, women are clearly still underrepresented – and underpaid. In this spotlight section, we explore some of the challenges that women still face in the industry and share several ways we can collectively tackle these issues.

We sat down with Lauren Salisbury, GM of Digital Strategy at Accordant, and a leader, board member and founder in tech, to discuss her career including the challenges she's personally faced and the opportunities she sees for change:

Unconscious bias

Generally, we have moved past obvious prejudice, yet incidents of unconscious bias remain. For example, a hiring manager who unconsciously associates excellent technical skills with men, while undervaluing the same skills in a qualified women applicant.

Lack of representation

Fewer women means a lack of representation for those who do wish to enter industry. Only **5%** of tech start-up founders, **23%** of senior executives and **18%** of board members are women. The small proportion of women in tech and leadership positions makes it harder on a practical level for women to find role models and mentors, while contributing to feelings of isolation and imposter syndrome.

Fiscal disparity

Our survey this year revealed that men typically earn **12%** more on average in contractor rates, and **9%** more in salaried roles, than women. This is our own small and local statistical sample, but worldwide, there is much evidence to support this fact: women are underpaid in comparison to men in tech.

A solution focus

Underpinning these issues is a complex societal problem that requires a requires a multifaceted approach. Yet individual organisations can make a big difference. It's possible to actively promote diversity and support equity and inclusion through our daily practices, disseminated through company policy and procedures, and role modelled by business leaders.

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● Factors that are most important to women when job hunting

Clear role expectations & experience needed

Industry salary/remuneration information
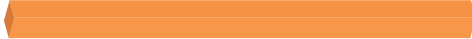
Prompt communication

● Top 3 most challenging parts of job hunting for women

Salary negotiations

Navigating the current job market

Preparing for interviews

● Positive Action

It's possible to positively impact diversity at moments throughout the employee lifecycle, from providing equal opportunities for advancement, to facilitating women's networking opportunities, and access to women leaders. However, we're in the business of recruitment, and as such, we've a particular interest in what can be done during attraction, sourcing and hiring—and rest assured, there's plenty!

Every Kiwi organisation can encourage gender diversity and inclusivity through:

- **Identifying and eliminating unconscious bias** in the recruitment processes, promotion, and pay decisions.
- Ensuring all recruitment materials, such as your company's website and social media presence, are inclusive, and **showcase diversity**.
- Using **non-gendered language** in job descriptions and advertisements.
- **Diversifying talent sources** to reach a wider pool of candidates from different backgrounds.
- Consider the role **pay gap reporting** can play to support equity and equality in your workplace.
- Offering **flexible work arrangements** to help accommodate the needs of women employees and working parents (quite frankly, this is attractive to most humans).
- Encouraging open communication; building a workplace culture that values **employee feedback**.

● Tangible Benefits

Creating an inclusive, respectful, and supportive workplace culture supports the attraction and retention of talented women who bring valuable skills, perspectives, and experiences. A McKinsey & Company study found that top-quartile gender-diverse organisations have a **25%** higher likelihood of above-average profitability. Promoting gender diversity and inclusivity in the workplace fosters a more positive company culture and will improve the overall morale and satisfaction of employees.

● Our Efforts

At Absolute IT, we are working to improve gender diversity in our own business, and for our partners. We are coaching ourselves, our teams, clients, and candidates to create more inclusive environments, and are focused on shifting and eliminating bias in all forms. We structure specific programs and recruitment processes for clients who want more women and diversity in their teams and aim to have more women in leadership positions. Check in with us again next year, our ambition is to reveal more positive statistical jumps in those numbers we quoted at the beginning of this spotlight.

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Spotlight:
Growing Diversity in the Tech Sector

● Māori in the IT workforce

only 4%

● Pasifika in the IT workforce

only 2.8%

It's widely acknowledged that diversity in New Zealand's technology sector is essential for the industry's future – embracing diversity can help companies to better meet the needs of their customers, attract and retain top talent, and drive innovation and growth. However, according to the 2021 Digital Skills Aotearoa Report it's estimated that our tech workforce is comprised of just **4%** Māori and **2.8%** Pasifika.

Access to education plays a crucial role in supporting better outcomes for Māori and Pasifika in the technology sector. We need more young people, particularly Māori and Pasifika, entering fields of study that are related to technology, alongside ensuring that career opportunities post-study are accessible. Emphasis will need to be put into programmes that focus on helping technology teams and businesses proactively engage with young New Zealanders to excite and inform them about a pathway into technology.

Understanding the barriers to working in the tech sector is fundamental for making change happen today, and in the future. In this section we explore some of the challenges facing Māori and Pasifika working in the tech industry and share an example of overcoming barriers to work for students transitioning into the workforce.

● CASE STUDY: Absolute IT & The Work Collective - Student Programme

In 2022 Absolute IT and The Work Collective embarked on a collaborative programme to support students in their final stages of study begin their career pathway in IT. Of particular focus was increasing the representation of Māori and Pasifika within this group of students.

Working with our client partner, we identified paid contract opportunities that would help the students gain valuable frontline customer experience, benefiting them when they transitioned to work on a customer-experience focused transformation project. This career pathway had the added benefit of developing the students' all-important 'soft skills'.

only 14%
of Māori take NCEA technology at school

only 9%
of Pasifika take NCEA technology at school

Creating opportunity

The Digital Skills Aotearoa Report 2021 found that many students face 'education to employment' challenges. Often, those who progressed through tertiary education were not perceived as 'work ready' on graduation. Our programme enabled the development of a career pathway in IT that incorporated additional pastoral care, supporting students to achieve a positive transition into the workforce.

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Sourcing and evaluation

The Work Collective and Absolute IT developed a tailored candidate journey and recruitment marketing plan that detailed the steps and stages the students would experience as they were considered for inclusion in the programme. The marketing plan identified sourcing channels, with a focus on Māori and Pasifika applicants, and students studying IT who faced barriers to finding employment. Bespoke screening and recruitment processes were created, and genuine consideration was given to the types of background checks accepted as a part of this programme, for example study references in place of employment references.

Meeting the students

Of particular importance was facilitating an equitable and inclusive 'meet and greet' session. As a group the students met with key team members of the business including their trainer, manager, members of the IT team and a cultural support mentor.

Contracting care & ongoing support

Specific material was created to support the student and introduce them to 'contracting'. Their onboarding pack provided easy-access to relevant websites and to Hnry, a managed service to support self-employed people with tax and compliance obligations. Each student had access to a dedicated Absolute IT Talent Manager throughout the recruitment and onboarding journey, along with regular check-ins with their consultant.

Our client introduced each student to a kaumatua or business elder who the students could connect with as needed. We supported the creation of a tailored onboarding and training programme for the first 4-6 weeks of employment, allowing students to train remotely of from any of the client's offices working 20 hours per week. This provided the student contractors with great flexibility and an offering that didn't impact their study commitments.

Sourcing Channels

Job Boards

- Seek
- TradeMe Jobs
- Absolute IT website

Youth and Student Targeting

- Student Job Search
- Grad New Zealand
- Grad Super Fairs - online expos

Social Media

- Targeted Facebook Sponsored Campaign
- Targeted Instagram Sponsored Campaign

Māori and Pasifika Targeting

- Māori and Pasifika jobs (Job Boards)
- Mahi: Māori Focused Employment Opportunities (Job Boards)
- Māori and Pasifika Super Fair (Events)

Outcome and Future Impact

Student Programme offers the ongoing opportunity to contribute positively to overcoming barriers to employment for some students studying IT-related subjects, and at the same time directly addresses IT talent shortages and the future success of the sector in New Zealand. By increasing participation, closing the skills gap, creating opportunities, and fostering diversity and inclusion, we can ensure that Māori and Pasifika have the skills, knowledge, and opportunities needed to succeed in this rapidly evolving field.

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Annual Salary & Contractor Hourly Rate Guide

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 Low	Annual Salary High	Hourly Rate Low	Hourly Rate High
Agile Delivery Lead	150,000	190,000	125	150
Change Manager	170,000	190,000	110	200
Chapter Lead	160,000	190,000	130	160
Chief Digital Officer	190,000	330,000	200	270
Chief Information Officer	225,000	360,000	210	300
Chief Technology Officer	200,000	360,000	210	270
Client Engagement Manager	175,000	250,000	110	140
Implementation Lead	180,000	240,000	120	145
IT Manager	140,000	200,000	115	150
Management – Data & Analytics	130,000	200,000	125	180
Management – Digital Marketing	140,000	180,000	110	175
Management – Engineering	140,000	180,000	120	170
Management – Help Desk/IT Support	125,000	155,000	105	135
Management – Security	175,000	240,000	135	150
Management – Software Development	150,000	180,000	125	170
Management – Test	130,000	155,000	110	160
Management – UX/UI	145,000	180,000	145	185
Management – Web Development	140,000	155,000	110	150
Management Consultant	150,000	170,000	125	180
Practice Lead	120,000	150,000	100	145
Programme Manager	155,000	230,000	135	220
Service Delivery Manager	130,000	175,000	120	145
Technical Lead	130,000	175,000	110	140

Cloud & Infrastructure

Role	Annual Salary Low	Annual Salary High	Hourly Rate Low	Hourly Rate High
Application Support Analyst	75,000	115,000	50	100
Architect – Cloud	160,000	220,000	130	165
Architect – Data	140,000	220,000	140	170
Architect – Enterprise	155,000	250,000	140	180
Architect – Solutions	140,000	220,000	140	165
Cloud Engineer	100,000	145,000	100	125
Cybersecurity Engineer	95,000	145,000	65	110
Desktop Support Engineer	70,000	95,000	55	90
Help Desk/Technical Support	65,000	90,000	50	75
Infrastructure Engineer	85,000	130,000	70	130
Network Engineer	85,000	135,000	70	125
Principal Advisor	130,000	150,000	115	160
Security Engineer	95,000	120,000	95	140
Service Desk Analyst	65,000	90,000	50	60
Systems Administrator	80,000	130,000	55	80
Technical Consultant	115,000	150,000	120	145

Data

Role	Annual Salary Low	Annual Salary High	Hourly Rate Low	Hourly Rate High
Business Intelligence Analyst	100,000	140,000	100	135
Business Intelligence Developer	110,000	155,000	115	150
Data Analyst	90,000	120,000	85	125
Data Engineer	110,000	160,000	100	150
Data Scientist	110,000	170,000	110	155
Data Warehouse Developer	115,000	155,000	100	140
Database Manager	130,000	170,000	125	155
Reporting Analyst	90,000	125,000	75	120

Development & Testing

Role	Annual Salary Low	Annual Salary High	Hourly Rate Low	Hourly Rate High
Application Support Analyst	75,000	115,000	50	100
Automation Test Analyst	80,000	135,000	115	130
Back End Developer	110,000	155,000	100	135
DevOps Engineer	130,000	160,000	110	140
Front End Developer	110,000	145,000	100	135
Full Stack Developer	110,000	160,000	100	140
Quality Assurance Analyst	90,000	130,000	95	125
Release Manager	135,000	170,000	115	155
Software Analyst Programmer	110,000	130,000	110	140
Software Developer	110,000	150,000	115	145
Software Engineer	110,000	150,000	115	130
Systems Engineer	110,000	135,000	95	125
Technical Writer	100,000	130,000	95	120
Test Analyst	100,000	135,000	95	115
Test Engineer	115,000	145,000	105	120
Web Developer	75,000	125,000	70	115

Project Services

Role	Annual Salary Low	Annual Salary High	Hourly Rate Low	Hourly Rate High
Business Analyst	115,000	140,000	110	130
Business Analyst - Senior	145,000	160,000	130	150
Change Advisor	100,000	115,000	95	115
Delivery Coordinator	105,000	155,000	90	100
Delivery Lead	150,000	180,000	115	150
Programme Coordinator	95,000	120,000	100	120
Project Coordinator	85,000	110,000	80	110
Project Manager	115,000	160,000	125	150
Project Manager - Senior	150,000	190,000	145	185
Scrum Master	130,000	160,000	120	160

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Digital

Role	Annual Salary Low	Annual Salary High	Hourly Rate Low	Hourly Rate High
Customer Success Manager	90,000	120,000	50	65
Digital Business Analyst	130,000	160,000	120	140
Digital Delivery Manager	150,000	200,000	130	145
Digital Marketing Assistant	60,000	105,000	55	80
Digital Optimisation Specialist	75,000	140,000	75	90
Digital Project Manager	140,000	200,000	135	155
Head of Product	195,000	245,000	140	200
Product Manager	140,000	170,000	130	150
Product Owner	115,000	160,000	125	145
UI Designer	100,000	150,000	95	130
UX Designer	110,000	175,000	100	130

Sales

Role	Annual Salary Low	Annual Salary High
Business Development Manager	90,000	150,000
Partner Service Coordinator	110,000	140,000
Technical Relationship Manager	100,000	145,000
Technical Sales Consultant	85,000	110,000

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About Absolute IT

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 New Zealand 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.

Specialist IT recruitment company	Passionate about IT and Tech	Inhouse Marketing, IT, People & Culture and Finance teams

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.

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 22 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 acknowledgment 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.

Areas of Expertise

- Architecture
- Business Analysis
- Cloud & Infrastructure
- Data – Analysis, Engineering & Development
- Digital
- Development & Testing
- Engineering
- Executive & Management

- Procurement & Commercial
- Programme & Project Services
- Security
- Software Development
- Technical Support
- Testing & Quality Assurance
- Web & Application Development

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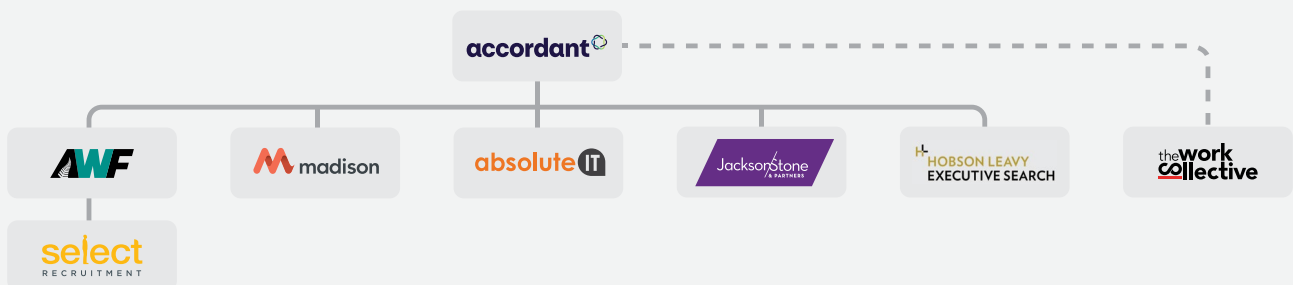Wellington, New Zealand

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Christchurch, New Zealand

About 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 of five New Zealand-grown trading entities; Absolute IT, AWF, Madison, JacksonStone & Partners and Hobson Leavy; with capability spanning all aspects of commercial and industrial recruitment services including permanent, temporary and contractor assignments.

Collectively, the Group employs over 250 full time staff across 20 towns and cities. The Group's geographical reach and network are unmatched in New Zealand.

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.

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For more information about this report, hiring tech talent,
or finding your next opportunity, please contact us.

absoluteit.co.nz