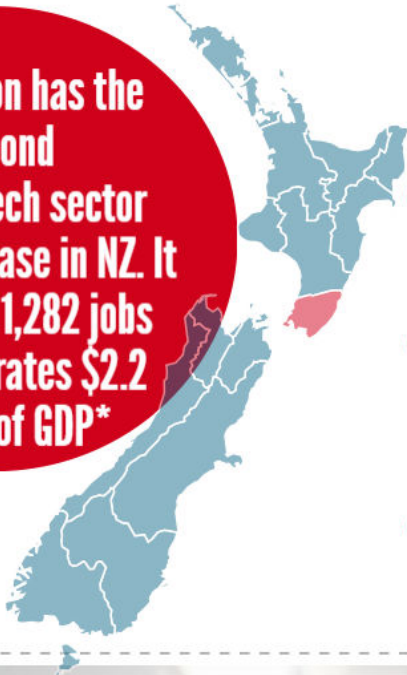


Wellington - where tech, innovation and business thrives

Wellington has the second largest tech sector employee base in NZ. It provides 11,282 jobs and generates \$2.2 billion of GDP*

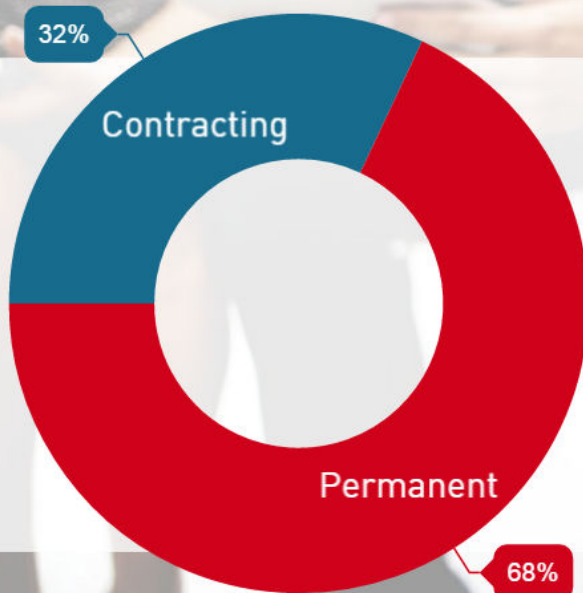


*NZ Tech Digital Nation Report 2016

- The small business sector in Wellington is booming. The latest figures from ANZ's Business Micro Scope survey shows that growth for small businesses in Wellington rose to its highest levels in the first quarter of 2017 since 2007. Wellington surged on employment and investment expectations (at +35%) followed by the regional North Island (+18%).
- Wellington punches above its weight, while it accounts for 11% of the national population, its tech sector produces 14% of the national tech sector employment and 15% of New Zealand's GDP.*
- Wellington has an innovative ecosystem with a tech start-up industry that is thriving and growing. The variety of resources and structured support is boosting and growing this sector, from regular start-up weekends to incubator support and access to angel funding and mentorship.
- Its vibrant cultural, arts and recreational scene, excellent living standards attract migrant entrepreneurs and skilled labour which further fuels the innovation ecosystem of the city.

IT jobseekers in Wellington

Contract vs Permanent Employees



Wellington has the highest number of IT contractors in New Zealand (32%). Auckland comes in second (24%), Christchurch third (22%) and the Waikato region has the lowest number of contractors (17%).

Wellington is popular with contractors as it offers the most lucrative remuneration in New Zealand with a median rate of \$95/hour. The median contracting rate in Auckland and Christchurch is \$83/hour and in Hamilton, it is \$60/hour.

Permanent IT job seekers also get excellent remuneration in this region, with a median base salary of \$84,000, coming in a close second to Auckland (\$84,750).*

Top 7 skillsets available in Wellington

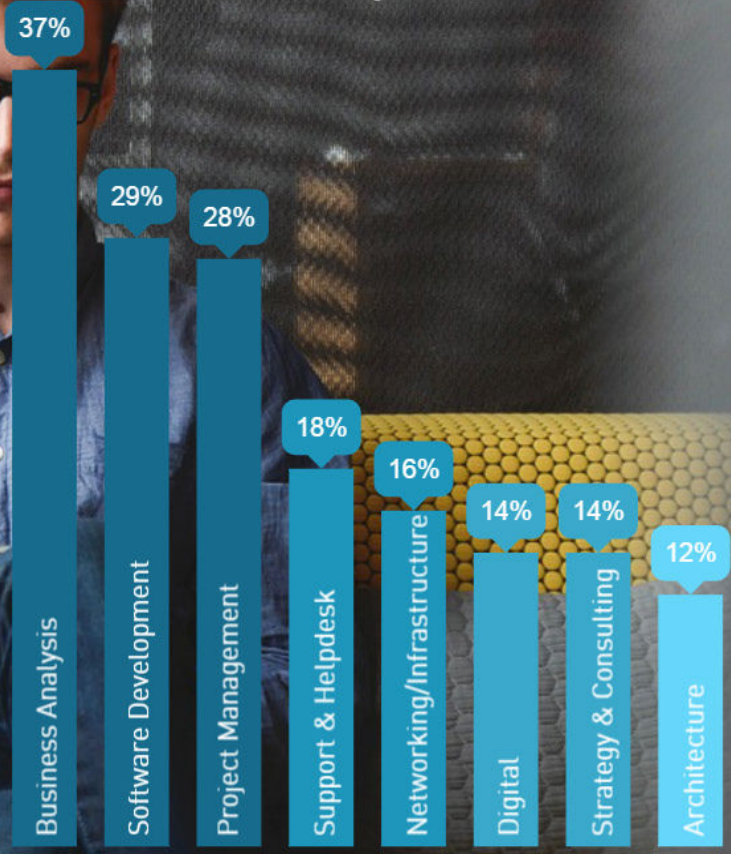


MEDIAN BASE SALARIES FOR POPULAR IT JOBS IN WELLINGTON*

*www.itsalaries.co.nz

| Job Title | Lower | Median | Upper |
|----------------------------|-----------|-----------|-----------|
| Architecture | \$105,000 | \$128,250 | \$140,000 |
| Business Analysis | \$66,000 | \$90,000 | \$105,000 |
| Back/Front End Developer | \$57,500 | \$67,000 | \$134,000 |
| Networking/ Infrastructure | \$42,500 | \$64,000 | \$130,000 |
| Project Management | \$80,000 | \$110,250 | \$122,000 |
| Software Developer | \$60,000 | \$75,000 | \$94,500 |
| Strategy/Consulting | \$82,000 | \$94,750 | \$115,000 |
| Support Helpdesk | \$50,000 | \$55,000 | \$62,500 |

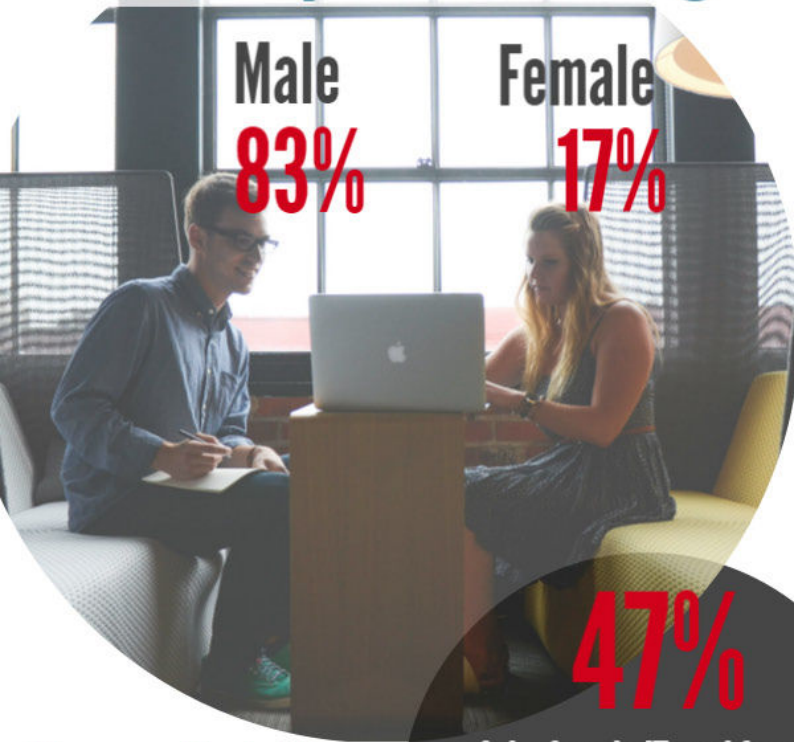
Most in-demand skills from IT employers



Are employers planning to give increases?

Yes - 49%
No - 7%
Unsure - 44%

Gender Split in Wellington



Women working in IT in Wellington are far more disposed to contract than men

47% of the female IT workforce are contracting, versus 29% of the male IT workforce who are contracting

Top five roles filled by women in Wellington

1. Project Management (21%)
2. Business Analyst (16%)
3. Software Developer (13%)
4. Support/Helpdesk (8%)
5. Testing (4%)

Top five roles filled by men

1. Software Developer (17%)
2. IT Management (9%)
3. Project Management (9%)
4. Networks & Infrastructure (9%)
5. Support/Helpdesk (8%)

Biggest business challenge for Wellington IT employers?

1. Attracting and retaining staff (32%)
2. Creating a positive workplace culture (23%)
3. IT Systems supporting BYO devices and flexible working options (14%)

Most valuable skills sought by Wellington employers?

1. Communication skills
2. Problem-solving skills
3. Technical skills
4. Collaboration skills
5. Analysis skills

Employees working life insights

87%

rate their current place a good place to work

90%

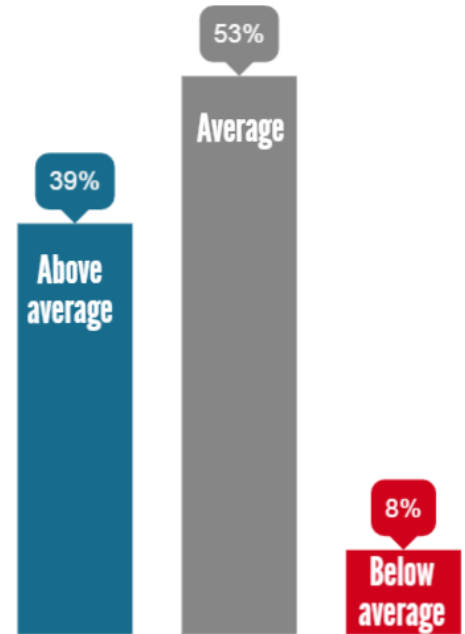
of IT techs in Wellington have flexible working conditions, the highest in NZ.

In Auckland, 84% of IT job seekers have flexible working conditions, 83% in Christchurch and 80% in Hamiton.

58%

are considering to move to a new workplace

How do employees rate their work/life/balance?



Main reasons for leaving current workplace?

26%

Time for a change

17%

Skills not utilised

16%

Improved salary

8%

Work culture

Primary influencing factor to accept a new job?

1. Better salary package - 30%
2. Challenging Work - 26%
3. Training & Development - 15%

Non-financial benefits that IT job seekers rate the highest?

1 Flexible Working Hours 46%

2 Career Development Planning 20%

3 Additional Annual leave 13%

Top three benefits received by IT job seekers in Wellington:

#1 Mobile Phone

#2 Flexible working hours

#3 Health care subsidy

Absolute IT delivers New Zealand's best IT recruitment solutions. We surveyed over 1,200 IT job seekers in Wellington for this report and used the following additional sources: itsalaries.co.nz (over 40,000 real-time contract and permanent IT employee entries, the January 2017 Absolute IT Remuneration Report & NZ Tech Digital Nation Report 2016. We are proudly New Zealand owned and our reputation speaks for itself:

98.9% of placed candidates will recommend us to others.