IT JOB MARKET & SALARY REPORT

2024 2024 **2024** 2024 2024

absolute **IT**
RECRUITMENT

Contents

absolute **IT**

A note about this report

Kia ora and welcome to our 2024 IT Job Market & Salary Report.

I've been a long-time reader, but for the first time this year I've had the privilege of introducing this report. We've identified a wealth of information and trends that will help you reflect on the year that has been, and navigate the year ahead.

It's been a noteworthy year across the employment market as a whole, and especially so within the tech sector.

We find ourselves in a market where we've seen an increase in the volume of applications for many roles, while simultaneously facing ongoing talent shortages. Today employers have more in their recruitment 'toolkit', but not always the time or resources available to fully utilise it. Of course, that's where a true recruitment partner can help.

Reflecting on the year that has been, I'd characterise 2023 as 'a game of two halves' (I'm sure I'm not alone in using that analogy). In the first half of the year, our clients across Aotearoa were busy sourcing in-demand roles, such as developers, business analysts, and project managers, and we saw significant movement in the market. However, in the June quarter activity started to slow, and organisations were taking a more cautious approach to hiring. In both the lead-up to the general election, and afterward as the coalition government was being formed, we found that critical work continued but there was also a rationalisation of priorities, with some programmes of work either delayed or discontinued.

Heading into 2024 we've had many positive conversations around plans, goals, and ambitions; however, the crucial factors of timing and resourcing remain a priority.

There is still a substantial drive for organisations to continue building on their achievements in relation to diversity in tech, including continuing to grow the role of women in tech, and Māori and Pasifika pathways into tech careers.

As I write this, it's clear that accessing skilled talent remains a vital element in organisational success. We've seen examples of organisations looking to secure talent well in advance of a project commencing. In these scenarios, experienced leaders have seen that the market can shift swiftly, and as a result, these essential skills can be absorbed quickly.

Salary has been another highly topical discussion point over the past 18 months, and we have seen stabilisation here. Whilst salaries are not trending backwards, for the most part employers are not finding it necessary to pay excessive rates for skill sets that are in demand.

There are a number of sectors where we see opportunities for active job seekers or those considering a career move. Even within these sectors though, there are areas of growth and decline. Some businesses have completed a transformation project for example, whilst others are just embarking on theirs. Security is of course a significant area too, and it's one where we have built both our team's capability and our talent pools.

One key data point that I'd like to touch on from the report is Tech Professionals' confidence in securing a new role. In our most recent survey, **43%** of Tech Professionals believe that finding a job that matches their area of expertise will be the same or easier than it was in the previous year. For comparison, in our 2023 report, this figure was **72%**. The hiring boom and intense demand for Tech Professionals over the past three years is seeing a levelling out of sorts. There is still a strong demand for Tech Professionals, however, there are fewer roles available compared to a year ago.

I will leave you with one final observation before you dive into the report's insights. **The candidate experience must remain a priority regardless of the availability of talent**. Attracting and retaining great talent can significantly influence an organisation's ability to succeed. Good communication and pace are still foundational in an excellent recruitment process.

I hope you enjoy reading this report and as always, I welcome your feedback.

Christian Brown
Chief Operating Officer

absolute **IT**

Methodology

This report has been compiled from multiple sources, including 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.

Salary & Hourly Rate Data

The figures shown represent base salary only, excluding the extras found in full remuneration packages, such as bonuses and incentive schemes, This also omits any intangible benefits, which can vary significantly depending on the industry, organisation, and location. While we are confident in the accuracy of our data, the salary and hourly rate ranges must be used as a guide only.

Salary and hourly rate information was collated using data collected from our annual surveys and database, including information from phone screened and interviewed candidates, placements made by Absolute IT, and feedback from our specialist Consultants.

Below is an example of the salary table that you will find at the end of this report.

Job title	Annual salary low	Annual salary high	Hourly rate low	Hourly rate high
Example job title	000,000	000,000	000	000
Example job title	000,000	000,000	000	000
Example job title	000,000	000,000	000	000

Tech Employers Survey

We surveyed **312 Tech Employers**, working in a range of industries across New Zealand, to gain feedback on recruitment, industry, and employment-market related topics. The results of this survey form the basis for this report, supported by the feedback and insights gathered by Absolute IT Consultants in their daily interactions with the tech industry.

Tech Professionals Survey

We surveyed **1,992 Tech Professionals** across New Zealand to gain feedback on their job seeking preferences, learn what's most important to them when choosing a new employer, and identify key trends for the year ahead. The results of this survey form the basis for this report, supported by the feedback and insights gathered by Absolute IT Consultants in their daily interactions with the tech industry.
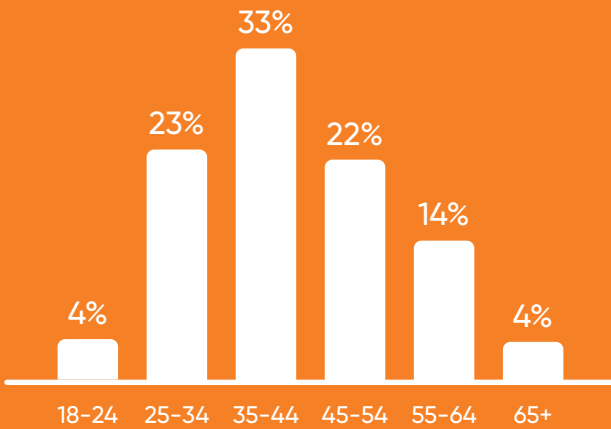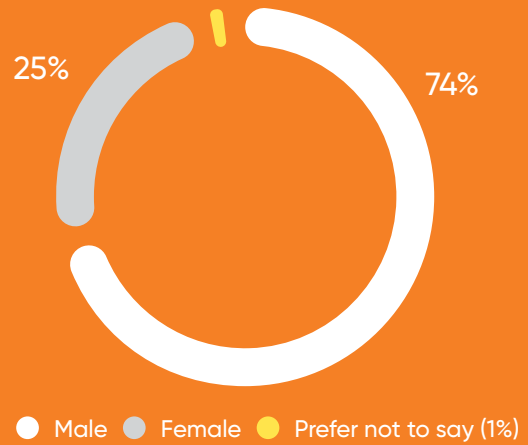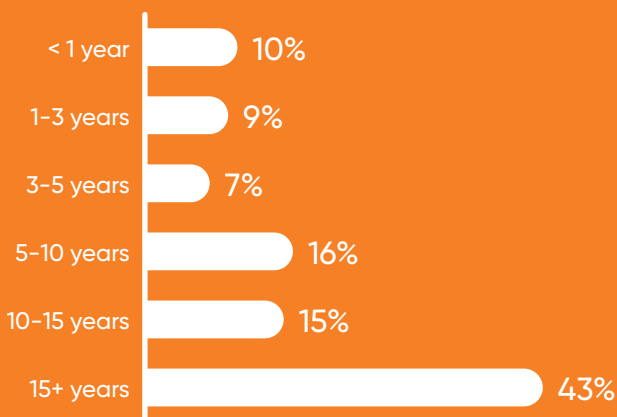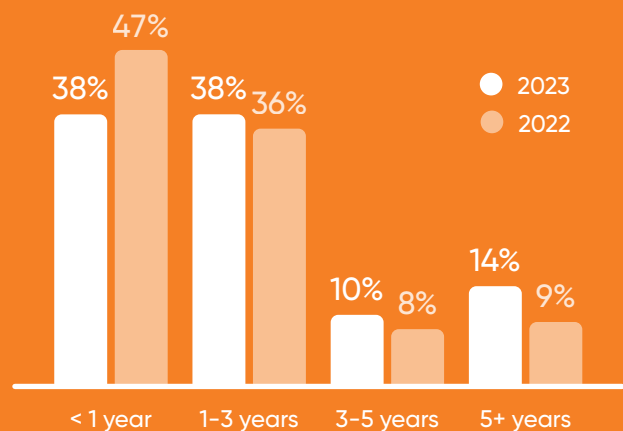
absolute IT

Tech Professionals

Age group

33%

23%

22%

14%

4%

4%

18-24 25-34 35-44 45-54 55-64 65+

Gender

25%

74%

● Male ● Female ● Prefer not to say (1%)

● Business sector

31%
Public sector

64%
Private sector

5%
Not-for-profit or
Social Enterprise

Years of experience

< 1 year   10%

1-3 years   9%

3-5 years   7%

5-10 years   16%

10-15 years   15%

15+ years   43%

Tenure in current role

47%

38% 38% 36%

14%

10% 8%   9%

● 2023
● 2022

< 1 year   1-3 years   3-5 years   5+ years

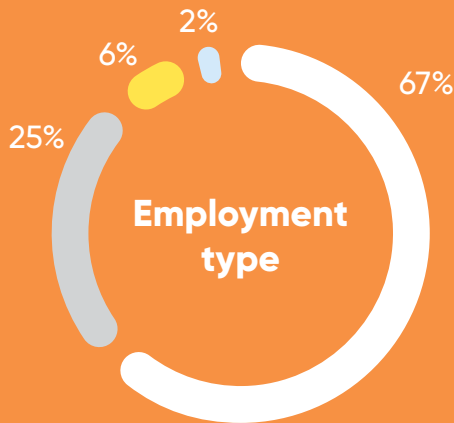In 2023, there was a **17% rise in the average tenure** of employment among all Tech Professionals. This was particularly notable in the respondents who had held their positions for five years or longer. This trend reflects a shift towards stability, which is understandable in the context of the tech job market stabilising after the 2021/22 hiring boom, and facing the current economic pressures.

absolute it
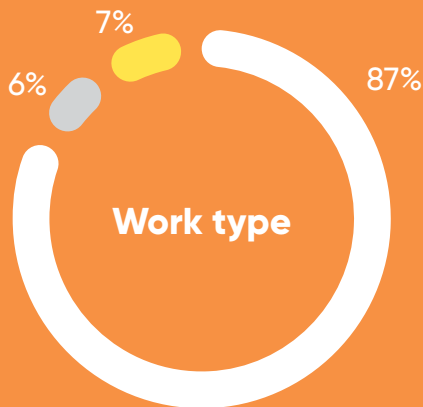
Right to work

87%   10%

- NZ Citizen/Resident
- NZ Work Visa
- Australian Citizen/Resident (1%)
- Student Visa (1%)
- NZ Working Holiday Visa (<1%)

In 2022, only **0.2%** of Tech Professionals held a Working Holiday Visa. In 2023, there was a marginal increase to **0.42%**. Despite the number of people entering the country with Working Holiday Visas nearly returning to 2019 levels, there remains a shortage of skilled tech workers under this visa category in New Zealand.

Employment type

2%
6%
25%
67%

- Permanent
- Temporary
- Contract
- Fixed term

Work type

7%
6%
87%

- Full time
- Casual
- Part time

Primary work location

Auckland
41%

Waikato & Bay of Plenty
12%

North Island (other)
8%

Wellington
27%

South Island (other)
5%

Canterbury
7%

absolute **IT**
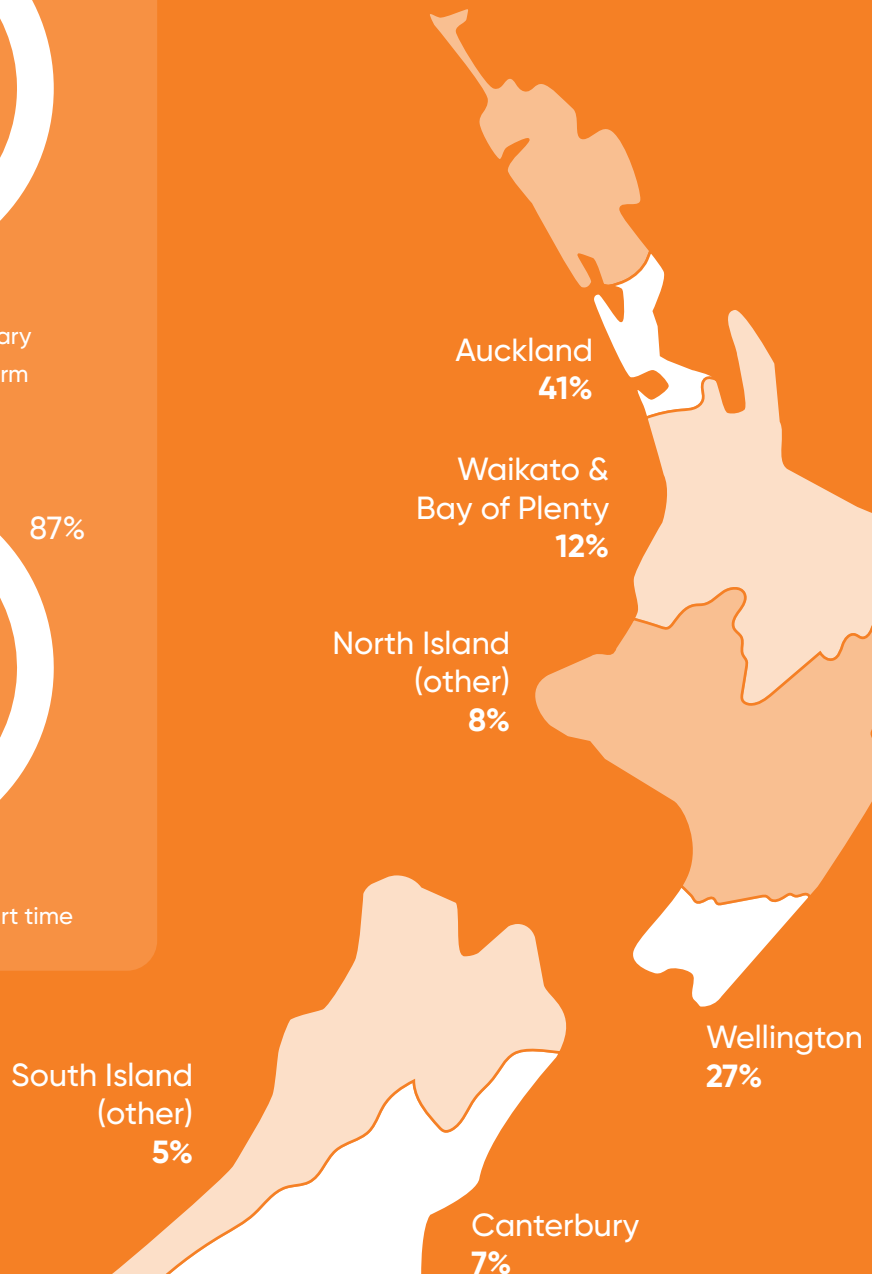
Job seeking & hiring trends
Tech Professionals

● Top non-financial reasons for changing jobs

1 Career development/ promotion

2 Contract/ project coming to an end

3 Better use of skill set/ experience

4 Time for a change

5 More interesting/ innovative organisation

● Expected ease of finding a job compared to previous years

2019	2020	2021	2022	2023
55%	71%	71%	72%	43%
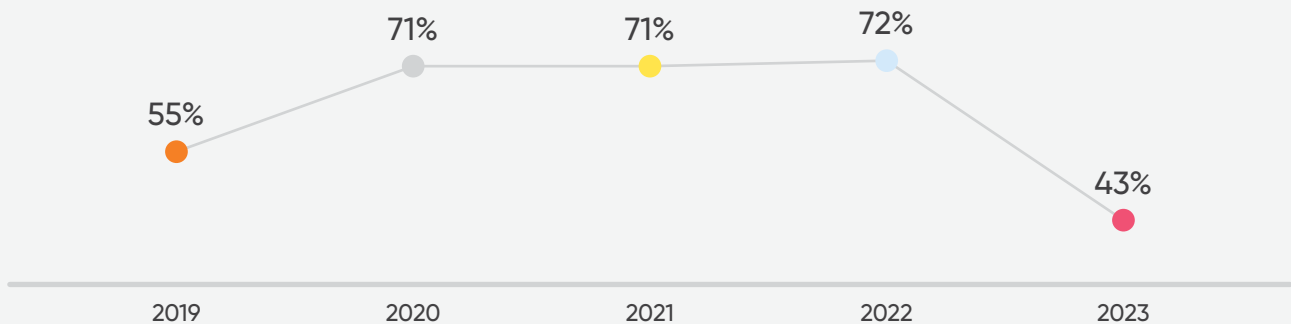
43% of Tech Professionals believe that finding a job in their area of expertise in 2024 will be as easy or easier than the previous year. This figure has declined by almost **30%** compared to the last three years, indicating that Tech Professionals feel that finding a new job is becoming more challenging. Compared to the past few years, a greater focus on cost control, managing inflationary pressures, and the change that comes with a new government, are just some of factors impacting the type and availability of roles on offer across the tech sector.

61%
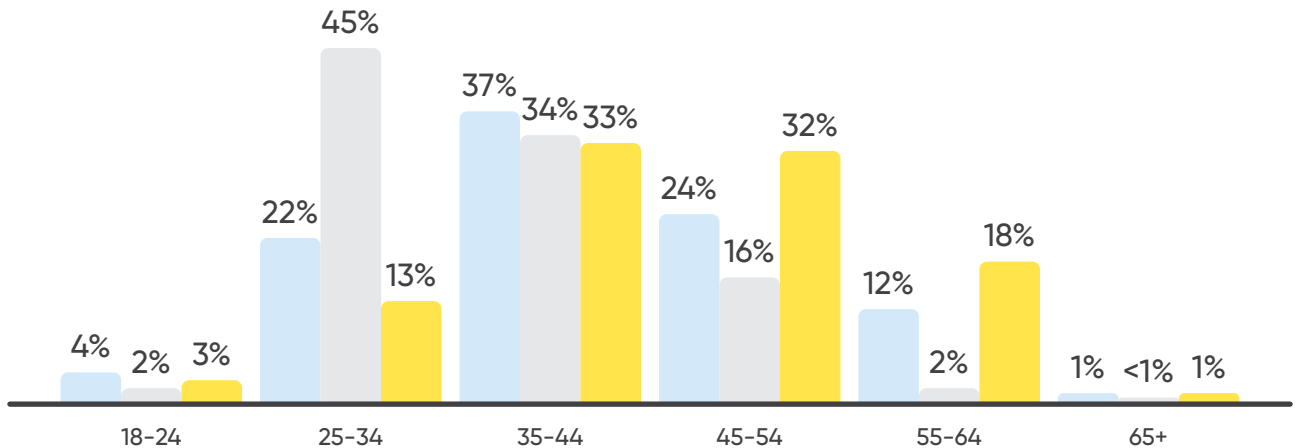of Tech Professionals are considering a move to a new workplace in 2024

66%
of those considering a new role are actively looking and the remaining **34%** would move if the right role became available
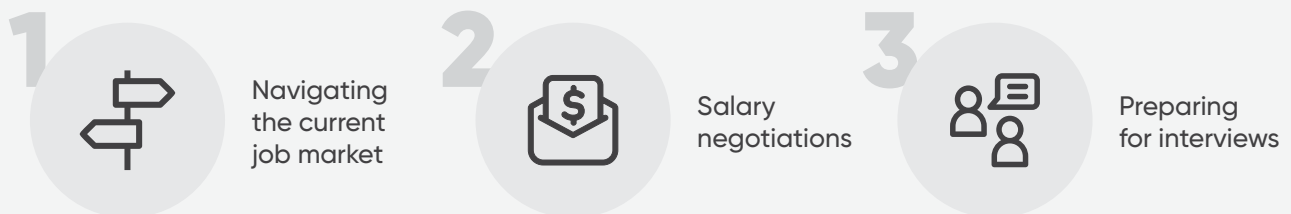
absolute IT

Top reasons for accepting a new job offer

1 Better salary/income

2 Career development opportunities

3 More interesting/ satisfying work

Top reasons for accepting a new job offer by generation

Generation	Better salary/income	Career development	More interesting/satisfying work
18-24	4%	2%	3%
25-34	22%	45%	13%
35-44	37%	34%	33%
45-54	24%	16%	32%
55-64	12%	2%	18%
65+	1%	<1%	1%

Most challenging parts of job hunting for Tech Professionals

1 Navigating the current job market

2 Salary negotiations

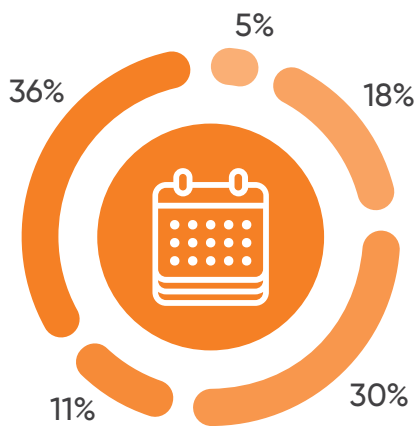**3** Preparing for interviews

Job hunting is increasingly challenging due to several factors, such as finding roles that match skills and career aspirations, location, and lack of communication during the recruitment process. Feedback from Tech Professionals suggests that job market transparency, streamlined recruitment processes, and better communication between job seekers and recruiters can help ease the process.

Tech trends that Tech Professionals think will have the most impact in 2024

1 Artificial intelligence

2 Business and/or digital transformation

3 Cybersecurity

4 Cloud vs on-premise

5 Advanced automation

absolute IT

Living & working overseas
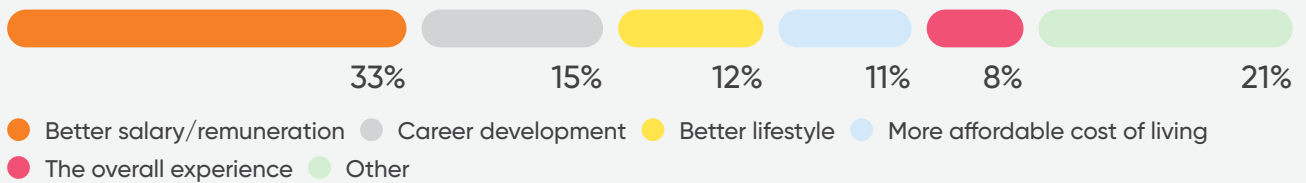
5%

36%

18%

11%

30%

🟠 **Planned length of time for living & working overseas**

- 🟠 <1 year
- 🟠 1–2 years
- 🟠 2–5 years
- 🟠 5+ years
- 🟠 Permanently

The number of Tech Professionals that plan on living and working overseas permanently has increased by **22%** compared to 2023.
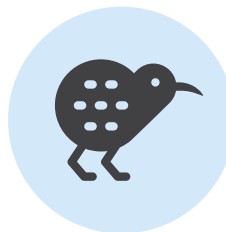
Within this group, the primary reason is better salary/remuneration opportunities.

🟠 **Motivation for working overseas**

33% 15% 12% 11% 8% 21%

- 🟠 Better salary/remuneration
- ⚪ Career development
- 🟡 Better lifestyle
- 🔵 More affordable cost of living
- 🔴 The overall experience
- 🟢 Other

27% of Tech Professionals surveyed are currently living & working overseas

2% of New Zealanders surveyed who are currently working overseas are planning to move back to NZ in 2024

Of the non-New Zealanders surveyed who are currently overseas, **40%** are planning to move to NZ in 2024. The primary motivation for Tech Professionals planning to move to NZ is better work/life balance. **82%** of Tech Professionals who are planning on moving to New Zealand are actively looking for a new role here.

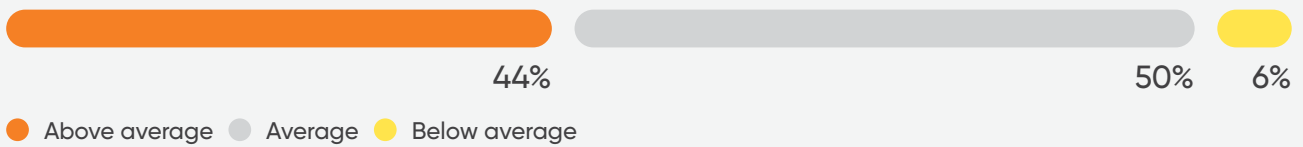**30%** of Tech Professionals currently living in NZ are considering moving to live & work overseas

43% of those considering moving overseas are planning to move in 2024, with the rest unsure of when they'll move
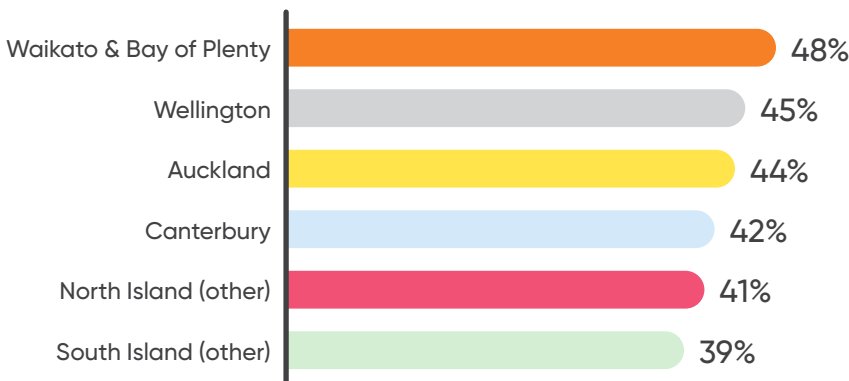
absolute IT

Workplace satisfaction

● Top contributors & detractors to workplace satisfaction

Work/life balance

Workplace culture

Interesting/
satisfying work

Career development
opportunities

Salary/income

Poor
management style

Lack of
career development
opportunities

Poor workplace
culture

Low salary/income

Lack of interesting/
satisfying work

● Tech Professionals' perceived level of work/life balance

44%   **50%**   **6%**

● Above average   ● Average   ● Below average

● Above average work/life balance satisfaction by region

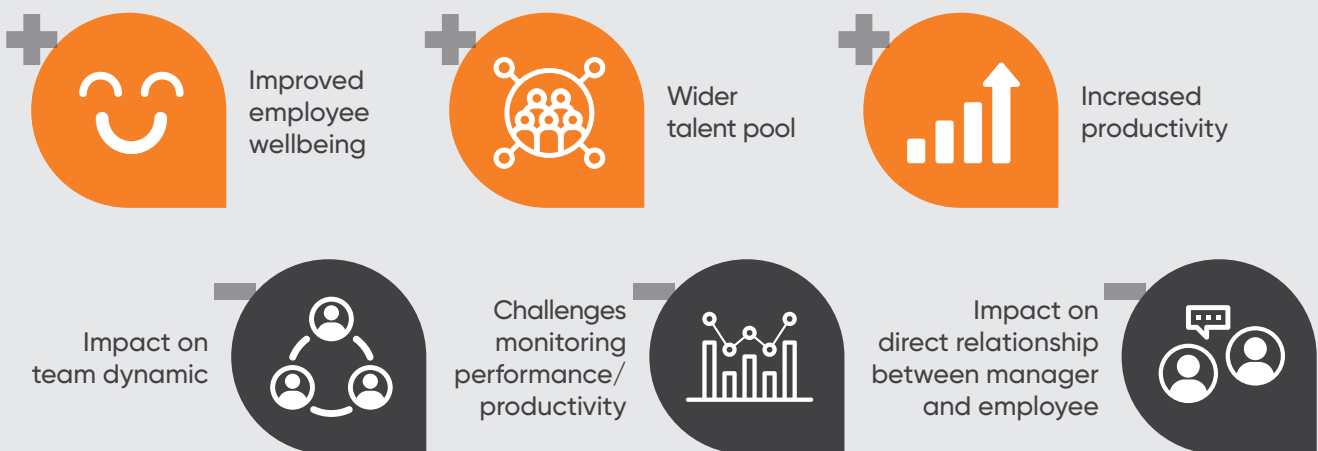| Region	%
Waikato & Bay of Plenty	48%
Wellington	45%
Auckland	44%
Canterbury	42%
North Island (other)	41%
South Island (other)	39%

87%
of Tech Professionals are happy with
their current workplace

Flexible, hybrid & remote working

Flexible and hybrid/remote working are two different types of work arrangements that offer increased flexibility to employees. Flexible working options encompasses a broad range of arrangements, such as working hours, start/finish times, split shifts and the flexibility to manage errands or appointments during work hours. Hybrid and remote working typically refers to how often the employer works away from the normal office environment.

Benefits & drawbacks of offering flexible, hybrid, and/or remote working

+ Improved employee wellbeing

+ Wider talent pool

+ Increased productivity

– Impact on team dynamic

– Challenges monitoring performance/ productivity

– Impact on direct relationship between manager and employee

76% of New Zealand employers offer flexible working options*

By comparison, **94%** of Tech employers offer flexible working options, **18%** higher than the national average. The main reason Tech Employers offer flexible working hours is to retain their staff. This is unsurprising as there is still a skills shortage in many areas of the tech industry, and retaining good staff is a high priority for Tech Employers in 2024.
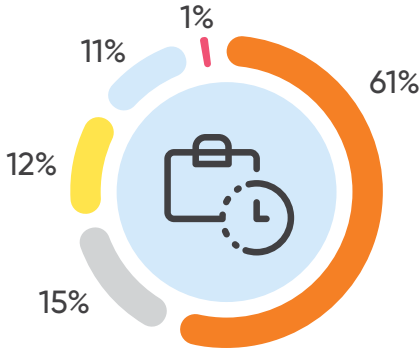
Source: Madison Employment Market Report 2024

94% of Tech Employers offer flexible working hours

92% of Tech Employers offer hybrid and/or remote working options

absolute **IT**
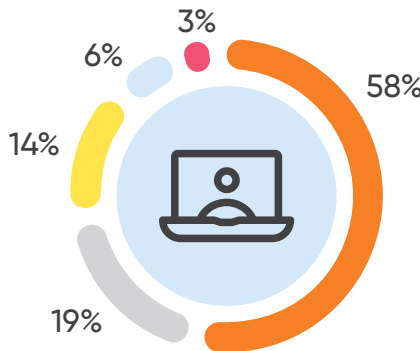
Flexible working hours

1%
11%
61%
12%
15%

Why Tech Employers offer flexible working

- To retain staff who want the option
- To adapt to changes in operational needs
- To attract talent from across NZ
- To be a good employer/as a standard
- To reduce overhead costs

Types of flexible working hours available to Tech Professionals

1 Flexibility to start early and/or finish late

2 Flexibility to work any time within a defined range of hours

3 Core hours required, with flexibility outside of this

4 Complete flexibility to work any hours

5 Condensed work week (e.g. 40 hours over 4 days)

Hybrid and/or remote working options

3%
6%
58%
14%
19%

Why Tech Employers offer hybrid and/or remote working options

- To retain staff who want the option
- To attract talent from across NZ
- To adapt to changes in operational needs
- To retain staff who are moving away
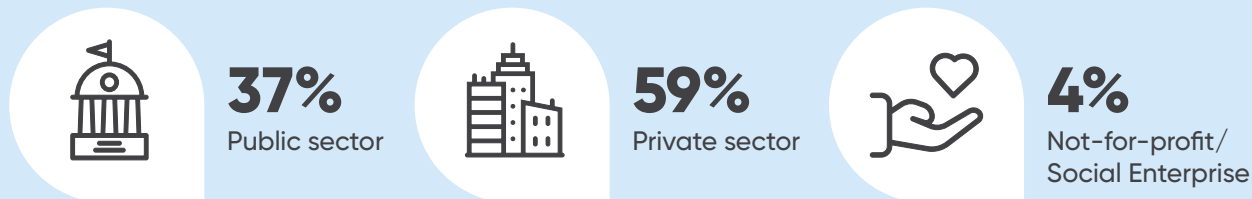- To reduce overhead costs

Remote and/or hybrid working options available to Tech Professionals

78% A mix of working remotely and coming into the office

16% All work and meetings are done remotely

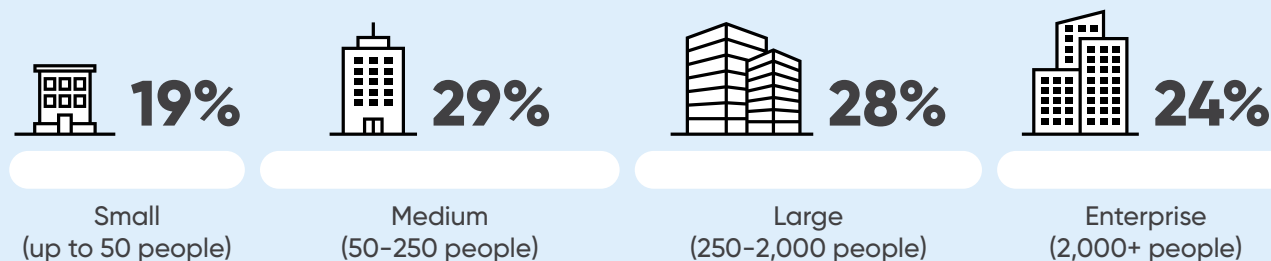**6%** A mix of working remotely and a satellite office or shared office space

absolute **IT**

Tech Employers

Business sector

37%
Public sector

59%
Private sector

4%
Not-for-profit/
Social Enterprise

Company size

19%
Small
(up to 50 people)

29%
Medium
(50-250 people)

28%
Large
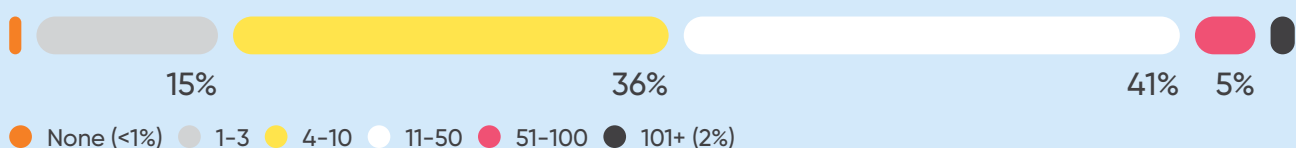(250-2,000 people)

24%
Enterprise
(2,000+ people)

Our Tech Employer survey respondents include a diverse group of hiring managers from large corporate companies and government organisations, to small tech startups operating in New Zealand. Despite their differences in size and structure, they all share a common goal of employing and managing Tech Professionals in the local tech market. They have a vested interest in the growth of the tech sector and its impact on the New Zealand economy and the wellbeing of all New Zealanders.

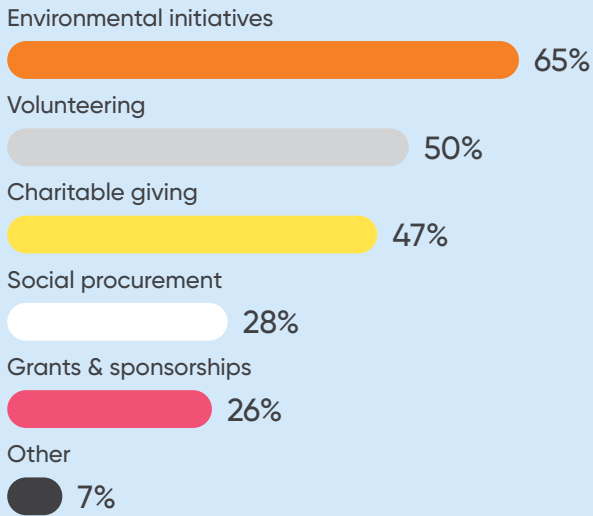## Full time tech employees at the organisation

11% 35% 17% 6% 31%

● 1-10 ● 11-50 ● 51-100 ● 101-150 ● 151+
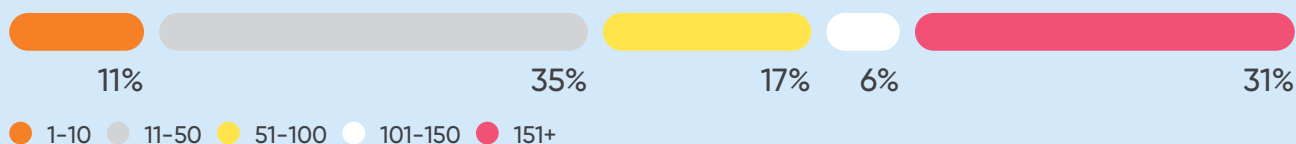
Direct reports for hiring managers

15% 36% 41% 5%

● None (<1%) ● 1-3 ● 4-10 ● 11-50 ● 51-100 ● 101+ (2%)

absolute IT

Types of social impact & corporate responsibility initiatives

Environmental initiatives
65%

Volunteering
50%

Charitable giving
47%

Social procurement
28%

Grants & sponsorships
26%

Other
7%

61%

of Tech Employers have social impact or corporate responsibility initiatives for 2024

Organisations' primary location

Benefits of social impact & corporate responsibility initiatives

Increased employee engagement & satisfaction

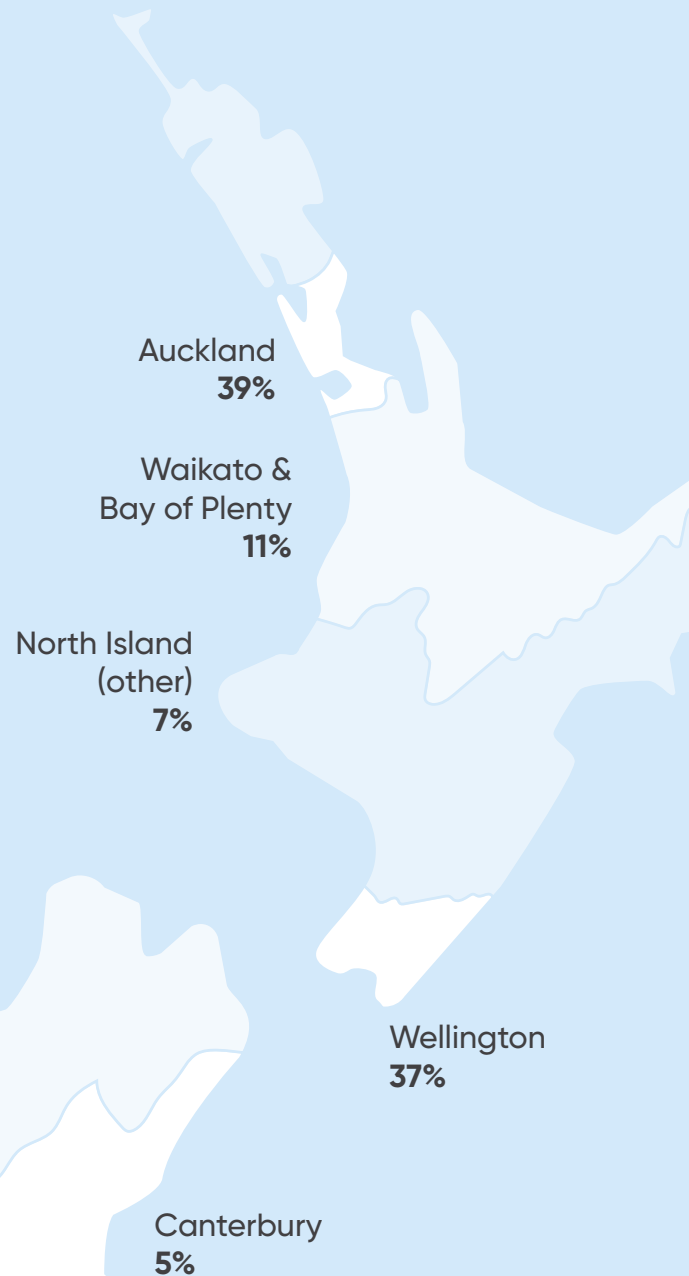Attraction & retention of top talent – especially younger generations

60% of Tech Professionals surveyed are Gen Z or Millennials

Professional development opportunities – volunteering, community work, sustainability efforts & more

Auckland
39%

Waikato & Bay of Plenty
11%

North Island (other)
7%

Wellington
37%

South Island (other)
1%

Canterbury
5%

absolute **IT**

Job seeking & hiring trends
Tech Employers

● Top 10 skills in demand for 2024

1 Software development

2 Project management

3 Business analysis

4 Testing/QA

5 Cloud

6 DevOps

7 Architecture

8 Support/ Help Desk

9 Data/ Database

10 Networking & infrastructure

● Top challenges for Tech Employers in 2024

25% Budget constraints

24% The current economic environment

15% Attracting and retaining staff

22% of Tech Employers find attracting tech talent harder than this time in 2023, **55%** find it the same as last year, and only **23%** find it easier than this time in 2023.

● Tech trends that Tech Employers think will have the most impact in 2024

1 Artificial Intelligence

2 Cybersecurity

3 Business and/or digital transformation

4 Cloud vs on-premise

5 Advanced automation

absolute **IT**

Permanent hiring

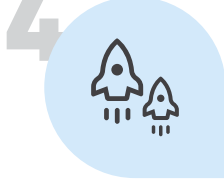## Top reasons for hiring new permanent staff
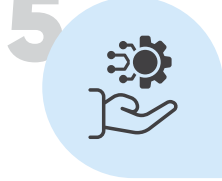
1 Replacement of staff

2 Increased customer demand

3 Increased demand of IT from the business

4 New projects

5 Adoption of new technology

74% of Tech Employers are planning to hire permanent staff in 2024

There has been a **10%** decline in the number of Tech Employers that plan to hire permanent staff when compared to this time last year.

Number of new permanent staff Tech Employers are planning to hire this year

44%
3%
1%
6%
6%
40%

- 1–2
- 3–5
- 6–10
- 11–15
- 16–20
- 21+
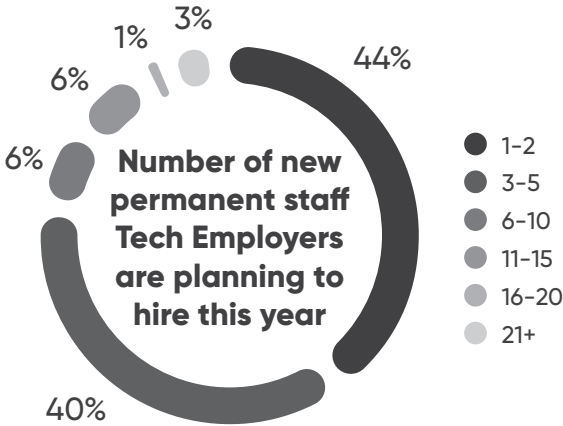
Permanent hiring intention by sector

32% Public sector

64% Private sector

4% Not-for-profit/ Social Enterprise

80% of Tech Employers hired permanent staff in 2023

10% of Tech Employers did not hire at all in 2023

Contract hiring

37%

of Tech Employers are planning to hire contractors in 2024

Number of contractor staff Tech Employers are planning to hire in 2024

56%

31%

7%

6%

- 1–2
- 3–5
- 6–10
- 11–15
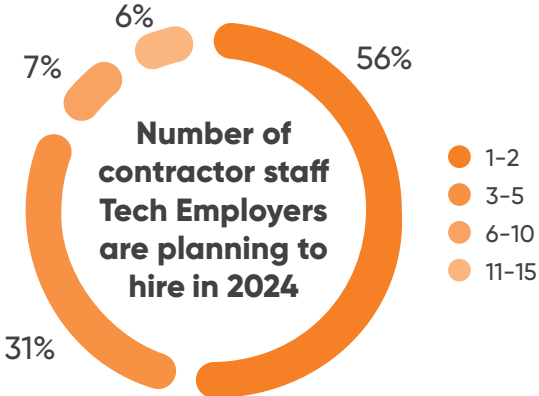
Contractor hiring intention by sector

41%
Public sector

53%
Private sector

6%
Not-for-profit/ Social Enterprise

In comparison, **48%** of public sector, **34%** of private sector, and **40%** of non-for-profit/social enterprise Tech Employers planned on hiring contractors in 2023.

Top reasons for hiring contractors

1. Project work
2. Skill availability
3. More business flexibility
4. OpEx vs CapEx spend
5. Quick start
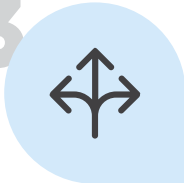
45%

of Tech Employers hired contractors in 2023

absolute **IT**

Interns & graduates

76%
of Tech Professionals who participated in an internship or graduate programme found it very valuable or extremely valuable

Top types of internship/graduate programmes offered by Tech Employers

16%
Internship with structured projects and mentorship

11%
Graduate opportunities with dedicated onboarding

10%
Internship and graduate programmes in place

Types of training/upskilling offered to all employees by Tech Employers

58%
External courses and certifications for employees

14%
Structured upskilling programme with regular training

14%
Occasional workshops and seminars

Despite the strong value that most Tech Professionals place on their internship or graduate experience, **60%** of Tech Employers do not offer such programmes, while **14%** of Tech Employers do not offer any upskilling or training opportunities for existing employees.

37%
of Tech Employers' organisations offer a tech internship or graduate program

20%
of Tech Professionals have been employed as an intern or graduate at some point in their career

Artificial Intelligence & Employment

Back in 2016, the Artificial Intelligence programme AlphaGo did something that was previously considered out of reach for machines, when it defeated the (human) world champion of the complex board game, Go. How far we have come since that moment, only eight years ago.

No doubt you are familiar with the timeline of recent AI history. In late 2022, OpenAI launched the groundbreaking ChatGPT-3, and viral is definitely the right word to describe the uptake; it reached 100 million users in under two months, setting a new record for fastest growing user base.

By mid 2023, the AI boom was well underway. The market exploded with new, generative AI tools, including ChatGPT-4, Google's Bard, and Microsoft 365 Copilot. Our last check on the website 'There's an AI for that' showed over 11,500 different AI tools.

Experts predict that AI use will become a critical tool for business productivity, increasing adaptability and responsiveness, and while it's an industry very much in its infancy, it is already adding billions to the global economy.

To say that GenAI will have a significant impact on the employment market is an understatement. According to IMF research, Artificial Intelligence is set to affect nearly **40%** of all jobs, and that includes right here, in our own corner of the world. While our nation's current adoption and readiness for AI is somewhat down in global rankings (depending on which study you consider, we are coming in 36th, or 49th), we are well positioned to increase our uptake.

💬 Tech Professionals using AI at work

| 50% | 15% | 35% |

● Yes, I am currently using AI ● No, but I plan to ● No, I do not use AI
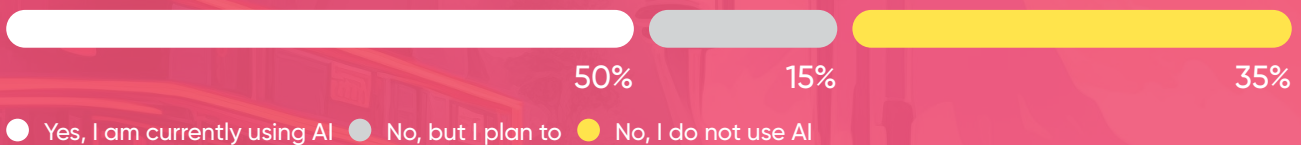
Real impacts

Much of the earlier research conducted on the topic of AI, frequently sensationalised as 'robots taking our jobs', was primarily focused on the effects of automation. Physical or manual jobs with repetitive tasks were identified as vulnerable and likely to be most impacted by the advent of AI. However, with the trajectory of AI developments far surpassing prior predictions, the most recent commentary now suggests that the biggest impacts will be felt by a large group of highly skilled, highly paid workers - including the tech sector.

There seems to be two main perspectives on the rapid spread of AI and its impact on jobs. There are many who worry about the AI revolution, with negative views spanning job losses, bias issues, and security and psychological risks. Indeed, there are important ethical and legal implications, rightly generating intense debates and discussions. But many have a positive outlook on it's ability to enhance capacity and capability in the workforce.

absolute **IT**

Tech roles WILL change

A McKinsey research report puts Software Engineering high up in the top right of a quadrant that describes the estimated impact of AI in billions of dollars. In short, GenAI is expected to have a massive impact in this space. The same report describes how developers using Microsoft's GitHub Copilot completed tasks **56%** faster than those not using the tool. We know savvy developers are already using AI tools to assist in writing and testing code, and in our own Tech Professionals Survey, **50%** of respondents stated that they are using AI tools in their daily work.

Roles such as **Software Developer** will soon see changes in their position descriptions, incorporating the use of AI tools as key responsibilities. It's expected that knowledge of how to use AI tools will become fundamental, and experience using them will become a standard requirement. Through accelerating the coding process, GenAI could shift the skill sets and capabilities needed in the developer role towards problem solving and architecture design.

In a similar vein, jobs including **Web Developers**, **Data Analysts**, and **Data Scientists** will soon have a mandatory requirement to be integrating AI skills to drive efficiencies in their work.

● Common themes of how Tech Professionals are using AI for work

1 Content generation & writing

2 Research & information gathering
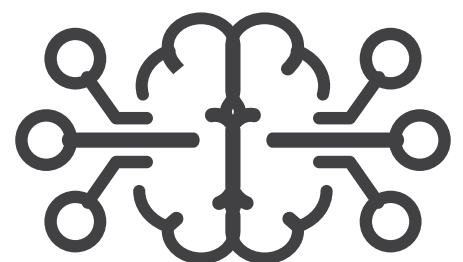
3 Coding & development

4 Automation & efficiency

5 Problem solving & generating ideas

Other ways in which Tech Professionals are using AI for work include learning & skills development and specialist applications.

60%
of Tech Employers are presently using AI in their team or business

50%
of Tech Professionals are presently using AI in their day-to-day job

New skills, new jobs

AI is set to become an increasingly essential part of technology investment, and along with making changes to existing industry roles, will also change the job market by creating new ones.

Some of the newer, AI-related roles we already see emerging in the tech space include **Prompt Engineer**, **Machine Learning Engineer**, **AI Cybersecurity Strategist**, **AI-based Malware Analyst**, **AI Security Analyst**, and **AI Applications Developer**.

Special skills ✦

While it's been happening for a number of years, the ideal profile of the elite tech professional is no longer focused on a massive list of programming knowledge and tech skills. Instead, we see the need for a solid, interdisciplinary blend of both technical and soft skills.

AI is only magnifying this, as so much of successful AI use is about the ability to communicate well. Here are what are likely to be the skills in demand for tech roles in the near future:

Technical skills

✦ Programming

Employers will continue to look for candidates with good working knowledge of languages commonly used for AI development, including Python, Java, R, C++ and JavaScript.

✦ Mathematics

Maths forms the underlying principles behind concepts like deep learning. In particular, statistics and linear algebra are valuable for work developing and using Artificial Intelligence tools.

✦ Data analysis

Data analysis is crucial for creating effective and reliable AI systems as it provides insights, guides decision-making, and facilitates continuous improvement.

Soft skills

✦ Communication

Whether it's working with AI, or working with connected stakeholders, people in modern tech roles need skills like understanding intentions, expressing themselves with clarity, and applying context, in order to be effective communicators.

✦ Critical thinking

The ability to use logic and reasoning to analyse, evaluate, and synthesise information is a huge part of working well with AI solutions.

✦ Creativity

Creativity is a crucial capability that the best tech talent will possess; it allows organisations to be able to innovate, test new ideas, adapt to changing requirements, and make the most of opportunities.

The cover of this report and art in this section was created using generative AI with the program Midjourney, which generates images from natural language descriptions, called prompts.

absolute **IT**

Considerations for employers

Our biggest recommendation to avoid extinction is: don't take on the role of local dinosaur! Humour aside, we think that in 2024, it's essential to review organisational attitudes to AI, to be curious, willing to accept change, and actively decide on your AI strategy and approach (if you haven't already).

Embedded, ubiquitous AI use is on its way, but at this juncture it's still exciting, alluring, and decidedly modern — which is a valuable, shiny tool for attracting the most talented of local and international tech talent. Prepare for skills shortages; many employers are dealing with labour supply issues already, particularly in niche areas. AI skills and capabilities within the talent market are not growing at the same pace as the tools themselves, so there will be a lack of skills, and fierce competition for those candidates possessing experience.

● The impact Tech Employers are already experiencing from AI

1 Improved efficiency & productivity

2 Data insights & operational improvements

3 Quality of work & communication
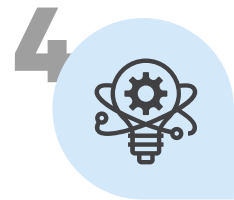
4 Innovation & thought leadership

A positive outlook

Here at Absolute IT, we're putting ourselves in the 'excited more than concerned' category; we remain optimistic about what has been romantically termed 'the next productivity frontier'. We are hopeful about time and efficiency savings, and larger potential societal improvements that may emerge. We are intrigued by the possibilities for the tech space, for the employment market, and for the recruitment process. You won't see any definitive claims here, but what follows is our view on what AI-related changes we may see here in Aotearoa, this year and beyond.

What's next?

Artificial Intelligence is no longer a dream on the horizon — it's here to stay, and the employment market impacts are just beginning. Will you do more with less? Will you harness this technology to achieve genuine business benefits? We are pondering these questions and encourage you to do the same.

Salary & remuneration trends

Tech Professionals that received a pay increase in 2023

11%	24%	16%	49%

- ● Yes, up to 2%
- ● Yes, 2-6%
- ● Yes, more than 6%
- ● No
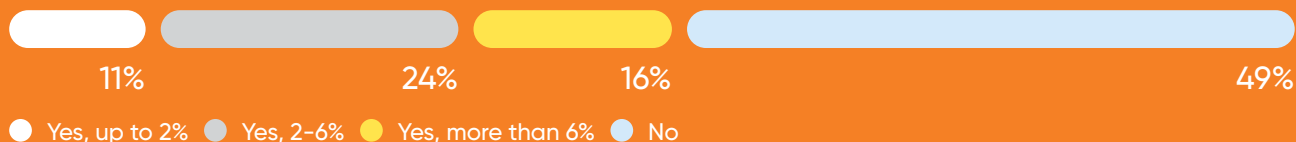
● Expected pay increase in 2024

Yes, up to 2%	Yes, 2-6%	Yes, more than 6%	No	Unsure
8% / 7%	26% / 46%	17% / 7%	22% / 4%	27% / 36%

- ● Tech Professionals that expect a pay increase in 2024
- ● Tech Employers that plan to give their staff a pay increase in 2024
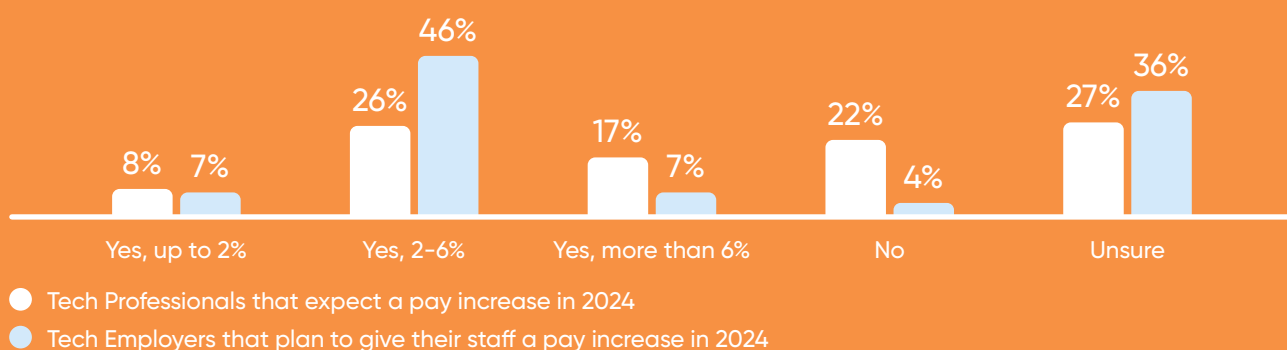
Top non-financial benefits Tech Professionals want from an employer

1. Remote working
2. Flexible working hours
3. Career development opportunities
4. Health insurance
5. Additional annual leave

91%
of Tech Employers gave their staff a pay increase in 2023

Of the Tech Employers who did not give their staff a pay increase in 2023, more than half said it was because of the current economic environment or budget cuts/restraints.

32%
of eligible Tech Professionals received a bonus in 2023

absolute IT

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, interviews, and placements made by Absolute IT in the past year, market research, and other industry reports.

Salary tables

Low   Typically the average starting salary for a role
High   The average highest expected salary for the role

We do not include extreme low or high outliers

Cloud & Infrastructure

Job title	Annual salary low	Annual salary high	Hourly rate low	Hourly rate high
Application Support Analyst	75,000	115,000	55	100
Architect – Cloud	160,000	220,000	135	160
Architect – Data	150,000	220,000	140	160
Architect – Enterprise	150,000	250,000	140	180
Architect – Solutions	140,000	220,000	140	165
Cloud Engineer	100,000	160,000	110	130
Cybersecurity Engineer	95,000	150,000	80	140
Desktop Support Engineer	70,000	95,000	55	80
Help Desk/Technical Support	65,000	90,000	50	75
Infrastructure Engineer	100,000	160,000	70	130
Network Engineer	85,000	140,000	70	125
Principal Advisor	130,000	160,000	115	160
Security Engineer	100,000	150,000	95	140
Service Desk Analyst	65,000	90,000	50	85
Systems Administrator	90,000	130,000	55	100
Technical Consultant	115,000	150,000	120	145

absolute **IT**

Data

Job title	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	140
Data Analyst	90,000	140,000	85	125
Data Engineer	110,000	160,000	100	140
Data Scientist	110,000	170,000	100	140
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

Job title	Annual salary low	Annual salary high	Hourly rate low	Hourly rate high
Application Support Analyst	75,000	115,000	50	100
Automation Test Analyst	85,000	140,000	115	130
Back End Developer	115,000	160,000	100	130
DevOps Engineer	130,000	160,000	110	140
Front End Developer	110,000	140,000	100	130
Full Stack Developer	115,000	160,000	100	140
Quality Assurance Analyst	90,000	130,000	95	125
Release Manager	135,000	170,000	115	150
Software Analyst Programmer	110,000	140,000	110	140
Software Developer	110,000	150,000	115	140
Software Engineer	110,000	150,000	115	140
Systems Engineer	110,000	135,000	100	125
Technical Writer	100,000	130,000	95	120
Test Analyst	100,000	135,000	95	120
Test Engineer	115,000	145,000	100	120
Web Developer	80,000	125,000	80	120

absolute IT

Digital

Job title	Annual salary low	Annual salary high	Hourly rate low	Hourly rate high
Customer Success Manager	90,000	120,000	50	75
Digital Business Analyst	130,000	160,000	120	150
Digital Delivery Manager	150,000	200,000	130	150
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	180,000	130	150
Product Owner	120,000	170,000	125	145
UI Designer	90,000	150,000	95	135
UX Designer	110,000	175,000	100	135

Project Services

Job title	Annual salary low	Annual salary high	Hourly rate low	Hourly rate high
Business Analyst	115,000	140,000	115	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	160,000	200,000	135	185
Scrum Master	130,000	160,000	120	160

absolute IT

Management & Executive

Job title	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	120	200
Chapter Lead	160,000	200,000	145	175
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	115	140
Implementation Lead	180,000	240,000	120	145
IT Manager	150,000	200,000	115	150
Management - Data & Analytics	135,000	200,000	125	180
Management - Digital Marketing	150,000	195,000	110	175
Management - Engineering	140,000	220,000	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	220,000	125	170
Management - Test	130,000	170,000	110	160
Management - UX/UI	145,000	180,000	145	185
Management - Web Development	140,000	155,000	110	150
Management Consultant	160,000	170,000	125	180
Practice Lead	140,000	180,000	115	145
Programme Manager	170,000	240,000	150	220
Service Delivery Manager	140,000	185,000	120	145
Technical Lead	140,000	180,000	110	140

Sales

Job title	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

absolute **IT**
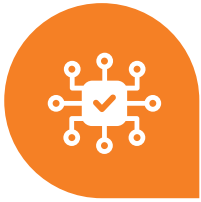
About Absolute IT

Specialist IT recruitment services

Passionate about IT & Tech

Four offices across Aotearoa New Zealand

Absolute IT was founded in 2000 as a start-up determined to disrupt the recruitment landscape. Today, we have four branches in Auckland, Hamilton, Wellington, and Christchurch. 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. Absolute IT is part of the Accordant Group. As a locally-grown business with a history that spans over 35 years, the Accordant Group is the only staffing provider listed on the NZX.

Areas of expertise

- Agile/Scrum
- Business Analysis
- Cloud
- Digital
- Executive & Management
- Infrastructure/ Engineering & Technical Support
- Procurement & Commercial
- Project Management & Consultancy
- Sales
- Security Specialists
- Software Development
- Strategy & Architecture
- Testing & Quality Assurance
- Web & Application Development

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 tech recruitment company. This means being the best connected, the most knowledgeable and 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 our employees undergo a rigorous recruitment and induction process. We offer robust career progression and are 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 tools available.

An ardent Kiwi tech sector supporter

Since our beginning we have been a passionate contributor to NZ's tech sector, and we're proud to invest in recurring annual sponsorships and attend a range of leading events such as the CIO Summit and Techweek. We're also involved in a variety of initiatives linked to NZ Tech and the Technology Investment Network (TIN), which is the leading independent source of information on NZ's tech sector.

absolute **IT**

Auckland

09 374 4467
Level 6, 51 Shortland Street,
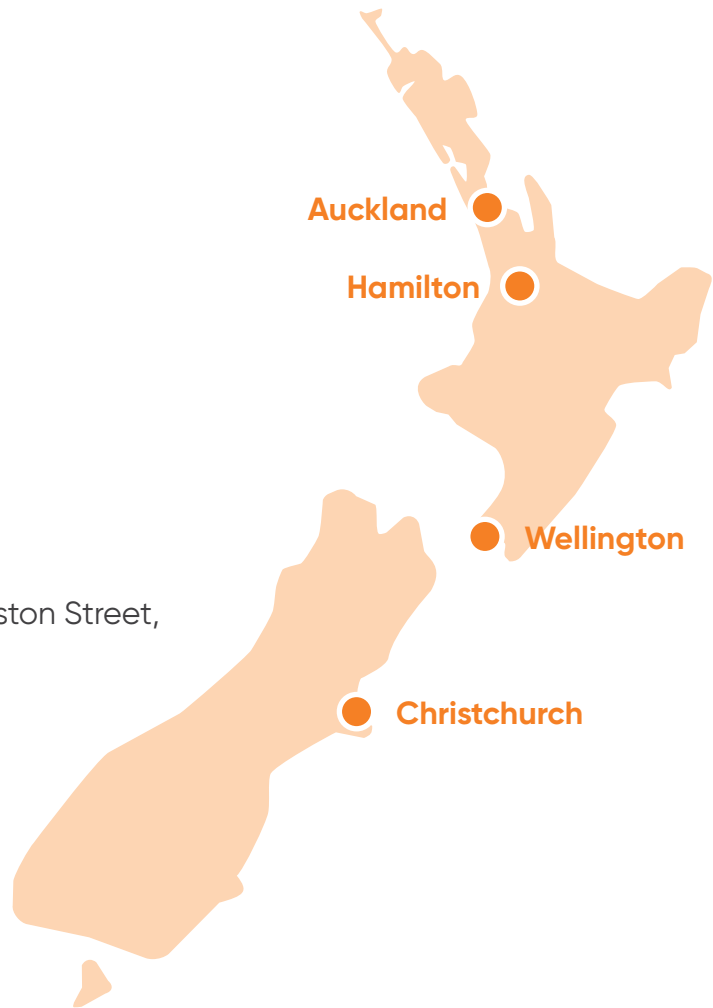Auckland, New Zealand

Hamilton

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

Wellington

04 499 7848
Level 7, Cnr Customhouse Quay & Johnston Street,
Wellington, New Zealand

Christchurch

03 943 5299
Floor 4, 77 Hereford Street,
Christchurch, New Zealand

Part of the Accordant Group

Delivering recruitment, resourcing and people solutions across New Zealand

Absolute IT is part of the Accordant Group, which is the only staffing provider listed on the NZX. The Group comprises five businesses; Absolute IT, AWF, Hobson Leavy, JacksonStone & Partners and Madison Recruitment. Accordant Group's capability spans all levels and aspects of commercial and industrial recruitment services, including permanent roles, temporary assignments and contractor placements.

In addition to this, in 2019 Accordant established The Work Collective, an employment initiative that offers organisations a way to achieve social impact through their staffing supply chain. This is done by helping individuals who face barriers to employment access meaningful work opportunities.
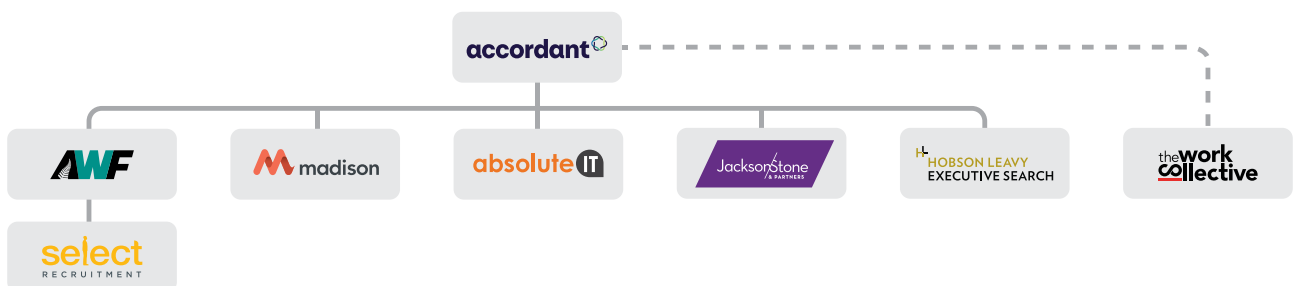
absolute **IT**

absoluteit.co.nz

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