



IT JOB MARKET & SALARY REPORT 2026

Your go-to resource for the latest tech talent insights, hiring trends, and salary guides.

CONTENTS

TECH AND DIGITAL TALENT IN 2026	2
RESPONDENT DEMOGRAPHICS	7
DATA INSIGHTS	14
2025 in Review	16
Hiring Trends for 2026	18
Challenges For Tech Employers	20
Future Skills	23
Job Seeking Trends	24
Tech Trends, AI & Automation	28
SALARY & REMUNERATION	32
ABOUT US	44
THE ACCORDANT GROUP	46

TECH AND DIGITAL TALENT IN 2026



Kerrie Gregory
General Manager

Looking Ahead and Building Momentum

If 2024 was a year of recalibration, followed by a year of cautious optimism in 2025, then 2026 is a welcome shift toward some genuine forward momentum.

There is still caution, but there is also a change in the air. Instead, employers are busier, confidence is returning, and many organisations appear finally ready to move from holding patterns.

This progress does sit alongside the real challenges that many New Zealanders are facing, including continued geopolitical unrest and the cost of living. These conditions are being felt by job seekers, especially those navigating a more competitive entry level market.

While it must be acknowledged that wider economic pressures remain, there is also renewed belief that the market is stabilising. This year, positivity is showing up in hiring activity and increased contingent staffing demand, with long-delayed projects beginning to stir again.

I expect that 2026 will not reward those who simply ride the wave though. It will reward those who plan for it. One consistent message I've heard from employers is that this is going to be the year where preparation pays off, and the organisations who invested early in strategy, capability and workforce planning are already picking up speed.

Tech Market Outlook for 2026

Across New Zealand's tech and digital sector, the signs of recovery we saw in late 2025 are solidifying. Sentiment is more buoyant and organisations appear more prepared to invest in transformation again. The fundamentals of the market haven't changed though. Cyber security, AI, and cloud continue to face shortages, while legacy systems can still create friction between new technology capability and technical debt management.

AI remains a catalyst for innovation as well as an area of untapped potential. Its influence is undeniable, and adoption over the past year has continued its upward trajectory. Effective adoption, strong change management, and a future-focused plan for upskilling will be a pivotal success factor for organisations on an AI transformation journey.

AI is shaping capability needs, driving efficiency gains and speeding up organisational change. This means that requirements across talent, strategy, and delivery, continue to grow, and many organisations are still clarifying what capabilities they will need in the next three to five years. As a partner to those hiring in the tech sector, we are keen to help our clients navigate this.

Changing Expectations

Despite media narratives suggesting an abundance of candidates, and many job ads receiving much higher numbers of applications than three to four years ago, we know that top talent still has choice. Skilled professionals are selective, particularly in fast-moving sectors like cyber security, AI, and cloud, where capability shortages persist.

Soft skills continue to show up as a gap – or conversely, as a key point of difference for those who have developed them over their career. Several employers we work with have talked about a generational shift in expectations, which is sometimes creating tension between their desired attributes and available talent.

At the same time, technical requirements are increasing. Much like accountants or lawyers who have expanded their commercial skill sets over time, today's tech professionals are expected to bring technical capability alongside adaptability, collaboration, and business awareness.

Retention, Mobility and the Need for Proactive Planning

The reasons that talent moves have remained fairly consistent over the past few years are: remuneration, career development, and more interesting or challenging work. Some professionals who entered roles during the 2021/2022 boom now feel their growth has stalled, prompting them to seek new opportunities offering better progression and learning.

When I think about the organisations that are likely to stay ahead, it is the ones who are aligning their tech hiring strategies with the wider business direction that are ahead of the pack, so workforce planning must be part of the strategy.

Partnering early, with a trusted recruiter like Absolute IT, can make all the difference. This approach means we learn with you, so we understand your strategy and critical areas of talent, and we can support you as an extension of your team. Reactive hiring can cost an organisation time, clarity and capability, so I am an advocate of proactive talent conversations – even informal ones over a coffee.

Balancing Supply and Demand for Talent

Across Aotearoa, New Zealand, the supply and demand gaps in tech capability continue to widen in certain areas, especially as general economic sentiment improves. Cyber security, AI, and cloud remain the most obvious pressure points, with demand increasing faster than the local talent pool can grow. Large enterprise environments are constantly juggling what to maintain and where they invest to upgrade, replace, and automate.

This creates a dual challenge: there are too few engineers who understand ageing systems, and too few with the advanced skills required to modernise them. As a result, employers often need to balance short-term capability gaps with long-term transformation goals, again making strategic workforce planning essential rather than optional.

Leading Multigenerational Tech Teams

This year tech leaders are navigating the complexities of multigenerational teams, where expectations, communication styles and motivations can vary widely. Early career professionals may prioritise rapid development, flexibility, and meaningful work, while those who built their careers through earlier periods of slower change often emphasise resilience, loyalty and structured progression.

In my experience, successful leaders are the ones who recognise these differences and create environments where each generation can contribute at their best. This means setting clear expectations, offering tailored development pathways and fostering a culture based on mutual respect where experience is valued and fresh thinking is encouraged.

In a market where capability gaps and rapid tech changes place pressure on teams, leaders who intentionally bridge generational preferences will be in a great position to build cohesive, future-ready tech functions.

Soft Skills vs Hard Skills: What Really Matters in 2026

When I reflect on the balance of soft and hard skills, technical capability still matters a lot, particularly in specialist disciplines where New Zealand lags behind the global adoption curve. At the same time, I see employers emphasising attributes like resilience, adaptability, and commercial thinking. I often hear that these soft skills can be harder to find than technical proficiency, especially among early-career talent who are a vital part of the overall tech talent ecosystem.

The technical bar continues to rise. AI literacy, familiarity with automation, and data fluency are increasingly considered baseline competencies rather than niche strengths. My take is that the businesses that invest in both formal upskilling and structured on-the-job development will have the advantage.

Guiding Tech Teams Through Change

In the year ahead it will be important for tech leaders to create a clear plan in an environment where capability requirements are still changing. With AI adoption moving at pace and digital transformation now embedded in – or enabling – many strategic priorities, translating business needs into what they mean on the front line has become a power skill.

Things like setting realistic expectations, prioritising the most impactful capability investments and growing a culture of learning will be important. Leaning into these responsibilities helps retain high-performing teams, particularly in a market where professionals are moving for a range of reasons, from salary gains to deeper development and stretch.

Building Future-Ready Tech Teams

There will be a renewed emphasis on proactive talent engagement in the year ahead. My advice is to partner early when you can and build relationships before vacancies arise, or grow your network before you choose to look for a new role.

We know that sometimes circumstances mean employers need to initiate hiring reactively, but we also see that this can create unnecessary delays and limit access to top candidates who want to move quickly. To stay ahead, we know that regular conversations with your trusted recruitment partner, mapping out potential future needs, and aligning talent strategy with broader business direction will be an advantage.

We are focused on helping hirers reduce hiring friction and secure talent in a market where competition remains strong, despite surface-level increases in candidate availability. The end goal is supporting organisations to build resilient and future-ready tech teams.

What's Ahead

Despite continued economic pressure, which of course can't be ignored, 2026 presents plenty of opportunity. There are still many large-scale, high-impact projects waiting to kick off – projects that will excite tech professionals and in time, will reshape capability needs across the country. New role types are emerging, hybrid skills are becoming more valuable, and the pace of change across AI and automation continues to accelerate.

It is important to balance optimism with realism. Challenges remain for workers, job seekers and businesses alike, and sustained improvement will require patience, adaptability, and thoughtful decisions from all of us.

I believe this year will be shaped by a simple truth: change is something we need to anticipate. As we move through 2026, we remain committed to helping organisations and professionals alike navigate New Zealand's tech talent market. We are starting the year with renewed energy and a commitment to long-term thinking, and we hope that you're feeling optimistic about the year ahead too.

Kerrie Gregory
General Manager

RESPONDENT DEMOGRAPHICS

Annual Surveys

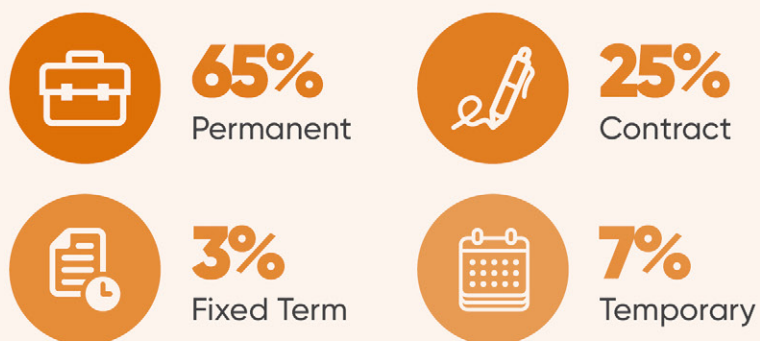
For this report, in December 2025 we surveyed **142** Tech Employers in Aotearoa, New Zealand across a wide range of industries to understand their perspectives on recruitment, emerging trends, and the pressures shaping today's tech talent landscape. We also gathered insights from **1,018** Tech Professionals nationwide, exploring their job-seeking habits, what they look for in a new employer, and the factors influencing their career decisions for the year ahead. These findings are complemented by the day-to-day insights of Absolute IT consultants, drawn from their ongoing conversations with employers and candidates across the sector.

Methodology

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

TECH PROFESSIONALS

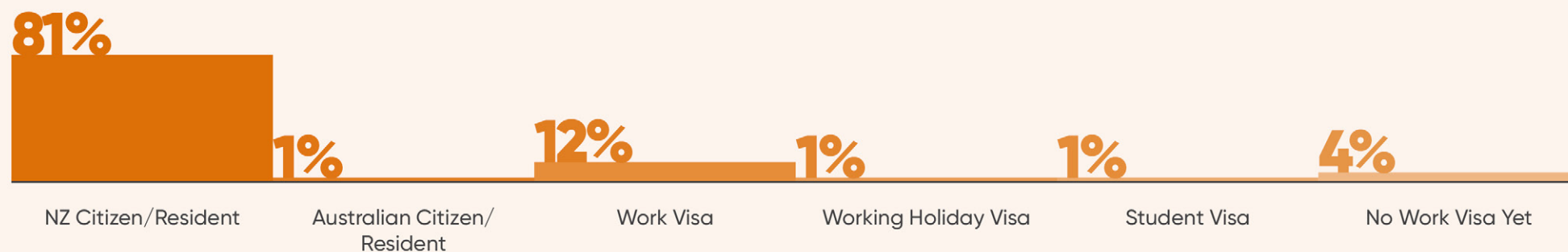
Employment Type



Work Type



Right to Work



Business Sector



31%
Public Sector

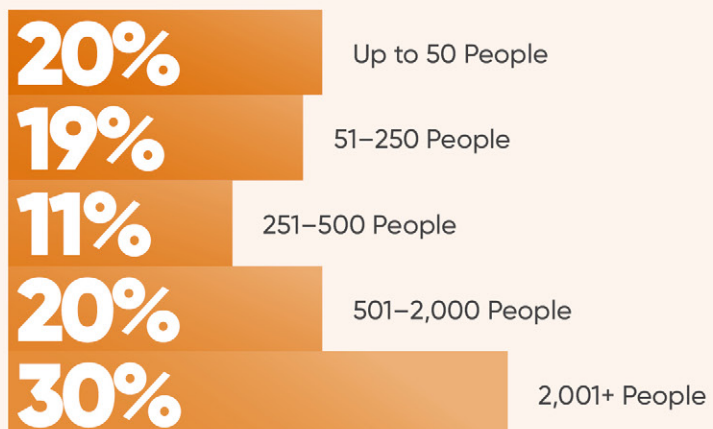


65%
Private Sector

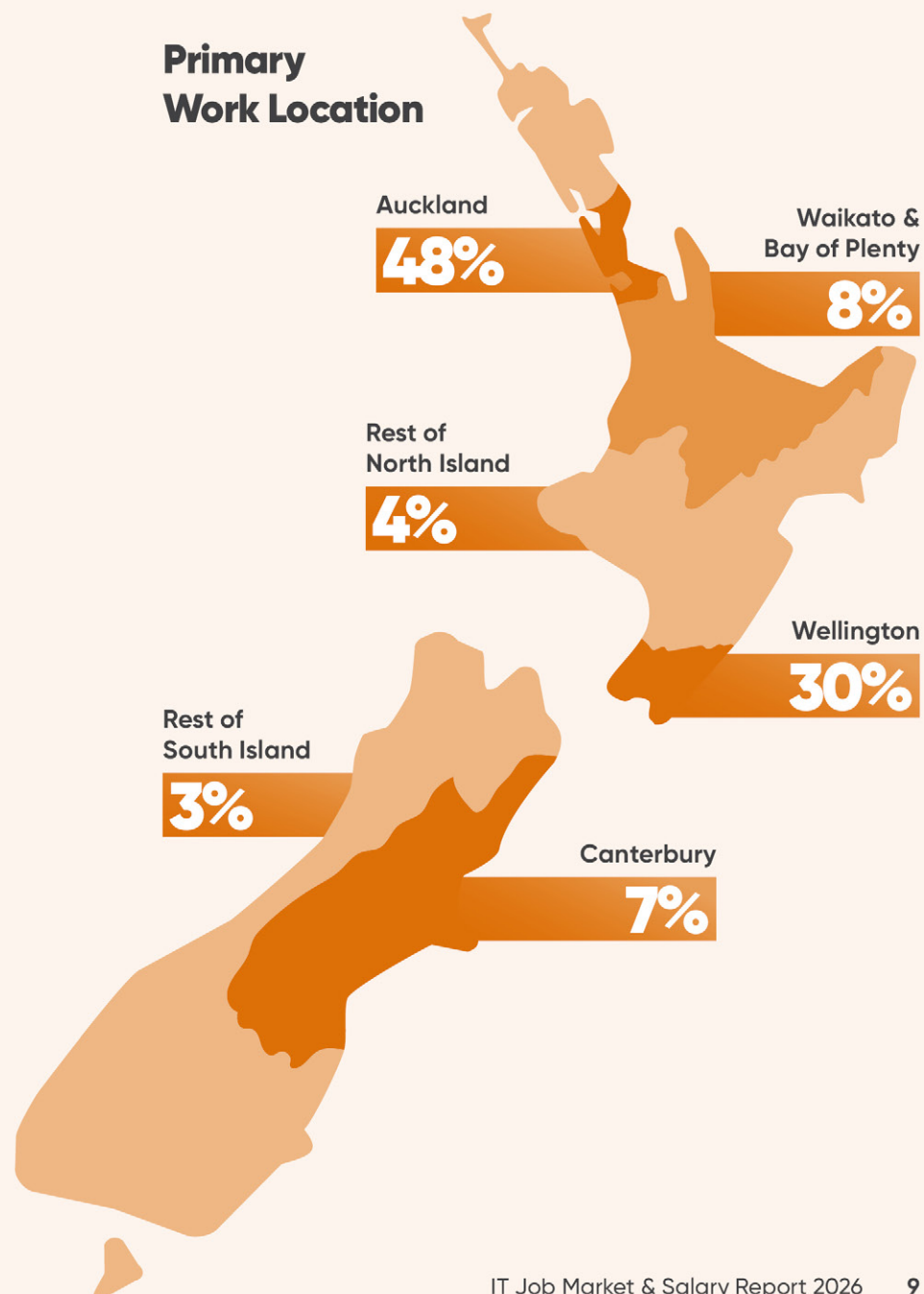


4%
Not-For-Profit,
Social Enterprise or NGO

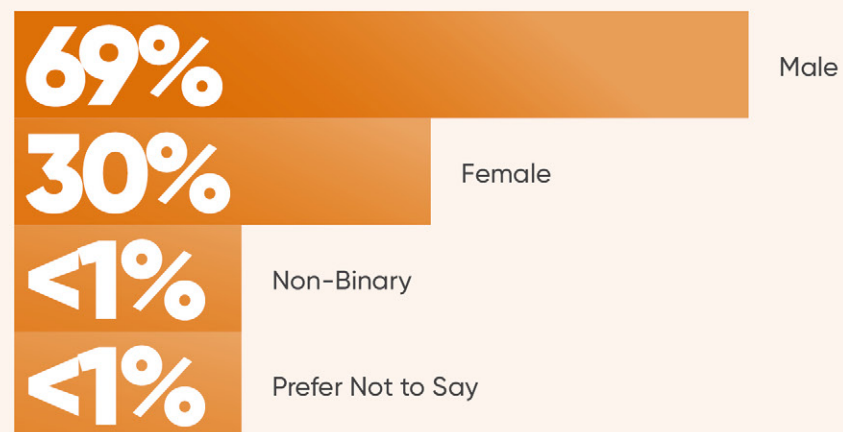
Company Size



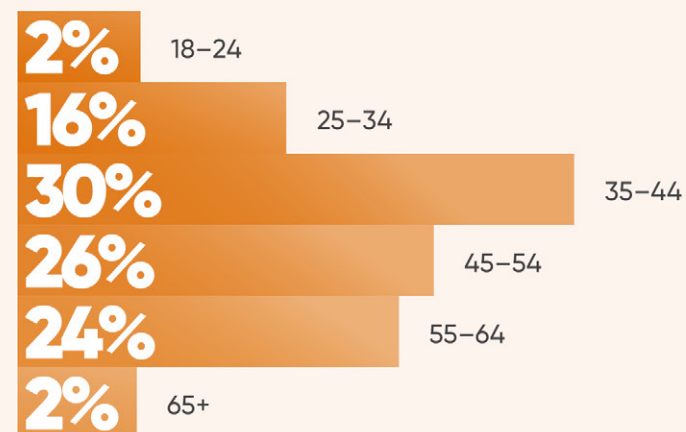
Primary Work Location



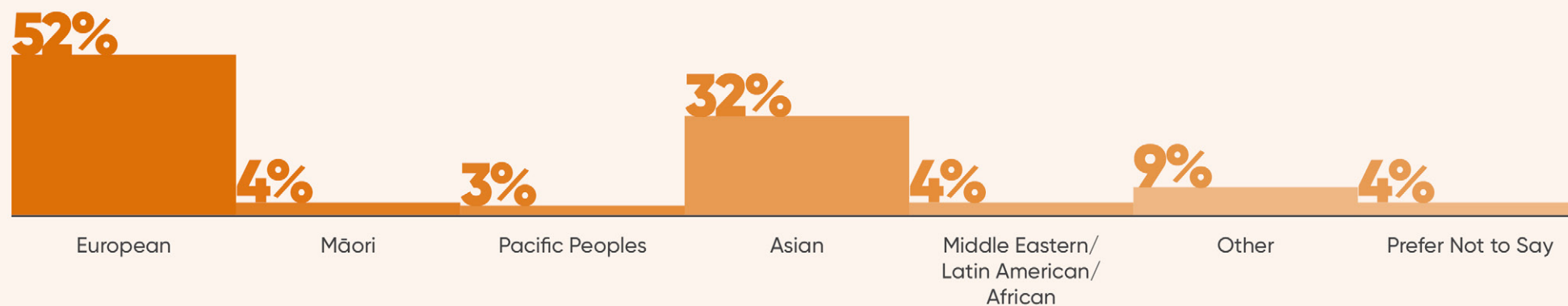
Gender



Age



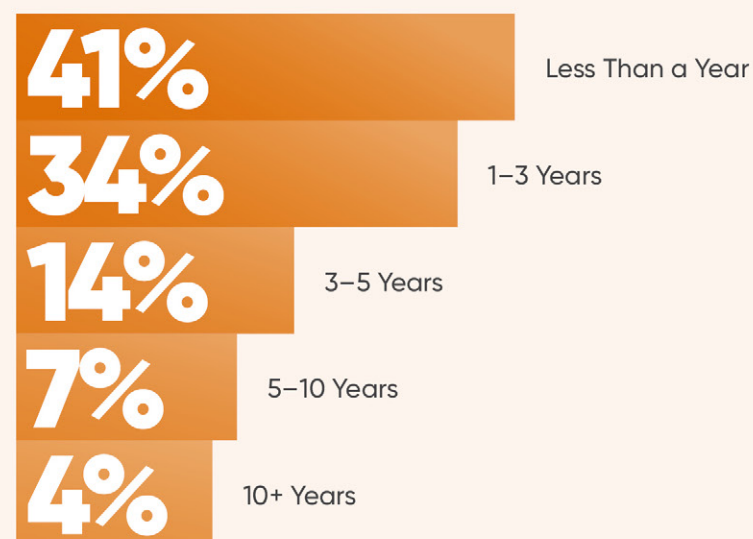
Ethnicity



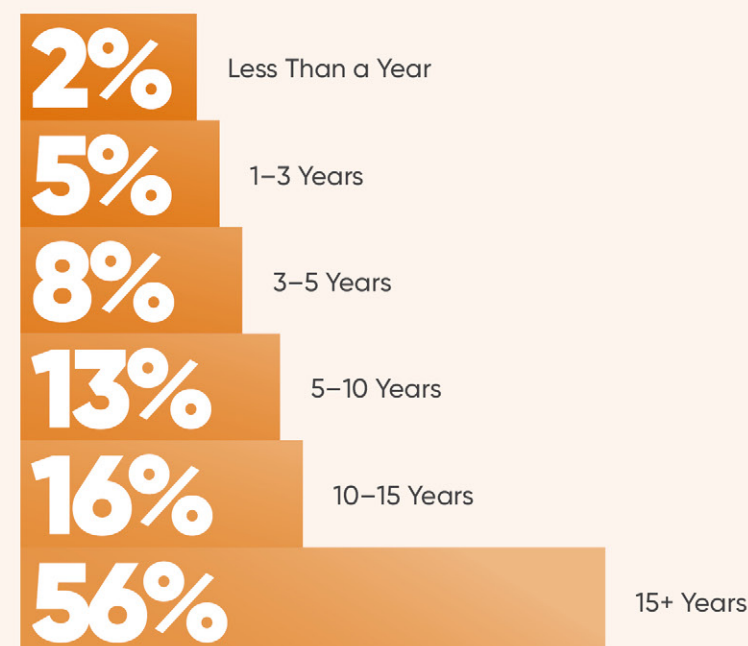
Current Employment Status



Tenure in Current Role

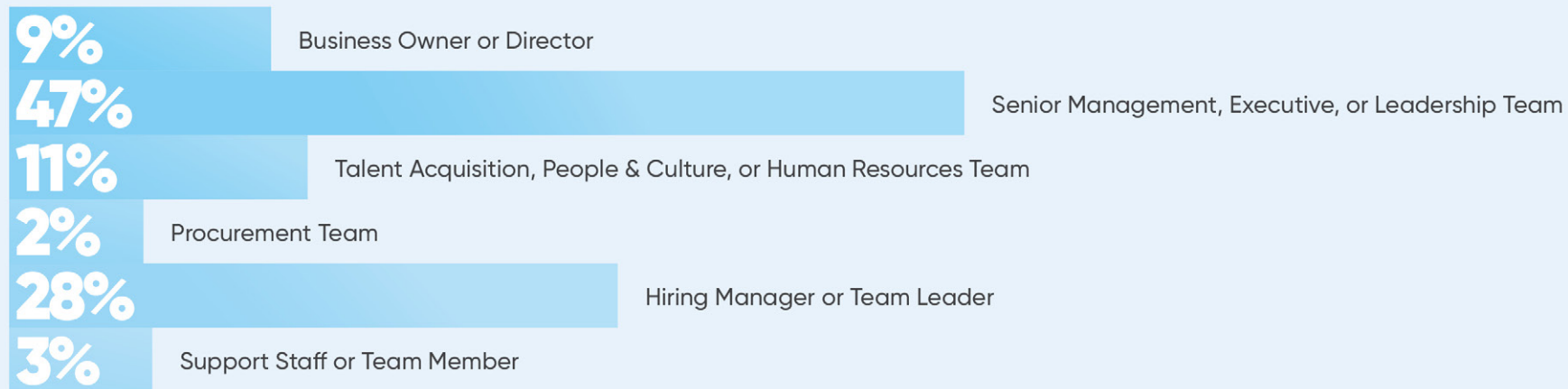


Total Years of Experience

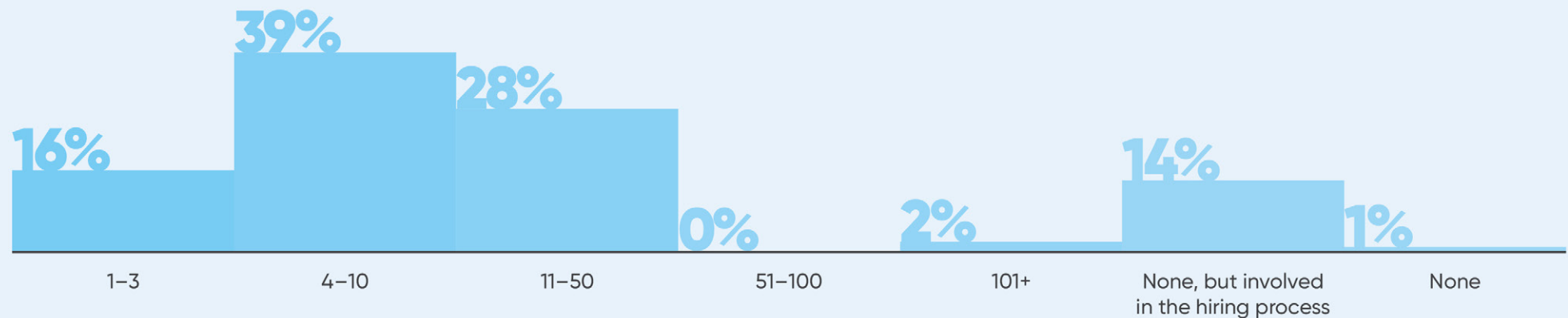


TECH EMPLOYERS

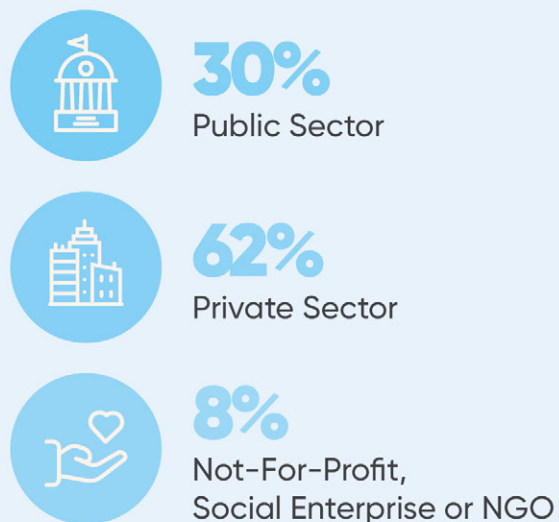
Role in Hiring Process



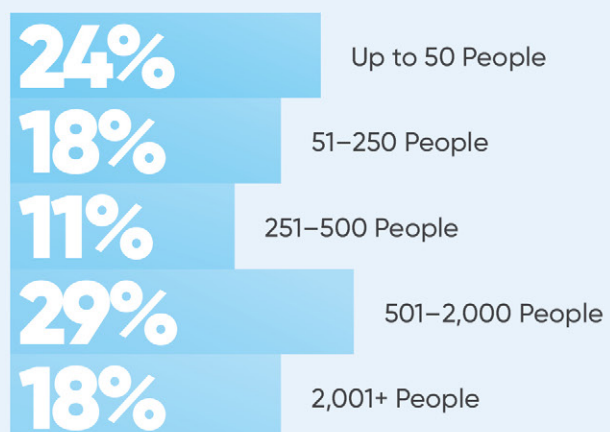
Direct Reports



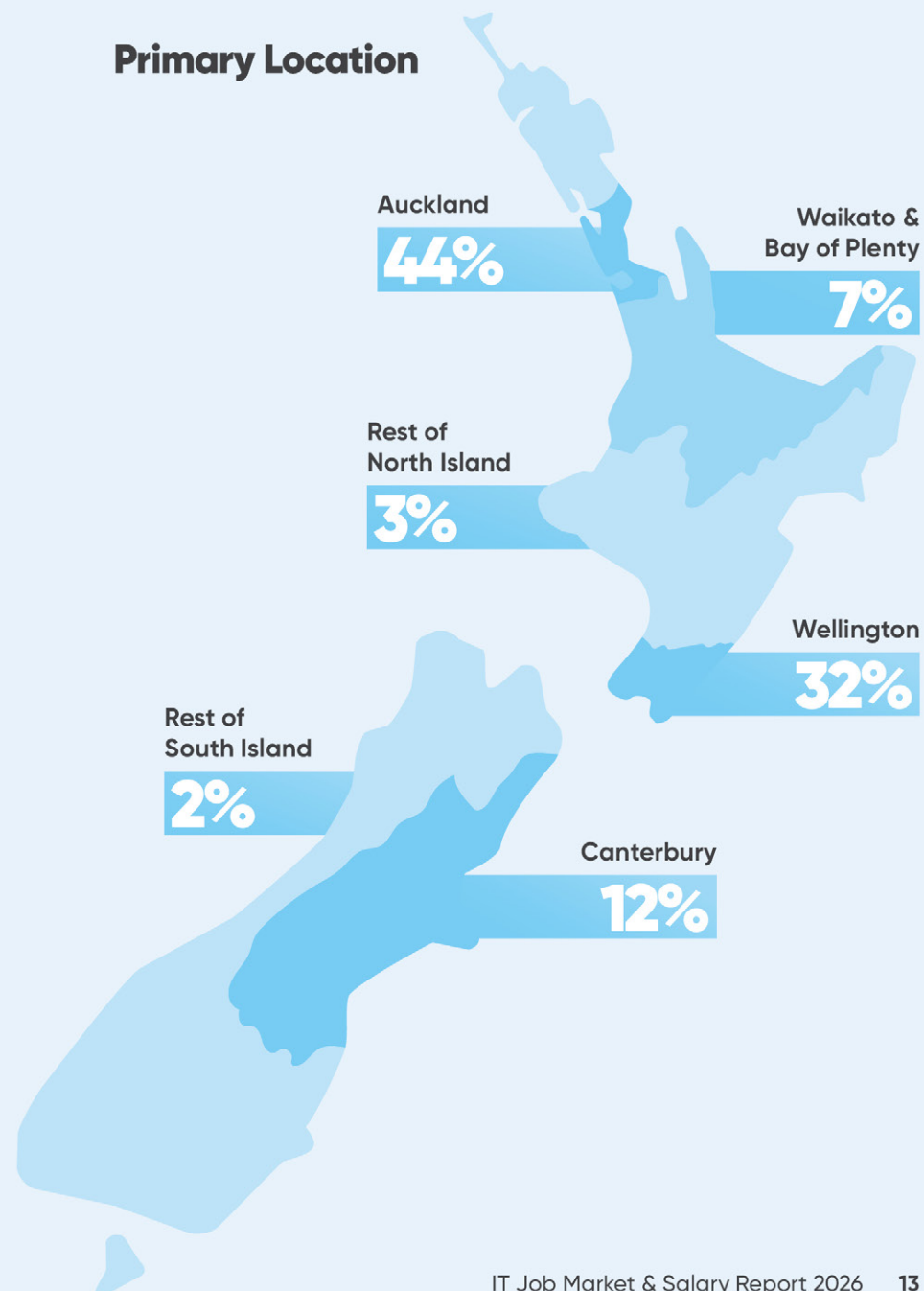
Business Sector



Company Size



Primary Location



DATA INSIGHTS

This section brings together key findings from our survey of Tech Employers and Tech Professionals to provide a clear picture of the tech job market heading into 2026. It highlights the most in-demand roles and skills, recent hiring activity, and the factors influencing both permanent and contract hiring decisions.

The insights also explore the business and hiring challenges faced by employers last year, alongside the strategies being adopted to address these pressures and support future workforce needs.

Top 10 Most In-Demand Roles for 2026



1st

Developers/
Programmers



2nd

Engineering – Software,
Network or Hardware



3rd

Business/Systems
Analysts



4th

Help Desk &
IT Support



5th

Architects



6th

Programme &
Project Management



7th

Networks &
Systems Administration



8th

Consultants



9th

Testing &
Quality Assurance

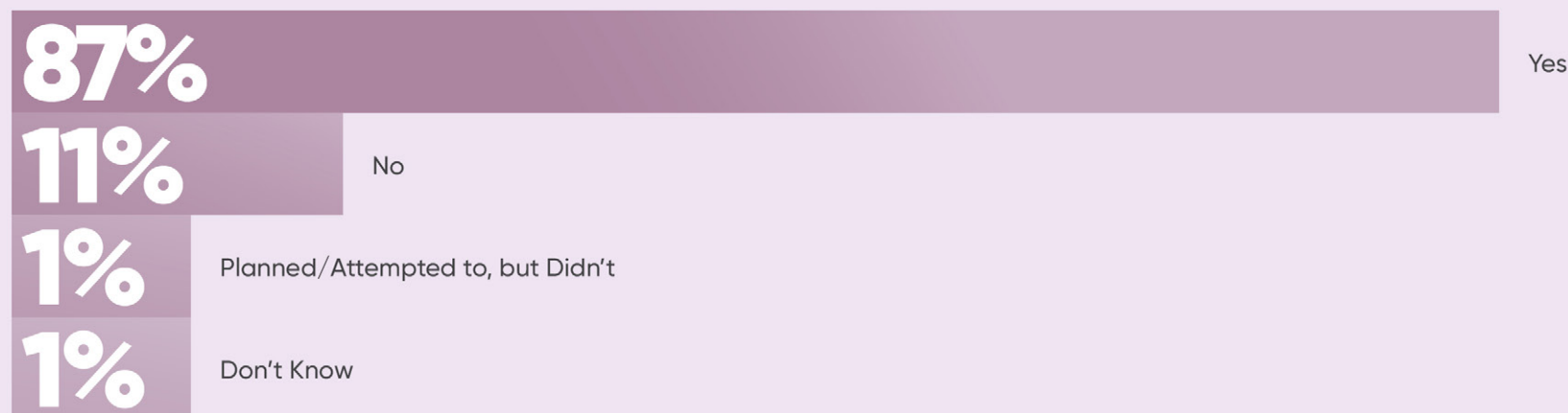


10th

Product Management &
Development

2025 IN REVIEW

Tech Employers Who Hired in 2025



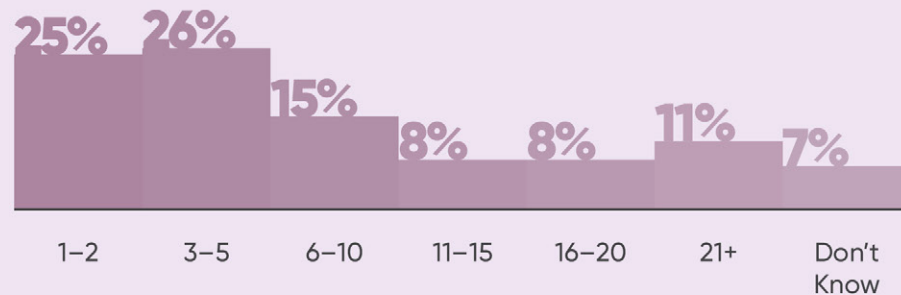
Why Tech Employers Didn't Hire in 2025

87% of Tech Employers hired in 2025, up from **54%** of respondents who said they planned to hire in our 2025 IT Job Market Report. For those who didn't hire in 2025, the main reasons were a lack of business need, often due to low staff turnover, no new projects, or sufficient internal resourcing. Economic pressures and budget constraints also played a role, with some organisations implementing recruitment freezes, particularly in the public and health sectors. Others paused hiring amid business slowdowns, funding uncertainty, or ongoing restructuring and planning activities. In a few cases, roles were outsourced, covered by contractors, or left unfilled due to challenges finding suitable skills.

27%

of Tech Employers said hiring in 2025 was easier than the previous year

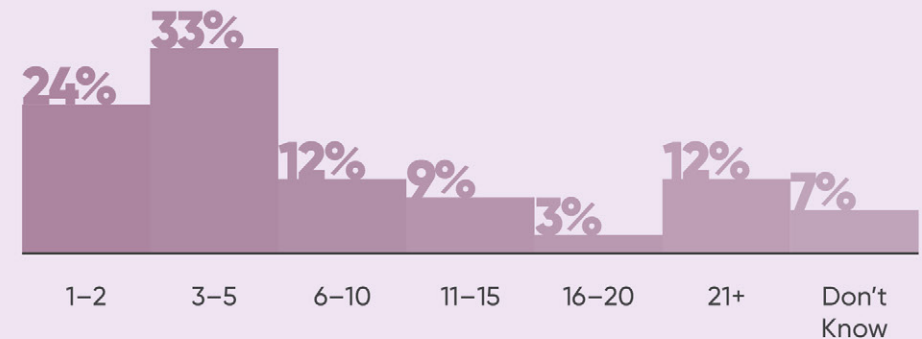
Number of Permanent Tech Staff Hired in 2025



93%

of Tech Employers who hired
in 2025, hired permanent
tech staff

Number of Tech Contractors Hired in 2025



64%

of Tech Employers who hired
in 2025, hired tech contractors

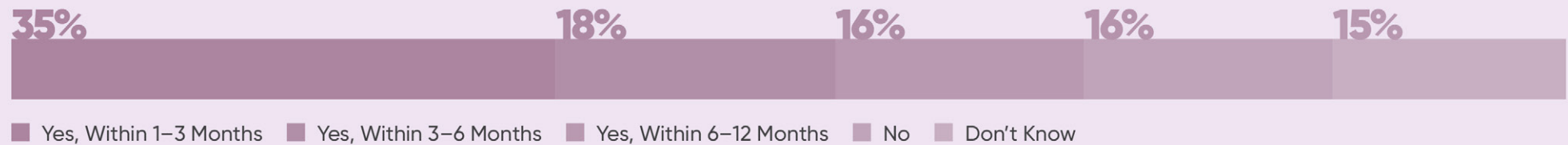
Permanent hiring dominated, with **93%** of employers who hired in 2025 bringing on new permanent tech staff, up from **78%** in the prior year. At the same time, contractor hiring also lifted to **64%**, up from **44%** last year.

Across both permanent and contractor hiring in 2025, the majority hired between three and five new team members. However, **11%** of Tech Employers said they hired 21 or more people into permanent positions, and **12%** said they hired 21 or more contractors.

With year-on-year growth in the number of Tech Employers hiring across both permanent and contractor roles, there are indicators of confidence returning to the market, even as cautious business conditions and economic factors continue to influence decisions.

HIRING TRENDS FOR 2026

Tech Employers Planning to Hire Permanent Tech Staff in 2026



Top Reasons for Hiring Tech Staff in 2026

**1st**

Replacing Staff

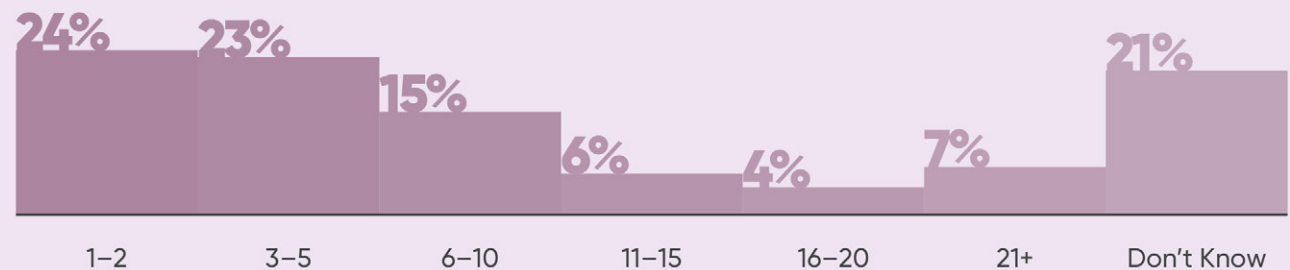
**2nd**

Increased Demand from the Business

**3rd**

Increased Customer Demand/Project Work

Number of Permanent Staff Tech Employers are Planning to Hire in 2026



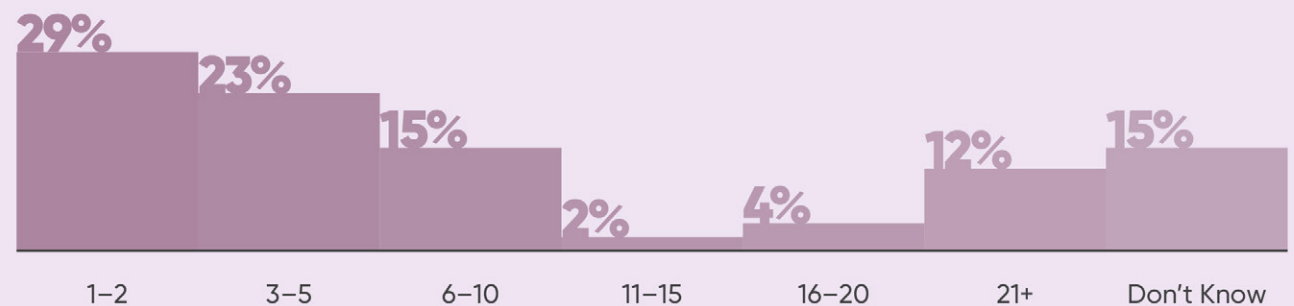
Tech Employers Planning to Hire Tech Contractors in 2026



Top Reasons for Hiring Contractors in 2026



Number of Contractors Tech Employers are Planning to Hire in 2026



CHALLENGES FOR TECH EMPLOYERS

Top Business Challenges for Tech Employers in 2026



1st

Budget Constraints/
Funding



2nd

Current Economic
Environment



3rd

Industry and/or
Technology Changes

Top Hiring Challenges for Tech Employers in 2026



1st

General Availability of
Talent in the NZ Market



2nd

Budget Constraints/
Funding



3rd

Lack of Specific Skills/
Capability in the NZ Market

STRATEGIES TO ADDRESS HIRING CHALLENGES

Align Skills, Budgets and Delivery Goals

With budget constraints remaining the top business challenge, 2026 planning needs to be more precise than ever. Start by identifying your immediate skills gaps and where they're likely to shift over the next 6–12 months – particularly in emerging areas impacted by rapid tech change. Work backwards from key project milestones to build a hiring, training, or contractor plan that aligns to both capability needs and financial reality.

Proactively Build Talent Pools

General talent availability has risen to the number one hiring challenge for Tech Employers. Engaging potential candidates before roles go live through networking, talent pooling, or specialist recruiter partnerships helps you stay ahead. Strong talent pipelines mean you can move quickly when a hiring need arises, even in a constrained talent market.

Compete Beyond Salary with a Strong EVP

With salary pressure still a major motivator, and global mobility rising, employers need to compete on more than pay alone. Refresh your employee value proposition to showcase the full picture: career development pathways, flexible work, meaningful projects, and a culture where tech professionals feel valued. These differentiators matter even more as overseas opportunities pull talent offshore.

Use Internal Mobility to Close Skills Gaps

With the lack of specific skills still a top challenge, one of the most sustainable talent strategies is developing the people you already have. Prioritise upskilling in growth areas such as automation, AI, cyber security, and data – and create visible internal career pathways. Internal mobility not only strengthens retention but can also have a positive impact on how quickly the employee settles into their new role.

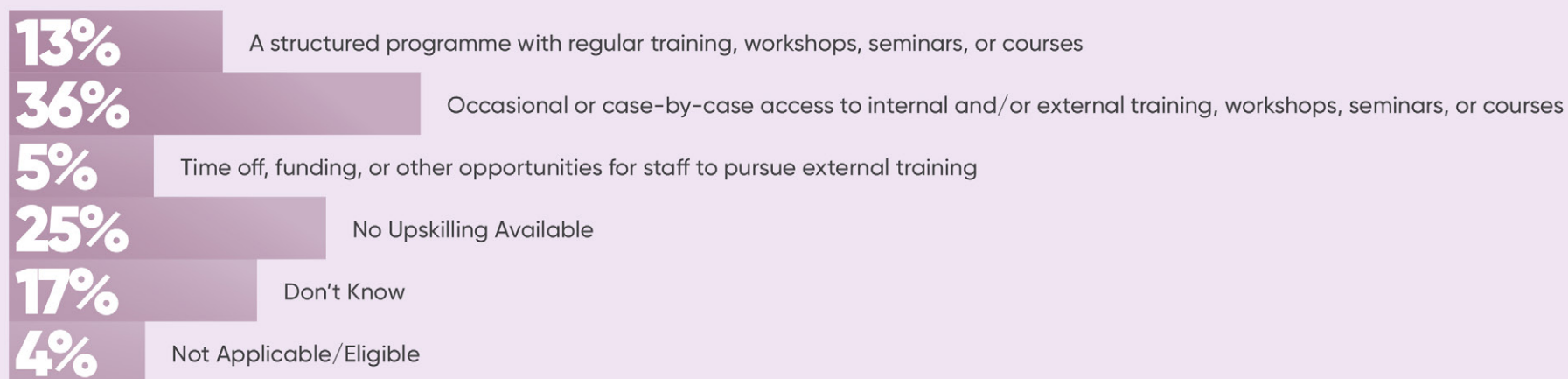
Leverage Different Role Types to Stay Agile

Contractors continue to play a critical role, especially for project work, business flexibility, and speed to start – all top reasons Tech Employers gave for hiring contractors in 2026. The right mix of permanent and contract talent allows you to scale your capability up or down in response to economic conditions, accelerating delivery while retaining flexibility for your business.

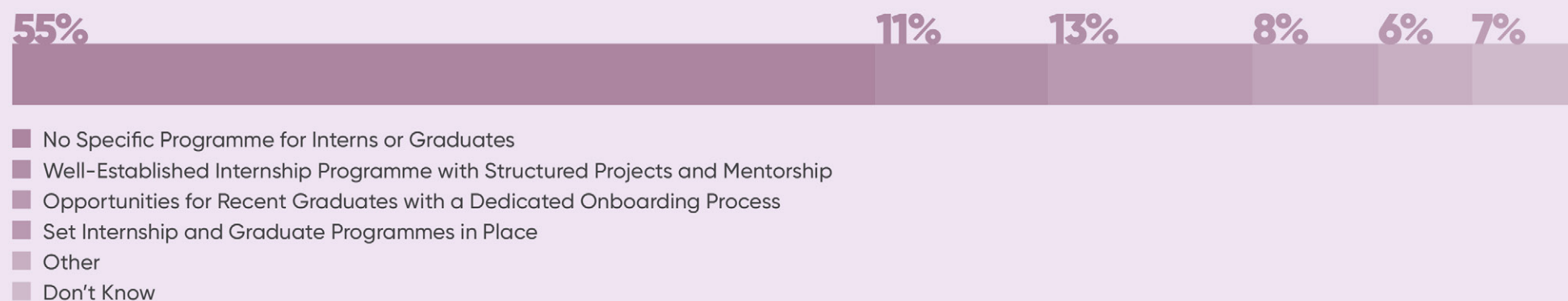


FUTURE SKILLS

Types of Training or Upskilling Available to Tech Professionals



Types of Internship or Graduate Programmes Offered by Tech Employers



JOB SEEKING TRENDS

84%

of Tech Professionals consider their current workplace a good place to work

This year's data reinforces what we continue to hear across the tech sector: flexibility and work/life balance remain at the heart of workplace satisfaction for Kiwi Tech Professionals. Notably, workplace culture has moved into the top three contributors, replacing last year's focus on interesting or satisfying work.

On the flip side, the key detractors haven't shifted. Poor management style, poor culture, and limited career development opportunities continue to cause dissatisfaction. Together, these insights highlight a clear message for employers – Tech Professionals want autonomy, balance, and a positive work culture backed by supportive leadership.

Top Contributors to Workplace Satisfaction



1st

Flexible, Hybrid or Remote Working Options



2nd

Work/Life Balance



3rd

Workplace Culture

Top Detractors to Workplace Satisfaction



1st

Poor Management Style



2nd

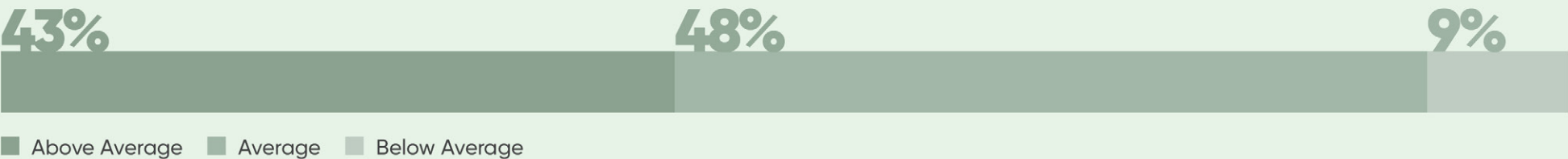
Poor Workplace Culture



3rd

Lack of Career Development Opportunities

Perceived Work/Life Balance



85%

of Tech Employers offer flexible working options

In 2026, flexible working has become a core expectation for Tech Professionals, with **85%** of Tech Employers now offering some form of it. Employees place a high value on balancing their lives outside of work, and flexibility plays a big part in making that possible.

Flexible working covers a range of options, from varied hours and adjusted start or finish times, to split shifts and the freedom to manage personal commitments during the day. Hybrid and remote working sit alongside this, giving people the ability to work away from the office and shape their week around what helps them perform at their best.

Top Flexible Working Options Available to Tech Professionals



85%

Hybrid Working



50%

Flexibility to Start Early and/or Finish Late



33%

Flexibility to Work Any Time Within a Defined Range of Hours



26%

Fully Remote Working on a Permanent Basis



20%

Core Required Hours, with Flexibility Outside of This



61%

of Tech Professionals are considering moving to a new workplace in 2026

44% of those considering moving to a new workplace are actively looking now.

Top Reasons for Changing Jobs



1st

Better Salary/Income



2nd

Contract/Project Coming to an End



3rd

Career Development/Promotion

Top Reasons for Accepting a New Job Offer



1st

Better Salary/Income/Remuneration



2nd

Career Development Opportunities



3rd

More Interesting/Challenging Work

Most Challenging Parts of Job Hunting for Tech Professionals



1st

Lack of Roles



2nd

Finding the Right Organisation



3rd

Time and Effort Required to Search/Prepare

LIVING & WORKING OVERSEAS

25%

of Tech Professionals are considering moving to live and work overseas

We continue to see strong interest from Kiwi Tech Professionals exploring opportunities overseas. **25%** of those surveyed are considering a move overseas, with almost half of those planning to leave within the next 12 months. This has the potential to create real pressure for local employers.

As some movement is inevitable, maintaining a talent pipeline is important, and may also include strong knowledge transfer practices, succession planning, and flexible workforce strategies that support keeping talent connected to New Zealand.

Top Motivators for Moving Overseas



1st

Better Salary/
Remuneration



2nd

Career Development
Opportunities



3rd

The Overall Experience

Planned Length of Time for Living & Working Overseas



TECH TRENDS, AI & AUTOMATION

87%

of Tech Professionals are using AI in their day-to-day work

13% of Tech Professionals are not using AI in their day-to-day work, although 6% are planning to in the future.

How Tech Professionals are Using AI in the Workplace



The Impact of Using AI for Tech Professionals



77%

Improved Efficiency



64%

Improved Productivity



43%

Improved Quality of Work



33%

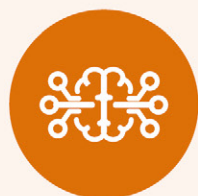
Improved Communication



26%

Valuable Data Insights

Trends Tech Professionals Think Will Have the Most Impact on Their Role in 2026

**1st**

AI (Artificial Intelligence)

**2nd**Business and/or
Digital Transformation**3rd**

Security

What Tech Professionals are Excited About in 2026

Looking ahead to 2026, Tech Professionals are future-focused, with many pointing to signs of economic recovery, renewed investment, and the return of larger, more transformative projects as reasons for optimism after a challenging period.

AI is by far the standout opportunity, with strong interest in GenAI, agentic AI, automation, and the rise of new AI-enabled roles. Many are already feeling its impact, with one professional noting:

“AI-based roles and opportunities are emerging in the market, which should shape new roles hopefully – like AI backed product development and design roles.”

There are also growing expectations about how AI can accelerate business and digital transformation, helping organisations modernise faster, streamline processes, and turn data into more meaningful, actionable outcomes.

Beyond AI, professionals see strong opportunities in cloud adoption, cyber security, digital transformation, and data engineering – areas expected to grow as organisations modernise and rebuild momentum.

Others are excited by the chance to build new skills or pursue fresh career challenges, while many simply welcome the prospect of a more active job market with better role availability.

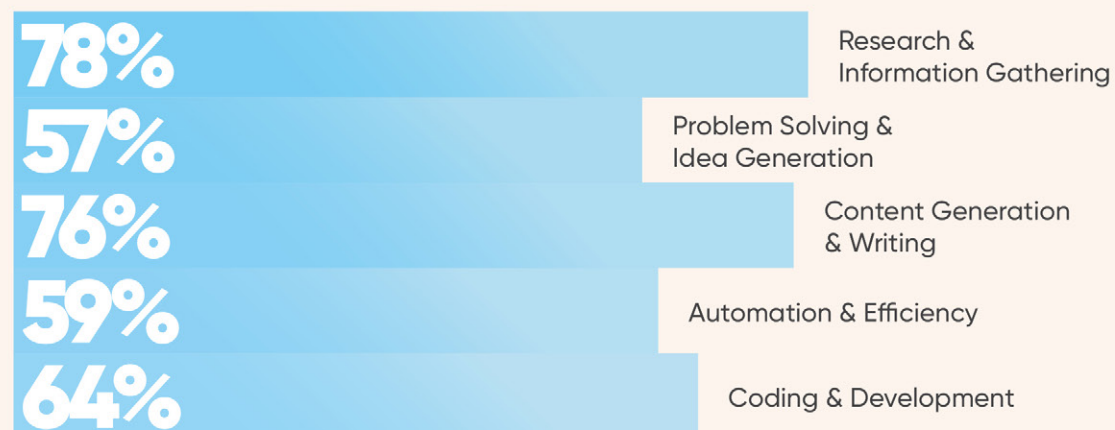
Overall, 2026 is seen as a year where AI, cloud modernisation, and improving market confidence intersect, creating meaningful opportunities across New Zealand's tech sector.

96%

of Tech Employers are currently using AI in their business or team

Of the remaining 4%, 2% are planning to use AI in the future.

How Tech Employers are Using AI in the Workplace



The Impact of Using AI for Tech Employers



71%

Improved Efficiency



64%

Improved Productivity



41%

Improved Quality of Work



40%

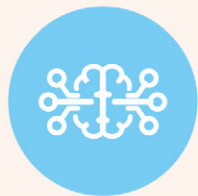
Operational Improvements



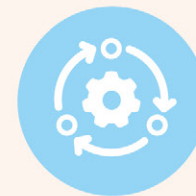
27%

Valuable Data Insights/
More Time for Value-Add
Activities

Trends Tech Employers Think Will Have the Most Impact in 2026

**1st**

AI (Artificial Intelligence)

**2nd**Business and/or
Digital Transformation**3rd**

Advanced Automation

What Tech Employers Are Excited About in 2026

For the year ahead, AI clearly dominates the opportunity landscape for Tech Employers. Leaders are focused on practical, value-driven applications: agentic AI, workflow automation, productivity gains, and accelerating software development rather than experimentation alone. Many Tech Employers expect AI to reshape how teams operate, with one noting some specific benefits for their people:

"Setting AI up to relieve the manual, boring, repetitive tasks and open the team up to more interesting challenging work."

There's also strong interest in the broader transformation potential of AI, from improving customer experiences to creating more efficient, data-driven operations, reflected in another Tech Employer's comment about AI's ability to "change the way we work and gain productivity."

Beyond AI, Tech Employers highlight opportunities in cloud consolidation, NZ-based data centres, and the next wave of digital transformation. While some remain cautious about market volatility, most see 2026 as a year where AI-enabled efficiency, cloud modernisation, and renewed business confidence can create tangible opportunities for the sector.

SALARY & REMUNERATION

40%

of Tech Professionals received a pay increase in 2025

Salary remains the primary deciding factor for Tech Professionals when considering a change of role or accepting a job offer. **40%** received a pay increase in 2025, and **48%** expect one in 2026. While **62%** of organisations are planning to offer increases this year, many others are holding back due to challenges such as budget cuts, the wider economic environment, or general loss of business.

48%

of Tech Professionals expect a pay increase in 2026

A gap between what employees and employers expect can lead to disengagement if expectations are not managed well. Employers can help bridge the gap through transparent pay conversations, regular market benchmarking, and clearer visibility of the non-financial benefits that form part of the overall employment experience.

Main Reasons Organisations are Not Planning to Give Staff a Pay Increase in 2026



1st

Budget Cuts
or Pressures



2nd

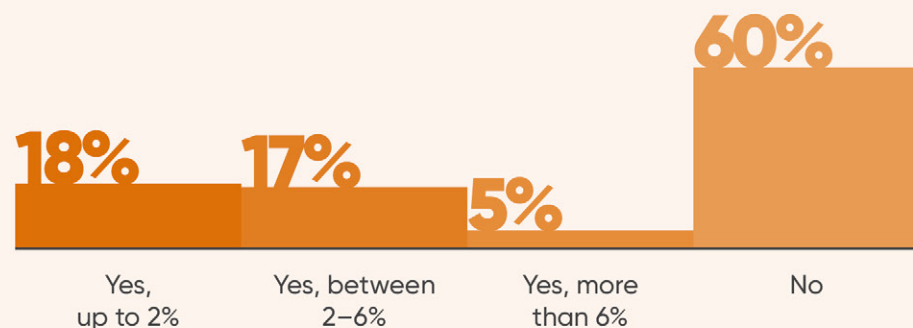
Impact of the Current
Economic Environment



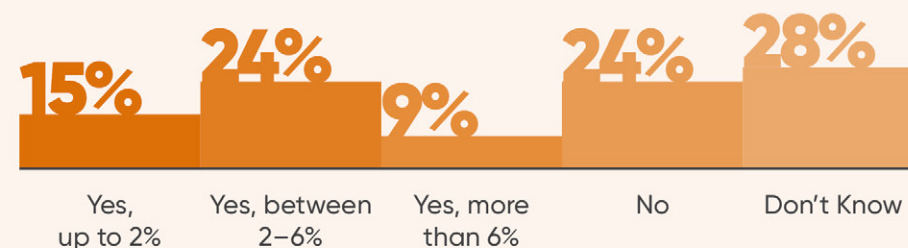
3rd

Loss of Business

Tech Professionals that Received a Pay Increase in 2025



Tech Professionals that Expect a Pay Increase in 2026



Benefits Most Important to Tech Professionals

1st
Flexible, Hybrid or Remote Working Options

2nd
Career Progression Opportunities

3rd
Insurance

Top Non-Financial Reasons for Accepting a New Job Offer

1st
Career Development Opportunities

2nd
Better Hours/
Flexible Working Options

3rd
More Interesting/
Challenging Work

Organisations Planning to Give Staff a Pay Increase in 2026



Top Employment Benefits Received by Tech Professionals

**1st**

Flexible, Hybrid or Remote Working Options

**2nd**

Technology (e.g. Phone, Laptop)

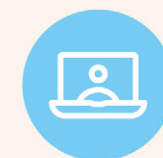
**3rd**

Wellbeing Benefits

85%

of Tech Employers offer flexible, hybrid or remote working options

Top Employment Benefits Offered by Tech Employers

**1st**

Flexible, Hybrid or Remote Working Options

**2nd**

Technology (e.g. Phone, Laptop)

**3rd**

Ongoing Training and Development

SALARY TABLES

The figures shown represent base salary only and exclude the additional components typically found in full remuneration packages, such as bonuses and incentive schemes. This guide also does not cover intangible benefits, which can vary widely depending on the industry, organisation and location. While we are confident in the accuracy of our data, the salary and hourly rate ranges should be used as a guide only.

Salary and hourly rate information has been collated from a mix of sources, including our annual surveys and database, conversations with phone screened and interviewed candidates, placements made by Absolute IT, and insights from our specialist consultants.

CLOUD & INFRASTRUCTURE

Job Title	Annual Salary LOW	Annual Salary HIGH	Hourly Rate LOW	Hourly Rate HIGH
Application Support Analyst	70,000	110,000	50	100
Architect – Cloud	150,000	210,000	135	150
Architect – Data	150,000	200,000	135	150
Architect – Enterprise	150,000	230,000	140	170
Architect – Solutions	140,000	200,000	130	160
Cloud Engineer	100,000	170,000	100	140
Desktop Support Engineer	70,000	90,000	50	80
Help Desk/Technical Support	65,000	90,000	50	75
Infrastructure Engineer	100,000	160,000	65	130
Network Engineer	100,000	150,000	65	130
Principal Advisor	130,000	160,000	110	160
Security Engineer	100,000	200,000	90	140
Service Desk Analyst	65,000	85,000	50	85
Systems Administrator	90,000	120,000	50	100
Systems Engineer	100,000	145,000	75	100
Technical Consultant – Infrastructure	130,000	180,000	110	135
Technical Consultant – Software	140,000	200,000	120	150

MANAGEMENT & EXECUTIVE

Job Title	Annual Salary LOW	Annual Salary HIGH	Hourly Rate LOW	Hourly Rate HIGH
Agile Delivery Lead	150,000	170,000	125	150
Chapter Lead	165,000	200,000	140	150
Chief Digital Officer	180,000	350,000	180	250
Chief Information and Security Officer	190,000	300,000	160	250
Chief Information Officer	225,000	400,000	180	250
Chief Technology Officer	200,000	365,000	180	250
Client Engagement Manager	175,000	260,000	115	140
Implementation Lead	180,000	245,000	120	145
IT Manager	140,000	220,000	125	150
Management – Data & Analytics	135,000	220,000	125	180
Management – Digital Marketing	150,000	195,000	110	175
Management – Engineering	140,000	230,000	120	170
Management – Helpdesk/IT Support	125,000	155,000	110	130
Management – Security	175,000	270,000	150	180
Management – Software Development	150,000	250,000	135	170
Management – Test	130,000	170,000	125	150
Management – UX/UI	145,000	180,000	145	160
Management – Web Development	140,000	170,000	125	150
Management Consultant	175,000	185,000	125	180

Practice Lead	145,000	190,000	125	145
Programme Manager	160,000	250,000	160	180
Service Delivery Manager	140,000	180,000	120	145
Technical Lead	140,000	180,000	120	140

PROJECT SERVICES

Job Title	Annual Salary LOW	Annual Salary HIGH	Hourly Rate LOW	Hourly Rate HIGH
Business Analyst	95,000	120,000	100	110
Business Analyst – Senior	120,000	135,000	115	130
Change Advisor	100,000	115,000	90	115
Change Manager	135,000	170,000	120	170
Delivery Coordinator	85,000	110,000	80	100
Delivery Lead	130,000	150,000	115	140
Programme Coordinator	90,000	115,000	95	115
Project Coordinator	85,000	110,000	80	110
Project Manager	100,000	130,000	110	120
Project Manager – Senior	125,000	160,000	120	140
Scrum Master	120,000	140,000	100	130
Technical Writer	90,000	125,000	90	110

DEVELOPMENT & TESTING

Job Title	Annual Salary LOW	Annual Salary HIGH	Hourly Rate LOW	Hourly Rate HIGH
Application Support Analyst	75,000	110,000	50	100
Automation Test Analyst	90,000	140,000	110	130
Back End Developer	110,000	150,000	100	130
DevOps Engineer	125,000	160,000	110	150
Front End Developer	110,000	140,000	100	130
Full Stack Developer	110,000	160,000	100	140
Release Manager	110,000	150,000	100	140
Test Analyst	90,000	130,000	90	120
Test Engineer	110,000	145,000	100	120
Web Developer	80,000	125,000	80	120

DIGITAL

Job Title	Annual Salary LOW	Annual Salary HIGH	Hourly Rate LOW	Hourly Rate HIGH
Customer Success Manager	90,000	130,000	50	100
Digital Business Analyst	115,000	135,000	110	130
Digital Delivery Manager	125,000	150,000	125	140
Digital Project Manager	125,000	160,000	125	140
Head of Product	180,000	300,000	140	180
Product Manager	130,000	180,000	125	140
Product Owner	120,000	170,000	125	140
UI Designer	90,000	150,000	90	130
UX Designer	100,000	150,000	100	130

DATA

Job Title	Annual Salary LOW	Annual Salary HIGH	Hourly Rate LOW	Hourly Rate HIGH
Business Intelligence Analyst	95,000	135,000	100	120
Business Intelligence Developer	110,000	150,000	105	130
Data Analyst	80,000	130,000	85	125
Data Engineer	110,000	160,000	100	140
Data Scientist	110,000	150,000	100	130
Data Warehouse Developer	115,000	150,000	100	130
Database Manager	130,000	180,000	120	150
Reporting Analyst	85,000	125,000	75	120

SALES

Job Title	Annual Salary LOW	Annual Salary HIGH
Business Development Manager	100,000	200,000
Partner Service Coordinator	120,000	150,000
Technical Relationship Manager	110,000	160,000
Technical Sales Consultant	100,000	150,000



ABOUT US

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.

Exceptional people

Hiring the right people is essential for your business. That's why we set high standards for our own team – ensuring you work with recruitment specialists who know and understand the tech industry in New Zealand. Our consultants undergo a rigorous selection, induction and training process, so you can trust that you're getting the experience and advice you need when hiring your team. We invest in career development and progression, ensuring our team can help you secure the right people to drive your business forward.

Areas of Expertise



Agile/Scrum



DevOps &
Site Reliability



Programme &
Project Services



AI & Machine Learning



Digital



Sales



Architecture



Engineering



Security



Business Analysis



Executive &
Management



Technical Support



Cloud & Infrastructure



Networking &
Telecommunications



Testing & Quality
Assurance



Data – Analysis,
Engineering &
Development



Procurement &
Commercial



UX & UI



Development



Product Management
& Ownership

Committed to Growing New Zealand's Tech Sector

When you partner with Absolute IT, you're working with a recruitment agency that's deeply invested in New Zealand's technology sector. We support the industry through recurring sponsorships and active participation in leading events, ensuring we stay at the forefront of tech trends and innovation. We also collaborate with key organisations like NZ Tech and the Technology Investment Network (TIN) to provide the latest market insights and connections that benefit your hiring strategy.



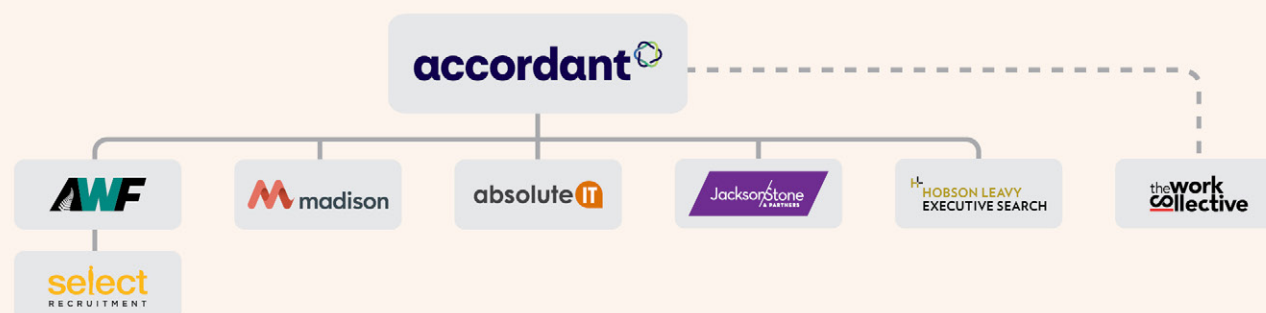
THE ACCORDANT GROUP

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, a social employment initiative.

To find out more, visit accordant.nz



Absolute IT is a specialist agency that operates solely in the tech and digital market, recruiting permanent and contract IT professionals.

Hobson Leavy is a retained executive search firm with an extensive track record in both the public and private sectors, successfully appointing some of New Zealand's most senior leaders at Board, CEO and Executive level.

Madison recruits temporary, contract and permanent staff for a broad range of clients and industries in the commercial and government sectors.

AWF provides labour hire and recruitment services from 20 branches across the country including Select Recruitment in Dunedin.

JacksonStone & Partners is one of the most experienced executive search, recruitment and contracting agencies in New Zealand, covering all disciplines up to chief executive and board appointments across the private, public and not-for-profit sectors.

The Work Collective, our social employment initiative is supported by each of our businesses and focuses on helping people with barriers to employment find meaningful work opportunities.



absoluteit.co.nz

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