



SALARY GUIDE

2021

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Foreword

In 2020, disruption to everyday business life turned into a 'new normal' where the only certainty was uncertainty itself. Although the impact of COVID-19 and the associated economic recovery is yet to fully manifest itself, this year companies will continue to embrace some of the positive influences that are shaping both the present and future states of business and work.

As a result of COVID-19, many businesses are speeding up the pace of digital transformation with some of the key outcomes already being the switch to remote and hybrid work patterns, alongside the development of virtual hiring and onboarding practices. We're also seeing companies develop and deliver new products and services to meet evolving customer and business-to-business demands and needs.

In 2021, organisations will continue to reimagine the way they work and conduct business in an evolving environment. Consequently, hiring managers will look to onboard employees with skillsets that will help their organisation thrive in the post-pandemic world.

Leaders also need to evolve their retention strategies, placing a more acute focus on the required competencies, benefits, incentives, and salary packages to ensure their employees' needs are both met and, in some circumstances, exceeded.

We're here to help both you and your organisation navigate the changes in the current business environment. Our 2021 Salary Guide focuses on the hiring trends and salary benchmarks that will support your talent strategy across temporary, contracting, and permanent roles as the workplace continues to evolve in the months ahead. With the right talent in the right roles, we are confident your business will be in a stronger position to adapt and prosper over the long-term.

David Jones
Senior Managing Director,
Robert Half Asia Pacific



Market and hiring trends

The dual challenge of attracting and retaining talent

Many candidates are reluctant to change employers because they are prioritising job security, but companies should not assume their staff will stay. **Across industries, organisations are still actively poaching top talent, with 32% of business leaders saying they have personnel with in-demand skills that may be headhunted.**¹

Losing top performers is costly, so companies need to continue to identify what motivates workers to remain with the business.

In the current environment, candidates are focussing more on the stability of potential employers. When trying to attract and retain talent, companies should differentiate themselves from competitors by not only focusing on remuneration, flexibility, and career development, but also by highlighting what makes the organisation a steady and secure employer.

¹ Independent survey commissioned by Robert Half in November 2020 among 300 hiring managers in Australia.

Competition remains fierce

Despite elevated unemployment levels in Australia² and New Zealand,³ competition for top talent remains tough as uncertainty encourages workers to stay with their existing employer. Talent shortages are especially prevalent within finance and technology, as companies seek professionals with in-demand niche skills such as data analysis and cyber-security.

To ensure local workers are prioritised for jobs, COVID-19 has brought stricter visa requirements for Australian employers looking to recruit foreign talent,⁴ while New Zealand has also restricted the flow of foreign workers to those considered 'critical'.⁵ **Despite the potential for more workers to enter the market as job support schemes end, skills shortages could continue in fields where it is harder to fill gaps with foreign workers.**

² Australian Bureau of Statistics, 2021, Labour Force, Australia.

³ Stats NZ, 2021, Unemployment rate.

⁴ PwC Australia, 2020, Immigration COVID-19 update.

⁵ New Zealand Immigration, 2020, NZ employer COVID-19 information.

Hiring focus on business-critical roles and flexible staffing

Re-evaluating hiring plans and prioritising business-critical roles are a top priority for many companies. Candidates with specialised skills who can make an immediate contribution with minimal training are highly sought-after.

As business conditions remain uncertain, some hiring managers are hiring more temporary workers instead of increasing permanent staff. While 44% of business leaders plan to maintain their permanent headcount and only fill vacated positions, 31% plan to increase the number of temporary or contract professionals in 2021.⁶ Flexible staffing models with an easily adjustable mix of permanent and temporary workers alongside in-office and remote working arrangements can help weather the uncertainty. By adopting this approach, managers can keep day-to-day projects on track and quickly fill skills gaps while also identifying temporary professionals who have potential for future full-time roles.

⁶ Independent survey commissioned by Robert Half in November 2020 among 300 hiring managers in Australia.

Adapting to new ways of working with greater flexibility

Employees have re-shaped their lifestyles to suit working-from-home arrangements and employers have invested heavily in improving their technology infrastructure to make remote work as efficient as possible. But while a significant proportion of the Australian and New Zealand workforce are working semi-remotely, flexible work environments are still not a given for all employers, with several companies requesting their staff to be in the office full-time again.

With flexibility continuing to be an in-demand benefit, companies must adapt to employees' changing expectations and new ways of working, or they risk losing their competitive edge when attracting top talent. In 2021, companies are increasingly engaging hybrid solutions which allow employees to return to the office part-time.



79% of Australian leaders say hybrid workforces - comprised of employees working remotely and in-office - are now a permanent part of the employment landscape.⁷

67% of New Zealand employees would prefer a hybrid work arrangement, working remotely and in-office.⁸

⁷ Independent survey commissioned by Robert Half in November 2020 among 300 hiring managers in Australia.

⁸ Work Futures OTAGO, 2020, Remote working during COVID-19.

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59% of Australian leaders are more confident in their company's growth prospects in 2021 compared to 2020.⁹



New Zealand business confidence is expected to increase by 26.4 index points in 2021-22.¹⁰

^{9, 11} Independent survey commissioned by Robert Half in November 2020 among 300 hiring managers in Australia.

¹⁰ IBISWorld, 2020, The Global Economic Outlook For Australia & New Zealand.

Changes to companies' hiring strategy in 2021 due to the COVID-19 pandemic¹¹

Conduct remote interviews and onboarding sessions

Shorten the hiring process – e.g., fewer rounds of interviews, fewer interviewers

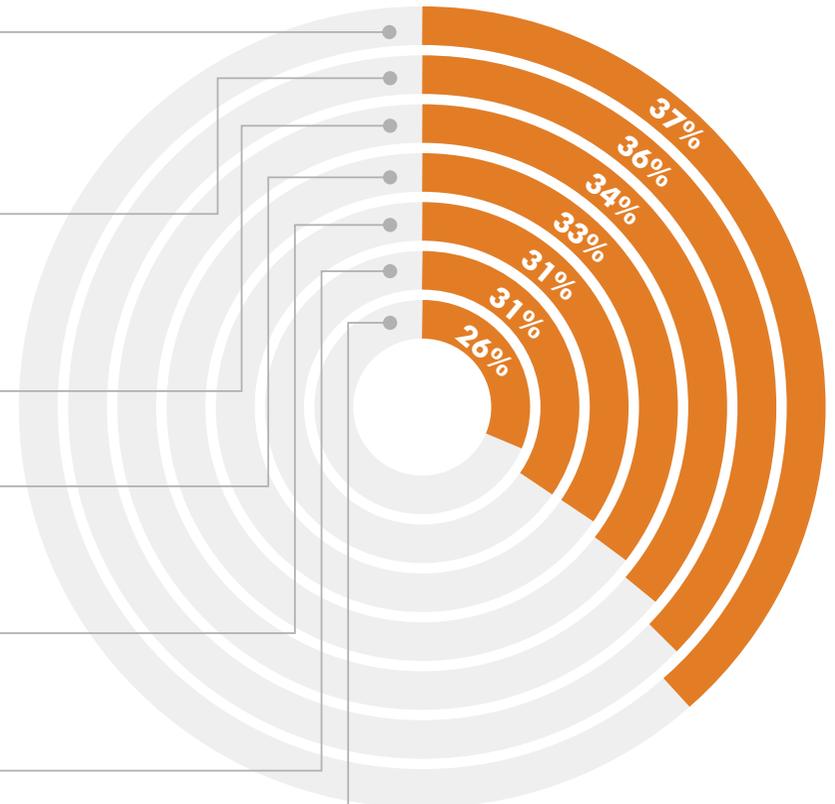
Advertisement of hybrid jobs (mix between onsite and remote work environment)

Virtual skills assessment

Increase the use of temporary or contract professionals

Expand the search geographically to access a wider candidate pool

Advertisement of fully remote jobs



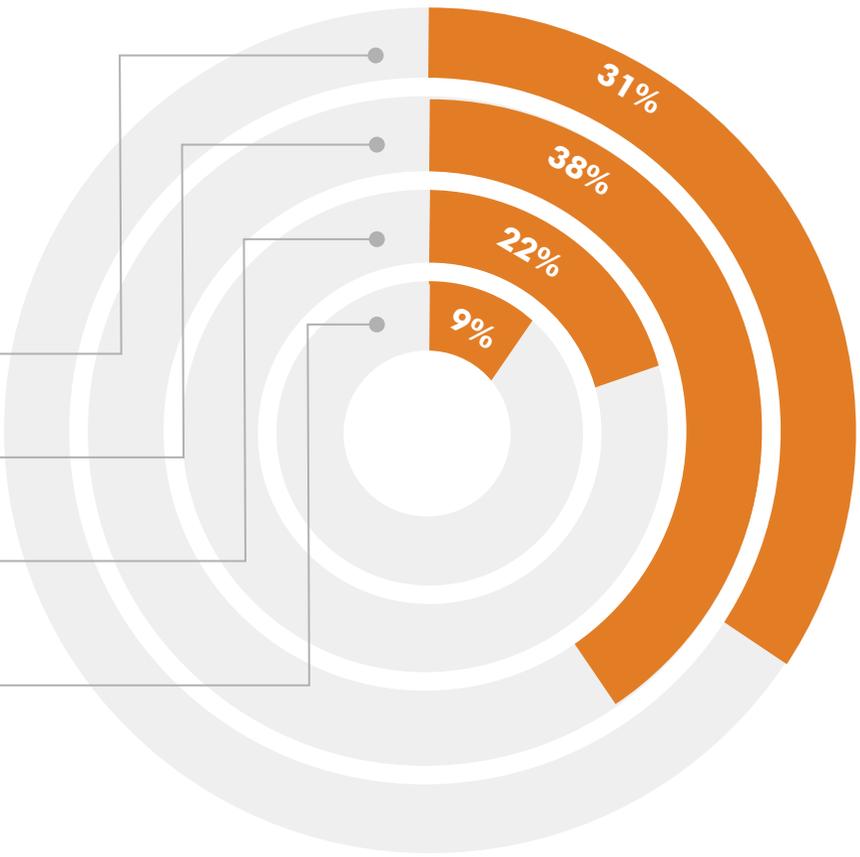
Remuneration trends

Employers still plan to award salary increases

Do you plan to increase salaries for existing employees in 2021?¹²

The average salary increase company leaders plan to give in 2021 is 6%.¹²

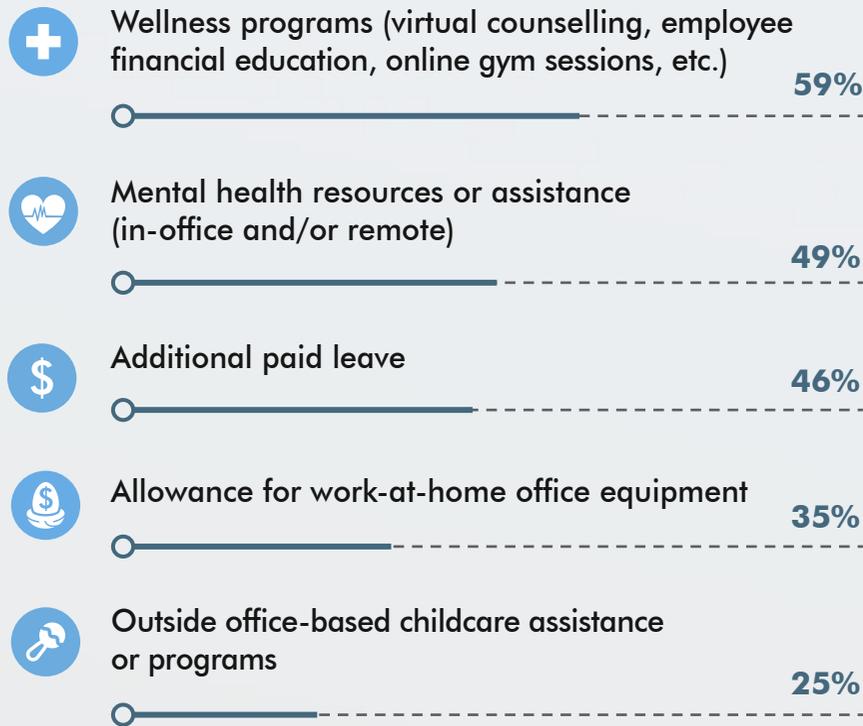
- Yes, for all employees**
- Yes, but only for top performers**
- No**
- Unsure**



¹² Independent survey commissioned by Robert Half in November 2020 among 300 hiring managers in Australia.

64% of companies have added new benefits as a result of the COVID-19 pandemic.¹³

Most popular benefits companies started offering due to COVID-19¹⁴



Top 5 benefits companies plan to offer in 2021¹⁵

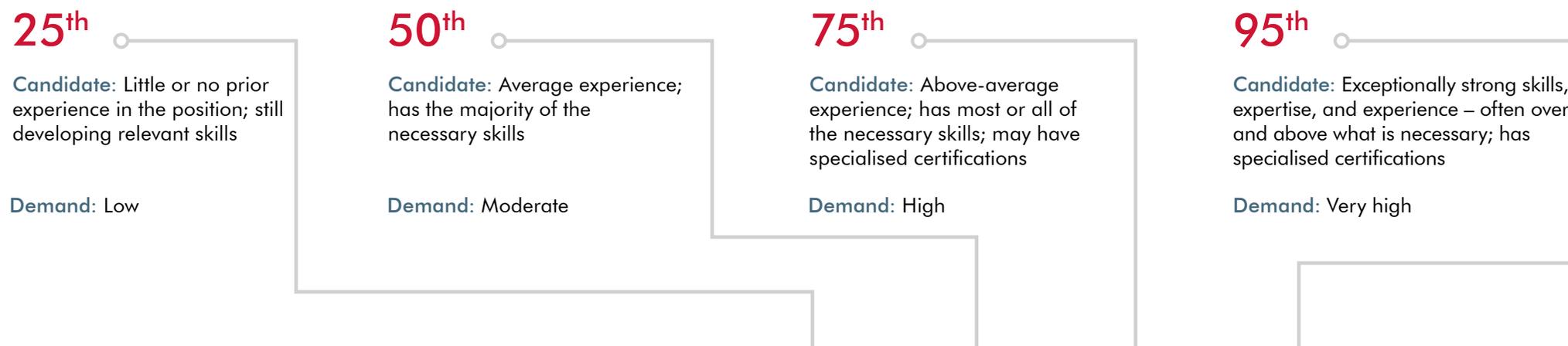


^{13, 14, 15} Independent survey commissioned by Robert Half in November 2020 among 300 hiring managers in Australia.

How to use our salary tables

The starting salaries in this guide represent gross yearly salaries. They do not include bonuses, benefits, and superannuation/KiwiSaver. We break down pay rates into four percentiles to help you customise starting salary offers for each role. The percentiles account for differences in a candidate’s level of experience and skills, professional certifications, demand for the role, and the size and complexity of the company that’s hiring.

The 50th percentile represents the midpoint salary. The 95th percentile is typically reserved for in-demand candidates who are very difficult to find. A Robert Half recruitment professional can help you determine where exactly a particular role should fall within the salary percentiles stated in the guide.



TITLE	25th	50th	75th	95th
Accounting				
Assistant Accountant	\$55,000	\$60,000	\$65,000	\$70,000
Accountant	\$75,000	\$80,000	\$90,000	\$97,500

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Finance and accounting

Finance function, a critical business partner

The ever-changing business environment and evolving consumer trends resulting from COVID-19 are emphasising the need for the finance function to be an **insight-driven business partner and adviser to company leaders**.

Specifically, companies recognise that to be more **responsive** – continually re-evaluating both short and long-term goals and strategies – finance professionals must take a central role in an organisation, helping to guide business decisions with a high level of business acumen and commercial mindedness.

To fulfil these requirements, soft skills such as stakeholder management, relationship building, emotional intelligence, problem solving, and communication are crucial for finance professionals in 2021 alongside core technical capabilities such as financial planning, modelling, and data analysis.

Acquisitions are a cost-effective win

Rather than starting a new business or affiliate entity, acquisitions are considered by companies as a more cost-effective strategy to outperform a downturn and drive growth during an uncertain time. A report by Accenture reveals that 30% of firms that bought in an epidemic-induced downturn tend to achieve a higher three-year shareholder return than their sector average.¹⁶

In turn, there is increased demand for high-calibre talent to assess potential targets, ensure due diligence, and build valuation models. While some companies choose consulting firms to manage **acquisitions**, many are likely to expand finance teams to manage transactions in-house.

¹⁶ Accenture, 2020, COVID-19: Rebalance for resilience with M&A.

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The 3 focus areas of forecasting, budgeting, and strategy planning

These times are unprecedented, which means companies don't have access to historical data to benchmark their responses and performance against or help model future scenarios. As the pandemic continues to unfold, finance teams are heavily reliant on gathering and analysing snapshot data to drive continuous planning efforts and prepare future business strategies around a range of outcomes, from another wave of COVID-19 to other uncertain events.

Companies are also relying on finance professionals to drive efficiencies, such as reducing costs to manage day-to-day functions and helping to identify lucrative new commercial initiatives to boost the bottom line. For the foreseeable future, it's likely that roles in **FP&A, system analysis, and project management will remain in high demand.**

Flexible staffing is key to business resilience

With several companies having lost employees due to retrenchments, many are reluctant to expand permanent headcount as uncertainty remains a key theme across the global business environment. But there is a challenge at play here: work still needs to be done and companies are continuing to roll out new projects.

To avoid the risk of staff becoming overworked or teams struggling to fill crucial skills gaps, companies are increasingly relying on temporary staff and contractors to maintain business continuity while protecting the wellbeing of their existing employees. A mix of temporary and permanent professionals, which can be continually adjusted, allows financial managers to quickly access specialised skills and scale headcount up and down according to business needs.

Top 3 specialist skills within finance and accounting that are most difficult to find¹⁷



26%

Business/Financial Analysis



24%

Compliance



24%

Financial Planning & Analysis

¹⁷ Independent survey commissioned by Robert Half in November 2020 among 100 CFOs in Australia.

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In-demand technical skills

- Microsoft 365 (Excel)
- ERP (SAP, Oracle, Microsoft Dynamics 365, NetSuite, and Workday)
- Business intelligence tools (TM1, Power BI, and Tableau)
- Predictive analytics



In-demand soft skills

- Communication skills
- Business partnering skills
- Adaptability
- Problem-solving skills



New Zealand - Top 5 permanent roles

- Financial Controller
- Business Analyst
- Business Partner
- Financial/Management Accountant
- Accounts Payable Clerk



New Zealand - Top 5 project roles

- BI Analyst
- Functional Business Analyst
- Finance Manager/Controller
- FP&A Analyst
- Financial Accountant



Australia - Top 5 permanent roles

- Financial Accountant
- FP&A Manager
- Financial Analyst
- Finance Manager
- Financial Controller



Australia - Top 5 project roles (qualified)

- Project Manager
- Functional Business Analyst
- Finance Manager/Controller
- Commercial Financial Analyst
- Financial Accountant



Australia - Top 5 temporary roles (non-qualified)

- Payroll Officer/Manager
- Accounts Payable Officer/Manager
- Assistant Accountant
- Accounts Receivable Officer/Manager
- Junior Financial Analyst

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JOB TITLE	25th	50th	75th	95th
Accounting				
Assistant Accountant	\$55,000	\$60,000	\$65,000	\$70,000
Accountant	\$75,000	\$80,000	\$90,000	\$97,500
Senior Accountant	\$87,500	\$95,000	\$105,000	\$120,000
Group Accountant	\$110,000	\$130,000	\$150,000	\$170,000
Accounts/Finance Officer	\$47,500	\$52,500	\$57,500	\$60,000
Accounting Manager/Director	\$95,000	\$110,000	\$120,000	\$130,000
Accounts Payable Officer	\$52,500	\$57,500	\$62,500	\$67,500
Accounts Payable Manager	\$75,000	\$85,000	\$95,000	\$105,000
Accounts Receivable Officer	\$52,500	\$57,500	\$62,500	\$67,500
Accounts Receivable Manager	\$75,000	\$85,000	\$95,000	\$105,000
Bookkeeper	\$57,500	\$62,500	\$70,000	\$77,500
Corporate Accountant	\$90,000	\$110,000	\$125,000	\$140,000
Cost Accountant	\$75,000	\$90,000	\$105,000	\$115,000
Financial Accountant	\$77,500	\$87,500	\$97,500	\$110,000
Senior Financial Accountant	\$92,500	\$105,000	\$117,500	\$130,000

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JOB TITLE	25th	50th	75th	95th
Accounting				
Management Accountant	\$77,500	\$87,500	\$100,000	\$115,000
Senior Management Accountant	\$92,500	\$105,000	\$117,500	\$130,000
Project Accountant	\$80,000	\$90,000	\$100,000	\$115,000
Financial/Business Analysis				
Business Analyst	\$82,500	\$90,000	\$110,000	\$120,000
Senior Business Analyst	\$100,000	\$120,000	\$130,000	\$140,000
Financial Analyst	\$82,500	\$90,000	\$110,000	\$120,000
Senior Financial Analyst	\$100,000	\$120,000	\$130,000	\$140,000
Financial Planning & Analysis Manager	\$130,000	\$140,000	\$155,000	\$180,000
Commercial Analyst	\$90,000	\$105,000	\$115,000	\$130,000
Commercial Manager	\$130,000	\$150,000	\$175,000	\$200,000
Financial Management				
Finance Manager	\$120,000	\$130,000	\$150,000	\$170,000
Financial Controller	\$130,000	\$145,000	\$165,000	\$190,000
CFO/Finance Director (SME)	\$160,000	\$180,000	\$200,000	\$220,000
CFO/Finance Director (Large/MN)	\$220,000	\$285,000	\$340,000	\$410,000

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JOB TITLE	25th	50th	75th	95th
Credit Management				
Credit Controller	\$55,000	\$60,000	\$65,000	\$70,000
Credit Manager	\$75,000	\$90,000	\$105,000	\$115,000
Internal Audit				
Internal Auditor	\$80,000	\$85,000	\$90,000	\$95,000
Senior Internal Auditor	\$90,000	\$100,000	\$110,000	\$120,000
Internal Audit Manager	\$110,000	\$125,000	\$140,000	\$150,000
Payroll				
Payroll Clerk/Officer	\$65,000	\$70,000	\$75,000	\$80,000
Payroll Manager	\$90,000	\$100,000	\$115,000	\$125,000
Tax				
Tax Accountant	\$80,000	\$90,000	\$100,000	\$110,000
Senior Tax Accountant	\$95,000	\$105,000	\$115,000	\$125,000
Tax Manager	\$115,000	\$120,000	\$135,000	\$150,000
Head of Tax	\$150,000	\$175,000	\$200,000	\$220,000

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JOB TITLE	25th	50th	75th	95th
Treasury				
Treasury Accountant	\$80,000	\$90,000	\$100,000	\$110,000
Treasury Manager	\$125,000	\$140,000	\$155,000	\$180,000
Treasurer	\$90,000	\$105,000	\$125,000	\$140,000
External Audit/Business Advisory Services				
Business Advisory Services Accountant/Auditor	\$50,000	\$58,000	\$65,000	\$72,000
Business Advisory Services Senior Accountant/Senior Auditor	\$65,000	\$70,000	\$75,000	\$82,000
Business Advisory Services Assistant Manager	\$80,000	\$85,000	\$90,000	\$100,000
Business Advisory Services Manager/Audit Manager	\$95,000	\$105,000	\$115,000	\$125,000
Business Advisory Services Partner/Business Advisory Services Director/Audit Partner/Audit Director	\$175,000	\$225,000	\$275,000	\$350,000

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JOB TITLE	25th	50th	75th	95th
Accounting				
Assistant Accountant	\$60,000	\$65,000	\$70,000	\$76,000
Accountant	\$80,000	\$92,500	\$97,500	\$105,000
Senior Accountant	\$100,000	\$110,000	\$120,000	\$130,000
Group Accountant	\$100,000	\$115,000	\$130,000	\$145,000
Accounting Manager/Director	\$110,000	\$120,000	\$130,000	\$150,000
Accounts Payable Officer	\$58,000	\$63,000	\$68,000	\$73,000
Accounts Payable Manager	\$72,000	\$85,000	\$100,000	\$120,000
Accounts Receivable Officer	\$60,000	\$65,000	\$70,000	\$75,000
Accounts Receivable Manager	\$75,000	\$85,000	\$100,000	\$120,000
Bookkeeper	\$62,000	\$67,000	\$73,000	\$80,000
Corporate Accountant	\$100,000	\$110,000	\$120,000	\$130,000
Financial Accountant	\$75,000	\$85,000	\$90,000	\$100,000
Senior Financial Accountant	\$100,000	\$110,000	\$125,000	\$135,000
Management Accountant	\$90,000	\$100,000	\$110,000	\$120,000
Senior Management Accountant	\$100,000	\$110,000	\$125,000	\$140,000
Project Accountant	\$90,000	\$105,000	\$120,000	\$140,000

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JOB TITLE	25th	50th	75th	95th
Financial/Business Analysis				
Business Analyst	\$80,000	\$95,000	\$105,000	\$115,000
Senior Business Analyst/ Finance Business Partner	\$120,000	\$135,000	\$145,000	\$160,000
Financial Analyst	\$87,500	\$95,000	\$105,000	\$115,000
Senior Financial Analyst	\$110,000	\$120,000	\$135,000	\$150,000
Financial Planning & Analysis Manager	\$140,000	\$160,000	\$190,000	\$220,000
Commercial Analyst	\$90,000	\$110,000	\$130,000	\$160,000
Commercial Manager	\$140,000	\$165,000	\$195,000	\$230,000
Financial Management				
Finance Manager	\$120,000	\$130,000	\$150,000	\$170,000
Financial Controller	\$130,000	\$150,000	\$175,000	\$200,000
CFO/Finance Director (SME)	\$170,000	\$200,000	\$250,000	\$400,000
CFO/Finance Director (Large/MN)	\$250,000	\$300,000	\$400,000	\$500,000
Credit Management				
Credit Controller	\$60,000	\$65,000	\$70,000	\$75,000
Credit Manager	\$76,000	\$90,000	\$102,500	\$120,000

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JOB TITLE	25th	50th	75th	95th
Internal Audit				
Internal Auditor	\$80,000	\$85,000	\$90,000	\$95,000
Senior Internal Auditor	\$95,000	\$105,000	\$120,000	\$130,000
Internal Audit Manager	\$125,000	\$140,000	\$150,000	\$170,000
Payroll				
Payroll Clerk/Officer	\$65,000	\$75,000	\$85,000	\$95,000
Payroll Manager	\$90,000	\$100,000	\$125,000	\$140,000
Tax				
Tax Accountant	\$85,000	\$90,000	\$95,000	\$100,000
Senior Tax Accountant	\$95,000	\$105,000	\$120,000	\$135,000
Tax Manager	\$120,000	\$135,000	\$160,000	\$170,000
Head of Tax	\$170,000	\$200,000	\$225,000	\$255,000

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JOB TITLE	25th	50th	75th	95th
Treasury				
Treasury Accountant	\$80,000	\$90,000	\$110,000	\$130,000
Treasury Manager	\$130,000	\$160,000	\$180,000	\$200,000
Treasurer	\$150,000	\$180,000	\$200,000	\$230,000
External Audit/Business Advisory Services				
Business Advisory Services Accountant/Auditor	\$60,000	\$70,000	\$75,000	\$80,000
Business Advisory Services Senior Accountant/Senior Auditor	\$75,000	\$82,000	\$90,000	\$100,000
Business Advisory Services Assistant Manager	\$80,000	\$90,000	\$100,000	\$110,000
Business Advisory Services Manager/Audit Manager	\$95,000	\$110,000	\$130,000	\$140,000
Business Advisory Services Principal/Audit Principal	\$150,000	\$250,000	\$350,000	\$400,000

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JOB TITLE	25th	50th	75th	95th
Accounting Assistant Accountant	\$65,000	\$72,000	\$80,000	\$85,000
Accountant	\$80,000	\$85,000	\$90,000	\$100,000
Senior Accountant	\$95,000	\$100,000	\$115,000	\$125,000
Group Accountant	\$100,000	\$105,000	\$115,000	\$130,000
Accounting Manager/Director	\$110,000	\$130,000	\$150,000	\$170,000
Accounts/Finance Officer	\$58,000	\$62,000	\$65,000	\$70,000
Accounts Payable Officer	\$60,000	\$65,000	\$68,000	\$72,000
Accounts Payable Manager	\$75,000	\$80,000	\$85,000	\$90,000
Accounts Receivable Officer	\$60,000	\$65,000	\$68,000	\$72,000
Accounts Receivable Manager	\$75,000	\$80,000	\$85,000	\$90,000
Bookkeeper	\$62,000	\$68,000	\$73,000	\$78,000
Corporate Accountant	\$100,000	\$105,000	\$115,000	\$130,000
Financial Accountant	\$85,000	\$95,000	\$110,000	\$120,000
Senior Financial Accountant	\$100,000	\$110,000	\$120,000	\$130,000
Management Accountant	\$85,000	\$95,000	\$110,000	\$120,000
Senior Management Accountant	\$105,000	\$120,000	\$130,000	\$140,000
Project Accountant	\$95,000	\$105,000	\$115,000	\$125,000

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Financial/Business Analysis	Business Analyst	\$90,000	\$95,000	\$105,000	\$120,000
	Senior Business Analyst	\$105,000	\$115,000	\$125,000	\$140,000
	Financial Analyst	\$90,000	\$95,000	\$105,000	\$120,000
	Senior Financial Analyst	\$110,000	\$120,000	\$130,000	\$140,000
	Financial Planning & Analysis Manager	\$120,000	\$130,000	\$140,000	\$160,000
	Commercial Analyst	\$90,000	\$100,000	\$110,000	\$120,000
	Commercial Manager	\$140,000	\$160,000	\$180,000	\$200,000
Financial Management	Finance Manager	\$100,000	\$120,000	\$135,000	\$150,000
	Financial Controller	\$130,000	\$145,000	\$160,000	\$175,000
	CFO/Finance Director (SME)	\$150,000	\$170,000	\$180,000	\$190,000
	CFO/Finance Director (Large/MN)	\$200,000	\$245,000	\$285,000	\$325,000
Credit Management	Credit Controller	\$58,000	\$62,000	\$65,000	\$70,000
	Credit Manager	\$70,000	\$80,000	\$90,000	\$105,000

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	JOB TITLE	25th	50th	75th	95th
Internal Audit	Internal Auditor	\$90,000	\$95,000	\$100,000	\$110,000
	Senior Internal Auditor	\$100,000	\$110,000	\$120,000	\$130,000
	Internal Audit Manager	\$120,000	\$130,000	\$145,000	\$155,000
Payroll	Payroll Clerk/Officer	\$63,000	\$68,000	\$75,000	\$80,000
	Payroll Manager	\$110,000	\$115,000	\$125,000	\$150,000
Tax	Tax Accountant	\$75,000	\$85,000	\$95,000	\$110,000
	Senior Tax Accountant	\$95,000	\$108,000	\$118,000	\$130,000
	Tax Manager	\$115,000	\$130,000	\$140,000	\$150,000
	Head of Tax	\$175,000	\$200,000	\$220,000	\$240,000

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JOB TITLE	25th	50th	75th	95th
Treasury				
Treasury Accountant	\$80,000	\$90,000	\$100,000	\$110,000
Treasury Manager	\$105,000	\$118,000	\$135,000	\$150,000
Treasurer	\$82,000	\$95,000	\$102,000	\$112,000
External Audit/Business Advisory Services				
Business Advisory Services Accountant/Auditor	\$60,000	\$65,000	\$70,000	\$75,000
Business Advisory Services Senior Accountant/Senior Auditor	\$75,000	\$80,000	\$90,000	\$95,000
Business Advisory Services Assistant Manager	\$80,000	\$85,000	\$95,000	\$110,000
Business Advisory Services Manager/Audit Manager	\$100,000	\$115,000	\$120,000	\$125,000
Business Advisory Services Partner/Business Advisory Services Director/Audit Partner/Audit Director	\$150,000	\$225,000	\$260,000	\$300,000

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JOB TITLE	25th	50th	75th	95th
Accounting				
Assistant Accountant	\$55,000	\$60,000	\$67,000	\$85,000
Accountant	\$80,000	\$90,000	\$100,000	\$115,000
Senior Accountant	\$100,000	\$110,000	\$120,000	\$130,000
Group Accountant	\$102,000	\$112,000	\$120,000	\$128,000
Accounting Manager/Director	\$115,000	\$130,000	\$150,000	\$170,000
Accounts Payable Officer	\$55,000	\$65,000	\$70,000	\$80,000
Accounts Payable Manager	\$80,000	\$95,000	\$110,000	\$125,000
Accounts Receivable Officer	\$55,000	\$65,000	\$70,000	\$80,000
Accounts Receivable Manager	\$80,000	\$95,000	\$110,000	\$125,000
Bookkeeper	\$80,000	\$95,000	\$110,000	\$125,000
Corporate Accountant	\$105,000	\$115,000	\$120,000	\$130,000
Financial Accountant	\$85,000	\$90,000	\$105,000	\$115,000
Senior Financial Accountant	\$100,000	\$110,000	\$120,000	\$130,000
Management Accountant	\$90,000	\$100,000	\$110,000	\$120,000
Senior Management Accountant	\$110,000	\$115,000	\$125,000	\$130,000
Project Accountant	\$100,000	\$110,000	\$120,000	\$130,000

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	JOB TITLE	25th	50th	75th	95th
Financial/Business Analysis	Business Analyst	\$90,000	\$100,000	\$110,000	\$120,000
	Senior Business Analyst	\$110,000	\$115,000	\$125,000	\$130,000
	Financial Analyst	\$90,000	\$100,000	\$115,000	\$125,000
	Senior Financial Analyst	\$110,000	\$115,000	\$125,000	\$140,000
	Financial Planning & Analysis Manager	\$140,000	\$150,000	\$170,000	\$200,000
	Commercial Analyst	\$90,000	\$100,000	\$115,000	\$125,000
	Commercial Manager	\$150,000	\$165,000	\$185,000	\$200,000
Financial Management	Finance Manager	\$115,000	\$130,000	\$150,000	\$170,000
	Financial Controller	\$135,000	\$150,000	\$190,000	\$240,000
	CFO/Finance Director (SME)	\$160,000	\$180,000	\$225,000	\$250,000
	CFO/Finance Director (Large/MN)	\$200,000	\$250,000	\$300,000	\$400,000
Credit Management	Credit Controller	\$55,000	\$65,000	\$70,000	\$80,000
	Credit Manager	\$80,000	\$95,000	\$105,000	\$120,000

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	JOB TITLE	25th	50th	75th	95th
Internal Audit	Internal Auditor	\$80,000	\$90,000	\$100,000	\$110,000
	Senior Internal Auditor	\$85,000	\$100,000	\$115,000	\$130,000
	Internal Audit Manager	\$110,000	\$130,000	\$150,000	\$200,000
Payroll	Payroll Clerk/Officer	\$65,000	\$80,000	\$90,000	\$105,000
	Payroll Manager	\$90,000	\$100,000	\$125,000	\$150,000
Tax	Tax Accountant	\$85,000	\$105,000	\$120,000	\$130,000
	Senior Tax Accountant	\$110,000	\$120,000	\$130,000	\$150,000
	Tax Manager	\$135,000	\$145,000	\$160,000	\$180,000
	Head of Tax	\$175,000	\$190,000	\$210,000	\$270,000

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JOB TITLE	25th	50th	75th	95th
Treasury				
Treasury Accountant	\$85,000	\$100,000	\$120,000	\$135,000
Treasury Manager	\$120,000	\$140,000	\$160,000	\$210,000
Treasurer	\$125,000	\$140,000	\$165,000	\$210,000
External Audit/ Business Advisory Services				
Business Advisory Services Accountant/ Auditor	\$58,000	\$65,000	\$72,000	\$85,000
Business Advisory Services Senior Accountant/Senior Auditor	\$75,000	\$82,000	\$90,000	\$105,000
Business Advisory Services Assistant Manager	\$85,000	\$90,000	\$95,000	\$110,000
Business Advisory Services Manager/ Audit Manager	\$95,000	\$105,000	\$115,000	\$125,000
Business Advisory Services Partner/ Business Advisory Services Director/ Audit Partner/Audit Director	\$180,000	\$225,000	\$300,000	\$400,000

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JOB TITLE	25th	50th	75th	95th
Accounting				
Accounts Assistant	\$60,000	\$65,000	\$70,000	\$75,000
Assistant Accountant	\$65,000	\$70,000	\$75,000	\$80,000
Accountant	\$80,000	\$87,000	\$93,000	\$100,000
Company Accountant	\$90,000	\$100,000	\$110,000	\$120,000
Group Accountant	\$115,000	\$130,000	\$145,000	\$165,000
Accounts Payable Officer	\$60,000	\$65,000	\$70,000	\$75,000
Accounts Payable Manager	\$85,000	\$95,000	\$105,000	\$125,000
Accounts Receivable Officer	\$60,000	\$65,000	\$70,000	\$75,000
Accounts Receivable Manager	\$85,000	\$95,000	\$105,000	\$125,000
Corporate Accountant	\$100,000	\$115,000	\$130,000	\$135,000
Cost Accountant	\$95,000	\$110,000	\$130,000	\$145,000
Financial Accountant	\$90,000	\$100,000	\$110,000	\$115,000
Senior Financial Accountant	\$110,000	\$120,000	\$130,000	\$135,000
Management Accountant	\$90,000	\$110,000	\$130,000	\$135,000
Senior Management Accountant	\$115,000	\$125,000	\$135,000	\$150,000

Finance and accounting salaries

Finance and accounting Auckland

	JOB TITLE	25th	50th	75th	95th
Financial/Business Analysis	Business Analyst	\$90,000	\$100,000	\$110,000	\$120,000
	Senior Business Analyst	\$120,000	\$140,000	\$160,000	\$175,000
	Financial Planning & Analysis Manager	\$140,000	\$160,000	\$170,000	\$180,000
	Commercial Analyst	\$120,000	\$140,000	\$160,000	\$175,000
	Commercial Manager	\$150,000	\$175,000	\$200,000	\$225,000
Financial Management	Finance Manager	\$130,000	\$140,000	\$150,000	\$160,000
	Financial Controller	\$150,000	\$165,000	\$185,000	\$210,000
	CFO/Finance Director (SME)	\$190,000	\$210,000	\$230,000	\$250,000
	CFO/Finance Director (Large/MN)	\$250,000	\$300,000	\$400,000	\$500,000
Credit Management	Credit Controller	\$70,000	\$75,000	\$80,000	\$85,000
	Credit Manager	\$85,000	\$90,000	\$110,000	\$130,000
Internal Audit	Internal Auditor	\$85,000	\$115,000	\$135,000	\$150,000
Payroll	Payroll Clerk/Officer	\$75,000	\$80,000	\$85,000	\$90,000
	Payroll Manager	\$90,000	\$100,000	\$120,000	\$145,000
Tax	Tax Accountant	\$90,000	\$110,000	\$125,000	\$145,000
	Senior Tax Accountant	\$120,000	\$140,000	\$160,000	\$180,000
	Tax Manager	\$140,000	\$165,000	\$190,000	\$220,000

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Financial services

The rise of project and implementation roles in regulation, risk, and reporting

The 2018 Banking Royal Commission brought a series of warnings for the financial services sector, particularly in relation to inappropriate advice and improper conduct. Consequently, financial services companies continue to maintain a heightened regulatory focus to ensure integrity and professional principles are upheld through appropriate frameworks designed to prevent misconduct and mitigate against risks.

Adding new roles in regulation, compliance, and risk is therefore crucial to companies' efforts ensuring appropriate defence and best practice frameworks are ready and continually monitored during changing times. An increase in regulation from ASIC and APRA has led and will contribute to the rising demand for experienced regulatory expertise.

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In-demand technical skills

- ASIC/APRA regulatory compliance experience
- Experience building risk and compliance frameworks
- AFSL experience
- GRC System implementation and maintenance experience



Top 5 permanent roles

- Chief Risk Officer
- Risk Manager
- Compliance Officer
- Compliance Manager
- Operational Risk Analyst

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	JOB TITLE	25th	50th	75th	95th
Compliance/Anti-Money Laundering	Analyst	\$70,000	\$80,000	\$90,000	\$100,000
	Officer	\$83,000	\$100,000	\$110,000	\$130,000
	Manager	\$120,000	\$130,000	\$145,000	\$160,000
	Senior Manager/Executive Manager	\$150,000	\$165,000	\$180,000	\$200,000
	Head of Compliance	\$180,000	\$220,000	\$250,000	\$350,000
Credit Risk	Officer	\$65,000	\$75,000	\$85,000	\$100,000
	Senior Analyst	\$80,000	\$95,000	\$120,000	\$150,000
	Manager	\$115,000	\$130,000	\$145,000	\$160,000
	Senior Manager/Executive Manager	\$145,000	\$165,000	\$172,000	\$180,000
	Head of Credit Risk	\$170,000	\$195,000	\$210,000	\$220,000
Financial Control	Accountant	\$85,000	\$95,000	\$105,000	\$120,000
	Analyst	\$90,000	\$100,000	\$110,000	\$125,000
	Manager	\$115,000	\$125,000	\$140,000	\$150,000
	Senior Manager/Executive Manager	\$145,000	\$160,000	\$195,000	\$235,000

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JOB TITLE	25th	50th	75th	95th
Fund Accounting/ Administration				
Fund Accountant	\$75,000	\$85,000	\$100,000	\$120,000
Analyst	\$80,000	\$95,000	\$110,000	\$130,000
Manager	\$90,000	\$110,000	\$120,000	\$140,000
Senior Manager/Executive Manager	\$130,000	\$145,000	\$155,000	\$170,000
Internal Audit				
Auditor	\$80,000	\$90,000	\$100,000	\$110,000
Manager	\$110,000	\$125,000	\$135,000	\$150,000
Senior Manager/Executive Manager	\$150,000	\$160,000	\$180,000	\$200,000
Head of Internal Audit	\$180,000	\$225,000	\$250,000	\$300,000
Management Reporting				
Analyst	\$70,000	\$85,000	\$100,000	\$120,000
Manager	\$115,000	\$120,000	\$130,000	\$145,000
Senior Manager/Executive Manager	\$145,000	\$155,000	\$170,000	\$175,000
Market Risk				
Officer	\$70,000	\$85,000	\$100,000	\$115,000
Manager	\$115,000	\$125,000	\$135,000	\$145,000
Senior Manager/Executive Manager	\$155,000	\$170,000	\$185,000	\$200,000
Head of Market Risk	\$190,000	\$210,000	\$225,000	\$250,000

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JOB TITLE	25th	50th	75th	95th
Operational Risk				
Officer	\$70,000	\$80,000	\$100,000	\$110,000
Manager	\$110,000	\$120,000	\$135,000	\$160,000
Senior Manager/Executive Manager	\$140,000	\$155,000	\$165,000	\$180,000
Head of Operational Risk	\$180,000	\$200,000	\$220,000	\$250,000
Chief Risk Officer	\$225,000	\$300,000	\$350,000	\$400,000
Product Control				
Analyst	\$60,000	\$75,000	\$90,000	\$105,000
Manager	\$105,000	\$115,000	\$125,000	\$135,000
Senior Manager/Executive Manager	\$135,000	\$145,000	\$158,000	\$170,000
Head of Product Control	\$170,000	\$190,000	\$205,000	\$220,000
Operations				
Analyst	\$60,000	\$70,000	\$80,000	\$100,000
Manager	\$90,000	\$100,000	\$110,000	\$125,000
Senior Manager/Executive Manager	\$130,000	\$140,000	\$155,000	\$170,000
Head of Operations	\$150,000	\$175,000	\$200,000	\$220,000

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	JOB TITLE	25th	50th	75th	95th
Tax	Analyst	\$85,000	\$105,000	\$120,000	\$130,000
	Manager	\$135,000	\$145,000	\$160,000	\$180,000
	Senior Manager/Executive Manager	\$165,000	\$180,000	\$210,000	\$270,000
Treasury Accounting	Analyst	\$85,000	\$100,000	\$120,000	\$135,000
	Manager	\$120,000	\$140,000	\$160,000	\$180,000
	Treasurer	\$140,000	\$160,000	\$200,000	\$250,000

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Technology

IT staffing strategies are key during uncertain times

While the pandemic has forced certain industries to retrench staff, digital transformation has compelled the IT sector to remain relatively resilient, with 85% of tech companies maintaining headcount as the pandemic emerged.¹⁸

In 2021, 49% of CIOs plan to maintain current permanent IT headcount, while 30% intend to add extra tech professionals to their teams.¹⁹ Certain industries have significantly increased hiring activity for IT staff, including healthcare and not-for-profit. While COVID-19 has been the catalyst for accelerated change and transformation, the longer-term benefits of investing in technology have also become apparent to many business leaders.

¹⁸ Australian Cyber Security Magazine, 2020, Salaries Rise and Opportunities Grow: Pandemic Resilient Tech Sector Report Shows.

Competition for top IT talent remains fierce

Competition for niche skillsets, such as cloud migration and cyber-security, remains tough as more workers stay with their existing employer and access to foreign talent continues to be challenging.

To recruit top IT talent, organisations are paying above-average salaries for in-demand positions in short supply. In fact, 69% of CIOs are willing to increase their initial salary offer to secure new IT hires in 2021.¹⁹ Aside from salary, organisations must also clearly differentiate themselves from the competition by clearly communicating what the company can offer, emphasising the benefits as well as the organisation's stability.

¹⁹ Independent survey commissioned by Robert Half in November 2020 among 100 CIOs in Australia.

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Adapting to a new digital future

Tech hiring is being driven by professionals who can help businesses adapt and recover. Demand remains strong for staff who can support and help build the organisation's digital capabilities from the ground up, such as cloud platform transformation and DevOps. Companies also need experts to help avert future digital issues, such as ensuring cyber-security is in place before a security breach happens, as well as considering governance and privacy policies before developing an app or website.

Data expertise is also highly sought-after. Alongside data security skills to protect consumer data, companies are prioritising data analytics to collect activity trends and detect abnormal cyber-activities. And with companies re-imagining their business processes, they're increasingly turning to data to identify ways for their organisation to eliminate inefficiencies, while using data visualisation tools for reporting and planning purposes.

Pipeline projects are prioritised

Many projects and programs were placed on hold in 2020, but some businesses are experiencing a surge in activity as they embrace new critical initiatives. Companies are prioritising a series of pipeline projects with the goal of getting back on track with successful long-term strategies in a new world.

Business Process Improvement (BPI) consulting projects are underway across many organisations as they restructure for new operating models and the delivery of new products or services. Meanwhile, a significant number of companies are actively pursuing business and digital transformation initiatives, such as making improvements to their e-commerce and online functionality in response to the pandemic.

As companies review short and long-term project requirements through the lens of enhancing the customer experience, roles in development, UX and design, customer engagement, product management, and business analysis are also highly sought-after.



of CIOs think it will be more challenging to find qualified technology employees in 2021 compared to pre-pandemic market conditions.²⁰

²⁰ Independent survey commissioned by Robert Half in November 2020 among 100 CIOs in Australia.

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In-demand technical skills

- Software and web development - .NET (.NET Core), JavaScript (Angular/React), Java, and TypeScript
- Business intelligence and reporting services – Power BI, SSAS, SSIS
- Cloud technologies – Azure, AWS, VMware, Hyper-V
- Scripting and automation – PowerShell, Python, Ansible, Puppet
- DevOps – IaC, SCM, CI, test automation



In-demand soft skills

- Logical problem-solving skills
- Communication skills
- Innovative thinking
- Relationship building skills
- Active listening skills
- Sense of ownership and taking initiative
- (Remote) leadership skills



New Zealand - Top 5 permanent roles

- Software Developer
- Tester
- Product Manager
- Systems Engineer
- Help Desk Support Officer



New Zealand - Top 5 contract roles

- Software Developer
- Tester
- Systems Engineer
- Help Desk Support Officer
- Business Analyst



Australia - Top 5 permanent roles

- Help Desk Support Officer
- Systems Engineer
- Security Engineer
- Cloud Engineer
- Developer



Australia - Top 5 contract roles

- Help Desk Support Officer
- Systems Engineer
- Software Developer
- Systems Administrator
- Desktop Engineer

Looking for highly skilled technology talent? We got you covered.

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Technology salaries

Technology	JOB TITLE	25th	50th	75th	95th	
Brisbane	Architecture & Development	Enterprise Architect	\$130,000	\$150,000	\$180,000	\$200,000
		Infrastructure Architect	\$120,000	\$140,000	\$160,000	\$170,000
		Solutions Architect	\$120,000	\$140,000	\$160,000	\$180,000
		Data Architect	\$100,000	\$110,000	\$120,000	\$130,000
	Business Intelligence	Business Intelligence Analyst	\$85,000	\$100,000	\$120,000	\$130,000
		Business Intelligence Developer	\$85,000	\$100,000	\$120,000	\$140,000
		Business Intelligence Manager	\$125,000	\$140,000	\$160,000	\$170,000
	Business Analysis	Business Analyst	\$75,000	\$90,000	\$110,000	\$120,000
		Senior Business Analyst	\$130,000	\$140,000	\$145,000	\$150,000
		Technical Business Analyst	\$80,000	\$95,000	\$110,000	\$125,000
	Data/Database Management`	Database Developer	\$75,000	\$85,000	\$95,000	\$105,000
		Database Administrator	\$80,000	\$90,000	\$110,000	\$125,000
		Data Scientist	\$130,000	\$150,000	\$170,000	\$200,000

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Technology	JOB TITLE	25th	50th	75th	95th	
Brisbane	Technical Support & Operations	IT Help Desk Support/Desktop Support	\$50,000	\$55,000	\$60,000	\$70,000
		Systems Administrator	\$75,000	\$80,000	\$95,000	\$105,000
		Application Support	\$60,000	\$75,000	\$85,000	\$100,000
	Infrastructure & Engineering	Network Engineer	\$90,000	\$110,000	\$130,000	\$150,000
		Systems Engineer	\$90,000	\$100,000	\$110,000	\$120,000
		Infrastructure Manager	\$100,000	\$115,000	\$130,000	\$145,000
		DevOps Engineer	\$90,000	\$110,000	\$120,000	\$150,000
		Cloud Engineer	\$110,000	\$120,000	\$130,000	\$140,000
	IT Management	IT Manager/Head of IT	\$110,000	\$125,000	\$145,000	\$200,000
		IT Director	\$145,000	\$170,000	\$185,000	\$220,000
Chief Information Officer/Chief Technology Officer		\$150,000	\$180,000	\$220,000	\$280,000	
IT Security/ Cyber-security	Cyber-security Specialist	\$120,000	\$140,000	\$160,000	\$180,000	
	IT Security Specialist	\$120,000	\$128,000	\$136,000	\$145,000	
	IT Security Manager	\$140,000	\$150,000	\$175,000	\$200,000	
	Network Security Engineer	\$115,000	\$122,000	\$138,000	\$150,000	
	CISO	\$180,000	\$220,000	\$240,000	\$260,000	

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Technology	JOB TITLE	25th	50th	75th	95th	
Brisbane	Quality Assurance - Testing	Manual Test Analyst	\$70,000	\$80,000	\$95,000	\$105,000
		Automation Test Analyst	\$80,000	\$95,000	\$110,000	\$130,000
		Test Manager	\$100,000	\$110,000	\$130,000	\$140,000
Full Stack Development	Junior Developer	\$50,000	\$55,000	\$60,000	\$70,000	
	Developer	\$70,000	\$80,000	\$90,000	\$100,000	
	Senior Developer	\$100,000	\$110,000	\$130,000	\$140,000	
	Development Manager	\$110,000	\$130,000	\$150,000	\$165,000	
Front End Development	Junior Developer	\$55,000	\$60,000	\$65,000	\$70,000	
	Developer	\$80,000	\$90,000	\$100,000	\$110,000	
	Senior Developer	\$100,000	\$110,000	\$130,000	\$140,000	
Back End Development	Junior Developer	\$60,000	\$65,000	\$68,000	\$70,000	
	Developer	\$90,000	\$97,000	\$105,000	\$110,000	
	Senior Developer	\$110,000	\$118,000	\$125,000	\$137,000	

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Technology Brisbane	JOB TITLE	25th	50th	75th	95th
Project Management	Project Coordinator	\$60,000	\$70,000	\$80,000	\$90,000
	Project Manager	\$90,000	\$105,000	\$120,000	\$150,000
	Program Manager	\$130,000	\$150,000	\$175,000	\$200,000
Business Transformation	ERP Functional Consultant	\$95,000	\$110,000	\$125,000	\$140,000
	ERP Technical Consultant	\$95,000	\$110,000	\$125,000	\$140,000
	CRM Consultant	\$85,000	\$100,000	\$115,000	\$130,000

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Technology Melbourne	JOB TITLE	25th	50th	75th	95th
Architecture & Development	Enterprise Architect	\$150,000	\$175,000	\$190,000	\$220,000
	Infrastructure Architect	\$140,000	\$150,000	\$160,000	\$180,000
	Solutions Architect	\$145,000	\$155,000	\$170,000	\$190,000
	Data Architect	\$140,000	\$160,000	\$180,000	\$200,000
Business Intelligence	Business Intelligence Analyst	\$95,000	\$115,000	\$130,000	\$145,000
	Business Intelligence Developer	\$95,000	\$115,000	\$130,000	\$145,000
	Business Intelligence Manager	\$140,000	\$160,000	\$175,000	\$200,000
Business Analysis	Business Analyst	\$85,000	\$100,000	\$115,000	\$135,000
	Senior Business Analyst	\$135,000	\$145,000	\$150,000	\$160,000
	Technical Business Analyst	\$80,000	\$100,000	\$120,000	\$150,000
Data/Database Management`	Database Developer	\$90,000	\$110,000	\$125,000	\$135,000
	Database Administrator	\$90,000	\$110,000	\$120,000	\$130,000
	Data Analyst	\$90,000	\$98,000	\$110,000	\$120,000
	Data Scientist	\$120,000	\$135,000	\$150,000	\$165,000

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Technology	JOB TITLE	25th	50th	75th	95th	
Melbourne	Technical Support & Operations	IT Help Desk Support/Desktop Support	\$58,000	\$65,000	\$70,000	\$80,000
		Systems Administrator	\$75,000	\$80,000	\$95,000	\$110,000
		Application Support	\$75,000	\$80,000	\$90,000	\$110,000
	Infrastructure & Engineering	Network Engineer	\$90,000	\$120,000	\$135,000	\$150,000
		Systems Engineer	\$100,000	\$115,000	\$125,000	\$140,000
		Infrastructure Manager	\$120,000	\$140,000	\$150,000	\$160,000
		DevOps Engineer	\$100,000	\$120,000	\$140,000	\$180,000
		Cloud Engineer	\$100,000	\$120,000	\$140,000	\$160,000
	IT Management	IT Manager/Head of IT	\$120,000	\$135,000	\$150,000	\$160,000
		IT Director	\$160,000	\$180,000	\$190,000	\$220,000
		Chief Information Officer/Chief Technology Officer	\$220,000	\$275,000	\$325,000	\$380,000
	IT Security/ Cyber-security	Cyber-security Specialist	\$120,000	\$150,000	\$165,000	\$190,000
		IT Security Specialist	\$110,000	\$145,000	\$165,000	\$180,000
		IT Security Manager	\$150,000	\$190,000	\$210,000	\$230,000
		Network Security Engineer	\$120,000	\$140,000	\$150,000	\$170,000
		CISO	\$200,000	\$230,000	\$260,000	\$300,000

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Technology	JOB TITLE	25th	50th	75th	95th	
Melbourne	Quality Assurance - Testing	Manual Test Analyst	\$65,000	\$80,000	\$90,000	\$105,000
		Automation Test Analyst	\$80,000	\$100,000	\$115,000	\$135,000
		Test Manager	\$110,000	\$125,000	\$135,000	\$150,000
Full Stack Development	Junior Developer	\$55,000	\$65,000	\$72,000	\$80,000	
	Mid-level Developer	\$80,000	\$95,000	\$102,500	\$110,000	
	Senior Developer	\$105,000	\$120,000	\$135,000	\$150,000	
	Development Manager	\$140,000	\$165,000	\$180,000	\$200,000	
Front End Development	Junior Developer	\$60,000	\$68,000	\$73,000	\$80,000	
	Developer	\$80,000	\$95,000	\$110,000	\$120,000	
	Senior Developer	\$110,000	\$125,000	\$140,000	\$155,000	
Back End Development	Junior Developer	\$55,000	\$65,000	\$72,000	\$80,000	
	Developer	\$80,000	\$95,000	\$110,000	\$120,000	
	Senior Developer	\$110,000	\$125,000	\$135,000	\$150,000	

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Technology Melbourne	JOB TITLE	25th	50th	75th	95th
Project Management	Project Coordinator	\$70,000	\$80,000	\$95,000	\$110,000
	Project Manager	\$110,000	\$130,000	\$150,000	\$180,000
	Program Manager	\$170,000	\$200,000	\$240,000	\$280,000
	PMO Manager/Director	\$120,000	\$140,000	\$170,000	\$200,000
Business Transformation	ERP Functional Consultant	\$90,000	\$110,000	\$120,000	\$130,000
	ERP Technical Consultant	\$95,000	\$115,000	\$125,000	\$145,000
	CRM Consultant	\$95,000	\$115,000	\$125,000	\$145,000

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Technology	JOB TITLE	25th	50th	75th	95th	
Perth	Architecture & Development	Enterprise Architect	\$150,000	\$180,000	\$200,000	\$220,000
		Infrastructure Architect	\$125,000	\$142,000	\$160,000	\$170,000
		Solutions Architect	\$130,000	\$150,000	\$175,000	\$200,000
		Data Architect	\$130,000	\$150,000	\$175,000	\$200,000
	Business Intelligence	Business Intelligence Analyst	\$85,000	\$115,000	\$122,000	\$130,000
		Business Intelligence Developer	\$85,000	\$110,000	\$120,000	\$130,000
		Business Intelligence Manager	\$135,000	\$150,000	\$160,000	\$180,000
	Business Analysis	Business Analyst	\$90,000	\$110,000	\$115,000	\$120,000
		Senior Business Analyst	\$115,000	\$120,000	\$130,000	\$140,000
		Technical Business Analyst	\$115,000	\$120,000	\$130,000	\$140,000
	Data/Database Management`	Database Developer	\$90,000	\$100,000	\$115,000	\$125,000
		Database Administrator	\$92,000	\$105,000	\$115,000	\$130,000
		Data Analyst	\$85,000	\$95,000	\$105,000	\$115,000
		Data Scientist	\$130,000	\$140,000	\$150,000	\$160,000

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Technology	JOB TITLE	25th	50th	75th	95th	
Perth	Technical Support & Operations	IT Help Desk Support/Desktop Support	\$50,000	\$65,000	\$70,000	\$80,000
		Systems Administrator	\$70,000	\$75,000	\$85,000	\$95,000
		Application Support	\$75,000	\$80,000	\$90,000	\$100,000
	Infrastructure & Engineering	Network Engineer	\$95,000	\$110,000	\$130,000	\$160,000
		Systems Engineer	\$75,000	\$85,000	\$100,000	\$120,000
		Infrastructure Manager	\$95,000	\$110,000	\$120,000	\$135,000
		DevOps Engineer	\$100,000	\$110,000	\$120,000	\$130,000
		Cloud Engineer	\$100,000	\$110,000	\$120,000	\$130,000
	IT Management	IT Manager/Head of IT	\$100,000	\$115,000	\$128,000	\$140,000
		IT Director	\$135,000	\$150,000	\$168,000	\$195,000
Chief Information Officer/Chief Technology Officer		\$190,000	\$230,000	\$245,000	\$260,000	
IT Security/ Cyber-security	Cyber-security Specialist	\$110,000	\$120,000	\$130,000	\$140,000	
	IT Security Specialist	\$100,000	\$115,000	\$128,000	\$140,000	
	IT Security Manager	\$120,000	\$135,000	\$150,000	\$180,000	
	Network Security Engineer	\$100,000	\$115,000	\$125,000	\$140,000	
	CISO	\$150,000	\$160,000	\$180,000	\$200,000	

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Technology	JOB TITLE	25th	50th	75th	95th	
Perth	Quality Assurance - Testing	Manual Test Analyst	\$75,000	\$87,000	\$95,000	\$105,000
		Automation Test Analyst	\$90,000	\$100,000	\$110,000	\$120,000
		Test Manager	\$105,000	\$115,000	\$125,000	\$140,000
Full Stack Development	Junior Developer	\$60,000	\$70,000	\$78,000	\$80,000	
	Developer	\$90,000	\$98,000	\$106,000	\$110,000	
	Senior Developer/Lead Developer	\$110,000	\$120,000	\$130,000	\$140,000	
	Development Manager	\$130,000	\$140,000	\$160,000	\$180,000	
Front End Development	Junior Developer	\$65,000	\$70,000	\$75,000	\$80,000	
	Developer	\$90,000	\$105,000	\$110,000	\$115,000	
	Senior Developer	\$110,000	\$118,000	\$125,000	\$135,000	
Back End Development	Junior Developer	\$60,000	\$65,000	\$68,000	\$70,000	
	Developer	\$90,000	\$97,000	\$105,000	\$110,000	
	Senior Developer	\$110,000	\$118,000	\$125,000	\$137,000	

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Technology	JOB TITLE	25th	50th	75th	95th	
Perth	Project Management	Project Coordinator	\$70,000	\$80,000	\$90,000	\$100,000
		Project Manager	\$100,000	\$120,000	\$135,000	\$150,000
		Program Manager	\$140,000	\$160,000	\$170,000	\$180,000
	Business Transformation	ERP Functional Consultant	\$100,000	\$115,000	\$125,000	\$138,000
		ERP Technical Consultant	\$105,000	\$115,000	\$125,000	\$135,000
		CRM Consultant	\$100,000	\$120,000	\$140,000	\$160,000

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Technology	JOB TITLE	25th	50th	75th	95th	
Sydney	Architecture & Development	Enterprise Architect	\$180,000	\$200,000	\$220,000	\$240,000
		Infrastructure Architect	\$140,000	\$160,000	\$180,000	\$200,000
		Solutions Architect	\$160,000	\$175,000	\$190,000	\$210,000
		Data Architect	\$150,000	\$175,000	\$200,000	\$220,000
Business Intelligence	Business Intelligence Analyst	\$90,000	\$110,000	\$120,000	\$140,000	
	Business Intelligence Developer	\$120,000	\$135,000	\$150,000	\$165,000	
	Business Intelligence Manager	\$130,000	\$150,000	\$180,000	\$200,000	
Business Analysis	Business Analyst	\$90,000	\$110,000	\$120,000	\$130,000	
	Senior Business Analyst	\$130,000	\$140,000	\$150,000	\$160,000	
	Technical Business Analyst	\$100,000	\$120,000	\$130,000	\$140,000	
Data/Database Management`	Database Developer	\$100,000	\$120,000	\$130,000	\$140,000	
	Database Administrator	\$90,000	\$115,000	\$130,000	\$140,000	
	Data Analyst	\$75,000	\$90,000	\$105,000	\$120,000	

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Technology Sydney	JOB TITLE	25th	50th	75th	95th
Technical Support & Operations	IT Help Desk Support/Desktop Support	\$55,000	\$60,000	\$65,000	\$70,000
	Systems Administrator	\$70,000	\$80,000	\$90,000	\$110,000
	Application Support	\$80,000	\$90,000	\$100,000	\$110,000
Infrastructure & Engineering	Network Engineer	\$90,000	\$115,000	\$135,000	\$160,000
	Systems Engineer	\$90,000	\$115,000	\$135,000	\$160,000
	Infrastructure Manager	\$120,000	\$140,000	\$160,000	\$190,000
	DevOps Engineer	\$100,000	\$120,000	\$140,000	\$180,000
	Cloud Engineer	\$90,000	\$120,000	\$150,000	\$180,000
IT Management	IT Manager/Head of IT	\$120,000	\$140,000	\$160,000	\$180,000
	IT Director	\$180,000	\$200,000	\$220,000	\$250,000
	Chief Information Officer/Chief Technology Officer	\$220,000	\$275,000	\$315,000	\$350,000
IT Security/ Cyber-security	Cyber-security Specialist	\$110,000	\$130,000	\$155,000	\$190,000
	IT Security Specialist	\$110,000	\$130,000	\$155,000	\$190,000
	IT Security Manager	\$130,000	\$150,000	\$190,000	\$220,000
	Network Security Engineer	\$110,000	\$125,000	\$145,000	\$180,000
	CISO	\$200,000	\$230,000	\$260,000	\$300,000

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Technology	JOB TITLE	25th	50th	75th	95th	
Sydney	Quality Assurance - Testing	Manual Test Analyst	\$75,000	\$85,000	\$100,000	\$120,000
		Automation Test Analyst	\$95,000	\$105,000	\$120,000	\$140,000
		Test Manager	\$120,000	\$135,000	\$150,000	\$170,000
Full Stack Development	Junior Developer	\$60,000	\$65,000	\$70,000	\$80,000	
	Developer	\$80,000	\$90,000	\$105,000	\$120,000	
	Senior Developer	\$125,000	\$135,000	\$145,000	\$160,000	
	Development Manager	\$160,000	\$165,000	\$180,000	\$200,000	
Front End Development	Junior Developer	\$60,000	\$65,000	\$70,000	\$80,000	
	Developer	\$80,000	\$90,000	\$105,000	\$120,000	
	Senior Developer	\$125,000	\$135,000	\$145,000	\$160,000	
Back End Development	Junior Developer	\$60,000	\$65,000	\$70,000	\$75,000	
	Developer	\$80,000	\$90,000	\$105,000	\$120,000	
	Senior Developer	\$125,000	\$135,000	\$145,000	\$160,000	

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Technology salaries

Technology Sydney	JOB TITLE	25th	50th	75th	95th
Project Management	Project Coordinator	\$85,000	\$95,000	\$110,000	\$120,000
	Project Manager	\$130,000	\$140,000	\$155,000	\$170,000
	Program Manager	\$170,000	\$185,000	\$200,000	\$220,000
	PMO Manager/Director	\$200,000	\$220,000	\$250,000	\$280,000
Business Transformation	ERP Functional Consultant	\$100,000	\$120,000	\$130,000	\$150,000
	ERP Technical Consultant	\$100,000	\$120,000	\$130,000	\$150,000
	CRM Consultant	\$100,000	\$120,000	\$130,000	\$150,000

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Technology	JOB TITLE	25th	50th	75th	95th	
Auckland	Architecture & Development	Enterprise Architect	\$145,000	\$165,000	\$180,000	\$195,000
		Infrastructure Architect	\$125,000	\$145,000	\$160,000	\$175,000
		Solutions Architect	\$120,000	\$140,000	\$160,000	\$180,000
		Data Architect	\$150,000	\$160,000	\$170,000	\$190,000
	Business Intelligence	Business Intelligence Analyst	\$85,000	\$95,000	\$110,000	\$130,000
		Business Intelligence Developer	\$110,000	\$120,000	\$130,000	\$140,000
		Business Intelligence Manager	\$125,000	\$140,000	\$155,000	\$180,000
	Business Analysis	Business Analyst	\$90,000	\$100,000	\$115,000	\$125,000
		Senior Business Analyst	\$110,000	\$125,000	\$135,000	\$145,000
	Data/Database Management	Data Warehouse Consultant	\$110,000	\$120,000	\$130,000	\$150,000
		Database Administrator	\$95,000	\$110,000	\$120,000	\$125,000
	Technical Support & Operations	Help Desk Support Officer/ Level 1/2 Support Analyst	\$55,000	\$62,500	\$65,000	\$72,500
		Systems Administrator	\$75,000	\$80,000	\$85,000	\$95,000
		Application Support	\$65,000	\$75,000	\$80,000	\$90,000

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Technology	JOB TITLE	25th	50th	75th	95th	
Auckland	Infrastructure & Engineering	Network Engineer	\$80,000	\$90,000	\$110,000	\$125,000
		Systems Engineer	\$80,000	\$100,000	\$115,000	\$130,000
		Infrastructure Manager	\$145,000	\$155,000	\$160,000	\$180,000
		Cloud Engineer	\$90,000	\$105,000	\$115,000	\$125,000
		DevOps Engineer	\$100,000	\$115,000	\$130,000	\$140,000
	IT Management	IT Manager/Head of IT	\$130,000	\$150,000	\$170,000	\$200,000
		IT Director	\$190,000	\$210,000	\$230,000	\$250,000
		Chief Information Officer/Chief Technology Officer	\$200,000	\$230,000	\$250,000	\$270,000
	Quality Assurance - Testing	Manual Test Analyst	\$80,000	\$95,000	\$100,000	\$110,000
		Automation Test Analyst	\$95,000	\$110,000	\$120,000	\$130,000
Test Manager		\$125,000	\$135,000	\$145,000	\$155,000	
Full Stack Development	Junior Developer	\$65,000	\$70,000	\$80,000	\$85,000	
	Developer	\$90,000	\$100,000	\$105,000	\$110,000	
	Senior Developer	\$120,000	\$130,000	\$135,000	\$140,000	
	Technical Lead	\$140,000	\$150,000	\$160,000	\$170,000	
	Development Manager	\$170,000	\$180,000	\$190,000	\$200,000	

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Technology Auckland	JOB TITLE	25th	50th	75th	95th
Front End Development	Junior Developer	\$65,000	\$70,000	\$80,000	\$85,000
	Developer	\$90,000	\$100,000	\$105,000	\$110,000
	Senior Developer	\$120,000	\$130,000	\$135,000	\$140,000
Back End Development	Junior Developer	\$65,000	\$70,000	\$80,000	\$85,000
	Developer	\$90,000	\$100,000	\$105,000	\$110,000
	Senior Developer	\$120,000	\$130,000	\$135,000	\$140,000
Project Management	Project Manager	\$120,000	\$130,000	\$140,000	\$150,000
	Senior Project Manager	\$120,000	\$130,000	\$150,000	\$185,000
Business Transformation	ERP Functional Consultant	\$125,000	\$135,000	\$150,000	\$165,000
	ERP Technical Consultant	\$125,000	\$135,000	\$155,000	\$170,000

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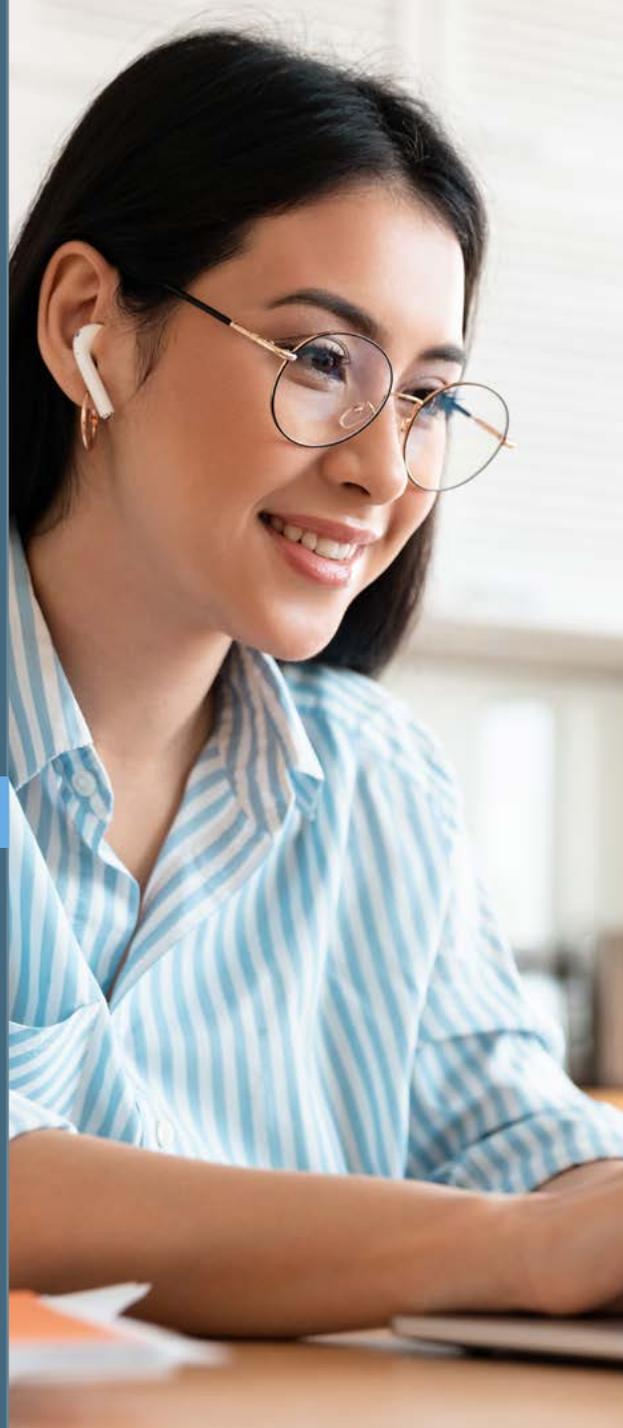
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Business support

Support roles are vital for compliance and business continuity

With companies having reopened or planning to reopen office locations, business support professionals will be essential for facilitating safe and compliant workplace practices for the foreseeable future. Some of the key responsibilities within administrative and business support roles include implementing physical distancing best practices, and managing flexible working arrangements and rotational shifts for onsite employees.

Support professionals are also on the front line of companies' business continuity efforts. With many departments having reduced headcount, support staff are filling in the gaps by undertaking additional duties outside their 'business as usual' tasks.

Customer service is king

As a result of the pandemic, companies specialising in online retail, telecommunications, financial services, and healthcare are experiencing elevated customer service activity which requires robust and well-informed customer service teams. In fact, 45% of Australian managers plan to hire extra customer service professionals on a temporary basis in 2021.²¹

COVID-19 is also significantly impacting offshore customer services teams, driving many companies – including major brands²² – to build resilience and capacity by reshoring roles. With an emphasis on understanding the needs and motivations of clients, customer service staff who have the communication and interpersonal skills to provide high levels of service are in demand.

²¹ Independent survey commissioned by Robert Half in November 2020 among 100 hiring managers in Australia.

²² PR Wire, 2020, Overseas call centres coming back to Australia.

Temporary staff, the solution to moving forward in uncertain times

As COVID-19 emerged, many organisations paused their strategic projects and activities while making staff retrenchments across various business functions. In 2021, companies have started to move forward again with their strategic plans and activities, despite reduced permanent headcount. With caution around hiring being exercised in the face of ongoing uncertainty, many companies are turning to temporary and contract staff to fill gaps in their workforce.

With 91% of Australian managers planning to hire business support staff on a temporary basis in 2021,²³ flexible staffing continues to be a popular staffing solution to implement strategic plans while ensuring business continuity. The flexibility offered by temporary staff is key to quickly filling skills gaps without the risk of making long-term hiring commitments in an environment where the challenges are often unpredictable and unforeseen.

²³ Independent survey commissioned by Robert Half in November 2020 among 100 hiring managers in Australia.



In-demand technical skills

- Microsoft 365
- CRM (Salesforce, Microsoft Dynamics 365, etc.)
- ERP systems (SAP, Microsoft Dynamics, etc.)
- Project Management software systems (Visio, Wrike, etc.)



In-demand soft skills

- Multitasking
- Adaptability
- Sense of initiative
- Collaboration
- Resilience



In-demand positions

- Customer Service Officer
- Administrative Assistant/Coordinator
- Facilities Coordinator
- Operations Manager

Looking for highly skilled business support professionals? We got you covered.

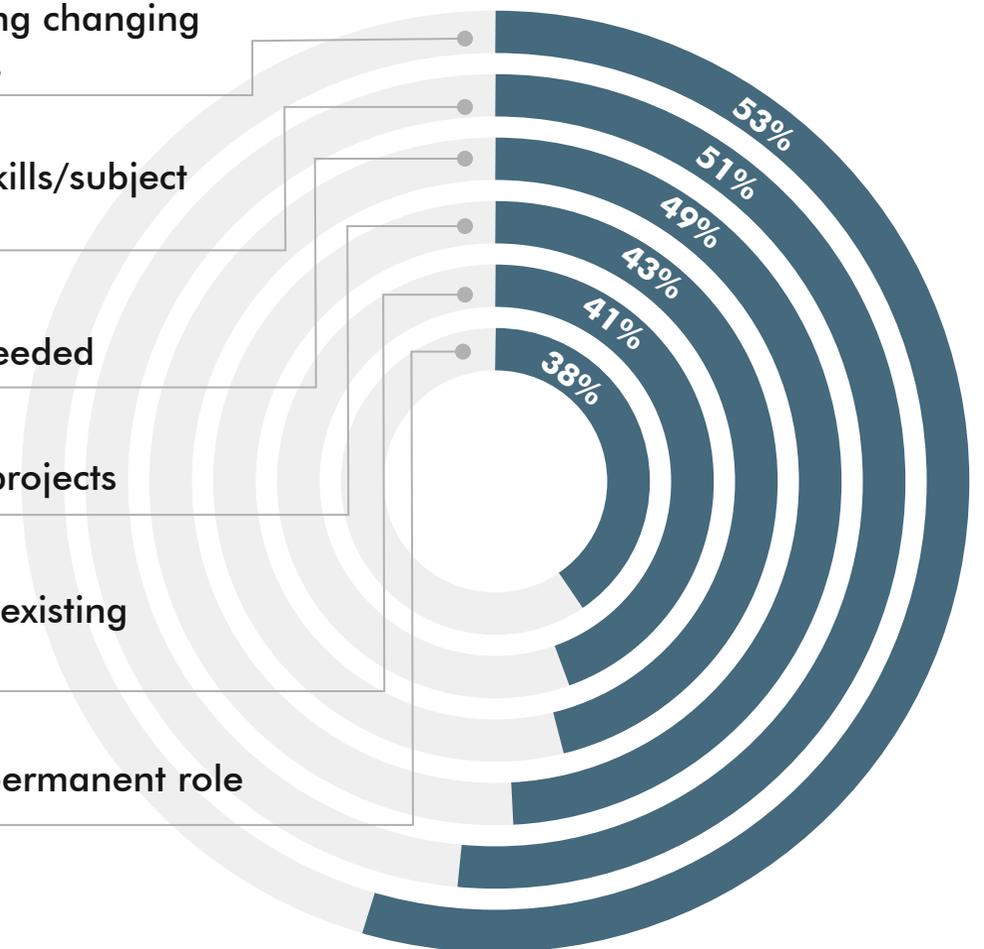
43% have hired a contractor/temporary professional to replace a full-time employee when they go on leave and would do it again. Another 42% would consider it.²⁴



²⁴ Independent survey commissioned by Robert Half in November 2020 among 300 hiring managers in Australia.

Why companies utilise temporary or contracting professionals²⁴

- Remain nimble during changing economic conditions
- Access specialised skills/subject matter expertise
- Scale the team as needed
- Support for special projects
- Alleviate burden on existing employees
- Determine fit for a permanent role



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Business support Brisbane

	JOB TITLE	25th	50th	75th	95th
Customer Service & Sales	Customer Service Representative/Officer	\$50,000	\$55,000	\$57,000	\$60,000
	Customer Service Team Leader	\$65,000	\$70,000	\$75,000	\$80,000
	Customer Service Manager	\$65,000	\$70,000	\$75,000	\$80,000
Office Support	Data Entry Officer	\$50,000	\$52,000	\$54,000	\$56,000
	Receptionist	\$50,000	\$55,000	\$58,000	\$60,000
	Legal Administrator/Secretary	\$65,000	\$70,000	\$75,000	\$80,000
	Administrative Assistant/Coordinator	\$50,000	\$55,000	\$60,000	\$65,000
	Claims Administrator	\$65,000	\$75,000	\$80,000	\$85,000
	Sales Support	\$50,000	\$55,000	\$60,000	\$65,000
Project Support	Document Controller	\$70,000	\$80,000	\$90,000	\$100,000
	Project Administrator	\$60,000	\$63,000	\$67,000	\$75,000
	Project Coordinator	\$60,000	\$68,000	\$75,000	\$85,000
	Contracts Administrator	\$58,000	\$62,000	\$68,000	\$75,000
Senior Administration	Executive Assistant	\$75,000	\$80,000	\$90,000	\$95,000
	Office Manager	\$65,000	\$70,000	\$75,000	\$80,000
	Team Assistant	\$52,000	\$57,000	\$60,000	\$63,000

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Business support Melbourne	JOB TITLE	25th	50th	75th	95th
Customer Service & Sales	Customer Service Representative/Officer	\$55,000	\$60,000	\$65,000	\$70,000
	Customer Service Team Leader	\$75,000	\$80,000	\$85,000	\$90,000
	Customer Service Manager	\$90,000	\$100,000	\$120,000	\$135,000
	Business Development Manager	\$80,000	\$90,000	\$110,000	\$125,000
Administration	Data Entry Officer	\$50,000	\$55,000	\$60,000	\$65,000
	Receptionist	\$55,000	\$60,000	\$65,000	\$70,000
	Legal Administrator/Secretary	\$60,000	\$70,000	\$80,000	\$90,000
	Medical Administrator/Secretary	\$60,000	\$70,000	\$80,000	\$85,000
	Administrative Assistant/Coordinator	\$55,000	\$62,000	\$65,000	\$75,000
	Team Assistant	\$60,000	\$65,000	\$70,000	\$75,000
	Facilities Coordinator	\$60,000	\$65,000	\$70,000	\$75,000
	Claims Administrator	\$60,000	\$62,000	\$64,000	\$66,000
	Sales Support	\$55,000	\$60,000	\$65,000	\$70,000

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Business support salaries

Business support Melbourne	JOB TITLE	25th	50th	75th	95th
Project Support	Document Controller	\$65,000	\$70,000	\$75,000	\$80,000
	Project Administrator	\$65,000	\$70,000	\$75,000	\$80,000
	Project Coordinator	\$65,000	\$70,000	\$75,000	\$85,000
	Contracts Administrator	\$65,000	\$80,000	\$95,000	\$115,000
Senior Administration	Executive Assistant	\$85,000	\$100,000	\$110,000	\$120,000
	Office Manager	\$80,000	\$90,000	\$95,000	\$100,000
	Operations Manager	\$100,000	\$120,000	\$150,000	\$180,000

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Business support Sydney

	JOB TITLE	25th	50th	75th	95th
Customer Service & Sales	Customer Service Representative/Officer	\$55,000	\$60,000	\$65,000	\$75,000
	Customer Service Team Leader	\$75,000	\$80,000	\$85,000	\$90,000
	Customer Service Manager	\$100,000	\$125,000	\$130,000	\$140,000
Administration	Data Entry Officer	\$52,000	\$55,000	\$58,000	\$62,000
	Receptionist	\$55,000	\$60,000	\$65,000	\$70,000
	Legal Administrator/Secretary	\$60,000	\$70,000	\$80,000	\$90,000
	Medical Administrator/Secretary	\$60,000	\$70,000	\$80,000	\$90,000
	Administrative Assistant/Coordinator	\$58,000	\$60,000	\$65,000	\$70,000
	Team Assistant	\$60,000	\$65,000	\$70,000	\$75,000
	Facilities Coordinator	\$65,000	\$70,000	\$75,000	\$80,000
	Claims Administrator	\$60,000	\$62,000	\$64,000	\$66,000
	Sales Support	\$55,000	\$60,000	\$65,000	\$70,000

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Business support Sydney

JOB TITLE	25th	50th	75th	95th
Project Support				
Document Controller	\$65,000	\$70,000	\$75,000	\$80,000
Project Administrator	\$65,000	\$70,000	\$75,000	\$80,000
Project Coordinator	\$60,000	\$68,000	\$75,000	\$85,000
Contracts Administrator	\$65,000	\$80,000	\$95,000	\$115,000
Senior Administration				
Executive Assistant	\$90,000	\$100,000	\$110,000	\$120,000
Office Manager	\$80,000	\$90,000	\$95,000	\$100,000
Operations Manager	\$110,000	\$135,000	\$160,000	\$190,000

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Human resources

New policies and procedures will lead companies into the new normal

As workforces adjust to a 'new normal', HR teams are vital to redefining the way we work by redeveloping policies, procedures, and expectations of employees in a much-changed environment. With the increase in workload associated with adapting business operations in 2021, there is rising demand for HR specialists and managers. Key tasks include making health and safety assessments, and monitoring performance in a hybrid onsite-offsite work environment.

Companies seek HR professionals with well-developed communication and organisational skills who can adopt a multitasking mindset aimed at ensuring business continuity post-COVID-19, delivering a positive employee experience, and building a competitive employer brand that helps attract and retain sought-after skills.

Wellbeing is a top priority for HR

As remote work continues with many teams having experienced significant change, 48% of executives say supporting employees' health and wellbeing is a top concern.²⁵ HR leaders are key to driving change around how mental health issues are managed in their organisation. With 82% of Australian leaders concerned about retaining top employees²⁶ while attracting new skills in a changing market becomes tougher, HR teams are focussing more on employee wellness packages and raising awareness of mental health.

²⁵ Mercer, 2020, Global Talent Trends 2020.

²⁶ Independent survey commissioned by Robert Half in November 2020 among 300 hiring managers in Australia.

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In-demand technical skills

- Human Resource Information System (HRIS) (ELMO, Workday, PageUp, Success Factors, etc.)
- CRM (Raiser's Edge, Salesforce, Oracle, and Microsoft Dynamics CRM)



In-demand soft skills

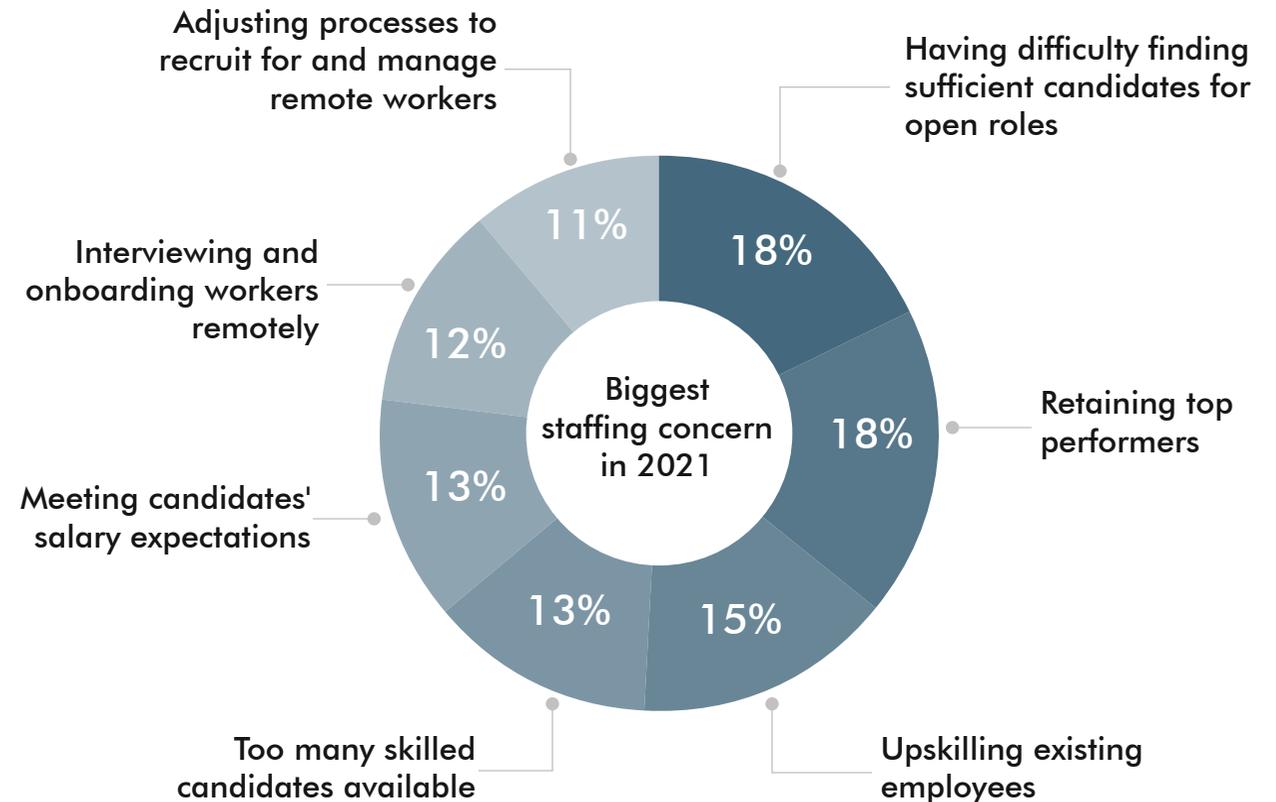
- Communication skills
- Organisational skills
- Interpersonal – relationship management skills



In-demand positions

- HR Manager
- HR Advisor
- HR Business Partner

Biggest staffing concern in 2021²⁷



²⁷ Independent survey commissioned by Robert Half in November 2020 among 300 hiring managers in Australia.

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Human resources salaries

Human resources	LOCATION	JOB TITLE	25th	50th	75th	95th
	Brisbane	HR Administrator	\$50,000	\$53,000	\$57,000	\$60,000
		HR Coordinator	\$55,000	\$60,000	\$65,000	\$70,000
		HR Advisor/Business Partner	\$80,000	\$85,000	\$90,000	\$95,000
		HR Manager	\$110,000	\$120,000	\$130,000	\$140,000
		Talent Acquisition Coordinator	\$65,000	\$70,000	\$75,000	\$85,000
		Talent Acquisition Manager	\$100,000	\$105,000	\$115,000	\$125,000
	Melbourne	HR Administrator	\$60,000	\$65,000	\$70,000	\$75,000
		HR Coordinator	\$62,000	\$68,000	\$72,000	\$78,000
		HR Advisor/Business Partner	\$80,000	\$100,000	\$120,000	\$145,000
		HR Manager	\$125,000	\$145,000	\$160,000	\$180,000
		HR Director/Head of HR	\$170,000	\$240,000	\$260,000	\$285,000
		Talent Acquisition Coordinator	\$75,000	\$85,000	\$90,000	\$100,000
		Talent Acquisition Manager	\$120,000	\$140,000	\$165,000	\$180,000
		Learning & Development Specialist/Manager	\$115,000	\$145,000	\$165,000	\$180,000
		Workplace/OHS Advisor	\$90,000	\$110,000	\$120,000	\$130,000
		Employee Relations/Industrial Relations Advisor	\$90,000	\$110,000	\$130,000	\$140,000

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Human resources salaries

Human resources	LOCATION	JOB TITLE	25th	50th	75th	95th
	Sydney	HR Administrator	\$60,000	\$65,000	\$70,000	\$75,000
		HR Coordinator	\$65,000	\$70,000	\$75,000	\$80,000
		HR Advisor/Business Partner	\$90,000	\$110,000	\$140,000	\$155,000
		HR Manager	\$125,000	\$145,000	\$160,000	\$180,000
		HR Director/Head of HR	\$170,000	\$240,000	\$260,000	\$285,000
		Talent Acquisition Coordinator	\$85,000	\$105,000	\$115,000	\$125,000
		Talent Acquisition Manager	\$120,000	\$140,000	\$165,000	\$180,000
		Learning & Development Specialist/Manager	\$115,000	\$145,000	\$165,000	\$180,000
		Workplace/OHS Advisor	\$90,000	\$110,000	\$120,000	\$130,000
		Employee Relations/Industrial Relations Advisor	\$90,000	\$110,000	\$130,000	\$140,000

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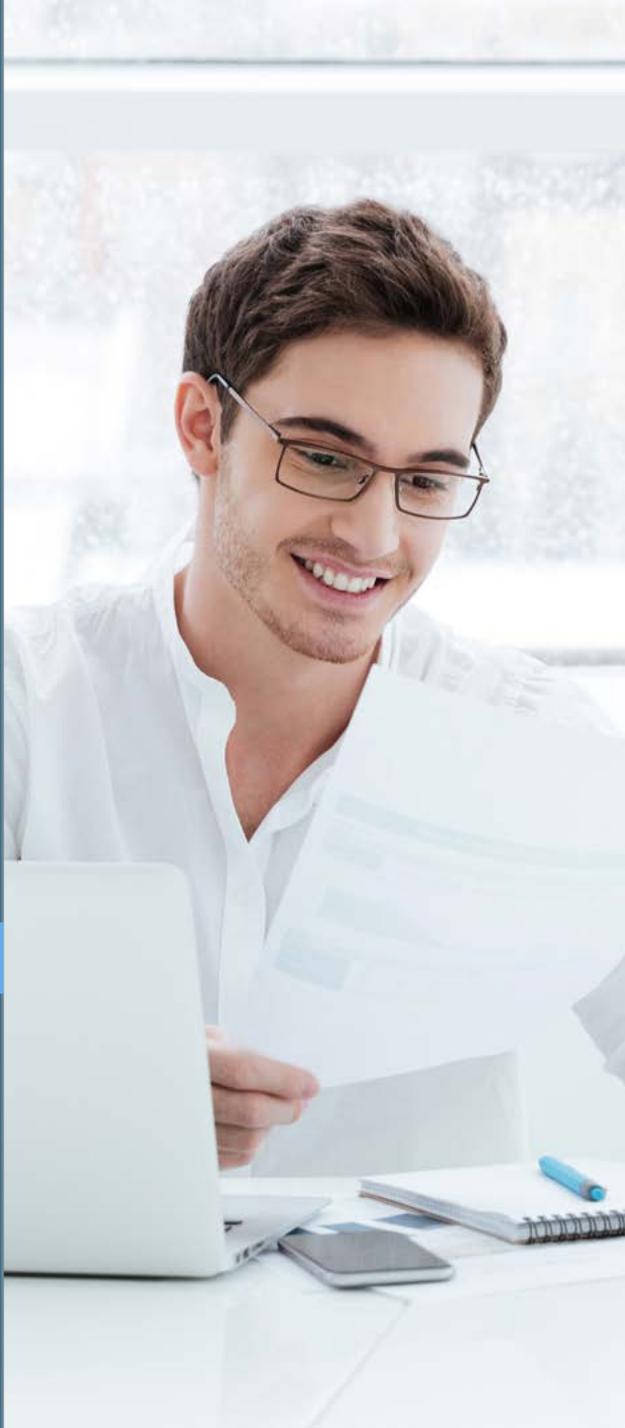
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Marketing

Data, data, and more data

In the current environment, companies are monitoring their in-house budgets more closely, with key stakeholders wanting to understand the ROI for marketing spend as well as have confidence their company can react and adapt quickly to consumer insights and changing consumer behaviours. To generate the ROI stakeholders are looking for, marketing teams are focussing on data to continuously optimise their marketing programs with data-driven insights. Consequently, marketing professionals with well-developed data analytics skills are in high demand to help companies drive revenue through the development of more agile and responsive marketing plans.

Staffing for business resilience

Economic uncertainty is putting pressure on many marketing and creative teams to maximise output with less resources and smaller budgets. At the same time, companies must continue to pursue robust marketing projects that will see them recover after the downturn while not losing top marketing talent to competitors.

While this year's marketing initiatives are likely to require additional talent, such as those designed to strengthen an organisation's online presence or increase 'buzz' around best-selling products, staffing can be done cost-effectively. Adopting a flexible staffing model — an adjustable mix of full-time workers and contractors — can help companies roll out special projects while keeping day-to-day activities on track.

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Moving ahead by prioritising digital marketing and customer experiences

Online purchases are on the rise²⁸ with many expecting the increased focus on digital interaction to be a permanent shift in consumer behaviour. In 2021, it will therefore become increasingly important for companies to deliver quality digital experiences and engaging marketing campaigns.

Professionals with digital marketing experience who can help companies meet this year's challenges and expectations are in high demand. Employers are interested in candidates with experience in marketing automation and demand generation software, customer relationship management systems, and search engine optimisation and search engine marketing (SEO and SEM) tools.

Artificial intelligence (AI) and machine learning (ML) are helping marketing professionals with goals such as increasing website click-through rates, improving customer engagement, and forecasting the success of campaigns.

For businesses to survive and thrive, online content and messaging must rise above the noise. Content strategists and copywriters will be key players in helping campaigns stand out and relate to customers. Additionally, previously in-person events such as conferences or training sessions may remain permanently virtual, which could change frameworks for how creative and marketing employers provide content, generate leads, and interact with consumers.

²⁸ Australia Post, 2020, Inside Australian Online Shopping update.



In-demand technical skills

- Data analytics (advanced Excel, Google Analytics, etc.)
- Digital marketing automation tools (Salesforce Marketing Cloud, Marketo, etc.)
- Email marketing (Mailchimp)
- CMS (WordPress, Drupal, Magento, etc.)
- Search engine optimisation (SEO)



In-demand soft skills

- Collaboration skills
- Sense of initiative
- Resilience



In-demand positions

- Marketing Coordinator
- Marketing Manager
- Digital Marketing Manager

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Marketing salaries

Marketing	LOCATION	JOB TITLE	25th	50th	75th	95th
	Brisbane	Marketing/Communications Administrator	\$50,000	\$55,000	\$60,000	\$64,000
		Marketing/Communications Coordinator	\$58,000	\$65,000	\$72,000	\$80,000
		Marketing/Communications Advisor	\$65,000	\$70,000	\$77,000	\$85,000
		Marketing/Communications Manager	\$90,000	\$110,000	\$120,000	\$130,000
		Events Coordinator	\$58,000	\$65,000	\$72,000	\$80,000
	Melbourne	Marketing/Communications Administrator	\$60,000	\$68,000	\$70,000	\$72,000
		Marketing/Communications Coordinator	\$65,000	\$70,000	\$75,000	\$85,000
		Marketing/Communications Advisor	\$75,000	\$85,000	\$95,000	\$105,000
		Marketing/Communications Manager	\$110,000	\$145,000	\$150,000	\$155,000
		Digital Marketing Manager	\$100,000	\$130,000	\$140,000	\$150,000
		Social Media Manager	\$80,000	\$100,000	\$110,000	\$115,000
		Events Coordinator	\$60,000	\$72,000	\$78,000	\$80,000

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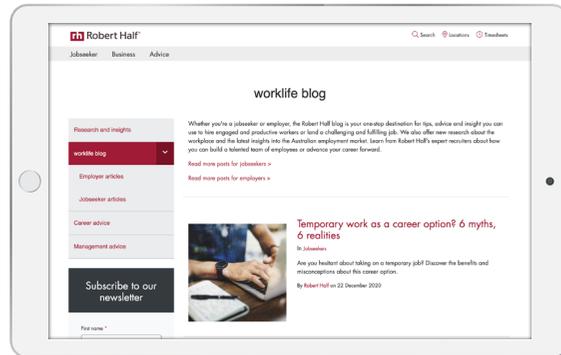
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Marketing salaries

Marketing	LOCATION	JOB TITLE	25th	50th	75th	95th
	Sydney	Marketing/Communications Coordinator	\$60,000	\$68,000	\$70,000	\$72,000
		Marketing/Communications Advisor	\$85,000	\$100,000	\$115,000	\$125,000
		Marketing/Communications Manager	\$110,000	\$145,000	\$155,000	\$170,000
		Digital Marketing Manager	\$110,000	\$145,000	\$150,000	\$155,000
		Social Media Manager	\$100,000	\$130,000	\$140,000	\$150,000
		CRM Manager	\$95,000	\$125,000	\$135,000	\$145,000
		Content Manager	\$80,000	\$100,000	\$110,000	\$115,000
		Events Coordinator	\$60,000	\$72,000	\$78,000	\$80,000

Contact us to discuss salaries for your business.

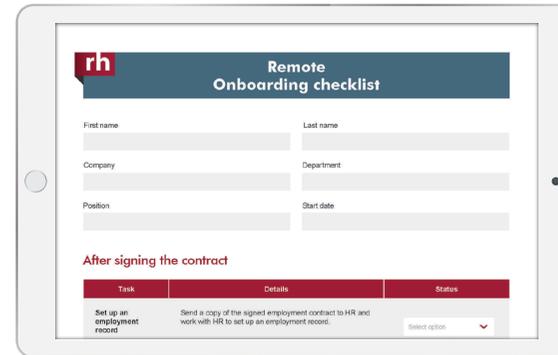
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Robert Half blog

Visit our blog for further advice and information on post-COVID-19 management and recruitment strategies or subscribe to our monthly newsletter.

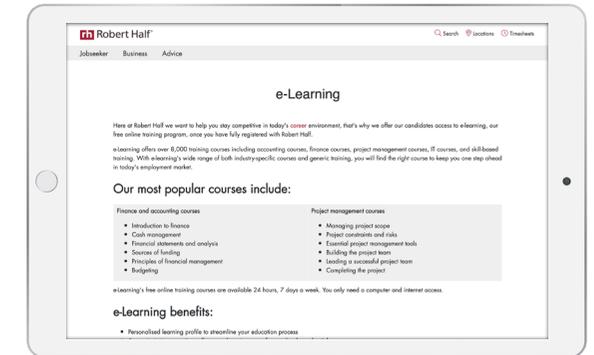
[Visit the blog →](#)



The remote onboarding checklist

Companies today are faced with a new challenge: How do they give new hires a proper orientation when many employees — including managers — are working (semi-) remotely? Check out our remote onboarding checklist, providing you with a step-by-step process when bringing on board new employees, remotely.

[Get the checklist →](#)



Robert Half's e-learning portal

From skill-based training such as communication and risk management to a range of topics including accountancy, finance, auditing, technology, and project management, we offer our candidates access to a free e-learning portal that offers over 8,000 free online training courses.

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Hiring top talent isn't easy. Let Robert Half help you find the skilled [accounting](#), [finance](#), [financial services](#), [technology](#), [business support](#), HR, and marketing professionals you need to thrive in a challenging economy.

At Robert Half, we think with you – considering the talent your company needs and trying to strike the right balance between contracting, temporary, and permanent staff. Your sector, business, and culture are all taken into account. We work with you to find employees that will make your company excel.

Strong solutions to save time and be more efficient

- **Working Interview:** Your temporary employee can get started right away, making it possible for you to evaluate them after the first day. Not satisfied? You will not be charged for the first eight hours and we will promptly send you a replacement.
- **Virtual Interview Process:** Allow us to showcase high-calibre talent in one day by setting up back-to-back interviews, working with your schedule to help staff critical roles in a matter of days so you can stay focused on running your business.
- **Replacement Guarantee:** We're confident our services will be the right fit for your business. If you're not satisfied with your new permanent employee within the first 90 days, we'll find you a replacement free of charge.

Contact us to learn how we can help you find skilled professionals for your organisation.

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The value of Robert Half



Technology support — loaner devices and protected virtual workspaces



Remote staffing options



Single provider for complex projects — strategic plan, project oversight, skilled staff



Consulting solutions offered through global consulting firm Protiviti, a Robert Half subsidiary



Experts on fair salaries in the current business environment



Research methodology

The data referenced throughout this report is based on an online survey developed by Robert Half Australia and conducted in November 2020 by an independent research firm. The study is based on responses from 100 CFOs, 100 CIOs, and 100 hiring managers from across Australia. The results have been segmented by company size, sector, and geographic location.

Contact us to learn how we can help you find skilled professionals for your organisation.



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