

# **TECH & DIGITAL REMUNERATION REPORT**

February 2021

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Amid the turbulence of 2020, the New Zealand IT industry demonstrated an impressive degree of resilience, stepping up to meet demands and responding to issues faced by organisations and individuals alike. While other industries have borne the brunt of the pandemic's impact, the IT sector has managed to maintain its position in the New Zealand economy while continuing to drive innovation and transformation across other sectors. As we continue to navigate the situation we find ourselves in, and society operates in a different way, several areas of tech have truly prevailed including cloud, data, and cybersecurity.

The pandemic has made it clear that regardless of circumstance, innovation is a mainstay in the New Zealand IT sector, so we have high hopes for the trajectory of 2021. Additionally, we have seen how opportunities for convergence have arisen as the role of technology further extends into other industries.

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**Regardless of the events of 2020, the tech sector is continuing its upward trajectory for growth.**

As such it is not only strongly positioned to weather the current storm but also to take advantage of New Zealand's unique global position to harness the slingshot effect that such circumstances provide for innovation and growth.

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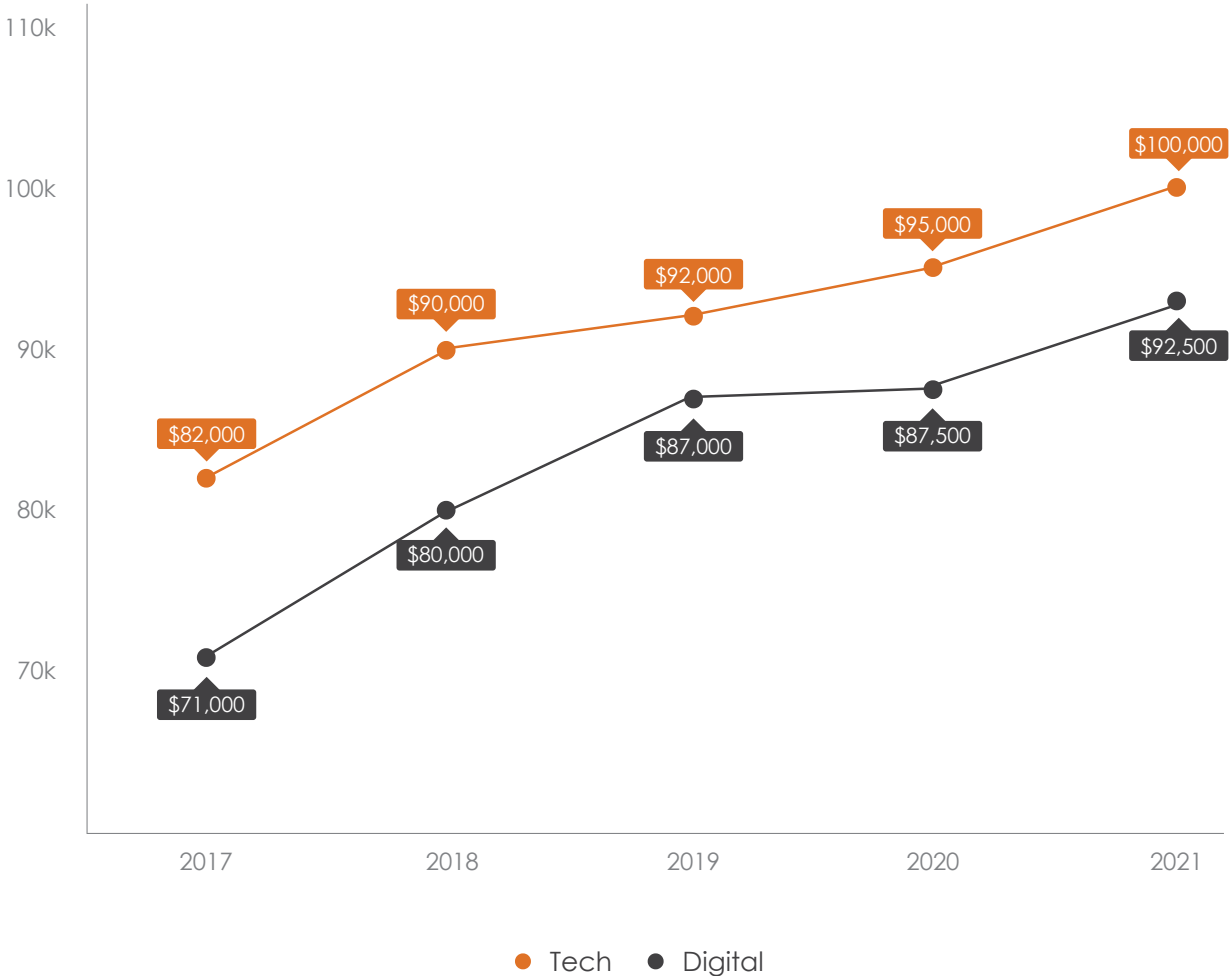
**GREG SHANAHAN**

TIN, 2020

# National Salary Insights

Our latest data for 2021 shows a 5.3% increase in median salary for tech roles and a 5.7% increase for permanent digital roles, when compared to January 2020.

## Median Tech & Digital Salaries



# Regional Observations

**Auckland's** median tech base salary increased to \$110,000 per annum. The median tech contracting rate also remained stable at \$100/hour.

Meanwhile, the median digital base salary increased by 5.6% to reach \$95,000 per annum and the digital contracting rate increased to \$89/hour.

**Wellington's** median tech base salary is \$107,000 per annum, a 7% increase from January 2020. The median tech contracting rate made a 10% increase to \$110/hour which continues to cement them as the highest paying region for contracting.

The median digital base salary made a 3.8% increase to be on par with Auckland at \$95,000 per annum, and the median digital contracting rate increased to reach \$95/hour.

**Waikato and Bay of Plenty's** median tech base salary made a 5.9% increase to reach \$90,000 per annum and the tech contract rate increased by 10% to \$88/hour.

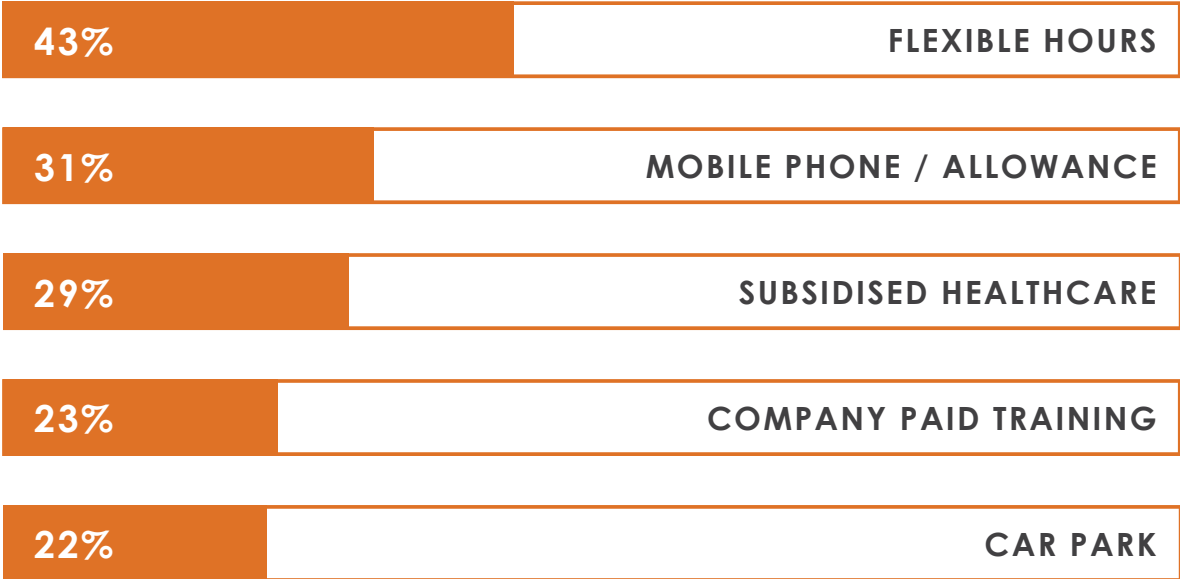
The digital base salary made a 6.3% increase from the \$80,000 recorded in January 2020 to reach \$85,000 per annum. Meanwhile, the median digital contract rate is \$73/hour.

**Canterbury's** median tech base salary made a 5.9% increase from the \$85,000 recorded in January last year to \$90,000 per annum and the tech contracting rate remained stable at \$85/hour.

The median digital base salary made a slight decrease of 1.3% to reach \$78,000 per annum and the median digital contracting rate is currently \$80/hour.

# Benefits

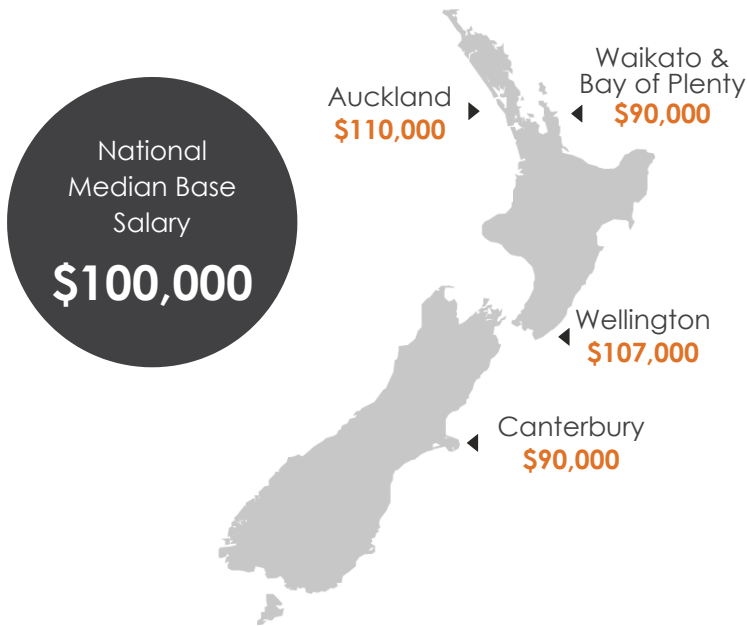
The top five benefits received by Tech and Digital professionals are:



# TECH REMUNERATION

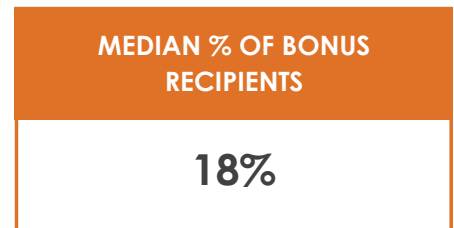
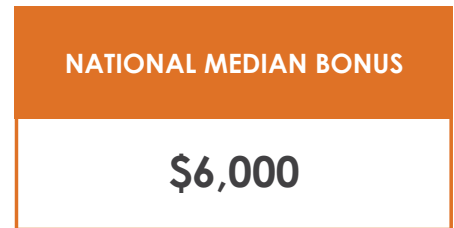
## Salary Snapshot

### Median Annual Base Salary

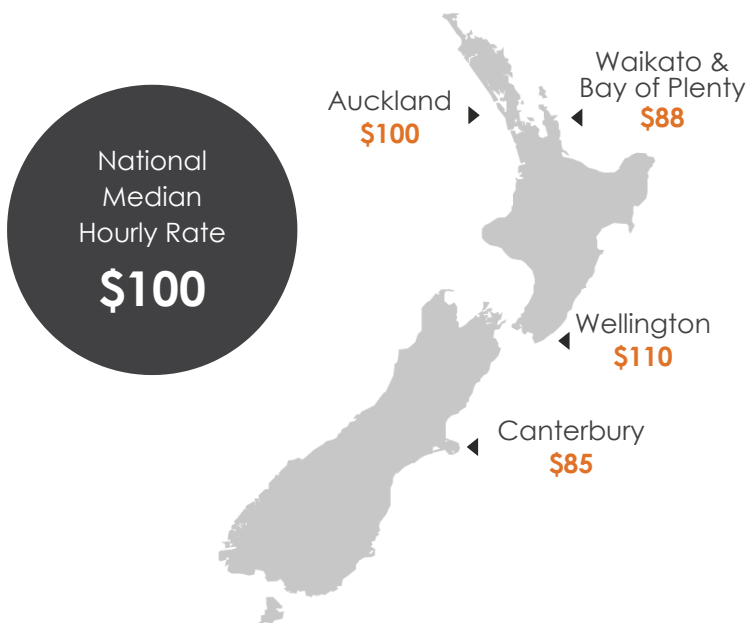


### Bonus Breakdown

REGION	MEDIAN BONUS BY REGION
Auckland	\$8,000
Waikato & Bay of Plenty	\$7,500
Wellington	\$5,000
Canterbury	\$4,000



### Median Contract Rate



REGION	% WHO RECEIVE A BONUS
Auckland	30%
Waikato & Bay of Plenty	19%
Wellington	14%
Canterbury	22%

# DIGITAL REMUNERATION

## Salary Snapshot

### Median Annual Base Salary



### Median Contract Rate



### Bonus Breakdown

REGION	MEDIAN BONUS BY REGION
Auckland	\$7,000
Waikato & Bay of Plenty	\$5,000
Wellington	\$3,500
Canterbury	\$6,000

#### NATIONAL MEDIAN BONUS

**\$5,000**

#### MEDIAN % OF BONUS RECIPIENTS

**16%**

REGION	% WHO RECEIVE A BONUS
Auckland	22%
Waikato & Bay of Plenty	17%
Wellington	9%
Canterbury	13%

# Tech & Digital Permanent Salary & Bonus Rates

	Salary Data*			Bonus Data	
	Lower Quartile	Median Quartile	Upper Quartile	% of People	Median*
Agile Coach/Consultant	119,750	130,000	138,500	27	2,000
Application Support	70,750	82,500	98,750	-	-
Architect - Cloud	145,500	154,000	160,000	50	7,000
Architect - Data	129,000	145,750	157,000	16	8,000
Architect - Enterprise	154,000	160,500	165,000	20	7,500
Architect - Software	144,400	150,000	153,750	20	10,000
Architect - Solution	124,625	141,000	152,875	27	14,250
Business Analyst	82,000	91,000	106,000	13	6,000
Business Analyst - Junior	60,000	65,000	68,375	6	2,500
Business Analyst - Senior	109,000	115,500	125,000	24	8,000
Business Analyst - Digital	93,000	103,000	112,375	18	3,000
Change Manager	100,000	120,000	131,250	-	-
Chapter Lead	132,250	135,000	152,500	-	-
Consultant - BI/CRM	99,000	120,000	140,000	12	5,250
Consultant - ERP/Supply Chain	90,000	115,000	130,000	-	-
Consultant - Pre Sales	86,000	99,000	124,000	21	2,000
Cloud Engineer	90,000	115,000	135,000	14	5,000
Data Analyst	75,500	102,500	110,625	14	2,000
Data Records Management	65,000	88,000	100,000	-	-
Data Scientist	98,750	114,450	138,250	24	5,500
DBA	87,000	102,000	122,000	11	2,000
DevOps Engineer	97,000	100,000	118,750	16	8,250
Digital Marketing Specialist	61,250	86,000	104,000	-	-
Embedded Engineer	76,000	88,000	93,000	4	2,000
Front End Developer	86,000	101,000	121,250	3	1,000
Full Stack/Back End Developer	84,750	95,500	123,750	10	3,500
Full Stack Developer - Senior	100,000	117,500	130,000	15	8,000
Game Developer	85,625	91,500	104,000	-	-
Hardware Engineer	62,350	79,000	99,250	7	3,000

\*all values in NZD

# Tech & Digital Permanent Salary & Bonus Rates

	Salary Data*			Bonus Data	
	Lower Quartile	Median Quartile	Upper Quartile	% of People	Median*
Helpdesk/IT Support	55,000	60,000	71,000	1	1,250
IT Trainer/Instructional Designer	71,250	75,000	80,000	-	-
Management - C-Suite	189,000	218,000	307,500	54	36,000
Management - DevOps	127,150	141,000	164,000	40	10,000
Management - Digital Marketing	100,000	120,000	127,500	7	4,000
Management - Helpdesk/IT Support	96,250	107,250	122,000	6	3,000
Management - IT	118,000	136,000	143,750	11	21,500
Management - Operations	121,125	131,500	156,150	17	9,000
Management - Service Delivery	120,000	129,500	140,000	15	4,000
Management - Software Development	123,750	150,750	171,250	37	4,000
Management - Test	109,000	113,000	119,000	25	7,000
Mobile Developer	94,500	102,000	115,000	16	10,000
Network Administrator	70,000	77,000	80,000	-	-
Network Engineer	74,000	83,000	92,000	17	1,750
Network Engineer - Senior	86,000	94,000	119,000	12	3,000
Product Owner/Manager	118,250	128,000	138,750	25	3,000
Programme Manager	124,000	137,000	160,000	4	12,000
Project Co-ordinator	70,000	79,000	85,000	-	-
Project Manager	100,000	119,250	129,000	15	11,000
Project Manager/Producer - Digital	110,750	116,000	139,000	7	4,500
Project Manager - Senior	128,450	138,000	146,000	19	15,000
Sales - Account Manager	69,000	91,000	124,250	86	27,000
Sales - Business Development Manager	132,000	157,000	189,000	94	78,000
Scrum Master	100,000	108,000	130,000	-	-
Software Analyst Programmer	79,875	94,000	112,500	10	1,500
Software Engineer	83,000	98,000	111,000	10	3,500
Software Engineer - Senior	108,000	117,500	130,000	19	5,250
Security Analyst	99,000	112,000	117,750	33	3,500
Security Consultant	120,000	127,750	150,000	27	8,000

\*all values in NZD



# Tech & Digital Permanent Salary & Bonus Rates

	Salary Data*			Bonus Data	
	Lower Quartile	Median Quartile	Upper Quartile	% of People	Median*
Security Engineer	109,000	120,750	141,000	31	10,000
Systems Admin	73,000	92,000	113,000	29	9,000
Systems Integration	102,000	112,000	122,000	37	4,000
Telecommunications Engineer	81,250	87,000	89,250	-	-
Technical Writer	75,000	80,000	91,000	-	-
Test Analyst	61,000	78,000	92,000	-	-
Test Analyst - Senior	102,000	108,000	120,000	1	5,000
UX Designer	92,000	110,000	117,500	18	2,000
UX Designer - Senior	112,000	133,000	139,000	21	7,000
Web Developer - Digital	64,000	78,000	100,000	15	7,000
Web Developer - Full Stack	74,000	86,500	102,500	4	4,000

\*all values in NZD

# Tech & Digital Contract Hourly Rates

	Contract Rate*		
	Lower Quartile	Median Quartile	Upper Quartile
Agile Coach/Consultant	104	126	130
Application Support	40	65	80
Architect - Cloud	115	120	140
Architect - Data	100	115	130
Architect - Enterprise	110	120	147
Architect - Software	107	111	120
Architect - Solution	108	120	133
Business Analyst	100	110	118
Business Analyst - Junior	55	61	68
Business Analyst - Digital	95	102	107
Change Manager	101	112	117
Cloud Engineer	90	100	109
Consultant - BI/CRM	100	110	120
Consultant - ERP/Supply Chain	110	112	134
Consultant - Pre Sales	98	100	110
Data Analyst	65	82	105
Data Records Management	94	118	127
DBA	90	95	101
DevOps Engineer - Senior	110	118	135
Digital Marketing Specialist	55	70	78
Front End Developer	87	100	116
Full Stack/Back End Developer	90	100	113
Full Stack Developer - Senior	109	115	124
Helpdesk/IT Support	30	35	40
IT Trainer/Instructional Designer	78	91	105

\*all values in NZD

# Tech & Digital Contract Hourly Rates

	Contract Rate*		
	Lower Quartile	Median Quartile	Upper Quartile
Management - IT	100	131	152
Management - Service Delivery	108	120	130
Mobile Developer	78	93	107
Network Engineer	62	90	98
Product Owner/Manager	108	130	134
Programme Manager	124	138	158
Project Co-ordinator	54	75	80
Project Manager	110	120	130
Project Manager - Senior	120	130	137
Scrum Master	105	113	130
Security Consultant	120	124	129
Software Analyst Programmer	44	78	84
Software Engineer	81	95	104
Systems Admin	60	90	92
Systems Analyst	72	96	109
Technical Writer	73	82	90
Test Analyst	71	88	92
Test Analyst - Senior	90	95	103
UX Designer	81	97	100
Web Developer - Digital	38	60	88
Web Developer - Full Stack	82	90	100

\*all values in NZD

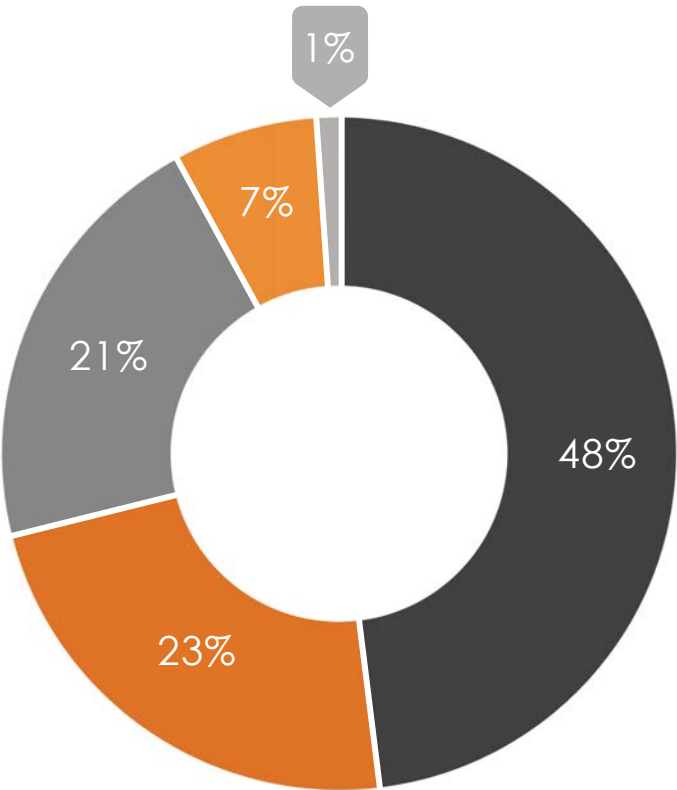
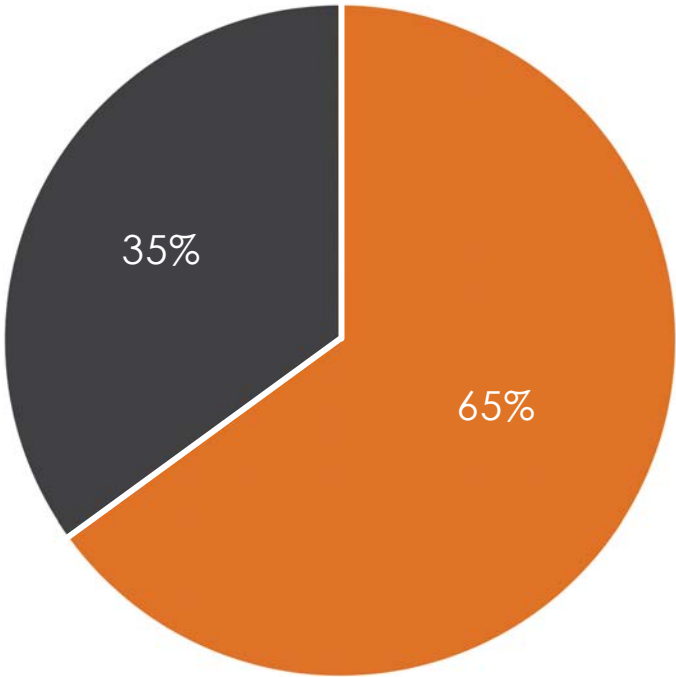
# Data Overview

The Absolute IT Tech & Digital Remuneration Report has been compiled from multiple sources, including placements made by Absolute IT throughout the year, market research, and real time data captured by our salary survey tool ITsalaries.co.nz.

Over 51,000 tech and digital professionals in New Zealand have entered their remuneration details anonymously into IT Salaries. This report will be updated every six months.

### Type of Work

- Permanent
- Contract



### Business Sector & Size

- Private Sector: 100+ staff
- Private Sector: 11-99 staff
- Government: Central & Local
- Private Sector: 1-10 staff
- Not-for-Profit & Social Enterprise