Our next IT hub?

Tauranga’s fast growing tech sector provides almost 4,000 jobs and generates $545 million of GDP

Over the past two years, Waikato has seen a marked increase in its population and economic activity, mainly driven by an influx of people leaving Auckland.

The most visible result is a rise property prices, with the latest QV numbers stating that the average house price in Tauranga is now at $651,725, up 27% and in Hamilton the figure is $537,388, up 25%.

It is also leading to a number of exciting industrial property developments in the Tauranga area. The new Trust Power head office opened in March 2016 and employs 450 people and the Waikato University in the CBD is due to open in 2020, and will cater for up to 1,000 full time students.

Hamilton is regarded as the innovation hub of the Waikato region, with the following core innovation sectors:
- ICT
- Agritech
- Manufacturing
- Utilities

Hamilton has the fourth largest tech sector employee base in NZ. It provides 6,609 jobs and generates $1.06 billion of GDP.

The University of Waikato overtook Massey University as the fifth highest ranked university in New Zealand in 2016-2017, placing 324th. The university appears in the top 250 of the QS World University Rankings by Subject 2016 for 12 subjects, including Computer Science and Information Systems.

IT jobseekers in Hamilton/BoP

Contract vs Permanent Employees

- Contract (24%)
- Permanent (76%)

Employment Sector

- Private Sector (58%)
- Public Sector (42%)
Top 7 skillsets

- Software Development: 14%
- Business Analysis: 12%
- Support/Helpdesk: 11%
- Networking & Infrastructure: 11%
- Architecture: 8%
- Management: 6%
- Project Management: 5%

Most in-demand skills from IT employers

- Business Analysis: 46%
- Project Management: 35%
- Networking/Infrastructure: 31%
- Software Development: 19%
- Business Intelligence: 19%
- Operations: 19%
- Support & Helpdesk: 15%
- Strategy & Consulting: 15%

MEDIAN BASE SALARIES FOR POPULAR IT JOBS IN HAMILTON/BoP*

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Lower</th>
<th>Median</th>
<th>Upper</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architecture</td>
<td>$102,500</td>
<td>$110,000</td>
<td>$141,000</td>
</tr>
<tr>
<td>Business Analysis</td>
<td>$62,000</td>
<td>$68,000</td>
<td>$87,000</td>
</tr>
<tr>
<td>Business Intelligence</td>
<td>$84,000</td>
<td>$100,000</td>
<td>$126,500</td>
</tr>
<tr>
<td>Management</td>
<td>$87,500</td>
<td>$99,500</td>
<td>$120,000</td>
</tr>
<tr>
<td>Networking/ Infrastructure</td>
<td>$59,500</td>
<td>$77,000</td>
<td>$90,000</td>
</tr>
<tr>
<td>Project Management</td>
<td>$75,500</td>
<td>$92,250</td>
<td>$120,000</td>
</tr>
<tr>
<td>Software Developer</td>
<td>$55,500</td>
<td>$63,500</td>
<td>$82,500</td>
</tr>
<tr>
<td>Support Helpdesk</td>
<td>$41,000</td>
<td>$49,500</td>
<td>$57,500</td>
</tr>
</tbody>
</table>

Employers planning to give increases?

- Yes - 61%
- No - 3%
- Unsure - 36%
Gender Split

84% 16%

Contracting rate is almost identical for both genders:

13% of men are contracting
11% of women are contracting

Top five roles filled by women
1. Business Analyst (22%)
2. Testing & QA (13%)
3. IT Security (9%)
4. Project Manager (9%)
5. Systems Administrator (9%)

Top five roles filled by men
1. Software Developer (16%)
2. IT Management (15%)
3. Helpdesk (12%)
4. Business Analyst (10%)
5. Project Manager (6%)

Biggest business challenge for Hamilton/BoP IT employers?
1. IT Systems supporting BYO devices and flexible working options (31%)
2. Attracting and retaining staff (17%)
3. Creating a positive workplace culture (14%)

Most valuable training for employers?
1. Hands on experience 33%
2. University degree 25%
3. Industry specific technical qualifications 25%
90% rate their current place a good place to work

**Work life Balance?**
- Above average: 47%
- Average: 47%
- Below average: 6%

**Benefits packages received by IT job seekers in Waikato**
- #1 Mobile Phone
- #2 Flexible working hours
- #3 Car park
- #4 Company paid training

53% are considering to move to a new workplace

**Primary influencing factor to accept a new job?**
- Better salary package 35%
- Training & Development 22%
- Challenging Work 17%

**Main reasons for leaving current workplace?**
- Time for a change (28%)
- Skills not being utilised (16%)
- Low Salary 13%
- Work culture 12%

**Non-financial benefits that IT job seekers rate the highest?**
- 1 Flexible Working Hours 49%
- 2 Career Development Planning 24%
- 3 Additional Annual leave 15%

Absolute IT delivers New Zealand’s best IT recruitment solutions. We used the following sources for this report: itsalaries.co.nz (over 39,000 real time contract and permanent IT employee entries, July 2016 Absolute IT Remuneration Report & NZ Tech Digital Nation Report 2016. We are proudly New Zealand owned and our reputation speaks for itself.

98.9% of placed candidates will recommend us to others.