

profile GROUP 

# 2025 Salary Data

CHRISTCHURCH

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# Welcome

Like many businesses, Profile Group are pleased to be entering 2025 with renewed confidence following what has been a challenging year for many, both in the recruitment sector and business in general.

I joined Profile Group as General Manager in April 2024, after previously working as a Chief Executive for a Charitable Trust. However, my connection with Profile Group goes back more than 10 years, having worked with the owners in the past.

As of this being written, year to date has us down about 6% YOY, a resilient YTD result given that we have grown our Christchurch office headcount by three this financial year. This growth includes expanding our business support capabilities with the addition of Hayley Behrns and entering the IT market with Rachael Tobeck.

Additionally, we have opened an office in Wellington, and for those interested in insights on Wellington salaries, this information is available on our website [www.profilegroup.co.nz](http://www.profilegroup.co.nz)

While businesses are still adjusting, downsizing, or reorganising for the first part of 2025, there are encouraging signs of recovery and growth. Companies are starting to expand again, driven by factors like lower inflation, increased economic activity within New Zealand, and opportunities created by forming partnerships with organisations or businesses from other countries.

Our salary data reveals several notable trends specific to Canterbury. Financial and accounting professionals, particularly those with commercial experience, remain in steady demand with above-inflation salary

movements, demonstrating a continuing requirement from companies for those with relative industry experience. Business support roles are evolving, with our placement data showing increased demand for professionals with strong digital capabilities.

Despite a few significant restructures affecting those in the technology sectors, it remains an active part of the local labour market, spurred on by innovative start-ups and younger companies growing. Salaries remain competitive for those with the desired skill sets, particularly those who are experienced developers and project management professionals.

While external data from SEEK shows a 23% decrease in overall Canterbury job advertisements, our own data indicates continued activity in specialist roles, particularly those requiring specific technical skills or senior expertise. Many organisations we work with in Canterbury are adapting their offerings to remain competitive, with our data showing particular emphasis on total remuneration packages rather than base salary alone.

Whatever your plans this year, Profile Group are pleased to have the opportunity to work with you. We want to thank you for your continued trust, and we look forward to supporting your recruitment needs throughout 2025.



*Julie Paalvast*

GENERAL MANAGER

profile GROUP

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## SIZING METHODOLOGY AND APPROACH

Methodologies on role and salary sizing is complex and is not a 'one size' fits all approach. As such our salary data is only a *GUIDE*. For more tangible and 'company specific' salary data we are happy to advise, however more information and data is required to accurately assess.

To provide you with additional, ongoing insights we also produce regular labour data reports which can be found at [www.profilegroup.co.nz/labour-market-reports](http://www.profilegroup.co.nz/labour-market-reports)

# HUMAN RESOURCES 2025

## Human Resources Administrator

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$55,000 - \$60,000	\$58,000 - \$63,000	<b>\$60,500</b> Average Salary	<b>3%</b> Year-on-year Inflation %	<b>\$43</b> Temp charge rate + GST per hour
EXPERIENCED	\$58,000 - \$62,000	\$60,000 - \$68,000			

## Human Resources Coordinator




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$60,000 - \$65,000	\$64,000 - \$70,000	<b>\$67,400</b> Average Salary	<b>2%</b> Year-on-year Inflation %	<b>\$48</b> Temp charge rate + GST per hour
EXPERIENCED	\$65,000 - \$70,000	\$68,000 - \$77,000			

## Human Resources Advisor




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$78,000 - \$82,000	\$82,000 - \$91,000	<b>\$88,500</b> Average Salary	<b>-1%</b> Year-on-year Inflation %	<b>\$63</b> Temp charge rate + GST per hour
EXPERIENCED	\$84,000 - \$91,000	\$90,000 - \$110,000			

# HUMAN RESOURCES 2025




## Human Resources Business Partner

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$111,000 - \$115,000	\$110,000 - \$128,000	<b>\$122,400</b> Average Salary	<b>1%</b> Year-on-year Inflation %	<b>\$87</b> Temp charge rate + GST per hour
EXPERIENCED	\$120,000 - \$130,000	\$125,000 - \$140,000			

## Human Resources Manager




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$120,000 - \$130,000	\$125,000 - \$145,000	<b>\$136,300</b> Average Salary	<b>3%</b> Year-on-year Inflation %	<b>\$97</b> Temp charge rate + GST per hour
EXPERIENCED	\$130,000 - \$145,000	\$140,000 - \$155,000			

## Human Resources General Manager




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$156,000 - \$165,000	\$160,000 - \$183,000	<b>\$175,300</b> Average Salary	<b>2%</b> Year-on-year Inflation %	<b>\$125</b> Temp charge rate + GST per hour
EXPERIENCED	\$171,000 - \$185,000	\$180,000 - \$202,000			

## BUSINESS SUPPORT 2025

### Receptionist

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$50,000 - \$55,000	\$52,000 - \$56,000	<b>\$57,600</b> Average Salary	<b>6%</b> Year-on-year Inflation %	<b>\$41</b> Temp charge rate + GST per hour
EXPERIENCED	\$57,000 - \$63,500	\$59,000 - \$68,000			

### Office Administrator




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$53,000 - \$55,000	\$53,500 - \$56,000	<b>\$58,800</b> Average Salary	<b>3%</b> Year-on-year Inflation %	<b>\$40</b> Temp charge rate + GST per hour
EXPERIENCED	\$58,000 - \$66,000	\$60,000 - \$69,000			

### Office Manager




	SME	LARGE/CORPORATE			
ENTRY LEVEL	N/A	N/A	<b>\$80,000</b> Average Salary	<b>3%</b> Year-on-year Inflation %	<b>\$57</b> Temp charge rate + GST per hour
EXPERIENCED	\$75,000 - \$80,000	\$75,000 - \$90,000			

## BUSINESS SUPPORT 2025




### Executive/Personal Assistant

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$65,000 - \$72,000	\$70,000 - \$73,000	<b>\$82,000</b> Average Salary	<b>3%</b> Year-on-year Inflation %	<b>\$59</b> Temp charge rate + GST per hour
EXPERIENCED	\$80,000 - \$92,000	\$85,000 - \$120,000			

### Legal Secretary




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$52,000 - \$60,000	\$54,080 - \$60,000	<b>\$64,500</b> Average Salary	<b>7%</b> Year-on-year Inflation %	<b>\$46</b> Temp charge rate + GST per hour
EXPERIENCED	\$67,000 - \$76,000	\$68,900 - \$78,000			

### Customer Service




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$52,000 - \$58,000	\$52,000 - \$60,000	<b>\$57,400</b> Average Salary	<b>-8%</b> Year-on-year Inflation %	<b>\$41</b> Temp charge rate + GST per hour
EXPERIENCED	\$54,080 - \$62,000	\$57,200 - \$64,000			

## BUSINESS SUPPORT 2025




### Sales Support Coordinator

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$52,000 - \$58,000	\$52,000 - \$60,000	<b>\$59,500</b> Average Salary	<b>8%</b> Year-on-year Inflation %	<b>\$42</b> Temp charge rate + GST per hour
EXPERIENCED	\$60,000 - \$65,000	\$62,000 - \$67,000			

### Inventory & Supply Chain Administrator




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$52,000 - \$57,000	\$54,800 - \$62,000	<b>\$63,400</b> Average Salary	<b>3%</b> Year-on-year Inflation %	<b>\$45</b> Temp charge rate + GST per hour
EXPERIENCED	\$65,000 - \$75,000	\$65,000 - \$76,000			

### H&S Administrator




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$60,000 - \$65,000	\$64,000 - \$68,000	<b>\$66,600</b> Average Salary	<b>4%</b> Year-on-year Inflation %	<b>\$48</b> Temp charge rate + GST per hour
EXPERIENCED	\$63,000 - \$70,000	\$68,000 - \$75,000			

## BUSINESS SUPPORT 2025




### Import/Export Coordinator

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$60,000 - \$65,000	\$61,000 - \$66,000	<b>\$70,300</b> Average Salary	<b>12%</b> Year-on-year Inflation %	<b>\$50</b> Temp charge rate + GST per hour
EXPERIENCED	\$70,000 - \$85,000	\$70,000 - \$85,000			

### Logistics Scheduler

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$55,000 - \$65,000	\$55,000 - \$65,000	<b>\$66,000</b> Average Salary	<b>2%</b> Year-on-year Inflation %	<b>\$47</b> Temp charge rate + GST per hour
EXPERIENCED	\$68,000 - \$75,000	\$68,000 - \$77,000			




### Purchasing Officer

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$50,000 - \$65,000	\$50,000 - \$65,000	<b>\$73,400</b> Average Salary	<b>5%</b> Year-on-year Inflation %	<b>\$52</b> Temp charge rate + GST per hour
EXPERIENCED	\$82,000 - \$95,000	\$85,000 - \$95,000			






## ACCOUNTING SUPPORT 2025




### Finance Administrator

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$50,000 - \$58,500	\$53,000 - \$60,000	<b>\$60,000</b> Average Salary	<b>5%</b> Year-on-year Inflation %	<b>\$43</b> Temp charge rate + GST per hour
EXPERIENCED	\$60,000 - \$65,000	\$63,000 - \$71,000			

### Accounts Payable




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$58,000 - \$62,000	\$58,000 - \$64,000	<b>\$64,000</b> Average Salary	<b>12%</b> Year-on-year Inflation %	<b>\$46</b> Temp charge rate + GST per hour
EXPERIENCED	\$62,000 - \$72,000	\$63,000 - \$73,000			
MANAGER	N/A	\$80,000 - \$120,000			

### Accounts Receivable




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$56,000 - \$62,000	\$58,000 - \$64,000	<b>\$64,100</b> Average Salary	<b>9%</b> Year-on-year Inflation %	<b>\$46</b> Temp charge rate + GST per hour
EXPERIENCED	\$63,000 - \$72,000	\$64,000 - \$74,000			
MANAGER	N/A	\$78,000 - \$97,000			

## ACCOUNTING SUPPORT 2025



### Credit Control

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$58,000 - \$63,000	\$60,000 - \$65,000	\$65,125 Average Salary	10% Year-on-year Inflation %	\$46 Temp charge rate + GST per hour
EXPERIENCED	\$62,000 - \$72,000	\$66,000 - \$75,000			
MANAGER	N/A	\$80,000 - \$110,000			

### Payroll




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$60,000 - \$65,000	\$62,000 - \$67,000	\$71,600 Average Salary	3% Year-on-year Inflation %	\$51 Temp charge rate + GST per hour
EXPERIENCED	\$72,000 - \$81,500	\$75,000 - \$90,000			
MANAGER	N/A	\$103,000 - \$135,000			

### Assistant Accountant




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$65,000 - \$68,000	\$64,000 - \$70,000	\$69,600 Average Salary	1% Year-on-year Inflation %	\$50 Temp charge rate + GST per hour
EXPERIENCED	\$66,000 - \$74,000	\$69,000 - \$81,000			

## QUALIFIED & SENIOR ACCOUNTING 2025




### Recently Qualified Accountant

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$80,000 - \$85,000	\$85,000 - \$91,000	<b>\$87,800</b> Average Salary	<b>5%</b> Year-on-year Inflation %	<b>\$63</b> Temp charge rate + GST per hour
EXPERIENCED	\$85,000 - \$90,000	\$90,000 - \$96,000			

### Financial Accountant




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$85,000 - \$95,000	\$85,000 - \$105,000	<b>\$101,300</b> Average Salary	<b>1%</b> Year-on-year Inflation %	<b>\$72</b> Temp charge rate + GST per hour
EXPERIENCED	\$100,000 - \$115,000	\$100,000 - \$125,000			

### Management Accountant




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$85,000 - \$95,000	\$95,000 - \$105,000	<b>\$101,900</b> Average Salary	<b>1%</b> Year-on-year Inflation %	<b>\$73</b> Temp charge rate + GST per hour
EXPERIENCED	\$95,000 - \$105,000	\$110,000 - \$125,000			

## QUALIFIED & SENIOR ACCOUNTING 2025




### Group Accountant

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$100,000 - \$110,000	\$100,000 - \$110,000	\$111,300 Average Salary	0% Year-on-year Inflation %	\$79 Temp charge rate + GST per hour
EXPERIENCED	\$110,000 - \$120,000	\$110,000 - \$130,000			

### Systems Accountant



	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$85,000 - \$100,000	\$85,000 - \$100,000	\$106,200 Average Salary	1% Year-on-year Inflation %	\$76 Temp charge rate + GST per hour
EXPERIENCED	\$100,000 - \$130,000	\$100,000 - \$150,000			

### Commercial / Financial Analyst

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$80,000 - \$90,000	\$105,000 - \$125,000	\$112,500 Average Salary	1% Year-on-year Inflation %	\$80 Temp charge rate + GST per hour
EXPERIENCED	\$105,000 - \$125,000	\$115,000 - \$155,000			

## QUALIFIED & SENIOR ACCOUNTING 2025

### Finance Business Partner




	SME	LARGE/CORPORATE			
ENTRY LEVEL	N/A	\$120,000 - 130,000	<b>\$138,800</b> Average Salary	<b>-2%</b> Year-on-year Inflation %	<b>\$99</b> Temp charge rate + GST per hour
EXPERIENCED	N/A	\$135,000 - \$170,000			

### Finance Manager




	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$110,000 - \$120,000	\$120,000 - \$130,000	<b>\$131,300</b> Average Salary	<b>2%</b> Year-on-year Inflation %	<b>\$94</b> Temp charge rate + GST per hour
EXPERIENCED	\$130,000 - \$150,000	\$130,000 - \$160,000			

## EXECUTIVE 2025




### Financial Controller

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$145,000 - \$155,000	\$155,000 - \$170,000	<b>\$169,400</b> Average Salary	<b>5%</b> Year-on-year Inflation %	<b>\$121</b> Temp charge rate + GST per hour
EXPERIENCED	\$150,000 - \$185,000	\$165,000 - \$230,000			

### FP&A Manager

	SME	LARGE/CORPORATE			
ENTRY LEVEL	N/A	\$180,000 - \$195,000	<b>\$201,300</b> Average Salary	<b>4%</b> Year-on-year Inflation %	<b>\$144</b> Temp charge rate + GST per hour
EXPERIENCED	N/A	\$190,000 - \$240,000			

### Commercial Manager

	SME	LARGE/CORPORATE			
ENTRY LEVEL	\$150,000 - \$165,000	\$175,000 - \$190,000	<b>\$184,400</b> Average Salary	<b>1%</b> Year-on-year Inflation %	<b>\$131</b> Temp charge rate + GST per hour
EXPERIENCED	\$160,000 - \$195,000	\$185,000 - \$255,000			

HUMAN  
RESOURCES

BUSINESS  
SUPPORT

ACCOUNTING  
SUPPORT

QUALIFIED  
& SENIOR  
ACCOUNTING

EXECUTIVE

PUBLIC  
PRACTICE

TECHNOLOGY

## EXECUTIVE 2025

### Chief Financial Officer

	SME	LARGE/CORPORATE
ENTRY LEVEL	\$190,000 - \$225,000	\$220,000 - \$275,000
EXPERIENCED	\$220,000 - \$280,000	\$270,000 - \$435,000



**\$264,400**

Average  
Salary



**8%**

Year-on-year  
Inflation %



**\$189**

Temp charge rate  
+ GST per hour

# PUBLIC PRACTICE 2025

## BUSINESS ADVISORY

### Graduate Accountant

	LOW	HIGH
ENTRY LEVEL	\$48,000	\$58,000
EXPERIENCED	\$53,000	\$60,000



**\$54,750**

Average Salary



**\$39**

Temp charge rate + GST per hour

### Intermediate Accountant

	LOW	HIGH
ENTRY LEVEL	\$55,000	\$68,000
EXPERIENCED	\$58,000	\$70,000



**\$62,750**

Average Salary



**\$45**

Temp charge rate + GST per hour

### Senior Accountant

	LOW	HIGH
ENTRY LEVEL	\$68,000	\$75,000
EXPERIENCED	\$75,000	\$85,000



**\$75,750**

Average Salary



**\$54**

Temp charge rate + GST per hour



# PUBLIC PRACTICE 2025

## BUSINESS ADVISORY

### Assistant Manager

	LOW	HIGH
ENTRY LEVEL	\$80,000	\$95,000
EXPERIENCED	\$90,000	\$105,000



**\$92,500**

Average Salary



**\$66**

Temp charge rate + GST per hour

### Manager

	LOW	HIGH
ENTRY LEVEL	\$95,000	\$110,000
EXPERIENCED	\$95,000	\$115,000



**\$103,750**

Average Salary



**\$74**

Temp charge rate + GST per hour

### Senior Manager

	LOW	HIGH
ENTRY LEVEL	\$110,000	\$150,000
EXPERIENCED	\$120,000	\$140,000



**\$130,000**

Average Salary



**\$93**

Temp charge rate + GST per hour


# PUBLIC PRACTICE 2025

## BUSINESS ADVISORY



### Associate Director

	LOW	HIGH	Average Salary	Temp charge rate + GST per hour
ENTRY LEVEL	\$130,000	\$150,000	 <b>\$143,750</b> Average Salary	 <b>\$103</b> Temp charge rate + GST per hour
EXPERIENCED	\$135,000	\$160,000		

### Director

	LOW	HIGH	Average Salary	Temp charge rate + GST per hour
ENTRY LEVEL	\$140,000	\$170,000	 <b>\$115,000</b> Average Salary	 <b>\$111</b> Temp charge rate + GST per hour
EXPERIENCED	\$140,000	\$170,000		

### Partner

	LOW	HIGH	Average Salary	Temp charge rate + GST per hour
ENTRY LEVEL	\$150,000	\$170,000	 <b>\$185,000</b> Average Salary	 <b>\$132</b> Temp charge rate + GST per hour
EXPERIENCED	\$170,000	\$250,000		

# PUBLIC PRACTICE 2025 AUDIT

## Graduate Accountant

	LOW	HIGH
ENTRY LEVEL	\$48,000	\$53,000
EXPERIENCED	\$55,000	\$60,000



**\$54,000**

Average Salary



**\$39**

Temp charge rate + GST per hour

## Intermediate Accountant

	LOW	HIGH
ENTRY LEVEL	\$55,000	\$60,000
EXPERIENCED	\$60,000	\$65,000



**\$60,000**

Average Salary



**\$43**

Temp charge rate + GST per hour

## Senior Accountant

	LOW	HIGH
ENTRY LEVEL	\$65,000	\$75,000
EXPERIENCED	\$65,000	\$75,000



**\$70,000**

Average Salary





**\$50**



Temp charge rate + GST per hour

# PUBLIC PRACTICE 2025 AUDIT



## Assistant Manager

	LOW	HIGH		
ENTRY LEVEL	\$77,000	\$92,000	\$84,500	\$60
EXPERIENCED	\$77,000	\$92,000		
			Average Salary	Temp charge rate + GST per hour

## Manager

	LOW	HIGH		
ENTRY LEVEL	\$85,000	\$100,000	\$92,500	\$66
EXPERIENCED	\$85,000	\$100,000		
			Average Salary	Temp charge rate + GST per hour

## Senior Manager

	LOW	HIGH		
ENTRY LEVEL	\$92,000	\$112,000	\$104,000	\$74
EXPERIENCED	\$92,000	\$120,000		
			Average Salary	Temp charge rate + GST per hour

# PUBLIC PRACTICE 2025

AUDIT

## Associate Director

	LOW	HIGH
ENTRY LEVEL	\$110,000	\$150,000
EXPERIENCED	\$130,000	\$170,000



**\$140,000**

Average Salary



**\$100**

Temp charge rate + GST per hour

## Director

	LOW	HIGH
ENTRY LEVEL	\$150,000	\$250,000
EXPERIENCED	\$150,000	\$250,000



**\$200,000**

Average Salary



**\$143**

Temp charge rate + GST per hour

## Partner

	LOW	HIGH
ENTRY LEVEL	\$150,000	\$170,000
EXPERIENCED	\$170,000	\$250,000



**\$185,000**

Average Salary






**\$132**




Temp charge rate + GST per hour

# TECHNOLOGY 2025




## Front End Developer

	LOW	HIGH			
ENTRY LEVEL	\$88,000	\$105,000	<b>\$107,000</b> Average Salary	<b>5%</b> Year-on-year Inflation %	<b>\$80</b> Temp charge rate + GST per hour
EXPERIENCED	\$105,000	\$130,000			

## .Net Developer

	LOW	HIGH			
ENTRY LEVEL	\$85,000	\$115,000	<b>\$113,800</b> Average Salary	<b>9%</b> Year-on-year Inflation %	<b>\$85</b> Temp charge rate + GST per hour
EXPERIENCED	\$115,000	\$140,000			

## UX/UI Developer




	LOW	HIGH			
ENTRY LEVEL	\$85,000	\$110,000	<b>\$110,000</b> Average Salary	<b>11%</b> Year-on-year Inflation %	<b>\$82</b> Temp charge rate + GST per hour
EXPERIENCED	\$110,000	\$135,000			

## TECHNOLOGY 2025




### Test Analyst

	LOW	HIGH			
ENTRY LEVEL	\$80,000	\$100,000	<b>\$103,800</b> Average Salary	<b>6%</b> Year-on-year Inflation %	<b>\$72</b> Temp charge rate + GST per hour
EXPERIENCED	\$105,000	\$130,000			

### Project Manager




	LOW	HIGH			
ENTRY LEVEL	\$100,000	\$130,000	<b>\$128,800</b> Average Salary	<b>3%</b> Year-on-year Inflation %	<b>\$121</b> Temp charge rate + GST per hour
EXPERIENCED	\$135,000	\$150,000			

### Business Analyst




	LOW	HIGH			
ENTRY LEVEL	\$85,000	\$110,000	<b>\$110,000</b> Average Salary	<b>0%</b> Year-on-year Inflation %	<b>\$100</b> Temp charge rate + GST per hour
EXPERIENCED	\$115,000	\$130,000			

## TECHNOLOGY 2025




### IT Helpdesk

	LOW	HIGH			
ENTRY LEVEL	\$55,000	\$65,000	\$68,800 Average Salary	1% Year-on-year Inflation %	\$42 Temp charge rate + GST per hour
EXPERIENCED	\$70,000	\$85,000			

### Development Manager

	LOW	HIGH			
EXPERIENCED	\$125,000	\$170,000	\$147,500 Average Salary	2% Year-on-year Inflation %	\$126 Temp charge rate + GST per hour

### BI Manager

	LOW	HIGH			
ENTRY LEVEL	\$80,000	\$115,000	\$110,000 Average Salary	-1% Year-on-year Inflation %	\$82 Temp charge rate + GST per hour
EXPERIENCED	\$115,000	\$130,000			






## TECHNOLOGY 2025

### Data Analyst

	LOW	HIGH			
ENTRY LEVEL	\$80,000	\$100,000	<b>\$100,000</b> Average Salary	<b>-2%</b> Year-on-year Inflation %	<b>\$75</b> Temp charge rate + GST per hour
EXPERIENCED	\$100,000	\$120,000			

### Data Engineer

	LOW	HIGH			
ENTRY LEVEL	\$90,000	\$100,000	<b>\$112,500</b> Average Salary	<b>1%</b> Year-on-year Inflation %	<b>\$96</b> Temp charge rate + GST per hour
EXPERIENCED	\$110,000	\$140,000			

# METHODOLOGY

## EXPERIENCE LEVEL BREAKDOWN / DEFINITIONS

### ENTRY LEVEL

Less than 2 years of demonstrable experience in that discipline

### EXPERIENCED

2 or more years of demonstrable experience in that discipline

### MANAGER

Leading a team of direct reports in that discipline

## COMPANY SIZE & SCALE BREAKDOWN / DEFINITIONS

### SMALL - MEDIUM SIZED ENTITY (SME)

No more than NZ\$200m yearly revenue

### LARGE/CORPORATE SIZED ENTITY

Greater than \$200m yearly revenue

## DATA SOURCE AND PARAMETERS

Our salary guide aims to support all local businesses, candidates and hiring managers with tangible figures, based on local market data, from recent activity.

We source our data from recent and historic appointments which consider outliers that are not reflective of market conditions due to unique, exceptional circumstances.

All figures are basic salary and do not measure bonuses or any additional parts of a package. Methodologies on role and salary sizing are complex and are not a 'one size fits all' approach. As such our salary data is only a GUIDE. In addition to our data we recommend considering contingent factors such as:

- Tenure in the role and history of 'value add' and IP
- Range of accountabilities and role scope. Two roles are never the same
- Organisational structure and where the role is placed
- Level of expertise and calibre of the individual
- Candidate availability and the number of alternative roles in the market they are considering

For salary information specific to the Wellington region, please see our website [www.profilegroup.co.nz](http://www.profilegroup.co.nz)

For more tangible and 'company specific' salary data we are happy to advise, however more information and data is required to accurately assess. To provide you with additional, ongoing insights, we also produce regular labour data reports which can be found at [www.profilegroup.co.nz/labour-market-reports](http://www.profilegroup.co.nz/labour-market-reports)

For additional insight and reporting please contact [enquiries@profilegroup.co.nz](mailto:enquiries@profilegroup.co.nz)



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