

profile GROUP 

2025 Salary Data

WELLINGTON

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Welcome

According to Stats NZ, New Zealand's population saw a boost from international migration in the July 2024 year, with an increase of 13 people for every 1,000 already living here. While this is still a positive uptick, it's worth noting that the net migration rate has slowed slightly – down from 26 per 1,000 in the previous year (October 2023). It's an interesting shift, but we're still seeing a steady influx of new arrivals to Aotearoa! Despite this, candidate shortages are still evident in a number of areas Profile Group specialises in.

Wellington's economy is navigating some interesting challenges right now, with slower growth in certain sectors, rising costs of living, and tight housing markets making things a bit tricky. However, the city is adapting with a growing number of startups and businesses pushing for new ways to diversify and future-proof the economy.

The recruitment market has felt the pressure, especially in highly skilled roles, with competition for top talent still heating up. It's an interesting time for job seekers, but also a reminder that adaptability and

skill development are key for both employers and candidates alike.

All of these factors suggest recruitment will continue to be a challenge towards the end of 2024 and beginning of 2025, with common themes such as counteroffers and employee drivers being key risks to consider during a process. Being creative and proactive in your approach to these issues will be vital to ensure successful outcomes.

Wishing everyone all the best for the remainder of 2025, and we look forward to working with you as the year progresses and into the next year.



Mark Harper

GENERAL MANAGER, WELLINGTON

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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

ACCOUNTING SUPPORT 2025

Accounts Assistant

	LOW	HIGH
INTERMEDIATE	\$62,000	\$68,000
EXPERIENCED	\$68,000	\$78,000



\$69,000

Average
Salary



\$45-55

Temp charge rate
+ GST per hour

Accounts Payable

	LOW	HIGH
INTERMEDIATE	\$58,000	\$68,000
EXPERIENCED	\$68,000	\$78,000



\$68,000

Average
Salary



\$45-55

Temp charge rate
+ GST per hour

Accounts Receivable / Credit Control

	LOW	HIGH
INTERMEDIATE	\$58,000	\$68,000
EXPERIENCED	\$68,000	\$80,000



\$68,000

Average
Salary



\$45-55

Temp charge rate
+ GST per hour

ACCOUNTING SUPPORT 2025

Payroll

	LOW	HIGH
INTERMEDIATE	\$55,000	\$65,000
EXPERIENCED	\$70,000	\$90,000
MANAGER	\$90,000	\$120,000



\$81,666

Average
Salary



\$56-90

Temp charge rate
+ GST per hour

Assistant Accountant

	LOW	HIGH
INTERMEDIATE	\$60,000	\$70,000
EXPERIENCED	\$70,000	\$85,000



\$71,250

Average
Salary



\$48-65

Temp charge rate
+ GST per hour

QUALIFIED & SENIOR ACCOUNTING 2025

Recently Qualified Accountant

	LOW	HIGH
INTERMEDIATE	\$80,000	\$90,000
EXPERIENCED	\$90,000	\$100,000



\$90,000

Average
Salary



\$60-80

Temp charge rate
+ GST per hour

Financial Accountant

	LOW	HIGH
INTERMEDIATE	\$90,000	\$100,000
EXPERIENCED	\$100,000	\$120,000



\$105,000

Average
Salary



\$75-90

Temp charge rate
+ GST per hour

Management Accountant

	LOW	HIGH
INTERMEDIATE	\$85,000	\$100,000
EXPERIENCED	\$105,000	\$120,000



\$102,500

Average
Salary




\$80-90



Temp charge rate
+ GST per hour

QUALIFIED & SENIOR ACCOUNTING 2025



Group Accountant

	LOW	HIGH		
INTERMEDIATE	\$90,000	\$110,000	\$112,500	\$100-130
EXPERIENCED	\$110,000	\$130,000		
			Average Salary	Temp charge rate + GST per hour

Systems Accountant



	LOW	HIGH		
INTERMEDIATE	\$90,000	\$100,000	\$112,500	\$100-130
EXPERIENCED	\$110,000	\$150,000		
			Average Salary	Temp charge rate + GST per hour

Commercial / Financial Analyst



	LOW	HIGH		
INTERMEDIATE	\$85,000	\$100,000	\$105,000	\$75-100
EXPERIENCED	\$100,000	\$135,000		
			Average Salary	Temp charge rate + GST per hour

QUALIFIED & SENIOR ACCOUNTING 2025

Finance Business Partner

	LOW	HIGH		
INTERMEDIATE	\$110,000	\$125,000	\$127,500 Average Salary	\$85-110 Temp charge rate + GST per hour
EXPERIENCED	\$125,000	\$150,000		

Finance Manager

	LOW	HIGH		
INTERMEDIATE	\$110,000	\$125,000	\$130,000 Average Salary	\$90-110 Temp charge rate + GST per hour
EXPERIENCED	\$125,000	\$160,000		

EXECUTIVE 2025

Financial Controller

	LOW	HIGH
INTERMEDIATE	\$150,000	\$180,000
EXPERIENCED	\$180,000	\$220,000

**\$182,500**Average
Salary**\$120-140**Temp charge rate
+ GST per day

Commercial Manager

	LOW	HIGH
INTERMEDIATE	\$140,000	\$160,000
EXPERIENCED	\$160,000	\$230,000

**\$172,500**Average
Salary**\$110-140**Temp charge rate
+ GST per day

Chief Financial Officer

	LOW	HIGH
INTERMEDIATE	\$220,000	\$270,000
EXPERIENCED	\$275,000	\$350,000

**\$278,750**Average
Salary**\$140-180**Temp charge rate
+ GST per day

WELLINGTON METHODOLOGY

EXPERIENCE LEVEL BREAKDOWN / DEFINITIONS

INTERMEDIATE

Up to 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

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For additional insight and reporting please contact enquiries@profilegroup.co.nz

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