

WELLINGTON

## 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 with 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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# Content

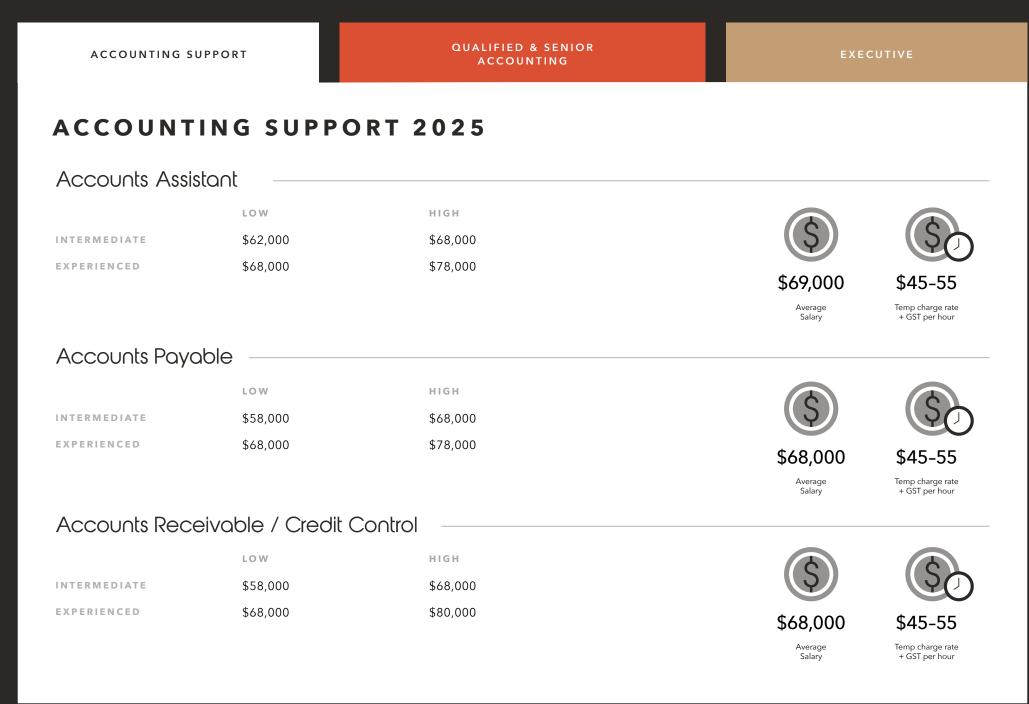
ACCOUNTING SUPPORT	3
QUALIFIED & SENIOR ACCOUNTING	5
EXECUTIVE	8
METHODOLOGY	9

# Welcome | Page :

#### SIZING METHODOLOGY AND APPROACH

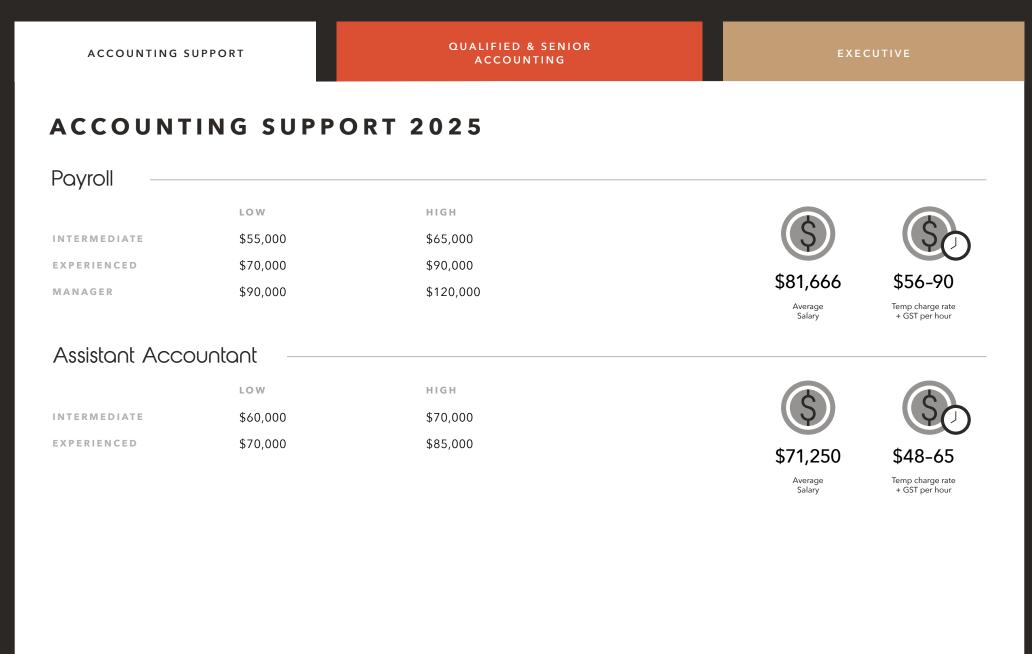
Methodologies on role and salary sizing is complex and is not a 'one size' fits all approach. As such our salary data is only a *GUIDE*. For more tangible and 'company specific' salary data we are happy to advise, however more information and data is required to accurately assess.

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

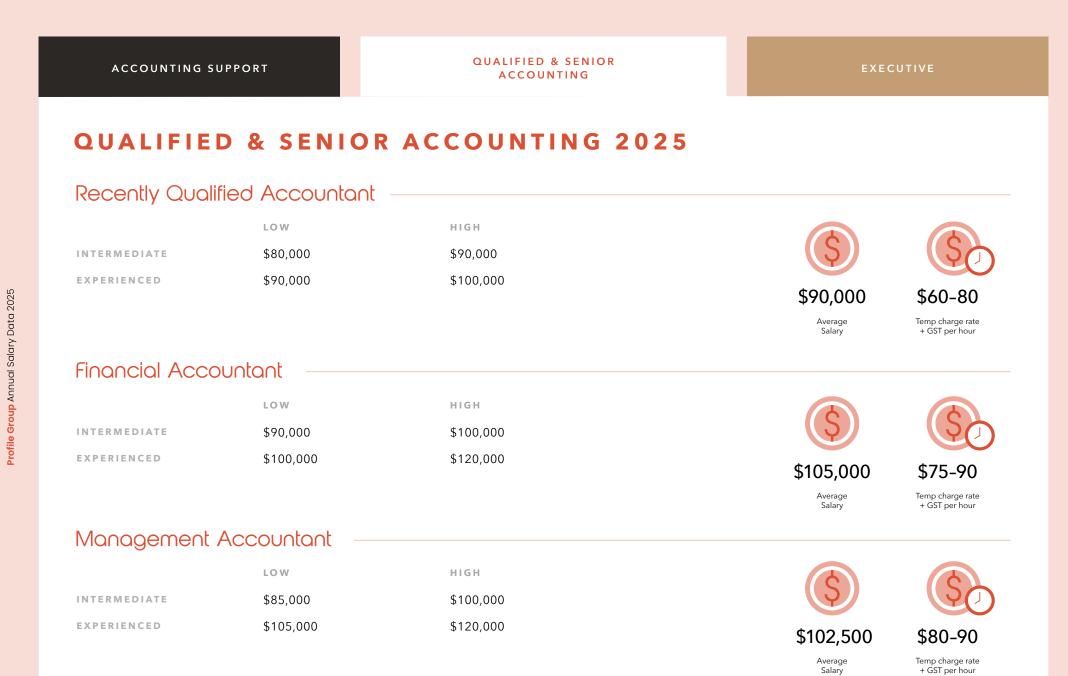
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Accounting Support

Page

4



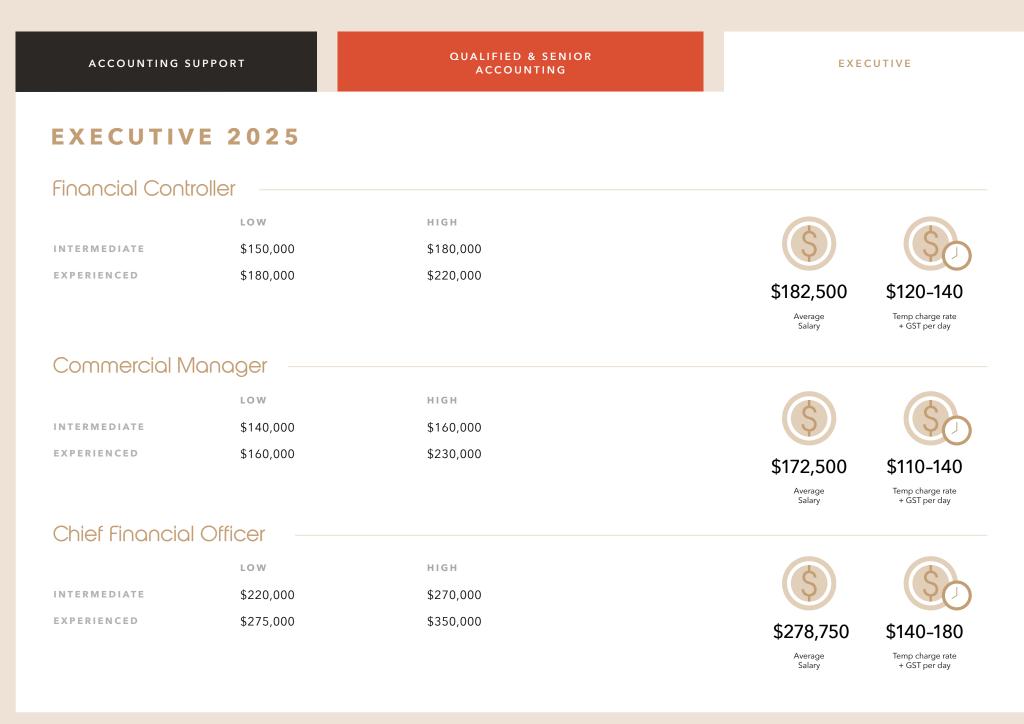
Salary

## QUALIFIED & SENIOR ACCOUNTING 2025

	LOW	HIGH		
INTERMEDIATE	\$90,000	\$110,000	$\mathbf{S}$	$\mathbb{S}$
EXPERIENCED	\$110,000	\$130,000	\$112,500	\$100-130
			Average Salary	Temp charge rate + GST per hour
Systems Acco			Jana y	r GST per nour
		HIGH	Ś	S
INTERMEDIATE	\$90,000	\$100,000		
EXPERIENCED	\$110,000	\$150,000	\$112,500	\$100-130
			Average Salary	Temp charge rate + GST per hour
Commercial /	Financial Analyst			
	LOW	HIGH		
INTERMEDIATE	\$85,000	\$100,000	Ş	
EXPERIENCED	\$100,000	\$135,000	\$105,000	\$75-100
			Average	Temp charge rate

## QUALIFIED & SENIOR ACCOUNTING 2025

FINANCE BUSINE	ess Part∩er ——	HIGH		
INTERMEDIATE	\$110,000	\$125,000		S
EXPERIENCED	\$125,000	\$150,000	\$127,500 Average Salary	\$85-110 Temp charge rate + GST per hour
Finance Manc	iger			
	LOW	HIGH		
INTERMEDIATE	\$110,000	\$125,000	S	
EXPERIENCED	\$125,000	\$160,000	\$130,000 Average	\$90-110 Temp charge rate



Executive | Page

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## 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

Profile Group Annual Salary Data 2025

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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