

2010
SALARY
GUIDE

AT HUDSON INFORMATION, COMMUNICATIONS & TECHNOLOGY (ICT) WE CONNECT YOU WITH TALENTED PROFESSIONALS.

HUDSON IS A RECOGNISED LEADER IN RECRUITMENT SERVICES, BOTH IN NEW ZEALAND, AND INTERNATIONALLY. IT'S A REPUTATION WE HAVE EARNED IN THE LOCAL MARKET FOR MORE THAN 24 YEARS. HUDSON IS A TRUSTED BRAND IN 27 COUNTRIES ACROSS THE GLOBE.

OUR STRONG BRAND ENABLES US TO ATTRACT THE BEST CANDIDATES IN THE MARKET, WHILE OUR ROBUST PROCESSES MEAN WE SELECT THE RIGHT PEOPLE FOR YOUR BUSINESS.

PEOPLE WITH THE RIGHT ATTITUDE WHO WILL DRIVE YOUR SUCCESS.

HUDSON ICT IS MADE UP OF SPECIALIST CONSULTANTS, WHO WORK DEDICATED INDUSTRY TEAMS AND HAVE DEEP UNDERSTANDING OF THEIR FIELDS OF SPECIALISATION. AND AT HUDSON WE KNOW THAT VALUES MATTER, THAT'S WHY ENSURE THE CANDIDATES WE PUT FORWARD ARE THE RIGHT CULTURAL FIT FOR YOUR BUSINESS.

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INTRODUCTION

Hudson ICT is pleased to provide our annual salary guide. Throughout the following pages, you will find a breakdown of the salary ranges available to candidates across industries.

Information has been collated from Hudson's placements and in consultation with our national teams of specialist recruitment consultants.

We hope that you find the information a practical and useful tool in understanding what employees are worth in today's competitive market.

MARKET SYNOPSIS

Salaries across the ICT profession in New Zealand have seen no significant change during the past 12 months.

Up until the last quarter of 2009 many IT projects remained on hold which negatively impacted contract rates and decreased the demand for roles such as Business Analysts and Testers. As organisations restructured, many middle managers were affected by redundancies, which placed a downward pressure on salaries. In the final quarter of 2009, we started to see a gradual recovery in salary levels as a number of IT projects were brought back to life.

In some areas, contract rates saw little change. In the North Island, there was a steady push downwards on contract rates particularly within the project environment. This downward trend was largely due to low levels of projects being initiated, and therefore an oversupply of talent available. In Wellington in particular, there was less demand for testing professionals, which placed a downward pressure on contract rates.

There is continuing demand for roles that specialise in Websphere, VMware, Cloud Computing, SharePoint and CRM development. Enterprise Architects with commercial experience have also been in high demand.

Senior Java and .NET developers have been in demand across all locations, particularly Christchurch. Businesses are cooperating to ensure that developers remain in Christchurch by sharing the capacity of available candidates in the region, in a concerted response to the skill shortages in this area. There has been a further increase in requirements for developers with Web Services experience as businesses look for efficiencies.

*The Hudson Report (January – March 2010)*¹ indicates an increase in hiring expectations and most notably, in the South Island which has reported the most optimistic results. Given the shortage of specialist ICT resources in this area, we may see increased pressure on salary and contracting rates as the market tightens.

In Auckland, shortages persist for well-qualified Project Managers and Business Analysts with both technical and business experience, and well-networked sales people who have worked in senior positions across disciplines. In some areas, we have seen an increased requirement for Geospatial professionals, a field that is increasing in importance as people become more aware of geospatial usage in business.

In contrast, we are seeing less demand for candidates in entry level IT jobs, as more companies decide to absorb the extra responsibilities covered by these roles, as well as outsourcing or off-shoring roles at this level.

In 2009, there has been a reduction in the exodus of skilled intermediate level talent. Many candidates have opted for job security in New Zealand over overseas travel for the time being. However, as the global economy improves, businesses will once again experience the same historical skill shortages at the intermediate level.

¹ Hudson Report: Employment Expectations January – March 2010

Candidate expectations, particularly among middle managers in the job market, have become more flexible when looking at roles and salaries. Despite standard salary bands being in place, salaries on offer have been lower due to budget constraints. Many candidates have been open to accepting lower base salaries due to the scarcity of roles. However, candidates currently in employment are less willing to compromise on their salary expectations.

A recent Hudson survey of 218 ICT hiring managers in November 2009, showed that 71% of companies surveyed felt that salaries will remain steady in 2010, while 27% feel that salaries will increase in 2010. Results also showed that 59% of companies feel it will be difficult to find the right talent in 2010.

Across all industries, employers have been forced to reassess the deliverables of their ICT services and prioritise services according to budget constraints and available resources. There remains a focus on outsourcing, with headcount remaining static across the public sector.

Over the next 12 months, we expect to see ICT salaries to remain constant, with contracting rates varying based on demand.

	HOURLY CONTRACT RATE TO CLIENT 2008	HOURLY CONTRACT RATE TO CLIENT 2009	ANNUAL SALARY 2008 NZ '000	ANNUAL SALARY 2009 NZ '000
Analysts and Operations				
Test Analyst - Junior Up to 2 years	N/A	N/A	50-65	50-60
Test Analyst - Intermediate 2 - 4 years	65.00-85.00	N/A	65-75	60-70
Test Analyst - Senior Test Analyst/Engineers - 4 years+	90.00-110.00	80.00-95.00	75-100	70-85
Test Manager / Test Lead	100.00-120.00	100.00-120.00	90-120	90-120
Business Analyst – Junior Up to 2 years	N/A	N/A	55-70	55-70
Business Analyst – Intermediate 2-5 years in pure BA roles	80.00-95.00	80.00-95.00	70-85	70-85
Business Analyst – Senior 5 years+	95.00-115.00	85.00-100.00	85-100	85-100
Technical Business Analyst/Systems Analyst 2 - 5 years	80.00-95.00	80.00-95.00	70-85	70-85
Senior Technical Business Analyst/Systems Analyst	95.00-115.00	85.00-100.00	85-100	85-100
Lead Business Analyst/Team Leader	100.00-120.00	100.00-120.00	90-110	90-110
Reports Writer – eg Crystal, 2-4 years	70.00-90.00	70.00-90.00	55-75	55-75
Technical Writer	70.00-85.00	70.00-85.00	55-75	55-75
Project Administrator	50.00-65.00	50.00-60.00	45-60	45-60
Project Co-ordinator	60.00-80.00	65.00-75.00	55-75	55-75
Change Co-ordinator	60.00-80.00	65.00-75.00	50-70	50-70
Release Manager	80.00-115.00	90.00-115.00	90-110	90-110
SAS Analyst	N/A	90.00	N/A	60-85
IT Trainer	N/A	N/A	50-80	50-80
Systems Development				
Java Developer – Junior 6 months to 2 years	N/A	N/A	45-60	45-60
Java Developer – Intermediate, 2-3 years	70.00-85.00	70.00-85.00	60-80	60-80
Java Developer – Senior 3 years +	90.00-110.00	95.00-105.00	80-100	80-100
Java Technical Lead	95.00-115.00	95.00-115.00	95-115	95-115
Java/Java EE Architect	110.00-150.00	110.00-150.00	100-140	100-140
Oracle Developer – Intermediate	70.00-85.00	70.00-85.00	70-80	70-80
Oracle Developer – Senior	85.00-95.00	85.00-95.00	75-90	75-90
SQL Developer – Intermediate	60.00-80.00	60.00-80.00	60-75	60-75
SQL Developer – Senior	80.00-90.00	80.00-90.00	75-90	75-90
Web Developer – Junior	60.00-85.00	60.00-85.00	45-55	45-55
Web Developer – Senior	N/A	50.00-65.00	55-80	55-80
Content Developer/Management	50.00-75.00	50.00-75.00	60-80	60-80
.Net Developer – Junior	N/A	N/A	50-60	50-60
.Net Developer – Intermediate	75.00-90.00	75.00-90.00	60-80	60-80
.Net Developer – Senior	100.00-120.00	95.00-105.00	80-100	80-100
.NET Architect	110.00-140.00	110.00-140.00	105-150,00	105-150,00
Solutions Architect	120.00-145.00	120.00-130.00	100-140	100-140
Enterprise Architect	125.00-150.00	125.00-150.00	120- open	120+

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Data Architect	N/A	N/A	90-120	90-120
Data Warehouse Developer	95.00-125.00	95.00-125.00	80-100	80-100
Sharepoint/CRM Developer	N/A	N/A	N/A	90-110
Oracle DBA – Junior Up to 2 years	N/A	N/A	50-70	50-70
Oracle DBA – Intermediate 2-4 years	85.00-95.00	85.00-95.00	70-90	70-90
Oracle DBA – Senior 5 years +	95.00-110.00	95.00-110.00	85-120	85-120
Sybase/SQL Server DBA - Junior	N/A	N/A	50-70	50-70
Sybase/SQL Server DBA - Intermediate	N/A	N/A	70-85	70-85
Sybase/SQL Server DBA - Senior	80.00-110.00	80.00-110.00	85-120	85-120
CICS/Cobol/DB2 Analyst Programmer – Senior 4 years+	85.00-95.00	85.00-95.00	75-90	75-90
C / C++ Developer – Intermediate 2-4 years	65.00-75.00	65.00-75.00	55-75	55-75
C / C++ Developer – Senior 4 years +	75.00-90.00	75.00-90.00	75-90	75-90

Management

Project Manager – Intermediate, 2-5 years	95.00-115.00	100.00-110.00	80-100	80-100
Project Manager – Senior 5 years +	110.00-135.00	100.00-132.00	100-130	100-130
Programme Manager	135.00-165.00	126.00-155.00	120-170 +	120-170 +
Vendor Manager	95.00-120.00	95.00-120.00	90-120	90-120
Service Delivery Manager	85.00-115.00	85.00-95.00	95-130	95-130
Infrastructure/Technical/IT Manager	N/A	N/A	90-125	90-125
Applications/Development Manager	N/A	N/A	95-130 +	95-130 +
Change Management	80.00-100.00	80.00-100.00	80-100	80-100
Security Information Manager	N/A	N/A	N/A	100-120
Business Continuity Manager	N/A	N/A	N/A	100-125
Chief Information Officer	N/A	N/A	160-200 +	160-200 +

Infrastructure

Service Desk/Helpdesk Level 1	35.00-40.00	35.00-40.00	40-45	40-45
Service Desk/Helpdesk Level 2	45.00-55.00	45.00-55.00	45-55	45-58
Service Desk/Helpdesk Team Leader	N/A	N/A	60-75	60-75
Service Desk Manager	N/A	N/A	75-95	75-95
Desktop Support – Intermediate 2-4 years	45.00-60.00	50.00-60.00	50-60	50-60
Systems Administrator – Microsoft	65.00-75.00	65.00-70.00	55-65	55-65
System Administrator – Unix	70.00-90.00	70.00-80.00	55-75	55-75
Senior Systems Administrator – Microsoft	N/A	N/A	60-75	65-75
Senior System Administrator – Unix	N/A	N/A	75-90	70-85
Systems Engineer – Intermediate Microsoft	75.00-85.00	75.00-85.00	60-75	60-75
Systems Engineer – Senior Microsoft	80.00-95.00	80.00-85.00	75-90	75-90
Unix Engineer	70.00-90.00	85.00-95.00	75-90	75-90

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Security Engineer	N/A	N/A	N/A	70-85
Security Specialist	80.00-110.00	80.00-105.00	100-140	100-140
Infrastructure - Team Leader	N/A	N/A	70-95	70-95
Infrastructure - Architect	105.00-120.00	105.00-120.00	100-140	100-140
Network Engineer - Intermediate (CCNA)	60.00-80.00	60.00-75.00	75-85	75-85
Network Engineer - Senior (CCNP, CCVP)	85.00-130.00	95.00-105.00	85-100	85-100
Network Architect/Consultant - CCIE	100.00-140.00	105.00-135.00	100-160	100-160
Support Engineer	N/A	N/A	60-85	60-85

Sales Executive				
Junior Account Manager	N/A	N/A	Base 60-80 + Bonus	Base 60-80 + Bonus
Account Manager	N/A	N/A	Base 80-120 + Bonus	Base 80-120 + Bonus
Business Development Manager	N/A	N/A	Base 80-120 + Bonus	Base 80-120 + Bonus
Client Relationship Manager	N/A	N/A	Base 90-120 + Bonus	Base 90-120 + Bonus
Vendor Managers	N/A	N/A	Base 100-130 + Bonus	Base 100-130 + Bonus
Pre-Sales Consultant	N/A	N/A	Base 80-120 + Bonus	Base 80-120 + Bonus
Sales Executive	N/A	N/A	Base 80-120 + Bonus	Base 80-120 + Bonus
Channel Manager / Business Partner Manager	N/A	N/A	Base 100-180 + Bonus	Base 100-180 + Bonus

* All figures exclude superannuation, bonuses and share options.

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