

NEW ZEALAND

COUNTRY OVERVIEW

2010 is anticipated to be a more positive year for the New Zealand recruitment market, however caution will remain at the forefront of both candidates and organisation's minds given the experience of the last 24 months.

Since early 2008, employers have been faced with weakening markets and while all tried to retain staff and await the expected upturn in late 2008, the financial crisis arrived with the collapse of Lehman Brothers. Companies could no longer hold on to staff and redundancies and headcount freezes became commonplace. Job security became very important to candidates and we saw a shift in candidate behaviour. The labour market weakened further with job numbers still in decline in quarter three of 2009 and unemployment rose to its highest level since 2000. This restrained all salaries and we saw limited movement of candidates. Confidence is now returning to the market and we expect more activity and opportunities for candidates in 2010. This will also provide stimulus for moderate salary growth in 2010.

Many organisations are approaching 2010 with increased confidence and most have plans to grow teams and take advantage of the improving markets. Skilled candidates with experience are already in demand and we are seeing urgency return to the market in some sectors. Candidates are also becoming more confident and many who have stayed in roles for job security are now looking for the next opportunity. Candidate motivation for new roles and clients looking to re-establish teams will drive the employment market in 2010. Organisations will need to concentrate on retaining staff and maintain a sense of urgency when trying to recruit new talent.

AUCKLAND

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

Robert Walters' banking & financial services division in Auckland focuses on recruiting professional candidates covering all facets of banking and financial services. This encompasses insurance and investment, corporate, institutional and private banking.

Market Overview

In the first three quarters of 2009, there was a continuation of a tough banking and financial services employment market. Redundancies persisted throughout the first half of the year and the market saw the exit of a major global investment bank from New Zealand.

An air of uncertainty remained in the finance sector in the second half of the year, however several restructures and capital raisings ensured that the majority of larger players survived throughout this period.

There was a continued focus on restructuring and promoting staff internally which led to a limited number of external vacancies being advertised in the market; competition for these positions was therefore extremely high. However, with the gradual yet continued recovery through the latter part of 2009, there was a noticeable increase in the general number of vacancies occurring in the sector, more specifically within lending and credit analysis. Demand for traditional accountancy positions along with back and middle office staff remained inconsistent.

Outlook for 2010

The outlook for 2010 is cautiously positive, with an expectation that we will see steady growth in demand for banking and financial services professionals by the second half of the year. Ultimately it will be the major retail banks that lead the way and push the demand for new staff.

As confidence returns to the employment market, we will undoubtedly see candidate movement increase as employees look to take advantage of the improving market conditions and in some cases seek opportunities abroad.

It is unlikely that there will be any major shifts from 2009 salary levels due to limited increases in demand and a relatively candidate rich market. However, as the demand for candidates continues to increase, it is likely that at some point there will be a shift back to a candidate short market, driving salaries upward. Skills we expect to be in demand will be within risk and compliance, credit analysis and lending, along with improved opportunities for traditional accountancy and back office staff.

AUCKLAND

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2009	2010	2009	2010
	Financial Controller (6+ yrs' exp)	\$120 - 180k	\$120 - 180k	\$70 - 120
Financial Accountant - CA/CPA (6+ yrs' exp)	\$100 - 120k	\$100 - 120k	\$55 - 70	\$55 - 70
Fund Accountant - CA/CPA (5+ yrs' exp)	\$100k+	\$100k+	\$50+	\$50+
Business Analyst (6+ yrs' exp)	\$90 - 120k	\$90 - 120k	\$55+	\$60+
Senior Credit Analyst (8+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$40 - 60	\$40 - 60
Product Controller	\$85 - 130k	\$85 - 130k	\$40 - 70	\$40 - 70
Senior Credit Manager (6+ yrs' exp)	\$85 - 125k	\$85 - 125k	\$40 - 50	\$40 - 60
Financial Accountant - Degree (6+ yrs' exp)	\$85 - 110k	\$85 - 110k	\$50+	\$50 - 65
Financial Markets - Analyst	\$80 - 130k	\$80 - 130k	\$35 - 65	\$35 - 65
Financial Accountant - CA/CPA (3 - 5 yrs' exp)	\$80 - 100k	\$80 - 100k	\$45 - 55	\$45 - 55
Fund Accountant - CA/CPA (3 - 5 yrs' exp)	\$80 - 100k	\$80 - 100k	\$40 - 50	\$40 - 50
Corporate Finance (3 - 5 yrs' exp)	\$70 - 100k	\$75 - 120k	\$40 - 70	\$40 - 70
Credit Risk Analyst (3 - 5 yrs' exp)	\$65 - 100k	\$65 - 100k	\$40 - 60	\$40 - 60
Compliance Officer (3 - 5 yrs' exp)	\$65 - 90k	\$65 - 90k	\$30 - 55	\$30 - 55
Financial Accountant - Degree (3 - 5 yrs' exp)	\$70 - 85k	\$65 - 85k	\$40 - 50	\$40 - 50
Financial Accountant - CA/CPA (0 - 2 yrs' exp)	\$60 - 80k	\$65 - 80k	\$40 - 45	\$40 - 45
Settlements Team Lead	\$65 - 75k	\$65 - 75k	\$30 - 35	\$30 - 35
Fund Accountant - CA/CPA (1 - 2 yrs' exp)	\$60 - 80k	\$60 - 80k	\$30 - 40	\$30 - 40
Financial Accountant - Degree (0 - 2 yrs' exp)	\$55 - 65k	\$55 - 65k	\$35 - 40	\$35 - 40
Corporate Finance (0 - 2 yrs' exp)	\$40 - 70k	\$45 - 75k	\$22 - 40	\$22 - 40
Assistant Accountant	\$45 - 65k	\$45 - 65k	\$28 - 40	\$26 - 40
Credit Risk Analyst (0 - 2 yrs' exp)	\$45 - 65k	\$45 - 65k	\$25 - 40	\$25 - 40
Settlements (3 - 5 yrs' exp)	\$45 - 55k	\$45 - 55k	\$22 - 25	\$22 - 25
Accounts Assistant (3 - 5 yrs' exp)	\$45 - 50k	\$45 - 50k	\$24 - 26	\$24 - 26
Dealer's Assistant (0 - 2 yrs' exp)	\$45 - 60k	\$40 - 55k	\$20 - 25	\$20 - 25
Fund Administrator	\$40 - 55k	\$40 - 55k	\$20 - 30	\$20 - 30
Accounts Assistant (0 - 2 yrs' exp)	\$38 - 45k	\$38 - 45k	\$20 - 25	\$20 - 24
Settlements (0 - 2 yrs' exp)	\$38 - 45k	\$38 - 45k	\$18 - 23	\$18 - 23

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

AUCKLAND

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

Robert Walters' specialist accounting & finance recruitment team in Auckland recruits for a broad selection of New Zealand businesses, including many blue-chip organisations and small to medium-sized enterprises. We recruit across all industry sectors and work with many market leaders.

We recruit contract and permanent accounting roles ranging from accounts payable clerks, accounts receivable clerks and credit controllers, through to financial accountants, management accountants, financial analysts and chief financial officers.

Market Overview

The effects of the global economic downturn were felt most severely in the first half of the year. Both the contract and permanent recruitment markets were quiet, with limited recruitment taking place as companies underwent significant restructuring and lowered headcount to reduce costs. This led to an employer-driven market, enabling companies that were still recruiting to attract top talent.

Some multinationals sought to reduce costs by creating shared service teams based in Australia or Asia Pacific. This reduced the number of opportunities available in the Auckland market, particularly at the junior level, creating more candidate competition.

The second half of the year saw a marked improvement as confidence began to return to the Auckland business community. The contract market led the recovery with a slow but steady increase in the volume of roles available. We believe this was due to employers' ability to obtain authorisation for short-term resources. The permanent market was slightly more volatile. Although companies were more optimistic compared to the first half of 2009, they remained cautious about increasing permanent headcount.

Accountants with two to three years' post-qualified experience remained in demand throughout 2009. Although there were more quality candidates available at this level than in previous years, these accountants were still able to find work quickly and had plenty of options available to them. Candidates with strong SAP or costing skill sets and those with specific industry experience were also highly sought-after as companies became more particular about their employment needs.

There was low demand for candidates at the very junior and senior ends of the market and both groups were susceptible to redundancy as companies drove efficiencies and worked to reduce high costs.

Sectors which remained largely unaffected by the economic downturn included private health, infrastructure, FMCG and telecommunications. Although these 'recession resistant' industries remained cautious in their recruitment strategies they enjoyed more freedom in recruiting business-critical roles than other industries that were hit harder such as retail, tourism and construction.

Most employers continued to offer top-tier candidates similar salary levels to 2008 in order to ensure they secured the very best talent for their business. However, due to the increased number of available candidates in the market, many jobseekers were prepared to accept lower contract rates to secure work quickly.

Overall, the steady recovery of the New Zealand economy in the latter half of 2009 was mirrored in the recruitment market with an increase in the number of roles available.

Outlook for 2010

We expect continued recovery in 2010 and as recruitment activity increases, candidate movement should also pick up. Many candidates have been hesitant to move roles, however as the market continues to improve, we predict candidate confidence will rise with many high calibre candidates willing to consider new roles.

We also predict that New Zealanders will once again look to international opportunities. The global financial crisis brought about hesitancy from candidates to travel overseas and many elected to postpone their departure to the UK. However, in 2010 we expect this trend to reverse as both the New Zealand and UK economies recover.

On the whole, salaries are likely to remain relatively steady throughout 2010. Payroll professionals with specific systems experience including Chris21, PayGlobal and Commacc will be highly sought-after, so we may see slight salary increases in these areas. In addition, those professionals whose pay increases were deferred due to the downturn should expect salaries to rise in line with inflation to redress the balance.

AUCKLAND

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2009	2010	2009	2010
	Chief Financial Officer	\$150 - 300k	\$150 - 300k	\$70 - 150
Financial Controller	\$120 - 200k	\$120 - 200k	\$70 - 120	\$70 - 120
Commercial Manager	\$100 - 200k	\$110 - 200k	\$70 - 100	\$70 - 100
Finance Manager	\$100 - 130k	\$100 - 120k	\$60 - 85	\$55 - 75
Financial Analyst (5+ yrs' exp)	\$90 - 120k	\$95 - 120k	\$55 - 75	\$50 - 75
Financial Accountant - CA (5+ yrs' exp)	\$100 - 120k	\$95 - 115k	\$55 - 70	\$50 - 65
Management Accountant (5+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$50 - 65	\$50 - 65
Systems Accountant	\$85 - 120k	\$85 - 120k	\$50 - 75	\$50 - 75
Tax Accountant	\$80 - 110k	\$80 - 110k	\$55 - 80	\$50 - 70
Group Accountant	\$80 - 110k	\$80 - 110k	\$40 - 65	\$40 - 65
Financial Accountant - CA (0 - 4 yrs' exp)	\$80 - 100k	\$75 - 95k	\$40 - 55	\$40 - 50
Treasury Accountant	\$70 - 110k	\$70 - 110k	\$35 - 70	\$35 - 70
Management Accountant (0 - 4 yrs' exp)	\$70 - 90k	\$70 - 90k	\$45 - 55	\$45 - 50
Financial Analyst (0 - 4 yrs' exp)	\$75 - 90k	\$65 - 95k	\$45 - 55	\$40 - 50
Payroll Manager	\$60 - 80k	\$60 - 90k	\$35 - 50	\$30 - 50
Credit Manager	\$60 - 90k	\$60 - 90k	\$30 - 45	\$30 - 45
Financial Accountant - Degree	\$55 - 75k	\$55 - 80k	\$35 - 40	\$35 - 40
Accounts Payable/Receivable - Manager	\$58 - 75k	\$55 - 75k	\$30 - 40	\$27 - 40
Assistant Accountant	\$55 - 65k	\$55 - 65k	\$33 - 40	\$33 - 40
Auditor	\$50 - 65k	\$50 - 65k		
Payroll Clerk/Payroll Officer	\$40 - 50k	\$40 - 60k	\$22 - 35	\$20 - 30
Credit Controller	\$45 - 60k	\$40 - 56k	\$20 - 30	\$18 - 28
Accounts Assistant	\$45 - 50k	\$40 - 50k	\$24 - 27	\$22 - 27
Accounts Payable/Receivable	\$35 - 45k	\$35 - 50k	\$18 - 26	\$18 - 24

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

AUCKLAND

HUMAN RESOURCES

Robert Walters' human resources division in Auckland recruits both permanent and contract professionals at all levels from HR administrators through to HR directors. We work across all industry sectors and areas of speciality include: generalist HR, remuneration and benefits, learning and development, human capital and organisational development.

Market Overview

The first six months of 2009 saw decreased recruitment activity in the HR market as many organisations looked to downsize and reduce costs. This resulted in companies utilising more junior HR staff and we saw an increase in the number of senior HR professionals available in the job market, due to redundancy.

The last quarter of 2009 saw a dramatic shift in the market with many senior HR roles becoming available. Organisations began to rebuild and required additional resources as they concentrated on workforce planning and their strategic HR plan going into 2010. As business outlook improved, companies reinstated their internal training programmes in order to up-skill existing staff, increasing the demand for learning and development specialists.

Practitioners with strong union and employee relations experience remained sought-after throughout 2009, especially within the operational and manufacturing sectors. Demand for candidates with remuneration experience also remained high as more companies moved towards a performance based rewards model.

Outlook for 2010

We anticipate that there will be demand for high calibre professionals across all sectors in 2010 as organisations look at retention methods through succession planning and leadership development programmes.

HR business partners will be particularly sought-after, as companies work towards a more proactive rather than reactive HR model. A key growth area will be for HR analysts as companies recognise the need to measure and report on key performance indicators in a recovering market such as staff turnover, internal mobility and high performers within a business. We do not anticipate any discernible increases in HR salaries in 2010.

AUCKLAND

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2009	2010	2009	2010
	HR Director	\$180 - 250k	\$150 - 250k	\$90 - 130
HR Business Partner	\$100 - 120k	\$100 - 130k	\$55 - 60	\$55 - 70
HR Manager	\$90 - 150k	\$90 - 140k	\$50 - 80	\$50 - 75
Remuneration Manager	\$90 - 140k	\$90 - 140k	\$45 - 70	\$40 - 75
Organisational Development Manager	\$90 - 140k	\$90 - 130k	\$45 - 80	\$45 - 70
OH&S Manager	\$80 - 110k	\$80 - 115k	\$40 - 60	\$40 - 60
Learning and Development Manager	\$85 - 120k	\$80 - 110k	\$45 - 60	\$40 - 55
Recruitment Manager	\$80 - 120k	\$80 - 110k	\$40 - 60	\$40 - 50
Organisational Development Consultant	\$70 - 100k	\$70 - 100k	\$35 - 50	\$30 - 45
HR Consultant	\$70 - 95k	\$65 - 90k	\$40 - 60	\$40 - 50
Training Manager	\$70 - 90k	\$65 - 90k	\$35 - 45	\$30 - 45
Learning and Development Advisor	\$65 - 80k	\$65 - 75k	\$30 - 50	\$30 - 45
HR Advisor	\$60 - 80k	\$60 - 75k	\$30 - 45	\$30 - 45
Remuneration Officer	\$65 - 80k	\$60 - 75k	\$30 - 40	\$25 - 35
HR Analyst	\$50 - 80k	\$55 - 85k	\$30 - 50	\$30 - 50
OH&S Officer	\$60 - 75k	\$55 - 70k	\$30 - 40	\$25 - 35
Recruitment Officer	\$50 - 60k	\$50 - 65k	\$25 - 30	\$20 - 30
Training Facilitator	\$50 - 70k	\$50 - 65k	\$25 - 35	\$25 - 35
HR Coordinator	\$45 - 55k	\$45 - 60k	\$25 - 35	\$25 - 30
Learning and Development Coordinator	\$45 - 55k	\$45 - 55k	\$25 - 35	\$20 - 30
HR Administrator	\$45 - 55k	\$40 - 50k	\$25 - 30	\$20 - 25

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AUCKLAND

INFORMATION TECHNOLOGY

Robert Walters' information technology recruitment division in Auckland works across a range of industries including professional services, not for profit and telecommunications, through to the manufacturing and vendor sectors. We work with a range of blue-chip companies as long-standing preferred suppliers and our specialist permanent and contract teams are proficient in placing professionals with hard to find skill sets.

Market Overview

The global financial crisis resulted in lower volumes of information technology vacancies in the first half of 2009. Many organisations put major projects on hold, streamlined cost structures and adopted a 'wait and see' approach. As a consequence, redundancies were made across almost all functions and sectors, with quarter two seeing an influx of candidates onto the market. Demand fell for project managers, business analysts and service delivery specialists in particular; however we saw a steady requirement for level one to three operational support staff.

By quarter four of 2009 we began to witness a slight increase in the number of vacancies in both the permanent and contract space, with the contract market in particular proving more buoyant. An increase in demand for contract project managers was seen, due to a number of large scale programmes being approved. The permanent market saw a slight increase in vacancies at all levels and disciplines as the economy settled and candidates regained the confidence to once again consider new roles. The knock-on effect of this was an increase in recruitment activity as headcount needed to be replaced.

Salaries largely remained static in 2009, due to many organisations imposing salary freezes. Contractor rates declined over the first three quarters of the year, only to plateau in quarter four as confidence crept back into the market.

Outlook for 2010

We predict that the overall focus for businesses will continue to be cost-cutting and refining IT processes in 2010. This will be helped by a technology push towards cloud computing, ultimately cutting infrastructure and associated costs. As a result, the demand for skilled candidates who can operate within the cloud environment will be heightened. Additionally, candidates with skills in application development, data centre operations and network engineering (including security), will be highly sought-after.

Following on from quarter four of 2009, we envisage that the pattern of slow and steady levels of recruitment will continue in 2010 and we expect a general shortage of skilled professionals in the IT sector once again. This skills shortage will be exacerbated by some candidates resuming plans to go abroad to gain international experience.

AUCKLAND

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2009	2010	2009	2010
	Chief Information Officer/Chief Technology Officer	\$150k+	\$150k+	\$150 - 190
Programme Manager	\$150k+	\$150k+	\$150 - 190	\$150 - 190
Manager - Development	\$110 - 150k	\$110 - 150k	\$80 - 120	\$80 - 120
Project Manager (5+ yrs' exp)	\$110 - 135k	\$110 - 135k	\$80 - 120	\$80 - 120
Solution Architect - Applications	\$110 - 140k	\$110 - 140k	\$80 - 120	\$80 - 120
Solution Architect - Infrastructure	\$110 - 130k	\$110 - 130k	\$80 - 120	\$80 - 120
Security Specialist (3+ yrs' exp)	\$100 - 140k	\$100 - 140k	\$80 - 100	\$80 - 100
Manager - Testing	\$100 - 120k	\$100 - 120k	\$80 - 100	\$80 - 100
Manager - IT Operations	\$95 - 135k	\$95 - 135k	\$70 - 100	\$70 - 100
Project Manager (3 - 5 yrs' exp)	\$95 - 110k	\$95 - 110k	\$65 - 85	\$65 - 85
ERP Functional Consultant	\$90 - 120k	\$90 - 120k	\$80 - 120	\$80 - 120
Business Analyst (6+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$75 - 90	\$75 - 90
Database Administrator (6+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$70 - 110	\$70 - 110
Developer - .Net, Java (6+ yrs' exp)	\$85 - 100k	\$85 - 100k	\$80 - 100	\$80 - 100
Systems Administrator (3 - 6 yrs' exp)	\$80 - 100k	\$80 - 100k	\$70 - 90	\$70 - 90
Project Manager (1 - 2 yrs' exp)	\$80 - 95k	\$80 - 95k	\$50 - 65	\$50 - 65
Business Analyst (4 - 6 yrs' exp)	\$80 - 90k	\$80 - 90k	\$65 - 80	\$65 - 80
Tester (3 - 5 yrs' exp)	\$75 - 90k	\$75 - 90k	\$60 - 80	\$60 - 80
Manager - Service Desk	\$70 - 90k	\$70 - 90k	\$50 - 75	\$50 - 75
Database Administrator (2+ yrs' exp)	\$70 - 90k	\$70 - 90k	\$50 - 80	\$50 - 80
Business Analyst (1 - 3 yrs' exp)	\$70 - 80k	\$70 - 80k	\$40 - 65	\$40 - 65
Systems Administrator (1 - 3 yrs' exp)	\$65 - 80k	\$65 - 80k	\$45 - 65	\$45 - 65
Developer - .Net, Java (3 - 5 yrs' exp)	\$60 - 85k	\$60 - 85k	\$60 - 80	\$60 - 80
Help Desk/Desktop Support/Apps Support (3 - 5 yrs' exp)	\$55 - 65k	\$55 - 65k	\$30 - 40	\$30 - 40
Tester (1 - 3 yrs' exp)	\$50 - 70k	\$50 - 70k	\$40 - 60	\$40 - 60
Developer - .Net, Java (0 - 2 yrs' exp)	\$40 - 60k	\$40 - 60k	\$35 - 55	\$35 - 55
Help Desk/Desktop Support/Apps Support (1 - 3 yrs' exp)	\$40 - 50k	\$40 - 50k	\$20 - 30	\$20 - 30

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

AUCKLAND

PROCUREMENT & SUPPLY CHAIN

Robert Walters' comprehensive knowledge of the procurement and supply chain sector in the Auckland region allows us to tailor our approach to meet the complex and changing needs of our clients. We specialise in providing a professional and consultative approach across the following areas:

- Procurement, strategic sourcing, category and contract management
- Purchasing and materials management
- Shipping and transport
- Supply chain and logistics
- Supply, demand and sale operations planning

Market Overview

The procurement and supply chain sector experienced a quiet start to 2009 with recruitment activity reducing as a result of the economic downturn. However, the second half of the year proved more positive with a significant increase in activity as conditions improved.

The procurement profession increased its profile during the course of the year as many companies in the commercial sector had a renewed focus on reducing costs and maximising value from spend, whilst also mitigating supplier risk. There continued to be a demand for procurement professionals throughout 2009. Junior and mid-level procurement specialists with strong analytical skills and strong stakeholder engagement experience who could support the increasing workload of procurement managers were in particular demand.

The Ministry of Economic Development embarked on a major project to reform procurement across the government sector, aiming to establish a number of centres of expertise for common spend categories across New Zealand. This project highlighted the need for improved professional development in procurement and the Ministry worked closely with the Chartered Institute of Procurement and Supply Australasia (CIPSA) to develop more robust training frameworks.

The supply chain market came under heavy scrutiny in 2009. Companies aimed to increase the effectiveness of the supply chain function and focused on operational efficiency and asset utilisation. Most companies aimed to increase their analytical capability in an effort to increase efficiency, improving their forecasting and planning processes. After rationalisation during the first half of 2009, many companies reached their leanest operational structures by quarter four and were no longer able to hold off recruiting business-critical roles; we therefore began to see more activity at all levels of the market.

Throughout the year, many candidates were prepared to move roles for parity salaries in exchange for stability and increased opportunity. As a result, there was very little change to salaries, with the exception of a small number of new, strategic level positions. In response, we witnessed a return to businesses implementing learning and development programmes and professional training in order to retain their key talent.

Outlook for 2010

The outlook for the procurement and supply chain market in 2010 continues to be positive as employers start to gain confidence and take a proactive approach to hiring. This will lead to increased recruitment activity and necessitate quicker turnaround on recruitment processes to ensure the best talent in the market is secured.

We expect to see demand for junior and mid-level analysts continue throughout 2010, across both procurement and supply chain as functional workloads increase.

We do not anticipate significant increases in salaries during 2010 but will expect to see greater emphasis on training benefits and professional development as employers aim to increase retention through stronger employee engagement.

AUCKLAND

PROCUREMENT & SUPPLY CHAIN

ROLE	PERMANENT SALARY PER ANNUM \$NZ	
	2009	2010
Procurement Director/Chief Procurement Officer	\$150 - 200k	\$150 - 250k
Supply Chain Director	\$150 - 250k	\$150 - 250k
Logistics Director	\$150 - 250k	\$150 - 250k
Operations Director	\$130 - 200k	\$130 - 220k
Procurement Manager	\$90 - 150k	\$90 - 160k
Supply/Demand Planning Manager	\$90 - 130k	\$90 - 130k
Supply Chain Manager	\$75 - 150k	\$75 - 150k
Operations Manager	\$75 - 130k	\$75 - 130k
Procurement Specialist	\$75 - 110k	\$75 - 110k
Logistics Manager	\$70 - 150k	\$70 - 150k
Transport Manager	\$70 - 150k	\$70 - 150k
Distribution Manager	\$70 - 150k	\$70 - 150k
Purchasing Manager (Manufacturing)	\$70 - 120k	\$70 - 120k
Supply/Demand Planner	\$70 - 95k	\$70 - 100k
Materials Manager	\$65 - 115k	\$65 - 120k
Warehouse Manager	\$65 - 100k	\$65 - 100k
Export and Customs Manager	\$65 - 80k	\$65 - 80k
Supply Chain Analyst	\$50 - 75k	\$50 - 85k
Procurement Coordinator	\$50 - 75k	\$50 - 80k
Purchasing Coordinator/Specialist (Manufacturing)	\$45 - 70k	\$45 - 75k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

AUCKLAND

SALES & MARKETING

Robert Walters' specialist sales & marketing recruitment team in Auckland recruits both permanent and contract positions, ranging from entry level through to senior management. We recruit for small and medium-sized organisations through to large corporates and specialise in the following areas:

- Financial services
- FMCG
- IT and telecommunications
- Media and publishing
- Public sector and utilities
- Travel and tourism

Market Overview

As a result of the global financial crisis we saw both permanent and contract recruitment activity significantly decrease in the first half of 2009, with quarter two being the quietest period of the year. During this time, many organisations underwent restructures and redundancy programmes due to ongoing economic uncertainty. We witnessed an increase in the number of immediately available, highly skilled candidates and as a result, employers became very particular about job specifications and candidate fit.

Increased market pressure and reduced budgets meant that both employers and candidates had to adjust their expectations. Candidates had to become more realistic about salary and were much more motivated by the desire for long-term career progression and a strong company culture. Whilst organisations struggled to offer salaries on par with those available in 2008, they still had to offer competitive benefits to encourage those top-tier candidates in stable roles to move organisations.

With the majority of innovation and development projects delayed in 2009 and advertising and promotional spend reduced, we saw lower demand for brand marketing

positions in comparison to 2008. On the positive side, we witnessed an increase in demand for marketing and sales candidates with online experience as this was viewed as a cost effective marketing stream with measureable results. Demand also increased for junior to mid-level sales candidates with demonstrable business development or account management experience who could make a discernible difference to a company's bottom line. There was little movement at the senior end of the market as many senior sales and marketing managers elected to stay in their current positions during the uncertain climate.

The consumer driven sector remained slow throughout 2009, although we did see recruitment activity continue in the grocery sector as many people opted to entertain at home rather than dine out.

In the last six months of the year, hiring activity within the sales and marketing sector increased as business confidence vastly improved. The new financial year heralded new budgets, enabling many organisations to recruit business-critical roles. As more roles became available, we saw a reduction in the volume of immediately available highly skilled candidates in the market. In line with improved business confidence, candidates became increasingly willing to move from their current positions in late 2009.

Outlook for 2010

We expect to see recruitment activity increase by quarter two of 2010. Organisations will continue to hire despite slower than normal market conditions, recognising the importance of having top candidates in business-critical roles. Due to the downturn, we expect to see candidates' priorities continue to change as they become more focused on long-term career progression, job security and company culture rather than significant salary increases. We predict that salaries and rates will remain fairly static throughout the year.

AUCKLAND

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2009	2010	2009	2010
Sales				
Sales Director	\$180 - 220k	\$180 - 220k	\$100 - 125	\$100 - 125
National Sales Manager	\$120 - 150k	\$110 - 150k	\$80 - 90	\$80 - 90
National Account Manager	\$95 - 115k	\$90 - 115k	\$50 - 60	\$50 - 60
Business Development Manager	\$80 - 110k	\$75 - 110k	\$45 - 55	\$45 - 55
Key Account Manager	\$80 - 90k	\$75 - 90k	\$45 - 50	\$45 - 50
Account Manager	\$70 - 80k	\$70 - 80k	\$40 - 50	\$40 - 50
Sales/Market Analyst	\$65 - 75k	\$65 - 75k	\$35 - 45	\$35 - 45
Sales/Account Executive	\$55 - 75k	\$55 - 75k	\$35 - 40	\$35 - 40
Territory Manager	\$55 - 65k	\$50 - 65k	\$30 - 40	\$30 - 40
Sales Representative	\$45 - 65k	\$45 - 65k	\$30 - 35	\$30 - 35
Sales Administration/Support	\$40 - 50k	\$40 - 50k	\$25 - 30	\$25 - 30
Marketing				
Marketing Director	\$180 - 200k	\$180 - 200k	\$100 - 120	\$100 - 120
Product Manager	\$90 - 110k	\$90 - 110k	\$50 - 55	\$50 - 55
Channel Manager	\$90 - 110k	\$90 - 110k	\$45 - 55	\$45 - 55
Communications Manager	\$90 - 110k	\$90 - 110k	\$45 - 60	\$45 - 60
Sponsorship and Events Manager	\$90 - 100k	\$85 - 100k	\$45 - 55	\$45 - 55
Marketing Manager	\$90 - 120k	\$80 - 120k	\$50 - 65	\$50 - 65
Market Research/Insights Manager	\$90 - 100k	\$80 - 100k	\$45 - 55	\$45 - 55
Category Manager	\$80 - 100k	\$80 - 100k	\$40 - 50	\$40 - 50
Brand Manager	\$90 - 110k	\$75 - 110k	\$45 - 55	\$45 - 55
Trade Marketing Manager	\$75 - 95k	\$75 - 95k	\$45 - 55	\$45 - 55
Product Specialist	\$75 - 85k	\$75 - 85k	\$40 - 50	\$40 - 50
Market Researcher	\$65 - 75k	\$65 - 75k	\$35 - 45	\$35 - 45
Assistant Brand/Product Manager	\$70 - 80k	\$65 - 75k	\$35 - 45	\$35 - 45
Marketing Coordinator	\$55 - 65k	\$50 - 65k	\$25 - 30	\$25 - 30

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

AUCKLAND

SECRETARIAL & BUSINESS SUPPORT

Robert Walters' secretarial & business support division in Auckland works in partnership with a diverse portfolio of organisations and offers temporary, contract and permanent recruitment solutions across a broad range of industry sectors. We assist candidates at every stage of their career and recruit support staff ranging from entry level office administrators to executive assistants.

Market Overview

The secretarial and business support market was hit hard by the economic downturn in New Zealand. The initial decline in job opportunities started in quarter four of 2008 and continued throughout 2009. With a large number of secretarial and business support candidates looking for jobs and only a small number of positions available, strong candidate competition was evident throughout the market. As a result, salaries declined as professionals were prepared to lower their expectations in order to secure work.

Throughout the year there was also a strong focus on streamlining business systems and processes. This led to a large number of redundancies as organisations consolidated their support function, with the greatest number occurring around mid-year. As a result, many support teams became fairly lean, and some personal assistants started supporting larger teams.

However, by quarter four employer optimism increased slightly and many companies started to ensure that they had the right number of staff on board to provide the best coverage and support and, as a result, began to lift hiring freezes. Whilst the number of job vacancies rose slightly, candidates were still focused on finding a role that offered stability and security, therefore many were still prepared to lower their salary expectations in order to secure a role which met these criteria.

Outlook for 2010

The market improved in the last quarter of 2009 and we anticipate that confidence will continue to return throughout 2010. Organisations will focus on growing their teams, creating new roles in order to strengthen their support function after widespread downsizing in 2009. We anticipate a steady increase in applications from candidates in stable permanent roles who will have the confidence to look for their next career move. This movement will have a strong impact on recruitment activity in the first half of the year and may put pressure on salaries as employees look to retain existing employees in an increasingly candidate short market.

ROLE

	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2009	2010	2009	2010
Executive Assistant	\$60 - 75k	\$58 - 85k	\$28 - 35	\$27 - 42
Office Manager	\$46 - 70k	\$45 - 75k	\$23 - 35	\$22 - 35
Senior Secretary	\$50 - 65k	\$45 - 65k	\$25 - 33	\$24 - 35
Legal Secretary	\$45 - 60k	\$45 - 60k	\$22 - 28	\$22 - 28
Personal Assistant	\$45 - 60k	\$42 - 65k	\$22 - 28	\$20 - 30
Team Secretary	\$40 - 60k	\$38 - 58k	\$18 - 25	\$18 - 25
Sales Coordinator	\$42 - 55k	\$38 - 55k	\$20 - 26	\$18 - 26
Customer Service Administrator	\$40 - 45k	\$38 - 48k	\$18 - 23	\$18 - 23
Senior Receptionist	\$40 - 47k	\$36 - 47k	\$21 - 24	\$18 - 24
Events Coordinator	\$39 - 50k	\$35 - 55k	\$20 - 27	\$18 - 25
Marketing Administrator	\$38 - 42k	\$35 - 50k	\$18 - 24	\$17 - 25
Administrator	\$35 - 42k	\$35 - 45k	\$17 - 23	\$17 - 23
Data Entry Operator	\$35 - 42k	\$31 - 42k	\$17 - 23	\$15 - 23
Receptionist	\$35 - 42k	\$31 - 42k	\$17 - 23	\$15 - 23

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

ACCOUNTING & FINANCE

Robert Walters' accounting & finance division in Wellington specialises in the recruitment of permanent and contract finance positions, ranging from junior level through to senior finance director positions. We have strong working relationships across the Wellington market, offering our clients a flexible and tailored approach to their recruitment requirements. We recruit for positions within commerce and industry, financial services and the public sector.

Market Overview

Due to continued economic uncertainty, changes within the public sector and generally tough market conditions, hiring levels in Wellington significantly reduced in the first half of 2009. With an increase in redundancies at all levels, the majority of positions available through this period were critical hires or roles created as a result of restructuring activity. Very few positions were newly created as employee and employer confidence remained low and salaries across the market stayed relatively static.

With job security becoming even more important to individuals, employers saw unprecedented low attrition numbers during this period. There was a significant increase in the number of applicants for positions, partly due to redundancies, which was exacerbated by the increased flow of returning expatriates into the market. Despite this, competition amongst employers remained for high calibre candidates with strong qualifications and international experience.

The second half of 2009 showed signs of an improving market and there was increased demand for qualified financial or management accountants with two to five years' post-qualified experience. In order to secure outstanding professionals at this level who were already in employment, organisations presented a compelling employment value proposition with an emphasis on overall compensation package

and career progression. In addition, they provided candidates with as much clarity around the role and future plans for the organisation as possible.

Outlook for 2010

Market conditions started to improve at the end of 2009 and we expect this to continue in 2010. Improvement will be relative, however, and we are doubtful that the accounting and finance market will return to the levels seen in previous years as organisations remain cautious in their approach to recruitment. Candidates will need to remain open minded and flexible in their requirements and organisations will need to ensure they adopt efficient sourcing strategies to secure top talent.

WELLINGTON

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2009	2010	2009	2010
	Chief Financial Officer	\$150 - 300k	\$150 - 300k	\$70 - 150
Financial Controller	\$120 - 190k	\$130 - 190k+	\$75 - 125	\$75 - 125
Tax Accountant	\$100 - 130k	\$110 - 140k	\$50 - 80	\$60 - 90
Commercial Manager	\$100 - 200k	\$100 - 200k	\$60 - 100	\$70 - 100
Finance Manager	\$100 - 130k	\$100 - 140k	\$50 - 70	\$60 - 80
Management Accountant (6+ yrs' exp)	\$90 - 110k	\$95 - 115k	\$50 - 65	\$55 - 70
Financial Accountant CA (5+ yrs' exp)	\$90k+	\$95k+	\$55 - 70	\$60 - 70
Financial Analyst (5+ yrs' exp)	\$90k+	\$95k+	\$45 - 70	\$50 - 75
Group Accountant	\$85 - 105k	\$85 - 105k	\$40 - 65	\$45 - 70
Treasury Accountant	\$70 - 110k	\$80 - 120k	\$35 - 65	\$40 - 70
Financial Analyst (0 - 4 yrs' exp)	\$75 - 100k	\$80 - 110k	\$45 - 55	\$50 - 60
Cost Accountant	\$75k+	\$80k+	\$50 - 55	\$55 - 65
Financial Accountant CA (0 - 4 yrs' exp)	\$70 - 100k	\$75 - 110k	\$45 - 60	\$50 - 65
Management Accountant (3 - 5 yrs' exp)	\$70 - 90k	\$75 - 95k	\$45 - 55	\$45 - 60
Financial Accountant - Degree	\$60 - 80k	\$65 - 85k	\$40 - 50	\$45 - 55
Credit Manager	\$60 - 90k	\$60 - 90k	\$30 - 45	\$30 - 45
Payroll Manager	\$55 - 80k	\$60 - 80k	\$30 - 55	\$30 - 60
Accounts Payable/Receivable - Manager	\$55 - 75k	\$60 - 80k	\$28 - 35	\$28 - 35
Assistant Accountant	\$55 - 65k	\$60 - 70k	\$35+	\$35+
Systems Accountant	\$55 - 75k	\$55 - 75k	\$35 - 45	\$40 - 55
Accounts Assistant	\$50 - 55k	\$55 - 60k	\$26 - 30	\$26 - 30
Auditor	\$40 - 55k	\$45 - 60k		
Credit Controller	\$45 - 60k	\$45 - 60k	\$20 - 30	\$20 - 30
Payroll Clerk/Payroll Officer	\$35 - 55k	\$40 - 60k	\$20 - 30	\$25 - 30
Accounts Payable/Receivable	\$35 - 45k	\$40 - 50k	\$17 - 25	\$20 - 25

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

BANKING & FINANCIAL SERVICES

Robert Walters' banking & financial services division in Wellington specialises in the recruitment of permanent and contract candidates covering all facets of banking, including front and back office at all levels. This encompasses investment banking, corporate and institutional banking, finance, risk, compliance, business and private banking, corporate finance, wealth management, investment and funds management and commercial and consumer lending.

Market Overview

The Wellington financial services market is relatively small and the impact of the recession and the global financial crisis was significant. Throughout quarters one and two of 2009, we witnessed increased uncertainty across the board. Many organisations switched their focus to cost-cutting and consolidated staff numbers. With continued uncertainty around the world due to restructuring and redundancies, we saw an influx of very specialised candidates entering the New Zealand market. Combined with local restructures, the pool of available talent was of a higher calibre than previously seen in the Wellington market.

This trend continued in quarter three; recruitment remained at low levels and employees who were safely employed refrained from considering other opportunities, meaning vacancies created via attrition also disappeared from the market. Candidates with specialised technical backgrounds were forced to be flexible in terms of the level at which they entered the market, and transferred their skills across different industries or positions.

The final quarter of the year showed initial signs of improvement across most of the banking and financial services sector. After market upheaval, salaries levelled out and employers experienced significant rises in the volume of applications for positions. This increased competition resulted in candidates lowering their salary expectations, especially those returning from the UK.

Outlook for 2010

We expect the improving market conditions witnessed in late 2009 to continue throughout 2010. Due to increased competition, candidates will need to remain flexible as businesses focus on robust and efficient recruitment processes to ensure they secure the best talent.

WELLINGTON

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2009	2010	2009	2010
	Market Risk Manager (6+ yrs' exp)	\$85 - 135k	\$90 - 140k	\$40 - 70
Product Controller	\$85 - 130k	\$90 - 140k	\$45 - 70	\$50 - 75
Treasury Manager	\$90 - 140k+	\$90 - 140k	\$50+	\$50+
Senior Credit Analyst (8+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$40 - 60	\$40 - 60
Fund Accountant CA/CPA (6+ yrs' exp)	\$90k+	\$90k+	\$45 - 55	\$45 - 60
Business Analyst (6+ yrs' exp)	\$85k+	\$90k+	\$55+	\$60+
Senior Credit Manager (6+ yrs' exp)	\$85 - 125k	\$85 - 125k	\$35 - 50	\$40 - 55
Fund Accountant - Degree (6+ yrs' exp)	\$85k+	\$85k+	\$45+	\$45+
Financial Planner (includes commission)	\$80 - 150k	\$80 - 150k	\$40 - 80	\$40 - 80
Financial Markets - Analyst	\$80 - 130k	\$80 - 130k	\$45 - 65	\$45 - 65
Equity Analyst	\$75 - 95k	\$80 - 100k	\$40 - 70	\$40 - 70
Quantitative Analyst	\$75 - 110k	\$75 - 110k	\$35 - 70	\$40 - 75
Market Risk Analyst (3 - 5 yrs' exp)	\$65 - 105k	\$70 - 110k	\$35 - 50	\$40 - 65
Compliance Officer (3 - 5 yrs' exp)	\$70 - 90k	\$70 - 90k	\$30 - 55	\$35 - 55
Product Treasury Accountant (3 - 5 yrs' exp)	\$65 - 85k	\$70 - 90k	\$30 - 50	\$35 - 55
Fund Accountant CA/CPA (3 - 5 yrs' exp)	\$65 - 90k	\$65 - 90k	\$35 - 45	\$40 - 55
Credit Risk Analyst (3 - 5 yrs' exp)	\$60 - 90k	\$60 - 90k	\$35 - 55	\$35 - 60
Fund Accountant - Degree (3 - 5 yrs' exp)	\$60 - 85k	\$60 - 90k	\$35 - 45	\$40 - 50
Fund Accountant CA/CPA (0 - 2 yrs' exp)	\$50 - 65k	\$50 - 70k	\$30 - 40	\$30 - 40
Product/Treasury Accountant (0 - 2 yrs' exp)	\$45 - 65k	\$50 - 70k	\$25 - 35	\$30 - 40
Fund Accountant - Degree (0 - 2 yrs' exp)	\$50 - 60k	\$50 - 65k	\$27 - 35	\$30 - 40
Fund Administrator	\$45 - 55k	\$50 - 60k	\$20 - 30	\$25 - 35
Portfolio Funds Administrator	\$45 - 60k	\$45 - 65k	\$20 - 30	\$25 - 35
Settlements (3 - 5 yrs' exp)	\$45 - 60k	\$45 - 65k	\$25 - 35	\$30 - 35
Dealer's Assistant (0 - 2 yrs' exp)	\$45 - 60k	\$45 - 60k	\$20 - 25	\$20 - 30
Credit Risk Analyst (0 - 2 yrs' exp)	\$45 - 65k	\$40 - 60k	\$25 - 40	\$30 - 45
Settlements (0 - 2 yrs' exp)	\$40 - 50k	\$40 - 55k	\$20 - 25	\$25 - 30

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

HUMAN RESOURCES

Robert Walters' human resources division in Wellington recruits permanent and contract candidates at advisor and management level in the public and private sectors.

Market Overview

Demand for HR professionals was very low across the first half of 2009 due to ongoing economic uncertainty and rationalisation in the public sector.

The second half of the year saw a definite improvement in conditions as greater demand was stimulated by restructuring in the public sector, however recruitment activity was definitely lower than previous years. There was more demand for candidates with organisational development, employment relations and strong change management skills in the second half of the year as both the public and private sectors put greater emphasis on the areas of organisational capability and efficiency.

Despite the slowdown in hiring activity, it remained difficult to find candidates who had a strong combination of technical and advisory skills. HR contractors in some cases struggled to find regular work. Many sought the security of a permanent role or fixed term appointment and were therefore prepared to accept lower hourly rates. Demand for internal recruitment skills dropped off dramatically as hiring activity reduced.

Salaries remained flat throughout the year with no real movement due to falling demand and salary freezes. The contract market fared worse and we saw shorter-term engagements and a movement from hourly rates to fixed term contracts, with lower rates particularly affecting senior level positions. Many candidates stayed in roles out of necessity even if they were dissatisfied.

Outlook for 2010

2010 is anticipated to be more positive as candidate and employer confidence returns to the market. Whilst it is difficult to predict demand in most areas, it is certain that the employment landscape in Wellington will continue to change as the public sector evolves under the leadership of the new government. HR skills will be critical in managing people change and it will remain difficult to attract and retain the business focused HR practitioners with strong advisory skills.

As the economy improves, HR practitioners who specialise in the areas of organisational development and employment relations will also be in demand as organisations look to rebuild their teams and develop existing staff. It is therefore likely that salaries for these roles will increase in 2010.

ROLE

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2009	2010	2009	2010
	HR Director	\$150 - 250k	\$150 - 250k	\$110 - 160
HR Manager	\$110 - 175k	\$110 - 175k	\$80 - 120	\$80 - 110
HR Consultant	\$85 - 150k	\$85 - 150k	\$60 - 120	\$50 - 100
Recruitment Manager	\$85 - 130k	\$85 - 130k	\$50 - 100	\$40 - 100
Learning and Development Manager	\$85 - 120k	\$85 - 120k	\$50 - 90	\$50 - 75
Organisational Development Consultant	\$80 - 120k	\$80 - 120k	\$60 - 110	\$60 - 120
OH&S Manager	\$75 - 110k	\$75 - 110k	\$45 - 80	\$45 - 75
Learning and Development Advisor	\$70 - 90k	\$70 - 90k	\$40 - 65	\$40 - 60
HR Advisor	\$65 - 105k	\$65 - 110k	\$40 - 70	\$40 - 60
HR Analyst	\$55 - 90k	\$55 - 90k	\$35 - 60	\$35 - 60
OH&S Officer	\$50 - 70k	\$50 - 70k	\$30 - 50	\$25 - 40
Learning and Development Coordinator	\$50 - 60k	\$50 - 60k	\$25 - 35	\$25 - 35
HR Administrator	\$45 - 55k	\$45 - 55k	\$25 - 40	\$25 - 35

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

INFORMATION TECHNOLOGY

Robert Walters' information technology division in Wellington specialises in permanent and contract recruitment within both the public and private sectors. We recruit positions ranging from senior management to front line support staff. Our consultants have excellent market knowledge as they focus purely on working within key vertical markets. This allows us to build strong relationships and networks within these key areas.

Market Overview

The Wellington IT market was flat in the first two quarters of 2009. We saw heavy restructuring in both the public and private sectors and this, coupled with the global financial crisis, meant that many hiring managers were faced with headcount caps and hiring freezes.

The market saw a slight recovery in the third quarter and we witnessed a rise in demand in the public sector for senior strategy and planning professionals as well as senior portfolio managers. Demand was driven by the government's strong push to control spend and architects and strategy planners were asked to find efficiencies.

Towards the end of quarter three we saw a spike in demand for programme managers and senior project managers with a demonstrated track record of delivery. By then, many government departments had completed their IT division restructures so they shifted their focus towards delivery. Many companies sought programme and project managers with commercial acumen in addition to technical knowledge so that they could effectively act as a conduit between IT and the rest of the business. Overall, the Wellington IT market was still very tight in quarter three and there were a vast number of candidates unable to find work during this period. Remuneration for both permanent and contract positions remained static and in some

areas, such as business analysis, salaries were down slightly against the same period in 2008.

The fourth quarter started positively with strengthening demand for most disciplines across the sector. This was due to a number of previously delayed programmes of work being given the go ahead. Disciplines such as project and programme management and IT architecture saw the strongest resurgence in the latter stages of the year due to the focus on programme delivery.

Outlook for 2010

The outlook for the Wellington IT market in 2010 looks relatively positive in comparison to 2009. Most organisations have restructured and the focus will move towards delivery and change implementation. There are already a number of significant programmes of work underway and we therefore anticipate demand for those candidates with technical project management skills to strengthen in the first quarter. We expect to see some strength return to the private sector which will lead to more demand for highly skilled and experienced candidates across all key IT disciplines. This is expected to drive wage growth due to an ongoing underlying shortage of good quality, experienced professionals. We anticipate however that wages will remain largely static for those candidates with less experience.

WELLINGTON

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2009	2010	2009	2010
	Chief Information Officer/Chief Technology Officer	\$120k+	\$130 - 300k	\$100 - 200
Programme Manager	\$120 - 170k	\$130 - 180k	\$110 - 150	\$100 - 150
Manager - IT Operations	\$100 - 150k	\$100 - 150k	\$80 - 110	\$80 - 120
Project Manager (5+ yrs' exp)	\$110 - 140k	\$100 - 140k	\$90 - 120	\$90 - 130
Manager - Development	\$90 - 130k	\$90 - 130k	\$80 - 120	\$80 - 120
Security Specialist (3+ yrs' exp)	\$90 - 130k	\$90 - 130k	\$75 - 100	\$70 - 110
Solution Architect - Infrastructure	\$100 - 130k	\$90 - 130k	\$80 - 120	\$80 - 120
Developer - .Net, Java (6+ yrs' exp)	\$95 - 120k	\$90 - 120k	\$80 - 100	\$80 - 110
Project Manager (3 - 5 yrs' exp)	\$90 - 110k	\$90 - 115k	\$70 - 100	\$70 - 100
Database Administrator (6+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$70 - 100	\$70 - 100
Manager - Testing	\$85 - 120k	\$85 - 120k	\$75 - 110	\$70 - 110
ERP Functional Consultant	\$80 - 120k	\$80 - 120k	\$80 - 120	\$80 - 110
Business Analyst (6+ yrs' exp)	\$90 - 120k	\$80 - 120k	\$80 - 100	\$70 - 100
Project Manager (1 - 2 yrs' exp)	\$80 - 100k	\$80 - 100k	\$60 - 80	\$60 - 80
Database Administrator (2 - 5 yrs' exp)	\$70 - 90k	\$75 - 100k	\$50 - 80	\$55 - 90
Manager - Service Desk	\$70 - 100k	\$70 - 100k	\$55 - 75	\$50 - 80
Business Analyst (4 - 6 yrs' exp)	\$75 - 95k	\$70 - 100k	\$60 - 80	\$60 - 80
Developer - .Net, Java (3 - 5 yrs' exp)	\$70 - 95k	\$70 - 100k	\$60 - 80	\$60 - 90
Security Specialist (1 - 3 yrs' exp)	\$70 - 90k	\$70 - 90k	\$60 - 80	\$60 - 80
Systems Administrator - (3 - 6 yrs' exp)	\$65 - 100k	\$65 - 100k	\$55 - 85	\$55 - 85
Quality Analyst (QA)	\$65 - 85k	\$65 - 85k	\$35 - 60	\$35 - 60
Tester (1 - 3 yrs' exp)	\$60 - 75k	\$60 - 75k	\$40 - 65	\$40 - 65
Systems Administrator - (1- 3 yrs' exp)	\$55 - 75k	\$55 - 75k	\$45 - 65	\$45 - 65
Service Desk/Desktop Support/Apps Support (3 - 5 yrs' exp)	\$55 - 85k	\$50 - 80k	\$40 - 55	\$40 - 55
Business Analyst (1 - 3 yrs' exp)	\$60 - 75k	\$50 - 70k	\$50 - 70	\$50 - 70
Developer - .Net, Java (0 - 2 yrs' exp)	\$50 - 70k	\$50 - 70k	\$35 - 55	\$35 - 55
Service Desk/Desktop Support/Apps Support (1 - 3 yrs' exp)	\$45 - 55k	\$45 - 55k	\$25 - 40	\$30 - 40

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

PROCUREMENT

Robert Walters' procurement division in Wellington is focused on providing professional contract and permanent recruitment solutions to clients in both the lower North Island and the South Island.

Market Overview

A great deal of change occurred in the Wellington market in 2009, with a reform of State Sector Procurement Policy and Practice announced in June through the Ministry of Economic Development.

As a result of the reform and the global downturn, we witnessed a decrease in recruitment needs across the procurement sector. Many professionals placed increasing importance on job security when making decisions on whether or not to move roles, resulting in a reduced movement of procurement specialists across the whole of government.

It remained difficult to source talented candidates during the year and we saw many organisations move towards the up-skilling and training of existing procurement resources. Organisations such as CIPSA (Chartered Institute of Purchasing and Supply Australasia) became more widely utilised and the need for a procurement qualification in New Zealand was recognised. In line with this, we saw MCIPS candidates who arrived in New Zealand receive slightly higher salaries as they were perceived to add further value.

Outlook for 2010

The government reform programme will be a key focus across the public sector in 2009. With the overall intention to increase cost savings across a number of government contracts, the market will be looking to engage additional resources to implement these changes. Procurement candidates with experience in fleet, stationery, multi-functional devices and IT equipment such as desktops, laptops and peripherals, will be looked upon desirably.

As we see a growing focus on procurement in the public sector, we will also see private organisations paying attention to the long-term benefits of a successful procurement function.

As a result of the longer-term uncertainty around the structure of permanent resources in the public and private sectors, we expect to see an increased need for contract and interim professionals to address short to medium-term resourcing needs. There will still be a shortage of capable procurement specialists throughout the year and this will result in further up-skilling of current employees and increased salaries for those with a strategic approach to procurement.

We will see procurement salaries increase slightly as a growing demand for skilled procurement professionals is recognised in both the private and public sectors.

ROLE

PERMANENT SALARY PER ANNUM \$NZ

	2009	2010
Procurement Director	\$125 - 180k	\$120 - 180k
Procurement Manager	\$90 - 150k	\$100 - 150k
Contracts Manager	\$70 - 90k	\$70 - 100k
Procurement Specialist	\$75 - 110k	\$65 - 120k
Tenders Advisor	\$55 - 65k	\$55 - 70k
Contracts Administrator	\$45 - 55k	\$50 - 60k
Procurement Coordinator	\$45 - 65k	\$45 - 60k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

SALES & MARKETING

Robert Walters' sales & marketing division in Wellington specialises in the recruitment of the following disciplines across the private and public sectors at all levels:

- Internal and external communications
- Marketing
- PR and media
- Sales

Our approach and success in these markets is based on our ability to build strong local networks across the market and identify talent through database management, referral search and proactive sourcing as opposed to merely advertising.

Market Overview

The Wellington market was subdued throughout 2009 as the full impact of the global financial crisis and changes in the government filtered through the public sector. A significant number of private and public sector organisations underwent restructures and demand for sales and marketing professionals remained fairly low throughout the year.

Professionals specialising in social marketing and internal and external communications were particularly affected by restructures. Demand for sales professionals was also flat, although the market did pick up in the second half of the year as the economy improved slightly. The FMCG market was more resilient and demand for high quality account managers remained steady. Professional and business services organisations in some cases reduced headcount in their sales and marketing areas and subsequently this sector saw limited movement. In the public sector, social marketing and communications teams underwent restructures and some employees were made redundant.

Salaries remained flat throughout the year and many sales people earned less than previous years as bonuses and commission structures dropped dramatically.

Outlook for 2010

Candidate shortages in key areas will remain as it is still very difficult to find strong people, particularly in the area of sales. We anticipate more candidate movement in 2010 as confidence returns, which will lead to an increased need to back fill roles.

In the public sector, we anticipate that there will be limited demand for people with strong media and external communications experience. However, as the government consolidates spend, there will be an increase in tendered work and so sales people with strong networks and knowledge of the public sector will remain in demand.

WELLINGTON

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM \$NZ	
	2009	2010
National Sales Manager	\$110 - 180k	\$110 - 180k
Enterprise Sales	\$100 - 180k	\$100 - 180k
Marketing Manager	\$85 - 150k	\$85 - 150k
Communications Manager	\$80 - 150k	\$80 - 150k
Market Research/Insights Manager	\$80 - 145k	\$80 - 145k
Product Specialist	\$80 - 100k	\$80 - 100k
Product/Brand Manager	\$75 - 120k	\$75 - 120k
Trade Marketing Manager	\$75 - 95k	\$75 - 95k
Category Manager	\$75 - 90k	\$75 - 90k
Key Account Manager	\$70 - 120k	\$70 - 120k
Channel Manager	\$70 - 110k	\$70 - 110k
Sponsorship and Events Manager	\$70 - 110k	\$70 - 110k
Business Development Manager	\$60 - 150k	\$60 - 150k
Territory Manager	\$60 - 85k	\$60 - 85k
Sales/Account Manager	\$55 - 90k	\$55 - 90k
Sales/Market Analyst	\$55 - 70k	\$55 - 70k
Market Researcher	\$50 - 80k	\$50 - 80k
Sales Representative	\$45 - 80k	\$45 - 80k
Assistant Brand/Product Manager	\$45 - 65k	\$45 - 65k
Marketing Coordinator	\$45 - 60k	\$45 - 60k
Sales Administration/Support	\$40 - 60k	\$40 - 60k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.