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ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

The banking & financial services division focuses on recruiting professional candidates, covering all facets of banking and financial services. This encompasses investment banking, corporate and institutional banking, finance, risk, compliance, business & private banking, corporate finance, wealth management, investment and funds management and commercial and consumer lending.

The banking & financial services contract recruitment business is primarily focused on middle and back office roles at all levels, within the above mentioned areas.

Robert Walters offers the services of a specialist and dedicated banking & finance division with the resources of a global business. Our consultants have an excellent understanding of the market and can offer you consultative advice and career support.

Market Overview

Having cemented our dedication to banking recruitment in Auckland in early 2006, the banking & financial services division has continued to see a steady demand for experienced banking and accounting candidates throughout the year.

The market remained buoyant, although recent instability within the sub-prime finance sector has had an impact on the recruitment market. Some of these companies have run into financial difficulties and subsequently collapsed. With this uncertainty in the market, we have noticed that some clients (including fund managers and established sub-prime finance houses) are feeling nervous and are consolidating staff numbers in order to ride the market. However, larger financial institutions remain strong.

We also witnessed specific candidate shortages across several levels including fund accountants, management and financial accountants, settlements officers and product controllers. These types of candidates are not usually required in the sub-prime finance sector.

Factors such as low unemployment, the 'brain drain' and regulatory/compliance requirements have all exacerbated the candidate shortage.

This competitive market has required employers to become smarter, quicker and more efficient in their recruitment processes. We have seen the fight for talented candidates become more intense which has led to increased salaries and hourly rates, better working conditions and benefits. Counter offer and multiple offers increased throughout the year and clients with the shortest recruitment process who were able to gain 'buyin' from candidates in the early interview stages were more successful in recruiting their chosen candidates.

The need to look offshore for talented banking and financial services candidates remains strong and Robert Walters continued to invest and develop our international career management offering which brought new candidates to the market over the year. We see this continuing into 2008.

We expect the Auckland market to remain steady for 2008 and envisage the candidate shortage to continue to drive the market.

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ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
	Accounts Assistant (3 - 5 yrs' exp)	\$40 - 50k	\$45 - 50k	\$22 - 24
Accounts Assistant (0 - 2 yrs' exp)	\$38 - 42k	\$38 - 45k	\$20 - 22	\$22 - 25
Assistant Accountant	\$42 - 55k	\$45 - 65k	\$25 - 35	\$25 - 35
Auditor	\$45 - 85k	\$45 - 85k	\$30 - 45	\$30 - 45
Business Analyst (6+ yrs' exp)	\$80 - 130k	\$80k+	\$45 - 60	\$55+
Compliance Officer (3 - 5 yrs' exp)	\$65 - 85k	\$65 - 90k	\$30 - 50	\$30 - 55
Corporate Finance - Director (6+ yrs' exp)	\$130 - 250k	\$130k+		
Corporate Finance (6+ yrs' exp)	\$90 - 150k	\$100k+		
Corporate Finance (3 - 5 yrs' exp)	\$65 - 90k	\$60 - 100k		
Corporate Finance (0 - 2 yrs' exp)	\$50 - 70k	\$40 - 60k		
Credit Risk Analyst (3 - 5 yrs' exp)	\$55 - 80k	\$55 - 80k	\$40 - 55	\$40 - 55
Credit Risk Analyst (0 - 2 yrs' exp)	\$45 - 65k	\$45 - 65k	\$25 - 40	\$25 - 40
Dealers Assistant (0 - 2 yrs' exp)	\$45 - 55k	\$45 - 60k	\$18 - 25	\$20 - 25
Equity Research Analyst (3 - 5 yrs' exp)	\$80 - 90k	\$80 - 100k	\$35 - 55	\$35 - 55
Financial Accountant CA/CPA (6+ yrs' exp)	\$80 - 110k	\$90k+	\$50 - 60	\$55+
Financial Accountant CA/CPA (3 - 5 yrs' exp)	\$60 - 85k	\$75 - 90k	\$40 - 50	\$45 - 55
Financial Accountant CA/CPA (0 - 2 yrs' exp)	\$55 - 70k	\$60 - 75k	\$35 - 40	\$40 - 45
Financial Accountant Degree (6+ yrs' exp)	\$75 - 95k	\$80 - 90k	\$42 - 50	\$50+
Financial Accountant Degree (3 - 5 yrs' exp)	\$55 - 75k	\$55 - 70k	\$36 - 42	\$40 - 50
Financial Accountant Degree (0 - 2 yrs' exp)	\$45 - 50k	\$50 - 65k	\$30 - 36	\$35 - 40
Financial Controller (6+ yrs' exp)	\$120 - 165k	\$120 - 180k	\$65 - 150	\$70 - 120
Financial Markets - Analyst	\$80 - 130k	\$80 - 130k	\$35 - 65	\$35 - 65

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

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ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
Fund Accountant Degree (6+ yrs' exp)	\$85k+	\$85k	\$38 - 50	\$45+
Fund Accountant Degree (3 - 5 yrs' exp)	\$65 - 85k	\$60 - 85k	\$33 - 38	\$35 - 45
Fund Accountant Degree (0 - 2 yrs' exp)	\$50 - 65k	\$50 - 60k	\$28 - 33	\$28 - 33
Fund Accountant CA/CPA (6+ yrs' exp)	\$85k+	\$90k+	\$45 - 55	\$45 - 55
Fund Accountant CA/CPA (3 - 5 yrs' exp)	\$65 - 85k	\$70 - 90k	\$40 - 45	\$40 - 50
Fund Accountant CA/CPA (0 - 2 yrs' exp)	\$50 - 65k	\$50 - 70k	\$35 - 40	\$35 - 40
Fund Administrator	\$38 - 42k	\$40 - 45k	\$20 - 25	\$20 - 25
Insurance Claims Supervisor	\$55 - 65k	\$55 - 65k	\$23 - 32	\$23 - 32
Insurance Team Leader	\$55 - 65k	\$55 - 65k	\$23 - 32	\$23 - 32
Insurance Underwriter (3 - 5 yrs' exp)	\$50 - 60k	\$50 - 65k	\$25 - 30	\$25 - 30
Insurance Claims Processing	\$37 - 45k	\$37 - 45k	\$18 - 23	\$18 - 23
Internal Auditor - Manager	\$80 - 95k	\$90 - 150k	\$45 - 55	\$45 - 70
Internal Auditor - Senior	\$90 - 110k	\$65 - 90k	\$55 - 65	\$35 - 50
Internal Auditor - Junior	\$55 - 75k	\$50 - 65k	\$30 - 40	\$30 - 40
Management Accountant (6+ yrs' exp)	\$75 - 100k	\$90 - 110k	\$45 - 60	\$50 - 65
Management Accountant (3 - 5 yrs' exp)	\$60 - 85k	\$70 - 90k	\$35 - 45	\$40 - 50
Management Accountant (0 - 2 yrs' exp)	\$55 - 70k	\$50 - 70k	\$30 - 35	\$35 - 40
Market Risk Manager (6+ yrs' exp)	\$85 - 135k	\$85 - 135k	\$40 - 70	\$40 - 70
Market Risk Analyst (3 - 5 yrs' exp)	\$60 - 90k	\$60 - 90k	\$30 - 45	\$30 - 45
Portfolio Funds Administrator	\$38 - 48k	\$45 - 55k	\$18 - 22	\$20 - 25
Product Controller	\$85 - 120k	\$85 - 120k	\$40 - 60	\$40 - 60
Product/Treasury Accountant (3 - 5 yrs' exp)	\$65 - 85k	\$65 - 85k	\$28 - 45	\$30 - 45
Product/Treasury Accountant (0 - 2 yrs' exp)	\$42 - 65k	\$45 - 65k	\$25 - 30	\$25 - 30
Quantitative Analyst	\$70 - 130k	\$70 - 130k	\$35 - 65	\$35 - 65

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ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
	Senior Credit Manager (6+ yrs' exp)	\$85 - 125k	\$85 - 125k	\$35 - 48
Senior Credit Analyst (8+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$30 - 50	\$40 - 60
Settlements (3 - 5 yrs' exp)	\$45 - 55k	\$45 - 55k	\$22 - 25	\$22 - 25
Settlements (0 - 2 yrs' exp)	\$38 - 45k	\$38 - 45k	\$18 - 22	\$18 - 23
Tax Accountant (3 - 5 yrs' exp)	\$65 - 90k	\$65 - 100k	\$40 - 50	\$40 - 50
Tax Accountant (0 - 2 yrs' exp)	\$40 - 70k	\$50 - 65k	\$35 - 40	\$35 - 40
Tax Manager	\$100k+	\$110k+	\$60 - 80	\$60 - 100
Tax Accountant - Senior	\$90 - 110k	\$100 - 130k	\$45 - 65	\$50 - 65
Treasury Manager	\$90 - 140k	\$90 - 140k		

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ACCOUNTING & FINANCE COMMERCE & INDUSTRY

Our specialist finance & accounting recruitment team focuses on the generation of quality candidates at all levels of seniority. Our proactive approach to maintaining contact with passive candidates means that we remain informed when candidates decide to re-enter the employment market. We continue to dedicate significant resources to candidates who are based offshore and are planning to repatriate/relocate to New Zealand. Our access to international candidates from markets across the globe, but particularly the UK and Australia, continues to be hugely beneficial for our clients in sourcing talent in both the contract and permanent markets.

Market Overview

The finance and accounting recruitment market has been characterised by candidate shortage throughout 2007, which is expected to continue and intensify throughout 2008. Roll-on effects of this candidate shortage resulted in slight upward pressure on salaries and redefined/shortened hiring processes to ensure companies' competitiveness when hiring in demand candidates. Companies need to continue to focus on smarter, faster ways of hiring staff to ensure they capture the best candidates. SMEs have been able to respond to the recruitment market pressures much more effectively than large corporates. They have greater flexibility and don't have to adhere to set salary bandings and complex approval processes.

Due to the increasing globalisation of New Zealand business, the local market continued to demand candidates experienced in international accounting standards and internal control. Candidates with a strong analytical bias and an ability to drive bottom line profit through detailed operational analysis continued to be highly sought-after.

The contract finance and accounting market experienced a similar shortage to the permanent market. This has become more pronounced as the low unemployment rate has converted many candidates normally available for contract roles into permanent candidates. 2007 has seen an increase in hourly rates for many positions as the scarcity of good candidates has become more noticeable and demand is exceeding supply. We also observed that candidates are more particular about the roles they express interest in, being much more specific about their requirements, such as location, industry, hourly rates and type of role.

We expect the competitive candidate market to continue into 2008. There will be a real focus on those candidates with IFRS experience in 2008 as IFRS compliance becomes a requirement for the first time. Candidates at the hands-on level, from clerical accountants through to finance managers will also be in strong demand.

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ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
	Accounts Assistant (3 +yrs' exp)	\$40 - 45k	\$45 - 50k	\$24 - 26
Accounts Assistant (0 - 3 yrs' exp)	\$38 - 42k	\$38 - 45k	\$20 - 24	\$20 - 25
Accounts Payable/Receivable - Manager (6+ yrs' exp)	\$50 - 70k	\$55 - 75k	\$28 - 40	\$28 - 40
Accounts Payable/Receivable - Supervisor (3 - 5 yrs' exp)	\$45 - 55k	\$45 - 55k	\$23 - 28	\$25 - 30
Accounts Payable/Receivable - Junior (0 - 6 yrs' exp)	\$38 - 46k	\$38 - 45k	\$18 - 25	\$18 - 26
Assistant Accountant Degree (6+ yrs' exp)	\$50 - 60k	\$55 - 65k	\$30 - 35	\$33 - 40
Assistant Accountant Degree (3 - 5 yrs' exp)	\$48 - 55k	\$45 - 55k	\$26 - 30	\$30 - 35
Assistant Accountant Degree (0 - 2 yrs' exp)	\$40 - 45k	\$40 - 45k	\$24 - 26	\$25 - 30
Audit Manager	\$80 - 100k	\$100k+		
Auditor (6+ yrs' exp)	\$70 - 90k	\$80 - 100k		
Auditor (3 - 5 yrs' exp)	\$45 - 80k	\$60 - 80k		
Auditor (0 - 2 yrs' exp)	\$40 - 48k	\$40 - 60k		
Billing Administrator	\$38 - 45k	\$38 - 45k	\$20 - 24	\$20 - 24
Billings Analyst (6+ yrs' exp)	\$60 - 85k	\$65 - 85k	\$30 - 40	\$30 - 40
Billings Analyst (3 - 5 yrs' exp)	\$45 - 65k	\$45 - 65k	\$26 - 30	\$26 - 30
Billings Analyst (0 - 2 yrs' exp)	\$38 - 45k	\$38 - 45k	\$23 - 26	\$23 - 26
Business/Financial Analyst (6+ yrs' exp)	\$75 - 110k	\$80k+	\$40 - 60	\$50 - 70
Business/Financial Analyst (3 - 5 yrs' exp)	\$55 - 80k	\$65 - 85k	\$30 - 40	\$32 - 50
Business/Financial Analyst (0 - 2 yrs' exp)	\$45 - 50k	\$50 - 65k	\$25 - 32	\$25 - 32
Chief Financial Officer	\$150 - 300k	\$150 - 300k	\$70 - 150	\$70 - 150
Commercial/Planning Manager	\$90 - 200k	\$100 - 200k	\$60 - 100	\$60 - 100
Company Accountant	\$65 - 85k	\$70 - 90k	\$35 - 50	\$35 - 55
Corporate Finance (6+ yrs' exp)	\$140 - 200k	\$100k+		
Corporate Finance (3 - 5 yrs' exp)	\$50 - 80k	\$60 - 100k		
Corporate Finance (0 - 2 yrs' exp)	\$40 - 50k	\$45 - 60k		
Cost Accountant (6+ yrs' exp)	\$75k+	\$75k+	\$50 - 65	\$55+
Cost Accountant (3 - 5 yrs' exp)	\$50 - 75k	\$60 - 75k	\$40 - 50	\$40 - 55
Cost Accountant (0 - 2 yrs' exp)	\$40 - 50k	\$50 - 60k	\$35 - 40	\$35 - 40
Credit Controller	\$40 - 50k	\$45 - 60k	\$20 - 26	\$20 - 30
Credit Manager	\$50 - 70k	\$60 - 80k	\$26 - 35	\$30 - 45
Finance Director - Large Organisation	\$130 - 300k	\$175 - 300k+		
Finance Director - Small/Medium Organisation	\$100 - 180k	\$120 - 200k+		

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ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
Group Financial Controller	\$100 - 200k	\$120 - 200k	\$70 - 120	\$70 - 120
Financial Controller - Large Organisation	\$90 - 180k	\$120 - 180k	\$70 - 100	\$70 - 120
Financial Controller - Small/Medium Organisation	\$85 - 130k	\$90 - 130k	\$60 - 80	\$65 - 85
Finance Manager	\$80 - 100k	\$100 - 130k	\$40 - 50	\$50 - 70
Financial Accountant CA (6+ yrs' exp)	\$85k+	\$90k+	\$50+	\$55+
Financial Accountant CA (3 - 5 yrs' exp)	\$65 - 85k	\$75 - 90k	\$45 - 50	\$45 - 55
Financial Accountant CA (0 - 2 yrs' exp)	\$50 - 65k	\$60 - 75k	\$35 - 45	\$40 - 45
Financial Accountant Degree (6+ yrs' exp)	\$80 - 110k	\$85 - 110k	\$50 - 60	\$50+
Financial Accountant Degree (3 - 5 yrs' exp)	\$65 - 85k	\$70 - 85k	\$40 - 50	\$40 - 50
Financial Accountant Degree (0 - 2 yrs' exp)	\$55 - 75k	\$55 - 75k	\$35 - 40	\$35 - 40
Financial Analyst (6+ yrs' exp)	\$75 - 100k	\$90 - 110k	\$45 - 65	\$55 - 70
Financial Analyst (3 - 5 yrs' exp)	\$60 - 85k	\$70 - 90k	\$35 - 45	\$40 - 55
Financial Analyst (0 - 2 yrs' exp)	\$50 - 65k	\$50 - 70k	\$30 - 35	\$35 - 40
Group Accountant	\$75 - 100k	\$80 - 100k	\$40 - 55	\$40 - 60
Group Management Accountant	\$65 - 90k	\$70 - 95k	\$40 - 55	\$40 - 60
Graduate Accountant	\$40 - 45k	\$40 - 45k		
Internal Auditor - Manager	\$85 - 150k	\$90 - 150k	\$45 - 70	\$45 - 65
Internal Auditor - Senior	\$60 - 85k	\$65 - 90k	\$40 - 55	\$40 - 60
Internal Auditor - Junior	\$45 - 65k	\$50 - 65k	\$30 - 40	\$30 - 40
Management Accountant (6+ yrs' exp)	\$75 - 100k	\$90 - 100k	\$45 - 60	\$50 - 65
Management Accountant (3 - 5 yrs' exp)	\$60 - 85k	\$70 - 90k	\$35 - 45	\$40 - 50
Management Accountant (0 - 2 yrs' exp)	\$55 - 75k	\$55 - 75k	\$30 - 35	\$35 - 40
Payroll Manager	\$50 - 75k	\$50 - 80k	\$28 - 50	\$30 - 50
Payroll Clerk/Payroll Officer	\$40 - 50k	\$40 - 50k	\$20 - 26	\$20 - 30
Project Accountant (0 - 5 yrs' exp)	\$65 - 100k	\$65 - 100k	\$35 - 60	\$40 - 70
Systems Accountant (6+ yrs' exp)	\$85 - 130k	\$90 - 130k	\$50 - 70	\$60 - 80
Systems Accountant (3 - 5 yrs' exp)	\$60 - 90k	\$70 - 90k	\$40 - 50	\$45 - 60
Systems Accountant (0 - 2 yrs' exp)	\$50 - 65k	\$55 - 70k	\$35 - 40	\$35 - 45
Tax Accountant - Senior (6+ yrs' exp)	\$85 - 130k	\$100 - 130k	\$45 - 60	\$50 - 65
Tax Accountant (3 - 5 yrs' exp)	\$50 - 85k	\$65 - 110k	\$40 - 45	\$40 - 50
Tax Accountant (0 - 2 yrs' exp)	\$40 - 50k	\$50 - 65k	\$35 - 40	\$35 - 40
Tax Manager	\$90 - 150k	\$110 - 150k	\$60 - 80	\$65 - 100
Treasury Accountant	\$70 - 100k	\$70 - 100k	\$35 - 55	\$35 - 60

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GENERAL MANAGEMENT

Robert Walters recruits at all levels of seniority through to chief executive officer. The majority of these assignments are conducted as executive search assignments which involves extensive proactive searching and headhunting. One of our specialties in this market is the recruitment of functional heads within all of our key disciplines including HR, finance, IT, sales & marketing and operations.

Market Overview

Robert Walters continues to experience a strong flow of excellent candidates from both the local and international markets for senior roles in Auckland.

Unfortunately, the number of roles available has not kept pace with candidate expectations and many good candidates are left waiting for the next opportunity.

Many companies are now promoting from within and trying to retain top talent for a longer period of time. Advice for candidates is to use a multi-pronged approach and contact recruitment companies as well as exhausting their own networks.

Salaries for general management roles have increased by up to 15% in the last 12 months with the average increase being 9-10%. Although it is hard to generalise for the whole market, it is notable that candidates with proven and current experience within the property services or financial services markets have received the greatest increases, particularly if they can drive sales growth.

ROLE

PERMANENT SALARY PER ANNUM \$NZ

CONTRACT RATE PER HOUR \$NZ

	2007	2008	2007	2008
	Chief Executive Officer	\$200 - 750k	\$240k - 1m	
Managing Director	\$200 - 750k+	\$240k - 1m+		
General Manager	\$185 - 400k	\$185 - 300k+	\$80 - 160	\$100 - 175
Project Director	\$175 - 310k	\$175 - 300k+	\$80 - 160	\$100 - 175
Finance Director	\$165 - 550k	\$200 - 500k+	\$80 - 160	\$100 - 250
HR Director	\$165 - 350k	\$180 - 250k+	\$60 - 160	\$90 - 130
Operations Director	\$165 - 350k	\$165 - 300k+	\$80 - 160	\$100 - 180
Sales Director	\$150 - 200k	\$180 - 220k+	\$75 - 100	\$90 - 125
Marketing Director	\$150 - 200k	\$180 - 200k+	\$75 - 100	\$85 - 110
Divisional Manager	\$145 - 250k	\$165 - 250k	\$80 - 160	\$100 - 150
Regional Manager	\$110 - 165k	\$125 - 180k	\$80 - 160	\$85 - 160

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HUMAN RESOURCES

More and more organisations are expecting a real return from their human resources departments. Increasingly, human resources strategy is recognised as a powerful tool which can improve performance in all areas of a business. Our team of specialist HR recruitment consultants recognise that it is critical to get the human resources talent right.

Working with some of New Zealand's top employers across dedicated industry sectors including financial services, manufacturing, IT/telecommunications, FMCG, professional services and entertainment, our consultants recruit at all levels of seniority from assistant to director level, covering the following areas:

- HR generalists
- HR project management
- HRIS analysis
- Industrial/employee relations
- Learning and development
- Occupational health & safety (OH&S)
- Organisational development
- Recruitment
- Remuneration and benefits
- Talent and diversity management
- Training

Our focus is to provide organisations with a tailored recruitment service to suit business needs. From a contracting perspective, we have a large database of skilled candidates with previous HR experience who are immediately available. To assist with permanent recruitment, we have a thorough understanding of the selection criteria process and can offer a range of services to suit business requirements, including: search, mailbox, short-listing, panel assistance or the full end to end integrated recruitment process.

Market Overview

The market remained competitive throughout 2007, with companies striving to ensure they were the employer of choice.

The shortage of skilled labour, coupled with many organisations' desire to have the strongest personnel in their respective sectors meant businesses had to act quickly and intelligently to source the best candidates. Given the tight market, there was a need for organisations to enhance their capability and effectiveness in the areas of staff acquisition and retention. In doing so, employers focused their efforts around developing and implementing standardised processes that support the development of the company's talent and organisational capability.

Talent management, performance management, learning and development, recruitment and change management were key strategic focuses in 2007 and will continue to influence the sectors into 2008 and beyond. This resulted in a great deal of development in the size, structure and focus of HR divisions within New Zealand.

HR generalist skills have continued to be in high demand, especially within the HR advisory and consultant market. Demand increased for HR specialist roles in organisational development, learning and development and remuneration and there was a decrease in candidate supply, this resulted in salary increases and flexible working hours being offered to experienced HR executives.

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HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
	HR Director	\$150 - 250k	\$180 - 250k	\$60 - 100
HR Manager	\$75 - 130k	\$90 - 150k	\$50 - 70	\$50 - 80
HR Consultant	\$65 - 80k	\$65 - 90k	\$40 - 80	\$40 - 80
HR Advisor	\$55 - 85k	\$60 - 90k	\$25 - 45	\$30 - 45
HR Analyst	\$45 - 75k	\$50 - 80k	\$30 - 50	\$30 - 50
HR Administrator	\$40 - 45k	\$45 - 55k	\$20 - 25	\$25 - 30
HR Coordinator	\$40 - 55k	\$45 - 55k	\$25 - 30	\$25 - 30
Learning & Development Manager	\$85 - 115k	\$85 - 120k	\$40 - 70	\$45 - 80
Learning & Development Advisor	\$65 - 80k	\$70 - 85k	\$30 - 60	\$35 - 60
Learning & Development Coordinator	\$45 - 55k	\$45 - 55k	\$25 - 30	\$25 - 30
OH&S Manager	\$75 - 100k	\$75 - 100k	\$40 - 70	\$40 - 70
OH&S Officer	\$50 - 60k	\$55 - 70k	\$30 - 40	\$30 - 40
Organisational Development Manager	\$100 - 170k	\$90 - 140k	\$60 - 90	\$50 - 90
Organisational Development Consultant	\$80 - 100k	\$80 - 110k	\$40 - 60	\$40 - 60
Recruitment Manager	\$75 - 120k	\$80 - 140k	\$40 - 60	\$40 - 60
Recruitment Officer	\$50 - 75k	\$55 - 80k	\$25 - 40	\$30 - 50
Remuneration Manager	\$80 - 120k	\$90 - 140k	\$40 - 60	\$45 - 70
Remuneration Officer	\$50 - 70k	\$50 - 70k	\$25 - 40	\$25 - 40
Training Manager	\$70 - 90k	\$70 - 90k	\$35 - 60	\$35 - 50
Training Facilitator	\$40 - 50k	\$40 - 60k	\$30 - 35	\$30 - 40

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INFORMATION TECHNOLOGY

Robert Walters is one of the leading IT recruitment companies in New Zealand. Our information technology recruitment division specialises in the placement of both permanent and contract IT professionals across the Auckland market. With the ability to provide fully integrated solutions which utilise our extensive international network, local candidates and highly accurate candidate database, the IT division continues to set the benchmark of speed and quality of delivery within a tight talent market.

Market Overview

2007 followed the trends witnessed in 2006 with an increased shortage of strong IT qualified and suitably experienced skilled candidates. Strong demand for development, analytical and project management focused individuals continued for the majority of 2007, and we expect this to continue into 2008. One noticeable trend was the increasing demand for commercially aware 'business savvy' candidates across the permanent market.

Within the development sector, we have experienced high demand for both Microsoft and Sun technologies which is being stimulated by the demand for service orientated architecture web based application development. As a result, there has been a strong requirement for experienced developers and solution architects for both in-house and consultancy based companies.

Demand for infrastructure and operations has been steady throughout 2007, although once again the supply of such suitably qualified candidates was low. Virtualisation and Citrix skills are in strong demand with more and more companies looking at minimising costs through reducing hardware spend.

A continuation in various ERP installations saw demand increase rapidly for candidates specialising in this area. A large number of organisations are implementing SAP in 2008/2009, which will lead to an increase in demand for experienced business analysts, functional consultants, project managers, developers and basis specialists - all with a focus on SAP. These skills sets will remain in short supply in the market and employers will rely increasingly on attracting talent from outside the region.

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INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
	Chief Information Officer/Chief Technology Officer	\$140k+	\$150k+	\$80 - 190
IT Director	\$140k+	\$150k+	\$90 - 160	\$90 - 160
Programme Manager	\$100 - 160k	\$150k+	\$100 - 140	\$100 - 140
Manager - Development	\$90 - 130k	\$100 - 130k	\$80 - 120	\$80 - 120
Manager - IT	\$80 - 120k	\$90 - 150k	\$70 - 100	\$70 - 100
Manager - Infrastructure Services	\$80 - 120k	\$100 - 130k	\$70 - 100	\$70 - 100
Manager - Data Centre	\$80 - 120k	\$100 - 130k	\$70 - 100	\$70 - 100
Manager - Testing	\$80 - 120k	\$90 - 120k	\$70 - 100	\$70 - 100
Manager - Help Desk	\$70 - 100k	\$70 - 100k	\$50 - 70	\$50 - 70
Project Manager (5+ yrs' exp)	\$90 - 140k	\$110 - 135k	\$75 - 120	\$75 - 120
Project Manager (3 - 5 yrs' exp)	\$80 - 110k	\$85 - 110k	\$60 - 75	\$60 - 75
Project Manager (1 - 2 yrs' exp)	\$70 - 80k	\$75 - 85k	\$45 - 60	\$45 - 60
Business Analyst (6+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$65 - 85	\$75 - 95
Business Analyst (4 - 6 yrs' exp)	\$70 - 90k	\$75 - 90k	\$45 - 65	\$60 - 75
Business Analyst (1 - 3 yrs' exp)	\$60 - 80k	\$65 - 85k	\$35 - 50	\$35 - 60
Change Management Consultant	\$75 - 100k	\$75 - 110k	\$50 - 80	\$50 - 80
Consultant (1 - 3 yrs' exp)	\$65 - 80k	\$70 - 85k	\$70 - 90	\$70 - 90
Experienced Consultant (2 - 5 yrs' exp)	\$70 - 100k	\$85 - 110k	\$80 - 110	\$80 - 110
Manager/Senior Consultant/Director (5+ yrs' exp)	\$85 - 130k	\$150k+	\$90 - 130	\$90 - 130
ERP Project Manager	\$90 - 130k	\$100 - 140k	\$65 - 140	\$65 - 120
ERP Consultant Technical	\$90 - 130k	\$100 - 140k	\$80 - 130	\$80 - 130
ERP Consultant Functional	\$80 - 110k	\$90 - 120k	\$65 - 100	\$80 - 120
ERP Business Analyst	\$75 - 95k	\$85 - 105k	\$55 - 80	\$70 - 95
Help Desk/Desktop Support/Apps Support (3 - 5 yrs' exp)	\$50 - 60k	\$50 - 65k	\$30 - 45	\$40 - 55
Help Desk/Desktop Support/Apps Support (1 - 3 yrs' exp)	\$35 - 50k	\$40 - 50k	\$20 - 30	\$20 - 40

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

AUCKLAND

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
	Security Specialist (3 + yrs' exp)	\$90 - 140k	\$90 - 140k	\$75 - 100
Security Specialist (1 - 3 yrs' exp)	\$60 - 90k	\$65 - 90k	\$60 - 75	\$60 - 75
Solution Architect - Infrastructure	\$90 - 130k	\$90 - 130k	\$80 - 120	\$80 - 120
Systems Administrator - Windows (3 - 6 yrs' exp)	\$70 - 95k	\$70 - 100k	\$55 - 85	\$70 - 90
Systems Administrator - Windows (1 - 3 yrs' exp)	\$55 - 70k	\$55 - 75k	\$45 - 60	\$45 - 65
Database Administrator - SQL Server, Sybase, DB2 (6 + yrs' exp)	\$70 - 90k	\$80 - 100k	\$40 - 110	\$70 - 110
Database Administrator - SQL Server, Sybase, DB2 (2 - 5 yrs' exp)	\$60 - 80k	\$65 - 80k	\$35 - 60	\$45 - 80
Database Administrator - Oracle (6 + yrs' exp)	\$70 - 80k	\$85 - 110k	\$45 - 130	\$75 - 100
Database Administrator - Oracle (2 - 5 yrs' exp)	\$60 - 80k	\$75 - 85k	\$30 - 60	\$40 - 75
Solution Architect - Applications	\$90 - 140k	\$90 - 140k	\$80 - 120	\$80 - 120
Developer - .Net, Java (6 + yrs' exp)	\$80 - 100k	\$75 - 110k	\$60 - 85	\$80 - 100
Developer - .Net, Java (3 - 5 yrs' exp)	\$50 - 80k	\$60 - 80k	\$50 - 70	\$50 - 80
Developer - .Net, Java (0 - 2 yrs' exp)	\$35 - 50k	\$50 - 60k	\$30 - 50	\$30 - 50
Tester (3 - 5 yrs' exp)	\$70 - 90k	\$70 - 90k	\$55 - 75	\$60 - 80
Tester (1 - 3 yrs' exp)	\$50 - 70k	\$55 - 70k	\$35 - 55	\$40 - 60
Quality Analyst (QA)	\$55 - 75k	\$60 - 80k	\$35 - 50	\$35 - 60

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

AUCKLAND

OPERATIONS & CONSULTANCY

Our focus on the professional recruitment of procurement and supply chain professionals has never been stronger as the operations & consultancy division of Robert Walters continues to expand its network.

The division is dedicated to providing professional recruitment solutions - contract, interim and permanent - to our clients in the Auckland region. We specialise in the following areas:

- Continuous improvement and change management
- Procurement, purchasing and strategic sourcing
- Shipping and transport
- Supply chain and logistics

Market Overview

We continued to experience a high level of demand in this sector, as market conditions remain focused on sourcing skilled candidate. Organisations continued to focus on reducing operating costs and maximising revenue by refining business processes as they prepare for 2008.

The supply chain and logistics market has continued its stable growth pattern as employers strengthen their teams in this area. Recent discussions with the professional bodies have highlighted the continuing issues around the need to entice entry level candidates and graduates to careers in this sector, with a view to supporting experienced industry professionals.

In a recent survey conducted by Robert Walters, procurement was identified as playing a pivotal role in future business performance by an increasing number of companies. However, sourcing the right candidates to implement proactive strategic procurement, away from a reactive tactical process remains a key challenge. We expect a growth in demand for candidates with this skill set.

Continuous improvement skills were also in high demand as companies utilised structured methodologies such as Six Sigma to refine business process and manage indirect costs. These were all areas of high growth and the market became increasingly competitive. This required employers to become smarter, quicker and more efficient in their recruitment processes than ever before. Multiple sourcing solutions, such as media advertising, international recruitment and networking continued to demonstrate significant value by attracting passive candidates to the market.

The shortage of talented candidates has driven organisations to shorten recruitment processes and review salaries and hourly rates upwards. Organisations with strong brands and positive identity in the market have had greater success in recruiting and retaining desirable candidates by demonstrating better working conditions and benefits. We expect the candidate shortage to continue into 2008.

AUCKLAND

OPERATIONS & CONSULTANCY

ROLE	PERMANENT SALARY PER ANNUM \$NZ	
	2007	2008
Procurement Director Commercial (8+ yrs' exp)	\$180 - 280k	\$150 - 200k
Procurement Manager Commercial (5+ yrs' exp)	\$70 - 140k	\$70 - 140k
Procurement Manager Manufacturing (5+ yrs' exp)	\$70 - 120k	\$90 - 140k
Logistics Director	\$150 - 250k	\$150 - 250k
Logistics Manager	\$70 - 120k	\$70 - 100k
Operations Manager (5 - 10 yrs' exp)	\$140 - 200k	\$120 - 160k
Operations Manager (3 - 5 yrs' exp)	\$60 - 100k	\$70 - 120k
Supply Chain Director (10+ yrs' exp)	\$150 - 250k	\$130 - 250k
Supply Chain Manager (5+ yrs' exp)	\$100 - 140k	\$75 - 130k
Business Development Manager (10+ yrs' exp)	\$150 - 200k+	\$150k+
VP Sourcing (8+ yrs' exp)	\$120 - 180k	\$150 - 200k
Business Development Manager (5+ yrs' exp)	\$80 - 150k	\$80 - 150k
Materials Manager (5+ yrs' exp)	\$120 - 150k	\$90 - 110k
Materials Manager (3 - 5 yrs' exp)	\$65 - 110k	\$60 - 90k
Global Account Manager (5+ yrs' exp)	\$120 - 150k	\$120 - 150k
Global Account Manager (3 - 5 yrs' exp)	\$60 - 120k	\$60 - 120k
Supply Planning Manager (5+ yrs' exp)	\$85 - 120k	\$70 - 120k
Transportation and Customs Manager	\$70 - 130k	\$65 - 120k
Planning Manager (5+ yrs' exp)	\$70 - 100k	\$65 - 100k
Six Sigma - Master Black Belt	\$125 - 175k	\$140k+
Six Sigma - Black Belt	\$100 - 125k	\$90 - 120k
Six Sigma - Green Belt	\$50 - 90k	\$60 - 90k
Demand Planner	\$50 - 100k	\$65 - 95k

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

AUCKLAND

SALES & MARKETING

Robert Walters Auckland has highly skilled and experienced consultants working within the sales and marketing sector supporting a growing demand by clients for executive level, professional candidates. The business has strong local exposure combined with the power of a global candidate database providing clients with a proactive local and international talent search and selection process.

The sales & marketing division within Auckland has grown extensively during 2007 to adapt to an ever-changing external business environment. A team of five consultants split into the following specialist areas are responsible for both clients' contract and permanent vacancy needs:

- Commercial & professional services
- Financial services
- FMCG
- Investment banking
- IT/T

Market Overview

This year we have witnessed an increased requirement for candidates with the ability to make a positive impact on the bottom line.

This has contributed to the candidate short market dominating all vertical market segments as such technically skilled and experienced candidates are a scarce resource. The majority of candidates we saw at offer stage over the last six months had at least another offer on the table and under considerable pressure from their existing employers to remain within the business.

Another key trend came from organisations demanding a much more in-depth recruitment process and a candidate can often expect to undergo four interviews including an interview with either a director or managing director, together with verbal, numerical and psychological testing as a standard part of the selection process.

In marketing, product and brand managers were required to have experience in providing detailed ROI as well as proven exposure to the full marketing mix. Whilst candidates with creative strategy and communications experience remained in high demand, the roles required an ability to work with tighter budgets. Similarly, demand for marketers with acquisition, market research and insights and loyalty and retention strategy experience also increased.

Within the sales sector, account management roles were no longer purely client relationship development focused and became a mix between account management and business development management with an increased focus on targeting new business and driving growth and profitability. The demand for pure 'business hunters' and new business developers remained high across the sales sector.

Overall, we observed a significant increase in demand for permanent headcount while we have witnessed a decline in contract position vacancies across the market.

AUCKLAND

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
Sales				
Sales Director	\$150 - 200k	\$180 - 220k	\$75 - 100	\$90 - 125
National Sales Manager	\$80 - 150k	\$100 - 150k	\$40 - 85	\$55 - 85
National Account Manager	\$80 - 100k	\$90 - 105k	\$40 - 50	\$45 - 55
Business Development Manager	\$70 - 100k	\$80 - 100k	\$35 - 50	\$45 - 55
Key Account Manager	\$60 - 90k	\$80 - 90k	\$30 - 45	\$35 - 45
Account Manager	\$60 - 80k	\$70 - 80k	\$30 - 40	\$35 - 45
Sales/Account Executive	\$45 - 80k	\$55 - 80k	\$20 - 40	\$30 - 40
Territory Manager	\$50 - 65k	\$55 - 65k	\$30 - 40	\$30 - 40
Sales/Market Analyst	\$50 - 65k	\$60 - 70k	\$30 - 40	\$30 - 40
Sales Representative	\$50 - 65k	\$45 - 60k	\$25 - 35	\$30 - 35
Sales Administration/Support	\$35 - 40k	\$35 - 45k	\$15 - 20	\$20 - 30
Marketing				
Marketing Director	\$150 - 200k	\$180 - 200k	\$75 - 100	\$85 - 110
Marketing Manager	\$90 - 120k	\$90 - 120k	\$45 - 60	\$45 - 60
Product Manager	\$80 - 95k	\$90 - 100k	\$40 - 50	\$45 - 55
Channel Manager	\$70 - 110k	\$90 - 110k	\$35 - 55	\$45 - 55
Brand Manager	\$70 - 110k	\$80 - 100k	\$35 - 55	\$40 - 55
Market Research/Insights Manager	\$70 - 100k	\$80 - 90k	\$35 - 50	\$40 - 55
Communications Manager	\$60 - 100k	\$80 - 110k	\$30 - 50	\$35 - 60
Trade Marketing Manager	\$60 - 75k	\$70 - 90k	\$30 - 45	\$35 - 55
Sponsorship and Events Manager	\$60 - 80k	\$80 - 90k	\$30 - 50	\$35 - 55
Product Specialist	\$65 - 90k	\$70 - 80k	\$35 - 50	\$40 - 55
Category Manager	\$60 - 85k	\$70 - 80k	\$30 - 45	\$35 - 50
Market Researcher	\$50 - 65k	\$60 - 70k	\$25 - 35	\$30 - 40
Marketing Coordinator	\$40 - 50k	\$55 - 65k	\$20 - 25	\$25 - 35
Assistant Brand/Product Manager	\$60 - 75k	\$65 - 75k	\$22 - 35	\$30 - 40

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

WELLINGTON

ACCOUNTING & FINANCE

Our accounting & finance division 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, for small and medium organisations through to large corporates.

Market Overview

Due to continued expansion within the public sector over the course of 2007, the demand for CA qualified candidates has outweighed the supply, driving a rise in base salaries across the board of 15-25% in some cases, particularly at the 3-5 year experience level. The candidate market has remained tight and the competition for skilled finance professionals has been intense across both the public and private sectors.

Over the year we also saw a healthy demand from organisations for part and non-qualified accountancy candidates. The development of a new specialised division in this area has seen great growth over the course of 2007. We have witnessed candidates being attracted to opportunities with organisations which are not only providing competitive salaries, but who provide support with further study and career development opportunities.

Particular skill sets that have remained in the difficult to source category include:

- Financial and management accountants
- Financial analysts
- Internal auditors
- Risk management
- Systems accountants
- Tax accountants

These tight market conditions have meant our accounting and finance team of specialist consultants has been extremely proactive in utilising international channels of candidates returning to New Zealand, and putting in place tailored sourcing solutions to assist our clients with difficult to fill positions.

With a potential change of government during 2008, we expect that there will be a cautious approach taken to recruitment within the public sector in the early stages of 2008. We do not expect that there will be a dramatic rise in either hourly rates or base salaries across the sector.

WELLINGTON

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
Accounts Assistant (6+ yrs' exp)	\$45 - 50k	\$50 - 55k	\$24 - 26	\$26 - 28
Accounts Assistant (3 - 5 yrs' exp)	\$40 - 45k	\$45 - 50k	\$22 - 24	\$24 - 26
Accounts Assistant (0 - 2 yrs' exp)	\$38 - 42k	\$38 - 45k	\$20 - 22	\$20 - 24
Accounts Payable/Receivable - Manager (6+ yrs' exp)	\$50 - 70k	\$55 - 75k	\$26 - 32	\$28 - 35
Accounts Payable/Receivable - Supervisor (3 - 5 yrs' exp)	\$45 - 55k	\$45 - 55k	\$23 - 26	\$23 - 28
Accounts Payable/Receivable - Junior (0 - 2 yrs' exp)	\$38 - 42k	\$38 - 45k	\$18 - 23	\$18 - 25
Assistant Accountant Degree (6+ yrs' exp)	\$50 - 60k	\$55 - 65k	\$30 - 32	\$35+
Assistant Accountant Degree (3 - 5 yrs' exp)	\$45 - 55k	\$45 - 55k	\$26 - 30	\$30 - 35
Assistant Accountant Degree (0 - 2 yrs' exp)	\$38 - 45k	\$40 - 45k	\$24 - 26	\$20 - 30
Audit Manager	\$80 - 100k	\$85 - 120k		
Auditor (6+ yrs' exp)	\$65 - 90k	\$65 - 95k		
Auditor (3 - 5 yrs' exp)	\$45 - 65k	\$50 - 65k		
Auditor (0 - 2 yrs' exp)	\$40 - 48k	\$40 - 50k		
Billing Administrator	\$38 - 45k	\$38 - 45k	\$23 - 26	\$23 - 26
Billings Analyst (6+ yrs' exp)	\$60 - 85k	\$60 - 85k	\$30 - 40	\$30 - 40
Billings Analyst (3 - 5 yrs' exp)	\$45 - 65k	\$45 - 65k	\$26 - 30	\$26 - 30
Billings Analyst (0 - 2 yrs' exp)	\$38 - 45k	\$38 - 45k	\$23 - 26	\$23 - 26
Business/Financial Analyst (6+ yrs' exp)	\$80k+	\$80k+	\$40 - 60	\$50+
Business/Financial Analyst (3 - 5 yrs' exp)	\$60 - 80k	\$65 - 85k	\$30 - 40	\$30 - 50
Business/Financial Analyst (0 - 2 yrs' exp)	\$50 - 60k	\$50 - 65k	\$25 - 30	\$25 - 30
Chief Financial Officer	\$150 - 300k	\$150 - 300k	\$70 - 150	\$70 - 150
Commercial/Planning Manager	\$90 - 200k	\$100 - 200k	\$60 - 100	\$60 - 100
Company Accountant	\$55 - 85k	\$60 - 90k	\$35 - 50	\$35 - 60
Corporate Finance (6+ yrs' exp)	\$140 - 200k	\$100k+		
Corporate Finance (3 - 5 yrs' exp)	\$50 - 70k	\$60 - 100k		
Corporate Finance (0 - 2 yrs' exp)	\$40 - 50k	\$45 - 60k		
Cost Accountant (6+ yrs' exp)	\$75k+	\$75k+	\$50 - 55	\$50 - 55
Cost Accountant (3 - 5 yrs' exp)	\$55 - 75k	\$60 - 75k	\$40 - 50	\$40 - 50
Cost Accountant (0 - 2 yrs' exp)	\$45 - 55k	\$45 - 60k	\$35 - 40	\$35 - 40
Credit Manager	\$50 - 70k	\$60 - 80k	\$26 - 35	\$25 - 40
Credit Controller	\$38 - 50k	\$45 - 60k	\$20 - 26	\$20 - 26

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

WELLINGTON

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
	Finance Director - Large Organisation	\$130 - 300k	\$130 - 300k	
Finance Director - Small/Medium Organisation	\$100 - 180k	\$100 - 180k		
Financial Controller - Large Organisation	\$90 - 180k	\$120 - 180k	\$70 - 100	\$75 - 120
Financial Controller - Small/Medium Organisation	\$85 - 130k	\$90 - 140k	\$60 - 80	\$65 - 85
Finance Manager	\$80 - 100k	\$85 - 105k	\$45 - 50	\$50 - 70
Financial Accountant CA (6+ yrs' exp)	\$80 - 110k	\$85 - 110k	\$50+	\$55+
Financial Accountant CA (3 - 5 yrs' exp)	\$65 - 85k	\$65 - 95k	\$45 - 50	\$45 - 55
Financial Accountant CA (0 - 2 yrs' exp)	\$50 - 65k	\$60 - 80k	\$35 - 45	\$40 - 45
Financial Accountant Degree (6+ yrs' exp)	\$80 - 90k	\$80 - 100k	\$50 - 60	\$55 - 65
Financial Accountant Degree (3 - 5 yrs' exp)	\$65 - 85k	\$65 - 85k	\$40 - 50	\$45 - 55
Financial Accountant Degree (0 - 2 yrs' exp)	\$55 - 75k	\$55 - 75k	\$35 - 40	\$35 - 45
Financial Analyst (6+ yrs' exp)	\$75 - 100k	\$90k+	\$45 - 60	\$45 - 70
Financial Analyst (3 - 5 yrs' exp)	\$60 - 85k	\$75 - 100k	\$35 - 45	\$40 - 45
Financial Analyst (0 - 2 yrs' exp)	\$50 - 65k	\$60 - 75k	\$30 - 35	\$35 - 40
Group Accountant	\$75 - 100k	\$80 - 100k	\$40 - 55	\$40 - 60
Graduate Accountant	\$40 - 42k	\$40 - 45k		
Group Financial Controller	\$100 - 200k	\$120 - 200k	\$70 - 120	\$70 - 120
Group Management Accountant	\$65 - 90k	\$65 - 95k	\$40 - 55	\$40 - 60
Internal Auditor - Manager	\$85 - 150k	\$90 - 150k	\$45 - 70	\$60 - 80
Internal Auditor (Senior)	\$60 - 85k	\$60 - 90k	\$40 - 60	\$40 - 60
Internal Auditor (Junior)	\$45 - 65k	\$50 - 65k	\$30 - 40	\$30 - 40
Management Accountant (6+ yrs' exp)	\$80k+	\$90 - 100k	\$50 - 60	\$50 - 65
Management Accountant (3 - 5 yrs' exp)	\$65 - 85k	\$70 - 90k	\$35 - 50	\$40 - 50
Management Accountant (0 - 2 yrs' exp)	\$55 - 75k	\$60 - 75k	\$30 - 35	\$35 - 40
Payroll Manager	\$50 - 75k	\$50 - 80k	\$28 - 50	\$28 - 55
Payroll Clerk/Payroll Officer	\$38 - 45k	\$38 - 45k	\$20 - 24	\$20 - 24
Systems Accountant (6+ yrs' exp)	\$85 - 130k	\$85 - 130k	\$50 - 70	\$55 - 70
Systems Accountant (3 - 5 yrs' exp)	\$60 - 90k	\$60 - 90k	\$40 - 50	\$45 - 65
Systems Accountant (0 - 2 yrs' exp)	\$50 - 65k	\$55 - 70k	\$35 - 40	\$35 - 45
Tax Accountant - Senior (6+ yrs' exp)	\$85 - 130k	\$95 - 130k	\$45 - 60	\$65 - 80
Tax Accountant (3 - 5 yrs' exp)	\$50 - 85k	\$65 - 100k	\$40 - 45	\$50 - 65
Tax Accountant (0 - 2 yrs' exp)	\$40 - 50k	\$50 - 65k	\$35 - 40	\$40 - 50
Tax Manager	\$90 - 150k	\$110k+	\$60 - 80	\$60 - 100
Treasury Accountant	\$70 - 100k	\$70 - 100k	\$35 - 55	\$35 - 60

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

WELLINGTON

BANKING & FINANCIAL SERVICES

Our 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 & private banking, corporate finance, wealth management, investment & funds management and commercial and consumer lending.

Market Overview

Despite the relatively small size of the financial services market in Wellington, the sector continued to be candidate short across all levels, with a lack of technically capable candidates. Candidates returning from the UK viewed Auckland and Sydney as destinations of choice, leading to a relatively small pool of talent returning to Wellington, but this did not have a major impact on the candidate shortages.

Candidates with experience in the following categories remain difficult to source:

- Corporate actions
- Credit risk
- Fund accounting
- Product control
- Settlements
- Unit pricing

During 2007, we continued to leverage off our international channels, focusing on giving our clients access to returning candidates before they hit the market in New Zealand. Organisations have had a continuing need to source specific skill sets from outside of New Zealand; however, some offshore candidates have unrealistic salary expectations and have to be educated on the New Zealand market.

Rather than a dramatic increase in salaries, we noticed organisations developing more robust retention schemes and added benefits in order to hold on to high performing staff members. There was also a noticeable increase in multiple offer and counter offer scenarios and we anticipate this will remain a key issue in a continuing candidate short market.

WELLINGTON

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
	Business Analyst (6+ yrs' exp)	\$80 - 130k	\$80k+	\$40 - 60
Compliance Officer (3 - 5 yrs' exp)	\$65 - 85k	\$70 - 90k	\$30 - 50	\$30 - 55
Credit Risk Analyst (3 - 5 yrs' exp)	\$55 - 80k	\$55 - 80k	\$40 - 50	\$40 - 50
Credit Risk Analyst (0 - 2 yrs' exp)	\$45 - 65k	\$45 - 65k	\$25 - 40	\$25 - 40
Dealers Assistant (0 - 2 yrs' exp)	\$45k	\$45 - 60k	\$18 - 25	\$20 - 25
Equity Analyst	\$65 - 85k	\$70 - 90k	\$32 - 42	\$40 - 65
Financial Markets - Analyst	\$60 - 120k	\$80 - 130k	\$35 - 65	\$45 - 65
Financial Planner (includes commission)	\$80 - 150k+	\$80 - 150k		
Fund Accountant Degree (6+ yrs' exp)	\$85k+	\$85k+	\$38 - 50	\$45+
Fund Accountant Degree (3 - 5 yrs' exp)	\$65 - 85k	\$60 - 85k	\$33 - 38	\$30 - 45
Fund Accountant Degree (0 - 2 yrs' exp)	\$50 - 65k	\$50 - 60k	\$28 - 33	\$28 - 33
Fund Accountant CA/CPA (6+ yrs' exp)	\$85k+	\$90k+	\$45 - 55	\$45+
Fund Accountant CA/CPA (3 - 5 yrs' exp)	\$65 - 85k	\$60 - 90k	\$35 - 40	\$35 - 45
Fund Accountant CA/CPA (0 - 2 yrs' exp)	\$50 - 65k	\$50 - 60k	\$30 - 35	\$30 - 35
Fund Administrator	\$38 - 42k	\$40 - 45k	\$20 - 25	\$20 - 25
Market Risk Manager (6+ yrs' exp)	\$85 - 135k	\$85 - 135k	\$40 - 70	\$40 - 70
Market Risk Analyst (3 - 5 yrs' exp)	\$70 - 110k	\$70 - 110k	\$30 - 45	\$30 - 45
Portfolio Funds Administrator	\$38 - 48k	\$40 - 55k	\$18 - 24	\$18 - 25
Product Controller	\$85 - 120k	\$85 - 120k	\$40 - 60	\$40 - 60
Product Treasury Accountant (3 - 5 yrs' exp)	\$65 - 85k	\$65 - 85k	\$28 - 45	\$30 - 45
Product/Treasury Accountant (0 - 2 yrs' exp)	\$45 - 75k	\$45 - 65k	\$25 - 30	\$25 - 30
Quantative Analyst	\$70 - 110k	\$70 - 110k	\$35 - 65	\$35 - 70
Senior Credit Manager (6+ yrs' exp)	\$85 - 125k	\$85 - 125k	\$35 - 48	\$35 - 50
Senior Credit Analyst (8+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$30 - 40	\$40 - 60
Settlements (3 - 5 yrs' exp)	\$45 - 55k	\$45 - 55k	\$22 - 25	\$22 - 30
Settlements (0 - 2 yrs' exp)	\$35 - 45k	\$35 - 45k	\$18 - 22	\$20 - 25
Treasury Manager	\$90 - 140k	\$90 - 140k		

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

WELLINGTON

GENERAL MANAGEMENT

Robert Walters recruits at all levels of seniority through to chief executive officer. The majority of these assignments are conducted as executive search assignments which involved extensive proactive searching and headhunting. One of our specialties in this market is the recruitment of functional heads within all of our key disciplines including HR, finance, IT, sales & marketing and operations.

Market Overview

The Wellington market continued to see a strong demand for senior management executives, mainly driven by the public sector. We saw an ongoing requirement for managers with a strong mix of transactional and transformational leadership abilities plus experience with continuous improvement initiatives.

Despite the Wellington market being dominated by the government, the private sector provided excellent opportunities at the senior level. Through 2007, entrepreneurial activity and growth in some markets including biotech, IT and business services has created good roles, however, in general the senior roles within the private sector and commerce are not providing enough opportunities for all candidates. Several large corporates reduced their Wellington presence and as a result, some candidates relocated to Auckland or Australia.

Overall, we have witnessed a spike in salaries within the public sector while salaries in the private sector have leveled off.

ROLE

PERMANENT SALARY PER ANNUM \$NZ

CONTRACT RATE PER HOUR \$NZ

	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
Chief Executive Officer	\$175k+	\$230 - 500k+		
Managing Director	\$175 - 500k+	\$150 - 500k		
General Manager	\$150 - 320k	\$150 - 330k	\$75 - 130	\$80 - 140
Divisional Manager	\$135 - 250k	\$130 - 250k	\$75 - 160	\$100 - 160
HR Director	\$150 - 220k	\$150 - 250k	\$100 - 150	\$110 - 160
Project Director	\$175 - 310k	\$130 - 200k	\$75 - 150	\$85 - 150
Marketing Director	\$100 - 170k	\$150 - 180k	\$75 - 100	\$100 - 210
Finance Director	\$135k+	\$140k+	\$80 - 160	\$100 - 175
Regional Manager	\$85 - 165k	\$95 - 165k	\$55 - 100	\$60 - 100
Strategy Consultant	\$80 - 150k	\$90 - 140k	\$60 - 100	\$70 - 120

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

WELLINGTON

HUMAN RESOURCES

Robert Walters' Wellington office increased its market presence in human resources in 2007 and is looking to further develop this market in 2008. The majority of the work conducted to date has been for permanent generalist roles and typically within the public sector or state owned enterprises.

Market Overview

Demand for human resources candidates increased in 2007 and we witnessed a real shortage of talent entering the market. We also experienced a particular problem in sourcing experienced HR advisors at both junior and senior levels. Much of this demand was driven by the public sector and led to a general increase in salaries of up to 15-20% in some cases.

Candidates at advisor level were also frustrated with the lack of opportunities to progress into management roles and many employers seem reluctant to promote from advisor to management level. This was sometimes due to a lack of emphasis on succession planning and career development on the employers' part.

There were good opportunities for experienced HR managers earning between \$120-150k and there are more candidates available at this level than at the advisor level. Above \$150k there were fewer roles available in the market.

2007 saw a number of restructures with many Head of HR roles losing 'second tier' status and moving to 'third tier' and some downsizing of HR functions. Employers remain reluctant to hire candidates without NZ experience despite shortages. This could be due to employers perceiving migrants as having a lack of understanding of New Zealand employment law.

ROLE

PERMANENT SALARY PER ANNUM \$NZ

CONTRACT RATE PER HOUR \$NZ

	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
HR Director	\$150 - 220k	\$150 - 250k	\$100 - 150	\$110 - 160
HR Manager	\$95 - 140k	\$100 - 160k	\$70 - 90	\$80 - 120
HR Consultant	\$90 - 130k	\$95 - 140k	\$60 - 120	\$60 - 120
HR Advisor	\$55 - 85k	\$60 - 95k	\$35 - 45	\$40 - 55
HR Analyst	\$55 - 75k	\$55 - 85k	\$30 - 50	\$35 - 50
HR Administrator	\$40 - 45k	\$40 - 55k	\$20 - 25	\$25 - 28
Learning & Development Manager	\$85 - 115k	\$85 - 120k	\$40 - 70	\$45 - 80
Learning & Development Advisor	\$65 - 80k	\$70 - 85k	\$30 - 60	\$35 - 60
Learning & Development Coordinator	\$45 - 55k	\$45 - 55k	\$25 - 30	\$25 - 30
Organisational Development Consultant	\$80 - 110k	\$80 - 110k	\$40 - 60	\$40 - 60
OH&S Manager	\$75 - 100k	\$75 - 100k	\$40 - 70	\$40 - 70
OH&S Officer	\$50 - 60k	\$50 - 65k	\$30 - 40	\$30 - 45
Recruitment Manager	\$75 - 120k	\$85 - 130k	\$40 - 75	\$45 - 75

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

WELLINGTON

INFORMATION TECHNOLOGY

The Wellington information technology division specialises in permanent and contract recruitment for both the private and public sectors. We recruit positions ranging from helpdesk administrators through to senior management roles. Consultants within our IT recruitment team have excellent market knowledge and generally have an IT or telecommunications background. This, combined with our consultative approach delivers value to both clients and candidates at the highest level.

Market Overview

Wellington's IT market remained buoyant with continued investment in large scale projects from both the public and private sectors, this in turn created opportunities for both permanent and contract staff. There were continued skill shortages in the following technical areas:

- Cisco certified engineers
- Java and .net developers
- SAP certified consultants
- Senior Oracle DBAs and developers
- Technical business analysts
- UNIX, Solaris, Lotus notes administrators

Candidate shortages also resulted in strong demand for skilled candidates which is expected to continue throughout 2008. Organisations expectations on their technical resources also increased, with candidates increasingly playing bigger roles in interacting with key stakeholders and taking more ownership of delivery. The candidate shortage is being reflected by trends where employers are extending contractors' contracts or locking them into fixed term contracts to make up for the skills shortfall.

Towards the latter part of 2007, the contract market witnessed a slow down in the volume of contracts available in areas such as project management and business analysis as employers were reluctant take on additional headcount before the end of the year. We envisage contract and permanent candidate demand will continue throughout 2008 with significant projects underway in Wellington. With 2008, being an election year, we will possibly see a reduction in project spending closer to the election date which may result in a higher number of contractors opting for permanent roles. Organisations are increasingly looking at offshore channels to address technical shortages and working through immigration requirements with candidates where possible. The outlook is positive for continued growth in the Wellington IT market.

WELLINGTON

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
	IT Director	\$140k+	\$140k+	\$90 - 160
Chief Information Officer/Chief Technology Officer	\$120k+	\$120k+	\$90 - 190	\$100 - 190
Programme Manager	\$120 - 160k	\$120 - 160k	\$100 - 160	\$100 - 140
Manager - Infrastructure Services	\$90 - 130k	\$100 - 140k	\$70 - 110	\$70 - 100
Manager - Development	\$90 - 130k	\$90 - 130k	\$80 - 120	\$80 - 120
Manager - IT	\$80 - 140k	\$90 - 150k	\$80 - 130	\$70 - 100
Manager - Data Centre	\$80 - 120k	\$90 - 120k	\$70 - 120	\$70 - 100
Manager - Help Desk	\$70 - 110k	\$75 - 100k	\$70 - 110	\$50 - 70
Manager - Testing	\$80 - 120k	\$80 - 120k	\$70 - 110	\$70 - 100
Project Manager (5+ yrs' exp)	\$90 - 140k	\$100 - 140k	\$80 - 120	\$75 - 120
Project Manager (3 - 5 yrs' exp)	\$80 - 100k	\$80 - 100k	\$70 - 90	\$60 - 75
Project Manager (1 - 2 yrs' exp)	\$70 - 80k	\$70 - 80k	\$50 - 70	\$45 - 60
Business Analyst (6+ yrs' exp)	\$80 - 100k	\$95k - 120k	\$70 - 110	\$75 - 95
Business Analyst (4 - 6 yrs' exp)	\$70 - 80k	\$70 - 95k	\$60 - 80	\$60 - 75
Business Analyst (1 - 3 yrs' exp)	\$50 - 70k	\$60 - 70k	\$40 - 60	\$35 - 60
Change Management Consultant	\$75 - 100k	\$80 - 110k	\$60 - 90	\$50 - 80
Experienced Consultant (2 - 5 yrs' exp)	\$70 - 100k	\$80 - 110k	\$80 - 110	\$80 - 110
Consultant (1 - 3 yrs' exp)	\$65 - 80k	\$70 - 90k	\$70 - 90	\$70 - 90
Manager/Senior Consultant/Director (5+ yrs' exp)	\$90 - 140k	\$110 - 160k	\$90 - 130	\$90 - 130
ERP Project Manager	\$90 - 130k	\$100 - 140k	\$80 - 140	\$65 - 120
ERP Consultant Technical	\$90 - 130k	\$100 - 140k	\$80 - 130	\$80 - 130
ERP Consultant Functional	\$80 - 110k	\$85 - 120k	\$80 - 100	\$80 - 120
ERP Business Analyst	\$75 - 95k	\$80 - 100k	\$55 - 80	\$70 - 95
Help Desk/Desktop Support/Apps Support (3 - 5 yrs' exp)	\$50 - 75k	\$55 - 80k	\$40 - 70	\$40 - 55
Help Desk/Desktop Support/Apps Support (1 - 3 yrs' exp)	\$35 - 50k	\$40 - 55k	\$25 - 40	\$20 - 40

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WELLINGTON

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2007	2008	2007	2008
	Security Specialist (3+ yrs' exp)	\$70 - 120k	\$80 - 130k	\$70 - 100
Security Specialist (1 - 3 yrs' exp)	\$55 - 70k	\$65 - 80k	\$60 - 80	\$60 - 75
Solution Architect - Infrastructure	\$85 - 120k	\$90 - 130k	\$80 - 130	\$80 - 120
Systems Administrator - Windows (3 - 6 yrs' exp)	\$70 - 95k	\$70 - 100k	\$50 - 80	\$55 - 85
Systems Administrator - Windows (1 - 3 yrs' exp)	\$50 - 70k	\$55 - 75k	\$40 - 60	\$40 - 65
Database Administrator - SQL Server, Sybase, DB2 (6+ yrs' exp)	\$70 - 100k	\$75 - 100k	\$70 - 110	\$70 - 100
Database Administrator - SQL Server, Sybase, DB2 (2 - 5 yrs' exp)	\$60 - 80k	\$65 - 90k	\$45 - 70	\$45 - 75
Database Administrator - Oracle (6+ yrs' exp)	\$70 - 100k	\$90 - 130k	\$70 - 100	\$75 - 100
Database Administrator - Oracle (2 - 5 yrs' exp)	\$60 - 80k	\$75 - 90k	\$50 - 80	\$40 - 75
Solution Architect - Applications	\$90 - 140k	\$90 - 140k	\$80 - 130	\$80 - 120
Developer - .Net, Java (6+ yrs' exp)	\$80 - 100k	\$85 - 110k	\$70 - 95	\$80 - 100
Developer - .Net, Java (3 - 5 yrs' exp)	\$50 - 80k	\$60 - 90k	\$45 - 70	\$50 - 80
Developer - .Net, Java (0 - 2 yrs' exp)	\$35 - 50k	\$47 - 60k	\$30 - 40	\$30 - 50
Quality Analyst (QA)	\$55 - 75k	\$60 - 80k	\$50 - 70	\$35 - 60
Tester (1 - 3 yrs' exp)	\$50 - 70k	\$55 - 70k	\$35 - 50	\$40 - 60

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WELLINGTON

SALES & MARKETING

Robert Walters' sales & marketing division in Wellington has continued to see demand for candidates across a variety of sectors including professional, financial, business services and ITC. Much of our success has been based on identifying and proactively approaching talent within the marketplace. Our referral and network search capability is tailored to meet business needs.

Market Overview

We are still experiencing strong demand for business to business sales professionals, particularly those with solution selling experience, into the public sector. The demand for business development and account management skills continues to be strong with experienced and proven client-facing candidates in particularly high demand. Candidates are increasingly called on to manage existing portfolios as well as source new business opportunities. In particular, candidates with proven solution sales backgrounds remain difficult to source. Market conditions seem to be more talent tight than in Auckland.

During 2007, we have seen steady demand for marketing communications, product management and marketing insights candidates and experienced internal and external communications professionals.

WELLINGTON

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM \$NZ	
	2007	2008
Enterprise Sales	\$90 - 150k	\$120 - 180k
Marketing Manager	\$90 - 120k	\$80 - 135k
National Sales Manager	\$80 - 150k	\$90 - 150k
Market Research/Insights Manager	\$70 - 100k	\$80 - 110k
Channel Manager	\$65 - 90k	\$70 - 100k
Product Specialist	\$65 - 90k	\$70 - 95k
Key Account Manager	\$60 - 120k	\$80 - 100k
Communications Manager	\$60 - 90k	\$80 - 120k
Category Manager	\$60 - 85k	\$75 - 85k
Sponsorship and Events Manager	\$60 - 80k	\$60 - 80k
Trade Marketing Manager	\$60 - 75k	\$70 - 90k
Business Development Manager	\$55 - 90k	\$60 - 130k
Product/Brand Manager	\$50 - 80k	\$80 - 120k
Territory Manager	\$50 - 65k	\$55 - 70k
Sales/Account Manager	\$45 - 80k	\$55 - 85k
Sales/Market Analyst	\$45 - 70k	\$55 - 70k
Market Researcher	\$40 - 65k	\$45 - 70k
Assistant Brand/Product Manager	\$40 - 50k	\$45 - 55k
Marketing Coordinator	\$38 - 45k	\$40 - 55k
Sales Administration/Support	\$35 - 45k	\$40 - 60k
Sales Representative	\$35 - 55k	\$40 - 60k

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