

HUDSON TECHNOLOGY AND DIGITAL

2019 Salary Guide



Discover great talent with Hudson

In this fast-changing world, an organisation's competitive advantage comes from having the best people.

Hudson helps organisations find and develop high performers with the right skills and experience – as well as the right motivational and cultural fit.

Hudson helps organisations achieve great performance by discovering talent and helping people realise their potential.

Find the best talent

In today's market where candidates are more passive than ever before, we use our extensive database of specialised talent pools, networks and multiple sourcing channels to find, engage and nurture outstanding candidates – quickly.

Rely on deep market knowledge

We understand the intricate needs of our clients and our candidates' niche skillsets, which ensures accuracy in our placements. Our specialist market knowledge of salaries, job titles and hiring trends helps us achieve the best outcome for your organisation at the appropriate remuneration.

Hire with confidence

Using data-driven and best practice talent profiling and assessment techniques, our solutions minimise the risk in hiring decisions and ensure you select high performers who will stay and grow.

We use rigorous recruitment processes and science-based psychometric assessment tools that give you in-depth insights into the skills, behaviours and motivational drivers of candidates. Which in turn helps you make an informed decision when it comes to the cultural fit, capabilities and potential of your people.

This salary guide is a compilation of salary and market information provided by Hudson consultants, clients, candidates and other sources across New Zealand. Information was gathered by drawing on the extensive knowledge of our specialist recruitment consultants across Hudson's specialist practice groups. Salary ranges are approximate guides only.

HUDSON TECHNOLOGY AND DIGITAL

Auckland

DEVELOPMENT

	Permanent (NZD/000)	Contracting (NZD/hr)
Front End Developer (Junior)	45 - 65	30 - 50
Front End Developer (Mid Weight)	65 - 90	50 - 70
Front End Developer (Senior)	90 - 130	70 - 110
Full Stack Developer (Junior)	50 - 70	35 - 55
Full Stack Developer (Mid Weight)	70 - 100	55 - 80
Full Stack Developer (Senior)	100 - 140	80 - 120
.Net Developer (Junior)	40 - 60	25 - 45
.Net Developer (Mid Weight)	60 - 85	45 - 70
.Net Developer (Senior)	85 - 130	70 - 110
Java Developer (Junior)	40 - 60	25 - 45
Java Developer (Mid Weight)	60 - 85	45 - 70
Java Developer (Senior)	85 - 130	70 - 110
UI / UX Designer (Junior)	45 - 70	35 - 55
UI / UX Designer (Mid Weight)	70 - 95	55 - 80
UI / UX Designer (Senior)	95 - 135	80 - 120

FEATURED ROLE

Mid Weight/Senior Front End Developer

Permanent salary range (NZD/000)

75 - 130

About the role

The role of the Front End Developer is to create eye-catching yet functional user interfaces for web and mobile applications. The role has developed over recent years, as the digitisation/optimisation of processes and the user experience has become a focal point for most organisations. Front End Developers are now required to liaise a lot more with business stakeholders, scrum teams, and other experts in the business, as their role is one of high importance.

Key skills/attributes

- Modern JavaScript library experience, such as React, Vue and Angular
- Communication ability with both technical and non-technical stakeholders
- Passion for up-to-date technology

HUDSON TECHNOLOGY AND DIGITAL

Auckland

PROJECT SERVICES

	Permanent (NZD/000)	Contracting (NZD/hr)
Project Manager (Junior)	70 - 90	70 - 85
Project Manager (Mid Weight)	90 - 120	85 - 110
Project Manager (Senior)	120 - 140	110 +
Business Analyst (Junior)	65 - 80	70 - 85
Business Analyst (Mid Weight)	80 - 110	85 - 100
Business Analyst (Senior)	110 - 130	100 +
Change Manager (Junior)	70 - 90	60 - 80
Change Manager (Mid Weight)	100 - 120	80 - 100
Change Manager (Senior)	120 - 160	100 +
Programme Manager	140 - 190	130 +
Agile Coach / Scrum Master (Mid Weight)	90 - 110	80 - 100
Agile Coach / Scrum Master (Senior)	110 - 140	100 - 140

FEATURED ROLE

Change Manager

Permanent salary range (NZD/000)

120 - 160

About the role

Change Managers manage and implement change that people may face in an organisation. Change roles can be split into two focuses. One being technical change, and the other organisational change. Technical Change Managers take the lead in ensuring system users understand, accept and adopt the new ways of working resulting from the project. Organisational Change Managers manage the impact of changes in organisational structure, new business processes or cultural changes within an enterprise, such as implementing agile ways of working.

Key skills/attributes

- Ability to develop a change management framework, associated roadmap and change implementation plan
- Ensuring managers and team members are equipped for high performance in a new environment
- A solid understanding of how people go through change and the change process
- Able to deal with risk adverse individuals
- Strong communication and documentation skills

HUDSON TECHNOLOGY AND DIGITAL

Christchurch

PROJECT SERVICES

	Permanent (NZD/000)	Contracting (NZD/hr)
Project Manager (Junior)	80 - 100	100 - 110
Project Manager (Mid Weight)	100 - 120	100 - 120
Project Manager (Senior)	120 - 150	110 - 120
Business Analyst (Junior)	60 - 80	60 - 70
Business Analyst (Mid Weight)	70 - 90	75 - 90
Business Analyst (Senior)	80 - 110	85 - 100
Technical Business Analyst (Mid Weight)	70 - 90	75 - 90
Technical Business Analyst (Senior)	80 - 110	85 - 100
Lead Business Analyst / Team Leader	80 - 110	100 - 110
Programme Managers / PMO	130 - 170	120 - 160
Change Manager	110 - 160	100 - 130
Project Coordinator	60 - 80	50 - 60
Programme Coordinator	70 - 85	60 - 80

INFRASTRUCTURE

	Permanent (NZD/000)	Contracting (NZD/hr)
Networking Engineer (Junior)	55 - 65	40 - 60
Networking Engineer (Mid Weight)	70 - 90	50 - 70
Networking Engineer (Senior)	90 - 120	70 - 90
Systems Engineer (Junior)	50 - 70	40 - 60
Systems Engineer (Mid Weight)	60 - 80	50 - 70
Systems Engineer (Senior)	80 - 110	70 - 90
Service Desk (Junior)	45 - 55	40 - 60
Service Desk (Mid Weight)	50 - 70	50 - 70
Service Desk Team Leader	70 - 90	n/a
Service Desk Manager	100 - 120	n/a
Security Engineer	80 - 110	90 - 110
Security Specialist	100 - 120	100 - 120
Application Support Specialist	70 - 100	70 - 100
Infrastructure Team Leader	90 - 120	n/a
Technical Lead	80 - 100	n/a

HUDSON TECHNOLOGY AND DIGITAL

Christchurch

DEVELOPMENT

	Permanent (NZD/000)	Contracting (NZD/hr)
.Net Developer (Junior)	60 - 70	60 - 70
.Net Developer (Mid Weight)	70 - 90	80 - 90
.Net Developer (Senior)	100 - 130	100 - 130
Javascript (Junior)	50 - 70	40 - 50
Javascript (Mid Weight)	60 - 80	60 - 80
Javascript (Senior)	90 - 110	80 - 110
Front End Developer (Junior)	50 - 70	50 - 70
Front End Developer (Mid Weight)	60 - 80	60 - 80
Front End Developer (Senior)	80 - 120	100 - 120
SharePoint Developer (Mid Weight)	80 - 100	80 - 100
SharePoint Developer (Senior)	100 - 120	100 - 120
Mobile Developer - iOS	80 - 120	70 - 100
Mobile Developer - Android	80 - 120	70 - 100
DevOps Engineer	70 - 100	n/a
DevOps Manager	90 - 120	n/a
Test Analyst (Junior)	50 - 60	50 - 60
Test Analyst (Mid Weight)	60 - 80	60 - 70
Test Analyst (Senior)	80 - 100	70 - 90
Test Lead	100 - 120	90 - 100

HUDSON TECHNOLOGY AND DIGITAL

Wellington

DEVELOPMENT

	Permanent (NZD/000)	Contracting (NZD/hr)
.Net Developer (Junior)	60 - 70	50 - 60
.Net Developer (Mid Weight)	70 - 90	60 - 80
.Net Developer (Senior)	90 - 120	85 - 100
Full Stack Developer (Junior)	60 - 70	50 - 60
Full Stack Developer (Mid Weight)	75 - 85	65 - 70
Full Stack Developer (Senior)	90 - 130	75 - 80
Java Developer (Junior)	60 - 70	50 - 60
Java Developer (Mid Weight)	70 - 90	60 - 80
Java Developer (Senior)	90 - 120	85 - 100
Automation Tester (Junior)	85 - 90	80 - 85
Automation Tester (Mid Weight)	95 - 100	85 - 90
Automation Tester (Senior)	105 - 110	90 - 95
UI/UX Designer (Junior)	50 - 65	35 - 45
UI/UX Designer (Mid Weight)	65 - 90	45 - 65
UI/UX Designer (Senior)	90 - 120	65 +
Web Developer (Junior)	55 - 65	70 - 80
Web Developer (Mid Weight)	70 - 80	80 - 90
Web Developer (Senior)	90 - 110	90 - 100
Front End Developer (Junior)	70 - 75	70 - 80
Front End Developer (Mid Weight)	80 - 90	80 - 90
Front End Developer (Senior)	95 - 100	90 - 100

FEATURED ROLE

UX Consultant

Permanent salary range (NZD/000)

100 - 120

About the role

A UX Consultant advises on all things user experience, from research to design to deployment. The UX Consultant is expected to liaise with UX/UX designers and developers alike in order manifest the vision of the company's goals.

Key skills/attributes

- Stakeholder management and requirement gathering
- Extensive UX research and design experience
- Up to date with current UX trends and the ability to integrate them with the company's vision

HUDSON TECHNOLOGY AND DIGITAL

Wellington

PROJECT SERVICES

	Permanent (NZD/000)	Contracting (NZD/hr)
Project Manager (Junior)	95 - 100	100 - 120
Project Manager (Mid Weight)	105 - 115	125 - 130
Project Manager (Senior)	120 - 150	135 - 160
Business Analyst (Junior)	65 - 75	75 - 85
Business Analyst (Mid Weight)	75 - 90	90 - 100
Business Analyst (Senior)	95 - 130	90 - 130
Programme Manager (Junior)	120 - 125	120 - 125
Programme Manager (Mid Weight)	130 - 150	130 - 140
Programme Manager (Senior)	150 - 240	150 - 160
Change Manager (Junior)	n/a	n/a
Change Manager (Mid Weight)	90 - 110	100 - 120
Change Manager (Senior)	120 - 150	120 - 140
Project Coordinator (Junior)	65 - 70	50 - 60
Project Coordinator (Mid Weight)	70 - 75	65 - 80
Project Coordinator (Senior)	80 - 90	80 - 100
Scrum Master / Agile Coach (Junior)	100 - 110	100 - 110
Scrum Master / Agile Coach (Mid Weight)	115 - 125	110 - 115
Scrum Master / Agile Coach (Senior)	130 - 140	120 - 130

FEATURED ROLE

Senior Business Analyst

Permanent salary range (NZD/000)

100 - 130

About the role

A Senior Business Analyst analyses internal and external data and information sources, and then collates and communicates the findings to enable business leaders to make strategic decisions.

Key skills/attributes

- Ability to adapt language to a wide variety of audiences through a variety of mediums
- Excellent documentation skills. For Government organisations, a proven experience putting together better business cases
- A good balance of strong business and ICT project experience

Hudson's specialist recruitment consultants have the in-depth market knowledge of salaries, job titles and hiring trends to ensure you achieve the best outcome for your organisation at the appropriate remuneration.

We build highly nurtured and engaged pools of select talent so you can find the right person quickly. This means greater speed and precision in placements, and higher satisfaction for both clients and candidates.

Our proprietary assessment tools and techniques will help you find candidates with the right technical skills and capabilities for the role and for your team, so you can achieve.

Get in touch to see how we can help

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Great people. Great performance.