

Salary Guide



Salary Guide

	JUNIOR		MID WEIGHT		SENIOR	
	Permanent (NZD/000)	Contracting (NZD/hr)	Permanent (NZD/000)	Contracting (NZD/hr)	Permanent (NZD/000)	Contracting (NZD/hr)
Project Services						
Project Manager	70 - 90	70 - 85	90 - 120	85 - 110	120 - 140	110+
Business Analyst	65 - 80	70 - 85	80 - 110	85 - 100	110 - 130	100+
Change Manager	70 - 90	60 - 80	100 - 120	80 - 100	120 - 140	100+
Programme Manager	N/A	N/A	N/A	N/A	140 - 190	130+
Agile Coach/Scrum Master	N/A	N/A	90 - 110	80 - 100	110 - 140	100 - 140
UX & Digital Design						
UI/UX Designer	45 - 65	35 - 45	65 - 90	45 - 70	90 - 120	70+
Development						
Front End Developer	45 - 60	30 - 45	60 - 80	45 - 65	80 - 120	65+
Full Stack Developer	55 - 70	40 - 50	70 - 90	60 - 80	90 - 125	70+
.Net Developer	55 - 65	50 - 60	65 - 90	60 - 80	90 - 120	80+
Java Developer	55 - 65	45 - 60	65 - 80	65 - 80	80 - 120	80+

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Featured role

UX Consultant

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 UI/UX designers and developers alike in order to manifest the vision of the company's goals.

Permanent salary (NZD/000)

100 - 130

Key skills/attributes

- Stakeholder management/ 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

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Hudson Auckland

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Infrastructure						
Network Engineer	55 - 65	55 - 70	70 - 90	70 - 90	90 - 120	70 - 90
Systems Engineer	50 - 70	40 - 50	60 - 80	60 - 80	80-110	70 - 90
Service Desk	45 - 55	35 - 50	55 - 75	40 - 60	N/A	N/A

	Permanent (NZD/000)	Contracting (NZD/hr)
Infrastructure		
Security Engineer	80 - 100	70 - 90
Security Specialist	100 - 130	80 - 100
Application Support Specialist	65 - 80	N/A
Infrastructure Team Leader	90 - 120	N/A
Solutions Architect	100 - 130	80 - 100

Senior Management		
	Permanent (NZD/000)	Contracting (NZD/hr)
CIO & GMIT	160 - 220	140 - 160
CTO	160 - 220	140 - 160
Enterprise Architect	130 - 160	100 - 140

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Development						
.Net Developer	55 - 65	55 - 70	70 - 90	70 - 90	90 - 120	80 - 110
Java	50 - 70	40 - 50	60 - 80	60 - 80	80 - 110	80 - 110
Web Developer	50 - 70	50 - 70	60 - 80	60 - 80	80 - 120	70 - 100
Front End Developer	50 - 70	50 - 70	60 - 80	60 - 80	80 - 120	70 - 100
Tester	50 - 60	40 - 50	60 - 80	50 - 70	80 - 110	70 - 90

	Permanent (NZD/000)	Contracting (NZD/hr)
Development		
SharePoint Developer	90 - 120	90 - 120
CRM Developer	90 - 120	90 - 120
Mobile Developer - iOS	80 - 120	70 - 90
Mobile Developer - Android	80 - 120	70 - 90
Test Lead/Manager	90 - 120	80 - 100

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Project Services						
Project Manager	80 - 110	80 - 100	110 - 150	90 - 110	140 - 160	100 - 130
Business Analyst	60 - 70	60 - 70	70 - 85	60 - 80	80 - 110	80 - 100
Technical Business Analyst	60 - 70	60 - 70	70 - 85	60 - 80	80 - 110	80 - 110
Change Manager	N/A	N/A	110 - 150	90 - 110	120 - 160	100 - 130
Project Coordinator	50 - 60	40 - 55	50 - 70	50 - 60	60 - 80	50 - 70

	Permanent (NZD/000)	Contracting (NZD/hr)
Project Services		
PMO	140 - 180	120 - 160
Programme Manager	130 - 170	120 - 160
Lead Business Analyst/Team Leader	80 - 110	90 - 110

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Senior .Net Developer	80 - 90	65 - 70	95 - 100	75 - 80	105 - 110	85 - 100
Intermediate .Net Developer	65 - 70	50 - 60	75 - 80	65 - 70	80 - 85	75 - 80
Junior .Net Developer	50 - 55	N/A	55 - 60	N/A	60 - 65	N/A
Senior Java Developer	95 - 105	80 - 85	110 - 120	90 - 100	125 - 130	105 - 115
Intermediate Java Developer	65 - 70	N/A	75 - 80	N/A	85 - 90	N/A
Junior Java Developer	50 - 55	N/A	55 - 60	N/A	60 - 65	N/A
Senior Automation Tester	85 - 90	80 - 85	95 - 100	85 - 90	105 - 110	90 - 95
Automation Tester	60 - 65	N/A	65 - 70	N/A	70 - 80	N/A
Test Manager	100 - 105	N/A	105 - 115	N/A	115 - 130	N/A
Senior Test Analyst	80 - 85	N/A	90 - 100	N/A	105 - 110	N/A
Test Analyst	60 - 65	N/A	70 - 75	N/A	75 - 80	N/A
Web Developer - Junior	45 - 50	N/A	50 - 55	40 - 45	55 - 60	50 - 60
Web Developer - Senior	70 - 75	70 - 80	80 - 90	80 - 90	90 - 110	90 - 100
Front End Developer - Junior	45 - 50	N/A	50 - 55	40 - 45	55 - 65	50 - 60
Front End Developer - Senior	70 - 75	70 - 80	80 - 90	80 - 90	95 - 100	90 - 100

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Salary Guide

Featured role

Senior Java Developer

Permanent salary
(NZD/000)

95 - 115

About the role

- Collaborating with clients to define their solution requirements
- Develop new features and functionality for high transaction, large scale websites
- Participate in design and code reviews
- Identify and address performance bottlenecks in the software
- Collaborating with clients to define their solution requirements
- Develop new features and functionality for high transaction, large scale websites
- Participate in design and code reviews
- Identify and address performance bottlenecks in the software

Key skills/attributes

- Demonstrable talent in writing and using algorithms and assessing time complexity and performance
- A Great track record or development providing Java, J2EE solutions and one other programming language
- Experience with database design , DevOps, Continuous Deployment and Integration tools (Jenkins, Docker)

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Senior Project Manager	95 - 100	110 - 120	105 - 115	125 - 130	120 - 130	135 - 160
Project Manager	80 - 90	70 - 80	95 - 100	85 - 90	105 - 110	90 - 100
Programme Manager	120 - 125	120 - 125	130 - 150	130 - 140	155 - 180	150 - 160
Lead BA/Team Leader	120 - 125	100 - 110	130 - 135	110 - 120	140 - 150	125 - 130
Senior BA	100 - 105	95 - 100	110 - 115	105 - 110	120 - 125	115 - 120
Intermediate BA	70 - 75	45 - 50	80 - 85	55 - 60	85 - 95	65 - 70
Junior BA	60 - 65	n/a	70 - 80	n/a	85	n/a
Project Coordinator	60 - 65	35 - 45	70 - 75	50 - 65	80 - 85	70 - 90
Scrum Master	100 - 110	100 - 110	115 - 125	110 - 115	130 - 140	120 - 130

Featured role

Intermediate BA

Permanent salary (NZD/000)
70 - 95

About the role

Intermediate Business Analyst are responsible for providing functional and non-functional analysis to the business.

The information they provide will enable business stakeholders to make strategic decisions in line with the organisation's strategies.

Key skills/attributes

- Strong analytical ability
- Creation of high detailed analysis models (including gap analysis)
- Business case preparation
- Excellent in documentation
- Outstanding communication skills in dealing with staff and stakeholders

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