

Annual Salary Data 2020



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INTRODUCTION

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2019 has been a year of unprecedented change and transformation for many businesses, especially across the large organisation and corporate segment of the local Canterbury economy. The range of change and transformation has been utterly varied with many undertaking extensive digital transformation whilst others have been heavily involved in delivery of none organic growth and M&A.

Despite the suggested volume contraction of several disciplines listed in the guide, this has generally had a positive impact on appointments in large or corporate businesses across Accounting, Admin, Commercial, and leadership etc.

Profile appointments were up by 8.55% in 2019 to support this suggestion. As a contrast, however, Seek has seen vacancies posted within the Accounting sector for Canterbury drop by 6.18%, but has seen an increase in job advert views/impressions by 11.44%.

SO what does this mean for 2020?? The current horizon suggests that 2020 could be a year of consolidation and normalisation which often returns businesses recruitment activity to a more BAU state. The largest concern still rests with foreign ownership and their longer term designs on Christchurch as a HQ location.

This year's salary guide aims to support all local businesses, candidates and hiring managers with tangible figures, based on local market data, from recent activity.

- Methodologies on sizing the salary of any role is complex and our salary data is only a **GUIDE**.
- For more tangible and 'company specific' salary data we are happy to advise but more information and data is required to accurately assess

To provide you with additional, ongoing insights we also produce quarterly labour data which can be found at www.profilegroup.co.nz/news-and-reports/quarterly-reports/

For additional local accounting and finance labour market data, please contact Andrew Copeland on andrew@profilegroup.co.nz

Andrew Copeland

Commercial Director

2020 BUSINESS SUPPORT

BUSINESS SUPPORT

ACCOUNTING SUPPORT

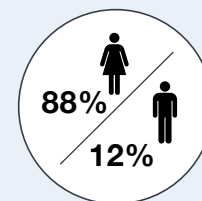
QUALIFIED & SENIOR

EXECUTIVE

PUBLIC PRACTICE

RECEPTIONIST

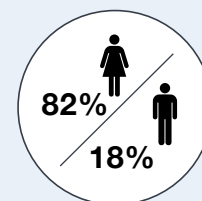
	Small	Medium	Large/Corporate
Junior	\$38,000-\$41,000	\$38,500-\$41,000	\$39,000-\$42,000
Intermediate	\$40,000-\$45,000	\$40,000-\$45,000	\$44,000-\$50,000
Experienced	N/A	\$48,000-\$55,000	\$50,000-\$55,000



Temp charge rate
+ GST per hour

OFFICE ADMINISTRATOR

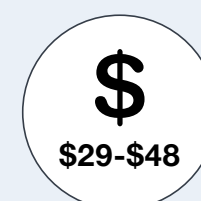
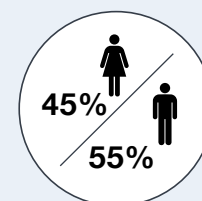
	Small	Medium	Large/Corporate
Junior	\$38,000-\$40,000	\$38,000-\$40,000	\$40,000-\$44,000
Intermediate	\$40,000-\$45,000	\$40,000-\$45,000	\$44,000-\$50,000
Experienced	\$50,000-\$55,000	\$50,000-\$58,000	\$52,000-\$65,000



Temp charge rate
+ GST per hour

SALES ADMINISTRATOR

	Small	Medium	Large/Corporate
Junior	\$39,000-\$42,000	\$40,000-\$45,000	\$42,000-\$47,000
Intermediate	\$46,000-\$50,000	\$46,000-\$52,000	\$50,000-\$55,000
Experienced	\$52,000-\$60,000	\$54,000-\$65,000	\$55,000-\$65,000



Temp charge rate
+ GST per hour

2020 BUSINESS SUPPORT

BUSINESS SUPPORT

ACCOUNTING SUPPORT

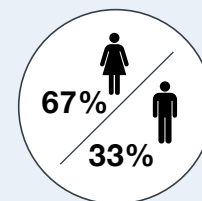
QUALIFIED & SENIOR

EXECUTIVE

PUBLIC PRACTICE

CUSTOMER SERVICE

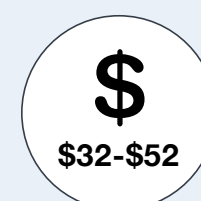
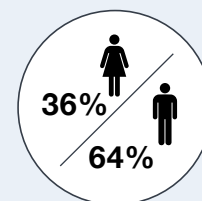
	Small	Medium	Large/Corporate
Junior	\$38,000-\$44,000	\$39,000-\$44,000	\$40,000-\$45,000
Intermediate	\$40,000-\$45,000	\$40,000-\$45,000	\$44,000-\$49,000
Experienced	\$45,000-\$50,000	\$47,000-\$52,000	\$48,000-\$55,000
Team Leader	N/A	\$55,000-\$70,000	\$65,000-\$80,000
Manager	N/A	\$70,000-\$90,000	\$80,000-\$120,000



Temp charge rate
+ GST per hour

LOGISTICS ADMINISTRATOR

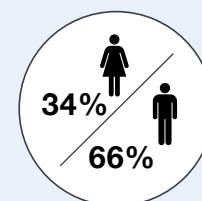
	Small	Medium	Large/Corporate
Junior	\$44,000-\$49,000	\$44,000-\$49,000	\$45,000-\$50,000
Intermediate	\$48,000-\$54,000	\$52,000-\$58,000	\$55,000-\$62,000
Experienced	\$52,000-\$62,000	\$55,000-\$65,000	\$60,000-\$70,000



Temp charge rate
+ GST per hour

INVENTORY / SUPPLY CHAIN ADMINISTRATOR

	Small	Medium	Large/Corporate
Junior	\$45,000-\$50,000	\$45,000-\$50,000	\$47,000-\$52,000
Intermediate	\$50,000-\$55,000	\$52,000-\$58,000	\$55,000-\$65,000
Experienced	\$52,000-\$62,000	\$55,000-\$65,000	\$60,000-\$70,000



Temp charge rate
+ GST per hour

2020 BUSINESS SUPPORT

BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR

EXECUTIVE

PUBLIC PRACTICE

PROCUREMENT

	Small	Medium	Large/Corporate			
Junior	\$45,000-\$50,000	\$45,000-\$52,000	\$47,000-\$55,000			
Intermediate	\$50,000-\$58,000	\$50,000-\$60,000	\$55,000-\$70,000			
Experienced	\$60,000-\$80,000	\$60,000-\$90,000	\$70,000-\$100,000			
				Temp charge rate + GST per hour		

DATA ANALYST

	Small	Medium	Large/Corporate			
Junior	\$50,000-\$60,000	\$50,000-\$60,000	\$55,000-\$65,000			
Intermediate	\$55,000-\$65,000	\$60,000-\$70,000	\$60,000-\$75,000			
Experienced	\$70,000-\$90,000	\$75,000-\$95,000	\$80,000-\$100,000			
				Temp charge rate + GST per hour		

LEGAL SECRETARY

	Small	Medium	Large/Corporate			
Junior	\$38,000-\$45,000	\$38,000-\$45,000	\$45,000-\$50,000			
Intermediate	\$45,000-\$50,000	\$45,000-\$50,000	\$50,000-\$55,000			
Experienced	\$50,000-\$55,000	\$52,000-\$57,000	\$55,000-\$65,000			
				Temp charge rate + GST per hour		

2020 BUSINESS SUPPORT

BUSINESS SUPPORT

ACCOUNTING SUPPORT

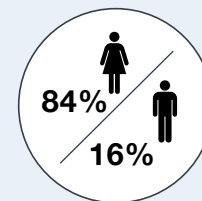
QUALIFIED & SENIOR

EXECUTIVE

PUBLIC PRACTICE

OFFICE MANAGER

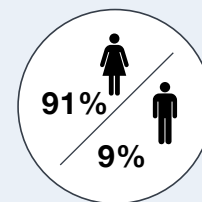
	Small	Medium	Large/Corporate
Junior	N/A	N/A	N/A
Intermediate	\$55,000-\$60,000	\$55,000-\$62,000	\$58,000-\$65,000
Experienced	\$60,000-\$70,000	\$63,000-\$75,000	\$65,000-\$80,000



Temp charge rate
+ GST per hour

EXECUTIVE / PERSONAL ASSISTANT

	Small	Medium	Large/Corporate
Junior	N/A	N/A	N/A
Intermediate	\$55,000-\$60,000	\$58,000-\$62,000	\$65,000-\$70,000
Experienced	\$58,000-\$65,000	\$60,000-\$70,000	\$68,000-\$85,000



Temp charge rate
+ GST per hour

2020 ACCOUNTING SUPPORT

BUSINESS SUPPORT



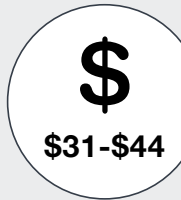
ACCOUNTING SUPPORT

QUALIFIED & SENIOR

EXECUTIVE

PUBLIC PRACTICE

ACCOUNTS ASSISTANT

	Small	Medium	Large/Corporate			
Junior	\$42,000-\$46,000	\$44,000-\$48,000	\$45,000-\$50,000			
Intermediate	\$45,000-\$52,000	\$47,000-\$55,000	\$50,000-\$55,000			
Experienced	\$50,000-\$55,000	\$51,000-\$58,000	\$53,000-\$60,000			
				Temp charge rate + GST per hour		

ACCOUNTS PAYABLE

	Small	Medium	Large/Corporate			
Junior	\$42,000-\$46,000	\$42,000-\$48,000	\$44,000-\$50,000			
Intermediate	\$45,000-\$53,000	\$50,000-\$60,000	\$52,000-\$60,000			
Experienced	\$50,000-\$60,000	\$52,000-\$65,000	\$54,000-\$65,000			
Manager	N/A	\$60,000-\$70,000	\$65,000-\$75,000			
				Temp charge rate + GST per hour		

ACCOUNTS RECEIVABLE / CREDIT CONTROL

	Small	Medium	Large/Corporate			
Junior	\$45,000-\$55,000	\$50,000-\$55,000	\$50,000-\$55,000			
Intermediate	\$50,000-\$60,000	\$55,000-\$65,000	\$55,000-\$65,000			
Experienced	\$50,000-\$65,000	\$55,000-\$65,000	\$55,000-\$70,000			
Manager	N/A	\$60,000-\$70,000	\$65,000-\$75,000			
				Temp charge rate + GST per hour		

2020 ACCOUNTING SUPPORT

BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR

EXECUTIVE

PUBLIC PRACTICE

PAYROLL

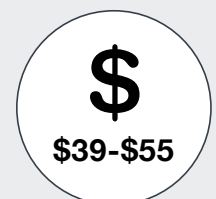
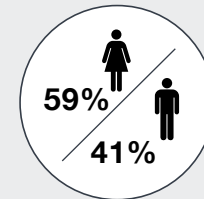
	Small	Medium	Large/Corporate
Junior	\$40,000-\$45,000	\$45,000-\$55,000	\$45,000-\$55,000
Intermediate	\$5,000-\$60,000	\$55,000-\$65,000	\$60,000-\$70,000
Experienced	\$58,000-\$65,000	\$60,000-\$75,000	\$62,000-\$75,000
Manager	N/A	\$75,000-\$85,000	\$75,000-\$110,000



Temp charge rate
+ GST per hour

ASSISTANT ACCOUNTANT

	Small	Medium	Large/Corporate
Junior	\$52,000-\$60,000	\$55,000-\$60,000	\$58,000-\$65,000
Intermediate	\$55,000-\$60,000	\$55,000-\$65,000	\$60,000-\$68,000
Experienced	\$65,000-\$70,000	\$65,000-\$72,000	\$65,000-\$75,000



Temp charge rate
+ GST per hour

2020 QUALIFIED & SENIOR ACCOUNTING

BUSINESS SUPPORT

ACCOUNTING SUPPORT

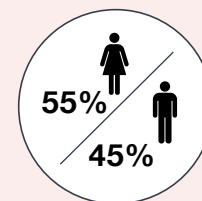
QUALIFIED & SENIOR

EXECUTIVE

PUBLIC PRACTICE

RECENTLY QUALIFIED ACCOUNTANT

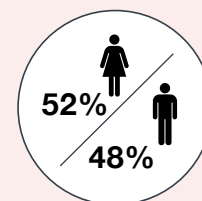
	Small	Medium	Large/Corporate
Junior	\$68,000-\$75,000	\$70,000-\$75,000	\$72,000-\$82,000
Intermediate	\$70,000-\$75,000	\$75,000-\$85,000	\$80,000-\$90,000
Experienced	N/A	N/A	N/A



Temp charge rate
+ GST per hour

FINANCIAL ACCOUNTANT

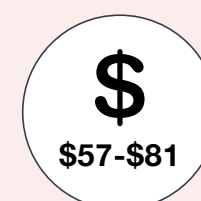
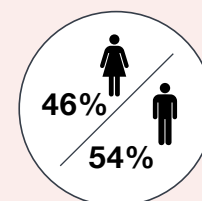
	Small	Medium	Large/Corporate
Junior	N/A	N/A	N/A
Intermediate	\$75,000-\$85,000	\$82,000-\$90,000	\$90,000-\$100,000
Experienced	\$80,000-\$90,000	\$88,000-\$95,000	\$95,000-\$105,000



Temp charge rate
+ GST per hour

MANAGEMENT ACCOUNTANT

	Small	Medium	Large/Corporate
Junior	N/A	N/A	N/A
Intermediate	\$78,000-\$85,000	\$84,000-\$92,000	\$90,000-\$100,000
Experienced	\$85,000-\$95,000	\$90,000-\$100,000	\$95,000-\$110,000



Temp charge rate
+ GST per hour

2020 QUALIFIED & SENIOR ACCOUNTING

BUSINESS SUPPORT

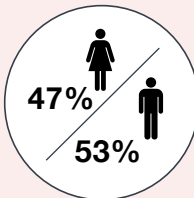


ACCOUNTING SUPPORT

QUALIFIED & SENIOR

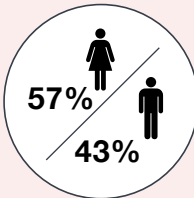


EXECUTIVE

PUBLIC PRACTICE

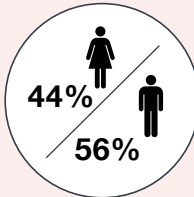


GROUP ACCOUNTANT

	Small	Medium	Large/Corporate			
Junior	\$80,000-\$90,000	\$80,000-\$95,000	\$90,000-\$100,000			
Intermediate	\$85,000-\$90,000	\$90,000-\$100,000	\$90,000-\$110,000			
Experienced	\$85,000-\$100,000	\$90,000-\$110,000	\$95,000-\$120,000			
				Temp charge rate + GST per hour		

SYSTEMS ACCOUNTANT

	Small	Medium	Large/Corporate			
Junior	\$75,000-\$85,000	\$80,000-\$90,000	\$80,000-\$95,000			
Intermediate	\$80,000-\$95,000	\$85,000-\$100,000	\$90,000-\$110,000			
Experienced	\$90,000-\$110,000	\$95,000-\$130,000	\$110,000-\$140,000			
				Temp charge rate + GST per hour		

COMMERCIAL / FINANCIAL ANALYST

	Small	Medium	Large/Corporate			
Junior	N/A	\$80,000-\$90,000	\$85,000-\$95,000			
Intermediate	N/A	\$90,000-\$110,000	\$90,000-\$115,000			
Experienced	N/A	\$95,000-\$120,000	\$115,000-\$135,000			
				Temp charge rate + GST per hour		

2020 QUALIFIED & SENIOR ACCOUNTING

BUSINESS SUPPORT

ACCOUNTING SUPPORT

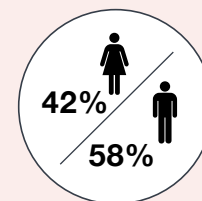
QUALIFIED & SENIOR

EXECUTIVE

PUBLIC PRACTICE

FINANCE BUSINESS PARTNER

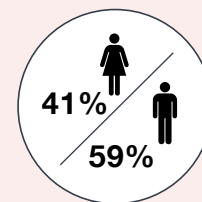
	Small	Medium	Large/Corporate
Junior	N/A	N/A	N/A
Intermediate	N/A	\$90,000-\$110,000	\$100,000-\$120,000
Experienced	N/A	\$100,000-\$120,000	\$110,000-\$135,000



Temp charge rate
+ GST per hour

FINANCE MANAGER

	Small	Medium	Large/Corporate
Junior	\$90,000-\$100,000	\$100,000-\$120,000	\$110,000-\$130,000
Intermediate	\$95,000-\$110,000	\$110,000-\$130,000	\$120,000-\$140,000
Experienced	\$100,000-\$120,000	\$120,000-\$140,000	\$130,000-\$160,000



Temp charge rate
+ GST per hour

2020 EXECUTIVE

BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR

EXECUTIVE

PUBLIC PRACTICE

FINANCIAL CONTROLLER

	Small	Medium	Large/Corporate			
Junior	\$120,000-\$140,000	\$130,000-\$150,000	\$140,000-\$170,000			 <p>Temp charge rate + GST per day</p>
Intermediate	\$130,000-\$150,000	\$130,000-\$160,000	\$150,000-\$180,000			
Experienced	\$140,000-\$160,000	\$140,000-\$180,000	\$160,000-\$210,000			

COMMERCIAL MANAGER

	Small	Medium	Large/Corporate			
Junior	N/A	\$120,000-\$140,000	\$120,000-\$150,000			 <p>Temp charge rate + GST per day</p>
Intermediate	N/A	\$120,000-\$150,000	\$130,000-\$160,000			
Experienced	N/A	\$130,000-\$170,000	\$150,000-\$210,000			

PROCUREMENT MANAGER

	Small	Medium	Large/Corporate			
Junior	N/A	\$100,000-\$120,000	\$120,000-\$150,000			 <p>Temp charge rate + GST per day</p>
Intermediate	N/A	\$110,000-\$150,000	\$130,000-\$170,000			
Experienced	N/A	\$110,000-\$160,000	\$160,000-\$210,000			

2020 EXECUTIVE

BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR

EXECUTIVE

PUBLIC PRACTICE

GENERAL / LEGAL COUNSEL

	Small	Medium	Large/Corporate			
Junior	N/A	\$120,000-\$140,000	\$130,000-\$150,000			<p>Temp charge rate + GST per day</p>
Intermediate	N/A	\$130,000-\$150,000	\$140,000-\$180,000			
Experienced	N/A	\$140,000-\$180,000	\$170,000-\$210,000			

CHIEF OPERATING OFFICER

	Small	Medium	Large/Corporate			
Junior	N/A	\$170,000-\$220,000	\$250,000-\$310,000			<p>Temp charge rate + GST per day</p>
Intermediate	N/A	\$200,000-\$250,000	\$250,000-\$350,000			
Experienced	N/A	\$240,000-\$280,000	\$350,000+			

CHIEF FINANCIAL OFFICER / EXECUTIVE

	Small	Medium	Large/Corporate			
Junior	N/A	\$180,000-\$220,000	\$250,000-\$310,000			<p>Temp charge rate + GST per day</p>
Intermediate	N/A	\$200,000-\$250,000	\$250,000-\$350,000			
Experienced	N/A	\$240,000-\$280,000	\$350,000+			

2020 PUBLIC PRACTICE

BUSINESS SUPPORT

ACCOUNTING SUPPORT

QUALIFIED & SENIOR

EXECUTIVE

PUBLIC PRACTICE

	1-2 Partners	3-7 Partners	8+ Partners	Median Salary
Grad / Junior Accountant (0-2 yrs)	\$40,000-\$45,000	\$40,000-\$45,000	\$42,000-\$48,000	\$44,000
Intermediate Accountant (2-4 yrs)	\$45,000-\$58,000	\$48,000-\$60,000	\$48,000-\$65,000	\$55,000
Senior Accountant (4+yrs)	\$60,000-\$80,000	\$62,000-\$80,000	\$65,000-\$82,000	\$71,000
Assistant Manager	N/A	\$80,000-\$90,000	\$80,000-\$90,000	\$85,000
Manager	\$75,000-\$100,000	\$85,000-\$110,000	\$90,000-\$110,000	\$93,000
Senior Manager	N/A	N/A	\$100,000-\$125,000	\$112,500
Associate Director	\$100,000-\$140,000	\$120,000-\$135,000	\$120,000-\$145,000	\$122,500
Director	N/A	\$140,000-\$160,000	\$140,000-\$160,000	\$150,000
Partner	\$150,000+	\$170,000+	\$200,000+	\$200,000