



**NEW ZEALAND  
EMPLOYMENT MARKET REPORT 2022**  
Property & Construction

# Property & Construction

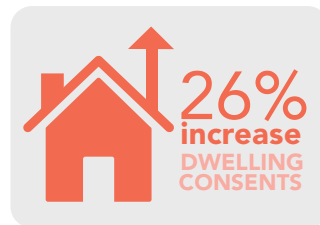
## The Market

With a high—and growing—volume of new roles in the property and construction space, it’s fair to say that confidence in the sector is high. The slight downturn in construction activity in 2021 was very much a temporary setback, with record-breaking volumes of building consents issued in the same year, infrastructure projects underway and large commercial ventures picking up steam. The sector as a whole continues to barrel forwards.

Employers remain somewhat cautious about adding permanent headcount, but evidence of growth can be seen in the sharp rise of contract and fixed-term contract positions, as well as the high demand for candidates.

Further impacted by COVID-19 and closed borders, this already candidate-short market continues to be incredibly challenging for those looking to hire. This is a sector that heavily relies on overseas talent with specialised skill sets, and businesses have struggled over the last twelve months, finding it increasingly difficult to find the people they need to staff construction projects across New Zealand.

While the market as a whole was busy and active, there were still many property and construction professionals sitting tight in their comfortable senior level roles and exercising caution about moving jobs during a pandemic and a sometimes unpredictable economic market. The higher end of the market was therefore quieter. Those job seekers who were interested in moving roles enjoyed multiple opportunities, offers and counteroffers. As a consequence, salaries have inflated to high levels.



Stats NZ reported 47,715 new dwellings consented in the year ending October 2021, a significant increase compared to the previous year.

## Employers

The list of in-demand skill profiles is a long one in this sector, encompassing most of the job titles and skill sets that fall into property and construction. Employers were particularly keen to find civil engineers, project managers at all levels, quantity surveyors, estimators and all specialist trades. Labourers were also hard to find, and all areas saw a decline in available talent as evidenced by smaller candidate pools, and the lower numbers of applications for every job advertised.

Changes in recruitment approaches were also evidence of the high demand in this area. Organisations who normally would only seek external recruitment assistance on occasion, or for specialty roles, were engaging more and more with agency support. We saw a rise in proactive sourcing using social media and personal networks, and an increase in shoulder tapping and headhunting for highly sought after talent.

While employers were keen to secure people on a permanent basis for their vacant roles, they were often forced to use interim resourcing options to keep projects going, hence the huge increase in contract roles. Specialist knowledge and technical experience, such as Building Information Modelling (BIM) using Revit, was widely sought after but infrequently found. Through necessity, employers were less focused on specific experience profiles, and more open to recruiting on attitude and potential.



**IN DEMAND CONSTRUCTION ROLES**

- Civil Engineers
- Project Managers - all levels
- Quantity Surveyors
- Estimators

## Job Seekers

A buoyant employment market with many, many vacant roles and few available candidates means that for those in property and construction, it's well and truly a job seeker's market. Candidates are in control. They are aware of their value and have been willing and able to leverage this, picking and choosing the role, salary and benefits they want. Salary is paramount, but the total package on offer was given due consideration; this would often look like salary, plus car, super, insurances and other health benefits.

As with other sectors, job seekers sought flexibility. The ability to work remotely (from home or other locations) where the role allows was highly desirable, or if not possible then flexibility in hours, start times etc. Additional leave options (birthday, wellness, half days on Fridays etc.) were seen as attractive and candidates also looked for performance-based bonuses.



## The Year Ahead

Despite severe supply issues, the outlook for the construction market is positive, and demand for skilled workers will be high. Borders reopening this year will mean a return of immigrants and international students, which may alleviate some pressure. However, we're hearing anecdotal reports that overseas skilled labourers are currently less interested in New Zealand as a migration option, due to our rising inflation and living costs. New Zealand is sometimes seen as too expensive and we are competing with the Australian market and their higher salaries. Unfortunately the open borders will also mean that a significant cohort of skilled and experienced Kiwis are expected to leave New Zealand for offshore opportunities.

Flexible working is widely expected by job seekers, and is now not merely a 'nice to have' but an essential. In the coming year, we expect that we'll see candidates refusing to consider opportunities that don't offer some version of flexibility. Salaries will continue to increase, and employers can expect to pay top rates for talent as the labour shortage in this sector continues.

## Property Salary Guide

2022/23 RANGE IN NZD \$'000

ROLE	AUCKLAND		WELLINGTON	
	Low	High	Low	High
Residential Property Manager	65	105	65	100
Development Manager	120	160	120	150
Commercial Property Manager	90	170	100	195
Facilities Manager	80	120	110	160
Facilities Coordinator/Assistant	65	80	65	90
Asset Manager	120	160	120	180
Maintenance Supervisor/Manager	75	95	80	100

## Construction Salary Guide

2022/23 RANGE IN NZD \$'000

ROLE	AUCKLAND		WELLINGTON		CHRISTCHURCH	
	Low	High	Low	High	Low	High
Contracts Manager	110	140	110	135	70	130
Supervisor/Site Manager	110	150	100	135	90	120
Management	150	190	150	200	130	180
Project Manager	80	140	160	220	80	200
Project Coordinator	65	90	65	100	50	70
Estimator	70	155	80	145	70	150
Quantity Surveyor	90	130	90	150	80	150
Engineer - Civil	70	130	70	125	70	120
Engineer - Structural	75	150	72	150	70	120
Programme Coordinator	75	95	70	95	60	70

# About Us

Madison was established in 1998 and is a wholly owned subsidiary of the Accordant Group, New Zealand’s largest recruitment company and the only in our industry to be listed on the NZX.

We operate across seven key locations in Auckland Central, Auckland South East, Hamilton, Tauranga, Wairarapa, Wellington and Christchurch.

In the past year, we have placed 2,400 temporary and contract staff into work on client sites, and filled over 4,100 roles. This gives us access to the real-time market information, salaries and trends that have allowed us to compile this employment market report.

## What We Do

Madison works across almost all industry sectors, with companies ranging from small start-ups to global blue-chip organisations, large public sector and not-for-profit organisations. Our track record includes full service recruitment covering temporary, permanent and contractor needs across the following sectors:

- Administration and Business Support
- Accounting, Banking, Finance and Insurance
- Contact Centre
- Engineering
- Government and Policy
- Human Resources and Recruitment
- Industrial
- Marketing and Communications
- Procurement and Supply Chain
- Programme and Project Management
- Property and Construction
- Sales and Relationship Management
- Volume and Project Recruitment

## Expertise To Suit

Within disciplines, we recruit for the full range of positions from entry-level through to executive appointments. Depending on our clients’ needs, our recruiters will deliver an end-to-end solution or unbundle the recruitment process to supplement the expertise and resources you have in your organisation.

## How We Do It

Because we have a broad focus, but we are staffed by specialist recruitment professionals, we’re able to offer the combined benefits of breadth, reach and personalised, expert service. Collaboration, sharing, building a real relationship and true partnerships are what set us apart. Not only do we understand New Zealand, but we have been specifically built and grown for this market.

## Support & Partnership

We offer specialist consulting services to support our client organisations’ talent lifecycles. Some of the key services we deliver via workshop, training or coaching include:

- Talent development
- Assessment centre design
- Outplacement services
- Psychometric profiling and skills testing
- High performance profiling

## The Accordant Group

The Accordant Group is comprised of four trading entities: Madison, AWF, Absolute IT and JacksonStone & Partners. The Group has capability spanning all aspects of commercial and industrial recruitment services including permanent, temporary and contractor assignments. Collectively, the Group employs close to 300 full time staff across 22 towns and cities.

For more information visit [accordant.nz](https://www.accordant.nz).

## CONTACT US

To find out more about Madison and our services, you can visit our website at [www.madison.co.nz](http://www.madison.co.nz) or call us on 0508 MADISON

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