



Business Transformation

In 2025, as salaries level out, employers can attract Business Transformation professionals with complex, challenging projects and the opportunity to deliver meaningful, lasting organisational change.

Business Transformation Salary Guide

JOB TITLE	Contractor Roles <small>(hourly rates in NZD)</small>				Permanent Salaries <small>(salary range in NZD \$'000s)</small>			
	AUCKLAND		WELLINGTON		AUCKLAND		WELLINGTON	
	Low	High	Low	High	Low	High	Low	High
Change Manager	120	160	130	160	135	210	120	230
Programme Director	150	200	150	180	180	250	180	260
Programme Manager	130	180	130	150	130	220	140	220
Senior Programme Advisor	100	130	100	130	95	140	95	140
Programme Advisor	80	120	80	110	85	120	85	120
Programme Coordinator	70	100	70	100	85	120	85	115
Senior Project Manager	120	155	120	150	125	170	125	165
Project Manager	100	140	100	130	110	145	110	140
Project Coordinator	60	100	60	90	80	120	80	100
Senior Business Analyst	100	145	110	140	120	170	115	160
Business Analyst	70	105	70	105	80	130	70	130

Salary range in NZD \$'000s