

Construction & Engineering

In 2025, the key to attracting and retaining critical skill sets will be offering secure, long-term opportunities with exposure to high-impact projects. After several years of industry instability, professionals are looking for clarity, consistency, and well-defined pathways for progression.



Construction Salary Guide

JOB TITLE	AUCKLAND		WELLINGTON		WAIKATO & BAY OF PLENTY		CHRISTCHURCH	
	Low	High	Low	High	Low	High	Low	High
Operations Manager	150	200	140	190	110	180	110	190
Construction Manager	155	230	150	210	140	160	150	200
Project Director	200	300	200	300	180	220	180	220
Project Manager	120	250	95	220	90	160	100	150
Site Manager/Supervisor	110	160	100	145	100	130	90	130
Project Engineer	90	140	90	140	90	120	90	120
Civil Engineer	80	130	75	130	90	140	80	120
Structural Engineer	80	130	75	140	90	140	80	110
Project Coordinator	70	100	70	110	65	75	70	90
Contracts Manager	120	180	125	180	90	120	110	140
Commercial Manager	160	220	160	220	150	180	140	160
Quantity Surveyor	100	180	90	165	90	160	100	130
Estimator	100	180	90	150	85	120	90	120
BIM Manager	130	150	130	150	100	130	100	130
Bid Writer	70	110	70	110	110	140	110	140

Engineering Salary Guide

JOB TITLE	AUCKLAND		WELLINGTON		WAIKATO & BAY OF PLENTY		CHRISTCHURCH	
	Low	High	Low	High	Low	High	Low	High
Technical Director	150	200	150	200	165	185	170	190
Engineering Manager	118	156	110	150	130	150	120	150
Principal Engineer	87	120	85	120	100	130	110	140
Design Engineer	85	110	85	110	85	105	80	110
Electrical Engineer	80	150	75	150	75	95	80	100
Environmental Engineer	80	110	75	110	100	110	100	110
Geotechnical Engineer	90	110	85	110	105	120	80	110
Maintenance Engineer	80	120	75	120	90	100	80	100
Mechanical Engineer	80	160	75	160	100	110	80	110
Process Engineer	80	140	75	140	100	115	100	120

Salary range in NZD \$'000s