NEW ZEALAND

EMPLOYMENT MARKET REPORT

2026

Our latest hiring trends and talent insights at your fingertips.

Contents

NZ Employment Market Update 2026

Becoming More Comfortable with Uncertainty

Earlier this year I was asked about the key differences compared to 2025, and the main one I landed on was momentum. After a long period of uncertainty, employers and job seekers across Aotearoa New Zealand started 2026 with a more assured outlook, supported by early signs of increased activity across regions and industries.

This momentum is now unfolding against a backdrop of heightened global uncertainty and cost of living pressures that have real impacts for New Zealanders. Many job seekers continue to face challenges, including school leavers and graduates taking their first steps into work.

According to MBIE's Jobs Online data, online job ads were up **6.4%** in the year to the December 2025 quarter. Business confidence is trending up, and inflation seems to be holding within or close to the target range.

This year began with energy for our team at Madison, a sentiment echoed across our client and candidate networks too. It reflects the resilience of New Zealand businesses, a slowly improving economic backdrop, and a stronger sense of clarity about what the future of work looks like.

Rather than continuing to endure the disruption, businesses are designing their strategy and finding new ways of working that succeed because of it. And when people believe things are improving, that belief can become a reality.

Looking Back to Understand Today

The past few years have challenged employers and employees in new ways, and uncertainty has often been at the heart of it. From cost pressures to restructures, global instability, and a talent market that swung from scarcity to surplus, the last five years could easily be characterised as a rollercoaster. Businesses spent much of last year operating with caution while recalibrating their strategies.

The political environment also influenced confidence. With the election date now set for 7 November 2026, and the government still focused on fiscal restraint, caution has not disappeared entirely, but it has shifted. In conversations with employers, I am seeing more preparedness, more realistic planning, and more willingness to invest early rather than react late. I expect this theme of preparedness to be a key discussion point over the coming 12–18 months.

Kerrie Gregory
General Manager

What is Driving the Market Now

In February 2026 Stats NZ reported that unemployment hit **5.4%** in the December 2025 quarter, a number that was slightly higher than many predicted. It was however encouraging to see growth in the total number of people employed, up **0.5%** over the same quarter.

Across the country, industries with strong underlying demand are steadying the ship. Banking and financial services showed resilience, and demand for business support roles that support core functions is growing.

Employers across tourism and hospitality are experiencing a meaningful lift as major infrastructure projects like the International Convention Centre are completed. This is sparking flow-on demand in customer service, operations and retail.

Employers, Candidates and Expectations in 2026

One of the biggest misconceptions in the current market is that higher candidate availability automatically makes hiring easier. While there are more applicants for many roles compared to 2021–2022, employers can't assume that there's an unlimited supply of top talent, and in tougher economic conditions employees can be more cautious about moving roles.

High-quality candidates still have clear expectations and realistically meeting them can deliver tangible long-term benefits for employers. Bringing new employees on board at market-appropriate rates helps build trust from day one, strengthens engagement, and reduces early attrition risk. Competitive pay, paired with flexibility and development opportunities, reinforces an employee value proposition that supports retention, sustained performance, and stronger commitment over time.

Meanwhile, resilience remains a commonly cited soft skill gap, while hard skill shortages are on the rise in areas linked to AI, especially given New Zealand's slower adoption compared with larger offshore labour markets. Many organisations know they need to invest more in upskilling and workforce planning, but budget constraints last year limited this investment. With demand shifting again, I predict capability building will gain prominence on the agenda in 2026.

Candidate sentiment is generally stable for now. Looking at the results of our survey I would not be surprised to see candidates take up more opportunities this year, with more movement across all levels, something we have seen increase before during previous market cycles – however, timing will be a factor.

The Role of Recruiters in 2026

Our recruitment consultants continue to play a broader advisory role beyond filling vacancies. Sometimes the value of early partnership can be underestimated, and I see time and time again that regular engagement helps us grow our understanding of our clients' business context and upcoming needs, which leads to better hiring outcomes. Already this year, we are seeing greater demand for support with job design, hiring strategy, and market insights.

What Employers Should Focus on Now

As the employment market moves, employers should review their salary bands against the market, invest in training and development, and review their flexible working policies. Hybrid work is still something that is on many leaders' minds, and businesses need to find a balance that supports a sustainable mix of culture, collaboration and productivity. There is no universal solution, but clear expectations and thoughtful design matter.

Culture and morale also remain critical. While the economy is showing early signs of improving, employees are still managing workload pressures and cost of living challenges. Leaders who listen and act consistently will have an advantage in retaining their best people.

A Leadership Perspective

I have also seen leadership expectations adapt in response to growing capability pressures across many of the employers we partner with. When structures become leaner and work becomes more complex, many leaders are expected to be directly involved in coaching, guiding, and developing their people. For many leading teams today, a hands-on approach is no longer optional. The traditional model of delegating development almost entirely to learning and development teams is often not enough, especially when speed, adaptability, and sound judgement underpin high-performing teams.

This means that growing leadership capability continues to be a priority, particularly in areas such as change readiness, talent planning, and clear, consistent internal communication. In a relatively small labour market like New Zealand's, the quality and effectiveness of leadership can have an outsized impact on organisational performance and employee engagement.

When I think about the businesses who are set up to gain real momentum this year, it is the ones where leaders create clarity in uncertain conditions, act decisively when it matters, and engage with their people. This is especially relevant during periods of transition, where strong leadership helps maintain trust, focus, and alignment.

A Strategic Outlook

Looking ahead, there is a clear opportunity for employers to strengthen their position by taking a proactive planning approach rather than waiting for the market to dictate the pace. Strategic workforce planning is becoming essential as skill shortages are expected to widen. Mapping roles, capabilities, and succession needs over the next two to three years will help employers be more agile when opportunities arise.

At the same time, remaining attractive to top talent as candidate movement grows will include reviewing salary structures, incentives and flexible work settings. Competition for high quality candidates will persist in 2026.

Final Thoughts: A Year to Build

When I step back and look at the big picture, the fundamentals of the employment market at the beginning of 2026 were more positive than they had been in several years, with clear signs of momentum returning. Activity levels were increasing across many sectors, business confidence was steadily rebuilding, and businesses were beginning to shift their focus from caution to growth. While uneven and not immune to external influences, I believe the path to recovery will be sustainable because it is shaped by the lessons we have learned over recent years.

There is reason to be encouraged, but also reason to stay grounded. For many New Zealanders, conditions remain challenging, and the benefits of early recovery are not evenly felt.

As organisations prepare to grow again, the opportunities ahead will favour those who take a strategic and proactive approach. Employers that plan early, invest in capability, and build strong partnerships will be in a great position to attract and retain the talent they need for the future.

With that in mind, here's to a year of renewed confidence, smart preparation, and thoughtful investment in people, as we work together to build stronger, more resilient, and future focused workplaces together.

Kerrie Gregory
General Manager

Methodology

Insights Surveys

This report draws on insights from **294** Employers and **2,019** Employees across a wide range of industries throughout Aotearoa, New Zealand.

Our Employer survey, conducted in December 2025, examines current recruitment activity, workforce trends, and the hiring challenges organisations are facing, while our Employee survey highlights what candidates value most – their motivations, preferences, and approach to today's job market.

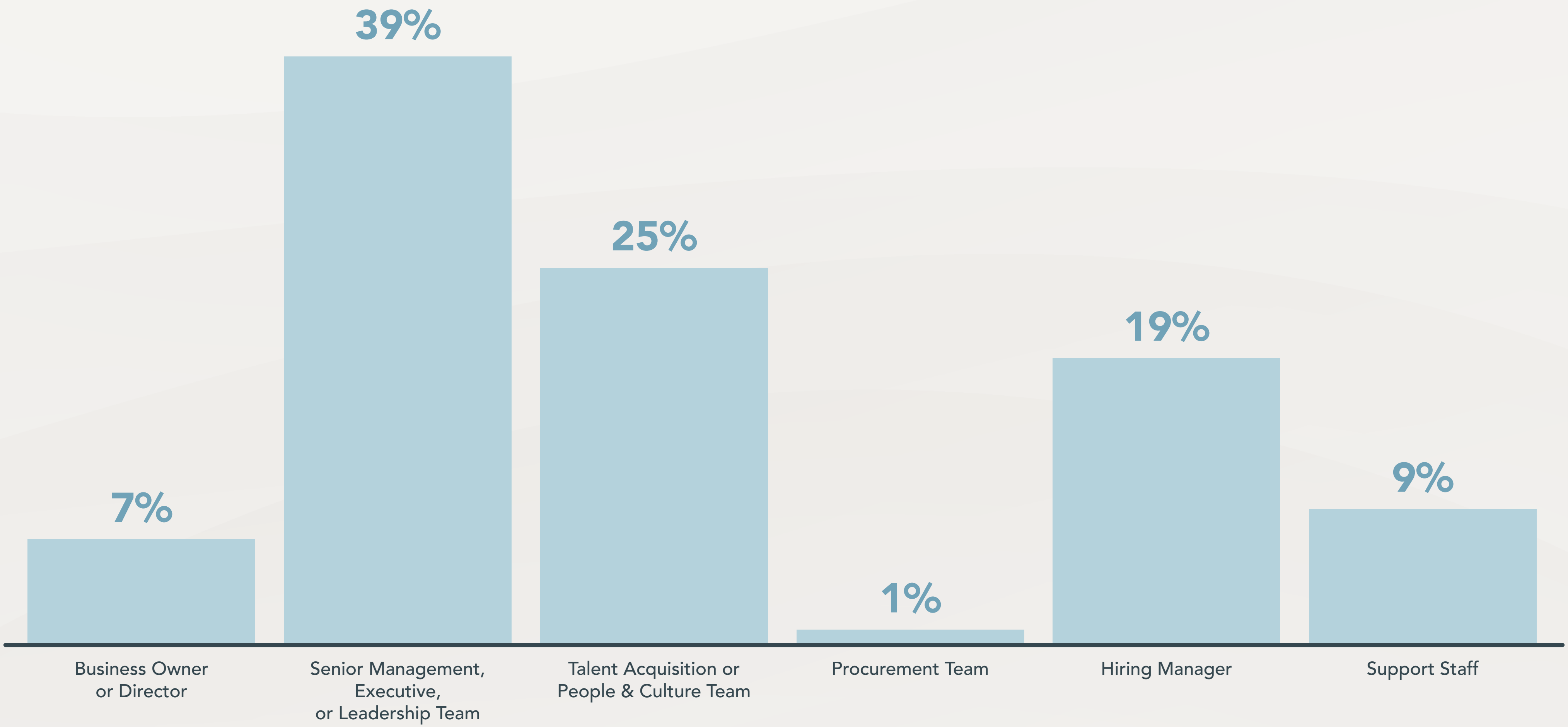
These insights are supported by wider market research and feedback from our Madison clients, candidates, and consulting team. Together, they provide a strong, well-rounded view of the recruitment landscape and inform the insights shared throughout this report.

Salary Data

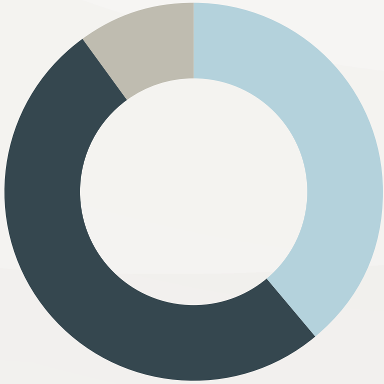
The salary guide in this report has been compiled from multiple sources, including Madison placements, market research, and consultant, client, and candidate feedback. The figures shown represent base salary only, excluding bonuses, commissions, incentive schemes, and benefit packages, which can vary by industry and location. While we're confident in the accuracy of our data, salary ranges must be used as a guide only.

Employer Demographics

Role in Organisation



Business Sector

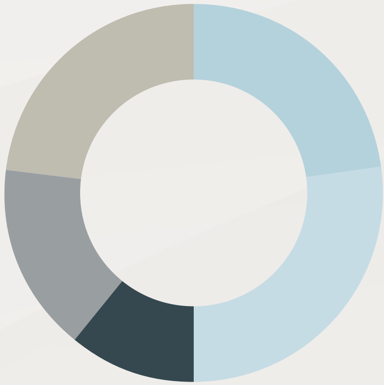


39%
Public Sector

51%
Private Sector

10%
Not-For-Profit, NGO or Social Enterprise

Organisation Size



23%
Up to 50 People

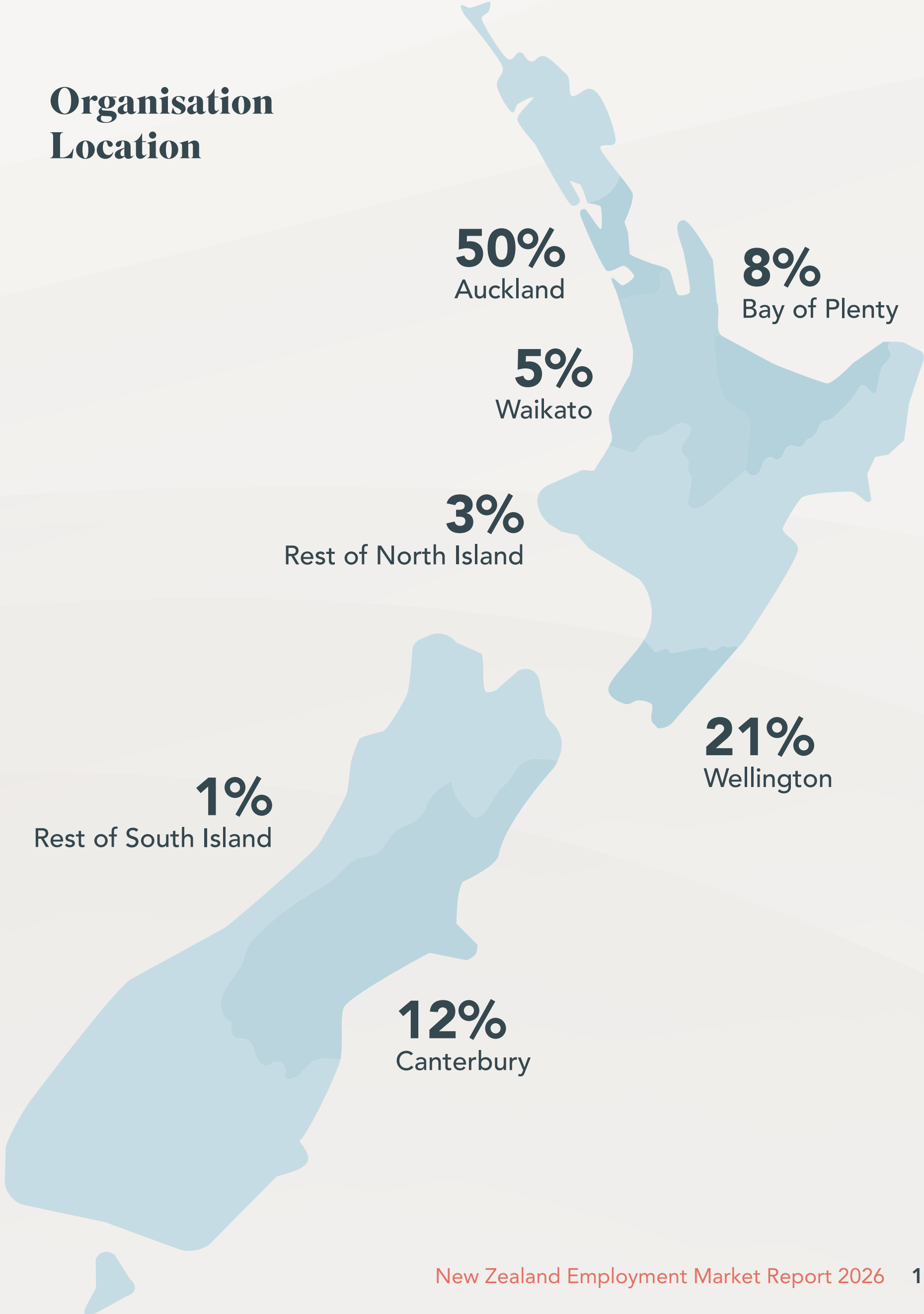
27%
51–250 People

11%
251–500 People

16%
501–2,000 People

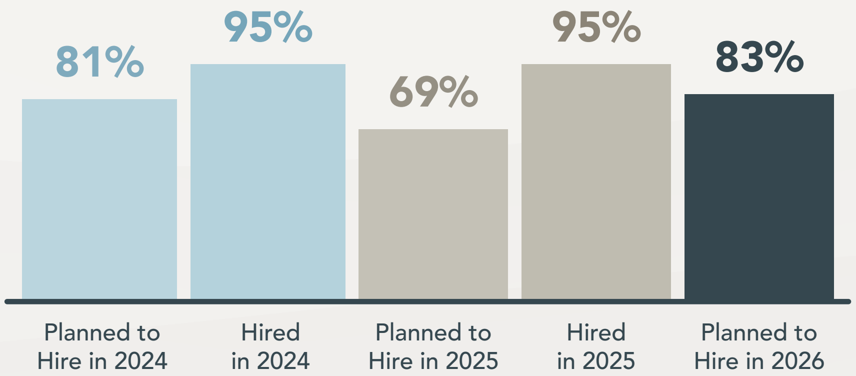
23%
2,001+ People

Organisation Location



Employer Hiring Trends

Employers' Hiring Intent

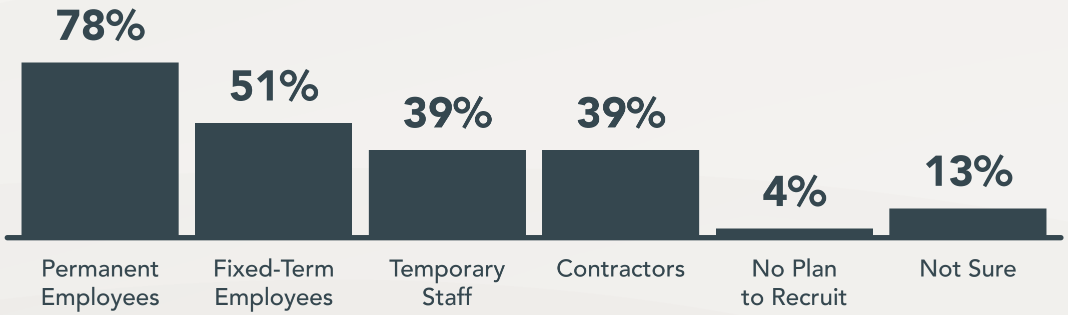


Data from previous years shows a clear gap between Employers' hiring intentions and outcomes, with the number of actual hires being more than planned for the last two years in a row.

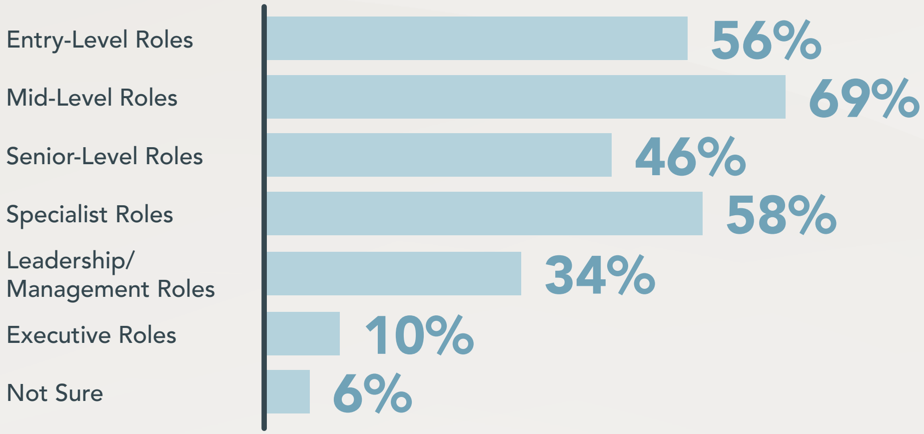
With **83%** of Employers intending to recruit in 2026 – up from the **69%** who planned to hire last year – it will be interesting to see where the 'Hired in 2026' number lands in next year's report.

Our data also shows that uncertainty around hiring is easing: heading into 2025, **23%** of employers were unsure if they would hire, compared with only **13%** this year.

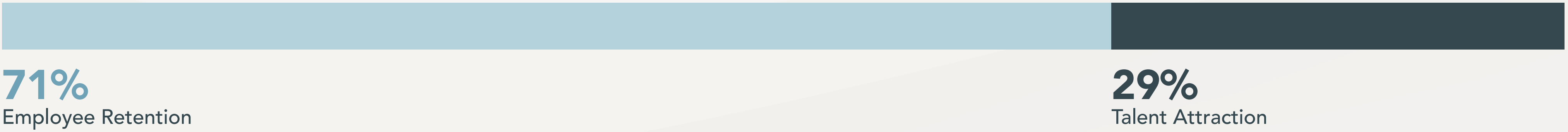
Intended Types of Hiring in 2026



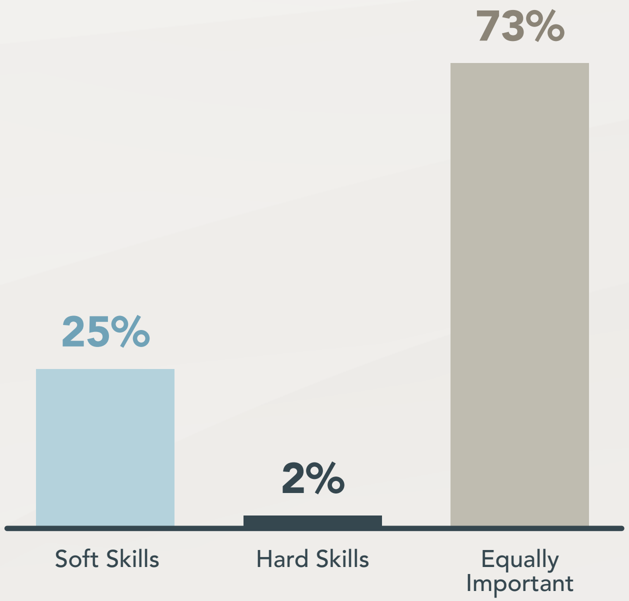
Expected Level of Hiring in 2026



Employer Priority in 2026



Importance of Skills When Hiring



Biggest Barriers to Sourcing Talent in 2026

The predicted number one barrier to sourcing talent this year is not budget, it is Lack of Qualified or Appropriately Experienced Talent in the New Zealand Market. Finding people with the right mix of experience, along with the appropriate technical and soft skills, will help teams thrive.

Employers are telling us that while technical skills can be taught, resilience, adaptability and strong communication are much harder to develop, and those gaps are showing up more often in the hiring process.

Budget pressures and salary competitiveness still play a part, but they are not the main challenge. The real tension sits around finding candidates with the right qualifications and experience who can navigate change, collaborate well, and stay steady in fast-moving environments. As business confidence grows and hiring lifts, these qualities are becoming essential.

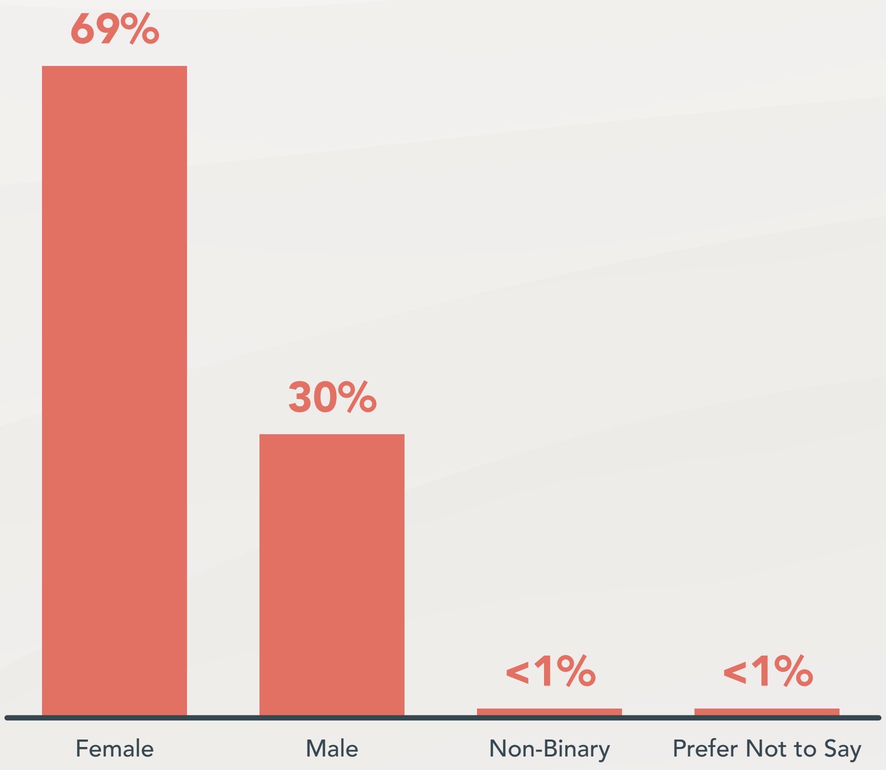
31% Lack of Qualified Talent in the NZ Market

21% Budget Restrictions

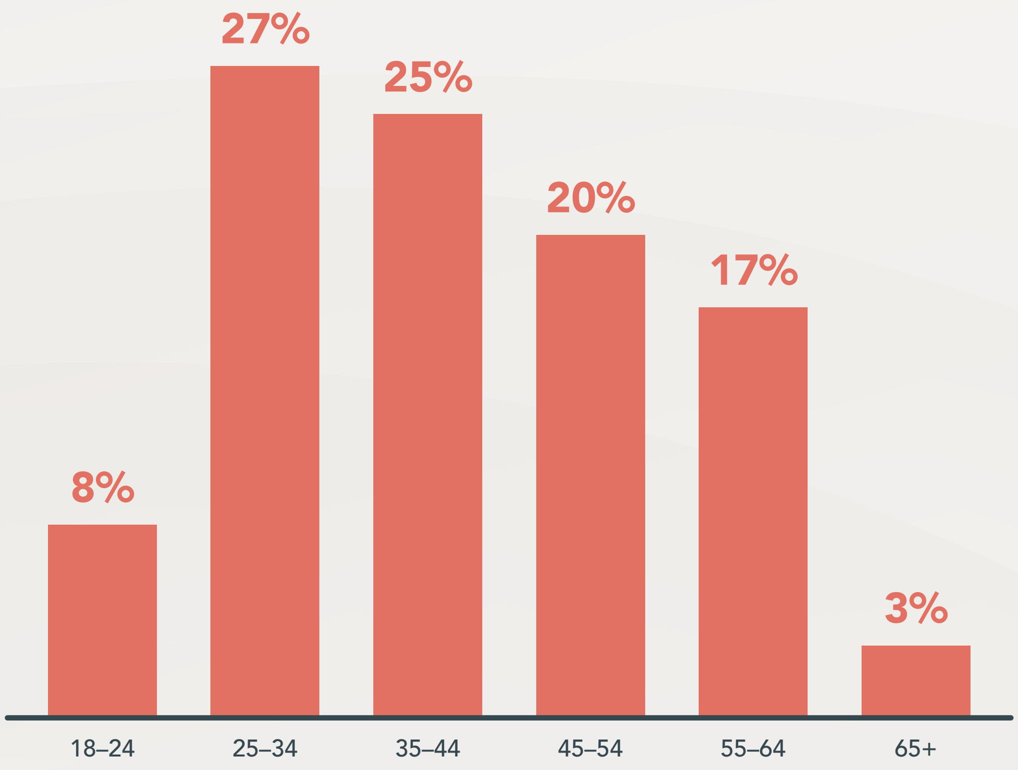
16% Paying Competitive Market Rates

Employee Demographics

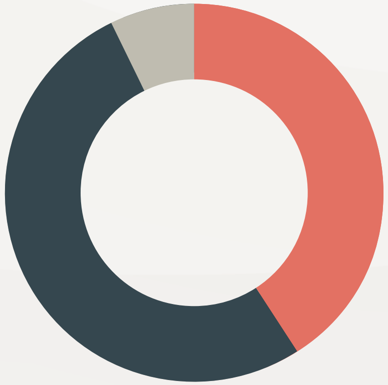
Gender



Age



Business Sector

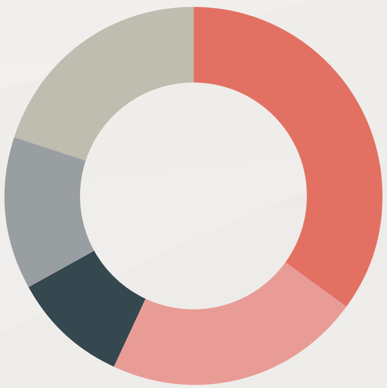


41%
Public Sector

52%
Private Sector

7%
Not-For-Profit, NGO or Social Enterprise

Organisation Size



35%
Up to 50 People

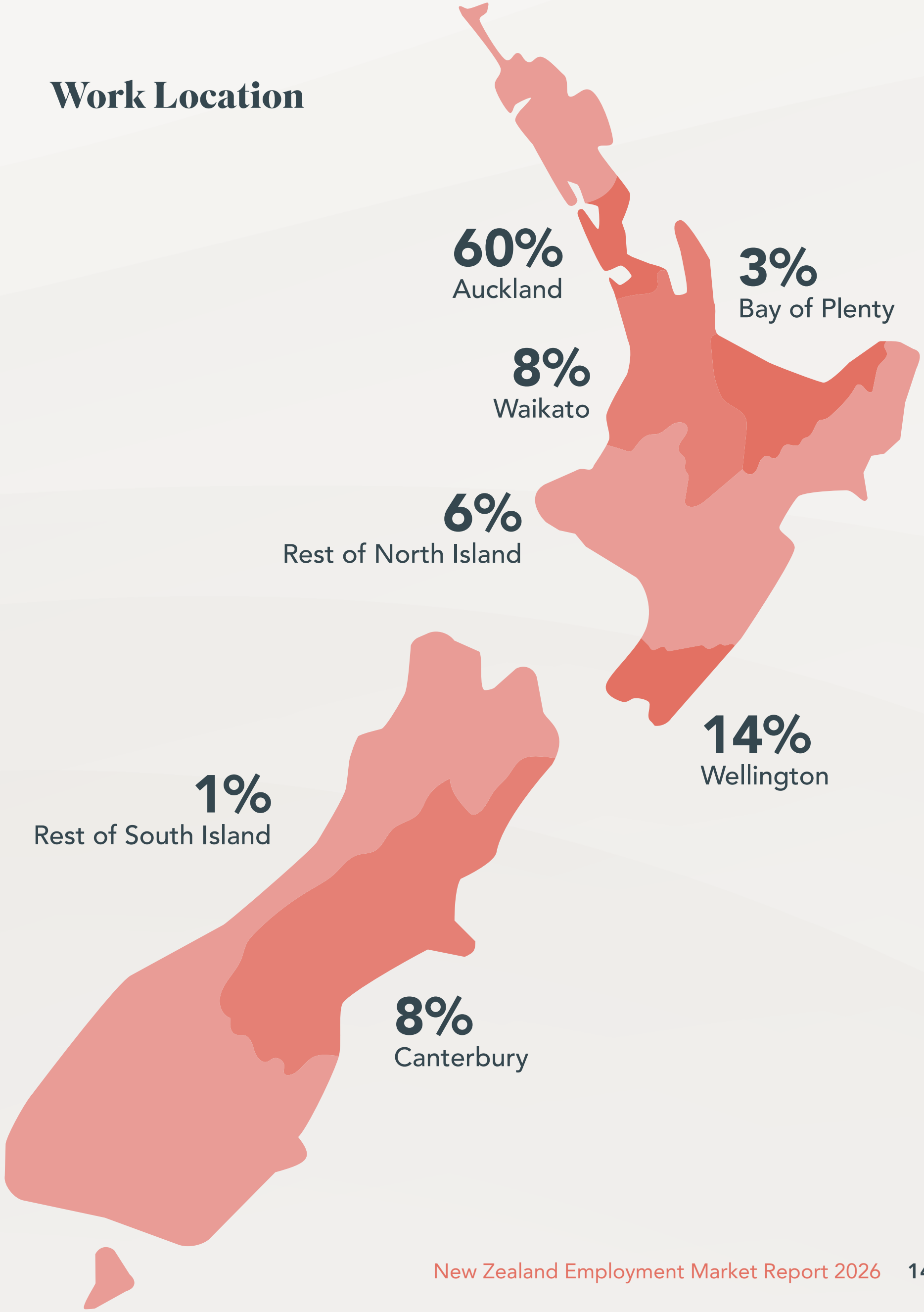
22%
51–250 People

10%
251–500 People

13%
501–2,000 People

20%
2,001+ People

Work Location



Employee Insights

82%

of Employees consider their workplace a good place to work, compared to **78%** the previous year.

Lift in Employee Satisfaction

We've seen a positive shift in how Employees rate their workplaces. Last year, **78%** said their workplace was a good place to work, and in 2026 that has lifted to **82%**. The drivers behind those perceptions remain consistent – management still leads the way. This year, **28%** of Employees say a good workplace is created by management style and the team environment, up **4%** from last year.

Company values and workplace culture follow at **15%**. The takeaway is clear – people-focused, effective leadership continues to be one of the strongest levers for building a workplace where employees choose to stay.

Top 3 Factors That Make a Workplace Good

28%
Management Style and/or Team Environment

15%
Company Values and/or Workplace Culture

14%
Challenging or Interesting Work

Top 3 Factors That Detract From a Good Workplace

40%
Poor Management Style and/or Team Environment

14%
Poor Salary/ Remuneration Package

11%
Lack of Challenging or Interesting Work

66%

of Employees are considering a move to a new workplace in 2026

Top 3 Reasons for Considering a Move to a New Workplace

28%
More Competitive Salary/Total Remuneration Package

16%
More Challenging or Interesting Work

12%
More Training and/or Career Development Opportunities

Top 3 Non-Financial Reasons for Applying to a Job Ad

25%
Job Location and/or Travel Time

18%
Training and/or Career Development Opportunities

18%
Clear, Well Written Ad and Description of Role

Top 3 Non-Financial Reasons for Accepting a Job Offer

19%
Job Location and/or Travel Time

14%
Training and/or Career Development Opportunities

14%
Challenging or Interesting Work

Rise in the Importance of Pay

One key trend to note is the rise in Employees prioritising a more competitive salary or total remuneration package. It remains the top reason Employees are considering a move to a new workplace, rising from **20%** last year to **28%** this year – the highest it's been since 2022. This reinforces the pattern of economic and cost of living pressures shaping decisions. The increase suggests Employees are becoming more sensitive to pay transparency and market alignment, and they may be more willing to change roles if employers fall behind.

While Challenging or Interesting Work remains the second most important reason for considering a move, up **2%** from last year, Training and Career Development Opportunities has taken the third spot, replacing last year's focus on Better Management or Team Environment. This suggests people are increasingly looking for long-term growth and skill building. It also reflects a job market where Employees want to stay employable and future-ready.

Workforce Change

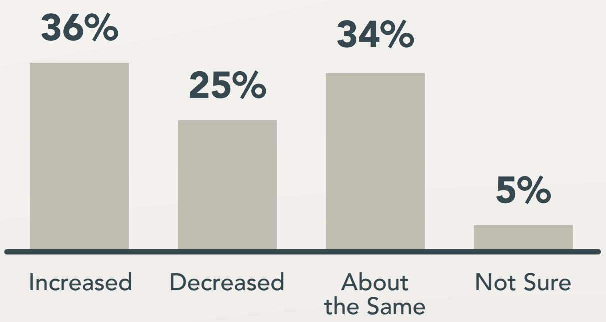
Top Workforce Change Driver:
Growth/Expansion

In 2025, New Zealand employers focused on reshaping their workforces to better align capacity with workload. Among the Employers we surveyed, **34%** cited business growth, expansion, or increased demand as the primary driver behind changes to their workforce size – directly aligning with our forecast last year that business growth and project delivery would drive workforce movement. As one Employer noted:

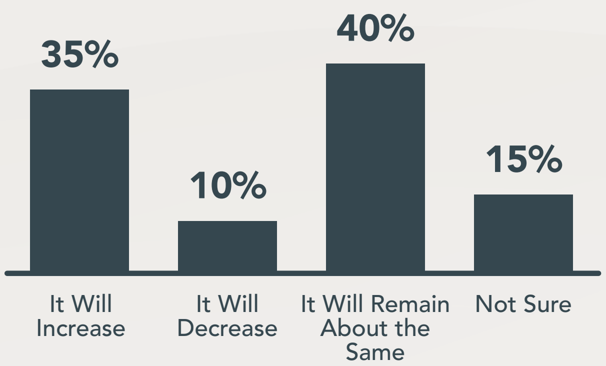
"An increase in project work across the organisation required more resource to meet work scopes."

Similarly, this year Employers expect workforce change to be driven mainly by rising demand and continued business growth. Many anticipate higher workloads, new contracts, expanded service lines, and more opportunities emerging as the market shows early signs of strengthening.

Workforce Size in 2025



Expected Workforce Size in 2026



"We can feel the economy picking up and with that an increase in workload."

Comments point to ongoing expansion activities – from international growth and new client acquisition through to increased project activity, sector-specific movement, and the reopening of roles previously left vacant.

Although restructures and cost pressures remain relevant, Employers appear to be more focused on right-sizing teams to keep pace with anticipated activity, rather than consolidating or reducing. For many, the priority is ensuring staffing levels are better aligned with projected workloads and transformation initiatives.

65%

of Employers' organisations went through some form of a restructure in 2025, however only **34%** are planning to in 2026

Organisations Planning a Restructure in 2026

34% Yes

26% No

31% Not Sure

9% Prefer Not to Say

Top 3 Reasons for Restructuring in 2025

28% Economic Pressures

23% Operational Efficiencies

19% Change in Leadership or Strategic Priorities

Top 3 Reasons for Planning a Restructure in 2026

22% Economic Pressures

19% Operational Efficiencies

19% Change in Leadership or Strategic Priorities

madison

Key Considerations for Employers in 2026

1 Maintain Financial Resilience

Stay prepared for economic pressure by protecting essential roles and sharpening cost focus.

2 Prioritise Operational Efficiency

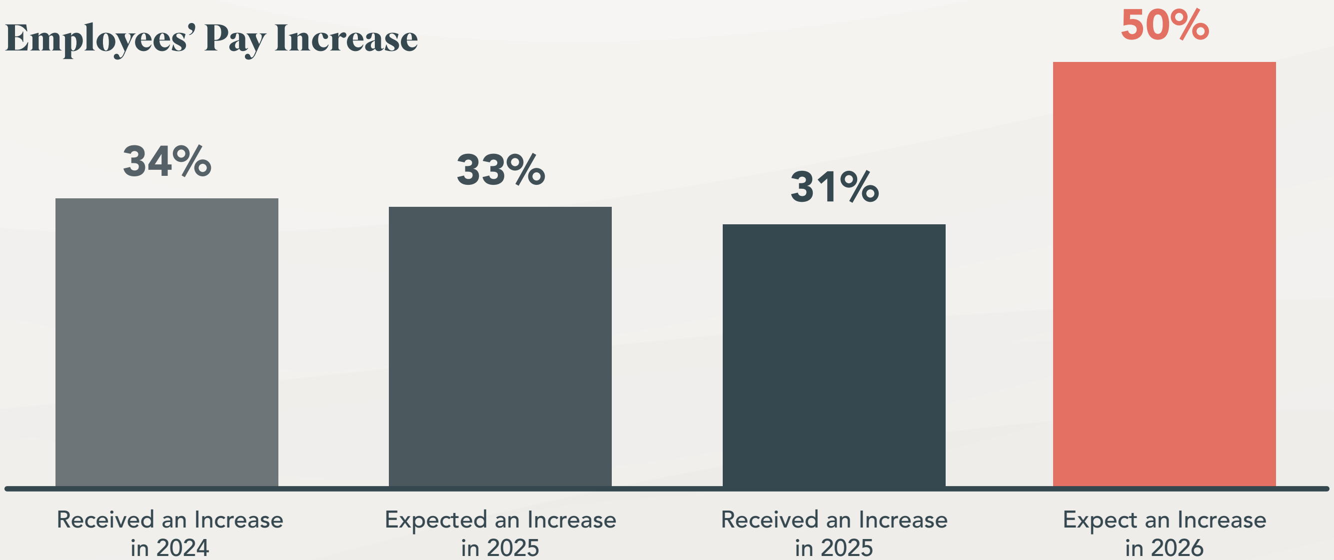
Simplify processes and embed systems to improve productivity across the organisation.

3 Use Restructuring to Realign Teams

Utilise change as an opportunity to reshape roles, streamline workflows, and align teams with the organisation's future direction.

Remuneration

Employees' Pay Increase



79%

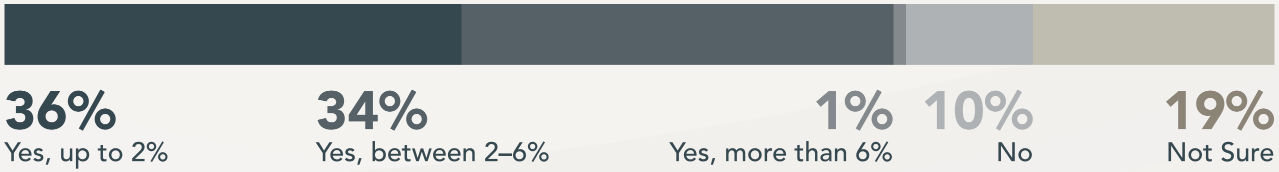
of Employers' organisations gave staff a pay increase, a bonus, or both in 2025

62%

of Employers think job seekers' salary expectations are in line with market rates

Employers saw salary expectations move slightly in 2025, with **62%** saying job seekers' expectations are now in line with market rates – up **5%** from the previous year. Only one third now see expectations as above market, a continued easing from the heightened post-pandemic period.

Expected Pay Increase Across Employer Organisations in 2026



58%

who **did** receive a pay increase or bonus in 2025 are considering a move to a new workplace in 2026

71%

who **did not** receive a pay increase or bonus in 2025 are considering a move to a new workplace in 2026

75% of Employees who do not expect a pay increase or bonus in 2026 are considering changing jobs. Most of this group are actively searching now.

madison

Tips for Employee Retention

While pay strongly influences whether Employees decide to move roles, organisations may not always be able to increase salaries. However, there are other strategies that can make a meaningful difference:

1 Develop a Strong Employer Value Proposition

Clearly define the experience your organisation delivers to its people.

2 Consider Non-Financial Benefits

16% of Employees surveyed cited More Challenging or Interesting Work as a top driver for considering a move, so offering options like this that reflect employee preferences and values can help support retention.

3 Create Clear Progression Paths

Provide visibility of how employees can grow within the business. More Training and/or Career Development Opportunities is one of the top three drivers for an Employee considering a move, so efforts to address this can make a tangible impact on retention.

Benefits

Top 3 Benefits Most Commonly Offered by Employers

1st
Flexible Working Options

2nd
Ongoing Training and Development

3rd
Wellbeing Benefits

Top 3 New Benefits Implemented in the Last 12 Months

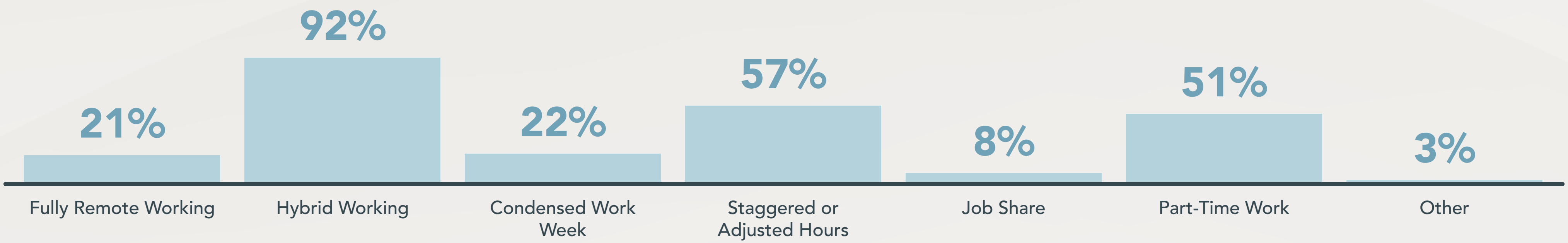
1st
Wellbeing Benefits

2nd
Awards or Recognition Programme

3rd
Discounts or Special Offers

Wellbeing Benefits remain the third most common benefit offered and again appear among the top new initiatives Employers have introduced in the past 12 months. This suggests Employers are prioritising a sustained commitment to supporting mental and physical wellness as a core part of their offering.

Types of Flexible Working Offered by Employers



madison

Top 3 Benefits Most Commonly Received by Employees

1st
Flexible Working Options

2nd
Training and Development

3rd
Hybrid or Remote Working Options

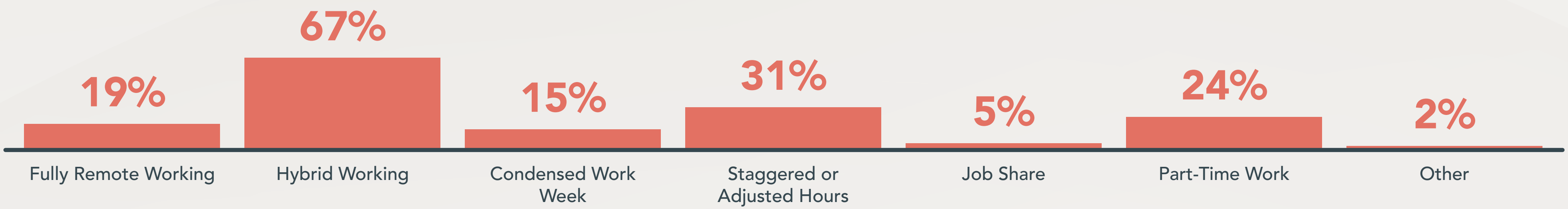
Top 3 Benefits Ranked Most Important by Employees

1st
Career Progression Opportunities

2nd
Flexible Working Options

3rd
Hybrid or Remote Working Options

Types of Flexible Working Received by Employees



Salary Tables

Salary Data

The salary guide in this report has been compiled from multiple sources, including Madison placements, market research, and consultant, client, and candidate feedback. The figures shown represent base salary only, excluding bonuses, commissions, incentive schemes, and benefit packages, which can vary by industry and location. While we're confident in the accuracy of our data, salary ranges must be used as a guide only.

Salary Tables

Low
Typically the average starting salary for a role.

High
The average highest expected salary for a role.

We do not include extreme low or high outliers.

Accounting & Finance Salary Guide

JOB TITLE	AUCKLAND		WELLINGTON		WAIKATO & BAY OF PLENTY		CHRISTCHURCH	
	Low	High	Low	High	Low	High	Low	High
Accounts Assistant	65	80	60	75	65	75	65	75
Accounts Payable	65	80	65	80	65	75	65	75
Accounts Payable/Receivable Team Leader	90	120	90	110	75	85	80	95
Accounts Receivable	65	80	70	75	65	75	65	75
Assistant Accountant	75	90	75	90	70	80	75	90
Billings Operations Team Leader	100	120	90	105	75	85	75	90
Chief Financial Officer	250	400	200	350	200	275	200	350
Commercial Manager	160	240	165	230	130	180	150	200
Credit Controller	65	90	65	85	65	75	70	80
Credit Manager	120	150	95	120	100	110	85	110
Finance Assistant	65	75	60	75	65	75	65	75
Finance Business Partner	120	200	130	200	110	200	115	200
Finance Manager	140	160	140	180	130	160	130	160
Financial Accountant	95	140	100	140	90	130	95	130
Financial Analyst	100	140	95	120	85	100	100	125
Financial Controller	180	240	160	210	140	200	160	210
Management Accountant	100	140	105	125	100	130	100	130
Payroll Administrator	65	85	70	75	65	80	70	80
Payroll Manager	120	160	110	150	100	140	90	130
Payroll Officer	80	110	75	100	70	90	75	90
Tax Accountant	110	160	100	155	90	110	90	120

Salary range in NZD $'000s

Business Support & Administration Salary Guide

JOB TITLE	AUCKLAND Low	AUCKLAND High	WELLINGTON Low	WELLINGTON High	WAIKATO & BAY OF PLENTY Low	WAIKATO & BAY OF PLENTY High	CHRISTCHURCH Low	CHRISTCHURCH High
Data Entry/Database Admin	60	65	60	70	60	65	60	65
Events Coordinator	65	85	65	85	60	70	70	80
Executive Assistant	95	140	80	120	75	95	80	100
Facilities Coordinator	65	85	65	90	65	75	65	75
Office Administrator	62	78	60	70	60	70	60	70
Office Manager	80	100	75	100	70	90	70	85
Personal Assistant	85	100	75	85	70	90	75	85
Project Coordinator	80	110	75	100	70	90	70	85
Receptionist	60	70	60	65	60	65	60	65
Sales Support	65	75	60	75	60	70	65	70
Team Administrator	68	85	70	77	65	70	65	72

Salary range in NZD $'000s

Business Transformation Salary Guide

JOB TITLE	Contractor Rates (hourly rates in NZD) AUCKLAND Low	AUCKLAND High	WELLINGTON Low	WELLINGTON High	Permanent Salaries (salary range in NZD $'000s) AUCKLAND Low	AUCKLAND High	WELLINGTON Low	WELLINGTON High
Business Analyst	70	105	70	120	80	130	80	130
Change Manager	120	160	130	170	125	200	125	230
Programme Advisor	80	120	85	110	85	120	85	120
Programme Coordinator	70	100	70	100	80	110	85	115
Programme Director	150	200	150	180	180	250	190	260
Programme Manager	130	180	130	150	130	220	145	220
Project Coordinator	60	100	65	90	80	110	80	100
Project Manager	100	140	100	140	110	150	115	140
Senior Business Analyst	100	150	115	140	120	170	120	170
Senior Programme Advisor	100	130	100	130	95	140	95	140
Senior Project Manager	120	155	120	155	125	170	125	170

Construction & Engineering Salary Guide

CONSTRUCTION JOB TITLES	AUCKLAND		WELLINGTON		WAIKATO & BAY OF PLENTY		CHRISTCHURCH	
	Low	High	Low	High	Low	High	Low	High
Bid Writer	70	110	70	110	85	130	70	140
BIM Manager	130	150	130	150	100	130	125	145
Civil Engineer	80	130	80	130	100	150	100	130
Commercial Manager	160	225	160	220	150	180	150	175
Construction Manager	160	230	150	210	140	170	150	200
Contracts Manager	120	180	125	180	90	120	115	140
Estimator	100	180	90	150	85	130	95	150
Operations Manager	150	200	140	190	110	150	110	160
Project Coordinator	80	110	70	110	70	90	75	90
Project Director	200	300	200	300	180	220	180	220
Project Engineer	110	160	100	140	100	180	100	130
Project Manager	120	220	95	220	90	180	100	160
Quantity Surveyor	100	180	90	165	90	170	100	170
Site Manager/Supervisor	110	160	100	145	100	130	100	135
Structural Engineer	80	140	85	140	100	150	85	130

Salary range in NZD $’000s

Construction & Engineering Salary Guide

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

Salary range in NZD $'000s

Contact Centre & Customer Service Salary Guide

JOB TITLE	AUCKLAND		WELLINGTON		WAIKATO & BAY OF PLENTY		CHRISTCHURCH	
	Low	High	Low	High	Low	High	Low	High
Claims Consultant	65	85	70	95	65	80	70	80
Claims Manager/Senior Claims Consultant	80	110	75	120	65	80	65	80
Collections Officer	62	70	55	70	60	70	65	75
Contact Centre Manager/Customer Service Manager/Customer Service & Sales Manager	115	200	110	190	100	130	110	150
Customer Service Representative – Home Based	52	60	55	60	60	65	60	65
Customer Service Representative – Inbound	55	65	55	65	60	65	60	70
Customer Service Representative – Outbound	55	65	55	65	60	65	60	68
Lending Officer	60	70	60	65	60	70	60	70
Outbound Sales/Telesales Consultant	60	70	55	65	60	75	65	70
Retention Representative	60	70	60	70	60	70	60	70
Team Leader	70	100	70	110	70	90	75	100
Telephone Account Manager/Inside Sales	68	85	60	80	60	75	65	75
Trainer/Team Coach	70	95	70	90	70	90	70	90
Workforce Manager	95	170	85	120	85	115	85	120
Workforce Planner/Scheduler	75	110	75	100	75	100	75	115

Salary range in NZD $'000s

Government & Policy Salary Guide

JOB TITLE	AUCKLAND Low	AUCKLAND High	WELLINGTON Low	WELLINGTON High
Advisor	75	90	75	95
Policy Advisor	70	95	75	100
Policy Analyst	70	90	75	100
Policy Manager	115	150	160	200
Principal Advisor	120	150	130	180
Principal Policy Advisor	120	150	135	190
Senior Advisor	85	120	100	150
Senior Policy Advisor	100	120	110	150

Salary range in NZD $'000s

Marketing & Communications Salary Guide

JOB TITLE	AUCKLAND		WELLINGTON		WAIKATO & BAY OF PLENTY		CHRISTCHURCH	
	Low	High	Low	High	Low	High	Low	High
Change Communications Consultant	100	150	110	180	120	140	120	150
Chief Marketing Officer	200	280	200	275	170	250	170	250
Communications Advisor	80	110	80	100	70	90	75	90
Communications Manager	100	150	125	180	100	140	120	150
GM/Head of Communications	160	250	160	250	150	200	150	200
Group Marketing Manager	140	220	160	230	130	200	130	200
Marketing Assistant	65	85	60	80	70	80	60	75
Marketing Coordinator	60	80	65	80	70	80	60	80
Marketing Director	180	240	160	220	140	200	150	230
Marketing Executive	70	100	80	95	80	110	75	100
Marketing Manager	100	150	100	160	100	140	120	150
Principal Communications Advisor	100	130	115	170	110	140	90	140
Senior Communications Advisor	90	120	95	130	90	110	90	110
Stakeholder Relations Manager/Stakeholder Engagement Manager	110	140	130	160	100	130	–	–

Salary range in NZD $'000s

madison

People & Culture Salary Guide

JOB TITLE	AUCKLAND		WELLINGTON		WAIKATO & BAY OF PLENTY		CHRISTCHURCH	
	Low	High	Low	High	Low	High	Low	High
Change Manager	120	200	125	180	110	150	125	150
Employment Relations Consultant/Specialist	110	150	110	180	100	130	100	140
Health & Safety Advisor	80	125	85	110	80	120	80	120
Health & Safety Assistant/Coordinator	70	85	75	85	70	85	70	80
Health & Safety Manager	130	210	125	150	110	150	130	180
Human Resources Advisor	75	115	80	105	75	105	80	100
Human Resources Assistant	65	80	65	70	65	75	65	75
Human Resources Business Partner	120	170	135	170	100	130	105	130
Human Resources Coordinator	60	80	70	75	60	75	65	80
Human Resources Director	180	300	170	300	150	250	150	250
Human Resources Manager	120	180	140	205	120	160	120	160
Internal Recruitment Advisor	85	140	85	140	80	120	80	120
Internal Recruitment Consultant	80	120	85	140	80	110	80	95
Internal Recruitment Coordinator	65	80	60	75	65	75	65	75
Internal Recruitment Manager	120	180	120	160	110	140	125	160
Learning & Development Coordinator	70	85	65	85	65	80	65	85
Learning & Development Manager	100	150	100	150	90	120	90	130
Remuneration Specialist	100	150	95	145	90	130	90	130
Training Manager	90	140	95	155	90	120	100	135

Salary range in NZD $'000s

Property & Facilities Salary Guide

JOB TITLE	AUCKLAND		WELLINGTON		WAIKATO & BAY OF PLENTY		CHRISTCHURCH	
	Low	High	Low	High	Low	High	Low	High
Asset Manager	110	160	120	180	90	130	110	130
Commercial Property Manager	100	150	105	155	100	130	95	130
Development Manager	130	180	130	170	100	150	100	150
Facilities Coordinator/Assistant	65	85	65	85	70	80	60	80
Facilities Manager	90	140	85	150	90	120	100	120
Maintenance Supervisor/Manager	90	120	85	120	90	120	90	120
Residential Property Manager	75	120	70	115	80	100	70	100

Salary range in NZD $'000s

Sales & Account Management Salary Guide

JOB TITLE	AUCKLAND		WELLINGTON		WAIKATO & BAY OF PLENTY		CHRISTCHURCH	
	Low	High	Low	High	Low	High	Low	High
Account Manager	80	120	90	120	80	100	80	120
Business Development Manager	90	120	90	130	90	130	100	130
Customer Relationship Manager	80	120	80	130	80	110	80	125
Key Account Manager	90	120	90	130	100	130	100	130
Sales Coordinator	65	85	65	85	65	80	65	85
Sales Director	170	280	160	270	200	250	210	250
Sales Manager	120	200	110	200	120	180	120	170
Senior Account Manager	100	140	95	130	100	130	100	130

Salary range in NZD $'000s

About Madison

Madison was established in 1998 and is part of the Accordant Group, the only New Zealand recruitment company listed on the NZX. We operate across five key locations in Auckland, Hamilton, Tauranga, Wellington and Christchurch.

What We Do

Madison works across almost all industry sectors, with clients that range from small start-ups to global blue-chip corporates, 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:

- Accounting, Finance, Banking, & Insurance
- Business Support & Administration
- Business Transformation, Programme & Project Management
- Construction & Engineering
- Contact Centre & Customer Service
- Government & Policy
- Healthcare & Medical
- Marketing & Communications
- People & Culture
- Property & Facilities
- Sales & Account Management

Within these disciplines, we recruit for the full range of positions from entry level through to specialist and leadership appointments. Customised to your 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.

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.

What We Offer

Our recruitment solutions for any hiring need:

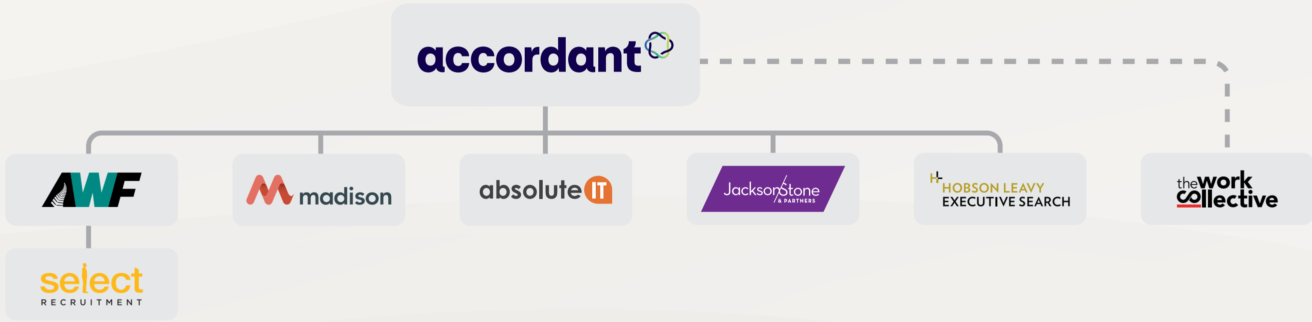
- Permanent Recruitment
- Specialist and Leadership Recruitment
- Fixed-Term Contract Recruitment
- Contractor Assignments
- Temporary Staffing
- Volume and Project Recruitment
- Managed Service and Recruitment Process Outsourcing (RPO)
- Skills & Psychometric Testing
- Talent Lifecycle Consulting
- 'Unbundled' Recruitment Services
- Payroll Services

madison.co.nz

For queries about this report, hiring great talent, or finding your next opportunity, please contact us on 0508 MADISON or visit our website.

The Accordant Group

Delivering recruitment, resourcing and people solutions across New Zealand



About Accordant Group

Madison is part of the Accordant Group, which is the only staffing provider listed on the NZX. The Group comprises five businesses: Absolute IT, AWF, Hobson Leavy, JacksonStone & Partners and Madison Recruitment.

Accordant Group's capability spans all levels and aspects of commercial and industrial recruitment services, including permanent roles, temporary assignments and contractor placements. In addition to this, in 2019 Accordant established The Work Collective, a social employment initiative.

To find out more, visit accordant.nz

Absolute IT is a specialist agency that operates solely in the tech and digital market, recruiting permanent and contract IT professionals.

Hobson Leavy is a retained executive search firm with an extensive track record in both the public and private sectors, successfully appointing some of New Zealand's most senior leaders at Board, CEO and Executive level.

Madison recruits temporary, contract and permanent staff for a broad range of clients and industries in the commercial and government sectors.

AWF provides labour hire and recruitment services from 20 branches across the country including Select Recruitment in Dunedin.

JacksonStone & Partners is one of the most experienced executive search, recruitment and contracting agencies in New Zealand, covering all disciplines up to chief executive and board appointments across the private, public and not-for-profit sectors.

The Work Collective, our social employment initiative is supported by each of our businesses and focuses on helping people with barriers to employment find meaningful work opportunities.

madison.co.nz

For queries about this report, hiring great talent, or finding your next opportunity, please contact us on 0508 MADISON or visit our website.