

Digital Remuneration Report

August 2017



Less than 10 years ago the following jobs did not exist:

iOS developer, android developer, data scientist, UX/UI designer, data architect, cloud services specialist, digital marketing specialist

Digital skills for a digital world

The digital revolution is often called the fourth industrial revolution. And as the previous three, it is changing the way we are living, working and doing business. Sensing technologies, mobile devices, big data and cloud computing have all changed the way we connect to products and services, how we relate to brands and the speed at which we expect to access real time information.

Products, machines and resources are communicating with each other, creating not only new business opportunities but also a challenge for businesses to keep up or be left behind. Pierre Nanterme, CEO of Accenture, said that digital is the main reason why just over half of the companies on the Fortune 500 have disappeared since the year 2000.

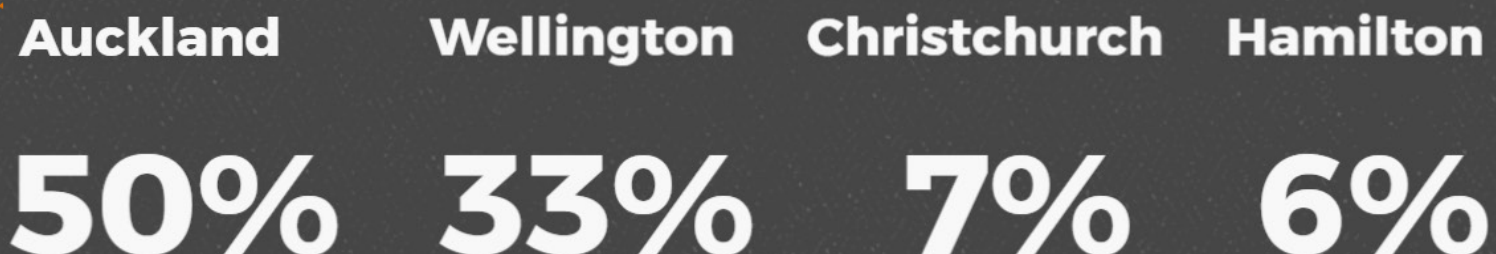
We are seeing a huge demand for professionals with digital skills as businesses and the government are tackling their digital transformation projects. There is a slew of digital job roles that did not exist 10 years ago and new types of roles and cross-over roles, such as digital marketing specialists, are becoming common place.

In this first Digital Remuneration Report we take a closer look at digital skills and the salary trends for digital professionals across New Zealand. The Digital Remuneration Report will be released every 6 months and uses independent data from www.itsalaries.co.nz as its main source.

Regional snapshot



Where do digital professionals work in NZ?



% that receive benefits

41% Flexible working hours

27% Mobile phone/mobile allowance

25% Company paid training

23% Healthcare

19% Carpark

% that receive
bonuses/commissions?

22%

Digital across the ditch

New Zealand

\$71K median
base
salary

\$70 median
hourly
contracting
rate

Australia

\$72K median
base
salary

\$65 median
hourly
contracting
rate

Salary rates

Job Title - PERMANENT	LOWER QUARTILE \$ salary	MEDIUM QUARTILE \$ salary	UPPER QUARTILE \$ salary	BONUS RECEIVED	MEDIAN BONUS
Account Manager/Cloud Sales	67,000	112,500	140,000	77%	30,000
Animation/3D/Special effects/Digital Artist	35,000	95,000	120,000	0%	-
Chief Digital Officer	140,000	185,000	220,000	31%	23,500
Cloud Architect	105,000	120,000	140,000	33%	2,000
Cloud Engineer	70,000	80,000	98,000	27%	3,500
Data Architect/Information Architecture	90,000	120,000	140,000	20%	12,500
Data Scientist	100,000	112,000	120,000	0%	-
DevOps Engineer	80,500	83,500	103,500	12%	2,500
DevOps Manager	138,000	149,000	160,000	0%	-
Digital Content/Content Admin	60,000	66,000	73,000	0%	-
Digital Marketing	55,000	75,000	103,000	20%	5,000
Digital Security Analyst/Cloud Security	76,500	80,000	96,500	22%	3,500
Digital Teacher/Tutor	55,000	68,000	73,500	0%	-
Gaming/Game Developer	65,500	82,000	98,000	22%	3,000
Graphic Designer	47,000	50,750	58,000	8%	4,500
Mobile Developer	50,000	67,500	120,000	25%	5,000
Production/Project Management	55,000	65,000	76,000	20%	5,000
Product Management/Development	94,500	118,000	134,000	36%	11,000
SEO Specialist	53,000	70,000	77,500	0%	-
SEO Manager	83,000	95,000	120,000	0%	-
UX/User Experience Designer	58,000	79,000	98,000	28%	4,500
Web: Back/Front/Full Stack Developer	55,000	68,250	89,000	23%	1,000

Contracting rates

Job Title - Contractor	LOWER QUARTILE \$ per hour	MEDIUM QUARTILE \$ per hour	UPPER QUARTILE \$ per hour
Cloud Architect	110	120	140
Cloud Engineer	43	85	120
Data Architect/Information Architecture	110	120	140
Data Scientist	68	85	120
Digital Content/Content Admin	41	75	100
Digital Marketing/CRM	40	75	120
Digital Security Analyst/Cloud Security	85	110	130
Digital Teacher/Tutor	30	40	55
Gaming/Game Developer	75	92	100
Graphic Designer	70	85	93
Mobile Developer	60	80	120
Production/Project Management	100	110	120
Product Management/Development	95	100	120
SEO Specialist	55	75	85
UX/User Experience Designer	70	100	115
Web: Back/Front/Full Stack Developer	45	80	95

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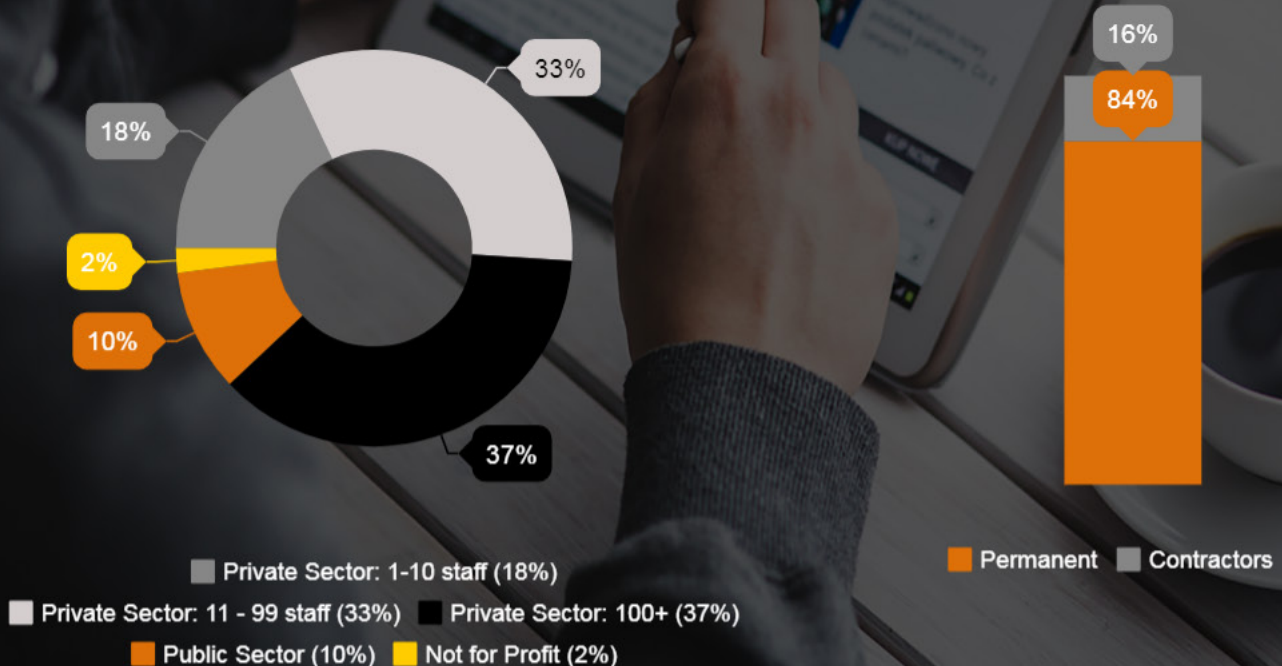
Data overview

The Absolute IT Digital Remuneration Report captures real-time contract and permanent employees' remuneration details as entered into www.itsalaries.co.nz

Over 43,000 tech professionals in New Zealand have entered their remuneration details anonymously into IT Salaries.

This report will be renewed every six months.

Data breakdown



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