

2023

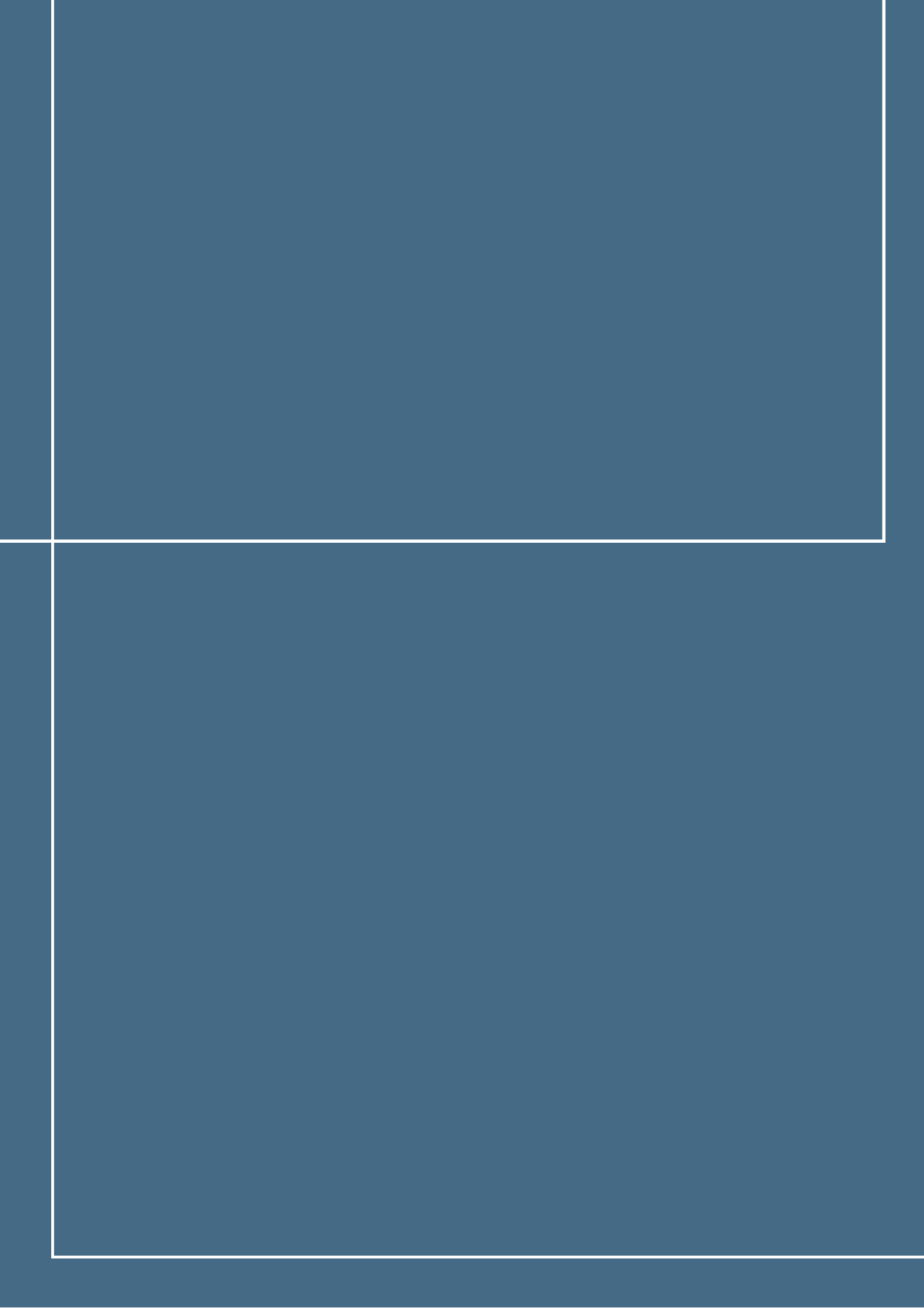
# Salary GUIDE

Newcastle's trusted source of salary insights and market data.



RECRUITMENT  
CONSULTING  
ADVISORY

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A photograph of two women in a modern office environment. The woman on the left is wearing a beige turtleneck and has her hair pulled back, smiling broadly. The woman on the right is wearing a white button-down shirt, glasses, and a necklace, also smiling. They appear to be in a meeting or collaborative work setting. The background shows a window with a view of a landscape and modern office decor.

# *Welcome*

Welcome to the 2023 Newcastle Salary Guide. This year's guide is the culmination of insights gathered from more than 1000 placements, job seekers and companies in Newcastle and the Hunter.

It contains survey responses specific to employment trends in our region and captures salary ranges and day rates for 300+ positions, across 20 industries.

We would like to thank all candidates, employees and clients who participated in the 2023 Newcastle Salary Survey for your time and insights.

# Insights

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Despite uncertainty in the global economy, businesses in Newcastle and the greater Hunter region are optimistic. The local job market remains resilient with 78% of Newcastle and Hunter-based businesses expecting to increase their workforce in 2023.

Although rising interest rates and chronically high inflation are predicted to impact business growth and investment in the second half of 2023, the labour market will likely remain relatively tight. Locally, 71% of companies expect skill shortages to impact their operation or growth over the next 12 months.

The combination of skill shortages and low unemployment will result in higher-than-average salary rises in 2023 with 60% of companies reporting they will increase salaries at the same rate as in 2022. However, the gains will not be evenly distributed. Increases will be significantly higher in the technology, mining, health, and engineering sectors where demand is still high and talent shortages continue.

Local companies reported the most significant shortages in the technology sector, particularly in support, software development, infrastructure, and project management. The engineering and construction sectors in our region are facing a similar challenge, driven by a large pipeline of government and private projects. Civil, mechanical, structural and environmental engineers, project managers, construction managers, estimators and skilled trades are in greatest demand.

As the resources sector transitions and evolves, advertised positions requiring experience in clean energy, sustainability, strategy and transformation are increasing, along with attractive salaries to lure specialist talent to the region. However, strong consumer demand and a surge in global thermal coal prices continue to drive job growth within the mining sector.

The sustained talent shortages combined with a softening economic environment is expected to encourage greater use of contractors, with 41% of companies reporting they will increase the use of contractors in 2023. As such, day rates are on the rise, as employers seek solutions to immediate talent needs. However, increases in contracting rates will be less extreme than in 2022 averaging 5% across all sectors.

Long and short-term financial incentives combined with non-financial benefits are expected to continue in 2023 as companies look for solutions to attract talent. Remote employment is also predicted to grow with 40% of companies expecting to engage fully remote employees in 2023, removing some of the geographical barriers to landing your ideal candidate or role. The prevalence of working from home and other forms of flexibility will remain a top priority with over 70% of candidates seeking flexibility in 2023.

Chief Executive Officer

*Julie Gearie*

Position	Permanent Low Range	Permanent High Range	Contracting (Hr) Low Range	Contracting (Hr) High Range
Chief Information Officer (Large / Multi-National)	280,000	400,000	NA	NA
Chief Information Officer (Small / Med)	200,000	250,000	NA	NA
Chief Information Security Officer	200,000	270,000	NA	NA
IT Manager	150,000	190,000	NA	NA
IT Business Partner	100,000	130,000	NA	NA
IT Operations Manager	150,000	200,000	NA	NA
Service Delivery Manager	140,000	180,000	NA	NA
Enterprise Architect	170,000	230,000	125	150
Solutions Architect	160,000	200,000	120	140
Head of Data	180,000	220,000	NA	NA
Data Architect	160,000	200,000	100	130
Database Administrator	100,000	120,000	60	80
Data Scientist	120,000	160,000	80	100
Data Analyst	95,000	140,000	58	90
Business Intelligence Developer	110,000	150,000	70	100
Reporting Analyst	95,000	130,000	58	85
PMO Lead / Manager	170,000	210,000	110	150
Program / Portfolio Manager	170,000	210,000	110	150
Project Manager	125,000	170,000	85	110
Program Coordinator / Scheduler	100,000	125,000	70	85
Project Coordinator	85,000	100,000	45	65
Change Manager	120,000	180,000	80	120
Change Analyst	90,000	120,000	50	80
Senior Business Analyst	120,000	160,000	80	100
Business Analyst	100,000	130,000	70	85
Process Analyst	100,000	130,000	70	85
Technical Writer	90,000	120,000	50	80
Trainer	90,000	120,000	50	80



Position	Permanent Low Range	Permanent High Range	Contracting (Hr) Low Range	Contracting (Hr) High Range
Development Manager	160,000	200,000	NA	NA
Development Lead	140,000	180,000	90	120
Scrum Master	140,000	160,000	90	110
Full Stack Developer (Mid-Senior)	110,000	150,000	75	100
Full Stack Developer (Junior)	75,000	95,000	40	60
Developer – Front End	85,000	130,000	50	80
Developer – Mobile / Apps	120,000	140,000	80	90
DevOps Engineer	115,000	160,000	70	110
Graduate Software Developer	65,000	85,000	NA	NA
Product Manager	130,000	180,000	NA	NA
Web Developer	85,000	120,000	50	80
QA Engineer	105,000	130,000	68	90
Test Manager	120,000	150,000	75	100
Test Analyst	95,000	120,000	60	75
Cyber Security Specialist	160,000	210,000	110	150
Security Engineer	130,000	160,000	90	110
Cloud Engineer	125,000	170,000	85	120
Network Engineer	115,000	140,000	63	90
Systems Engineer	110,000	130,000	60	85
System Administrator	95,000	120,000	55	75
Service Desk Lead / Manager	90,000	120,000	50	75
Service Desk Level 1 & 2	60,000	85,000	35	50
Service Desk (Entry Level)	50,000	60,000	30	40

An aerial photograph of the Newcastle and Hunter coastline in Australia. The image shows a mix of urban development, green spaces, and a large swimming pool. The text is overlaid on the right side of the image.

**78% of Newcastle  
and Hunter-based  
businesses expect  
to *increase* their  
workforce in 2023**

<b>Position</b>	<b>Permanent Low Range</b>	<b>Permanent High Range</b>	<b>Contracting (Hr) Low Range</b>	<b>Contracting (Hr) High Range</b>
Digital Product Manager	120,000	150,000	75	100
Digital Lead	110,000	150,000	NA	NA
UX Designer	90,000	120,000	55	90
UX Researcher	90,000	120,000	55	90
UI Designer	90,000	120,000	55	90
Web Designer	85,000	110,000	NA	NA
Digital Designer	75,000	95,000	NA	NA
Digital Account Manager	85,000	100,000	NA	NA
Digital Producer	85,000	110,000	NA	NA
Performance Marketing Manager	90,000	135,000	NA	NA

*'Companies reported the most significant shortages in the technology sector, particularly in support, software development, infrastructure, and project management.'*

**Julie Gearie, CEO**





**71% of local  
companies expect  
*skill shortages* will  
impact their operation  
or growth over the  
next 12 months**

# Marketing & Communications

Position	Permanent Low Range	Permanent High Range	Contracting (Hr) Low Range	Contracting (Hr) High Range
Chief Marketing Officer (Large / Multi-National)	250,000	350,000	NA	NA
Chief Marketing Officer (Small / Med)	180,000	220,000	NA	NA
Marketing Manager	95,000	150,000	NA	NA
Marketing Coordinator	65,000	85,000	30	45
Marketing Graduate	50,000	60,000	NA	NA
Brand Manager	90,000	130,000	NA	NA
Digital Marketing Manager	100,000	140,000	55	80
Digital Content Manager	90,000	120,000	NA	NA
Digital Marketing Specialist	80,000	110,000	40	55
Social Media Specialist	75,000	100,000	35	50
SEO Specialist	85,000	120,000	40	55
Graphic Designer	65,000	90,000	40	50
Events Coordinator	65,000	85,000	30	45
Stakeholder Engagement Manager	115,000	160,000	65	110
Community Engagement Manager	110,000	150,000	55	100
Communications Manager	100,000	150,000	NA	NA
Communications Specialist	85,000	110,000	42	55
Communications Coordinator	60,000	80,000	35	45
Change Communications Specialist	90,000	130,000	NA	NA
Media Relations Manager	110,000	150,000	NA	NA
Internal Communications Advisor	90,000	120,000	NA	NA





**60% of companies  
reported they will  
*increase* salaries at the  
same rate as in 2022**

# Administration & Customer Service

Position	Permanent Low Range	Permanent High Range	Contracting (Hr) Low Range	Contracting (Hr) High Range
Contact Centre Manager	100,000	130,000	NA	NA
Contact Centre Team Leader	75,000	95,000	NA	NA
Contact Centre Officer	58,000	70,000	35	44
Executive Assistant	75,000	110,000	47	65
Office Manager	70,000	90,000	NA	NA
Senior Administrator	70,000	85,000	45	55
Administration Assistant	55,000	70,000	28	45
Project Administrator	60,000	75,000	40	47
Project Coordinator	65,000	85,000	42	55
Document Controller	65,000	80,000	42	52
Customer Service Officer	55,000	65,000	28	42
Receptionist	55,000	70,000	28	45
Data Entry Operator	50,000	60,000	25	35



# Manufacturing & Construction

Position	Permanent Low Range	Permanent High Range	Contracting (Hr) Low Range	Contracting (Hr) High Range
Operations / General Manager	140,000	250,000	NA	NA
Maintenance Manager	140,000	180,000	NA	NA
Maintenance Planner	120,000	150,000	NA	NA
Procurement Manager	100,000	150,000	50	75
Production Manager	130,000	180,000	65	90
Production Supervisor	100,000	160,000	50	80
Production Administrator	60,000	90,000	30	50
Warehouse & Logistics Manager	90,000	120,000	45	60
Storeperson	70,000	100,000	35	50
Drafter	70,000	100,000	35	50
Quality Officer	75,000	100,000	35	50
Boilermaker	90,000	130,000	45	70
Electrician	85,000	100,000	45	55
Qualified Welder	90,000	130,000	45	70
Fitter / Machinist / CNC	88,000	100,000	50	70
Operators – Fixed / Mobile Plant	80,000	140,000	40	75
Formworker	80,000	110,000	40	60
Construction Manager	170,000	250,000	110	200
Project Manager	140,000	220,000	80	150
Site Manager	130,000	200,000	80	150
Estimator (Senior)	120,000	180,000	70	120
Estimator (Junior to Mid)	70,000	100,000	40	60
Site Supervisor / Foreman	80,000	130,000	60	100
Site / Project Engineer	70,000	150,000	50	90
Contracts Administrator	70,000	140,000	40	80
Architect (Mid to Principal)	70,000	130,000	50	80
Graduate Architect	58,000	65,000	30	45

Position	Permanent Low Range	Permanent High Range	Contracting (Hr) Low Range	Contracting (Hr) High Range
Engineering Manager	160,000	250,000	NA	NA
Principal Engineer	150,000	200,000	70	120
Senior Project Manager	170,000	240,000	95	150
Project Manager	120,000	170,000	60	95
Project Coordinator	80,000	110,000	40	55
Senior Project Engineer	120,000	160,000	60	90
Project Engineer	100,000	140,000	50	80
Site Engineer	80,000	120,000	50	70
Environmental Engineer	100,000	180,000	55	110
Senior Electrical Engineer	120,000	180,000	60	110
Electrical Engineer	70,000	120,000	40	65
Senior Control Systems Engineer	130,000	170,000	65	100
Control System Engineer	90,000	120,000	55	60
Senior Process Engineer	150,000	220,000	85	120
Process Engineer	110,000	170,000	55	100
Chemical Engineer	90,000	160,000	55	95
Senior Mechanical Engineer	130,000	180,000	65	110
Mechanical Engineer	90,000	140,000	55	80
Senior Reliability Engineer	140,000	200,000	70	120
Reliability Engineer	110,000	180,000	55	110
Principal Architect	110,000	140,000	NA	NA
Architect / Drafter	60,000	100,000	40	50
CAD / 12D Designer	80,000	130,000	50	90
Senior Design Engineer	120,000	160,000	70	100
Design Engineer	90,000	130,000	55	90
Surveyor	80,000	120,000	45	70
Senior Design/Drafter	100,000	130,000	50	80
Drafter	70,000	110,000	40	55
Graduate Engineer	70,000	100,000	NA	NA

<b>Position</b>	<b>Permanent Low Range</b>	<b>Permanent High Range</b>	<b>Contracting (Hr) Low Range</b>	<b>Contracting (Hr) High Range</b>
Chief People Officer	220,000	350,000	NA	NA
HR Director	200,000	280,000	NA	NA
HR Manager (Large / Multi-National)	170,000	200,000	NA	NA
HR Manager (Small / Med)	110,000	140,000	NA	NA
Senior HR Business Partner	120,000	150,000	60	90
HR Business Partner	100,000	125,000	50	62
HR Advisor / Officer	80,000	95,000	40	45
HR Assistant / Coordinator	68,000	78,000	30	38
HR Administrator	60,000	68,000	27	30
Organisational Development Manager	130,000	170,000	NA	NA
Organisational Change Manager	150,000	180,000	NA	NA
Learning & Development Manager	120,000	150,000	60	90
Learning & Development Officer	75,000	95,000	36	50
Instructional Designer	120,000	150,000	60	90
Remuneration & Benefits Manager	120,000	150,000	NA	NA
Remuneration & Benefits Officer	80,000	100,000	40	50
Industrial Relations Manager	130,000	180,000	NA	NA
Talent Acquisition Manager	130,000	160,000	NA	NA
Talent Acquisition Specialist	115,000	130,000	55	65
Recruitment Assistant / Coordinator	70,000	90,000	32	45
Workforce Planner	85,000	120,000	NA	NA
WHS Manager	140,000	180,000	NA	NA
WHS Business Partner	110,000	140,000	NA	NA
WHS Consultant / Manager	110,000	150,000	NA	NA
WHS Officer	65,000	85,000	32	42
Health Safety & Environment Officer	70,000	150,000	40	80
Hygiene Specialist	120,000	150,000	70	90

*Contracting* rates are on the rise, averaging 5% gains across all sectors, as employers seek solutions to immediate talent needs





# Finance & Accounting

Position	Permanent Low Range	Permanent High Range	Contracting (Hr) Low Range	Contracting (Hr) High Range
Chief Financial Officer (Large / Multi-National)	280,000	450,000	NA	NA
Chief Financial Officer (Small/ Med)	200,000	280,000	NA	NA
Commercial Manager	180,000	220,000	90	110
Financial Controller	150,000	200,000	70	100
Procurement Manager	160,000	250,000	75	120
Procurement Officer	90,000	120,000	45	60
Senior Finance Business Partner	150,000	180,000	70	90
Finance Business Partner	140,000	160,000	65	80
Finance / Business Analyst	120,000	150,000	55	75
Business Services Manager	130,000	160,000	NA	NA
Senior Financial Accountant	120,000	140,000	60	70
Financial Accountant	100,000	130,000	50	65
Senior Management Accountant	120,000	150,000	60	75
Management Accountant	110,000	130,000	50	65
Senior Systems Accountant	120,000	140,000	65	70
Systems Accountant	100,000	120,000	50	60
Financial Analyst	90,000	140,000	45	70
Client Services Manager	100,000	150,000	NA	NA
Payroll Manager	90,000	120,000	45	60
Payroll Officer	70,000	85,000	35	45
Bookkeeper	73,000	90,000	37	50
Assistant Accountant	60,000	80,000	30	40
Accounts Receivable Officer	68,000	80,000	33	40
Accounts Payable Officer	68,000	80,000	33	40
Accountant - Senior CA	90,000	130,000	NA	NA
Accountant - Intermediate CA	65,000	80,000	NA	NA
Financial Planner	90,000	150,000	NA	NA
Paraplanner	70,000	100,000	NA	NA
External Auditor / Advisory	70,000	100,000	NA	NA
Graduate Accountant	50,000	62,000	NA	NA

<b>Position</b>	<b>Permanent Low Range</b>	<b>Permanent High Range</b>	<b>Contracting (Hr) Low Range</b>	<b>Contracting (Hr) High Range</b>
Chief Risk Officer	250,000	350,000	NA	NA
Chief Strategy Officer	250,000	350,000	NA	NA
Head of Governance	180,000	250,000	NA	NA
Head of Internal Audit	220,000	280,000	NA	NA
Internal Audit Senior Advisor	140,000	180,000	NA	NA
Compliance Manager	110,000	140,000	NA	NA
Compliance Advisor	90,000	120,000	NA	NA
Quality Assurance Analyst	80,000	110,000	NA	NA
Credit Risk Manager	125,000	150,000	NA	NA
Credit Risk Analyst	90,000	120,000	NA	NA
Operational Risk Manager	125,000	150,000	NA	NA
Market / Balance Sheet Risk Analyst	110,000	130,000	NA	NA
Financial Crime (AML / CTF) Manager	130,000	160,000	NA	NA
Financial Crime (AML / CTF) Advisor	100,000	130,000	NA	NA
Head of Environmental Social & Governance (ESG)	160,000	250,000	NA	NA
Sustainability Manager	125,000	170,000	NA	NA
Partner	220,000	350,000	NA	NA
General Counsel / CoSec	200,000	350,000	NA	NA
In-house Lawyer 5+ PQE	160,000	220,000	NA	NA
In-house Lawyer 3 to 5 PQE	145,000	165,000	NA	NA
Lawyer 7+ PQE	160,000	240,000	NA	NA
Lawyer 5 to 7 PQE	120,000	180,000	NA	NA
Lawyer 3 to 5 PQE	80,000	130,000	NA	NA
Lawyer 1 to 3 PQE	70,000	90,000	NA	NA
Lawyer 0 to 1 PQE	65,000	75,000	NA	NA
Paralegal	65,000	90,000	NA	NA
Legal Secretary	65,000	80,000	30	38

# Executive & Leadership

Position	Permanent Low Range	Permanent High Range	Contracting (Hr) Low Range	Contracting (Hr) High Range
Chief Executive Officer (Large / Multi-National)	450,000	800,000	NA	NA
Chief Executive Officer (Small / Med)	250,000	400,000	NA	NA
Chief Financial Officer (Large / Multi-National)	280,000	450,000	NA	NA
Chief Financial Officer (Small / Med)	200,000	280,000	NA	NA
Chief Operating Officer (Large / Multi-National)	280,000	450,000	NA	NA
Chief Operating Officer (Small / Med)	200,000	280,000	NA	NA
General Manager	180,000	300,000	NA	NA
Chief People Officer	220,000	350,000	NA	NA
Chief Information Officer	200,000	400,000	NA	NA
Chief Marketing Officer	180,000	350,000	NA	NA
Chief Risk Officer	250,000	350,000	NA	NA
Chief Strategy Officer	250,000	350,000	NA	NA
General Counsel / CoSec	200,000	350,000	NA	NA

## Insights

Executive salaries are scaled according to many factors including turnover, size, tenure, risk, and industry, providing a broad range. Not-for-Profit organisations and SMEs will often be at the lower end of this scale while larger commercial businesses are at the upper end.

Executive salary packages are typically the culmination of salary plus performance-based short and long-term incentives. Incentives are usually measured against profit and revenue and can also include some non-financial metrics such as staff retention and safety. Companies must decide how much will be variable or fixed, awarded in the short term versus the long term, delivered in the form of equity versus cash, and tied to group or to individual performance. Additional benefits such as health, life insurance, vehicles, parking, professional memberships, and equity options are commonly included.

Many executives are willing to negotiate on base salary for benefits, such as additional annual leave, salary packaging, or relocation costs. These benefits are seen as valuable to candidates who are relocating to our region for a more balanced work-life.

# About Us

GWG Recruitment is an award-winning recruitment firm, providing permanent, executive and contract recruitment, payroll services and consulting.

As a preferred provider for many of Australia's largest employers and an accredited NSW Government supplier we place outstanding professionals, managers, innovators and executives everyday.

Our team of senior recruitment consultants based across Newcastle and the Hunter Region, Sydney and the Central Coast, have worked with over 50,000 jobseekers to source people for Private Enterprise, Non-Profit and Government organisations.

Over the last decade we have acquired vast knowledge and learnings from thousands of engagements to develop outstanding employees, systems, and processes that leverage the talent industry's very best education, tools, and practices.

Our team has genuine insight into the unique social, economic, and political environments along with extensive knowledge of local commercial activity, projects, stakeholders, and people.

Technology	Digital	Executive	Human Resources
Finance	Accounting	Business Support	Risk & Compliance
Marketing	Communications	Legal	Manufacturing
Mining	Engineering	Construction	Trades & Labour



*Remote employment* will continue to grow with 40% of companies expecting to engage fully remote employees in 2023



# People

Our Corporate Recruitment Team have more than 80 years combined recruitment experience across thousands of diverse engagements from growth initiatives to restructures within simple or complex regulatory environments.

Each consultant brings extensive networks of passive and active candidates and are trusted advisors within their sectors. As members of Recruitment and Consulting Services Association (RCSA), all consultants work to an industry code of conduct, understand Australian workplace laws and observe compliance obligations.

## **JULIE GEARIE**

Executive Director & CEO

## **JAMES GRIERSON**

Executive Director

## **AMANDA MACGREGOR**

Director, Recruitment

## **ALISSA BOWER**

Director, HR Recruitment

## **LARA WARE**

Director, Marketing

## **ANDY NELSON**

Director, Operations

## **CLARE WEIR**

Principal Consultant

## **ALIZA HUFF**

Recruitment Consultant

## **MADDIE BOOTH**

Recruitment Consultant

## **IZAAC ELLINGS**

Recruitment Consultant

## **KEZIA ZUR**

Recruitment Consultant

## **ELIZABETH BEHNE-SMITH**

Recruitment Consultant

## **ALANA TOMLINSON**

Recruitment Consultant

## **MIRIAM HOGG**

Recruitment Consultant

## **LAUREN SUTCLIFFE**

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## **SARAH BUCHANAN**

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## **LIZ FOLPP**

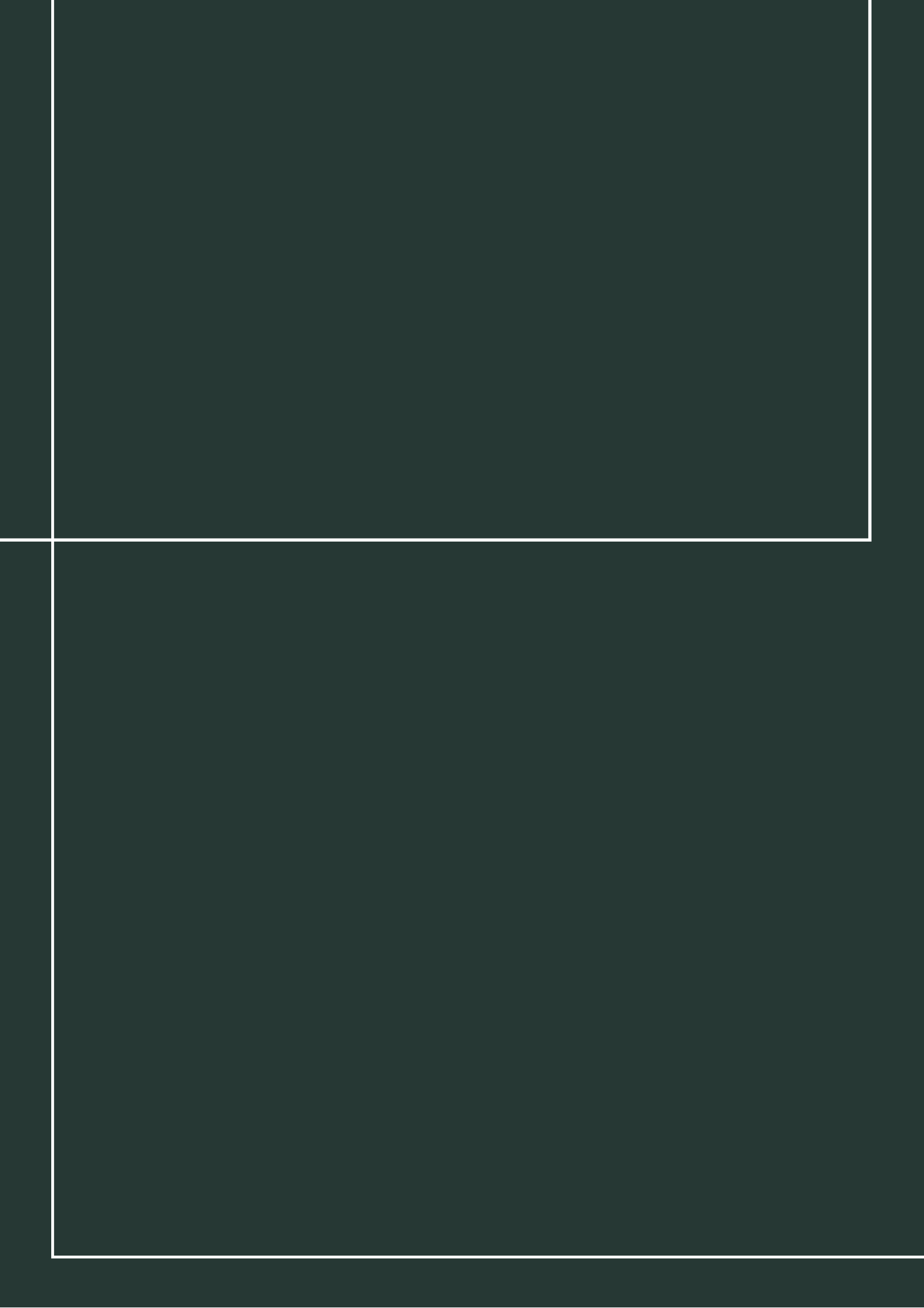
Recruitment Advisor

## **CHLOE ROBINSON**

Administration Coordinator

## **LULU BERLIN**

Administration Coordinator



# 2023



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