

2024

# Salary Guide.

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



RECRUITMENT  
CONSULTING  
ADVISORY

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# *Welcome*

Welcome to the 2024 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 2024 Newcastle Salary Survey for your time and insights.



# Insights.

After an unprecedented job boom, there is now a normalisation of the job market as successive interest rate rises start to weigh on employment growth. This is evident in the results of the 2024 Newcastle Salary Survey showing 51% of Newcastle and Hunter-based businesses are expecting to increase their workforce in 2024, as compared to 78% in 2023.

Despite this cooling, 63% of local companies still expect skill shortages to impact their operation or growth over the next 12 months as compared to 71% in 2023. Inflationary pressures combined with a tight labour market also continue to influence salaries with 68% of companies expecting salaries to rise at a higher-than-average rate in 2024.

Although not as widespread, shortages will persist into 2024 despite the growing number of temporary skilled visas granted. Key sectors including skilled trades, IT, engineering, health and community services are in high demand in Newcastle and the Hunter.

Shortages in the engineering sector continue to be sustained due to the lag effect of closing the borders, along with large government and private infrastructure investments in the region. Mid-level and senior civil, environmental, mechanical, electrical and mining engineers are in the greatest demand. Within skilled trades Electricians, Mechanical Fitters, Plant Mechanics, and Boilermakers are still highly sought after.

Although the severe talent shortages of previous years have lessened in Technology, local companies are still experiencing difficulties securing experienced talent across cyber security, AI, infrastructure, and data analysis.

To combat these hiring challenges, employers are continuing to utilise long and short-term financial incentives and non-financial benefits in 2024. More than 75% of employers reported they provide flexible work, 67% offer training and development, 47% use bonuses and 45% offer wellbeing programs to attract and retain staff in 2024. Other reported benefits include parking, additional leave and paid parental leave.

Likely due to economic uncertainty and recruitment challenges across key roles, over 50% of companies reported they will increase the use of contractors in 2024 as compared to 41% in 2023. Although day rates will continue to rise in some industries, primarily in construction and health services, increases will be more moderate than in the 2022/23 period.

The prevalence of working from home and other forms of flexibility will remain a top priority with employees reporting flexibility (46%) as more important than salary (29%) in their current position. Although return to the office mandates have been widely discussed, more than 71% of local employers reported they will not be seeking to increase the number of days staff work in the office in 2024.

Chief Executive Officer

*Julie Gearie*

68% of companies expect salaries to **increase** at a higher-than-average rate in 2024.



# Technology & Projects.

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	180,000	120	140
Head of Data	180,000	220,000	NA	NA
Data Architect	180,000	210,000	100	140
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	130
Program Coordinator / Scheduler	100,000	125,000	70	85
Project Coordinator	85,000	110,000	45	65
Change Manager	120,000	180,000	80	120
Change Analyst	90,000	120,000	50	80
Senior Business Analyst	130,000	160,000	90	125
Business Analyst	110,000	135,000	75	100
Process Analyst	100,000	130,000	70	85
Technical Writer	90,000	120,000	50	80
Trainer	90,000	120,000	50	80

# Technology & Digital.

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	160,000	75	110
Full Stack Developer (Junior)	75,000	90,000	40	70
Developer – Front End	85,000	130,000	50	80
Developer – Mobile / Apps	120,000	150,000	80	100
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
Automation Engineer	110,000	150,000	60	100
Mechatronics Engineer (Mid-Senior)	100,000	150,000	55	100
Embedded Engineer	95,000	150,000	50	100
Cyber Security Specialist	160,000	210,000	110	150
Security Engineer	130,000	170,000	90	110
Cloud Engineer	130,000	170,000	90	110
DevOps Engineer	130,000	160,000	85	115
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	65,000	90,000	40	50
Service Desk (Entry Level)	50,000	60,000	30	40

# Technology & Digital.

<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	160,000	75	100
Digital Lead	120,000	160,000	NA	NA
Senior UX Designer	120,000	150,000	68	100
UX Designer	90,000	120,000	55	90
UX Researcher	90,000	120,000	55	90
Senior UI Designer	120,000	150,000	65	90
UI Designer	90,000	120,000	55	90
Web Designer	85,000	110,000	NA	NA
Digital Designer	75,000	100,000	NA	NA
Digital Account Manager	85,000	100,000	NA	NA
Digital Producer	85,000	110,000	NA	NA



63% of local companies expect **skill shortages** to impact their operation 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	100,000	150,000	NA	NA
Marketing Coordinator	65,000	85,000	35	45
Marketing Graduate	60,000	70,000	NA	NA
Brand Manager	100,000	130,000	NA	NA
Digital Marketing Manager	100,000	150,000	55	85
Digital Content Manager	100,000	140,000	NA	NA
Digital Marketing Specialist	80,000	110,000	40	55
Performance Marketing Manager	90,000	135,000	NA	NA
SEO Specialist	85,000	120,000	40	55
Social Media Specialist	85,000	120,000	40	55
Graphic Designer	65,000	95,000	40	55
Events Coordinator	70,000	95,000	35	50
Stakeholder Engagement Manager	115,000	160,000	65	110
Community Engagement Manager	110,000	150,000	55	100
Communications Manager	110,000	150,000	NA	NA
Communications Specialist	85,000	110,000	42	55
Communications Coordinator	65,000	85,000	35	48
Change Communications Specialist	90,000	130,000	NA	NA
Media Relations Manager	120,000	160,000	NA	NA
Internal Communications Advisor	90,000	120,000	NA	NA

# Business Support & Operations.

Position	Permanent Low Range	Permanent High Range	Contracting (Hr) Low Range	Contracting (Hr) High Range
Operations Manager	110,000	150,000	NA	NA
Operations Coordinator	60,000	85,000	35	50
Contact Centre Manager	100,000	130,000	NA	NA
Contact Centre Team Leader	80,000	100,000	NA	NA
Contact Centre Officer	60,000	75,000	35	48
Executive Assistant	90,000	120,000	50	65
Office Manager	80,000	95,000	NA	NA
Senior Administrator	70,000	85,000	45	55
Administration Assistant	60,000	72,000	30	45
Project Administrator	70,000	85,000	40	50
Project Coordinator	75,000	90,000	42	55
Document Controller	80,000	95,000	42	52
Customer Service Officer	60,000	70,000	28	42
Receptionist	58,000	70,000	28	45
Data Entry	50,000	60,000	25	35

**'After an unprecedented job boom, there is now a normalisation of the job market.'**

**Julie Gearie, CEO**

# 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	135,000	170,000	75	110
Production Manager	130,000	180,000	65	90
Production Supervisor	90,000	140,000	50	80
Production Administrator	60,000	90,000	30	50
Warehouse & Logistics Manager	90,000	120,000	45	60
Storeperson	65,000	90,000	35	50
Drafter	85,000	110,000	35	50
Quality Officer	80,000	110,000	35	50
Boilermaker	90,000	130,000	45	70
Electrician	90,000	130,000	45	70
Qualified Welder	80,000	110,000	45	65
Fitter / Machinist / CNC	90,000	130,000	50	70
Operators – Fixed / Mobile Plant	90,000	150,000	45	75
Formworker	80,000	110,000	40	60
Construction Manager	150,000	200,000	110	180
Project Manager	120,000	180,000	80	180
Site Manager	120,000	180,000	80	180
Estimator (Senior)	120,000	180,000	70	120
Estimator (Junior - Mid)	70,000	100,000	40	60
Site Supervisor / Foreman	80,000	120,000	60	100
Site / Project Engineer	70,000	150,000	50	90
Contracts Administrator	70,000	140,000	40	80
Architect (Mid - Principal)	70,000	130,000	50	80
Graduate Architect	58,000	65,000	30	45



Over 50% of companies reported they will **increase** the use of contractors in 2024.

# Engineering & Design.

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	90,000	120,000	45	65
Senior Project Engineer	130,000	180,000	70	100
Project Engineer	110,000	130,000	60	80
Site Engineer	90,000	130,000	50	70
Senior Electrical Engineer	120,000	180,000	60	110
Electrical Engineer	80,000	120,000	50	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	150,000	55	80
Senior Reliability Engineer	140,000	200,000	70	120
Reliability Engineer	110,000	180,000	55	110
Principal Architect	170,000	230,000	NA	NA
Architect / Drafter	90,000	150,000	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	90,000	150,000	50	70
Senior Design/Drafter	100,000	130,000	50	80
Drafter	70,000	115,000	40	55
Graduate Engineer	70,000	100,000	35	45

\*All roles are exclusive of superannuation and other employee benefits

# Engineering & Environment.

Position	Permanent Low Range	Permanent High Range	Contracting (Hr) Low Range	Contracting (Hr) High Range
Sustainability Manager	130,000	170,000	75	100
Sustainability Lead	110,000	150,000	60	90
Sustainability Advisor	100,000	130,000	55	70
Sustainability Officer	85,000	100,000	45	55
Sustainability Graduate	70,000	85,000	35	45
Principal Environmental Engineer	160,000	180,000	90	120
Senior Environmental Engineer	120,000	160,000	70	90
Environmental Engineer	85,000	120,000	45	70
Principal Environmental Scientist	170,000	220,000	90	140
Senior Environmental Scientist	110,000	170,000	70	100
Environmental Scientist	85,000	110,000	45	70
Graduate Scientist	65,000	85,000	35	45
Environmental Planner	80,000	130,000	45	80
Principal Environmental Consultant	180,000	220,000	90	140
Senior Environmental Advisor	120,000	160,000	70	100
Environmental Manager	160,000	220,000	90	140
Environmental Advisor	80,000	120,000	45	70
Water Resources Engineer	110,000	140,000	55	85
Principal Civil Engineer	160,000	200,000	90	130
Senior Civil Engineer	120,000	160,000	70	100
Civil Engineer	85,000	120,000	45	70
Senior Civil Designer	110,000	140,000	60	95
Civil Designer	80,000	110,000	50	70
Civil Site Supervisor	130,000	180,000	70	120
Civil Foreman	100,000	130,000	50	65
Civil Project Engineer	90,000	180,000	55	120

Flexible work, training and development, bonuses and wellbeing programs were reported as the **top benefits** to attract and retain staff in 2024.



# People, Culture & Safety.

Position	Permanent Low Range	Permanent High Range	Contracting (Hr) Low Range	Contracting (Hr) High Range
Chief People Officer	220,000	350,000	NA	NA
HR Director	200,000	280,000	NA	NA
HR Manager (Large / Multi-National)	190,000	230,000	NA	NA
HR Manager (Small / Med)	130,000	170,000	NA	NA
Senior HR Business Partner	120,000	150,000	60	90
HR Business Partner	110,000	130,000	60	75
HR Advisor / Officer	90,000	110,000	45	55
HR Assistant / Coordinator	75,000	85,000	40	50
HR Administrator	65,000	75,000	27	30
Organisational Development Manager	130,000	180,000	NA	NA
Organisational Change Manager	150,000	190,000	NA	NA
Learning & Development Manager	125,000	160,000	60	90
Learning & Development Officer	80,000	100,000	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
Health Safety & Environment Manager	140,000	180,000	NA	NA
Health Safety & Environment Business Partner	110,000	140,000	NA	NA
Health Safety & Environment Consultant	110,000	150,000	NA	NA
Health Safety & Environment Officer	70,000	150,000	40	80
Hygiene Specialist	120,000	150,000	70	90



# 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	140,000	160,000	70	90
Finance Business Partner	130,000	150,000	65	80
Finance / Business Analyst	120,000	150,000	55	75
Business Services Manager	140,000	160,000	NA	NA
Senior Financial Accountant	120,000	140,000	60	75
Financial Accountant	110,000	130,000	55	70
Senior Management Accountant	130,000	150,000	65	85
Management Accountant	120,000	130,000	70	90
Finance Manager	140,000	180,000	75	100
Systems Accountant	100,000	140,000	50	75
Financial Analyst	90,000	140,000	45	70
Client Services Manager	100,000	140,000	NA	NA
Payroll Manager	90,000	120,000	45	60
Payroll Officer	80,000	90,000	40	50
Bookkeeper	75,000	90,000	40	50
Assistant Accountant	60,000	80,000	30	40
Accounts Receivable Officer	75,000	85,000	38	48
Accounts Payable Officer	75,000	85,000	38	48
Accountant - Senior CA	95,000	125,000	NA	NA
Accountant - Intermediate CA	75,000	95,000	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	60,000	70,000	NA	NA

# Strategy, Risk & Legal.

Position	Permanent Low Range	Permanent High Range	Contracting (Hr) Low Range	Contracting (Hr) High Range
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	250,00	NA	NA
ESG Manager	130,000	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

64% of companies reported **diversity and inclusion** hiring strategies will be utilised in 2024.



# 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.

# 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 & Chair

## **AMANDA MACGREGOR**

Director, 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

## **SARAH BUCHANAN**

Recruitment Consultant

## **ELIZABETH BEHNE-SMITH**

Recruitment Consultant

## **ALANA TOMLINSON**

Recruitment Consultant

## **MIRIAM HOGG**

Recruitment Consultant

## **LIZ FOLPP**

Recruitment Advisor

## **CHLOE ROBINSON**

Operations Specialist

## **LULU BERLIN**

Operations Coordinator

# 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.

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## Our Practices

- 01** Executive, Human Resources, Legal & Risk
  - 02** Projects, Technology, Digital & Marketing
  - 03** Accounting, Finance & Business Support
  - 04** Engineering, Manufacturing & Skilled Trades
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