

## Australia

### Market changes

The Government's stimulus package is creating opportunities within the government sector, predominantly within educational and health projects in some states. On the other hand, numerous engineering and construction projects within the private sector have ceased or are on hold due to lack of funding. This is affecting the architecture market with some companies forced to reduce staff numbers.

The property market has shifted dramatically in the last six months with all transactional and development based areas experiencing a downturn. This year however could be the perfect time for investors with stable capital bases to snap up bargains. Jobs within property sales could also prove lucrative for those candidates willing to do the hard yards.

Tenancy fit out projects remain strong due to a lack of new developments and organisational downsizing, leading them to carry out 'make good' clauses. Organisations in the design and construct market are re-engaging their highly experienced employees as their knowledge, resilience and flexibility is valued in the current market. This has increased the average age of the workforce in this area.

### Positions in demand

Competition for work within the public sector has increased with both consultancies and contractors bidding and estimating to win 'government money' projects. This has created high demand for experienced estimators and managers with strong business development skills. There has been a realisation within the property sector that many of the organisational restructures have left gaps, which has created new opportunities. There are also jobs available specifically in residential property management however an increased level of candidates with diverse skill sets has resulted in this being a highly competitive market.

There are many commercial and mixed-use developments opening in 2009 which is creating new roles within facilities management. This will continue through 2010 as major developments are completed.

### Public sector trends

With the market shift and reduction of engineering and planning consultancies, the pool of qualified candidates has increased. As such, a number of public

sector markets are now finding it easier to fill positions. Rural and regional areas for example are now experiencing better quality candidates willing to apply for roles.

### Salary movements

Salaries of white-collar staff within the civil sector have risen according to the increased demand to win new projects and manage costs. Estimators in Sydney for example are earning up to 20% more as compared with last year's figures while Contracts Administrators in Adelaide are earning between 11 and 33% more.

While many salaries remain steady, there is a concerning trend towards increasing workloads without increasing remuneration.

### Advice to candidates

The current conditions provide an ideal time for candidates to up skill. If you are considering a move, career development, stability and reputation should be top priorities.

Be as realistic and as flexible as you can be with salaries, specific projects and roles. Candidates who are looking to move need to be clear on what is expected of them in their new role. Be sure to evaluate how measurable or tangible the company's expectations are. Ultimately, unrealistic expectations from future employers will see your move short lived.

Candidates should also consider temporary assignments which can often lead to permanent employment.

## New Zealand

### Market changes and positions in demand

Extraordinary changes have impacted New Zealand's construction and property industry over 2008/2009. The effects of the credit crunch were first felt in early 2008 and its consequence has been an unprecedented contraction within the residential building sector and a severe lack of funding for private developments. The majority of organisations linked to these markets, in particular developers and architects, consolidated positions. Auckland was the first location to experience this but by the end of 2008 consolidation was obvious throughout New Zealand.

The infrastructure sector however remains a solid centre of activity, with continued investment and the commencement of new projects in 2009, particularly in roads, rail, water and energy, ensuring its strength.

The facilities management, maintenance and refurbishment sectors are also growth areas as organisations seek to maintain existing buildings rather than move into or build new premises. This creates an opportunity for candidates to retrain from other related disciplines to meet demand.

Consulting engineering will also be an active market with the demand for staff high and candidates remaining in short supply. There remains an acute shortage of candidates for the constantly growing road, rail, water and environmental areas.

The biggest recruitment challenge facing organisations is sourcing candidates in an uncertain market. Candidates are moving companies less, preferring to remain in their current role for stability, while the decline in the residential sector is restricting the ability of overseas candidates to sell property and relocate to New Zealand. Consequently candidate attraction strategies need to be more innovative and comprehensive than ever before.

### Salary movements

Salary levels have remained remarkably constant over the last 12 months. Moving forward we expect greater disparity within the industry as the full consequences of certain slowdowns take effect. Ultimately jobseekers will need to be more flexible and adaptable both in terms of role and salary expectations, particularly those in property development, architecture, commercial and residential construction (especially site managers and project managers) and property management. Those working in infrastructure with required experience and skills, and consulting engineers in particular, will benefit from increasing salaries, albeit in smaller increments than in previous years.

# ARCHITECTURE

Architecture	Graduate Architect	Architect 2-5 Years	Architect 5-10 Years	Graduate Interior Designer	Interior Designer 2-5 Years
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	35,000 - 45,000	45,000 - 60,000	60,000 - 90,000	35,000 - 45,000	45,000 - 60,000
NSW - Regional	35,000 - 40,000	45,000 - 55,000	55,000 - 75,000	35,000 - 45,000	45,000 - 60,000
VIC - Melbourne	35,000 - 45,000	42,000 - 65,000	55,000 - 90,000	35,000 - 50,000	45,000 - 60,000
QLD - Brisbane and Gold Coast	40,000 - 45,000	45,000 - 60,000	60,000 - 90,000	40,000 - 45,000	45,000 - 55,000
QLD - Regional	40,000 - 50,000	50,000 - 65,000	65,000 - 85,000	40,000 - 45,000	45,000 - 65,000
SA - Adelaide	38,000 - 43,000	44,000 - 55,000	55,000 - 90,000	38,000 - 42,000	43,000 - 50,000
WA - Perth	40,000 - 55,000	55,000 - 65,000	65,000 - 90,000	35,000 - 50,000	50,000 - 65,000
ACT - Canberra	35,000 - 45,000	45,000 - 65,000	60,000 - 90,000	35,000 - 45,000	45,000 - 65,000
TAS - Hobart	35,000 - 40,000	40,000 - 60,000	50,000 - 80,000	35,000 - 40,000	55,000 - 60,000
NT - Darwin	40,000 - 55,000	50,000 - 60,000	65,000 - 90,000	35,000 - 55,000	50,000 - 65,000
NZ - Auckland	35,000 - 55,000	55,000 - 80,000	75,000 - 90,000	35,000 - 45,000	45,000 - 55,000
NZ - Christchurch / Wellington	30,000 - 50,000	50,000 - 70,000	60,000 - 90,000	30,000 - 35,000	40,000 - 50,000

Architecture	Interior Designer 5-10 Years	CAD Drafter	Landscape Architect	Town / Urban Planner
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	55,000 - 85,000	45,000 - 65,000	45,000 - 85,000	50,000 - 100,000
NSW - Regional	55,000 - 80,000	45,000 - 65,000	45,000 - 65,000	35,000 - 85,000
VIC - Melbourne	60,000 - 90,000	40,000 - 75,000	45,000 - 80,000	45,000 - 120,000
QLD - Brisbane and Gold Coast	55,000 - 90,000	40,000 - 65,000	45,000 - 90,000	55,000 - 120,000
QLD - Regional	65,000 - 80,000	40,000 - 60,000	45,000 - 85,000	45,000 - 110,000
SA - Adelaide	50,000 - 70,000	35,000 - 60,000	40,000 - 70,000	45,000 - 100,000
WA - Perth	65,000 - 80,000	45,000 - 65,000	45,000 - 90,000	50,000 - 95,000
ACT - Canberra	55,000 - 95,000	35,000 - 55,000	45,000 - 85,000	40,000 - 85,000
TAS - Hobart	50,000 - 80,000	30,000 - 55,000	35,000 - 75,000	40,000 - 80,000
NT - Darwin	55,000 - 75,000	45,000 - 65,000	45,000 - 80,000	50,000 - 85,000
NZ - Auckland	60,000 - 90,000	35,000 - 90,000	45,000 - 90,000	65,000 - 95,000
NZ - Christchurch / Wellington	50,000 - 80,000	35,000 - 70,000	40,000 - 70,000	45,000 - 70,000

Building Services Design Consultancy	CAD Drafter - Design Drafter	CAD Manager	Graduate / Entry-level Design Engineer
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	45,000 - 70,000	65,000 - 85,000	45,000 - 60,000
NSW - Regional	45,000 - 60,000	65,000 - 75,000	50,000 - 65,000
VIC - Melbourne	40,000 - 60,000	65,000 - 85,000	50,000 - 70,000
QLD - Brisbane and Gold Coast	35,000 - 65,000	65,000 - 95,000	50,000 - 70,000
QLD - Regional	35,000 - 65,000	65,000 - 90,000	50,000 - 70,000
SA - Adelaide	35,000 - 55,000	60,000 - 75,000	40,000 - 60,000
WA - Perth	40,000 - 65,000	70,000 - 95,000	55,000 - 70,000
ACT - Canberra	40,000 - 50,000	50,000 - 80,000	50,000 - 70,000
TAS - Hobart	30,000 - 40,000	50,000 - 75,000	40,000 - 60,000
NT - Darwin	40,000 - 60,000	65,000 - 90,000	45,000 - 65,000
NZ - Auckland	40,000 - 70,000	70,000 - 100,000	40,000 - 70,000
NZ - Christchurch / Wellington	35,000 - 55,000	55,000 - 80,000	40,000 - 70,000

Building Services Design Consultancy	Intermediate - Senior Design Engineer	Associate / Senior Associate	Principal / Director
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	60,000 - 100,000	100,000 - 150,000	150,000+
NSW - Regional	60,000 - 90,000	110,000 - 150,000	150,000+
VIC - Melbourne	65,000 - 100,000	100,000 - 150,000	150,000+
QLD - Brisbane and Gold Coast	70,000 - 110,000	120,000 - 150,000	150,000+
QLD - Regional	70,000 - 100,000	110,000 - 150,000	150,000+
SA - Adelaide	60,000 - 85,000	100,000 - 140,000	140,000+
WA - Perth	70,000 - 100,000	100,000 - 140,000	140,000+
ACT - Canberra	70,000 - 90,000	100,000 - 120,000	130,000+
TAS - Hobart	55,000 - 90,000	75,000 - 110,000	120,000+
NT - Darwin	65,000 - 85,000	100,000 - 150,000	140,000+
NZ - Auckland	75,000 - 95,000	100,000 - 120,000	110,000+
NZ - Christchurch / Wellington	55,000 - 90,000	100,000 - 120,000	110,000+

# ENGINEERING

Building Services Contractor	Foreperson / Supervisor	Estimator - Senior Estimator	Project Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	75,000 - 90,000	75,000 - 140,000	95,000 - 125,000
NSW - Regional	60,000 - 70,000	65,000 - 85,000	90,000 - 100,000
VIC - Melbourne	65,000 - 80,000	65,000 - 120,000	90,000 - 130,000
QLD - Brisbane and Gold Coast	60,000 - 100,000	65,000 - 140,000	85,000 - 130,000
QLD - Regional	60,000 - 90,000	60,000 - 140,000	85,000 - 130,000
SA - Adelaide	50,000 - 75,000	55,000 - 95,000	60,000 - 90,000
WA - Perth	75,000 - 90,000	60,000 - 85,000	80,000 - 100,000
ACT - Canberra	60,000 - 70,000	60,000 - 80,000	75,000 - 100,000
TAS - Hobart	50,000 - 70,000	50,000 - 65,000	60,000 - 90,000
NT - Darwin	70,000 - 80,000	60,000 - 85,000	100,000 - 130,000
NZ - Auckland	50,000 - 70,000	50,000 - 70,000	75,000 - 90,000
NZ - Christchurch / Wellington	50,000 - 70,000	50,000 - 70,000	70,000 - 90,000

Building Services Contractor	Senior Project Manager	Operations Manager	Building Services Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	120,000 - 150,000	140,000 - 170,000	140,000 - 200,000
NSW - Regional	110,000 - 130,000	120,000 - 150,000	120,000 - 180,000
VIC - Melbourne	100,000 - 150,000	120,000 - 170,000	120,000 - 190,000
QLD - Brisbane and Gold Coast	100,000 - 165,000	130,000 - 170,000	140,000 - 190,000
QLD - Regional	100,000 - 165,000	130,000 - 160,000	140,000 - 180,000
SA - Adelaide	80,000 - 125,000	110,000 - 140,000	120,000 - 160,000
WA - Perth	90,000 - 120,000	110,000 - 150,000	110,000 - 150,000
ACT - Canberra	90,000 - 120,000	100,000 - 140,000	100,000 - 140,000
TAS - Hobart	80,000 - 120,000	120,000 - 140,000	90,000 - 140,000
NT - Darwin	120,000 - 150,000	140,000 - 170,000	130,000 - 160,000
NZ - Auckland	85,000 - 120,000	90,000 - 120,000	100,000 - 160,000
NZ - Christchurch / Wellington	80,000 - 100,000	90,000 - 120,000	100,000 - 140,000

Civil & Structural	Drafter	Civil Designer Drafter	Civil / Structural Engineer	Client Side Representative / Resident Engineer
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	40,000 - 70,000	60,000 - 85,000	60,000 - 130,000	65,000 - 120,000
NSW - Regional	35,000 - 60,000	40,000 - 75,000	50,000 - 90,000	50,000 - 90,000
VIC - Melbourne	35,000 - 70,000	45,000 - 85,000	60,000 - 110,000	65,000 - 120,000
QLD - Brisbane and Gold Coast	40,000 - 75,000	50,000 - 85,000	60,000 - 130,000	80,000 - 140,000
QLD - Regional	40,000 - 70,000	50,000 - 85,000	60,000 - 130,000	80,000 - 140,000
SA - Adelaide	35,000 - 55,000	40,000 - 60,000	45,000 - 80,000	50,000 - 80,000
WA - Perth	40,000 - 70,000	55,000 - 90,000	55,000 - 110,000	65,000 - 110,000
ACT - Canberra	35,000 - 60,000	40,000 - 80,000	55,000 - 110,000	65,000 - 120,000
TAS - Hobart	40,000 - 60,000	45,000 - 65,000	55,000 - 95,000	70,000 - 105,000
NT - Darwin	40,000 - 55,000	50,000 - 90,000	60,000 - 105,000	80,000 - 120,000
NZ - Auckland	45,000 - 70,000	50,000 - 75,000	65,000 - 110,000	75,000 - 120,000
NZ - Christchurch / Wellington	35,000 - 60,000	40,000 - 65,000	50,000 - 100,000	60,000 - 110,000

Civil & Structural	Structural / Civil Project Engineer	Associate	Group Manager / Principal
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	55,000 - 120,000	120,000 - 150,000	150,000+
NSW - Regional	50,000 - 100,000	120,000 - 140,000	140,000+
VIC - Melbourne	50,000 - 110,000	110,000 - 150,000	150,000+
QLD - Brisbane and Gold Coast	65,000 - 130,000	120,000 - 150,000	150,000+
QLD - Regional	70,000 - 120,000	120,000 - 150,000	150,000+
SA - Adelaide	50,000 - 90,000	80,000 - 110,000	120,000+
WA - Perth	80,000 - 130,000	120,000 - 160,000	150,000+
ACT - Canberra	55,000 - 100,000	90,000 - 130,000	120,000+
TAS - Hobart	70,000 - 110,000	100,000 - 140,000	120,000+
NT - Darwin	60,000 - 110,000	110,000 - 140,000	150,000+
NZ - Auckland	60,000 - 110,000	100,000 - 150,000	115,000+
NZ - Christchurch / Wellington	50,000 - 100,000	90,000 - 130,000	100,000+

Rail Infrastructure	Signalling Designers	Signalling Supervisors	Signalling Maintenance Technicians	Permanent Way Designers	Permanent Way Track
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	85,000 - 130,000	90,000 - 120,000	80,000 - 105,000	90,000 - 120,000	80,000 - 120,000
NSW - Regional	70,000 - 95,000	70,000 - 90,000	50,000 - 80,000	75,000 - 100,000	75,000 - 105,000
VIC - Melbourne	85,000 - 120,000	80,000 - 120,000	65,000 - 95,000	90,000 - 120,000	80,000 - 110,000
QLD - Brisbane and Gold Coast	80,000 - 120,000	75,000 - 100,000	65,000 - 90,000	85,000 - 120,000	75,000 - 110,000
QLD - Regional	80,000 - 120,000	75,000 - 100,000	65,000 - 90,000	85,000 - 120,000	75,000 - 110,000
SA - Adelaide	75,000 - 90,000	65,000 - 95,000	60,000 - 80,000	65,000 - 95,000	65,000 - 90,000
WA - Perth	80,000 - 110,000	80,000 - 100,000	65,000 - 85,000	90,000 - 110,000	80,000 - 100,000
ACT - Canberra	70,000 - 100,000	65,000 - 90,000	60,000 - 80,000	70,000 - 95,000	65,000 - 95,000
TAS - Hobart	85,000 - 120,000	80,000 - 120,000	65,000 - 95,000	90,000 - 130,000	80,000 - 110,000
NT - Darwin	80,000 - 110,000	80,000 - 100,000	65,000 - 85,000	90,000 - 110,000	80,000 - 100,000
NZ - Auckland	65,000 - 95,000	65,000 - 95,000	50,000 - 80,000	70,000 - 110,000	65,000 - 100,000
NZ - Christchurch / Wellington	65,000 - 95,000	65,000 - 95,000	50,000 - 80,000	80,000 - 120,000	80,000 - 110,000

Construction Civil	Leading Hand	Foreperson	Site Engineer	Project Engineer	Project Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	65,000 - 75,000	75,000 - 120,000	50,000 - 70,000	70,000 - 110,000	100,000 - 180,000
NSW - Regional	50,000 - 65,000	60,000 - 105,000	50,000 - 70,000	50,000 - 80,000	90,000 - 150,000
VIC - Melbourne	45,000 - 65,000	70,000 - 130,000	50,000 - 70,000	70,000 - 110,000	90,000 - 150,000
QLD - Brisbane and Gold Coast	50,000 - 60,000	70,000 - 100,000	55,000 - 75,000	75,000 - 110,000	90,000 - 170,000
QLD - Regional	55,000 - 65,000	80,000 - 110,000	55,000 - 75,000	70,000 - 100,000	100,000 - 150,000
SA - Adelaide	50,000 - 70,000	75,000 - 110,000	45,000 - 65,000	55,000 - 90,000	90,000 - 140,000
WA - Perth	60,000 - 70,000	90,000 - 120,000	60,000 - 80,000	80,000 - 120,000	120,000 - 180,000
ACT - Canberra	50,000 - 65,000	65,000 - 90,000	55,000 - 65,000	60,000 - 90,000	80,000 - 120,000
TAS - Hobart	40,000 - 60,000	60,000 - 75,000	45,000 - 65,000	60,000 - 90,000	70,000 - 100,000
NT - Darwin	55,000 - 70,000	75,000 - 110,000	55,000 - 75,000	70,000 - 100,000	100,000 - 150,000
NZ - Auckland	40,000 - 55,000	55,000 - 65,000	45,000 - 65,000	65,000 - 85,000	80,000 - 120,000
NZ - Christchurch / Wellington	40,000 - 55,000	50,000 - 70,000	45,000 - 65,000	65,000 - 80,000	80,000 - 110,000

Construction Civil	Estimator	Construction Manager	Contracts Administrator / Quantity Surveyor - Entry-level	Contracts Administrator / Quantity Surveyor - Senior	Design Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	80,000 - 150,000	140,000 - 250,000	55,000 - 80,000	90,000 - 140,000	90,000 - 130,000
NSW - Regional	65,000 - 90,000	95,000 - 160,000	55,000 - 80,000	70,000 - 95,000	90,000 - 120,000
VIC - Melbourne	80,000 - 180,000	130,000 - 200,000	60,000 - 80,000	80,000 - 130,000	85,000 - 125,000
QLD - Brisbane and Gold Coast	80,000 - 140,000	120,000 - 220,000	65,000 - 85,000	75,000 - 140,000	100,000 - 140,000
QLD - Regional	80,000 - 120,000	125,000 - 200,000	50,000 - 80,000	80,000 - 125,000	100,000 - 125,000
SA - Adelaide	70,000 - 100,000	120,000 - 180,000	50,000 - 80,000	80,000 - 120,000	60,000 - 110,000
WA - Perth	100,000 - 180,000	150,000 - 200,000	65,000 - 80,000	90,000 - 130,000	100,000 - 150,000
ACT - Canberra	70,000 - 100,000	90,000 - 170,000	50,000 - 70,000	70,000 - 100,000	80,000 - 125,000
TAS - Hobart	60,000 - 95,000	100,000 - 160,000	40,000 - 60,000	60,000 - 90,000	70,000 - 120,000
NT - Darwin	80,000 - 120,000	125,000 - 200,000	50,000 - 80,000	80,000 - 140,000	100,000 - 130,000
NZ - Auckland	70,000 - 120,000	90,000 - 160,000	45,000 - 60,000	75,000 - 120,000	90,000 - 130,000
NZ - Christchurch / Wellington	60,000 - 100,000	85,000 - 140,000	45,000 - 60,000	80,000 - 110,000	90,000 - 120,000

# CONSTRUCTION | INDUSTRY

Construction Building	Leading Hand	Foreperson	Site Engineer	Project Engineer	Project Manager	Estimator
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	55,000 - 80,000	75,000 - 125,000	50,000 - 75,000	75,000 - 130,000	120,000 - 200,000	70,000 - 170,000
NSW - Regional	55,000 - 70,000	65,000 - 105,000	50,000 - 70,000	65,000 - 100,000	90,000 - 150,000	60,000 - 110,000
VIC - Melbourne	65,000 - 80,000	70,000 - 110,000	50,000 - 80,000	80,000 - 130,000	120,000 - 200,000	70,000 - 150,000
QLD - Brisbane and Gold Coast	50,000 - 70,000	65,000 - 125,000	50,000 - 80,000	80,000 - 130,000	110,000 - 200,000	70,000 - 180,000
QLD - Regional	60,000 - 70,000	75,000 - 100,000	50,000 - 80,000	80,000 - 110,000	120,000 - 185,000	80,000 - 120,000
SA - Adelaide	50,000 - 70,000	70,000 - 110,000	40,000 - 60,000	60,000 - 90,000	90,000 - 150,000	70,000 - 120,000
WA - Perth	60,000 - 70,000	75,000 - 100,000	60,000 - 75,000	80,000 - 120,000	150,000 - 200,000	90,000 - 150,000
ACT - Canberra	60,000 - 80,000	70,000 - 110,000	65,000 - 75,000	80,000 - 130,000	100,000 - 150,000	80,000 - 130,000
TAS - Hobart	40,000 - 60,000	50,000 - 75,000	60,000 - 75,000	60,000 - 90,000	85,000 - 150,000	70,000 - 120,000
NT - Darwin	60,000 - 70,000	75,000 - 100,000	50,000 - 80,000	80,000 - 110,000	120,000 - 185,000	80,000 - 120,000
NZ - Auckland	45,000 - 55,000	55,000 - 75,000	60,000 - 75,000	65,000 - 90,000	85,000 - 130,000	60,000 - 120,000
NZ - Christchurch / Wellington	44,000 - 60,000	55,000 - 70,000	55,000 - 75,000	60,000 - 80,000	90,000 - 120,000	80,000 - 110,000

Construction Building	Construction Manager	Contracts Administrator / Quantity Surveyor - Entry-level	Contracts Administrator / Quantity Surveyor - Senior	Design Manager	Site Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	150,000 - 250,000	45,000 - 75,000	75,000 - 150,000	110,000 - 170,000	100,000 - 180,000
NSW - Regional	100,000 - 160,000	40,000 - 75,000	70,000 - 95,000	110,000 - 170,000	75,000 - 110,000
VIC - Melbourne	160,000 - 250,000	45,000 - 80,000	80,000 - 150,000	120,000 - 180,000	110,000 - 180,000
QLD - Brisbane and Gold Coast	140,000 - 250,000	40,000 - 85,000	90,000 - 150,000	100,000 - 175,000	90,000 - 165,000
QLD - Regional	125,000 - 200,000	50,000 - 80,000	85,000 - 120,000	100,000 - 120,000	100,000 - 150,000
SA - Adelaide	120,000 - 180,000	40,000 - 60,000	60,000 - 110,000	70,000 - 110,000	75,000 - 110,000
WA - Perth	150,000 - 250,000	55,000 - 75,000	100,000 - 150,000	90,000 - 130,000	100,000 - 150,000
ACT - Canberra	140,000 - 180,000	45,000 - 70,000	70,000 - 120,000	80,000 - 120,000	90,000 - 150,000
TAS - Hobart	90,000 - 120,000	40,000 - 60,000	60,000 - 90,000	70,000 - 110,000	80,000 - 120,000
NT - Darwin	125,000 - 200,000	50,000 - 80,000	85,000 - 120,000	100,000 - 120,000	110,000 - 150,000
NZ - Auckland	120,000 - 160,000	40,000 - 60,000	80,000 - 120,000	85,000 - 120,000	65,000 - 95,000
NZ - Christchurch / Wellington	110,000 - 150,000	35,000 - 55,000	75,000 - 120,000	80,000 - 115,000	70,000 - 110,000

Property	Commercial / Industrial / Retail Property Mgmt 0-3 years experience	Commercial / Industrial / Retail Property Mgmt 3+ years experience	Asset Manager 0-3 years experience	Asset Manager 3+ years experience	Retail Centre Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	50,000 - 65,000	65,000 - 115,000	80,000 - 120,000	90,000 - 160,000	70,000 - 130,000
NSW - Regional	36,000 - 50,000	50,000 - 100,000	75,000 - 110,000	80,000 - 110,000	60,000 - 95,000
VIC - Melbourne	45,000 - 65,000	65,000 - 110,000	70,000 - 100,000	85,000 - 110,000	75,000 - 120,000
QLD - Brisbane and Gold Coast	50,000 - 75,000	73,000 - 120,000	75,000 - 115,000	90,000 - 160,000	75,000 - 130,000
QLD - Regional	50,000 - 60,000	60,000 - 110,000	70,000 - 85,000	80,000 - 120,000	90,000 - 130,000
SA - Adelaide	45,000 - 60,000	60,000 - 80,000	60,000 - 100,000	65,000 - 100,000	60,000 - 120,000
WA - Perth	50,000 - 65,000	65,000 - 95,000	80,000 - 100,000	100,000 - 120,000	75,000 - 120,000
ACT - Canberra	45,000 - 55,000	60,000 - 90,000	60,000 - 80,000	70,000 - 120,000	75,000 - 100,000
TAS - Hobart	40,000 - 50,000	60,000 - 90,000	60,000 - 90,000	70,000 - 110,000	70,000 - 120,000
NT - Darwin	50,000 - 60,000	65,000 - 80,000	80,000 - 90,000	80,000 - 120,000	85,000 - 130,000
NZ - Auckland	40,000 - 60,000	60,000 - 100,000	90,000 - 110,000	110,000 - 150,000	90,000 - 120,000
NZ - Christchurch / Wellington	30,000 - 50,000	60,000 - 100,000	70,000 - 90,000	80,000 - 120,000	80,000 - 100,000

Property	Lease Administrator	Valuer	Commercial / Industrial / Retail Sales & Leasing	Acquisitions
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	50,000 - 65,000	70,000 - 130,000	70,000 - 125,000	70,000 - 125,000
NSW - Regional	35,000 - 50,000	60,000 - 120,000	60,000 - 90,000	60,000 - 100,000
VIC - Melbourne	50,000 - 65,000	60,000 - 130,000	65,000 - 130,000	70,000 - 120,000
QLD - Brisbane and Gold Coast	48,000 - 68,000	65,000 - 140,000	60,000 - 125,000	70,000 - 130,000
QLD - Regional	40,000 - 55,000	70,000 - 120,000	60,000 - 110,000	70,000 - 120,000
SA - Adelaide	45,000 - 60,000	70,000 - 130,000	70,000 - 110,000	55,000 - 90,000
WA - Perth	50,000 - 60,000	80,000 - 120,000	60,000 - 100,000	75,000 - 100,000
ACT - Canberra	50,000 - 60,000	70,000 - 110,000	70,000 - 110,000	50,000 - 125,000
TAS - Hobart	35,000 - 50,000	55,000 - 80,000	50,000 - 75,000	65,000 - 85,000
NT - Darwin	40,000 - 60,000	55,000 - 85,000	60,000 - 95,000	70,000 - 100,000
NZ - Auckland	45,000 - 70,000	55,000 - 100,000	50,000 - 100,000	70,000 - 120,000
NZ - Christchurch / Wellington	35,000 - 55,000	60,000 - 100,000	50,000 - 100,000	70,000 - 120,000

# FACILITIES MANAGEMENT

Facilities Management	Building Manager	Facilities Co-ordinator	Facilities Manager	Facilities Service Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	55,000 - 85,000	55,000 - 75,000	70,000 - 120,000	85,000 - 130,000
NSW - Regional	50,000 - 80,000	50,000 - 60,000	60,000 - 105,000	75,000 - 110,000
VIC - Melbourne	55,000 - 80,000	50,000 - 65,000	65,000 - 120,000	85,000 - 130,000
QLD - Brisbane and Gold Coast	55,000 - 75,000	45,000 - 60,000	70,000 - 110,000	70,000 - 110,000
QLD - Regional	55,000 - 70,000	45,000 - 60,000	70,000 - 110,000	70,000 - 100,000
SA - Adelaide	55,000 - 75,000	50,000 - 60,000	65,000 - 85,000	65,000 - 95,000
WA - Perth	55,000 - 75,000	48,000 - 58,000	60,000 - 80,000	60,000 - 90,000
ACT - Canberra	50,000 - 80,000	50,000 - 60,000	60,000 - 100,000	65,000 - 100,000
TAS - Hobart	50,000 - 70,000	40,000 - 60,000	60,000 - 75,000	60,000 - 75,000
NT - Darwin	60,000 - 75,000	50,000 - 60,000	60,000 - 85,000	60,000 - 85,000
NZ - Auckland	55,000 - 80,000	40,000 - 60,000	65,000 - 90,000	70,000 - 100,000
NZ - Christchurch / Wellington	50,000 - 70,000	40,000 - 55,000	60,000 - 80,000	60,000 - 90,000

Facilities Management	Contracts Manager	Operations Manager	Engineering Manager	Bid Manager	General Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	87,000 - 150,000	100,000 - 150,000	75,000 - 125,000	90,000 - 160,000	140,000 - 250,000
NSW - Regional	80,000 - 130,000	90,000 - 130,000	75,000 - 115,000	80,000 - 140,000	120,000 - 200,000
VIC - Melbourne	80,000 - 130,000	90,000 - 130,000	70,000 - 120,000	90,000 - 165,000	140,000 - 250,000
QLD - Brisbane and Gold Coast	80,000 - 130,000	90,000 - 120,000	70,000 - 110,000	90,000 - 155,000	140,000 - 230,000
QLD - Regional	70,000 - 125,000	80,000 - 125,000	70,000 - 100,000	90,000 - 155,000	120,000 - 200,000
SA - Adelaide	80,000 - 135,000	90,000 - 140,000	75,000 - 90,000	80,000 - 120,000	120,000 - 200,000
WA - Perth	60,000 - 100,000	85,000 - 110,000	75,000 - 100,000	90,000 - 130,000	100,000 - 160,000
ACT - Canberra	65,000 - 120,000	70,000 - 130,000	70,000 - 100,000	90,000 - 110,000	110,000 - 160,000
TAS - Hobart	60,000 - 75,000	75,000 - 95,000	60,000 - 75,000	70,000 - 100,000	70,000 - 110,000
NT - Darwin	60,000 - 100,000	75,000 - 110,000	70,000 - 95,000	80,000 - 120,000	120,000 - 180,000
NZ - Auckland	70,000 - 100,000	85,000 - 120,000	70,000 - 100,000	70,000 - 120,000	100,000 - 190,000
NZ - Christchurch / Wellington	65,000 - 90,000	70,000 - 110,000	70,000 - 90,000	65,000 - 105,000	90,000 - 160,000

Public Sector	Traffic Engineers	Civil Designer	Civil Project Manager	Asset Manager	Town Planner
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	60,000 - 100,000	60,000 - 90,000	100,000 - 120,000	75,000 - 95,000	50,000 - 95,000
NSW - Regional	60,000 - 100,000	55,000 - 80,000	75,000 - 100,000	65,000 - 85,000	38,000 - 90,000
VIC - Melbourne	50,000 - 80,000	50,000 - 80,000	75,000 - 90,000	50,000 - 80,000	50,000 - 80,000
QLD - Brisbane and Gold Coast	60,000 - 100,000	60,000 - 90,000	75,000 - 120,000	60,000 - 95,000	45,000 - 95,000
QLD - Regional	45,000 - 70,000	45,000 - 65,000	60,000 - 120,000	60,000 - 95,000	45,000 - 70,000
SA - Adelaide	45,000 - 60,000	40,000 - 60,000	60,000 - 75,000	60,000 - 75,000	45,000 - 80,000
WA - Perth	60,000 - 70,000	45,000 - 60,000	60,000 - 70,000	60,000 - 70,000	45,000 - 75,000
ACT - Canberra	55,000 - 95,000	50,000 - 80,000	N/A	N/A	45,000 - 90,000
TAS - Hobart	45,000 - 70,000	50,000 - 80,000	N/A	N/A	40,000 - 70,000
NT - Darwin	45,000 - 70,000	45,000 - 65,000	60,000 - 120,000	60,000 - 95,000	45,000 - 70,000
NZ - Auckland	45,000 - 100,000	40,000 - 90,000	80,000 - 150,000	70,000 - 120,000	50,000 - 100,000
NZ - Christchurch / Wellington	60,000 - 80,000	50,000 - 75,000	80,000 - 100,000	60,000 - 80,000	55,000 - 90,000

Public Sector	Building Surveyor	Facilities Coordinator	Facilities Manager	Project Manager	Property Manager
	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range	Remuneration Package Range
NSW - Sydney	50,000 - 65,000	45,000 - 60,000	55,000 - 95,000	80,000 - 110,000	50,000 - 125,000
NSW - Regional	50,000 - 60,000	40,000 - 50,000	55,000 - 85,000	70,000 - 100,000	40,000 - 115,000
VIC - Melbourne	60,000 - 90,000	40,000 - 60,000	55,000 - 100,000	60,000 - 110,000	50,000 - 100,000
QLD - Brisbane and Gold Coast	55,000 - 90,000	45,000 - 60,000	65,000 - 100,000	65,000 - 110,000	50,000 - 80,000
QLD - Regional	55,000 - 85,000	45,000 - 60,000	65,000 - 100,000	65,000 - 110,000	50,000 - 80,000
SA - Adelaide	50,000 - 65,000	40,000 - 55,000	50,000 - 70,000	60,000 - 85,000	50,000 - 70,000
WA - Perth	50,000 - 65,000	45,000 - 55,000	50,000 - 60,000	60,000 - 90,000	45,000 - 60,000
NT - Darwin	55,000 - 85,000	45,000 - 60,000	65,000 - 100,000	65,000 - 110,000	50,000 - 80,000
NZ - Auckland	50,000 - 85,000	40,000 - 55,000	60,000 - 85,000	60,000 - 110,000	70,000 - 100,000
NZ - Christchurch / Wellington	50,000 - 70,000	40,000 - 60,000	60,000 - 80,000	60,000 - 90,000	70,000 - 100,000