



2025 Salary Data

Welcome

First up, 2024 - what a year!

The subdued NZ economy saw fewer vacancies, slower jobs growth, and increased unemployment. Despite the contraction, our local labour markets held their own, with employment growing in Marlborough by 1.7%, and Nelson - Tasman 1.6%. A roller coaster year for the businesses and candidates we support, but as always, plenty of interesting insights were picked up along the ride.

Reflecting on the year for Search, we have continued to adapt and evolve, taking some of our biggest wins over the course of this year, and also working through our share of lows. YOY sees us up 5% at present, with some promising activity on the cards to see out what's left of the financial year.

Our Search team grew, with the addition of Vanessa Evans in Blenheim. And we made some big moves, opening a new office in Nelson. We are thrilled to now have team members sitting on both sides of the hill, strengthening our ability to support your recruitment needs across these regions.

What is ahead for 2025?

After years of rapid, often reactive hiring trends, our data shows a shift to a more balanced and equitable landscape.

From Rush to Strategy

With realigned strategies and a broader talent pool, employers are taking a more thoughtful approach to recruitment. The focus is shifting from quick fixes to finding the right long-term fits.

Hiring Continues

While hiring processes may have slowed, growth is still on the horizon. Feedback from 500+ NZ business leaders and professionals indicates that

over the next 12 months, 43% of employers expect to expand their teams in search of top talent. On the whole, their plans for growth in the next 12 months are outpacing those for reductions Encouraging news for high-quality candidates.

Migration and Candidate Confidence

The same data found that over 65% of employed respondents are confident in their ability to find a new role if they were made redundant today. Coupled with the temptation to relocate for personal reasons (OE, Family etc), businesses need a strong strategy to address talent movement.

It's crucial to keep high performers engaged, as competition for the best talent remains fierce.

When all is said and done

The best places to work also have the best people! We partner with great organisations over the Top of The South, helping them access terrific talent.

Check out our latest Salary Data offering, and give our Search team a call if you're after actionable advice around permanent, contract, or temp recruitment.

We look forward to working with you in 2025!



Tania McCaa

Search Recruitment
Manager for Nelson,
Marlborough & Tasman

search
RECRUITMENT

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Sizing methodology and approach

Methodologies on role and salary sizing is complex and is not a 'one size' fits all approach. As such our salary data is only a *GUIDE*. For more tangible and 'company specific' salary data we are happy to advise, however more information and data is required to accurately assess.




To provide you with additional, ongoing insights we also produce regular labour data reports which can be found at searchrecruitment.co.nz/profile-news-insights

BUSINESS SUPPORT 2025




Receptionist

	LOW	HIGH			
ENTRY LEVEL	\$52,000	\$55,000	\$58,500 Average Salary	4.9% Year-on-year Inflation %	\$40 Temp charge rate + GST per hour
EXPERIENCED	\$58,000	\$68,000			

Office Administrator




	LOW	HIGH			
ENTRY LEVEL	\$52,000	\$60,000	\$62,000 Average Salary	3.3% Year-on-year Inflation %	\$42 Temp charge rate + GST per hour
EXPERIENCED	\$60,000	\$70,000			

Sales Administrator




	LOW	HIGH			
ENTRY LEVEL	\$55,000	\$60,000	\$65,000 Average Salary	8.3% Year-on-year Inflation %	\$43 Temp charge rate + GST per hour
EXPERIENCED	\$62,000	\$75,000			

BUSINESS SUPPORT 2025




Customer Service

	LOW	HIGH			
ENTRY LEVEL	\$50,000	\$55,000	\$61,000 Average Salary	-2.4% Year-on-year Inflation %	\$39 Temp charge rate + GST per hour
EXPERIENCED	\$55,000	\$68,000			

Marketing Coordinator




	LOW	HIGH			
ENTRY LEVEL	\$60,000	\$70,000	\$80,000 Average Salary	3.2% Year-on-year Inflation %	\$56 Temp charge rate + GST per hour
EXPERIENCED	\$85,000	\$100,000			

Data Analyst




	LOW	HIGH			
ENTRY LEVEL	\$78,000	\$80,000	\$92,000 Average Salary	2.2% Year-on-year Inflation %	\$57 Temp charge rate + GST per hour
EXPERIENCED	\$80,000	\$98,000			

BUSINESS SUPPORT 2025

Legal Secretary

	LOW	HIGH			
ENTRY LEVEL	\$62,000	\$68,000	\$75,000 Average Salary	16.5% Year-on-year Inflation %	\$44 Temp charge rate + GST per hour
EXPERIENCED	\$70,000	\$88,000			

Office Manager


	LOW	HIGH			
ENTRY LEVEL	\$62,500	\$68,000	\$75,000 Average Salary	-3.8% Year-on-year Inflation %	\$51 Temp charge rate + GST per hour
EXPERIENCED	\$70,000	\$85,000			

EA/PA




	LOW	HIGH			
ENTRY LEVEL	\$60,000	\$72,000	\$84,000 Average Salary	1.8% Year-on-year Inflation %	\$56 Temp charge rate + GST per hour
EXPERIENCED	\$80,000	\$100,000			

BUSINESS SUPPORT 2025




HR

	LOW	HIGH			
ENTRY LEVEL	\$65,000	\$80,000	\$87,500 Average Salary	7.7% Year-on-year Inflation %	\$77 Temp charge rate + GST per hour
EXPERIENCED	\$85,000	\$200,000			

IT Help Desk

	LOW	HIGH			
ENTRY LEVEL	\$60,000	\$70,000	\$75,000 Average Salary	3.4% Year-on-year Inflation %	\$53 Temp charge rate + GST per hour
EXPERIENCED	\$70,000	\$100,000			

H&S

	LOW	HIGH			
ENTRY LEVEL	\$62,500	\$75,000	\$90,000 Average Salary	4.2% Year-on-year Inflation %	\$64 Temp charge rate + GST per hour
EXPERIENCED	\$80,000	\$140,000			

BUSINESS SUPPORT 2025

Insurance/Mortgage Support

	LOW	HIGH
ENTRY LEVEL	\$65,000	\$68,500
EXPERIENCED	\$70,000	\$80,000



\$72,000

Average Salary



1.6%

Year-on-year Inflation %



\$51

Temp charge rate + GST per hour

Sales & Business Development

	LOW	HIGH
ENTRY LEVEL	\$65,000	\$70,000
EXPERIENCED	\$75,000	\$120,000



\$82,500

Average Salary



13%

Year-on-year Inflation %






\$59




Temp charge rate + GST per hour

SUPPLY CHAIN 2025




Inventory & Supply Chain Administrator

	LOW	HIGH			
ENTRY LEVEL	\$58,000	\$65,000	\$68,000 Average Salary	3% Year-on-year Inflation %	\$46 Temp charge rate + GST per hour
EXPERIENCED	\$70,000	\$78,000			

Import/Export Officer




	LOW	HIGH			
ENTRY LEVEL	\$60,000	\$65,000	\$72,500 Average Salary	3.6% Year-on-year Inflation %	\$50 Temp charge rate + GST per hour
EXPERIENCED	\$70,000	\$85,000			

Logistics Scheduler




	LOW	HIGH			
ENTRY LEVEL	\$60,000	\$65,000	\$72,000 Average Salary	2.9% Year-on-year Inflation %	\$51 Temp charge rate + GST per hour
EXPERIENCED	\$70,000	\$92,500			

SUPPLY CHAIN 2025




Warehouse Manager

	LOW	HIGH			
EXPERIENCED	\$90,000	\$125,000	\$105,000 Average Salary	0% Year-on-year Inflation %	\$77 Temp charge rate + GST per hour

Purchasing Officer

	LOW	HIGH			
ENTRY LEVEL	\$58,000	\$65,000	\$72,500 Average Salary	0.8% Year-on-year Inflation %	\$50 Temp charge rate + GST per hour
EXPERIENCED	\$70,000	\$90,000			

Production Manager

	LOW	HIGH			
ENTRY LEVEL	\$80,000	\$90,000	\$100,000 Average Salary	3.2% Year-on-year Inflation %	\$67 Temp charge rate + GST per hour
EXPERIENCED	\$95,000	\$115,000			

SUPPLY CHAIN 2025

Operations Manager

	LOW	HIGH
ENTRY LEVEL	\$90,000	\$110,000
EXPERIENCED	\$120,000	\$140,000



\$125,000

Average
Salary



2.7%

Year-on-year
Inflation %






83




Temp charge rate
+ GST per hour

ACCOUNTING SUPPORT 2025




Accounts Assistant

	LOW	HIGH			
ENTRY LEVEL	\$50,000 - \$58,500	\$53,000 - \$60,000	\$60,000 Average Salary	5% Year-on-year Inflation %	\$43 Temp charge rate + GST per hour
EXPERIENCED	\$60,000 - \$65,000	\$63,000 - \$71,000			

Accounts Payable

	LOW	HIGH			
ENTRY LEVEL	\$55,000	\$60,000	\$65,000 Average Salary	4.8% Year-on-year Inflation %	\$45 Temp charge rate + GST per hour
EXPERIENCED	\$65,000	\$75,000			

Accounts Receivable/Credit Control

	LOW	HIGH			
ENTRY LEVEL	\$52,000	\$60,000	\$65,000 Average Salary	3.2% Year-on-year Inflation %	\$43 Temp charge rate + GST per hour
EXPERIENCED	\$60,000	\$72,000			

ACCOUNTING SUPPORT 2025

Payroll

	LOW	HIGH
ENTRY LEVEL	\$58,000	\$62,500
EXPERIENCED	\$70,000	\$100,000



\$76,500

Average
Salary



2%

Year-on-year
Inflation %



\$52

Temp charge rate
+ GST per hour

Assistant Accountant

	LOW	HIGH
ENTRY LEVEL	\$70,000	\$75,000
EXPERIENCED	\$80,000	\$90,000



\$77,500

Average
Salary



2.2%

Year-on-year
Inflation %




\$56




Temp charge rate
+ GST per hour

QUALIFIED & SENIOR ACCOUNTING 2025




Recently Qualified Accountant

	LOW	HIGH			
ENTRY LEVEL	\$82,500	\$85,000	\$90,000 Average Salary	2.3% Year-on-year Inflation %	\$62 Temp charge rate + GST per hour
EXPERIENCED	\$85,000	\$98,000			

Financial Accountant



	LOW	HIGH			
ENTRY LEVEL	\$85,000	\$95,000	\$108,000 Average Salary	2.9% Year-on-year Inflation %	\$70 Temp charge rate + GST per hour
EXPERIENCED	\$95,000	\$115,000			

Management Accountant




	LOW	HIGH			
ENTRY LEVEL	\$85,000	\$95,000	\$108,000 Average Salary	2.9% Year-on-year Inflation %	\$70 Temp charge rate + GST per hour
EXPERIENCED	\$95,000	\$115,000			

QUALIFIED & SENIOR ACCOUNTING 2025




Group Accountant

	LOW	HIGH			
ENTRY LEVEL	\$100,000	\$110,000	\$115,000 Average Salary	0% Year-on-year Inflation %	\$80 Temp charge rate + GST per hour
EXPERIENCED	\$110,000	\$130,000			

Systems Accountant

	LOW	HIGH			
ENTRY LEVEL	\$95,000	\$100,000	\$110,000 Average Salary	4.2% Year-on-year Inflation %	\$76 Temp charge rate + GST per hour
EXPERIENCED	\$100,000	\$130,000			

Commercial / Financial Analyst

	LOW	HIGH			
ENTRY LEVEL	\$85,000	\$90,000	\$115,000 Average Salary	0.9% Year-on-year Inflation %	\$79 Temp charge rate + GST per hour
EXPERIENCED	\$100,000	\$150,000			

QUALIFIED & SENIOR ACCOUNTING 2025

Finance Business Partner

	LOW	HIGH
ENTRY LEVEL	\$95,000	\$100,000
EXPERIENCED	\$100,000	\$140,000



\$125,000

Average Salary



4.2%

Year-on-year Inflation %



\$78

Temp charge rate + GST per hour

Finance Manager

	LOW	HIGH
ENTRY LEVEL	\$100,000	\$125,000
EXPERIENCED	\$120,000	\$160,000



\$132,000

Average Salary



1.5%

Year-on-year Inflation %





\$90




Temp charge rate + GST per hour

EXECUTIVE 2025




Financial Controller

	LOW	HIGH			
ENTRY LEVEL	\$150,000	\$160,000	\$170,000 Average Salary	4.4% Year-on-year Inflation %	\$119 Temp charge rate + GST per hour
EXPERIENCED	\$170,000	\$190,000			

Commercial Manager

	LOW	HIGH			
ENTRY LEVEL	\$150,000	\$170,000	\$188,000 Average Salary	1.9% Year-on-year Inflation %	\$125 Temp charge rate + GST per hour
EXPERIENCED	\$170,000	\$210,000			

CFO

	LOW	HIGH			
ENTRY LEVEL	\$200,000	\$250,000	\$250,000 Average Salary	0% Year-on-year Inflation %	\$196 Temp charge rate + GST per hour
EXPERIENCED	\$250,000	\$400,000			

Methodology

EXPERIENCE LEVEL BREAKDOWN / DEFINITIONS

ENTRY LEVEL

Less than 2 years of demonstrable experience in that discipline

EXPERIENCED

2 or more years of demonstrable experience in that discipline

DATA SOURCE AND PARAMETERS

Our salary guide aims to support all local businesses, candidates and hiring managers with tangible figures, based on local market data, from recent activity.

We source our data from recent and historic appointments which consider outliers that are not reflective of market conditions due to unique, exceptional circumstances.

All figures are basic salary and do not measure bonuses or any additional parts of a package. Methodologies on role and salary sizing are complex and are not a 'one size fits all' approach. As such our salary data is only a GUIDE. In addition to our data we recommend considering contingent factors such as:

- Tenure in the role and history of 'value add' and IP
- Range of accountabilities and role scope. Two roles are never the same
- Organisational structure and where the role is placed
- Level of expertise and calibre of the individual
- Candidate availability and the number of alternative roles in the market they are considering

For more tangible and 'company specific' salary data we are happy to advise, however more information and data is required to accurately assess. To provide you with additional, ongoing insights, we also produce regular labour data reports which can be found at searchrecruitment.co.nz/profile-news-insights

For additional insight and reporting please contact tania@searchrecruitment.co.nz



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