

- Salary Data 2026

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

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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. See page 22 for info.

Welcome



Tania McCaa

GENERAL MANAGER & DIRECTOR



As we write this year's summary and introduce our salary data on the cusp of 2026, we do so with a sense of cautious optimism about what lies ahead.

A review of several key economic indicators (outlined below), alongside generally positive sentiment from the business community both locally and nationally, suggests there is genuine cause for confidence as we move into the new year.

- Stats NZ recent **GDP rose 1.1%** in the three months to September, sitting 1.4% higher year-on-year. More encouraging still is the sector-level performance, with manufacturing and business/professional services both growing 2.2%, and construction continuing a healthy trajectory at 1.7%. Supported by strong dairy and meat performance, exports rose 3.3%.
- At a local level, Search Recruitment has seen its own green shoots, with November 2025 delivering the **highest billing month** in 3.5 years.
- SEEK's end-of-year summary highlighted two notable trends:
 - Job ad volumes have risen 1% month-on-month for five consecutive months and are now 9% higher year-on-year.
 - Applications per ad fell 1% month-on-month, declining for the first time since early 2022.

Collectively, these indicators point to a strengthening economic outlook. However, while the business environment heading into 2026 appears more positive, the labour market is once again signaling that talent attraction will be a key challenge in the year ahead.

With job flow and hiring activity subdued for much of 2025, candidate supply has been less constrained than in previous years. Both our own data and SEEK's insights now suggest a shift back toward tighter conditions as organisations begin hiring again with renewed confidence.

Net migration for the year to September 2025 was +12,434, yet this headline figure masks a more concerning trend. The loss of 'home-grown' talent continues to grow, with 72,684 New Zealanders leaving long-term compared with 26,316 returning over the same period. The impact of this on recruitment and retention cannot be underestimated.

In short, 2026 is shaping up to be a stronger year for candidates, with businesses effectively swapping one labour-market challenge for another. We wish you, your team, and your business a prosperous and successful 2026.

Tania McCaa

— Where We Operate

🔍 Operating across Nelson, Marlborough and Tasman regions.

Search Recruitment is your premier search and recruitment firm operating in the Marlborough, Nelson, and Tasman regions. We are proud of our local industries and feel privileged to play a role in supporting them – so whether your business is situated in Horticulture, Fisheries, or Viticulture, Construction, Engineering, or Production, we are here to help.

[ENQUIRE NOW](#)

— Salary Data

Overall, we're seeing
a more upbeat business
mood for 2026.

Business Support

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HUMAN RESOURCES

Receptionist

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000	\$58,000			
EXPERIENCED SALARY	\$60,000	\$68,000	\$61,500	5% INCREASE	\$45.60_{+GST}

Office Administrator

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000	\$60,000			
EXPERIENCED SALARY	\$60,000	\$75,000	\$65,000	5% INCREASE	\$48.20_{+GST}

Sales Administrator

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000	\$62,000			
EXPERIENCED SALARY	\$62,000	\$80,000	\$67,500	4% INCREASE	\$50.00_{+GST}

Business Support

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HUMAN RESOURCES

Customer Service

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$50,000	\$55,000			
EXPERIENCED SALARY	\$55,000	\$68,000	\$59,000	-3% DECREASE	\$43.70_{+GST}

Data Analyst

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$78,000	\$85,000			
EXPERIENCED SALARY	\$80,000	\$100,000	\$89,000	-3% DECREASE	\$66.00_{+GST}

Legal Secretary

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$62,000	\$68,000			
EXPERIENCED SALARY	\$75,000	\$90,000	\$76,000	1% INCREASE	\$56.40_{+GST}

Business Support

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HUMAN RESOURCES

Office Manager

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$62,500	\$68,000			
EXPERIENCED SALARY	\$70,000	\$90,000	\$76,250	2% INCREASE	\$56.50_{+GST}

EA/PA

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$65,000	\$72,000			
EXPERIENCED SALARY	\$80,000	\$100,000	\$82,500	-2% DECREASE	\$61.10_{+GST}

IT Help Desk

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000	\$70,000			
EXPERIENCED SALARY	\$70,000	\$100,000	\$80,000	7% INCREASE	\$59.30_{+GST}

Business Support

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HUMAN RESOURCES

H&S

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$62,500	\$78,000			
EXPERIENCED SALARY	\$85,000	\$140,000	\$101,250	13% INCREASE	\$75.10+GST

Insurance/Mortgage Support

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$65,000	\$70,000			
EXPERIENCED SALARY	\$70,000	\$85,000	\$75,000	4% INCREASE	\$55.60+GST

Sales and Business Development

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$65,000	\$70,000			
EXPERIENCED SALARY	\$75,000	\$140,000	\$102,500	24% INCREASE	\$76.00+GST

Business Support

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HUMAN RESOURCES

Marketing Coordinator

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000	\$70,000			
EXPERIENCED SALARY	\$85,000	\$120,000	\$90,000	13% INCREASE	\$66.60_{+GST}

Supply Chain

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Import/Export Officer

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000	\$68,000			
EXPERIENCED SALARY	\$70,000	\$85,000	\$72,500	0% INCREASE	\$53.70+GST

Logistics Scheduler

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$60,000	\$70,000			
EXPERIENCED SALARY	\$70,000	\$92,500	\$76,250	6% INCREASE	\$56.52+GST

Warehouse Manager

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
EXPERIENCED SALARY	\$90,000	\$125,000			
			\$107,500	2% INCREASE	\$79.70+GST

Supply Chain

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Purchasing Officer

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$58,000	\$65,000	 \$74,000	 2% INCREASE	 \$54.90_{+GST}
EXPERIENCED SALARY	\$70,000	\$90,000			

Production Manager

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$85,000	\$90,000	 \$100,000	 0% INCREASE	 \$74.10_{+GST}
EXPERIENCED SALARY	\$95,000	\$115,000			

Operations Manager

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$95,000	\$110,000	 \$117,500	 -6% DECREASE	 \$87.10_{+GST}
EXPERIENCED SALARY	\$120,000	\$140,000			

Supply Chain

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HUMAN RESOURCES

Inventory & Supply Chain Administrator

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$58,000	\$65,000	 \$69,000	 2% INCREASE	 \$51.20+GST
EXPERIENCED SALARY	\$70,000	\$80,000			

Accounting Support

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Accounts Assistant

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000	\$60,000			
EXPERIENCED SALARY	\$60,000	\$75,000	\$65,000	0% INCREASE	\$48.20_{+GST}

Accounts Payable

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$55,000	\$60,000			
EXPERIENCED SALARY	\$65,000	\$80,000	\$67,500	4% INCREASE	\$50.00_{+GST}

Accounts Receivable/Credit Control

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$52,000	\$60,000			
EXPERIENCED SALARY	\$60,000	\$75,000	\$63,500	-2% DECREASE	\$57.10_{+GST}

Accounting Support

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Payroll

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$58,000	\$65,000			
EXPERIENCED SALARY	\$75,000	\$100,000	\$79,000	3% INCREASE	\$58.60_{+GST}

Assistant Accountant

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$70,000	\$75,000			
EXPERIENCED SALARY	\$80,000	\$92,000	\$81,000	5% INCREASE	\$60.10_{+GST}

Qualified & Senior Accounting

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Recently Qualified Accountant

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$82,500	\$85,000			
EXPERIENCED SALARY	\$85,000	\$100,000	\$91,250	4% INCREASE	\$67.65+GST

Financial Accountant

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$90,000	\$95,000			
EXPERIENCED SALARY	\$95,000	\$125,000	\$107,500	2% INCREASE	\$79.70+GST

Management Accountant

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$90,000	\$95,000			
EXPERIENCED SALARY	\$95,000	\$125,000	\$107,500	2% INCREASE	\$79.70+GST

Qualified & Senior Accounting

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Group Accountant

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$100,000	\$110,000		 2% INCREASE	 \$87.10+GST
EXPERIENCED SALARY	\$110,000	\$135,000	\$117,500		

Systems Accountant

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$95,000	\$100,000		 7% INCREASE	 \$87.10+GST
EXPERIENCED SALARY	\$100,000	\$140,000	\$117,500		

Commercial/Financial Analyst

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$85,000	\$95,000		 2% INCREASE	 \$87.10+GST
EXPERIENCED SALARY	\$100,000	\$150,000	\$117,500		

Qualified & Senior Accounting

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Finance Business Partner

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$100,000	\$110,000		 0% INCREASE	 \$92.70+GST
EXPERIENCED SALARY	\$110,000	\$150,000	\$125,000		

Finance Manager

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$110,000	\$125,000		 2% INCREASE	 \$100.10+GST
EXPERIENCED SALARY	\$120,000	\$160,000	\$135,000		

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Financial Controller

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$150,000	\$160,000			
EXPERIENCED SALARY	\$170,000	\$200,000	\$175,000	8% INCREASE	\$129.70_{+GST}

Commercial Manager

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$150,000	\$170,000			
EXPERIENCED SALARY	\$170,000	\$220,000	\$185,000	-2% DECREASE	\$137.20_{+GST}

Chief Financial Officer

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$200,000	\$250,000			
EXPERIENCED SALARY	\$250,000	\$400,000	\$265,000	6% INCREASE	\$196.50_{+GST}

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General Manager

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$120,000	\$150,000			
EXPERIENCED SALARY	\$150,000	\$250,000	\$185,000	3% INCREASE	\$137.20_{+GST}

GM Human Resources

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$150,000	\$170,000			
EXPERIENCED SALARY	\$170,000	\$200,000	\$168,000	-2% DECREASE	\$124.60_{+GST}

Human Resources

BUSINESS SUPPORT

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HR Coordinator

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$65,000	\$70,000			
EXPERIENCED SALARY	\$72,000	\$80,000	\$72,500	1% INCREASE	\$53.70_{+GST}

HR Advisor

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$80,000	\$90,000			
EXPERIENCED SALARY	\$90,000	\$105,000	\$92,500	3% INCREASE	\$68.60_{+GST}

HR Manager

	LOW	HIGH	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$110,000	\$130,000			
EXPERIENCED SALARY	\$130,000	\$160,000	\$135,000	2% INCREASE	\$100.10_{+GST}

Methodology

Data Source & 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.

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

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

MANAGER

Leading a team of direct reports in that discipline



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