

- Salary Data 2026

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

— Contents

INTRODUCTION

Welcome	3
Where We Operate	4

SALARY DATA

Business Support	6
Supply Chain	11
Accounting Support	14
Qualified & Senior Accounting	16
SLT / ELT	19
Human Resources	21
Industrial	22
Methodology	28

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 28 for info.



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

Q 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.

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— Salary Data

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

Business Support

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

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

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

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

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

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

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

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

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

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

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

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

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

Purchasing Officer

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

Production Manager

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

Operations Manager

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

— Supply Chain

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

Inventory & Supply Chain Administrator

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

Accounting Support

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

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

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

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

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

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

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

Group Accountant

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

Systems Accountant

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

Commercial/Financial Analyst

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

— Qualified & Senior Accounting

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

Finance Business Partner

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

Finance Manager

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

— SLT / ELT

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

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

— SLT / ELT

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

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

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

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}

Industrial

LOGISTICS & SUPPLY CHAIN

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

Logistics Manager

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$85,000	High demand for experienced personnel managing export compliance and container logistics.	 \$100,000	 3% INCREASE	 \$74.20 _{+GST}
EXPERIENCED SALARY	\$115,000				

Logistics Coordinator

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$70,000	Entry-to-intermediate level. Requires inventory management and dispatch coordination tracking.	 \$76,000	 2% INCREASE	 \$56.40 _{+GST}
EXPERIENCED SALARY	\$82,000				

Inventory / Stock Controller

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$63,000	Critical role for seasonal supply matching; closely tied to cold storage and winery supply chains.	 \$69,000	 2% INCREASE	 \$51.20 _{+GST}
EXPERIENCED SALARY	\$75,000				

Industrial

OPERATIONS & WAREHOUSING

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

Operations Manager

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$85,000	Varies significantly based on the scale of the facility (e.g. processing plants vs. standard hubs).			
EXPERIENCED SALARY	\$125,000		\$105,000	2% INCREASE	\$77.90_{+GST}

Warehouse Manager

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$72,000	Oversight of safety protocols, shift scheduling, and WMS (Warehouse Management Systems).			
EXPERIENCED SALARY	\$95,000		\$83,500	2% INCREASE	\$61.90_{+GST}

Forklift Operator / Storeperson

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$62,000	Certified F-endorsement drivers hold a strong bargaining position due to acute localized shortages. (Approx. \$29.80-\$34.60/hr)			
EXPERIENCED SALARY	\$72,000		\$67,000	3% INCREASE	\$49.70_{+GST}

Industrial

SKILLED TRADES

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

Heavy Diesel Mechanic

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$80,000	Essential for forestry haulage and marine support. Routinely commands high overtime premiums.	 \$92,500	 5% INCREASE	 \$68.60+GST
EXPERIENCED SALARY	\$105,000				

Industrial Electrician

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$85,000	Highly localized demand to support automated processing facilities in Richmond, Nelson, and Blenheim.	 \$97,500	 6% INCREASE	 \$72.30+GST
EXPERIENCED SALARY	\$110,000				

Fitter & Welder / Fabricator

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$75,000	Steady baseline demand across structural marine and vineyard equipment fabrication.	 \$85,000	 4% INCREASE	 \$63.00+GST
EXPERIENCED SALARY	\$95,000				

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

Senior Engineering Project Manager

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$120,000	Requires extensive capital expenditure (CapEx) experience, contract management (NZS 3910), and multi-million dollar budget oversight.			
EXPERIENCED SALARY	\$145,000		\$132,500	4% INCREASE	\$98.30+GST

Engineering Project Manager

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$95,000	Mid-to-senior tier. Focuses on execution, cross-functional team leadership, 3D prototyping/design verification, and operational commissioning.			
EXPERIENCED SALARY	\$120,000		\$107,500	3% INCREASE	\$79.70+GST

Sustainability / ESG Project Engineer

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$90,000	Emerging High-Demand Role. Driven by strict climate compliance, Life Cycle Assessment (LCA) tracking, and supply chain decarbonization.			
EXPERIENCED SALARY	\$115,000		\$102,500	5% INCREASE	\$76.00+GST

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

Production Supervisor / Shift Team Leader

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$75,000	Manages floor teams, shift handovers, and throughput KPIs. High demand in aquaculture processing and automated lines.			
EXPERIENCED SALARY	\$92,000		\$83,500	3% INCREASE	\$61.90+GST

Sawmill Supervisor / Yard Manager

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$78,000	Highly relevant to the Nelson forestry sector. Requires deep knowledge of timber grading, machinery safety, and log yard logistics.			
EXPERIENCED SALARY	\$95,000		\$86,500	3% INCREASE	\$64.10+GST

Site / Operations Coordinator

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$70,000	The operational link between trades and admin. Coordinates daily dispatch, equipment hire, and client health & safety paperwork.			
EXPERIENCED SALARY	\$85,000		\$77,500	2% INCREASE	\$57.50+GST

Industrial

MAINTENANCE, QUALITY & TECHNICAL LEADERSHIP

search
RECRUITMENT

ANNUAL SALARY
DATA 2026

BUSINESS SUPPORT

SUPPLY CHAIN

ACCOUNTING SUPPORT

QUALIFIED & SENIOR ACCOUNTING

SLT / ELT

HUMAN RESOURCES

INDUSTRIAL

Maintenance Supervisor / Planner

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$85,000	Coordinates preventative maintenance (PM) schedules for heavy machinery or processing plants. Manages internal trades and vendor contracts.	 \$95,000	 3% INCREASE	 \$70.40_{+GST}
EXPERIENCED SALARY	\$105,000				

Quality Assurance (QA) Supervisor

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$75,000	Non-negotiable for food and export sectors. Oversees HACCP plans, MPI compliance, and audit readiness.	 \$82,500	 3% INCREASE	 \$61.20_{+GST}
EXPERIENCED SALARY	\$90,000				

HSE (Health, Safety & Environment) Advisor

		NOTES	AVG YEARLY SALARY	SALARY INFLATION YOY	AVG TEMP HOURLY RATE
ENTRY LEVEL SALARY	\$80,000	Mid-tier risk management specialist. High demand due to the physically demanding environments of forestry, marine fabrication, and factories.	 \$89,000	 4% INCREASE	 \$66.00_{+GST}
EXPERIENCED SALARY	\$98,000				

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.



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