

# 2025 SALARY GUIDE

ROLE	PERMANENT NZD(\$)		CONTRACT NZD(\$)	
	Low	High	Low	High

## Data

Data Analyst	92,667	133,333	87	130
Data Engineer	103,333	150,000	92	143
Data Scientist	110,000	151,667	112	155
BI Developer	110,000	140,000	110	138
Data Architect	155,000	203,333	138	162

## Projects

Business Analyst	101,667	160,000	115	150
Change Manager	140,000	180,000	120	167
Enterprise Architect	180,000	240,000	143	177
Programme Manager	163,333	221,667	142	177
Project Manager	115,000	180,000	113	158
Project Coordinator	78,667	113,333	77	107
Scrum Master	125,000	158,333	108	148
Product Manager	138,000	176,667	130	152
Product Owner	123,333	167,667	120	145
UX/UI Designer	103,333	156,333	95	135

## Development & Testing

Developer	106,667	148,333	105	137
Development Manager	125,333	185,333	120	172
Solutions Architect	146,667	196,667	128	185
Test Analyst / QA	96,667	130,000	95	132
Test Lead	127,000	164,667	112	147

## Infrastructure

Infrastructure Architect	170,000	208,333	135	157
Network Engineer	92,000	132,000	77	138
Cloud Engineer	118,333	163,333	117	147
Platform Engineer	150,000	190,000	135	165
Integration Engineer	113,500	150,000	113	145
Infrastructure Engineer	100,000	160,000	70	130
System Engineer	105,000	133,333	85	130
System Admin	85,000	128,000	53	113
DevOps Engineer	133,333	173,000	123	152
Service Delivery Manager	125,000	161,667	103	138
Service Desk (L1,2 & 3)	68,333	105,000	47	97