



Auckland IT Job Market

Our latest report shows the key to the Auckland talent market is **money**.

OVERVIEW

Not just a salary increase, but a 'better salary package' is the main motivator for 65% of Aucklanders considering moving to a new job, and it looks like the Auckland tech industry is listening. 51% of Auckland IT professionals receive additional benefits such as mobile phone allowances and carparks, alongside a whopping 34% receiving a median bonus of \$6,000.

60% of Auckland IT professionals are also expecting a pay increase and there has been a significant shift in how much they're expecting. Up 6% since 2013, 28% of Auckland IT professionals are expecting a pay increase of more than 4%.

The good news is Auckland IT employers have had an increase in confidence, with an additional 3% (up to 49%) planning to give staff/

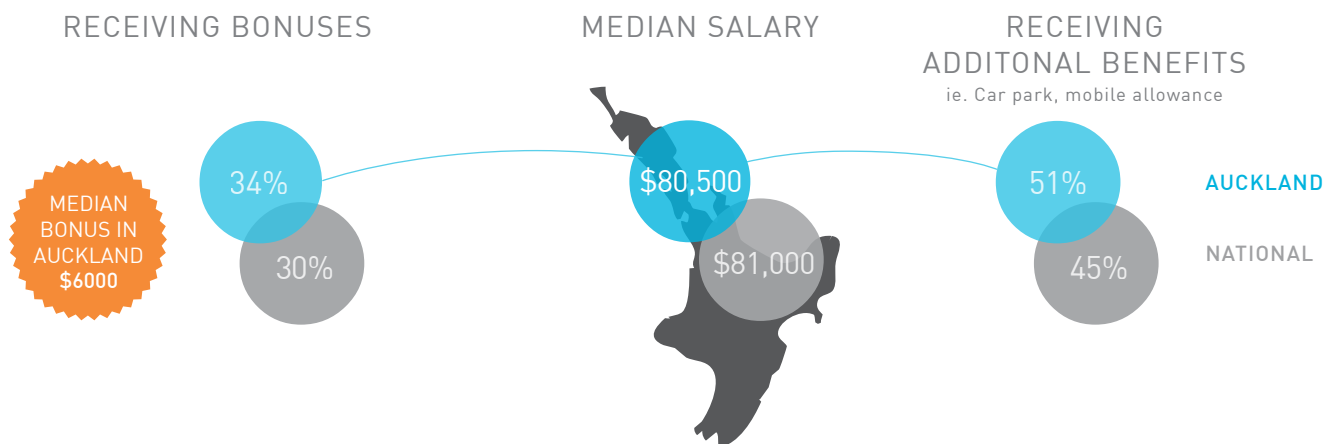
contractors a pay increase and only 5% ruling it out (down from 10%).

The old adage 'work hard, play hard' is still in existence, as 42% of IT professionals consider flexible working hours and a total work/life balance the top non-financial benefit when taking an IT job in Auckland.

Upskilling is a strong value held by many Auckland IT professionals. 26% consider career development opportunities a deciding factor when taking an IT job.

75% of Auckland IT employers are also planning to recruit additional staff/contractors. The main reasons cited for this increase are 'new projects' (38%), followed closely by 'increased customer demand' – both slightly up on 2013 figures.

MONEY, MONEY, MONEY



IT'S ALL ABOUT THE MONEY - AUCKLAND IT PROFESSIONALS

\$ 35% CITE A BETTER SALARY PACKAGE AS THE MAIN DECIDING FACTOR WHEN ACCEPTING A NEW JOB.

\$ 60% ARE EXPECTING A PAY INCREASE THIS YEAR.

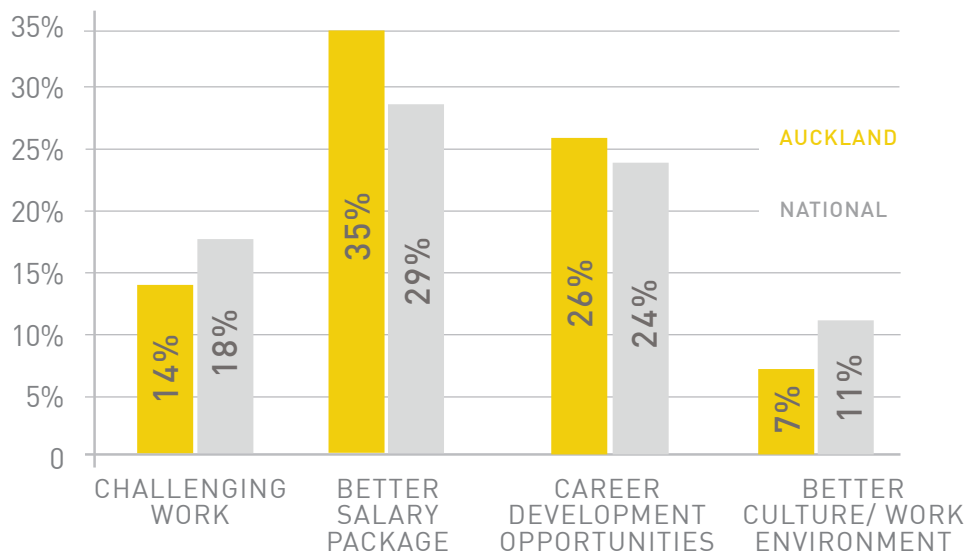
65% ARE CONSIDERING A MOVE TO A NEW WORK PLACE.

36% CITE A SALARY INCREASE AS THE ONE THING THAT WOULD STOP THEM FROM LEAVING THEIR CURRENT ROLE.



INFLUENCE

Top motivators that influence an Auckland IT professionals final decision

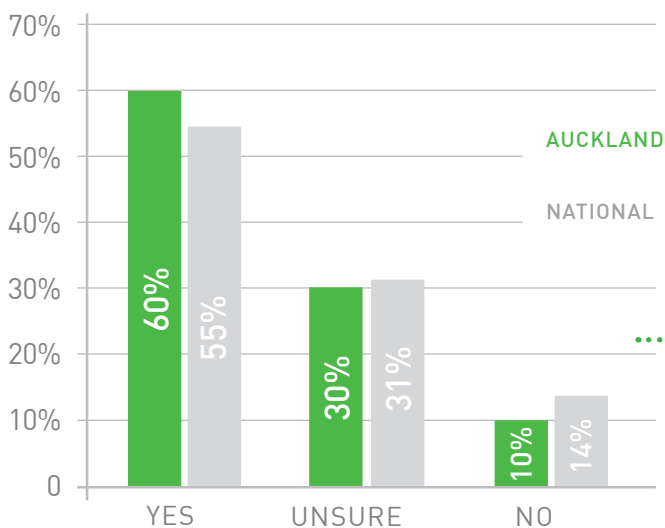


MARKET INSIGHT

35% of Auckland IT professionals cite 'better salary package' as the top influencing factor when accepting a new job. This is a **6% increase** on 2013 figures.

REMUNERATION

Auckland IT professionals expecting a pay increase



The top non-financial benefits Auckland IT professionals would appreciate from their employer

- FLEXIBLE WORKING HOURS **42%**
- CAREER DEVELOPMENT PLANNING AND ADVICE **17%**
- ADDITIONAL ANNUAL LEAVE **13%**

Only 5% of employers are ruling out giving pay rises, down from 10% in 2013.

RELOCATING



30%

OF AUCKLAND IT PROFESSIONALS ARE CONSIDERING A MOVE OVERSEAS

Why:

- 66% BETTER SALARY
- 55% CAREER DEVELOPMENT
- 20% LIFESTYLE

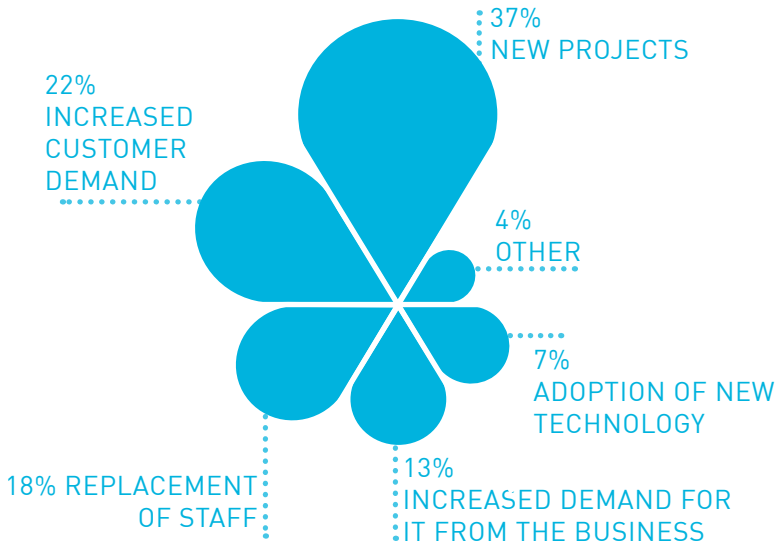
MARKET INSIGHT

The good news for Auckland is, compared with national figures, **5% less** Aucklanders are considering a move overseas.

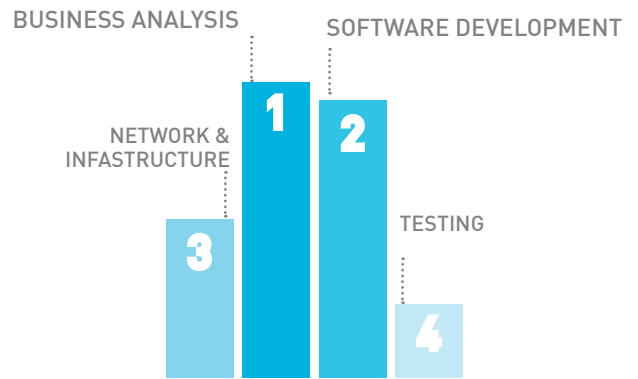


EMPLOYERS

Key reasons Auckland IT employers are hiring



Top skills Auckland IT employers are planning to recruit



75% of Auckland IT employers are planning to recruit additional staff/contractors.

\$\$\$ MEDIAN BASE REMUNERATION

SKILL	AUCKLAND	NATIONAL	AUCKLAND	NATIONAL
	PERMANENT	PERMANENT	CONTRACT	CONTRACT
SOFTWARE DEVELOPER	\$80,000	\$80,000	\$82/HR	\$85/HR
BUSINESS ANALYST	\$85,000	\$85,000	\$87/HR	\$90/HR
SYSTEM ADMIN	\$70,500	\$70,000	\$57/HR	\$55/HR
PROJECT MANAGER/TEAM LEADER	\$100,000	\$103,500	\$100/HR	\$100/HR
HELPDESK/SUPPORT	\$48,000	\$50,000	\$25/HR	\$27/HR
MANAGEMENT	\$120,000	\$117,000	\$90/HR	\$95/HR
TESTING	\$75,000	\$75,250	\$80/HR	\$80/HR

SOURCE: WWW.ITSALARIES.CO.NZ

WHO WE ARE

ABSOLUTE IT

Absolute IT delivers New Zealand's best IT recruitment solutions. We provide unrivalled service throughout the country. Our service is exceptional because our team is. We are innovative specialists who are industry savvy, well-connected and committed.

Since our launch in 2000 we've been proud to be New Zealand owned, our track record speaks for itself: 96% of job seekers would recommend us to others.

We have offices in Auckland, Hamilton, Wellington, Christchurch and London.

