



empiregroup

NATIONAL

Salary Guide

2026 / 2027



Experience the power of great people



Table of Contents

CEO Foreword	2-3
Our Values	5
National Market Insight	6
Candidate Movement	7
Flexibility & WFH	8
Right to Disconnect	9
AI Insights	10-11
National Legal Salary Guides	13-21
National Corporate Salary Guides	25-33
National Technology Salary Guides	35-43

CEO Foreword



Heather Branson

Chief Executive Officer
empire group

It is my privilege to introduce **empire group's National Salary Guide** for 2026-27. Having stepped into the role of CEO in July 2025, I do so with an immense sense of pride in what this organisation has built over the past seventeen years and with genuine excitement about where we are heading.

empire group was founded in 2009 by **Michelle Sneesby**, who had the vision to build a recruitment business defined, not by volume, but by authentic connection, deep expertise and a genuine commitment to the people we serve. That foundation has shaped everything about how we operate and it is one I am committed to building upon as we enter this next chapter of growth.

A Business in Strong Standing

As I look at the business today, I am struck by how much has been achieved and how well-positioned we are for what lies ahead. **empire group** has grown into one of Australia's largest specialist recruitment agencies across legal, corporate services, technology and government. With established teams operating across Brisbane, Sydney and Melbourne, we have a national reputation that continues to strengthen.

Our growth has been deliberate and sustainable. We have not simply expanded for the sake of scale; we have invested in the right people, the right markets and the right relationships. The result is an organisation that is trusted by some of Australia's most respected law firms, corporate organisations and government bodies to help them attract and retain the talent that drives their success.

The Strength of Our People

What I appreciate most deeply is the calibre and commitment of the **empire group** team. Our consultants are not generalist recruiters who have stumbled into a sector. They are specialists, many of whom bring firsthand professional experience in the industries they recruit for, giving them a credibility and depth of understanding that is genuinely rare in our market. The average tenure of a consultant at **empire group** is 9 years and the majority of our team have been working in recruitment

CEO Foreword cont.

for more than a decade. Together, we bring over 400 years of combined recruitment expertise to the organisations and professionals we work with every day. In a market where trust and relationships matter more than ever, this experience is one of our most significant competitive advantages. **empire group's** ability to consistently deliver exceptional outcomes depends entirely on the quality and engagement of the team behind those outcomes.

The Market Ahead

The **2026–2027 employment market** is one of recalibration and transition. After several years of rapid change, which was driven first by the disruption of the pandemic, then by the extraordinary hiring intensity that followed, the market has found a more measured rhythm. **Employers** are hiring more deliberately. **Candidates** are moving more selectively. The factors that determine whether an organisation attracts, places and retains top talent have become more nuanced than ever.

What is clear, across every market we operate in, is that salary alone is no longer the whole story. **Culture, leadership, flexibility, career development** and the broader employee experience are now genuine decision-making factors on both sides. Organisations that understand and respond to this shift will continue to attract the talent they need.

Across legal, corporate services and technology, we are seeing markets that are active and competitive; but in different ways than they were 2 or 3 years ago. The detailed insights from our National Legal Manager, General Manager of Corporate Services and Technology and Director of Technology that follow in this Guide reflect the specific dynamics at play in each of their specialisations.

Looking Forward

As **empire group** enters its 17th year, I am confident we are in the strongest position we have ever been in terms of our team, our national reach, our market reputation and our ability to deliver meaningful outcomes for the clients and candidates who place their trust in us.

This Guide is one expression of that commitment: a resource built on real data, real market experience and genuine expertise, designed to help you make informed decisions about hiring strategy, salary positioning and career planning in the year ahead.

On behalf of the entire **empire group** team, thank you for your trust and your partnership. We look forward to working alongside you in FY26/27 and beyond.

We are an **Australian owned, female led** organisation with over 17 years of specialist recruitment expertise. At empire group, relationships are at the heart of everything we do – with our clients, understand the people and businesses we partner with, building connections that endure well beyond a single placement.

17+ Years of Specialist Recruitment Expertise	400+ Years of Combined Team Experience	100,000+ Candidates Across our Active Network	9yrs Average Consultant Tenure at empire
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“ Recruitment is about people – not process. We exist to forge genuine connections between exceptional talent and the organisations that need them most. ”

Relationship-Led, Always

Relationships are our foundation, not a strategy. We invest deeply in understanding our clients’ cultures and challenges and our candidates’ ambitions and values. We ensure every introduction is meaningful and every outcome is one we stand behind. We are in this for the long term.

Trusted Advisors

Our clients and candidates turn to us not just to fill roles, but for honest, expert guidance on markets, salary benchmarks and career decisions. With an average consultant tenure of nine years, the advice we give is grounded in genuine expertise, not guesswork or generic templates.

National Presence

With offices across Brisbane, Sydney and Melbourne, we deliver consistent, high-quality recruitment nationally. Every client and candidate benefits from our deep local knowledge backed by the strength of a unified national team. We collaborate across markets to find the very best outcomes.

Our People

We hire exceptional consultants and invest in them for the long haul. Our team are genuine industry specialists with hands-on experience, unmatched networks and the credibility that comes from years of deep sector immersion. Low turnover means our clients and candidates deal with the same trusted faces, year after year.

Candidate-Centric Approach

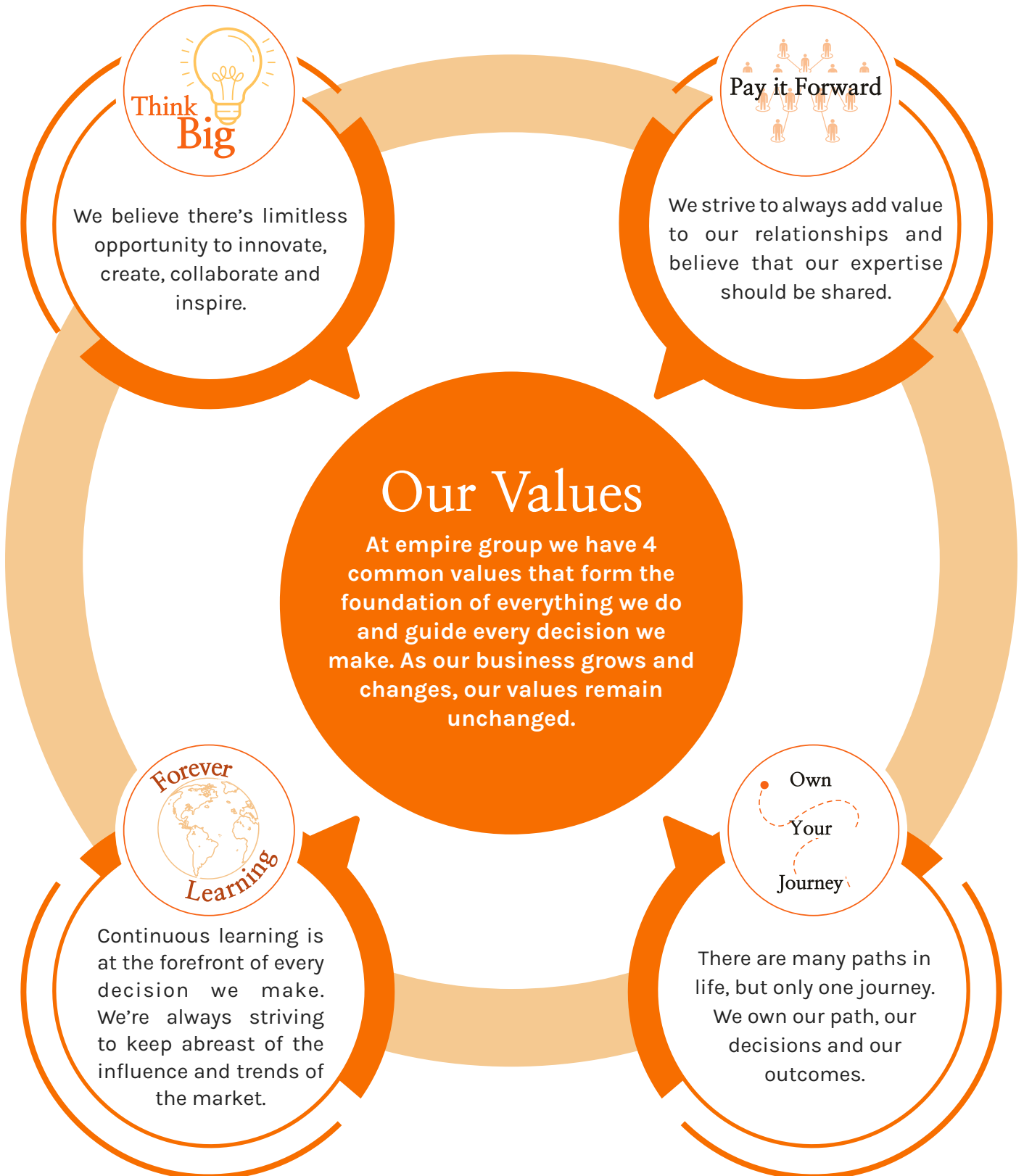
Our 100,000+ candidate network is built on active engagement, trust and genuine care, not passive databases. We understand cultural fit, career goals and individual motivations, building shortlists that truly resonate. Our commitment to candidates extends well beyond placement and throughout their careers.

Compliance & Diversity

We are committed to equitable, fully compliant recruitment across temporary, contract and permanent assignments. We actively champion diversity, support local workforces and hold ourselves to the highest standards. We help organisations build inclusive, high-performing teams that reflect the communities they serve.

Our Values

Established in 2009, **empire group** is a values-driven recruitment agency renowned for its candidate-centric approach and deep market insight. **empire group** delivers tailored, high-quality recruitment solutions across the Legal, Corporate Services, Technology and Government sectors.



National Market Insights

Drawing on responses from over 1,000 professionals across legal, corporate services and technology sectors, this year's survey captures a market in confident transition. After several years of rapid change, the employment landscape is settling into a more considered rhythm, one that presents real opportunity for both organisations and candidates who are ready to move with purpose.

A Market Finding Its Balance

The post-pandemic surge has stabilised and in its place we are seeing a more measured, relationship-driven market. Organisations are hiring with greater intention, placing strong emphasis on cultural alignment and long-term fit. Candidates, in turn, are making more considered decisions, carefully weighing stability, values and career trajectory alongside salary before committing to a move.

Why People Stay

1. Flexibility
2. Job Satisfaction
3. Salary
4. Culture

This recalibration is a healthy sign. It signals that both sides of the market have refined their expectations and that the conversations happening between employers and candidates are more substantive than they have been in years.

“

Salary falls in priority when it comes to retention, reinforcing that the day-to-day employment experience holds more weight than remuneration once a person is in a role.

”

What Candidates Want Most



Three Things Employers Should Know

Salary Satisfaction Is Split Right Down the Middle



51%

of respondents are not happy with their current salary, virtually equal to the 49% who are. While the market has cooled, salary remains a live factor for candidates across all sectors.

The Professional Development Gap



79%

of respondents believe having a professional development plan is important, yet only 35% currently have one. This gap represents a significant and largely untapped retention opportunity for organisations.

Leadership Shapes Culture Above All Else



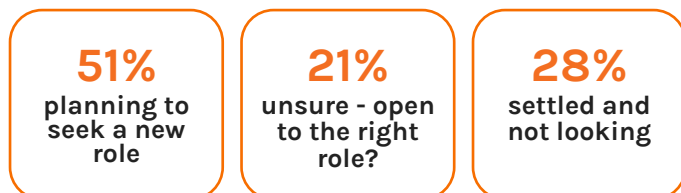
59%

ranked leadership as the top driver of workplace culture, ahead of workloads, communication and environment. Culture truly is set from the top down.

Candidate Movement

The market is active and the appetite for movement is real. More than half of all respondents are either actively seeking a new role or open to the right opportunity, creating a dynamic environment that rewards organisations who are proactive, clear in their proposition and fast in their process.

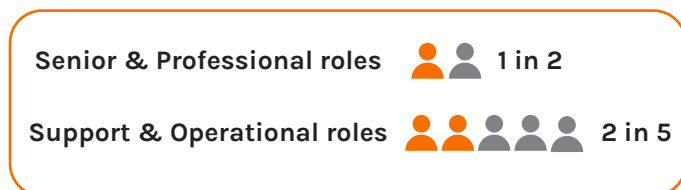
Movement Intentions



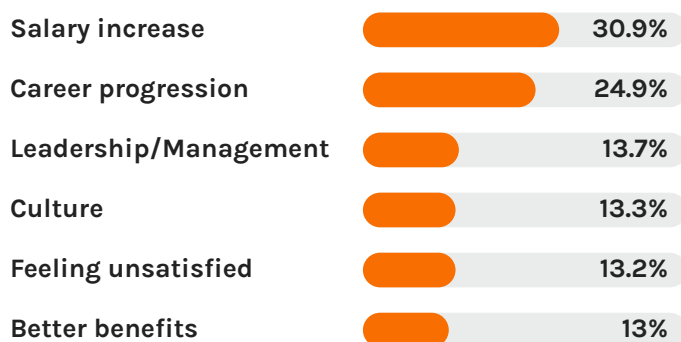
Of the over 1,000 employees surveyed, 51% indicated they are planning to seek a new role in the next 12 months, with a further 21% unsure – suggesting that the passive but receptive talent pool is substantial. Only 28% are firmly settled in their current role.

This is not a market of disengaged or restless employees. Movement is being driven by considered decisions around progression, remuneration and values alignment – which means employees who do move are making meaningful, long-term choices.

Who is Considering a Move?



What's Driving the Decision to Move?



What This Means for Employers

Career progression has emerged as the second most important driver for change – a clear signal that organisations offering visible, structured growth pathways will have a meaningful advantage in attracting motivated employees.

Leadership and culture together account for nearly 27% of movement motivators. This confirms what we hear consistently from the market: people don't leave organisations, they leave leaders and environments that no longer align with their values.

The opportunity for employers is significant. With more than half the workforce open to moving, organisations that can articulate a clear and compelling employee value proposition – beyond salary – are well placed to attract high-calibre talent in FY26/27.

Why Employees Stay?

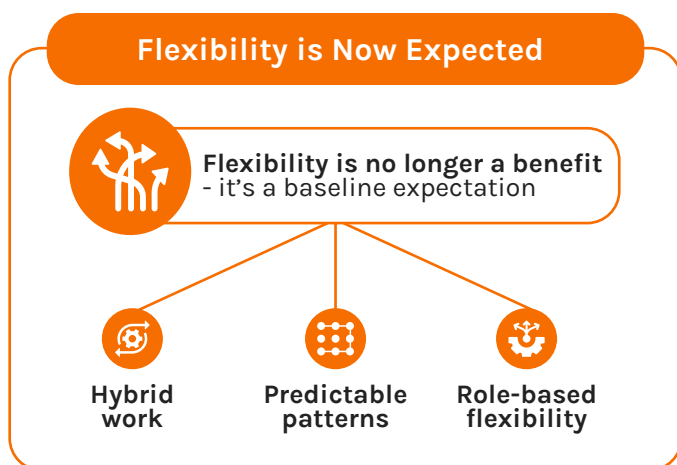
- **Flexibility** - the single strongest retention anchor across all sectors
- **Team** - the quality of immediate colleagues matters deeply
- **Culture** - a positive environment keeps people invested
- **Job Satisfaction** - meaningful work sustains long-term commitment

Flexibility & WFH

Flexibility is no longer a differentiator, it is a baseline expectation. Across every sector we surveyed, employees treat flexible working arrangements as a given and filter out roles where they are not available. The conversation has moved on from whether flexibility exists to how well it is designed and delivered.

Flexibility is Now Expected, Not Negotiated

An overwhelming 79.8% of respondents identified work-from-home options as the preferred form of flexibility, making it the clear front-runner across all sectors. This is no longer a perk that candidates negotiate for – it is an assumption they bring to the conversation from the outset. Roles that actively advertise or enforce rigid, 5-day office attendance without a clear rationale are being filtered out before salary or title are even considered. For organisations pushing for full return-to-office, the talent attraction and retention is reduced significantly.



What Kind of Flexibility Do Employees Want?



Only 6% of employees indicated they want no flexibility at all, a clear sign that the vast majority of the workforce expects some form of flexible arrangement to be on offer.

What Employers are Offering

Our client survey of over 150 organisations reveals that most employers have embraced flexibility in policy – but the detail matters. While 84% offer some form of work-from-home flexibility, the majority limit this to just 1-2 days per week.

84%
of employers offer WFH flexibility

68%
allow only 1-2 days WFH per week

13%
allow 3-4 days WFH per week

What Employers are Saying

- **Hybrid** is preferred over fully remote, structured in-office time supports collaboration and culture
- **Productivity** has remained consistent with hybrid models in place
- **Flexibility** is a proven tool for attracting and retaining top talent

There is a clear tension emerging between what employees expect and what employers are offering. Employees want genuine flexibility, employers are offering access to it, but often within tighter boundaries than the workforce expects. The organisations that bridge this gap most thoughtfully will hold the strongest retention and attraction advantage.

Right to Disconnect

Australia's Right to Disconnect legislation has introduced an important framework for protecting personal time and our survey reveals that while awareness and appreciation of the right is high, the reality of after-hours contact remains a common experience for more than half the workforce.

The Gap Between Importance and Use

A clear majority, 71.8% of respondents, consider the Right to Disconnect important to them. Yet only 28.9% have actively exercised it in the past 12 months. This significant gap tells a nuanced story, employees value the right, but navigating team expectations, client demands and organisational culture often makes it difficult to use in practice.

Importance vs Utilisation



“This is not a sign of weakness in the legislation, it reflects the trust and commitment employees feel toward their work. The Right to Disconnect is less about shutting off entirely and more about having the clarity and confidence to protect personal”

Organisations that embed this balance into their culture, rather than treating it as a compliance checkbox, will be better positioned to build sustainable, high performing teams.

What the Data Tells Us

With 52% of employees reporting they have been contacted outside contracted hours in the past 12 months, afterhours work remains a common reality across all sectors. This contact is often accepted out of professional commitment rather than obligation.

Organisations that actively support healthy boundaries, through clear communication norms, leadership modelling and genuine respect for personal time, are increasingly seen as employers of choice. In a competitive talent market, this translates into attraction and retention.

What the Law Says

Australia's Right to Disconnect laws give employees the right to:

- Refuse to monitor, read or respond to work-related contact outside their working hours, unless refusing would be unreasonable.
- Ignore calls, emails, texts or messages from employers, colleagues, clients or third parties after hours.
- Exercise this right without adverse action, such as being disciplined, demoted or penalised for not responding.

When refusal may be considered unreasonable:

- The contact is urgent or required by law.
- The employee's role or seniority expects availability.
- The employee is compensated for being 'on-call'.
- The contact method or timing isn't overly disruptive.
- The employee's personal circumstances are considered.

Artificial Intelligence

Evolving Workflows, Expanding Capabilities & Emerging Micro-Roles

Artificial intelligence continued its steady shift from experimentation to everyday utility in FY25/26.

The growing acceptance of AI suggests that teams increasingly understand its purpose to support, not replace, professional judgement.

AI is Embedded, Not Experimental

Administration 44%

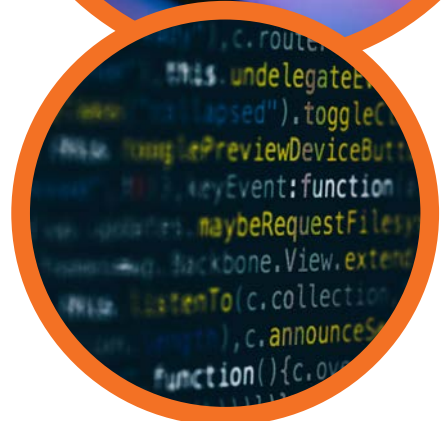
Data Analysis 44%

Research 36%

Drafting & Editing growing use

Where last year's Guide highlighted early adoption with only 34% of respondents using AI tools mainly for administration, data analysis and research; this year's data shows broader, deeper integration across all workforces as a core enabler of productivity, workflow improvement and service delivery.

Sentiment has also matured. Employees across all job families showed cautious-optimism, viewing AI as a time-saver and productivity booster rather than a threat. Concerns remain around accuracy, over-reliance and skill development for junior staff but these concerns now feel more pragmatic and less fear-driven compared with FY25/26.



New and Emerging Micro-Roles in FY26/27

A major shift from last year is the emergence of AI-adjacent micro-roles. Last year's Guide recognised the growing importance of legal technology and eDiscovery, with the sector expanding as firms embraced automation and digital workflows. This year, that evolution has accelerated.

In FY26/27, organisations are investing more directly in people who can connect knowledge with digital capability, recognising that these hybrid skills are the future of modern practice.

Micro-roles have grown naturally out of trends highlighted in our FY25/26 Guide, particularly the expansion of eDiscovery, the rise of Legal Data Intelligence (LDI) and the growing centrality of technology within delivery teams.

New Micro-Roles Emerging

- 
Workflow Automation Specialist
- 
Process Improvement Analyst
- 
AI Enablement / Ops Specialist
- 
Change & Adoption Lead
- 
Data Quality & Governance Analyst

What has remained consistent from last year is that AI still enhances, rather than replaces, the human elements of work. People remain at the centre of judgement, creativity, client care and ethical decision-making. AI simply removes friction, taking on repetitive, the administrative and labour-heavy tasks that previously consumed time and eroded capacity.

Looking Ahead

The FY26/27 insights tell a clear story: AI is advancing quickly, but in a way that complements human expertise. Workplaces that embrace this shift by training their teams, investing in responsible implementation and creating space for new hybrid roles, will be the ones that stay ahead. As AI reshapes workflows across all environments, the most successful organisations will be those that treat it not as a disruption, but as an opportunity to elevate the value and impact of their people.





Why work with us

The right hire is not just about the role.

It is about understanding what you are building, what your team needs and what will actually make someone successful once they step into the role.

At empire group, that is where we start.



We take the time to properly understand your business, not just the brief, but the context around it. The expectations, the team dynamics and the difference between what looks right on paper and what will work in practice.



That upfront work allows us to go to market with clarity and intent. We operate on an authority to represent basis. Candidates are only presented once we have engaged with them properly and have genuine alignment to the opportunity.



We do not operate as a transactional provider. We partner with our clients and candidates, taking responsibility for how opportunities and individuals are represented and focusing on outcomes that are aligned and sustainable.



No shortcuts. No generic shortlists. Just thoughtful, well-run recruitment, delivered properly.

For our Clients, we run a structured and considered process.



This means you are only meeting candidates who have been properly qualified, aligned and briefed on the role.



We engage the market directly, manage communication closely and ensure candidates are well prepared and informed at every stage.



You have visibility throughout, with clear updates, consistent feedback and a process that is easy to navigate.

For our candidates, the experience is just as deliberate.



We take the time to understand your experience, motivations and what you are looking for next.



We keep you informed, provide context and ensure you are prepared at every step.



That gives you confidence in who is representing you and control over how you are positioned in the market.



Talk to us
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National Legal

Salary Guide



National Legal Manager Foreword



Rachael Musgrave

National Legal Manager
empire group

A Recalibrated Market

The FY26/27 **empire group** Legal Salary Survey reflects a market that has recalibrated.

We are seeing a real push to a more employer-led market though it is far from straightforward.

Economic uncertainty has created a clear disconnect - a lag in how each side is responding. Employers are hiring cautiously, seeking to tick every box, while candidates remain hesitant to move without certainty and are still somewhat anchored to the confidence of the previous market.

Even with 1 in 3 lawyers and 2 in 5 legal support professionals open to new roles, movement is more considered, with greater focus on risk, stability and long-term fit.

The result is a slower conversion market—processes remain active, but decisions on both sides are taking longer.

Salary Still Leads - But No Longer Wins Alone

65.7%

Salary

49.1%

Work-life balance

45.8%

Culture

45.5%

Flexibility

Salary remains the primary driver, with **65.7%** of candidates ranking it among their top factors (**over 70% for lawyers**). However, its influence has stabilised, with work-life balance (**49.1%**), culture (**45.8%**) and flexibility (**45.5%**) close behind.

Lawyers continue to prioritise salary and progression, while legal support professionals place equal weight on flexibility and day-to-day experience.

The message is clear

“Salary may open the door, but it no longer secures the hire.”

Flexibility Is a Baseline

Flexibility has emerged as one of the most powerful forces shaping both attraction and retention. It is no longer a benefit - it is expected!

The focus has shifted to how flexibility is delivered. It is now seen as a driver of performance - enabling productivity, focus and efficiency, rather than simply a lifestyle benefit.

“Firms are no longer competing on access to flexibility, but on how well they implement it!”

Culture and Leadership Drive Retention

1 in 5 departures is now attributed to culture, with leadership quality the key driver. There is a growing recognition that strong technical or billing performance does not always translate into effective leadership.

Candidates are placing greater weight on communication, consistency and team environment and are assessing the full employee experience - not just the role. **Employers**, in turn, are being challenged to look inward and clearly articulate what they offer beyond salary.

A More Competitive Recruitment Landscape

The recruitment process itself has become more competitive and, at times, more challenging. We are seeing increased disputes around candidate ownership and instances where candidates are submitted without their consent.

This reinforces the importance of **transparency, strong relationships and maintaining professional standards** across all parties in the recruitment process.

Candidate Behaviour and Accountability

While employers are adapting, candidate behaviour has also shifted. There has been a noticeable increase in disengagement during recruitment processes (aka. “ghosting”).

While often driven by uncertainty or a desire to avoid difficult conversations, this lack of communication can damage opportunities and reputations in a tightly connected legal market.

Final Word

Despite uncertainty, the market remains active - more balanced, measured and sustainable but also more complex. While it may be employer-led, talent is not easier to secure.

Success will come down to delivering a clear, consistent and compelling value proposition.

Mid-level to junior SA lawyers (4-8yr PAE) remain the most constrained talent pool, which is continuing to impact succession planning.

Legal Professional Salary Guide

Legal Professional Salary Data	QLD Base Salary	
International/Top-Tier	Low	High
Graduate	\$80,000	\$98,000
1 Year PAE	\$98,000	\$107,000
2 Years PAE	\$103,000	\$112,000
3-4 Years PAE	\$116,000	\$134,000
5 Years PAE +	\$130,000	\$156,000
Senior Associate 1-5	\$152,000	\$245,000
Special Counsel	\$214,000	\$290,000
Salaried Partner	\$360,000	
National / Mid-Tier / High-End Boutique	Low	High
Graduate	\$80,000	\$89,000
1 Year PAE	\$89,000	\$98,000
2 Years PAE	\$98,000	\$112,000
3-4 Years PAE	\$107,000	\$134,000
5 Years PAE +	\$129,000	\$170,000
Senior Associate 1-5	\$134,000	\$223,000
Special Counsel	\$187,500	\$250,000
Salaried Partner	\$245,000	
Boutique Firms (10 Partners or Less)	Low	High
Graduate	\$67,000	\$85,000
1 Year PAE	\$76,000	\$103,000
2 Years PAE	\$80,000	\$112,000
3-4 Years PAE	\$98,000	\$134,000
5-8 Years PAE	\$120,000	\$180,000
8+ Years PAE	\$134,000	\$205,000
Senior Associate 1-5	\$125,000	\$225,000
Special Counsel	\$178,000	\$232,000
Salaried Partner	\$230,000	
In-House	Low	High
Legal Counsel	\$98,000	\$179,000
Senior Legal Counsel	\$143,000	\$315,000

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Legal Professional Salary Guide

Legal Professional Salary Data	NSW Base Salary	
International/Top-Tier	Low	High
Graduate	\$98,000	\$112,000
1 Year PAE	\$112,000	\$125,000
2 Years PAE	\$120,000	\$134,000
3-4 Years PAE	\$130,000	\$156,000
5 Years PAE +	\$152,000	\$180,000
Senior Associate 1-5	\$170,000	\$264,000
Special Counsel	\$250,000	\$360,000
Salaried Partner	\$445,000	
National / Mid-Tier / High-End Boutique	Low	High
Graduate	\$80,000	\$107,000
1 Year PAE	\$98,000	\$112,000
2 Years PAE	\$107,000	\$125,000
3-4 Years PAE	\$116,000	\$145,000
5 Years PAE +	\$135,000	\$188,000
Senior Associate 1-5	\$145,000	\$250,000
Special Counsel	\$215,000	\$290,000
Salaried Partner	\$315,000	
Boutique Firms (10 Partners or Less)	Low	High
Graduate	\$70,000	\$90,000
1 Year PAE	\$80,000	\$105,000
2 Years PAE	\$90,000	\$116,000
3-4 Years PAE	\$98,000	\$145,000
5-8 Years PAE	\$120,000	\$180,000
8+ Years PAE	\$135,000	\$205,000
Senior Associate 1-5	\$134,000	\$230,000
Special Counsel	\$196,000	\$270,000
Salaried Partner	\$275,000	
In-House	Low	High
Legal Counsel	\$107,000	\$196,000
Senior Legal Counsel	\$156,000	\$315,000

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Legal Professional Salary Guide

Legal Professional Salary Data	VIC Base Salary	
International/Top-Tier	Low	High
Graduate	\$85,000	\$103,000
1 Year PAE	\$103,000	\$112,000
2 Years PAE	\$107,000	\$121,000
3-4 Years PAE	\$121,000	\$143,000
5 Years PAE +	\$134,000	\$160,000
Senior Associate 1-5	\$152,000	\$246,000
Special Counsel	\$240,000	\$315,000
Salaried Partner	\$400,000	
National / Mid-Tier / High-End Boutique	Low	High
Graduate	\$80,000	\$89,000
1 Year PAE	\$89,000	\$105,000
2 Years PAE	\$103,000	\$116,000
3-4 Years PAE	\$107,000	\$134,000
5 Years PAE +	\$129,000	\$179,000
Senior Associate 1-5	\$134,000	\$223,000
Special Counsel	\$196,000	\$250,000
Salaried Partner	\$290,000	
Boutique Firms (10 Partners or Less)	Low	High
Graduate	\$70,000	\$85,000
1 Year PAE	\$76,000	\$103,000
2 Years PAE	\$89,000	\$112,000
3-4 Years PAE	\$98,000	\$143,000
5-8 Years PAE	\$120,000	\$179,000
8+ Years PAE	\$152,000	\$201,000
Senior Associate 1-5	\$125,000	\$223,000
Special Counsel	\$179,000	\$255,000
Salaried Partner	\$250,000	
In-House	Low	High
Legal Counsel	\$98,000	\$179,000
Senior Legal Counsel	\$147,000	\$357,000

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Legal Support Salary Guide

Legal Support Salary Data	QLD Base Salary	
	Low	High
Accounts Clerk/Bookkeeper	\$62,500	\$100,000
Accounts Manager	\$90,000	\$143,000
Conveyancer	\$67,000	\$100,000
Executive Assistant	\$72,000	\$107,000
Human Resource Administrator	\$58,000	\$76,000
Legal Receptionist	\$54,000	\$85,000
Junior Legal Assistant	\$58,000	\$72,000
Intermediate Legal Assistant	\$72,000	\$85,000
Senior Legal Assistant	\$72,000	\$100,000
Office Manager	\$85,000	\$116,000
Paralegal	\$72,000	\$112,000
Practice Manager	\$95,000	\$145,000

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Legal Support Salary Guide

Legal Support Salary Data	NSW Base Salary	
	Low	High
Accounts Clerk/Bookkeeper	\$62,500	\$100,000
Accounts Manager	\$98,000	\$145,000
Conveyancer	\$85,000	\$130,000
Executive Assistant	\$95,000	\$140,000
Human Resource Administrator	\$76,000	\$116,000
Legal Receptionist	\$58,000	\$85,000
Junior Legal Assistant	\$65,000	\$85,000
Intermediate Legal Assistant	\$76,000	\$95,000
Senior Legal Assistant	\$85,000	\$107,000
Office Manager	\$85,000	\$134,000
Paralegal	\$72,000	\$115,000
Practice Manager	\$95,000	\$152,000

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Legal Support Salary Guide

Legal Support Salary Data	VIC Base Salary	
	Low	High
Accounts Clerk/Bookkeeper	\$62,500	\$100,000
Accounts Manager	\$90,000	\$145,000
Conveyancer	\$78,000	\$107,000
Executive Assistant	\$72,000	\$121,000
Human Resource Administrator	\$67,000	\$92,500
Legal Receptionist	\$58,000	\$85,000
Junior Legal Assistant	\$55,000	\$75,000
Intermediate Legal Assistant	\$75,000	\$90,000
Senior Legal Assistant	\$75,000	\$110,000
Office Manager	\$85,000	\$125,000
Paralegal	\$75,000	\$110,000
Practice Manager	\$95,000	\$152,000

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Innovation/ Digital & eDiscovery Foreword



Sherri Hodson

Innovation/Digital & eDiscovery Partner
empire group

The Digital Technology landscape within the legal sector has evolved significantly in recent years, expanding beyond traditional eDiscovery to encompass a broader, more integrated ecosystem of capabilities, including artificial intelligence, automation and advanced data management. Reflecting this shift, the term **Legal Data Intelligence (LDI)** is increasingly being adopted to describe the full scope of this work.

This evolution signals a move away from task-based discovery processes toward a more strategic, data-driven approach to how legal information is collected, governed and leveraged to support decision-making and service delivery.

In parallel, many top-tier firms have restructured and rebranded their Alternative Legal Services and technology teams as **Digital Legal Delivery Teams**, highlighting a more integrated, outcomes-focused model.

The **Digital Legal Delivery** space remains one of the most dynamic and fast-evolving areas within the legal sector. While the market has recalibrated following several years of accelerated growth, opportunity remains strong, with firms recognising these functions as core capabilities rather than support functions.

Salary growth within Legal Data Intelligence and **Digital Legal Delivery** roles has been relatively measured over the past 12 months. However, this stability has been offset by a noticeable increase in both the volume and diversity of available roles.

Law firms and in-house legal teams continue to expand their **Digital Legal Delivery**, digital forensics and litigation support functions, alongside building large-scale project capability.

AI remains a central driver of change, with professionals increasingly transitioning into roles focused on automation, workflow optimisation and digital innovation, particularly where they can bridge the gap between legal practice and technology.

Innovation/ Digital & eDiscovery Salary Guide

	Low	High
Data Processing Analyst	\$90,000	\$130,000
Document Review	\$90,000	\$140,000
eDiscovery Analyst	\$90,000	\$130,000
eDiscovery Consultant	\$90,000	\$150,000
Senior eDiscovery	\$150,000	\$220,000
eDiscovery Manager	\$180,000	\$240,000
eDiscovery Senior Manager	\$210,000	\$260,000+
Forensic Analyst	\$85,000	\$130,000
Forensic	\$130,000	\$200,000
Forensic Director/Senior	\$200,000	\$260,000+
Technical Consultant	\$120,000	\$220,000

Transformation/Innovation & Digital	Low	High
Transformation/Innovation/ Digital Analyst	\$90,000	\$130,000
Transformation/Innovation/ Digital Manager	\$140,000	\$220,000
Transformation/Innovation/ Digital Director/Senior	\$200,000	\$250,000+

Forensic Accounting	Low	High
Associate Director	\$170,000	\$230,000
Director/Executive Director	\$200,000	\$250,000+
Forensics Accounting Analyst	\$90,000	\$130,000
Forensics Accounting Manager	\$130,000	\$170,000

*All salaries listed are BASE salaries excluding superannuation and bonuses.



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Temporary work should feel like an opportunity and with empire group, it does.

For our candidates, from the moment you register with us, you become part of our community.

You have a dedicated consultant who genuinely invests in your success, stays in touch throughout your assignment and is always just a phone call away. Weekly payroll means your income arrives reliably, every time.

From the moment you register with us, you become part of our community. You have a dedicated consultant who genuinely invests in your success, stays in touch throughout your assignment and is always just a phone call away. Weekly payroll means your income arrives reliably, every time.

We believe that feeling supported, valued and looked after makes all the difference.

For our clients, that same care and commitment shapes everything we do.

You get access to pre-screened, specialist-matched talent ready to hit the ground running, with payroll and compliance fully managed end-to-end. Fast, reliable and handled by a consultant who knows your business and keeps you informed every step of the way.

Great temporary staffing starts with great relationships.

Our specialist temporary/contracting consultants are well known for the excellent standard of service they deliver. Across our clients in legal support, technology and corporate services, our specialist recruitment consultants have years of experience in connecting great candidates to businesses in support of their temporary staffing needs. Some of these experiences have been detailed in the testimonials below.



From the very first conversation, the service was professional, responsive and genuinely focused on supporting career progression. Valuable insights were provided about the role and company, along with practical tips that helped build confidence and preparation.

Thanks to this support, an exciting new role was secured that aligns perfectly with career goals. For anyone looking for a recruiter who is reliable, supportive and genuinely invested in success, Empire Group comes highly recommended.



I had a fantastic experience working with the team. From the very first conversation, they were professional, supportive and genuinely invested in finding the right fit for me.

They kept me well informed throughout the entire recruitment process, offered great interview preparation tips and communicated clearly at every stage.

Thanks to their guidance, I've now secured an exciting new role that aligns perfectly with my skills and career goals. I couldn't be happier with the outcome and would highly recommend this agency to anyone looking for a dedicated and proactive recruitment team.



I had an excellent experience throughout the recruitment process. From the initial conversation, the approach was professional, transparent and genuinely focused on finding the right fit for both myself and the organisation. Communication was clear at every stage, with accurate expectations set throughout, ensuring I felt prepared and confident as I progressed. What stood out most was the responsiveness and attention to detail, with consistent follow-up that made the entire experience seamless.



Talk to us
empiregroup.com.au



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07 3231 1200



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02 8227 7200



MELBOURNE
03 8602 7400

National Corporate Services

Salary Guide



General Manager - Corporate Services & Technology Foreword



Courtney Chambers

General Manager
empire group

The Corporate Services and Technology employment market has continued to stabilise through 2025 and into 2026, with steady hiring activity across finance, governance, risk, HR, procurement, business support and technology functions.

Market conditions are not entirely consistent across all cities.

Sydney continues to show steady hiring activity across corporate services and technology functions, particularly within financial services, professional services and large corporate environments.

We have observed stronger hiring confidence and growth across the **Queensland** market, particularly in **Brisbane**, where population growth, infrastructure investment and continued government and professional-

services hiring have supported a more optimistic employment market.

Melbourne, however, has experienced a more cautious hiring environment over the past 12 to 18 months, with longer approval processes, increased budget scrutiny and more conservative headcount planning across a number of sectors.

Despite this, demand remains strong across all markets for proven leaders and specialist talent who can improve performance, drive efficiency and support organisational growth.

“ While the rapid salary increases seen in previous years have moderated, demand remains strong for experienced professionals and specialist capability, particularly across leadership roles, business partnering finance positions, technology, data, cyber security and transformation roles that support organisational performance and growth. ”

We are continuing to see organisations place greater emphasis on leadership capability, team structure and long-term capability building, rather than simply replacing roles.

Many organisations are reassessing team design, leadership capability and succession planning, resulting in increased demand for strong leaders who can build high-performing, engaged and accountable teams, as well as individual contributors who bring strong technical capability and commercial thinking.

Candidate behaviour also continues to evolve. Our FY26/27 survey data shows that while salary remains the most important factor when candidates consider a new opportunity, work-life balance, culture and flexibility consistently rank among the top decision-making factors across Corporate Services and Technology professionals.

“Leadership quality is also continuing to play a more significant role in candidate movement, reinforcing the importance of clear direction, communication and effective people leadership in attracting and retaining talent.”

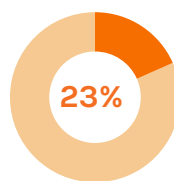
Organisations are also increasingly managing multi-generational workforces, with up to five generations now working within the same organisation. This presents both challenges and opportunities, particularly in leadership capability, communication styles, flexibility expectations and career development. Strong leadership and clear organisational direction are becoming increasingly important in bringing these groups together and building high-performing, engaged teams.

Looking Ahead

We anticipate continued steady hiring activity across Corporate Services and Technology functions, particularly in roles that support organisational performance, systems improvement, governance, digital transformation and leadership capability. While hiring processes are more considered than in previous years, organisations are still competing for experienced professionals and specialist capability, particularly at leadership and niche levels.

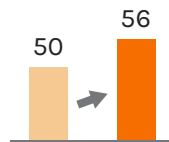
Key Demographic & Workforce Data

Aging Population



By 2060, it is projected that 23% (nearly 1 in 4) of Australians will be over the age of 65.

Delayed Retirement



The average retirement age has risen significantly from 50 in 1997 to over 56 in 2020-21.

Industry Trends & Challenges

Hiring Bias

18% of employers admitted they would not hire someone over 65.

Experience Gap

50%+ of employers view a lack of experience as a primary barrier for hiring younger workers.

Policy Gaps

83% of global executives believe a multigenerational workforce is key to growth, less than half actually include “age” in their Diversity, Equity and Inclusion (DEI) policies.

Key Advantages

Complementary Skills: Combining generational skills (e.g., Gen Z’s tech proficiency with older workers’ experience and loyalty) boosts productivity and innovation.

Knowledge Transfer: Mentorship in both directions helps transfer experience to younger workers and technological capability to older staff.

Finance & Accounting

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
Accounts Payable Officer	\$65,000	\$80,000	\$280	\$380
Accounts Receivable Officer	\$65,000	\$80,000	\$280	\$380
Payroll Officer	\$75,000	\$95,000	\$320	\$450
Senior Payroll Officer	\$90,000	\$115,000	\$420	\$600
Payroll Manager	\$115,000	\$165,000	\$650	\$900
Bookkeeper	\$70,000	\$90,000	\$300	\$420
Assistant Accountant	\$75,000	\$95,000	\$350	\$500
Cost Accountant	\$95,000	\$125,000	\$450	\$650
Project Accountant	\$100,000	\$135,000	\$500	\$700
Management Accountant	\$105,000	\$140,000	\$500	\$700
Financial Accountant	\$95,000	\$125,000	\$450	\$650
Senior Financial Accountant	\$120,000	\$155,000	\$600	\$800
Finance Analyst	\$100,000	\$135,000	\$500	\$700
Finance Business Partner	\$130,000	\$175,000	\$700	\$950
Finance Manager	\$150,000	\$195,000	\$850	\$1,200
Finance Controller	\$180,000	\$240,000	\$1,000	\$1,400
Head of Finance	\$220,000	\$300,000	\$1,200	\$1,600
Chief Financial Officer	\$260,000	\$400,000	\$1,500	\$2,200

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Human Resource / People and Culture

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
Human Resource Administrator	\$65,000	\$85,000	\$280	\$380
Human Resource Advisor	\$90,000	\$120,000	\$450	\$650
Senior Human Resource Advisor	\$110,000	\$140,000	\$550	\$750
Human Resource Business Partner	\$120,000	\$160,000	\$650	\$900
Senior Human Resource Business Partner	\$140,000	\$185,000	\$750	\$1,050
Talent Acquisition Consultant	\$90,000	\$120,000	\$450	\$650
Senior Talent Acquisition Partner	\$120,000	\$150,000	\$600	\$800
Talent Acquisition Manager	\$140,000	\$180,000	\$650	\$ 850
Organisational Development Advisor	\$110,000	\$140,000	\$550	\$750
Organisational Development Manager	\$140,000	\$180,000	\$750	\$1,050
Change Manager	\$130,000	\$170,000	\$700	\$1,000
Learning & Development Advisor	\$100,000	\$130,000	\$500	\$700
Learning & Development Manager	\$130,000	\$170,000	\$650	\$900
Workforce Planning Manager	\$140,000	\$180,000	\$700	\$950
Remuneration & Benefits Specialist	\$130,000	\$170,000	\$650	\$900
Human Resource Manager	\$150,000	\$195,000	\$850	\$1,150
Head of Human Resource	\$190,000	\$260,000	\$1,100	\$1,500
Human Resource Director	\$220,000	\$320,000	\$1,300	\$1,800
Chief People Officer	\$260,000	\$380,000	\$1,500	\$2,200

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Business Support

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
Administration Assistant	\$60,000	\$75,000	\$250	\$350
Team Administrator	\$65,000	\$85,000	\$280	\$380
Office Administrator	\$65,000	\$85,000	\$280	\$380
Senior Administrator	\$75,000	\$95,000	\$320	\$450
Project Administrator	\$75,000	\$95,000	\$320	\$450
Project Support Officer	\$80,000	\$100,000	\$350	\$500
Project Coordinator	\$95,000	\$120,000	\$420	\$600
PMO Administrator	\$80,000	\$100,000	\$350	\$500
Personal Assistant	\$85,000	\$110,000	\$320	\$450
Executive Assistant	\$90,000	\$120,000	\$350	\$500
Senior Executive Assistant	\$110,000	\$140,000	\$450	\$600
Executive Officer	\$100,000	\$130,000	\$450	\$600
Office Coordinator	\$85,000	\$110,000	\$350	\$500
Office Manager	\$95,000	\$130,000	\$420	\$580
Facilities Coordinator	\$85,000	\$110,000	\$350	\$500
Corporate Service Officer	\$85,000	\$110,000	\$350	\$500
Corporate Services Coordinator	\$95,000	\$120,000	\$420	\$600
Corporate Services Director	\$220,000	\$320,000	\$1,300	\$2,000
Business Support Team Leader	\$110,000	\$140,000	\$500	\$700
Administration Manager	\$120,000	\$150,000	\$550	\$750

Business Operations

Operations Coordinator	\$90,000	\$120,000	\$420	\$600
Operations Supervisor	\$100,000	\$130,000	\$480	\$680
Service Delivery Manager	\$130,000	\$175,000	\$700	\$1,000
Shared Services Manager	\$150,000	\$190,000	\$800	\$1,100
Operations Manager	\$140,000	\$180,000	\$700	\$1,000

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Business Operations

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
Business Manager	\$150,000	\$195,000	\$750	\$1,100
Continuous Improvement Manager	\$140,000	\$180,000	\$750	\$1,050
General Manager Operations	\$190,000	\$260,000	\$1,100	\$1,500
Chief Operating Officer	\$260,000	\$400,000	\$1,500	\$2,200

Grants & Funding

Grants Officer	\$80,000	\$105,000	\$350	\$500
Senior Grants Officer	\$95,000	\$125,000	\$450	\$600
Grants Coordinator	\$85,000	\$110,000	\$380	\$520
Program Officer	\$90,000	\$120,000	\$420	\$600
Senior Program Officer	\$105,000	\$135,000	\$500	\$700
Program Coordinator	\$100,000	\$130,000	\$480	\$680
Program Manager	\$130,000	\$170,000	\$700	\$1,000
Funding Manager	\$140,000	\$180,000	\$750	\$1,050
Contracts & Grants Manager	\$140,000	\$180,000	\$750	\$1,050
Head of Programs / Funding	\$180,000	\$230,000	\$950	\$1,300

Philanthropy

Fundraising Coordinator	\$70,000	\$90,000	\$300	\$420
Donor Relations Officer	\$75,000	\$95,000	\$320	\$450
Partnerships Coordinator	\$80,000	\$105,000	\$350	\$500
Community Engagement Officer	\$80,000	\$105,000	\$350	\$500
Philanthropy Advisor	\$95,000	\$125,000	\$450	\$600
Fundraising Manager	\$110,000	\$150,000	\$550	\$750
Partnerships Manager	\$120,000	\$160,000	\$600	\$800
Development Manager	\$130,000	\$170,000	\$650	\$900
Head of Philanthropy/Development	\$160,000	\$210,000	\$850	\$1,200
Director Fundraising/Partnerships	\$180,000	\$230,000	\$950	\$1,300

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Marketing & Communications

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
Marketing Coordinator	\$75,000	\$95,000	\$300	\$420
Communications Coordinator	\$75,000	\$95,000	\$300	\$420
Digital Marketing Coordinator	\$80,000	\$100,000	\$320	\$450
Social Media Coordinator	\$75,000	\$95,000	\$300	\$420
Events Coordinator	\$75,000	\$95,000	\$300	\$420
Marketing Advisor	\$100,000	\$130,000	\$450	\$650
Communications Advisor	\$100,000	\$135,000	\$480	\$680
Media / PR Advisor	\$100,000	\$130,000	\$450	\$650
Digital Marketing Specialist	\$95,000	\$125,000	\$450	\$600
Content Specialist	\$95,000	\$125,000	\$420	\$600
Stakeholder Engagement Advisor	\$105,000	\$135,000	\$480	\$680
Community Engagement Advisor	\$100,000	\$130,000	\$450	\$650
Internal Communications Advisor	\$100,000	\$130,000	\$450	\$650
Marketing Manager	\$130,000	\$170,000	\$650	\$900
Communications Manager	\$135,000	\$175,000	\$700	\$950
Digital Marketing Manager	\$135,000	\$175,000	\$700	\$950
Brand Manager	\$140,000	\$180,000	\$700	\$950
Events Manager	\$120,000	\$160,000	\$600	\$850
Corporate Affairs Manager	\$150,000	\$190,000	\$800	\$1,100
Stakeholder Engagement Manager	\$140,000	\$180,000	\$750	\$1,050
Head of Marketing	\$180,000	\$240,000	\$950	\$1,300
Head of Communications	\$180,000	\$240,000	\$950	\$1,300
Director Marketing & Communications	\$210,000	\$280,000	\$1,200	\$1,600
Director Corporate Affairs	\$220,000	\$300,000	\$1,300	\$1,700

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Procurement and Supply Chain

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
Purchasing Officer	\$75,000	\$95,000	\$320	\$450
Procurement Officer	\$90,000	\$120,000	\$450	\$650
Contracts Officer	\$95,000	\$125,000	\$480	\$680
Supply Chain Officer	\$90,000	\$120,000	\$450	\$650
Logistics Coordinator	\$85,000	\$110,000	\$350	\$500
Inventory Controller	\$80,000	\$105,000	\$320	\$450
Procurement Advisor	\$110,000	\$140,000	\$550	\$750
Contracts Specialist	\$115,000	\$150,000	\$600	\$850
Category Manager	\$130,000	\$175,000	\$700	\$1,000
Commercial Manager	\$150,000	\$195,000	\$850	\$1,200
Procurement Manager	\$150,000	\$195,000	\$850	\$1,200
Supply Chain Manager	\$150,000	\$195,000	\$850	\$1,200
Logistics Manager	\$130,000	\$170,000	\$700	\$950
Strategic Sourcing Manager	\$150,000	\$190,000	\$850	\$1,150
Head of Procurement	\$190,000	\$260,000	\$1,100	\$1,500
Head of Supply Chain	\$190,000	\$260,000	\$1,100	\$1,500
Director Procurement/Supply Chain	\$220,000	\$300,000	\$1,300	\$1,800
Chief Procurement Officer	\$260,000	\$350,000	\$1,500	\$2,000

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Modular Recruitment

A Flexible Recruitment Solution, Built Around your Business

At empire group, our Modular Recruitment solution allows you to engage expert support at specific stages of the hiring process, without outsourcing it end-to-end.

How It Works

We partner with you to identify where support is needed across the recruitment lifecycle. From there, we deliver targeted modules that can operate independently or as part of a broader, structured solution while maintaining full control of your overall hiring strategy.

Core Modules include:

- **Market Mapping and Talent Insights**
Real-time market intelligence, including competitor analysis, talent availability and salary benchmarking to inform your approach.
- **Sourcing and Attraction**
Targeted headhunting, talent pooling and advertising campaigns aligned to your brand and messaging.
- **Screening and Shortlisting**
Structured interviews and assessments, allowing us to present high-quality, aligned candidate shortlists.
- **Assessment and Selection Design**
Interview frameworks, assessment activities and evaluation criteria to support consistent, high-quality decision-making.
- **Process Support and Governance**
Coordination, documentation and selection reporting to ensure a structured and defensible process.
- **Offer Management and Due Diligence**
Reference checking, psychometric testing and offer management to secure the right hire.

Delivery model

Each engagement is scoped in line with your requirements, with clear deliverables, timelines and pricing aligned to the selected modules. Every component is defined upfront, ensuring transparency, accountability and alignment to outcomes.

Where It Fits

Our Modular Recruitment solution is particularly effective in:

- Organisations looking to reduce cost-to-hire while maintaining quality.
- Teams needing to improve hiring efficiency without increasing headcount.
- Peak hiring periods where additional support is required to maintain momentum.
- Roles requiring a targeted search to reduce time spent on unqualified or suitable applicants.
- Businesses wanting greater control over how and where recruitment spend is allocated.

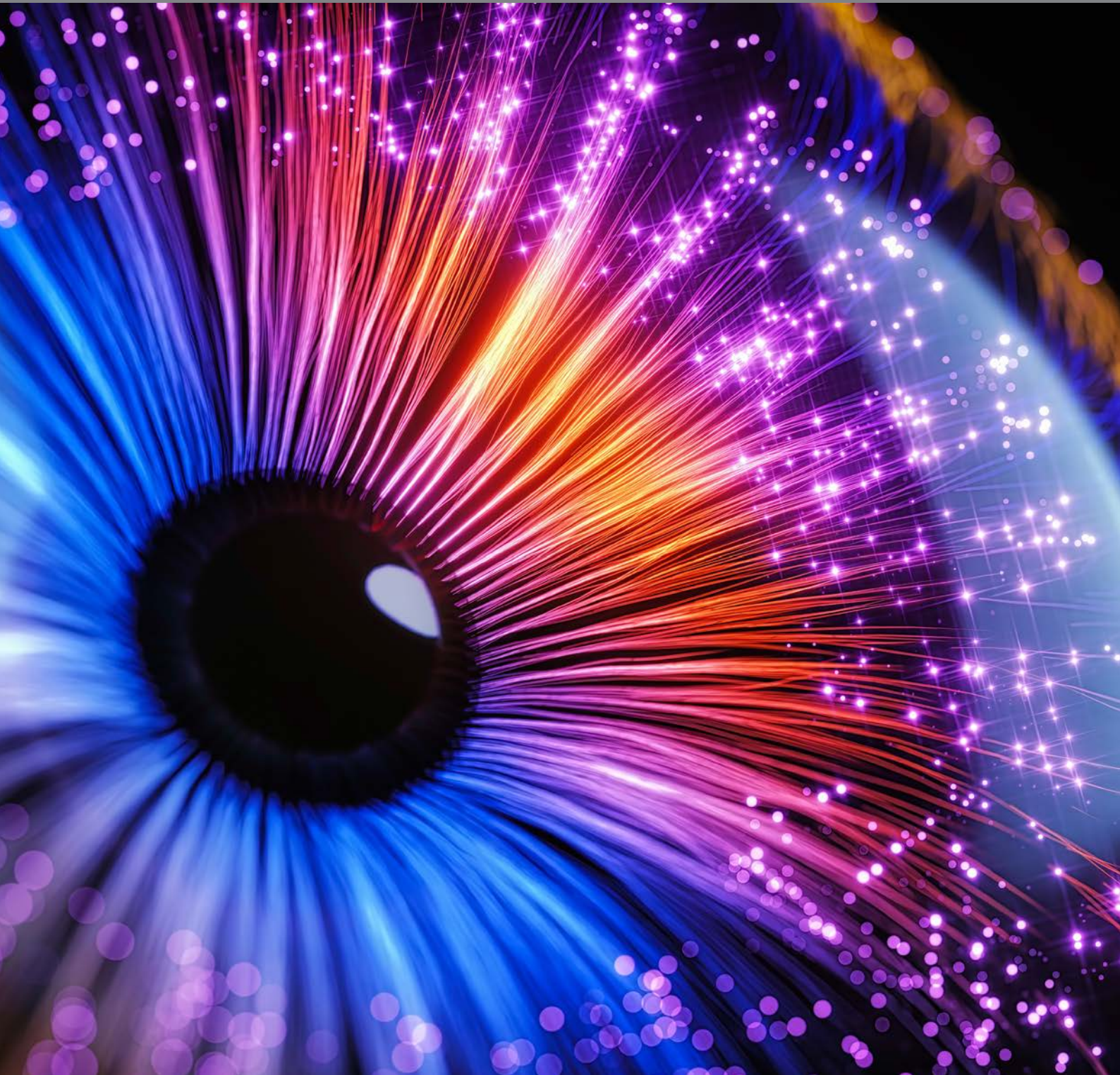
A Practical, Structured Approach

Our Modular Recruitment solution provides a scalable clear and consistent way to engage recruitment support, ensuring each stage of the process is delivered with focus, accountability and quality.

It is a practical way to improve hiring efficiency, optimise cost and build a recruitment solution aligned to your operating model and priorities.

National Technology

Salary Guide



Director of Technology Foreword



Andrew Smith
Director of Technology
empire group

It has been an interesting start to 2026 for the Technology sector, with IT continuing to strengthen its position within organisations across **Brisbane, Sydney** and **Melbourne**. Technology is no longer viewed purely as a support function, it is increasingly recognised as a strategic pillar of modern business, responsible for protecting company assets, improving efficiency, enabling data-driven decision-making and enhancing the capability of employees across entire organisations. As a result, technology teams are becoming more integrated into business strategy, operations and leadership discussions than ever before.

The technology workforce in Australia continues to grow and is on a clear trajectory toward the Federal Government's target of 1.2 million technology workers by 2030.

However, a projected national shortfall of approximately 186,000 technology professionals is expected by 2030, reinforcing the importance of attracting, developing and retaining skilled technology professionals across all sectors. The dominant theme influencing the technology employment market in FY26/27 is artificial intelligence and automation.

“**AI literacy** is rapidly becoming one of the most in-demand skills across the workforce and organisations that have delayed digital transformation initiatives are now accelerating projects and requiring talent to implement and support these changes.”

We continue to see strong demand across **AI, Cybersecurity, Cloud, Data** and **Transformation** roles, as organisations invest in technology to improve productivity, security and customer experience. Demand for cybersecurity and data professionals remains particularly strong and shows no sign of slowing. Data is now considered one of the most valuable assets an organisation holds and protecting and managing that data has become a business-critical function.

Cloud Architects, Data Engineers, AI and **Machine Learning specialists** and **transformation and change** professionals continue to attract strong market demand as organisations modernise systems and operating models.

Director of Technology Foreword cont.

Strong Demand

1. AI and Machine Learning
2. Cloud Architects
3. Data Engineers
4. Transformation & Change



At the same time, artificial intelligence is beginning to reshape the structure of technology teams. Routine and entry-level roles are starting to feel the impact, particularly in areas such as helpdesk support, basic development, testing and data processing, where automation tools are reducing manual workload.

However, roles that require human judgement, stakeholder engagement, leadership, architecture, strategy and complex problem-solving remain in strong demand. Rather than replacing technology professionals, AI is changing the skills required to be successful in the industry.

Another emerging trend is the growing use of AI in recruitment processes, particularly in resume writing and applications. As a result, face-to-face interaction, communication skills, cultural fit and genuine interest in roles are becoming increasingly important in hiring decisions. A resume is increasingly becoming a starting point rather than a final decision-making tool and organisations are placing more emphasis on interviews, stakeholder engagement and behavioural capability

Looking Ahead

Organisations that are successful in attracting and retaining technology talent will be those that move quickly, offer competitive salaries, provide flexibility and clearly communicate the purpose and impact of roles.

Hiring processes that are slow or unclear are increasingly resulting in organisations losing strong candidates to competitors.

In the current technology market, speed, clarity and flexibility are no longer competitive advantages, they are expectations.



Support				
Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
Service Desk / Helpdesk	\$65,000	\$80,000	\$350	\$500
Desktop Support / Level 2	\$75,000	\$95,000	\$400	\$600
EUC Support	\$75,000	\$95,000	\$400	\$600
Field Support Engineer	\$75,000	\$110,000	\$400	\$600
Rollout Engineer	\$65,000	\$95,000	\$350	\$500
Service Desk Manager	\$100,000	\$150,000	\$700	\$1,100
Audio Visual Technician	\$80,000	\$100,000	\$500	\$700
IT Trainer	\$80,000	\$120,000	\$600	\$900
SCCM / Intune Engineer	\$100,000	\$150,000	\$750	\$1,100

Infrastructure & Systems				
Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
System Administrator	\$90,000	\$120,000	\$500	\$700
System Engineer	\$120,000	\$160,000	\$700	\$1,000
Network Engineer	\$120,000	\$160,000	\$700	\$1,000
Network Administrator	\$80,000	\$120,000	\$500	\$700
Infrastructure Engineer	\$120,000	\$160,000	\$700	\$1,000
Virtualisation Engineer	\$120,000	\$160,000	\$700	\$1,000
Storage Engineer	\$120,000	\$160,000	\$700	\$1,000
Applications Packager	\$120,000	\$160,000	\$700	\$1,000
Linux Engineer	\$120,000	\$160,000	\$700	\$1,000
Solution Architect	\$160,000	\$220,000	\$1,000	\$1,100
Enterprise Architect	\$180,000	\$250,000	\$1,200	\$700
Microsoft 365 Engineer	\$100,000	\$160,000	\$800	\$900
Unified Communications Engineer	\$100,000	\$160,000	\$800	\$1,100

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Project Services

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
Project Administrator	\$65,000	\$90,000	\$400	\$700
Project Officer	\$70,000	\$110,000	\$500	\$800
Project Coordinator	\$80,000	\$130,000	\$600	\$900
Project Manager	\$120,000	\$180,000	\$800	\$1,200
Program Manager	\$160,000	\$220,000	\$1,000	\$1,600
Delivery Manager	\$120,000	\$180,000	\$800	\$1,200
Portfolio Manager	\$180,000	\$260,000	\$1,200	\$1,800
PMO Analyst	\$90,000	\$130,000	\$700	\$1,000
PMO Lead	\$120,000	\$180,000	\$850	\$1,100
PMO Manager	\$150,000	\$220,000	\$1,000	\$1,400
Head of PMO	\$190,000	\$270,000	\$1,100	\$1,700
Project Director	\$200,000	\$300,000	\$1,300	\$1,800
Program Scheduler	\$140,000	\$200,000	\$800	\$1,200
Change Analyst	\$110,000	\$140,000	\$700	\$1,000
Change Manager	\$130,000	\$190,000	\$900	\$1,300
Organisational Change Manager	\$140,000	\$210,000	\$1,000	\$1,400
Junior Business Analyst	\$80,000	\$110,000	\$500	\$800
Business Analyst	\$110,000	\$180,000	\$700	\$1,000
Systems Analyst	\$110,000	\$180,000	\$700	\$1,000
Agile Coach	\$140,000	\$200,000	\$800	\$1,200
Scrum Master	\$120,000	\$180,000	\$700	\$1,000
Technical Writer	\$100,000	\$140,000	\$700	\$1,000
Product Owner	\$110,000	\$170,000	\$800	\$1,200
Product Manager	\$130,000	\$200,000	\$1,000	\$1,500
Release Manager	\$120,000	\$180,000	\$800	\$1,200
Risk Analyst	\$100,000	\$150,000	\$700	\$1,100

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Software Development

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
Junior Developer	\$70,000	\$110,000	\$500	\$800
Back End Developer	\$100,000	\$180,000	\$700	\$1,100
Front End Developer	\$100,000	\$160,000	\$700	\$1,000
Full Stack Developer	\$120,000	\$180,000	\$800	\$1,100
Web Developer	\$100,000	\$150,000	\$700	\$950
Mobile Developer	\$120,000	\$180,000	\$800	\$1,200
Technical Lead	\$140,000	\$200,000	\$1,000	\$1,400
Test Analyst	\$80,000	\$120,000	\$550	\$750
Senior Test Analyst	\$100,000	\$140,000	\$750	\$1,000
Automation Test Engineer	\$110,000	\$170,000	\$800	\$1,200
Test Lead	\$130,000	\$180,000	\$850	\$1,100
Test Manager	\$150,000	\$210,000	\$1,000	\$1,400
Solution Architect	\$170,000	\$220,000	\$1,100	\$1,500
Enterprise Architect	\$180,000	\$260,000	\$1,200	\$1,800
UI/UX Designer	\$90,000	\$140,000	\$700	\$1,050
Software Development Manager	\$160,000	\$240,000	\$1,100	\$1,700

Data & Analytics

Role	Low	High	Low	High
Data Analyst	\$100,000	\$150,000	\$700	\$1,000
Data Engineer	\$120,000	\$170,000	\$800	\$1,200
Data Modeller	\$120,000	\$170,000	\$800	\$1,200
Data Architect	\$160,000	\$210,000	\$1,000	\$1,400
Database Administrator	\$100,000	\$150,000	\$700	\$1,000
Business Intelligence Analyst	\$110,000	\$150,000	\$700	\$1,000
Business Intelligence Developer	\$120,000	\$160,000	\$800	\$1,200
Data Scientist	\$130,000	\$200,000	\$900	\$1,500
ETL Developer	\$110,000	\$150,000	\$700	\$1,100
Data Platform Engineer	\$120,000	\$170,000	\$800	\$1,200

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Data & Analytics

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
Head of Data	\$160,000	\$250,000	\$1,100	\$1,500
Chief Data Officer	\$220,000	\$350,000	\$1,400	\$2,000
Data Governance Analyst	\$100,000	\$150,000	\$750	\$1,100
Data Governance Manager	\$140,000	\$200,000	\$1,000	\$1,500
Analytics Engineer	\$110,000	\$170,000	\$800	\$1,200
Reporting Analyst	\$80,000	\$120,000	\$600	\$900

Security

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
Security Analyst	\$90,000	\$150,000	\$800	\$1,200
Senior Security Analyst	\$120,000	\$170,000	\$900	\$1,300
SOC Analyst	\$80,000	\$140,000	\$700	\$1,200
SOC Manager	\$140,000	\$200,000	\$1,100	\$1,700
Security Engineer	\$120,000	\$180,000	\$800	\$1,400
Penetration Tester	\$100,000	\$160,000	\$800	\$1,400
IAM Engineer	\$100,000	\$160,000	\$800	\$1,400
DevSecOps Engineer	\$120,000	\$180,000	\$900	\$1,400
GRC Analyst	\$90,000	\$150,000	\$700	\$1,200
GRC Manager	\$130,000	\$190,000	\$1,000	\$1,500
Security Architect	\$150,000	\$220,000	\$1,100	\$1,700
CyberSecurity Manager	\$150,000	\$220,000	\$1,200	\$1,700
Head of Security	\$180,000	\$270,000	\$1,300	\$2,200
CISO	\$220,000	\$360,000	\$1,500	\$2,800
Cloud Security Engineer	\$120,000	\$180,000	\$950	\$1,400
Incident Response Analyst	\$100,000	\$160,000	\$850	\$1,300
Threat Intelligence Analyst	\$100,000	\$160,000	\$850	\$1,300
Vulnerability Analyst	\$100,000	\$160,000	\$800	\$1,300

*All salaries listed are BASE salaries excluding superannuation and bonuses.

Cloud & DevOps

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
Cloud Engineer	\$120,000	\$180,000	\$900	\$1,300
Senior Cloud Engineer	\$150,000	\$200,000	\$1,050	\$1,500
Cloud Architect	\$160,000	\$220,000	\$1,100	\$1,600
DevOps Engineer	\$120,000	\$180,000	\$900	\$1,300
Senior DevOps Engineer	\$150,000	\$200,000	\$1,050	\$1,500
Site Reliability Engineer	\$125,000	\$185,000	\$950	\$1,350
Platform Engineer	\$125,000	\$185,000	\$950	\$1,350
DevOps Manager	\$150,000	\$220,000	\$1,100	\$1,700
Kubernetes Engineer	\$125,000	\$190,000	\$1,000	\$1,500
Head of Cloud / DevOps	\$180,000	\$260,000	\$1,300	\$2,100
FinOps Engineer	\$120,000	\$180,000	\$900	\$1,300
FinOps Manager	\$150,000	\$220,000	\$1,100	\$1,600

ERP & Applications

Role	Low	High	Low	High
ERP Analyst	\$90,000	\$140,000	\$700	\$1,100
ERP Consultant	\$120,000	\$180,000	\$800	\$1,300
ERP Manager	\$130,000	\$200,000	\$1,000	\$1,400
Salesforce Administrator	\$90,000	\$150,000	\$700	\$1,100
Salesforce Developer	\$120,000	\$180,000	\$800	\$1,300
M365 / Microsoft 365	\$90,000	\$140,000	\$700	\$950
Applications Support Analyst	\$80,000	\$130,000	\$650	\$900
CRM Analyst	\$90,000	\$140,000	\$700	\$950
Power Platform Developer	\$110,000	\$170,000	\$850	\$1,200
Power BI Developer	\$110,000	\$170,000	\$750	\$1,100
SharePoint Administrator	\$90,000	\$140,000	\$700	\$1,000
SharePoint Developer	\$110,000	\$160,000	\$800	\$1,150

*All salaries listed are BASE salaries excluding superannuation and bonuses.

ERP & Applications

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
ServiceNow Developer	\$120,000	\$190,000	\$1,000	\$1,400
ServiceNow Administrator	\$110,000	\$170,000	\$850	\$1,200
Dynamics 365 Developer	\$125,000	\$185,000	\$900	\$1,400
Dynamics 365 Functional	\$120,000	\$180,000	\$900	\$1,300
SAP Functional Consultant	\$110,000	\$170,000	\$900	\$1,300
SAP ABAP Developer	\$120,000	\$180,000	\$950	\$1,400
SAP Basis Administrator	\$115,000	\$170,000	\$900	\$1,300
SAP Solution Architect	\$160,000	\$240,000	\$1,300	\$1,800
SAP Project Manager	\$140,000	\$210,000	\$1,100	\$1,600
SAP Program Manager	\$170,000	\$250,000	\$1,300	\$2,000

AI & Machine Learning

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
AI Engineer	\$130,000	\$220,000	\$1,000	\$1,600
Machine Learning Engineer	\$120,000	\$200,000	\$900	\$1,500
ML Ops Engineer	\$120,000	\$200,000	\$900	\$1,500
AI Product Manager	\$130,000	\$220,000	\$1,000	\$1,600
Prompt Engineer / AI Specialist	\$100,000	\$160,000	\$700	\$1,200

IT Management

Role	Salary (Annual)		Contract (Day Rate)	
	Low	High	Low	High
IT Manager	\$110,000	\$170,000	\$900	\$1,400
IT Operations Manager	\$120,000	\$170,000	\$950	\$1,500
Head of Infrastructure	\$165,000	\$240,000	\$1,200	\$1,700
Head of ICT	\$170,000	\$250,000	\$1,200	\$1,800
Head of Engineering	\$180,000	\$280,000	\$1,300	\$2,000
IT Director Administrator	\$180,000	\$270,000	\$1,300	\$2,000
CIO	\$220,000	\$350,000	\$1,500	\$2,500
CTO	\$220,000	\$350,000	\$1,500	\$2,500

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eg



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Melbourne

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