

west
RECRUITMENT

SALARY FORECAST

2018/19



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INTRODUCTION

WEST Recruitment Consulting is an Australian owned boutique recruitment firm with a specialist focus on recruiting Accounting & Finance, Human Resources, Business Support and Chartered & Professional Services roles across Sydney. We have been operating in Sydney since 2006 and are well networked across the wide variety of sectors within Commerce and Industry in particular.

We speak to our clients and candidates on a daily-basis, which provides us with genuine market knowledge and detailed insight into the current corporate landscape in Sydney's CBD, Western Sydney and the North Shore. This gives us the opportunity to collate data and form opinions around market conditions, current trends and skills that are in demand.

2017 was a reasonably patchy year for Recruitment in general however we are pleased to report the first half of 2018 has certainly seen a steady improvement. Confidence from candidates to make a career move and the ability from clients to hire new staff has created movement across the employment market. We are certainly seeing increased recruitment activity into newly created growth roles, opposed to replacement hires and we are optimistic this will continue into 2018 - 19 with over 85% of CFO's and Business Executives across ANZ anticipating growth.

CURRENT MARKET CONDITIONS – EMPLOYMENT TRENDS

Whilst business activity remains headed in the right direction, there is still a concentration on driving cost efficiencies. We are not seeing much upswing in salaries despite the positive hiring trends. Businesses will need to remain competitive with salary offerings, however more emphasis is placed on other non-monetary inclusions such as greater flexibility, career development (i.e. training) and career advancement opportunities as a necessity to attract the right candidates. Naturally, once certain organisations or sectors start to use salary as more of a pulling power, those organisations that remain behind will likely experience higher turnover.

There is no doubt that Australia has continued to see a decline in the resources sector and has lost momentum particularly with the likes of large scale mining organisations. However, whilst this area of the market decreases in hiring activity, we have certainly witnessed growth particularly in technology, digital media with the emergence of more and more cloud, and big data type businesses.

Also noteworthy, when discussing the market, many will refer to 'Sydney' and primarily be talking about Sydney CBD and North Sydney where the large corporate organisations across industries such as Business Services, Professional and

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Financial Services, Telco, Media and Property tend to dominate. However, you only need to look out any office window in Parramatta and see an absolute buzz of activity and the sprawling metropolis of skyscrapers and offices – all housing a work force that now makes up a large portion of Sydney's overall workforce. This is unsurprising given more than half of Sydney-siders live more than 20km from the CBD, and with the colossal amount of both corporate and residential development, it appears this figure will continue to rise.

This means that candidates living in Western Sydney will have more choice of employers and can continue to develop their careers working closer to home, without the old theory that you need to be working in the 'big smoke' to earn higher salaries and ensure career advancement.

ACCOUNTING AND FINANCE

Demand for qualified finance professionals has always been strong in Sydney and the current market is no exception. Buzz words like big data analytics, transformation and strategy continue to remain commonplace as does the demand for more and more automation and business process improvement. It is the ability however, to translate such data into business insight

and drive action is where the most demand will be. Emphasis will be placed more so on an individuals' ability to business partner and build relationships cross functionally. We have also seen positive movement in the senior end of the market with a number of recent Senior Managers and Director level roles being recruited thus far in 2018 – we have also continued to see more of a fusion between roles – for example Tax and Treasury being combined with Financial Accounting or some of the more traditional transactional roles being merged with Junior or part qualified Accountants.

CONTRACT RECRUITMENT

Whilst recent years have seen a rise in fixed term contract and a decrease in hourly temp recruitment due to headcount pressure on permanent hires, we are now seeing more confidence to recruit roles on a perm basis again which leads to a slight decline in contract hire. However, given the number of key internal projects and major business transformations that are in play, the contract market should remain steady for the foreseeable future and there is without a doubt a demand for the 'professional contractor' who can add tremendous value and bring key expertise to an organisation in a relatively short space of time whilst affording the business flexibility.

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Sydney and Greater Sydney						
Job Title	Company	Years of Experience				
		0-2 years	3-5 Years	6-9 Years	10 – 15 years	> 15 Years
Accounts Payable Clerk	S/M	45,000-50,000	48,000-55,000	48,000-55,000	55,000-65,000	60,000-65,000
	L	45,000-50,000	52,000-55,000	52,000-55,000	58,000-65,000	58,000-65,000
Accounts Payable Manager	S/M	-	60,000-65,000	65,000-75,000	75,000-85,000	75,000-85,000
	L	-	70,000-80,000	80,000-85,000	85,000-100,000	85,000-100,000
Accounts Receivable Clerk	S/M	45,000-50,000	48,000-55,000	48,000-55,000	55,000-65,000	60,000-65,000
	L	45,000-50,000	52,000-55,000	52,000-55,000	58,000-65,000	58,000-65,000
Accounts Receivable Manager	S/M	-	60,000-65,000	65,000-75,000	75,000-85,000	75,000-85,000
	L	-	70,000-80,000	80,000-85,000	85,000-100,000	85,000-100,000
Assistant Accountant	S/M	55,000-65,000	58,000-65,000	65,000-75,000	68,000-75,000	68,000-75,000
	L	55,000-58,000	58,000-65,000	65,000-75,000	75,000-80,000	75,000-80,000
Business Analyst	S/M	-	65,000-85,000	80,000-100,000	100,000-120,000	120,000-130,000
	L	75,000-75,000	70,000-90,000	90,000-110,000	100,000-130,000	130,000+

Please Note: 1. Figures have been created from our database of over 10,000 accounting candidates. These salary ranges can only be approximate guides, as there are often specific circumstances relating to individual companies. 2. Salaries indicated are based on an annual basic salary, excluding bonus/incentive schemes/stock options. 3. S/M (Small to medium) companies are defined as those having a turnover of less than \$100 million. 4. Please call us for any additional information.

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CFO/Finance Director	S/M	-	-	150,000-180,000	180,000-230,000	230,000+
	L	-	-	160,000-220,000	220,000+	220,000-500,000+
Commercial Manager	S/M	-	80,000-100,000	100,000-130,000	130,000-160,000	160,000+
	L	-	120,000-130,000	130,000-140,000	140,000-180,000	180,000+
Compliance Office	S/M	-	70,000-90,000	90,000-130,000	130,000-160,000	160,000+
	L	65,000-70,000	70,000-90,000	90,000-130,000	130,000-160,000	160,000+
Credit Controller	S/M	55,000-65,000	55,000-65,000	65,000-75,000	65,000-75,000	75,000+
	L	55,000-65,000	65,000-70,000	70,000-80,000	80,000-90,000	80,000-90,000
Credit Manager	S/M	65,000-70,000	70,000-85,000	85,000-95,000	95,000-120,000	95,000-120,000
	L	-	75,000-90,000	90,000-120,000	100,000-140,000	150,000+
External Auditor	S/M	55,000-60,000	50,000-75,000	75,000-110,000	110,000-160,000	160,000-180,000+
	L	60,000-65,000	65,000-75,000	75,000-110,000	110,000-160,000	160,000-180,000+
Finance Manager	S/M	-	-	100,000-125,000	120,000-140,000	140,000+
	L	-	-	120,000-140,000	140,000-160,000	160,000+
Financial Accountant	S/M	65,000-75,000	70,000-90,000	90,000-120,000	110,000-120,000	110,000+
	L	75,000-85,000	85,000-95,000	90,000-120,000	110,000-120,000+	120,000+
Financial Analyst	S/M	-	65,000-75,000	75,000-90,000	90,000-110,000	110,000-120,000+
	L	-	70,000-90,000	90,000-110,000	100,000-130,000	130,000+
Financial Controller	S/M	-	-	110,000-130,000	130,000-160,000	140,000-180,000+
	L	-	-	140,000-160,000	160,000-180,000	180,000-220,000+

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Financial Planning & Analyst Manager	S/M			95,000-130,000	130,000-140,000	140,000-160,000+
	L			120,000-150,000	140,000-200,000	160,000-220,000+
Internal Auditor	S/M	50,000-65,000	65,000-85,000	85,000-120,000	120,000-160,000	160,000-185,000+
	L	50,000-65,000	65,000-85,000	85,000-120,000	120,000-160,000	160,000-185,000+
Management Accountant	S/M	-	75,000-85,000	80,000-100,000	100,000-110,000	110,000-120,000+
	L	-	80,000-90,000	90,000-110,000	100,000-130,000	130,000+
Payroll Clerk	S/M	55,000-60,000	55,000-65,000	60,000-75,000	70,000-80,000	70,000-80,000+
	L	55,000-65,000	65,000-75,000	75,000-85,000	70,000-90,000	70,000-90,000+
Payroll Manager	S/M	-	55,000-70,000	70,000-90,000	90,000-120,000	90,000-150,000+
	L	-	65,000-80,000	80,000-110,000	110,000-160,000	130,000-160,000+
Senior Accountant / Chief Accountant	S/M	-	85,000-110,000	120,000-130,000	130,000-140,000-	140,000-150,000
	L	-	-	120,000-140,000	140,000-180,000	180,000-180,000
Tax Manager	S/M	-	-	90,000-125,000	120,000-140,000	140,000+
	L	-	-	110,000-140,000	130,000-160,000	160,000+
Treasury	S/M	-	60,000-90,000	80,000-100,000	100,000-130,000	130,000-200,000+
	L	65,000-75,000	75,000-95,000	95,000-110,000	110,000-160,000	160,000-250,000+

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