

SALARY SURVEY 2011

ROBERT WALTERS



WELCOME TO THE TWELFTH EDITION OF THE ANNUAL ROBERT WALTERS GLOBAL SALARY SURVEY. FIRST RELEASED IN 2000, THE SURVEY IS THE MOST COMPREHENSIVE REVIEW OF GLOBAL RECRUITMENT MARKET CONDITIONS AND SALARY LEVELS AVAILABLE.

Compiled by our dedicated research division, the Survey is based on the analysis of permanent, interim and contract placements made across each of the Group's geographies and recruitment disciplines during 2010.

Should you wish to discuss market and salary information with one of our specialist consultants, contact details for each of our offices across the globe can be found on pages 411 and 412.

About Robert Walters

Robert Walters (LSE: RWA) is one of the world's leading specialist professional recruitment consultancies.

Through our global network of offices spanning over 20 countries, we manage the careers of the highest-calibre professionals across the fields of accounting and finance, banking, human resources, information technology, legal and compliance, sales and marketing, secretarial and support, engineering and supply chain and procurement.

Our unrivalled global client base comprises leading blue-chip multinationals and major financial services organisations through to SMEs, start-ups and the public sector.

Our consultants are specialists in their fields and, unlike the majority of the recruitment industry, work on a non-commission basis. Our business is about the building of long-term and trusted relationships with both our clients and candidates.



We saw a return to a more stable economic climate in 2010 after the trying conditions experienced during the global financial crisis. After a tentative start to the year when many organisations implemented headcount freezes and restructuring programmes, New Zealand business confidence finally began to return in the second quarter. Organisations looked to rebuild teams and implemented large projects as they focused on developing their businesses. As appetite to hire grew, candidates who had favoured job stability while the economy was uncertain began actively exploring new opportunities. However, a general sense of cautious optimism did remain in the market.

There was a significant increase in the recruitment of permanent roles during the latter half of the year, a strong indication of an improving economy. The majority of roles we saw come to market were at the junior to middle management level as this was where most of the streamlining had occurred during the downturn.

We saw a strong requirement for candidates who could immediately influence the bottom line of a business. For example, there was continued demand for procurement professionals in the ICT area as organisations explored either reducing costs or minimising investment risk. Within sales and marketing, there was a strong focus on return on investment and hence a requirement for candidates who could demonstrate this through analytics. Business analysts continued to be the most sought-after skill set within our IT division as expenditure on major projects needed to be justified at every juncture.

While market confidence increased, salaries and contract rates largely remained static in 2010. This was mainly due to a relatively large pool of available candidates. As hiring activity continues to increase and the talent pool dwindles, we expect to see further demand for skilled candidates, placing upward pressure on salaries and contractor rates by the middle of 2011.

AUCKLAND

ACCOUNTING & FINANCE

Our specialist accounting & finance team recruits for a broad selection of New Zealand businesses, ranging from blue-chip organisations through to small and medium sized enterprises. We recruit across all industry sectors and work with many market leading companies.

We recruit contract and permanent accounting roles ranging from accounts payable, accounts receivable clerks and credit controllers through to financial accountants, management accountants, finance managers and chief financial officers.

Market Overview

The New Zealand accounting and finance recruitment market showed a marked improvement during 2010. We saw the usual slow start to the year in January but this was quickly replaced by a steady and continuous growth in hiring volumes. However, we saw peaks and troughs in hiring activity throughout the year, although these became less pronounced in the second half due to increased economic confidence. Overall, both permanent and contract hiring levels were significantly higher than 2009. We saw most activity in the manufacturing, telecommunications, FMCG, infrastructure and utilities sectors, which all recruited significantly throughout the year.

On the permanent side, technical accounting roles made up the majority of recruitment activity. We saw a significant number of group reporting accountants, financial accountants and finance manager roles during the year. These roles were often at a more senior level and were filled quickly due to the high calibre of candidates available. As companies began to look forward and focus on growth, the second half of 2010 saw a shift towards more strategic and commercial roles, with companies recruiting finance/business analysts, commercial managers and management accountants

to partner with the business. These roles took slightly longer to fill due to the specific hiring requirements of recruiting companies, which included experience in a large corporate business or specific industry and/or relevant qualifications. Candidates returning from the UK were sought-after for these roles and received multiple offers.

Within the contract market, we saw increased demand for junior level accountants as many organisations made these positions redundant in 2009. As the demand for accounts payable and accounts receivable specialists continued, a shortage of high quality candidates began to develop towards the end of the year. There was also a significant increase in certain senior level positions coming to market in the second half of the year, including financial accountants, management accountants and systems accountants. The main reasons for this were project-related, as businesses sought systems and process improvements.

The commercial roles seen in the permanent market and the project-related roles seen in the contract market illustrated that organisations were changing focus and preparing for increased growth and greater efficiencies in 2011.

While we saw few salary increases in 2009, many companies uplifted salaries in 2010 in line with the Consumer Prices Index (CPI). In some circumstances, outstanding performers or core strategic staff received either increments above standard CPI or an additional bonus. These measures assisted with staff retention, which looks set to become a key priority as the market continues to pick up. While contractor rates stabilised towards the second half of 2010, candidates with in-demand skill sets received multiple offers and employers were forced to pay above market rates to secure the best talent.

Outlook for 2011

Following a strong finish to 2010, we are expecting recruitment activity to increase throughout 2011 as market confidence returns to much higher levels. While we anticipate a quieter start in January and early February, we expect hiring levels to rise rapidly to the point where we may enter a candidate short market again. Businesses will need to be confident in their recruitment processes and ensure they move quickly to avoid missing out on quality candidates.

During 2009 and the first half of 2010, the majority of businesses focused on cutting costs. In 2011, however, we expect to see companies continue to recruit more senior commercial, strategically-focused professionals as business confidence grows.

We expect the manufacturing, telecommunications, FMCG, infrastructure and utilities sectors to continue to lead recruitment activity in 2011 and the banking industry to gain momentum as the year progresses. The larger banks actively recruited during 2010 and we expect this to have a knock-on effect as hiring levels increase across the rest of the sector.

AUCKLAND

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2010	2011	2010	2011
	Chief Financial Officer	\$150 - 300k	\$150 - 300k	\$70 - 150
Financial Controller	\$120 - 200k	\$120 - 200k	\$70 - 120	\$65 - 100
Commercial Manager	\$110 - 200k	\$110 - 200k	\$70 - 100	\$65 - 100
Finance Manager	\$100 - 120k	\$95 - 120k	\$55 - 75	\$50 - 75
Financial Analyst (5+ yrs' exp)	\$95 - 120k	\$95 - 120k	\$50 - 75	\$50 - 75
Financial Accountant - CA (5+ yrs' exp)	\$95 - 115k	\$90 - 110k	\$50 - 65	\$50 - 65
Management Accountant (5+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$50 - 65	\$50 - 65
Systems Accountant	\$85 - 120k	\$80 - 120k	\$50 - 75	\$50 - 75
Tax Accountant	\$80 - 110k	\$80 - 100k	\$50 - 70	\$50 - 70
Group Accountant	\$80 - 110k	\$90 - 115k	\$40 - 65	\$45 - 65
Financial Accountant - CA (0 - 4 yrs' exp)	\$75 - 95k	\$70 - 90k	\$40 - 50	\$40 - 50
Treasury Accountant	\$70 - 110k	\$70 - 110k	\$35 - 70	\$35 - 70
Management Accountant (0 - 4 yrs' exp)	\$70 - 90k	\$70 - 90k	\$45 - 50	\$40 - 50
Financial Analyst (0 - 4 yrs' exp)	\$65 - 95k	\$65 - 95k	\$40 - 50	\$35 - 50
Payroll Manager	\$60 - 90k	\$60 - 90k	\$30 - 50	\$30 - 50
Credit Manager	\$60 - 90k	\$60 - 90k	\$30 - 45	\$30 - 45
Financial Accountant - Degree	\$55 - 80k	\$55 - 80k	\$35 - 40	\$35 - 40
Accounts Payable/Receivable - Manager	\$55 - 75k	\$55 - 75k	\$27 - 40	\$25 - 40
Assistant Accountant	\$55 - 65k	\$55 - 65k	\$33 - 40	\$30 - 40
Auditor	\$50 - 65k	\$50 - 65k		
Payroll Clerk/Payroll Officer	\$40 - 60k	\$40 - 60k	\$20 - 30	\$20 - 30
Credit Controller	\$40 - 56k	\$40 - 60k	\$18 - 28	\$20 - 30
Accounts Assistant	\$40 - 50k	\$40 - 50k	\$22 - 27	\$20 - 25
Accounts Payable/Receivable	\$35 - 50k	\$35 - 50k	\$18 - 24	\$20 - 25

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

AUCKLAND

BANKING & FINANCIAL SERVICES

The banking & finance division recruits professional candidates covering all aspects of banking and financial services. This encompasses investment banking, corporate and institutional banking, finance, risk, compliance, business and private banking, corporate finance, wealth management, investment and funds management and commercial and consumer lending.

Robert Walters offers the services of a specialist and dedicated banking & finance division with the resources of a global business. Our consultants have an excellent understanding of the market and can offer you consultative advice and career support.

Market Overview

During an encouraging first half of 2010, the market showed positive signs of recovery. We experienced an increase in recruitment, particularly among retail banks and larger financial institutions, as headcount freezes and cost restraints were lifted. With increased positivity in the market, candidates showed more willingness to move roles than at any other time in the previous 18 months, which led to a favourable candidate supply.

However, the second half of 2010 was noticeably slower and initial predictions of a swift recovery proved short-lived as the market became more uncertain. As the year progressed and the economy continued to be impacted by the global financial crisis, we experienced a decrease in recruitment activity.

While the remaining smaller finance companies struggled throughout 2010 due to tighter regulations and poor investor confidence, the retail banks and larger financial institutions remained strong. However, a decrease in recruitment indicated a conservative approach for the remainder of 2010. There was a greater focus on internal promotions and re-scoping of roles, rather than recruitment.

There was a significant focus on risk and compliance throughout 2010 as companies implemented stronger frameworks in order to meet changing regulations and tighter internal controls. The traditional accounting and banking roles, such as finance manager, treasury accountant, regulatory accountant, financial and management accountant, settlements officer, payroll officer, advisor support, portfolio analyst and assistant accountants were also still in demand.

We also saw a solid supply of candidates both locally and internationally. This led to clients becoming more committed to the recruitment and selection process as they sought to find the ideal employee.

Salary levels remained static throughout the year with no significant increases across the industry. Both clients and candidates were realistic about salaries as we saw a shift in priorities, with job security and a stable company the main focus for many. Candidates were therefore being remunerated in accordance with their skill set.

Outlook for 2011

After a slight dip in the second half of 2010, the market remains mostly optimistic for 2011. As market conditions continue to improve and investor confidence slowly returns, we envisage some business growth and an upward trend within the banking and financial services industry.

As historically seen, the retail banks will lead the way with an increase in headcount, which will translate to movement across the recruitment market. While we experienced a competitive candidate market in 2009 and 2010, a continued increase in vacancies will potentially lead to a candidate-short market.

Salaries are not expected to move dramatically, but as the market grows and companies experience encouraging results,

we expect an increase in bonus payouts and annual salary reviews (which we have not seen consistently across the industry over the past couple of years).

AUCKLAND

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2010	2011	2010	2011
Financial Controller (6+ yrs' exp)	\$120 - 180k	\$120 - 180k	\$70 - 120	\$70 - 120
Financial Accountant - CA/CPA (6+ yrs' exp)	\$100 - 120k	\$100 - 120k	\$55 - 70	\$55 - 70
Fund Accountant - CA/CPA (5+ yrs' exp)	\$100k+	\$100k+	\$50+	\$50+
Business Analyst (6+ yrs' exp)	\$90 - 120k	\$90 - 120k	\$60+	\$60+
Senior Credit Analyst (8+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$40 - 60	\$40 - 60
Product Controller	\$85 - 130k	\$85 - 130k	\$40 - 70	\$40 - 70
Senior Credit Manager (6+ yrs' exp)	\$85 - 125k	\$85 - 125k	\$40 - 60	\$40 - 60
Financial Accountant - Degree (6+ yrs' exp)	\$85 - 110k	\$85 - 110k	\$50 - 65	\$50 - 65
Financial Markets - Analyst	\$80 - 130k	\$80 - 130k	\$35 - 65	\$35 - 65
Financial Accountant - CA/CPA (3 - 5 yrs' exp)	\$80 - 100k	\$80 - 100k	\$45 - 55	\$45 - 55
Fund Accountant - CA/CPA (3 - 5 yrs' exp)	\$80 - 100k	\$80 - 100k	\$40 - 50	\$40 - 50
Corporate Finance (3 - 5 yrs' exp)	\$75 - 120k	\$75 - 120k	\$40 - 70	\$40 - 70
Credit Risk Analyst (3 - 5 yrs' exp)	\$65 - 100k	\$65 - 100k	\$40 - 60	\$40 - 60
Compliance Officer (3 - 5 yrs' exp)	\$65 - 90k	\$65 - 100k	\$30 - 55	\$30 - 55
Financial Accountant - Degree (3 - 5 yrs' exp)	\$65 - 85k	\$65 - 85k	\$40 - 50	\$40 - 50
Financial Accountant - CA/CPA (0 - 2 yrs' exp)	\$65 - 80k	\$65 - 80k	\$40 - 45	\$40 - 45
Settlements Team Lead	\$65 - 75k	\$65 - 75k	\$30 - 35	\$30 - 35
Fund Accountant - CA/CPA (1 - 2 yrs' exp)	\$60 - 80k	\$60 - 80k	\$30 - 40	\$30 - 40
Financial Accountant - Degree (0 - 2 yrs' exp)	\$55 - 65k	\$55 - 65k	\$35 - 40	\$35 - 40
Corporate Finance (0 - 2 yrs' exp)	\$45 - 75k	\$45 - 75k	\$22 - 40	\$22 - 40
Assistant Accountant	\$45 - 65k	\$45 - 65k	\$26 - 40	\$26 - 40
Credit Risk Analyst (0 - 2 yrs' exp)	\$45 - 65k	\$45 - 65k	\$25 - 40	\$25 - 40
Settlements (3 - 5 yrs' exp)	\$45 - 55k	\$45 - 55k	\$22 - 25	\$22 - 25
Accounts Assistant (3 - 5 yrs' exp)	\$45 - 50k	\$45 - 50k	\$24 - 26	\$24 - 26
Dealer's Assistant (0 - 2 yrs' exp)	\$40 - 55k	\$40 - 55k	\$20 - 25	\$20 - 25
Fund Administrator	\$40 - 55k	\$40 - 55k	\$20 - 30	\$20 - 30
Accounts Assistant (0 - 2 yrs' exp)	\$38 - 45k	\$38 - 45k	\$20 - 24	\$20 - 24
Settlements (0 - 2 yrs' exp)	\$38 - 45k	\$38 - 45k	\$18 - 23	\$18 - 23

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

AUCKLAND

HUMAN RESOURCES

Robert Walters' human resources division in Auckland recruits both permanent and contract professionals from HR administrators through to HR directors. We work across all industry sectors and areas of speciality including generalist HR, remuneration and benefits, learning and development, human capital and organisational development.

Market Overview

The HR sector continued its recovery in 2010 with consistent levels of recruitment activity particularly noticeable in the last two quarters. As the year progressed and confidence began to return to the wider economy, many businesses began to hire following headcount freezes in 2009.

As a result, new contract/project HR vacancies were created with a focus on recruitment, strategic planning and staff development. Experienced HR business partners, generalist HR consultants and advisors were also in demand.

The second half of the year saw a definite shift towards more strategic HR initiatives as organisations looked actively to improve business culture and staff morale. With succession planning and talent management becoming a priority, internal training and development initiatives created new vacancies for experienced learning and development practitioners.

Confidence in the market was evident in the final quarter of 2010 as HR professionals began to consider new opportunities. Most professionals who were looking to move considered career progression and company culture rather than salary increases.

Outlook for 2011

With the market set to continue to strengthen in 2011, candidate confidence will increase and we expect higher levels of recruitment activity across all sectors. Increased staff turnover and headcount may result in a return to a candidate short market - employers will therefore need to focus on their hiring and retention strategies to ensure they secure and keep the best talent.

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2010	2011	2010	2011
HR Director	\$150 - 250k	\$150 - 250k	\$80 - 110	\$80 - 110
HR Business Partner	\$100 - 130k	\$100 - 130k	\$55 - 70	\$55 - 70
HR Manager	\$90 - 140k	\$90 - 140k	\$50 - 75	\$50 - 75
Remuneration Manager	\$90 - 140k	\$90 - 140k	\$40 - 75	\$40 - 75
Organisational Development Manager	\$90 - 130k	\$90 - 130k	\$45 - 70	\$45 - 70
OH&S Manager	\$80 - 115k	\$80 - 115k	\$40 - 60	\$40 - 60
Learning & Development Manager	\$80 - 110k	\$80 - 120k	\$40 - 55	\$40 - 60
Recruitment Manager	\$80 - 110k	\$80 - 120k	\$40 - 50	\$40 - 60
Organisational Development Consultant	\$70 - 100k	\$70 - 100k	\$30 - 45	\$30 - 45
HR Consultant	\$65 - 90k	\$65 - 90k	\$40 - 50	\$40 - 50
Training Manager	\$65 - 90k	\$65 - 90k	\$30 - 45	\$30 - 45
Learning & Development Advisor	\$65 - 75k	\$65 - 75k	\$30 - 45	\$30 - 45
HR Advisor	\$60 - 75k	\$60 - 75k	\$30 - 45	\$30 - 45
Remuneration Officer	\$60 - 75k	\$60 - 80k	\$25 - 35	\$25 - 35
HR Analyst	\$55 - 85k	\$55 - 85k	\$30 - 50	\$30 - 50
OH&S Officer	\$55 - 70k	\$55 - 70k	\$25 - 35	\$25 - 35
Recruitment Officer	\$50 - 65k	\$50 - 65k	\$20 - 30	\$20 - 30
Training Facilitator	\$50 - 65k	\$50 - 65k	\$25 - 35	\$25 - 35
HR Coordinator	\$45 - 60k	\$45 - 60k	\$25 - 30	\$25 - 30
Learning & Development Coordinator	\$45 - 55k	\$45 - 55k	\$20 - 30	\$20 - 30
HR Administrator	\$40 - 50k	\$40 - 50k	\$20 - 25	\$20 - 25

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AUCKLAND

INFORMATION TECHNOLOGY

Robert Walters is one of the leading IT recruitment companies in New Zealand. Our information technology division specialises in the placement of both permanent and contract IT professionals across the Auckland market. With the ability to provide fully integrated solutions which utilise our extensive international network, local candidates and highly accurate database, the IT division continues to set the benchmark for speed and delivery within a candidate short market.

Market Overview

The IT recruitment was buoyant throughout 2010. While candidates and companies approached the market with some caution at the start of the year due to continued economic uncertainty, the market became more stable throughout 2010 and we began to see increased hiring activity and greater candidate movement. While the contract market was particularly strong in the first half of the year, we noticed less demand for contractors in the second half of the year as businesses focused on recruiting for permanent roles.

The increased demand for contractors in the first half of 2010 was indicative of organisations developing teams for specific projects and programmes of work to deliver throughout the year. This resulted in business analysts and project managers being highly sought-after during this period. The increase in permanent recruitment in the second half of the year was largely due to firms rebuilding teams that had been reduced during the downturn. Encouragingly, we also saw a number of larger organisations creating new teams as they looked to grow their businesses again.

We saw most demand for business analysts as firms viewed these professionals as critical to helping them review their technology needs, implement business improvement strategies and reduce costs. Hiring levels were highest

in the insurance and financial sectors - while these industries were the most severely hit by the downturn, they were also the first to recover.

By quarter four, candidate and client confidence had increased significantly. This resulted in a higher level of movement of candidates to new roles, creating greater churn in the market as businesses sought to hire professionals in the positions they vacated.

Although the economy improved, organisations were still cautious about the salaries they were paying. Instead of offering higher basic salaries, they often looked at rewarding staff with bonus incentives and improved packages overall.

Outlook for 2011

Towards the end of 2010, the market became increasingly candidate short. We anticipate that this trend will continue as more roles are created in the marketplace. Where businesses are unable to secure the budget to recruit on a permanent basis, we expect to see them looking to recruit contractors. The contract market will be further boosted by an increase in projects implemented due to greater confidence in the market. Projects that offer organisations a greater competitive edge, simplify their business requirements or reduce overall business costs will be most likely to be signed off.

We expect the permanent market to remain steady throughout 2011 due to the continual growth and rebuilding of teams/replacement of headcount lost through natural attrition.

We expect demand for professionals with cloud computing experience to be particularly high as businesses look at ways to move their core functions (such as storage requirements, servers and security) to the 'cloud'. Business intelligence and social networking experience

will also be sought-after, while senior business analysts will be in demand.

AUCKLAND

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2010	2011	2010	2011
Chief Information Officer/Chief Technology Officer	\$150k+	\$150k+	\$150 - 190	\$150 - 190
Programme Manager	\$150k+	\$130k+	\$150 - 190	\$140 - 150
Manager - Development	\$110 - 150k	\$110 - 130k	\$80 - 120	\$80 - 120
Project Manager (5+ yrs' exp)	\$110 - 135k	\$110 - 135k	\$80 - 120	\$100 - 120
Solution Architect - Applications	\$110 - 140k	\$110 - 140k	\$80 - 120	\$80 - 120
Solution Architect - Infrastructure	\$110 - 130k	\$110 - 140k	\$80 - 120	\$80 - 120
Security Specialist (3+ yrs' exp)	\$100 - 140k	\$100 - 130k	\$80 - 100	\$80 - 100
Manager - Testing	\$100 - 120k	\$100 - 120k	\$80 - 100	\$80 - 100
Manager - IT Operations	\$95 - 135k	\$100 - 120k	\$70 - 100	\$80 - 100
Project Manager (3 - 5 yrs' exp)	\$95 - 110k	\$95 - 110k	\$65 - 85	\$70 - 90
ERP Functional Consultant	\$90 - 120k	\$100 - 120k	\$80 - 120	\$100 - 120
Business Analyst (6+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$75 - 90	\$75 - 90
Database Administrator (6+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$70 - 110	\$70 - 90
Developer - .Net, Java (6+ yrs' exp)	\$85 - 100k	\$90 - 110k	\$80 - 100	\$80 - 100
Systems Administrator (3 - 6 yrs' exp)	\$80 - 100k	\$80 - 100k	\$70 - 90	\$70 - 90
Project Manager (1 - 2 yrs' exp)	\$80 - 95k	\$80 - 95k	\$50 - 65	\$50 - 70
Business Analyst (4 - 6 yrs' exp)	\$80 - 90k	\$80 - 90k	\$65 - 80	\$75 - 80
Tester (3 - 5 yrs' exp)	\$75 - 90k	\$70 - 80k	\$60 - 80	\$60 - 80
Manager - Service Desk	\$70 - 90k	\$70 - 90k	\$50 - 75	\$50 - 75
Database Administrator (2+ yrs' exp)	\$70 - 90k	\$70 - 90k	\$50 - 80	\$50 - 80
Business Analyst (1 - 3 yrs' exp)	\$70 - 80k	\$70 - 80k	\$40 - 65	\$40 - 65
Systems Administrator (1 - 3 yrs' exp)	\$65 - 80k	\$65 - 80k	\$45 - 65	\$45 - 65
Developer - .Net, Java (3 - 5 yrs' exp)	\$60 - 85k	\$60 - 85k	\$60 - 80	\$60 - 80
Help Desk/Desktop Support/Apps Support (3 - 5 yrs' exp)	\$55 - 65k	\$55 - 65k	\$30 - 40	\$30 - 40
Tester (1 - 3 yrs' exp)	\$50 - 70k	\$50 - 70k	\$40 - 60	\$40 - 60
Developer - .Net, Java (0 - 2 yrs' exp)	\$40 - 60k	\$40 - 60k	\$35 - 55	\$35 - 55
Help Desk/Desktop Support/Apps Support (1 - 3 yrs' exp)	\$40 - 50k	\$45 - 50k	\$20 - 30	\$25 - 30

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

AUCKLAND

LEGAL

Robert Walters' legal division in Auckland specialises in the recruitment of professionals on both a permanent and contract basis into the private practice, in-house commercial (private sector) and in-house public sector environments across all legal disciplines and levels (from newly-qualified to partner or general counsel).

Market Overview

While the legal markets in Auckland and Wellington are very different (most lawyers in Auckland are employed by private sector firms rather than government organisations, with most retail and investment banks' legal departments based in the city), general recruitment trends in 2010 were similar in both cities. While a long way from the hiring booms of 2006 and 2007, recruitment levels in the legal sector in Auckland were markedly higher than in 2009.

As economic indicators and general business confidence started to improve, we saw increased deal activity. In private practice, professionals with well established relationships and networks who did not require training or mentoring were especially sought-after. By the second half of 2010, we were also seeing demand return for mid to senior level transactional lawyers from the in-house commercial sector.

General in-house hiring was slow in the first half of the year as businesses were cautious about committing to headcount. However, recruitment activity increased slowly throughout the year and, by quarter four, we saw financial institutions hiring solicitors with 3 - 5 years' PQE.

We saw a marked difference in candidates' attitudes in 2010, with most professionals far

more open to looking at new opportunities. Salary expectations were generally realistic, with most candidates knowing there were very few organisations offering increases. Even those returning from overseas had a more realistic view of remuneration levels, with most countries faring worse than New Zealand during the financial crisis.

Outlook for 2011

Employers are currently experiencing business growth and this looks set to increase in 2011. Economic indicators are strong, confidence levels are returning and businesses with a strong balance sheet will be looking to take advantage of organisations which suffered during 2009, either through acquisition or by stealing their market share. These are encouraging signs for the legal community whose skill sets are always in demand.

ROLE	PERMANENT SALARY PER ANNUM \$NZ	
	2010	2011
Private Practice		
7+ yrs' PQE	\$90 - 150k+	\$90 - 150k+
6 yrs' PQE	\$83 - 145k	\$83 - 145k
5 yrs' PQE	\$78 - 100k	\$78 - 100k
4 yrs' PQE	\$65 - 90k	\$65 - 90k
3 yrs' PQE	\$50 - 78k	\$50 - 78k
2 yrs' PQE	\$40 - 64k	\$40 - 64k
1 yr PQE	\$39 - 60k	\$39 - 60k
Newly-qualified	\$34 - 46k	\$34 - 46k
In-house		
7+ yrs' PQE	\$81 - 150k+	\$81 - 150k+
6 yrs' PQE	\$70 - 100k	\$70 - 100k
5 yrs' PQE	\$63 - 95k	\$63 - 95k
4 yrs' PQE	\$58 - 86k	\$58 - 86k
3 yrs' PQE	\$49 - 78k	\$49 - 78k
2 yrs' PQE	\$44 - 76k	\$44 - 76k
1 yr PQE	\$41 - 69k	\$41 - 69k
Newly-qualified	\$40 - 60k	\$40 - 60k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

AUCKLAND

PROCUREMENT & SUPPLY CHAIN

Robert Walters' comprehensive knowledge of the procurement and supply chain sector in the Auckland region allows us to tailor our approach to meet the complex and changing needs of our clients. We specialise in providing a professional and consultative approach across the following areas:

- Procurement, strategic sourcing, category and contract management
- Purchasing and materials management
- Shipping and transport
- Supply chain and logistics
- Supply, demand and sale operations planning

Market Overview

2010 started cautiously with clients and candidates still anxious following a challenging year in 2009. At the end of 2009, it was generally considered that most companies had reached 'critical mass' (the point at which resources and headcount were at their lowest possible operating levels).

However, confidence improved as the year progressed, leading to increased activity across the procurement and supply chain market. Despite increased activity, clients and candidates remained very risk averse. Employers were typically under intense scrutiny and were required to justify any increase in headcount to the senior management team, even when replacing an existing member of staff. Once recruited, it became increasingly important for new hires to demonstrate value soon after joining. Most businesses were therefore only willing to hire professionals who had previously operated at a similar level and with very similar industry experience. With employers becoming more selective, recruitment processes lengthened.

Candidates also demonstrated a risk averse approach to their job search, putting the decision to change roles on hold until the economic climate had stabilised. As a result,

many of the candidates with in-demand skill sets were not available, leading to a talent shortage in some areas. Those candidates who did look for a new role focused on the opportunity for development and stability rather than an increase in salary.

With both businesses and candidates cautious, we saw an increase in contract opportunities across the procurement and supply chain markets. This allowed employers to fill their short and medium-term project requirements, while offsetting the risks associated with recruiting on a permanent basis.

The majority of procurement positions recruited towards the end of 2010 were at the mid to senior level within the \$90 - 130k salary range. We saw demand within category management, procurement management and for senior sourcing specialist roles, primarily across the service and infrastructure sector. We witnessed very few roles at the senior end of the market (i.e. roles above \$160k).

The supply chain market remained active throughout the year, with an ongoing need for supply and demand analysts and planning managers. We saw most of this demand across retail-focused industries, such as consumer durables and FMCG.

Outlook for 2011

With economic conditions considered to have stabilised significantly, we expect increased recruitment activity in 2011. Employers were beginning to demonstrate greater flexibility in their hiring needs at the end of 2010 and will begin to look at candidates who can be coached into a new role.

The procurement market continues to demand strategic procurement professionals with experience gained from mainland Europe and the UK, particularly at the \$100 - 140k salary level. We expect businesses increasingly to

look overseas to attract this highly-specialist talent during 2011.

The supply chain market will continue to focus on developing the sales and operations planning process, which will lead to a continued appetite for analysts focused on the demand and supply of products.

AUCKLAND

PROCUREMENT & SUPPLY CHAIN

ROLE	PERMANENT SALARY PER ANNUM \$NZ	
	2010	2011
Procurement Director/Chief Procurement Officer	\$150 - 250k	\$150 - 250k
Supply Chain Director	\$150 - 250k	\$150 - 250k
Logistics Director	\$150 - 250k	\$130 - 220k
Operations Director	\$130 - 220k	\$130 - 220k
Procurement Manager	\$90 - 160k	\$90 - 160k
Supply/Demand Planning Manager	\$90 - 130k	\$90 - 130k
Supply Chain Manager	\$75 - 150k	\$75 - 150k
Operations Manager	\$75 - 130k	\$75 - 130k
Procurement Specialist	\$75 - 110k	\$75 - 110k
Logistics Manager	\$70 - 150k	\$70 - 150k
Transport Manager	\$70 - 150k	\$70 - 150k
Distribution Manager	\$70 - 150k	\$70 - 150k
Purchasing Manager (Manufacturing)	\$70 - 120k	\$70 - 120k
Supply/Demand Planner	\$70 - 100k	\$70 - 100k
Materials Manager	\$65 - 120k	\$65 - 120k
Warehouse Manager	\$65 - 100k	\$65 - 100k
Export & Customs Manager	\$65 - 80k	\$65 - 80k
Supply Chain Analyst	\$50 - 85k	\$50 - 85k
Procurement Coordinator	\$50 - 80k	\$50 - 80k
Purchasing Coordinator/Specialist (Manufacturing)	\$45 - 75k	\$45 - 75k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

AUCKLAND

SALES & MARKETING

Robert Walters' sales & marketing division in Auckland recruits for permanent and contract roles, from entry level through to senior management. Our client base covers small and medium sized organisations through to large corporates and we specialise in recruiting in the following sectors:

- Commercial services
- FMCG
- Financial services
- IT and telecommunications
- Media and publishing
- Public sector and utilities
- Travel and tourism

Market Overview

We saw an increase in recruitment activity from the start of quarter one in 2010. As headcount freezes were lifted and marketing budgets reintroduced, many businesses looked to rebuild their sales and marketing functions following redundancies in 2009 (particularly noticeable in the financial services, construction, property and manufacturing sectors). Activity within FMCG, IT and telecommunications remained steady throughout the year, with the second half seeing an increase in newly-created vacancies.

As companies looked to optimise their online presence, the social and digital media marketing channels continued to develop. The local talent pool was limited in these areas, which meant candidates with experience gained in more mature international markets were sought-after. As the financial services sector began to rebuild its sales and marketing functions, the demand for skilled product managers outweighed the available talent pool and clients started to consider candidates with experience in other sectors, particularly IT and telecommunications.

Throughout the year, the FMCG sector continued to demand strong brand managers and key account managers. The emerging area of category development became a focus for many FMCG organisations in New Zealand, which also looked towards international markets for experienced talent.

Optimism was high from the start of quarter one as innovation and development projects that were put on hold in 2009 were signed off and organisations began to actively recruit once again. With this increase in business confidence, many employed professionals indicated that they were ready for a change. However, these candidates still remained cautious and continued to consider career progression, job security and company culture as key motivators for moving. While significant salary increases were not a focus for many, the market became more competitive in the last quarter of the year as candidates looked to make up for salary cuts and increased workloads experienced in 2009.

Outlook for 2011

Recruitment activity is expected to be high throughout 2011. As well as having a positive effect on the general economy, we anticipate that the Rugby World Cup in September will create new project and contract opportunities, particularly within the areas of sponsorship and events. With increasing levels of candidate confidence, employers focusing on their hiring and retention strategies and streamlining recruitment processes will generally secure the best talent. With organisation security and career development still the focus areas for candidates, salaries are expected to remain fairly static throughout 2011. However, we anticipate marginal increases for roles requiring a specific and niche skill set.

AUCKLAND

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2010	2011	2010	2011
Sales				
Sales Director	\$180 - 220k	\$180 - 220k	\$100 - 125	\$100 - 125
National Sales Manager	\$110 - 150k	\$120 - 150k	\$80 - 90	\$80 - 90
National Account Manager	\$90 - 115k	\$90 - 120k	\$50 - 60	\$50 - 60
Business Development Manager	\$75 - 110k	\$80 - 110k	\$45 - 55	\$45 - 55
Key Account Manager	\$75 - 90k	\$75 - 90k	\$45 - 50	\$45 - 50
Account Manager	\$70 - 80k	\$70 - 80k	\$40 - 50	\$40 - 50
Sales/Market Analyst	\$65 - 75k	\$70 - 80k	\$35 - 45	\$40 - 50
Sales/Account Executive	\$55 - 75k	\$55 - 75k	\$35 - 40	\$35 - 40
Territory Manager	\$50 - 65k	\$50 - 65k	\$30 - 40	\$30 - 40
Sales Representative	\$45 - 65k	\$45 - 65k	\$30 - 35	\$30 - 35
Sales Administration/Support	\$40 - 50k	\$40 - 55k	\$25 - 30	\$25 - 30
Marketing				
Marketing Director	\$180 - 200k	\$180 - 220k	\$100 - 120	\$100 - 120
Product Manager	\$90 - 110k	\$100 - 120k	\$50 - 55	\$50 - 60
Channel Manager	\$90 - 110k	\$90 - 110k	\$45 - 55	\$45 - 55
Communications Manager	\$90 - 110k	\$90 - 110k	\$45 - 60	\$45 - 55
Sponsorship & Events Manager	\$85 - 100k	\$90 - 110k	\$45 - 55	\$45 - 55
Marketing Manager	\$80 - 120k	\$100 - 130k	\$50 - 65	\$50 - 65
Market Research/Insights Manager	\$80 - 100k	\$90 - 110k	\$45 - 55	\$45 - 55
Category Manager	\$80 - 100k	\$80 - 100k	\$40 - 50	\$40 - 50
Brand Manager	\$75 - 110k	\$70 - 110k	\$45 - 55	\$35 - 55
Trade Marketing Manager	\$75 - 95k	\$75 - 95k	\$45 - 55	\$40 - 50
Product Specialist	\$75 - 85k	\$80 - 95k	\$40 - 50	\$40 - 50
Market Researcher	\$65 - 75k	\$70 - 85k	\$35 - 45	\$35 - 45
Assistant Brand/Product Manager	\$65 - 75k	\$60 - 75k	\$35 - 45	\$30 - 40
Marketing Coordinator	\$50 - 65k	\$45 - 65k	\$25 - 30	\$25 - 30
NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.				

AUCKLAND

SECRETARIAL & BUSINESS SUPPORT

Robert Walters' secretarial & business support division recruits for appointments ranging from entry level office administrators to high-powered executive assistants on both a permanent and contract basis.

Market Overview

The secretarial and business support market was far more buoyant in 2010 than 2009, with increased employer and candidate confidence as the economy began to improve. We saw a number of professionals change roles in the first quarter of the year which created churn in the market.

Firms were very selective when hiring, seeking candidates with specific industry experience and proven commitment to previous roles. Professionals with demonstrable experience supporting large teams of people and with strong technical and organisational skills were highly sought-after.

Many clients continued to focus on assessing their business structures and administrative systems and processes. An organisation's stability and reputation in the market played a major part in a candidate's decision to move to a competitor or into another industry sector. We saw an increase in contract opportunities in 2010 as firms sought to meet short-term business requirements without hiring on a permanent basis.

In the second half of the year, recruitment freezes were lifted at a number of companies and many looked to grow. Retaining key performing support staff who were likely to move became a focus, with many firms offering internal promotions, flexible working hours, salary reviews and learning and development opportunities.

2010 saw the return of many New Zealanders from overseas. These candidates were able to

secure roles quickly due to the breadth of experience they could offer. We expect to see strong candidates moving overseas again at the end of summer 2011 as economic conditions improve. As media reports promoted market confidence and company results improved, candidates gained the confidence to look at new opportunities.

Outlook for 2011

We anticipate that confidence will continue to return in 2011. While organisations focus on recovery, growth and development, they will look to recruit support staff who will enable them to streamline their processes. As businesses create new and exciting opportunities within expanding teams, employers will need to remain focused on retaining key performing staff.

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2010	2011	2010	2011
	Executive Assistant	\$58 - 85k	\$55 - 88k	\$27 - 42
Office Manager	\$45 - 75k	\$42 - 75k	\$22 - 35	\$20 - 40
Senior Secretary	\$45 - 65k	\$45 - 65k	\$24 - 35	\$20 - 35
Personal Assistant	\$42 - 65k	\$45 - 65k	\$20 - 30	\$19 - 30
Team Secretary	\$38 - 58k	\$40 - 55k	\$18 - 25	\$18 - 30
Sales Coordinator	\$38 - 55k	\$35 - 55k	\$18 - 26	\$17 - 26
Customer Service Administrator	\$38 - 48k	\$30 - 45k	\$18 - 23	\$15 - 23
Senior Receptionist	\$36 - 47k	\$40 - 52k	\$18 - 24	\$18 - 25
Events Coordinator	\$35 - 55k	\$30 - 55k	\$18 - 25	\$15 - 26
Marketing Administrator	\$35 - 50k	\$35 - 50k	\$17 - 25	\$17 - 25
Administrator	\$35 - 45k	\$35 - 45k	\$17 - 23	\$15 - 23
Data Entry Operator	\$31 - 42k	\$31 - 42k	\$15 - 23	\$15 - 20
Receptionist	\$31 - 42k	\$31 - 42k	\$15 - 23	\$15 - 22

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

ACCOUNTING & FINANCE

Robert Walters' accounting & finance division in Wellington specialises in the recruitment of permanent and contract finance roles, ranging from junior level to finance director positions. We have strong working relationships across the Wellington market, offering our clients a flexible and tailored approach to their recruitment requirements. We recruit for positions within the public sector, commerce and industry and financial services.

Market Overview

Following restrained hiring activity in 2009, recruitment levels increased significantly during 2010 across the public and private sectors. This was primarily due to improved economic stability and the lifting of hiring freezes. In particular, internal business restructuring had a positive effect on market activity as organisations looked to change their business models and drive efficiencies. As a result, candidates with reporting and financial analysis skills were in highest demand.

The first half of 2010 saw an increase in hiring across the board, with a number of organisations - predominately within the public sector - starting to hire again after making cutbacks in 2009. Contractors were particularly sought-after, with demand at all levels.

In the second half of 2010, these high recruitment levels were sustained. Private sector hiring increased in this period as consumer confidence began to return and high calibre individuals were extremely sought-after. In particular, highly skilled candidates with three to five years' post-qualified experience remained in significant demand.

The government's drive for value for money and efficiencies saw organisations looking for individuals who had experience of analysing financial data and the ability to offer extensive

commentary before communicating this to the wider business.

We continued to see a high number of applicants for advertised positions in 2010, albeit at lower levels than those experienced during 2009. Professionals in stable roles also began to explore new opportunities in the market and this increased candidate confidence was a key factor in the recovery. Significantly, we also noticed that accountants started looking at new opportunities overseas (particularly in the UK and Australia) again.

Salaries and contract rates generally remained stable and candidates remained realistic about their pay expectations after the trying market conditions in 2009. There were few isolated cases of increases due to some companies hiring at a more senior level than previous years (most notably for systems accountants and auditors). Some roles also saw a decrease in salary due to the increased availability of skilled individuals.

Outlook for 2011

We expect organisations to continue to strengthen their workforces in 2011 by recruiting skilled professionals who can quickly add value. With many candidates indicating that they are looking to change roles, biding their time for the right opportunity to arise, we anticipate increased movement across the market. We also expect an increasing shortage of high-calibre candidates from an analytical and management accounting background, with these professionals particularly in demand due to their ability to influence the bottom line. However, how quickly this occurs will depend on public sector hiring, economic conditions and candidate confidence.

WELLINGTON

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2010	2011	2010	2011
Chief Financial Officer	\$150 - 300k	\$150 - 300k	\$80 - 150	\$80 - 150
Financial Controller	\$130 - 190k+	\$120 - 170k	\$75 - 125	\$75 - 125
Tax Accountant	\$110 - 140k	\$100 - 140k	\$60 - 90	\$60 - 90
Commercial Manager	\$100 - 200k	\$100 - 130k	\$70 - 100	\$70 - 100
Finance Manager	\$100 - 140k	\$100 - 140k	\$60 - 80	\$60 - 80
Management Accountant (6+ yrs' exp)	\$95 - 115k	\$95 - 115k	\$55 - 70	\$65 - 85
Financial Accountant CA (5+ yrs' exp)	\$95k+	\$95k+	\$60 - 70	\$55 - 75
Financial Analyst (5+ yrs' exp)	\$95k+	\$85k+	\$50 - 75	\$50 - 75
Group Accountant	\$85 - 105k	\$85 - 105k	\$45 - 70	\$45 - 70
Treasury Accountant	\$80 - 120k	\$80 - 120k	\$40 - 70	\$55 - 85
Financial Analyst (0 - 4 yrs' exp)	\$80 - 110k	\$65 - 100k	\$50 - 60	\$40 - 55
Cost Accountant	\$80k+	\$80k+	\$55 - 65	\$50 - 65
Financial Accountant CA (0 - 4 yrs' exp)	\$75 - 110k	\$65 - 90k	\$50 - 65	\$45 - 65
Management Accountant (3 - 5 yrs' exp)	\$75 - 95k	\$75 - 95k	\$45 - 60	\$45 - 60
Financial Accountant - Degree	\$65 - 85k	\$65 - 85k	\$45 - 55	\$40 - 55
Credit Manager	\$60 - 90k	\$60 - 90k	\$30 - 45	\$30 - 45
Payroll Manager	\$60 - 80k	\$60 - 80k	\$30 - 60	\$30 - 60
Accounts Payable/Receivable - Manager	\$60 - 80k	\$60 - 80k	\$28 - 35	\$30 - 40
Assistant Accountant	\$60 - 70k	\$50 - 65k	\$35+	\$35 - 45
Systems Accountant	\$55 - 75k	\$75 - 120k	\$40 - 55	\$65 - 90
Accounts Assistant	\$55 - 60k	\$45 - 55k	\$26 - 30	\$25 - 35
Auditor	\$45 - 60k	\$60 - 85k		
Credit Controller	\$45 - 60k	\$45 - 60k	\$20 - 30	\$25 - 35
Payroll Clerk/Payroll Officer	\$40 - 60k	\$40 - 60k	\$25 - 30	\$25 - 30
Accounts Payable/Receivable	\$40 - 50k	\$40 - 50k	\$20 - 25	\$25 - 35

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

BANKING & FINANCIAL SERVICES

Robert Walters' banking & financial services division in Wellington specialises in the recruitment of permanent and contract candidates into all facets of banking, including front and back offices at all levels. This encompasses investment banking, finance, risk, compliance, business and private banking, corporate finance, wealth management, investment and funds management and commercial and consumer lending.

Market Overview

We saw a small increase in recruitment activity within the financial services sector in 2010 as the market recovered following the global downturn. The majority of activity took place among smaller, more specialised organisations that managed to keep their operations relatively lean during the recession. We saw increased hiring of back office functions as trading conditions improved and organisations began to recruit more junior operational staff. As employer and employee confidence improved, there was also some increased recruitment activity among some of the larger banking organisations - with particular demand for professionals with analytical, compliance and management accounting skill sets. Outside of core banking, there was a steady increase in hiring in most areas and actuarial and pricing skill sets were particularly in demand.

We also noticed more candidates looking to relocate from Wellington, either to Auckland or further afield to Australia or the UK. At the same time, we also saw a solid stream of high-calibre individuals returning to New Zealand, predominately with markets, product control, and fund accounting backgrounds. However, some of these individuals struggled to find appropriate opportunities in Wellington (due to the relatively small size of the banking market in the city) and instead moved to Auckland. As market conditions improved in the second half of the year, we noticed an

increase in the number of overseas candidates seeking employment in Wellington throughout the year.

Overall, the market remained relatively tight and businesses placed more of an emphasis on retaining their best talent. No significant increase in salaries were evident, primarily due to static levels of demand and the large pool of quality individuals available.

Outlook for 2011

We are confident that the financial services sector will continue to grow throughout 2011 and organisations will constantly look to strengthen their businesses. With the majority of organisations having completed internal restructuring, we expect a period of consolidation. The main threat to the Wellington market is the continued movement of the larger Australian-owned banks to Auckland.

WELLINGTON

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2010	2011	2010	2011
Market Risk Manager (6+ yrs' exp)	\$90 - 140k	\$90 - 140k	\$45 - 75	\$45 - 75
Product Controller	\$90 - 140k	\$90 - 140k	\$50 - 75	\$50 - 75
Treasury Manager	\$90 - 140k	\$90 - 140k	\$50+	\$60 - 90
Senior Credit Analyst (8+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$40 - 60	\$40 - 60
Fund Accountant CA/CPA (6+ yrs' exp)	\$90k+	\$90 - 110k	\$45 - 60	\$55 - 75
Business Analyst (6+ yrs' exp)	\$90k+	\$85 - 105k	\$60+	\$55 - 75
Senior Credit Manager (6+ yrs' exp)	\$85 - 125k	\$85 - 125k	\$40 - 55	\$50 - 65
Fund Accountant - Degree (6+ yrs' exp)	\$85k+	\$80 - 90k	\$45+	\$50 - 70
Financial Planner*	\$80 - 150k	\$80 - 150k	\$40 - 80	\$40 - 80
Financial Markets - Analyst	\$80 - 130k	\$80 - 130k	\$45 - 65	\$45 - 65
Equity Analyst	\$80 - 100k	\$70 - 100k	\$40 - 70	\$45 - 65
Quantitative Analyst	\$75 - 110k	\$70 - 100k	\$40 - 75	\$45 - 65
Market Risk Analyst (3 - 5 yrs' exp)	\$70 - 110k	\$70 - 100k	\$40 - 65	\$45 - 65
Compliance Officer (3 - 5 yrs' exp)	\$70 - 90k	\$65 - 90k	\$35 - 55	\$35 - 55
Product Treasury Accountant (3 - 5 yrs' exp)	\$70 - 90k	\$70 - 90k	\$35 - 55	\$35 - 55
Fund Accountant CA/CPA (3 - 5 yrs' exp)	\$65 - 90k	\$65 - 90k	\$40 - 55	\$45 - 55
Credit Risk Analyst (3 - 5 yrs' exp)	\$60 - 90k	\$60 - 90k	\$35 - 60	\$35 - 60
Fund Accountant - Degree (3 - 5 yrs' exp)	\$60 - 90k	\$60 - 90k	\$40 - 50	\$40 - 50
Fund Accountant CA/CPA (0 - 2 yrs' exp)	\$50 - 70k	\$50 - 70k	\$30 - 40	\$35 - 50
Product/Treasury Accountant (0 - 2 yrs' exp)	\$50 - 70k	\$60 - 80k	\$30 - 40	\$35 - 55
Fund Accountant - Degree (0 - 2 yrs' exp)	\$50 - 65k	\$50 - 65k	\$30 - 40	\$30 - 45
Fund Administrator	\$50 - 60k	\$50 - 60k	\$25 - 35	\$25 - 35
Portfolio Funds Administrator	\$45 - 65k	\$45 - 65k	\$25 - 35	\$25 - 35
Settlements (3 - 5 yrs' exp)	\$45 - 65k	\$45 - 65k	\$30 - 35	\$30 - 35
Dealer's Assistant (0 - 2 yrs' exp)	\$45 - 60k	\$45 - 60k	\$20 - 30	\$25 - 30
Credit Risk Analyst (0 - 2 yrs' exp)	\$40 - 60k	\$40 - 60k	\$30 - 45	\$30 - 45
Settlements (0 - 2 yrs' exp)	\$40 - 55k	\$40 - 55k	\$25 - 30	\$25 - 30

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.
* includes commission

WELLINGTON

HUMAN RESOURCES

Robert Walters' human resources division in Wellington recruits permanent and contract candidates at all levels for both public and private sector organisations.

Market Overview

While 2010 was characterised by a combination of gradual recovery and a degree of market inconsistency, there were subtle peaks of hiring activity in comparison to the stagnant market of 2009.

The first quarter of 2010 saw a continuation of the subdued HR hiring conditions witnessed during the majority of 2009. As the year progressed, recruitment activity increased in line with economic confidence and candidates started to move roles. Conservative headcount increases and a more resilient contracting/consulting space were further illustrations of growing market confidence.

The second half of 2010 was comparatively buoyant as the outcome of audits and organisational reviews led to structural change within many HR functions, which resulted in businesses recruiting for new roles. The HR recruitment market gained momentum in the final quarter of 2010 as focus shifted from process driven economic efficiencies to investing in people and cultural improvement.

Demand within the organisational development space rose significantly in 2010 as more organisations focused on strategic HR initiatives, such as talent management, succession planning and employee engagement. Additionally, the drive towards greater efficiency within the public sector resulted in a number of opportunities within the project and change management space among these organisations.

As the market improved throughout the year, permanently employed HR professionals

actively began to seek new opportunities. In particular, candidates who had previously worked as contractors before transferring to internal roles for job security began to move back into contracting and this produced a greater number of permanent vacancies. Salary expectations remained relatively stable, despite increased market activity as businesses maintained a conservative approach towards costs. For their part, candidates sought new challenges and were prepared to move for similar salaries in order to gain access to progression and development opportunities.

Outlook for 2011

Candidate caution gave way to renewed optimism in the final quarter of 2010 and we expect this to continue into 2011. To retain their best talent, employers will need to reinvest in their top people as demand for quality HR professionals across both the generalist and specialist functions returns.

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2010	2011	2010	2011
HR Director	\$150 - 250k	\$150 - 250k+	\$110 - 160	\$110 - 160
HR Manager	\$110 - 175k	\$110 - 175k	\$80 - 110	\$80 - 110
HR Consultant	\$85 - 150k	\$85 - 150k	\$50 - 100	\$50 - 100
Recruitment Manager	\$85 - 130k	\$85 - 130k	\$40 - 100	\$40 - 100
Learning & Development Manager	\$85 - 120k	\$85 - 120k	\$50 - 75	\$50 - 75
Organisational Development Consultant	\$80 - 120k	\$80 - 120k	\$60 - 120	\$60 - 120
OH&S Manager	\$75 - 110k	\$75 - 110k	\$45 - 75	\$45 - 75
Learning & Development Advisor	\$70 - 90k	\$70 - 90k	\$40 - 60	\$40 - 60
HR Advisor	\$65 - 110k	\$65 - 110k	\$40 - 60	\$40 - 60
HR Analyst	\$55 - 90k	\$55 - 90k	\$35 - 60	\$35 - 60
OH&S Officer	\$50 - 70k	\$50 - 70k	\$25 - 40	\$25 - 40
Learning & Development Coordinator	\$50 - 60k	\$50 - 60k	\$25 - 35	\$25 - 35
HR Administrator	\$45 - 55k	\$45 - 55k	\$25 - 35	\$25 - 35

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

INFORMATION TECHNOLOGY

Robert Walters' information technology division in Wellington specialises in permanent and contract recruitment for both public and private organisations. We recruit positions ranging from senior management to front line support staff. Our consultants have excellent market knowledge as they focus on working within key specialist markets, allowing us to develop strong relationships and networks.

Market Overview

The Wellington IT market made a steady recovery in 2010. In the first half of the year, we saw strong demand for contractors across traditionally candidate short areas, such as project management and business analysis. This demand continued to remain strong in the second half, primarily due to improved economic conditions, government change, increased project activity and renewed candidate confidence.

The permanent recruitment market had a slower start to 2010 but steadily gained momentum throughout the year. By the start of the second half of 2010, permanent job listings were well above levels seen during 2009. Candidate confidence played a key part, with professionals' desire to move helping to stimulate activity in the market.

With technology key to the public sector's drive for efficiency, we saw increased recruitment activity in this area. We also saw increased demand for IT professionals from the private sector, particularly within consulting firms, vendors and banks.

The fourth quarter started positively with strong demand across all disciplines. We saw particularly strong requirements for contract project managers, programme managers and business analysts, which led to some rates rising across the sector. By way of example, some contract programme managers commanded hourly rates around 30% higher than those seen in 2009. Support,

service delivery and development were also more active areas than they had been earlier in the year.

Outlook for 2011

The outlook for the Wellington IT market for 2011 looks positive. We predict that there will be a continued strengthening in demand for all disciplines across the sector as the economic conditions steadily improve. As underlying candidate shortages continue in many core IT disciplines (such as project management and business analysis), these will become more of an issue as demand increases. We therefore expect to see some increase in rates and salaries. The key to maintained recruitment activity in the Wellington market is continued consolidation of government spending, which will result in public sector organisations looking to upgrade outdated systems.

WELLINGTON

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2010	2011	2010	2011
Chief Information Officer/Chief Technology Officer	\$130 - 300k	\$130 - 300k	\$120 - 200	\$130 - 200
Programme Manager	\$130 - 180k	\$130 - 190k	\$100 - 150	\$130 - 180
Manager - IT Operations	\$100 - 150k	\$100 - 150k	\$80 - 120	\$80 - 120
Project Manager (5+ yrs' exp)	\$100 - 140k	\$100 - 140k	\$90 - 130	\$90 - 130
Manager - Development	\$90 - 130k	\$90 - 130k	\$80 - 120	\$80 - 120
Security Specialist (3+ yrs' exp)	\$90 - 130k	\$90 - 130k	\$70 - 110	\$70 - 110
Solution Architect - Infrastructure	\$90 - 130k	\$90 - 140k	\$80 - 120	\$80 - 120
Developer - .Net, Java (6+ yrs' exp)	\$90 - 120k	\$90 - 120k	\$80 - 110	\$80 - 110
Project Manager (3 - 5 yrs' exp)	\$90 - 115k	\$90 - 115k	\$70 - 100	\$70 - 100
Database Administrator (6+ yrs' exp)	\$90 - 110k	\$90 - 110k	\$70 - 100	\$70 - 100
Manager - Testing	\$85 - 120k	\$90 - 120k	\$70 - 110	\$70 - 110
ERP Functional Consultant	\$80 - 120k	\$80 - 120k	\$80 - 110	\$80 - 110
Business Analyst (6+ yrs' exp)	\$80 - 120k	\$80 - 120k	\$70 - 100	\$70 - 100
Project Manager (1 - 2 yrs' exp)	\$80 - 100k	\$80 - 100k	\$60 - 80	\$60 - 80
Database Administrator (2 - 5 yrs' exp)	\$75 - 100k	\$75 - 100k	\$55 - 90	\$55 - 90
Manager - Service Desk	\$70 - 100k	\$70 - 100k	\$50 - 80	\$50 - 80
Business Analyst (4 - 6 yrs' exp)	\$70 - 100k	\$70 - 100k	\$60 - 80	\$60 - 85
Developer - .Net, Java (3 - 5 yrs' exp)	\$70 - 100k	\$70 - 100k	\$60 - 90	\$60 - 90
Security Specialist (1- 3 yrs' exp)	\$70 - 90k	\$70 - 90k	\$60 - 80	\$60 - 80
Systems Administrator - (3 - 6 yrs' exp)	\$65 - 100k	\$65 - 100k	\$55 - 85	\$55 - 85
Quality Analyst (QA)	\$65 - 85k	\$65 - 85k	\$35 - 60	\$35 - 60
Tester (1 - 3 yrs' exp)	\$60 - 75k	\$60 - 75k	\$40 - 65	\$40 - 65
Systems Administrator - (1- 3 yrs' exp)	\$55 - 75k	\$55 - 75k	\$45 - 65	\$45 - 65
Service Desk/Desktop Support/Apps Support (3 - 5 yrs' exp)	\$50 - 80k	\$50 - 80k	\$40 - 55	\$40 - 55
Business Analyst (1 - 3 yrs' exp)	\$50 - 70k	\$50 - 70k	\$50 - 70	\$50 - 70
Developer - .Net, Java (0 - 2 yrs' exp)	\$50 - 70k	\$50 - 70k	\$35 - 55	\$35 - 55
Service Desk/Desktop Support/Apps Support (1 - 3 yrs' exp)	\$45 - 55k	\$45 - 55k	\$30 - 40	\$30 - 55

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

LEGAL

Robert Walters' legal division in Wellington specialises in recruiting professionals on both a permanent and contract basis into private practice, in-house commercial (private sector) and in-house public sector environments across all legal disciplines and levels (from newly-qualified to partner or GC).

Market Overview

The legal sector's performance in Wellington in the first half of 2010 showed a distinct improvement on the second half of 2009, when hiring levels were very low within both the public and private sectors. As economic indicators started to improve, so did general business confidence and corporates began to complete deals again. This meant that demand for transactional lawyers, such as mid to senior level banking and finance and corporate lawyers with solid M&A experience, increased incrementally throughout 2010, particularly in the top-tier law firms.

In-house commercial hiring in Wellington was slow in the first half of the year with few businesses committing to headcount increases, instead preferring to hire secondees from firms on their panel (who were comparably cheaper) if they required additional support. However, we saw financial institutions looking to the market for 3-5 years' PQE solicitors again by the end of the year.

In 2010, some commercially aligned government organisations took advantage of the stagnant economy to secure top talent. Lawyers with strong technical skill sets who did not enjoy their firms' increased business development focus moved into roles that allowed them to contribute at the front end, with many advising on critical initiatives (such as the implementation of a tighter AML regime across New Zealand).

The second half of 2010 saw renewed demand for mid to senior level transactional lawyers within both private practice and

the in-house commercial sectors. In private practice, legal professionals who did not require training or mentoring with well established relationships and networks were especially sought-after. Public sector legal hiring remained consistent across the board, both within agencies driven by commercial interests and social policy led organisations.

There was a marked difference to candidates' attitudes in 2010, with most far more open to looking at new opportunities as general economic confidence grew.

Professionals' salary expectations were realistic, with most candidates appreciating that very few organisations were providing increases. As most countries fared much worse than New Zealand during the financial crisis, professionals returning from overseas had realistic remuneration expectations.

Outlook for 2011

Most employers experienced business growth in 2010 and we expect this to continue in 2011. Economic indicators are strong, confidence levels are returning and businesses with a strong balance sheet will be looking to take advantage of organisations which suffered during 2009, either through acquisition or by stealing their market share. This is a good sign for the legal community whose skill sets are always in demand, from transactional lawyers in private practice to in-house commercial lawyers and legal professionals in regulatory functions.

The key challenge for employers in the legal sector will come from off-shore. As business confidence improves on a global scale so will candidates' willingness to resume their plans to undertake a period of work overseas. This will mean employers will be searching for the best candidates in a reduced talent pool, which will put pressure on salary levels.

WELLINGTON

LEGAL

ROLE	PERMANENT SALARY PER ANNUM \$NZ	
	2010	2011
Private Practice		
7+ yrs' PQE	\$90 - 150k+	\$90 - 150k+
6 yrs' PQE	\$83 - 145k	\$83 - 145k
5 yrs' PQE	\$78 - 100k	\$78 - 100k
4 yrs' PQE	\$65 - 90k	\$65 - 90k
3 yrs' PQE	\$50 - 78k	\$50 - 78k
2 yrs' PQE	\$40 - 64k	\$40 - 64k
1 yr PQE	\$39 - 60k	\$39 - 60k
Newly-qualified	\$34 - 46k	\$34 - 46k
In-house		
7+ yrs' PQE	\$81 - 150k+	\$81 - 150k+
6 yrs' PQE	\$70 - 100k	\$70 - 100k
5 yrs' PQE	\$63 - 95k	\$63 - 95k
4 yrs' PQE	\$58 - 86k	\$58 - 86k
3 yrs' PQE	\$49 - 78k	\$49 - 78k
2 yrs' PQE	\$44 - 76k	\$44 - 76k
1 yr PQE	\$41 - 69k	\$41 - 69k
Newly-qualified	\$40 - 60k	\$40 - 60k
NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.		

WELLINGTON

PROCUREMENT

Robert Walters' procurement division in Wellington is focused on providing professional contract and permanent recruitment solutions to private and public sector clients in both the lower North Island and the South Island.

Market Overview

The procurement market in Wellington remained busy in 2010 with strong demand for highly skilled professionals. This was particularly evident in the public sector, which accounts for a large percentage of the Wellington market. As a profession, procurement has significantly raised its profile, especially since the Ministry of Economic Development (MED) introduced the 'All of Government' purchasing initiative. The MED also played a key role in adding procurement to the Department of Labour's skills shortage list for potential immigrants, which further raised awareness.

However, demand also remained consistent for procurement professionals in the private sector, especially within the ICT area, as many projects which had been delayed during the downturn were given the green light.

Across the board, demand for hourly rate contractors decreased and there was a general move towards securing contractors on a fixed term, pro-rata basis. Organisations favoured these arrangements due to the longer-term security and cost savings they offered.

As companies continued to acknowledge the important role procurement could play within an organisation, there was significant movement at the senior end of the market. Interestingly, a number of new heads of procurement were appointed through search and selection processes. This was more evident in the public sector than the private sector. Candidates were more confident about moving roles than they were in 2009.

Due to the MED setting up the 'All of Government' initiative, demand for skilled practitioners increased. Those with MCIPS qualifications (often found off-shore, particularly in the UK) were highly sought-after and many professionals with this skill set were hired before they had even arrived in New Zealand.

Outlook for 2011

The contract market in 2011 is expected to grow as the profile of procurement has been raised within a number of large organisations. Immediately available experts will be in high demand as we expect the number of short-term assignments to increase.

In 2011, we expect a noticeable shift towards centralised procurement platforms in large, complex, multi-faceted organisations. This will be largely due to organisations increasingly realising the cost savings and strategic relationships good procurement practitioners can offer their business.

ROLE	PERMANENT SALARY PER ANNUM \$NZ	
	2010	2011
Procurement Director	\$120 - 180k	\$125 - 200k
Procurement Manager	\$100 - 150k	\$100 - 150k
Contracts Manager	\$70 - 100k	\$70 - 110k
Procurement Specialist	\$65 - 120k	\$70 - 120k
Tenders Advisor	\$55 - 70k	\$55 - 70k
Contracts Administrator	\$50 - 60k	\$50 - 60k
Procurement Coordinator	\$45 - 60k	\$45 - 55k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

SALES & MARKETING

Robert Walters' sales & marketing division in Wellington specialises in recruitment across the private and public sectors at all levels in the following disciplines:

- Internal and external communications
- IT and telecommunications
- Financial Services
- FMCG
- Marketing
- PR and media

Our approach and success in these areas is based on our ability to build strong local networks across the market and identify talent through database management, referral search and proactive sourcing.

Market Overview

The overall performance of the sales and marketing sector improved markedly during 2010 compared with the previous year. Although recruitment activity in the first half of 2010 was slow, we began to see a substantial increase in hiring levels by the middle of year and this continued through to the end of quarter four.

Recruitment requirements throughout 2010 were predominantly driven by replacement hiring. However, organisations actively began to source staff for new ventures as they looked to acquire revenue and market share and launched effective marketing and communications campaigns to facilitate these goals.

We witnessed increased demand across most industry verticals as the job market continued to rebound from 2009. This activity included sales and marketing and product development roles within the ICT industry - this area became increasingly competitive as large-scale investment projects, such as the ultra fast broadband initiative, dominated the commercial landscape. Relationship management specialists with the ability to

work in high-level engagement environments were in demand as product and service providers moved to ring-fence and grow existing revenue streams. Account managers remained sought-after due to a lack of candidate availability within the Wellington region.

The marketing and communications sector was slower to rebound than other markets, primarily due to a lack of willingness from both private and public organisations to spend money on marketing campaigns. Hiring businesses instead focused on online and social media channels as they could clearly measure return and interaction, helping them justify the marketing spend. Turnover in both internal and external communications positions remained constant during the year.

Salary expectations remained flat throughout the year as sales professionals continued to operate in an economy where organisations implemented aggressive purchasing strategies with an emphasis on value for money. With the marketplace still considered to favour employers rather than employees, few firms needed to seek candidates outside of the local market. Businesses only tended to look off-shore for candidates with specific experience in the telecommunications enterprise sales arena.

Outlook for 2011

With 2010 a year of consolidation and gradual expansion, we expect business growth to continue throughout 2011. With increased confidence in the marketplace, we should see recruitment activity continue to rise. As organisations look to secure the necessary sales and marketing talent to implement their desired business strategies effectively and quickly, we expect the market to become increasingly candidate short.

As organisations look to create efficiencies and build business capability, we anticipate

that solution selling and relationship management expertise, coupled with the ability to extract new sources of revenue from existing client portfolios, will be in demand. Externally-focused marketing and communications professionals will also be required to manage changes prompted by the economic outlook effectively, such as organisational realignment and/or acquisitions and mergers.

Against the backdrop of an improved 2010 however, levels of economic growth are still forecast to be low throughout 2011. Significant rises in salary levels across the sales and marketing sector are therefore unlikely. However, the most proactive organisations will ensure they secure the best people for necessary business-critical roles before the market becomes candidate tight.

WELLINGTON

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM \$NZ	
	2010	2011
National Sales Manager	\$110 - 180k	\$110 - 180k
Enterprise Sales	\$100 - 180k	\$100 - 180k
Marketing Manager	\$85 - 150k	\$85 - 150k
Communications Manager	\$80 - 150k	\$80 - 150k
Market Research/Insights Manager	\$80 - 145k	\$80 - 145k
Product Specialist	\$80 - 100k	\$80 - 100k
Product/Brand Manager	\$75 - 120k	\$75 - 120k
Trade Marketing Manager	\$75 - 95k	\$75 - 95k
Category Manager	\$75 - 90k	\$75 - 90k
Key Account Manager	\$70 - 120k	\$70 - 120k
Channel Manager	\$70 - 110k	\$70 - 110k
Sponsorship & Events Manager	\$70 - 110k	\$70 - 110k
Business Development Manager	\$60 - 150k	\$60 - 150k
Territory Manager	\$60 - 85k	\$60 - 85k
Sales/Account Manager	\$55 - 90k	\$55 - 90k
Sales/Market Analyst	\$55 - 70k	\$55 - 70k
Market Researcher	\$50 - 80k	\$50 - 80k
Sales Representative	\$45 - 80k	\$45 - 80k
Assistant Brand/Product Manager	\$45 - 65k	\$45 - 65k
Marketing Coordinator	\$45 - 60k	\$45 - 60k
Sales Administration/Support	\$40 - 60k	\$40 - 60k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

WELLINGTON

SECRETARIAL & BUSINESS SUPPORT

Robert Walters opened a dedicated secretarial & business support division in Wellington in 2010 to support our clients' growing administrative requirements. The division works in partnership with a diverse portfolio of private and public sector clients. Specialising in the professional recruitment of all support and administrative functions on a temporary, contract, fixed term and permanent basis, we assist candidates at every stage of their career.

Market Overview

After a large number of secretarial and business support candidates felt unsure about the stability of their positions in 2009, renewed market confidence in 2010 led to greater appetite to hire among employers and professionals becoming keener to explore new opportunities.

While internal business restructuring continued during the first half of the year, firms required a

larger number of contract and temporary candidates as workloads increased and permanent headcount freezes remained in place. By quarter four, the majority of organisations had worked through consolidation periods and structures had stabilised. This resulted in a large number of contractors being offered permanent roles.

Employees in permanent positions started looking at alternative opportunities, resulting in market rates increasing. By way of example, high level executive assistants commanded salary increases of circa 15% in 2010 (compared to 2009) across both the public and private sectors.

As competition for the best talent intensified and multiple and counter-offers became increasingly common, firms speeded up of their recruitment processes to avoid missing out on the best talent.

Outlook for 2011

After increased stability in the employment market in 2010, 2011 is looking significantly more positive. With new business structures embedded, companies signing off projects and changes to organisational policies, we expect to see increased demand for support staff at all levels. In particular, high level executive assistants will be required to support incoming senior managers, group administrators will be needed to support larger teams and project administrators will be sought-after as more projects are signed off. We also expect an increase in demand for experienced knowledge and documentation candidates across both the permanent and contract markets within the first six months of the year. We anticipate that the candidate market will tighten in all of these areas, which may result in market rates rising as employers compete to retain valued staff.

ROLE	PERMANENT SALARY PER ANNUM \$NZ		CONTRACT RATE PER HOUR \$NZ	
	2010	2011	2010	2011
Executive Assistant	\$60 - 85k	\$60 - 85k	\$25 - 50	\$25 - 50
Office Manager	\$45 - 75k	\$45 - 75k	\$25 - 35	\$25 - 35
Senior Secretary	\$50 - 65k	\$50 - 65k	\$22 - 35	\$22 - 35
Legal Secretary	\$45 - 60k	\$45 - 60k	\$25 - 35	\$25 - 35
Personal Assistant	\$45 - 65k	\$45 - 65k	\$20 - 35	\$20 - 35
Team Secretary	\$40 - 60k	\$40 - 60k	\$20 - 30	\$20 - 30
Sales Coordinator	\$38 - 50k	\$38 - 50k	\$18 - 25	\$18 - 25
Customer Service Administrator	\$35 - 48k	\$35 - 48k	\$16 - 25	\$16 - 25
Senior Receptionist	\$35 - 45k	\$35 - 45k	\$18 - 25	\$18 - 25
Events Coordinator	\$40 - 58k	\$40 - 58k	\$17 - 25	\$17 - 25
Marketing Administrator	\$35 - 50k	\$35 - 50k	\$17 - 25	\$17 - 25
Administrator	\$35 - 45k	\$35 - 45k	\$15 - 25	\$15 - 25
Data Entry Operator	\$30 - 40k	\$30 - 40k	\$14 - 22	\$14 - 22
Receptionist	\$31 - 45k	\$31 - 45k	\$15 - 25	\$15 - 25

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified

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