



TECHNOLOGY & ENGINEERING

MARKET INSIGHTS & SALARY GUIDE

2026 - 27 | NEWCASTLE & SYDNEY

EXECUTIVE SUMMARY

The story this year comes back to the rising cost of living and what it's done to how people move in the job market.

For the past few years, people have moved jobs for a variety of reasons. If workplace culture was grating or a manager felt toxic, they left and found something better.

Last year, we called out workplace culture and poor management as the top reasons people leave jobs. This is not what the data is showing anymore.

The rising cost of living has changed things. People are staying put, prioritising stability above almost everything. We've seen employee turnover fall, but it's not necessarily because workplaces have improved. When leaving feels too risky, people choose to stay.

55%

plan to leave within two years, yet turnover is at a low

This has quietly rewritten the rules of attraction and retention. What might be read as loyalty is closer to risk-aversion, and it's temporary.

79%

rank salary & benefits their #1 must-have, up from 52%

Beneath the calm, **55% of professionals still intend to leave their current employer within the next two years**, they're simply waiting for the ground to feel steadier.

47%

name the ethics of AI tech's biggest challenge, up from 24%

And when people do move now, they move for one of two things: more money, or more opportunities for growth.

READING THIS GUIDE

Each finding ends with a short takeaway for hiring managers, and where it differs, for job seekers. Read your own, then read the other as it's usually where the useful part sits.

These are the seven key findings we pulled out of the 2026 NTP Talent Technology & Engineering Community Survey this year:

1. Stability is the new priority as the cost of living has made people stay.
2. Only two things still move people: more money or more growth.
3. The money used on employee benefits is going to the wrong place.
4. Pay expectations and pay budgets are about to collide.
5. On AI, the enthusiasm and the anxiety are the same people.
6. Software engineering is back and the “death of the engineer” was overstated.
7. Engineering’s bottleneck comes down to cost, location, and compliance, not a lack of talent.

HOW WE CAME TO THESE FINDINGS

The same data can look completely different depending on which side of the table you sit. Because we survey hiring managers and professionals, we’re able to show both sides of the same questions. What employers are planning vs. what the people they want to hire are actually thinking.

Often, the two don’t match.

The information laid out in this guide draws on data from the 2026 NTP Talent Technology & Engineering Community Survey which focused on the experiences of hiring managers and professionals in Newcastle, the Hunter region, and Sydney. We have overlaid this with national research from SEEK and the Tech Council of Australia, as well as regional research for the Hunter from the Committee for the Hunter and the University of Newcastle.

Where national data reinforces or complicates what we found, we’ll say so.

FROM OUR DIRECTORS



Linda Apostolidis
Director

In today's market with the rising importance of security, data governance, and building teams to execute on technology strategies in a changing landscape through the widespread adoption of AI across roles and business practices, strong leadership is becoming only more important. The companies who are able to see things from both sides of the table, understanding their own business needs as well as what attracts and retains the best people, are the ones who come out on top.

The only constant in the job market is change but people are prioritising stability above all else. We went from the death of the software engineer to them being some of the most in demand roles across Australia. AI is showing up in all jobs, not just as specialisations but as skills within existing roles. The difference between those really leaning into AI and those who aren't is widening by the day. Most companies are still figuring things out and those who can name their stance on AI are the most competitive employers in today's market.



James MacDonald
Director





IF YOU'RE HIRING

Your team is cheaper to keep than they are to replace, and right now, they're staying. But half are already planning to leave. They want more money and will move somewhere with better growth opportunities. Fix the package and the pathway this year while the market is holding steady. It won't stay quiet for long.

IF YOU'RE LOOKING

The opportunity available to you is real, but it's not sitting in ad listings. Employers are growing and struggling to find people, while advertising less and screening harder. Know what you're worth, know that a review won't deliver a step-change, and understand that growth (not grievances) is what you should be negotiating for.



STABILITY IS THE NEW PRIORITY

THE COST OF LIVING IS MAKING PEOPLE STAY

The single biggest shift this year has been about mindset, not a role type or salary band. People who would have once left a frustrating job with a toxic workplace culture are staying, because in the current cost of living crisis, the risk in moving outweighs the irritation of staying. This sentiment has shown up in a consistent pattern across the survey.

THE EVIDENCE FOR A STABILITY-FIRST WORKFORCE

	2025	2026
➞ Tech hiring managers who saw no turnover at all	26%	43%
➞ Professionals concerned about finding a new job	24%	8%
➞ “Long-term job security” a top must-have in an employer	20%	36%
➞ “Boosting my salary” a top career concern	1%	25%
➞ “Provides attractive salary and benefits” makes an ideal employer	52%	79%
➞ “Hybrid” a dealbreaker when job-hunting	42%	13%

Read the last two rows together. A year ago, people were picky about working style. Even hybrid working was a dealbreaker for 42% of people. Now that has collapsed to 13%, while resistance to **office-only** work has tripled. The message isn't that everyone wants to work from home, it's that people will now accept hybrid, or even mostly-office, if it comes with stability. One can also look at the rising percentage of office-only being a dealbreaker when you consider the cost of the commute, and that working from the office often incurs additional spending on coffees and lunch.

STABILITY IS THE NEW PRIORITY

UNDERNEATH THE DATA, THE COST OF LIVING PRESSURE IS EXPLICIT

“Boosting my salary” leapt from almost nobody’s main concern to a quarter of the workforce’s and it now sits alongside “keeping my job” and maintaining work-life balance as the three things people worry about the most. People want to earn more and hold onto what they have at the same time.



IF YOU'RE HIRING

Don't read low turnover as the sign of a healthy team when it's likely a deferred decision. When confidence returns is when a large cohort will move all at once. The quiet period is the cheapest window you have to fix retention. Use the time wisely or risk the wave that will come.

IF YOU'RE LOOKING

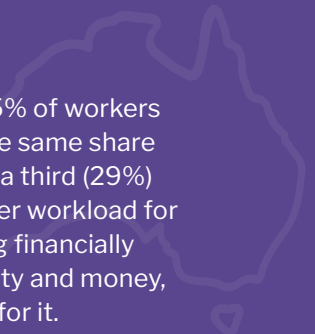
If you're settled and holding steady, it's a perfectly reasonable choice but you need to know that most of your peers are waiting it out alongside you, which means the field thins for those who move deliberately. Stability is worth a lot right now, just make sure you're getting it, not just enduring it.



WHAT THE NATIONAL DATA SAYS

(SEEK Money Matters 2026)

SEEK's national research points the same way: 65% of workers prioritise work-life balance over higher pay, yet the same share would not take a pay cut to achieve it, and almost a third (29%) would give up some flexibility and take on a heavier workload for more money. With only 36% of Australians feeling financially secure, the pattern is national: people want stability and money, and they're increasingly willing to trade flexibility for it.



ONLY TWO THINGS STILL MOVE PEOPLE

MORE MONEY OR MORE GROWTH OPPORTUNITIES

If people are staying put by default, the obvious question any employer should be asking is what would make someone leave, or what would make your competitor's best person consider coming to work for you? The answer has narrowed sharply. The reasons people cite for leaving a role have inverted in the past 12 months.

THE MAIN MOTIVATORS TO LEAVE A ROLE

	2025	2026
➞ Lack of professional development	47%	59%
➞ Greater career progression elsewhere	42%	57%
➞ More interesting projects elsewhere	31%	40%
➞ Organisational culture	65%	38%
➞ Management style	53%	36%

A year ago, people were willing to leave over how a workplace felt with culture and management cited as the top complaints. Those have fallen away and what's risen in their place is entirely about direction: professional development, career progression, and overall more interesting work. Combined with salary which remains the number one motivator overall, that leaves employers with just two real levers. People move for more money, or for more growth. There's very little else which will shift them now.

There's a blind spot worth naming. When hiring managers explained their own team's turnover, they pointed mostly to salary and headcount reduction, and barely mentioned development or progression, the two drivers their own people are ranking first and second. Employers are, in aggregate, diagnosing the wrong problem.

ONLY TWO THINGS STILL MOVE PEOPLE

WHAT IT TAKES TO MOVE TOP TALENT

Because settled people need a genuine reason to move, talent attraction now depends on offering something their current employer is not. Ranked by what professionals told us matters most in an ideal employer, you need to focus on growth opportunities and security.

WHAT PEOPLE MOST WANT IN AN EMPLOYER

79% Attractive Salary & Benefits

68% Strong Management & Leadership

55% Flexible Working Arrangements

55% Good Work-Life Balance

55% A Pleasant Work Atmosphere

47% Career Progression Opportunities

36% Interesting Job Content

36% Long-term Job Security



THE READ

IF YOU'RE HIRING

You can't always win on base salary and if that's the case for you, offering growth is your most persuasive and least expensive lever. A visible pathway, real leadership, interesting work, and a credible promise of security are what's currently making a settled person shift. Perks don't. To get top talent to come to you, you need to lead with what their current employer isn't offering, which the data is saying is progression.

IF YOU'RE LOOKING

When you're interviewing for a new role, it's time to interrogate the career pathway and not just look at the base salary. Ask what the last two people in the role went on to do. If you're making the move, move for money or growth and not for a change of scenery that a good conversation with your current manager could fix.

THE CHEAPEST FIX IN THIS GUIDE

THE MONEY USED ON EMPLOYEE BENEFITS IS GOING TO THE WRONG PLACE

We asked employers which benefits they offer, and asked professionals which ones appeal the most. This ended up being the widest gap in our survey, and it's the cheapest one to close.

BENEFITS ON OFFER

EAP program

62% of employers offer it
9% of employees want it

OVER-SUPPLIED

Volunteering options

26% of employers offer it
19% of employees want it

OVER-SUPPLIED

Health insurance

10% of employers offer it
38% of employees want it

UNDER-SUPPLIED

Additional superannuation

13% of employers offer it
34% of employees want it

UNDER-SUPPLIED

Salary Packaging

Isn't being offered, while 60% of employees want it

UNDER-SUPPLIED

Bonuses

46% of employers offer it
64% of employees want it

UNDER-SUPPLIED

WHAT PEOPLE WANT IN BENEFITS

Employee assistance programs (EAP) look to be the most over-supplied benefit in the market. It's offered by nearly two-thirds of employers, but is valued by fewer than one in 10 people. Meanwhile, the benefits people genuinely want are the ones that put the money in their pocket, which is exactly what you'd expect in a cost of living crisis. People want cash and security, not wellbeing signalling.

THE CHEAPEST FIX IN THIS GUIDE

THE NUANCE OF EMPLOYEE ASSISTANCE PROGRAMS

One nuance worth holding onto is that the rise in employers offering employee assistance programs (EAP) is not necessarily a misjudged benefit. It may reflect genuine and growing awareness of mental health and burnout among employers. The point is not that EAPs are a bad investment, it's that the inclusion of them isn't what helps someone decide to take or stay in a job and they shouldn't crowd out the financial benefits that do. It's now an expectation that companies will provide EAPs and look after their employees mental health. Because of this, EAPs aren't considered a "benefit", they're expected.



IF YOU'RE HIRING

You can materially improve your offering without touching the base salary. This is where you can reallocate instead of increasing spend. You can look at moving spend from wellbeing initiatives and shifting it to cover additional super, discounted private health insurance, bonuses, or options to salary package. This is the cheapest retention win available to you, and most of your competitors haven't noticed it either.

IF YOU'RE LOOKING

This can be viewed as a negotiation cheat sheet. If salary conversations stall, here's where you can go next. Ask about salary packaging, additional super contributions, discounted health insurance or a bonus structure directly. These are often a cheaper alternative for a cost-pressured employer to say yes to than a base rise.



PAY EXPECTATIONS VS. BUDGETS ARE ABOUT TO COLLIDE

A PREDICTABLE PROBLEM ARRIVING AT REVIEW TIME

The rising cost of living has moved pay to the centre of everything. “Boosting my salary” jumped from 1% in 2025 to 25% in 2026 as a top career concern, and “attractive salary and benefits” is now the number one must-have in an employer (79%, up from 52% in 2025), overtaking positive workplace culture. The budgets, however, haven’t followed.

PAY INCREASE OVER THE NEXT 12 MONTHS

No increase

Employers plan: 8%
Employees expect: 9%

1-5%

Employers plan: 85%
Employees expect: 64%

6-10%

Employers plan: 8%
Employees expect: 19%

Over 10%

Employers plan: 0%
Employees expect: 8%

Eighty-five per cent of employers have budgeted a 1-5% pay increase over the next 12 months, and virtually none plan to give above 10%. But 27% of employees expect more than 5%. Last year, 38% received no increase at all, and this year 9% expect no increase. Expectations are steadily increasing at a faster rate than budgets.



PAY EXPECTATIONS VS. BUDGETS ARE ABOUT TO COLLIDE

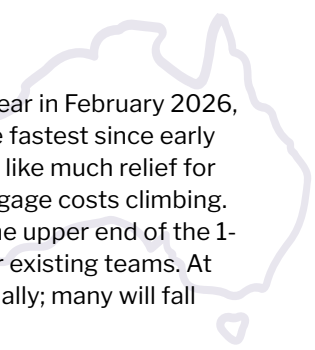
THE BUDGET GAP IS GROWING



WHAT THE NATIONAL DATA SAYS

SEEK Advertised Salary Index, February 2026

SEEK's index of advertised salaries rose 3.9% year-on-year in February 2026, with the six-month annualised pace at 4.2%, which is the fastest since early 2024. Their chief economist noted this is unlikely to feel like much relief for households, with consumer prices rising again and mortgage costs climbing. Now hold that against our survey. SEEK's figure sits at the upper end of the 1-5% band that 85% of employers have budgeted for their existing teams. At best, employers are matching the external market internally; many will fall short of it.



THE READ

IF YOU'RE HIRING

This gap is where retention risk can turn into resignation and it happens at review time. If your internal increase lands at the bottom of the 1-5% band while the external market moves near 4%, your people will notice. Replacing headcount rarely ends up cheaper. Make the total package legible: name the bonus, the super, the flexibility, the stability. And look at ways you can reallocate the budget of existing benefits to sweeten the deal.

IF YOU'RE LOOKING

Go into your review knowing the ceiling. If a 1-5% increase is the realistic answer, a step-change won't be coming from an annual review. It will come from a promotion, change of scope, a genuinely scarce skill, or a move. Decide ahead of time what would make staying worth it for you, and ask for that instead of a number your manager can't offer.

ON AI, THE ENTHUSIASM AND THE ANXIETY ARE THE SAME PEOPLE

ADOPTION AND UNEASE UP IN TANDEM

Concern about the ethical implications of AI has nearly doubled (from 24% in 2025 to 47% in 2026), making it the biggest challenge professionals see facing technology over the next three to five years, far ahead of cyber security (9%) or legacy integration (12%). The pace of change is itself accelerating the worry. The faster AI is being pushed, the more people are questioning how it's being governed, with 47% of professionals flagging the ethical implications of emerging AI as the most significant challenge facing the tech industry over the next three to five years.

Yet these same people are leaning in hard. AI and machine learning is by a wide margin the top skill professionals want to learn at 81% (up from 68% in 2025). They see its primary role as automating repetitive work (49%) and freeing up people for higher-value tasks, a framing that reads more confident than fateful now that fewer people appear worried about losing their jobs to AI. Meanwhile, “introducing and leveraging AI” is the number two organisational challenge named by managers (44%) beyond only talent attraction.

There is a second-order signal in the skills data. After AI itself, the biggest rises in what professionals want to learn are business analysts, project management and change, the disciplines that AI adoption actually requires. Implementing AI takes change management and project delivery, and a business analyst who can map a process is exactly who identifies where AI and automation should go. The AI wave is pulling these adjacent skills up with it.

81%

professionals wanting to learn AI & machine learning

49%

see primary role of AI as automating repetitive work

44%

name introducing and leverage AI as organisational challenge

47%

consider ethical implications of AI the most significant challenge facing tech

ON AI, THE ENTHUSIASM AND THE ANXIETY ARE THE SAME PEOPLE

A THREAD TO WATCH: AI & BURNOUT

There is an emerging link between the speed of AI adoption and employee burnout: constant tooling change, rising output expectations, and uncertainty about one's own role all compound. It may partly explain the sharp rise in employers offering EAPs. We're flagging it as a thread to watch and explore further. For employers who are rolling out AI quickly, you need to make sure you're managing both pace and support.



THE READ

IF YOU'RE HIRING

Your position on responsible AI is now part of your employer brand. Pair AI investment with visible guidelines, ethics and upskilling and you will attract and keep talent more easily than employers who deploy it quietly. Candidates are actively looking for this and your silence reads as absence.

IF YOU'RE LOOKING

You should learn AI, but attach it to a craft. The person who gets hired is a strong engineer who applies AI well, not someone whose only credential is AI. Employers cooled on standalone AI hiring this year. And thoughtfulness about responsible use is becoming a genuine professional asset, not a soft extra.

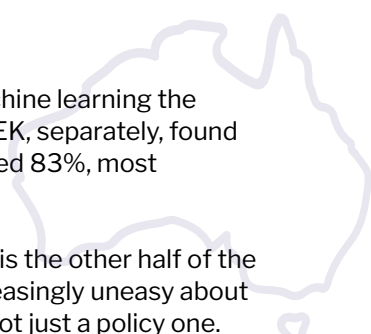


WHAT THE NATIONAL DATA SAYS

Tech Council of Australia & Datacom, SEEK 2026

Nationally, 78% of tech leaders named AI and machine learning the defining trend for 2026, up from 67% in 2025. SEEK, separately, found references to AI-related skills in job ads have soared 83%, most commonly in ICT roles.

Adoption is not in question. What our survey adds is the other half of the picture: the people being asked to build it are increasingly uneasy about how it is governed, and that is now a hiring issue, not just a policy one.



SOFTWARE ENGINEERING IS BACK ACROSS THE WHOLE STACK

THE “DEATH OF THE ENGINEER” WAS OVERSTATED

For a year or two, the narrative was that AI would hollow out software engineering. Our survey findings are saying the opposite. After a year in which AI dominated seemingly every conversation, employers have swung hard back to the people who can both build *and* run the product.

ROLES EMPLOYERS PLAN TO HIRE IN NEXT 12 MONTHS

	2025	2026
➔ Software Development & Engineering	32%	60%
➔ Cloud Engineering & DevOps	11%	29%
➔ AI Engineers & Consultants*	-	23%
➔ Infrastructure & Ops	0%	20%
➔ Data Analytics & Data Science	32%	14%

Software development is now the most sought-after role by a wide margin, and full-stack skills specifically more than doubled in demand (11% to 29%). Cloud, DevOps and infrastructure rebounded just as strongly.

The counterintuitive part: demand for AI/ML as a standalone skill actually fell (from 42% in 2025 to 29% in 2026), as did data science. Organisations have moved past experimentation into embedding. Instead of separate AI teams, they're hiring engineers who can ship products while folding AI into their scope. The want for full-stack skills has more than doubled.

** new question being asked*

SOFTWARE ENGINEERING IS BACK ACROSS THE WHOLE STACK



WHAT THE NATIONAL DATA SAYS

Tech Leaders Survey 2026 - Tech Council of Australia & Datacom

A national survey of 108 senior tech founders and executives found leaders moving beyond AI exploration toward embedding AI at an operational level. Nearly half (47%) now say using technology to drive operational efficiency is the greatest opportunity for Australian business which is up sharply from 35% a year ago.

That is the same conclusion we found but from the opposite direction: organisations are not building separate AI teams any more. They are hiring engineers, and folding AI into them.



THE READ

IF YOU'RE HIRING

These will be the hardest, most contested hires of the year at exactly the moment candidates are most price-sensitive. Build your timeline, budget and process around this reality. A slow process will lose you the shortlist, and if you are hiring "for AI", you are most likely hiring an engineer.

IF YOU'RE LOOKING

If you build, ship or run software, you are in the strongest position in this market. Full-stack, cloud and platform engineers are what everyone is chasing, and employers know it. This is real leverage when it comes to negotiating. If you are in data analytics, expect a tighter field, and lean on adjacent engineering skills.



WHAT ENGINEERING'S BOTTLENECK COMES DOWN TO

COST, LOCATION, COMPLIANCE, NOT A LACK OF TALENT

The defining pressure in Hunter engineering isn't a shortage of skilled people but rather the cost of employing them, the difficulty of getting talent to remote project sites, and the share of the working week that is now consumed with compliance. Overwhelmingly the engineering hiring managers have been reporting project budget pressures worsening over the next 12 months.

WHAT ENGINEERING MANAGERS ARE POINTING TO

-  **Budget pressure worsened over the past year**
-  **Logistics & supply chain a top cost pressure**
-  **Delayed filling a role that was already approved**
-  **Finding qualified candidates a top transition barrier**
-  **Remote project locations a top transition barrier**

Two barriers sit jointly at the top of the list when engineering employers describe the energy transition: finding qualified candidates, and getting them to remote project locations. This is all ahead of salaries, regulation or timelines. And the roles they cannot fill are all transition skills: control systems (PLC/SCADA), battery and energy-storage systems, and renewable-energy systems design. The demand has arrived ahead of the awareness.

COMPLIANCE IS EATING THE WORKING WEEK

The other drag is regulatory. Half of engineers now spend 40–60% of their working time on compliance, documentation and regulatory requirements rather than engineering; another 40% spend 10–25%. Work health and safety is the heaviest area, followed by electrical and energy standards. The burden is growing yet half of engineers are not pursuing the formal credentials (RPEQ, Chartered status, Lead Auditor) that the work increasingly needs. The workload lands on the existing team with half of the engineers reporting doing more work without additional resources.

WHAT ENGINEERING'S BOTTLENECK COMES DOWN TO



WHAT THE NATIONAL DATA SAYS

Committee for the Hunter (KPMG); University of Newcastle; Engineers Australia; Jobs and Skills Australia — 2026

The regional picture confirms the squeeze. KPMG modelling for the Committee for the Hunter forecasts around 34,000 new roles in the region over five years, while the University of Newcastle's Institute for Regional Futures finds Hunter unemployment has converged with Sydney (~4.5%) even as job vacancies stay persistently higher. It shows employers are competing hard for a workforce that is not growing fast enough. Its researchers warn that headhunting is intensifying and will worsen as the Renewable Energy Zones ramp up.

Nationally, Engineers Australia projects a shortfall of roughly 200,000 engineers by 2040, and Jobs and Skills Australia estimates the clean-energy transition alone needs around 32,000 additional electricians by 2030. The Hunter is where that national shortage meets a live, on-the-ground build-out.



THE READ

IF YOU'RE HIRING

In a cost- and compliance-constrained market, the constraint is affording and deploying people, not finding CVs. Price the cost of a delayed hire honestly, including overtime, slipped milestones, the senior engineer quietly updating their CV, and use contract and phased hiring to resource remote and transition work without over-committing permanent headcount. A dedicated compliance or quality hire may pay for itself in recovered engineering hours.

IF YOU'RE LOOKING

Scarcity is your leverage. Build one of the skills needed for the energy transition (control systems, energy storage, renewables design) or a compliance credential most of your peers are ignoring, and you become genuinely hard to replace in a region that, on every projection, will be short of you.



WHERE IT ALL MEETS

READ TOGETHER, THE FINDINGS TELL ONE STORY:

THE COST OF LIVING HAS MADE STABILITY THE CURRENCY OF THIS MARKET

People stay because leaving feels risky, and move only for money or growth. Employers think their people are settled; more than half are planning to leave. Employers are spending on benefits their staff do not want, while the ones they do want go unasked for. Managers believe people leave over pay and redundancies; while they're telling us they leave over lack of development and progression. And in engineering, the talent the region most needs is the talent it cannot get to site.

None of these gaps exist because anyone is acting badly. They exist because each side can only see its own half of the table which is precisely why we run this survey across both.

A TREND WE'RE WATCHING

This year's data also shows a fall in how much professionals say they want an employer that "cares about the environment and society" (down 9 points) or "has a strong values and moral compass" (down 12), with stated interest in diversity and inclusion easing too. It is consistent with a workforce narrowing its focus to security and pay under economic pressure. We note it as an emerging trend worth tracking rather than a conclusion as values tend to return as priorities once financial pressure eases.



THE READ

IF YOU'RE HIRING

- Audit your benefits against what people actually want.
- Have the development conversation now while turnover is still low.
- If you can't win on base, make sure you're highlighting career growth and flexibility.
- Move faster on software, cloud and platform roles.
- When mapping AI and automation, allow space for ethical and governance concerns.
- In engineering, price the cost of the delayed hire honestly.

IF YOU'RE LOOKING

- Take stock before you take action as a good role is often worth fixing before it is worth leaving.
- Ask for the benefits, not just the number.
- Go into your review knowing the ceiling.
- Attach AI to a craft.
- Interrogate the pathway, not just the package.
- Build a scarce skill or a credential your peers are ignoring.

SOURCES & FURTHER READING

Where we have cited national data, it comes from the following. We have linked the underlying research so you can read it directly rather than take our summary on trust.

SEEK Advertised Salary Index, SEEK Employment Report and SEEK Money Matters (2026) — national data on advertised salaries, job-ad volumes and worker sentiment. au.employer.seek.com/market-insights

Tech Leaders Survey 2026 — Tech Council of Australia & Datacom — 108 senior tech founders and executives. techcouncil.com.au/research

Committee for the Hunter / KPMG — Hunter Agenda 2026 Insights Paper (Feb 2026); University of Newcastle Institute for Regional Futures (2026); Engineers Australia; Jobs and Skills Australia — regional and national engineering workforce data.

ABOUT THIS RESEARCH

This report analyses the 2026 NTP Talent Australian Technology & Engineering Community Survey, completed by technology and engineering professionals across Newcastle, the Hunter and Sydney. Year-on-year comparisons are drawn against our 2025 survey.

SALARY TABLES

HOW WE CAME TO THESE FIGURES

We've compiled a guide for technology salaries across Newcastle and Sydney, and engineering salaries in the Hunter. The salaries listed cover the 80th percentile of salaries. This means that, on average, 10% of salaries will be higher than the values listed and 10% will be lower. These variations are due to a variety of factors, including personal experience, company size, industry, and market competition at the time of hiring. These figures are base-salaries, excluding superannuation, bonuses, perks, and the like. The featured salary ranges should be seen as a guide only. To receive expert, tailored advice for your specific hiring needs, contact the team at NTP Talent. Our contact details can be found on the last page of this guide.



SOFTWARE DEVELOPMENT

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Software Engineer (Junior)	60,000	90,000	450 - 550
Software Engineer (Mid)	90,000	130,000	550 - 700
Software Engineer (Senior)	130,000	160,000	800 - 900
Principal Engineer / Tech Lead	160,000	190,000	1000 - 1200
Engineering Manager	170,000	220,000	1000 - 1200
Mobile (Mid)	80,000	130,000	550-700
Mobile (Senior)	130,000	160,000	800-1100
Python Developer	80,000	160,000	550 - 900
Salesforce Developer	100,000	160,000	800 - 1000
Web Developer	60,000	120,000	400 - 700
AI Engineer	160,000	220,000	N/A
AI Consultant	130,000	170,000	N/A

QA & TESTING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
QA Engineer	90,000	120,000	600 - 800
Senior QA Engineer	120,000	150,000	800 - 1050
QA/Test Lead/Manager	135,000	165,000	900 - 1250
Test Analyst	80,000	115,000	550 - 750
Senior Test Analyst	115,000	130,000	750 - 950

CLOUD ENGINEERING & DEVOPS

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Platform Engineer	125,000	165,000	850 - 1200
Cloud Engineer	105,000	145,000	750 - 1000
DevOps Engineer (Junior)	70,000	95,000	500 - 700
DevOps Engineer (Mid)	100,000	135,000	700 - 900
DevOps Engineer (Senior)	135,000	170,000	900 - 1100
Site Reliability Engineer	120,000	165,000	800 - 1150
Cloud Architect	150,000	195,000	1000 - 1350

ARCHITECTURE

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Application Architect	150,000	180,000	800 - 1,100
Cloud Architect	140,000	180,000	800 - 1,100
DevOps Architect	140,000	180,000	900 - 1,100
Enterprise Architect	180,000	220,000	1,000 - 1,200
Infrastructure Architect	140,000	180,000	800 - 1,000
Solution Architect	150,000	180,000	900 - 1,100

INFRASTRUCTURE & SUPPORT

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Desktop Support	60,000	70,000	350-400
Infrastructure Lead	130,000	160,000	N/A
L1 Support Analyst	55,000	70,000	350-400
L2 Support Specialist	70,000	90,000	400 - 500
Network Administrator	80,000	100,000	500-650
Network Engineer	90,000	150,000	600-800
Salesforce Administrator	90,000	140,000	600-1000
Service Desk Lead	90,000	130,000	N/A
Systems Administrator	80,000	140,000	500-650
Systems Engineer	90,000	150,000	600-800

CYBER SECURITY

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Cyber Security Architect	170,000	210,000	1000-1400
Cyber Security Engineer	120,000	150,000	800-1000
Cyber Security Analyst	90,000	120,000	800-1000
Cyber Security Manager	160,000	200,000	N/A
DevSecOps	140,000	180,000	900-1200
CISO / Head of Cyber	210,000	300,000	1500-2000
OT Cyber Security Specialist	150,000	220,000	1100-1700
GRC / Cyber Risk Specialist	120,000	160,000	850-1100
IAM Specialist	125,000	160,000	N/A
Detection Engineer/Threat Lead	120,000	160,000	N/A
Penetration Tester	110,000	150,000	800-1100

DATA, ANALYTICS & DATA SCIENCE

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Database Administrator	80,000	120,000	500-650
BI Developer/Analyst	90,000	130,000	550-750
BI Lead/Manager	140,000	180,000	N/A
Data Analyst	90,000	130,000	600-750
Data Architect	150,000	180,000	800-1100
Data Engineer	100,000	160,000	800-1000
Data Scientist	130,000	160,000	800-1000
Head of Data	180,000	240,000	N/A
Machine Learning Engineer	100,000	160,000	800-1000
Data Engineering Manager	160,000	200,000	N/A
Information Management Lead	120,000	150,000	N/A
Records Manager	120,000	150,000	N/A
Information Advisor	70,000	100,000	N/A
Records Analyst	70,000	100,000	N/A

PROJECTS & CHANGE

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Agile Coach	120,000	150,000	800-1000
Business Analyst	100,000	150,000	600-850
Change Analyst	100,000	120,000	600-750
Change Manager	130,000	170,000	800-1000
Delivery Lead/Manager	150,000	200,000	800 - 1100
Head of PMO	170,000	250,000	N/ A
Project Coordinator	70,000	90,000	400-500
Portfolio Manager	160,000	200,000	800-1000
Program Manager	160,000	200,000	800-1000
Project Manager	110,000	150,000	700-900
Senior Project Manager	140,000	180,000	800-1100
Systems Analyst	100,000	130,000	600-750
Technical Business Analyst	120,000	150,000	700-850

PRODUCT & DESIGN

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Digital Producer	70,000	110,000	450 - 650
Digital Designer	80,000	110,000	550 - 750
Digital Designer (Senior)	110,000	130,000	750 - 850
UI Designer	80,000	110,000	500 - 700
UI Designer (Senior)	110,000	140,000	700 - 850
UX Designer	90,000	120,000	550 - 750
UX Designer (Senior)	120,000	150,000	750 - 850
UX Designer (Lead)	140,000	180,000	N/A
Product Designer	80,000	130,000	550 - 750
Product Designer (Senior)	130,000	150,000	750 - 900
Product Designer (Lead)	150,000	180,000	N/A
Product Owner	100,000	160,000	650 - 900
Product Manager	130,000	160,000	750 - 900

MARKETING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Digital Account Manager	70,000	120,000	N/A
Internal Communications	80,000	120,000	400-600
Communications Advisor	80,000	120,000	500-700
Communications Manager	120,000	140,000	650-800
Marketing Coordinator	65,000	80,000	350-400
Digital Marketing Specialist	80,000	130,000	500-700
Content Writer	75,000	125,000	N/A
Marketing Manager	100,000	160,000	600-800
Marketing Director	150,000	180,000	N/A
Head of Marketing (CMO)	150,000	220,000	N/A
SEO/SEM Expert	70,000	110,000	N/A

SENIOR LEADERSHIP

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Chief Information Officer	300,000	400,000
Chief Technology Officer	200,000	350,000
Chief Information Security Officer	250,000	350,000
Chief Operating Officer (Tech)	200,000	250,000
Head of / Director of IT	200,000	250,000
IT Operations Manager	150,000	180,000
Service Delivery Manager	140,000	180,000
IT Manager	140,000	180,000

ENGINEERING LEADERSHIP & TECHNICAL MANAGEMENT

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Engineering Manager	180,000	250,000
Principal Engineer	170,000	240,000
Principal / Technical Design Lead	185,000	230,000
Renewable Energy Development Manager	160,000	210,000

PROJECT & CONSTRUCTION MANAGEMENT

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Senior Project Manager	170,000	240,000
Project Manager	140,000	180,000
Construction Manager	180,000	240,000
Senior Project Engineer	150,000	210,000
Project Engineer	110,000	150,000
Site Engineer	100,000	135,000
Project Coordinator	80,000	130,000
Graduate Engineer	75,000	90,000

ELECTRICAL ENGINEERING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Senior Electrical Engineer	145,000	180,000
Electrical Engineer	110,000	140,000
Junior Electrical Engineer	75,000	100,000

CONTROL SYSTEMS AND AUTOMATION

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Lead Control Systems Engineer	170,000	200,000
Senior Control Systems Engineer	145,000	180,000
Control Systems Engineer	115,000	145,000

MECHATRONICS & EMBEDDED ENGINEERING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Mechatronics Engineer (Junior)	75,000	95,000
Mechatronics Engineer (Mid)	100,000	125,000
Mechatronics Engineer (Senior)	135,000	165,000
Embedded Engineer (Junior)	75,000	100,000
Embedded Engineer (Mid)	105,000	135,000
Embedded Engineer (Senior)	135,000	175,000
Robotics / Automation Engineer (RPA)	105,000	165,000

GRID CONNECTION & POWER SYSTEMS

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Grid Connection Manager	190,000	260,000
Senior Grid Connection Engineer	150,000	200,000
Grid Connection Engineer	100,000	150,000
Senior Power Systems / PSCAD Specialist	175,000	210,000

TRANSMISSION, SUBSTATION & HV
ENGINEERING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Transmission / Substation Design Engineer	135,000	170,000
Senior Primary / Secondary Design Engineer	150,000	190,000
Senior Commissioning Engineer (HV / Renewables)	145,000	180,000

RENEWABLE ENERGY & BESS

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Storage & Battery (BESS) Engineer	130,000	165,000
Project Manager (BESS / Solar / Wind)	150,000	190,000
Renewable Energy Development Manager	160,000	210,000
Land Access / Stakeholder Relations Manager	130,000	165,000

MECHANICAL, PROCESS & CHEMICAL
ENGINEERING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Senior Mechanical Engineer	145,000	180,000
Mechanical Engineer	110,000	140,000
Senior Process Engineer	150,000	220,000
Process Engineer	90,000	140,000
Chemical Engineer	90,000	160,000

ASSET, RELIABILITY & MAINTENANCE

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Senior Asset / Reliability Engineer	150,000	200,000
Asset / Reliability Engineer	120,000	155,000
Maintenance Supervisor	120,000	180,000
Maintenance Planner	115,000	155,000

DESIGN, DRAFTING & SURVEYING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Senior Design Engineer	140,000	180,000
Design Engineer	90,000	130,000
CAD / 12D Designer	100,000	140,000
Senior Design / Drafter	110,000	140,000
Drafter	80,000	110,000
Registered Surveyor	120,000	160,000
Surveyor	95,000	125,000

PROJECT CONTROLS, PLANNING
& ESTIMATING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
P6 Planning Manager / Project Controls Lead	195,000	235,000
Cost Control / Project Control Engineer	120,000	220,000
Planner	120,000	225,000
Project Scheduler	85,000	185,000
Senior Estimator	145,000	200,000
Estimator	90,000	145,000

CONTRACTS & COMMERCIAL

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Senior Contracts Administrator	140,000	180,000
Contracts Administrator	120,000	150,000

LABORATORY & TECHNICAL SERVICES

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Laboratory Manager	120,000	155,000
Laboratory Technician	70,000	100,000

PROCUREMENT & SUPPLY CHAIN

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)
Procurement Manager	150,000	220,000
Procurement Category Specialist	120,000	150,000
Procurement Officer	85,000	120,000
Purchasing Officer	85,000	110,000
Senior Production / Supply Chain Planner	115,000	135,000
Production Planner / Scheduler	85,000	115,000

SYDNEY



SOFTWARE DEVELOPMENT

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Software Engineer (Junior)	75,000	100,000	500 - 600
Software Engineer (Mid)	100,000	140,000	700 - 850
Software Engineer (Senior)	140,000	180,000	850 - 1000
Principal Engineer / Tech Lead	170,000	230,000	1000 - 1200
Engineering Manager	180,000	250,000	1000 - 1400
Mobile (Mid)	110,000	150,000	700 - 850
Mobile (Senior)	150,000	180,000	850 - 1200
Python Developer	80,000	170,000	550 - 1100
Salesforce Developer	100,000	180,000	900 - 1200
Web Developer	80,000	120,000	500-700
AI Engineer	170,000	230,000	N/A
AI Consultant	140,000	200,000	N/A

QA & TESTING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
QA Engineer	100,000	135,000	700 - 900
Senior QA Engineer	130,000	170,000	900 - 1,100
QA/Test Lead/Manager	150,000	190,000	1000 - 1500
Test Analyst	90,000	120,000	600-800
Senior Test Analyst	120,000	145,000	800 - 1100

CLOUD ENGINEERING & DEVOPS

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Platform Engineer	140,000	195,000	900 - 1400
Cloud Engineer	120,000	170,000	850 - 1200
DevOps Engineer (Junior)	85,000	110,000	600 - 800
DevOps Engineer (Mid)	120,000	155,000	850 - 1,100
DevOps Engineer (Senior)	150,000	190,000	1100 - 1400
Site Reliability Engineer	130,000	190,000	1000 - 1350
Cloud Architect	170,000	230,000	1200 - 1600

ARCHITECTURE

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Application Architect	170,000	220,000	1000 - 1400
Cloud Architect	140,000	220,000	1000 - 1400
DevOps Architect	160,000	200,000	1100 - 1400
Enterprise Architect	180,000	250,000	1200 - 1500
Infrastructure Architect	140,000	180,000	1100 - 1400
Solution Architect	160,000	210,000	1000 - 1200

INFRASTRUCTURE & SUPPORT

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Desktop Support	70,000	110,000	350 - 550
Infrastructure Lead	140,000	180,000	800 - 1000
L1 Support Analyst	60,000	80,000	400 - 450
L2 Support Specialist	80,000	95,000	400 - 500
Network Administrator	85,000	140,000	500 - 800
Network Engineer	100,000	180,000	700 - 1000
Salesforce Administrator	100,000	150,000	600 - 1000
Service Desk Lead	100,000	140,000	700 - 800
Systems Administrator	90,000	140,000	600 - 900
Systems Engineer	100,000	160,000	700 - 1000

CYBER SECURITY

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Cyber Security Architect	180,000	230,000	1200-1600
Cyber Security Engineer	130,000	180,000	800 - 1100
Cyber Security Analyst	100,000	160,000	800 - 1100
Cyber Security Manager	180,000	230,000	N/A
DevSecOps	150,000	200,000	1000-1300
CISO / Head of Cyber	250,000	380,000	1700-2200
OT Cyber Security Specialist	160,000	230,000	1200-1800
GRC / Cyber Risk Specialist	135,000	190,000	1000-1300
IAM Specialist	145,000	190,000	N/A
Detection Engineer/Threat Lead	130,000	180,000	N/A
Penetration Tester	120,000	180,000	900-1200

DATA, ANALYTICS & DATA SCIENCE

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Database Administrator	100,000	150,000	500 - 800
BI Developer/Analyst	110,000	160,000	700 - 800
BI Lead/Manager	170,000	200,000	800 - 1100
Data Analyst	100,000	160,000	700 - 900
Data Architect	170,000	220,000	1000 - 1300
Data Engineer	130,000	180,000	800 - 1200
Data Scientist	130,000	200,000	800 - 1200
Head of Data	200,000	300,000	1200- 1500
Machine Learning Engineer	120,000	180,000	800 - 1200
Data Engineering Manager	180,000	250,000	1000 - 1400
Information Management Lead	130,000	165,000	N/A
Records Manager	130,000	165,000	N/A
Information Advisor	80,000	110,000	N/A
Records Analyst	80,000	110,000	N/A

PROJECTS & CHANGE

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Agile Coach	150,000	200,000	1100 - 1300
Business Analyst	100,000	160,000	800 - 1000
Change Analyst	100,000	140,000	600 - 800
Change Manager	140,000	180,000	800 - 1100
Delivery Lead/Manager	150,000	200,000	800 - 1200
Head of PMO	180,000	250,000	1000 - 1300
Project Coordinator	80,000	110,000	600 - 800
Portfolio Manager	160,000	220,000	1100 - 1300
Program Manager	160,000	220,000	1100 - 1300
Project Manager	130,000	160,000	850 - 1100
Senior Project Manager	160,000	200,000	1000 - 1300
Systems Analyst	100,000	160,000	800 - 1000
Technical Business Analyst	130,000	180,000	800 - 1000

PRODUCT & DESIGN

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Digital Producer	90,000	140,000	500 - 800
Digital Designer	80,000	110,000	500 - 700
Digital Designer (Senior)	120,000	150,000	750 - 900
UI Designer	80,000	120,000	500 - 700
UI Designer (Senior)	120,000	160,000	750 - 900
UX Designer	90,000	130,000	600 - 700
UX Designer (Senior)	130,000	160,000	800 - 900
UX Designer (Lead)	150,000	180,000	1000 - 1200
Product Designer	80,000	140,000	600 - 900
Product Designer (Senior)	130,000	160,000	900 - 1200
Product Designer (Lead)	160,000	180,000	N/A
Product Owner	110,000	160,000	700 - 850
Product Manager	130,000	180,000	850 - 1100

MARKETING

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Digital Account Manager	70,000	120,000	N/A
Internal Communications	80,000	120,000	400 - 600
Communications Advisor	90,000	120,000	600 - 800
Communications Manager	120,000	160,000	650 - 900
Marketing Coordinator	65,000	90,000	400 - 500
Digital Marketing Specialist	90,000	130,000	500-700
Content Writer	90,000	140,000	NA
Marketing Manager	110,000	180,000	600-800
Marketing Director	180,000	220,000	NA
Head of Marketing (CMO)	180,000	250,000	NA
SEO/SEM Expert	90,000	120,000	N/A

SENIOR LEADERSHIP

ROLE	MIN (\$/YEAR)	MAX (\$/YEAR)	DAILY RATE (\$/DAY)
Chief Information Officer	300,000	450,000	Up to 2,500
Chief Technology Officer	250,000	350,000	Up to 2,500
Chief Information Security Officer	220,000	400,000	Up to 2,500
Chief Operating Officer (Tech)	220,000	400,000	Up to 2,500
Head of / Director of IT	220,000	300,000	Up to 2,000
IT Operations Manager	200,000	240,000	800-1100
Service Delivery Manager	180,000	220,000	800-1100
IT Manager	150,000	200,000	700-1000

ABOUT NTP TALENT

SPECIALIST RECRUITERS TO BUILD YOUR TEAM

When you work with NTP Talent, we unlock the full potential of the talent pipeline to build out your team, prioritising cultural fit and focusing on long-term retention.

We connect Australia's leading companies with hard-to-find permanent and contractor talent across technology and engineering. Our specialist recruiters are insiders in the community. By tapping into our market, we deliver elite talent built for immediate project impact and long-term cultural fit.



Linda Apostolidis
*Director -
Executive Search &
Senior Technology
appointments*



James MacDonald
*Director - Senior
AI Roles*



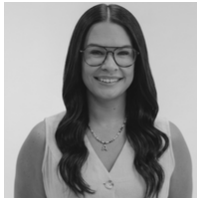
Melinda Sietsma
*Engineering,
Manufacturing &
Supply Chain*



Craig Bird
*Data,
Architecture &
Project Teams*



Kyle Chapman
*Development,
DevOps & Testing*



Aliza Huff
*Infrastructure & Ops,
Cyber, UX/UI Design*



Karen Billington
*Contractor Payroll &
Business Support*



Monique Wallace
Marketing Manager

THE NTP PODCAST NETWORK

BUILDING TECH TEAMS WITH JAMES MACDONALD



How Australia hires, builds, and leads tech teams in the age of AI. One platform for the leaders making the hire and the tech professionals making the move. The moves that matter in Australian tech hiring and what they mean for how you build, and grow, your team. Building Tech Teams with James MacDonald is for the leaders making the hire, the CTOs, VPs of Engineering, People Leaders and founders, and the tech professionals making the move.

ENGINEERING IN THE HUNTER

The people building, powering and reshaping the Hunter. The Hunter is being rebuilt. A grid expanding beyond coal, foundries retooling for the energy transition, and extended defence manufacturing. Engineering in the Hunter is a monthly conversation that goes inside those projects with the people actually delivering them. Hosted by Melinda Sietsma, with James MacDonald who have been involved in the local recruitment market, building teams for more than a decade. Every episode: what's being built, what it takes, and who builds it. New episodes monthly.



ABOUT US

LET'S BUILD SOMETHING MEANINGFUL

NTP Talent is building the fabric of Australia's future

OUR BEGINNINGS

Beyond filling seats, we immerse ourselves in the ecosystems that drive innovation. We've moved past the tourist approach to recruitment, becoming insiders in the technology and engineering communities. From our roots in Newcastle, to expanding into Sydney and Melbourne, NTP Talent is made up of senior specialists who speak the language of the stack and understand the mechanics of a site. We provide a peer-to-peer advantage that bridges the gap between top-tier talent and the industries shaping Australia's future.





TALK TO SOMEONE WHO KNOWS YOUR NICHE

Our team of specialist technology and engineering recruiters would love to hear from you.



Find our contact form, listen to the podcast, browse the job board, connect with us on socials and more.

PREFER TO GO DIRECT?



hello@ntptalent.com.au



ntptalent.com.au