

australia

adelaide
brisbane
melbourne
perth
sydney

Our Adelaide banking & financial services division recruits for permanent and contract positions across all disciplines of financial services including consumer and business banking, operational and risk management, treasury, project management and wealth management.

market overview

Activity levels remained constant across the variety of banking and financial service related positions throughout the course of 2006. The sourcing of high calibre candidates centered predominately around targeted searching and referrals, as opposed to the advertised, selection approach. The candidate short market has continued in executive banking with active candidates invariably having a wide range of roles to choose from.

Upward pressure has been applied to base salaries and bonus structures and incentives are becoming increasingly more aggressive to ensure both staff retention and attraction policies remain competitive.

Demand continues to be high for business development managers and relationship managers within the commercial and large corporate space. Increasing market competitiveness amongst the major players has seen business development managers command and receive record base salaries and incentives for the Adelaide market.

Paraplanners and PS 146 compliant financial advisors continue to be highly sought after, both in the banking and 2nd tier chartered arenas.

| Role | Permanent salary per annum \$Aus |
|---|-------------------------------------|
| Banking | |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$50 – 55k |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$55 – 60k |
| Credit Risk Analyst (6+ yrs' exp) | \$60k+ |
| Financial Markets – Analyst | \$50 – 60k |
| Lending Settlements Clerk | \$40 – 45k |
| Lending Support | \$45k+ |
| Operations Manager (0 – 2 yrs' exp) | \$60 – 65k |
| Operations Manager (3 – 5 yrs' exp) | \$70 – 75k |
| Operations Manager (6+ yrs' exp) | \$95k+ |
| Relationship Manager – Corporate | \$75k+ |
| Relationship Manager – Institutional | \$120k+ |
| Relationship Manager – SME | \$65k+ |
| Senior Credit Analyst (8+ yrs' exp) | \$80k+ |
| Settlements – Financial Markets | \$50k+ |
| Business Banking | |
| Business Development Manager (Wealth Management) | \$80k+ |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$50 – 55k |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$55 – 60k |
| Credit Risk Analyst (6+ yrs' exp) | \$60k+ |
| Equity Research Analyst (3 – 5 yrs' exp) | \$60k+ |
| Financial Planner (0 – 2 yrs' exp) | \$65k+ |
| Financial Planner (3 – 5 yrs' exp) | \$75k+ |
| Financial Planner (6+ yrs' exp) | \$80k+ |
| Manager Trade Finance | \$90k+ |
| Para-Planner – Studying | \$45k+ |
| Para-Planner – DFP Qualified | \$50 – 60k+ |
| Relationship Manager – Corporate | \$75k+ |
| Relationship Manager – Institutional | \$120k+ |
| Relationship Manager – SME | \$65k+ |
| Treasury Manager | \$90k+ |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | |

Role

Permanent
salary per annum \$Aus

Financial Services

| | |
|--|-------------|
| Dealers Assistant (0 – 2 yrs' exp) | \$50k+ |
| Financial Planner (0 – 2 yrs' exp) | \$65k+ |
| Financial Planner (3 – 5 yrs' exp) | \$75k+ |
| Financial Planner (6+ yrs' exp) | \$80k+ |
| Insurance Claims Processing | \$35 – 40k |
| Insurance Claims Supervisor | \$45 – 50k |
| Insurance Team Leader | \$34 – 50k |
| Insurance Underwriter (3 – 5 yrs' exp) | \$40 – 50k |
| Portfolio Funds Administrator | \$55k+ |
| Portfolio Funds Manager | \$85k+ |
| Superannuation Administration | \$35k+ |
| Superannuation Client Services | \$40k+ |
| Trainee Dealer (0 – 2 yrs' exp) | \$70 – 80k+ |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Our accounting & finance, commerce & industry division recruits for permanent and contract roles in financial, management, project, system and analytical reporting, as well as senior executive roles and strategic positions both within commerce and professional services.

market overview

The Adelaide market continues to experience a chronic shortage of high calibre middle to senior management accountants. Those that are available to explore opportunities are consistently presented with multiple options, with employers experiencing longer recruitment cycles and increased salary expectations as a result of the candidate driven market.

At the more junior end, the 'Big 4' are aggressively seeking to retain their qualified accountants with two to three years' post qualification experience and as a direct consequence, relative salaries are increasing. Candidates below the \$60k mark are also in short supply. The increasing growth in the mining sector is heightening the demand for qualified accountants to relocate to regional locations, and employers are offering attractive base packages and incentives in order to source quality candidates.

From a contract accounting perspective, organisations continue to require seasonal increases to their headcount with these generally falling within the three to six month tenures.

As with the permanent market, candidates are driving up hourly rates with demand particularly high for tax and compliance accountants, financial and business analysts and assistant accountants.

Demand has been constant throughout 2006 with no real peaks and troughs evident. Into 2007, we expect to see the reliance on active searching dominate over advertised selection, as a means of sourcing candidates.

salaries | adelaide | accounting & finance – commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Accounts Assistant (0 – 2 yrs' exp) | \$30 – 35k | \$20 – 25 |
| Accounts Assistant (3 – 5 yrs' exp) | \$34 – 40k | \$20 – 25 |
| Accounts Assistant (6+ yrs' exp) | \$40 – 45k | \$24 – 30 |
| Accounts Clerk (0 – 2 yrs' exp) | \$30 – 35k | \$20 – 25 |
| Accounts Clerk (3 – 5 yrs' exp) | \$38 – 43k | \$23 – 28 |
| Accounts Clerk (6+ yrs' exp) | \$35 – 40k | \$20 – 23 |
| Accounts Payable/Receivable – Junior (0 – 2 yrs' exp) | \$20 – 30k | \$15 – 20 |
| Accounts Payable/Receivable – Manager (6+ yrs' exp) | \$50 – 60k | \$25 – 30 |
| Accounts Payable/Receivable – Supervisor (3 – 5 yrs' exp) | \$40 – 50k | \$25 – 30 |
| Assistant Accountant (CA/CPA) (0 – 2 yrs' exp) | \$55k+ | \$25 – 30 |
| Audit Manager | \$75k+ | \$30 – 40 |
| Business/Financial Analyst (0 – 2 yrs' exp) | \$55k+ | \$30 – 40 |
| Business/Financial Analyst (3 – 5 yrs' exp) | \$65k+ | \$35 – 45 |
| Business/Financial Analyst (6+ yrs' exp) | \$80k+ | \$40 – 50 |
| Chief Financial Officer | \$150k+ | |
| Commercial/Planning Manager | \$80k+ | |
| Company Accountant | \$80k+ | \$40 – 50 |
| Cost Accountant (0 – 2 yrs' exp) | \$60 – 65k+ | \$30 – 40 |
| Cost Accountant (3 – 5 yrs' exp) | \$65 – 70k+ | \$35 – 45 |
| Cost Accountant (6+ yrs' exp) | \$80k+ | \$45 – 55 |
| Finance Director – Large Organisation | \$170k+ | |
| Finance Director – Small/Medium Organisation | \$150k+ | |
| Finance Manager (0 – 2 yrs' exp) | \$80k+ | |
| Finance Manager (6+ yrs' exp) | \$100k+ | |
| Financial Accountant (3 – 5 yrs' exp) | \$70k+ | \$35 – 45 |
| Financial Accountant (6+ yrs' exp) | \$90k+ | \$50 – 55 |
| Financial Analyst (3 – 5 yrs' exp) | \$65k+ | \$30 – 40 |
| Financial Analyst (6+ yrs' exp) | \$85k+ | \$45 – 50 |
| Financial Controller – Large Organisation | \$170k+ | |
| Financial Controller – Small/Medium Organisation | \$120k+ | |
| Graduate Accountant | \$40k+ | |
| Group Accountant | \$90k+ | \$40 – 50 |
| Group Financial Controller | \$150k+ | |
| Group Management Accountant | \$100k+ | |
| Management Accountant (3 – 5 yrs' exp) | \$75k+ | \$40 – 50 |
| Management Accountant (6+ yrs' exp) | \$80k+ | \$45 – 55 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | adelaide | accounting & finance – commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Payroll Manager | \$60 – 65k | \$35 – 45 |
| Payroll Supervisor (5+ yrs' exp) | \$55 – 65k | \$28 – 35 |
| Systems Accountant (3 – 5 yrs' exp) | \$75k+ | \$30 – 40 |
| Systems Accountant (6+ yrs' exp) | \$85k+ | \$40 – 50 |
| Tax Accountant (3 – 5 yrs' exp) | \$75k+ | \$30 – 40 |
| Tax Accountant – Senior (6+ yrs' exp) | \$85k+ | \$40 – 50 |
| Tax Manager | \$95k+ | |
| Treasury Accountant | \$85k+ | \$35 – 45 |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

Our business support division specialises in the provision of quality temporary and permanent staff to a variety of organisations across a range of industries. The model and methodology adopted focuses on a consultancy service, with delivery based upon integrity, honesty and quality. Our team is comprised of high calibre consultants with strong recruitment and industry experience.

The business support division prides itself on delivering a truly consultative approach and has an impressive track record for successfully recruiting a diverse range of roles including: administrators, accounts payable/receivable officers, payroll, data entry operators, receptionists, personal/executive assistants, and customer service staff and team coordinators.

market overview

In 2006 the market remained candidate driven, as consistent growth in the employment market signalled an increase in demand and a reduction in the active candidate pool.

Employers were encouraged to continually assess their business staffing requirements and plan in advance their recruitment activities proactively throughout 2006. The future success of employers in the current market will depend upon the ability to be decisive when faced with an outstanding candidate. If not, the candidate will be quickly employed by another business. This trend is likely to continue into 2007.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Accounts Payable/Receivable | \$33 – 44k | \$18 – 22 |
| Administration Assistant | \$30 – 36k | \$18 – 19 |
| Bookkeepers | \$38 – 48k | \$19 – 30 |
| Claims Administrators | \$30 – 40k | |
| Credit Controller | \$39 – 70k | |
| Data Entry Operator | \$29 – 34k | \$18 – 19 |
| Executive Assistant | \$43 – 55k | \$21 – 26 |
| Legal Secretary | \$36 – 50k | \$20 – 24 |
| Marketing Assistant | \$36 – 43k | \$19 – 21 |
| Mortgage Processing Officers & Settlements Officers | \$33 – 38k | \$18 – 20 |
| Office Junior | \$20 – 27k | \$11 – 16 |
| Office Manager | \$45 – 60k | \$22 – 30 |
| Paralegal | \$38 – 50k | \$20 – 24 |
| Payroll Officers | \$35 – 45k | \$18 – 22 |
| Payroll Supervisor | \$45 – 70k | |
| Personal Assistant | \$39 – 50k | \$19 – 20 |
| Receptionist | \$32 – 38k | \$18 – 19 |
| Secretary | \$35 – 40k | \$18 – 20 |
| Superannuation Fund Administrators | \$33 – 37k | \$18 – 20 |
| Switchboard Operator | \$30 – 36k | \$18 – 19 |
| Underwriters | \$45 – 80k | |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Call Centre | | |
| Call Centre Manager (5+ yrs' exp) | \$110 – 150k | |
| Call Centre Manager (2 – 4 yrs' exp) | \$70 – 110k | |
| Call Centre Trainer | \$50 – 70k | |
| Customer Service Representative (5+ yrs' exp) | \$40 – 55k | \$20 – 24 |
| Customer Service Representative (0 – 4 yrs' exp) | \$30 – 37k | \$18 – 20 |
| Customer Service Team Leader | \$43 – 47k | \$20 – 25 |
| Inbound Sales Team Leader | \$43 – 47k | |
| Inbound Sales Representative | \$28 – 38k | |
| Outbound Sales Team Leader | \$47 – 58k | |
| Outbound Sales Representative | \$35 – 45k | |
| Telesales Team Leader | \$37 – 50k | |
| Telesales | \$28 – 35k | |
| Workforce Analyst/Planner | \$45 – 65k | |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

Our engineering & operations division specialises in the recruitment of permanent and contract engineering, design and supply chain staff. Developing close partnership arrangements with consultants, contractors, operators, utilities and manufacturing clients we specialise in the following sectors:

- Aerospace
- Architectural
- Building Services
- Building & Infrastructure
- Defence
- Environmental
- Industry
- Manufacturing
- Mining
- Oil & Gas
- Power
- Utilities & Telecoms
- Water

market overview

South Australia is experiencing an engineering boom with considerable growth across nearly all sectors. The much publicised flagship mining and defence projects are set to ramp up

significantly in 2007 and will further contribute to the demand for high quality staff. Astute employers are already investing in securing the best graduates, providing the most attractive working conditions and looking interstate and overseas to attract staff.

In 2006, engineering graduate salaries in Adelaide have been exceeding those offers that have been made interstate, including in Sydney.

Salaries across the board have also increased and employers are now very aware of the need to move quickly with hiring decisions to secure top candidates. Organisations now realise that offering candidates flexibility and attractive employment environments, is more crucial than ever before.

As the South Australian market reaches saturation point recruitment consultants who can effectively attract and manage the delivery of quality staff from interstate and overseas will reap rewards in 2007. Manufacturing continues to be an essential part of the South Australian economy and new global players have recently established operations in South Australia. Broadly speaking however the market is experiencing some change and this provides challenges for employers and employees. 2007 will continue to see considerable demand for the best staff.

| Role | Permanent salary per annum \$Aus |
|----------------------------------|----------------------------------|
| Construction Manager | \$110k+ |
| Contracts Administrator | \$45 – 85k |
| Facilities Manager | \$60 – 90k |
| Project Manager | \$70 – 150k |
| Project Verifier | \$75 – 120k |
| Structural Engineer | \$50 – 110k |
| Civil Engineer | \$50 – 125k |
| Environmental Engineer/Scientist | \$50 – 100k |
| Piping Engineer | \$50 – 125k |
| Electrical Engineer | \$50 – 125k |
| Mechanical Engineer | \$50 – 125k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus |
|------|----------------------------------|
|------|----------------------------------|

| | |
|---------------------------------------|-------------|
| Process Engineer | \$60 – 125k |
| Architect | \$45 – 80k |
| Architectural Technician | \$35 – 50k |
| HVAC Engineer | \$50 – 100k |
| Electrical Building Services Engineer | \$50 – 100k |
| Hydraulics/Public Health Engineer | \$40 – 90k |
| Design Draughtsman/Designers | \$30 – 75k |
| CAD Manager | \$45 – 100k |

Defence & Aerospace

| | |
|------------------------------|-------------|
| ILS Manager | \$80 – 150k |
| ILS Technical Officer | \$50 – 90k |
| ILS Logistics Engineer | \$65 – 110k |
| Systems Engineer | \$50 – 90k |
| Aerospace Engineer | \$45 – 100k |
| Structural Analysis Engineer | \$60 – 105k |

Project Controls, Quality, OH&S

| | |
|--------------------------|-------------|
| Project Controls Manager | \$70 – 120k |
| Cost Engineer | \$60 – 90k |
| Planning Engineer | \$60 – 90k |
| Estimating Engineer | \$60 – 90k |
| Project Scheduler | \$55 – 85k |
| OH&S Manager | \$65 – 80k |
| Quality Manager | \$65 – 90k |

Supply Chain, Logistics & Manufacturing

| | |
|--------------------------------|-------------|
| Maintenance Manager | \$65 – 95k |
| Operations Manager | \$100k+ |
| Procurement Manager | \$65 – 110k |
| Production Manager | \$60 – 100k |
| Supply Chain Manager | \$85 – 140k |
| Warehouse/Distribution Manager | \$60 – 90k |
| Transport Manager | \$55 – 85k |
| Manufacturing Manager | \$75 – 110k |
| Project Engineer | \$60 – 90k |
| Mechanical Engineer | \$60 – 90k |
| Industrial Engineer | \$60 – 90k |
| Service Engineer | \$55 – 85k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Our specialist sales & marketing division is highly recognised in the Adelaide market and recruits across a broad range of industry sectors and occupational areas, including:

- Consumer/FMCG
- Engineering
- Financial Services
- Healthcare
- Industrial Products
- Information Technology
- Manufacturing
- Professional Services
- Telecommunications
- Utilities

market overview

During 2006 the South Australian market followed what had been experienced in 2005 in New South Wales, with the demand for sales professionals across IT and telecommunications increasing. The ICT industry is expected to continue to expand into 2007 with a high demand for candidates, in an already tight candidate market. Remuneration has been under upward pressure as a direct result.

Given the exceptionally tight candidate market, the incidence of counter offers has remained high, with some industries now embracing sign-on bonuses as a means to further attract the best candidates.

South Australia has sales representation from many organisations, however senior decision-makers are often located interstate. The frequency of roles becoming available in this market is less, given current low turnover and the high stability of staff. We therefore expect the demand for sales people to remain stable in 2007 within the Adelaide market.

The market still remains candidate-driven, especially for high calibre individuals. The limited supply of candidates has meant that organisations must now be open to accepting candidates with transferable skills from other industry backgrounds. At Robert Walters, we are actively educating organisations to focus more on the behavioural competence of candidates – i.e. skills that cannot be learnt, rather than reliance on industry experience which can be picked up over time.

salaries | adelaide | sales & marketing

| Role | Permanent salary per annum \$Aus |
|------|----------------------------------|
|------|----------------------------------|

| | |
|---|--------------|
| Account Director | \$90 – 140k |
| Account Manager (2 – 3 yrs' exp) | \$50 – 100k |
| Account Manager (4 – 5 yrs' exp) | \$100 – 140k |
| Business Development Manager (2 – 3 yrs' exp) | \$60 – 90k |
| Business Development Manager (4 – 5 yrs' exp) | \$75 – 120k |
| Communications Executive (2+ yrs' exp) | \$45 – 80k |
| Corporate Affairs Consultant (1 – 3 yrs' exp) | \$45 – 80k |
| Corporate Affairs Director (4+ yrs' exp) | \$80 – 120k |
| Direct Marketing Manager (3+ yrs' exp) | \$65 – 100k |
| Fundraising Manager (0 – 3 yrs' exp) | \$45 – 80k |
| Market Researcher (1 – 3 yrs' exp) | \$35 – 40k |
| Marketing Assistant (0 – 3 yrs' exp) | \$40 – 60k |
| Marketing Communications Manager (2 – 3 yrs' exp) | \$55 – 80k |
| Marketing Communications Manager (4 – 5 yrs' exp) | \$65 – 120k |
| Marketing Coordinator (0 – 3 yrs' exp) | \$40 – 60k |
| Marketing Director (3 – 5 yrs' exp) | \$80 – 130k |
| Marketing Director (6+ yrs' exp) | \$100 – 150k |
| Marketing Executive (2 – 3 yrs' exp) | \$45 – 70k |
| Marketing Executive (4 – 5 yrs' exp) | \$50 – 100k |
| Marketing Manager (2 – 3 yrs' exp) | \$60 – 100k |
| Marketing Manager (4 – 5 yrs' exp) | \$70 – 120k |
| Media Sales (0 – 3 yrs' exp) | \$40 – 100k |
| National Retail Manager (0 – 3 yrs' exp) | \$80 – 140k |
| Product/Brand Manager (2 – 3 yrs' exp) | \$65 – 80k |
| Product/Brand Manager (4 – 5 yrs' exp) | \$75 – 100k |
| Relationship Manager (2+ yrs' exp) | \$50 – 75k |
| Sales and Marketing Director | \$80 – 150k |
| Sales and Marketing Manager (2 – 3 yrs' exp) | \$65 – 95k |
| Sales and Marketing Manager (4 – 5 yrs' exp) | \$80 – 150k |
| Sales Director (4+ yrs' exp) | \$80 – 150k |
| Sales Executive (2 – 3 yrs' exp) | \$65 – 120k |
| Sales Executive (4 – 5 yrs' exp) | \$80 – 140k |
| Sales Manager (2 – 3 yrs' exp) | \$80 – 150k |
| Sales Manager (4 – 5 yrs' exp) | \$80 – 150k |
| Sales/Market Analyst (0 – 3 yrs' exp) | \$50 – 80k |
| Sponsorship and Event Manager (0 – 3 yrs' exp) | \$55 – 80k |
| State Retail Manager (0 – 3 yrs' exp) | \$45 – 80k |
| State Sales Manager (3+ yrs' exp) | \$80 – 150k |
| Telemarketer (0 – 3 yrs' exp) | \$35 – 50k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Our Brisbane banking & financial services division focuses on executive, operational, permanent, contract and temporary recruitment across Queensland metropolitan and regional centres. We cover all facets of banking, superannuation, financial planning, insurance and investment. Financial planning, business development and relationship management positions are the most common at the middle to executive level. Business banking, property finance and retail lending are the most prominent market sectors and insurance claims and superannuation administrators are the most prevalent at a junior level. In the contract/temporary markets, the positions relate mostly to transactional processing, data entry and customer service.

market overview

banking & finance

The banking & financial services market in Queensland developed significantly throughout 2006 and continues to show considerable levels of growth. Local banking institutions continue to gain sizeable traction in the market as well as looking at considerable expansion interstate. The ongoing influx of people into Queensland continues to drive requirements for wealth management and financial planning professionals, and business sentiment remains strong. The financial services sector continues to prove very attractive for graduates and career minded young professionals as it offers skills and technical competencies easily transferable either interstate or overseas. From a banking industry perspective, the retail sector has become an increasingly relevant element of the structure of all the larger institutions and this focus on the product side of the business continues. Salaries have risen significantly in a number of key areas, not least investment banking and wealth management while the residential lending industry has shown signs of slowing, following continued concern over interest rate rises. From a support perspective, the market is still seeking enthusiastic and corporate candidates for customer service positions and the settlements and back office processing

environments are witnessing an unprecedented shortage of experienced candidates. Many major players within the corporate banking environment are identifying Brisbane as a worthwhile location for their operations and a number of organisations have increased their staffing requirements significantly. Due to the consistent focus on compliance and control within the industry, it is becoming increasingly difficult for candidates without relevant tertiary qualifications to secure opportunities within the financial services environment. With the ever increasing issues of candidate shortages, the market will continue to look overseas to attract high calibre talent in 2007.

insurance

With the ongoing focus on process improvement, compliance and proactive risk management, there is a great demand for candidates with relevant compliance experience and subsequently salaries continue to rise in this area. The liability insurance market remains in a growth phase, with experienced assessors and underwriters in particularly short supply. A number of the larger insurance companies are actively seeking to recruit candidates overseas to assist in fulfilling resourcing requirements. There is an evident lack of graduates with two to three years' experience across the entire sector, a trend which is unlikely to alter in the foreseeable future. Many employers are attempting to attract a broader range of candidates through innovative recruitment drives, aimed at mature age workers, and mothers returning to work.

superannuation

The superannuation industry is continuing to feel the impact of superannuation fund choice with many organisations increasing their business development functions and launching media grabbing marketing campaigns. Administration functions are also being strengthened in the knowledge that as customers move to new fund providers, their requirements will increase and the levels of customer service will rise considerably.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Banking | | |
| Administration Officer | \$34 – 42k | \$17 – 22 |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$47 – 57k | \$23 – 29 |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$55 – 65k | \$27 – 32 |
| Credit Risk Analyst (6+ yrs' exp) | \$65 – 72k | \$32 – 36 |
| Document Preparation – Commercial | \$36 – 42k | \$18 – 21 |
| Document Preparation – Retail | \$34 – 40k | \$18 – 20 |
| Lending Settlements Clerk | \$36 – 44k | \$18 – 22 |
| Lending Support | \$40 – 45k | \$20 – 22 |
| Operations Manager (0 – 2 yrs' exp) | \$44 – 56k | \$22 – 32 |
| Operations Manager (3 – 5 yrs' exp) | \$60 – 75k | \$28 – 36 |
| Operations Manager (6+ yrs' exp) | \$65 – 95k | \$32 – 48 |
| Relationship Manager – Corporate | \$55 – 80k | \$27 – 40 |
| Relationship Manager – Institutional | \$70 – 95k | \$25 – 40 |
| Relationship Manager – SME | \$50 – 75k | \$23 – 33 |
| Retail Credit Assessment | \$48 – 58k | \$24 – 29 |
| Senior Credit Analyst (8+ yrs' exp) | \$60 – 80k | \$30 – 40 |
| Settlements – Financial Markets | \$40 – 50k | \$20 – 25 |
| Business Banking | | |
| Business Development Manager (Wealth Management) | \$75 – 110k | \$35 – 55 |
| Compliance Manager (0 – 2 yrs' exp) | \$65 – 80k | \$32 – 40 |
| Compliance Manager (3 – 5 yrs' exp) | \$75 – 110k | \$38 – 55 |
| Confirmations (0 – 2 yrs' exp) | \$30 – 35k | \$16 – 18 |
| Confirmations (3 – 5 yrs' exp) | \$37 – 45k | \$18 – 23 |
| Corporate Actions (0 – 2 yrs' exp) | \$40 – 47k | \$20 – 24 |
| Corporate Actions (3 – 5 yrs' exp) | \$43 – 50k | \$21 – 25 |
| Financial Planner (0 – 2 yrs' exp) | \$55 – 75k | \$28 – 38 |
| Financial Planner (3 – 5 yrs' exp) | \$68 – 85k | \$34 – 42 |
| Financial Planner (6+ yrs' exp) | \$70 – 100k | \$35 – 50 |
| Para-Planner – Studying | \$45 – 55k | \$22 – 28 |
| Para-Planner – DFP Qualified | \$50 – 70k | \$25 – 35 |
| Treasury Manager | \$50 – 90k | \$25 – 45 |
| Treasury Settlements | \$38 – 45k | \$18 – 23 |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Financial Services | | |
| Client Services Officer (3 – 5 yrs' exp) | \$42 – 47k | \$21 – 24 |
| Insurance Claims Processing | \$38 – 45k | \$19 – 22 |
| Insurance Claims Supervisor | \$55 – 65k | \$22 – 28 |
| Insurance Team Leader | \$60 – 85k | \$30 – 42 |
| Investment Administration | \$40 – 55k | \$20 – 27 |
| Portfolio Funds Administrator | \$40 – 55k | \$20 – 27 |
| Portfolio Funds Manager | \$75 – 120k | \$32 – 60 |
| Superannuation Administration | \$40 – 55k | \$20 – 28 |
| Superannuation Client Services | \$36 – 42k | \$17 – 21 |
| Superannuation Compliance | \$55 – 80k | \$28 – 40 |
| Operations | | |
| Corporate Actions Manager (3 – 5 yrs' exp) | \$50 – 90k | \$25 – 45 |
| Derivatives Documentation Clerk (0 – 2 yrs' exp) | \$42 – 50k | \$21 – 25 |
| Derivatives Operations Manager (3 – 5 yrs' exp) | \$65 – 95k | \$32 – 48 |
| Derivatives Supervisor | \$50 – 70k | \$25 – 35 |
| Equities Clerk (0 – 2 yrs' exp) | \$35 – 45k | \$17 – 22 |
| Equities Supervisor (3 – 5 yrs' exp) | \$45 – 60k | \$22 – 30 |
| Equities Operations Manager (6+ yrs' exp) | \$60 – 90k | \$30 – 45 |
| Fixed Income Clerk (0 – 2 yrs' exp) | \$35 – 45k | \$17 – 22 |
| Fixed Income Supervisor (3 – 5 yrs' exp) | \$45 – 60k | \$22 – 30 |
| Fixed Income Operations Manager (6+ yrs' exp) | \$60 – 90k | \$30 – 45 |
| Fund Administrator – Custody (0 – 2 yrs' exp) | \$32 – 40k | \$16 – 20 |
| Fund Administrator – Custody Senior (3 – 5 yrs' exp) | \$40 – 55k | \$20 – 27 |
| Fund Administrator – Fund Management (0 – 2 yrs' exp) | \$35 – 45k | \$17 – 23 |
| FX Clerk (0 – 2 yrs' exp) | \$42 – 55k | \$17 – 22 |
| FX Supervisor (3 – 5 yrs' exp) | \$48 – 65k | \$22 – 30 |
| FX Operations Manager (6+ yrs' exp) | \$70 – 130k | \$45 – 65 |
| Head of Operations | \$140 – 170k | \$70 – 85 |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

Our Brisbane accounting & finance division specialises in the recruitment of executive and accounting support professionals on a temporary, contract and permanent basis. Our consultants are industry specialists offering credibility through their detailed understanding of both the client and candidate market. We offer tailored recruitment solutions to a range of blue-chip organisations, across a broad base of industry sectors including the energy, construction, retail, tourism and Government sector.

market overview

During 2006 the demand for high calibre experienced part and newly qualified accountants again outstripped supply and as the candidate market continued to tighten, employers have been led to adopt innovative recruitment and retention strategies including performance based bonus payments and biannual salary reviews. It is anticipated that this trend will continue well into 2007.

As Brisbane continues to grow in population numbers, organisations within the construction and property industry will continue to be major players in the local market. The resource and energy sectors have also led the way in terms of increased recruitment needs in Queensland and this is expected to continue into 2007 with qualified CA/CPA/CIMA candidates who possess experience with large energy and mining companies constantly in demand. To a lesser degree, accounting opportunities within the financial services sector will remain concentrated within a small number of Brisbane based institutions. It is anticipated that some of the leading financial institutions will commence opening back-office functions in Brisbane which will offer further opportunities to candidates in this industry sector.

At the senior end of the market, internal and external audit, tax and risk management remain areas of severe demand across both the private and public sectors. At the accounting support level, accounts payable, payroll and assistant accountants with two or more years' experience are in particular demand. With candidates often being in the position of having multiple offers, employers offering the highest salary will usually secure the candidate.

Recruitment activity within the public sector continues to flourish. Major investments in ERP system upgrades have seen

the demand for contractors increase as temporary positions are created by the set up of special project implementation teams. Other trends include an increase in demand for policy professionals, analysts and project managers as the traditional public administration model is replaced by an evident focus on strategic management. Public sector clients are also revisiting their remuneration structures in the realisation that with the current candidate short market, they are struggling to compete with the private sector.

contract

A strong permanent employment market has continued to affect the contract talent pool with many organisations being required to pay a premium hourly rate to attract the best. Candidate shortages continue at the part qualified level and the need to attract interstate talent and take advantage in the changes of working holiday visa legislation has never been so apparent. 2006 saw a steady requirement for traditional financial and management accounting contractors, however there was a notable increase in demand for contractors with specialist analytical skills, in particular business improvement skills, and mostly apparent in the energy sectors. Contractors with SAP experience continue to be in high demand across all Government departments.

permanent

We anticipate the demand for qualified candidates to remain strong in 2007 across all accounting disciplines and industry sectors. Candidates with internal audit, risk management and Sarbanes-Oxley (SOX) experience will be highly sought after, especially within the blue-chip, ASX-listed organisations where legislation and compliance requirements will continue to govern processes and procedures. Accountants with varied experience in business analysis, financial and management accounting will also be highly sought after to work in project accounting roles. With the energy market moving toward full retail contestability in mid 2007, project roles within the utilities sector will be prevalent. In addition, Government statistics indicate population growth within the South East Queensland region will drive an increase in infrastructure and residential projects. As a direct consequence, the construction and property industries will require accounting professionals to provide financial data to key stakeholders.

salaries | brisbane | accounting & finance – commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Accounts Assistant (0 – 2 yrs' exp) | \$28 – 30k | \$17 – 20 |
| Accounts Assistant (3 – 5 yrs' exp) | \$30 – 32k | \$20 – 22 |
| Accounts Assistant (6+ yrs' exp) | \$34 – 38k | \$21 – 24 |
| Accounts Clerk (0 – 2 yrs' exp) | \$28 – 30k | \$17 – 20 |
| Accounts Clerk (3 – 5 yrs' exp) | \$30 – 32k | \$19 – 21 |
| Accounts Clerk (6+ yrs' exp) | \$34 – 38k | \$21 – 23 |
| Accounts Payable/Receivable – Junior (0 – 2 yrs' exp) | \$30 – 32k | \$17 – 20 |
| Accounts Payable/Receivable – Supervisor (3 – 5 yrs' exp) | \$37 – 50k | \$24 – 30 |
| Accounts Payable/Receivable – Manager (6+ yrs' exp) | \$47 – 60k | \$24 – 30 |
| Assistant Accountant (0 – 2 yrs' exp) CA/CPA | \$40 – 45k | \$20 – 24 |
| Assistant Accountant (3 – 5 yrs' exp) CA/CPA | \$50 – 55k | \$24 – 28 |
| Assistant Accountant (6+ yrs' exp) CA/CPA | \$55 – 65k | \$28 – 35 |
| Assistant Accountant (0 – 2 yrs' exp) | \$34 – 38k | \$18 – 20 |
| Assistant Accountant (3 – 5 yrs' exp) | \$38 – 45k | \$20 – 23 |
| Assistant Accountant (6+ yrs' exp) | \$45 – 55k | \$23 – 25 |
| Audit Manager | \$90 – 130k | \$40 – 55 |
| Auditor (0 – 2 yrs' exp) | \$35 – 40k | \$20 – 22 |
| Auditor (3 – 5 yrs' exp) | \$40 – 70k | \$22 – 37 |
| Auditor (6+ yrs' exp) | \$70 – 85k | \$37 – 45 |
| Billings Analyst (0 – 2 yrs' exp) | \$28 – 32k | \$18 – 20 |
| Billings Analyst (3 – 5 yrs' exp) | \$32 – 35k | \$20 – 22 |
| Billings Analyst (6+ yrs' exp) | \$35 – 45k | \$22 – 25 |
| Book Keeper (0 – 2 yrs' exp) | \$28 – 32k | \$20 – 22 |
| Book Keeper (3 – 5 yrs' exp) | \$32 – 38k | \$20 – 22 |
| Book Keeper (6+ yrs' exp) | \$38 – 50k | \$22 – 25 |
| Business/Financial Analyst (0 – 2 yrs' exp) | \$40 – 45k | \$19 – 21 |
| Business/Financial Analyst (3 – 5 yrs' exp) | \$45 – 75k | \$21 – 23 |
| Business/Financial Analyst (6+ yrs' exp) | \$75 – 100k | \$35 – 45 |
| Chief Financial Officer (PLC) | \$300 – 450k | \$100 – 150 |
| Chief Financial Officer (other) | \$150 – 250k | \$100 – 150 |
| Commercial/Planning Manager | \$120 – 180k | \$60 – 90 |
| Company Accountant | \$60 – 90k | \$30 – 45 |
| Corporate Finance (0 – 2 yrs' exp) | \$40 – 60k | \$20 – 25 |
| Corporate Finance (3 – 5 yrs' exp) | \$60 – 85k | \$25 – 40 |
| Cost Accountant (0 – 2 yrs' exp) | \$40 – 50k | \$20 – 25 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | brisbane | accounting & finance – commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|-------------------------------------|---------------------------------|
| Cost Accountant (3 – 5 yrs' exp) | \$60 – 80k | \$25 – 40 |
| Cost Accountant (6+ yrs' exp) | \$80 – 100k | \$40 – 45 |
| Corporate Finance (6+ yrs' exp) | \$80 – 120k | \$40 – 50 |
| Credit Controller | \$40 – 55k | \$20 – 23 |
| Credit Manager | \$55 – 90k | \$27 – 40 |
| Finance Director – Large Organisation | \$250 – 450k | \$80 – 150 |
| Finance Director – Small/Medium Organisation | \$125 – 250k | \$60 – 100 |
| Finance Manager (0 – 2 yrs' exp) | \$60 – 80k | \$30 – 40 |
| Finance Manager (3 – 5 yrs' exp) | \$80 – 100k | \$40 – 50 |
| Finance Manager (6+ yrs' exp) | \$100 – 140k | \$45 – 60 |
| Financial Accountant (0 – 2 yrs' exp) | \$45 – 60k | \$22 – 30 |
| Financial Accountant (3 – 5 yrs' exp) | \$60 – 85k | \$30 – 43 |
| Financial Accountant (6+ yrs' exp) | \$85 – 110k | \$43 – 50 |
| Financial Analyst (0 – 2 yrs' exp) | \$45 – 60k | \$23 – 30 |
| Financial Analyst (3 – 5 yrs' exp) | \$60 – 85k | \$30 – 45 |
| Financial Analyst (6+ yrs' exp) | \$85 – 120k | \$40 – 50 |
| Financial Controller – Large Organisation | \$175 – 300k | \$80 – 150 |
| Financial Controller – Small/Medium Organisation | \$100 – 200k | \$60 – 100 |
| Graduate Accountant | \$35 – 40k | \$18 – 20 |
| Group Accountant | \$60 – 100k | \$35 – 50 |
| Group Financial Controller | \$150 – 250k | \$60 – 100 |
| Group Management Accountant | \$80 – 110k | \$35 – 45 |
| Internal Auditor – Junior | \$38 – 50k | \$19 – 25 |
| Internal Auditor – Manager | \$80 – 130k | \$35 – 50 |
| Management Accountant (0 – 2 yrs' exp) | \$45 – 60k | \$22 – 30 |
| Management Accountant (3 – 5 yrs' exp) | \$60 – 90k | \$30 – 43 |
| Management Accountant (6+ yrs' exp) | \$90 – 120k | \$43 – 50 |
| Payroll Manager | \$60 – 80k | \$25 – 35 |
| Payroll Supervisor (5+ yrs' exp) | \$45 – 55k | \$25 – 30 |
| Pricing Analyst | \$70 – 90k | \$35 – 45 |
| Systems Accountant (0 – 2 yrs' exp) | \$45 – 50k | \$20 – 25 |
| Systems Accountant (3 – 5 yrs' exp) | \$60 – 90k | \$25 – 40 |
| Systems Accountant (6+ yrs' exp) | \$90 – 120k | \$40 – 50 |
| Tax Accountant (0 – 2 yrs' exp) | \$40 – 45k | \$20 – 25 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | brisbane | accounting & finance – commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Tax Accountant (3 – 5 yrs' exp) | \$45 – 75k | \$25 – 35 |
| Tax Accountant – Senior (6+ yrs' exp) | \$75 – 120k | \$35 – 50 |
| Tax Manager | \$100 – 140k | \$45 – 70 |
| Treasury Accountant | \$65 – 90k | \$30 – 50 |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

Our business support division recruits fixed term contract, temporary and permanent support staff across all disciplines from personal assistants to industry specialised support roles in the Queensland metropolitan and regional areas. From sourcing career receptionists to talented office managers, our experienced consultants act as industry specialists, making it their priority to understand company culture, offer in-depth market insights and represent high calibre support professionals in their specialist fields.

market overview

Opportunities for talented business support professionals remain strong, with considerable growth seen specifically within the engineering, mining and construction sectors. The ongoing influx of people into Queensland continues to drive salaries upward, particularly in the areas of project administration, project coordination and junior document control.

We saw increased numbers of opportunities called to market within the professional services sector during 2006. Many iconic brands within the legal, accounting and financial services sectors are growing operations in Brisbane and a number of major players have increased staffing requirements significantly. With skill shortages seen across all industry sectors, the priority has been in attracting talent from interstate and overseas.

As these shortages seem set to continue, clients are focusing on attracting and retaining talent through reward and recognition programs, flexible working conditions and lifestyle benefits. Continuing from the trend in 2006, we expect a large percentage of skilled candidates to choose temporary roles over permanent opportunities in 2007 due to the consistency of the work available and the exposure they receive to a broad cross selection of industries.

salaries | brisbane | business support

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|----------------------------------|-------------------------------------|---------------------------------|
| Administration Assistant | \$32 – 38k | \$20 – 23 |
| Call Centre Manager | \$60 – 100k | \$30 – 45 |
| CS Representative | \$32 – 38k | \$20 – 22 |
| CS Team Leader | \$45 – 50k | \$25 – 27 |
| Data Entry Operator | \$29 – 33k | \$18 – 21 |
| Executive Assistant | \$55 – 65k | \$25 – 30 |
| Inbound Sales Representative | \$32 – 37k | \$19 – 20 |
| Junior Secretary | \$20 – 28k | \$9 – 16 |
| Legal Secretary (0 – 2 yrs' exp) | \$22 – 32k | \$18 – 19 |
| Legal Secretary (2 – 5 yrs' exp) | \$32 – 43k | \$20 – 21 |
| Legal Secretary (5 yrs' + exp) | \$43 – 48k | \$21 – 25 |
| Office Junior | \$14 – 24k | \$8 – 15 |
| Office Manager | \$55 – 70k | \$27 – 35 |
| Outbound Sales Representative | \$19 – 22k | \$35 – 40 |
| Paralegal | \$45 – 60k | \$23 – 30 |
| Personal Assistant | \$45 – 55k | \$22 – 25 |
| Project Administrator | \$40 – 48k | \$22 – 25 |
| Project Coordinator | \$55 – 65k | \$25 – 32 |
| Project Secretary | \$45 – 55k | \$23 – 25 |
| Receptionist | \$32 – 40k | \$18 – 22 |
| Switchboard Operator | \$32 – 37k | \$19 – 22 |
| Team Secretary | \$35 – 45k | \$21 – 24 |
| WP Operator | \$36 – 45k | \$20 – 24 |
| WP Supervisor | \$40 – 50k | \$25 – 27 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

The engineering & operations division of our Brisbane office recruits across a broad range of disciplines needed for the private and public sectors. We recruit contract and permanent employees with the main focus of our business for 2007 being the civil infrastructure, mining & resources, building construction and power generation sectors.

market overview

The Australian engineering sector witnessed enormous growth throughout 2006, and as a result there was continued strong demand for qualified industry professionals. One of the areas displaying exceptional opportunities are Fly In Fly Out roles. Employers are now more than willing to fly employees to and from their place of work in order to satisfy staffing requirements. The market is now looking to countries like the UK, South Africa, South America and Canada to overcome staff shortages.

While the shortfall of experienced candidates is typical of the industry's cyclical nature, we expect the shortfall will continue throughout 2007 with numerous new projects planned. This has had a direct effect on salaries with a large proportion of professional engineers receiving significant salary increases over the past 12 months. Employers are also looking to differentiate themselves from their competitors by offering flexible working weeks, Fly In Fly Out options, paid rental accommodation and project completion bonuses.

Major projects that have recently commenced or are due to commence in 2007 include the Gateway Duplication, North South Bypass Tunnel, Millennium Coal Project, Hail Creek Coal Mine Expansion, Brisbane Airport Terminal Expansion and Dalrymple Bay Coal Terminal Expansion.

Potential future projects in 2007 include Royal Pines Riverside, Seaspray, Springfield Lakes, Varsity Lakes Complex and Whisper Bay.

With these current and future projects, we foresee continued growth in the placement of candidates across all sectors especially in civil infrastructure, mining & resources and building construction. Employers will need to continue to set themselves apart from their competitors in order to gain engineering talent. Above all both public and private sectors will need to continue to invest both time and money in the training and development of future engineers.

| Role | Permanent salary per annum \$Aus |
|---|----------------------------------|
| Infrastructure | |
| Project Manager | \$140 – 180k |
| Project Engineer | \$80 – 100k |
| Civil Engineer | \$80 – 100k |
| Structural Engineer | \$80 – 100k |
| Transport Engineer | \$60 – 80k |
| Traffic Engineer | \$60 – 80k |
| Design Drafters | \$55 – 80k |
| Construction | |
| Construction Manager | \$160 – 200k |
| Project Manager | \$130 – 160k |
| Site Manager | \$110 – 130k |
| General Foreman | \$90 – 110k |
| Contract Manager | \$100 – 120k |
| Contract Administrator | \$80 – 110k |
| Estimator | \$80 – 110k |
| Project Engineer | \$90 – 110k |
| Site Engineer | \$70 – 90k |
| Mining & Resources | |
| Maintenance Manager | \$130 – 160k |
| Mine Superintendent | \$110 – 130k |
| Mining Engineer | \$100 – 140k |
| Metallurgy Engineer | \$80 – 90k |
| Planning Engineer | \$110 – 130k |
| Procurement Manager | \$110 – 130k |
| Power & Energy | |
| Project Controls | \$110 – 130k |
| Project Engineer | \$100 – 110k |
| Power Systems Engineer | \$110 – 130k |
| Project Manager | \$120 – 140k |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | |

Our general management division recruits up to and including CEO level, and covers general managers, senior banking & finance executives, chief operating officers and a full range of senior functional appointments across HR, communications, IT and sales & marketing.

market overview

Queensland has continued its substantial growth well into 2006 with no signs of a market slow down into 2007. The growth has been prevalent in most industry sectors but driven predominantly by the continued expansion of the infrastructure sector in Queensland, with projects set to continue into 2015 and beyond. Also impacting on the Queensland economy is the burgeoning mining industry with a number of key Queensland based projects contributing not only to regional development but state-wide economic advancement. As is to be expected, the growth of these key industry sectors has created a flow-on effect into other industries and the property, construction, retail and banking sectors all saw substantial growth during 2006.

Although the number of opportunities in the local market for candidates at a senior executive level is still limited due to the lack of head office environments in Brisbane, we have definitely seen a marked increase in the number of positions available in the local market. What has also been pleasing and a positive sign for the future, is the flexibility of southern based employers in appointing Brisbane based candidates and not having an expectation that they will relocate to either Sydney or Melbourne for career progression purposes.

Salaries for senior level executives also saw a shift upwards in 2006 and ever more creative remuneration structures are being developed to compete with the globalisation of opportunities at this level. It is no longer the case that a CEO in the Brisbane market would have an expectation of earning significantly less than their counterparts in the Southern States, and this trend seems set to continue.

salaries | brisbane | general management

| Role | Permanent salary per annum \$Aus |
|-------------------------------------|----------------------------------|
| Chief Executive Officer (Corporate) | \$300k+ |
| Chief Operating Officer (Corporate) | \$250k+ |
| Chief Executive Officer (SME) | \$200k+ |
| Chief Operating Officer (SME) | \$150k+ |
| Finance Director (Corporate) | \$250k+ |
| Finance Director (SME) | \$150k+ |
| General Manager/Managing Director | \$170k+ |
| State Manager | \$125k+ |
| HR Director | \$150k+ |
| Marketing Director | \$160k+ |
| Corporate Communications Manager | \$160k+ |
| Chief Information Officer | \$150k+ |
| Sales Director | \$130k+ |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Our Brisbane human resources division recruits permanent and contract roles in all areas of human resources management. Our client base covers all industries, from small companies to large ASX listed organisations, as well as both local and state Government organisations. Due to the diversity of our client base, the function and degree of responsibility placed on individual candidates can vary considerably between organisations.

market overview

Over the last twelve months there has been a clear shift by many organisations towards fully embracing the value add that a dedicated HR function can bring to efficiency, productivity and ultimately profitability levels. Organisations are now aware that within an increasingly tight candidate market it is imperative to maintain a competitive advantage, and an effective HR function can contribute significantly to achieving and maintaining this. HR has now become a driving force behind achieving company objectives and goals and is seen as an integral part of the overall organisational strategic planning process.

Demand for generalist HR professionals is continuing to grow, particularly at the senior levels and for those candidates who hold tertiary qualifications. Alongside the general growth in the market, there has been an increased interest in candidates specialising in the learning and development fields as

organisations become more focused on staff retention and employee engagement strategies. Although there has continued to be a trend in appointing internal recruitment officers, the current and projected candidate shortage has resulted in these in-house recruiters continuing to maintain a multi-channel approach, utilising company branding, media advertising and partnering with recruitment agencies. In particular, this has been seen across national and multinational organisations, which are choosing to partner with agencies that can offer a global presence in sourcing the best candidates and offer increasingly innovative solutions to resourcing shortages.

Whilst the market is strong for those HR professionals seeking permanent employment, there has also been a significant increase in the number of organisations engaging HR professionals on a temporary or contract basis, either to solve specific issues or for specific projects. As a result candidates are able to offer a variety of skills and experience gained across a range of industries, enabling them to continue their professional development and ultimately provide the most innovative solutions to the issues at hand.

Indications for 2007 are that the market will continue to have a strong demand for tertiary qualified HR professionals, with industry sectors such as construction, property, engineering, energy and resources leading the growth.

salaries | brisbane | human resources

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---------------------------------------|-------------------------------------|---------------------------------|
| HR Administrator | \$35 – 40k | \$20 – 22 |
| HR Co-ordinator | \$40 – 45k | \$22 – 25 |
| HR Officer | \$45 – 50k | \$25 – 28 |
| HR Graduate | \$40 – 45k | \$20 – 23 |
| HR Advisor (1 – 3 yrs' exp) | \$50 – 65k | \$25 – 33 |
| HR Advisor (5 yrs'+ exp) | \$65 – 80k | \$35 – 45 |
| Senior HR Advisor | \$75 – 90k | \$45 – 55 |
| HR Consultant | \$55 – 65k | \$30 – 35 |
| HR Manager | \$80 – 120k | \$45 – 65 |
| National HR Manager | \$110k+ | \$70+ |
| HR Director | \$150k+ | \$90+ |
| Recruitment Officer | \$50 – 70k | \$25 – 35 |
| Recruitment Manager | \$65 – 90k | \$35 – 48 |
| Learning & Development Officer | \$55 – 65k | \$28 – 35 |
| Learning & Development Manager | \$100k+ | \$52 |
| Industrial/Employee Relations Officer | \$65 – 80k | \$35 – 45 |
| Industrial/Employee Relations Manager | \$90 – 130k | \$50 – 70 |
| OH&S Officer | \$50 – 60k | \$30 – 35 |
| OH&S Manager | \$80 – 110k | \$43 – 60 |
| Training Co-ordinator | \$45 – 55k | \$25 – 30 |
| Training Officer | \$55 – 65k | \$30 – 35 |
| Training Manager | \$80 – 100k | \$45 – 55 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Our information technology division provides value-added recruitment solutions across the IT sector, from senior level appointments including chief information officers, specialist consultants and project directors through to technical infrastructure and software development positions at a support level. With a team of highly experienced, locally based consultants, we are well positioned to offer recruitment solutions, on both a permanent and contract basis.

market overview

The Brisbane IT job market experienced significant expansion in 2006 resulting in the market facing a severe candidate shortage, the likes of which has not been seen since the market peaked in early 2000. The large number of newly created development projects undertaken in 2006 played a major role in creating the high demand for skilled candidates. Of significant impact were a number of state-wide, national and even global IT projects in both the commercial and Government sectors.

The greatest impact of these shortages has been in the areas relating to software development projects. The need for skilled technical resources with software development project experience in areas such as project management, testing, technical and business analysis have been at an all time high; whilst infrastructure focused roles have remained fairly constant. This trend is predicted to continue into at least mid 2007.

Whilst the majority of private sector organisations are still opting to operate their IT services from head offices in Sydney and Melbourne, there has been a slight increase in the number of higher-end management and CIO level roles being offered in the Brisbane market. The national candidate shortage has forced more organisations into being flexible in respect of the location of senior level roles and, as a result, the opportunities for senior executives in the Brisbane market have shown signs of growth.

The outlook for 2007 is for a continued increase in the demand for experienced IT resources in Brisbane. Many organisations have already begun to focus on staff retention issues to avoid the need to recruit permanent staff, however the number of significant projects being undertaken in the Brisbane marketplace will ensure that the contract market will remain buoyant well into the last quarter of 2007.

salaries | brisbane | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Chief Information Officer/Chief Technology Office | \$140k+ | |
| IT Director | \$120k+ | |
| Manager – IT | \$80 – 120k | \$90 – 150 |
| Manager – Infrastructure Services | \$70 – 100k | \$65 – 100 |
| Manager – Development | \$85 – 110k | \$75 – 120 |
| Manager – Help Desk | \$60 – 90k | \$50 – 80 |
| Manager – Testing – Applications and Infrastructure | \$60 – 100k | \$70 – 100 |
| Project Director | \$100 – 130k | \$90 – 140 |
| Project Manager (1 – 2 yrs' exp) | \$55 – 70k | \$55 – 65 |
| Project Manager (3 – 5 yrs' exp) | \$75 – 100k | \$65 – 85 |
| Project Manager (5+ yrs' exp) | \$90 – 120k | \$80 – 120 |
| Business Analyst (1 – 3 yrs' exp) | \$50 – 65k | \$45 – 60 |
| Business Analyst (4 – 6 yrs' exp) | \$65 – 75k | \$55 – 80 |
| Business Analyst (6+ yrs' exp) | \$75 – 95k | \$70 – 105 |
| Consultant (1 – 3 yrs' exp) | \$60 – 80k | \$60 – 75 |
| Experienced Consultant (2 – 5 yrs' exp) | \$90 – 120k | \$70 – 120 |
| Manager/Senior Consultant/Director (5+ yrs' exp) | \$100 – 140k | \$80 – 130 |
| ERP Consultant Functional | \$80 – 120k | \$80 – 110 |
| ERP Consultant Technical | \$80 – 120k | \$80 – 120 |
| Hardware Engineer (1 – 3 yrs' exp) | \$40 – 55k | \$30 – 40 |
| Hardware Engineer (3 – 6 yrs' exp) | \$50 – 65k | \$45 – 55 |
| Help Desk/PC Support/Apps Support (1 – 3 yrs' exp) | \$35 – 50k | \$25 – 35 |
| Help Desk/Desktop Support/Apps Support (3 – 5 yrs' exp) | \$45 – 60k | \$35 – 50 |
| LAN Support/Administration (level 1/2) (2 – 4 yrs' exp) | \$45 – 60k | \$35 – 55 |
| LAN Support/Administration (level 3/4) (5+ yrs' exp) | \$50 – 80k | \$45 – 60 |
| Security Specialist (1 – 3 yrs' exp) | \$50 – 70k | \$50 – 70 |
| Security Specialist (3+ yrs' exp) | \$70 – 90k | \$60 – 90 |
| WAN/Communications Engineer (1 – 2 yrs' exp) | \$40 – 60k | \$30 – 50 |
| WAN/Communications Engineer (2 – 4 yrs' exp) | \$55 – 75k | \$40 – 70 |
| WAN/Communications Engineer (5+ yrs' exp) | \$75 – 90k | \$70 – 100 |
| Systems Administrator – Unix, NT, Novell (1 – 3 yrs' exp) | \$45 – 65k | \$30 – 60 |
| Systems Administrator – Unix, NT, Novell (3 – 6 yrs' exp) | \$65 – 90k | \$50 – 80 |
| Database Administrator – SQL Server, Sybase, DB2 (2 – 5 yrs' exp) | \$50 – 75k | \$45 – 70 |
| Database Administrator – SQL Server, Sybase, DB2 (6+ yrs' exp) | \$70 – 95k | \$60 – 100 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | brisbane | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|-------------------------------------|---------------------------------|
| Database Administrator – Oracle (2 – 5 yrs’ exp) | \$55 – 85k | \$60 – 80 |
| Database Administrator – Oracle (6+ yrs’ exp) | \$70 – 100k | \$60 – 100 |
| Analyst Programmer – Database (2 – 3 yrs’ exp) | \$45 – 60k | \$45 – 60 |
| Analyst Programmer – Database (3 – 5 yrs’ exp) | \$50 – 70k | \$55 – 65 |
| Analyst Programmer – Database (5+ yrs’ exp) | \$60 – 90k | \$65 – 90 |
| Analyst Programmer – VB, ASP, WEB (0 – 2 yrs’ exp) | \$35 – 50k | \$30 – 40 |
| Analyst Programmer – VB, ASP, WEB (3 – 5 yrs’ exp) | \$50 – 75k | \$40 – 60 |
| Analyst Programmer – VB, ASP, WEB, NET (6+ yrs’ exp) | \$65 – 95k | \$60 – 80 |
| Mainframe Analyst Programmer (3+ yrs’ exp) | \$45 – 70k | \$35 – 60 |
| Mainframe Analyst Programmer (6+ yrs’ exp) | \$65 – 90k | \$55 – 80 |
| Software Engineer – Java, OO, C++, Delphi (1 – 2 yrs’ exp) | \$35 – 55k | \$40 – 60 |
| Software Engineer – Java, OO, C++, Delphi (3 – 5 yrs’ exp) | \$45 – 60k | \$55 – 70 |
| Software Engineer – Java, OO, C++, Delphi (6+ yrs’ exp) | \$50 – 70k | \$60 – 75 |
| Quality Analyst (QA) | \$70 – 100k | \$55 – 70 |
| Tester (1 – 3 yrs’ exp) | \$45 – 60k | \$40 – 60 |
| Tester (3 – 5 yrs’ exp) | \$60 – 80k | \$55 – 70 |
| Web Graphic Design/Developer (0 – 3 yrs’ exp) | \$35 – 50k | \$30 – 50 |
| Web Graphic Design/Developer (3+ yrs’ exp) | \$55 – 80k | \$50 – 70 |
| Technical Writer/Editor (0 – 3 yrs’ exp) | \$45 – 60k | \$40 – 50 |
| Technical Writer/Editor (6+ yrs’ exp) | \$60 – 90k | \$50 – 65 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Our Brisbane sales, marketing & communications division recruits for permanent and contract positions across all major sectors including banking & financial services, professional services, engineering, construction, property, mining, resources, energy & water, information technology, telecommunications, FMCG and local and state Government. Roles vary from graduate level to senior management with salaries ranging from \$40k to \$200k plus.

market overview

As the economy continues to drive forward in Queensland and unemployment remains at an all time low, businesses are focused on maximising their returns in a very buoyant market and are hiring consistently within the sales, marketing and communications/public relations arenas.

Candidates with specialist skills in the banking, financial services, information technology and telecommunications sectors have been in high demand, with a particular call for those demonstrating longevity and a track record of over achieving sales targets. The broad engineering, construction, property, mining, resources, energy and water sectors saw massive growth in Queensland in 2006, creating demand for skilled communications, community relations and stakeholder relations professionals. As organisations continue to develop a more customer centric approach, there has been an increase in demand for analytical marketers who possess a more comprehensive understanding of customer relationship management capabilities.

salaries | brisbane | sales, marketing & communications

| Role | Permanent salary per annum \$Aus |
|--|-------------------------------------|
| Account Director (3 – 5 yrs' exp) | \$90 – 110k |
| Account Director (6+ yrs' exp) | \$100 – 140k |
| Account Manager 2 – 3 yrs' exp) | \$60 – 80k |
| Account Manager 4 – 5 yrs' exp) | \$75 – 115k |
| Acquisitions Executive | \$55 – 70k |
| Acquisitions Manager | \$65 – 110k |
| Advertising Account Manager | \$70 – 90k |
| Alliances Manager | \$90 – 110k |
| Assistant Brand/Product Manager | \$65 – 90k |
| Brand/Product Manager | \$80 – 110k |
| Business Development Manager (2 – 3 yrs' exp) | \$60 – 80k |
| Business Development Manager (4 – 5 yrs' exp) | \$75 – 120k |
| Campaign Manager | \$60 – 90k |
| Channel Manager | \$75 – 120k |
| Communications Executive | \$55 – 75k |
| Communications Executive (Senior) | \$70 – 85k |
| Communications Manager | \$80 – 130k |
| Communications Director | \$105 – 150k |
| Community Relations Officer (2 – 3 yrs' exp) | \$50 – 65k |
| Community Relations Officer (4+ yrs' exp) | \$65 – 90k |
| Community Relations Manager/Team Leader | \$90 – 120k |
| Corporate Affairs Executive | \$75 – 110k |
| Corporate Affairs Manager | \$80 – 120k |
| Direct Marketing Manager | \$75 – 100k |
| Fundraising/Sponsorships Manager | \$60 – 85k |
| Marketing Assistant/Coordinator | \$40 – 50k |
| Marketing Executive | \$45 – 55k |
| Marketing Manager (2 – 3 yrs' exp) | \$70 – 85k |
| Marketing Manager (4+ yrs' exp) | \$85 – 100k |
| Marketing Director (3 – 5 yrs' exp) | \$110 – 150k |
| Marketing Director (6+ yrs' exp) | \$150 – 220k |
| Media Relations Manager | \$80 – 110k |
| Public Relations Consultant (2 – 3 yrs' exp) | \$60 – 80k |
| Public Relations Consultant (4 – 5 yrs' exp) | \$80 – 100k |
| Public Relations Manager In-house (2 – 3 yrs' exp) | \$60 – 75k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | brisbane | sales, marketing & communications

| Role | Permanent salary per annum \$Aus |
|--|-------------------------------------|
| Public Relations Manager In-house (4 – 5 yrs' exp) | \$80 – 100k |
| Relationship Manager | \$80 – 120k |
| Sales and Marketing Director (3 – 5 yrs' exp) | \$130 – 150k |
| Sales and Marketing Director (6+ yrs' exp) | \$120 – 200k |
| Sales and Marketing Manager (2 – 3 yrs' exp) | \$90 – 120k |
| Sales and Marketing Manager (4 – 5 yrs' exp) | \$100 – 140k |
| Sales Director | \$110 – 180k |
| Sales Executive (2 – 3 yrs' exp) | \$55 – 70k |
| Sales Executive (4 – 5 yrs' exp) | \$70 – 90k |
| Sales Manager (2 – 3 yrs' exp) | \$90 – 130k |
| Sales Manager (4 – 5 yrs' exp) | \$110 – 140k |
| Sales/Marketing Analyst | \$50 – 90k |
| Segment Manager (2 – 3 yrs' exp) | \$70 – 90k |
| Segment Manager (4 – 5 yrs' exp) | \$90 – 120k |
| State Sales Manager | \$110 – 140k |
| State Sales Director | \$130 – 160k |
| Stakeholder Relations Manager | \$90 – 150k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Our financial services division recruits at all levels of seniority for permanent, contract and temporary positions within retail, corporate and investment banking, fund management, broking, superannuation and insurance. Over the last twelve months, we have experienced organic growth, particularly within the wealth management, accounting and general management areas of our business. However, our core business remains the recruitment of senior and mid-level accounting professionals and banking operations staff.

market overview

In Melbourne, the market tends to be split into three markets; operations, finance and front office. Technology, compliance and a buoyant market have changed all three areas significantly over the last year.

With increased automation and regulatory control, combined with Melbourne's high confidence market, most areas of this sector continue to experience major labour shortages. These shortages have heightened the importance of transferable skills within the labour market and thus have encouraged a different perspective in seeking high achieving talent. Another factor, effecting particularly the wealth management and investments sector, has been the ever-increasing popularity of superannuation and retirement products. This is a characteristic of an ageing population and a growing emphasis on private wealth management.

The financial services sector has been largely driven by strong business confidence which has endured for the last three years. The gap between experienced and inexperienced candidates has grown and thus the apparent shortage of staff with applicable skills has forced salaries upwards. Whilst compliance related changes continue to impact on the market in financial services, the shortage of staff has resulted in a large amount of counter-offering and the artificial inflation of salaries.

During 2006, the industry average for wage rises was approximately 15%, if not slightly higher. The shortage of high calibre personnel has inflated salaries and created the need for many of our clients to develop strategic initiatives for retaining their staff. This is very much a characteristic of a market that is rapidly becoming more competitive.

One of the most effective methods employers are utilising to source talent in a candidate short market is to utilise Robert Walters' International Candidate Management network. We have also seen an increase in press advertising. The importance of developing a partnership approach with our clients and candidates has never been more important than during this time. Using Robert Walters exclusively allows both our valued candidates and our clients the capacity to manage their relationship with the due care and process it deserves.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|----------------------------------|------------------------------|
| Banking | | |
| Administration Officer | \$35 – 45k | \$18 – 22 |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$42 – 55k | \$20 – 25 |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$48 – 80k | \$35 – 50 |
| Credit Risk Analyst (6+ yrs' exp) | \$70 – 100k | \$45 – 80 |
| Document Preparation – Commercial | \$35 – 50k | \$20 – 25 |
| Document Preparation – Retail | \$35 – 50k | \$20 – 25 |
| Lending Settlements Clerk | \$35 – 45k | \$20 – 22 |
| Lending Support | \$35 – 55k | \$20 – 22 |
| Operations Manager (0 – 2 yrs' exp) | \$55 – 80k | \$35 – 40 |
| Operations Manager (3 – 5 yrs' exp) | \$75 – 120k | \$40 – 60 |
| Operations Manager (6+ yrs' exp) | \$100k+ | \$50+ |
| Relationship Manager – Corporate | \$75 – 130k | \$40 – 60 |
| Relationship Manager – Institutional | \$75 – 130k | \$40 – 60 |
| Relationship Manager – SME | \$75 – 130k | \$40 – 60 |
| Retail Credit Assessment | \$38 – 50k | \$20 – 22 |
| Senior Credit Analyst (6+ yrs' exp) | \$60 – 100k | \$40 – 50 |
| Settlements – Financial Markets (6+ yrs' exp) | \$38 – 52k | \$22 – 30 |
| Business Banking | | |
| Accounts Assistant (0 – 2 yrs' exp) | \$40 – 45k | \$18 – 20 |
| Accounts Assistant (3 – 5 yrs' exp) | \$50 – 55k | \$20 – 25 |
| Compliance Manager (0 – 2 yrs' exp) | \$75 – 90k | \$40 – 50 |
| Compliance Manager (3 – 5 yrs' exp) | \$100k | \$50 – 70 |
| Confirmations (0 – 2 yrs' exp) | \$45 – 50k | \$20 – 22 |
| Confirmations (3 – 5 yrs' exp) | \$50 – 55k | \$30 |
| Corporate Actions (0 – 2 yrs' exp) | \$42 – 48k | \$20 – 25 |
| Corporate Actions (3 – 5 yrs' exp) | \$55 – 80k | \$25 – 30 |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$40 – 55k | \$25 – 30 |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$50 – 100k | \$40 – 45 |
| Credit Risk Analyst (6+ yrs' exp) | \$100 – 130k | \$45 – 60 |
| Fund Accountant (0 – 2 yrs' exp) | \$40 – 55k | \$22 – 27 |
| Fund Accountant (3 – 5 yrs' exp) | \$55 – 70k | \$25 – 35 |
| Margin Lending Officer (0 – 2 yrs' exp) | \$40 – 50k | \$20 – 22 |
| Margin Lending Officer (3 – 5 yrs' exp) | \$50 – 80k | \$22 – 27 |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Market Risk Analyst (0 – 2 yrs' exp) | \$70 – 90k | \$35 – 45 |
| Operations Manager (0 – 2 yrs' exp) | \$65 – 80k | \$30 – 40 |
| Operations Manager (3 – 5 yrs' exp) | \$80 – 120k | \$40 – 80 |
| Operations Manager (6+ yrs' exp) | \$120k+ | \$60 – 100 |
| Para-Planner – Studying | \$45 – 50k | \$25 – 30 |
| Para-Planner – DFP Qualified | \$50 – 75k | \$30 – 40 |
| Portfolio Funds Administration | \$40 – 55k | \$22 – 30 |
| Portfolio Funds Manager | \$80 – 100k | \$35 – 45 |
| Relationship Manager – Corporate | \$90 – 120k | \$40 – 55 |
| Relationship Manager – Institutional | \$100 – 180k | \$40 – 90 |
| Relationship Manager – SME | \$70 – 120k | \$40 – 70 |
| Settlements (0 – 2 yrs' exp) | \$34 – 48k | \$22 – 27 |
| Settlements (3 – 5 yrs' exp) | \$40 – 55k | \$22 – 30 |
| Treasury Manager | \$100 – 140k | \$45 – 60 |
| Treasury Settlements | \$45 – 50k | \$22 – 27 |
| Financial Services | | |
| Client Services Officer (3 – 5 yrs' exp) | \$38 – 48k | \$25 – 35 |
| Compliance Officer (3 – 5 yrs' exp) | \$50 – 65k | \$25 – 30 |
| Dealers Assistant (0 – 2 yrs' exp) | \$45 – 55k | \$22 – 27 |
| Insurance Claims Processing | \$38 – 45k | \$22 – 27 |
| Insurance Claims Supervisor | \$40 – 55k | \$22 – 25 |
| Insurance Team Leader | \$55 – 85k | \$30 |
| Insurance Underwriter (3 – 5 yrs' exp) | \$50 – 65k | \$22 – 32 |
| Investment Administration (2 – 4 yrs' exp) | \$50 – 85k | \$25 – 40 |
| Portfolio Funds Administration | \$40 – 55k | \$25 – 30 |
| Portfolio Funds Manager | \$50 – 60k | \$27 – 32 |
| Settlements Officer (Funds) (3 – 5 yrs' exp) | \$45 – 60k | \$22 – 27 |
| Settlements Officer (Stockbroking) (6+ yrs' exp) | \$60 – 70k | \$27 – 35 |
| Superannuation Administration | \$40 – 55k | \$22 – 27 |
| Superannuation Client Services | \$38 – 45k | \$20 – 24 |
| Superannuation Compliance | \$50 – 60k | \$25 – 30 |
| Investment Administration | \$40 – 55k | \$22 – 27 |
| Portfolio Funds Administration | \$40 – 55k | \$22 – 27 |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Middle Office & Finance | | |
| Accounts Clerk | \$35 – 45k | \$20 – 22 |
| Assistant Accountant | \$40 – 55k | \$22 – 25 |
| Auditor | \$65 – 95k | \$35 – 45 |
| Business Analyst (6+ yrs' exp) | \$95k | \$50+ |
| Financial Accountant CA/CPA (0 – 2 yrs' exp) | \$50 – 70k | \$25 – 35 |
| Financial Accountant CA/CPA (3 – 5 yrs' exp) | \$70 – 90k | \$35 – 45 |
| Financial Accountant CA/CPA (6+ yrs' exp) | \$90k+ | \$45+ |
| Financial Accountant Degree (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Financial Accountant Degree (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Financial Accountant Degree (6+ yrs' exp) | \$80k+ | \$40+ |
| Financial Controller (6+ yrs' exp) | \$85k+ | \$45+ |
| Fund Accountant CA/CPA (0 – 2 yrs' exp) | \$50 – 70k | \$25 – 35 |
| Fund Accountant CA/CPA (3 – 5 yrs' exp) | \$70 – 90k | \$35 – 45 |
| Fund Accountant CA/CPA (6+ yrs' exp) | \$85k+ | \$45+ |
| Fund Accountant Degree (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Fund Accountant Degree (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Fund Accountant Degree (6+ yrs' exp) | \$75k+ | \$40+ |
| Internal Auditor CA/CPA (0 – 2 yrs' exp) | \$50 – 70k | \$25 – 35 |
| Internal Auditor CA/CPA (3 – 5 yrs' exp) | \$70 – 90k | \$35 – 45 |
| Internal Auditor CA/CPA (6+ yrs' exp) | \$85k+ | \$45+ |
| Internal Auditor Degree (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Internal Auditor Degree (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Internal Auditor Degree (6+ yrs' exp) | \$80k+ | \$40+ |
| Management Accountant CA/CPA (0 – 2 yrs' exp) | \$50 – 70k | \$25 – 35 |
| Management Accountant CA/CPA (3 – 5 yrs' exp) | \$70 – 90k | \$35 – 45 |
| Management Accountant CA/CPA (6+ yrs' exp) | \$85k+ | \$45+ |
| Management Accountant Degree (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Management Accountant Degree (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Management Accountant Degree (6+ yrs' exp) | \$75k+ | \$40+ |
| Product Accountant CA/CPA (0 – 2 yrs' exp) | \$65 – 80k | \$35 – 40 |
| Product Accountant CA/CPA (3 – 5 yrs' exp) | \$75 – 90k | \$40 – 45 |
| Product Accountant CA/CPA (6+ yrs' exp) | \$85k+ | \$45+ |
| Product Accountant Degree (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 30 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Product Accountant Degree (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Product Accountant Degree (6+ yrs' exp) | \$78k+ | \$40+ |
| Product Controller – Non Qualified | \$55 – 70k | \$30 – 35 |
| Product Controller | \$70k+ | \$35+ |
| Statutory Fund Accountant | \$70 – 90k | \$35 – 45 |
| Tax Accountant | \$70 – 90k | \$35 – 45 |
| Operations | | |
| Corporate Actions Clerk (0 – 2 yrs' exp) | \$45 – 55k | \$22 – 27 |
| Corporate Actions Manager (3 – 5 yrs' exp) | \$80 – 100k | \$40 – 50 |
| Derivatives Documentation Clerk (0 – 2 yrs' exp) | \$45 – 55k | \$22 – 27 |
| Derivatives Operations Manager (3 – 5 yrs' exp) | \$80 – 100k | \$42 – 55+ |
| Derivatives Supervisor | \$55 – 75k | \$30 – 42+ |
| Equities Clerk (0 – 2 yrs' exp) | \$45 – 55k | \$22 – 27 |
| Equities Supervisor (3 – 5 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Equities Operations Manager (6+ yrs' exp) | \$75 – 95k | \$40 – 55 |
| Fixed Income Clerk (0 – 2 yrs' exp) | \$45 – 55k | \$25 – 30 |
| Fixed Income Supervisor (3 – 5 yrs' exp) | \$55 – 60k | \$30 – 40 |
| Fixed Income Operations Manager (6+ yrs' exp) | \$80 – 100k | \$40 – 50 |
| Fund Administrator – Custody (0 – 2 yrs' exp) | \$45 – 55k | \$22 – 27 |
| Fund Administrator – Custody Senior (3 – 5 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Fund Administrator – Fund Management (0 – 2 yrs' exp) | \$42 – 48k | \$22 – 27 |
| FX Clerk (0 – 2 yrs' exp) | \$42 – 48k | \$22 – 27 |
| FX Supervisor (3 – 5 yrs' exp) | \$50 – 70k | \$30 – 45 |
| FX Operations Manager (6+ yrs' exp) | \$80 – 100k | \$40 – 55 |
| Junior Settlements Clerk Degree (0 – 2 yrs' exp) | \$42 – 48k | \$22 – 27 |
| Junior Settlements Clerk HSC (0 – 2 yrs' exp) | \$40 – 45k | \$18 – 20 |
| Margin Lending (0 – 2 yrs' exp) | \$40 – 50k | \$23 – 25 |
| Senior Margin Lending (3 – 5 yrs' exp) | \$50 – 60k | \$27 – 35 |
| Senior Derivates Clerk (3 – 5 yrs' exp) | \$40 – 55k | \$22 – 30 |
| Senior Equities Clerk (3 – 5 yrs' exp) | \$45 – 55k | \$22 – 30 |
| Senior Fixed Income Clerk (3 – 5 yrs' exp) | \$45 – 55k | \$22 – 30 |
| Risk Management | | |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$55 – 80k | \$30 – 40 |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$80 – 120k | \$40 – 60 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Credit Risk Analyst (6+ yrs' exp) | \$100k+ | \$50+ |
| Compliance – Degree (0 – 2 yrs' exp) | \$45 – 60k | \$25 – 30 |
| Compliance – Degree (3 – 5 yrs' exp) | \$60 – 90k | \$30 – 45 |
| Compliance – Degree (6+ yrs' exp) | \$90k+ | \$45 – 60 |
| Market Risk – Degree (0 – 2 yrs' exp) | \$45 – 60k | \$25 – 30 |
| Market Risk – Degree (3 – 5 yrs' exp) | \$60 – 80k | \$30 – 45 |
| Market Risk – Degree (6+ yrs' exp) | \$80k+ | \$45 – 60 |
| Quantitative Risk (0 – 2 yrs' exp) | \$50 – 80k | \$25 – 30 |
| Quantitative Risk (3 – 5 yrs' exp) | \$80 – 100k | \$30 – 45 |
| Quantitative Risk (6+ yrs' exp) | \$120k+ | \$45 – 65 |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

Our commerce & industry division provides blue-chip corporates, SMEs, public sector and Government organisations with the very best in accounting and finance recruitment solutions. Our permanent, contract and temporary teams recruit professionally qualified individuals with prior commercial or chartered accounting experience, as well as part-qualified graduates and undergraduates. Qualified roles range from chief financial officer, finance director and financial controller to auditor, financial and commercial analyst and management accountant.

market overview

The Melbourne and Australian market continues to be driven by the strong business confidence which has characterised the previous three to four years. The resulting skills shortage has forced salaries upwards and accelerated the career paths of many candidates. Whilst the initial impact has lessened, compliance related changes do continue to impact on the market in commerce and industry. The general shortage of staff has also resulted in a large amount of multiple offers and counter-offering for candidates, in turn leading to the further inflation of salaries.

The temporary and contract market has also seen very similar pressures to permanent recruitment. Consequently organisations are turning to the overseas candidate market to ease this pressure, in many cases achieving relative cost savings and in the process gaining very well qualified candidates looking to secure their first move into the local market.

Further pressure on salaries comes from the chartered sector, where remuneration levels have continued to keep pace with the wider commercial environment, thus increasing the premium required to attract the high calibre staff away from practice.

The recruitment market has been significantly affected by a number of key corporate transformation projects. These campaigns have exacerbated the candidate shortages, particularly for those with strong commercial, project or change management skills. This will continue to drive increased demand for high calibre candidates well into 2007 and the market for candidates will be similar if not more competitive than the last 12 months. Experienced and qualified finance professionals will remain in high demand, and employers will need to be prepared to invest in appropriate search tools to find the appropriate skills. Innovation in terms of recruitment tools and practices will become increasingly important, as will factors additional to salaries on offer, for example wide ranging benefits packages and clearly defined career progression pathways.

salaries | melbourne | accounting & finance – commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Accounts Assistant (0 – 2 yrs' exp) | \$33 – 38k | \$20 – 22 |
| Accounts Assistant (3 – 5 yrs' exp) | \$38 – 45k | \$23 – 25 |
| Accounts Assistant (6+ yrs' exp) | \$45 – 50k+ | \$25 – 28+ |
| Accounts Clerk (0 – 2 yrs' exp) | \$25 – 30k | \$33 – 38 |
| Accounts Clerk (3 – 5 yrs' exp) | \$30 – 35k | \$38 – 45 |
| Accounts Clerk (6+ yrs' exp) | \$35 – 40k+ | \$45 – 50 |
| Accounts Payable/Receivable – Junior (0 – 2 yrs' exp) | \$35 – 45k | \$20 – 22 |
| Accounts Payable/Receivable – Manager (6+ yrs' exp) | \$60 – 80k+ | \$30 – 40+ |
| Accounts Payable/Receivable – Supervisor (3 – 5 yrs' exp) | \$40 – 60k | \$23 – 30 |
| Assistant Accountant CA/CPA (0 – 2 yrs' exp) | \$40 – 50k | \$23 – 25 |
| Assistant Accountant CA/CPA (3 – 5 yrs' exp) | \$50 – 65k | \$25 – 30 |
| Assistant Accountant CA/CPA (6+ yrs' exp) | \$65 – 75k+ | \$30 – 38+ |
| Assistant Accountant Degree (0 – 2 yrs' exp) | \$40 – 45k | \$20 – 25 |
| Assistant Accountant Degree (3 – 5 yrs' exp) | \$45 – 60k | \$25 – 30 |
| Assistant Accountant Degree (6+ yrs' exp) | \$60 – 70k+ | \$30 – 35+ |
| Audit Manager | \$100 – 160k+ | \$50 – 80+ |
| Auditor (0 – 2 yrs' exp) | \$45 – 65k | \$25 – 30 |
| Auditor (3 – 5 yrs' exp) | \$65 – 100k | \$30 – 50 |
| Auditor (6+ yrs' exp) | \$100 – 120k+ | \$50 – 60+ |
| Billings Analyst (0 – 2 yrs' exp) | \$40 – 60k | \$20 – 30 |
| Billings Analyst (3 – 5 yrs' exp) | \$60 – 80k | \$30 – 40 |
| Billings Analyst (6+ yrs' exp) | \$80 – 100k+ | \$40 – 50+ |
| Book Keeper (0 – 2 yrs' exp) | \$40 – 45k | \$20 – 25 |
| Book Keeper (3 – 5 yrs' exp) | \$45 – 65k | \$25 – 30 |
| Book Keeper (6+ yrs' exp) | \$65 – 70k+ | \$30 – 35+ |
| Business/Financial Analyst (0 – 2 yrs' exp) | \$60 – 75k | \$30 – 35 |
| Business/Financial Analyst (3 – 5 yrs' exp) | \$75 – 100k | \$35 – 50 |
| Business/Financial Analyst (6+ yrs' exp) | \$100 – 130k+ | \$50 – 65+ |
| Chief Financial Officer | \$150 – 250k+ | \$80 – 125+ |
| Commercial/Planning Manager | \$100 – 150k+ | \$50 – 75+ |
| Company Accountant | \$110 – 150k+ | \$50 – 75+ |
| Corporate Finance (0 – 2 yrs' exp) | \$55 – 75k | \$25 – 30 |
| Corporate Finance (3 – 5 yrs' exp) | \$70 – 120k | \$30 – 50 |
| Corporate Finance (6+ yrs' exp) | \$120 – 150k+ | \$50 – 75+ |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | melbourne | accounting & finance – commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|-------------------------------------|---------------------------------|
| Cost Accountant (0 – 2 yrs' exp) | \$50 – 70k | \$25 – 30 |
| Cost Accountant(3 – 5 yrs' exp) | \$70 – 90k | \$30 – 40 |
| Cost Accountant (6+ yrs' exp) | \$90 – 100k+ | \$40 – 50+ |
| Credit Controller | \$45 – 60k | \$20 – 30 |
| Credit Manager | \$60 – 90k+ | \$30 – 45+ |
| Finance Director – Large Organisation | \$150 – 250k+ | \$75 – 125+ |
| Finance Director – Small/Medium Organisation | \$100 – 175k+ | \$50 – 75 |
| Finance Manager (0 – 2 yrs' exp) | \$80 – 90k | \$40 – 45 |
| Finance Manager (3 – 5 yrs' exp) | \$90 – 120k | \$45 – 60 |
| Finance Manager (6+ yrs' exp) | \$120 – 150k+ | \$60 – 75+ |
| Financial Accountant (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Financial Accountant (3 – 5 yrs' exp) | \$60 – 90k | \$30 – 45 |
| Financial Accountant (6+ yrs' exp) | \$90 – 120k+ | \$45 – 60+ |
| Financial Analyst (0 – 2 yrs' exp) | \$60 – 75k | \$30 – 35 |
| Financial Analyst (3 – 5 yrs' exp) | \$75 – 100k | \$35 – 50 |
| Financial Analyst (6+ yrs' exp) | \$100 – 120k+ | \$50 – 60+ |
| Financial Controller – Large Organisation | \$100 – 150k | \$50 – 75+ |
| Financial Controller – Small/Medium Organisation | \$80 – 140k+ | \$40 – 70+ |
| Graduate Accountant | \$40 – 50k+ | \$20 – 25+ |
| Group Accountant | \$120 – 160k+ | \$60 – 80+ |
| Group Financial Controller | \$145 – 185k+ | \$75 – 90+ |
| Group Management Accountant | \$125 – 170k+ | \$60 – 85+ |
| Internal Auditor – Junior | \$55 – 85k | \$30 – 40 |
| Internal Auditor – Manager | \$85 – 125k | \$45 – 60+ |
| Management Accountant (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 30 |
| Management Accountant (3 – 5 yrs' exp) | \$60 – 90k | \$30 – 45 |
| Management Accountant (6+ yrs' exp) | \$90 – 120k+ | \$45 – 60+ |
| Payroll Manager | \$80 – 90k+ | \$40 – 45+ |
| Payroll Supervisor (5+ yrs' exp) | \$60 – 80k | \$30 – 40 |
| Pricing Analyst | \$75 – 90k+ | \$35 – 45+ |
| Senior Credit Manager (8+ yrs' exp) | \$80 – 100k+ | \$40 – 50+ |
| Systems Accountant (0 – 2 yrs' exp) | \$50 – 70k | \$30 – 35 |
| Systems Accountant (3 – 5 yrs' exp) | \$70 – 90k | \$35 – 45 |
| Systems Accountant (6+ yrs' exp) | \$90 – 110k+ | \$45 – 55+ |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Tax Accountant (0 – 2 yrs' exp) | \$50 – 60k | \$25 – 35 |
| Tax Accountant (3 – 5 yrs' exp) | \$60 – 90k | \$35 – 45 |
| Tax Accountant – (6+ yrs' exp) | \$90 – 120k | \$45 – 50 |
| Tax Manager | \$120 – 200k+ | \$50 – 100+ |
| Treasury Accountant | \$85 – 125k+ | \$45 – 60+ |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

Our call centre & customer service division specialises in placing temporary, contract and permanent professionals across a wide range of industry sectors. Our consultants have extensive experience within the call centre and recruitment industries and possess both local and overseas knowledge. Given the specialised nature of the team, we are able to offer recruitment solutions tailored to meet client needs. We can tailor the recruitment process to cover any of the following:

- Assessment centres
- Behavioural interviews
- Bulk recruitment
- Group exercises
- Psychometric testing
- Reference checking
- Role plays
- Testing interviews
- Testing – packages
- Testing – typing and data entry

The industries we recruit for include:

- Banking/finance/insurance
- E-commerce/information technology/consulting
- FMCG
- Health/medical/pharmaceuticals
- Retail
- Security
- Telecommunications
- Transport/distribution
- Travel

The Melbourne call centre industry experienced unprecedented growth during 2006. The demand for call centre operators was far higher than the applicants in the market place. As a result, there was a noticeable increase in salaries. Many organisations also introduced bonuses and commission for both inbound and outbound call centre operators, as staff retention became the main priority for most call centres. There was also a high emphasis on learning and development as call centre managers looked towards training entry level candidates to fulfil their resourcing demands.

The demand for qualified workforce analysis/planners and trainers also intensified. As a result salaries have also increased to allow for the shortage of quality candidates in the marketplace. These amounts have been variable depending on the industry. Team leader positions remained stable with not much demand or turnover. It is anticipated that 2007 will be a growth area for e-learning as this area is becoming increasingly popular with some organisations on-selling this as a separate business function.

The greatest challenge for employers in 2007 will be trying to retain current staff and keep them within the call centre industry. Candidates are now looking for growth opportunities as well as increases in salary and incentives. 2007 will most likely see small to medium call centres struggling to attract suitable operators as salaries increase rapidly.

salaries | melbourne | call centre & customer service

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Call Centre Manager (0 – 2 yrs' exp) | \$65 – 75k | \$35 – 40 |
| Call Centre Manager (2 – 4 yrs' exp) | \$70 – 120k | \$35 – 40 |
| Call Centre Manager (5+ yrs' exp) | \$80 – 130k | \$40 – 50 |
| Call Centre Trainer | \$45 – 55k | \$20 – 30 |
| Customer Service Representative (0 – 2 yrs' exp) | \$35 – 42k | \$18.50 – 20 |
| Customer Service Representative (2 – 4 yrs' exp) | \$38 – 45k | \$18.50 – 20 |
| Customer Service Team Leader | \$45 – 60k | \$25 – 35 |
| Inbound Sales Representative | \$35 – 42k | \$18.50 – 20 |
| Inbound Sales Team Leader | \$38 – 45k | \$18.50 – 20 |
| Outbound Sales Representative | \$40 – 45k | \$19 – 28 |
| Outbound Sales Team Leader | \$45 – 65k | \$20 – 30 |
| Telesales | \$40 – 45k | \$19 – 28 |
| Telesales Team Leader | \$45 – 65k | \$20 – 30 |
| Workforce Analyst/Planner/Manager | \$51 – 65k | \$30 – 45 |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

Our Melbourne human resources division recruits predominately permanent roles across all areas of human resource management. Our client base covers all industries, from small companies to Government organisations. Due to the diversity of our client base, the function and degree of responsibility placed on individual candidates can vary considerably between organisations.

The human resources team recruits in the following areas:

- HR management
- HR generalists
- HR administration
- Occupational health & safety
- Payroll
- Recruitment specialists
- Training

market overview

2006 was a significant development year for the HR industry. The industry is facing a multitude of challenges including the ongoing issues with a 'Generation X' versus 'Generation Y' employee mix, management of a master vendor model to bring HR/recruitment back in house, and the changes in state awards and its effect on contracts and legislation.

Unlike other sectors, HR candidates are best sourced from the local market. Recruitment continues to remain highly competitive, with exceptional candidates demanding a premium.

| Role | Permanent salary per annum \$Aus |
|---|-------------------------------------|
| HR Administrator | \$55k |
| HR Advisor | \$60 – 80k |
| HR Consultant | \$55 – 65k |
| HR Coordinator | \$45 – 55k |
| HR Director | \$150k+ |
| HR Manager | \$90 – 120k |
| Learning (Training) & Development Coordinator | \$55 – 65k |
| Learning (Training) & Development Manager | \$80 – 120k |
| Remuneration & Benefits Officer | \$55 – 75k |
| Remuneration & Benefits Manager | \$90 – 120k |
| Recruitment Officer | \$55 – 65k |
| Recruitment Manager | \$70 – 90k |
| Industrial/Employee Relations Officer | \$55 – 65k |
| Industrial/Employee Relations Manager | \$80 – 120k |
| OH&S Officer | \$55 – 75k |
| OH&S Manager | \$90 – 110k |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | |

Our Melbourne information technology division operates within the industry sectors of e-business, telecommunications, networking and communications, commerce and industry, financial services, investment banking and interim management. We recruit high quality talent across the spectrum of permanent and contract roles, covering both strategic and operational technology positions within IT departments. Our client base includes both long-established names and new entrants to the market. Our aim is to partner with employers, consistently providing market information and highly qualified candidates that add value to their business.

market overview

The Melbourne IT market is beset by skills shortages. Demand for candidates across the board continued to grow on the back of a strong 2005 and strong overall economic conditions. High business profitability and the sheer volume of project work currently underway and in the pipeline will ensure that this trend continues into 2007. We have seen major transformation programmes commence during 2006, reducing the number of quality candidates available to the general market. The roll-out of Telstra's wireless network, Next G, along with other major institutions, such as NAB, concentrating on infrastructure and systems integration are influential factors in the upward movement of salaries and the candidate short market we have experienced.

Increase in demand across sectors and skill sets was observed with key growth areas including SAP based ERP systems, data warehousing and business intelligence toolsets. Project management, business analysis and systems testing skills, and voice, data and IP based network consulting skills were also in high demand.

Strong demand and subsequent shortages mean that candidates are frequently in a position where they have more than one offer and this has placed further upward pressure on both contract rates and permanent salaries. The challenge ahead for hirers is not only staff retention but staff attraction. Recruiters need to be mindful of advising and educating their clients as to the state of the market on an on going basis, bearing in mind that remuneration alone is not necessarily the only factor to consider when attracting staff.

Despite these challenges, we foresee a buoyant IT recruitment market in Melbourne in 2007.

salaries | melbourne | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per day \$Aus |
|---|-------------------------------------|--------------------------------|
| Chief Information Officer/Chief Technology Officer | \$180 – 250k | \$800 – 1000 |
| IT Director | \$140 – 220k | \$800 – 1000 |
| Manager – MIS | \$120 – 150k | \$800 – 900 |
| Manager – Disaster Recovery | \$100 – 150k | \$800 – 900 |
| Manager – IT | \$110 – 160k | \$800 – 900 |
| Manager – Infrastructure Services | \$100 – 150k | \$800 – 900 |
| Manager – Data Centre | \$100 – 130k | \$750 – 850 |
| Manager – Development | \$100 – 130k | \$750 – 850 |
| Manager – Knowledge Management | \$85 – 120k | \$700 – 800 |
| Manager – Help Desk | \$85 – 120k | \$650 – 750 |
| Manager – Testing | \$90 – 120k | \$750 – 850 |
| Program Manager | \$130 – 180k | \$800 – 1000 |
| Project Director | \$130 – 180k | \$800 – 1000 |
| Project Manager (< 5 yrs' exp) | \$ up to 130k | \$550 – 650 |
| Project Manager (5+ yrs' exp) | \$100 – 150k | \$650 – 900 |
| Business Analyst (< 5 yrs' exp) | \$60 – 90k | \$450 – 650 |
| Business Analyst (5+ yrs' exp) | \$80 – 110k | \$550 – 650 |
| Change Management Consultant | \$100k+ | \$500 – 600 |
| Consultant (1 – 3 yrs' exp) | \$60 – 90k | \$400 – 600 |
| Senior Consultant (2 – 5 yrs' exp) | \$80 – 120k | \$550 – 800 |
| ERP Functional Consultant | \$100 – 130k | \$500 – 650 |
| ERP Technical Consultant | \$100 – 140k | \$550 – 650 |
| Capacity Planning Engineer | \$100 – 120k | \$550 – 650 |
| Telecoms Engineer | \$90 – 140k | \$400 – 500 |
| Hardware Engineer (1 – 3 yrs' exp) | \$60 – 75k | \$350 – 450 |
| Hardware Engineer (3 – 6 yrs' exp) | \$70 – 100k | \$450 – 550 |
| Help Desk/Desktop Support/Apps Support (< 5 yrs' exp) | \$45 – 70k | \$180 – 300 |
| Help Desk/Desktop Support/Apps Support (5+ yrs' exp) | \$65 – 85k | \$320 – 500 |
| LAN Support/Administration (level 1/2) (< 4 yrs' exp) | \$60 – 80k | \$250 – 300 |
| LAN Support/Administration (level 3/4) (4+ yrs' exp) | \$80 – 90k | \$300 – 400 |
| Network Planning Engineer | \$90 – 125k | \$400 – 500 |
| Network Planning Manager | \$95 – 130k | \$500 – 600 |
| Security Specialist (1 – 3 yrs' exp) | \$65 – 100k | \$400 – 500 |
| Security Specialist (3+ yrs' exp) | \$75 – 120k | \$500 – 700 |
| Communications Engineer (< 4 yrs' exp) | \$55 – 75k | \$350 – 450 |
| Communications Engineer (4+ yrs' exp) | \$75 – 120k | \$450 – 500 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | melbourne | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per day \$Aus |
|---|----------------------------------|-----------------------------|
| Solution Architect | \$100 – 150k | \$550 – 850 |
| Technical Architect | \$100 – 150k | \$550 – 850 |
| Systems Administrator – Unix, NT, Novell (1 – 3 yrs’ exp) | \$55 – 75k | \$400 – 450 |
| Systems Administrator – Unix, NT, Novell (3 – 6 yrs’ exp) | \$75 – 115k | \$450 – 500 |
| Database Administrator (< 5 yrs’ exp) | \$60 – 100k | \$400 – 500 |
| Database Administrator (5+ yrs’ exp) | \$90 – 130k | \$500 – 600 |
| Analyst Programmer – Database (< 3 yrs’ exp) | \$60 – 75k | \$380 – 480 |
| Analyst Programmer – Database (3+ yrs’ exp) | \$80 – 120k | \$480 – 550 |
| Analyst Programmer (< 3 yrs’ exp) | \$60 – 75k | \$350 – 450 |
| Analyst Programmer (3+ yrs’ exp) | \$80 – 120k | \$450 – 550 |
| Graduate (Newly Qualified) | \$35 – 45k | \$160 – 240 |
| Quality Analyst (QA) | \$75 – 100k | \$400 – 500 |
| Tester (1 – 3 yrs’ exp) | \$60 – 80k | \$350 – 500 |
| Tester (3 – 5 yrs’ exp) | \$75 – 110k | \$500 – 650 |
| Web/Graphic Designer (3+ yrs’ exp) | \$70 – 90k | \$300 – 400 |
| Technical Writer/Editor (0 – 3 yrs’ exp) | \$50 – 75k | \$350 – 450 |
| Technical Writer/Editor (6+ yrs’ exp) | \$75 – 95k | \$450 – 600 |
| IT Trainer (3+ yrs’ exp) | \$60 – 80k | \$400 – 550 |
| Storage Specialist | \$90 – 140k | \$500 – 700 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Our Melbourne legal division recruits lawyers at all levels both on a permanent and contract basis for private practice law firms, private and public companies and the Government. Our clients include top tier, medium tier and boutique law firms, the Government sector, multinational corporations and financial services organisations. Whilst the majority of our clients' needs are for permanent staff, there continues to be an increasing demand for contract candidates at all levels. This trend was prevalent in private practice but was more prominent in corporations during 2006.

As a result of shrinking budgets and less reliance on outsourcing legal work to panel firms, in-house legal functions are increasingly trialling candidates before committing for the long term.

Akin to 2005, the increasingly candidate-driven market and the less onerous working visa restrictions in the UK resulted in a considerable drop in the number of candidates returning home to Australia in 2006. This has largely impacted on the banking and finance market.

market overview

private practice

Recruitment in private practice saw a particular demand for lawyers in the area of corporate/commercial, commercial property, construction, workplace relations, work cover and commercial litigation. Typically, there is a lull in demand for lawyers during articulated clerk recruitment at the beginning of the year however, there is a heightened level of recruitment activity towards the end of financial year with partners budgeting new headcount for the following financial year. The end of the year generally sees another peak in recruitment as law firms look to fast-track any outstanding recruitment to completion prior to

Christmas and the holiday period. Remuneration reviews across the board were generally conservative for 2006, however good performers were rewarded well. The average increase in salary was approximately 9-11%.

in-house

As with private practice, in-house recruitment activity increased in 2006. Many lawyers with three to six years' post admission experience are still choosing to leave law firm environments and are perpetuating the demand for interesting in-house roles. In addition, many lawyers are choosing not to progress a career as a partner. Rather, they are opting for jobs which provide a work/life balance at smaller firms, in-house or even overseas.

2006 saw another buoyant year of in-house recruitment, with particular demand for mid-level lawyers in banking institutions and financial services organisations. In-house legal functions are continuing to engage panel law firms despite the ongoing pressure to reduce external spend.

salaries | melbourne | legal

| Role | Permanent salary per annum \$Aus |
|------|-------------------------------------|
|------|-------------------------------------|

Top Tier Firm

| | |
|-------------|-------------|
| 6+ yrs' pqe | \$115k+ |
| 5 yrs' pqe | \$98 – 120k |
| 4 yrs' pqe | \$85 – 98k |
| 3 yrs' pqe | \$74 – 90k |
| 2 yrs' pqe | \$65 – 80k |
| 1 year pqe | \$56 – 67k |

Mid Tier Firm

| | |
|-------------|-------------|
| 6+ yrs' pqe | \$99k+ |
| 5 yrs' pqe | \$88 – 105k |
| 4 yrs' pqe | \$79 – 93k |
| 3 yrs' pqe | \$68 – 85k |
| 2 yrs' pqe | \$58 – 78k |
| 1 year pqe | \$52 – 60k |

Small Firm

| | |
|-------------|-------------|
| 6+ yrs' pqe | \$88k+ |
| 5 yrs' pqe | \$85 – 105k |
| 4 yrs' pqe | \$73 – 92k |
| 3 yrs' pqe | \$51 – 75k |
| 2 yrs' pqe | \$42 – 64k |
| 1 year pqe | \$38 – 53k |

In-House Counsel

| | |
|----------------|-------------|
| Head of Legal | \$155k+ |
| Deputy Counsel | \$135k+ |
| 6+ yrs' pqe | \$98 – 125k |
| 5 yrs' pqe | \$92 – 110k |
| 4 yrs' pqe | \$73 – 96k |
| 3 yrs' pqe | \$65 – 75k |
| 2 yrs' pqe | \$58 – 66k |
| 1 year pqe | \$54 – 60k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Our Melbourne sales & marketing division offers tailored recruitment solutions to all sales and marketing related positions within the following industries:

- Banking and financial services
- B2B services
- FMCG
- IT and telecommunications
- Media and entertainment
- Professional services
- Print and publishing
- Pharmaceutical
- Travel and tourism
- Technical sales

We have a core focus on the IT, telecommunications, banking and financial services sectors and our team specialises in both permanent and contract recruitment. Roles vary from sales executive through to senior management level with salaries from \$60,000 to \$220,000. Typically our candidates have a minimum of two years' experience in a business to business sales and marketing environment.

market overview

During 2006 we saw a continued rise in the number of new sales and marketing appointments across most industry sectors. We noticed the biggest increase in placements within the ICT space as the leading multinational players have grown both organically and through business acquisition. Technology has advanced at a rapid rate with the introduction of 3G and wireless data solutions, IP convergence, collaboration and unified communications solutions. From a technology and recruitment perspective, the market has been most active within the last six months and we forecast this trend to continue into quarter one of 2007.

The banking and financial services sectors continue to thrive and the biggest areas of growth have been in the IT and equipment leasing space, corporate cards, online payment solutions and financial products sold through third party relationships and financial advisors. In addition, most of the major retailers were looking for business bankers and relationship managers throughout the year. This is another trend we expect to continue well into 2007 as market confidence continues.

We have seen a notable increase in the number of marketing contract roles across all industry verticals as candidates seek more flexible working opportunities and employers look to cut back on long term employment costs. We have been very active in recruiting product management roles and marketing services specialists, especially within the ICT space.

Sectors of stagnant growth include the enterprise software space (where there has been significant consolidation due to mergers and acquisitions) the voice telecommunications space and superannuation markets.

The biggest single issue we are facing in the current recruitment climate is the serious shortfall of available, skilled labour in the work force. As the Australian economy continues to go from strength to strength, the majority of organisations have looked to capitalise by focusing on acquiring new business revenue generators. A high percentage of roles we recruited for in 2006 were business origination sales roles and supporting marketing positions.

As a result of the diminishing availability of top sales and marketing talent, organisations have increasingly had to look outside of their chosen vertical markets or areas of expertise. A change in focus has brought about a change in the selection process criteria with increased emphasis on new and innovative recruitment solutions. More and more organisations have looked at incorporating psychometric testing tools and personality profiling to evaluate candidates' long term fit for roles, as well as more rigorous interview techniques, for example competency based interview assessments. In addition to this, organisations are offering increased training and development plans to retain and attract staff. Counter offers are also more prevalent than ever before.

Salaries have risen by as much as 30% for top performers but as a general rule we have seen a 10-15% increase across most industry sectors. Specialist candidates with hard to find skill sets e.g. IP telephony, are being enticed into the market by significantly improved job offers and as a result the market is becoming increasingly candidate led.

We have also seen a rise in the number of inter-state and international candidate placements where local level candidates have been thin on the ground. Our fully integrated and innovative recruitment solutions offer our clients direct access to hard to find, highly skilled candidates in what has become and increasingly candidate short market.

salaries | melbourne | sales & marketing

| Role | Permanent salary per annum \$Aus |
|---|-------------------------------------|
| Account Director (3 – 5 yrs' exp) | \$100 – 140k |
| Account Director (6+ yrs' exp) | \$120 – 180k |
| Account Manager (2 – 3 yrs' exp) | \$60 – 100k |
| Account Manager (4 – 5 yrs' exp) | \$80 – 130k |
| Advertising Account Manager | \$70 – 100k |
| Alliances Manager | \$120 – 150k |
| Assistant Product/Brand Manager | \$50 – 80k |
| Business Development Manager (2 – 3 yrs' exp) | \$60 – 90k |
| Business Development Manager (4 – 5 yrs' exp) | \$80 – 130k |
| Campaign Manager | \$60 – 80k |
| Channel Manager | \$80 – 120k |
| Communications Executive | \$60 – 100k |
| Corporate Affairs Consultant | \$80 – 120k |
| Corporate Affairs Director | \$100 – 150k |
| Direct Marketing Manager | \$70 – 120k |
| Insights Manager | \$90 – 120k |
| Market Researcher | \$60 – 90k |
| Marketing Assistant | \$35 – 55k |
| Marketing Communications Executive (2 – 3 yrs' exp) | \$60 – 80k |
| Marketing Communications Manager (4 – 5 yrs' exp) | \$80 – 130k |
| Marketing Coordinator | \$40 – 55k |
| Marketing Director (3 – 5 yrs' exp) | \$100 – 150k |
| Marketing Director (6+ yrs' exp) | \$150 – 200k |
| Marketing Executive (2 – 3 yrs' exp) | \$60 – 90k |
| Marketing Executive (4 – 5 yrs' exp) | \$80 – 110k |
| Marketing Manager (2 – 3 yrs' exp) | \$90 – 120k |
| Marketing Manager (4 – 5 yrs' exp) | \$100 – 140k |
| Marketing Strategist | \$70 – 100k |
| Media Relations Manager | \$80 – 100k |
| Media Sales | \$50 – 90k |
| Product Specialist | \$90 – 140k |
| Product/Brand Manager (2 – 3 yrs' exp) | \$60 – 90k |
| Product/Brand Manager (4 – 5 yrs' exp) | \$90 – 140k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | melbourne | sales & marketing

| Role | Permanent salary per annum \$Aus |
|---|-------------------------------------|
| Public Relations Consultant (2 – 3 yrs' exp) | \$60 – 90k |
| Public Relations Manager (4 – 5 yrs' exp) | \$90 – 120k |
| Relationship Manager | \$80 – 140k |
| Sales and Marketing Director (3 – 5 yrs' exp) | \$140 – 200k |
| Sales and Marketing Director (6+ yrs' exp) | \$140 – 240k |
| Sales and Marketing Manager (2 – 3 yrs' exp) | \$100 – 150k |
| Sales and Marketing Manager (4 – 5 yrs' exp) | \$120 – 160k |
| Sales Director | \$140 – 280k |
| Sales Executive (2 – 3 yrs' exp) | \$60 – 90k |
| Sales Executive (4 – 5 yrs' exp) | \$70 – 120k |
| Sales Manager (2 – 3 yrs' exp) | \$100 – 150k |
| Sales Manager (4 – 5 yrs' exp) | \$120 – 160k |
| Sales/Market Analyst | \$60 – 90k |
| Segment Manager (2 – 3 yrs' exp) | \$80 – 100k |
| Segment Manager (4 – 5 yrs' exp) | \$90 – 130k |
| Sponsorship and Event Manager | \$70 – 110k |
| State Sales Manager | \$140 – 220k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Our Melbourne secretarial & support division recruits both temporary and permanent staff across many disciplines. Our team works with retail banks and investment banks as well as mid to top tier legal and accounting firms. Other industries include IT, manufacturing, retail, education, utilities, consulting firms, insurance, stockbroking, architecture and superannuation to name a few.

We provide a wide range of administrative staff including junior administrators, personal and executive assistants, receptionists, data entry operators, office administrators, office managers, legal secretaries, law clerks, paralegals, desk top publishers and various other operational roles.

We also have a strong flow of candidates from our overseas offices. These candidates are often returning to Australia or arriving here for an extended time period. They are frequently pre-screened by our overseas offices and are ready to be placed on arrival.

market overview

The Melbourne secretarial & support market remained consistently strong during 2006 with continued growth across all sectors. From a legal discipline perspective, we have witnessed an increased demand for legal secretaries, however, legal

candidates have been moving into other industries in this candidate short market leaving a gap to be filled. Legal firms are addressing this problem by training junior staff and increasing salaries. Demand for senior administration and personal and executive assistants has increased in the financial services sector and candidates are benefiting from higher salaries.

In terms of the permanent/contract role mix, short term temporary roles are being utilised more as a stop gap, while permanent job searches are taking place and increasing numbers of temporary roles are being converted to permanent appointments.

From an employer perspective, organisations are offering more flexible working environments in order to attract employees. Employee benefits such as bonus structures, higher superannuation, memberships and insurance are also being commonly offered to increase both staff retention and attraction rates. This trend will continue into 2007 and beyond.

salaries | melbourne | secretarial & support

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|-------------------------------------|---------------------------------|
| Administration Assistant | \$38 – 42k | \$19 – 22 |
| Data Entry Operator | \$38 – 40k | \$19 – 21 |
| Executive Assistant | \$55 – 65k | \$27 – 35 |
| Executive Assistant – Investment Banking | \$55 – 70k | \$27 – 35 |
| Junior Secretary | \$40 – 45k | \$18 – 20 |
| Legal Secretary | \$45 – 55k | \$23 – 25 |
| Marketing Assistant | \$45 – 55k | \$23 – 25 |
| Office Junior | \$35 – 38k | \$19 – 20 |
| Office Manager | \$50 – 60k | \$25 – 30 |
| Personal Assistant | \$50 – 60k | \$24 – 28 |
| Receptionist | \$40 – 45k | \$19 – 21 |
| Research Assistant | \$40 – 45k | \$19 – 21 |
| Senior Secretary | \$45 – 50k | \$25 – 27 |
| Switchboard Operator | \$40 – 45k | \$19 – 21 |
| Team Secretary | \$45 – 50k | \$21 – 25 |
| WP Operator | \$45 – 50k | \$19 – 21 |
| WP Supervisor | \$45 – 55k | \$21 – 25 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

The Perth banking & financial services division enjoys strong, client focused relationships with the regions' primary financial institutions and provides innovative, multi-dimensional solutions to clients in the banking and financial services sectors. Recruiting at all levels of seniority including front and back office on an interim and permanent basis, the division has a primary focus on wealth, corporate and retail banking, funds management, insurance and broking.

market overview

The boom times continued in Western Australia throughout 2006 although recent indicators suggest the market may have plateaued taking into account cooling commodity prices, an overheated property sector and recent interest rate hikes. Nevertheless, the demand for experienced talent across all banking and finance disciplines has not abated and remuneration levels continue to rise, leading many employers to adopt innovative sign on incentives and retention strategies.

The major banks have adopted aggressive growth strategies on the whole, reflecting the strength of the regional economy. Traditional corporate and business banking segments have an appetite for proven business development managers, ideally with an established network who are capable of acquisition. Entry level opportunities for commerce graduates or junior accountants seeking to pursue a career in banking have increased and financial institutions continue to recognise the need to attract and retain home-grown talent. Demand for relationship managers and credit analysts remains strong, and this is set to continue into 2007.

The wealth sector within Western Australia is acutely under resourced with unprecedented salaries and bonus structures being offered to experienced advisers and paraplanners. Unlimited opportunities are available within boutique practices and the top retail banks. Likewise, growth in the private banking sector has been observed which has flowed through from the buoyant regional economic cycle.

The positive economic outlook continues to generate demand across the broking fraternity for dealer assistants, private client advisers and support staff. Likewise fund managers are tracking well, again looking for business development managers and professionals with back office/settlements experience. The introduction of Choice of Superannuation legislation has led to super funds ramping up resources across specific teams.

With regulatory requirements continuing to increase across the banking, broking and planning sectors, there is a distinct shortage of talent with appropriate compliance and operational risk experience and this shortage will continue into 2007.

Role

Permanent
salary per annum \$Aus

Banking

| | |
|--|--------------|
| Relationship Manager – Institutional | \$110 – 140k |
| Relationship Manager – Middle Markets | \$90 – 120k |
| Relationship Manager – SME | \$70 – 90k |
| Business Development Manager – Institutional | \$150k+ |
| Business Development Manager – Middle Markets | \$130k+ |
| Business Development Manager SME | \$100k+ |
| Business Development Manager (Wealth Management) | \$90 – 110k |
| Treasury Manager (6 yrs' +) | \$80 – 140k+ |
| Compliance Manager (0 – 2 yrs' exp) | \$50 – 70k |
| Compliance Manager (3 – 5 yrs' exp) | \$65 – 90k |
| Compliance Manager (5+ yrs') | \$80 – 120k+ |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$55 – 80k |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$80 – 100k |
| Credit Risk Analyst (6+ yrs' exp) | \$100 – 140k |
| Credit Analyst (0 – 2 yrs' exp) | \$50 – 60k |
| Credit Analyst (3 – 5 yrs' exp) | \$60 – 75k |
| Credit Analyst (6+ yrs' exp) | \$75k+ |
| Financial Planner (0 – 2 yrs' exp) | \$50 – 65k |
| Financial Planner (3 – 5 yrs' exp) | \$65 – 80k |
| Financial Planner (6+ yrs' exp) | \$80 – 120k |
| Practice Manager | \$90 – 130k |
| Para-Planner – DFP Qualified | \$50 – 75k |
| Para-Planner – Studying | \$40 – 50k |
| Business Banker – Branch Based | \$55 – 75k |
| Manager Trade Finance | \$100k+ |
| Operations Manager (3 – 5 yrs' exp) | \$50 – 75k |
| Operations Manager (6+ yrs' exp) | \$75 – 110k |
| Lending Settlements (0 – 2 yrs' exp) | \$39 – 44k |
| Lending Support | \$38 – 52k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus |
|------|----------------------------------|
|------|----------------------------------|

Funds and Superannuation

| | |
|-------------------------------------|-------------|
| Compliance Officer (0 – 3 yrs' exp) | \$45 – 60k |
| Compliance Officer (3 – 5 yrs' exp) | \$60 – 85k |
| Compliance Manager (6+ yrs' exp) | \$90 – 120k |
| Investment Administration | \$45 – 52k |
| Portfolio Funds Manager | \$60 – 85k |
| Superannuation Administration | \$40 – 52k |
| Superannuation Client Services | \$38 – 44k |

Insurance

| | |
|--|------------|
| Insurance Claims Processing | \$40 – 60k |
| Insurance Claims Supervisor | \$55 – 70k |
| Insurance Team Leader | \$50 – 65k |
| Insurance Underwriter (0 – 3 yrs' exp) | \$45 – 55k |
| Insurance Underwriter (3 – 5 yrs' exp) | \$60 – 80k |

Investment Banking & Broking

| | |
|--|--------------|
| Corporate Finance Analyst (0 – 2 yrs' exp) | \$65 – 85k |
| Corporate Finance Manager (3 – 5 yrs' exp) | \$80 – 110k |
| Corporate Finance – Associate Director (6 – 10 yrs' exp) | \$120 – 160k |
| Corporate Finance – Director (10+ yrs' exp) | \$150 – 200k |
| Equity Research Trainee (0 – 2 yrs' exp) | \$50 – 65k |
| Equity Research Analyst (2 – 4 yrs' exp) | \$65 – 90k |
| Equity Research Associate Director (5+ yrs' exp) | \$100 – 135k |
| Dealers Assistant (0 – 2 yrs' exp) | \$40 – 55k |
| Trainee Private Client Adviser (0 – 2 yrs' exp) | \$50 – 60k |
| Corporate Actions (0 – 2 yrs' exp) | \$45 – 60k |
| Corporate Actions (3 – 5 yrs' exp) | \$55 – 65k |
| Compliance Officer (0 – 3 yrs' exp) | \$50 – 70k |
| Compliance Manager (3 – 5 yrs' exp) | \$70 – 90k |
| Settlements – Financial Markets | \$45 – 52k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Our Perth accounting & finance division enjoys strong, client focused relationships with the region's primary employers of choice and provides innovative, multi-dimensional solutions to clients in the mining, energy, engineering, construction, manufacturing, information technology and financial services sectors. Robert Walters recruits at all levels from senior executive through to clerical with specialist teams focusing on both permanent, temporary and contract recruitment. The division provides full service solutions to clients on a retained, advertised and contingent basis.

market overview

The Western Australian economy continues to be driven by the mining and oil & gas sectors and demand from emerging economies for natural resources will secure strong commodity prices in the near to mid term. During this period, the growth in Western Australia has slowed but continues to underpin the overall strength of the Australian economy. Across all sectors the general outlook is positive, with financial services, telecoms and service sectors benefiting from the buoyant regional economy.

Salaries have continued to rise, most apparent at the newly qualified level up to six years' post qualification experience. With the pool of accounting candidates already limited, it is anticipated that the acute shortage of talent will result in salaries increasing further in 2007.

resources

The correction in global commodity prices midway through 2006 resulted in a reduction in demand for accounting professionals within the resources sector. Although commodity prices have returned to reasonable levels, a sense of caution has permeated the market which has increased demand for contract staff and interim recruitment solutions. Nevertheless, a positive outlook is apparent, with long-term commodity prices forecast to remain strong suggesting that despite high operating costs, development opportunities will be feasible. What remains to be seen is how consolidation will affect the market, with potential for local giants to emerge and global mining houses to acquire regional operations.

The rising cost of production demands sophisticated sensitivity analysis to understand precisely what impacts the bottom line, and as a result advanced modeling skills are highly sought after in addition to operationally focused management reporting.

For the global oil & gas and mining groups, Sarbanes Oxley continues to figure prominently and there is significant demand for technical specialists with strong risk, control and compliance skills.

commerce & industry

Whilst the growth in team numbers will climb steadily in 2007, employers are looking for accounting professionals to add value in specialist areas. This will lead to further demand for talent with specialist skill sets capable of increasing efficiency and reducing cost. Demand will be high for mid tier accountants with strong analytical skills and a commercial edge. With recruitment largely driven by growth rather than natural attrition, the availability for talent will remain tight at all levels and organisations will continue to utilise interim and contract solutions to cover the shortfall. Technical expertise is still highly sought after and there was significant movement in the senior corporate tax space in 2006. We expect this to continue into 2007.

public practice

Due to the high demand for accounting professionals in the commercial sector, the professional firms have designed and implemented aggressive attraction and retention strategies. Salaries have risen to almost match remuneration achieved in commerce with the advantage of better training available in practice. There is a distinct shortage of tax talent and 2007 is likely to see increased demand for business risk specialists.

The management consulting firms will continue to support a raft of lucrative projects and initiatives that have flowed through from the buoyant regional economy.

salaries | perth | accounting & finance – commerce & industry

| Role | Permanent salary per annum \$Aus |
|------|----------------------------------|
|------|----------------------------------|

| | |
|--|-------------|
| Accounts Assistant (0 – 2 yrs' exp) | \$40 – 45k |
| Accounts Assistant (3 – 5 yrs' exp) | \$45 – 55k |
| Accounts Assistant (6+ yrs' exp) | \$50 – 60k |
| Book Keeper (0 – 2 yrs' exp) | \$40 – 45k |
| Book Keeper (3 – 5 yrs' exp) | \$45 – 55k |
| Book Keeper (6+ yrs' exp) | \$50 – 60k |
| Accounts Payable/Receivable – Junior (0 – 2 yrs' exp) | \$38 – 43k |
| Accounts Payable/Receivable – Manager (6+ yrs' exp) | \$55 – 70k |
| Accounts Payable/Receivable – Supervisor (3 – 5 yrs' exp) | \$45 – 60k |
| Payroll Clerk | \$45 – 65k |
| Payroll Manager | \$55 – 75k |
| Payroll Supervisor (5+ yrs' exp) | \$50 – 65k |
| Credit Controller (2 – 5 yrs exp) | \$45 – 65k |
| Assistant Accountant (0 – 2 yrs' exp) Degree | \$40 – 55k |
| Assistant Accountant (3 – 5 yrs' exp) CA/CPA | \$55 – 75k |
| Graduate Accountant Degree | \$35 – 40k |
| Auditor (0 – 2 yrs' exp) Degree | \$40 – 55k |
| Auditor (3 – 5 yrs' exp) CA/CPA | \$55 – 75k |
| Audit Manager (6+ yrs' exp) CA/CPA | \$75k+ |
| Internal Auditor – Junior Degree | \$50 – 75k |
| Internal Auditor – Manager CA/CPA | \$90 – 140k |
| Management Accountant (0 – 2 yrs' exp) CA/CPA | \$55 – 75k |
| Management Accountant (3 – 5 yrs' exp) CA/CPA | \$75 – 90k |
| Management Accountant (6+ yrs' exp) CA/CPA | \$90 – 110k |
| Financial Accountant (0 – 2 yrs' exp) CA/CPA | \$55 – 75k |
| Financial Accountant (3 – 5 yrs' exp) CA/CPA | \$75 – 90k |
| Financial Accountant (6+ yrs' exp) CA/CPA | \$90 – 110k |
| Systems Accountant (0 – 2 yrs' exp) Degree | \$50 – 75k |
| Systems Accountant (3 – 5 yrs' exp) CA/CPA | \$75 – 90k |
| Systems Accountant (6+ yrs' exp) CA/CPA | \$90k+ |
| Cost Accountant (0 – 2 yrs' exp) Degree | \$45 – 60k |
| Cost Accountant (3 – 5 yrs' exp) CA/CPA | \$60 – 80k |
| Cost Accountant (6+ yrs' exp) CA/CPA | \$80k+ |
| Treasury Accountant (0 – 2 yrs' post qualified exp) CA/CPA | \$55 – 75k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | perth | accounting & finance – commerce & industry

| Role | Permanent salary per annum \$Aus |
|------|----------------------------------|
|------|----------------------------------|

| | |
|---|--------------|
| Treasury Accountant (3 – 5 yrs' exp) CA/CPA | \$75 – 140k |
| Business/Financial Analyst (0 – 2 yrs' exp) CA/CPA | \$55 – 75k |
| Business/Financial Analyst (3 – 5 yrs' exp) CA/CPA | \$75 – 90k |
| Business/Financial Analyst (6+ yrs' exp) CA/CPA | \$90 – 140k |
| Commercial/Planning Manager CA/CPA | \$130 – 160k |
| Corporate Finance (0 – 2 yrs' exp) Degree | \$50 – 75k |
| Corporate Finance (3 – 5 yrs' exp) CA/CPA | \$75 – 100k |
| Corporate Finance (6+ yrs' exp) CA/CPA | \$100 – 160k |
| Tax Accountant (0 – 2 yrs' exp) Degree | \$40 – 60k |
| Tax Accountant (3 – 5 yrs' exp) CA/CPA | \$60 – 80k |
| Tax Accountant – Senior (6+ yrs' exp) CA/CPA | \$80 – 100k |
| Tax Manager (6+ yrs' exp) CA/CPA | \$100 – 150k |
| Group Accountant (0 – 2 yrs' exp) CA/CPA | \$55 – 75k |
| Group Accountant (3 – 5 yrs' exp) CA/CPA | \$75 – 90k |
| Group Accountant (6+ yrs' exp) CA/CPA | \$90 – 110k |
| Group Management Accountant CA/CPA | \$80 – 100k |
| Finance Manager (3 – 5 yrs' exp) CA/CPA | \$80 – 100k |
| Finance Manager (6+ yrs' exp) CA/CPA | \$100k+ |
| Financial Controller – Large Organisation CA/CPA | \$100 – 130k |
| Financial Controller – Small/Medium Organisation CA/CPA | \$90 – 130k |
| Group Financial Controller (6+ yrs' exp) CA/CPA | \$120 – 150k |
| Chief Financial Officer (6+ yrs' exp) CA/CPA | \$130 – 180k |
| Finance Director – Large Organisation (6+ yrs' exp) CA/CPA | \$150k+ |
| Finance Director – Small/Medium Organisation (6+ yrs' exp) CA/CPA | \$140k+ |

Resource Focus

| | |
|---|-------------|
| Operations Analyst (0 – 2 yrs' exp) CA/CPA | \$65 – 85k |
| Operations Analyst (3 – 5 yrs' exp) CA/CPA | \$75 – 100k |
| Operations Analyst (6+ yrs' exp) CA/CPA | \$95 – 130k |
| Mine Accountant (0 – 2 yrs' exp) CA/CPA | \$65 – 85k |
| Mine Accountant (3 – 5 yrs' exp) CA/CPA | \$75 – 100k |
| Mine Accountant (6+ yrs' exp) CA/CPA | \$95 – 130k |
| Commercial Manager – Perth (6+ yrs' exp) CA/CPA | \$120k+ |
| Commercial Manager – Site (6+ yrs' exp) CA/CPA | \$150k+ |
| FIFO Site Accountant (0 – 2 yrs' exp) Degree | \$55 – 70k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | perth | accounting & finance – commerce & industry

| Role | Permanent salary per annum \$Aus |
|------|----------------------------------|
|------|----------------------------------|

| | |
|---|--------------|
| FIFO Site Accountant (3 – 5 yrs’ exp) CA/CPA | \$75 – 100k |
| FIFO Site Accountant (6+ yrs’ exp) CA/CPA | \$100 – 140k |
| Residential Site Accountant (0 – 2 yrs’ exp) Degree | \$50 – 65k |
| Residential Site Accountant (3 – 5 yrs’ exp) CA/CPA | \$65 – 90k |
| Residential Site Accountant (6+ yrs’ exp) CA/CPA | \$90 – 130k |
| Administration Superintendent (6+ yrs’ exp) CA/CPA | \$120k+ |
| Project Accountant (0 – 2 yrs’ exp) CA/CPA | \$60 – 75k |
| Project Accountant (3 – 5 yrs’ exp) CA/CPA | \$75 – 90k |
| Project Accountant (6+ yrs’ exp) CA/CPA | \$90 – 120k |
| Business Analyst (0 – 2 yrs’ exp) CA/CPA | \$60 – 75k |
| Business Analyst (3 – 5 yrs’ exp) CA/CPA | \$75 – 90k |
| Business Analyst (6+ yrs’ exp) CA/CPA | \$90 – 120k |
| Capital Accountant (0 – 2 yrs’ exp) Degree | \$40 – 60k |
| Capital Accountant (3 – 5 yrs’ exp) CA/CPA | \$60 – 85k |
| Capital Accountant (6+ yrs’ exp) CA/CPA | \$85 – 120k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Robert Walters has a national engineering & operations recruitment practice in most Australian capital cities. In order to support that successful network and further develop our national candidate database, we are establishing a specialist engineering & operations division in 2007 within the Perth market. We currently work with numerous clients supporting their financial and IT staffing needs and this new division will respond to their requests for us to expand our services into the engineering recruitment space.

This team will recruit across a range of technical skill requirements for the private and Government sectors and will support both temporary contract and permanent employees. Our segment focus will include resources & energy, engineering services & consulting, civil infrastructure, construction and power generation.

market overview

The Western Australian market has continued to grow at unprecedented levels, this has been matched by the demand for qualified and technical professionals. This is to develop and operate the numerous projects conservatively valued at over \$50 billion over the next five to ten years in Western Australia.

2006 has seen an estimated increase of between 60 and 70% in FIFO (fly-in, fly-out) airport traffic to remote and regional centres. This reflects the desire for people to reside in Perth rather than be based on-site, employers have clearly responded to this in efforts to retain their specialist people. Western Australia's demand has created the need for more complex sourcing strategies from interstate and other countries including; UK, South Africa, India, South America and Canada to overcome these well documented staff shortages.

With the continued demand for commodities, raw materials and energy resources especially LNG from markets like China, Japan, Korea and other pan-Asia countries it is expected this economic cycle will continue over the medium-term period. This has created a direct supply-demand effect on salaries with professional engineers benefiting from significant salary increases over the past couple of years. Employers have been committing to greater investment in their people resourcing functions and systems with a number of the larger resources and energy groups building significant and highly competent in-house recruitment teams. Innovative employee benefits are also now being designed and developed by companies with the aim of differentiating themselves from competitors, including flexible working weeks, flexible working arrangements, FIFO options, paid rental accommodation and project completion bonuses.

As a result of existing and proposed projects, continued growth is assured in the placement of candidates across all sectors especially within civil infrastructure, resources and energy, building construction, engineering services and consulting. The Western Australian market will remain exceptionally competitive for the major players as well as those in SME space. We do see significant potential for 'project only' style interim contracts for all senior level executives in this sector with emphasis based on project completion incentives.

salaries | perth | engineering & operations

| Role | Permanent salary per annum \$Aus |
|---|----------------------------------|
| Construction Manager | \$120k+ |
| Contract Administrator | \$60 – 90k |
| Cost Engineer | \$60 – 90k |
| Project Manager | \$80 – 120k |
| Structural Engineer | \$60 – 90k |
| HVAC Engineer | \$50 – 90k |
| Civil Engineer | \$50 – 90k |
| Environmental Engineer | \$50 – 90k |
| Electrical Engineer | \$50 – 90k |
| Mechanical Engineer | \$50 – 90k |
| Planning Engineer | \$60 – 90k |
| Site Manager | \$80k+ |
| Project Manager | \$150+ |
| Contract Manager | \$100 – 120k |
| Site Engineer | \$70 – 100k |
| Graduate Engineer | \$40 – 60k |
| Cost Engineer | \$60 – 90k |
| Project Engineer | \$60 – 90k |
| Metallurgist Engineer | \$70 – 90k |
| Planning Engineer | \$90 – 120k |
| Project Engineer | \$90 – 120k |
| Power Systems Engineer | \$100 – 130k |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | |

Robert Walters undertakes senior executive search and selection assignments up to and including chief executive officer, managing director and regional or general management titled levels. In addition, we are able to assist with the identification of non-executive directors for both public and private companies, while other senior functional commercial recruitment is undertaken across human resources, sales & marketing, information technology and operations. These roles are predominantly Perth based. Western Australia is primarily a resources, energy and mining services economy, but other key sectors include banking & financial services, engineering & construction, information technology, manufacturing and telecommunications.

market overview

Western Australia has enjoyed an extraordinary period of economic prosperity, underpinned by powerful resources and energy sectors which have continued to outperform other states in Australia. Continued strength in commodity prices, unprecedented export demand from China and other pan-Asia regional markets has also fuelled the residential property sector taking median prices by the end of 2006 to Sydney levels for the first time in history.

Major resources and energy development projects currently working through construction and commissioning phases ensure that the engineering, construction and technical services sectors have also benefited during the last two to three years. It is expected that this trend will continue, albeit at a slightly more conservative level over the medium-term.

We have seen an increase over the past few years of senior executives returning to Perth to continue professional careers; this has created additional demand and competition for senior executive opportunities. Reasons for relocation often include the desire to enjoy the unique lifestyle options that are seen to exist in Perth, and more widely across Western Australia.

Opportunities will continue to emerge across the resource and energy sectors, primarily for permanent roles however, we have seen a market emerge for executive contract and interim assignments. The banking and financial services sector continues to show strong demand for senior relationship business and corporate banking executives with strong track records in business origination. Wealth divisions also have a strong appetite for senior business writers across financial planning and private bank divisions. Senior IT sector roles are predominantly in the senior business solutions sales space and for senior programme/project management roles.

Western Australian business has a strong entrepreneurial influence with many small to medium size businesses able to compete effectively with much larger national and international organisations. Remuneration levels have been relatively lower in the Eastern States however this historical variance narrowed during 2006. It should be noted that many senior executive roles in the larger national and international businesses continue to be filled internally via interstate transfers, as Western Australia is seen as a good developmental market for high performance managers to gain a broader base of experience for future appointments.

salaries | perth | general management & senior executive

| Role | Permanent salary per annum \$Aus |
|-------------------------|----------------------------------|
| Chief Executive Officer | \$250k+ |
| CEO – (Not For Profit) | \$150k+ |
| Divisional Manager | \$130 – 160k |
| CFO/Finance Director | \$180 – 250k |
| General Manager | \$140k+ |
| HR Director | \$150 – 200k |
| HR Manager | \$120 – 160k |
| Managing Director | \$200k+ |
| Marketing Director | \$140k+ |
| Marketing Manager | \$100k+ |
| Operations Manager | \$100 – 140k |
| Programme Director | \$180k+ |
| Project Manager | \$150k+ |
| Regional Manager | \$130 – 160k |
| Sales Director | \$120k+ |
| Sales Manager | \$90k+ |
| State Manager | \$100 – 150k |
| Strategic Consultant | \$120k+ |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

The Perth information technology team offers a specialised and tailored approach to technology staffing. Our two specialist consulting teams provide both contract and permanent employment services within a range of skill sets and variety of industry sectors. The teams focus on candidates with a minimum of two years' commercial experience through to senior IT executive positions with salary ranges at \$55-200k+ per annum.

With the Western Australian economy experiencing positive market conditions, some great opportunities and challenges are being presented to IT professionals. The main Perth industry sectors are mining & resources, professional services and Government supported by financial services, education, health, telecommunications and a thriving research & development sector.

market overview

During 2005 and 2006 the Western Australian market enjoyed very positive market conditions. Based on current demand and industry forecasts, we predict a growth of approximately 5 to 10% in employment opportunities with the Perth technology sector in 2007.

2006 saw several new projects commence with many others in the pilot phase in the Government and commercial sectors (resources particularly) which has resulted in a significant increase in demand for quality information technology professionals. These projects have been in the following major areas: applications (Java, Microsoft Share point, Oracle); infrastructure (business continuity, security/risk, ITIL); and consulting (business process improvement, consolidation).

Candidate remuneration packages increased on average from 4 to 16% in 2006. Whilst we expect an increase to happen in 2007, it is likely to be within the range of 5 to 12%. Some of the reasons for the increase in candidate remuneration packages in 2006 can be attributed to market and labour economics in addition to the increased cost of living in Western Australia, particularly the cost of housing. This is predicted to continue into 2007 and 2008.

Perth will continue to offer a range of rewarding projects in 2007. Established and new employers will continue to take advantage of Western Australia's growing economy and rating as one of the world's best places to live and work.

applications

Candidates with particular skills in development will continue to enjoy favourable contract and permanent employment options. Particular skills in demand will continue to be those people with a service orientated architecture approach that can help an organisation better leverage competitive advantage from technology investments. Candidates with expertise in Java, Oracle (particularly e-business), Microsoft (C# and Share point) in addition to knowledge of integration and workflow are and will continue to be in particularly high demand.

infrastructure

Candidates with a focus on networks and infrastructure will also enjoy a positive employment outlook for 2007. Particular skills in demand will focus on disaster recovery, business continuity, security, WAN and VOIP. Cisco technologies still have a major market share in Perth and people with skills from this vendor will benefit from a broad range of opportunities.

consulting

Candidates with strengths in project management, management consulting and business analysis will continue to enjoy a positive employment outlook in both contract and permanent employment. Great project managers are particularly difficult to find, as are business analysts with a sound knowledge of business process engineering.

salaries | perth | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Administration Assistant | \$32 – 38k | \$20 – 23 |
| Chief Information Officer/Chief Technology Officer (10+ yrs' exp) | \$160 – 250k+ | \$110 – 180+ |
| IT Director (10+ yrs' exp) | \$125 – 175k | \$100 – 150 |
| Manager – MIS (10+ yrs' exp) | \$120 – 180k | \$100 – 150 |
| Manager – IT (8+ yrs' exp) | \$95 – 160k | \$85 – 165 |
| Manager – Infrastructure Services (8+ yrs' exp) | \$100 – 160k | \$100 – 130 |
| Manager – Data Centre (7+ yrs' exp) | \$85 – 125k | \$70 – 95 |
| Manager – Development (7+ yrs' exp) | \$85 – 125k | \$100 – 150 |
| Manager – Knowledge Management (7+ yrs' exp) | \$90 – 145k | \$90 – 120 |
| Manager – Help Desk (7+ yrs' exp) | \$75 – 95k | \$60 – 95 |
| Manager – Testing – Applications and Infrastructure (5+ yrs' exp) | \$75 – 95k | \$55 – 85 |
| Programme Manager (8+ yrs' exp) | \$110 – 185k | \$110 – 175 |
| Project Director (8+ yrs' exp) | \$90 – 175k | \$100 – 165 |
| Project Manager (1 – 2 yrs' exp) | \$55 – 68k | \$50 – 60 |
| Project Manager (3 – 5 yrs' exp) | \$60 – 85k | \$55 – 75 |
| Project Manager (5+ yrs' exp) | \$70 – 130k | \$60 – 80 |
| Business Analyst (1 – 3 yrs' exp) | \$40 – 65k | \$40 – 55 |
| Business Analyst (4 – 6 yrs' exp) | \$60 – 80k | \$55 – 75 |
| Business Analyst (6+ yrs' exp) | \$60 – 85k | \$60 – 90 |
| Change Management Consultant (10+ yrs' exp) | \$90 – 125k | \$65 – 120 |
| Consultant (1 – 3 yrs' exp) | \$50 – 70k | \$40 – 65 |
| Experienced Consultant (2 – 5 yrs' exp) | \$60 – 95k | \$55 – 85 |
| Manager/Senior Consultant/Director (5+ yrs' exp) | \$90 – 250k | \$85 – 150 |
| ERP Business Analyst (5+ yrs' exp) | \$75 – 120k | \$70 – 100 |
| ERP Consultant Functional (5+ yrs' exp) | \$75 – 135k | \$70 – 100 |
| ERP Project Manager (8+ yrs' exp) | \$100 – 155k | \$75 – 115 |
| ERP Consultant Technical (5+ yrs' exp) | \$70 – 120k | \$65 – 115 |
| Hardware Engineer (1 – 3 yrs' exp) | \$25 – 45k | \$20 – 30 |
| Hardware Engineer (3 – 6 yrs' exp) | \$30 – 55k | \$30 – 40 |
| Help Desk/PC Support/Apps Support (1 – 3 yrs' exp) | \$30 – 45k | \$20 – 30 |
| Help Desk/Desktop Support/Apps Support (3 – 5 yrs' exp) | \$35 – 50k | \$25 – 40 |
| LAN Support/Administration (level 1/2) (2 – 4 yrs' exp) | \$35 – 55k | \$25 – 50 |
| LAN Support/Administration (level 3/4) (5+ yrs' exp) | \$55 – 70k | \$35 – 60 |
| EAI Middleware Specialist (5+ yrs' exp) | \$60 – 90k | \$50 – 75 |
| Security Specialist (1 – 3 yrs' exp) | \$40 – 60k | \$25 – 50 |
| Security Specialist (3+ yrs' exp) | \$75 – 150k | \$65 – 130 |
| WAN/Communications Engineer (1 – 2 yrs' exp) | \$35 – 55k | \$35 – 50 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | perth | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| WAN/Communications Engineer (2 – 4 yrs' exp) | \$40 – 70k | \$40 – 65 |
| WAN/Communications Engineer (5+ yrs' exp) | \$65 – 115k | \$60 – 100 |
| Solution Architect – Infrastructure Topology (8+ yrs' exp) | \$70 – 140k | \$70 – 120 |
| Technical Architect (8+ yrs' exp) | \$80 – 140k | \$65 – 120 |
| Systems Administrator – Unix, NT, Novell (1 – 3 yrs' exp) | \$35 – 60k | \$30 – 50 |
| Systems Administrator – Unix, NT, Novell (3 – 6 yrs' exp) | \$55 – 75k | \$40 – 65 |
| Database Administrator – SQL Server, Sybase, DB2 (2 – 5 yrs' exp) | \$45 – 65k | \$40 – 70 |
| Database Administrator – SQL Server, Sybase, DB2 (6+ yrs' exp) | \$65 – 120k+ | \$65 – 100 |
| Database Administrator – Oracle (2 – 5 yrs' exp) | \$50 – 65k | \$55 – 70 |
| Database Administrator – Oracle (6+ yrs' exp) | \$60 – 110k | \$65 – 125 |
| Solution Architect – Applications (8+ yrs' exp) | \$70 – 130k | \$60 – 110 |
| Architect/Software Design (10+ yrs' exp) | \$80 – 150k | \$70 – 130 |
| Technical Software Architect (3 – 5 yrs' exp) | \$55 – 85k | \$45 – 65 |
| Analyst Programmer – Database (1 – 3 yrs' exp) | \$35 – 55k | \$35 – 50 |
| Analyst Programmer – Database (3 – 5 yrs' exp) | \$45 – 65k | \$35 – 55 |
| Analyst Programmer – Database (5+ yrs' exp) | \$45 – 70k | \$40 – 65 |
| Analyst Programmer – VB, ASP, WEB (0 – 2 yrs' exp) | \$35 – 45k | \$30 – 40 |
| Analyst Programmer – VB, ASP, WEB (3 – 5 yrs' exp) | \$40 – 65k | \$35 – 65 |
| Analyst Programmer – VB, ASP, WEB, NET (6+ yrs' exp) | \$60 – 90 | \$40 – 70 |
| Mainframe Analyst Programmer (6+ yrs' exp) | \$50 – 80k | \$45 – 70 |
| Software Engineer – Java, OO, C++, Delphi (1 – 2 yrs' exp) | \$40 – 50k+ | \$35 – 45 |
| Software Engineer – Java, OO, C++, Delphi (3 – 5 yrs' exp) | \$50 – 75k+ | \$45 – 65 |
| Software Engineer – Java, OO, C++, Delphi (6+ yrs' exp) | \$60 – 90k+ | \$55 – 75 |
| Quality Analyst (QA) (5+ yrs' exp) | \$50 – 70k+ | \$40 – 60 |
| Tester (1 – 3 yrs' exp) | \$35 – 50k+ | \$25 – 35 |
| Tester (3 – 5 yrs' exp) | \$45 – 75k+ | \$25 – 55 |
| Web Graphic Design/Developer (0 – 3 yrs' exp) | \$35 – 55k+ | \$25 – 35 |
| Web Graphic Design/Developer (3+ yrs' exp) | \$40 – 65k+ | \$30 – 45 |
| Technical Writer/Editor (0 – 3 yrs' exp) | \$35 – 55k+ | \$20 – 40 |
| Technical Writer/Editor (6+ yrs' exp) | \$50 – 75k+ | \$40 – 65 |
| IT Account Manager Corporate and Account Manager (3 – 6 yrs' exp) | \$45 – 60k | |
| New Business Sales (1 – 3 yrs' exp) | \$30 – 55k | |
| IT Business Development (3 – 5 yrs' exp) | \$40 – 110 OTE+ | |
| IT Business Development (5+ yrs' exp) | \$50 – 150 OTE+ | |
| Sales Director – IT & T (8+ yrs' exp) | \$90 – 160k+ | |
| Senior Solutions BDM – IT&T (8+ yrs' exp) | \$80 – 200k+ OTE | |
| State Sales Manager/Director (Team 15+) (8+ yrs' exp) | \$150 – 200k+ OTE | |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Robert Walters' sales & marketing division provides recruitment services to experienced industry professionals at mid to senior levels with a focus on the financial services, information technology, FMCG, professional services, resources, industrial sales and telecommunications industries.

market overview

Western Australia's economy has created employment conditions that have provided significant new opportunities for sales people to work on challenging projects and generate unprecedented rewards in 2006. Several organisations continued to seek talented professionals with a demonstrable track record of success in building long-term client relationships. The Perth market particularly rewards individuals who are able to effectively consult and help businesses achieve success; we expect to see this continue into 2007.

Sales managers have improved financial and non-financial rewards for employees in addition to implementing more robust training and development programmes to identify and grow talent. Base salary packages and on target earnings (OTE) improved in 2006 (approximately 5-14%) and will continue to increase in 2007.

Candidates with international experience are still highly regarded, particularly those that have formal sales and marketing training who are considered consultative in their sales skills.

Sales professionals who are able to demonstrate a track record of at least three years per employer, are particularly valued by employers. Those who are able to demonstrate skills and undertake credited training in the areas including strategic account management, conceptual selling and large account management will have an advantage over others in the market.

There are not a great deal of pure marketing roles in Western Australia. Generally the roles available are a hybrid of marketing and sales responsibilities. The majority of pure marketing work is undertaken in the Eastern States where the larger company head offices are located. The senior roles that are in this area are generally found in the financial services, IT, telecommunications, FMCG, utilities, Government and related sectors.

salaries | perth | sales & marketing

| Role | Permanent salary per annum \$Aus |
|---|----------------------------------|
| Account Director (6 + yrs' exp) | \$90 – 130k |
| Account Manager (2 – 5 yrs' exp) | \$50 – 70k |
| Senior Account Manager (6+ yrs' exp) | \$60 – 80k |
| Advertising Account Manager | \$45 – 75k |
| Assistant Product/Brand Manager | \$35 – 60k |
| Business Development Manager (2 – 3 yrs' exp) | \$50 – 75k |
| Business Development Manager (4 – 5 yrs' exp) | \$65 – 95k |
| Corporate Affairs Director | \$100k+ |
| Direct Marketing Manager | \$110k+ |
| Market Researcher | \$35 – 55k |
| Marketing Communications Officer (2 – 4 yrs' exp) | \$35 – 55k |
| Marketing Communications Manager (5+ yrs' exp) | \$70 – 90k |
| Marketing Coordinator | \$35 – 55k |
| Marketing Director | \$120 – 160k+ |
| Marketing Executive (2 – 3 yrs' exp) | \$40 – 65k |
| Marketing Executive (4 – 5 yrs' exp) | \$55 – 75k |
| Marketing Manager (4 – 5 yrs' exp) | \$65 – 95k |
| Marketing Strategist | \$80 – 100k+ |
| Media Sales | \$50 – 80k |
| Product/Brand Manager (2 – 3 yrs' exp) | \$50 – 60k |
| Product/Brand Manager (4 – 5 yrs' exp) | \$60 – 80k |
| Public Relations Consultant (2 – 3 yrs' exp) | \$45 – 65k |
| Public Relations Manager (4 – 5 yrs' exp) | \$70 – 100k |
| Relationship Manager | \$60k+ |
| Sales and Marketing Director (6+ yrs' exp) | \$100 – 150k |
| Sales and Marketing Manager (2 – 3 yrs' exp) | \$60 – 90k |
| Sales and Marketing Manager (4 – 5 yrs' exp) | \$80 – 120k |
| Sales Executive (2 – 3 yrs' exp) | \$40 – 60k |
| Sales Executive (4 – 5 yrs' exp) | \$50 – 70k |
| Sales Manager (2 – 3 yrs' exp) | \$50 – 70k |
| Sales Manager (4 – 5 yrs' exp) | \$70 – 95k |
| Sponsorship and Event Manager | \$60 – 90k |
| State Retail Manager | \$70 – 90k |
| State Sales Manager | \$90 – 120k |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

financial services

Our financial services division is made up of three teams, Banking Operations, Risk Management & Compliance, and Banking Finance/Accounting, we offer both temporary and permanent solutions in each of these areas.

banking operations

Operations is a pivotal and high profile area within financial services and provides the infrastructure to support sales, trading and investment activities throughout all products and sectors. With market, legal and regulatory requirements constantly changing, operations professionals are expected to anticipate and respond to ongoing change.

Our banking operations team specialises in placing a broad spectrum of operational positions, both temporary and permanent, from entry level to senior management roles.

risk management & compliance

The Sydney risk management & compliance division recruits for those professions geared to addressing the regulatory, market and operational risks that affect the capital, performance and reputation of a financial institution. We recruit both temporary and permanent staff at all levels across operational, market and credit risk, internal audit and compliance.

banking finance/accounting

The banking finance/accounting team recruits across a wide range of accounting disciplines, and offers both temporary and permanent recruitment solutions. At the junior end we cover a myriad of accounts clerical positions from Accounts Payable to Assistant Accountant level, and at the senior end we recruit for all positions requiring accountants at the qualified level and above. In addition to these core business positions we also service specialised finance areas such as fund accounting, performance analysis, product accounting, treasury and business analysis.

market overview

In general terms the financial services industry experienced sustained growth during 2006. Both domestic and international organisations have recruited consistently to meet demand. The ongoing growth in the Sydney market has been driven by multiple factors including the continual entry of recognised international brands and organic growth offshore by successful Australian institutions. These factors, coupled with demand driven by organisations upgrading accounting and trading systems to streamline customer access, have ensured the war for talent remains as competitive as ever.

A number of Australian institutions are currently looking to enter new offshore markets and require high quality middle and back office functions to support this strategy. Whilst the Asia Pacific region was the original target area in 2005, we saw new Australian entrants into the European region over 2006 and expect this to continue in 2007. The majority of this growth has been asset based across the infrastructure or property asset classes and funds are being raised through a range of investment vehicles. This has resulted in an increase in the number of private equity firms entering the region. Areas of demand in 2007 will be product control (structured products, equities and commodities/energy), senior group reporting, business unit controllers (listed assets), regulatory compliance, risk management, audit, derivative operations and documentation.

Remuneration increased across the board in 2006 by up to 30%. This has been attributed to the continual war for talent specifically driven by the 'Big 4' accounting firms trying to retain qualified accountants. Bonuses in the major international organisations have been strong and we anticipate this will continue as a result of record market activity levels. Bonuses at domestic banks have remained relatively flat which was surprising for 2006, considering record profits across the board. In short, we predict that 2007 will continue to be a strong year for job hunters with both domestic and international organisations looking to expand their teams as a result of increased deal flow.

2006 was again a very buoyant year which highlighted the severe skill shortages across a broad spectrum of operations and accounting roles.

During the first half of 2006, there was some positive news about the Australian Working Holiday Maker visa programme, with visa holders now eligible to work for any one employer for up to six months, as opposed to the previous limit of three. This will somewhat ease the pressure on an already depleted labour market and inspire more and more overseas qualified and experienced candidates to consider Australia and Sydney as a place to reside and work on a temporary basis.

Although candidate salaries/hourly rates seemed to reach a plateau in 2006, we predict this is temporary and that we will again see inflation of salaries during 2007 by 5 to 10%. With candidates having more choice than ever, we have seen employers forced to react more quickly and produce offers to top quality candidates in shorter periods of time. In the past, turn around times from job release to offer have varied greatly and although this is sometimes still the case, we have found that those clients who react the fastest tend to secure the best talent.

Candidates are reacting more positively to detailed job descriptions and are using the quality of the document as an indicator of the employer work environment and attitude. In some cases, candidates will decide against being represented to a client if the job description is vague or non-specific. Job descriptions are a very simple way of differentiating your company and encouraging applications from the strongest candidates.

The demand for part and newly qualified accountants within the Sydney market continued to increase in 2006. Accountants looking to make their first move into financial services from the 'Big 4' and '2nd tier' chartered accounting firms continue to be able to demand premium salaries and benefits packages. In terms of that all important next move, business and financial analysis positions continue to be at the top of newly qualified accountants 'wish list', with more statutory based roles sitting

somewhat further down the pecking order.

Outsourcing seems to be as topical as ever with more financial service providers either committing to 'low cost' sites or researching these markets. We believe Sydney remains a competitive choice for employers. In time, we anticipate there will be less need for junior, labour intensive roles in Sydney as these slowly migrate to low cost regions. Although the overall number of operations staff may be in decline, we expect the need for skilled and experienced operations professionals will not subside in the short to medium term and that this simply represents a change in the profile of staff used to resource operations teams.

key hiring areas

- Audit
- Business analysis
- Business analysis and operational project management
- Compliance
- Custody administration and transitions
- Financial accounting
- Fund accounting (operations) and fund administration
- Listed derivative operations
- OTC derivative operations
- Management accounting
- Product accounting
- Risk management

salaries | sydney | accounting & finance – banking & financial services

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Banking & Finance | | |
| Lending Settlements Clerk (0 – 4 yrs' exp) | \$50 – 65k | \$22 – 35 |
| Lending Support (0 – 2 yrs' exp) | \$42 – 53k | \$22 – 27 |
| Operations Manager (3 – 5 yrs' exp) | \$95 – 150k | \$40+ |
| Operations Manager (6+ yrs' exp) | \$150k+ | \$55+ |
| Financial Services | | |
| Client Services Officer (3 – 5 yrs' exp) | \$60 – 80k | |
| Insurance Claims Processing (0 – 2 yrs' exp) | \$43 – 55k | |
| Insurance Claims Supervisor (3 – 5 yrs' exp) | \$55 – 90k | |
| Insurance Underwriter (3 – 5 yrs' exp) | \$70 – 110k | |
| Investment Administration (0 – 2 yrs' exp) | \$42 – 55k | |
| Portfolio Funds Administrator (0 – 2 yrs' exp) | \$42 – 55k | |
| Portfolio Funds Manager (3 – 5 yrs' exp) | \$80 – 130k | |
| Settlements Officer (Funds) (3 – 5 yrs' exp) | \$60 – 80k | |
| Settlements Officer (Stockbroking) (6+ yrs' exp) | \$75 – 90k | |
| Superannuation Administration (0 – 2 yrs' exp) | \$45 – 55k | |
| Superannuation Client Services (0 – 2 yrs' exp) | \$45 – 55k | |
| Middle Office & Finance | | |
| Accounts Clerk | \$42 – 55k | \$24 – 27 |
| Assistant Accountant | \$42 – 60k | \$29 – 33 |
| Business Analyst CA/CPA (0 – 2 yrs exp) | \$65 – 85k | \$33 – 44 |
| Business Analyst CA/CPA (3 – 5 yrs exp) | \$85 – 120k | \$49 – 65 |
| Business Analyst CA/CPA (6+ yrs' exp) | \$120k+ | \$65 – 110+ |
| Financial Accountant CA/CPA (0 – 2 yrs' exp) | \$55 – 75k | \$30 – 38 |
| Financial Accountant CA/CPA (3 – 5 yrs' exp) | \$70 – 100k | \$38 – 55 |
| Financial Accountant CA/CPA (6+ yrs' exp) | \$100k+ | \$55 – 71 |
| Financial Accountant Degree (0 – 2 yrs' exp) | \$50 – 65k | \$26 – 33 |
| Financial Accountant Degree (3 – 5 yrs' exp) | \$65 – 80k | \$33 – 44 |
| Financial Accountant Degree (6+ yrs' exp) | \$80 – 110k | \$44 – 55 |
| Financial Controller (6+ yrs' exp) | \$130k+ | \$55 – 82 |
| Fund Accountant CA/CPA (0 – 2 yrs' exp) | \$45 – 60k | \$27 – 38 |
| Fund Accountant CA/CPA (3 – 5 yrs' exp) | \$65 – 100k | \$38 – 49 |
| Fund Accountant CA/CPA (6+ yrs' exp) | \$100k+ | \$49 – 65 |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Fund Accountant Degree (0 – 2 yrs' exp) | \$42 – 55k | \$22 – 29 |
| Fund Accountant Degree (3 – 5 yrs' exp) | \$65 – 90k | \$29 – 44 |
| Fund Accountant Degree (6+ yrs' exp) | \$90 – 120k | \$44 – 55 |
| Management Accountant CA/CPA (0 – 2 yrs' exp) | \$50 – 70k | \$33 – 44 |
| Management Accountant CA/CPA (3 – 5 yrs' exp) | \$80 – 110k | \$44 – 60 |
| Management Accountant CA/CPA (6+ yrs' exp) | \$100k+ | \$60 – 74 |
| Management Accountant Degree (0 – 2 yrs' exp) | \$50 – 70k | \$26 – 33 |
| Management Accountant Degree (3 – 5 yrs' exp) | \$65 – 90k | \$30 – 38 |
| Management Accountant Degree (6+ yrs' exp) | \$100k+ | \$38 – 49 |
| Product Accountant CA/CPA (0 – 2 yrs' exp) | \$50 – 75k | \$38 – 49 |
| Product Accountant CA/CPA (3 – 5 yrs' exp) | \$70 – 105k | \$44 – 65 |
| Product Accountant CA/CPA (6+ yrs' exp) | \$105k+ | \$65+ |
| Product Accountant Degree (0 – 2 yrs' exp) | \$50 – 75k | \$33 – 44 |
| Product Accountant Degree (3 – 5 yrs' exp) | \$70 – 77k | \$44 – 55 |
| Product Accountant Degree (6+ yrs' exp) | \$104k+ | \$55+ |
| Product Controller – Non Qualified | \$70 – 77k | \$38 – 55 |
| Product Controller | \$99 – 154k | \$55 – 76+ |
| Tax Accountant (0 – 2yrs exp) | \$50 – 70k | \$25 – 33 |
| Tax Accountant (3 – 5yrs exp) | \$70 – 115k | \$33 – 55 |
| Tax Accountant (6+ yrs exp) | \$115k+ | \$55+ |
| Operations | | |
| Corporate Actions Clerk (0 – 2 yrs' exp) | \$42 – 55k | \$22 – 25 |
| Corporate Actions Manager (3 – 5 yrs' exp) | \$80 – 110k | \$30 – 40 |
| Derivatives Documentation Clerk (0 – 2 yrs' exp) | \$45 – 55k | \$22 – 30 |
| Derivatives Operations Manager (3 – 5 yrs' exp) | \$90 – 130k | \$30 – 45 |
| Derivatives Supervisor | \$60 – 90k | \$35+ |
| Equities Clerk (0 – 2 yrs' exp) | \$42 – 55k | \$22 – 27 |
| Equities Supervisor (3 – 5 yrs' exp) | \$70 – 90k | \$30 – 40 |
| Equities Operations Manager (6+ yrs' exp) | \$100k+ | \$40+ |
| Fixed Income Clerk (0 – 2 yrs' exp) | \$42 – 55k | \$22 – 27 |
| Fixed Income Supervisor (3 – 5 yrs' exp) | \$65 – 90k | \$30 – 40 |
| Fixed Income Operations Manager (6+ yrs' exp) | \$90 – 150k | \$40+ |
| Fund Administrator – Custody (0 – 2 yrs' exp) | \$45 – 55k | \$20 – 28 |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

salaries | sydney | accounting & finance – banking & financial services

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Fund Administrator – Custody Senior (3 – 5 yrs' exp) | \$60 – 80k | \$25 – 35 |
| Fund Administrator – Fund Management (0 – 2 yrs' exp) | \$45 – 55k | \$20 – 28 |
| FX Clerk (0 – 2 yrs' exp) | \$42 – 55k | \$20 – 26 |
| FX Supervisor (3 – 5 yrs' exp) | \$60 – 90k | \$28 – 32 |
| FX Operations Manager (6+ yrs' exp) | \$90 – 150k | \$40+ |
| Head of Operations | \$160k+ | \$600/day+ |
| Junior Settlements Clerk Degree (0 – 2 yrs' exp) | \$42 – 55k | \$20 – 26 |
| Junior Settlements Clerk HSC (0 – 2 yrs' exp) | \$35 – 50k | \$20 – 24 |
| Margin Lending (0 – 2 yrs' exp) | \$40 – 55k | \$20 – 26 |
| Senior Margin Lending (3 – 5 yrs' exp) | \$55 – 75k | \$25 – 35 |
| Senior Derivates Clerk (3 – 5 yrs' exp) | \$55 – 80k | \$30 – 35 |
| Senior Equities Clerk (3 – 5 yrs' exp) | \$55 – 80k | \$25 – 35 |
| Senior Fixed Income Clerk (3 – 5 yrs' exp) | \$55 – 80k | \$25 – 35 |
| Business Banking | | |
| Confirmations (0 – 2 yrs' exp) | \$47 – 53k | |
| Confirmations (3 – 5 yrs' exp) | \$55 – 70k | |
| Corporate Actions (0 – 2 yrs' exp) | \$45 – 60k | |
| Corporate Actions (3 – 5 yrs' exp) | \$60 – 85k | |
| Fund Accountant (0 – 2 yrs' exp) | \$50 – 60k | |
| Fund Accountant (3 – 5 yrs' exp) | \$60 – 75k | |
| Manager Trade Finance | \$85 – 150k | |
| Margin Lending Officer (0 – 2 yrs' exp) | \$45 – 55k | |
| Margin Lending Officer (3 – 5 yrs' exp) | \$55 – 70k | |
| Operations Manager (0 – 2 yrs' exp) | \$80 – 120k | |
| Operations Manager (3 – 5 yrs' exp) | \$90 – 150k | |
| Operations Manager (6+ yrs' exp) | \$150k+ | |
| Settlements (0 – 2 yrs' exp) | \$42 – 55k | |
| Settlements (3 – 5 yrs' exp) | \$55 – 75k | |
| Treasury Manager (5+ yrs' exp) | \$85 – 140k | |
| Treasury Settlements (3 – 5 yrs' exp) | \$60 – 75k | |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Risk Management | | |
| Credit Risk Analyst (0 – 2 yrs' exp) | \$50 – 65k | |
| Credit Risk Analyst (3 – 5 yrs' exp) | \$70 – 100k | |
| Credit Risk Analyst (5+ yrs' exp) | \$110k+ | |
| Operational Risk Manager (0 – 2 yrs' exp) | \$50 – 70k | |
| Operational Risk Manager (3 – 5 yrs' exp) | \$70 – 110k | |
| Operational Risk Manager (6+ yrs' exp) | \$120k+ | |
| Compliance – Degree (0 – 2 yrs' exp) | \$50 – 70k | |
| Compliance – Degree (3 – 5 yrs' exp) | \$70 – 110k | |
| Compliance – Degree (6+ yrs' exp) | \$120k+ | |
| Market Risk – Degree (0 – 2 yrs' exp) | \$50 – 70k | |
| Market Risk – Degree (3 – 5 yrs' exp) | \$65 – 110k | |
| Market Risk – Degree (6+ yrs' exp) | \$120k+ | |
| Quantitative Risk (0 – 2 yrs' exp) | \$50 – 70k | |
| Quantitative Risk (3 – 5 yrs' exp) | \$70 – 110k | |
| Quantitative Risk (6+ yrs' exp) | \$120k+ | |
| Internal Audit CA/CPA (0 – 2 yrs' exp) | \$60 – 80k | |
| Internal Audit CA/CPA (3 – 5 yrs' exp) | \$80 – 120k | |
| Internal Audit CA/CPA (6 – 10 yrs' exp) | \$120 – 160k | |
| Head of Internal Audit CA/CPA (10+ yrs' exp) | \$200k+ | |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

Our commerce & industry division recruits accounting professionals at all levels into a broad base of industries that sit outside of banking and financial services. Our consultants are industry specialists offering credibility through their detailed understanding of both the client and candidate market in their respective industry. Alongside the more conventional financially biased roles, the team also recruits for development, strategy planning and broader business management roles. Our client base ranges in size from large multinationals and non-quoted organisations through to owner-managed businesses.

market overview

Generally speaking, 2006 saw a continued rise in the demand for permanent accountancy staff. 2005 was a year in which statutory and compliance based roles were in greatest demand with IFRS, Sarbanes-Oxley, and GAAP experience the most heavily sought after skills. The demand landscape changed in 2006. Whilst we still saw organisations recruiting for compliance accounting based roles, levels cooled in relation to the demand for group or corporate accountants and senior tax managers. As a consequence, we saw some dramatic salary spikes across these disciplines.

The market in general remains candidate short. In previous years this was driven in part through the specificity of employer expectations and the premium placed on relevant industry experience. However during 2006, this was further compounded by organisations relocating their finance functions offshore and finance directors making a 'lifestyle decision' to remain in Australia.

Newly qualified accountants continue to be in constant demand. Organisations, in increasing numbers, are looking at their internal succession planning policies and as a consequence are looking to hire more junior talent into the business with a view to grooming them into 'leaders of tomorrow'. Newly qualified accountants with 'Big 4' experience are favoured strongly because of the strong technical training and the varied client exposure they possess.

Property shows no signs of slowing-up as a sector that continues to recruit aggressively into finance. The situation in the telecommunications and IT sectors is a similar story. From a candidate perspective, media is enjoying a resurgence in popularity as candidates seek out organisations that embrace the notion of a healthy work/life balance coupled with a more relaxed day-to-day working environment.

In 2006, we have seen clients adapt their interview process to better mirror the market. More emphasis has been placed on using the interview as a means to sell to the candidate rather than to simply assess suitability. In response to both candidate and recruiter feedback, organisations are now increasingly selling the company in terms of its values and culture, opposed to simply selling on the salary it can offer.

contract

Following on from a strong 2005, the recruitment market for accounting professionals remained buoyant throughout 2006 and we have seen some clear trends emerge at a number of levels. At the executive level, we are seeing a surplus of candidates over opportunities. This is due to a number of factors, not least of which is the specificity of employer demands on required industry background and tenure held.

At the junior end of the market, the demand for clerical accounts staff is increasing. This is linked to an increased emphasis on succession planning along with a simultaneous drive to reduce overall cost within finance departments. The trend of outsourcing shared service centres by large multinationals has continued, resulting in a significant rise in the standard of candidates at this level.

Qualified accountants remain in high demand, particularly newly qualified accountants and those with up to four years' post qualified experience. Strategic structural changes in leading blue chip organisations (particularly within the IT, telco and FMCG industries) have led to an increased requirement for business analysts of varying levels of seniority. Furthermore, we have witnessed organisations' continue to focus on specific skill sets

with IFRS, Sarbanes-Oxley and internal audit continuing to prove the most difficult roles to fill.

Generally, the market remains short of high quality candidates. Candidates therefore have an increased awareness of their value resulting in an uplift in rates and an increasing incidence of multiple and counter offers. Government alterations to working visa qualification requirements have been introduced successfully to offset this shortage but we anticipate it will continue well into 2007.

salaries | sydney | accounting & finance – commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|-------------------------------------|---------------------------------|
| Accounts Assistant (0 – 2 yrs' exp) | \$38k | \$19 – 22 |
| Accounts Assistant (3 – 5 yrs' exp) | \$44 – 55k | \$22 – 25 |
| Accounts Assistant (6+ yrs' exp) | \$55 – 60k | |
| Accounts Clerk (0 – 2 yrs' exp) | \$38 – 44k | |
| Accounts Clerk (3 – 5 yrs' exp) | \$44 – 55k | |
| Accounts Clerk (6+ yrs' exp) | \$55 – 60k | |
| Accounts Payable/Receivable – Junior (0 – 2 yrs' exp) | \$44 – 49k | \$20 – 23 |
| Accounts Payable/Receivable – Manager (6+ yrs' exp) | \$65 – 98k | \$30 – 40 |
| Accounts Payable/Receivable – Supervisor (6+ yrs' exp) | \$55 – 82k | \$25 – 30 |
| Assistant Accountant CA/CPA (0 – 2 yrs' exp) | \$44 – 55k | \$22 – 25 |
| Assistant Accountant CA/CPA (3 – 5 yrs' exp) | \$55 – 65k | \$25 – 30 |
| Assistant Accountant CA/CPA (6+ yrs' exp) | \$65k+ | |
| Assistant Accountant Degree (0 – 2 yrs' exp) | \$44 – 49k | \$20 – 23 |
| Assistant Accountant Degree (3 – 5 yrs' exp) | \$49 – 60k | \$23 – 27 |
| Assistant Accountant Degree (6+ yrs' exp) | \$55 – 60k | |
| Audit Manager | \$153k | |
| Auditor (0 – 2 yrs' exp) | \$49 – 65k | \$25 – 30 |
| Auditor (3 – 5 yrs' exp) | \$65 – 87k | \$30 – 45 |
| Auditor (6+ yrs' exp) | \$87k+ | |
| Billings Analyst (0 – 2 yrs' exp) | \$44k+ | \$20 – 23 |
| Billings Analyst (3 – 5 yrs' exp) | \$55k+ | \$23 – 27 |
| Billings Analyst (6+ yrs' exp) | \$65 – 98k+ | \$27 – 30 |
| Book Keeper (0 – 2 yrs' exp) | \$44 – 55k+ | \$20 – 25 |
| Book Keeper (3 – 5 yrs' exp) | \$55 – 65k+ | \$25 – 30 |
| Book Keeper (6+ yrs' exp) | \$76k+ | |
| Business/Financial Analyst (0 – 2 yrs' exp) | \$49 – 60k | \$25 – 40 |
| Business/Financial Analyst (3 – 5 yrs' exp) | \$60 – 87k | \$40 – 50 |
| Business/Financial Analyst (6+ yrs' exp) | \$87 – 131k | \$50 – 65 |
| Chief Financial Officer | \$185 – 273k+ | \$80 – 120 |
| Commercial/Planning Manager | \$109 – 131k | \$50 – 65 |
| Company Accountant | \$65 – 131k | \$40 – 55 |
| Cost Accountant (0 – 2 yrs' exp) | \$44 – 71k | \$25 – 35 |
| Cost Accountant (3 – 5 yrs' exp) | \$71 – 93k | \$35 – 45 |
| Cost Accountant (6+ yrs' exp) | \$87 – 131k | \$45 – 55 |
| Credit Controller | \$49 – 50k+ | \$20 – 25 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | sydney | accounting & finance – commerce & industry

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|--|-------------------------------------|---------------------------------|
| Credit Manager | \$76 – 98k+ | \$35 – 45 |
| Finance Director – Large Organisation | \$273k+ | \$80 – 125 |
| Finance Director – Small/Medium Organisation | \$164k+ | \$60 – 80 |
| Finance Manager (0 – 2 yrs' exp) | \$109k | \$45 – 55 |
| Finance Manager (3 – 5 yrs' exp) | \$131k | \$55 – 60 |
| Finance Manager (6+ yrs' exp) | \$164k | \$60 – 65 |
| Financial Accountant (0 – 2 yrs' exp) | \$55k | \$35 – 45 |
| Financial Accountant (3 – 5 yrs' exp) | \$65 – 98k+ | \$45 – 50 |
| Financial Accountant (6+ yrs' exp) | \$98 – 131k+ | \$50 – 55 |
| Financial Analyst (0 – 2 yrs' exp) | \$60 – 71k | \$30 – 40 |
| Financial Analyst (3 – 5 yrs' exp) | \$71k+ | \$40 – 50 |
| Financial Analyst (6+ yrs' exp) | \$93k+ | \$50 – 65 |
| Financial Controller – Large Organisation | \$164k+ | \$60 – 75 |
| Financial Controller – Small/Medium Organisation | \$131k+ | \$50 – 65 |
| Graduate Accountant | \$44 – 49k | |
| Group Accountant | \$87 – 109k | \$40 – 55 |
| Group Financial Controller | \$131k+ | \$60 – 80 |
| Group Management Accountant | \$87 – 131k | \$45 – 55 |
| Internal Auditor – Junior | \$55 – 76k+ | \$30 – 45 |
| Internal Auditor – Manager | \$153 – 174k | \$50 – 65 |
| Management Accountant (0 – 2 yrs' exp) | \$49 – 60k+ | \$35 – 40 |
| Management Accountant (3 – 5 yrs' exp) | \$60 – 82k+ | \$40 – 50 |
| Management Accountant (6+ yrs' exp) | \$82 – 120k+ | \$50 – 55 |
| Payroll Manager | \$82 – 131k+ | \$30 – 40 |
| Payroll Supervisor (5+ yrs' exp) | \$65 – 76k+ | \$25 – 35 |
| Pricing Analyst | \$71 – 98k+ | |
| Senior Credit Manager (8+ yrs' exp) | \$131 – 153k+ | \$40 – 45 |
| Systems Accountant (0 – 2 yrs' exp) | \$49 – 65k+ | \$30 – 35 |
| Systems Accountant (3 – 5 yrs' exp) | \$65 – 93k+ | \$35 – 50 |
| Systems Accountant (6+ yrs' exp) | \$87 – 164k+ | \$50 – 65 |
| Tax Accountant (0 – 2 yrs' exp) | \$49 – 60k | \$35 – 45 |
| Tax Accountant (3 – 5 yrs' exp) | \$55 – 76k | \$45 – 55 |
| Tax Accountant – Senior (6+ yrs' exp) | \$76 – 131k | \$50 – 60 |
| Tax Manager | \$131k | \$60 – 80 |
| Treasury Accountant | \$76 – 98k | \$35 – 50 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

Our engineering & operations division specialises in placing permanent and contract engineering supply chain and procurement professionals into many of Australia's, and indeed the world's, leading organisations.

market overview

engineering

With the completion of the M7, and the Lane Cove Tunnel and Parramatta to Chatswood Rail Link projects in their final stages, the local construction market has seen a downturn in activity and thus a diminished need for recruitment. However, major projects within regional NSW have bolstered the demand for people who are prepared to travel and live away from home. This, compounded with the boom markets of Queensland and Western Australia, has seen a migration of skills out of Sydney and will most likely result in a war for talent in 2007. With local organisations unwilling or powerless to compete, we predict 2007 will see construction engineering salaries to rise on average by 8% in Sydney.

supply chain/procurement

This sector saw high levels of recruitment activity during 2006. Our clients recognise the financial benefit of a strategic and often centralised approach to procurement. The knock on effect has seen salaries increasing by 10% and employers having to be more aggressive with their recruitment process.

salaries | sydney | engineering & operations

| Role | Permanent salary per annum \$Aus | | |
|---|----------------------------------|------------------------------|--------------|
| | \$0 – 100m | Project Size \$100 – 300m | \$300m+ |
| Construction | | | |
| Cadet | | | |
| 0 – 3 yrs’ exp | \$35 – 45k | \$35 – 45k | \$35 – 45k |
| Graduate Engineer | | | |
| 0 – 3 yrs’ exp | \$45 – 55k | \$45 – 55k | \$55 – 60k |
| Site Engineer | | | |
| 0 – 3 yrs’ exp | \$55 – 65k | \$55 – 65k | \$60 – 70k |
| 5 – 10 yrs’ exp | \$75 – 85k | \$75 – 85k | \$80 – 90k |
| Project Engineer | | | |
| 0 – 3 yrs’ exp | \$65 – 80k | \$70 – 85k | \$80 – 90k |
| 5 – 10 yrs’ exp | \$75 – 85k | \$80 – 90k | \$85 – 95k |
| 10+ yrs’ exp | \$95 – 105k | \$95 – 105k | \$100 – 120k |
| Cost Engineer | | | |
| 0 – 3 yrs’ exp | \$55 – 70k | \$55 – 75k | \$65 – 80k |
| 5 – 10 yrs’ exp | \$85 – 105k | \$85 – 105k | \$95 – 120k |
| 10+ yrs’ exp | \$110k+ | \$120k+ | \$140k+ |
| Estimator | | | |
| 0 – 3 yrs’ exp | \$52 – 65k | \$52 – 70k | \$65 – 80k |
| 5 – 10 yrs’ exp | \$80 – 100k | \$80 – 100k | \$90 – 115k |
| 10+ yrs’ exp | \$100k+ | \$110k+ | \$130k+ |
| Project Planner | | | |
| 5 – 10 yrs’ exp | \$70 – 85k | \$75 – 85k | \$70 – 85k |
| 10+ yrs’ exp | \$100k+ | \$100k+ | \$120k+ |
| Building Services Engineer | | | |
| 0 – 3 yrs’ exp | \$52 – 65k | \$55 – 75k | \$65 – 80k |
| 5 – 10 yrs’ exp | \$70 – 85k | \$75 – 85k | \$85 – 110k |
| 10+ yrs’ exp | \$100k+ | \$120k+ | \$140k+ |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | | |

salaries | sydney | engineering & operations

| Role | Permanent salary per annum \$Aus | | |
|---|----------------------------------|------------------------------|--------------|
| | \$0 – 100m | Project Size \$100 – 300m | \$300m+ |
| Contracts Administrator | | | |
| 0 – 3 yrs' exp | \$52 – 65k | \$55 – 75k | \$65 – 80k |
| 5 – 10 yrs' exp | \$70 – 85k | \$75 – 85k | \$85 – 110k |
| 10+ yrs' exp | \$110k+ | \$120k+ | \$140k+ |
| Project Manager | | | |
| 10+ yrs' exp | \$110 – 120k | \$150 – 200k | \$180 – 250k |
| Foreman | | | |
| 10+ yrs' exp | \$80 – 90k | \$100 – 120k | \$110 – 140k |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | | |

| Role | Permanent salary per annum \$Aus | | |
|---|----------------------------------|-------------|--------------|
| | 0 – 3 yrs | 5 – 10 yrs | 10+ yrs |
| Consultancy | | | |
| Graduate Engineer | \$45 – 52k | | |
| Engineer | \$55 – 70k | \$70 – 90k | |
| Senior Engineer | | \$80 – 100k | \$110k+ |
| Project Manager | | | \$100 – 120k |
| Discipline Leader | | | \$130k+ |
| Business Unit Leader | | | \$160k+ |
| Drafter | \$55 – 65k | \$70 – 90k | \$100k+ |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | | |

| Role | Financial Services* | Other** |
|---|---------------------|--------------|
| Supply Chain/Logistics | | |
| Operations Director | \$160 – 200k+ | \$160 – 200k |
| Operations Manager | \$130 – 160k | \$130 – 160k |
| Distribution Manager | | \$80 – 90k |
| Transport Manager | | \$80 – 90k |
| Production Manager | | \$80 – 100k |
| Warehouse Manager | | \$60 – 80k |
| National Manager | | \$150k+ |
| Dispatch Administrator | | \$45 – 55k |
| Import/Export Clerk | | \$45 – 60k |
| Contract Manager | | \$75 – 85k |
| Fleet Manager | | \$70 – 85k |
| Depot Manager | | \$70k – 80k |
| Supply Chain Analyst | \$90 – 110k | \$80 – 100k |
| Supply Chain Manager | \$110 – 130k | \$110 – 130k |
| Procurement | | |
| Purchasing Officer | \$55 – 70k | \$55 – 70k |
| Purchasing Analyst | \$75 – 90k | \$70 – 85k |
| Purchasing Manager | \$85 – 110k | \$80 – 100k |
| Contract Manager | \$90 – 110k | \$80 – 105k |
| Strategic Sourcing Manager | \$120 – 150k | \$110 – 140k |
| Procurement Specialist | \$95 – 110k | \$90 – 100k |
| Demand Planner | | \$65 – 75k |
| Supply Chain Co-ordinator | | \$70 – 80k |
| Inventory Analyst | | \$65 – 75k |
| Materials Manager | | \$85 – 95k |
| Category Manager | \$100 – 120k | \$80 – 110k |
| *Financial Services also includes procurement and supply chain consultancies | | |
| **Other includes FMCG, Retail, IT, Pharmaceutical and Manufacturing industries | | |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

Our information technology division supplies contract and permanent staff for a wide range of blue-chip organisations, particularly in the banking/finance, telecommunications and other commercial sectors. We recruit a wide range of professionals in operational and strategic positions and work closely with organisations to ensure a full understanding of their business and needs.

market overview

Demand for technology professionals continued to be strong in 2006 across all of our key markets. IT professionals who can demonstrate robust technical skills along with business acumen and excellent communication skills are in high demand and Sydney continues to attract a lot of interest from overseas candidates. This year we saw consistent levels of skilled migration from Europe and Asia, and an increase in skilled migration from South America. We saw fewer IT graduates entering the market in 2006 than we did in 2005 and the effects of this are likely to add to the skills shortage in the next few years. A significant change we witnessed in 2006 was an increase in the number of businesses that welcomed speculative applications from candidates with relevant skills sets. Savvy businesses have been keen to create roles for people that they know they will need in the coming months, rather than hoping those skills will still be available down the track.

During the year, many organisations were faced with retention issues, as employees' confidence in the job market continued to increase. Employers have also found the job market increasingly competitive with quality candidates receiving multiple job offers and counter offers from existing employers. Permanent candidates cited working environment, company culture, cutting edge technology and salary as the most important deciding factors when accepting a job offer, whereas contractors cited rate, cutting edge technologies and length of contract as the most important factors.

In the financial sector, a joint venture between a European investment bank and a major Australian financial brand created considerable contract and permanent opportunities for developers, testers, business analysts and project managers with previous financial services and/or banking experience. The demand for IT banking professionals is set to increase further as a major Australian bank begins its expansion into the Eastern States.

The major telecommunication companies continued to recruit permanent and contract staff in a bid to ensure the success of major projects including 3G. Sydney is also the hub of the southern hemisphere's largest infrastructure project, in excess of \$60m, which has fuelled the demand for infrastructure engineers. This project is likely to increase the demand for SOE and desktop engineers throughout 2007, as well as integration engineers and project managers.

Attraction and retention of staff will continue to be a key issue for businesses in 2007. The market looks set to continue to be candidate short and this is likely to have an inflationary effect on salaries and contract rates, but those organisations that offer leading-edge technologies and stimulating, positive work environments are most likely to enjoy good levels of staff retention and attraction. Organisations that have a proactive approach to recruitment, are responsive to applications, and which appeal to passive as well as active candidates are likely to be the most successful recruiters in 2007.

salaries | sydney | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| IT Graduate (Newly Qualified) | \$40 – 55k | \$20 – 27 |
| 1st Level Support | \$40 – 55k | \$20 – 25 |
| 2nd Level Support | \$55 – 75k | \$25 – 30 |
| 3rd Level Support | \$75 – 95k | \$30 – 35 |
| Application Support | \$75 – 95k | \$35 – 60 |
| Manager – Help Desk | \$85 – 110k | \$50 – 75 |
| Network Engineer – CCNA | \$50 – 70k | \$25 – 40 |
| Network Engineer – CCNP | \$70 – 90k | \$40 – 70 |
| Network Engineer – CCIE | \$90 – 100k | \$70 – 100 |
| Network Security Engineer | \$80 – 120k | \$50 – 100 |
| Manager – Networks | \$90 – 130k | \$70 – 100 |
| Systems Administrator – Unix, NT, Novell (1 – 3 yrs' exp) | \$60 – 80k | \$40 – 60 |
| Systems Administrator – Unix, NT, Novell (3 – 6 yrs' exp) | \$80 – 120k | \$60 – 90 |
| Database Administrator (2 – 5 yrs' exp) | \$75 – 110k | \$40 – 60 |
| Database Administrator (6+ yrs' exp) | \$110 – 130k | \$60 – 100 |
| Manager – Infrastructure | \$120 – 160k | \$75 – 110 |
| Tester | \$60 – 85k | \$30 – 50 |
| Senior Tester | \$85 – 110k | \$50 – 80 |
| Manager – Testing | \$110 – 140k | \$75 – 105 |
| Web Developer | \$50 – 80k | \$30 – 50 |
| Analyst Programmer – .NET, Java | \$70 – 85k | \$40 – 60 |
| Senior Analyst Programmer – .NET, Java | \$85 – 115k | \$60 – 100 |
| Analyst Programmer – VB, C++ | \$65 – 85k | \$30 – 50 |
| Senior Analyst Programmer – VB, C++ | \$85 – 110k | \$50 – 75 |
| Integration/Middleware Engineer | \$80 – 120k | \$65 – 110 |
| Manager – Development | \$130 – 175k | \$70 – 100 |
| Solution Architect | \$125 – 180k | \$70 – 110 |
| Technical Architect | \$125 – 180k | \$70 – 110 |
| IT Security Consultant | \$100 – 160k | \$70 – 110 |
| ERP Consultant Functional | \$90 – 140k | \$75 – 125 |
| ERP Consultant Technical | \$85 – 125k | \$60 – 100 |
| Change Management Consultant | \$90 – 140k | \$65 – 100 |
| Technical Writer | \$60 – 75k | \$40 – 70 |
| Business Analyst (1 – 4 yrs' exp) | \$55 – 80k | \$40 – 60 |
| Business Analyst (4+ yrs' exp) | \$80 – 105k | \$60 – 90 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

salaries | sydney | information technology

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Project Co-ordinator | \$55 – 80k | \$30 – 65 |
| Project Manager (1 – 3 yrs’ exp) | \$80 – 90k | \$50 – 65 |
| Project Manager (3 – 8 yrs’ exp) | \$90 – 135k | \$65 – 100 |
| Project Manager (8+ yrs’ exp) | \$120 – 150k | \$80 – 125 |
| Programme Manager | \$140 – 220k | \$90 – 150 |
| Manager – IT | \$110 – 125k | \$75 – 100 |
| Chief Information Officer/Chief Technology Officer | \$190 – 300k | \$125 – 175 |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

Our specialist sales & marketing division supplies contract and permanent staff to a diverse range of vertical markets including information technology, telecommunications, FMCG, media, print & publishing, and professional services. Our recruitment expertise covers all areas of business development, account management, sales management as well as every facet of the marketing mix.

market overview

The employment market for sales and marketing professionals throughout 2006 saw continued positive growth with most key verticals vying for highly qualified and skilled salespeople and marketers.

Economic conditions buoyed confidence in the market and this had an excellent knock on effect for hiring patterns and growth of teams selling both products and services. IT, telecommunications, media and FMCG are examples of sectors where demand has been outstripping supply. Roles in highest demand included acquisition business development managers, technical sales specialists, online product managers and senior brand managers.

In such a competitive market where client service, account management, brand integrity and quality of delivery is paramount, the need for high calibre sales and marketing staff to give organisations 'an edge' is critical. Employers are required to be more innovative with regards to their candidate attraction

strategy if they are to secure the strongest candidates. Increased remuneration levels are now simply one element to be considered. We have witnessed many organisations selling work/life balance and flexible benefits schemes as important differentiators and, in parallel, employers are showing increased willingness to look at candidates with transferrable skill sets, and to increase the speed of the interview process.

The convergence in many areas of the technology markets has ensured that whilst there has been necessary rationalisation with legacy or redundant systems, there have also been many winners who provide products and services in the mass media/digital arena as businesses embrace new platforms. Consolidation in the telecommunications sector, with several high profile acquisitions both locally and globally, and the need to sell next generation products and web-based technologies, have continued the drive for organisations to hire highly adept and revenue-generating sales and marketing professionals.

In 2007, we anticipate the demand for strong sales and marketing candidates to continue and the war for talent to remain fierce. Looking ahead, the market is still balanced between positive economic growth and low unemployment, but also subject to decelerating forces such as higher interest rates and sluggish sectors such as manufacturing and housing. In the face of this sustained skills shortage, the demand for labour and excellent sales and marketing professionals will remain as high as ever.

salaries | sydney | sales & marketing

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Account Director (3 – 5 yrs' exp) | \$80 – 110k | |
| Account Director (6+ yrs' exp) | \$100 – 130k | |
| Account Manager (2 – 3 yrs' exp) | \$60 – 90k | |
| Account Manager (4 – 5 yrs' exp) | \$80 – 120k | |
| Advertising Account Manager | \$60 – 90k | |
| Assistant Product/Brand Manager | \$55 – 80k | \$30 – 40 |
| Business Development Manager (2 – 3 yrs' exp) | \$70 – 90k | |
| Business Development Manager (4 – 5 yrs' exp) | \$90 – 120k | |
| Campaign Manager | \$90 – 110k | |
| Channel Manager | \$80 – 140k | |
| Communications Executive | \$50 – 70k | \$30 – 40 |
| Community Relations | \$80 – 100k | |
| Corporate Affairs Consultant | \$90 – 120k | \$40 – 60 |
| Corporate Affairs Director | \$150 – 200k | \$80 – 120 |
| Customer Service | \$40 – 60k | |
| Direct Marketing Manager | \$90 – 130k | \$50 – 70 |
| Fundraising Manager | \$50 – 60k | |
| Insights Manager | \$120 – 150k | \$60 – 70 |
| Market Researcher | \$55 – 80k | \$25 – 40 |
| Marketing Assistant | \$45 – 65k | \$25 – 35 |
| Marketing Communications Manager (2 – 3 yrs' exp) | \$55 – 75k | \$30 – 40 |
| Marketing Communications Manager (4 – 5 yrs' exp) | \$80 – 120k | \$40 – 60 |
| Marketing Coordinator | \$50 – 70k | \$30 – 40 |
| Marketing Director (3 – 5 yrs' exp) | \$140 – 200k | \$70 – 100 |
| Marketing Director (6+ yrs' exp) | \$200k+ | \$100+ |
| Marketing Executive (2 – 3 yrs' exp) | \$55 – 80k | \$30 – 55 |
| Marketing Executive (4 – 5 yrs' exp) | \$65 – 90k | \$35 – 50 |
| Marketing Manager (2 – 3 yrs' exp) | \$100 – 130k | \$50 – 70 |
| Marketing Manager (4 – 5 yrs' exp) | \$130 – 180k | \$70 – 90 |
| Marketing Strategist | \$120k+ | |
| Media Relations Manager | \$90 – 120k | \$45 – 70 |
| Media Sales | \$60 – 80k | |
| Merchandising Staff | \$45 – 70k | |
| National Retail Manager | \$70 – 90k | |
| Product Specialist | \$60 – 80k | \$35 – 45 |
| Product/Brand Manager (2 – 3 yrs' exp) | \$70 – 100k | \$40 – 50 |

NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Product/Brand Manager (4 – 5 yrs’ exp) | \$90 – 120k | \$45 – 60 |
| Public Relations Consultant (2 – 3 yrs’ exp) | \$65 – 80k | |
| Public Relations Consultant (4 – 5 yrs’ exp) | \$70 – 90k | |
| Public Relations Manager (2 – 3 yrs’ exp) | \$80 – 100k | \$40 – 50 |
| Public Relations Manager (4 – 5 yrs’ exp) | \$100 – 130k | \$50 – 60 |
| Relationship Manager | \$80 – 100k | |
| Sales and Marketing Director (3 – 5 yrs’ exp) | \$130 – 180k | |
| Sales and Marketing Director (6+ yrs’ exp) | \$150 – 250k | |
| Sales and Marketing Manager 2 – 3 yrs’ exp) | \$90 – 130k | |
| Sales and Marketing Manager (4 – 5 yrs’ exp) | \$120 – 150k | |
| Sales Director | \$150 – 250k | |
| Sales Executive (2 – 3 yrs’ exp) | \$65 – 80k | |
| Sales Executive (4 – 5 yrs’ exp) | \$80 – 100k | |
| Sales Manager (2 – 3 yrs’ exp) | \$100 – 120k | |
| Sales Manager (4 – 5 yrs’ exp) | \$120 – 150k+ | |
| Sales/Graduate Coordinator | \$35 – 55k | |
| Sales/Market Analyst | \$55 – 80k | |
| Segment Manager (2 – 3 yrs’ exp) | \$80 – 110k | \$40 – 60 |
| Segment Manager (4 – 5 yrs’ exp) | \$120 – 150k | \$60 – 70 |
| Sponsorship and Events Manager | \$65 – 90k | \$30 – 50 |
| State Retail Manager | \$75 – 100k | |
| State Sales Manager | \$100 – 140k | |
| Telemarketer | \$35 – 50k | |
| Trade Marketing Manager | \$75 – 100k | \$35 – 50 |
| Visual Merchandising Manager | \$60 – 80k | |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |

Our secretarial & support division specialises in the provision of quality temporary and permanent staff to a variety of premium organisations across a wide range of industries. The model and methodology adopted focuses on a consultative service, with delivery based upon integrity, honesty and quality.

Our team comprises of high calibre consultants with strong recruitment and industry experience. The secretarial & support division prides itself on delivering a true consulting model which provides business solutions to clients' staffing needs.

market overview

Statistically, we are seeing a pattern of growth for both temporary and permanent positions within secretarial and support staff areas across all industries. Organisations leading the way are in the construction, FMCG, and IT sectors.

There has been a notable increase in small to medium sized firms utilising recruitment services to source candidates for both permanent and temporary positions signifying a growing recognition of the advantage of using a recruitment consultancy to fill vacant positions. Organisations have commented that despite the fees incurred, the overall cost and time spent recruiting vacancies is significantly reduced. In a market which is extremely candidate short, a strong market presence and immediate access to the best available candidates allows recruitment consultancies to deliver a service that organisations cannot achieve by advertising and managing the process in-house.

Often receiving several job offers, top tier candidates are increasingly able to pick and choose where they would like to work. Organisations with long interview processes, particularly at a junior level, find that candidates will have already accepted jobs elsewhere by the time they themselves reach offer stage. To combat the candidate shortage, employers are becoming increasingly receptive to considering candidates with transferable

skill sets from outside of their industry. This type of candidate is now being considered as a long term investment that can be developed to meet an organisation's needs in the long run.

Employers are realising that in order to be competitive in this market they need to offer more than just an attractive salary package. HR departments are seeing the importance of spending more time and energy on ways to improve staff retention. Many organisations are now offering medical allowances, bonuses, flexible working hours, wellness programmes, career progression and a work life balance in order to stand out from their competitors.

Demand for temporary staff on short term and longer term contracts continues to grow. Changes to Working Holiday Maker visa legislation has provided workers from overseas with the option to work for one employer for up to six months, up from the previous three month limitation. This has provided a boost to the contract market and increased the size of the candidate pool.

Many organisations are choosing to take on long term contractors rather than permanent employees with the phenomenon of the 'perm-temp' increasing in prevalence. These 'working interviews' allow the opportunity to trial a candidate on a temporary basis before making a permanent offer. As such, temporary recruitment is no longer made up of simply filling sick days and holiday coverage and is now a much longer process. We predict that this trend will continue throughout 2007.

| Role | Permanent salary per annum \$Aus | Contract rate per hour \$Aus |
|---|-------------------------------------|---------------------------------|
| Administration Assistant | \$45 – 55k | \$20 – 28 |
| Data Entry Operator | \$35 – 40k | \$19 – 21 |
| Desk Assistant | \$45 – 55k | \$25 – 28 |
| Events Coordinator | \$45 – 60k | \$24 – 29 |
| Executive Assistant | \$60 – 80k | \$28 – 35 |
| Junior Secretary | \$40 – 50k | \$22 – 24 |
| Legal Secretary | \$55 – 65k | \$28 – 30 |
| Marketing Assistant | \$45 – 55k | \$24 – 29 |
| Office Junior | \$30 – 35k | \$19 – 21 |
| Office Manager | \$45 – 80k | \$29 – 37 |
| Personal Assistant | \$50 – 65k | \$25 – 29 |
| Receptionist | \$40 – 50k | \$19 – 23 |
| Research Assistant | \$45 – 55k | \$25 – 30 |
| Senior Secretary | \$45 – 60k | \$25 – 29 |
| Switchboard Operator | \$35 – 45k | \$19 – 23 |
| Team Secretary | \$45 – 50k | \$23 – 28 |
| WP Operator | \$40 – 45k | \$21 – 25 |
| NB: Figures are basic salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified. | | |