

SALARY GUIDE

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Melbourne, Australia



Welcome to our 2019 edition!

Our Salary Guide is based on the analysis of permanent, temporary and contract placements made across each of our sectors during 2018, and our forecast for the year ahead.

As a fresh-thinking, niche recruitment agency, we work with premium clients across Property, Construction and Financial Services. We simplify the recruitment process to source the perfect candidate for your business quickly, efficiently and with minimal disruption to your business.

We recruit a wide variety of roles within these sectors, so if you have any questions regarding salaries and recruitment trends in your industry, don't hesitate to call one of our specialist consultants for more information.

We hope you find our Guide helpful in building the team you need this year to succeed!

Vanessa Fajnkind

Vanessa Fajnkind
CEO

**Your
recruitment
specialists in
Property,
Construction
& Finance**

*We simplify the
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source the perfect
candidate quickly and
efficiently.*

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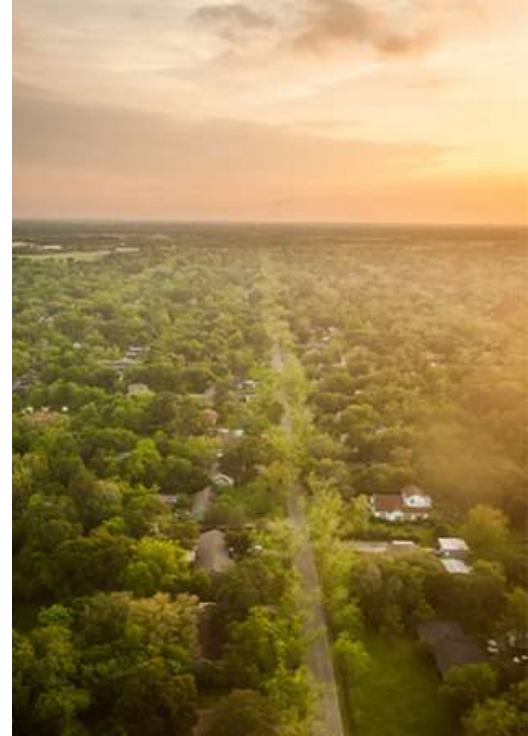
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SPOTLIGHT ON

PROPERTY

Melbourne remains one of the fastest-growing cities in the developed world, and was one of the best-performing property markets in 2018. Top drivers include the anticipated construction activity to support tourism and the industrial sector, as well as Victoria's growing population (with population growth expected around 10% in the next 4 years). This in turn is expected to spur employment opportunities in the sector.



SPOTLIGHT ON

CONSTRUCTION

The Victorian construction sector employs almost 240,000 people and contributes 6.7% (or \$21.6 billion) to the State's economy. The sector includes residential, non-residential and engineering construction. The outlook for this sector is very positive, driven by a continuing increase in Victoria's population and the need to provide housing and related infrastructure.

SPOTLIGHT ON

FINANCIAL SERVICES

Melbourne has an established and diversified financial services sector. Its competitive reputation is based on a highly skilled workforce, world-class education system, sophisticated banking industry, large asset management sector and first class regulatory framework. Financial services play a vital role in the economy accounting for 11 per cent of Gross State Product, the largest contribution of any sector, employing over 115,000 Victorians.



Base annual salary (excl. Super) \$ '000

| | Min | Max |
|-------------------------------------|------------|------------|
| ACCOUNTING & FINANCE | | |
| Accountant | 75 | 110 |
| Assistant Accountant | 65 | 75 |
| Accounts Payable | 55 | 70 |
| Account Payable - Senior | 65 | 80 |
| Accounts Payable Manager | 85 | 120 |
| Accounts Receivable | 50 | 65 |
| Account Receivable - Senior | 70 | 80 |
| Accounts Receivable Manager | 85 | 110 |
| Bookkeeper | 60 | 85 |
| Company Accountant | 75 | 105 |
| Financial Controller | 120 | 145 |
| Finance Manager | 90 | 130 |
| Management Accountant | 80 | 95 |
| Payroll Manager | 75 | 90 |
| Senior Financial Accountant | 95 | 120 |
| Tax Accountant | 75 | 90 |
| FINANCIAL SERVICES | | |
| Client Investor Relations | 70 | 80 |
| Investor Relations Manager | 90 | 120 |
| Junior Paraplanner | 75 | 80 |
| Paraplanner | 80 | 100 |
| Junior Financial Planner | 65 | 80 |
| Financial Planner | 90 | 110 |
| Senior Financial Planner | 120 | 140 |
| ADMINISTRATION | | |
| Administration Assistant | 45 | 60 |
| Client Services Administrator | 60 | 70 |
| Concierge | 50 | 60 |
| Customer Service | 55 | 65 |
| Data Entry | 50 | 60 |
| Executive Assistant | 75 | 110 |
| Office Manager | 60 | 100 |
| Personal Assistant | 65 | 85 |
| Project Administrator | 55 | 70 |
| Reception | 45 | 60 |
| Team Assistant | 55 | 65 |
| MARKETING & DIGITAL | | |
| Communications Manager | 120 | 130 |
| Digital Communications Manager | 90 | 125 |
| Digital Campaign Manager | 90 | 120 |
| Digital Marketing Coordinator | 55 | 70 |
| Digital Marketing Executive | 65 | 80 |
| Digital Marketing Manager | 95 | 125 |
| Junior Graphic Designer | 55 | 65 |
| Graphic Designer | 65 | 75 |
| Marketing Assistant | 45 | 60 |
| Marketing Coordinator | 60 | 70 |
| Marketing Manager | 85 | 100 |
| Senior Marketing Manager – Property | 110 | 140 |
| Social Media Coordinator | 55 | 65 |

| | Base annual salary (excl. Super) \$ '000 | |
|---------------------------------------|--|-----|
| | Min | Max |
| HUMAN RESOURCES | | |
| HR Advisor | 80 | 85 |
| HR Administrator | 55 | 65 |
| HR Coordinator | 65 | 70 |
| HR Generalist | 85 | 95 |
| HR Manager | 120 | 140 |
| Junior Recruiter | 50 | 60 |
| Recruiting Specialist | 85 | 90 |
| Talent Acquisition Specialist | 85 | 90 |
| SALES | | |
| Business Development Executive | 85 | 100 |
| Business Development Manager | 100 | 150 |
| Property Sales - Base + Commission | 80 | 120 |
| Real Estate Sales - Base + Commission | 110 | 120 |
| Sales Rep - Base + Commission | 80 | 100 |
| LEGAL | | |
| Lawyer - Financial Services | | |
| 0-3 yrs | 90 | 115 |
| 3-5 yrs | 120 | 140 |
| 5+ yrs | 150 + | |
| Lawyer - Property/Construction | | |
| 0-3 yrs | 80 | 110 |
| 3-5 yrs | 100 | 135 |
| 5+ yrs | 135 + | |
| Legal Assistant | 65 | 80 |
| Paralegal | 55 | 70 |
| PROPERTY | | |
| Architectural Drafter | 80 | 105 |
| Assistant Asset Manager | 95 | 140 |
| Asset Manager | 115 | 135 |
| Senior Asset Manager | 170 | 200 |
| Design Manager | 65 | 85 |
| Senior Design Manager | 75 | 85 |
| Development Consultant | 70 | 95 |
| Assistant Development Manager | 75 | 120 |
| Development Manager | 150 | 200 |
| Senior Development Manager | 170 | 200 |
| Assistant Leasing Executive | 70 | 85 |
| Leasing Manager | 95 | 145 |
| Project Manager | 70 | 85 |
| CONSTRUCTION | | |
| Contract Administrator | 70 | 120 |
| Project Manager | 90 | 200 |
| Site Manager | 120 | 180 |

BROOK RECRUITMENT

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