

Fastest-growing jobs in your region

It's been a tough couple of years for many of us – especially when it comes to work. But the new year may open up a wider range of job choices, with job ads rising across almost every industry.

Job ad growth made a steady start in the second half of last year, putting us in a good position coming into 2022.

Which roles are growing the fastest in your region? Select a region from the dropdown below to find out.

View

1	Legal	Litigation Solicitor	146.4%
2	Healthcare & Medical	Pharmacist	143.4%
3	Trades & Services	Plumber	124.1%
4	Human Resources & Recruitment	Human Resources Coordinator	118.9%
5	Information & Communication Technology	Mobile Developer	103.4%
6	Hospitality & Tourism	Food and Beverage Attendant	100.0%
7	Manufacturing, Transport & Logistics	Picker and Packer	99.2%
8	Engineering	Engineering Manager	95.6%

9
Manufacturing, Transport & Logistics
Courier
89.3%

10
Human Resources & Recruitment
Health and Safety Adviser
88.4%

11
Information & Communication Technology
Full Stack Software Engineer
86.1%

12
Accounting
Financial Analyst
83.3%

13
Real Estate & Property
Asset Manager
82.1%

14
Healthcare & Medical
Nurse
81.8%

15
Trades & Services
Services Engineer
80.0%

16
Design & Architecture
User Experience and Interface Designer
75.0%

17
Information & Communication Technology
Infrastructure Engineer
75.0%

18
Information & Communication Technology
Applications Support Analyst
74.3%

19
Manufacturing, Transport & Logistics
Production Operator
73.5%

20
Information & Communication Technology
Systems Administrator
72.5%



RANK

INDUSTRY

ROLE TYPE

JOB AD GROWTH

Source: Percentage change in job ads listed on SEEK Jun-Nov 2021 compared to Dec 2020-May 2021, SEEK Employment Report.

1	Human Resources & Recruitment	Health and Safety Adviser	184.6%
2	Accounting	Auditor	176.9%
3	Construction	Site Traffic Management Supervisor	169.2%
4	Hospitality & Tourism	Housekeeper	164.7%
5	Construction	Foreperson	157.1%
6	Healthcare & Medical	Healthcare Assistant	155.0%
7	Trades & Services	Cleaner	143.3%
8	Accounting	Assistant Accountant	141.2%
9	Information & Communication Technology	Data Engineer	138.5%

10
Construction
Contracts Manager
128.6%

11
Information & Communication Technology
Full Stack Developer
125.6%

12
Healthcare & Medical
Registered Nurse
124.1%

13
Marketing & Communications
Communications Adviser
115.4%

14
Administration & Office Support
Project Coordinator
109.7%

15
Construction
Site Manager
105.6%

16
Information & Communication Technology
Developer
105.3%

17
Engineering
Project Engineer
100.0%

18
Engineering
Geotechnical Engineer
92.3%

19
Administration & Office Support
Customer Service Administrator
90.9%

20
Manufacturing, Transport & Logistics
Warehouse Assistant
86.7%

RANK

INDUSTRY

ROLE TYPE

JOB AD GROWTH

Source: Percentage change in job ads listed on SEEK Jun-Nov 2021 compared to Dec 2020-May 2021, SEEK Employment Report.

1	Manufacturing, Transport & Logistics
	Process Operator
	300.0%
2	Hospitality & Tourism
	Kitchen Assistant
	227.3%
3	Hospitality & Tourism
	Sous Chef
	190.0%
4	Administration & Office Support
	Office Manager
	160.0%
5	Engineering
	Project Engineer
	152.9%
6	Accounting
	Management Accountant
	121.4%
7	Call Centre & Customer Service
	Call Centre Operator
	120.0%
8	Banking & Financial Services
	Business Manager
	118.2%
9	Trades & Services
	Service Technician
	112.5%
10	Information & Communication Technology
	Software Developer
	110.0%
11	Manufacturing, Transport & Logistics
	Truck Driver
	105.3%
12	Accounting
	Finance Manager
	93.8%

13
Administration & Office Support
Coordinator
93.5%

14
Construction
Operator
91.9%

15
Science & Technology
Laboratory Technician
90.6%

16
Sport & Recreation
Lifeguard
90.0%

17
Retail & Consumer Products
Sales Assistant
87.5%

18
Healthcare & Medical
Counsellor
87.5%

19
Human Resources & Recruitment
Human Resources Business Partner
83.3%

20
Information & Communication Technology
Software Engineer
81.8%

RANK

INDUSTRY

ROLE TYPE

JOB AD GROWTH

Source: Percentage change in job ads listed on SEEK Jun-Nov 2021 compared to Dec 2020-May 2021, SEEK Employment Report.

1
Healthcare & Medical
Pharmacist
162.5%

2

Human Resources & Recruitment

Human Resources Coordinator

132.0%

3

Healthcare & Medical

Practice Manager

123.5%

4

Trades & Services

Electrician

116.7%

5

Marketing & Communications

Communications and Engagement Adviser

113.6%

6

Information & Communication Technology

Systems Administrator

93.1%

7

Accounting

Financial Analyst

88.9%

8

Retail & Consumer Products

Assistant Store Manager

86.7%

9

Information & Communication Technology

Service Desk Analyst

85.9%

10

Information & Communication Technology

Product Manager

85.0%

11

Manufacturing, Transport & Logistics

Procurement Specialist

81.5%

12

Healthcare & Medical

Counsellor

78.9%

13

Retail & Consumer Products

Assistant Manager

78.6%

14

Administration & Office Support

Service Administrator

75.0%

15
Legal
Senior Associate
75.0%
16
Information & Communication Technology
Technical Specialist
73.0%
17
Information & Communication Technology
Service Delivery Manager
72.7%
18
Sales
Sales Manager
72.2%
19
Healthcare & Medical
Mental Health Professional
72.2%
20
Retail & Consumer Products
Merchandiser
66.7%

RANK

INDUSTRY

ROLE TYPE

JOB AD GROWTH

Source: Percentage change in job ads listed on SEEK Jun-Nov 2021 compared to Dec 2020-May 2021, SEEK Employment Report.

Job seekers hold the cards

With demand for talent outweighing supply in many industries across the country, you may find more choice – and bargaining power – for your next career move.

Adam Shapley, Managing Director of recruitment firm Hays New Zealand, says a skills shortage is impacting most industries.

“We predict this will continue to intensify at least in the first half of 2022,” he says. “International border openings could provide some additional access to overseas talent, but there is a risk that the number of departures could negate this benefit, and it is unlikely to fully address the supply and demand imbalance.”

Growth in Manufacturing, Transport & Logistics

Nationally, job ads for Manufacturing, Transport & Logistics rose 14.5% compared to the previous six-month period and several industry roles are among the top 20 fastest-growing jobs. These include Processing Officers (123.1%), Operations Supervisor (102.8%) and Delivery Agents (95.9%).

Shapley says the pandemic has impacted the demand for staff across the industry – and this means more opportunity for job seekers.

“We’ve noticed some trends which could be contributing to the change in demand, including an increase in local joint ventures as organisations support each other, the relocation of operations from larger cities to regional towns, and the onshoring of production from offshore manufacturers, which is also adding to vacancy activity.”

Boost for Healthcare & Medical

Healthcare & Medical saw a 16.9% lift in job ads with Aged Care Registered Nurse (77.8%) and Mental Health Professional (88.1%) leading the charge.

Becky Brown, consultant in marketing and health, at recruitment firm Steam Consulting, expects demand to spike across the industry this year due to the ongoing impact of the pandemic, as well as the aging population.

“Definitely expect demand to continue and to be higher in 2022 than it has been,” she says.

“With more competition among healthcare providers than ever before, being able to contribute to and be a part of a growing business is important to employers”, adds Brown. “The healthcare industry will always be about caring and putting people first, but now I am seeing that having a more commercial and growth mindset really helps.”

Trends in Hospitality & Tourism

International border closures continue to affect New Zealand’s world-renowned Hospitality & Tourism industry. While job ads have declined 2.6% compared to the previous six-month period, some roles in the industry are among the top 20 fastest-growing jobs. They include Laundry Assistants (113.2%) and Kitchen Hands (85%).

The much-publicised skills shortage in Hospitality & Tourism may lead to more opportunities for you in 2022. Peter Jackson, Senior Recruitment Consultant at TMS Talent, says industry employers are working harder to attract employees.

“We’re seeing varying degrees of salary increases, more flexibility like four-day weeks, and even

bonus structures are becoming more prevalent,” he says.

What does it mean for salaries?

If you are working in one of the fast-growing industries, you may be well positioned for salary negotiations, but it pays to do your research.

“Be realistic in your salary expectations by understanding typical salaries for your role in relation to the latest job market trends,” Shapley advises.

“Salaries are increasing for skills in demand, but only so far – there is an expectation gap between what people expect and employers can offer. Consider whether non-financial benefits can bridge the divide, and talk to your recruitment consultant if you are unsure about your salary expectations.”

Brown is seeing more employers are reviewing salaries to attract people and keep them onboard.

“I have seen my clients more open to negotiation for higher salaries, as they know they need to do this in the current market,” she says.

“Candidates are in the driver’s seat in the current market,” adds Brown. “At offer stage with a potential new employer, or when negotiating with your current employer, clearly define what salary you are looking for and why you feel you should be getting it.”

If your salary expectations can’t be met, Brown recommends negotiating a salary review to be built into your contract at the end of a probationary period.

“You need to be open and upfront with your employer about what is important to you,” she says.

The 2022 job market is off to a promising start, despite the ongoing challenges of COVID-19. With job ad volumes rising – and huge demand for skills in some areas – now may be the time to look at what opportunities you can take hold of.