

## 20 jobs that command top salaries

Ready to recruit for a new role? Will it demand one of the highest salaries in New Zealand? We've crunched the numbers to reveal 20 job titles that command top dollar.

While money may not be every candidate's primary motivation, it remains one of the greatest drivers of attraction. An understanding of the top-paying roles can help to shape your budget and drive a successful recruitment strategy.

The following list of high-paying jobs includes a description of the role, the average advertised salary and some similar job titles that may help you in shaping your next job ad:

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## 1. Head of Engineering

**Salary:** \$167,500

**About the role:** A Head of Engineering manages a team to develop and deliver technical assets, such as software and infrastructure.

**Most advertised in:** Engineering

**Similar roles:** Director of Engineering, Lead Engineer

## 2. Head of Information Technology

**Salary:** \$167,142

**About the role:** A Head of IT oversees the IT strategy for an organisation and implements the policies and goals of the IT department.

**Most advertised in:** Information & Communication Technology

**Similar roles:** Director of IT, Chief Information Officer, CIO

## 3. Commercial Director

**Salary:** \$164,615

**About the role:** A Commercial Director drives strong commercial outcomes on real estate projects and identifies new market opportunities.

**Most advertised in:** Real Estate & Property

**Similar roles:** Head of Commercial, Commercial Manager

## 4. Finance Director

**Salary:** \$160,476

**About the role:** A Finance Director oversees accounting and financial control functions and develops a financial strategy for growth.

**Most advertised in:** Accounting

**Similar roles:** Financial Controller, Chief Financial Officer

## 5. Project Director

**Salary:** \$159,347

**About the role:** A Project Director plans and oversees all construction activities and is responsible for overall project outcomes.

**Most advertised in:** Construction

**Similar roles:** Senior Project Manager

## 6. Group Accountant Director

**Salary:** \$154,000

**About the role:** A Group Account Director oversees client management and media campaigns and plays a key role in acquiring new business.

**Most advertised in:** Accounting

**Similar roles:** Group Account Manager

## 7. Enterprise Architect

**Salary:** \$153,314

**About the role:** An Enterprise Architect organises IT infrastructure and ensures IT projects and policies align with business goals.

**Most advertised in:** Information & Communication Technology

**Similar roles:** Solution Architect

## 8. Head of Human Resources

**Salary:** \$150,833

**About the role:** This role is responsible for the smooth and profitable operations of an HR department and developing overall HR policy.

**Most advertised in:** Human Resources & Recruitment

**Similar roles:** Director of Human Resources, HR Director

## 9. General Practitioner

**Salary:** \$150,330

**About the role:** GPs treat a wide range of medical issues and are often the first point of contact for someone with a health concern.

**Most advertised in:** Healthcare & Medical

**Similar roles:** GP, Doctor

## 10. Design Director

**Salary:** \$150,000

**About the role:** A design director sets a studio's creative direction and leads of team of designers in the delivery of design projects.

**Most advertised in:** Design & Architecture

**Similar roles:** Creative Director

## 11. Head of Finance

**Salary:** \$149,214

**About the role:** A Head of Finance oversees financial reporting, compliance and the development of an organisation's finance function.

**Most advertised in:** Accounting

**Similar roles:** Financial Manager, Chief Financial Officer

## 12. Application Architect

**Salary:** \$148,823

**About the role:** An Application Architect designs and develops the architecture of IT applications for a project or an organisation.

**Most advertised in:** Information & Communication Technology

**Similar roles:** Technical Architect, Enterprise Architect

## 13. Head of Technology

**Salary:** \$148,125

**About the role:** This role oversees the technical operations of an organisation, which may include managing infrastructure and IT teams.

**Most advertised in:** Information & Communication Technology

**Similar roles:** Technology Director, Chief Technology Officer

## 14. Head of Digital

**Salary:** \$147,567

**About the role:** Head of Digital is responsible for increasing customer engagement, value and frequency across all digital channels.

**Most advertised in:** Marketing & Communications

**Similar roles:** Chief Digital Officer

## 15. Head of Communication

**Salary:** \$147,115

**About the role:** This role is responsible for managing and directing an organisation's internal and external communications strategy.

**Most advertised in:** Marketing & Communications

**Similar roles:** Communications Director

## 16. Head of Product

**Salary:** \$146,000

**About the role:** A Head of Product oversees technology product development and innovation and leads a team to implement product strategy.

**Most advertised in:** Information & Communication Technology

**Similar roles:** Director of Product Development

## 17. Cloud Architect

**Salary:** \$143,750

**About the role:** This role is responsible for managing cloud computing architecture, including cloud adoption, management and monitoring.

**Most advertised in:** Information & Communication Technology

**Similar roles:** Cloud Solutions Architect

## 18. Business Director

**Salary:** \$143,461

**About the role:** A Business Director often operates in a media or advertising company to lead a client's creative and media solutions and ensures work is aligned with client objectives.

**Most advertised in:** Advertising, Arts & Media

**Similar roles:** Senior Account Manager

## 19. Technical Director

**Salary:** \$142,611

**About the role:** This role provides design and technical leadership to teams within fields such as structural or mechanical engineering.

**Most advertised in:** Engineering

**Similar roles:** Senior Technician

## 20. Business Intelligence Manager

**Salary:** \$142,416

**About the role:** Business Intelligence Managers provide data solutions for strategies in an organisation and manage business analytics.

**Most advertised in:** Information & Communications Technology

**Similar roles:** Business Intelligence Analyst, Business Intelligence Specialist

*Source: SEEK Salary Review, annual full-time salary averages by role type, 2011/12-2018/19, SEEK.*

## Looking for more salary trends?

With 2020 on the horizon, [we look back at New Zealand's salary trends](#) to reveal the 20 biggest pay rises, plus the largest falls.