

# 20 highest-paying jobs in your region

How competitive is your salary offering?

And which regions are home to the top-paying jobs? We've crunched the numbers on the highest-paying salaries across industries and regions to give you the answers.

Select a region from the drop-down menu below to find out the highest-paying jobs in your location.

View

1

Information & Communication Technology

Architects

\$138,916

4%

2

Information & Communication Technology

Management

\$138,642

3%

3

Accounting

Strategy & Planning

\$136,555

-2%

4

Mining, Resources & Energy

Management

\$133,333

0%

5

Accounting

Financial Managers & Controllers

\$130,611

1%

6

Real Estate & Property

Retail & Property Development

\$128,221

4%

7

Engineering

Management

\$127,155

3%

8

Legal

Generalists - In-house

\$125,227

4%

9

Legal

Construction Law

\$124,811

12%

10

Banking & Financial Services

Management

\$124,201

1%

11

Construction

Management

\$123,022

3%

12

Information & Communication Technology

Consultants

\$122,775

5%

13

Consulting & Strategy

Management & Change Consulting

\$122,031

4%

14

Human Resources & Recruitment

Management - Internal

\$120,521

3%

15

Information & Communication Technology

Product Management & Development

\$120,426

5%

16

Banking & Financial Services

Banking - Corporate & Institutional

\$120,400

2%

17

Construction

Contracts Management

\$120,195

9%

18

Construction

Project Management

\$119,553

-1%

19

Legal

Banking & Finance Law

\$118,260

-1%

20

Consulting & Strategy

Corporate Development

\$118,184

5%

RANK

INDUSTRY  
ROLE TYPE

ANNUAL SALARY  
SALARY GROWTH

Source: SEEK Employment Report, based on average annual packaged salaries of full-time roles listed on SEEK May 2020 – April 2021, compared to May 2019 – April 2020.

Only the regions of Auckland, Wellington, Christchurch and Hamilton are depicted due to the limited size of the other locations.

1

Information & Communication Technology

Architects

\$134,513

11%

2

Engineering

Management

\$130,961

5%

3

Information & Communication Technology

Management

\$129,083

4%

4

Human Resources & Recruitment

Management - Internal

\$124,270

0%

5

Banking & Financial Services

Management

\$121,428

11%

6

Accounting

Financial Managers & Controllers

\$120,919

2%

7

Construction

Management

\$118,272

-1%

8

Consulting & Strategy

Management & Change Consulting

\$117,272

8%

9

Legal

Generalists - In-house

\$114,333

11%

10

Legal

Environment & Planning Law

\$112,500

1%



11

Engineering

Project Management

\$112,187

0%

12

Consulting & Strategy

Strategy & Planning

\$110,065

2%

13

Sales

Management

\$108,928

5%

14

Accounting

Management

\$108,636

-3%

15

Banking & Financial Services

Financial Planning

\$107,812

4%

16

Construction

Project Management

\$106,846

-6%

17

Information & Communication Technology

Programme & Project Management

\$106,189

-1%

18

Manufacturing, Transport & Logistics

Management

\$105,916

6%

19

Information & Communication Technology

Security

\$103,947

2%

20

Engineering

Electrical/Electronic Engineering

\$103,473

10%

RANK

INDUSTRY  
ROLE TYPE

ANNUAL SALARY  
SALARY GROWTH

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1

Information & Communication Technology

Architects

\$132,500

9%

2

Information & Communication Technology

Management

\$125,054

-3%

3

Mining, Resources & Energy

Management

\$124,062

10%

4

Engineering

Management

\$122,906

6%

5

Information & Communication Technology

Consultants

\$122,812

12%

6

Construction

Contracts Management

\$119,204

0%

7

Information & Communication Technology

Product Management & Development

\$115,000

11%

8

Accounting

Financial Managers & Controllers

\$114,702

0%

9

Human Resources & Recruitment

Management - Internal

\$111,304

3%

10

Engineering

Project Management

\$110,833

1%

11

Marketing & Communications

Management

\$110,460

7%

12

Banking & Financial Services

Account & Relationship Management

\$109,354

7%

13

Information & Communication Technology

Programme & Project Management

\$108,823

1%

14

Construction

Project Management

\$108,425

2%

15

Engineering

Project Engineering

\$107,073

2%

16

Construction

Management

\$105,541

-2%

17

Banking & Financial Services

Financial Planning

\$104,500

6%

18			
		Manufacturing, Transport & Logistics	
	Management		
			\$102,558
			5%
19			
		Engineering	
	Water & Waste Engineering		
			\$102,366
			3%
20			
		Accounting	
	Management		
			\$101,333
			-5%
		<b>RANK</b>	
<b>INDUSTRY</b>			
<b>ROLE TYPE</b>			
		<b>ANNUAL SALARY</b>	
		<b>SALARY GROWTH</b>	

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1

Information & Communication Technology

Architects

\$143,074

2%

2

Information & Communication Technology

Management

\$138,188

4%

3

Engineering

Management

\$134,427

-1%

4

Human Resources & Recruitment

Management - Internal

\$131,266

1%

5

Mining, Resources & Energy

Management

\$130,892

-3%

6

Accounting

Strategy & Planning

\$130,763

8%

7

Accounting

Financial Managers & Controllers

\$126,036

-1%

8

Consulting & Strategy

Management & Change Consulting

\$125,265

2%

9

Marketing & Communications

Management

\$123,735

4%

10

Real Estate & Property

Retail & Property Development

\$122,250

-1%

11

Legal

Environment & Planning Law

\$121,458

6%

12

Information & Communication Technology

Team Leaders

\$121,406

9%

13

Information & Communication Technology

Product Management & Development

\$121,328

3%

14

Information & Communication Technology

Programme & Project Management

\$120,244

6%

15

Banking & Financial Services

Management

\$120,000

-10%

16

Accounting

Management

\$118,722

-3%

17

Accounting

Compliance & Risk

\$118,103

-3%

18

Construction

Management

\$117,357

-1%

19

Information & Communication Technology

Consultants

\$116,556

-1%

20

Construction

Project Management

\$115,900

-2%

INDUSTRY	RANK	ROLE TYPE	ANNUAL SALARY	SALARY GROWTH
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## Senior role types in high demand

Many of the highest-paying jobs are for senior role types, such as management, planning or leadership. Oli Sanford-Scutt, Division Manager – Accounting and Finance at Consult, says this may be due to greater demand for people to lead business transformation strategies following the pandemic.

“Businesses are looking to do things differently since COVID and this has created demand for skill sets that they may not have had before,” he says. “With borders being closed, there is a [smaller pool of candidates and more job opportunities](#), and this has driven up salaries.”

## Tech candidates are demanding more

Six of the top 20 highest-paying role types nationally are from the Information and Communications Technology (ICT) industry.

ICT Architects are number one on the national list (with an average salary of \$139,758). This is followed by Management (\$135,390) and Product Management & Development (\$120,059).

Richard Vaughan, Co-Founder and Senior Recruitment Consultant at Younity New Zealand, says the ICT market has been busier than ever in recent months.

“Projects that were put on hold last year have kicked off and technology has become so important in response to COVID,” he says.

“Demand for candidates is outstripping supply,” adds Vaughan. “Candidates know they can demand more in terms of salary. To attract the best, [employers also need to have a great story to tell about what they do](#), how they do it, how they treat their people and the kinds of leadership they showed during the COVID crisis.”

## Accounting increases the bottom line

The Accounting industry has two of the top 20 highest-paying role types in New Zealand, including

Strategy & Planning (\$130,983) with candidate supply for this role type in line with the 5-year average.

To attract and retain the best in accounting, Sanford-Scutt says employers need to tick more boxes than just a competitive salary.

“People know that if they make a move, they will be paid more money, so now they can afford to be choosier about what they want from an employer,” he says. “You need to be very clear about your [value proposition](#). This includes explaining what your flexibility policy looks like, how you interact with a workforce remotely, the impact a person can have in your business and the career journey they can go on.”

## Signs of growth in engineering

Management roles in the engineering industry are the fourth-highest paying in the country (\$125,324).

Chris Story, Principal Consultant at Construction & Technical Recruitment, there is strong demand for more engineers on infrastructure projects.

“There’s a lot of government and private sector development occurring at the moment, and projects that were on hold due to COVID have now come back online,” he says. “There’s a shortage of experienced candidates, especially because of the border closures and travel restrictions.

Story suggests benchmarking your salaries every six months rather than once a year. “The market has changed considerably from late last year to where we are now,” he says. “Employers should be looking at industry data and talking to recruiters to understand the current market.

“For younger people, salary is probably the top priority because they may want to buy a house. For more senior people, money is still important, but they also highly value interesting and challenging projects, job security and an employer who cares about their wellbeing.”

It’s wise to keep informed of fast-moving market trends, to stay competitive. But [candidates want more than money](#) and a well-rounded value proposition will ultimately help to attract the best talent.