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The Skills Payoff:

A Tech Skill Set Compensation Report

Te Ika-a-Māui
North Island ▼



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Dataset Details

The dataset is made up of survey and placement data for:

- 2203 contract paid incumbents
- 2571 salary paid incumbents

Data Collection Period

Jan 2023 - June 2023



Looking for Seniority or Experience levels?

Although it is a very subjective measure it can be useful to note that Potentia typically engages incumbents from the Intermediate level up. We consider our Upper Quartile to represent Senior level candidates.

North Island ▼

Architecture ▼

Skill Set	Low		Lower Quartile		Median		Upper Quartile		High	
	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Data Architect	\$82,000	\$93	\$125,000	\$110	\$140,000	\$125	\$165,000	\$145	\$235,000	\$200
Enterprise Architect	\$100,000	\$66	\$176,250	\$125	\$195,000	\$140	\$212,500	\$152.50	\$236,500	\$200
Infrastructure Architect	\$60,000	\$124	\$125,000	\$130	\$165,000	\$140	\$181,250	\$150	\$201,000	\$160
Integration Architect	\$70,000	\$119	\$138,500	\$131	\$163,000	\$137.50	\$200,000	\$149	\$220,000	\$160
Security Architect	\$155,000	\$34	\$160,000	\$109	\$165,000	\$155	\$187,000	\$160	\$230,000	\$160
Solution Architect	\$77,000	\$34	\$146,250	\$120	\$165,000	\$140	\$188,750	\$150	\$250,000	\$200
<div><div><div>Total Low</div><div>▼ Permanent: \$60,000</div><div>▼ Contract: \$34</div></div><div><div>Total Lower Quartile</div><div>▼ Permanent: \$143,000</div><div>▼ Contract: \$120</div></div><div><div>Total Median</div><div>▼ Permanent: \$165,000</div><div>▼ Contract: \$140</div></div><div><div>Total Upper Quartile</div><div>▼ Permanent: \$190,750</div><div>▼ Contract: \$150</div></div><div><div>Total High</div><div>▼ Permanent: \$250,000</div><div>▼ Contract: \$200</div></div><div><div><div>Total</div><div>319</div></div><div><div>▼ Permanent: 171</div><div>▼ Contract: 148</div></div></div></div>										

Business Analysis ▼

Skill Set	Low		Lower Quartile		Median		Upper Quartile		High	
	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Business Analyst	\$45,000	\$24	\$90,000	\$100	\$110,000	\$120	\$130,000	\$125	\$250,000	\$180
Technical Analyst	\$67,000	\$34	\$95,875	\$90	\$113,500	\$100	\$134,000	\$125	\$210,000	\$160
<div><div><div>Total Low</div><div>▼ Permanent: \$45,000</div><div>▼ Contract: \$24</div></div><div><div>Total Lower Quartile</div><div>▼ Permanent: \$90,000</div><div>▼ Contract: \$100</div></div><div><div>Total Median</div><div>▼ Permanent: \$110,000</div><div>▼ Contract: \$120</div></div><div><div>Total Upper Quartile</div><div>▼ Permanent: \$130,500</div><div>▼ Contract: \$125</div></div><div><div>Total High</div><div>▼ Permanent: \$250,000</div><div>▼ Contract: \$180</div></div><div><div><div>Total</div><div>554</div></div><div><div>▼ Permanent: 197</div><div>▼ Contract: 357</div></div></div></div>										

Change Management ▼

Skill Set	Low		Lower Quartile		Median		Upper Quartile		High	
	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Change Manager	\$55,000	\$27	\$110,000	\$120	\$129,000	\$130	\$162,000	\$147.50	\$210,000	\$165
<div><div><div>Total Low</div><div>▼ Permanent: \$55,000</div><div>▼ Contract: \$27</div></div><div><div>Total Lower Quartile</div><div>▼ Permanent: \$110,000</div><div>▼ Contract: \$120</div></div><div><div>Total Median</div><div>▼ Permanent: \$129,000</div><div>▼ Contract: \$130</div></div><div><div>Total Upper Quartile</div><div>▼ Permanent: \$162,000</div><div>▼ Contract: \$147.50</div></div><div><div>Total High</div><div>▼ Permanent: \$210,000</div><div>▼ Contract: \$165</div></div><div><div><div>Total</div><div>78</div></div><div><div>▼ Permanent: 37</div><div>▼ Contract: 41</div></div></div></div>										

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Data & Analytics

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Skill Set	Low		Lower Quartile		Median		Upper Quartile		High	
	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Data Analyst	\$40,000	\$23	\$70,000	\$79	\$100,000	\$100	\$116,250	\$120	\$210,000	\$150
Data Engineer	\$60,000	\$34	\$95,000	\$110	\$120,000	\$127.50	\$138,750	\$145	\$190,000	\$170
Visualisation/Reporting Analyst	\$62,000	\$59	\$63,500	\$100	\$100,000	\$105	\$120,000	\$115	\$150,000	\$145
Data Scientist	\$40,000	\$27	\$95,000	\$110	\$124,000	\$120	\$150,000	\$135	\$210,000	\$170

Total Low

▼ Permanent: \$40,000

▼ Contract: \$23

Total Lower Quartile

▼ Permanent: \$80,000

▼ Contract: \$90

Total Median

▼ Permanent: \$105,000

▼ Contract: \$110

Total Upper Quartile

▼ Permanent: \$130,000

▼ Contract: \$125

Total High

▼ Permanent: \$210,000

▼ Contract: \$170

Total

422

▼ Permanent: 263

▼ Contract: 159

Design

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Skill Set	Low		Lower Quartile		Median		Upper Quartile		High	
	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Service Designer	\$100,000	\$99	\$120,000	\$120	\$135,000	\$125	\$170,000	\$125	\$190,000	\$140
Product Designer	\$45,000	\$24	\$106,250	\$70	\$132,500	\$109	\$163,750	\$126	\$250,000	\$160
UX Designer	\$57,500	\$34	\$101,500	\$71	\$130,000	\$109	\$150,000	\$123	\$250,000	\$160
UX Researcher	\$75,000	\$29	\$80,000	\$120	\$112,500	\$120	\$165,000	\$137.50	\$250,000	\$160

Total Low

▼ Permanent: \$45,000

▼ Contract: \$24

Total Lower Quartile

▼ Permanent: \$100,000

▼ Contract: \$90

Total Median

▼ Permanent: \$130,000

▼ Contract: \$110

Total Upper Quartile

▼ Permanent: \$160,000

▼ Contract: \$125

Total High

▼ Permanent: \$250,000

▼ Contract: \$160

Total

211

▼ Permanent: 129

▼ Contract: 82



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Development & Engineering ▼

Skill Set	Low		Lower Quartile		Median		Upper Quartile		High	
	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Fullstack Developer	\$40,000	\$24	\$93,000	\$100	\$123,000	\$120	\$145,000	\$130	\$224,000	\$150
Back-End Developer	\$50,000	\$29	\$100,000	\$100	\$130,000	\$120	\$145,000	\$125	\$200,000	\$150
Front-End Developer	\$50,000	\$29	\$75,500	\$92.50	\$100,000	\$105	\$137,500	\$120	\$224,000	\$170
Mobile Developer	\$50,000	\$59	\$98,750	\$100	\$130,000	\$110	\$164,750	\$125	\$250,000	\$140
AI/ML Engineer	\$60,000	\$34	\$120,000	\$92.50	\$130,000	\$120	\$130,000	\$125	\$185,000	\$150
Tech Lead	\$80,000	\$99	\$122,500	\$120	\$143,000	\$125	\$175,000	\$135	\$250,000	\$160
BI Developer	\$60,000	\$29	\$107,000	\$85	\$120,000	\$100	\$128,750	\$120	\$164,000	\$150
Javascript Developer	\$60,000	\$29	\$80,000	\$102.50	\$127,500	\$120	\$150,000	\$130	\$175,000	\$150
Integration Engineer	\$75,000	\$34	\$107,000	\$104	\$120,500	\$120	\$132,500	\$126.50	\$195,000	\$150
Low-level Programmer	\$42,000	\$69	\$92,000	\$120	\$111,750	\$120	\$125,000	\$142.50	\$150,000	\$150
DevOps Engineer	\$60,000	\$24	\$110,000	\$125	\$130,000	\$135	\$150,000	\$150	\$214,000	\$165

Total Low

▼ Permanent: \$40,000

▼ Contract: \$24

Total Lower Quartile

▼ Permanent: \$90,000

▼ Contract: \$100

Total Median

▼ Permanent: \$120,000

▼ Contract: \$120

Total Upper Quartile

▼ Permanent: \$145,000

▼ Contract: \$130

Total High

▼ Permanent: \$250,000

▼ Contract: \$170

Total

914

▼ Permanent: 538

▼ Contract: 376

IT Support Services ▼

Skill Set	Low		Lower Quartile		Median		Upper Quartile		High	
	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Service Desk Analyst	\$40,000	\$27	\$63,500	\$35	\$70,000	\$50	\$80,000	\$73	\$160,000	\$140
Application Support Analyst	\$49,000	\$23.50	\$70,000	\$34	\$82,000	\$55	\$98,500	\$85	\$180,000	\$150
Technical Support Engineer	\$55,000	\$24	\$60,000	\$35	\$65,500	\$50	\$106,250	\$79	\$210,000	\$150

Total Low

▼ Permanent: \$40,000

▼ Contract: \$23.50

Total Lower Quartile

▼ Permanent: \$67,000

▼ Contract: \$35

Total Median

▼ Permanent: \$85,000

▼ Contract: \$57

Total Upper Quartile

▼ Permanent: \$125,000

▼ Contract: \$100

Total High

▼ Permanent: \$210,000

▼ Contract: \$150

Total

271

▼ Permanent: 161

▼ Contract: 110

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Product Management ▼

		Low		Lower Quartile		Median		Upper Quartile		High	
Skill Set		Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Product Manager		\$42,000	\$33	\$133,000	\$97.50	\$160,000	\$120	\$180,000	\$131	\$250,000	\$150
Product Owner		\$70,000	\$25	\$125,000	\$110	\$144,500	\$125	\$163,500	\$125	\$250,000	\$155

Total Low

▼ Permanent: \$42,000

▼ Contract: \$25

Total Lower Quartile

▼ Permanent: \$130,000

▼ Contract: \$100

Total Median

▼ Permanent: \$150,000

▼ Contract: \$125

Total Upper Quartile

▼ Permanent: \$172,500

▼ Contract: \$125

Total High

▼ Permanent: \$250,000

▼ Contract: \$155

Total
227

▼ Permanent: 152

▼ Contract: 75

Product Marketing ▼

Skill Set		Low		Lower Quartile		Median		Upper Quartile		High	
		Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Digital Marketing Manager		\$40,000	\$26	\$85,000	\$55	\$110,000	\$60	\$150,000	\$96	\$220,000	\$160
Product Marketing Manager		\$70,000	\$57	\$108,000	\$94	\$140,000	\$130	\$160,000	\$134	\$180,000	\$140

Total Low

▼ Permanent: \$40,000

▼ Contract: \$26

Total Lower Quartile

▼ Permanent: \$88,000

▼ Contract: \$50

Total Median

▼ Permanent: \$110,000

▼ Contract: \$62.50

Total Upper Quartile

▼ Permanent: \$150,000

▼ Contract: \$96

Total High

▼ Permanent: \$220,000

▼ Contract: \$160

Total
73

▼ Permanent: 56

▼ Contract: 17

Project & Delivery Services ▼

Skill Set		Low		Lower Quartile		Median		Upper Quartile		High	
		Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Agile Delivery Lead/Scrum Master		\$50,000	\$33	\$120,000	\$100	\$140,000	\$125	\$160,000	\$140	\$256,000	\$200
Programme Manager		\$81,000	\$39	\$128,000	\$125	\$159,500	\$140	\$175,000	\$150	\$250,000	\$200
Project Manager		\$45,000	\$23	\$95,000	\$100	\$130,000	\$125	\$159,000	\$137.50	\$236,000	\$190
Project Co-ordinator		\$45,000	\$27	\$72,500	\$78.50	\$85,000	\$87	\$92,000	\$100	\$180,000	\$180
Service Delivery Manager		\$42,000	\$24	\$115,000	\$79	\$135,000	\$120	\$150,000	\$125	\$256,000	\$160
Total Low ▼ Permanent: \$42,000 ▼ Contract: \$23		Total Lower Quartile ▼ Permanent: \$90,000 ▼ Contract: \$90		Total Median ▼ Permanent: \$130,000 ▼ Contract: \$120		Total Upper Quartile ▼ Permanent: \$160,000 ▼ Contract: \$135		Total High ▼ Permanent: \$256,000 ▼ Contract: \$200		<div><div><div>Total 973</div><div>▼ Permanent: 437 ▼ Contract: 536</div></div></div>	

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Security Services

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Skill Set	Low		Lower Quartile		Median		Upper Quartile		High	
	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Security Analyst	\$55,000	\$89	\$92,500	\$120	\$131,500	\$125	\$152,500	\$142.50	\$210,000	\$160
Security Consutlant	\$55,000	\$59	\$85,000	\$84	\$140,000	\$125	\$160,000	\$147.50	\$165,000	\$150
Security Engineer	\$60,000	\$99	\$118,250	\$106	\$140,000	\$112.50	\$151,250	\$131.50	\$227,000	\$150
<div><div><div>Total Low</div><div>▼ Permanent: \$55,000</div><div>▼ Contract: \$59</div></div><div><div>Total Lower Quartile</div><div>▼ Permanent: \$95,000</div><div>▼ Contract: \$100</div></div><div><div>Total Median</div><div>▼ Permanent: \$140,000</div><div>▼ Contract: \$120</div></div><div><div>Total Upper Quartile</div><div>▼ Permanent: \$160,000</div><div>▼ Contract: \$142.50</div></div><div><div>Total High</div><div>▼ Permanent: \$227,000</div><div>▼ Contract: \$160</div></div><div><div><div>Total</div><div>55</div></div><div><div>▼ Permanent: 37</div><div>▼ Contract: 18</div></div></div></div>										

System & Infrastructure Services

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Skill Set	Low		Lower Quartile		Median		Upper Quartile		High	
	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Cloud Engineer	\$65,000	\$39	\$110,250	\$95	\$130,000	\$120	\$160,000	\$142.50	\$220,000	\$160
Network Engineer	\$55,000	\$31	\$80,000	\$70	\$106,000	\$120	\$124,000	\$145	\$238,750	\$150
Systems Engineer	\$60,000	\$28	\$85,000	\$55	\$120,000	\$80	\$130,000	\$120	\$250,000	\$150
Systems Administrator	\$46,000	\$33	\$85,000	\$49	\$106,000	\$75	\$135,000	\$140	\$205,000	\$150
<div><div><div>Total Low</div><div>▼ Permanent: \$46,000</div><div>▼ Contract: \$28</div></div><div><div>Total Lower Quartile</div><div>▼ Permanent: \$90,000</div><div>▼ Contract: \$62.50</div></div><div><div>Total Median</div><div>▼ Permanent: \$120,000</div><div>▼ Contract: \$105</div></div><div><div>Total Upper Quartile</div><div>▼ Permanent: \$147,000</div><div>▼ Contract: \$135</div></div><div><div>Total High</div><div>▼ Permanent: \$250,000</div><div>▼ Contract: \$160</div></div><div><div><div>Total</div><div>259</div></div><div><div>▼ Permanent: 171</div><div>▼ Contract: 88</div></div></div></div>										

Testing Services

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Skill Set	Low		Lower Quartile		Median		Upper Quartile		High	
	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract	Permanent	Contract
Automation Engineer	\$45,000	\$24	\$90,000	\$105	\$120,000	\$115	\$135,000	\$125	\$203,500	\$160
Manual Tester	\$45,000	\$27	\$88,750	\$100	\$110,000	\$110	\$135,000	\$120	\$195,000	\$160
Mobile Tester	\$47,000	\$79	\$67,500	\$100	\$90,000	\$105	\$120,000	\$120	\$195,000	\$130
Test Lead	\$52,000	\$47	\$120,000	\$100	\$135,000	\$115	\$155,000	\$130	\$210,000	\$160
Test Manager	\$60,000	\$34	\$125,000	\$100	\$135,000	\$120	\$164,000	\$130	\$210,000	\$140
<div><div><div>Total Low</div><div>▼ Permanent: \$45,000</div><div>▼ Contract: \$24</div></div><div><div>Total Lower Quartile</div><div>▼ Permanent: \$94,000</div><div>▼ Contract: \$100</div></div><div><div>Total Median</div><div>▼ Permanent: \$120,000</div><div>▼ Contract: \$115</div></div><div><div>Total Upper Quartile</div><div>▼ Permanent: \$140,000</div><div>▼ Contract: \$125</div></div><div><div>Total High</div><div>▼ Permanent: \$210,000</div><div>▼ Contract: \$160</div></div><div><div><div>Total</div><div>418</div></div><div><div>▼ Permanent: 222</div><div>▼ Contract: 196</div></div></div></div>										



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