

The Source – General Remuneration Report

New Zealand

Positions surveyed | March 2023



Positions surveyed

Job family: Corporate Services

Administration

15000 Operations Manager
 15025 Office Manager
 15030 Administration Manager
 15060 Quality Manager
 15065 Librarian
 15300 Sustainability Manager
 15035 Administration Team Leader
 15040 Administration Officer - Level 4
 15045 Administration Officer - Level 3
 15050 Administration Officer - Level 2
 15055 Administration Officer - Level 1 -
 Entry Level

38030 *Data Entry Clerk**

Economist

10111 Chief Economist
 15205 Senior Economist
 15200 Economist

Facilities

15215 Regional Facilities Manager
 15220 Facilities Manager
 15230 Facilities Project Manager
 15225 Facilities Officer/Administrator
 15235 Maintenance Manager
 15250 *Senior Maintenance Officer**

15240 Maintenance Officer

Fraud

15150 Fraud Manager
 15155 Fraud Team Leader
 15160 Fraud Analyst

Legal and Compliance

15089 Senior Legal Counsel
 15090 Legal Counsel
 15095 Senior Solicitor
 15100 Solicitor
 15103 Legal Research Officer
 15105 Paralegal
 15110 Regulatory Affairs Manager
 15115 Regulatory Affairs Officer
 15120 Compliance Manager
 15125 Senior Compliance Officer
 15130 Compliance Officer

Process Improvement

15003 Process Improvement Manager
 15002 Process Improvement Consultant

15001 Process Improvement Analyst
Project Management

15070 Manager - Special Projects
 15075 Project Planning Specialist
 15080 Project Team Leader
 15081 Project Coordinator

Risk Management

15134 Senior Risk Manager
 15135 Divisional Manager - Risk
 Management
 15140 Senior Risk Management Analyst
 15145 Risk Management Analyst

Secretarial

15005 Personal Assistant to the CEO
 15010 Personal Assistant to Senior
 Executive(s)
 15015 Personal Assistant
 15020 Receptionist/Telephonist

Strategy

15400 Strategy Manager
 15405 Senior Strategy Analyst
 15410 Strategy Analyst
 15414 Change Manager
 15415 Change Management Specialist
 15420 Change Management Coordinator

Job family: Finance

Accounts

14111 Accounts Team Leader
 14105 Senior Accounts Officer
 14110 Accounts Officer

Commercial

15164 Senior Commercial Manager
 15165 Commercial Manager
 15170 Pricing & Analysis Manager
 15171 Pricing Analyst
 15175 Senior Commercial/Business
 Analyst

15180 Commercial/Business Analyst
 15185 Contract Manager
 15190 Contract Administrator

Credit Control

14130 Credit / Collections Manager
 14135 Credit / Collections Team Leader
 14140 Senior Credit / Collections
 Representative

14145	Credit / Collections Representative		
14155	Credit Assessment Specialist		
14160	Recoveries Specialist		
	Financial Accounting		
14025	Financial Accounting Manager		
14030	Senior Financial Accountant		
14035	Financial Accountant		
	General Accounting		
14005	Divisional/Business Unit Financial Controller		
14010	Chief Accountant/Financial Controller		
14015	Senior Financial/Management Accountant		
14020	Financial/Management Accountant		
14055	Systems Accountant		
14060	Assistant Accountant		
14065	Senior Financial Analyst		
14066	Financial Analyst		
14150	Finance Administrator		
	Internal Audit		
14085	Chief Internal Auditor		
14090	Internal Audit Manager		
14095	Senior Internal Auditor		
14100	Internal Auditor		
	Management Accounting		
14040	Management Accounting Manager		
14045	Senior Management Accountant		
14050	Management Accountant		
	Payroll		
14115	Payroll Manager		
14119	Payroll Team Leader		
14120	Senior Payroll Officer		
14125	Payroll Officer		
	Tax		
14070	Corporate Tax Manager		
14075	Senior Tax Accountant		
14080	Tax Accountant		
	Treasury		
14200	Group Treasury Manager		
14205	Treasury Manager		
14210	Senior Treasury Analyst		
14215	Treasury Analyst		
14225	Treasury Administrator		
Job family: Graduates			
20005	Graduate - Non-Technical Degree		
20015	Graduate - Technical Degree		
		Job family: Human Resources	
		Generalist	
17005	Functional Lead of HR - Generalist		
17030	HR Manager - Generalist		
17055	Senior HR Consultant - Generalist		
17080	HR Consultant - Generalist		
17102	HR Officer		
17105	HR Administrator		
		Health & Safety	
17117	Head of Health & Safety / Functional Lead - Health & Safety		
17110	Health & Safety Manager		
17111	Senior Health & Safety Consultant		
17113	Health & Safety Consultant		
17115	Health & Safety Administrator		
		Leadership and OD	
17200	Functional Lead of HR - Leadership & Organisational Development		
17210	HR Manager - Leadership & Organisational Development		
		Learning & Development	
17015	Functional Lead of HR - Learning & Development		
17040	HR Manager - Learning & Development		
17065	Senior HR Consultant - Learning & Development		
17090	HR Consultant - Learning & Development		
17103	HR Officer - Learning & Development		
		Other	
17120	Industrial Relations Manager		
17125	HRIS Manager		
17127	Senior HRIS & Reporting Specialist		
17130	HRIS Analyst		
		Recruitment	
17020	Functional Lead of HR - Recruitment		
17045	HR Manager - Recruitment		
17070	Senior HR Consultant - Recruitment		
17095	HR Consultant - Recruitment		
		Remuneration	
17010	Functional Lead of HR - Remuneration		
17035	HR Manager - Remuneration		

17060	Senior HR Consultant - Remuneration
17085	HR Consultant - Remuneration Specialist
17025	Functional Lead of HR - Specialist (Other)
17050	HR Manager - Specialist (Other)
17075	Senior HR Consultant - Specialist (Other)
17100	HR Consultant - Specialist (Other)

Job family: Information Technology

Business Analysts	
18265	Business Analysis Manager
18270	Senior Business Analyst
18275	Business Analyst
18280	Junior Business Analyst
Data Centre	
18225	Data Centre Manager
18230	Shift Manager
18235	<i>Shift Team Leader*</i>
18240	Senior Data Centre Operator
18245	Data Centre Operator
18250	<i>Junior Data Centre Operator*</i>
18255	Senior Operations Support Analyst
18260	Operations Support Analyst
Digital / Online	
18309	Senior Digital/Online Developer
18310	Digital/Online Developer
18330	Website Administrator
IT Support	
18145	IT Support Manager
18150	Desktop Support Manager
18155	Desktop Support Team Leader
18160	Senior Desktop Support Analyst
18165	Desktop Support Analyst
18170	Trainee Desktop Support Analyst
18175	Advanced Helpdesk Specialist - Specialised Support
18180	Helpdesk Manager
18185	Helpdesk Team Leader
18190	Senior Helpdesk Support
18195	Helpdesk Support
18200	Senior LAN Engineer
18205	LAN Engineer
18209	Team Leader - Systems Administrator/Applications Support
18210	Senior Systems Administrator
18215	Systems Administrator
18220	Systems Administration Analyst

Management	
18005	IT General Manager (Business Unit/Region)
18010	Management Information Systems Manager
Programmers	
18069	Applications Development Team Leader
18070	Senior Developer
18075	Developer
18085	Associate Developer
18090	Junior Developer
Project Management	
18015	Project Director/Program Manager
18020	IT Project Manager (Large)
18025	IT Project Manager (Medium)
18030	IT Project Team Leader
18035	Project Office Manager
18041	Senior Project Office Administrator/Coordinator
18040	Project Office Administrator/Coordinator
18045	Resource Manager
18050	Resource Coordinator
Test Analysis	
18095	Senior Test Manager
18100	Test Manager
18105	Senior Test Analyst
18110	Test Analyst
18111	Junior Test Analyst

Job family: Marketing

Brand	
13013	Functional Lead of Marketing - Brand
13015	Brand Manager - Level 3
13020	Brand Manager - Level 2
13025	Brand Manager - Level 1
Communications	
13040	Marketing Communications/Public Relations Manager
13045	Marketing Communications/Public Relations Specialist
13050	Marketing Communications/Public Relations Assistant
Customer Experience	
13150	Customer Experience Manager
13155	Customer Experience Team Leader
13160	Customer Experience Analyst
Digital / Online	

13105	Digital Strategy Manager	21041	Digital/Interactive Producer
13165	Digital Marketing Manager		Programming, Production and Promotions
32175	UI/UX Manager	21015	Promotions/Creative Services Director
18950	Digital Optimisation Manager	21020	<i>Promotions Manager*</i>
18995	Digital Optimisation Consultant	21025	<i>Promotions Producer*</i>
13185	Senior SEO/SEM Specialist		Sales and Marketing
13190	SEO/SEM Specialist	21055	Campaign Manager
13110	Senior Digital Media Analyst	21060	<i>Publicist*</i>
13115	Digital Media Analyst	21065	<i>Publicity Assistant*</i>
13195	Graphic/Visual Design Team Leader		
18320	Senior Graphic/Visual Designer		Job family: Policy and Advocacy
18325	Graphic/Visual Designer		
13170	Digital/Online Content Team Leader		Policy
13175	Senior Digital/Online Content Author	22510	Policy Manager
13180	Digital/Online Content Author	22515	Senior Policy Analyst/Advisor
	Generalist	22520	Policy Analyst/Advisor
13220	Senior Marketing Consultant - Generalist	22525	<i>Assistant Policy Analyst*</i>
13225	Marketing Consultant - Generalist	13080	Corporate Social Responsibility Manager
13030	Marketing Analyst		
13230	Marketing Associate		Job family: Property
13035	Marketing Administration Assistant		
	Management	72000	<i>Head of Property Investment*</i>
13005	Senior Marketing Manager	72005	<i>Senior Property Development Manager*</i>
13010	Marketing Manager	72010	Property Development Manager - Commercial
	Market Intelligence	72015	<i>Property Development Manager - Retail*</i>
13060	Marketing Manager - Market Intelligence/Research	72030	National Property Manager
13067	Senior Marketing Consultant - Market Intelligence/Research	72040	Property Manager
13065	Marketing Officer - Market Intelligence/Research		
	Social Media		Job family: Research and Development
13135	Social Media Manager		
13145	Social Media Specialist		Research/Laboratory
	Sponsorship	19015	Head of Section - Research & Development
13055	Event Manager	19020	Principal Scientist - Research & Development
13057	Event Specialist	19025	<i>Senior Scientist - Research & Development*</i>
13070	Sponsorship Manager	19030	<i>Scientist - Research & Development*</i>
13072	Sponsorship Specialist	19035	<i>Laboratory Assistant*</i>
			Technical
	Job family: Media	19005	Technical Manager
		19007	Senior Technician
	Digital/Interactive Production	19010	Technician
21030	Director of Online/Digital Production		
21035	Digital/Interactive Product Manager		Job family: Sales
21040	Senior Digital/Interactive Producer		
			Account Management

11100	Account Director (Existing Account Only)	11135	Sales Administrator/Coordinator/Internal Sales Representative
11105	Major/Key Account Manager (Existing Account Only)		Management
11110	Sales Account Manager (Existing Account/s Only)	11005	Senior Sales Manager
11113	Junior Sales Account Manager (Existing Account Only)	11010	Business Unit Sales Manager
	Business Development	11015	Sales Manager
11115	Business Development Manager		Product Management
11120	Business Development Specialist	13515	Functional Lead - Product Management
	Channel / Dealer Sales	64135	Senior Product Manager
11050	Channel/Dealer Sales Manager	64035	Product Manager
11055	Senior Channel/Dealer Sales Representative	13530	Associate Product Manager
11060	Channel/Dealer Sales Representative		Retail Outlet Sales
11065	Junior Channel/Dealer Sales Representative	11070	Retail Outlet/Store Manager
	Commercial Sales	11075	Assistant Retail Outlet/Store Manager
11020	Area Sales Team Leader	11080	Retail Outlet/Store Sales Consultant
11025	Senior Product Specialist		
11030	Product Specialist		Job family: Senior Executive
11035	Senior Sales Representative		
11040	Sales Representative	10005	Chief Executive Officer
11045	Junior Sales Representative	10010	Chief Operating Officer
	Contact Centre	10120	Chief Risk Officer
11085	Telemarketing/Telesales Manager*	10015	General Manager (Multi-Function)*
11090	Telemarketing/Telesales Team Leader	10020	General Manager (Single-Function)
11095	Telemarketer/Telesales Representative	10030	Sales & Marketing Director
51020	Campaign Specialist*	10035	Sales Director
51015	Contact Centre Account Manager - Outbound*	10045	Marketing Director
50035	Contact Centre Sales Representative - Outbound*	10050	Business Development Director
51010	Contact Centre Representative - Outbound	10055	Finance Director/Chief Financial Officer
50030	Senior Contact Centre Sales Representative - Inbound	10065	Human Resources Director
50025	Contact Centre Sales Representative - Inbound	10070	Research & Development Director
	Internal Sales/Support	10085	Corporate Finance & Administration Manager
11125	Sales Administration/Internal Sales Manager	10090	Chief Information Officer
11130	Sales Administration/Internal Sales Team Leader	10100	Head of Corporate Strategy
		10105	Chief Investment Officer
		71005	General Manager - Operations
		71010	General Manager - Development
		71015	General Manager - Property*
		15085	Company Secretary
		10060	Chief Legal Counsel
		32900	Chief Data Officer
		13151	General Manager - Digital
		10110	Chief Technology Officer
		10040	Customer Support/Service Director

10025	Branch/Region Manager	55015	Solutions Support Specialist
Job family: Support		55010	Solutions Support Analyst
Contact Centre		Job family: Transport, Shipping and Logistics	
49005	Contact Centre General Manager	Air Freight	
49010	Contact Centre Manager	38040	Air Operations Manager*
49020	Assistant Contact Centre Manager	38045	Air Freight Import Manager*
12040	Contact Centre Team Leader	38050	Air Freight Export Manager*
50005	Contact Centre Team Leader - Inbound	38055	Air Freight Import Administrator*
51005	Contact Centre Team Leader - Outbound*	38060	Air Freight Export Administrator*
50020	Contact Centre Complaints Resolution Coordinator	Courier Services	
50010	Senior Contact Centre Representative	40015	Fleet Manager
50015	Contact Centre Representative	40020	Senior Courier Driver/Employee*
Contact Centre Operations		40025	Courier Driver/Employee*
54005	Workforce Manager	40030	Courier Owner/Driver*
54015	Workforce Analyst	40035	Truck Driver/Employee
54020	Workforce Planner	40040	Truck Owner/Driver*
49013	Contact Centre Operations Manager	Customer Service	
54010	Queue Manager*	39040	Freight Import Manager*
56018	Call Dispatch Operator*	39045	Freight Export Manager*
56015	Contact Centre Operations - Support Services (Level 2)	39050	Freight Import Administrator*
56010	Contact Centre Operations - Support Services (Level 1)*	39055	Freight Export Administrator*
54006	Quality Assurance Manager - Contact Centre	39060	Document Officer - Import/Export*
56020	Call Quality Assurance Analyst	Customs	
56005	Contact Centre Trainer	38005	Customs Manager*
Customer Service		38010	Customs Supervisor*
22020	Corporate Customer Support/Operations Manager	38015	Senior Customs Broker*
12005	Customer Support/Service Manager	38020	Customs Broker*
12010	Senior Customer Service Representative	38025	Customs Administration Officer*
12015	Customer Service Representative	Inventory Control	
Field Service		16070	Inventory Controller
12060	Field Service Operations Manager	Procurement/Buying	
12063	Senior Field Service Representative	10080	Purchasing/Procurement Director
12065	Field Service Representative	16075	Purchasing/Procurement Manager
Technical Support Centre		16080	Purchasing/Procurement Team Leader
24125	Technical Support Centre Manager	16085	Senior Purchasing/Procurement Officer
12020	Technical Support Centre Team Leader	16095	Contract Negotiator*
		16090	Purchasing/Procurement Officer
		Shipping	
		38035	Ocean Operations Manager*
		39005	Port Operations Manager*
		39010	Port Operations Officer*
		39015	Ship Planner*
		39020	Container Controller Manager*
		39025	Container Controller*
		39030	Trade Manager*
		39035	Trade Coordinator*
		Transport	

40005	Transport Operations Manager	16010	Warehouse & Distribution Manager
40010	Transport Manager	16015	Warehouse & Distribution Supervisor
	Warehouse and Distribution	16030	Dispatcher
10095	<i>Corporate Logistics Director*</i>	16020	Senior Stores/Warehouse Person
16035	Logistics Manager	16025	Stores/Warehouse Person
16037	Logistics Team Leader		
16045	Senior Logistics Officer		
16050	Logistics Officer		

Please note: *these positions are available to be surveyed but did not print within this survey cycle.

Please provide data where possible for these positions next cycle. For a softcopy version of all positions surveyed, please refer to Aon's [website](#). If you require assistance with locating the Position Descriptions please contact **Penny Pan** on +61 2 9253 7534 or penny.pan2@aon.com.