



Australia Salary Guide 2025

Understanding Salary Benchmarks and Market Insights

FastLaneRecruit Building Teams,
Powering Growth

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About FastLane

Fastlane Group, established in 2013, began as an innovative accountancy and advisory firm specializing in supporting SMEs, entrepreneurs, startups, high-growth companies, and businesses expanding globally. With a commitment to combining technology and expertise, we have consistently delivered best-in-class services, ensuring our clients in Hong Kong meet their financial and compliance needs, allowing them to focus on their core business objectives.

As the business landscape evolves, so have we. Recognizing the growing demand for flexible and cost-effective talent solutions, we have established FastLaneRecruit to assist clients with recruitment and building remote teams in Southeast Asia. This expansion allows our clients to access high-quality talent while benefiting from our comprehensive support in HR advisory, payroll administration, and compliance, helping them scale their businesses efficiently and confidently in a competitive environment.

Our Purpose

At FastLaneRecruit, our purpose is to empower businesses to achieve their full potential by delivering innovative and reliable recruitment and Employer of Record (EOR) solutions. We are dedicated to assisting our clients in building and managing remote teams in Southeast Asia, providing access to a diverse talent pool while ensuring seamless HR, payroll, and compliance management. Through our expertise and advanced technology, we strive to be the trusted partner that enables businesses to scale efficiently, reduce costs and focus on their strategic growth.

Our Mission

Our mission is to empower businesses to grow and thrive by providing innovative, reliable, and cost-effective recruitment and Employer of Record (EOR) solutions. We are committed to helping our clients navigate the complexities of talent acquisition and management, ensuring that they can build and scale their teams with confidence, efficiency, and compliance. Through our expertise and dedication, we aim to be the trusted partner for companies seeking to expand their capabilities and achieve long-term success in a competitive global market.

Our Principles

- **Client-Centric Focus:** Tailored solutions to address client-specific challenges.
- **Integrity and Transparency:** Uphold the highest standards in all interactions.
- **Innovation and Excellence:** Continuous improvement and adoption of the latest technology.
- **Collaborative Partnership:** Foster strong partnerships both within our team and with clients.
- **Responsiveness and Agility:** Adapt quickly to the evolving needs of clients and the market.

Our Values

- **Commitment to Quality:** Deliver high-quality services that exceed client expectations.
- **Respect and Integrity:** Treat everyone with respect and act with honesty.
- **Innovation:** Continuously seek innovative solutions.
- **Customer Focus:** Prioritize client needs and provide tailored solutions.
- **Collaboration:** Value teamwork and collaboration to achieve common goals.
- **Responsiveness:** Ensure timely and effective solutions.
- **Excellence:** Pursue excellence in all aspects of our work.

Get in Touch

For more information or to contact FastLane Group on Company Formation, please email:

enquiry@fastlanerecruit.com

Disclaimer

Information provided by our recruitment agency is general and without guarantees. Employers are responsible for their own assessments and due diligence when hiring. Our agency is not liable for any actions taken based on this information.

1 Introduction

The Australian economic and employment landscape is currently going through significant transformation. With the growing prominence of industries such as technology, renewable energy, health care and so on. The rise of hybrid work models combined with technological advancements continue to redefine job expectations and remuneration standards.

The salary benchmarks help the hiring managers to make an informed decision about hiring and retaining employees. For job seekers, understanding market value can empower better negotiation and career alignment.

2 Key Insights for 2025

Growth Sectors

- **Technology:** There is an increasing demand for new roles such as AI specialists, machine learning engineers, cybersecurity experts and DevOps professionals.
- **Renewable Energy:** Demand for qualifications in green project management and roles connected to solar, wind and energy storage systems.
- **Healthcare:** Expansion beyond clinical roles into areas like health informatics, telemedicine and regulatory compliance.

Skills in Demand

- **Technical Proficiency:** Proficiency in cloud computing solutions, block-chain technology and automation solutions is in high demand.
- **Soft Skills:** Adaptability, emotional intelligence and leadership skills are most needed soft skills in today's job market.
- **Interdisciplinary Expertise:** Hybrid roles such as product management and the heading of digital transformations are in increasing demands.

Regional Variations

- **Urban Centers:** Sydney and Melbourne dominate with premium salary offers in the technology and the finance sectors.
- **Regional Hubs:** Growth in mining, renewable energy and manufacturing provide attractive compensation packages to talents.

3 Salary Guide

We have compiled the annual average salary of most popular job positions for each sector. The required work experience in each job position is general estimation. The detailed requirements can be different from one organization to another.

Customer Service

Role	Annual Average Base Salary (AUD)	Required Work Experience
Customer Service Representative	70,000	0-2 years
Account Manager	75,000	2-4 years
Call Center Agent	65,000	0-2 years
Customer Support Specialist	65,000	1-3 years
Team Leader	95,000	4-6 years
Client Services Coordinator	65,000	2-4 years
Sales Administrator	65,000	0-2 years
Customer Resolutions Officer	60,000	2-3 years
Customer Service Manager	120,000	5-7 years
Director of Customer Service	190,000	7+ years

Digital

Role	Annual Average Base Salary (AUD)	Required Work Experience
Digital Marketing Manager	130,000	4-6 years
UX/UI Designer	140,000	3-5 years
Content Writer	90,000	1-3 years
E-commerce Manager	140,000	5-7 years
Social Media Manager	120,000	2-4 years
SEO Specialist	100,000	2-4 years
Digital Performance Specialist	110,000	3-5 years
CRM Manager	130,000	4-6 years
Product Manager	120,000	3-5 years
Chief Digital Officer	260,000	10+ years



Engineering and Manufacturing

Role	Annual Average Base Salary (AUD)	Required Work Experience
Mechanical Engineer	110,000	2-4 years
Civil Engineer	120,000	3-5 years
Production Supervisor	110,000	4-6 years
Quality Assurance Engineer	95,000	2-4 years
Maintenance Technician	100,000	1-3 years
Shift Manager	140,000	6-8 years
Site Engineer	130,000	3-5 years
Electrical Engineer	95,000	2-4 years
Plant Manager	180,000	8+ years
Operations Manager	170,000	10+ years



Finance and Accounting

Role	Annual Average Base Salary (AUD)	Required Work Experience
Accountant	110,000	2-4 years
Payroll Officer	90,000	1-3 years
Financial Analyst	120,000	3-5 years
Management Accountant	110,000	3-5 years
Credit Controller	85,000	2-4 years
Audit Manager	120,000	5-7 years
FP&A Analyst	120,000	3-5 years
Accounts Payable Officer	80,000	1-3 years
Treasury Analyst	130,000	4-6 years
Chief Financial Officer	350,000	10+ years



Human Resources

Role	Annual Average Base Salary (AUD)	Required Work Experience
HR Coordinator	70,000	1-2 years
Talent Acquisition Specialist	100,000	2-4 years
HR Business Partner	150,000	5-7 years
HR Advisor	100,000	3-5 years
Remuneration & Benefits Specialist	110,000	4-6 years
Employee Relations Specialist	110,000	3-5 years
HR Manager	160,000	5-7 years
Senior HR Advisor	120,000	4-6 years
HR Director	270,000	10+ years
Learning & Development Manager	150,000	5-7 years



Legal Compliance

Role	Annual Average Base Salary (AUD)	Required Work Experience
In-house Lawyer (0-3 years)	110,000	0-3 years
In-house Lawyer (3-5 years)	145,000	3-5 years
In-house General Counsel	282,500	7+ years
Compliance Manager	145,000	5-7 years
Paralegal	65,000	1-3 years
Risk Analyst	120,000	3-5 years
Head of Compliance	277,500	10+ years
Senior Legal Advisor	200,000	7+ years
Legal Secretary	75,000	1-3 years
Contract Manager	145,000	5-7 years



Marketing

Role	Annual Average Base Salary (AUD)	Required Work Experience
Brand Manager	120,000	3-5 years
Campaign Manager	140,000	5-7 years
Digital Marketing Specialist	110,000	3-5 years
Social Media Manager	120,000	2-4 years
Marketing Coordinator	75,000	1-3 years
Growth Marketing Manager	130,000	4-6 years
SEO Specialist	100,000	2-4 years
Director Marketing	220,000	10+ years
Content Manager	140,000	5-7 years
Head of Brand	180,000	7+ years



Mining, Energy and Resources

Role	Annual Average Base Salary (AUD)	Required Work Experience
Mining Engineer	100,000	0-2 years
Geologist	120,000	3-5 years
Drill & Blast Engineer	150,000	5-7 years
Maintenance Planner	150,000	4-6 years
Site Supervisor	130,000	3-5 years
Electrical Engineer	150,000	5-7 years
Project Manager	137,500	6-8 years
Environmental Officer	90,000	1-3 years
Head of Operations	350,000	10+ years
Senior Mining Engineer	220,000	7+ years



Secretarial and Business Support

Role	Annual Average Base Salary (AUD)	Required Work Experience
Receptionist	65,000	0-2 years
Office Assistant	70,000	1-3 years
Executive Assistant	110,000	4-6 years
Personal Assistant	120,000	4-6 years
Legal Secretary	75,000	1-3 years
Project Administrator	75,000	2-4 years
Data Administrator	60,000	0-2 years
Office Manager	90,000	4-6 years
Team Assistant	80,000	2-4 years
Senior Executive Assistant	140,000	7+ years



Procurement, Supply Chain and Logistics

Role	Annual Average Base Salary (AUD)	Required Work Experience
Procurement Officer	92,500	1-3 years
Logistics Coordinator	90,000	2-4 years
Warehouse Manager	120,000	4-6 years
Transport Manager	115,000	5-7 years
Sourcing Specialist	120,000	4-6 years
Supply Chain Analyst	115,000	3-5 years
Inventory Controller	90,000	2-3 years
Distribution Centre Supervisor	95,000	4-6 years
Operations Manager	140,000	7+ years
Head of Procurement	250,000	10+ years



Sales

Role	Annual Average Base Salary (AUD)	Required Work Experience
Sales Consultant	105,000	2-4 years
Account Manager	120,000	3-5 years
Business Development Manager	130,000	4-6 years
Key Account Manager	160,000	5-7 years
National Sales Manager	190,000	7-10 years
Territory Sales Manager	110,000	2-4 years
Relationship Manager	130,000	3-5 years
Field Sales Representative	100,000	1-3 years
Sales Director	260,000	10+ years
Senior Sales Consultant	130,000	5-7 years



Technology

Role	Annual Average Base Salary (AUD)	Required Work Experience
Software Developer	120,000	2-4 years
Data Analyst	120,000	2-4 years
Cybersecurity Analyst	150,000	3-5 years
Cloud Engineer	140,000	3-5 years
DevOps Engineer	150,000	4-6 years
Solutions Architect	180,000	6-8 years
IT Supports Specialist	85,000	1-3 years
Senior Data Scientist	190,000	7+ years
IT Manager	190,000	7+ years
Chief Technology Officer	360,000	10+ years



4 Industry Highlight

Industry	Insights
Technology	Technological advancements in AI, blockchain technology and cybersecurity are reshaping the industry. Nowadays, companies are investing heavily in cloud infrastructure and AI regulation.
Marketing	Most companies are focusing on digital strategies and create roles like SEO strategist and growth marketing manager and many other digital roles combined with analytical creativity.
Healthcare	The telehealth boom continues with rising demand for health IT specialists and operational managers.
Renewable Energy	There is a career trend in the energy economy as well as battery technology development as the focus towards sustainability has more and more arise.
Finance	The Fintech revolution has increased the need for professionals with expertise in digital currencies and compliance specialists.



5 Recommendations For Employers

Develop Tailored Retention Strategies

Beyond competitive salaries, focus on holistic employee well-being including mental health support, flexible work arrangements and opportunities for career advancement.

Leverage Data-Driven Insights

Utilize advanced analytics and market intelligence to design attractive compensation packages that reflect industry trends and employee expectations.

Invest In Upskilling and Reskilling

Provide employees with access to training programs that enhance their skills and prepare them for future challenges.

Strengthen Employer Branding

Highlight your company's culture, values and career progression opportunities to stand out in a competitive market.

Embrace Diversity and Inclusion

Develop inclusive workplace culture by implementing policies that promote equity and representation across all levels of the organization.

Adopt Agile Workforce Models

Enable flexible staffing solutions to adapt to market fluctuations and project-based work demands.

6 Recommendations For Job Seekers

Build a Robust Personal Brand

Build your personal brand by utilizing online platforms like LinkedIn to showcase your skills and achievements to demonstrate what you have to offer in the job.

Stay Ahead of Industry Trends

Keep up-to-date with emerging technologies and methodologies relevant to your field.

Invest in Continuous Learning

Invest in getting training and acquiring certifications in your fields that remain in high demand, for example project management skills and data analytics skills.

Expand Your Network

Attend industry events, webinars and conferences to connect with professionals and potential employers.

Be Proactive In Job Search

Tailor your resumes and cover letters for each job application and follow up on applications to demonstrate your enthusiasm.

Negotiate Strategically

Use salary data and market insights to confidently negotiate compensation packages that align with your skills and value.

Hire Top Talent with FastLaneRecruit

The future of the Australian job market in 2025 is all about resilience and innovation in key sectors like technology, healthcare, finance and marketing. Understanding salary trends and market demands is critical for making informed career and recruitment decisions. We hope this guide can give you a roadmap and some insights to help you navigate the evolving workforce and achieve long-term career success.

Navigating the complexities of recruitment and market dynamics can be daunting. At FastLaneRecruit, we specialize in connecting businesses with top talent and guiding professionals to their ideal roles. Here's how we can support you:



For Employers

Our tailored recruitment strategies help you attract and retain the best talent, ensuring your organization remains competitive. From understanding market benchmarks to crafting compelling job offers, we're here to support you.



For Job Seekers

Whether you're exploring a career change or negotiating your salary, our consultants provide personalized advice and access to exclusive opportunities to advance your career.

With our deep industry insights and commitment to excellence, FastLaneRecruit is your trusted partner in navigating Australia's job market.



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Book an appointment and swing by
our offices for a chat and coffee.



Scan our QR code to visit our
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