

HUDSON HUMAN RESOURCES

# 2019 Salary Guide



# Discover great talent with Hudson

In this fast-changing world, an organisation's competitive advantage comes from having the best people.

Hudson helps organisations find and develop high performers with the right skills and experience – as well as the right motivational and cultural fit.

**Hudson** helps organisations achieve great performance by discovering talent and helping people realise their potential.

## Find the best talent

In today's market where candidates are more passive than ever before, we use our extensive database of specialised talent pools, networks and multiple sourcing channels to find, engage and nurture outstanding candidates – quickly.

## Rely on deep market knowledge

We understand the intricate needs of our clients and our candidates' niche skillsets, which ensures accuracy in our placements. Our specialist market knowledge of salaries, job titles and hiring trends helps us achieve the best outcome for your organisation at the appropriate remuneration.

## Hire with confidence

Using data-driven and best practice talent profiling and assessment techniques, our solutions minimise the risk in hiring decisions and ensure you select high performers who will stay and grow.

We use rigorous recruitment processes and science-based psychometric assessment tools that give you in-depth insights into the skills, behaviours and motivational drivers of candidates. Which in turn helps you make an informed decision when it comes to the cultural fit, capabilities and potential of your people.

This salary guide is a compilation of salary and market information provided by Hudson consultants, clients, candidates and other sources across Australia. Information was gathered by drawing on the extensive knowledge of our specialist recruitment consultants across Hudson's specialist practice groups. Salary ranges are approximate guides only.

# HUDSON HUMAN RESOURCES

## Adelaide

### HR GENERALIST

	Permanent (AUD/000)
HR Advisor	70 - 100
HR Business Partner	70 - 110
HR Manager	100 - 180
HR Director	120 - 250

### OCCUPATIONAL HEALTH AND SAFETY

	Permanent (AUD/000)
WHS / Employee Wellbeing Consultant / Specialist	70 - 110

### TALENT ACQUISITION AND WORKFORCE PLANNING

	Permanent (AUD/000)
Internal Recruitment Consultant	70 - 100
Recruitment Manager	100 - 160

### LEARNING AND ORGANISATIONAL DEVELOPMENT

	Permanent (AUD/000)
Learning and Development Consultant	70 - 130

### EMPLOYEE AND INDUSTRIAL RELATIONS

	Permanent (AUD/000)
ER / IR Consultant / Specialist	70 - 110

#### FEATURED ROLE

### Internal Recruitment Consultant

#### Permanent salary range (AUD/000)

70 - 120

#### About the role

An Internal Recruitment Consultant provides value to internal stakeholders. In a workforce planning capacity, this role offers both strategic recruitment advice and an additional operational resource in allocating dedicated time in recruiting new candidates to the business.

#### Key skills/attributes

- Understanding of workforce planning and effective recruitment strategies, with extensive software and database knowledge
- Articulate with good communication skills, influencing skills and an ability to multi-task
- Strong attention to detail and quality assurance
- 5+ years in a similar role

# HUDSON HUMAN RESOURCES

## Brisbane

### HR GENERALIST

	Permanent (AUD/000)
HR Coordinator	50 - 60
HR Advisor	60 - 90
HR Business Partner	75 - 100
HR Manager	100 - 160
HR Director	140 - 210

### OCCUPATIONAL HEALTH AND SAFETY

	Permanent (AUD/000)
WHS / Employee Wellbeing Consultant / Specialist	60 - 100

### TALENT ACQUISITION AND WORKFORCE PLANNING

	Permanent (AUD/000)
Internal Recruitment Consultant	65 - 95
Recruitment Manager	100 - 140

### LEARNING AND ORGANISATIONAL DEVELOPMENT

	Permanent (AUD/000)
Learning and Development Consultant	80 - 120

### EMPLOYEE AND INDUSTRIAL RELATIONS

	Permanent (AUD/000)
ER / IR Consultant / Specialist	70 - 110

#### FEATURED ROLE

### Internal Recruitment Consultant

#### Permanent salary range (AUD/000)

65 - 95

#### About the role

An Internal Recruitment Consultant provides value to internal stakeholders. In a workforce planning capacity, this role offers both strategic recruitment advice and an additional operational resource in allocating dedicated time in recruiting new candidates to the business.

#### Key skills/attributes

- Understanding of workforce planning and effective recruitment strategies, with extensive software and database knowledge
- Articulate with good communication skills, influencing skills and an ability to multi-task
- Strong attention to detail and quality assurance
- 5+ years in a similar role

# HUDSON HUMAN RESOURCES

## Melbourne

### HR GENERALIST

	<b>Permanent (AUD/000)</b>
Human Resources Manager	120 - 150
Human Resources Business Partner	90 - 110
Human Resources Director	150 +
Human Resources Coordinator	60 - 80

### OCCUPATIONAL HEALTH AND SAFETY

	<b>Permanent (AUD/000)</b>
Workplace Relations Manager	120 +
Workplace Relations Advisor	90 - 110

### TALENT ACQUISITION AND WORKFORCE PLANNING

	<b>Permanent (AUD/000)</b>
Talent Acquisition Consultant	80 - 100
Talent Acquisition Manager	110 +
Remuneration Analyst	95 - 115

### LEARNING AND ORGANISATIONAL DEVELOPMENT

	<b>Permanent (AUD/000)</b>
Learning and Development Manager	110
Organisational Development Manager	110
Organisational Development Specialist	150
Training Specialist	95 - 115
Learning and Development Advisor	75 - 90
Change Manager	110 +
Change Advisor	120 - 150

# HUDSON HUMAN RESOURCES

## Perth

### HR GENERALIST

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
HR Coordinator	50 - 60	29 - 32
HR Advisor (Mid Weight)	70 - 90	35 - 45
HR Advisor (Senior)	90 - 110	45 - 55
HR Business Partner (Mid Weight)	95 - 115	50 - 65
HR Business Partner (Senior)	110 - 130	50 - 75
HR Manager (Mid Weight)	100 - 130	55 - 75
HR Manager (Senior)	140 - 180	75 - 105
Executive General Manager HR	180 +	90 - 115

### OCCUPATIONAL HEALTH AND SAFETY

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
OSH Advisor	80 - 90	37 - 45

### TALENT ACQUISITION AND WORKFORCE PLANNING

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
Recruiter	70 - 80	35 - 40
Senior Recruiter	80 - 110	40 - 50
Recruitment Team Leader	100 - 120	55 - 75

### LEARNING AND ORGANISATIONAL DEVELOPMENT

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
Learning and Development / OD Consultant	90 - 110	50 - 65
Learning and Development / OD Manager	120 - 150	55 - 70

### EMPLOYEE AND INDUSTRIAL RELATIONS

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
ER / IR Advisor	90 - 120	45 - 60
ER / IR Specialist	120 - 140	55 - 75

# HUDSON HUMAN RESOURCES

Perth

## FEATURED ROLE

### HR Business Partner

#### Permanent salary range (AUD/000)

95 - 130

#### About the role

The HR Business Partner is responsible for aligning business objectives with employees and management in designated business units. The HR Business Partner will work closely with business leaders and line managers on building capability and culture and assist with developing an HR agenda that closely supports the overall aims of the organisation.

#### Key skills/attributes

- Communication - negotiation, influencing and conflict resolution
- Ability to design and deliver solution-focused HR practices
- Understanding of business and preferably a degree in HR or similar discipline

# HUDSON HUMAN RESOURCES

## Sydney

### HR GENERALIST

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
HR Coordinator	65 - 70	35 - 40
HR Advisor (Junior)	80 - 85	40 - 50
HR Advisor (Mid Weight)	85 - 90	50 - 60
HR Advisor (Senior)	90 - 95	60 +
HR Business Partner (Junior)	90 - 110	50 - 55
HR Business Partner (Mid Weight)	110 - 130	55 - 75
HR Business Partner (Senior)	130 - 180	75 - 105
HR Manager (Junior)	90 - 100	50 - 55
HR Manager (Mid Weight)	100 - 135	55 - 75
HR Manager (Senior)	140 - 180	75 - 105
HR Director (Mid Weight)	180 - 210	90 - 115
HR Director (Senior)	200 - 300	115 - 170

### OCCUPATIONAL HEALTH AND SAFETY

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
WHS / Employee Wellbeing Coordinator	70 - 75	37 - 45
WHS / Employee Wellbeing Consultant (Junior)	75 - 80	40 - 45
WHS / Employee Wellbeing Consultant (Mid Weight)	80 - 95	45 - 55
WHS / Employee Wellbeing Consultant (Senior)	95 - 115	55 - 65
WHS / Employee Wellbeing Manager (Junior)	80 - 90	50 - 55
WHS / Employee Wellbeing Manager (Mid Weight)	90 - 130	55 - 75
WHS / Employee Wellbeing Manager (Senior)	130 - 200	75 - 115



# HUDSON HUMAN RESOURCES

## Sydney

### TALENT ACQUISITION AND WORKFORCE PLANNING

	Permanent (AUD/000)	Contracting (AUD/hr)
Talent Acquisition Consultant (Junior)	80 - 90	40 - 50
Talent Acquisition Consultant (Mid Weight)	90 - 110	50 - 60
Talent Acquisition Consultant (Senior)	110 - 140	60 - 80
Talent Acquisition Manager (Junior)	110 - 130	57 - 68
Talent Acquisition Manager (Mid Weight)	120 - 160	68 - 90
Talent Acquisition Manager (Senior)	180 - 220	90 - 115
Workforce Planning Consultant (Junior)	75 - 85	40 - 50
Workforce Planning Consultant (Mid Weight)	85 - 100	50 - 57
Workforce Planning Consultant (Senior)	100 - 130	57 - 75
Workforce Planning Manager (Junior)	100 - 120	57 - 68
Workforce Planning Manager (Mid Weight)	120 - 160	68 - 90
Workforce Planning Manager (Senior)	160 - 200	90 - 115
Remuneration and Benefits Consultant (Junior)	85 - 95	40 - 55
Remuneration and Benefits Consultant (Mid Weight)	95 - 110	55 - 63
Remuneration and Benefits Consultant (Senior)	110 - 130	63 - 75
Remuneration and Benefits Manager (Junior)	110 - 115	55 - 63
Remuneration and Benefits Manager (Mid Weight)	115 - 130	63 - 75
Remuneration and Benefits Manager (Senior)	130 - 160	75 - 90

### LEARNING AND ORGANISATIONAL DEVELOPMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
Instructional Design Consultant	90 - 120	55 - 68
Learning and Development / OD Consultant (Junior)	70 - 90	40 - 55
Learning and Development / OD Consultant (Mid Weight)	90 - 110	55 - 66
Learning and Development / OD Consultant (Senior)	110 - 130	66 - 75
Learning and Development / OD Manager (Junior)	90 - 110	55 - 63
Learning and Development / OD Manager (Mid Weight)	110 - 130	63 - 75
Learning and Development / OD Manager (Senior)	130 - 160	75 - 90

# HUDSON HUMAN RESOURCES

## Sydney

### EMPLOYEE AND INDUSTRIAL RELATIONS

	Permanent (AUD/000)	Contracting (AUD/hr)
ER / IR Consultant (Junior)	80 - 85	40 - 45
ER / IR Consultant (Mid Weight)	85 - 95	45 - 55
ER / IR Consultant (Senior)	95 - 115	55 - 65
ER / IR Manager (Junior)	100 - 120	57 - 70
ER / IR Manager (Mid Weight)	120 - 160	70 - 90
ER / IR Manager (Senior)	160 - 200	90 - 115

#### FEATURED ROLE

### Instructional Design Consultant

#### Permanent salary range (AUD/000)

90 - 120

#### About the role

An Instructional Design Consultant is a specialist within the learning and development function. The role involves analysing business needs and desired outcomes of learning programs, then the content development and user interface of the program. With the changing nature of technology and automation in HR, Instructional Designers have excellent systems knowledge and a deep understanding of learning principles to develop user friendly and engaging content via online platforms. This may require liaising with SME's to create the content, or for more senior roles, manage the process end to end - from design to delivery.

#### Key skills/attributes

- Tech savvy and excellent knowledge of LMS, e-learning platforms, content creation software
- Strong training analyses. Deep behavioural and learning principles understanding, including adult learning
- Project management skills, usually working to tight schedules and budgets

Hudson's specialist recruitment consultants have the in-depth market knowledge of salaries, job titles and hiring trends to ensure you achieve the best outcome for your organisation at the appropriate remuneration.

We build highly nurtured and engaged pools of select talent so you can find the right person quickly. This means greater speed and precision in placements, and higher satisfaction for both clients and candidates.

Our proprietary assessment tools and techniques will help you find candidates with the right technical skills and capabilities for the role and for your team, so you can achieve.

## Get in touch to see how we can help

### AUSTRALIA

[au.hudson.com](http://au.hudson.com)

Adelaide

Brisbane

Canberra

Melbourne

Newcastle

Perth

Sydney

# Hudson

Great people. Great performance.