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Specialist agency for Data, AI and Technology covering Australia and New Zealand.

Salary Guide NZ 2025



Contract Day Rates (end client)

Role	Hourly rate including on-cost (excluding GST) NZD
BI Developer	\$100 - \$110
Senior BI Developer	\$110 - \$130
Data Analyst	\$95 - \$105
Senior/Lead Data Analyst	\$105 - \$125
Data Engineer	\$105 - \$145
Senior/Lead Data Engineer	\$145 - \$185
Data Modeller	\$105 - \$145
Analytics Engineer	\$105 - \$145
Data Architect	\$160 - \$200
ML Engineer	\$105 - \$145
Senior/Lead ML Engineer	\$145 - \$185
Data Scientist	\$105 - \$145
Senior/Lead Data Scientist	\$145 - \$185
Data Governance Specialist	\$105 - \$145
Senior/Lead Data Governance Specialist	\$145 - \$185
AI Engineer	\$155 - \$195

Note: Salaries may vary based on company stage, finances, industry, equity, and location.

Permanent Salaries NZD

Role	Base Salary (super and bonuses not included)
Data & Graduate/Junior	\$65,000 - \$75,000
BI Developer	\$80,000 - \$110,000
Senior BI Developer	\$110,000 - \$140,000
Data Analyst	\$75,000 - \$110,000
Senior Data Analyst	\$110,000 - \$130,000
Lead Data Analyst	\$130,000 - \$140,000
Data Engineer	\$90,000 - \$130,000
Senior Data Engineer	\$130,000 - \$150,000
Lead Data Engineer	\$150,000 - \$170,000
Data Modeller	\$120,000- \$140,000
Data Architect	\$150,000 - \$190,000
ML Engineer	\$110,000 - \$130,000
Senior ML Engineer	\$130,000 - \$160,000
Lead Machine Learning Engineer	\$160,000 - \$190,000
Data Scientist	\$90,000 - \$130,000
Senior Data Scientist	\$130,000 - \$150,000
AI Engineer	\$150,000 - \$170,000

Note: Salaries may vary based on company stage, finances, industry, equity, and location.

Leadership Salaries NZD

Role	Base Salary (super and bonuses not included)
Business Intelligence Manager	\$130,000 - \$150,000
Senior BI Manager	\$150,000 - \$170,000
Data Analytics Manager	\$140,000 - \$160,000
Senior Analytics Manager	\$160,000 - \$180,000
Data Engineering Manager	\$160,000 - \$180,000
Senior Data Engineering Manager	\$180,000 - \$200,000
ML/AI Manager	\$170,000 - \$190,000
Senior ML/AI Manager	\$190,000 - \$210,000
Data Science Manager	\$160,000 - \$180,000
Senior Data Science Manager	\$180,000 - \$200,000
Data Governance Manager	\$140,000 - \$150,000
Senior Data Governance Manager	\$150,000 - \$170,000
Head of Data (engineering, BI, analytics, data science, AI etc)	\$200,000 - \$230,000
GM Data	\$230,000 - \$280,000
Chief Data Officer	\$280,000 - \$350,000

Note: Salaries may vary based on company stage, finances, industry, equity, and location.

Thank you.

We recognise that salaries on offer vary based on financial position, stage of company, industry, equity, location etc.

For a deeper discussion on salaries to reflect your company, please get in touch with either of us below.

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