

Salary Benchmarking Research - 2023

Oak Recruitment & Consulting



Current Salary Levies – 2023 Report

- Base on years experience in similar relevant roles.
- Generally higher level of responsibility / output = higher level of pay.
- Feel free to search by find / Control F function by position title.

AAMI = Average Annual Management Income

OTE = On Target Earnings per annum (Typically a total package including comms, super, bonuses, allowances, equity / profit share etc)

Property Management & Sales Roles – Real Estate

Receptionist / Property Management Administrator (Commercial or Residential)

0 – 2 years experience – 50-60K + Super

2 - 4 years experience – 60-65K + Super

4+ years experience - 65-75K + Super (upper end typically for very efficient and experienced property management administrator with high volume of tasks)

Office Manager (HR/Ad-hoc duties) (Commercial or Residential)

0 – 2 years experience – 60-80K + Super

2 - 4 years experience – 80-100K + Super

4+ years experience - 100-150K + Super (upper end typically for larger teams and higher level of responsibility similar to department manager and/or **general managers which have OTE 150-250K at this level**)

Operations Manager / General Manager (Management / Recruitment, HR/Ad-hoc duties) (Commercial or Residential) varies based on size of team/direct reports & responsibilities

0 – 2 years experience – 80-120K + Super + Potential Performance / Company Bonus (20K+ per annum)

2 - 4 years experience – 120-150K + Super + Potential Performance / Company Bonus (20K+ per annum)

4+ years experience - 150-250K + Super + Potential Performance / Company Bonus (20K+ per annum) (upper end typically for larger teams and higher level of responsibility)

Examples of targets or metrics (ways to measure a staff members eligibility) for Performance / Company bonus may include but not limited to:

- Rates of staff retention (example target of under 30% staff turnover in this financial year = 5K bonus at EOFY)
- Addition of X amount of properties net added to rent roll (example target of 150 added net properties in this financial year = 5K bonus at EOFY)
- X amount of sales revenue/profit for this quarter (example target of 150K net profit per quarter or 1M in sales revenue this quarter = 5K bonus at end of quarter)

(Combination of short/medium term and long term incentives have worked well to motivate staff and ensure accountability)

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Trust Accountant (Commercial or Residential) varies dependant on rent roll size and if admin support is offered to Trust Accountants

0 – 2 years experience – 60-80K + Super

2 - 4 years experience – 80-100K + Super

4+ years experience - 100-110K + Super (This upper end typically for larger companies & higher level of volume)

Leasing Consultant

0 – 1 years experience - 50K + Super + Phone (optional) + Comms \$20-\$50/per property leased (optional)

2 - 4 years experience – 55-60K + Super + Phone (optional) + Comms \$20-\$50/per property leased (optional)

4+ years experience 65-80K + Super + Phone (optional) + Comms \$20-\$50/per property leased (optional)

Assistant / Jnr Property Manager (Assists a Property Manager and/or Manages under 50 properties)

0 – 1 years experience – 50-55K + Super + Phone (optional) + Commissions / Incentives \$50 - \$300 / month

1 - 2 years experience – 55-65K + Super + Phone (optional) + Commissions / Incentives \$50 - \$300 / month

3+ years experience (usually people have moved onto portfolio based roles well and truly by now)

Property Manager / Senior Property Manager (Typically manages their own portfolio over 100+ properties)

0 – 1 years experience – 60 - 70K + Super + Phone/Laptop (optional) + Comms/Incentives \$50 - \$300 / month

1 - 2 years experience – 70 - 75K + Super + Phone/Laptop (optional) + Comms/Incentives \$50 - \$300 / month

3 – 4 years experience - 75 - 85K + Super + Phone/Laptop (optional) + Comms/Incentives \$50 - \$300 / month

5+ years experience - 85 - 100K + Super + Phone/Laptop (optional) + Comms/Incentives \$50 - \$300 / month

(Property managers are often offered a phone, laptop, car parking spare and/or potentially a company car also, plus time in lieu or RDO for Saturday work, leasing or after hours or equivalent hours worked)

Business Development Manager - Property Management

55 - 90K + Super (Base) + Comms (\$200 - \$400/per property net added to rent roll)

On Target Earnings total annual earnings for good BDM's hitting targets 9+ properties/month is likely to be ~100-140K

On Target Earnings total annual earnings for great experienced BDM's hitting targets 12+ properties/month is likely to be ~120-170K, with a potential bonus every month if achieved 15 properties etc

Commission structures and targets vary for BDM's by demographic, agency expectations and pipeline of warm leads that the agency generates for the BDM. Principals often factor in average annual management income, letting fees and multiplier to rent roll / property value when calculating OTE for BDM's vs value add to the business.

Department Manager - Property Management (Typically manages their own portfolio of executive clients 40-100 properties, and manages a team. However may not manage a portfolio in large enough teams, often have profit share/equity stake in companies also)

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Department Head with Small – Medium Team (< 7 direct reports)

0 – 2 years experience – 90 - 110K + Super + Phone/Laptop (optional) + Comms/Incentives/Equity/Profit Share / Bonus

2 - 5 years experience – 110 - 130K + Super + Phone/Laptop (optional) + Comms/Incentives/Equity/Profit Share / Bonus

5 – 10 years experience – 130 - 180K + Super + Phone/Laptop (optional) + Comms/Incentives/Equity/Profit Share / Bonus

Department Head with Medium – Large Team (> 7 direct reports)

0 – 2 years experience – 110 - 130K + Super + Phone/Laptop (optional) + Comms/Incentives/Equity/Profit Share / Bonus

2 - 5 years experience – 130 - 160K + Super + Phone/Laptop (optional) + Comms/Incentives/Equity/Profit Share / Bonus

5 – 10 years experience – 160 - 220K + Super + Phone/Laptop (optional) + Comms/Incentives/Equity/Profit Share / Bonus

Department head salaries vary greatly by team size, AAMI per property, overheads, portfolio/rent roll size, level of responsibility and oversight for business operations, recruitment, budgeting and how hands on the directors/principals of the businesses are.

Department managers also often have performance targets as referenced above in the General Manager category;

Examples of targets or metrics (ways to measure a staff members eligibility) for Performance / Company bonus may include but not limited to;

- Rates of staff retention (example target of under 30% staff turnover in this financial year = 5K bonus at EOFY)*
- Addition of X amount of properties net added to rent roll (example target of 150 added net properties in this financial year = 5K bonus at EOFY)*
- X amount of revenue/profit for this quarter (example target of 100K net profit per quarter or 1M in revenue this quarter = 5K bonus at end of quarter)*

(Combination of short/medium term and long term incentives have worked well to motivate staff and ensure accountability)

Assistant Commercial Property Manager / Junior Commercial Property Manager (Typically assists a commercial property manager(s) and/or manages their own portfolio < 50 properties, dependant on asset size, type and AAMI)

0 – 1 years experience – 55 - 65K + Super + Phone/Laptop (optional) + Comms/Incentives \$50 - \$300 / month

1 - 2 years experience – 65 - 70K + Super + Phone/Laptop (optional) + Comms/Incentives \$50 - \$300 / month

3 – 4 years experience - 70 - 80K + Super + Phone/Laptop (optional) + Comms/Incentives \$50 - \$300 / month

5+ years experience – (usually people have moved onto portfolio based roles well and truly by now)

Commercial Property Manager / Senior Commercial Property Manager (Typically manages their own portfolio over 70+ properties, dependant on asset size, type and AAMI)

0 – 1 years experience – 60 - 70K + Super + Phone/Laptop (optional) + Comms/Incentives \$50 - \$300 / month

1 - 2 years experience – 70 - 85K + Super + Phone/Laptop (optional) + Comms/Incentives \$50 - \$300 / month

3 – 4 years experience - 90 - 110K + Super + Phone/Laptop (optional) + Comms/Incentives \$50 - \$300 / month

5+ years experience - 110 - 140K + Super + Phone/Laptop (optional) + Comms/Incentives \$50 - \$300 / month

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Sales & Marketing Coordinator (Residential or Commercial)

0 – 2 years experience – 55-65K + Super

2 - 4 years experience – 65-80K + Super

4+ years experience - 80-100K + Super (upper end typically for very efficient and experienced sales & marketing coordinators with high volume of tasks)

Sales PA / Assistant ((Supports an end to end listing agent(s) / auctioneer(s), including lead generators))

0 – 1 years experience – 45-55K + Super + Comms (Typically \$1,000 per property once listed/sold) OTE ranges 65-90K first year

1 - 2 years experience – 55-60K + Super + Comms (Typically \$1,000 per property once listed/sold) OTE ranges 70-120K

2+ years experience – 55-65K + Super + Comms (Typically \$1,000+ per property once listed/sold) OTE ranges 100-150K+

Real Estate Sales Agents (Established property list/sell)

0 – 1 years experience – 45-55K + Super + Comms (Typically 40% inc super 20% list, 20% sell, varies) OTE ranges 100-200K+ first year dependant on what they are writing in total comms

2 - 4 years experience – Circa 55K + Super + Comms (Typically 45% inc super 20% list, 25% sell, varies) OTE ranges 100-300K+ dependant on what they are writing in total comms

5+ years experience – Circa 55K + Super + Comms (Typically 45-55% inc super 20-25% list, 25% sell, varies) OTE ranges 100-1M+ dependant on what they are writing in total comms

Beyond this sales agents typically look for partnership / equity opportunity, going commission only (up to 55% inc super) or start their own business(es) potentially with the hope of retaining more of their commissions.

Off the Plant / Project Sales Agents

0 – 1 years experience – 45-65K + Super + Comms (Typically flat fee example \$4K per property once sold) OTE ranges 100-200K+ first year dependant on what they are writing in total comms and targets to clear per month (which may be based on stock levels, number of warm leads flowing to agents etc)

2 - 4 years experience – 65-80K + Super + Comms (Typically flat fee example \$5K per property once sold) OTE ranges 150-500K+ dependant on what they are writing in total comms and targets to clear per month (which may be based on stock levels, number of warm leads flowing to agents etc)

5+ years experience – 80-120K + Super + Comms (Typically flat fee example \$5K per property once sold) OTE ranges 200-800K+ dependant on what they are writing in total comms and targets to clear per month (which may be based on stock levels, number of warm leads flowing to agents etc)

Beyond this agents typically look for partnership / equity opportunity, going commission only (for a more lucrative comms structure once they are consistently billing) or start their own business(es) potentially with the hope of retaining more of their commissions.

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Strata / Owners Corporation / Body Corporate Management – 2023 Salary Report



Current Salary Levies – 2023 Report

- Base on years experience in similar relevant roles.
- Generally higher level of responsibility / output = higher level of pay.
- Feel free to search by find / Control F function by position title.

AAMI = Average Annual Management Income

OTE = On Target Earnings per annum (Typically a total package including comms, super, bonuses, allowances, equity / profit share etc)

Receptionist / Strata Management Administrator

0 – 2 years experience – 50 - 62.5K + Super

2 - 3 years experience – 62.5 - 65K + Super

3+ years experience – 65 - 85K + Super (upper end typically for very efficient and experienced strata management administrator with high volume of tasks)

Assistant / Jnr Strata Manager (Assists a Strata Manager and/or Manages under 400 lots)

0 – 1 years experience – 55-70K + Super + Commissions / Incentives / 2.2's - \$50 - \$300 / month (optional)

1 - 2 years experience – 70-85K + Super + Commissions / Incentives / 2.2's - \$50 - \$300 / month (optional)

3+ years experience (usually people have moved onto full portfolio based roles well and truly by now)

Strata Manager / Senior Strata Manager (Typically manages their own portfolio over 500+ lots, more commonly between 5-50 buildings and circa 800-1200 lots, more with an assistant)

0 – 1 years experience – 65-85K + Super + Commissions / Incentives / 2.2's - \$50 - \$300 / month (optional)

1 - 2 years experience – 85-95K + Super + Commissions / Incentives / 2.2's - \$50 - \$300 / month (optional)

3 – 5+ years experience – 95-140K + Super + Commissions / Incentives / 2.2's - \$50 - \$300 / month (optional)

(Strata managers are often offered a phone, laptop, car parking spare and/or company car also with some clients, plus time in lieu or RDO for AGM's / after hours meetings or equivalent hours worked)

Strata Department Manager / Team Leader - Strata Management (Both typically manage their own portfolio of executive clients, and manage a team. However Strata Department Managers may not manage a portfolio in large enough teams, and can often have profit share/equity stake in companies also)

Strata Department Head / Team Leader with Small – Medium Team (< 5 direct reports)

0 – 2 years experience – 105 - 120K + Super + Phone/Laptop (optional) + Comms/Incentives/Equity/Profit Share / Bonuses

2 - 5 years experience – 120 - 180K + Super + Phone/Laptop (optional) + Comms/Incentives/Equity/Profit Share / Bonuses

5 – 10 years experience – 180 - 220K + Super + Phone/Laptop (optional) + Comms/Incentives/Equity/Profit Share / Bonuses

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Strata Department Head / Team Leader with Medium – Large Team (> 5+ direct reports)

0 – 2 years experience – 130 - 160K + Super + Phone/Laptop (optional) + Comms/Incentives/Equity/Profit Share / Bonuses

2 - 5 years experience – 160 - 220K + Super + Phone/Laptop (optional) + Comms/Incentives/Equity/Profit Share / Bonuses

5 – 10 years experience – 220 - >250K + Super + Phone/Laptop (optional) + Comms/Incentives/Equity/Profit Share / Bonuses

Strata Department Manager / Team Leader salaries vary greatly by team size, management fees, overheads, strata roll size, level of responsibility and oversight for business operations, recruitment, budgeting and how hands on the directors/principals of the businesses are.

Strata Department Managers / Team Leaders also often have performance targets as referenced above in the General Manager category;

Examples of targets or metrics (ways to measure a staff members eligibility) for Performance / Company bonus may include but not limited to;

- *Rates of staff retention (example target of under 30% staff turnover in this financial year = 5K bonus at EOFY)*
- *Addition of X amount of lots net added to rent roll (example target of 500 added net lots in this financial year = 5K bonus at EOFY)*
- *X amount of revenue/profit for this quarter (example target of 100K net profit per quarter or 1M in revenue this quarter = 5K bonus at end of quarter)*

(Combination of short/medium term and long term incentives have worked well to motivate staff and ensure accountability)

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