

Top 5 golden finance roles in New Zealand for 2019 2019 Robert Half Salary Guide

New Zealand, 29 April 2019 – New Zealand’s finance professionals are finding themselves in high demand as an ongoing skills shortage within the sector, combined with recently-tightened immigration laws¹, are contributing to the growing war for talent.

Top positions in demand, as published in the newly-released [2019 Robert Half Salary Guide](#), will prove difficult for local hiring managers to source. Indeed, more than seven in 10 (74%) New Zealand’s CFOs respectively currently find it challenging to source qualified finance professionals and predict it will become even more challenging in the coming five years.

To find out up-to-date salaries, download the [2019 Robert Half Salary Guide](#)

Megan Alexander, General Manager of Robert Half New Zealand says: “New Zealand employers are under increasing pressure to source skilled finance talent, particularly amidst tightening immigration laws. Access to international talent has been limited, so skilled finance professionals within the local talent pool are in hot demand, especially during peak times on the business calendar, such as tax season.”

“Within this hiring climate, talented finance candidates within the areas of accounts payable, accounting and analysis are currently highly sought-after as companies face crunch time in the lead up to end of financial year. To attract the best local talent, companies need to ensure their salaries are either in line or above what their competitors are offering.”

“And while salary is just one component of the overall remuneration package, companies need to tailor their remuneration packages to suit individual employees’ needs and preferences where possible, such as by offering non-financial benefits like flexible working arrangements and the option to work from home. This will not only help to entice new talent to their organisation, but also incentivise their top performing staff to stay.”

The newly-released **Robert Half Salary Guide** has identified the top five finance positions in demand in New Zealand for 2019 and their respective salaries²:

1. Accounts Payable Officer

	Salary range			
Percentiles	25 th	50 th	75 th	95 th
	\$52,000	\$55,000	\$60,000	\$65,000

Source: Robert Half Salary Guide

¹ <https://www.immigration.govt.nz/about-us/media-centre/news-notifications/smc-essential-skills-changes-to-remuneration-thresholds>

² In the **2019 Robert Half Salary Guide** the salary ranges are presented in percentiles. These percentiles are determined by a candidate’s skillset and experience level, as well as the complexity of their role – the higher the percentile the more complex the role and the greater skillset and experience level required.

2. Financial Accountant

	Salary range			
Percentiles	25 th	50 th	75 th	95 th
	\$85,000	\$95,000	\$100,000	\$110,000

Source: Robert Half Salary Guide

3. Accounts Assistant

	Salary range			
Percentiles	25 th	50 th	75 th	95 th
	\$50,000	\$55,000	\$60,000	\$65,000

Source: Robert Half Salary Guide

4. Finance Manager

	Salary range			
Percentiles	25 th	50 th	75 th	95 th
	\$120,000	\$130,000	\$140,000	\$150,000

Source: Robert Half Salary Guide

5. Business Analyst

	Salary range			
Percentiles	25 th	50 th	75 th	95 th
	\$80,000	\$85,000	\$95,000	\$100,000

Source: Robert Half Salary Guide

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Notes to editors

About the Robert Half Salary Guide

The 2019 Robert Half Salary Guide is the most comprehensive and authoritative resource on starting salaries and recruitment trends in finance, accounting and information technology in New Zealand. The results and insights of the 2019 Robert Half Salary Guide are based on comprehensive analyses, local job placements, local expertise and independent research of executives.

The full 2019 Robert Half Salary Guide can be downloaded via this [link](#).

About the research

The annual study is developed by Robert Half and was conducted in January 2019 by an independent research firm, surveying 100 CFOs in New Zealand. This survey is part of the international workplace survey, a questionnaire about job trends, talent management and trends in the workplace.

About Robert Half

Robert Half is the world's first and largest specialised recruitment consultancy and member of the S&P 500. Founded in 1948, the company has more than 300 offices worldwide providing temporary, interim management and permanent recruitment solutions for accounting, finance and technology in New Zealand. More information on roberthalf.co.nz.

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