

Salary Survey - an Indicative Guide to Base Salaries*

Sydney, March 2010

\$10 - 150M Turnover

Accounting & Admin	Financial Controller	\$90 – 180k
	Financial Accountant	\$70 – 130k
	Management Accountant	\$70 – 130k
	Accountant (CA/CPA)	\$65 – 95k
	Assistant Accountant	\$55 – 70k
	Bookkeeper/Accountant	\$55 – 70k
	Bookkeeper	\$50 – 65k
	Credit Controller	\$50 – 70k
	Accounts Clerk	\$45 – 60k
Admin Assistant	\$45 – 55k	
Engineering & Construction	Project Engineer	\$75 – 140k
	Site Supervisor (metro)	\$75 – 95k
	Design Engineer	\$65 – 90k
	Estimator	\$65 – 120k
	AutoCAD Drafter	\$55 – 75k
	Graduate Engineer (2 yrs exp)	\$50 – 70k
	Graduate Engineer	\$45 – 60k
Manufacturing	Engineering Manager	\$95 – 150k
	Operations Manager	\$95 – 150k
	Factory Manager	\$85 – 120k
	Industrial Engineer	\$75 – 95k
	Production Manager	\$70 – 90k
	Maintenance Electrician	\$65 – 80k
Maintenance Fitter	\$55 – 70k	
Supply Chain	Distribution Manager	\$90 – 120k
	Transport Manager	\$85 – 115k
	Logistics/Materials Manager	\$80 – 100k
	Purchasing Manager	\$85 – 130k
	Purchasing Officer	\$55 – 70k
	Warehouse Manager	\$70 – 95k
	Warehouse Supervisor	\$50 – 75k
	Production Planner	\$55 – 80k
Inventory Coordinator	\$50 – 65k	
Sales	National Sales Manager	\$95 – 180k
	State Sales/Branch Manager	\$85 – 140k
	Sales Manager	\$85 – 120k
	Business Development Manager	\$80 – 115k
	Technical Sales Executive	\$75 – 110k
	Key Account/Sales Executive	\$70 – 95k
	Sales Representative	\$55 – 80k
Internal Sales Coordinator	\$40 – 55k	

Marketing	Marketing Manager	\$85 – 145k
	Product Manager	\$75 – 110k
	Senior Marketing Coordinator	\$55 – 75k
	Marketing Coordinator	\$50 – 60k
	Marketing Assistant	\$45 – 55k
Technical	Technical Manager	\$85 – 130k
	Chemist, Development	\$55 – 85k
	Chemist, Quality	\$50 – 70k
	Food Technologist	\$50 – 80k
	Materials Technician	\$40 – 60k

Explanatory Notes:

- *Source – independent analysis by Classic Executive Recruiting Pty Ltd.*
- *Salary Range – base range indicated is for small to medium size business with a turnover of \$10 – 150M and will vary with supply & demand, industry sector, dimensions of the role and level of skills & experience of the individual.*
- *Other package elements – additional benefits may include a fully maintained company vehicle or car allowance, incentive bonus (usually quarterly or annual) or commission (usually monthly or quarterly), based on achievement of sales and gross profit targets.*
- *Compulsory Superannuation Guarantee is additional, calculated as 9% of base salary (ordinary time earnings or “OTE”) for 2009/2010. Normally included as OTE for this calculation are bonus and/or commission relating to specific performance criteria, shift loadings and allowances, including site allowances. Expense allowances, overtime payments, discretionary bonus for unpaid overtime and annual leave loading - are all generally excluded from the calculation base. For further details and specifics, refer to Superannuation Guarantee Rulings document [SGR 2009/2](#) (as amended) on the ATO website.*

***Disclaimer:**

This Salary Survey listing is intended for use as an Indicative Guide to current Sydney market Base Salaries, based on independent analysis by Classic Executive Recruiting Pty Ltd. No liability is accepted for misuse, quotation or reference to this listing for any other purpose. Please contact us if you require more specific or definitive guidelines.

Listing updated March 2010.