

AT HUDSON PROPERTY & CONSTRUCTION WE CONNECT YOU WITH TALENTED PROFESSIONALS.

HUDSON IS A LEADING GLOBAL RECRUITMENT SPECIALIST WITH A PROVEN TRACK RECORD IN THE AUSTRALIAN MARKET. OUR STRONG BRAND ENABLES US TO ATTRACT THE BEST CANDIDATES IN THE MARKET, WHILE OUR ROBUST PROCESSES MEAN WE SELECT THE RIGHT PEOPLE FOR YOUR BUSINESS.

PEOPLE WITH THE RIGHT ATTITUDE WHO WILL DRIVE YOUR SUCCESS.

PEOPLE YOU'LL WANT TO HOLD ON TO, EVEN WHEN THE GOING GETS TOUGH.

WHATEVER YOUR REQUIREMENTS, HUDSON CAN PROVIDE YOU WITH THE ASSISTANCE YOU NEED. WE PROVIDE SPECIALISED RECRUITMENT SERVICES ACROSS A RANGE OF INDUSTRY SECTORS. HUDSON PROPERTY & CONSTRUCTION IS MADE UP OF SPECIALIST CONSULTANT, WHO ALL HAVE INTIMATE UNDERSTANDING OF THEIR FIELD. AND AT HUDSON WE KNOW THAT VALUES MATTER, THAT'S WHY WE ENSURE THE CANDIDATES WE PUT FORWARD ARE THE RIGHT CULTURAL FIT FOR YOUR BUSINESS.

TO FIND OUT MORE ABOUT HUDSON, VISIT US ONLINE AT WWW.HUDSON.COM

INTRODUCTION

Hudson is pleased to provide the Annual Salary Guide for Property & Construction. Throughout the following pages you will find a comprehensive outlook on the salary ranges available to candidates across the industry.

Data has been collated from Hudson's vast number of placements and in consultation with our national teams of specialist recruitment consultants.

We hope you find the information a practical and useful tool in understanding what employees are worth in today's competitive market.

MARKET SYNOPSIS

Salaries for property and construction professionals have, on average, remained flat for the first time in a long time as employers respond to the deterioration in economic conditions.

In a recent national survey, Hudson asked property and construction employers what steps they were taking to minimise the impact of the current economic climate. 43% are reducing budgets of non-core business items, 29% are making role redundancies, 20% are redeploying staff elsewhere in the business, 43% are implementing hiring freezes, 6% are implementing pay freezes.

With the impact of the current economic climate now being felt across a range of industries in Australia, the labour market is clearly slowing. The Hudson Report for the January – March 2009 quarter returned the lowest level of employer sentiment on record (net +5.4%), as impacts from the global financial crisis take hold. Of the 7,280 employers surveyed, 17.3% of employers expect to increase their permanent property and construction staff levels over January – March 2009 and 22.4% expect to decrease staff levels, resulting in a net effect of -5.1%.

In the current market, smart employers will look to capitalise on the opportunities that exist as a result of the downturn and manage their people to ensure the business not only weathers the current market conditions but is also ready to respond when the market improves. This means holding on to top talent, as they will be invaluable when the market improves.

Whilst there has been a resulting increase of candidates in the market, the fundamentals underpinning Australia's talent shortage remain, with quality property and construction professionals remaining a valued asset. In the current climate of uncertainty, employers have less need to keep pushing up salaries to attract and retain staff. Consequently, salaries for property and construction professionals are either stagnant or rising only modestly.

Property staff levels have contracted in response to the economic climate and a rapid decline in demand for industrial and commercial space, with property agencies reducing staff levels in the areas of sales, leasing and valuation. There have also been staff cuts at the senior end of the market, predominantly in asset and senior property management roles.

Many employers are shying away from hiring property graduates in favour of more experienced property professionals, whose salary expectations have become more modest given the current economic climate. Demand for facilities managers as well as commercial and retail property managers should continue throughout 2009. Outsourced service providers and corporate recovery/restructuring companies should provide the most stability for property roles.

In construction, it is anticipated that there will be continued demand for civil engineering candidates, with estimators, project engineers and project managers of particular demand in NSW and traffic/road civil engineers and quantity surveyors in particular demand in Queensland. However, demand for candidates with residential construction experience will ease, due to a lack of projects. Demand throughout 2009 will depend greatly on the timing of public infrastructure projects.

Given the uncertainty in the market, candidates are seeking stability and those in permanent employment are staying put rather than seeking new opportunities. Due to a realisation that there are likely to be further job cuts and salary freezes, those seeking work are more realistic about salary demands and are open to contract work.

	NSW	VIC	WA	QLD	SA
Construction					
Project Director	180-250	200-250	180-300	150-300	130-180
Construction Manager	170-220	150-200	170-250	130-300	150+
Estimating Manager	160-210	120-150	100-150	150-200	100-130
Cost Planning Manager	160-200	150-180	120-180	120-180	90-120
Senior Project Manager	140-200	160-180	150-190	130-200	120+
Contracts Manager	140-190	120-140	125-165	90-170	120-160
Site Superintendent	130-170	150-180	150-200	90-130	130-170
Project Manager	110-160	100-150	120-180	70-150	90-130
Senior Estimator	110-160	130-160	110-145	100-200	80-120
Senior Contracts Administrator	110-150	120-150	110-135	70-100	100-130
Site Manager	90-130	120-160	110-145	100-150	60-120
Senior Project Engineer	100-140	120-150	130-170	100-160	80-100
Design Manager	100-130	120-150	150-185	80-120	120+
Planning Manager	110-130	100-140	180-220	80-140	90-140
Estimator	80-130	70-90	100-160	100-160	60-90
Project Engineer	80-120	85-120	90-135	90-130	60-85
Contracts Administrator	75-120	90-120	80-125	55-80	70-100
Senior Planning Engineer	80-130	130-160	130-180	70-150	120-160
Quality Manager	80-110	120-150	115-140	80-120	80-120
Foreman	75-110	90-120	90-130	70-110	60-80
Project Controls Engineer	70-100	70-100	110-140	80-130	70-110
Planning Engineer	70-100	70-100	110-180	70-110	70-110
Site Engineer	60-90	70-100	65-115	60-100	80-100
Project Coordinator	55-75	60-80	65-85	55-80	60+
QA/QC Engineer	55-75	60-80	80-120	55-80	60-90
Graduate	55-75	45-55	55-75	45-65	50+

	NSW	VIC	WA	QLD	SA
Property					
Property Analyst	90-130	80-100	75-105	75-110	70-100
Property Manager	75-100	55-85	70-105	35-55	70-120
Senior Property Manager	95-125	90-120	80-115	85-110	100+
Facilities Coordinator	60-80	55-65	45-65	50-80	60-80
Facilities Manager	70-105	70-100	65-90	65-110	60+
Senior Facilities Manager	100-140	120-150	75-110	95-140	80+
Development Manager	120-160	150-180	160-195	140-200	100-140
Development Director	150-250	250-300	195-250	150-250	130+
Lease Administrator	45-65	45-55	55-65	45-60	45-60
Retail Centre Manager	100-170	90-120	80-125	75-125	90-120
Site Acquisition Manager	100-130	120-180	105-175	75-135	80-120
Valuer	70-110	70-100	85-125	75-125	70+
Senior Valuer	100-130	100-140	105-135	75-130	90+
Relocation Manager	100-140	100-140	100-140	100-120	90-120
Retail Manager	70-125	80-100	80-130	65-95	60-95
Project Manager	95-160	100-140	110-170	110-160	100-150
Contracts Manager	90-130	100-120	65-105	60-100	60-90
Operations Manager	100-135	120-150	85-115	120-140	120+
General Manager	150-220	170-220	115-170	170-250	160+
Commercial Leasing	70-120	70-140	65-105	45-85	50-90
Asset Manager	140-200	120-160	100-150	110-175	100-150
Portfolio Manager	100-130	90-130	105-140	90-125	90-120
Funds Manager	120-220	120-160	115-165	110-170	110-160
Architecture					
Graduate Architect	45-55	40-50	45-60	40-50	45+
Architect 2-5 years	55-70	55-65	55-70	50-70	55-70
Architect 5-10 years	60-100	65-90	70-95	90-100	60-90
Graduate Interior Designer	40-55	40-50	35-55	40-50	45+
Interior Designer 2-5 years	55-85	55-70	50-70	50-70	55-65
Interior Designer 5-10 years	85-130	75-95	65-90	70-90	60-80
CAD Drafter	45-60	55-65	45-70	50-80	50-65
Town/Urban Planner	60-100	65-85	55-100	70-120	60-110