

HUDSON ENGINEERING

# 2019 Salary Guide



# Discover great talent with Hudson

In this fast-changing world, an organisation's competitive advantage comes from having the best people.

Hudson helps organisations find and develop high performers with the right skills and experience – as well as the right motivational and cultural fit.

**Hudson** helps organisations achieve great performance by discovering talent and helping people realise their potential.

## Find the best talent

In today's market where candidates are more passive than ever before, we use our extensive database of specialised talent pools, networks and multiple sourcing channels to find, engage and nurture outstanding candidates – quickly.

## Rely on deep market knowledge

We understand the intricate needs of our clients and our candidates' niche skillsets, which ensures accuracy in our placements. Our specialist market knowledge of salaries, job titles and hiring trends helps us achieve the best outcome for your organisation at the appropriate remuneration.

## Hire with confidence

Using data-driven and best practice talent profiling and assessment techniques, our solutions minimise the risk in hiring decisions and ensure you select high performers who will stay and grow.

We use rigorous recruitment processes and science-based psychometric assessment tools that give you in-depth insights into the skills, behaviours and motivational drivers of candidates. Which in turn helps you make an informed decision when it comes to the cultural fit, capabilities and potential of your people.

This salary guide is a compilation of salary and market information provided by Hudson consultants, clients, candidates and other sources across Australia. Information was gathered by drawing on the extensive knowledge of our specialist recruitment consultants across Hudson's specialist practice groups. Salary ranges are approximate guides only.

# HUDSON ENGINEERING

## Adelaide

### CONSULTING ENGINEERS

	Permanent (AUD/000)	Contracting (AUD/hr)
Structural Engineer (Junior)	50 - 60	25 - 35
Structural Engineer (Mid Weight)	70 - 100	40 - 60
Structural Engineer (Senior)	100 - 180	70 - 120
Civil Engineer (Junior)	50 - 60	25 - 35
Civil Engineer (Mid Weight)	70 - 100	40 - 60
Civil Engineer (Senior)	100 - 180	70 - 120
Electrical Engineer (Junior)	60 - 80	30 - 40
Electrical Engineer (Mid Weight)	80 - 110	40 - 60
Electrical Engineer (Senior)	110 - 180	60 - 100 +
Mechanical Engineer (Junior)	60 - 80	30 - 40
Mechanical Engineer (Mid Weight)	80 - 110	40 - 60
Mechanical Engineer (Senior)	110 - 180	60 - 100 +
Fire Engineer (Junior)	60 - 80	30 - 40
Fire Engineer (Mid Weight)	80 - 110	40 - 60
Fire Engineer (Senior)	110 - 180	60 - 100 +
Civil / Structural Drafter (Junior)	50 - 60	25 - 35
Civil / Structural Drafter (Mid Weight)	70 - 100	40 - 60
Civil / Structural Drafter (Senior)	100 - 130	70 - 100
Building Services Drafter (Junior)	50 - 60	25 - 35
Building Services Drafter (Mid Weight)	70 - 100	40 - 60
Building Services Drafter (Senior)	100 - 130	70 - 100
Project Manager (Junior)	80 - 110	50 - 70
Project Manager (Mid Weight)	110 - 150	70 - 90
Project Manager (Senior)	150 - 200 +	90 +

# HUDSON ENGINEERING

Adelaide

## FEATURED ROLE

### Electrical Engineer (Mid Weight)

#### Permanent salary range (AUD/000)

80 - 110

#### About the role

Electrical Engineers with 3 - 10 years of experience in consulting environments are in high demand. These Engineers will be supporting Principle Engineers across multiple projects for clients in a diverse range of industries including Defence, Renewables and Building Services.

#### Key skills/attributes

- Bachelor of Engineering
- 3 - 10 years of experience in a consulting environment
- Experience working across multiple projects to deadlines
- Stakeholder engagement skills
- Experience in Defence, Renewables and Building Services projects is highly sought after

# HUDSON ENGINEERING

## Melbourne

### CIVIL AND STRUCTURAL

	Permanent (AUD/000)	Contracting (AUD/hr)
Design Manager (Mid Weight)	140 - 170	75 - 150
Design Manager (Senior)	170 - 220	150 +
Project Manager (Junior)	100 - 120	60 - 75
Project Manager (Mid Weight)	120 - 160	70 - 90
Project Manager (Senior)	160 - 220	100 +
Project Engineer (Junior)	70 - 100	45 - 65
Project Engineer (Mid Weight)	100 - 135	50 - 70
Project Engineer (Senior)	120 - 145	70 +
Civil / Structural Engineer (Junior)	65 - 80	35 - 50
Civil / Structural Engineer (Mid Weight)	80 - 140	45 - 80
Civil / Structural Engineer (Senior)	130 - 170	70 +
Civil Drafter (Junior)	50 - 75	30 - 40
Civil Drafter (Mid Weight)	75 - 90	40 - 70
Civil Drafter (Senior)	90 - 120	65 +
Geotechnical Engineer (Junior)	65 - 80	35 - 50
Geotechnical Engineer (Mid Weight)	80 - 140	50 - 80
Geotechnical Engineer (Senior)	140 - 200	100 +
Traffic / Transport Engineer (Junior)	70 - 90	35 - 50
Traffic / Transport Engineer (Mid Weight)	80 - 150	45 - 80
Traffic / Transport Engineer (Senior)	150 +	80 +

#### FEATURED ROLE

### Senior Civil Engineer - Road / Drainage

#### Permanent salary (AUD/000)

130 - 170

#### About the role

Victoria is currently in a transport construction boom with over 41 major road and rail projects being built. With significant planning also underway for more city-shaping projects, it creates a significant demand in 2019 for Senior Design Engineers with 5 years+ experience across Drainage Design and Road/ Highway Design.

#### Key skills/attributes

- Competency in 12D, Microstation, InRoads and AutoCAD
- WSUD (Water Sensitive Urban Design) experience
- Tendering design (proposal drawing, conceptual design)
- Stakeholder liaison with contractors, regulators, clients and team members

# HUDSON ENGINEERING

## Perth

	<b>Permanent (AUD/000)</b>
Civil / Structural Engineer (Junior)	60 - 80
Civil / Structural Engineer (Mid Weight)	80 - 100
Civil / Structural Engineer (Senior)	100 - 150
Geotechnical Engineer (Junior)	60 - 80
Geotechnical Engineer (Mid Weight)	80 - 100
Geotechnical Engineer (Senior)	100 - 150
Electrical Engineer (Junior)	60 - 80
Electrical Engineer (Mid Weight)	80 - 100
Electrical Engineer (Senior)	100 - 150
Mechanical Engineer (Junior)	60 - 80
Mechanical Engineer (Mid Weight)	80 - 100
Mechanical Engineer (Senior)	100 - 150
Draftsperson (Junior)	40 - 50
Draftsperson (Mid Weight)	50 - 60
Draftsperson (Senior)	60 - 100
Project Engineer (Junior)	70 - 80
Project Engineer (Mid Weight)	80 - 120
Project Engineer (Senior)	120 - 150
Engineering Manager / Technical Director (Junior)	100 - 120
Engineering Manager / Technical Director (Mid Weight)	150 - 200
Engineering Manager / Technical Director (Senior)	200 - 300

### FEATURED ROLE

## Senior Civil Engineer - Road / Highway

### Permanent salary range (AUD/000)

100 - 150

#### About the role

With an unprecedented amount of infrastructure projects in the pipeline and under construction in Western Australia, we are seeing a huge demand for skilled and experienced Civil Design Engineers with Main Road Western Australia project experience. The biggest employers are government authorities and multi-disciplined engineering consultancies.

#### Key skills/attributes

- Business development ability with a strong local network
- Experience in road/highway design from concept to detailed
- Exposure to MRWA codes and standards
- Understanding of project management principles

Hudson's specialist recruitment consultants have the in-depth market knowledge of salaries, job titles and hiring trends to ensure you achieve the best outcome for your organisation at the appropriate remuneration.

We build highly nurtured and engaged pools of select talent so you can find the right person quickly. This means greater speed and precision in placements, and higher satisfaction for both clients and candidates.

Our proprietary assessment tools and techniques will help you find candidates with the right technical skills and capabilities for the role and for your team, so you can achieve.

## Get in touch to see how we can help

### AUSTRALIA

[au.hudson.com](http://au.hudson.com)

Adelaide

Brisbane

Canberra

Melbourne

Newcastle

Perth

Sydney

# Hudson

Great people. Great performance.