Wellington Report
May 2018

The tech capital that is small on size, big on delivery

Wellington's reputation as a fantastic place for IT and digital professionals to live, work and earn is still intact. Not only is this the region that still offers IT and digital techs the highest median remuneration packages in New Zealand, it was also rated as the best city to live in the world, in a survey conducted by Deutsche Bank in 2017. It really is the place where techs can have it all.

Wellington has the highest concentration of web-based and digital technology companies in New Zealand.

The latest TIN Report found that the TIN200 companies in Wellington and the Lower North Island region had a 10.5% revenue growth over the past year and generated over $2.1 billion revenue in 2017. These companies created 767 jobs: a 7.7% job growth.

It offers the highest median salary rates in NZ

$95,000 median base salary
$100/hour median contracting rate

IT Jobseekers in Wellington
67% Permanent
33% Contract

IT Employers in Wellington
58% Public sector
42% Private sector
Most in demand skills from IT employers in Wellington

1. Project Management
2. Business Analysis
3. Agile
4. Software Development
5. Digital/Cloud
6. Support/Helpdesk
7. Networking & Infrastructure
8. Testing/QA
9. Business Intelligence
10. Production & Operations

Top 5 skill sets available
- Software Development
- Project Management
- Business Analysis
- Networking & Infrastructure
- IT Management

Biggest business challenge for IT employers in Wellington?

- Attracting and retaining staff: 36%
- Creating a positive workplace culture: 21%
- Staying price competitive: 14%

Key reasons employers hire here?

- New IT projects: 32%
- Increased customer demand: 19%
- Staff replacement: 17%
- Adoption of new technology: 14%
Attracting IT talent: is it easier, harder or the same as in 2017?

- It's the same: 68%
- It's harder: 27%
- It's easier: 5%

Employers investing in softer stuff

85% of Wellington employers allocated budget towards training & development of their staff in the last year.

59% say that corporate social responsibility initiatives are part of their business plan in 2018. The three most popular focus areas were 'Women in Tech' initiatives, followed by graduate support/study sponsorship and partnering with industry associations.

64% will be involved in initiatives to grow the diversity of its workforce this year. 25% of these employers will do this with internship programmes and 22% plan to partner with industry organisations in 2018.

Salary increases

IT employers planning to pay an increase

- Yes: 59%
- No: 9%
- Unsure: 32%

IT professionals expecting a pay increase

- Yes: 54%
- No: 16%
- Unsure: 30%
57% want to change jobs in 2018; the main reasons for this are:
- Contract/project coming to an end - 25%
- Time for a change - 21%
- Improved remuneration - 15%

Chief reason to accept a new job offer
1. Challenging work - 25%  (down 1% from 2017)
2. Better salary package - 24%  (down 6% from 2017)
3. Training & development opportunities - 19%  
   (up 4% from 2017)

The top non-financial benefits for Wellington job seekers
1. Flexible working conditions - 48%
2. Career development & planning - 23%
3. Additional annual leave - 14%
Top five benefits in Wellington

28% of IT professionals in the region receive benefits as part of their salary package, the top five benefits are:

- Flexible working hours - 45%
- Mobile phone allowance - 43%
- Health care subsidy - 36%
- Paid training - 31%
- Overtime pay - 16%

88% of Wellington professionals rate their current work place as a good place to work

93% of IT professionals in Wellington have flexible working hours and/or remote access

Workplace unhappiness influencers

12% of IT workers in Wellington rated their workplace as not a good place to work. Management style, company culture and low salary were the top three contributors to workplace unhappiness.

Management style - 49%
Workplace culture - 28%
Low salary - 15%

Absolute IT delivers New Zealand’s best IT recruitment solutions. We surveyed 970 IT job seekers and 154 IT employers in Wellington for this report and used the following additional sources: itsalaries.co.nz (over 45,000 real-time contract and permanent IT employee entries), the January 2018 Absolute IT Remuneration Report & www.nzte.govt.nz, 2017 TIN Report. We are proudly New Zealand owned and our reputation speaks for itself: 97.2% of placed candidates would recommend us to others.