

# Ambit Engineering Recruitment Salary & Contract Index



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# Ambit Engineering Salary & Contract Index

## Market Commentary

**Over the past quarter both the Mining and Oil & Gas sectors have seen increased demand for Engineers and Construction, Contract and Procurement Managers – reflecting industry forecasts that some 38,000 additional workers will be required to implement the next wave of resources projects across the states.**

Pay has continued to rise, increasing by around 7% in the last quarter alone – with some senior salaries rising by up to 40% over the pre-GFC salary levels of August 2008.

The highest salary increases over the year have occurred for roles where the need for candidates is highest. Senior Project Controls Managers, who were being paid \$229,800 in July, are now attracting salaries of \$290,400 in the Oil & Gas sector and \$277,200 in the Mining sector – representing a pay rise of up to one third, in just four months for these highly sort after skills.

The demand for skilled talent is driving WA rapidly into the grip of a skills shortage in the resource sector – as demand begins to outstrip availability.

With predictions that strong demand for skilled resources will continue through the medium and longer term, it seems likely that salary rises will continue into 2011.

Over the longer term, business will need to implement new strategies to avoid the very real risk that a shrinking talent pool will choke the resource sector's ability to grow into the future.

# Ambit Engineering Salary & Contract Index

## Oil & Gas: **Engineering**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Engineering Manager	\$145	\$150	\$165	\$271,000	\$290,400	\$309,700
Principal/Chief Engineer	\$135	\$140	\$145	\$251,600	\$261,300	\$271,000
Lead Engineer	\$125	\$130	\$135	\$203,300	\$242,000	\$251,600
Senior Engineer	\$110	\$115	\$120	\$203,300	\$212,900	\$222,600
Engineer	\$80	\$90	\$100	\$145,200	\$164,500	\$183,900

## Oil & Gas: **HSE**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
HSE Manager	\$90	\$100	\$110	\$174,200	\$193,600	\$212,900
Senior HSE Advisor	\$80	\$85	\$95	\$154,800	\$164,500	\$183,900
Emergency Response Coordinator	\$80	\$85	\$90	\$154,800	\$164,500	\$174,200
HSE Advisor	\$80	\$85	\$90	\$154,800	\$164,500	\$174,200
HSE Administrator	\$50	\$55	\$60	\$96,800	\$106,400	\$115,700
Environmental Officer	\$70	\$80	\$90	\$135,500	\$154,800	\$158,400

# Ambit Engineering Salary & Contract Index

## Oil & Gas: **Design/Drafting**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Drawing Office Manager	\$95	\$100	\$105	\$174,200	\$183,900	\$193,600
Lead Designer	\$85	\$90	\$95	\$154,800	\$164,560	\$174,200
Senior Designer	\$80	\$85	\$90	\$145,200	\$154,800	\$164,500
Designer	\$70	\$85	\$80	\$125,800	\$135,500	\$145,200
Draftsperson	\$60	\$65	\$70	\$106,400	\$116,100	\$125,800
Senior Architect	\$120	\$125	\$130	\$222,640	\$232,300	\$242,000
Architect	\$95	\$100	\$105	\$174,200	\$183,900	\$193,600
Junior Designer/Drafter	\$45	\$50	\$55	\$77,400	\$87,100	\$96,800

## Oil & Gas: **QA/QC**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Quality Manager	\$90	\$100	\$115	\$174,200	\$193,600	\$222,600
Quality Engineer	\$80	\$85	\$90	\$154,800	\$164,500	\$174,240
Quality Officer	\$70	\$75	\$80	\$135,500	\$145,200	\$154,800

# Ambit Engineering Salary & Contract Index

## Oil & Gas: **Project Controls**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Project Controls Manager	\$120	\$130	\$150	\$232,300	\$251,600	\$290,400
Project Controls Engineer	\$100	\$105	\$110	\$193,600	\$203,200	\$212,900
Project Accountant	\$65	\$75	\$85	\$125,800	\$145,200	\$164,500
Senior Cost Engineer	\$85	\$90	\$100	\$164,500	\$174,200	\$193,600
Cost Engineer	\$75	\$80	\$85	\$145,200	\$154,800	\$164,500
Senior Cost Controller	\$75	\$80	\$85	\$145,200	\$154,800	\$164,500
Cost Controller	\$65	\$70	\$75	\$125,800	\$135,500	\$145,200
Lead Planner	\$90	\$95	\$100	\$174,200	\$183,900	\$193,600
Senior Planner	\$80	\$85	\$90	\$154,800	\$164,500	\$174,200
Planner	\$70	\$75	\$80	\$135,500	\$145,200	\$154,880
Lead Scheduler	\$90	\$95	\$100	\$174,200	\$183,900	\$193,600
Senior Scheduler	\$75	\$80	\$85	\$145,200	\$162,800	\$164,500
Scheduler	\$70	\$75	\$80	\$135,500	\$145,200	\$154,800
Estimating Manager	\$95	\$105	\$120	\$183,900	\$203,200	\$232,300
Senior Estimator	\$80	\$85	\$90	\$154,800	\$164,500	\$174,240
Estimator	\$70	\$75	\$80	\$135,500	\$145,200	\$154,800
Project Controls Administrator	\$35	\$40	\$45	\$67,700	\$77,400	\$87,100

# Ambit Engineering Salary & Contract Index

## Oil & Gas: Administration

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Village Coordinator	\$70	\$80	\$90	\$129,300	\$147,800	\$166,300
Project Secretary	\$35	\$40	\$45	\$64,600	\$73,900	\$83,100
Senior Administrator	\$35	\$40	\$45	\$64,600	\$73,900	\$83,100
Administrator	\$30	\$35	\$40	\$55,400	\$64,600	\$73,900
Administration Assistant	\$25	\$30	\$35	\$46,200	\$55,400	\$64,600
Document Control Manager	\$75	\$80	\$85	\$138,600	\$147,800	\$157,000
Senior Document Controller	\$60	\$65	\$70	\$110,800	\$120,100	\$129,300
Document Controller	\$45	\$50	\$55	\$75,200	\$92,400	\$101,600
Travel Coordinator	\$35	\$40	\$45	\$64,600	\$73,900	\$83,100

# Ambit Engineering Salary & Contract Index

## Oil & Gas: **Construction**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Construction Manager	\$140	\$150	\$160	\$271,000	\$290,400	\$309,700
Construction Superintendent	\$120	\$130	\$140	\$232,300	\$251,600	\$271,000
Construction Supervisor	\$100	\$110	\$120	\$193,600	\$212,900	\$232,300
Civil Inspector	\$90	\$100	\$110	\$174,200	\$193,600	\$212,900
Site Manager	\$110	\$115	\$125	\$212,900	\$222,600	\$242,000



# Ambit Engineering Salary & Contract Index

## Oil & Gas: **Contracts**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Contracts Manager	\$125	\$130	\$135	\$242,000	\$251,600	\$261,300
Senior Contracts Engineer	\$95	\$105	\$115	\$183,900	\$203,200	\$222,600
Contracts Engineer	\$85	\$90	\$95	\$164,500	\$174,200	\$183,900
Contracts Administration Manager	\$90	\$95	\$100	\$174,200	\$183,900	\$193,600
Senior Contracts Administrator	\$65	\$70	\$75	\$125,800	\$135,500	\$145,200
Contracts Administrator	\$55	\$60	\$65	\$106,400	\$116,100	\$125,800
Senior Expeditor	\$70	\$75	\$80	\$135,500	\$145,200	\$154,800
Expeditor	\$60	\$65	\$70	\$116,100	\$125,800	\$135,500
Trainee Contracts Administrator	\$45	\$50	\$55	\$87,100	\$96,800	\$106,400

## Oil & Gas: **Geology**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Lead Geologist	\$70	\$75	\$80	\$125,800	\$1,358,500	\$145,200
Engineering Geologist	\$60	\$65	\$70	\$106,400	\$116,100	\$125,800
Geotechnical Engineer	\$55	\$60	\$70	\$96,800	\$106,400	\$125,800

# Ambit Engineering Salary & Contract Index

## Oil & Gas: **Purchasing**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Procurement Manager	\$100	\$110	\$120	\$184,800	\$203,200	\$221,700
Senior Procurement Officer	\$80	\$85	\$90	\$147,800	\$157,000	\$166,300
Procurement Officer	\$65	\$70	\$75	\$120,100	\$129,300	\$138,600
Materials Manager	\$100	\$110	\$120	\$184,800	\$203,200	\$221,700
Senior Materials Controller	\$80	\$85	\$90	\$147,800	\$157,000	\$166,300
Materials Controller	\$65	\$70	\$75	\$120,100	\$129,300	\$138,600
Senior Buyer	\$80	\$85	\$90	\$147,800	\$157,000	\$166,300
Buyer	\$65	\$70	\$75	\$120,100	\$129,300	\$138,600

## Oil & Gas: **Projects**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Senior Project Manager	\$145	\$155	\$165	\$271,000	\$290,400	\$309,700
Project Manager	\$125	\$135	\$145	\$232,300	\$251,600	\$271,000
Study Manager	\$115	\$125	\$135	\$212,900	\$232,300	\$251,600
Senior Project Engineer	\$110	\$115	\$120	\$203,200	\$212,900	\$222,600
Project Engineer	\$95	\$105	\$115	\$174,600	\$193,600	\$212,900

# Ambit Engineering Salary & Contract Index

## Mining: **Engineering**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Engineering Manager	\$140	\$145	\$150	\$258,700	\$267,900	\$277,000
Principal/Chief Engineer	\$125	\$130	\$135	\$231,000	\$240,200	\$249,400
Lead Engineer	\$110	\$115	\$120	\$203,200	\$212,500	\$221,700
Senior Engineer	\$95	\$100	\$105	\$175,500	\$184,800	\$194,000
Engineer	\$80	\$85	\$95	\$138,600	\$157,000	\$175,500

## Mining: **HSE**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
HSE Manager	\$90	\$100	\$110	\$166,300	\$184,800	\$203,200
Senior HSE Advisor	\$80	\$85	\$90	\$147,800	\$157,000	\$166,300
Emergency Response Coordinator	\$80	\$85	\$90	\$147,800	\$157,000	\$166,300
HSE Advisor	\$75	\$80	\$90	\$138,600	\$147,800	\$166,300
HSE Administrator	\$50	\$55	\$60	\$92,400	\$101,600	\$110,800
Environmental Advisor	\$65	\$75	\$80	\$120,100	\$138,600	\$147,800

# Ambit Engineering Salary & Contract Index

## Mining: **Design/Drafting**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Drawing Office Manager	\$100	\$105	\$110	\$184,800	\$194,000	\$203,200
Lead Designer	\$90	\$95	\$100	\$166,300	\$175,500	\$184,800
Senior Designer	\$80	\$85	\$90	\$147,800	\$157,000	\$166,300
Designer	\$70	\$75	\$80	\$129,300	\$138,600	\$147,800
Draftsperson	\$60	\$65	\$70	\$110,800	\$120,100	\$129,300
Junior Designer/Drafter	\$40	\$45	\$50	\$73,900	\$83,100	\$92,400

## Mining: **Geology**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Lead Geologist	\$70	\$75	\$80	\$129,300	\$138,600	\$147,800
Engineering Geologist	\$60	\$65	\$70	\$110,800	\$120,100	\$129,300
Geotechnical Engineer	\$55	\$60	\$70	\$101,600	\$110,800	\$129,300

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## Mining: **Project Controls**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Project Controls Manager	\$120	\$130	\$150	\$221,700	\$240,200	\$277,200
Project Controls Engineer	\$100	\$105	\$110	\$184,800	\$194,000	\$203,200
Project Accountant	\$60	\$70	\$80	\$110,800	\$129,300	\$155,400
Senior Cost Engineer	\$80	\$85	\$95	\$147,800	\$157,000	\$175,500
Cost Engineer	\$70	\$75	\$80	\$129,300	\$138,600	\$147,800
Senior Cost Controller	\$70	\$75	\$80	\$129,300	\$138,600	\$147,800
Cost Controller	\$60	\$65	\$70	\$110,800	\$120,100	\$129,300
Lead Planner	\$90	\$95	\$100	\$166,300	\$175,500	\$184,800
Senior Planner	\$80	\$85	\$90	\$147,800	\$157,000	\$166,300
Planner	\$70	\$75	\$80	\$129,300	\$138,600	\$147,800
Lead Scheduler	\$85	\$90	\$95	\$157,000	\$166,300	\$175,500
Senior Scheduler	\$75	\$80	\$85	\$138,600	\$147,800	\$157,000
Scheduler	\$70	\$75	\$80	\$129,300	\$138,600	\$147,800
Estimating Manager	\$90	\$100	\$110	\$166,300	\$184,800	\$203,200
Senior Estimator	\$75	\$80	\$85	\$138,600	\$147,800	\$157,000
Estimator	\$65	\$70	\$75	\$120,100	\$129,300	\$138,600
Project Controls Administrator	\$35	\$40	\$45	\$64,600	\$73,900	\$83,100

# Ambit Engineering Salary & Contract Index

## Mining: Administration

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Village Coordinator	\$45	\$55	\$65	\$79,200	\$96,800	\$114,400
Project Secretary	\$35	\$40	\$45	\$61,600	\$70,400	\$79,200
Senior Administrator	\$35	\$40	\$45	\$61,600	\$70,400	\$79,200
Administrator	\$30	\$35	\$40	\$52,800	\$61,600	\$70,400
Administration Assistant	\$25	\$30	\$35	\$44,000	\$52,800	\$61,600
Document Control Manager	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Senior Document Controller	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Document Controller	\$45	\$50	\$55	\$79,200	\$88,000	\$96,800
Travel Coordinator	\$30	\$35	\$40	\$52,800	\$61,600	\$70,400

## Mining: QA/QC

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Quality Manager	\$90	\$100	\$110	\$166,300	\$184,800	\$203,200
Quality Engineer	\$80	\$85	\$90	\$147,800	\$157,000	\$166,300
Quality Officer	\$70	\$75	\$80	\$129,300	\$138,600	\$147,800

# Ambit Engineering Salary & Contract Index

## Mining: **Construction**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Construction Manager	\$140	\$150	\$160	\$258,700	\$258,300	\$295,600
Construction Superintendent	\$120	\$130	\$140	\$221,700	\$240,200	\$258,700
Construction Supervisor	\$100	\$110	\$120	\$184,800	\$203,200	\$221,700
Inspector	\$85	\$95	\$105	\$157,000	\$175,500	\$194,000
Site Manager	\$100	\$105	\$110	\$184,800	\$194,000	\$203,200

## Mining: **Projects**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Senior Project Manager	\$140	\$150	\$160	\$258,700	\$277,200	\$295,600
Project Manager	\$120	\$130	\$140	\$221,700	\$240,200	\$258,700
Study Manager	\$110	\$120	\$130	\$203,200	\$221,700	\$251,600
Senior Project Engineer	\$105	\$110	\$115	\$194,000	\$203,200	\$212,500
Project Engineer	\$90	\$100	\$110	\$166,300	\$184,800	\$203,200

# Ambit Engineering Salary & Contract Index

## Mining: **Contracts**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Contracts Manager	\$120	\$125	\$130	\$221,700	\$231,000	\$240,200
Senior Contracts Engineer	\$90	\$100	\$110	\$166,300	\$184,800	\$203,200
Contracts Engineer	\$80	\$85	\$90	\$147,800	\$157,000	\$166,300
Contracts Administration Manager	\$85	\$90	\$95	\$157,000	\$166,300	\$175,500
Senior Contracts Administrator	\$60	\$65	\$70	\$110,800	\$120,100	\$129,360
Contracts Administrator	\$50	\$55	\$60	\$92,400	\$101,600	\$110,800
Senior Expeditor	\$70	\$75	\$80	\$129,300	\$138,600	\$147,800
Expeditor	\$60	\$65	\$70	\$110,800	\$120,100	\$129,360
Trainee Contracts Administrator	\$40	\$45	\$50	\$73,900	\$83,100	\$92,400



# Ambit Engineering Salary & Contract Index

Mining: **Purchasing**

Position Titles	Contract Rates			Permanent Salaries		
	low	mid	high	low	mid	high
Procurement Manager	\$100	\$110	\$120	\$176,000	\$193,600	\$211,200
Senior Procurement Officer	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Procurement Officer	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Materials Manager	\$100	\$110	\$120	\$176,000	\$193,600	\$211,200
Senior Materials Controller	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Materials Controller	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200
Senior Buyer	\$75	\$80	\$85	\$132,000	\$140,800	\$149,600
Buyer	\$60	\$65	\$70	\$105,600	\$114,400	\$123,200

# Ambit Engineering Salary & Contract Index

## About the Index

The Ambit Engineering Salary & Contract Index is based upon job offers in the Oil, Gas & Mining sector and employment activity in Western Australia during the last three months.

## Contract Rates

Please note that all \$AUD hourly rates listed are the 'Rate to the Contractor' only, including superannuation but not including management fees, bonuses, commissions or any other benefits or fees.

Contract rates are generally determined by the skills and experience of the individual contractor combined with the market demand for those particular skills at the time the contract was offered.

The figures provided are based on aggregate averages, some rates may fall slightly below the minimum or slightly over the maximum, however these were generally considered as exceptions.

## Permanent Salaries

All permanent salaries listed are in \$AUD and inclusive of superannuation.

## Position Locations

The index assumes that Construction roles are site based and all other roles are city based.

## More Information?

To learn more about the Ambit Engineering Salary & Contract Index, please feel free to contact one of our recruitment specialists on 08 9423 1400 or e-mail [perth@ambitengineering.com.au](mailto:perth@ambitengineering.com.au)