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Graduate Salary Guide

2024 | New Zealand

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About prosple

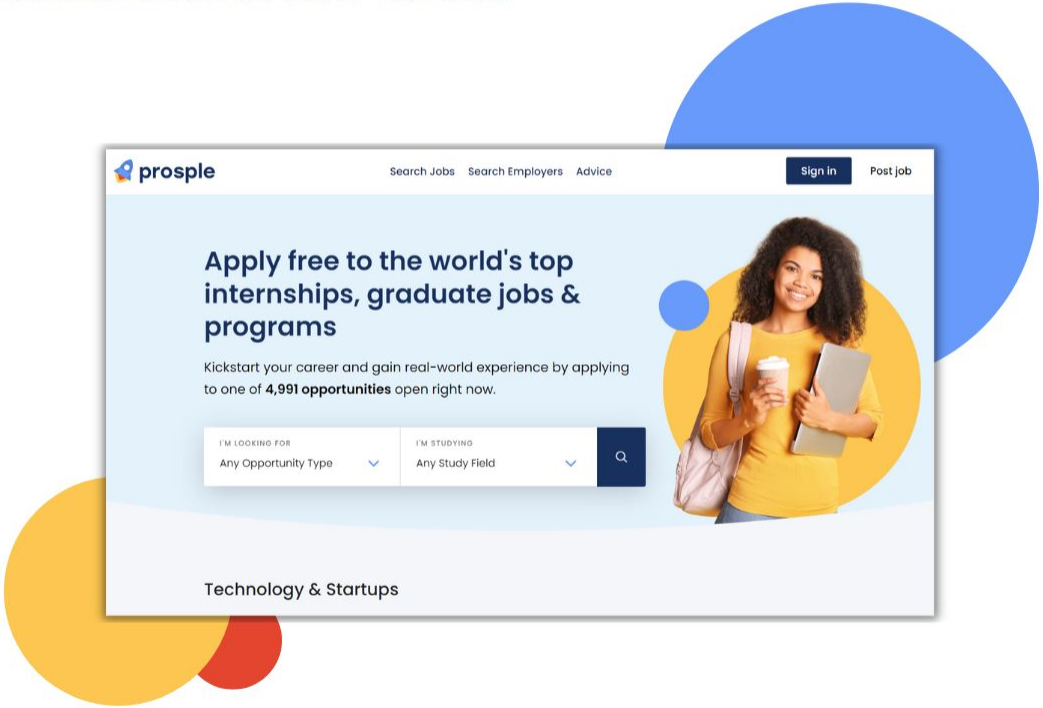
Prosple helps students get the best possible start to their career.

2M

Used by over two million students annually since the launch of our first product in 2015.

243

Partner sites with universities, student societies, colleges, industry associations and governments to connect early stage career seekers with job and course opportunities



About the salary guide

METHODOLOGY AND DATA RESOURCES

Average salary



679 jobs

206 employers

The data for this salary guide was obtained from employers posting jobs on Prosple career sites in New Zealand.

Salary data includes the base salary only, excluding superannuation and benefits.

We categorised the jobs into industry sectors, region, and opportunity type (internship or graduate job), then calculated the average salary per sector.

Salary rating



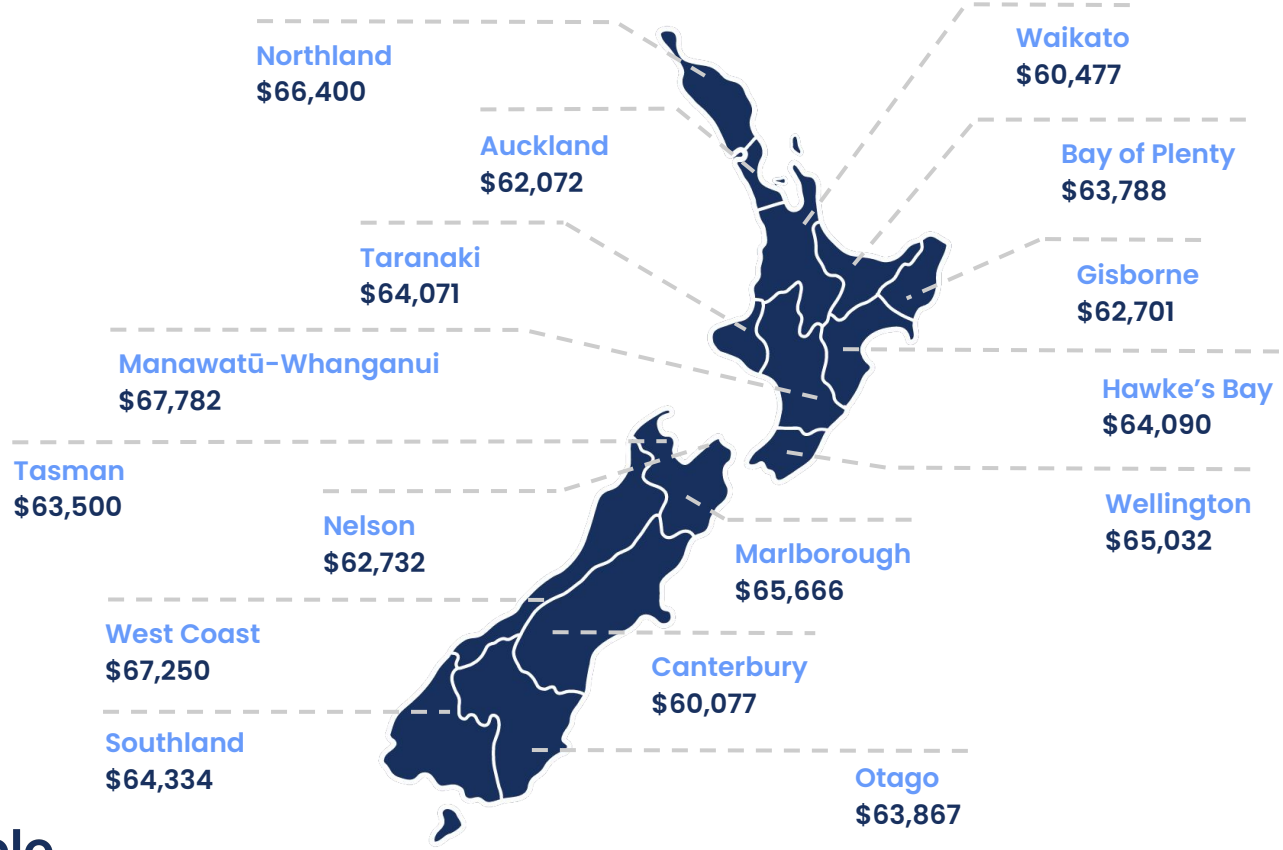
1714 reviews

The salary ratings were collected from anonymous reviews submitted by graduates for their employers.

These ratings were categorised by industry sector.

The weighted average for each sector was calculated by multiplying the number of reviews by the rating and dividing it by the total number of reviews in each sector.

Graduate salary by region



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Graduate job salary by industry sector



ACCOUNTING & ADVISORY
$55,937



BANKING & FINANCIAL SERVICES
$68,431



CHARITY, SOCIAL WORK & VOLUNTEERING
$59,695



CONSTRUCTION & PROPERTY SERVICES
$66,910



DEFENCE & AEROSPACE
$64,916



EDUCATION & TRAINING
$55,235



ENERGY & UTILITIES
$63,845



ENGINEERING CONSULTING
$64,378



ENTERTAINMENT, TRAVEL & HOSPITALITY
$71,000



ENVIRONMENT & AGRICULTURE
$63,504



GOVERNMENT & PUBLIC SERVICE
$70,731



HEALTH
$51,674



LAW
$60,281



MANAGEMENT CONSULTING
$63,000



MEDIA & COMMUNICATIONS
$60,000



MINING, OIL & GAS
$77,800



R&D AND MANUFACTURING
$63,142



RECRUITMENT & HR
$52,163



RETAIL & CONSUMER GOODS
$64,198

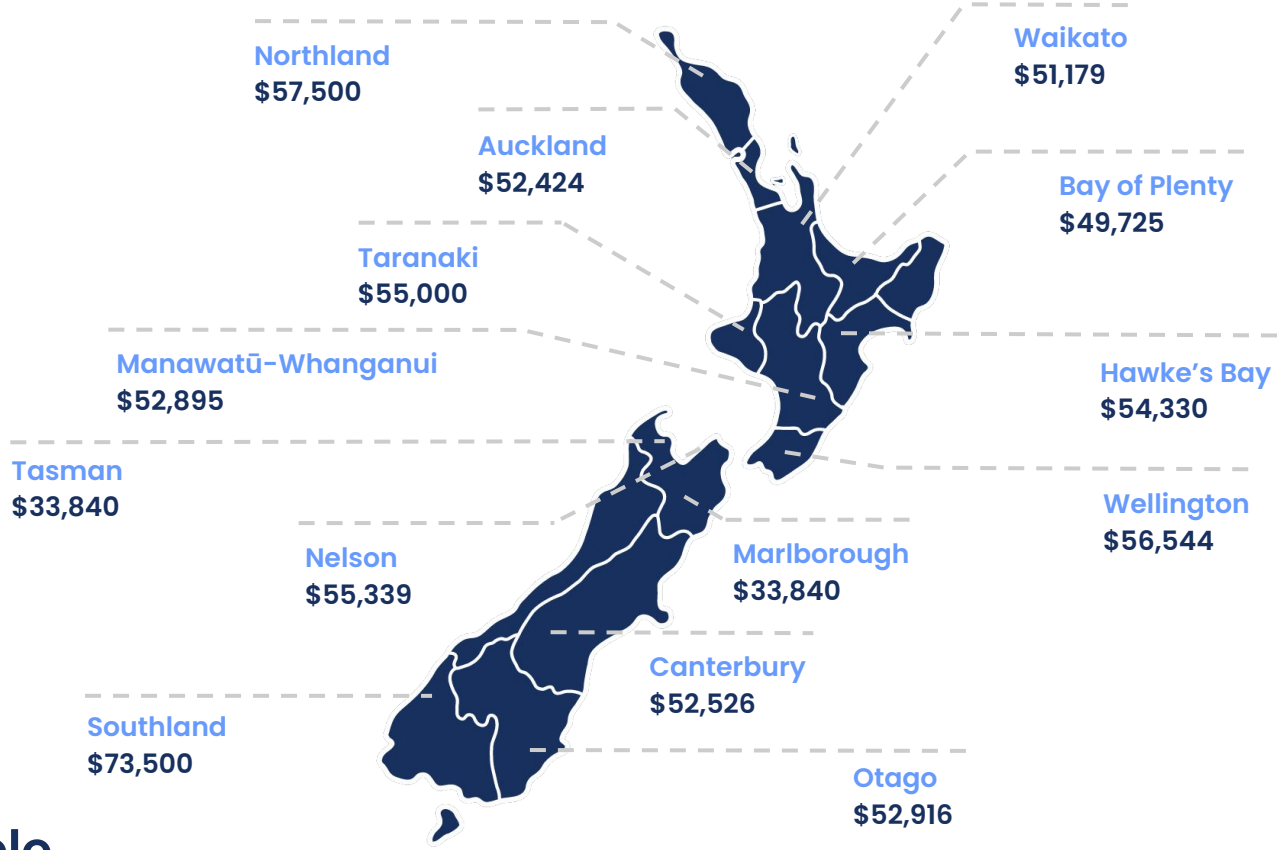


TECHNOLOGY
$62,396



TRANSPORT & LOGISTICS
$61,594

Internship salary by region



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Internship salary by industry sector



ACCOUNTING & ADVISORY
$51,975



BANKING & FINANCIAL SERVICES
$57,346



CHARITY, SOCIAL WORK & VOLUNTEERING
$52,250



CONSTRUCTION & PROPERTY SERVICES
$56,619



DEFENCE & AEROSPACE
$50,054



ENERGY & UTILITIES
$52,461



ENGINEERING CONSULTING
$54,818



ENTERTAINMENT, TRAVEL & HOSPITALITY
$48,658



ENVIRONMENT & AGRICULTURE
$52,857



GOVERNMENT & PUBLIC SERVICE
$52,825



HEALTH
$48,048



LAW
$54,954



MANAGEMENT CONSULTING
$52,000



MEDIA & COMMUNICATIONS
$47,500



MINING, OIL & GAS
$73,500



R&D AND MANUFACTURING
$56,118



RETAIL & CONSUMER GOODS
$44,317



TECHNOLOGY
$54,648



TRANSPORT & LOGISTICS
$53,593

Graduate jobs

Top 3 highest paying sectors

1	Mining, Oil & Gas	$77,800
2	Entertainment, Travel & Hospitality	$71,000
3	Government & Public Service	$70,731

Accounting & Advisory

KEY FINDINGS

Average Salary

The national average graduate salary for the Accounting & Advisory sector is **$55,937**.

Salary Rating

2.8 ★★★☆☆



"The pay is fair for what you do at this stage of your career and the knowledge and skills you have."

- Graduate, BDO

Accounting & Advisory

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$60,312



Bay of Plenty
Graduate Job
$53,874



Canterbury
Graduate Job
$59,874



Hawke's Bay
Graduate Job
$55,833



Manawatu-Wanganui
Graduate Job
$56,249



Nelson
Graduate Job
$56,500



Otago
Graduate Job
$54,374



Southland
Graduate Job
$51,000



Taranaki
Graduate Job
$57,500



Tasman
Graduate Job
$51,750



Waikato
Graduate Job
$55,916



Wellington
Graduate Job
$58,062

Banking & Financial Services

KEY FINDINGS

Average Salary

The national average graduate salary for the Banking & Financial Services sector is **$68,431**.

Salary Rating

3.6 ★★★½☆

"The pay is great and there are great opportunities for bonuses."

- Graduate, FNZ



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Banking & Financial Services

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$66,055



Bay of Plenty
Graduate Job
$65,750



Canterbury
Graduate Job
$66,250



Gisborne
Graduate Job
$70,000



Hawke's Bay
Graduate Job
$70,000



Manawatu-Wanganui
Graduate Job
$65,750



Marlborough
Graduate Job
$70,000



Nelson
Graduate Job
$70,000



Northland
Graduate Job
$70,000



Otago
Graduate Job
$68,000



Southland
Graduate Job
$70,000



Taranaki
Graduate Job
$70,000



Tasman
Graduate Job
$70,000



Waikato
Graduate Job
$65,750



Wellington
Graduate Job
$67,342



West Coast
Graduate Job
$70,000

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Charity, Social Work & Volunteering

KEY FINDINGS

Average Salary

The national average graduate salary for the Charity, Social Work & Volunteering sector is **$59,695**.

Salary Rating

N/A



Charity, Social Work & Volunteering

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$51,715



Bay of Plenty
Graduate Job
$62,500



Waikato
Graduate Job
$64,870

Construction & Property Services

KEY FINDINGS

Average Salary

The national average graduate salary for Construction & Property Services sector is **$66,910**.

Salary Rating

3.8 ★★★★½

"The pay, bonuses and other benefits are really great at this company."

- Graduate, Fulton Hogan



Construction & Property Services

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$65,433



Bay of Plenty
Graduate Job
$65,687



Canterbury
Graduate Job
$67,500



Gisborne
Graduate Job
$67,500



Hawke's Bay
Graduate Job
$67,750



Manawatu-Wanganui
Graduate Job
$68,875



Nelson
Graduate Job
$64,583



Northland
Graduate Job
$64,700



Otago
Graduate Job
$66,666



Southland
Graduate Job
$67,500



Taranaki
Graduate Job
$67,500



Tasman
Graduate Job
$67,500



Waikato
Graduate Job
$65,625



Wellington
Graduate Job
$66,666

Defence & Aerospace

KEY FINDINGS

Average Salary

The national average graduate salary for Defence & Aerospace sector is **$64,916**.

Salary Rating

3.9 ★★★★☆

"General pay is pretty good, and with pay increases a couple of times throughout the program."

- Graduate, Babcock



Defence & Aerospace

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$64,916

Education & Training

KEY FINDINGS

Average Salary

The national average graduate salary for Education & Training sector is **$63,313**.

Salary Rating

N/A



Education & Training

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$54,973



Gisborne
Graduate Job
$60,482



Nelson
Graduate Job
$60,482



Waikato
Graduate Job
$41,250



Wellington
Graduate Job
$58,991

Energy & Utilities

KEY FINDINGS

Average Salary

The national average graduate salary for the Energy & Utilities sector is **$63,845**.

Salary Rating

4.0 ★★★★☆

"Pay for graduates are good and progression and short term incentives depend on your performance."

- Graduate, Contact Energy



Energy & Utilities

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$64,625



Bay of Plenty
Graduate Job
$65,000



Otago
Graduate Job
$62,000



Taranaki
Graduate Job
$63,500



Wellington
Graduate Job
$78,000

Engineering Consulting

KEY FINDINGS

Average Salary

The national average graduate salary for the Engineering Consulting sector is **$64,378**.

Salary Rating

3.0 ★★★☆☆

"Pretty good bonuses and the pay is much higher than I would get elsewhere as a graduate."

- Graduate, Beca



Engineering Consulting

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$65,146



Bay of Plenty
Graduate Job
$63,062



Canterbury
Graduate Job
$64,807



Gisborne
Graduate Job
$64,500



Hawke's Bay
Graduate Job
$63,500



Manawatu-Wanganui
Graduate Job
$63,000



Marlborough
Graduate Job
$64,500



Nelson
Graduate Job
$65,062



Northland
Graduate Job
$64,500



Otago
Graduate Job
$63,500



Southland
Graduate Job
$64,500



Taranaki
Graduate Job
$64,500



Tasman
Graduate Job
$64,750



Waikato
Graduate Job
$65,452



Wellington
Graduate Job
$64,884



West Coast
Graduate Job
$64,500

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Entertainment, Travel & Hospitality

KEY FINDINGS

Average Salary

The national average graduate salary for the Entertainment, Travel & Hospitality sector is **$71,000**.

Salary Rating

N/A



Entertainment, Travel & Hospitality

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$77,000



Otago
Graduate Job
$65,000

Environment & Agriculture

KEY FINDINGS

Average Salary

The national average graduate salary for the Environment & Agriculture sector is **$63,504**.

Salary Rating

3.5 ★★★½☆

"It is very competitive at a graduate level."

- Graduate, Veolia



Environment & Agriculture

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$61,534



Bay of Plenty
Graduate Job
$77,500



Canterbury
Graduate Job
$65,000



Hawke's Bay
Graduate Job
$59,500



Otago
Graduate Job
$58,500



Southland
Graduate Job
$57,500



Wellington
Graduate Job
$65,000

Government & Public Service

KEY FINDINGS

Average Salary

The national average graduate salary for the Government & Public Service sector is **$70,731**.

Salary Rating

3.6 ★★★½☆



"They really make sure that we are paid according to the performance and even the competency level that we are at."

- Graduate, Hamilton City Council

Government & Public Service

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$65,944



Bay of Plenty
Graduate Job
$60,000



Canterbury
Graduate Job
$72,500



Hawke's Bay
Graduate Job
$71,642



Manawatu-Wanganui
Graduate Job
$87,693



Otago
Graduate Job
$85,000



Southland
Graduate Job
$58,178



Waikato
Graduate Job
$68,145



Wellington
Graduate Job
$67,483

Health

KEY FINDINGS

Average Salary

The national average graduate salary for the Health sector is **$51,674**.

Salary Rating

3.1

"The pay is relatively competitive and bonuses tend to vary between teams."

- Graduate, Ryman Healthcare



Health

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$63,400



Bay of Plenty
Graduate Job
$62,500



Gisborne
Graduate Job
$52,000



Waikato
Graduate Job
$46,750



Wellington
Graduate Job
$69,666

Law

KEY FINDINGS

Average Salary

The national average graduate salary for the Law sector is **$60,281**.

Salary Rating

3.4 ★★★½☆

"Pay is at a competitive level compared to the rest of the market."

- Graduate, Duncan Cotterill



Law

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$54,768



Bay of Plenty
Graduate Job
$65,000



Southland
Graduate Job
$55,000



Wellington
Graduate Job
$66,358

Management Consulting

KEY FINDINGS

Average Salary

The national average graduate salary for the Management Consulting sector is **$63,000**.

Salary Rating

3.9 ★★★★☆

"Very decent pay and bonuses!"

- Graduate, Capgemini



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Management Consulting

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$63,000



Wellington
Graduate Job
$63,000

Media & Communications

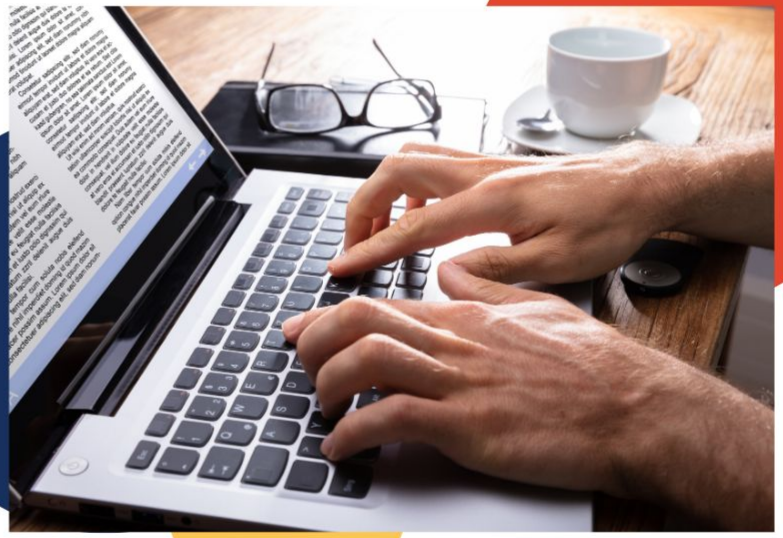
KEY FINDINGS

Average Salary

The national average graduate salary for the Media & Communications sector is **$60,000**.

Salary Rating

N/A



Media & Communications

AVERAGE SALARY PER STATE



Hawke's Bay
Graduate Job
$61,500



Otago
Graduate Job
$58,500

Mining, Oil & Gas

KEY FINDINGS

Average Salary

The national average graduate salary for the Mining, Oil & Gas sector is **$77,800**.

Salary Rating

4.2 ★★★★½

"Very generous graduate pay with decent bonuses if the company has performed well in the year."

- Graduate, Rio Tinto



Mining, Oil & Gas

AVERAGE SALARY PER STATE



Southland
Graduate Job
$91,000



Wellington
Graduate Job
$64,600

R&D and Manufacturing

KEY FINDINGS

Average Salary

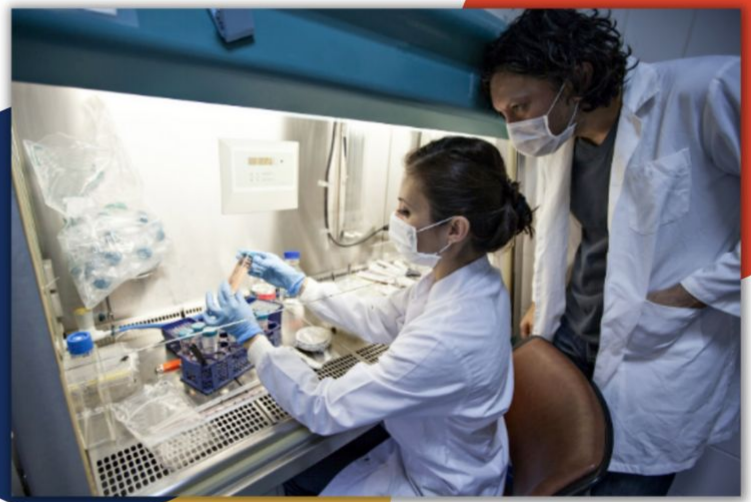
The national average graduate salary for the R&D and Manufacturing sector is **$63,142**.

Salary Rating

3.9 ★★★★☆

"Pay is toward the higher end for an engineering grad which is nice."

- Graduate, Fisher & Paykel Appliances



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R&D and Manufacturing

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$62,983



Otago
Graduate Job
$63,499

Recruitment & HR

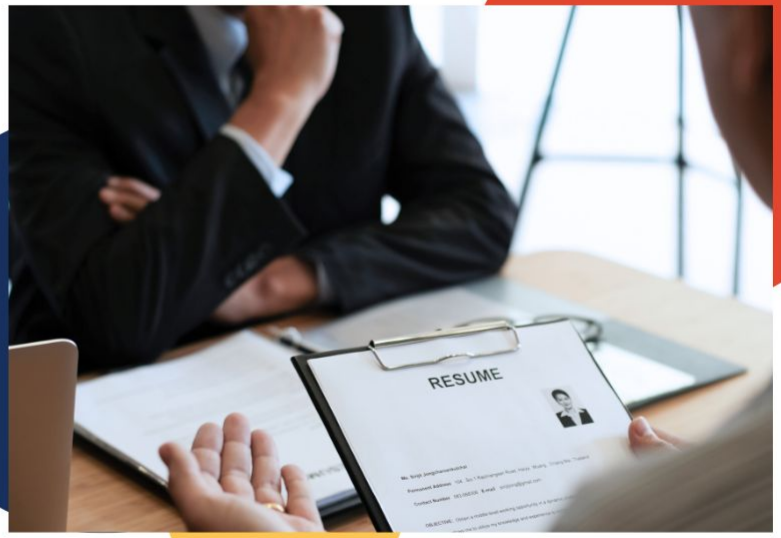
KEY FINDINGS

Average Salary

The national average graduate salary for the Recruitment & HR sector is **$52,163**.

Salary Rating

N/A



Recruitment & HR

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$52,476

Retail, Sales & Consumer Goods

KEY FINDINGS

Average Salary

The national average graduate salary for the Retail, Sales & Consumer Goods sector is **$64,198**.

Salary Rating

3.3 ★★★½☆

"As a grad, my pay is quite good and I'm very satisfied with it."

- Graduate, L'Oréal



Retail, Sales & Consumer Goods

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$62,697



Bay of Plenty
Graduate Job
$65,590



Canterbury
Graduate Job
$61,779



Hawke's Bay
Graduate Job
$65,590



Manawatu-Wanganui
Graduate Job
$65,125



Nelson
Graduate Job
$60,000



Taranaki
Graduate Job
$61,500



Waikato
Graduate Job
$70,833



Wellington
Graduate Job
$64,670

Technology

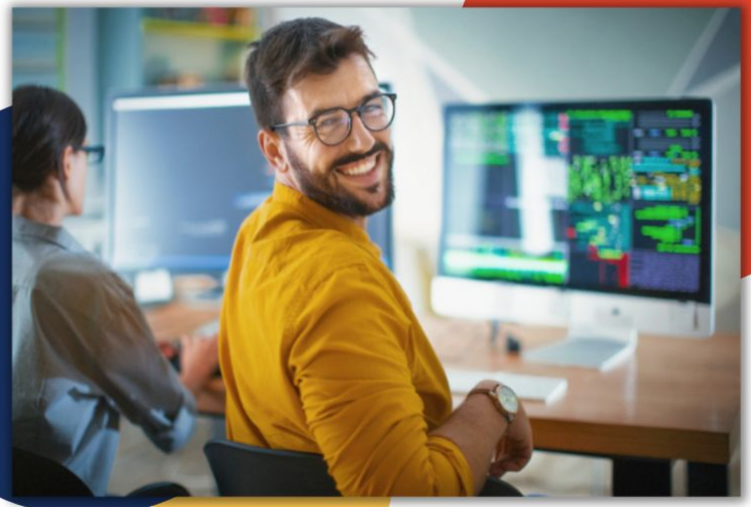
KEY FINDINGS

Average Salary

The national average graduate salary for the Technology sector is **$62,396**.

Salary Rating

3.4



"At the moment I feel the pay and bonuses provided by the company are fair."

- Graduate, DXC Technology

Technology

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$62,047



Bay of Plenty
Graduate Job
$61,500



Canterbury
Graduate Job
$65,214



Gisborne
Graduate Job
$61,725



Hawke's Bay
Graduate Job
$61,500



Otago
Graduate Job
$58,500



Taranaki
Graduate Job
$65,750



Waikato
Graduate Job
$60,750



Wellington
Graduate Job
$64,566

Transport & Logistics

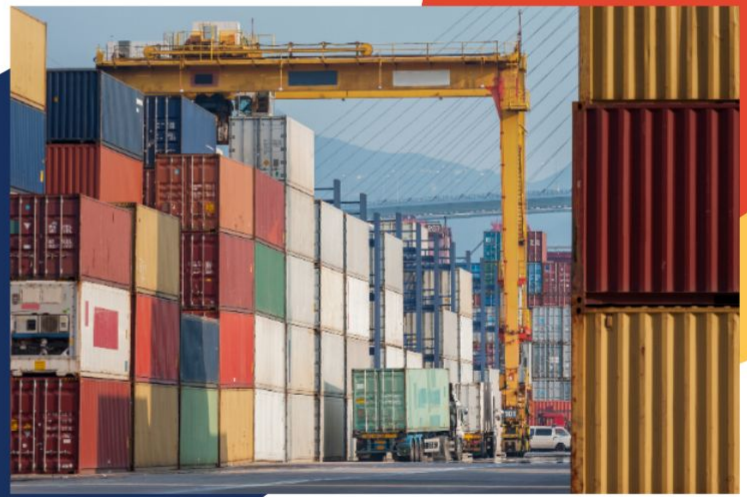
KEY FINDINGS

Average Salary

The national average graduate salary for the Transport & Logistics sector is **$61,594**.

Salary Rating

3.6



"Pay is good and understandable for what is it. However, bonuses are amazing!"

- Graduate, Mainfreight

Transport & Logistics

AVERAGE SALARY PER STATE



Auckland
Graduate Job
$60,498



Canterbury
Graduate Job
$62,125



Marlborough
Graduate Job
$62,500



Nelson
Graduate Job
$62,500



Waikato
Graduate Job
$63,250



Wellington
Graduate Job
$61,200


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