



SODING BROTHERS

# SALARY GUIDE 2025

*Build the team that helps you grow your business*

# INTRODUCTION

Hiring has shifted dramatically over the past few years, and 2025 is no different. Across Australia, business leaders are reassessing how they build their teams, where they source talents and how they stay competitive in a market that continues to evolve.

Hybrid work is now the default. Salary expectations remain high. Teams are stretched. At the same time, automation and AI are changing what roles look like, which means businesses need people who can adapt, follow structured processes and communicate clearly across different workflows.

This is why more Australian businesses are turning to offshore capability, not as a shortcut but as a strategic way to reduce pressure on local teams and create stability. The goal is simple: improve leadership time, strengthen delivery and support growth.

At Soding Brothers, this is exactly where we help. Whether you need support sourced offshore or onshore, our approach stays the same: structure first, capability second. We map your processes, define the right role, source the right person and support them so they perform within your workflow from day one.

This guide is our updated view of salaries across key support roles. Our aim is to give you clarity, remove guesswork and help you build the team that keeps you grow you business.

If you need guidance on where offshore or onshore support fits into your structure, we are always here to help.

**— The Soding Brothers Team**

# HOW TO USE THE SALARY DATA

This guide shows you what it costs to hire key support roles through Soding, side by side with an estimate of what it would cost to hire the same role onshore in Australia.

## For each role you will see:

- Soding salary cost per month
- Indicative onshore salary in Australia for a similar role

## Use this guide to:

- Get a realistic view of what it would cost to add each role to your team
- See how offshore support compares to hiring locally
- Identify which roles could fit or free up the most budget and capacity

Figures are based on Soding's current pricing and typical Australian salary expectations at the time of publication. Actual costs may vary with experience, responsibilities, tools, industry and shift requirements, but this guide should give you a solid starting point for planning your team.

# ADMIN SALARIES

Role	Soding Brothers	Onshore AU
	MONTHLY	MONTHLY
HR Administrator	\$1,800	\$6,000
Payroll Administrator	\$2,000	\$5,500
Administrative Assistant	\$2,000	\$7,500
Project Coordinator	\$2,200	\$8,000
Project Manager	\$2,600	\$8,900
Data Entry Clerk	\$1,800	\$5,500
Virtual Assistant	\$2,300	\$2,250
Personal Assistant	\$2,300	\$6,400
Executive Assistant	\$2,500	\$7,000

*\*Salaries listed are indicative only and may adjust based on a candidate's experience, skill level and role requirements.*

# SALES & SUPPORT SALARIES

Role	Soding Brothers	Onshore AU
	MONTHLY	MONTHLY
Customer Service Representative	\$1,800	\$4,000
Customer Service Team Leader	\$2,300	\$5,400
Customer Service Manager	\$2,900	\$9,000
Sourcer	\$1,600	\$5,800
Recruitment Specialist	\$1,900	\$6,250
IT Recruitment Specialist	\$2,300	\$7,900
Senior Recruitment Specialist	\$2,500	\$7,500
IT Senior Recruitment Specialist	\$3,200	\$11,125
Customer Service Representative	\$1,800	\$5,285
Telemarketer	\$2,000	\$6,500
Sales Support	\$2,000	\$4,500
Lead Generation	\$2,300	\$4,500
Account Manager	\$2,300	\$7,000
Business Development	\$3,200	\$9,000

*\*Salaries listed are indicative only and may adjust based on a candidate's experience, skill level and role requirements.*

# CREATIVE SALARIES

Role	Soding Brothers	Onshore AU
	MONTHLY	MONTHLY
3D Designer	\$2,600	\$5,300
Graphic Design Artist	\$2,600	\$6,500
Web Designer	\$2,600	\$5,000
Market Analyst/Researcher	\$2,000	\$6,700
Marketing Coordinator	\$2,200	\$5,600
Content Writer/Copywriter	\$2,200	\$6,000
Social Media Coordinator	\$2,200	\$5,750
SEO/SEM Specialist	\$2,300	\$7,300
Digital Marketing Specialist	\$2,900	\$5,000
Marketing Manager	\$3,300	\$7,000

*\*Salaries listed are indicative only and may adjust based on a candidate's experience, skill level and role requirements.*

# FINANCE SALARIES

Role	Soding Brothers	Onshore AU
	MONTHLY	MONTHLY
Bookkeeper	\$1,600	\$5,000
Accountant	\$1,800	\$8,000
Accounts Payable/Receivable	\$2,300	\$7,200
Cost Accountant	\$2,300	\$7,200
Tax Auditor (Non CPA)	\$2,500	\$6,900
Corporate Accountant	\$2,800	\$7,500
Tax Accountant	\$3,100	\$8,000
Senior Financial Analyst	\$3,100	\$12,500
Tax Auditor (CPA)	\$3,200	\$7,000
SMSF Accountant (AU)	\$3,500	\$10,830
Underwriter	\$2,100	\$7,500
Loans Processor	\$2,300	\$4,500
Broker Support/Mortgage Broker	\$2,500	\$7,600

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# FINANCE SALARIES

Role	Soding Brothers	Onshore AU
	MONTHLY	MONTHLY
Claims Analyst	\$2,000	\$6,000
Fraud Analyst	\$2,000	\$5,500
Credit Analyst	\$2,500	\$7,500
Internal Auditor	\$2,800	\$7,500
Financial Analyst	\$2,900	\$8,000
Business Analyst	\$3,100	\$9,000
Corporate Finance Manager	\$2,000	\$10,800
Paraplanner	\$3,500	\$7,200
SOA Consultant	\$3,500	\$11,500

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# TECHNOLOGY SALARIES

Role	Soding Brothers	Onshore AU
	MONTHLY	MONTHLY
Business Analyst	\$3,100	\$9,200
Quality Analyst	\$3,500	\$11,000
Salesforce Admin	\$3,700	\$10,000
Development Manager	POA	\$15,000
QA/BA Manager	POA	\$8,700
ERP Administrator/Developer	\$2,100	\$12,350
CRM Administrator/Developer	\$3,700	\$6,795
MS Dynamics 365 BC Functional Consultant	\$3,700	\$18,000
MS Dynamics 365 BC Technical Consultant	POA	\$12,500
DevOps Engineer	\$3,100	\$10,000
Web Developer	\$3,400	\$10,000
3D Developer	\$3,500	\$9,500
Front-end Developer	\$3,700	\$13,500
UI/UX Designer	\$3,700	\$10,500
PHP Developer	\$3,700	\$8,500

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## TECHNOLOGY SALARIES

Role	Soding Brothers	Onshore AU
	MONTHLY	MONTHLY
SharePoint Developer	\$3,700	\$11,900
Wordpress Developer	\$3,700	\$8,000
Back-end Developer	\$4,000	\$13,000
PowerApps Developer	POA	\$11,000
Fullstack Developer	POA	\$7,850
Java Developer	POA	\$9,500
.Net Developer	POA	\$7,500
ServiceNow Developer	POA	\$7,600
Salesforce Developer	POA	\$13,500
Desktop Support Specialist	\$2,200	\$6,800
Level 1 Service Desk	\$2,200	\$5,030
Level 2 Service Desk	\$2,900	\$6,500
Network Administrator	\$3,100	\$9,150
SOC Engineer	\$3,400	\$10,000
Service Desk Team Leader	\$3,700	\$9,000
Storage Engineer	\$3,700	\$13,500
Cloud Engineer	POA	\$12,000
Database Administrator	POA	\$8,000
Network Engineer	POA	\$10,800
System Administrator	POA	\$13,000

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# NICHE SALARIES

Role	Soding Brothers	Onshore AU
	MONTHLY	MONTHLY
Enrolment Officer	\$1,700	\$5,600
Online Tutors	\$1,700	\$5,000
ESL Teachers	\$2,000	\$6,400
Teaching Assistants	\$2,000	\$5,000
Cost Estimator	\$1,900	\$7,900
Draftsman	\$1,900	\$7,400
Quantity Surveyor	\$2,000	\$8,000
Drafter	\$1,900	\$6,250
CAD Technician	\$2,000	\$7,300
Architect	\$2,000	\$10,833
Mechanical engineer	\$2,200	\$8,000
Electrical engineer	\$2,500	\$7,000
Structural engineer	\$2,500	\$9,000
3D Designer	\$2,600	\$6,000

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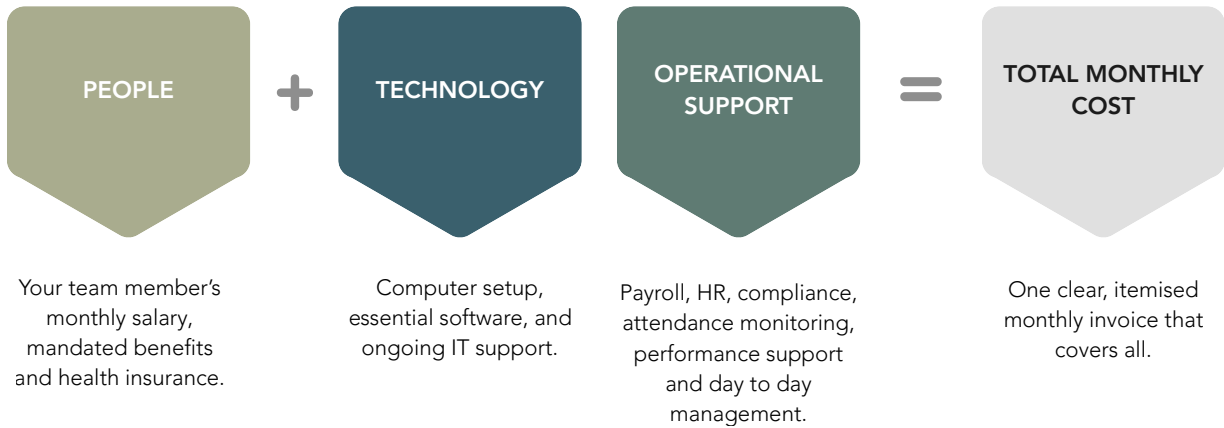
# NICHE SALARIES

Role	Soding Brothers	Onshore AU
	MONTHLY	MONTHLY
Data Entry	\$1,600	\$5,000
Legal Secretary	\$1,600	\$5,600
Paralegal	\$2,300	\$7,500
Logistics/Transport Coordinator	\$1,900	\$7,000
Logistics/Warehouse Coordinator	\$1,900	\$7,500
Asset Management Specialist	\$2,000	\$10,000
Procurement Specialist	\$2,000	\$9,000
Purchasing Officer	\$2,000	\$7,250

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# WHAT YOUR TOTAL COST INCLUDES

When you hire through Soding, your monthly cost covers everything your offshore team member needs to perform at a high level. There are no hidden add ons or unexpected fees.



**Our pricing is fully inclusive, with no hidden costs or surprise fees.**

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# READY TO GROW YOUR BUSINESS?

We hope this guide gives you a clear view of where the biggest opportunities sit, how you can structure your budget and where you can finally get the level of support your business has been missing.

At Soding Brothers, we're here to help you get the right people, the right structure, and the right support, so you can focus on growing your business.

**If you are ready to turn the numbers in this guide into a real plan for your team, get in touch with us. We will show you exactly where to start.**

[Book a Discovery Call Today](#)

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