

## RESOURCES & MINING | MINERAL & COAL PROCESSING

Mineral Processing	Mill Superintendent	Senior Metallurgist	Metallurgist	Graduate Metallurgist	Process Engineer - Mid level 3-7 years
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	125,000 - 160,000	110,000 - 160,000	80,000 - 110,000	65,000 - 80,000	90,000 - 120,000
QLD	125,000 - 160,000	110,000 - 160,000	80,000 - 100,000	60,000 - 75,000	90,000 - 110,000
NSW	120,000 - 145,000	110,000 - 135,000	85,000 - 100,000	60,000 - 75,000	85,000 - 110,000
VIC	120,000 - 145,000	110,000 - 135,000	85,000 - 100,000	60,000 - 75,000	75,000 - 100,000
SA	120,000 - 155,000	105,000 - 125,000	75,000 - 100,000	60,000 - 75,000	85,000 - 105,000
NT	120,000 - 145,000	110,000 - 135,000	85,000 - 100,000	60,000 - 75,000	85,000 - 110,000
NZ	120,000 - 150,000	105,000 - 135,000	75,000 - 100,000	55,000 - 70,000	75,000 - 100,000

Mineral Processing	Shift Supervisor	Mill Operator	Metallurgical Technician	Laboratory Technician
	Salary Range	Salary Range	Salary Range	Salary Range
WA	85,000 - 110,000	80,000 - 100,000	65,000 - 85,000	60,000 - 75,000
QLD	85,000 - 110,000	80,000 - 100,000	60,000 - 70,000	60,000 - 75,000
NSW	80,000 - 100,000	70,000 - 85,000	60,000 - 70,000	50,000 - 70,000
VIC	80,000 - 95,000	70,000 - 85,000	60,000 - 70,000	50,000 - 70,000
SA	75,000 - 90,000	70,000 - 90,000	55,000 - 65,000	55,000 - 70,000
NT	80,000 - 100,000	70,000 - 90,000	60,000 - 70,000	60,000 - 75,000
NZ	80,000 - 95,000	70,000 - 85,000	60,000 - 75,000	55,000 - 75,000

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# RESOURCES & MINING | MINERAL & COAL PROCESSING

Maintenance	Maintenance Superintendent	Maintenance Planner	Maintenance Supervisor	Mechanical Engineer - Mid level 3-7 years	Electrical Engineer - Mid level 3-7 years
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	120,000 - 175,000	90,000 - 140,000	95,000 - 145,000	90,000 - 145,000	90,000 - 145,000
QLD	120,000 - 160,000	90,000 - 130,000	95,000 - 145,000	90,000 - 120,000	90,000 - 120,000
NSW	115,000 - 140,000	95,000 - 110,000	100,000 - 115,000	80,000 - 115,000	80,000 - 115,000
VIC	115,000 - 135,000	85,000 - 110,000	90,000 - 110,000	75,000 - 110,000	75,000 - 100,000
SA	115,000 - 140,000	90,000 - 130,000	85,000 - 110,000	80,000 - 110,000	85,000 - 110,000
NT	115,000 - 145,000	90,000 - 130,000	95,000 - 125,000	90,000 - 120,000	90,000 - 120,000
NZ	115,000 - 180,000	80,000 - 110,000	75,000 - 95,000	70,000 - 100,000	70,000 - 100,000

Maintenance	Leading Hand	Mechanical Fitter	Electrician	Boiler Maker / Welder	Instrumentation Technician
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	100,000 - 135,000	80,000 - 100,000	90,000 - 130,000	100,000 - 120,000	85,000 - 110,000
QLD	100,000 - 130,000	80,000 - 95,000	90,000 - 120,000	90,000 - 110,000	90,000 - 110,000
NSW	80,000 - 100,000	75,000 - 95,000	80,000 - 100,000	75,000 - 85,000	85,000 - 100,000
VIC	85,000 - 100,000	75,000 - 85,000	80,000 - 120,000	75,000 - 90,000	80,000 - 110,000
SA	85,000 - 105,000	70,000 - 85,000	85,000 - 120,000	75,000 - 95,000	85,000 - 110,000
NT	90,000 - 115,000	80,000 - 100,000	80,000 - 100,000	80,000 - 100,000	95,000 - 110,000
NZ	85,000 - 105,000	80,000 - 95,000	80,000 - 115,000	80,000 - 95,000	75,000 - 95,000

Geology	Chief Geologist	Senior Mine Geologist	Mine Geologist	Graduate Geologist	Exploration Manager
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	130,000 - 175,000	115,000 - 140,000	85,000 - 110,000	65,000 - 85,000	150,000 - 240,000
QLD	120,000 - 160,000	110,000 - 130,000	80,000 - 100,000	60,000 - 75,000	120,000 - 180,000
NSW	125,000 - 150,000	95,000 - 105,000	80,000 - 95,000	65,000 - 75,000	125,000 - 140,000
VIC	115,000 - 130,000	90,000 - 110,000	80,000 - 95,000	65,000 - 75,000	110,000 - 145,000
SA	125,000 - 165,000	100,000 - 120,000	80,000 - 95,000	60,000 - 70,000	140,000 - 180,000
NT	120,000 - 150,000	110,000 - 135,000	80,000 - 110,000	65,000 - 80,000	140,000 - 180,000
NZ	110,000 - 130,000	90,000 - 120,000	65,000 - 95,000	50,000 - 60,000	100,000 - 140,000

Geology	Senior Exploration Geologist	Exploration Geologist	Field Assistant	Pit Technician / Geological Technician
	Salary Range	Salary Range	Salary Range	Salary Range
WA	115,000 - 150,000	90,000 - 125,000	60,000 - 90,000	60,000 - 85,000
QLD	100,000 - 140,000	85,000 - 120,000	60,000 - 80,000	60,000 - 80,000
NSW	100,000 - 120,000	75,000 - 100,000	50,000 - 70,000	50,000 - 60,000
VIC	90,000 - 115,000	75,000 - 100,000	50,000 - 70,000	50,000 - 60,000
SA	95,000 - 120,000	80,000 - 100,000	60,000 - 70,000	60,000 - 70,000
NT	110,000 - 130,000	85,000 - 120,000	60,000 - 75,000	60,000 - 70,000
NZ	100,000 - 120,000	70,000 - 90,000	50,000 - 60,000	45,000 - 55,000

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# RESOURCES & MINING | METALLIFEROUS MINING ENGINEERING

Mining Engineering	Mine Manager	Underground / Quarry Manager	Project Manager	Senior Mining Engineer	Project Engineer	Mining Engineer
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	180,000 - 275,000	140,000 - 180,000	150,000 - 200,000	125,000 - 165,000	90,000 - 125,000	90,000 - 130,000
QLD	160,000 - 220,000	120,000 - 160,000	120,000 - 170,000	120,000 - 150,000	90,000 - 120,000	100,000 - 125,000
NSW	160,000 - 220,000	105,000 - 130,000	120,000 - 150,000	115,000 - 140,000	90,000 - 120,000	100,000 - 120,000
VIC	160,000 - 220,000	100,000 - 120,000	110,000 - 150,000	115,000 - 140,000	85,000 - 120,000	100,000 - 120,000
SA	150,000 - 200,000	110,000 - 140,000	115,000 - 145,000	110,000 - 130,000	95,000 - 120,000	85,000 - 115,000
NT	170,000 - 235,000	110,000 - 155,000	125,000 - 155,000	120,000 - 150,000	85,000 - 125,000	95,000 - 130,000
NZ	160,000 - 250,000	120,000 - 175,000	130,000 - 200,000	95,000 - 130,000	75,000 - 105,000	90,000 - 120,000

Mining Engineering	Drill & Blast Engineer	Graduate Mining Engineer	Chief Surveyor	Senior Surveyor	Mine Surveyor
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	85,000 - 125,000	70,000 - 90,000	115,000 - 135,000	95,000 - 135,000	80,000 - 100,000
QLD	80,000 - 120,000	70,000 - 90,000	110,000 - 130,000	100,000 - 120,000	80,000 - 105,000
NSW	85,000 - 115,000	60,000 - 80,000	95,000 - 120,000	90,000 - 120,000	80,000 - 95,000
VIC	80,000 - 110,000	60,000 - 80,000	90,000 - 115,000	90,000 - 120,000	75,000 - 100,000
SA	80,000 - 115,000	60,000 - 80,000	110,000 - 125,000	85,000 - 100,000	70,000 - 85,000
NT	85,000 - 115,000	60,000 - 80,000	110,000 - 130,000	100,000 - 120,000	80,000 - 100,000
NZ	80,000 - 105,000	60,000 - 80,000	75,000 - 100,000	80,000 - 100,000	60,000 - 85,000

Coal Technical Positions	Project Manager	Technical Services Manager	Production Superintendent	Project Engineer	Senior Engineer	Mine Planning Engineer
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	115,000 - 165,000	115,000 - 150,000	100,000 - 150,000	90,000 - 105,000	100,000 - 140,000	90,000 - 115,000
QLD	140,000 - 180,000	120,000 - 160,000	140,000 - 160,000	100,000 - 125,000	120,000 - 135,000	100,000 - 120,000
NSW	130,000 - 150,000	110,000 - 150,000	100,000 - 130,000	85,000 - 110,000	100,000 - 130,000	90,000 - 120,000
VIC	120,000 - 150,000	90,000 - 140,000	100,000 - 120,000	90,000 - 110,000	100,000 - 130,000	90,000 - 120,000
SA	120,000 - 140,000	110,000 - 150,000	100,000 - 120,000	85,000 - 110,000	100,000 - 130,000	90,000 - 120,000
NT	120,000 - 180,000	110,000 - 150,000	110,000 - 140,000	85,000 - 105,000	100,000 - 130,000	90,000 - 120,000
NZ	120,000 - 165,000	110,000 - 160,000	90,000 - 135,000	90,000 - 110,000	95,000 - 120,000	90,000 - 110,000

Coal Technical Positions	Graduate Engineer	Project Geologist	Graduate Geologist	Surveyor	OH&S Officer	OH&S Manager
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	70,000 - 90,000	90,000 - 110,000	70,000 - 90,000	90,000 - 110,000	95,000 - 110,000	105,000 - 140,000
QLD	70,000 - 100,000	90,000 - 110,000	70,000 - 90,000	90,000 - 110,000	95,000 - 110,000	115,000 - 150,000
NSW	60,000 - 80,000	80,000 - 110,000	70,000 - 80,000	80,000 - 110,000	80,000 - 100,000	90,000 - 120,000
VIC	60,000 - 80,000	80,000 - 95,000	65,000 - 75,000	65,000 - 80,000	70,000 - 90,000	85,000 - 110,000
SA	60,000 - 80,000	80,000 - 95,000	65,000 - 75,000	70,000 - 90,000	70,000 - 95,000	90,000 - 120,000
NT	60,000 - 80,000	80,000 - 110,000	70,000 - 80,000	80,000 - 110,000	80,000 - 100,000	90,000 - 120,000
NZ	60,000 - 70,000	70,000 - 95,000	50,000 - 65,000	60,000 - 80,000	70,000 - 90,000	90,000 - 130,000

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# RESOURCES & MINING | COAL TECHNICAL

Coal Technical Positions	Longwall Coordinator	Undermanager Deputy		Drill & Blast Engineer	Open Cut Examiner	Statutory Surveyor
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	N/A	N/A	N/A	N/A	N/A	N/A
QLD	140,000 - 160,000	120,000 - 140,000	105,000 - 130,000	100,000 - 120,000	105,000 - 130,000	N/A
NSW	130,000 - 150,000	125,000 - 160,000	110,000 - 130,000	90,000 - 100,000	100,000 - 135,000	100,000 - 120,000
VIC	N/A	N/A	N/A	N/A	N/A	N/A
SA	N/A	N/A	N/A	90,000 - 100,000	90,000 - 110,000	90,000 - 110,000
NT	N/A	N/A	N/A	N/A	N/A	N/A
NZ	125,000 - 135,000	115,000 - 130,000	105,000 - 120,000	80,000 - 105,000	N/A	N/A

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Mobile Plant - Surface	Open Pit Supervisor	Workshop Supervisor	HD Fitter	Auto Electrician	Boiler Maker / Welder
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	110,000 - 140,000	115,000 - 140,000	100,000 - 135,000	100,000 - 135,000	100,000 - 125,000
QLD	110,000 - 140,000	95,000 - 135,000	110,000 - 130,000	100,000 - 120,000	80,000 - 95,000
NSW	110,000 - 125,000	90,000 - 125,000	85,000 - 110,000	85,000 - 110,000	75,000 - 85,000
VIC	90,000 - 120,000	80,000 - 110,000	80,000 - 105,000	80,000 - 100,000	65,000 - 85,000
SA	90,000 - 100,000	95,000 - 120,000	85,000 - 115,000	80,000 - 100,000	70,000 - 90,000
NT	90,000 - 110,000	95,000 - 125,000	85,000 - 110,000	80,000 - 100,000	70,000 - 90,000
NZ	70,000 - 100,000	85,000 - 110,000	80,000 - 95,000	75,000 - 95,000	80,000 - 95,000

Mobile Plant - Surface	Service Person	Excavator Operator	Dump Truck Operator	Driller	All-Rounder
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	95,000 - 110,000	90,000 - 122,000	75,000 - 105,000	80,000 - 120,000	90,000 - 122,000
QLD	75,000 - 95,000	90,000 - 120,000	80,000 - 110,000	80,000 - 110,000	90,000 - 110,000
NSW	65,000 - 75,000	95,000 - 100,000	70,000 - 80,000	80,000 - 110,000	80,000 - 90,000
VIC	60,000 - 75,000	70,000 - 90,000	60,000 - 85,000	70,000 - 95,000	70,000 - 85,000
SA	60,000 - 75,000	75,000 - 95,000	65,000 - 85,000	75,000 - 95,000	85,000 - 105,000
NT	75,000 - 95,000	70,000 - 90,000	70,000 - 85,000	70,000 - 90,000	70,000 - 90,000
NZ	55,000 - 65,000	60,000 - 85,000	55,000 - 65,000	70,000 - 110,000	65,000 - 85,000

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# RESOURCES & MINING | MOBILE PLANT

Mobile Plant - Underground	Underground Supervisor	Workshop Supervisor	HD Fitter	Auto Electrician	Boiler Maker / Welder
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	110,000 - 130,000	110,000 - 140,000	100,000 - 140,000	110,000 - 140,000	90,000 - 130,000
QLD	130,000 - 150,000	120,000 - 140,000	100,000 - 130,000	100,000 - 120,000	90,000 - 100,000
NSW	100,000 - 115,000	90,000 - 110,000	85,000 - 100,000	85,000 - 105,000	75,000 - 85,000
VIC	90,000 - 110,000	80,000 - 100,000	80,000 - 95,000	80,000 - 95,000	70,000 - 80,000
SA	100,000 - 130,000	90,000 - 115,000	90,000 - 115,000	80,000 - 105,000	70,000 - 90,000
NT	100,000 - 115,000	80,000 - 100,000	80,000 - 100,000	80,000 - 100,000	70,000 - 90,000
NZ	90,000 - 130,000	100,000 - 130,000	80,000 - 110,000	80,000 - 100,000	80,000 - 95,000

Mobile Plant - Underground	Jumbo Operator	Bogger Operator	Service Crew	Driller
	Salary Range	Salary Range	Salary Range	Salary Range
WA	145,000 - 180,000	95,000 - 130,000	80,000 - 130,000	95,000 - 135,000
QLD	125,000 - 165,000	95,000 - 120,000	75,000 - 90,000	95,000 - 130,000
NSW	90,000 - 125,000	90,000 - 115,000	70,000 - 80,000	85,000 - 105,000
VIC	85,000 - 110,000	80,000 - 100,000	65,000 - 75,000	80,000 - 100,000
SA	110,000 - 125,000	80,000 - 100,000	65,000 - 75,000	80,000 - 100,000
NT	80,000 - 100,000	80,000 - 100,000	70,000 - 90,000	80,000 - 100,000
NZ	130,000 - 160,000	110,000 - 140,000	70,000 - 90,000	80,000 - 110,000

Industrial Design	Engineering Manager	Principal / Lead Engineer	Project Manager	Senior Design Engineer	Design Engineer	Senior Project Engineer (EPCM)
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	220,000 - 260,000	180,000 - 220,000	180,000 - 260,000	120,000 - 170,000	80,000 - 120,000	130,000 - 170,000
QLD	180,000 - 220,000	170,000 - 200,000	180,000 - 240,000	120,000 - 170,000	70,000 - 120,000	120,000 - 170,000
NSW	160,000 - 200,000	130,000 - 160,000	120,000 - 180,000	95,000 - 135,000	70,000 - 90,000	95,000 - 140,000
VIC	160,000 - 200,000	130,000 - 160,000	120,000 - 200,000	100,000 - 150,000	70,000 - 110,000	110,000 - 150,000
SA	180,000 - 220,000	125,000 - 170,000	130,000 - 180,000	110,000 - 125,000	80,000 - 110,000	110,000 - 135,000
NT	160,000 - 200,000	170,000 - 190,000	140,000 - 200,000	120,000 - 140,000	80,000 - 110,000	110,000 - 150,000
NZ	140,000 - 220,000	95,000 - 130,000	110,000 - 160,000	80,000 - 140,000	60,000 - 90,000	70,000 - 130,000

Industrial Design	Project Engineer (EPCM)	Design Manager / Chief Drafter	Senior Design Drafter	Design Drafter	Piping Designer
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	100,000 - 140,000	140,000 - 180,000	90,000 - 130,000	70,000 - 90,000	80,000 - 140,000
QLD	90,000 - 110,000	110,000 - 140,000	85,000 - 110,000	65,000 - 85,000	100,000 - 130,000
NSW	80,000 - 110,000	90,000 - 120,000	70,000 - 100,000	50,000 - 70,000	80,000 - 100,000
VIC	75,000 - 115,000	90,000 - 130,000	75,000 - 100,000	50,000 - 70,000	80,000 - 100,000
SA	90,000 - 110,000	110,000 - 130,000	85,000 - 110,000	50,000 - 75,000	75,000 - 110,000
NT	100,000 - 125,000	110,000 - 130,000	110,000 - 130,000	80,000 - 90,000	80,000 - 100,000
NZ	70,000 - 100,000	70,000 - 90,000	60,000 - 75,000	40,000 - 60,000	60,000 - 95,000

# RESOURCES & MINING | INDUSTRIAL CONSTRUCTION

Industrial Construction	Project Manager	Construction Manager / Superintendent	Senior Estimator	Planning Manager	Contracts Manager	Project Engineer (Civil/Mech/Elec)
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	170,000 - 220,000	150,000 - 200,000	130,000 - 170,000	140,000 - 170,000	140,000 - 190,000	110,000 - 140,000
QLD	170,000 - 220,000	150,000 - 200,000	120,000 - 160,000	140,000 - 170,000	135,000 - 180,000	110,000 - 140,000
NSW	120,000 - 150,000	140,000 - 175,000	100,000 - 135,000	120,000 - 160,000	120,000 - 150,000	90,000 - 120,000
VIC	140,000 - 180,000	130,000 - 170,000	100,000 - 140,000	140,000 - 170,000	140,000 - 170,000	90,000 - 135,000
SA	140,000 - 200,000	125,000 - 180,000	125,000 - 160,000	125,000 - 150,000	125,000 - 160,000	110,000 - 140,000
NT	140,000 - 180,000	150,000 - 200,000	110,000 - 140,000	110,000 - 150,000	140,000 - 190,000	100,000 - 130,000
NZ	120,000 - 180,000	90,000 - 130,000	90,000 - 120,000	90,000 - 120,000	80,000 - 120,000	80,000 - 120,000

Industrial Construction	Estimator	Contracts Administrator	Planner	Site Supervisor	Site Engineer (Civil/Mech/Elec)	Safety Advisor
	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range	Salary Range
WA	100,000 - 130,000	100,000 - 130,000	90,000 - 130,000	100,000 - 130,000	100,000 - 130,000	90,000 - 120,000
QLD	100,000 - 130,000	100,000 - 130,000	85,000 - 130,000	100,000 - 130,000	100,000 - 120,000	90,000 - 120,000
NSW	85,000 - 115,000	80,000 - 120,000	90,000 - 125,000	90,000 - 120,000	80,000 - 120,000	90,000 - 110,000
VIC	85,000 - 120,000	80,000 - 120,000	90,000 - 130,000	80,000 - 110,000	80,000 - 120,000	80,000 - 110,000
SA	90,000 - 135,000	80,000 - 125,000	85,000 - 125,000	90,000 - 110,000	75,000 - 125,000	90,000 - 125,000
NT	85,000 - 120,000	85,000 - 120,000	90,000 - 120,000	80,000 - 110,000	90,000 - 120,000	90,000 - 110,000
NZ	60,000 - 80,000	60,000 - 80,000	75,000 - 100,000	80,000 - 100,000	70,000 - 110,000	80,000 - 100,000