

## APPENDIX ONE

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### Salary Bands and Associated Job Titles of NZTE Vacancies

NZTE's approach to pay is:

- We compare ourselves to the general market. This means that we compare against other employers regardless of sector, industry, size or ownership.
- We use a job evaluation tool which allows us to group roles of a similar size together in job bands. Some roles such as General Manager may sit in different bands due to the nature and scope of the role, and the size of the team that it leads.

We aim to pay at the midpoint for each remuneration band. In some cases, people are paid above the midpoint for a variety of reasons.

The below information on positions only includes NZTE's New Zealand paid FTE people as the conversion of local salaries from foreign currencies to New Zealand dollars would provide a misleading picture.

The table below shows job titles of New Zealand based NZTE positions broken down by the associated remuneration band for NZTE roles advertised as at 23 February 2023.

Rem Band	Opening Rate (90%) - NZD	Midpoint (100%) - NZD	Position Name
NZL L14	\$71,200	\$79,100	IGF Fund Advisor
NZL L16 ITS	\$105,500	\$117,200	Enterprise Systems Engineer
NZL L16 ITS	\$105,500	\$117,200	Full Stack Developer
NZL L16 ITS	\$105,500	\$117,200	UX Designer
NZL L17	\$116,300	\$129,200	Customer Way CRM Lead
NZL L17	\$116,300	\$129,200	Customer Manager - Māori Business