

HireOffshore.com

Global Recruiting Experts

2024 Salary Guide – SOUTH AFRICA

2024 Salary Guide – South Africa

Thank you for your interest in HireOffshore.com's 2024 South African Salary Guide.

2023 was a year marked by unparalleled challenges, employers successfully steered through global economic turbulence, geopolitical transformations, and a persistent scarcity of skilled professionals.

In today's dynamic job market, employees are placing increasing emphasis on compensation, and adapting to the influence of AI on job opportunities, alongside the evolving landscape of remote work.

Our 2024 Salary Guide delivers insights into prevailing salary norms, empowering employers to make well-informed decisions.

Derived from HireOffshore.com's internal analysis, this guide serves to provide a insights into the prevailing salary landscape.

For more detailed guidance on salary expectations, we encourage you to engage with Our Consultants. Each role varies based on the candidate's expertise and your organizational requirements, thus, these figures serve as indicative benchmarks.

We trust you will find this useful.

Best Regards,

HireOffshore.com team.

HireOffshore.com

SOUTH AFRICA

Accounting, Administration & Human Resources

Annual salary, full-time employee

	ZAR			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
ACCOUNTANT	270,000	419,635	810,000	21,600	33,571	64,800	14,310	22,241	42,930	11,340	17,625	34,020
ACCOUNTING MANAGER	400,000	510,000	1,400,000	32,000	40,800	112,000	21,200	27,030	74,200	16,800	21,420	58,800
ACCOUNTS PAYABLE SPECIALIST	260,000	370,000	655,920	20,800	29,600	52,474	13,780	19,610	34,764	10,920	15,540	27,549
ACCOUNTS RECEIVABLE SPECIALIST	210,000	224,737	620,000	16,800	17,979	49,600	11,130	11,911	32,860	8,820	9,439	26,040
ADMINISTRATIVE ASSISTANT	80,000	122,666	450,000	6,400	9,813	36,000	4,240	6,501	23,850	3,360	5,152	18,900
AUDITOR	240,000	466,250	850,000	19,200	37,300	68,000	12,720	24,711	45,050	10,080	19,583	35,700
BOOKKEEPER	160,000	242,050	271,200	12,800	19,364	21,696	8,480	12,829	14,374	6,720	10,166	11,390
CONTROLLER	180,000	258,000	276,434	14,400	20,640	22,115	9,540	13,674	14,651	7,560	10,836	11,610
DATA ENTRY CLERK	132,000	157,236	430,000	10,560	12,579	34,400	6,996	8,334	22,790	5,544	6,604	18,060
HEALTH AND SAFETY OFFICER	220,000	270,000	560,000	17,600	21,600	44,800	11,660	14,310	29,680	9,240	11,340	23,520
HUMAN RESOURCES OFFICER	210,000	300,006	486,508	16,800	24,000	38,921	11,130	15,900	25,785	8,820	12,600	20,433
OFFICE MANAGER	198,000	270,000	850,000	15,840	21,600	68,000	10,494	14,310	45,050	8,316	11,340	35,700
PAYROLL SPECIALIST	300,003	390,000	510,000	24,000	31,200	40,800	15,900	20,670	27,030	12,600	16,380	21,420
PROJECT MANAGER	360,000	460,857	1,200,000	28,800	36,869	96,000	19,080	24,425	63,600	15,120	19,356	50,400
RECEPTIONIST	80,000	150,000	420,000	6,400	12,000	33,600	4,240	7,950	22,260	3,360	6,300	17,640
RECRUITER	200,000	240,000	650,000	16,000	19,200	52,000	10,600	12,720	34,450	8,400	10,080	27,300
TAX ACCOUNTANT	330,000	550,002	990,000	26,400	44,000	79,200	17,490	29,150	52,470	13,860	23,100	41,580

Illustrative purposes only

SOUTH AFRICA

Architecture & Creative Arts

Annual salary, full-time employee

	ZAR			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
AUDIO VISUAL ENGINEER	220,000	210,000	380,000	17,600	16,800	30,400	11,660	11,130	20,140	9,240	8,820	15,960
GRAPHIC DESIGNER	160,006	185,000	320,000	12,800	14,800	25,600	8,480	9,805	16,960	6,720	7,770	13,440
GRAPHIC DESIGNER II	280,000	332,058	450,000	22,400	26,565	36,000	14,840	17,599	23,850	11,760	13,946	18,900
ARTIST	119,000	143,653	250,000	9,520	11,492	20,000	6,307	7,614	13,250	4,998	6,033	10,500
FASHION DESIGNER	110,000	180,000	250,000	8,800	14,400	20,000	5,830	9,540	13,250	4,620	7,560	10,500
VIDEO EDITOR	159,000	187,548	480,000	12,720	15,004	38,400	8,427	9,940	25,440	6,678	7,877	20,160

Illustrative purposes only

Banking, Finance & Insurance

Annual salary, full-time employee

	ZAR			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
ACTUARY	650,000	750,000	2,272,699	52,000	60,000	181,816	34,450	39,750	120,453	27,300	31,500	95,453
BUSINESS ANALYST	390,055	660,140	810,000	31,204	52,811	64,800	20,673	34,987	42,930	16,382	27,726	34,020
CHARTERED FINANCIAL ANALYST (CFA)	650,000	750,000	1,500,000	52,000	60,000	120,000	34,450	39,750	79,500	27,300	31,500	63,000
CREDIT ANALYST	220,000	397,092	720,000	17,600	31,767	57,600	11,660	21,046	38,160	9,240	16,678	30,240
ECONOMIST	380,000	658,705	1,480,000	30,400	52,696	118,400	20,140	34,911	78,440	15,960	27,666	62,160
EQUITY ANALYST	480,000	753,591	1,300,000	38,400	60,287	104,000	25,440	39,940	68,900	20,160	31,651	54,600
EQUITY PORTFOLIO MANAGER	666,054	962,506	1,440,000	53,284	77,000	115,200	35,301	51,013	76,320	27,974	40,425	60,480
FINANCIAL ADVISOR	162,000	350,000	752,740	12,960	28,000	60,219	8,586	18,550	39,895	6,804	14,700	31,615
FINANCIAL ANALYST	350,000	606,910	840,000	28,000	48,553	67,200	18,550	32,166	44,520	14,700	25,490	35,280
INSURANCE AGENT	107,000	182,000	300,000	8,560	14,560	24,000	5,671	9,646	15,900	4,494	7,644	12,600
INSURANCE BROKER	192,000	300,000	410,000	15,360	24,000	32,800	10,176	15,900	21,730	8,064	12,600	17,220
INSURANCE UNDERWRITER	280,000	256,000	714,684	22,400	20,480	57,175	14,840	13,568	37,878	11,760	10,752	30,017
INVESTMENT ADVISOR	300,000	380,000	700,000	24,000	30,400	56,000	15,900	20,140	37,100	12,600	15,960	29,400
INVESTMENT BANKER	544,250	720,000	3,500,000	43,540	57,600	280,000	28,845	38,160	185,500	22,859	30,240	147,000
LOAN OFFICER	160,000	203,355	480,000	12,800	16,268	38,400	8,480	10,778	25,440	6,720	8,541	20,160
PORTFOLIO ANALYST	534,500	645,000	1,500,000	42,760	51,600	120,000	28,329	34,185	79,500	22,449	27,090	63,000

Illustrative purposes only

SOUTH AFRICA

Education

Annual salary, full-time employee

	ZAR			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
EDUCATOR	180,000	270,000	745,501	14,400	21,600	59,640	9,540	14,310	39,512	7,560	11,340	31,311
INSTRUCTOR	70,000	160,000	250,000	5,600	12,800	20,000	3,710	8,480	13,250	2,940	6,720	10,500
UNIVERSITY LECTURER	462,341	553,709	845,371	36,987	44,297	67,630	24,504	29,347	44,805	19,418	23,256	35,506
PROFESSOR	650,000	785,709	1,504,192	52,000	62,857	120,335	34,450	41,643	79,722	27,300	33,000	63,176
SCHOOL PRINCIPAL	280,000	420,000	850,496	22,400	33,600	68,040	14,840	22,260	45,076	11,760	17,640	35,721
TEACHER HIGH SCHOOL	125,000	325,000	460,000	10,000	26,000	36,800	6,625	17,225	24,380	5,250	13,650	19,320
TEACHER PRIMARY	65,000	320,000	440,000	5,200	25,600	35,200	3,445	16,960	23,320	2,730	13,440	18,480

Illustrative purposes only

Engineering & Construction

Annual salary, full-time employee

	ZAR			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
ARCHITECT	410,000	473,613	1,100,000	32,800	37,889	88,000	21,730	25,101	58,300	17,220	19,892	46,200
BIM COORDINATOR	454,342	550,000	802,167	36,347	44,000	64,173	24,080	29,150	42,515	19,082	23,100	33,691
CHEMICAL ENGINEER	258,000	480,000	750,000	20,640	38,400	60,000	13,674	25,440	39,750	10,836	20,160	31,500
CIVIL ENGINEER	235,500	480,000	950,000	18,840	38,400	76,000	12,482	25,440	50,350	9,891	20,160	39,900
CIVIL ENGINEER II	520,000	721,261	1,300,000	41,600	57,701	104,000	27,560	38,227	68,900	21,840	30,293	54,600
DESIGN ENGINEER	350,000	412,039	910,000	28,000	32,963	72,800	18,550	21,838	48,230	14,700	17,306	38,220
ELECTRICAL ENGINEER	360,000	381,264	700,000	28,800	30,501	56,000	19,080	20,207	37,100	15,120	16,013	29,400
ENVIRONMENTAL ENGINEER	310,000	371,985	650,000	24,800	29,759	52,000	16,430	19,715	34,450	13,020	15,623	27,300
ESTIMATOR	160,000	310,006	310,000	12,800	24,800	24,800	8,480	16,430	16,430	6,720	13,020	13,020
INDUSTRIAL ENGINEER	280,000	423,602	680,000	22,400	33,888	54,400	14,840	22,451	36,040	11,760	17,791	28,560
MECHANICAL ENGINEER	350,000	514,286	950,000	28,000	41,143	76,000	18,550	27,257	50,350	14,700	21,600	39,900
MINING ENGINEER	350,000	650,000	1,400,000	28,000	52,000	112,000	18,550	34,450	74,200	14,700	27,300	58,800
PROJECT ENGINEER	450,000	580,001	1,050,000	36,000	46,400	84,000	23,850	30,740	55,650	18,900	24,360	44,100
SOFTWARE ENGINEER	440,000	540,000	850,000	35,200	43,200	68,000	23,320	28,620	45,050	18,480	22,680	35,700
STRUCTURAL ENGINEER	435,000	602,351	880,000	34,800	48,188	70,400	23,055	31,925	46,640	18,270	25,299	36,960
SYSTEMS ENGINEER	450,000	456,000	830,000	36,000	36,480	66,400	23,850	24,168	43,990	18,900	19,152	34,860

Illustrative purposes only

SOUTH AFRICA

Information Technology

Annual salary, full-time employee

	ZAR			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
BACK-END DEVELOPER	480,000	569,209	1,600,000	38,400	45,537	128,000	25,440	30,168	84,800	20,160	23,907	67,200
BUSINESS INTELLIGENCE ANALYST	250,000	513,717	1,000,000	20,000	41,097	80,000	13,250	27,227	53,000	10,500	21,576	42,000
DATA ANALYST	250,392	380,913	780,000	20,031	30,473	62,400	13,271	20,188	41,340	10,516	15,998	32,760
DATA ENGINEER	480,000	575,830	1,450,000	38,400	46,066	116,000	25,440	30,519	76,850	20,160	24,185	60,900
DATA SCIENTIST	450,000	679,106	1,100,000	36,000	54,328	88,000	23,850	35,993	58,300	18,900	28,522	46,200
DATABASE ADMINISTRATOR	380,006	540,000	850,000	30,400	43,200	68,000	20,140	28,620	45,050	15,960	22,680	35,700
FRONT-END DEVELOPER	377,500	560,362	1,450,000	30,200	44,829	116,000	20,008	29,699	76,850	15,855	23,535	60,900
FULL-STACK DEVELOPER	390,556	528,996	1,580,000	31,244	42,320	126,400	20,699	28,037	83,740	16,403	22,218	66,360
JAVA DEVELOPER	500,000	604,697	1,400,000	40,000	48,376	112,000	26,500	32,049	74,200	21,000	25,397	58,800
NETWORK ENGINEER	380,000	482,468	820,000	30,400	38,597	65,600	20,140	25,571	43,460	15,960	20,264	34,440
PHP DEVELOPER	350,000	484,777	1,200,000	28,000	38,782	96,000	18,550	25,693	63,600	14,700	20,361	50,400
PROGRAMMER ANALYST	280,000	479,591	710,000	22,400	38,367	56,800	14,840	25,418	37,630	11,760	20,143	29,820
PROGRAMMER MANAGER	380,000	788,574	1,300,000	30,400	63,086	104,000	20,140	41,794	68,900	15,960	33,120	54,600
QUALITY ASSURANCE ENGINEER	240,000	483,243	650,000	19,200	38,659	52,000	12,720	25,612	34,450	10,080	20,296	27,300
QUALITY ASSURANCE MANAGER	250,000	485,006	662,000	20,000	38,800	52,960	13,250	25,705	35,086	10,500	20,370	27,804
SOLUTIONS ARCHITECT	450,000	900,000	1,400,006	36,000	72,000	112,000	23,850	47,700	74,200	18,900	37,800	58,800
SUPPORT TECHNICIAN	158,000	230,000	480,000	12,640	18,400	38,400	8,374	12,190	25,440	6,636	9,660	20,160
SYSTEM ADMINISTRATOR	300,809	416,667	650,000	24,065	33,333	52,000	15,943	22,083	34,450	12,634	17,500	27,300
UX/UI DESIGNER	240,000	523,800	920,000	19,200	41,904	73,600	12,720	27,761	48,760	10,080	22,000	38,640
WEB DESIGNER	150,000	210,385	380,000	12,000	16,831	30,400	7,950	11,150	20,140	6,300	8,836	15,960

Illustrative purposes only

SOUTH AFRICA

Journalism

Annual salary, full-time employee

	ZAR			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
INTERPRETER	160,000	257,000	406,519	12,800	20,560	32,522	8,480	13,621	21,546	6,720	10,794	17,074
JOURNALIST	153,000	198,000	550,100	12,240	15,840	44,008	8,109	10,494	29,155	6,426	8,316	23,104
PROOFREADER	216,000	270,000	1,785,737	17,280	21,600	142,859	11,448	14,310	94,644	9,072	11,340	75,001
REPORTER	150,000	380,003	620,000	12,000	30,400	49,600	7,950	20,140	32,860	6,300	15,960	26,040
TRANSLATOR	180,000	540,006	2,419,243	14,400	43,200	193,539	9,540	28,620	128,220	7,560	22,680	101,608
WRITER	210,000	300,000	787,572	16,800	24,000	63,006	11,130	15,900	41,741	8,820	12,600	33,078

Illustrative purposes only

Legal

Annual salary, full-time employee

	ZAR			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
LAW CLERK	120,000	143,986	509,200	9,600	11,519	40,736	6,360	7,631	26,988	5,040	6,047	21,386
LAWYER	256,109	447,000	2,508,000	20,489	35,760	200,640	13,574	23,691	132,924	10,757	18,774	105,336
PARALEGAL	200,000	250,000	360,000	16,000	20,000	28,800	10,600	13,250	19,080	8,400	10,500	15,120

Illustrative purposes only

SOUTH AFRICA

Marketing & Sales

Annual salary, full-time employee

	ZAR			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
ACCOUNT MANAGER	240,000	320,000	550,000	19,200	25,600	44,000	12,720	16,960	29,150	10,080	13,440	23,100
BRAND AMBASSADOR	146,040	180,000	600,000	11,683	14,400	48,000	7,740	9,540	31,800	6,134	7,560	25,200
COMMUNITY MANAGER	192,000	224,186	340,000	15,360	17,935	27,200	10,176	11,882	18,020	8,064	9,416	14,280
CONTENT WRITER	192,000	240,000	420,000	15,360	19,200	33,600	10,176	12,720	22,260	8,064	10,080	17,640
COPYWRITER	210,000	250,006	553,320	16,800	20,000	44,266	11,130	13,250	29,326	8,820	10,500	23,239
CREATIVE DIRECTOR	540,000	827,273	1,300,000	43,200	66,182	104,000	28,620	43,845	68,900	22,680	34,745	54,600
DIGITAL MARKETING MANAGER	223,090	308,000	786,543	17,847	24,640	62,923	11,824	16,324	41,687	9,370	12,936	33,035
MARKETING ANALYST	240,000	337,006	595,331	19,200	26,960	47,626	12,720	17,861	31,553	10,080	14,154	25,004
MARKETING COORDINATOR	180,000	240,000	465,500	14,400	19,200	37,240	9,540	12,720	24,672	7,560	10,080	19,551
MARKETING MANAGER	248,055	400,000	1,475,607	19,844	32,000	118,049	13,147	21,200	78,207	10,418	16,800	61,975
PRODUCT MANAGER	310,121	587,641	840,000	24,810	47,011	67,200	16,436	31,145	44,520	13,025	24,681	35,280
PUBLIC RELATIONS	150,000	205,170	450,000	12,000	16,414	36,000	7,950	10,874	23,850	6,300	8,617	18,900
REAL ESTATE AGENT	187,500	209,143	550,000	15,000	16,731	44,000	9,938	11,085	29,150	7,875	8,784	23,100
SALES ANALYST	240,000	304,511	520,000	19,200	24,361	41,600	12,720	16,139	27,560	10,080	12,789	21,840
SALES ASSOCIATE	132,000	168,000	450,000	10,560	13,440	36,000	6,996	8,904	23,850	5,544	7,056	18,900
SALES ENGINEER	330,000	469,848	650,000	26,400	37,588	52,000	17,490	24,902	34,450	13,860	19,734	27,300
SALES MANAGER	135,454	300,000	424,500	10,836	24,000	33,960	7,179	15,900	22,499	5,689	12,600	17,829
SALES REPRESENTATIVE	180,000	160,000	584,155	14,400	12,800	46,732	9,540	8,480	30,960	7,560	6,720	24,535

Illustrative purposes only