

INOMICS®



Economics Job Market Report 2013 Australia and New Zealand

TABLE OF CONTENTS

I.	Methodology	04
II.	Key Findings	05
III.	Economists: Economics Job Market Outlook	08
	1. Economists: Profiles of Respondents	
	a. Demographics (Age Groups, Gender, Countries of Residence)	
	b. Professional Profile (Completed Academic Degrees, Work Experience, Type of Employers, Positions)	09
	c. Fields of Specialization	12
	2. Economists: Perspectives of the Economics Job Market	13
	a. Level of Mobility of Respondents: Professionally and Geographically	
	b. Preferences of Economists in the Job Market	15
	Important Factors for Economists when Choosing a Job	
	Preferred Employers of Economics Graduates	16
	c. Salaries of Economists: Average Salaries and Income Distribution	17
	General Overview of Salaries: Average Income of Economists	
	Experience: Income Distribution	
	Positions: Average Income	
	Average Income of Economists by Position	18
	Academic Degree: Income Distribution	19

IV.	Recruiters: Economics Job Market Outlook	20
1.	Recruiters: Profile of Respondents	
a.	Demographic and Professional Profile	
2.	Recruiters: Perspectives of the Economics Job Market	
a.	Latest Trends in the Economics Job Market: Demand and Salaries	
	Latest Open Positions for Economists	
	Fields of Specialization	21
	Minimum Education Requirement & Work Experience Requirements	22
	Range of Salaries and Average Salaries by Position	23
b.	Preferences of Employers when Choosing a Candidate	24
	The Most Important Factors when Choosing a Candidate	
	Geographic Preferences of Recruiting Institutions (Regional vs. International Applicants)	
c.	Selection Process	25
	Number of Applications per Position	
	Interviews	

What is INOMICS? A foreword

Since 1998 **INOMICS** has been providing recruiters and academic institutions in the economics job market with an effective platform to find candidates for their open professional and student positions. In turn, INOMICS has been offering students and professionals the most exhaustive online resource for their future academic career choices.

In the 15 years that we have been online, we have succeeded in accumulating a unique audience of niche professionals in economics and finance, as well as a unique network of academic, research and private sector institutions interested in recruiting professionals and students in this field. Through feedback from our users and clients, we know how important it is to have enough information about the job market to take the right career decisions and build recruiting strategies. To gather even deeper insights into the market and to make this information available for INOMICS users, last year we launched our first annual Economics Job Market Survey.

As a truly international resource, with visitors using our platform from over a hundred countries, we recognize that there are significant differences between job markets in specific regional contexts. For this reason, this year we have split our general study into eight regional reports, in addition to the **Worldwide Economics Job Market Report 2013**.

We hope that the information presented in this study and in the other regional reports will support economists in making informed career and professional decisions, regardless of their country of residence, educational level or work experience and will provide recruiters with necessary insights into the current state of the job market. If you have any suggestions or comments about this study, please feel free to get in touch with the INOMICS team and we will be happy to assist you with any queries.

Kind regards,
Andreas Hoffmann,
CEO, INOMICS GmbH

I. Methodology

The Economics Job Market Survey 2013 was conducted through an online questionnaire between April and June 2013, which was placed on the INOMICS website, a global online platform for professionals in economics and finance with more than 100,000 visits a month from 120 countries worldwide. In addition, the questionnaire was circulated through social media channels and was emailed to academic professionals in selected academic institutions. The data collected was used to compile the Economics Job Market Report 2013 – Australia & New Zealand (EJMR 2013 - Australia & New Zealand) as well as 7 [other regional reports](#), and the [Worldwide Economics Job Market Report 2013](#).

In total, 83 economists from Australia and New Zealand took part in this survey. Two different sets of questions were

designed to gain a perspective of the economics job market from the point of view of both job market candidates and recruiters. Respondents who indicated that they were involved in the recruiting process of their organization were offered one set of questions enquiring about their latest open positions, their preferences as employers and about the application and selection processes. Economists who indicated that they were not involved in the recruiting process of their organizations were asked a different set of questions concerning their professional status, salaries, specialization and preferences in the work place. As a result, the Report is split into two parts:

- (I) [Economists: Economics Job Market Outlook](#)
- (II) [Recruiters: Economics Job Market Outlook \(Australia only\)](#).

To download the other regional reports please visit [this](#) page.

II. Key Findings

Fields of Specialization

Supply, Demand & Mobility

Supply: Economists in Australia and New Zealand tend to specialize in Macroeconomics & Monetary Economics (17% of respondents) and Financial Economics (14%).

Demand: Recruiters often look for broad specialists: 25% of current open positions for economists are related to General Economics & Teaching, and another 25% to Macroeconomics.

Mobility: Only 24% of economists change their specialization field when they enter employment after their studies, which is a low figure compared to the [worldwide trend](#).

International Mobility of Economists

The job market in Australia and New Zealand is very open to foreign students and workers in economics, business and finance with 39% of Economists coming from different countries.

Preferences of Economists in the Job Market

Economists in Australia and New Zealand consider having time to conduct research to be of the greatest importance when choosing a job, followed by a friendly working environment and salary. It is one of the few regions in the world where salary is among the top-3 priorities.

Top Employers for Economics Students

Most of the economics students who participated in the survey named International Organizations/NGOs, Universities and Consultancies as their preferred type of future employer. Surprisingly, none of the respondents wants to continue his/her education further.

Value of Academic Degrees

PhD holders are the only economists in Australia and New Zealand that earn more than 95,000 US\$ per year, which suggests a high value added for this academic title.

Salaries

Average Salaries for Currently Open Positions:

Generally, incomes of economists increase gradually as they develop in their professional careers. University Professors at all seniority levels earn above 95,000 US\$ on average.

Salary Growth:

Salary growth is mostly proportional to economists' experience, as well as to which academic degrees they hold. The first significant salary increase is likely to take place after gaining at least 1 year of experience (approximately 30% hike on average). After obtaining 3 years of experience, 50% of economists in Australia and New Zealand start earning more than 95,000 US\$ per year.

Demand for Economists in the Job Market

Level of Open Positions: The majority of recent open jobs in academic field are mid and entry-level (Lecturers and Assistant Professors).

Education Requirements. All open positions (100%) require a PhD title. This can be explained by the academic nature of the jobs, but also signals that a PhD degree is a must if you want to pursue your career in the academic world.

Work Experience Requirements. 58% of all open positions require less than 1 year of experience, but it should be taken into consideration that many employers do not include experience gained during a PhD program as work experience.

Preferences of Employers When Choosing a Candidate

Selection Criteria: The most important criteria when choosing candidates for open positions is a relevant degree and research experience. This supports evidence that economists in Australia and New Zealand tend not to change their fields of specialization often. Distinct from the **worldwide trend**, quantitative skills are considered more valuable than communication skills.

Geographical Factors: As mentioned before, Australia and New Zealand are very open to foreign students and workers with 73% of recruiters having no preference over the nationality of the candidates.

Selection Process during Job Applications

Number of Applicants:

The number of applicants per position ranged from 3 to 600, with the highest competition for Assistant Professor openings (500 applicants on average).

Interview Techniques: The majority of economic organizations in Australia and New Zealand use traditional techniques such as face-to face interviews and online applications. Moreover, 64% of recruiters include interviews at the annual ASSA meetings in the selection process.

III. Economists: Economics Job Market Outlook.

1. Economists: Profiles of the Respondents

a. Demographics

64 respondents from Australia and New Zealand participated in this part of the questionnaire.

Figures 1 to 3 show a brief socio-demographic profile of the respondents.

Figure 1. Countries of Residence of Respondents

New Zealand	9	14%
Australia	55	86%

Figure 2. Age Groups of Respondents

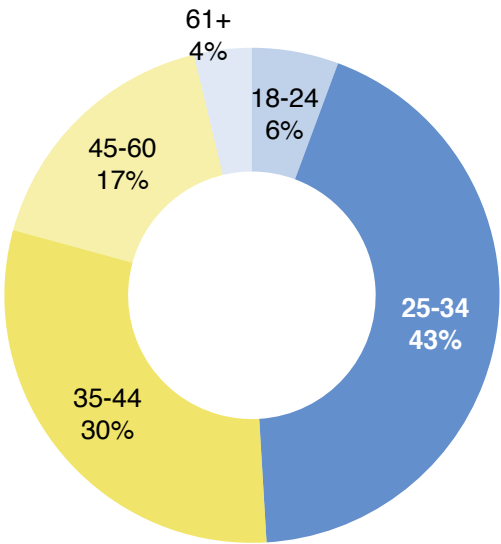
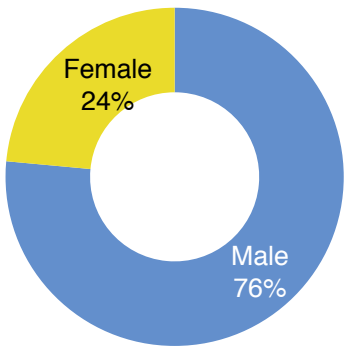


Figure 3. Gender of Respondents



b. Professional Profile

Completed Academic Degrees & Work Experience

Respondents were asked about their highest completed academic degrees. The number of PhD holders in Australia & New Zealand is the highest among all regions under consideration at 59%. Another 25% of respondents have a Master’s degree.

Our survey represents economists at different stages of their career, but mostly concentrates on those with at least 1 year of experience (92%). 31% of the respondents are experienced professionals who worked for more than 10 years.

Figure 4. Completed Academic Degrees of Respondents

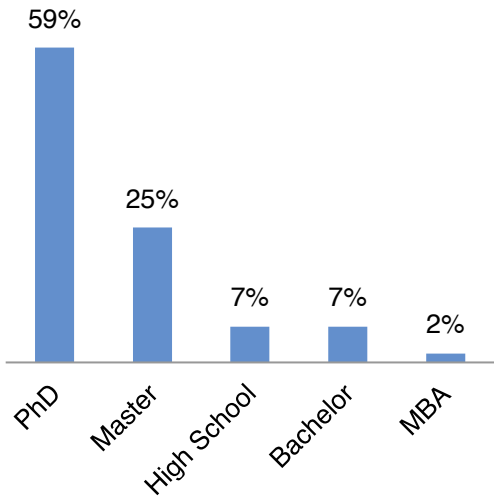
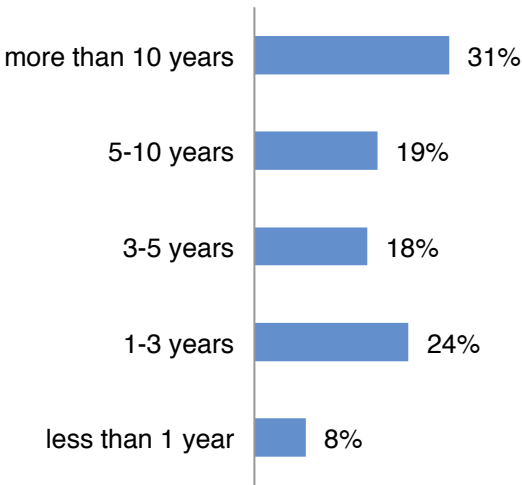


Figure 5. Work Experience of Respondents



Types of Employers & Positions

Employed respondents were asked what type of organizations they belong to, with the answers indicated below in Figure 6. A large part of the respondents in Australia and New Zealand (83%) belongs to the academic job market as they are employed at a University.

As a result, 57% of the respondents have teaching jobs (from Teaching Assistant and Lecturer to Associate and Full Professor), 30% are currently studying – either to earn their Master's or PhD degree.

Figure 6. Employers of Respondents

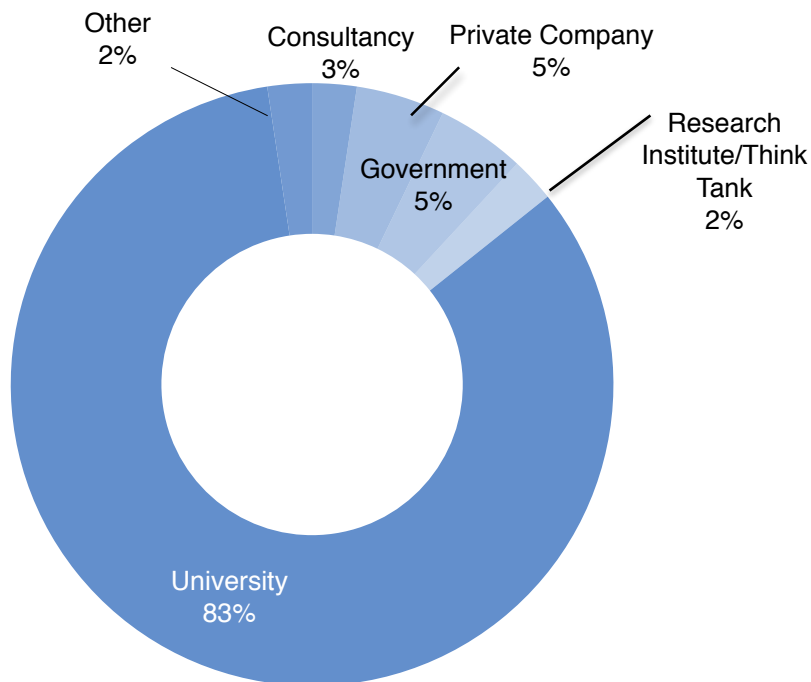
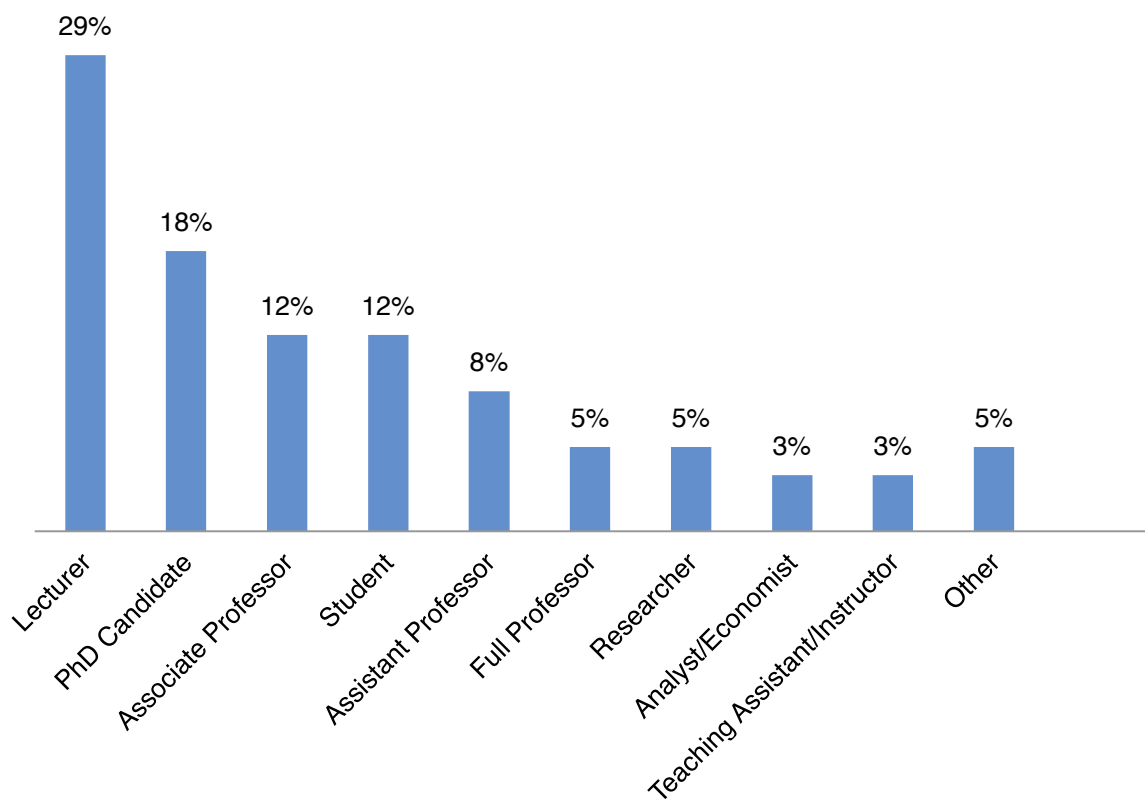


Figure 7. Positions of Respondents



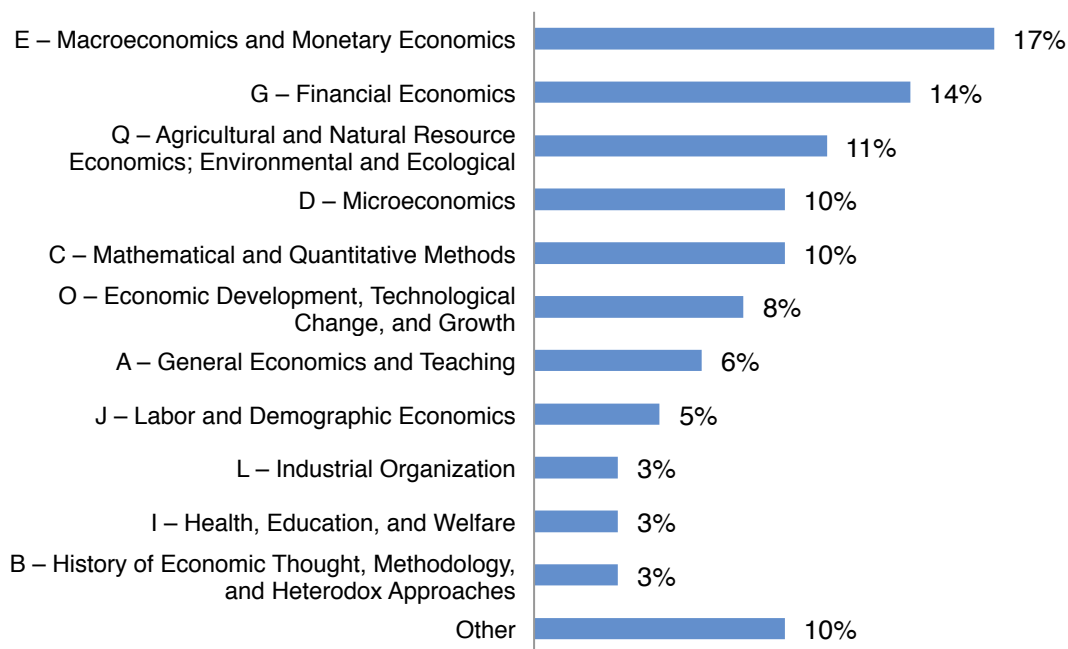
c. Fields of Specialization

Fields of Specialization Studied

Figure 8 displays the field of specialization of the respondents during their studies. Macroeconomics & Monetary Economics proved to be the most popular among economists in Australia and New Zealand

(studied by 17%), followed by Financial Economics (14%). Agricultural Economics accounts for 11%, which is the highest rate among all other regions.

Figure 8. Felds of Specialization Studied by Respondents



2. Economists: Perspectives of the Economics Job Market

a. Level of Mobility of Respondents: Professionally and Geographically

Surprisingly, very few economists in Australia and New Zealand work in a different field than the one they studied (only 24%). The rate of economists who move to Australia and New

Zealand to work/study is quite high (39%) which shows that qualified foreigners are welcome in the region.

Figure 9. Mobility Within Fields of Specialization

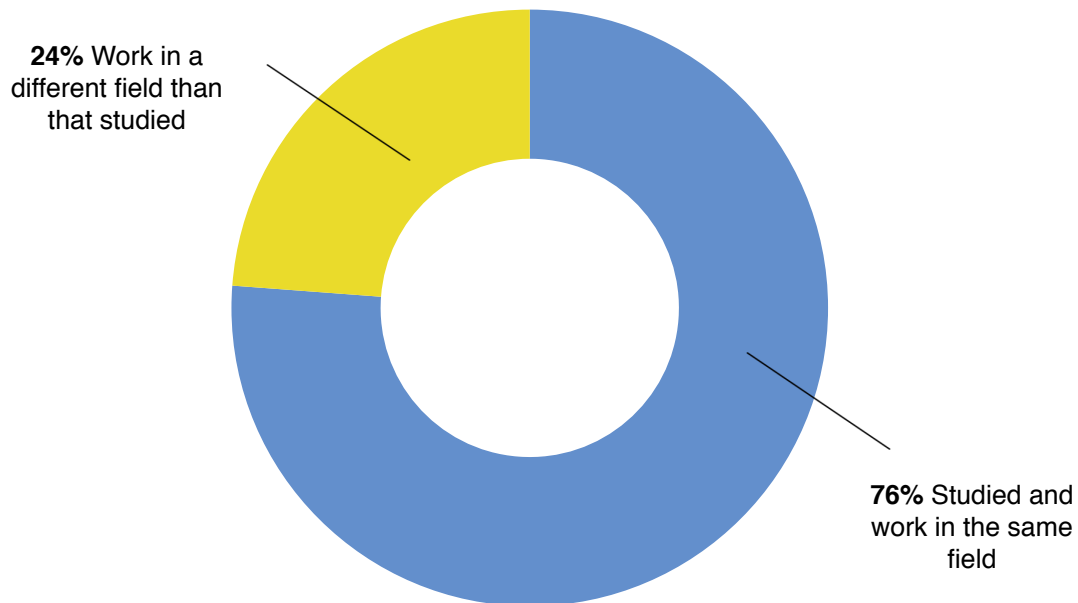
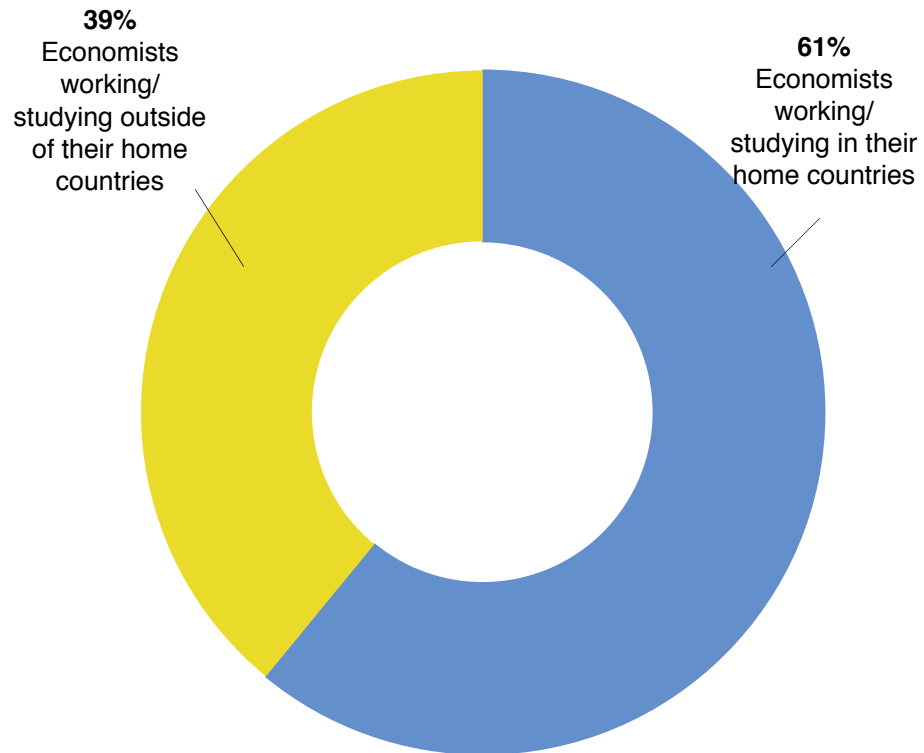


Figure 10. International Economists vs. Domestic Economists



b. Preferences of Economist in the Job Market

Important Factors for Economists When Choosing a Job

Time to conduct your own research is considered to be the most important factor for economists when choosing a job followed by a

friendly working environment. Salary is also relatively important, in comparison with other countries, and is given third priority.

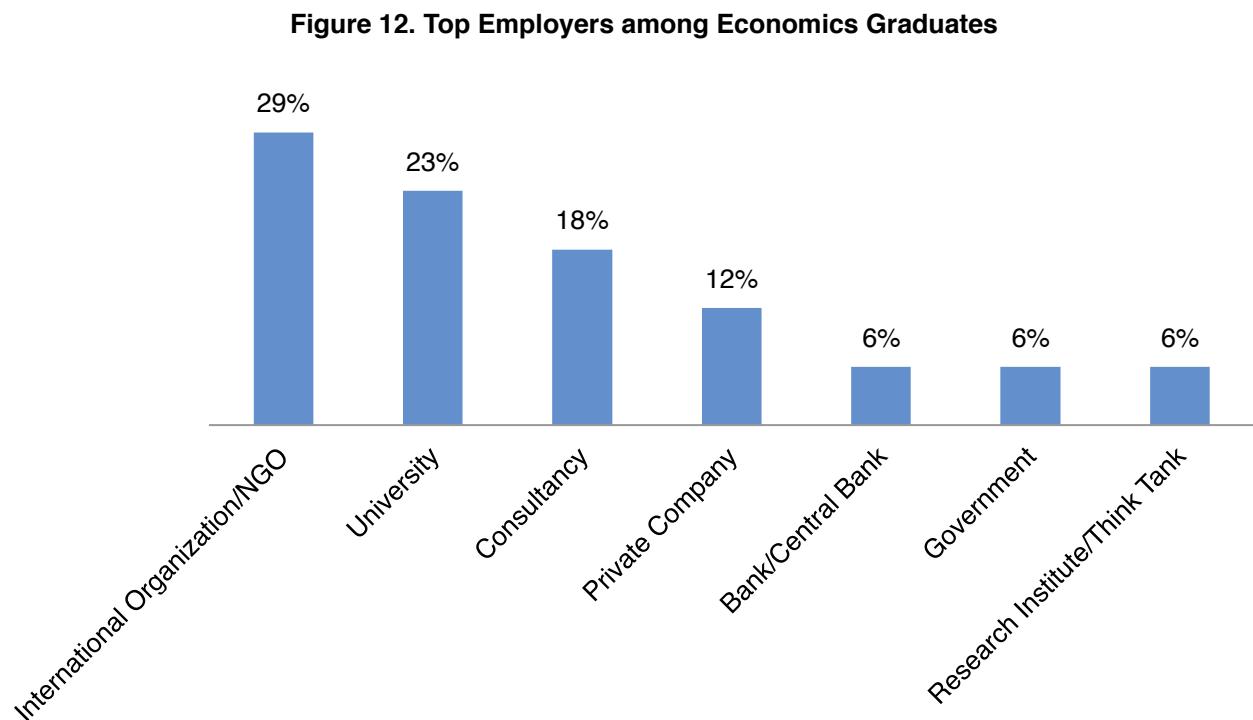
Figure 11. Important Factors for Economists When Choosing a Job
(Average score 1 to 4, where 4 is extremely important and 1 is not important at all)

Time to conduct your own research	3.29
Friendly working environment	3.24
Salary	3.07
Flexible working hours / work-life balance	2.95
Reputation of the institution	2.95
Long-term contract	2.89
Political, economical & social condition of the country (if abroad)	2.87
Fast career growth	2.75
Social impact of the project	2.69
Proximity to your family/ home town	2.35
Teaching opportunities	2.27
Extra benefits	2.04
Should be in a different country	1.85

Top Employers among Economics Graduates

Respondents who were still studying when completing the survey were asked where they wanted to work after graduation. International organizations/NGOs are the most popular among graduates-to-be, with 29% stating this as their preference. A little less than a third of

the respondents (23%) would like to work at a university while 30% want to work for a consultancy or private company (a relatively large proportion compared to other regions – [see other Regional Reports](#)).



c. Salaries of Economists: Average Salaries and Income Distribution

General Overview of Salaries: Average Income of Economists

Respondents to the INOMICS survey were asked to share information about their annual income within given salary ranges. By international standards, the income level for economists is very high in Australia and New Zealand with more than two thirds of the

respondents (71%) earning more than 75,000 US\$ per year, although this in part reflects the high education level of the respondents. To see comparisons with other countries and regions, see the [Worldwide Report here](#).

Experience: Income Distribution

Wages increase gradually with gained experience. More than 50% of the respondents with at least 3 years of experience are earning

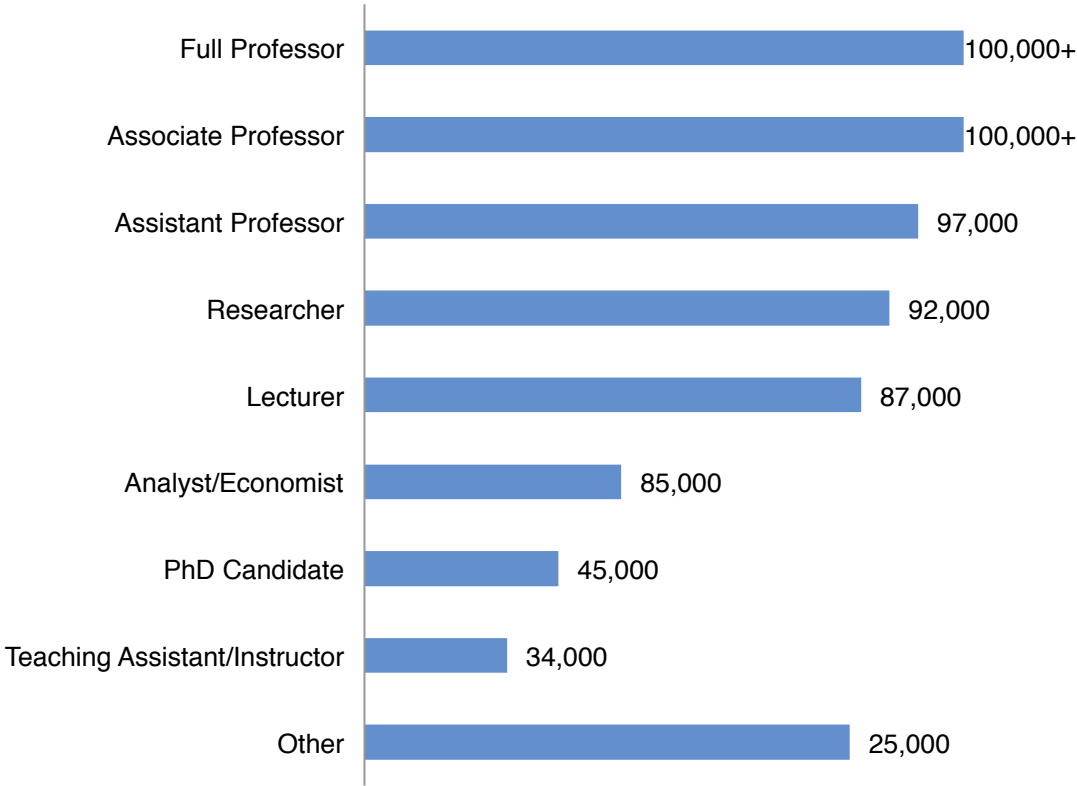
more than 95,000 US\$. Naturally, a small percent of economists with lower wages is present in every experience range.

Positions: Average Income

Figure 13 confirms that salaries in the academic field in Australia and New Zealand are generally high with Researchers earning

on average 92,000 US\$ and Professors up from 97,000 US\$ per year.

Figure 13. Average Income of Economists by Position (annual, US\$)

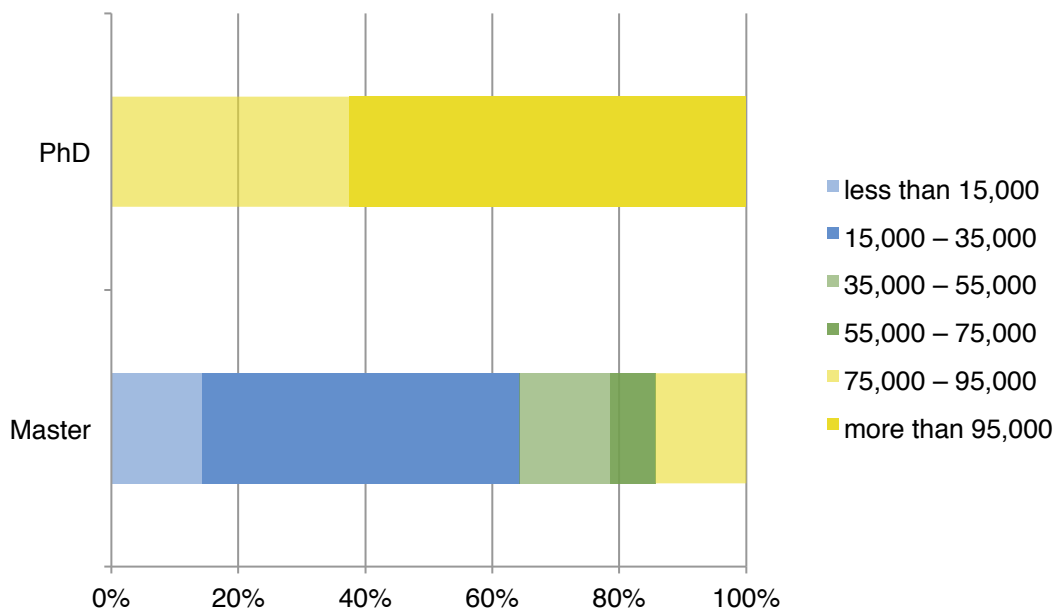


Academic Degrees: Income Distribution

As can be observed [worldwide](#), salaries are strongly correlated with the academic degrees obtained. The salary range of 75,000-95,000

US\$ is only stated for 14% of Master's degree holders. Only PhD holders earn more than 95,000 US\$ per year.

Figure 14. Income Distribution of Economists by Education (annually, US\$)



IV. Recruiters: Economics Job Market Outlook (Australia Only)

1. Recruiters: Profile of Respondents

This part of the questionnaire was completed by 18 respondents, 100% of them represent Universities, which makes

this section relevant only for academic recruitment trends.

2. Recruiters: Perspectives of the Economic Job Market

a. Latest Trends in the Economics Job Market: Demand and Salaries

Latest Open Positions for Economists

Recruiters were asked to describe the latest open position in their organization: Lecturer and Assistant Professor are the most common (27% each). Associate and Full Professor

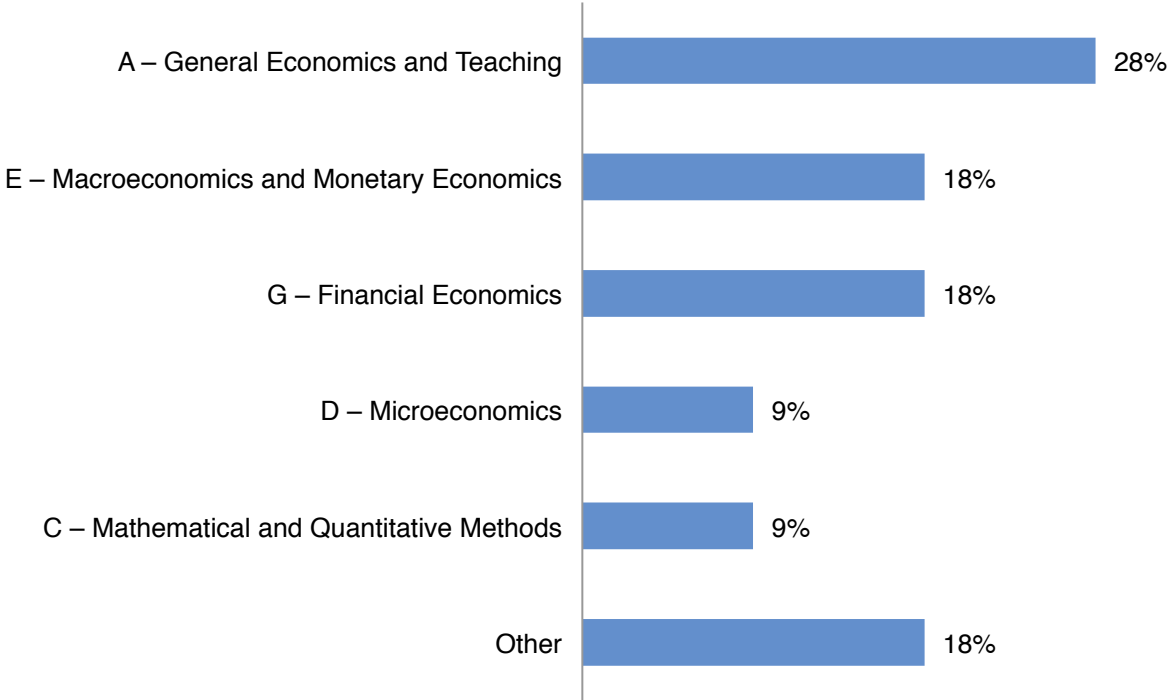
positions each account for less than 10% of the responses, as do PostDoc and Researcher positions.

Fields of Specialization

28% of Recruiters report that the latest open position is in the field of General Economics &

Teaching, which suggests that demand for broader skill-sets is high.

Figure 15. Latest Open Positions for Economists: Fields of Specialization

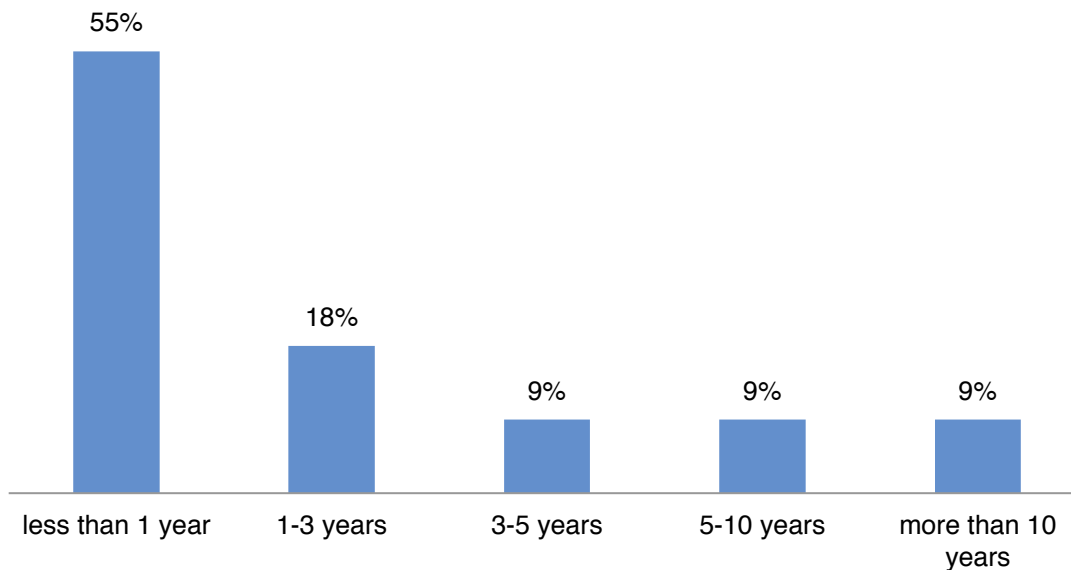


Minimum Education Requirement & Work Experience Requirements

Strikingly, all open positions (100%) required a PhD title. This can be explained by the academic nature of the jobs, but also signals that a PhD degree is a must if you want to pursue your career in the academic world. On the other hand, minimum experience

requirements are rather low: 55% of all open positions need less than 1 year of working experience. It should be taken into consideration that many employers do not include experience gained during a PhD program as work experience.

Figure 16. Minimum Work Experience Requirements for Open Positions for Economists

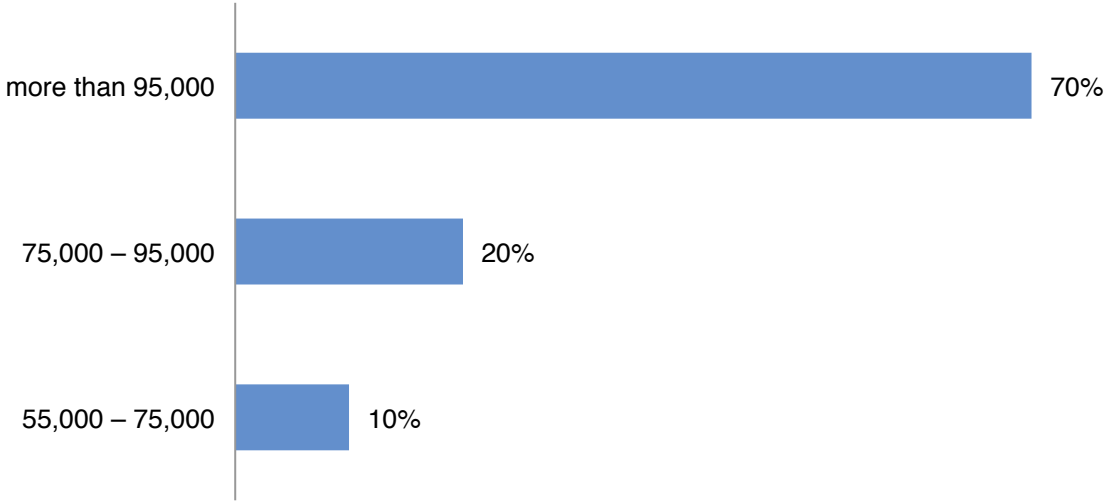


Range of Salaries and Average Salaries by Position

Salaries offered for the latest open position in Australia and are the highest among all **other regions** with no position paying less than 55,000 US\$ per year.

Average salaries for all Professorship positions (including Assistant, Associate and Full Professors) are reported to be more than 95,000 US\$ per year.

**Figure 17. Salaries for the Latest Open Positions for Economists
(annually, gross, US\$)**



b. Preferences of Employers when Choosing a Candidate

The Most Important Factors When Choosing a Candidate & Geographic Preferences of Recruiting Institutions (Regional vs. International Applicants)

Recruiters were asked to rate the most important factors for their decision when choosing a candidate. A relevant degree and good recommendations were given the first and the third priority respectively. In contrast to the low working experience requirements identified in the previous section, research experience is very important for recruiters. Distinct from the **worldwide trend**, quantitative

skills are more valuable than communication skills.

Australia is very open to foreign economists with 70% of recruiters having no preference over the nationality of the candidates. Another 30% of open positions specifically prefer an international applicant.

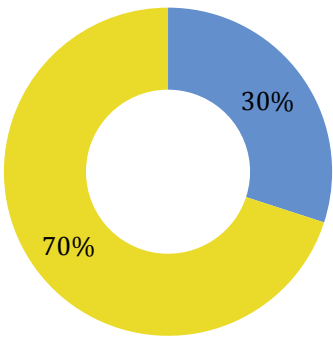
Figure 18. Important Factors when Choosing a Candidate

(Average score 1 to 4, where 4 is extremely important and 1 is not important at all)

Relevant degree	3.73
Research experience	3.64
Good recommendations	3.45
Quantitative skills	3.45
Experience at a reputable institution	3.27
Communication skills	3.20
Degree from a top university	3.18
Awards and distinctions	2.09
Experience in the private sector	1.64

Figure 19. Geographical preferences of Recruiting Institutions
(National vs. International Applicants)

■ International ■ National ■ No preference

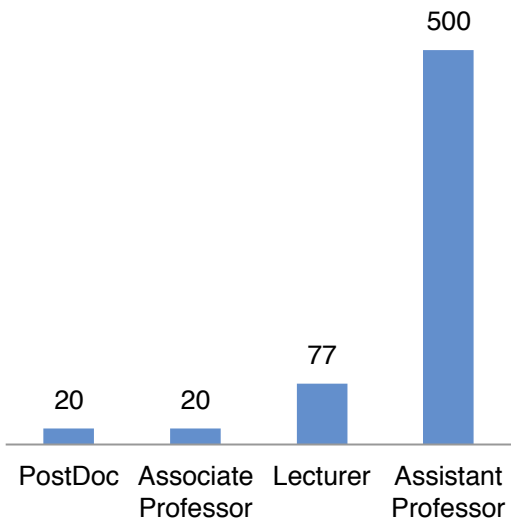


c. Selection Process

Number of Applications per Position

The number of applicants per position ranged from 3 to 600, with the highest competition for Assistant Professor (500 applicants on average).

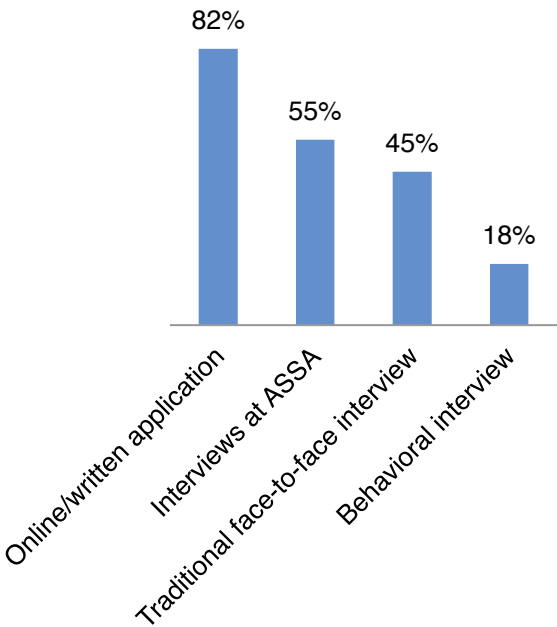
Figure 21. Average Applications per Position



Interviews and Specifics by Country

Figure 22 shows the techniques that are most used in the application and selection process in Australia. The majority of the open positions (91%) require an online/written application, 64% of recruiters include interviews at the annual ASSA meetings in the selection process.

Figure 22. Application Process in Economics Institutions



INOMICS is a global platform for academics and professionals in economics and finance, catering for the needs of those looking for the next step in their career advancement, be it a new job, a specialist conference, or a professional training course.

INOMICS is the most comprehensive online resource with the largest offer of jobs, academic conferences and courses in economics and finance. Our mission is to provide maximum choices and information to our users to support their informed decisions in relation to the economics job market and their personal career choices. Join an expert community of over 100,000 economics and finance professionals from all over the world on inomics.com



