

# QUARTERLYFIT

## Issue # 79 | January – March 2026

As 2026 gets underway, there are early signs that the market is beginning to lift. We're seeing more hiring conversations start sooner than they have over the past couple of years, and recent data supports that trend. According to the job board Seek, there have been several consecutive months of growth in job advertising through the second half of 2025, with volumes finishing the year higher than the same period a year earlier. It's not a full rebound, but there is a noticeable improvement in confidence.

One area coming through strongly is sales recruitment activity. This is often one of the first indicators that the market is starting to strengthen. As confidence begins to lift, organisations are reassessing their sales capability and hiring where needed to ensure their teams are well resourced as conditions improve.

We've focused the salary guidance in this issue of *QuarterlyFIT* on sales and revenue-focused roles. We've successfully recruited a number of sales professionals already this year and continue to meet high-quality candidates who are ready for their next step. If you're considering hiring into your sales team, please get in touch - we'd be delighted to assist.

This issue also includes practical guidance on assessing culture fit beyond the CV, managing counter-offers, and setting new hires up well in their first 90 days, all areas that can have a lasting impact on business performance.

Best wishes for the year ahead, and thank you for your continued trust in Eclipse. We look forward to working with you throughout 2026.



Best wishes

A handwritten signature in black ink that reads "Lisa".

**Lisa Hill**

Managing Director

# In This Issue



## Recruitment Insider

*Advice & insights to help find the right fit*

This quarter's *Recruitment Insider* articles focus on assessing culture fit for your business, looking beyond the CV. We also cover counter offers and considerations for both employers and employees.



## People & Culture

*Fresh HR thinking for today's workplace*

In this issue, our *People & Culture* articles focus on strengthening team engagement and making the first 90 days count for new team members.



## Salary Guidance

*Up-to-date market salary information*

Sales and revenue-focused roles play a critical part in business growth. In this edition, we share current salary guidance to support planning and hiring decisions.



## Legislation & Compliance

*Employment & immigration law updates*

There are a few employment and payroll changes to be aware of as the year gets underway, including updates to KiwiSaver contributions and the minimum wage. We also look at the year ahead in immigration and what employers can expect.

# Recruitment Insider



## Beyond the CV - Assessing Cultural Fit

A strong CV can tell you a lot: qualifications, career progression, and technical capability. What it can't tell you is how someone will show up day to day inside your organisation.

Cultural fit is one of the most talked-about aspects of hiring, and one of the most misunderstood. Done poorly, it becomes vague, subjective, or code for "they seem like us". Done well, it's one of the strongest predictors of long-term success and retention.

The key is moving cultural fit out of the "gut feel" category and into something practical and observable.

[Read the full article here](#)

## Counter Offers - Both Sides of the Story

Counteroffers are one of the most emotionally charged moments in the recruitment process.

An employee resigns. An employer is surprised. A quick offer is made: more money, a new title, promises of change. Everyone is trying to do the right thing, often under pressure and with limited time to think things through.

From the outside, a counteroffer can look like a simple solution. In practice, it's rarely that straightforward.

[Continue reading here](#)

# People & Culture



## Team Engagement

Small, thoughtful actions can have a significant impact on how supported and connected your team feels. When people feel connected, they're more likely to stay engaged, collaborate well and contribute their best. [Read on](#) for a range of ideas to build morale and help your team feel connected.



## The First 90 Days - Make It Count

The first 90 days shape how a new team member settles in, builds confidence and understands the role and the business. Getting this right supports engagement and performance from the outset. [Read on](#) for practical ways to make those early months count.

# Salary Updates & Insights



## Salary Guide | Sales, Account Management & BDM Roles

Industry, company size, role design, and performance expectations all influence sales salary levels. What a sales role looks like in a growing SME can be quite different from the same title in a larger organisation, and remuneration reflects that.

Role content also plays a part. A business development manager focused on new business will sit differently in the market from a key account or relationship-led role, even where job titles sound similar. Based on what we're seeing in the New Zealand market in 2026, here's an overview of typical salary ranges across common sales positions.

[Read the full article on our website...](#)

# Legislation & Compliance

## Immigration - The Year Ahead in Immigration

*Paul Janssen - Manager, Turner Hopkins Services*

The last few years within the immigration space have seen significant change, particularly within the Accredited Employer Work Visa (AEWV) framework. Immigration New Zealand (INZ) is now applying a higher level of scrutiny to job checks and the final AEWV application itself. As a result, being well prepared in advance and ensuring applications are submitted correctly has never been more important.

[Continue reading here...](#)

## Employment Law Updates

A few employment and payroll changes are worth being aware of as we head into 2026.

**KiwiSaver Increases** - From 1 April 2026, the default KiwiSaver contribution rate for both employees and employers will increase from 3% to 3.5%. This is part of a staged increase, and employees who are unable to afford the higher contribution can apply for a temporary contribution rate reduction. Where a valid reduction certificate is provided, employers are required to apply the reduced rate through payroll.

**Minimum Wage Increases** - From the same date, the adult minimum wage will increase to \$23.95 per hour, with the starting-out and training wage rates increasing accordingly (to 80% of the adult rate). Employers should ensure payroll systems are updated and that all employees are being paid at or above the applicable minimum wage for their role.

**Employee Remuneration Disclosure** - Recent employment law changes have also strengthened employee protections around pay discussions. Employees are legally entitled to discuss or disclose pay information, and employers must not disadvantage employees for having these conversations. This is an area where policies and manager awareness are worth reviewing.

**Holidays Act Reform** - Finally, work is continuing on reforming the Holidays Act 2003, with the intention of simplifying leave entitlements and calculations. While no changes are in force yet, this is an area employers should keep an eye on. Until new legislation is introduced, current holiday and leave rules continue to apply. For detailed information, the following government websites are reliable reference points: [Employment New Zealand](#), [Ministry of Business, Innovation & Employment](#)



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## Our Services

Permanent Recruitment  
Temporary Recruitment  
Candidate Skills & Aptitude Testing  
Interview Coaching

We connect businesses with standout candidates across a wide range of roles. With experienced recruiters, local knowledge, and a commitment to personal service, we help you recruit with confidence. Our Services include:

[Read more about us here...](#)

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## Roles We Recruit

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[Sales and business development](#)

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### Client Testimonial

In the last 12 months, we have engaged with Eclipse to fill a couple of key roles. We found the team to be communicative, actively listened to our needs for the role and team fit, which made the process seamless. Our latest recruits have fitted in well with great follow-on candidates after they started. We have no hesitation in recommending Eclipse to help any business fill active roles.

***Glenys, National HR Manager***

For further market updates, salary information or a general discussion on what the business and recruitment landscape looks like right now, we would love to hear from you.

Lisa Hill - Managing Director

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