

UPDATED FOR 2026 · MONTHLY AUD · FULLY INCLUSIVE

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# 2026 Offshore Salary Guide

Real monthly benchmarks for offshore roles, side by side with comparable onshore totals. Plus the data security questions to run past any provider before they touch your systems.

## One monthly figure. Everything included.

Every offshore figure in this guide is a fully inclusive monthly rate in Australian dollars. It covers the team member's salary, secure infrastructure, IT, payroll, HR support, and compliance. One monthly invoice, no hidden line items, no surprise on-costs.

The onshore comparison is an indicative all-up total for a comparable role: base salary plus superannuation, on-costs, and recruitment amortisation. Onshore totals vary by location and seniority; methodology notes are on page 3.

| ROLE                        | OFFSHORE (INCL. ALL) | COMPARABLE ONSHORE TOTAL | SAVING      |
|-----------------------------|----------------------|--------------------------|-------------|
| Level 1 Service Desk        | <b>\$2,400 / mo</b>  | \$6,800 / mo             | <b>-65%</b> |
| Customer Support Officer    | <b>\$2,550 / mo</b>  | \$6,900 / mo             | <b>-63%</b> |
| Executive Assistant         | <b>\$2,650 / mo</b>  | \$7,200 / mo             | <b>-63%</b> |
| Digital Marketing Assistant | <b>\$2,700 / mo</b>  | \$7,000 / mo             | <b>-61%</b> |
| Bookkeeper                  | <b>\$2,800 / mo</b>  | \$7,500 / mo             | <b>-63%</b> |
| Graphic Designer            | <b>\$3,100 / mo</b>  | \$8,400 / mo             | <b>-63%</b> |
| System Administrator        | <b>\$3,800 / mo</b>  | \$10,200 / mo            | <b>-63%</b> |
| Fullstack Developer         | <b>\$5,200 / mo</b>  | \$13,500 / mo            | <b>-61%</b> |

### Role families we place

Benchmarks above are our most requested roles. We recruit across six families; rates for specific roles and seniority levels are quoted against your brief.

#### Administration and operations

Admin, data entry, office management, order processing, invoicing. From \$2,400 / mo.

#### Finance and accounting

Bookkeepers, payroll officers, accounts support. From \$2,800 / mo.

#### Customer service and sales

Support officers, digital receptionists, sales assistants. From \$2,550 / mo.

#### Marketing and creative

Marketing assistants, designers, content support. From \$2,700 / mo.

#### IT and service desk

Level 1 service desk, system administrators. From \$2,400 / mo.

#### Software development

Developers and technical specialists. From \$5,200 / mo.

# How to read these numbers.

## Offshore figures

Offshore rates are Umbrella Talent's fully inclusive monthly pricing for a dedicated, full-time team member recruited to your brief. They include salary at fair local market rates, our secure work environment, equipment and IT, payroll, HR support, and ongoing compliance management.

## Onshore comparisons

Onshore totals are indicative all-up employment costs for a comparable metro role: base salary, superannuation, leave loading and on-costs, plus recruitment cost amortised over the first year. They are drawn from published Australian salary data and our own placement experience. Your market may sit above or below these figures; treat them as directional, not as a quote.

## What a dedicated team member means

Every placement works exclusively for your business, in your systems, on your hours. No shared staff, no juggling five clients, no anonymous pool.

**Timelines:** most roles can be filled and security-cleared in as little as 10 working days. Specialist and senior roles vary with brief complexity. Your time investment through recruitment is about 3 hours.

## What is inside every placement

### Recruitment to your brief

Sourcing, screening, and shortlisting against your role definition, not a keyword search.

### Secure work environment

Staff operate on your data inside our locked-down environment. It never sits on their device.

### Payroll, HR and equipment

Local employment, payroll, HR support, and hardware handled end to end by us.

### Compliance management

Structured onboarding with documented data handling protocols and annual compliance reviews.

## 12 data security questions to ask any offshore provider.

The savings only matter if your client data survives the arrangement. Put these to any provider you evaluate, including us.

- 01 Where does our client data physically live while your team works on it?
- 02 Can your staff download, copy, or print our files? What blocks them technically, not just contractually?
- 03 What happens to access on the day a team member resigns?
- 04 Are USB ports and personal cloud drives blocked on work devices?
- 05 Is every session logged and auditable? Can we see the logs?
- 06 Which subcontractors touch our data, and in which countries?
- 07 How do you help us meet our APP 8 obligations under the Privacy Act?
- 08 Who is contractually accountable if your staff cause a breach?
- 09 Which security certifications do you hold, and can we see the current reports?
- 10 How quickly would you notify us of a suspected incident?
- 11 Will our team member work exclusively for us, or be shared across clients?
- 12 Where are your backups stored, and who can restore them?

**Why this matters, legally:** under the Privacy Act 1988 (APP 8), your business remains accountable for personal information handled overseas on your behalf. If your provider breaches the Australian Privacy Principles, the law treats it as your breach. That applies even if you took reasonable steps, and even if the breach came from your provider's subcontractor.

Umbrella Talent is SOC 2 Type II audited, with an ISO/IEC 27001:2022 external certification audit in progress. Staff work inside a secure environment where client data never lands on their device: downloads blocked, USB blocked, every session audited, access revoked the day a role ends.

## NEXT STEPS

# See what your roles would actually cost.

Benchmarks tell you what the market looks like. Your number depends on your roles, your budgets, and how ready your business is to hand work across.

## 1. Take the Outsourcing Benchmark Assessment

Ten questions, five minutes. A personalised scorecard with your potential savings per role in real dollars, the hours you could hand off each week, and an honest readiness score.

**[umbrellatalent.com.au/oba](https://umbrellatalent.com.au/oba)**

## 2. Talk it through with our founder

Thirty minutes, no price sheet theatrics. The conversation starts with your obligations, your data, and your roles. You will leave knowing which of your roles offshore well, what a compliant setup looks like for your industry, and what it costs, all in.

**[meetings-ap1.hubspot.com/umbrellatalent/adam](https://meetings-ap1.hubspot.com/umbrellatalent/adam)**

## Offshore talent. Australian standards. No compromises.

Umbrella Talent builds dedicated offshore teams for Australian businesses in legal, accounting, healthcare, and financial services.

**[umbrellatalent.com.au](https://umbrellatalent.com.au)** · [hello@umbrellatalent.com.au](mailto:hello@umbrellatalent.com.au) · 1300 557 770 · Level 4, Heritage Lanes, 80 Ann St, Brisbane QLD 4000

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