

# **PROJECT SERVICES Q4 MARKET REPORT 2023**

# OVERVIEW

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**The final quarter of the financial year has sprouted some hope that the uncertainty surrounding the tech sector in Australia may be clearing, and that some green shoots are starting to grow.**

Whilst I'm not suggesting that the Project Services sector has rebounded or is back to where it was 12 months ago in terms of opportunities, I can say that there are organisations of all types slowly coming back into the market. It seems we are in a very gradual recovery and not one that will be plain sailing by any means.

## **Jobseekers in Q4**

Job seekers have without a doubt had to have a lot of patience and resilience as they've navigated the Project Services Market over the last few months. Folks who would have ordinarily been in the market for a week or two are still finding themselves on the hunt for three to four weeks. This is fairly common right now.

It's important to take a meaningful and thoughtful approach to finding a new role in the current market conditions. Make sure you know how to sell yourself and that you are aligning yourself with the right types of opportunity.

## **Hiring Organisations in Q4**

The narrative around ongoing redundancies has promoted a misconception within the project services market. Hiring organisations have come to believe that hiring is easy, due to an influx of available talent. Whilst redundancies have meant there are more job seekers in the market, there certainly isn't an abundance of people out of work with unemployment at 3.5%.

What has become more difficult over the last 3 months is headhunting people out of roles they are currently in. People have become a little hesitant to move given the perceived uncertainty in the market.

What this actually means on the ground for organisations who are hiring is that there isn't a particularly large talent pool to recruit from. It appears that there is a high percentage of hiring organisations who are failing to recruit.

## **Q1 Outlook and Beyond**

It is a commonly held belief in the Project Services market that the shift into a new financial year tends to mean that there will be more opportunity out there for job seekers in the space. Whilst that tends to be true, the new financial year is unlikely to feel significantly different.

Organisations I've spoken to in the lead up the new financial year are optimistic about their ability to hire, but will not be rushing into the market. Speaking with hiring organisations across Australia daily has brought me to the conclusion that there will be a gradual increase in demand for Project Services professionals over the next 6 months which will be linked to the approval of new projects and initiatives.

# OVERVIEW CONTINUED

## Salaries & Market Rates

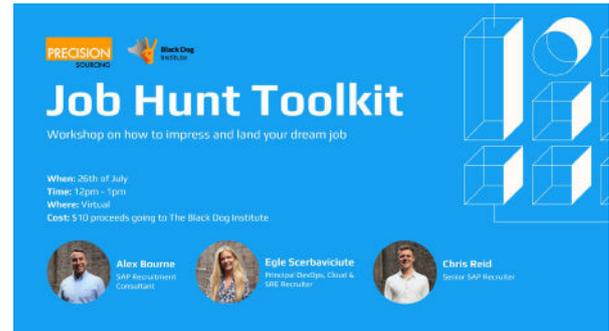
Lots of people are trying to gauge where rates are sitting currently. The truth is, it's a fluid situation and is constantly changing. Check our rate guide below for a benchmark. Keep in mind, it's entirely possible to find roles paying above and below this guide for any given role.

Role	Salary	Daily Rate
Agile Coach	\$180K-\$200K Base + Super	\$1000 - \$1200
Scrum Master	\$160K-\$180K Base + Super	\$850 - \$1050
Agile Delivery Manager	\$180K + Super and above	\$900 - \$1100
Product Owner	\$160K + Super and above	\$900 - \$1050
Project Manager	\$180K + Super and above	\$850 - \$950
Senior Project Manager	\$165K + Super and above	\$900 - \$1050
Program Manager	\$180K + Super and above	\$1100 - \$1300
Change Analyst	\$130K + Super and above	\$650 - \$800
Change Manager	\$160K + Super and above	\$900 - \$1000
Senior Change Manager	\$180K + Super and above	\$1000 - \$1200
Functional Business Analyst	\$160K + Super and above	\$850 - \$1050
Tech Business Analyst	\$150K + Super and above	\$850 - \$1050
Lead Business Analyst	\$170K + Super and above	\$900 - \$1150

## Job Hunt Tool Kit

Are you back in the market looking for a role or maybe thinking about making a move soon? It can be daunting, especially for those who haven't done it for a while.

Our Job Hunt Toolkit is a 1 hour webinar that helps job seekers to learn how to optimise LinkedIn to support your job search, write a great CV and nail an interview. If you'd like to attend a session please register [here](#).



## Lots Of Exciting Things Happening

We are in the middle of organising our own event which we are planning to host in October 2023. It's early stages but, keep your eyes peeled for more information coming in the next couple of months.

We also launched a new podcast series called "The Sprint" which is focussed on bringing leaders from the agile and product community together to share their thoughts, views and experience on all things agile and product.

If you have a particular topic or area of interest you'd like to see us cover, or, that you'd like to speak on, please reach out to Kris via [Kris.Coulthard@precisionsourcing.com.au](mailto:Kris.Coulthard@precisionsourcing.com.au)