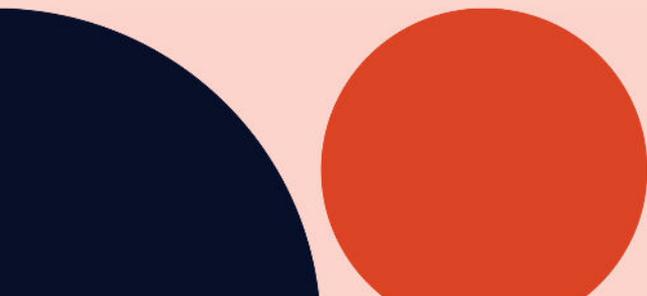




Q1 DATA QUARTERLY MARKET REPORT 2024



OVERVIEW

It will come as no surprise to most that the market has changed. It is noticeably slower and there are a lot of data professionals out there feeling the impact. There is uncertainty due to redundancies, projects being put on hold, contractors finding it more challenging to find their next contract and the competition is increasing in recruitment processes.

The recruitment market feeds into what is happening in the economy – interest rates are high and consumer spending is low. This is not to fear monger, it is a fact. The change in the economic climate could mean a recession in the next year, following how the UK and US markets have been performing.

Many organisations benefited from the pandemic by banking a lot of cash. The change is they are now keeping their purse strings closed and being cautious with how, and what, they spend. There is a significant appetite for data in the market and projects in the pipeline which need to be completed, as they are essential for organisations to stay on the front foot. They will need to start before EOFY (June/July 2024).

Most of the market is predicting the holding pattern will last about 3- 6 months before the data projects start kicking off. It will most likely be contractors that are needed for them as they will be a quick and efficient option to meet deadlines. When the uptick from a downturn happens, we often see contract opportunities hit the market in bulk.

What the Data Team can Tell you About the Market

A slow start to Q1 however the back end of the quarter has been busier, more vacancies coming in from clients and projects kicking off.

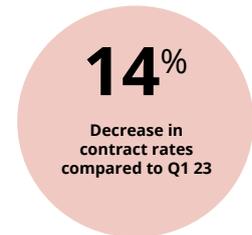
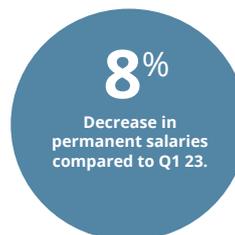
The hybrid working model is now requiring most data professionals to have some form of face time in the office. What we are seeing most is: 1-2 days WFH for permanent employees and 3-4 days WFH for contractors.

The main reason organisations are getting people back in is to benefit new team members or juniors who joined following the pandemic, as they need to have L&D opportunities and mentoring from others.

WFH does provide seniors or long-standing team members with more flexibility however, it is impacting the next generation of employees.

The anomaly is niche roles, where they would consider fully remote working (within Australia or NZ).

Data Governance is a growth area as organisations have come to terms with how important Data Management and Information Management is for their data. The organisations outside of Financial Services and Education are expanding in this space.

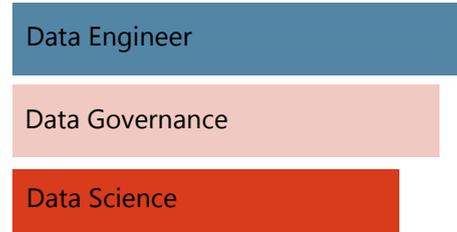


QUICK FACTS

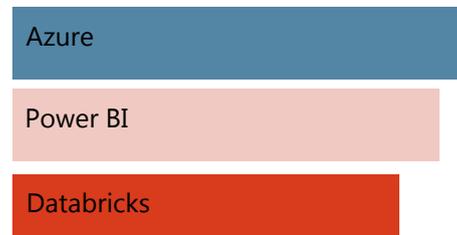
Market Salaries & Rates

Role	Salary	Daily Rate
BI Developer	\$100K-\$130K Base + Super	\$700 - \$900
Senior BI Developer	\$130K - \$165K Base + Super	\$900 - \$1100
BI Analyst	\$80K - \$115K Base + Super	\$700 - \$900
Senior BI Analyst	\$120K - \$150K Base + Super	\$900 - \$1100
Data Engineer	\$100K - \$150K Base + Super	\$900 - \$1200
Senior Data Engineer	\$160K - \$180K Base + Super	\$1200 - \$1400+
Data Architect	\$160K - \$220K Base + Super	\$1300 - \$1400
ML Data Engineer	\$110K - \$160K Base + Super	\$1000 - \$1200
Senior ML Data Engineer	\$165K - \$200K Base + Super	\$1200 - \$1400
Tech BA	\$140K - \$160K Base + Super	\$800 - \$1000
Data Scientist	\$120K - \$150K Base + Super	\$900 - \$1100
Senior Data Scientist	\$150K - \$190K Base + Super	\$1100 - \$1400
Lead Data Scientist	\$190K - \$210K Base + Super	\$1400+
Analyst	\$80K - \$120K Base + Super	\$800 - \$1000
Senior Analyst	\$120K - \$140K Base + Super	\$1000 - \$1100
Data Governance Analyst	\$100K - \$120K Base + Super	\$600 - \$900
Senior Data Governance Analyst	\$130K - \$150K Base + Super	\$900 - \$1100
Data Governance Manager	\$170K - \$200K Base + Super	\$1100 - \$1300+

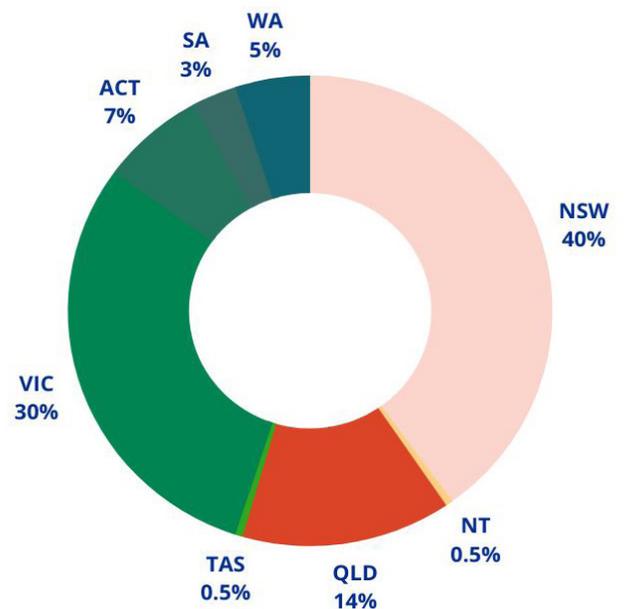
Roles In Demand



Skills In Demand



Hires Per State



Recruiter of the Quarter



Emily Nota

Emily has just come back from a relaxing european holiday and is all hands on deck with Data & Analytics roles. If you're in search for your next role get in touch with Emily [here](#).

TIPS FOR CLIENTS & CANDIDATES

Recommendations to Clients

Now is the time to take advantage of the top talent being available. Some of the best data professionals are on the market as the economic climate is proving more difficult for them to secure another role (less vacancies, more candidates).

Comparison in a recruitment process, do not fall into the trap! Whilst it may seem like the right idea due to there being more candidates, it often results in an unwanted outcome. If you meet a candidate you love, chances are someone else will love them too, and if you're slow, they will get snapped up. Just not by you. When recruiting for niche data skill sets, looking for someone else to compare with risks you losing the potential hire, impacting your project in the long run.

It is challenging to get budget for new hires right now. We are seeing a lot of organisations considering internal resources or making do with what they have in the team. However, this is not sustainable and can sometimes mean the right skill sets and experience are not in the team, which can cause problems in delivering on projects. Upskilling your team by investing in training is the best advice we can give if your budgets are small.

Recommendations to Candidates

Preparation is key in this market when sending your CV, attending interviews and when applying for roles. Here are some tips:

- Use spell check for any grammatical errors in your CV.
- Research the company and interviewers before going in for the interview, don't go in without knowing the basics.
- Make sure you have read the job description thoroughly and can compare your background to the role.
- Ask for help in preparing answers to common questions.

Interview face to face when you can. This could be time consuming or daunting however you are 70% more likely to get the role rather than on a virtual interview.

Use ChatGPT where you can to your advantage! Whether preparing your CV or preparing how to answer questions.