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PRECISION  
SOURCING

# Q3 2024

# DATA

## Market Report

by

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## PROCEED WITH CAUTION...

A punchy and unnerving statement, I know but that's how it has felt! I'll explain in further detail as to why. Before I go into explaining "proceed with caution", I thought it might be helpful to acknowledge some more positive aspects in the Data market that we've noticed over the last few months.

PRECISION  
SOURCING

### SOME POSITIVE SIGNS:

- There has been an uplift in new vacancies going to market, in comparison to Q2.
- Salaries and rates have stabilized.
- The number of contract roles on the market has been progressively on the rise since the beginning of Q2.
- Hiring managers are starting to see wins from months of hard work pushing for headcount approval (either contract or perm).
- Businesses are beginning to staff projects now, rather than limited to a role-by-role basis.
- AI has been acting as a role generator rather than a role taker, (a caveat that this area is new so we will be noticing quick changes as this next quarter evolves).

## THE HURDLES YOU MIGHT BE EXPERIENCING:

- Extra precaution when hiring, which is causing delayed feedback times and next steps.
- 100's of applications are the norm, leaving hiring teams/managers having to sift and screen through mass applications, to find out 90%+ of applications are not suitable.
- The volume of applications is causing businesses to lose out on top talent.
- Permanent roles are taking 4-6 weeks to complete the process, and these were historically 3-4 weeks.
- Niche positions within AI, Data Science and Data Engineering/ML have been open for 3-4 months, with 20-30 interviews taking place because of the push to use internal avenues first (naturally).
- Contract roles are no longer 1 round interview. So far in 2024, 2 is the average with some businesses conducting 3 round interview processes, for 3-month ++ contracts.
- Companies are trying to do more with less, while trying to find the cheapest way to deliver necessary outcomes.
- Businesses are keeping their cards close to their chest when it comes to transparency about what's happening internally.
- People who are pivotal to hiring processes are also uncertain of who gets the final call on hiring vs not hiring, and only find clarity at the pointy end of the process, when sometimes it's too late.
- AI is becoming more of a blanket term in the market. Tread carefully when hiring with this title or titling yourself with it. It can mean so many different things to different people.

Now you can see why I exercised the word caution, right?! There's a lot of noise/loose ends/bits up in the air/change. That said, "Where there's chaos, there's opportunity", is becoming highly applicable. We need to be aware of the above hurdles but also hold onto the fact that things will start to level out as 2024 develops. Simple guidelines for anyone in the data market right now: be as transparent as you can, know what you want, know how you can get there and don't forget that the data market is heavily relationship driven. Interpret that however you will.

### TOOLS/TECHNIQUES IN DEMAND:

Snowflake

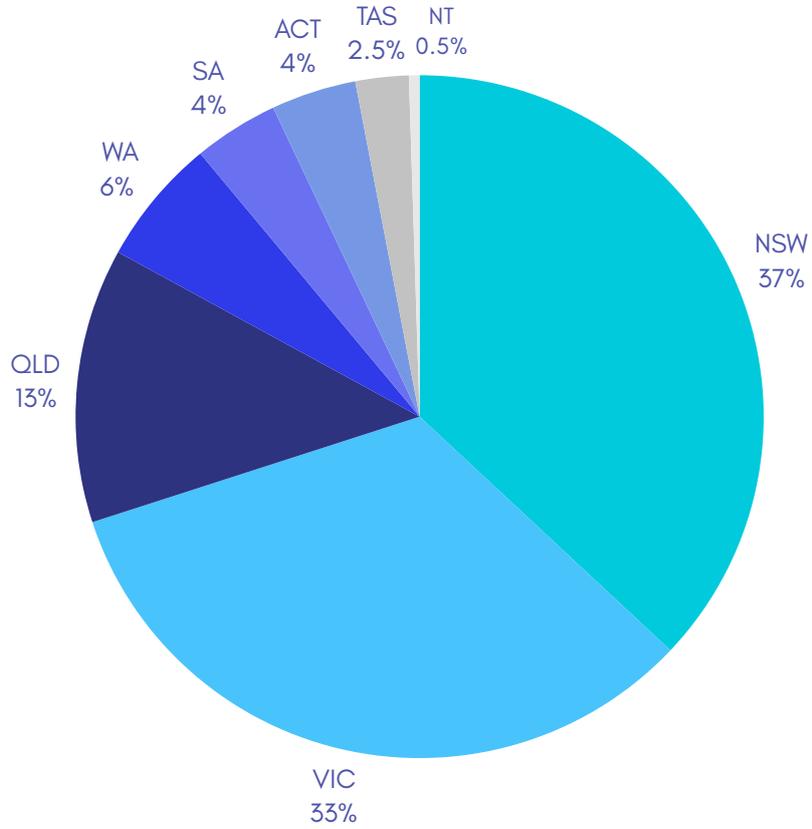
Azure/ AWS

Data Modelling Experience

NLP/LLM

Python

### HIRING STATES:



### JOB TITLES IN DEMAND:

Data Engineer

Analytics Lead

Principal/Lead Data Scientist

Data Governance



\*NB: Data Governance has been creeping up close to the top 3

# SALARIES

## Q3'24 Market Report

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 - \$220 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+
Digital Analytics Professionals (1-3yrs experience)	\$100K - \$120K Base + Super	\$900 - \$1100
Digital Analytics Professionals (3-5yrs experience)	\$120K - \$150K Base + Super	\$1100 - \$1300
Digital Analytics Professionals (5yrs+ experience)	\$120K - \$150K Base + Super	\$1300 - \$1400

\*Artificial Intelligence positions - salaries relating to this space vary as they are usually a spin off the Data Science or Engineering ones. Given this is a new area, we can talk you through these.

## TIP FOR HIRING MANAGERS RIGHT NOW:

- Speed up your process and make it an impressive experience for any candidate to go through.



## TIP FOR CANDIDATES RIGHT NOW:

- If you are looking for a new opportunity don't forget the power of having up to date recommendations on LinkedIn from colleagues, stakeholders and leaders past and present. You can never have enough recommendations on your LinkedIn profile. Reach out to those you can provide a recommendation for you and optimise your profile to showcase what people think about you.



KEEPING  
UP WITH  
DATA

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