



OVERVIEW

In the concluding quarter of FY24, we observed a pattern reminiscent of Q3, marked by organizational restructurings, strategic shifts, and intermittent phases of targeted hiring. Extensive deliberations centred on planning, budgeting, and resource allocation were prominent this quarter, laying the groundwork for the upcoming financial year. Hiring decisions have been cautiously calibrated, prioritizing critical resource needs.

Encouragingly, there is a prevailing optimism regarding hiring prospects as we approach FY25, buoyed by expectations of heightened activity in the latter half of the fiscal year compared to current trends.

COMMON JOBSEEKER CHALLENGES

In Q4, hiring activity has been notably subdued as clients shift their focus towards planning for the upcoming financial year, resulting in a challenging environment for candidates. The market currently holds a surplus of talent competing for limited job opportunities, making it increasingly difficult for individuals to differentiate themselves.

Job openings that are available are undergoing prolonged evaluation processes, often leaving candidates without feedback on their applications or interviews for extended periods. This lack of communication can be disheartening and exacerbate frustrations among applicants.

CYBER SECURITY

Cybersecurity is still a paramount concern for organizations, presenting a strategic dilemma on how best to allocate investments. Throughout Q4, we observed a notable uptick in demand for Cybersecurity Engineering and Architecture roles, as enterprises aimed to establish robust frameworks and infrastructures for future growth.

Despite this growth, a significant cohort of senior-level candidates, including CISOs, continues to face challenges in securing suitable positions. Many organizations are exploring alternative strategies and solutions, contributing to a competitive landscape for cybersecurity leadership roles.

PROJECT & CHANGE MANAGEMENT

- The past year has posed significant challenges for Projects and Change Managers, and Q4 continued to reflect these dynamics.
- As organizations prioritized critical projects and filled key positions rather than launching new initiatives, the quarter remained challenging.
- The pressure to achieve greater output with fewer resources has resulted in project delays across various sectors.
- Organizations have been primarily in a planning phase, navigating constraints for FY25, which has tempered demand for new projects and consequently for resources.
- Despite this, there is optimism as organizations prepare to launch new initiatives in FY25, signalling forthcoming opportunities.

SALARY AND RATE TRENDS:

Salaries and rates for Project & Change Managers remain stable with a slight drop off. Whilst there haven't been significant drops, there are less opportunities paying the big bucks. Pay still varies vastly based on location, industry, and niche skills.

Role	Daily Rate	Salary
Program Manager	\$1200 + Super upwards	\$200k + Super upwards
Senior Project Manager	\$1000-\$1100 + Super	\$170k-\$180k + Super
Project Manager	\$850-\$1000 + Super	\$150k-\$165k + Super
Senior Change Manager	\$1100 + Super upwards	\$180k + Super upwards
Change Manager	\$950-\$1050 + Super	\$160k-\$180k + Super

TOP 3 SKILLS IN DEMAND:

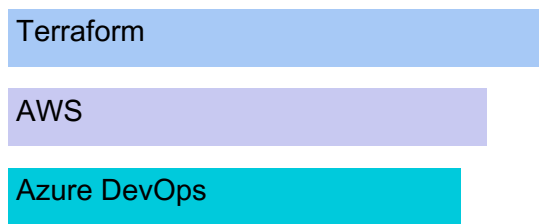


DevOps and Cloud Engineering

- Demand for DevOps and Cloud engineering experts is on the rise due to businesses advancing their digital transformations.
- Companies are adopting hybrid and multi-cloud setups, increasing the need for professionals skilled in managing diverse cloud environments.
- Cost is still an ongoing issue so companies are trying to source talent internally but do find the struggle with niche talent so after a grace period explore external options.
- Most companies are back to approaching a hybrid work model with 1-2 days per week in the office.

Market Insights

TOP 3 SKILLS IN DEMAND:



TOP 3 TIPS FOR CLIENTS:

- Avoid long interview processes 3 stages+ that take 6-8 weeks to complete, likelihood is candidates will find something else in that time.
- Be selective with the interview panel to ensure all candidates have the best experience.
- Avoid take home technical challenges that take 2 hours+ to complete.

TOP 3 TIPS FOR CANDIDATES:

- Be selective with your job approach, don't use the spray and pray method applying to every job advertisement out there.
- Use your network, ask for referrals, speak to recruiters in your niche, speak to ex colleagues.
- Don't list every buzz word there is in DevOps on your CV but elaborate on the ones you're particularly skilled with.

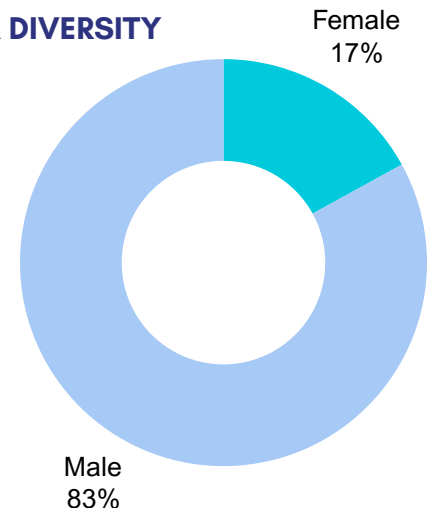
DEVOPS & CLOUD ENGINEERING SALARIES AND RATES:

Job Title	Salary
Senior DevOps Engineer	\$150K - \$170K base
Senior Cloud Engineer	\$150K - \$170K base
Site Reliability Engineer	\$160K - \$175K base

Job Title	Daily Rate
Senior DevOps Engineer	\$1000 - \$1200
Senior Cloud Engineer	\$1000 - \$1200
Site Reliability Engineer	\$1000 - \$1150

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GENDER DIVERSITY



WHERE TO FIND TOP TALENT?

- Melbourne
- Perth
- Adelaide



MEDIAN TALENT TENURE

- Professionals in this field are most likely to switch jobs after 1.8 years.

Stay tuned for what's next in Her Heads in the Cloud:

www.precisionsourcing.com.au/events-about/her-heads-in-the-cloud/

Business Analysis

MARKET OVERVIEW:

- The business analyst market in Australia is still experiencing a prolonged downturn. Unlike the sharp but short-lived GFC or initial pandemic lockdowns, this period of economic decline is more extended. Major layoffs and cost-cutting measures are prevalent, leading to cautious spending on projects which have impacted new hiring plans.
- However, it's not all doom and gloom! Hiring is still happening and similar to pre-COVID levels. With the backdrop of caution, hiring processes can often be sticky and long winded. Don't be fooled by a quiet market, good candidates are still receiving counteroffers, so it's crucial for employers to follow succinct hiring processes which also actively promotes their brand.

CONTRACT VS. PERMANENT POSITIONS:

The permanent job market has taken a bigger hit compared to the contract market. Many organizations are opting for the flexibility of contractors. However, there's a trend towards offering short contracts (less than 6 months), which is problematic. Contractors are hesitant to leave their current roles for short-term contracts or are quick to leave early for the security of longer-term gigs.

SKILLS IN DEMAND:

ERP & Payments

Legislation

Data

- Business analysts with expertise in ERP and payments are in high demand. Legislation led initiatives and unavoidable ERP upgrades have created opportunities for those with these specific skills.
- Companies are often looking for candidates who can fulfill multiple roles, seeking so-called "unicorns".
- There is still a strong demand for business analysts who have worked on data led projects. These professionals tend to be more technical and can work very closely with data, data analysts and the business.

EMPLOYER & INDUSTRY TRENDS:

- There was a mixed bag in terms of employers and industry trends across Australia. In Q4, banking led the way as the leading industry employing business analysts with an overall surprising increase of 106%, employing 5,224 business analysts.
- The two largest employers Commonwealth Bank and NAB, however both slightly reduced their business analyst headcount. ANZ remained stable.
- Government departments hired 1,842 professionals notably the hiring leader was the ATO.
- Telstra and Optus are the biggest employers of business analysts in the telco sector, but overall the sector experienced a slight dip, employing 1,190 business analysts.
- Higher Education saw a minimal drop, the University of Melbourne and UNSW are the leaders.
- Utilities saw a 3% rise with 1,001 hires, featuring Origin Energy, AGL and Energy Australia as the biggest hirers. Consulting hiring unsurprisingly dropped by 19%.
- Woolworths Group and Suncorp saw notable gains both increasing their business analyst headcount by a whopping 12%.



LOCATIONS

- Greater Sydney leads with 11,986 business analyst professionals, experiencing a slight decrease of 1%.
- Greater Melbourne has 9,851 analysts, showing a 3% decrease.
- Brisbane and Perth both show decreases of 1% and no change, respectively, highlighting stable yet slightly declining trends in all these regions.
- Canberra is number six on the list but increased its business analyst headcount by 2%.

Business Analysis

SALARY AND RATE TRENDS:

Salaries and rates for business analysts remain stable. While there haven't been significant drops, the hefty rates of \$1,200+ and \$200K+ salaries seen during the peak of the COVID-19 market are less common. Pay varies vastly based on location, industry, and skill set.

Role	Contract Daily Rate	Salary
Principal/Business Analyst Manager	\$1,000 + Super (upwards)	\$180K + Super (upwards)
Lead Business Analyst	\$950 - \$1,000 + Super	\$160K + Super (upwards)
Senior Business Analyst (5+ yrs experience)	\$850 - \$950 + Super	\$150K - \$170K + Super
Mid-level Business Analyst (3+ yrs experience)	\$600 - \$800 + Super	\$120K - \$140K + Super
Entry-level Business Analyst (1-3 yrs experience)	\$450 - \$600 + Super	\$80K - \$120K + Super

TOP TIPS FOR HIRING MANAGERS:

- **Act Quickly:** Even in a quieter market, good candidates receive multiple offers. Ensure your hiring process is efficient.
- **Promote Your Brand:** Use the hiring process to create a world-class experience and excite candidates about joining your organization.
- **Be Realistic:** Don't expect to get a bargain. If a candidate is good, they will quickly leave for a better-paying job, if offered.



TOP TIPS FOR JOB SEEKERS:

- Be flexible with money, role, and office/wfh requirements, particularly if you need to start working quickly due to financial commitments.
- Ensure you have a good cv- scarily most people don't.
- Apply for roles diligently but avoid turning into a spammer.
- Network by connecting with previous managers, colleagues, and try to schedule coffees.
- Create a list of organizations you aspire to work for and reach out to the hiring managers.
- Connect with a recruiter specializing in your field for potential opportunities.

Architecture

- The last few months have been very promising in the Architecture space with many organisations starting to see the value of a robust practice and scalable practice. As a result we are seeing an increase in the number of positions in this area across our clients.

Market Insights

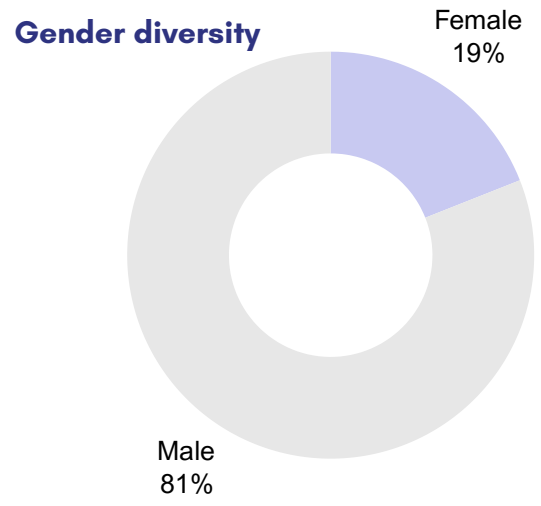
GROWING SECTORS:



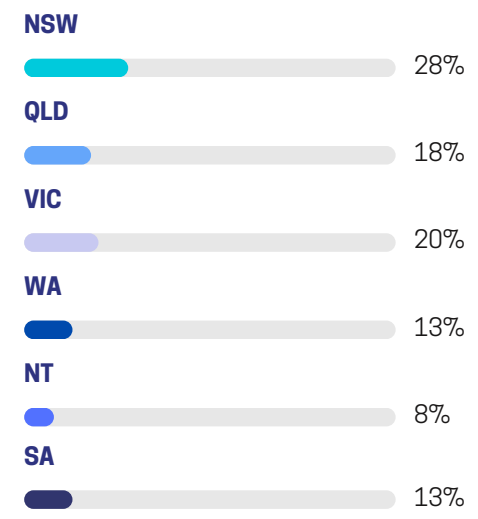
KEY POINTS

- The Architecture practice last year was seen as a high-cost function and as a result was the first area in the firing line for redundancies and Capability shrinkage
- However, with many GM of strategy and Head of EA positions having been ticked off in recent months, the filter down affect to build out architects has begun. Many companies are beginning to look internally when a new Architect position is required rather than looking outward into the market. A traditional top down approach with the starting focus at Enterprise level, trickling down to Solutioning level
- This quarter saw an increase in the overall number of architect positions with End to End holistic solution architecture being a core focus for many. Solutioners from a strong development background are the most in demand, Individuals who can identify good code and who aren't afraid to get their hands dirty when required.
- The market is heavily in favour of Contract positions as much of the need is based on project work. Organisational re-structure has meant that adding new headcount is proving tricky for many organisations, so looking at contractors is a way to avoid this.
- The process of hiring still remains slow, with the average time for hiring a contractor sitting at circa 2 weeks. Perm position processes are still slow, which aligns with the caution and resistance to adding new Headcount, with this sitting at circa 3-4 weeks.

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LOCATIONS THAT MOVED ROLES



SALARIES AND RATES:

Job Title	Salary
Solution Architecture	\$195K - \$205K + Super
Integration Architecture	\$190K - \$200K + Super
Enterprise Architecture	\$225K - \$245K + Super

Job Title	Daily Rate
Solution Architecture	\$1150 - \$1250
Integration Architecture	\$1100 - \$1200
Enterprise Architecture	\$1300 - \$1400