

Q1 2025
TECHNOLOGY

MARKET REPORT



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OVERVIEW

The first quarter of FY24-25 draws to a close and it is safe to say the Technology sector experienced a mix of growth and challenges across the board. In the latter stages of the quarter, we started to sense that the market had shown signs of an uptick with job postings, candidates being contacted about roles, interviews and offers.

What remains to be seen is whether this will be consistent throughout the quarter or whether it is a ‘false start’ where we see a short spike of roles in a short period, which we have become familiar with over the last 12 months.

Economically, there is positive news with inflation down to 2.7% for August*, with the cash rate holding at 4.35% with growing optimism that a rate cut is coming as soon as February, on account of falling interest rates overseas and a continuation of slowing inflation.

The outlook for Q2 is cautiously optimistic, with the Technology sector poised for growth. External economic and regulatory factors will play a crucial role in shaping the overall performance of Q2 and providing confidence in the market to kick start new initiatives and invest.

PRECISION
SOURCING

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Project Delivery & Change

LAST QUARTER

In Q1 of FY24-25 the Project and Change Management sector remained a challenging landscape for a lot of organisations and candidates alike. July and August remained tough, with organisational restructures, budget reallocation, strategy and planning still occurring.

September showed positive signs, with an increase in opportunities and candidate activity across Project Delivery & Change, however, there has been a tendency for organisations to focus on sourcing talent from their internal talent teams to save on costs.

That said, the market is far from normal. It remains a competitive market for many candidates, with a large pool not finding success in receiving CV feedback, securing interviews, or landing offers, while clients are facing more challenges in getting business cases or new hires approved.

OUTLOOK FOR THIS QUARTER

There are pockets of growth across Project Delivery & Change when it comes to opportunities, in particular Banking and Government. However, the overall feeling is that whilst inflation and interest rates are slowly pointing in the right direction, we are not going to notice major changes this quarter as far as new projects and hiring is concerned.

The big question everyone is asking is “When is the market going to bounce back?” Many of our clients are anticipating a recovery around early 2025.

JOB SEEKER CHALLENGES

- Applying for roles and receiving no feedback on application.
- Substantial increase in competition for roles.
- Lack of major projects.

HIRING MANAGER CHALLENGES

- Economic pressures and inflation.
- Budget & approval constraints.
- Lengthy, time-consuming interview processes.

TOP TIPS FOR HIRING MANAGERS:

- **Streamline the Interview Process:** Interview processes are becoming drawn out. With lengthy processes you are likely to miss out on the candidate you initially wanted.
- **Provide Feedback and Updates to Candidates:** We are seeing a substantial number of candidates apply for roles yet receive no update on their application or feedback on interviews – this is giving a poor candidate experience.

Integration

Change Management

Regulatory/Risk

TOP TIPS FOR JOB SEEKERS:

- **Inch Wide, Mile Deep:** This gets said often, but in this current market you really must focus on your value and expertise as the competition for roles is fierce.
- **Leverage Relationships:** Speak with ex-colleagues, hiring managers and recruiters and how you can leverage these to find your next role as opposed to applying on job boards.

DevOps and Cloud Engineering

FY25 Q1 is done and dusted! It's been a refreshing start to the new financial year with an increase of job flow within companies, a promising sign of the market slowly but surely picking back up.

- The adoption of [GitOps practices](#) is rising, emphasizing version control for infrastructure and application deployment, making it easier to manage changes and automate processes.
- Demand for [DevOps and Cloud engineering](#) experts is on the rise due to businesses advancing their digital transformations.
- There's a growing emphasis on integrating security practices early in the development process, with tools and frameworks that prioritize security in [CI/CD](#) pipelines.
- 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.

TOP 3 TIPS FOR JOB SEEKERS:

- Know what you bring to the table and be able to articulate what success's you've had, challenges solved etc.
- Use your network, ask for referrals, speak to recruiters in your niche, speak to ex colleagues.
- Learn the right tools, practical experience with them is key!

JOB SEEKER CHALLENGES:

- Lack of post-interview feedback.
- Progressing through the interview process, only to be surpassed by an internal candidate.
- Submitting applications for multiple roles without receiving CV feedback or securing an interview.

HIRING MANAGER CHALLENGES:

- CVs filled with buzzwords but lacking in-depth expertise.
- Insufficient budget to engage external support for niche, hard-to-fill roles.
- Building and maintaining a diverse workforce.

TOP 3 TIPS FOR HIRING MANAGERS:

- If you are impressed by a candidate who has successfully navigated the interview process, extend the offer promptly rather than delaying in hopes of finding someone else.
- 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.

Market Insights

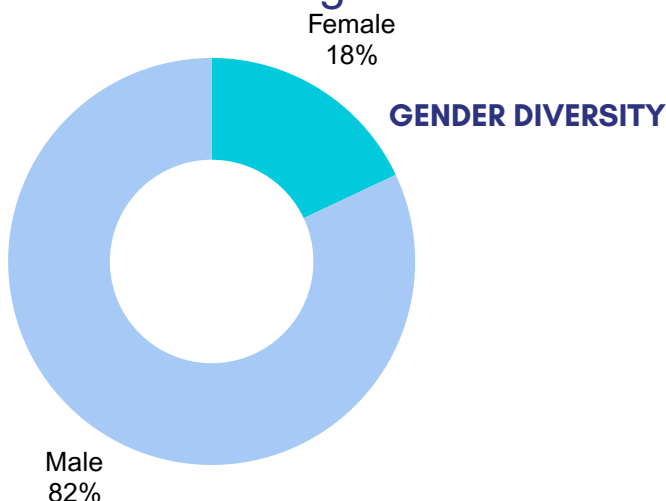
TOP 3 SKILLS IN DEMAND:

Azure

AWS

Python

Talent Insights



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Architecture

- The last 3 months have seen a shift in demand for Integration Architects with API management and middleware expertise. Businesses are moving away from monolithic systems and focusing on API-led integration strategies. Tools like [MuleSoft](#), [Dell Boomi](#), and [Azure Logic Apps](#) are popular choices for companies looking to streamline and integrate applications, particularly in cloud and hybrid environments.
- Solution Architects have been in high demand as businesses undergo digital transformation initiatives, particularly in industries like finance, retail, and healthcare.
- Enterprise Architects with skills in [business capability modeling](#), [TOGAF \(The Open Group Architecture Framework\)](#), and ITIL are still in high demand to manage strategic initiatives and deliver sustainable IT environments.

Integration Engineering:

- Over the past three months, the demand for API integration professionals in Australia has been on the rise, reflecting the country's ongoing digital transformation and the increasing importance of seamless system interoperability.
- Employers are looking for candidates proficient in API design, development, and management and familiarity with RESTful APIs. Knowledge of integration platforms such as MuleSoft, Dell Boomi, and Azure Logic Apps is still highly valued, as these tools are widely being adopted by organisations still with the rise and emphasis on an "API led approach".
- Several organisations are moving away from Mulesoft and transitioning to Azure as their API platform of choice. This is heavily driven by cost.
- The current job market for API integration professionals is robust, with numerous opportunities across various industries with this trend is expected to continue as businesses adopt more emphasis on digital transformations.

TOP TIPS FOR HIRING MANAGERS:

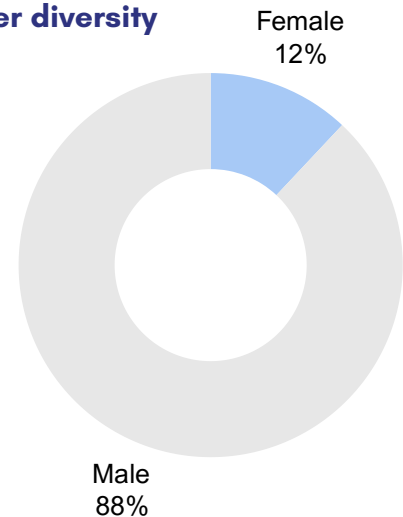
- **Partner with specialist IT Recruiters:** Working with specialized IT recruitment firms can help streamline the hiring process. These recruiters often have deep networks and an understanding of the technical skills required, which helps identify top candidates faster.
- **Streamline the Interview Process:** In the competitive IT job market, top candidates are often off the market quickly. Avoid drawn-out interview processes. Consider reducing the number of interview rounds and consolidating technical assessments with interviews.

TOP TIPS FOR JOB SEEKERS:

- **Partner with specialist IT Recruiters:** Many companies are increasingly hiring contract workers for short-term projects. This can be a great way to build your experience, make new connections, and potentially land a permanent role later.
- **Certifications:** Keep your skills sharp by pursuing relevant certifications. In IT and technical fields, certifications like AWS, Azure, MuleSoft, or TOGAF can make you stand out! Especially when applying for a consultancy position as this is beginning to become a MUST-have.

Talent Insights

Gender diversity



Market Insights

SKILLS IN DEMAND:

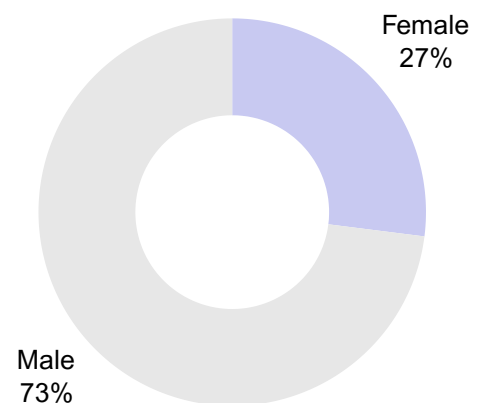
Apache Kafka

IPaaS (MuleSoft, Dell Boomi, Azure Logic Apps, AWS Lambda and Zapier.)

Cloud-native applications

Talent Insights

Gender diversity



Rates & Salaries

*Figures are a guide: Niche skills demand higher rates & salaries.

Role	Salary	Contract
Project Coordinator	\$100k - \$110k + Super	\$600 - \$750 p/d
Project Manager	\$130K - \$150k + Super	\$800 - \$950 p/d
Senior Project Manager	\$160k - \$180k + Super	\$1000 - \$1150 p/d
Program Manager	\$180k (upwards) + Super	\$1200 - \$1300 p/d
Change Manager	\$140k - \$160k + Super	\$900 - \$1050 p/d
Senior Change Manager	\$170k - \$190k + Super	\$1100 - \$1250 p/d
Senior DevOps Engineer	\$150k - \$170k + Super	\$1000 - \$1200 p/d
Senior Cloud Engineer	\$150k - \$170k + Super	\$1000 - \$1200 p/d
Site Reliability Engineer	\$160k - \$175 + Super	\$1000 - \$1150 p/d
Solution Architecture	\$190k - \$200k + Super	\$1050 - \$1150 p/d
Enterprise Architecture	\$210k - \$220k + Super	\$1200 - \$1300 p/d
Integration Architecture (Holistic)	\$185k - \$195k + Super	\$1050 - \$1150 p/d
MuleSoft Architect	\$185k - \$195k + Super	\$1050 - \$1150 p/d
Azure Integration Architect	\$200k - \$210k + Super	\$1200 - \$1300 p/d
MuleSoft Engineer	\$135k - \$145k + Super	\$700 - \$800 p/d
Senior MuleSoft Engineer	\$145k - \$155k + Super	\$850 - \$950 p/d
Azure Integration Engineer (AIS)	\$145k - \$155k + Super	\$850 - \$950 p/d
Senior Azure Integration Engineer (AIS)	\$155k - \$165k + Super	\$950 - \$1050 p/d
Integration Engineer (Holistic)	\$125k - \$135k + Super	\$800 - \$900 p/d
Senior Integration Engineer (Holistic)	\$135k - \$145k + Super	\$900 - \$1000 p/d

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