



**Q4 SOFTWARE
ENGINEERING QUARTERLY
REPORT 2023**

OVERVIEW

The Australian labour market continued its bull run with the seasonally adjusted unemployment rate, dropping from 3.7% in April to 3.6% in May. Total employment rose 75,900 to exceed 14 million workers for the first time and the total number of unemployed declined by 16,500. Just over three-quarters of the new jobs were full-time roles.

What this looked like for the Cloud, Architecture & Engineering space

The Software Engineering Market was still one of the busiest markets across technology and the most in-demand fields according to Seek and LinkedIn analytics. However, this quarter posed its obstacles, with large organisation restructures happening and budgeting being finalised, most notably in the last 2 months of the quarter, things have been slower than usual.

Stabilising Salaries

This quarter both salaries and rates appeared to have stabilised. However, the recent hike in mortgage rates and inflation that we have all been seeing across Australia emphasises the importance that clients need to react to this economic increase. Ensuring their current employees salaries mirror this increase will help ensure a higher retention rate, as salaries are still at the forefront of candidate's reasons to look elsewhere.

Its not all Doom and Gloom!

The jobs are still here and so too are the candidates, which is always a relief to hear as a recruiter and a hiring manager. We have gone from a 'great' market to a 'good' one, and this should not be viewed as a negative.

The struggle we have found is a shift in the reliance of in-house recruiters sourcing for the business, which is tricky when managing roles across several different verticals. Partnering with a specialist within a niche has huge upsides, and one that clients should consider looking to ensure the most productive and efficient outcome.

Less Candidates Looking but they have more Options

Mid to senior Engineers are still the most in demand banding we have seen, and with this comes more options for them to choose from. Australia has always had a skills shortage, and the expectation that engineers at this level will have multiple options across to them is becoming commonplace.

Top Tips for Hiring Managers

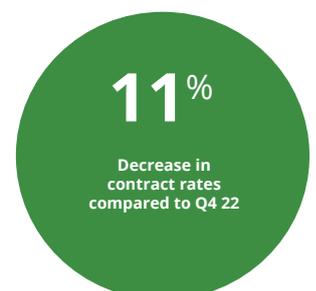
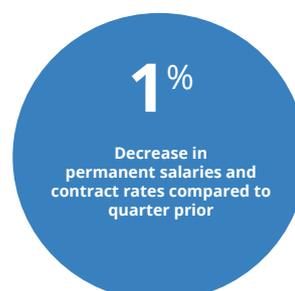
It is imperative to nail down on a successful hiring process. What does this look like?

- Get an approachable person to conduct the interview.
- Provide feedback within the 48hr period.
- Be on time and stick to the time frames provided.
- Set an agenda beforehand so preparation can be done accordingly.
- Provide an opportunity for questions to be asked.
- Give an introduction before diving into deep technical questions.
- Build some rapport with the candidates, ultimately culture matters for both parties.
- Don't give a lowball offer, this will not provide a good reflection on the company.

Top Tips for Candidates

How to maximise your chances of having a successful job hunt?

- Keep your LinkedIn profile up to date so it's showcasing your skills and what makes you stand out.
- Send a 'Thank You' note after an interview.
- Build a showcase website or GitHub for your work and skills.
- Leverage network contacts to get a referral, you'd be surprised but people love helping each other.
- Be honest about your skills.
- Don't send your CV everywhere, be selective where you apply, try to reach out to niche recruiters or companies directly with a little note as to why you're interested and what makes you a fit for the role.

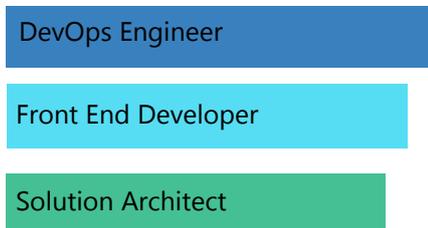


QUICK FACTS

Skillsets In Demand



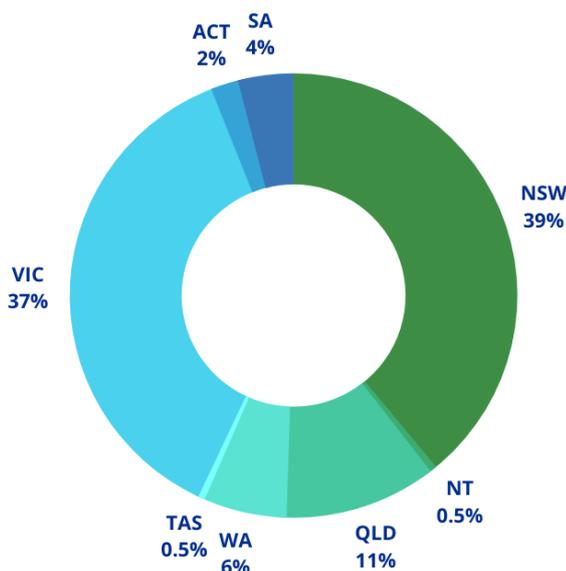
Job Titles In Demand



Active Sectors Hiring



Hires Per State



Events

We will be doing 'Her Heads In The Cloud' events on a regular basis throughout the year - virtual and where feasible face to face. Every event will have a different topic, whatever that may be is all down to you!

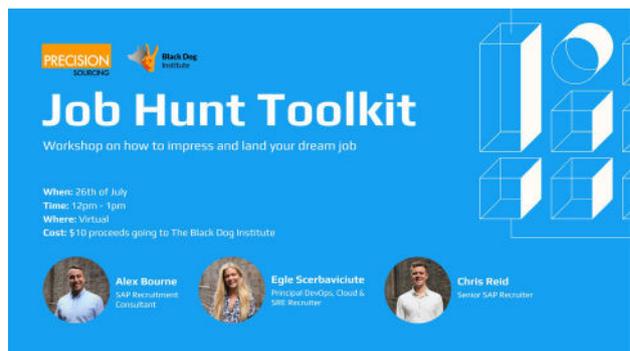
If you are across the DevOps, Cloud or SRE space and would like to get involved or perhaps know someone that would, feel free to get in touch with Egle via egle.scerbaviciute@precisionsourcing.com.au

Alternatively, you can join the LinkedIn group '[Her Heads in the Cloud](#)'. The latest updates will be there.

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](#).



7%

Moved positions last quarter within Engineering and Architecture space across Australia