

**Q1 SOFTWARE
ENGINEERING QUARTERLY
REPORT 2024**

OVERVIEW

So that's a wrap, Q1 is complete and it has been interesting to say the least! A reoccurring theme that keeps coming to light is clients being pickier and more cautious when it comes to hiring in comparison to last year. Previously, a candidate in tech that was a solid 7 out of 10 would've gotten the job and now clients want an 11 or even 12 out of 10!

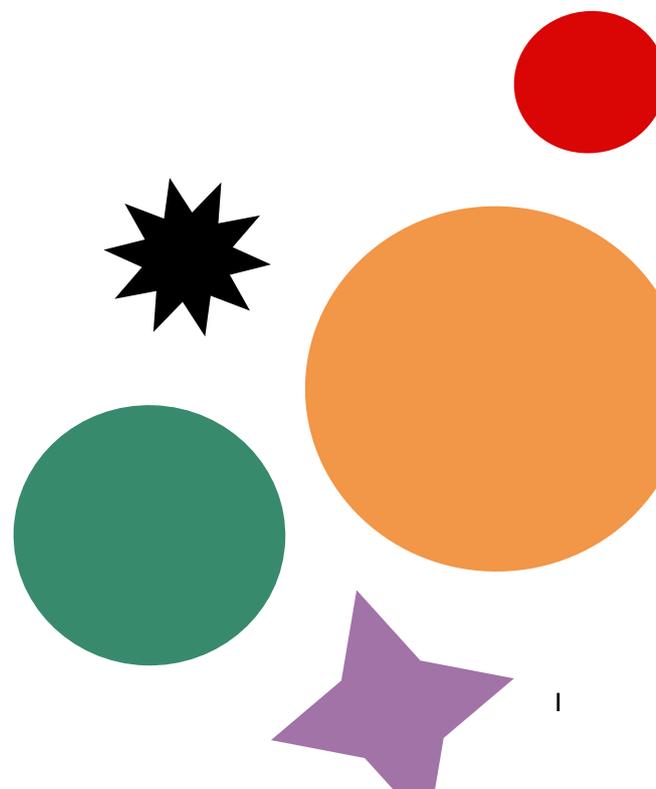
On the topic of being far more selective, did someone order a unicorn? With a new trend on the horizon, clients are trying to get 2 for the price of 1! This combination of 2 roles for 1 person makes searches impossible, and not only that but candidates don't typically want to be doing 2 roles and being a so called "firefighter".

In the ever-growing world of DevOps and Cloud, last year clients would be happy for someone to come from a public cloud background (AWS, GCP, Azure). Now they want specific and deep knowledge of one particular service.

We've noticed some larger organisations are slicing cost layers. For example, getting rid of solution architect positions and going from solution design to enterprise. On that note, to try and save money, a lot of companies are attempting to do their hiring themselves and there seems to be a misconception that there's a lot of candidates in the market which would make it easier. Correct, there are more people in the market due to the influx that came into Australia, but most have visa restrictions and limitations – not a simple hire to get over the line.

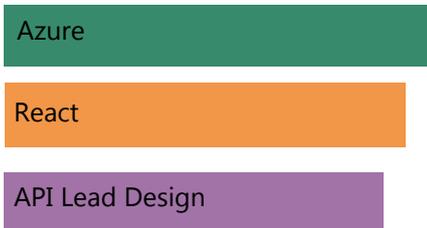
We've seen a 41% decrease in the number of jobs in comparison to this time last year. Much of this decline is driven by the current economic market, including factors such as inflation and rising interest rates. Subsequently, many companies have responded by being more cautious with spending, particularly when it comes to new hires.

Last quarter also seemed to be the quarter of restructures, which impacted hiring. Many large companies were on a hiring freeze while they awaited the outcome of various restructures and resource allocations. October and November look to be the months where we will see the impact of these restructures.

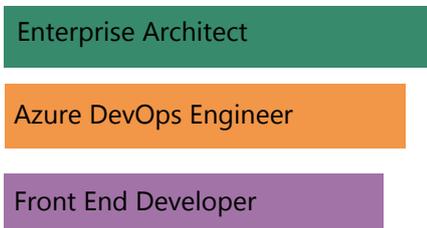


QUICK FACTS

Skillsets In Demand



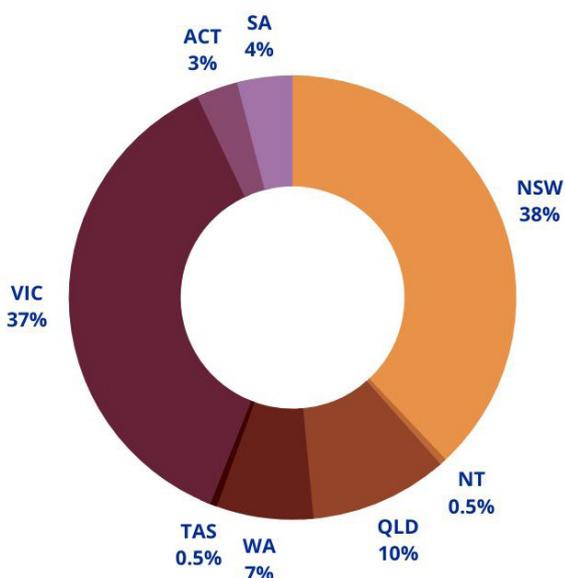
Job Titles In Demand



Active Sectors Hiring



Hires Per State



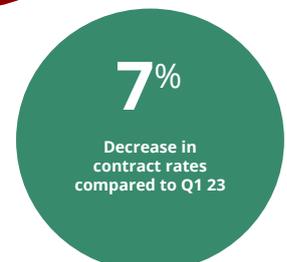
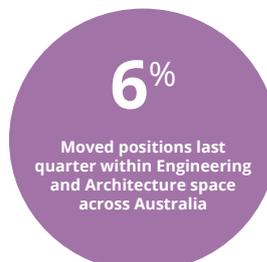
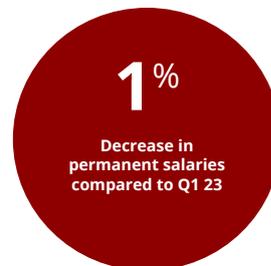
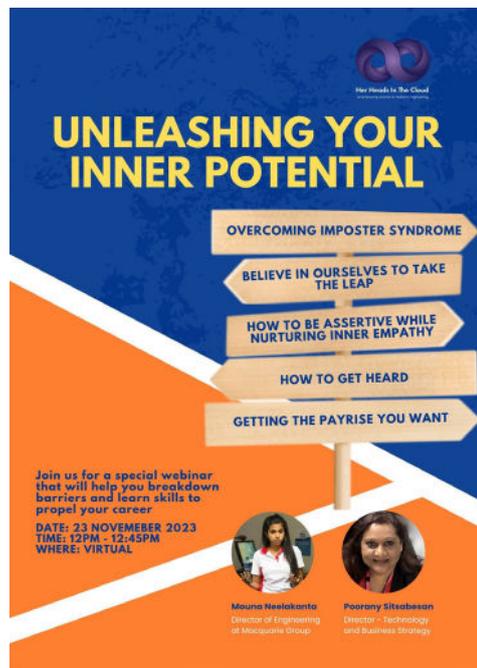
Events

Join us for a special 'Her Heads In The Cloud' webinar that will be held at 12pm on the 23rd of November to help you breakdown barriers and learn skills to propel your career.

We'll be discussing:

- Steps to overcoming imposter syndrome
- Belief in ourselves to take the leap
- How to be assertive while nurturing inner empathy
- Building confidence to get heard
- Getting the payrise or promotion that you want

You don't want to miss this! Register [here](#).



TIPS FOR CLIENTS & CANDIDATES

Top Tips for Hiring Managers

There is a Big Push on Cost Saving

We have seen clients condensing 2 roles into 1. This is a risky process as the candidates focus is stretched across areas without the deep knowledge in each to create a successful project. This can also discourage potential applicants who wish to remain in their specialist field.

Tip: Hire a senior and then a junior to train up through the ranks if cost is a factor!

Team up with a Trusted Recruiter

There should be both a recruiter and consultant who can align a strategy for hiring that is on brand and effective. Going with a generic IT recruiter is always risky as they won't have the in-depth knowledge and market reach that specialists will have. Even with a strong internal HR capability, those hard-to-find niche roles are where the value of recruiters comes to light!

Tip: The Precision Engineering & Cloud team operate across a number of specialist verticals and are well positioned to align on specific roles across Software Engineering, Cloud Architecture & Integration!

Is the Role Approved from Above

Only engage with a recruiter when the role has been signed off and approved. It's easy to get excited and have an idea of what you want, but taking a candidate through a process, which we have seen many times, is not only an ineffective use of time, but can also be brand damaging and can hinder that candidate having interest in the future.

Tip: Ensure HR and the relevant Managers have approved the role before going to market.

Top Tips for Candidates

With less jobs on the table it's crucial that you stand out! There are on average 80-120 applicants per job, so how can you shine out from the crowd?

- Tailor your CV to the specific job (mirror the JD with relevant topics and achievements)
- Connect with manager on LinkedIn
- Be active on LinkedIn - demonstrate knowledge and interest within the respective field you are in, or looking to get into
- Attend meet-ups and events to increase your work social network!
- Have your trusted recruiter help you in your market approach - remember, they can get you under the right pair of eyes and potentially fast track your application over others

