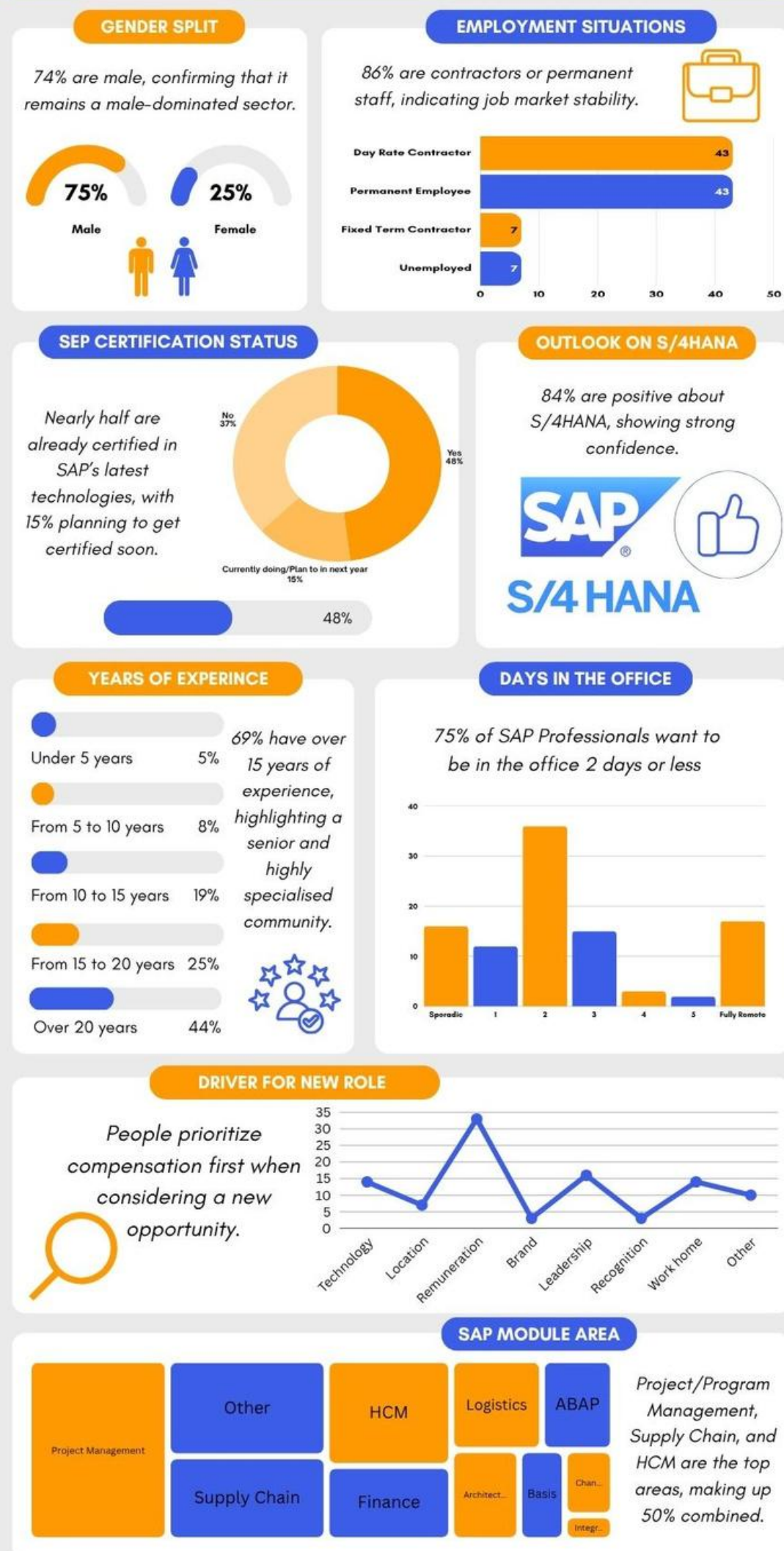


PRECISION

SOURCING

2025 Talent Survey

Key Insights to Help you Attract and Retain
Local Onshore Talen



What is the Talent Survey?

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Q1

Gender Split

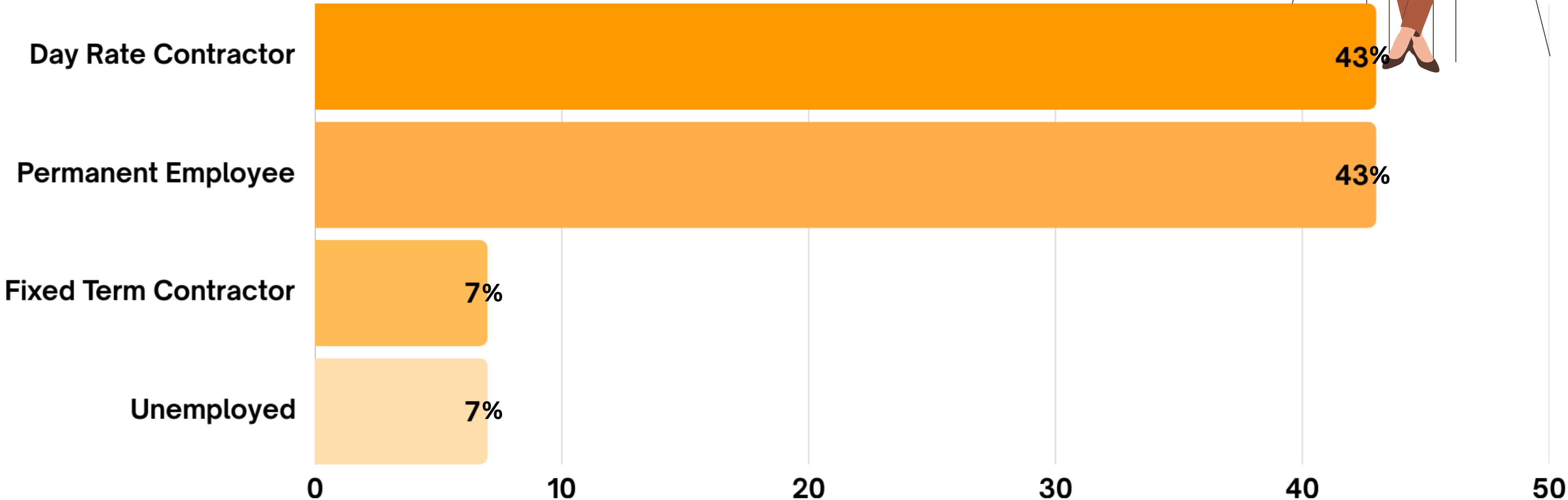
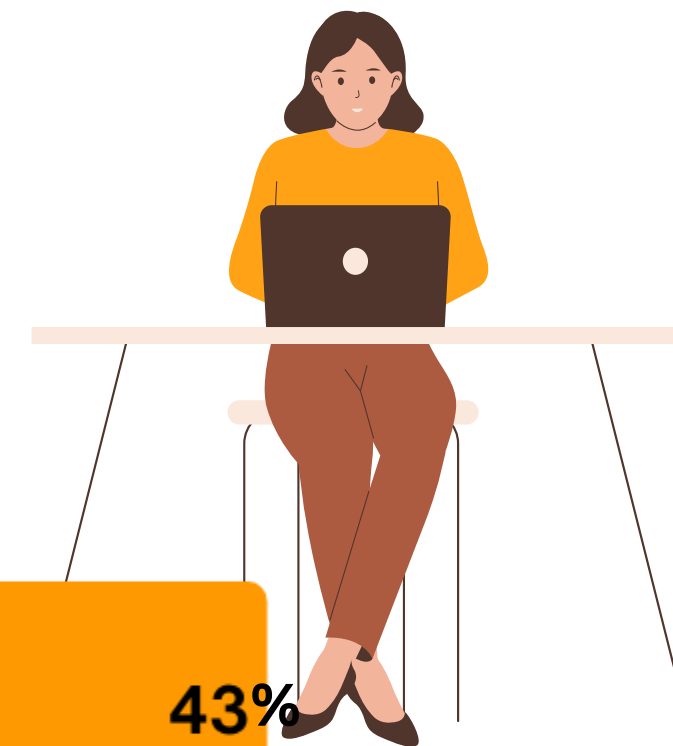


Male
75%

Female
25%

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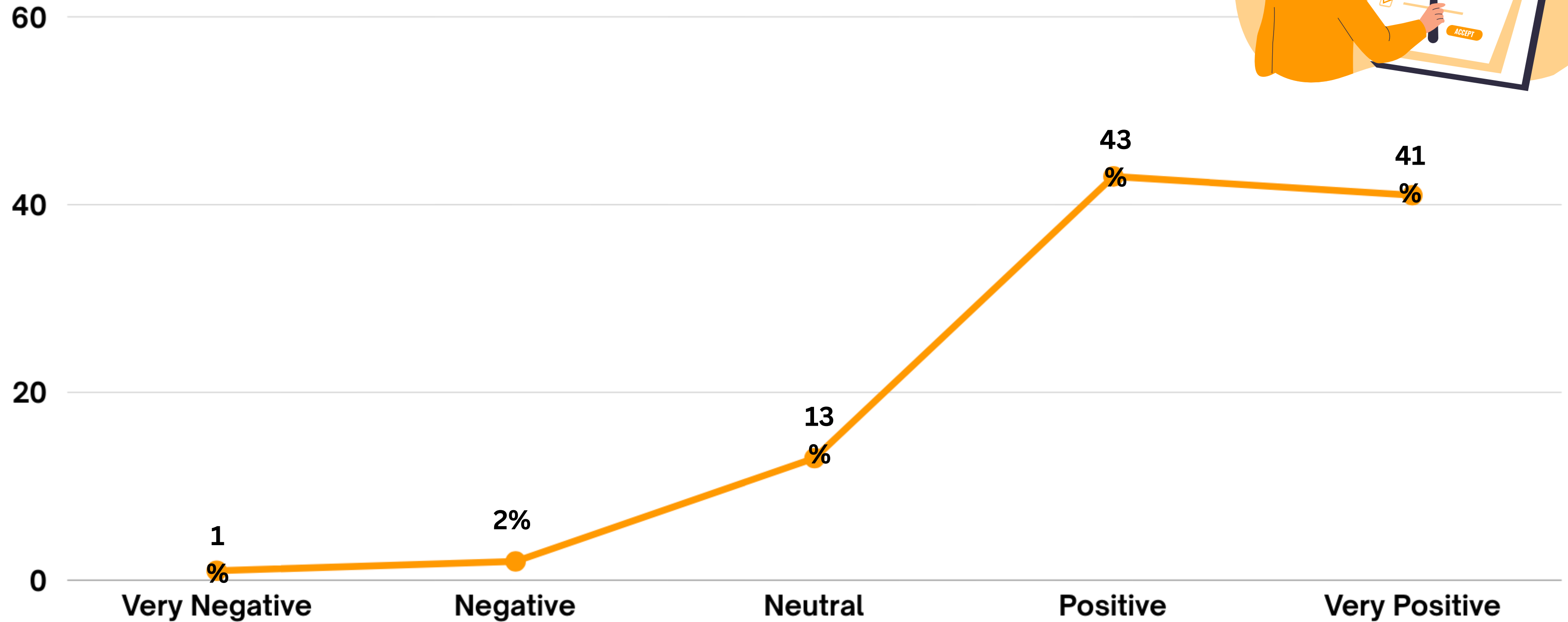
Q2 Employment situations



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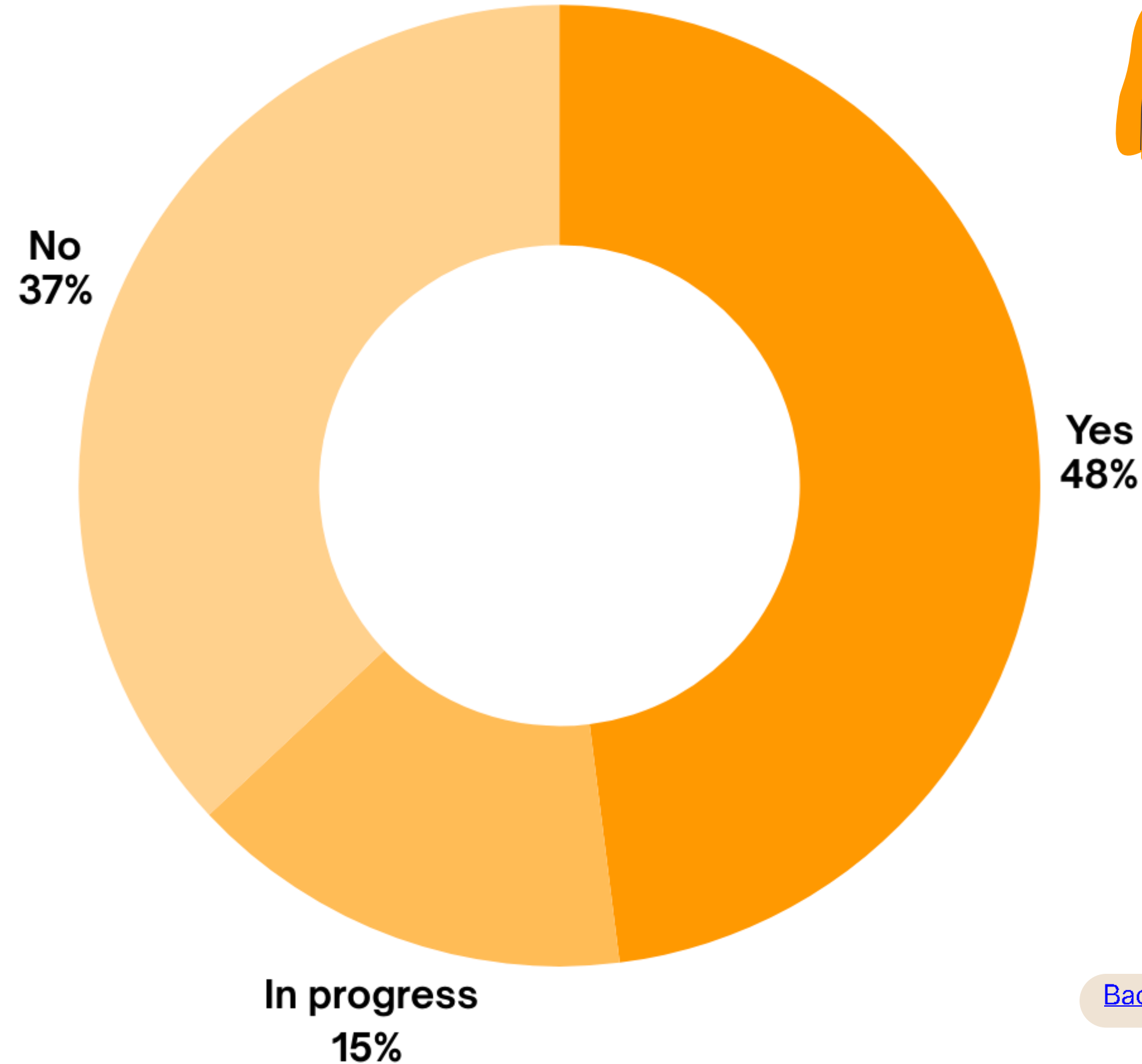
Q3

Outlook on S/4HANA



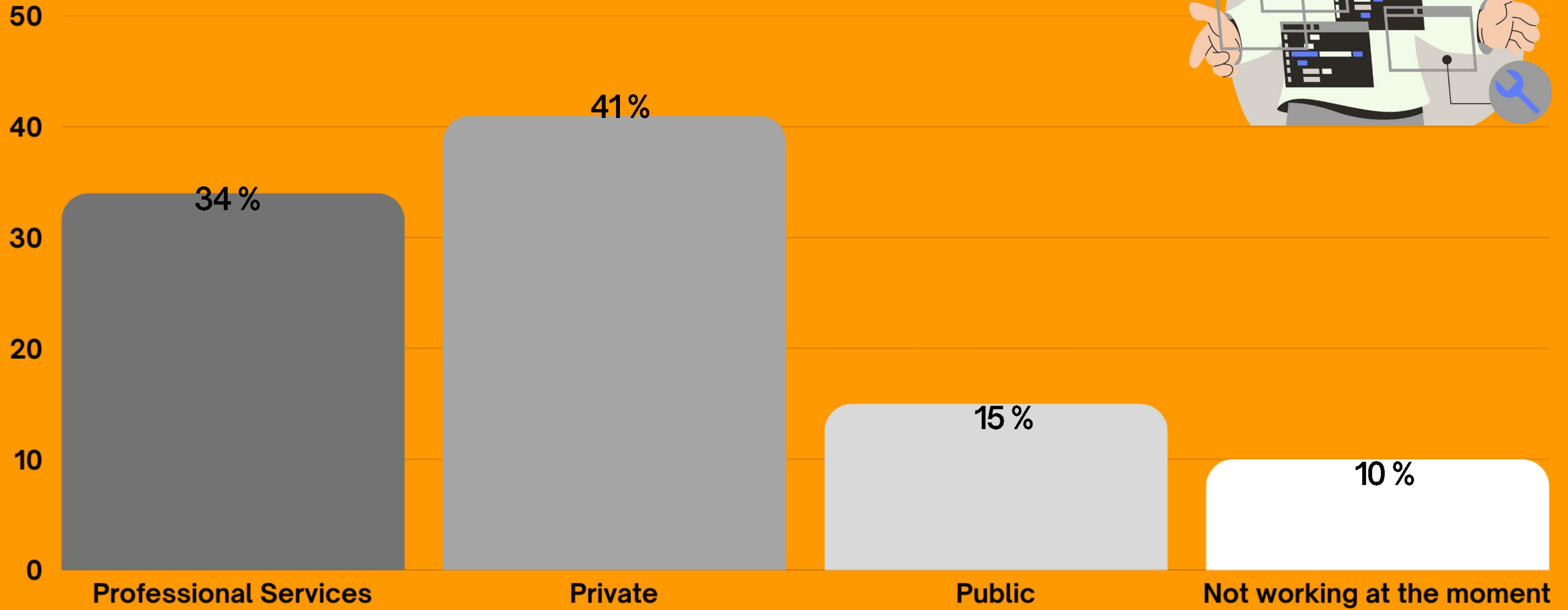
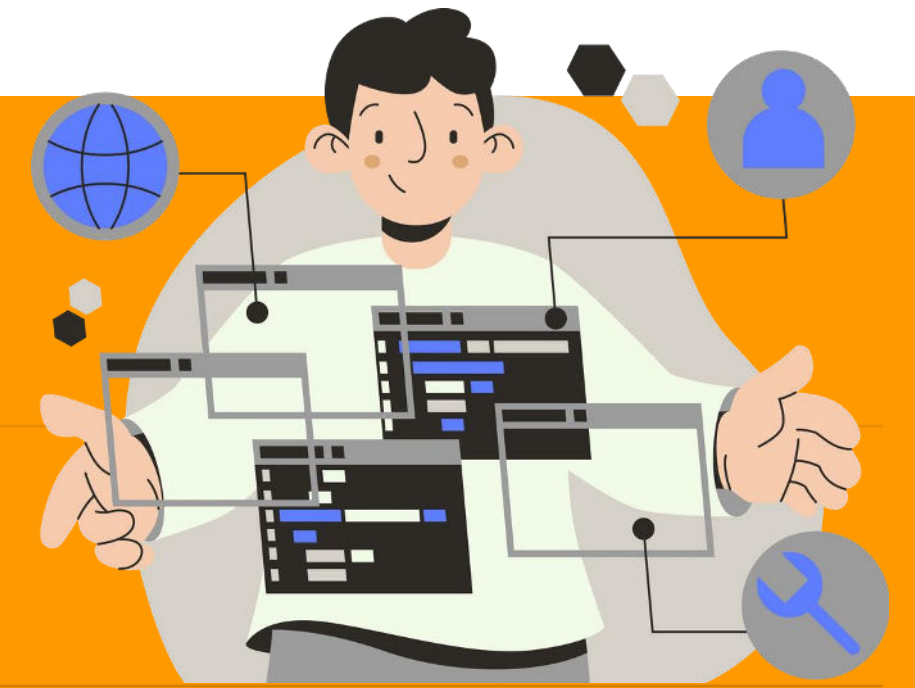
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Q4 SAP Certification Status



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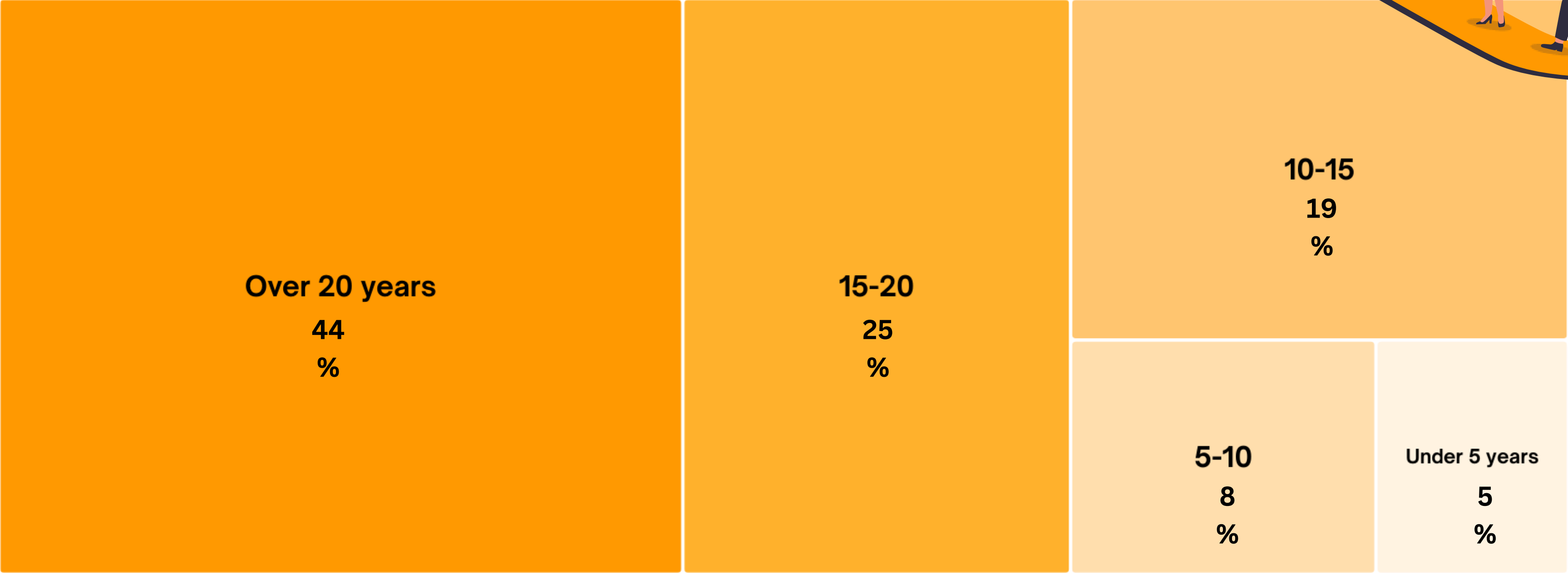
Q5 What sector do SAP resources work in?



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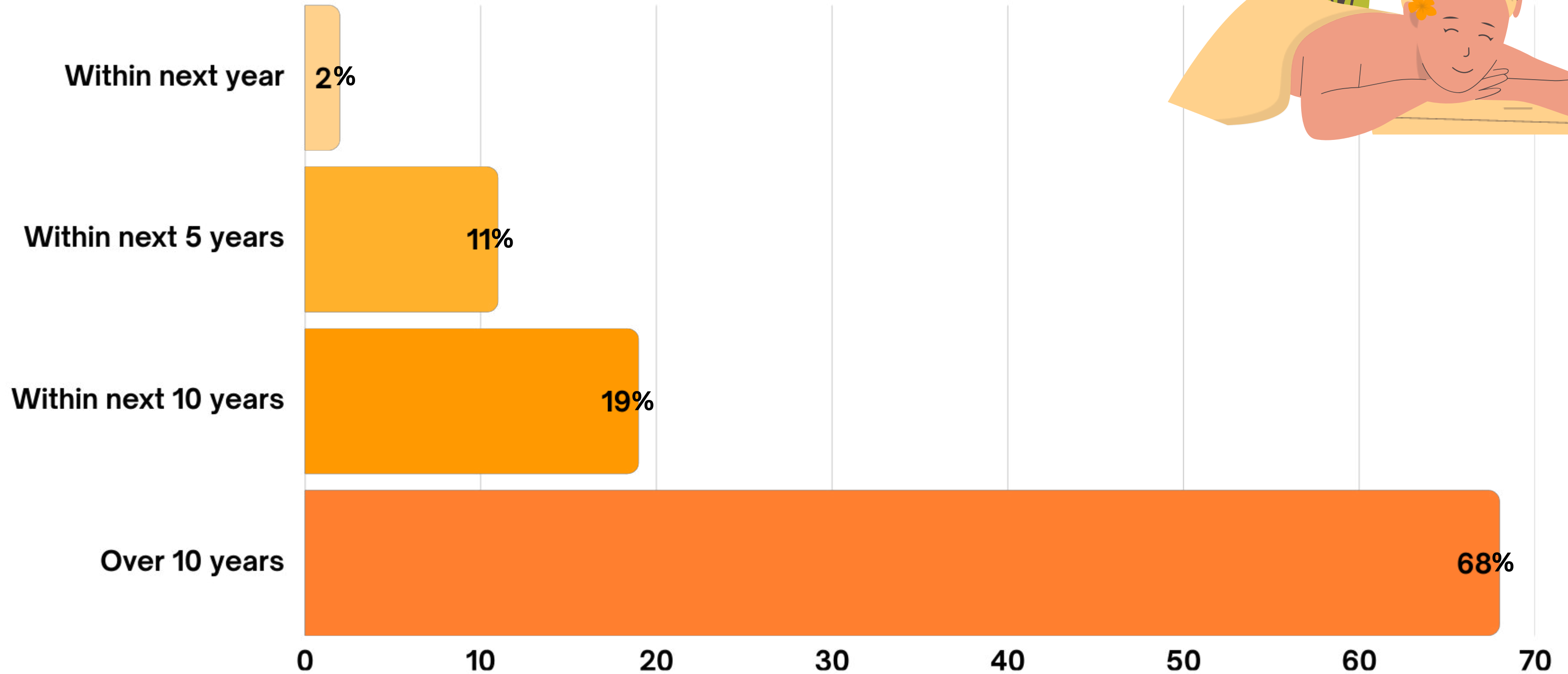
Q6

Years of Experince



Q7

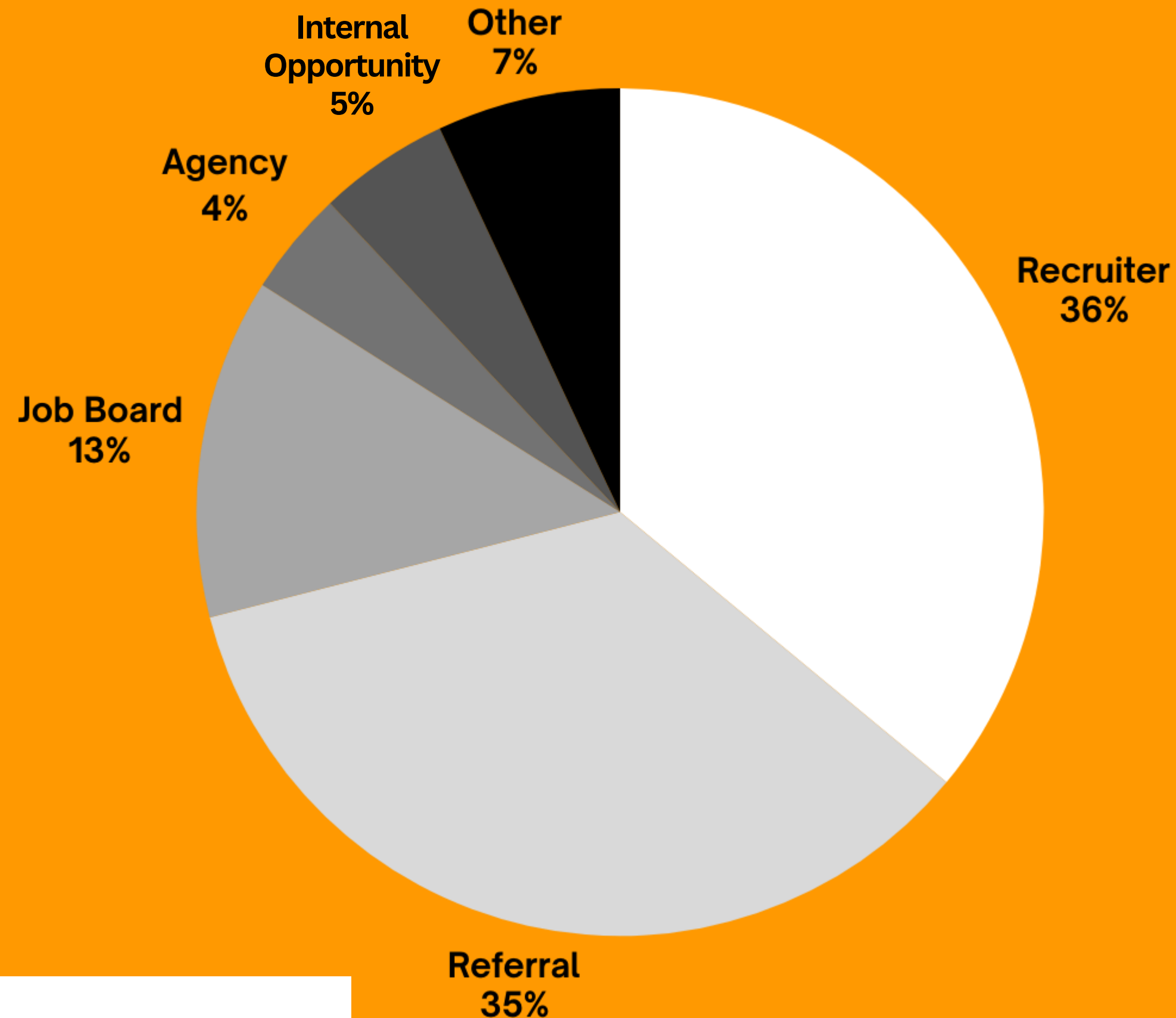
Retirement Plan



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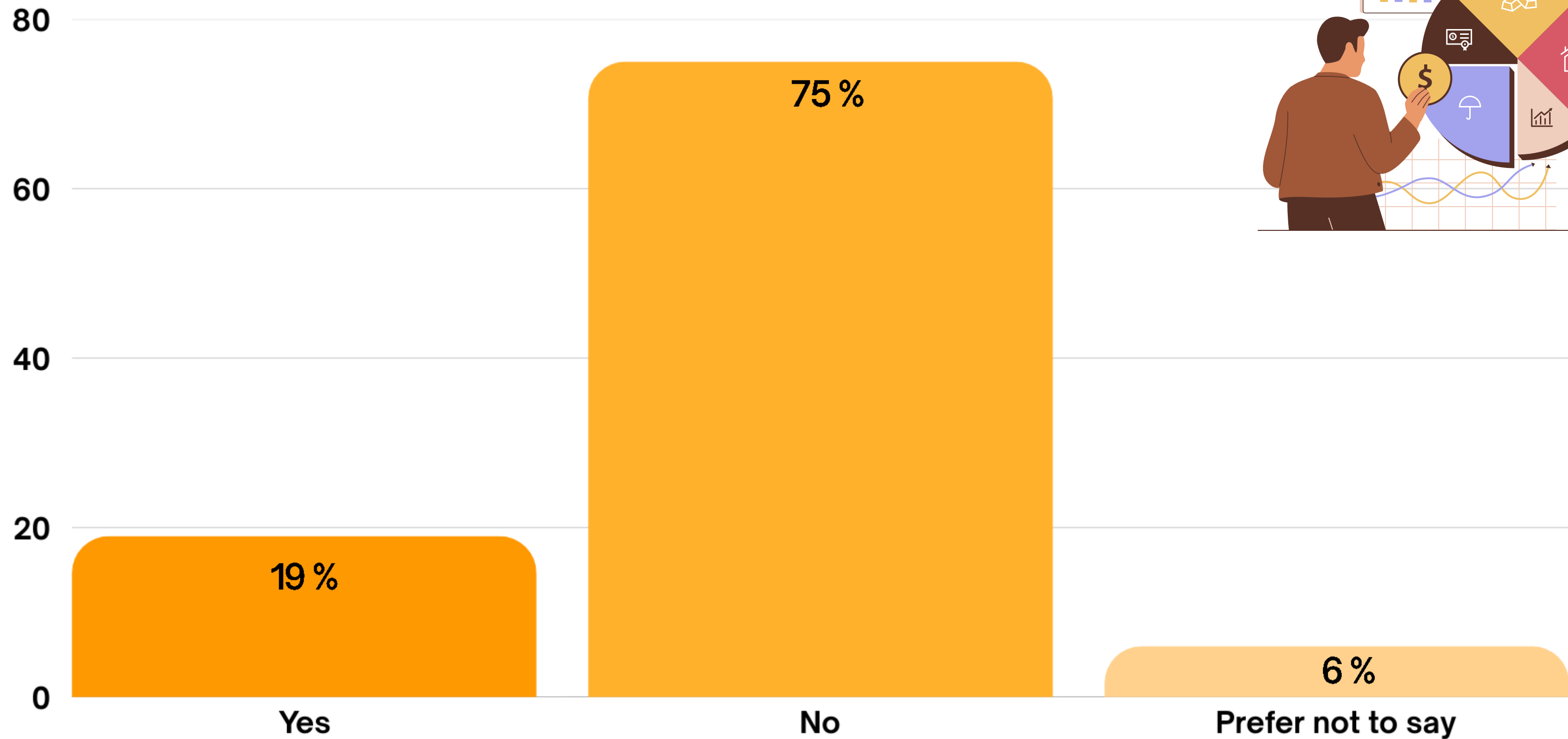
Q8

How Sourced Current Role



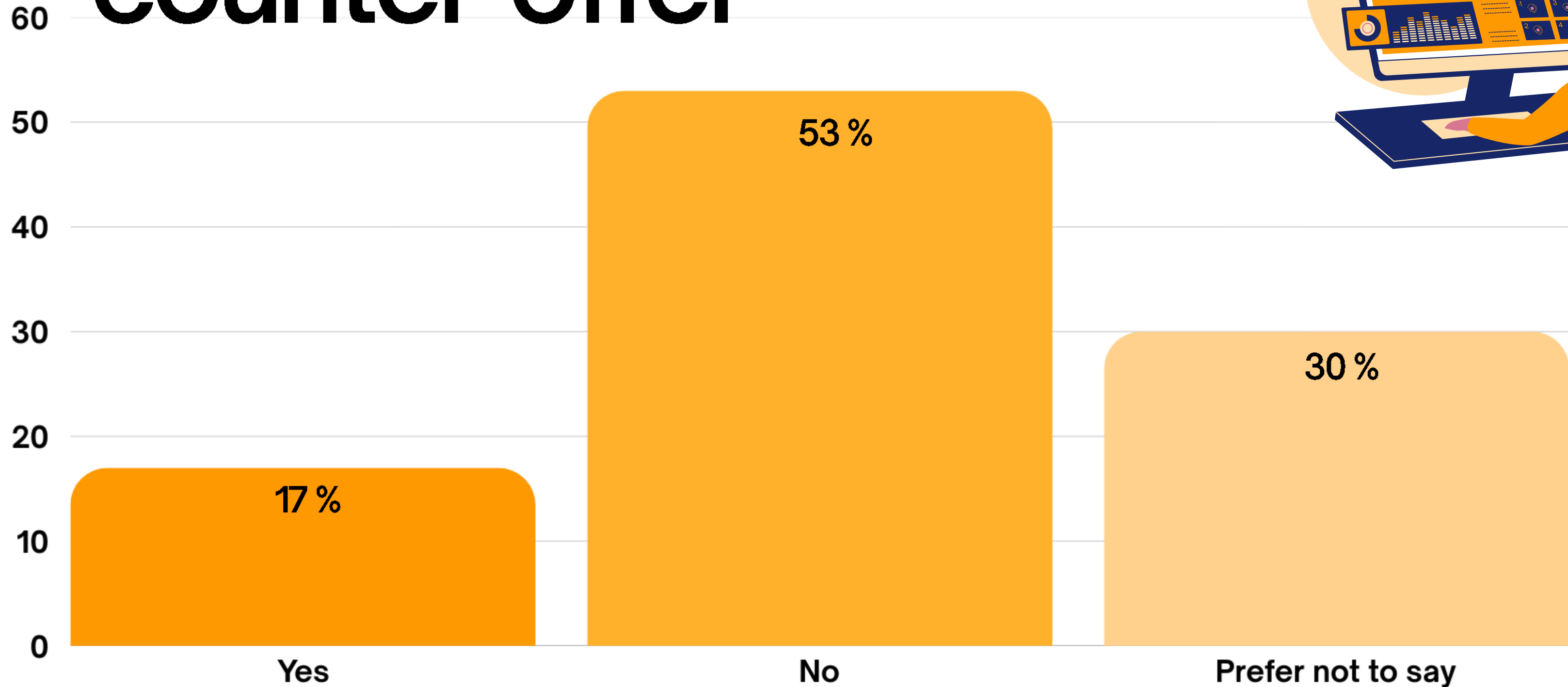
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Q9 Accepted counter-offer



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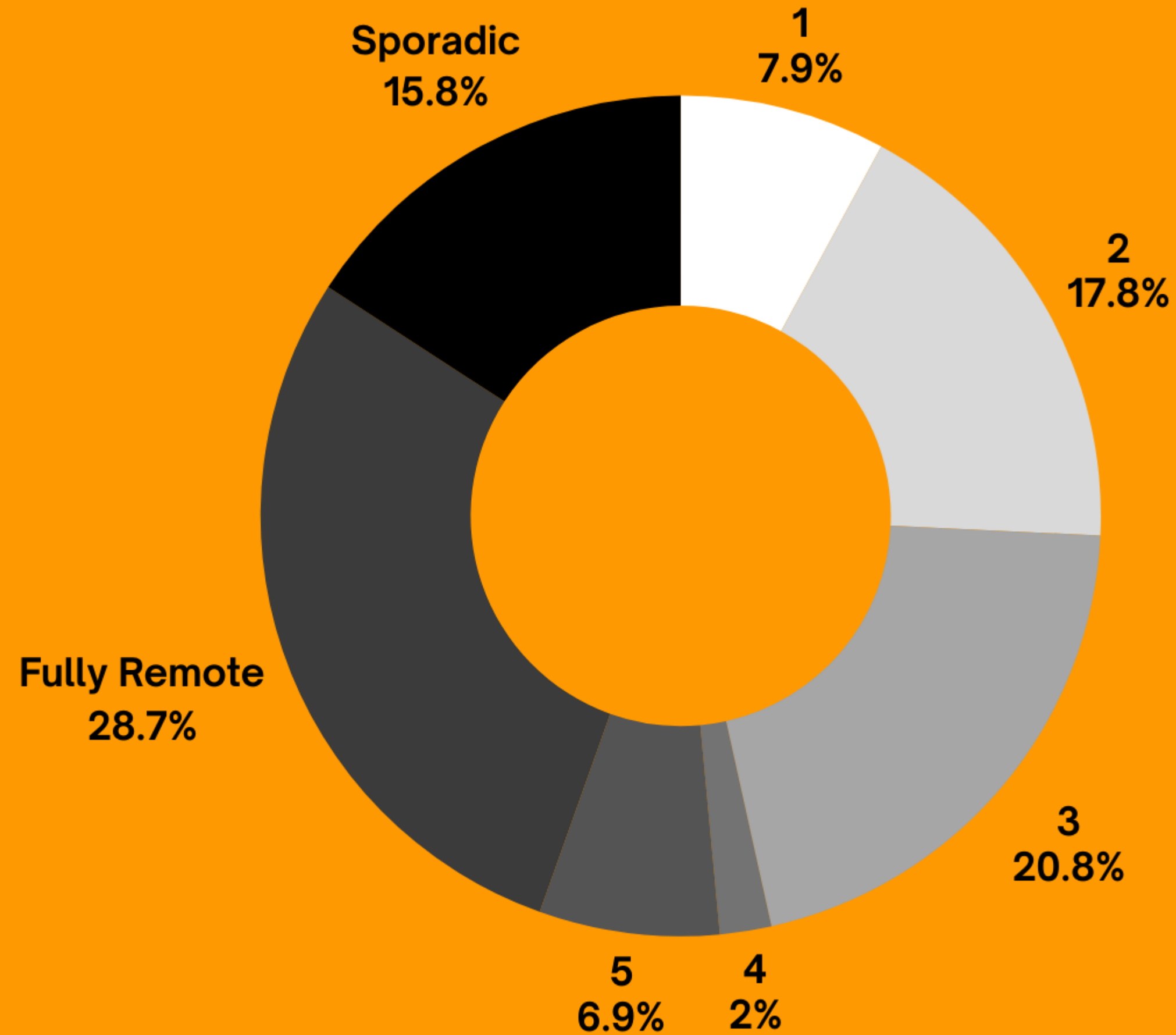
Q10 Stayed 12+ months after counter-offer



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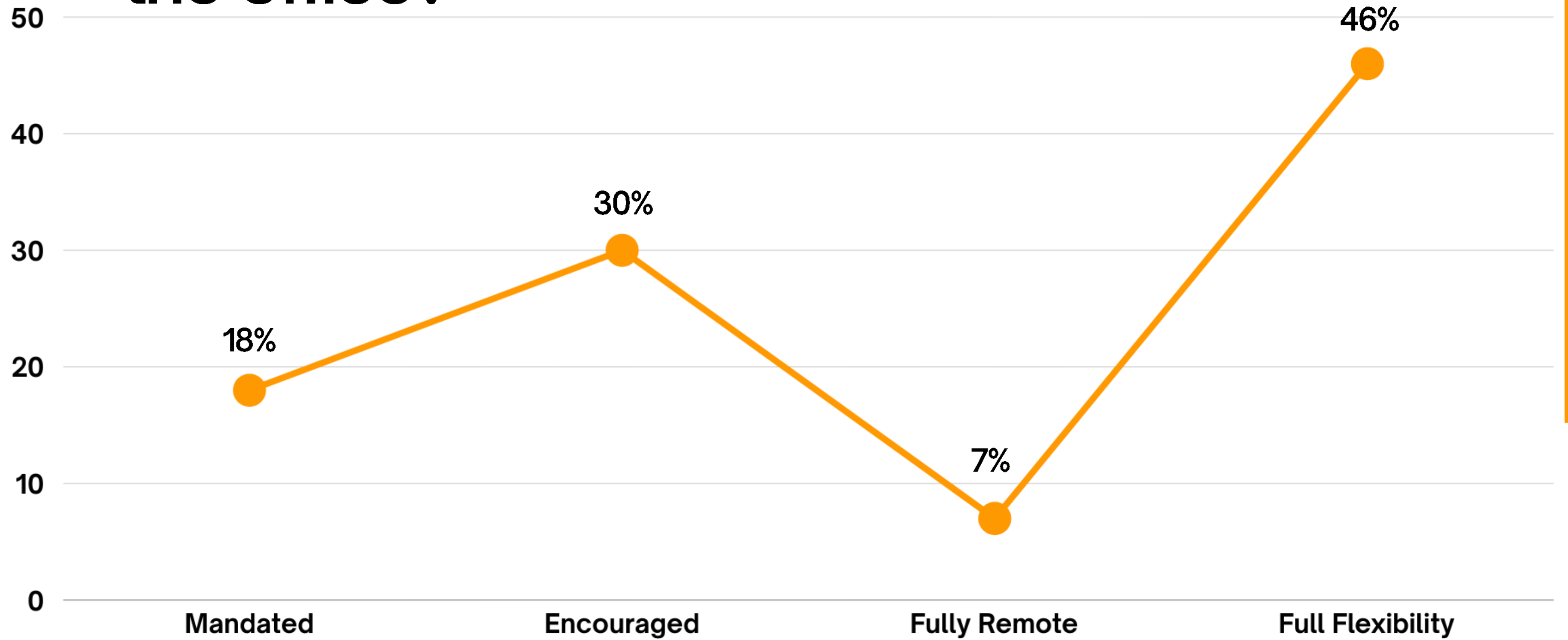
Q11

Days in the office



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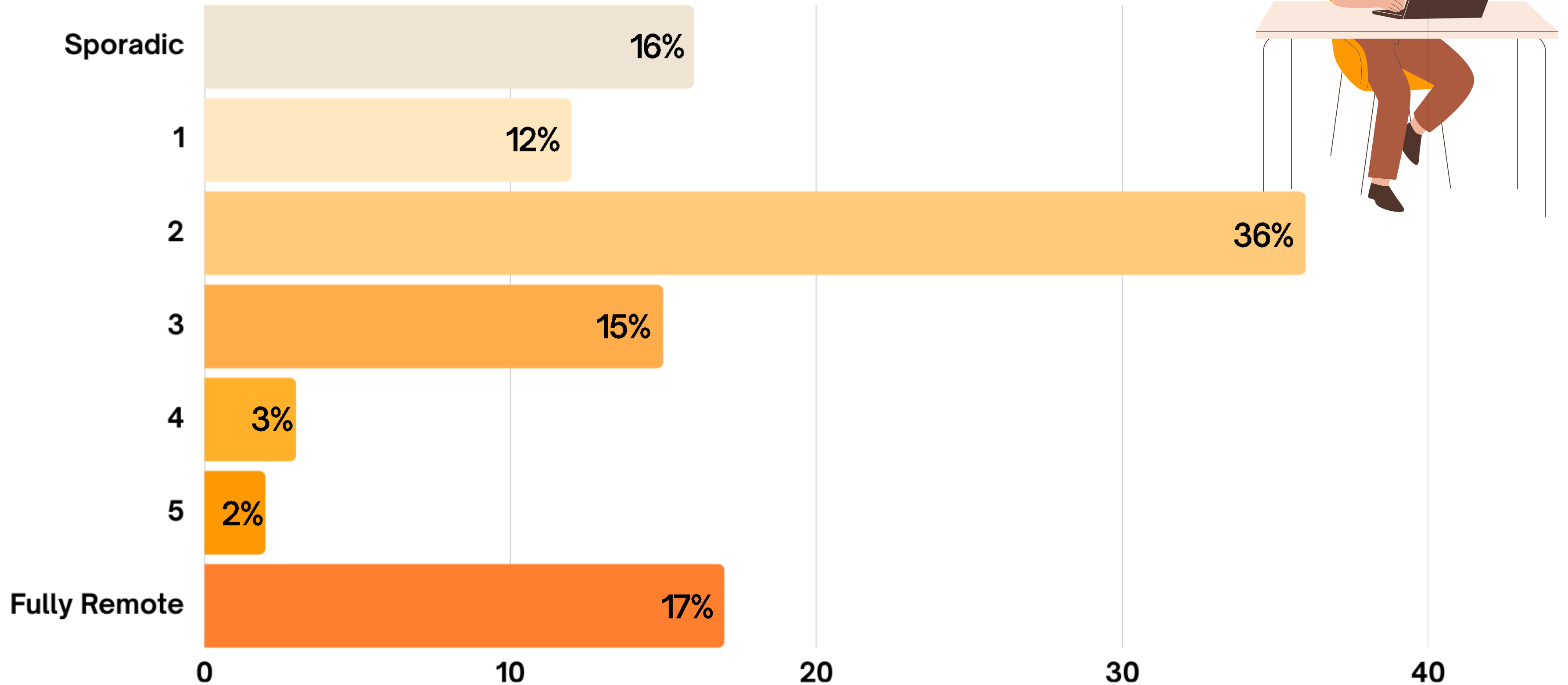
Q12 What is your companies approach to being in the office?



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Q13

Preferred office days



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Q14

Interview process length

1-2 weeks
35%

Less than a week
29%

3-4 weeks
17%

1-3 month
11%

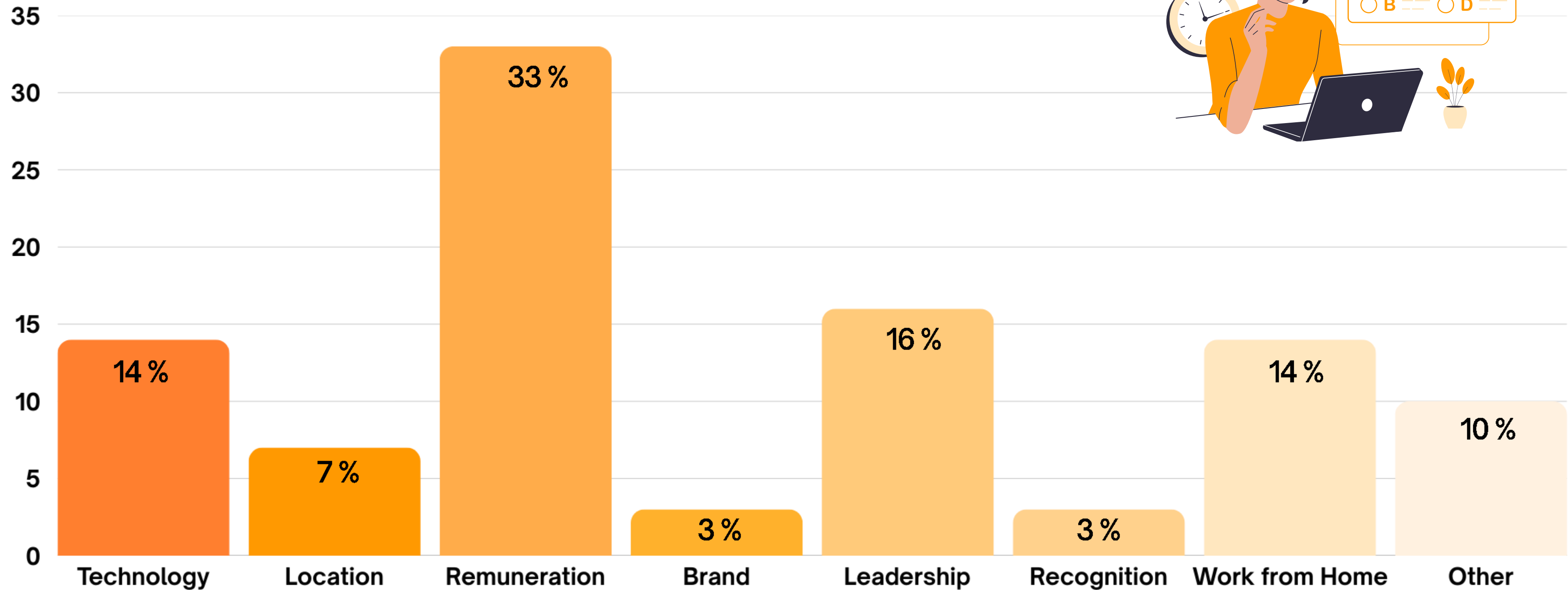
Over 3 month
8%



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Q15

Driver for a New Role

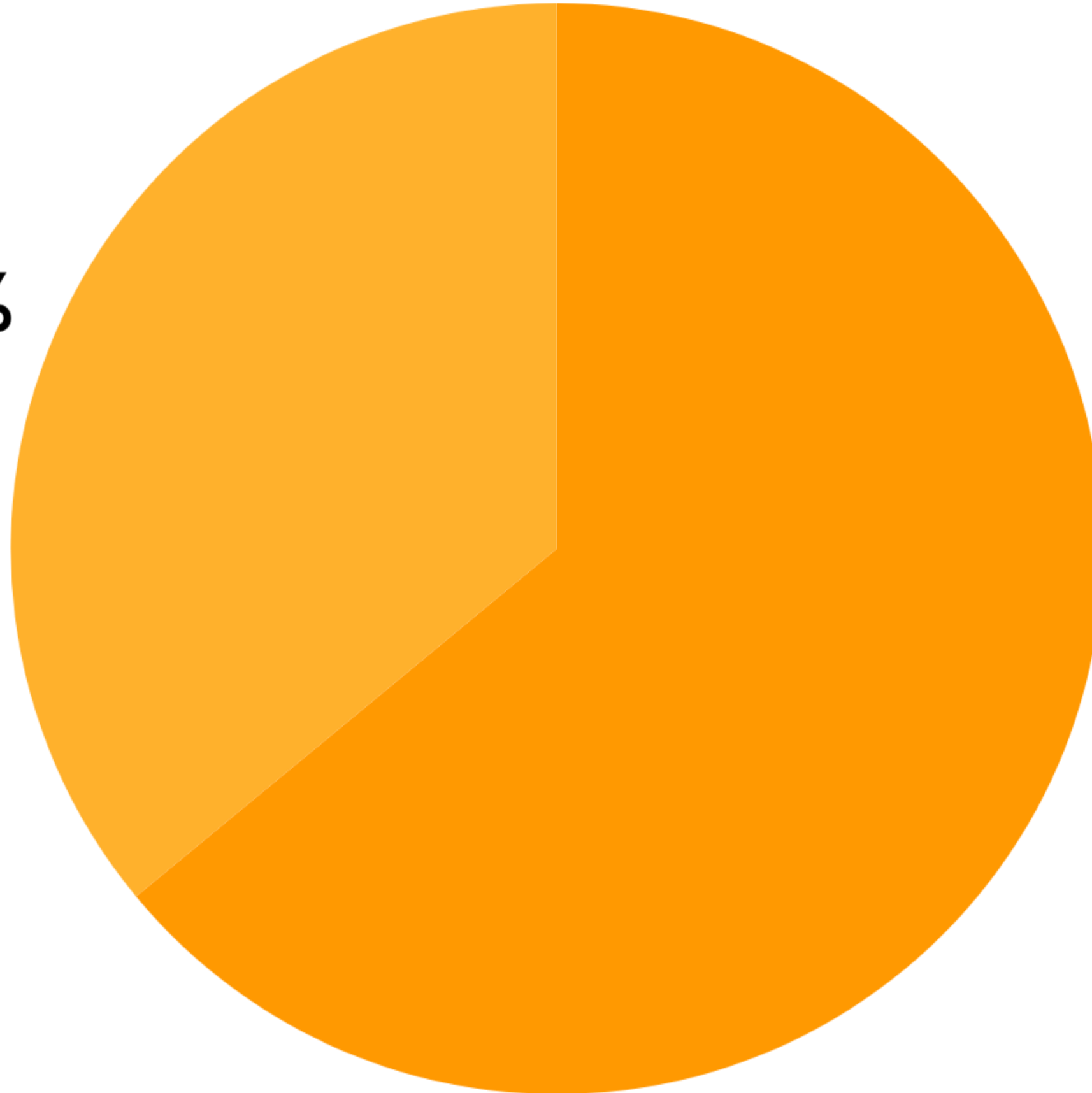


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Q16

Willingness to travel interstate

No
36%



Yes
64%



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Summary

The **Australian SAP market** is a **highly experienced, male dominated** market talent pool who are **extremely positive** about the future of SAP.

This talent pool are **looking for stability** during a state of change, predominantly working in professional services or the private sector and a lot are thinking about retirement.

They are a **trusted workforce** and tend to work 2-3 days in the office and on the whole are looking for a **fair and reasonable remuneration package**.

Thank you!

questions!

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