

PRECISION
SOURCING

2025 Talent Survey

Key Insights to Help you Attract and Retain
Local Onshore Talen





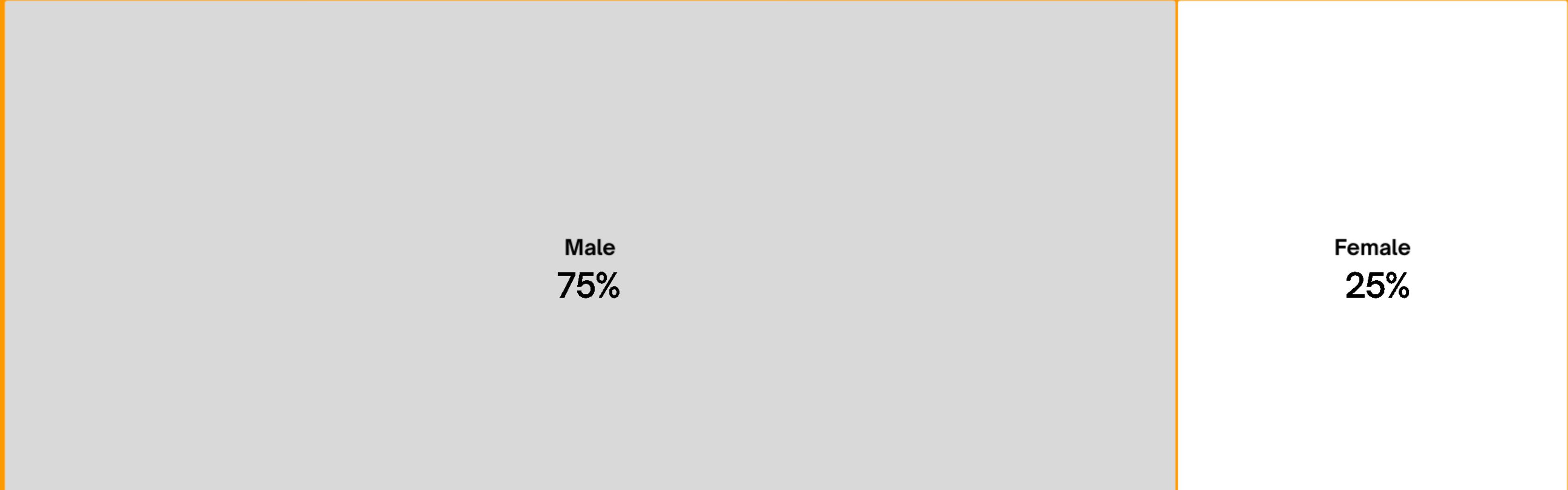
What is the Talent Survey?



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Q1

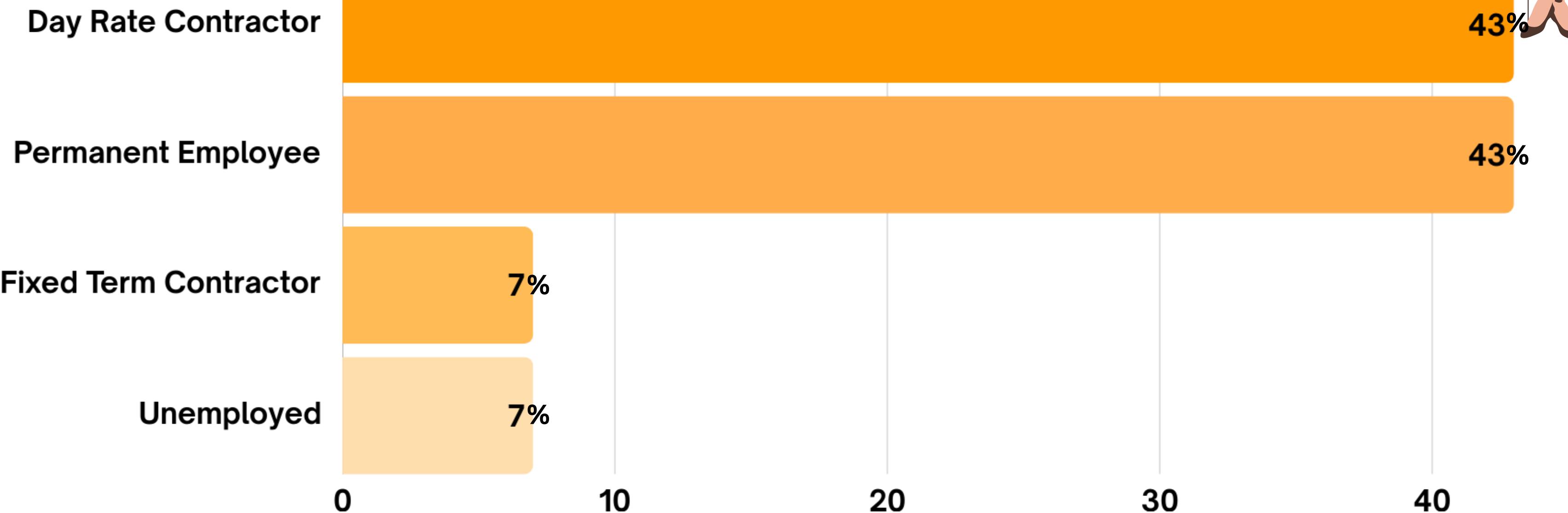
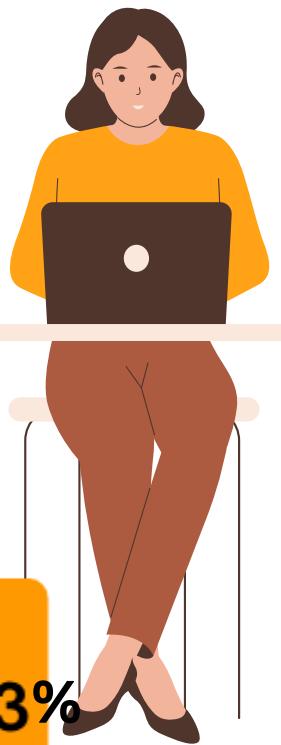
Gender Split



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Q2

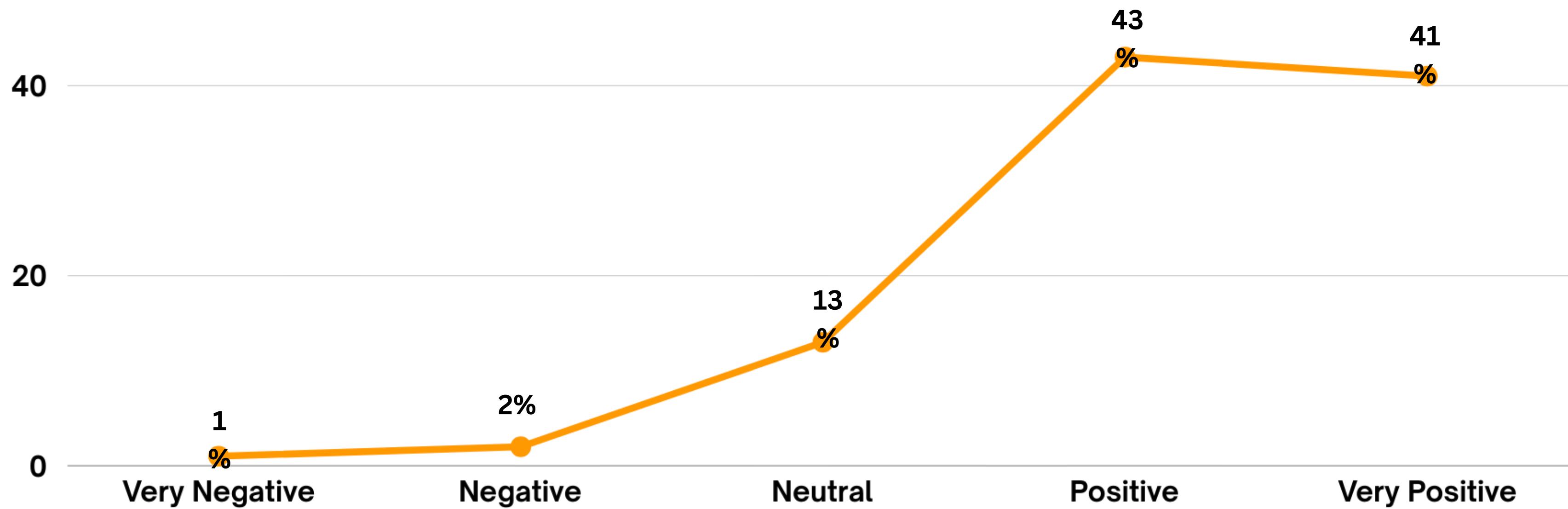
Employment situations



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Q3

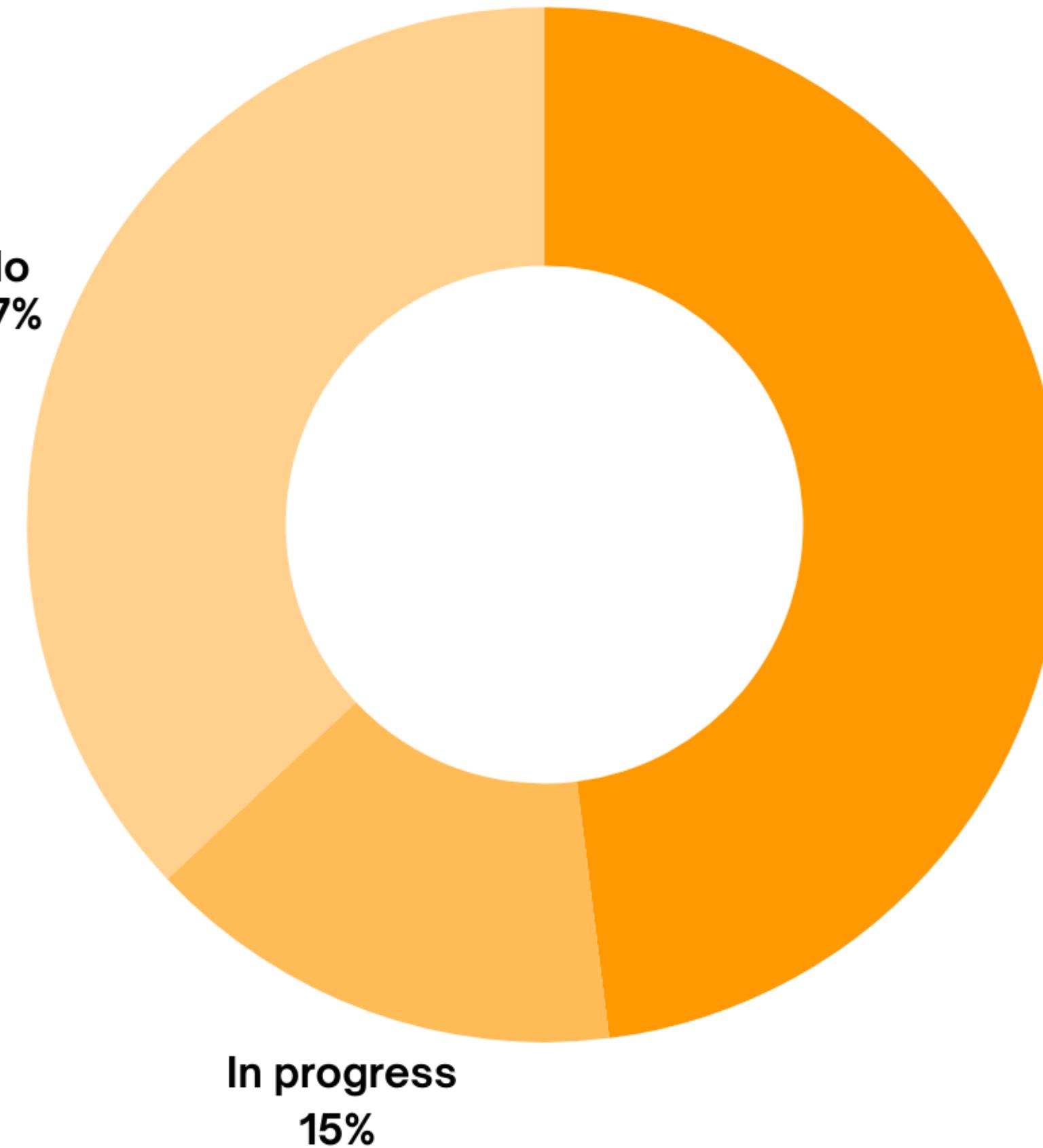
Outlook on S/4HANA



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Q4

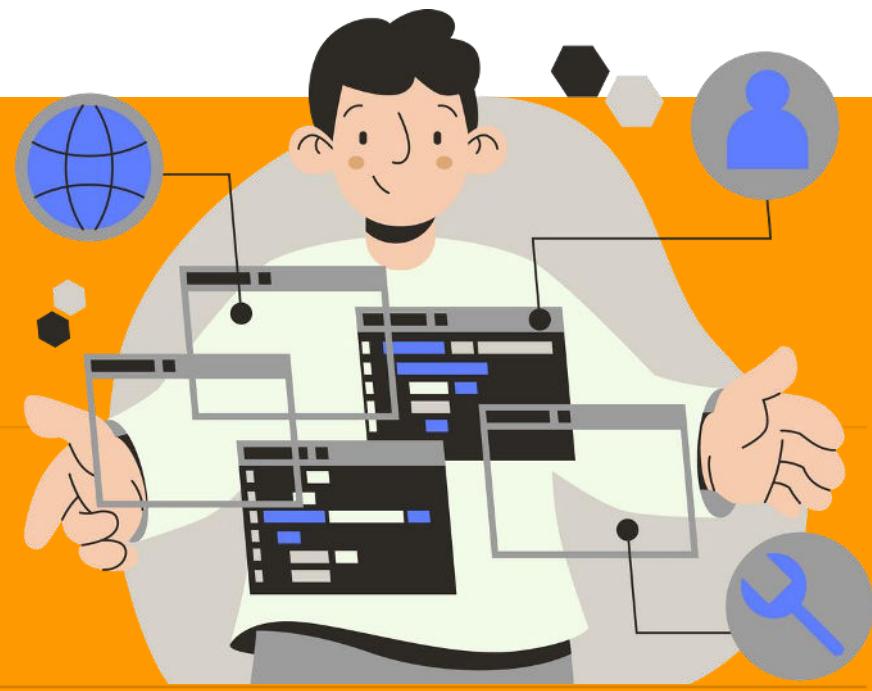
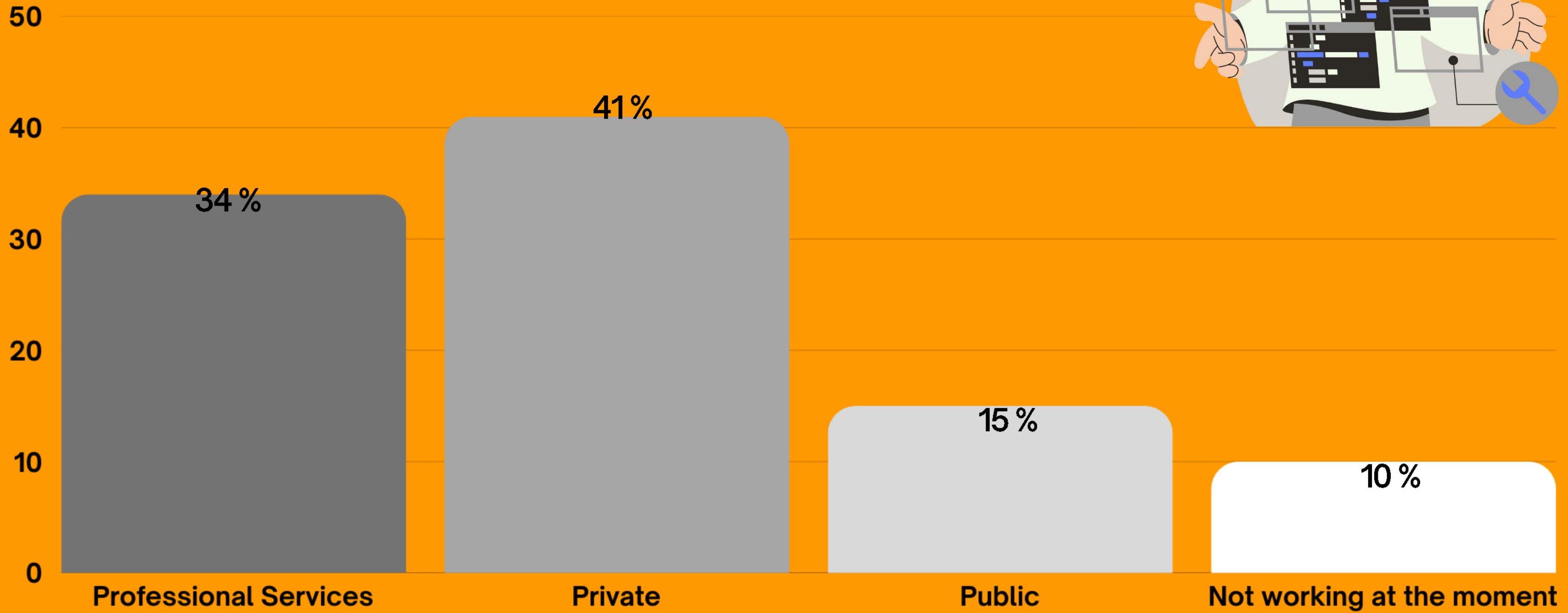
SAP Certification Status



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Q5

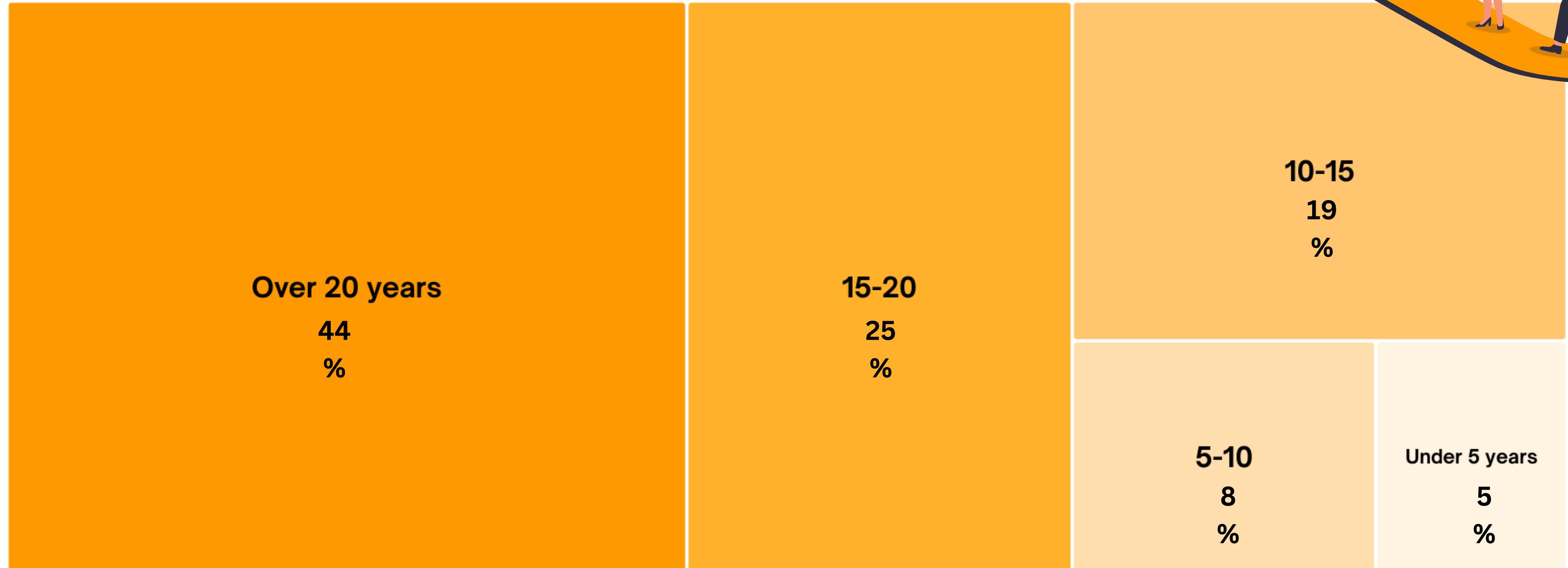
What sector do SAP resources work in?



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Q6

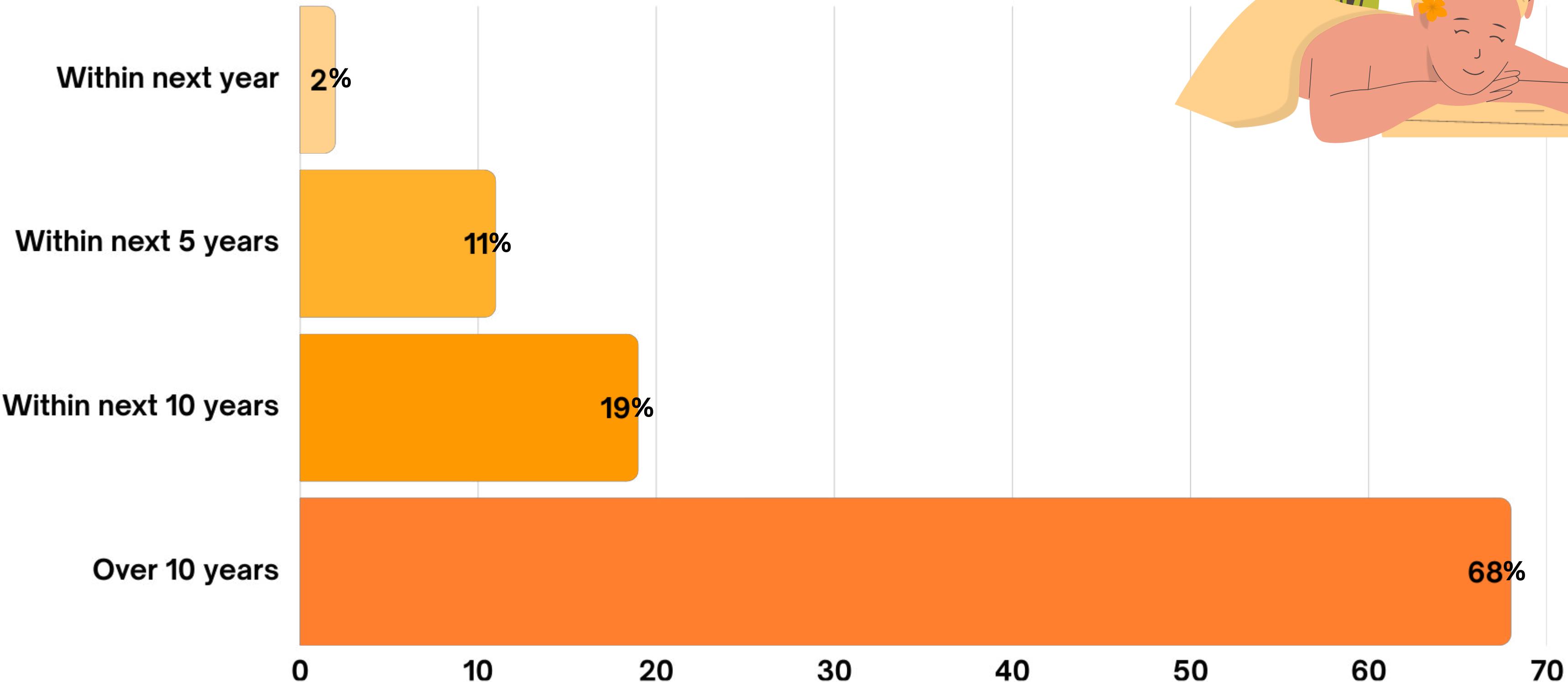
Years of Experience



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Q7

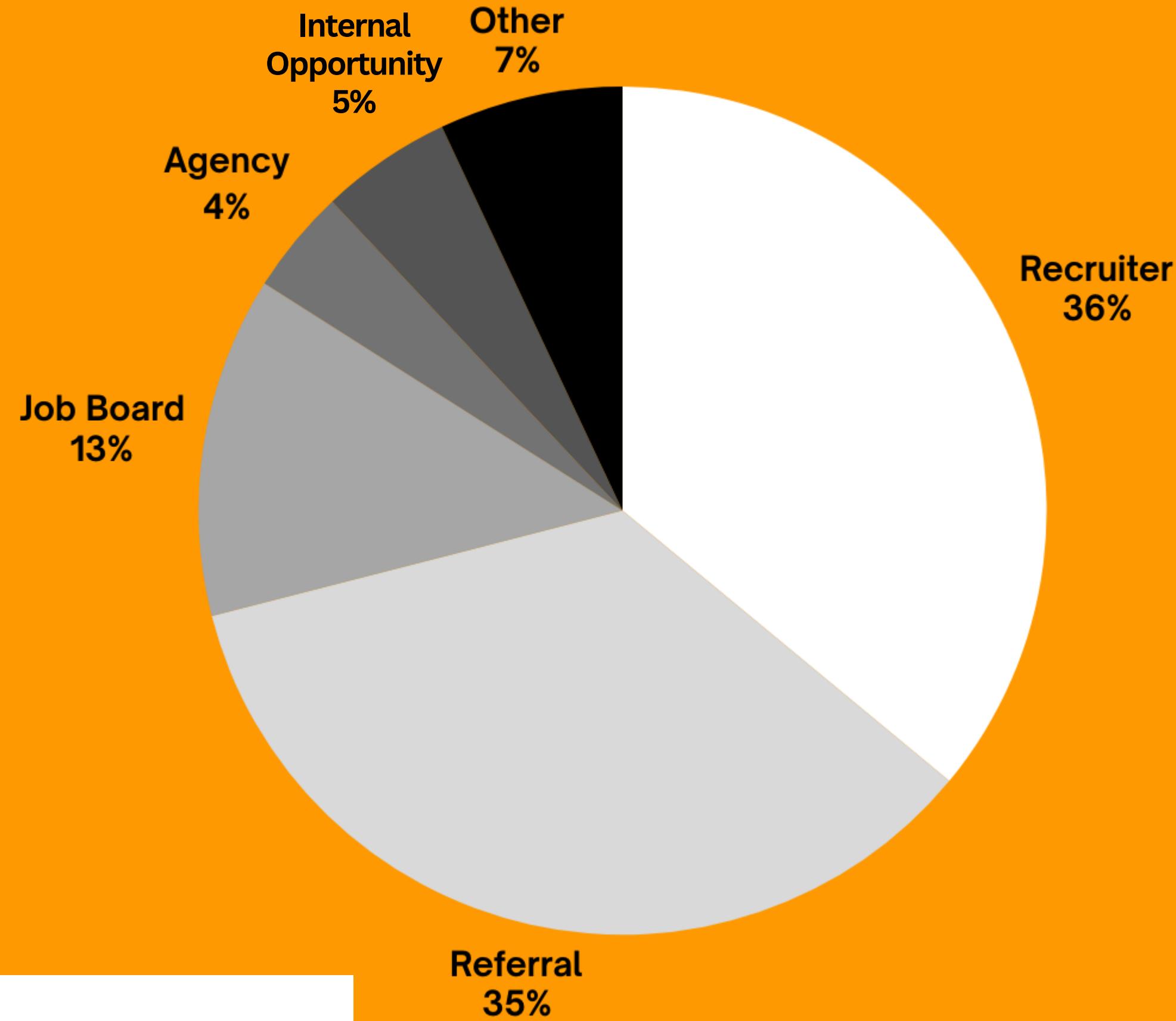
Retirement Plan



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Q8

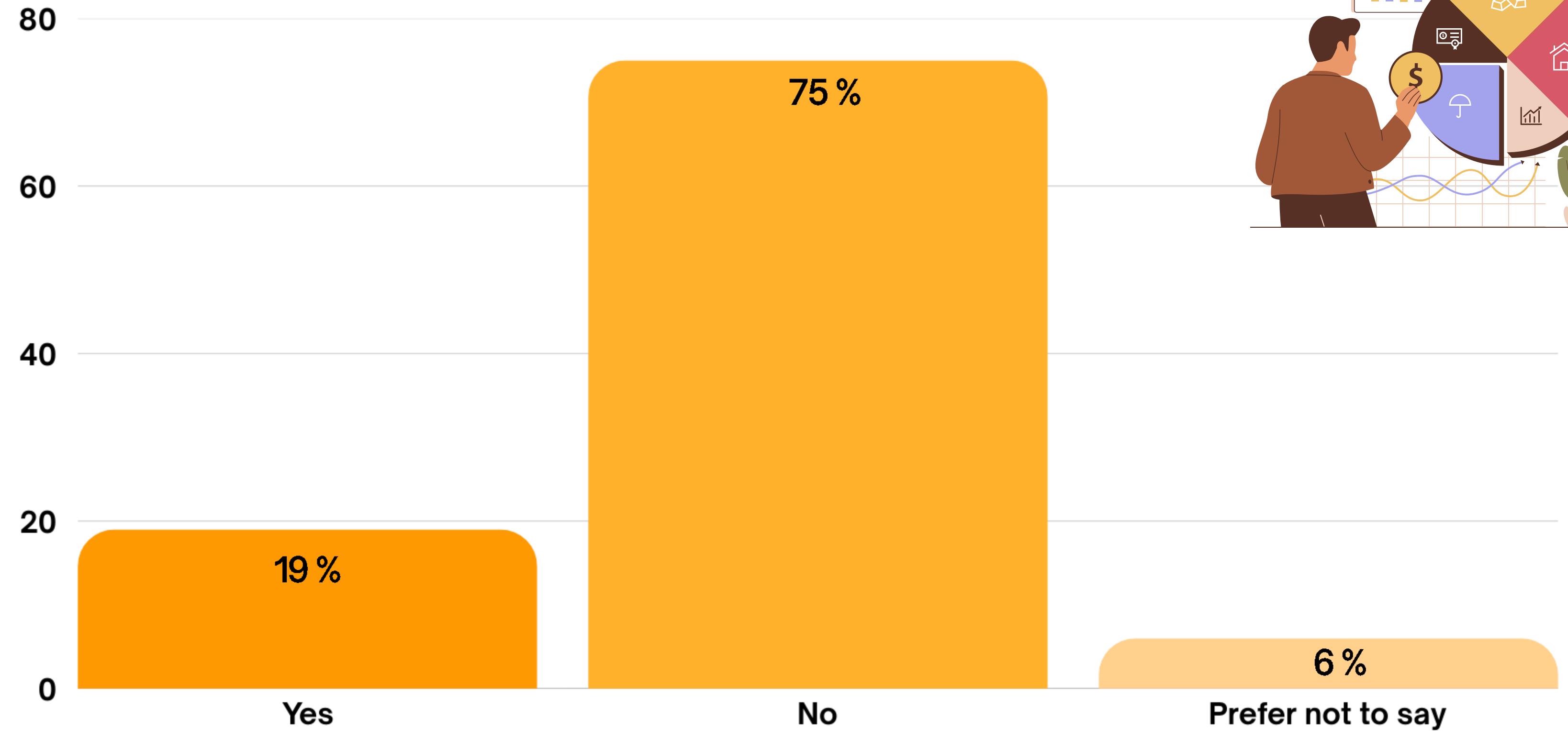
How Sourced Current Role



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Q9

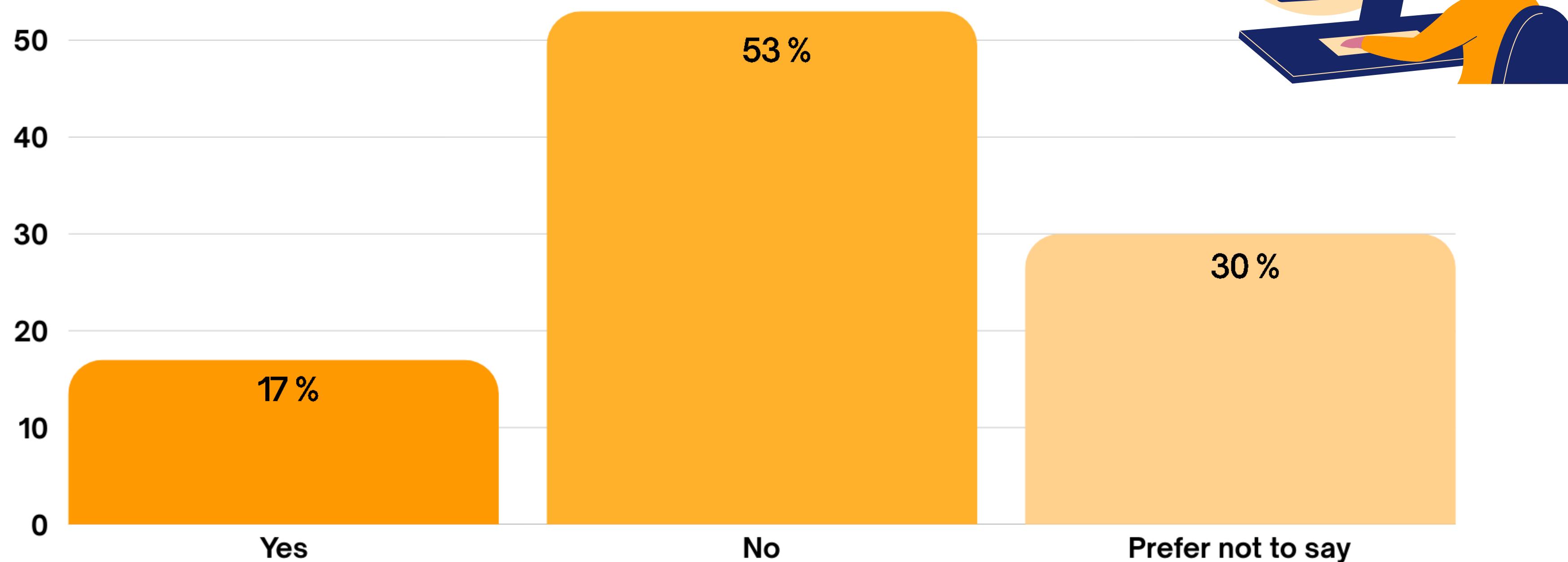
Accepted counter-offer



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Q10

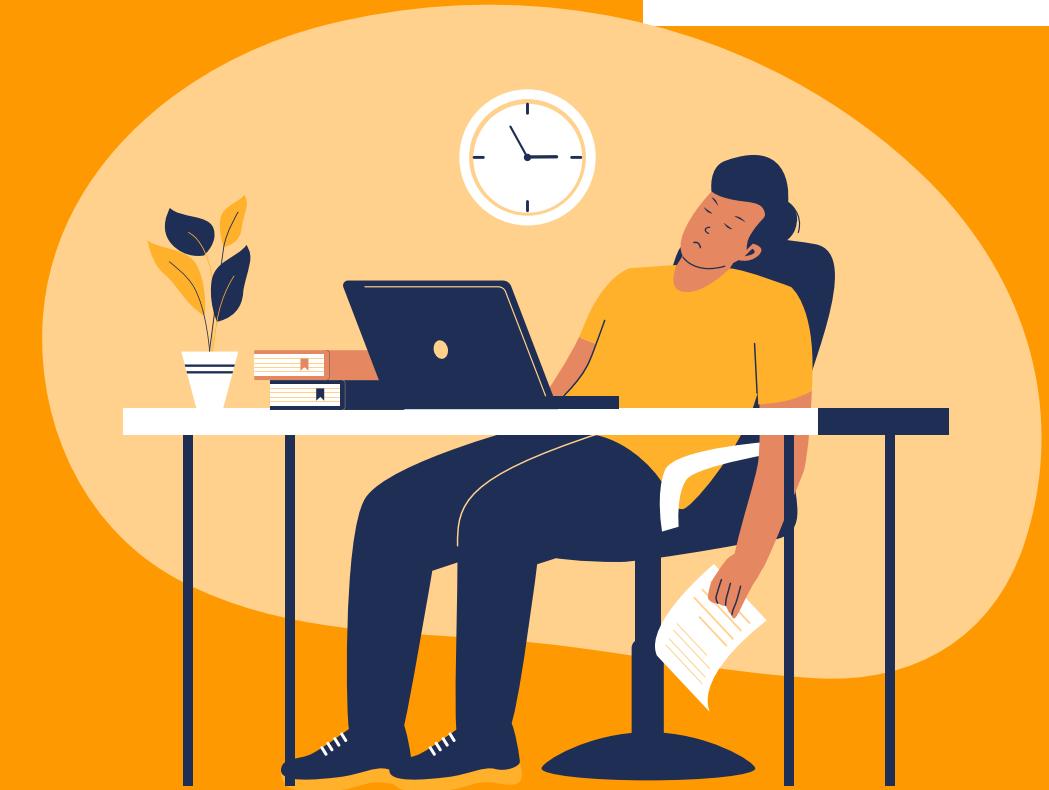
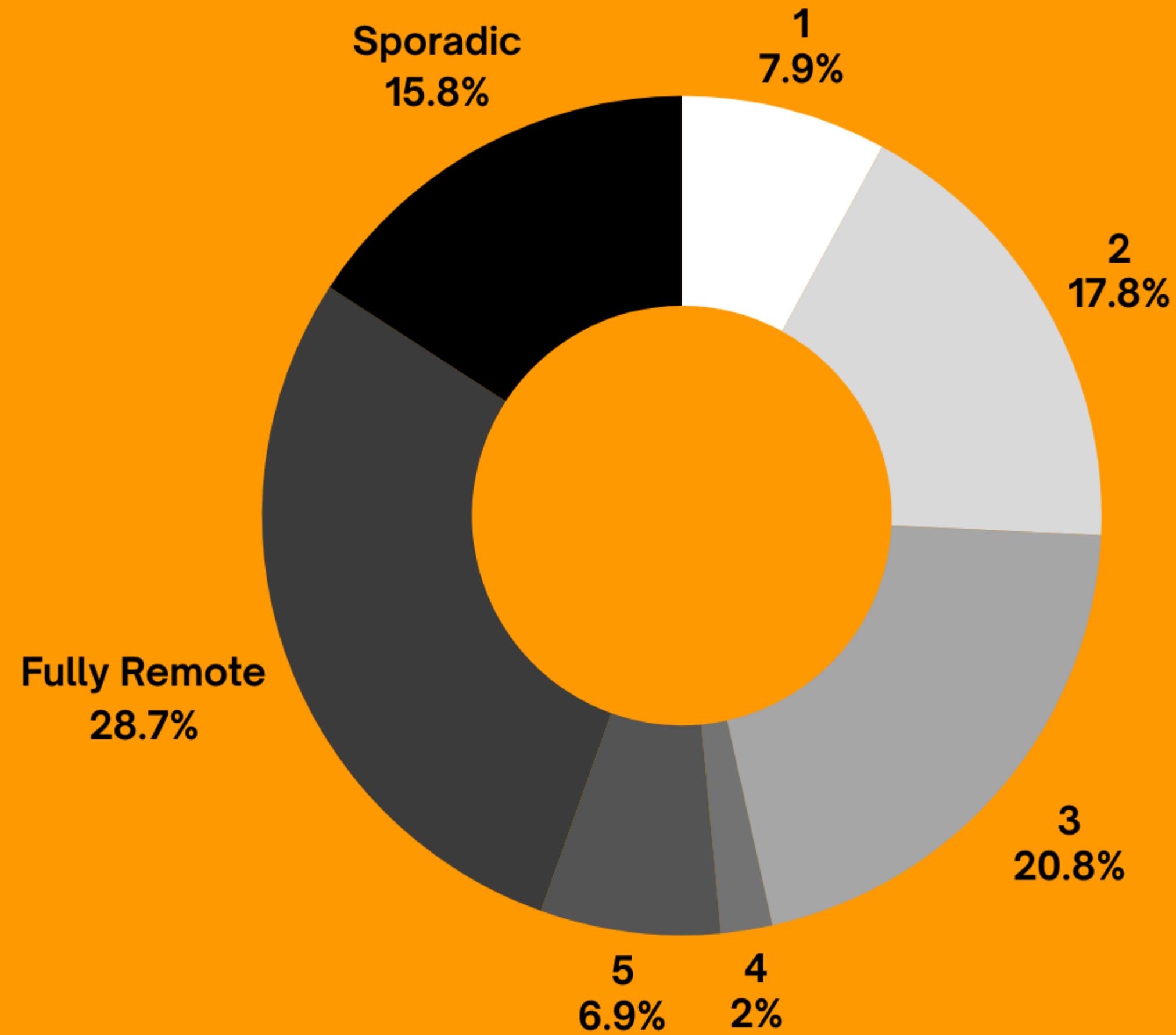
Stayed 12+ months after counter-offer



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Q11

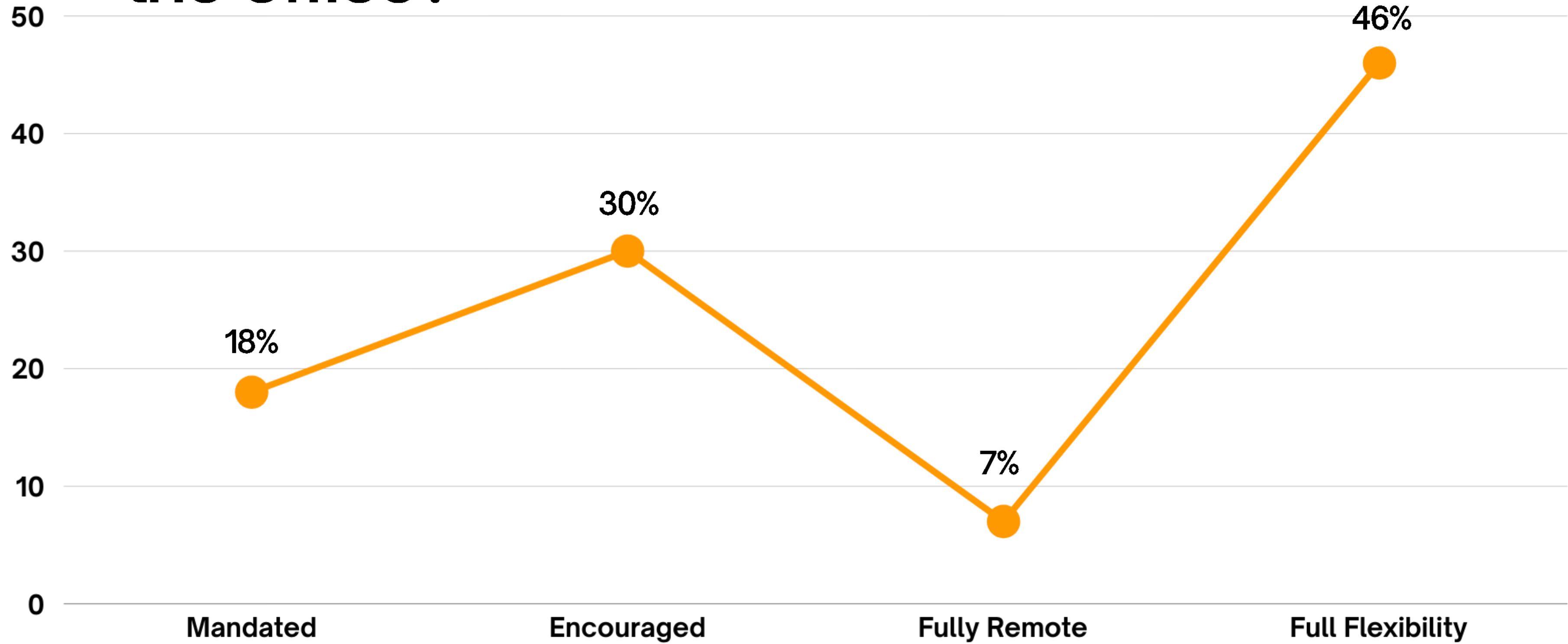
Days in the office



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Q12

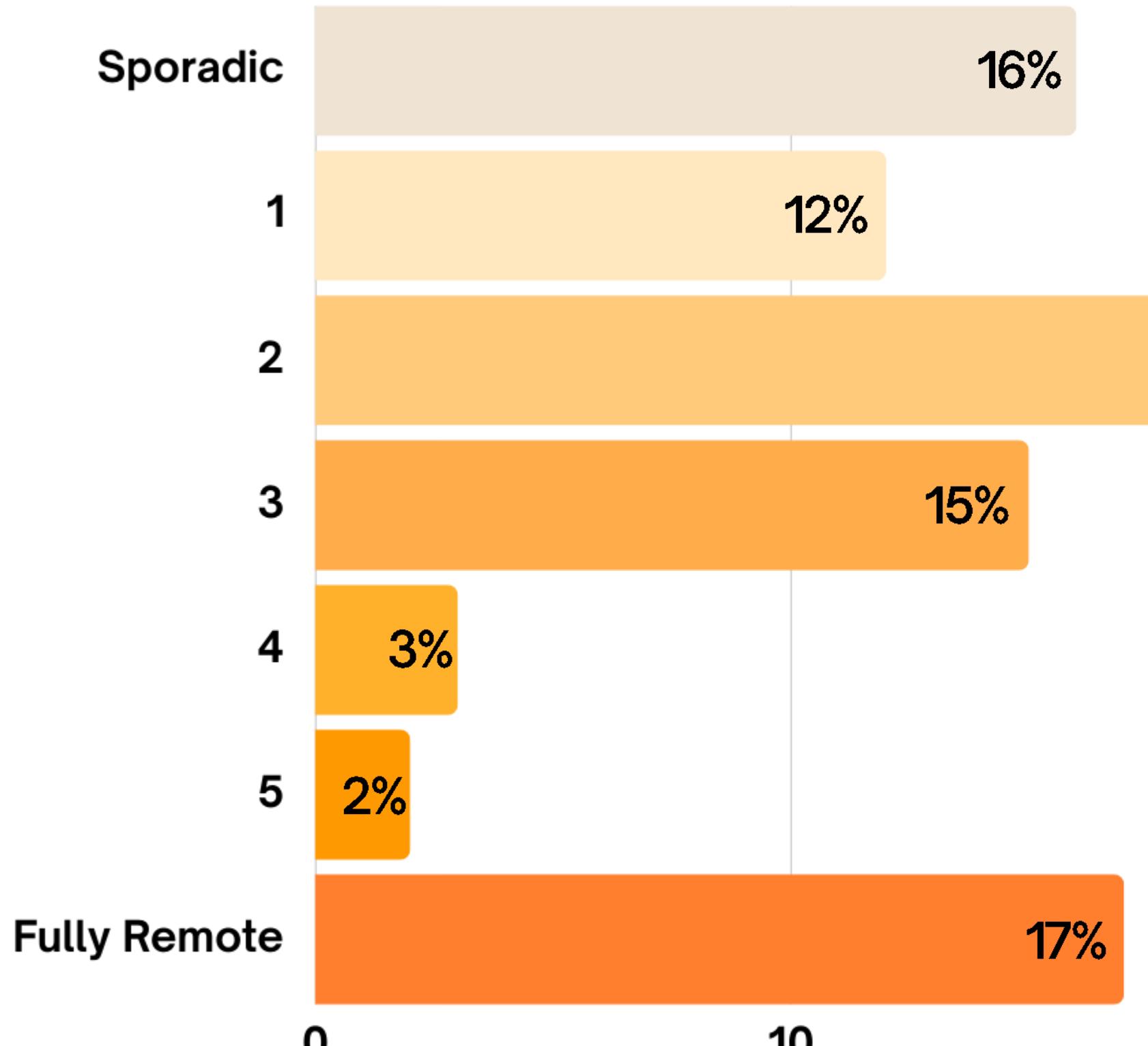
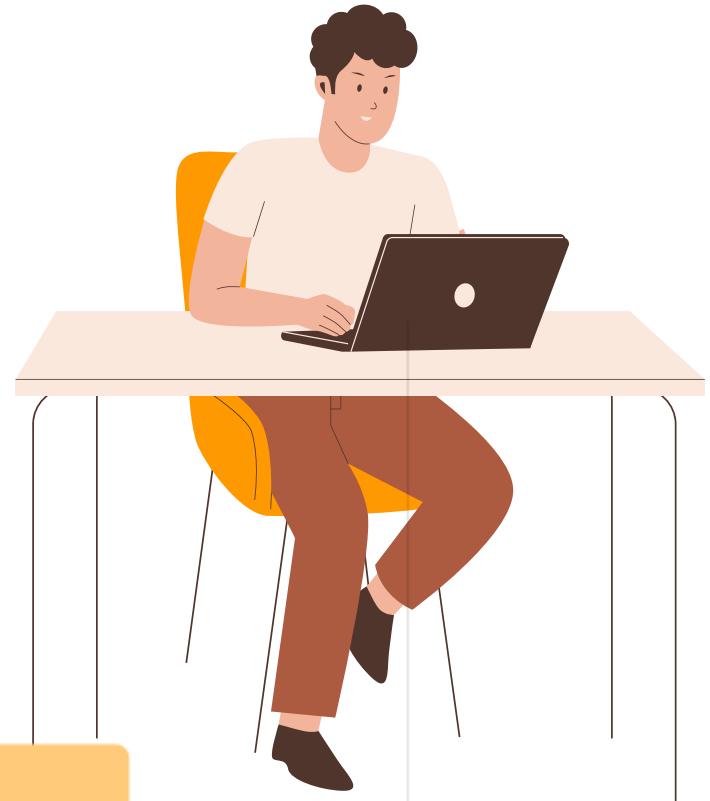
What is your companies approach to being in the office?



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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

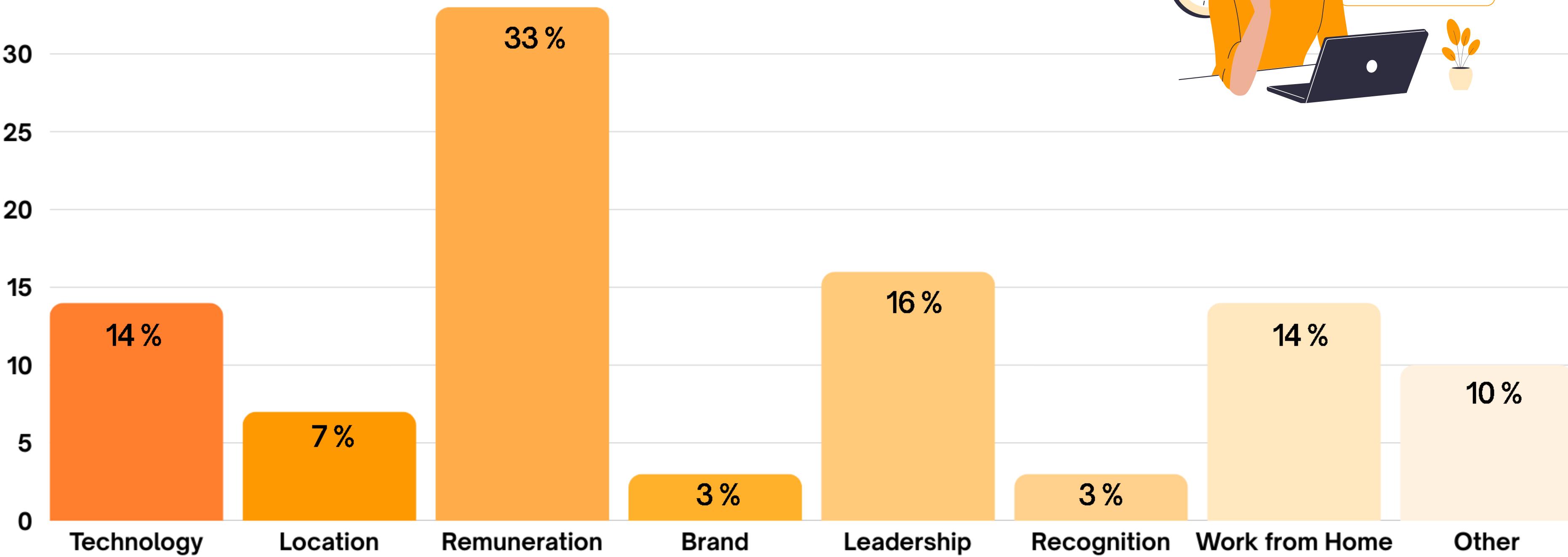
8%



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Q15

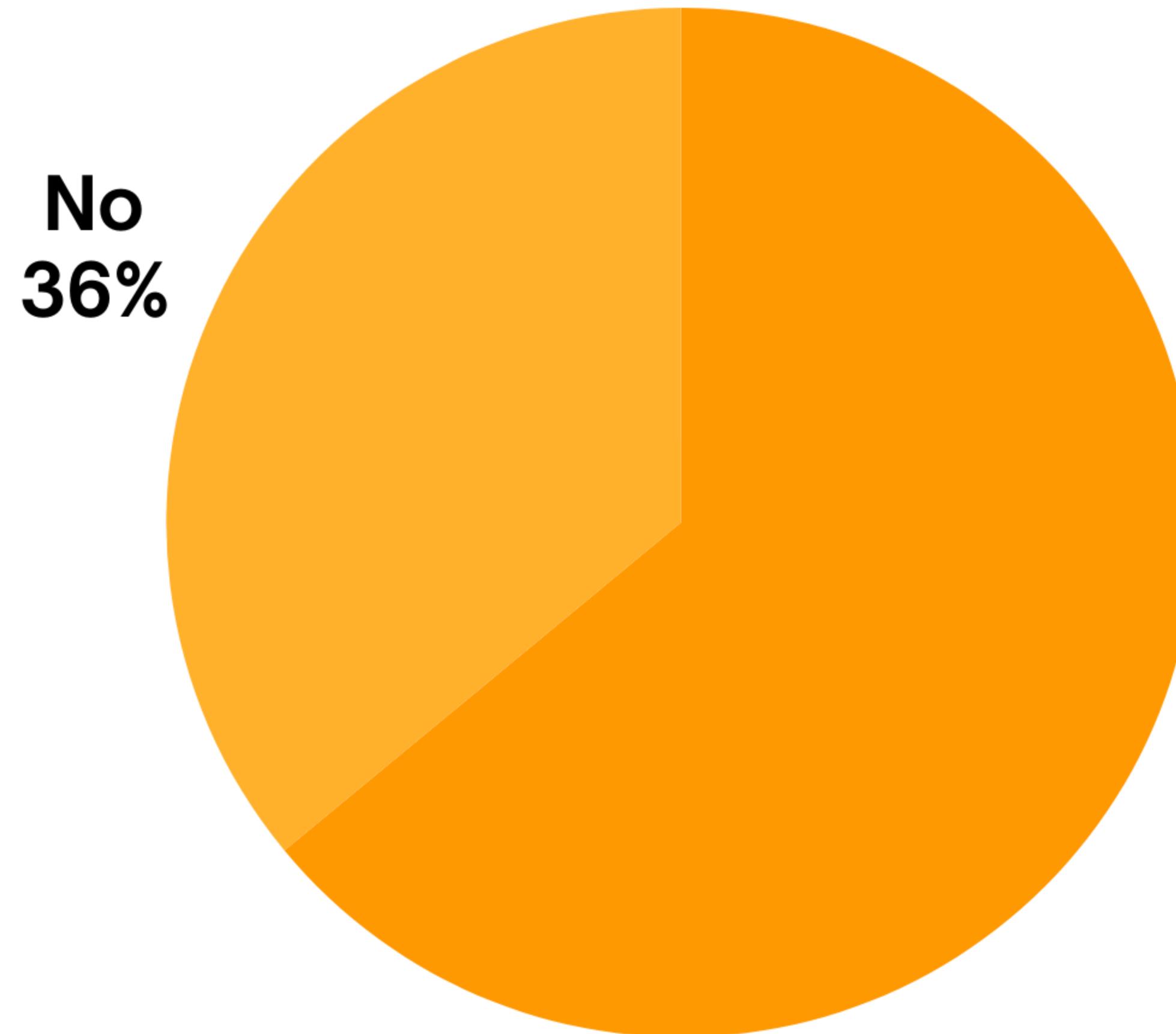
Driver for a New Role



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Q16

Willingness to travel interstate



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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 renumeration package**.

Thank you!

questions!

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Social Media

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