

ROBERT WALTERS

HIRING INTENTIONS SURVEY 2015

INFORMATION TECHNOLOGY

ROBERT WALTERS

We asked over 650 hiring managers across Australia for their hiring forecasts over the next six months, including their plans to take on new staff, at which level, and the prospect of salary increases.

Overall, 35% are likely to increase headcount over the next six months, up from 22% in 2014.

16% are looking to downsize, while half expect the size of their workforce to remain stable.



“The Australian economy has encountered some challenging headwinds in recent times, leaving businesses facing difficult questions about whether to expand headcount and at what level. Compared to last year, however, the survey tells us that confidence is starting to return to the recruitment market, with a significant rise in the number of organisations looking to onboard more staff. Yet as more employers invest in new hires – especially for permanent roles – the more difficult the challenge of sourcing the right professionals in sufficient numbers becomes.”

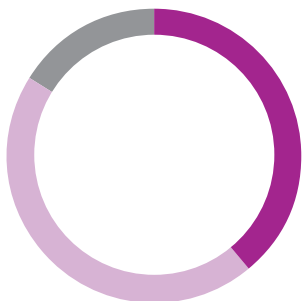
James Nicholson, Managing Director – ANZ

Six in ten hiring managers are focusing on permanent hires in 2015, 10% more than in 2014. Nearly nine in ten (87%) organisations looking to hire will be recruiting at the mid-level, 12% higher than in 2014.

39% of hiring managers anticipate rewarding their workforce with a salary increase this year.

THE NEXT SIX MONTHS IN IT HIRING INTENTIONS

IT Headcount Expectations



- 39% are expecting to increase headcount
- 45% are expecting headcount to remain stable
- 16% are expecting to downsize

Four in ten (39%) IT hiring managers are set to boost headcount in 2015, considerably more than the number looking to recruit a year ago (25%).

While 16% are looking to downsize, this still represents an improvement on the first six months of 2015, when 24% of IT hiring managers reported that headcount had decreased.

45% of IT hiring managers are expecting headcount to remain stable this year.



“Information technology is at the heart of many modern business operations, and it’s essential that businesses have the right employees to make effective use of these systems. Short of being able to increase supply, rising demand for technical skills is expected to increase, generating more intense competition as companies look to build team size.”

Peter Bateson, Director, Chatswood



14%

more IT hiring managers expect to increase headcount compared to 2014



47% of Queensland employers are set to increase headcount over the next six months, more than any other state and higher than the 39% rate reported nationally.



“Queensland’s position as a projected leader in IT hiring speaks volumes about confidence across the region, marking out the state’s position as an attractive location for digitally-savvy industries. As companies look to increase technology hires, make sure you position yourself favourably by thinking strategically about your interviewing processes and identifying critical hiring criteria.”

Nick Lemin, Associate Director, Brisbane

39%

of IT employers expect to increase headcount over the next six months



PERMANENT VS CONTRACT HIRING

Will a majority of your IT hires be permanent, contract or a mix of both?



Overall, over half of IT hiring managers are focused on permanent hires, a 10% increase since 2014.

This shift is balanced by a drop in the number of hiring managers looking to hire an even mix of contract and permanent employees (22%), down from 31% the previous year.



“Contractor hires remain relatively popular compared to other sectors, reflecting the preferred method of employment for many experienced IT professionals. Yet rising permanent recruitment suggests that many organisations are looking to embed a range of skills that they increasingly rely on, from ensuring strong cyber-security to developing cutting edge user experiences. As this trend develops, think about what your working environment offers and whether these match up with career lifestyle preferences for IT professionals.”

Ben Brown, Associate Director, Melbourne

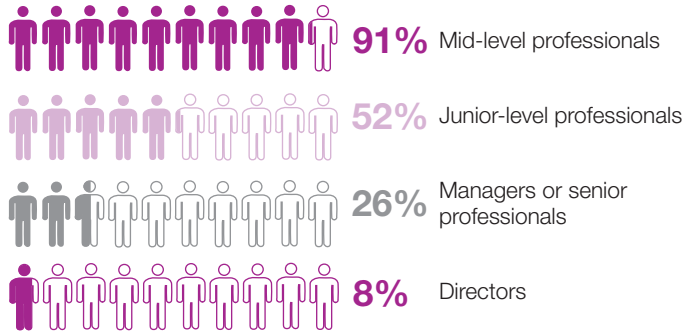
10%

more IT managers expect to focus on permanent hires compared to 2014

EXPERIENCE LEVEL REQUIREMENTS

Nine in ten (91%) organisations looking to hire IT professionals will be recruiting at the mid-level, an increase of 12% on 2014. While demand for senior professionals is expected to dip by 12%, hires of junior IT professionals are projected to be 10% up on 2014 levels.

IT Experience Level Requirements



“It’s tempting to concentrate on senior hires as the solution to taking your organisation to the next level, and without doubt, it’s these professionals who often provide much needed guidance and expertise in business management. However, it’s also important not to neglect mid and junior-level hires. Given the right development, they will become the strongest champions of your brand, adopting the most appropriate technologies to deliver on business objectives.”
Jodie Gillespie, Associate Director, Perth

91%
of IT hires will be mid-level professionals

REMUNERATION

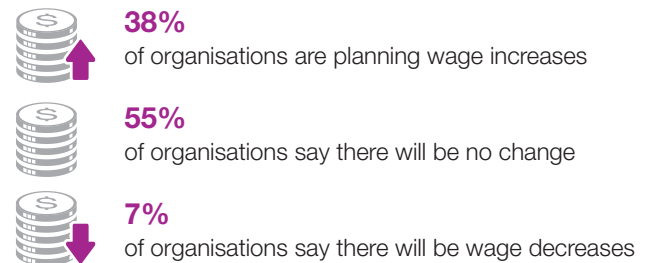
Four in ten (38%) IT hiring managers anticipate rewarding their workforces with a salary increase this year, a slight increase on 2014 (36%).

However, 7% are set to cut wages this year, compared to 4% a year ago.

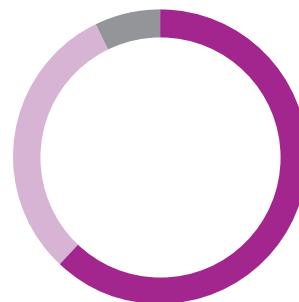


“While it is still important to benchmark salaries at market rate - especially for the most sought after specialists - there are plenty of other methods to help you stand out as an attractive employer. Promoting career progression opportunities or flexible working, for example, will help demonstrate a commitment to investing in your employees' future.”
Shaun Deacon, Associate Director, Sydney

IT Remuneration Expectations



What effect will wage pressures have on your organisation’s ability to hire IT professionals over the next six months?



57% of organisations say IT hiring will not be affected by wage pressures in 2015, very similar to the number who agreed in 2014 (54%).

■ 57% say wage pressures will not affect ability to hire
■ 36% say wage pressures will mean taking on fewer new employees
■ 7% say wage pressures will lead to redundancies

SECTORS AT A GLANCE

Organisations that are likely to hire in the next six months:

Banking & Financial Services		37%
FMCG		34%
Leisure/Travel/Hospitality		21%
Manufacturing/Construction		32%
Media		39%
Natural Resources		24%
Pharmaceuticals		33%
Professional Services		48%
Property		50%
Public Sector		18%
Retail		43%
Telco		35%

Organisations that are planning wage increases in the next six months:

Banking & Financial Services		39%
FMCG		56%
Leisure/Travel/Hospitality		43%
Manufacturing/Construction		23%
Media		28%
Natural Resources		22%
Pharmaceuticals		42%
Professional Services		36%
Property		47%
Public Sector		38%
Retail		43%
Telco		39%

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