



“A minimised requirement for senior management positions has been replaced with an increase in an agile approach to delivery.”

The recruitment market in the project services space has focused on specialist candidates working on end to end programs, on a project specific basis. This has resulted in a minimised requirement for senior management positions and has been replaced with an increase in hands-on niche specialists.

The demand for contractors has grown significantly and subsequently a decrease in fixed term or permanent positions has become more prevalent. This approach has led to a more efficient operating model, and effective delivery of projects and programs, encouraging Tier 1 enterprise to hire a significant volume of roles throughout the year.



## HOT ON THE AGENDA OF A HIRING MANAGER

2017 will see a continued demand for mid level skills including project managers and senior program managers. The impact of cloud transformation on businesses and how they operate will continue to drive the recruitment of skilled change managers.

Hiring managers should be aware that transformation managers and enterprise agile coaches are amongst the more difficult to source to support the change within their organisation.

## ADVICE FOR HIRING MANAGERS

It is important to recognise professionals who are looking to develop their skills and for hiring managers not to be afraid to up-skill a candidate who has the willingness to learn and develop in the areas they are weak. A candidate's salary or contracted rate of pay is no longer the sole motivator to stay with an organisation and companies will get more success out of a candidate within their existing organisation if the time and training is invested in their development. Contractors and existing employees will be crucial brand ambassadors for an organisation, and internal promotion will be integral to staff retention.

In 2017, we forecast a significant shift towards 'Greenfield projects', where candidates are given the opportunity to work on the life cycle of a complete project.

## SALARY STATUS 2016 AND 2017

There was a direct correlation between the revised approach to the structure of IT transformation projects and salaries in 2016. In the project and program management space, salaries increased for agile, digital and change management roles due to a shortage of skills, against the demand for the implementation of these projects.



### 2016 GAME CHANGERS

Agile delivery models have taken precedence over standard Waterfall or Prince2 methodologies. The implication of this is that the market is focusing on candidates with specialist technical experience rather than senior management experience.



### EXPERIENCE WHICH IS HARD TO FIND

- Enterprise Agile Coaches
- Kanban Iteration Manager
- Security cleared Project Manager ACT



## TOP PREDICTIONS FOR 2017

- Continued growth in the contractor market, with an increased requirement of candidates with niche technical skills recruited on a project by project basis.
- Due to less hierarchical structures and agile transformations, there will be a decrease in the senior management matrix structure for programs and projects.

### INFORMATION TECHNOLOGY PROJECT SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM AUD (\$)		RATE PER DAY AUS (\$)	
	2016	2017	2016	2017
<b>Management</b>				
Agile Coach	180 - 220k	180 - 220k	850 - 1100	900 - 1200
Scrum/Iteration Manager	170 - 230k	170 - 230k	800 - 1000	800 - 1000
Senior Project Manager	150 - 195k	160 - 210k	900 - 1250	900 - 1250
Project Manager	115 - 145k	120 - 160k	700 - 900	650 - 900
Programme/Portfolio Manager	170 - 240k	170 - 240k	1100 - 1500	1000 - 1550
Project Co-ordinator/PMO Analyst	80 - 110k	85 - 120k	320 - 640	350 - 650
Change Manager	135 - 185k	150 - 200k	800 - 1100	900 - 1150
Senior Business/Systems Analyst	110 - 140k	120 - 140k	650 - 900	650 - 900
Business Systems Analyst	90 - 120k	90 - 120k	500 - 650	550 - 700

NB: Figures are salaries inclusive of superannuation, but exclusive of benefits/bonuses unless otherwise specified.

