JAVASCRIPT QUARTER 1 MARKET TALENT REPORT 2021/22

OVERVIEW

"There has never been a better time to be a JavaScript Developer", this was a phrase we constantly heard last quarter when speaking to candidates and clients about the market. Salaries and contract rates continued to increase as more work was insourced due to border restrictions.

We saw employers leveraging increased salaries and new strategies to attract and retain talent:

- Companies that can't compete on salary can still secure candidates by investing in flexibility, work-life balance, and career development.

- Identifying and adjusting to your individual employees' needs is one of the best ways to retain your team. Lack of clear career progression and support from management were once again identified as key drivers for candidates, so it is important that organisations adopt individual strategies around this.

- A slow interview process is a sure way to miss out on candidates. A well-defined and fast interview process is the best way to secure talent and beat your competition.
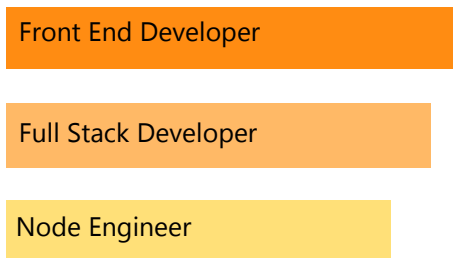
- Q1 saw a 7% increase in jobs on the market on top of a steadily growing market over the last 12 months. We do expect these figures to stabilse towards the end of Q2 as the borders open and new talent can enter the country.

The lack of experienced JavaScript Developers became very clear during Q1. Companies looking to hire Senior Developers struggled as the number of experienced developers interested in a career change declined.
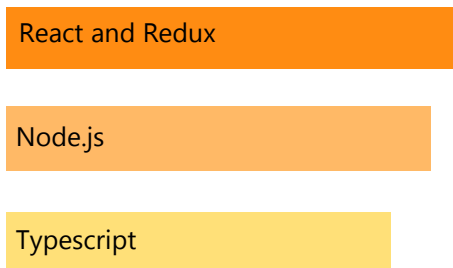
This presents a huge challenge for companies, even with the news of the borders opening. Hiring managers need to consider alternative options when securing talent to compete in this new market. Head to page 3 for more on this.
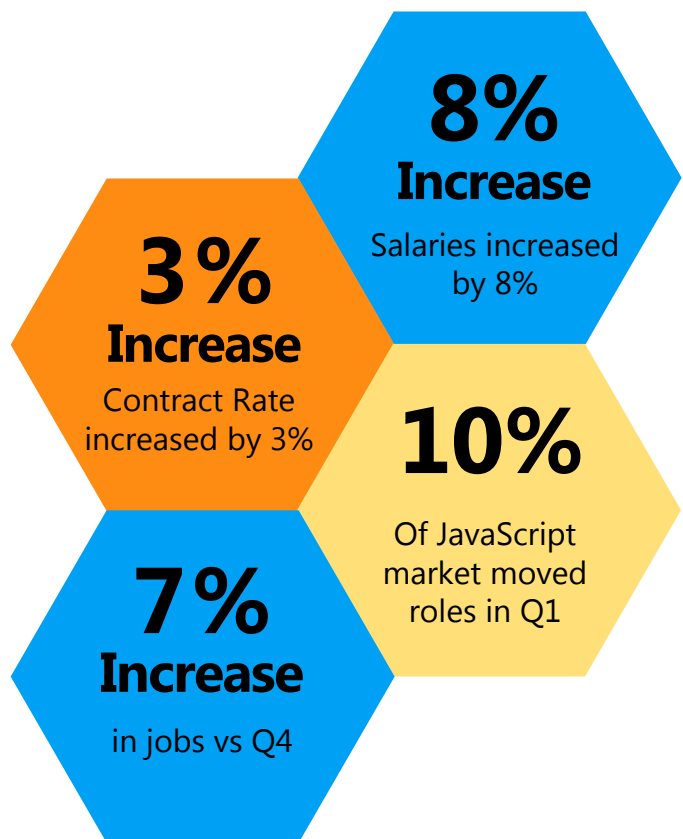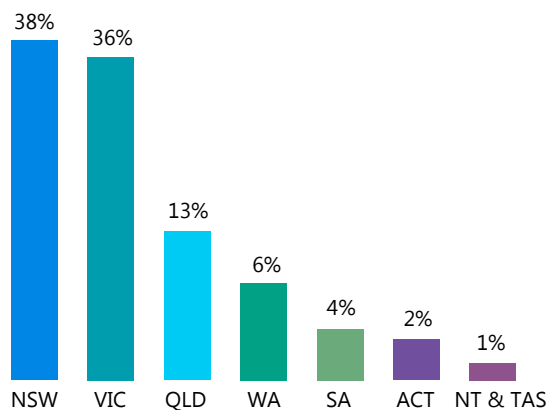
AT A GLANCE

Job Titles In Demand

Front End Developer

Full Stack Developer

Node Engineer

Skills In Demand

React and Redux

Node.js

Typescript

Active Sectors Hiring

Startup

Consulting

Digital Agency

Breakdown Of Hires Per State

State	Percentage
NSW	38%
VIC	36%
QLD	13%
WA	6%
SA	4%
ACT	2%
NT & TAS	1%

8% Increase
Salaries increased by 8%

3% Increase
Contract Rate increased by 3%

10%
Of JavaScript market moved roles in Q1

7% Increase
in jobs vs Q4

THE FUTURE

Insights for Clients

Whilst the news of the borders opening will have a positive impact on the availability of experienced JavaScript Developers, it's not an overnight fix to the lack of experienced talent in Australia.

To overcome this issue, it is imperative that employers continue to build pathways for Australians into tech roles, and consider alternative options when it comes to hiring:

- Support international talent relocating to Australia to fill crucial shortages.

- Invest in junior talent - too many organisations are top-heavy when it comes to senior talent. There are so many talented junior developers that would jump at the opportunity to join a business. Australian tech companies need to take advantage of this.

- Manage hiring expectations - gone are the days of cherry-picking candidates. Hiring managers need to adjust their expectations and consider applicants who are a 7/10 or 8/10 fit instead of looking for someone who ticks all the boxes.

Insights For Candidates

The JavaScript market is still booming, and new opportunities can seem endless. These tips will help you navigate the market:

- Is money your number one motivator? If it is, speak to your employer first to see if they can improve your remuneration package. It's better to do this first instead of using an external offer to try and navigate a pay raise.

- Don't be tempted by remuneration. Money is an essential factor in your decision, but it's important to consider this alongside culture, type of work, leadership team, career progression and average tenure of employees.

- Don't settle! The market has never been better for JavaScript Developers. If an opportunity doesn't tick all the boxes, move on.