

**PROJECT SERVICES  
QUARTER 1  
MARKET TALENT  
REPORT 2021/22**

# OVERVIEW

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**The narrative surrounding Q1 of 2021 is very similar to that of Q4 2020. The boom in demand for talent that we observed in Q4 2020 is showing no sign of slowing. Confidence levels for businesses across all industries is high, and with that confidence comes a desire to grow. Hiring is firmly on the agenda for 99% of businesses across Australia.**

Businesses have not only survived the latest lengthy lockdowns, but have actually managed to thrive. A major factor fueling this confidence, is a perceived light at the end of the lockdown tunnel. October is going to see the start of Australians across the country, enjoy greater freedoms as we return to a somewhat 'normal' way of life.

One thing remains unclear yet is what businesses will do next with their working environments. Will they push for a return to the office? Will they continue to utilise remote options? Or will a hybrid approach become the new normal? Different businesses have different ideas of how to successfully emerge from lockdown. It certainly won't be a one size fits all and job seekers will have this at the front of their minds, when making decisions on whether to join a business.

## **The Effect On The Market**

You probably guessed it! – competition for talent in the Project Services space is at an all-time high. The broader economic factors contributing to a talent shortage remain largely the same - closed national and international borders. The accessible talent pool still hasn't been refreshed.

As a result of high levels of confidence, we are experiencing a shift from contract to permanent hiring. Permanent hires made up almost 70% of hiring in Q1.

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# AT A GLANCE

## Job Titles In Demand

Business Analysts

Project Managers

Scrum Masters

## Skills In Demand

Cloud

Data

Financial Services

Digital

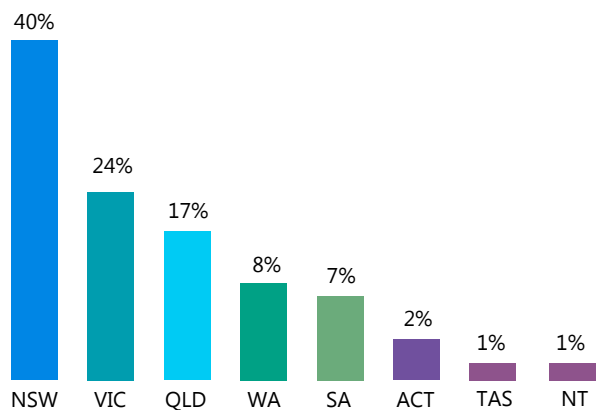
## Active Sectors Hiring

Banking and Finance

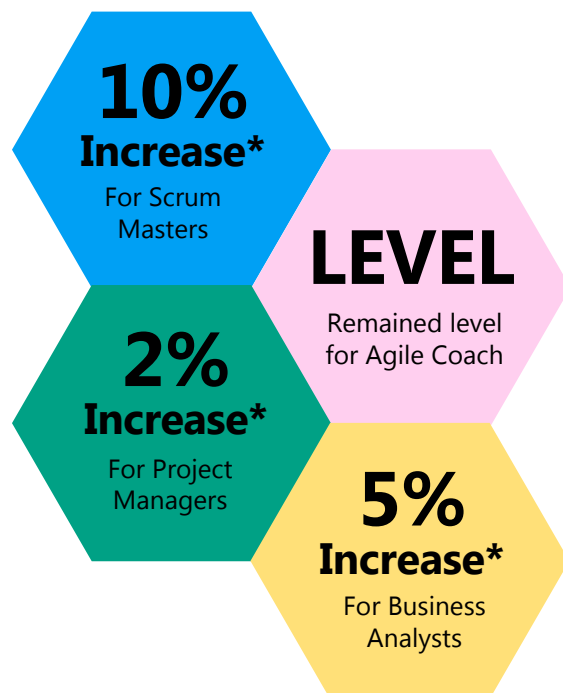
Consultancy

Financial Services

## Breakdown Of Hires Per State



## Contract Rates



\* These increases are on top of already inflated rates from the start of Q1.

# THE FUTURE



## **What Can Hiring Businesses Do To Secure Talent?**

In the current market conditions, it's imperative that businesses reflect on their hiring process and ensure their expectations are realistic.

The days of multiple stage/multiple stakeholder interviewing processes, lasting more than a week are gone. Agile and savvy businesses have shortened their interviewing processes, to reduce the chances of their preferred candidates being snapped up elsewhere.

Now is the time to sharpen up your interviewing techniques. Make sure you can establish and qualify the most important parts of an applicant's experience by asking well thought out questions. The standard tick box questions won't give you enough insight or confidence to make a decision after one round.

Make sure that the salary you are offering is competitive. One naturally wants to think that candidates will want to work for you because of the nature of the work and the brilliant culture you have created. That shouldn't change. However, salary remains a key decision-making factor for a job seeker.

## **How Can Candidates Best Navigate This Market?**

The most crucial thing for you to do is establish your priorities. Be clear and firm on those things. Think about role, salary, culture, size of organisation, the nature of the work, leadership, location and ways of working.

Right now, you will be receiving lots of calls about lots of jobs, and it is easy to get lost in the noise. You'll save time by being clear on what you want and won't end up in processes for roles that don't align with your goals.

## **Outlook For Q2**

Q2 is likely to play out in the same way as Q1 – with ongoing competition for a limited pool of talent rife across the space. We will experience more demand for permanent hires comparative to contract, but we should see a relative stabilisation of rates.

The likelihood of the usual slowdown in the weeks leading to the Christmas break is low given the momentum in the market.

Keep an eye on international borders opening up as it's likely there will be a shift in the dynamic of the market once new talent is able to land on Aussie soil again.