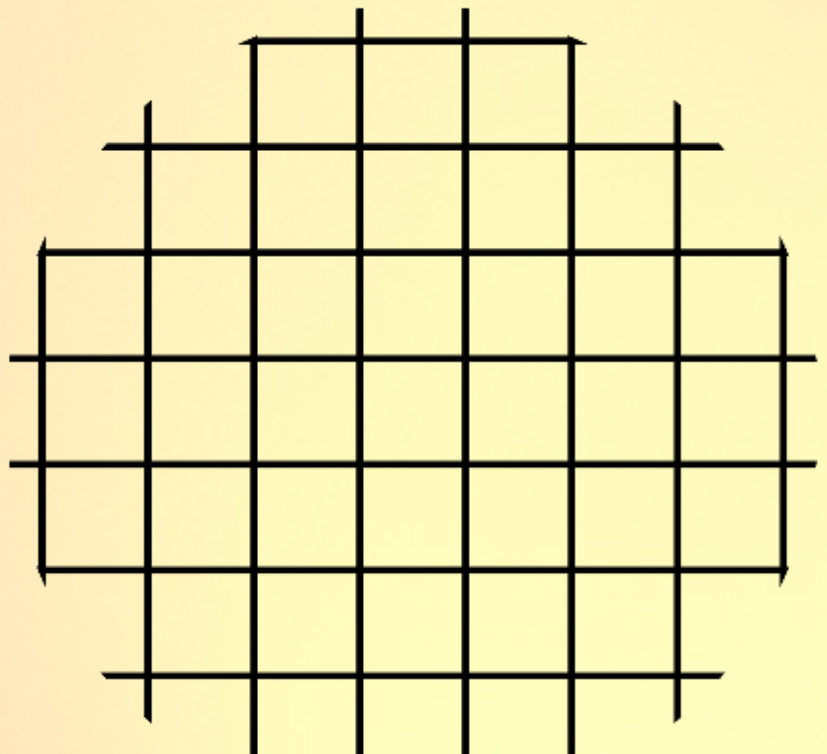# Data Q4 Market Report 2022

Gain insight into the quarter that
was in the Data market in
Australia and New Zealand

OVERVIEW

EOFY. For a lot of companies, this quarter was a big push to the end of fiscal year 2022. It's always an interesting time of year for us in the recruitment market. Things are either being pushed through before budgets run out, or there is minimal budget until the new FY.

Having said that, we have still been very busy when it comes to sheer volume of vacancies in the market. In Q3 we saw the largest increase in people moving roles (11%), an increase in permanent salaries (6%) and an increase in contract rates (2%).

Our thoughts heading into Q4 were that we would see signs of stabilisation of permanent salaries, and perhaps a shift in mindset from candidates around chasing the money in the data market.
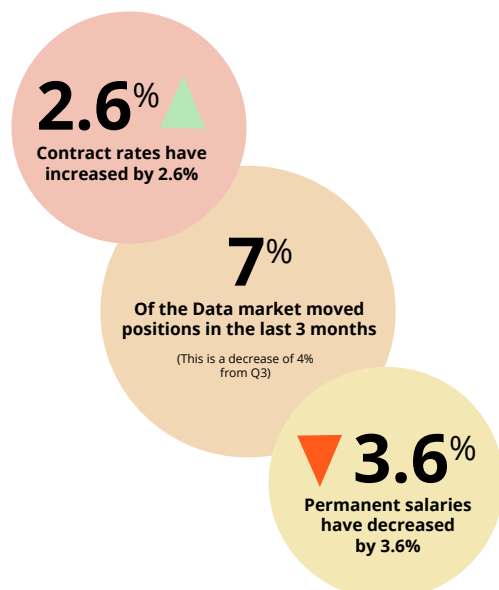What we have seen in Q4 is a slight decrease in permanent salaries of 3.6%. In contract we have seen a 2.6 % increase in rates compared to Q3. The proportion of people who have moved jobs in the last quarter has decreased 4% since Q3. (11% to 7%).

It's no secret that we are grappling with a much shorter pool of talent than we were last quarter. Particularly with that decrease in people moving jobs.

Key takeaways across the board from Q4:

- A lot of people are trying to break into real time Machine Learning but do not have the commercially applied skills. However, it could be a good opportunity for software engineers to get into the more data engineering/science professions.

- There is a larger pool of senior data professionals above the $200K mark looking for roles. The volume at this level is leaner than usual though.
- It has been a challenge getting people back into the office for most businesses
- We are facing a shortage of talent in the market across mid-senior level analysts that are not asking for too much $$. Our clients generally want someone who can hit the ground running immediately as opposed to junior talent they can train and mould. This is not encouraging junior talent in the market, and ideally needs to change as it is causing challenges for new talent to enter the market.
- Cloud is a must have and teams hiring are more open to any cloud platform as the principles remain the same, which is encouraging.

2.6% ▲
Contract rates have increased by 2.6%

7%
Of the Data market moved positions in the last 3 months
(This is a decrease of 4% from Q3)

▼**3.6**%
Permanent salaries have decreased by 3.6%

QUICK FACTS

Advice for Candidates:

- Whilst there are a lot of options out there, you must tread cautiously, read between the lines, and don't let it get to your head. Ask the right questions when looking for a new role and be transparent with all parties you are dealing with. Maintaining and building good relationships are critical in this market.

Advice for Clients:

- Make sure you are not falling into the "comparison" trap. Look for potential not perfection, in that candidate you are bringing in. Think about what you could mould when they join your business as a retention strategy. Be weary of time, momentum and keeping that up when hiring. Time kills deals.

Hires Per State
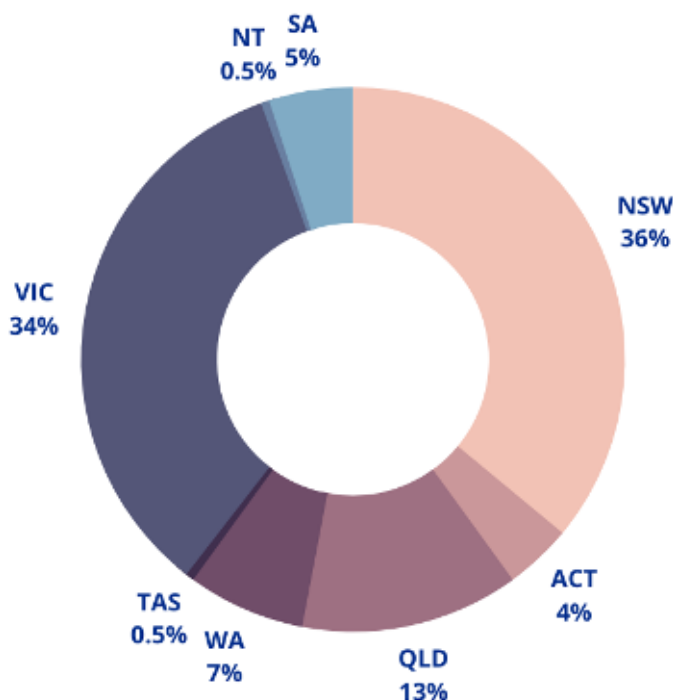
Job Titles In Demand

Data Engineer

Data Scientist

Insights/Analyst

Skills In Demand

Python packages (especially PySpark)

AWS and Azure tech

Snowflake and DBT

Active Sectors Hiring

Consulting

Finance

Tech (eComm is most popular)

Recruiter of the Quarter

John Soleman
Data Recruitment Consulatant
John was a Data Analyst for 10 years before getting into recruitment earlier this year. He is an AFL fanatic – it consumes his life for 6-8 months. He also plays tennis and badminton weekly.