

Q4 CLOUD & ENGINEERING SOFTWARE MARKET REPORT 2022

OVERVIEW

What a relief Q4 was... it was the first full quarter post pandemic where the world seemed to return to a new normal. People are starting to travel again for both work and pleasure, city offices are brimming with activity and companies are revisiting and improving their policies to remain competitive in this everchanging market.

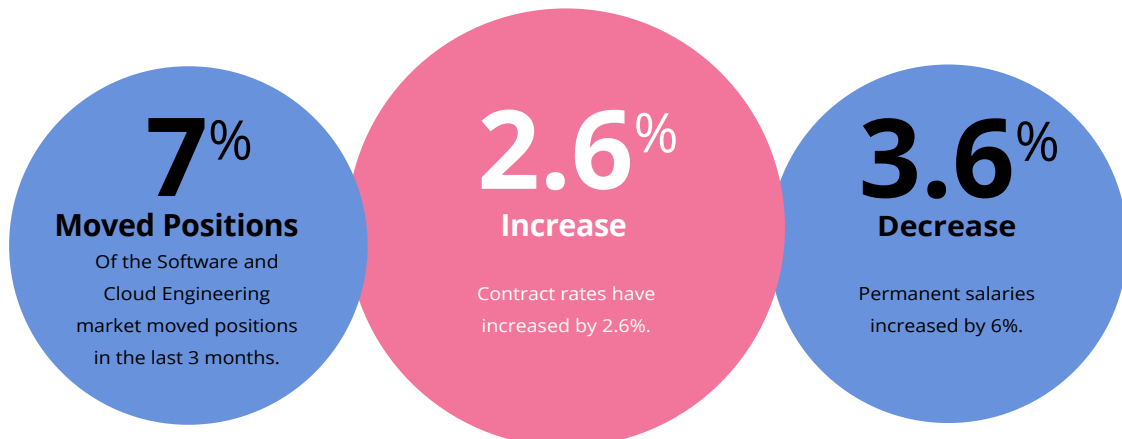
The way we work has fundamentally changed in response to the pandemic. So has the way we attract talent, hire new staff and retain employees. One thing that has remained relatively constant though is the demand for Software and DevOps engineers.

There has been a lot of talk around redundancies and the number of vacancies decreasing. Quite frankly, we haven't seen this in the cloud and software engineering market. We haven't seen any impact on job flow and are still inundated with work.

On the same note, a common sentiment over the last few quarters was the idea that once the borders open, we will see an influx of talent entering the country. Again, this has not been the case in the cloud and software engineering market.

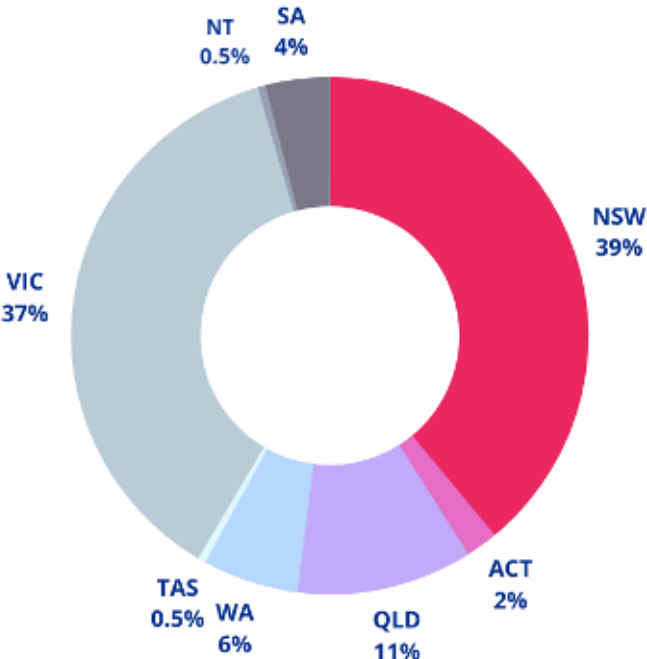
Yes, new developers are slowly entering the country, but we are still in a very talent short market, particularly with the unemployment rate reaching record lows last quarter.

The software and cloud engineering companies that are thriving are the ones that lead through wellness and have adopted a holistic view to all things: relationship management, promotional criteria, hiring and retention. The companies that treat their employees as individuals and avoid the "one rule fits all" are at the forefront of success. These are some of the key learnings from the pandemic and the companies that do not adopt these will simply be left behind.

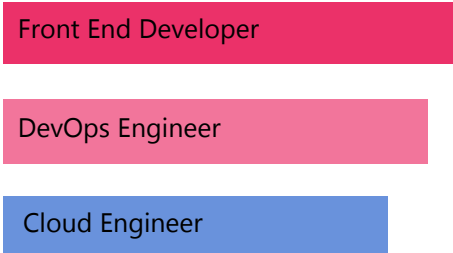


QUICK FACTS

Hires Per State



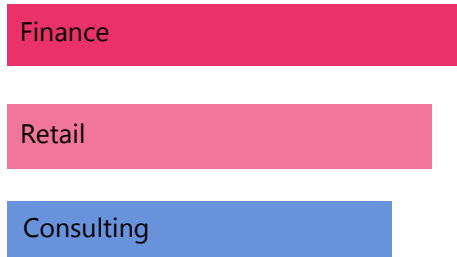
Job Titles In Demand



Skills In Demand



Active Sectors Hiring



EVENTS

PRECISION SOURCING **LEXICON**

Precision Sourcing and Lexicon invite you to...

NAVIGATING THE ENGINEERING MARKET WEBINAR

Wondering if you should move jobs for the money?
Should you pay your team more to retain them?

We'll give you the answers

Date: Tuesday 26th of July 2022
Time: 12pm - 12:45pm
Cost: Free

Register via link below!

Guest Speaker
Quality & Environmental Responsibility

Jo Peyer
Principal Technical Consultant, Lexicon

Flora Glover
Senior Java/Scala Developer at Boucsein

Finally as the old Covid bug is slowly but surely moving away from us... Precision are back to being busy in the events space ranging from Podcasts, MeetUps, Webinars etc.

We are super excited to announce our DevOps, Cloud & Software Engineering webinar which is fast approaching on the 26th July at 12pm-12:45pm – hosted by Lexicon!

We will be exploring how to best navigate the engineering market whether you're a candidate wondering if you should change roles for the money or if you're a manager scratching your head wondering should you pay your staff more to aid retention.

Aside from this we are lucky to have Jo Peyer joining us from Lexicon and talking about the hot topic of who should be responsible for quality?

The market is ever changing and we've been seeing this and experiencing it first hand through many of our candidates and client eyes – we're more than happy to share it all with you and keep you up to speed!

We're looking forward to seeing you – register to this free webinar [here](#)