

The logo for Precision Sourcing is located in the top right corner. It consists of a blue circle containing a white rectangular box. Inside the box, the word "PRECISION" is written in a bold, white, sans-serif font on the top line, and the word "SOURCING" is written in a smaller, white, sans-serif font on the bottom line.

**PRECISION**  
SOURCING

The background of the cover is a vibrant pink color with a marbled, organic pattern. The text is centered on this background. There are also decorative white circular arcs in the top left and bottom right corners of the page.

# **Q1 PROJECT SERVICES MARKET REPORT 2023**

# OVERVIEW

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**Q1 of the new financial year in many ways has brought around some stability to the project services market, but that isn't to say there hasn't been some disruption. Contrary to the pedal to the metal hiring frenzy that we have been working through over the last 18 months or so, the market seemed to stop, for just a minute, to take a breath.**

We've seen some caution creep into the conversation due to interest rates rising. We've seen rounds of redundancies happening in businesses that are highly leveraged. There is still a fair amount of uncertainty in pockets of the market. Whilst business confidence remains high overall, anecdotally, it feels as though businesses are having to be a little more thoughtful about their hiring.

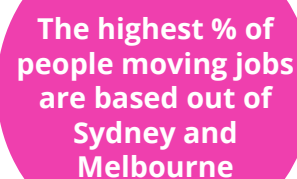
With a slight increase in migration numbers, we should start to see a more level playing field with supply and demand.

## **Current risks**

The biggest issues hiring organisations face right now are counter offers and drop outs. Despite the broader economic factors in play that are softening the market, demand is still high and the power still sits firmly with job seekers. As a result, rather than organisations losing their staff to competitors, they're putting attractive counter offers together, which, seem to be getting accepted frequently. On top of counter offers, we are also experiencing drop outs or non-starters. In effect, a non-starter is a candidate who has accepted an offer and signed a contract, but is offered something better between signing and starting, which they take. It's a brutal move that is becoming increasingly common in the current market.

There are certain steps that you can take to minimise the risks associated with drop outs and non starters.

- 1) Offer a minimum of market rate and where possible, above market rate. Offering low salaries because "you're a great place to work with exciting projects" is fine, but, it does leave you exposed to counter offers.
- 2) Stay connected with your hires before they start. Grab lunch, a coffee or a beer. In this market 4 weeks is a long time. So whilst your new hire is working out their notice make sure you stay close to them.
- 3) Make sure all of your onboarding is sorted and runs smoothly. That first impression is going to make an impact. You don't want someone leaving a few weeks in because they've been tapped on the shoulder.



**The highest % of people moving jobs are based out of Sydney and Melbourne**

# OVERVIEW CONTINUED

## Face To Face Interviews

I made mention to this in our last report but there is now data to back up some of the points that were made.

After a deep dive into non-starters and candidates who accepted counter offers one common theme emerged.

None of the candidates had met their new manager face to face at any point in the process. When I say face to face I literally mean in person, in the flesh, physically. My thoughts on this are pretty straight forward. Hiring organisations aren't able to garner the same level of buy in from potential hires through online interviews. They aren't getting a genuine feel for the business, the culture, the team or even the office. Our advice on this is simple. Prioritise interviewing your candidates face to face. This will help you not only to secure candidates, but, to ensure that they start and they stay.

## At A Glance

**Contract 67% VS  
Perm 33%**

We are seeing a higher percentage of perm roles coming through in the project services space

**Perm and  
Contract roles  
have stabilised**

We have not seen growth in either

## Job Titles In Demand

Team Level Agile Coach

Project Coordinator

Data Business Analyst

## Meet Ben Donaghy



Ben joined the project Services Team in April and has already begun to support the Digital Project Manager community, He joins Kris, Craig and Jill focussing specifically within Project Services.