

TO SAP

Market Report 2023

PRECISION
SOURCING

OVERVIEW

Q1 was another quarter of change. Pressure was turned up a notch as the pandemic well and truly seems a thing of the past, but we are left with the economic repercussions. We have seen interest rates rising, inflation and the general cost of living increase and that is putting pressure on companies and the job market as staff are generally craving more for less.

A higher demand for salary increases, increased contract rates and in return a need for more flexibility and work/life balance. It is an equation that simply does not add up and is forcing more change!

Effect On The SAP Market

Q1 has seen a similar job flow in the SAP market and there is still a lot of movement. In fact, the number of people changing jobs is still up over 65% compared to any quarter in 2021 and the number of new opportunities are set to continue despite the looming recession.

We sat down with a C-level Executive who made several comments about the SAP market such as: “You wouldn’t want to be in any other market”; “Customers will have to do some sort of project in the next 2-3 years” and lastly “The challenge is there are not enough resources. All companies in the ANZ are doing is stealing from each other”. The latter point sits nicely with the data as more and more candidates are looking to take advantage of the opportunities out there.

But Do You Have To Look Elsewhere To Achieve What You Want?

Q1 has seen an unprecedented number of signed contracts not being fulfilled. Some of these contracts are being reneged on just before starting or even worse – within the first few weeks of starting. Candidates are choosing to leave the post for another opportunity.

When digging deeper into the core reasons, we found other opportunities were being put in front of candidates during their notice period, which in recruitment terms is called “The Valley of Death”. All the activity and effort goes into the sourcing and the interview stages. As soon as the contract is signed it feels like a case of ‘job done’ and nearly all of the communication ceases between the client and the candidate until the start date.

Other core reasons include counter offers and a new trend which has emerged – clients and candidate are not meeting face to face at interview stage. In fact 83% of interviews are now ran virtually!



83%

Did you know 83% of interviews are now run virtually

OVERVIEW CONTINUED

Insights For Candidates

1. Speak with your manager before entering the job market

Ask yourself 'can my current challenges in my role be rectified?'. Share your thoughts with your manager and ask what can be done. Chances are, if you are an excellent member of the team and go to hand in your resignation the company will do everything they can to retain you. Ask yourself what you would do if that counteroffer came? If that answer is stay then I encourage you to have the conversation with your manager before entertaining a new opportunity.

2. Stick to your word and commit to it

We are certainly in a booming job market however markets are not consistent. Your reputation is paramount in this market as it is a small eco-system.

3. Think logically about your salary/rate

If your main driver is to earn well that is ok! A word of caution on this however – ask yourself what happens if your company is under pressure? Who would be the first to go? We have recently seen major IT company make 10% of their staff redundant. I wonder who went first?

Insights For Clients

1. Meet your interviewees

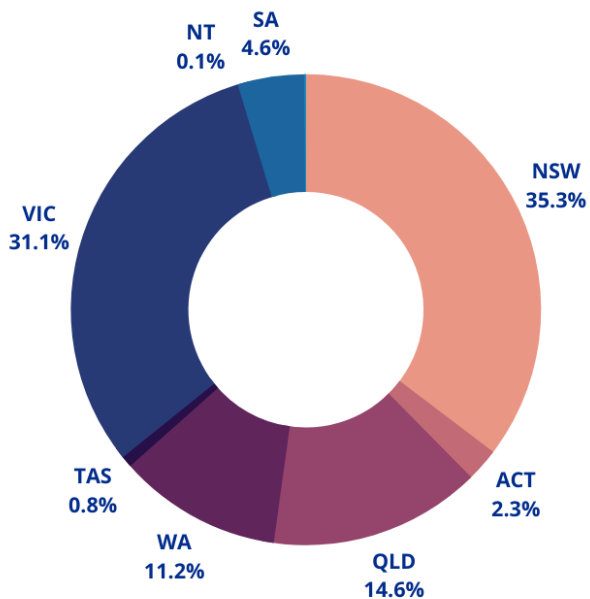
Face to face interviews are a clear differentiator against your competitors for talent. If you meet your candidates face to face at interview stage you can get an understanding of key drivers, what they are like as a person, a better feel into how you can work together and build better rapport therefore reducing the risk of a 'drop out'.

2. Keep in contact with your new starters during their notice period

A weekly meeting or call updating them on company changes or plans, even inviting them to the office or including them on company meetings will provide a new starter with an instant sense of belonging before their first day. This will further reduce the risk of other opportunities being entertained.

QUICK FACTS

Hires Per State



Job Titles In Demand

Mid-level Consultants

Junior Consultants

Skills In Demand

SuccessFactors

BTP

BI/Analytics

Number Of People Changing Jobs

	Q1	Q2	Q3	Q4
2021	720	2020	1076	1211
2022	2570	1988	2388	2063
2022	1939			

A slight drop but remains consistent with 2022.

