PROJECT SERVICES Q2 MARKET REPORT 2023

PRECISION
SOURCING

OVERVIEW

Q2 was an interesting time in the project services market, and the hiring landscape broadly speaking. There is always a little bit of guess work needed to forcast whether things will slow down in the run up to Christmas, or, whether there will be a mad rush for companies to get their final hires of the calendar year over the line.

We certainly experienced a push to finalise hires, and, in most cases, companies were successful in getting people over the line.

Towards the end of the calendar year the market was divided into two distinct sides. At it's most basic, there were companies who made defensive plays and laid off their staff, and there were companies who continued on growth trajectories looking to hoover up talent.

In Australia we are still experiencing record low levels of unemployment and even the most pessimistic forecasts only suggest that the rate will increase from 3.5% to 4.5%.

All in all, Q2 saw the job seeker market transition from being amazing conditions to very good conditions. We suspect the good times will continue for the most part, notwithstanding the continuing trend of redundancies within the tech and startup world.

Effect on the Project Services market

Lots of businesses will be rethinking their strategies and we will likely see some significant programs and initiatives paused or scrapped in 2023 affecting both contract and permanent professionals. It is highly likely that day rates will start to decline slowly throughout the year and we are already experiencing a massive push on contract to perm conversions. This is predominantly a cost saving exercise.

Due to increased uncertainty project services professionals may be hesitant to jump ship due to a fear of being the last one in, first one out. We saw a similar behavior during COVID, although, the overall market and economic conditions are very different as we move into 2023. This will likely make it harder for those companies who continue to hire, to head hunt from other businesses.

Time to fill (i.e the number of days required to fill a role) has more than doubled for permanent hires compared with Q1 this year, increasing from 27 days to over 60 days on average. Organizations aren't quite in the same rush to hire that they were in Q1 and perhaps are having to be more selective due to tightening market conditions.

There are several other potential reasons why hiring organizations are increasing their decision-making time including;

- Budget constraints and expectation alignment
- Wanting to see more comparison candidates
- Not having the time and capacity to move candidates though the process in a competitive way

OVERVIEW CONTINUED

Rates

Though rates change almost constantly, the below average rates for some of the most in demand skills we recruit for.

Role	Day Rate	Base Salary
Scrum Master	$950	$160K
Agile Coach	$1150	$180K
Agile Delivery Manager	$1000	$165K
Digital PM	$1100	$180K
Infrastructure PM	$1100	$180K
Tester	$750	$110K
Cloud PM	$1200	$185K
Application PM	$1100	$180K
Change Manager	$1200	$190K
Tech BA	$975	$160K
Functional BA	$1000	$170K

Job Titles In Demand

Scrum Master

Digital Project Manager

Data Business Analyst

Product Owner

The Close Podcast

We recently launched a new weekly podcast called "The Close". Each week we aim to break down a recruitment-related topic into digestible chunks with a view to helping job seekers and hiring managers to navigate the tricky world of recruitment.

You can listen to the podcast using the below links:

- Spotify
- Apple Podcasts
- Castos/Web Browser