

# **Data Q3 Market Report 2023**



# OVERVIEW

## Key Q3 Takeouts

- The approach to hiring is more conservative due to market conditions across the globe.
- Avoid the trap of looking for a 'unicorn' when hiring. Instead build a team of unicorns.
- Contract hiring has slowed down in volume of roles; therefore contractors should start looking earlier when they know their contracts aren't getting extended or are coming to an end.
- Data Engineering – shock, it's still the number one role to hire for in the market!
- Consultancies are still winning work and delivering but at a slower pace.
- New roles coming onto the market in New Zealand is a lot slimmer than the likes of Australia.
- Hiring processes are stickier than usual. Individuals in a hiring position will be able to win quickly if they iron out a great process for recruitment and focus on making people feel good throughout the process.
- Layoffs/redundancies are an opportunity for managers to hire top talent into their teams that otherwise wouldn't necessarily be on the market.

## Recruiter of the quarter



### James Ross

You will know James from his love of cars and boasting about being a Newcastle (NSW) local. James comes with over 4 years experience in the Precision Sourcing team specialising in placing Data Engineering and Data Governance professionals. He co-runs our Women in Data networking group and will be attending the next event in Melbourne next month, so make sure you attend this one to catch up with him. This quarter James has been dominating the New Zealand market placing multiple data engineers across banking, financial services and retail sectors. If you are in the market in Australia or across the ditch make sure you contact [James](#).

## Women In Data in person Melbourne event



**What:** How to successfully build diverse teams

**Where:** Mantel Group HQ in Melbourne

**When:** 16th of May

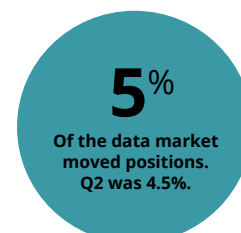
**Time:** 6pm-7pm

**Register:** [here](#)

## Data talent survey 2023 PowerBI dashboard



Deep dive into this dashboard we've created and pull out your own insights. View the dashboard [here](#).



# OVERVIEW CONTINUED

**Sticky is the best way to describe hiring processes in the data market this quarter. What's making it this way is an extra interview round being thrown in, hesitancy with hiring managers making decisions on who is the successful applicant, roles being put on hold and more.**

## **It's not what you say, it's how you make people feel!**

Do keep in mind people remember how you made them feel so be sure to give them the best experience during the recruitment process regardless of the outcome. This will set you up to re-engage candidates later down the track or hire them when they do have the skills and experience you are looking for.

## **Contractors beware**

We have seen a shift in the duration that data contractors are on the market between contracts. It is slightly longer than the last couple of years where most contractors already had something lined up before they'd even finished! Our recommendation to contractors is to put your feelers out a minimum of 1 month in advance. Hiring managers make sure you are giving plenty of warning with contract extensions. Aim for between 4- 6 weeks, as contractors are feeling the market is slower so looking to line something up quicker than usual.

## **Is this an opportunity for companies to get ahead Of The Competition?**

There is a conservative hiring approach by most organisations in the market currently with UK and US markets preparing for some form of downturn. Medium to large sized or global organisations are initiating hiring freezes, however, these are only for 3-month time periods with regular revisits. This is enabling them to see which way the market will go here in Australia. Most organisations have significant data programs to deliver to, so the pressure will eventually build to execute or complete them. If hiring freezes are not lifted, it will be a heavier load for data teams to carry. This will in turn require hiring managers to spend more on urgent contracting needs outside of budget. Data candidates watch the contract space in case the market pivots.

## **Mystical creatures**

The 'unicorn' requirement was mentioned in Q2, and it has stuck around this quarter. This is someone hiring managers are looking to recruit into their team who ticks all of the boxes for the role instead of seeing potential in someone with 60% or 70% of the requirements. Understandably, some managers are strapped for budget and believe that unicorns are a solution to that. Do not fall into this trap of finding an all-in-one candidate, you will be more successful in the short, medium, and long term if you create a team of unicorns rather than hiring for just one!

## **Layoffs present opportunity**

The redundancies in the market are happening in tech companies who have over hired in the last couple of years, this isn't news to anyone. It is easy to get drawn into the media frenzy around this, however when you zoom out there are still plenty of organisations outside these industries hiring. For hiring managers, it is an opportunity to recruit top talent into your data team that want stability.

## **Project pipeline**

The projects being won by consultancies has slowed down but not stopped. There are more consultants on the bench now and for a longer period than usual. The hiring that is happening for these projects is across very niche skill sets.

## **Snow, bricks and pythons**

It's no surprise data engineers are still the number one role to hire in the market. The technologies in demand for data engineers is Databricks & PySpark in the Australian market and Snowflake in the New Zealand market. We do see Snowflake expanding more significantly into the Australian market with a lot of organisations choosing this as a technology to implement.

## **The land of the long white cloud**

The New Zealand data market has slowed down more than the Australian market due to the sentiment around the current economic environment. Those who are still hiring are finding it difficult to recruit due to the lack of migration to New Zealand during the pandemic, they are still feeling this knock-on effect. Government initiatives for organisations to administer visas for skills shortages, should kick in and alleviate the pressure.

## **\$\$\$ Stabilisation**

This quarter both salaries and rates have stabilised, hiring managers will feel a slight sense of relief hearing this as it means you will avoid those extra layers of approval. But don't be fooled, people are still generally expecting to move for a minimum 15% increase in permanent roles.