

PROJECT SERVICES Q2 MARKET REPORT 2024

OVERVIEW

Q2 has seen a marginal improvement in market conditions for Project Services professionals. Whilst the change hasn't been massively significant, we have observed an uplift in demand across most areas. Business Analysis, which for some time has been the most buoyant part of the project services space, remains so, with Project Management, Change Management and Agile Coach / Scrum Master roles following.

Organisations continue to demand delivery accountability from their latest hires in the space, which, unusually includes their Coaches and Scrum Masters. When times are tight, businesses turn to doers.

Overall, business sentiment, specific to hiring, has become more positive and plans are emerging for hiring in 2024. With that said, hiring will still continue to be somewhat slow, when compared to 2021 and 2022.

Common job seeker challenges

My CV is getting lost in the pile of applications.

This is the most common challenge I see job seekers facing currently. It's a tough one. You know you are right for a role, but, you're getting an automated rejection shortly after applying, or, even worse, hearing nothing back at all.

The truth is, right now, most open role will see more than double the number of applicants applying compared with 12 months ago. Getting your CV seen by the right person can be tough when you are 1 of 120. Whilst there is no definite solution to this (other than to keep going which let's face it can be exhausting), you could try a more direct approach.

It's at least worth trying to find out who the hiring manager or talent acquisition lead is so that you can introduce yourself directly to them. It's never going to hurt to at least get your name on the radar.

One of the biggest benefits to partnering with Precision Sourcing on a role is that we will guarantee you that the hiring manager will see your CV and that we will get you feedback either way.

There isn't demand for my skillset in the current market.

Many of the amazing Agile Coaches and Scrum Masters that we work with are feeling a little bit like this right now, though, it is getting better. My advice in this scenario is that whilst your core skill set may not be in demand, you will certainly have skills and experience that is.

Make sure you bring out the most in demand elements of your CV. If you've delivered projects in the past, highlight them. If you've developed products, talk about it.

Outlook on 2024

Given the slight improvement that we have observed over the last quarter, we expect to see continued improvement in conditions as we enter 2024. Whilst recovery will more than likely be slow and steady, there will be more options out there for job seekers. We should see some balance coming back to the market.

Bear in mind that January can often be slow in the Project Services market as many people take extended leave. January can be a great time as a job seeker to polish up your CV, practice your interview technique and generally get ready to restart your job hunt.

Hiring organizations will have to be mindful that as conditions for job seekers improve, their hiring process will have to tighten up again.

During the post COVID boom businesses had to work hard to ensure they were able to hire in what was arguably the most competitive market we have seen for a decade. Whilst we don't anticipate a return to those conditions, businesses will have to ensure they are moving quickly during their hiring.

OVERVIEW CONTINUED

Salaries & Market Rates

See below current market salaries and daily rates.

Role	Salary	Daily Rate
Agile Coach	\$180K-\$200K Base + Super	\$1000 - \$1200
Scrum Master	\$160K-\$180K Base + Super	\$850 - \$1050
Agile Delivery Manager	\$180K + Super and above	\$900 - \$1100
Product Owner	\$160K + Super and above	\$900 - \$1050
Project Manager	\$165K + Super and above	\$900 - \$1000
Senior Project Manager	\$180K + Super and above	\$1000 - \$1100
Program Manager	\$190K + Super and above	\$1100 - \$1300
Change Analyst	\$130K + Super and above	\$650 - \$800
Change Manager	\$160K + Super and above	\$900 - \$1000
Senior Change Manager	\$180K + Super and above	\$1000 - \$1200
Functional Business Analyst	\$160K + Super and above	\$850 - \$1050
Tech Business Analyst	\$150K + Super and above	\$850 - \$1050
Lead Business Analyst	\$170K + Super and above	\$900 - \$1150

The Sprint Live

We hosted the very first edition of The Sprint Live at our offices in November and the session was a massive success. Not only did we have a fantastic panel to share their insights, thoughts and experience, we had an audience full of the brightest folks from the Agile community. The discussion was robust and was proof that there is plenty of life left in the Agile community, even after a turbulent year.

The audio from the event will be released as a full-length podcast in early 2024. Keep an eye out in January.

You can also check out all episodes of 'The Sprint' on [Spotify](#) and [Apple](#).

