Q2 SOFTWARE ENGINEERING QUARTERLY REPORT 2024

OVERVIEW

As we wrap up the last quarter of the year, Q2 has been a period of big changes in the software and cloud engineering market. The job market is slowly starting to bounce back with a 20% increase in job opportunities compared to last quarter.

That's thanks to a slightly more positive economic climate, and the dust finally settling after a number of companies went through major restructures. While we're still waiting to fully realise the impact of those changes, there are encouraging signs that most companies are gradually returning to a sense of normalcy.

Clients are still being more cautious when hiring, and we've noticed that hiring processes have become bloated again. Interestingly, the focus on candidate experience seems to have gone out the door. Time between interviews is increasing and feedback is harder than ever to get.

A number of clients are delaying their hiring plans until the New Year. If you're thinking of hiring someone, it's worth noting that they likely won't be able to start until March/April, thanks to notice periods.

February and March are shaping up to be very busy months for the market: watch this space!
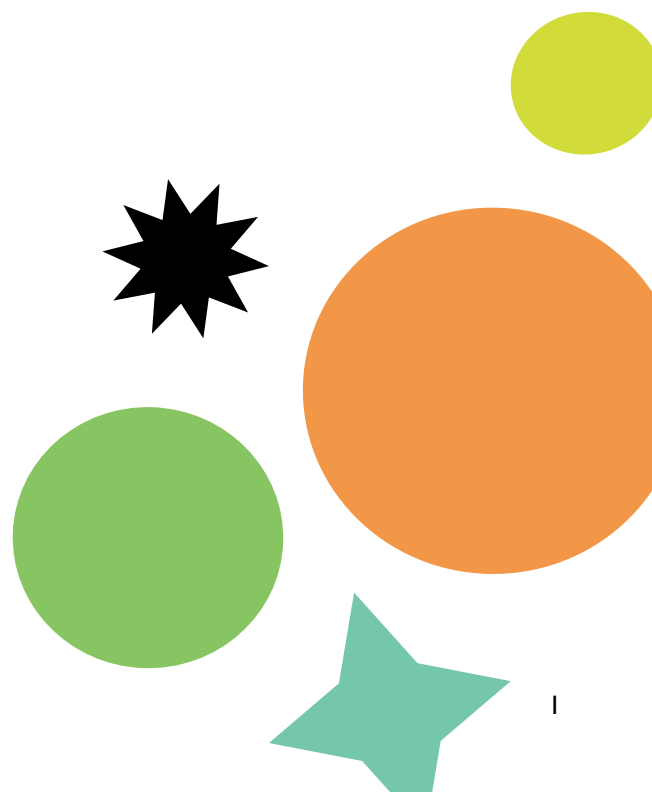
Top Tips for Hiring Managers
In the current market it is more important than ever to nail down on hiring processes as they have become "bloated" and companies are losing out on candidates because of this!

- Provide feedback within the 48 hour timeframe.
- Set a clear agenda before interviews so candidates can come prepared.
- Avoid merging 2 roles into one in attempt to hire a "unicorn" candidate.
- Build rapport with the candidates, ultimately culture matters for both parties.
- Don't give lowball offers, this will not provide a good reflection on the company.
- Onboarding doesn't start from candidates first day but singing of the contract, make sure you're having catch ups with the candidate, involving them with team activities etc.
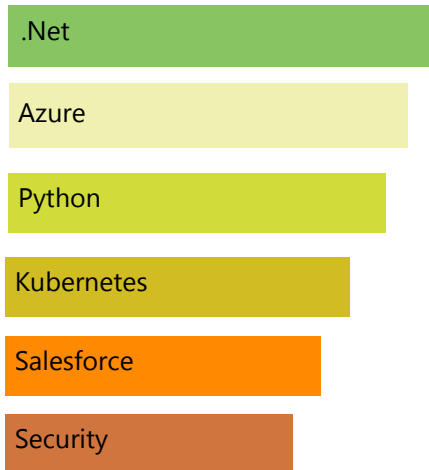
Top Tips for Candidates
The market is tough at the moment so it's good to be aware how to maximise your chances of having a successful job hunt!

- Keep your LinkedIn profile up to date so it's showcasing your skills and what makes you stand out.
- Send a 'Thank You' note after an interview.
- Build a showcase website or GitHub for your work and skills.
- Leverage network contacts to get a referral, you'd be surprised but people love helping each other.
- Focus on the I in interviews and not primarily the we.
- Build authentic relationships with people in your industry, niche recruiters etc.
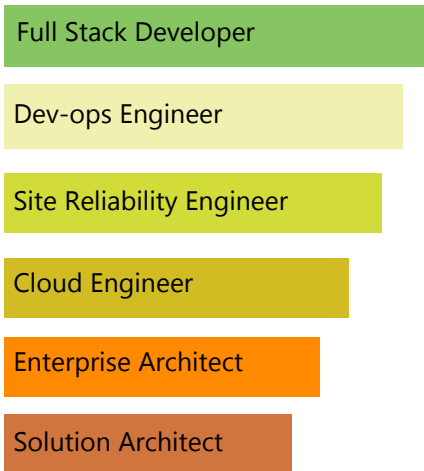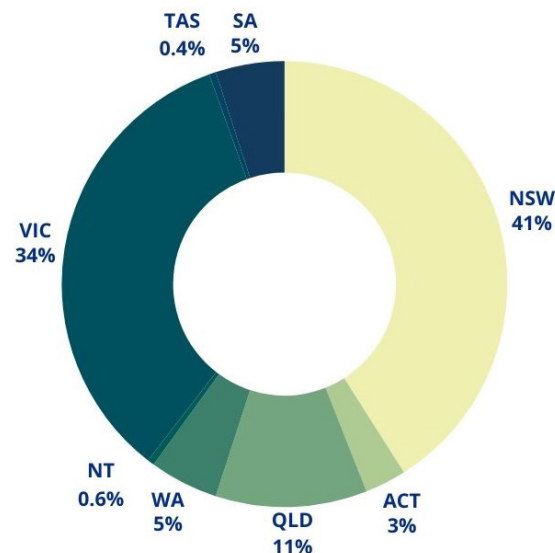- Leave the spray and pray method behind when applying for roles.

QUICK FACTS

Skillsets In Demand

.Net

Azure

Python

Kubernetes

Salesforce

Security

Job Titles In Demand

Full Stack Developer

Dev-ops Engineer

Site Reliability Engineer

Cloud Engineer

Enterprise Architect

Solution Architect

Hires Per State

TAS 0.4%
SA 5%
NSW 41%
VIC 34%
NT 0.6%
WA 5%
QLD 11%
ACT 3%

Talent Survey

We are excited to announce the release of our 2024 Software Engineering & Cloud Talent Survey! This survey is designed to gather crucial insights into the current market landscape.

We invite you to click here to complete the short survey and we will send through the results in early 2024.

By taking this quick survey not only will you add value to the greater Engineering / Cloud and Architecture community but you could also win a $150 Westfield voucher.

Events

We will be doing 'Her Heads In The Cloud' events on a regular basis throughout the year - virtual and where feasible face to face. Every event will have a different topic, whatever that may be is all down to you!

If you are across the DevOps, Cloud or SRE space and would like to get involved or perhaps know someone that would then feel free to get in touch with Egle via egle.scerbaviciute@precisionsourcing.com.au

Alternatively, you can join the LinkedIn group 'Her Heads in the Cloud'. The latest updates will be there!

2%
Decrease in permanent salaries compared to Q2 23

6%
Moved positions last quarter within Engineering and Architecture space across Australia

12%
Decrease in contract rates compared to Q2 23