

Q3 2024

TECHNOLOGY

MARKET REPORT



by Craig Sibley

Q3

OVERVIEW

In this quarter, we saw a shift in market conditions for Technology professionals which is approaching close to 'normal'. Whilst there has been signs of confidence and uplift in demand across most areas in the sector compared to Q1 and Q2, we are still noticing a cautious approach to hiring, with fixed term and short-term engagements being the preferred options, where possible. That said, there is a sense that the worst is behind us.

Overall, business sentiment, specific to hiring is showing progressive signs with business and budget planning already well underway for FY25.

Hiring is picking up in the technology industry, that said there is still a large influx of candidates that are either actively looking for a new role or looking for a change from their current role and this has led to a substantial number of applicants applying for roles, with a significant number of applicants being ghosted, or left out of the loop unless it is positive feedback from the recruiter or client.

As a candidate, it is critical that you ensure that you are going 'inch wide and mile deep' with your approach to the job market, focusing on the value you can bring to the role along with showing a willingness to attend potential interviews face to face where possible as this builds rapport and helps stand out from the crowd.

COMMON JOBSEEKER CHALLENGES

Current Market Trends

CYBERSECURITY

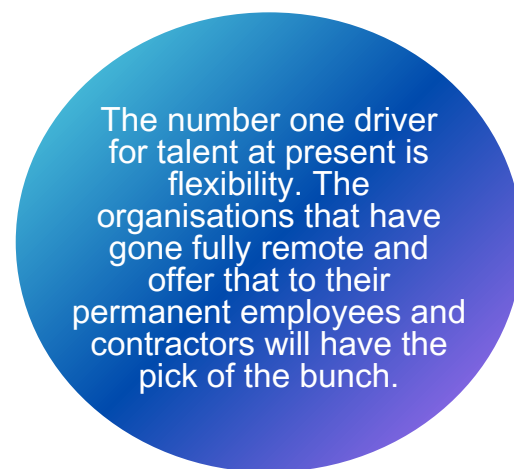
Cybersecurity continues to be a paramount concern for organisations amidst the ever-evolving threat landscape. With the escalation of cyber-attacks and data breaches, the demand for skilled cybersecurity professionals remains high. Companies are increasingly investing in robust cybersecurity frameworks and talent to safeguard their digital assets. Notably, there has been a surge in demand for specialists proficient in threat detection, incident response, and cloud security, reflecting the growing emphasis on securing cloud infrastructures for organisations.

HYBRID WORKING UPDATE

We are seeing that most organisations are adopting a hybrid model of two to three days in the office being the norm now, with the full team in on the same days to foster in person collaboration.

DEVOPS & CLOUD ENGINEERING

The DevOps and Cloud Engineering space has seen notable transformations, with organisations transitioning towards cloud-native architectures and DevOps methodologies to enhance agility and scalability. Azure, Terraform, and Python emerge as the top technical skills in demand. A high percentage of middle layer management roles were made redundant in 2023, so naturally there has been an increase in DevOps Managers shifting towards consultant/strategic positions, back to a blend of getting their hands dirty. Recruitment processes have become more protracted, with companies exercising caution in their hiring decisions, leading to elongated interview cycles and internal talent acquisition strategies.



SKILLS IN DEMAND

Azure

Terraform

Python

ARCHITECTURE

The architecture domain has witnessed a dichotomy in organisational approaches, driven by C-level leadership dynamics.

- While some executives recognise the strategic importance of investing in solid architecture practices, others perceive it as a burdensome cost, leading to divergent strategies of investment or austerity.
- The absence of a robust Architect function can impede organisational efficiency and innovation, akin to constructing a building without blueprints. Notably, the banking sector, despite enduring challenges, exhibits a growing clarity in architectural positioning, signalling a resurgence in design-level initiatives to follow across the sector.

BUSINESS ANALYSIS

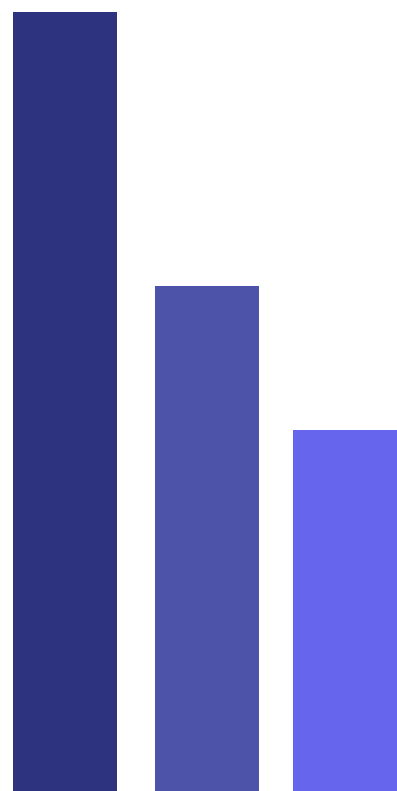
In the banking sector, there were some layoffs and contracts not being renewed, but it still stands as the top employer for business analysts. The big players are pushing ahead with digital transformation and customer-centric initiatives.

- Government agencies, both federal and local, continue to seek business analysts to boost efficiency and service delivery. Notable employers in this sector include the Australian Taxation Office and Services Australia.
- The utilities sector also remains a hotspot for business analysts due to the need for operational optimization and sustainable practices.

PROJECT & CHANGE MANAGEMENT

Project management, business analysis, and change management remain integral components of organisational success, facilitating seamless project execution and adaptation to market dynamics.

- Amidst a backdrop of restructures and redundancies, the need for adept project managers and change agents has intensified.
- Companies are prioritizing professionals proficient in agile methodologies, stakeholder management, and business process optimization to drive strategic initiatives and navigate evolving business landscapes.



RATES & SALARIES

SALARIES EXCEEDING
\$180K
 BECOMING LESS COMMON

Earnings for business analysts have levelled off, with top-end contract rates hovering around \$1,100 and salaries exceeding \$180k becoming less common. It's worth noting that these figures are averages and don't include agency margins or super contributions. Earnings can vary significantly based on industry, project, and location.

SKILLS

- Across the board, digital transformation initiatives are driving the need for business analysts to help with technology adoption, streamline processes, and enhance customer experiences.
- Data analytics is also on the rise, leading to increased demand for analysts with expertise in data-focused projects. Additionally, with the ongoing focus on cybersecurity, there's a strong demand for skilled cyber business analysts.

Role	Salary	Daily Rate
Senior DevOps Engineer	\$150 - \$170k base	\$1,000 - \$1,200
Senior Cloud Engineer	\$150 - \$170k base	\$1,000 - \$1,200
Site Reliability Engineer	\$160 - \$170k base	\$1,000 - \$1,150
Solution Architect	\$185k - \$200k + Super	\$1,100 - \$1,200
Integration Architect	\$180k - \$195k + Super	\$1,050 - \$1,150
Enterprise Architect	\$225k - \$240k + Super	\$1,250 - \$1,350
Cyber Security Architect	\$220k - \$300k base	\$1,450 - \$1,550
Cyber Security Consultant	\$170k - \$190k base	\$1,200 - \$1,300
Senior Cyber Security Engineer	\$160k - \$190k base	\$1,200 - \$1,350
Integration Project Manager	\$160 - 180k + Super	\$1,000 - \$1,150
Change Manager	\$150 - \$170k + Super	\$950 - \$1,050
Agile Delivery Lead	\$150 - \$170k + Super	\$1,000 - \$1,100

LOCATION

While there have been slight dips in hiring activity in cities like Sydney, Melbourne, and Brisbane, they still stand as the main hubs for business analyst jobs in Australia. Meanwhile, Perth and Canberra have seen some modest growth in hiring.

Sydney

Melbourne

Brisbane

Perth

Canberra

CONTRACT VS PERM

Contract recruitment is on the up with organisations leaning towards greater flexibility. However, larger organisations are increasingly looking to convert contractors to permanent. This strategy may have its risks as the market continues to recover and contractors ultimately want to return to contracting.

Looking ahead, the demand for business analyst talent is expected to keep growing. Based on recent experience, I suspect it will be a steady, non-linear growth. Employers are on the lookout for Business Analysts with analytical skills, and strong stakeholder management abilities.

MARKET OUTLOOK

The overall technology market is showing signs of recovery and resurgence. The emphasis on robust architectural frameworks, cloud-native approaches and security uplift will continue to gain traction as organisations embark on new initiatives and digital transformation endeavors which will be the cornerstone to future projects and programs.

In conclusion, the third quarter of FY24 witnessed an uplift in hiring demand and positive sentiment which bodes well for the final quarter of FY24 and beyond.



WANT TO FIND OUT MORE?

Contact Craig from the Technology team in Precision Sourcing.

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