DATA Q1 MARKET TALENT REPORT

2021

PRECISION
SOURCING

OVERVIEW

Q1 has seen a lot happen in Australia with states at different stages of their journey through the COV-19 pandemic. The recession has deepened but the good news is that Australia is fairing relatively well when compared with many other countries and regions. With some simple searching on LinkedIn we can see the number of people moving jobs this quarter compared to last has increased 3 fold (people moving after being made redundant caused a lot of this).

In regards to job flow we have seen an increase when compared to Q4 of last year. At Precision Sourcing we have seen an increase in new job requisitions of 35%, which is very significant. We have found that the general sentiment from clients is that there will be lots of high-quality candidates on the market, this is not the case. The situation we find ourselves in is as follows:

3x

Increase in People Changing Jobs Q1 vs Q4

- The majority of people who were made redundant have found new roles & we haven't been hearing of more mass redundancies.
- Those on the market are mostly people not in a role so they are extremely active and being taken off the market quickly.
- Many good candidates, who are in a stable role, are not looking to move based on the current climate. Many, in a normal economic climate, would be looking but have decided to stick it out in their current role.

35%

Increase in Vacancies Q1 vs Q4

Read through to the bottom of the report to gather important information of how to be ahead of the game in this market from both a hiring and job search perspective.

QUICK FACTS

Job Titles In Demand

Data Engineer

BI/Data Analyst

Insight Analyst

Skills In Demand

Cloud (AWS, Azure, GCP)

Data Engineering Tools
(Spark/Kafka)
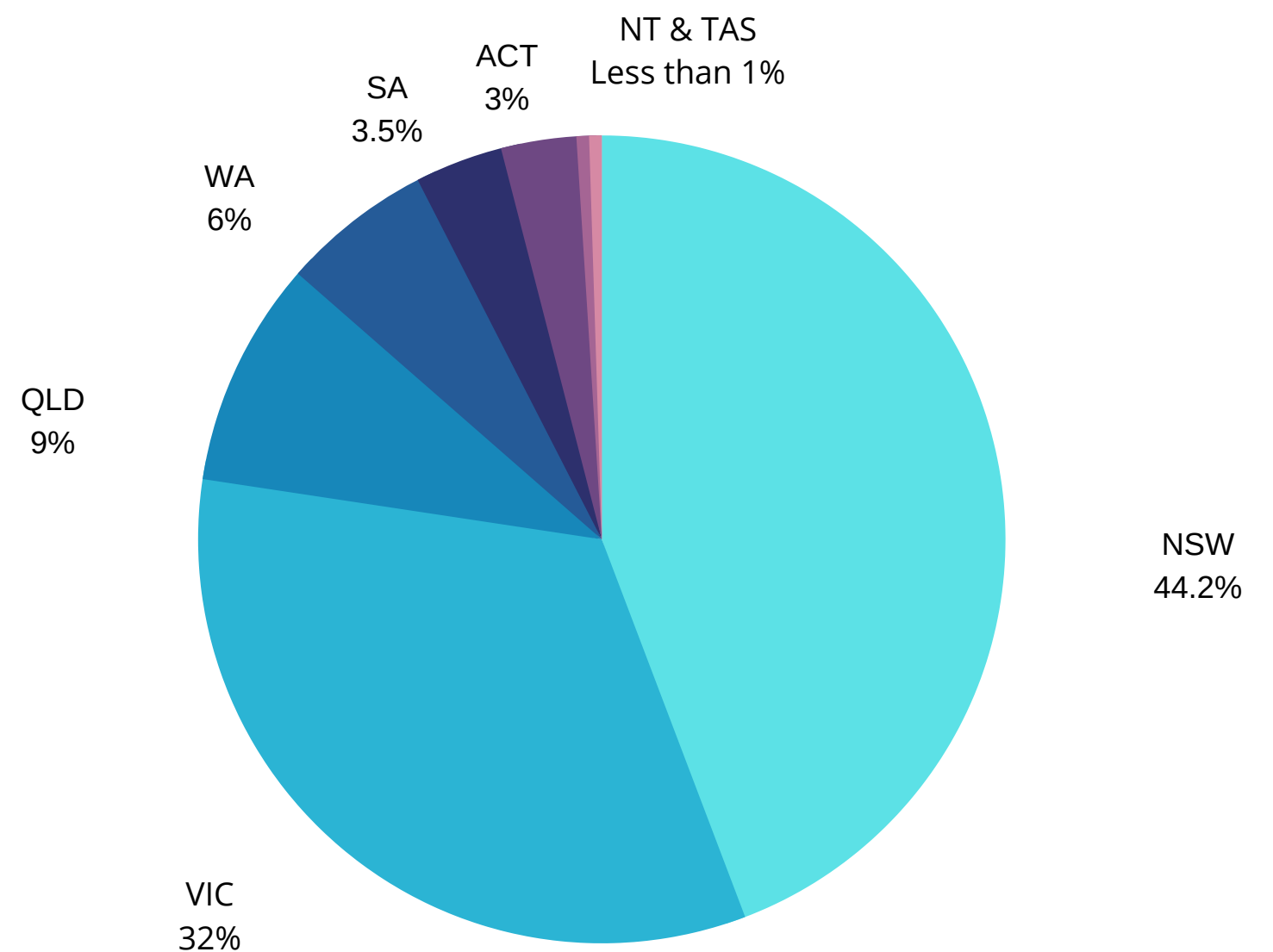
SQL

Visualisation
(Tableau/Power BI)

Top 3 Most Active Sectors

IT

Finance

Consulting

Break Down of New Hires per State

- NT & TAS: Less than 1%
- ACT: 3%
- SA: 3.5%
- WA: 6%
- QLD: 9%
- NSW: 44.2%
- VIC: 32%

Recruiter of the Quarter

Laura Nailard
Executive BI
Recruiter

Laura Nailard specialises in the contract Business Intelligence market and enjoys helping people develop their careers. Laura's focus areas are data warehousing, data visualisation, data integration, big data, data governance, database administrators, data solution architects, data modelling and information management across different industries and technologies.

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THE FUTURE

Advice for Clients

As mentioned above the consensus we are hearing from clients is that there are likely a lot of good candidates on the market. This is simply not the case as there is so much uncertainty and those on the market are very active.

Convincing dormant candidates to move is a struggle and there must be a compelling reason for them to move, therefore our advice is:

- If you are hiring have a sharp focus on time to hire and moving candidates through interview processes quickly.
- Focus heavily on retention in your team, now is the time to really get those loyalty points in the bank. Based on our yearly talent survey the top 3 ways to retain your data team are through:
    - Continuous development and learning
    - Exciting projects, with variety
    - Salary
- Having a clear and transparent communication style whilst working through COV-19 has been shown to be the most important leadership quality. The more uncertainty you quash the better.
- Be clear on what your selling points are to prospective candidates in order to have the best chance of securing them. Again this leads in to reducing ambiguity.

THE FUTURE

Advice for Candidates

There is probably more choice on the market than you may think right now. This is shown by the increase in job flow that we have seen ion the job market. You are therefore able to give yourself some choice. If you are in a secure role you may be surprised as to how many good opportunities are out there so now is actually a good time to look.

Our advice is:

- If you are interviewing at multiple companies be open and honest with the companies you are interviewing for that you have other options. Let them help you by being transparent.
- Conversely by doing this you should be requesting for companies to be extremely transparent about your application especially in terms of:
    - Salary from an early stage (leaving it to the end is not ideal)
    - Time to hire/interview process
    - Your drivers and there asking how the company matches vs your drivers
- You never know when your dream role will appear so keep your ears to the ground and be open to initial discussions, you don't have to commit unless you are comfortable.