

PRECISION
SOURCING

**DATA Q2 MARKET
TALENT REPORT
2021**

OVERVIEW

Whilst Australia still works through the ups and downs of 2020 the data market remains strong and has shown some more small gains for Q2. The job flow and people moving jobs in Q1 took us to similar levels as 2019 and Q2 continues in this manner with a 10% increase in data professionals moving roles. Many expected a significant slow down in job flow coming into Christmas but at Precision Sourcing we saw a nearly identical flow of new jobs coming through, this bodes well for 2021.

We predict to see a small decline in job flow during January but the outlook from many companies is bullish coming into the new year. The reasons behind a strong December and predicting quiet January stem from the majority of companies implementing a shut down over the Christmas period, many through to the 11th of January. Following this the rest of Q3 should return to current numbers.

In very good news for the contract market we have seen rates rise by 12% from Q1 to Q2. More companies are looking to a more temporary workforce due to the nature of the market. The rising rates may indicate more people are willing to look at contract roles, meaning there is an influx of talented professionals helping to increase the rates.

As often happens, in the lead up to Christmas, many urgent job openings were pushed through quickly to secure the right candidate, before the break. Interview processes at most companies have paused since the 22nd of December so we expect to see a number of people moving jobs in February after finalising a process in January.

Overall the data employment market continues to show strength, read through to the bottom of the report to see some early results from our recent Talent Survey.



12%

**Increase in
Contract Rates**



10%

**Increase in
People
Changing Jobs
vs Q1**

AT A GLANCE

Job Titles In Demand

Data Engineer

Customer Analytics (modelling)

Insight Analyst

Skills In Demand

Data Engineering Tools (Spark/Kafka)

Cloud (AWS, Azure, GCP)

SQL, Visualisation
(Tableau/Power BI)

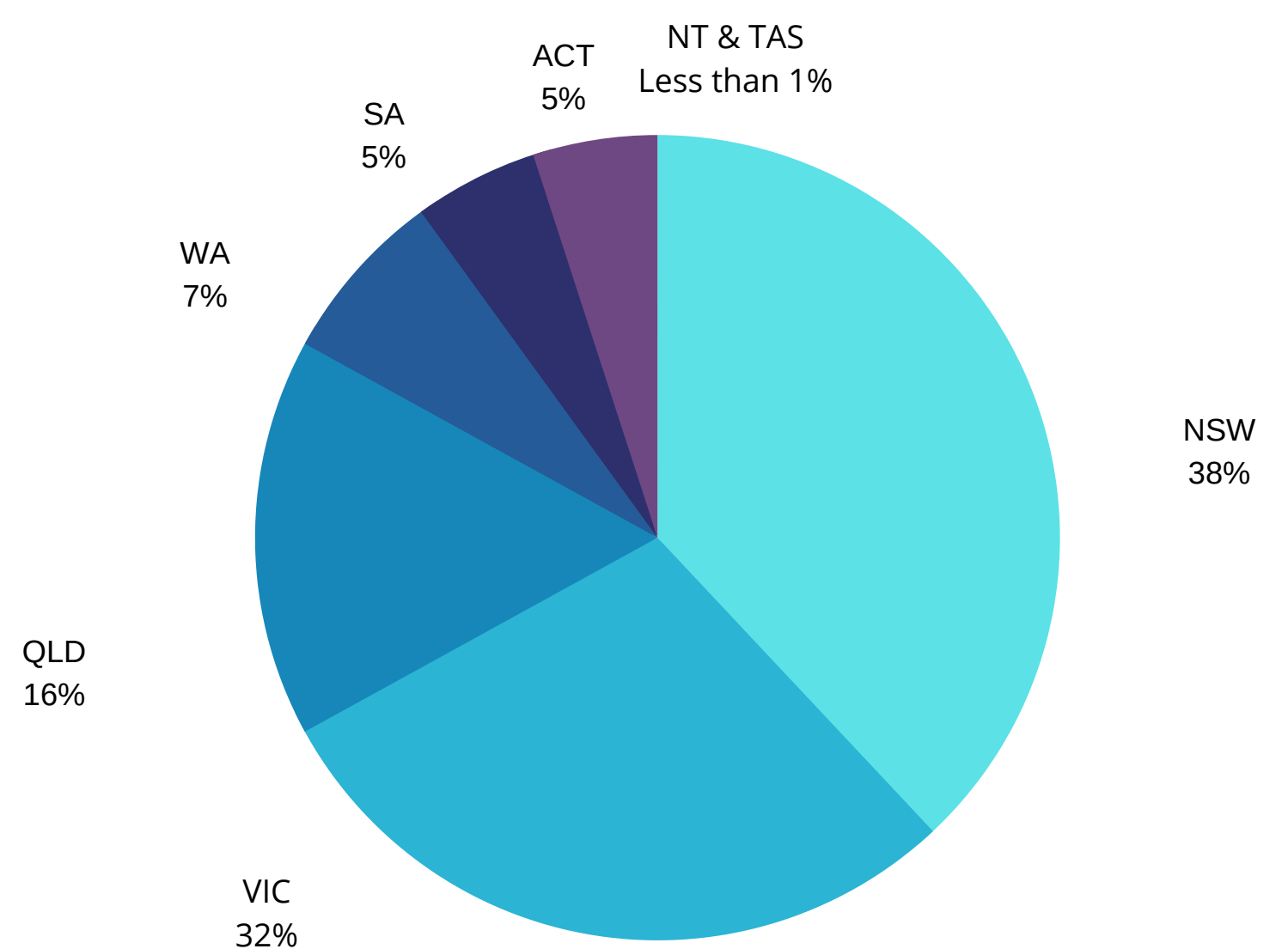
Top 3 Most Active Sectors

IT

Finance

Consulting

Break Down of New Hires per State



Recruiter of the Quarter



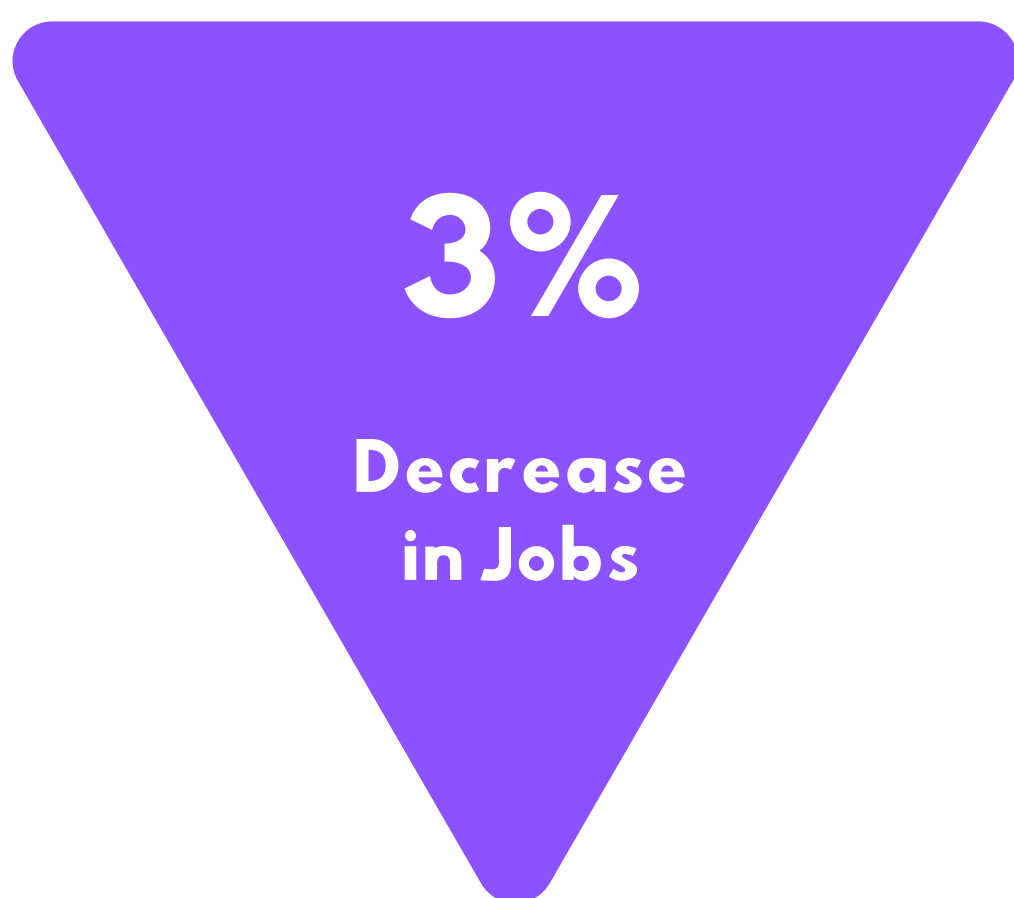
James Ross
Executive BI
Recruiter

James Ross is working on making his mark in the recruitment industry. With a background in events and years working in retail, he is using his well-established people and problem-solving skills to propel his career in recruitment. His passion for helping people is what he prides himself on and his aim is simple: to be the top Business Intelligence recruiter whilst making connections and making a difference in peoples lives.

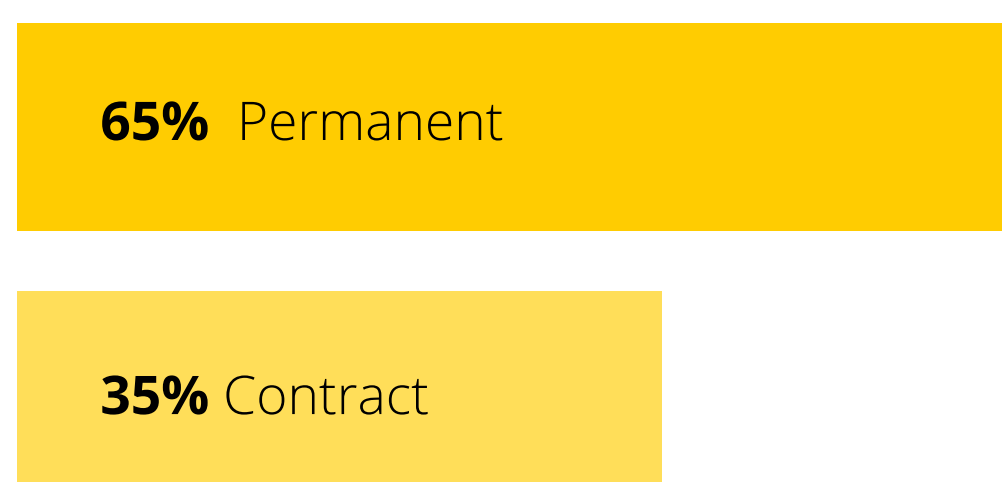
PREPARE FOR 2021

Each year Precision Sourcing conducts a survey of our network to answer questions that every hiring manager should know and any professional looking at the job market needs to know. Some of the key insights include salaries, drivers, top skills, job titles and more. There is no better way to see how you and your team sit, in comparison to others, than to utilise the data from a market wide talent survey. The below stats are some of the early findings from the report.

Get in touch with data@precisionsourcing.com.au to receive a personalised report.



Permanent vs Contract filled roles in the market



33%

of the market work in
roles producing insights

31%

of data professionals
look at opportunities
weekly

30%

of the market take
home between
\$150,000 - \$200,000
per year