

The background features several abstract, organic shapes in yellow, light blue, and light pink. Some of these shapes contain a pattern of small red dots. There are also orange wavy lines scattered throughout the design.

SAP Q3 TALENT MARKET REPORT 2021

PRECISION
SOURCING

OVERVIEW



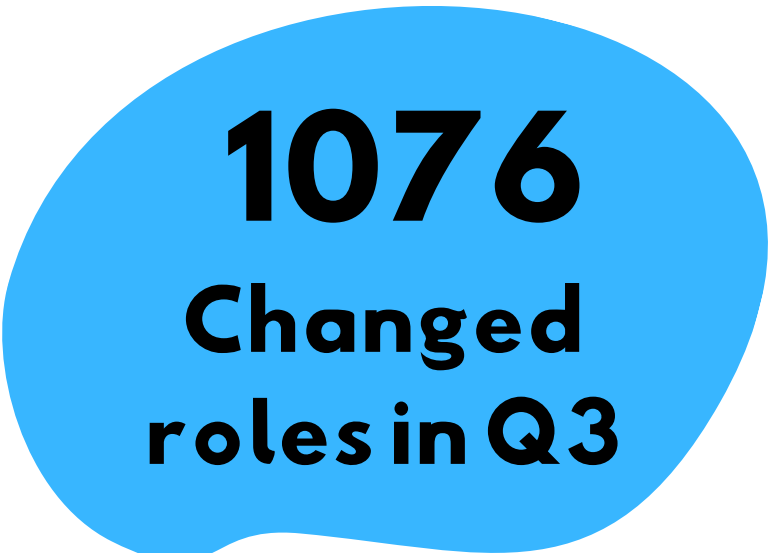
Wow, just wow! And breathe!

Normality is still a thing of the past as the market in Q3 took an unprecedented swing to levels we have not seen in the last 5 years. Companies in certain industries saw record breaking months, government stimulus really kicked in, the property market recorded sales way beyond reserves, Australian ex-pats returned home and entered the market with high expectations and high confidence. It seems the economy is bouncing back - some say almost too quickly!

What was the effect on the SAP market?

The pipeline and pent-up demand that was building up from Q1 and Q2 has been realised as projects have come back onboard at the same time. To provide some context, compared to the previous quarter Precision Sourcing have seen an increase of over 46% in vacancies and this has had a knock-on effect to the number of placements.

Numerous businesses have come out of COVID in a healthy position and will invest in tech and people. We sat down with a CIO of a major manufacturing company and he said "it has never been easier to get budgets approved" which in itself shows enormous confidence and appetite.



1076
Changed
roles in Q3

OVERVIEW CONTINUED



There is no surprise the most noticeable change is the amount of contingent labour hire which coincides with an increase in project based work. Historically the SAP market is over 60% contract and this looks like it will increase. Companies that have elected to save cost and enter the market with a fixed term engagement have struggled to secure top talent. The simple reason is that they are competing against other companies who have made a commitment to a permanent hire and/or contract engagement.

The real winners from Q3 have been the companies who were brave enough to adapt in the last year, investing in their staff, their staff's wellbeing, and continuing their projects. When speaking to individuals, whether they were engaged on a contract or a permanent member of staff at these companies there is almost a sense of loyalty.

That positive outlook and reputation is also attracting staff and companies should be using this as a selling point at interview stage with a candidate. Companies that didn't adapt and took a pessimistic approach – by letting staff go or not adapting to the new working way – are being left behind with either staff looking to leave or struggling to attract new talent for the organisation.



AT A GLANCE

Job Titles In Demand

Data Migration

Solution Architect

Change Manager

Skills In Demand

Success Factors

BW/4HANA

Analytics Cloud

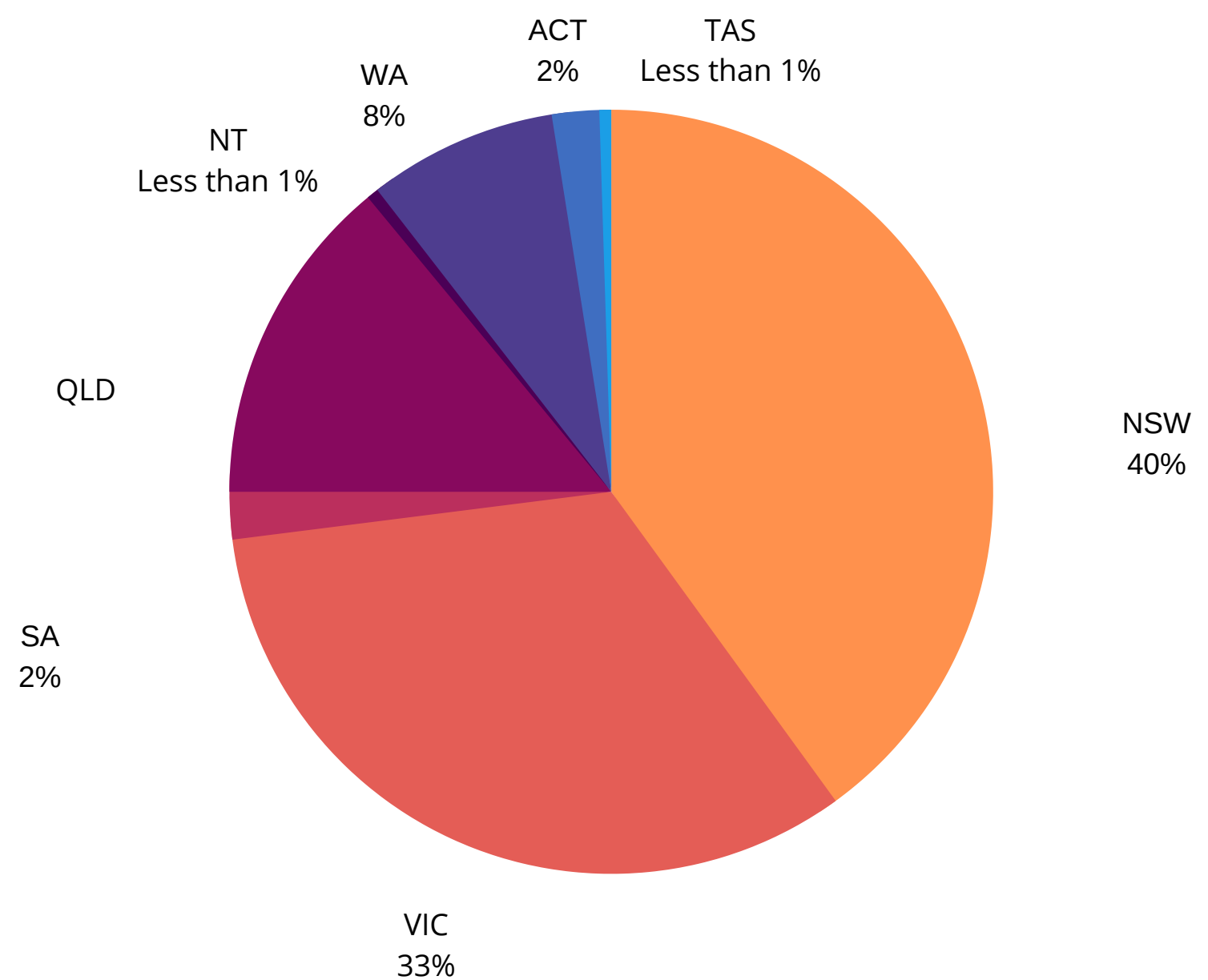
Top 3 Most Active Sectors

Consultancies

FMCG

Utilities

Break Down of New Hires per State




**13%
Increase**

Contract rates have dramatically increased by 13% This is due to:

- Companies competing for niche talent
- Budgets are being approved and there is investment into the latest and greatest SAP technologies
- Talent there received rate cuts have found new opportunities paying a higher rate

THE FUTURE



With the economy bouncing back, projects back onboard and the pressure on deliverables increasing, the natural tendency for companies and people is to revert back to old habits. We have already seen several major companies enforce a return to office approach with the reasoning that 'stakeholder engagement is key to success'. Other companies have stopped focusing on wellbeing and staff investment as projects and deliverables become a priority. If there is one thing this last year has taught us, it is that we have to invest in wellbeing, invest in staff and keep adapting to individual needs. Results will be a byproduct and naturally follow.

Secondly to attract staff it is fundamental the interviewer sells the benefits of the company and express why they work there. Far too often candidates experience a one-way competency based interview and are not given the opportunity to explore the organizations plus points. Candidates are in demand and are being approached for 3 or 4 different opportunities at a time – so to secure talent that you want, ensure people buy into you and your company as leaders.

THE FUTURE CONTINUED



Insight for Active SAP Candidates

- You will be receiving a lot of calls for new opportunities therefore be picky and only move forward with opportunities that will further your career
- During the interview, really assess the manager and the company culture. Ask questions like average tenure and what their staff will say about the company
- Ensure your LinkedIn and CVs are user friendly and easy to read. Managers simply do not have time to go through a 40 page document

Insight for Active SAP Clients

- The candidates you interview WILL be interviewing elsewhere so you really have to perform to secure talent. Sell the company benefits and be personable as people will buy into people
- Ensure your social platforms represent you and the company well as candidates will look at these
- Keep adapting to your team and don't revert back to old habits