

JAVASCRIPT Q4 MARKET TALENT REPORT 2021



OVERVIEW

Q4 was incredibly busy and saw more movement than usual across the JavaScript market. This is because we have seen a higher volume of vacancies, declining unemployment and a workforce that is high demand. That all leads to employees becoming more confident about a possible change in roles. In Q4 we saw over 25% more JavaScript professionals move roles compared to last quarter.

The number of jobs hitting the market is steadily growing and still exceeding the number of people moving roles, despite growing confidence. With this has come a big shift in the market: we are now well and truly in a candidate driven market.

This has already presented a huge challenge for hiring managers as they are competing against companies with impressive hiring budgets. Candidates are sitting on more offers than ever from companies who are willing to go the extra mile to secure top talent. This is a difficult climate for hiring managers to navigate but there are ways to make it easier. Head to page 3 for our top tips in navigating this candidate driven market.

Rates and salaries continued to increase this quarter. On average, we have seen a 5% increase in contracting daily rates and a 15% increase in permanent salaries.

5%

**Contract Rates
have increased**

15%

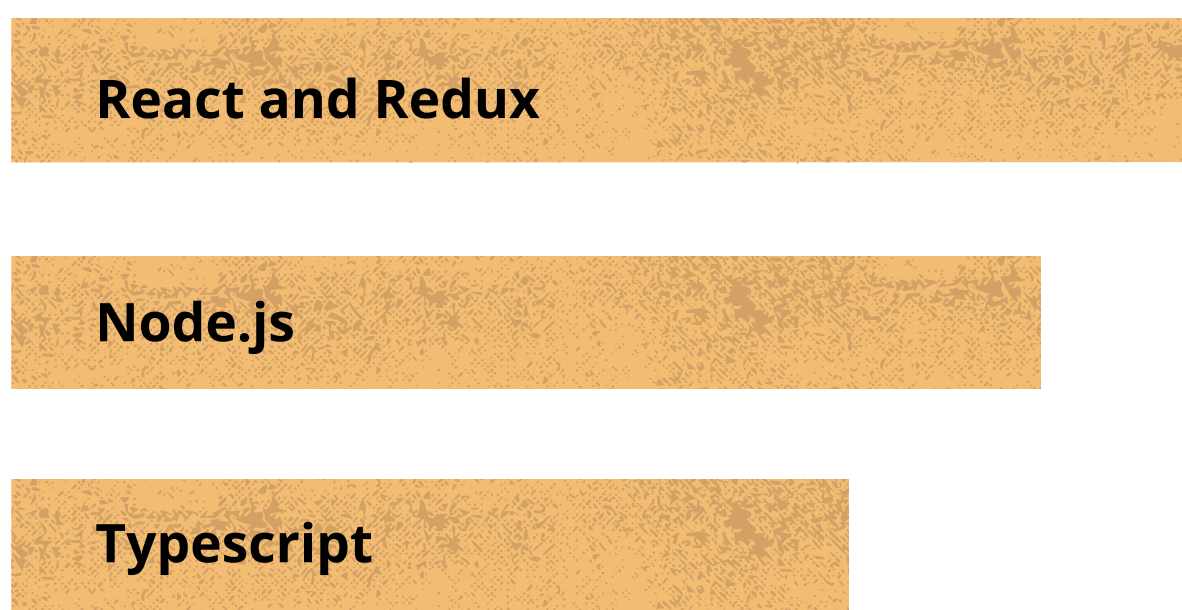
**Salaries have
increased by**

AT A GLANCE

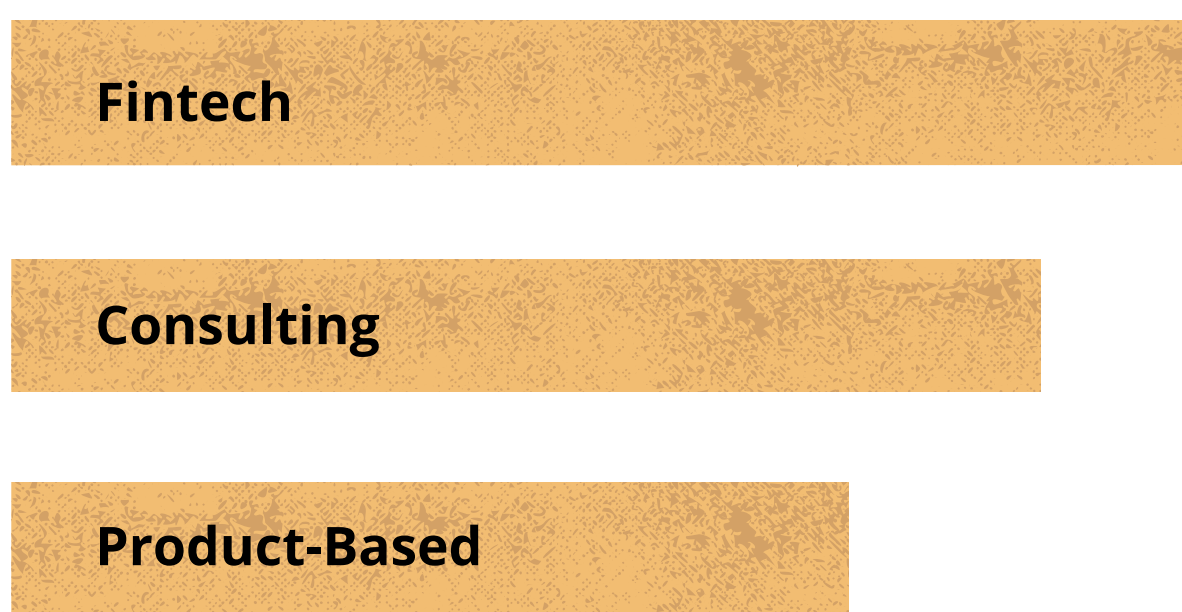
Job Titles In Demand



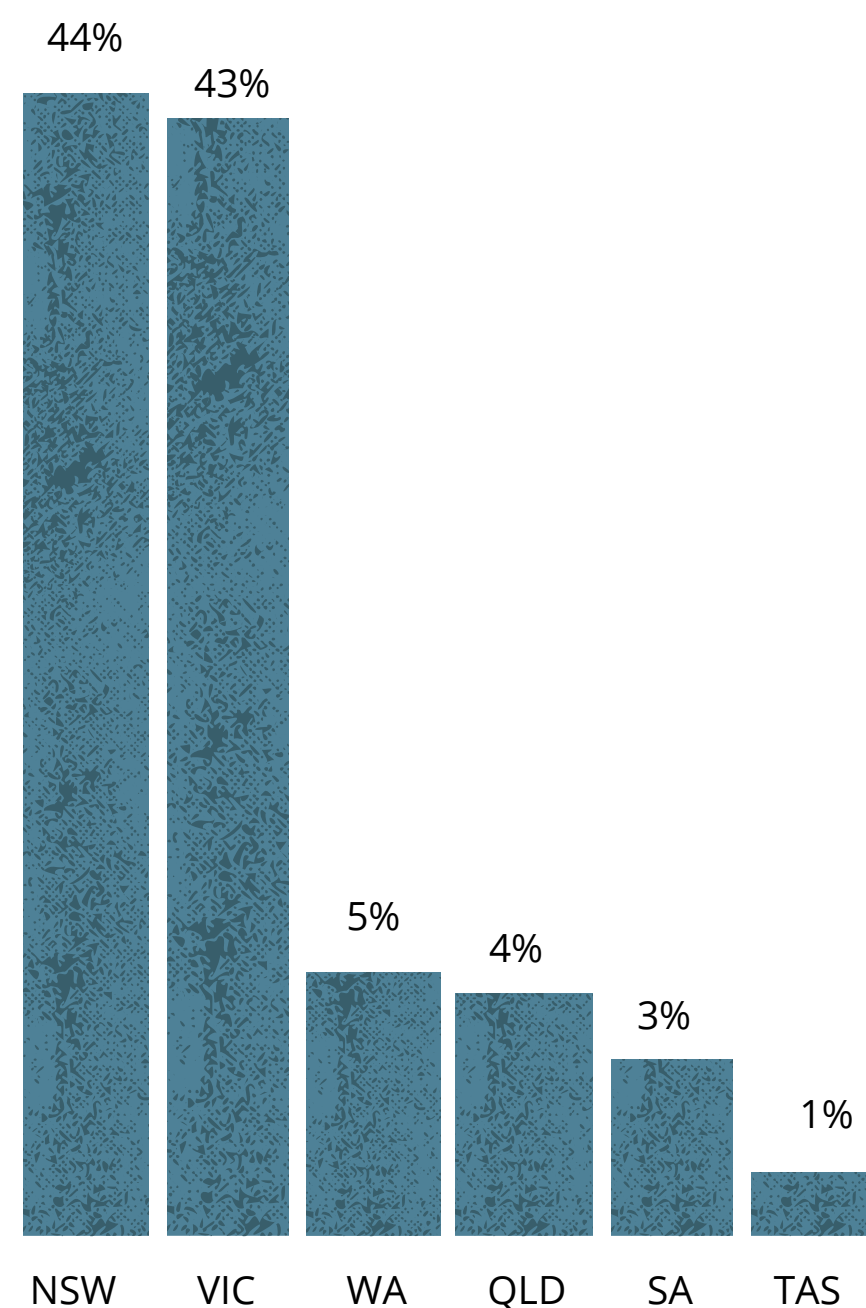
Skills In Demand



Active Sectors Hiring



Break Down of New Hires per State



23%
Increase in
Jobs vs Q4

25%
Increase in
People Changing
Jobs vs Q4

THE FUTURE



Insights For Candidates:

- You will be getting more calls than ever from recruiters with exciting opportunities. Be picky! Get really clear about what you want in terms of the role, project, industry, technology etc.
- Remember that interviews are a two-way process: it's important that you ask questions like average tenure and how their company responded during Covid.

Insights For Clients:

- Remember: most candidates will have at least 2 other opportunities on the table. How are you going to differentiate?
- Investing in your current employees is more important than ever. It is much easier to retain than it is to attract new employees.
- Invest in your employee's growth. One of the main things JavaScript developers want right now is career growth. Have ongoing discussion with your staff about their career plans and what they want. Remember to set tangible goals and work with them, not against them.