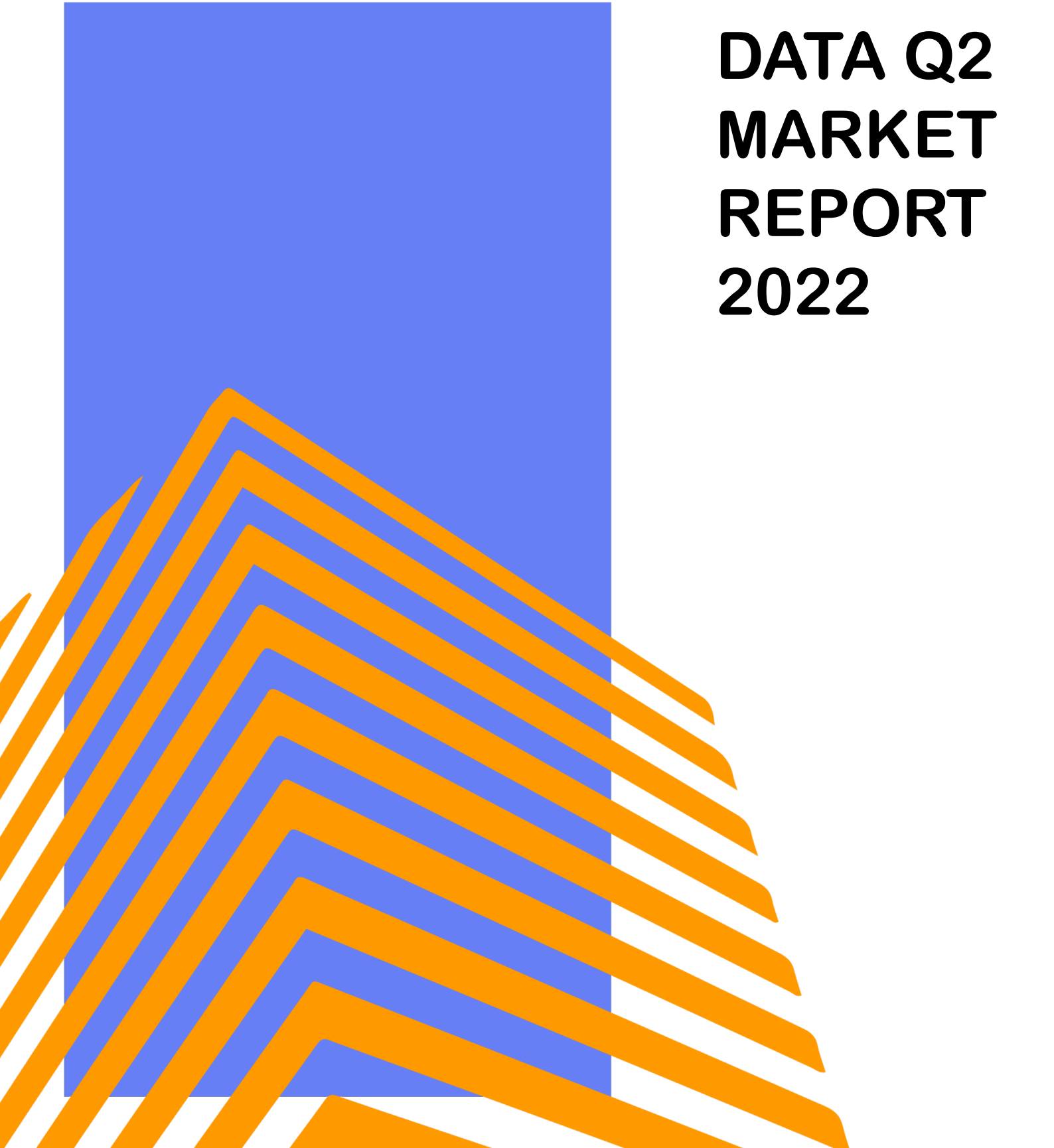


PRECISION
SOURCING

**DATA Q2
MARKET
REPORT
2022**



OVERVIEW

Is the great resignation real? This is the question everyone has been asking, is it another buzz phrase or is it happening? In Q1 & Q2 of FY 2022 we saw, in the data market, that this could be real but not in as major a way as we are led to believe.

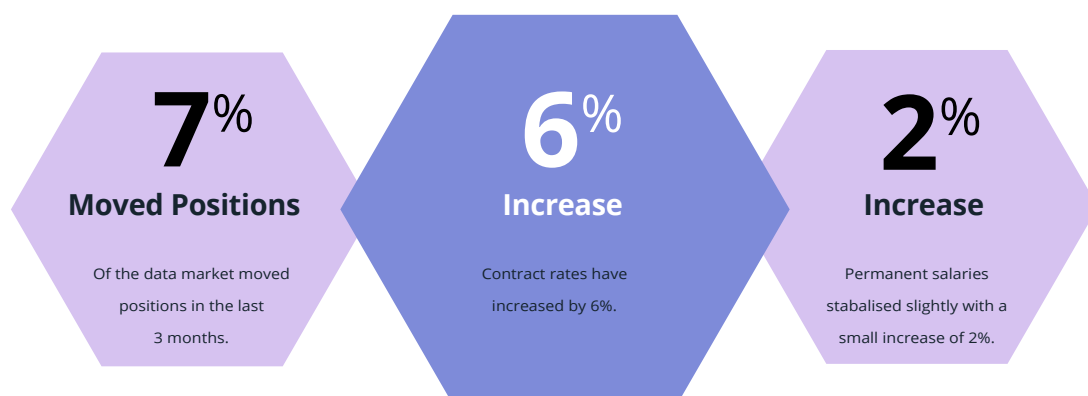
7% of the data market moved positions in the last 3 months. Add that to 10% in the last quarter. So, in simple terms close to 1 in 5 data professionals moved roles in the last 6 months. Does that constitute a great resignation? That is up for debate. This would suggest that average tenure in data positions is now circa 2.5 years, that number doesn't come across as too outlandish.

So, what does this mean, and could this increase again in Q3? We typically see a higher number of resignations in the month of January so managers should be on watch that there could be even more turnover in the new year. It does, however, create opportunities for companies and leaders who are able to offer the kind of working environment that data professionals look for. On the third page of this report, we discuss our yearly [talent survey](#) and why the results are so important, but before we are able to analyse the new results, we know from last year's survey that

data professionals want:

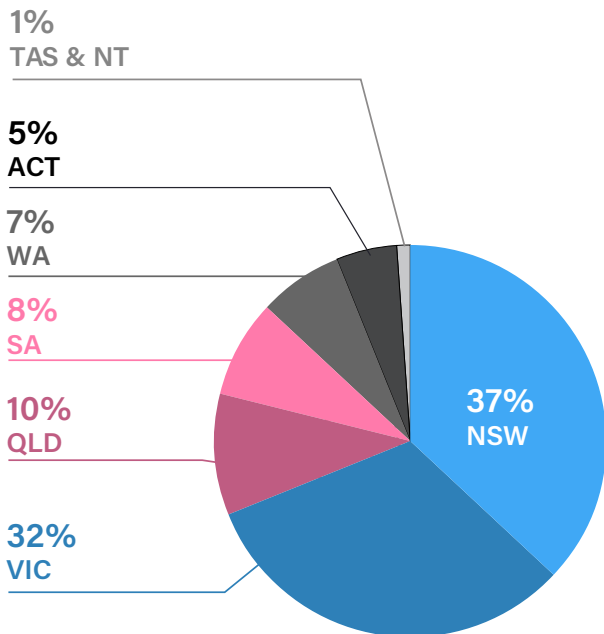
- First and foremost a competitive salary/an increase in their current salary
- Flexibility in their working arrangements that suit them as an individual, not necessarily a blanket flexibility policy
- To work on the latest tech and cutting-edge projects

Some companies can offer all 3, if you are not able to, you have to consider which of the 3 you are going to lean into as a key retention or attraction strategy. Once we start to see more people arrive from overseas, we would suspect that salaries and rates, that have been steadily increasing, to stabilise slightly. Permanent salaries reached a stabilisation point this quarter, we believe this was due to the large increase in salaries we have seen over the past year and a logical tipping point has been reached.



QUICK FACTS

Hires Per State



Recruiter Of The Quarter



David Moore
Executive Data Recruiter

Born in the Yorkshire city of Leeds, UK, David served as a Police Officer for 5 years. He visited Australia for a holiday and loved it, coming for longer visits until he decided to move here in 2019. After a friend suggested he would be a good fit within recruitment, David joined Precision Sourcing and is loving this new challenge.

Job Titles In Demand

Data Engineer

Data Scientist

Insights

Skills In Demand

Azure & Power BI

AWS

Statistical Modelling

Active Sectors Hiring

Consulting

Finance

Ecommerce

Significant Increase In Data Professionals Hired In South Australia

We have seen a large and significant increase in data professionals being hired in South Australia. The government there are creating a tech hub and large businesses and therefore consultants have increased their presence in the state. The likes of Cognizant, PWC, KPMG, Accenture and Deloitte have all set up tech hubs in the region.

THE FUTURE

Every year, for the past 5 years, Precision Sourcing has created a talent survey for the ANZ data market which has proven to provide valuable information back to the market. The survey is designed to help hiring managers retain and attract staff but is also aimed at helping data professionals understand market trends, salary movements and new technologies to work on.

This year, more than ever, we have been able to use the information to advise better hiring decisions and help candidates achieve the level of role they aspire to. Whilst the world has been up and down, the data market has continued to go from strength to strength and we expect to see the biggest change, between yearly surveys, then ever before.

We would be extremely grateful if you could fill in the survey yourself and pass this around your team. The more respondents we have, the better the results.

Complete the Data talent survey [here](#).

Some key topics we explore are:

- Remuneration
- Diversity
- Jobs in demand
- Technology in demand
- Working environments

If you would like to talk through any of the above, don't hesitate to get in touch with the data team at data@precisionsourcing.com.au