

**JAVASCRIPT
Q2 MARKET
REPORT
2022**



OVERVIEW

Whilst Australia worked through the ups and downs of 2021 the JavaScript market remained incredibly strong with a positive outlook for 2022.

Permanent salaries and day rates stabilised slightly this quarter, which is likely due to the large increase in salaries we have seen over the past year now coming to a tipping point. We expect this to continue in the new year, particularly as the borders are opening and new talent can finally enter the country.

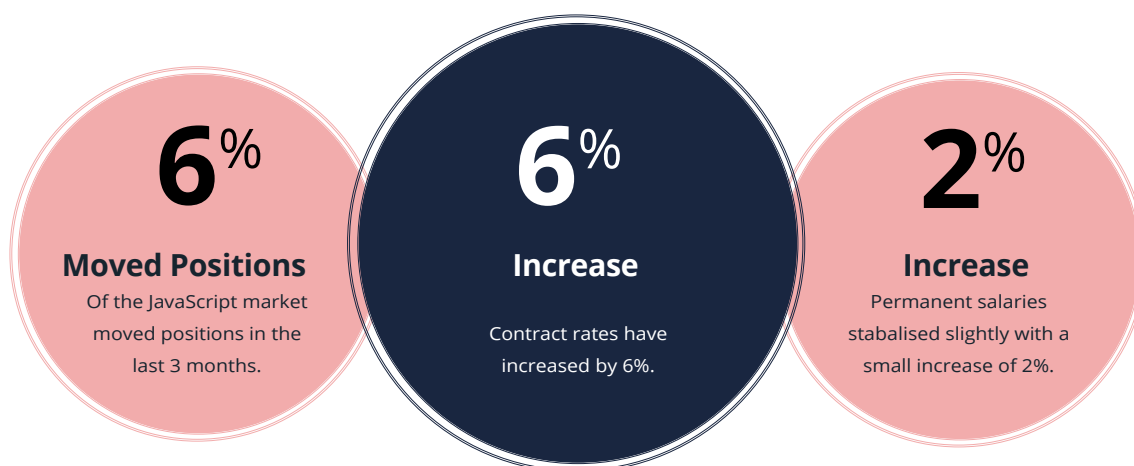
A common sentiment amongst hiring managers this year has been the lack of senior talent available on the market. We didn't see any change in this over the last quarter although do expect to see this become less of an issue as Australia increases their support for international talent relocating to Australia.

We usually see an increase in resignations in January and February so it's important that managers are aware of this. It's more important than ever for managers to check in with their staff, particularly after the long year we have just faced.

Companies that continued to adapt their strategies and listen to what their employees want are those that have been the most successful in 2021. Hiring managers need to understand what JavaScript Developers want, mainly:

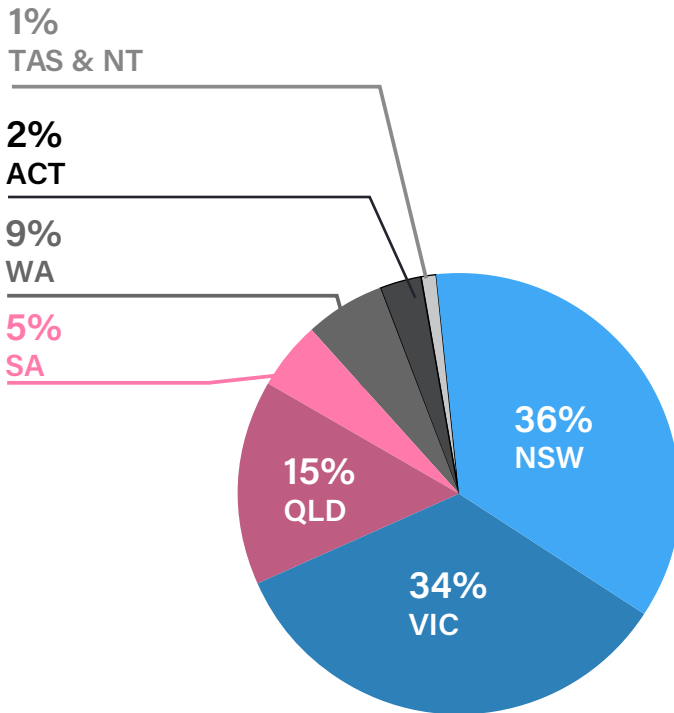
- A competitive salary. Paying below market rates is a sure way to lose your staff.
- Flexibility and trust.
- The chance to work on new technology and projects (not just BAU).

Some companies can offer all three. A lot of companies cannot but are still extremely successful when it comes to hiring and retaining staff. Why? They play to their strengths and tailor packages to suit individual employees. We have seen Developers take \$20k pay cuts because their new employer offered flexible hours and a supportive culture.



QUICK FACTS

Hires Per State



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.

Job Titles In Demand

Front End Developer

Full Stack Developer

Node Developer

Skills In Demand

React

Vue.js

Node.js

Active Sectors Hiring

Start-up

Digital Agency

Consulting

THE FUTURE

Every year Precision Sourcing creates a talent survey of the ANZ market to gather valuable information that we can share with the market. The survey is designed to provide hiring managers with valuable insights that will help them retain and attract new staff.

It is also designed with the goal of helping Software Developers to understand market trends, salary movements and new technologies on the market.

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 software development 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 talent survey [here](#).

Some key topics we explore are:

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

