

**PRECISION**  
SOURCING

# PROJECT SERVICES

**Q2 MARKET**

**REPORT 2022**

# OVERVIEW

**The great resignation. We've heard so much about it. We've heard various definitions of what it is, how severe it will be and what it means for Australian job seekers and hiring organisations. The debate rages on still.**

In Q2 16% of professionals in the Project Services space changed jobs. It's a fairly significant portion of the workforce but doesn't necessarily suggest the great resignation has hit our shores.

Over the past 12 months, the Australian workforce has definitely had time to reflect. We've had an opportunity to look inward and think about what is important to us. We're more conscious about what suits us and a mindset shift has definitely occurred. The biggest motivations for moves right now are;

- Work – life balance
- Earnings
- Culture

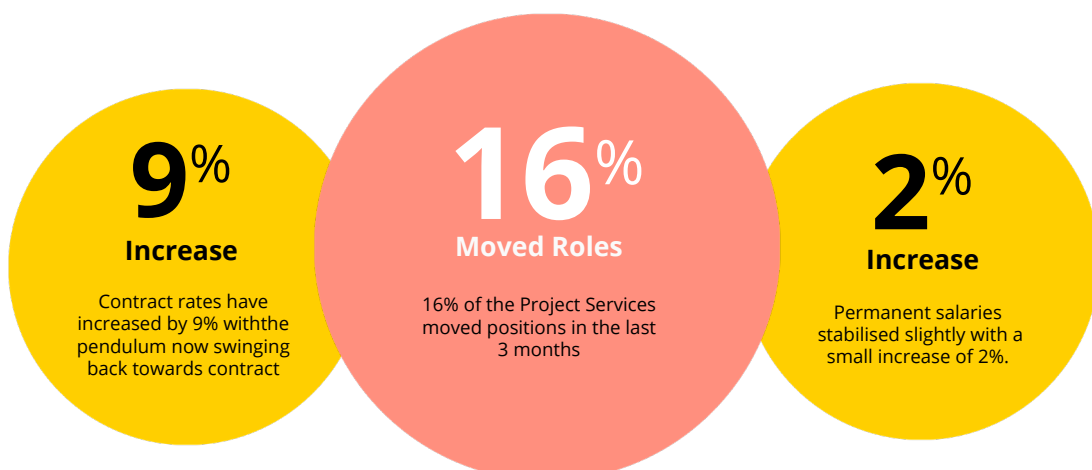
These have always been the biggest drivers for changing roles, but, job seekers have more confidence, clarity and power to go and find a role that truly suits them. This seems to be

driving movement across the Project Services market.

Could there be an increase again in Q3? It's likely. We typically see a higher number of resignations in January. Organisations will either see this as a risk or an opportunity.

It's a risk if your business is stuck in the mud and not keeping up with current working trends. If you aren't paying competitively, offering real flexibility and focussing on retention initiatives you're in trouble.

On the other hand, if you've been able to align your business with what job seekers are looking for, Q3 could be a massive opportunity to attract and secure some top flight talent.



# AT A GLANCE

## Get To Know...



**Craig Sibley**  
**Principal Consultant**

Craig is a Principal Consultant who has been working for Precision Sourcing for more than 5 years. He's a specialist in the IT Project Management space and has helped 100's of project managers to secure roles.

- 1. What market do you specialise in?**  
Project Management
- 2. How long have you been recruiting?**  
5 years
- 3. What is the best thing about being a recruiter?**  
Helping candidates secure new roles
- 4. Where are you from?**  
Manchester UK
- 5. What made you get into recruitment?**  
My older brother and sister recommended it to me
- 6. Favourite TV show of all time?**  
The Office (US Version)
- 7. Favourite band / artist of all time?**  
Lane 8 all day
- 8. One piece of advice for someone looking for a new role?**  
Ensure that you go inch wide and mile deep when looking for a new opportunity. Know your key drivers.

## Job Titles In Demand

Business Analyst

Scrum Master

Project Manager

## Skills In Demand

Digital (web and apps)

Agile

Payments

## Active Sectors Hiring

Retail

Finance

Ecommerce

# THE FUTURE

Every year, for the past 5 years, Precision Sourcing has created a talent survey for the Australian Project Services market which has allowed us to share valuable data with our customers.

The survey is designed to help hiring managers retain and attract staff but is also aimed at helping project professionals understand market trends, salary movements and new technologies that are emerging.

This year, more than ever, we have been able to leverage the data collected in the survey to advise better hiring decisions and help candidates to manage their expectations.

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 Project Services 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 projects team at [projectservices@precisionsourcing.com.au](mailto:projectservices@precisionsourcing.com.au).

Moved Roles