

## RISK - PERCEPTION OR REALITY?

There's no doubt that the storm clouds hovering over Europe have taken the edge off business confidence, though it's certainly not all doom and gloom. Locally there have been some surprisingly strong retail figures, China's growth is still impressive (albeit not at the breakneck speed of recent times) and the ASX is up over 10% from the recent lows of early June. It's very much a patchwork economy, and the sentiment of employers reflects that, with caution to the fore. Not only are there less roles in the marketplace (the recent ANZ job ads figures indicated a 9.1% drop compared to this time last year) but companies are increasingly careful about their choice of hire waiting for that bullseye perfect candidate. A lot of roles are being withdrawn or placed on hold.

Given the economic cross currents, it is perhaps not a surprise that employers are taking a thorough and conservative approach to expansion and recruitment. One though needs to be careful this doesn't turn into procrastination and indecisiveness.

Always be conscious that you're dealing with peoples' careers - it's easy for a company to develop a reputation of being time wasters in candidate land. Certainly not a helpful stigma!

The surprising thing we are seeing is the massive shift in candidate behaviour. While companies have become conservative, candidates have become completely defensive, clinging on limpet-like to their current roles. Moving companies involves risk - there are new technologies, new managers, new stakeholders and new processes, all of which they need to adapt to and there is a risk that the move may not work out. Candidates are unwilling to expose themselves to that risk.

### Some manifestations of that changed behaviour include:

- ▶ Job advertisement response is down over 20% when compared to historical levels
- ▶ Anecdotally we are seeing a lot more candidates drop out of the interview process or reject offers for seemingly trivial reasons
- ▶ Candidates seem a lot more open to accepting counter offers

Now admittedly this is only true of candidates who are currently employed. Candidates who are out of work are proving far less picky and choosy about the opportunities they are open to. However, this remains a comparatively small pool of people. Many of the high profile rounds of redundancies haven't involved large numbers of IT staff, so we haven't seen a flood of IT candidates on to the market. And as expected, companies are very reluctant to let their best people go. So the vast bulk of the best IT candidates remain gainfully employed and risk adverse.

### So what does this mean as an employer?

*We believe there are two key areas to focus on when meeting candidates:*

1. Understand that stability is a hot button issue. Make sure time is taken to give an overview of the performance of the business, along with future plans for the role and IT team. That can really allay any potential concerns.
2. Ensure the people who are participating in the interview process are communicating the same unified message about the role. If there are discrepancies in terms of expectations of the role, the technical direction the company is taking, or performance of the business, it's very disconcerting for candidates.



# the **balance**

## SALARY SNAPSHOT

### SEPTEMBER 2012

**BALANCE**  
**RECRUITMENT**  
 SUCCESSFUL PEOPLE

Job Titles	PERMANENT			CONTRACT	
	1-3 years	3-5 years	5+	Mid Range	Top End
Application Architect	\$120K	\$130K	\$145K	\$900-1050	\$1050-1200
Business Analyst	\$75K	\$100K	\$120K	\$650-850	\$850-1100
Scrum Master	\$115K	\$135K	\$145K	\$800-900	\$1100-1250
Software Developer (Java, .NET, SQL)	\$75K	\$90K	\$115K	\$650-800	\$850-1050
Web Developer - Front End (HTML, CSS, JavaScript, Flash)	\$55K	\$70K	\$90K	\$550-675	\$675-800
Web Developer - Back End (PHP, RoR)	\$60K	\$75K	\$100K	\$600-700	\$750-850
Phone Developers (iPhone, Android)	\$70K	\$95K	N/A	\$600-700	\$750-850
BI Analyst	\$85K	\$105K	\$120K	\$750-900	\$900-1050
Development Manager	\$115K	\$130K	\$150K	\$950-1050	\$1100-1300
Program Manager	\$135K	\$150K	\$165K	\$1100-1200	\$1200-1500
Project Manager	\$100K	\$120K	\$145K	\$750-850	\$900-1100
Test Analyst	\$60K	\$80K	\$100K	\$600-750	\$750-850
Test Manager	\$95K	\$110K	\$125K	\$750-900	\$900-1100
ERP Consultant (Oracle, Peoplesoft, SAP)	\$85K	\$115K	\$140K	\$950-1100	\$1100-1300
Pre-Sales Consultant	\$90K	\$120K	\$145K	N/A	N/A
IT Manager (5-10 headcount)	\$110K	\$130K	\$150K	\$900-1100	\$1200-1350
Service Delivery Manager	\$90K	\$105K	\$125K	\$650-800	\$800-950
Help Desk Manager	\$75K	\$85K	\$100K	\$650-800	\$800-900
Desktop/PC Support	\$50K	\$65K	\$75K	\$380-440	\$450-500
Help Desk Support	\$45K	\$55K	\$65K	\$300-350	\$260-420
Change Manager (ITIL)	\$85K	\$100K	\$125K	\$700-800	\$800-900
DBA	\$70K	\$100K	\$130K	\$750-875	\$900-1050
Infrastructure Architect	\$110K	\$120K	\$135K	\$900-1000	\$1000-1150
Network Engineer	\$80K	\$100K	\$120K	\$650-800	\$800-900
Security Engineer	\$85K	\$110K	\$130K	\$750-900	\$950-1100
Unix Systems Engineer	\$70K	\$90K	\$120K	\$700-800	\$800-925
Windows Systems Engineer	\$70K	\$90K	\$115K	\$650-800	\$800-925

\*Years of experience refers to the number of years in that particular role

\*The salaries quoted are base salaries (exclusive of super).

\*The contract rates quoted are charge rates (inclusive of superannuation, payroll tax, workers comp, professional indemnity and public liability insurances and agency margin) exclusive of GST