

# Christchurch Insight Report

## OVERVIEW

The Christchurch ICT market is set to cement itself as a key ICT hub of New Zealand this year, with both employer and job seeker confidence on the up.

ICT companies are in high speed growth mode this year, with an additional 12% of employees planning to recruit staff, up to 86%. The two main motivations for the increase are driven by new projects (21%) and the increased demand of IT from the business (26%).

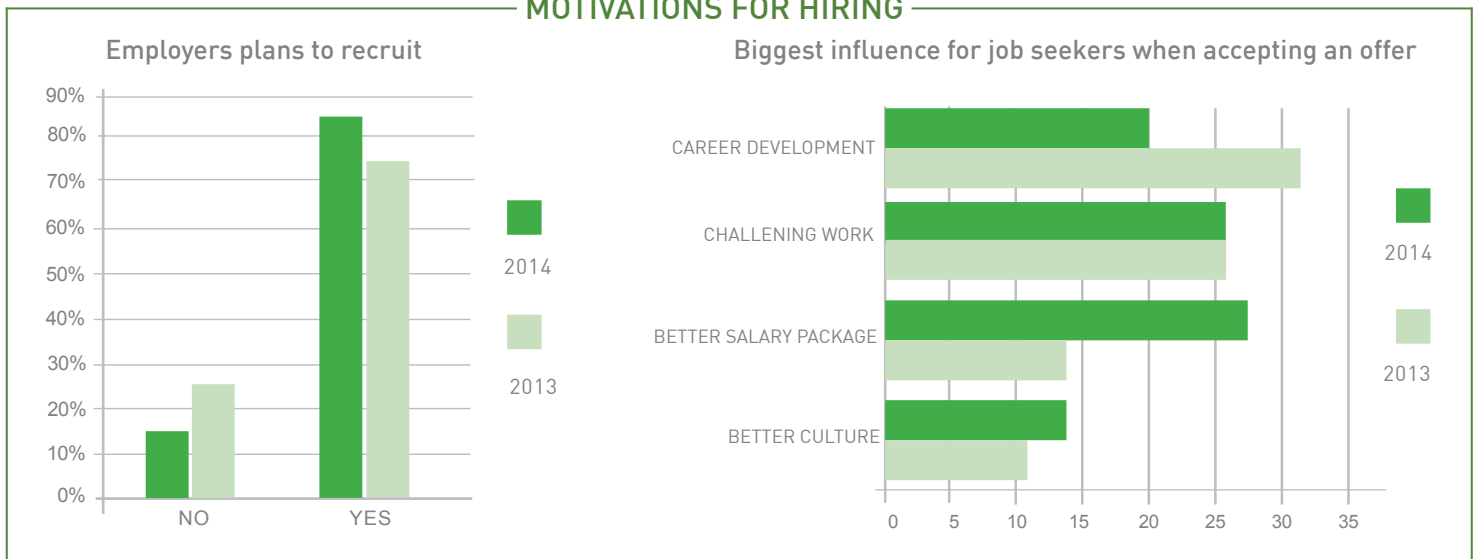
Attracting top ICT talent to the Christchurch region and holding onto them is front of mind for Christchurch employers, with over 68% planning to increase employee remuneration. That's a promising 18% increase on 2013. Equally, remuneration has taken top spot as the most critical motivator for Christchurch job seekers when accepting a job offer, with 27% considering it to be the key factor.

Job seeker confidence in the Christchurch market is at an all time high. This is being driven by increased employee work satisfaction; up 4% since last year to 89% - that is 5% higher than both Auckland and Wellington job seekers. There has also been a 9% decrease in the number of job seekers considering a move offshore - down to 25%.

This year also sees a 4% decrease in the number of Christchurch job seekers considering a move to a new work place, down to 65%. Of those job seekers considering a move, they are citing 'skills not being utilised' (25%) as the main reason, closely followed by 'time for a change' (23%).

Of the key skills in demand this year, in the Christchurch region, five areas make up over 65% of what Christchurch employers plan to recruit in; software development, testing, project management, business analysis and database.

## MOTIVATIONS FOR HIRING



## REMUNERATION

### Planned pay increases for 2014

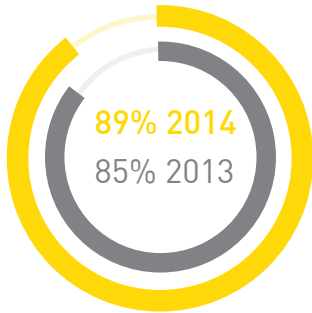
68% of Christchurch employers are planning to increase employee remuneration this year. That's a promising 18% increase on 2013; 28% more than Wellington, 19% more than Auckland and 3% more than Hamilton Employers.



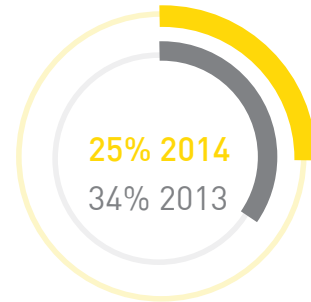
JOB SEEKERS YEAR ON YEAR

Change in opinions and views of job seekers in the Christchurch region from 2013 and 2014.

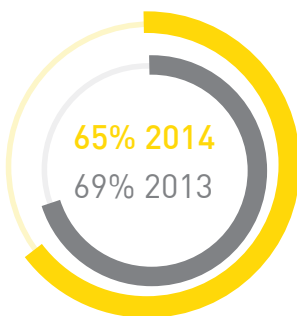
Consider their work place a good place to be



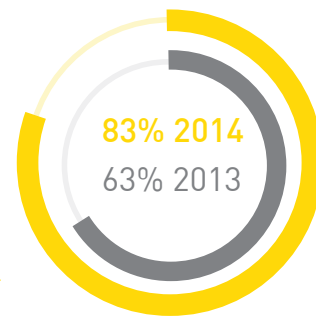
Are considering a move overseas



Are considering a move to a new work place in the next 12 months



Review and update their online social media profiles when actively looking for a new role



SKILLS

Top six 'Hot Skills' job seekers would reskill in

- |                                  |                      |
|----------------------------------|----------------------|
| 1.  Business Intelligence        | 4.  Business Analyst |
| 2.  Mobile Application Developer | 5.  Cloud            |
| 3.  .NET Software Developer      | 6.  Web Developer    |

Top six made up 54% of top sixteen

Top Five Skills Employers are looking to Recruit

- |                          |             |                        |                       |                    |
|--------------------------|-------------|------------------------|-----------------------|--------------------|
| 1.  Software Development | 2.  Testing | 3.  Project Management | 4.  Business Analysis | 5.  Data/ Database |
|--------------------------|-------------|------------------------|-----------------------|--------------------|

Top 5 made up 63% of top 12 skills employers will be recruiting



MEDIAN BASE SALARY

For more detail on remuneration data please go to [www.itsalaries.co.nz](http://www.itsalaries.co.nz)

MEDIAN	CHRISTCHURCH 2014	NATIONAL 2014
BA	\$85,000	\$84,000
TESTER	\$69,500	\$71,500
SOFTWARE DEVELOPER	\$68,000	\$75,000
PM	\$100,000	\$101,000
DATABASE DEVELOPER	\$83,500	\$82,250

METHODOLOGY

The Absolute IT Employer Insight Survey captures valuable information on the ICT industry in New Zealand, particularly employer's hiring intentions for contractors and permanent employees in both the public and private sectors. The report is renewed every 12 months following our annual December survey.

STAY IN TOUCH



[WWW.ABSOLUTEIT.CO.NZ](http://WWW.ABSOLUTEIT.CO.NZ)

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