

Tech Job Seeker Insight

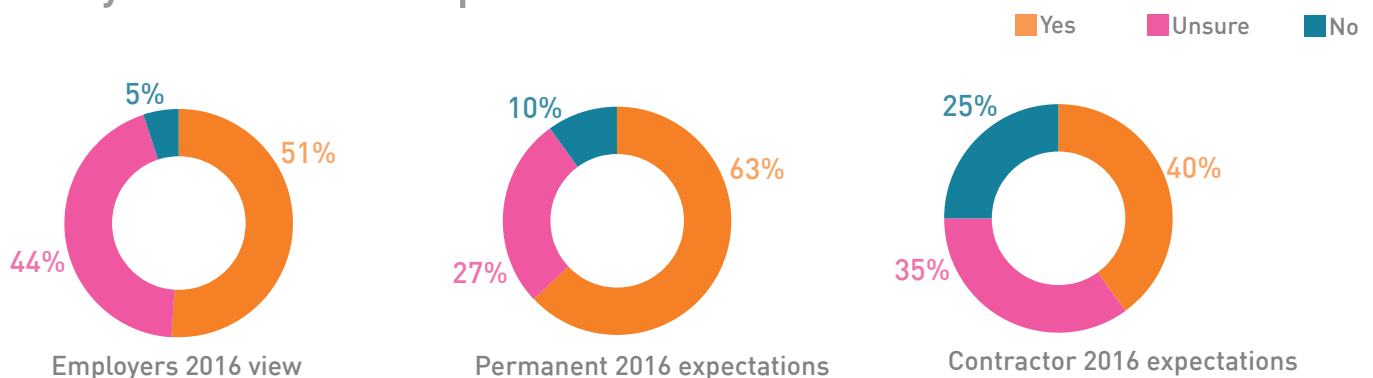
Absolute IT are pleased to present our latest Tech Job Seeker Insight Report, from a survey of over 3,200 tech professionals from around New Zealand & offshore. The report provides insight into IT job seeker's plans for and expectations of 2016.



Quick Insight

There was a downward trend in in jobseekers that want to move to new employment, down with 8% from 67% in 2015 to a current 59% . This could be attributed to employers rising to the challenge and offering more benefits, competitive salaries and regular salary increases. Another factor to consider is that the New Zealand economy had muted growth in 2015 following the international economic downturn which had a knock-on effect on the job market.

Pay increases expectations for 2016



Quick Insight:

Savvy employers are using benefits such as flexible working hours to keep and attract their IT talent, with 51% of IT employers on board (up 1%). We are seeing a steady increase in bonuses and benefits with 62% of tech professionals in New Zealand receiving additional benefits as part of their pay package, up with 2% since July 2015. IT professionals in Wellington get the best deal with 67% receiving additional benefits. [Click here to access our latest Remuneration Report for more details.](#)

I am considering moving overseas in 2016”
down with **15% to 9%**



Top 3 reasons to work overseas

- 1** Career development
- 2** Money
- 3** Lifestyle

Quick Insight:

Australia is still the most popular overseas working destination (43% of those intent on moving, want to go there), but over the past three years we saw a steady decrease in these intentions. This is reflected in the latest NZ Stats figures that showed a 9.5% decrease in migration to Australia from 2014 to 2015.

Top motivators when accepting a job offer

 Contractor

 Permanent

Challenging work



32%

19%

Better remuneration



26%

36%

Career development opportunities



12%

16%

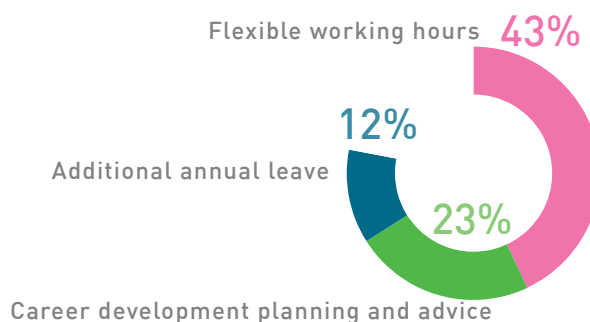
Better work place culture



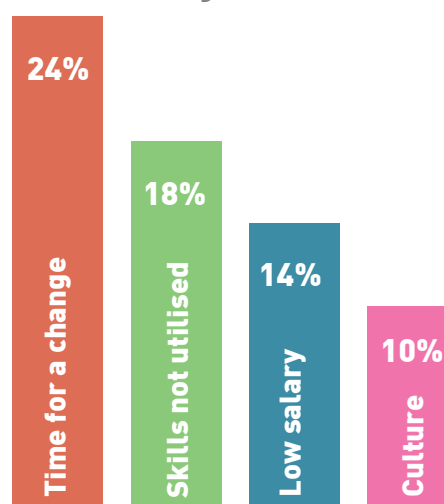
10%

13%

Top non-financial benefits tech professionals want



Top reasons for moving jobs

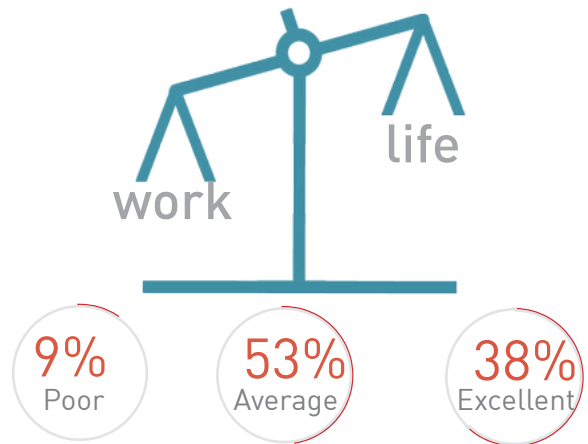


Received bonuses in 2015 - top five IT jobs*

1. Sales Executive/Team Lead - **80%**
2. Consultant ERP/Supply - **52%**
3. Consultant BI/CRM - **43%**
4. Systems Integration - **43%**
5. Architect - **35%**



Balance?



10 Highest paying IT jobs*

Permanent

Upper Quartile
Salary Rate

| | |
|---------|----------------------------|
| 160,000 | Architect |
| 140,500 | IT Management |
| 140,000 | IT Security |
| 130,000 | Software Architect |
| 130,000 | Testing and Q.A |
| 120,000 | Consultant BI/CRM |
| 120,000 | Project Manager/Team Lead |
| 120,000 | Sales Exec/Account Manager |
| 117,000 | Consultant |
| 115,000 | Systems Integration |

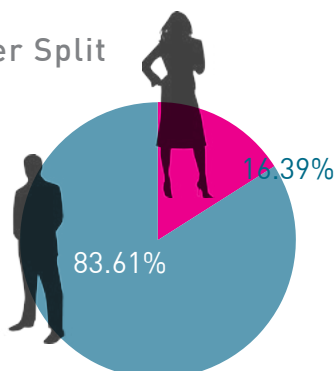
Contract

Hourly Upper
Quartile Rate

| | |
|-----|---------------------------|
| 180 | Architect |
| 160 | Consultant BI/CRM |
| 150 | Consultant |
| 140 | IT Management |
| 130 | IT Security |
| 130 | Software Architect |
| 120 | Consultant ERP/Supply |
| 120 | Project Manager/Team Lead |
| 120 | DBA/Database Developer |
| 120 | Testing and Q.A |

* data from the January 2016 Absolute IT Remuneration Report , [read the full report here](#)

IT Sector Gender Split



ABOUT ABSOLUTE IT

Absolute IT delivers New Zealand's best IT recruitment solutions.

Since our launch in 2000 we've been proud to be New Zealand owned, our track record speaks for itself: **96% of job seekers would recommend us to others.**

STAY IN TOUCH

