

Press release  
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## AUSTRALIAN HIRING SURVEY: TECHNOLOGY July to December 2016

### Over a third of Australian technology leaders will increase current staff levels over next six months

- 39% of Australian CIOs will expand their technology teams in the second half of 2016 (July-Dec), a drop of 9% compared to the first half of the year.
- NSW and VIC are going strong with above average expansion plans, whereas WA and QLD are behind.
- Medium sized companies<sup>1</sup> have the highest growth expectations with 42% looking to expand their technology teams.

**Sydney, 15 June 2016** – Across Australia, technology is still taking centre stage as its breathtaking pace of change creates opportunities for organisations. According to the latest independent survey by specialist recruiter [Robert Half](#), confidence among IT leaders is strong. Despite a decrease of 6% compared to the first half of the year, the vast majority (81%) of Australian CIOs say they are confident about their company's growth prospects in the forthcoming year.

As technology and the business environment become more complex, companies need to make sure they have the necessary expertise to keep up and get ahead. Although there was a decrease of 9% compared to the first half of 2016, still almost four in ten (39%) CIOs plan to expand their technology teams in the next six months. Another 56% of CIOs across the nation anticipate maintaining IT headcount levels by filling vacated positions when they arise, up 15% from the first half of the year. The number of organisations freezing their hiring for permanent technology professionals has reduced from 10% to 5%.

**David Jones, Senior Managing Director Robert Half Asia Pacific** said: *“Rapid advances in technology are changing the way companies do business. Organisations today are embracing cloud computing, Big Data and mobile technologies, and this is driving demand for candidates with niche skills and experience. CIOs know that if they don't capitalise on the business opportunities technology brings, they will be left behind.”*

*“In addition, new technological investments, business planning systems and migration projects prompt companies to continue to rely on contract and consultancy IT professionals.”*

There are some significant differences between Australian states. Expansion plans for New South Wales and Victoria are going strong with almost half (48%) of IT leaders across both states planning to increase their permanent headcount in IT. Even though IT leaders in Queensland and West Australia are below national average, still 33% and 28% respectively indicated plans to increase IT staff headcount.

*“The differences between states in terms of hiring plans are not surprising. As Australia's economy transitions away from the resource sector the recruitment market is most buoyant in New South Wales and Victoria, but all states continue to examine the cost/benefit analysis that technology investments can bring,”* **David Jones** said.

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#### <sup>1</sup> Company Size Definitions

Number of staff in the respondent's business

Small	50-149 staff
Medium	150-499 staff
Large	500+ staff

**What are your company's hiring plans for permanent technology professionals in the second half (July - December) of 2016?**

	Australia	NSW	Victoria	Queensland	WA
Expanding - Adding new positions	39%	48%	48%	33%	28%
Maintaining - Only filling vacated positions	56%	47%	50%	60%	65%
Freezing - Not filling vacating positions and not creating new ones	5%	5%	2%	7%	7%
Reducing - Eliminating positions	0%	0%	0%	0%	0%

Source: independent survey commissioned by Robert Half among 160 Australian CIOs.

When looking at company size, medium sized companies have the highest growth expectations with 42% looking to expand their technology teams. With more than one-third (35%) of CIOs from small businesses and 39% of CIOs from large businesses having plans for expansion in the second half of 2016, this signifies strong hiring plans across all company sizes.

Additional hiring is the result of several factors; More than seven in ten (71%) CIOs cite new projects and initiatives as one of the top reasons for increasing headcount, followed by business growth (40%), system upgrades (40%), IT security (37%) and new market penetration (35%).

**Top 5 reasons for increasing the number of technology professionals**

New projects/initiatives	71%
Business growth or expansion (domestic)	40%
Systems upgrades	40%
IT risk & security	37%
New market penetration	35%

Source: independent survey commissioned by Robert Half among Australian CIOs – multiple answers allowed.

*“Technology and innovation are seen as vital for driving business growth and this is reflected in both the number of IT projects planned and the nature of those initiatives – notably IT security, business intelligence and analytics, mobile solutions and application development. In order to meet the demands of the business CIOs are attracted to the kind of flexible management method that is achieved by combining permanent and contract employment,”* **David Jones** concluded.

**What are the top IT positions in demand?**

1. **Business Analysts:** As Australian companies embark on transformation projects to improve Business Intelligence and harness the power of Big Data, Business Analysts (BAs) are in demand.
2. **Support Analysts:** Employees and clients alike expect around-the-clock, around-the-world access to business technology and data, meaning there is an increased reliance on Support Analysts to minimise disruptions.
3. **Software Developers:** Companies are increasingly investing in specialised software to drive business growth, which means a proliferation in Software Developer roles.
4. **IT Project Managers (PMs):** As businesses transform legacy systems to new Business Intelligence focused architectures, PMs are required to navigate the inherent challenges in implementing these new technologies.
5. **IT security specialists:** In a world of Big Data, IT security has never been more important. The threat of hacks, data losses and service disruptions are driving CIOs to hire IT Security professionals to mitigate the short and long term risks of data security breaches.
6. **Systems Engineers and Systems Administrators:** Cloud technologies and business reliance on Big Data mean Systems Engineers and Administrators are under greater pressure to deploy and maintain platforms to power the business forward, which explains why their roles are in high demand.

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**Notes for the editor**

**About the research**

The annual study is developed by Robert Half and conducted in April 2016 by an independent research company, surveying 160 Australian CIOs/CTOs in Australia. This survey is part of the international workplace survey, a questionnaire about job trends, talent management and trends in the workplace.

**About Robert Half**

Robert Half is the world's first and largest specialised recruitment consultancy and member of the S&P 500. Founded in 1948, the company has over 325 offices worldwide providing temporary, interim and permanent recruitment solutions for accounting and finance, financial services, technology, and administrative professionals. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth and Sydney. More information on [roberthalf.com.au](http://roberthalf.com.au).

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**For more information**

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