IT Job Seeker Report
February 2018
2018 salary increase expectations

Job seekers expectations vs employer intentions in 2018

- 57% of job seekers expect a pay rise.
- 61% of employers expect to pay a raise.
- 13% of job seekers expect no raise.
- 30% of employers expect no raise.
- 5% of job seekers are not sure of a raise.
- 34% of employers are not sure of a raise.

82% of IT job seekers received a raise in 2017

57% of IT job seekers are planning to look for another job in 2018

Top 5 reasons for changing jobs:

- Time for a change - 20%
- Project coming to an end - 20%
- Skills not being used - 14%
- Better salary package - 17%
- Poor management - 9%
When choosing a job, what is important to who?

How highly do you rate the base salary?

How highly do you rate the opportunity to earn a financial bonus?

How highly do you rate other benefits such as a mobile phone, health insurance?

How highly do you rate investment into staff development and training?

Younger generation rate training higher than money

Job seekers between the ages of 18 - 24 are the only age group to rate staff development and training as more important than base salary. Ages 25 and up all rate base salary highest, followed closely by development & training.
Primary deciding factor when accepting a new job offer?

- Better Salary: 27%
- Challenging Work: 20%
- Career Development: 11%
- Flexible Working Hours / Remote Working: 11%

While salary always ranks highest as a deciding factor, a ‘softer’ feature such as challenging work has consistently ranked a close second over the last three years.

Best non-financial benefit an employer can offer?

- Flexible Working Hours: 46%
- Career Development: 22%
- Additional Annual Leave: 12%

Flexible working conditions and career development opportunities constantly rate as the foremost non-financial influencers with IT job seekers.

Flexible working options at current workplace?

- 59% - Flexible hours & remote access
- 21% - Flexible working hours
- 9% - Remote access
- 11% - No flexible working options
Planning to work abroad

23% of IT professionals are considering working outside of New Zealand in 2018, and 8% of these job seekers plan to leave in the next 6 months.

Top 3 reasons to work overseas:
1. Money  
2. Career  
3. Lifestyle

Top three overseas working destinations
1. Australia  
2. North America  
3. Europe

Those who are looking to work abroad:

Gender: 88% male vs 12% female

Employment type: 67% permanent employees vs 33% contractors

Sector: 75% private vs 25% public

37% of these job seekers fall in the 35-44 age bracket and have 6-15 years of experience.

The majority (52%) reside in Auckland, a third in Wellington (33%). Software developers (17%), network and infrastructure techs (14%) and project managers (9%) make up the top three job classifications in this group.

How difficult is it to find a job in your specialty area, compared to a year ago?

- Harder: 20%
- The same: 44%
- Easier: 9%
- Unsure: 27%
How do you rate your work/life balance?

Poor 7%  Average 54%  Excellent 39%

88% of IT professionals rate their workplace as a good place to work.

Biggest contributors to workplace unhappiness:

Management style 49%
Workplace culture 24%
Low salary 16%

About the Absolute IT Job Seeker Insight Report

Absolute IT surveyed over 2,900 IT job seekers for this report.

Employment type:
74% Permanent
26% Contractor

Gender split:
14% Female
86% Male

Industry
30% Public Sector
70% Private Sector

Geographical breakdown:
Auckland: 44%
Wellington: 37%
Waikato/BoP: 7%
Christchurch: 7%
Other: 5%

98.9%* of placed candidates will recommend us to others (*asknicely survey)