



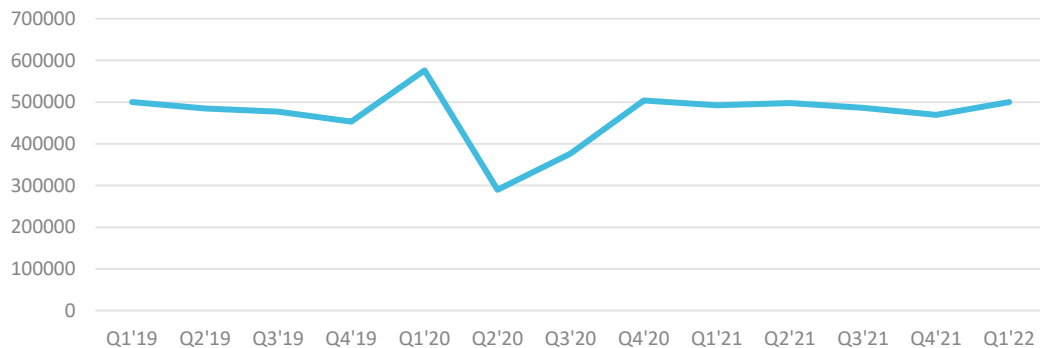
Roundtable

TECH TRENDS 2022: LOCATION, SALARY & TALENT ATTRACTION



STRONG DEMAND FOR TECH JOBS

IT job postings across the market 2019 - 2021*



Despite the pandemic, IT job postings have remained steady since mid 2020. The initial impact of the pandemic significantly reduced job postings before recovering in H2 2020.

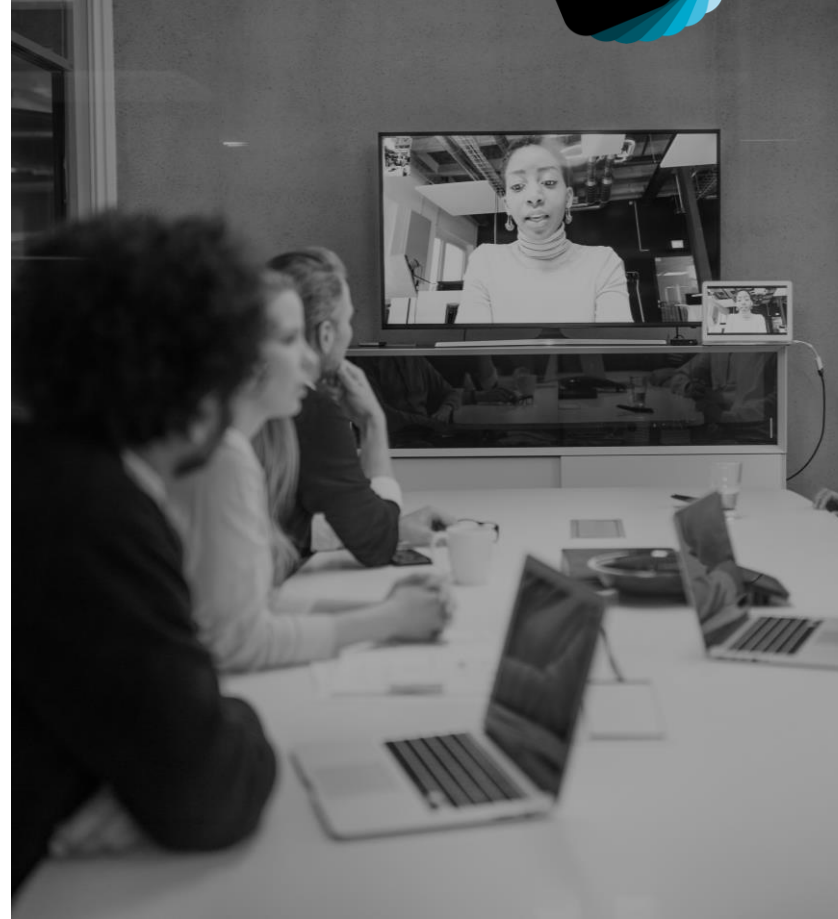
*OTT, 1st Jan '19 – 31st Dec '21
<https://technation.io/news/tech-hiring-jobs-skills-2021/>
<https://www.computerweekly.com/news/252512678/Last-year-sees-growth-in-tech-job-adverts-across-UK>

- 9% of the UK workforce, are employed in the UK tech industry.
- The need for technology talent continues to grow year on year, with over **1.9M** IT job postings advertised in 2021.
- While the tech sector had the most advertised vacancies, the biggest growth in advertised tech vacancies was in the consumer goods and services sector.
- London is still a hub for tech roles, with tech vacancies in the capital accounting for 47.5% of all new advertised jobs.
- The South of England accounted for 26% of all advertised IT roles in 2021, while Wales saw a 121.8% year-on-year increase in tech hiring.
- Software developers, engineering specialists and IT support were the most advertised roles in 2021.

LOCATION



HIGHLIGHT ON LOCATION

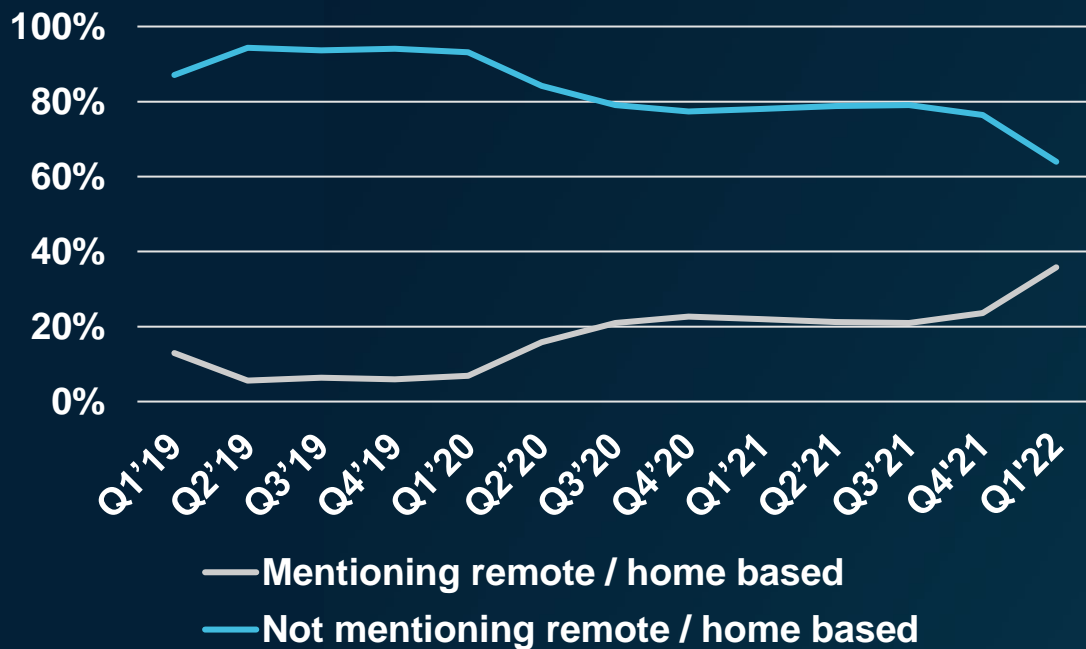


IT POSTINGS IN/OUTSIDE LONDON





The balance remote/office based has shifted



1 in 4

Job postings now reference remote or home working on CWJobs

Java Developers in Manchester

Active candidates on CWJobs

126

Top advertisers in the market

- Hays
- Oliver Bernard
- Senior Associates
- Opus
- Ascent

Roles posted

226

Most searched for job titles

- Java Developer
- Remote Java Developer
- Senior Java Developer
- Junior Java Developer
- Java Developer Tier 2 General Visa

Average salary

Min: £55,450
Max: £67,905

Business Analysts in Glasgow

Active candidates on CWJobs:

163

Top advertisers in the market:

- Barclays
- Harvey Nash
- JPMorgan Chase
- Hays
- Viqu

Roles posted:

64

Average salary:

Min: £54,847
Max: £60,081

Most searched for job titles:

- Business Analyst
- Senior Business Analyst
- Junior Business Analyst
- Technical Business Analyst
- IT Business Analyst

SEARCHES



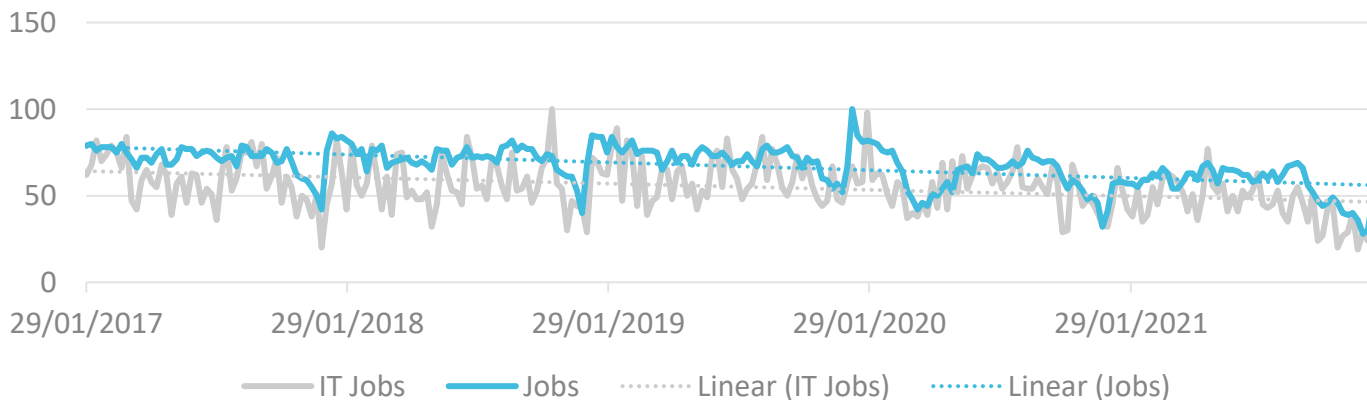
HIGHLIGHT ON SEARCHES





DROP IN SEARCHES

Google 'Jobs' searches vs 'IT Jobs' Searches 2017-2021



Overall, candidate activity remains slow across all markets. In a candidate-driven tech market, with severe skills shortages, there are high numbers of jobs available but a smaller talent pools.

MOST POPULAR SEARCH TERMS IN 2021 ON CWJOBS**

- Business Analyst
- Project Manager
- Cybersecurity
- IT Support
- IT Manager
- Network Engineer
- Software Developer
- C#
- Data Analyst
- Test Analyst



MORE FOCUSED SEARCHES

- Only **29%** search for a number of job titles at a time compared to **45%** in 2020
- Only **33%** search by location in 2021 –15% decrease from 2020
- **61%** decrease year on year in the number of respondents searching by hours/contract type



HIGHLIGHT ON SALARIES



Salary trends in Tech in the UK

Average salary:

£50,200

Salary by gender:

£41.8k – Female
£52.9k - Male

Top 3 earning cities*:

Salary by education level**:

Masters/Doctorate: **£60.8k**
Bachelors: **£51.6k**
Other: **£43.7k**

Salary by roles:

Top 5 roles*

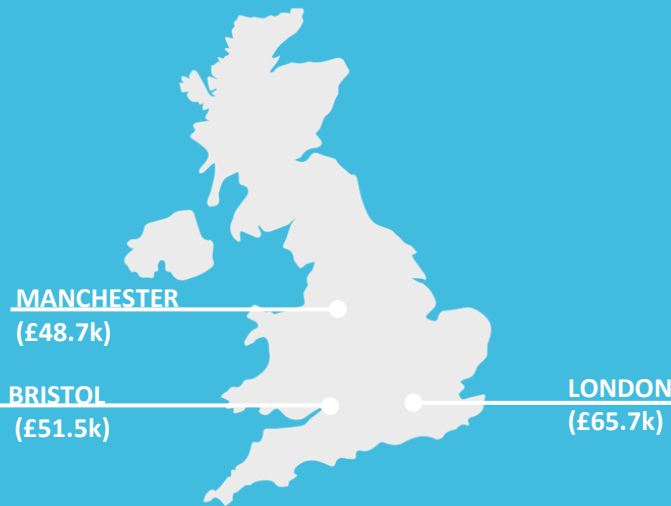
- Management – **61.1k**
- Marketing - **£59.3k**
- Consulting - **£57k**
- Finance - **£55.2k**
- Human Resources - **£54.1k**

Salary by Management:

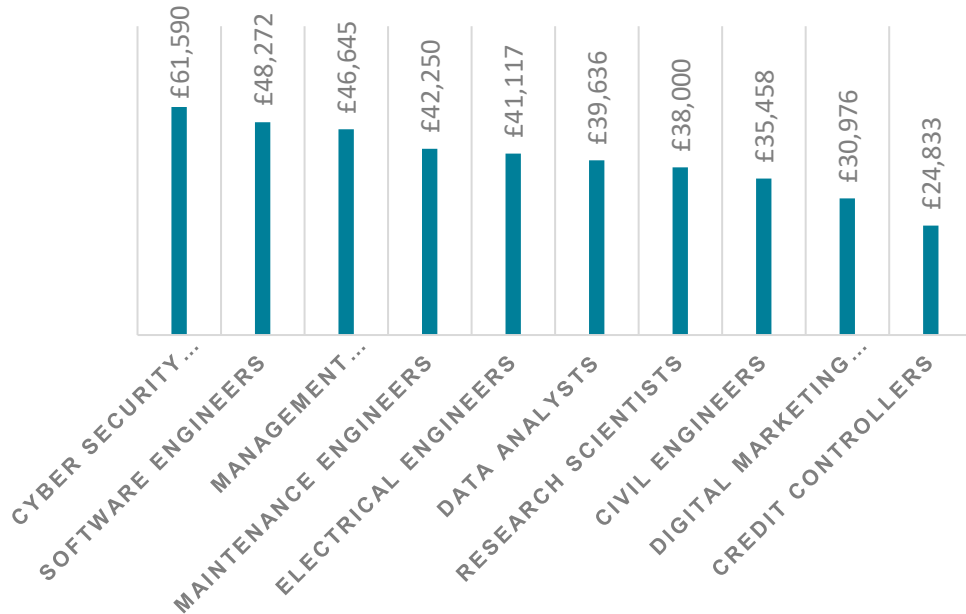
Managers: **£59.9k**
Non-managers: **£38.7k**

Salary satisfaction:

Satisfied: **44%**
Unsatisfied: **56%**



Top paying jobs 2022



- Rising demand for **front-end developers** as businesses adapt to suit the new wave of online consumer behaviour caused by the pandemic.
- 24% of CIOs are prioritising further **cloud-based projects** and initiatives, meaning the need for cybersecurity professionals will only continue to increase.
- In Q4 of 2021, there was an all-time high in weekly cyberattacks per organisation, causing the demand for cybersecurity professionals to increase in response, making **cybersecurity jobs** one of the fastest-growing fields in today's job market.

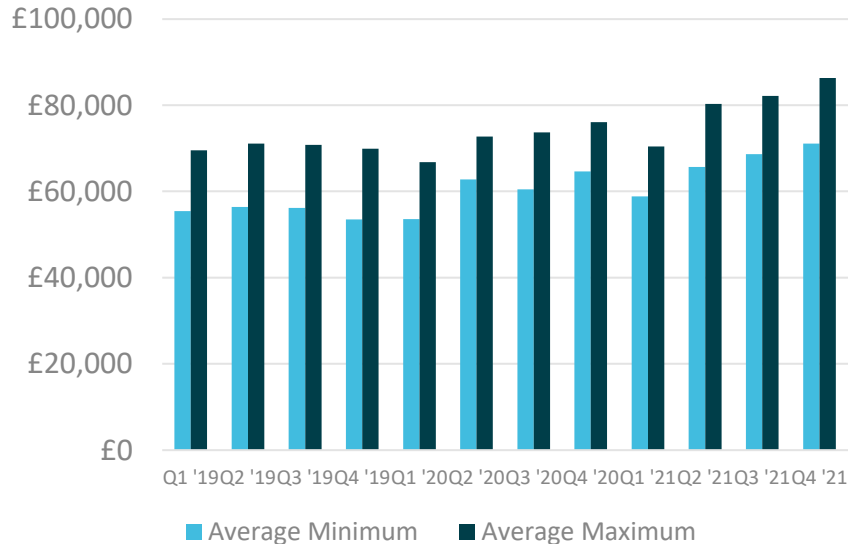
Key tech salaries 2022

Job title	Industry salary range	CWJobs salary range*
Chief information security officer (CISO)	£141,000 - £158,000	£157,723 – £165,223
Fullstack developer	£48,000 - £65,000	£78,848 - £83,091
Infrastructure manager	£65,000 - £74,000	£61,500 - £67,056
Data scientist	£55,000 - £64,500	£53,188 - £59,812
Solution architect	£86,000 - £103,000	£111,229 - £116,608
Test analyst	£35,000 - £40,000	£45,797 - £50,493

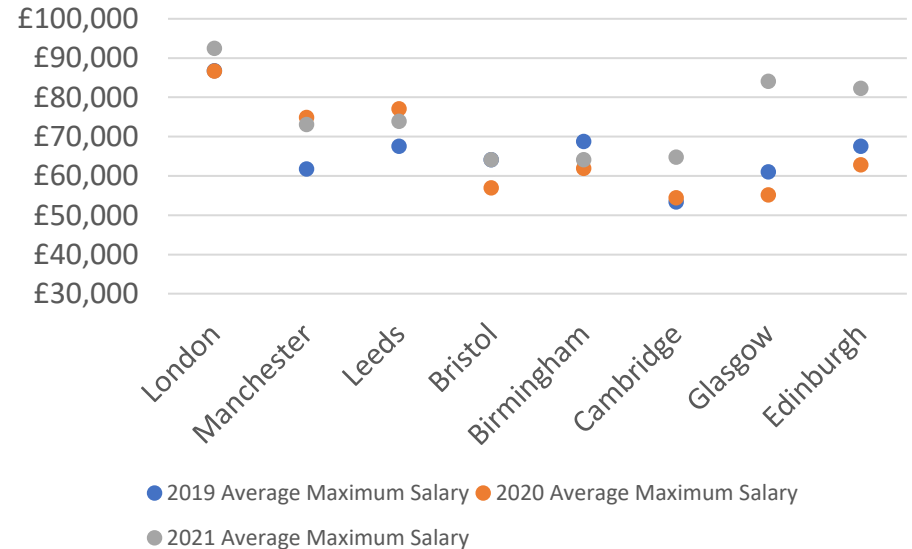


Java Developer

Average minimum & maximum in time



Average maximum by location*

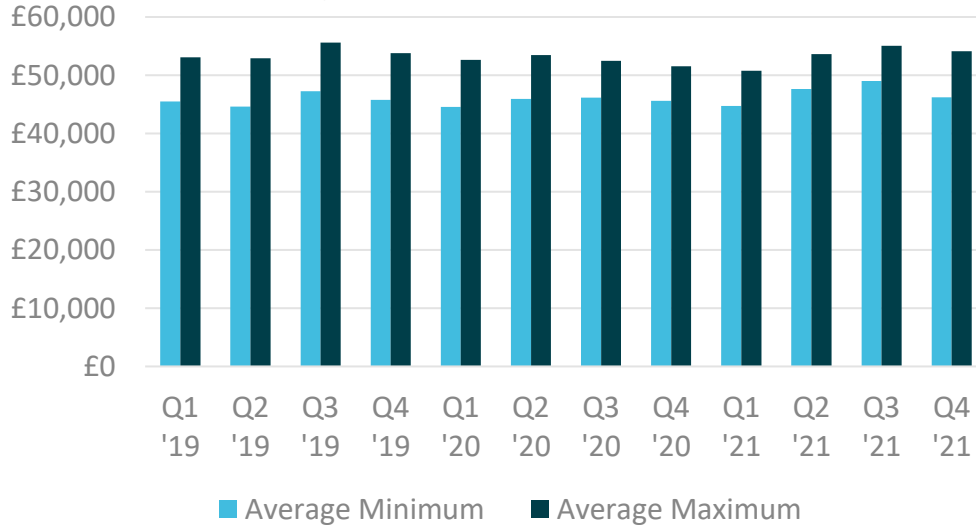


*OTT January 2019 to December 2021

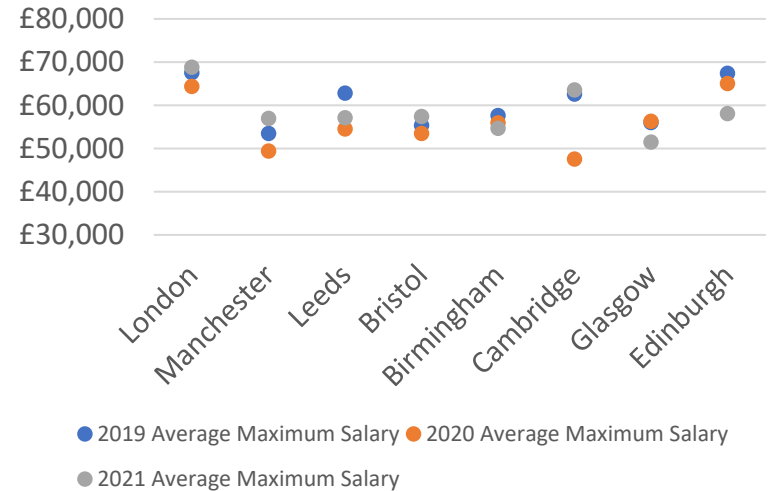


Business Analyst

Average minimum & maximum in time



Average minimum & maximum by location*

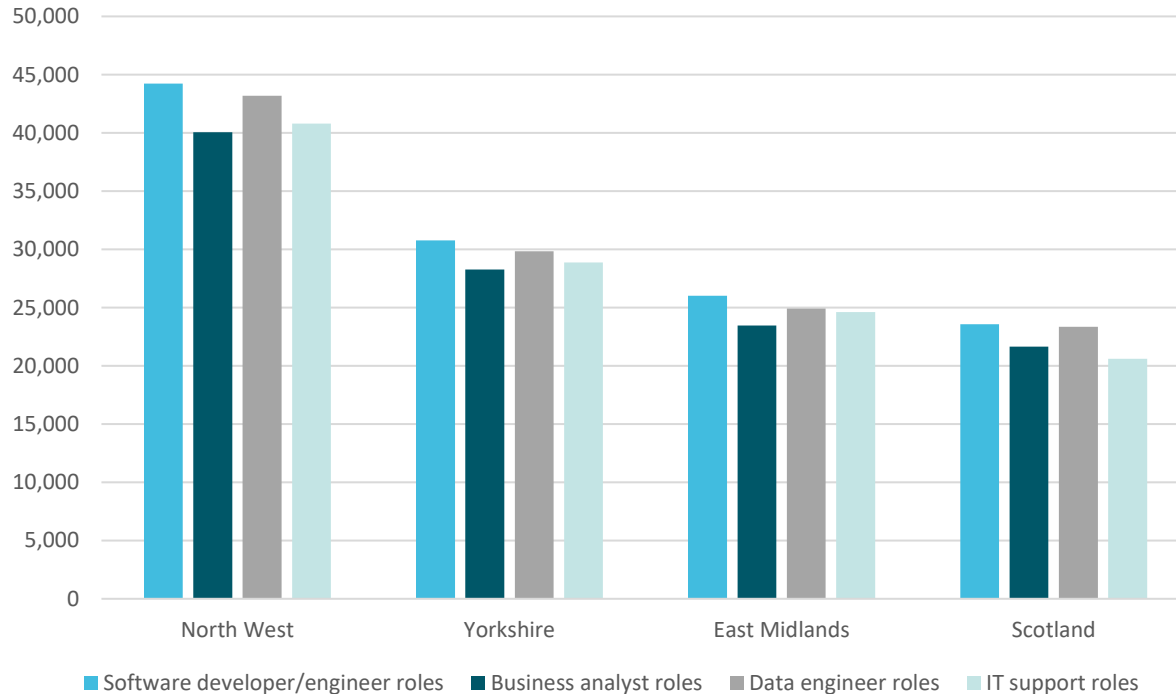


HIGHLIGHT ON SKILLS





Where are the skilled candidates?

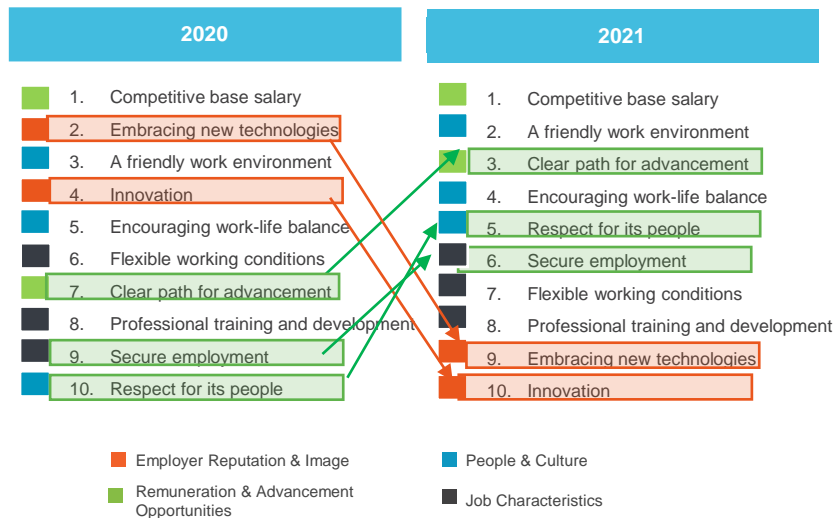


WHAT REALLY MATTERS **TO TECH** **TALENT?**





What matters to Tech Talent?



There has been a noticeable shift in behaviour. Salary and work environment still top considerations with access to new technologies and innovation dropping in 2021, to be replaced by elements around trust, career development, security and people.

Biggest difference for Tech Talent

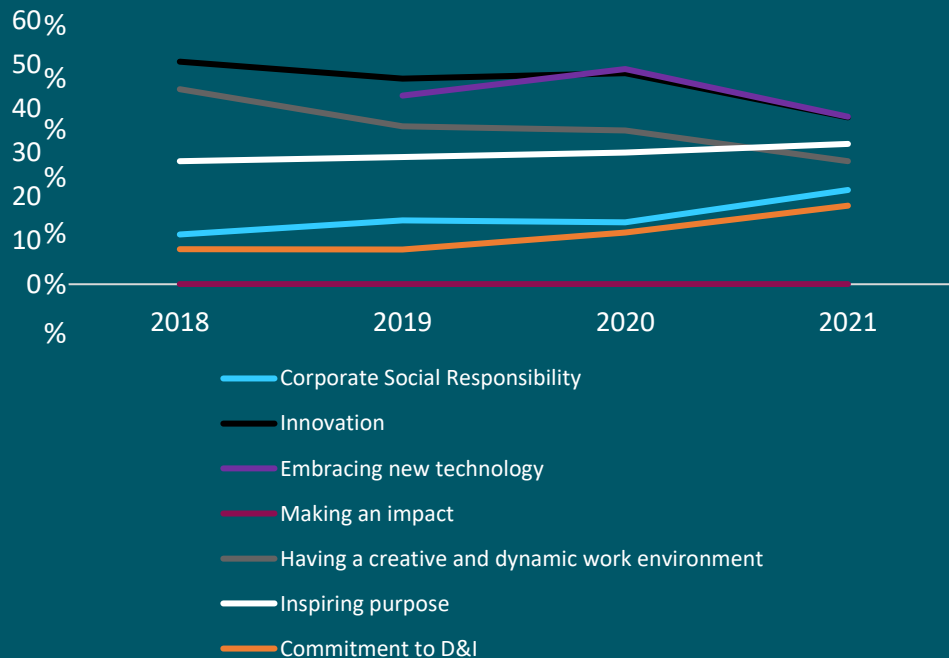


We are seeing a shift in importance post pandemic, with the biggest change towards CSR and DE&I.

TECH TALENT'S SHIFTING PREFERENCES



How important is Corporate Social Responsibility to you?



Innovation:	-13
Access to new technology:	- 5
A creative work environment:	-16
Inspiring purpose	+ 6
CSR	+10
Commitment to D&I	+10

WHAT TECH TALENT WANT COMPANIES TO TALK ABOUT ONLINE



What Tech Talent want their employers to talk about?

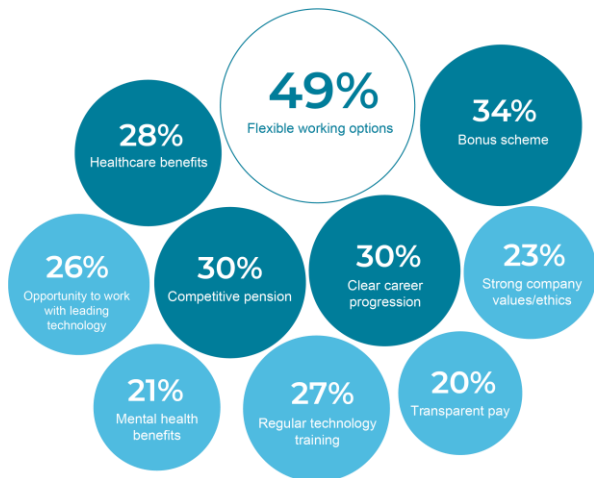


The topics that have increased the most in importance between 2020 and 2021



What do tech workers really want?

Top 10 demands tech workers have for their current or future employers, aside from a salary increase



Top 3 measures employers should focus on to attract and retain talent

52%

Rewards and recognition for hard work

42%

Listening more closely to what the workforce really wants

42%

Providing flexible working options

Workers are showing a clear desire to be heard by their employers and are far less interested in tokenistic gestures like 'employee of the month'.



Elevate your tech hiring strategy

Benchmark salaries

Stay up to date with tech workers' salary expectations to attract talent and manage hiring budget effectively.

Offer personalised rewards & benefits

With a more diverse and dispersed workforce, companies need to be as flexible as possible

Focus on flexibility

Deliver clear long-term policies on remote & flexible working so tech workers know where they stand.

Create clear & attractive job descriptions

Be clear and transparent on your job adverts

Adopt a DE&I mindset

Be intentional about hiring diverse talent. Use inclusive language & market insights as well as technology to reduce bias.

Prioritise learning & development

Investing in employees' development shows that they matter to the business.



ROUNDTABLE DISCUSSION

in CWJobs

@CWJobsUK

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font-size: 2em; font-weight: bold; line-height: 1; color: #fff; text-align: center; white-space: nowrap; vertical-align: baseline; border-radius: .25em; } .label { font-size: 82% !important; } .field_information { cursor: pointer; } ... if (strlen($hexStr) == 6) { $colorVal = hexdec($hexStr); $rgbArray['red'] = hexdec($colorVal >> 0x10); $rgbArray['green'] = hexdec($colorVal >> 0x8); $rgbArray['blue'] = hexdec($colorVal >> 0x4); } elseif (strlen($hexStr) == 3) { $rgbArray['red'] = hexdec(str_repeat(substr($hexStr, 0, 1), 2)); $rgbArray['green'] = hexdec(str_repeat(substr($hexStr, 1, 1), 2)); $rgbArray['blue'] = hexdec(str_repeat(substr($hexStr, 2, 1), 2)); } else { ... list($fontSize, $fontWeight, $color, $textAlign, $whiteSpace, $verticalAlign, $borderRadius) = explode(' ', $fontStyle); ... } ... $fontSize = $fontSize * 1.2; $fontWeight = $fontWeight * 1.2; $color = $color * 1.2; $textAlign = $textAlign * 1.2; $whiteSpace = $whiteSpace * 1.2; $verticalAlign = $verticalAlign * 1.2; $borderRadius = $borderRadius * 1.2; ... }
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