RecruitFirst

INDONESIA 2022

TECHNOLOGY SECTOR
SALARY TREND &
MARKET INTELLIGENCE

Insights for top talent recruitment and retention in the industry

Acceleration of Digital Transformation

The COVID-19 pandemic created major momentum to drive digital transformation in various industries, demanding businesses to embrace technology in order to survive.

In Indonesia, this period accelerated the rise of numerous **e-commerce** and **financial technology** platforms as companies seek to adapt to the change in consumer behavior that shifts towards online shopping and the use of cashless payment solutions. The increasing awareness of financial health and investment knowledge amongst Indonesia's youth also expedites the growth of **investment apps**.

IDR 4,531T

IDR 632T

18 %

4 %

2021
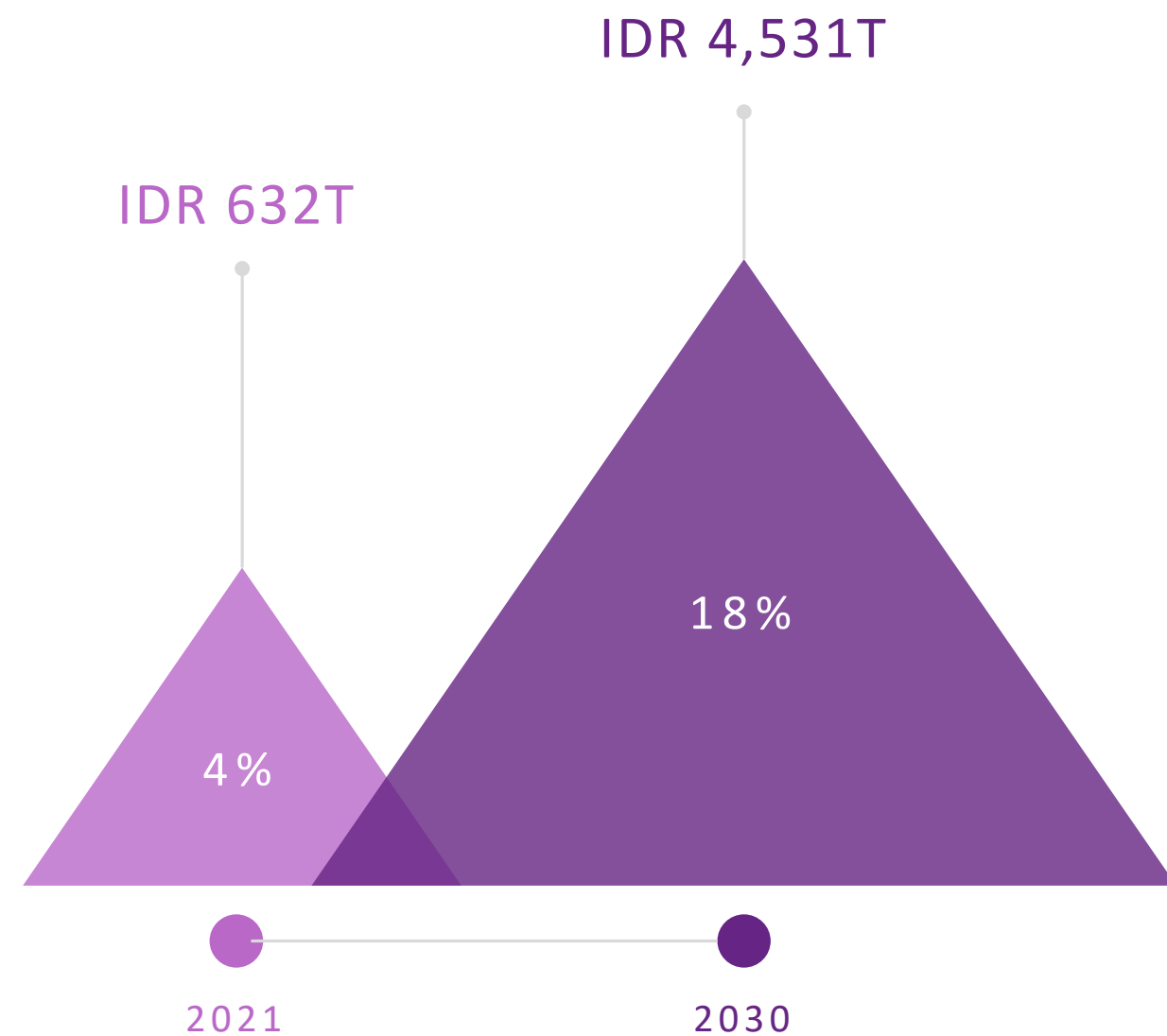
2030

Digital economy contribution to Indonesia's Gross Domestic Product (GDP)

This trend is only set to increase as Indonesia's digital economy is predicted to be one of the biggest ones in South-East Asia by 2030. This will present opportunities for candidates looking to enter and thrive in the Technology sector.

34%
E-commerce projected contribution to the digital economy in 2030

IDR 4,531T
Projected value of Indonesia's digital economy in 2030

Hiring Advice

With the ongoing digital transformation in Indonesia, technology companies are having to compete with major players from other industries to attract top tech talents.

Expanding your candidate pool by focusing on a wider set of capabilities may help your company overcome the talent crunch. Technical skills may be less crucial for some roles and recruiters can focus on hiring candidates with the desired soft skills instead.

Accelerate the hiring process by streamlining and reducing the wait time between interview stages to prevent candidates from being snatched by other companies.

Providing a culture of coaching and development is another key aspect that candidates in tech tend to look for in a company. Make your company stand out amongst the competitors by ensuring this culture is highlighted in the early stages of interviews.
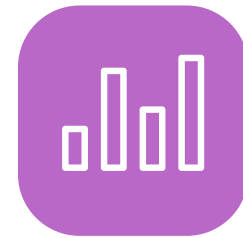
Millennials and Gen Zs make up a growing share of the tech workforce, and these generations value **transparency and accountability** from senior management. They appreciate leaders who are visible and willing to engage directly with employees.

IN-DEMAND SKILLS
in the Technology Sector

CYBERSECURITY

DATA ANALYTICS

NETWORKING & PROGRAMMING LANGUAGES
(i.e. JavaScript, Go, Python)

QUALITY ASSURANCE

APP DEVELOPMENT

According to World Economic Forum's Future of Jobs Report, these are some of the **emerging soft skills** in the tech industry:

- Analytical thinking and innovation
- Complex problem-solving
- Active learning and learning strategies
- Creativity, originality and initiative
- Resilience, stress tolerance and flexibility

2-5
months

Time needed to start building new skills in the tech sector
(i.e. Product Development, Data and AI, Cloud Computing, etc.)
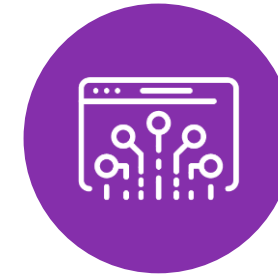
IN-DEMAND ROLES
in the Technology Sector

FRONTEND / BACKEND ENGINEER

QA ENGINEER

SOFTWARE DEVELOPER

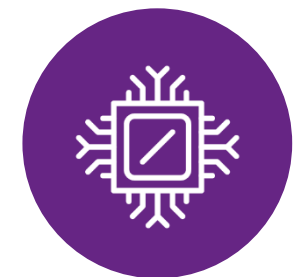NETWORK / CLOUD ARCHITECT

DEVOPS / SITE RELIABILITY ENGINEER

CYBERSECURITY SPECIALIST

DATA ANALYST & SCIENTIST

APPS DEVELOPER

RETENTION & ATTRACTION

It's important to understand what makes an employee stay or leave. Understanding these reasons will help you create better work environments to retain the best talents and continuously attract new ones to your team.

Reasons to stay

- Company prospects and vision
- Flexible work hours / WFH policy
- Supportive tech-stack
- Collaborative work culture
- Positive career growth potential
- Competitive salary and benefits
- Availability of health insurance coverage

Reasons to leave

- Company's product / technology development is stagnant – less opportunities to innovate
- Lack of room for career development
- Salary and benefits are not competitive
- Lack of new challenges
- Lack of work life balance or rigid work arrangements

FROM ATTRACTION TO RETENTION

It's more crucial than ever for technology companies to create differentiators that help them beat out competitors for top talents.

Consider these three factors when establishing your **talent attraction plan**.

Competitive salary and benefits

With competition coming not only from within the industry but from major non-tech companies as well, it's important to stay ahead of what competitors offer.

Clear and strong employer branding

According to a LinkedIn research, 75% of active job seekers are likely to apply to a job if the employer actively manages its employer brand.

Remote employment opportunities or WFH options

Tech workers now have a broad choice when it comes to workplace flexibility, and they are more likely to prioritize companies who are offering the choice to work remotely.

FROM ATTRACTION TO RETENTION

Active talent retention strategies are a key part in keeping top tech talents at home and minimizing the risk of them being hijacked by competitors.

These are a few strategies you can implement to reduce your turnover rate:

1. CREATE THE RIGHT CULTURE

A flexible, positive environment can enable employees to collaborate and share ideas. Encouraging them to brainstorm and innovate without fear can help to gain their trust and loyalty.

2. HAVE A CLEAR TALENT DEVELOPMENT PROGRAM IN PLACE

A well-planned talent development program can help to close the skill gaps in your company. Use surveys and meetings to discuss the proficiencies you need and what your team wants. In addition, look at the field in general and find out what technologies may be coming soon.

3. NEW CHALLENGING PROJECTS

Positive challenges can keep employees engaged and interested in their role. However, employers should ensure that training and support are accessible whenever employees need them.

WORK WITH A RECRUITER

The war for technology talent is getting fiercer, with companies racing to stay afloat.

Working with recruiters can help businesses expedite the hiring process by utilizing their vast talent pool, knowledge of the market, and access 'passive talents' who are often the best performers in the industry.

SALARY GUIDE

Job Title	Years of Experience	Salary (per month in IDR)
Backend Developer	2-4 years	10,000,000 – 35,000,000
Frontend Developer	2-4 years	10,000,000 – 35,000,000
Backend Engineer	4-5 years	12,000,000 – 15,000,000
Senior Backend Engineer	12 years	28,000,000
Frontend Engineer	4-5 years	12,000,000 – 15,000,000
Senior Frontend Engineer	12 years	32,000,000
QA Engineer	2-4 years	6,000,000 – 16,000,000
Senior QA Engineer	6 years	24,000,000

SALARY GUIDE

Job Title	Years of Experience	Salary (per month in IDR)
Data Analyst	4 years	10,500,000
Senior Data Analyst	8 years	26,000,000
Data Engineer	> 3 years	10,000,000 – 30,000,000
Data Scientist	7 years	20,000,000
UI/UX Designer	2-5 years	7,000,000 – 16,000,000
Engineering Manager	3-5 years	37,000,000 – 70,000,000
Site Reliability Engineer	5 years	14,000,000
Senior DevOps Engineer	4 years	20,000,000
IT Infrastructure	10 years	27,000,000

MEET OUR TEAM

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