



TALENT TRENDS & MARKET INTELLIGENCE

Insights for business growth in the IT and Telco sector



AT THE FOREFRONT OF CHANGE

The IT & Telco sector has risen to assume the role of pioneer when it comes to addressing the pain points brought on by the COVID pandemic. The industry has developed rapidly, and we see IT cross pollinate into other functions due to the nature of digitalisation as organisations realise the need to upgrade their processes.

Automation-related roles that aim to improve business workflow, reduce manpower, and improve cost savings are largely popular and projected to remain crucial even in a post-COVID world. In the era of Big Data, data analysts and scientists are also needed to make sense of and capitalise on the human behaviour patterns that can be gleaned from collected data.





FLEXIBILITY & CHANGE

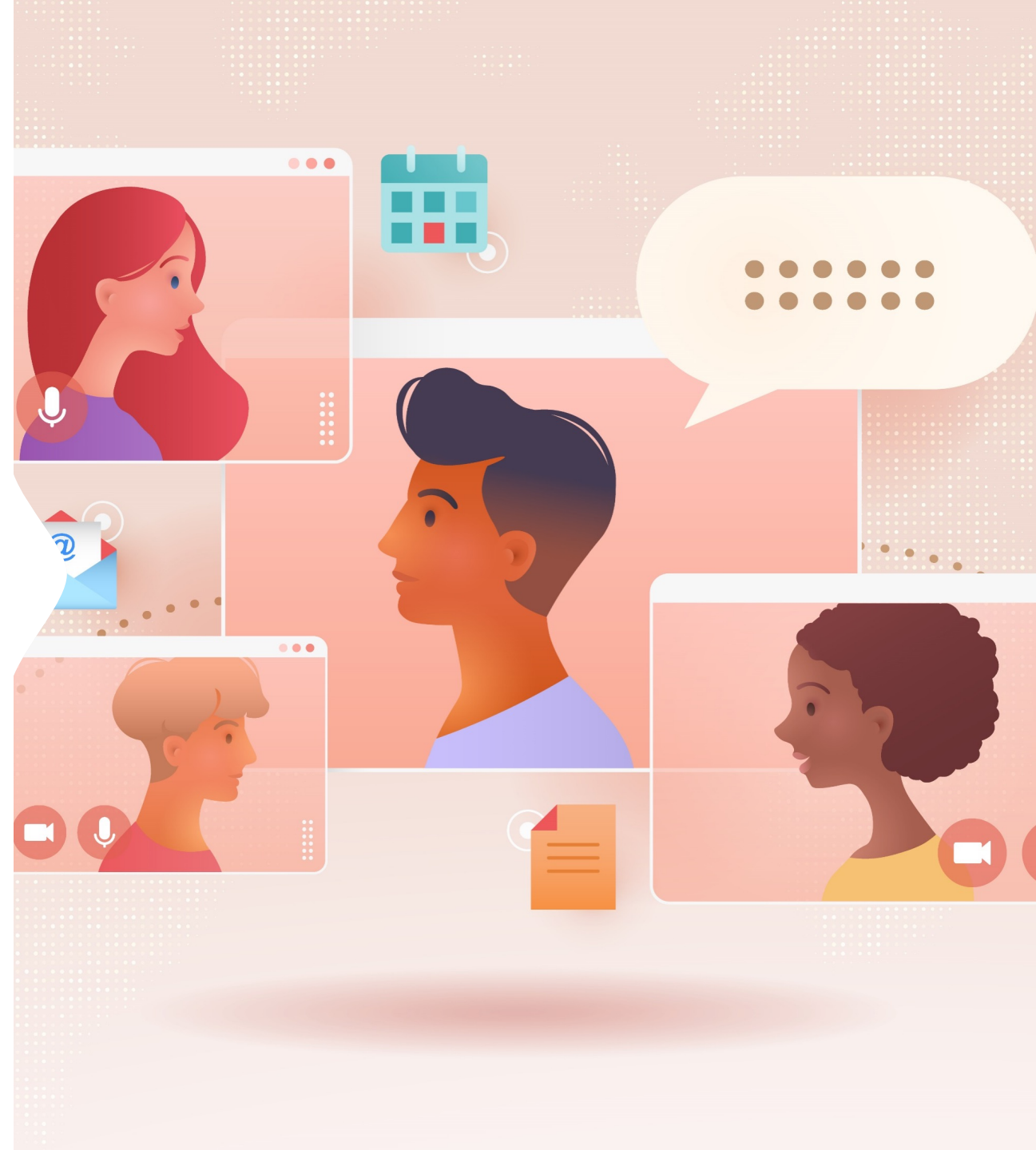
Two keywords that are increasingly relevant in today's market. This is seen in the way new roles are created to cater to the shifts in global and local IT needs, as well as in the structure of roles offered.

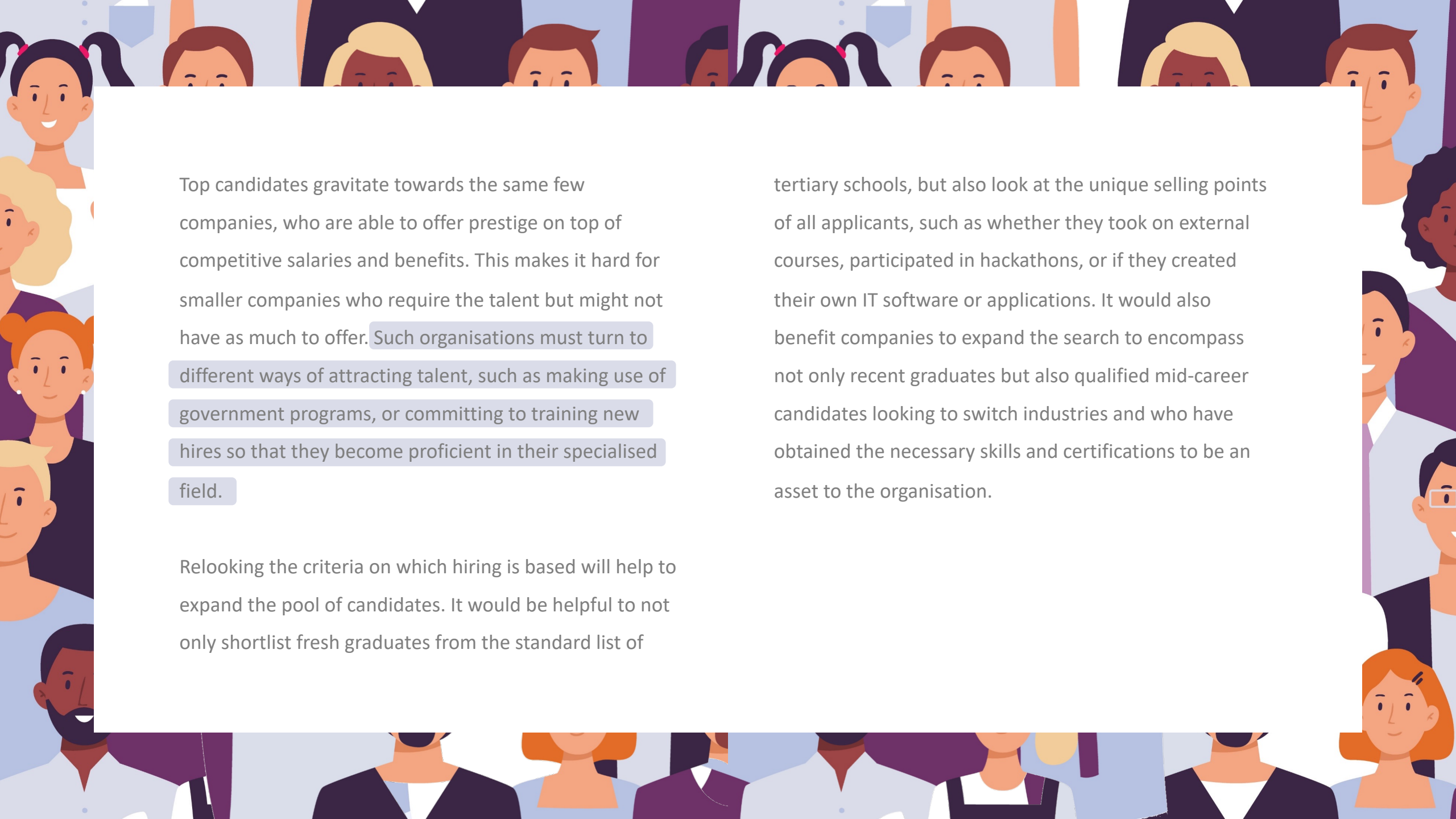
While companies and job seekers have come to realise the benefit of contract, project-based, and temporary assignment, these roles are still not easily filled, due to the inclination for permanent positions, which were the norm until a few years ago.

However, the pros to contractual work cannot be ignored: they provide job scope and payroll flexibility to the organization, and give the job seeker opportunities to explore different functions and responsibilities in short stints so that they can build on their skills and network.

ATTRACTING THE TALENT YOU NEED

It's very much a job seeker's world, in that IT skills are prized, and companies are willing to pay for these skills. Demand for local talent has increased due to the tightening of foreign talent hiring and the urgency with which companies are jumping on board the digitalisation bandwagon. This explosion in demand for local talent has brought about an increase in the starting salaries of fresh graduates. While entry-level applicants once expected a salary in the \$3,500 range, this number has increased to become as high as \$5,000 per month.



A stylized illustration of a diverse crowd of people, including men and women of various ethnicities, shown from the chest up. They are arranged in a dense group, with some individuals more prominent than others. The colors used for their clothing and skin tones are muted and professional, including shades of purple, blue, orange, and brown.

Top candidates gravitate towards the same few companies, who are able to offer prestige on top of competitive salaries and benefits. This makes it hard for smaller companies who require the talent but might not have as much to offer. Such organisations must turn to different ways of attracting talent, such as making use of government programs, or committing to training new hires so that they become proficient in their specialised field.

Relooking the criteria on which hiring is based will help to expand the pool of candidates. It would be helpful to not only shortlist fresh graduates from the standard list of

tertiary schools, but also look at the unique selling points of all applicants, such as whether they took on external courses, participated in hackathons, or if they created their own IT software or applications. It would also benefit companies to expand the search to encompass not only recent graduates but also qualified mid-career candidates looking to switch industries and who have obtained the necessary skills and certifications to be an asset to the organisation.

TALENT ATTRACTION STRATEGIES



SPEED

Fast feedback and shortened interview process to express interest in candidate



SALARY

Providing competitive starting salaries, along with steady and significant increment



SKILLS

Willingness to hire candidates with no experience but who have the prerequisite skill sets and are willing to learn



SENSE

A strong organizational mission and purpose helps attract talent as they want to be part of something bigger



TALENT RETENTION STRATEGIES

BALANCE



Employees want to be trusted that they can do their work without being constantly supervised. They favour flexible working hours and work arrangements



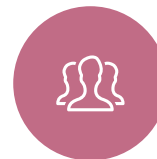
BELIEF

Alignment of their beliefs and values with that of their leaders and the organisation



BENEFITS

Unlimited leave, free food, stock options



BACKING

Support and sponsorships for courses, further studies



THE FUTURE OF WORK

The development of technology has seen the eradication of roles due to automation. It has also resulted in the creation of new roles and skills that capitalise on this new technology. Hybrid roles, in which technology is paired with another operational function, are prevalent in today's world, as seen in how many roles have come to encompass data analytics. HR, Marketing and Finance-related roles, although not strictly IT-related, have begun to include analytics in their job descriptions.

It is imperative that companies train their existing staff in these areas while looking to bring on board new employees who are willing to expand their knowledge beyond their original job scopes.

With the remote or hybrid work model, employees must pay close attention and be proactive in the understanding of workplace dynamics. A refined sixth sense has to be developed in order to discern if potential candidates are really suited to the job and to the company.

Contractual positions have found favor with corporates, due to the flexibility they give companies in terms of work duration and job scope. These will become the norm, especially for start-ups or new departments, in order to manage long-term risk exposure. It is important to address concerns from employees regarding the company's intention when hiring contract staff, as well as the plans that the company has for the role, such as the possibility of conversion. If these questions are answered right from the outset, outstanding job candidates who would have initially preferred a full-time role can be persuaded to take on contract positions.



WORK WITH A RECRUITER

Hiring in the IT & Telco sector is an exciting process that requires up-to-date industry knowledge, a keen sixth sense, and the resolve to scour the market for the best-suited talents. With a finger on the pulse of market and socioeconomic changes, recruiters are able to consult with clients once they sense a shift in the scene and help put in place measures that will help organizations brave through change.



SALARY GUIDE

JOB TITLE	YEARS OF INDUSTRY EXPERIENCE	SALARY (SGD)
Data Engineer	Min. 1 year	\$4.0k - \$5.0k
DevOps Engineer	Min. 2 to 5 years	\$7.0k - \$10.0k
Security Engineer	Min. 2 years	\$4.0k - \$5.0k
System Engineer	3 to 5	\$4.0k - \$6.0k
Big Data Engineer	Fresh	\$4.5k – 5.0k
Backend Engineer	Min. 2 years	\$5.0k - \$7.0k
Cloud Engineer	Min. 1 year	\$3.8k - \$4.8k
Senior Cloud Engineer	Min. 3 years	\$5.0k - \$8.0k
Data Centre Engineer	Min. 2 to 3 years	\$4.2k - \$7.8k
IT Project Manager	Min. 3 years	With PMP/CITPM, min. at least \$5.0k and \$8.0k respectively. Annual package depends on individual company benefits
Software Engineer	Min. 1-2 years	\$3.5k - \$5.5k

SALARY GUIDE

JOB TITLE	YEARS OF INDUSTRY EXPERIENCE	SALARY (SGD)
Senior Software Engineer	Min. 3 to 4 years	\$6.0k - \$7.5k
Infrastructure Specialist	Min. 2 years	\$4.0k - \$6.4k
Database Administrator	Min. 2 years	\$4.0k - \$7.0k
Data Scientist	Min. 2 years	Wide range, up to \$10k+
Web Developer	Min. 1 year	\$4.0k - \$5.5k
Systems Analyst	Min. 1 year	\$3.5k - \$5.0k
Information Security Analyst	Min. 2 years	\$3.6k - \$5.5k
Site Reliability Engineer	Min. 2 to 5 years	\$7.5K - \$14.0k
Machine Learning Engineer	Min. 2 years	\$7.0K - \$12.0K

MEET OUR TEAM



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