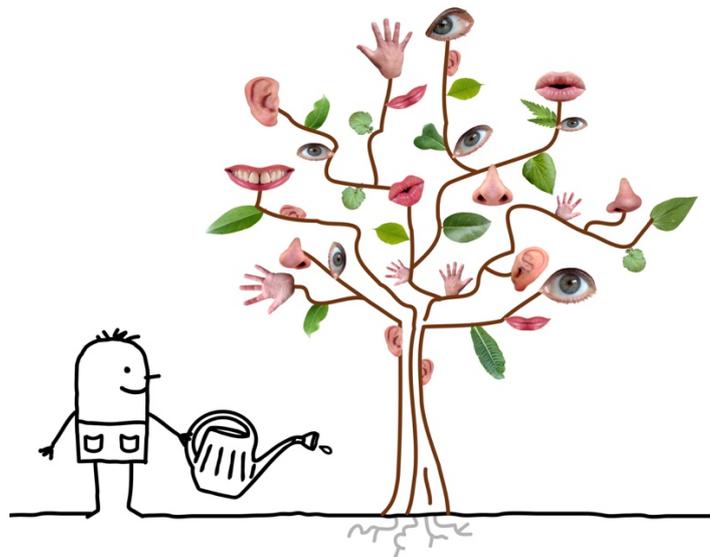




RECRUITMENT SURVEY 2018/2019



“A successful recruiter listens, tells and acts.”

- *Caroline van der Beek*



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INTRODUCTION

Since the founding of HPW Executive Search we have not experienced such a shortage of qualified IT professionals as in the year 2018. Every candidate had several job opportunities to choose from, all of them classifying as *their next step*. Meanwhile our clients had to transform to stay competitive and were in need for expertise to lead them through these developments.

Companies continue to focus on expanding their human capital in 2019. Therefore, HPW Executive Search conducted a recruitment survey to get a better understanding of decision making done by IT professionals when in search for a new career opportunity in a demanding labor market.

The results of this survey show what is important in the recruitment process, how candidates search for new job opportunities, decision making criteria and general market developments. Where possible, we compared the results to our 2016/2017 survey to give an insight of the trends. Please take the outcome into consideration and incorporate them in your recruitment process where needed. The survey starts with a management summary followed by an appendix with supporting charts.

Enjoy reading!



Caroline van der Beek
Owner & Director
HPW Executive Search



MANAGEMENT SUMMARY

I – A positive recruitment experience plays a critical part when choosing an employer.

The hiring process is the first contact a candidate has with a company. For every individual this experience is different, but the results of this study showed that a quick and efficient hiring process is key to the recruitment experience. There is nothing more frustrating than being enthusiastic about a position and having to wait for too long on receiving feedback, indecisiveness from the employer or an extremely long hiring process. Our respondents mentioned this as a reason not to continue with their application.

Furthermore, candidates like to be well prepped about the role and the challenges when going to an interview. It contributes to a more positive recruitment experience. Also, finding a position via their own network or a small agency gives a better recruitment experience as this approach is usually more personal and candidates feel their ambitions and strives are being taken into account.

II – IT professionals focus on improving personal skills, career development and make impact.

In the past years organizations have been investing in leadership, better planning, setting realistic goals, clear vision and strategy. In comparison to the survey of 2016/2017, IT professionals are more positive about these points and their leaders.

There is a shift with IT professionals towards more individual goals as personal development and career opportunities. Over 60% of the respondents enjoy most about their job the way of working and a variety of responsibilities, but would like to improve their personal development opportunities. Furthermore, IT professionals would like to have more personal influence in the company; “make impact”.

III – More IT professionals received an increase in their compensation in 2018.

In comparison to our survey of 2016/2017 more IT professionals received an increase in compensation. In 2018, 84 percent received a raise and 10 percent received more benefits. While in the year 2016/2017, 63 percent received a raise and 6 percent received more benefits. This shows that the shortage of IT professionals is continuing and companies use financial means to keep IT professionals from leaving or a way to attract new employees.



IV – IT professionals have become passive searchers for new opportunities.

From the respondents 56 percent are open to new opportunities, but they have become more passive when looking for such a career opportunity. At the moment there is a broad selection of jobs to choose from, decreasing the need for an active approach.

Of the IT professionals 39 percent are notified about new roles through Social Media feeds, newsletters, etc.; compared to 31 percent in 2016/2017. Finding a new opportunity while being approached by a recruitment company has increased to 29 percent, versus 23 percent in 2016/2017. Active job hunting approaches as going to events or Meetups have decreased to 6 percent, compared to 19 percent in the survey of 2016/2017.

V – Self-learning and industry events used for staying up-to-date.

A total of 38 percent of the participants stays up-to-date by self-learning. Think of online courses, workshops and reading articles. Industry events like conferences are popular with 25 percent of the participants visiting these on a regular basis. An industry event is perceived as a way to gain knowledge, to network and usually does not take up so much time as a traditional course where IT professionals are a couple of days offline.

VI – Technology outlook for 2019.

The prediction for 2019 is that new innovative developments will take place in the field of:

- Big Data / Artificial Intelligence / Machine Learning. In total 31 percent of the respondents mentioned this, 9 percent higher than in 2016/2017.
- IoT / Robotics: technologies often used for Digital Manufacturing Transformation
- Cloud: companies are migrating to the Cloud and only focus on business critical applications instead of the whole IT landscape
- Blockchain

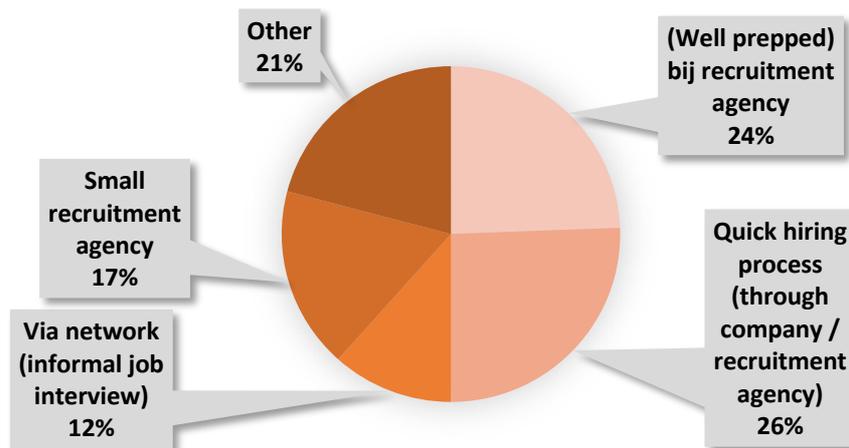
Even though FinTech is still important industry, it was mentioned less as an innovative, disruptive development for 2019.



APPENDIX - CHARTS

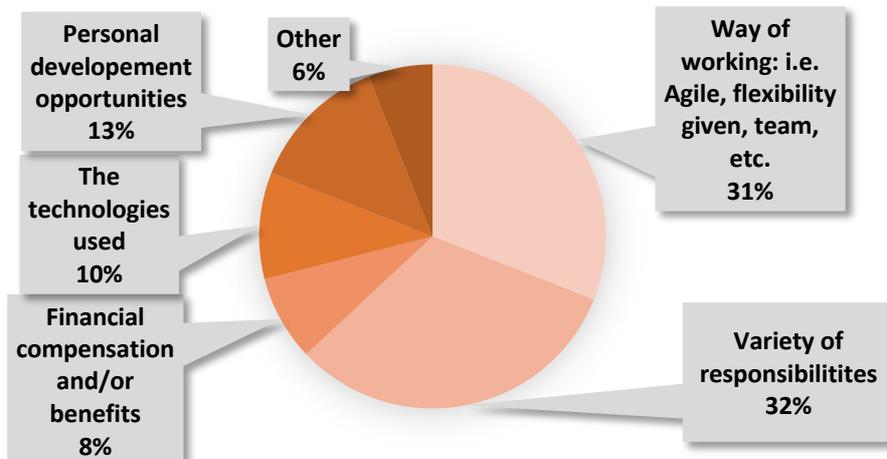
I – A positive recruitment experience plays a critical part when choosing an employer.

-What was your best recruitment experience and why?



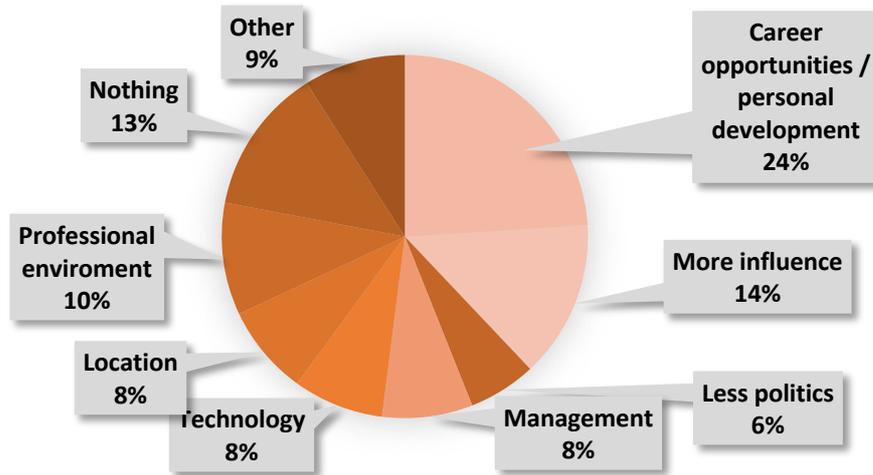
II – IT professionals focus on improving personal skills, career development and make impact.

-What do you like the most about your current job and why?



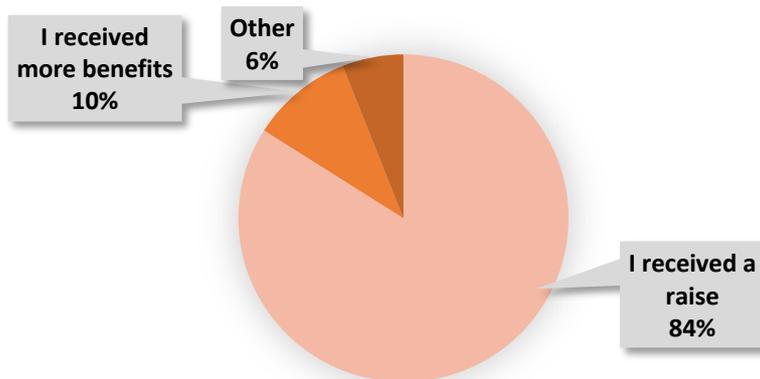


-If you could change one thing in your current job, what would that be?



III – More IT professionals received an increase in their compensation in 2018.

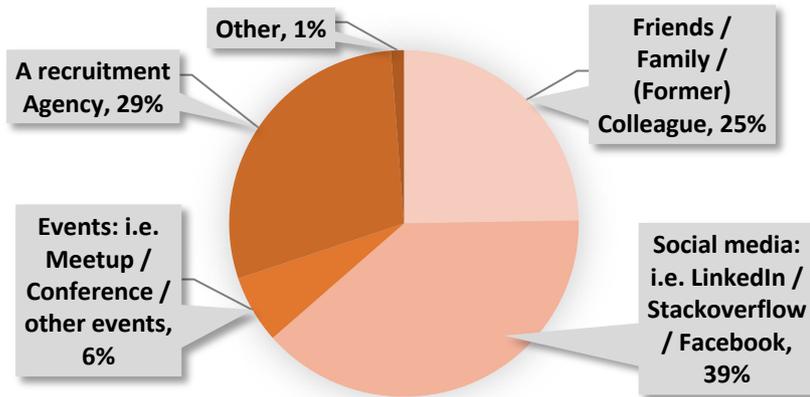
-What type of compensation did you receive?





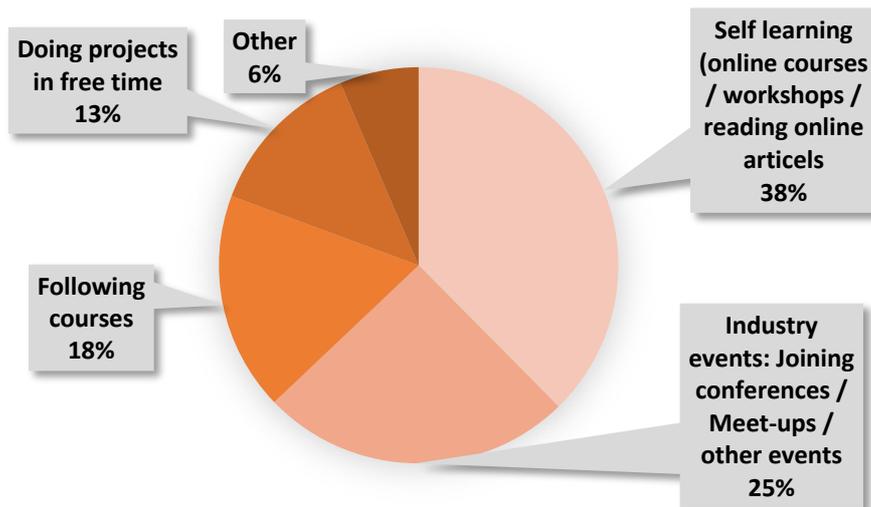
IV – IT professionals have become passive searchers for new opportunities.

-If you would be looking for a new job, you would get inspired by:



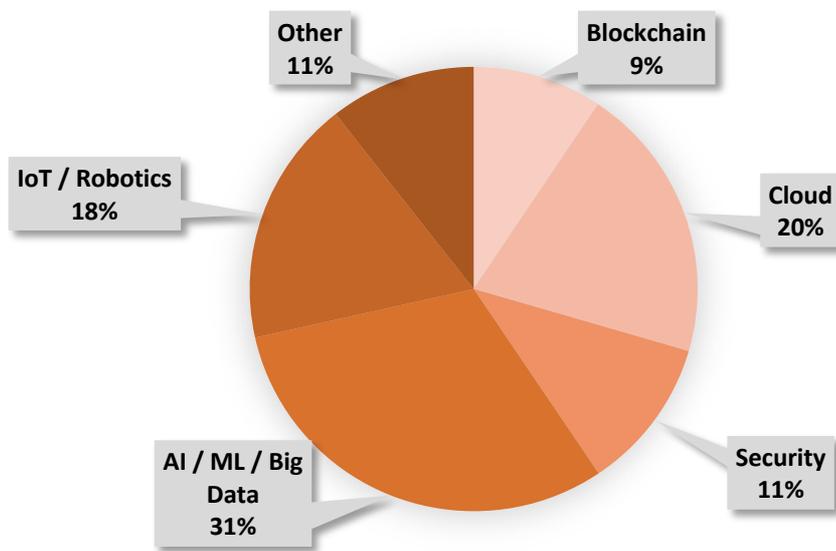
V – Self-learning and industry events used for staying up-to-date.

-How do you keep your technical/ market developments up-to-date?



VI – Technology outlook for 2019.

-In your opinion, what are in the coming three-five years the most important developments in the IT-market?





METHODOLOGY

This survey was conducted among 101 IT professionals. The responses came from individuals living in the Netherlands of which 62% holds the Dutch nationality.

Role	Percentage %
Technical Manager / CTO / CIO	34
Lead Developer / Engineer / Tester	17
Sales Manager / Sales / Accountmanager	10
Architect	4
Business Analyst / Consultant	10
Scrum Master / Agile Coach	12
Project Manager / Program Director	
Product Owner / Manager	4
Other	9

Age range	Percentage %
26-30	10
31-35	13
36-40	17
41-45	23
46-50	21
51-55	7
55-60	8
60+	1

Years in current position	Percentage %
0-1	33
2-5	34
6-10	18
10+	15



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