



KONNEXUS

TALENT SPECIALISTS
ACROSS

DATA ANALYTICS & PROJECT SERVICES



Coming into

2023,

The market remained strong with numerous open vacancies for the first quarter of this year. In April we observed a shift towards a more conservative attitude in hiring practices, with a rise in contingent requirements. Despite this, investments in digital and data transformation projects continued, as organisations recognised the importance of strengthening their capabilities to navigate a rapidly changing economy.

The representation of the role, recruitment process, and overall candidate experience will play a pivotal role in attracting the best talent.



Market Overview ▶

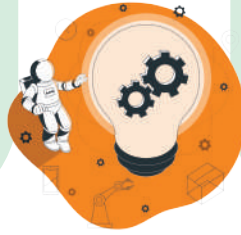
Data Engineering, Data Governance, and Data Business Analyst roles have remained in high demand throughout the quarter and continue to do so. There has been a notable increase in the availability of talented professionals in some areas of data due to recent layoffs and redundancies, and while some organisations have been able to hire some of these highly skilled individuals, identifying and attracting quality data professionals is still challenging with many roles going unfilled for months.

In the current market we are finding that individuals are becoming more conservative when considering a job change, which could also be considered a reason why the competition for top talent remains strong. It is crucial for organisations to strategically position their vacancies in the market. The representation of the role, recruitment process, and overall candidate experience will play a pivotal role in attracting the best talent.

Workplace Trends ▶

Employee Well-Being and Mental Health

We have seen a continued focus on employee well-being and mental health in the workplace. Companies are continuing to implement programs to support mental health, provide access to counselling services, as well as promoting mindfulness and stress management techniques.



Hybrid Work model

During this quarter, there has also been an increased push for a hybrid work model, with organisations reporting decreased engagement and collaboration when employees work remotely full-time. While some companies may continue with remote work, it is anticipated that most organisations will transition towards a balanced hybrid work culture.

Technology Integration

The integration of technology in the workplace continues to advance. Automation, artificial intelligence, and digital tools are being utilised to streamline processes, improve productivity, and enhance collaboration among teams.



Diversity and Inclusion

Organisations in Australia are placing increased importance on diversity and inclusion in the workplace. Efforts are being made to create a more inclusive work environment, with initiatives focused on gender equality, cultural diversity, and promoting equal opportunities for all employees.

Agile Work Practices

Agile methodologies, which emphasise flexibility, collaboration, and iterative processes, are increasingly being adopted in various industries. Agile work practices allow teams to respond quickly to changing circumstances and deliver projects more efficiently.



Data Position of the Quarter ▶

During 2023 we have seen a rise in the role of Data Business Analyst, and while the title can mean different things within organisations, it is our understanding that the role is pivotal within a data team.

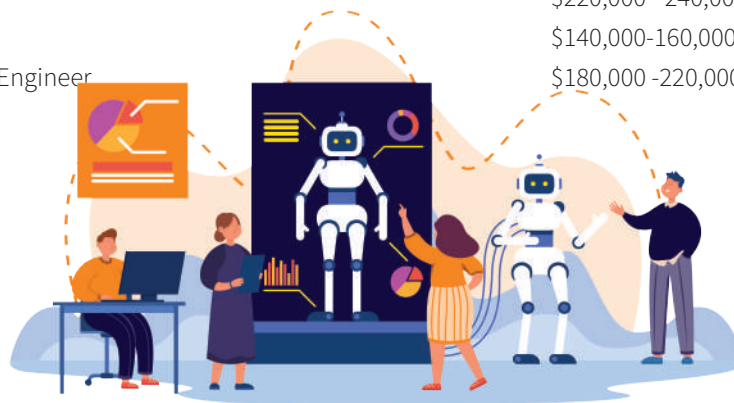
Our definition can be clearly explained as a position that supports the data and technical teams in developing data driven solutions. As a Data Business Analyst, they act as the between business stakeholders and technical teams. Responsibilities of the role will include gathering business requirements, developing and maintaining data models, documenting processes, facilitating stakeholder communication, and ensuring data quality.



Salaries and Contingent Daily Rates ▶

Permanent Salaries

Chief Data Officer	\$281,000 - 400,000 including super
Head of Data & Analytics	\$220,000 - 260,000 including super
Business Intelligence Manager	\$160,000 -180,000 including super
Business Intelligence Analyst /Developer	\$125,000 -150,000 including super
Senior PowerBI Developer	\$170,000-180,000 including super
Senior/ Mid-Level Data or Digital Analyst	\$120,000-155,000 including super
Data Business Analyst	\$140,000 - 160,000 including super
Data Product Owner	\$160,000-180,000 including super
Head of Data Engineering	\$230,000 – 260,000 Including super
Senior Cloud Data Engineer	\$170,000 -190,000 including super
Data Engineer - On-perm	\$140,000 -160,000 including super
Data Architect	\$180,000 -220,000 including super
Project Manager – Data & Analytics	\$200,000 – 220,000 including super
Senior Data Governance Analyst	\$150,000 – 170,000 including super
Data Governance Manager	\$180,000 -200,000 including super
Head of Data Science	\$220,000 - 240,000 including super
Data Scientist	\$140,000-160,000 including super
AI & Machine Learning Engineer	\$180,000 -220,000 including super



Contingent Daily Rates

	Rate to Candidate
Data Engineer 3 – 5 years experience (Cloud)	\$850 - 950 per day
Data Engineer 5 + years' experience (Cloud)	\$1000 - \$1150 per day
Data Engineer (On-Prem) – 9+ years' experience	\$850 - 950 per day
Data Analyst – 3 – 5 years' experience	\$650 – \$750 per day
Data Analyst 5+ years' experience	\$750 - \$860 per day
PowerBI Developer 3 – 5 years' experience	\$830 - \$900 per day
PowerBI Developer 5+ years' experience	\$850 - 950 per day
Data Business Analyst 2 - 4 years' experience	\$680 – \$780 per day
Data Business Analyst – 4+ years' experience	\$800 - \$1100 per day
Project Manager – Data	\$1100 - \$1250 per day
Data Architect	\$1050 - \$1200 per day
Data Modeler	\$1000 - \$1200 per day
Data Product Owner	\$1000 - \$1200 per day

Upcoming Events ▶

Melbourne CDAO Data Event

We are proud to announce our sponsorship of the largest data event in Melbourne this year. Visit our coffee cart at the event and connect with us to learn more about our services and opportunities. We look forward to seeing you on the 5th or 6th September 2023.

[Register Here](#)



Corinium
connected thinking

CDAO Melbourne

FOCUS DAY: 4 SEP
MAIN CONF: 5-6 SEP

▶ Connecting you to
what's next in data

DATA & ANALYTICS
RECRUITMENT PARTNER

KONNEXUS
TALENT SPECIALISTS
ACROSS
DATA ANALYTICS & PROJECT SERVICES



THE
DATA
MANAGEMENT
ASSOCIATION

DAMA Meetups:

DAMA (Data Management Association) has resumed in-person meet-ups, providing a refreshing opportunity to engage and network with data professionals. Consider becoming a member to benefit from the support and collaboration within this growing community of like-minded professionals.



Lead with Data Healthcare Podcast:

The third season of the Lead with Data podcast focuses on highlighting the impact of analytics in the healthcare sector. Gain valuable insights into the significant role analytics plays in this industry.

[Listen Here](#)



Konnexus specialises exclusively in Data Analytics and Project Services recruitment, partnering with organisations to connect them with the most talented professionals in Australia.

Our team consists of specialists who dedicate themselves to recruiting across specific data areas. This enables us to not only attract and recruit exceptional talent on your behalf but also to immerse ourselves in the respective markets. By continuously acquiring knowledge and staying updated with the latest developments, we ensure that our services are valuable and relevant to your needs.

This quarter we would like to start introducing you to the team, so let's start with one of our valued team member Raed. Raed is our specialist across, Data, Business Intelligence, and Insights Analytics.



Meet Raed ▶

A little about Raed in his own words

How would your friends describe you?

My friends would describe me as someone who is always smiling and having a laugh. Also, someone who is always willing to give a helping hand when needed.

When you were a kid, what did you want to be when you grew up?

I wanted to be either an architect or a soccer player

What is the most exciting part of your job?

The most exciting part of my job is being able to tell a candidate that our client would like to offer a role

In three words describe your job?

Fast – Exciting – Challenging

What show are you currently binge-watching?

Gangs of London

Which historical figure would you most like to meet?

Muhammad Ali

What three items would you take with you to a deserted island?

I would take a spear fishing gun, a lighter and a raincoat.

What would you choose as your last meal?

Biriyani

What's your most-used productivity hack?

Turning my phone on Do Not Disturb

Who inspires you?

My Mother

If you are interested in learning more about Konnexus or would like to check out our blogs, visit our [website](#) or join us on [LinkedIn](#)