



KONNEXUS

TALENT SPECIALISTS
ACROSS

DATA ANALYTICS & PROJECT SERVICES



Market Insights June 2024 ►

One of the most frequently asked questions has been, 'How is the market?' This question has proven difficult to answer in a simple, concise manner given the experiences of the last 6-12 months. The start of the year is typically slow, with activity picking up after Australia Day. This year followed the same pattern, with a busy February followed by a downturn in opportunities throughout March and April. Seek, the employment marketplace, reported a national drop in advertisements alongside a rise in applications, indicating a subdued job market. However, there's reason for optimism as activity has increased since May, and leaders anticipate hiring to pick up after the financial year-end. Some industry experts are predicting we could be going back into a job-rich market, so watch this space!

Market Overview ►

Many organisations have been reassessing projects and initiatives, pausing non-priority initiatives. With a focus on cost control, we've observed organisations restructuring and implementing layoffs in industries affected by the economic climate. Additionally, there's been a wave of retrenchments in senior roles, seen as a straightforward way for organisations to improve their bottom line. Despite this, mid-level roles remain in high demand, while roles related to strategy and growth have been paused.

To manage workloads, many organisations are opting to hire contractors before committing to full-time staff.

The term 'discretionary spending cuts' has been a common theme lately. It's disappointing to hear that Data initiatives are seen as optional rather than essential. While they may be viewed this way, it's important to recognize that these initiatives still need to be done. Treating them as non-urgent could lead to more costly and reactive approaches if immediate action becomes necessary. The most sustainable way to solve business problems is to be proactive.

The trend towards two to three days in the office continues, and we expect more organisations to mandate and enforce fair policies for all employees.

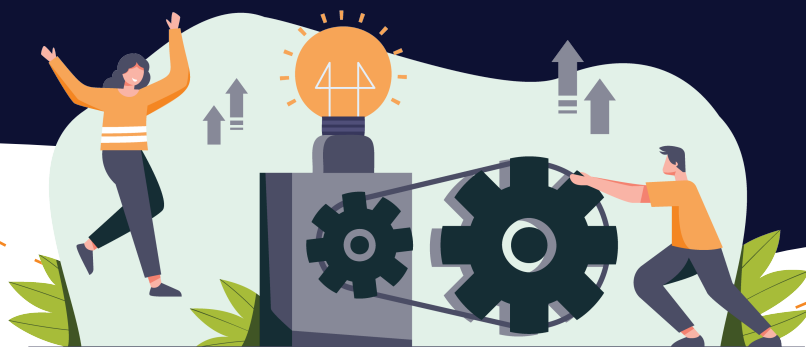
On the job seekers' front:

- There are fewer opportunities available.
- As a result of layoffs, individuals feel pressure to continue delivering, leading them to seek roles with more realistic expectations.
- When applying directly to organisations for roles, we're not receiving responses (In some cases, this is concerning as the candidates were ideal for the role).

Skills in Demand ▶

There continues to be a strong demand for data engineers specialising in data platform uplifts, particularly with a continued focus on Data Governance. Proficiency in tools such as Data Vault, DBT, and Snowflake is highly sought after.

Although there has been a slowdown in available roles during the first half of the year, many organisations have significant pipelines of initiatives underway. We anticipate seeing these initiatives come to fruition in the new financial year.



What is Microsoft Fabric?

We've heard many data folk mention this – in our words and with some help from our network and the internet here is what we understand it to be:

Microsoft Fabric provides important tools for creating consistent web experiences, managing applications in the cloud, and accessing personalized data securely. It includes some of these key features:

Microsoft Fluent UI helps maintain a consistent look and feel across Microsoft products on the web.

Azure Service Fabric is for managing applications that need to scale-up easily and work reliably in the cloud. It's good for handling lots of users and data.

Microsoft Graph Data Connect lets developers securely access personalised data from Microsoft Graph to make their apps better. The reason Microsoft Service Fabric is popular is because it makes it easier to build, deploy, and manage apps that can scale-up and work reliably. It also works well with cloud technology, so companies can use it to update their apps and infrastructure.

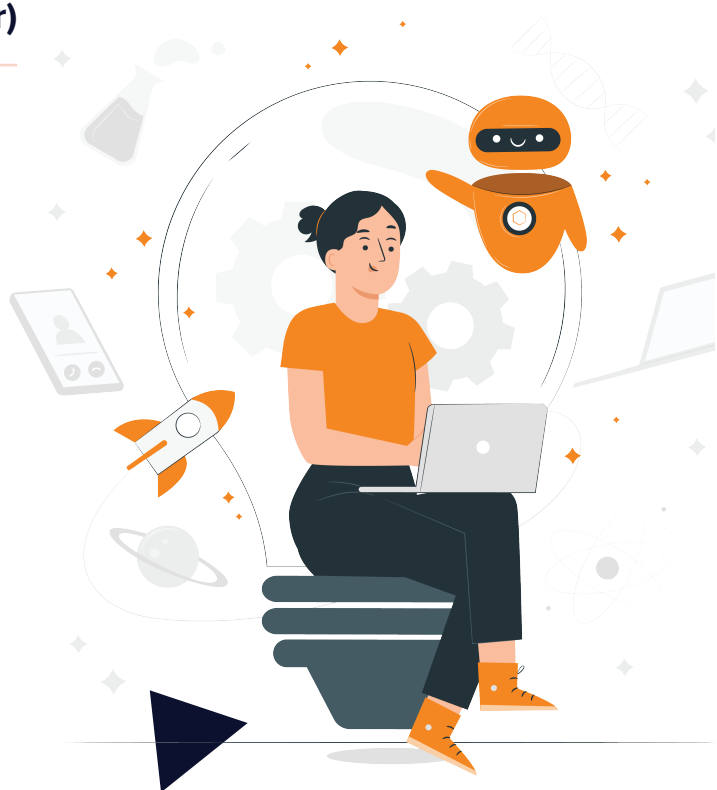


Salaries and Contingent Daily Rates ►

Permanent

Position Title	Salary Range (includes super)
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Chief Data Officer (CDO)	\$281,000 - \$400,000
Head Data & Analytics	\$220,000 - \$260,000
BI Manager	\$160,000 - \$180,000
BI Analyst / Developer	\$120,000 - \$140,000
Senior Power BI Developer	\$150,000 - \$170,000
Senior / Mid-Level Data or Digital Analyst	\$120,000 - \$155,000
Data Business Analyst	\$140,000 - \$160,000
Data Product Owner	\$160,000 - \$190,000
Head Data Engineering	\$230,000 - \$260,000
Senior Cloud Data Engineer	\$160,000 - \$190,000
Data Engineer (on-prem)	\$140,000 - \$160,000
Data Architect	\$200,000 - \$220,000
Project Manager – Data Analytics	\$160,000 - \$170,000
Data Governance Analyst	\$120,000 - \$140,000
Senior Data Governance Analyst	\$150,000 - \$180,000
Data Governance Manager	\$190,000 - \$240,000
Head Data Science	\$200,000 - \$240,000
Data Scientist	\$140,000 - \$160,000
AI & Machine Learning Engineer	\$180,000 - \$220,000



Contingent Daily Rates

Position Title	Rate to Candidate
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Data Analyst – 3 – 5 years	\$650 - \$800
Data Analyst – 5 – 8 years	\$900 - \$1000
Power BI Developer – 3 – 5 years	\$700 - \$850
Power BI Developer – 5 – 8 years	\$850 - \$1000
Data Business Analyst – 2 – 3 years	\$750 - \$850
Data Business Analyst – 4+ years	\$950 - \$1000
Data Architect	\$1200 - \$1400
Data Engineer – 2 – 4 years	\$750 - \$850
Data Engineer (Lead) 5 – 8 years	\$900 - \$1200
Data Modeller – 5 + Years	\$1000 - \$1100
Delivery Lead – Data Projects	\$950 - \$1100



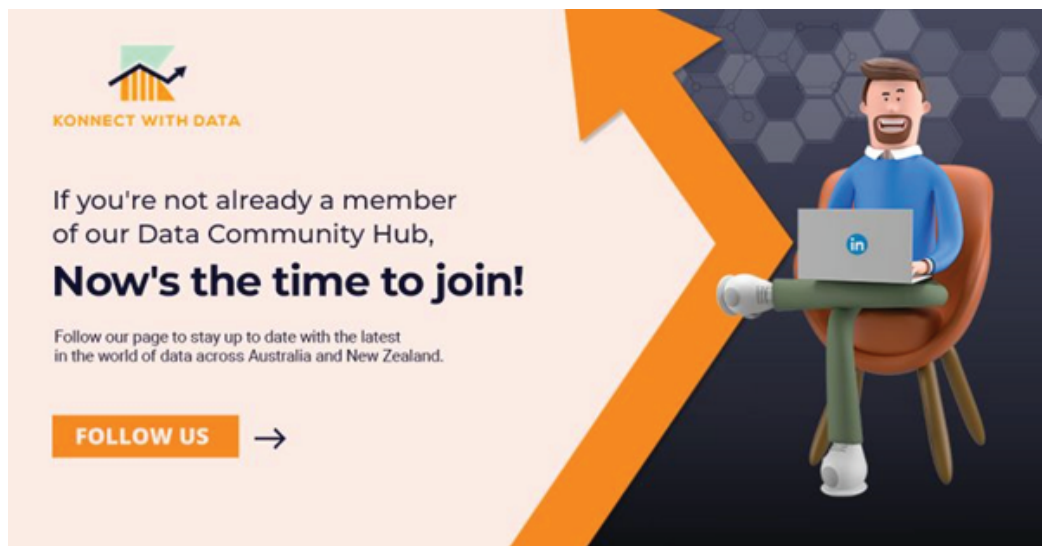
Other Exciting News ►

We're thrilled to announce that we're formalising our brand Konnect with Data. As part of our already existing Podcast Series, Roundtables and Quarterly Events, we are launching our latest initiative, The Writers Hub.

The Writers Hub has been developed specifically for the Australian & New Zealand data community to have voice locally. We already have a great group of Resident Writers from all areas of data who will be contributing original content to this forum.

To serve Konnect with Data our new website will be launching on the 1st July 2024, in conjunction with our new LinkedIn page. These will be used as the key platforms for sharing valuable and informative data content.

If you are not already a member, be sure to follow us to stay updated and connected with all things data.



Season 4 of The Lead with Data Podcast is fully underway, and both engagement and content are improving with each passing week. Make sure you check it out if you haven't already

<https://konnexuscg.com.au/podcast/>

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

If you are interested in learning more about Konnexus or would like to check out our blogs, visit our website

<https://konnexuscg.com.au/> or join us on LinkedIn www.linkedin.com/company/konnexuscg

