

Press release
11 September 2024

Companies set eyes on hiring IT support and security talent before 2025

- 88% of businesses intend to maintain or increase permanent IT and technology headcount before the end of the year and 74% plan to do the same with contract positions
- IT service/support/operations (46%), IT security (45%), and Artificial Intelligence, automation and machine learning (42%) are the top functional areas in IT and technology companies plan to hire in before the end of the year
- Artificial Intelligence/machine learning/robotic process automation (71%), cloud (69%), and project and program management (64%) are the most in-demand skills in the IT and technology sector

Sydney, 11 September 2024 - Despite the current unemployment rate of 4.2% slowly increasing each month since May 2024¹, the Australian tech job market continues to show resilience with 88% of businesses intending to maintain or increase permanent technology positions in 2024 and 74% plan to do the same with contract positions.

Demand is most fierce for skills in Artificial Intelligence/machine learning/robotic process automation (71%), cloud (69%), and project and program management (64%).

Businesses banking on hiring before 2025

Hiring intentions for permanent roles in the second half of 2024 are slightly less than what was anticipated at the start of the year. There's more of an emphasis on only filling vacated positions and an increase in businesses who have frozen hiring.

	First 6 months 2024	Last 6 months of 2024
Expanding – adding new positions	54%	38%
Maintaining – only filling vacated positions	45%	50%
Freezing – not filling vacated positions or creating new ones	1%	10%
Reducing – eliminating positions	0%	2%

Independent survey commissioned by Robert Half among 100 CIOs in November 2023 and 167 IT and technology hiring managers in July 2024.

Functional areas businesses plan to hire

Companies have indicated the functional areas in finance and accounting which they plan to hire before the end of the year.

Functional area	Number of companies hiring
IT Service / Support / Operations (e.g., 1st, 2nd, 3rd Level Support, Help Desk, Rollout Support, etc.)	46%
IT Security (e.g., Security Architect, Cyber Security Specialist, Penetration Tester, System Security Manager, etc.)	45%
Artificial Intelligence, Automation, Machine Learning (e.g., Machine Learning Engineer, RPA Engineer, AI Engineer, etc.)	42%
IT Networking (e.g., Network Engineer, Network Administrator, Cloud Architect, Cloud Engineer, Network Security, etc.)	28%
Architecture (e.g., Enterprise Architect, Infrastructure Architect, Solutions Architect, Data Architect, etc.)	26%

¹ [ABS, Labour Force, July 2024](#)

IT & Business (e.g., Business Analyst, Business Architect, Software Architect, Solutions Engineer, etc.)	24%
--	-----

Independent survey commissioned by Robert Half among 167 IT and technology hiring managers in July 2024.

Most in-demand skills in 2024

Aside from the functional areas in which businesses plan to hire before the year ends, hiring managers have also indicated the skills most in demand when searching for IT and technology talent to onboard to their teams.

1. Artificial Intelligence/machine learning/Robotic Process Automation (RPA) (71%)
2. Cloud (e.g., computing, security and architecture, etc.) (69%)
3. Project and program management (64%)
4. Software and applications development (61%)
5. Business intelligence and reporting services (61%)
6. Data science and database management (60%)
7. Scripting and automation (58%)
8. DevOps and DevSecOps (57%)
9. ERP/CMS systems (57%)
10. Programming languages/web development (56%)

*"The current technology hiring market provides a mix of opportunities and challenges with Australian companies aiming to stabilise their technology teams in the remaining months of 2024," says **Nicole Gorton, Director at Robert Half.***

"While the technology job market has experienced some great fluctuations the last couple of years, the majority of businesses are prioritising replacement hires in their recruitment strategy, with a portion complementing this strategy by selectively hiring top-tier tech talent to drive growth or address critical resource shortages."

"With companies cautious about hiring permanent employees, many are opting to bring in IT and technology talent on a contract basis to adjust their workforce in response to changing business needs and economic conditions."

*"Even in an easing employment market, tech jobseekers should continue to search with confidence, especially in the functional areas companies have their eye on hiring. People who continue to invest in enhancing their skills will remain employable, but the caveat may be candidates have less bargaining power than they would've had a couple of years ago," concludes **Gorton.***

Looking for a new job before the end of the year? Check out these tips from Robert Half:

1. Search proactively

Applying for roles through job boards can be fiercely competitive and challenging to stand out from the crowd. Working with a talent solutions firm gives you direct access to suitable roles that leverage the recruiters' existing client relationships.

2. Tailor your resume to the role

Many jobseekers make the mistake of using a generic resume for every application. It's important to tailor your resume to the specific job you are applying for. Highlight your relevant experience and skills, and make sure you use language that mirrors the job description.

3. Network

When there is more competition in the market, networking is more important than ever. Make sure you attend industry events, connect with people on LinkedIn, and join relevant professional organisations. Let your network know that you are looking for a new role and ask for their advice and support.

4. Be flexible

As the hiring and work landscape evolves, it's important to be open to new opportunities. Recruiters are well-positioned to provide insights and advice. Demonstrating your ability to adapt to the new world of work - for instance, leveraging AI to become more efficient - can help to differentiate you from your peers.

##

Notes to editors

About the research

The study is developed by Robert Half and was conducted online in July 2024 by an independent research company, surveying 500 hiring managers, including 167 IT and technology hiring managers from companies across Australia. This survey is part of the international workplace survey, a questionnaire about job trends, talent management and trends in the workplace.

About Robert Half

Robert Half is the global, specialised talent solutions provider that helps employers find their next great hire and jobseekers uncover their next opportunity. Robert Half offers both contract and permanent placement services, and is the parent company of Protiviti, a global consulting firm. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth and Sydney. More information on roberthalf.com/au.

Follow Robert Half Australia



Read related articles on our [Robert Half's worklife blog](#)

For more information

Courtney Fletcher

PR Manager

Courtney.Fletcher@roberthalf.com.au

+61 421 209 304