

# MARKET TRENDS REPORT | OR | Q4 2021

## TREND ALERT

At this point, most of us have heard the term "the Great Resignation"; Forty-eight percent of technologists in the second quarter of 2021 expressed an interest in changing companies, up from 40 percent in the fourth quarter of 2020, and a big jump from 32 percent in the second quarter of 2020.

But which types of technologists are quitting? Older millennials in tech, ages 30-45 years old, have gained the essential experience and skills to change jobs to seek more interesting opportunities or more competitive pay. In a recent survey by Dice, these were the top career concerns for technologists:

1. Position Elimination / Contract Ending
2. Not Getting Promoted
3. Remote Work Privileges Revoked
4. Finding a New Job that Matches Skillset
5. Increased Workload



Technology starting salaries in Portland are +11% higher than national average.



Job postings in Portland decreased 6% from Q3 to Q4 in 2021. In Oregon overall, postings decreased by 8% in Q4.



82% of the top 50 employers in the US increased their hiring in Q3 vs. Q2 2021.

## SNEAK PEEK: 2022 PORTLAND TECH TRENDS REPORT

Our 2022 Tech Trends Report had a few standout findings:

- 46% say finding people is your firm's top talent challenge
- 53% are overworked and 46% of you feel burned out
- 68% prefer to work remotely with the option to go into an office

The report will be released January 20th, 2022. You can find it [here](#).

**Portland Tech in Focus**  
2022 TRENDS REPORT | BUILDING BRIDGES

**The biggest challenge by far? Finding tech talent.**

Not even close. For companies in desperate need of tech professionals, finding candidates in the door is the biggest talent challenge. Almost half (46%) ranked that at the top, followed distantly by retaining talent (18%) and closing skills of team members (9%). Regardless of company size, finding it presents the biggest obstacle.

**Sourcing struggles.**  
Biggest talent challenge

46%	FINDING TALENT
18%	RETAINING TALENT
9%	CLOSING SKILLS
1%	ACCEPTING OUR JOB OFFERS
1%	OVERWORKING

Before COVID remote, hiring managers were competing with a few local companies to hire talent. Now they are competing with hundreds or even thousands of companies. We are seeing that the speed of the hiring process and job offer is critical.

**Talent shortage disrupts key goals.**

57%	EXECUTIVES
56%	MANAGERS
18%	PROFESSIONALS

## PORTLAND TECH SALARY INSIGHTS

### SALARY PERCENTILES

Starting salaries are not one-size-fits-all. That's why we separate them into percentiles based on several factors. Any of these may apply when making or receiving a job offer.

#### 25th Percentile

##### Candidate:

New to that type of role, still acquiring skills

##### Demand:

Low

#### 50th Percentile

##### Candidate:

Average experience, has most of the necessary skills

##### Demand:

Medium

#### 75th Percentile

##### Candidate:

Above-average experience, has all needed skills

##### Demand:

High

#### EXECUTIVE LEADERSHIP

Title	25th Percentile	50th Percentile	75th Percentile
Chief Information Officer (CIO)	\$200,078	\$239,483	\$288,878
Vice President of IT	\$166,778	\$200,633	\$232,545
IT Director	\$140,693	\$170,940	\$203,408

#### SOFTWARE AND APPLICATIONS DEVELOPMENT

Title	25th Percentile	50th Percentile	75th Percentile
Mobile Applications Developer	\$127,650	\$152,348	\$181,763
Software Engineer	\$115,995	\$138,195	\$163,448
Software Developer	\$111,555	\$135,698	\$158,453

#### SOFTWARE AND APPLICATIONS LIFECYCLE

Title	25th Percentile	50th Percentile	75th Percentile
Software & Applications Manager	\$125,985	\$158,175	\$184,538
Product Manager	\$119,048	\$145,688	\$171,495
DevOps Engineer	\$112,388	\$139,583	\$165,390

#### SECURITY

Title	25th Percentile	50th Percentile	75th Percentile
Security Architect	\$140,138	\$159,008	\$180,375
Network Security Engineer	\$121,823	\$145,688	\$170,385
Software Developer	\$114,330	\$137,918	\$163,725

#### QUALITY ASSURANCE (QA), TRAINING AND AUDIT

Title	25th Percentile	50th Percentile	75th Percentile
Testing/QA Manager	\$100,733	\$118,215	\$137,640
QA Engineer - Automated	\$84,915	\$102,675	\$120,713

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## TECH EMPLOYMENT

**VIRGINIA** 6.0% of all jobs are in IT

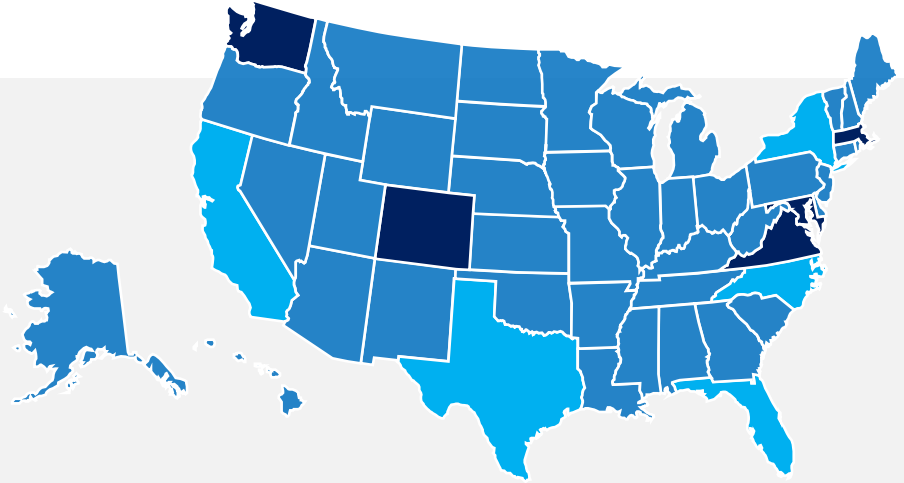
**COLORADO** 5.2% of all jobs are in IT

**CALIFORNIA** 4.3% of all jobs are in IT

**UTAH** 4.1% of all jobs are in IT

**TEXAS** 3.4% of all jobs are in IT

**OREGON** 3.3% of all jobs are in IT



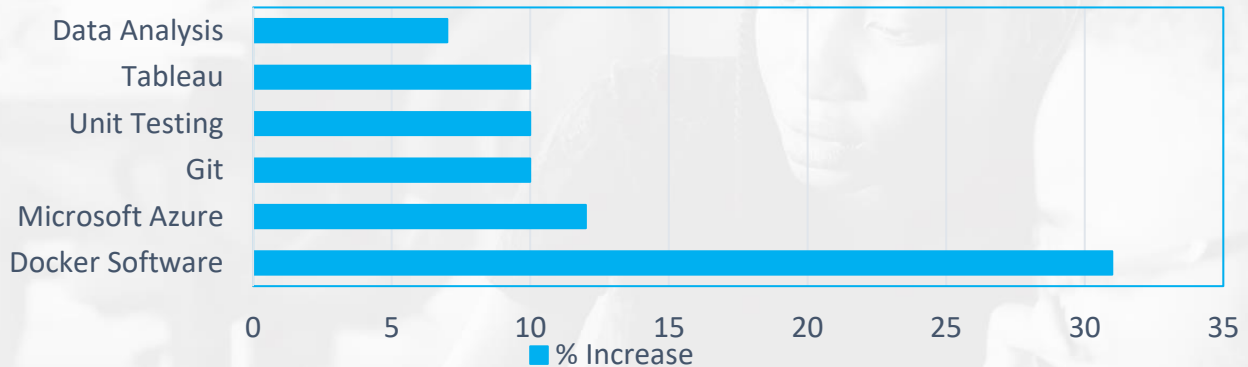
- Top 5 states for tech employment gains (2020)
- Highest concentration of tech workers (2020)

## TOP INDUSTRIES HIRING TECH

- ✓ *Financial services*
- ✓ *High-tech*
- ✓ *Retail and e-commerce*
- ✓ *Healthcare*
- ✓ *Professional services*

## TOP GROWING TECH SKILLS

Top Tech Skills by Job Posting Growth



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## SUPERIOR SERVICE

ProFocus has earned the *Best of Staffing Client and Talent Diamond Awards* for providing superior service to our clients and candidates for the last five consecutive years.

- **88.9% Client Net Promoter Score.** Compared to the industry’s average of 24%.
- **90.6% Talent Net Promoter Score.** Compared to the industry’s average of 45%.



We focus exclusively on technology - resulting in better candidates for clients and a better experience for consultants. Our team understands technology, tech skills, job roles, team dynamics, pay levels, talent availability, and other key insights about the talent market.

### FAST

**13 Days Faster**

Candidate starts compared to our competition

### EFFECTIVE

**2x the Fill Rate**

Jobs that we fill over the industry average

### EFFICIENT

**3 Resumes**

Average resumes we send. Industry sends over 11



What really sets them apart is that their recruiters are knowledgeable about the jobs they connect you with – I dealt with several other companies during my job hunt and ProFocus’ technical knowledge across the entire team was unparalleled.



- Contract Web Applications Developer

## PROFOCUS TECHNOLOGY

*Matching the Right Person to the Right Job.*

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