HIRING STRATEGIES

A QUICK LOOK AT THE MARKET: As we analyze the job postings, hiring strategies, salaries, and reports YOY we see continued demand for top tech talent despite layoffs in other departments. Information Technology continues to see salary increases, low unemployment rates (2.2%), and the use of contract workers to address skill gaps.

Tech Salaries YOY 23
Compared to National Average

Portland, OR
+11%

Eugene, OR
+6%

Lehi, UT
 +3%

Salt Lake City, UT
+8%

Seattle, WA
+29%

Boise, ID
-11%

Denver, CO
+17%

Austin, TX
+16%

COMPETITIVE PRICING
FOR TOP SKILL SETS

Top tech candidates often turn down offers because other employers acted faster or offered a higher salary.

58% of tech managers **add 5%-10% to starting salaries for in-demand jobs** — on top of market-related increases. This is especially true for on-site roles.

UTILIZE CONTRACT
ADDRESS SKILL GAPS

79% of tech managers use contract professionals to address skill gaps among permanent staff.

72% plan to use more contract workers in the next year. 64% have converted more contract professionals to full-time hires in 2022 than in 2021.

UNDERSTAND DEMAND
HOTTEST JOBS

- Cloud engineers
- Database developers
- DevOps engineers
- Front-end Developers
- Help Desk
- Network Administrators & Network Security Engineers
- Software Developers & Software Engineers
- Systems Security Managers

NATIONAL 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

Sources: Robert Half Salary Guide, Dice Jobs Reports

EXECUTIVE LEADERSHIP	25th Percentile	50th Percentile	75th Percentile
Chief Information Officer (CIO)	$183,250	$222,500	$267,250
Vice President of IT	$154,750	$187,000	$215,750
IT Director	$130,250	$159,250	$189,500

SOFTWARE AND APPLICATIONS DEVELOPMENT			
Mobile Applications Developer	$119,000	$141,000	$167,250
Software Engineer	$106,500	$127,000	$149,750
Software Developer	$103,250	$136,500	$148,000

SOFTWARE AND APPLICATIONS LIFECYCLE			
Software & Applications Manager	$115,250	$145,250	$170,500
Product Manager	$109,500	$132,250	$159,000
DevOps Engineer	$108,250	$133,750	$157,700

SECURITY			
Security Architect	$127,500	$144,750	$163,500
Data Security Analyst	$117,500	$144,500	$166,750
Network Security Engineer	$122,00	$135,750	$158,750

QUALITY ASSURANCE (QA), TRAINING AND AUDIT			
Testing / QA Manager	$93,750	$113,250	$129,000
QA Engineer - Automated	$79,000	$96,250	$111,250

INDUSTRY INSIGHTS

Overall the IT job market shrank by 13,700 jobs in the first quarter of 2023. Janco Associates reports suggest **the IT job market will add 60,000 to 70,000 more jobs in 2023**; less than 2021 and 2022 but still growth overall.

2023 STATS

Current BLS numbers show over **4.18 million** jobs for IT Professionals in the US

-2,600 jobs in January '23

-11,600 jobs in February '23

+500 jobs in March '23

Tech Unemployment Rate **2.2%**

National Unemployment Rate **3.6%**

WHO WAS IMPACTED BY LAYOFFS
DEVELOPERS & CODERS STILL IN DEMAND

The CEO of Janco, M. Victor Janulaitis said, "Based on our analysis, the IT job market and opportunities for IT professionals are limited but exist for experienced individuals. Layoffs, for the most part, did not hit developers."

Janulaitis also notes that data center operations, administrative and HR roles related to recruiting, and DEI (diversity, equity, and inclusion) saw the most job loss. Some roles, especially in telecommunications and data center operations have been eliminated due to automation.

WHAT CHANGED
RECORD PROFITS & VARYING STRATEGIES

Big tech companies earned record profits during the pandemic and we saw clients scramble to hire the top tech talent. As the uncertainty of recession grew, we saw some budget cuts and a reduction in headcount from some clients but steady hiring from others. The reality is that organizations across the economy will always need tech professionals despite economic turbulence.

The key issue in the tech workforce is the need for experienced talent. We see an overwhelming amount of entry to mid-level talent with the soft skills and tech stacks needed but lacking years of experience. The competition for top tech talent is still fierce.

PROFOCUS BY THE NUMBERS

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. This has earned us a **world-class 92% placement success rate,** illustrating how we make the right match with careful introductions resulting in placements that last.

Looking back on the last three years, our team doubled, adapted to remote work, earned our 6th consecutive Best of Staffing Award, our 2nd consecutive Best Companies to Work For in Oregon Award, opened a Utah branch, and helped clients in over 25 states. We hire in every state and most countries and our team spans across Oregon, Washington, Idaho, Utah, Colorado, and Nebraska.

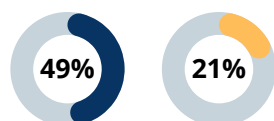## CLIENT NEEDS FILLED

54% Contract | Contract-to-Hire

46% Direct Hire

Our customers range in size from **250 to 100,000 employees**. We partner with various customer types with business/corporate applications such as **e-commerce, health care, transportation, non-profit & more**.

ACCURATELY MATCHED CANDIDATES

ProFocus Technology | Industry Average

Fill Ratio

49%   21%

Time to Placement

17 Days
30 Days

Candidate Intros

3.8
11

"This has been one of the best partnerships that I have ever had, let alone with a recruiting and consulting company. I appreciate that we're working together and care about the mutual benefit of everybody involved--us, you, and, importantly, the consultants."

- ProFocus Client, 2022

Headquartered in Portland, Oregon

503-236-2000 | info@profocustechnology.com | profocustechnology.com