

2016 | H1

# *Technology & Information Security*

MARKET INSIGHT



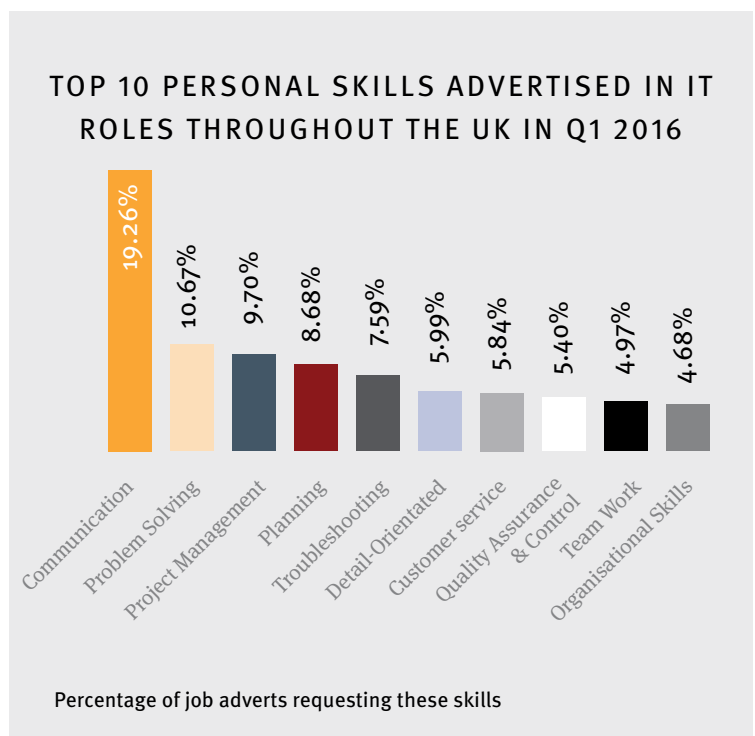
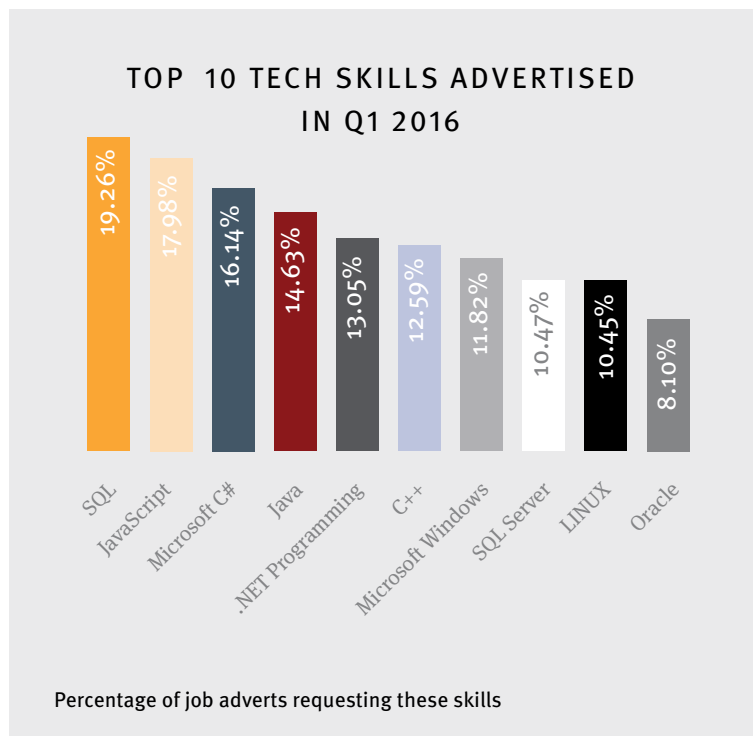
# Benefits take centre stage, as IT skills remain scarce

It was a familiar story for the IT sector in the first half of the year, as demand for skills outstripped supply. The permanent market in particular struggled, as a once candidate-saturated market became a skills-scarce playing field. The rising diversity of IT skills required by today's organisations makes available roles increasingly difficult to fill.

Within the junior market, things have been tougher still: with candidates demanding ever larger salaries – circa £28K, compared to £22k a few years ago – employers have struggled to secure the skills they need. The push for higher salaries also had a knock-on effect for senior professionals, but this has now plateaued.

One of the most notable trends from the first half of 2016 was the prevalence of counter offers, with an increasing number of companies paying to retain quality candidates. But savvy employers are also recognising the importance of closing the gate before the horse has bolted: attuned to the growing popularity of flexible working, benefits are being tailored to aid in the retention of valuable employee.

*The increasing diversity of IT skills required by today's organisations makes available roles increasingly difficult to fill*



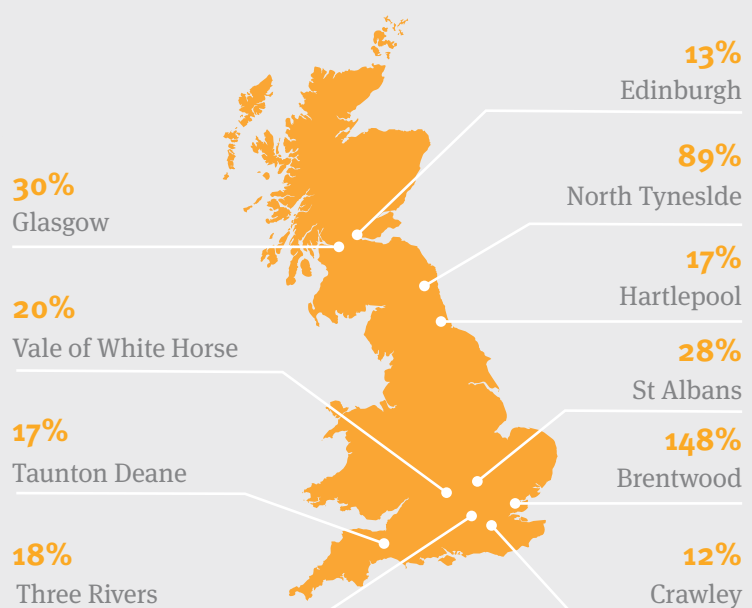
# Outsourcing: employers urged to proceed with caution

In recent times we have seen a growing number of companies outsourcing IT and technology positions; whilst outsourcing can provide relief in a skills-short market, organisations reliant on outsourcing risk a loss of skills, knowledge and customer service.

There has also been an increase in larger financial companies moving out of London, with permanent positions becoming more difficult to fill following relocation.

*We have seen a growing number of companies outsourcing IT and technology positions*

## TOP 10 LOCAL AUTHORITIES FOR JOBS GROWTH IN BANKS, 2013-2014, GREAT BRITAIN



Source: ONS 2015

### The year ahead

The UK-wide GDPR (General Data Protection Regulation) regulatory changes will see a standpoint on security, data protection and listed enterprises – creating specific roles within each of these areas. Going forward, professionals with experience in these areas will be in even higher demand.

Following on from a focus on women in business, we are now seeing a cross-sector initiative – with a move to a total inclusion of diversity – gaining traction. Exercising inclusivity in terms of sexuality and ethnicity, as well as gender, attracts more diverse talent to high level roles. And as numerous studies have shown, a diverse team is often a more successful team.



## BREXIT - WHAT NEXT?

*On June 23<sup>rd</sup>, the UK voted in favour of a Brexit – severing its official economic and legal ties with the EU. The immediate, day-to-day impact of the vote is difficult to forecast, as settlements will take a considerable amount of time to negotiate and implement. This means that the reserved, ‘wait and see’ strategy adopted by companies in the run up to the referendum, could be set to become business as usual for the short term.*

*Clients remain optimistic however - whilst the financial services sector may see some transitions in jobs, other sectors are not expected to move. Existing regulatory change agreements within the EU, such as EU data protection reform, are still going ahead meaning demand will remain.*

*The importance of a flexible labour market to our economy is undeniable - to what extent this will be affected is currently uncertain – but candidates should expect senior and junior hires to continue.*

# Contact us

Take the first step in a lasting partnership.  
Contact us to discuss your career or business goals.

## Birmingham

Part 5th Floor,  
35 Livery Street,  
Birmingham, B3 2PB  
+44 (0)121 234 9200  
birmingham@badenochandclark.com

## Brighton

3rd Floor,  
Ovest House,  
58 West Street,  
Brighton, BN1 2RA  
+44 (0)1273 628 243  
brighton@badenochandclark.com

## Bristol

101 Victoria Street,  
Bristol, BS1 6BH  
+44 (0)117 930 8534  
bristol@badenochandclark.com

## Cambridge

53-54 Sidney Street,  
Cambridge,  
Cambridgeshire, CB2 3HX  
+44 (0)122 341 7000  
cambridge@badenochandclark.com

## Edinburgh

3rd Floor,  
The Capital Building,  
13 St Andrew Square,  
Edinburgh, EH 2AF  
+44 (0)131 524 9020  
edinburgh@badenochandclark.com

## Glasgow

20 Blythswood Square,  
Glasgow, G2 4BG  
+44(0)141 220 6460  
glasgow@badenochandclark.com

## Leeds

First floor,  
Civic Court,  
Calverly Street,  
Leeds, LS1 3ED  
+44 (0)113 231 4545  
leeds@badenochandclark.com

## London Head Office

Millennium Bridge House,  
2 Lambeth Hill,  
London, EC4V 4BG  
+44 (0)20 7634 0100  
londoncity@badenochandclark.com

## Manchester

12th Floor,  
Lowry House,  
17 Marble Street,  
Spring Gardens  
Manchester, M2 3AW  
+44 (0)161 838 7920  
manchester@badenochandclark.com

## Middlesbrough

10 Albert Road,  
Middlesbrough,  
North Yorkshire, TS1 1QA  
+44 (0)164 226 1019  
middlesbrough@badenochandclark.com

## Milton Keynes

Part 2nd Floor,  
Chancery House,  
199 Silbury Boulevard,  
Milton Keynes, MK9 1JL  
+44 (0)190 820 2700  
miltonkeynes@badenochandclark.com

## Newcastle

Apollo House,  
Northumberland Road,  
Newcastle, NE1 8JF  
+44 (0)191 269 9520  
newcastle@badenochandclark.com

## Nottingham

3rd Floor Angel House,  
12-13 Cheapside,  
Nottingham, NG1 2HU  
+44 (0)115 958 6777  
nottingham@badenochandclark.com

## Reading

3rd floor,  
St Mary's House,  
Reading, RG1 2LG  
+44 (0)118 959 1800  
reading@badenochandclark.com