



# ambition

Technology Recruitment  
Market Trends & Salaries Report

Australia Summer

08

→ ambition ... be inspired

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## Executive Summary

It has been a busy time for the IT recruitment market over the last 12 months, with numerous large scale projects and high demand for IT professionals across the board. The trend of demand outstripping supply has continued throughout the year, with a shortage of qualified candidates at almost every level, in all sectors of the industry.

We have seen strong growth in the investment banking sector with projects taking place in the equity derivatives, client connectivity, exchange connectivity and automated trading platform areas. The Government sector at the Federal level features large scale projects in the Australian Tax Office, Centrelink, Customs and DIMA whilst the NSW State Government has continued its commitment to the "People First" services platform. In the Vendor market we have seen a period of consolidation as organisations look to acquire complimentary businesses in order to increase their product offerings or geographical penetration. Finally, our Commerce and Industry team has witnessed continued strong demand across the board with all of its clients.

Whilst notable salary increases were the talking point 12 months ago, salary levels have largely been kept in check by employers wary of creating unsustainable increases in response to the skills shortage. That said, the rewards are significant for Business Analysts, Application Development specialists, Project/Team Leaders, Database Managers and Security and Storage Experts.

Companies who are winning the war for talent are those who can move quickly and have enough flexibility in their recruitment processes to make rapid decisions to secure highly sought after candidates. Employer branding is increasingly important, as is work/life balance and in many cases, an ability to provide employees with non traditional benefits such as industry association, gym memberships or internet connections. Training and development remains critical, as does the 'onboarding' process (the period between agreeing to terms with a new employee and their first start date). Too often candidates will be lost during this phase, even when they have signed contracts of employment, because they have multiple offers and another company has been able to move things quicker or offer something a little extra. The chance of legal action is slim so the risk is perceived acceptable by the defaulting employee.

The outlook for the next 12 months remains very positive with a buoyant marketplace central to significant project investment, underpinned by a robust economy. With declining university admission rates and the continued attractiveness of overseas markets, there is little reason to believe the skills shortage issue will be resolved any time soon. The skills shortage will be the main restriction to Australia's ICT growth in the long term and was the subject of some consternation in a recent Party debate entitled "Australia - The Next Wave or Just A Backwater". In the short term, sourcing quality candidates in a timely fashion without creating unsustainable wage growth will be the main challenge. For our longer term sustainability as the 'Next Wave' we need to address the issues of education, local ICT investment and skills training and development.

**Andrew Cross**  
**Managing Director, Ambition Technology**



"Companies who are winning the war for talent are those who can move quickly"

## Economic Overview



Throughout the last decade, the economy has grown at an average of 3.5% and in the year ahead it is predicted to grow by a similar amount again (3.75% according to the Commonwealth Federal Budget). This economic prosperity has created an excellent environment for businesses, and throughout the decade we saw business investment grow at an annual average rate of 8.4% (It is currently at its highest level for 32 years). Between strong business growth and a high performing dollar, companies remain confident in the Australian economy and are investing at an impressive rate.

Much of this confidence is underpinned by the ongoing resources boom being led by the emerging giants of China and India. With an abundance of natural commodities, and a seemingly insatiable desire by these two nations for increasing energy resources, Australia is in an excellent position to profit from this changing economic landscape. The effects of this boom have been noticed most directly in the resources sector, where there has been huge expansion among energy companies in terms of both organic growth and aggressive acquisition. The result has been an enormous surge in demand for employees in the Mining, Mineral and Energy sector overall.

Last year's feature was the private equity takeover, but with the rising interest rate over the last 12 months we have seen this once prolific M&A activity return to traditional levels. With money more expensive to borrow, the rate of return for acquisition specialists has decreased and resources are now being directed to other ventures.

The labour market is the key economic indicator for the recruitment sector and it is in this area that we can begin to see the main problem facing the industry throughout the next 12 months. The unemployment rate fell to a historically low level of 4.5% in the March quarter, whilst the participation rate is at a near record of 64.8%. In the last decade the Australian economy has produced no less than 2 million extra jobs. In short, the economy is performing so well that we are experiencing real problems finding staff to fill all the vacancies we have. At the top level, where employers require candidates with professional qualifications, industry experience and specialist skills, the problems are exacerbated by the inherent scarcity of these resources to begin with.

For employees, this has led not only to increasing salaries, but also changes in corporate culture, as companies become more sensitive to both the acquisition and retention of their staff. For employers, the lack of qualified employees has led to increased waiting periods in filling key positions and increased pressure on wage levels overall.

The key challenge for the industry throughout the next 12 months and indeed for several years beyond that, will be finding ways of attaining and retaining the employees needed in reasonable time frames without experiencing exorbitant salary growth. In this environment the value of working with a recruitment partner who understands the market intimately has never been more apparent.

" Between **strong** business growth and a high performing dollar, companies remain **confident** in the Australian economy and are investing at an **impressive rate** "

## Banking & Finance

### Demand Drivers



Strong growth in the banking sector has been a result of exceptional long term profits driving substantial investment in large scale infrastructure and systems projects. In some quarters reverberations from the sub-prime loans scandal have slowed recruitment as businesses assess their processes and liabilities. For the most part however, it is a time of real growth for the Australian Banking sector.

There are currently plenty of opportunities for candidates in the \$100,000 - \$200,000 space, with significant demand for Business Analysts with banking product knowledge. Candidates with niche skills in areas such as Equity Trading are particularly well placed to reap the benefits of the strong market, and we have seen salary increases upward of 15% for candidates with these skill sets.

There continues to be strong demand for Technical Support Analysts especially in the derivatives space, whilst the demand for candidates with system and product knowledge around the Futures and Options trading systems and FIX, is driving substantial wages growth in this area.

Java remains the dominant technology within Investment Banks and we have seen a demand for core java developers with J2SE Server Side skills. Projects utilising J2EE and C++ for trade flow systems design have increased, with a concerted business effort to retain development capabilities within Australia.

“ It is a time of real growth for the Australian Banking sector ”

## BANKING &amp; FINANCIAL SERVICES SALARY TABLE

State Experience Base Salary	NSW 1-2 years \$'000	NSW 3 years+ \$'000	VIC 1-2 years \$'000	VIC 3 years+ \$'000	NSW Average Hrly Contract	VIC Rates Contract
<b>Development, Design &amp; Architecture</b>						
Analyst Programmer – Mainframe	55-65	75-85	45-55	55-65	45-65	40-50
Analyst Programmer – Client Server Technologies	60-85	65-85	50-65	65-80	60-80	45-60
Analyst Programmer – Web Technologies	60-70	65-80	50-65	65-85	50-70	45-70
Lead Analyst Programmer	60-80	80-100	60-70	70-85	60-80	50-70
Systems Analyst	60-75	70-90	55-65	65-70	50-70	50-65
Technical Writer	70-80	55-75	45-55	55-70	60-75	45-55
Enterprise Architect	110-140	120-150	90-110	110-140	80-110	70-115
Architect – Applications, Solutions, Systems, Data	110-140	130-150	90-110	110-140	80-110	70-115
Application Development Manager	110-140	130-150	90-110	110-140	80-100	70-90
<b>Testing</b>						
Test Analyst	60-75	70-80	50-65	65-75	50-70	45-60
Test Team Leader	70-90	80-110	70-85	80-85	60-70	45-65
Test Manager	90-115	90-120	80-100	90-110	70-90	50-75
<b>Database Management</b>						
Database Administrator	60-80	70-100	50-70	70-90	60-80	50-70
Data Analyst	50-65	60-75	50-65	60-70	40-55	40-55
Database Designer	65-75	80-100	65-75	55-70	45-75	45-60
Data Warehousing/Modelling Specialist	70-90	100-120	65-80	80-110	80-120	55-70
<b>Infrastructure/Network</b>						
Network Support – 1st/2nd Level	45-55	55-75	45-55	55-70	35-45	35-50
Network Engineer	50-60	70-85	50-60	60-75	40-50	40-55
Network Architect	70-85	85-120	70-85	85-110	70-90	55-70
Communications Engineer – Voice & Data	65-75	75-95	65-75	75-90	40-50	50-65
Security Analyst/Consultant	70-85	85-120	70-85	85-100	50-100	60-85
Network Team Leader	70-85	85-120	70-85	85-100	60-90	60-85
Infrastructure/Network Manager	80-90	90-130	80-90	90-115	70-90	65-90
<b>Project &amp; General Management</b>						
Project Co-ordinator	40-60	55-70	45-55	55-70	30-50	40-55
Project Manager	80-110	110-140	90-110	110-140	60-120	70-100
Program Manager	130-150	160-200	130-150	160-200	100-150	120-150
Business Analyst	70-80	80-110	50-75	70-95	65-85	60-75
Senior Business Analyst	90-100	100-115	90-100	100-115	75-95	65-80
IT Manager	80-100	100-125	85-100	100-125	80-150	80-100
IT Director/CIO	120-140	165-220	140-165	165-220	100-200	150-200
<b>Support/Administration</b>						
1st Level Helpdesk Analyst	40-45	50-60	40-50	45-55	25-40	30-40
2nd Level Desktop Support Analyst	50-70	60-80	45-55	50-60	30-45	35-45
3rd Level Support Analyst	60-70	70-80	50-60	55-70	50-65	45-55
Unix Administrator	70-80	80-100	55-70	70-85	60-80	45-60
Network Administrator	70-80	90-100	55-70	70-85	60-80	45-60
Helpdesk Team Leader	70-80	75-85	55-65	65-75	60-80	50-60
Helpdesk Manager	75-85	85-95	70-80	75-85	60-80	55-65
Dealing Room Support	65-75	70-90	60-75	75-85	50-70	55-70

## Commerce & Industry Demand Drivers



It is a busy time in the Commerce & Industry space, with a large number of projects initiated and a general shortage of skilled candidates right across the board. Commercial clients in the Energy, Construction & Mining and Media areas are all proactively targeting Business Analysts and Project Managers. Desktop and Solutions Architects are also highly valued in the current market.

The changes in compliance legislation witnessed over the last few years have driven growth in demand for document management projects focusing on data management and retrieval. Large penalties for non-compliance have urged companies to employ professionals with business intelligence and data warehousing skills to create these complex databases.

A highly engaged and somewhat competitive approach to attaining talent has allowed a number of clients in this sector to compete for candidates more effectively than some of their counterparts in the Vendor or Government space. The downside to this approach is the creation of a bidding culture that ultimately is the driver of salary inflation. A flexible approach to sourcing has resulted in an increase in the number of sponsorships for overseas candidates, and a growing willingness to take on applicants who may need retraining in IT skills.

“ A flexible approach to sourcing has resulted in an increase in the number of sponsorships for overseas candidates ”

COMMERCE & INDUSTRY SALARY TABLE							
State	NSW	NSW	VIC	VIC	NSW	VIC	
Experience	1-2 years	3 years+	1-2 years	3 years+	Average Hrly Rates	Contract	
Base Salary	\$'000	\$'000	\$'000	\$'000	Contract	Contract	
<b>Development, Design &amp; Architecture</b>							
Analyst Programmer – Mainframe	60-75	80-100	55-70	72-90	45-65	45-65	
Analyst Programmer – Client Server Technologies	75-85	90-120	70-80	81-110	50-90	50-80	
Analyst Programmer – Web Technologies	75-90	90-120	70-80	81-110	45-90	45-75	
Lead Analyst Programmer	NA	110-130	NA	100-125	80-100	70-90	
Systems Analyst	65-80	90-130	60-70	81-110	60-90	45-80	
Technical Writer	75-85	90-115	70-80	81-100	50-80	45-70	
Enterprise Architect	140-150	150-200	125-140	135-171	90-120	80-120	
Architect – Applications, Solutions, Systems, Data	110-130	130-170	100-120	120-155	80-125	80-125	
Application Development Manager	110-130	140-180	100-120	125-165	90-125	90-125	
<b>Testing</b>							
Test Analyst	60-70	80-90	55-63	70-81	45-90	40-70	
Test Team Leader	80-90	90-110	70-90	80-95	70-100	62-90	
Test Manager	100-110	120-150	90-105	105-130	80-125	75-100	
<b>Database Management</b>							
Database Administrator	70-85	90-140	65-80	80-120	40-90	30-70	
Data Analyst	70-85	85-100	65-80	80-100	25-50	25-50	
Database Designer	80-90	100-120	70-80	85-110	40-80	40-80	
Data Warehousing/Modelling Specialist	80-100	100-130	80-100	100-130	50-100	50-100	
Data Architect	NA	100-140	NA	100-130	70-100	70-95	
<b>Infrastructure/Network</b>							
Network Support – 1st/2nd Level	45-65	70-80	40-60	60-75	20-35	20-35	
Network Engineer	70-90	90-110	67-85	85-100	35-80	40-75	
Network Architect	100-110	130-160	100-110	120-155	80-125	80-130	
Communications Engineer – Voice & Data	80-90	90-115	75-90	80-105	35-80	35-75	
Security Analyst/Consultant	80-90	90-125	75-90	80-105	40-125	40-100	
Network Team Leader	80-90	100-130	75-90	90-125	60-80	60-80	
Infrastructure/Network Manager	100-120	130-170	100-125	125-160	70-100	80-100	
Storage Administrator/Consultant	50-65	70-130	40-55	70-130	50-110	50-110	
<b>Project &amp; General Management</b>							
Project Co-ordinator	50-65	70-80	45-60	65-80	30-70	30-65	
Project Manager	90-120	120-140	90-120	100-140	70-125	70-120	
Program Manager	130-140	150-200	130-140	140-180	100-150	100-145	
Business Analyst	80-95	95-115	70-85	70-110	60-90	50-80	
Senior Business Analyst	110-130	130-145	110-120	130-140	70-100	65-90	
E-Business Manager	70-90	90-120	70-90	90-115	65-85	60-80	
IT Manager	110-130	130-200	100-110	120-180	60-100	60-100	
IT Director/CIO	150-170	200-300	140-160	180-260	120-200	100-170	
<b>Operations</b>							
Operator	35-45	45-60	35-45	40-55	20-30	20-30	
Operations Team Leader	60-70	70-80	50-65	55-70	40-50	40-50	
Operations Manager	70-80	80-110	55-65	60-85	50-70	50-65	
<b>Support/Administration</b>							
1st Level Helpdesk Analyst	35-45	50-60	30-40	40-50	20-30	20-30	
2nd Level Desktop Support Analyst	55-65	65-85	55-60	65-75	30-70	25-35	
3rd Level Support Analyst	70-90	90-120	70-90	90-110	40-70	35-65	
ERP Support Analyst	45-65	65-100	45-65	65-100	30-60	30-60	
Unix Administrator	75-85	90-120	75-85	90-120	50-100	40-90	
Network Administrator	65-75	75-95	65-75	75-85	40-90	40-90	
Helpdesk Team Leader	65-85	80-90	65-85	80-90	40-50	40-50	
Helpdesk Manager	80-90	90-100	80-90	80-100	50-60	50-60	

## Vendor/IT&T Demand Drivers



There is currently a high degree of activity in the Vendor market. This is being driven by consolidation within the industry, as large companies increase their market share and diversify their product offerings by the acquisition of complimentary businesses. Strong profit returns have allowed companies to acquire smaller businesses, particularly in the security management, data storage and archiving fields in order to round out their product catalogues.

Storage has been a strong growth area with a renewed focus on business continuity, data recovery and data management. Security related skills are also at a premium, driving demand for technical Network and Security Engineers across the board. Application Developers, particularly Java and .NET continue to be popular and the need for pre and post sales professionals also remains steady.

Currently the highest demand is for junior to mid level professionals to populate project teams rather than senior leadership opportunities. There is a high reliance on permanent resources, with contractors being used as something of a last resort for those mission critical circumstances.

“ Application Developers,  
particularly Java and .NET  
continue to be popular ”

## VENDOR SALARY TABLE

State Experience Base Salary	NSW 1-2 years \$'000	NSW 3 years+ \$'000	VIC 1-2 years \$'000	VIC 3 years+ \$'000	Average Hrly Rates Contract
<b>Development, Design Et Architecture</b>					
Analyst Programmer – Mainframe	65-75	85-100	54-68	72-90	45-65
Analyst Programmer – Client Server Technologies	75-85	90-120	68-81	81-110	50-85
Analyst Programmer – Web Technologies	75-85	90-120	68-85	85-110	45-80
Lead Analyst Programmer	NA	110-130	NA	110-130	70-90
System Analyst	65-80	90-120	57-75	80-110	60-90
Technical Writer	75-85	90-115	65-75	80-110	50-80
Enterprise Architect	140-150	150-190	125-135	135-175	80-120
Architect – Applications, Solutions, Systems, Data	110-130	130-180	100-120	125-165	80-125
Application Development Manager	110-130	140-180	100-120	125-170	90-125
<b>Testing</b>					
Test Analyst	65-75	85-95	65-75	75-90	45-80
Test Team Leader	85-100	100-110	70-85	90-105	70-90
Test Manager	90-105	120-140	90-105	110-125	80-100
<b>Database Management</b>					
Database Administrator	70-85	90-140	65-80	80-120	40-80
Data Analyst	70-85	85-100	65-80	80-100	25-45
Database Designer	80-90	100-120	70-80	85-110	40-80
Data Warehousing/Modelling Specialist	80-100	100-130	80-100	100-130	50-100
Data Architect	NA	100-160	NA	100-140	70-100
<b>Infrastructure/Network</b>					
Network Support – 1st/2nd Level	45-65	70-80	40-60	60-75	20-35
Network Engineer	70-90	90-120	67-85	86-100	35-80
Network Architect	100-110	130-160	100-110	120-155	80-125
Communications Engineer – Voice Et Data	80-90	90-115	75-85	85-110	35-80
Security Analyst/Consultant	80-90	90-115	76-88	80-105	40-125
Network Team Leader	80-90	100-130	75-85	90-125	60-80
Infrastructure/Network Manager	100-120	130-170	100-125	125-160	70-100
Pre-sales/Post-sales	100-130	130-160	100-130	130-160	70-110
<b>Project Et General Management</b>					
Project Co-ordinator	50-65	70-80	45-60	65-80	30-70
Project Manager	90-120	120-140	90-120	120-140	70-125
Program Manager	130-140	150-200	130-140	140-180	100-150
Business Analyst	80-95	95-130	75-95	95-120	50-80
Senior Business Analyst	110-130	130-145	110-120	130-140	70-100
IT Manager	130-150	150-200	120-140	140-180	60-100
IT Director/CIO	150-165	200-300	140-160	200-300	100-200
<b>Support/Administration</b>					
1st Level Helpdesk Analyst	30-45	45-55	30-45	45-55	20-30
2nd Level Desktop Support Analyst	55-65	65-75	55-60	65-75	25-35
3rd Level Support Analyst	70-90	90-110	70-90	90-110	35-65
Network Administrator	65-75	75-95	65-75	75-85	40-90
Unix Administrator	75-85	90-120	75-85	90-120	40-90
Helpdesk Team Leader	65-85	80-90	65-85	80-90	40-50
Helpdesk Manager	80-90	90-110	80-90	85-100	50-60

## Government Demand Drivers



The Government sector has remained buoyant over the last 12 months, with increased demand for infrastructure, IT security and storage specialists. Analysts remain highly sought after, as do Testers, Helpdesk Personnel, and Network Staff at all levels.

Large scale project initiatives in a number of Federal Government departments have continued to drive demand in both Sydney and Canberra. Each week, Intermedium (<http://intermedium.e-newsletter.com.au>) analyses all ICT contracts as reported by all federal government reporting agencies and as published in AusTender. Of the current contracts, Dell was successful with a \$2.6m contract for PCs at IPA. Both AFP (\$2.6m) and DEW (\$1.8m) reported contracts with Telstra, while DIAC reported a contract with Data #3 (\$2.1m).

Whilst this sector has become more competitive with its salary levels in recent years, inflexibility with wage structuring does mean that Government departments are less capable of responding quickly to market changes than their commercial counterparts. However with their highly flexible, family friendly workplace policies, this sector remains more than capable of competing for high level talent by offering non-cash benefits.

With the federal election one week away at the time of writing and both parties in full flight, it is certain ICT will still play a leading role in the direction of the successful party and the economy as a whole.

“ This sector remains more than capable of competing for high level talent by offering non-cash benefits ”

## GOVERNMENT SALARY TABLE

	Average Hrly Rates Contract
<b>Development, Design Et Architecture</b>	
Analyst Programmer – Mainframe	40-65
Analyst Programmer – Client Server Technologies	55-75
Analyst Programmer – Web Technologies	50-70
Lead Analyst Programmer	65-85
System Analyst	50-70
Technical Writer	45-65
Enterprise Architect	60-95
Architect – Applications, Solutions, Systems, Data	60-105
Application Development Manager	60-105
<b>Testing</b>	
Test Analyst	40-60
Test Team Leader	55-75
Test Manager	60-90
<b>Database Management</b>	
Database Administrator	55-85
Data Analyst	30-50
Database Designer	45-75
Data Warehousing/Modelling Specialist	70-115
Data Architect	65-105
<b>Infrastructure/Network</b>	
Network Support – 1st/2nd Level	40-55
Network Engineer	55-75
Network Architect	60-85
Communications Engineer – Voice Et Data	50-75
Security Analyst/Consultant	55-90
Network Team Leader	55-75
Infrastructure/Network Manager	60-80
Pre-sales/Post-sales	NA
<b>Project Et General Management</b>	
Project Co-ordinator	30-55
Project Manager	65-95
Program Manager	75-115
Business Analyst	55-75
Senior Business Analyst	70-85
IT Manager	70-115
IT Director/CIO	90-150
<b>Support/Administration</b>	
1st Level Helpdesk Analyst	20-30
2nd Level Desktop Support Analyst	25-40
3rd Level Support Analyst	35-50
Network Administrator	50-70
Unix Administrator	50-75
Helpdesk Team Leader	35-50
Helpdesk Manager	40-60

## Supply Drivers



“University participation rates have increased overall by about 7%, however IT enrolments have declined”

### The overseas candidate transactional deficit

The flow of candidates to and from Australia continues to play a key role in the overall supply levels in the Australian recruitment market. We continue to see good levels of candidates in the \$50,000 - \$80,000 space arriving from England, Ireland and Scotland for periods of two to four years providing the Technology market with a valuable pool of resources, especially in the contracting market.

Balanced against that is the significant amount of Australians who are being lured to the UK through long term visas, ancestry visas or sponsorships for longer term positions. With the pound performing so well it can be difficult for Australian companies to compete for candidates on salary levels. Given there are so many opportunities for top level candidates in the UK it is not uncommon for Australian ex-pats to stay for much longer periods – often up to ten years – before returning home to raise a family, or for other personal reasons.

This results in a transactional deficit for Australia in the international flow of candidates. Generally speaking the candidates who come to this country looking for work tend to stay for a much lesser period than the candidates who leave in search of more profitable opportunities. By and large, these candidates represent the cream of our candidate crop. Australians, who leave to take longer term international positions range between 25-35 years old, often have professional qualifications, are good communicators and have industry experience. In short, they are exactly the kind of people our own burgeoning markets are crying out for.

This deficit is a matter that needs to be addressed by corporations, the Government and industry associations who need to work together to make the return to Australia more attractive to ex-patriots.

### Visa and sponsorship applications

Recent changes to the 457 visa legislation designed to tighten the intake of temporary skilled migrants appears to be exacerbating the already critical shortages in the Technology industry. Labour hire firms must now use a labour agreement to sponsor these workers, adding what many believe to be another onerous layer of administration to an already onerous administrative process. This remains one of the more contentious issues in the relationship between Recruiters and the Government, and will be one of the key priorities for ITCRA and other industry associations throughout the next 12 months. There is also a push to have the 417 (Working Holiday) visas increased from their current 12 month duration to a minimum of two years, as well as the relaxation of employer restrictions within that period (currently an employee cannot stay with the one employer for a period longer than six months).

### Advances in technology

A major factor in the ongoing internationalisation of the technology recruitment market is the advances that are being made in Communications Technology. With the availability of reliable, high quality video conferencing services, employers are able to begin preliminary interviews with candidates from a range of backgrounds in a number of countries. The better our telecommunications infrastructure gets, the smaller the world becomes.

## The Skillsmatch Program

One of the key initiatives to measure the effects of the skills shortage this year has been the creation of the Skills Match Program – a joint initiative between the Government and ITCRA (IT Contract and Recruitment Association). As an active member of the association Ambition has participated in this program which provides the industry with detailed analysis of supply and demand trends in the market.

The program involves the collation of data from the recruitment partners relating to the placement of candidates over a monthly period. This information is then compiled to produce reports on more than 40 ICT labour force indicators, including the number of placements made each month; placements by industry, occupation, gender and age; suitable candidates per placement; time-to-fill; length of contracts; job locations; and qualifications required.

This information will help the industry in the long term by allowing us to have a better understanding of the skills we need most urgently, allowing us to target market segments more effectively and by allowing us to identify emerging trends sooner.

## University admission rates

Recent studies have shown that during the 2002-2005 period university participation rates increased overall by about 7%, however IT enrolments have declined by up to 18% (Source: *The IT Education Bubble*, by Ian Dobson of Monash University's Centre for Population and Urban Research). Undergraduate enrolment fell by 23.6% from 57,596 to 44,022. Overall enrolment, including postgraduate, fell from 73,402 in 2002 to 59,819 in 2005, a drop of 18.5%. The Federal Department of Education, Science and Training figures for 2006 show the drop is accelerating; last year there were 9,000 fewer IT enrolments than in 2005, a one-year fall of 18%. As domestic enrolments fell, so did completions; in a period when Australia's universities produced 12.3% more graduates, IT completions fell by 4.1%. Also of concern is the high proportion of international enrolments within these figures – it is believed international students made up to 48% of the IT enrolment in 2005 (from 40.5% in 2002). A high percentage of these students are destined to leave the country following the completion of their studies, further exacerbating the long term flow of newly qualified professionals into the IT industry.

The numbers paint a clear picture for the future of candidate supply in the country – declining admission rates leads to a lowering of entry standards, a decrease in the proportion of completions, and an increase in the amount of international students leaving the country after attaining their qualifications. We have the ability to reverse this position and both Industry and Government are targeting resources ensuring Australia really is the next wave.



“One of the key initiatives to measure the effects of the skill shortage this year has been the creation of the Skills Match Program”

## About Ambition Technology



In technology, our consultants specialise in four main industry sectors – Commerce and Industry, Banking and Finance, Government and Vendor/IT&T. They work as teams to assist individuals and companies to find the right match from post-graduate, to director and C level positions.

Our strengths are:

- In depth knowledge and expertise - we know about each discipline and market and how best to attract and retain the right individuals.
- Sourcing - we are well networked within our chosen disciplines and can quickly source and select the right people according to a specific job brief or on a watching brief basis.
- Selection - we select individuals using a thorough screening process.
- Client range - we work with a variety of organisations in the corporate, government and financial services sectors from small private companies to large public groups and multi nationals.
- International network - we have offices in Sydney, Melbourne, Brisbane, Parramatta, Hong Kong and Singapore, as well as partners in the UK, Ireland and New Zealand.

You can visit us on the web at [www.ambition.com.au](http://www.ambition.com.au)

### Permanent and Contract positions recruited:

- Help Desk/Support Specialists
- Developers/Software Engineers
- ERP/CRM Specialists
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- Telecommunications Engineers
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