

# ROBERT WALTERS TECHNOLOGY MARKET UPDATE

## QUARTER TWO 2008

### MARKET OVERVIEW

Overall, recruitment activity remained healthy in quarter two, despite some uncertainty in the financial services sector. In fact, a cooling economy is not necessarily bad news for the IT department and whilst larger projects take longer to sign off, most companies recognise that successful technology implementations help them prepare for tougher times, offering significant benefits in terms of greater efficiency and process automation. In addition, some organisations are looking to take advantage of difficulties in their sector by aggressively expanding, taking market share from their more defensive competitors.

Whilst hiring activity since the Christmas period to the end of quarter one picked up at a slower pace compared to 2007, the market remained busy and this combined with a general perception amongst candidates that it is not a good time to move, meant that organisations still faced a very competitive market when attracting and retaining the best permanent candidates.

Also, while rates have softened in some areas, for example salaries at the more junior end of support roles are still under pressure from outsourced deals, this trend is slowing compared to recent years as clients realise the importance of in-house support, both from a service perspective, and the need to develop their own staff long-term. The tendency towards increased use of contractors during uncertain times meant demand for these candidates remained stable compared to last year.

#### Roles in Demand

Within financial services, the greatest increase in demand has been for candidates with relevant business exposure – in the current environment that meant those with risk, compliance, information security and anti-fraud knowledge commanded a premium.

Within commerce and industry, clients have been more flexible in looking at candidates from different industry backgrounds, prioritising technical skills. As increasing numbers of companies look to develop their business through online channels, we saw a greater demand for people with Web 2.0 skills and web analytics expertise.

In addition, as part of a trend towards effective use of data, knowledge management and business intelligence candidates with these skill sets were in a strong position to negotiate higher compensation levels.

#### Development

Development is still the most sought-after skill set in the market, with clients looking for core development skills for projects to enhance their business. However, we saw salaries drop by around 2-5% with averages in the last 3 months of around £49k-£59k. Candidates have been more flexible as the choice of roles has decreased, and financial services clients are looking outside the industry for technical skills.

Most sought after skills in this sector are:

- 1) .net / c#
- 2) Java
- 3) C++

#### Databases

SQL Server is still leading the way in this sector with Oracle just behind. Salaries remained steady, with average salaries in the region of £46k-£50k

#### Infrastructure

Virtualisation is the main skill 'of the moment' with many companies opting to look at more efficient ways to manage their infrastructure. Also, due to more limited data centre space and power usage being a major concern, it has become even more vital to utilise these skill sets.

#### Project Management/Business Analysis

Demand has dropped slightly in this area, mainly due to cautiousness in the market. Although clients are still looking to improve their technology set up, it tended to be business critical projects which were signed off - as a result salaries have dropped slightly by around 3-4%.

Overall, there is a strong demand for quality candidates although many are being more selective of the companies they chose. Robert Walters recognises this and are continuing to understand organisations and candidate needs to ensure we attract and secure the best candidates for our clients in this marketplace.

### CONTACT US

To discuss the technology market, or your general recruitment needs, please contact:

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**Robert Walters** is a leading global recruitment consultancy, specialising in placing high calibre professionals into permanent, contract and temporary positions at all management levels. In the UK the Group specialises in the accounting, financing, banking, IT, legal, sales and marketing, human resources and support fields. Robert Walters' client base ranges across both multinational corporations and SMEs and covers all market sectors. We have an established network of offices across the UK and 36 offices across five continents.

# SALARY SURVEY

## FINANCIAL SERVICES

Role	Salary: Min-Max	Contract Rate
IT Directors and Senior Management	£75 - £180k	£700 - £1200
Programme Manager	£60 - £90k	£600 - £100
Project Manager	£50 - £70k	£450 - £650
Market Data Developer	£50 - £70k	£450 - £550
Market Data Business Analyst	£50 - £70k	£400 - £500
Information Security Architect	£50 - £70k	£400 - £600
Net Developer	£45 - £85k	£400 - £500
Market Data Engineer	£45 - £65k	£300 - £500
Java Developer	£40 - £80k	£400 - £500
DBA	£40 - £70k	£300 - £500
Business Analyst	£40 - £60k	£350 - £550
Market Data Administrator	£40 - £50k	£300 - £350
Oracle/SQL Developer	£35 - £65k	£300 - £500
VBA/Excel/Access Developer	£30 - £45k	£200 - £350
Trade Floor Support	£25 - £35k	£200 - £350
2nd Line Support Analyst	£25 - £30k	£150 - £300
1st Line Support Analyst	£20 - £30k	£150 - £200

# SALARY SURVEY

## COMMERCE AND INDUSTRY

Role	Salary: Min-Max	Contract Rate
IT Directors and Senior Management	£70 - £100k	£500 - £1000
Programme Manager	£60 - £80k	£600 - £850
Business Intelligence Architect	£80 - £90k	£500 - £600
User Experience Consultant	£60 - £80k	£350 - £450
Sharepoint Developer	£45 - £55k	£300 - £500
Project Manager	£40 - £70k	£450 - £550
SME IT Manager	£40 - £60k	£NA
.NET Developer	£40 - £60k	£350 - £450
Java Developer	£40 - £60k	£350 - £450
Datacentre and Storage Manager	£40 - £60k	£300 - £500
OLAP Developer	£40 - £50k	£300 - £450
DBA	£35 - £65k	£350 - £450
Network Analyst	£35 - £55k	£350 - £450
Oracle/SQL Developer	£30 - £60k	£300 - £400
Web Designer/Developer	£30 - £60k	£350 - £450
Infrastructure and Network Support	£25 - £45k	£100 - £180

## ROBERT WALTERS INITIATIVES

### Salary Survey 2008

Our 2008 survey provides a significant insight into recruitment trends and salary movements within the industry.

To request a copy, please call James Parker on 020 7509 8711

Alternatively, order a copy online at [www.robertwalters.com/salariesurveyrequest](http://www.robertwalters.com/salariesurveyrequest)

### Microsites

A microsite is a client branded mini website which is developed to promote multiple roles on a stand alone basis or in conjunction with print and/or online advertising campaigns. If you are looking to promote your brand, provide more detailed information on your organisation – it's culture, values and current live roles – to prospective candidates, a microsite would be the answer.

Robert Walters will manage, design and launch the microsite on behalf of the client and we will also provide additional online tools to complement and help drive traffic to the microsite for free.



For more information on microsites, please contact: James Parker on 020 7509 8711

### Referral Scheme

We are proud that 65% of our candidates come to us as a result of a referral, citing our excellent service levels. We offer incentives in the form of Virgin vouchers to promote and reward referrals.

### Delivering High Quality Candidates

Robert Walters continues to offer innovative and unique strategies for preparing candidates for face to face interviews. Typically candidates will come into Robert Walters head office to meet with their respective consultant to run through a mock interview. We aim to ensure that the candidate is made familiar with the nuances of the area or particular line manager that they may be meeting. Furthermore we aim to ensure that we meet the candidate as many times as possible before they interview to ensure a consistently high calibre of candidate. In addition we always encourage clients to give as detailed a brief on their roles as possible, so that consultants can ensure they present the role in the best possible light.

[www.robertwalters.co.uk](http://www.robertwalters.co.uk)

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