

Oakwell Hampton

Technology Hiring Report 2021





Well, we've all had a tumultuous year, but it looks like we are starting to see the light at the end of the tunnel. Congratulate yourself on making it through – it certainly hasn't been easy.

We've adapted to new ways of working, smaller teams, skills shortages, and reduced demand while trying to keep businesses running and people employed.

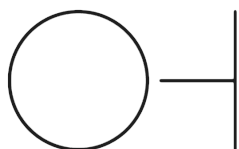
But let's not dwell on it, and instead look towards our brighter future.

We reached out to our network across London, Manchester, Amsterdam and Berlin, and surveyed technology professionals on a few of the most pressing topics.

As COVID-19 doesn't look like it's going away any time soon, it's crucial that you understand the landscape moving forward. We've done the hard work for you and put together this hiring report, which will arm you with the market insight you need to thrive.

Thanks,

The Oakwell Hampton team



2021 Performance

Even though many of us wanted 2020 to be over as quickly as possible, it wasn't clear that 2021 would be the resurgence that we hoped it would be.

Thankfully, we're happy to report that it seems that many tech companies have rebounded very well.



80%
Have been busier
compared to 2020

67%
Of organisations
performed better
than 2020

75%
Said their team has
grown in size in the
last 12 months

Good news all around. It's encouraging to find that performance is trending upwards, although it is important to note that some people still answered that their company was performing worse or equal to 2020, so it's not all sunshine and rainbows.

The beginning of 2020 saw a lot of lay-offs and redundancies, so it's unsurprising that teams have been building back up as demand has risen. It displays a level of confidence that there will continue to be enough work to support larger teams.

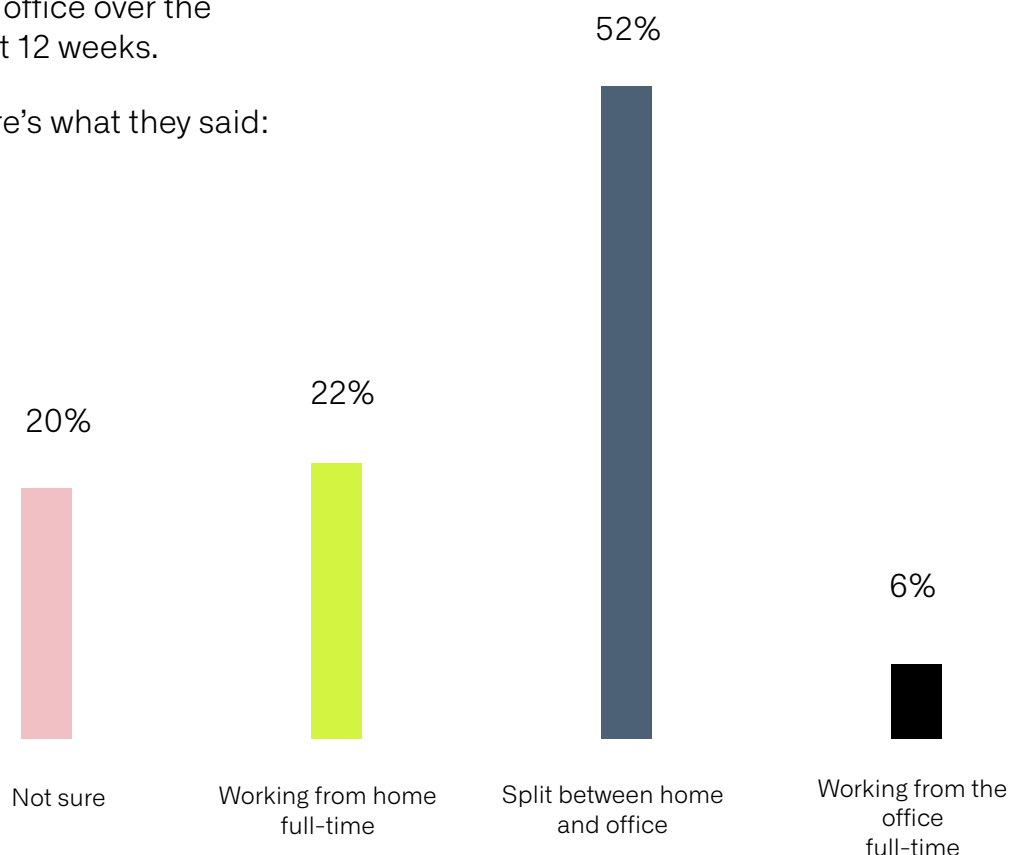
Overall, it looks like tech is making a comeback, though not everyone has returned to their pre-pandemic success just yet. We'll investigate companies' outlooks for next year later in this report, but first let's see the reaction to one of the biggest hiring trends of the year...

Flexible working

We have seen attitudes to flexible working change before our very eyes. What was once a rare perk became the standard once offices closed their doors. Time will tell how many employers continue this trend.

We asked people if they were returning to the office over the next 12 weeks.

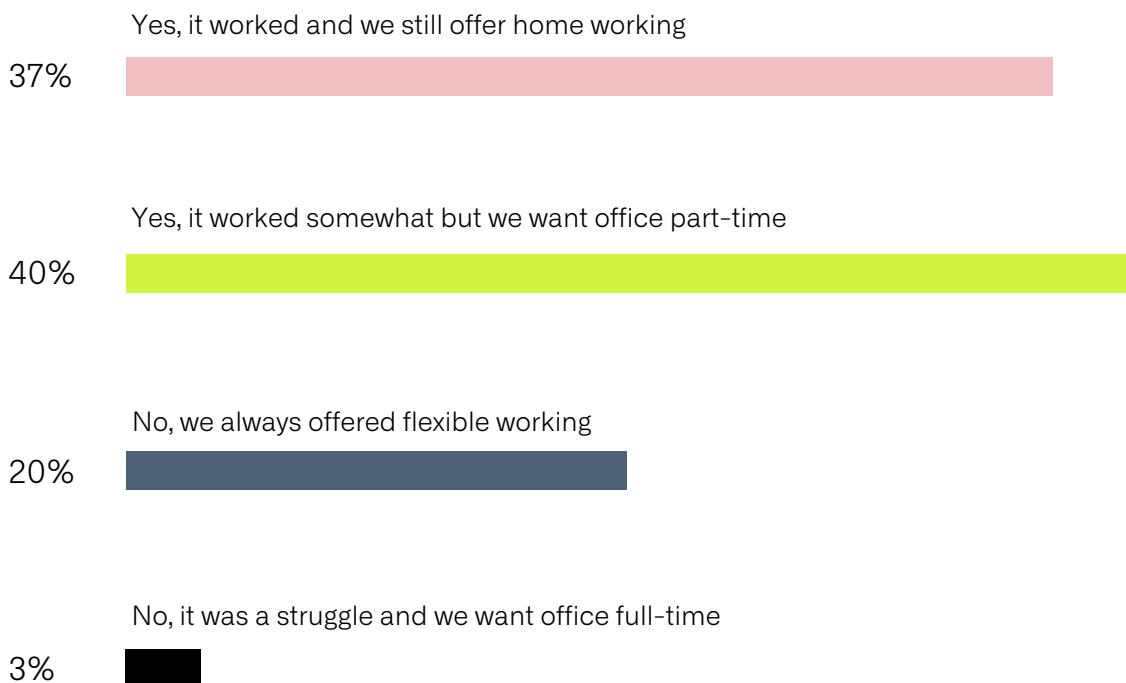
Here's what they said:



A fifth of people not knowing their company's short-term plans shows that they are very much still in a reactionary state. It could prove to be smart to wait and see how the pandemic develops. This coupled with the working from home group shows that workflow must not be too disrupted by remote working.

Interestingly, not many people reported a full return to the office. Does this imply a shift in mindset? Luckily, we asked that too...

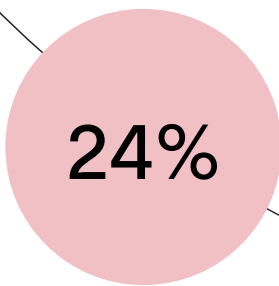
HAS THE PAST YEAR CHANGED YOUR LONG-TERM ATTITUDES TO FLEXIBLE WORKING?



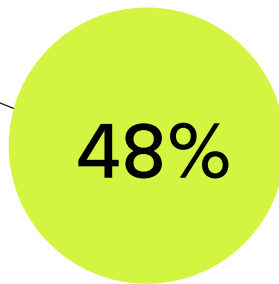
Our survey respondents have had a real shift in thinking, however many companies clearly see the value of having employees come into the office some of the time.

Many tech companies were ahead of the curve and already had a flexible working option, so it's good to see that viewpoint permeate throughout the industry.

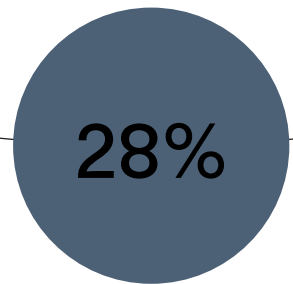
But how does this impact hiring decisions? Has the acceptance of flexible working broken down geographical barriers to talent?



Still want to hire locally



Would hire further away but close enough to come in regularly



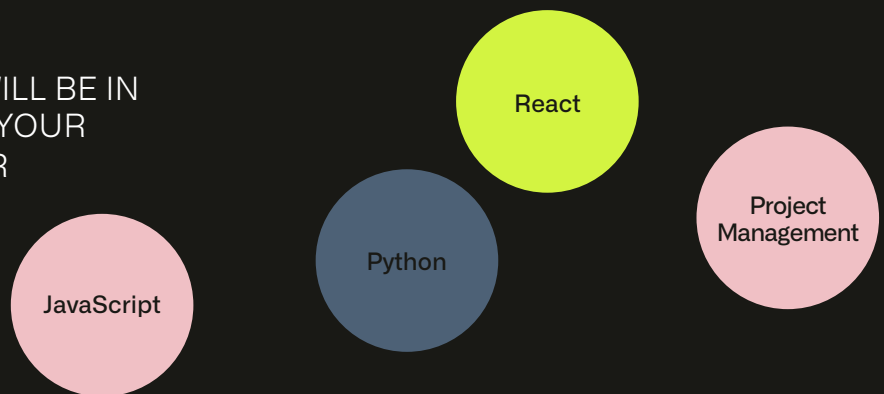
Would hire someone too far away to commute

As you can see, there is still some resistance to the idea of hiring someone who would be completely remote and not be able to come to the office, be it for meetings, training, or brainstorming sessions. Perhaps we will see this number increase as remote collaboration software improves, but for now it looks like most are reluctant.

What's in demand?

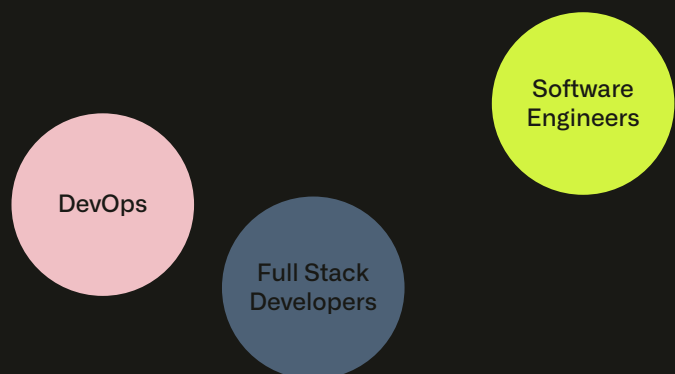
The technology industry is broad, and app development, web design or software engineering all require different skillsets. That being said, there were some that kept popping up in our survey answers.

WHAT SKILLS OR TECHNOLOGIES WILL BE IN HIGH DEMAND IN YOUR ORGANISATION OR INDUSTRY?



It is interesting that project management ranked highly amidst programming languages, it's likely that the influx in digital projects over the last year has highlighted gaps in management processes.

WHAT ROLES WILL BE IN HIGH DEMAND IN YOUR ORGANISATION OR INDUSTRY?



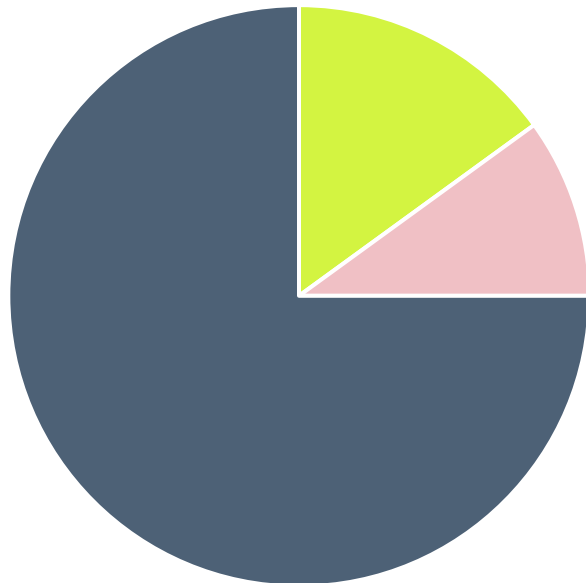
Unsurprisingly, the most in demand roles are in development. Although the pandemic brought a lot of challenges, it also vastly sped up the roadmaps for a lot of digital projects – old and new. With more businesses investing in upgrades and system changes, there's been a higher demand for Agile workers – particularly in DevOps.

What does the future hold?

We thought it was just as important to evaluate the changes of the past year as it is to look ahead and assess companies' confidence for the future. Even though we've seen performance boosts and growth, will it last?

WHAT'S YOUR HIRING STRATEGY OVER THE NEXT 12 WEEKS?

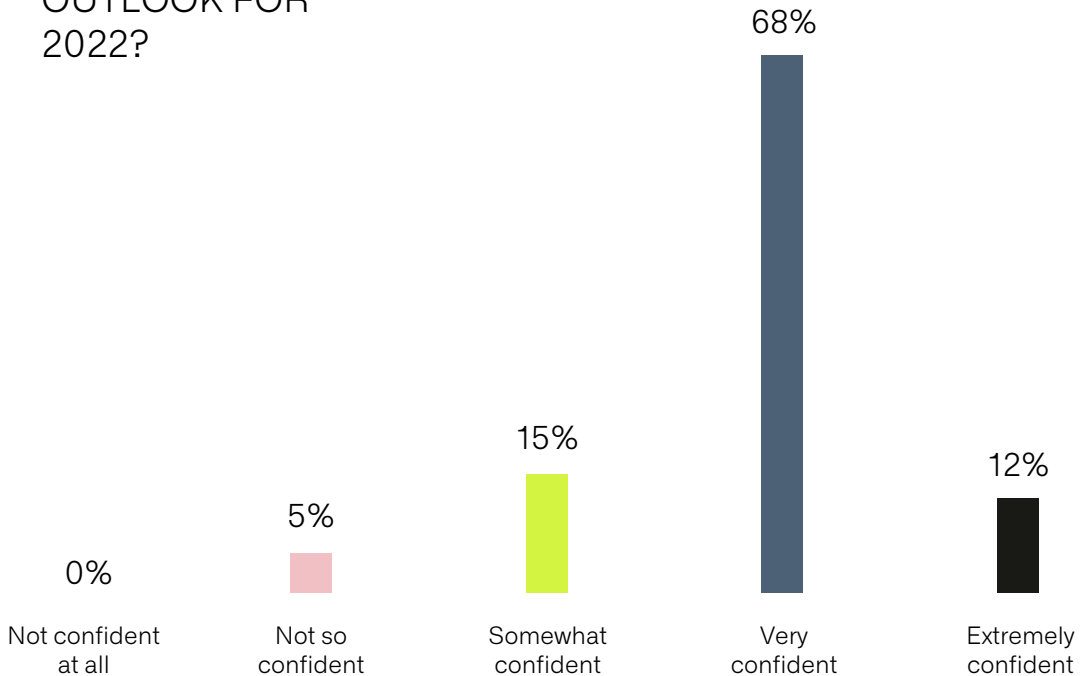
- 75% – Hiring soon
- 15% – Hiring freeze
- 10% – Hiring now



We found that the majority of our survey respondents are looking to hire in the near future. Although there is talk online surrounding “the great resignation”, it doesn’t mean there’s a surplus of candidates. The rise of remote or flexible working has meant there are more opportunities for highly skilled technology candidates in the market. With more companies after the same skillsets, it’s becoming increasingly important to ensure your brand stands out to candidates for the right reasons.

Although the beginning of the year was filled with uncertainty, there seems to be a lot of encouraging signs of growth and stability for many into 2022.

WHAT IS YOUR OUTLOOK FOR 2022?



Most people reported feeling very confident for the next year, which is music to our ears. It's been a tough year to work in tech but it's good to see the majority of participants are looking forward to the year ahead.

If you'd like to talk to our technology team about any of our findings, or would like help building your team in 2022, get in touch.



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