

SNAPSHOT

JOB MARKET CONDITIONS IN SOUTH EAST QUEENSLAND



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Executive Summary

This quarterly market snapshot report has been compiled by Abacus Human Capital Pty Ltd to better understand job market conditions for accounting and finance professionals in South East Queensland.

Data was gathered from survey results collected over a three-week period between May 1st, 2017 and May 20th, 2017. Participants consisted of candidates who were immediately available Accounting and Finance Professionals actively looking for work in South East Queensland as well as candidates employed in permanent roles and actively looking for new opportunities.

Many of you reading this report will have participated in the survey we conducted on this subject so I would like to thank you for doing so. We really value your input as it helps make snapshot reports like this one possible.

I hope the data we have gathered from our Job Market Conditions Survey can assist you to gain valuable insight into current market trends and conditions.

Steven Lane,

Director
Abacus Human Capital Pty Ltd.

What was your primary reason for leaving your last company?

The majority of respondents who were immediately available for the month of May 2017 indicated that Scope of Role was the primary motivation for leaving their previous organisation. This was closely followed by relocation and redundancy.

Of respondents who were in permanent positions, the key driver for wanting to leave their current role was Scope of Role, closely followed by Culture of the organisation. 2017 is shaping up to be a year of opportunity in Accounting and Finance recruitment where the ability to develop staff members' roles is emerging as a key driver in retaining talent.

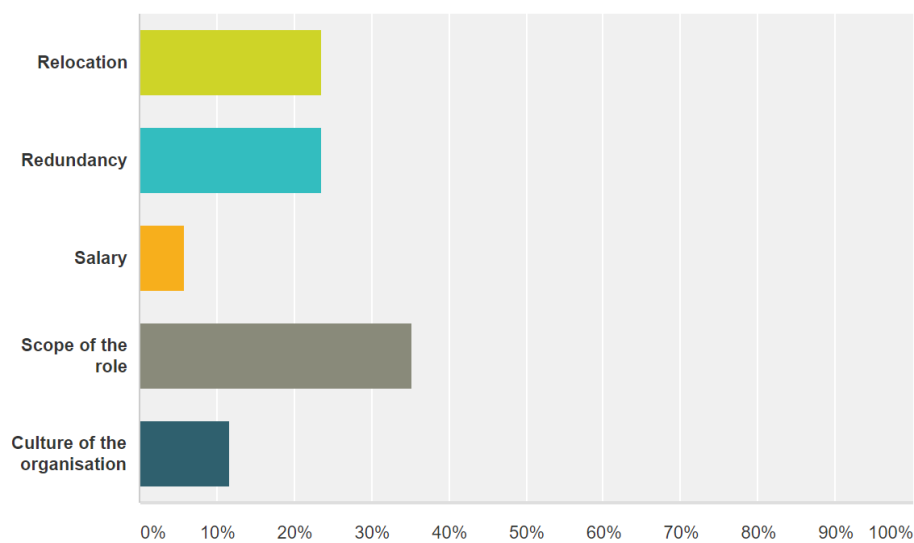


Figure 1. Key reasons respondents who are immediately available exited their previous organisation

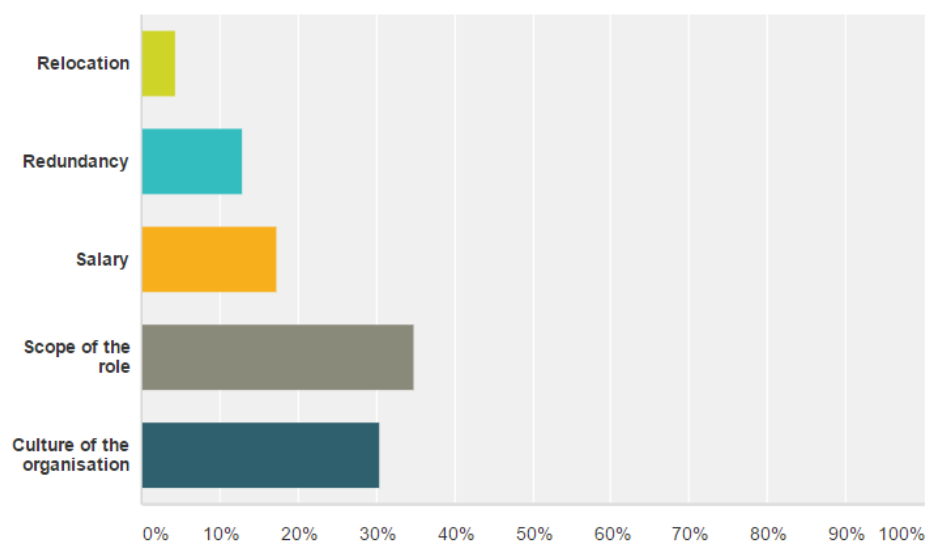


Figure 2. Key reasons respondents in permanent roles want to leave their current organisation

How long have you actively been searching for work?

The majority of immediately available respondents indicated they had been searching for a new role in Brisbane for over 2 months. Unsurprisingly, a higher percentage of respondents in permanent roles have typically been looking for new opportunities for longer.

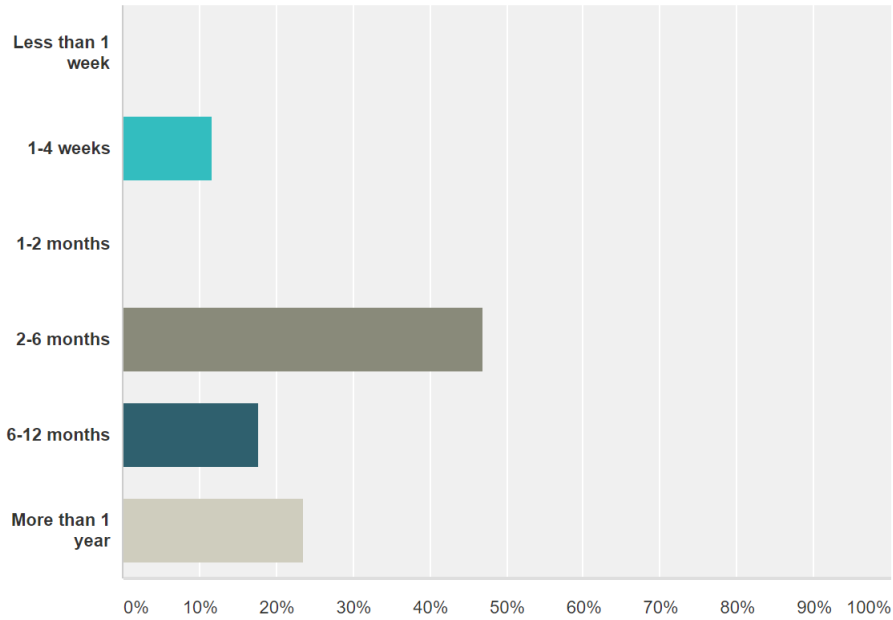


Figure 3. Active search period of immediately available candidates

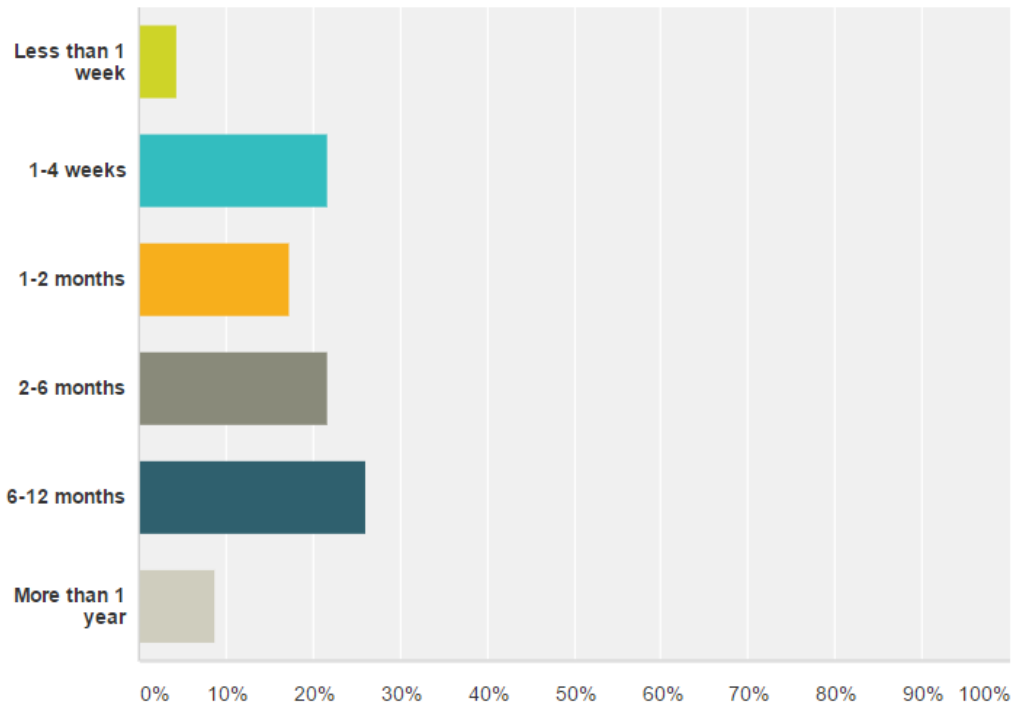


Figure 4. Active search period of candidates currently in permanent roles

Compared to the last time you looked for a job, do you think job market conditions are better, worse or about the same?

We asked this question to gauge candidate confidence in the market. The majority of respondents who are immediately available felt job market conditions in May 2017 have flattened somewhat with 58% indicating they felt market conditions are worse. Of the respondents who are still in permanent roles, 63% felt job market conditions are about the same as the last time they looked for work.

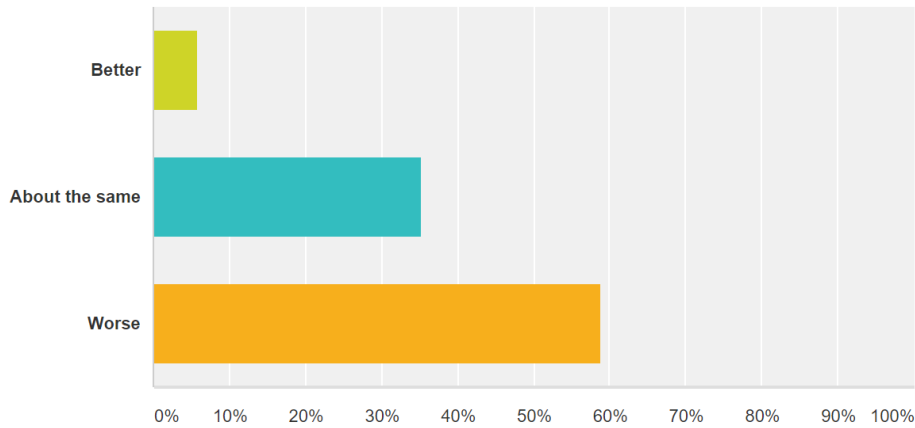


Figure 5. Job market confidence of immediately available respondents

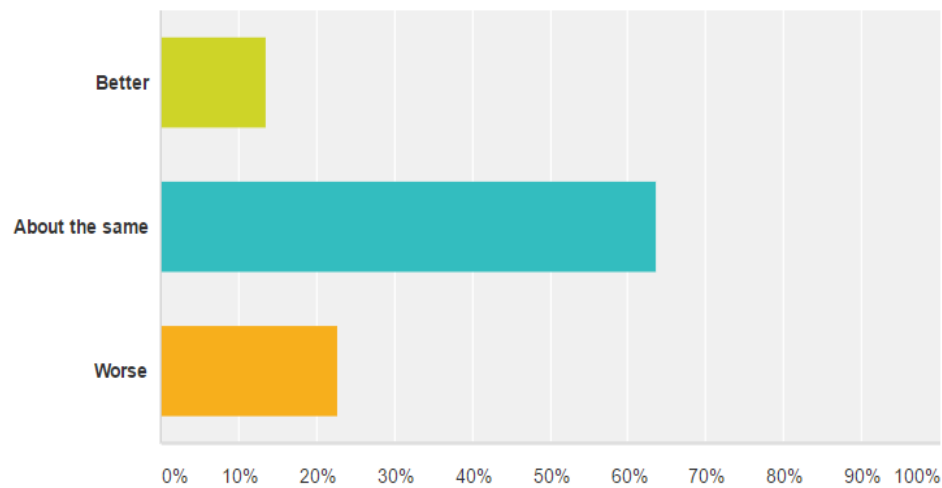


Figure 6. Job market confidence of respondents in permanent roles

What is your ideal salary?

In May 2017, we found there was a relatively even distribution of salary expectations across the board with the majority of respondents falling between the \$60,000 - \$80,000 range.

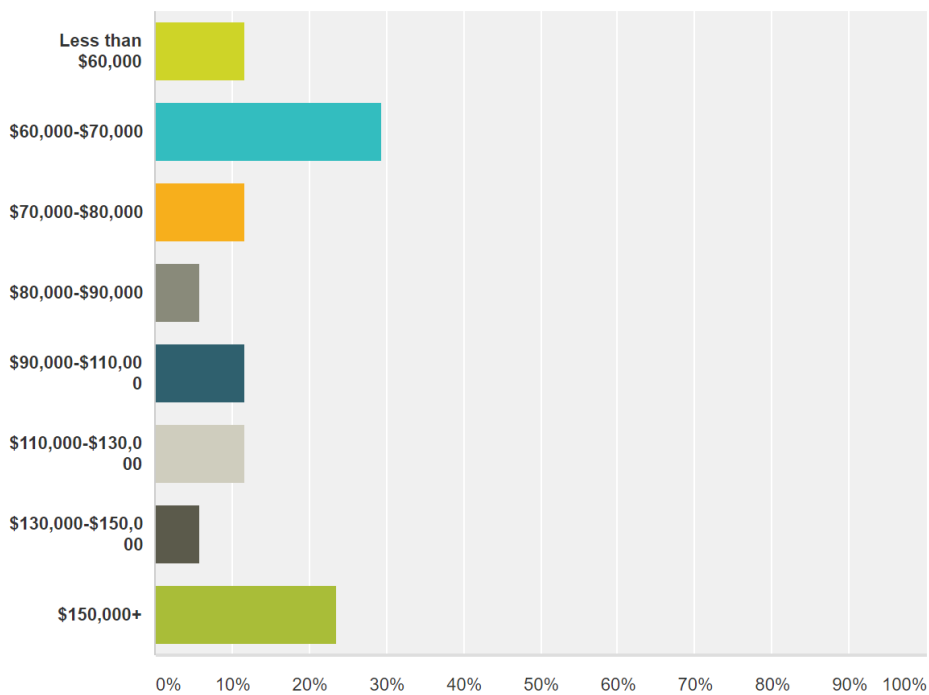


Figure 7. May 2017 salary expectations

In order of preference, what tactics do you feel are generating the most traction in your job search?

When we asked candidates in May to rank their tactics in order of preferences, both respondent groups indicated partnering with recruitment firms was their preferred tactic to secure roles. Applying to jobs and working through personal referrals were the next key tactics used.

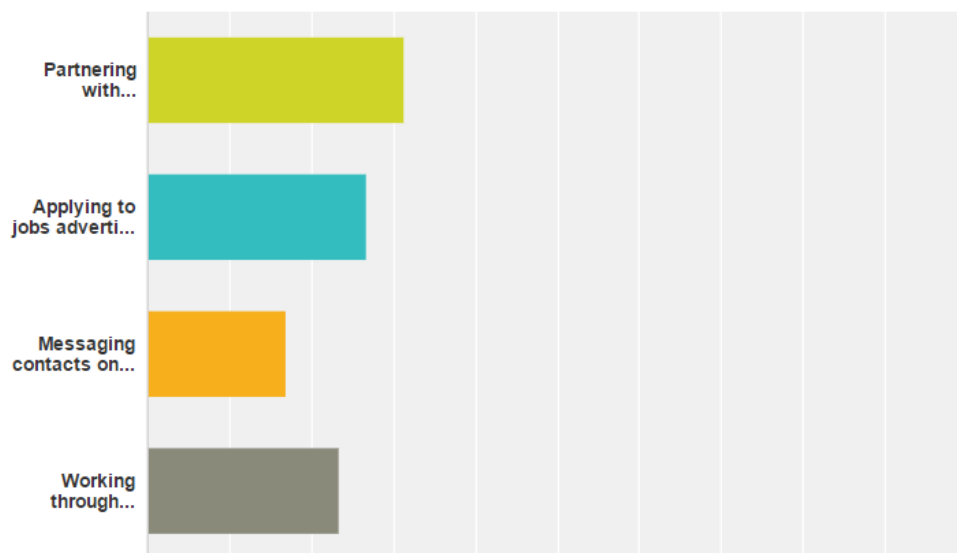


Figure 8. Job search tactics

May 2017 Trends

The average number of recruitment firms that respondents met with over a four-week period was 2.

The average number of jobs immediately available respondents had applied to in a four-week period was 17. Unsurprisingly this is higher than the respondents who are in permanent roles who responded to an average of 7 jobs over the same four-week period.

When we asked immediately available respondents how many company interviews they secured following their job applications, the average number of interviews was 1. This is a ratio of 17:1. Survey respondents in permanent roles also indicated an average of 1 company interview in the same four-week period. This is a ratio of 7:1.

Finally, when we asked respondents what they are most looking for in their next role, management style and scope of role were listed as the top two criteria for both survey groups closely followed by culture.