# EVOLUTION IT RECRUITMENT TRENDS 2018

## 5-minute briefing on IT Recruitment trends in Singapore

Evolution Recruitment Solutions is an award-winning executive search firm specialising in IT recruitment. Our candidate search capability involving our proprietary software lets you gain access to best-matched candidates in the market.

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In an ever-evolving market, knowledge is the best tool for attracting and retaining top performers. Drawing from years of experience in Singapore's IT recruitment landscape, Evolution consultants share insights on four current trends impacting the industry. Their insights help you separate the signals from the noise, so you can focus your investments in talents in the right places.

## Trend 1: "Singapore's tech talent market remains tight."

A 2016 survey by IMDA found that the demand for Infocomm professionals is expected to rise by more than 42,000 from 2017 to 2019, with the number of jobs in data analytics and cybersecurity forecasted to grow by 33,400. Highly skilled talents in data analytics, artificial intelligence and cybersecurity are in short supply and businesses were disappointed that the Singapore Budget 2018 did not address issues such as relaxing foreign manpower policies and retraining workers in tech skills.

**Chris Hopkins,**
Regional Director APAC

## Trend 2: "Companies now have to invest more in their EVP."

With a tight tech talent market, it is now more important for companies to focus on improving their employee value proposition (EVP). An increasing number of tech professionals are attracted more by benefits other than high salaries; hence, companies will have to make adjustments accordingly. These benefits include work/life balance, work challenges and opportunities, and the organisation's goals and mission.

**Jake Bridge,**
Client Solutions Director

## Trend 3: "Companies will have to work on their candidate experience."

A positive candidate experience increases the chance of a candidate accepting an offer later on. Companies can make a good impression on the candidate by improving their interview process so that they do not miss out on good talents. Providing timely interview feedback and maintaining good communication about the steps in the interview process are good ways for companies to show that they are keen on the candidate.

**Kaveri Joshi,**
Contract Solutions Manager

## Trend 4: "We are seeing more demand for female candidates for technical roles."

Diverse teams thrive because members come from unique backgrounds and bring different perspectives and professional experiences. Companies are increasingly recognising this and have made efforts to build more diverse teams, one of them is by hiring more women for technical roles.

**Genevieve Seah,**
Client Solutions Consultant

## How we help clients

We are committed to helping people and organisations realise their potential. With our deep knowledge and expertise in IT recruitment, you get access to best-matched candidates available in the market. With the best talents on your side, you gain the competitive advantage to bring your business forward.

**Contact us at (+65) 6511 4080 to find out more**

Working *with* you to create a great recruitment experience