

INFORMATION TECHNOLOGY INSIGHTS REPORT

2021

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Dublin, Limerick, Galway, Cork
Kilkenny, Kerry, Tipperary, Offaly, Cavan

Overview

Anyone who works in IT will be familiar with Moore's Law. That principle relates to the observation that the number of transistors in a microchip doubles every year. In recent times there have been some suggestions that the evolution supporting this truism may be coming to an end.

But maybe it's just been transferred to the growth in demand for IT staff instead?

Certainly that wouldn't be too far from FRS Recruitment's projections for IT recruitment in recent times. We forecast this year will be a year of growth across the IT sector, with most disciplines and sub sectors in IT requiring additional qualified personnel.

This has already been reflected in the record numbers of new IT clients FRS Recruitment has received during Q1 2021, with more and more businesses and organisations contacting us to help find them new staff.



It also matches with what happened in the IT sector last year, when areas like Software Development and testing saw a 100% increase in the number of active roles.

Overall, FRS Recruitment is projecting a bumper year for IT recruitment. Peak demand may have come during Q1, but we also expect extremely strong Q2 and Q3 periods – with open roles being significantly higher than the pre pandemic norm. Q4 is less certain, particularly as it is nearly impossible to forecast December at this time of year. However, the total year impact is still likely to be markedly improved.



Perhaps this shouldn't come as a surprise. IT has been one of the most pandemic and recession proof markets within recruitment, due to the expansion of the online space, coupled with the increased ability to work remotely from anywhere in the world.



The good news for candidates is that the growth in Ireland is likely be experienced countrywide. For example, we have seen more roles start to appear in Cork recently than we have witnessed at any point since 2015/2016.

This near universal demand is also being reflected in candidate attitudes to the market. Engagement from qualified candidates is dramatically up as confidence returns and fear of moving roles during a pandemic eases. We expect this trend to continue as comfort levels rise even further in the wake of the vaccine rollout and with the easing of restrictions.

Areas with Highest Demand



While the growth in opportunities is across the entire sector, like any market there are some areas which have even stronger demand than others. **Software Development** currently makes up 60% of our open roles, with FRS Recruitment recording a massive number of opportunities. Ireland is one of the biggest hubs for this talent in the world and we are seeing growth in this area year on year.

We also anticipate further demand for soft skills tech roles such as **Business Analysts, IT Support** and **Project Managers**. There were modest rises in the number of these positions available in 2020, but we're expecting that to double over the course of 2021.

Another area where we see really strong demand developing is in **Data, Data, Data**. Every company uses this discipline and every company constantly needs to resource it. We are forecasting a surge in roles during the Q2 and Q3 periods. Demand for data roles has been a constant since 2015 and we think this year there will be particular interest for positions of this nature within the areas of **Business Intelligence** and **Machine Learning**.

Gaming is further area of high demand. We expect to see more and more gaming roles being advertised over the course of 2021, with this area having grown exponentially during the course of the pandemic.



There will also be steady growth for **Artificial Intelligence** roles this year, more than would have been imagined a few years ago. A number of these positions seem to be tied to the gaming sector.

Support roles are also on the rise. This trend began in the second half of 2020 and we see this continuing as companies adjust their operations to supporting greater levels of remote working.

When it comes to the split between permanent and contract roles, we expect it will be approximately 90% permanent and 10% contract over the course of the year.

The market is more of a challenge for employers at present, particularly when it comes to finding the right talent. The competition is highly competitive and companies in IT usually end up in a battle for talent. The likelihood is that for the role you are advertising there will be five more companies seeking the exact same skillsets.

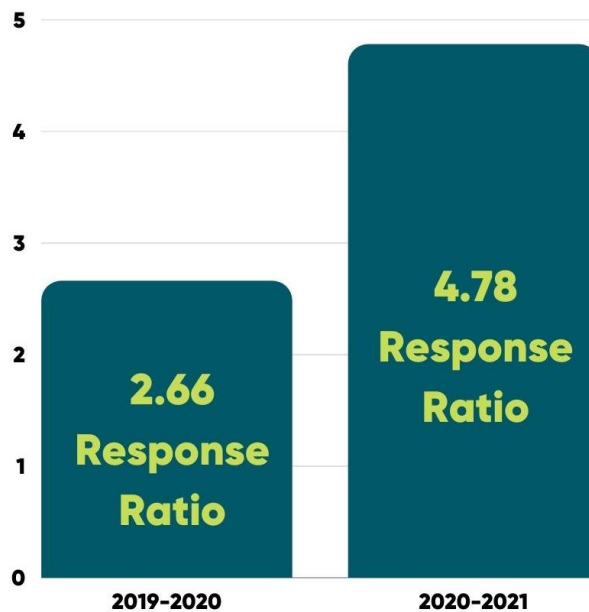
It is the ultimate candidate's market at present. Very rarely does an IT candidate have only one offer. The impact is that a lot of companies need to offer higher salaries than the initially expected budgets, a trend that is becoming the norm. Any company not offering health insurance, pension, remote working and bonuses would also be behind the curve.

Another important factor is pitching the role and the employer to the right candidates. IT people at heart are all about the tech and they want to be excited about working with the latest and greatest innovations. It can be a challenge for any company to secure qualified personnel if the role involves working with old/ outdated technology.

This overarching demand is also likely to see increased interest in foreign based staff. That is likely to progress further as the pandemic restrictions ease and it becomes more straightforward for people to travel between countries again.

All of these factors indicate why it is vital that companies have the right recruitment partners – partners who understand the market, can map out the competition, who know how to connect with candidates and emphasise the appeal of certain roles and certain employers over others.

Job advert Response ratio



Total Job Advert Responses



16% increase in responses from 2019- 2020

Salaries



Permanent

Top IT Recruited Skills & Salaries 2021	1+ years (Junior)	3+ years (Mid-level)	5+ years (Senior)
.NET Developer	€30 – 40k	€40-60k	€60k+
Java Developer	€28-40k	€40-55k	€55k+
Python Developer	€32-42k	€42-60k	€60k+
Business Analyst	€28-35k	€35-55k	€55k+
Project Manager	€35-45k	€45-65k	€65k+
Data Analyst	€25-30k	€30-65k	€55k+
IT Support (1 st Line)	€20-28k	€28-32k	€32k+
IT Support (2 nd line)	€24-30k	€30-35k	€35k+
Programme Manager	€35-50k	€50-70k	€70k
Business Intelligence Developer	€30-40k	€40-60k	€60k+

Contract (per day)



Top IT Recruited Skills & Salaries 2021	1+ years (Junior)	3+ years (Mid-level)	5+ years (Senior)
.NET Developer	€200+	€300+	€400+
Java Developer	€200+	€300+	€400+
Python Developer	€220+	€320+	€450+
Business Analyst	€150+	€300+	€400+
Project Manager	€250+	€350+	€450+
Data Analyst	€150+	€250+	€350+
IT Support (1 st Line)	€100+	€150+	€200+
IT Support (2 nd line)	€130+	€170	€220+
Programme Manager	€300+	€500+	€600+
Business Intelligence Developer	€200+	€300+	€400+

The IT Team at FRS Recruitment

We are one of Ireland's leading recruitment businesses with 10 offices nationwide in Dublin, Cork, Galway, Tipperary, Limerick, Kerry, Kilkenny, Offaly, Cavan and Roscommon. A 100% Irish business, FRS Recruitment is part of the FRS Network – the social enterprise co-operative. Further information is available on www.frsrecruitment.com

The FRS Recruitment IT Team has grown profoundly over the last two years with almost 90 years' combined recruitment experience across our team of 12 specialist IT Recruiters.

We are specialists in recruiting:

- Business Analysts
- Testers/QA
- Data Analysts/Data Scientists
- IT Support (All levels)
- Infrastructure & Security
- Database/Business Intelligence (Oracle/SQL Sever/SAP)
- Gaming

When you partner with FRS Recruitment, we assign specialist recruiters with an extensive knowledge of their IT vertical. Taking a specialist approach provides employers with real confidence, knowing that their FRS Recruiter is highly knowledgeable and well connected to the right candidates.

Our IT recruiters are fully trained in ensuring all standards for on boarding are fully met. Full support is provided to local and international candidates placed into jobs in Ireland, by providing expert work permit/visa advice when necessary and relocation services.

Looking to hire IT Professionals for your organisation? Email itteam@frsrecruitment.com

Meet the IT Team

 <p>Darragh O'Brien Head of IT</p>	 <p>Laura Guiney Client Relationship Manager</p>	 <p>Noelle Nagle Principal Recruitment Consultant</p>	 <p>Gavin MacRae IT Recruiter</p>
 <p>Niall O'Connor Team Lead</p>	 <p>John Bergin Principal Recruitment Consultant</p>	 <p>Aoife Conway Client Relationship Manager</p>	 <p>Noel Quirke Senior Recruitment Consultant</p>