client server
MARKET INTEL

Q4 2017

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TECHNOLOGY RECRUITMENT

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introduction

"Q4 concluded a record breaking 2017 for Client Server. As a business, we surpassed previous records for turnover, profit, biggest quarter and biggest month. Our reputation improved further with both new and established clients, securing number 1 status on multiple key client PSLs. On a personal note, I am also extremely proud of the fact that this year saw us help more candidates than ever secure new positions.

With regards to market conditions, the appetite for technical talent continues to grow. The recruitment industry continues to expand and will be worth in excess of £35 billion with the technical industry holding a significant market share. With clients finding it increasingly difficult to secure the most talented human capital, recruitment firms will play an ever more prevalent role in company growth and turnover.

We are embracing the challenges of the coming year and are looking forward to helping more candidates and clients achieve their goals in 2018."

Nick Boulton, Director

client server australia

Client Server has officially gone global!

2018 saw us open our first office in Sydney, led by Associate Director David Leadbitter, to connect companies with the technology talent they need to grow in Australia. Discover David's biography below:

"After nearly 5 years recruiting technologists and leading a team of talented recruitment consultants at Client Server in London, I now head up Client Server's Sydney branch.

I am proud of my consultative, personable and conscientious approach to recruitment. My technical recruitment experience includes software development, design and leadership roles in companies ranging from tech-centric start-ups to large financial institutions."

David Leadbitter, Associate Director

Find out more about our latest division including our latest jobs and information for businesses on the Client Server Australia website at https://www.client-server.com.au, email infoau@client-server.com.au or call 02 8295 3700.

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business analysis & project management

What's in the news?

Candidate availability with the required level of skill and experience is rarer than ever. The volume of BA / PM roles has been increasing steadily but clients are finding it more and more difficult to fill their requirements.

The number of candidates screened per CV sent to any client is at an all-time high and the source of candidates placed has shifted further from direct application toward active headhunt / approach. Long term relationships with candidates and candidate engagement have become a pre-requisite if we want to consistently deliver high quality talent.

We would encourage any client looking to hire to maximise their selling points in terms of environment, culture and exposure to projects. Candidates need a compelling reason to look for a new role in the first place and these reasons need to be expanded upon throughout the interview process.

What's hot in Business Analysis & Project Management?

Machine Learning and Artificial Intelligence are set to be one of the hottest topics in 2018 with both mentioned in virtually every client conversation. The major cloud providers continue to develop offerings in this space and are bringing AI to the mainstream with product managers in this space particularly sought after.

With other companies starting to figure out how to apply ML / AI to their day-to-day business it will be interesting to see the benefits of the latest chatbot or natural language processing algorithm to profitability.

Another significant trend is the continued growth in the demand for candidates with regulatory experience (notably GDPR) as smaller firms, in particular, come to terms with the May 2018 deadline.

Industry Anecdote

We placed a candidate with 3 years' experience (primarily in Support and QA, with some BA experience) at a global gaming business as a Product Manager at £45k, despite having no commercial product experience.

Industry Article

https://www.itproportal.com/features/governance-risk-and-compliance-2018-trends-and-predictions/

C# .Net development

What's in the news?

The end of 2017 brought a large influx of new roles across all technology areas, meaning we're going into 2018 with a real range of .NET opportunities in London. Our Fintech clients seem to be hiring more full stack C# Developers than ever.

What's hot in C# .Net Development?

Over the past few months we have noticed a real demand for candidates with Azure experience. Whilst AWS still has a greater market share, Azure seems to be growing in popularity. Additionally, we have seen an increase in the number of candidates wanting to use .NET Core which could be due to the fact that it is open source, easy to use and versatile.

Machine Learning, Computer Vision and Artificial Intelligence are still proving exciting. Candidates are often eager to secure a role that encompasses these skills.

Industry Anecdote

Across 2017, one of our Fintech clients hired over 70 people into their development space alone. We're looking forward to helping them with their significant growth plans in 2018!

Industry Articles

Introducing Tensor for multi-dimensional Machine Learning and AI data

How to Handle Set Based Consistency Validation in CQRS

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"I am also extremely proud of the fact that this year saw us help more candidates than ever secure new positions"

C/C++ development

What's in the news?

In 2017 we saw a number of new clients looking for engineers from an embedded background. Interestingly, they are open to candidates from a variety of development language backgrounds as long as they are happy to work on firmware / hardware and have the potential to do so.

Additionally, it's great to see Bloomberg in their new (incredible!) Queen Victoria Street office.

What's hot in C/C++ Development?

Clients do not seem to be as specific where candidates' backgrounds are concerned. Ultimately, if a candidate is a strong C++ Developer they are given the opportunity to learn a different industry. Clients are primarily concerned with a candidate's fundamental knowledge of OO programming and how interested they are in the client's industry.

Industry Anecdote

We placed a female C++ Developer into a leading Investment Bank on a salary of £105k with full sponsorship.

Industry Article

A good article to read before completing an interview or technical test. Often we find that candidates do not have to write the most complicated code or show off but, that it is bug free:

http://www.cplusplus.com/articles/y807M4Gy/

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contract recruitment

What's in the news?

Q4 is typically a quiet quarter on our Contract desk however, 2017 turned out to be anything but! Corporates, SMEs and start-ups are all busy trying to secure the best technical talent (no matter the time of year).

We saw an increase in the number of contract opportunities for Project Managers and PMOs, placing them alongside Developers and QAs. Unusually, many of our clients made the decision to hire more contractors than permanent staff for these projects.

The usual Christmas lull was forgotten in all but one of our clients as product launches were scheduled and delivered. The contractor population was key to the successful and timely delivery of these projects.

Contract opportunities continue to have a fast turnaround with clients eager and able to interview, offer candidates and complete the process within a week. This indicates that clients are aware that good contractors go off the market quickly and also a great sign for what's to come in 2018!

What's hot in Contract?

As the Brexit debate continues, there will no doubt be more conversation around the 'R35 expansion' — or lack of it!

client server regional

What's in the news?

Following the emergence of DevOps positions almost a decade ago, more and more clients are now requiring hybrid DevOps candidates who have experience in multiple areas such as networks or database admin. This may be due to a desire to increase the fluidity and communication of the work flow.

What's hot in Client Server Regional?

We have seen an increase in the number of clients looking for candidates with functional programming languages such as Haskell, F# and Erlang, particularly in Cambridge. Clients seem to be increasing their flexibility by allowing candidates the freedom to code in various languages, whilst often creating opportunity for staff to expand their skills on the job.

Industry Anecdote

We placed a C++ candidate who had been self-employed for 20 years at a coding governance software house based in Surrey at £60k.

Industry Article

http://www.cambridge-news.co.uk/business/technology/cambridge-tech-helping-your-headphones-14028663

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cyber security

What's in the news?

With companies like Apple admitting that their devices have been vulnerable to cyber-attacks, security is at the forefront of consumer and corporate interest.

Intel, ARM and AMD chips have been revealed to have gaps in the central processing units which means both personal and business devices have potential security flaws, allowing attackers to potentially steal data. It's estimated that over 90% of personal computers are powered by Intel, affecting around 1.5 billion people.

Apple, Linux and Microsoft are all releasing patches to plug vulnerability issues.

What's hot in Cyber Security?

GDPR is the hot topic at the moment and with the ever growing amount of data in the market, data protection in the EU needs to be strengthened.

Industry Anecdote

A Senior Check Team Lead Penetration Tester, with 8 years' experience across web applications, infrastructure, mobile applications and social engineering was placed at a Hedge Fund at £105k.

Industry Article

Meltdown and Spectre CPU flaws effect Intel, ARM and AMD processors:

https://thehackernews.com/2018/01/meltdown-spectre-vulnerability.html

data development & analysis

What's in the news?

Big Data is the driving force behind Artificial Intelligence and Machine Learning. The quantity of data continues to expand and the impact on business is becoming ever more important.

http://www.dataversity.net/data-science-trends-2018/

AI is continuing the trend of being wacky and wonderful with tools moving more towards the world of open source.

http://www.bbc.co.uk/news/technology-42554735

What's hot in Data Development & Analysis?

Python is the programming language of choice in data science, data analytics and Machine Learning.

Graduate data scientists are in demand with AI focussed roles requiring an extremely strong academic background. Most clients are looking for candidates educated to PhD level.

BI Developers are doing more DBA tasks than ever before and salary ranges for these types of roles are rising.

Industry Anecdote

2:1 Computer Science graduate from the University of Sussex with 5 years' BI Development/Analysis experience placed in a large financial organisation at £55k base salary.

Industry Article

https://www.nytimes.com/2018/01/01/opinion/ai-and-big-data-could-power-a-new-war-on-poverty.html

AI and Big Data could power a new war on poverty

https://businessintelligence.com/bi-news/google-leads-race-dominate-artificial-intelligence/

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executive search

What's in the news?

UK firms with 250+ employees must publish their gender pay gap information before April of this year and so far only 527 firms have done so. While the gender pay gap in the UK is at an all-time low there is still a considerable gap across the wider industry between male and female remuneration.

Goldman Sachs have been investigating a cryptocurrency focussed trading desk, it will be interesting to see where this leads!

What's hot in Executive Search?

Doge Coin, a cryptocurrency that was invented as a parody of bitcoin, has now surged in value and has a market cap of c. $2 billion. This still pales in comparison with Bitcoin's market cap of $270 billion.

Industry Anecdote

An EdTech business has recently hired a Managing Director to help them grow their business across the UK.

Industry Articles

Bitcoin's Rivals are catching up:
https://news.finchcapital.com/post/102ennn/bitcoins-altcoin-cryptocurrency-rivals-are-finally-catching-up?news

Goldman Sachs setting up a cryptocurrency trading desk:

https://www.bloomberg.com/news/articles/2017-12-21/goldman-is-said-to-be-building-a-cryptocurrency-trading-desk

front end & web development

What's in the news?

It seems like more clients are looking into the benefits of Node.js, with many start-ups going down the Full Stack JavaScript route. Our clients have also been looking to speed up the interview process with some doing an all-in-one interview and others incorporating a pairing exercise into the phone interview. Speed in this market is key, so it's great news that our clients are becoming more flexible.

What's hot in Front End & Web Development?

Q4 has been a blast. React has continued to grow in popularity. Developers are keen to up-skill and companies are more than happy to oblige. Whilst Angular is still very popular in the JavaScript world, many of our clients are looking to use lightweight frameworks such as React, Vue.js and Elm.

It looks like React is only going to keep growing and could be the framework of 2018.

Industry Anecdote

We recently placed a self-taught JavaScript developer (with no higher education) at an e-commerce client. He had 6 months' commercial experience in New Zealand and he blew their socks off!

Industry Article

https://medium.com/javascript-scene/top-javascript-libraries-tech-to-learn-in-2018-c38028e028e6

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java development

What's in the news?

We saw an increase in the number of requirements that included continuous deployment, integration and cloud technologies like AWS. The increase in popularity of Scala seems to have stalled, with technologies such as Erlang and Kotlin taking its place.

What's hot in Java Development?

Q4 has seemed to be all about data. We have had a number of clients ask for candidates with experience in technologies like Hadoop and AKKA. Demand for mid-level Java developers remains high, particularly for those with experience working in highly agile, TDD environments, ideally with multithreaded experience.

Industry Anecdote

We recently placed a skilled Java Developer that had no commercial Scala experience, yet he had studied it extensively and pursued a number of personal projects. He completed multiple technical tests with our clients in Scala and aced them!

Industry Article

https://www.infoworld.com/article/3188464/application-development/21-hot-programming-trends-and-21-going-cold.html

open source development

What's in the news?

There has been continued demand for Python developers with experience using frameworks such as Django, Pandas and numpai. An increase in contract requirements (and available daily rate) has meant that there are even fewer permanent Python developers available.

Ruby on Rails is still sought after, with the contract market taking the lion's share of available candidates. Developers with a Ruby background tend to be self-taught, or have completed courses through the Makers academy.

What's hot in Open Source Development?

Android

Kotlin, RxJava

IOS

RxSwift, SWIFT 4.0

Go Lang

"Go will be the server language of the future" - *Tobias Lütke, Shopify*

Industry Anecdote

We placed an iOS Engineer with 5 years' experience and an Astrophysics degree into a global financial data company at £80k.

Industry Articles

The use of Swift / Kotlin and why developers should be migrating to these frameworks:

https://github.com/angelolloqui/SwiftKotlin/

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application & infrastructure support

What's in the news?

We have seen the emergence of DevSecOps – check out the following link to learn more about the expansion of infrastructure and DevOps in 2018:

https://www.infoworld.com/article/3243155/devops/3-predictions-for-devsecops-in-2018.html

What's hot in Application & Infrastructure Support?

Everyone seems to be moving to cloud!

https://www.infoworld.com/article/3235029/cloud-computing/moving-to-the-cloud-dont-make-these-3-big-mistakes.html

Docker and Kubernetes have been around for a while and their popularity continues to grow.

Industry Anecdote

We placed a 1st class Computer Science graduate from Kingston University in an Infrastructure Support Analyst position on £30k at an investment management firm that specialise in quant and systematic trading.

Industry Articles

https://techcrunch.com/2017/12/28/aws-showed-no-signs-of-slowing-down-in-2017/

https://www.howtogeek.com/337961/what-is-microsoft-azure/

qa & testing

What's in the news?

There has been a shift towards hiring junior QA engineers. Clients have seen the benefit of on boarding candidates and upskilling them on the job. We have also seen more flexibility in the background considered by clients as a number of recent hires have not come from the traditional route of computer science.

There has been an increase in the number of female candidates securing positions in testing, at varying levels and with varying levels of professional experience.

What's hot in QA & Testing?

Testers with Github profiles! We have noticed an increase in demand from Clients who want to see evidence that testers are engaging with technology in their own time.

MiFiD II is finally here – much to the relief of many testers.

Industry Anecdote

We placed a Java Developer with 5 years' experience and a 1st class Computer Engineering degree at a Media Streaming Company as a Developer in Test on £55k.

Industry Article

Why Artificial Intelligence won't kill software testing:

https://www.forbes.com/sites/forbestechcouncil/2017/12/15/why-ai-wont-kill-software-testing/#7948515e6da3

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