

2024

The Critical Hiring Trends Impacting Your IT Job Search in 2024

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**Constant
Recruitment**

The Critical Hiring Trends Impacting Your IT Job Search in 2024



For a while now, candidates in the IT industry have held a position of power. Though the number of vacancies worldwide is falling, 77% of employers still say they struggle to fill roles, leading to an influx of job opportunities for the right talent.

If you have the in-demand skills IT hiring managers are looking for, you could potentially have endless valuable job opportunities. What's more, though some companies are beginning to embrace return-to-office mandates, there are still plenty of opportunities for you to expand your job search to include remote and hybrid roles. Around 70% of talent professionals believe "virtual recruiting" is the future.

As an added benefit, business leaders are beginning to respond to the changing priorities of their candidates, creating more inclusive, empathetic, and flexible working environments.

However, there are still challenges to overcome. The increasing presence of AI in the recruitment landscape has created new issues for applicants to overcome, such as AI bias. Additionally, more opportunities in the job market also mean it's harder to make the right choice for your career path.

Understanding which hiring trends will impact your job search in 2024 and how you can navigate the changing landscape is crucial.

Here at Constant Recruitment we're giving you a behind-the-scenes insight into the latest recruitment trends you need to know as you step into the future job market.

1. Specialist Recruitment Partners Will Be a Vital Resource



Skill shortages remain a significant concern for today's IT employers. The acceleration of digital transformation, among other factors, has created a new demand for different skills, such as digital literacy and confidence with cloud computing.

By 2030, experts predict more than 85 million jobs could go unfilled due to a lack of available candidates. While this means candidates with the right skills have endless opportunities to choose from, it also means finding the right path in your career can be complex.

Working with a professional IT recruiter could be the key to ensuring you're making progress towards your career goals.



1. Specialist Recruitment Partners Will Be a Vital Resource

Recruitment partners can help you navigate the job market in your industry, working with you to help you find roles that align with your values, skills, priorities, and expectations.

They can help you craft the right professional brand to attract the most appealing job offers and ensure you don't make decisions that compromise your values. Recruitment partners can also boost your chances of finding employers that adapt to your needs for flexibility and empathy.

Even if, like 73% of job seekers, you're a "passive" candidate with no plans to change your role immediately, a recruitment/search company can place you in the talent pipeline of the company you most want to work with someday.

If you haven't considered partnering with a recruiter, this could be the perfect time to leverage the right team and enhance your professional future.



2. Flexible Working Models Will Evolve

Demand for flexible working has risen consistently since the pandemic.

For IT employees, flexible working opportunities will continue to grow. Although 90% of business leaders now say they plan to implement return-to-office mandates by the end of 2024, employers are unlikely to eliminate flexibility.

Many organisations still consider flexible work an important benefit for attracting talent in a skills-short environment. Additionally, new mandates are appearing worldwide to support the drive for flexible employment.

The UK "Flexible Working Bill" set to come into force in 2024 will allow you to make at least two requests for flexible work in any 12 months. The onus also will not be on employees to explain why they need a flexible schedule.

That being said, employees looking for specific roles in today's IT environment may need to be willing to compromise.

MORE THAN

**8.7
MILLION**

full-time workers say
they want to work
"flexibly"

Demonstrating a willingness for at least part-time in-office work may improve your chances of getting the desired role.

Be open to discussing different opportunities with your employer, such as a four-day workweek or more control over your schedule if you choose a company that values in-office work.

3. Employers Invest in Diversity, Equity, and Inclusion

Throughout 2023, countless IT employees demonstrated a demand for more diverse, equitable, and inclusive employers. While there's still work to be done in this landscape, many leading companies are taking notice of the value DEI can bring.

McKinsey research found companies in the top 25% for diversity and inclusion initiatives were up to **36% more profitable than their peers**. Plus, **85% of business leaders** now believe a diverse and inclusive workforce is crucial to innovation.

Employers now know they need to take a broader approach with their DEI initiatives, developing new strategies for attracting not just people of all ages, genders, and races but also candidates who identify as "neurodiverse".

Many leading employers have turned to recruitment partners like us in the last year to build a more inclusive recruitment process. As a candidate in the IT industry, searching for an employer with a strong DEI strategy can significantly improve your satisfaction at work.



3. Employers Invest in Diversity, Equity, and Inclusion

Work with a specialist recruiter who understands your demand for diversity, equity, and inclusion, and watch out for the following factors in your job search:

- **Inclusive job ads** that avoid discriminatory language, such as "young go-getter".
- **Internal inclusion programs** include team-building exercises, cross-team collaboration, and adaptable onboarding strategies.
- **Well-trained managers** who understand how to support and engage employees, regardless of their background, age, or other factors.



4. Wellbeing and Empathy in the Workplace



While IT candidates have long championed empathy in the workplace, business leaders are now beginning to recognise the benefits too.

Many employers now know they must show they care for their teams to attract the right talent. This has led to a rapid increase in companies investing in wellness initiatives, candidate experience, and holistic onboarding programs.

It's not just the demand for talent in a skill-short landscape driving employer focus on empathy. Increasingly, companies are struggling with higher levels of team burnout.

Employers are taking new approaches to supporting their teams to preserve productivity and reduce absenteeism and turnover.

86%

OF EMPLOYEES

believe empathetic leadership is crucial to a good company culture

43%

OF MIDDLE-LEVEL MANAGERS

are burning out on the job

4. Wellbeing and Empathy in the Workplace



IT businesses are exploring strategies to overcome issues like rising stress levels and even "presenteeism" – the problem that causes remote and flexible workers to feel increased pressure to be "available" at all times.

With studies showing that 86% of workers now feel the need to prove themselves to their employers when working from home, business leaders are championing work-life balance.

When looking for the right employer in 2024, focus on companies that promote inclusion for all workers, pay attention to employee feedback, and commit to collaborating with their teams on strategies to reduce burnout.



5. Soft Skills Become More Valuable to Employers

Digital transformation and the changing workplace have created concerns for many IT candidates in recent years. Up to 61% of employees worry they don't have the skills required to thrive in their industry in the years ahead.

At the same time, 80% of CEOs say they're concerned about their workforce's lack of digital skills. Many employers need their team members to be comfortable using the latest technology, from cloud-based apps to AI.

However, many businesses are also recognising the role they play in ensuring their team members are empowered to deliver their best work. Businesses are focusing less on hard skills that can be taught when reviewing candidate applications. Instead, **97% of employers now say soft skills are as important or more crucial than technical skills when hiring decisions.**

Even if you don't have all of the hard skills an IT employer is looking for, you can still improve your chances of getting a job offer if you show the right soft skills. The ability to collaborate, communicate, and manage time in a changing work environment is now crucial.

Additionally, employers are increasingly drawn to candidates who demonstrate resilience and adaptability. Demonstrating how you can overcome challenges and remain productive during tumultuous times will boost your value in the eyes of business leaders.

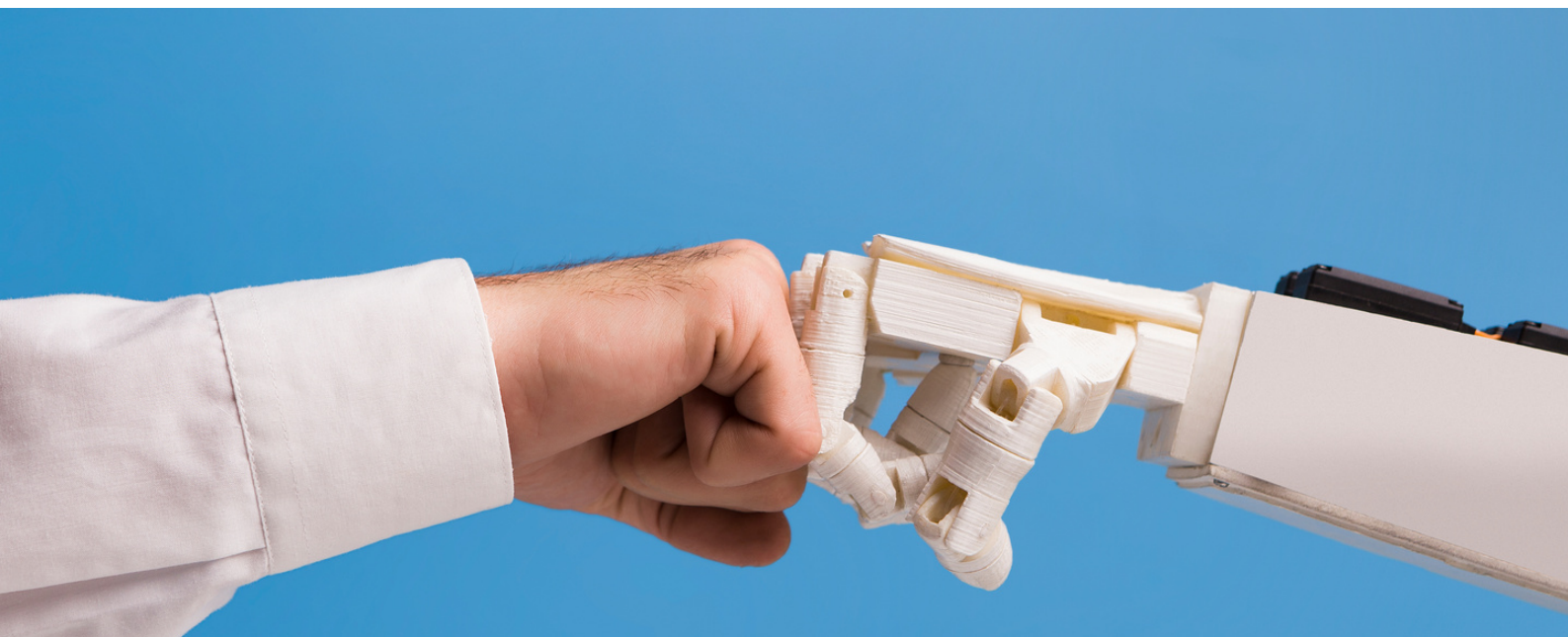


6. AI Demonstrates Pros and Cons for the Hiring Space

Artificial intelligence has been a core focus for many businesses and consumers in the last year. Transformative technologies, like ChatGPT, have presented new opportunities for companies and candidates alike.

Today's AI tools give IT employees easier ways to find jobs relevant to their interests and skills. For instance, LinkedIn's platform can match candidates with jobs relevant to their priorities and backgrounds in seconds. They also help candidates refine and optimise their job applications, CVs, and cover letters with creative and data-driven directions.

AI also supports employers, helping them automate the screening process, create more appealing job descriptions, and communicate consistently with candidates. Certain tools can even enhance the candidate experience, keeping job seekers informed about the progress of their application and answering any questions they might have.



6. AI Demonstrates Pros and Cons for the Hiring Space

Unfortunately, AI in the IT hiring landscape also has issues to be aware of. AI systems can exacerbate unconscious bias, particularly when trained with incomplete data.

To mitigate this issue, candidates should be wary of any company relying too heavily on artificial intelligence during recruitment. Ensure the companies you approach still bring human beings into their hiring strategy and focus on building real connections with candidates.

Working with an IT recruitment company will help with this, as the relationships these companies already have with employers demonstrate the organisation's continued **commitment to keeping humans "in the loop"**.



7. Personal Branding Remains Crucial to Success

Branding strategies have become essential for both IT candidates and employers. As a competitive hiring market candidate, you'll need a **powerful professional brand** that showcases your skills, qualities, and abilities online and offline.

In 2024, IT job seekers must focus on refining their image on social media channels and building the right network connections to unlock new opportunities. Showcasing a strong personal brand will help you appeal to companies investing in employee advocacy.



7. Personal Branding Remains Crucial to Success

However, paying close attention to your employer's brand is also important. Today's businesses know how crucial their branding is to connect with and retain the right people. 83% of employers know a strong brand helps them to attract and retain talent.

Searching for evidence of the right employer brand can help ensure your company shares your values and priorities.

When researching IT opportunities, learn as much as possible about a company's culture, commitment to diversity and inclusion, work-life balance, and social responsibility. Find out whether the company commits to developing its team members and has strong training, succession, and promotion strategies.

It's also worth paying attention to the ethical values your employer demonstrates. Today, 1 in 3 staff members say they'd accept a lower salary to work for a socially responsible company. If you want your employer to share your values, be clear with your recruitment partner.

Remember, we're still in a skill-short market, which means you should have plenty of opportunities to find the right environment to work in.



Summary

Although candidates have much power in today's hiring landscape, navigating the space can be complex and challenging. There are plenty of opportunities for people with the right skills, personal brand, and resilience. However, hurdles will be overcome, such as AI recruitment bias and choosing which employer you want to work with.

In 2024, the hiring space will continue to be unpredictable and dynamic. Skill shortages will continue to grow, and employers will work harder to attract the needed talent.

Make sure you have a strategy to help you select the right employer based on your priorities and values. Specialist recruitment teams will help you sort through your options and pave the way to a brighter future.

Good Luck!

Best Regards,
Rachel



Constant Recruitment



About us:

At Constant Recruitment, we are passionate about connecting talented IT professionals with leading organisations across the UK. The right talent can transform organisations and drive innovation and growth, and we are dedicated to matching the right talent with the right opportunity.

Our founder, Rachel Constant-Taylor, started in recruitment in 2006, the same year her youngest daughter was born. With a background in the IT industry since leaving school, moving into IT recruitment was a natural fit for her, combining her real-world knowledge of working in Tech companies with her love of people. She saw an opportunity in 2012 to create a unique recruitment agency of her own that delivered exceptional service and expertise.

What makes us unique is our commitment to delivering a personalised recruitment experience for both our clients and candidates. We understand that every individual and business is unique, and we work closely with each of our clients and candidates to understand their distinctive needs and goals. This allows us to provide tailored solutions that meet their specific requirements, helping them to succeed in a competitive market.

We recruit better than our competitors by providing a seamless and effective recruitment process that consistently supports both our candidates and clients. **We value honesty, integrity, and hard work.**

Taking a pride in our ability to connect the right talent with the right opportunity. We are committed to delivering the highest standards of service and expertise. To our clients **we are the trusted partner for all IT recruitment needs.**