

# Sourced Report

## Projects driving Christchurch IT recruitment

New projects are set to boost the hiring of IT staff in Christchurch in 2014 with **85% of employers** planning to recruit in next 6 months.

The rapid local growth currently being experienced in Christchurch is a result of unique collaborations and an innovative spirit, which is opening doors and opportunities for serious development and long-term growth.

In the next six months it is expected there will be high demand for certain roles that reflect the strong product development and export focus of the Christchurch IT sector.

## Upcoming IT roles

Christchurch recruiters have indicated that the top 10 roles they will look for in the next 6 months are:

- 1 **Software developer**
- 2 **Testing / quality assurance**
- 3 **Business analyst**
- 4 **Project manager / team leader**
- 5 **Software – Analyst programmer**
- 6 **Web / multimedia developer**
- 7 **Architect**
- 8 **Help desk / support**
- 9 **Systems administrator**
- 10 **Web / multimedia designer**

## Not like the rest of NZ

Christchurch is a city rich with start-ups and innovators. With a focus on export markets and large-scale projects, local IT offers something different to vendor-driven Auckland and public sector-focused Wellington.

Added job security is forecast with contract positions expected to make up less than 5% of available roles in the next 6 months.

## New Christchurch IT roles

**97%**  
permanent positions

**3%**  
contract positions

**Main reasons for hiring:**

**29%**  
for new projects

**22%**  
to address increased customer demand

**22%**  
to meet expansion of internal IT functions

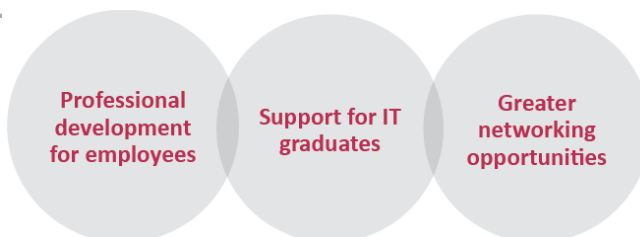
**5%**  
technology upgrades

**2%**  
company growth

## Team players

The focus on creating the right culture in a team remains a priority in the Christchurch IT sector. Over 96% of employers say the right 'fit' is very important and can even overshadow the most qualified candidate. This is positive for candidates as it creates a good working environment that often includes several benefits.

Employers say they want to develop the local IT sector by increasing:

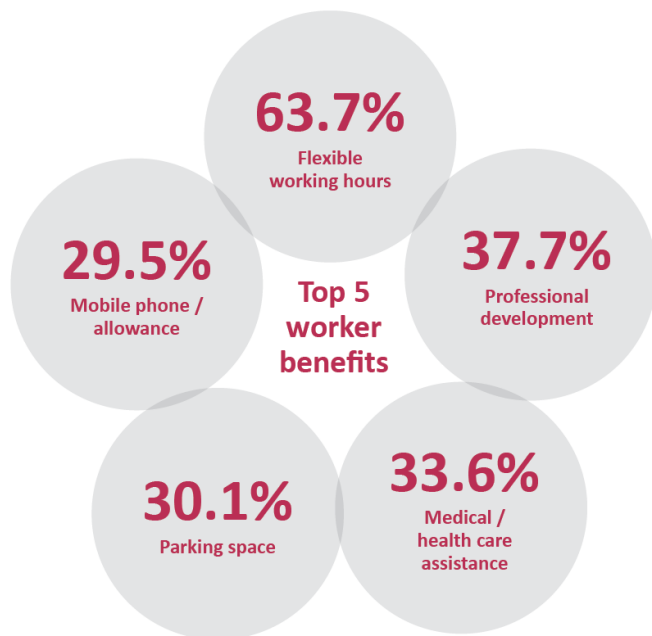


# Why work in Christchurch?

## Additional benefits

Local employers treat their staff well, with most offering additional benefits to create attractive employment packages.

Over 70% of those working in the Christchurch IT sector receive additional benefits in their current roles. Smaller and start-up organisations, which make up 18% of the market, are usually more flexible in meeting individual worker needs.



Other benefits include additional annual leave, overtime, additional superannuation, vehicle/ vehicle allowance and gym/sports membership.

Some organisations even offer equity/stock options, childcare and breakfast/fresh fruit each day.

## What do IT job seekers want from Christchurch?

Employees know what they want in their roles and many of them are very satisfied with their employment as a result. There is a lot of activity in the local market with exciting and innovative projects, which is a chance for employees to enjoy unique challenges and career opportunities with flexible and supportive workplaces.

- 1 Variety of work
- 2 Flexible hours
- 3 Access to good technology
- 4 Financial incentives
- 5 Culture

## What jobseekers want in a role

Salary continues to be a strong consideration for those assessing IT roles in New Zealand, but it's taking more of a backseat along with professional development and job security to other aspects. The majority of IT jobseekers indicate the top three things they look for in a role are:

- 70.7% Challenges
- 69.3% Career opportunities
- 80% Work/life balance