

New Hiring Strategies In The Competitive Market for Digital Talent



September 24th
11:00 AM ET

Techstrong | Learning



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Andela



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Techstrong Group

Meet Andela

We're changing the way the world works.

Andela makes the world your hiring pool. We envision a borderless world where the right person is chosen for the job, regardless of location. Companies can quickly and easily access digital talent from untapped markets to operate with greater speed and agility.

2014

Founded
a decade of
global impact

600+

F1000 clients
since inception

\$1.5B

Valuation
Chan-Zuckerberg,
Softbank and more



Annie Msafiri
Senior QA Engineer
Nairobi, Kenya

Andela Talent Marketplace

Largest and most diverse in the world

150K

Technologists
in the world's largest
global marketplace

135+

Countries are
represented from
six continents

60%

**From untapped
markets**
LATAM & Africa

- Andela talent marketplace is a global community of skilled developers, data scientists, and data engineers.
- We provide clients significant time zone overlap, multiple languages, and regional business coverage.



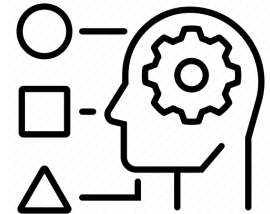
Agenda

- New research on digital talent hiring strategies
- From the hiring and talent perspectives



What You Will Learn

- The importance of prioritizing digital talent and why it is critical for your organization.
- Key factors of digital talent satisfaction that matter most across different sectors.
- How geographic location and technology environment impact your ability to build an effective digital team.
- Technologies that are currently in high demand among digital talent.





PULSEMETER

Digital Talent Hiring Strategies

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Techstrong
Research



n = 432

What are the top three critical technology factors to consider when changing jobs?

Prospects of expanding beyond current skills (19%), growing current skills (16%), and working with skilled colleagues to learn from them (15%) are essential when changing jobs, underscoring the importance of upskilling opportunities.

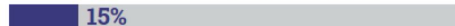
EXPAND BEYOND MY CURRENT SKILLS



GROWING MY CURRENT SKILLS



SKILLED STAFF TO WORK WITH AND LEARN FROM



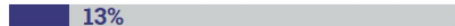
PROGRAMMING LANGUAGES



THE TECHNOLOGY STACK



LEARN AND USE AI/ML/GENAI



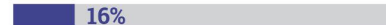
CLOUD PROVIDER (AWS, AZURE, GCP)



What are the top three critical employer factors to consider when changing jobs?

When changing jobs, attributes of a potential employer include working with new and innovative technologies, improved work/life balance, career advancement and options for working remotely.

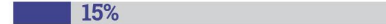
ABILITY TO WORK WITH NEW AND INNOVATIVE TECH



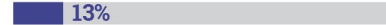
WORK REMOTE THREE OR MORE DAYS PER WEEK



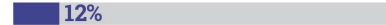
WORK/LIFE BALANCE



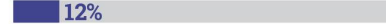
OPPORTUNITIES TO ADVANCE IN MY CAREER



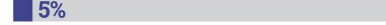
CLARITY OF WORK/PROJECT GOALS AND LEADERSHIP



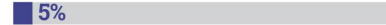
TEAMWORK AND COLLABORATIVE CULTURE



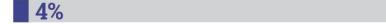
AVAILABILITY OF MENTORING OR COACHING



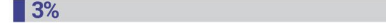
FREQUENT FEEDBACK



FEWER MEETINGS



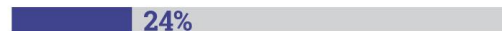
WELL-KNOWN COMPANY OR BRAND



If you hire employees or contractors, what are the top three critical factors you look for in candidates for technical roles?

The ability to learn new technical skills (24%) in this fast-changing industry is the top-rated quality looked for in a candidate, followed by adaptability when assigned a new role (19%).

ABILITY TO LEARN NEW SKILLS AND TECHNOLOGIES



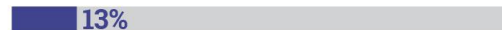
ADAPTABILITY TO CHANGING WORK OR JOB ROLES



MEETING 2-3 OF THE MOST IMPORTANT SKILL REQUIREMENTS



YEARS OF EXPERIENCE WORKING IN SIMILAR TECHNICAL ROLES



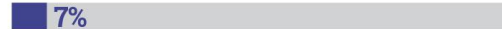
EXAMPLES OF PRIOR SUCCESS IN THEIR CAREER



MEETING ALL OR ALMOST ALL THE SKILL REQUIREMENTS



FEEDBACK FROM THE INTERVIEW TEAM



How important is the developer experience (or experience in other roles) where you work?

The emphasis placed on the developer experience (or experience in other digital roles) is considered very important (39%) and somewhat important (32%) by over half of our respondents.

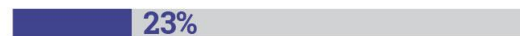
VERY IMPORTANT



SOMEWHAT IMPORTANT



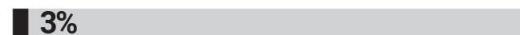
NEUTRAL



LESS IMPORTANT



NOT IMPORTANT

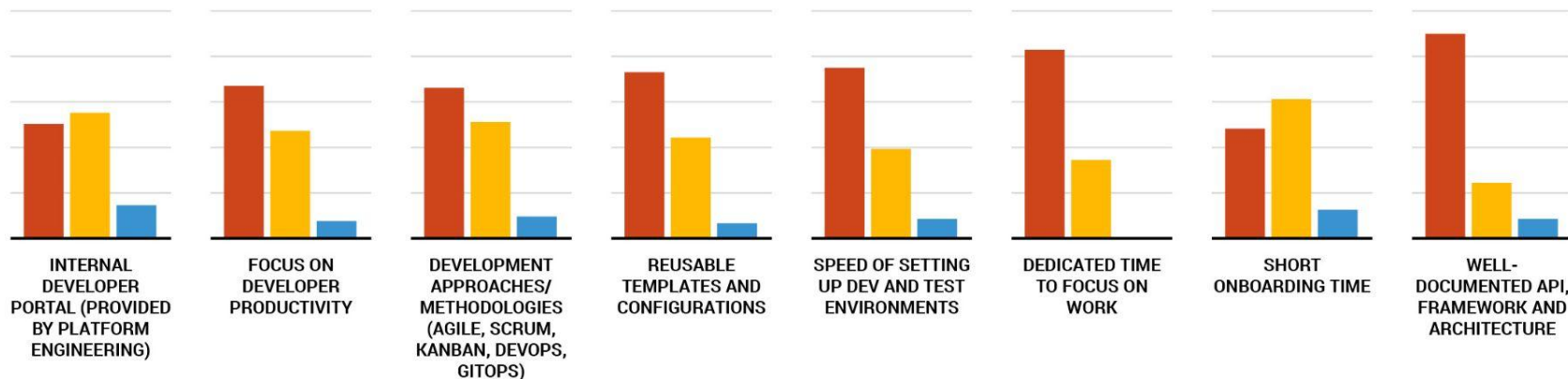


For developers, rate the importance of the following aspects of the developer experience

The top three aspects of the developer experience considered to be of high importance include a well-documented API framework and architecture, dedicated time to focus on work, and how long it takes to set up dev and test environments.

RANK ORDER:

■ HIGH
■ MEDIUM
■ LOW



Are you considering a job change in...

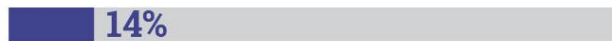
1-3 MONTHS



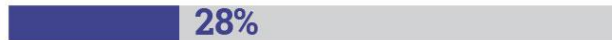
4-6 MONTHS



7-12 MONTHS



1-2 YEARS



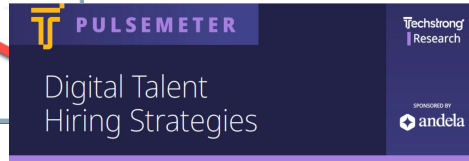
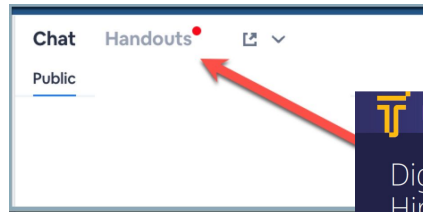
NOT CURRENTLY EMPLOYED



KEY TAKEAWAYS

1. **Upskilling** is a constant. Tech professionals and software leaders share the desire for opportunities to learn and the ability to acquire new skills.
2. **Resilience and Agility** are important considerations in job applicants.
3. **Supportive developer experience** requires environments that provide focus time for work, reusable software frameworks and self-service options.
4. **Work/life balance**, career advancement and clear direction from leadership are important to tech job seekers.

Download Today's PulseMeter Report



SOFTWARE, CLOUD, AND IT-RELATED INITIATIVES face many challenges beyond managing customer expectations, juggling tight timelines and changing requirements. The odds against success are already steep enough: 70% of digital transformations fail, according to the McKinsey study "Perspectives on Transformation." Without the requisite talent in place, ambitious initiatives — such as migrating to cloud native — are destined to fail. Agile practices are therefore required to provide technologists with access to upskilling opportunities that are an essential part of the digital migration.

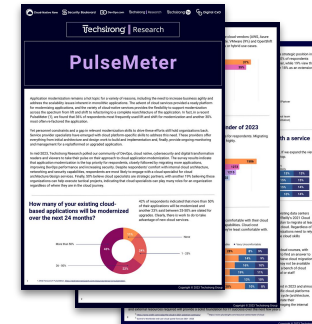
Upskilling programs and training are mandatory. Technologists seek continuous learning opportunities in existing disciplines and typically want to expand their skill sets into new areas such as cloud, cloud native, data science, AI/ML/generative AI and other in-demand skills. In addition, digital talent prioritizes working with innovative technologies, a desirable work location including the potential for remote work options, improved work/life balance and environments that support their advancement and learning goals.

What are the top three critical technology factors to consider when changing jobs?

Prospects of expanding beyond current skills, growing current skills, and working with skilled colleagues to learn from them (85%) are key when changing jobs, underscoring the importance of upskilling opportunities.



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ADDITIONAL BACKUP INFO

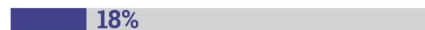
How important is the geographic location of the company or office where you work?

Many professionals in the software industry are very comfortable working in remote teams and with remote co-workers. While 39% of respondents strongly believe that an employer's work location is very important, a majority did not, expressing work location as somewhat important, neutral or not important.

VERY IMPORTANT



SOMEWHAT IMPORTANT



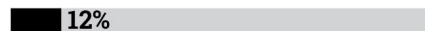
NEUTRAL



LESS IMPORTANT

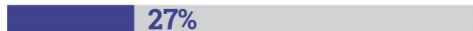


NOT IMPORTANT



What is your primary job role?

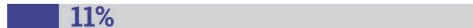
DEVOPS



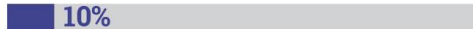
SOFTWARE DEVELOPMENT



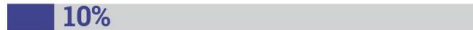
PLATFORM ENGINEERING



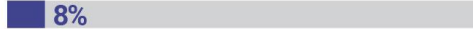
OPERATIONS



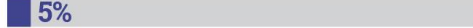
SECURITY ENGINEERING



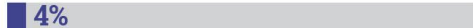
PROJECT MANAGEMENT



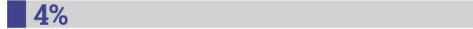
DEVELOPMENT MANAGEMENT



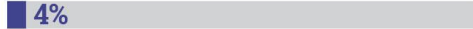
SOFTWARE QUALITY/TESTING



BUSINESS LEADER



PRODUCT MANAGEMENT



SYSTEM RELIABILITY ENGINEERING

