



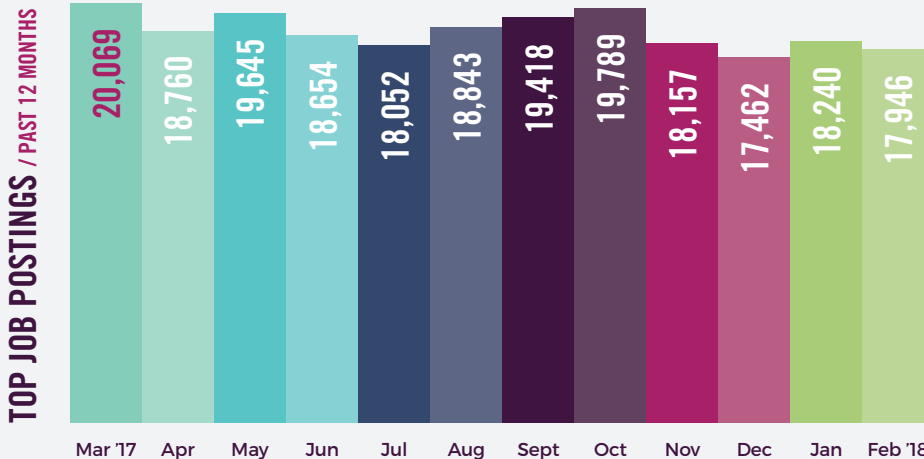
IT JOB TRENDS

NC IT JOB POSTINGS FEBRUARY 2018

TOP 10 Occupations

Occupations	Feb '18	Feb '17
Software Developers	3,123	+4.8%
Computer Systems Analysts	2,206	-10.5%
Computer User Support Specialists	2,124	-13.7%
Network + Computer Systems Administrators	1,824	-24.1%
Information Technology Project Managers	1,767	+2.5%
Computer Systems Engineers/Architects	1,248	+5.9%
Web Developers	1,193	-12.3%
Information Security Analysts	1,181	+25.1%
Computer + Information Systems Managers	1,110	+22.1%
Software Quality Assurance Engineers + Testers	658	-11.9%
TOTALS Including All Others	17,946	-5.5%

NC vs US JOB POSTINGS / Feb 2018



*Ongoing data updates/revisions may cause fluctuation in job numbers contained in previous monthly reports

TOP 10 MSAs

Location	Feb '18	Feb '17
Charlotte/Concord/Gastonia	6,309	+8.9%
Raleigh	5,747	-12.6%
Durham/Chapel Hill	2,162	+12.5%
Fayetteville	700	-40.0%
Greensboro/High Point	630	-12.0%
Winston-Salem	379	-26.9%
Henderson	193	+12.5%
Asheville	173	0.0%
Wilmington	171	-25.9%
Burlington	169	+3.6%
TOTALS Including All Others	17,946	-5.5%

TOP 10 Hard Skills/Certifications

Skill	Feb '18	Feb '17
Java	3,402	+4.2%
Structured Query Language	2,827	-4.6%
Linux	2,627	+0.7%
JavaScript	2,116	-6.2%
Python	1,950	+19.1%
Systems Development Life Cycle	1,945	-3.2%
Quality Assurance	1,879	-8.7%
Microsoft Office	1,866	N/A
Technical Support	1,674	-18.4%
UNIX	1,657	-5.9%

TOP 10 Hirers of Tech Talent

Employers
Oracle
IBM
Bank of America
ACCENTURE
Wells Fargo
Deloitte
Spectrum
Computer Consultants International, Inc.
General Dynamics
Cisco



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RECRUITING *with* PURPOSE

TECH TALENT TRENDS REPORT

March 2018



DATA SUMMARY

There were 17,946 tech job postings listed in North Carolina in the month of February. While this is an increase of **175 positions** when compared to January 2018, it is 5.5% lower compared to February 2017.

Tech job postings by IBM, Deloitte, and Spectrum have all **increased** by at least 165% when compared to last year, and we continue to see a **rise in recruiting** for Information Security Analysts and Computer and Information Systems Managers. **Highly valued IT skills** that have seen an increase in demand compared to 2017 include Python and **Java**.

FROM THE HIRING DESK



In an employment market where talent is scarce and unemployment is low, most candidates for open positions are already working at another company. One of the most common obstacles that can arise after making an offer to a candidate are **counteroffers** from their current employer. Here are ways to address (and prepare for) counteroffers.

1. Discuss potential counteroffers with the candidate early in the interview process.

Ask candidates what they would think or do if they were presented with a counteroffer package from their employer. This can help clue you into the candidate's mindset, while also preparing the candidate to address a counteroffer if and when it comes.

2. Stay in touch with the candidate immediately before and after their resignation.

Leaving an employer for a new opportunity is an emotional experience, where the candidate may be saying goodbye to valued mentors and friends. Knowing they have a trusted partner and advocate on the other side who is ready to help them embrace a new opportunity will make it easier for them to cut ties.

3. Ensure your own offer meets all of the candidates needs and motivators.

Many candidates are looking for non-traditional benefits, such as flexibility in how and when they work. Stay in tune with what your candidate values and ensure you are meeting their needs and expectations.



STAY CONNECTED



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