

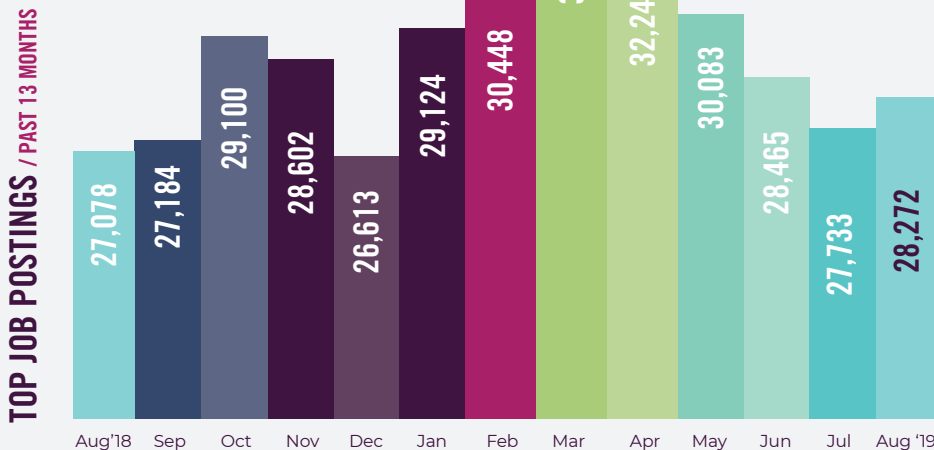
IT JOB TRENDS

NC IT JOB POSTINGS AUGUST 2019

TOP 10 Occupations

Occupations	Aug '19	Aug '18
Software Developers	6,727	+17.7%
Network + Computer Systems Administrators	3,195	+6.8%
Computer Systems Analysts	2,654	+10.0%
Computer User Support Specialists	2,894	+17.5%
Information Technology Project Managers	2,580	+19.6%
Computer Systems Engineers/Architects	2,049	+11.7%
Information Security Analysts	1,968	+4.6%
Computer + Information Systems Managers	1,584	+38.2%
Web Developers	1,529	+11.3%
Software Quality Assurance Engineers	1,224	+29.1%
TOTALS Including All Others	28,272	+7.6%

NC vs US JOB POSTINGS / August 2019



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

TOP 10 MSAs

Location	Aug '19	Aug '18
Charlotte/Concord/Gastonia	10,172	+10.7%
Raleigh	8,948	+1.7%
Durham/Chapel Hill	3,874	+6.9%
Greensboro/High Point	1,166	+52.4%
Fayetteville	793	-17.5%
Winston-Salem	521	+9.5%
Wilmington	269	+2.3%
Burlington	217	+41.8%
Asheville	198	+13.1%
Hickory-Lenoir Morganton	128	-30.8%
TOTALS Including All Others	28,272	+7.6%

TOP 10 Hard Skills/Certifications

Skill	Aug '19
Java	5,597
Software Development	5,412
Structured Query Language	4,793
Linux	3,983
Python	3,945
JavaScript	3,773
Systems Development Life Cycle	3,566
Application Development	3,625
Agile Software Development	2,297
Quality Assurance	3,080

TOP 10 Hirers of Tech Talent

Employers
IBM
Oracle
Wells Fargo
CCI COMPANIES
Bank Of America
Deloitte
Cisco
Lowe's
Verizon
PricewaterhouseCoopers



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RECRUITING *with* PURPOSE

TECH TALENT TRENDS REPORT

September 2019



DATA SUMMARY

The weather isn't cooling down and neither are technology job openings. After a few months of decline, August saw a rise in IT job postings reaching **28,272**. This is a 7.6% increase from August 2018. **Charlotte** leads the state with over 10,000 of those open positions. Greensboro and Burlington continue to show strong growth, growing at 52% and 41%, respectively.

Java remains a top skill, up almost 4% from 2018, and requested in over double the amount of job postings than .NET. Interestingly, **waterfall methodology** is showing stronger growth this month than **agile methodology** - 57% compared to 31%. Some of the most popular open positions include Software Developer, Computer and Information Systems Manager, and Software Quality Assurance Engineer.

WHAT'S TRENDING IN TECH HIRING?



Interviews are a key tool in the hiring process, and the best interviews are those with structure. Defining and structuring your organization's interview process allows your hiring managers to efficiently find the right fit for the role. Communicating this structure to candidates allows them to better prepare for interviews and ensures they have a better experience overall, something that is critical in today's tight market. Follow these tips to optimizing your interviews :

- **Define the Role:** This should be done before you ever post a job or start collecting resumes. Make sure everyone involved has a clear picture of what the job entails, how it fits into the organizational structure, and what goals the person in this role will be expected to reach.
- **Define the Candidate:** Based on the role, what skills and qualifications does a candidate need to be successful and how will you evaluate that? Look beyond technical skills to take into consideration things like the ability to communicate across the organization. Use the job description to help set this criteria.
- **Outline the Process:** Each step of the interview process should be tied to the criteria set previously. What will each stage consist of and what will you learn about the candidates at each step? With whom will they be meeting at each stage and why? Keep this consistent so each candidate is evaluated against similar benchmarks.



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