

Michael Page Perth

- Our WA business is a team of 40 consultants recruiting across most professional service based positions
- Our Technology and Transformation recruitment division has a team of nine consultants specialising in certain role verticals
- Two specialist BA recruiters – Deyana Khosravi and I who have connected with over 500 BAs in the WA market in the last 12 months
- We have doubled the number of contractors in the BA space over the last 18 months.



WA - Business Analyst Market



2,161

Professionals ▼ -2%

310

Changed jobs

3

Job posts

379

Engaged talent

Where is this talent located?

[See Location](#)



Top locations

Location	Professionals
Greater Perth Area	2,074
Meru, Western Australia, Australia	10
Bunbury, Western Australia, Australia	10
Paulls Valley, Western Australia, Australia	7
Burrup, Western Australia, Australia	5

Who is employing this talent?

[See Company](#)

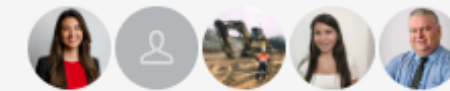
Top companies

Company	Professionals	1y growth	Job posts
Bankwest	67	▲ 14%	0
BHP	42	▼ 5%	0
Rio Tinto	40	▼ 7%	0
Western Power	36	▲ 13%	0
Water Corporation	32	▼ 16%	0

Hiring demand

Very high This talent is very hard to hire

View in Recruiter Search



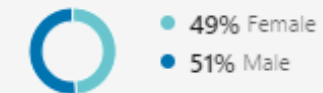
460+ open to new opportunities

280+ have company connections

210+ open to contract work

[See candidates](#)

Gender diversity

































Key insights

1.4 year median tenure
When professionals are most likely to switch jobs

WA - Business Analyst Hiring Industries



What industries are employing this talent? ...					
Industry (100) ↕	Professionals ↕	Job posts ↕	Hiring demand	Gender ↕	Top Employers
Mining	317 ▼ 2%	—	Very high	<div style="width: 50%; height: 10px; background: linear-gradient(to right, #00a68a, #0070c0);"></div>	  
IT Services and IT Consulting	236 ▼ 1%	—	Very high	<div style="width: 50%; height: 10px; background: linear-gradient(to right, #00a68a, #0070c0);"></div>	  
Government Administration	148 ▼ 2%	1	Moderate	<div style="width: 50%; height: 10px; background: linear-gradient(to right, #00a68a, #0070c0);"></div>	  
Banking	134 ▲ 9%	—	Moderate	<div style="width: 50%; height: 10px; background: linear-gradient(to right, #00a68a, #0070c0);"></div>	  
Utilities	132 ▼ 1%	—	High	<div style="width: 50%; height: 10px; background: linear-gradient(to right, #00a68a, #0070c0);"></div>	  
Accounting	98 0%	—	Low	<div style="width: 50%; height: 10px; background: linear-gradient(to right, #00a68a, #0070c0);"></div>	  
Higher Education	96 ▲ 2%	—	High	<div style="width: 50%; height: 10px; background: linear-gradient(to right, #00a68a, #0070c0);"></div>	  
Hospitals and Health Care	74 ▲ 51%	—	Low	<div style="width: 50%; height: 10px; background: linear-gradient(to right, #00a68a, #0070c0);"></div>	  
Software Development	67 ▼ 9%	—	Moderate	<div style="width: 50%; height: 10px; background: linear-gradient(to right, #00a68a, #0070c0);"></div>	  
Oil and Gas	64 ▲ 12%	—	Very high	<div style="width: 50%; height: 10px; background: linear-gradient(to right, #00a68a, #0070c0);"></div>	  

WA - Business Analyst Listed Skills LinkedIn



What are the most common skills among this talent? ...

Skills (100)	Professionals % of total	Job posts	Gender	Top Employers
Business Analysis	935 43%	2		BHP R
Business Requirements	836 39%	0		BHP R
Requirements Gathering	696 32%	0		BHP R
Business Transformation	638 30%	0		R
Business Process Improvement	599 28%	0		R BHP
User Acceptance Testing	597 28%	0		R
Acceptance Testing	582 27%	0		R
Systems Analysis	571 26%	0		R
Functional Requirements	540 25%	0		BHP R
Requirements Analysis	506 23%	0		R BHP

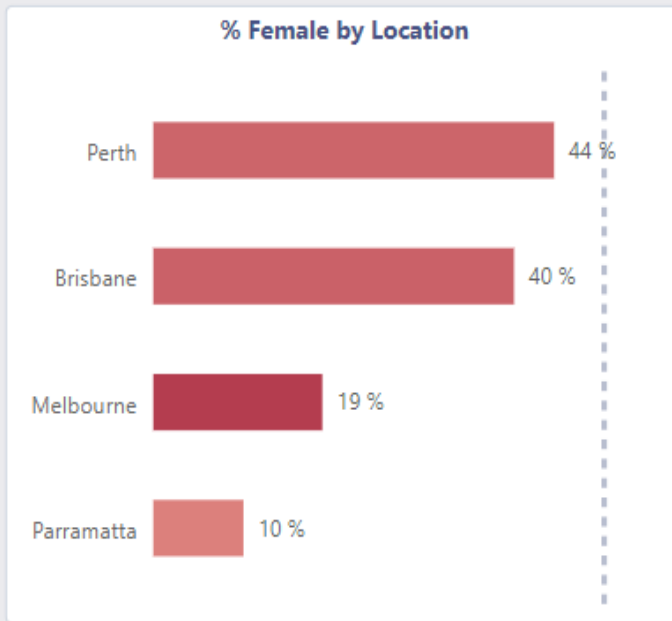
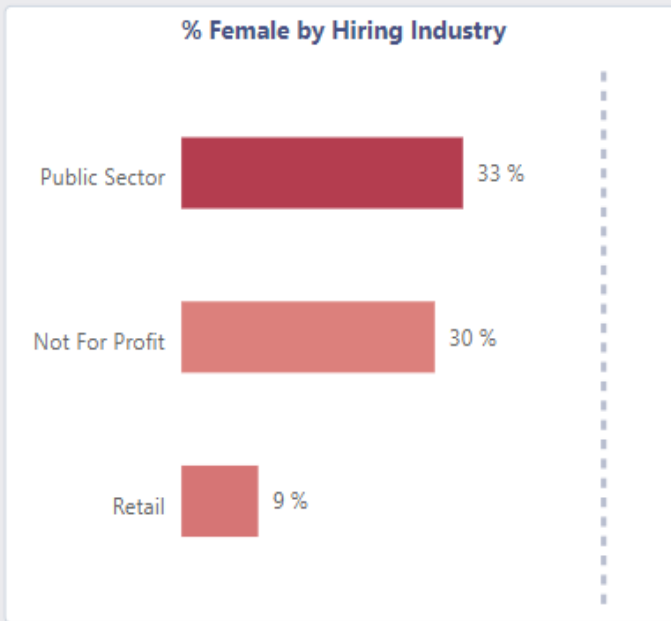
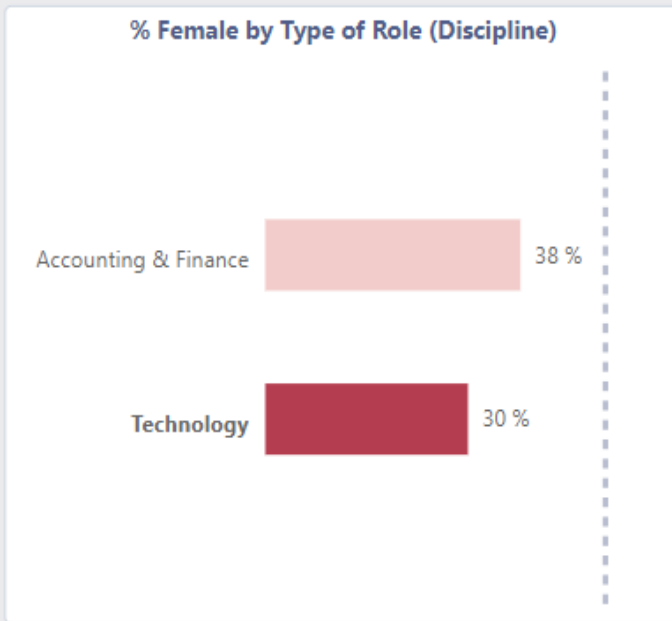
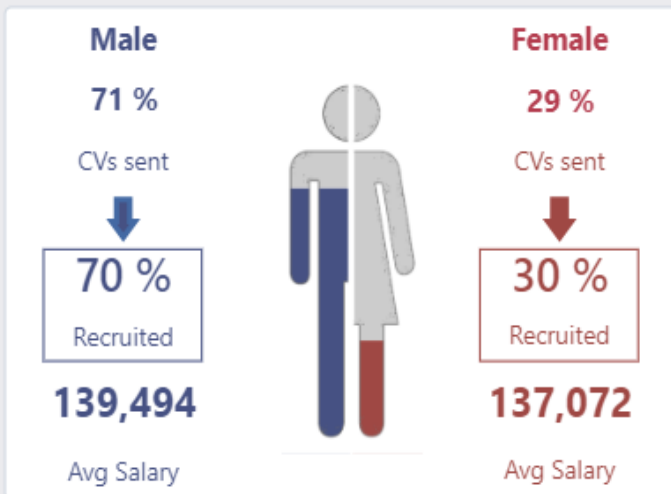
Gender Split in Business Analysis - Australia



Candidate Gender

832

Candidate sample size



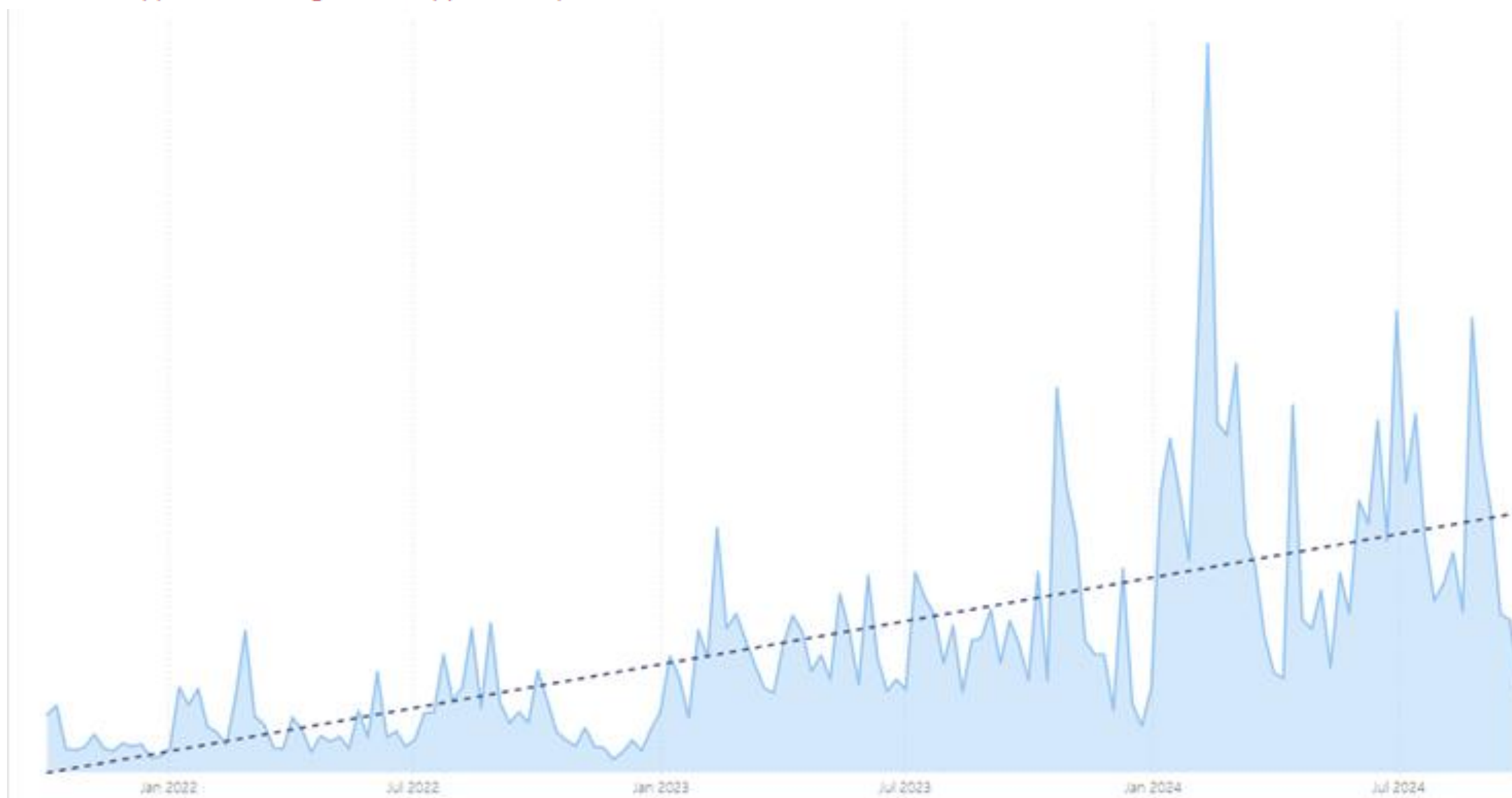
Bolder colours show bigger sample size

Job Applications in the Business Analyst market - Australia



360.2 %
Job Board Application Change

98.5
Applications per Job





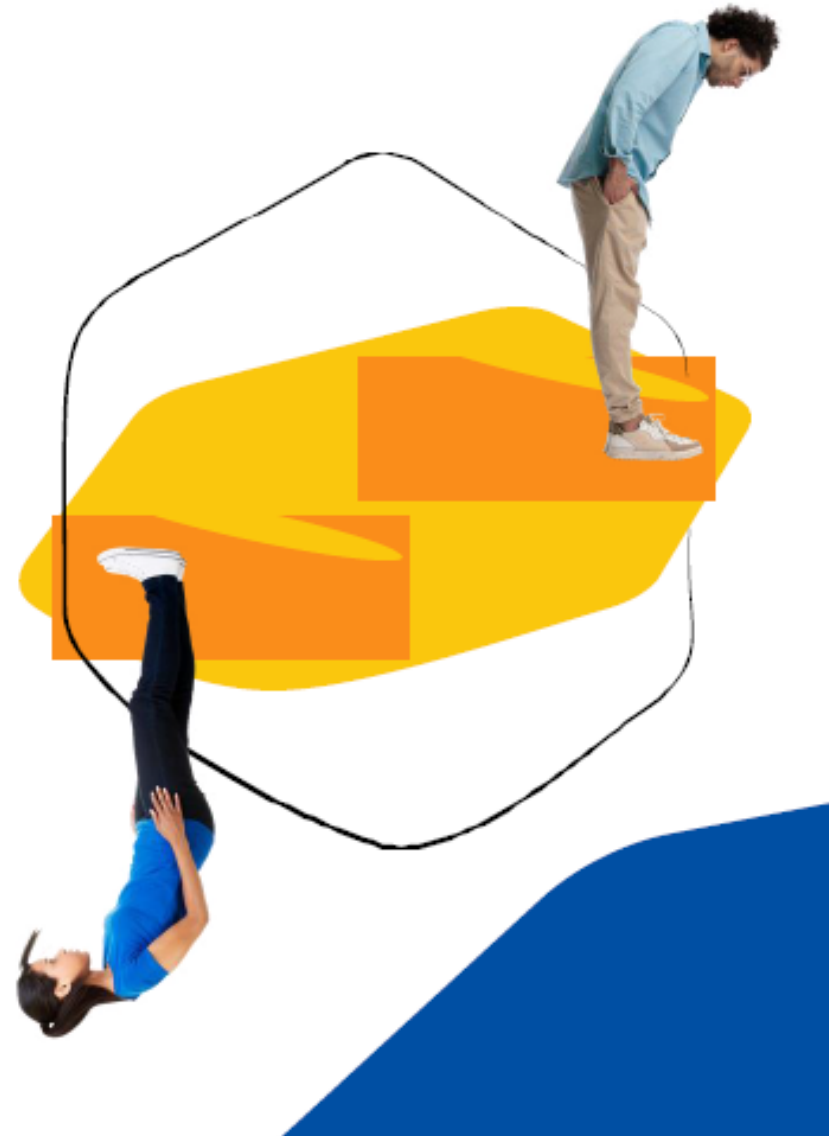
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TALENT TRENDS 2024 | AUSTRALIA

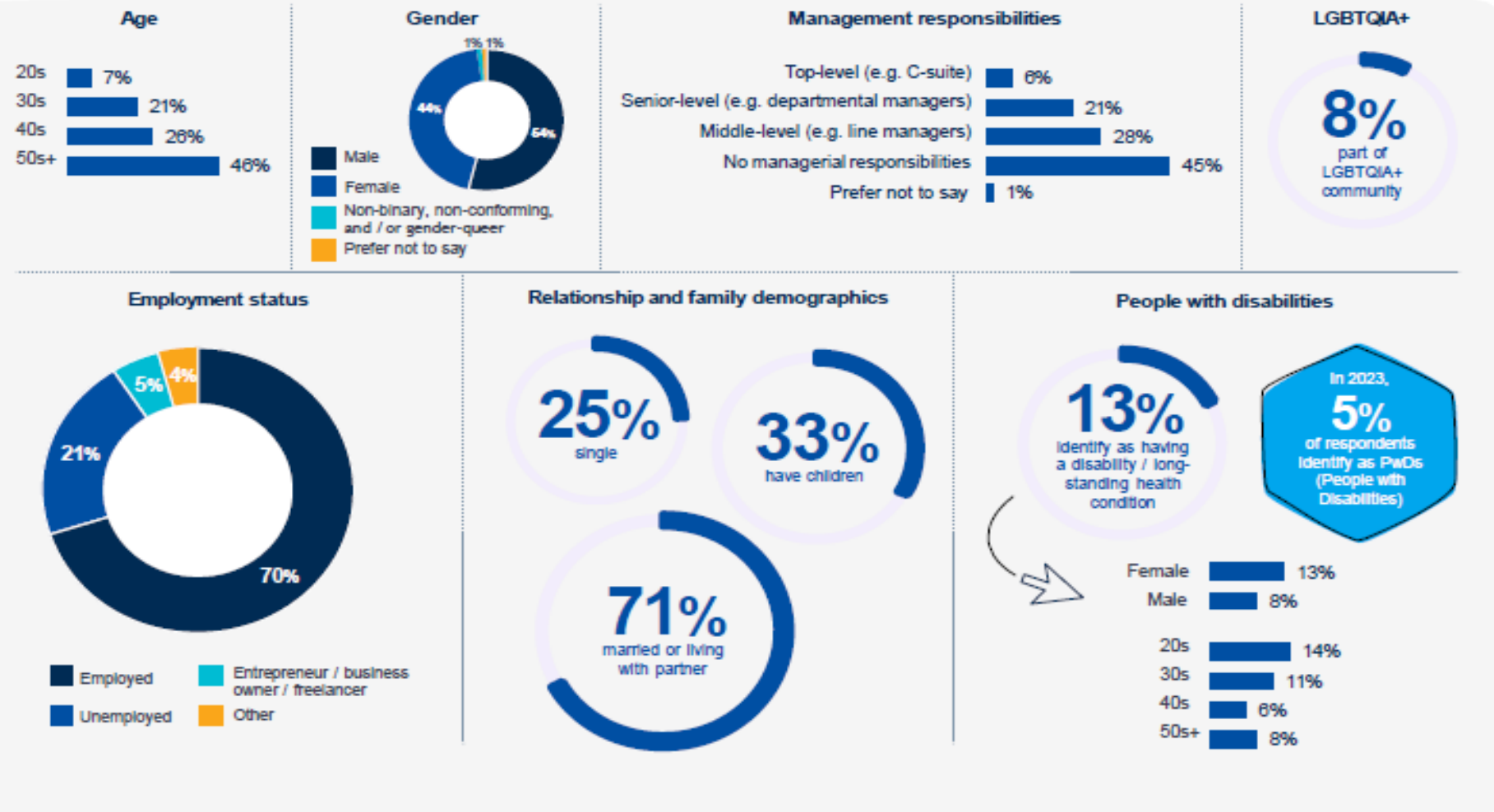
THE EXPECTATION GAP

Understanding the divide between employer expectations and employee realities to hire and retain talent in today's job market





Who took our survey?





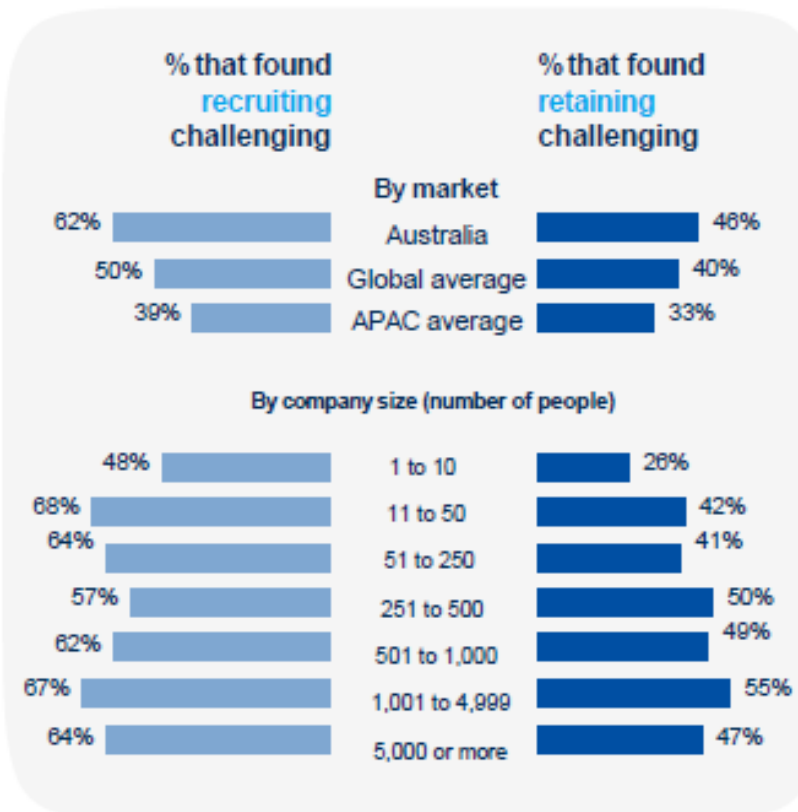
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Businesses face talent crunch on both hiring and retention fronts

Australia faces a double whammy: 62% of organisations struggle to find the right talent, and nearly half grapple with retaining existing employees.

Employers who faced challenges in recruiting and retaining staff over the last 12 months





Attracting Talent

Factors that draw job seekers to new roles

Top factors that attract job seekers to a new role

- 1 Salary higher than current role
- 2 Flexibility in working arrangement
- 3 Office location
- 4 Company culture
- 5 Greater sense of purpose in role/company
- 6 Company ethics & values

Top factors that employers expect will attract job seekers

- 1 Salary higher than current role
- 2 Flexibility in working arrangement
- 3 Company culture
- 4 Flexible in working hours
- 5 Clear path for career progression
- 6 Office location



Office presence up 58% YoY, driven by company policy changes

Large enterprises have been at the forefront of this shift, making a call to mandate teams to return to the office. Among the employees affected by these policy changes, 60% are open to new roles, 72% expressed dissatisfaction with their current role, and 69% reported being unhappy with their salary.



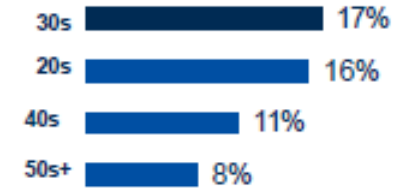
Those who currently work in a hybrid arrangement now spend more time working in the office compared to 12 months ago



worked more in the office compared to a year ago because they can learn from colleagues



worked more in the office compared to a year ago for better career development



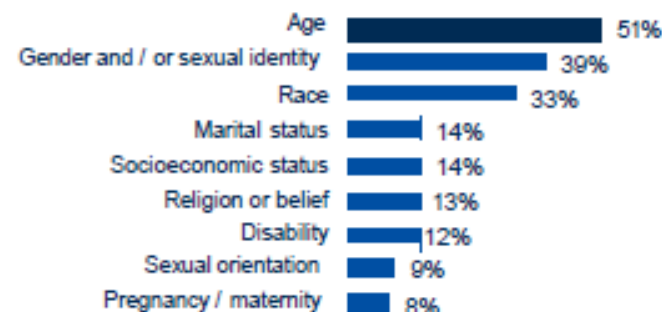
Reasons why employees are spending more time in the office now



Ageism: The discrimination affecting both ends of the age spectrum

Ageism emerges as the most pressing DE&I concern for Australian workers, significantly affecting young professionals in their 20s.

Types of discrimination experienced by employees in Australia



Employees rank their top 10 most important DE&I initiatives

- 1 Preventing age discrimination
- 2 Closing the gender pay gap
- 3 Promoting equity and inclusion for people of diverse racial / ethnic backgrounds
- 4 Promoting greater equity for and inclusion of women in the workplace
- 5 Getting more women into leadership positions
- 6 Getting more people of diverse racial and ethnic backgrounds into leadership positions
- 7 Promoting greater equity for and inclusion of people with disabilities in the workplace
- 8 Promoting greater equity for and inclusion of the LGBTQIA+ community in the workplace
- 9 Getting more people with disabilities into leadership positions
- 10 Promoting greater equity for and inclusion of people who identify as transgender and/or non-binary



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