



# HIRING INSIGHTS REPORT

Information Technology,  
SAP Focus

---

September 2020

## About this report



Compiled from a number of sources including our professional network of over 300,000 individuals, SEC Pulse sets out to aid your decisions when it comes to hiring strategy.

Understanding where your competitors are hiring from, what the key locations for your desired talent pool are

and what key skills and values are within this workforce will enable you to begin a targeted and more efficient hiring process.

**For this report we've looked into IT professionals across Europe working in the SAP arena.**



**Michele Vinciguerra**

Manager, Information Technology

michele.vinciguerra@secrecruitment.com

+44 (0) 207 255 6655

## At a glance



58,362

Professionals



13,916

Changed jobs in the last year



3,891

Current vacancies within this market

## Key Locations

The top cities/territories by number of professionals that meet your criteria. Hiring demand compares this number by the amount of open job vacancies in each area.

Location	Professionals	Hiring Demand
Paris, France	2,709	Very High
Madrid, Spain	2,297	Moderate
London, UK	1,742	Very High
Milan, Italy	1,520	Very High
Romania	1,493	Low

### Talent Hotspots

Locations where the supply of professionals is higher relative to hiring demand.

- Romania
- Rome, Italy
- Budapest, Hungary

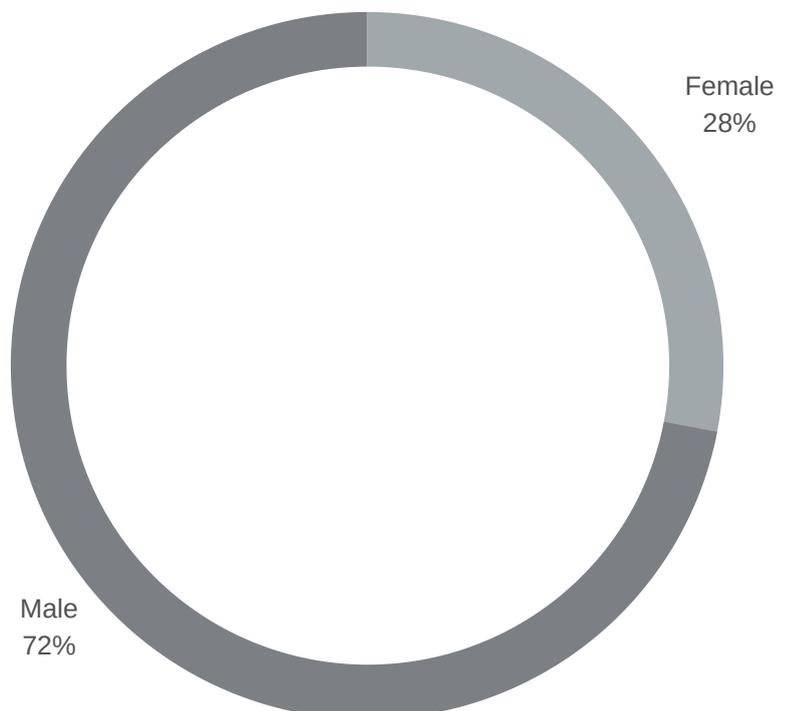
### Average Tenure

When professionals in this market are most likely to change jobs.

1.7 Years

\*Less than 1% could be identified as another gender identity, so we have shown gender composition using only male and female data points.

### Gender Diversity\*



## Fast Growing Skills

A look at the most sought after skills of the last 12 months

Skill	1y growth
Jira	+33%
SAP Fiori	+26%
SAP HANA	+25%
Git	+25%
Analytics	+24%

## Employer Value Propositions

What are the most important propositions for this talent?

Value proposition	% agree in importance
Good work-life balance	70%
Excellent pay and benefits	69%
Flexible work arrangements	53%
Challenging work	50%
Convenient commute	34%

## Top Employers

Who are you up against when it comes to attracting candidates? Here's a look at the top employers by number of professionals in this talent pool.



## Employers to Watch

These organisations have recently invested more in hiring from this talent pool. Here's a look at how much of this talent they've hired in the last 12 months compared to the previous 12 months.



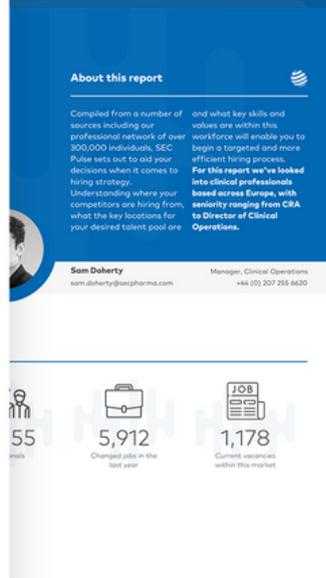
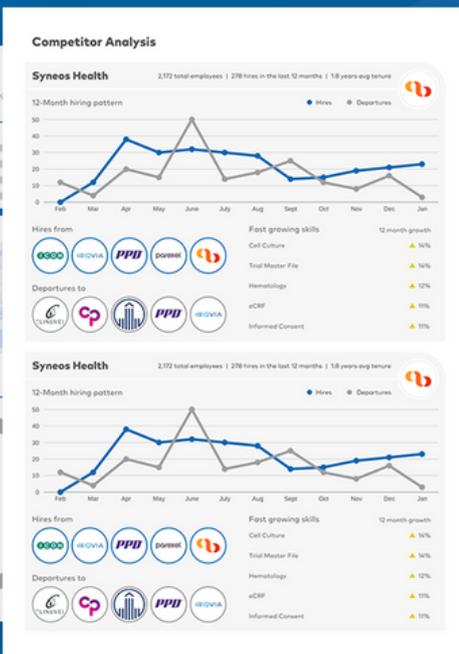
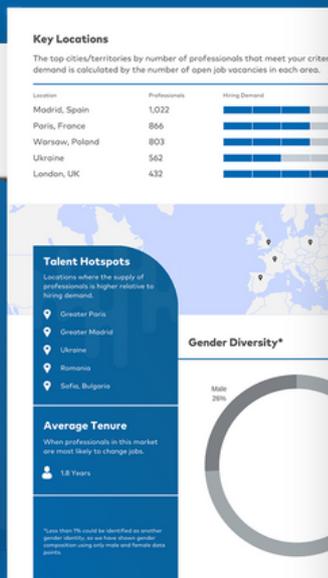
▲ 47%



▲ 31%



▲ 29%



**Request a report tailored to your hiring need, with in-depth competitor analysis.**

[secrecruitment.com/pulse](https://secrecruitment.com/pulse)

[info@secrecruitment.com](mailto:info@secrecruitment.com)

+44 (0) 207 255 6600



Unique People. Extraordinary Results.