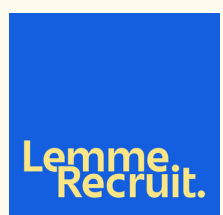


Jul 25

In the Loop with
LemmeRecruit.

a quarterly guide to the Australian data & AI market you can leverage.



Snapshot

3% increase

in total vacancies added to the Australian market since Feb 2025

74%

of data roles advertised are Permanent or Fixed Term

44%

of hiring is coming from NSW

2% decrease

in contract rates since last quarter

57 days

to secure a permanent role, on average

job descriptions

'AI' is creeping in as a requirement (regardless of what a company is trying to achieve)

new titles incoming

'Knowledge Engineer', 'Agent Engineer', 'Prompt Engineer'

SKILL	DEMAND	SUPPLY	WHY
Data Governance	HIGH	LOW	The significance of having this function established is finally being realised by organisations.
AI Engineers	HIGH	LOW	No one wants to be behind in the hype cycle.
Data Engineers	HIGH	TIGHT	There's a lot of building foundations going on. Or it's the re-build.
Data Science	LOW	HIGH	The skill is still 100% critical to the market but it's part of a JD rather than a title nowadays.

From the Founders

We are so excited to be back!!!

It's been 7 weeks since we launched LemmeRecruit and wow, we are so grateful for how well we've been recieved in the market.

The momentum is slowly but surely building in the data market. The conversations we are having with senior leaders in the Data & Tech space are about how they plan to grow.

It's certainly not a COVID spike (which we are grateful for), but the appetite to hire and grow is there from the vast majority.



AI is reshaping recruitment, but not without friction.

Keyword matching over competence

- AI-generated CVs and job descriptions are optimizing for keyword alignment, not candidate quality. **The result?** Hiring managers spend more time interviewing candidates who look good on paper but lack the depth, skills, or awareness to back it up in interviews.

Application volume is up and commitment is down.

- Automation has made it easy for candidates to apply at scale, with many showing up unprepared, reading from scripts, or not showing up at all. This surge in low-commitment applications is wasting valuable time and inflating the hiring funnel with noise.

Authenticity is lacking

- The widespread use of AI-generated CVs and applications is leading to interviews with candidates who are unfamiliar with their own experience or the role, resulting in poor alignment and low-quality conversations.

Effort and intent from clients is disappearing

- Increasingly, clients are showing up with vague objectives and minimal engagement, making it hard to know where you stand as a candidate.
- The surge of AI buzzwords and "quick-fix" solutions is diluting genuine intent, leaving conversations shallow and outcomes unclear for long periods of time.

Final thoughts?

- There needs to be a blend of old and new when you are preparing yourself and your CV for a job application and interview. Don't just rely on AI.

‘IN MY OPINION’ (a weekly series)

Don't you just love those 3 words.

They are almost always followed by something hilarious/controversial/ partially fact checked/rogue/insightful... the list goes on.

So here we go, take 1 of 'in my opinion' from the mouths of the Data world of Australia and New Zealand.

Note: We post these every Thursday on our linkedin company page (lemmerecruit).

IN MY OPINION - TAKE 1

"Deployment of AI at scale is down to the CEO."

"Everyone is a LLM expert now."

"People are congratulating themselves for doing the most basic things."

"There's a difference between having a good demo and a product that actually works."

"I wish the product launch failed so they could finally learn from their repeated mistakes"

Follow our social media pages for daily updates.





Thank you.

We appreciate your support with the launch of LemmeRecruit!

We recognise just how many of you have sent us a note, picked up the phone, made an effort to get a coffee, refer good people, trust us with hiring for your team, shared a linkedin post, tagged someone in comments and more.

The support does not go un-noticed.

We are optimisitic about what's ahead and look forward to staying connected over the coming quarter.

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