



Oct 25
(for Jul-Sept 25)

In the Loop with
LemmeRecruit.

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



Snapshot

48%
of data contractors are now open to permanent positions

3.75 months
to secure a data hire when using only internal hiring methods (on average)

pulse check

hiring is a priority but a much more measured approach with budget and AI front of mind

65%
of data consultancies are evaluating their skills on the bench to prepare for project kick off

re-shaping
roles are being re-shaped not erased

3
final round interviews to secure a permanent role

SKILL	DEMAND	SUPPLY	WHY
Data Engineers	HIGH	TIGHT	Engineering excellence is in focus - building resilient, observable pipelines that feed AI and analytics use-cases.
Analytics Engineer & Data Scientist (Hybrid)	HIGH	MEDIUM	Org structures are flattening; these hybrids are becoming closer to the business to translate complex analysis into business decisions.
Data Governance & AI Risk	GROWING	LOW	Explainability, lineage, and privacy are non-negotiable in AI roadmaps.
BI & Decision Support (augmented)	MEDIUM	HIGH	Dashboarding is evolving - not disappearing.

From the founders

AI roadmaps are being prioritised, but the market remains highly selective.

Where hiring is happening, it's purposeful - teams are building against clear, time-boxed milestones and measurable outcomes. There is still a longer time lag between knowing you have a need and securing someone for the position.

The focus is shifting to strong engineering fundamentals, tighter alignment with business goals, and clear value stories that cut through the noise.



Hybrid talent, tight budgets, and pragmatic execution now define success.

Moving from hype to practical implementation

AI has moved from buzz to blueprints. Organisations are finally setting up governance committees, defining ROI metrics, and productising copilots, retrieval-augmented analytics, and decision-support tools.

Leaders are integrating ML, LLMs, and automation into specific business workflows, while others focus on fixing data foundations to prepare for 2026.

Hybrid skill sets in high demand

The era of single-domain specialists is fading. Employers want data professionals who blend ETL/data engineering, backend APIs, and ML/LLM exposure.

Analytics Engineers and Data Scientists are expected to work closer to the business, translating data into outcomes. Business Intelligence isn't dead, it's evolving toward augmented insights tied to revenue, cost, efficiency, and risk.

Leadership change

We're seeing noticeable movement across senior leadership teams. Roles that have been open for some time are finally being filled, while others are being redefined entirely. There's a clear shake-up happening at the top - a recalibration of leadership to align with new business priorities and the changing pace of the market.

Team structures

The shift toward leaner, faster-moving teams continues. Startups are prioritising adaptable builders who can span data pipelines, APIs, and early ML experimentation - people who learn fast, stay curious, and deliver without layers of process.

Engineers with 2-4 years' experience who've grown up in dynamic environments are proving especially valuable. Those from enterprise backgrounds can still make strong transitions, but success often comes down to mindset - the ability to embrace pace, ambiguity, and impact over hierarchy.

Budgets and delivery

Hiring remains cautious, with C-suite approval required for most new headcount. Internal moves and automation take priority over external hiring. Blended models are rising - onshore product ownership supported by offshore builds or consulting pods. The "AI is taking over" narrative is misplaced: roles are evolving, not disappearing.



'IN MY OPINION'

This segment is posted on our LinkedIn company page every Thursday.

These are not made up quotes. They're straight from people in the Australian and NZ data & AI market so that you can get a sense for what's going on out there.

Some of it's hilarious, some informative and some simply reassuring.



Final Thoughts

AI hasn't stopped hiring activity; it's reshaping it. The teams that will thrive are those combining strong data foundations with pragmatic AI adoption and clear delivery milestones.

For **hiring managers**, navigating this market means:

- Being clear on the outcomes you need your team to deliver.
- Building and communicating a strategy your team can rally behind.
- Allocating budget to the right skill sets so delivery goals are met without burnout.

For **candidates**, standing out in this market means:

- Allowing more lead time to secure your next role as processes become more selective.
- Knowing your strengths, and the areas you want to develop, before entering the market.
- Leveraging your network to open doors and secure interviews.

WE HAVE MERCH!!

How do you get some?

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OR

If you just want to be part of the club, reach out to us.

Emily Nota

emily@lemmerecruit.com

Laura Nailard

laura@lemmerecruit.com

