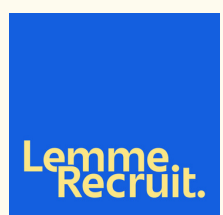


Jul 25

In the Loop with
LemmeRecruit.

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



Snapshot

47 days

to secure a permanent role,
on average

5% decrease

in contract rates
since last quarter

72%

of hiring is coming from
Auckland

ways to compete for talent

people are forced to think about how to compete for talent outside of salary. Clear benefits (WFH, flexibility, bonuses, discounts etc) are important to iron out now more than ever.

new titles incoming

‘Knowledge Engineer’, ‘Agent Engineer’, ‘Prompt Engineer’

SKILL	DEMAND	SUPPLY	WHY
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 Lemme Recruit Founders

We are so excited to be back!!!

It's been 8 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 expand teams and deliver to the projects they've mapped out.

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.



Go-to-market with clarity or you will lose out on talent.

Data executive re-shuffle.

- Many major New Zealand organisations are hiring or internally appointing new data executives, causing significant movement within the senior data leadership talent pool. We're likely to see a pivotal shift in leadership across the data landscape in the coming months.

Dragged out time to hire.

- Data teams are experiencing delays in hiring, largely due to a lack of clarity around the specific skills and roles they need. Added cost pressures are also contributing to the uncertainty and slowing down decision-making.

Organisations offering remote GenAI work from NZ.

- Many professionals in the GenAI space are choosing to work remotely from New Zealand, gaining valuable experience while maintaining the flexibility they prioritise.

Retention of data talent.

- Retaining strong data teams remains a top priority for hiring managers in New Zealand's competitive data market - especially in areas like Data Engineering, Machine Learning, and AI project delivery.

Clear employee value proposition.

- In a market as small as New Zealand, having a clear go-to-market recruitment strategy is essential. Without one, your organisation risks becoming just another name candidates are tired of hearing from - especially as more executives rush to kickstart their AI initiatives.

'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, chapter 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."

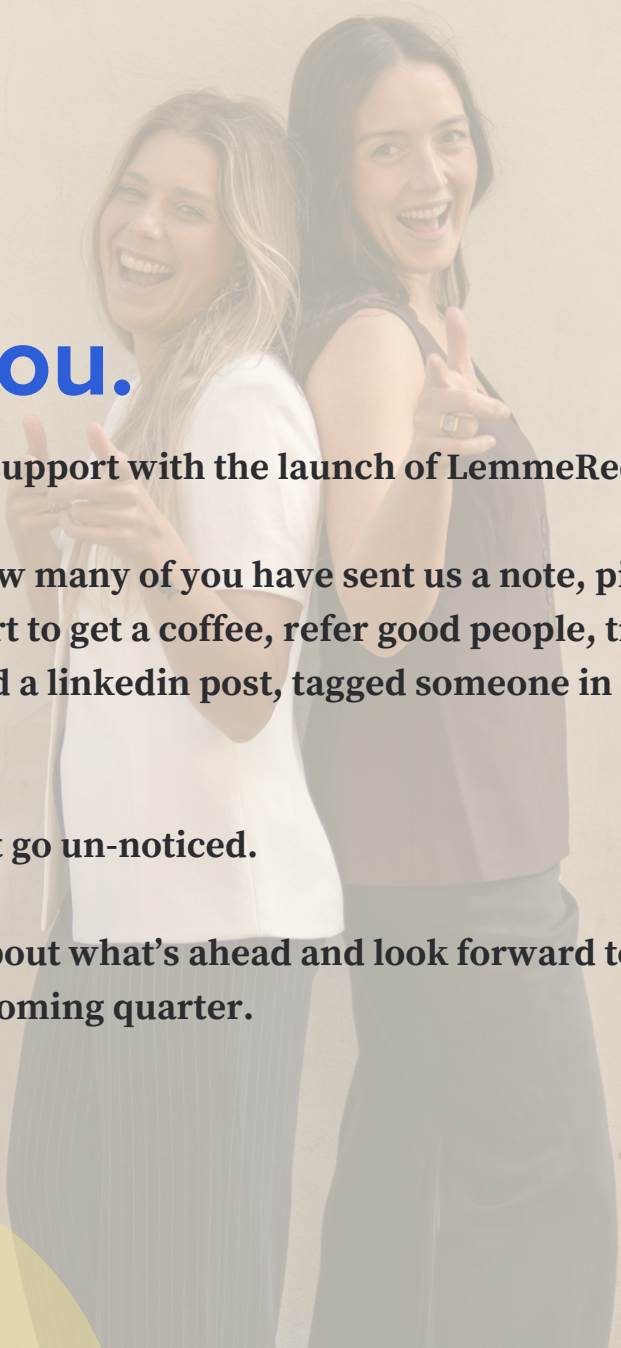
"People are congratulating themselves for doing the most basic things."

"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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