Silicon Valley Associates Recruitment

Salary Guide
2022

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IT AND TECHNOLOGY RECRUITMENT SPECIALISTS IN APAC
Silicon Valley Associates Recruitment

Specialized IT recruiter and IT recruitment agency in Hong Kong. Find IT jobs in Hong Kong, China, Shanghai, and Singapore that are right for your career

Whether you're a Developer or Data Scientist looking for your next career move, or an IT Director searching for available IT talent in Hong Kong (HK), Singapore, or China, Silicon Valley Associates Recruitment has the experience and industry contacts to help you find the right IT jobs on a permanent basis across a range of IT and technology disciplines.

Our recruitment experts' mission is to help you find tech jobs that are both fulfilling and beneficial to your career ambitions. We are committed to ensuring a smooth transition into your IT dream career.

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About Us

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Recruitment

Our name reflects a proven track record of helping Local, Asian and Western Tech MNCs and Start Ups.

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Our logo represents a proven track record of successfully hiring IT talent.

About Us

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10 YEARS

Accumulated Recruitment Expertise within IT and Technology in Asia and Worldwide

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Silicon Valley Associates Recruitment

Focused on

Executive

Information Technology

Sales or Marketing

Into Technology Companies or IT Functions

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Why Are We Different?

Our Service Value Proposition to You, is Our People:

Are Genuine Specialists	Follow our Methodology	Are Prioritized Correctly	Are Initiated in our Culture	Are Stable
Have a previous background in their specialized disciplines. E.g., Our Data Scientist Recruiter used to be a Data Scientist	No matter which office or what position, our Recruiters follow the same tried and tested 35-step search methodology	Are incentivised not by sales commission, but fixed bonuses for placements + great customer satisfaction surveys	Give 100% Work Hard Be Honest Make our Clients and Candidates Happy Have Fun!	We try to offer the best working environment, compensation, and management so our people love working here, and stay long term

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Recent Facts and Figures

+100 — of our Candidates offered jobs through us since 2019

+1000 — Interviews arranged between employers and candidates since 2019

+300 — Interviews arranged since 2021

+150 — Jobs assignments and adverts to us from Clients in 2021

1000 — New IT Candidates registered themselves in our system in 2021

30,000 — Total Candidates in our database as of 2021

30,000 — Connections with local network in LinkedIn

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Our Vision

2018:
Founded
Hong Kong

2019: 1st Hire,
Office in Hong
Kong

2020: 1st Hire,
Office in
Singapore

2020:
1000th
Candidate
Registration

2021: 1st Hire,
Offices in China
(Shanghai,
Shenzhen)

2021: Hired
10th Employee

2022: 1st Hire,
Offices in Japan
and Dubai

2023: 1st Hire,
Office in London

2023: 1st Hire,
Office in Berlin

2024: 1st Hire,
Office in
California

2024: 1st Hire,
Office in New
York

2025: Hire
Our 100th
Employee

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Our Senior Team-
Experienced
Multilingual Team of
Consultants
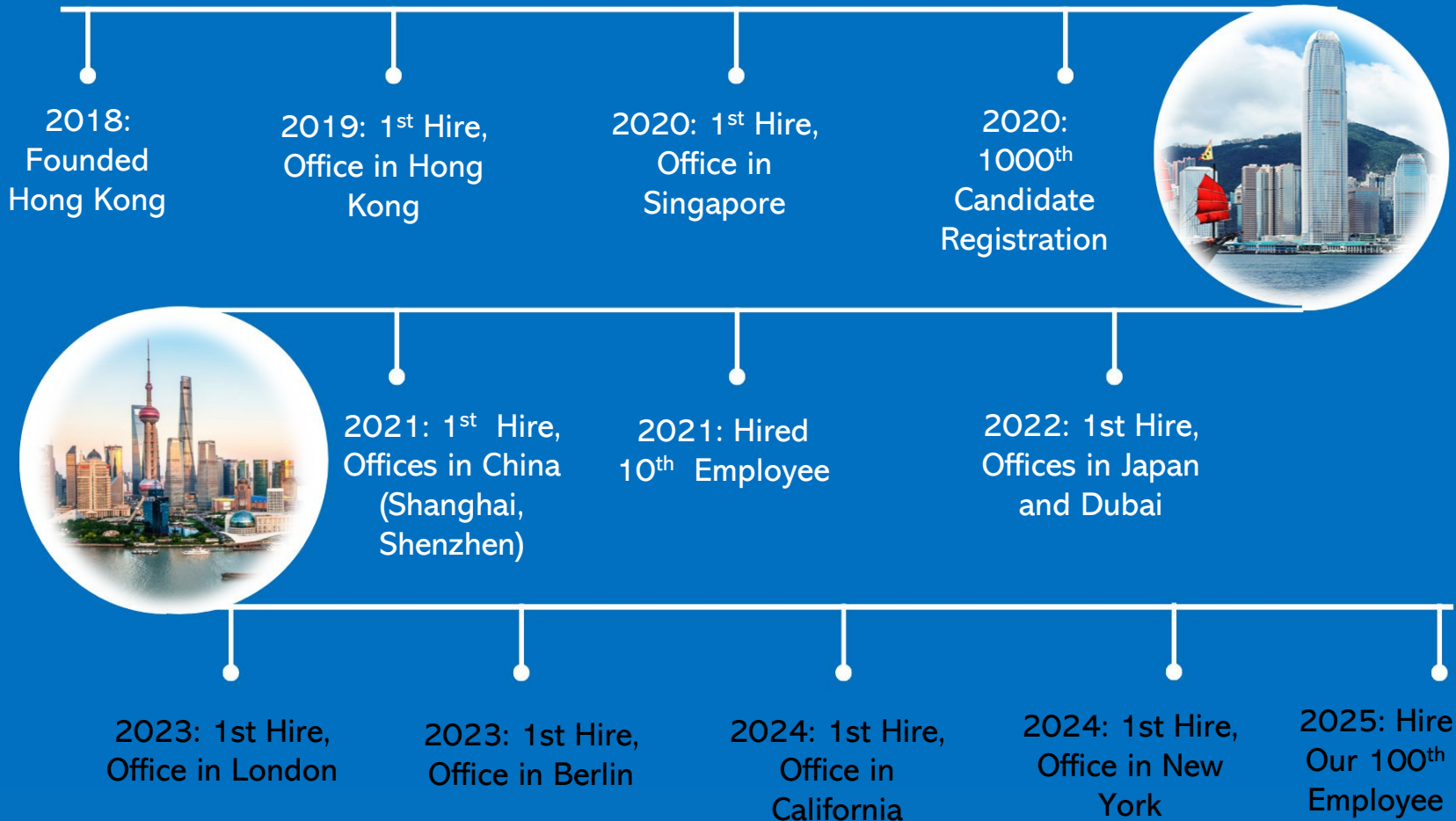
Perry Tingson
Sourcing Associate
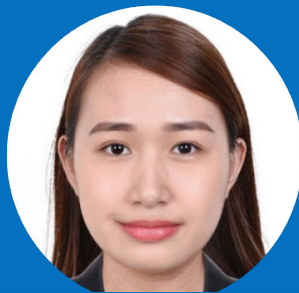
Catherine Wu
Research Associate

Armae Garcia
Marketing Associate

Daryl Galariana
Senior Marketing

Vivian Yu
Senior Finance & HR
Officer

Hazel Chiu
Senior Researcher

Alexa Zapata
Research Associate

Victor Chen
Senior Recruiter

Vahid Haghzare
Founder & Director

Jen Bustos
Sourcing Associate

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Candidate Blogs

Silicon Valley Associates
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Top 10 Tech Jobs to look out for this 2022

The fight over the tech talent looks set to continue in 2022 as the demand for IT positions grows in a post-pandemic world of New Normal, with half of Silicon Valley Associate Recruitment's employer clients have told our IT Recruiters surveyed are planning to open 50% more positions for the next year.

Companies we work with within Hong Kong, Shanghai, Shenzhen, Singapore, Dubai, and Japan are laying all their cards on the table in the hopes of successfully hiring the best tech pros as they struggle to adjust in a competitive IT Recruitment job market.

And with 70% of SVA Recruitment's clients also stating that the company's rate of replacement has increased in the last few years, this shows that the tech industry's recruitment is increasing.

Plans are in place on offering bonuses and incentives, providing IT equipment and internet needs for work from home arrangements, paid leave, insurances, and other benefits they can offer to attract new talents and retain the current ones.

The company's budget, competitors, location, workplace culture are just some of the components that affect the starting salary.

Some companies are getting the upper hand in hiring candidates for the hot jobs this year - from security related to data-focused roles and showed the average salaries based on years of experience of each position.

Looking back on 2021, here were our most requested jobs to fill by employers, which we found the most competition for candidates, and we think will continue to be in major demand in 2022:

1. Full-stack Developer
2. Systems Analyst
3. Web Developer
4. Data Scientist
5. Network and Systems Administrator
6. IT Security
7. Help Desk / Technical Support
8. IT Manager / Project Manager
9. Cloud Architect
10. Database Administrator

Candidate Blogs

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Python Is On Its Way To The Top Of The World

Looking back on 2021, Silicon Valley Associates Recruitment can confidently say Python has been our most in-demand role to the technical language requested by employers and hiring managers in the development and programming IT Recruitment field.

This has been consistent in all the markets we operate in- Hong Kong, Singapore, Shanghai, Shenzhen, Japan, and Dubai. In preparation for 2022, SVA Recruitment's IT Recruiters did some reading on the latest rankings in programming languages and noted some unsurprising and surprising information.

Python to become world's top programming language in 2022

Python is becoming the most popular computer programming language, potentially overtaking C in the Premier League of top-ranked programming languages according to the 20-year-old Tiobe index. Gaining popularity for the past few years, Python has even had recently surpassed Java recently as the second most popular language behind C.

Software testing firm, Tiobe, bases its rankings of programming languages on searches carried out on popular search engines and websites.

Only 2 other languages- C and Java- have ever held the top spot in the Tiobe Index in the last 20 years.

But Python is on the verge of overtaking the number 1 spot only needing to cross 0.16% to outdo C. If this happens, a new milestone will have been reached.

Other rankings on language popularity have similar views. Developer analyst RedMonk had JavaScript in top place in 2019, followed by Python and Java, pointing C as tenth. IEEE Spectrum, an electrical engineering magazine, ranked Python as the most popular language in 2020, second being Java, followed by C and JavaScript.

The Top 10 languages of 2021
Tiobe's top 10 programming languages were:
1. C
2. Python
3. Java
4. C++
5. C#
6. Visual Basic
7. Java Script
8. Assembly language
9. PHP
10. SQL

How has C endured for so long?
The programming language C, built in the 1970s, persists in popularity as a foundational language that offers direct access to hardware.
However, it has also unfortunately become known for being susceptible to memory-related security susceptibilities, and seems to be finally coming to the end of its life by a new language…

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Remember the name- Rust

The Mozilla-created Rust language has seen some recent uptake as a replacement for C in systems programming. Similar syntactically to C++ but with an ability to guarantee memory safety by using a borrow checker to validate references.

Microsoft is also working on bringing Rust to Windows and Azure, Google is using Rust on Android with its efforts to put Rust as a second language to C in the Linux kernel, and Amazon Web Services is now using the language for infrastructure programming. Although Rust is still new, it isn't as popular as Python due to its ease to learn and is also supported by NumPy and TensorFlow for several machine-learning libraries and frameworks.

Python still struggles in mobile and web apps

Python has surged in popularity mainly because of machine learning. However, it has not gained much traction in mobile app development or web applications or development on mobile devices due to be being quite slow.

And if it cannot find a way to fix this, it might go the same as C, with an upstart like Rust swopping in to replace it, and definitely within a few years, rather than a few decades.

Its creator, Guido van Rossum, who currently works at Microsoft, was quoted as saying Python's performance is exhausting too much energy and memory from hardware, and he is working to improve this. At this year's PyCon conference, van Rossum stated "The people who have managed to cross-compile CPython to run on an Android tablet or even on iOS, they find that it eats up a lot of resources". "Compared to what the mobile operating system expects, Python is big and slow. It uses a lot of battery charge, so if you're coding in Python, you would probably very quickly run down your battery and quickly run out of memory" he added.

Recently, the Python Software Foundation designated a Developer in Residence (DIR) to work full-time on the Core Python (CPython) - the main implementation of open-source Python with which other versions of Pythons were established.

The resurgence of Fortran

On a final note, the return of Fortran as a top 20 programming language is remarkable.

Tiobe ranked it as the 50th most popular programming language as recently as July 2020. Earlier this year in Tiobe's index, Fortran rose astonishingly to 20th place. The downside of Fortran is that coding new features can risk killing older code.

Candidate Blogs

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What trends to look forward to in 2022 as a Data Scientist

1. Data Science will become more accessible for SME Businesses:

Amazon is a useful reference for how a big company uses data collection which can be useful for the regular consumer.

By storing all your purchases in one place, the prices purchased and the category, its machine can make predictions on new items of interest with saves you money and improves your retail profitability.

But SVA Recruitment believes trends in Data Science will start to help businesses of all sizes collect and analyze vast amounts of data for useful application.

In 2022, you don't need to be the size of Amazon or Facebook to start applying Data Science.

For instance, one of our clients last month, a mid-size HK real estate firm, told our IT Recruiter Victor Chen that they studied data such as demographics, buying behavior, income changes, and history of the seller from 700 customers collected by its agents, to determine the best moment in time to contact a seller for closing a deal.

Few other real estate companies are also applying related features.

Without an analysis and machine learning models, big data for most businesses is pointless. But Machine Learning models will become more mainstream for all types and sizes of businesses to start using Data Science. Which propagates IT Recruitment needs across even wider horizons.

2. Data Science will become more Mainstream

Typical use of Data Science in daily applications up until today was limited to internet startups or giants, typically our go-to social networks, music streaming, or YouTube suggesting our new contents.

But Data Science's reach will now be exceeding beyond just the internet.

The current number of devices connected to the internet is more than 7 billion. This number of devices is expected to increase by 21.6 billion for the next 7 years.

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The increasing popularity of wearable devices and IoT devices in this new age of 5G- on top of the proliferation of smartphones- is going to generate enormous amounts of data on most individuals and day-to-day activities across the planet.
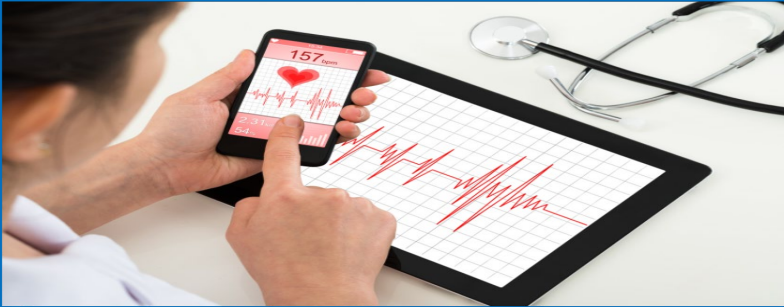
With the help of these devices, people will be able to improve things such as their health and prevent certain medical conditions. Data Science is now being used by farmers to revamp the productivity of their operations and reduce waste. Activist organizations and volunteers are also using Data Science to anticipate and increase their profits.

Data Science will become an important part of everything we will do.

3. The rising need for Data Science Professionals

In the next five years, the demand for data scientists will continue to rise. In the US alone, Data Scientist was named the "#1 job" for the 4th consecutive year by Glassdoor / Indeed, and the US Labor bureau reported that in 2026, the employment for this position is anticipated to expand by 27.9%.

Another report showed that 80% of companies from the UK intend to hire a data scientist this year.

Aside from having a vast growing demand for data scientists, there is also an evident shortage of eligible data analysts.

4. Artificial Intelligence becomes commonplace at work

The machines won't be taking over our jobs anytime soon. But they will be working with most of us on a day-to-day basis next year.

Automating tasks including selecting and evaluating algorithms may lessen the time it needs to work with data up to 10 times. Refining the quality of algorithms and clarifying software tools will lessen the curb to entry into the profession. Simple Machine learning algorithms, decision trees are now easy tasks. A Ph.D. in mathematics won't be needed anymore in understanding frameworks such as PyTorch and TensorFlow.

Media also benefits from data science by using artificial intelligence. AI system can help journalists in writing articles for company reporting.

For example, the Bertie bot is being used at another of our clients, Forbes; helping authors to come up with topics by learning about the journalists' previous topics and interests. The bot can also help with headings and matches images to texts.

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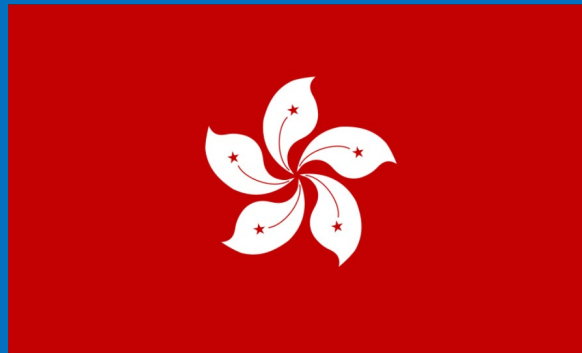
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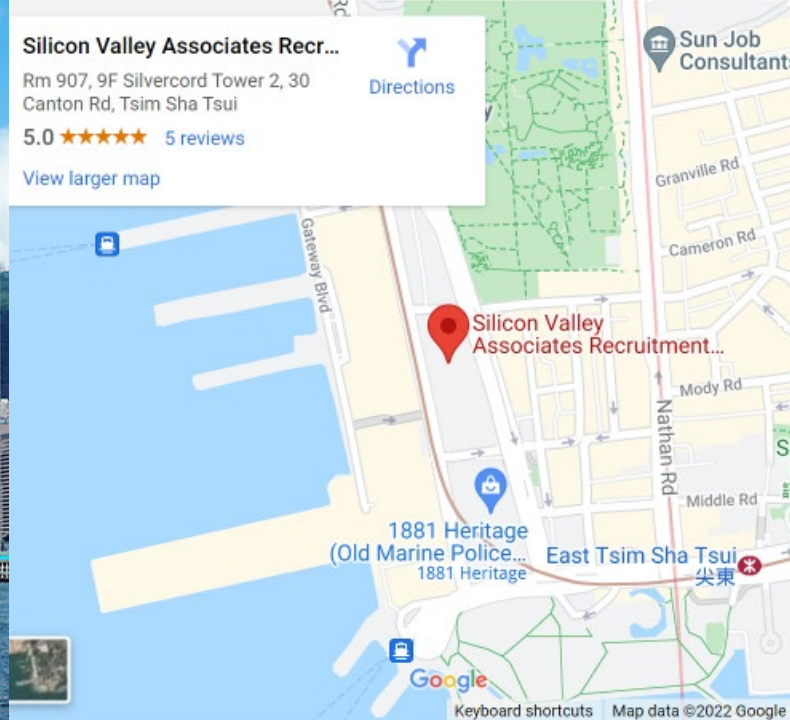
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Tech companies all around Hong Kong have adapted to digitalization over the past year and these companies are aware that this journey will not be easy and might take long but achievable. Hence, the need for candidates who can manage legacy systems and have knowledge in programming languages will persist. The new systems are now being utilized by many candidates, which employers and hiring managers have realized. In this sense, IT talents who are skilled and experienced in the legacy system will be outsourced in 2022. In view of the temporary essentiality of some positions, companies and businesses are still hesitant in offering wage increments.

General Management

Title	Qualification	Years of Experience ($ HKD per Year)			
		1-3	5-8	8-12	12+
Chief Technology Officer (CTO)	MS/MBA/PhD			150K – 300K	800K – 1.5M
Chief Information Officer (CIO)	MS/MBA/PhD			150K – 300K	
Chief IT Operations Officer (COO)	MS/MBA/PhD				800K – 1.5M
Chief Data Officer (CDO)	MS/MBA/PhD				800K – 1.2M
Chief Information Security Officer (CISO)	MS/MBA/PhD				1M – 1.5M

Why your Top Performers may soon be Resigning

1. Low Engagement Levels
2. Employees don't quit jobs, they quit managers
3. Not enough opportunities for growth
4. Firm Policies lead to Burnout

Technology Management

Title	Qualifications	Years of Experience ($ HKD per Year)			
		1-3	5-8	8-12	12+
IT Management	MS/MBA		500K – 600K	600K – 900K	900K – 1.5M
IT Business Partnership	MS/MBA		450K – 600K	600K – 850K	850K – 1.2M

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Application Management

Title	Qualifications	Years of Experience ($ HKD per Year)			
		1-3	5-8	8-12	12+
Enterprise Application Implementation (CRM, SAP, Oracle)	MS		350K – 500K	500K – 700K	700K – 1.2M
Project Management	MS / PMP		540K – 840K	1M	
Program Management	MS / PMP		500K – 700K	700K – 950K	950K – 1.2M
Functional Consultancy (SAP, Oracle)			350K – 500K	500K – 700K	700K – 1M

The Top 6 Programming Languages of 2021

1. C   2. Python   3. Java   4. C++   5. C#   6. Visual Basic

Software Development

Title	Qualifications	Years of Experience ($ HKD per Year)			
		1-3	5-8	8-12	12+
Full-Stack Developer	Diploma / Degree	420K	400K – 600K	600K – 800K	800K – 1.5M
Front-end Engineering	Diploma / Degree	300K – 420K	400K – 600K		
Back-end Engineering	Diploma / Degree	300K – 420K	400K – 600K		
Mobile/Web Software Development	Diploma / Degree	300K – 420K	400K – 600K		
Solutions Architecture	Diploma / Degree		400K – 600K	600K – 800K	800K – 1.5M
UED and UI	Diploma / Degree	300K – 420K	400K – 600K		
Development Operation	Diploma / Degree		400K – 500K	500K – 800K	800K – 1M
Quality Assurance and Testing	Diploma	240k – 360k	360K – 500K	500K – 700K	700K – 900K

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Infrastructure and Network

Title	Qualifications	Years of Experience ($ HKD per Year)			
		1-3	5-8	8-12	12+
Infrastructure Management	Degree + Certificates		600K – 1M		
Infrastructure Architecture	Degree + Certificates		600K – 1M		
Network Administration	Degree + Certificates	300K – 450K	300K – 450K	450K – 600K	600K – 800K
System Administration	Degree + Certificates	300K – 450K	300K – 450K	450K– 550K	550K – 800K
Database Administration	Degree + Certificates	300K – 450K	300K – 450K		
IT Change and Transformation	PMP		500K – 600K	600K – 900K	900K – 1.5M

Information Security

Title	Qualifications	Years of Experience ($ HKD per Year)			
		1-3	5-8	8-12	12+
Information Security (Infrastructure, Application)	Degree + Certificates		350K – 600K	600K – 800K	800K – 1.2M
Cyber Security	Degree + Certificates		380K – 550K	550K – 800K	800K – 2M
IT Auditing	Degree + Certificates		350K – 450K	450K – 600K	600K – 1M
IT Governance and Control	Degree + Certificates		350K – 450K	450K – 600K	600K – 1M

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IT Administration

Title	Qualifications	Years of Experience ($ HKD per Year)			
		1-3	5-8	8-12	12+
Helpdesk and IT Support	Degree / Diploma	180k – 360k			
IT Operation Management	Degree + Certificates		360K – 450K	450K – 700K	700K – 1.2M
IT Services Management	Degree + Certificates		360K – 450K	450K – 700K	700K – 1.2M
IT Training	Degree / Diploma		240K – 300K	300K – 500K	500K - 800K

How to Start-Off your Career in Data Science Now

1. Develop Soft and Industrial Skills
2. Try to Choose a Beginner Level Course
3. Make a Professional Portfolio and Strengthen it!
4. Apply Internships to Acquire Hands-on Experience
5. Be Updated with the Latest Industry Trends

Business Intelligence and Data

Title	Qualifications	Years of Experience ($ HKD per Year)			
		1-3	5-8	8-12	12+
Business Intelligence	Degree / MS		400K – 550K	550K-750K	
IT Business Analysis	Degree		350K – 500K	500K – 750K	
Data Analysis	Degree	360K – 600K			
Data Mining	Degree		400K – 600K	600K – 900K	
Data Scientist	Degree / MS / PhD	480K – 600K	720K – 1M	+1M	
Data Engineering	Degree / MS / PhD	480K – 600K	720K – 1M	+1M	
Data Modelling	Degree / MS		400K – 600K	600K – 900K	

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Sales

Title	Years of Experience ($ HKD per Year)		
	Min.	Average	Max.
Head of Sales / Sales Director	780K	1M	1.8M
Regional Sales Manager / GCC Sales Manager / Business Development Manager	420K	500K	660K
Key Account Manager / National Account Manager	360K	400K	540K

Marketing

Title	Years of Experience ($ HKD per Year)		
	Min.	Average	Max.
Chief Marketing Officer	720K	1M	1.4M
Marketing Director	600K	700K	900K
Marketing Manager	420K	600K	780K

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Salary Guide 2022
Shanghai

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Central Plaza Office Building
381 Huaihai Rd (M), 淮海路东段
Huangpu, Shanghai, China, 200021

Directions

View larger map
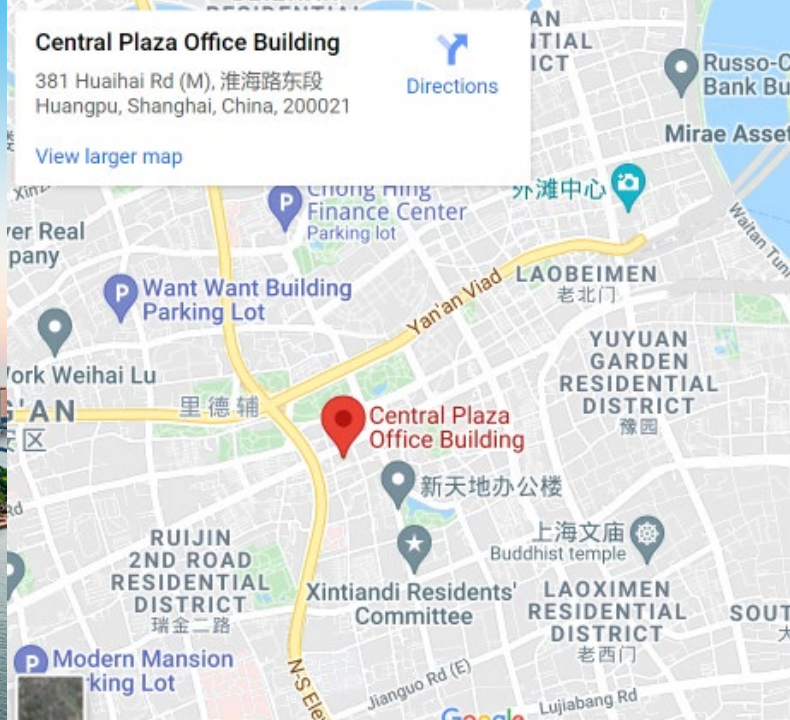
Today, security is gradually growing as a crucial element in every IT department's functions in view of the implementation of the digitization system of companies and firms across China withholding cloud data.

Securing data is significant and companies are starting to understand this, therefore, guaranteed protection of data and cybersecurity should be a priority. A reason why the expertise of IT professionals in this particular field is needed.

Most candidates have limited skills and knowledge in the field that leads to China facing insufficiency in skilled tech workers who have the suitable background that these firms require.

What the companies found out in searching and eventually hiring the ideal candidates is that their mission and vision, accountability, and acquisitions is just as crucial as the company's financial requirements. Considering this, there is an expected increase of about 30% in salary for qualifying candidates.

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Building organizations is vital for companies preparatory to digitization and transformation, and this makes IT infrastructures in-demand for 2021. Organizations like helpdesk solutions became unsteady recently yet companies are agreeing that they need to hire candidates who can help them attain successful internal digitization. Akin to other distinguished cybersecurity and cloud sectors, these organizations cannot expect to bid for a salary increase. However, a maximum of 20% salary increment should be expected from the shortage of candidates.

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General Management

Title	Qualifications	Years of Experience (¥ RMB per Year)			
		1-3	5-8	8-12	12+
Chief Technology Officer (CTO)	MS/MBA/PhD		¥1.5M	¥2M	¥5M
Chief Information Officer (CIO)	MS/MBA/PhD		¥1M	¥1.3M	¥2M
Chief IT Operations Officer (COO)	MS/MBA/PhD		¥900K	¥1.2M	¥1.5M
Chief Data Officer (CDO)	MS/MBA/PhD				
Chief Information Security Officer (CISO)	MS/MBA/PhD		¥720K	¥960K	¥1.2M

Why your Top Performers may soon be Resigning

1. Low Engagement Levels

2. Employees don't quit jobs, they quit managers

3. Not enough opportunities for growth

4. Firm Policies lead to Burnout

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IT Management

Title	Qualifications	Years of Experience (¥ RMB per Month)			
		1-3	5-8	8-12	12+
Project Management	MS / PMP		¥35,000	¥45,000	¥60,000
IT Management	MS / MBA		¥70,000	¥100,000	¥120,000

Why Programmers are feeling Burned Out

1. Same daily routine, with lack of exercise
2. Dealing with bad coworkers
3. Unrealistic deadlines
4. Salary is too low

5. Salary is too high
6. Feeling unappreciated
7. Technical Debt
8. Fallen out of love with Programming

Software Development

Title	Qualifications	Years of Experience (¥ RMB per Month)			
		1-3	5-8	8-12	12+
Full-Stack Developer	Diploma / Degree	¥25,000	¥30,000	¥40,000	
Front-end Engineering	Diploma / Degree	¥20,000	¥30,000	¥40,000	
Back-end Engineering	Diploma / Degree	¥20,000	¥30,000	¥40,000	
Mobile/Web Software Development	Diploma / Degree	¥25,000	¥30,000	¥40,000	
Solutions Architecture	Diploma / Degree		¥50,000	¥70,000	¥90,000
Development Operation	Diploma / Degree		¥25,000	¥50,000	¥70,000
Quality Assurance and Testing	Diploma	¥10,000	¥20,000	¥30,000	¥40,000

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Infrastructure and Network

Title	Qualifications	Years of Experience (¥ RMB per Month)			
		1-3	5-8	8-12	12+
Infrastructure Management	Degree + Certificates		¥40,000	¥50,000	¥60,000
Infrastructure Architecture	Degree + Certificates		¥35,000	¥40,000	¥50,000
Network Administration	Degree + Certificates	¥10,000	¥20,000	¥30,000	¥40,000
System Administration	Degree + Certificates	¥10,000	¥20,000	¥30,000	¥40,000
Database Administration	Degree + Certificates	¥10,000	¥20,000	¥30,000	¥40,000
IT Change and Transformation	PMP		¥35,000	¥45,000	¥60,000
Information Security (Infrastructure, Application)	Degree + Certificates		¥40,000	¥50,000	¥60,000

The Most Promising IT Certifications

1. AWS Certified Solutions Architect Associate

2. Certified Information Systems Security Professional

3. Google Professional Cloud Architect

4. Microsoft Certified: Azure Administrator Associate

Information Technology – Shanghai

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IT Administration

Title	Qualifications	Years of Experience (¥ RMB per Month)			
		1-3	5-8	8-12	12+
Helpdesk and IT Support	Degree + Certificates	¥10,000	¥20,000	¥30,000	¥40,000
IT Operation Management	Degree + Certificates		¥40,000	¥50,000	¥60,000
IT Services Management	Degree + Certificates		¥40,000	¥50,000	¥60,000
IT Training		¥10,000	¥20,000	¥30,000	¥40,000

Business Intelligence and Big Data

Title	Qualifications	Years of Experience (¥ RMB per Month)			
		1-3	5-8	8-12	12+
Business Intelligence	Degree / MS	¥30,000	¥40,000	¥50,000	
IT Business Analysis	Degree	¥25,000	¥35,000	¥40,000	
Data Analysis	Degree / Diploma	¥20,000	¥25,000	¥35,000	
Data Mining	Degree / Diploma	¥20,000	¥25,000	¥35,000	
Data Scientist	Degree / MS / PhD	¥30,000	¥45,000	¥60,000	
Data Engineering	Degree / MS / PhD	¥30,000	¥35,000	¥40,000	
Data Modelling	Degree / MS	¥20,000	¥25,000	¥35,000	

Information Technology – Shanghai

Silicon Valley Associates Recruitment

Sales

Title	¥ RMB per Month		
	Min.	Average	Max.
Head of Sales / Sales Director	¥50,000	¥60,000	¥70,000
Regional Sales Manager / GCC Sales Manager / Business Development Manager	¥30,000	¥40,000	¥50,000
Key Account Manager / National Account Manager	¥25,000	¥30,000	¥35,000

Trends to look out for in Tech and Software Sales in 2022
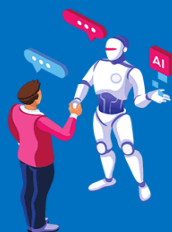
AI Software increase Sales

Call Analytic Tools

Advanced Customer Relationship Management Software

CRM

Marketing

Title	¥ RMB per Month		
	Min.	Average	Max.
Chief Marketing Officer	¥80,000	¥140,000	¥200,000
Marketing Director	¥40,000	¥60,000	¥80,000
Marketing Manager	¥25,000	¥32,500	¥40,000

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In Singapore, the IT Sector will be one of the industries that will boom this year. Organizations have begun allotting significant funds for security as a series of attacks encouraged the importance of protection in the cybersecurity field. In some areas, in-demand candidates such as IT security operations, government risk and compliance, digital forensic response, and penetration testing, candidates know their value and are demanding considerable wages.

Hiring local candidates is being limited for employers. Usually, employers and candidates face a halt when companies are restricting their budgets. At times like this, IT recruitment experts should emphasize the necessity of premium salaries for the right talent and persuade the candidates that it is fair and acceptable. Meanwhile, roles which can take a lot of time are being filled by companies through upskilling current employees and training new hires.

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General Management

Title	Qualifications	Years of Experience ($ SGD per Month)			
		1-3	5-8	8-12	12+
Chief Technology Officer (CTO)	MS/MBA/PhD			12,000	20,000
Chief Information Officer (CIO)	MS/MBA/PhD			15,000	25,000
Chief IT Operations Officer (COO)	MS/MBA/PhD			12,000	20,000
Chief Data Officer (CDO)	MS/MBA/PhD			12,000	20,000
Chief Information Security Officer (CISO)	MS/MBA/PhD			15,000	25,000

The Most Promising IT Certifications

1. AWS Certified Solutions Architect Associate

2. Certified Information Systems Security Professional

3. Google Professional Cloud Architect

4. Microsoft Certified: Azure Administrator Associate

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IT Management

Title	Qualifications	Years of Experience ($ SGD per Month)			
		1-3	5-8	8-12	12+
IT Management	MS / PMP	8,000	10,000	13,000	15,000
Project Management	MS / PMP	3,000	4,500	8,000	12,000

What is the In-demand Tech Talent that Employers and IT Recruiters are seeking now?

DevOps	43%
Back-end Developer/ Engineer	41%
Full-stack Developer/ Engineer	41%
Architect	33%
Software Developer/ Engineer	24%
Data Scientist or Machine Learning Specialist	21%

Software Development

Title	Qualifications	Years of Experience ($ SGD per Month)			
		1-3	5-8	8-12	12+
Full-Stack Developer	Diploma / Degree	6,000	9,000	10,000	
Front-end Engineering	Diploma / Degree	6,000	8,000	10,000	
Back-end Engineering	Diploma / Degree	6,000	8,000	10,000	
Mobile/Web Software Development	Diploma / Degree	3,000	6,000	8,000	
Solutions Architecture	Diploma / Degree		9,000	13,000	
Development Operation	Diploma / Degree				
Quality Assurance and Testing	Diploma	3,000	5,000	8,000	

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Infrastructure and Network

Title	Qualifications	Years of Experience ($ SGD per Month)			
		1-3	5-8	8-12	12+
Infrastructure Management	Degree + Certificates		6,500	8,000	10,000
Infrastructure Architecture	Degree + Certificates		6,500	8,000	10,000
Network Administration	Degree + Certificates	3,800	6,000	8,500	10,000
System Administration	Degree + Certificates	3,500	4,500	8,000	10,000
Database Administration	Degree + Certificates	3,500	4,500	8,000	10,000

What to avoid to when choosing what IT Certifications to learn

1. **Know your Destination before starting on the Journey**
2. **Be kind to your time. Do not push yourself too hard.**
3. **Consider the Costs, & ensure there will be Return on Investment**
4. **The Training Provider you choose will determine if you learnt well or not**

Information Security

Title	Qualifications	Years of Experience ($ SGD per Month)			
		1-3	5-8	8-12	12+
Information Security (Infrastructure, Application)	Degree + Certificates	4,500	7,000	12,000	
Cyber Security	Degree + Certificates	4,500	7,000	12,300	
IT Auditing	Degree + Certificates		6,000	10,000	

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IT Administration

Title	Qualifications	Years of Experience ($ SGD per Month)			
		1-3	5-8	8-12	12+
Helpdesk and IT Support	Diploma / Degree	3,000	4,500	6,000	
IT Operation Management	Degree + Certificates			12,000	20,000
IT Services Management	Degree + Certificates			10,000	12,000

Business Intelligence and Big Data

Title	Qualifications	Years of Experience ($ SGD per Month)			
		1-3	5-8	8-12	12+
Business Intelligence	Degree / MS	4,500	6,000		
IT Business Analysis	Degree	4,000	5,500	9,000	
Data Analysis	Degree	4,500	6,000	8.000	
Data Mining	Degree	4,500	6,000		
Data Scientist	Degree / MS / PhD	7,000	12,000		
Data Engineering	Degree / MS / PhD	7,000	9,000		
Data Modelling	Degree / MS	5,500	6,000		

Trends to look forward to in 2022 as a Data Scientist

Data Science will become more accessible for SME businesses

BIG DATA

Data Science will become more Mainstream

The rising need for Data Science Professionals

AI

Artificial Intelligence becomes commonplace at work

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Sales

Title	($ SGD per Month)		
	Min.	Average	Max.
Head of Sales / Sales Director	14,000	16,000	19,500
Regional Sales Manager / GCC Sales Manager / Business Development Manager	7,000	9,000	12,000
Key Account Manager / National Account Manager	3,200	4,5000	6,500

Marketing

Title	($ SGD per Month)		
	Min.	Average	Max.
Chief Marketing Officer	14,000		20,000
Marketing Director	13,000	15,000	18,000
Marketing Manager	8,300	9,000	10,000

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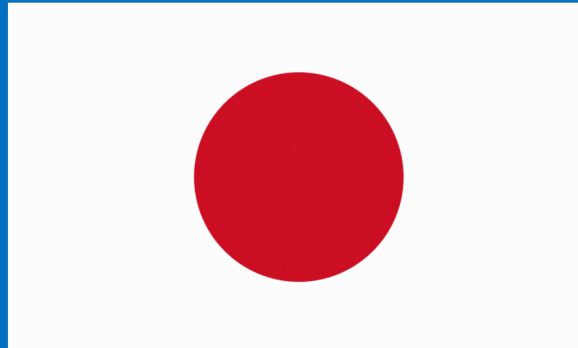
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Local companies and businesses in Japan have always been known to be skeptical in terms of practicing flexible or mobile working and this pandemic has challenged their traditional business practices. This challenge made a significant change in Japan's work practices and fueled the demand for IT talents to have an efficient and successful transition to the new normal.

There has been an increase in desktop support positions since employees are now encouraged to work from home and will be needing technical support. A stable salary rate can still be expected regardless of the demand for their services.

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General Management

Title	Qualifications	Years of Experience (¥ JPY per Month)			
		1-3	5-8	8-12	12+
Chief Technology Officer (CTO)	MS/MBA/PhD			18m	28m
Chief Information Officer (CIO)	MS/MBA/PhD			18m	28m
Chief IT Operations Officer (COO)	MS/MBA/PhD			14m	18m

Why your Top Performers may soon be Resigning

1. Low Engagement Levels

2. Employees don't quit jobs, they quit managers

3. Not enough opportunities for growth

4. Firm Policies lead to Burnout

Information Technology – Japan

Silicon Valley Associates Recruitment

IT Management

Title	Qualifications	Years of Experience (¥ JPY per Month)			
		1-3	5-8	8-12	12+
Project Management	MS / PMP		8M	14M	16M
IT Management	MS / PMP		12m	14M	18M

Alternative Programmer Jobs and Career Path

Journalist   Teacher   Video Game Developer   VR / AR Developer   Recruiter   Audio Programmer

Software Development

Title	Qualifications	Years of Experience (¥ JPY per Month)			
		1-3	5-8	8-12	12+
Full-Stack Developer	Diploma / Degree	6m	8m	12m	
Front-end Engineering	Diploma / Degree	6m	9m	12m	
Back-end Engineering	Diploma / Degree	6m	10m	12m	
Mobile/Web Software Development	Diploma / Degree	6m	8m	12m	
Solutions Architecture	Diploma / Degree		10m	16m	
Quality Assurance and Testing	Diploma	4m	8m	10m	14m

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Infrastructure and Network

Title	Qualifications	Years of Experience (¥ JPY per Month)			
		1-3	5-8	8-12	12+
Infrastructure Management	Degree + Certificates			12m	16m
Infrastructure Architecture	Degree + Certificates			12m	16m
Network Administration	Degree + Certificates	6m	8m	10m	12m
System Administration	Degree + Certificates	6m	8m	10m	12m
Database Administration	Degree + Certificates	6m	8m	10m	12m
IT Change and Transformation	PMP		8M	14M	16M

Information Security

Title	Qualifications	Years of Experience (¥ JPY per Month)			
		1-3	5-8	8-12	12+
Information Security (Infrastructure, Application)	Degree + Certificates	6m	8m	14m	
Cyber Security	Degree + Certificates	6m	8m	15m	
IT Auditing	Degree + Certificates		8m	14m	

Information Technology – Japan

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IT Administration

Title	Qualifications	Years of Experience (¥ JPY per Month)			
		1-3	5-8	8-12	12+
Helpdesk and IT Support	Degree / Diploma	6m	8m	12m	
IT Operation Management	Degree + Certificates		12m	16m	
IT Services Management	Degree + Certificates		12m	16m	
IT Training	Degree / Diploma	6m	8m		

Business Intelligence and Big Data

Title	Qualifications	Years of Experience (¥ JPY per Month)			
		1-3	5-8	8-12	12+
Business Intelligence	Degree / MS	8m	15m		
IT Business Analysis	Degree	6m	12m		
Data Analysis	Degree	6m	12m		
Data Mining	Degree	6m	12m		
Data Scientist	Degree / MS / PhD	8m	14m	22m	
Data Engineering	Degree / MS / PhD	8m	14m	22m	
Data Modelling	Degree / MS	8m	14m	22m	

Information Technology – Japan

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Sales

Title	(¥ JPY per Month)		
	Min.	Average	Max.
Head of Sales / Sales Director	10m	18m	20m
Regional Sales Manager / GCC Sales Manager / Business Development Manager	12m	16m	18m
Key Account Manager / National Account Manager	10m	15m	20m

Marketing

Title	(¥ JPY per Month)		
	Min.	Average	Max.
Head of Marketing / Marketing Director	12m	16m	20m
Marketing Manager / Group Product Manager / Category Manager	8m	10m	12m

Sales & Marketing - Japan

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Software development professionals with strong technical skills are in increasing demand throughout the Middle East, as many companies aim to digitize their operations.

Lately we have seen a rise in start-ups and scale ups considering to build their own talent pipeline although most of our clients in the past have come from highly regulated sectors and software development outsourcing companies.

The lack of top talent in this field is a growing problem that affects businesses worldwide.

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General Management

Title	Qualifications	Years of Experience (AED per Month)			
		1-3	5-8	8-12	12+
Chief Technology Officer (CTO)	MS/MBA/PhD		50,000	85,000	120,000
Chief Information Officer (CIO)	MS/MBA/PhD		70,000	100,000	130,000
Chief IT Operations Officer (COO)	MS/MBA/PhD		40,000	60,000	80,000
Chief Data Officer (CDO)	MS/MBA/PhD		80,000	120,000	140,000
Chief Information Security Officer (CISO)	MS/MBA/PhD		60,000	85,000	110,000

Technology Management

Title	Qualifications	Years of Experience (AED per Month)			
		1-3	5-8	8-12	12+
IT Management	MS / PMP		30,000	40,000	80,000
IT Business Partnership	MS		35,000	45,000	80,000

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Application Management

Title	Qualifications	Years of Experience (AED per Month)			
		1-3	5-8	8-12	12+
Enterprise Application Implementation (CRM, SAP, Oracle)	MS/MBA			35,000	60,000
Project Management	MS / PMP		35,000	55,000	70,000
Program Management	MS / PMP		35,000	60,000	80,000
Functional Consultancy (SAP, Oracle)			20,000	30,000	40,000

Software Development

	Qualifications	Years of Experience			
		1-3	5-8	8-12	12+
Full-Stack Developer	Diploma / Degree	20,000	35,000	50,000	
Front-end Engineering	Diploma / Degree	12,000	22,000	38,000	
Back-end Engineering	Diploma / Degree	15,000	25,000	40,000	
Mobile/Web Software Development	Diploma / Degree	18,000	25,000	40,000	
Solutions Architecture	Diploma / Degree		30,000	50,000	
Development Operation	Diploma / Degree	20,000	30,000	45,000	
Quality Assurance and Testing	Diploma	15,000	20,000	25,000	35,000

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Infrastructure and Network

Title	Qualifications	Years of Experience (AED per Month)			
		1-3	5-8	8-12	12+
Infrastructure Management	Degree + Certificates		25,000	50,000	80,000
Infrastructure Architecture	Degree + Certificates		23,000	35,000	
Network Administration	Degree + Certificates	14,000	23,000	35,000	
System Administration	Degree + Certificates	15,000	23,000	35,000	
Database Administration	Degree + Certificates	14,000	23,000	35,000	
IT Change and Transformation	PMP	20,000	35,000	55,000	

Information Security

Title	Qualifications	Years of Experience (AED per Month)			
		1-3	5-8	8-12	12+
Information Security (Infrastructure, Application)	Degree + Certificates	15,000	25,000	45,000	60,000
Cyber Security	Degree + Certificates	20,000	30,000	40,000	55,000
IT Auditing	Degree + Certificates			45,000	60,000
IT Governance and Control	Degree + Certificates	25,000	40,000		

The Most Promising IT Certifications

1. AWS Certified Solutions Architect Associate

2. Certified Information Systems Security Professional

3. Google Professional Cloud Architect

4. Microsoft Certified: Azure Administrator Associate

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IT Administration

Title	Qualifications	Years of Experience (AED per Month)			
		1-3	5-8	8-12	12+
Helpdesk and IT Support	Degree / Diploma	12,000	20,000	30,000	40,000
IT Operation Management	Degree + Certificates		40,000	60,000	80,000
IT Services Management	Degree + Certificates		20,000	40,000	

Business Intelligence and Big Data

Title	Qualifications	Years of Experience (AED per Month)			
		1-3	5-8	8-12	12+
Business Intelligence	Degree / MS	20,000	30,000	45,000	70,000
IT Business Analysis	Degree	15,000	35,000	55,000	80,000
Data Analysis	Degree	15,000	35,000	60,000	80,000
Data Mining	Degree	15,000	30,000	50,000	70,000
Data Scientists	Degree / MS / PhD	25,000	45,000	60,000	80,000
Data Engineering	Degree / MS / PhD	15,000	35,000	50,000	80,000
Data Modelling	Degree / MS	20,000	35,000	50,000	80,000

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Sales

Title	AED per Month		
	Min.	Average	Max.
Head of Sales / Sales Director	50,000	75,000	90,000
Regional Sales Manager / GCC Sales Manager / Business Development Manager	30,000	40,000	50,000
Key Account Manager / National Account Manager	18,000	30,000	40,000

Marketing

Title	AED per Month		
	Min.	Average	Max.
Chief Marketing Officer	70,000	95,000	120,000
Head of Marketing / Marketing Director	40,000	60,000	80,000
Marketing Manager / Group Product Manager / Category Manager	35,000	45,000	55,000

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How to Consistently Attract IT Talents

With the intense competition for skilled tech talent, a few companies are holding off their IT recruitment or given up on attracting IT Talents to their organization. According to a survey, most employers and IT recruiters in 2020 took up 69 days on average to fill a tech role.

One of Silicon Valley Associates Recruitment's clients, an accounting firm, just finished hiring through us for a range of difficult IT positions (such as application development, data analytics, cybersecurity, and cloud engineering). With a 48-day average completion, from job posting up to the onboarding date.

Attracting IT Talent to your company doesn't have to be so tough. We have reconnected with some of our long-standing clients who seem to attract top tech talent effortlessly and find out the secrets of organizations to building up an alluring IT recruiting process with shared tips and strategies on how to create consistent, inbound IT talents:

1. Always Be Hiring

'How to attract top tech talent to your company?', we asked the client. The CIO responds, "If an exceptional Engineer approaches HR, or an IT employee offers a great referral, we go ahead and hire them even when we don't have a role that we're shopping, We build roles around people; we don't put people in roles."

So, start acquiring exceptional talent even without an open position. Become a company that doesn't put people in roles unless they have a great fit.

2. Press the Hot Buttons

How do you attract IT talent? We asked another client. "People are looking to be part of something," the IT Department leader replies. "We may not pay the highest on an IT salary chart, but we have talent that's always reaching out because it's the overall package that attracts them — the pay, the benefits, the respect, the engagement, and feeling part of something big."

Based on a recent survey of our candidate network, SVA Recruitment can report back that many tech workers are still primarily looking for higher pay (61%), as they feel underpaid in their current jobs.

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Other frequent considerations include career advancement (47%), interesting work/projects (38%), and personal fulfillment, such as a purpose or mission.

Of the candidates who were not looking and felt they were already working in organizations run by great leaders and managers, particular retention factors included the chance to keep working with the latest technologies, a clear career path, values of excellence, and feeling respected and acknowledged.

3. Hire outstanding talent to attract more outstanding talents

"There are other creative ways to attract talent". A recent client who hired a candidate through SVA Recruitment ended up with eight additional quality employees on their IT team as the original candidate we introduced ended up introducing all his best referrals.

"Mission, culture, and taking care of that employee helped sell us to many others in the market," the client told us.

So one successful hire of a great candidate can often lead to many more following and joining your organization.

4. Inclusive leaders attract diverse teams

The same hiring cycle we found also applies to diversity and inclusion in the workforce.

One of our clients back in 2019 set out and had a difficult time hiring their first female in the Tech team, as an IT Director no less, before an introduction by Silicon Valley Associates to the right candidate.

We checked back in this month to find that today, in 2021, about 40% of its IT workforce is now female!

"People like to see people who look like them, and that has made a difference" the IT Director commented.

The number of professionals looking for a more diverse workplace has in general doubled in the last year.

5. Consider contractors

Finally, some of the best talent gains by some of our clients were made through contract engagements. Some of them work out so well that they ask to stay after working with the group for a long time.

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Strategies to Widen your IT Talent Pipeline

Companies are reassessing their recruitment tactics to be certain they get to candidates beyond the conventional approach of hiring.

The Tech Industry has been hiring new candidates typically through colleges and universities, roughly restricting the access to potential IT talent for reasons that not everyone is capable of attaining college, and most competent candidates have already bygone their college years.

With this limited range for recruitment, companies may be overlooking a lot of skilled and competent applicants who weren't being reached by the existing recruitment strategies imposed by these organizations.

Research by Harvard Business School reports Employers will often pay anywhere from 11% to 30% more for candidates with a college degree, yet

employers also report that "non-graduates with experience perform nearly or equally well on critical dimensions like time to reach full productivity, time to promotion, level of productivity, or amount of oversight required."

An under-qualified applicant who's willing to learn and be trained on the job can have the same impact as an applicant with a college degree, with relevant programs, seminars, and workshops for understated youth with possibilities and opportunities in IT Industry.

Most times, there are also candidates who are more skilled and experienced who haven't been employed in a while, who can be trained more to fulfill existing business needs.

Here are some ways for your company can reevaluate your recruitment strategies that can reach a wider range of manpower, and make more opportunities for unnoticed candidates:

1. Internal Training Programs

Companies should not always hire new talents and expect that they meet the skillset your company is searching for. But if you would just look within at the diverse teams that your company already has, you will realize that you may have many skilled and experienced employees who are also keen to learn and develop new skills and capabilities through workshops, certifications, and other educational means. Consult and communicate with them first to see if anyone's willing to be trained so you can know who to transfer to IT.

Retraining your employees is a significant process to catch up on the breach in skills of your company's organization and value internal talent

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2. Apprenticeships

This program integrates actual work experience with exceptionally designed training, aimed at bringing in talented, young adults who aspire to work in the technology industry. Apprentices get to be paid during the work and training ("earn while they learn"), different from internships which only offer college credit. Apprenticeships are sponsored by companies, as they acquire more experience, their salary increases at the same time. This program opens the talent pool to candidates outside of the traditional hiring pipeline.

Candidates are typically enrolled in community college programs, or they might already have a four-year degree in a non-technical field and want to change career paths without taking on more debt in another four-year program.

Candidates in these programs are trained how to traverse corporate environments alongside the skills and knowledge that they should fulfill for their jobs. These kinds of programs can produce networking opportunities for candidates by mentoring those who have finished the program and arrange meetings with partners.

3. Returnships

Returnships are dedicated to giving opportunities to more experienced, senior workers who went on a career break and now looking to go back to the professional world.

These candidates may have substantial work background, but employers might overlook their resumes because of the employment interval, and new technologies and current skill trends may be overwhelming for them since those weren't job requirements a decade ago. Going back into the IT industry can be especially intimidating due to the pace of change. These programs validate the experiences that these candidates have- they just require extra months of seminars and training to get them worked up.

Here's how this works: Candidates will undergo a six-month program wherein they will have the training, seminar, mentorship, and real job experience. This might hopefully lead to an opportunity for a job offer once the training is complete.

In Asia, most of these programs involve women as they are the ones who need more time off to raise children and their families. This situation is more likely to increase in the coming years as this pandemic is increasing the number of people who are losing their jobs because of more duties and responsibilities required at home and at work, therefore many women are being forced to leave their jobs.

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Some returnship programs offered have the specific objective of helping women return back into the tech industry.

Candidates will begin one week of engaging training. Afterward, these candidates will start working full time with the positions they applied for, which involves project management, networking, engineering, technical project oversight, and the technology training team. The benefits of the returnship program are redefining conveyable skills and especially providing women the opportunity to return to the industry after taking a break from their careers.

4. Specialized IT Recruiters & Head Hunters
You cannot find the best candidates usually because not all of them are looking for a new job. He or she is probably busy doing great work at a competitor and being well looked after by their employer. Specialized Recruiters and firms label these folks as 'passive talent'; and they may take a longer time to find.

Recruiters have the time and means to find this talent and are already likely communicating with those individuals about their external options if the need arises.

A specialized recruiter likely knows these candidates, how to contact them, and how to motivate them.

Recruiters find candidates that HR and hiring managers can't normally find themselves. And so they must be considered an important source for your company's strategic Talent Pipelining.

SVA Recruitment is ideally positioned to support the continual demand for IT talents in the tech companies and looking to hire in Hong Kong, Asia, and Worldwide. Please let us know if you would further advise on the above topic or your hiring needs

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Why Your Top Performers may soon be Resigning

According to a new report by the US Bureau of Labor Statistics, apparently, over 4 million employees left their positions in July this year. And an unprecedented peak of under 11 million available jobs was reported by employers. The IT industry is hit hardest, with 80% of tech managers saying they've seen a rise in turnover in 2021. Which of course is good news for IT Recruiters out in the US.

But this is not an exclusive problem in the USA. Silicon Valley Associates Recruitment has been noticing a similar trend in our IT Recruitment markets here in Hong Kong, Shanghai, Shenzhen, Dubai, Japan, and Singapore.

Top workers resigning is especially difficult to take, and it is happening at an alarming rate.

Keeping great talent can be difficult when other companies are competing to poach them. And some companies are not able to respond or act immediately to avoid loss caused by an offer of huge salary increase elsewhere, or effectively negotiating a sufficient counteroffer" The knock-on effects of losing good talent are also damning. Other employees' productivity and morale go down, and coworkers are burdened with more tasks.

But prevention is much better than finding a cure. So, finding out the reason why good employees are quitting is the first thing you must do before you can carry out a plan to increase staff retention

Here are some of the most common reasons why your talent has or may be planning to quit, according to SVA Recruitment Founder and Director, Vahid Haghzare:

1. Low Engagement Levels

Quite simply, employees who feel engaged by their roles, the company purpose and direction, and their personal development opportunities internally are going to stay no matter who approaches them.

Those employees who are more detached from the company's mission, vision, and values are likely to quit and pack up when something better comes around.

From the 2021 Gallup survey, 15% of tech workers in Asia are said to be 'actively disengaged' which is a notable number of the workforce.

"These employees are not engaged with their current roles or workplace. Yes, they will be professional, present, and do their tasks every day, but once another opportunity comes up that speaks more to them, or is financially higher, they will leave

Even if they are generally settled in the existing job", says Haghzare.

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Paying attention to the subtle signs is important for you as the employer to notice if one of your team is actively engaged or disengaged.

Managers are highly advised to observe their employees. The following signs are usually red flags-
1. Calling in sick more than usual
2. Doing their tasks to a bare minimum
3. Not interested in participating enough in social activities

Compare this to an engaged employee who-
1. Gets to work early, and even works weekends or public holidays to catch up
2. Goes above and beyond the expectations to do the very best work possible
3. Keen to interact with other team members, do things together out of work

"Avoid comparing employees, you should assess them individually. Base your assessments on their productivity and quality of work," says Haghzare.

"Some of the signs you may look out for are when one of your employees who used to start early every day and clearly trying their best at work, all of a sudden start to come to work late, leaves early, takes days off and the quality of their work is obviously not their best effort."

2. Employees don't quit jobs, they quit managers

The first thing you should actually look into when you lose one valuable employee(s) is the management itself.

The engagement of employees is very much down to the manager. Why did they not find a way to engage the person? As the person who interacts with the talent every day, this is a key part of their responsibility.

Of course, managing a team is never easy. As the leader, you will have to look at them individually, and spend time to know each of their needs, and how to enable them to execute their job with their best ability.

Clear and reliable management is what every employee expects. They want to work where their work is valued. If they don't see these factors, they tend to quit.

"The management should interact directly with their employees every day. They are expected to respond quickly and deliver a firm decision to certain situations, and responsible for the results" says SVA Recruitment Director Vahid Haghzare.

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In their defense, managers are not usually born, and many companies do not invest in training so when their proposed leaders make that step up, they are equipped to handle the requests and refinements of the managing.

Just because someone was a great Software Engineer or individual Sales, doesn't mean they can instantly become a Team Leader. Training is needed to help managers to lead their teams.

"This has become a persistent matter. A high-performing employee is promoted to management positions without sufficient training, which frustrates the teams under these unprepared managers, and they end up looking for alternative and better career development paths within and outside the company," explain Haghzare.

3. Not enough opportunities for growth of employees
One of the biggest reasons top talents quit is they don't see any progress in their careers.
"Top performers are very demanding. That's why they are the best. They may be engaged and performing for you now, but eventually, they will want more. They will want the next step. Top performers don't stand still', says SVA Recruitment Director Vahid Haghzare.

Working on the latest technology or tools; learning the latest skills (technical or non-technical); seeing gradual growth in responsibilities; and of course, regular increase in earnings. These are all considerations a company must make to satisfy the insatiable demands of their top talent.
On the point of responsibilities or promotions, don't assume this means they want to become managers or leaders.
"You should also consider putting up a non-managerial career path because not all your top workers want a managerial position when it comes to increasing responsibilities or earnings", says Haghzare. Otherwise, they will look for another company that will provide them with that.
Additionally, people's plans change. What your top performer was seeking last year, may not be what's going to drive the next year.

"The key to having a successful relationship is having frequent discussions with your valuable workers, you may ask them regularly what's making them stay or what they like about the current position, and where they see themselves in the future", Haghzare explains
Experts encourage more frequent performance reviews as feedback is highly important for your teams. It will also help you improve and satisfy your employees more.

Managers are advised to schedule a call or video meetings to converse with their team frequently, to give them a chance to raise concerns and suggestions

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Your organization may be at risk of losing connection with your workers and increasing the possibility of them leaving if they are not being given valuable feedback by their managers or discussing their changing career goals at the bare minimum of once a year.

4. Your policies are too firm and lead to burnout.
Even before the pandemic, flexible scheduling was common already in the IT industry.
Today, if you want to keep your workers, you should really be providing them permanent options to work from home.

Workers don't want to stick to their desks all the time or every working hour, they are also humans who need to bond with their families.
"They want the flexibility where they can reside where they want and have flexible rest times too", Haghzare advises.

Burnout is one of the leading factors that lead your employees to leave.

A recent SVA survey found that 54% of tech workers are feeling overwhelmed with tasks and 40% already feel worn out.
It is extremely important to pay attention and listen to your employees' concerns and challenges to keep valuable workers in your company.

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