

Digital Talent Hiring Strategies

SPONSORED BY



SOFTWARE, CLOUD, AND IT-RELATED INITIATIVES face many challenges beyond managing customer expectations, juggling tight timelines and changing requirements. The odds against success are already steep enough: 70% of digital transformations fail, according to the McKinsey study [“Perspectives on Transformation.”](#) Without the requisite talent in place, ambitious initiatives — such as migrating to cloud native — are destined to fail. Agile practices are therefore required to provide technologists with access to upskilling opportunities that are an essential part of the digital migration.

Upskilling programs and training are mandatory. Technologists seek continuous learning opportunities in existing disciplines and typically want to expand their skill sets into new areas such as cloud, cloud native, data science, AI/ML/generative AI and other in-demand skills. In addition, digital talent prioritize working with innovative technologies, a desirable work location including the potential for remote work options, improved work/life balance and environments that support their advancement and learning goals.

What are the top three critical technology factors to consider when changing jobs?

Prospects of expanding beyond current skills (19%), growing current skills (16%), and working with skilled colleagues to learn from them (15%) are essential when changing jobs, underscoring the importance of upskilling opportunities.

EXPAND BEYOND MY CURRENT SKILLS



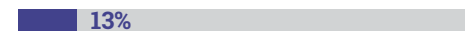
GROWING MY CURRENT SKILLS



SKILLED STAFF TO WORK WITH AND LEARN FROM



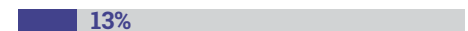
PROGRAMMING LANGUAGES



THE TECHNOLOGY STACK



LEARN AND USE AI/ML/GENAI



CLOUD PROVIDER (AWS, AZURE, GCP)



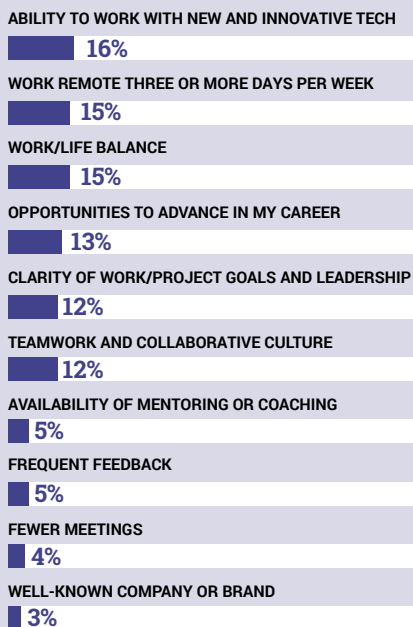
In 2024, Techstrong Research polled our communities of software developers, product managers, DevOps engineers, platform engineers, site reliability engineers (SREs), operations, and technical management. The data collected examines several priorities and desirable traits technology workers seek from prospective employers.

Technology professionals emphasize upskilling heavily when considering a new job or company. Respondents prioritize expanding beyond their current skills (19%), growing existing skills (16%) and learning from other skilled colleagues they work with (15%) as critical when considering a job change. When switching companies, tech professionals want to work with new and innovative technologies (16%), achieve an improved work/life balance (15%), gain career advancement (13%) and receive clear direction from project and company leadership (12%).



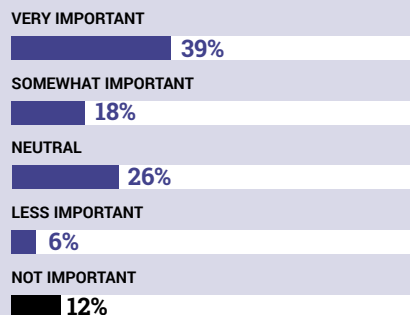
What are the top three critical employer factors to consider when changing jobs?

When changing jobs, attributes of a potential employer include working with new and innovative technologies, improved work/life balance, career advancement and options for working remotely.



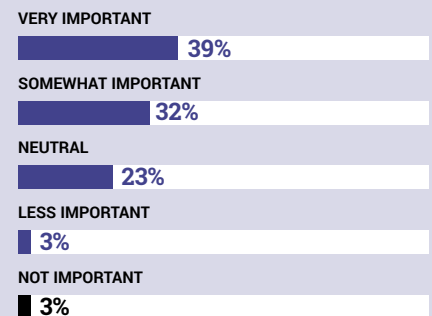
How important is the geographic location of the company or office where you work?

Many professionals in the software industry are very comfortable working in remote teams and with remote co-workers. While 39% of respondents strongly believe that an employer's work location is very important, a majority did not, expressing work location as somewhat important, neutral or not important.



How important is the developer experience (or experience in other roles) where you work?

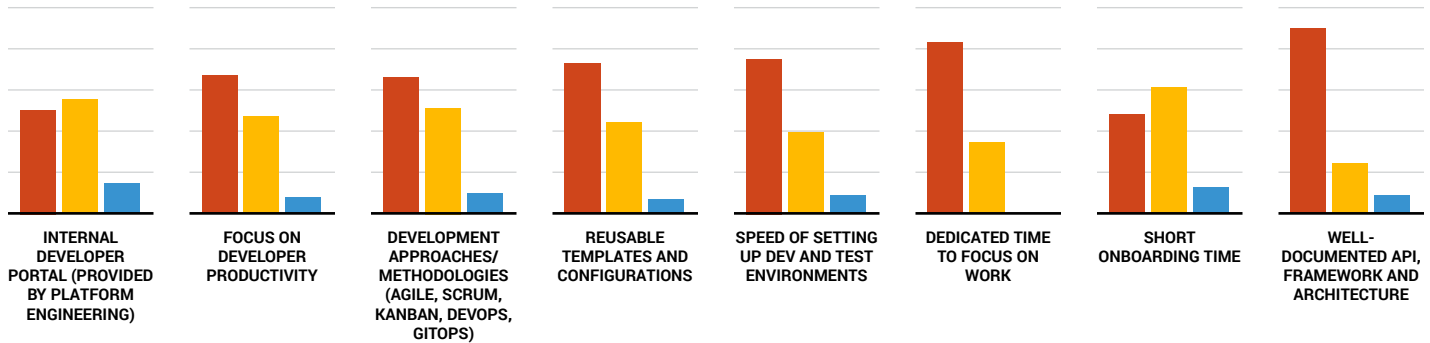
The emphasis placed on the developer experience (or experience in other digital roles) is considered very important (39%) and somewhat important (32%) by over half of our respondents.



For developers, rate the importance of the following aspects of the developer experience

The top three aspects of the developer experience considered to be of high importance include a well-documented API framework and architecture, dedicated time to focus on work, and how long it takes to set up dev and test environments.

RANK ORDER:
■ HIGH
■ MEDIUM
■ LOW



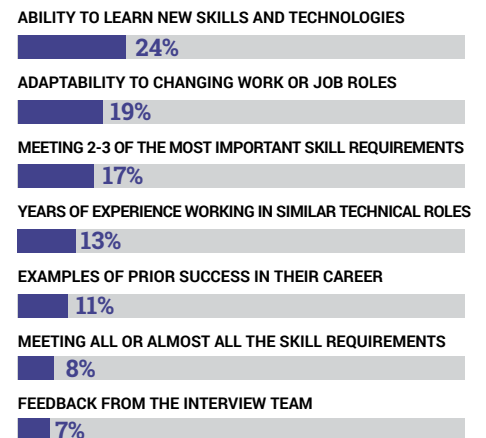
TECHSTRONG RESEARCH ANALYST VIEW

Software projects and teams are successful in part because of the talent and adaptability of their people. Technologists’ ability to upskill to meet new challenges also requires supportive leadership and opportunities to acquire new skills and apply them in their work. While organizations typically look for specific skill sets and experience, hiring managers in our study consider technical skills and much more. The most desirable applicants meet the top skill requirements, are adaptable in their roles and have demonstrated the ability to learn new technologies and skills.

Software development is cognitively demanding work, requiring sustained concentration and time for creativity and problem-solving. Recognizing the cognitive load developers face and creating environments that help them maintain focus is crucial for technical staff to perform at their best. To help them be productive, developers increasingly expect a positive developer experience supported by reusable templates, configurations, and self-service options rather than opening support tickets. Tech workers value leaders who find opportunities to reduce distractions, jettison long and wasteful meetings, streamline workflow pipelines and foster learning from other talented staff members.

If you hire employees or contractors, what are the top three critical factors you look for in candidates for technical roles?

The ability to learn new technical skills (24%) in this fast-changing industry is the top-rated quality looked for in a candidate, followed by adaptability when assigned a new role (19%).

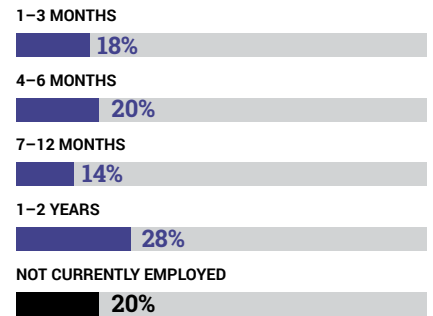


During 2024, tech companies need to reduce costs, focus on productivity and challenge their software teams to deliver software capabilities at higher velocities. While there has been a wide surge of layoffs in the tech sector during the past two years, tech workers skilled in software, cloud and AI are still in high demand. Over half of our respondents are looking to make a job change within the next 12 months. Another quarter of respondents are considering a job change in the next one to two years. To retain staff and attract new talent, software leaders and hiring managers must prioritize those attributes important to technology professionals, including upskilling, career advancement and environments where individuals can learn and do their best work.

KEY TAKEAWAYS

1. **Upskilling** is a constant. Tech professionals and software leaders share the desire for opportunities to learn and the ability to acquire new skills.
2. **Resilience and Agility** are important considerations in job applicants.
3. **Supportive developer experience** requires environments that provide focus time for work, reusable software frameworks and self-service options.
4. **Work/life balance**, career advancement and clear direction from leadership are important to tech job seekers.

Are you considering a job change in...



What is your primary job role?



Andela operates one of the world's largest private marketplaces of skilled digital talent. Its adaptive hiring model gives companies greater flexibility to quickly deploy qualified technical talent where it is most needed. The company's exclusive AI-powered platform enables clients to select individual roles or engage fully managed teams up to 66% faster. Andela's diverse talent ecosystem spans over 135 countries and is highly skilled in advanced technologies to support Application Development, Artificial Intelligence, Cloud & DevOps, Data Engineering, and more. The world's best brands trust Andela, including GitHub, Mastercard, and Mindshare. [Discover Andela.](#)