



# THE DEMAND FOR SKILLED TALENT: SPOTLIGHT ON TECHNOLOGY HIRING

Canada

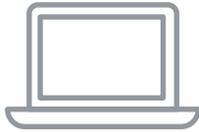
## HOW HAS COVID-19 IMPACTED THE TECHNOLOGY EMPLOYMENT MARKET?

Employers were cautious about adding staff in the second quarter, but demand for skilled IT professionals is stabilizing. Companies are looking to provide secure and flexible remote-work environments and develop strategies that rapidly advance digital transformation efforts and help the organization respond to market changes.

## WHERE IS HIRING HAPPENING?

### Industries hiring

- Finance and insurance
- Healthcare and telehealth
- Manufacturing
- Retail and e-commerce
- Technology



### In-demand positions

- Business analyst
- Cloud architect
- Desktop support analyst
- DevOps engineer
- Software and applications developer

### In-demand technical skills

- Applications development
- Cloud systems architecture
- Database design and development
- Network administration
- User support



## WHAT ARE TECH LEADERS PRIORITIZING IN THE COMING MONTHS?

Workloads have shifted since the start of the COVID-19 pandemic, and technology teams are focusing on:

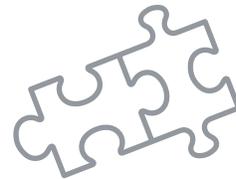
- Collecting, analyzing and reporting data
- Maintaining and improving technologies for remote work and collaboration
- Securing information and systems
- Adapting applications to changing needs
- Supporting digital transformation across the business

Find out how a [flexible staffing strategy](#) can benefit your business.

## WHAT NONTECHNICAL SKILLS SHOULD EMPLOYERS LOOK FOR?

The need for teams to adapt to both a remote environment and further uncertainty has highlighted the importance of nontechnical skills. Look for the following soft skills when hiring technology professionals:

- Adaptability
- Collaboration
- Communication
- Leadership
- Problem solving



## 3 TIPS FOR HIRING REMOTELY

### Cast a wide net

Does this role need to be on-site once you return to the office? If not, consider widening the pool of candidates by searching for professionals in other cities.



### Get camera-ready

For interviews, test your video platform, look professional and minimize distractions. Pay attention to candidates' body language to help assess their soft skills and engagement in the conversation.

### Present your best offer

A comprehensive compensation package is needed to draw talent in any business environment, and you'll likely face competition for your top candidates. Be ready to negotiate and offer attractive nonmonetary benefits and perks, including ongoing remote-work arrangements and flexible schedules.

## SEARCH FOR LOCAL AND REMOTE CANDIDATES

with **Candidate Browse**. It's accessible 24/7, and you can search by job title, skill set or location to see profiles matched to your needs.

