



# TECHNOLOGY

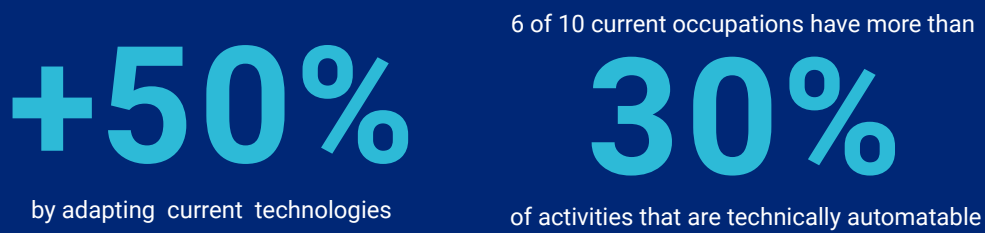
## INDUSTRY TRENDS

- ▶ The Technology industry has never had a greater need for skilled Data Engineers, Analysts, and Architects.
- ▶ Remote work and heightened security measures have increased the demand for IAM Security Specialists. DevSecOps is allowing Developers and Security Specialists to create secure applications together, while more and more companies search for DevOps Engineers with Security experience themselves.
- ▶ There is still a high demand for Cloud Architects/Engineers as organisations continue migrating to Cloud solutions.
- ▶ As the Netherlands is such a hotbed for start-ups, the Software Development sector is booming.
- ▶ A new era of marketing is dawning, and AI is leading it. With AI Chatbots becoming increasingly popular, Conversational AI Engineers are in demand.








## TALENT ACQUISITION TRANSFORMATION

The automation of workforces continues to gain momentum with the support of AI.



## THE OVERALL WORKFORCE CHALLENGES OF THE TECHNOLOGY INDUSTRY

-  Talent shortages - not nearly enough tech talent to meet the demand
-  The digital transformation is creating a need for tech specialists in traditionally 'non-tech' companies, stretching the talent market even further
-  Companies are giving more perks and higher salaries to their existing tech professionals to dissuade them from leaving. When these employees are approached by other companies or recruiters, their demands are higher as a result
-  Strong preference for working remotely
-  Companies tend to search for permanent hires but senior tech professionals often prefer to work as freelancers



## HAYS-SERVICES WITH ADDED VALUE



Dedicated consultants acting as single points of contact for our clients, working with wider teams of recruiters to deliver candidates for your openings.



International team experienced in hiring and placing both national and international candidates from diverse backgrounds.



Talent solutions for both permanent and temporary hires (secondment & interim staffing) in all our focus areas.



Vacancies in other sectors or departments? Hays offers you a full team of specialists in different recruitment areas as such: HR, Technology, Finance, Supply Chain, etc.

## RECRUITMENT MARKETING AS A SERVICE

We have combined our recruitment expertise with our marketing know-how for the sector to ensure you have access to the talent you are looking for. We provide tailor-made recruitment marketing campaigns for our clients in order to attract the best talent in the market and promote employer brands.

Our DCS (Digital Creative Services) packages have a varied portfolio of activities that can be put in practice.

Learn more about our DCS packages [HERE!](#)



# HAYS - YOUR STRATEGIC PARTNER, EVERY STEP OF THE WAY



## OUR EXPERTISE



1

We count on a huge talent pool of available talent

We specialise in IT and our many years of IT recruitment experience allows us to perfectly identify the needs of our clients and candidates, offering tailored approaches for all

2



3

We can look beyond borders to identify and attract the right international candidates



4

We have sub-specialisms in our team: Data, Software development, UX/UI, Infrastructure, CyberSecurity, Cloud and more



5

We have a proven track record of finding and placing not only permanent but also interim/freelance talent and contractors



## WORKING FOR YOUR TOMORROW

With more than 55 years of business success and a team of more than 10,000 staff across 32 countries, we have a reputation as the world leader in specialist workforce solutions.

Hays Netherlands has more than 150 expert recruitment consultants across the country.

**>50%**

of placement successful rate

**>7M**

followers on LinkedIn

**91%**

of clients would recommend us

We offer a full package of services, covering recruitment, employer branding, marketing consultancy and many other solutions to help you secure the talent you need.

**REGISTER YOUR JOB HERE!**

Want to know more? Contact one of our Technology Experts!



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