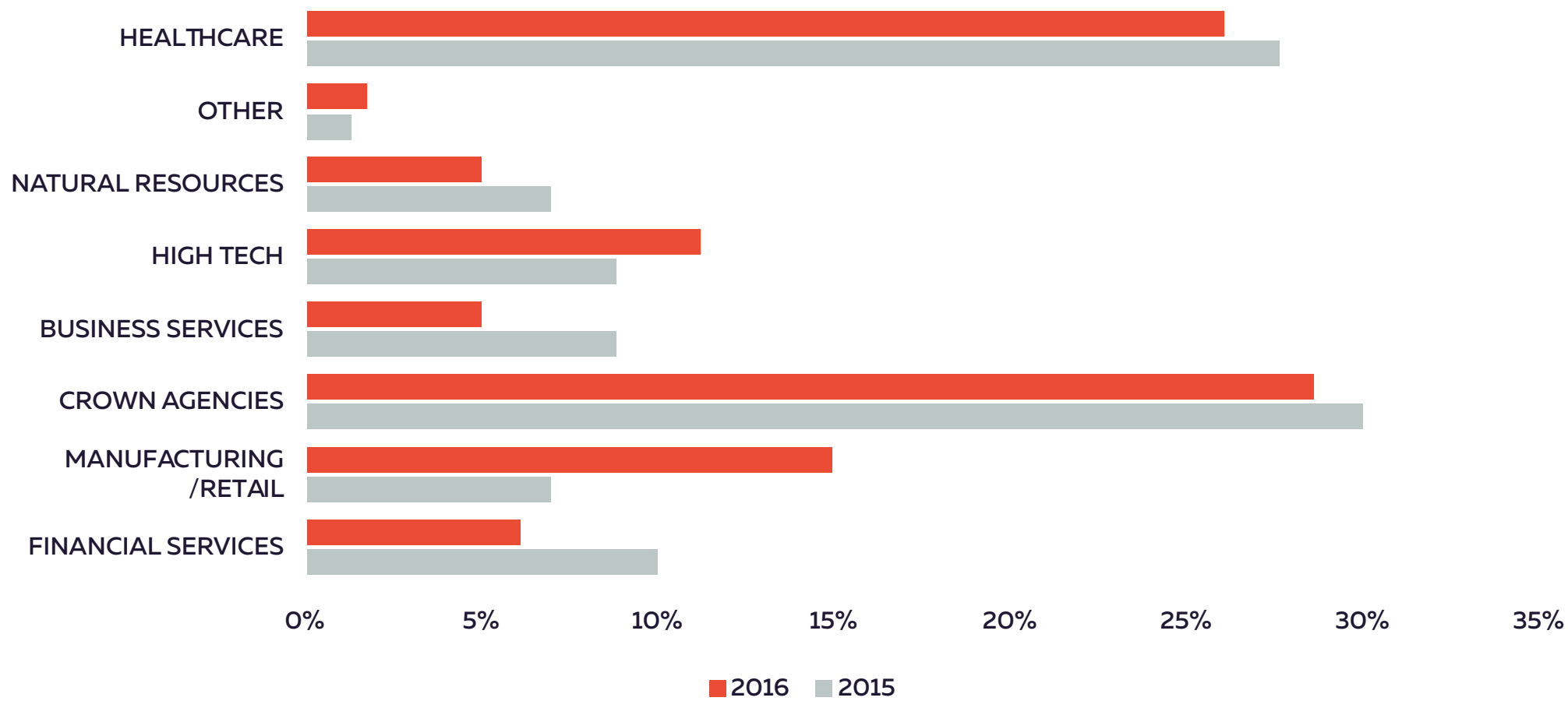




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OUR RESEARCH AT WORK FOR YOU
Q4 OVERVIEW
LABOUR AND TECHNOLOGY TRENDS
I.T. OUTLOOK FOR 2016

INDUSTRY PERFORMANCE



KEY INSIGHTS

▲ **110%** GROWTH IN MANUFACTURING/RETAIL

▲ **41%** GROWTH IN HIGH TECH

▼ **33%** DROP IN FINANCIAL SERVICES

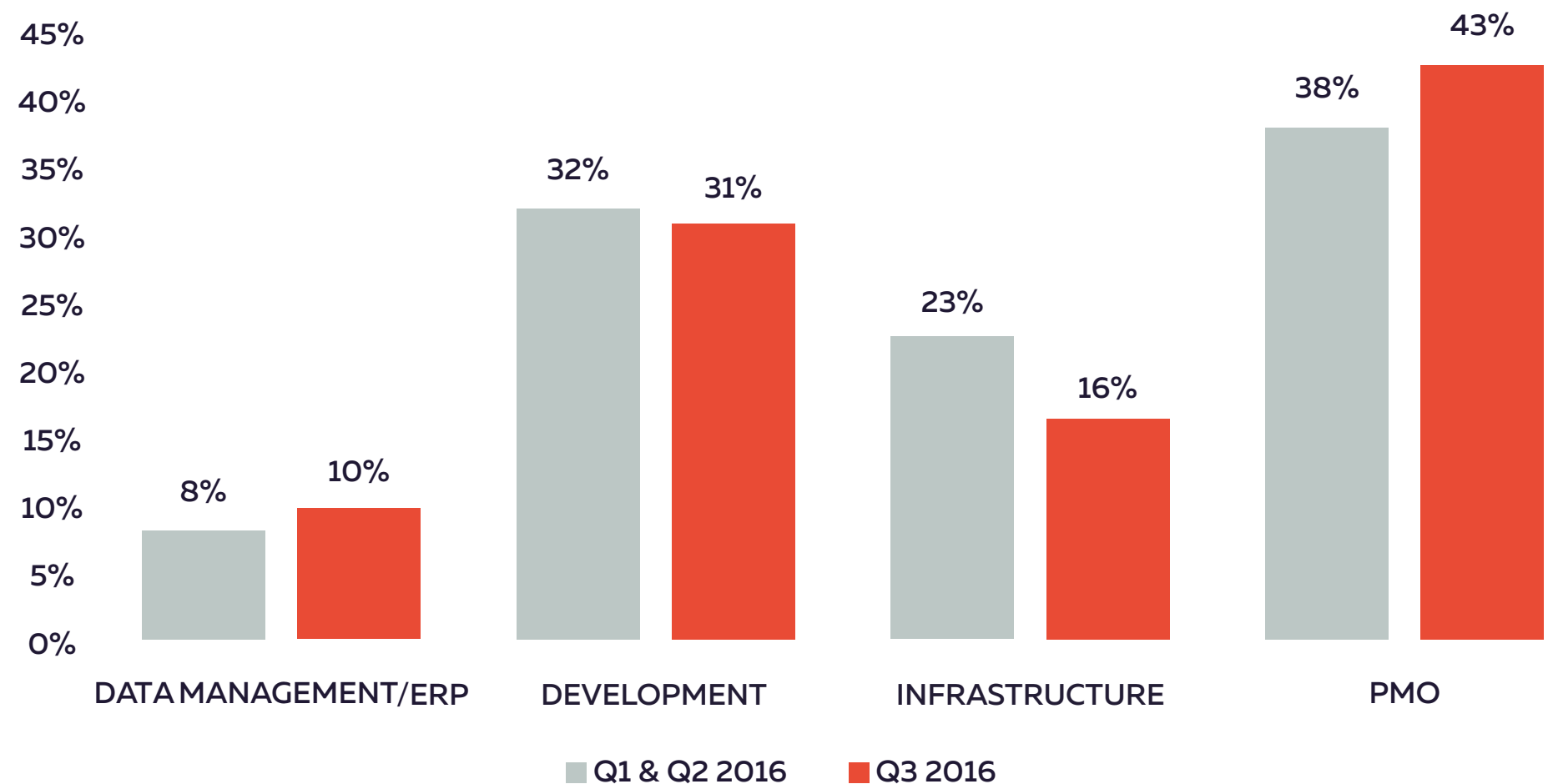
▼ **36%** DROP IN NATURAL RESOURCES

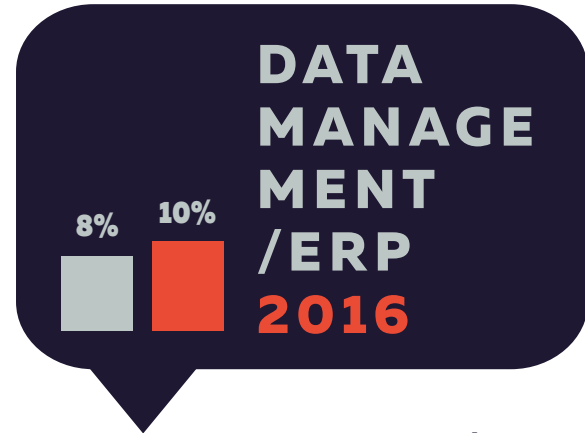
BC TECHNOLOGY PERFORMANCE

TECH INTRO

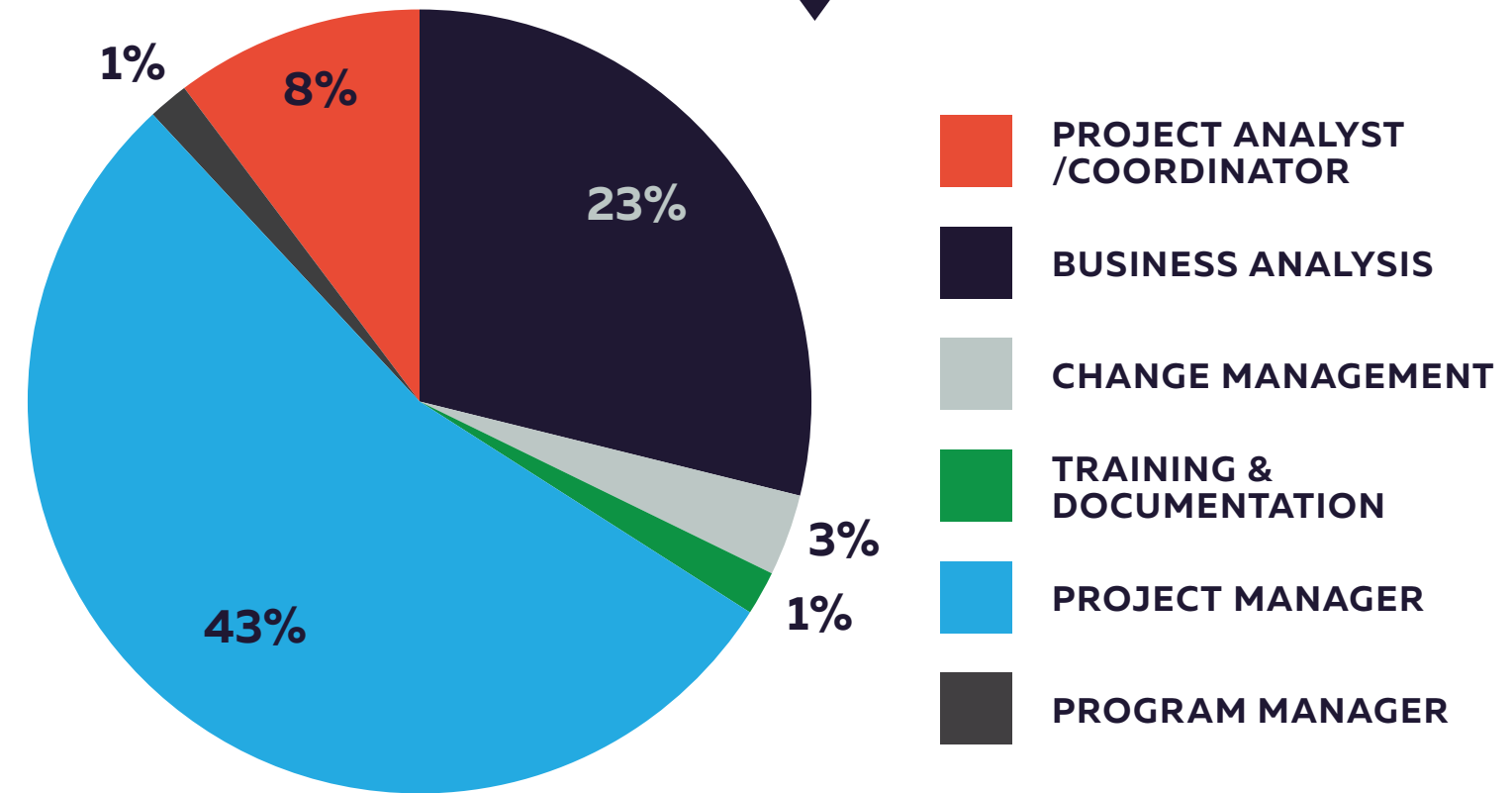
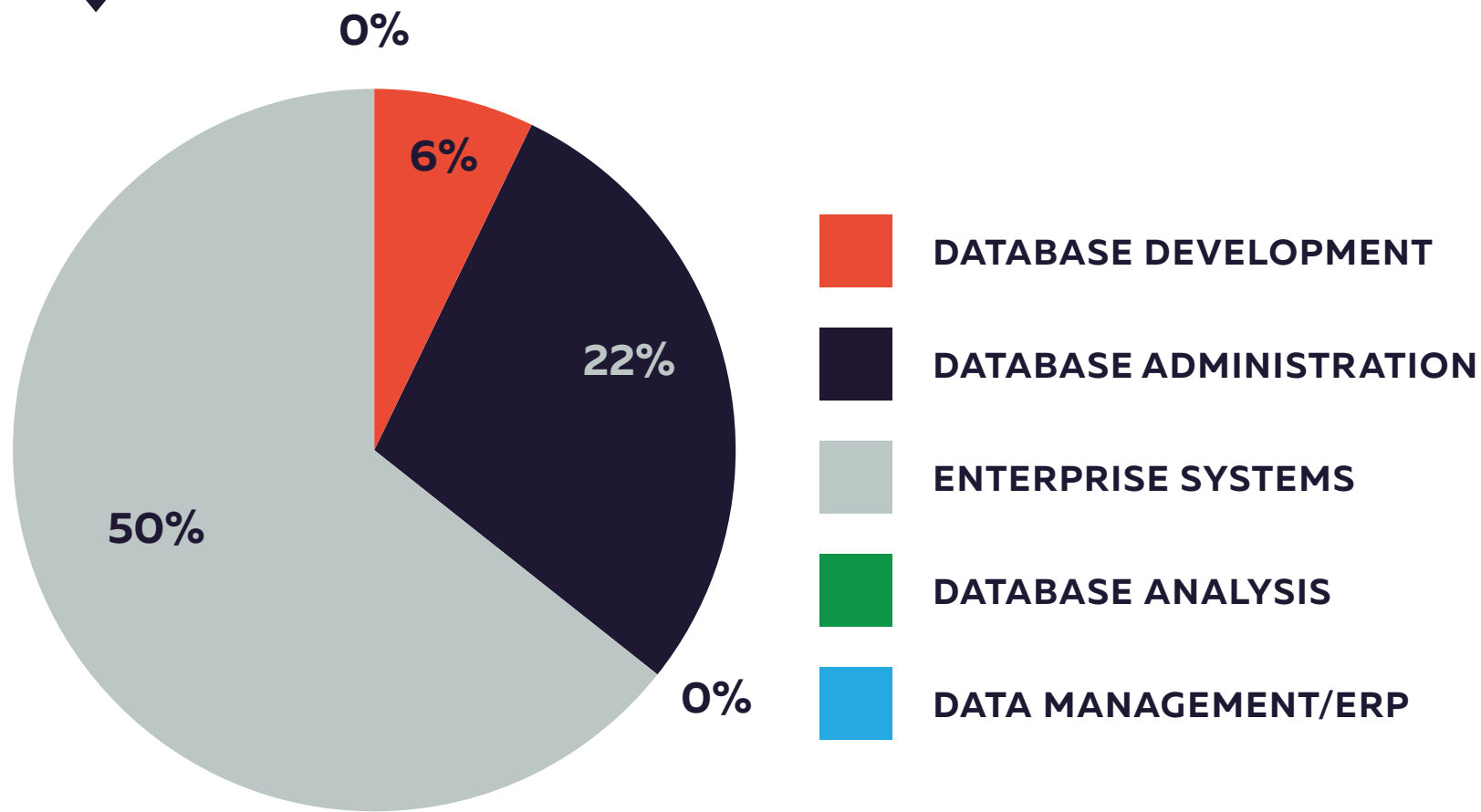
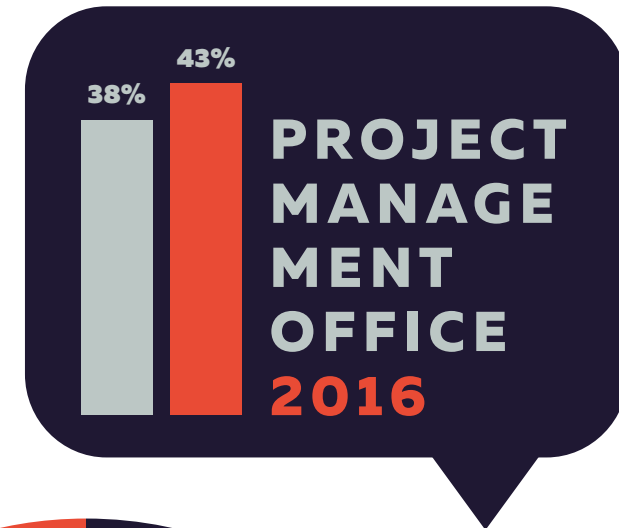
The nature of the Information Technology landscape and the requirements thereof, have yielded four distinct categories in which specialized skillsets can be assigned: Data Management/ERP, Development, Infrastructure and Project/Product Management Office (PMO). Comparative data illustrates the increased demand for specific infrastructure - focused Project Management skills, causing the performance in Project Management Office (PMO) to lead 2016 growth by 5%.

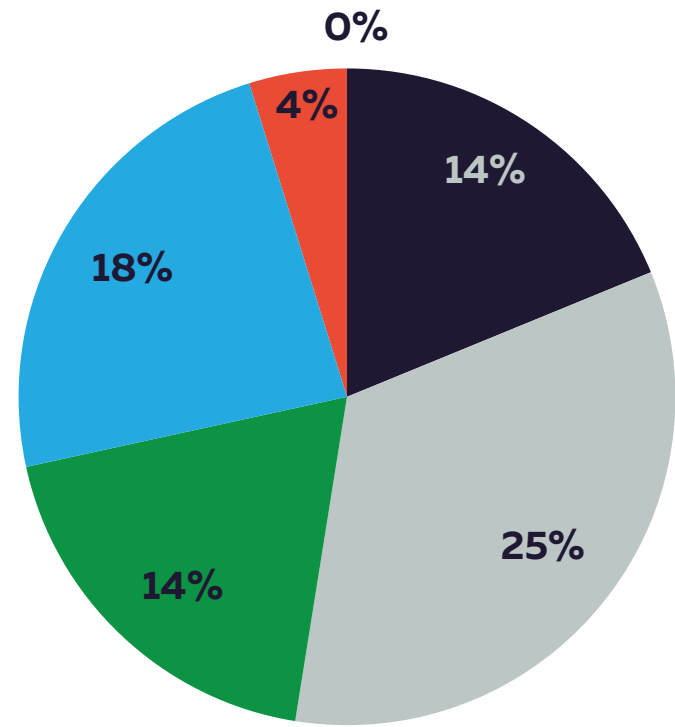
REQUISITION BY SPECIALIZATION



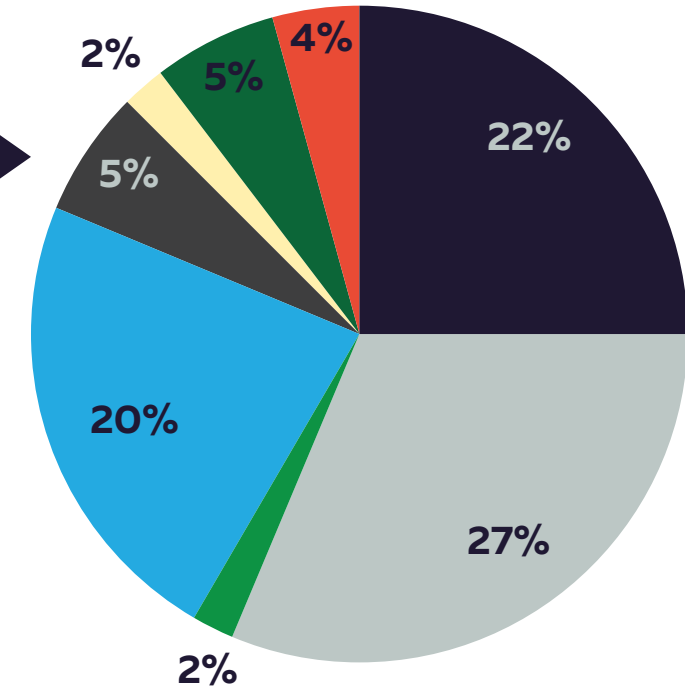
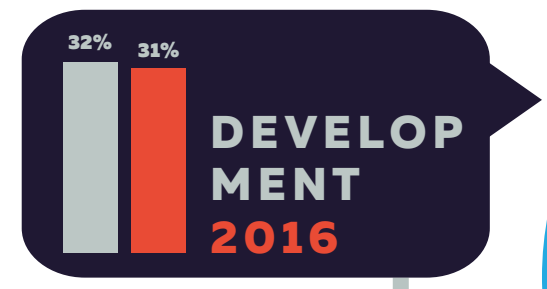


These four specialization categories each house specific skillsets that are weighted according to the volume of requirements received. The below data sets illustrate the volume (in %) of these specific requirements per category:





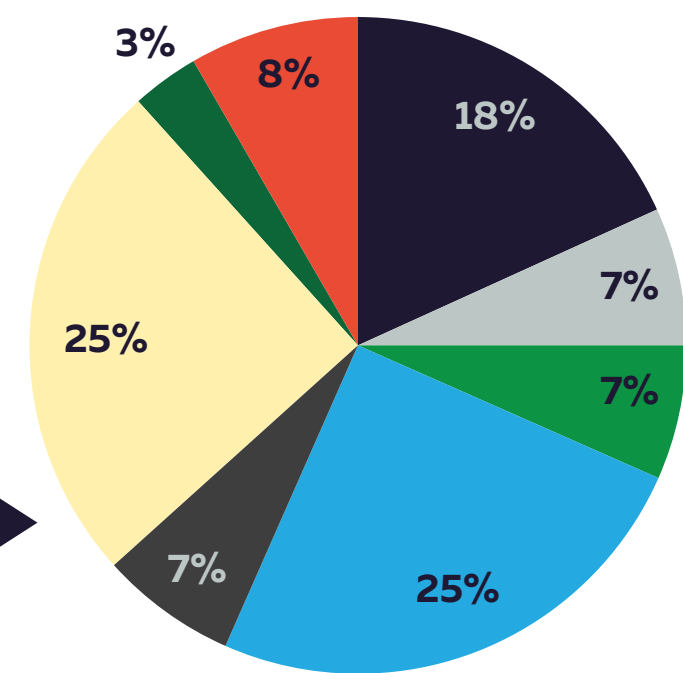
- SECURITY
- TECHNICAL SUPPORT
- ARCHITECTURE
- NETWORK ADMINISTRATION
- SYSTEM ADMINISTRATION
- CLOUD



- UI/UX
- MICROSOFT
- QA & TESTING
- MOBILE
- APPLICATION SUPPORT
- ARCHITECTURE
- WEB
- JAVA



CLOUD RELATED ROLES IN 2016



- PROJECT/PROGRAM MANAGEMENT
- ARCHITECTURE
- QA/TESTING
- NETWORK ADMINISTRATION
- SYSTEM ADMINISTRATION
- BUSINESS ANALYSIS
- DEVELOPMENT
- DBA

KEY SPECIALIZATION INSIGHTS

1



CLOUD RELATED
REQUISITIONS
INCREASED **▲60%**
BETWEEN **2015**
AND **2016**

2

SYSTEMS
ADMINISTRATION
& DEVELOPMENT
CONTRIBUTED TO **50%**
OF CLOUD RELATED
REQUISITIONS

3

▲ 200% MORE
REQUESTS FOR
 SECURITY EXPERTS
WERE RECEIVED IN
2015/2016 THAN THE
WHOLE PERIOD OF
2010-2014

**ROHANA REZEL**CLOUD DEVOPS
ENGINEERING CONSULTANTCANADA 

Q4 INDUSTRY INSIGHTS: DEVELOPMENT

DISSECTING DEVOPS WITH **ROHANA REZEL**

IT/IQ had the opportunity to catch up with Rohana Rezel, an expert in Cloud DevOps Engineering with a plethora of experience as the president and principle consultant of Riolet Corporation. Currently on contract as a Senior Linux Infrastructure Analyst at Best Buy Canada, Rohana shares his insights into the DevOps world, including key skill requirements, the hiring landscape and the challenges he faces as a professional.

**“Problem solve then sell the solution –
go as far as a proof of concept
to show its inherent value”**

KEY SKILL REQUIREMENTS FOR DEVOPS:

WHAT DO CLIENTS NEED & WHO DO THEY (AND THEIR TEAMS) WANT TO WORK WITH?

A SOLID BACKGROUND IN BOTH DEVELOPMENT AND SYSTEMS ADMINISTRATION.

"You need the technical ability for software development in order to have a firm grounding. The crucial success factor is understanding how both programmers and systems admins think and your goal is to unify this process."

APTITUDE FOR PROBLEM SOLVING.

"It's easy to rattle off a series of technologies, however there is no set recipe or one single tool to provide a solution. Problem solving allows you to prescribe a hybrid solution based on your observations. For example, in Ecommerce one has to look at the volume of traffic to your site, how much traffic you are able to handle, what the regulatory restraints are as well as various other factors simultaneously. A high level of problem solving ability allows you to not only provide a hybrid solution, but the ability to understand the solution and then sell it to management and other stakeholders. This is crucial especially when coming into a DevOps transition as opposed to a new project because ways of working have not changed and people are creatures of habit. You need to go as far as a proof of concept to show your solution's inherent value and to convince management and the team who hired you."

OPTIMIZE THE WORK & INTEGRATE WITH COMPANY CULTURE.

"Many organizations create value through technology, however they have trouble getting this value to market. Everyone needs better code quicker, organizations are embarking on an agile transition and software development cycles are quicker. Fixes and updates however, also require a quick response – at the risk of losing their customers if the value is not delivered. My advice in this case is:

- Ship quality code quicker
- Build a checkpoint for every team: build, check, and then test with your QA team
- Streamline or automate the pipeline from code creation to delivery
- Provide all steps and actions reliably. Companies stay competitive by being reliable and using relevant technology stacks to deliver consistently"



DEAN FRANCIS
CLOUD ARCHITECT



Q4 INDUSTRY INSIGHTS: DEVELOPMENT

CLIMBING INTO THE CLOUD WITH **DEAN FRANCIS**

IT/IQ had the opportunity to catch up with Dean Francis, who shares his extensive experience and insights on Cloud and what this landscape looks like for clients and consultants today.

“We do not have Cloud maturity at this point. There is a path and it takes time to test, develop and to learn... there is no perfect answer.”

CLIMBING INTO THE CLOUD WITH DEAN FRANCIS

IT | IQ...

What do you feel have been the main drivers/considerations for enterprise organizations to move to Cloud?

DEAN...

- Sponsorship and support from day one
- Intentional drive towards actionable roadmaps (do not allow projects to become shelfware)
- Project ownership
- Executive level of vision and feedback
- Ability of management and staff to adjust to vision and changes in scope

IT | IQ...

What are some of the challenges organizations face when making the move to Cloud and what does this mean for the hiring landscape?

DEAN...

Challenges are always going to be a part of a big transition, the key ones being:

1. Competing priorities

Companies want to make the move but there are other initiatives on the go. Planning, resourcing and staffing as well as many other factors are competing priorities.

2. Limited number of staff

Contractors are helpful and more companies are making a move to a hybrid staffing model where staff and consultants work together with a phased approach. This allows a set time frame in which knowledge transfers can happen and where one can educate staff through training and development programs.

3. Knowledge transfer limitations

Even a solution to the staffing limitation has a challenge! I have found that there is never a full 100% knowledge transfer between a master and a teacher. Realistically there are so many scenarios that won't be shared.

4. Training and collaboration is key for hiring and outsourcing

When you have many roles that work together for a specific outcome, a phased approach with extensive training works well. Collaboration among clients and consultants is the second component to this and allows knowledge and experience to be shared. More organizations have facilitated this new way of thinking, resulting in progressive growth with decreased costs of projects and upfront hiring.

IT | IQ...

What are some of the challenges you face as a Cloud Architect professional?

DEAN...

With regards to the Cloud Architect profession, my advice is simple: be intentional about diversity and avoid locking yourself into one box. You may not want to be known as "just a platform guy" or a "dev guy". Flexibility mixed with depth in certain areas that you like is key. Remain in the know with new and relevant tools and always be open to what lies ahead.

IT | IQ...

What do you feel is the future of Cloud within different industries in the near future?

DEAN...

We are definitely moving to a more a hybrid IT model. For big industries, including the public sector, you have legacy applications you have to deal with. Infrastructure tends to be the last explored area and the result of these legacy applications like SAP for example, is to remain, and other tools and new software to integrate accordingly.

A NOTE FROM THE PRESIDENT



IT/IQ recognizes that in order to better serve our Client/Consultant needs and to gain deeper knowledge in the skillsets that are demanded of the IT industry, we need laser focus and high touch engagement. Our specialist approach incorporates all relevant Information Technology skillsets (PMO, Development, Data Management/ERP and Infrastructure) which are managed by dedicated Recruitment Practice Leads and their respective recruitment teams. This enables us to

- Gain deeper knowledge in the four specialist areas
- Better understand your needs in order to present you the best/most relevant opportunity
- Be on trend so you trust IT/IQ with the latest industry news

Our Development Specialist category has been a key focus area for IT/IQ as the drive for Cloud related roles continues to grow aggressively. The last two years have resulted in a 60% increase in demand for Cloud related requisitions, with Q4 looking to push this growth even further.

CONTACT US

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