Ants Tech Recruiters

Statistics report 2023

Based on key figures from the positions filled by Ants Tech Recruiters in 2022

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TECHREK *learning*

Introduction

This report is based on key figures from the positions filled by Ants Tech Recruiters in 2022. It includes a selection of 536 hires out of the approximately 600 completed for our clients.

The report aims to show how we, through data-driven recruitment processes, can provide insights into relevant vital figures and illustrate the recruitment situation in the tech industry. The report is for anyone who wants to gain an increased understanding and insight in tech recruitment.

At Ants Tech Recruiters, we have extensive experience helping clients recruit coveted competence in Sweden and internationally. The comprehensive digitalization in many industries make high demands on increased IT competence. The industry organisation TechSverige predicts that the deficit of IT skills will amount to 70,000 people next year.

Content

Method

Integrated with our clients

At Ants Tech Recruiters, we do end-to-end recruitments for our clients. In our collaborations, the goal is to become as integrated with our clients as possible. It includes getting to know the client's business, culture and recruitment needs to match them with the best candidates.

Close to technology

We are specialists in tech recruitment, which gives us good industry knowledge. As a result, we can effectively navigate between different technical roles and organisations.

Data-driven

We measure all our processes against current key figures. A data-driven method allows us to make more accurate forecasts, ensure the quality of our processes and set the right expectations for our clients.

Terms

Requirement profile
Requirements and qualifications for a role. Determined together with the client at the beginning of a project

Hiring channels
The channels used to recruit the candidate, such as sourcing, advertising, or referrals.

Advertisement
A job ad published on Ants Tech Recruiter's career page and/or the client's career page. We also offer targeted advertising on social media.

Sourcing
Activities to find relevant candidates based on a requirement profile. Targeted personal contacts through platforms where suitable candidates are located. Also, management of candidates up to an initial interview.

Referrals
Candidates coming from the consultant's or client's network

Talent Acquisition Consultant
A consultant who works for our clients with sourcing and coordinating the recruitment processes. They are often referred to as recruiters.

Talent Acquisition Manager
Overall responsible for recruitment projects for our clients. Conducts onsite interviews for clients and coaches our consultants.

Data set

The data set contains significant variation regarding the different roles. Therefore, the data will be presented based on the categories of all recruitments (518) and developers (247). In addition, we have only included recruitments with a sufficient statistical foundation. Therefore, the sample is smaller than the total number of recruitments made in 2022.

All recruitments
This category includes all hires made during the year. Examples of roles included, in addition to developer roles, are Product Owners, DevOps Engineers and IT Technicians, to name a few.

Recruitment within Executive Search (18) is not included in this category but is presented with separate statistics later in the report. This is because the recruitment process for executive-level roles tends to be different, creating grounds for analysing these statistics separately.

Developers
This category composes around half of our recruitment. It has therefore been selected into a separate category to be able to look more specifically at key figures for this type of role.

The programming languages that make up the most significant proportion of these additions are, in descending order, C#, Java, JavaScript, C++ and Python.
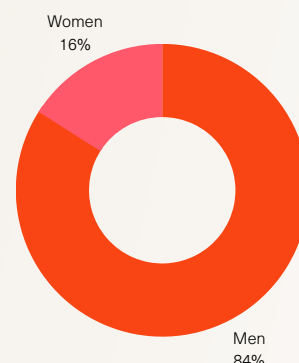
Gender distribution
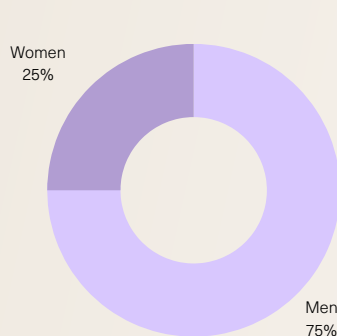
All recruitments

The data consists of 390 men and 128 women.

Unlike 2021's statistics, where the proportion of women had increased from the previous year, the change is relatively unchanged compared to last year (379 men, 121 women).
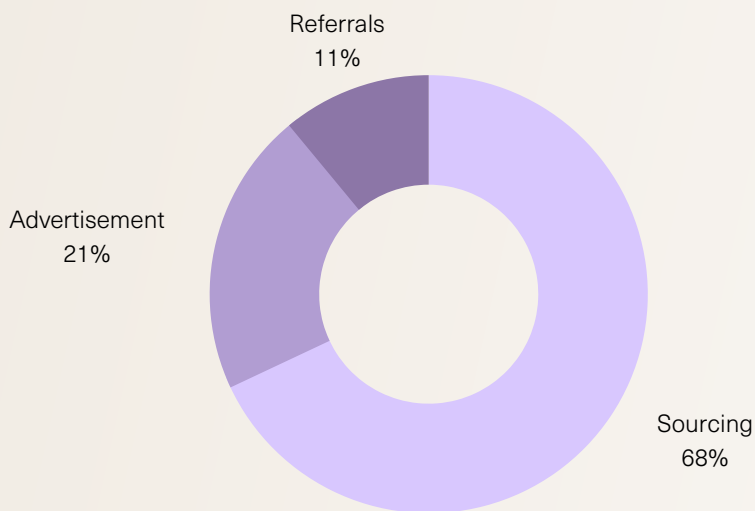

Developers

The data consists of 207 men and 40 women.

The distribution between these has remained unchanged since 2021 (196 men, 36 women).

Hiring channels

The demand for IT competence is high. The fierce competition, therefore, places particular demands on recruitment efforts, and it is crucial to work innovatively with different recruitment channels to find and attract the right skills.

Referrals
11%

Advertisement
21%

Sourcing
68%

All hires

The distribution between recruitment channels shows that most hires, as last year, are made through sourcing and advertising.

The hire rate for tips sums to 11% in 2022, a change from 2021, where it was 6%.

Developers

The distribution of recruitment channels for developers shows that sourcing is vital for reaching out to developers.

Both tips and advertising conduct a smaller proportion when recruiting developer roles than for the category of all hires.
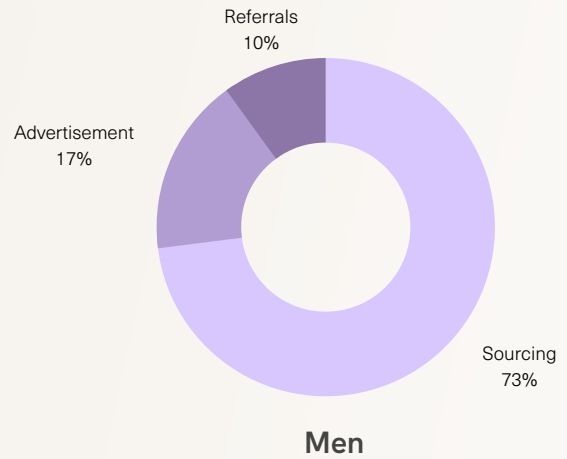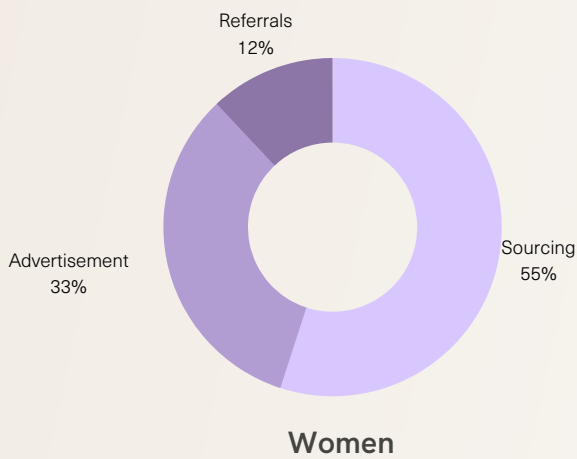
The hire rate for tips sums to 9% in 2022, a noticeable change from 2021, when it was at 2%.

Referrals
9%

Advertisement
16%

Sourcing
75%
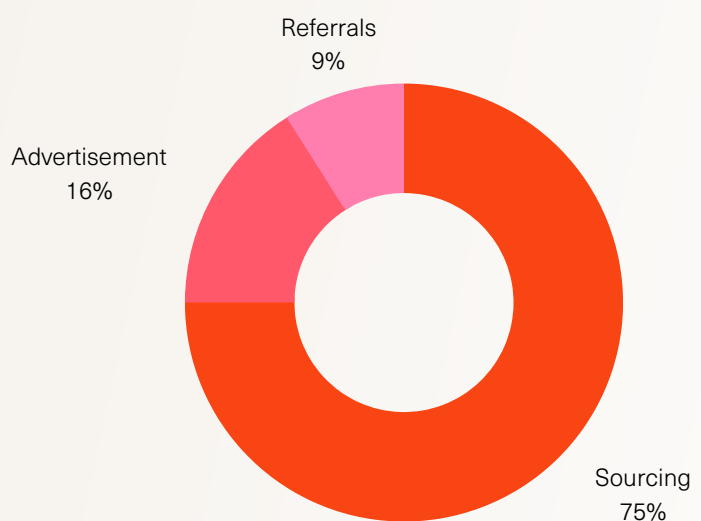
Hiring channels

When comparing the hiring channels of women and men, it appears that women are more likely to be hired through active job applications, such as responding to job advertisements. This trend is observed across all recruitments, including developer roles.

All hires

Women

- Referrals 12%
- Advertisement 33%
- Sourcing 55%

Men

- Referrals 10%
- Advertisement 17%
- Sourcing 73%

Developers

Women

- Referrals 12%
- Advertisement 33%
- Sourcing 55%

Men

- Referrals 8%
- Advertisement 13%
- Sourcing 79%
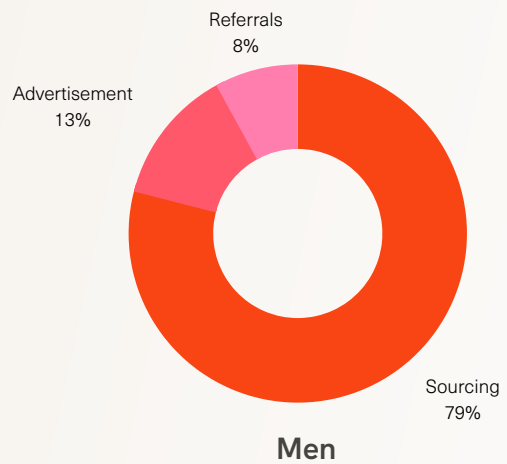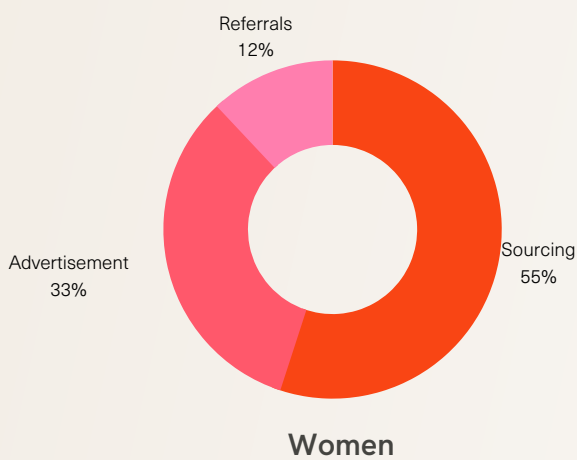
Key figures

The following section presents key figures for the categories of all hires and developer roles. The material consists of 518 recruitments, of which 247 are developer roles.

Of these 518 recruitments, executive roles are not represented. Instead, they are presented separately on page 10.

The key figures should be read in terms of tendencies or patterns, as several factors can affect individual processes.

Definitioner

Response rate
Percentage of candidates who respond to contact through sourcing

Intressefrekvens Interest rate
Percentage of the responding candidates who are interested

Weeks to hire
Number of weeks from the start of the project until the position is filled

First interviews
Number of candidates booked for a first interview per employment

Second interviews
Number of candidates booked in for a second interview per employment

Offers
Number of offers given per employment

Sourcing hours
Number of hours spent contacting candidates per employment

Admin hours
The time that the consultant spends in addition to the sourcing work, e.g. booking of interviews

Hours per booked interview
How many sourcing hours are required for each booked a first interview

Key figures

All recruitments

29 %

Response rate

22 %
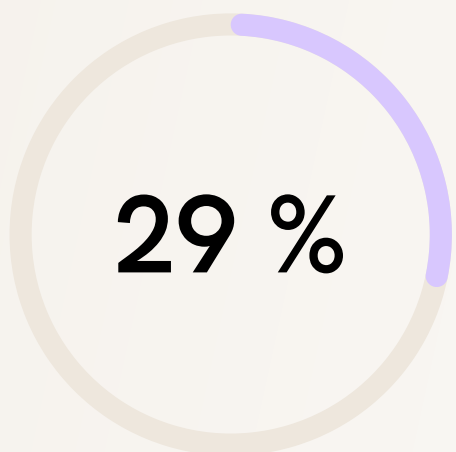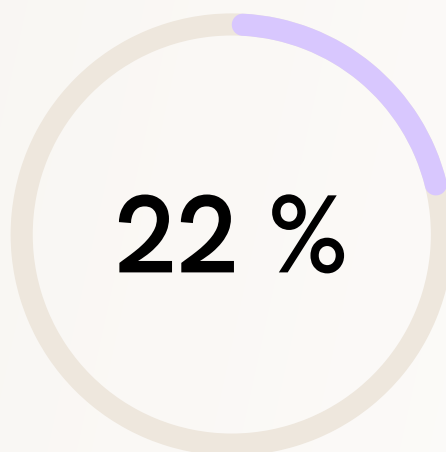
Interest rate

	Average	Median	STDEV
Weeks to hire	10,5	9	5,5
First interviews	5,7	5	4,2
Second interviews	2,8	2	1,8
Offers	1,4	1	0,6
Sourcing hours	94,3	80	59
Admin hours	24,9	19	21,5
Hours per booked interview	21,7	17,6	17

Key figures
Developer recruitments

26 %

Response rate

19 %
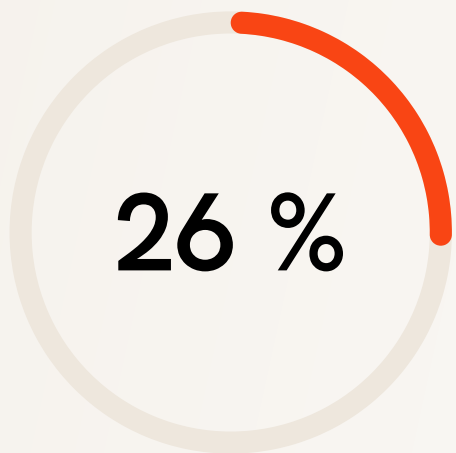
Interest rate

	Average	Median	STDEV
Weeks to hire	10,3	8,5	5,8
First interviews	5,3	4,7	3,5
Second interviews	2,7	2	1,6
Offers	1,4	1	0,6
Sourcing hours	104,7	89,5	58,6
Admin hours	24,6	20	20,8
Hours per booked interview	25	20,2	19

Executive

During the year, Executive Search has become a separate business area at Ants Tech Recruiters. Therefore, Executive recruitment data is analysed separately in this year's report. We define Executive as managerial and leadership roles responsible for one or more business areas and have staff liability, budget, strategic, or equivalent commitment.

Hiring channels

Referrals
39%

Sourcing
50%
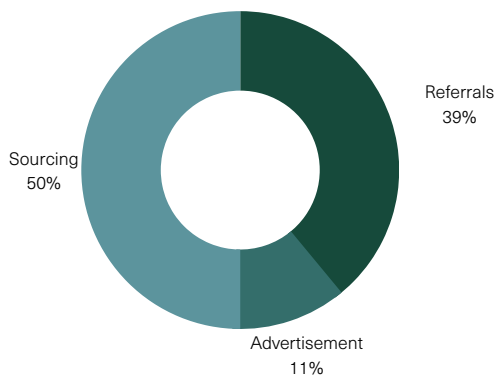
Advertisement
11%

The data shows that the majority of hires in 2022 were made through sourcing, a difference from the previous year, where the majority of employment (54%) was made through advertisement.

Gender distribution

Woman
22%

Men
78%
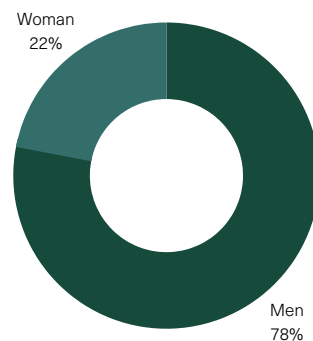
The foundation for the report is based on the recruitment of 14 men and four women.

Data set

The data set includes 18 recruitments made in 2022 for various leading roles such as CTO, Head of Development and Head of Product. The limited material should be taken into account when analysing the data.

Key figures

Executive

46 %

Response rate

41 %

Interest rate

	Average	Median	STDEV
Weeks to hire	10,5	9	4,5
First interviews	6,2	6	2,2
Second interviews	3	3	1,5
Offers	1,07	1	0,2
Sourcing hours	80	67	60,1
Admin hours	25,6	22,5	14
Hours per booked interview	12,2	12,9	8,2

Summary

The year 2022 has been eventful. During the year's first half, the tech industry was characterised by growth, new investments and increased demand for skills. However, during the second half, we also saw cutbacks, bankruptcies and a focus on profitability rather than rapid growth. These shifts were significantly influenced by a shaky global situation. For instance, there was a war in Europe, an election year in Sweden, rising inflation, and a market economy that was hard to decipher.

During 2022, we at Ants Tech Recruiters made around 600 hires for our clients, which can be equated with 2021's figures. Therefore, despite an uncertain global situation, we see a continued need for IT competence and that candidates still want to move. One possible reason why we were able to recruit at the same rate as the previous year could be that the candidate market has shifted due to cutbacks, resulting in a larger pool of talented IT professionals to choose from. Furthermore, we have observed that an increasing number of companies are embracing digital recruitment processes and remote work, which not only streamlines the hiring process but also makes it more convenient for both employers and candidates. This trend is similar to the one we observed last year.

However, the challenges in recruiting a skills shortage remain, which are also perceived to have increased. Due to the growing realization among companies that investing time in sourcing is essential for successfully recruiting IT professionals, candidates with IT skills are being approached more frequently. As a result, the demand for IT competence has increased significantly.

At Ants Tech Recruiters, we are continuously developing our ability to attract and recruit candidates to maintain our position as a leader in tech recruitment in Stockholm. During the year, we have also increased our presence in

Gothenburg and Malmö and established our business in Umeå, thus increasing our knowledge of the local markets.

Gender distribution

Of our hires, the gender distribution did not change noticeably in 2022 compared to the previous year. It goes for both all hires and developer roles. It is noteworthy, however, that in 2021 we saw a marked increase in the number of hired female developers, and in 2022 managed to maintain the same level. At Ants Tech Recruiters, we work daily with diversity and equality issues through various initiatives. For example, copywriting is an essential tool for creating an inclusive tone in the design of advertising texts and contact messages. It is something we will continue to work on in 2023 to continue to help our clients attract more women and generally work with diversity and equality in their organisations.

Hiring channels

As in the previous year, the most significant proportion of hires in 2022 has occurred through sourcing. For the developer category, 75% of the candidates were hired through sourcing.

Summary

This is why this activity becomes a crucial channel for successfully recruiting developers. Hires through tips increased in 2022 for both all hires and developer roles by 5%, respectively, 7% compared to 2021. An explanation could be that the candidate market moved in 2022, and there have thus been more job seekers and candidates to recommend.

> Hiring through referrals increased in 2022 for both all hires and developer roles.

Creating a culture of referrals can be an invaluable strategy for identifying qualified candidates, especially during times of uncertainty. At Ants Tech Recruiters, we have adopted this approach internally and strive to implement it in all our client projects.

Approximately one in five hires were made via advertising in 2022. Thus, advertising remains a valuable channel to use in combination with sourcing. Distinctive for 2022 was that 33% of the hires of female developers were made via advertising, respectively 13% for male developers. It shows that advertising is an important channel to attract female developers. Employers who utilize targeted advertising on social media are more likely to reach a broader pool of candidates with the relevant skills, including those who are not actively seeking new job opportunities but are open to a job change if presented with the right offer. To attract the right talent, especially in the long run, it is also essential to focus on various employer branding initiatives that help establish and nurture relationships with the relevant candidate market. These efforts can increase the chances of attracting and retaining high-quality candidates who align with the company's values and culture.

Key figures

Our key figures show that we spent, on average, the same amount of time completing a hire in 2022 as we did in the previous year. We also see that clients, as in 2021, needed to meet an average of six candidates at an initial interview to succeed in a hire, both for the category of all hires and developer roles. Again, it indicates that we continue to be accurate in our sourcing work and thus reach relevant candidates.

The conversion rates in our recruitment processes changed in the key figures in 2022, i.e. how many candidates progress in each step. For example, in 2022, 49% of candidates went from a first interview, compared to 2021, where the figure was 56%. Given a shaky global situation, one explanation for this could be an increased concern among candidates about changing jobs. As an effect, more candidates may abandon the process after an initial interview. It can also be reflected in the fact that in 2022, 1.4 offers were required for one sign, compared to the previous year when the figure was 1.3.

Notably, the conversion rate from the second interview to a job offer increased from 39% in 2021 to 49% in 2022. It could indicate a greater propensity for the candidate to change jobs and for the employer to move forward with the candidate once the candidate has progressed to a second interview.

That there is still high competition for IT competence is reflected in our key figures for hours per booked interview. In 2022, the number of hours per booked interview has increased for both all hires and development roles by two, respectively, four hours compared to the previous year. Another influencing factor is that the response rate during the year has decreased for all hires and development roles

Summary

by 4.5, respectively, three percentage points. Even these changes can be explained by an uncertain global situation, which results in more significant uncertainty around changing jobs. Even the difference in the number of weeks to hire, which this year has increased by 1.4, respectively, 1.5 weeks for all hires and developer roles, can indicate that the candidates are still determining. The fact that candidates with IT competence continue to be approached by recruiters affects the key figures for the year 2022, too.

Executive

In 2022, Executive Search developed into its own business area at Ants Tech Recruiters, which has meant changes in the recruitment process for this type of role. The process is now characterised by more thorough research work, more stakeholders and a more in-depth interview process than before. As the compilation of the key figures shows, the number of weeks until hire has increased to 10.5 weeks compared to the previous year, where the number of weeks until hire was eight weeks. One explanation is that a more in-depth recruitment process involving more stakeholders takes longer. For a further analysis of the key figures of 2022, we have seen a trend where both clients and candidates tend to be more selective during the process than before. The selectivity can be seen as a consequence of the uncertain global situation and has also increased the number of weeks until hire. However, a positive effect of companies and candidates being more selective is that the number of sent offers required for the role to be filled dropped from 1.79 last year to 1.07 in 2022.

From the key figures, we can also deduce that the number of hours per booked interview has fallen from the previous year's figure. It has gone from 20.5 to 12.2 hours, while both response and interest rates increased compared to last year. These key figures could indicate that our sourcing work has become more accurate. However, the fact that sourcing also makes up the largest share of our recruitment channels means that outreach recruitment continues to be essential for successful recruitment within the Executive.

Conclusion

Investing time in sourcing is a decisive factor in succeeding with tech recruitment, and it is still the approach that generates the most number of hires for all categories.

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    Due to the industry's high
      demands, a comprehensive
      approach is essential for
 successful recruitment today.
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Due to the industry's high demands, a comprehensive approach is essential for successful recruitment today. It includes everything from innovative solutions around advertising, referral programs and the recruitment process itself, as well as continuous work with the company's employer brand. Furthermore, with the current skill shortage in tech, companies that dare to invest and be at the forefront in the abovementioned areas will gain significant advantages over their competitors.

Despite the circumstances that affected the tech industry and the outside world in 2022, we have maintained the same recruitment pace as the previous year. An essential factor in this is that we continue to work continuously to develop our skills in tech recruitment, to maintain our position in the market. In 2023, we remain committed to assisting companies in establishing successful tech departments. Despite the impact of the global situation on the tech sector in 2022, we are confident that the industry's adaptability will enable it to weather any challenges ahead. Moreover, given that the future is undeniably digital, we are optimistic about the opportunities that lie ahead and are eager to help our clients leverage them to their advantage.

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