2016 Randstad hot jobs: information technology

Randstad's employment experts are on the front lines of staffing and recruiting every day. As industry-specific employment experts, they regularly observe dynamics within the IT field and how national and local-market forces impact employers' talent needs.

Given their knowledge of current hiring trends, our teams predict the three jobs outlined here will remain hot in 2016.

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Project Manager

The **national annual salary** for a project manager ranges from **$73K to $121K, with an average of $98K**. Individuals with **15 to 20 years' experience** can earn as much as **$148K**.

The evolution of information technology from a cost center to a value-added offering has transitioned the definition of IT "projects" from periodic system enhancements into more comprehensive developments responsible for bottom-line impact.

The increased volume of new and legacy projects assigned to IT teams has generated great demand for skilled project managers, specifically those with application development credentials.

- Ideal candidates possess a bachelor's degree in computer science and offer systems development lifecycle (SDLC) experience leading projects from start to finish.
- Many companies look for skills with Agile or other, more iterative methodologies.

Software Engineer (Java focus)

The **national annual salary** for a software engineer (Java focus) ranges from **$72K to $109K, with an average of $90K. Java architects** can earn as much as **$150K.**

Society's increasing dependence on the Internet means companies continue to invest in Web and mobile-based applications to stay relevant with current usage trends.

The escalating need for a stronger, more robust Web presence has created a heightened demand for engineers, especially those with Java and JavaScript experience.

The talent gap for these particular roles remains significant, and employers will continue to compete for skilled developers for both contract and direct-hire roles.

- Minimum education is a bachelor's degree in computer science or similar field.
- Employers seek candidates who offer hands-on experience with specific Java and JavaScript frameworks that are the most effective for their environment.
- Large enterprise organizations need individuals on their teams who can keep up with constant and changing demands.

Network and Security Engineers

The **national annual salary** for network and security engineers ranges from **$52K to $137K, with an average of $93K**. However, years of experience can always sway the numbers.

The proliferation and adoption of large public and private cloud computing environments as well as high-profile security breaches have put a spotlight on information security, and the strength of an organization's infrastructure remains a high priority under the constant threat of intrusion.

Additionally, should something go wrong, companies cannot afford to be offline for long periods of time, as the effects to internal operations or external customers can quickly affect revenue.

Companies of every size therefore rely on the expertise of network and security engineers to ensure data integrity and security, and these professionals are quickly recruited to fill open roles.

- Minimum education is a bachelor's degree in computer science or similar field.
- Certifications are highly regarded within the infrastructure and security fields.
- Candidates who are familiar with a company's specific technology tools are in high demand.

Top five IT jobs by salary increase

These five jobs recorded some of the highest year-over-year salary increases from 2014 to 2015. With the national average increase hovering around 3 percent, employers may need to stretch above national averages to attract top candidates for these highly competitive roles.

Job Title	National Median Salary Increase 2014-2015
Network Engineer	7.21%
Software Engineer	5.48%
Project Manager	3.87%
Project Manager – QA Testing	3.87%
Systems Administrator	3.56%

Data provided by Economic Research Institute and Randstad.

Please contact your local Randstad office today if you have any questions about how our staffing and recruiting specialists can help boost your career or help your organization build and maintain a strong talent attraction and retention strategy.

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Our deep industry expertise and full-service capabilities — recruitment, consulting, projects and outsourcing — provide a wide network of IT specialists and flexible talent solutions that enable organizations to be agile, productive and ahead in their fields.

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Employing over 5,300 recruiting experts, the company is a top provider of outsourcing, staffing, consulting, projects and workforce solutions within the areas of Engineering, Finance & Accounting, Healthcare, Human Resources, IT, Legal, Manufacturing & Logistics, Office & Administration, Pharma and Sales & Marketing.

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