

Great 'Tech' - Spectations

Nine in 10 CIOs Say Pressure on Tech Teams Is Up

Toronto, ON -- The technology field is known for job growth, opportunity and [often enviable salaries](#), but are the numbers doing the job for the job being done? Maybe not. In a new survey from staffing firm Robert Half Technology, three in 10 chief information officers (CIOs) said technology professionals' salaries are too low given their workload, while 53 per cent believe salaries are fair due to the shortage of talent. A strong majority (91 per cent) of CIOs reported that the amount of pressure on technology professionals has increased from five years ago.

CIOs were asked, **"When it comes to most technology salaries, which of the following statements do you agree with most?"** Their responses:

They are fair given the need for talent or the talent shortage	53%
They are too low given expectations and the current workload	31%
They are too high – it can become hard to compete when recruiting	15%
Don't know/no answer	<u>1%</u>
Total	100%

CIOs were also asked, **"In general, do you feel like the amount of pressure on technology professionals has increased or decreased today versus five years ago?"** Their responses:

Increased greatly	21%
Increased somewhat	70%
No Change	<u>9%</u>
Total	100%

"The past five years have seen incredible growth in technology-driven business trends. This is particularly true within specialized areas of security and big data, resulting in increased pressure on IT professionals to evolve their skills for efficiency and speed in an effort to meet greater demand," said Deborah Bottineau, senior regional manager of Robert Half Technology. "As the need for technology skills increases, businesses looking to recruit and retain top IT talent must be open to offering, not only a wide variety of work perks and benefits, but also developing compensation packages that demonstrate an awareness of current trends, and meet or exceed industry averages."

[Read the infographic text.](#)

Robert Half Technology offers some quick tips for tech team managers on hiring:

- **Stay current on salary trends.** Keep track of compensation levels for professionals in your area – not only for new hires, but also for current team members. In a tight candidate market, when recruitment and retention are top of mind, offering a salary that meets or exceeds industry standards gives you an advantage. Salary Guides, like the Robert Half Technology Salary Guide, provide average starting salaries that can be adjusted by geography.
- **Manage stress effectively.** Most CIOs agree that pressure has increased for their teams. Have regular check-ins with team members, offer time management or prioritization advice and ask what other help you can provide to relieve growing responsibilities.
- **Provide support.** If new projects or implementations are putting a strain on teams, consider bringing in project professionals. Using consultants can help your full-time team meet deadlines and avoid burnout.

About the Research

The survey was developed by Robert Half Technology and conducted by an independent research firm. It includes responses from more than 270 CIOs in Canada.

About Robert Half Technology

With more than 100 locations worldwide, Robert Half Technology is a leading provider of technology professionals for initiatives ranging from web development and multiplatform systems integration to network security and technical support. Robert Half Technology offers online job search services at roberthalftechnology.ca or visit our technology blog at blog.rht.com. Follow [@RobertHalf_CAN](https://twitter.com/RobertHalf_CAN) on Twitter for additional workplace advice and hiring trends.

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