



2019 -2020

ANZ SAP SALARY & TRENDS REPORT

FEATURED

Featuring salary survey data from over 2,000 ANZ SAP Professionals and insight from leading figures within the SAP ecosystem

SAPTURE
MAKING SAP HAPPEN

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WELCOME TO SAPTURE

As with the rest of the technological world, the SAP world is ever-evolving. 46 years after five entrepreneurial ex-IBM programmers started with one customer and a few employees, SAP employs over 260,000 people and has a world-wide customer base of 300,000. They continue to be at the forefront of technological innovation. With plans to deploy large scale technologies like machine learning, blockchain and conversational systems in the near future and exciting partnerships in the making it seems SAP will go from strength to strength.

Here in ANZ, SAP have grown to serve more than 3,000 companies since their first office in 1989 and here at Sapture we help build teams that make SAP happen for these organisations. We're committed to going the extra mile and work hard to add value and expertise across our sectors, whether you already work with us or not.

Our aim with the 2019-2020 survey is to provide unbiased and up-to-date remuneration information for a market that had been somewhat neglected. We've managed to collect data from 2,000+ SAP Professionals across Australia and New Zealand and at the time of writing, we believe it is one of the largest SAP salary survey in ANZ, giving managers and individuals insight like no other.

Whether you're looking for a new job or planning to grow your SAP team, it's always good to be armed with the right information.



FOREWORD

Dealing exclusively with SAP recruitment gives Sapture an in-depth insight into the biggest influences in SAP recruitment, careers and trends. Insight that other, more generalist recruiters, are unlikely to have.

As we move into the second half of 2019 we are continuing to see experienced SAP professionals in demand and, with the 2025 support withdrawal deadline for legacy systems looming, exciting SAP collaborations with tech giants such as Google and Apple, and accelerating technological innovations; we can only see this increasing.

“ Take the S/4 HANA migration for example. Although current uptake of implementation with current SAP customers in ANZ has been slow, even if only 50% of those decide to migrate before the deadline, the impact on SAP talent demand over the next few years will be huge. ”



Whilst some of this demand will be met by the redundancies planned by SAP itself, we will still be looking at a serious shortfall in experienced professionals to conduct the work.

In fact one of our contacts from a large global client recently commented that “**even if we use all the SAP consultants in the world there still won’t be enough talent to complete all of the implementations**”.

That’s certainly food for thought!

Shane Morgan

SURVEY PARTICIPANTS

AUSTRALIAN STATE BREAKDOWN

0.30%

NORTHERN
TERRITORY

16.29%

QUEENSLAND

4.78%

WESTERN
AUSTRALIA

2.24%

SOUTH AUSTRALIA

41.85%

NEW SOUTH WALES

0.00%

TASMANIA

34.54%

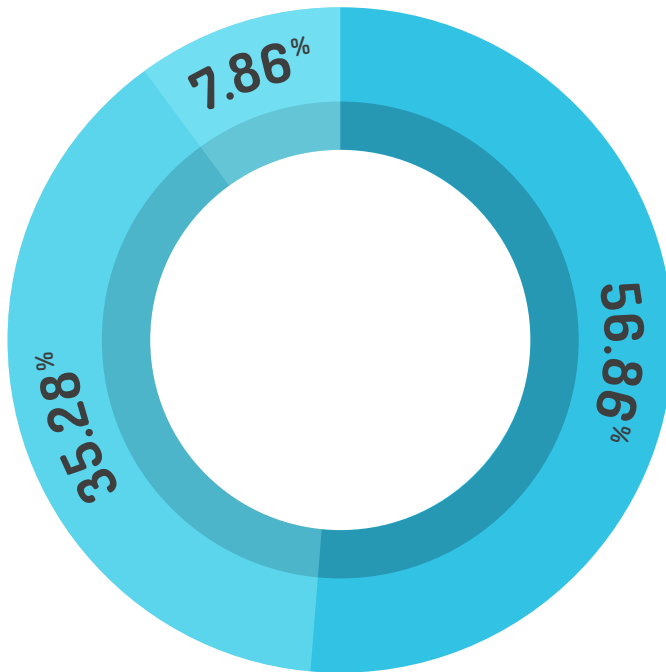
VICTORIA

COUNTRY

AUSTRALIA 85%

15% NEW ZEALAND

FREELANCE VS PERMANENT



PERMANENT / FULL TIME EMPLOYMENT	56.86%
CONTRACT / FREELANCE	35.28%
CURRENTLY LOOKING FOR A NEW SAP JOB	7.86%
TOTAL	2,256 RESPONSES

Our survey participants are split fairly evenly between the **contract/freelance v permanent** which is indicative of the whole ANZ market in general. What we are seeing however, is that whilst end-user permanent roles have remained fairly steady, there has been a shift to permanent roles within consultancies.

Freelance SAP consultants are more willing to work in permanent roles with consultancies now than they have been in the past because of the organisational focus on newer technologies.

This provides the SAP professional with upskilling opportunities which they previously wouldn't have had with a permanent role.

“ We are in a new industrial age. Currently BMW hires more software engineers than automotive engineers. Competitive advantage in all industries is derived via skilled resources. ”

GLYNN WILLIAMS - AGL



WORKING EXAMPLE

GLYNN WILLIAMS, MANAGER OF CORPORATE SYSTEMS – AGL

WHAT WAS IT LIKE MAKING THE MOVE FROM FREELANCE TO PERMANENT?

WHAT WAS THE DECIDING FACTOR WHICH MADE YOU MOVE FROM A FREELANCE ROLE INTO A PERMANENT ONE?

I've contracted in SAP for over 20 years and in more than 14 Multi-Nationals, doing my first Hana business case around 5 years ago. I took a permanent role, because the company I now work for is leading the Australian industry on many fronts, including technology. In addition, the people who work here are amazing!

WHAT'S BEEN THE BIGGEST BENEFIT?

As an independent contractor I was used to focusing on my skill. As an employee the biggest benefit, is being exposed, at a detailed level, to the breadth of the companies' internal technology and business landscape. In addition to the benefit of building leadership and management skills.

WHAT'S BEEN THE BIGGEST CHALLENGE?

It's a fantastic challenge – one you don't get as a contractor. The challenge is deciding which one of a myriad of amazing opportunities are worth the budget spend and resource commitment.



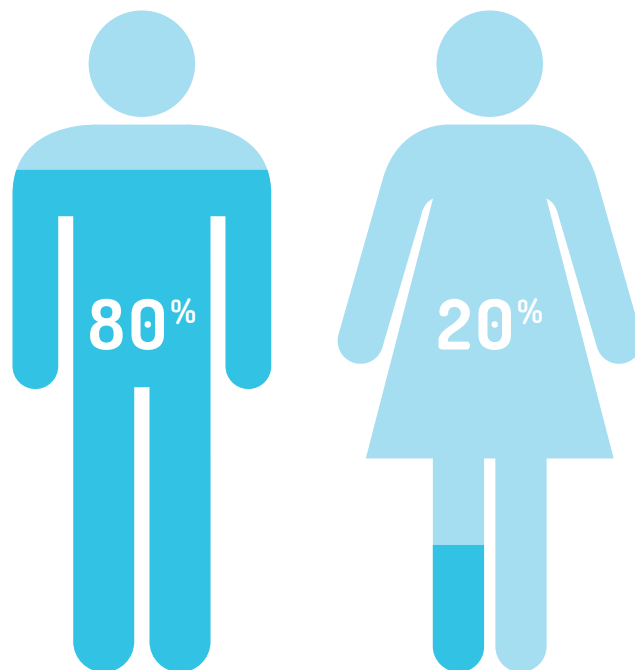
DIVERSITY AND GENDER

Diversity continues to be a hot topic, not only in the ANZ region but globally and across the technology industry.

Our survey participants are split **80% male** and **20% female**.

This is fairly representative of the SAP and Tech industry in general. Whilst there is a concerted effort by employers to encourage women to work for them, there is still the wider issue of girls not taking STEM skills at schools and in higher education.

In the series **Women Making SAP Happen**, we have been speaking to influential women working in the SAP ecosystem to get their views on equality and everything SAP.



“ I’ve been very fortunate to work with many strong and independent women over my entire SAP career at all levels of organisations.

This is from Project Directors/Managers, to my female colleagues. I have watched, listened and absorbed from other women. I’ve seen what works and what does not.

But I do also have to say I have always had equal support from all of the men I have worked with. I’ve been very fortunate in that respect.

There are some terrific people working in SAP, all genders. ”

**SANDRA ROWE, SAP FICO SYSTEMS
LEAD - GFG ALLIANCE, AUSTRALIA**

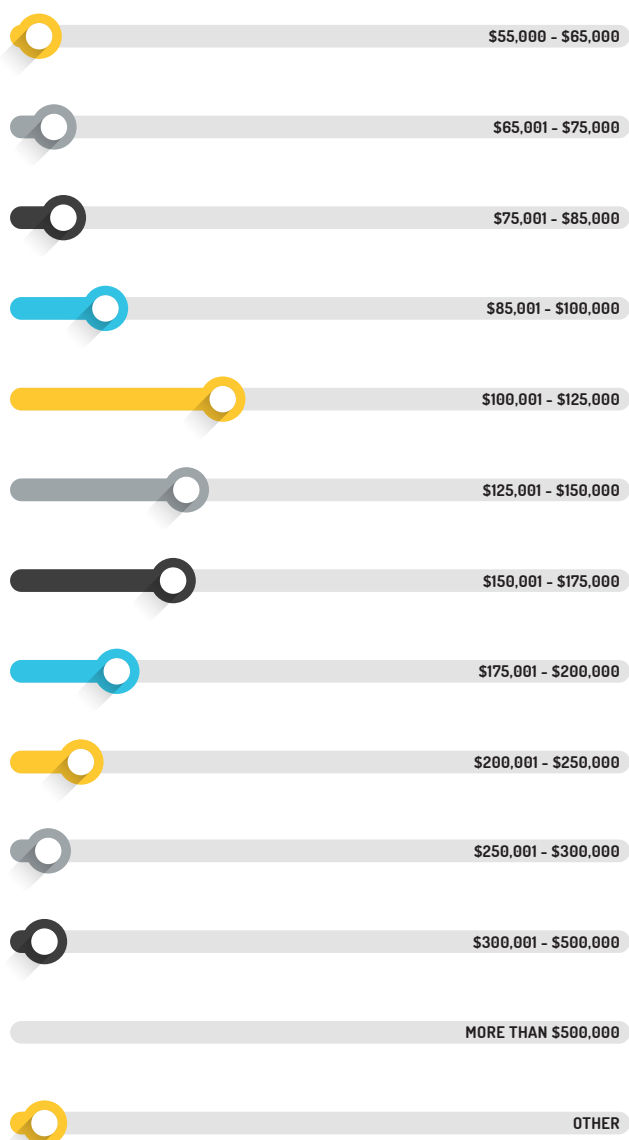
REMUNERATION TRENDS

PERMANENT

Before looking in detail at this section's findings, we need to highlight a number of caveats. Firstly, data of this nature can easily be affected when a relatively small number of outliers – very high or very low salaries or bonuses – distort the averages.

Overall, the median salary was in the range of **\$125,000 - \$150,000 for full-time permanent employees**. A small number of individuals are even earning salaries at the higher end, with a **reported 1% earning over \$500,000 per year!**

PERMANENT ANNUAL SALARIES



BENEFIT TRENDS

Whilst salary is a major driving factor in attracting the right professionals, it is not the only one. People are increasingly considering the overall benefits they will get working for a company, according to Alice Cherry from NTT Data Business Solutions two of the biggest are:

“ Health & wellness – individuals need to feel good inside and outside of work to get the best and most from them at work. Ensure that people feel supported and encouraged to look after themselves.

Flexibility is also another trend which, in today's digital and busy world, organisations need to offer to employees. We all need to navigate between our professional and personal lives and the market is becoming even more outcome driven. ”

**ALICE CHERRY - NTT DATA
BUSINESS SOLUTIONS**

REMUNERATION TRENDS

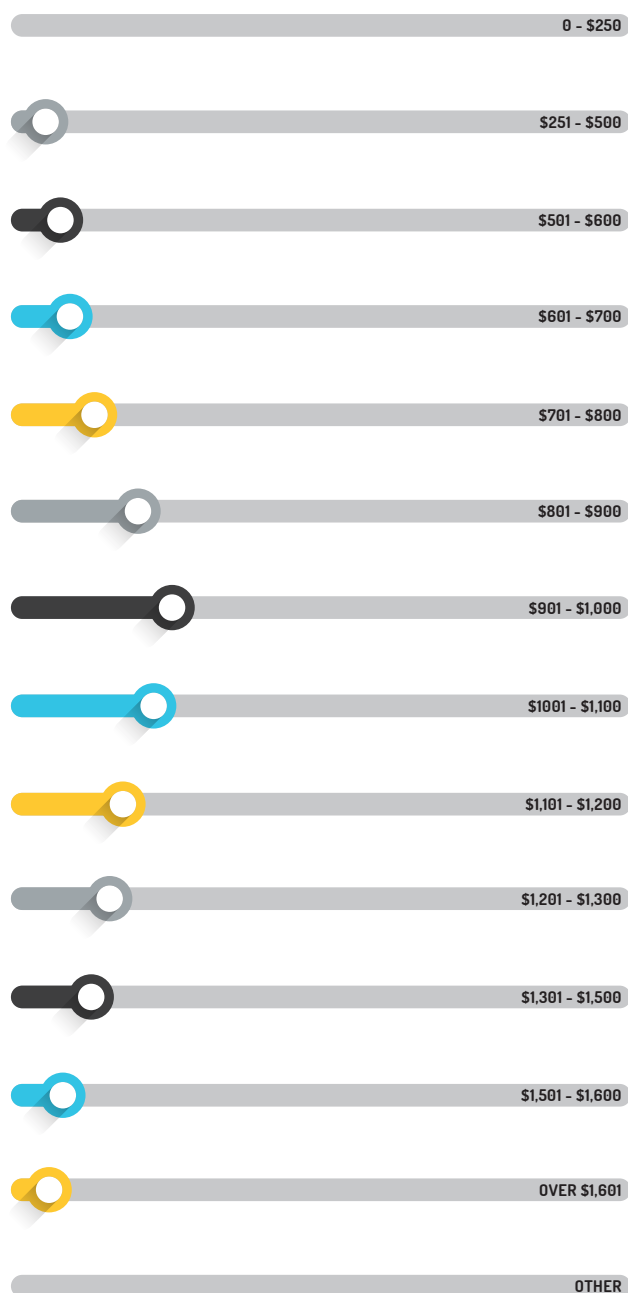
FREELANCE/CONTRACT

Before looking in detail at this section's findings, we need to highlight a number of caveats. Firstly, data of this nature can easily be affected when a relatively small number of outliers – very high or very low salaries or bonuses – distort the averages. Overall, the median salary was in the range of **\$901 - \$1000 per day for freelance professionals**.

“ In general we're seeing freelance rates going up during 2019 across the whole ANZ region. Even though there are still question marks over the economy, the market is generally getting busier. Digital transformation and automation has a large part to play in this, the pace of change means that businesses don't want to get left behind, leading to an even greater freelancer need. ”



FREELANCE DAILY RATES



PREMIUM \$ SKILLSET TRENDS

WHICH SAP PROFESSIONALS WILL COMMAND THE HIGHEST SALARIES IN 2019/2020?

As Sapture's Shane Morgan mentioned in our foreword, with the 2025 deadline looming, there continues to be **demand for those with experience in S/4 HANA**. Whilst we aren't seeing high levels of migration due to a lack of appetite to move to the cloud by many ANZ organisations, there are many new implementations taking place.

In the past SAP specialisation was the only skillset needed for transformation projects such as these, the market is now seeing a demand for candidates with experience across a number of different platforms, including Hadoop, AWS, Leonardo and IoT. This breadth of experience is now more valuable than ever.

We are also seeing **SuccessFactors** specialists continuing to be in high demand, alongside **Architecture**, **BI** and strong **Supply Chain Specialists**.

“ Not only were we needing to hire for broader skill sets with the latest technologies, but we need to hire for talent who understand how to execute and lead us on this journey for our clients. As such, we need to seek the extra edge. ”

ALICE CHERRY - NTT DATA BUSINESS SOLUTIONS



Regardless of specialisation, the biggest rates in 2019/2020 will be commanded by those with the most appropriate soft skills. Whilst ANZ business is still outsourcing a high number of SAP technical roles there is **increasing demand for SAP specialist** who are able to;

- Be the link between technical and non technical teams
- Influence and engage across all stakeholders
- Understand the business landscape and bigger picture
- Communicate effectively and articulately across all levels

WORKING EXAMPLE

ALICE CHERRY, HEAD OF TALENT ACQUISITION - NTT DATA BUSINESS SOLUTIONS

BEYOND SAP EXPERTISE, WHICH SOFT SKILLS ARE YOU WILLING TO PAY MORE FOR?

THE INSIDE TRACK

Leading our clients on a journey is what we do best. 3 years ago, NTT DATA Business Solutions embarked on a journey of its own. A journey to be recognised not only for its SAP expertise but for its services in innovation across an IOT and Data driven digital world. In order to do this, we needed to recognise what this meant for the talent we were hiring, to stay current and add value for our customers through a rapidly changing technology landscape. Not only were we needing to hire for broader skill sets with the latest technologies, but we needed to hire for talent who understood how to execute and lead us on this journey for our clients. As such, we needed to seek the extra edge.

THE EXTRA EDGE

The key things we're looking for are culture fit in line with our core values, Customer First, Foresight & Team Work. We like working with people who are just a little bit different and are willing to give anything a go. In short, we look for people with a can-do attitude. But it doesn't stop there. In today's world, every business out there wants strong talent. In essence the difference between a good hire and a great hire is that we seek to find talent with the extra edge.

GAME CHANGER

We need people who can thrive in the grey. Talent who are mature enough to recognise that no business is perfect and that there are always areas for improvement, wherever your career may take you. In order to do this, you need to be someone who looks at the 'How' and is relentless at finding new ways to obtain the outcome they are seeking.

GROWTH MINDSET

An ability to look and see beyond. The belief that you are in control of your own ability and can continually learn and improve. Of course, hard work, effort and persistence are all important, but not as important as having the underlying belief that you are in control of your own destiny.

'LEADER IN ME'

Whether you are a people leader or not, you would be expected to display the traits of being a leader, to take initiative and responsibility for the culture at NTT DATA Business Solutions. We aren't about titles here, we are about acting with integrity regardless of level or responsibility.

TRUE PARTNER

Customers want to be listened to, they want to be understood and whilst that is the crux of what we do, we couldn't add the value we do without being seen as a true partner. This doesn't mean agreeing with everything, it means offering the best, most relevant solution which will meet our customers' specific requirements. Whether you are in a sales, corporate or client services team, we expect our people to not only be customer centric, but work closely with the client.

INDUSTRY DEMAND TRENDS

The participants in our survey have experience across a range of industries as per the chart below. But what industries are likely to have **the biggest demand for SAP** in the coming months?

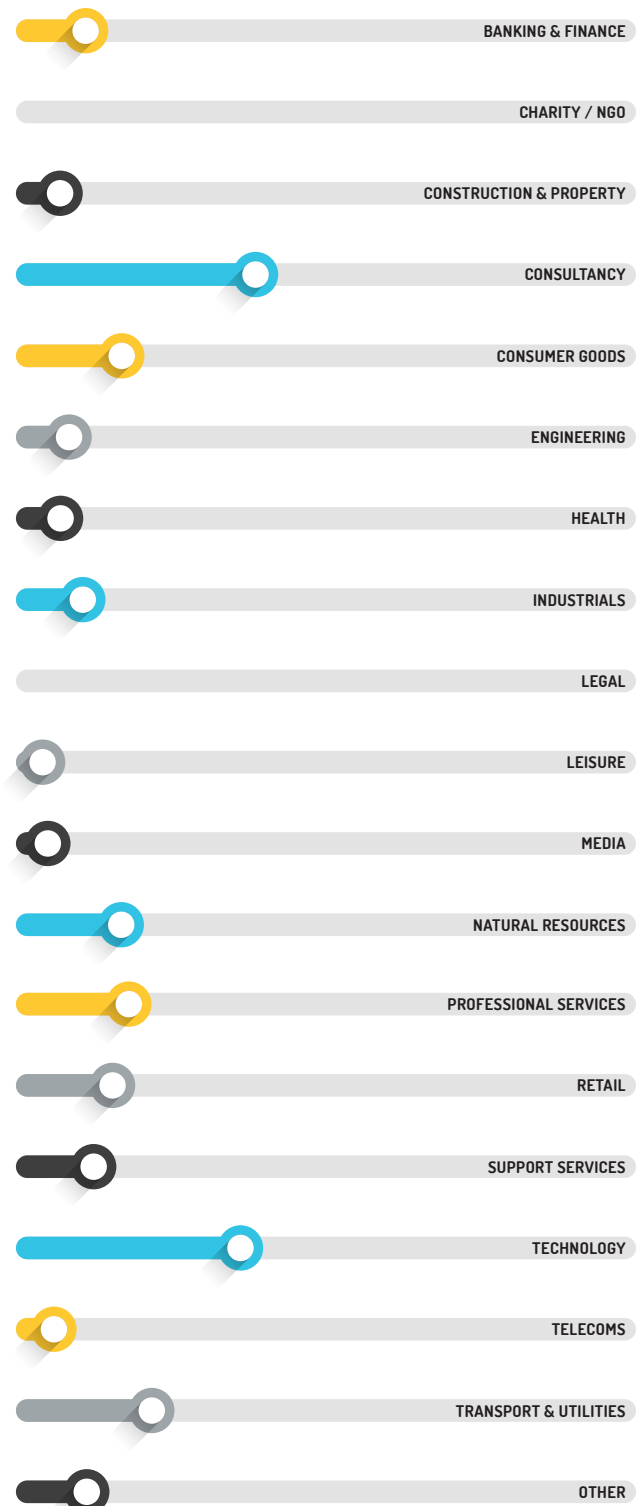
- With the ongoing billion dollar investment in public cloud, **SAP talent demand continues** within Public Sector and Government.
- Although Mining has been quite quiet, we are hearing whispers that new projects like the South Flank project at the Yandi mine in the Pilbara due to begin production in 2021; will kickstart SAP and technology demand in that sector.
- **Automation is big right now** with a number of industries focusing on improving economies of scale.

Retail is one of these, with the recent news about Coles plans to build two automated distribution centres to compete with competitor Woolworths' advances in machine technology.

This is also the case for Logistics and Supply Chain and Manufacturing where Automation is creating new opportunities within SAP and technology in general.

- We are continuing to experience **very high demand from Consultancies** as organisations entrust their SAP projects to not only the Big 4 but also smaller players.
- With exciting collaborations like SAP and Google Cloud looking for data-driven and technology-enabled solutions to help drive sustainability and improve lives (The Circular Economy 2030).

We could see a whole host of new SAP end users and adopters start to emerge. **Who knows where this could take us...**



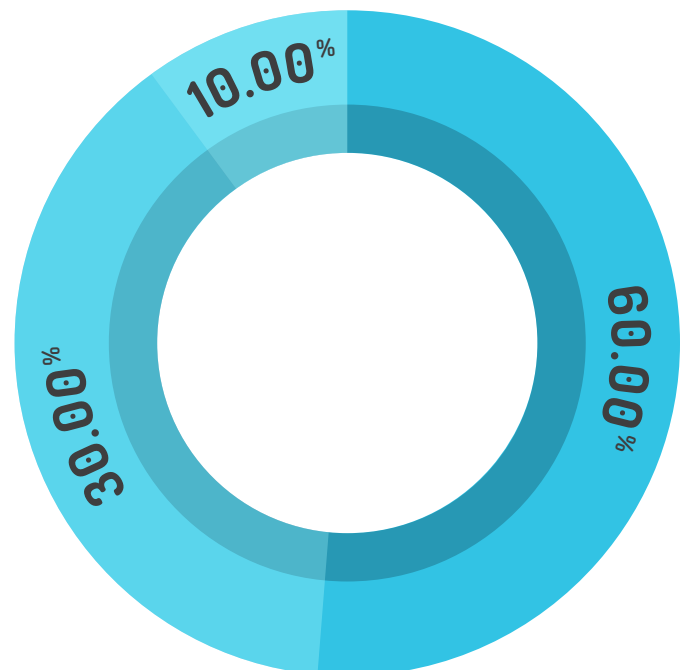
JOB HUNT TRENDS

There has been little change since our last survey 2 years ago in the way SAP professionals are looking for new jobs or assignments. For direct applicants **Seek and LinkedIn remain the top websites** in ANZ.

Networking remains the best method for finding SAP roles. This is unsurprising given the power personal recommendations hold. The power of networking is even more evident with recruitment agencies being the second best method, as most good specialist recruitment companies will focus on building SAP communities and personal relationships to deliver successfully.

FINDING SAP JOBS ONLINE

SEEK	60.00%
LINKEDIN	30.00%
INDEED	10.00%
TOTAL	2,256 RESPONSES



WHICH, AT PRESENT, IS THE BEST METHOD TO HELP FIND SAP ROLES?



ABOUT US

Sapture is a specialist SAP recruitment agency. We focus purely on providing services within the SAP Ecosystem; across both permanent and contract markets; and solely on Australia and New Zealand, covering:

- Permanent recruitment consultancy
- SAP senior appointments and executive search
- Contract recruitment consultancy
- SAP advisory services

OUR EXPERTISE

Our expertise between us spans over 25 years. 100% of that experience has been gained specifically within SAP. We are able to combine that in-depth knowledge, extended networks spanning across 28 countries and a simple passion for doing a good job, to provide a unique offering.

OUR SERVICE

We have a proven service methodology for both SAP professionals and Employer organisations. This is linked to our core values and our mission statement which clearly guides what we do;

- We start by **listening**
- To build long-term **relationships**
- To gain **understanding**
- Based on **trust** & **loyalty**
- Then apply **flexibility**
- Always being **accountable**
- Working with **commitment, persistence**
& **dedication**
- And never stop **learning**
- To ensure **delivery**

OUR ATTITUDE

Whether hiring or job-seeking, you can be sure that we will do our utmost to always act in your best interests and ensure that you are completely satisfied with our service.



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