



UNLOCKING AGILITY

The Case for Contractors in 2024's Hiring Landscape

FEBRUARY 2024

Meet Our Experts



Rob Sugden

Managing Director, ECOM

Rob is ECOM's Managing Director for Manchester. He leads our teams across the North & Midlands operating in Digital Tech, UX & Design, Product & Project, Marketing & eCommerce and Data. He's had over 19 years of recruitment experience in Manchester, building an extensive network.

Hiren Vekaria

Director, ECOM

As Director for the Technical Team at ECOM, Hiren manages the contract and permanent recruitment for a range of Software, E-commerce, FinTech & Digital companies and supply them with exceptional candidates as well as managing a team of consultants.

Alex Onoufriou

Managing Director, evolve

Alex is a senior recruitment leader who has built new recruitment functions and enhanced existing ones. Alex has run RPO solutions both from an in-house and supplier side and has worked with some of the most innovative recruitment technologies in the market.



Anna Massey

Managing Consultant, InterQuest Group

Anna, based in Amsterdam, drives InterQuest's client base growth. She specialises in assisting fast-growing fintech clients in digital assets, crypto, banking, cards, and payments. With a proven track record, Anna builds senior risk leadership teams and wider risk teams, enabling clients to scale rapidly with top talent.

Paul Fraser

Managing Director, ESM, Networks & ERP Practices

Since joining InterQuest in 2004, Paul has played a key role in leading the ESM, Networks, and ERP Teams. With extensive experience in IT recruitment, he specialises in the ITSM sector across the UK, Europe, and the US.

Michelle Khan

Director, InterQuest Group

Michelle is the Director of InterQuest's Risk, Regulation and Compliance practice. Michelle has spent the last 15 years investing in her reputation within risk and compliance in financial services.

Kam Bhangu,

Managing Director, InterQuest Group

Kam excels in building and managing successful sales teams in the technology sector, particularly in senior roles. With 18+ years of recruitment experience, Kam has shaped careers and provided invaluable advice to clients across diverse sectors, from SMEs to Blue-Chip companies. He prioritises placing the right people in the right roles, fostering long-term relationships.

Foreword



The rising demand for hiring contractors is propelled by several key factors: **skills shortages, heightened flexible working arrangements, rapid technological advancements, and the imperative for accelerated hiring processes.**

Contractors are often highly skilled and experienced professionals who can bring a fresh perspective to your business.

This MIQ report explores these driving forces shaping the evolving landscape of contractor recruitment.



Greg Coleshill
CEO, InterQuest Group

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Contractor market trends



80% of companies now rely on contingent workers for challenging roles.

65% of businesses plan a significant increase in their use of contingent workers in the coming years.

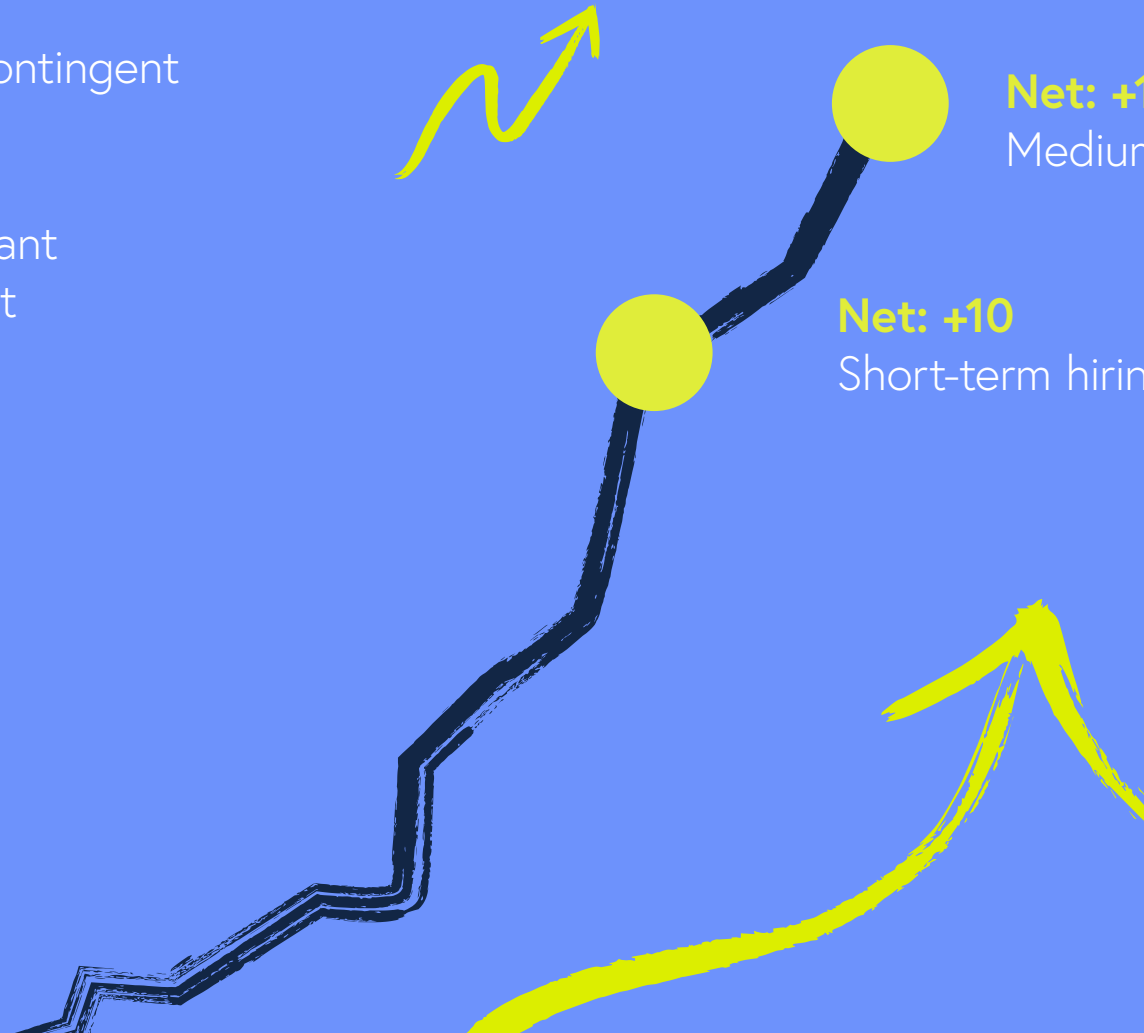
Demand is positive

Net: +11

Medium-term hiring sentiment

Net: +10

Short-term hiring sentiment





Four Key Catalysts Behind the Rise in Contractor Hiring

1. Gaining access to niche skills



93%

of UK businesses say there is an **IT skills gap**.

72%

of businesses in the UK have a vacancy for workers **with digital skills**.

What our experts say

Anna Massey

Managing Consultant, InterQuest Group

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In the dynamic landscape of technology, skills gaps are inevitable. Leveraging contractors allows our clients to swiftly address these gaps, ensuring we have the right expertise at the right time.



Hiren Vekaria

Director, ECOM



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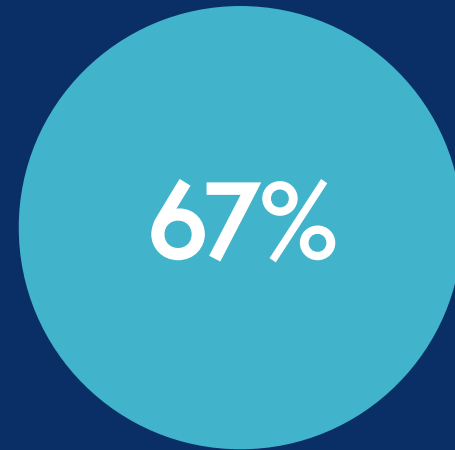
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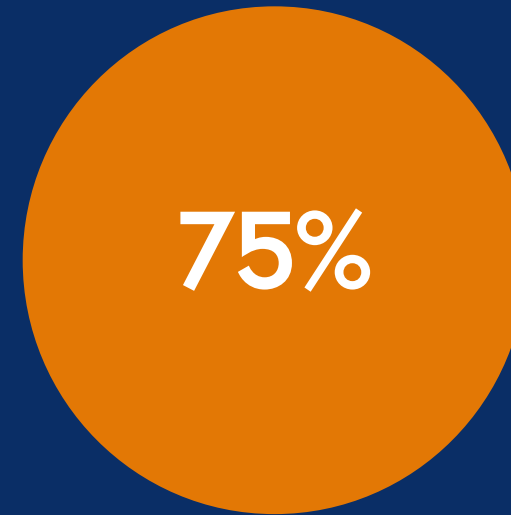
The benefits of contractors include engaging talent for niche skill gaps, making them easily accessible on the market for "quick fixes," and reducing the workload on permanent employees.



2. Rising demand for flexible work



of employees consider a hybrid working policy a high priority when deciding to apply for a job.



of tech workers have some form of hybrid arrangement - either Hybrid fixed or Hybrid flex.

What our experts say

Paul Fraser

Managing Director, ESM, Networks & ERP Practices

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The shift to remote work has transformed the way our clients access talent. Contractors provide them with the flexibility to tap into a global pool of skilled professionals, breaking down geographical barriers."



Michelle Khan

Director, InterQuest Group



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Businesses embracing flexibility and talent development stand to benefit, while tech professionals navigating the contractor landscape will find success in this ever-evolving ecosystem.

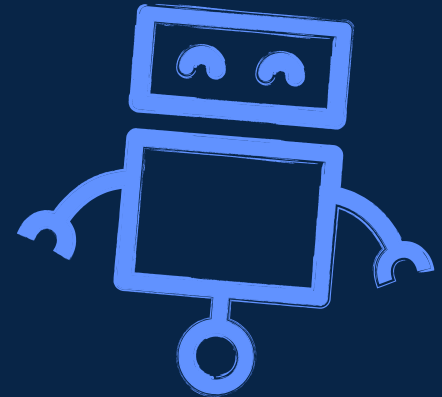


3. Optimising workload efficiency and costs



59% of the UK workforce is unable to do all the digital tasks essential for work.

42% of businesses say the IT skills gap is due to the **fast pace of technological advancements.**



What our experts say



Contract workers have become integral to our client's project-based initiatives. They enable our clients to assemble specialised teams quickly, ensuring they deliver high-quality outcomes within defined timelines.



Hiring contractors allows permanent employees to focus on longer-term business fortification rather than just the pressing here-and-now projects. It also reduces excess headcount when mass hiring for a particular project, eliminating the need to figure out what to do with the recruited workforce once the project has concluded.



Utilising contractors not only offers cost savings but also provides a strategic advantage in workload management. You can scale our workforce up or down based on project demands, optimising operational efficiency.

4. Speedier hiring process



Average time to hire

44 days in the UK, 2023

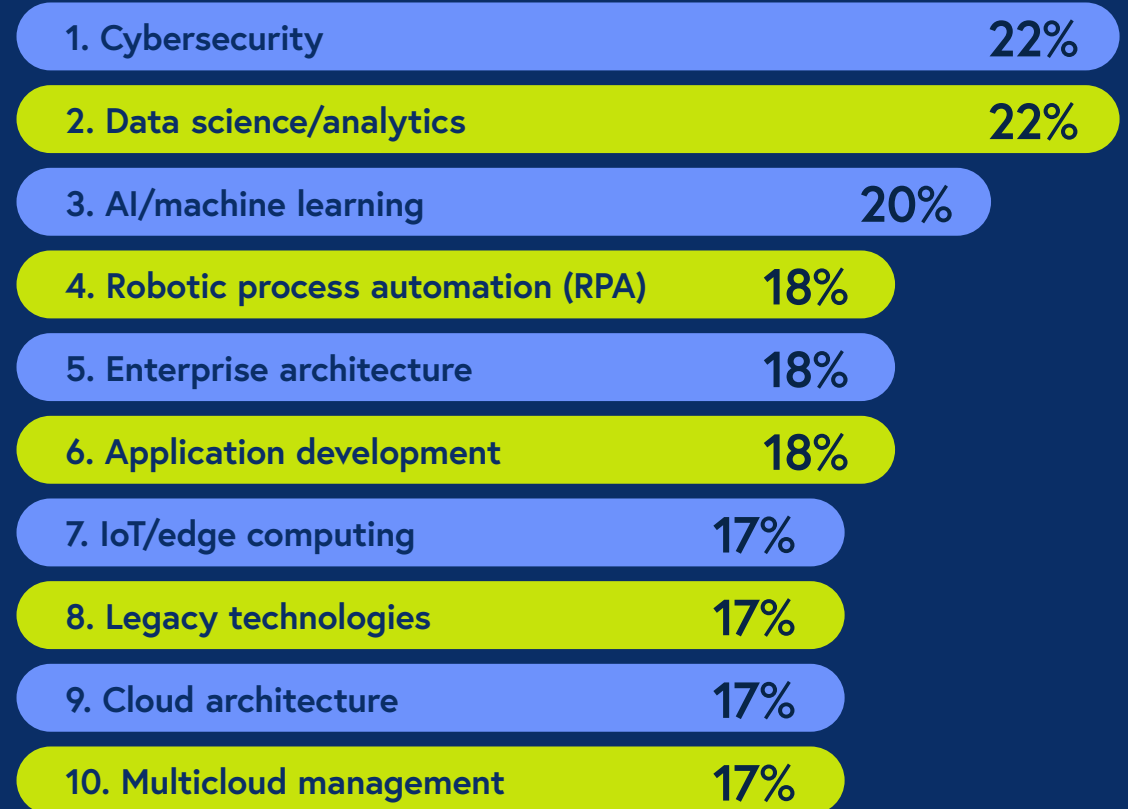
+1 day from the previous year

Delays lead to

- ▲ **Cost**
- ▼ **Competitive advantage**
- ▼ **Employee morale**



Top 10 most difficult tech roles to fill



What our experts say

Kam Bhangu

Managing Director, InterQuest Group

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After any downturn, we always see a spike in contract demand, with employers aiming to kick off project, quickly deliver work, and catch up on tasks that have taken a back seat. They are hesitant to commit to permanent spending right away.



Rob Sugden

Managing Director, ECOM

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Contractor arrangements have revolutionised the hiring process, allowing our clients to onboard skilled professionals rapidly. This agility is a game-changer in the fast-paced world of technology.





The insights in this report are just the start

If you would like to book a free workshop for more tailored insights on your organisation and talent strategy, please click the link below

Click here to **book your free workshop**



Get in touch



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