hackajob

```
func main() {
    c1 := make(chan string, 1)
    go func() {
        time.Sleep(2 * time.Second)
        c1 <- "result 1"
<meta charset="UTF-8">
```

< What do Tech Talent Want in 2021? >

```
package main
import "time"
import "fmt"

select {
    case res := <-c1:
        fmt.Println(res)
    case <-time.After(1 * time.Second):
        fmt.Println("timeout 1")
    c2 := make(chan string, 1)

    case <-time.After(3 * time.Second):
        fmt.Println("timeout 2"
```

<2021> c1 := make(chan string)
```
    c2 := make(chan string)

    go func() {
```

Contents

At hackajob, tech talent are at the heart of everything we do. From Software Developers, to Engineers, Mobile Developers, Data Scientists, DevOps Engineers, Cloud Architects, BA's and more, our platform is designed to smash barriers, break the mould and help people who love tech, find organisations that love them back.

Introduction

We created our platform to help people maximise their potential. It's why we believe dreaming big, yet searching small, is the secret to a successful job search. In fact, we've made it our mission to make the hiring process fairer, faster and based on skills rather than backgrounds, so that people (working in all the types of roles we listed above) can get the job they deserve and earn what they're worth.

Having a community of over 180,000+ technical people on our platform is no mean feat, and we like to think that we know what we're talking about and have got a handle on their wants, needs and desires as a whole. But what happens when a global pandemic hits and the entire world stands still? How does something so catastrophic shift sentiment and what does that sentiment then look like a year after most of the world went into lockdown?

And as if a global pandemic wasn't enough, 2020 was a year of confusion and despair. From the Australian bushfires, to the attempted impeachment of then-American President, Donald Trump, the stock market crash, the Black Lives Matter Movement, the catastrophic explosion in Beirut, the Brexit deal finally being brokered on Christmas Eve... The start of the supposed 'Roaring 20s' will go down in the history books as a complex era in time that many of us are not likely to forget.

In arguably our most important piece of content to date, we've surveyed 1,700+ technical talent in order to find out exactly what they want from 2021 and beyond. To the initial outreach, thoughts on technical assessments, what perks and benefits matter most, individual opinions on what diversity and inclusion really means and thoughts on working life post-COVID-19, we've asked the questions that need to be answered so we can show you exactly what matters most to the people who make up the core functions within your organisation.

Our Mission

At hackajob, we believe in maximising people's potential. It's why we've made it our mission to make the hiring process fairer, faster and based on skills rather than backgrounds, so that people can get the job they deserve and earn what they're worth.

We understand the importance of hiring the happiest technical talent, which is why we help to hire **based on skills, not CVs.**

We're a private tech job marketplace and use AI to look at a candidate's previous projects, as well as how they perform in our custom-built tech challenges, so we can understand their overall competency.

From there, we match companies with candidates based on their skillset and nothing more.

The average time to hire using hackajob is just 17 days, meaning you can get either the career or the candidate of your dreams in no time.

Our pricing model is transparent with no hidden surprises. We work with 1,500+ companies including Sainsbury's, Vodafone and dunnhumby, helping them to reduce their time to hire, engage with candidates and hire unbiasedly.

Most Popular Programming Languages

With over **600+ programming languages** available globally, it can be difficult to keep up with current engineering trends. We surveyed our community and discovered exactly what programming languages they'd like to work with most over the next 12 months.
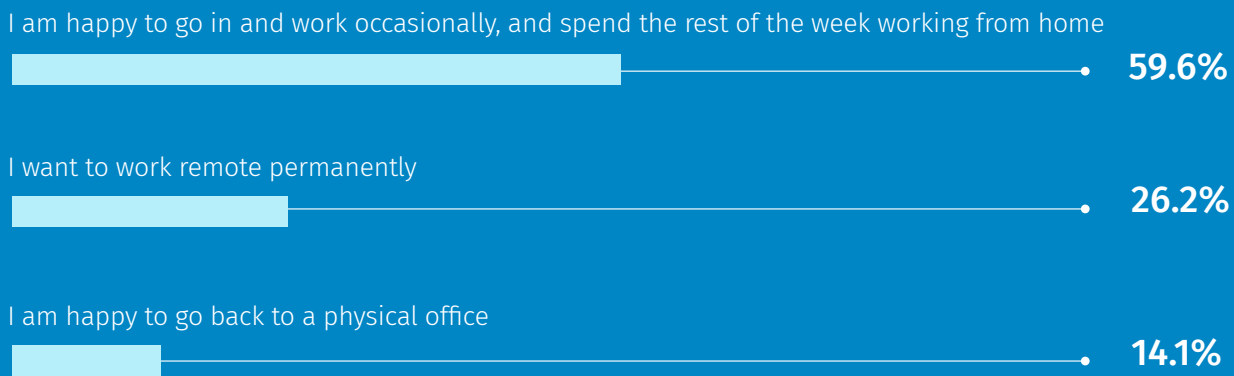
1.	Python	11.	Swift
2.	Javascript	12.	Scala
3.	Java	13.	R
4.	C#	14.	C
5.	Go	15.	Ruby
6.	Node.JS	16.	Elixir
7.	C++	17.	Clojure
8.	Kotlin	18.	Dart
9.	PHP	19.	Groovy
10.	Rust	20.	React Native

Only 14% of tech talent want to go back to the office full time

Perhaps the most eye-watering statistic in this survey, only 14% of tech talent want to go back to the office full time. It's unsurprising, given that the past year has allowed for flexibility and freedom like no other and has proven that the majority of workplaces can cope with having their employees work from home.

How do you feel about going back to a physical office post-Coronavirus?

I am happy to go in and work occasionally, and spend the rest of the week working from home

59.6%

I want to work remote permanently

26.2%

I am happy to go back to a physical office

14.1%

Interestingly, 26% of those we surveyed want to work remotely permanently. Despite borders being locked across the world, many countries are continuing to offer remote working visas for when things do begin to open up, including The Bahamas, Iceland, Mauritius and Barbados.

Whilst we appreciate that employees being based in other countries can offer some tax implications for employers, fully remote businesses such as GitLab and more recently, Spotify, are making this work successfully in the current climate.

For the other 60% of those we surveyed, a hybrid model is the way forward; something we champion at hackajob. If this pandemic has given us anything at all, it's certainly shown us the benefits of working from home occasionally. Stanford University reports that working from home 'shows an astonishing productivity boost' and actually helped boost employee attrition by almost 50%.

Of course, we're not naive to the fact that right now, not everyone is working from home in the most ideal situations.

People are having to homeschool, be caregivers and share typically cramped spaces (especially when living in a city) with others. But we implore you to think of working life post-Coronavirus.

Employees are likely to feel more relaxed yet motivated having cultivated the true definition of a work/life balance. As a recent McKinsey report shows, 41% of those they surveyed feel more productive working from home and a further 28% feel just as productive working from home.

Whatever your feelings on remote working, it's clear that offering a flexible, hybrid model opens up the market further and only increases a diverse talent pool.

THE FUTURE OF WORK POST-COVID-19

When asked about thoughts around the current coronavirus pandemic, we're seeing a split trend. 50% of those we surveyed said that the pandemic has made them more likely to move to a new role and the other 50% stated that the pandemic has made them more likely to stay in their current role. It's an interesting split, especially as there is strong sentiment either way, but as we've seen in a previous section of this report, flexible working and annual leave are incredibly important perks/benefits to the tech talent we surveyed.

How has the Coronavirus Pandemic made you feel about your job?

I'm more likely to move to a new role

50.0%

I'm more likely to stay in my current role

50.0%
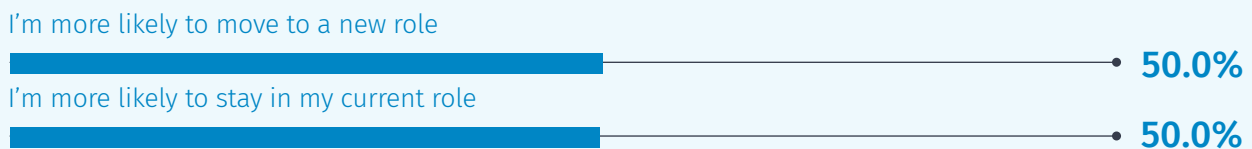
The Coronavirus pandemic has clearly left individuals torn. On the one hand, something we hear often in society is 'I feel so privileged to have a job' and on the other, people are learning more about their organisations and watching their reaction to the pandemic and other events in the last year closely. We're certainly now a more 'values-led' society and brands who remain invisible, do not speak out on issues and refuse to have skin in the game are likely to see a decline in attrition.
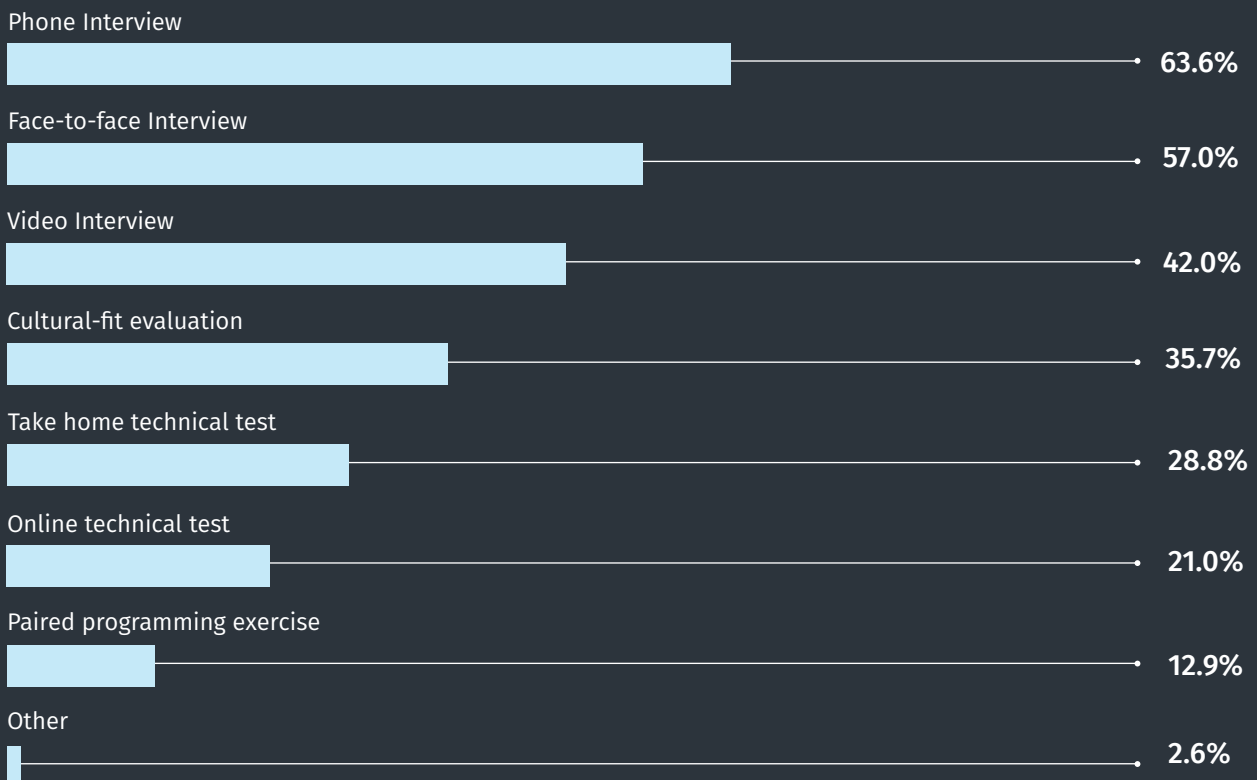
The Hiring Lifecycle

As we've stated previously, it's no secret that today's hiring lifecycle is entirely different compared to the ones of previous generations. For baby boomers and generation X in particular, it was originally quite common to stay in the same company or industry for most of their working lives.

Today's working landscape is a distinctive contrast, with research telling us that millennials have less of an attention span, which links to the concept of 'job hopping'.

With technical talent, organisations should consider the trio of interest in order to get the best results in terms of outreach, hiring and retention: Using interesting tech, solving interesting problems and working with interesting people.

Cultural-fit evaluation

Face-to-face interview

Online technical challenge

Paired programming exercise

Phone interview

Technical home task

Other
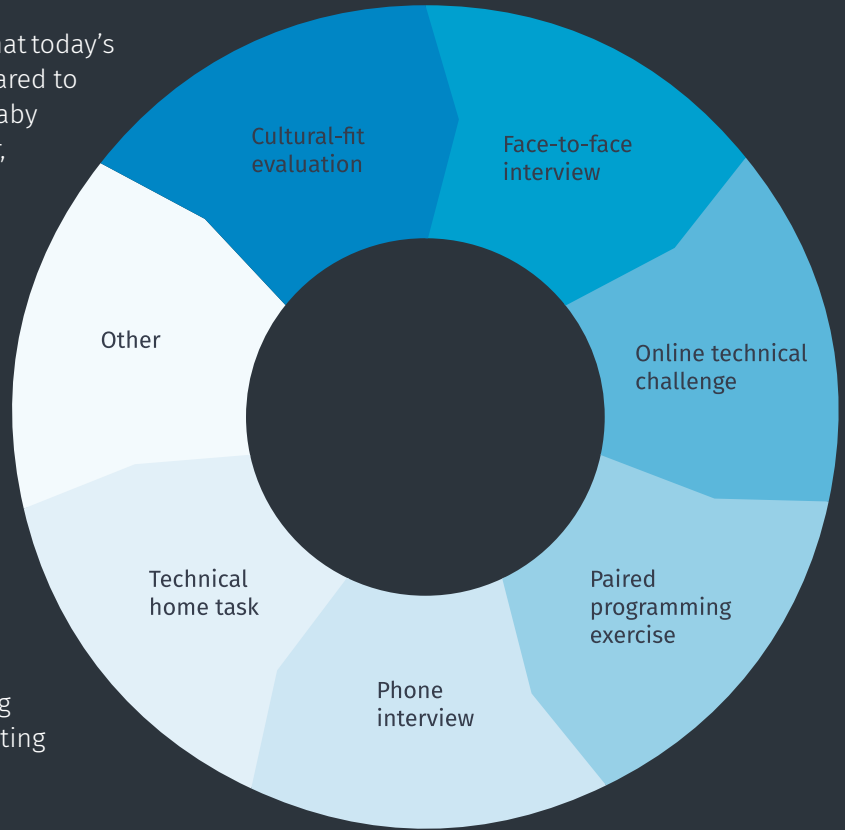
When applying for your current role, which of the following hiring stages did you complete?

Phone Interview
63.6%

Face-to-face Interview
57.0%

Video Interview
42.0%

Cultural-fit evaluation
35.7%

Take home technical test
28.8%

Online technical test
21.0%

Paired programming exercise
12.9%

Other
2.6%

The Initial Outreach

79.5% of engineers are unsure if they'll be working for the same company in the next 2 years.

When it comes to the initial outreach, one of the key plays in any Employee Value proposition (EVP) is to think about segmentation and who you are trying to attract. As the saying goes, 'different strokes for different folks' and the way in which you approach someone who works in marketing should be different to the way you approach an engineer.
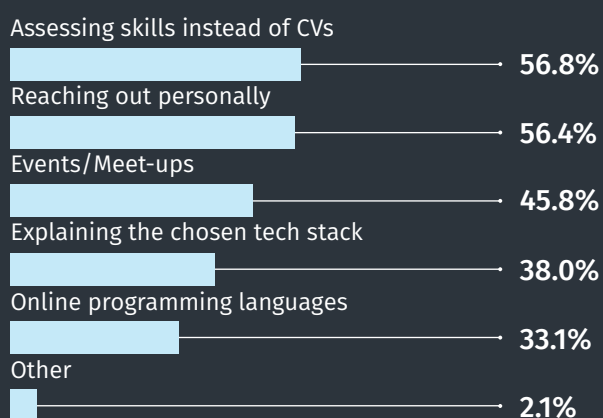
We recommend taking time to learn the different segmentations not only within your organisation, but within your engineering teams too. As we've stated previously, there are 'several peer groups within technology, including Software Development, Data and Insights, Infrastructure and DevOps and QA and Test'. Once you've identified your core segments, you can cater to them individually.

In our latest research, **20% of tech talent found their most recent job via an online job platform**, yet a staggering **46% of those who surveyed think that companies should use events as a way to engage with tech talent**. A part of overall employer brand awareness, utilising events is something we champion at hackajob.
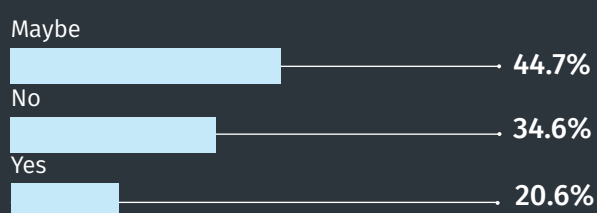
Prior to the pandemic, were we less sociable? It's certainly debatable. More than ever before, humans need social interaction. After all, we are 'the social animal' and social distancing feels unnatural to most. But now, with the pressure of said pandemic still looming over us, it's clear that tech talent expect a multi-channel approach to the initial outreach phase.

Something we hear often at hackajob is the pressure recruiters face to get tech talent in the door. It's an age-old problem of recruitment VS hiring manager, with the former being told that they needed a new [Insert Tech Talent Title here] yesterday. And it's not surprising that there is such a furore. After all, 79.5% of the tech talent we surveyed do not believe they will be working for the same company in the next two years. At the same time, 55% of engineers describe themselves as 'happy' or 'very happy' in their current role. So if tech talent are happy and yet see themselves moving on to a new role regardless, what is behind the motivation to change careers?

How can companies better engage with Tech Talent?

Assessing skills instead of CVs
56.8%

Reaching out personally
56.4%

Events/Meet-ups
45.8%

Explaining the chosen tech stack
38.0%

Online programming languages
33.1%

Other
2.1%

Will you be working for the same company in the next 2 years?

Maybe
44.7%
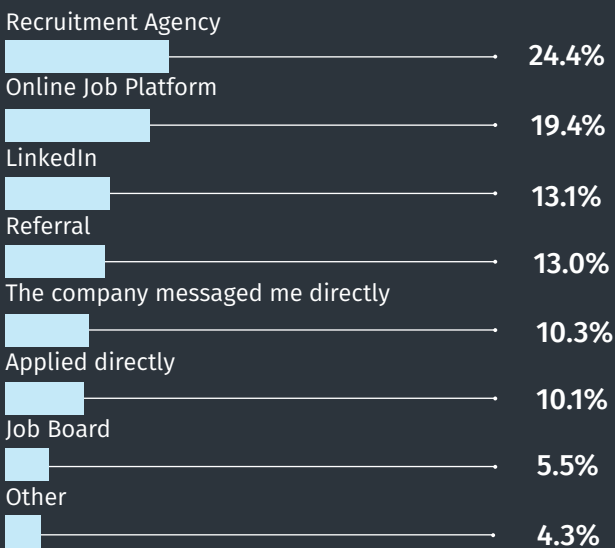
No
34.6%

Yes
20.6%

How talent really feel about Tech Assessments

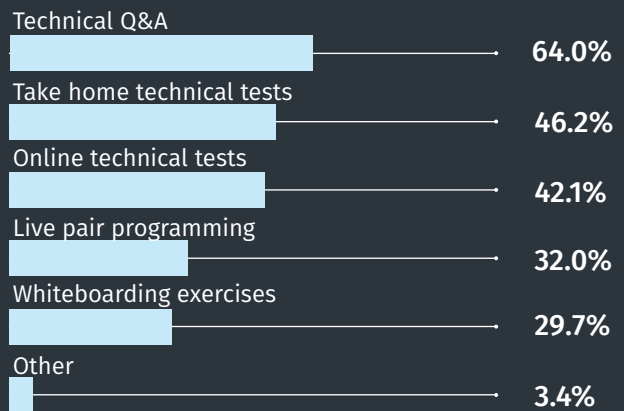## 64% of engineers believe that a technical Q&A is the best way to assess technical people.

With tech talent, the proof really is in the pudding. After all, they're employed to deploy serious code, fix bugs, create apps, host your services, make things secure… the list goes on and on. Ultimately, they need to demonstrate that they can do their work they're being hired for.

When asked how they found their last job, 20% of respondents said 'online job platform', with an additional 20% noting that either their current company reached out to them or they applied directly.

How did you find your last job?

Recruitment Agency
24.4%

Online Job Platform
19.4%

LinkedIn
13.1%

Referral
13.0%

The company messaged me directly
10.3%

Applied directly
10.1%

Job Board
5.5%

Other
4.3%

How do you think technical people should be assessed in the interview process?

Technical Q&A
64.0%

Take home technical tests
46.2%

Online technical tests
42.1%

Live pair programming
32.0%

Whiteboarding exercises
29.7%

Other
3.4%

How talent really feel about Tech Assessments

Whilst 40% of technical talent are either doing a take-home technical test or online coding challenge, they demonstrate a strong preference to have a technical Q&A discussion as part of the overall assessment process instead.

Stereotypically, many view those who choose to work in the tech industry as introverts, but as our research shows, technical talent want to have a conversation with someone who is technical or at the very least, has an understanding of the technical principles at hand. We urge you to think about your communication with candidates and not just put them into a certain 'box', as outlined in section 2 of this report.

Interestingly, only 13% of respondents completed a pair programming exercise when applying for their current position. Consisting of two programmers sharing a screen, one of the programmers is called 'the driver' and has control of the keyboard, whereas the other programmer, called 'the navigator', focuses more so on the overall direction of the exercise.

The benefits of pair programming are two-fold, particularly in interviews. The hiring manager (or equivalent) is able to get a real understanding of a person's skills by watching them write code and understanding the thought process behind it, however, we also recommend pair programming as part of a wider 'cultural fit' exercise because it's a natural way for a candidate to meet their peers. In short: we recommend including pair programming as part of your overall interviewing repertoire.
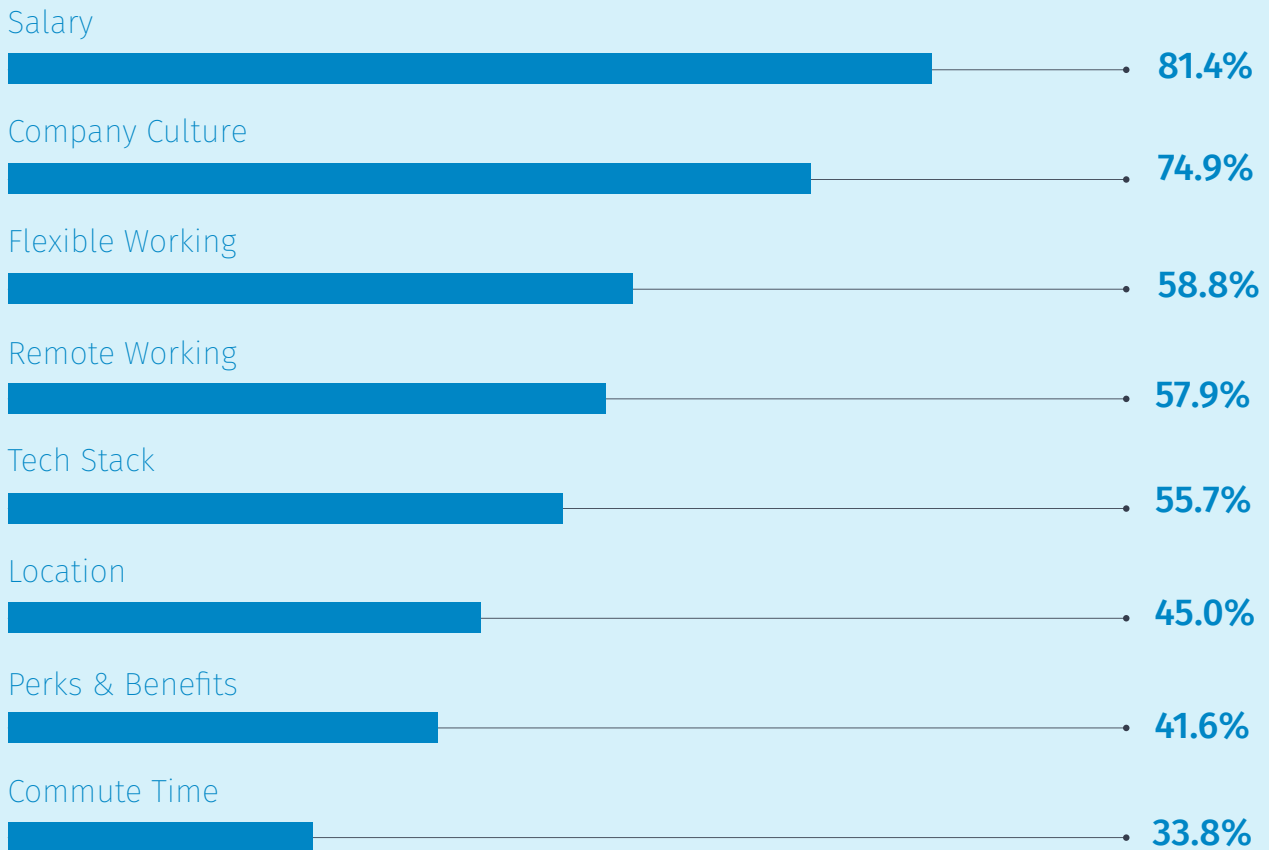
In part three of this report, we'll be looking at what matters most to technical talent when it comes to making a decision in regards to one role vs another.

The Perks & Benefits that Matter Most

62% of developers and engineers want a learning and development budget.

When choosing between companies, unsurprisingly, 81.4% of those surveyed stated that salary matters most. When taking stock of other options that matter most when choosing between companies, overall culture (75%) flexible working (58.8%) are the most important to technical talent. Interestingly, commute time matters least - more on that later - with only 34% of technical talent selecting it as an important factor.

Which of the selection below matters most when choosing between companies?

Salary
81.4%

Company Culture
74.9%

Flexible Working
58.8%

Remote Working
57.9%

Tech Stack
55.7%

Location
45.0%

Perks & Benefits
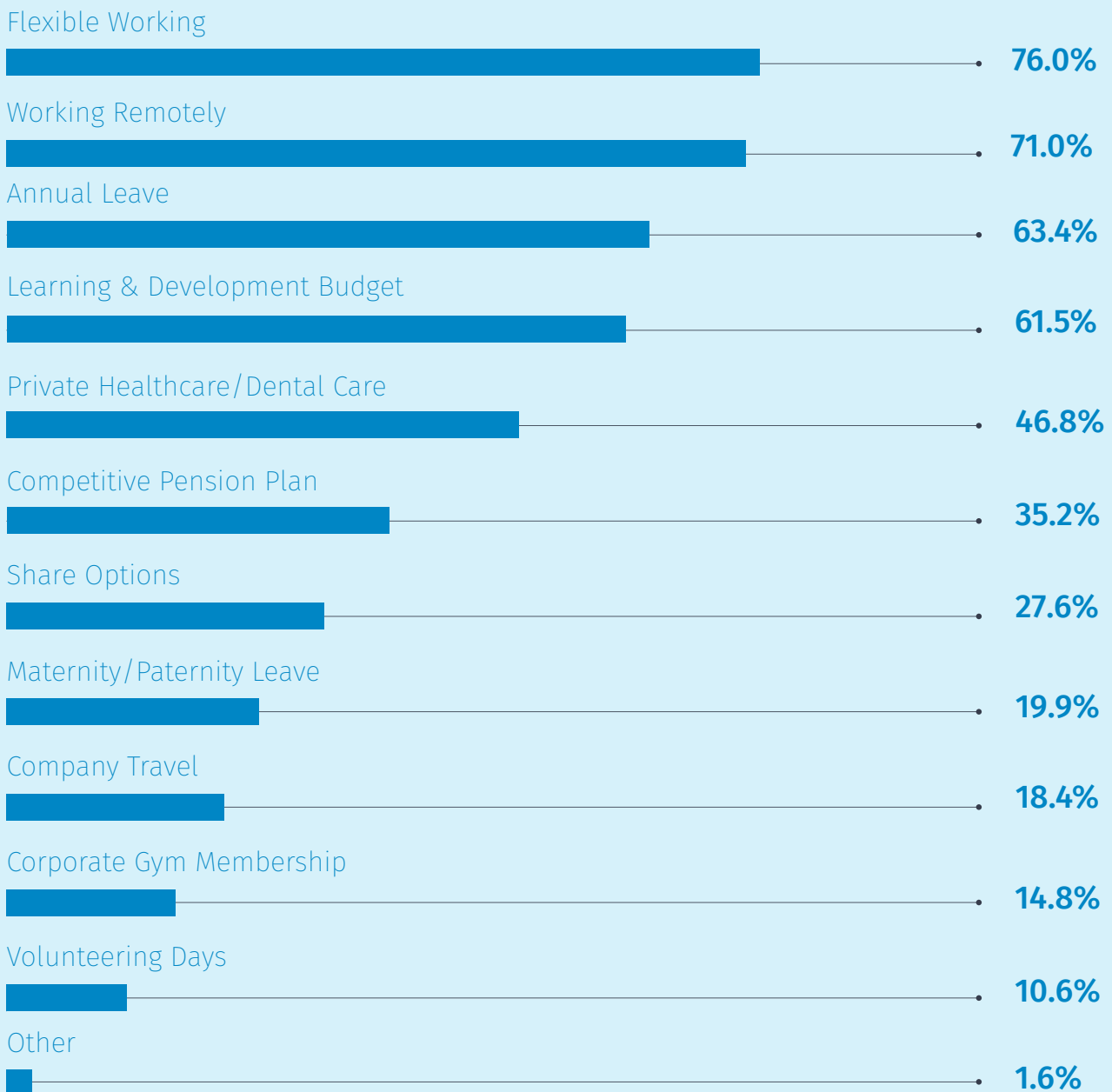**41.6%**

Commute Time
33.8%

The Perks & Benefits that Matter Most

Compared with the Developer Satisfaction Survey that we released in 2019, it's clear that the overall sentiment towards what people want has changed. Previously, company culture was not something that was considered so highly, with both men and women expressing less interest towards the social aspect of working.

As we look towards what perks and benefits matter most in present day, unsurprisingly, flexible working is the most popular option, with 76% of technical talent opting for it, with working remotely and annual leave not far behind. Interestingly, private healthcare/dental is up there, however it can likely be accounted to health being more important than ever before due to the current Coronavirus Pandemic.

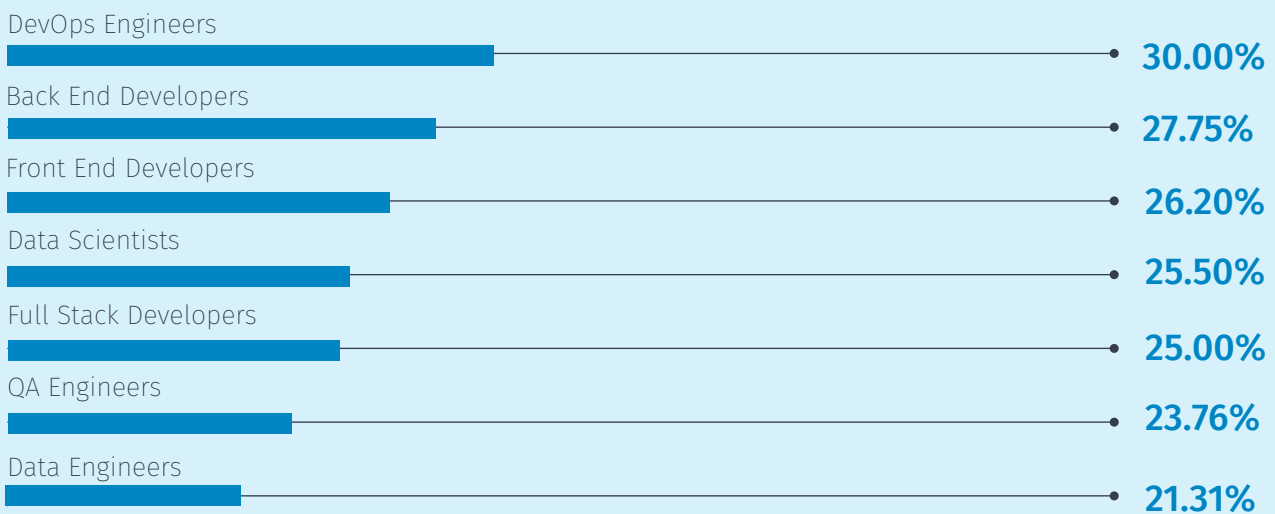## From the selection below, what are the perks and benefits that matter most to you?

Flexible Working
76.0%

Working Remotely
71.0%

Annual Leave
63.4%

Learning & Development Budget
61.5%

Private Healthcare/Dental Care
46.8%

Competitive Pension Plan
35.2%

Share Options
27.6%

Maternity/Paternity Leave
19.9%

Company Travel
18.4%

Corporate Gym Membership
14.8%

Volunteering Days
10.6%

Other
1.6%

77% of the tech talent we surveyed feel that their current employer's D&I policy is either 'good' or 'excellent'.

It's obviously fantastic to hear that on the whole, tech talent are happy with their current employer's diversity and inclusion policy but we want to make it clear that this statistic is only surface level. When we dive deeper, things get a little more 'sticky'. We split out males VS females and people who did not wish to share how they self-identify within this survey, and found that 32% of people who do not identify as male rate their company's D&I policy as either 'satisfactory' or 'poor'. Whilst 32% isn't the highest denominator, it's certainly not a statistic to ignore and shows that there is still work to be done.

Looking further into the job titles of some of our participants, it's clear that certain areas in tech are not as happy with their current employers approach to diversity and inclusion as others. 30% of the DevOps Engineers we surveyed rated their current employers policy as either poor or satisfactory. We think it's also key to note that all of the people who submitted these responses are not male. It's a similar sentiment for Back End Engineers, with 27.5% of those we surveyed also rating their employers D&I policy as either poor or satisfactory and perhaps most surprisingly, 42.85% of the Systems Architects (none of whom identify as 'male') who were asked the same question, also feel the same.

Job titles who find their current employers approach to D&I 'poor' or 'satisfactory'

DevOps Engineers
30.00%

Back End Developers
27.75%

Front End Developers
26.20%

Data Scientists
25.50%

Full Stack Developers
25.00%

QA Engineers
23.76%

Data Engineers
21.31%

What Diversity and Inclusion really means to Tech Talent

We chose to dive deeper and ask participants what diversity and inclusion really means to them. Below, we've pulled some of the most interesting statements and overall sentiment from our survey:

"Having the same opportunities as my white male colleagues, even if I don't go for drinks at the pub"

"Meaning not having people that are not just white males from a typical background. But employees from all diverse backgrounds ethnicity, gender, disabilities"

"Diversity and inclusion is respecting and appreciating what makes people different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin."

"Not just hiring, but retention - who gets promoted? Who is still at the company after 5 years? Who gets to Director and VP level in tech? Is anybody allowed to age past 35? Does the company look beyond "top 50" schools for indications of "talent"?"

"Having at least one other woman in my team"

"Proportionate female engineers to males, more female engineering managers"

"A mix of gender and ethnicity as well as people with disabilities - remote working means a disability shouldn't be a blocker"

"Not having a bro culture. Employing more people from different backgrounds. Having activities which everyone can enjoy and feel comfortable doing"

"Stop been an old boys club"

The above comments say it all, but we think it's also worth sharing that **many of our respondents feel that blind interview processes are also crucial in order to implement lasting change**. There is so much more to be done in this space, and we hope the statements above spur readers of this document to drive real change. If you're looking for resources on how to help, make sure to check out the following sources:

Tech Returners
The Confidence Community
Code First Girls
Manchester Digital
The Royal Academy of Engineering: Diversity Leadership Group

Conclusion

The Coronavirus pandemic has changed working life as we know it, and tech talent need to be heard.

Something we discuss often at hackajob is the idea of 'brand invisibility', essentially organisations who choose to stay silent on key issues. The problem with ignoring anything in life is that it tends to grow and fester in the background until it's wildly out of control. When it comes to tech talent (or any team within your organisation), it's crucial that you listen to their desires and needs so you can help to eliminate any pain points vs letting them grow.

From the research outlined in this survey, it's clear that the overall sentiment towards both getting a job and working for a company has changed significantly. Whilst many tend to assume that tech talent aren't natural conversationalists, what they're actually looking for from an interview is somebody who understands them and their work so they can have a discussion and learn if a company really recognises the work they're doing.

Whilst tech tests of some description are obviously valuable, it's worth doing some analysis around your overall recruitment process to see if you can lessen the time spent on tech tests and instead add more time to thorough discussions with your existing tech teams.

Looking towards how individuals really feel about diversity and inclusion, it's crystal clear that change still needs to be made. When it comes to D&I, organisations are quick to publicly announce their dedication and commitment to the cause, but whilst the intent is there, the overall approach can be a little lacklustre.

What we often see is organisations hiring fresh talent through the door, but what about your leadership teams? If people are not seeing themselves represented as senior management, leaders or in the c-suite, they may not feel included. Be brave and make real, lasting change. After all, if you have an internal target to ensure that 50% of your engineering teams are female, why shouldn't that statistic apply to your board of directors?

Finally, we'd like to acknowledge the fact that only 14% of individuals want to go back to the office full-time. This is a huge statistic and conveys that although working from home may not have been the easiest for individuals this past year, tech talent clearly find the value in not being in the office five days a week. Our suggestion? Create a hybrid model. This will look different for every organisation, but it's worth taking the time to understand what works for your people, and going from there. Companies who resist will be left behind, so make sure to lean in.

METHODOLOGY

The data that this report is based on was gathered and analysed by hackajob.

We surveyed over 1,700 respondents based in the UK and Europe in order to understand what matters most to technical talent, including Software Developers, Engineers, Data Scientists & more.