

**Global Employment Trends in Data and Engineering Roles, 2023**

**Insights on Salaries, Skills, and Recruitment Platforms**

**Prepared for:**

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**Context**

In 2023, over 100,000 job postings across major data and technology roles were collected and analysed. This study provides a structured view of global hiring patterns, focusing on:

* **Roles**: Business Analyst, Cloud Engineer, Data Analyst, Data Engineer, Data Scientist, Machine Learning Engineer, Senior Data Analyst, Senior Data Engineer, Senior Data Scientist, Software Engineer.
* **Dimensions**: Compensation, skills, location, recruitment platforms, and employer practices.

**Purpose of Report**

This brief was commissioned to support a case study simulation by RMIT University. Client used was data modelled from Luke Barrouse’s dataset for workforce planning by:

1. Identifying salary benchmarks across geographies and roles.
2. Analysing skills demand and emerging technical capabilities.
3. Assessing the role of recruitment platforms (LinkedIn, indeed, ZipRecruiter, etc.) in shaping hiring.
4. Providing insights into remote vs. on-site work dynamics**.**

**Key Deliverables**

* Salary Dashboards by role, geography, and employment type.
* Skills Heatmaps highlighting top technologies and co-occurrence patterns.
* Recruitment Platform Analysis showing channel effectiveness.
* Employment Trend Charts (monthly job posting volumes, remote adoption rates).
* Policy and Planning Implications for workforce readiness in Australia**.**