



Jul 26

(for Apr - Jun)

In the Loop with
LemmeRecruit.

a quarterly guide to the **NZ** data & AI market you can leverage.



Snapshot

40:60

contractor-to-permanent split of data roles this quarter

5

average no. of 1st stage interviews per hire

1 out of 2

CVs listed skills & experience that didn't hold up at interview

WFH

people want 2 days, but companies are asking for 3 minimum

50/50

are making the move whilst AI is hot, and the other 50 are observing the change ot make a move later



SKILL		SUPPLY	TRENDS
Data Tech BA	HIGH	TIGHT	Data environments are getting more complex, creating a gap, but few candidates combine the technical depth and commercial awareness.
Analytics Engineer	LOW	HIGH	There is a shift towards an Analytics Engineer skill set due to the business acumen and problem-solving ability needed from all businesses whilst they navigate change and lean out teams.
AI Engineer	HIGH	TIGHT	Companies are leaning on talent from overseas, or candidates who've worked for overseas organisations, to cover this skill set.

From the founders

This was our busiest quarter yet, and it landed right in the middle of some big milestones. We kicked it off with a trip to Melbourne, hit our first 12 months in business, and closed out the quarter with our first full financial year in the books.

None of it would have happened without you in our network. To everyone we've placed, everyone we've had the chance to recruit alongside, and everyone who's simply been in our corner cheering us on - thank you. It's the support and relationships that have carried us here.

Year one taught us what LemmeRecruit is actually built on. In year two, we're bringing that same energy but with more intent: people first, clear on what we believe in, and just as deliberate about who we partner with.

Here's to year two!!



The Hold Pattern: A Market Circling, Not Landing

Candidates Are Playing It Safe

Candidates seem to be weighing career uncertainty tied to AI against the risk of making a move, and many are slow to commit even when a good opportunity comes up. Even where interest is there, there's a sense of holding back rather than acting - the appetite to explore isn't quite translating into action.

Talent Is Moving Both Ways

Cross-Tasman movement doesn't look one-directional anymore. There's some indication that NZ-based talent is looking toward Australia, while candidates based in Australia are still being placed into NZ roles in other cases - a more mixed pattern than a straightforward inbound flow.

Mid-Level Candidates Want Progression, Not Getting Support For It

There's a sense that mid-level candidates still want to progress, but aren't finding the support to do so right now. Internal pathways seem limited where restructures have played out, leaving fewer clear routes up. This looks to be leaving a number of candidates feeling stuck, even where the ambition to grow is still there.

Budgets Are Setting the Pace

End-of-financial-year controls have made approvals slower across the board. Roles are opening up gradually rather than in batches, and even headcount that's already been signed off is taking longer to move. Right now, this seems to be shaping hiring speed more than demand for talent itself.

Skills Over Titles

Hiring managers seem to be leaning less on specific tech-stack requirements and more on strong fundamentals, on the assumption that tools and stacks will keep changing anyway. This looks to be opening up the candidate pool for organisations willing to hire on capability rather than a fixed checklist.

AI Is Everywhere in Briefs, Trust Is Mixed

A large share of job briefs now reference AI in some way - I am not certain of the exact figure for this quarter, so I'd recommend verifying any specific percentage before publishing rather than stating one outright. What comes through more clearly is the sentiment: there's a sense that AI is talked about more than it's trusted, with some industries showing more caution than others.

TECH / DATA BA	AI / FDE ENGINEER	ANALYTICS ENGINEER
Snowflake	Claude / LLMs	Power BI
SQL	MCPs / Data Connectors	Azure / Azure Data Factory
Azure	Azure	Snowflake
BODS / SAP data tools	Custom deployment platforms	DBT
Process mapping tools	Python	Data lineage & cataloguing tools
		Microsoft Fabric

This quarter we noticed these technologies, capabilities and role types come up consistently.

Final Thoughts

Recommendations for hiring managers

- Be clear about the actual role and project scope when going to market - vague or inconsistent positioning is attracting the wrong candidates and slowing hiring down.
- Focusing on core skills over specific tools seems to be opening up a bigger pool of candidates - worth trying if you haven't already.
- Requiring office days comes with real risk of losing people, especially since candidates aren't moving much right now anyway.

Recommendations for candidates

- Check your CV reflects skills you can genuinely back up in an interview - hiring managers are running more interview rounds right now partly because of AI-inflated CVs.
- If you're weighing up a move, dig into the details early on so you know whether it's worth continuing the process, rather than waiting until offer stage to find out.
- If you're open to relocating, don't rule out options outside NZ - remuneration elsewhere is still drawing people across to Australia right now.

IN MY OPINION

- CHAPTER 48

"The tech you can train, but everything else they just need to have: being able to bridge technical and non-technical, push back on stakeholders, dig deeper, and know when to do that."

– AI Lead, New Zealand

"The speed gets me - by the time you pick something up and put a delivery plan in place, the goalposts have already changed."

– Data Transformation Leader, Australia

"We're struggling to find good people. I went about two years without hiring, and now I'm back to it - it's like 20 interviews a month, just talking to lots of people to see who's actually good and available."

– Data Lead, New Zealand

"They were very careful in finding the right person for this role. For leadership roles, every company is looking for the best that they can get."

– Head of Data, Australia

'IN MY OPINION'

This segment is posted on our LinkedIn company page every Thursday.

These are not made up quotes. They're straight from people in the Australian and NZ data & AI market so that you can get a sense for what's going on out there.

Some of it's hilarious, some informative and some simply reassuring.



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