Top 5 Data Recruiting Trends in 2023

01
Companies are looking for different types of data engineers, some with SQL skills, others with Python skills, with salaries varying between the two.

02
Skillsets like NLP and Computer Vision are seeing increased demand for Machine Learning needs.

03
Many job titles in Data do not match the job function, I.e. describing a Python coder but calling for a Data Engineer - making it harder to attract the right talent.

04
As the data world becomes more in demand, companies are open to more junior candidates who can get up to speed quickly.

05
Machine Learning and Data Engineers are now expected to be proficient coders as well as experienced in Cloud tools.

Data Engineering by the Numbers

$170K
National Average Salary: Senior Level

$145K
National Average Salary: Mid-Level

68K
Number of Data Engineer Jobs on the Market Monthly

19%
Salary Growth for Data Engineers Year-Over-Year
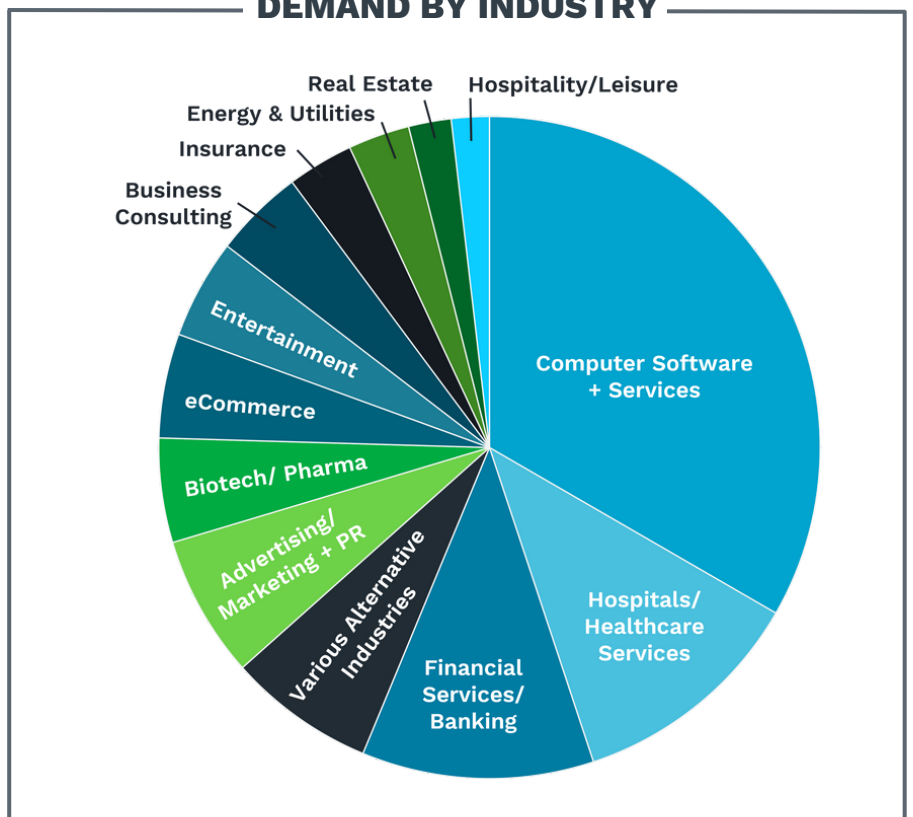
65%
Data Roles Offering Remote Work

Data Engineering
MARKET ADVICE

Newer technologies like autonomous tech are raising the already high demand for data talent to new heights, so companies need to offer a combination of above-market salaries, a great work/life balance, or stock options to compete for top candidates. With the market being so hot right now, hiring managers may have to prioritize "needs" vs. "wants" when it comes to hiring specialized talent.

- Seif Tadros, Team Manager, Motion Recruitment

DEMAND BY INDUSTRY

Pie chart segments: Real Estate, Energy & Utilities, Hospitality/Leisure, Insurance, Business Consulting, Entertainment, eCommerce, Biotech/Pharma, Advertising/Marketing + PR, Various Alternative Industries, Computer Software + Services, Hospitals/Healthcare Services, Financial Services/Banking

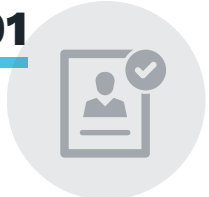This guide is based off proprietary compensation data from Motion Recruitment.

How Do We Attract Data Engineers?

Top Strategies for Recruiting Data Engineers
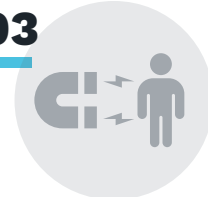*By Percentage of Candidates Per Source*

01
Job Boards / Resume Search

02
Network / Social Media

03
Brand Campaigns / Email Marketing

04
Customer Referrals / Word of Mouth

05
Community Engagement