

Wondering what
2020 might bring
for your career?



Welcome to our new Be-IT Candidate newsletter for the thousands of people who are either actively looking to move on in their career or considering their options, possibly with a view to a new job in 2020. Here, we're going to give you some advice to help you make as informed a decision as possible, and always remember that you can call us any time for a confidential chat about your future.

Let's start by looking at the market...

Be-IT has never been busier. Why is that? Well, the latest IMS Markit figures for recruitment across the UK shows IT recruitment is in first place overall when compared with other sectors of the economy, while in contract recruitment IT is the second strongest sector. However, it's important to note that jobs in temporary/contract services are increasing at the fastest pace for ten months in Scotland, while in the UK as a whole the rise is slightly softer, albeit still rapid.



IR35 and the private sector – act now!

We have covered this extensively on our blog and news pages and **one of our most recent articles** floats the possibility, remote as it may seem, that the April 2020 implementation date could be postponed. That said, this is probably wishful thinking and currently we are seeing growing numbers of contractors making a switch to a permanent role. **Our recent research** shows that almost one third of contractors are open to discussing permanent opportunities in the future,

with only 27% intending to stay as a contractor and a further 42% unsure about which way to jump. Moreover, with the likes of RBS, Lloyds, Barclays and many more now saying they will no longer engage with contractors with personal service companies and instead will only operate through a PAYE model, we are advising candidates not to hold off until the usual “New Year - New Job” rush in January but rather act now and get ahead of the competition.



A shortage of skills, but no shortage of jobs

We are seeing huge demand across all IT Skills sets. This has continued throughout all the Brexit shenanigans of the past three years, although of course we don't know how the election might affect this in 2020.

Crucially, we'll all need to look at the policies of whichever party wins and specifically their approach to immigration of skilled IT professionals. More generally, looking at the demand for those with skills

in security, development and testing, we are seeing a real shortage of available candidates against a healthy number of roles currently available in the market.

We believe that part of the reason for this is Brexit uncertainty and the resultant lack of interest from candidates wanting to relocate from EU member states to the UK. This is why we believe the new government must make immigration policy a priority.



Webinar: IR35

Watch out for our upcoming IR35 webinar, with our very own CEO Gareth Biggerstaff and Managing Director Nikola Kelly, to be held at noon on 28th November 2019. [Sign up here.](#)

And, finally...

If you are looking for a new job but don't have an up-to-date CV, check out our ["How to write a new CV" guide here.](#)

And if you think you are underpaid, you can, of course, [check out our last year's IT Salary Survey here](#) – but more importantly, please do take part in this year's survey, to be launched soon. Keep an eye on our website and LinkedIn page and you'll see a link to the SurveyMonkey.

Think you need more flexibility in your hours? [Check out our work-life balance quiz here.](#)

As well as a new government (perhaps), Brexit (perhaps), IR35 (perhaps) and a booming IT jobs market (definitely), we are also looking forward to our seventh birthday in June next year. It's amazing to think we've come so far so quickly – from a couple of people to Scotland's largest independent IT recruiter – and we're going to be organising some events and charitable giving to celebrate... Watch this space!

