

Navigating Today's Job Market as a Software Developer

by Tamas Erdelyi

About me

- Coding professionally since 2001
- I've had 9 jobs so far, but I had to code for free only one occasion
- I've never been sacked, but I was laid off in August 2023 for the first time.
- Since then I had more than 20 interviews, I only got one actual offer
- I was very close to quitting IT

What is going on?

Cooper Newton · 3rd+
Digital Media Production Graduate & RAID Divemaster
5d · 🌐

The UK job market right now? Brutal.

I've sent out over 200 applications—tailored CVs, detailed cover letters, hours spent researching companies. And in return? Just two interviews. It's exhausting. It's frustrating. It's disheartening.

Looking for a remote role makes it even harder. Every job listing already has thousands of applicants within hours. It feels like a never-ending cycle of applying and hearing nothing back.

John Beveridge · 3rd+
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4d · 🌐

"This market has been on a downward slide for the last nine quarters. Hiring is acting as if we are in recession."

Watch ManpowerGroup UK Managing Director Michael Stull discuss the latest unemployment figures and the effects of the ongoing hiring recession for businesses and workers.



Latest UK jobs figures due shortly

bbc.co.uk/news

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We Help International Students & Migrants Get Jobs in Aus...
4mo · 🌐

The job market is brutal.

Employers reject you.
The perfect job slips through your fingers.
You get ghosted.

That's just how things are.

You can't control A LOT of it.

r/jobs · 7 mo. ago
robbellipsoid

Why is it so hard to get a job right now?

Job searching

I've been looking for a job for 7 months now. I had several 3-steps interviews. No offers. I think I've applied to more than 1000 jobs without exaggeration. I've had 2 companies review my resume, used AI, tried networking, interview prep, recruiting agencies, etc. I have a double degree, speak 3 languages, completed a bunch of courses from Microsoft during the pandemic. I don't know what to do. Is it because I'm an immigrant?

Big Tech jobs have lost their glamour

8 February 2024

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Alex Christian
Features correspondent



Employees who once clamoured to work for Big Tech companies are changing their tunes as layoffs proliferate and perks are cut (Credit: Getty Images)

Once the pinnacle of employment, Big Tech is finding its star tarnishing among layoffs and cutbacks. Workers across the industry are questioning their next moves.

AI is replacing human tasks faster than you think

By **Matt Egan**, CNN
5 minute read · Updated 2:02 PM EDT, Thu June 20, 2024

LEADERSHIP > CAREERS

Still Struggling To Find A Job? Here's Why It Is So Hard

By **Jack Kelly**, Senior Contributor. Jack Kelly covers career grow...

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Jun 13, 2024, 06:00am EDT

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Job hunters feel they have to try harder to find a new job in this economy. Nearly 70% of people ... [+] GETTY

If you are struggling to find a new job, you are not alone. More than 70% of job seekers believe that the current labor market is not conducive to landing a new employment opportunity, with job hunters feeling they have to try harder to find a new job in this economy, according to talent solutions provider Aerotek. Nearly

The Guardian UK

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Working from home

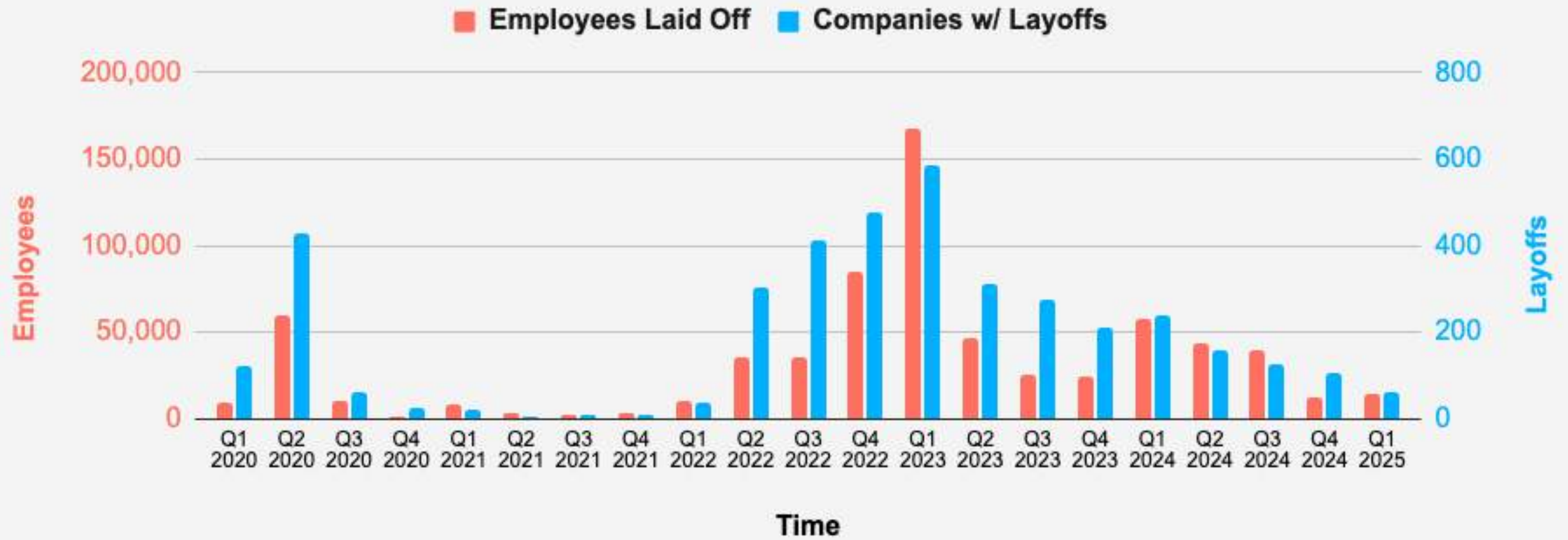
This article is more than 1 month old

'It didn't come as a surprise': UK workers on being forced back into the office

Some welcome cuts to hybrid working but others feel less productive and are considering change of job or country

Tech layoffs since COVID-19

Source: <https://layoffs.fyi>



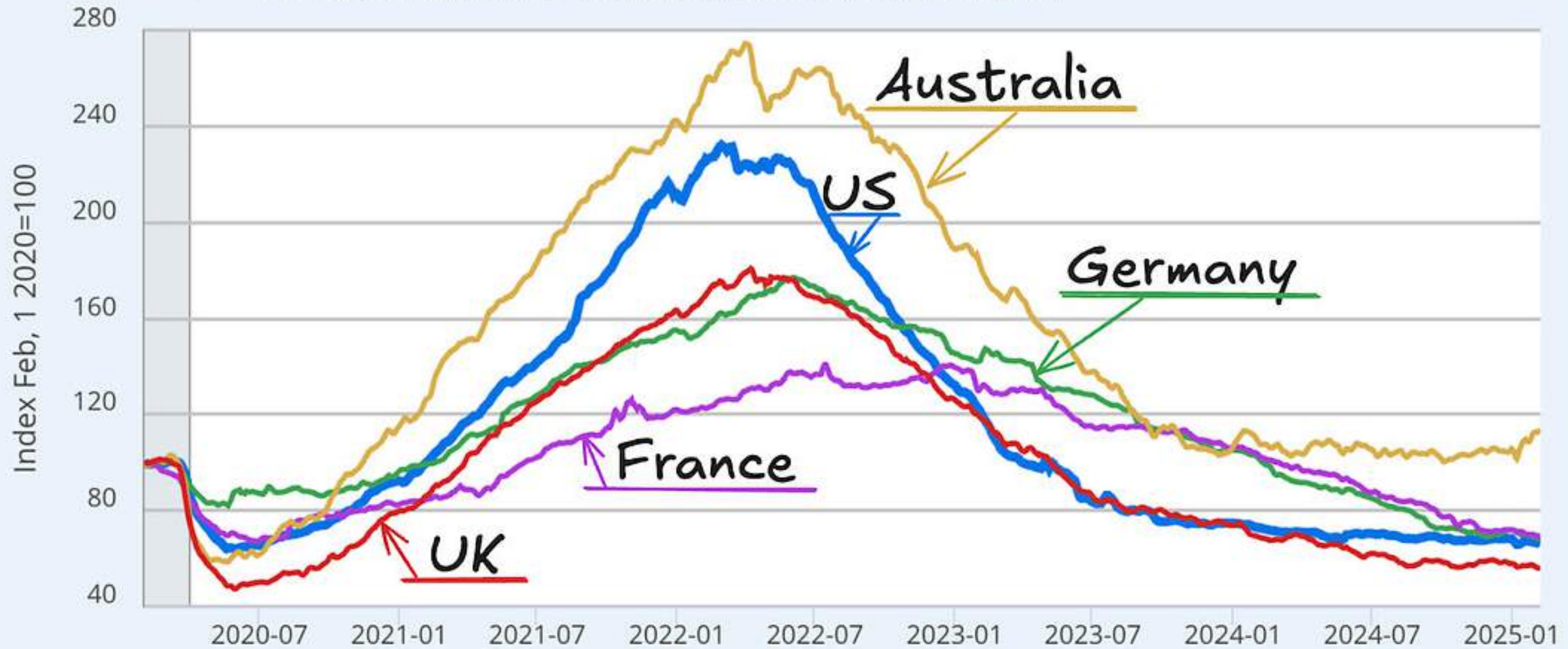
But why?

We were actually really lucky

- In the past: High growth between 2011-2021 with massive overhiring during the pandemic
- Today: COVID-19, economic uncertainty, geopolitical tension, cost of living crisis
- Company priorities shifted towards profitability
- The tech sector reacts to sudden events with more intensity
- The consequence of the layoffs is an increased talent pool
- GenAI impact

FRED

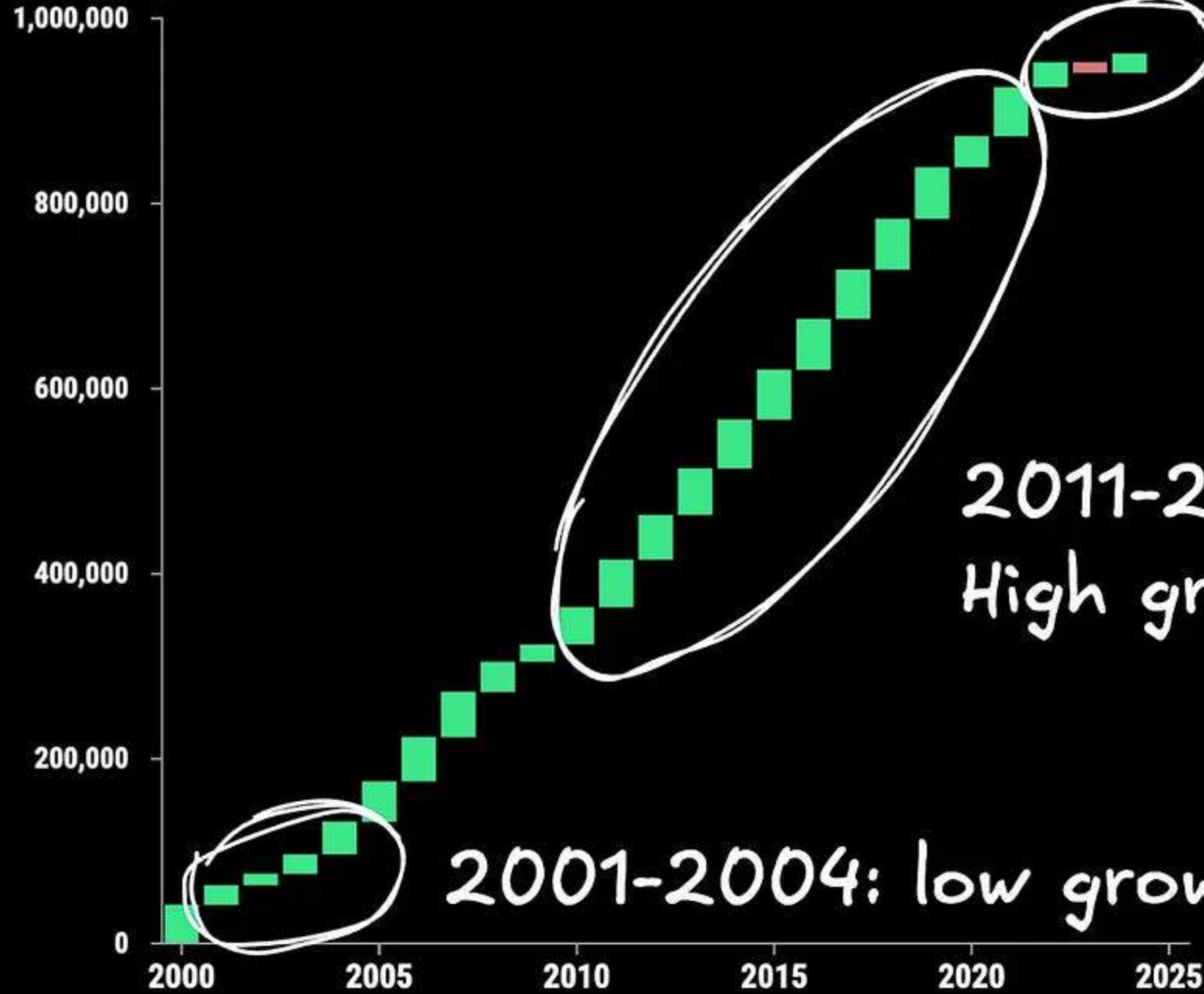
- Software Development Job Postings on Indeed in the United States
- Software Development Job Postings on Indeed in Germany
- Software Development Job Postings on Indeed in France
- Software Development Job Postings on Indeed in Australia
- Software Development Job Postings on Indeed in the United Kingdom



Source: pragmaticengineer.com

How has the software engineering discipline grown?

Engineering Job Growth



2022 and onwards:
low growth?

2011-2021:
High growth

2001-2004: low growth

Source: Live Data Technologies
From a sample of 10.9M+ software and tech engineering job changes since 2000
Axis shows cumulative growth since 2000, bars represent annual net jobs

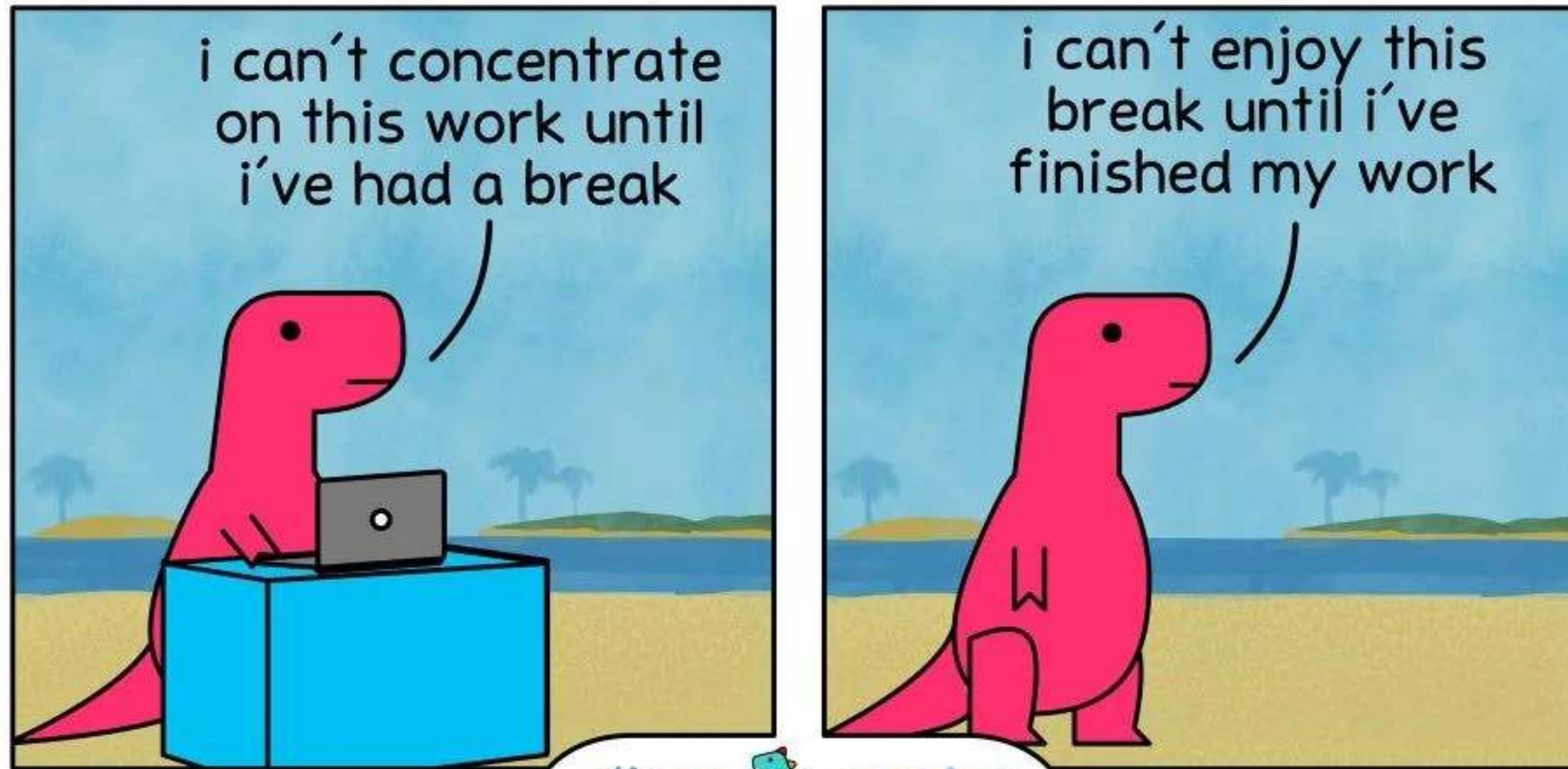
Why does it feel harder to get a job?

- Economical instability is causing salary cuts and budget freezes
- Companies got too complex
- Teams become too cocky
- Interviews are ridiculously hard which has a massive psychological impact
- There's a lot of new computer languages, frameworks and trends to follow

What can you do?

- Learn computer science fundamentals
- Be a generalist, learn more languages, upskill
- You *must* have side projects
- Tidy up your resume
- Recruiters are not your enemies, but not your friends either
- Favour smaller companies
- Don't ignore the AI / LLM hype train

Employment feels like an endless loop



Embrace your own journey

- Seeking a career is not always the answer
- You have other options rather than being an employee:
 - A. **Freelancing:** get your own clients, wearing multiple hats
 - B. **Contracting:** hard to find contracts, specific skills, IR35
 - C. **Company:** sell services, own products, hire people, co-ops
- Don't be afraid to stretch your limits, you can also do it in part-time

What can employers do better?

- Stop behaving like a FAANG
- Simplify your bureaucracy, smaller teams are more efficient
- Don't be afraid to hire people and fail
- During interviews: focus on foundational knowledge, have a reasonable base line, but prefer soft skills, test with real life scenarios and problem solving
- If you're willing to give feedback: be kind, words matter
- Your existing developers need stability, transparency, trust and appreciation

**We're all in this together,
support your fellow coder**

Thank you!

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Find me at

