



# IT professionals most likely to roam

In a two-year long survey conducted by Jack Hammer Executive Headhunters among some 350 executives in South Africa, it was found that IT professionals, like their industry, are usually open to change, with 99% willing to consider a competitive career option.



Debbie Goodman-Bhyat, MD,  
Jack Hammer Executive  
Headhunters.

Debbie Goodman-Bhyat, MD at Jack Hammer Executive Headhunters adds that the job satisfaction survey they did showed the legal profession as having the highest job satisfaction with 30% of legal executives not open to career moves, as they are happy in their positions.

She adds the reasons for job satisfaction include one's perception of being financially well looked-after and excellent relationships with one's boss. Other cited criteria include a solid career path with growth, promotional prospects and constant new challenges in the organisation as well as satisfaction with and belief in the leadership of the organisation.

“The next highest job satisfied sector, after legal, is that of finance professionals and not only those who are qualified chartered accountants. We found 18.4% of this group were not willing to be lured away from their current jobs.

## Results could be different, if research done now

“After the IT professionals, senior level risk and governance professionals follow them. We found only 5% of this segment were really happy in their current jobs with most of them showing no real job satisfaction or measure of fulfilment.”

Goodman-Bhyat said the sample they polled covered a wide range of risk disciplines including credit, operational, legal and compliance and market risk, as well as chief risk officers. In terms of job satisfaction in industry sectors, she said their research showed the most satisfied group were people in the property sector.

“I am not sure if the figures would be the same if we did the research now, especially given the interviews in this sector were done during 2008, prior to the global markets crisis and the slump in the property sector.”

Unsurprisingly, professionals in the investment banking sector are the least satisfied of all, recessionary or not. She says this sector is known for attracting ambitious, aspiring, career-driven people who, 97.7% of the time, if presented with a greater career prospect, will seriously consider taking it.

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