reNTIC

Study on job offers in the ICT field in Spain
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Summary of relevant data

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Characteristics

- Sample:
    - 391 job ads in national newspapers (on Sundays) in Spain from March 2000 to September 2001.
    - 712 job profiles/positions offered in job ads
- Definition of job profile: a specific candidate profile for a specific position of any type in the ICT field which can be assumed by computing professionals except:
    - Those which explicitly require other degrees or exclude computing people.
    - Sales work force without specific requirements of educational level.
    - Junior profiles for candidates without previous experience.
- Data do not allow inferring real employment vacancies but opportunities for candidates.
- Job ads are not investigated to check if they are adjusted to reality. However, those ones which arouse doubts about their correctness were not processed.
- Total number of job ads 369 with the following sources of information:
    - ABC newspaper: 164 (41,94%)
    - El Pais newspaper: 187 (47,82%)
    - Both (ABC and El Pais): 40 (10,23%)
- Ads written in:
    - Written in Spanish: 96,74%
    - Written in English: 3,26%

Sample data

Sector	Profiles	Ads	% Profiles	% Ads
Computing/IT services	351	148	49,30%	39,89%
Computing	81	42	11,38%	11,32%
Finance/banking	8	7	1,12%	1,89%
Industrial	40	28	5,62%	7,55%
Not known	28	23	3,93%	6,20%
Education	9	9	1,26%	2,43%
Transportation	6	5	0,84%	1,35%
Technology (aerospace, etc.)	8	4	1,12%	1,08%
Telco	42	24	5,90%	6,47%
Government	6	6	0,84%	1,62%
Retailing	8	6	1,12%	1,62%
Turismo/ocio	13	3	1,83%	0,81%
Consultancy/services in general	30	23	4,21%	6,20%
Assurance	11	5	1,54%	1,35%
Publicity	7	3	0,98%	0,81%
Editorial/media	15	10	2,11%	2,70%
Internet	39	18	5,48%	4,85%
Building/engineering	10	5	1,40%	1,35%

Table 1. Economic sectors for job ads

Technical requirements

Requirement	Profiles	%
SAP	69	9,69%
Lotus Notes/Domino	46	6,46%
Developer 2000	43	6,04%
CORBA	31	4,35%
VisualAge	24	3,37%
Powerbuilder	23	3,23%

Table 2. Environments, platforms and business applications

Requirement	Profiles	%
ORACLE	174	24,44%
SQL Server	83	11,66%
DB2	78	10,96%
SQL Language	67	9,41%
INFORMIX	42	5,90%
IMS	38	5,34%
Database in general	37	5,20%
Database administration	31	4,35%
Access	26	3,65%
PL/SQL	25	3,51%
Relational database	21	2,95%
Adabas	21	2,95%

Table 3. Databases

Requirement	Profiles	%
Internet/Intranet & Web	77	10,81%
TCP/IP	76	10,67%
CICS	62	8,71%
Networks/communications in general	50	7,02%
LAN	33	4,63%
Routers	33	4,63%
Websphere	29	4,07%
IIS	29	4,07%
Web servers in general	21	2,95%

Table 4. Communications

Requirement	%	Ads
AS400	3,6%	27
DEC	0,4%	3
Host	0,8%	6
HP	2,5%	19
IBM390	0,8%	6
PC	2,0%	15
SUN	2,0%	15
Mac	0,1%	1

Table 5. Hardware

Requirement	Profiles	%
Java	156	21,91%
Visual Basic	114	16,01%
C++	106	14,89%
HTML	99	13,90%
Java Script	90	12,64%
ASP	87	12,22%
C	82	11,52%
COBOL	71	9,97%
XML	62	8,71%
Visual C++	45	6,32%
JSP Java	37	5,20%
RPG	31	4,35%
VBScript	30	4,21%
DHTML	30	4,21%
Enterprise Java Beans (EJB)	28	3,93%
Perl	21	2,95%
VisualInterdev	21	2,95%

Table 6. Programming languages

Requirement	Profiles	%
Project management	32	4,49%
UML	29	4,07%
Designer 2000	25	3,51%
Object oriented programming	21	2,95%

Table 7. Software engineering methods, tools, etc.

Requirement	Profiles	%
UNIX	163	22,89%
Windows NT	149	20,93%
Windows 9x	41	5,76%
Windows2000	41	5,76%
Solaris	40	5,62%
System administration	38	5,34%
LINUX	34	4,78%
HP-UX	21	2,95%

Table 8. Operating systems

Requirement	Profiles	%
Security (firewalls, criptology…)	48	6,74%
MS-Office	33	4,63%
E-Business	32	4,49%
Datawarehouse/datamining	24	3,37%
CRM	23	3,23%
Flash	21	2,95%

Table 9. Miscellaneous category

Non technical requirements

Requirement	Profiles	%
Not requirements	390	54,78%
Licenciado/Ingeniero en informática (Computing higher degree)	111	15,59%
Speciality on computing (Physics gradutes, etc.)	57	8,01%
BS in Computing	49	6,88%
Science graduates in general	38	5,34%
BS in Science in general	35	4,92%
Vocational training education in computing	35	4,92%
Graduates in general	22	3,09%

Table 11. Educational level

Requirement	Profiles	%
No requirements	422	59,27%
Fluent English	126	17,70%
High level of English	66	9,27%
Technical English	64	8,99%

Table 12. Language knowledge

Requirement	Profiles	%
Travelling	59	8,29%
Customer contact	20	2,81%
Own vehicle	20	2,81%
Proactivity/dynamic attitude	19	2,67%
Communication skills	16	2,25%
Residence close to company venue	16	2,25%
Teamwork ability	15	2,11%

Table 13. Other requirements

Work condition	Profiles	%
Non specified	266	37,36%
Opportunities for career development	140	19,66%
Training (permanent, initial, etc.)	139	19,52%
Wage to be negotiated according to experience, etc.	128	17,98%
Solid/growing/leader company	99	13,90%
High/competitive salary/compensation	92	12,92%
Immediate start	85	11,94%
Stability/non temporal hire/permanent	66	9,27%
Opportunities for promotion	66	9,27%
Integration in a consolidated team	49	6,88%
Interesting/high-tech projects	27	3,79%
Benefits (car, social, retirement fund, bonus, etc.)	25	3,51%
Good working atmosphere	22	3,09%

Table 14. Working conditions offered