

WHAT SOFT SKILLS

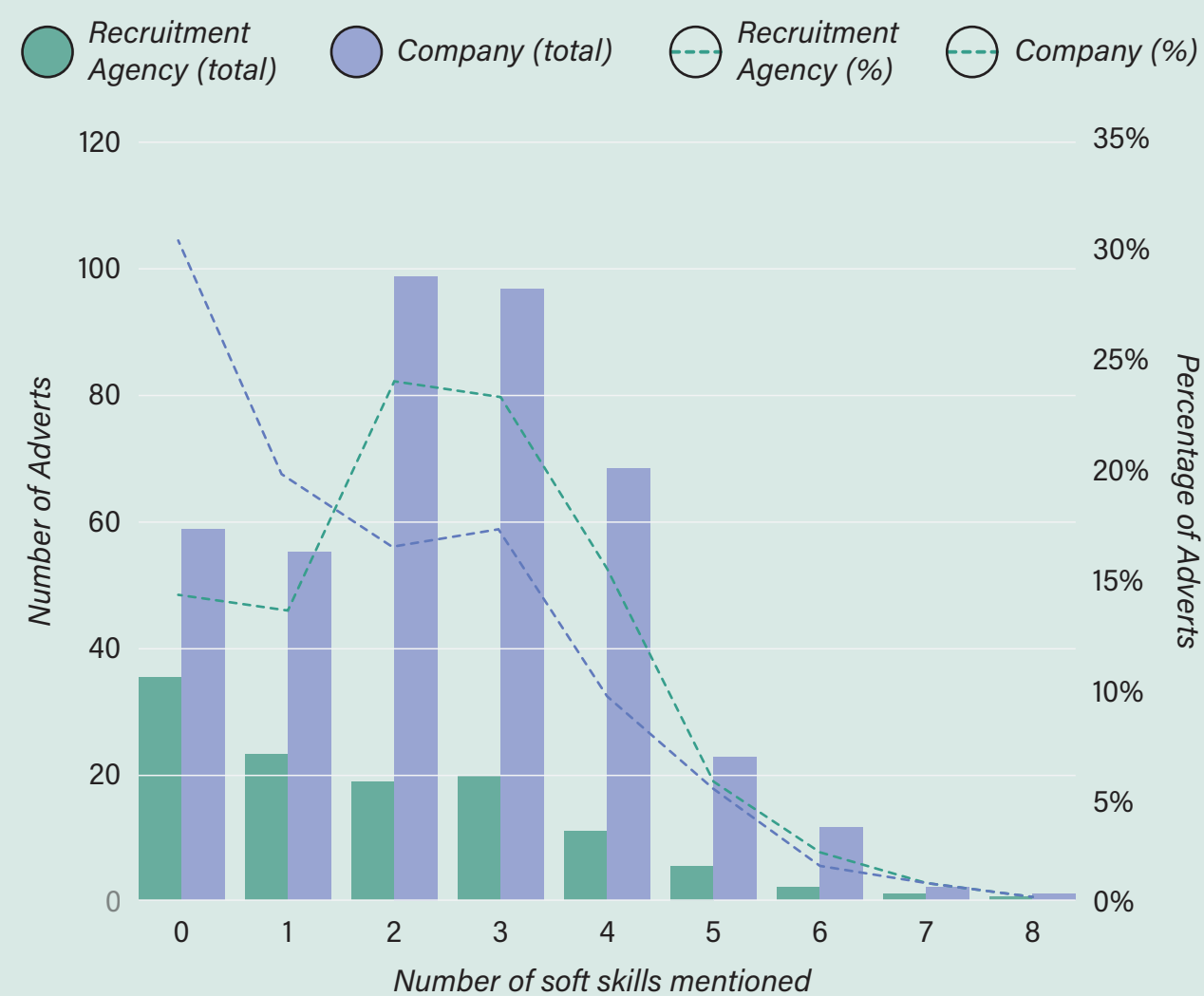
DOES THE SOFTWARE INDUSTRY **REALLY** WANT?
AN EXPLORATORY STUDY OF SOFTWARE POSITIONS IN NEW ZEALAND

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Soft skills of software professionals significantly contribute to project and product success. We manually analysed 530 job adverts from SEEK, New Zealand's largest job portal for technology-related positions to find that soft skills play a critical role in a company's decision about whom they want to hire.

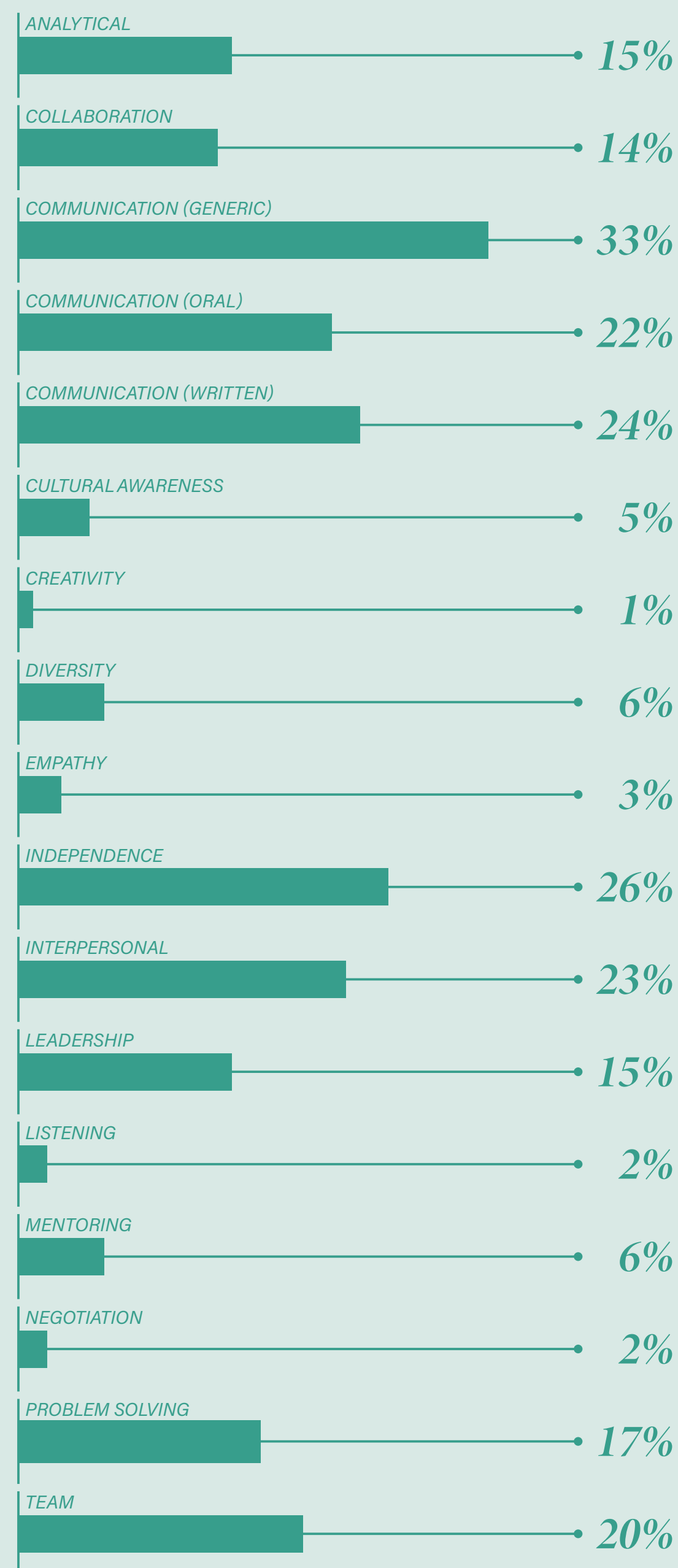
82% of adverts had explicit references to soft skills.

Number and % of adverts that mention soft skills



Recruitment agencies tend to reference fewer soft skills

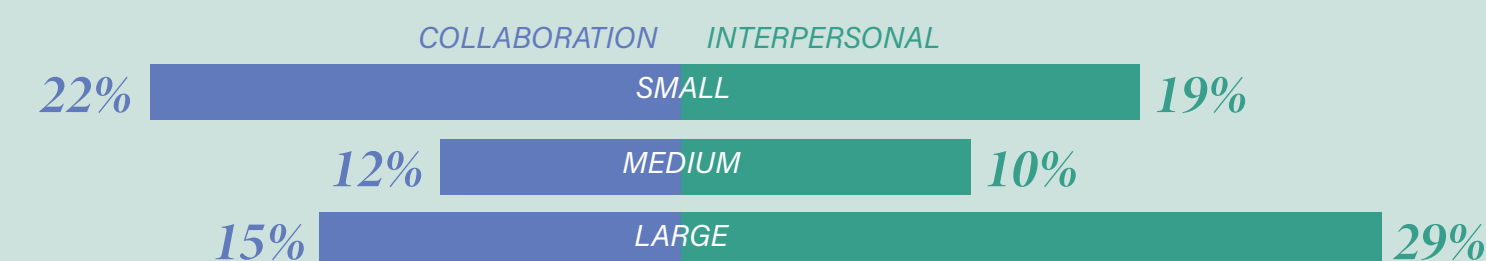
Identified soft skills and frequency in job advertisements



17 soft skills identified in job advertisements.



Employers explicitly ask for soft skills.



Collaboration and interpersonal skill requirements differ based on the size of companies



Demand for leadership skills increases with years of required experience.



Adverts for consultants frequently refer to interpersonal skills.



Adverts that required few years of experience still refer to independence.



Soft skills do not depend on company size or core business.



Cultural awareness, and Empathy are rarely mentioned.

Scan the QR code to see the full report.

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