Salesforce Quarterly Report: ANZ Q3 2025

Q3 Summary

"One of the challenges we have found for some of the consulting roles we have been recruiting for is aligning client expectations of experience, and quality with available talent and salaries. This shows that it's still challenging to hire quality Salesforce candidates"



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Overview

We've just completed Q3 2025 in the ANZ Salesforce market, which means we are officially at the time of year where a rather large conference is happening in San Francisco. It's kicking off this week at the time of writing. So we're excited to see what comes out of that and what the big announcements are.

Over the last year, these quarterly reviews have seemed to follow a theme of some good news and some bad news, which is what we saw in Q3 too. If we were to go purely off of placements that we have made as a business, then things would be fairly positive, but reviewing the job vacancy stats that we have, we can see there were fairly big drops in vacancy numbers for Salesforce roles across both Australia and New Zealand compared to Q2.

In Australia, we saw job vacancies come down from 1,343 in the quarter to 853. And in New Zealand, we saw a drop from 142 to 118. Most of our placements this quarter were directly within customers who were adding to their internal Salesforce teams. We worked with customers from a range of industries, placing people into several fintechs, health organisations, and not-for-profits. 95 % of our job volume was for permanent or fixed term hires, only seeing a handful of contract roles across the quarter. Although most of our placements were with end customers, we were briefed on several roles with large consulting firms, and these are roles we are still working through, so hopefully they will translate to placement. One of the challenges we have found for some of the consulting roles we have been recruiting is aligning client expectations of experience, and quality with available talent and salaries. This shows that it's still challenging to hire quality Salesforce candidates.

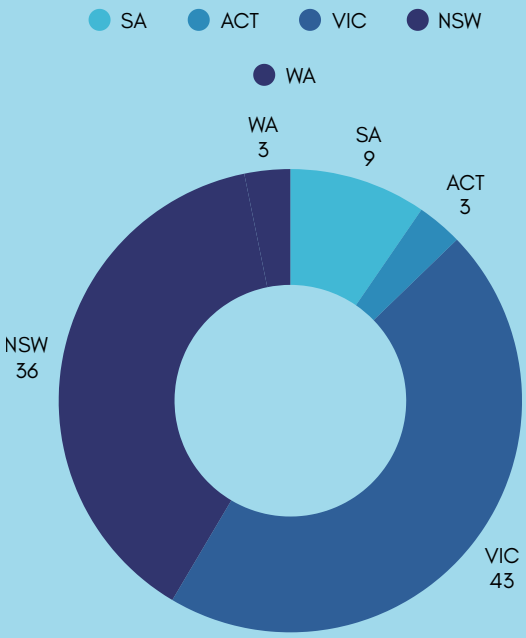
Even though the quarter was soft for job volumes, we did see redundancies through the quarter, both in the partner ecosystem and the end user space. We heard of people that were on the bench being made redundant from a few partners, as well as almost a whole project team being let go from a partner as they were approaching the go-live of a big project. We did also see some redundancies across other industries like banking and fintechs.

Although we are hearing of some Agentforce projects, we have seen a trend in some larger businesses in the banking and retail space where companies are choosing to integrate other AI products such as Gemini into Salesforce rather than going with Agentforce. We've also been briefed on some engineering requirements to work with AI where Agentforce could be the solution, but customers are keeping an open mind as to what the best fit may be, rather than going all in on Salesforce AI. So let's see what comes out of Dreamforce.

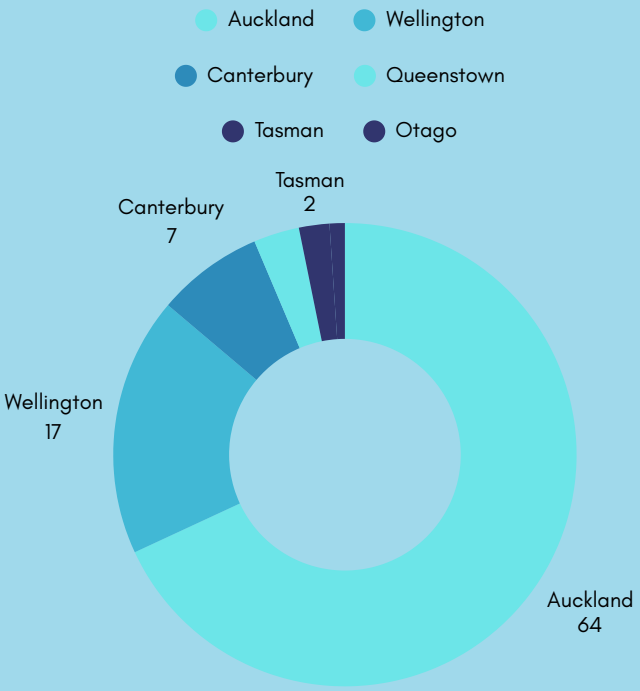
Maybe the Agentforce offering becomes more compelling and it kickstarts the quarter. We don't expect a huge change in volume in jobs this quarter, but let's all keep our fingers crossed for a busy and fruitful end to the year for us all.

Quick Facts: Salesforce Quarterly Report Q3 2025

Hires per state Australia



Hires per state New Zealand



Number of people who have changed jobs in ANZ Q3

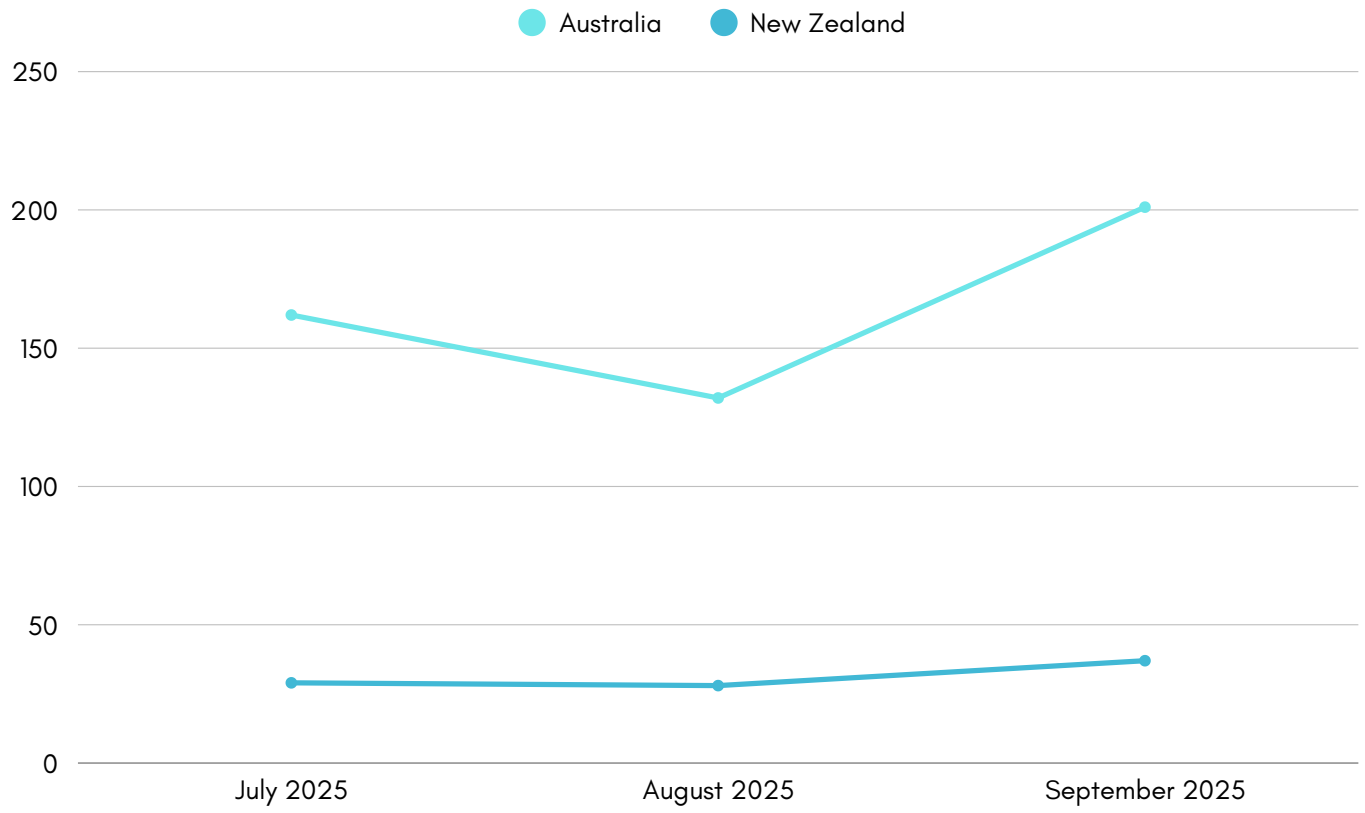
Country	Total	State	Number of people
Australia	495	VIC	213
		NSW	194
		QLD	36
		SA	25
		ACT	12
		WA	15
New Zealand	94	Auckland	64
		Wellington	17
		Canterbury	7
		Queenstown	3
		Tasman	2
		Otago	1

Quick Facts: Salesforce Quarterly Report Q3 2025

Number of people who have changed jobs in ANZ

Country	Q4 2024	Q1 2025	Q2 2025	Q3 2025	% Change
Australia	96	380	418	495	+18%
New Zealand	17	51	69	94	+36%

Number of people who have changed jobs in ANZ on a monthly basis

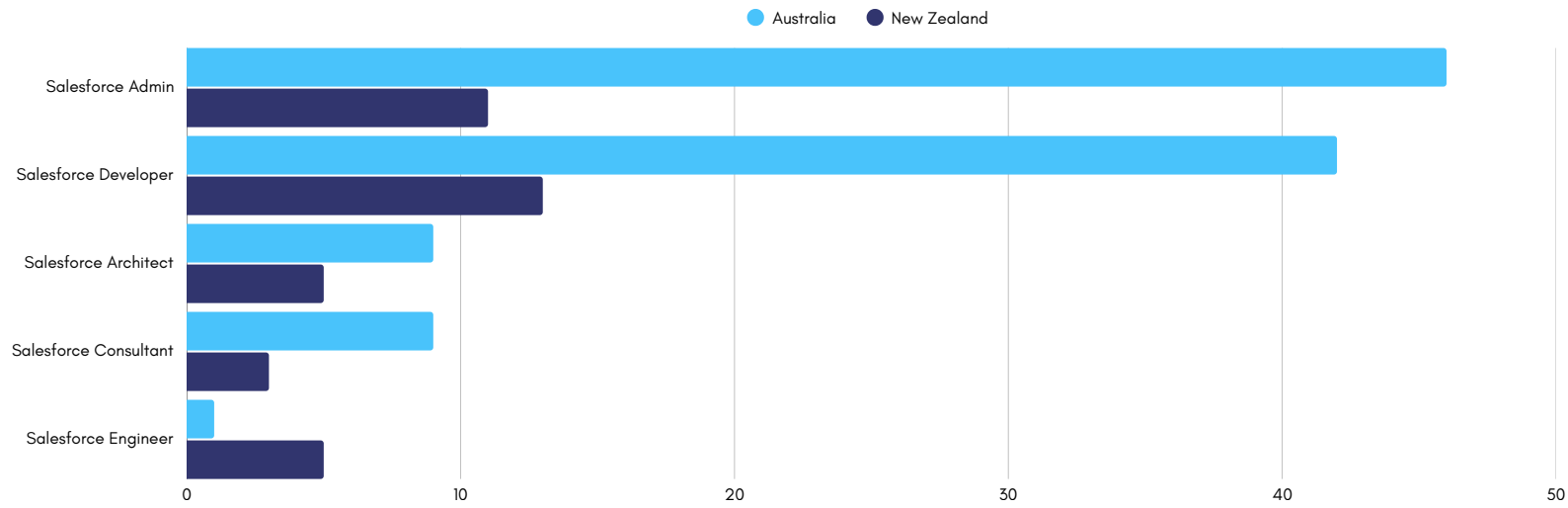


Data source: LinkedIn *Numbers quoted are based on new roles updated within LinkedIn profiles by Salesforce professionals*

ROVER *Numbers quoted are based on roles advertised which are specific to the Salesforce market*

Quick Facts: Salesforce Quarterly Report Q3 2025

Job titles in demand (largest number of new roles taken according to job title)



Active job board vacancies for Salesforce roles for the last 7 quarters

Country	Q1 2024	Q2 2024	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Q3 2025	This quarter vs last quarter
Australia	965	1,078	746	1,015	1,492	1,343	853	-36%
New Zealand	76	82	96	118	142	142	118	-18%

To discuss this data or the current Salesforce market in relation to your own circumstances, feel free to reach out to Ben Duncombe at ben.duncombe@talent-hub.com.au or 0405 838965

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Quick Facts: Salesforce Quarterly Report Q3 2025

Active job board vacancies for Salesforce roles comparative quarter 2024 vs 2025

Country	No. of Salesforce job vacancies advertised Q3 2024	No. of Salesforce job vacancies advertised Q3 2025	Difference this year
Australia	746	853	+15%
New Zealand	96	118	+23%

Active job board vacancies for Salesforce roles comparison 2024 vs Q1-3 2025

Country	No. of Salesforce vacancies advertised FY 2024	No. of Salesforce vacancies advertised Q1-3 2025	Rollinh progress
Australia	3,804	3,688	-3%
New Zealand	372	482	+30%

For a deep dive into these numbers, tune into our upcoming Talent Hub Talk podcast episode

YouTube Google Podcasts Spotify Apple Podcasts

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