Salesforce Quarterly Report: ANZ Q1 2026

Q1 Summary

"Although it was a short quarter, with activity ramping up towards the end of January, there was significant movement in new roles in Q1. 21 % more people in Australia started a new job in Q1 this year compared to Q4 last year, and 24 % more people in New Zealand in the same time period.



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Overview

Although it was a short quarter, with activity ramping up towards the end of January, there was significant movement in new roles in Q1. 21 % more people in Australia started a new job in Q1 this year compared to Q4 last year, and 24 % more people in New Zealand in the same time period.

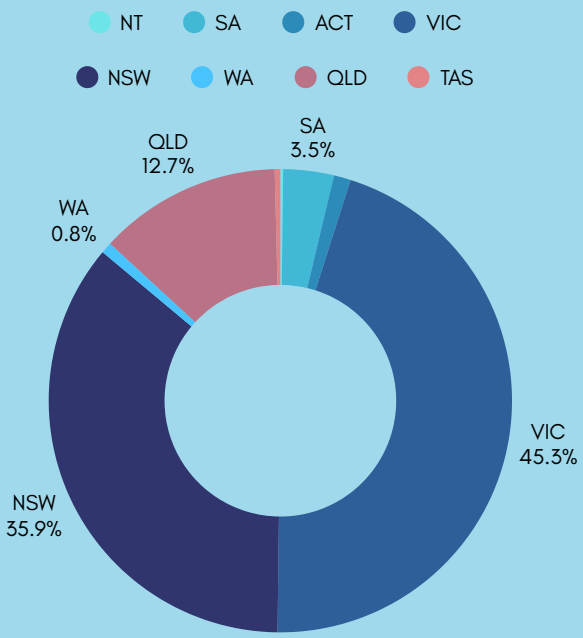
Job vacancy numbers last quarter were up by 20 % in New Zealand compared to Q4 last year and down 3 % in Australia. And although the data tells a story, we also assessed the market feeling from our conversations to truly grasp what was happening. Overall, we sense that the market sentiment felt positive. Although there were pockets of redundancies still affecting unfortunately Salesforce specialists, we had many conversations with hiring managers who were struggling to find the right people to fill their roles.

We saw some hiring managers with multiple new headcount openings on their teams, as well as hiring managers who are reaching out to get a guide on salaries before starting the internal approval processes. In some areas, we would still say there is an oversupply of candidates, which often gives hiring managers a false sense of security when they advertise. An example of this is in the Salesforce Administrator space where companies are often getting hundreds of applications, but when working through interviews, we've seen hiring managers become frustrated at the lack of applicants who actually meet their requirements. They often state that finding the balance of technical and soft skills seems to be an ongoing challenge. The area we would say still seems to have the least oversupply compared to demand is still the Salesforce Developer/Engineer space, where hiring experienced high quality resources remains incredibly difficult.

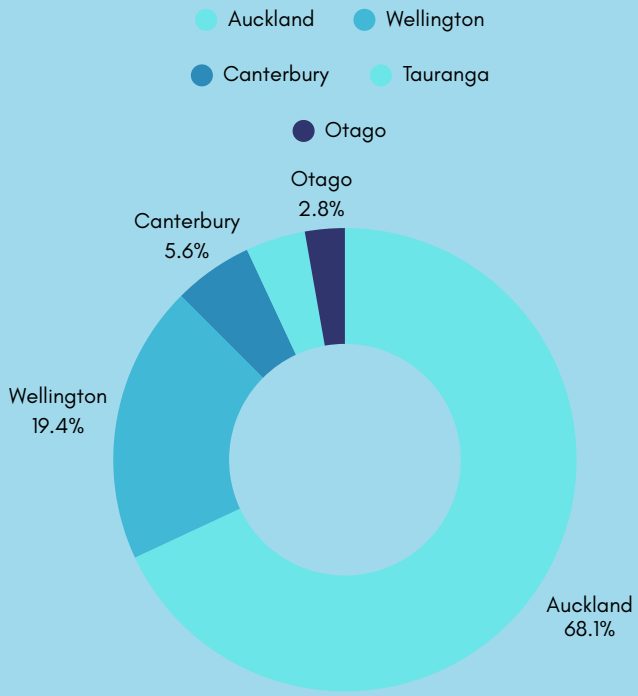
With all the talk of AI, vibe coding, et cetera, it seems that top Salesforce Developers are still highly sought after. We are now really starting to hear more about Agentforce and Data Cloud in the market. So it does seem the products are gaining more and more traction. Not everyone we speak to seems 100% sold just yet, but success stories are popping up more frequently. So hopefully this continues and a lot of the success stories seem to be coming out of the smaller to mid-tier Salesforce partners.. We hope you all have a great quarter ahead!

Quick Facts: Salesforce Quarterly Report Q1 2026

Hires per state Australia



Hires per state New Zealand



Number of people who have changed jobs in ANZ Q1

Country	Total	State	Number of people
Australia	510	VIC	231
		NSW	183
		QLD	65
		SA	18
		NT	1
		WA	4
		ACT	6
		TAS	2
New Zealand	72	Auckland	49
		Wellington	14
		Canterbury	4
		Tauranga	3
		Otago	2

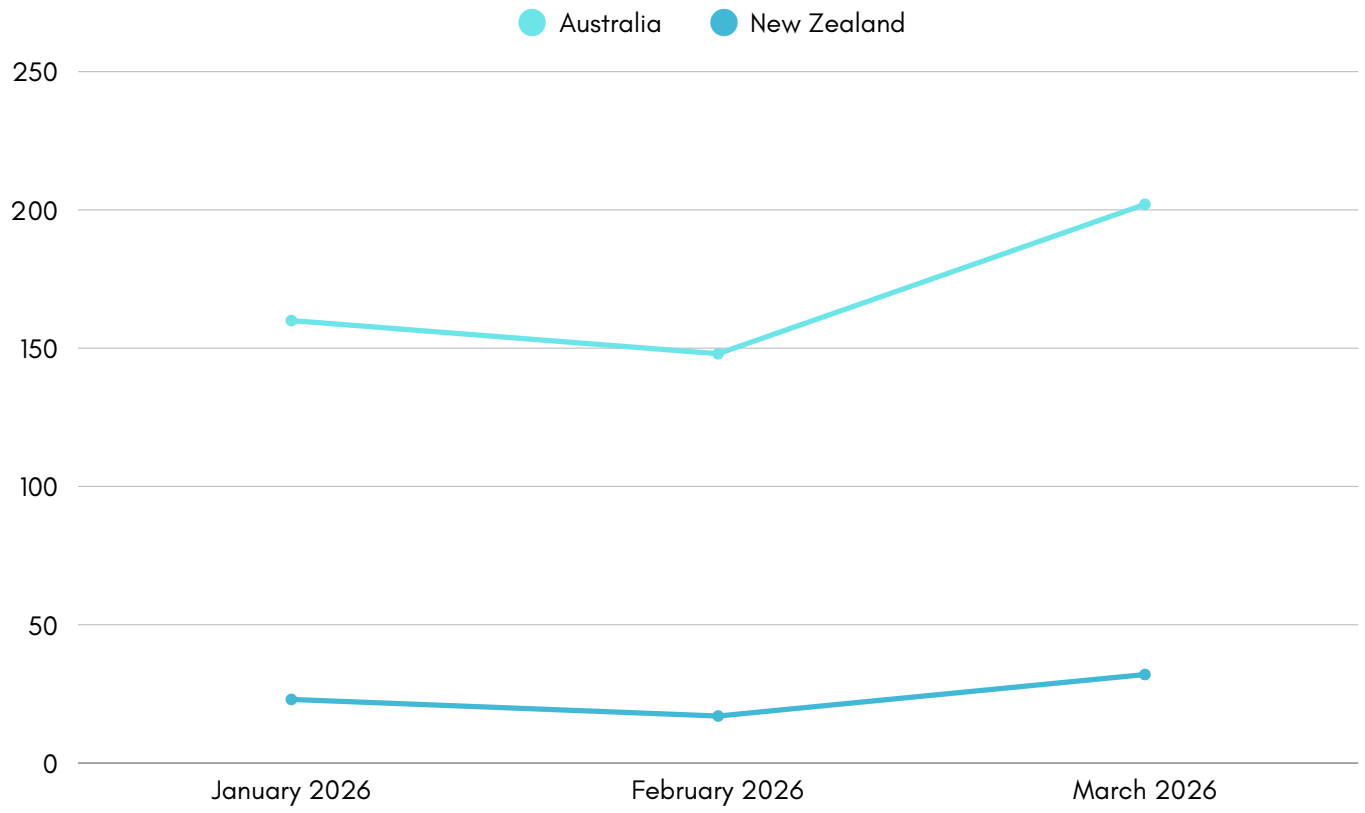
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Quick Facts: Salesforce Quarterly Report Q1 2026

Number of people who have changed jobs in ANZ

Country	Q1 2025	Q2 2025	Q3 2025	Q4 2025	Q1 2026	% Change
Australia	380	418	495	421	510	+21%
New Zealand	51	69	94	58	72	+24%

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

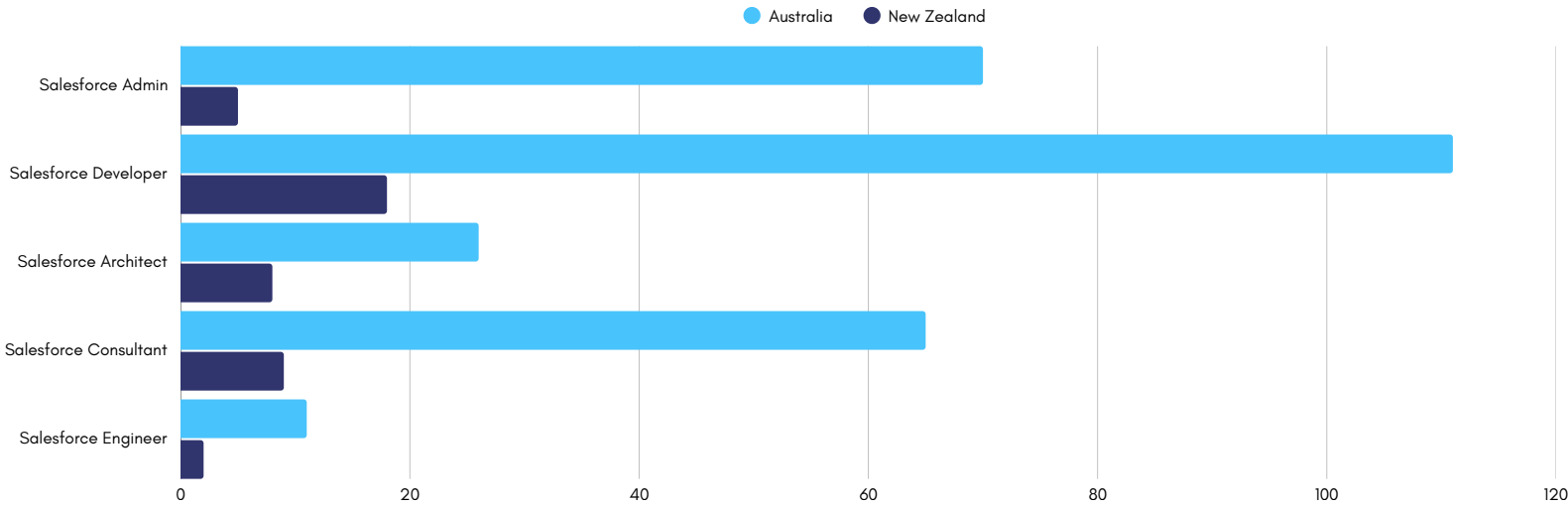


Data source: LinkedIn *Numbers quoted are based on new roles updated within LinkedIn profiles by Salesforce professionals*

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

Quick Facts: Salesforce Quarterly Report Q1 2026

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	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Q3 2025	Q4 2025	Q1 2026	This quarter vs last quarter
Australia	746	1,015	1,492	1,343	853	774	749	-3%
New Zealand	96	118	142	142	118	111	133	+20%

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 Q1 2026

Active job board vacancies for Salesforce roles comparative quarter 2025 vs 2026

Country	No. of Salesforce job vacancies advertised Q1 2025	No. of Salesforce job vacancies advertised Q1 2026	Difference this year
Australia	1,492	749	-50%
New Zealand	142	133	-7%

Active job board vacancies for Salesforce roles comparison 2024 vs 2025

Country	No. of Salesforce vacancies advertised FY 2024	No. of Salesforce vacancies advertised FY 2025	Difference
Australia	3,804	4,463	+17%
New Zealand	372	483	+30%

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

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