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STUDY · IT & AI TALENT

IT & AI Talent for 2027

A practical outlook for anyone who needs to hire, build and retain technology teams in a market reshaped by AI: the profiles in demand, what AI changes in each role, the hiring paths and a checklist to build your team.

Who it is for	What you will take away
Technology, HR and business leaders who hire, build and retain IT and AI teams.	A read of the profiles in demand, AI impact per role, the hiring models and a practical checklist for 2027.

Produced by Digievo LLC, a technology consultancy with 10+ years of experience, partner of OpenAI, Anthropic and Microsoft, specialized in hunting, enablement and AI-ready squads. This material reflects Digievo market read and serves as a guide; the numbers for your case depend on your industry, size and region.

1. What changed in technology hiring

IT talent scarcity is not new. What changed is the **nature** of the scarcity: it used to be about people who could code; now it is about people who deliver with AI. Technology stopped being the bottleneck of AI adoption. The bottleneck is now people ready to use it, safely, day to day, in production.

That has three direct effects on anyone hiring:

- **"AI-ready" became a prerequisite, not a differentiator.** Using coding assistants, agents and automation is now expected, like version control once was.
- **Productivity stopped being proportional to hours.** Someone who masters AI delivers in less time. Paying by the hour now penalizes the most productive.
- **The cost of a bad hire went up.** With the market tighter on the right profiles, a mis-hire costs months and restarts the cycle.

The question that changed

It moved from "how many people do I hire?" to "which outcome do I need to deliver, and with what AI-ready team?". That shift guides the rest of this study.

2. The profiles in demand

By Digievo read, competition concentrates on the profiles that put AI and data into production and those that keep that operation secure. The demand column is a qualitative market read, not a statistical index.

Profile	Demand	Why it is contested
LLM Engineer	Very high	Puts agents and generative AI into production, with RAG and evaluation. Supply still small.
Data engineer for AI	Very high	No ready data, no AI. The prerequisite every project discovers late.
MLOps / AI platform	High	Takes the model from pilot to production with stability, cost and monitoring.
Cloud specialist	High	Base of any AI operation (AWS, Azure, Google Cloud) and of cost under control.
Cybersecurity	High	AI widens the risk surface; security became a condition to scale.
AI-augmented full-stack dev	High	Developers who use coding assistants as part of the workflow, with real gains.
Tech lead / Eng. Manager	High	Leadership that can orchestrate human + AI teams and hold outcomes.

3. What AI changes in each role

Role	What AI takes on	What is now expected of the person
Developer	Boilerplate, tests, refactoring, first draft of code.	Design the solution, critically review the AI, ensure quality and security.
Data analyst	Queries, initial cleanup, first analyses.	Ask the right question, validate the data, turn numbers into decisions.
Support / Service	Triage, standard replies, system lookups.	Handle exceptions, empathy and the cases the agent cannot solve.
Technical leadership	Reports, drafts, status, documentation.	Orchestrate human + AI teams, prioritize and own outcomes.

The honest read: in most roles AI **redeploys** work to the higher-value part rather than eliminating the role. Those who can operate in that new cut are worth more; those who cling to the work AI already does, less.

4. Hire, build or augment: which path

Path	When it makes sense	Watch out
Direct hire	Permanent, core role, long-term view.	Time-to-fill and the risk of a mis-hire in a tight market.
IT Hunting	Specific, urgent role, with a clear technical profile.	Require real technical validation, not just resume screening.
Staff Augmentation	Reinforce the team for a period, keeping your management.	Make sure the person is genuinely AI-ready, not just on paper.
Outcome-based squad	A deliverable with scope and deadline, shared productivity risk.	Agree clear goals and SLAs up front.

In practice, most companies combine paths: direct hire for the core, hunting for key roles, and staff augmentation or an outcome-based squad for spikes and AI projects. The common mistake is using a single path for everything.

5. Retention is as expensive as hiring

In a tight market, losing the people you built costs twice: the knowledge walks out and the hiring cycle restarts. Technology teams tend to leave for predictable reasons:

- **No growth:** stalling in repetitive work while the market moves with AI.
- **No care:** an allocated person "dropped" at the client, with no check-ins or career path.
- **Falling behind:** stuck in time while tools evolve every quarter.

That is why care programs for allocated people change the math. Digievo **EVO Care** (dedicated check-ins, career, listening and a focus on retention), plus reskilling every 6 months, exists so professionals change teams less and your delivery does not stall midway.

6. Checklist: build and retain the team in 2027

A) Before opening the role

- Did I define the **outcome** expected, not just the headcount?
- Do I know if the role is core (direct hire) or temporary (hunting, staff, squad)?
- Did I list the **AI-ready** signals I will require and how I will verify them?

B) In selection

- Was there **real technical validation**, beyond interview and resume?
- Did the person show AI use in the workflow, not just an opinion about AI?
- Is there a **replacement guarantee** in writing in the contract?

C) After they join

- Is there **follow-up** and a career path for the allocated person?
- Is there **periodic reskilling** as tools evolve?
- Is productivity measured by **outcome**, not by hours of presence?

Want to apply this to your team?

Digievo covers the three fronts: find the right talent with technical validation (IT Hunting), build the team with the EVO Track and EVO Certification (AI Training), and augment with AI-ready squads by outcome, with guarantees in writing. Start with the AI Maturity Assessment (free) at digievo.co/ai-maturity-assessment.

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