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# STATE OF HIRING

June

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# Introduction

In today's competitive job market, understanding the top roles that companies are actively hiring for and the skills associated with those roles is crucial for employers. This comprehensive report focuses on the most sought-after positions based on the percentage of job postings along with an overview of the recruitment industry. Additionally, we have included an analysis of the top skills required for each role, offering valuable insights into the hiring landscape.

The report is based on data collected from a top job portal in India and offers interesting insights into how the recruitment industry has taken shape over the past six months.





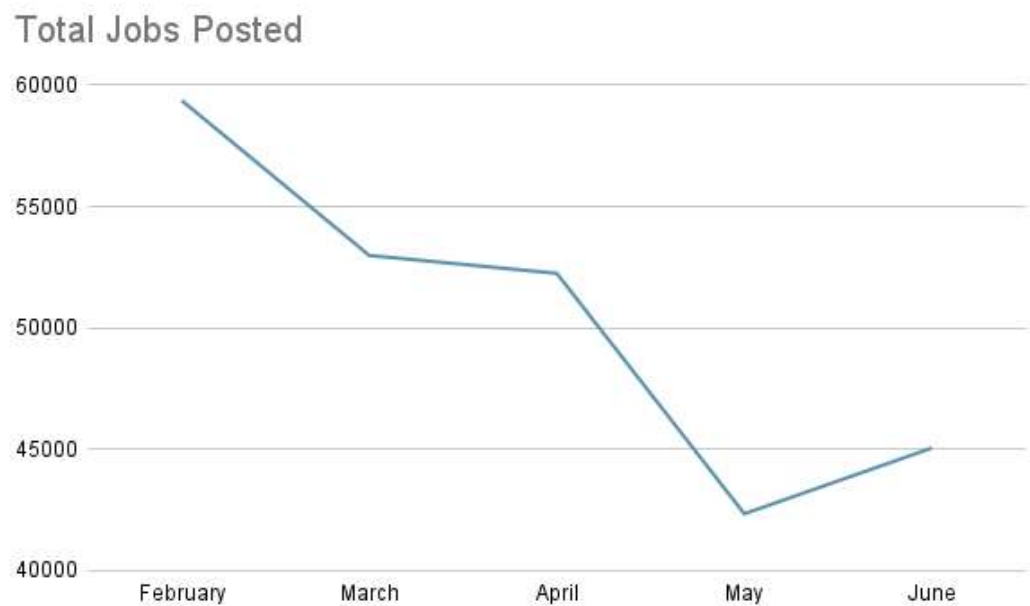
# Job Market Overview

The provided data offers insights into the fluctuations in the number of job opportunities available in the job market over a five-month period. Analysing this data reveals trends and patterns that reflect the overall state of the job market during the given timeframe.

From February to June, the job market experienced both positive and negative fluctuations. It began on a positive note in February, indicating a healthy job market with significant demand for skilled professionals. However, in March, there was a decline, indicating a potential slowdown or adjustment in hiring activity.

The downward trend continued in April suggesting a continued contraction in the job market. This decline may be influenced by various factors such as economic cycles, industry-specific trends, or external events impacting hiring decisions.

May witnessed a significant drop in the number of job postings, reflecting a more challenging job market. This decline indicates a decrease in available openings, potentially leading to increased competition for job seekers and a more selective hiring process.



However, June showed a slight recovery, indicating a potential upswing in hiring activity. This recovery may be attributed to seasonal patterns, where certain industries experience increased demand during specific periods. It is important to note that the increase in June does not necessarily indicate a complete reversal of the previous downward trend, and long-term analysis is needed to determine its sustainability.

Overall, the data suggests a mixed job market scenario during the five-month period. While the initial months exhibited a relatively healthy job market, there was a subsequent decline and a challenging phase in May. The slight recovery in June offers some optimism but should be interpreted with caution.

# Analysis of Top Roles and Skills



## Backend Developer



**Percentage of Job Postings: 11.44%**

**Top Skills: Development, Software, JavaScript, Java, SQL**

Backend developers are in high demand, with a significant percentage of job postings seeking professionals with expertise in development, software, JavaScript, Java, and SQL. This indicates a strong emphasis on backend programming skills, database management, and proficiency in popular programming languages used in backend development.

## Tech Leadership Roles



**Percentage of Job Postings: 7.69%**

**Top Skills: Architecture, Management, Project Management, Technical Development**

Tech leadership roles require a combination of technical and managerial skills. The high percentage of job postings indicates the need for professionals with expertise in architecture, management, project management, technical knowledge, and development experience. Employers value individuals who can effectively lead technical teams while understanding the broader aspects of technology and business.

## Data Roles (Analyst, Scientist, Engineer)



**Percentage of Job Postings: 5.85%**

**Top Skills: Data, SQL, Python, Business Analysis, Analytics**

Data roles are in demand, with job postings seeking candidates skilled in data analysis, SQL, Python programming, business analysis, and analytics. This highlights the importance of data-driven decision-making and the need for professionals who can extract meaningful insights from large datasets, analyse data, and apply statistical techniques.

## Front End Developer



**Percentage of Job Postings: 4.30%**

**Top Skills: Development, JavaScript, Graphic Designing, HTML, Photoshop**

Front end developers are sought after, with job postings emphasising skills in front-end development, JavaScript programming, graphic designing, HTML, and tools like Photoshop and Illustrator. This indicates the need for professionals who can create visually appealing user interfaces, implement responsive designs, and have a good understanding of front-end technologies.

# Full Stack Developer



**Percentage of Job Postings: 3.48%**

**Top Skills: Development, Stack, Full Stack, JavaScript, Angular**

Full stack developers are in demand, with job postings highlighting the need for skills in both front-end and back-end development, including proficiency in JavaScript and frameworks like Angular. Employers seek professionals who can handle the entire technology stack and contribute to end-to-end application development.

# Testing/QA

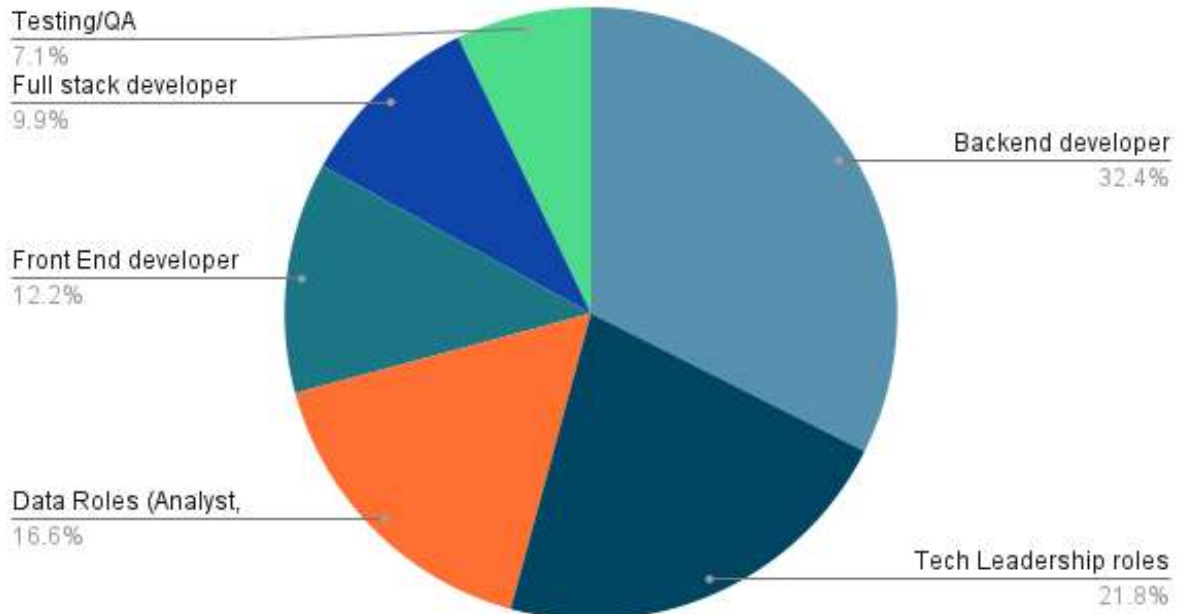


**Percentage of Job Postings: 2.52%**

**Top Skills: Software Testing, Automation, Selenium, Automation Testing, Quality Assurance**

Testing and quality assurance roles are important in ensuring the reliability and functionality of software applications. Job postings emphasise skills in software testing methodologies, automation, tools like Selenium, and quality assurance practices. This reflects the need for professionals who can perform effective software testing, implement test automation, and maintain high-quality standards.

## Top Roles



# Conclusion

This state of hiring report focuses on top roles in demand and the skills associated with each role. Backend development, tech leadership, data analysis, front-end development, full stack development, and testing/quality assurance are prominent areas where companies are actively hiring. Job seekers can leverage this information to align their skills with these in-demand roles, while employers can tailor their talent acquisition strategies to attract candidates with the desired skill sets. Continuous development of these skills will enhance job seekers' competitiveness and increase their chances of success in the job market.

The overall market trend of the recruitment industry has also seen an upward trend after declining severely from February 2023 to May 2023. This indicates a slightly positive turn with top companies posting for in demand roles.