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# STATE OF HIRING

MARCH

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# Introduction

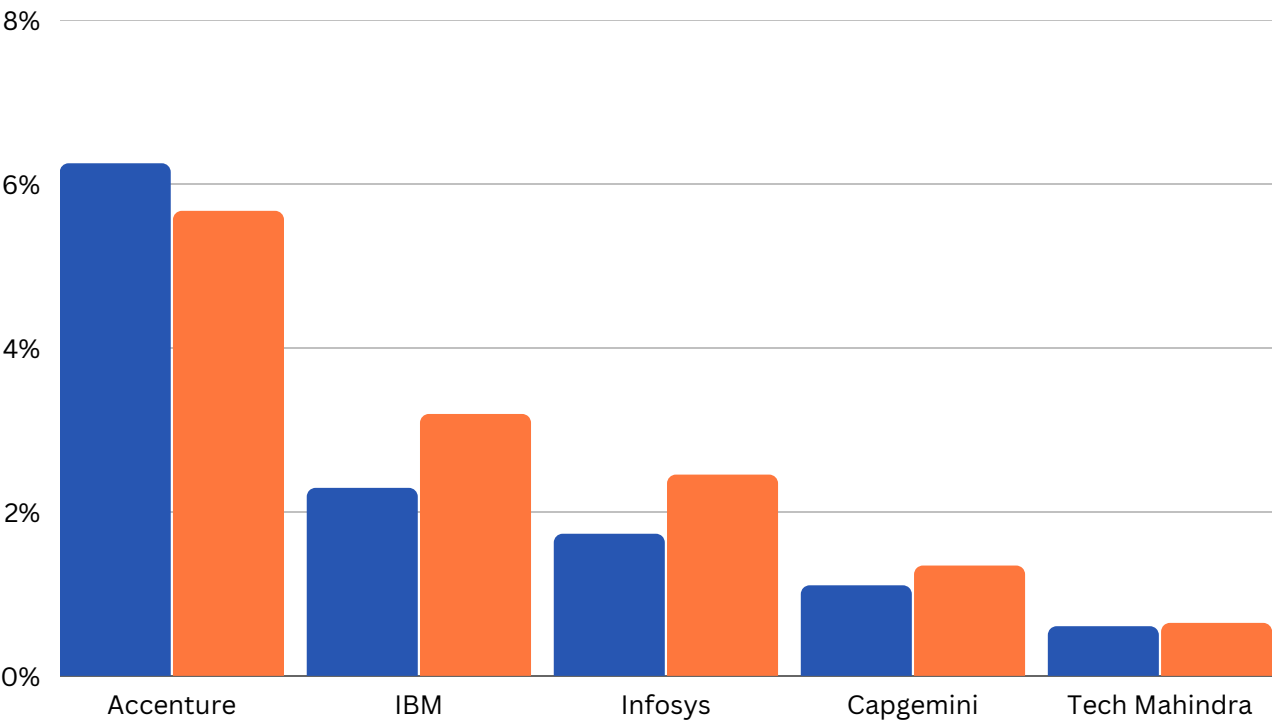
With the first quarter of 2023 coming to an end, the hiring landscape is showing some interesting trends and patterns. In this State of Hiring Report, we will provide you with an overview of the job market trends based on the data we collected in March 2023 from a top job portal in India. We will also provide a comparative analysis with the data from February 2023 to give you a sense of how the hiring landscape has changed in the past month.

This report will delve into the hiring trends across different locations, industries, and experience levels. We will also highlight the top skills that are currently in demand and the companies that are actively hiring. Our goal is to provide you with a comprehensive understanding of the hiring landscape so that you can make informed decisions regarding your hiring strategies.

## COMPANIES WITH THE MOST JOB POSTINGS:

The top 3 companies with the most job postings remain unchanged from last month, with Accenture leading the way with 5.67% of all job postings. IBM and Infosys occupy the second and third spots with 3.19% and 2.45% of job postings respectively. Interestingly, Accenture has seen a drop of 1.58% in job postings compared to last month while IBM and Infosys have seen an increase in job postings by 0.9% and 0.72% respectively.

In contrast, some new companies are in the top 10 list for March 2023. HARMAN, Siemens, and Nokia have joined the list with 0.48%, 0.42%, 0.40%, and 0.40% of job postings respectively. It is also noteworthy that Tech Mahindra has dropped to the fifth spot with 0.64% of job postings from its fourth spot in February 2023 with 0.60% of job postings.



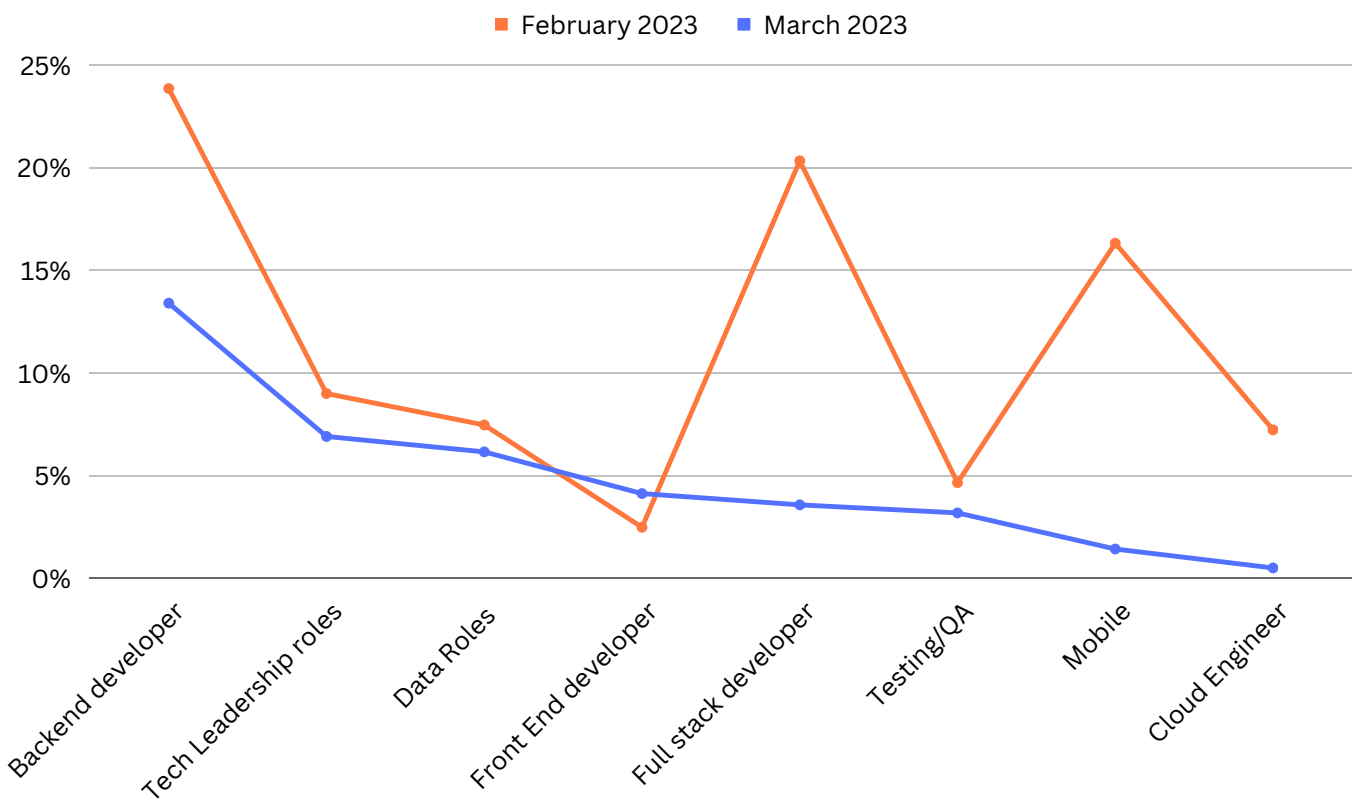
# Top Tech Functions

The demand for backend developers continues to be the highest among all tech functions, with job postings accounting for 13.40% of all job postings in March 2023. Tech leadership roles, which include positions such as CTOs and VPs of Engineering, accounted for 6.91% of all job postings. Data roles, which include positions such as data analysts, data scientists, and data engineers accounted for 6.16% of all job postings.

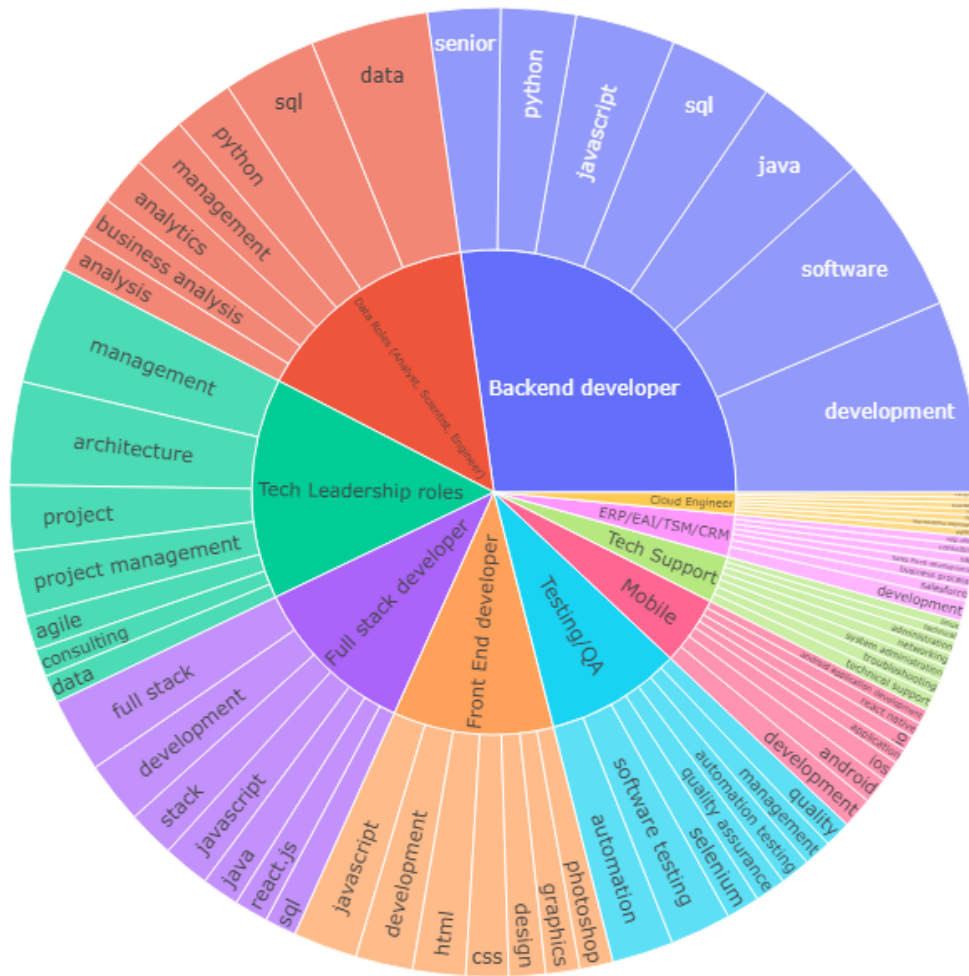
Front-end developers had 4.13% of all job postings, while full-stack developers had 3.58% of all job postings. Testing/QA roles accounted for 3.19%.

In terms of the percentage change from February 2023, the demand for backend developers has increased by 2.55%, while tech leadership roles increased by 0.91%. Data roles also saw an increase of 0.69%. Front-end developers saw a slight decrease of 0.36%, while full-stack developers saw a decrease of 0.75%. Testing/QA roles saw a decrease of 1.47%.

The data suggests that backend developers, tech leadership roles, and data roles continue to be in high demand in the tech industry, with a moderate increase in demand from February 2023 to March 2023.



## Top 10 Jobs and the Skills required

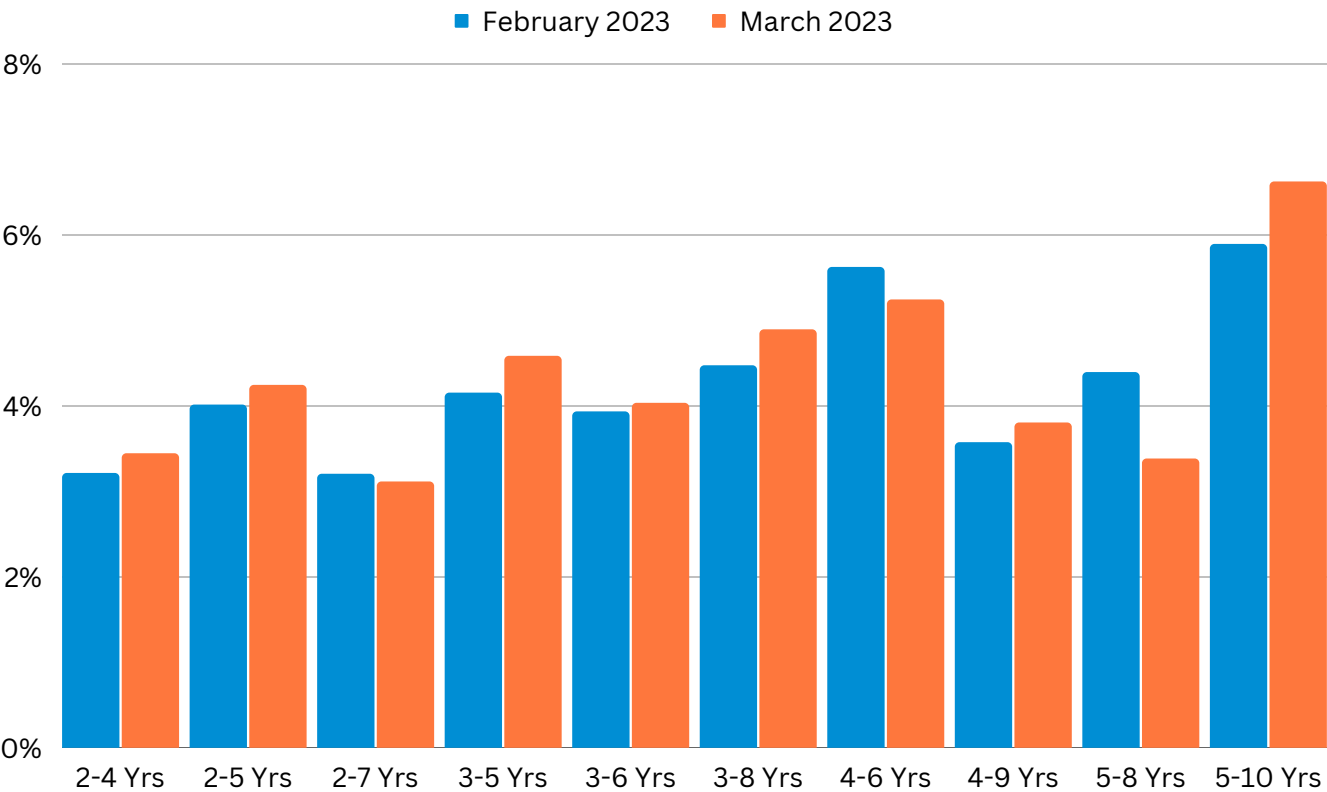


The chart titled "top 10 roles and the skills required for them" is a comprehensive overview of the most in-demand roles in today's job market and the skills required to excel in them. The chart is based on data procured from a top job portal in India and provides valuable insights into the current job market.

The top 10 roles listed in the chart include Backend Developer, Tech Leadership Roles, Data Roles and Frontend Developer. These roles are highly sought after by both employers and job seekers due to their potential for growth and the skills required for them

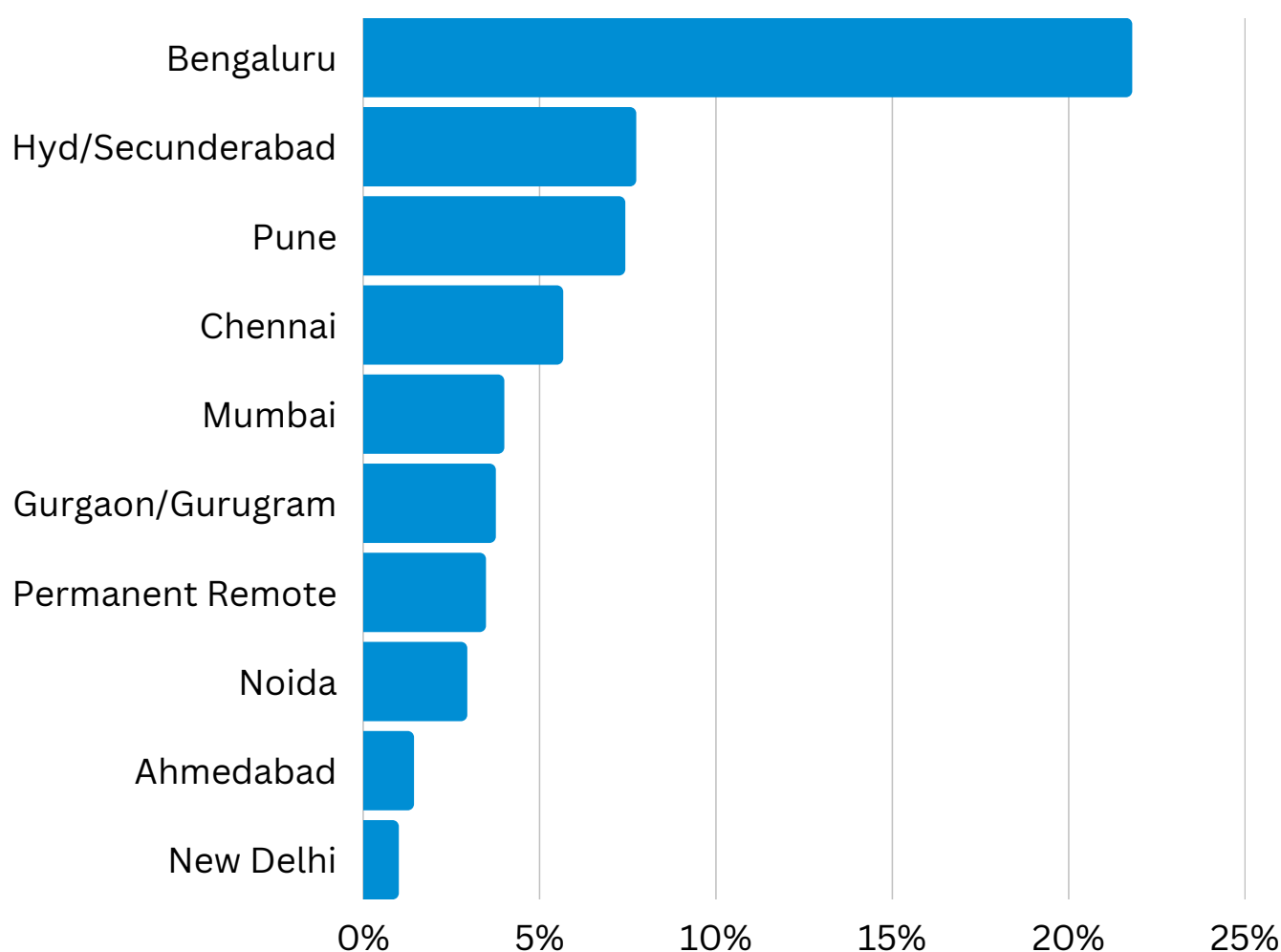
# Jobs Based on Experience:

The top 10 experience levels with the most job postings have seen a slight shift from last month. 5-10 years of experience remains the most sought-after experience level with 6.62% of job postings, followed by 4-6 years of experience with 5.24% of job postings. 3-8 years of experience has moved up one spot to the third position with 4.89% of job postings, whereas 3-5 years of experience has dropped one spot to the fourth position with 4.58% of job postings.



## Job Posting Based on Location:

Bengaluru still tops the list for job postings based on location, with 21.78% of all job postings in March. Hyderabad/Secunderabad and Pune have retained their second and third positions with 7.72% and 7.41% of job postings respectively. However, **the number of permanent remote jobs have seen a decrease in job postings by 0.64% compared to last month**, and Gurgaon/Gurugram has moved up one spot with 3.74% of job postings in March compared to 3.64% in February 2023.



Top 7 Job location and Jobs



The chart highlights the most popular job locations in the country and the roles that are currently in demand in those areas. The top seven locations include Bengaluru, Hyderabad, Chennai, Pune, Gurgaon, Mumbai and permanent remote jobs.

In Mumbai, the roles that are currently in demand include backend developers, frontend developers, testing and QA professionals, full stack developers, etc. Gurgaon has a high demand for tech leadership roles, data roles and frontend and backend developers. Bengaluru, the IT capital of India has a high demand for developers and leadership roles as well.

The job market in India is thriving, with plenty of opportunities for professionals with the right skills and experience across locations.



# Conclusion

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In conclusion, **the State of Hiring Report for March 2023 reveals a steady increase in the number of job postings across various locations and industries.** As a recruitment agency, we have observed that the competition for skilled professionals has become more intense, leading to an increase in salaries and benefits offered by companies.

The demand for experienced professionals in the technology and consulting sectors remains high. The top companies in terms of job postings include Accenture, IBM, Infosys, and Capgemini, among others. **We anticipate that these trends will continue in the coming months as companies seek to fill critical roles and expand their operations.**

We advise employers to focus on employee retention strategies and provide a positive work environment to attract and retain top talent.

Overall, we remain optimistic about the future of the job market and the opportunities that lie ahead. We look forward to continuing to support our clients and candidates in achieving their goals and driving growth in their respective industries.