

foundit Insights Tracker

Annual Hiring Trends 2025 |
India

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Executive Summary

- **2025 closed with 23% hiring growth, with momentum set to rise by another 2.3 percentage points in 2026.**
- **Annual trends point to sustained hiring momentum heading into 2026, with employers prioritising skill-intensive roles, digital capabilities, and operational resilience to meet expanding sectoral demand.**

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Hiring surges 23% in 2025 as India prepares for a 1.28-crore job expansion in 2026

India's hiring landscape in 2025 recorded a strong **23% year-on-year growth**, reflecting broad employer confidence and sustained momentum across most sectors. However, growth in **the last six months moderated to 4%**, signalling a shift toward more calibrated, productivity-focused hiring as organisations streamline headcount planning for 2026. Among sectors, Consumer Electronics emerged as the fastest-growing category, closely followed by Healthcare, both driven by rising domestic consumption, product innovation, and expanding service networks. **Roles in Senior Management and IT also reported robust demand** through 2025, underscoring organisations' continued emphasis on strategic leadership, digital transformation, and specialised technical expertise.

As the country moves into 2026, hiring momentum is expected to strengthen further. The foundit Insights Tracker projects a **2.3-percentage-point rise in overall hiring**, with an estimate of **1.28 crore new jobs added during the year**. Across sectors, **Technology, BFSI, Healthcare, Manufacturing and Aviation** are expected to lead job creation, supported by large-scale digital transformation, infrastructure investment, supply chain expansion, and rising consumer demand. Job roles in **AI engineering, cloud architecture, cybersecurity, sales, digital marketing, healthcare technicians, aviation crew, and frontline retail** are projected to show the strongest growth. Tier-2 and tier-3 cities remain strong recruitment hubs, driven by hybrid work adoption, expansion of GCCs, and increasing localisation of talent.

While the outlook remains positive, challenges persist including skill mismatches, high attrition in tech and aviation, shortages of AI-ready talent, and the need for continuous skilling to keep pace with technology. The rise of AI and automation will reshape workforce structures in 2026, creating new hybrid roles that blend human judgement with machine intelligence.

Key Highlights | Annual Trends

↑↑ 23%

Growth in 2025

↑↑ 2%

Month-on-Month (MoM)

↑↑ 0%

Over 3 months

↑↑ 4%

Over 6 months

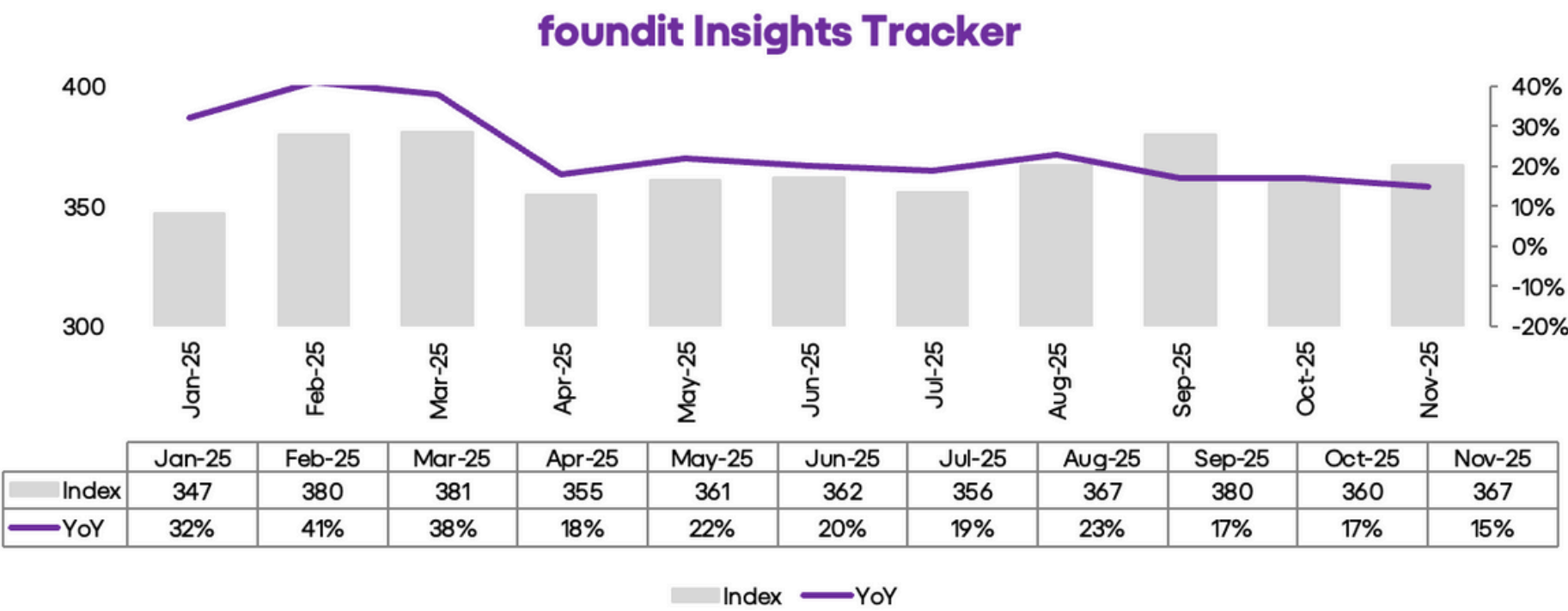
India's 2025 hiring curve: early surge, mid-year slowdown

The white collar hiring in 2025 witnessed a strong Q1 followed by a clear slowdown. YoY growth in Jan–Mar (32–41%) marked the pent-up demand and early-year mandates across tech, BFSI and GCCs. From April onward, growth settled into the 15–23% range, pulling the Jan–Nov average to about 24%. The sharp drop from March to April indicates the early surge was short-lived.

Through the year, hiring remained more selective, with steady demand only in AI, cloud, data engineering, cybersecurity and product roles. Support functions, operations and generalist roles saw reduced intake as companies shift toward skills-based evaluations, higher productivity expectations and controlled headcount growth.

The data shows three structural forces shaping 2025: rising demand for advanced digital skills, continued GCC expansion in major tech hubs and Tier-2 cities, and greater use of contract or project-based talent in IT services, BFSI, logistics and retail. These shifts kept digital hiring buoyant but limited broad-based growth, which aligns with the gradual decline seen in our monthly YoY numbers.

✦ The tracker registered an uptick in November, with a 2% month-on-month increase in hiring activity.



Key Highlights | Industry

↑↑ 55%

Non-profit Organisations
Highest hiring growth in 2025

↑↑ 53%

Consumer Electronics
Secured second spot in hiring activity in 2025

↓↓ 7%

Shipping & Maritime
Declining hiring momentum in 2025

NPOs along with Consumer Electronics led the hiring surge

Industry Hiring Trends

✦ 24 out of 27 industries recorded a surge in recruitment activity over the past year

Industry	YoY	6M	Industry	YoY	6M
Non-profit Organisations	+55%	+21%	Retail	+34%	+13%
Consumer Electronics	+53%	+4%	Construction & Engineering	+34%	-1%
Healthcare & Pharmaceuticals	+45%	+8%	Banking, Financial services, Insurance	+27%	-1%
Manufacturing	+39%	+4%	Energy	+26%	+3%
Logistics & Transportation	+37%	+8%	Advertising & Public Relations	-2%	-4%
Media & Entertainment	+36%	+6%	Shipping & Maritime	-7%	-4%
Real Estate	+35%	+6%	Office Equipment/Automation	-13%	+14%

NPOs along with Consumer Electronics led the hiring surge

Industry Hiring Trends

+ 24 out of 27 industries recorded a surge in recruitment activity over the past year

NPOs recorded the highest annual hiring growth at 55.3% YoY, making them the fastest-expanding sector in 2025. India's nonprofit ecosystem has been scaling rapidly, with over 2.6 lakh active NGOs and a steady rise in program expansion across education, healthcare, livelihood and climate. This expansion directly drives higher demand for program staff, field teams and operational roles.

The 21% growth in the last six months reflects sustained recruitment cycles rather than early-year spikes. This trend mirrors industry data showing continued inflows from CSR and domestic philanthropy - CSR contributions exceed ₹25,000 crore annually, and private philanthropy remains stable which enables NGOs to launch new projects through the year, requiring ongoing hiring in field execution, community mobilisation and program management.

Hiring peaked earlier in the year and then stabilised at a steady pace. NGOs increasingly formalise operations by building teams in monitoring and evaluation, finance, HR, and impact reporting.

Consumer Electronics shows 53.48% YoY hiring growth, making it one of the fastest-expanding industries in 2025. This growth aligns with the sector's strong production momentum under the PLI schemes, where domestic electronics output has increased more than 6x since 2014-15, and India's electronics market is projected to reach \$73.7 billion in 2026. The expansion of smartphone, TV, and appliance manufacturing leads to higher demand for roles in production, quality, supply chain, service networks, and retail operations.

The 6-month growth of 4% indicates most hiring occurred in the first half of the year, aligned with new manufacturing lines, festive-season preparation, and capacity expansion by companies such as Apple, Lenovo, and other PLI beneficiaries.

Recent hiring focuses on high-skill roles in R&D, IoT engineering, embedded systems, and supply-chain optimisation, supported by domestic component production (PCBs, semiconductors, sub-assemblies). This explains why annual hiring is high despite moderated short-term additions.

Key Highlights | Functions

↑↑ 39%

Senior Management

Highest hiring momentum in 2025

↑↑ 30%

IT

Ranked 2nd in terms of annual and 6M growth in 2025

↓↓ 1%

Engineering & Production

Declining hiring demand in terms of annual and 6M in 2025

Hiring accelerates for Senior Management and IT roles

Function-wise Hiring Trends

✦ 11 of 13 functions show sustained annual growth in hiring activity

Function	YoY	6M	Function	YoY	6M
Senior Management	+39%	+26%	Customer Service	+16%	+8%
HR & Admin	+33%	-2%	Marketing & Communications	+14%	+2%
IT	+30%	+35%	Procurement & Supply Chain	+13%	+1%
Finance & Accounting	+25%	+4%	Legal	+12%	-9%
Sales & Business Development	+23%	+3%	Creative	+10%	+4%
Medical roles	+19%	-1%	Engineering & Production	-1%	-9%

Hiring accelerates for Senior Management and IT roles

Function-wise Hiring Trends

Senior Management hiring in India grew 39% YoY in 2025, with 26% growth over the last six months, making it one of the fastest-expanding functional areas. Demand is strong across sectors including IT, Finance, Energy, FMCG, E-commerce, and Manufacturing, with key roles in strategy, operations, sales, and digital transformation. Companies are focusing on hiring experienced leaders to guide growth, execution, and governance.

Roles in high demand include Chief of Staff, VP Digital Transformation, Directors in Marketing, Analytics, and Strategy, as well as specialists in Talent Intelligence, ESG, and Supply Chain. Functional areas such as HR, Finance, and Category Management also show active senior-level hiring.

Major hiring hubs are Bengaluru, Mumbai, Hyderabad, and Chennai, with additional activity in Pune, Gurugram, and other tier-1 and tier-2 cities. Companies are sourcing talent through job boards, networking, and executive search firms. Hiring remains steady, reflecting the strategic importance of experienced leadership for business expansion and digital initiatives.



11 of 13 functions show sustained annual growth in hiring activity

IT hiring in India has rebounded strongly in 2025 after a slowdown in 2024, with significant growth in mid-to-senior level roles, particularly in AI/ML, Cloud, Cybersecurity, and Data. While routine coding roles are seeing reduced demand due to AI automation, specialized skills in enterprise technology, product engineering, and cloud platforms are in high demand.

Employers are focusing on professionals with 4–8+ years of experience who can combine technical expertise with business impact. Skills in AI tools, cloud platforms, and cybersecurity frameworks are especially valued.

Across sectors, BFSI, high-tech, manufacturing, and automotive companies led IT hiring, driven by AI and cloud transformation initiatives. More than 70% of employers expanded their IT teams during 2025, with major firms also recruiting over 150,000 freshers for FY25. While AI adoption is fueling overall growth, roles focused solely on routine coding or repetitive tasks have declined, emphasizing the need for upskilling and specialization.

Key Hiring Trends | City

↑↑ 24%

Coimbatore

Lead the pack in hiring growth in 2025

↑↑ 23%

Bengaluru

Highest hiring demand among metros

↑↑ 7%

Jaipur

Lowest hiring demand in 2025

Robust hiring momentum in Tier 2 cities

City-wise Hiring Trends

 Job market expansion led by strong performance in Tier-2 cities

City	YoY	6M
Coimbatore	+24%	-2%
Bengaluru	+23%	+3%
Mumbai	+22%	+5%
Hyderabad	+21%	+4%
Ahmedabad	+19%	+3%
Pune	+19%	+1%
Vadodara	+18%	-2%
Chennai	+16%	+1%
Kolkata	+12%	-6%
Chandigrah	+12%	+1%
Kochi	+12%	+5%
Delhi-NCR	+10%	-7%
Jaipur	+7%	+1%

Top talent hubs of 2025: Bengaluru & Hyderabad at the forefront

City-wise Hiring Trends

Industry	Bengaluru	Chennai	Delhi NCR	Hyderabad	Mumbai	Pune
Banking, Financial Services, Insurance	18%	20%	15%	23%	21%	17%
BPO	-11%	1%	-11%	8%	-7%	5%
Construction & Engineering	32%	13%	8%	18%	13%	9%
IT - Software & Services	13%	3%	3%	6%	10%	7%
Manufacturing	28%	21%	5%	32%	12%	11%
Functions						
Marketing & Communications	16%	21%	11%	13%	25%	11%
Finance & Accounting	14%	8%	-3%	17%	10%	15%
HR & Admin	26%	15%	13%	18%	7%	8%
Sales & Business Development	20%	17%	11%	11%	18%	14%
IT	35%	18%	9%	12%	12%	15%

- Bengaluru & Hyderabad lead overall hiring: Both cities dominate recruitment across IT, manufacturing, and construction sectors, with Bengaluru excelling in IT and Hyderabad in manufacturing and BFSI roles.
- Mumbai & Chennai drive Service & Consumer Roles: These cities see strong demand in finance, marketing, and business development functions, maintaining their positions as key service and consumer-focused hubs.
- Function-specific growth patterns: Bengaluru leads in IT and HR/Admin hiring, Hyderabad in finance and manufacturing, and Mumbai in marketing, highlighting city-specific functional strengths.
- Delhi NCR lags behind: Compared to other metros, Delhi NCR exhibits slower growth across most industries and functions, indicating a more moderate talent acquisition focus in 2025.

6 Month Hiring Trends | Experience

↑↑ 3% Entry Level (0-3 years)

↑↑ 6% Senior Level (11-15 years)

↑↑ 7% Associate Level (4-6 years)

↑↑ 14% +15 years of experience

↑↑ 9% Mid-senior Level (7-10 years)

Hiring Trends | Experience Level

19%

0 - 3 Years

Strong demand to build entry-level talent pipelines, especially in IT, BFSI, and e-commerce.

15%

4 - 6 Years

Steady growth as mid-level professionals bring experience and adaptability for project and team roles.

29%

7 - 10 Years

Highest demand for professionals who can lead digital transformation, AI, and cloud initiatives.

11%

11 - 15 Years

Moderate demand focused on leadership, mentoring, and strategic execution roles.

-1%

>15 Years

Limited demand as companies prefer leaner structures and versatile senior leaders.



Key Highlights | Forecast for 2026

⤴ 2%

Anticipated growth in 2026

Driven by automation, digital transformation, and sustainable practices

⤴ 5%

Consumer Electronics

Top Industry contributor to the projected growth

⤴ 3%

Bengaluru

Highest anticipated growth among locations in the 2026

All 2026 projections in this report are derived using a percentage-point-based forecasting model. Percentage points measure the absolute difference between two percentages, allowing us to track directional shifts in hiring activity with clarity and precision. Instead of calculating relative growth rates, we apply straightforward point-on-point changes to previous-year baselines to estimate future movements.

Hiring Outlook - 2026

✦ foundit Insights Tracker in India projects a 2.3-percentage point increase in hiring activity in the year 2026

India's hiring outlook for 2026 points to steady and sustained growth. Overall recruitment is expected to rise by around 2.3 pp compared with 2025, with a stronger H1 and a softer H2 as companies front-load hiring in the early quarters. This pattern echoes recent employer sentiment, where hiring intent remains high despite a broader slowdown in volumes. Indian employers continue to show stronger-than-global confidence, with sentiment significantly above global averages even as large enterprises turn more cautious. Organisations are increasingly focusing on mid-to-senior-level talent with 7–10 years of experience, reflecting the need for professionals who can drive digital transformation, strategic initiatives and complex project execution.

Demand will be strongest for roles in digital, AI, cloud, data and cybersecurity, supported by continued investments in technology, automation and enterprise transformation. Hiring will be led by tech, BFSI, manufacturing, infrastructure and renewable energy, while emerging sectors such as fintech, health tech and electric mobility create niche opportunities. Geographically, hiring is broadening beyond the metros as employers establish talent hubs in Tier 2 cities to optimise costs and tap wider talent pools.

Overall, 2026 is set to be a year of skills-led, strategic, and geographically broader hiring, positioning India as a resilient and future-ready talent market.

1.28 Cr Jobs 2026

Industry	Forecast (pp)
Consumer Electronics	5%
Media & Entertainment	5%
NGO/Social Services	4%
Healthcare	4%
Engineering	3%
Real Estate	3%
Production and Manufacturing	3%
FMCG, Food & Packaged Food	3%
IT - Hardware, Software	3%
Import / Export	-2%
Shipping/Marine	-2%

Top hiring industries in 2026

India’s 2026 hiring outlook is expected to show clear sectoral momentum, led by Consumer Electronics at 5 pp growth, driven by anticipated expansion in local manufacturing, higher demand for premium devices and increased investment in semiconductor assembly, packaging and component production. Media & Entertainment is projected to grow 5 pp on the back of continued OTT, gaming and regional content expansion.

NGOs/Social Services and Healthcare, Life Sciences and Pharma are forecast to record 4 pp growth due to continued programme expansion, public-health initiatives and rising biotech activity. Core sectors such as Engineering, Construction, Real Estate, Manufacturing, FMCG and IT, each at 3 pp, are expected to reflect steady hiring linked to infrastructure build-out, production-capacity addition and ongoing digital projects.

Service sectors including BPO/ITeS, Education, Retail, BFSI, Logistics and Travel are likely to grow around 2 pp, indicating stable but measured intake. Lower growth in Oil & Gas, Chemicals, Automotive, Government/PSU and Telecom (0–1 pp) is expected to align with automation, consolidation and controlled spending. Declines in Agro-based, PR/Advertising, Office Automation, Import/Export and Shipping/Marine are projected to reflect weaker global trade and reduced discretionary activity.

Overall, hiring in 2026 is set to be shaped by electronics manufacturing, semiconductor-linked expansion, healthcare growth and steady infrastructure activity, with selective declines expected in trade-dependent sectors.

Functions	Forecast (pp)
Software, Hardware, Telecom	5%
Senior Management	5%
Health Care	2%
Customer Service	2%
Marketing & Communications	2%
Hospitality & Travel	2%
Finance & Accounts	1%
Purchase/ Logistics/ Supply Chain	1%
HR & Admin	1%
Legal	0%
Engineering /Production	-1%

Top hiring functions in 2026

India’s top functional hiring growth for 2026 is expected to be led by Software, Hardware and Telecom at 5 pp, driven by rising demand for AI, cloud, cybersecurity, embedded systems and semiconductor-related roles. Senior Management is also projected to grow 5 pp, reflecting the continued need for experienced leaders to steer digital programmes, scale operations and manage expansion across manufacturing, technology and services.

Functions such as Healthcare, Customer Service, Marketing & Communications and Hospitality & Travel are forecast to grow 2 pp, aligned with steady demand in healthcare delivery, customer operations, brand building and tourism recovery. Finance & Accounts, Supply Chain, Sales, HR and Creative roles are expected to show modest 1 pp growth, indicating stable but cautious hiring in support and operational functions.

Flat hiring in Legal, along with an expected decline in Engineering and Production at –1 pp, reflects controlled expansion in industrial roles and selective intake linked to automation, efficiency measures and slower manufacturing growth in certain segments.

Overall, functional hiring in 2026 is set to be shaped by strong demand for technology and leadership roles, steady intake in service and support functions, and restrained hiring across traditional industrial domains.

Location	Forecast (pp)
Mumbai	2%
Bengaluru	3%
Delhi-NCR	0%
Hyderabad	3%
Chennai	2%
Pune	2%
Kolkata	1%
Ahmedabad	1%
Chandigarh	1%
Kochi	2%
Baroda	2%
Coimbatore	2%
Jaipur	2%

Top hiring locations in 2026

Hiring in 2026 is expected to be led by Bengaluru and Hyderabad at 3 pp, driven by continued expansion of tech, GCCs, AI, cloud and semiconductor-linked operations. Mumbai, Chennai, Pune and Kochi, each at 2 pp, are projected to show steady growth supported by BFSI, manufacturing, logistics and services. Tier-2 cities such as Coimbatore, Jaipur and Baroda are also expected to grow at 2 pp, reflecting increased decentralisation of tech and back-office operations.

Delhi-NCR is likely to remain flat at 0 pp, indicating stable but cautious hiring across IT services, consulting and telecom. Ahmedabad, Chandigarh and Kolkata, each at 1 pp, are expected to see moderate growth tied to manufacturing, textiles, shared services and regional trade.

Overall, hiring expansion in 2026 is set to be strongest in South India and rising Tier-2 hubs, while metros such as Delhi show signs of stabilisation, underscoring India’s continued shift toward a distributed, multi-city talent model.

Trends in focus

1. Tech and semiconductor push

Demand is expected to remain strongest in AI, cloud, data engineering, cybersecurity and embedded systems, supported by continued GCC expansion and early-stage semiconductor design activity in Bengaluru, Hyderabad and select Tier-2 hubs.

2. Leadership and mid-career demand

Hiring is likely to continue favouring mid-to-senior professionals who can lead digital programmes, manage transformation roadmaps and drive cost-efficient scaling as companies move from pilot projects to enterprise-wide execution.

3. Tier-2 talent diversification

Firms are increasingly expected to expand support, operations and select tech functions into Tier-2 cities to optimise cost structures and tap into growing engineering and digital talent pools outside the metros.

4. Startups regain momentum with renewed funding

With funding flows improving in SaaS, fintech, healthtech and AI-first ventures, startups are projected to restart hiring, focusing on product, engineering, growth and revenue functions while remaining disciplined on non-core roles.

About the report

The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer online recruitment activity nationwide.

In its earlier form (as Monster Employment Index), it gave a broader view of hiring trends by industry, function, location and experience levels. In its new avatar, it provides next-level insights on recruitment trends and tracks developments in demand for key skills, roles available and salary range on offer in the market.

In order to avoid excessive monthly fluctuations, the index is calculated using a volatility-adjusting formula. We publish the data in a volume index format with the base value of 100. The index describes changes in the level of online job demand against the baseline. An increase in the index indicates growth in online job availability and suggests an increase in the demand for employees by employers.

foundit Insights Tracker (formerly Monster Employment Index) was first launched in India in May 2010 with data collected since November 2009 followed by Gulf in April 2011 with data collected since November 2010; Singapore in May 2014 with data collected since January 2011; Philippines and Malaysia in May 2015 with data collected since February 2014.

foundit has taken due care in compiling and processing the data available from various sources for foundit Insights Tracker (fit), but does not guarantee the accuracy, adequacy or completeness of any information and is not responsible for any errors or omissions or action/decision taken or for the result obtained from the use of such information.



For any additional information or custom insights, kindly email to PR@foundit.ai.

Annexure



Annexure: Industry Data*

Industries	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
IT - Software & Services	718	711	738	756	816	726	745	743	742	791	782	733	783
BPO	130	126	120	137	147	147	151	158	146	144	151	145	156
Construction & Engineering	198	212	212	218	227	229	226	222	225	225	223	211	211
Banking, Financial Services , Insurance	568	535	546	582	631	556	565	559	546	541	577	582	590
Education	197	210	214	220	225	222	225	225	224	226	237	229	238
Manufacturing	223	247	259	278	310	287	283	278	279	299	310	289	275
Automotive	144	153	162	169	177	176	173	175	174	172	175	163	160
Telecommunications	458	483	458	444	462	468	491	503	496	481	482	471	459
Energy	147	155	164	184	178	174	182	194	174	175	183	172	166

Annexure: Industry Data*

Industries	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Healthcare & Pharmaceuticals	354	378	386	408	414	458	470	457	460	437	459	434	469
Advertising & public Relations	190	210	218	227	220	223	218	217	213	208	212	202	210
Travel & Tourism	164	159	186	189	177	184	174	160	173	172	173	177	214
Consumer Electronics	651	695	773	832	781	830	854	843	814	815	824	827	818
Media & Entertainment	432	418	460	489	479	489	472	468	475	501	496	520	515
Chemicals & Plastics	137	145	145	156	162	171	168	165	162	156	155	151	148
FMCG	164	163	175	175	179	183	182	186	206	212	215	199	207
Textiles & Apparel	133	138	143	149	151	153	154	157	154	152	159	150	155
Real Estate	232	251	251	269	271	276	272	284	279	279	288	274	285

Annexure: Industry Data*

Industries	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Retail	668	675	770	838	861	857	833	916	909	897	911	985	862
Logistics & Transportation	288	306	323	358	391	364	384	401	391	382	411	376	338
Import & Export	63	64	63	72	71	74	71	77	66	71	66	61	53
Government & Defence	78	77	77	79	78	78	79	79	78	79	79	79	79
Shipping & Marine	111	107	117	113	117	115	113	109	113	108	113	109	101
Printing & Packaging	118	124	139	147	140	136	134	136	136	123	127	131	119
NGO/ Social Service	277	292	322	337	368	357	355	375	389	424	424	414	424
Agriculture	60	62	65	66	70	70	70	73	71	70	70	68	68
Office Equipment/ Automation	127	140	139	150	154	160	158	164	169	171	178	171	175

Annexure: Functional Area Data*

Functions	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
IT	470	467	474	492	499	476	522	583	612	654	692	687	731
Customer Service	96	95	95	101	104	99	102	102	101	110	111	107	112
Engineering & Production	232	231	232	239	236	217	216	209	209	212	212	204	195
Finance & Accounting	327	333	334	357	370	339	345	340	345	337	366	384	384
Sales & Business Development	290	307	330	337	358	342	343	344	352	347	353	343	341
Senior Managemnet	242	248	253	261	274	283	296	313	329	353	363	333	345
HR & Admin	281	289	311	328	338	318	309	307	301	308	328	306	302
Marketing & Communications	267	273	284	297	291	284	275	284	284	286	294	289	295
Medical roles	386	420	397	414	414	415	392	398	410	391	414	393	412
Procurement & Supply Chain	154	159	161	172	187	177	170	171	175	176	179	169	163
Hospitality	200	210	229	224	219	217	233	216	225	223	229	231	244
Legal	217	224	230	237	244	223	228	216	211	206	211	204	209
Creative	163	167	171	175	174	173	170	185	173	185	177	178	176

Annexure: City Wise Data*

Cities	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Mumbai	282	312	321	337	346	330	334	335	322	344	353	351	366
Bangalore	494	518	539	558	564	541	528	535	523	548	575	585	578
Delhi-NCR	298	301	301	304	305	292	287	278	282	282	290	278	263
Hyderabad	386	391	406	423	428	417	419	424	415	422	440	423	450
Chennai	291	301	300	313	322	316	310	309	300	310	325	312	327
Pune	360	371	375	400	402	377	369	378	373	389	398	381	389
Kolkata	353	367	357	359	365	354	346	347	336	340	342	337	322
Ahmedabad	411	432	429	456	448	450	442	448	443	446	485	452	472
Chandigarh	246	259	259	272	250	227	239	250	252	247	264	255	252
Kochi	286	284	286	285	294	287	288	293	294	283	305	309	326
Baroda	237	245	256	266	276	269	268	255	258	253	275	253	257
Coimbatore	488	500	489	483	490	454	438	442	459	465	485	463	474
Jaipur	344	321	334	330	330	312	315	313	316	324	332	329	343

Annexure: Experience Level Data*

Experience Level	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
0 - 3 years	335	343	352	371	385	375	363	363	370	372	389	371	391
4 - 6 years	282	285	288	299	308	303	312	320	313	316	332	320	315
7 - 10 years	204	211	213	233	249	256	252	257	250	256	271	257	255
11 - 15 years	103	104	106	109	112	113	114	114	115	116	118	115	116
> 16 years	125	123	124	124	127	129	134	140	145	152	146	144	143

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