foundit Insights Tracker

Dec 2025 Hiring Trends | India

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- **AI, IT, Finance and Senior Leadership are shaping the next phase of workforce expansion.**

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Hiring for 2025 in India closes on a strong note; AI, leadership and Tier-2 cities drive momentum

India's white-collar job market ended 2025 on a firm footing, with the foundit Hiring Index rising from 334 in December 2024 to 384 in December 2025 — a 15% year-on-year increase. Hiring remained resilient into year-end, with a 5% month-on-month rise in December, signalling sustained demand.

Hiring in 2025 was increasingly capability-led rather than volume-led. IT, Customer Service, Finance & Accounting, and Senior Management drove growth as organisations prioritised digital execution, financial control, leadership depth, and customer experience over pure headcount expansion.

Across industries, 24 of 27 sectors recorded annual growth, led by Consumer Electronics, Non-profits, Travel & Tourism, Real Estate, and Education, alongside solid momentum in Manufacturing, Construction, and Logistics — indicating that hiring is now anchored in the broader economy, not just tech. Hiring also became more geographically distributed. While Bengaluru remained the strongest metro, Kochi, Kolkata, Ahmedabad, and Jaipur emerged as fast-growing hubs, reinforcing the rise of Tier-2 cities.

Demand was strongest for execution-ready professionals, particularly in the 7–10 year band, while steady entry-level hiring continued to build long-term talent pipelines.

A defining shift in 2025 was the maturation of AI hiring. With 290,000 AI job postings and a projected 32% rise to nearly 382,000 roles in 2026, demand has moved to enterprise-grade, production-ready AI across sectors.

Overall, India's hiring environment is becoming structural rather than cyclical, as organisations build workforces around technology, leadership, and scalable execution — setting a stronger base for 2026.

Key Highlights | December

⌃⌃ **15%**

Year-on-Year (YoY)

⌃⌃ **5%**

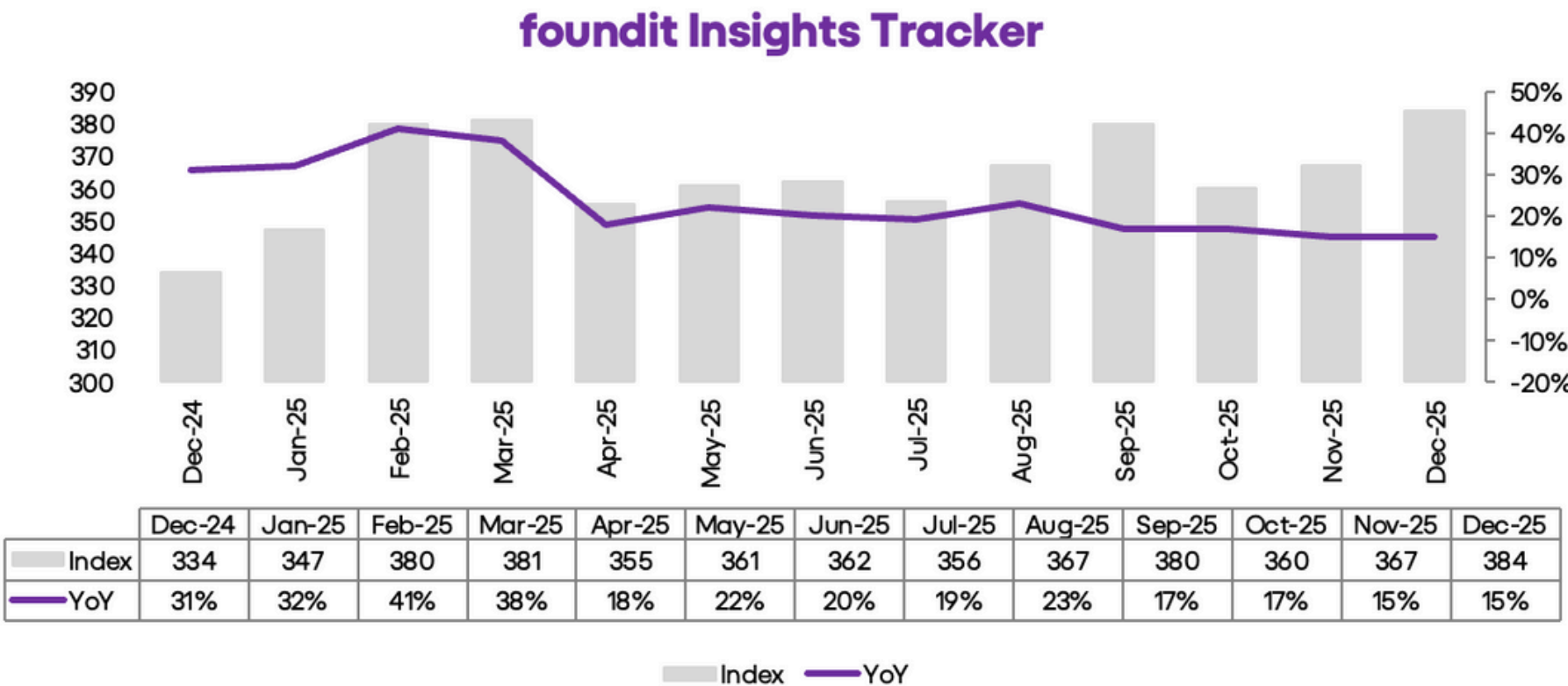Month-on-Month (MoM)

⌃⌃ **1%**

Over 3 months

⌃⌃ **8%**

Over 6 months

India's Hiring Surged in 2025 Driven by Tech Skills and Regional Expansion

✦ **The tracker registered an increase in December, with a 5% month-on-month uptick in hiring activity.**

India's job market in 2025 showed strong momentum, with the hiring index rising from 334 in December 2024 to 384, a 15% year-on-year increase. Month-on-month and multi-month growth remained positive, reflecting sustained recruitment throughout the year, driven by companies expanding their workforce amid a recovering economy.

The fastest growth was in technology and specialized roles, including AI, data analytics, cybersecurity, and digital transformation. Even non-IT sectors invested heavily in tech talent, focusing on building future-ready teams for automation and digital adoption.

Hiring also expanded beyond major metros into Tier-2 and Tier-3 cities, with strong growth in consumer, manufacturing, logistics, and healthcare sectors. A large share of new hires were fresh graduates, showing investment in long-term talent pipelines. Overall, India's hiring in 2025 was marked by broad-based growth, skill-focused recruitment, and regional expansion.

foundit Insights Tracker

	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Index	334	347	380	381	355	361	362	356	367	380	360	367	384
YoY	31%	32%	41%	38%	18%	22%	20%	19%	23%	17%	17%	15%	15%

Index   YoY

Hiring Snapshot | December

MoM Trends

2025 marked a shift towards adapting to innovation, enhancing agility and shaping the future workforce.

Geographic Trend

2% up in Metros

2% up in Tier-2 Cities

TOP TRENDS

1 Top skills for 0-3 years Exp

Skill	% share
Python	22%
SQL/Databases	18%
Java	16%
Cloud (AWS/Azure/GCP)	12%
Data Analysis	10%

2 Top skills for 4-6 years Exp

Skill	% share
Cloud Engineering (AWS/Azure)	21%
Full-Stack Development	18%
Data Engineering	16%
DevOps & Automation Tools	15%
Advanced Python/ Java	14%

3 Top skills for 7-10 years Exp

Skill	% share
Cloud Architecture	20%
AI/ML	17%
Data Architecture	14%
Enterprise System Design	13%
DevOps & Platform Engg.	11%

** Tier-2 cities include Ahmedabad, Coimbatore, Kochi, Jaipur, Vadodara, Chandigarh

Key Highlights | Industry

12%

Shipping and Marine
Highest hiring growth over the last month

11%

Energy
Significant month-on-month hiring growth in October

10%

BFSI
Declining hiring momentum in October

Hiring Surge Led by Non-profits and Travel & Tourism in 2025

Industry Hiring Trends

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

Industry	YoY	MoM	Industry	YoY	MoM
Non-profit Organisations	+46%	+0%	Real Estate	+20%	+6%
Travel & Tourism	+36%	+1%	Energy	+19%	+11%
Healthcare & Pharmaceuticals	+32%	-7%	Manufacturing	+18%	+6%
BPO	+30%	+5%	Logistics & Transportation	+10%	0%
FMCG	+29%	+2%	Automotive	+10%	+5%
Consumer Electronics	+23%	+5%	Construction & Engineering	+8%	+9%
Education	+20%	+6%	IT – Software & Services	+6%	-3%

Hiring Surge Led by Non-profits and Travel & Tourism in 2025

Industry Hiring Trends

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

Non-profit organisations in India recorded a 46% year-on-year increase in hiring in 2025, making it one of the fastest-growing sectors. This growth was supported by higher CSR allocations, expanded social and development programmes, and increased funding across education, livelihoods, healthcare access, and climate initiatives.

Despite strong annual growth, month-on-month hiring remained flat at 0%, indicating steady and planned recruitment. Hiring activity was largely aligned with funding cycles and programme rollouts, resulting in consistent monthly demand rather than sharp fluctuations.

Demand was strongest for programme managers, operations roles, fundraising, monitoring and evaluation, and field staff. Increased collaboration between corporates, governments, and NGOs also drove the need for more professionalised teams, reinforcing long-term hiring growth in the sector.

India's **travel and tourism** sector recorded a 36% year-on-year increase in hiring in 2025, driven by a sustained recovery in domestic and inbound travel. Industry reports highlighted rising tourist footfall, increased airline capacity, and expansion across hotels, travel platforms, and tour operators as key drivers of annual hiring growth.

Month-on-month hiring grew by 1%, indicating steady but incremental workforce additions. Recruitment remained consistent as companies scaled operations gradually to meet demand across peak and non-peak travel periods rather than hiring in sharp cycles.

Hiring demand was concentrated in operations, customer service, sales, and hospitality roles, supported by government investment in tourism infrastructure and growing consumer spending on travel experiences. Overall, hiring growth reflected stable demand and long-term expansion in the travel and tourism industry.

Key Highlights | Functions

⌃ **14%**

Medical
Continued hiring momentum December

⌃ **5%**

Procurement and Supply Chain
Significant month-on-month growth

⌄ **8%**

Sales and Business Development
Declining hiring demand in December

Hiring accelerates in IT and Senior Management roles

Function-wise Hiring Trends

✦ **12 of 13 functions show sustained annual growth in hiring activity**

Function	YoY	MoM
IT	+58%	+1%
Senior Management	+40%	+1%
Customer Service	+22%	+4%
Hospitality	+21%	+4%
Finance & Accounting	+14%	-1%
Medical roles	+12%	+14%

Function	YoY	MoM
Marketing & Communications	+9%	+1%
Procurement & Supply Chain	+8%	+5%
Creative	+5%	-1%
Sales & Business Development	+3%	-8%
HR & Admin	+2%	-2%
Engineering & Production	-13%	+4%

Hiring accelerates in IT and Senior Management roles

Function-wise Hiring Trends

India's **IT sector** recorded a 58% year-on-year increase in hiring in 2025, driven by sustained demand for digital and emerging technology roles. Companies expanded technology teams to support AI adoption, cloud migration, cybersecurity, and data-led transformation, while Global Capability Centres continued to scale operations in India, contributing significantly to annual hiring growth.

Month-on-month hiring grew by 1%, indicating steady and selective recruitment rather than rapid expansion. Employers focused on critical skill-based roles, prioritising quality of hires over volume as they aligned workforce growth with long-term digital strategies.

Hiring demand remained concentrated in AI, cloud, DevOps, cybersecurity, and data engineering roles, while legacy IT roles saw slower growth. Overall, IT hiring in 2025 reflected a shift toward specialised, high-impact talent and sustained confidence in India as a global technology hub.

Senior management hiring in India saw a 40% year-on-year increase in 2025, as companies strengthened leadership teams to support growth, digital transformation, and organisational scale. Demand rose across sectors as businesses focused on experienced leaders to drive strategy and execution.

Month-on-month hiring grew by 1%, indicating steady and planned recruitment rather than short-term spikes. Executive hiring remained selective, aligned with annual planning and long-term business priorities.

Demand was strongest for leaders in strategy, operations, and transformation roles, reflecting a focus on execution, governance, and change management. Overall, senior management hiring in 2025 highlighted sustained investment in leadership capability.

Key Hiring Trends | City

⌃⌃ **5%**

Kochi
Lead the pack in monthly hiring growth

⌃⌃ **4%**

Ahmedabad
Marginal growth in hiring demand in December

⌄⌄ **1%**

Chennai
Lowest hiring demand in December

Annual hiring momentum strongest in Kochi

City-wise Hiring Trends

✦ Job market expansion led by strong performance in Tier-2 cities over the last six-months

City	YoY	MoM
Kochi	+20%	+5%
Mumbai	+19%	+1%
Hyderabad	+15%	0%
Ahmedabad	+13%	+4%
Bangalore	+12%	0%
Jaipur	+9%	+2%
Chennai	+7%	-1%
Pune	+6%	+1%
Vadodara	+6%	+1%
Chandigarh	-1%	+2%
Coimbatore	-6%	-1%
Kolkata	-10%	+3%
Delhi-NCR	-11%	+2%

City-wise hiring trends reflect broad slowdown

City-wise Hiring Trends

Industry

Industry	Bengaluru	Chennai	Delhi NCR	Hyderabad	Mumbai	Pune
Banking, Financial Services, Insurance	3%	**5%**	0%	**5%**	**-1%**	0%
BPO	-1%	1%	4%	4%	**8%**	**-7%**
Construction & Engianeering	6%	**-3%**	4%	0%	7%	**10%**
IT - Software & Services	-3%	**-5%**	-4%	**-5%**	-3%	**0%**
Manufacturing	**2%**	6%	6%	**13%**	12%	7%

Functions

Functions	Bengaluru	Chennai	Delhi NCR	Hyderabad	Mumbai	Pune
Marketing & Communications	0%	0%	**-3%**	**3%**	1%	0%
Finance & Accounting	0%	2%	**-9%**	1%	-1%	**6%**
HR & Admin	-7%	**5%**	**-8%**	-1%	2%	4%
Sales & Business Development	1%	**5%**	2%	5%	**-2%**	4%
IT	**-4%**	-2%	0%	0%	**5%**	3%

- Manufacturing and Construction lead hiring growth across major Indian cities, with Pune, Hyderabad, and Mumbai showing the strongest uptick.

- BPO shows mixed trends: strong in Mumbai (+8%) and Delhi (+4%), but declining in Pune (-7%) and Bengaluru (-1%).

- IT – Software & Services continues to face a slowdown, with declines in most cities except Pune where it is stable.

- Functions show varied trends: HR/Admin and Finance & Accounting are city-dependent, while Sales & Business Development remains moderately stable.

MoM Hiring Trends | Experience

⌃ **0%** Entry Level (0-3 years)

⌃ **2%** Associate Level (4-6 years)

⌃ **3%** Mid-senior Level (7-10 years)

⌃ **2%** Senior Level (11-15 years)

⌄ **2%** +15 years of experience

Hiring Trends | Experience Level

14%
0 - 3 Years

Hiring rose as companies strengthened entry-level and junior talent pipelines to support growth and succession planning.

13%
4 - 6 Years

Demand remained steady for mid-level professionals who could deliver with minimal training and quick ramp-up.

25%
7 - 10 Years

Hiring peaked for experienced talent to lead teams, manage scale, and drive execution in high-growth functions.

14%
11 - 15 Years

Recruitment focused on senior specialists and managers with deep domain expertise and decision-making capability.

13%
>15 Years

Selective hiring targeted leadership and strategic roles critical for transformation and long-term business direction.

AI Hiring Trends

✦ **foundit Insights Tracker in India anticipates a 32% surge in hiring for AI roles across India in 2026**

AI hiring in India reached 290K job postings in 2025, reflecting low double-digit growth over 2024. This indicates a transition from rapid expansion to more calibrated, use-case-driven AI adoption, with organizations prioritising deployment at scale and operational impact.

AI job volumes are projected to increase to ~382K in 2026, representing 32% year-on-year growth, supported by wider GenAI integration and increased demand for production-ready AI capabilities.

2025 AI Hiring Distribution by Company Type
- MNCs & Large Enterprises: Continued demand for GenAI integration, AI engineering, MLOps, Centres of Excellence, and GCC expansion
- Mid-sized Companies: Faster YoY growth driven by applied AI use cases across automation, analytics, and AI-led products
- Startups: Selective hiring focused on high-impact roles in GenAI, LLMs, AI product development, and research

Summary Insight:
 India's AI hiring landscape is maturing, with a clear shift towards specialised, production-focused roles and scalable AI implementation.

AI Jobs in 2025	290256
New Jobs in AI in 2026	381846

Company Type	% Share of AI Jobs	No. of Jobs
MNCs & Large Enterprises	0.49	142K
Mid-size Companies	0.28	81K
Startups (incl. AI-native & SaaS)	0.23	67K

Top hiring **industries** in AI in 2025

Industry	YoY Growth in AI Jobs (2025)	% Share of AI Jobs (2025)
IT – Software & Services	32%	37.00%
Banking, Financial Services & Insurance (BFSI)	41%	15.80%
Manufacturing	34%	6.00%
BPO	24%	5.50%
Healthcare & Pharmaceuticals	38%	4.20%
Retail	31%	3.50%
Automotive	26%	3.20%
Telecommunications	29%	3.00%
Logistics & Transportation	30%	3.00%
Construction & Engineering	18%	2.80%

IT – Software & Services: The largest employer of AI talent, accounting for 37% of total AI jobs with 32% YoY growth. Hiring is driven by large-scale enterprise AI deployment, GenAI platform development, cloud-based AI infrastructure, and demand for AI engineers and MLOps professionals supporting production systems.

BFSI: The fastest-growing AI hiring sector with 41% YoY growth and a 15.8% share of jobs. Adoption is concentrated in risk analytics, fraud detection, regulatory compliance, credit scoring, and customer intelligence, as financial institutions scale AI to improve decision accuracy and operational efficiency.

Manufacturing: Recorded 34% YoY growth with a 6% share of AI jobs. AI adoption is expanding across predictive maintenance, quality inspection, process optimisation, and industrial automation, supported by increased integration of AI with IoT and smart factory initiatives.

Healthcare & Pharmaceuticals: Posted 38% YoY growth but with a smaller 4.2% share, indicating focused and specialised hiring. Demand is concentrated in diagnostics, clinical data analytics, drug discovery, and operational optimisation, with AI increasingly embedded into core healthcare and R&D workflows.

AI hiring in 2025 remains concentrated in IT and BFSI, while Manufacturing and Healthcare are emerging as high-growth sectors, reflecting deeper, use-case-driven adoption of AI across operations, analytics, and decision-making.

Top AI skills in demand in 2025

AI Skill	% Share of AI Jobs (2025)	YoY Growth (2025)
Machine Learning (ML)	34%	29%
Generative AI / LLMs	22%	58%
Data Science & Advanced Analytics	18%	24%
Natural Language Processing (NLP)	14%	31%
Computer Vision	12%	27%
MLOps / Model Deployment	10%	42%
AI Engineering (End-to-End AI Systems)	9%	35%
Deep Learning	8%	26%
Big Data & AI Platforms (Spark, Databricks)	7%	21%
AI Product & Applied AI Skills	6%	33%

Machine Learning remained the most in-demand AI skill in 2025, appearing in 34% of AI job postings and recording 29% YoY growth, underscoring its position as the foundational capability across AI roles. Data Science and Advanced Analytics continued to play a central role, with an 18% share and 24% growth, as organisations relied on strong data pipelines, statistical modelling, and analytical depth to support AI-driven decision-making.

Generative AI and LLM skills emerged as the fastest-growing area, with demand increasing 58% YoY and accounting for 22% of AI jobs. This growth was driven by enterprise adoption of copilots, conversational AI, and GenAI platforms integrated into core business workflows. At the same time, sustained demand for NLP (14% share, 31% growth) and Computer Vision (12% share, 27% growth) reflected continued investment in language, speech, and image-based applications across sectors such as BFSI, healthcare, retail, and manufacturing.

The market increasingly shifted toward production-scale and enterprise-grade AI, reflected in strong growth for **MLOps and model deployment** roles (42% YoY) and **AI engineering roles** (35% YoY). Employers placed greater emphasis on skills related to model deployment, monitoring, scalability, and system integration, moving beyond experimentation to long-term operationalisation.

Overall, AI skill demand in 2025 evolved from standalone model development toward end-to-end, deployable AI capabilities, increasing the need for professionals with cross-functional expertise spanning ML, GenAI, data engineering, and operational AI to support scalable and sustainable AI adoption.

Top hiring locations for AI jobs in 2025

Location	% Share of AI Jobs (2025)	YoY Growth (2025)
Bengaluru	26%	32%
Delhi-NCR	18%	28%
Hyderabad	12%	35%
Pune	8%	24%
Mumbai	7%	22%
Chennai	4%	20%
Kolkata	3%	18%
Jaipur	3%	40%
Indore	2%	38%
Mysuru	2%	36%
Coimbatore	2%	34%
Ahmedabad	1%	30%

Tier-1 Cities

Tier-1 cities remained the primary centres for AI hiring in 2025, accounting for around 80% of total AI jobs. Bengaluru continued to lead with a 26% share and 32% YoY growth, supported by a mature startup ecosystem, large-scale GCC expansion, and strong demand for enterprise and GenAI roles. Delhi-NCR (18% share, 28% growth) and Hyderabad (12% share, 35% growth) further consolidated their positions, driven by BFSI, IT services, and product-led organisations. Pune, Mumbai, Chennai, and Kolkata added stable volumes, reflecting broad-based demand for applied AI, analytics, and platform roles across industries.

Tier-2 Cities

Tier-2 cities recorded significantly faster growth rates, indicating a gradual decentralisation of AI hiring. Jaipur, Indore, Mysuru, Coimbatore, and Ahmedabad posted 30–40% YoY growth, together contributing a growing share of AI jobs in 2025. Expansion in these locations was driven by cost advantages, availability of engineering talent, improved digital infrastructure, and the rise of remote and hybrid hiring models. While absolute volumes remain lower than Tier-1 cities, Tier-2 hubs increasingly support delivery centres, AI operations, and applied AI roles, positioning them as important growth centres in the evolving AI talent landscape.

Top hiring experience levels for AI jobs in 2025

Experience Level (Years)	% Share of AI Jobs (2025)	YoY Growth
0–3	18%	28%
4–6	28%	32%
7–10	25%	30%
11–15	17%	27%
15+	12%	25%

AI hiring in 2025 was concentrated in mid- to senior-level experience bands, reflecting the industry's shift toward production-scale AI implementation. Professionals with 4–6 years of experience formed the largest share at 28% of AI jobs, with 32% YoY growth, driven by demand for talent capable of managing data pipelines, building ML models, supporting MLOps, and contributing to Generative AI initiatives. The 7–10 year experience group followed closely with a 25% share and 30% growth, as organisations relied on experienced professionals to lead AI implementation, model deployment, and cross-functional projects.

Entry-level roles (0–3 years) accounted for 18% of AI jobs and grew 28% YoY, indicating steady but measured hiring focused on foundational skills such as Python, SQL, and ML basics, often supported by structured training and upskilling programs. At the senior end, professionals with 11–15 years (17% share) and 15+ years of experience (12% share) continued to see consistent demand, primarily for leadership, architecture, governance, and enterprise-wide AI roles. Overall, the experience mix in 2025 highlights a market prioritising execution-ready talent, with growing emphasis on mid-level practitioners and senior leaders who can scale AI initiatives across organisations.

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	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
IT - Software & Services	711	738	756	816	726	745	743	742	791	782	733	783	756
BPO	126	120	137	147	147	151	158	146	144	151	145	156	164
Construction & Engineering	212	212	218	227	229	226	222	225	225	223	211	211	230
Banking, Financial Services , Insurance	535	546	582	631	556	565	559	546	541	577	582	590	532
Education	210	214	220	225	222	225	225	224	226	237	229	238	253
Manufacturing	247	259	278	310	287	283	278	279	299	310	289	275	291
Automotive	153	162	169	177	176	173	175	174	172	175	163	160	168
Telecommunications	483	458	444	462	468	491	503	496	481	482	471	459	445
Energy	155	164	184	178	174	182	194	174	175	183	172	166	185

Annexure: Industry Data*

Industries	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Healthcare & Pharmaceuticals	378	386	408	414	458	470	457	460	437	459	434	469	500
Advertising & public Relations	210	218	227	220	223	218	217	213	208	212	202	210	217
Travel & Tourism	159	186	189	177	184	174	160	173	172	173	177	214	216
Consumer Electronics	695	773	832	781	830	854	843	814	815	824	827	818	857
Media & Entertainment	418	460	489	479	489	472	468	475	501	496	520	515	507
Chemicals & Plastics	145	145	156	162	171	168	165	162	156	155	151	148	151
FMCG	163	175	175	179	183	182	186	206	212	215	199	207	211
Textiles & Apparel	138	143	149	151	153	154	157	154	152	159	150	155	163
Real Estate	251	251	269	271	276	272	284	279	279	288	274	285	302

Annexure: Industry Data*

Industries	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Retail	675	770	838	861	857	833	916	909	897	911	985	862	810
Logistics & Transportation	306	323	358	391	364	384	401	391	382	411	376	338	337
Import & Export	64	63	72	71	74	71	77	66	71	66	61	53	57
Government & Defence	77	77	79	78	78	79	79	78	79	79	79	79	79
Shipping & Marine	107	117	113	117	115	113	109	113	108	113	109	101	113
Printing & Packaging	124	139	147	140	136	134	136	136	123	127	131	119	128
NGO/ Social Service	292	322	337	368	357	355	375	389	424	424	414	424	426
Agriculture	62	65	66	70	70	70	73	71	70	70	68	68	66

Annexure: Functional Area Data*

Functions	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
IT	467	474	492	499	476	522	583	612	654	692	687	731	736
Customer Service	95	95	101	104	99	102	102	101	110	111	107	112	116
Engineering & Production	231	232	239	236	217	216	209	209	212	212	204	195	202
Finance & Accounting	333	334	357	370	339	345	340	345	337	366	384	384	381
Sales & Business Development	307	330	337	358	342	343	344	352	347	353	343	341	315
Senior Managemnet	248	253	261	274	283	296	313	329	353	363	333	345	347
HR & Admin	289	311	328	338	318	309	307	301	308	328	306	302	296
Marketing & Communications	273	284	297	291	284	275	284	284	286	294	289	295	298
Medical roles	420	397	414	414	415	392	398	410	391	414	393	412	469
Procurement & Supply Chain	159	161	172	187	177	170	171	175	176	179	169	163	171
Hospitality	210	229	224	219	217	233	216	225	223	229	231	244	254
Legal	224	230	237	244	223	228	216	211	206	211	204	209	212
Creative	167	171	175	174	173	170	185	173	185	177	178	176	175

Annexure: City Wise Data*

Cities	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Mumbai	312	321	337	346	330	334	335	322	344	353	351	366	370
Bangalore	518	539	558	564	541	528	535	523	548	575	585	578	578
Delhi-NCR	301	301	304	305	292	287	278	282	282	290	278	263	268
Hyderabad	391	406	423	428	417	419	424	415	422	440	423	450	450
Chennai	301	300	313	322	316	310	309	300	310	325	312	327	323
Pune	371	375	400	402	377	369	378	373	389	398	381	389	393
Kolkata	367	357	359	365	354	346	347	336	340	342	337	322	331
Ahmedabad	432	429	456	448	450	442	448	443	446	485	452	472	489
Chandigarh	259	259	272	250	227	239	250	252	247	264	255	252	257
Kochi	284	286	285	294	287	288	293	294	283	305	309	326	341
Baroda	245	256	266	276	269	268	255	258	253	275	253	257	259
Coimbatore	500	489	483	490	454	438	442	459	465	485	463	474	469
Jaipur	321	334	330	330	312	315	313	316	324	332	329	343	351

Annexure: Experience Level Data*

Experience Level	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
0 - 3 years	343	352	371	385	375	363	363	370	372	389	371	391	391
4 - 6 years	285	288	299	308	303	312	320	313	316	332	320	315	321
7 - 10 years	211	213	233	249	256	252	257	250	256	271	257	255	263
11 - 15 years	104	106	109	112	113	114	114	115	116	118	115	116	119
> 16 years	123	124	124	127	129	134	140	145	152	146	144	143	139

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