



foundit Insights Tracker

Feb 2026 Hiring Trends | India

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Immediate Impact Hiring Trends

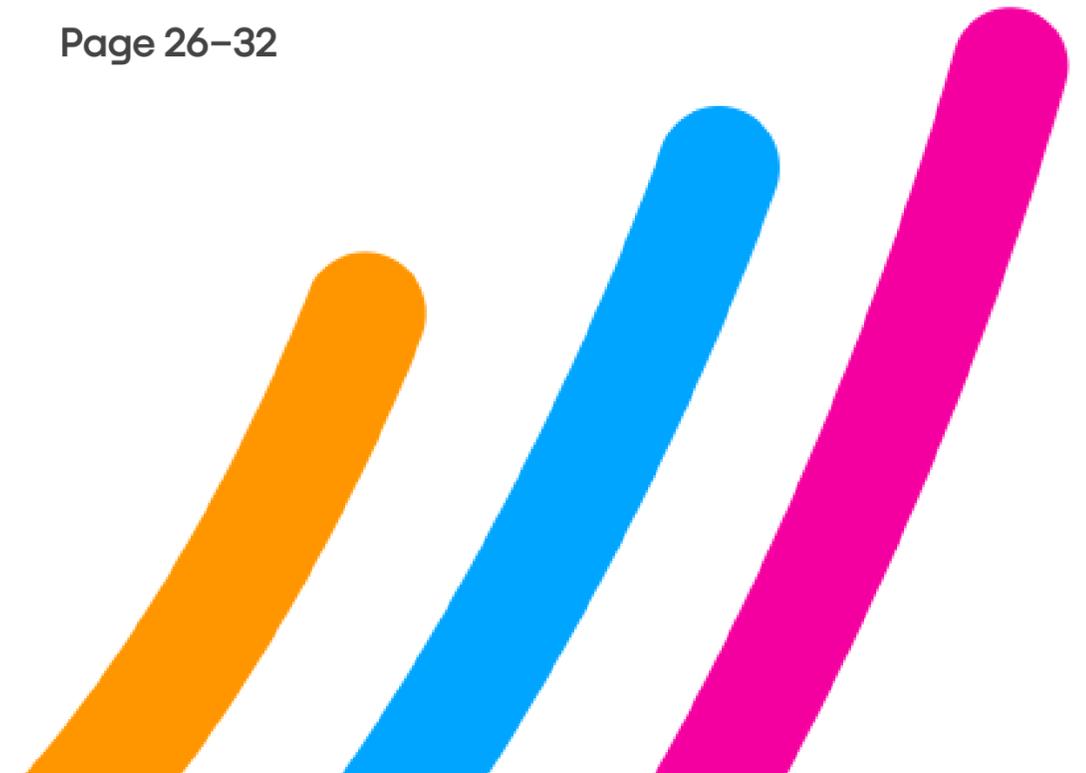
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Executive Summary

- **Services sectors are driving February's recovery, with consumer-facing and travel industries leading hiring growth as domestic demand strengthens.**
- **The rise of immediate-impact hiring is emerging as one of the defining structural shifts in India's white-collar job market.**

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India's Hiring Momentum Returns: Services Sectors Lead as Immediate-Impact Demand Reshapes the Talent Market

India's white-collar hiring recovered in February 2026, with the foundit Hiring Index rising 7% month-on-month and 6% year-on-year — a market recalibrating upward after a cautious start to the year, with employers moving from headcount discipline to measured expansion.

Growth was services-led and selective. Travel & Tourism and FMCG were the standout performers, posting the strongest year-on-year gains of any sector as consumer demand and distribution expansion drove hiring at scale. BFSI, while still soft on an annual basis, showed a meaningful sequential recovery. Trade-linked and manufacturing-adjacent sectors remained under pressure, reflecting continued cost caution in more cyclically exposed industries.

Employers are hiring with capability — not volume — in mind. IT and Senior Management recorded the sharpest year-on-year growth among functions, signalling sustained investment in digital execution and leadership depth. The experience premium is concentrating in the mid-career band, where professionals can own outcomes without extensive onboarding.

That preference for ready talent is now showing up as a structural constraint. Employer urgency to hire immediate joiners has grown nearly five times faster than candidate availability since 2022 — and nearly one in three job postings now carries an explicit urgency signal. With only 14% of the talent pool available to join within 15 days, the gap between what employers need and what the market can deliver is widening.

This is no longer a cyclical hiring pattern. It reflects a fundamental shift in how organisations are building teams — faster cycles, tighter timelines, and a premium on professionals who can contribute from day one.

Key Highlights | February

 **6%**

Year-on-Year (YoY)

 **7%**

Month-on-Month (MoM)

 **10%**

Over 3 months

 **6%**

Over 6 months

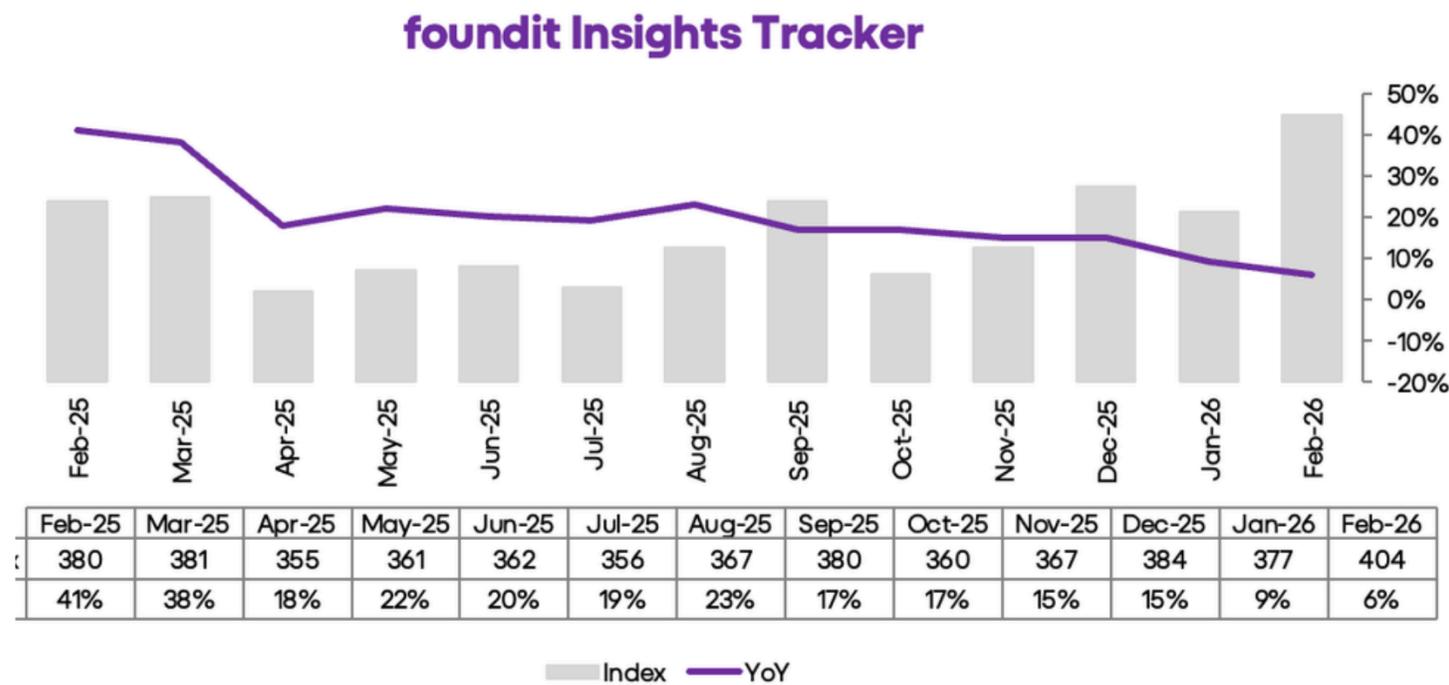
India Job Market Strengthens in February'26

✦ The tracker registered an increase in February, with a 7% month-on-month incline in hiring activity.

India's hiring activity strengthened in February 2026, with the hiring index rising 7% month-on-month, moving from 377 in January 2026 to 404 in February 2026. This increase reflected a pickup in recruitment activity as companies resumed hiring after a relatively cautious start to the year and began filling roles across key functions. The improvement was supported by expanding business activity in services, logistics, and consumer-facing sectors, where organizations continued to scale operations and strengthen workforce capacity to support growth.

On a year-on-year basis, hiring grew 6%, with the index rising from 380 in February 2025 to 404 in February 2026. This reflected a gradual improvement in the white-collar job market compared to the previous year, as organizations expanded teams to support operational growth and evolving business needs. Much of the demand continued to be driven by sectors such as BFSI, logistics and supply chain, HR & administration, and engineering roles, which have been seeing steady hiring momentum as businesses focus on efficiency, expansion, and stronger talent pipelines.

The momentum was also visible over a longer horizon. Hiring rose 10% over the last three months and 6% over the past six months, indicating sustained improvement in demand for talent. The consistent growth across monthly, quarterly, and half-yearly trends suggested that hiring activity had been steadily gaining pace as business confidence strengthened. At the same time, companies continued to adopt a more skills-focused hiring approach, prioritizing professionals with specialized capabilities in digital operations, supply chain management, and business support functions, reflecting the evolving needs of India's labour market.



Hiring Snapshot | February

MoM Trends

White-collar hiring saw an uptick with 7% MoM growth in February, with hiring velocity indicators pointing to increased employer activity.

Geographic Trend



3% in Metros



2% drop in Tier-2 Cities

Hiring Velocity Indicators

1

White collar hiring activity

Skill	MoM change
New Job Postings	7%
Active Job Listings	8%
Unique Hiring Employers	7%
Reposted Roles	5%

2

Employer Hiring Momentum

Company Size	% share of hiring
Large Enterprises	37%
Mid-sized Firms	36%
Startups	19%
Emerging Enterprises	8%

3

Employment Type Distribution

Job Type	% share
Full-time	74%
Contract	13%
Project Based	8%
Remote Roles	5%

Key Highlights | Industry

 **15%**

Travel and Tourism

Highest hiring growth over the last month

 **9%**

BFSI

Significant month-on-month hiring growth in February

 **7%**

BPO

Declining hiring momentum in February

Travel & Tourism, FMCG Emerge as Hiring Leaders

Industry Hiring Trends

+ 18 out of 27 industries recorded a surge in recruitment activity over the past year

Industry	YoY	MoM	Industry	YoY	MoM
Travel & Tourism	+29%	+15%	Telecommunications	+4%	+5%
FMCG	+24%	+7%	IT - Software & Services	+4%	+5%
Shipping & Maritime	+9%	+8%	BPO	+4%	+2%
Energy	+9%	+8%	Retail	+11%	-7%
Automotive	+15%	-1%	Textiles & Apparel	-1%	+3%
Manufacturing	+7%	+8%	Banking, Financial Services, Insurance	-4%	+9%
Construction & Engineering	+5%	+5%	Import & Export	+10%	-11%

Travel & Tourism, FMCG Emerge as Hiring Leaders

Industry Hiring Trends

Hiring in **Travel & Tourism** rose sharply in February 2026, with the sector recording 15% month-on-month growth and 29% year-on-year growth. The increase was driven by higher domestic travel demand and a recovery in international tourism. Hotels, airlines, travel agencies, and online booking platforms expanded recruitment to manage rising bookings and occupancy levels, with hiring largely concentrated in operations, customer service, and travel management roles.

The sector also saw increased hiring due to capacity expansion across hospitality and tourism services. Hotel chains and travel companies strengthened teams in property management, reservations, and guest services as businesses prepared for sustained travel demand. Growth in business travel, events, and conferences also contributed to workforce demand across hospitality operations.

Travel companies also continued hiring for digital and revenue-focused roles as online bookings and platform-based travel services expanded. Demand increased for professionals in digital marketing, pricing management, and customer experience functions as companies focused on improving online visibility, optimizing pricing strategies, and strengthening customer engagement.

+ 18 out of 27 industries recorded a surge in recruitment activity over the past year

Hiring in the **FMCG sector** remained strong in February 2026, recording 7% month-on-month growth and 24% year-on-year growth. The increase was supported by steady consumer demand and continued expansion of distribution networks. Companies increased hiring across sales, supply chain, and operations roles to strengthen product availability and improve market reach across urban and rural markets, with consistent demand for sales and channel management roles.

Demand for talent also increased due to the growth of e-commerce and quick commerce channels, which continued to reshape product distribution. FMCG companies expanded hiring in digital commerce, demand planning, and supply chain roles to support faster delivery models and online sales platforms. The shift toward omnichannel retail also increased demand for professionals in category management and digital marketing.

Companies also continued hiring across manufacturing and logistics functions to improve production capacity and distribution efficiency. Recruitment remained focused on sales management, supply chain coordination, and brand operations as companies expanded product portfolios and strengthened their presence in Tier-II and Tier-III markets.

Key Highlights | Functions



Medical

Continued hiring momentum January



Sales and Business Development

Significant month-on-month growth



Hospitality

Declining hiring demand in January

IT and Leadership Roles Drive Hiring Growth

Function-wise Hiring Trends

 9 of 13 functions show sustained annual growth in hiring activity

Function	YoY	MoM	Function	YoY	MoM
IT	+55%	+2%	Hospitality	+6%	0%
Senior Management	+39%	+9%	Procurement & Supply Chain	+1%	+2%
Medical roles	+24%	+6%	Sales & Business Development	-1%	+3%
Customer Service	+9%	-3%	HR & Admin	-7%	+3%
Marketing & Communications	+8%	7%	Legal	-7%	+7%
Finance & Accounting	+7%	0%	Engineering & Production	-13%	+4%

IT and Leadership Roles Drive Hiring Growth

Function-wise Hiring Trends

Hiring in **IT** functions grew significantly in February 2026, recording 55% year-on-year growth and 2% month-on-month growth. The strong annual increase reflected sustained demand for technology talent as organizations across industries accelerated digital transformation initiatives. Companies continued to hire IT professionals to support software development, cloud infrastructure, and data-driven operations.

Demand was particularly strong for roles related to artificial intelligence, data engineering, cybersecurity, and cloud computing. As businesses increased investments in automation, analytics, and digital platforms, the need for specialized technology talent expanded across both technology companies and non-tech industries integrating digital capabilities into their operations.

The relatively moderate month-on-month growth indicated that while hiring demand remained strong, companies continued to adopt a selective and skills-focused approach to technology hiring. Organizations prioritized experienced professionals and niche skill sets that support innovation, platform development, and digital infrastructure modernization.

 9 of 13 functions show sustained annual growth in hiring activity

Hiring for **Senior Management** roles recorded strong growth in February 2026, with 9% month-on-month growth and 39% year-on-year growth. The increase reflected organizations strengthening leadership teams to support expansion strategies, operational scaling, and evolving business priorities across sectors.

Companies increasingly focused on hiring senior leaders with experience in digital transformation, operational efficiency, and market expansion. Leadership roles across strategy, business development, and operations saw strong demand as organizations sought experienced executives to guide long-term growth and navigate competitive market conditions.

The rise in leadership hiring also indicated a shift toward strategic decision-making and organizational restructuring. As companies expanded into new markets, strengthened governance frameworks, and accelerated technology adoption, demand increased for senior professionals capable of driving transformation, managing large teams, and aligning business strategy with evolving industry trends.

Key Hiring Trends | City

 10%

Delhi-NCR

Lead the pack in monthly hiring growth

 4%

Mumbai

Marginal growth in hiring demand in February

 5%

Chandigarh

Lowest hiring demand in February

City Hiring Led by Mumbai as Demand Strengthens Across Metros

City-wise Hiring Trends

City	YoY	MoM
Mumbai	+12%	+4%
Kochi	+12%	-2%
Hyderabad	+9%	+2%
Bangalore	+8%	+4%
Chennai	+6%	+2%
Ahmedabad	+5%	-1%
Jaipur	+3%	-3%
Pune	-1%	+1%
Vadodara	-1%	+3%
Delhi-NCR	-5%	+10%
Coimbatore	-6%	-6%
Kolkata	-9%	-1%
Chandigarh	-14%	-6%

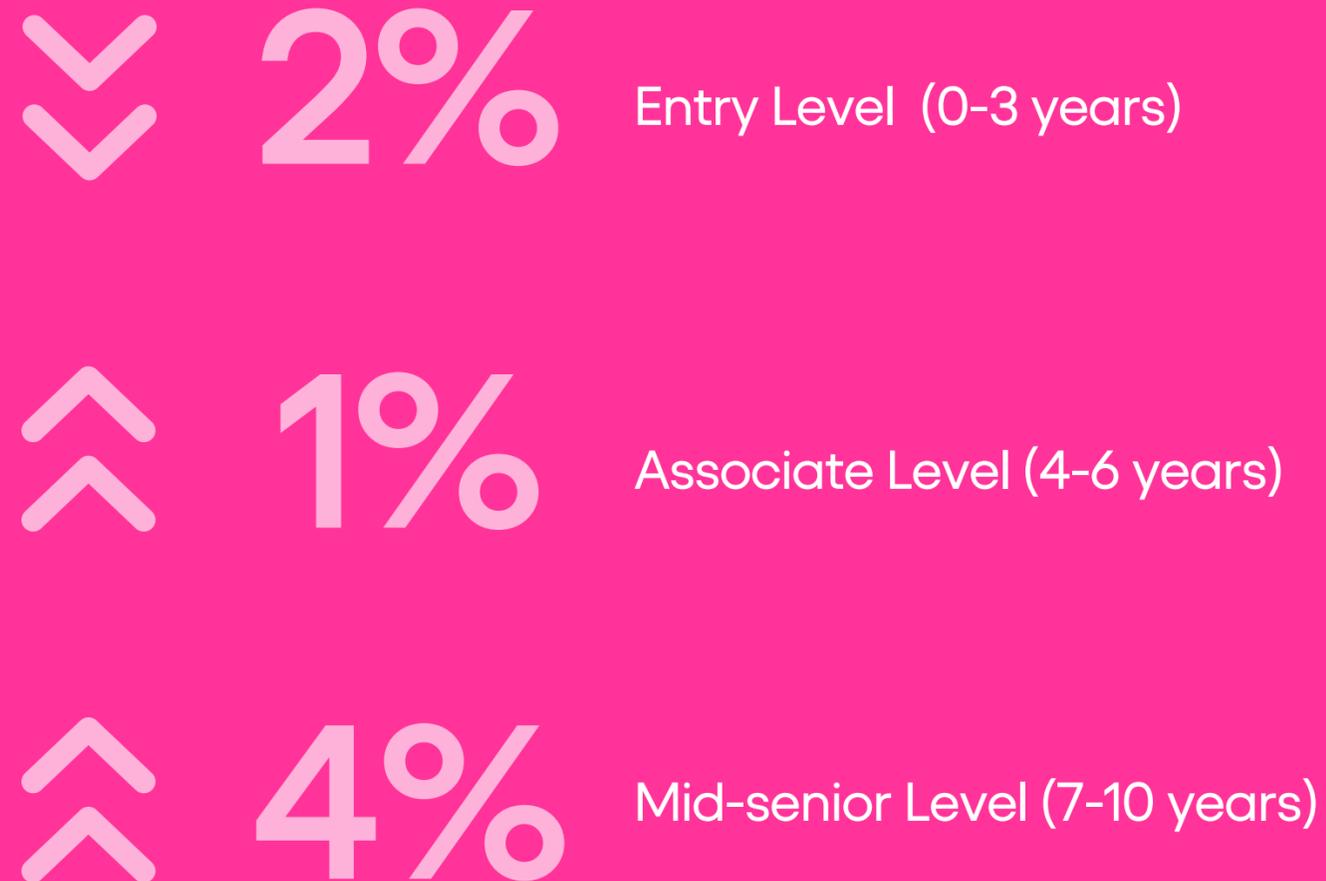
City-wise Hiring Showed Mixed Trends

City-wise Hiring Trends- MoM

Industry	Bengaluru	Chennai	Delhi NCR	Hyderabad	Mumbai	Pune
Banking, Financial Services, Insurance	2%	3%	14%	5%	2%	2%
BPO	-6%	9%	6%	-15%	-9%	-6%
Construction & Engineering	10%	7%	12%	13%	7%	6%
IT - Software & Services	0%	-4%	1%	3%	-2%	-1%
Manufacturing	9%	14%	7%	7%	4%	9%
Functions						
Marketing & Communications	0%	-7%	-5%	6%	-5%	5%
Finance & Accounting	1%	1%	-5%	-6%	-3%	-5%
HR & Admin	1%	-6%	-4%	4%	-2%	1%
Sales & Business Development	0%	-1%	-3%	-7%	-6%	-3%
IT	1%	2%	1%	-5%	-1%	-1%

- Delhi NCR shows the strongest industry growth, led by BFSI (+14%) and Construction & Engineering (+12%), indicating continued expansion in financial services and infrastructure-related hiring.
- Hyderabad records strong growth in Construction & Engineering (+13%) and IT (+3%), while BPO hiring declines sharply (-15%), reflecting a shift toward technology and infrastructure roles.
- Chennai leads manufacturing hiring (+14%) and BPO growth (+9%), highlighting the city's strength in industrial and outsourcing sectors.
- Mumbai and Pune show relatively softer hiring trends, with declines in BPO, Sales & Business Development, and Marketing roles, indicating cautious hiring in commercial and customer-facing functions.

MoM Hiring Trends | Experience



Hiring Trends | Experience Level

5%
0 - 3 Years

Hiring for entry-level professionals grew moderately as companies continued to recruit fresh graduates and early-career talent to build future talent pipelines.

7%
4 - 6 Years

Demand increased for mid-level professionals with hands-on experience who can contribute immediately across operations, technology, and business functions.

19%
7 - 10 Years

This segment saw the strongest growth as companies prioritized experienced professionals capable of managing teams, driving projects, and supporting business expansion.

10%
11 - 15 Years

Hiring remained steady for senior professionals with deep domain expertise to lead functions, manage large teams, and drive strategic initiatives.

13%
>15 Years

Demand remained strong for leadership-level professionals as organizations strengthened executive teams to support growth and long-term strategic planning.



The Rise of Immediate-Impact Hiring in India

India’s hiring landscape is shifting toward “Immediate-Impact” hiring, where employers prioritise candidates who can join quickly and start delivering from Day One. Job postings increasingly include urgency signals such as “Immediate Joiner”, “Short Notice Period”, and “Join within 15 days.”

Employer Urgency vs Candidate Availability

Year	Employer Hiring Urgency	Immediate Joiner Availability
2022	100	100
2023	112	103
2024	125	106
2025	141	109
2026	158	112

Hiring Signal	Share of Job Ads (2024)	Share of Job Ads (2026)	Growth
Immediate Joiner	18%	27%	+9 pp
Short Notice Period (≤30 days)	22%	31%	+9 pp
Join within 15 days	10%	16%	+6 pp
Urgent Hiring	8%	13%	+5 pp

- Employer urgency to hire quick joiners has grown 58% since 2022, while candidate availability has increased only 12%, widening the gap between hiring demand and talent supply.
- Nearly one-third of job postings now explicitly mention urgency-related joining requirements, reflecting the growing need for rapid workforce deployment.

Industries Driving Immediate-Impact Hiring

Industry	% Share
IT / Software	34%
BFSI	16%
Retail & E-commerce	12%
Healthcare	10%
Engineering & Manufacturing	9%
Advertising & Media	8%
Travel & Hospitality	6%
Others	5%

- IT & Software leads immediate-impact hiring (34%), driven by project-based work in IT services, product companies, and startups requiring quick deployment of talent.
- BFSI accounts for 16% of demand, reflecting faster hiring in digital banking, fintech operations, risk, and compliance roles.
- Retail & E-commerce (12%) and Healthcare (10%) are increasing quick-joiner hiring to support operational expansion and digital transformation.
- Engineering & Manufacturing (9%) and Advertising & Media (8%) are adopting faster hiring cycles due to project-based and campaign-driven work.
- Travel & Hospitality (6%) and other sectors (5%) indicate the broader spread of immediate-impact hiring across industries.

Mid-Level Professionals are the Most Sought-After for Immediate Hiring

Urgent hiring demand is not evenly distributed across experience levels. Employers show the strongest preference for mid-career professionals who can deliver productivity quickly without extensive onboarding.

Experience Level	Share of Jobs - Immediate Joiners	Typical Notice Period Expectation
0-2 Years	18%	15-30 days
3-6 Years	39%	Immediate / ≤30 days
7-10 Years	27%	≤30 days
10+ Years	16%	Flexible / 30-60 days

Nearly 40% of urgent hiring demand is concentrated in the **3-6 years experience** bracket, reflecting companies' need for talent that combines experience with faster adaptability.

Location-Based Demand for Immediate Joiners

Demand by City Tier and Experience Level

Location Type	0–2 yrs	3–6 yrs	7–10 yrs	10+ yrs
Tier-1 Metros	22%	41%	25%	12%
Tier-2 Cities	27%	38%	23%	12%
Tier-3 Cities	34%	33%	21%	12%

Top Cities Driving Immediate Hiring

City	%Share	Key Hiring Sectors
Bengaluru	21%	IT, SaaS, startups
Delhi/NCR	18%	BFSI, consulting, GCC
Mumbai	15%	BFSI, media, fintech
Hyderabad	13%	IT software & services
Chennai	9%	Engineering,
Pune	8%	Automotive tech, IT

- Tier-1 metros show the strongest demand for mid-level professionals (3–6 years), accounting for 41% of urgent hiring, as companies require experienced talent who can contribute with minimal ramp-up time.
- Tier-2 and Tier-3 cities show relatively higher demand for early-career professionals, with 34% of urgent hiring in Tier-3 cities coming from the 0–2 years segment, particularly in sales, operations, and service roles where rapid workforce deployment is essential.
- Bengaluru (21%) and Delhi/NCR (18%) lead immediate-joiner hiring, followed by Mumbai (15%) and Hyderabad (13%), driven by demand from technology, BFSI, consulting, and digital-first companies.
- India’s top five metros account for nearly 75% of urgent hiring demand, highlighting the concentration of immediate-impact hiring in large urban hubs with project-driven work and tighter delivery timelines.

Demand-Supply Gap for Immediate Joiners

Candidate Notice Period Distribution

Notice Period	Share of Talent Pool
Immediate (<15 days)	14%
15-30 days	28%
30-60 days	37%
60-90 days	21%

Demand vs Supply Gap

Notice Period	Employer Demand	Candidate Supply	Gap
Immediate Joiners	27%	14%	-13 pp
15-30 Days	31%	28%	-3 pp
30-60 Days	25%	37%	+12 pp
60-90 Days	17%	21%	+4 pp

- A significant gap exists between employer demand and candidate availability for immediate joiners, with 27% of job postings seeking candidates who can join within 15 days, while only 14% of the talent pool is available, resulting in a -13 pp gap.
- More than half of candidates are tied to notice periods of 30-90 days, creating structural delays in hiring for companies that require rapid workforce deployment.
- The largest industry shortages are seen in IT/Software (-14 pp) and BFSI (-5 pp), reflecting strong demand for skilled professionals who can join quickly.
- Tier-2 and Tier-3 cities show higher availability of quick joiners (20-24%) compared to Tier-1 metros (16%), making them potential alternative talent pools.
- To address the shortage, companies are increasingly adopting contract hiring, gig talent, and internal redeployment to meet urgent hiring needs.

Industry-wise Gap in Immediate Hiring

Candidate Notice Period Distribution

Industry	Employer Demand for Immediate Joiners	Candidate Supply Available	Demand-Supply Gap*
IT Software	32%	24%	-25%
BFSI	24%	18%	-25%
Retail & E-commerce	12%	16%	33%
Healthcare	10%	9%	-10%
Advertising & Media	8%	14%	75%
Engineering / Manufacturing	9%	15%	67%
Travel & Hospitality	6%	12%	100%

*Gap % indicates the relative shortage or surplus of talent compared to employer demand. Negative values represent a talent shortage, while positive values indicate surplus availability

- IT Software and BFSI each carry a 25% demand-supply gap — the deepest shortfalls in the market, reflecting demand for skills that cannot be quickly sourced, retrained for, or substituted.
- Where skills are more transferable, the equation flips entirely. Travel & Hospitality (100% surplus), Advertising & Media (75%), and Engineering/Manufacturing (67%) have more ready candidates than urgent openings making immediate hiring constraints largely a non-issue in these sectors.
- Healthcare's 10% deficit is small but structurally stubborn — clinical and allied health roles have long lead times for qualification, which means no amount of hiring urgency closes the gap faster.
- Companies chasing immediate joiners in specialised fields are competing for the same thin slice of the market.

Key Takeaways: Immediate-Impact Hiring

- A significant demand–supply gap is emerging for immediate joiners. While 27% of job postings seek candidates who can join within 15 days, only 14% of the talent pool is available, creating a huge hiring constraint in the market.
- Hiring urgency is rising faster than talent availability. Employer urgency to hire quick joiners has increased by 58% since 2022, while immediate-joiner availability has grown only 12%, widening the hiring gap.
- Mid-level professionals (3–6 years) are at the center of urgent hiring demand, as employers prioritise talent that can deliver productivity quickly with minimal onboarding.
- Tier-2 and Tier-3 cities are emerging as alternative talent pools, offering relatively higher availability of quick joiners compared to metro markets where shortages are more pronounced.
- The shift is driven by structural changes in work models, including project-based delivery, faster business cycles, startup-driven hiring, and cost optimisation pressures that require quicker workforce deployment.

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	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
IT - Software & Services	756	816	726	745	743	742	791	782	733	783	756	770	784
BPO	137	147	147	151	158	146	144	151	145	156	164	164	152
Construction & Engineering	218	227	229	226	222	225	225	223	211	211	230	217	227
Banking, Financial Services , Insurance	582	631	556	565	559	546	541	577	582	590	532	514	558
Education	220	225	222	225	225	224	226	237	229	238	253	239	234
Manufacturing	278	310	287	283	278	279	299	310	289	275	291	278	292
Automotive	169	177	176	173	175	174	172	175	163	160	168	167	181
Telecommunications	444	462	468	491	503	496	481	482	471	459	445	442	462
Energy	184	178	174	182	194	174	175	183	172	166	185	186	200

Annexure: Industry Data*

Industries	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
Healthcare & Pharmaceuticals	408	414	458	470	457	460	437	459	434	469	500	495	495
Advertising & public Relations	227	220	223	218	217	213	208	212	202	210	217	228	227
Travel & Tourism	189	177	184	174	160	173	172	173	177	214	216	213	244
Consumer Electronics	832	781	830	854	843	814	815	824	827	818	857	822	867
Media & Entertainment	489	479	489	472	468	475	501	496	520	515	507	509	506
Chemicals & Plastics	156	162	171	168	165	162	156	155	151	148	151	149	146
FMCG	175	179	183	182	186	206	212	215	199	207	211	202	217
Textiles & Apparel	149	151	153	154	157	154	152	159	150	155	163	154	148
Real Estate	269	271	276	272	284	279	279	288	274	285	302	302	315

Annexure: Industry Data*

Industries	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
Retail	838	861	857	833	916	909	897	911	985	862	810	803	830
Logistics & Transportation	358	391	364	384	401	391	382	411	376	338	337	343	351
Import & Export	72	71	74	71	77	66	71	66	61	53	57	58	64
Government & Defence	79	78	78	79	79	78	79	79	79	79	79	79	79
Shipping & Marine	113	117	115	113	109	113	108	113	109	101	113	114	123
Printing & Packaging	147	140	136	134	136	136	123	127	131	119	128	126	128
NGO/ Social Service	337	368	357	355	375	389	424	424	414	424	426	411	406
Agriculture	66	70	70	70	73	71	70	70	68	68	66	65	65

Annexure: Functional Area Data*

Functions	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
IT	492	499	476	522	583	612	654	692	687	731	736	749	761
Customer Service	101	104	99	102	102	101	110	111	107	112	116	113	110
Engineering & Production	239	236	217	216	209	209	212	212	204	195	202	201	209
Finance & Accounting	357	370	339	345	340	345	337	366	384	384	381	382	381
Sales & Business Development	337	358	342	343	344	352	347	353	343	341	315	325	335
Senior Managemnet	261	274	283	296	313	329	353	363	333	345	347	333	362
HR & Admin	328	338	318	309	307	301	308	328	306	302	296	297	306
Marketing & Communications	297	291	284	275	284	284	286	294	289	295	298	301	322
Medical roles	414	414	415	392	398	410	391	414	393	412	469	488	515
Procurement & Supply Chain	172	187	177	170	171	175	176	179	169	163	171	170	174
Hospitality	224	219	217	233	216	225	223	229	231	244	254	239	238
Legal	237	244	223	228	216	211	206	211	204	209	212	207	221
Creative	175	174	173	170	185	173	185	177	178	176	175	176	175

Annexure: City Wise Data*

Cities	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
Mumbai	337	346	330	334	335	322	344	353	351	366	370	365	378
Bangalore	558	564	541	528	535	523	548	575	585	578	578	581	603
Delhi-NCR	304	305	292	287	278	282	282	290	278	263	268	262	288
Hyderabad	423	428	417	419	424	415	422	440	423	450	450	451	462
Chennai	313	322	316	310	309	300	310	325	312	327	323	327	332
Pune	400	402	377	369	378	373	389	398	381	389	393	391	396
Kolkata	359	365	354	346	347	336	340	342	337	322	331	330	327
Ahmedabad	456	448	450	442	448	443	446	485	452	472	489	474	480
Chandigarh	272	250	227	239	250	252	247	264	255	252	257	249	234
Kochi	285	294	287	288	293	294	283	305	309	326	341	324	318
Baroda	266	276	269	268	255	258	253	275	253	257	259	255	263
Coimbatore	483	490	454	438	442	459	465	485	463	474	469	485	456
Jaipur	330	330	312	315	313	316	324	332	329	343	351	352	340

Annexure: Experience Level Data*

Experience Level	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
0 - 3 years	371	385	375	363	363	370	372	389	371	391	391	398	390
4 - 6 years	299	308	303	312	320	313	316	332	320	315	321	317	320
7 - 10 years	233	249	256	252	257	250	256	271	257	255	263	267	277
11 - 15 years	109	112	113	114	114	115	116	118	115	116	119	118	120
> 16 years	124	127	129	134	140	145	152	146	144	143	139	138	140

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