

india talent insights report 2025.

edition 1

randstad

partner for talent.

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executive summary.

Economic expansion has been the password for India's growth in 2024, as it confidently strides towards becoming a global economic powerhouse. Strategic initiatives and clear economic policies marked India's continued growth trajectory with a 6.6% GDP growth rate[1], to not only retain its position as the world's fifth-largest economy, but to also narrow the gap with Germany, which ranks fourth at present.

Liberalizing FDI limits in certain sectors, improving tax incentives, and raising the ease of doing business — such major policy reforms have made India an attractive destination for infusion of global capital. Foreign direct investment (FDI) touched USD 1.03 trillion, from April 2000 to September 2024 and was complemented by USD 778 billion in exports to boost the country's global trade presence[2].

Driven by consumer-focused sectors such as automobiles, electronics, and pharmaceuticals, the Indian manufacturing industry is expected to register a 6.2% growth in FY25. Automobiles registered a growth of 12.5% in domestic sales — and, acknowledging this industry's strong potential, the government has extended the PLI scheme by another year[3]. The banking industry witnessed the rollout of innovative banking models, and significant financial inclusion through digital payments, neo-banking, Indian NBFCs and fintechs. The year also saw major infrastructure developments in road construction and connectivity, railway expansion and modernization, and energy infrastructure.

This edition of the 2025 India talent insights report (drawn on Randstad data in the six-month period of September 2024 to February 2025) captures this march across six industries — Banking, Financial Services & Insurance (BFSI), Manufacturing & Automotive, Information Technology (IT), Pharma, Healthcare & Life sciences (PHL), Retail, FMCG & FMCD, and Energy & Utilities. Data and insights have been drawn from a wide range of tier-1 and tier-2 locations, experience levels and skills.

The report unfolds India's future-forward spread of talent, skills and roles across key industries — such as the cyber fraud analyst in BFSI, EV technician and sustainability specialist in manufacturing & automotive, cloud finOps professional and IoT solutions architect in IT, the genomics data analyst in PHL, the BMS (Battery Management System) Engineer and the Grid Integration Specialist in energy & utilities, etc. It also highlights the swift emergence of tier-2 cities as strong talent hubs and job creators for specific industries across hierarchical levels — with new additions like Gandhinagar and Aurangabad joining the list of tier-2 cities in this edition.

We are confident that this will be a value-filled compass for employers and job aspirants alike, to make the right data- and insights-driven choices.

[1] https://www.india-briefing.com/news/india-economy-2024-gdp-growth-rate-fdi-trade-performance-35614.html/
[2] https://www.india-briefing.com/news/india-economy-2024-gdp-growth-rate-fdi-trade-performance-35614.html/
[3] https://pib.gov.in/PressReleaseIframePage.aspx?PRID=2097906

key highlights.

Across all industries, there is a significant increase in hiring numbers in major tier-1 and tier-2 cities — signifying positive recovery and growth

Bengaluru stands a clear leader in the talent demand acrosss all levels in the BFSI, manufacturing & automotive, retail, fmcg & fmcd, and IT sectors

Among tier-2 cities, Chandigarh has made an impactful rise to top rankings and hiring numbers in all industries at different levels

Across both tier-1 and tier-2 cities, we see an interesting uptick in share of demand in middle and senior levels — even as they maintain their high demand of junior level hires

Mumbai surges further its leadership among tier-1 cities, in the energy & utilities sector in the middle and senior levels; Hyderabad maintains its strong ranking across all levels as a tier-1 hiring hotspot in PHL.

Investment banking, business operations and business analyst roles take the top 3 spots in terms of hiring demand across all levels in BFSI; the role of the cyber fraud analyst makes an impactful entry

key highlights.

Production managers, supply chain/logistics professionals and operations management specialists continue to dominate the hiring demand in the manufacturing and automotive sector; the ev technician and sustainability specialist make their debut in the skills portfolio

Healthcare management professionals rise to the top of the demand table in the senior and middle levels in PHL. The genomics data analyst and tele consultant enter the portfolio of PHL skills in demand for the first time

Technical engineers, and supply/production/space planning professionals are the ‘top-spot’ roles in energy & utility. The roles of the BMS (Battery Management System) Engineer and the Grid Integration Specialist make their debut in the skills portfolio in an exciting EV era

While java developers continue to lead the IT talent demand in junior and middle levels, agile and project management takes the top spot in senior level hiring. Emerging roles in IT include cloud finOps, IoT solutions architect, and edge computing

While fashion/graphic/accessory designers and retail/visual merchandising continue to dominate demand across all levels in the retail, fmcg & fmcd sector, the role of the brand manager makes a strong entry among the top 15 in junior and middle level hiring



about randstad india talent insights report.

This first edition of the Randstad India Talent Insights Report 2025 dives into the hiring trends of six industries in India — Banking, Financial Services and Insurance (BFSI); Manufacturing & Automotive; Information Technology (IT); Pharmaceuticals, Healthcare and Lifesciences (PHL); Retail, FMCG & FMCD; and Energy & Utilities. We have uncovered patterns and insights on both current and emerging talent trends in these industries, and we are confident that it will enable

- Organizations across the six industries to draw up talent strategies based on the hotspots of skills in demand across different experience levels with data-backed confidence.
- Employees and job seekers to understand the intertwined dynamics between locations, skills and experience levels — and leverage trending opportunities to align their learning and skilling initiatives as they chart their future.

This edition of the Randstad India Talent Insights Report 2025 has been carefully curated from a vast repository of data that has been meticulously collated, crunched, and analyzed. We are sure that it will be an effective catalyst and launchpad for all stakeholders to understand and leverage the talent scene across the country.



locations

8 tier-1 cities
24 tier-2 cities



6 key sectors

BFSI
manufacturing & automotive
IT
PHL
retail, FMCG & FMCD
energy & utilities



experience levels

junior (0-5 years)
middle (6-14 years)
senior (>=15 years)

powering talent for india’s economic juggernaut.

The International Monetary Fund (IMF) forecasts that 75-80% of the world's growth in 2025 will come from the Global South[4] — and India and Indonesia will lead the surge.

Where India is concerned, the IMF’s prediction is founded on solid credentials. Over the last decade, ‘reform, perform and transform’ has been India’s relentless mantra, as it focused all its efforts in building phenomenal digital, financial, technological, infrastructural capabilities and to emerge as a global economic powerhouse.

According to the IMF, India's GDP now stands at USD 4.3 trillion as the nation maintains its position as the world's fastest- growing major economy over the past decade[5]. And its projected growth rate of 6.7% for FY 2026 and 2027 will tower over global average of 2.7%[6].

The Union Budget 2025 has further provided a powerful impetus for India’s economic growth, focusing on infrastructure development, digital transformation, technological innovation, manufacturing excellence, sustainable urbanization, job creation and entrepreneurship. The National Manufacturing Mission, introduced in the current budget will further boost India's manufacturing capabilities by integrating policy reforms, capital incentives, technology acceleration and, skill development into a structured framework.

The sizeable allocation of INR 20,000 crore for R&D in emerging technologies will enable companies to develop advanced solutions for the digital-first era. And the proposed Deep Tech Fund of Funds will launch advancements in cutting-edge technologies by next-generation startups. A Confederation of Indian Industry (CII) report finds that Indian startups can create 50 million jobs and add USD 1 trillion to the economy by FY30[7]. Further, the proposed setting up of five National Centres of Excellence for Skilling, and an allocation of INR 500 crore for AI in education should unlock access to quality learning and industry-relevant training[8].

[4] https://www.business-standard.com/economy/news/reforms-innovation-drive-india-s-global-economic-rise-amitabh-kant-125012501022_1.html
[5] https://www.devere-india.co.in/news/Indias-GDP-soars-to-usd-4-point-3-trillion-doubling-in-10-years-with-a-105-percent-growth-surge
[6] https://ddnews.gov.in/en/india-to-grow-at-6-7-for-next-two-years-world-bank/#:~:text=India%20is%20projected%20to%20sustain,2.7%25%20for%202025%2D26.
[7] https://economicsdeclassified.wordpress.com/2025/02/13/how-bangalore-became-indias-silicon-valley-and-its-impact-on-indias-economic-transformation/#:~:text=According%20to%20a%20report%20from,2029%2D30%20(FY30).
[8] https://www.ndtv.com/business-news/union-budget-2025-will-serve-as-catalyst-for-job-creation-say-experts-7610956#

talent insights.

industry focus – BFSI.

The Indian banking and financial industry put in a commendable performance in 2024, marked by robust growth, rapid digital transformation, innovation and resilience.

- India's capital markets demonstrated strong growth in 2024, with the National Stock Exchange facilitating 268 IPOs, and raising ~INR 1.6 trillion (USD 19.5 billion)[9].
- The Indian BFSI industry's digital evolution was evident in the fact that the nation accounts for nearly half of the world's digital payments (48.5 per cent share in the global real-time payments volume)[10].
- The Indian insurance sector is projected to become the fastest-growing market among G20 nations over the next five years[11].
- The mutual funds industry registered a 36% growth, with the total assets under management (AUM) touching a record high of INR 69.33 trillion in December 2024[12].

The rise of the open banking systems, digital payments, and fintech continue to drive the growth of this industry, and its consequent employment generation. The India FinTech market is expected to touch USD 180-200 billion by 2029, registering a 30% growth13, and the acceptance of UPI beyond India in countries such as Singapore, Nepal, and Sri Lanka provides Indian fintech players a great opportunity to expand and attract more capital.

With digital technologies, AI and analytics assuming centerstage, this has given rise to a significant demand for domain and technology specialists. It is projected that AI and automation will increase the demand for specialists in risk management, regulatory compliance, and cybersecurity by 20-30%[14].

The current edition of our Talent Insights Report 2025 reflects this talent demand and job opportunities — across both tier-1 and tier-2 cities in the areas of investment banking, business operations, business analysts, risk analysts, cyber fraud analysts, relationship managers, digital transformation managers, regulatory technology specialists, and more. We also unfold the new tier-2 locations and roles that have opened job opportunities in the last six months.

[9] https://law.asia/deals-india-2024/#:~:text=In%202024%2C%20India's%20capital%20markets,(USD19.5%20billion).

[10] https://ibsintelligence.com/ibsi-news/india-tops-the-world-in-digital-payments-with-48-global-share-rbi/

[11] https://www.cnbctv18.com/budget/economic-survey-2025-union-budget-insurance-sector-premiums-growth-inflation-g20-nations-5-years-19549756.htm#

[12] https://www.newindianexpress.com/business/2025/Jan/09/mutual-funds-sign-off-2024-with-a-36-growth-in-aum-at-rs-6933-trillion#:~:text=Despite%20a%20highly%20volatile%20market,continued%20to%20see%20strong%20inflows.&text=India's%20mutual%20fund%20(MF)%20industry,Rs%2069.33%20trillion%20in%20December.

[13] https://www.ey.com/en_in/insights/financial-services/the-role-of-fintech-in-building-viksit-bharat

[14] https://www.forvismazars.com/in/en/insights/market-insights/key-trends-shaping-india-s-bfsi-sector-in-2025

city-wise jobs distribution in BFSI.

tier 1 cities.

In terms of absolute numbers of BFSI jobs created in the period Sep 2024-Feb 2025, we see a huge increase across all levels in the last six months.

While all tier-1 cities have shown a notable increase in BFSI hiring across all levels, Bengaluru and Mumbai lead the surge in the junior, middle and senior levels alike.

The significant opening up of employment opportunities is driven by booming markets in the housing, personal loan, and credit card segments and the government's strong commitment to financial inclusion.

With a massive addition of jobs in all levels, Bengaluru has further strengthened its top ranking and increased its share of demand across all levels of hiring (junior-27.68%, middle- 32.10% and senior- 28.60%).

As a key hub for BFSI operations in India, and acknowledged as India's Global Capacity Centre (GCC) capital, Bengaluru accounts for 35% of the country's GCC footprint[15]. It was also the top hub for fintech funding in 2024, garnering 41% of the total investments[16]. And while it experienced a decline in start-up funding in 2024, it emerged as the leader in terms of the number of funding deals — recording 285 deals in 2024, a 14% increase over 2023[17]. Such a predominance of this tier-1 city in the BFSI sector is the reason for the tremendous job creation and hiring demand.

Mumbai holds a strong second position across all levels—junior (22.88%), middle (21.58%), and senior (22.61%). This tier-1 city's share of demand has grown at every level, with the most notable rise at the senior level, increasing by over 3 percentage points.

2024 saw Mumbai reiterating its position as the financial capital of the country, as it accounted for more than a quarter of India's BFSI office space leasing[18]. The BFSI sector in Mumbai is undergoing a significant digital-led transformation, championing initiatives such as setting up of the Digital Banking Transformation Office. Added to this, its impressive portfolio of financial services such as banking, asset management, insurance, and venture capital shows why it is such a magnet for diverse talent hiring.

[15] https://www.newindianexpress.com/business/2024/Aug/31/bengaluru-houses-35-of-bfsi-global-capability-centres

[16] https://yourstory.com/2025/01/indian-fintech-funding-hits-19b-in-2024-bengaluru-leads-Investments

[17] https://inc42.com/features/despite-a-14-increase-in-deals-bengaluru-startup-funding-drops-to-a-9-year-low-in-2024/

[18] https://www.business-standard.com/industry/news/bfsi-sector-leases-13-4-msf-of-office-space-in-2024-up-19-from-2023-jll-125032400548_1.html

Pune rises to the third spot in senior level hiring (14.60%), with an impressive rise of 2.5 percentage points in its demand share vis-à-vis the previous six months. It maintains its third position in middle level hiring (14.94%), but with a 2 percentage point increase in share of demand.

Besides being home to many global banks and financial institutions (Barclays, UBS, Mastercard, etc.), Pune is also a development center for innovative fintech companies such as Fiserv, Finastra, PhonePe, and more. With its rapid growth and strong technology-driven ecosystem for the BFSI sector, Pune offers diverse job opportunities for domain and technology professionals.

Hyderabad moves up to the third rank in junior level hiring (12.41%), and maintains its fourth spot in both middle (13.61%) and senior (11.10%) levels.

2024 witnessed a good many BFSI organizations establishing their presence in Hyderabad. Additionally, it is home to 35% of BFSI GCCs supporting fintech growth, analytics and digital transformation — with major players such as JPMorgan Chase, Citigroup, Goldman Sachs, State Street, and Standard Chartered. This tier-1 city is thus a creator of diverse job opportunities at all levels.

Delhi-NCR comes a close fourth in junior level (12.21%), fifth in senior (9.67%) and sixth in the middle level (6.61%).

While we see a decline in both rankings and share of demand across all levels, Delhi-NCR still remains a mature financial services market — as evidenced by BFSI GCCs being a major driver of commercial real estate demand in this region. Its healthy fintech market (comprising about 12,700 companies[19]) adds to Delhi-NCR's future employment potential.

Chennai rises to the fifth spot in middle level hiring (8.94%) and retains its sixth spot in the junior and senior levels.

Chennai's traditional strengths in financial services has made it an attractive location for organizations specializing in core finance, accounting, and high-end financial processing. The development of the Fintech City in this tier-1 city is expected to attract significant investments and create jobs in the BFSI sector.

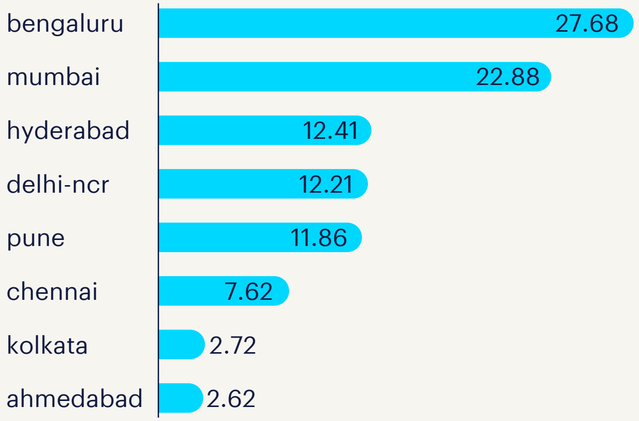


[19] https://www.newindianexpress.com/business/2024/Aug/31/bengaluru-houses-35-of-bfsi-global-capability-centres

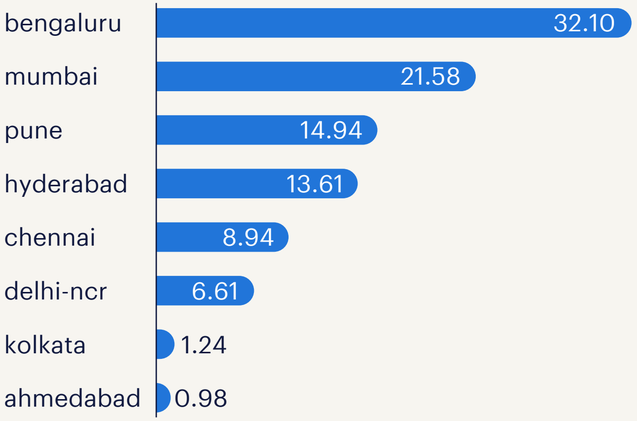
BFSI job distribution across experience levels. tier-1 cities.

Bengaluru and Mumbai have experienced a notable increase in absolute hiring numbers across all levels during the six-month period from September 2024 to February 2025.

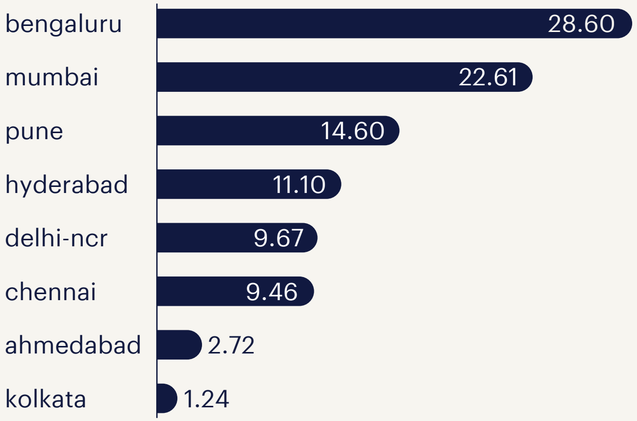
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



As a major development center for innovative fintech companies, Pune marches ahead in hiring demand for senior and middle level professionals.

tier 2 cities.

Jaipur maintains its first rank in both the junior (15.33%) and senior level hiring (20.88%) — and ranks second in the middle level (18.23%).

Jaipur has established itself as a strong BFSI hub across digital payments and wealth management — with leading global and Indian banks bolstering their presence and setting up innovation centers to drive digital transformation. Jaipur is also a preferred destination for startups in the fintech sector, and currently has 276 fintech companies[20]. Job opportunities are therefore high in this tier-2 city.

Chandigarh makes a huge jump (with more than a 16-percentage point increase in demand share over the last six months) to the first place in middle level hiring (25.10%). It also leaps to the second position in the junior level (13.59%), with a 7.5-percentage increase in demand share — and moves up to the fifth position in senior hiring (6.12%).

Chandigarh has a strong presence of nationalized, private, cooperative, and foreign banks — and is also a finance and accounting hub for many accounting firms. Investek, a leading FinTech firm specializing in AI-driven wealth management, investment banking, insurance, private equity, and lending, recently launched its presence in Chandigarh. Other leading companies in the BFSI sector include Paul Merchants Ltd., Finvasia, Creditinfo Group, Fiserv, Angel One. This tier-2 city's rapid ascent as a major financial hub in North India has created significant employment opportunities.

Thane stands steady in its third position across the junior (11.30%), middle (12.42%) and senior (11.30%) hiring levels.

Thane has rapidly transformed into a financial hub with a growing demand for personalized financial services such as wealth and investment management, and insurance. It is also a rising force in the technology-driven financial services segment, and this has raised the talent demand at all levels.

Indore rises to the second spot in senior level demand (12.24%) and ranks fourth in both junior (7.32%) and middle levels (6.27%).

From multinational banks to fintech platforms, Indore has seen major companies (HSBC, ICICI, PayTM, Ment Tech, to name a few) modernizing financial services and the banking experience. Its rapid emergence as a significant hub for fintech has created strong employment opportunities.

Surat has risen impressively in ranking to the fourth spot in senior level hiring (10.05%) with a 5-percentage point increase in share of demand in the last six months. It has also risen to the sixth position in the middle level, and maintains its fifth rank in junior level demand.

Surat's expanding economy and dynamic markets present a thriving environment for investors, and it has thus emerged as a strong business and financial center to create expanding employment opportunities at all levels.

[20] https://tracxn.com/d/explore/fintech-startups-in-jaipur-india/__35gyoyRtdyTrDopaLrHMHFgrkFBy2N_2WoDo8lGuK9I?utm_source=chatgpt.com

Lucknow has risen to a close sixth in senior level hiring demand (5.34%) with a fair increase in share of demand. In the middle level, it maintains its fifth position, and featured in the Top 10 at the junior level.

Lucknow's financial services industry includes diverse companies in finance, investment and insurance — and its fintech market is also growing. As one of the planned ‘financial cities’ in Uttar Pradesh, Lucknow’s growth in this sector has resulted in a steady demand for talent.

Coimbatore has improved its ranking across all levels in the last six months - sixth in junior, ninth in middle, and seventh in senior level hiring.

Reinforcing its traditional strengths in banks and financial institutions, Coimbatore has also emerged as a Fintech hub, with its conducive environment to support and nurture fintech startups. This ensures steadily growing BFSI job opportunities at all levels.

Gandhinagar makes an impressive debut as a tier-2 city at No.8 in the middle and senior levels — and among the Top 15 in the junior level.

The Gujarat International Finance Tec-City (GIFT City) — a planned smart city and India's first International Financial Services Centre (IFSC) — has significantly contributed to Gandhinagar's rise as a financial services hub. This tier-2 city has attracted international financial institutions and has nurtured innovation in fintech, making it a strong talent magnet with good employment opportunities.

Ludhiana, which made its debut among the top-ranked tier-2 cities in our previous edition, continues to its strong positioning among the Top 10 at the junior and senior levels while remaining in the Top 15 at the middle level.

Riding on its industrial strength, Ludhiana aims to build a robust financial services industry, encompassing banking services, sophisticated wealth management, and other financial services. Future employment opportunities in this tier-2 city are promising.

Aurangabad enters the tier-2 city list for the first time and features among the Top 20 at all levels.

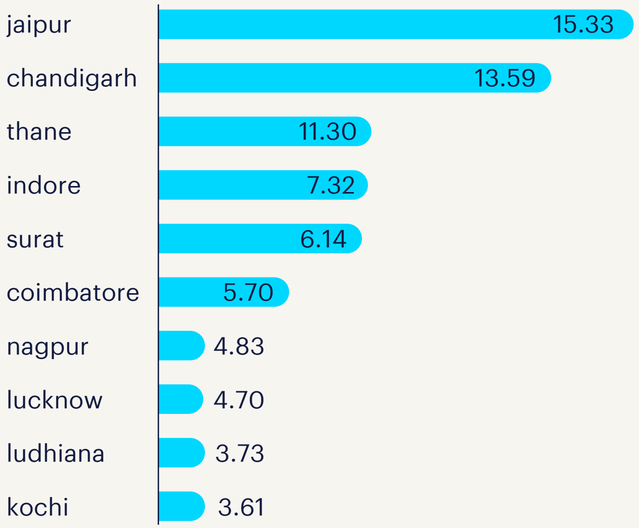
Aurangabad has seen promising growth in its financial services sector, with almost all public and private banks opening their branches in this city. Focusing on diverse financial solutions, Aurangabad is expected to enhance its BFSI stature to offer increasing job opportunities.

Nagpur, Kochi and Vadodara are competitive contenders in the Top 15 list across all levels in hiring demand.

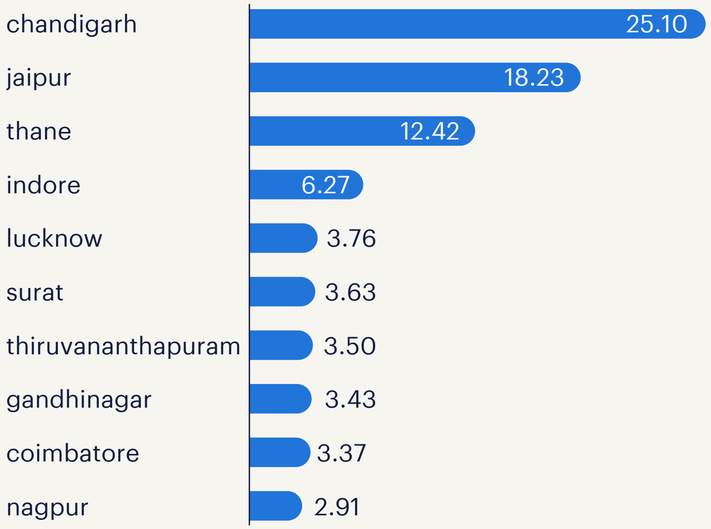
BFSI job distribution across experience levels. tier-2 cities.

Chandigarh sees a massive surge in BFSI hiring, topping middle-level demand and securing the No. 2 spot at the junior level.

Junior level (0-5 years)

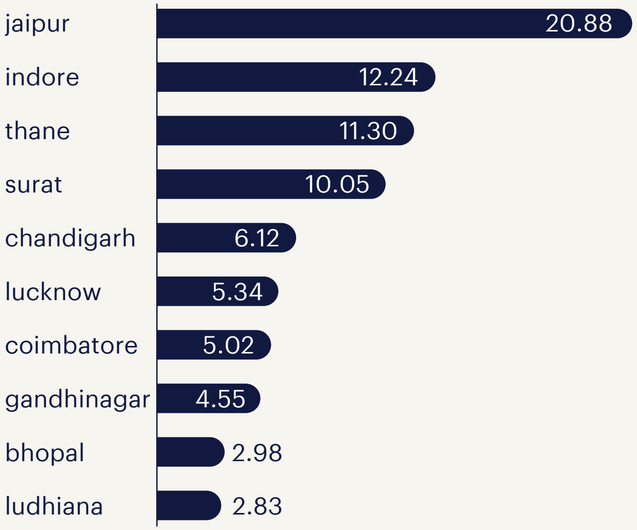


Middle level (6-14 years)



With a notable presence in middle and senior hiring, Gandhinagar gains ground, as Aurangabad joins the expanding tier-2 city landscape.

Senior level (>=15 years)



Jaipur maintains its leadership position at the junior and senior level hiring demand.

key talent trends across BFSI skills.

Junior-level hiring has seen a decline across both tier-1 and tier-2 cities. In contrast, average hiring at the middle and senior levels has risen — with tier-2 cities showing a sharper uptick, including a 3% increase at the middle level and a 2% rise at the senior level.

This trend reflects the increasing maturity of tier-2 cities as financial services hub. Chennai, Pune and Ahmedabad show a higher demand for senior level hiring over the average for tier-1 cities; among tier-2 cities, Gandhinagar, Aurangabad, Surat show a similar trend.

Demand for middle level talent is highest in the tier-1 cities of Pune, Bengaluru, Chennai and Hyderabad — as well as Chandigarh, Gandhinagar and Jaipur among tier-2 cities.

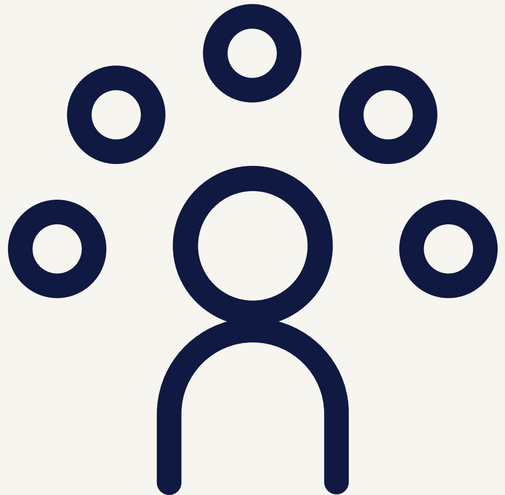
Investment banking is the most in-demand job role, a topper in the middle (21.88%) and senior-level hiring (22.28%); and second in the junior level (15.20%).

While the share of demand for this skill has declined in all three levels, investment banking continues to be a critical skill — in today's thriving economy, specialists in this area are needed by individual investors, large corporations and governments alike. Among tier-1 cities, Bengaluru shows the highest demand for this skill across all levels, and Hyderabad in the middle and senior levels. Among tier-2 cities, Jaipur, Vadodara, Chandigarh and Coimbatore exhibit strong demand at junior and middle levels.

There has been an increase in ranking and share of demand for business operations professionals, with a rise to the top spot in the junior level (21.76%, and a 7- percentage points increase on demand share over the last six months). It holds its second place in middle level (18.15%), but its share of demand decreased in the senior level (21.85%), although it still holds the second spot.

Business operations is shifting towards digital transformation, customer experience management, data analytics —with AI and automation playing a key role. It thus holds relevance across all levels, and offers good employment opportunities.

There is a strong demand for business operations professionals at all levels in tier-1 cities like Chennai, Mumbai, Pune, Hyderabad, and Delhi-NCR. While the role is in high demand at the junior level across most tier-2 cities, Chandigarh and Jaipur show particularly strong demand at the middle level.



Business analyst skills consistently hold the third position across all levels—junior (8.30%) and middle (8.10%). Notably, the demand for this role, at 10.01%, is relatively higher at the senior level.

The business analyst in the BFSI sector today is a vital cog to bridge the business-technology gap and drive innovation through data-driven insights. It is a strategic role that one can continuously progress and offers job opportunities at every level.

Hyderabad, Pune, Mumbai and Delhi-NCR show the strongest demand for this skill among tier-1 cities across levels — as does Jaipur and Chandigarh among tier-2 cities in the junior and middle level.

The role of the collection manager features among the Top 5 skills in demand across the middle and senior levels.

Strategic planning, data analysis, compliance and customer relationship management have become important for this role, and hence we see expanded opportunities in the middle and senior levels.

Bengaluru and Pune among tier-1 cities. Coimbatore, Kochi, Surat among tier-2 cities, show the strongest demand.

Risk analysts have shown an increase in demand as it rises to the fourth place in middle (5.86%) and senior level hiring (6.78%) — and features in the Top 10 skills in demand at the junior level.

Risk analysts in today's BFSI era have evolved as more proactive, data-driven, and technology-savvy professionals, collaboratively managing responsibilities of cybersecurity, emerging risks, and regulatory compliance — and promises good job opportunities at all levels, across tier-1 and tier-2 cities.

The role of the cyber fraud analyst impactfully enters the skill portfolio for the first time to feature in Top 20 skills.

With greater sophistication of cyber frauds being experienced in the digital age, the role of the cyber fraud analyst has opened up great job opportunities, both in tier-1 and tier-2 cities. Monitoring and analysis of digital transactions using cybersecurity, analytics and AI tools are important skills to have and we see expanding opportunities in future years.

Demand for sales professional, relationship manager, branch manager, credit manager, business development manager and customer service representative hold steady across all levels in both tier-1 and tier-2 cities.

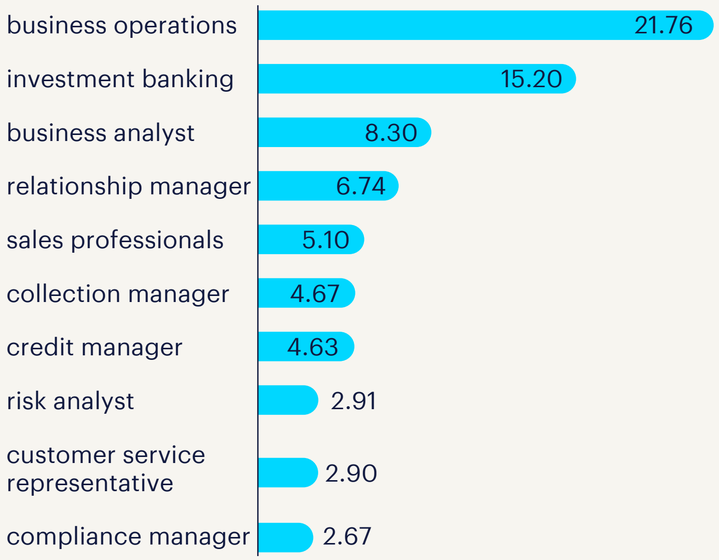
The roles of the digital transformation officer, regulatory technology specialist and ESG analyst, continue to offer exciting career opportunities.



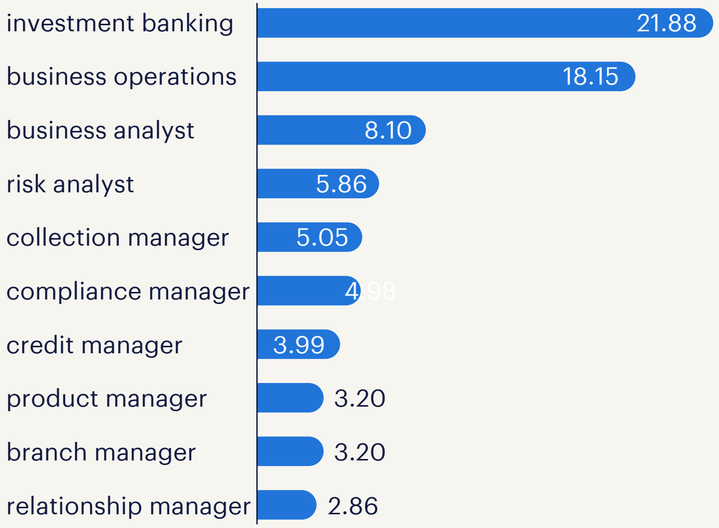
BFSI job distribution by skills.

Investment banking and business operations remain the top two most in-demand job roles across all levels and locations.

Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



The cyber fraud analyst role makes its debut in this year's skills portfolio. While still emerging, demand for digital transformation officers, ESG analysts, and regulatory technology specialists is expected to grow in the future.



the future talent landscape for BFSI.

The future of the Indian BFSI industry is exciting, standing as it does on the cusp of technological innovation, bold government initiatives and rapidly changing consumer behavior. For example, a PwC report forecasts that annual digital payments in India could surpass USD 10 trillion by 2026, led by UPI and AI-backed financial ecosystems[21].

The revolution of financial inclusion will push the equity market to expand beyond metropolitan hubs, leading to democratization of financial opportunities. This augurs very well for both the country's economic growth and employment creation — and we see evidence of this in the elevated levels of jobs and hiring shown in this edition of our latest Talent Insights Report.

With the unprecedented growth of BFSI GCCs, it will open tremendous possibilities for capabilities in cloud services and innovative technologies. The compass points to future-led skills in business operations, investment banking, digital banking, fintech, AI and Gen AI, regulatory technology, advanced analytics in risk and cyber fraud management — and our Talent Insights Report agree with these forecasts.

It is crucial for BFSI organizations to maintain a strong focus on talent upskilling and cross-skilling—whether in areas such as industry knowledge, risk and fraud management, emerging digital technologies, the AI-automation-analytics triad, customer experience, or sales and business development, among others.

With an expansive blend of blue oceans and open skies, the years ahead for the Indian BFSI industry hold unlimited possibilities.

[21] https://www.linkedin.com/pulse/future-bfsi-india-key-trends-reshaping-industry-crack-ed-fvvrc/

talent insights.

industry focus – manufacturing & automotive.

It has been a year of robust growth for the Indian manufacturing and automotive industry in 2024, with the Index of Industrial Production (IIP) showing a 4.2% year-on-year growth[22]. This growth has been a result of all-round concerted intent and action, including

- Tremendous government support through bold initiatives and policies — 'Make in India', the production-linked incentive (PLI) schemes, the Bharatmala Pariyojana project, the proposed Development of Enterprise and Services Hub (DESH) Bill, and the National Logistics Policy.
- Strong performance of the Indian automobile sector, with production across all vehicle categories standing at 1.92 million units as of December 2024[23].
- Substantial export growth due to increased focus on high-value manufacturing.
- Adoption of digital manufacturing and Industry 4.0 practices.
- Focus on skills development and workforce readiness.
- Improvements in infrastructure and development of industrial corridors (Delhi-Mumbai Industrial Corridor and dedicated freight corridors).
- Support to medium, small and micro enterprises (MSME) through access to finance, technology, and markets.
- Public-private partnerships (PPP) to develop infrastructure, set up manufacturing clusters, and foster innovation.
- The rise of India as the world's second largest mobile manufacturer, buoyed by the 'Make in India' initiative[24] — which, in turn, has generated tremendous employment.

A notable achievement in this sector is the strides made in becoming a global semiconductor hub. Although there is quite a distance more to travel on this, India has launched itself as a player on the world stage, and is creating newer avenues for economic growth — a move that is estimated to create more than a million jobs[25] in the years ahead.

This chapter of our talent insights report brings out the performance and promise of the manufacturing and automotive industry — in terms of talent needs and skill demand across both tier-1 and tier-2 cities.

[22] https://www.assetmanagement.hsbc.co.in/en/mutual-funds/news-and-insights/manufacturing-sector#:~:text=In%20June%202024%2C%20the%20Index,growing%20by%202.6%20per%20cent.
[23] https://www.entrepreneur.com/en-in/news-and-trends/how-indias-auto-industry-wrapped-up-2024/485521#:~:text=How%20India's%20Auto%20Industry%20Wrapped%20Up%202024%20Key%20domestic%20sales,achieving%206.8%20per%20cent%20growth.
[24] https://pib.gov.in/PressReleasePage.aspx?PRID=2099656
[25] https://ackodrive.com/news/2024-in-review-make-in-india-surges-with-semiconductors-sharply-in-focus/

city-wise jobs distribution in manufacturing & automotive.

tier 1 cities.

Bengaluru not only stands as a clear leader among tier-1 cities in the hiring demand, but has also moderately raised its share of demand at all levels (junior - 28.85%; middle - 35.90%; senior - 33.80%) over the last six months.

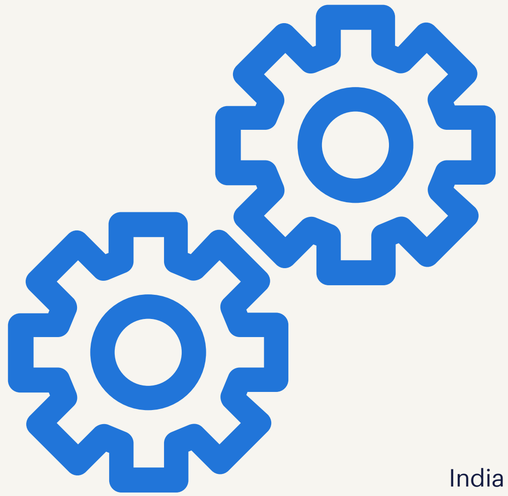
From automotive and electronics to aerospace and textiles, Bengaluru has witnessed a significant surge in manufacturing expansion — driven by both multinational and domestic companies — fueling a strong demand for talent. Pixxel, a leader in innovative hyperspectral earth-imaging technology inaugurated its first spacecraft manufacturing facility, ‘MegaPixxel’ during this year. Igus India, Marian Inc., Cresset, Brother Machinery India, are some of the other major companies that expanded their operations in 2024 in this tier-1 city.

Bengaluru’s thriving and collaborative ecosystem of shared infrastructure, active industry associations, and research institutions — plus the government’s proactive support in terms of tax incentives, land acquisition assistance, and streamlined regulatory processes have contributed to its phenomenal growth.

Pune leaps to the second position in all three levels (junior - 15.67%; middle - 16.18%; senior - 16.69%) — and has shown a fair increase in share of demand in all levels.

Pune’s consistent upgrading of its industrial ecosystem has paid rich dividends, with a host of leading organizations establishing or expanding their presence here in 2024 — Syrma SGS, Eka Pak, Johnson Controls, GE Aerospace, Cattini India, and Burkert, to name a few.

Such multifold growth, plus, Pune’s traditional manufacturing strengths in the automobile, consumer durable and engineering sectors, have raised the city’s potential for large employment creation across all levels.



Chennai maintains a steady pace to stand third across all levels (junior – 15.40%; middle – 14.12%; senior 13.73%) — despite a slight dip in its share of demand over the last six months.

As the largest industrial center of South India, Chennai continued to invite major enterprises to set up their manufacturing plants in 2024 — including CISCO, Robot System Products, Lubrizol, Polyhose, Murata, Godrej & Boyce, and Rockwell Automation. Additionally, this tier-1 city is home to one-third of India's automobile manufacturing industry, and a manufacturing hub for Apple's products — plus its traditional strengths in engineering, textiles and leather sectors. Furthermore, Ola has also announced its plans to set up the world's largest scooter factory in Tamil Nadu.

All of these have created a sustained and thriving demand for talent in the junior, middle and senior levels.

Mumbai ranks fourth in the middle and senior levels (10.71% and 11.00%, respectively), and a close fifth in the junior level (12.35%) — with a rise in share of demand across all levels over the last six months.

Mumbai continues to strengthen its manufacturing and automotive positioning by inking quite a few projects in 2024 — Adani and Tower Semiconductor, Toyota Kirloskar Motor, RRP Electronics and Lubrizol, to name a few. An interesting development of Mumbai's growth in the manufacturing sector has been the surge in demand for the warehousing and logistics sector. Varied employment opportunities at all levels has been the result of this growth.

Delhi-NCR comes fourth in junior level hiring demand (13.07%), and a close fifth in the middle (10.47%) level, and sixth in the senior level (9.20%).

While Delhi-NCR has shown a dip in both rankings and share of demand across all levels, it maintains its strengths across diverse sectors such as automobile, FMCG, electronics, and heavy electrical machinery. Interestingly, it has contributed to a phenomenal surge in the warehousing market in 2024, contributing to 16% of the overall market share — and promising to quadruple in the near future[26]. With this region poised to emerge as a major design and manufacturing hub for electronic products, it is expected that a wide range of job opportunities will be created at all levels.

Hyderabad ranks a close fifth in senior level hiring demand (10.66%) and sixth in the junior (8.87%) and middle (9.38%) levels.

Pharmaceuticals, aerospace and defense, and electronics system design and manufacturing (ESDM) are the strongholds of this tier-1 city. With Telangana having clinched new manufacturing investments worth nearly INR 7600 crore towards the end of 2024, there is a high potential to create ~ 5200 jobs in these sectors[27].

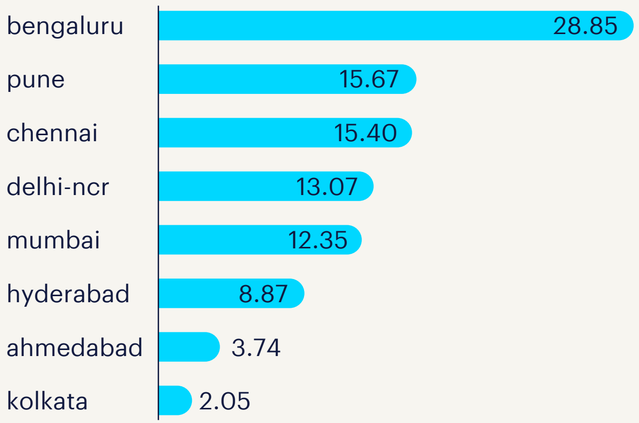
[26] https://news.abplive.com/business/delhi-ncr-sees-surge-in-warehousing-market-in-2024-knight-frank-says-region-set-for-expansion-ahead-1759703

[27] https://timesofindia.indiatimes.com/city/hyderabad/telangana-bags-fresh-manufacturing-investments-worth-rs-7600-crore/articleshow/116102950.cms

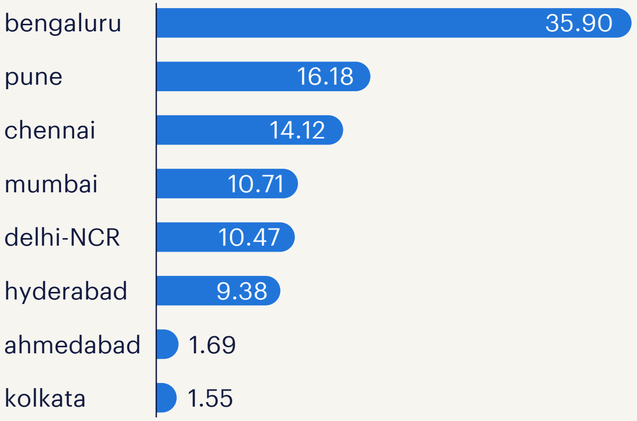
manufacturing & automotive job distribution across experience levels. tier-1 cities.

Bengaluru registers significantly higher share of hiring demand across all levels over the previous year.

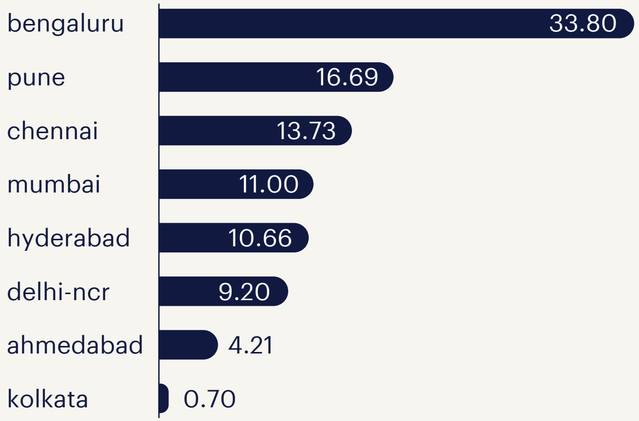
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



Pune shows a big jump to the second spot across all levels.

tier 2 cities.

Coimbatore rises to the first place in junior (14.94%, with a 3-percentage point increase in share of demand over the last six months) and a close second in senior level hiring, (17.03%, a surge of almost 5 percentage points in the last six months). In the middle level, it retains its fourth spot (10.86%).

Coimbatore is experiencing a renewed push as a manufacturing and automotive hub with a major industrial expansion. Its latest masterplan has identified eight suburbs as economic capital growth nodes covering diverse sectors — including automobile, motor and pump manufacturing, electrical automation, electrical engineering, cement, steel, food processing, chemicals, and logistics.

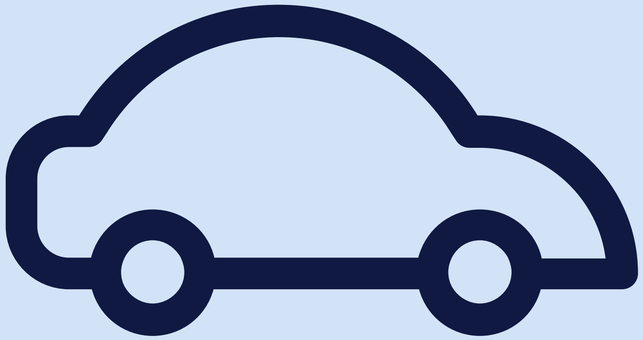
Combine this with its diversification into advanced manufacturing, clean energy and infrastructure — and its thriving startup ecosystem — and we can see why there is such a wide range of employment opportunities at all levels.

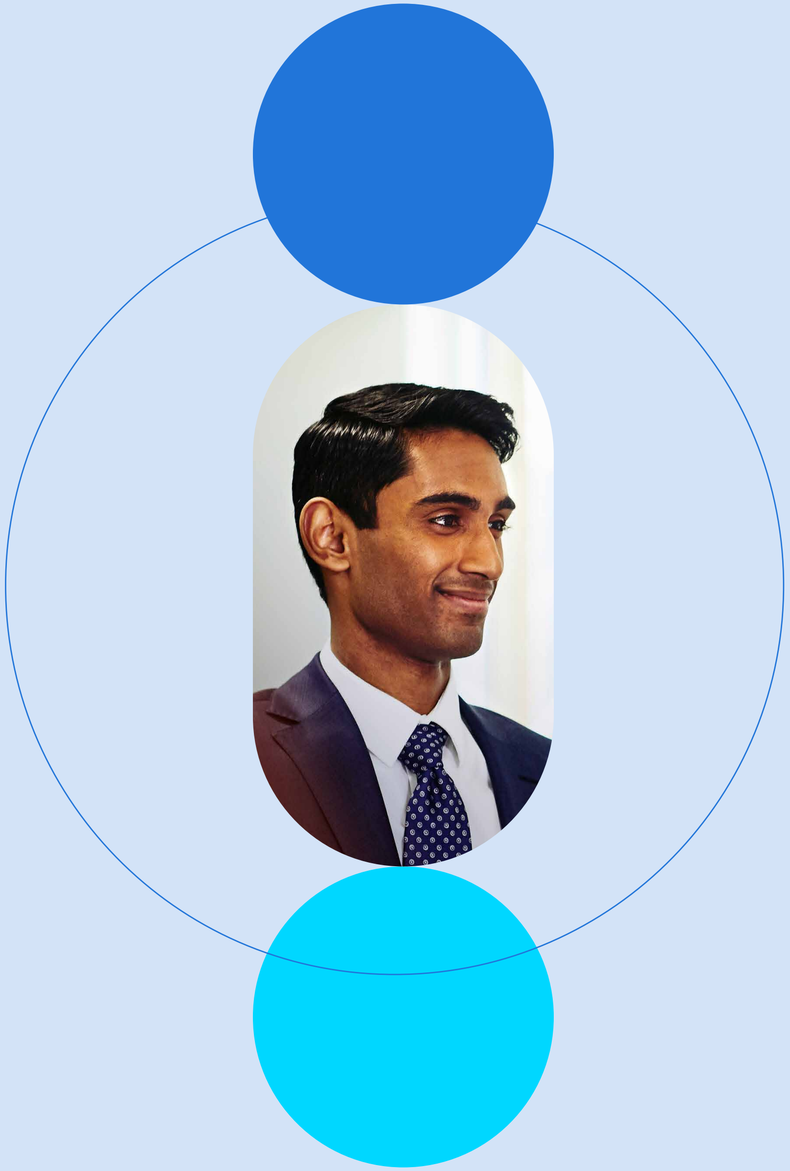
Vadodara rises to the top position in senior level hiring (18.13%), ranks second in the middle level (17.02%), and third in the junior level (13.33%).

2024 saw the inauguration of the Tata Aircraft Complex in Vadodara, India's first private facility to build military planes. Such a scaling of defence production is an extension of, and a powerful testimony to Vadodara's manufacturing strengths in power transmission and distribution equipment, automobile, chemicals, and more — which creates a strong demand for talent at all the three levels.

Chandigarh has shown a remarkable jump in both rankings and share of demand at all levels over the previous six months. It ranks a close second in junior level hiring (14.68% with an increase of nearly 10 percentage points), third in the middle (16.72%, more than 13 percentage-point increase), and senior level hiring (8.75%, more than 4 percentage-point increase).

Chandigarh manufacturing and automotive industry has significantly risen in stature to encompass light engineering goods electrical/electronic goods, machine tools, plastics, sanitary fittings, furniture, and food products. This has resulted in high demand for talent in the junior, middle and senior levels.





Thane maintains its first spot in middle level hiring demand (17.98%) and fourth in senior (8.28%) and junior levels (8.70%) — despite a dip in share of demand in the last six months.

Thane continues its march as a significant industrial hub of Maharashtra, with a diverse manufacturing sector in machinery, automobiles, chemicals, food processing and packaging. Home to 10 Maharashtra Industrial Development Corporation (MIDC) areas and two cooperative industrial estates, it is no surprise that Thane is a hotspot for talent and employment opportunities.

Jaipur stands at No. 5 in junior and middle level hiring (8.53% and 5.82%, respectively), and a close sixth in the senior level (7.34%). However, there is a significant decline in both ranking and share of overall demand in the last six months.

The inauguration of Wipro Hydraulics new facility in Jaipur for custom-built hydraulic cylinders should strengthen Jaipur’s efforts to expand its manufacturing and automotive industry. Its traditional strengths in automobiles, textiles, minerals, petrochemicals, and electronics should see it create better employment and opportunities in the years ahead.

Surat enters the Top 10 tier-2 cities list with great impact this year, ranking sixth in junior level hiring (4.85%) and fifth in the senior level (7.66%).

Surat has risen impressively, with its expansion in the areas of textile machinery manufacturing, digital textile printing, semiconductors, chemicals and petrochemicals, diamond processing, among others. This growth has given rise to attractive job opportunities.

As new entrants to the tier-2 cities list, Gandhinagar and Aurangabad rank impressively among the Top 10 across all levels.

Gandhinagar's manufacturing industry includes sectors such as textiles, engineering, wood products, and minerals — and major companies include Reliance Industries, Tata Motors, Larsen & Toubro, Adani Group, Ambuja Cements, and Suzlon Energy. Plus, it is also strong in the small-scale sector. This makes it a high potential job creator location.

Aurangabad has a diverse manufacturing base in the areas of automotive and auto components, pharmaceuticals, consumer durables, plastic processing, agriculture and biotech — and provides good and varied employment opportunities.

Indore and Kochi rank steady among the Top 10 across junior, middle and senior levels.

Indore’s diverse manufacturing landscape includes the textile, automobile, and steel sectors. With the state of Madhya Pradesh rapidly expanding in the automobile industry with the Pithampur Auto Cluster (hosting both original equipment manufacturers and auto parts manufacturers), this has created good job opportunities across all levels. The special policies that are being implemented to promote EV manufacturing should reinforce Indore’s talent demand in the future.

Kochi also has a versatile manufacturing industry in the seafood processing, shipbuilding, oil refining, and electronics hardware sectors that provide fair employment opportunities. Additionally, TCS’ plans to establish a 37-acre campus at Kochi’s Kinfra electronics manufacturing cluster, with a focus on electronics R&D is good news on the future talent demand front.

Nagpur, Lucknow, Ludhiana, and Nashik are among the promising Top 15 tier-2 locations at different levels of hiring, and we will see more of them in the years to come.

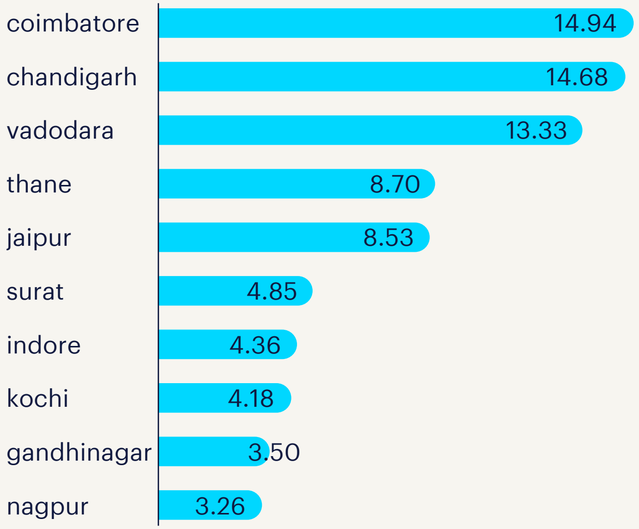


manufacturing & automotive job distribution across experience levels.

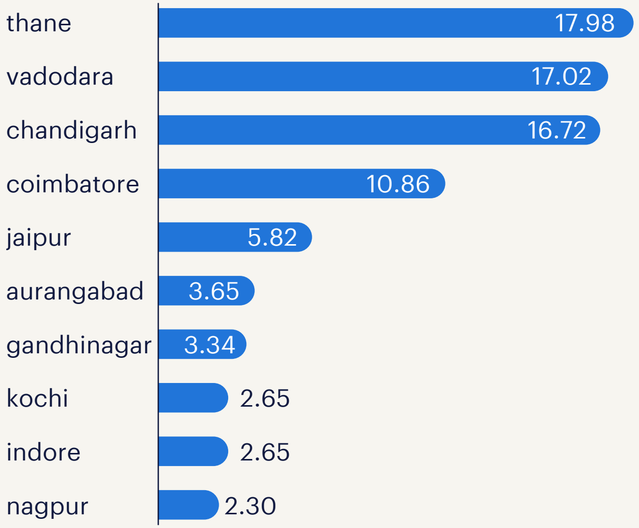
tier-2 cities.

Coimbatore, Thane and Vadodara jump up the rankings to claim the top spots in junior, middle, and senior level hiring, respectively.

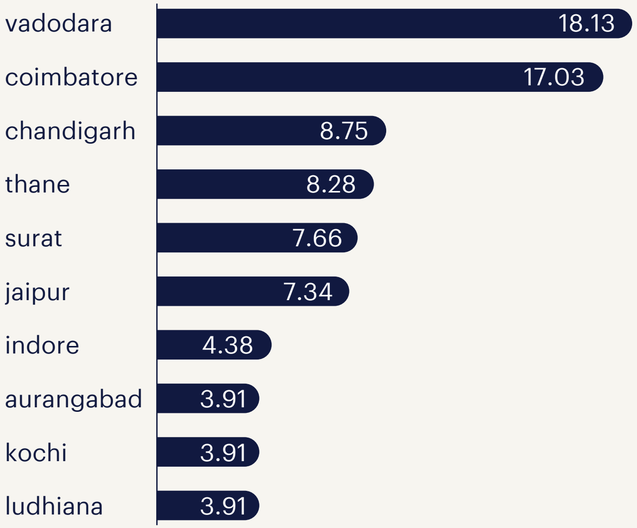
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



Gandhinagar and Aurangabad make strong entries into the Top 10 tier-2 cities for manufacturing talent demand across levels.

key talent trends across manufacturing & automotive skills.

While junior-level hiring continues to remain strong, there is also a healthy uptick in senior-level hiring in the past six months in both tier-1 and tier-2 cities.

Acquisition and subsequent upskilling of campus and junior talent is today a best practice in talent development across different functions in the manufacturing and automotive industry. With ambitious plans to raise the stature of Indian manufacturing in the global arena, we see an increasing demand for senior professionals to bring strategic capabilities.

Ahmedabad, Hyderabad and Bengaluru show the highest demand for senior level hiring (higher than the overall average of 4.57%) in tier-1 cites; among tier-2 cities; Surat, Ludhiana, Aurangabad and Vadodara show the highest demand (above the overall average of 4.04%).

Production managers continue to be the top skill in demand at all levels junior (26.61%), middle (34.35%), and senior (33.36%).

In the evolving manufacturing and automotive industry landscape, the role of production managers has expanded beyond production control to supply chain management, quality control, continuous improvement, and data-driven decision-making. As India looks to make bold strides in this industry, not only will the demand for this role be high, but will need upgraded skills as well.

Demand for supply chain/logistics professionals ranks second across the junior (13.33%) and middle level hiring (12.11%). In the senior level, it has risen to the third spot (12.35%).

Supply chain/logistics professionals today have evolved to be data-driven strategists in areas of risk management, logistics optimization and technology integration. This explains the rise in demand of senior level professionals, and the continued demand at the junior and middle levels.

We see a strong demand for supply chain/logistics professionals in both tier-1 and tier-2 cities, indicating good employment opportunities across all levels.

The role of operations management rises in demand from the junior (12.09% and fourth position) to middle (11.70% and third spot), and senior (14.71%, and ranked second) levels.

Operations management has risen in critical importance, become proactive in the management of sustainability, digital transformation, and supply chain resilience to ensure competitiveness and efficiency. The progression in demand to senior levels is therefore not surprising.

Across all levels in tier-1 cities, it features among the Top 5 skills in demand. Among major tier-2 cities, its demand is the strongest in Jaipur, Thane, Chandigarh, Coimbatore and Lucknow.



Design engineers continue to show a good demand in the junior (12.83, ranked third), middle (10.06%, ranked fourth) and senior (7.73 %, ranked fifth).

Design engineers today are increasingly involved in the entire product lifecycle in the manufacturing and automotive industries — from initial concept, to prototyping, production and continuous improvement. From leveraging data analysis and simulation to optimize designs and predict performance, it also calls for collaborative skills with other functions — and hence its strong demand across all levels.

In Chennai, design engineers are among the most sought after ranking second across all levels ; it ranks among the Top 5 skills in demand in Mumbai, Pune, Delhi-NCR and Bengaluru (and is strongest at the junior level). In tier-2 cities, the demand is strongest at the junior levels — especially in Coimbatore, Vadodara, Chandigarh, Thane, Surat and Jaipur.

The demand for quality managers is maintained across all levels — fifth in the junior (9.61%) and middle (9.51%) levels; and fourth in the senior level (11.52%).

Beyond traditional inspection and assessment, quality managers assume responsibilities in process improvement, data analysis, customer experience and leadership. At every hierarchical level, this role is therefore vital.

Tier-1 cities show a consistent demand for quality managers at the middle and senior levels, while in tier-2 cities, the demand is more in the middle and junior levels.

EV technicians enter the Top 10 list of skills in demand for the first time — sixth in junior (7.75%) and middle (6.71%) levels, and eighth in the senior level (3.91%).

In the expanding world of electric vehicles, EV technicians stand on the front lines for their effective functioning, maintenance, and repair.

The demand for this skill ranks among the Top 10 in all tier-1 and tier-2 cities. Bengaluru (among tier-1 cities); Chandigarh and Coimbatore (among tier-2 cities) show the strongest demand.

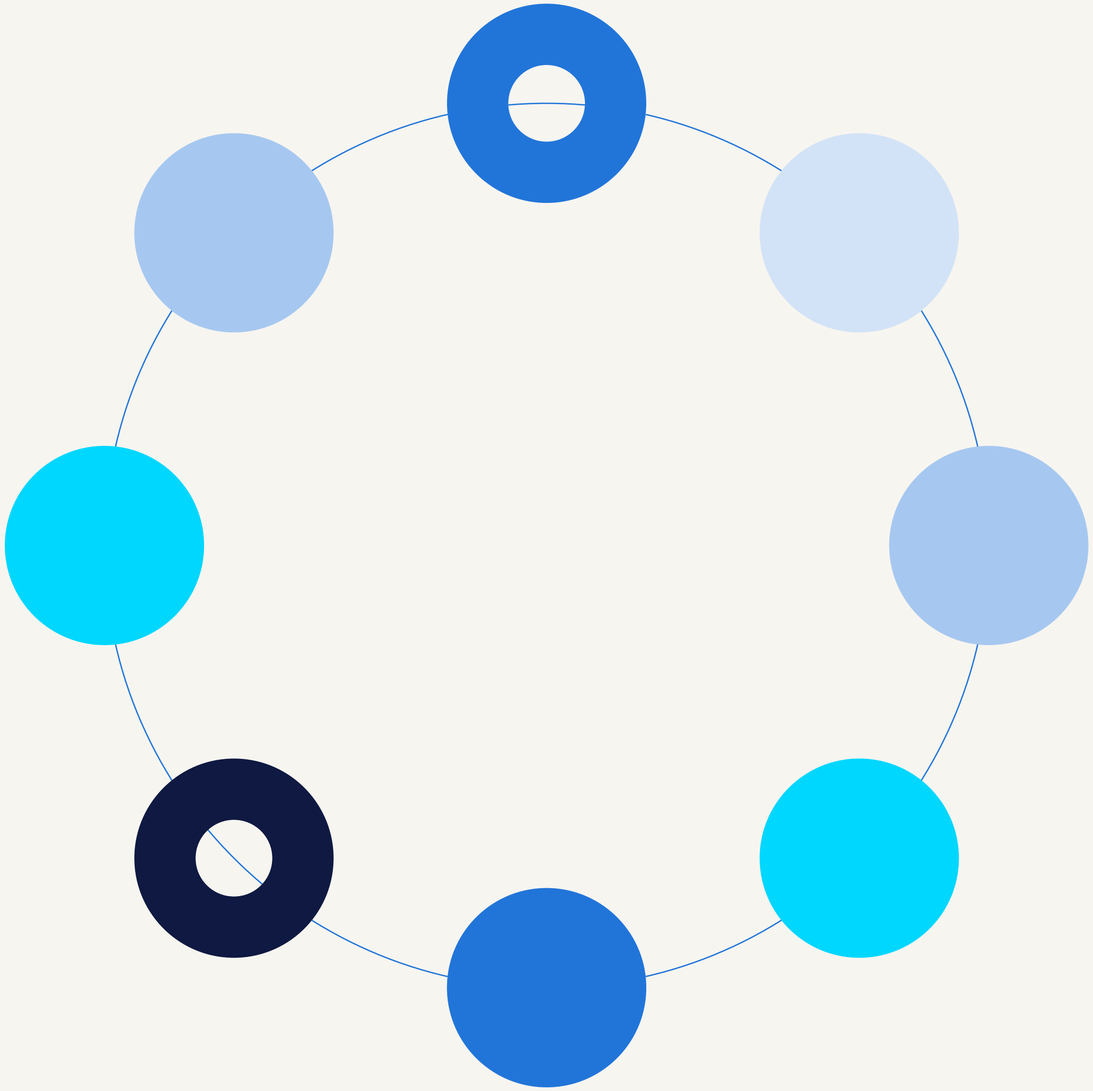
Service management professionals, process engineers, plant/factory managers, R&D professionals and automation engineers continue to feature in the Top 10 list of in-demand roles — both in tier-1 and tier-2 cities.

While India continues to hold a cost advantage, the manufacturing and automotive industry is increasingly shifting toward an innovation-driven and sustainable model—making it essential for all related skills to step up and evolve accordingly. While demand will continue to rise, an important requirement is to keep upskilling our people in these areas.

The role of the sustainability specialist has made an impressive entry into the skills portfolio list for the first time across all levels.

With government regulations reinforcing its climate agenda, the Indian manufacturing and automotive industry has set the right path in creating the role of the sustainability specialist — to reduce environmental impact, improve resource efficiency, and promote ethical practices.

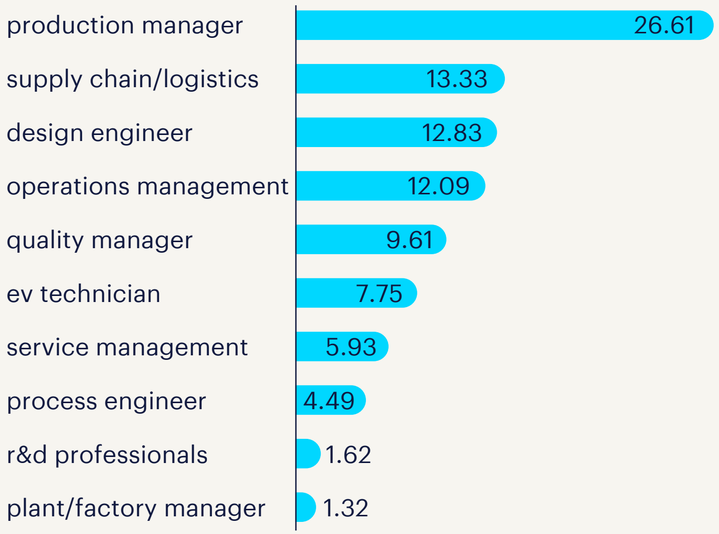
Still in a nascent stage, we see this skill accelerating in relevance and demand.



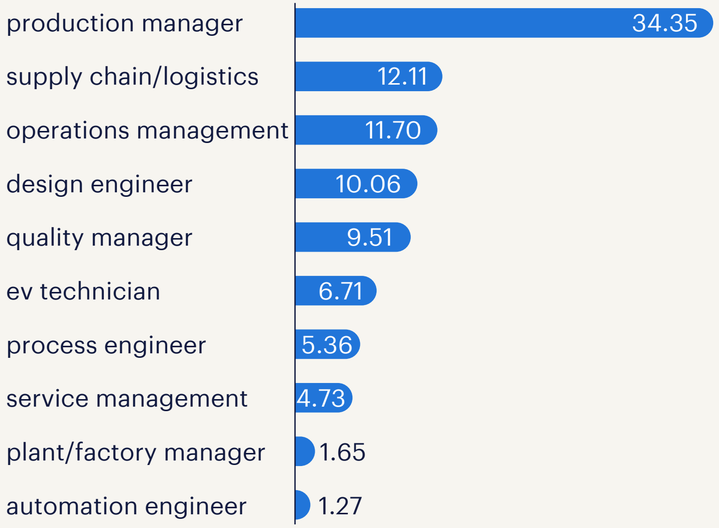
manufacturing & automotive job distribution by skills.

The role of the EV technicians enters the Top 10 list of skills in demand for the first time.

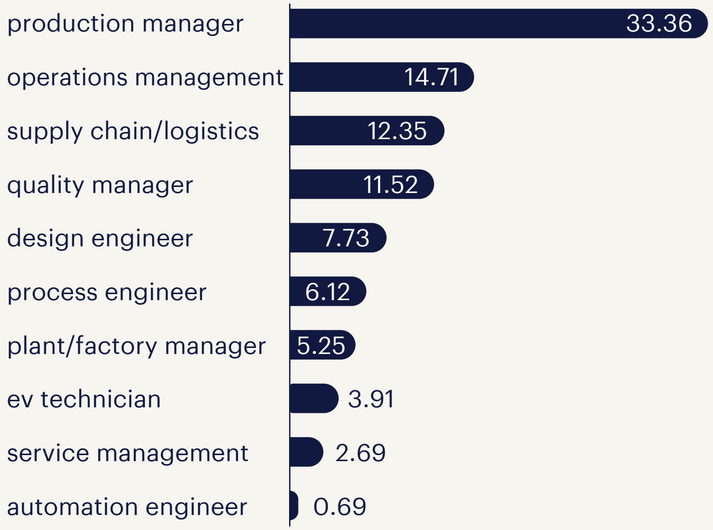
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



The role of the sustainability specialist makes an impressive entry into the skills portfolio list.

the future talent landscape for manufacturing & automotive.

The 2025 budget has laid a solid blueprint to fuel India's future wave of industrial growth. New incentives, expansion of PLI, infrastructure investments, a USD 10 billion boost for semiconductor and electronics manufacturing, higher EV subsidies, and local battery manufacturing incentives are all set to supercharge the Make in India initiative.

Companies like Foxconn, Micron, and Tesla are actively looking to expand in India, making it one of the fastest-growing manufacturing and automotive economies in the world. Additionally, India is emerging as a powerful hub for aerospace engineering, defense manufacturing, and MRO (Maintenance, Repair, and Overhaul) services. More than 1,700 Global Capability Centers (GCCs) are driving innovation in India, and 22% of Forbes Global 2000 companies will be setting up R&D centers in the country[28].

This huge transformative shift has set in motion a demand for talent proficient in diverse skills — from technology-driven engineering, production, operations, supply chains, processes, quality, design, research and development, artificial intelligence (AI), machine learning (ML), industrial automation, and more. The talent insights in this report have been curated to provide the right pointers for both job seekers and organizations.

There is, undoubtedly, a huge talent requirement, and partnership will be the name of the game — between the manufacturing and automotive industry, academia and skilling institutions. The importance of industry-relevant curriculum, hands-on experience through internships, and research sponsorships cannot be underestimated — and this will ensure that both careers and organizational goals can soar high.



[28] https://www.linkedin.com/pulse/india-advantage-your-gateway-innovation-growth-tata-technologies-vpqvc/

talent insights.

industry focus – IT.



With IT spending projected to increase by 11.2% to touch USD 160 billion in FY25[29] — and with IT exports expected to reach USD 210 billion in FY25 (which is 18% of total global IT outsourcing spending)[30] — the Indian IT industry witnessed the beginning of a rebound from mid 2024. This has given rise to considerable optimism that this industry is poised for growth and transformation in 2025, fueled by emerging technologies and favorable market dynamics.

The Union Budget 2025 has also announced some game-changing initiatives for the Indian technology sector — an enhanced India AI mission funding, an AI Centre of Excellence for Education, and a Deep Tech Fund to fuel innovation. Its proposal for a national framework for Global Capability Centres (GCC) in tier-2 cities underscores the country's tremendous and impactful rise as a strategic technology and innovation hub for the world.

While overall IT hiring in 2024 showed a 7% decline (mostly due to broader macroeconomic challenges and global uncertainties), demand for roles in Artificial Intelligence (AI) and Machine Learning (ML) surged by 39% — and GCCs contributed more than 50% of tech job hiring[31]. 2025 is expected to be a year of recovery in IT hiring.

An exciting trend has been the growing demand for tech roles in non-tech sectors, with 75% of Indian enterprises expected to integrate AI into their processes in 2025, and 62% planning to implement cloud hybrid strategies[32]. This certainly creates a transformative shift in employment dynamics — as diverse industries embrace technology into their core operations, it unfolds exciting opportunities for technical talent, beyond the traditional IT landscape.

In 2024, India also saw a rebound of its startup ecosystem, with the addition of six unicorns raising the total to 118 unicorns — including its first unicorn in the generative AI sector, Krutrim[33].

[29] https://www.gartner.com/en/newsroom/press-releases/2024-11-12-gartner-forecasts-india-it-spending-to-reach-160-billion-us-dollars-in-2025
[30] https://timesofindia.indiatimes.com/business/india-business/indias-it-exports-to-hit-210-bn-by-fy25-captures-18-of-global-it-outsourcing-spend/articleshow/116391510.cms
[31] https://www.linkedin.com/pulse/hiring-india-2024s-lessons-2025s-promising-comeback-techgig-com-1gacc/
[32] https://upforcetech.com/the-future-of-indias-it-industry-in-2025/
[33] https://inc42.com/features/indias-unicorn-club-the-comprehensive-list-of-unicorns-in-india/



All of this bodes well for employment generation — and our report's finding reiterates this optimism. Tier-1 cities saw an overall increase of close to 10% in absolute numbers of hiring over the previous six-month period, while tier-2 cities clocked a corresponding increase of about 25%. The march of the tier-2 city brigade cannot be more encouraging. This report unfolds insightful trends on locations and skills that will lend themselves to promising job opportunities — and we hope this will enable organizations, professionals — and academic institutions too — to steer actions in the right direction.

city-wise jobs distribution in IT.

tier 1 cities.

The signs of recovery in IT hiring that was seen six months ago seems to continue, reinforcing optimism in the IT industry.

We see a significant increase in hiring over the previous six-month period (Mar 2024 to Aug 2024) across all levels, in both tier-1 and tier-2 cities. Bengaluru accounts for most of the increase in demand at all levels. Pune in the middle and senior levels, and Hyderabad and Chennai in the senior levels, show a significant rise in absolute numbers of hiring among tier-1 cities. Chandigarh, Coimbatore and Surat registered the highest additions among tier-2 cities.

Bengaluru continues its unbeatable leadership across all levels with significant increases in the overall share of demand and across all levels — junior (34.60%), middle (40.48%) and senior (36.54%).

An established technology and innovation capital, Bengaluru's IT industry offers professionals unique opportunities to work on cutting-edge technology products, solutions and services across diverse industries. In addition to being a top global tech and start-up hub, Bengaluru also has the highest share of Global Capability Centers (GCC) in India — 34%[34]. Karnataka, which introduced the country's first policy for GCCs, aims to create 500 new GCCs and create 350,000 jobs[35].

Hyderabad retains its second spot in hiring demand across all levels — junior (15.89%), middle (17.25%) and senior (14.72%).

Hyderabad continues to be the epicenter of Telangana's bold moves to grow its IT industry. In 2024, a host of major enterprises set up new establishments or expanded their presence in Hyderabad. To name a few, FedEx established its Advanced Capability Community in Hyderabad with a USD 100-million investment[36]; ZF Lifetec, a German automotive safety innovator, opened one its three global R&D centres in Hyderabad; the Marriott Group chose Hyderabad to set up its first GCC; the London Stock Exchange opened and scaled its Tech Centre of Excellence; and Cognizant significantly expanded its presence in this tier-1 city. This explains its high ranking in hiring demand.



[34] https://karat.com/gcc-growth-is-turning-bangalore-into-one-of-the-worlds-elite-tech-hubs/
[35] https://www.deccanherald.com/india/karnataka/bengaluru/govt-releases-final-gcc-policy-offers-multiple-sops-3283435
[36] https://www.deccanchronicle.com/southern-states/telangana/progress-card-telanganas-it-sector-sees-major-growth-fdi-doubles-1844432

With an increased share of hiring demand across all levels, Pune continues its strong positioning at the third spot in junior (13.49%) and middle (14.19%). It ranks a very close fourth (almost tying for the third spot in the senior level (13.66%).

Pune consolidated its IT industry growth in 2024 as India's major software export hub (it ranks third in the country for software exports[37]) and as an important location for GCCs. Global enterprises opting to operate in Pune are leaders in research and development, and are pioneering solutions in AI and emerging technologies. The recent opening of Mastercard's new, state-of-the-art Tech Hub in Pune is envisioned to house 6,000 technologists, engineers and experts from diverse disciplines —software development, finance, data architecture, cybersecurity and more.

Additionally, Pune's industry-academia collaboration continues to thrive, and the strong hiring demand is a result of the convergence of its multi-dimensional progress.

Chennai stands at a steady fifth across all levels — junior (9.07%), middle (8.22%), and senior (8.29%).

Chennai's IT industry today encompasses a wide array of digital transformational products, solutions and services — besides a strong entrepreneurial ecosystem. This tier-1 city has become an attractive destination for the setting up of GCCs — with its current count of 250 GCCs (holding 11% of the country's GCC talent) poised to touch 450 by 2030[38]. Hiring demand is thus expected to continue being steady and strong, as it is today.

Delhi-NCR rises to the third spot in senior level hiring (13.68%) — and ranks fourth in the junior level (11.28%) and a close sixth in the middle level (7.31%).

Delhi-NCR's robust demand from GCCs and the technology sector saw it record a 61% growth in office absorption in 2024 — the highest among the tier-1 cities[39]. This tier-1 location also ranks second in the list of top Indian start-up hubs in terms of deal count[40]. And thus, we see good job opportunities in this region.

Mumbai maintains its fourth position in middle level hiring demand (8.67%), and a close sixth in both junior (9.04%) and senior (7.69%) levels.

In 2024, Mumbai held the distinction of being the leading region where non-tech sectors hired professionals for tech roles — opening up a new avenue of IT job creation[41].

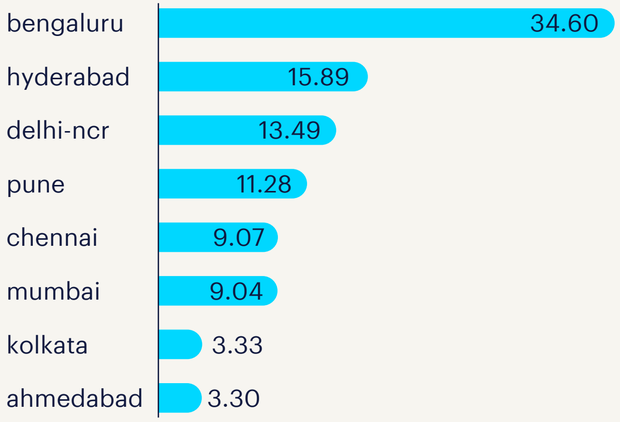
Additionally, this tier-1 city saw a tremendous YoY growth of 154% in startup funding (USD 3.7 bn) in 2024 — with a 15% jump in median ticket size — catapulting it to the position of the most funded startup hub of the country[42].

[37] https://trak.in/stories/pune-beats-gurgaon-to-become-3rd-biggest-it-exporter-city-in-2024/
[38] https://www.business-standard.com/industry/news/chennai-to-have-450-gccs-by-2030-against-current-250-centres-cbre-124112700732_1.html
[39] https://www.aninews.in/news/business/ncr-records-61-growth-in-office-absorption-but-net-supply-declined-22-in-2024-anarock20250316170456/
[40] https://www.aninews.in/news/business/ncr-records-61-growth-in-office-absorption-but-net-supply-declined-22-in-2024-anarock20250316170456/
[41] https://www.business-standard.com/industry/news/mumbai-leads-in-trend-of-tech-roles-rising-among-non-tech-sectors-study-124120900553_1.html
[42] https://inc42.com/features/mumbai-surpassed-bengaluru-as-indias-most-funded-startup-hub-in-2024/

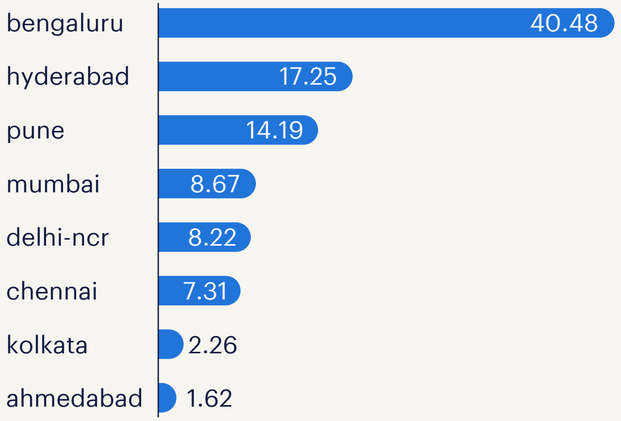
IT job distribution across experience levels.
tier-1 cities.

Bengaluru has shown a big surge across all levels — in terms of both absolute numbers and share of hiring demand across all levels.

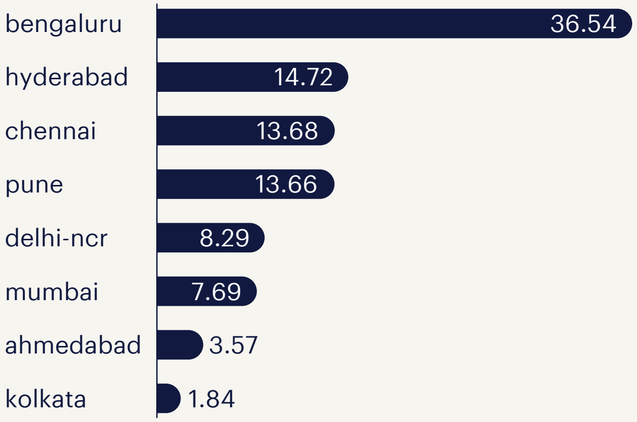
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



In 2024, Mumbai was the leading tier-1 city in hiring professionals for tech roles in non-tech sectors.

tier 2 cities.

Tier-2 cities have also shown an immense surge in absolute numbers of hiring during the period Sep 2024-Feb 2025 against the previous six-month period.

The tremendous growth of tier-2 cities as technology and innovation hubs has attracted substantial investment, resulting in considerable job creation across all levels — and especially in the junior and middle levels. Chandigarh and Coimbatore lead in the increased hiring demand for both junior and middle level IT professionals, while Thiruvananthapuram, and Jaipur show a slight increase in demand in middle level hiring.

The expansion of GCCs in tier-2 cities have given a welcome fillip to job opportunities for the young local talent pool in tier-2 cities.

Chandigarh has registered a phenomenal jump to the first spot in junior (18.46% — a 13 percentage point increase in share of demand) and middle level (17.99% — a 11 percentage-point increase in share of demand) hiring in the last six months. In the senior level (9.75%), it rises to the fourth spot with close to 6 percentage point increase in demand share.

Chandigarh's relentless focus on building a robust local infrastructure and strong education network has raised it to this position of leadership among tier-2 cities in the IT industry. The Rajiv Gandhi Chandigarh Technology Park (RGCTP) is a vital hub for its IT expansions and aggregator-based startups. Of late, it has also attracted interest from foreign investors. The much-awaited Chandigarh Start-up Policy that positions the city as an innovation and knowledge-sharing hub should further boost employment creation.

Indore ranks second in junior level hiring (12.85%) and third in the middle (12.12%) and senior (10.58%) levels.

Despite a decline in the share of demand across all levels, Indore has shown a marginal increase in the absolute hiring numbers at the middle and senior levels. Indore's IT sector saw significant growth in 2024, with a 27% increase in software and IT services exports[43] — driven by fintech, healthcare and edtech sectors. With five IT Special Economic Zones (SEZs) and a Super Corridor, Indore has been on a continuous mission to expand its world-class facilities, and support investments in AI and Cloud computing. Along with excellent and renowned educational institutions, Indore continues to create employment opportunities and develop talent.

[43] https://timesofindia.indiatimes.com/city/indore/software-it-services-export-from-indore-up-27-in-2023-24/articleshow/109208676.cms#:~:text=There%20are%20five%20SEZs%20in,SEZ%20Development%20Commissioner's%20office%20showed.



Coimbatore has shown a tremendous rise across all levels in the last six months—third in junior level (12.37%, with a 3.5-percentage point increase in share of demand); second in middle level (16.92%, with a 7-percentage point rise); and sixth in senior level (6.37% with a 3-percentage point rise).

Coimbatore has accelerated its march to becoming an IT powerhouse, with its world-class IT parks (private and government-led), strong industry association, innovation hubs and incubator ecosystem. This tier-2 city boasts of a vibrant start-up landscape, with entrepreneurs working on disruptive technologies in the fintech, health-tech, and agrotech sectors, among others. Plus, purposeful industry-academia collaboration has led to a thriving research and development environment. According to government officials, more than 50,000 jobs have been created in the past three years[44], and that is corroborated by our findings.

Jaipur rises to the top of the table is senior level hiring (17.64% with a 4.6-percentage point increase over the last 6-month period). It ranks a close fourth in the junior level (12.16%) and a very close fifth in the middle level (10.48%).

With companies heavily investing in AI/ML and digital transformation, the demand for tech-driven talent is high in Jaipur, especially at the senior level. There is imminent anticipation for the rise of edge data centers to support generative AI services, and this is bound to expand job opportunities further. Lending support to this growth are Jaipur's well-developed IT parks and technology centers.

[44] https://theprint.in/economy/how-coimbatore-went-from-city-of-textile-mills-to-it-powerhouse-in-just-10-years/2356551/

Kochi comes down the charts across all levels to rank fifth in the junior (8.45%) and senior (7.30%) level hiring. In the middle level, it stands in the fourth place (10.51%).

Kochi's focused expansion of its IT parks (from 100 acres with four companies in 2004 to 323 acres and 9.2 mn. sq. ft. built-up area in 2024[45]) is expected to enhance IT revenues and job creation in 2025 and beyond. Plus, Kerala has been recognized as a top performer in developing its start-up ecosystem through incubators, accelerators, technology innovation nurturing initiatives — and this is expected create additional employment opportunities.

Surat registers a huge jump to the second position in senior level hiring (14.23%) with a 12-point percentage increase in the share of hiring demand against the previous six-month period. In the junior level (6.10%), it rises to the sixth spot, and features among the Top 15 in the middle level.

Surat today is home to many IT companies catering to global clients in the areas of Cloud service, DevOps, digital transformation, mobile and web application development, e-commerce solutions, and more. It is emerging as a major fintech and incubator centre to support and enable various MSMEs. Employment opportunities in this tier-2 city is thus poised to grow further.

Gandhinagar and Aurangabad enter the Top 20 list of tier-2 cities for the first time.

Gandhinagar's rise as an IT player is enabled by the the presence of GIFT City (Gujarat International Finance Tec-City) and Infocity IT Park, which house a diverse range of IT companies, such as Wipro, TCS, Infosys, IBM, HCL and more. This has led to the development of a vibrant job market which promises to grow further in the years ahead.

With its central location in Maharashtra, sustained infrastructure development (including the planned Aurangabad Industrial City, AURIC), lower operational costs and an increasing pool of skilled IT professionals, Aurangabad has attracted IT companies. With the emergence of digital marketing firms, IT advisors, cloud solutions specialists, and cybersecurity vendors, Aurangabad can significantly open job opportunities in the future.

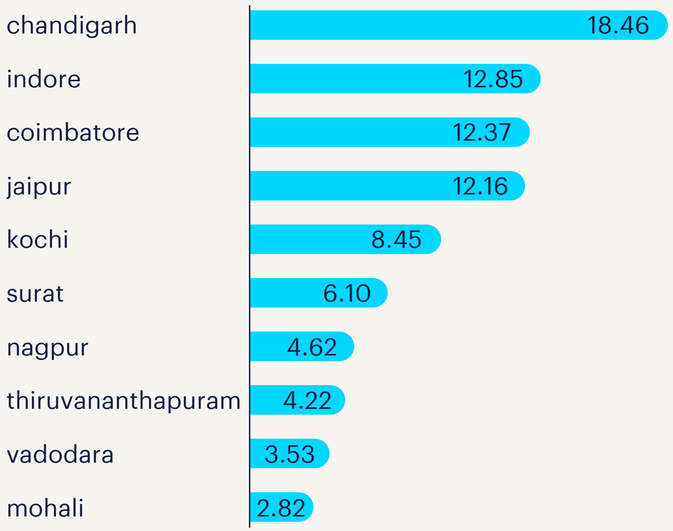
Vadodara, Thiruvananthapuram, Nagpur, Lucknow, and Thane feature in the Top 10 rankings in the hiring demand at different levels.

[45] https://www.newindianexpress.com/states/kerala/2024/Nov/26/kochi-infoparks-growth-trajectory-goes-up-up-and-away#:~:text=The%20IT%20park%20in%20the,companies%20and%20over%2075%2C000%20employees.

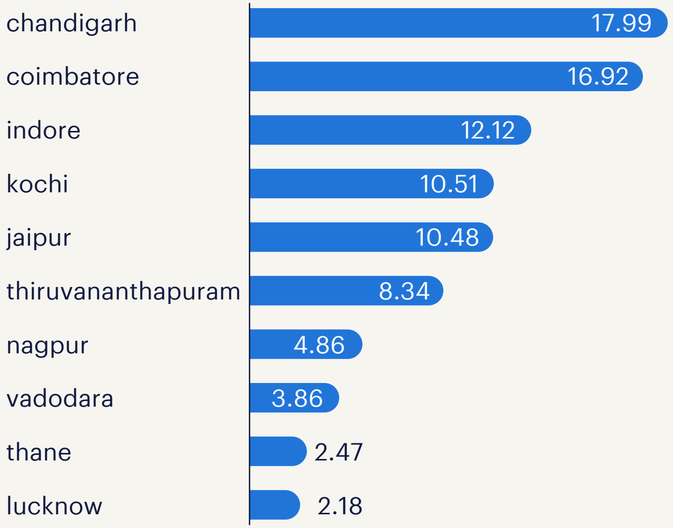
IT job distribution across experience levels.
tier-2 cities.

Chandigarh surges to the top spot in junior and middle level hiring with impressive increases in share of demand.

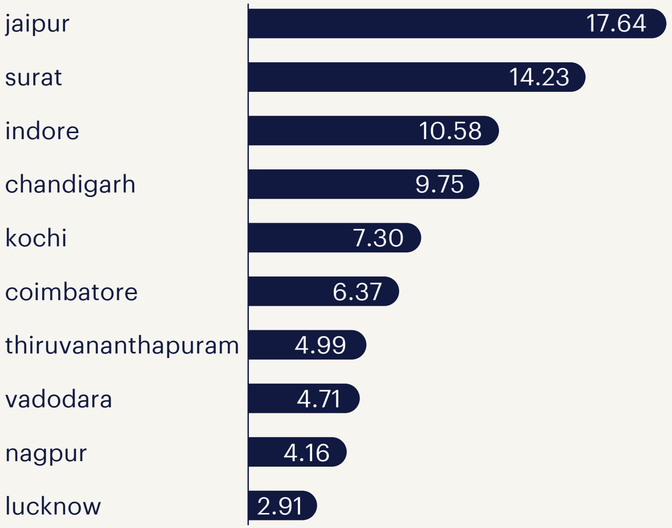
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



Tier-2 cities are driving strong job creation, particularly at junior and middle levels. Surat makes a remarkable leap to claim the second spot in senior-level hiring, while Aurangabad and Gandhinagar break into the Top 20 tier-2 city list for the first time.

key talent trends across IT skills.

The demand for Java developers continues to occupy the top slot in junior (8.50%) and middle (10.26%) levels, and second in senior level hiring (7.72%).

The responsibilities of Java developers to build, run and maintain code are critical to the development of AI and AI tools, and platform engineering. With the right upskilling, Java developers will continue to be relevant and in demand.

Among tier-1 cities, this skill is in highest demand across all levels in Pune and Hyderabad. It is also the most sought-after skill at the junior level in Bengaluru and Chennai, while in Chennai and Delhi-NCR, it sees the highest demand at the middle level. In tier-2 cities, Coimbatore, Chandigarh, Kochi and Indore show a strong demand at various levels.

Salesforce developers take the second spot in junior hiring (7.95%), a very close fifth in the senior level (6.10%), and among the Top 10 in the middle level.

Salesforce has today grown into a comprehensive ecosystem that encompasses tools, AI and automation. It is therefore important at all levels, and offers exciting opportunities with its transformative trends.

The role of Agile and project management specialists rises to the first place in senior level hiring (10.71%, with a 4 percentage-point increase over the last six-month period), and to the third spot in the junior level (5.99%). It ranks a close third in middle level hiring (6.35%).

Agile specialists have evolved from process facilitation to coaching and leadership, calling for technical expertise, soft skills, and collaboration. Its importance is therefore higher in the middle and senior levels.

Almost all tier-1 cities strongly reflect this trend, with Jaipur, Vadodara, and Kochi mirroring it among tier-2 cities.

Job opportunities for SAP professionals have risen significantly in the middle and senior levels. Hiring demand has risen to the second position in middle level hiring (6.43%), and to fifth in senior level (6.10%).

SAP professionals have evolved to guiding AI-driven processes, validating automated outputs, and applying expertise and human oversight, where necessary, to address industry-specific challenges, customer needs, and strategic objectives. This explains the higher opportunities at the middle and senior levels.

The demand for this skill is highest in Pune and Hyderabad among tier-1 cities, and in the tier-2 city of Coimbatore.

Demand for data scientists have significantly risen in ranks across all three levels with fair increase in share of demand — junior (5.28%, ranked fourth), middle (5.07%, ranked fifth), and senior level (6.18%, ranked third).

It is an exciting time for data scientists as they evolve from mere data analysis capabilities to provide strategic business insights, be part of AI model development, and collaborate across departments. This healthy

demand will translate into tremendous opportunities for data scientists to grow.

In Chennai, Bengaluru, and Hyderabad, data scientists rank among the top three most in-demand roles at the senior level. Among tier-2 cities, Jaipur and Coimbatore show a strong demand for this role at the middle level.

The demand for software engineers has risen in junior level hiring (4.84%) and middle level hiring (5.14%).

The software engineer of today is rapidly expanding into multidisciplinary skills to address emerging technological challenges — AI, automation, cybersecurity, and quantum computing. In short, tomorrow's software engineers will stride beyond software creation to become problem solvers and technological visionaries. Upskilling early on is thus very important, and so we see the higher demand in the junior and middle levels.

The demand for software engineers is particularly high in the junior and middle levels in the cities of Bengaluru, Hyderabad, Pune and Chennai (among tier-1 cities), and Vadodara, Thiruvananthapuram and Kochi (among tier-2 cities).

The demand for animation and graphics professionals is strongest in the junior level across tier-1 and tier-2 cities.

Demand for this role is positioned among the Top 5 at the junior level in the tier-1 cities of Ahmedabad, Mumbai and Delhi-NCR. Among tier-2 cities, Vadodara shows strong demand across all three levels of hiring, while cities like Jaipur, Chandigarh, Indore, Thiruvananthapuram, Kochi, Lucknow, and Bhopal lead in junior-level hiring.

Cloud architect / computing rises to the sixth spot in senior level hiring (5.44%), and maintains its position among the Top 10 skills in demand in the junior and middle levels.

Cloud architects today need to demonstrate capabilities in cloud strategy, AI integration, security, cost optimization, and collaboration with different functions. Opportunities thus abound for senior level roles. The strong demand for junior and middle level shows a positive career development path for this skill.

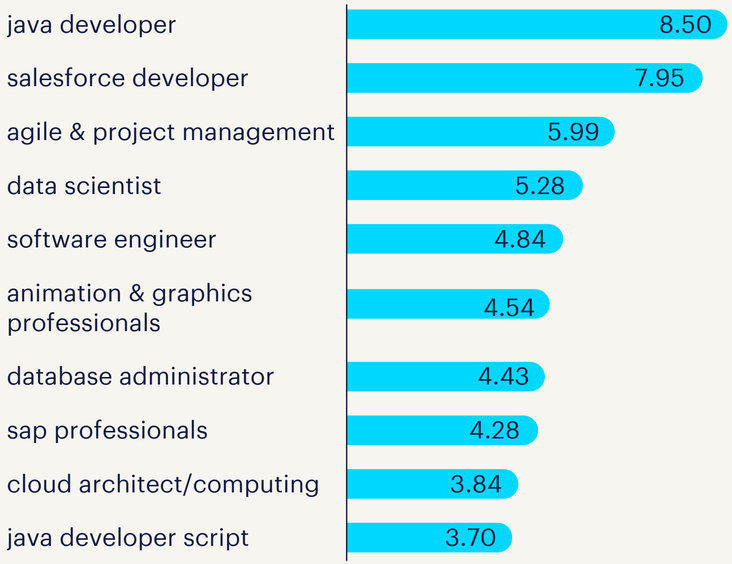
With a growing adoption of AI, cloud computing, and IoT technologies across various industries, there are interesting requirements for ai ethics & governance specialists, cloud finOps professionals, IoT solutions architect, ITIL process consultants, and edge computing professionals. Though nascent in its demand today, these roles are expected to rapidly scale in importance as the future skills in demand.



IT job distribution by skills.

Demand for SAP professionals have risen significantly in the middle and senior levels across tier-1 and tier-2 cities.

Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



New skills making their entry include ai ethics & governance specialist, cloud finOps professionals, IoT solutions architect, ITIL process consultant, and edge computing professionals.

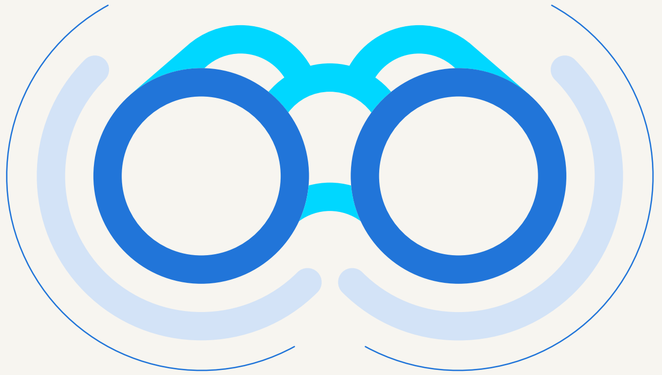
the future talent landscape for IT.

The Indian IT talent landscape is poised at both an exciting and challenging inflection point. For one, there is optimism that this industry will grow to USD 350 billion by 2030, reflecting a CAGR of 6.4%[46]. Already looking beyond AI preparedness and maturity to the realms of quantum computing, edge computing, cybersecurity advancements and semiconductors, the Indian IT industry is gearing up to contribute 8% of the country's GDP by 2026.

Of great promise and potential in accelerating India's IT march are two sectors in the IT industry — GCCs and data centres. According to Nasscom forecasts, the GCC market in India is expected to touch USD 100 billion by 2030, with a workforce of more than 2.5 million people (up from USD 64.6 bn in revenues and a 2 million-strong workforce[47]).

As hubs of innovation, the GCC demand for skills will encompass AI and Gen AI, cloud computing, data science and analytics, cybersecurity, and advanced automation. The current edition of our 2025 Talent Insights Report reveals a nascent demand for related skills across tier-1 and tier-2 locations — cloud architect/computing, big data engineer, AI/ML engineers, AI model trainers, cybersecurity professionals, AI ethics and governance specialists, IoT solutions architects, cloud finOps professionals, edge computing specialists, etc.

What the industry has to single-mindedly pursue is a relentless focus on learning, skilling and reskilling. According to a Center for Security and Emerging Technology (CSET) report, on the distribution of STEM graduates across the world, 34% of all graduates in India come from STEM fields[48]. How academia, industry and the government will harness this knowledge force into tomorrow's skilled and employable workforce will be the make-or-break factor in achieving our 'Viksit Bharat 2047' (India as a developed nation) goals.



[46] https://timesofindia.indiatimes.com/business/india-business/indian-tech-sector-to-grow-to-350-billion-from-254-billion-by-2030/articleshow/116484658.cms

[47] https://economictimes.indiatimes.com/news/company/corporate-trends/two-sectors-that-rose-on-indias-business-horizon-in-2024/articleshow/116671796.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst

[48] https://analyticsindiamag.com/it-services/indias-obsession-with-stem-is-creating-a-generation-of-jobless-graduates/

talent insights.

industry focus – pharma, healthcare & life sciences (PHL).

The Indian PHL industry valued currently at around USD 58 billion, is projected to touch USD 120-130 billion by 2030 and USD 400-450 billion by 2047. As the world's largest provider of generic medicines, the country holds 20% of the global supply share by volume[49].

Driven by the expansion of coverage and services, and increasing spending by public and private entities, the Indian healthcare market is one the largest of India's largest employers — 7.5 million. Into the future, the adoption of telemedicine, virtual assistants, AI and data analytics is expected to create an additional 2.7-3.5 million new jobs[50].

Supported by the government's Production Linked Incentive (PLI) Scheme, the Indian Active Pharmaceutical Ingredient (API) market stands today at USD 18.29 billion, and is expected to reach USD 38.13 billion by 2034[51].

The 2025 Union budget has significantly upped the allocation for the healthcare sector and the Production Linked Incentive (PLI) scheme for the pharmaceutical industry to bolster domestic manufacturing and innovation.

This industry thus presents lucrative investment opportunities as a global leader in the manufacture of cost-effective generic medicines and vaccines — and the promise of catering to underserved markets in Tier 2 and Tier 3 cities. Plus, digital technologies, data analytics, artificial intelligence (AI), Internet of Things (IoT) have pervaded the areas of R&D, diagnostics, manufacturing, etc. Innovation is a prime objective.

This edition of our Talents Insights Report shows the impact of such efforts and initiatives in opening exciting avenues of job creation at all levels — healthcare management, specialist doctors, research analysts, API specialists, production specialists, pharmacovigilance analysts, etc. Aligned to the focus on innovation, we also see the emergence of roles such as genomics data analyst, medical coders, etc.

[49] https://www.india-briefing.com/news/why-indias-pharmaceutical-industry-remains-poised-for-growth-in-2025-35988.html/

[50] https://www.ibef.org/industry/healthcare-presentation

[51] https://www.marketresearchfuture.com/reports/india-api-market-21362#:~:text=India%20API%20Market%20Overview&text=The%20India%20API%20Market%20Industry,period%20(2025%20%2D%202034)

city-wise jobs distribution in PHL.

tier 1 cities.

Tier-1 cities have collectively recorded a 23% rise in hiring volumes over the past six months, with all eight cities contributing to this growth in absolute terms.

Across the domestic drug market, medical devices segment, and foreign trade in healthcare, India has made tremendous strides — with an effective government-industry partnership. This has resulted in a healthy growth in job creation for this sector.

Hyderabad retains its leadership position in the senior level (27.78%). In the junior (18.60%) and middle (24.76%) levels, it stands second.

Known as India’s vaccine hub and life sciences capital, Hyderabad has shown significant growth in the API segment. It has further strengthened its powerful position in the Indian PHL industry with the Green Pharma City project, the world’s largest integrated cluster for pharmaceutical industries — on completion, it is expected to create employment for 560,000 people[52]. This tier-1 city is also home to state-of-the-art private and specialty care hospitals, and administers an efficient public healthcare system. Hyderabad is thus a hotbed of talent opportunities, with API, healthcare management and specialty doctors featuring among the top 5 PHL skills in demand.

Bengaluru contributes more than 25% of PHL opportunities across all levels, including 25.30% at the junior level, 32.12% at the middle level, and 21.03% at the senior level.

Bengaluru's PHL sector experienced digital-driven growth in 2024 in the areas of research, development, patient-centric care and innovation. This tier-1 city is also a major pharmaceutical manufacturing cluster focusing on manufacture of active pharmaceutical ingredient (API), key starting material (KSM), biosimilars, vaccines, etc. It offers diverse job opportunities in these segments at all levels.

Both in absolute hiring numbers, and in terms of share of demand, Mumbai shows a significant uptick in senior level hiring (14.32%), as it maintains its fourth rank. It rises to the third spot in junior level hiring (16.99%) and retains the same ranking in middle level hiring (17.50%).

Pharmaceutical companies in Mumbai have simultaneously focused on innovation and affordability investing strongly in research and development, and in the development of affordable generic medicines. And it continues to build on its traditional strengths in delivering health and medical services.

It therefore shows a diverse and sustained demand for specialty doctors, research analysts and healthcare management professionals at all levels.

[52] https://lifesciences.telangana.gov.in/life-sciences-grid/clusters/hyderabad-pharma-city/

While Delhi-NCR has seen a rise in absolute hiring numbers, its overall share of demand has declined in the junior and middle levels. It ranks third in senior-level hiring (17.85%), and fourth in both junior (15.09%), and middle-level hiring (8.89%).

Delhi-NCR is a dynamic amalgam of world-class healthcare institutions, pharmaceutical manufacturing companies (including contract and third-party manufacturing), and pharmaceutical research companies. This lends itself to varied demand for talent at all levels.

Maintaining its stature as a major medical tourism hub, Chennai stays true to its reputation as a job creator in the PHL industry. It maintains its fifth spot across all levels — junior (9.54%), middle (6.62%), and senior (7.21%).

Chennai’s vibrant PHL ecosystem comprises top-notch hospitals, manufacturing companies in biotech, pharmaceuticals and medical devices, pharma GCCs, and start-ups on one hand — and dedicated bio-pharmaceutical parks, special economic zones and bio-incubators on the other. Single-window clearance processes have paved the way for innovation and product development. We thus find a diverse demand for specialty doctors, research analysts, api creators, etc.

Ahmedabad shows a 3.2-percentage point jump in share of hiring demand and a trebling in the absolute numbers hired for the senior level over the last six months.

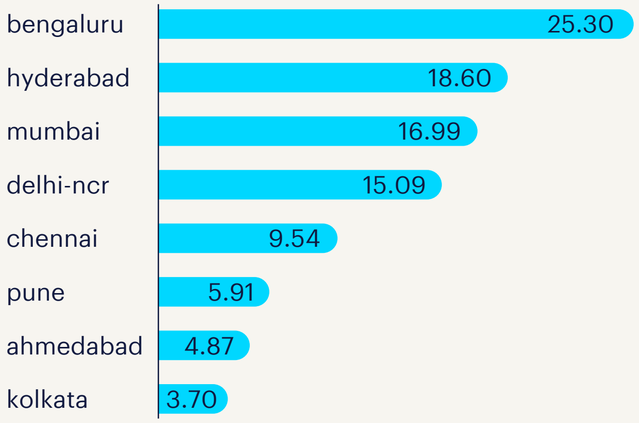
Gujarat's pharmaceutical sector rebounded in 2024 with a double-digit growth for the first time in three years — thanks to higher healthcare investments, better demand for pharmaceutical products and an upswing in export activities. This augurs well for future employment opportunities.



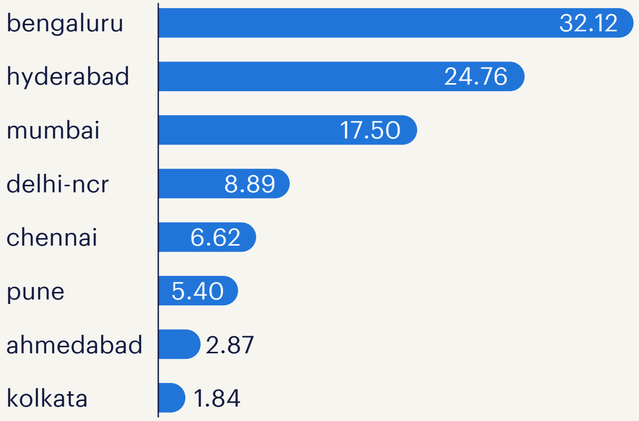
PHL job distribution across experience levels.
tier-1 cities.

All eight tier-1 cities show an increase in absolute numbers of overall hiring.

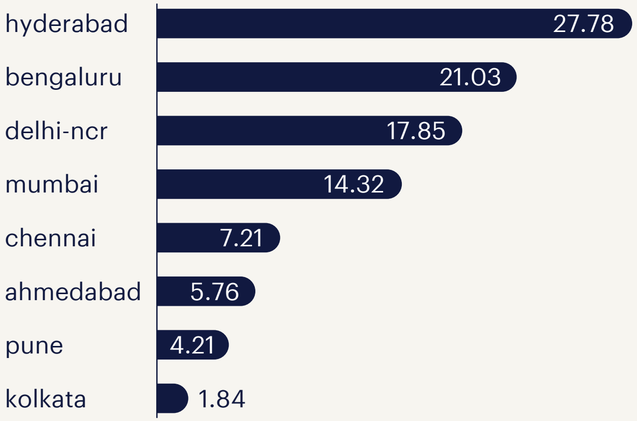
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



Bengaluru leads the pack of tier-1 cities in junior and middle level hiring while Hyderabad takes the top spot in senior hiring.

tier 2 cities.

Chandigarh makes a leap to the top of the table as its share in the overall demand and hiring volume rose sharply in the last six months — junior (15.64%), middle (18.25%) and senior (10.80%).

In 2024, Chandigarh has launched several e-initiatives to enhance medical service delivery, including the rollout of the Ayushman Bharat Digital Mission (ABDM), telemedicine services, the Drugs and Vaccine Distribution Management System (DVDMS) software, online training for healthcare professionals, electronic journals, and more. The bulk drug pharma park, being developed in Bathinda on 1,300 acres of land, aims to further raise the state of Punjab as a pharmaceutical hub and continue to create job opportunities in the future.

Coimbatore shows a significant rise in absolute hiring numbers, and more than 4-percentage increase in share of demand over the last six months, in the junior and senior levels. It jumps to the third rank in senior hiring (9.70%), maintains its second spot in the junior level (13.53%), and rises to the fourth position in the middle level (6.20%).

As one of the major clusters for life sciences, besides its strong positioning in medical tourism, manufacturing and IT, Coimbatore offers attractive and diverse career opportunities for research analysts, medical coders, specialty doctors, health management professionals and production specialists at the junior level.

Vadodara retains its primacy in the senior level (13.57%) with a significant increase in absolute hiring numbers. It maintains its second position in the middle level (12.06%), and ranks third in the junior level (6.96%).

Vadodara has consolidated its position as a key PHL player in the state of Gujarat and India. Driven by its strong manufacturing capabilities, thriving pharmaceutical industry, and supportive government policies, this tier-2 city is a strong job creator across all levels.

Thane remains one of the top five tier-2 cities for talent demand, ranking fourth in junior-level hiring (6.66%) and third at the middle level (10.56%).

Thane is home to several top-notch hospitals equipped with cutting-edge technology, numerous pharmaceutical companies (including global players like Lupin and AstraZeneca), and is a hub for third-party pharmaceutical manufacturing — giving rise to job opportunities in these segments.

Lucknow makes an impressive leap to the top 10 lists at all levels, with commendable increases in absolute numbers of hiring in the junior and senior levels. With nearly a 4-percentage increase in share of demand, it stands a strong fourth in senior level hiring (8.86%).

Lucknow has shown significant growth as a healthcare and pharmaceutical hub, driven by government initiatives, investments, and a focus on innovation and manufacturing. In line with the state government's official recognition of the pharmaceutical and medical device sectors as focus areas, a number of pharma and medical device parks have come up, and significant investments have been made in the PHL industry — boosting employment opportunities in this tier-2 city.

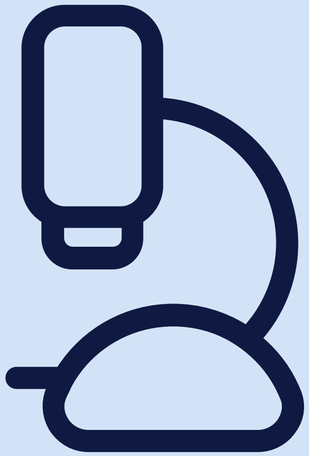
Kochi shows a significant increase in senior level hiring, both in absolute numbers and share of demand in the last six months (8.03%, ranking a close fifth).

Kochi hosts a number of advanced tertiary and quaternary care facilities that attract patients from all over the world. The development of pharma parks, aimed at promoting research innovation and pharmaceutical manufacturing, has attracted sizeable investments — and this has led to demand for talent.

Gandhinagar impactfully enters the tier-2 city list, ranked sixth in senior level hiring (5.26%).

Gujarat's rebound in the PHL sector to double-digit growth for the first time in three years in 2024 has been marked by higher healthcare investments and a revival in export activities. In the recently held Vibrant Gujarat Global Summit, 446 MoUs were signed in the healthcare and pharmaceutical sectors[53], opening up immense employment generation possibilities.

Surat and Ludhiana rank among the top 15 tier-2 cities in the junior and senior levels. Indore, Thiruvananthapuram, Vishakhapatnam, Guwahati, Goa show a steady demand for PHL talent across various levels.

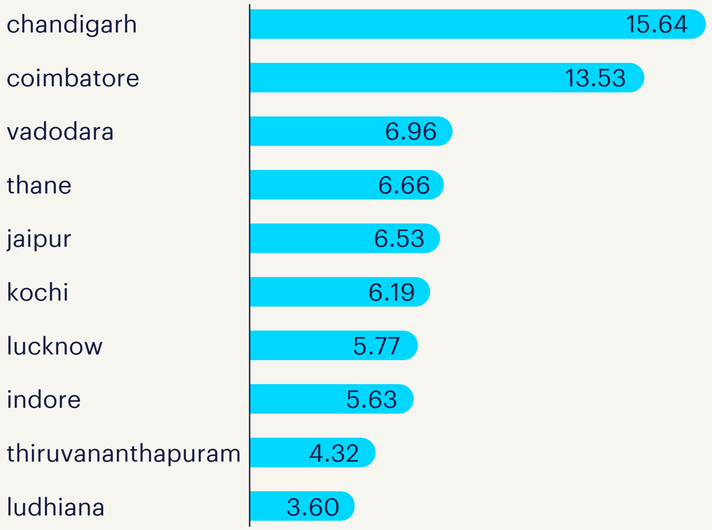


[53] https://www.pharmabiz.com/ArticleDetails.aspx?aid=177048&sid=1

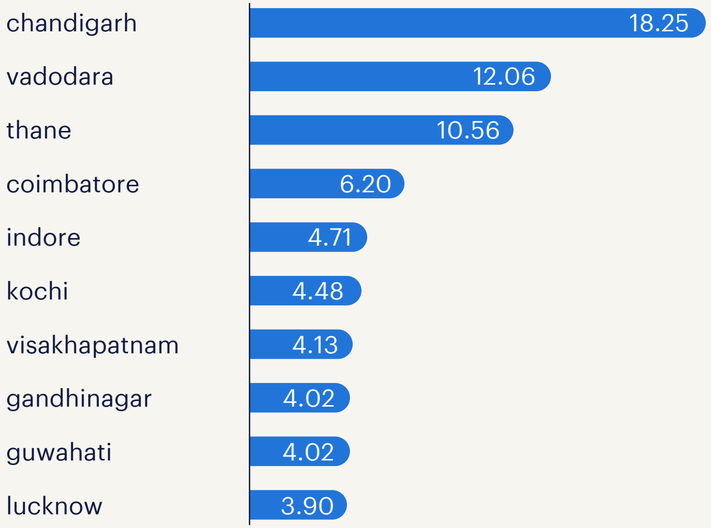
PHL job distribution across experience levels.
tier-2 cities.

Chandigarh surges to the top of the table in hiring demand for junior and middle levels.

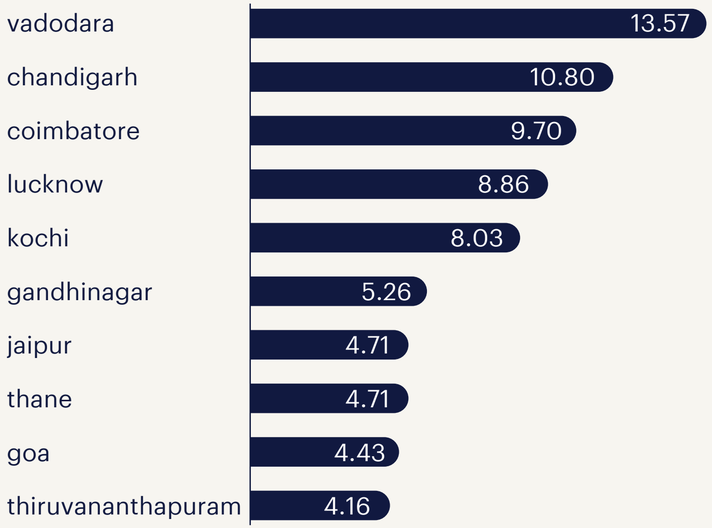
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



Vadodara retains its leadership in senior-level talent demand, while Gandhinagar makes a strong debut in the top 10 for both middle and senior hiring.

key talent trends across PHL skills.

Average senior level hiring in both tier-1 and tier-2 cities has shown an increase, even as the average junior level hiring continues to be attractive.

With the Indian PHL industry moving up the value chain with specialized and high-quality services, and investments in infrastructure, technology, and research, the demand for senior talent has increased. Ahmedabad, Hyderabad and Delhi-NCR show the highest demand for senior hires among tier-1 cities; Kochi, Lucknow and Vadodara take the honours among tier-2 cities.

Interestingly, Hyderabad, among tier-1 cities, also shows the highest demand for middle level professionals (along with Bengaluru), while the tier-2 cities of Vadodara, Chandigarh and Thane show above-average demand in middle level hiring.

Healthcare management professionals are the most sought-after talent at the senior (28.19%) and middle levels (25.07%).

Healthcare management today encompasses strategic leadership, innovation, technology integration, financial management, patient experience, and regulatory compliance — and this calls for competent senior and middle level talent, with good career progression opportunities.

Chennai, Mumbai and Hyderabad show the strongest demand for this role in both middle and senior levels. There is strong demand for this talent at the middle level in the tier-2 cities of Chandigarh and Vadodara.

Research analysts remain in high demand across all levels, ranking as the second most sought-after role at the junior (19.49%), middle (22.34%), and senior (24.02%) levels.

With the Indian PHL moving strongly into new drug discovery — next-gen generics, biosimilars, new chemical entities (NCEs) and new biological entities (NBEs) — expert research analysts at all levels are in high demand.

This skill tops the tables across all levels in the tier-1 city of Bengaluru, with Pune, Chennai and Mumbai also showing a strong demand. Among the tier-2 cities, Coimbatore and Chandigarh show a strong demand in the junior and middle levels.

Specialty doctors have seen a notable surge in demand across all levels over the past six months, ranking first at the junior level (32.47%), third at the senior level (19.12%), and fourth at the middle level (17.24%).

Emerging skills for specialty doctors have vastly expanded to include AI-driven diagnostics, precision medicine, telemedicine, chronic disease management, geriatrics, and technology-driven minimally invasive surgical techniques.

Tier-1 cities show the strongest demand for specialty doctors in the junior level, even as they feature among the top 5 skills in the middle and senior levels.

* Healthcare management: Involves overseeing hospital operations, finances, and regulatory compliance while ensuring quality care, strategic planning, staff management, budgeting, insurance coordination, and facility maintenance.

Demand for API skills remain steady at the third spot in the junior level (15.01%). There is a decline in the middle (13.94%) and senior (8.09%) levels, both in terms of hiring volume as well as ranking.

India contributes 57% of the APIs on the WHO's prequalified list, and is projected to expand to USD 22 billion by 2030[54] — and this promises strong job opportunities.

We see a significant increase in absolute hiring numbers for production roles at the junior and middle levels — with a 5-percentage point surge in share of demand in the middle level over the last six months. It rises to the third position in the middle level (18.51%), and features among the Top 5 skills in junior and senior levels.

With more than 3,000 companies and 10,500 factories[55], the Indian pharmaceutical industry looks to become a global leader in this segment. Production skills to ensure quality, process efficiency, economies of scale, and cost competitiveness are critical — and this has created a healthy demand across levels.

A strong manufacturing hub in pharmaceuticals, Hyderabad, among tier-1 cites, shows the strongest demand. Vadodara and Coimbatore show a high demand among tier-2 cities.

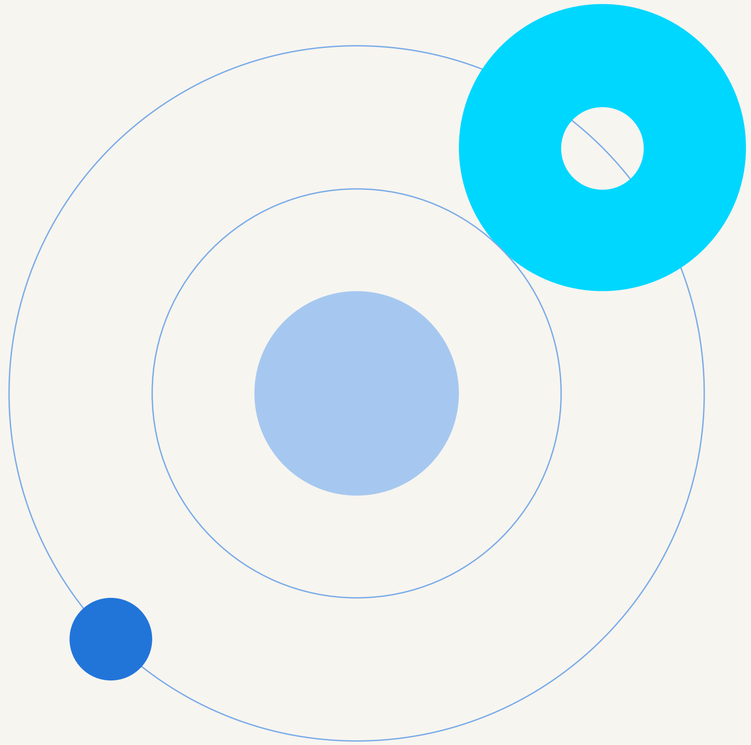
The roles of the genomics data analyst and tele consultant enter the portfolio of PHL skills in demand for the first time.

With increasing focus on research and innovation, the demand for genomics data analyst becomes important. This role specializes in analyzing genetic data to support personalized medicine, drug discovery, and disease risk assessment.

Improving healthcare access and inclusion is a prime goal in India today, and the tele consultant is a vital cog in providing remote medical consultations and patient management, leveraging telemedicine platforms, especially in rural and underserved areas.

Both these skills are expected to assume greater importance in the future.

The demand for medical coders, formulation scientists, pharmacists, pharmacovigilance analysts medical officers, staff nurse and medical representatives continue to remain steady.



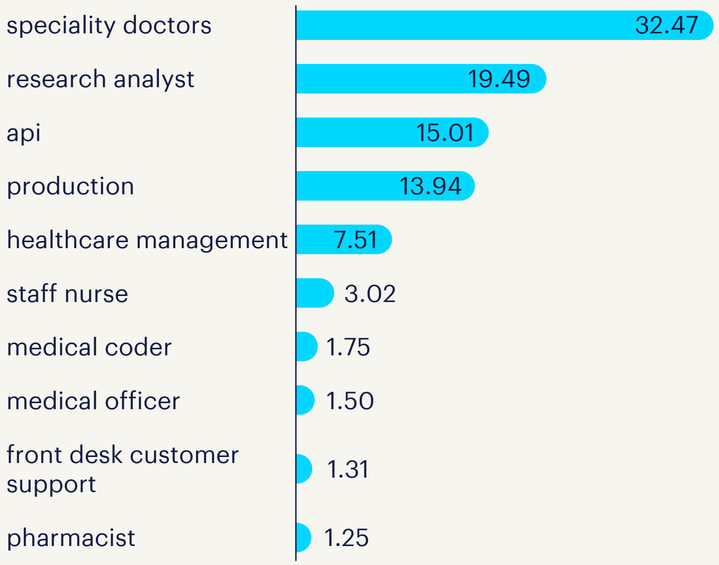
[54] https://cfo.economictimes.indiatimes.com/news/indian-api-market-to-expand-to-22-bn-by-2030-at-a-cagr-of-8-3-pc-report/118676822

[55] https://www.actizapharma.com/pharmaceutical-work-force-skill-development/#:~:text=Skill%20Requirements%20in%20the%20Pharmaceutical%20Industry&text=Success%20in%20manufacturing%20demands%20both,is%20vital%20for%20regulatory%20affairs.

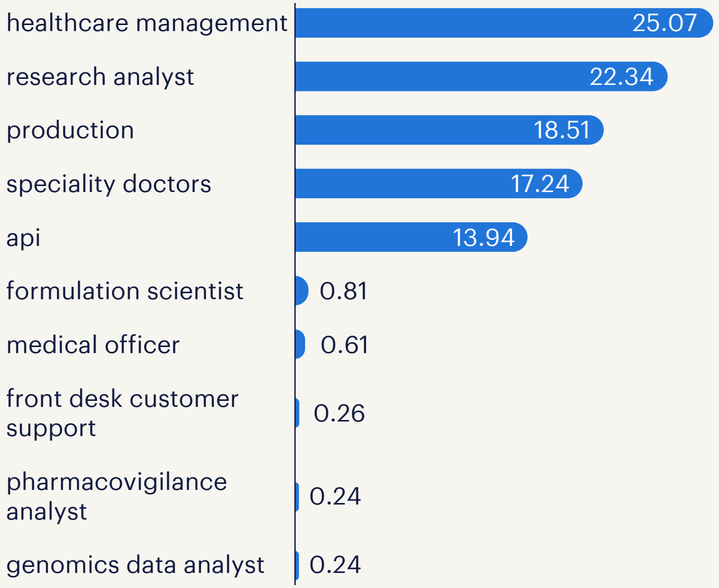
PHL job distribution by skills.

Demand for healthcare management professionals ranks first in the middle and senior levels.

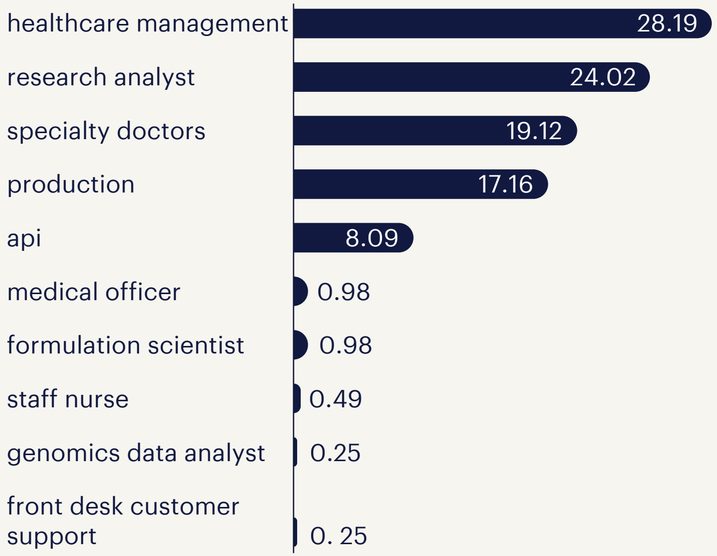
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



The expanding demand for PHL capabilities now encompasses roles like genomics data analyst and teleconsultant.

the future talent landscape for PHL.

The Indian PHL industry is undeniably a huge and critical component of the nation's 'Viksit Bharat' vision and narrative — both in terms of health and well-being of its citizens and the acceleration to a digital-led 'Develop in India' mission. The Union Budget 2025-26 has allocated considerable resources to medical education, be it in adding new seats in medical colleges, improving healthcare infrastructure, or enhancing skilling efforts through the Atal Tinkering Labs (ATL) initiative.

Leading Indian pharmaceutical companies are today moving into specialty portfolios, discovery products and higher-value drugs — which, in turn, will drive a new wave of research. Additionally, the industry is looking to streamline regulatory reforms, and create a more simplified and supportive ecosystem for R&D and innovation. Further, we are looking at patent expirations of some biologics by 2025, and this is a great opportunity for India in the global biosimilars market.

If India is to scale its PHL sector to the USD 400-500 billion mark it has set for itself by 2047, it will need to focus with greater rigour on innovation, institutionalization of global practices, integration of technologies, augmentation of infrastructure, meticulous regulatory and governance systems, and end-to-end supply chain efficiency.

Building a future-ready workforce is central to these outcomes. The skills that we find important today, and that are highlighted in this report — healthcare management, research analyst, production specialists, as well as the nascent ones such as the genome data analyst and pharmacovigilance analyst — will evolve further to encompass AI-driven analytics, health informatics, advanced cybersecurity tools and platforms, extended reality (XR), cloud computing, digital-led telemedicine platforms, and more. The positive intent that we see in hiring senior professionals, and investing in junior talent is the right way to go.



talent insights.

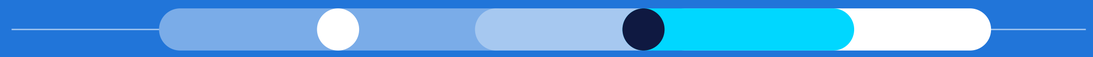
industry focus – retail, fmcg & fmcd.

Rising to become a retail powerhouse, India holds the distinction of being the third largest retail market globally in 2024[56]. Driven by India's economic growth and an increasingly discerning and diverse consumer base, India's retail market touched INR 82 lakh crore in 2024 (from INR 35 lakh crore in 2014), and is expected to surpass INR 190 lakh crore by 2034[57].

The Indian e-retail market boasts of the world's second-largest online shopper base with more than 270 million online shoppers in 2024[58]. What is most reassuring of future growth is the increasing user adoption from tier-2 to tier-3 cities. It is estimated that three out of five new shoppers are from tier-3 cities[59], which speaks volumes about the opening of access and markets in remote areas. Fashion and accessories accounted for 29% of online purchases in terms of order volume — and there was a 40% increase in the number of stores leveraging omnichannel technology[60]. Our talent insights report corroborates these trends with our findings on hiring across locations and skill demands. For example, the increased demand for senior professionals in both tier-1 and tier-2 cities reflect the importance being given for the remote markets. The dominance in demand for fashion/graphic/accessory skills, retail and visual merchandizing, apparel/garment technician, and e-commerce executives — among others — are aligned to market asks.

The FMCG and FMCD sectors in India are also on a growth trajectory — according to a NielsenIQ report, India features as the only country in the Asia-Pacific where FMCG and FMCD sales from modern trade channels have consistently shown double-digit growth[61]. The demand for some of the skills and roles we see in this edition of our 2025 Talent Insights Report dovetails neatly into this growth.

India is expected to have the world's highest per capita income growth of 5.4% per annum between 2024 and 2033[62]. This projected growth is expected to stimulate increased investments and create new employment opportunities, particularly in the retail, FMCG, and FMCD sectors.



[56] https://www.bain.com/insights/how-india-shops-online-2025/
[57] https://economictimes.indiatimes.com/industry/services/retail/indias-retail-market-reaches-rs-82-lakh-crore-in-2024-with-continued-growth-expected/articleshow/118667794.cms?from=mdr
[58] https://www.bain.com/insights/how-india-shops-online-2025/
[59] https://www.bain.com/insights/how-india-shops-online-2025/
[60] https://www.business-standard.com/industry/news/ecommerce-india-2024-growth-trends-small-cities-fashion-unicommerce-125011400876_1.html
[61] https://www.business-standard.com/industry/news/india-only-country-to-deliver-double-digit-sales-growth-of-fmcg-report-124082100811_1.html
[62] https://www.linkedin.com/pulse/india-going-global-3one4-capital-kklkf/

city-wise jobs distribution in retail, fmcg & fmcd.

tier 1 cities.

Bengaluru not only maintains its top ranking in all levels, but shows a significant rise in share of demand in the last six months — junior (32.09%, with a 4.3 percentage point increase), middle (44.08%, with a 5 percentage points increase), and senior (35.04%, with a 10.5 percentage point increase).

In 2024, Bengaluru accounted for 34% of India's retail leasing activity[63]. Fashion and apparel, food and beverage, homeware and department store continued to be the leading retail segments. This tier-1 city also holds the largest share (18-20%) of the FMCG market[64]. All of this, along with its robust start-up ecosystem, and surging expansion of e-commerce, have created tremendous employment opportunities.

Mumbai's junior-level demand share (21.04%) saw a 3.6 percentage point increase over the past six months, securing the second position in junior hiring. It also holds the second spot in senior hiring (18.14%) and maintains its rank in middle-level hiring (19.16%).

Premium malls in Mumbai continued to expand their offerings in 2024 through several new local and global brands and categories, and enhance the immersive retail experience. Also, home to manufacturing units and corporate offices of large FMCG companies, Mumbai continues to be a strong creator of jobs in the retail, FMCG and FMCD industry at all levels.

Despite a decline in share of demand in the last six months, Delhi-NCR ranks third in all levels — junior (16.63%), middle (10.71%) and senior (17.70%).

Delhi-NCR's retail real estate market has continued to evolve into a high-demand ecosystem, as evidenced by its high leasing activity, rising consumer spending, and strategic investments. New Delhi, Gurugram, Noida, and Ghaziabad are becoming manufacturing bases and growth markets for this region's rise in the FMCG and FMCD industry.

Additionally, significant infrastructural developments such as the Delhi-Mumbai Industrial Corridor, Dwarka Expressway, and the upcoming Jewar airport have accelerated its growth as a major retail, FMCG and FMCD hub, leading to attractive employment opportunities.



[63] https://www.jll.co.in/en/newsroom/india-retail-8-1-million-sq-ft-leased-in-7-cities-2024
[64] https://addressadvisors.com/blog/how-warehousing-powers-bengalurus-fmcg-growth

Hyderabad has increased its share of hiring in the senior level (11.05%) to rise to the fourth spot. It maintains its fourth position in junior (9.14%) and fifth in middle (7.12%) level hiring.

Hyderabad witnessed several high-profile expansions and new store openings in 2024, with popular retail chains and international brands establishing a strong presence in prime locations. With many brands adopting an omnichannel approach, e-commerce has also contributed to the FMCG and FMCD sector's dynamism. With brands such as ITC, Tata, Hindustan Unilever and Dabur stepping up their expansion in Telengana, Hyderabad provides a versatile demand for talent at all levels.

Chennai's share in overall hiring has declined across all levels, with the most significant drop at the senior level — junior (7.69%), middle (7.69%), and senior (6.21%). Despite this dip, the city remains among the top five hiring locations.

Chennai’s high streets are gaining in popularity, as Chennai's retail sector looks to enhance its performance in the retail sector. With increases in volume and prices starting to boost this tier-1 city’s FMCG and FMCD performance, and e-commerce promising to lend growth to the logistics and warehousing sector, we hope to see sustained demand for talent across all levels.

Interestingly, Ahmedabad has recorded a 2.2 percentage point increase in its share of senior-level hiring demand over the past six months, reaching 6.07%.

Driven by growth of main streets, malls and department stores, Ahmedabad registered an impressive absorption of retail space in 2024.

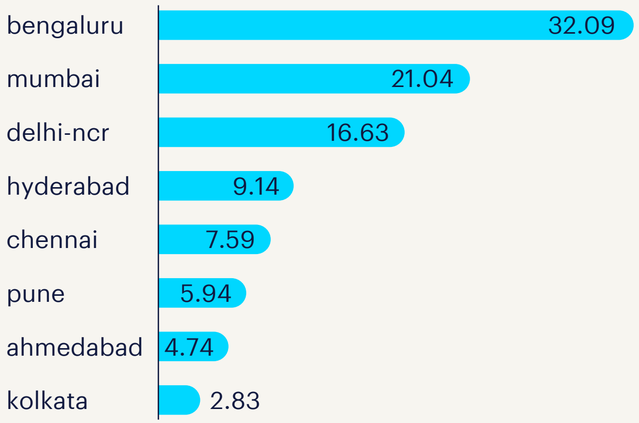


retail, fmcg & fmcd job distribution across experience levels.

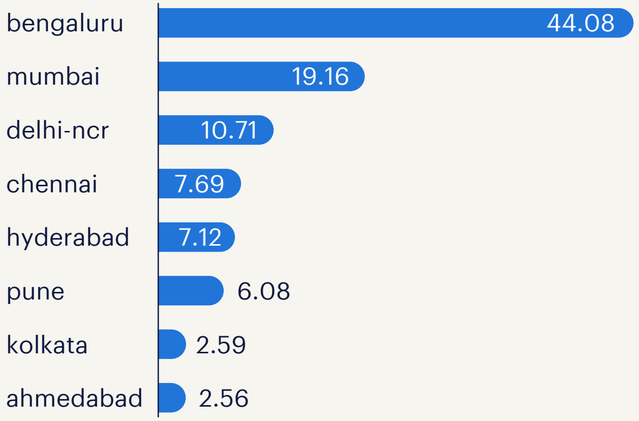
tier-1 cities.

Bengaluru not only considerably outranks all other tier-1 cities, but has also significantly improved its share in overall hiring over the last six months across all levels.

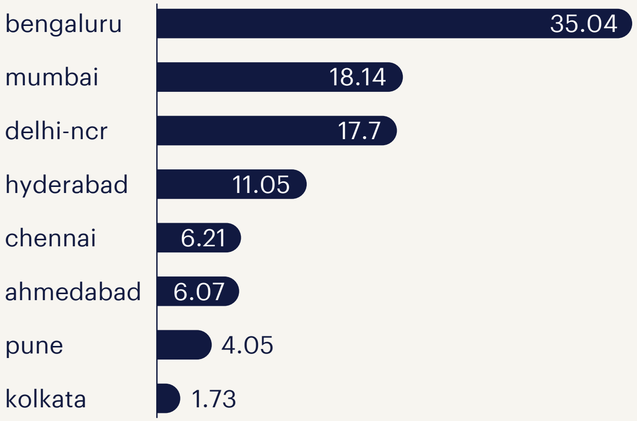
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



Mumbai maintains a stronghold at second place in overall hiring, Delhi-NCR follows at third, and Ahmedabad shows upward momentum with a sixth-place ranking in senior-level hiring.

tier 2 cities.

Chandigarh rises to the top of the list, recording a significant increase in its share of overall demand—nearly 15 percentage points at the junior level (19.98%) and 18 percentage points at the middle level (21.12%). It continues to hold the sixth position in senior-level hiring demand (6.45%).

Chandigarh showed a significant rise in luxury retail entries — with luxury brands opting for high-street sites and premium malls.

Further, mixed-use developments (a blend of residential, office, retail, and entertainment spaces) have positively impacted FMCG/FMCD growth by creating a vibrant consumer environment and increasing foot traffic to retail spaces — which has created significant growth and job opportunities. Hindustan Unilever, ITC, Nestlé, Dabur, Britannia, Whirlpool, Philips and Blue Star are some of the major players in the FMCG/FMCD space in Chandigarh.

Although Jaipur has shown a decline in share of demand across all levels in the last six months, it retains its top spot in senior level hiring (19.00%) — and ranks second in junior (16.55%) and middle (13.44%) levels.

Jaipur continues to be a retail hotspot with a good blend of high streets, shopping malls, high-end boutiques and multi-brand stores. It is also a promising retail investment hub, attracting national and international brands, and thus remains a strong job creating destination. Additionally, Jaipur serves as a strategic logistics and distribution hub for FMCG and FMCD companies, driven by its central location, growing consumer base, and readily available skilled talent.

Surat jumps from beyond the 10th spot six months ago to third in junior (7.44%), a close fifth in senior (7.17%), and a close seventh in middle (4.54%) level hiring demand.

Despite limited new retail space additions, Surat experienced strong retail sector growth in 2024 driven by diamonds and textiles — as well as domestic retailers and direct-to-consumer (D2C) brands.

Surat's growth as an FMCG hub is driven by its strong position as a major center for manufacturing, trade, and investment. It has seen a phenomenal 98% increase in addition of warehousing space (and the highest year-on-year growth in the country) — led by leading FMCG companies such as Reliance Retail, Whirlpool, Waree Energies, and Kohler India, to name a few[65]. This has led to tremendous employment opportunities in this rapidly rising tier-2 city.

[65] https://propnewstime.com/getdetailsStories/MTYwNzE=/surat-leads-warehousing-growth-with-98%25-surge-in-2024-transactions

Coimbatore emerges as a promising hiring hub for retail, FMCG, and FMCD talent in this edition of the report. It has made a significant leap from 12th to 4th position in middle-level hiring (6.63%), marking a 4 percentage-point increase in demand over the past six months. The city also climbs to 4th place in both junior-level (6.38%) and senior-level (7.53%) hiring.

In 2024, Coimbatore registered a 22% growth in branded fashion stores[66] and a significant growth in supermarkets (including the launch of the Lulu Hypermarket), and the F&B sector. This growth has led to a healthy increase in job opportunities in this tier-2 city.

Despite a decline in both ranking and overall hiring share over the past six months, Indore remains a key talent hub, ranking third at the senior level (9.68%), fifth at the junior level (5.80%), and sixth at the middle level (5.06%).

Indore's retail, FMCG and FMCD industry is well-supported by urbanization, a rapidly growing middle class with increasing purchasing power, modern retail formats and expanding online shopping. We therefore see a steady demand for talent in this city.

Kochi ranks steady across all levels — close sixth in junior (5.30%), eighth in middle (4.19%) and seventh in senior (5.38%) level hiring demand.

Kochi remains a steady employment-generating tier-2 city — driven primarily by fashion and apparel, homeware and department stores. The luxury segment, and health and personal care are emerging in Kochi, and this diverse retail mix has created good employment opportunities.

[66] https://www.linkedin.com/pulse/retail-revolution-india-how-tier-2-cities-drove-growth-2024-spatic-aucxc/

Vadodara registers an impressive 8-percentage point increase in share of demand in the senior level (10.39%) to jump to the second spot.

In 2024, Vadodara's retail growth was driven primarily by domestic retailers. International retailers have also shown interest in this tier-2 city, particularly in luxury retail. Brands such as Snitch and Azorte opened new stores, creating steady employment opportunities, especially at the senior level.

Mohali makes a significant leap to the third position in middle-level hiring, with an impressive 7.33% share.

The retail, FMCG & FMCD industry in Mohali is undergoing a vibrant transformation encompassing a wide range of products —food and beverages, personal care and household items. It also has a robust and supportive service sector — including logistics, transportation, and warehousing — and together, they create an ecosystem for healthy employment generation.

Lucknow, Thane, Nagpur, Ludhiana, and Bhopal feature in the Top 10 ranks across different levels of hiring, and we can hope to see them create better opportunities going ahead.

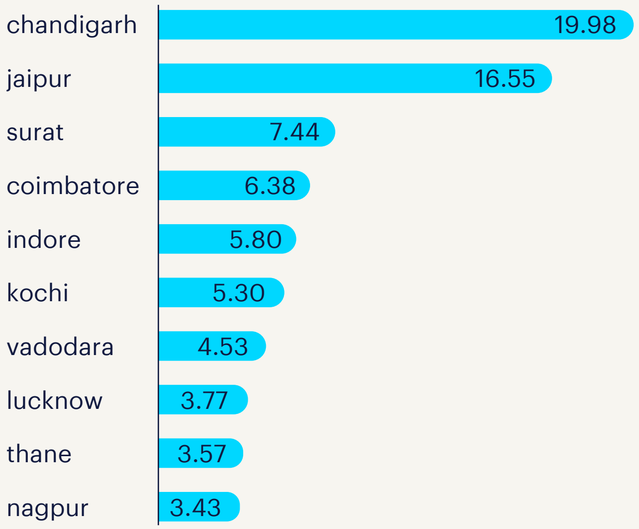


retail, fmcg & fmcd job distribution across experience levels.

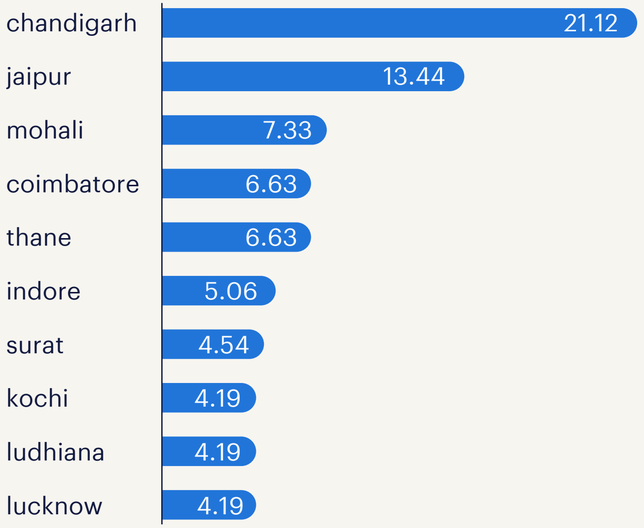
tier-2 cities.

Chandigarh rises sharply to dominate junior and middle-level hiring, while Jaipur retains its leadership in senior-level demand.

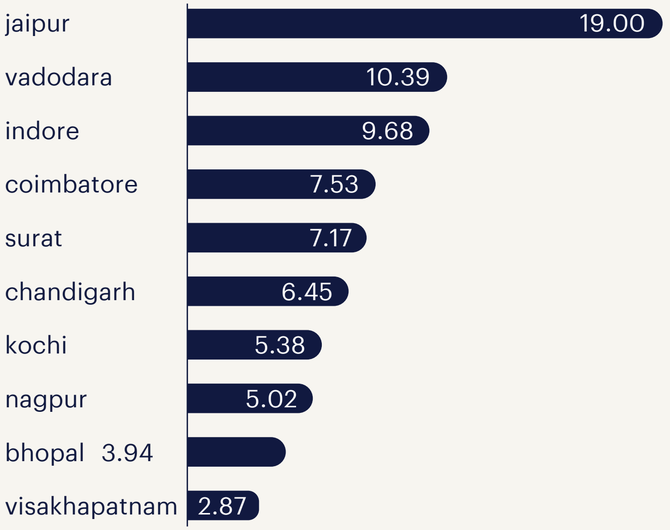
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



Mohali jumps to third in middle-level hiring, while Surat and Vadodara emerge as rising hotspots for junior and senior talent, respectively.

key talent trends across retail, fmcg & fmcd skills.

Demand for senior talent has grown substantially, almost twofold in tier-1 and tier-2 locations, even as junior hiring remains consistently high.

The rise of e-commerce, hybrid retail models, digital transformation and advanced analytics in the retail, FMCG & FMCD industry has given rise to higher demand for senior level professionals. Ahmedabad, Delhi-NCR, Hyderabad, and Bengaluru show the highest demand for senior level professionals among tier-1 cities; Vadodara, Coimbatore, Indore and Jaipur are the tier-2 cities that show strong intent for senior hiring.

Additionally, there is a notable presence of mid-level positions in tier-1 cities like Bengaluru, Mumbai, and Chennai, and in tier-2 cities such as Chandigarh, Thane and Coimbatore.

Fashion/graphic/accessory skills surges ahead to consolidate its existing leadership with significant increase in share of demand in all levels in the last six months — junior (42.25%, and a 7-percentage point increase), middle (46.73%, and a 10.6 percentage point increase), and senior (43.01%, and a 7-percentage point increase).

This role has today evolved beyond product creation to encompass visual storytelling, brand identity, and customer engagement — leveraging innovative techniques and technologies. This skill offers tremendous career opportunities at all levels. The demand is uniformly high in all levels across both tier-1 and tier-2 cities.

The role of retail and visual merchandizing maintains it second spot across all levels – junior (22.26%), middle (20.75%) and senior (26.57%) — despite seeing a decline in the share of demand over the last six months.

Beyond aesthetics, retail and visual merchandizing professionals are expected to create immersive, and data-driven experiences to enhance customer engagement and drive sales and revenues. Strong job opportunities thus exist across all levels in tier-1 and tier-2 cities.

In most tier-1 and tier-2 cities, this skill lies among the Top 3 skill in demand across all levels.

Quality assurance rises to the third rank in senior level hiring demand (8.39%, and almost. 2-percentage point increase in share of demand in the last six months). It maintains its fourth rank in junior (5.42%) and middle (6.20%) levels.

Today’s quality assurance in retail, FMCG and FMCD sectors has transformed to a proactive and strategic function that looks to deliver exceptional customer experiences, and seamless digital interactions. And that is why while it is vital across all levels, we see a greater demand in the senior level.



The apparel/garment technician shows a significant rise in ranking (fourth) in the senior level (6.64%), with a 4-percentage point increase in share of demand skills in the last six-month period. It rises to the fifth spot in junior level hiring, and maintains its fifth rank in the middle level.

The apparel segment continues to grow in both tier-1 and tier-2 locations, and continues to create good employment opportunities at all levels. With responsibilities expanding to quality control, fit analysis, and even design and production support, we see an increased demand for senior talent.

The store manager role increases its share of demand by 3-percenage points in the junior level (13.14%) to take the third spot. It also ranks third in the middle level (7.15%), and sixth in the senior level (5.24%, with a 4.5-percentage point decline in share of demand over the last six months).

The demand for the category manager rises to the sixth position in junior level hiring and fifth in senior level hiring — while maintaining its sixth place in middle level hiring.

The category manager's role calls for a more holistic and integrated approach to drive profitability and customer satisfaction through strategic sourcing, data analysis, and customer experience optimization. Both employment and career progression opportunities are thus strong, and it falls within the top 10 skills across all levels in tier-1 cities.

The role of the brand manager makes a strong entry among the top 15 in junior and middle level hiring.

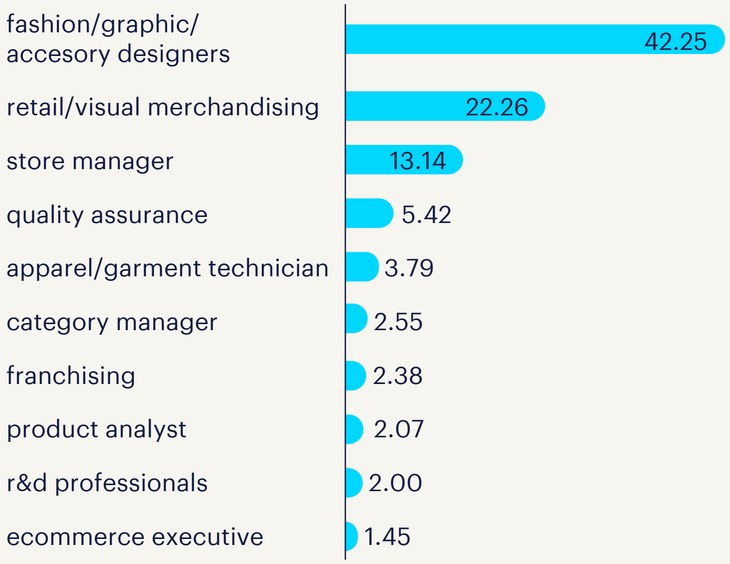
The brand manager today is a strategic leader, developing brand strategies, enhancing market presence, and driving customer loyalty using AI-driven insights and digital marketing. We foresee increasing job opportunities for this role in the years to come.

Franchising managers, r&d professionals, product analysts, and e-commerce executives continue to feature among the top ten skills for the retail, FMCG and FMCD industry.

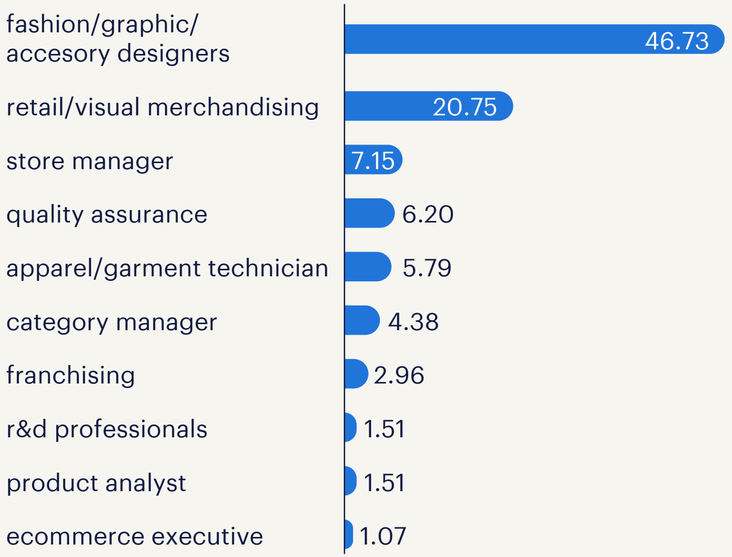
retail, fmcg & fmcd job distribution by skills.

The demand for senior talent has surged in tier-1 and tier-2 cities, while fashion, graphic, and accessory skills continue to rise in prominence, driving higher demand across all levels.

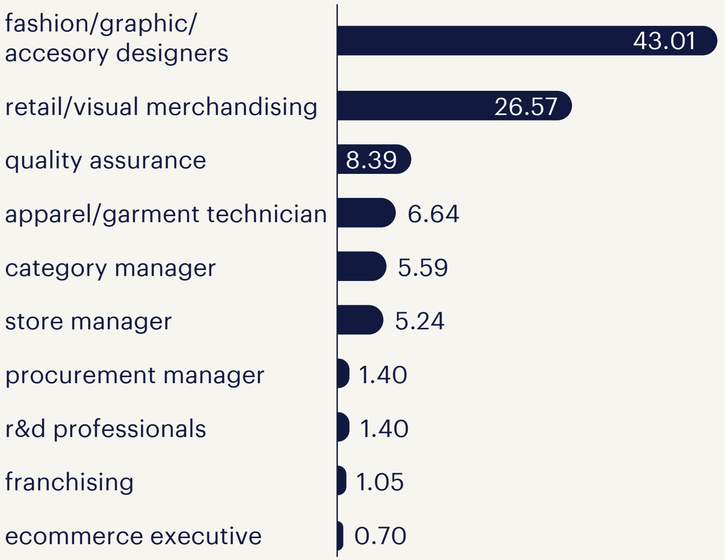
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



The role of the brand manager makes a strong entry into the top 15 in junior and middle level hiring for the retail, FMCG and FMCD industry.

the future talent landscape for retail, fmcg & fmcd.

With the Indian retail market expected to exceed INR 190 trillion by 2034[67], retailers have a great opportunity to leverage India's diverse demographics and consumer behaviors stand to accelerate their growth.

The burgeoning digital economy and internet user base is poised to place India as a global e-commerce leader in online shopping, with 500 million buyers by 2030[68]. Quick commerce, trend-first commerce (in fashion, specifically), and hyper-value commerce are expected to drive growth in India's retail industry. Rural-led value e-commerce is expected to be a huge growth driver for this industry, and more than 60% of demand is expected to be driven by tier 2-4 towns and rural India by 2026[69]. Government initiatives such as the National Logistics Policy will enhance the efficiency and cost-effectiveness of hinterland logistics. Additionally, the FMCG and FMCD sector in India is projected to touch USD 220 billion by 2025, based on an expanding consumer base and demand across rural and urban areas.

All of these augurs well for employment opportunities, and the first edition of our 2025 Talent Insights Report shows the strong intent to hire in this industry. Demand for skills will be inextricably tied to technologies such as artificial intelligence (AI), blockchain, hyper-automation, advanced analytics and cloud-based systems. The government's initiatives — such as the Open Network for Digital Commerce (ONDC) and 'Gati Shakti' — will further boost e-commerce operations, and logistics and warehousing, adding to the creation of jobs with newer skills.

The retail, FMCG & FMCD skies are bright blue and it is time for employers and job seekers to up their learning, innovation, and adaptability quotients.



[67] https://www.business-standard.com/industry/news/retail-market-expected-to-reach-over-rs-190-trn-by-2034-says-report-125030200100_1.html

[68] https://www.financialexpress.com/business/industry-indian-ecommerce-market-to-grow-to-325-billion-digital-economy-to-reach-800-billion-by-2030-3470164/

[69] https://www.financialexpress.com/business/industry-indian-ecommerce-market-to-grow-to-325-billion-digital-economy-to-reach-800-billion-by-2030-3470164/

talent insights.

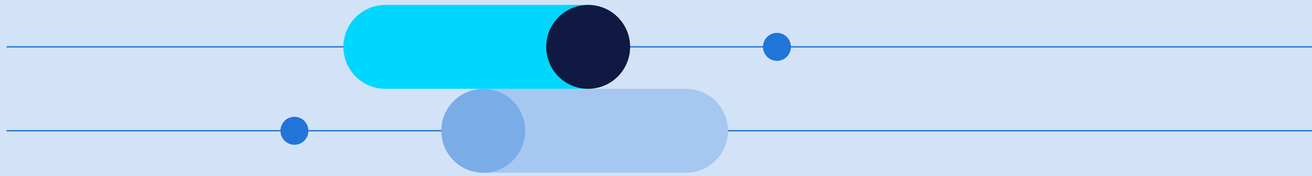
industry focus – energy & utilities.

The performance of the Indian energy and utilities sector in 2024 was marked by a purposeful blend of renewable energy growth and continued reliance on fossil fuels — and between energy security, cost optimization and sustainability. The country achieved significant outcomes in energy generation, transmission and distribution, with total installed power generation capacity surging by 83.8% to touch 457 GW[70]. This has led to tremendous and varied job opportunities, and this is corroborated by the findings in our first edition of our 2025 Talent Insights Report — which shows a strong and steady demand for technical roles in transmission and distribution, supply/production/space planning, and plant factory managers.

Amidst considerable dependency on coal, both government and the private sector pushed ahead on renewable energy targets, leading to growth in capacity. Solar witnessed the most rapid expansion to 100.33 GW in 2024-25, wind energy showed moderate growth in contributing 10.37% to the total capacity, and hydropower remained relatively stable at 46.97 GW[71]. Other key initiatives include energy storage and energy decarbonization, natural gas and LNG, and nuclear power.

Creation of a nationwide connected and inter-operable EV charging network is expected to increase the chargers from 34,000 presently to about 1 lakh by 2030[72]. This, in turn, will create a robust, reliable, accessible and secure EV charging network, encourage use of solar energy for EV charging, and prepare the electricity grid to handle increased demand of EV charging. The demand for the EV Infrastructure engineer, and the emergence of the BMS (Battery Management System) Engineer and the Grid Integration Specialist bears out this trend.

In effect, this edition of our 2025 Talent Insights Report is a clear compass of India’s impressive strides in the energy and utilities sector. It captures the impact of this industry on employment across tier-1 and tier-2 cities, levels of hierarchy, and skills.



[70] https://pib.gov.in/PressReleasePage.aspx?PRID=2089243#:~:text=Generation%3A,of%20November%2030%2C%202024*.
[71] https://www.india-briefing.com/news/indias-power-sector-in-2025-investor-outlook-36367.html/#:~:text=Power%20capacity%20expansion,100.33%20GW%20in%202024%2D25.
[72] https://pib.gov.in/PressReleasePage.aspx?PRID=2089243#:~:text=Generation%3A,of%20November%2030%2C%202024*.

city-wise jobs distribution in energy and utilities.

tier 1 cities.

Over the past six months, tier-1 cities have witnessed a significant upswing in hiring for the energy and utilities sector, with absolute numbers nearly doubling.

This is reflective of the country's response to its increasing energy demand due to its rapid economic growth — and its strong commitment to cleaner energy initiatives.

Both in absolute hiring numbers and demand share in the last six months, Mumbai consolidates its top rank in senior level hiring (27.64%, with a 7.3-percentage point improvement in share of demand), and surges to the first spot in middle level hiring (25.12%, with a 4-percentage point increase in share of demand). In junior level hiring (19.83%), it almost ties for the top rank with Bengaluru.

The state of Maharashtra is committed to becoming the first Indian state to produce 50% of its energy requirements from non-traditional sources. With the approval 20,000 megawatt of solar projects in this state[73], and its initiatives in energy generation, transmission, load dispatch and distribution, Mumbai (as the state's capital) has become a hotspot for job opportunities across all levels.

Even with a decrease in share of demand, Bengaluru still maintains its strong ranking across all levels — first in junior (19.85%), second in senior (15.43%), and third in middle level hiring (15.38%).

The state of Karnataka has been focused on its march in renewable energy, and aims to increase its renewable energy capacity by 19 GW by 2030[74]. As the state's capital, Bengaluru is in the forefront of realizing the state's significant potential in solar, wind, and hydroelectric power. It has made strong investments in hybrid renewable energy projects that combine solar and wind power with battery energy storage systems (BESS). Job creation has thus been robust and steady in this tier-1 city. The promise of huge investments for renewable energy that it attracted in the recent Invest Karnataka 2025 meet, is expected to generate higher employment in the future.

[73] https://www.business-standard.com/india-news/maharashtra-to-source-50-of-energy-from-non-traditional-sources-fadnavis-124100700365_1.html
[74] https://egov.eletsonline.com/2025/03/karnataka-leading-with-smart-sustainable-policies/

Chennai shows a considerable increase in overall hiring volume across all levels, especially in the middle and senior levels. While the ranking dipped slightly in junior (13.51%, ranked fourth) and middle levels (18.19%, ranked second), it retained its fourth position in the senior level (14.47%).

Tamil Nadu's energy sector has seen significant growth, particularly in renewable energy, with a focus on wind and solar power. The concerted efforts to increase the renewable energy capacity and transition towards a sustainable energy future, has given rise to sizeable job creation. Additionally, the state government’s approval for investment proposals in Q2 2024 for renewable energy is expected to generate further employment opportunities.

Pune has made significant strides across all key metrics, including absolute hiring numbers, demand share, and rankings over the past six months. It rises to the third spot in junior (13.87%) and senior hiring (14.65%), and stands a stronger fourth in the middle level (13.32%).

Pune has become a strong hub for renewable energy companies, particularly solar power (Suzlon, Prayas, to name a few). JSW Energy and L&T are significant players in power generation, while other major companies include Schneider Electric, Siemens Energy and Schlumberger. The present strong talent demand is expected to increase as Pune marches ahead with ambitious future plans for growth in the renewable energy sector.

Ahmedabad continues its ascent among tier-1 cities with a surge in hiring volumes across all levels, and in its share of demand in the junior and middle levels. It ranks sixth in the junior and middle levels, and fifth in the senior level.

As part of Gujarat's state initiatives, Ahmedabad continues to focus on renewable energy, particularly solar and wind power, aiming for 50% renewable energy capacity by 2030. This has created employment opportunities across all levels — and upcoming projects such as the Khavda Renewable Energy Park, should further enhance the momentum.

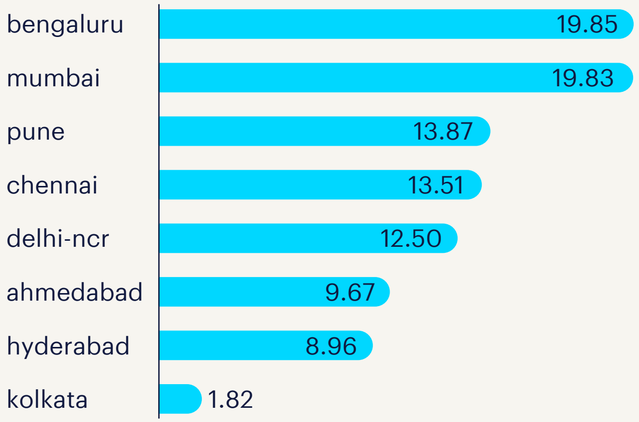


energy & utilities distribution across experience levels.

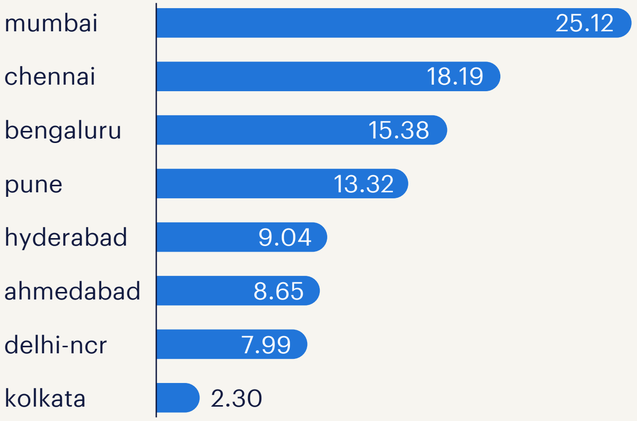
tier-1 cities.

Mumbai consolidates its leadership position across all levels, especially in the middle and senior levels.

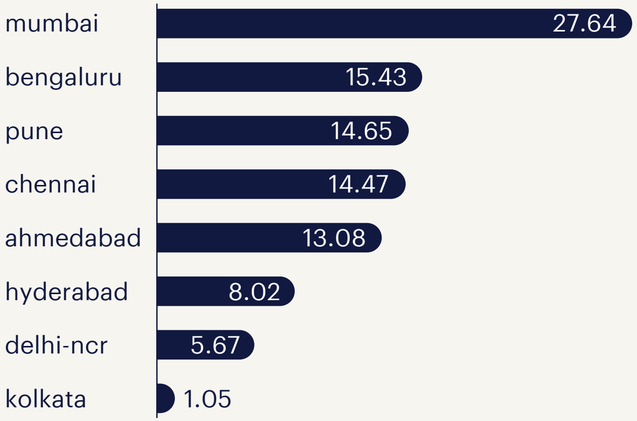
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



Pune has strengthened its position in overall hiring, rising to the top ranks in junior, middle, and senior levels.

tier 2 cities.

With a sizeable improvement in the absolute numbers of hiring at all levels in the last six months, Vadodara retains its top spot in hiring demand in the middle (29.24%) and senior (25.21%) levels — and ranks second in the junior level (15.64%).

Vadodara's energy industry, particularly the renewable energy sector, is experiencing significant growth, driven by government policies and investments in solar and wind power projects. Additionally, Vadodara is home to leading players such as ABB (manufacturing critical power equipment), Sterlite Power (commissioning transmission projects), and Sulzer (renewable energy), among others. All of these have led to a strong talent demand across all three hierarchical levels.

With a significant boost in share of demand in the last six months across all three levels (8 percentage point in junior, 14 percentage point in middle, and 6 percentage point in senior), Chandigarh moves two places to stand first in junior level (24.34%), four places to the second spot in middle level (19.49%), and maintains its third rank in senior level (11.76%).

Chandigarh has expanded its solar power infrastructure, aligning its commitment with India’s clean energy mission and to achieve renewable energy self-sufficiency. This has created a significant number of jobs, as the absolute hiring numbers also show. And with this tier-2 city preparing to launch North India’s largest floating solar power plant in the next year, it is expected that more jobs will be created.

While Jaipur showed a decline in ranking in the junior level (10.24%, ranking third), it moved up the ranks to the second spot in senior level hiring (15.13%, registering a 4-percentage point increase in demand over the last six months), and third in the middle level (6.99%).

Rajasthan leads India in solar energy production, and the Rising Rajasthan Global Summit 2024 in Jaipur marked a major milestone with Oriana Power Limited signing a ₹10,000 crore agreement with the state government, covering solar power, floating solar, green hydrogen, and energy storage[75]. As the state capital, Jaipur has emerged as a strategic hub for senior-level hiring and serves as the talent base for projects across Rajasthan. This has created strong employment prospects, with further growth on the horizon.

Surat has emerged as a rising talent hub across all levels, making significant strides in hiring rankings — climbing from 10th to 4th in junior hiring (6.86%), 12th to 7th at the middle level, and breaking into the top 10 for senior hiring by securing the 7th position.

[75] https://cynosure.ma/massive-renewable-energy-boost-rajasthan-to-become-clean-energy-hub/

An economic powerhouse and a leader in infrastructure innovation, Surat generates more than 40% of its energy from renewable sources[76]. It purposeful thrust on renewable energy and clean energy solutions have opened up exciting avenues for employment.

While Kochi’s ranking slides down significantly at the senior level it continues to hold strong positions in junior (6.66%, ranked fifth) and middle-level hiring (6.14%, ranked fourth), remaining within the top five for both categories.

Kochi’s energy future holds immense promise, as it sets out to establish a green hydrogen valley. To be executed in three phases — Phase I (2024-25), Phase II (2026-2030), and Phase III (2030-2040) — this project is estimated to create 3,600 jobs[77].

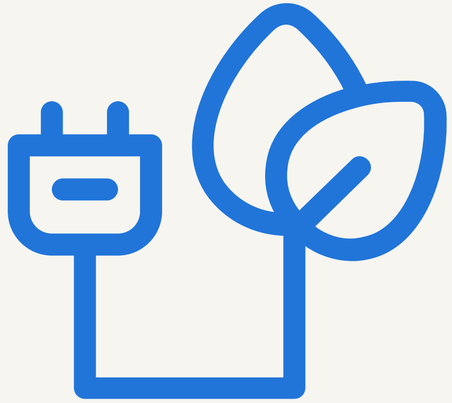
Despite a decline in rankings across all levels, Lucknow holds the fourth position in senior hiring (9.24%) and remains in the top 10 for junior and middle levels.

Working towards being a significant hub of renewable energy, Uttar Pradesh has put in place policies such as the Solar and Bio Energy Policy-2022 and the Green Hydrogen Policy-2024. This has opened employment opportunities — and with plans to attract INR 1.5 trillion in terms of public and private sector investment in the next 4 to 5 years, it bodes even better for Lucknow, the state’s capital.

Gandhinagar makes a powerful debut in the tier-2 cities list at all levels —featuring in the Top 5 in senior level hiring, in the top 10 in middle level hiring and the top 15 in the junior level.

Gandhinagar's energy industry, especially in the renewable energy sector, has boomed through sustained investments in solar and wind power, initiatives such as the Solar City project, as well as rooftop solar programmes to meet the city's energy demands. This has opened avenues for employment — and with the state government’s promise to provide green energy to industries, we can anticipate varied job opportunities.

Indore, Thane, Coimbatore, and Kanpur, Guwahati, Thiruvananthapuram, Nagpur and Bhopal feature in the Top 15 across different levels, and are expected to present greater employment opportunities in the future.



[76] https://suratupdates.com/surat-the-smart-city-leading-sustainable-growth-in-2025/

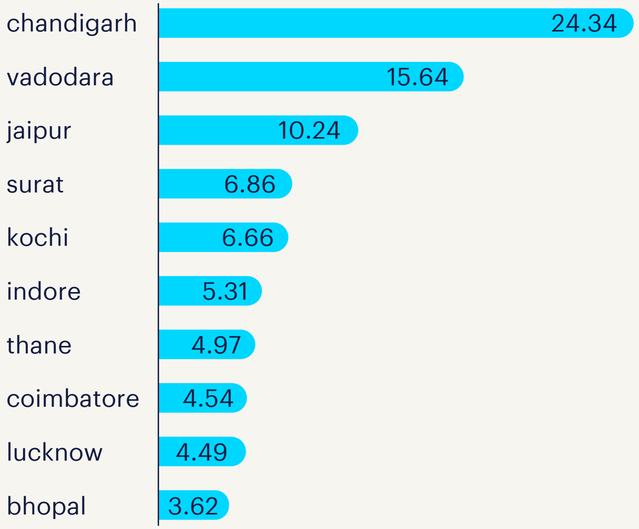
[77] https://www.manufacturingtodayindia.com/kochi-to-lead-indias-green-hydrogen-revolution-with-massive-%E2%82%B918542-crore-investment#:~:text=Kochi%20to%20lead%20India's%20green%20hydrogen%20revolution,%E2%82%B918%2C542%20crore%20investment%20%2D%20Manufacturing%20Today%20India.&text=Investments%20in%20hydrogen%20production%2C%20infrastructure%20development%2C%20and,to%20the%20Kochi%20Green%20Hydrogen%20Valley%20roadmap.

energy & utilities job distribution across experience levels.

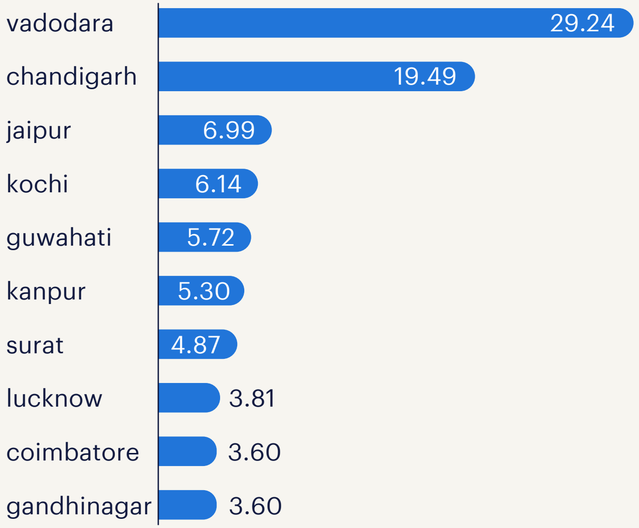
tier-2 cities.

Vadodara maintains its leadership position in the middle and senior level hiring demand.

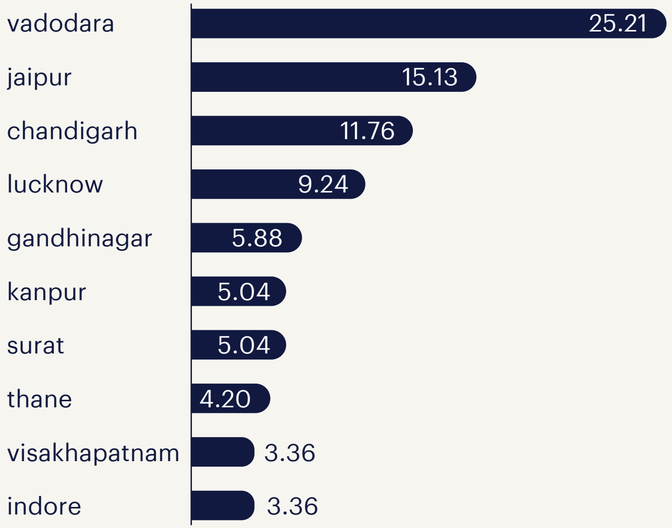
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



Chandigarh and Surat are fast-rising talent hotspots, showing significant growth in hiring demand and ranking across all levels.

key talent trends across energy and utility skills.

The demand for technical engineers outranks other skills at all levels, even with a decline in share in the last six months (junior - 33.29%, middle - 30.51% and senior - 41.46%).

The technical engineer has evolved to focus on sustainability, renewable energy, grid optimization, energy storage — plus be technology savvy. It has become more critical in today's world of AI, analytics and automation, and thus offers excellent career prospects.

It features consistently in the top three most in-demand skills across tier-1 and tier-2 cities at every level.

Supply/production/space planning shows a uniform increase in demand share of more than 3-percentage points across all levels as it takes the second position in both middle (22.88%) and senior level hiring (15.66%), and the third spot in the junior level (17.75%).

In the realm of today's priorities of renewable energy, smart grids and net zero commitments, supply, production, and space planning encompass the entire gamut of resource management, logistics, project management, data analysis, and understanding of energy systems and technologies — and hence its critical importance in the middle and senior levels.

Demand for other technical roles in transmission and distribution remains stable in junior (28.73%, second) and middle-level hiring (12.22%, third). However, at the senior level, there is a decline in both share (11.23%) and ranking, dropping to fourth place.

The responsibility of designing and managing power systems, of operating and maintaining equipment, and ensuring safe and efficient electricity delivery is critical in energy transmission — and thus this role is important at all levels.

In both tier-1 and tier-2 cities, these roles rank among the top 3 in junior level. They also feature among the top 5 in middle level hiring in tier-1 cities.

The demand for plant factory managers remains steady at the fourth position in junior and middle levels (5.83% and 9.86%, respectively); in the senior level it rises in rank to the third position (11.55%), despite a marginal decrease in share of demand.

Today's plant/factory managers have become even more critical for the energy and utilities industry — they are the principal leaders driving transformation to achieve world-class operations, while bringing top-notch efficiency in the day-to-day activities of the plant, fostering a lean culture and managing budgets. And hence, we see an increased importance at the senior level.



The EV infrastructure engineer maintains its position among the top 12 skills in demand in all levels.

India's 2024 passenger EV production increased by 22.5% YOY[78], and this has ensured a steady demand for this role. With the government setting an ambitious target of EVs to touch 30% of total passenger vehicle sales by FY 2030[79], and supporting this goal through subsidies, financing options, and infrastructure development, the demand for EV infrastructure engineers is expected to increase significantly.

The roles of the design engineer, quality assurance professional and lead maintenance technician feature among the Top 10 in all levels.

The roles of the BMS (Battery Management System) Engineer and the Grid Integration Specialist feature in the skills portfolio for the first time.

These roles, though in their nascent stage of demand, are expected to assume greater importance as the ambitious goals of the EV sector are realized. The BMS Engineer's skills in designing and developing battery management systems (to ensure safety, efficiency, and longevity of EV batteries) is very critical for the EV industry. The Grid Integration Specialist for EVs manage V2G (Vehicle-to-Grid) technology for seamless integration of electric vehicles with the power grid. They optimize energy flow, demand response, and charging infrastructure to enhance grid stability and EV adoption.

The demand for these skills is concentrated in tier-1 cities for now, and Bengaluru shows the strongest demand in the junior level.

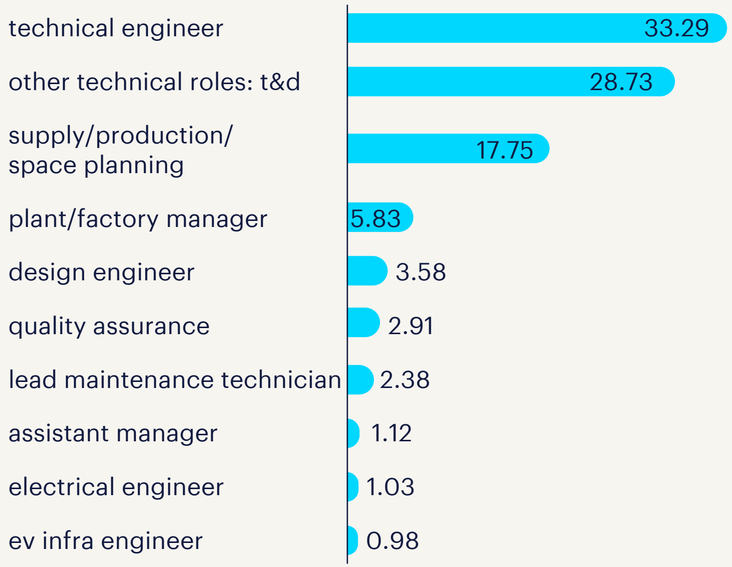
[78] https://www.spglobal.com/automotive-insights/en/blogs/2025/03/india-ev-market-trends-future#:~:text=India's%20EV%20Market%20Set%20for%20Sales%20Surge%20in%202025,-Automakers%20in%20India&text=We%20project%20that%20in%202025, year%20to%20approximately%20301%2C400%20units.

[79] https://www.spglobal.com/automotive-insights/en/blogs/2025/03/india-ev-market-trends-future#:~:text=India's%20EV%20Market%20Set%20for%20Sales%20Surge%20in%202025,-Automakers%20in%20India&text=We%20project%20that%20in%202025, year%20to%20approximately%20301%2C400%20units.

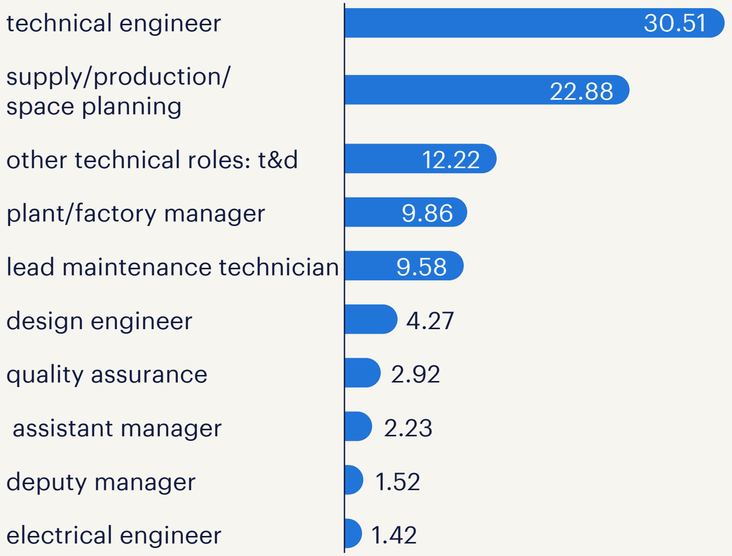
energy & utilities job distribution by skills.

Technical engineers maintain the top position across all levels, while supply, production, and space planning skills see a significant rise in demand share.

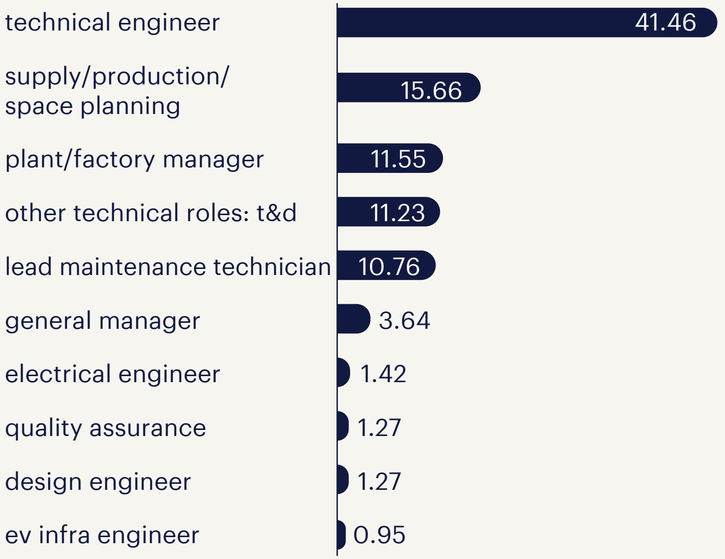
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



BMS (Battery Management System) Engineer and the Grid Integration Specialist feature in the skills portfolio for the first time.

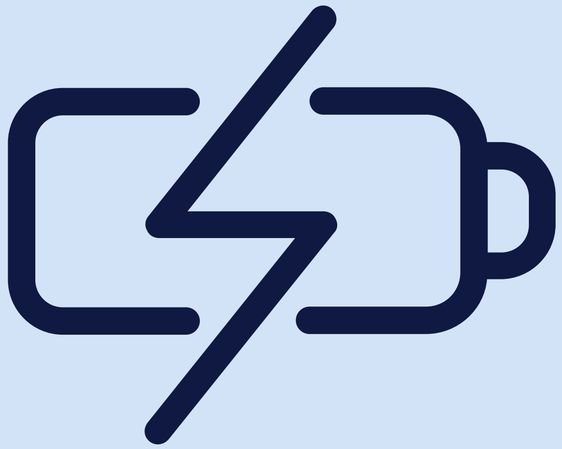
the future talent landscape for energy and utilities.

November 13, 2024, marked a memorable milestone, when the central government reported that India's renewable energy sector created about 1.02 million jobs across the country[80]. This was a reinforcement of the country's commitment to green job creation and sustainable economic growth.

Bolstered by the PLI schemes that focus on renewable energy (solar power, battery storage, green hydrogen, and wind energy, natural gas, etc.), the Indian energy and utilities sector looks to bolster domestic manufacturing and enhance the country's energy security. There is also a determined focus to improve transmission and distribution networks through grid modernization and expansion of inter-regional transmission to support renewable energy integration.

This edition of the 2025 Talent Insights Reports show clear pointers to such a future, with continued demand for technical engineer, technical roles (specifically in transmission and distribution), plant/factory managers and design engineers — and emerging roles such as the EV Infrastructure engineer, BMS engineer, and Grid Integration specialist. The findings of this report align themselves to the expanding opportunities in energy generation, transmission and distribution, energy equipment manufacturing, and expansion of global capability centers.

There is tremendous opportunity in this sector for skill development and transformation through industry -driven academic curriculum development, and skilling and cross-skilling for emerging trends and opportunities in the energy value chain. Technology-driven innovations in operations, maintenance, plant management, quality and safety will assume centerstage in the future, and we are hopeful that this report will provide pointers for both businesses and professionals to leverage the opportunities that lie ahead.



[80] https://www.india-briefing.com/news/indias-power-sector-in-2025-investor-outlook-36367.html/#:~:text=Power%20capacity%20expansion,100.33%20GW%20in%202024%2D25.



it takes two to nurture a game-changing talent strategy.

a compass for employers and job seekers.

Each one of the six industries featured in this edition of our Talent Insights Report 2025 is poised at an exciting inflection point to propel India to a future of economic leadership.

In such a business landscape, organizations today need an agile and skills-based approach to talent strategy to quickly adapt to market changes, efficiently fill skill gaps, and create an engaged and future-ready workforce. Equally important is the need for employees and job seekers — at different levels of seniority — to know and understand the skills and capabilities that are in demand across different locations in the country, so that they can align their priorities to grow and succeed.

Such a convergence of opportunity, organizational goals, and individual aspirations is what this report aims to provide. Through the data and insights presented here, we are confident that employers can create talent development strategies and actions aligned to their vision of growth and success. We are equally optimistic that the depth and width our findings will effectively address the aspirations of employees and job seekers — and empower them with insights in terms of the locations they can opt for, the direction they can take to stay relevant with the right skills, while fulfilling their priorities of learning, flexibility of engagement, and health and well-being.

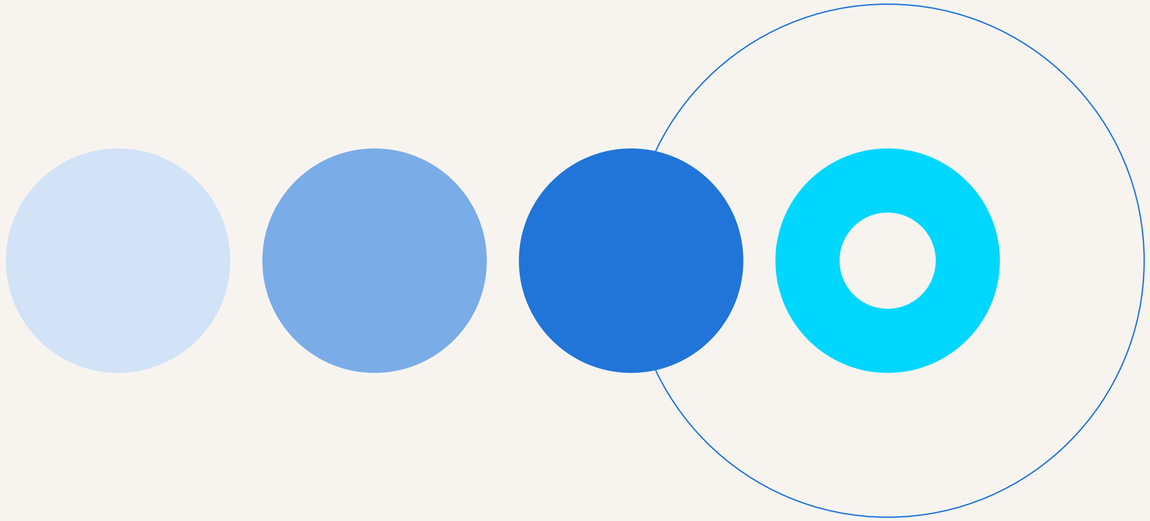
We give below some recommendations based on the findings of the report.

our recommendations.

for employers	for job seekers
Conduct a skills audit to • Assess and evaluate current skills and competencies • Forecast future requirements, based on organizational goals and emerging trends	Start with a thorough knowledge and understanding of • Your strengths and skills • The needs of the market and specific industries and organizations • What it takes to be ready for today and tomorrow
Create • Clear intentional roadmaps and growth plans for skill development, and upward and lateral mobility for existing employees • Bold and proactive talent pipelines for future trends in the industry • Comprehensive role descriptions for external hiring aligned to business goals with the aspirations of the talent force • Mentoring programmes for your workforce to become the best versions of themselves	• Continuously evaluate your relevance to the changing business landscape • Look at opportunities outside your comfort zones — in terms of locations, roles and skills • Cross-skill and upskill yourself to meet the unfolding needs in the business landscape • Reach out to leaders and mentors to guide you and equip you for success
Build a culture continuous learning and positive career development through • Accessible learning opportunities • Personalized development plans • Technology-driven learning programs • Initiatives that they can trust to become their best versions • Reimagined policies and work models to engage the workforce and nurture their all-round well-being	• Look beyond the static needs of today to the dynamic needs and possibilities of tomorrow • Be open to growth opportunities from different directions • Build diverse networks in the professional community to exchange knowledge and opportunities • Read about and attend industry events • Make well-informed choices to achieve smart vertical and lateral growth • Be open to look at tier-2 location hotspots that can accelerate your career growth

our recommendations.

for employers	for job seekers
• Build an encouraging environment that values curiosity, enthusiasm for learning, innovation and risk-taking • Build partnerships with universities and training institutions to create industry-led skilling programs	• Constantly research industry trends and practices • Keep yourself well-informed of technology developments, tools and platforms • Put up your hand for stretch assignments — this is a great way to learn on the job and gain visibility



about Randstad

Randstad is a global talent leader with the vision to be the world's most equitable and specialized talent company. As a partner for talent and through our four specializations - Operational, Professional, Digital and Enterprise - we provide clients with the high-quality, diverse and agile workforces that they need to succeed in a talent scarce world. We help people secure meaningful roles, develop relevant skills and find purpose and belonging in their workplace. Through the value we create, we are committed to a better and more sustainable future for all.

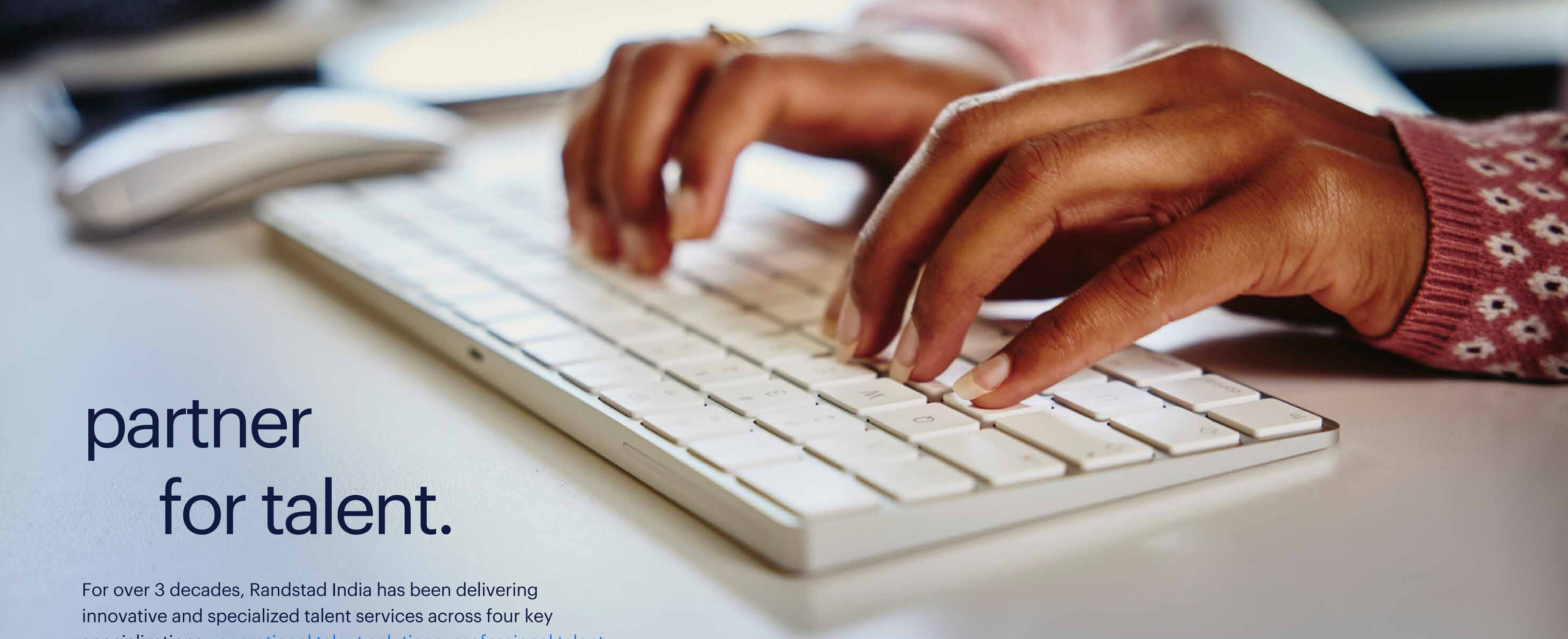
Headquartered in the Netherlands, Randstad operates in 39 markets and has approximately 40,000 employees. In 2024, we supported over 1.7 million talent to find work and generated a revenue of €24.1 billion. Randstad N.V. is listed on the Euronext Amsterdam. For more information, see www.randstad.com.

about Randstad India

Randstad India is a leading talent company providing services across four key specializations - operational talent solutions, professional talent solutions, digital talent solutions, and enterprise talent solutions. The organization is committed to providing equitable opportunities to people from all backgrounds and helping them remain relevant in the rapidly changing world of work. Randstad India has a deep understanding of the labour market to help clients create high-quality, diverse, and agile workforces they need to succeed. In the process, the organization helps talent secure meaningful roles, develop relevant skills, and find purpose and belonging in their workplace.

Randstad India has been a leading player in the industry for more than 30 years and continues to deliver innovative and specialized talent solutions to clients across sectors. Randstad is a global talent leader with the vision to be the world's most equitable and specialized talent company, active in 39 markets across the globe. For more information, see: www.randstad.in.

disclaimer: Randstad has taken due care in compiling and processing the data available from various sources for the Randstad India Talent Insights 2025, 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 results obtained from the use of such information.



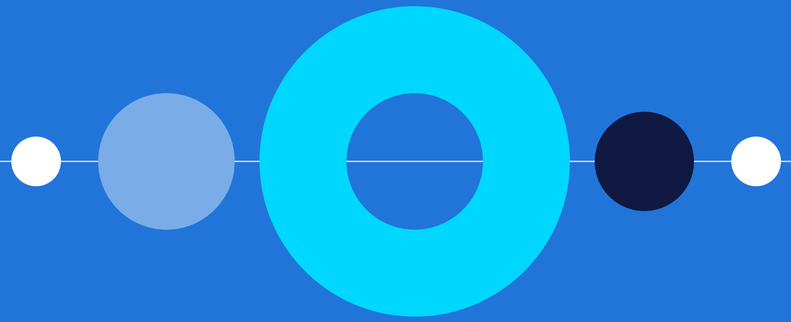
partner for talent.

For over 3 decades, Randstad India has been delivering innovative and specialized talent services across four key specializations - operational talent solutions, professional talent solutions, digital talent solutions, and enterprise talent solutions.

Randstad India has a deep understanding of the labour market to help clients create high-quality, diverse, and agile workforces they need to succeed.

for more information
website: www.randstad.in

access our latest
thought leadership reports



your thoughts,

let’s start a conversation.

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