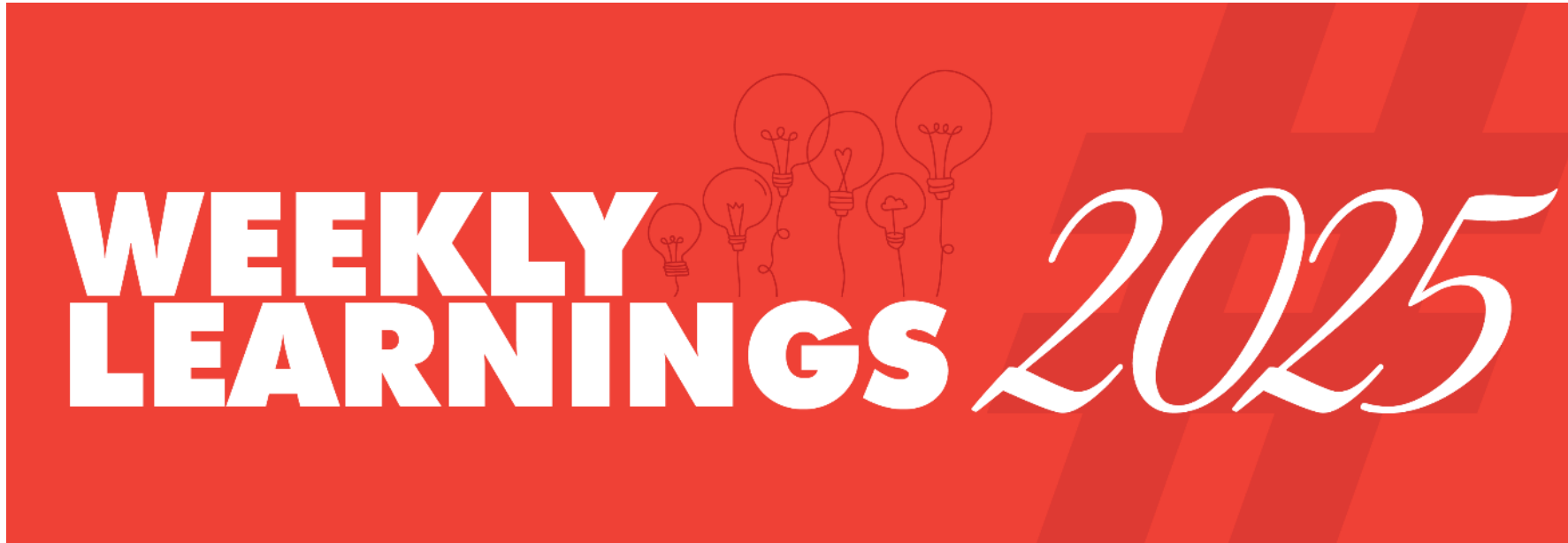


“Randstad Sector, City, Skill report”



Weekly Learnings 08 / 2025

Randstad Sector, City, Skill report

Here's an interesting report I read last week.

Everyone has the following questions:

1. Where are the jobs located in India?
2. Which sector and city matrix offer opportunities?
3. What skill sets are needed?

This study covers exactly that for 6 sectors, across Tier 1 and Tier 2 cities. as you read the slides, each box vertically adds upto 100 %. The six sectors are:

1. BFSI, 2. Manufacturing + Automotive, 3. IT, 4. Pharma+Health, 5. Energy + Utilities, 6. Retail +FMCG+FMCD

This should be a good reckoner for job hunters plus all business schools to target the right companies in these cities.

Happy hunting !

Shiv

www.shivshivakumar.com

03 February 2025

Randstad Sector City Skill report

In Order

BFSI

Manufacturing and Automotive

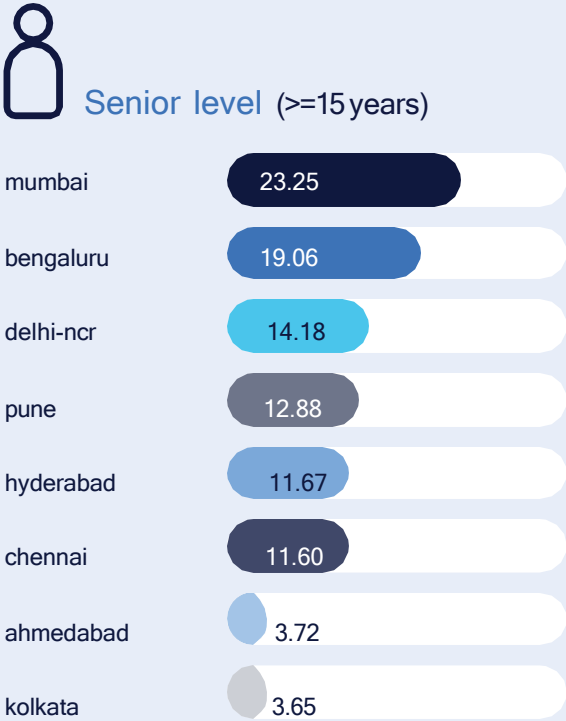
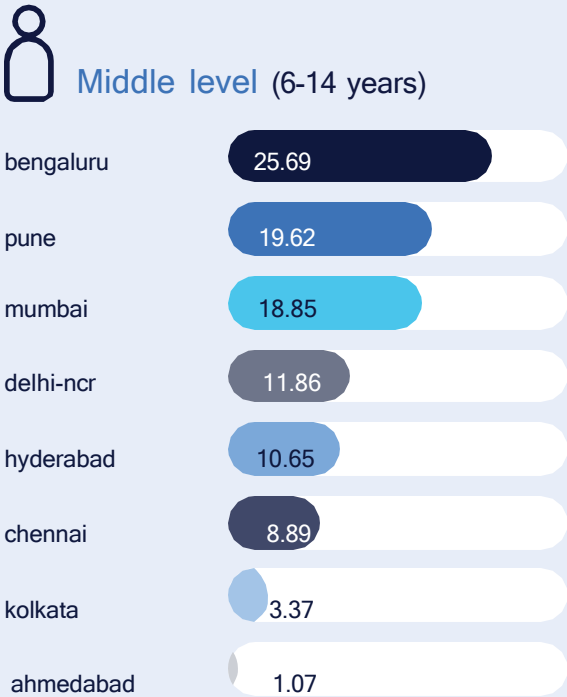
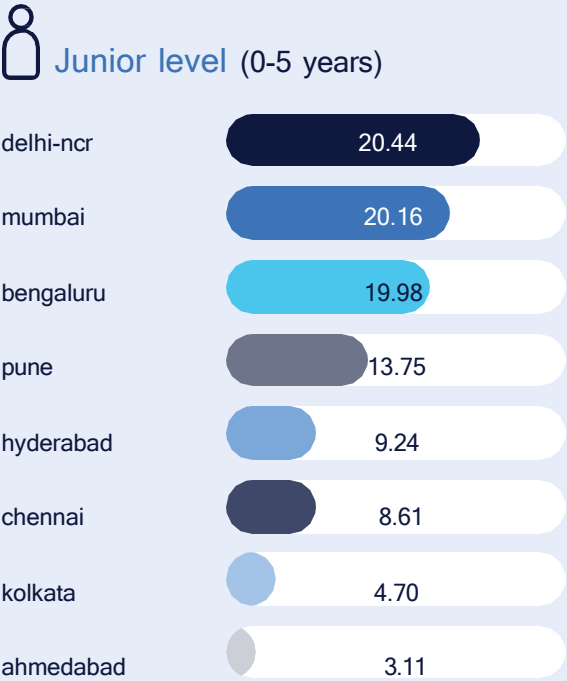
IT

PHL - Pharma +

Retail, FMCG, FMCD

Energy and Utilities

BFSI job distribution across experience levels. tier-1 cities



The highest demand for talent across levels is interestingly spread across three tier-1 cities. Delhi-NCR leads in the junior level hiring, Bengaluru in the middle level, and Mumbai in the senior level

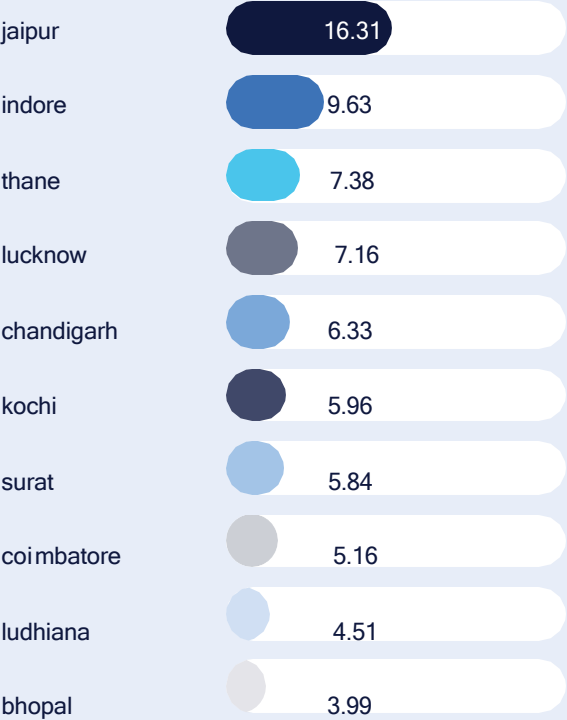
* the numbers reported are in percentage



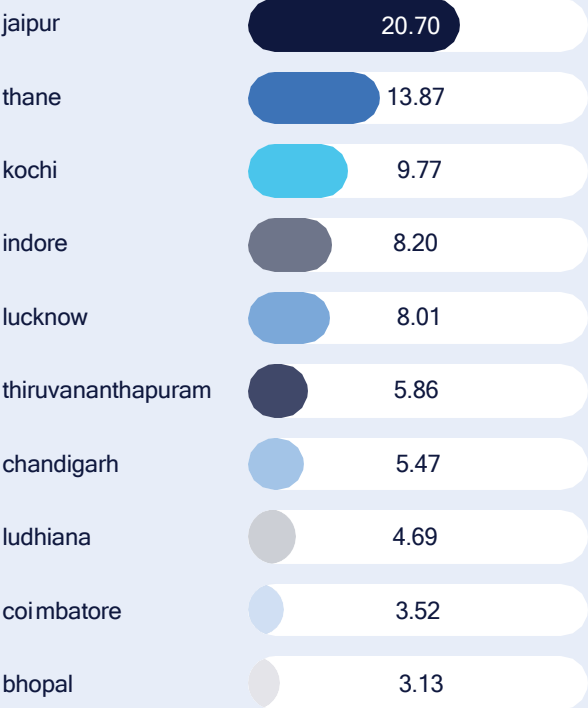
BFSI job distribution across experience levels.

tier-2 cities

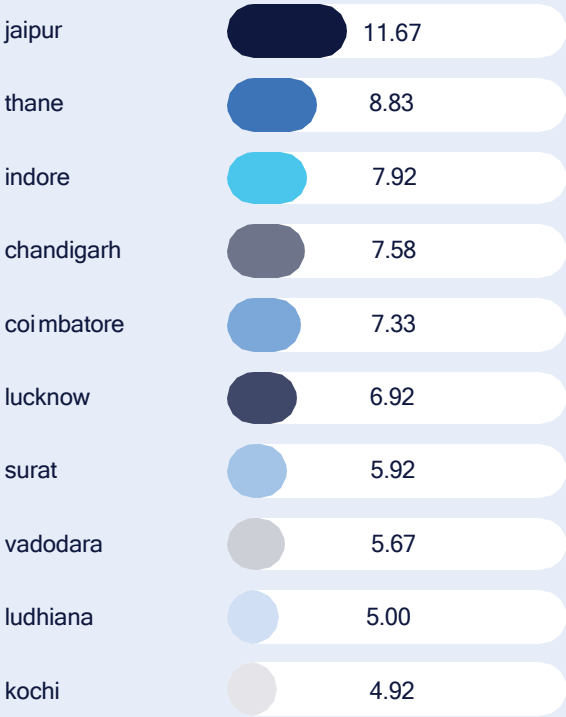
Junior level (0-5 years)



Middle level (6-14 years)

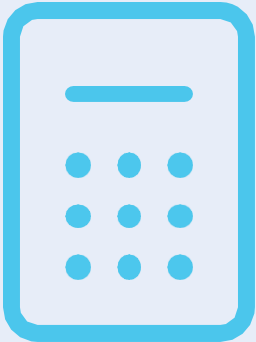


Senior level (>=15 years)



Surat and Ludhiana make a strong and impressive entry into the Top 10 tier-2 cities for BFSI talent demand across all levels

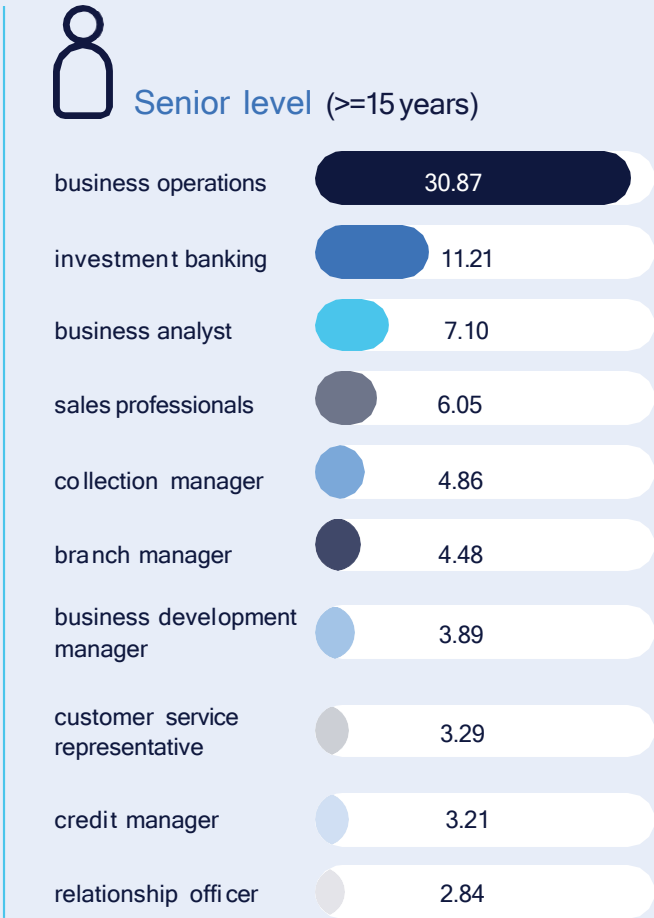
* the numbers reported are in percentage



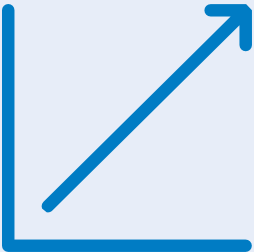
BFSI job distribution by skills.



* the numbers reported are in percentage



The roles of customer service representative, claims associate and stockbroker feature in the skills portfolio in demand for the BFSI industry this year

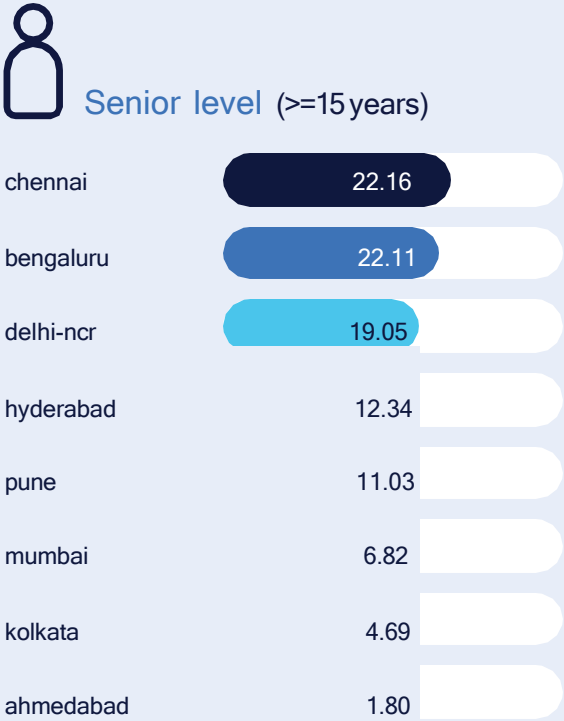
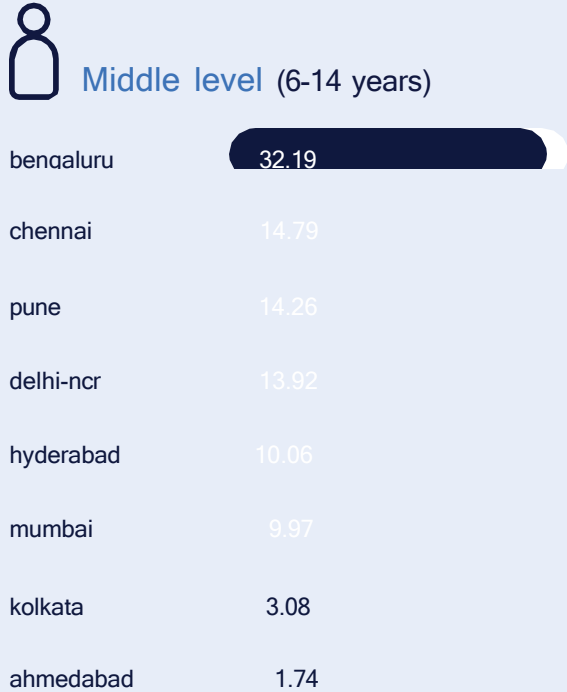


manufacturing & automotive job distribution across experience levels.

tier-1 cities



* the numbers reported are in percentage

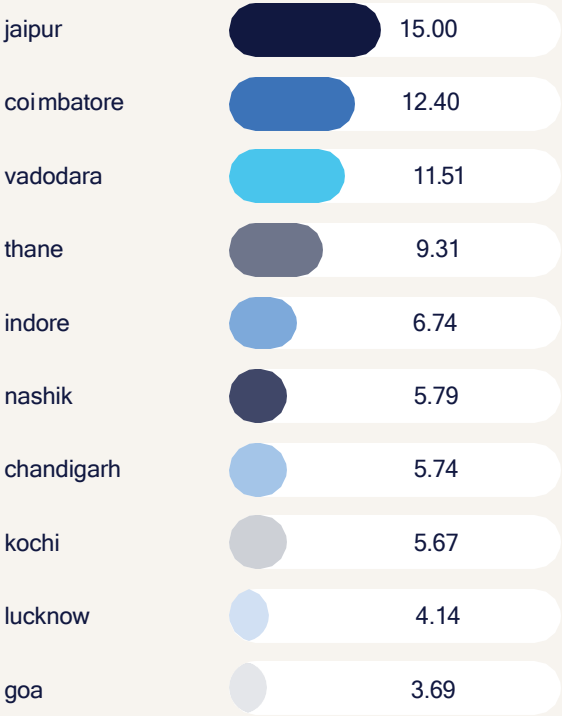


Chennai shows a significant rise in rankings across all levels

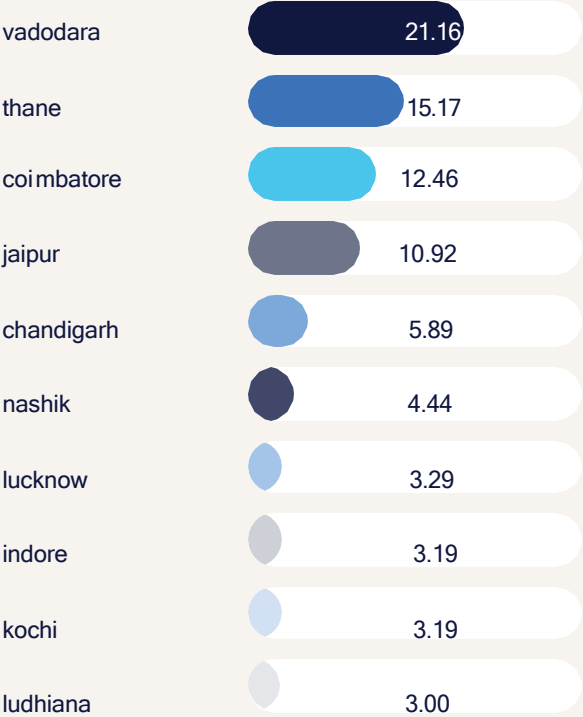


manufacturing & automotive job distribution across experience levels. tier-2 cities

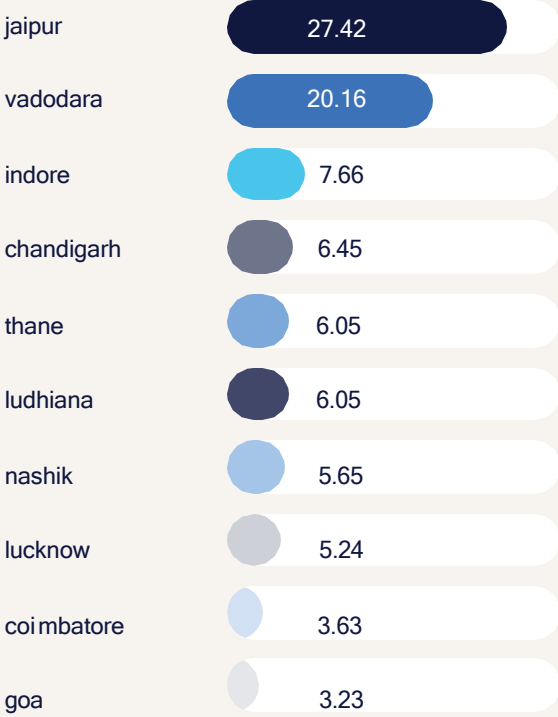
Junior level (0-5 years)



Middle level (6-14 years)



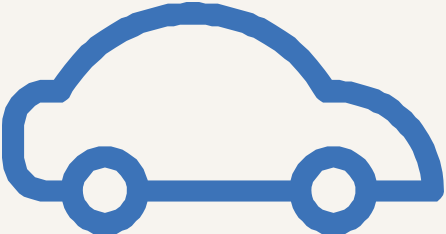
Senior level (>=15 years)



Jaipur jumps up the rankings to claim the top spot in junior and senior level hiring

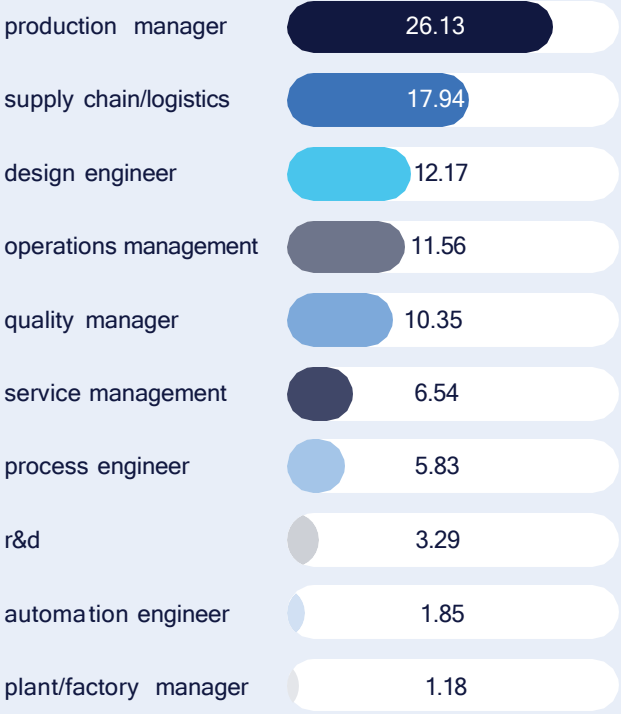
Surat and Ludhiana make a strong and impressive entry into the Top 10 tier-2 cities for manufacturing & automotive talent demand across all levels

* the numbers reported are in percentage



manufacturing & automotive job distribution by skills.

Junior level (0-5 years)



Middle level (6-14 years)

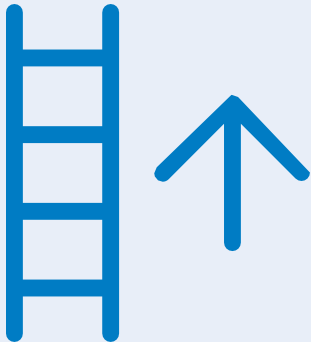


Senior level (>=15 years)

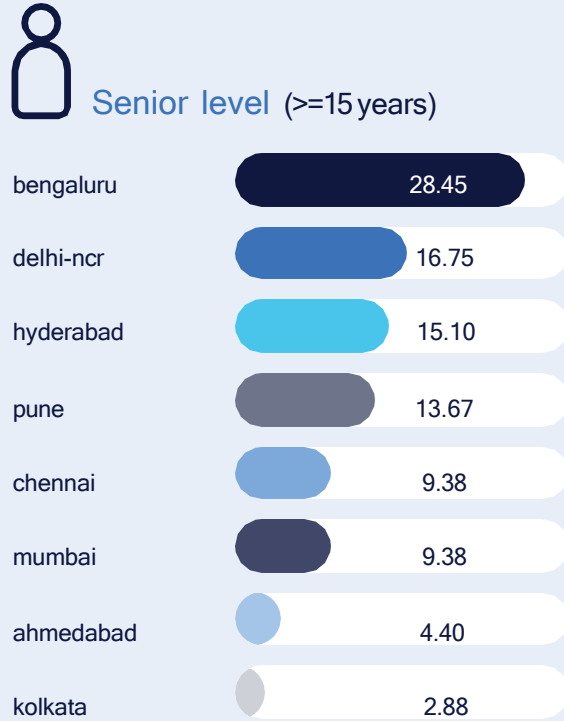
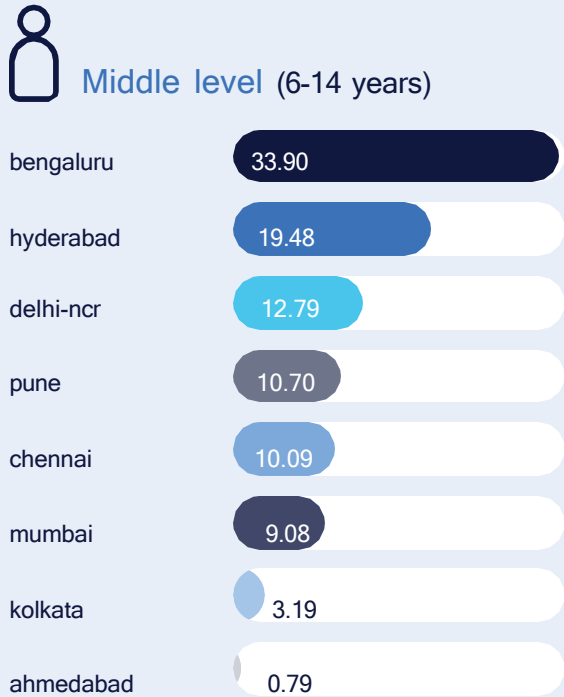
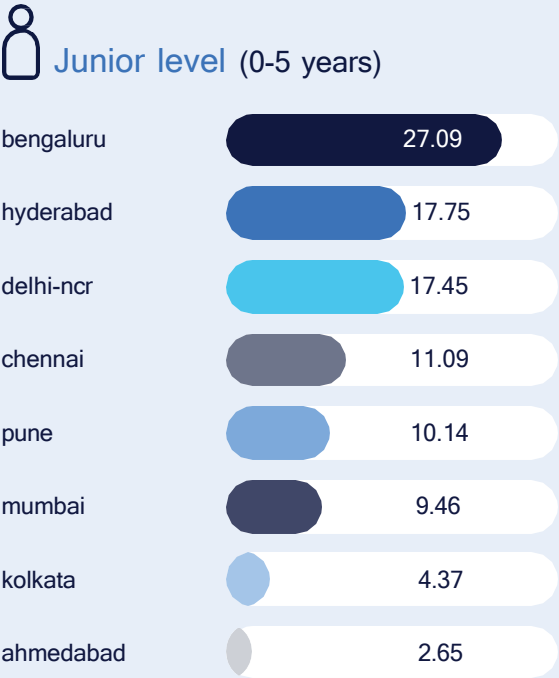


The roles of service management and automation engineer make an impressive entry into the top 10 skills in demand for the manufacturing & automotive industry

* the numbers reported are in percentage



IT job distribution across experience levels. tier-1 cities



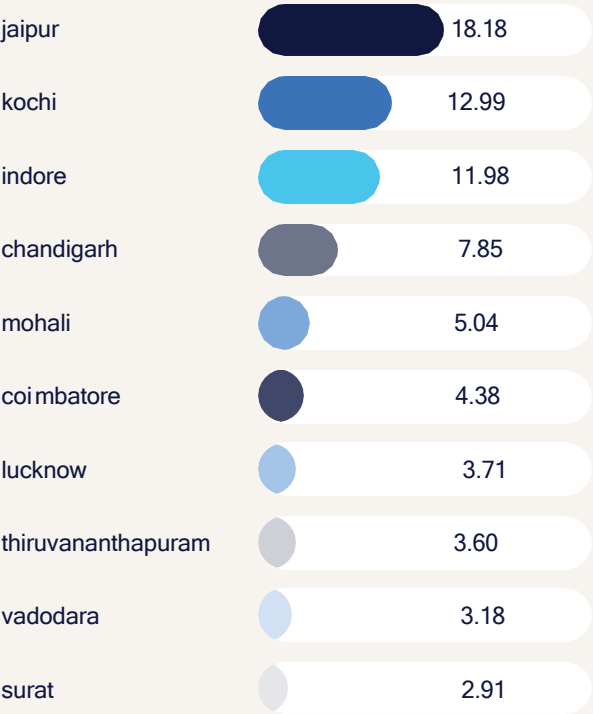
The ‘March of the Global Capability Centers Brigade’ has boosted demand in most tier-1 cities

* the numbers reported are in percentage

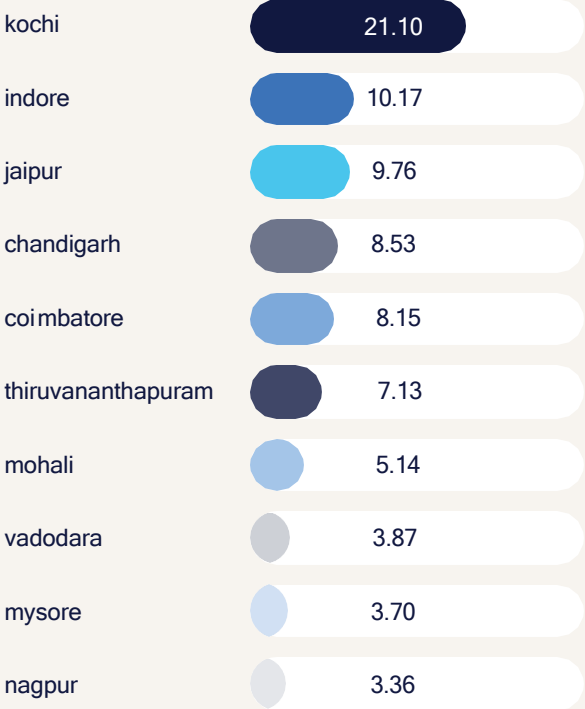


IT job distribution across experience levels. tier-2 cities

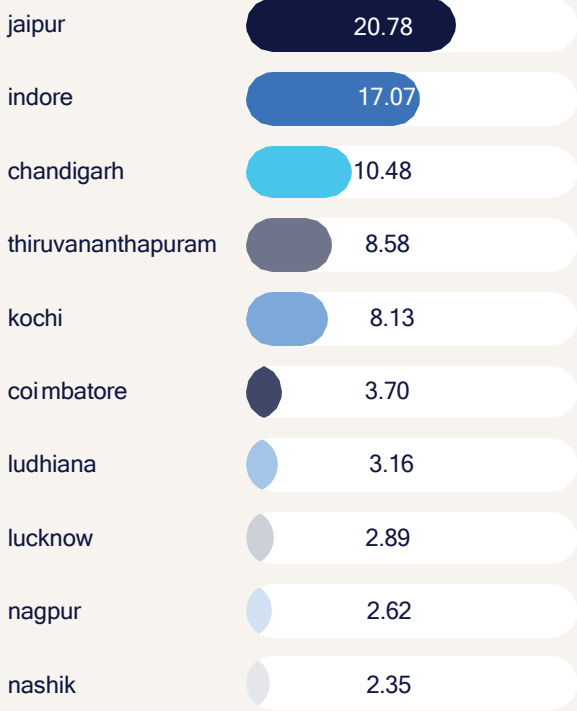
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



Surat and Ludhiana make an impressive entry among the tier-2 cities for IT talent demand

Surat features in the Top 10 list for junior hiring and Ludhiana ranks a strong seventh in senior hiring

* the numbers reported are in percentage

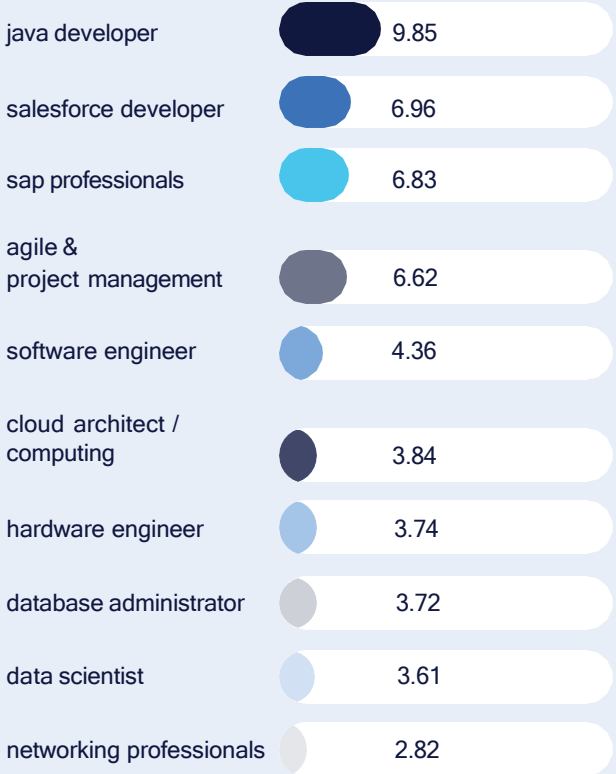


IT job distribution by skills.

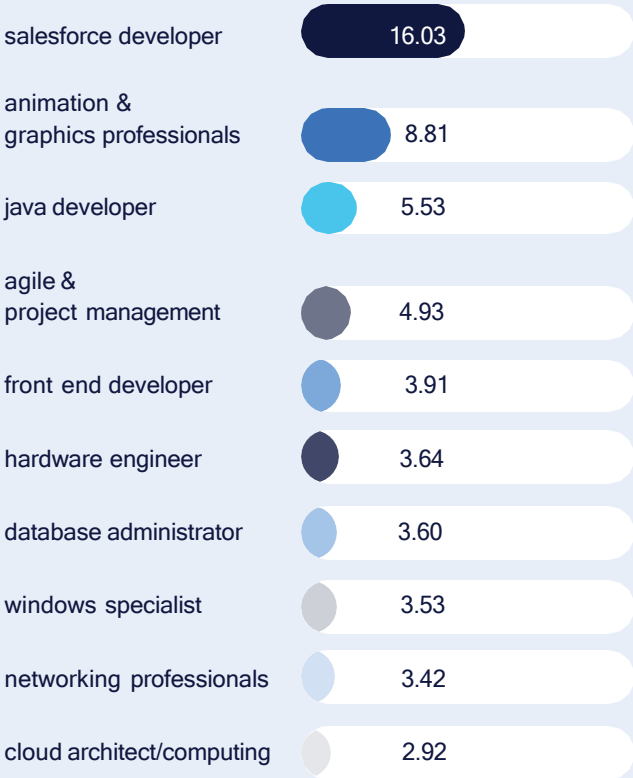
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



For the first time, the role of Salesforce developers makes an entry into the skills portfolio in demand for the IT industry

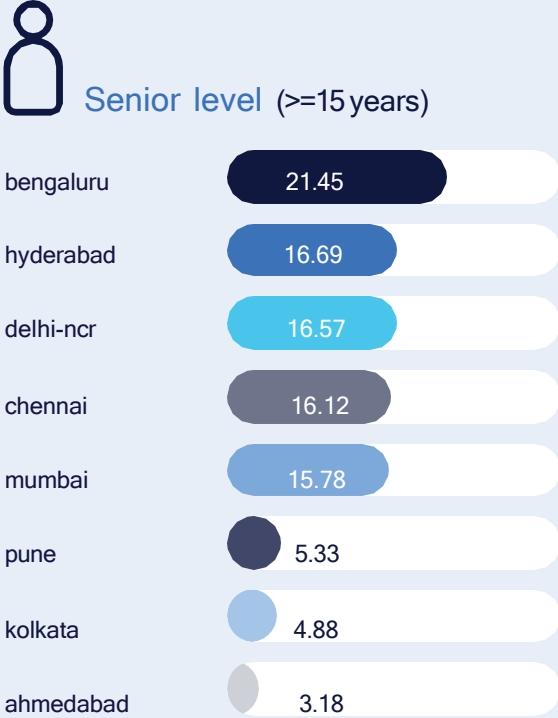
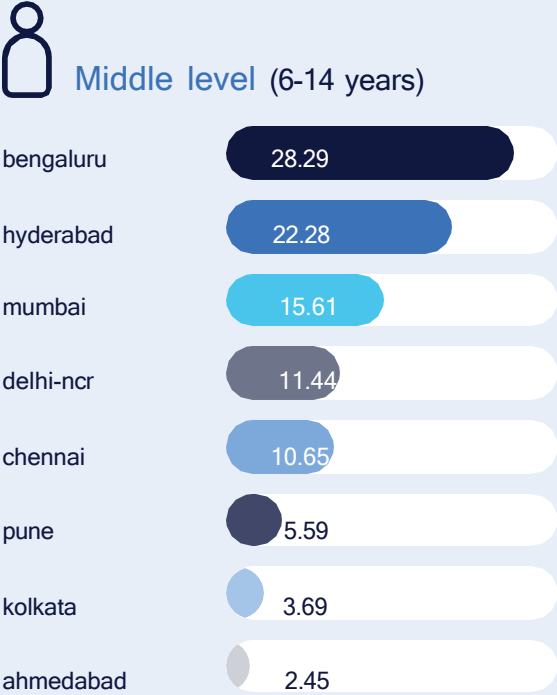
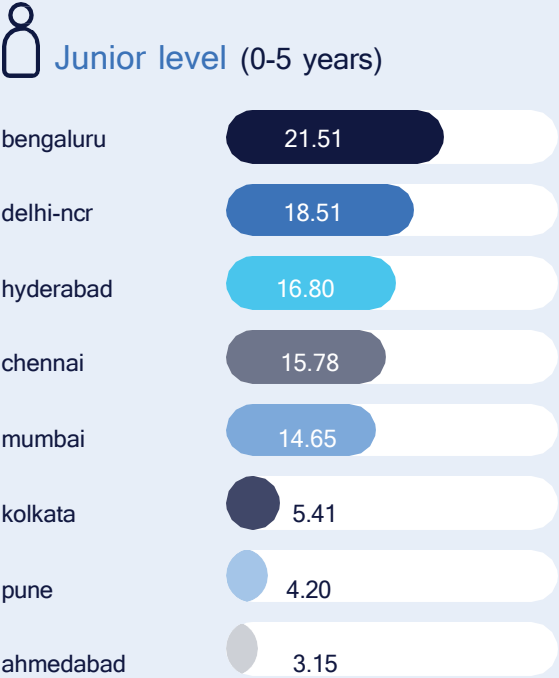
The demand for NLP specialists and ethical hackers has increased in both tier-1 and tier-2 cities

* the numbers reported are in percentage



PHL job distribution across experience levels.

tier-1 cities



Tier-1 cities show diverse and exciting PHL strengths. Bengaluru is India's leading biotech hub, Hyderabad the life-sciences capital, and Delhi-NCR and Mumbai are major R&D hubs

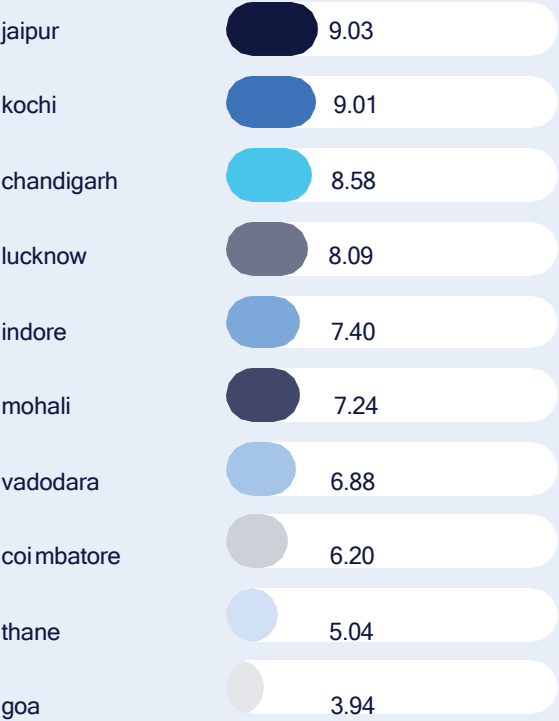
* the numbers reported are in percentage



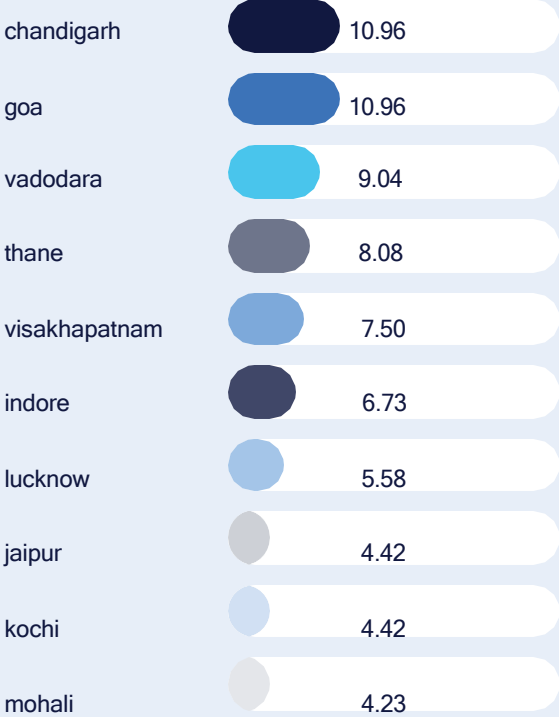
PHL job distribution across experience levels.

tier-2 cities

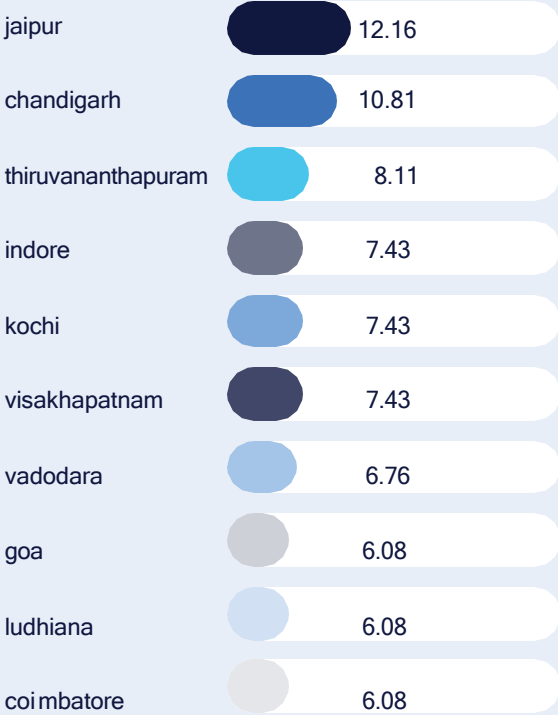
Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



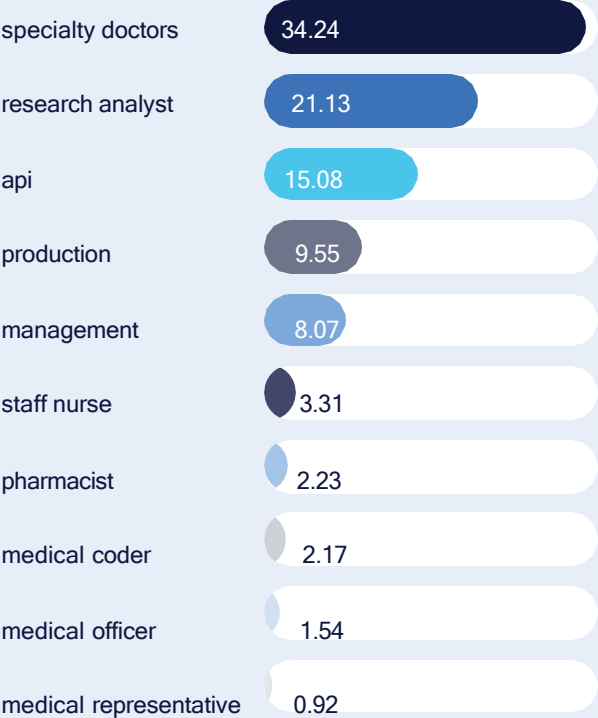
Jaipur, Chandigarh, Kochi and Goa make big leaps to top ranks at different levels of hiring demand in the PHL industry

* the numbers reported are in percentage

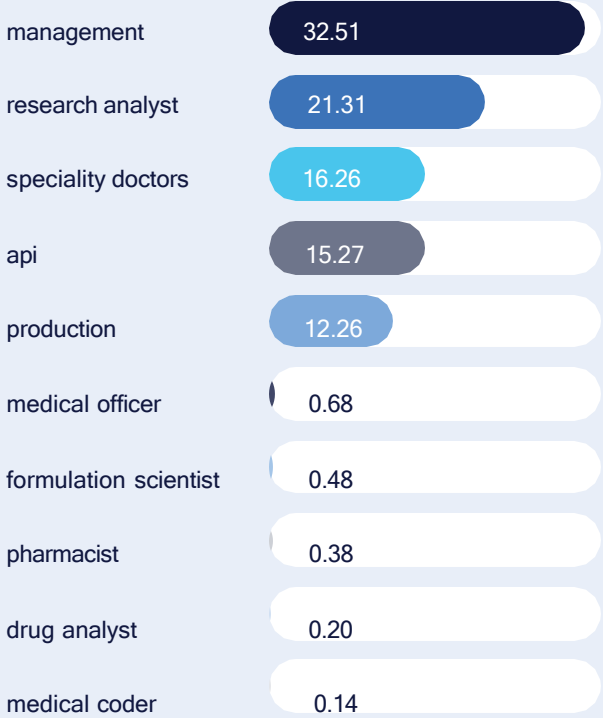


PHLjob distribution by skills.

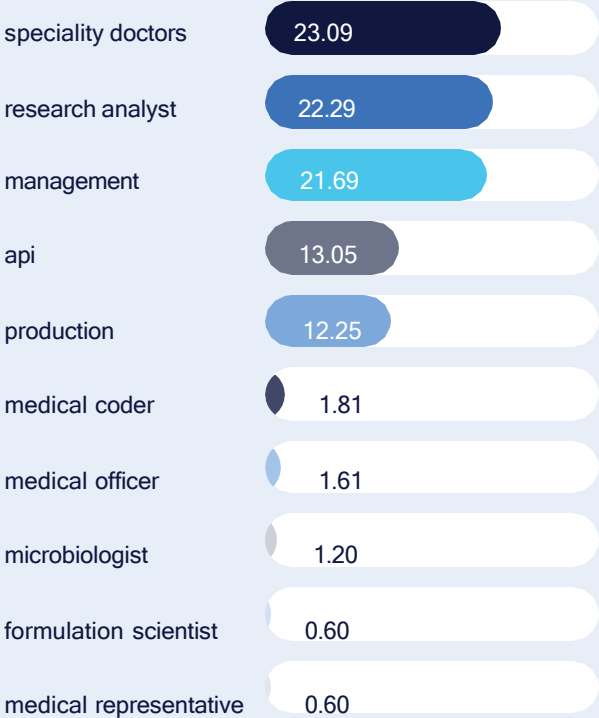
Junior level (0-5 years)



Middle level (6-14 years)

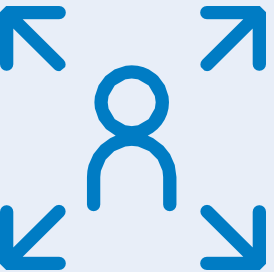


Senior level (>=15 years)



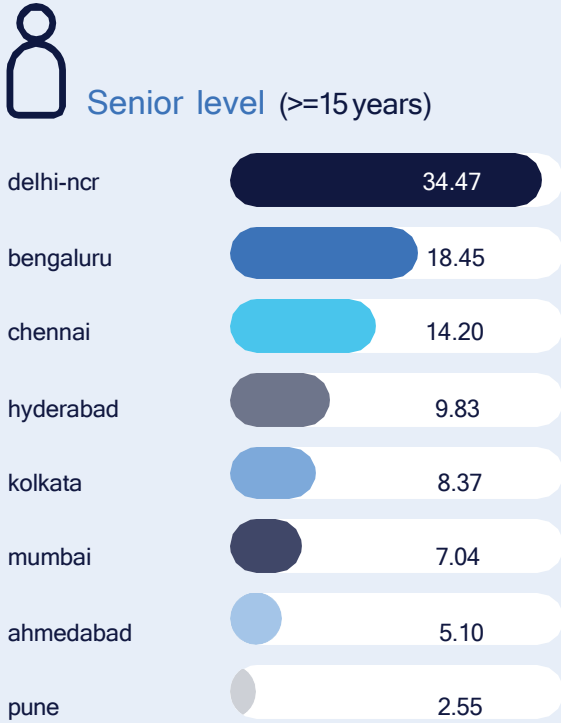
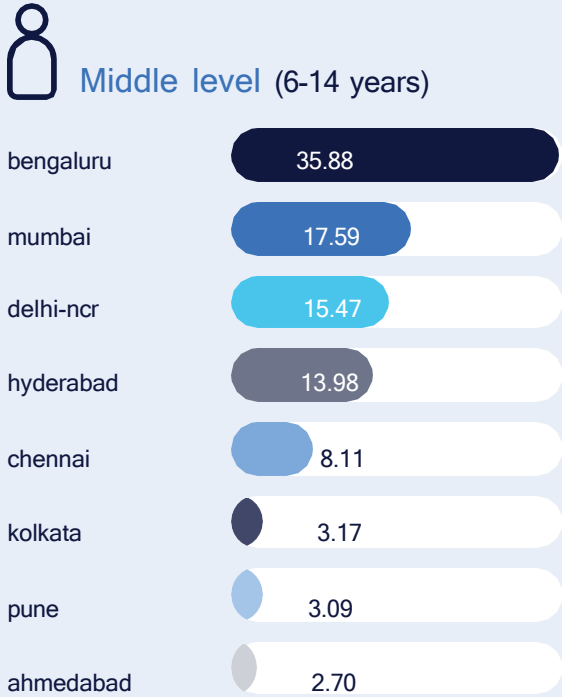
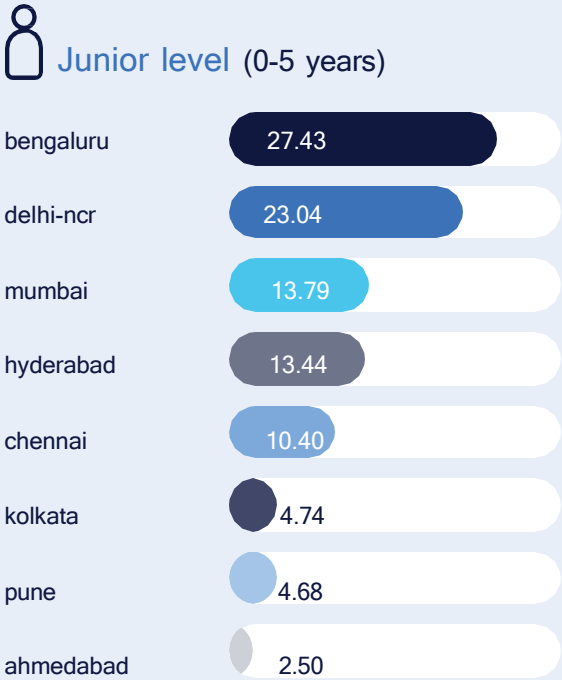
Management professionals, drug analysts, formulation scientists and bioinformatics scientist are now in demand in the PHL industry

* the numbers reported are in percentage



retail, FMCG & FMCD job distribution across experience levels.

tier-1 cities



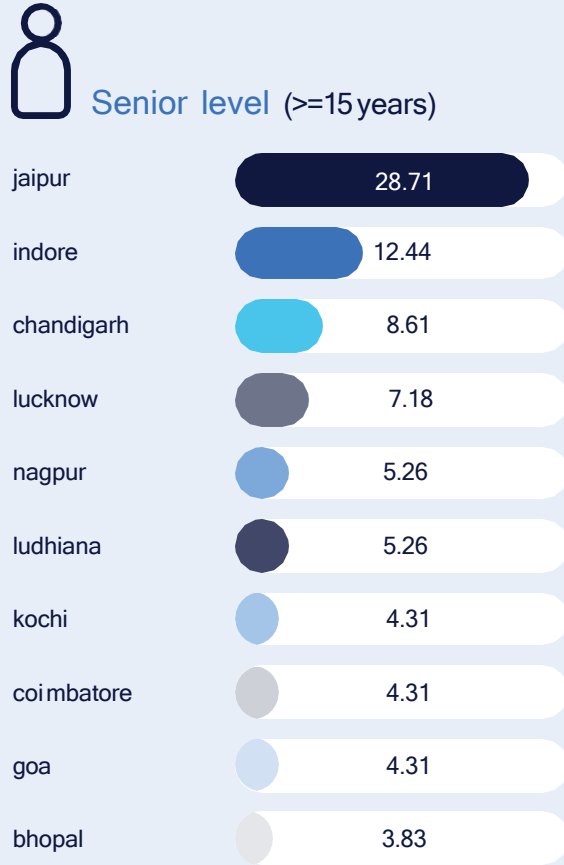
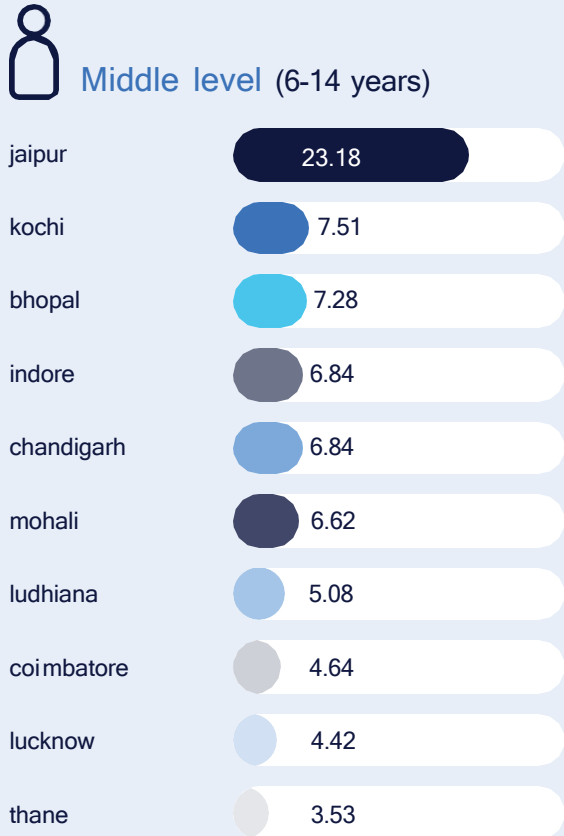
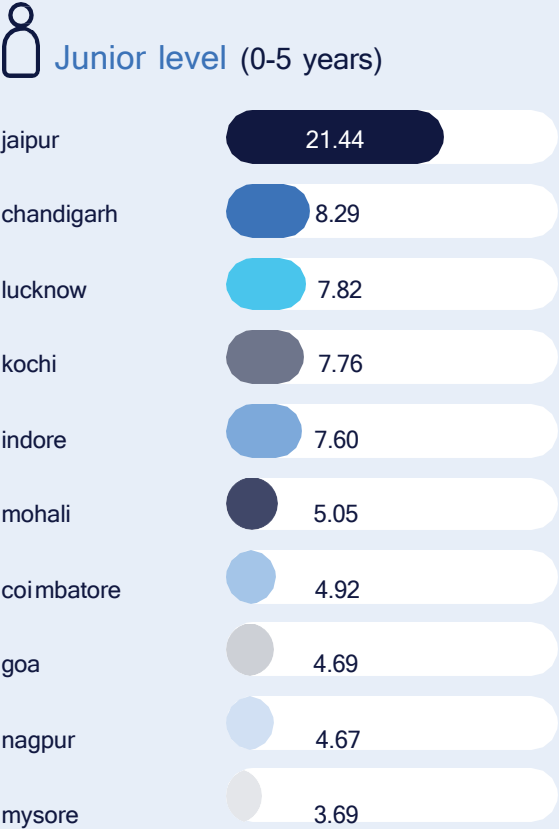
Delhi-NCR
jumps
significantly
ahead in hiring
demand
across all
levels

* the numbers reported are in percentage



retail, FMCG & FMCD job distribution across experience levels.

tier-2 cities



Jaipur makes a major leap to lead in hiring demand across all levels

Ludhiana and Surat enter the list of top 15 tier-2 cities for the first time in the retail, FMCG & FMCD sector

* the numbers reported are in percentage



retail, FMCG & FMCD job distribution by skills.

Junior level (0-5 years)



Middle level (6-14 years)



Senior level (>=15 years)



The demand for fashion / graphic / accessory designers ranks a strong first at all levels

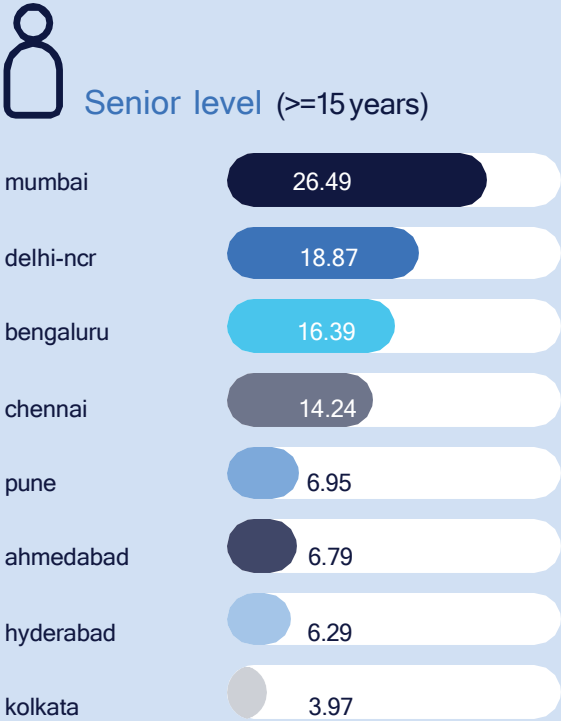
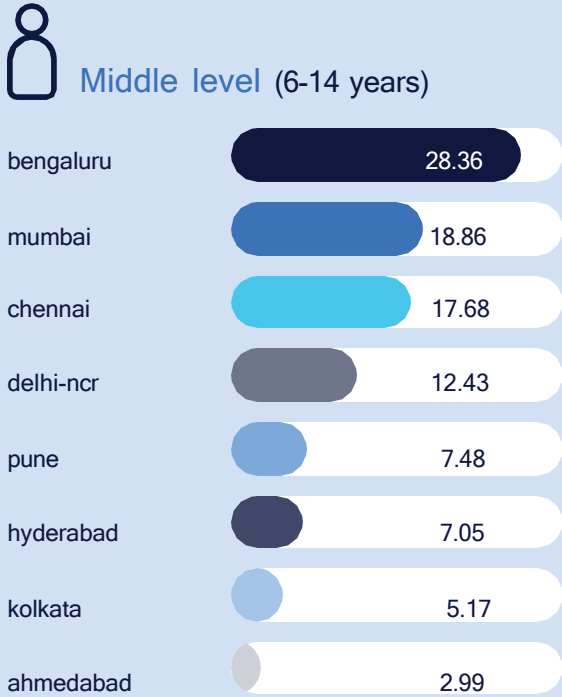
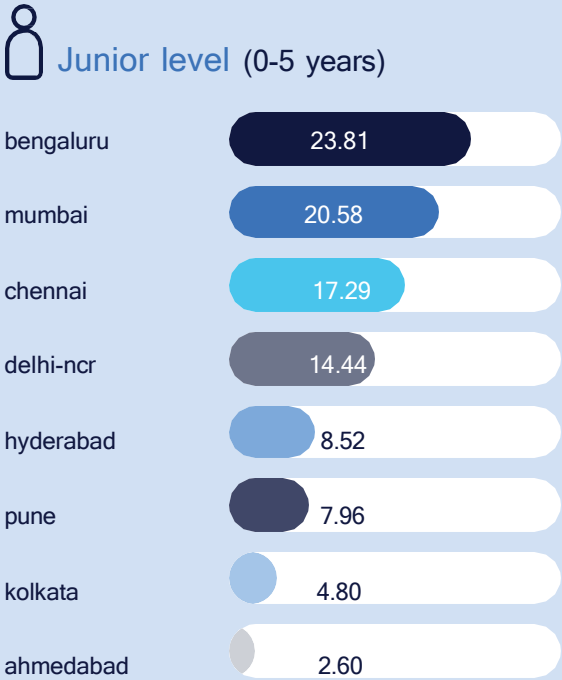
For the first time, product analyst and e-commerce executive roles feature among the top ten skill buckets levels for the retail, FMCG and FMCD industry

* the numbers reported are in percentage



energy & utilities job distribution across experience levels.

tier-1 cities



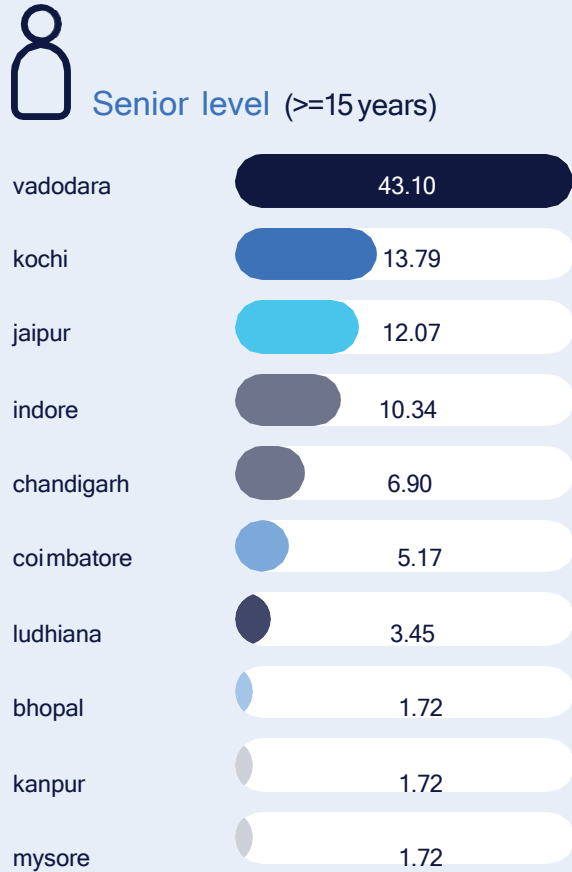
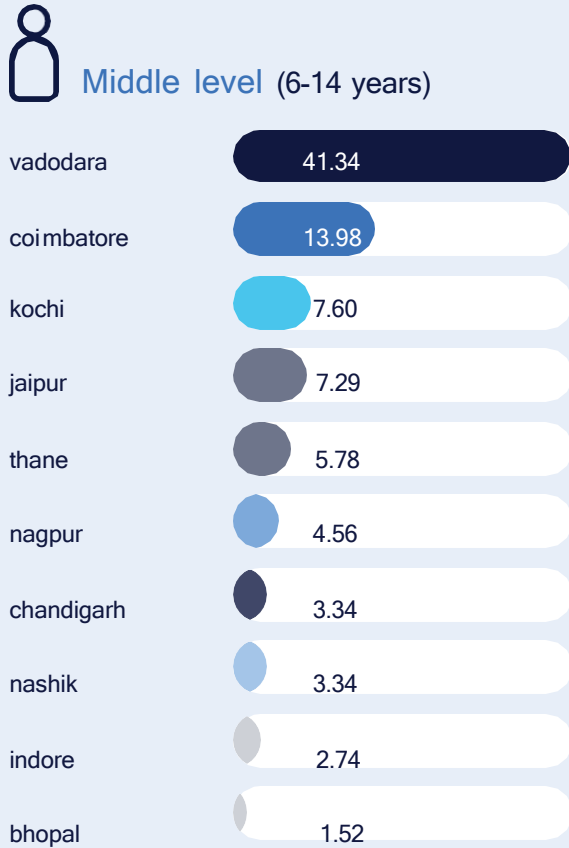
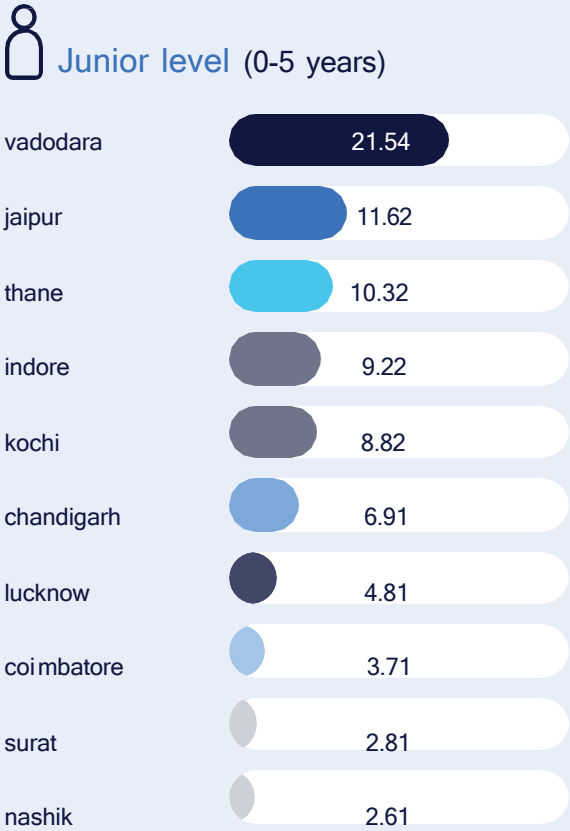
Mumbai shows immense potential in the energy and utilities sector, with a notable rise in hiring demand across all levels

* the numbers reported are in percentage



energy & utilities job distribution across experience levels.

tier-2 cities



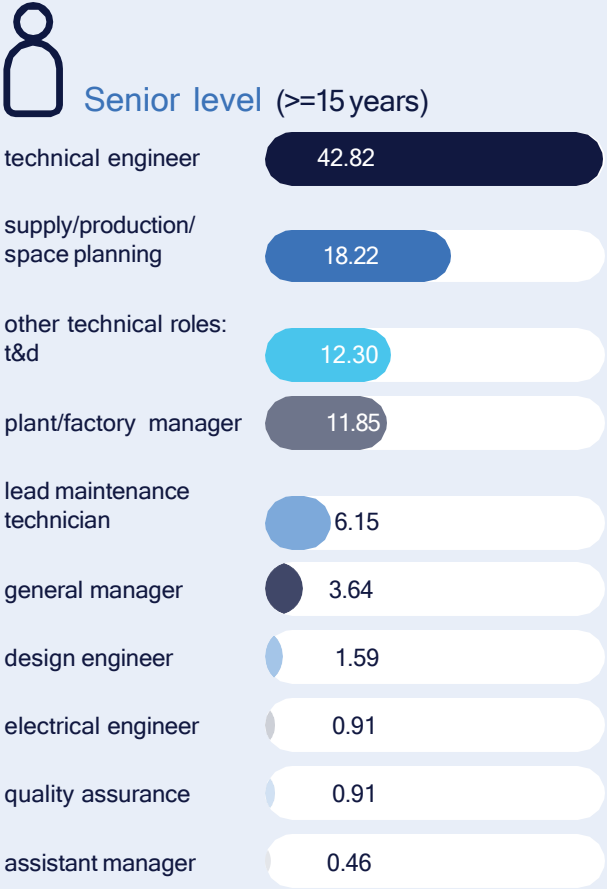
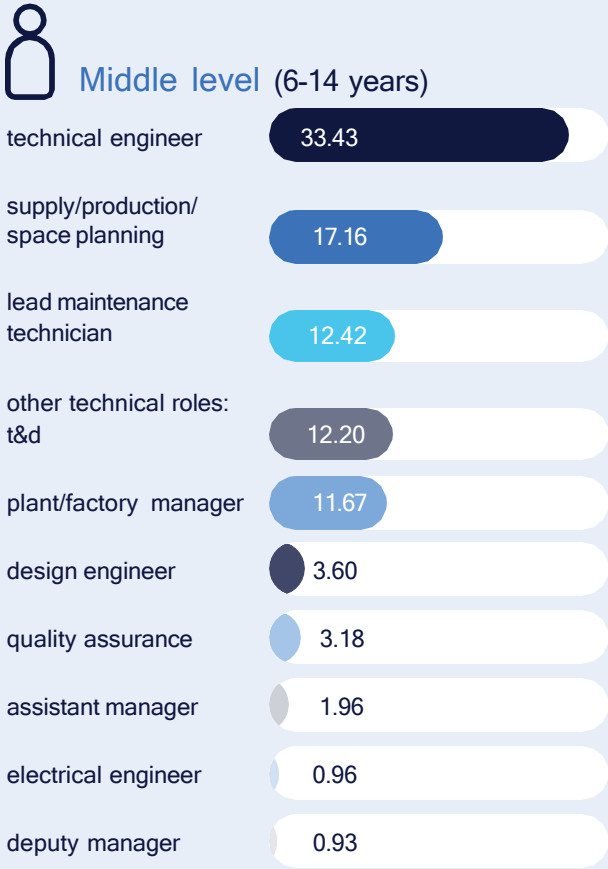
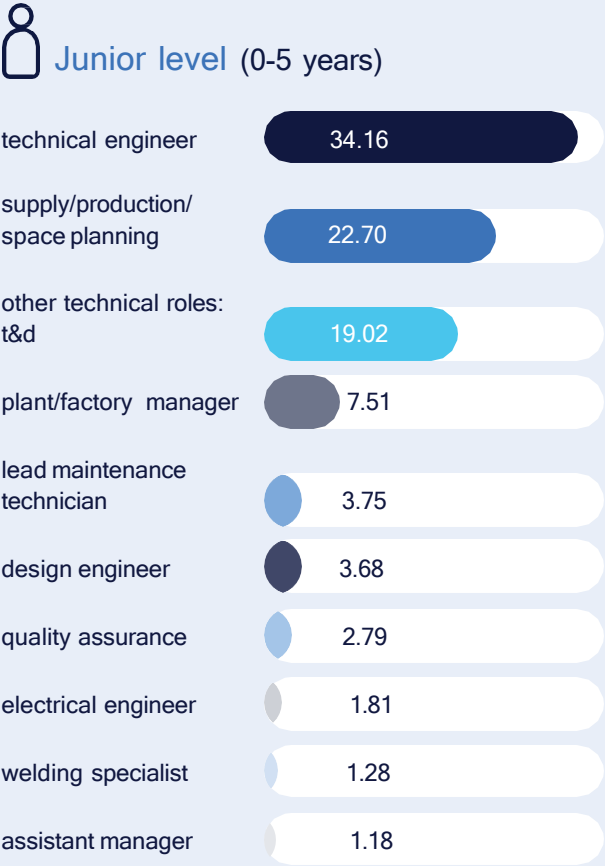
Vadodara moves to the top of the table among tier-2 cities in hiring demand at all levels

Surat and Ludhiana, new entrants to the list of tier-2 cities, rank among the Top 15 across different levels

* the numbers reported are in percentage



energy & utilities job distribution by skills.



The roles of lead maintenance technician, welding specialist and draughtsman make a visible entry into the skills demand list for the energy & utilities industry this year

* the numbers reported are in percentage



our recommendations.

for employers	for talent
Create and nurture a brand and culture that resonates with clear organizational values, and the aspirations of the right talent at the right locations	Step ahead with confidence in your career path, armed with relevant skills
Be purposefully flexible in building the right blend of work models and policies that are cognizant of physical and emotional well-being of people	Look at opportunities across industries and locations that hold promising outcomes for the future - and invest in skilling yourself to grasp them
Establish positive learning experiences in terms of training and certifications, on-the-job experience and career progression	Proactively put your hand up for opportunities that are nascent today, but hold promise for tomorrow
Drive opportunities for internal upward mobility through restructured talent management programs. This will earn employee trust to give out their best in performance	Be open to moving vertically and laterally – growth opportunities come from all directions
Be confident of hiring junior level candidates, and skilling them to meet your needs	Be smart in your choice of locations - as this report shows, tier-2 cities have become undeniable hotspots of career growth and opportunities
Collaborate with academic institutions to design an industry-driven curriculum, and enhance employability of graduates stepping into the corporate world	As you gain in experience, be intelligently flexible to possibilities that can elevate you in the right industry at the right locations
Optimize technology investments to create value for both the organization and to retain the right talent	Keep an open mind in opting for location-agnostic models of work

Thank You