

foundit Insights Tracker

Sep 2025 Hiring Trends | India

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Executive Summary

- **Festive hiring lifted overall demand, with Tier-2 & Tier-3 cities growing faster than metros.**
- **Logistics, Healthcare, and IT drive structural momentum beyond seasonal demand.**

Festive season sparks 17% hiring surge, Tier-2 & Tier-3 cities lead momentum

India's white-collar job market recorded **+17% YoY** and **+4% MoM** growth in September 2025, signalling both festive season demand and sustained market strength. Tier-2 & Tier-3 cities led with a **21% surge**, outpacing metros (+14%), as businesses expanded into new hubs supported by warehousing, customer support, and retail.

The headline story is the dual growth drivers:

- Festive hiring surged in consumer-facing sectors, with **E-commerce (+21%)**, **Hospitality (+24%)** and **Gig roles (+28%)** seeing the sharpest spikes. Hiring for **Entry-level talent (0–3 yrs)** rose from **42% in 2024** to **45% in 2025**, reflecting agility and cost-efficiency in festive hiring.
- Structural demand continued in **Logistics & Transportation (+42% YoY)**, **Healthcare & Pharma (+38% YoY)**, and **IT (+44% YoY)**, powered by digital transformation, supply chain ramp-ups, and innovation in AI/ML and analytics.

While metros remain strong, non-metros are emerging as long-term talent hubs, creating a decentralised hiring ecosystem. Senior roles (7–10 yrs) posted a 27% YoY rise, signalling sustained leadership demand, even as festive hiring is concentrated at the entry-level.

Together, these trends underscore India's dual-track labour market: seasonal spikes driving consumption-led roles, and structural momentum fuelling long-term workforce transformation.

www.foundit.in | Jobs & Talent Platform

Key Highlights | September

↑↑ 17%

Year-on-Year (YoY)

↑↑ 4%

Month-on-Month (MoM)

↑↑ 5%

Over 3 months

↑↑ 7%

Over 6 months

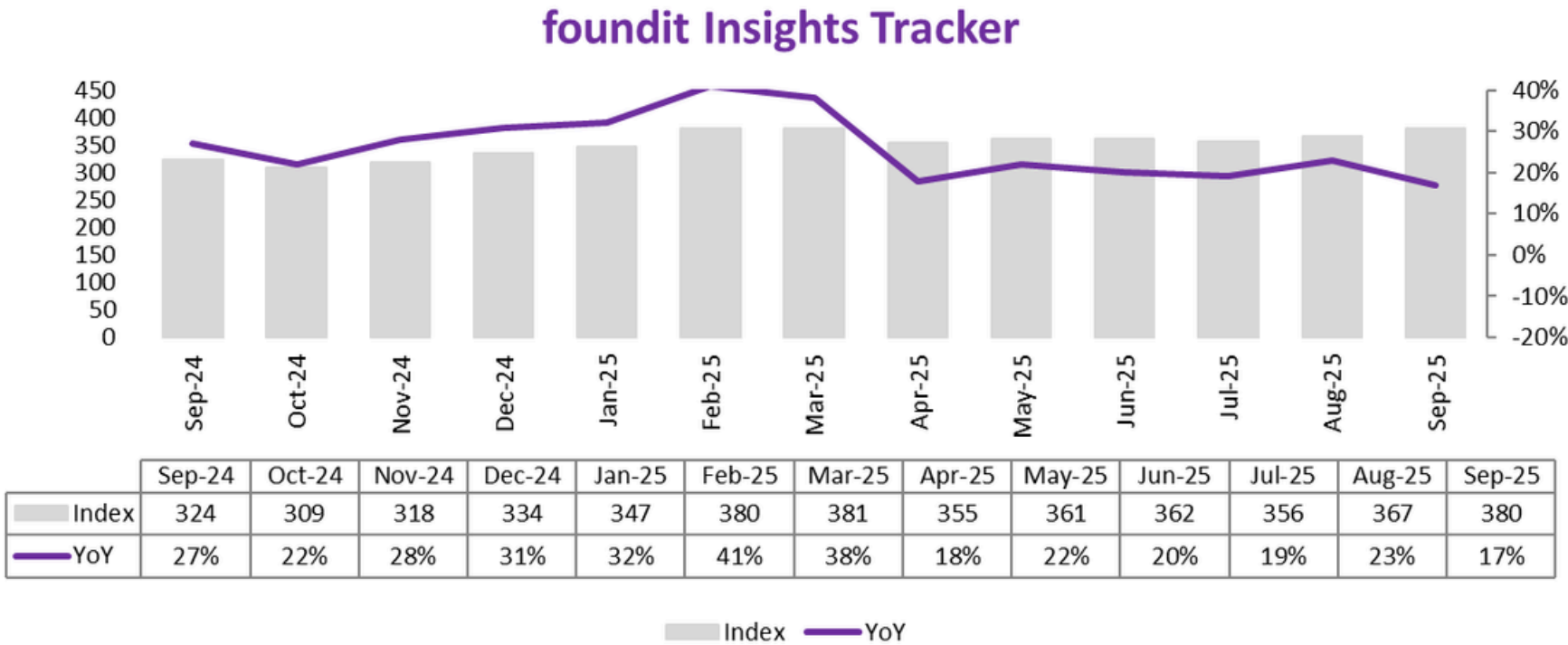
Robust Demand for Talent Fuels September 2025 Hiring Surge

India’s hiring index rose from 324 in September 2024 to 380 in September 2025, marking a 17% YoY increase. Month-on-month growth was 4%, while growth over three months and six months stood at 5% and 7%, respectively. These numbers indicate steady and sustained hiring momentum across sectors.

The growth is largely driven by strong demand in technology, finance, energy, and consumer-driven sectors. Companies are investing in digital transformation and expanding capabilities in AI, cloud computing, and data analytics, leading to higher recruitment in specialized roles. Additionally, the expansion of operations beyond metro hubs into tier-2 and tier-3 cities has contributed to the increase in hiring activity.

Overall, the trend shows a stable labor market with organizations seeking both experienced professionals and emerging talent. While some challenges such as skills gaps and role mismatches persist, businesses are increasingly prioritizing strategic hiring to support growth, innovation, and digital adoption, reflecting confidence in India’s workforce potential.

✦ The tracker registered steady growth in September, with a 4% month-on-month increase in hiring activity.



Hiring Snapshot | September

MoM Trends

With firms prioritising innovation and transformation, demand for IT, customer service, and senior management talent recorded a strong upswing.

Geographic Trend



1% in **Metros**



1% in **Tier-2 Cities**

Top roles in September across key sectors

1 Retail & E-commerce

| Top Roles | % share |
|--|---------|
| Supply Chain & Procurement Specialists | 18% |
| Warehouse & Operations Manager | 16% |
| Customer Support Executives | 14% |
| Category Managers | 12% |
| Digital Marketing Executives | 10% |

2 Hospitality & Travel

| Top Roles | % share |
|---|---------|
| Front Office & Guest Relations Executives | 20% |
| Food & Beverage Staff | 17% |
| Operations Manager | 14% |
| Event Co-ordinators | 10% |
| Chefs | 8% |

3 Media & Entertainment

| Role | % share |
|----------------------------------|---------|
| Content Creators/ Managers | 18% |
| Social Media Strategists | 16% |
| Video Editors/ Graphic Designers | 14% |
| Digital Marketing Experts | 12% |
| PR & Communication Executives | 8% |

Key Highlights | Industry

↑↑ 8%

Logistics & Transportation
Highest hiring growth over the last month

↑↑ 5%

Energy
Significant month-on-month hiring
growth in September

↓↓ 7%

Import & Export
Declining hiring momentum in September

Non-Profit and Consumer Electronics sector drives hiring

Industry Hiring Trends

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

| Industry | YoY | MoM | Industry | YoY | MoM |
|------------------------------|------|-----|--------------------------|------|-----|
| Non-profit Organisations | +57% | 0% | Energy | +27% | +5% |
| Consumer Electronics | +43% | +1% | Telecommunications | +17% | 0% |
| Retail | +42% | +2% | Education | +16% | +5% |
| Logistics & Transportation | +42% | +8% | BFSI | +13% | +7% |
| Manufacturing | +38% | +4% | Agriculture | +13% | 0% |
| Healthcare & Pharmaceuticals | +38% | +5% | IT – Software & Services | +5% | -1% |
| FMCG | +31% | +1% | Shipping & Maritime | -6% | +5% |

Hiring Momentum Builds in Consumer-Focused Sectors

Industry Hiring Trends

In September 2025, **Consumer Electronics** sector saw a strong hiring surge, with year-on-year growth of +43% and a month-on-month increase of +1%.

The robust YoY expansion is driven by India's growing consumer base, rising disposable incomes, and accelerated local manufacturing, which are sustaining long-term demand. Global companies are also scaling up R&D and design operations in India, creating high-skilled opportunities in product development, embedded systems, and supply-chain technology.

The modest MoM uptick reflects a stabilisation in hiring, as many firms had already expanded headcount ahead of the festive season. Incremental additions are largely tactical, focusing on sales teams, service engineers, and field staff to handle peak demand. Government incentives and favorable GST adjustments have further bolstered consumer sentiment, creating a balanced hiring environment with strong long-term growth and controlled short-term expansions.

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

The **Retail** sector posted strong hiring, with year-on-year growth of +42% and a month-on-month increase of +2%.

The YoY growth is supported by a broad recovery in consumer sentiment and the expansion of both organised offline and digital retail formats. Retailers are extending operations beyond metro hubs into tier-2 and tier-3 cities, creating roles in supply chain, store operations, and digital commerce. Investments in omnichannel strategies are also generating demand for talent in analytics, logistics, and customer experience functions.

The modest MoM increase reflects steady demand as September kicked off India's festive consumption cycle. Retailers focused on temporary and seasonal hiring to handle higher footfall and e-commerce orders, while building capacity in warehousing and last-mile delivery. Favorable GST adjustments and sustained consumer spending have further supported a balanced hiring environment, combining short-term seasonal needs with long-term capability building.

Key Highlights | Functions

↑↑ 9%

Finance & Accounting
Robust hiring growth in September

↑↑ 6%

IT
Significant month-on-month growth

↓↓ 4%

Creative
Declining hiring demand in September

Senior Management & IT roles in high demand

Function-wise Hiring Trends

✦ 12 of 13 functions saw annual growth with strong demand for talent in senior management and IT roles

| Function | YoY | MoM | Function | YoY | MoM |
|------------------------------|------|-----|----------------------------|------|-----|
| Senior Management | +45% | +3% | Procurement & Supply Chain | +18% | +2% |
| HR & Admin | +44% | +6% | Marketing & Communications | +12% | +3% |
| IT | +44% | +6% | Medical roles | +12% | +6% |
| Sales & Business Development | +24% | +2% | Creative | +7% | -4% |
| Customer Service | +23% | +1% | Hospitality roles | -3% | +3% |
| Finance & Accounting | +19% | +9% | Engineering & Production | -4% | 0% |

Leadership and Technology Roles Drive Workforce Expansion

Function-wise Hiring Trends



12 of 13 functions saw annual growth with strong demand for talent in senior management and IT roles

In September 2025, **Senior Management** hiring in India grew 45% YoY and 3% MoM, signaling strong demand for experienced leaders to guide organizations through digital transformation, economic uncertainties, and competitive pressures. Companies are prioritizing executives who can make strategic decisions, drive operational efficiency, and align cross-functional teams to achieve growth objectives.

The surge spans sectors including finance, IT, energy, and healthcare, with firms particularly focused on roles such as CEOs, COOs, and business heads. Established companies are leading this hiring trend, reflecting a need for seasoned leadership to manage scaling challenges, stakeholder expectations, and complex market dynamics.

Diversity in leadership is gradually improving, with more women stepping into senior roles, reflecting organizations' growing emphasis on inclusive decision-making. Overall, the focus is on attracting leaders with strategic vision, adaptability, and the ability to deliver results in a fast-changing business environment.

In September 2025, **IT** sector hiring rose 44% YoY and 6% MoM, driven by demand for talent in AI, cloud computing, cybersecurity, and data analytics. Organizations are seeking professionals who can implement advanced digital solutions, drive innovation, and support business growth in an increasingly technology-driven environment.

There is a clear shift toward specialized technology roles, with declining demand for legacy positions. Skill-based hiring, continuous upskilling, and proficiency in emerging technologies are now critical for competitiveness, reflecting the industry's focus on innovation and digital transformation initiatives.

While Bengaluru remains the primary hub for IT talent, Tier-2 cities are experiencing growth as companies decentralize operations and invest in regional tech infrastructure. This geographic diversification supports a more balanced talent distribution and fosters innovation outside traditional urban centers.

Key Hiring Trends | City

↑↑ 9%

Ahmedabad

Lead the pack in monthly hiring growth

↑↑ 8%

Kochi

Notable hiring demand in September

↑↑ 7%

Chandigarh

Drastic difference from last month's demand

Annual hiring momentum strongest in Ahmedabad

City-wise Hiring Trends

✦ Chandigarh showed highest demand for hiring momentum over the last six-months

| City | YoY | MoM |
|------------|------|-----|
| Ahmedabad | +20% | +9% |
| Mumbai | +17% | +3% |
| Vadodara | +16% | +9% |
| Coimbatore | +14% | +4% |
| Bangalore | +13% | +5% |
| Hyderabad | +11% | +4% |
| Pune | +9% | +2% |
| Chennai | +8% | +5% |
| Chandigrah | +7% | +7% |
| Kochi | +6% | +8% |
| Kolkata | +1% | +1% |
| Delhi-NCR | -2% | +3% |
| Jaipur | -3% | 2% |

City-wise hiring trends reflect mixed momentum

City-wise Hiring Trends

| Industry | Bengaluru | Chennai | Delhi NCR | Hyderabad | Mumbai | Pune |
|--|-----------|---------|-----------|-----------|--------|------|
| Banking, Financial Services, Insurance | 0% | 2% | 10% | -1% | 7% | 1% |
| BPO | -1% | 10% | 1% | 12% | 8% | 5% |
| Construction & Engineering | 0% | -2% | 0% | -4% | 5% | 0% |
| IT - Software & Services | 3% | 4% | 1% | 2% | -3% | 3% |
| Manufacturing | 11% | 2% | -1% | -3% | -6% | -1% |
| Functions | | | | | | |
| Marketing & Communications | 0% | -2% | 0% | 5% | -7% | 0% |
| Finance & Accounting | 3% | 3% | 9% | 10% | 7% | 5% |
| HR & Admin | 5% | 4% | 8% | 4% | 9% | 3% |
| Sales & Business Development | 2% | 1% | 2% | 1% | 0% | 0% |
| IT | 7% | 5% | 4% | 5% | 1% | 4% |

- Bengaluru and Hyderabad Lead in Sectoral Growth: Bengaluru shows strong hiring in Manufacturing (11%) and IT Services (3%), while Hyderabad excels in BPO (12%) and Finance & Accounting (10%), indicating their continued dominance in tech and service sectors.
- Mumbai Shows Mixed Signals: While Mumbai sees positive hiring in BFSI (7%) and BPO (8%), it faces significant declines in HR (-9%) and Marketing (-7%), suggesting a shift in talent demand and organizational restructuring.
- Finance Roles in High Demand Across Cities: Cities like Delhi NCR (9%), Hyderabad (10%), and Mumbai (7%) show strong hiring for Finance & Accounting, reflecting a robust financial ecosystem and increased demand for compliance and analytics roles.
- HR & Admin Roles Declining Nationwide: Except for Bengaluru (5%), all major cities show negative hiring trends in HR & Admin, possibly due to automation, centralization, or cost-cutting measures in support functions.

MoM Hiring Trends | Experience

⬆️⬆️ 5% Entry Level (0-3 years)

⬆️⬆️ 2% Senior Level (11-15 years)

⬆️⬆️ 5% Associate Level (4-6 years)

⬇️⬇️ 4% +15 years of experience

⬆️⬆️ 6% Mid-senior Level (7-10 years)

Hiring Trends | Experience Level

17%

0 - 3 Years

Strong demand for entry-level talent as companies expand cost-efficient teams, especially in IT, startups, and consumer-led industries.

13%

4 - 6 Years

Mid-level professionals are sought to bridge operational execution with strategic initiatives across growing sectors.

27%

7 - 10 Years

High demand for experienced talent driving digital transformation, project leadership, and critical business functions.

13%

11 - 15 Years

Moderate growth, with demand for experienced leaders in governance and strategy roles.

9%

16 Years

Selective hiring driven by succession planning and leadership needs in high-growth sectors.



India’s Festive Hiring Momentum Reaches New Highs

Festive hiring across white-collar roles witnessed a strong surge in September 2025. The total number of new jobs climbed from 98,120 in September 2024 to 1,18,750 in September 2025, marking a robust 21.04% year-on-year growth.

This upswing highlights the combined momentum of e-commerce, BFSI, technology, and consumer-driven industries, where festive campaigns, digital rollouts, and financial demand created a wave of hiring activity. The growth was not only concentrated in metro hubs but also reflected significantly in Tier-2 and Tier-3 cities, where seasonal demand for customer support, retail expansion, and gig-based roles has accelerated.

Overall, festive hiring in 2025 underscores the resilience of India’s white-collar employment market, where businesses are leveraging the festive period to scale operations, enhance customer engagement, and drive consumption-led growth.

| Year | Jobs |
|---------|----------|
| 2024 | 98,120 |
| 2025 | 1,18,750 |
| %growth | 21.04%. |

Top Locations in FESTIVE hiring

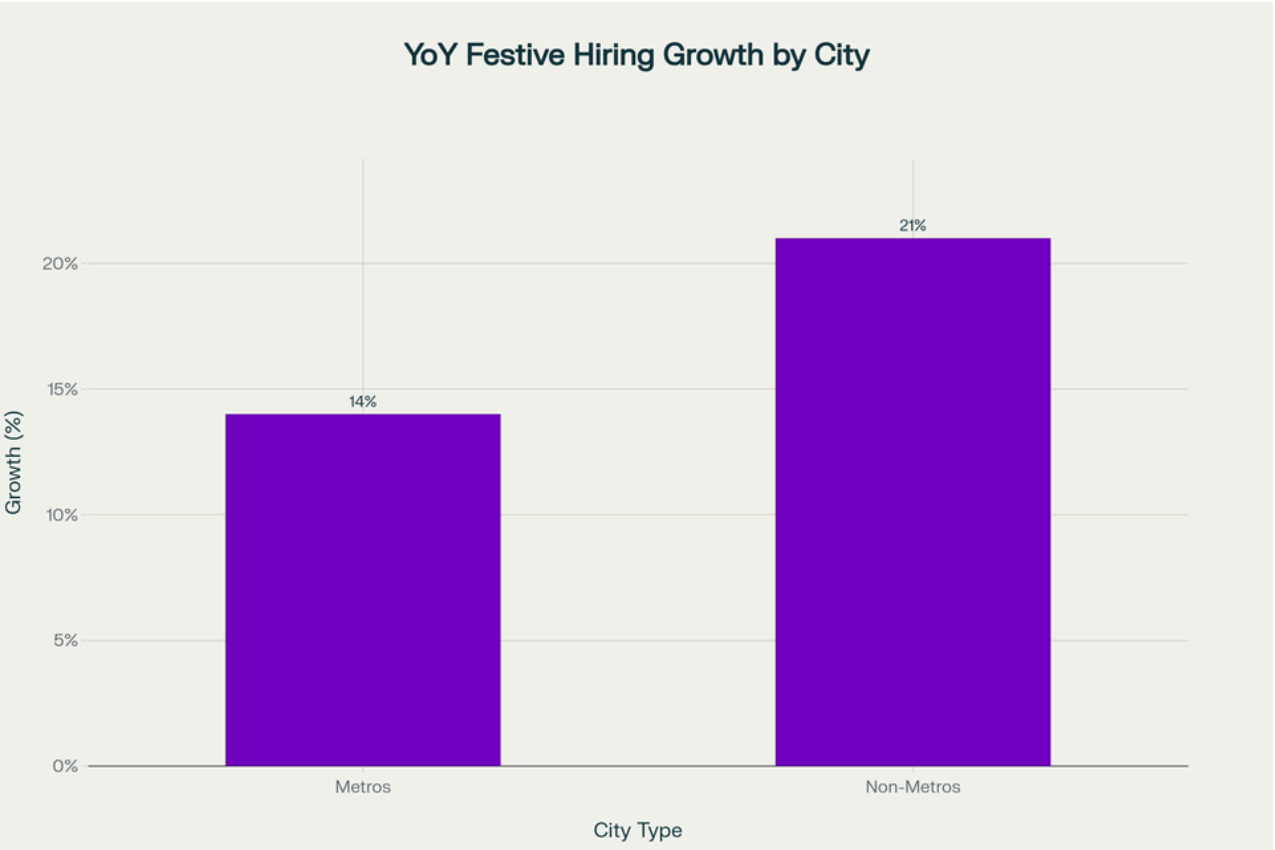
Metro Cities (Delhi NCR, Mumbai, Bangalore, Hyderabad, Chennai, Pune, Kolkata)

Hiring activity in metro hubs registered **14% YoY growth**, led by IT, BFSI, and Media & Entertainment sectors. The festive season drove strong demand for technology, finance, and marketing professionals, reflecting the continued dominance of white-collar roles in these cities. High consumer spending and corporate campaigns ahead of the festive period amplified the need for skilled talent in digital-first functions.

Tier-2 & Tier-3 Cities (Jaipur, Lucknow, Coimbatore, Indore, Bhubaneswar, Kochi, Surat, Nagpur, Chandigarh)

Tier-2 and Tier-3 markets reported a stronger momentum with **21% YoY** growth, as businesses expanded their footprints beyond metros. E-commerce warehousing, retail expansion, and customer support hubs were key drivers, supported by startups scaling aggressively during the festive season.

The festive rush also accelerated demand in hospitality, travel, and gig-based roles, reflecting a surge in domestic festive tourism. Additionally, there was a visible rise in creative freelancing opportunities across design, content, and marketing, showing how non-traditional and flexible work formats are increasingly shaping the employment landscape in emerging cities.



Top Industries in FESTIVE hiring

| Industry | Growth (Aug'24 - Sep'24) | Growth (Aug'25 - Sep'25) |
|-------------------------------|--------------------------|--------------------------|
| E-commerce & Retail | 18% | 21% |
| BFSI | 8% | 10% |
| Hospitality & Travel | 20% | 24% |
| Manufacturing | 10% | 12% |
| Media & Entertainment | 14% | 17% |
| Consulting | 7% | 9% |
| Gig/ Freelance (White Collar) | 22% | 28% |

Festive hiring in 2025 saw a notable uptick across sectors, with consumer-led industries leading the way. E-commerce & Retail grew from 18% in 2024 to 21% in 2025, fuelled by festive sales, deep discounting, and expanded warehousing capacity. Similarly, Hospitality & Travel registered a sharp rise from 20% to 24%, reflecting robust domestic tourism, business travel, and event-driven demand.

Among services, BFSI climbed from 8% to 10%, aided by festive credit demand, loans, and insurance uptake. Consulting also inched up from 7% to 9%, driven by advisory services and increased festive M&A activity. On the creative and project-based side, gig and freelance roles surged from 22% to 28%, highlighting the popularity of flexible work in marketing, design, and IT support.

Traditional sectors also showed steady growth. Manufacturing rose from 10% to 12%, supported by production ramp-ups in auto and consumer durables. Meanwhile, Media & Entertainment advanced from 14% to 17%, as festive campaigns, OTT launches, and ad spending created demand for skilled professionals. Together, these shifts underline how the festive season is reshaping both traditional and new-age work formats in India.

Top Functions in FESTIVE hiring

| Functions | YoY% |
|-------------------------------|------|
| Technology and Product | 3% |
| Sales & Marketing | 5% |
| Customer Support & Operations | 4% |
| Finance & Account | 2% |
| Creative & Media | 4% |

Festive hiring momentum varied across functions, reflecting sector-specific demand patterns. Technology & Product roles registered a steady +3% YoY growth, as companies pushed digital rollouts and festive tech initiatives.

The strongest uplift came from Sales & Marketing, which expanded by +5% YoY, powered by aggressive retail campaigns and advertising spend. Customer Support & Operations also surged +4% YoY, supported by the seasonal spike in e-commerce orders and travel volumes.

Meanwhile, Finance & Accounts roles grew modestly at +2% YoY, closely tied to festive loans, credit uptake, and related financial activity. On the creative side, Creative & Media functions climbed +4% YoY, driven by festive campaigns, influencer-led promotions, and OTT content releases, underscoring the increasing role of digital-first storytelling in seasonal hiring.

Experience-level trends in FESTIVE hiring

| Experience Level | 2024 % Share | 2025 % Share |
|------------------|--------------|--------------|
| 0-3 years | 18% | 21% |
| 4-6 years | 8% | 10% |
| 7-10 years | 20% | 24% |
| 11-15 years | 10% | 12% |
| 15+ years | 14% | 17% |

Festive hiring in India has clearly shifted towards early-career talent, with the 0–3 years segment rising from 42% in 2024 to 45% in 2025. Companies are leaning on fresh graduates and junior professionals to scale quickly during peak demand, as they offer agility and cost-efficiency. A rebound in campus placements and AI-driven recruitment tools has further enabled employers to absorb larger volumes of young talent with ease.

The mid-level segment (4–10 years) has held steady, with a small dip in 4–6 years offset by a rise in 7–10 years. This stability reflects sustained demand for functionally mature talent that balances execution with domain expertise, without the higher costs of senior hires. Reports point to growing requirements in roles tied to product, analytics, and digital transformation—areas where experienced mid-level professionals are particularly valuable.

In contrast, senior talent (11+ years) has seen a decline, dropping from 17% in 2024 to 14% in 2025. Companies are taking a cautious approach to leadership hiring, often relying on internal pipelines rather than onboarding costly senior resources. With flatter structures and efficiency-focused strategies gaining ground, festive hiring is increasingly geared toward scalable execution rather than long-term leadership bets.

About the report

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

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

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

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

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



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

Annexure



Annexure: Industry Data*

| Industries | Sep-24 | Oct-24 | Nov-24 | Dec-24 | Jan-25 | Feb-25 | Mar-25 | Apr-25 | May-25 | Jun-25 | Jul-25 | Aug-25 | Sep-25 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| IT - Software & Services | 745 | 714 | 718 | 711 | 738 | 756 | 816 | 726 | 745 | 743 | 742 | 791 | 782 |
| BPO | 141 | 133 | 130 | 126 | 120 | 137 | 147 | 147 | 151 | 158 | 146 | 144 | 151 |
| Construction & Engineering | 188 | 184 | 198 | 212 | 212 | 218 | 227 | 229 | 226 | 222 | 225 | 225 | 223 |
| Banking, Financial Services , Insurance | 509 | 506 | 568 | 535 | 546 | 582 | 631 | 556 | 565 | 559 | 546 | 541 | 577 |
| Education | 205 | 213 | 197 | 210 | 214 | 220 | 225 | 222 | 225 | 225 | 224 | 226 | 237 |
| Manufacturing | 225 | 213 | 223 | 247 | 259 | 278 | 310 | 287 | 283 | 278 | 279 | 299 | 310 |
| Automotive | 150 | 155 | 144 | 153 | 162 | 169 | 177 | 176 | 173 | 175 | 174 | 172 | 175 |
| Telecommunications | 411 | 386 | 458 | 483 | 458 | 444 | 462 | 468 | 491 | 503 | 496 | 481 | 482 |
| Energy | 144 | 141 | 147 | 155 | 164 | 184 | 178 | 174 | 182 | 194 | 174 | 175 | 183 |

Annexure: Industry Data*

| Industries | Sep-24 | Oct-24 | Nov-24 | Dec-24 | Jan-25 | Feb-25 | Mar-25 | Apr-25 | May-25 | Jun-25 | Jul-25 | Aug-25 | Sep-25 |
|--------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Healthcare & Pharmaceuticals | 333 | 337 | 354 | 378 | 386 | 408 | 414 | 458 | 470 | 457 | 460 | 437 | 459 |
| Advertising & public Relations | 211 | 203 | 190 | 210 | 218 | 227 | 220 | 223 | 218 | 217 | 213 | 208 | 212 |
| Travel & Tourism | 182 | 173 | 164 | 159 | 186 | 189 | 177 | 184 | 174 | 160 | 173 | 172 | 173 |
| Consumer Electronics | 578 | 608 | 651 | 695 | 773 | 832 | 781 | 830 | 854 | 843 | 814 | 815 | 824 |
| Media & Entertainment | 396 | 399 | 432 | 418 | 460 | 489 | 479 | 489 | 472 | 468 | 475 | 501 | 496 |
| Chemicals & Plastics | 140 | 129 | 137 | 145 | 145 | 156 | 162 | 171 | 168 | 165 | 162 | 156 | 155 |
| FMCG | 164 | 167 | 164 | 163 | 175 | 175 | 179 | 183 | 182 | 186 | 206 | 212 | 215 |
| Textiles & Apparel | 144 | 153 | 133 | 138 | 143 | 149 | 151 | 153 | 154 | 157 | 154 | 152 | 159 |
| Real Estate | 224 | 223 | 232 | 251 | 251 | 269 | 271 | 276 | 272 | 284 | 279 | 279 | 288 |

Annexure: Industry Data*

| Industries | Sep-24 | Oct-24 | Nov-24 | Dec-24 | Jan-25 | Feb-25 | Mar-25 | Apr-25 | May-25 | Jun-25 | Jul-25 | Aug-25 | Sep-25 |
|------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Retail | 641 | 633 | 668 | 675 | 770 | 838 | 861 | 857 | 833 | 916 | 909 | 897 | 911 |
| Logistics & Transportation | 290 | 286 | 288 | 306 | 323 | 358 | 391 | 364 | 384 | 401 | 391 | 382 | 411 |
| Import & Export | 60 | 65 | 63 | 64 | 63 | 72 | 71 | 74 | 71 | 77 | 66 | 71 | 66 |
| Government & Defence | 77 | 77 | 78 | 77 | 77 | 79 | 78 | 78 | 79 | 79 | 78 | 79 | 79 |
| Shipping & Marine | 120 | 121 | 111 | 107 | 117 | 113 | 117 | 115 | 113 | 109 | 113 | 108 | 113 |
| Printing & Packaging | 123 | 122 | 118 | 124 | 139 | 147 | 140 | 136 | 134 | 136 | 136 | 123 | 127 |
| NGO/ Social Service | 270 | 279 | 277 | 292 | 322 | 337 | 368 | 357 | 355 | 375 | 389 | 424 | 424 |
| Agriculture | 62 | 61 | 60 | 62 | 65 | 66 | 70 | 70 | 70 | 73 | 71 | 70 | 70 |
| Office Equipment/ Automation | 128 | 126 | 127 | 140 | 139 | 150 | 154 | 160 | 158 | 164 | 169 | 171 | 178 |

Annexure: Functional Area Data*

| Functions | Sep-24 | Oct-24 | Nov-24 | Dec-24 | Jan-25 | Feb-25 | Mar-25 | Apr-25 | May-25 | Jun-25 | Jul-25 | Aug-25 | Sep-25 |
|------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Senior Managemnet | 481 | 469 | 470 | 467 | 474 | 492 | 499 | 476 | 522 | 583 | 612 | 654 | 692 |
| IT | 90 | 93 | 96 | 95 | 95 | 101 | 104 | 99 | 102 | 102 | 101 | 110 | 111 |
| Hospitality | 221 | 226 | 232 | 231 | 232 | 239 | 236 | 217 | 216 | 209 | 209 | 212 | 212 |
| Medical roles | 308 | 310 | 327 | 333 | 334 | 357 | 370 | 339 | 345 | 340 | 345 | 337 | 366 |
| Procurement & Supply Chain | 284 | 287 | 290 | 307 | 330 | 337 | 358 | 342 | 343 | 344 | 352 | 347 | 353 |
| Sales & Business Development | 251 | 234 | 242 | 248 | 253 | 261 | 274 | 283 | 296 | 313 | 329 | 353 | 363 |
| Finance & Accounting | 227 | 239 | 281 | 289 | 311 | 328 | 338 | 318 | 309 | 307 | 301 | 308 | 328 |
| Engineering & Production | 262 | 265 | 267 | 273 | 284 | 297 | 291 | 284 | 275 | 284 | 284 | 286 | 294 |
| Marketing & Communications | 370 | 377 | 386 | 420 | 397 | 414 | 414 | 415 | 392 | 398 | 410 | 391 | 414 |
| Customer Service | 152 | 157 | 154 | 159 | 161 | 172 | 187 | 177 | 170 | 171 | 175 | 176 | 179 |
| HR & Admin | 236 | 220 | 200 | 210 | 229 | 224 | 219 | 217 | 233 | 216 | 225 | 223 | 229 |
| Legal | 203 | 209 | 217 | 224 | 230 | 237 | 244 | 223 | 228 | 216 | 211 | 206 | 211 |
| Creative | 165 | 163 | 163 | 167 | 171 | 175 | 174 | 173 | 170 | 185 | 173 | 185 | 177 |

Annexure: City Wise Data*

| Cities | Sep-24 | Oct-24 | Nov-24 | Dec-24 | Jan-25 | Feb-25 | Mar-25 | Apr-25 | May-25 | Jun-25 | Jul-25 | Aug-25 | Sep-25 |
|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Mumbai | 303 | 303 | 282 | 312 | 321 | 337 | 346 | 330 | 334 | 335 | 322 | 344 | 353 |
| Bangalore | 510 | 495 | 494 | 518 | 539 | 558 | 564 | 541 | 528 | 535 | 523 | 548 | 575 |
| Delhi-NCR | 296 | 293 | 298 | 301 | 301 | 304 | 305 | 292 | 287 | 278 | 282 | 282 | 290 |
| Hyderabad | 397 | 378 | 386 | 391 | 406 | 423 | 428 | 417 | 419 | 424 | 415 | 422 | 440 |
| Chennai | 302 | 291 | 291 | 301 | 300 | 313 | 322 | 316 | 310 | 309 | 300 | 310 | 325 |
| Pune | 365 | 355 | 360 | 371 | 375 | 400 | 402 | 377 | 369 | 378 | 373 | 389 | 398 |
| Kolkata | 339 | 329 | 353 | 367 | 357 | 359 | 365 | 354 | 346 | 347 | 336 | 340 | 342 |
| Ahmedabad | 403 | 398 | 411 | 432 | 429 | 456 | 448 | 450 | 442 | 448 | 443 | 446 | 485 |
| Chandigarh | 246 | 243 | 246 | 259 | 259 | 272 | 250 | 227 | 239 | 250 | 252 | 247 | 264 |
| Kochi | 287 | 286 | 286 | 284 | 286 | 285 | 294 | 287 | 288 | 293 | 294 | 283 | 305 |
| Baroda | 237 | 227 | 237 | 245 | 256 | 266 | 276 | 269 | 268 | 255 | 258 | 253 | 275 |
| Coimbatore | 425 | 458 | 488 | 500 | 489 | 483 | 490 | 454 | 438 | 442 | 459 | 465 | 485 |
| Jaipur | 342 | 333 | 344 | 321 | 334 | 330 | 330 | 312 | 315 | 313 | 316 | 324 | 332 |

Annexure: Experience Level Data*

| Experience Level | Sep-24 | Oct-24 | Nov-24 | Dec-24 | Jan-25 | Feb-25 | Mar-25 | Apr-25 | May-25 | Jun-25 | Jul-25 | Aug-25 | Sep-25 |
|------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 0 - 3 years | 333 | 329 | 335 | 343 | 352 | 371 | 385 | 375 | 363 | 363 | 370 | 372 | 389 |
| 4 - 6 years | 294 | 283 | 282 | 285 | 288 | 299 | 308 | 303 | 312 | 320 | 313 | 316 | 332 |
| 7 - 10 years | 214 | 205 | 204 | 211 | 213 | 233 | 249 | 256 | 252 | 257 | 250 | 256 | 271 |
| 11 - 15 years | 105 | 103 | 103 | 104 | 106 | 109 | 112 | 113 | 114 | 114 | 115 | 116 | 118 |
| > 16 years | 134 | 128 | 125 | 123 | 124 | 124 | 127 | 129 | 134 | 140 | 145 | 152 | 146 |

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