

evolution

Hiring Trends Report

2025

How was 2024?



Overall Tech Hiring Trends In 2024

Economic Uncertainty and Cautious Hiring

- Economic challenges have led to cautious hiring across sectors.
- Focus on replacement and essential roles over expansion.

Layoffs Impacting Job Market Confidence

- Layoffs and closures in Singapore have lowered market confidence.
- Candidates expect higher basic salaries, anticipating lower bonuses.

Upskilling and Reskilling Initiatives

- Companies prioritize upskilling/reskilling to retain talent and adapt to market demands.
- Key focus: AI, data analytics, and cloud computing.

Hybrid Work vs. Return-to-Office Models

- Push for office returns faces initial resistance; flexibility is key.
- Over 50% of candidates are willing to return due to fewer flexible job options

Overall Tech Hiring Trends In 2024

Focus on Cost Optimization

- Organizations are streamlining teams, reengineering workflows, and automating processes to reduce costs.
- Increased investments in SaaS and cloud-native technologies for cost-effective solutions.

Tech Talent Shortage and Global Competition

- High demand for specialized roles (e.g., AI/ML, cybersecurity, cloud architects) exceeds supply.
- Companies offer higher pay and more flexibility to compete for top talent globally.

What to Expect in 2025

High Demand for Tech Skills

- Digital transformation drives demand for AI, ML, data science, cybersecurity, cloud computing, and automation experts.
- Skilled tech professionals remain essential as advanced technologies integrate across industries..

Rise of Hybrid and Remote Work

- Flexible work options are becoming the norm, with hybrid models balancing collaboration and flexibility.
- Adjustments to hybrid approaches vary by industry and organizational needs.


Skills Over Degrees

- Employers increasingly prioritize practical expertise over formal degrees.
- Certifications, boot camps, and online learning are gaining recognition as viable alternatives to traditional education.

Reskilling and Lifelong Learning

- Reskilling and upskilling programs are essential for workforce competitiveness.
- Lifelong learning is critical for employees to adapt to evolving industry demands





As we approach 2025, the job market is evolving rapidly with technology, sustainability, and digital transformation driving demand for specialized talent and skills.

Here's a snapshot of the top talent and skills that will be highly sought after across industries →

Top Talent in Demand

- **AI & Machine Learning Specialists:** Professionals who can build, deploy, and optimize AI-driven solutions will be at the forefront of innovation.
- **Data Scientists & Engineers:** With data continuing to drive decisions, experts in analyzing, processing, and deriving insights from large datasets will be indispensable.
- **Cybersecurity Experts:** With rising cyber threats, skilled security professionals will be in high demand to protect data and infrastructure.
- **Cloud Architects & Engineers:** As more companies embrace cloud infrastructure, professionals who can design, implement, and maintain scalable cloud systems will be crucial.
- **Blockchain Developers:** Blockchain will continue to disrupt industries like finance and supply chain, requiring top-tier developers.
- **UX/UI Designers:** As user experience takes centre stage, designers who can create intuitive, user-friendly interfaces will be key to product success.



Top Talent in Demand

- **Legal & Compliance Professionals in Tech:** Legal experts who understand tech regulations (e.g., AI ethics, data privacy) will be key to helping companies navigate the evolving landscape.
- **HR & People Operations Professionals:** As companies adapt to hybrid work, HR professionals with expertise in remote work management, DEI, and employee wellness will be in demand.



Experience, Education & Certifications

- **Experience Over Degrees:** Hands-on experience is increasingly valued over traditional degrees, especially in Software Engineering, Cloud/Devops, AI, Transformation etc for mid to senior hires.
- **Practical Knowledge Over Certifications:** With the rise of bootcamps and online courses, certifications are becoming less critical than real-world tech expertise. Practical knowledge trumps bootcamps/online courses especially for mid-career switch professionals.
 1. That said, the tech industry will continue to place a **premium on certifications** for specialized and niche roles.
 2. Software architects and cloud experts will need certifications like **AWS, Azure, or Google Cloud** to validate their skills in cloud infrastructure.
 3. Cybersecurity professionals will be expected to hold certifications like **CISSP, CCSP, and CEH** to ensure that professionals have the required skill to manage, secure their infrastructures and to protect the sensitive systems.
 4. Infrastructure professionals will need certifications like **CCNA, CISSP, and VMware** remain crucial.
- **Researcher professional will require min Master/PHD to ensure deep theoretical expertise.** It is essential for professionals who plan to conduct independent or groundbreaking research, contributing to scientific communities or industry advancements.
- **Hands-on leader:** Senior roles now often require hand-on, with a balanced ratio of technical work to management (e.g., 50:50 or 60:40).

Compensation & Benefits

Regional Differences in Pay Structure

In Singapore, higher base salaries are preferred over stock options, while US-based professionals may accept lower salaries in exchange for more equity.

Expanding Healthcare Benefits

Companies are increasingly extending healthcare coverage to dependents and incorporating dental, vision, chiropractor, and TCM services.

Non-Monetary Benefits

Flexible work arrangements, career development opportunities, and cutting-edge projects are becoming key drivers for talent attraction.

Conclusion

🌍 **Growth in regional and global hiring** — leveraging high-calibre, cost-effective talent across borders.

💡 **Increased demand** for specialist talent in developed markets.

📈 A **gradual normalisation** of job market activity, and, dare I say it, potentially even a “mini” Great Resignation as confidence returns.

! **For employers:** My humble suggestion; stay closely connected with your team. As the market evolves, your employees will have more opportunities to explore. It's important not to take them for granted. If you're not providing the support and care they need, someone else will.

evolution