



Highly-demanded skills across sectors and countries

Despite recent layoffs in the Information and Communication Technology (ICT) sector, there has been a noticeable recovery in the labour market, reflecting a resilient and adaptive industry.

As a testament to this, **our recruitment team is currently managing more than 100 positions across Europe**, showcasing a robust presence in the dynamic ICT job market.

In addition, to keep our readers engaged and informed, we will be delivering an interesting article every month, highlighting the latest developments and trends shaping the ICT labour market.

Meanwhile, SparkHeads' Tech Market & Job Trends newsletter will now be published quarterly, providing comprehensive insights into the evolving landscape of the ICT job market.

Now, let's get down to business and take a look into the current job vacancies and skills in demand across various sectors and countries in the European Union.

ICT has secured its position as the 5th most sought-after sector for hiring, following the likes of Administrative and Support Service Activities at the forefront, succeeded by Manufacturing, Consultancy, and Wholesale & Retail.

In this scenario, the European Skills Classification (ESCO), emerges as a pivotal tool, enabling a cross-border analysis of qualifications and competencies across Member States.

Rated on a scale from 0 to 8, with 0 denoting less complexity and responsibility, and 8 signifying the opposite, our exploration reveals compelling insights into the skills shaping the ICT job landscape.

At Level 1 of ESCO skills, a staggering 75.9% of ICT job offers prioritise self-management skills as the most crucial.

Following closely, at 72%, is the proficiency to adeptly manage IT systems and navigate laptop functionalities (65.2%), with communication, collaboration, and creativity skills closely trailing at 64%.

As we ascend to Level 3, marked by a higher specificity, a notable trend emerges. The most frequently sought skill is the 'demonstration of a willingness to learn' at 63.3%, followed by 'accessing and analysing digital data' at 53.8%.

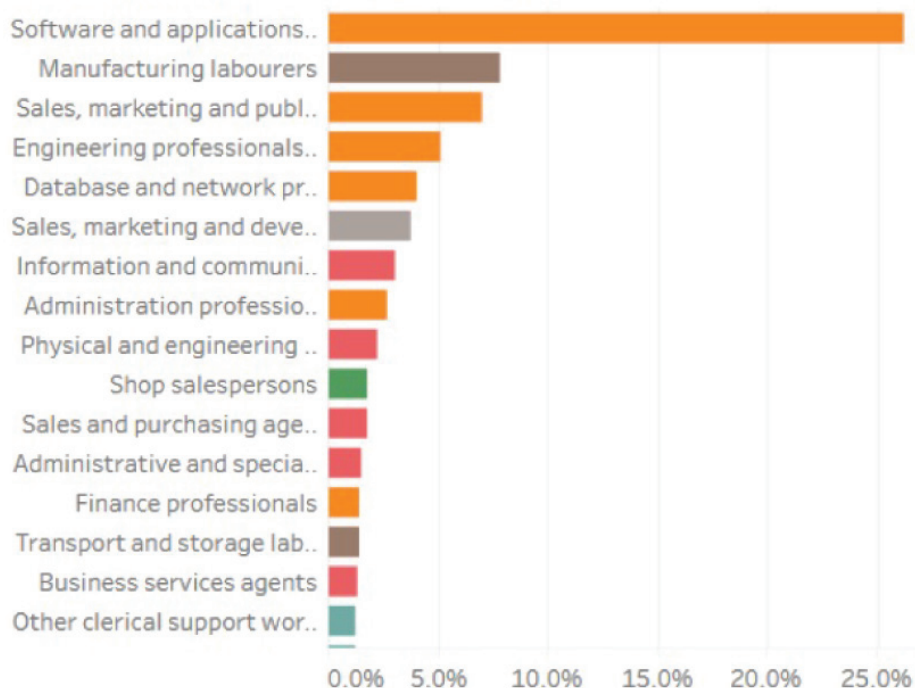
The third most in-demand skill for ICT job offers is 'collaborating in teams and networks' at 49.9%. It's noteworthy that, according to CEDEFOP's sectoral analysis, multilingual proficiency holds more significance in other sectors compared to the ICT domain.

In alignment with CEDEFOP's data, a significant 26.2% of Online Job Advertisements across the EU-27 focus on Information and Technology, specifically targeting Software and Application Developers and Analysts.

Following closely, 'Manufacturing Laborers' secures the second spot at 7.8%, emphasising more manual and production-oriented tasks.

Subsequently, demand surfaces for 'Sales, Marketing, and Public Relations' professionals at 7%, while 'Engineering Professionals' and 'Database and Network Professionals' trail with 5.1% and 4.1%, respectively.

Online Job Advertisements (OJAs) by occupation



Source: <https://www.cedefop.europa.eu/en/tools/skills-online-vacancies/markets/compare>

Surprisingly, it becomes evident that a significant portion of online job offers lack specific details regarding working hours, accounting for approximately half of the listings.

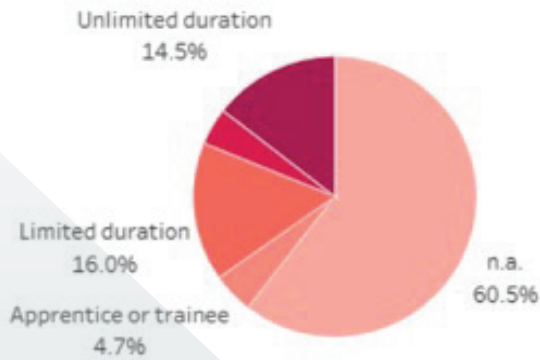
Within the subset of postings that do disclose this information, 41.1% present opportunities for full-time positions, underscoring a commitment to comprehensive engagement, while a more modest 11.9% cater to part-time roles.

Similarly, with regard to contractual terms, pertinent details are absent in 60% of the cases.

However, within the subset of online job offers that do provide contractual information, 16% are geared towards limited-duration contracts, indicative of a focus on short-term project requirements.

In contrast, 14.5% offer positions with unlimited durations, emphasising stability and long-term commitment. Furthermore, 4.7% of the opportunities are dedicated to internships and traineeships, providing a valuable avenue for emerging professionals to gain hands-on experience within the dynamic ICT sector.

OJAs by contract type (1)



Source: <https://www.cedefop.europa.eu/en/tools/skills-online-vacancies/sectors/skills>

Ultimately, it's clear that opportunities are plentiful for those seeking opportunities in the ICT market. Despite recent challenges, the industry has showcased resilience and adaptability, with a notable recovery.

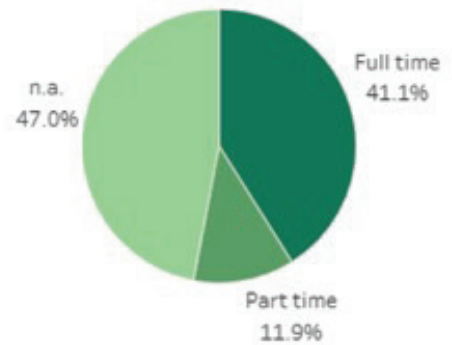
Whether you're a seasoned professional or an emerging talent, the European tech market continues to offer exciting prospects.

About SparkyHeads



Bruno Ribeiro, Managing Director at SparkyHeads

OJAs by working hours (1)



We encourage you to explore the highly-demanded skills we've uncovered, using ESCO as your guide. From self-management skills to proficiency in IT systems, these insights may be invaluable for those seeking success in the ICT sector. ▲

At SparkyHeads, we are more than just a tech recruitment company. Our unique expertise enables us to partner with tech organisations of all sizes, ensuring the perfect match between talent and positions.

Our core values of honesty, quality of work, partnership, expertise, empathy, and diversity form the bedrock of our operations.

For further information about us, please visit our website at <https://www.sparkyheads.com/>.

We hope this reading provides you with key insights about the global tech market along with valuable perspectives on the constantly changing tech job scene.

Thank you for downloading our article!