



The CareerJunction Employment Insights Report provides an analysis of the supply and demand trends in the online job market, to represent online labour dynamics in South Africa.

The analysis and findings serve as a foundation for potential HR solutions & strategies, enabling businesses and recruitment agencies to focus on relevant occupations when developing their talent attraction and retention strategies.

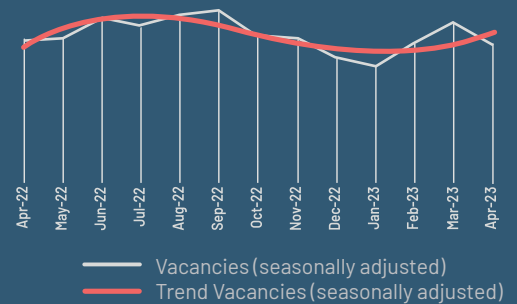
# EMPLOYMENT TRENDS

**April 2023 saw a 1% dip in recruitment activity.** Labour demand is generally lower every April as a result of public holidays and school holidays. However, **hiring activity plunged 7% lower** than a year ago.

Over the past month **recruitment activity decreased across most sectors**, with the most significant month-on-month decreases experienced in the Finance, Business & Management, and IT sectors. Since the decrease in hiring activity across these sectors is very recent, this trend is not reflected in the three-month analysis below.

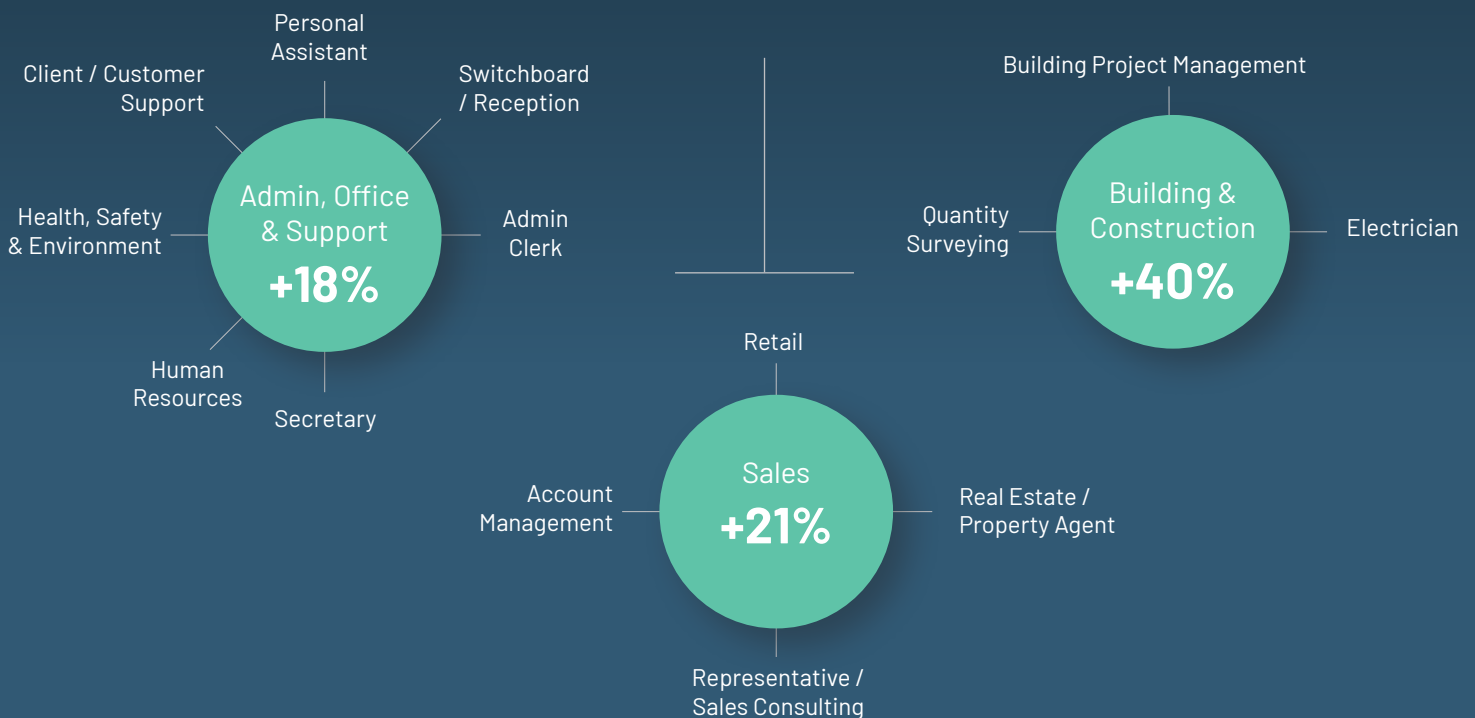
**Recruiters, list your jobs here** ➔

**Monthly job postings**  
Recruitment Activity over the past 13 months



## ▲ Growing hiring activity in the past three months

The Building & Construction as well as the Admin, Office & Support and Sales sectors have seen the most growth in hiring activity.



## ▼ Declining hiring activity in the past three months

There has been no significant decline in hiring activity for any sector over the prior three months.

**The illustrations can be read as follows:**

During the last three months, hiring activity grew/declined by the percentage shown in the coloured circles. Particularly, roles in the sub-sectors shown surrounding the centre circle have been advertised more/less frequently.

# TOP 3 in-demand professions



What do jobs & employees in these professions look like?

## Software Developer



### SALARIES

#### MONTHLY SALARY OFFERINGS FOR SOFTWARE DEVELOPER ROLES

Gauteng from R44 832 to R64 397

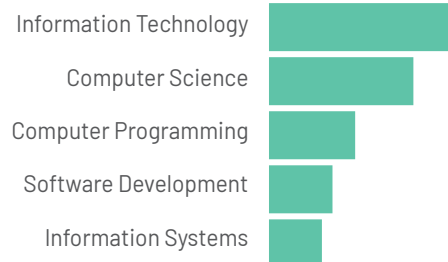
KwaZulu-Natal from R36 819 to R49 392

Western Cape from R33 547 to R66 264

### TOP SKILLS

- SQL
- .Net
- C#
- HTML
- JavaScript
- CSS
- Java
- Asp.Net
- PHP
- MVC
- Angular

### TOP QUALIFICATIONS



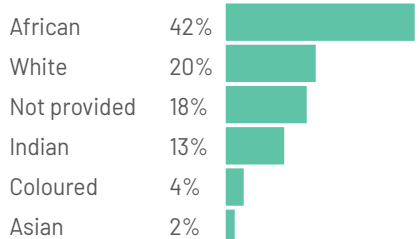
### TOP EDUCATIONAL INSTITUTIONS

- UNISA
- Tshwane University of Technology
- University of Pretoria
- University of Johannesburg
- Durban University of Technology
- University of Durban
- University of Natal
- Cape Peninsula University of Technology
- University of Cape Town
- Microsoft

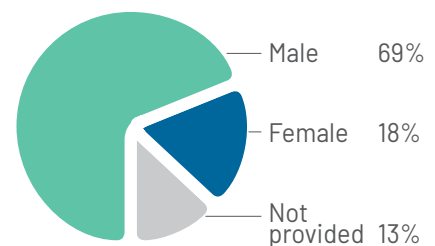
### TOP EMPLOYERS

- SITA
- Business Connexion (BCX)
- Accenture
- Standard Bank
- Absa
- Zensar Technologies
- Telkom

### ETHNICITY



### GENDER





# TOP 3 in-demand professions

What do jobs & employees in these professions look like?

## Sales Representative



### SALARIES

MONTHLY SALARY OFFERINGS FOR SALES REPRESENTATIVES

Gauteng from R18 797 to R25 394

KwaZulu-Natal from R18 800 to R24 085

Western Cape from R18 131 to R23 448

### TOP SKILLS

- Sales
- Communication
- Customer services
- Administration
- Computer
- Marketing
- Leadership
- Time management
- Planning
- Negotiation
- Presentation

### TOP QUALIFICATIONS



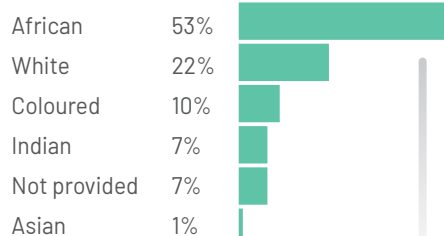
### TOP EDUCATIONAL INSTITUTIONS

- UNISA
- Damelin
- University of Johannesburg
- Tshwane University of Technology
- Moonstone
- University of Pretoria
- Durban University of Technology
- Cape Peninsula University of Technology
- Rosebank College
- University of Durban

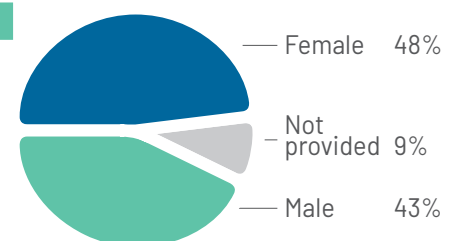
### TOP EMPLOYERS

- Truworths
- Absa
- Capitec Bank
- Clientele
- Avon
- South African Breweries
- First National Bank
- Nedbank
- Virgin Active
- African Bank

### ETHNICITY



### GENDER





# TOP 3 in-demand professions

What do jobs & employees in these professions look like?

## Financial Accountant



### SALARIES

#### MONTHLY SALARY OFFERINGS FOR FINANCIAL ACCOUNTANTS

Gauteng from R31 379 to R40 754

KwaZulu-Natal from R29 039 to R38 319

Western Cape from R30 898 to R39 074

### TOP SKILLS

- Accounting
- Pastel
- MS Office
- Sage
- SAP
- Taxation
- Communication
- Financial reporting
- Caseware
- Reconciliations
- Attention to detail
- Accpac

### TOP QUALIFICATIONS



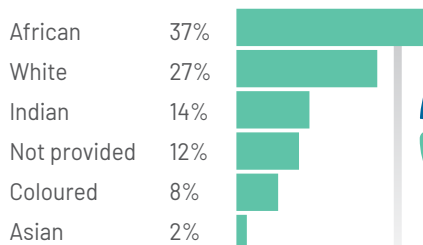
### TOP EDUCATIONAL INSTITUTIONS

- UNISA
- University of Johannesburg
- Chartered Institute of Management Accountants (CIMA)
- University of Natal
- University of Pretoria
- South African Institute of Chartered Accountants (SAICA)
- Damelin
- South African Institute of Professional Accountants (SAIPA)

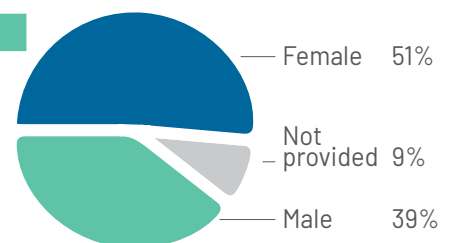
### TOP EMPLOYERS

- PricewaterhouseCoopers (PwC)
- KPMG
- Standard Bank
- First National Bank
- Old Mutual
- South African Revenue Service (SARS)
- Absa
- Metropolitan Group

### ETHNICITY



### GENDER



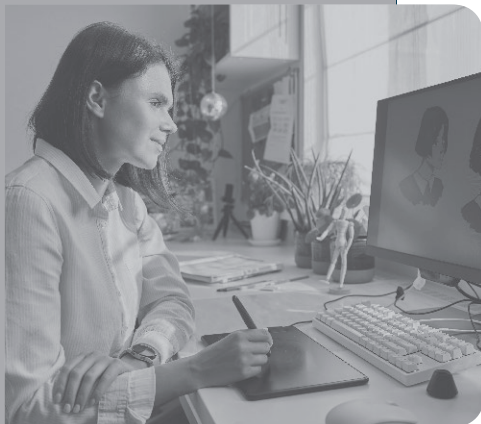
# CANDIDATE TRENDS

Significant growth in candidates signing up to search and apply for jobs was evident for the following sectors:



## MANUFACTURING & ASSEMBLY

- Quality Control
- Artisan
- Machinist
- Supply Chain Control
- Plant / Production Control
- Process Control
- Metallurgy / Boiler Making
- Assembler / Fabricator



## DESIGN, MEDIA & ARTS

- Journalism / Writing / Editing
- Graphic / Print / Packaging Design
- Web Design / Multimedia / 3D Design

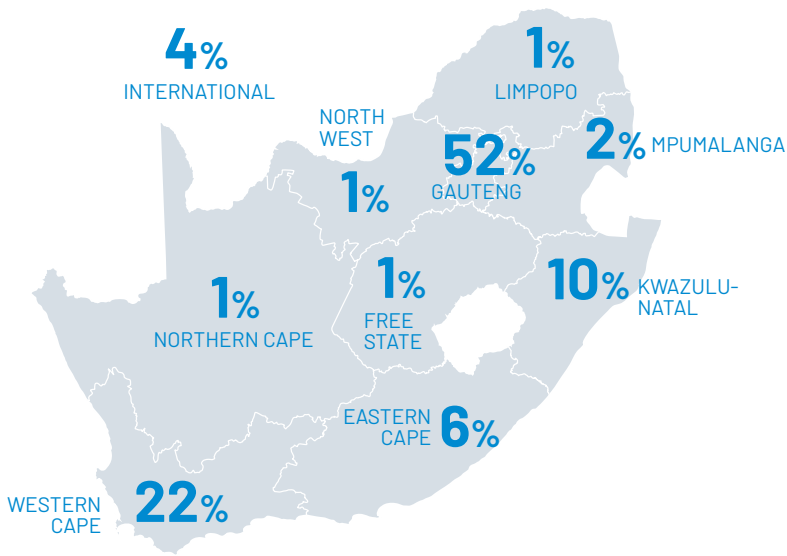


## BUILDING & CONSTRUCTION

- Building Project Management
- Electrician
- Quantity Surveying
- Construction / Demolition Equipment Operator

Jobseekers, register your CV >

# RECRUITMENT PER LOCATION



Gauteng continues to offer the most employment opportunities in South Africa (**52%**).

Job offers in the Western Cape remain at **22%**.

International job offers are still sitting at **4%**.

## REGIONAL DEMAND BY PROFESSION



### ADMIN, OFFICE & SUPPORT

This sector saw significant growth in hiring activity in KwaZulu-Natal, the Western Cape and Gauteng, when comparing February, March and April 2021 to the same period in 2022.

The Western Cape and Gauteng show continued growth from February, March and April 2022 to February, March and April 2023, but at a much slower pace.

KwaZulu-Natal saw a decrease in hiring activity from February, March and April 2022 to February, March and April 2023.



### FINANCE

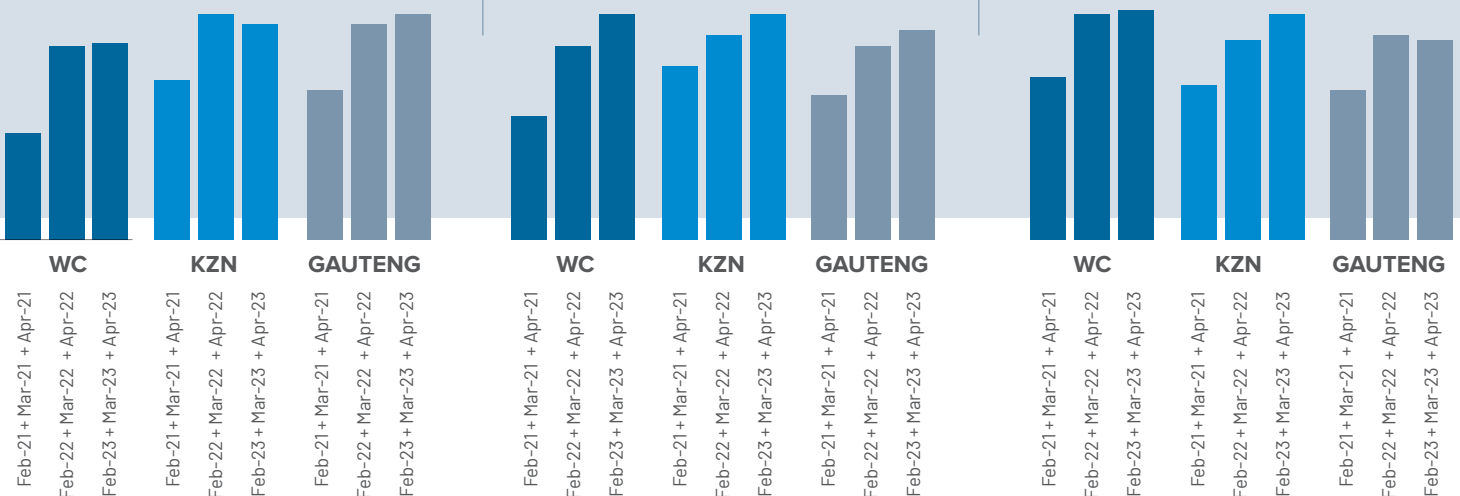
This sector has seen continued growth in hiring activity in KwaZulu-Natal, the Western Cape and Gauteng from February, March and April 2021 to February, March and April 2023.



### BUSINESS & MANAGEMENT

This sector has seen continued growth in hiring activity in the Western Cape and KwaZulu-Natal, however this growth has been slower over the last 12 months.

Gauteng's demand for Business & Management professionals grew from 2021 to 2022, however there was a slight downturn (3%) in hiring activity from February, March and April 2022 to February, March and April 2023.



Please note that these graphs represent the change in vacancies over time. However, the volumes of vacancies are not accurately represented.

# SECTOR STATISTICS

Spotlight on:  
**Sales**



Next month:  
**Admin, Office & Support**

**69.9%**

EE Candidates

**59.7%**

Candidates residing in Gauteng

**48.4%**

Candidates willing to relocate

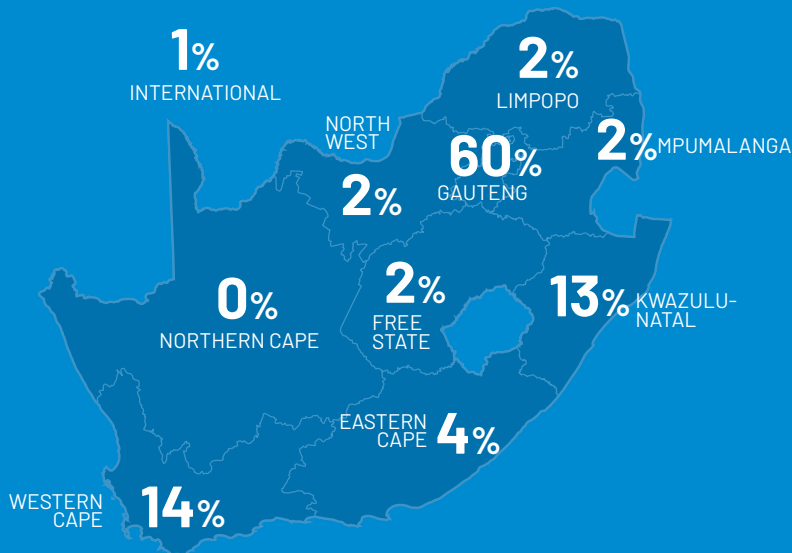
**3** years and **9** months

Average stay by candidates in their jobs

**37.1%**

Candidates with a tertiary qualification

## LOCATION OF CANDIDATES



## HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	2%
Matric	18%
Certificate	13%
Professional qualification	3%
Diploma	17%
Degree	13%
Honours	4%
Masters	2%

No qualification records for **27%** of IT candidates.

## MARKET-RELATED SALARY

offerings for top in-demand skills

### Key Account Manager

from R35 037 to R44 386 per month

### Sales Coordinator

from R16 096 to R20 202 per month

### Telesales Agent

from R5 406 to R13 402 per month

## MOST IN-DEMAND ROLES

- Sales Representative
- Account Manager
- Sales Administrator

Jobseekers, find jobs in Sales







South Africa's #1 Quality Candidate Provider.

---

**The CareerJunction Employment Insights report** is based on comprehensive data gathered from Saongroup South Africa - where around 5,000 of the country's top recruiters (both agencies and employers) advertise their positions to millions of registered jobseekers.

For customised data enquiries, get it touch at [insights@careerjunction.co.za](mailto:insights@careerjunction.co.za)

---

The CareerJunction Employment Insights Report is the intellectual property of Interactive Junction Holdings. All rights to the content in this document are reserved and retained by Interactive Junction Holdings. No part of the report may be reproduced or transmitted without prior written permission from Interactive Junction Holdings. Any unauthorised disclosure is prohibited. In the event of a breach of this clause, access to this information will be immediately terminated and legal action will be initiated and damages recovered.