foundit
Insights Tracker

June 2025

Hiring Trends in Singapore

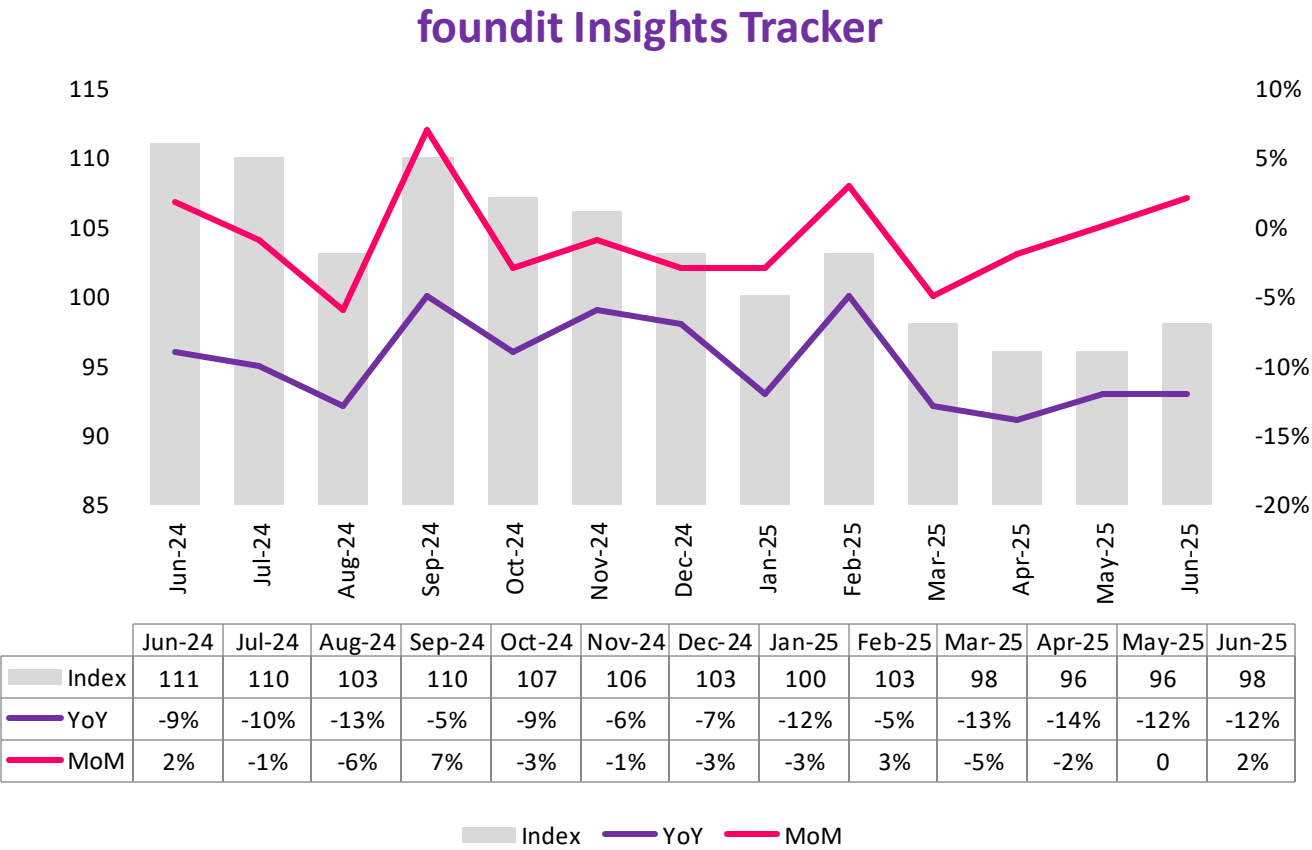For any additional or custom insights, kindly email on
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Key Highlights of the Month

foundit Insights Tracker in Singapore recorded a 12% annual decline in hiring activity in June'25.

✅ The foundit Insights Tracker (fit) revealed a 12% year-on-year decline in e-recruitment activity in Singapore, with the index falling from 111 in June 2024 to 98 in June 2025. This dip highlights a continued sense of caution among employers, as they navigate an evolving economic landscape and adopt a more measured approach to workforce expansion.

✅ However, hiring activity edged up by 2% in June 2025 over the last month, with index rising from 96 to 98.

✅ Additionally, hiring in Singapore saw marginally by 2% over the past three months. While employers continue to tread carefully amid ongoing economic uncertainty, there is a gradual shift toward hiring for high-impact and future-ready roles in priority sectors. Coupled with tighter talent regulations and evolving workforce policies, organisations are placing greater emphasis on developing local talent and upskilling initiatives, a trend reinforced by continued government support aimed at strengthening employment resilience..

foundit Insights Tracker

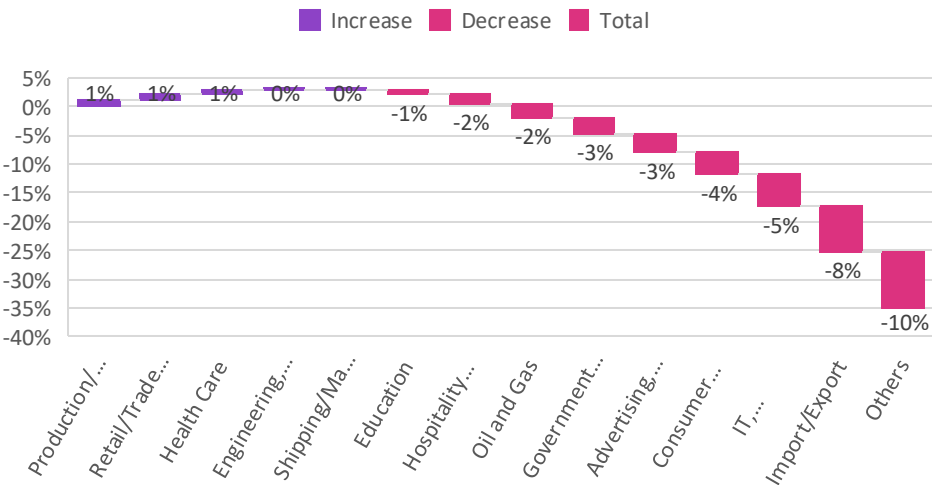|	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25
Index	111	110	103	110	107	106	103	100	103	98	96	96	98
YoY	-9%	-10%	-13%	-5%	-9%	-6%	-7%	-12%	-5%	-13%	-14%	-12%	-12%
MoM	2%	-1%	-6%	7%	-3%	-1%	-3%	-3%	3%	-5%	-2%	0	2%

Index — YoY — MoM
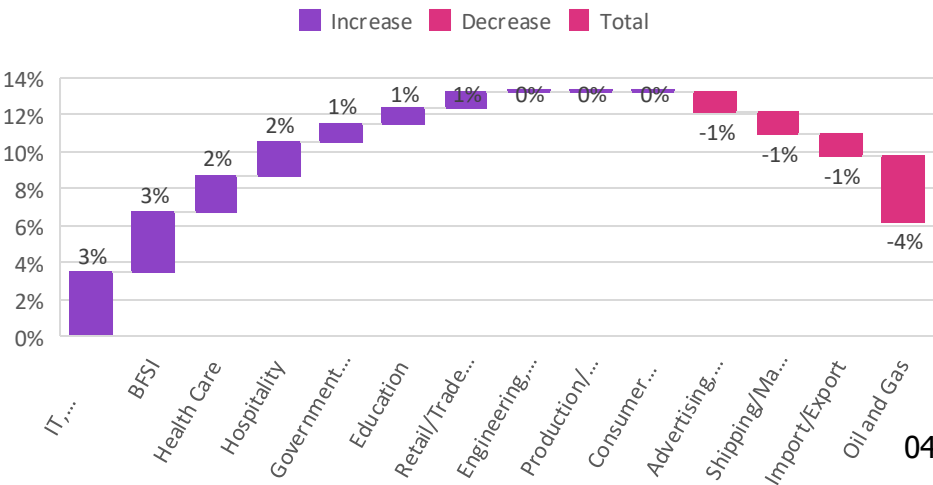
Hiring Trends – Industry*

11 of the 15 industry sectors monitored by the tracker marked increase in hiring demand over the last month.

✅ In Singapore, **IT, Telecom/ISP, and BPO/ITES** (+3%) sector recorded an increase in hiring demand in June 2025 compared to the previous month. The IT industry continues to gain traction, driven by emerging technologies and evolving roles, solidifying its position as a key enabler of business transformation and long-term competitiveness. The **BFSI** (+3%) sector also saw a rise in hiring activity, fueled by fintech adoption, AI-driven financial services, and real-time payment solutions. This has created strong demand for professionals with expertise in blockchain, cybersecurity, and data science. Meanwhile, **Healthcare** (+2%) saw a hiring growth signaling steady momentum in the sector as organisations expand digital health initiatives.

✅ Conversely, **Oil & Gas** (-4%), **Advertising, Market Research, Public Relations, Media, and Entertainment** (-1%), **Shipping/Marine** (-1%) and **Import/Export** (-1%) reported minor declines in hiring activity, facing tightened budgets, a mix of macroeconomic headwinds and a volatile trade dynamics

✅ Additionally, hiring remained flat in **Production/Manufacturing, Automotive, and Ancillary** (0%), **Consumer Goods/FMCG** (0%) and **Engineering, Construction, and Real Estate** (0%) sectors over the last month while **Government/ PSU/ Defence** (+1%), **Education** (+1%), **Retail, Trade, and Logistics** (+1%), and **Hospitality & Travel** (+2%) sector saw a modest growth in hiring in June 2025 over the last month.

YoY Industry Trends

Legend: ■ Increase ■ Decrease ■ Total

Values left to right: 1%, 1%, 1%, 0%, 0%, -1%, -2%, -2%, -3%, -3%, -4%, -5%, -8%, -10%

Categories: Production/..., Retail/Trade..., Health Care, Engineering..., Shipping/Ma..., Education, Hospitality..., Oil and Gas, Government..., Advertising..., Consumer..., IT,..., Import/Export, Others

MoM Industry Trends

Legend: ■ Increase ■ Decrease ■ Total

Values left to right: 3%, 3%, 2%, 2%, 1%, 1%, 1%, 0%, 0%, 0%, -1%, -1%, -1%, -4%

Categories: IT..., BFSI, Health Care, Hospitality, Government..., Education, Retail/Trade..., Engineering..., Production/..., Consumer..., Advertising..., Shipping/Ma..., Import/Export, Oil and Gas
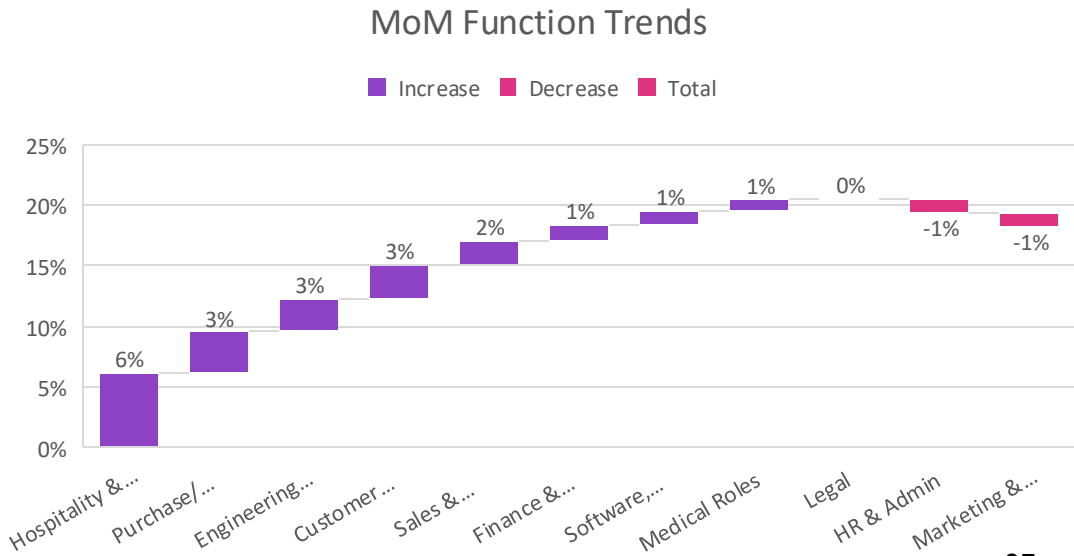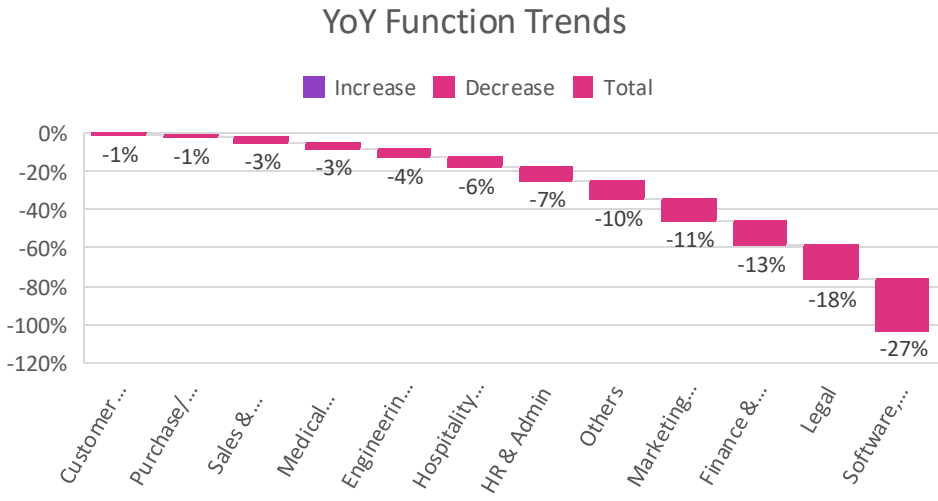
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Hiring Trends - Functional Area*

10 of the 12 tracked functions saw increase in hiring demand in June'25 compared to the previous month.

✅ **Hospitality roles** (+6%) picked up and posted the highest hiring growth in Singapore over the last month supported by sustained investor confidence in mid-tier and mass-market hotel segment. Also, hiring demand rose notably in **Purchase, Logistics & Supply Chain (+3%)** and **Engineering/Production (+3%)**, reflecting strong momentum in these operational and core manufacturing functions.

✅ **Marketing & Communications** (-1%) and **HR & Admin** (-1%) functions witnessed a slight decline in hiring demand last month primarily due to cautious approach by businesses toward discretionary spending on brand promotions and internal support roles amid ongoing cost-optimisation efforts. While organisations continue to prioritise digital engagement and talent management, hiring in these areas remains selective, with demand largely focused on specialised roles rather than broad-based recruitment..

✅ Nonetheless, **Customer Service** (+3%), **Sales & BD** (+2%), **Software, Hardware, Telecom** (+1%), **Finance & Accounts** (+1%) and **Medical Roles** (+3%) saw an upsurge in recruitment activity over the last month whereas **Legal** (-1%) roles witnessed the muted demand in June 2025. Overall Singapore employers are prioritising a blend of proficiency in AI, data analysis alongside critical soft skills such as leadership, cross-functional communication, and compliance acumen for most of the job roles.

YoY Function Trends

Increase ■ Decrease ■ Total

-1%, -1%, -3%, -3%, -4%, -6%, -7%, -10%, -11%, -13%, -18%, -27%

Customer..., Purchase/..., Sales &..., Medical..., Engineerin..., Hospitality..., HR & Admin, Others, Marketing..., Finance &..., Legal, Software...

MoM Function Trends

Increase ■ Decrease ■ Total

6%, 3%, 3%, 3%, 2%, 1%, 1%, 1%, 0%, -1%, -1%

Hospitality &..., Purchase/..., Engineering..., Customer..., Sales &..., Finance &..., Software..., Medical Roles, Legal, HR & Admin, Marketing &...

* All figures represent percentage change between May'25 and June'25

Data & Methodology

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 March 2011; Philippines and Malaysia in May 2015 with data collected since March 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 or custom insights, kindly email on
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About foundit.in APAC & Middle East

foundit.sg, formerly Monster, is a leading jobs & foundit, formerly Monster (APAC & ME) is Asia's leading jobs & talent platform offering comprehensive employment solutions to recruiters and job seekers across APAC & ME. In addition to a powerful AI-powered job search, foundit offers e-learning, assessments, and services related to resume creation, interview preparation, and professional networking. Since its inception, the company has assisted over 120 million job seekers across 18 countries in connecting them with the right job opportunities and upskilling. foundit is now also the Official Talent Partner of the Badminton World Federation across 20 key world tour events.

Over the last two decades, the company has been a leader in the world of recruitment solutions and has launched a cutting-edge solution to give recruiters access to passive candidates in addition to active ones. With the use of advanced technology, foundit is seeking to efficiently bridge the talent gap across industry verticals, experience levels, and geographies. Today, foundit is committed to enabling and connecting the right talent with the right opportunities by harnessing the power of deep tech to sharpen hyper-personalised job searches and offer precision hiring. Additionally, foundit has been recognised as a Great Place To Work, reflecting its dedication to fostering a supportive and dynamic work

To learn more about foundit in APAC & Gulf, visit:

www.foundit.in   www.foundit.my

www.founditgulf.com   www.foundit.com.ph

www.foundit.sg   www.foundit.hk

Annexure

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Annexure: Industry Data*

Industries	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25
IT, Telecom/ISP and BPO/ITES	128	129	128	129	131	128	122	122	124	120	117	118	121
BFSI	132	131	128	125	119	114	109	113	115	114	111	112	115
Health Care	127	128	126	127	123	124	123	121	123	124	122	126	128
Hospitality & Travel	121	117	115	116	113	112	114	115	117	114	110	112	119
Government/ PSU/ Defense	71	70	70	71	70	70	69	69	69	70	69	69	69
Education	140	146	142	147	151	152	146	145	155	149	142	137	139
Retail/Trade and Logistics	104	104	102	105	105	102	101	101	106	101	100	101	105
Engineering, Construction and Real Estate	107	107	104	104	102	101	99	100	106	102	102	104	107
Production/Manufacturing, Automotive and Ancillary	91	90	88	89	89	88	87	87	91	89	87	90	92
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	77	77	77	77	76	76	75	75	75	74	74	74	74
Advertising, Market Research, Public Relations, Media and Entertainment	93	88	91	90	89	90	89	90	96	87	89	88	90
Shipping/Marine	91	91	91	91	91	91	91	91	91	91	91	91	91
Import/Export	89	87	86	89	85	86	84	84	84	84	83	82	82
Oil and Gas	85	85	85	85	84	84	84	84	84	84	84	83	83

Annexure: Functional Area Data*

Functions	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25
Software, Hardware, Telecom	114	108	103	94	101	97	82	85	87	82	79	82	83
Finance & Accounts	93	94	92	103	91	88	83	81	81	79	77	80	81
Sales & Business Development	103	104	102	89	105	104	101	98	99	96	94	98	100
Customer Service	113	114	113	116	114	114	118	113	113	112	111	109	112
Marketing & Communications	92	89	88	114	86	86	84	83	84	82	83	83	82
HR & Admin	104	104	101	92	101	100	98	97	98	97	96	98	97
Engineering /Production	116	117	113	105	112	111	108	106	107	105	105	108	111
Hospitality Roles	109	107	104	106	104	104	103	103	103	101	99	97	103
Medical Roles	122	119	118	106	117	117	115	114	115	114	114	117	118
Legal	200	203	205	223	238	238	217	205	207	182	165	164	164
Purchase/ Logistics/ Supply Chain	93	93	92	119	92	91	90	90	90	90	90	89	92

Thank you

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