

foundit

Insights Tracker

September 2026

Hiring Trends in Singapore

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PR@foundit.ai



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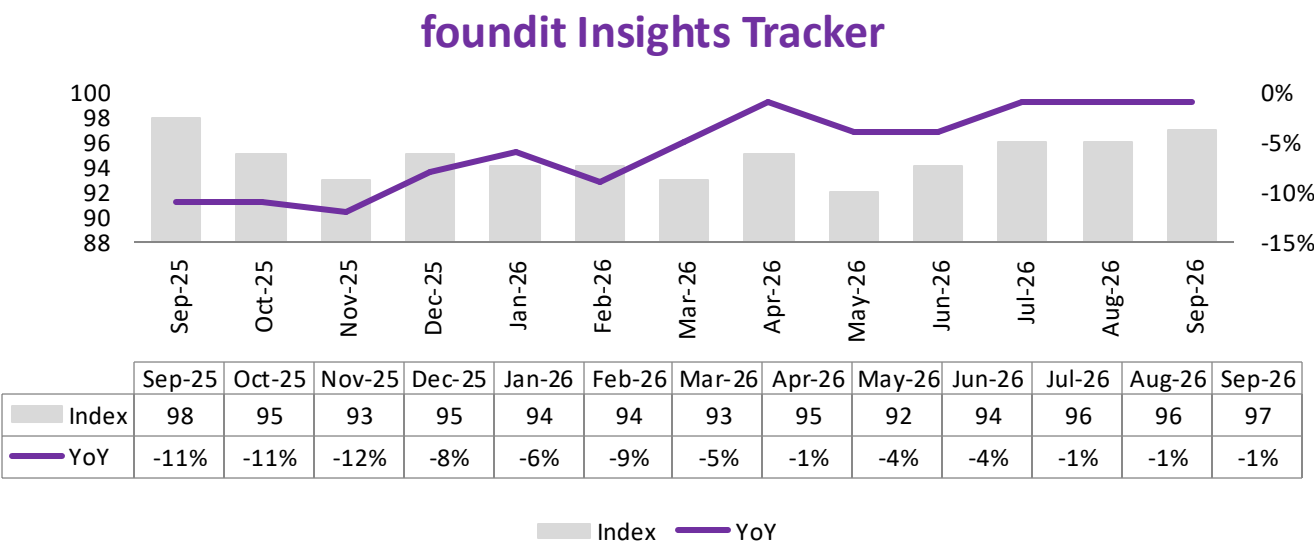
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Key Highlights of the Month

foundit Insights Tracker in Singapore records a 1% annual decline in hiring activity in September'26

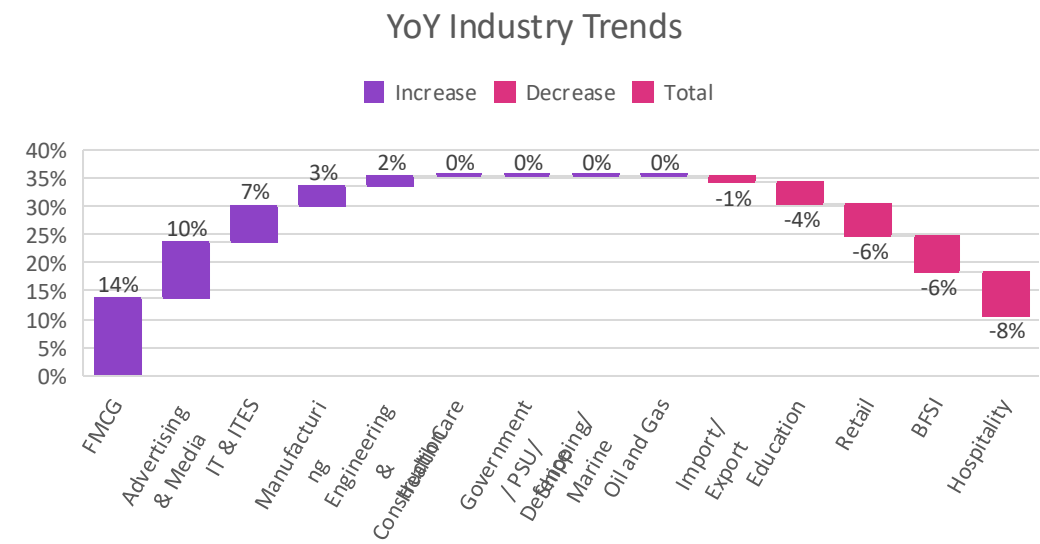
- ✓ The **foundit** Insights Tracker (fit) shows Singapore's hiring edging higher in September 2026. The index rose 1% month-on-month to 97, its highest level in a year, while the annual decline held at 1% for a third straight month against a stronger year-ago base.
- ✓ Over a longer horizon the picture is steady rather than accelerating. The index is up 3% over three months, and 4% over six. After hovering in the 92–96 band through most of the year, hiring has now moved just above it.
- ✓ Gains remain concentrated. Consumer goods, advertising and media, and technology still lead on the industry side, with technology, customer service and engineering roles ahead among functions. Hospitality and HR narrow their declines, while legal and sales roles weaken further as firms keep commercial and in-house teams lean.



Hiring Trends – Industry*

5 of the 14 industry sectors monitored by the tracker recorded positive annual growth in hiring demand.

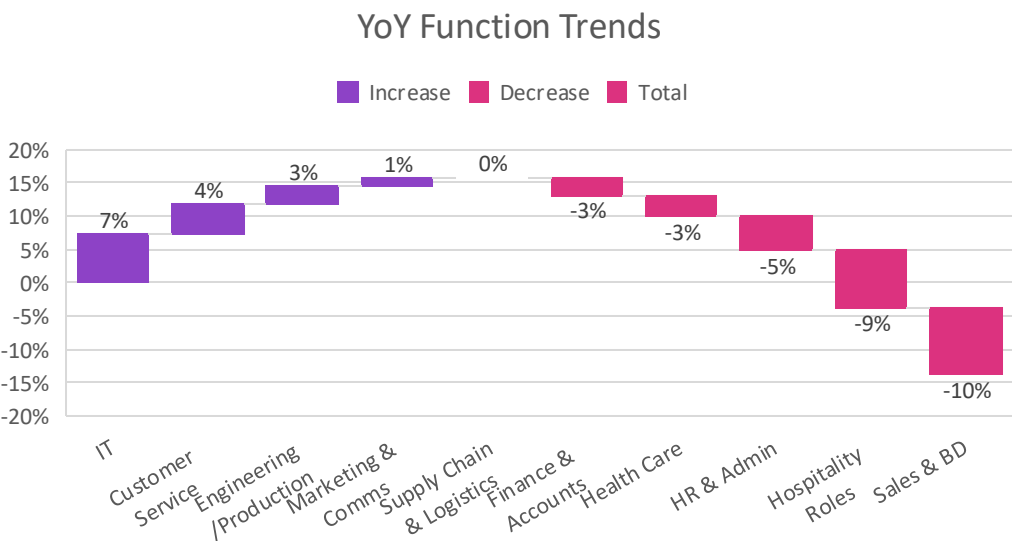
- ✓ **Consumer Goods/FMCG** (+14%) extended its lead as retail and consumer brands kept adding front-line and supply-side staff. **Advertising, Market Research, PR, Media & Entertainment** (+10%) eased from August's pace but held second place, supported by continued digital and campaign spend. **IT, Telecom/ISP & BPO/ITES** (+7%) firmed a shade and remained the largest-volume gainer on sustained AI, cloud and cybersecurity demand. **Production/Manufacturing** (+3%) and **Engineering, Construction & Real Estate** (+2%) rounded out the positives on steady project-led hiring.
- ✓ **Government/PSU/Defence** (0%), **Health Care** (0%), **Shipping/Marine** (0%) and **Oil & Gas** (0%) held flat year-on-year, with Health Care level for a second month. **Import/Export** (–1%) posted only a marginal decline, as soft global trade and tariff uncertainty continue to cap demand.
- ✓ **Hospitality** (–8%) recorded the steepest decline as shorter trips and fewer overnight stays reduced hotel staffing needs. **BFSI** (–6%) and **Retail/Trade & Logistics** (–6%) stayed under pressure on cost control and softer spending, while **Education** (–4%) rounded out the declines on tight budgets.



Hiring Trends - Functional Area*

4 of the 11 job functions recorded positive annual growth in hiring in September 2026.

- ✔ **Software, Hardware & Telecom (+7%)** led all functional categories for a second month, mirroring firmer technology demand on the industry side. **Customer Service (+4%)** held up on steady support-desk hiring, and **Engineering/Production (+3%)** edged higher on continued project-led demand. **Marketing & Communications (+1%)** stayed positive but cooled sharply from August's +5%, as advertisers slowed fresh campaign hiring.
- ✔ **Purchase/Logistics/Supply Chain (0%)** held flat for a second month. **Finance & Accounts (−3%)** and **Health Care (−3%)** recorded modest declines, the former as banks keep back-office hiring tight and the latter narrowing as clinical recruitment recovered over the summer. **HR & Admin (−5%)** improved markedly from −9%, suggesting the retreat in support functions is starting to level off.
- ✔ **Legal (−14%)** recorded the steepest decline, extending a steady year-long slide as firms lean on outside counsel and keep in-house teams small. **Sales & Business Development (−10%)** fell sharply, its index at the lowest reading in over a year as companies hold back on expanding commercial headcount. **Hospitality & Travel (−9%)** narrowed from −11% but stayed deep in negative territory, tracking the selective recovery in tourism. Hiring remains firmest in technology and customer-facing work, and weakest where roles can be consolidated or outsourced.



Data & Methodology

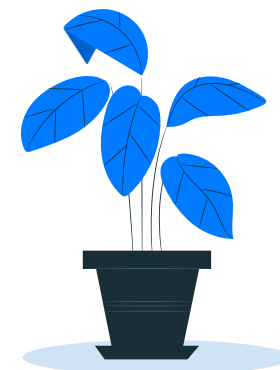
The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer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

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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.founditgulf.com

www.foundit.sg

www.foundit.my

www.foundit.com.ph

www.foundit.hk



Annexure



Annexure: Industry Data*

Industries	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26
IT, Telecom/ISP and BPO/ITES	122	119	121	123	123	123	122	123	121	123	131	130	130
BFSI	109	105	104	109	107	105	104	105	101	100	102	104	102
Health Care	126	124	121	123	121	121	120	120	119	120	123	124	126
Hospitality & Travel	119	115	116	114	112	110	108	109	108	107	111	109	110
Government/ PSU/ Defense	69	69	69	69	69	68	69	69	68	69	69	69	69
Education	134	133	131	131	133	131	129	129	127	127	131	128	129
Retail/Trade and Logistics	105	103	100	100	101	101	100	100	97	97	98	99	99
Engineering, Construction and Real Estate	103	100	99	100	102	103	102	104	102	102	105	104	105
Production/Manufacturing, Automotive and Ancillary	91	90	88	89	90	91	90	91	90	91	93	93	94
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	73	73	73	73	73	73	72	73	73	79	82	82	83
Advertising, Market Research, Public Relations, Media and Entertainment	91	98	98	96	98	96	98	98	96	96	100	101	100
Shipping/Marine	91	91	91	91	91	91	91	91	90	91	91	91	91
Import/Export	81	81	81	81	81	81	81	81	81	81	81	80	80
Oil and Gas	84	84	84	84	84	84	84	84	83	84	84	84	84

Annexure: Functional Area Data*

Functions	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26
Software, Hardware, Telecom	82	81	83	85	86	85	86	84	83	82	84	88	88
Finance & Accounts	78	78	77	78	80	78	77	78	76	75	76	78	76
Sales & Business Development	99	97	94	94	93	94	98	94	92	99	96	92	89
Customer Service	113	112	112	112	112	117	111	112	111	114	118	118	118
Marketing & Communications	84	85	85	85	87	85	86	86	84	86	88	88	85
HR & Admin	98	96	95	96	94	94	92	93	91	91	92	91	93
Engineering /Production	108	106	105	105	107	109	108	109	106	108	110	110	111
Hospitality Roles	105	100	101	98	96	94	92	94	93	91	96	94	96
Medical Roles	124	121	120	121	117	117	116	115	114	114	117	118	120
Legal	157	155	152	151	149	146	145	141	140	138	139	140	135
Purchase/ Logistics/ Supply Chain	91	90	89	90	89	89	89	89	89	89	90	90	91

Thank you

