randstad digital

technology skills insights report india.





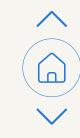
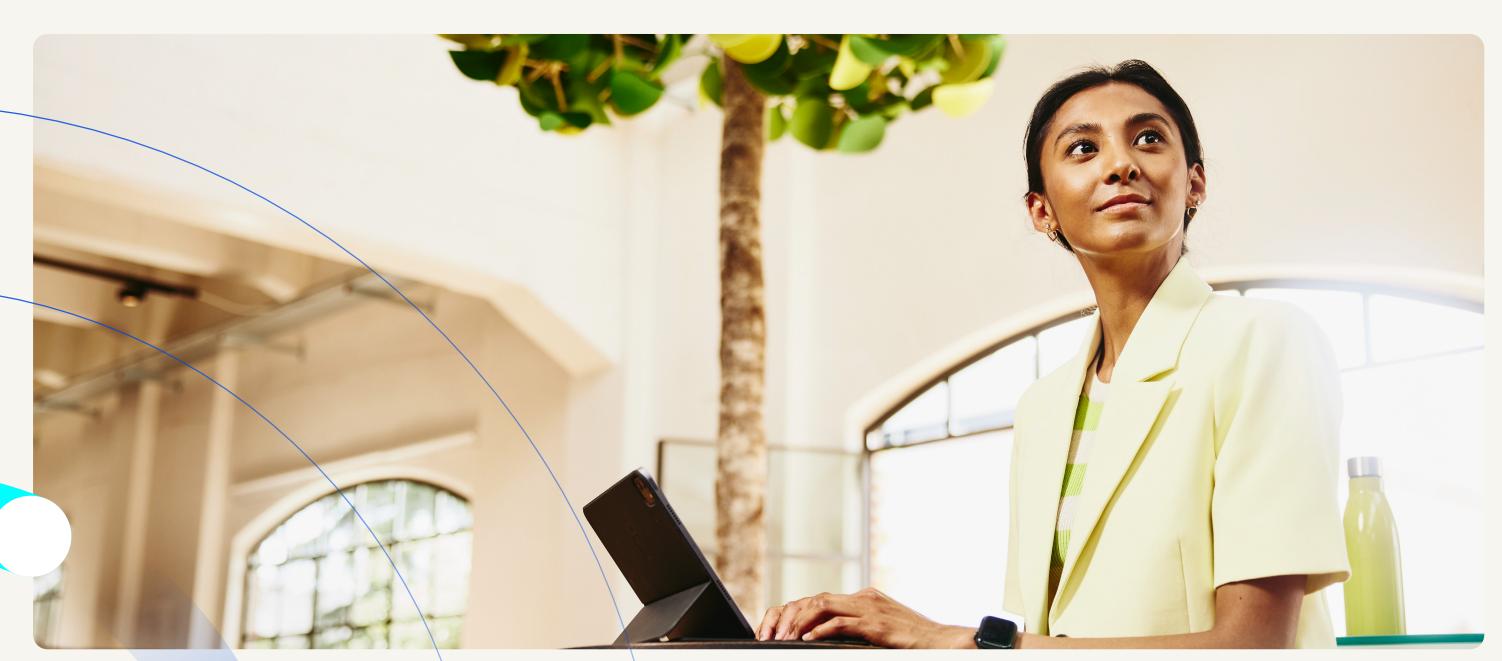


table of contents

 foreword 	3-4
india's digital economy: a rising powerhouse	5-6
• technology — an intersection of the present and future	7-11
• Al governance & cybersecurity — an unprecedented sweep across the business landscape	12-15
an expanding scope of digital transformation roles	16-18
• every role of tomorrow will be a technology role – preparing for a technology-first future	19







foreword



If I were to borrow and reshape the words of Charles Dickens for the transforming world of work we are witnessing today, I would say:

"It is the best of times to embrace the excitement of uncertainty, and the worst of times to hold on to the status quo." Amidst global political and societal upheavals, India continues to stand tall as a digital powerhouse, steadily elevating its economic stature.

This rise is powered not only by resilience and ambition, but also by technology, which has fundamentally altered how we imagine, strategize, and execute work. Artificial Intelligence (AI) is fast becoming the incredulous thinking machine, while automation has proven its ability to perform routine tasks with unerring accuracy and consistency.

Yet, in this rapid swirl of data, digital, automation, and AI, one truth remains constant: as workplace transformation creates new roles and redefines old ones, the uniquely human capabilities of collaboration, critical thinking, and creative problem-solving become even more valuable. The true differentiator for organizations lies in their ability and willingness to reimagine a man-and-machine future. To embrace the "human-in-the-loop," secure in the belief that people will always bring the sharper ability to think, to pivot with agility, and to transform the unexpected into innovative solutions.

To chart such a future, however, requires first understanding the present with clarity and depth. That is what we have sought to capture in the Randstad Digital Technology Skills Insights Report: India drawing from our close engagement with businesses, markets, and clients, both employers and job seekers, we have compiled insights that reflect multiple scenarios relevant to today's workplace.

The chapters have been carefully structured to help readers assess their own context and define the course of action that best suits their ambitions, guided by reliable, data-driven foresight. As we look ahead to 2026, the technology landscape will be defined by ubiquitous AI, deeper integration across domains, and new forms of human-AI collaboration.

The workforce that thrives will be the one that combines technical dexterity with imagination, ethical awareness, and agile learning. Skills such as systems thinking, Al literacy, creative problem-solving, and cognitive empathy will be central to professional relevance. Our future, both economic and technological, will not be shaped by competing with AI but by co-evolving with it. Human ingenuity and machine intelligence together will propel progress.

I am confident this report will serve as a practical guide and source of inspiration for businesses and job seekers alike—helping them not only navigate change but leave a distinct, trailblazing mark on the future of work.

All the best!







the stride and impact of india's digital economy.

The indian digital economy is an incredible story of purpose-led growth and success. According to The State of India's Digital Economy Report 2024, India is the third most digitalized economy in the world and ranks 12th among G20 nations for digital adoption at the individual level.

This digital economy today employs 14.67 million workers (2.55 per cent of the workforce). Its foundation rests on digitally enabling industries such as information and communication technology (ICT) services, manufacturing of electronic components, computers, and communication equipment, as well as digital platforms and intermediaries.

Adding to this momentum are India's 1700+ Global Capability Centers (GCCs) — now recognized as the world's strategic innovation engine. These centers manage end-to-end product lifecycles and increasingly take ownership of concept-to-launch value chains. Driving this phenomenal growth are the rapid advances in AI, cloud services, digital tools, and cybersecurity solutions

https://icrier.org/publications/the-state-of-india-s-digital-economy-report-2024/

https://retail.economictimes.indiatimes.com/news/industry/indias-digital-economy-to-contribute-one-fifth-of-national-income-by-2029-30-meity/117671663

https://community.nasscom.in/communities/gcc/indias-gccs-powerhouses-fuelling-global-growth-2025

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India's digital economy will rise to 13.42% of the national income in 2024-25

India contributes 23% of GitHub for Al projects, the highest in the world.



The rapid scaling of digital adoption has created unprecedented career opportunities:

- Technology-first roles: Tomorrow's hottest jobs will increasingly sit at the intersection of industry, function, and technology.
- Future skills: Employers and professionals alike will need continuous upskilling in AI, cloud, data, and cybersecurity.
- Career advantage: Every new role promises to be an amalgam of technical expertise and business acumen—creating a win-win for organizations and job seekers.

why this matters

India's digital economy is not just about scale—it's about shaping the future of work. As technology becomes inseparable from every business function, digital skills will form the bedrock of employability, innovation, and global competitiveness.

This report builds on insights from the Randstad - India Talent Insights Report 2025 and explores the future of IT roles, the skills most in demand, and how both employers and job seekers can prepare for a technology-first future.

technology — an intersection of present and future skills.

India's IT job market is undergoing rapid transformation as organizations consolidate their digital investments and accelerate adoption of next-generation technologies such as AI, cloud, robotics, and autonomous systems.

Our analysis of recent job postings reveals two parallel dynamics: tier-1 cities continue to anchor scale, while tier-2 cities are emerging as growth hotspots, recording approximately 25% hiring growth compared to approximately 10% in tier-1. Cities including Jaipur, Vadodara, Coimbatore, Visakhapatnam and Kochi are establishing themselves as important new digital hubs.

The data confirms that a few key cities dominate India's IT job market. Bengaluru continues its unbeatable leadership across all levels, with significant increases in overall share of demand—junior (34.60%), middle (40.48%), and senior (36.54%).

Hyderabad retains its strong second position across all levels—junior (15.89%), middle (17.25%), and senior (14.72%).

Pune has emerged as a major contender, consolidating its position as India's third-largest software export hub and a key GCC location. With increased share of hiring demand across all levels, Pune maintains its third spot in junior (13.49%) and middle (14.19%) hiring, while ranking a very close fourth in senior level (13.66%), nearly tying for third place.

O | bengaluru 35.88%

O | hyderabad 16.08%

pune 13.64%

10.72% ⊘ | chennai 8.85%

8.80%

Foundational enterprise skills remain critical. Java, Salesforce, and Agile methodologies account for nearly one-third of all IT positions, underscoring the continued relevance of traditional technologies in business operations.

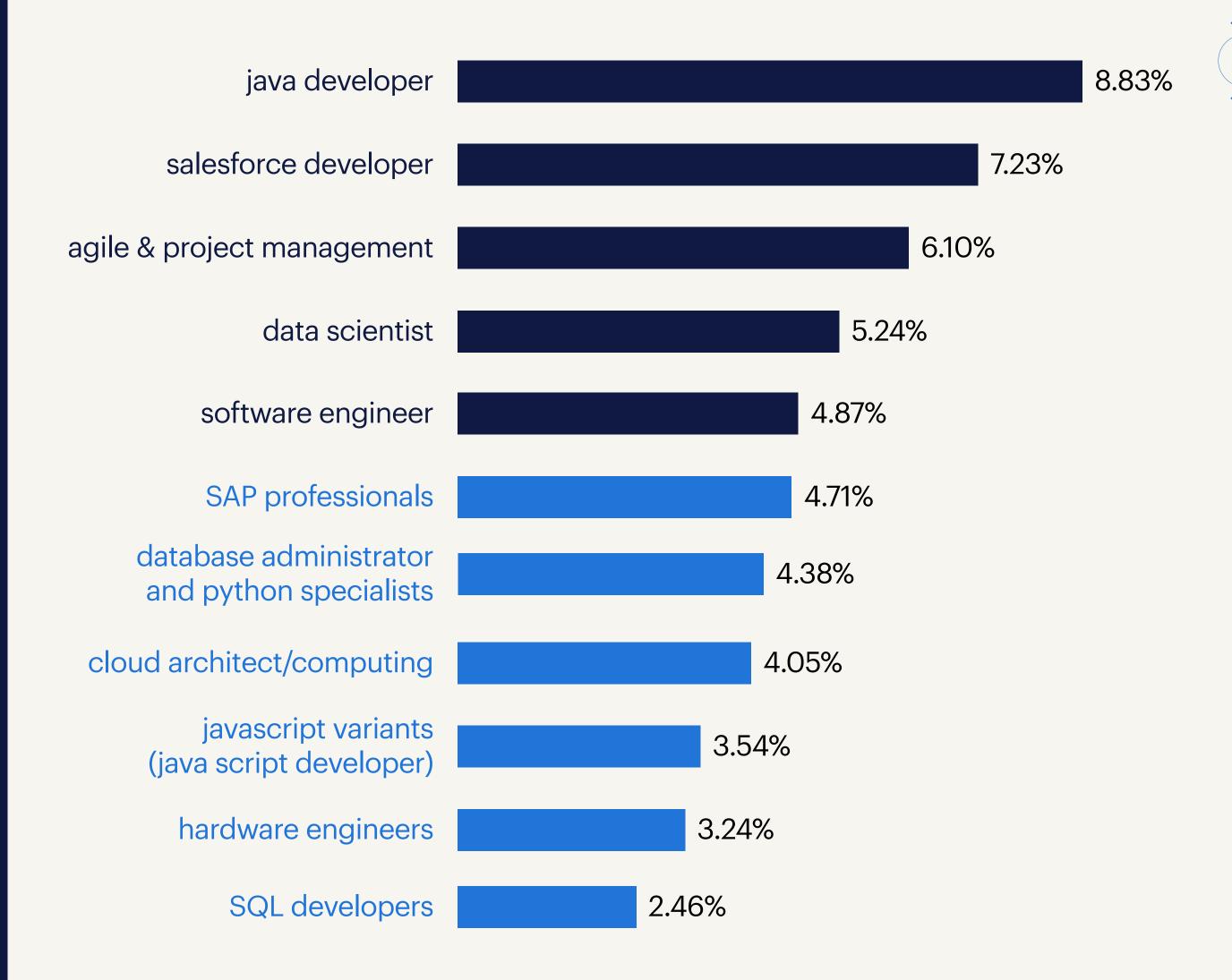
At the same time, demand is accelerating for emerging skill clusters including AI governance, cybersecurity, IoT, and FinOps — pointing to a labor market that is simultaneously anchored in the present and oriented toward future readiness.





overall market snapshot

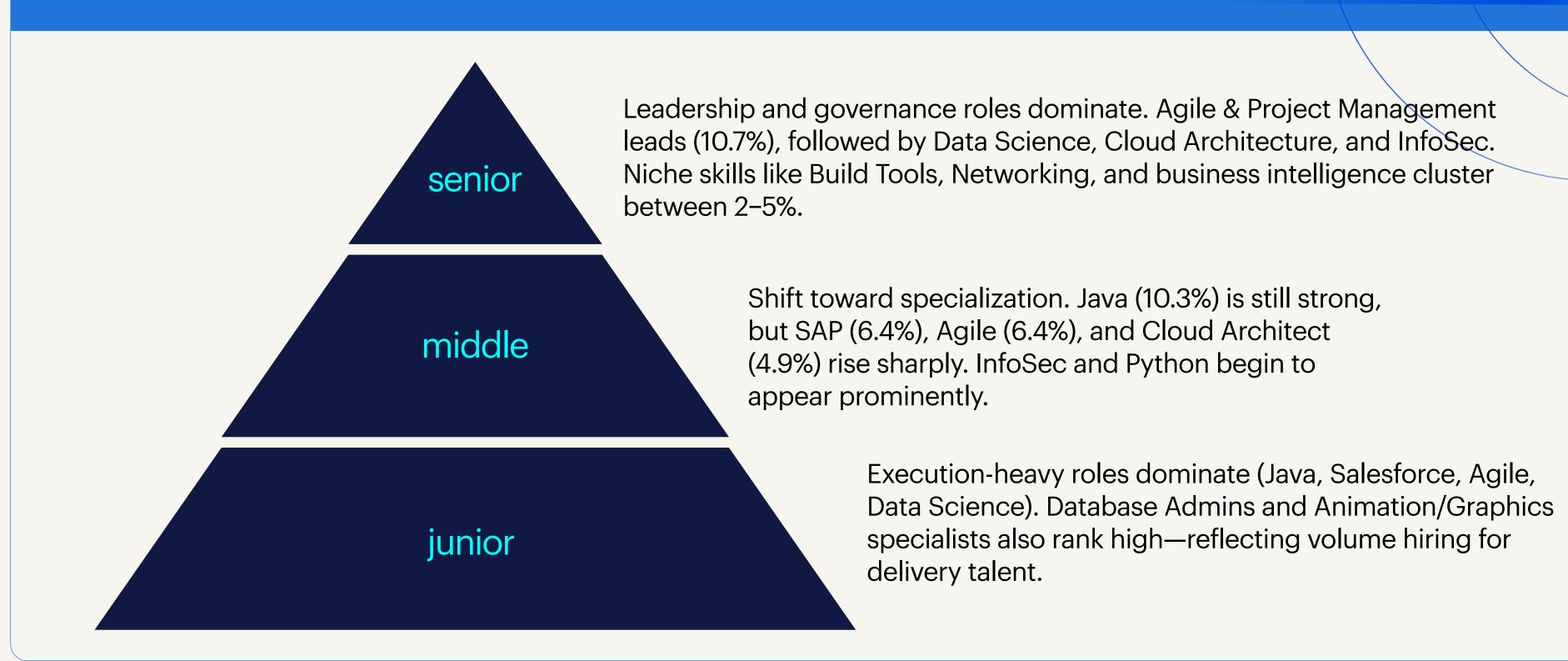
Top 10 skills dominate demand. Together, these roles make up nearly half of the IT job market







shift across career levels: at senior levels, leadership plus critical specializations matter as much as coding.





why it matters

The Indian IT job market presents a dual narrative: the scale advantage of tier-1 hubs and the accelerated momentum of tier-2 centers. For employers, this requires hybrid talent strategies that balance proven enterprise skills with specialized digital capabilities.

For professionals, the findings reinforce the imperative of continuous upskilling to remain competitive in an AI-driven, automation-led economy. It is also showing a clear shift in leadership skills. At the senior level, Agile & Project Management ranks higher than coding roles, while Cloud and Data Science rise in prominence as one moves up the ladder. This signals that leadership in technology is no longer about coding, but about orchestrating humans and machines. A deeper dive into the skill demand by both locations shows interesting findings.

java developers



Tier-1 cities

• Bengaluru, Hyderabad, Pune, and Chennai are leading clusters.

Tier-2 cities

• Coimbatore, Chandigarh, Indore, and Jaipur stand out. While the metros dominate in absolute job volume, tier-2 cities are fast becoming regional java hubs, especially in the north and west.

salesforce developers



Tier-1 cities

 Across junior, middle and senior levels, Bengaluru, Mumbai, Delhi-NCR, Hyderabad, and Pune show the highest demand.

Tier-2 cities

- Chandigarh, Jaipur, Indore, Kochi, Coimbatore, and Vadodara show the strongest overall demand.
- At the senior level, demand is the highest in Chandigarh, Jaipur, Indore and Lucknow.

agile & project management



Tier-1 cities

 Pune and Hyderabad register the strongest demand, with consistently higher requirements at middle and senior levels compared to other cities.

Tier-2 cities

 Among tier-2 locations, Jaipur, Vadodara, and Kochi reflect a similar pattern, underscoring their growing relevance in advanced talent demand.





SAP professionals

• Bengaluru, Pune, and Mumbai show the highest demand among tier-1 cities, while Coimbatore, Indore, and Jaipur show the highest demand among tier-2 cities.

software engineers

- Bengaluru, Hyderabad, Pune, and Chennai show the strongest demand among tier-1 cities.
- In tier-2 cities, Chandigarh, Coimbatore, Indore, Jaipur, Kochi, Thiruvananthapuram, and Vadodara show strong demand across levels.

- With AI entering the mainstream, demand has risen across all levels over the past year — spanning both tier-1 and tier-2 cities.
- Chennai, Bengaluru, and Hyderabad show the highest demand at the senior level among tier-1 cities.
- In tier-2 cities, Chandigarh, Coimbatore, Indore, Jaipur, and Kochi show strong demand across all job levels.



Al governance & cybersecurity

an unprecedented sweep across the business landscape.

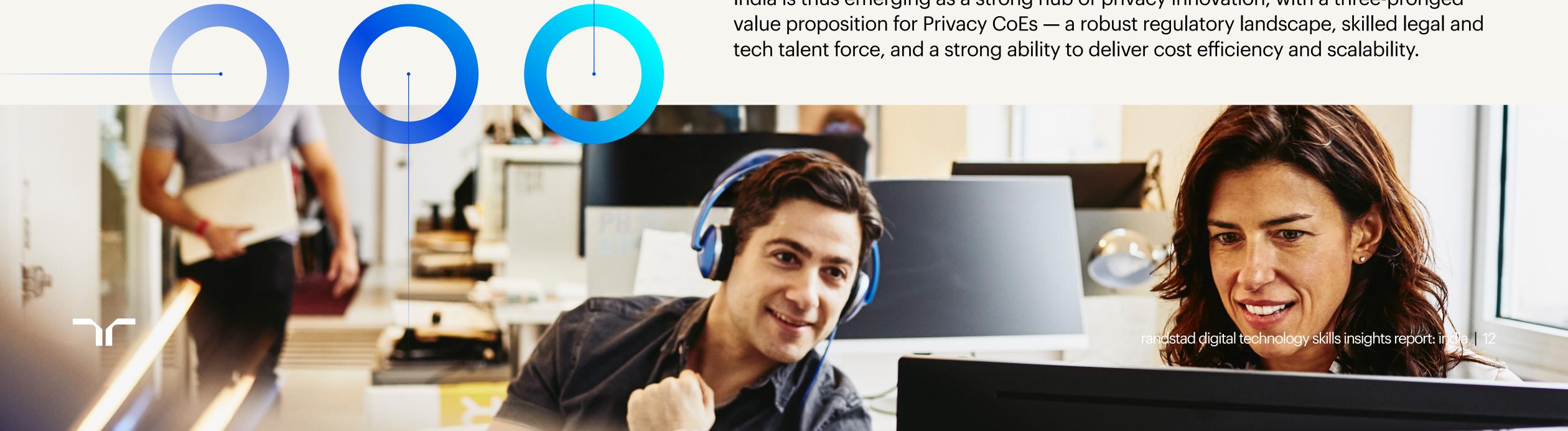
As one of the top five fastest-growing AI talent hubs, India's demand for AI professionals is projected to reach one million by 2026.

What is exciting is the rapid shift to augmented and autonomous intelligence that we see in the digital technology landscape. This has compelled organizations across industries to invest in creating new roles and redefine existing ones to manage the integration of AI and data into core domain functions.

Additionally, with cybercriminals increasingly leveraging advanced AI technologies to automate and scale cyberattacks, demand for AI governance and cybersecurity roles is surging — to proactively manage both development and defense requirements.

India is thus emerging as a strong hub of privacy innovation, with a three-pronged





tomorrow's jobs, today: the rise of new digital roles.

Enterprises are quietly seeding the workforce of tomorrow. While these roles make up a small share today, their emergence signals where investments and career opportunities are headed next



Al ethics & governance specialist



JoT solutions architect



edge computing



cloud FinOps

prompt engineer

From a roles perspective, we see three levels of AI dominating the technology landscape — Assisted Intelligence, Augmented Intelligence and Autonomous Intelligence

	assisted intelligence	augmented intelligence	autonomous intelligence
What it is	Al systems that support human decision-making and tasks.	AI that learns from feedback, interprets data, and improves decision-making accuracy.	Al systems capable of independent operation, requiring oversight for safety and ethics.
Skills in demand	Java, Python, C/C++, and core AI/ML programming (NLP, machine learning, AI/ML engineering).	Data science, big data engineering, database administration, business intelligence, and prompt engineering (e.g., Al/Gen Al prompt engineer, Al interaction engineer).	Al Ethics & Governance Specialists, Al Strategists, Al Security Specialists, Ethical Hackers, Al Trainers.
Why it matters	These roles form the foundation layer of AI deployment—designing and maintaining systems that expand human capabilities.	These roles sit at the intersection of humans and AI systems, ensuring that organizations derive meaningful insights while remaining compliant and secure.	These roles are shaping the next frontier, where trust, risk management, and ethics are just as critical as technical expertise.



cybersecurity's expanding role

As cybercriminals leverage AI to scale and automate attacks, cybersecurity has evolved into a data science-driven discipline. What makes the employment potential and career opportunities even more promising is the range of skills called for beyond technical prowess. Creative thinking and agility to swiftly adapt to emerging challenges is a prime requirement — especially as cyber threats are increasing in sophistication.

Into the future, Artificial Intelligence (AI) and automation are set to transform the cybersecurity domain — in the areas of threat detection and triage, incident response, identification of anomalies, and analysis of user behaviors. Increasingly, cybersecurity will evolve into a data science-driven function, and we will also see roles that will overlap into advanced analytics to evaluate AI systems and probe adversarial behaviors.

Al governance & cybersecurity roles demand

- security engineer
- network security architect
- cloud security specialist
- information security analyst
- application security engineer

- cybersecurity consultant
- TOSCA testing specialist
- cypress testing expert
- malware analyst
- security architect

- forensic analyst
- chief information security officer (CISO)
- incident responder





tier-1 vs tier-2: the new geography of digital skills.

Tier-1 dominance in early adoption

AI/ML Engineers & Data Scientists: Bengaluru (38.36%), NCR (15.09%), Hyderabad (11.82%) and Pune (10.73%) together account for over half of tier-1 demand for AI/ML engineers, cementing their role as India's AI/ML and data science hubs.

Data scientist roles too remain concentrated in major tier 1 metros like Bengaluru (38.02%), Hyderabad (16.08%), Pune (11.74%), Mumbai (11.46%) and Delhi-NCR (9.34%).

Cybersecurity & InfoSec: Bengaluru leads with 37.52%, followed by Hyderabad (15.54%), Mumbai (13.02%) and Pune (11.78%).



Tier-2: new frontiers of growth

While tier-1 drives early adoption, tier-2 cities are beginning to stand out for faster growth in specialized roles:

AI/ML & Data Science: Demand is fragmented but rising, with Chandigarh (23.93%), Jaipur (13.67%), and Indore (11.96%) leading.

Next-Gen Roles: The demand for prompt engineers and IoT solution architects is steadily rising, with these specialized skill sets beginning to emerge in tier-2 cities such as Chandigarh, Gandhinagar, Coimbatore, and Surat. At the same time, Cloud FinOps expertise is showing early signs of clustering in hubs like Chandigarh, Nagpur, and Thiruvananthapuram. This trend signals a broader shift in India's digital talent landscape, where advanced technology capabilities and cost-optimization skills are gradually expanding beyond traditional tier-1 centers into emerging talent ecosystems.



the expanding scope of digital transformation roles.

Digital transformation is evolving into what many now call AI transformation — where AI shifts from being a tool to becoming the foundation of every process. Leaders and teams are no longer just deploying technology; they are being asked to design strategies that deliver measurable business outcomes.

Future transformation roles will therefore expand in scope, with stronger emphasis on data, AI, and cloud. Success in these roles will require adaptability, problem-solving skills, and fluency with emerging technologies.

Even as new technologies reshape the IT landscape, established roles remain critical — but with redefined expectations. Data engineers, software developers, systems architects, and project managers will all be expected to integrate AI, automation, and advanced data capabilities into their core functions.



Our findings show that:

Our experience across client engagements indicates a clear shift toward specialized, high-impact developer skill sets. Java backend, web fullstack, Web React, and Java fullstack with Angular continue to anchor enterprise platform modernization. These skills remain the backbone of digital transformation, driving scalability, performance, and user experience across industries.

In parallel, data engineering has moved to the center of technology strategies. Expertise in Python, SQL, and big data platform integration is in high demand as organizations focus on building real-time decisioning capabilities and scalable data pipelines. This evolution reflects a broader industry pivot—from building applications to engineering intelligence and value through data.



digital transformation roles – tiered clusters.

The data also reveals how demand splits across metros (tier-1) and emerging hubs (tier-2), showing where talent pipelines are diversifying.

java developer

- Tier-1 cities: Bengaluru (35.02%), Hyderabad (19.51%), Pune (14.76%), and Chennai (9.90%) are leading clusters.
- Tier-2 cities: Coimbatore (18.7%), Chandigarh (16.7%), Indore (12.6%), and Jaipur (9.9%) stand out. While metro cities continue to dominate in absolute job volumes, tier-2 locations are emerging as important regional java hubs.

salesforce developers

- Tier-1 cities: Bengaluru (24.90%) and Mumbai (24.90%) dominate Salesforce hiring, supported by their strong partner ecosystems.
- Tier-2 cities: Chandigarh (16.73%) and Jaipur (10.34%) surface as cloud adoption hotspots.

SAP professionals

- Tier-1 cities: Bengaluru (33.34%) and Hyderabad (20.15%) remain the sap strongholds.
- Tier-2 cities: Chandigarh (16.73%), Jaipur (10.34%) and Indore (6.98%) show notable concentrations of sap demand, linked to manufacturing-centric economies.

agile & project management

- Tier-1 cities: Highest demand in NCR (33.15%), followed by Bengaluru and Hyderabad.
- Tier-2 cities: Chandigarh, Jaipur, Kochi and Coimbatore are scaling up project governance capabilities.







Building on these patterns, it becomes clear that digital transformation is not just about what technologies are adopted, but how roles themselves evolve in response.

With that in mind, we now take a closer look at some of the key roles in transformation — highlighting both where they are concentrated today, and how they are expected to evolve in the near future.

why it matters

Every role is being reshaped by AI, but not replaced. The shift is from execution to orchestration, from routine to strategic, from technical to human-plus-machine.

Organizations that support this evolution with continuous upskilling will not only modernize workflows but also unlock competitive advantage.

every role of tomorrow will be a technology role - preparing for a technology-first future.

Regardless of industry and function, technology skills have strongly permeated every role in an organization. By 2026 nearly a third of the global workforce needs digital upskilling, with half of those affected based in India. The question is not whether digital transformation will affect you, but how prepared you are to thrive in it.

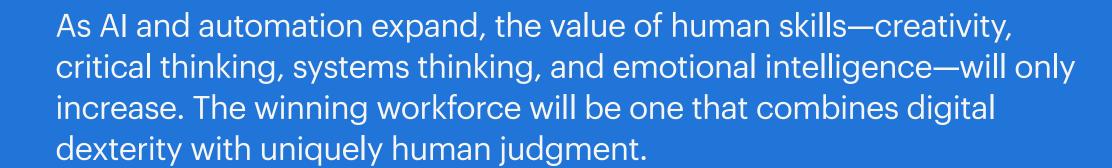
three big takeaways

1. Every role is becoming a technology role

Technology is no longer a specialization—it is a foundation. Whether in business analysis, marketing, or operations, digital and AI fluency will soon be non-negotiable.



2. Human capabilities remain irreplaceable



3. Co-evolution, not competition, is the path forward

The question is not how to compete with AI, but how to co-evolve with it. Organizations that embed AI responsibly and professionals who proactively upskill will be the ones who leave a lasting mark on the future of work.

India's digital economy is entering a defining chapter—where growth, innovation, and employability are all shaped by technology. From Al governance to cybersecurity, from role evolution to new digital-first skills, the future of work is unfolding at speed.

The Randstad Digital Technology Skills Insights Report: India is designed as both a guide and a call to action. For businesses, it offers a data-driven view of where to invest in skills and talent strategies. For professionals, it provides a roadmap for staying relevant and future-ready.

Together, human ingenuity and machine intelligence can propel us toward a future where work is not just transformed, but elevated.





about randstad digital

Randstad Digital is a global partner for talent and technology solutions, helping organizations accelerate transformation through specialized talent, scalable capacity, and domain-led expertise.

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A business unit of Randstad—the world's largest talent company—Randstad Digital is powered by Torc, an Al-driven talent platform and global technology community designed to meet the demands of today's enterprises.

Randstad Digital delivers flexible solutions that enable agility and address critical tech skill needs across customer experience, cloud & infrastructure, data & analytics, and digital & product engineering. For more information, see https://www.randstaddigital.com/.

Headquartered in the Netherlands, Randstad operates in 39 markets and has approximately 40,000 employees. In 2024, we supported over 1.7 million talent to find work and generated a revenue of € 24.1 billion.

Randstad N.V. is listed on the Euronext Amsterdam. For more information, http://www.randstad.com/.



about randstad india

talent insights report

This first edition of the Randstad India Talent Insights Report 2025 dives into the hiring trends of six industries in India — Banking, Financial Services and Insurance (BFSI); Manufacturing & Automotive; Information Technology (IT); Pharmaceuticals, Healthcare and Lifesciences (PHL); Retail, FMCG & FMCD; and Energy & Utilities. We have uncovered patterns and insights on both current and emerging talent trends in these industries, and we are confident that it will enable

- Organizations across the six industries to draw up talent strategies based on the hotspots of skills in demand across different experience levels with data-backed confidence.
- Employees and job seekers to understand the intertwined dynamics between locations, skills and experience levels and leverage trending opportunities to align their learning and skilling initiatives as they chart their future.

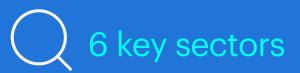


This edition of the report has been carefully curated from a vast repository of data that has been meticulously collated, crunched, and analyzed. We are sure that it will be an effective catalyst and launchpad for all stakeholders to understand and leverage the talent scene across the country.





8 tier-1 cities 24 tier-2 cities



BFSI, manufacturing & automotive, IT, PHL, retail, FMCG & FMCD, energy & utilities



junior (0-5 years) middle (6-14 years) senior (>=15 years)

