

**Career
Junction**

EMPLOYMENT INSIGHTS



2023/10



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

Following an increase in recruitment during August, **recruitment activity decreased significantly in September (-13%)**. Year-on-year, **hiring activity is down by -12%**, compared to September 2022. This downturn has been driven by a decline in hiring activity for **Admin, Office & Support** professionals.

Recruiters, list your jobs here ➤

Monthly job postings
Recruitment Activity over the past 13 months



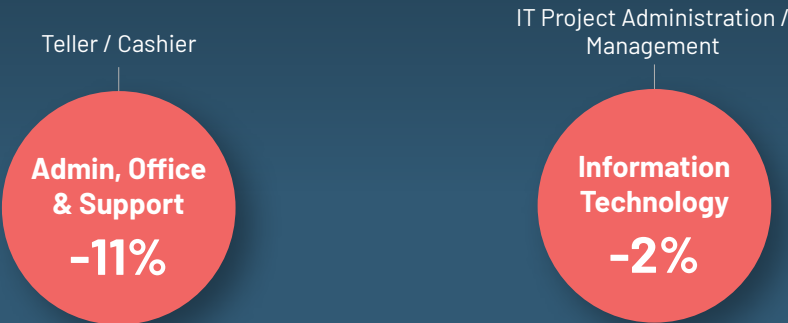
▲ **Growing** hiring activity in the past three months

When comparing hiring activity over the last three months (July, August, September 2023) with the previous three months (April, May, June 2023), there is an uptake in recruitment for Building & Construction professionals.



▼ **Declining** hiring activity in the past three months

When comparing hiring activity over the last three months (July, August, September 2023) with the previous three months (April, May, June 2023), there is a decline in recruitment for Admin, Office & Support and Information Technology professionals.



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.

SPOTLIGHT ON HIGHEST PAYING JOB SECTORS IN SOUTH AFRICA

Salaries and wages vary extremely in South Africa. In terms of the latest employment trends, **which job sectors are offering the highest salary ranges?** To answer this question, CareerJunction analysed jobs with the highest salary offers over the last 12 months (September 2022 to September 2023).

HIGHEST PAYING JOB SECTORS IN SOUTH AFRICA

-  **1** Business & Management
-  **2** Information Technology
-  **3** Architecture & Engineering
-  **4** Marketing
-  **5** Finance



SPOTLIGHT ON HIGHEST PAYING JOB SECTORS IN SOUTH AFRICA

Top Salaries: These jobs offer the highest pay check

When looking at specific types of professionals, **Executive Management professionals** and **Directors** remain on top of the salary offer ranking list. In second and third place are **Technical / Business Architecture professionals** and **Consulting Engineering professionals**.

Executive Management / Director (Business & Management)

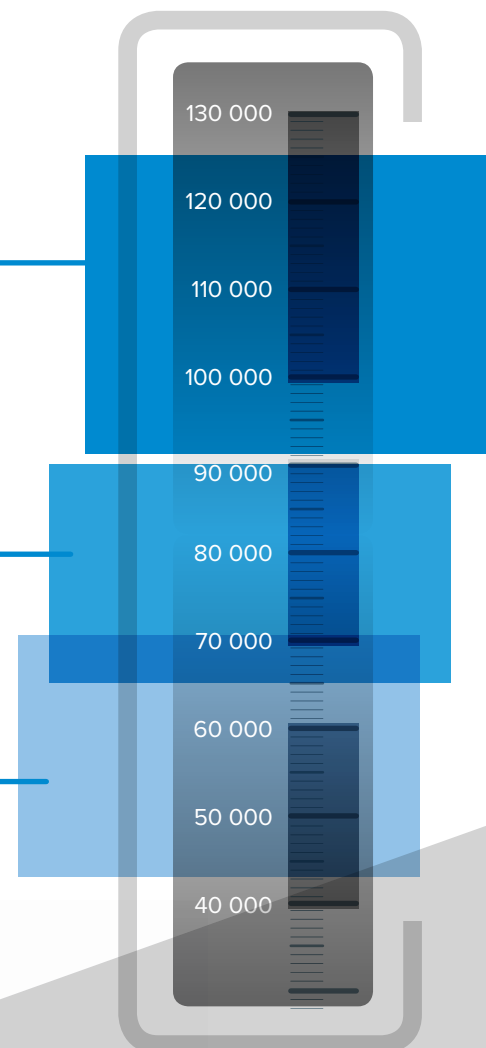
Median salary offers between **R91 667** and **R125 000** per month.

Technical / Business Architecture (Information Technology)

Median salary offers between **R65 000** and **R90 000** per month.

Consulting Engineering (Architecture & Engineering)

Median salary offers between **R43 204** and **R70 833** per month.



SPOTLIGHT ON HIGHEST PAYING JOB SECTORS IN SOUTH AFRICA

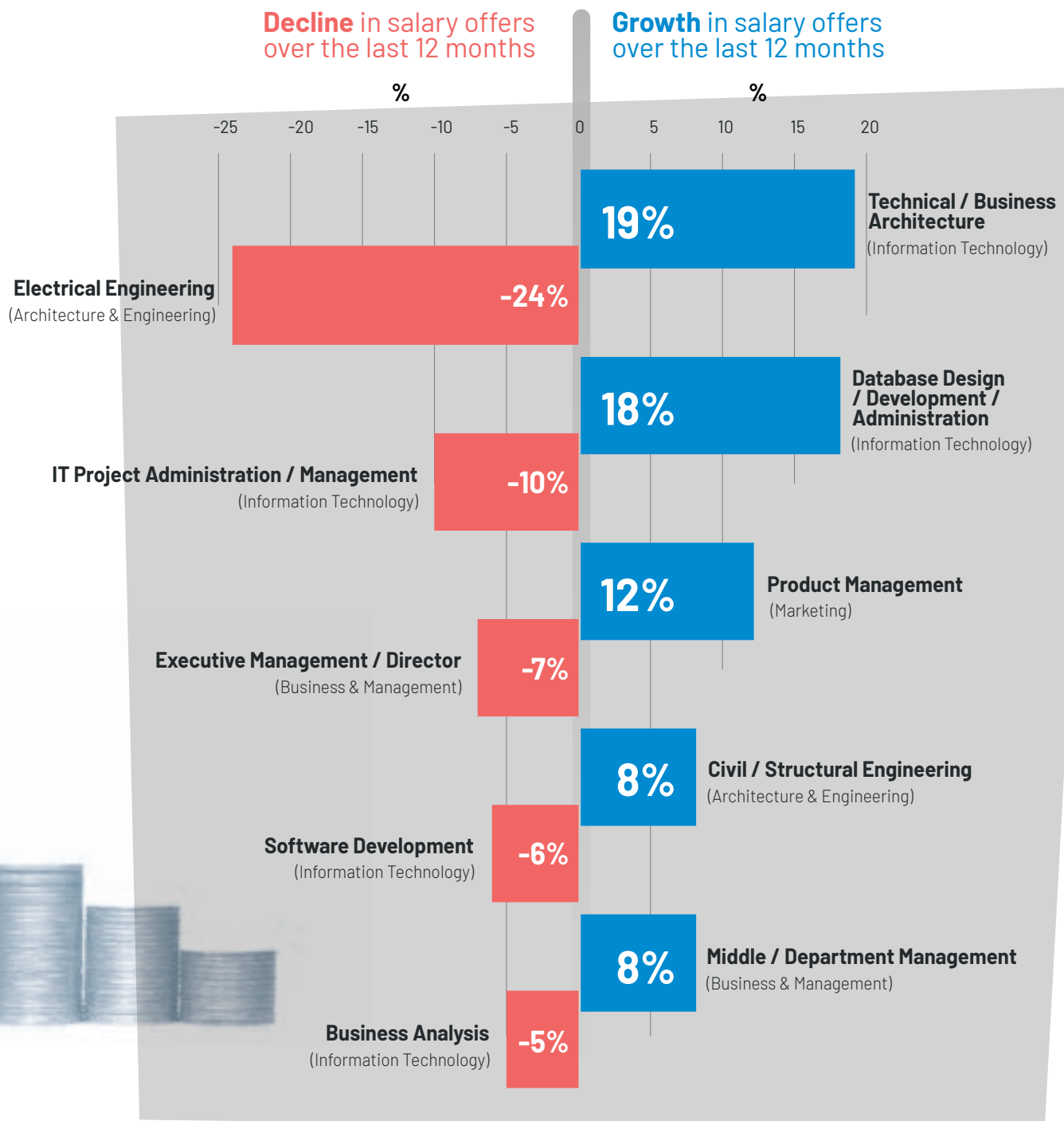
Based on advertised vacancies over the past 12 months, CareerJunction analysed the **top 20 types of professions with the highest monthly salary offerings (Cost to Company).**



SPOTLIGHT ON HIGHEST PAYING JOB SECTORS IN SOUTH AFRICA

Salary Trends

When comparing salary offers of the highest paying professions, both growing and declining salary trends are evident – mostly driven by an increase or decline in demand for certain skills as well as general talent availability or scarcity.



CANDIDATE TRENDS

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



MEDICAL & HEALTH

Nursing / Professional Caregiving
Medical Assistance & Support

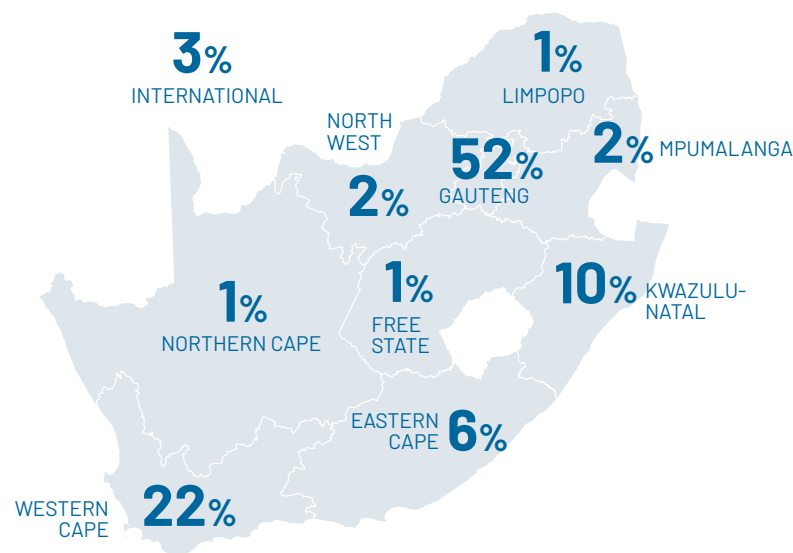


BUILDING & CONSTRUCTION

Building Project Management
Electrician
Quantity Surveying

Jobseekers, register your CV ➤

RECRUITMENT PER LOCATION



Although job opportunities have decreased by **2%** in Gauteng over the last month, it is still the largest employment hub in South Africa (**52%**).

International job offers have decreased by **1%** over the last month (**3%**).

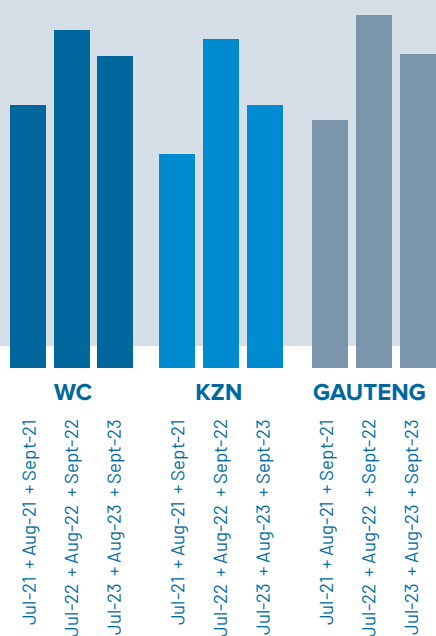
REGIONAL DEMAND BY PROFESSION



ADMIN, OFFICE & SUPPORT

Across the Western Cape, KwaZulu-Natal and Gauteng provinces, demand for Admin, Office & Support professionals increased significantly from July–September 2021 to July–September 2022.

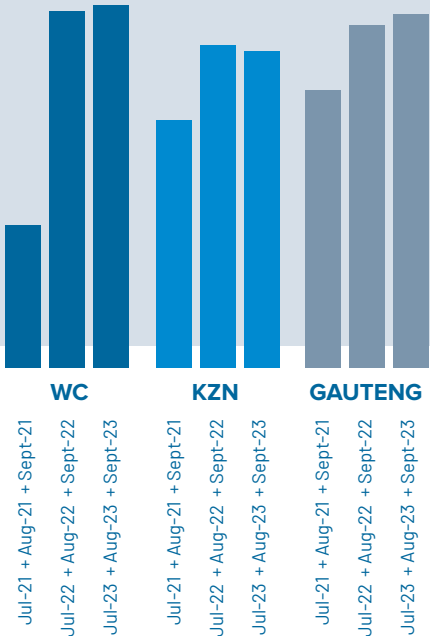
Since September 2022, however, hiring activity in this sector has decreased year-on-year. Gauteng has seen a decline of -12%; KwaZulu-Natal has seen a decline of -19%; and the Western Cape has seen a decline of -8%.



SALES

From July–September 2021 to July–September 2022 demand grew for Sales professionals in Gauteng and the Western Cape. Since September 2022, hiring activity in this sector has remained at a similar level.

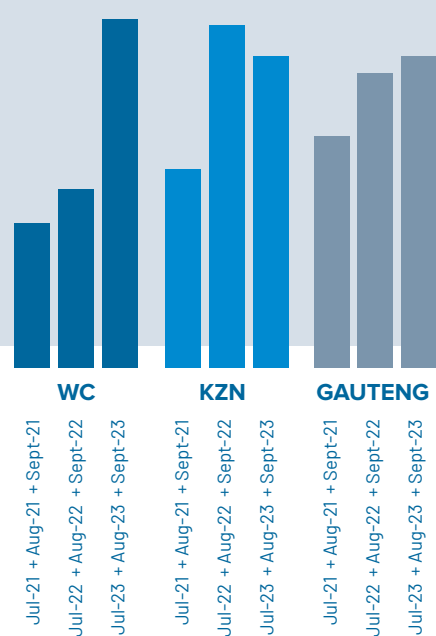
In KwaZulu-Natal, demand for Sales professionals grew from July–September 2021 to July–September 2022. Since September 2022, hiring activity has slowed down slightly.



WAREHOUSING & LOGISTICS

In Gauteng and the Western Cape, demand for Warehousing & Logistics professionals grew from July–September 2021 to July–September 2022. Since September 2022, hiring activity has continued to grow slightly.

In KwaZulu-Natal, demand for Warehousing & Logistics professionals increased significantly from July 2021–September 2023. Since September 2022, hiring activity has decreased year-on-year.



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:
Business & Management



Next month:
Marketing

61.8%

EE Candidates

56.9%

Candidates
residing in Gauteng

49.6%

Candidates willing
to relocate

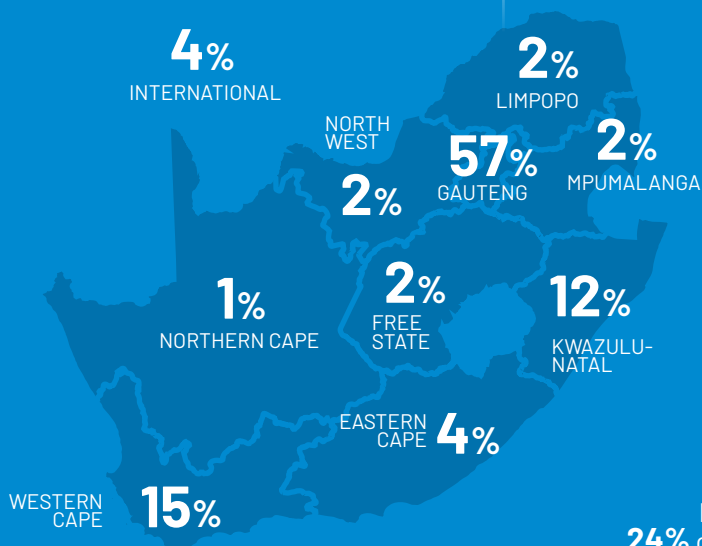
**4 years and
10 months**

Average stay
by candidates in
their jobs

47.2%

Candidates
with a tertiary
qualification

LOCATION OF CANDIDATES



HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	2%
Matric	14%
Certificate	11%
Professional qualification	3%
Diploma	17%
Degree	16%
Honours	7%
Masters	6%
Doctorate	1%

No qualification records for
24% of Business & Management.

The Business & Management sector
covers the following subsectors:

- Executive Management / Director
- Senior Management
- Middle / Department Management
- Team Leader & Supervisor
- Political Representative / Leader
- Agent / Business Manager of Talent
- Business Owner / Entrepreneur
- Business Development
- Strategy Consulting
- Infrastructure / Operations Consulting
- Organisational Design
- Change Management
- Employee & Industrial Relations
- Staff Recruitment / Selection
- Performance Management
- Employee Training / Development
- Other Business & Management

MARKET-RELATED SALARY

offerings for top in-demand skills



Branch Manager

from R27 153 to R35 982 per month



Production Manager

from R43 491 to R52 045 per month



Recruitment Consultant

from R15 125 to R23 734 per month

MOST IN-DEMAND ROLES



- Financial Manager
- Business Development Manager
- Sales Manager

Jobseekers, find jobs in Business & Management





South Africa's #1 Quality Candidate Provider.

CareerJunction is part of the global JobTech giant, The Stepstone Group. Since 1997, we have empowered job seekers and recruiters to find each other using our world-class, locally developed recruitment solutions.

The CareerJunction Employment Insights report is based on comprehensive data gathered from The Stepstone Group's South African platforms - 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

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