

**Career
Junction**

EMPLOYMENT INSIGHTS



2024/Q4



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.



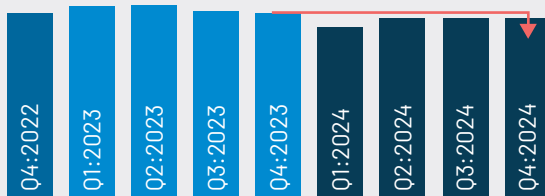
EMPLOYMENT ACTIVITY PER QUARTER

Recruiters, list your jobs here ➔

Employment activity quarter-on quarter

Vacancy volumes (seasonally adjusted)

YOY
-2.7%



Q4:2024 reflected similar recruitment activity levels to that seen in Q3:2024.

However, year-on-year the number of vacancies decreased by **-2.7%**.

Over the past two years (Q4:2022 to Q4:2024) hiring activity has declined by **-2.9%**.

Slow hiring activity has been evident for most of 2024.

Employment activity for Admin, Office & Support roles

YOY
2%



Employment activity for **Admin, Office & Support roles** was slightly higher (**+2%**) than it was for the same roles a year ago.

From Q3:2024 to Q4:2024 employment activity increased by **+5%**.

Employment activity for Business & Management roles

YOY
2%



Recruitment activity for **Business & Management professionals** increased slightly year-on-year (**+2%**).

From Q3:2024 to Q4:2024 employment activity increased by **+4%**.

Employment activity for Finance roles

YOY
-8%



Recruitment activity for **Finance roles** decreased by **-8%** year-on-year (Q4:2023 to Q4:2024).

From Q3:2024 to Q4:2024 hiring activity in this sector declined by **-7%**.

Employment activity for IT roles

YOY
-19%



The decline in hiring activity for **IT professionals** continued year-on-year (**-19%**). Despite this, demand for IT professionals remains very high in the recruitment market.

Following decreased recruitment activity in the third quarter of the year (**-3%**), this sector saw a further decrease of **-5%** in Q4:2024.

Tech Market Shift



The tech hiring landscape has shifted significantly over the past five years. While software developers remain the most recruited tech role, the demand for them, along with IT project managers, has notably decreased. This reflects a pivot away from building new systems toward streamlining and integrating existing technologies.

Conversely, recruitment is surging for roles in systems and network administration, particularly in cloud computing and security. Data-driven roles such as data engineers, data scientists, and business intelligence analysts are also on the rise, along with IT architects and database specialists, showcasing the growing emphasis on infrastructure optimisation and data utilisation.

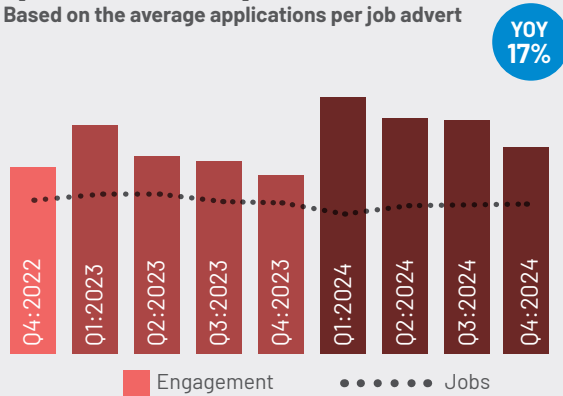


JOBSEEKER ENGAGEMENT

Jobseekers, register your CV >

Jobseeker engagement quarter-on-quarter

Based on the average applications per job advert



Understanding jobseeker engagement can significantly contribute to optimising recruitment processes and hiring strategies. In terms of filling vacancies where scarce skills are required, this is especially the case as **having access to jobseeker engagement insights can help recruiters:**

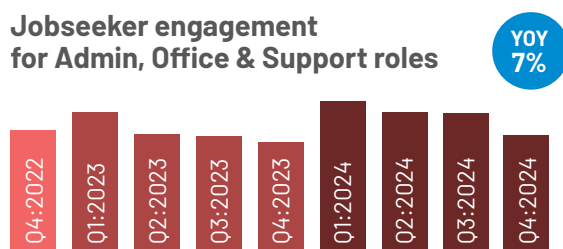
- Adjust their recruitment processes as necessary
- Use their existing resources optimally to attract the right talent
- Manage expectations and decrease time-to-hire.

In addition, analysing jobseeker engagement provides an insightful market view into labour dynamics.

Jobseeker engagement in **Q4:2024** declined by **-12%**. However, jobseeker engagement remained **+17%** higher than a year ago.

Over the past two years, jobseeker engagement has increased by **+11%**.

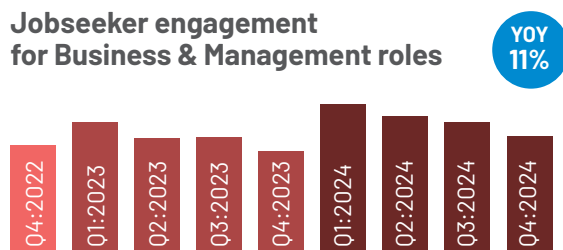
Jobseeker engagement for Admin, Office & Support roles



Admin, Office & Support jobseeker engagement dropped substantially from Q3:2024 to Q4:2024 (**-15%**).

Year-on-year, jobseeker engagement in this sector increased by **+7%**.

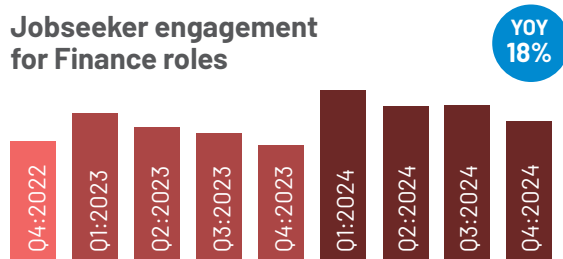
Jobseeker engagement for Business & Management roles



Despite a decrease in quarter-on-quarter jobseeker engagement for **Business & Management roles** (**-12%**), jobseeker engagement in this sector remains higher than a year ago (**+11%**).

Over the past two years, jobseeker engagement has increased by **+6%**.

Jobseeker engagement for Finance roles

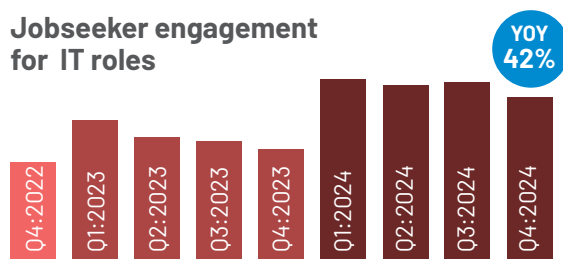
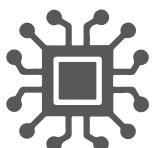


From Q3:2024 to Q4:2024 jobseeker engagement for **Finance roles** declined by **-11%**.

Year-on-year, however, jobseeker engagement in this sector increased by **+18%**.

Over the past two years, jobseeker engagement has increased by **+17%**.

Jobseeker engagement for IT roles



Quarter-on-quarter, jobseeker engagement for IT roles dropped by **-9%**.

However, year-on-year and over the last two years, jobseeker engagement has been significantly higher. This indicates that more IT professionals are open to new career opportunities.

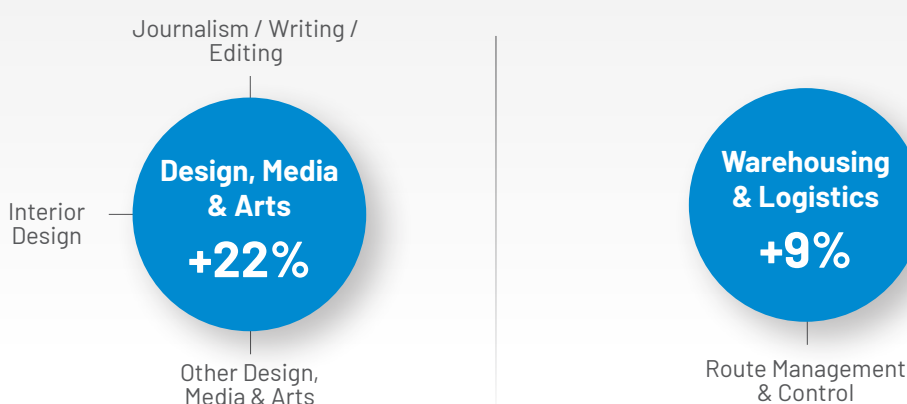


EMPLOYMENT TRENDS



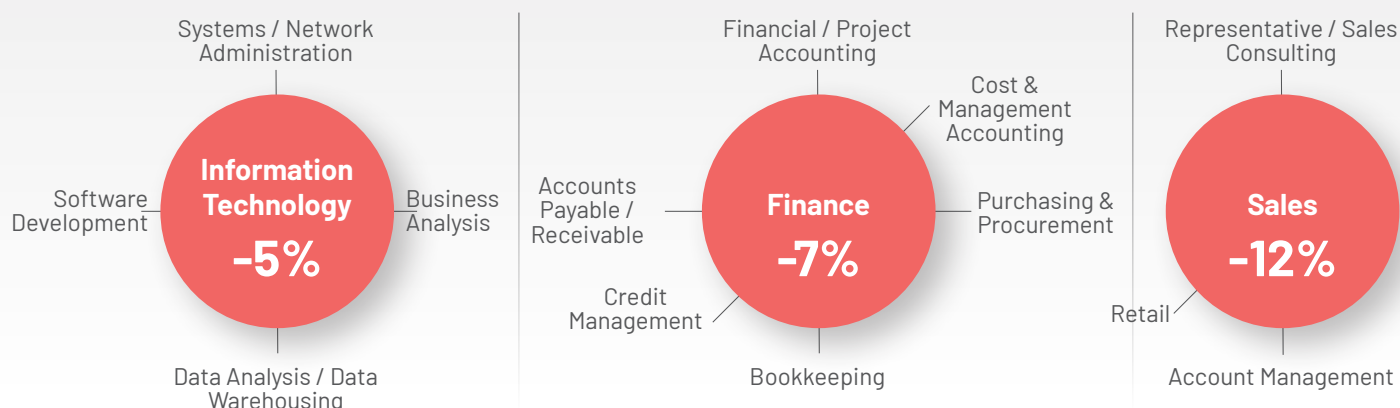
Growing hiring activity in the past three months

When comparing hiring activity over the last three months (October, November, December 2024) with the previous three months (July, August, September 2024), hiring activity has increased for **Design, Media & Arts professionals (+22%)**, and for **Warehousing & Logistics professionals (+9%)**.



Declining hiring activity in the past three months

When comparing hiring activity over the last three months (October, November, December 2024) with the previous three months (July, August, September 2024), hiring activity has decreased for **Finance professionals (-7%)**, for **Sales professionals (-12%)**, and for **IT professionals (-5%)**.



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.



Working from home in 2025

Who can and who can't?

A few days ago, the USA's biggest bank, JP Morgan Chase, announced the full return to the office for all their staff. While employees of the bank have been enjoying flexible work from home as well as hybrid-concepts of remote work, all employees are now required to work from the office five days a week.

This follows Amazon's declaration of the 5-day office week for all their employees, in September 2024.

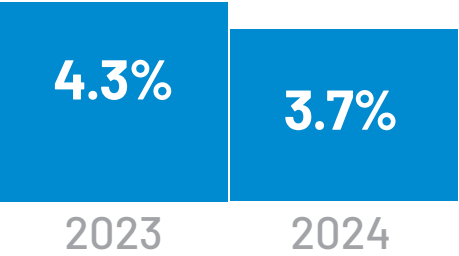
Similar announcements have been made by Dell, the Washington Post, and the Citigroup over the last 12 months.

Locally, we've seen Vodacom scrapping hybrid and remote working for senior staff in the last year.

Working from Home in 2025

Who can and who can't?

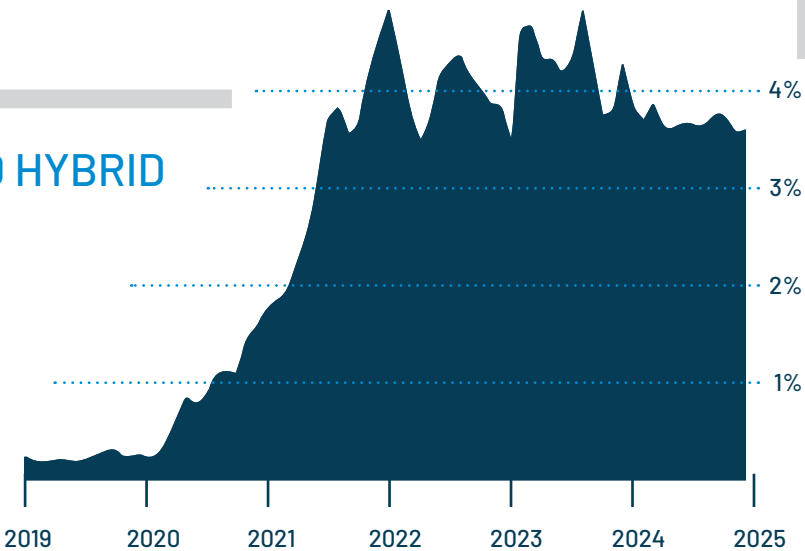
REMOTE VACANCIES



Looking at the local job market, there has been a reduction in vacancies which offer remote or hybrid working options since 2023. While about **4.3%** of all jobs were remote or hybrid positions in 2023, in 2024 there were only **3.7%** of jobs allocated to hybrid or fully remote job roles.

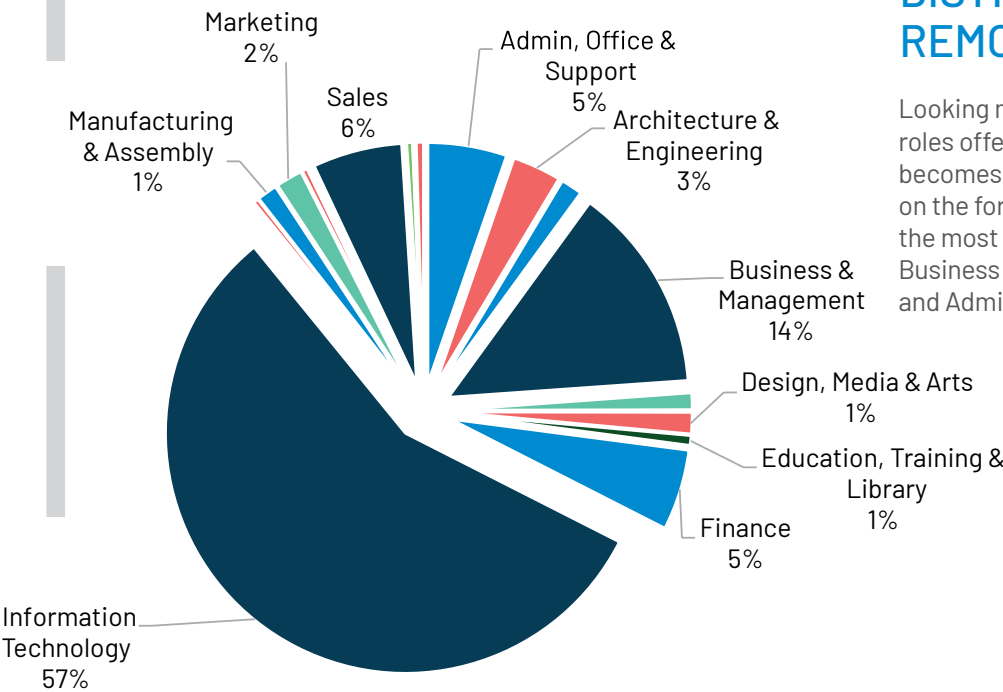
GROWTH OF REMOTE AND HYBRID WORK OPPORTUNITIES

In 2019 remote / hybrid work was almost unheard of, with only 0.2% of vacancies being fully remote or partly remote job opportunities. Since then, there has been noticeable growth in remote working job roles, largely fuelled by the Covid-19 pandemic.



DISTRIBUTION OF REMOTE VACANCIES

Looking more closely at current job roles offering remote working options, it becomes clear that the Tech sector is still on the forefront of remote work: IT holds the most remote vacancies, followed by Business & Management, Sales, Finance, and Admin, Office & Support roles.

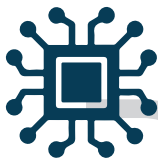


Working from Home in 2025

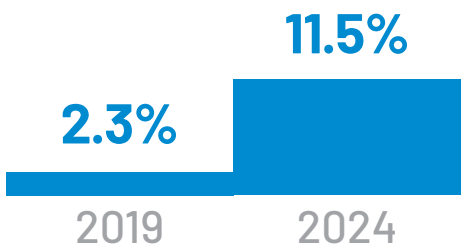
Who can and who can't?

To get a more complete picture of what job roles provide remote working options, the following section provides insights on sectors and job roles where remote work is most prevalent.

Remote job opportunities in the Information Technology sector

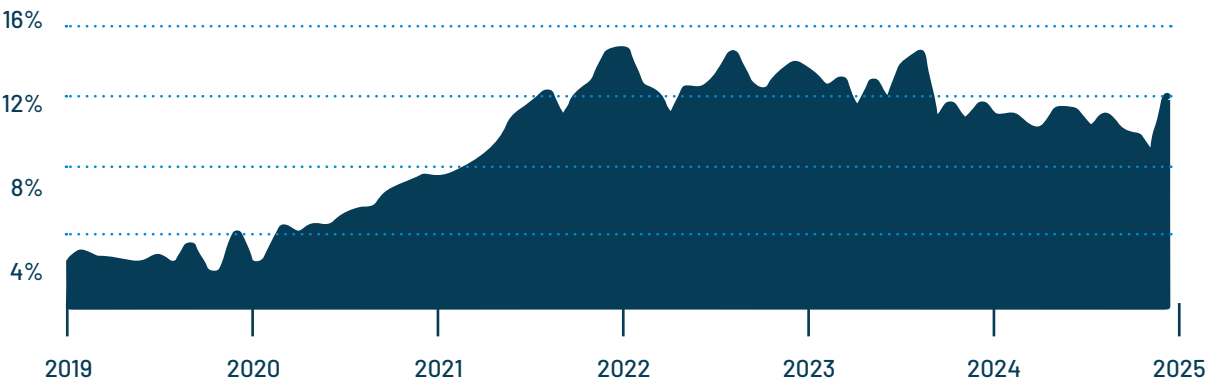


REMOTE VACANCIES



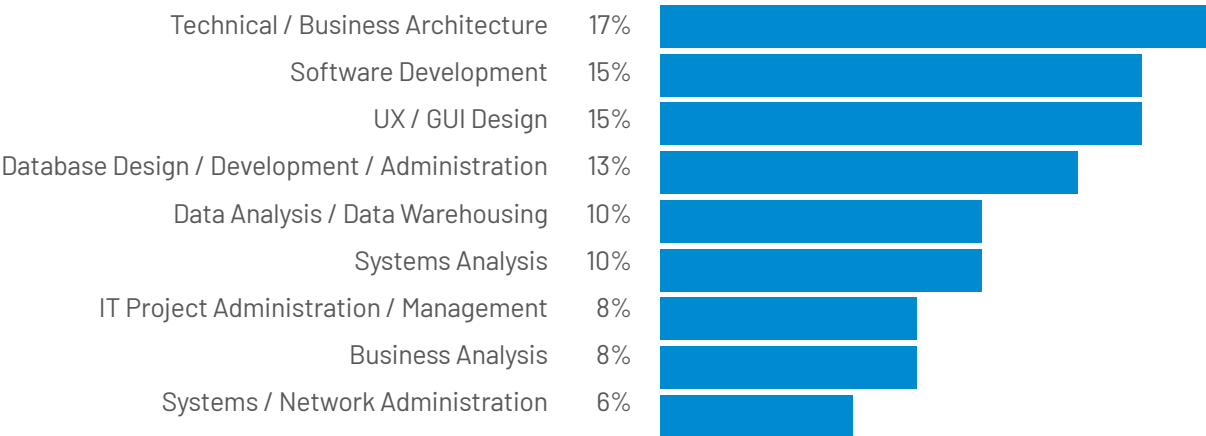
Remote work in the IT sector grew from **2.3%** in 2019 to **11.5%** in 2024.

GROWTH IN VACANCIES 2019 - 2024



Currently the IT sector has the highest amount of job roles with remote working options.

TOP ROLES WITH THE MOST REMOTE CAREER OPPORTUNITIES



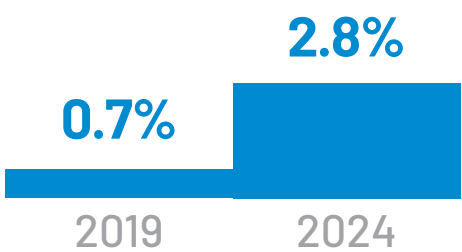
Working from Home in 2025

Who can and who can't?



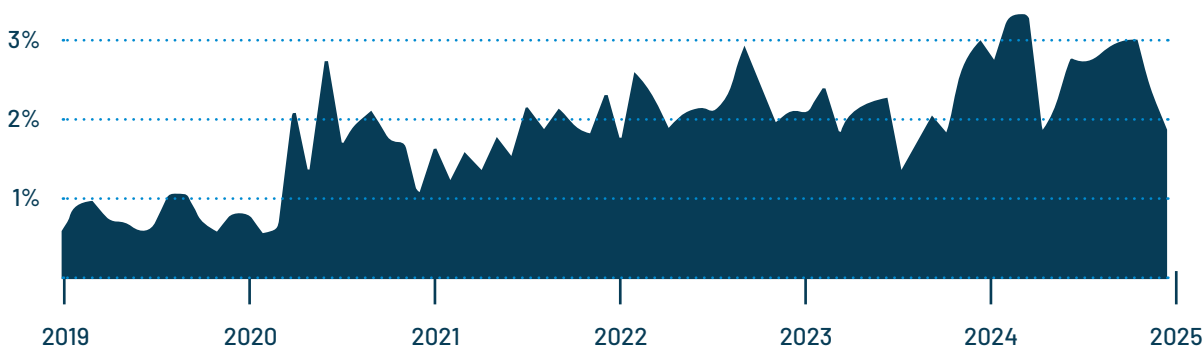
Remote job opportunities in the Sales sector

REMOTE VACANCIES



Remote work in the Sales sector grew from **0.7%** in 2019 to **2.8%** in 2024.

GROWTH IN VACANCIES 2019 - 2024



There are still remote working job roles in this sector, however they are a bit more volatile and not as common.

TOP ROLES WITH THE MOST REMOTE CAREER OPPORTUNITIES



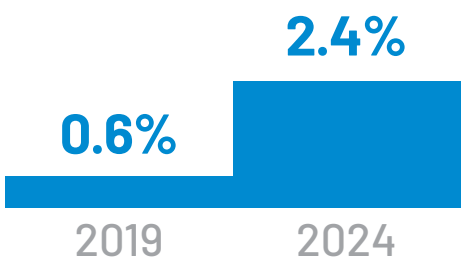
Working from Home in 2025

Who can and who can't?



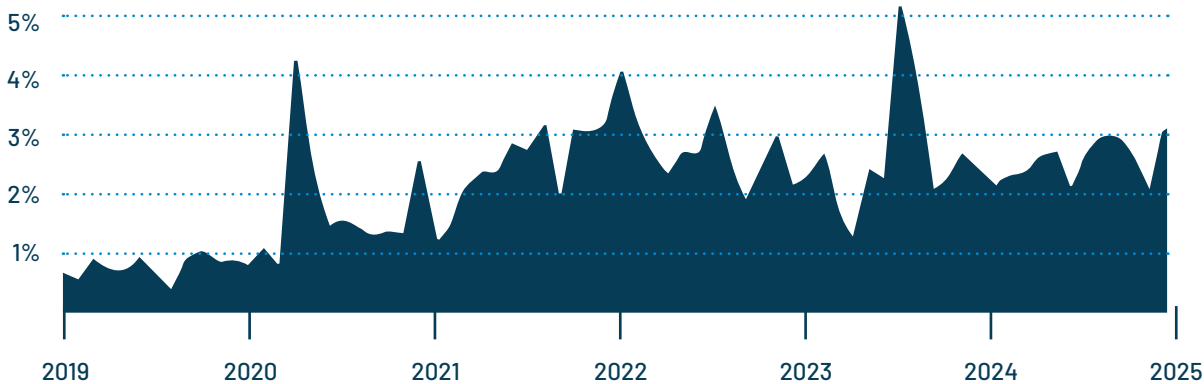
Remote job opportunities in the Admin, Office & Support sector

REMOTE VACANCIES



Remote job opportunities in the Admin, Office & Support sector grew from **0.6%** in 2019 to **2.4%** in 2024.

GROWTH IN VACANCIES 2019 - 2024



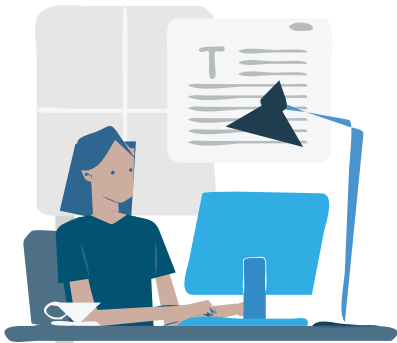
TOP ROLES WITH THE MOST REMOTE CAREER OPPORTUNITIES



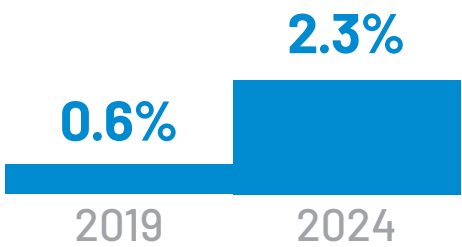
Working from Home in 2025

Who can and who can't?

Remote job opportunities in the Business & Management sector

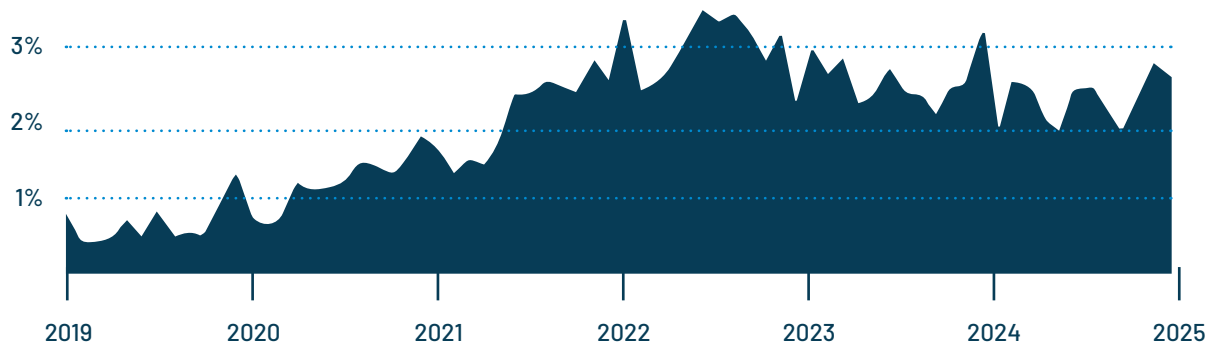


REMOTE VACANCIES

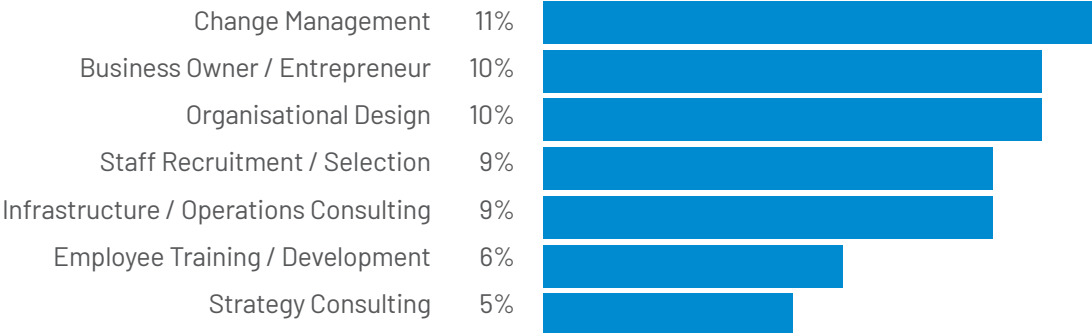


Remote job opportunities in the Business & Management sector grew from **0.6%** in 2019 to **2.3%** in 2024.

GROWTH IN VACANCIES 2019 - 2024



TOP ROLES WITH THE MOST REMOTE CAREER OPPORTUNITIES



Working from Home in 2025

Who can and who can't?

Remote job opportunities in the Design, Media & Arts sector



REMOTE VACANCIES

5.1%

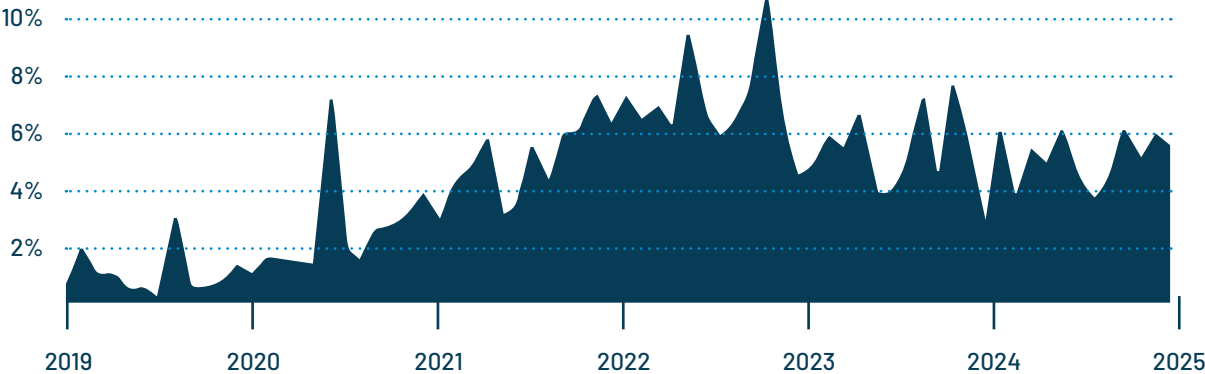
0.8%

2019

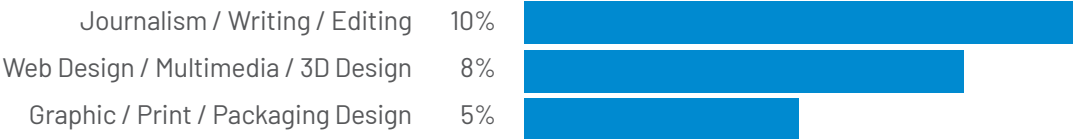
2024

Remote job opportunities in the Design, Media & Arts sector grew from **0.8%** in 2019 to **5.1%** in 2024.

GROWTH IN VACANCIES 2019 - 2024



TOP ROLES WITH THE MOST REMOTE CAREER OPPORTUNITIES



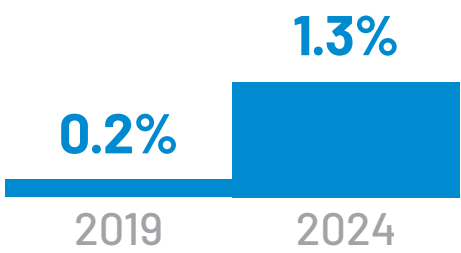
Working from Home in 2025

Who can and who can't?



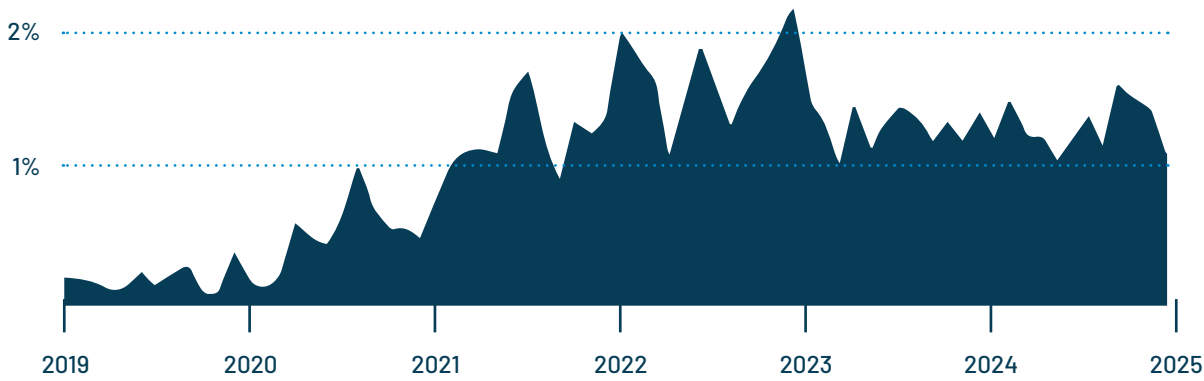
Remote job opportunities in the Finance sector

REMOTE VACANCIES



Remote work opportunities in the Finance sector grew from **0.2%** in 2019 to **1.3%** in 2024.

GROWTH IN VACANCIES 2019 - 2024



TOP ROLES WITH THE MOST REMOTE CAREER OPPORTUNITIES



Working from Home in 2025

Who can and who can't?

In summary, it becomes clear that most remote job roles relate to desk work.

There are certain jobs where remote work is impossible, as the person is required to be at a certain place to fulfill their responsibilities. Looking at the local job market, the following sectors and job roles don't offer any remote work:

Sectors and Job roles where "remote work" is UNHEARD OF



Building & Construction

(particularly job roles within)

Electrician
Construction / Demolition Equipment Operator
Metal, Iron, Steel & Rebar Works
Painter & Paperhanging
Plumber, Pipe & Steam Fitting



Cleaning, Maintenance & Repair

(particularly job roles within)

Industrial Machinery Installation / Repair
Electrical & Electronic Equipment Installation / Repair
Vehicle & Mobile Equipment Installation / Repair
Cleaning / Housekeeping
Grounds Keeping
Instrument & Equipment Installation / Repair
Power & Telecommunication Installation / Repair



Manufacturing & Assembly

(particularly job roles within)

Artisan
Assembler / Fabricator
Machinist
Metallurgy / Boiler Making
Plant / Production Control
Plant / System Operator
Tool / Die Making



Medical & Health

(particularly job roles within)

Nursing / Professional Care Giving
Medical Assistance & Support
Pharmacist
Therapist



Restaurant & Hospitality

(particularly job roles within)

Chef / Cook
Counter / Waiter / Bartender
Food & Beverage Control



Transportation

(particularly job roles within)

Taxi Driver / Chauffeur
Truck Driver



Warehousing & Logistics

(particularly job roles within)

Warehouse Operations
Logistics Management
Dispatch & Receiving
Distribution / Courier Service
Packing & Packaging
Route Management & Control

SECTOR STATISTICS

Spotlight on:
Sales



Next issue:
Business & Management

70.1%

EE Candidates

59.4%

Candidates
residing in Gauteng

48.6%

Candidates willing
to relocate

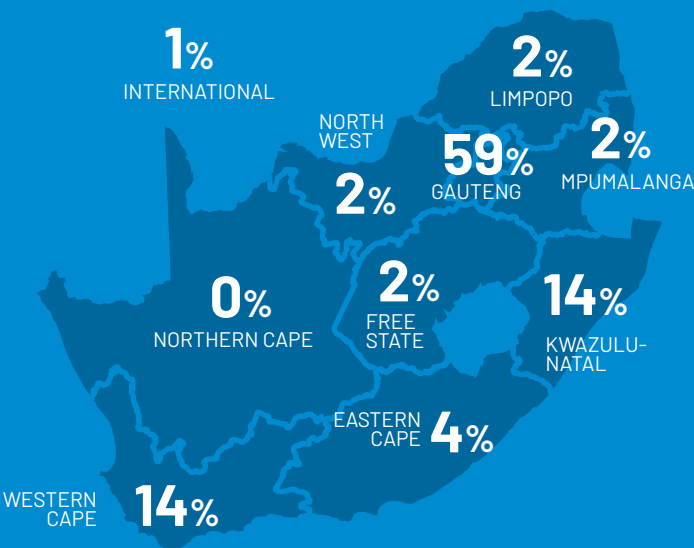
3 years and
9 months

Average stay
by candidates in
their jobs

36.4%

Candidates
with a tertiary
qualification

LOCATION OF CANDIDATES



HIGHEST QUALIFICATION OF CANDIDATES

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

No qualification records
for **29%** of Sales

MARKET-RELATED SALARY

offerings for top in-demand skills



Medical Sales Representative

from R23 808 to R37 156 per month

Telesales Consultant

from R10 549 to R15 379 per month

Vehicle Sales Executive

from R9 963 to R12 103 per month

Over and above these basic salaries,
commission is often paid to sales staff
based on their sales performance.

MOST IN-DEMAND ROLES



- Sales Representative
- Technical Sales Representative
- Account Manager

Apply for Sales jobs





South Africa's #1 Quality Candidate Provider.

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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 in touch at insights@careerjunction.co.za

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