KEY FINDINGS

Hiring activity dropped by 8% while job search activity decreased by 5% in November. The building & construction, business & management and admin, office & support sectors saw a notable uptake in jobs since October 2019.

Trending jobs in South Africa include executive management/directors, business development and financial/project accounting. Top employment sectors were IT, architecture & engineering, manufacturing & assembly, marketing, and business & management.

For more of the latest labour market trends, read the full CJI Executive Summary Report below.

An overview of the current online employment situation in South Africa by comparing supply and demand trends.

The CareerJunction Index increased to 97 index points during November, indicating slightly more competitive conditions in the job search market. Hiring Activity dropped by 8% while job search activity decreased by 5%.
Executive Management / Director
Average salary offerings for executive level position:

<table>
<thead>
<tr>
<th>Area</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>GP</td>
<td>R 94,695 to R 119,972 p.m. (CTC)</td>
</tr>
<tr>
<td>WC</td>
<td>R 69,280 to R 84,106 p.m. (CTC)</td>
</tr>
<tr>
<td>KZN</td>
<td>R 75,882 to R 83,654 p.m. (CTC)</td>
</tr>
</tbody>
</table>

Business Development
Average salary offerings for an intermediate level position:

<table>
<thead>
<tr>
<th>Area</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>GP</td>
<td>R 32,571 to R 41,246 p.m. (CTC)</td>
</tr>
<tr>
<td>WC</td>
<td>R 27,190 to R 33,381 p.m. (CTC)</td>
</tr>
<tr>
<td>KZN</td>
<td>R 31,698 to R 42,976 p.m. (CTC)</td>
</tr>
</tbody>
</table>

Financial / Project Accounting
Average salary offerings for an intermediate level position:

<table>
<thead>
<tr>
<th>Area</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>GP</td>
<td>R 32,856 to R 41,163 p.m. (CTC)</td>
</tr>
<tr>
<td>WC</td>
<td>R 29,106 to R 34,444 p.m. (CTC)</td>
</tr>
<tr>
<td>KZN</td>
<td>R 30,476 to R 39,463 p.m. (CTC)</td>
</tr>
</tbody>
</table>

Our latest research shows that the following occupational fields are currently the most sought-after skill sets in the job market:

Software Development
Hiring activity for IT professionals including software developers decreased significantly during November 2019. Despite the decreased demand, software development skills remain the most sought-after skill set.

Middle / Department Management
Middle and department managers remain high in demand in the South African job market. Finance managers as well as sales managers are on top of the list when recruiting for managerial skills.

Representative / Sales Consulting
Hiring activity for sales consultants decreased by 11% over the past 6 months. However, sales representatives are in constant demand in South Africa.

TRENDING JOBS
Trending jobs provide an indication of positions that have become more popular in the online job market and have seen a recent spike in demand. Here are November’s Hot Jobs!

DEMAND
The graph represents labour demand over time

Hiring activity dropped in November compared to October 2019.
An overview of vacancy levels across various sectors (indicated by the demand graph) provides a good indication of where the majority of employment takes place. The IT, business & management and finance sectors are undoubtedly the most sought after sectors, followed by the sales, admin, office & support and architecture & engineering sectors, among others listed. When looking at active job seekers across various sectors (indicated by the supply graph), areas of high supply correlate closely to areas of high demand, however supply outstrips demand in some areas, leading to a competitive environment for job seekers.
ANNUAL TRENDING ANALYSIS

Which professionals have been in high demand over the last year? Which occupations are on the rise and which occupations are on the decline? The section below explores employment trends for various occupational sectors based on job adverts published on the CareerJunction website during the previous year.

After a dip in hiring activity, an upward trend is evident over the past few months. Demand in business & management increased by 8% over the past 3 months.

While recruitment activity keeps decreasing for professionals in ICT and manufacturing & assembly, hiring activity slightly increased for architecture & engineering professionals over the past two months.
While year-one-year demand is down for cleaning, maintenance & repair, marketing, and sales professionals, hiring activity for medical & health increased by 34%.

**FLUCTUATING TREND**

### CLEANING, MAINTENANCE & REPAIR

![Graph showing fluctuating trend in cleaning, maintenance & repair jobs](image)

### MARKETING

![Graph showing fluctuating trend in marketing jobs](image)

### MEDICAL & HEALTH

![Graph showing fluctuating trend in medical & health jobs](image)

### SALES

![Graph showing fluctuating trend in sales jobs](image)

**FLUCTUATING TREND**

While year-one-year demand is down for cleaning, maintenance & repair, marketing, and sales professionals, hiring activity for medical & health increased by 34%.

**WHO WE ARE**

We provide an online service to recruiters and job seekers across South Africa. CareerJunction has been at the forefront of technological developments in the Online Recruitment space in South Africa since 1997.

**ABOUT THE INDEX**

The CareerJunction Index (CJI) represents online labour dynamics in South Africa by providing a detailed analysis of the relative ratio of supply and demand in the online job market. The CJI is based on comprehensive data gathered from the CareerJunction website.

The CJI is the first index of its kind that directly monitors the online labour market in South Africa by examining supply and demand trends. The information is based on professions across all industries. The CJI analysis serves as a foundation for potential HR solutions & strategies.

It enables recruitment agencies and businesses to focus on specific and relevant occupations when developing their retention strategies. For customised data enquiries, kindly contact us on cji@careerjunction.co.za.

**We explore the following online labour market dynamics:**

- The current online labour market trends.
- Online labour demand trends.
- Online labour supply trends.
- Rising and falling trends.
- The identification of skills shortages.
- Analysis of labour cycles.
- The identification of strategies to alleviate the effect of a decreasing supply of candidates.

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For more information or media enquiries, please get in touch.

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The CJI analysis is based on comprehensive data gathered from the CareerJunction website - where around 3,000 of the country’s top Recruiters (both agencies and corporate companies) advertise their positions to millions of registered job seekers.

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South Africa’s #1 Quality Candidate Provider.