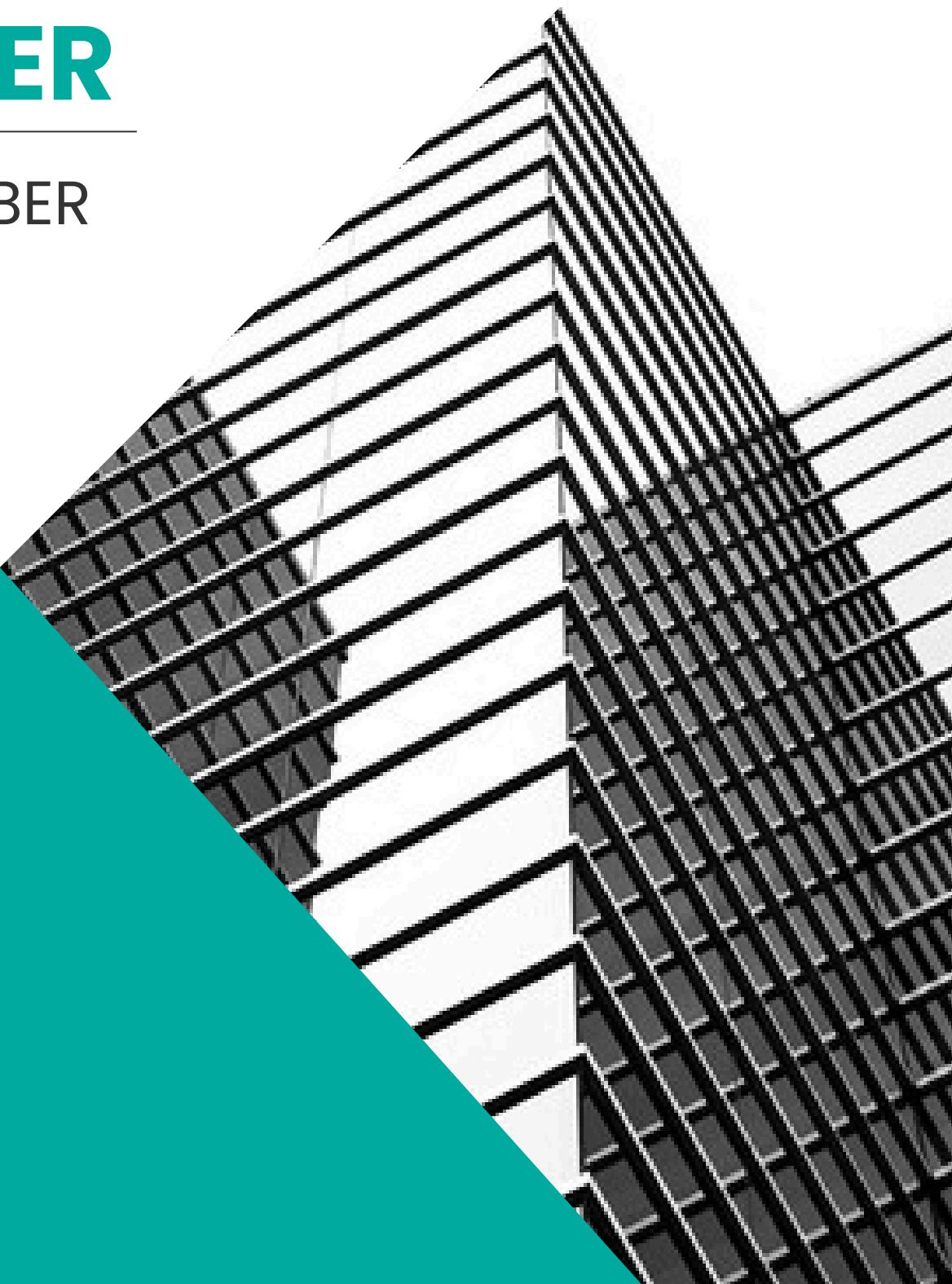




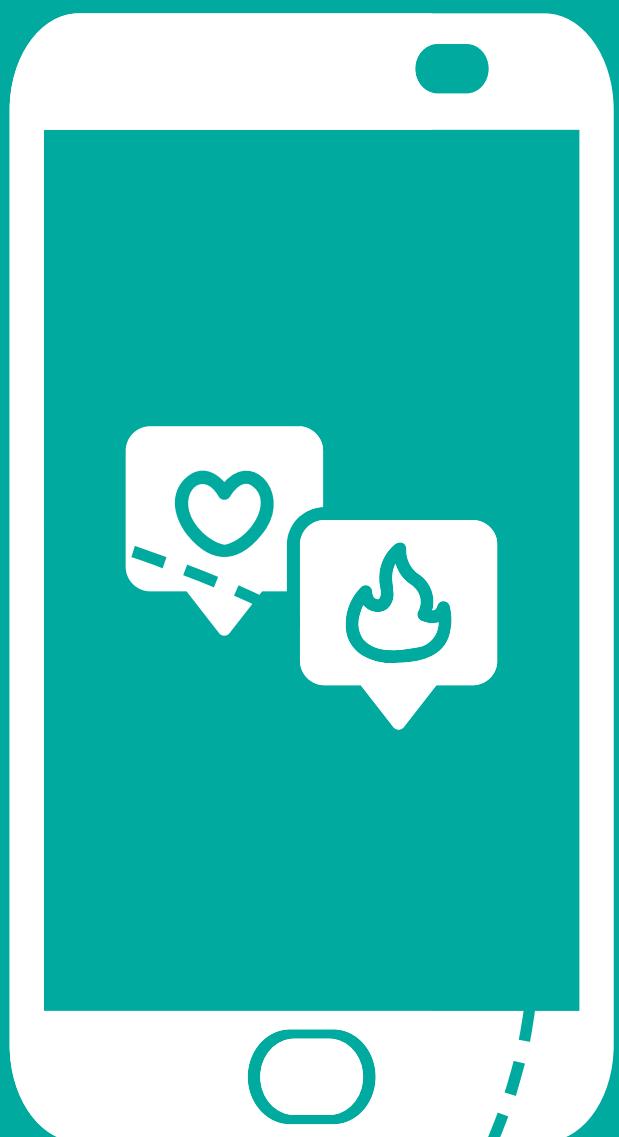
# NEWS LETTER

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NOVEMBER  
2025



# What's trending?



Let's find out!

# South African Employment Highlights:

## SA's Hiring Trends for the Past 6 Months:

- Hiring activity has been cautious and uneven, reflecting cost pressures and slower economic confidence.
- April dipped, May recovered, and June to August softened again.
- Mid-year declines were driven by:
  - fewer job ads,
  - slower candidate sourcing,
  - employers prioritising retention, internal mobility, and strategic workforce planning.

### September marked a turning point:

- Job postings and candidate searches rose month-on-month and year-on-year.
- Demand increased for roles linked to business continuity, revenue growth, and scarce technical skills.

### Overall:

- Employers are hiring but more selectively.
- September's improvement suggests the early signs of gradual stabilisation heading into Q4, if economic conditions remain steady.

-PNET

Month (2025)	Month-on-Month Trend	Year-on-Year Trend
April	-4% (vs March 2025)	-8% (vs April 2024)
May	+7% (vs April 2025)	±0% (stable vs May 2024)
June	-1% (vs May 2025)	-3% (vs June 2024)
July	-3% (vs June 2025)	-5% (vs July 2024)
August	-3% (vs July 2025)	-3% (vs August 2024)
September	+6% (vs August 2025)	+7% (vs September 2024)

## TOP 15 Trending Jobs for the Past 6 Months:

The strongest demand continues to sit in project-driven, operational, and care sector roles, supported by steady hiring in IT, finance, and supply chain functions. Creative and clinical skillsets also remain in consistent, high-need demand, despite broader market volatility.

- IT Project Administration & Project Management
- Business Analysis & Process Improvement
- Nursing & Professional Care Giving
- Graphic, Print & Packaging Design
- Pharmacists & Pharmaceutical Operations
- Warehouse, Distribution & Operations Management
- Building Project Management & Civil / Structural Engineering
- Accounts Payable / Receivable, Bookkeeping & Project Accounting
- Business Development & Commercial Growth Roles
- Purchasing, Sourcing & Procurement Specialists
- Software Development & Technical Build Roles
- Infrastructure & Operations Consulting
- Senior & Executive Management Roles
- Personal Assistants & Executive Support
- Client / Customer Support & Service Coordination



## DESIGN, MEDIA & ARTS

- This sector has shown the strongest and most consistent growth, with year-on-year increases ranging from +20% to +65% across multiple months, and repeated month-on-month gains with only a small temporary dip.



## MARKETING

- Marketing roles have shown steady, above-average hiring demand with year-on-year growth between +18% and +39%, reflecting sustained investment in customer acquisition and brand visibility, even as month-on-month activity recently softened.



## MEDICAL & HEALTH

- Despite month-to-month fluctuations earlier in the year, the sector rebounded strongly, recording year-on-year increases of +14% to +21%, with significant month-on-month boosts in recruitment during August.

## TOP 3 Sectors with Increased Hiring Activity for the Past 6 Months

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The data reveals three standout sectors where hiring has remained resilient and steadily increased despite broader market volatility.

# 6-Month Regional & Provincial Trends: Top In-Demand Professionals & Salaries

Here's a quick snapshot of what's trending across South Africa's provinces.

## International



1. Business & Management

## North West:

1. Business & Management
2. Admin, Office & Support
3. Finance
4. Education, Training & Library
5. Sales

## Free State

1. Business & Management
2. Finance
3. Sales
4. Admin, Office & Support

## Northern Cape:

1. Business & Management
2. Finance

## Western Cape:

1. Business & Management
2. Finance
3. IT

## Gauteng:

1. Business & Management
2. Finance
3. IT
4. Sales

## Limpopo:

1. Business & Management
2. Admin, Office & Support
3. Sales

## Mpumalanga:

1. Business & Management
2. Sales
3. Finance

## Kwazulu-Natal:

1. Business & Management
2. Finance
3. Sales
4. Admin, Office & Support

## Eastern Cape:

1. Business & Management
2. Finance
3. Admin, Office & Support

## Remote work:



1. IT
2. Business & Management

# Where are 'they' now?



Let's find out!

# Remote Work in South Africa: Where Flexibility is Growing

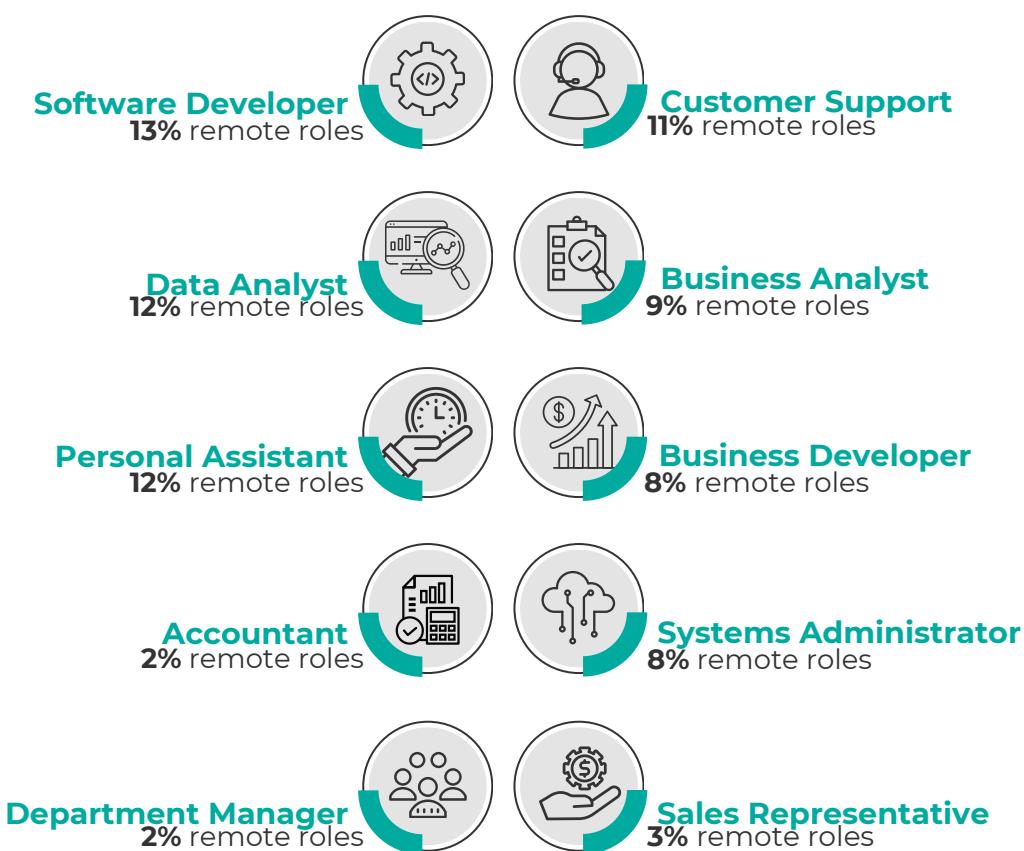
Remote work in South Africa is shifting again. After the pandemic boom and the strong return-to-office period, which saw remote vacancies drop by 13% between 2023 and 2024, we're now seeing the rise of more intentional flexibility.

Over the past six months, remote and hybrid job postings have climbed for the first time in nearly two years, with opportunities expanding beyond IT into Business & Management, Finance, Admin Support and selected Sales roles.

Demand for flexibility still exceeds supply, especially among mid-to-senior professionals looking for autonomy, balance and relief from high commuting costs. Employers who offer structured hybrid options are finding it easier to attract and retain talent, while full-time office mandates are proving harder to sustain.

South Africa is steadily moving toward a hybrid future, growing where digital collaboration works well, while more technical, security-sensitive or teamwork-heavy roles remain office-based.

## TOP 10 Remote Job Roles in South Africa for 2025



## Remote Roles on the Rise - and Those Losing Ground

South Africa's remote job landscape is shifting. Roles in Business & Management, Finance, and Admin, Office & Support are seeing the strongest growth in remote opportunities, as employers embrace flexibility in digitally connected roles.

Meanwhile, certain IT positions, once the backbone of remote work, are tapering off amid global tech slowdowns, though niche areas like systems analysis and technical architecture remain in steady demand.

The result is a more focused remote market, where flexibility is offered selectively and tied to measurable performance.



# The Great Balance: Why Employees Want Flexibility and Why Employers Are Pulling Back

As South Africa's world of work continues to evolve, a clear divide is emerging between what professionals value and what employers prioritise.

## Why Employees Want Flexibility

- Improved work-life balance
- Reduced commuting costs
- Flexibility for parents and caregivers
- Increased productivity and efficiency
- Remote models empower employees with autonomy and trust
- Access to broader opportunities:

## Why Employers Are Pulling Back

- Corporate culture and cohesion
- Team collaboration and creativity
- Performance visibility and accountability
- Client and customer interaction (sector specific)
- Training and development requirements

## The Talent Attraction & Retention Advantage

Offering flexible or hybrid work has become a strategic advantage, strengthening employer brands, improving retention, and aligning workplaces with modern employee values.



# Hybrid Models That Make Work... Work

As work patterns evolve, many South African employers are settling on hybrid work models, approaches that combine the best of in-office and remote work.

Here are some of the most effective hybrid approaches being adopted locally:



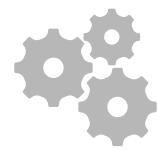
## 3:2 Model (Three Days in Office, Two Remote)

A model that keeps teams connected while giving employees flexibility.



## Anchor Day Model

Teams choose one or two fixed “anchor days” each week, while the rest of the week remains flexible.



## Role-Based Flexibility

Flexibility depends on job function.



## Rotational Hybrid Teams

Teams alternate office days.



## Output-Based Hybrid Model

Employees manage their own schedules, with performance measured by results.



## Remote-First, Office-Optional

The default mode is remote, but physical offices remain open.

**“When we give people room to live, they show us how brilliantly they can work.”**

- Vital Element

# XOXO



## A Little Story From My Own Remote-Work Journey

I started my remote-work journey in my third year of studies, not by choice, but because COVID swooped in and sent all of us home. One day, I was running between classes, chatting with friends, stressing about what to wear or whether it might rain... and the next, it was just me, alone at my desk.



It was a huge adjustment at first, but honestly? It became one of the biggest blessings.

Suddenly, life felt quieter, like being stranded on an island with far fewer distractions. No commuting, no campus chaos, no overthinking the little things. Just space... and focus.

That season set the tone for the rest of my remote journey.

I've now been working remotely for over four years, and aside from a short two-month in-office training stint, I haven't looked back. Those eight weeks reminded me just how precious flexibility really is.

Now that I'm a mother and a wife, remote work feels even more meaningful.

It strengthens every part of my life. I can't imagine giving up hours of my day to commuting, packing bags, small talk or stressing about the weather. Working remotely lets me give my best to my work and my home — real work-life integration.

It's not for everyone, and not every role can be remote... but in the age of technology, not having the option feels almost criminal.

IVANKA CRAIG  
Communication & Language Practitioner

*December...*

# Hey December

## A Heartfelt December Message

As we step into the final month of the year, may this season be a gentle reminder of how far we've come, not only in our work, but in our courage, our resilience, and the quiet moments we pushed forward even when the year felt heavy.

December invites us to pause, breathe, and acknowledge the chapters we've lived through: the lessons that shaped us, the people who supported us, and the opportunities that carried us further than we expected. Thank you for being part of our journey this year — for your trust, your partnership, and the shared belief that good work is built on good relationships.

As the festive season begins, may you find rest, connection, and a renewed sense of purpose. May this month bring softness where you need it, joy where you've earned it, and light for the road ahead.

Here's to closing the year with gratitude, and stepping into the next with hope.



# GET IN TOUCH

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