Report Builder

Lightcast Q2 2022 Data Set

March 2023

Parameters

Select Timeframe: Mar 2021 - Feb 2023

:

Description		Description
Summary		Occupations
Advertised Salary		Job Titles
Advertised Wage Trend		Industries
Regions		Posting Sources
Skills		Skill Subcategories
Certifications		Trends
Companies		Timeseries

Regions:

Code	Description		Code	Description
E06000007	Warrington		E06000050	Cheshire West and Chester
E06000049	Cheshire East			

Lightcast Occupations:

Results should include

Code	Description
13	Human Resources

Minimum Experience Required: Any

Education Level: Any

Keyword Search:

Posting Type: Active Postings

Job Postings Summary

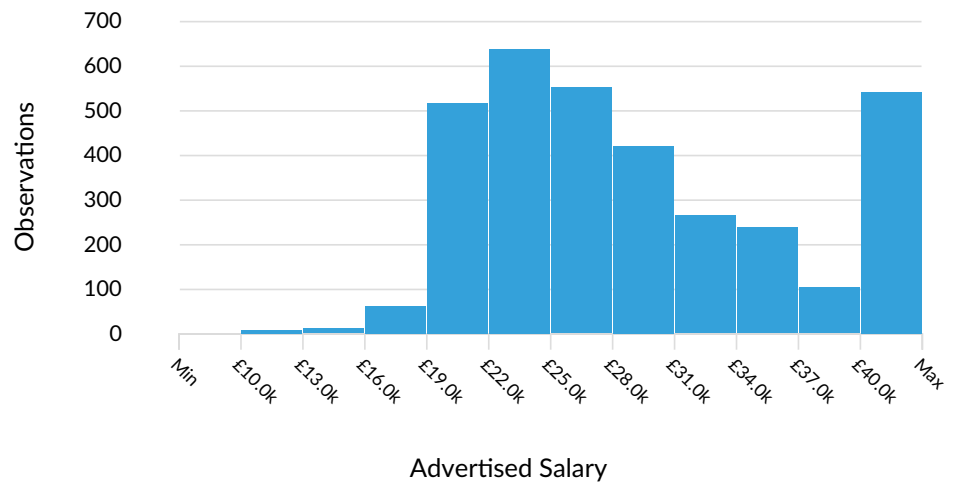| 5,643	2 : 1	33 days
Unique Postings	**Posting Intensity**	**Median Posting Duration**
12,671 Total Postings	Regional Average: 3 : 1	Regional Average: 33 days
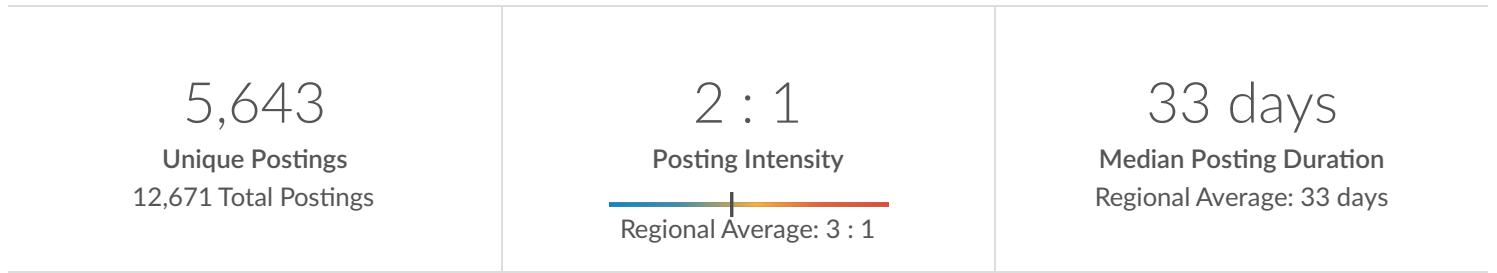
There were **12,671** total job postings for your selection from March 2021 to February 2023, of which **5,643** were unique. These numbers give us a Posting Intensity of **2-to-1**, meaning that for every 2 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (3-to-1), indicating that they are putting average effort toward hiring for this position.

Advertised Salary

There are 3,347 advertised salary observations (59% of the 5,643 matching postings).
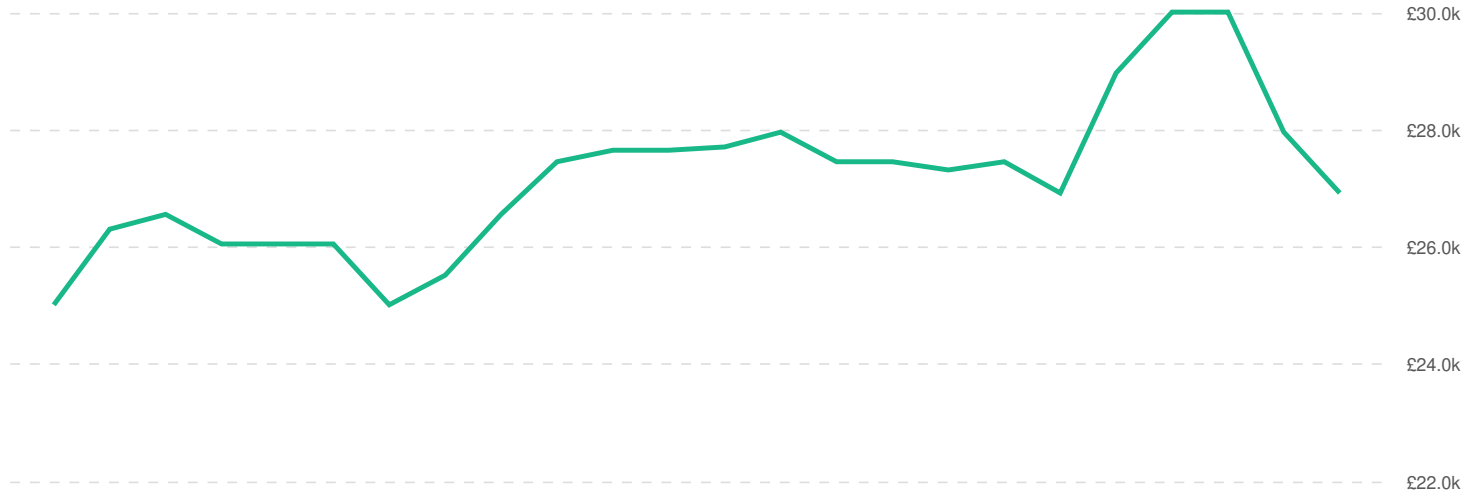
£27.5k

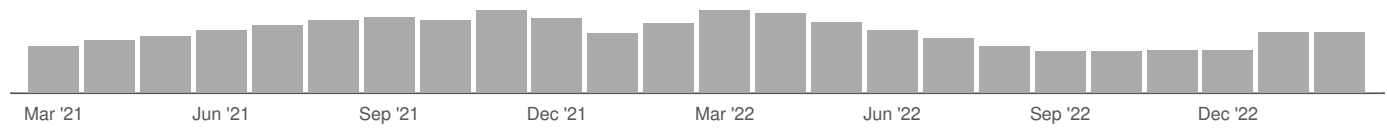**Median Advertised Salary**

Advertised Wage Trend

▲ **7.7%**   Mar 2021 – Feb 2023

£27.5k Median

£30.0k

£28.0k

£26.0k

£24.0k

£22.0k

3,347 Job Postings

Mar '21   Jun '21   Sep '21   Dec '21   Mar '22   Jun '22   Sep '22   Dec '22

Top Cities Posting

City	Total/Unique (Mar 2021 - Feb 2023)	Posting Intensity		Median Posting Duration
Warrington	3,960 / 1,832	2 : 1		34 days
Chester, Cheshire West and Chester	3,405 / 1,438	2 : 1		32 days
Crewe, Cheshire East	1,242 / 543	2 : 1		32 days
Wilmslow, Cheshire East	1,191 / 455	3 : 1		35 days
Macclesfield, Cheshire East	628 / 280	2 : 1		29 days
Ellesmere Port, Cheshire West and Chester	470 / 247	2 : 1		33 days
Knutsford, Cheshire East	528 / 207	3 : 1		33 days
Northwich, Cheshire West and Chester	382 / 186	2 : 1		29 days
Nantwich, Cheshire East	142 / 80	2 : 1		27 days
Alderley Edge, Cheshire East	196 / 77	3 : 1		25 days
Winsford, Cheshire West and Chester	148 / 75	2 : 1		32 days
Sandbach, Cheshire East	126 / 65	2 : 1		31 days
Congleton, Cheshire East	55 / 38	1 : 1		33 days
Neston, Cheshire West and Chester	74 / 38	2 : 1		40 days
Middlewich, Cheshire East	42 / 23	2 : 1		23 days
Frodsham, Cheshire West and Chester	17 / 15	1 : 1		15 days
Poynton, Cheshire East	20 / 14	1 : 1		31 days
Tarporley, Cheshire West and Chester	18 / 12	2 : 1		16 days
Great Sankey, Warrington	10 / 9	1 : 1		37 days
Lymm, Warrington	12 / 5	2 : 1		59 days
Malpas, Cheshire West and Chester	3 / 3	1 : 1		8 days
Disley, Cheshire East	2 / 1	2 : 1		19 days

Top Local Authorities Posting

Local Authority	Total/Unique (Mar 2021 - Feb 2023)	Posting Intensity		Median Posting Duration
Cheshire West and Chester	4,517 / 2,014	2 : 1		32 days
Warrington	3,982 / 1,846	2 : 1		34 days
Cheshire East	4,172 / 1,783	2 : 1		31 days

Top County/Unitary Authorities Posting

County/Unitary Authority	Total/Unique (Mar 2021 - Feb 2023)	Posting Intensity		Median Posting Duration
Cheshire West and Chester	4,517 / 2,014	2 : 1		32 days
Warrington	3,982 / 1,846	2 : 1		34 days
Cheshire East	4,172 / 1,783	2 : 1		31 days

Top Gov't Office Regions Posting

Gov't Office Region	Total/Unique (Mar 2021 - Feb 2023)	Posting Intensity		Median Posting Duration
North West	101,546 / 43,189	2 : 1		33 days

Top Countries Posting

Country	Total/Unique (Mar 2021 - Feb 2023)	Posting Intensity		Median Posting Duration
England	754,349 / 325,085	2 : 1		33 days

Legend: ● Top Specialized Skills ● National Average
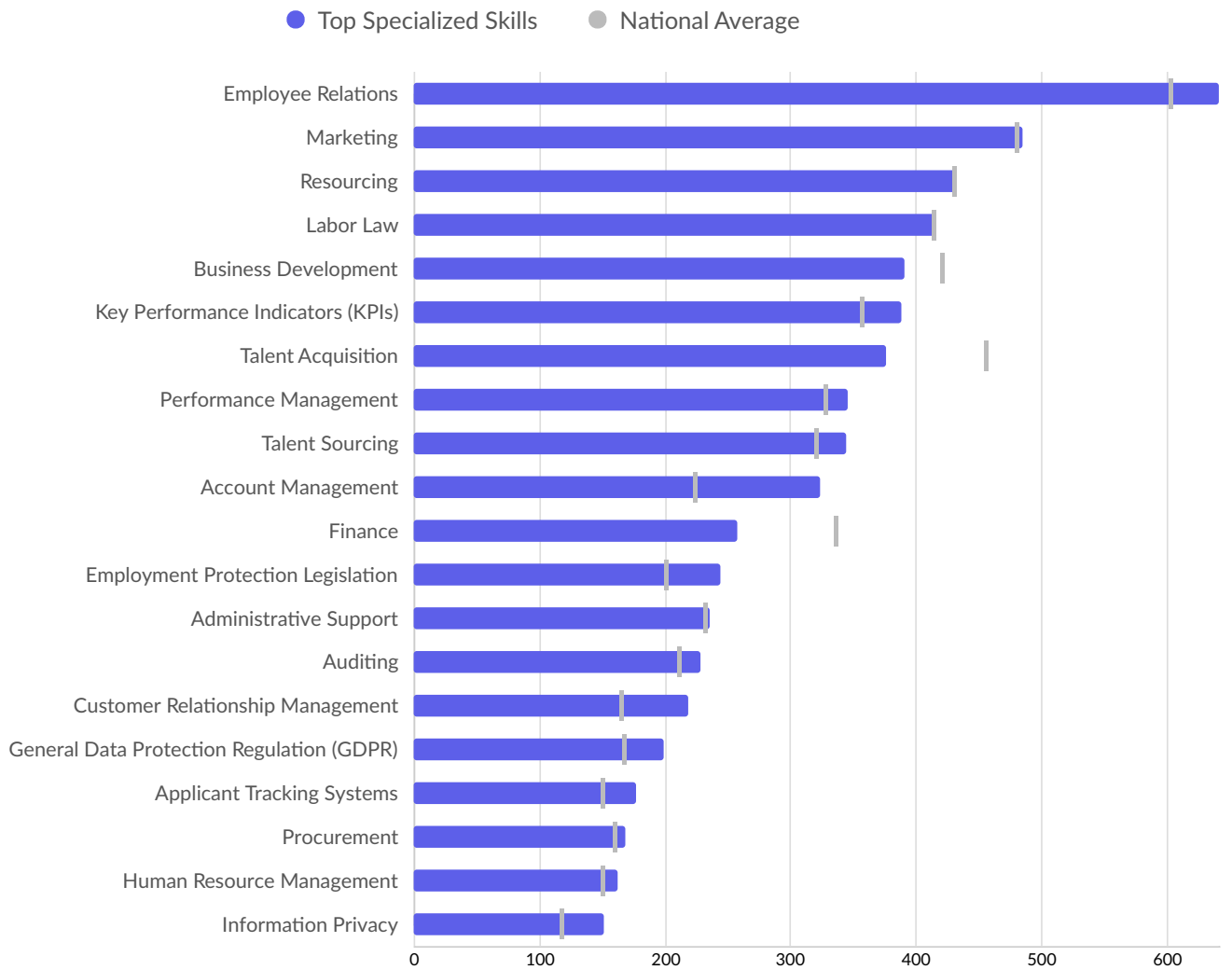
Top Specialized Skills	Unique Postings	National Average
Employee Relations	642	602
Marketing	485	480
Resourcing	433	429
Labor Law	416	413
Business Development	391	420
Key Performance Indicators (KPIs)	389	355
Talent Acquisition	377	455
Performance Management	346	327
Talent Sourcing	345	320
Account Management	324	222
Finance	258	335
Employment Protection Legislation	245	199
Administrative Support	236	232

Auditing	229	210
Customer Relationship Management	219	164
General Data Protection Regulation (GDPR)	199	167
Applicant Tracking Systems	177	149
Procurement	169	159
Human Resource Management	163	150
Information Privacy	152	116
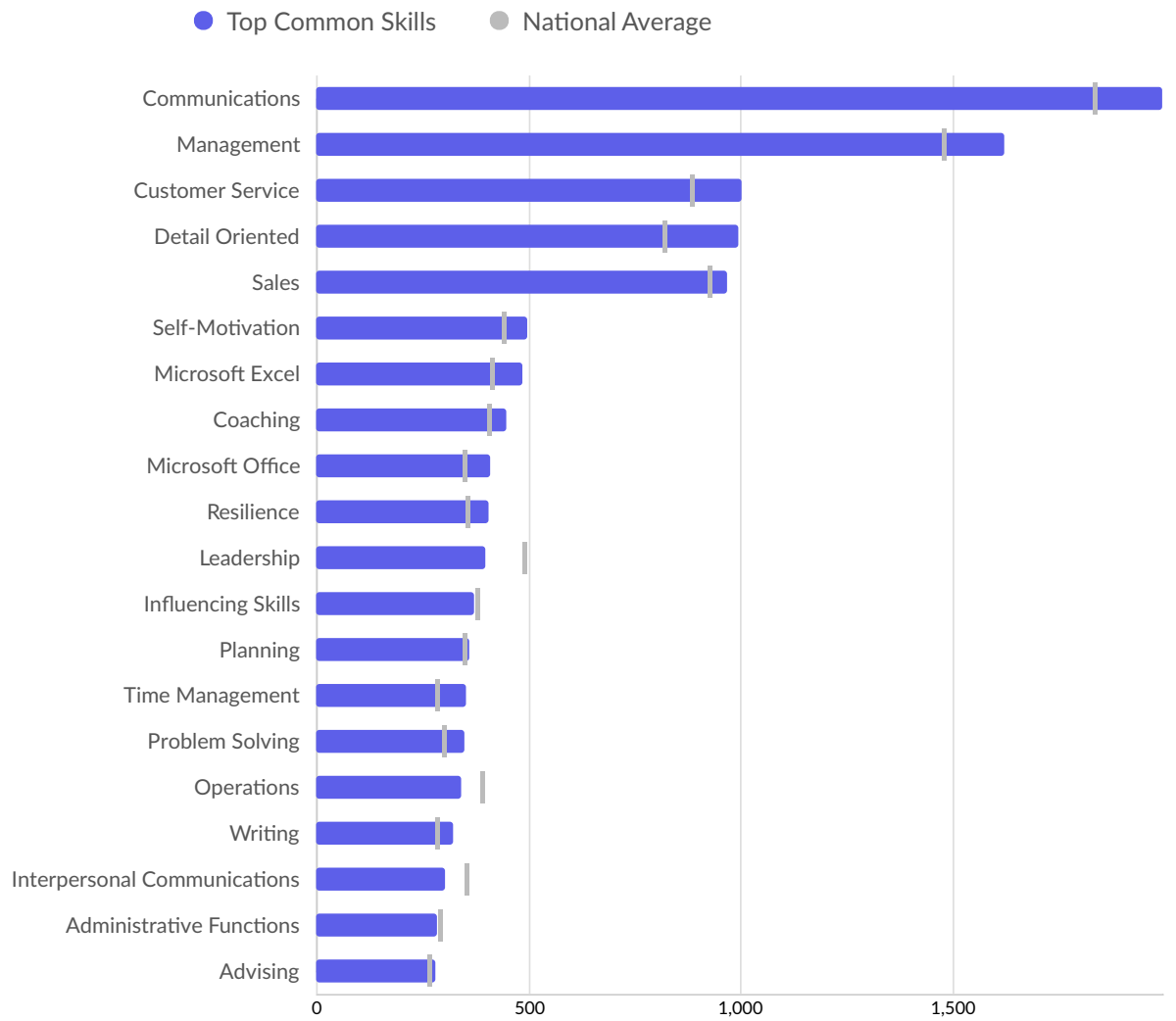
Top Common Skills	Unique Postings	National Average
Communications	1,994	1,832
Management	1,623	1,472
Customer Service	1,001	880
Detail Oriented	996	818
Sales	967	922
Self-Motivation	496	436
Microsoft Excel	486	411
Coaching	450	404
Microsoft Office	411	344
Resilience	406	352
Leadership	398	484
Influencing Skills	372	377
Planning	359	348

Time Management	354	281
Problem Solving	348	298
Operations	342	388
Writing	321	281
Interpersonal Communications	305	348
Administrative Functions	286	288
Advising	281	261

Top Software Skills ● National Average ●
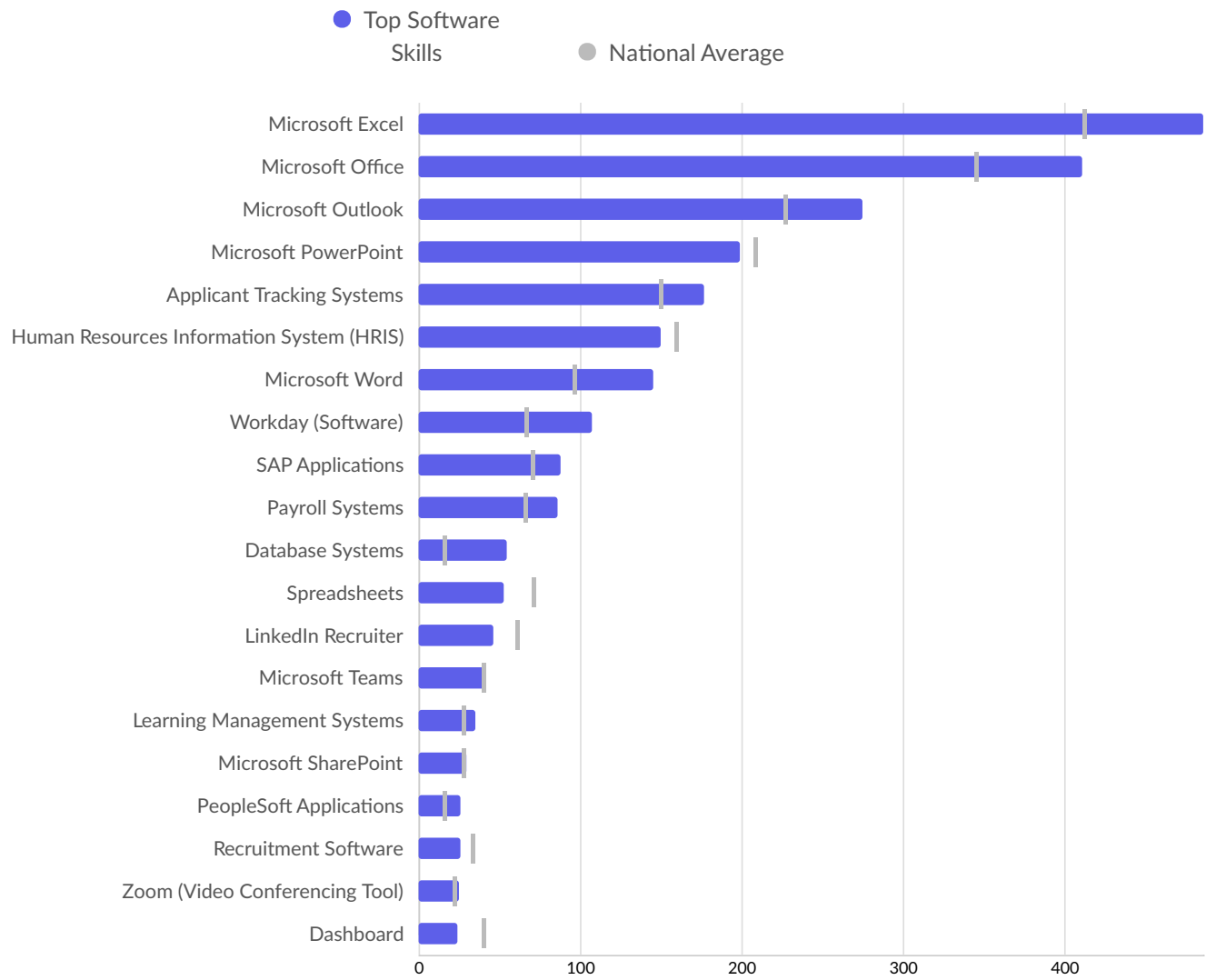
Top Software Skills	Unique Postings	National Average
Microsoft Excel	486	411
Microsoft Office	411	344
Microsoft Outlook	275	226
Microsoft PowerPoint	199	207
Applicant Tracking Systems	177	149
Human Resources Information System (HRIS)	150	159
Microsoft Word	145	96
Workday (Software)	107	66
SAP Applications	88	69
Payroll Systems	86	65
Database Systems	55	15
Spreadsheets	53	70

LinkedIn Recruiter	46	60
Microsoft Teams	41	39
Learning Management Systems	35	27
Microsoft SharePoint	30	27
PeopleSoft Applications	26	15
Recruitment Software	26	33
Zoom (Video Conferencing Tool)	25	21
Dashboard	24	39

Top Certifications

	Postings with Certification
Associate Member of the Chartered Institute of Personnel and Development	12
Association Of Chartered Certified Accountants	1
Certified Compensation Professional	1
Certified Electrical Safety Compliance Professional	1
Certified Employee Benefit Specialist	2
Certified Information Privacy Professional	10
Chartered Institute Of Personnel And Development (CIPD) Certified	481
Chartered Member Of The Chartered Institute Of Personnel And Development (MCIPD)	15
CIPD Level 3	198
CIPD Level 5	230
CIPD Level 7	37
Clinical Nurse Specialist (CNS)	1
CSCS Card	2
Functional Skills Qualification	10
Global Remuneration Professional	1
Information Advice And Guidance (IAG) Qualification	1
IOSH Managing Safely	2
Master Of Business Administration (MBA)	14
Medical Response Technician	2
National Examination Board In Occupational Safety And Health (NEBOSH) Certified	1
Nurse Practitioner (APRN-CNP)	1
Post Graduate Certificate In Education (PGCE)	1
Registered Nurse (RN)	6
Security Clearance	17
ServiceNow Certified Implementation Specialist (CIS)	3
Software Development Engineer in Test	1
Valid Driver's License	11

Top Companies Posting

Company	Total/Unique (Mar 2021 - Feb 2023)	Posting Intensity	Median Posting Duration
Hays	510 / 170	3 : 1	34 days
Adecco	302 / 141	2 : 1	30 days
NHS	816 / 121	7 : 1	35 days
Reed	269 / 108	2 : 1	37 days
Evolution	147 / 85	2 : 1	32 days
Meridian Business Support	172 / 68	3 : 1	34 days
ASK TALENT SOLUTIONS LIMITED	94 / 50	2 : 1	31 days
Ashley Kate Hr	130 / 50	3 : 1	30 days
Integra People	105 / 50	2 : 1	33 days
Michael Page	82 / 39	2 : 1	27 days
Ella Ruth Morgan	49 / 38	1 : 1	44 days
Ck Group	99 / 36	3 : 1	33 days
Four Seasons Health Care	246 / 36	7 : 1	28 days
Macmillan Davies	82 / 36	2 : 1	29 days
Academics	117 / 35	3 : 1	48 days
Bristol-Myers Squibb	69 / 31	2 : 1	36 days
Radius Payment Solutions Limited	101 / 31	3 : 1	35 days
Citation Corporation	98 / 29	3 : 1	38 days
The Business Connection	44 / 29	2 : 1	39 days
Oakleaf Partnership Limited	48 / 28	2 : 1	37 days
Gibbs Hybrid	63 / 27	2 : 1	22 days
Berry Recruitment	80 / 26	3 : 1	35 days
Jobwise Ltd	49 / 25	2 : 1	31 days
Ava Agency Ltd	308 / 22	14 : 1	21 days
Cordant People	42 / 22	2 : 1	34 days
Essential Employment	42 / 22	2 : 1	31 days

Pertemps Network	40 / 21	2 : 1		26 days
Robert Walters	33 / 21	2 : 1		33 days
Mase Consulting	30 / 20	2 : 1		48 days
Millbank Holdings Limited	29 / 20	1 : 1		35 days
Best Connection Group	50 / 19	3 : 1		34 days
ManpowerGroup	46 / 19	2 : 1		35 days
Mitchell Maguire Ltd	45 / 19	2 : 1		19 days
Resourcing	25 / 19	1 : 1		40 days
Russell Taylor	41 / 17	2 : 1		58 days
Morson International	27 / 16	2 : 1		32 days
Fircroft	31 / 15	2 : 1		28 days
Vital People	35 / 15	2 : 1		36 days
Hamilton George Limited	24 / 14	2 : 1		40 days
Resourcing Solutions	40 / 14	3 : 1		47 days
Adria Solutions Limited	21 / 13	2 : 1		36 days
Bilfinger	33 / 13	3 : 1		31 days
Search Consultancy	54 / 13	4 : 1		28 days
Stantec	31 / 13	2 : 1		36 days
University Of Chester	28 / 13	2 : 1		57 days
2M Employment Solutions Limited	47 / 12	4 : 1		40 days
Certas Energy	32 / 12	3 : 1		38 days
Matt Burton	20 / 12	2 : 1		21 days
Randstad	29 / 12	2 : 1		50 days
Shortlist Agency	15 / 12	1 : 1		60 days

Top Posted Occupations

Career Area	Total/Unique (Mar 2021 - Feb 2023)	Posting Intensity	Median Posting Duration
Human Resources	12,671 / 5,643	2 : 1	33 days

Top Posted Job Titles

Job Title	Total/Unique (Mar 2021 - Feb 2023)	Posting Intensity	Median Posting Duration
Recruitment Consultants	1,705 / 790	2 : 1	35 days
Human Resources Advisors	1,191 / 602	2 : 1	32 days
Trainee Recruitment Consultants	777 / 387	2 : 1	34 days
Human Resources Administrators	636 / 337	2 : 1	31 days
Human Resources Managers	429 / 211	2 : 1	31 days
Recruitment Resourcers	376 / 170	2 : 1	33 days
Human Resources Assistants	327 / 166	2 : 1	32 days
Internal Recruiters	340 / 121	3 : 1	35 days
Recruitment Managers	257 / 121	2 : 1	31 days
Human Resources Business Partners	637 / 116	5 : 1	28 days
Recruiter Administrators	289 / 115	3 : 1	31 days
Recruitment Coordinators	240 / 112	2 : 1	31 days
Graduate Recruitment Consultants	269 / 104	3 : 1	31 days
Human Resources Officers	208 / 103	2 : 1	37 days
Recruiters	271 / 101	3 : 1	22 days
Human Resources Coordinators	135 / 79	2 : 1	32 days
Talent Acquisition Specialists	122 / 73	2 : 1	26 days
Human Factors Consultants	232 / 55	4 : 1	36 days
Recruitment Advisors	168 / 48	4 : 1	31 days
Talent Acquisition Partners	86 / 46	2 : 1	28 days
Human Resources Generalists	75 / 44	2 : 1	37 days
Directors of Human Resources	69 / 39	2 : 1	27 days
Resourcers	68 / 37	2 : 1	36 days
Recruitment Specialists	57 / 36	2 : 1	27 days
Human Resources Administrative Assistants	94 / 33	3 : 1	35 days

Recruitment Assistants	80 / 33	2 : 1		27 days
IT Recruitment Consultants	50 / 30	2 : 1		36 days
Human Resources Analysts	44 / 27	2 : 1		29 days
Human Resources Consultants	51 / 26	2 : 1		51 days
Human Resources and Payroll Administrators	52 / 24	2 : 1		34 days
Graduate Recruiters	32 / 20	2 : 1		35 days
Reward Managers	110 / 20	6 : 1		33 days
Co-Op Coordinators	37 / 19	2 : 1		33 days
Health Fitness Assistants	31 / 19	2 : 1		22 days
International Recruitment Consultants	25 / 18	1 : 1		26 days
Sales Recruitment Consultants	38 / 18	2 : 1		23 days
Human Resources Payroll Assistants	58 / 16	4 : 1		44 days
Recruitment Team Leads	44 / 16	3 : 1		33 days
Talent Acquisition Managers	25 / 16	2 : 1		30 days
Human Resources Specialists	55 / 15	4 : 1		29 days
Sales Recruiters	32 / 15	2 : 1		19 days
Learning and Development Managers	47 / 14	3 : 1		43 days
Resource Coordinators	21 / 14	2 : 1		32 days
Talent Acquisition Advisors	21 / 14	2 : 1		35 days
Human Resources Data Specialists	32 / 13	2 : 1		27 days
Partnership Managers	26 / 13	2 : 1		25 days
Resourcing Managers	38 / 13	3 : 1		31 days
Administrative Assistants	42 / 12	4 : 1		39 days
Employee Relations Specialists	22 / 12	2 : 1		22 days
Human Resources Recruiting Assistants	24 / 12	2 : 1		16 days

Top Industries

	Total/Unique (Mar 2021 - Feb 2023)	Posting Intensity		Median Posting Duration
Employment Activities	4,140 / 1,837	2 : 1		34 days
Activities of Head Offices; Management Consultancy Activities	437 / 219	2 : 1		34 days
Human Health Activities	1,048 / 183	6 : 1		38 days
Wholesale Trade, Except of Motor Vehicles and Motorcycles	243 / 99	2 : 1		36 days
Education	166 / 83	2 : 1		27 days
Office Administrative, Office Support and Other Business Support Activities	163 / 82	2 : 1		36 days
Architectural and Engineering Activities; Technical Testing and Analysis	169 / 74	2 : 1		37 days
Retail Trade, Except of Motor Vehicles and Motorcycles	139 / 72	2 : 1		29 days
Residential Care Activities	310 / 71	4 : 1		34 days
Land Transport and Transport Via Pipelines	378 / 56	7 : 1		21 days
Financial Service Activities, Except Insurance and Pension Funding	100 / 55	2 : 1		36 days
Computer Programming, Consultancy and Related Activities	75 / 49	2 : 1		34 days
Other Professional, Scientific and Technical Activities	218 / 48	5 : 1		41 days
Public Administration and Defence; Compulsory Social Security	93 / 45	2 : 1		30 days
Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	66 / 37	2 : 1		27 days
Construction of Buildings	61 / 35	2 : 1		37 days
Food and Beverage Service Activities	57 / 33	2 : 1		28 days
Legal and Accounting Activities	60 / 31	2 : 1		35 days
Real Estate Activities	38 / 28	1 : 1		25 days
Warehousing and Support Activities for Transportation	78 / 27	3 : 1		19 days
Activities Auxiliary to Financial Services and Insurance Activities	75 / 25	3 : 1		37 days
Accommodation	36 / 22	2 : 1		20 days
Specialised Construction Activities	31 / 19	2 : 1		25 days
Advertising and Market Research	37 / 19	2 : 1		32 days
Other Personal Service Activities	30 / 18	2 : 1		44 days
Manufacture of Food Products	28 / 17	2 : 1		34 days
Civil Engineering	39 / 17	2 : 1		43 days
Insurance, Reinsurance and Pension Funding, Except Compulsory Social Security	53 / 16	3 : 1		35 days

Social Work Activities Without Accommodation	44 / 15	3 : 1	19 days
Air Transport	33 / 13	3 : 1	37 days
Rental and Leasing Activities	16 / 11	1 : 1	33 days
Manufacture of Computer, Electronic and Optical Products	13 / 10	1 : 1	19 days
Other Manufacturing	30 / 10	3 : 1	35 days
Publishing Activities	19 / 10	2 : 1	30 days
Manufacture of Chemicals and Chemical Products	27 / 9	3 : 1	9 days
Scientific Research and Development	9 / 9	1 : 1	34 days
Travel Agency, Tour Operator and Other Reservation Service and Related Activities	14 / 9	2 : 1	41 days
Libraries, Archives, Museums and Other Cultural Activities	21 / 9	2 : 1	28 days
Electricity, Gas, Steam and Air Conditioning Supply	9 / 8	1 : 1	22 days
Manufacture of Electrical Equipment	12 / 7	2 : 1	34 days
Manufacture of Other Transport Equipment	10 / 6	2 : 1	23 days
Telecommunications	6 / 6	1 : 1	17 days
Security and Investigation Activities	7 / 6	1 : 1	30 days
Creative, Arts and Entertainment Activities	14 / 6	2 : 1	29 days
Manufacture of Other Non-metallic Mineral Products	9 / 5	2 : 1	n/a
Manufacture of Machinery and Equipment n.e.c.	6 / 5	1 : 1	39 days
Postal and Courier Activities	21 / 5	4 : 1	39 days
Services to Buildings and Landscape Activities	6 / 5	1 : 1	23 days
Gambling and Betting Activities	5 / 5	1 : 1	31 days

Top Posting Sources

Website	Postings on Website (Mar 2021 - Feb 2023)
reed.co.uk	1,360
starjobsearch.co.uk	1,028
indeed.com	889
cv-library.co.uk	701
fish4.co.uk	670
dwp.gov.uk	505
careerbuilder.co.uk	325
personneltoday.com	234
simplyhired.co.uk	229
britishjobs.co.uk	213
jobisjob.co.uk	203
gumtree.com	187
careerjet.co.uk	182
dejobs.org	115
jobs4network.co.uk	115
independent.co.uk	114
thehrjob.com	90
jobs.nhs.uk	83
joblift.co.uk	81
e4s.co.uk	70
pagepersonnel.co.uk	67
jora.com	66
adecco.co.uk	63
engineeringjobs.co.uk	62
theguardian.com	59
jobserve.com	49
hiredonline.co.uk	45

jobrapido.com	43
healthjobsuk.com	42
monster.co.uk	39
jobmedic.co.uk	35
constructionjobs.co.uk	33
livevacancies.co.uk	33
jobstoday.co.uk	27
leisurejobs.com	27
indeed.co.uk	26
meridianbs.co.uk	26
oilandgasjobsearch.com	23
findapprenticeship.service.gov.uk	22
adzuna.co.uk	21
myworkdayjobs.com	21
reed.com	20
tiptopjob.com	20
ruthmoran.co.uk	19
citation.co.uk	18
timewisejobs.co.uk	16
searchukjobs.com	15
vivastreet.co.uk	15
mase-consulting.com	13
greencore.com	12

Top Skill Subcategories	Unique Postings	National Average
Communication	2,428	2,272
Initiative and Leadership	2,110	2,096
Personal Attributes	2,096	1,811
Business Management	2,045	1,907
General Sales Practices	1,290	1,259
Customer Service	1,154	1,032
Recruitment	1,017	1,090
Office and Productivity Equipment and Technology	940	819
Critical Thinking and Problem Solving	913	836
Human Resources Management and Planning	781	778
Employee Relations	757	729
Business Strategy	736	879
Administrative Support and Clerical Tasks	666	687

Business Operations	652	684
Process Improvement and Optimization	598	614
Marketing Strategy and Techniques	525	536
Project Management	518	524
Regulation and Legal Compliance	469	377
Writing and Editing	463	388
People Management	457	432

Occupation Trends in Job Postings by Quarter

The chart below captures the postings trend for the top 4 occupations posted for based on your filters.

Job Title Trends in Job Postings by Quarter

The chart below captures the postings trend for the top 15 job titles posted for based on your filters.

Dec 2021 - Feb 2022	Mar 2022 - May 2022	Jun 2022 - Aug 2022	Sep 2022 - Nov 2022	Dec 2022 - Feb 2023
Recruitment Consultants	Recruitment Consultants	Recruitment Consultants	Recruitment Consultants	
Human Resources Advisors	Human Resources Advisors	Human Resources Advisors	Human Resources Advisors	
Trainee Recruitment Consultants	Trainee Recruitment Consultants	Trainee Recruitment Consultants	Trainee Recruitment Consultants	
Human Resources Administrators	Human Resources Administrators	Human Resources Administrators	Human Resources Administrators	
Recruitment Resourcers	Human Resources Managers	Human Resources Managers	Human Resources Managers	
Human Resources Managers	Recruitment Resourcers	Human Resources Business Partners	Human Resources Assistants	
Recruitment Managers	Human Resources Officers	Human Resources Assistants	Recruitment Coordinators	
Internal Recruiters	Internal Recruiters	Internal Recruiters	Human Resources Business Partners	
Recruiter Administrators	Recruiter Administrators	Recruitment Managers	Recruitment Managers	
Human Resources Assistants	Human Resources Assistants	Recruitment Resourcers	Graduate Recruitment Consultants	
Graduate Recruitment Consultants	Human Resources Business Partners	Recruitment Coordinators	Internal Recruiters	
Recruiters	Graduate Recruitment Consultants	Human Resources Officers	Recruitment Resourcers	
Human Resources Officers	Recruitment Coordinators	Graduate Recruitment Consultants	Recruiter Administrators	
Recruitment Coordinators	Recruitment Managers	Recruiter Administrators	Recruiters	
Human Resources Business Partners	Recruiters	Recruiters	Human Resources Officers	

Company Trends in Job Postings by Quarter

The chart below captures the postings trend for the top 15 companies posted for based on your filters.

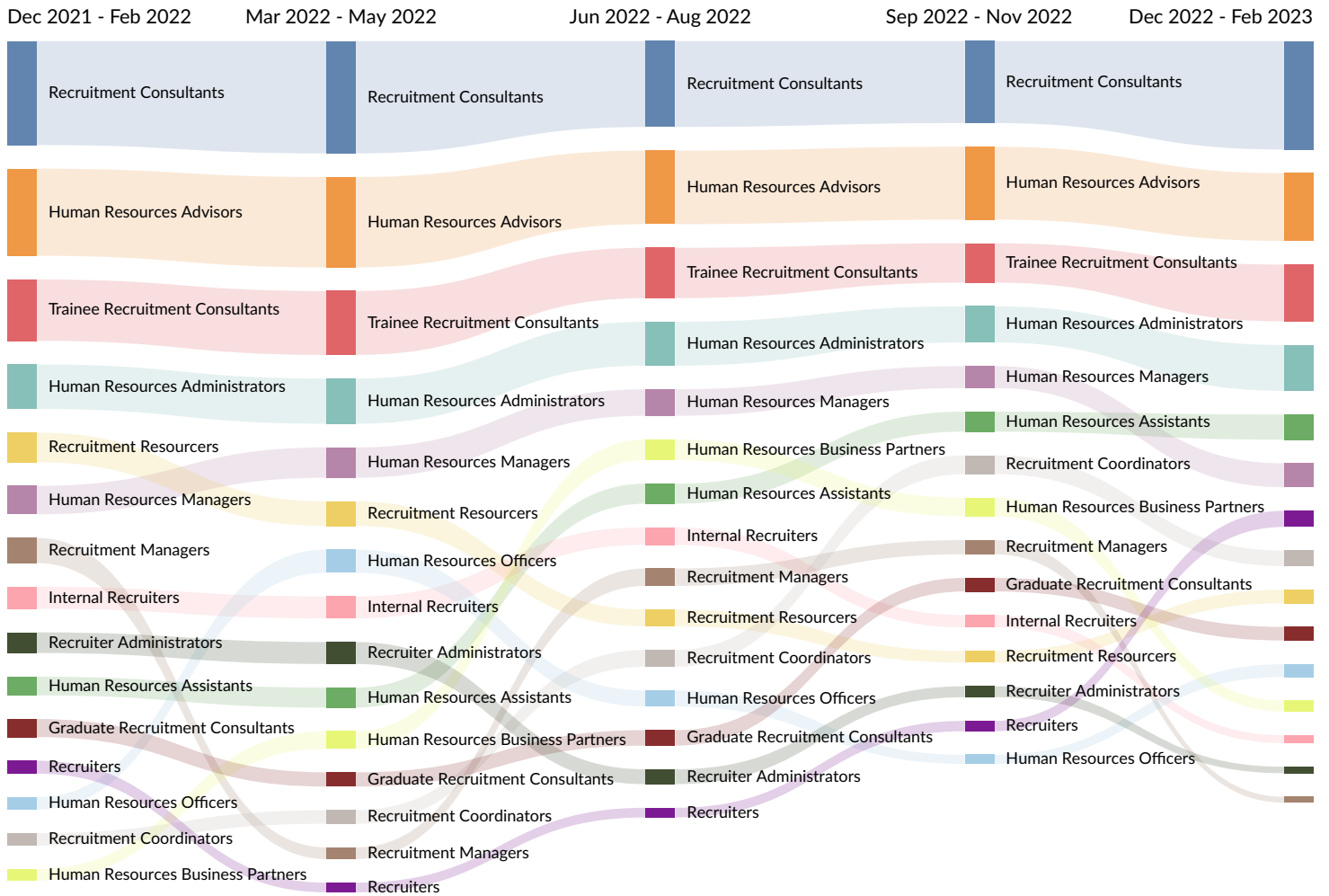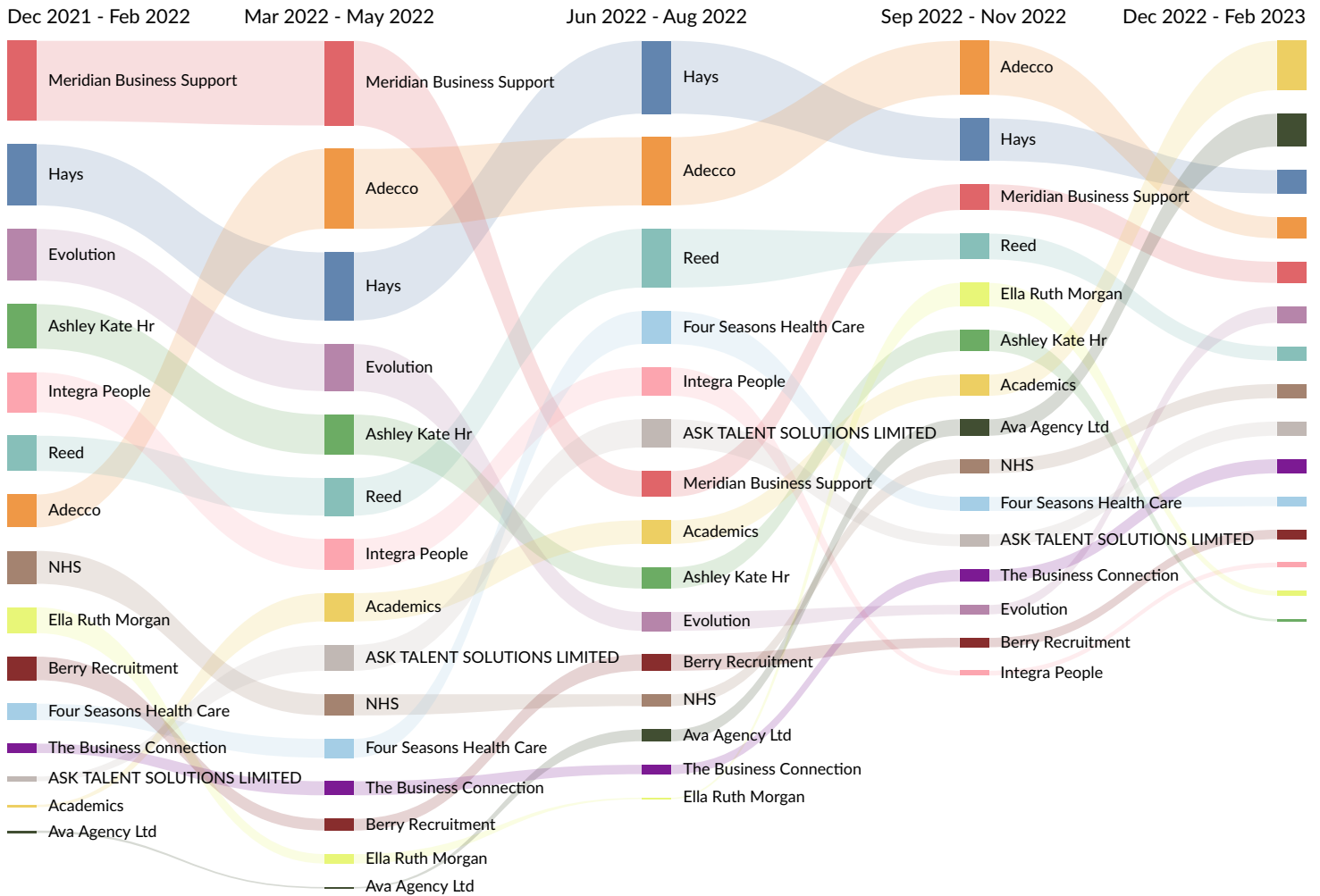| Dec 2021 - Feb 2022	Mar 2022 - May 2022	Jun 2022 - Aug 2022	Sep 2022 - Nov 2022	Dec 2022 - Feb 2023
Meridian Business Support	Meridian Business Support	Hays	Adecco	
Hays	Adecco	Adecco	Hays	
Evolution	Hays	Reed	Meridian Business Support	
Ashley Kate Hr	Evolution	Four Seasons Health Care	Reed	
Integra People	Ashley Kate Hr	Integra People	Ella Ruth Morgan	
Reed	Reed	ASK TALENT SOLUTIONS LIMITED	Ashley Kate Hr	
Adecco	Integra People	Meridian Business Support	Academics	
NHS	Academics	Academics	Ava Agency Ltd	
Ella Ruth Morgan	ASK TALENT SOLUTIONS LIMITED	Ashley Kate Hr	NHS	
Berry Recruitment	NHS	Evolution	Four Seasons Health Care	
Four Seasons Health Care	Four Seasons Health Care	Berry Recruitment	ASK TALENT SOLUTIONS LIMITED	
The Business Connection	The Business Connection	NHS	The Business Connection	
ASK TALENT SOLUTIONS LIMITED	Berry Recruitment	Ava Agency Ltd	Evolution	
Academics	Ella Ruth Morgan	The Business Connection	Berry Recruitment	
Ava Agency Ltd	Ava Agency Ltd	Ella Ruth Morgan	Integra People	

Skill Trends in Job Postings by Quarter

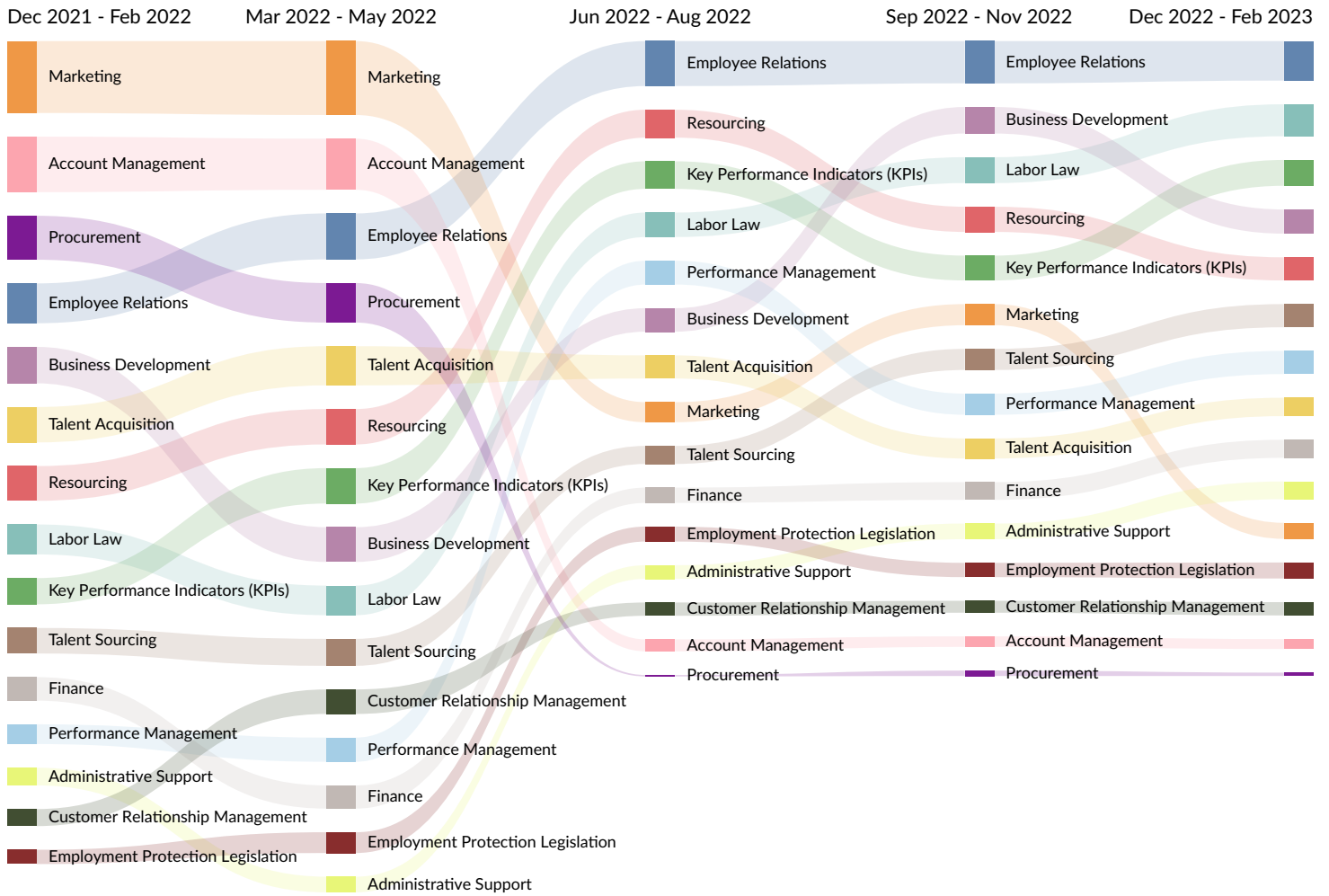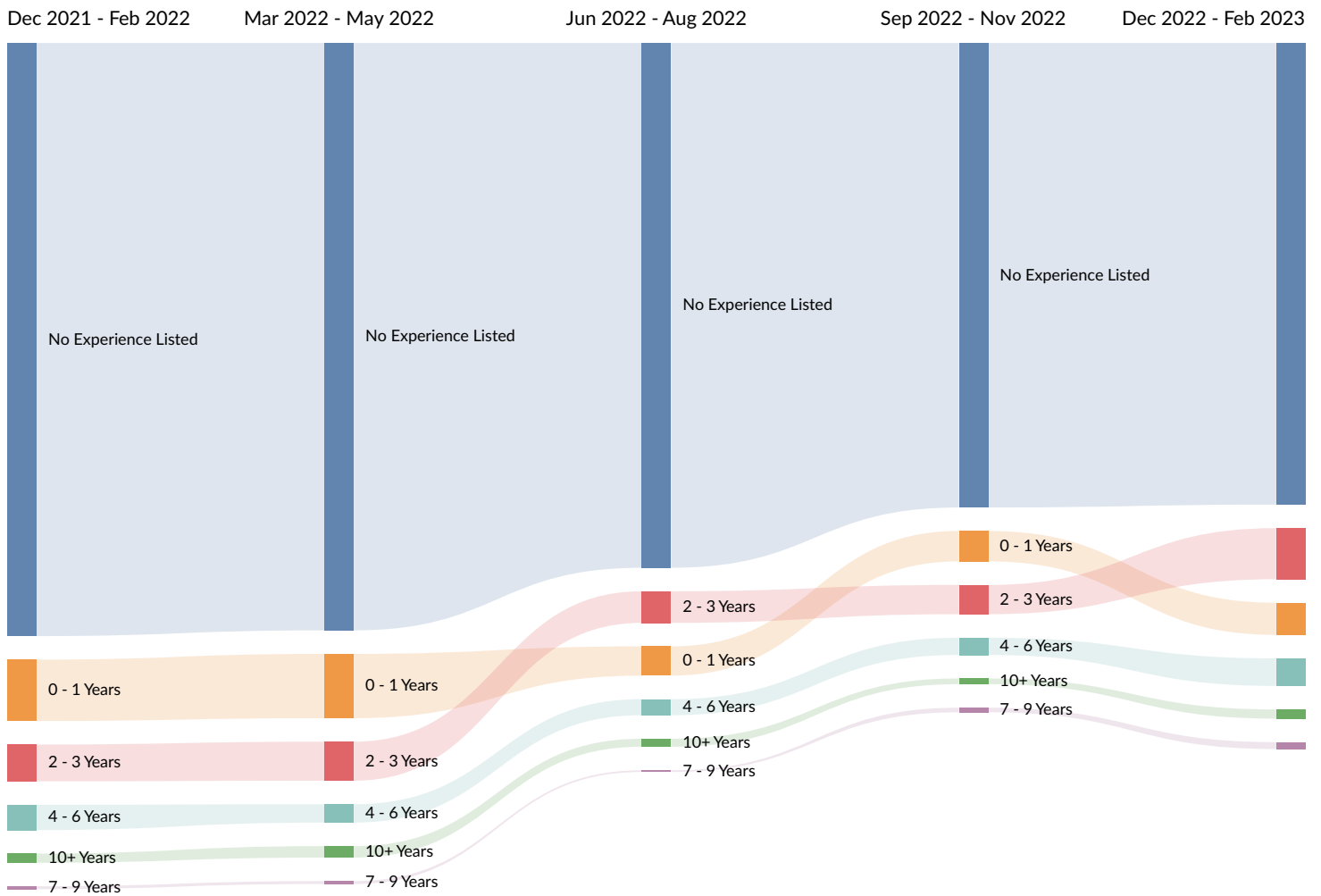The chart below captures the postings trend for the top 15 skills posted for based on your filters.

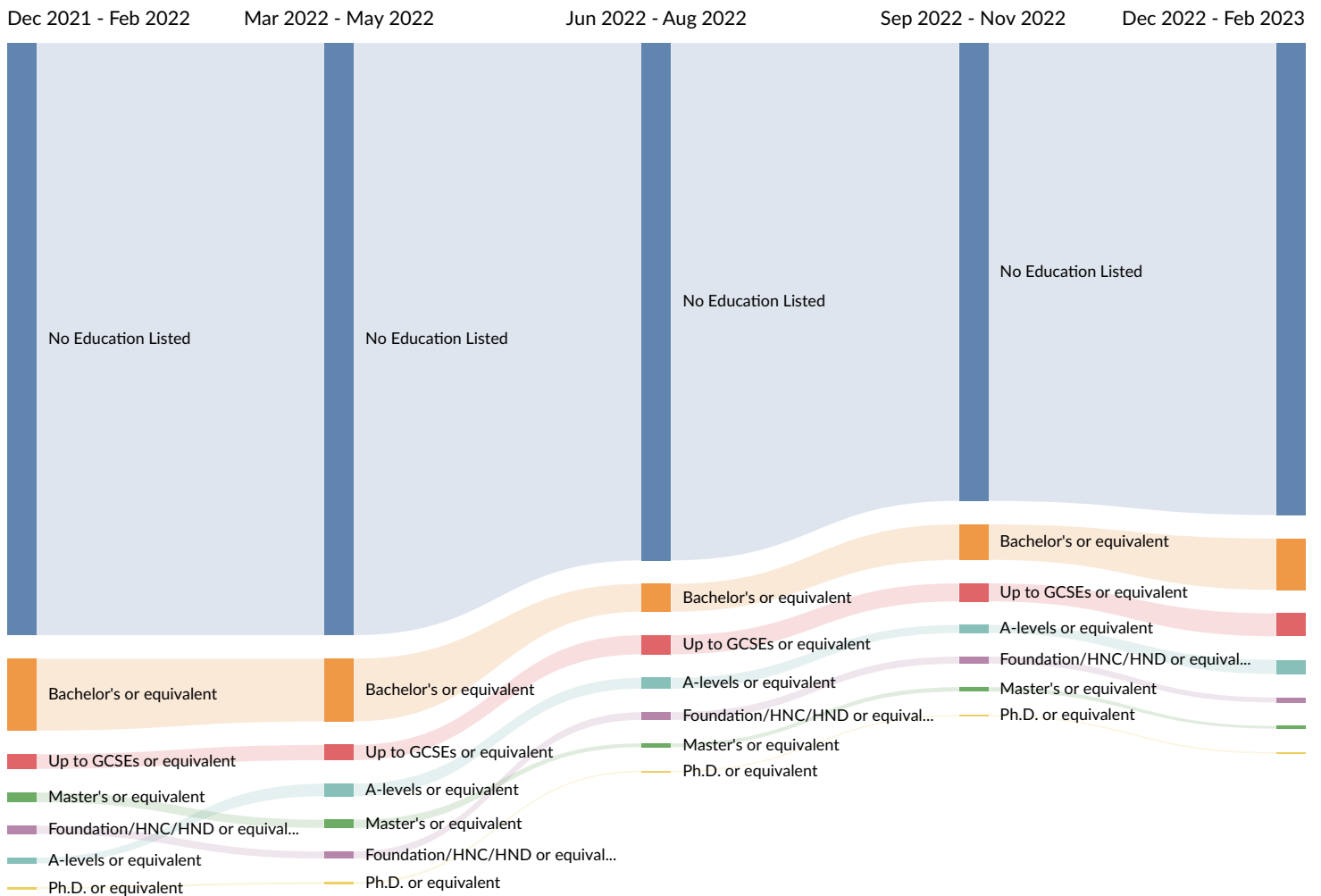| Dec 2021 - Feb 2022	Mar 2022 - May 2022	Jun 2022 - Aug 2022	Sep 2022 - Nov 2022	Dec 2022 - Feb 2023
Marketing	Marketing	Employee Relations	Employee Relations	
Account Management	Account Management	Resourcing	Business Development	
Procurement	Employee Relations	Key Performance Indicators (KPIs)	Labor Law	
Employee Relations	Procurement	Labor Law	Resourcing	
Business Development	Talent Acquisition	Performance Management	Key Performance Indicators (KPIs)	
Talent Acquisition	Resourcing	Business Development	Marketing	
Resourcing	Key Performance Indicators (KPIs)	Talent Acquisition	Talent Sourcing	
Labor Law	Business Development	Marketing	Performance Management	
Key Performance Indicators (KPIs)	Labor Law	Talent Sourcing	Talent Acquisition	
Talent Sourcing	Talent Sourcing	Finance	Finance	
Finance	Customer Relationship Management	Employment Protection Legislation	Administrative Support	
Performance Management	Performance Management	Administrative Support	Employment Protection Legislation	
Administrative Support	Finance	Customer Relationship Management	Customer Relationship Management	
Customer Relationship Management	Employment Protection Legislation	Account Management	Account Management	
Employment Protection Legislation	Administrative Support	Procurement	Procurement	

Minimum Experience Requirement Trends in Job Postings by Quarter

The chart below captures the trend for the experience requirements by quarter shown in postings in your region based on your filters.

Dec 2021 - Feb 2022	Mar 2022 - May 2022	Jun 2022 - Aug 2022	Sep 2022 - Nov 2022	Dec 2022 - Feb 2023

No Experience Listed
No Experience Listed
No Experience Listed
No Experience Listed

0 - 1 Years
0 - 1 Years
0 - 1 Years
0 - 1 Years

2 - 3 Years
2 - 3 Years
2 - 3 Years
2 - 3 Years

4 - 6 Years
4 - 6 Years
4 - 6 Years

10+ Years
10+ Years
10+ Years

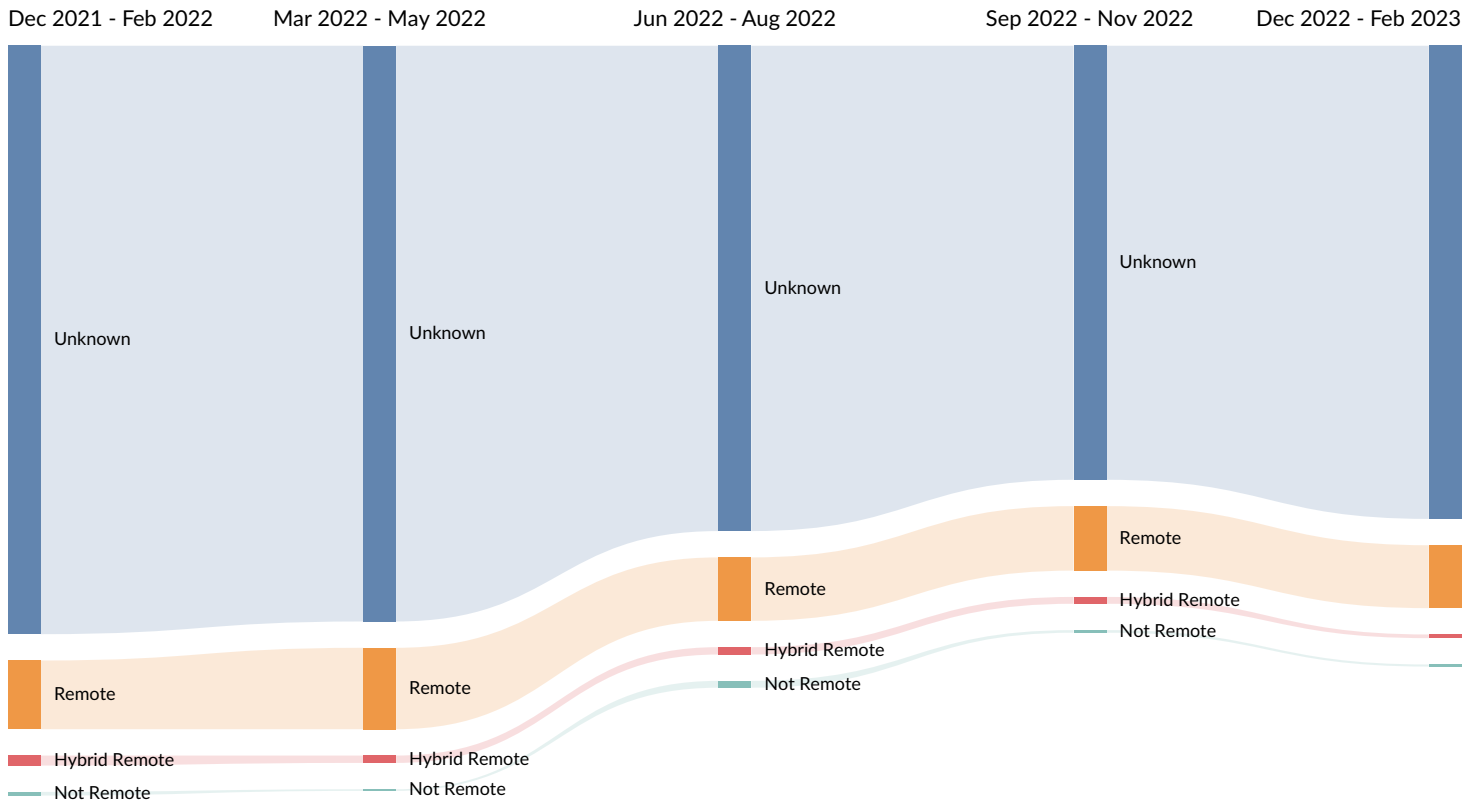7 - 9 Years
7 - 9 Years
7 - 9 Years

Educational Requirement Trends in Job Postings by Quarter

The chart below captures the quarterly trend for the educational requirements shown in postings in your region based on your filters.
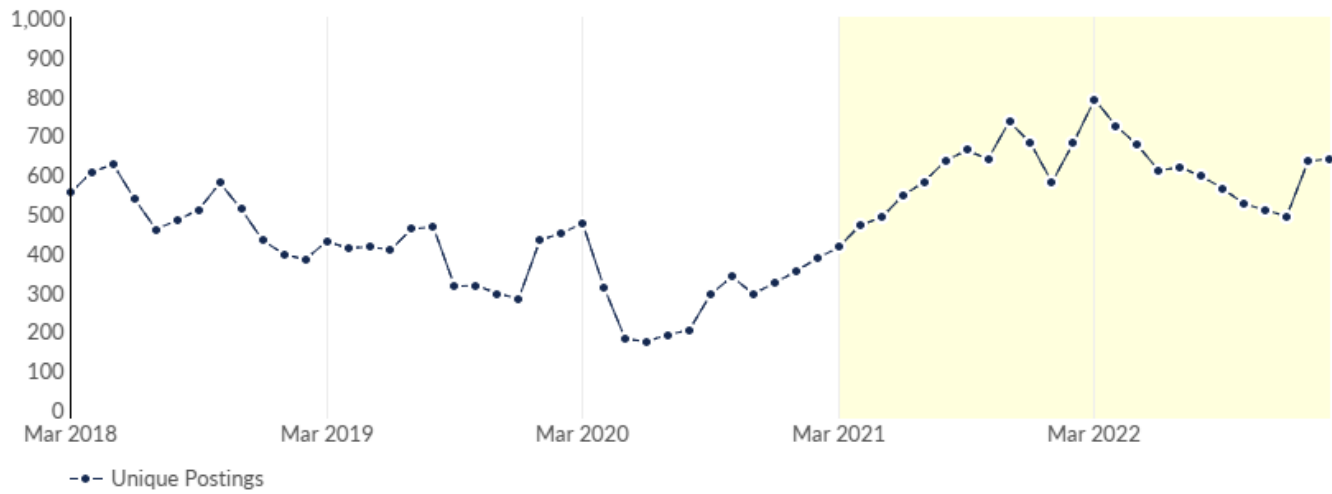

Dec 2021 - Feb 2022 | Mar 2022 - May 2022 | Jun 2022 - Aug 2022 | Sep 2022 - Nov 2022 | Dec 2022 - Feb 2023

No Education Listed

Bachelor's or equivalent

Up to GCSEs or equivalent

Master's or equivalent

Foundation/HNC/HND or equival...

A-levels or equivalent

Ph.D. or equivalent

Remote Trends in Job Postings by Quarter

The chart below captures the remote posting trends based on your filters.

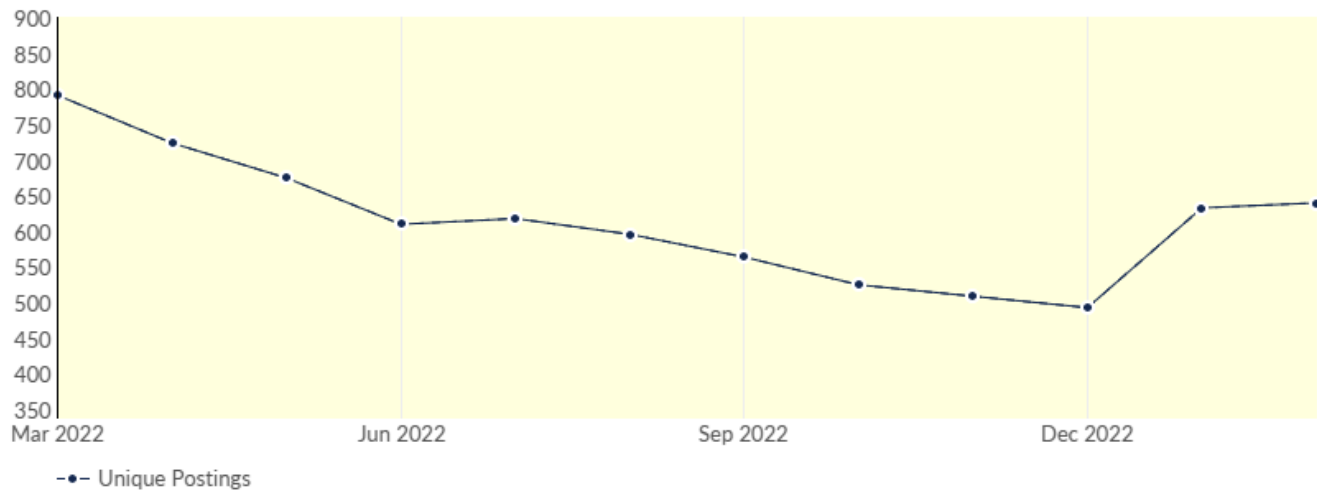| Dec 2021 - Feb 2022 | Mar 2022 - May 2022 | Jun 2022 - Aug 2022 | Sep 2022 - Nov 2022 | Dec 2022 - Feb 2023 |

Unknown

Unknown

Unknown

Unknown

Remote

Remote

Remote

Remote

Hybrid Remote

Hybrid Remote

Hybrid Remote

Not Remote

Not Remote

Not Remote

Unique Postings Trend

Month	Unique Postings	Posting Intensity
Feb 2023	640	3 : 1
Jan 2023	633	3 : 1
Dec 2022	493	3 : 1
Nov 2022	509	2 : 1
Oct 2022	525	2 : 1
Sep 2022	564	2 : 1
Aug 2022	596	2 : 1
Jul 2022	618	2 : 1
Jun 2022	610	2 : 1
May 2022	675	2 : 1
Apr 2022	724	2 : 1
Mar 2022	791	2 : 1

Unique Postings Trend

Month	Unique Postings	Posting Intensity
Feb 2023	640	3 : 1
Jan 2023	633	3 : 1
Dec 2022	493	3 : 1
Nov 2022	509	2 : 1
Oct 2022	525	2 : 1
Sep 2022	564	2 : 1
Aug 2022	596	2 : 1
Jul 2022	618	2 : 1
Jun 2022	610	2 : 1
May 2022	675	2 : 1
Apr 2022	724	2 : 1
Mar 2022	791	2 : 1

Unique Postings Trend
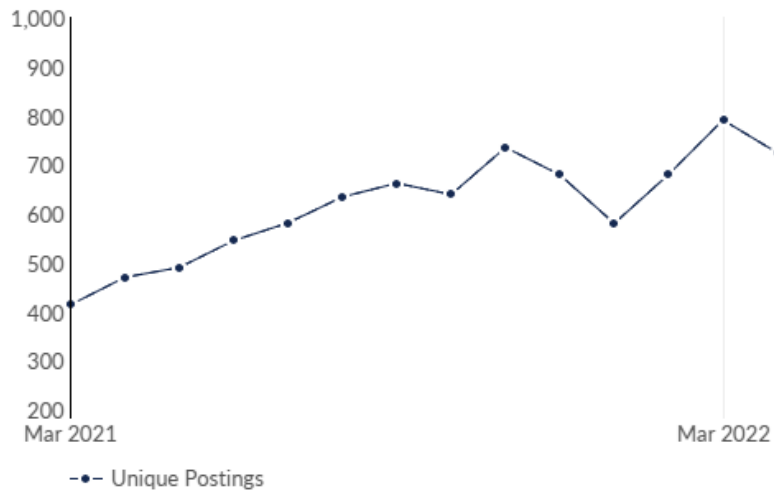
This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.

- ● - 2023 trends   - ■ - 2022 trends
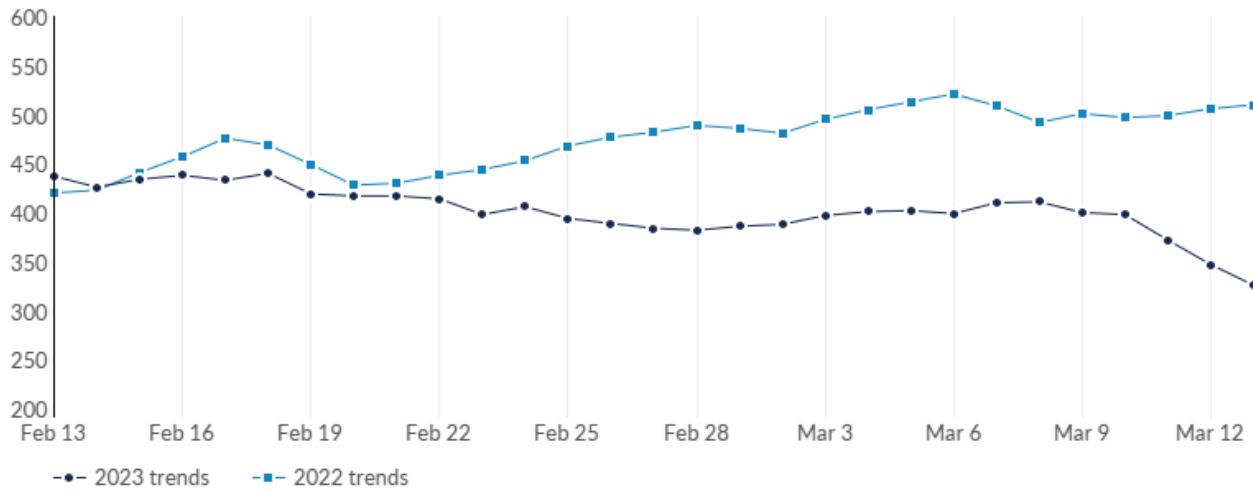
Day	Unique Postings	Last Year's Unique Postings	% Change
February 13, 2023	437	420	+4.0%
February 14, 2023	426	423	+0.7%
February 15, 2023	434	441	-1.6%
February 16, 2023	438	457	-4.2%
February 17, 2023	433	476	-9.0%
February 18, 2023	440	469	-6.2%
February 19, 2023	419	449	-6.7%
February 20, 2023	417	428	-2.6%
February 21, 2023	417	430	-3.0%
February 22, 2023	414	438	-5.5%
February 23, 2023	398	444	-10.4%
February 24, 2023	406	453	-10.4%
February 25, 2023	394	468	-15.8%
February 26, 2023	389	477	-18.4%
February 27, 2023	384	482	-20.3%
February 28, 2023	382	489	-21.9%
March 1, 2023	386	486	-20.6%
March 2, 2023	388	481	-19.3%

March 3, 2023	397	495	-19.8%
March 4, 2023	401	505	-20.6%
March 5, 2023	402	513	-21.6%
March 6, 2023	399	521	-23.4%
March 7, 2023	410	509	-19.4%
March 8, 2023	411	492	-16.5%
March 9, 2023	400	501	-20.2%
March 10, 2023	398	497	-19.9%
March 11, 2023	372	499	-25.5%
March 12, 2023	347	506	-31.4%
March 13, 2023	326	510	-36.1%
March 14, 2023	310	495	-37.4%

Unique Postings Trend

Month	Unique Postings	Posting Intensity
Feb 2023	640	3 : 1
Jan 2023	633	3 : 1
Dec 2022	493	3 : 1
Nov 2022	509	2 : 1
Oct 2022	525	2 : 1
Sep 2022	564	2 : 1
Aug 2022	596	2 : 1
Jul 2022	618	2 : 1
Jun 2022	610	2 : 1
May 2022	675	2 : 1
Apr 2022	724	2 : 1
Mar 2022	791	2 : 1

Appendix A - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.