Ceipal

INDUSTRY REPORT

The Most In-Demand Job Skills in IT & Engineering

The Balance of Modernization and Stability

Q4 2025 EDITION

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Q4 2025 EDITION | Ceipal Corp.

1. **Overview**
2. **Foreword**
3. **The Top 20 Jobs**
4. **Breakdown of Top Jobs**
   - About the Jobs
5. **The Top 20 Skills**
6. **Breakdown of Top Skills**
   - About the Skills
7. **Location Trends**
8. **Key Takeaways**
9. **Conclusions**

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Overview

How do you keep up with the pace of digital transformation without having to completely overhaul your current systems?

That is one of the key questions employers were asking in 2025, and the answer is reflected in their hiring practices. The IT and engineering job market continues to evolve as organizations balance technological innovation with operational stability. To better understand how hiring priorities are changing, Ceipal analyzed approximately 20,000 IT and engineering job postings collected in late 2025, focusing on the skills and roles most in demand as organizations plan for 2026. The findings provide a current view of employer needs and highlight how demand has shifted since the previous edition of this report.

This research builds on Ceipal's ongoing analysis of IT and engineering hiring trends and is designed to support staffing and recruiting organizations as they navigate an increasingly skills-driven market. The analysis identifies patterns that reveal where employers are investing, which capabilities remain essential, and which skill sets are emerging as strategic priorities.

This report is intended to help staffing organizations anticipate client needs, refine sourcing strategies, and engage candidates with the right mix of technical expertise and experience, as well as serve as a guide to anyone looking to upskill for today's job market.

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Foreword

Evolution, Not Disruption

The 2025 IT & engineering job market was defined by large-scale digital transformation, data platform expansion, and enterprise system modernization. Hiring demand is strongest where technical execution intersects with business leadership, particularly in project management, business analysis, and data engineering. While cloud and DevOps roles remain essential, core software development and enterprise delivery roles continue to form the foundation of workforce demand. Organizations are balancing legacy system stability, modernization, automation, and cloud adoption. Rather than signaling a complete technology reset, the data reflects a period of incremental transformation.

Even as modernization efforts expand, organizations cannot afford disruption to core systems.

Stability and Experience

Demand remains strong for professionals who can maintain, stabilize, and modernize legacy environments simultaneously.

The IT and engineering skills landscape reflects an industry focused on operational stability, disciplined automation, and incremental modernization. Employers are prioritizing talent that can sustain legacy systems while integrating cloud platforms, APIs, and data analytics at scale. Rather than disruptive change, the market favors depth, reliability, and hybrid expertise, positioning experienced enterprise technologists as the most valuable contributors in the years ahead.

The study finds that employers are seeking talent that can deliver immediate value, adapt to complex environments, and support business-critical systems.

Skills Gap to Skills Strategy

The skills gap, the disconnect or misalignment between the skill employers need and the skills workers actually have, is an ongoing issue, especially with the rate of technological advancement. While workers know that they should be upskilling to gain AI skills, "more than one in five (21%) say they aren't sure what they should be learning to make themselves hirable."

Ceipal's platform houses data that can provide great insight into hiring trends, especially in the IT and engineering fields. Ceipal is able to leverage our data on job skills to help recruiters and staffing organizations stay informed and prepared for market needs. Ceipal continues to be committed to connecting people—with the right talent and with the right jobs.

Our research will ultimately help job seekers learn the right skills and employers find the right people, so work can start faster.

The research in this study provides valuable insight into:

- **The most in-demand jobs in IT and engineering**
- **The most desirable skills in IT and engineering**
- **Salaries associated with top jobs and skills**
- **Locations of in-demand and highest-paying jobs and skills**

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The Most In-Demand Job Skills in IT & Engineering

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19,958
Number of job postings used for this report

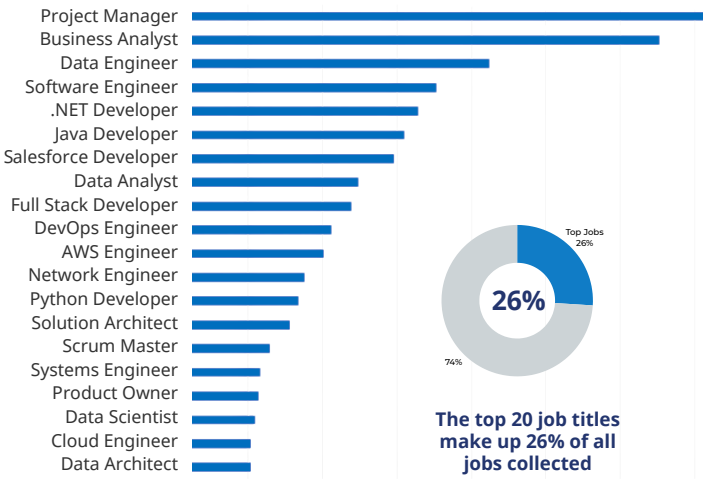
Posted by
500+ Recruiters

Data based on postings by
Contingent staffing firms

Top Job
Project Manager
4% of the top jobs

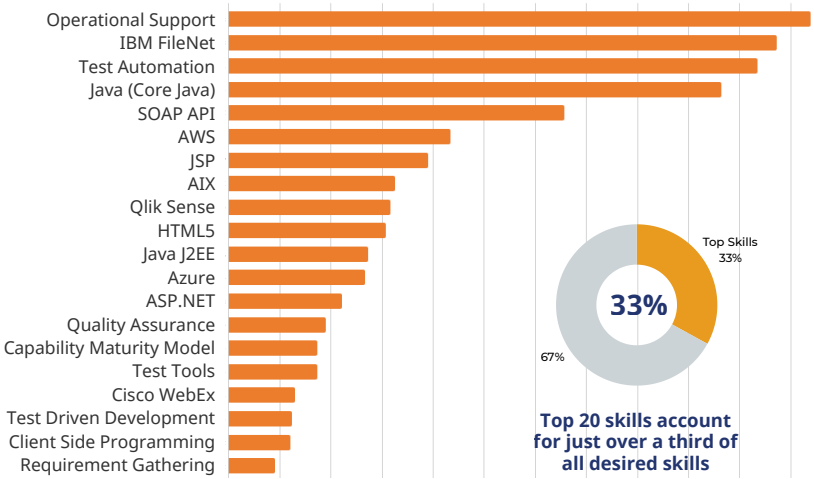
Top Skill
Operational Support
10% of the top skills

Top 20 IT & Engineering Jobs



The top 20 job titles make up 26% of all jobs collected

Top 20 IT & Engineering Skills



Top 20 skills account for just over a third of all desired skills

Highest Paying Job
Solution Architect
$74/hour
$153,993 annualized

Highest Paying Skill
ASP.NET
$69.27/hour
$144,083 annualized

Top Paying State
Texas
$63/hour
$131,040 annualized

***Hybrid expertise**—legacy systems plus modern cloud and automation—is now the **highest-value profile** in IT and engineering.*

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The Top 20 Jobs

These are the 20 most in-demand IT and engineering roles from just under 20,000 jobs sampled from Ceipal's database in Q4 of 2025. This list makes up 26% of all jobs collected. This list represents a range of postings targeting highly skilled and qualified professionals in these fields.

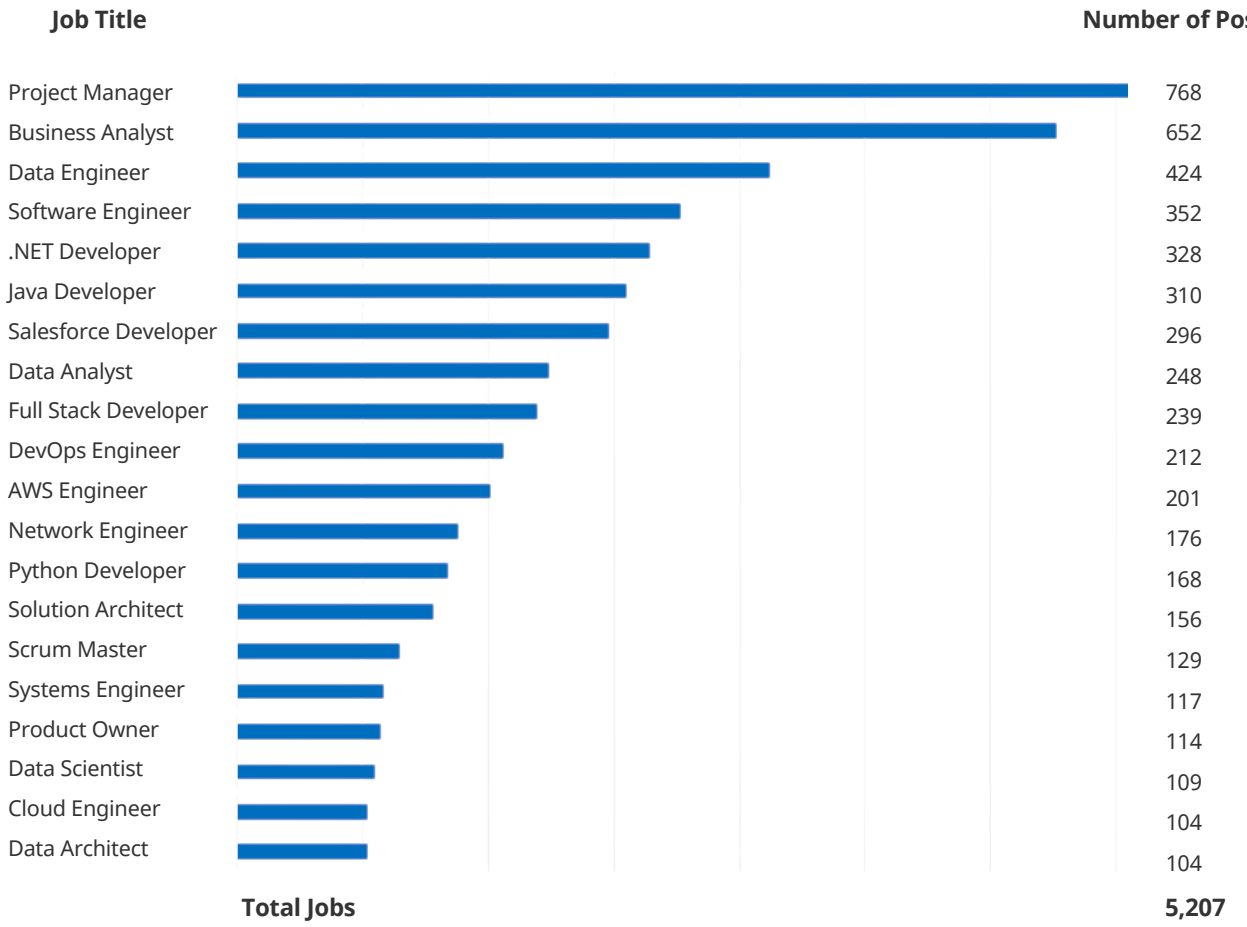
The most in-demand job for Q4 of 2025 was **Project Manager**. This role appeared in 768 postings, 4% of the top 20 jobs. **Business Analyst**, the top job from 2024, fell to second with 652 listings. We see roles concentrated in data engineering, enterprise development, cloud/DevOps, and technical leadership, all reflecting modernization and digital transformation priorities.

What about AI roles?

Jobs with "AI" featuring prominently in the title, such as AI/ML Engineer, AI or Gen AI architect, AI Developer, AI Architect, amounted to **243 roles**. Due to the variety of titles, the count for unique AI jobs did not amount to a high enough number to make the top 20 list.

Though we still did not have a large volume of job titles listed specifically as "AI" or "ML," there was a marked increase noted. Job titles featuring these jumped from 125 titles in 2024 to 243 in 2025, going from .16% to 1.2% of all jobs in the sample. If the rate of growth holds steady, AI and ML titles could account for over 2% of all jobs in Q4 of 2026.

Top 20 IT & Engineering Job Titles



By the Numbers

The top 20 jobs amounted to **5,207** out of **19,958** job postings.

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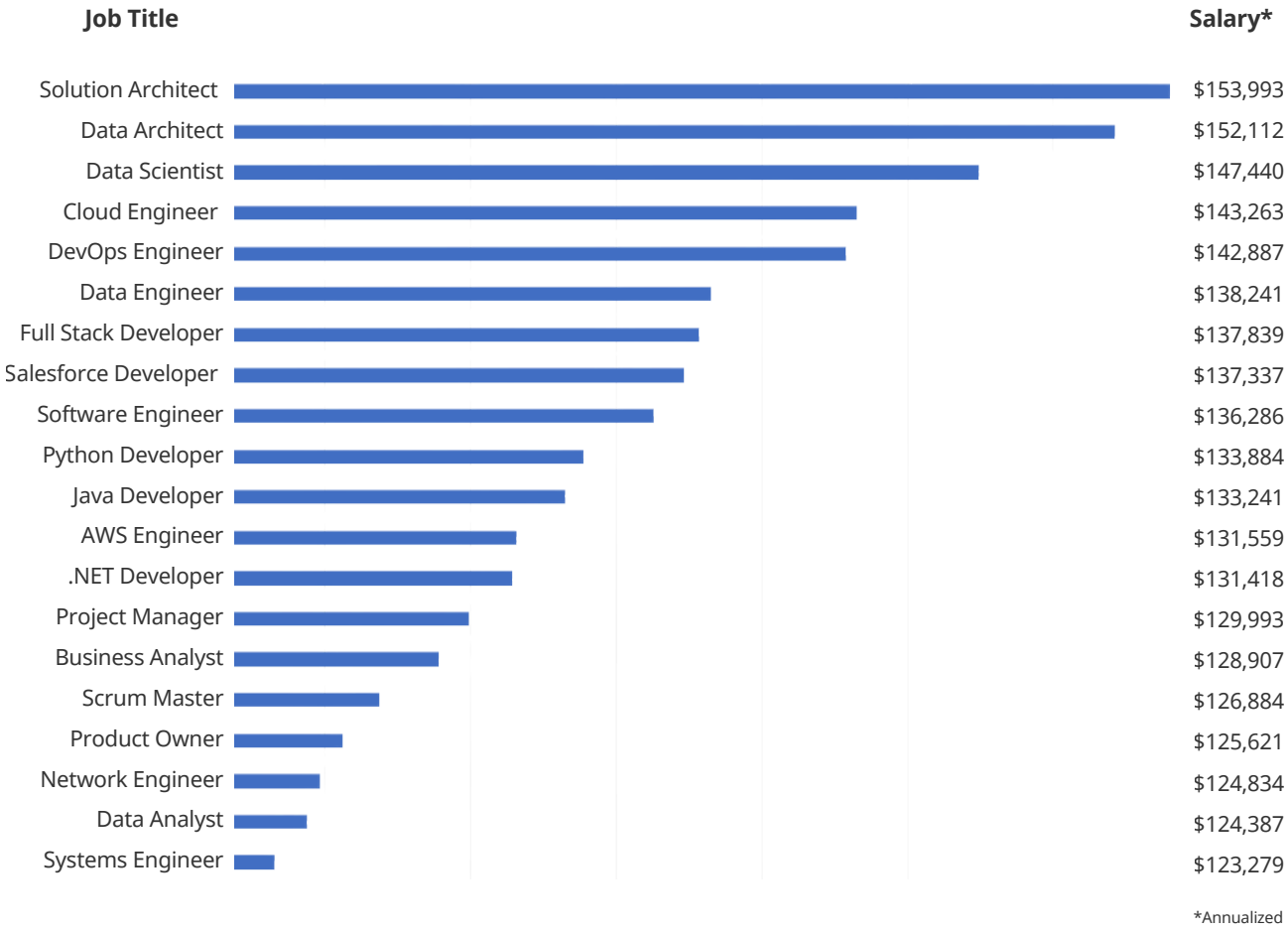
Breakdown of Top Jobs

Average Pay for Top 20 IT & Engineering Job Titles



*Annualized

Insight

Although **Project Manager** came in first in the Top 20 Jobs by count, it is not the highest paying job in the results, but ranked as the 14th highest paying job in the top 20 list. The job with the top-earning potential is **Solution Architect** with an average (annualized) salary of $154,000.

As these positions are geared toward highly skilled workers, even experts in their fields, the Top 20 Jobs all have excellent earning potential. Even the job that came in at number 20 position earns an average of over $120,000 a year.

High-paying roles are concentrated in data engineering, enterprise development, cloud/DevOps, and technical leadership, all reflecting modernization and digital transformation priorities.

Architect-level and advanced data roles command the highest average salaries, often **ranging from $140,000–$155,000**, while senior developers and engineers remain strong earners in the $130,000+ range.

About the Jobs

The top jobs require job seekers to have a certain set of specialized skills to be successful. This section contains an index of short descriptions of the top jobs with basic responsibilities, the skills typically needed, and the average annual salary (rounded) for each.

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Project Manager
Average salary: $130,000
#1 in job demand

Project managers oversee project planning, execution, and delivery, ensuring that projects are completed on time, within scope, and on budget. **Skills**: Leadership, organizational and time management skills, risk and budget management, effective communication, and familiarity with project management software.

Business Analyst
Average salary: $129,000
#2 in job demand

A business analyst acts as a bridge between business stakeholders and technical teams, gathering and translating business requirements into functional specifications. **Skills:** Strong analytical abilities, excellent communication, process modeling, proficiency in business analysis tools, and problem-solving aptitude.

Data Engineer
Average salary: $138,000
#3 in job demand

A data engineer designs, builds, and maintains the data architecture—including databases and large-scale processing systems—to enable robust data collection and analysis. **Skills:** Proficiency in SQL and programming languages (Python, Java, Scala), ETL (Extract, Transform, Load) processes, experience with big data frameworks (Hadoop, Spark), and strong data modeling skills.

Software Engineer
Average salary: $136,000
#4 in job demand

A software engineer designs, develops, tests, and maintains software systems and applications across various platforms and industries. **Skills**: Mastery of programming languages (Java, C++, Python, etc.), solid grasp of algorithms and data structures, system design principles, and debugging proficiency.

.NET Developer
Average salary: $131,000
#5 in job demand

.NET developers focus on building applications using Microsoft's .NET framework, which can include web, desktop, and mobile solutions. **Skills**: Proficiency in C#, ASP.NET, the .NET framework, MVC architecture, SQL, and strong debugging and problem-solving capabilities.

Java Developer
Average salary: $133,000
#6 in job demand

Java developers specialize in developing applications and server-side solutions using the Java programming language and associated frameworks. **Skills**: Proficiency in Java, familiarity with frameworks like Spring and Hibernate, understanding of object-oriented programming, and strong problem-solving abilities.

Salesforce Developer
Average salary: $137,000
#7 in job demand

A Salesforce developer develops custom applications and integrations on the Salesforce platform to extend its functionality and meet specific business requirements. **Skills**: Proficiency in Apex programming, Visualforce, the Lightning framework, understanding of CRM processes, and problem-solving abilities.

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Data Anlayst

Average salary: $124,000
#8 in job demand

This position analyzes datasets to extract actionable insights and trends, often using statistical methods to support business decision-making. **Skills**: Proficiency in data visualization tools, statistical analysis, SQL, Excel, and programming languages (Python or R), combined with strong analytical thinking.

Full Stack Developer

Average salary: $138,000
#9 in job demand

A Full Stack developer develops both the client-side (front-end) and the server-side (back-end) of applications, ensuring complete end-to-end development. **Skills**: Proficiency in front-end technologies (HTML, CSS, JavaScript) and back-end languages (such as Python, Java, or Node.js), experience with frameworks (React, Angular, Django), database management, and problem-solving.

DevOps Engineer

Average salary: $143,000
#10 in job demand

A DevOps engineer bridges the gap between development and operations by automating deployment pipelines, enhancing continuous integration/continuous deployment (CI/CD), and ensuring system reliability. **Skills**: Scripting (Python, Bash), experience with CI/CD tools (Jenkins, GitLab), containerization (Docker, Kubernetes), cloud platforms, automation, and strong troubleshooting skills.

AWS Engineer

Average salary: $132,000
#11 in job demand

An AWS engineer designs and oversees the implementation of scalable, secure, and cost-effective solutions on Amazon Web Services (AWS). **Skills**: Extensive knowledge of AWS services, cloud architecture best practices, DevOps, Python, security protocols, networking, and automation strategies.

Network Engineer

Average salary: $125,000
#12 in job demand

A network engineer designs, implements, and maintains computer networks to ensure reliable and secure connectivity for an organization. **Skills**: In-depth understanding of networking protocols, hardware configuration, network security practices, troubleshooting, and hands-on experience with network equipment.

Python Developer

Average salary: $134,000
#13 in job demand

A python developer develops software applications, scripts, and automation tools using Python, often applied to web development, data analysis, and machine learning. **Skills**: Expertise in Python programming, familiarity with frameworks (such as Django or Flask), strong scripting abilities, and problem-solving skills.

Solution Architect

Average salary: $154,000
#14 in job demand

A solution architect designs and oversees the implementation of complex technology solutions that align business requirements with technical systems, bridges stakeholders and engineering teams to ensure scalability, security, and performance across applications and infrastructure. **Skills**: Strong understanding of system architecture and integration patterns, cloud platforms, ability to translate business needs into technical designs, and excellent communication and problem-solving skills.

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Scrum Master

Average salary: $127,000
#15 in job demand

A Scrum master facilitates agile project management by guiding teams in adopting Scrum practices, ensuring effective communication, and removing impediments to progress. **Skills**: Strong understanding of agile methodologies, excellent facilitation and conflict resolution skills, effective communication, and organizational proficiency.

Systems Engineer

Average salary: $123,000
#16 in job demand

A systems engineer plans, implements, and maintains IT systems to ensure reliability, performance, and security across hardware, software, and networks. This role focuses on optimizing system operations and supporting enterprise infrastructure environments. **Skills**: Knowledge of operating systems and networking concepts, system administration and monitoring tools, scripting and automation skills, security best practices, and strong troubleshooting abilities.

Product Owner

Average salary: $126,000
#17 in job demand

A product owner defines and prioritizes product features to maximize business value and ensure successful delivery of software solutions and works closely with stakeholders and development teams to manage product backlogs and guide agile development efforts. **Skills**: Agile and Scrum methodologies, ability to gather and translate business requirements, strong decision-making skills, and effective communication skills.

Data Scientist

Average salary: $147,000
#18 in job demand

A data scientist analyzes and interprets complex datasets to generate insights that inform business decisions and drive predictive and prescriptive analytics initiatives. **Skills**: Proficiency in data analysis and statistical modeling, experience with programming languages such as Python or R, familiarity with machine learning techniques, data visualization skills, and strong analytical and critical-thinking abilities.

Cloud Engineer

Average salary: $143,000
#19 in job demand

A cloud engineer designs, deploys, and manages cloud-based infrastructures, ensuring that systems are scalable, secure, and efficient. **Skills**: Proficiency in cloud platforms, virtualization, containerization, automation, networking, and security best practices.

Data Architect

Average salary: $152,000
#20 in job demand

A data architect uses computer science and design skills to review and analyze the data infrastructure of an organization, plan future databases, and implement solutions to store and manage data for organizations and their users. **Skills**: Proficiency in data mining and management, coding languages (Java and Python), machine learning, SQL, and data modeling tools.

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The Top 20 Skills

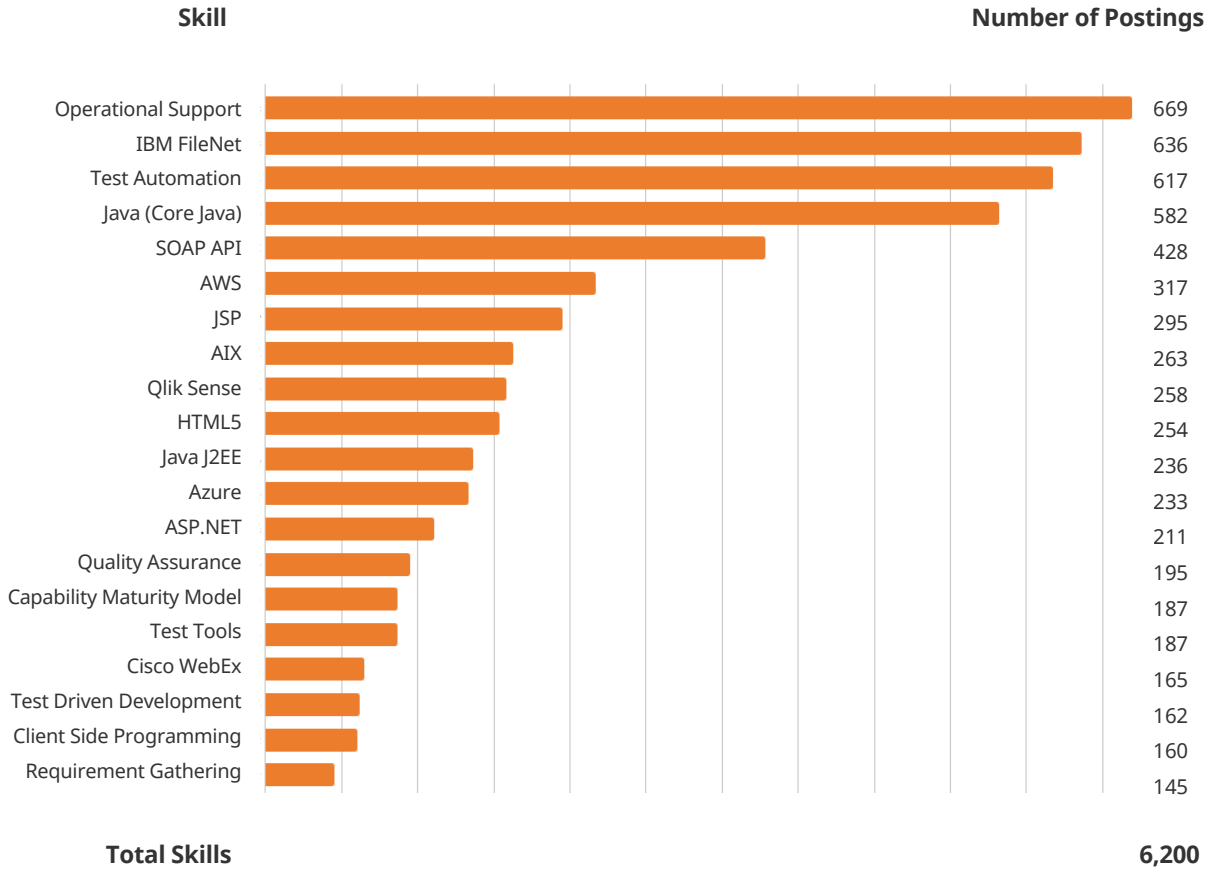
Determining the most valuable and highly desired skills in IT and engineering is key in addressing the skills gap and resulting hiring challenges. The Top 20 Skills shown here amounted to a demand of 6,200 out of 20,729 unique skills found.

Operational Support jumped from No. 16 in last year's report to displace Java as the most in-demand skill required by employers in IT and engineering in Q4 of 2025.

Operational Support accounted for just under 700 postings, or 11% of the top skills seen below.

IBM FileNet is the next highly desired skill with 636 postings. **Test Automation**, **Java**, and **SOAP API** are also very highly desirable skills, each appearing over 400 times in postings.

Top 20 IT & Engineering Skills



By the Numbers

The top 20 skills amounted to a **demand of over 6,000 skills**.

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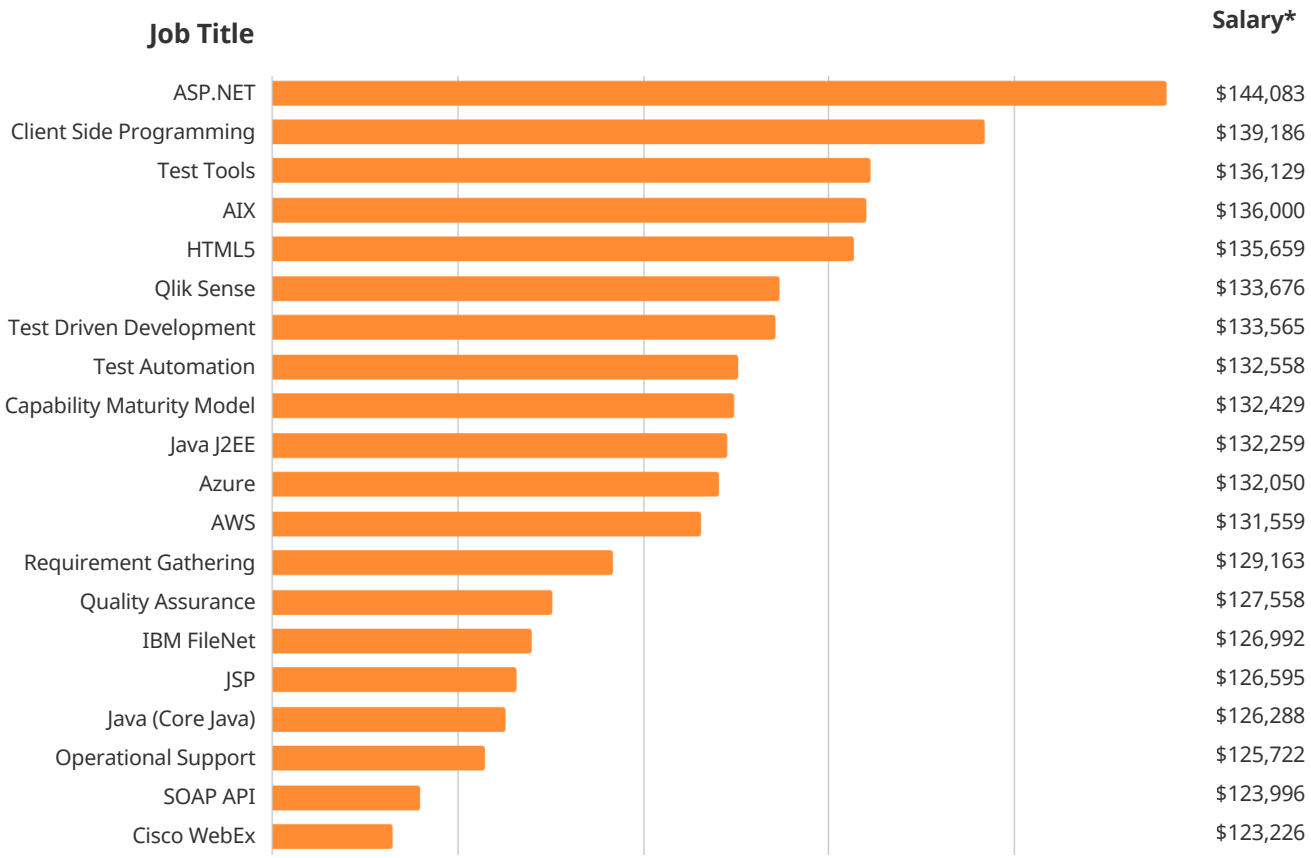
Breakdown of Top Skills

Average Pay for Top 20 IT & Engineering Skills



Insight

The Top 20 Skills account for 33% of all desired skills in our study, which indicates that employers are interested in, or expect job seekers to have, a wide range of skills. We see a shift from broad cloud computing to platform-specific skills and enterprise tools, as well as increased demand for test automation and quality assurance skills.

Q4 2025's highest paid skill is a new addition to the list. **ASP.NET** appeared in only 211 of the highest paid job listings in the study, which indicates it's a premium, specialized skill where demand is concentrated, supply is limited, and business impact is high.

Client Side Programming and **Test Tools** are also skills new to the report this year, ranking second and third respectively.

Despite the change in rankings, all the top skills are highly paid, with even the lower end of the salary range earning over $120,000 a year.

Job descriptions in the study contained long lists of skills desired or required. Given that employers tend to be interested in hybrid skills, candidates who want to gain an advantage in their job searches should consider upskilling to be more marketable. Candidates who specialize in certain sectors and have multiple skills, especially those that connect business and technology, have the potential to earn more.

About the Skills

This section contains an index of short descriptions of the top skills in order of frequency with the average annual salary (rounded) for each. We have added the most common job opportunities for each skill.

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Operational Support
Average salary: $126,000
#1 in skill demand

Ensures smooth IT operations by troubleshooting, maintaining systems, and providing technical support. **Job opportunities:** IT Support Specialist, System Administrator, Operations Analyst.

IBM FileNet
Average salary: $127,000
#2 in skill demand

IBM FileNet is an enterprise content management system used to store, manage, and secure business documents. **Job opportunities:** FileNet Developer, ECM Consultant, Content Management Specialist, Systems Analyst.

Test Automation
Average salary: $133,000
#3 in skill demand

Test automation uses scripts and tools to automatically execute tests and validate software functionality. **Job opportunities:** Automation Test Engineer, QA Automation Engineer, Software Engineer in Test (SDET).

Java (Core Java)
Average salary: $126,000
#4 in skill demand

Core Java covers the fundamental concepts of the Java programming language used in a wide range of applications. **Job opportunities:** Java Developer, Software Engineer, Application Developer.

SOAP API
Average salary: $124,00
#5 in skill demand

SOAP APIs are standardized web services that enable secure data exchange between applications using XML. **Job opportunities:** API Developer, Integration Engineer, Backend Developer, Software Engineer.

AWS
Average salary: $132,000
#6 in skill demand

AWS is a leading cloud platform, offering computing, storage, and networking solutions. **Job opportunities:** AWS Cloud Engineer, Solutions Architect, DevOps Engineer.

JSP
Average salary: $127,000
#7 in skill demand

JavaServer Pages (JSP) is a technology used to create dynamic web content using Java on the server side. **Job opportunities:** Java Developer, Web Application Developer, Backend Developer.

AIX
Average salary: $136,000
#8 in skill demand

AIX is IBM's UNIX-based operation system designed for enterprise-level reliability and performance. **Job opportunities:** AIX Administrator, Systems Engineer, Infrastructure Engineer, Unix Administrator.

Qlik Sense
Average salary: $134,000
#9 in skill demand

Qlik Sense is a data analytics and visualization platform used to create interactive dashboards and business insights. **Job opportunities:** BI Developer, Data Analyst, Business Intelligence Consultant, Analytics Engineer.

HTML5
Average salary: $136,000
#10 in skill demand

HTML5 is the standard markup language used to structure and present modern web content. **Job opportunities:** Front-End Developer, Web Developer, UI Developer, Digital Designer.

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Java J2EE
Average salary: $132,000
#11 in skill demand

Java J2EE (Jakarta EE) is a platform for building scalable, secure, enterprise-level Java applications. **Job opportunities:** Java Developer, Enterprise Application Developer, Backend Engineer, Software Architect.

Azure
Average salary: $132,000
#12 in skill demand

Azure is Microsoft's cloud platform, offering infrastructure, AI, and analytics solutions. **Job opportunities:** Azure Cloud Engineer, Cloud Administrator, Solutions Architect.

ASP.NET
Average salary: $144,000
#13 in skill demand

ASP.NET is a Microsoft web framework used to build dynamic, data-driven web applications and services. **Job opportunities:** ASP.NET Developer, Web Developer, Full Stack Developer, Software Engineer.

Quality Assurance
Average salary: $128,000
#14 in skill demand

Quality assurance (QA) focuses on ensuring software products meet defined standards through systematic testing and process improvements. **Job opportunities:** QA Analyst, Quality Assurance Engineer, Test Engineer, Software Tester.

Capability Maturity Model (CMM)
Average salary: $132,000
#15 in skill demand

CMM is a framework used to assess and improve an organization's software development and process maturity. **Job opportunities:** Process Improvement Consultant, Quality Manager, Compliance Analyst, Program Manager.

Test Tools
Average salary: $136,000
#16 in skill demand

Test tools are software applications used to plan, execute, automate, and track software testing activities to ensure product quality. **Job opportunities:** Test Engineer, QA Analyst, Automation Engineer, Test Lead.

Cisco WebEx
Average salary: $123,000
#17 in skill demand

Cisco WebEx is a web-based collaboration platform used for virtual meetings, video conferencing, and online training. **Job opportunities:** Collaboration Engineer, IT Support Specialist, Unified Communications Engineer, Systems Administrator.

Test Driven Development (TDD)
Average salary: $134,000
#18 in skill demand

The latest version of HTML (Hypertext Markup Language) used for structuring and presenting web content. **Job opportunities:** Front-End Developer, Web Developer, UI/UX Designer.

Client Side Programming
Average salary: $139,000
#19 in skill demand

Client-side programming involves writing code that runs in a user's browser to create interactive, responsive, and user-friendly web applications. **Job opportunities:** Front-End Developer, Web Developer, UI Developer, JavaScript Developer.

Requirement Gathering
Average salary: $129,000
#20 in skill demand

Requirement Gathering is the process of collecting, analyzing, and documenting business and user needs for software or system development. **Job opportunities:** Business Analyst, Requirements Analyst, Product Analyst, Project Manager.

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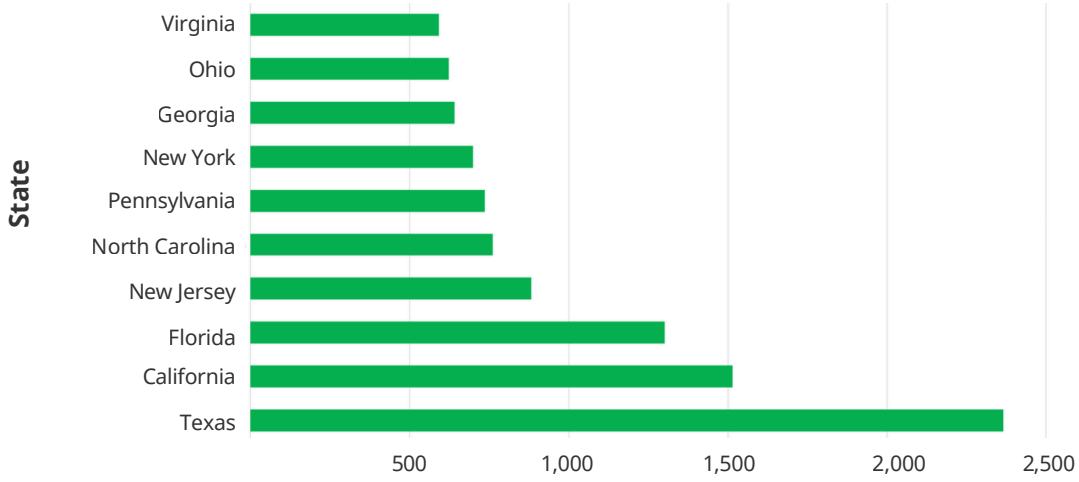
States with the Most Job Postings

According to Ceipal's data, **Texas** leads the nation in IT and engineering job postings, with 2,366 open roles—far outpacing all other states. **California** and **Florida** follow, rounding out the top three hiring markets and reflecting the impact of large populations, diverse industries, and major metro hubs on job volume.

The remaining states on this list show strong but more evenly distributed hiring. Together, these states highlight a competitive national labor market where demand extends beyond the largest states into both established and emerging regional hubs.

Top 10 States with Highest Count of Jobs



Top Paying States

Where will you find the highest pay for these top job skills? According to Ceipal's data, jobs in the state of Texas offer the highest pay to skilled, contingent workers.

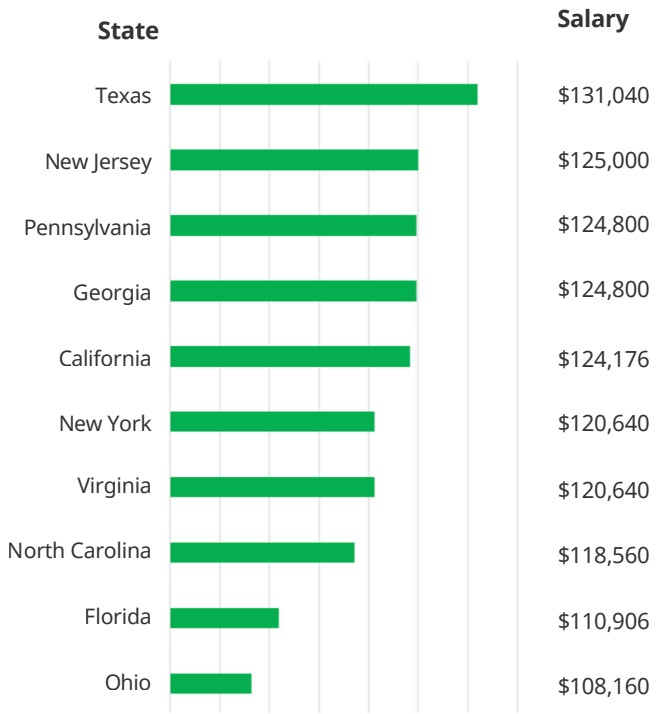
Geography has a direct impact on pay, with cost of living a factor in determining salary—states with large cities have a higher cost of living, which results in jobs with higher salaries.

Texas stands out with the highest median salary while also having the largest job volume, reinforcing its role as a leading balanced market for both demand and pay.

Several large hiring states (**Georgia, New Jersey, Pennsylvania, California**) cluster tightly around the mid-$120,000 range, suggesting strong competition for similar mid-to-senior technical roles.

Florida and Ohio, while high in job volume, show lower median salaries, indicating a greater share of lower-to-mid compensation roles compared to other top hiring states.

Top 10 Highest Paying States (Median Salary)



Key Takeaways

Skills Matter More Than Titles.
Job titles continue to vary widely across organizations, but the underlying skills required to perform the work are becoming more consistent. Successful placements increasingly depend on understanding skill combinations rather than relying solely on role labels.

Enterprise Modernization is Driving Sustained Demand.
Many of the most in-demand skills support long-standing enterprise systems that are being incrementally modernized rather than replaced. This creates ongoing demand for professionals who can maintain, integrate, and extend existing platforms while incorporating newer technologies.

Automation and Testing Skills are Strategic, Not Optional.
The prominence of test automation, quality assurance, and development frameworks signals that reliability and speed are top priorities for employers. Candidates with automation experience are especially valuable in environments with complex deployments and compliance requirements.

Hybrid Skill Sets Command Higher Value.
Candidates who combine legacy system knowledge with modern development, automation, or cloud expertise are consistently associated with higher salaries and stronger demand. These profiles should be a focus for sourcing and redeployment strategies.

Cloud Hiring has Matured.
Demand for cloud skills reflects optimization and governance rather than initial migration. Employers are seeking professionals who can manage cost, security, performance, and integration across cloud environments.

The Outlook:

The hiring trends identified in this study suggest that the IT and engineering labor market will remain resilient, but increasingly selective, through 2026 and beyond. Demand will continue to concentrate around skills that support enterprise stability, automation, data utilization, and cloud efficiency.

Large organizations with legacy technology footprints are expected to maintain steady hiring for professionals who can bridge older systems and modern architectures. Rather than replacing core platforms, these employers will continue to layer new capabilities through APIs, automation tools, analytics platforms, and cloud services. This approach favors experienced engineers and developers who understand both system constraints and modernization strategies.

Automation and testing are likely to gain even greater importance as organizations seek to reduce risk, improve release cycles, and control operational costs. Skills related to test frameworks, quality assurance, and DevOps practices will remain critical across industries with complex or regulated environments.

"What we're seeing is a shift from transformation at any cost to modernization with discipline. Employers want talent that can keep core systems running, integrate new technologies, and deliver value immediately—and that's fundamentally a skills-driven challenge."

Sameer Penakalapati, Founder and CEO, Ceipal

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Final Thoughts

This edition of The Most In-Demand Skills in IT & Engineering highlights a market defined by continuity, precision, and purposeful investment. Employers are focused on building resilient technology environments that can adapt to change without sacrificing stability. As a result, demand is strongest for skills that support enterprise systems, automation, cloud optimization, and data-driven decision-making.

Compared to earlier editions of this study, the 2025 data shows a more disciplined approach to hiring. Organizations are consolidating requirements, emphasizing proven skill combinations, and reducing tolerance for long ramp-up periods. As a result, many of the most in-demand skills reflect a blend of established enterprise technologies and modern development, testing, and infrastructure practices. This places additional pressure on staffing firms to deliver candidates who closely match technical requirements, rather than relying on broad role-based matching.

For staffing and recruiting organizations, these findings reinforce the importance of a skills-first approach. Understanding which skills persist, how they evolve, and how they align with business priorities enables recruiters to deliver stronger candidates and more strategic guidance to clients. Technology and data play a critical role in this process, but success ultimately depends on insight, interpretation, and execution.

About Ceipal

Ceipal provides AI-powered staffing software that helps staffing, recruiting, and talent professionals work more efficiently while keeping people at the center of their work. With its advanced technology, Ceipal simplifies the process of finding, hiring, and managing talent, allowing teams to focus on making meaningful connections. Headquartered in Rochester, New York, with research and development in Hyderabad, India, Ceipal is founder-led and has over 300 employees worldwide. For more information, visit www.ceipal.com or follow Ceipal on LinkedIn.

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