



Startup Jobs Analysis: 2025 Hiring Trends

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Job Market Analysis using Web Scraping & Data Analytics

Addressing the Data Gap in Indian Startup Hiring

1

The Problem

Lack of a centralised, real-time data source for hiring patterns across the dynamic Indian startup ecosystem.

2

Our Objective

To provide comprehensive insights into job trends, growth signals, and hiring categories for job seekers and analysts.

Our Analytical Toolkit



Python & Playwright

Automated web scraping from 15 leading startup career pages, ensuring accurate data extraction.



Pandas & NumPy

Robust data cleaning, transformation, and statistical analysis for meaningful insights.



Jupyter Notebook

Interactive development environment for streamlined coding and analysis workflow.



Excel & Tableau

Powerful tools for data visualisation and generating clear, impactful reports.

Data Collection & Pipeline: From Scrape to Structure

1

Targeted Scraping

Focused on 15 prominent Indian startup career pages for diverse data.

2

Key Data Points

Extracted Job Title, Department, Location, URL, Scrape Date, Total Roles, and Growth Signal.

3

Data Refinement

Cleaned and organised data into structured CSV files for easy access.

4

Insight Enrichment

Enriched raw data with trend analysis and filters for deeper understanding.

Key Insights: Dominant Trends in Startup Hiring

Leading Departments

- **Tech:** Highest demand, especially for engineers and developers.
- **Product:** Significant growth in product management and design roles.
- **Marketing:** Consistent need for digital and growth marketing specialists.

Geographic Focus

- **Bangalore:** Continues to be the epicentre of startup hiring.
- **Remote Roles:** A noticeable surge, offering flexibility and wider talent pool access.

Startups with over 15 open roles exhibit strong growth signals, actively hiring across multiple departments.

Observed Hiring Trend Patterns

1

Growth Signals

Consistently high open roles indicate robust expansion, while diverse department hiring points to strategic scaling initiatives.

2

Location Trends

Remote-first roles are on the rise, though Tier-1 cities like Bangalore maintain their preference for on-site positions.

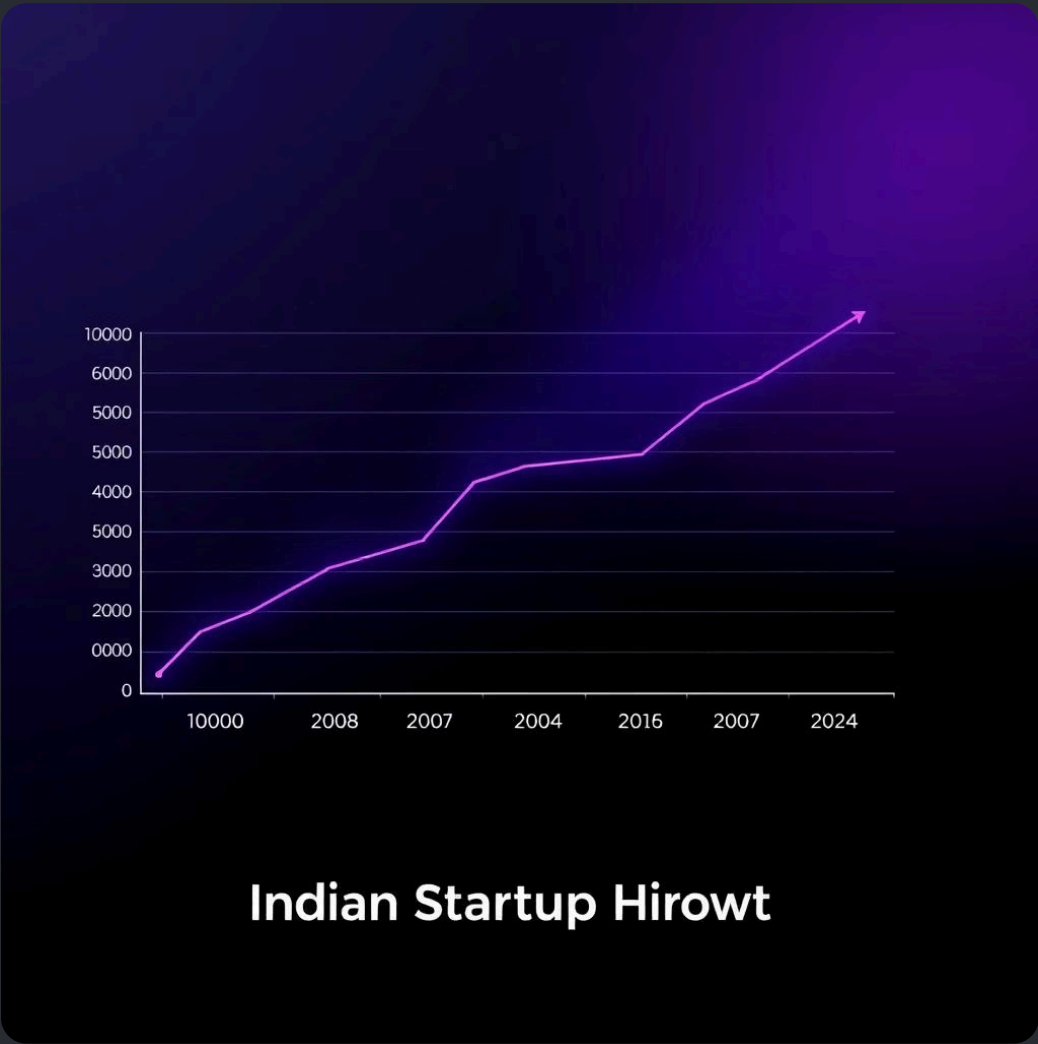
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Department Hiring

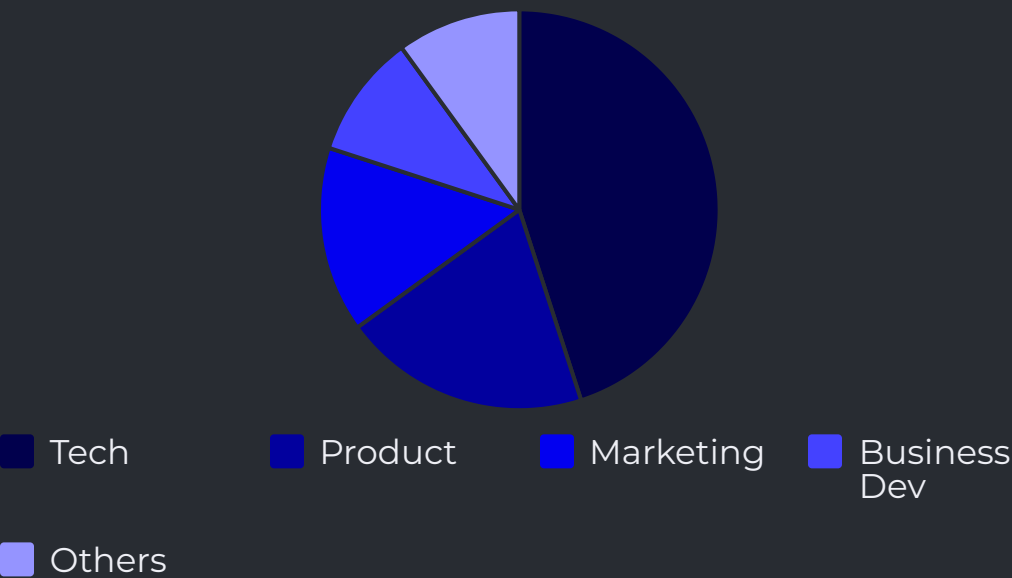
Tech, Business, and Marketing lead in job advertisements, with Customer Support and HR showing the least activity.

Navigating India's Startup Job Landscape

Our real-time job scraping provides invaluable insights into Indian startup hiring, enabling informed decisions.



Insights at a Glance



Conclusion & Future Scope

Conclusion: Real-time job scraping offers valuable, dynamic insights into Indian startup hiring behaviour, empowering job seekers and analysts.

Future Enhancements

- Develop a live dashboard for weekly/monthly tracking of hiring changes.
- Integrate salary insights via LinkedIn/Glassdoor APIs for a holistic view.
- Automate alerts for high-growth signals to identify emerging opportunities.