Catalitium

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Catalitium Global Tech & AI Careers Report 2026 Edition

A data-driven look at the world of work, powered by AI, Tech, and Talent Intelligence.

Executive Summary

2025 was the year AI truly became mainstream, not just in technology, but in jobs, skills, salaries, and organizational strategy.

Based on the latest hiring data, industry reports, and global economic analyses, the tech labor market is undergoing its fastest shift in 30 years.

Key forces shaping the job market this month:

- **AI & automation adoption is accelerating** (86% of companies).
- **70% of global executives** report AI disruptions directly affecting their workforce.

- **Tech hiring is recovering** but selectively.
- **Skills-based hiring** is becoming the new standard.
- **Cybersecurity, Cloud, and AI Engineering** continue dominating demand.
- **Remote + hybrid work** remains highly preferred but not uniform across sectors.

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This report breaks down exactly:

- Which skills matter most
- Which roles are rising (and declining)
- How salaries differ across regions
- How AI is reshaping job creation
- What job seekers and companies must do to stay ahead

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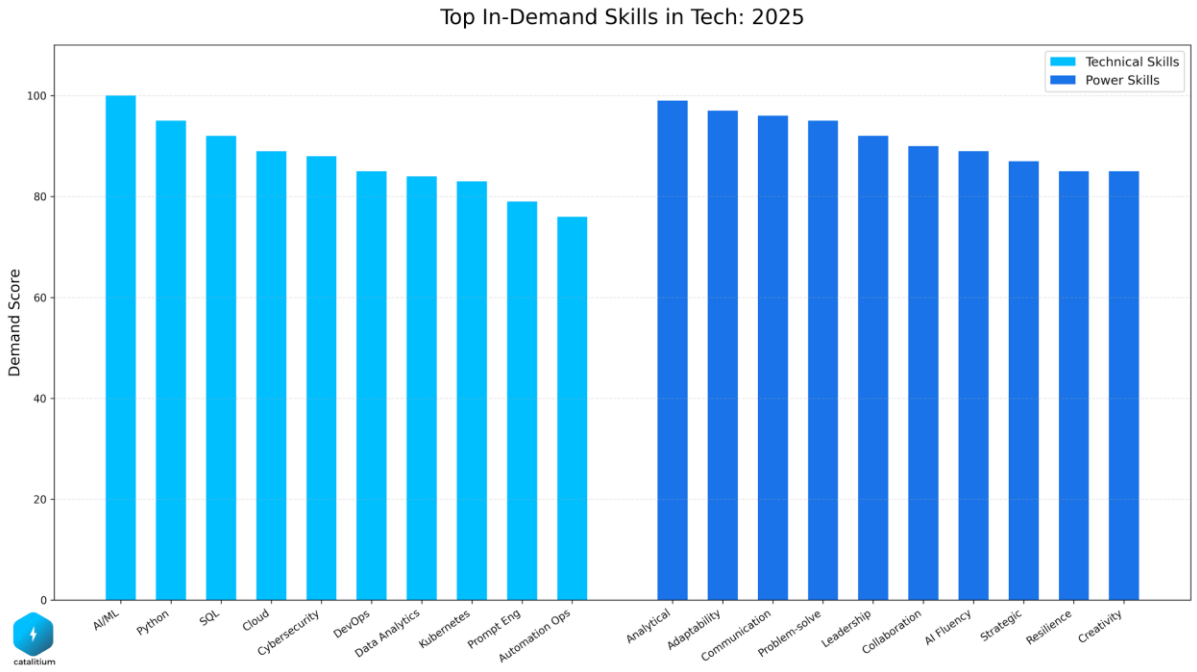
Catalitium's mission:

Turn global job market complexity into clear, actionable intelligence.

Top Technical & Power Skills in Tech (2025)



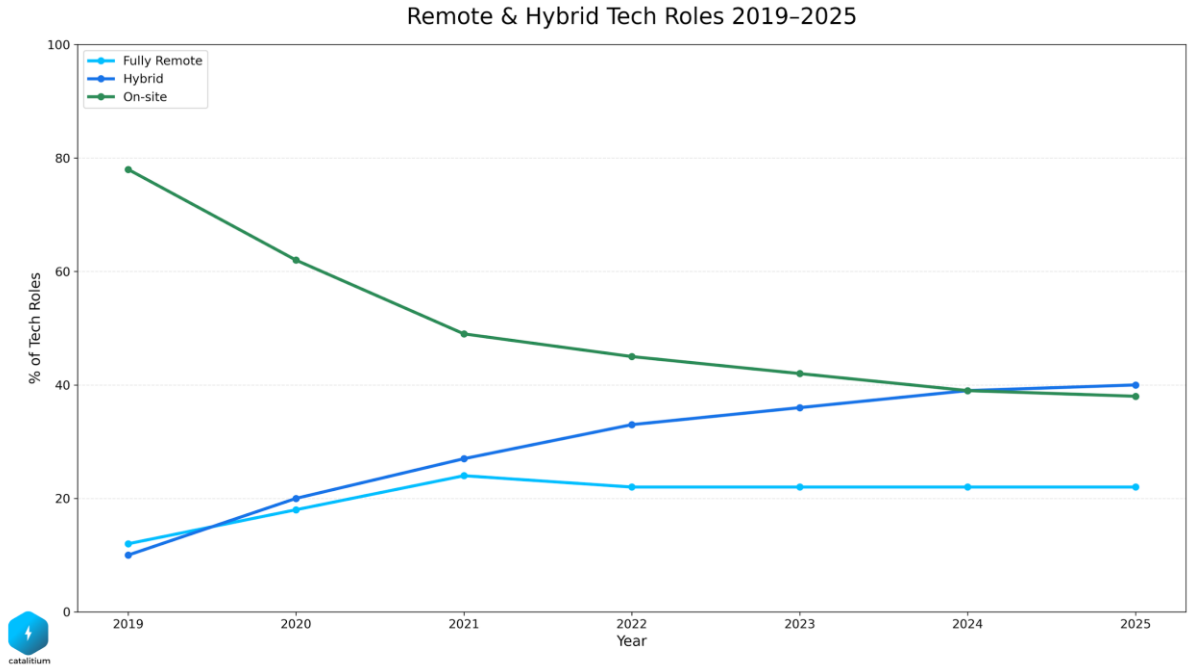
Top Technical & Power Skills in Tech – 2025 WEF, LinkedIn, McKinsey

Key Insights:

- **AI/ML, Python, SQL, Cloud** dominate at the top of the technical demand spectrum.
- **Cybersecurity & DevOps** remain critical due to global security concerns and infrastructure modernization.
- **Prompt Engineering and Automation Ops** mark a new wave of AI-era roles.
- Power skills like **analytical thinking, adaptability, communication, leadership** now rank *equally important* as technical skills.
- **AI Fluency** is the fastest-emerging soft skill globally.

The future belongs to "hybrid" professionals: one deep technical skill + one strong soft skill.

Remote & Hybrid Work Trends (2019–2025)



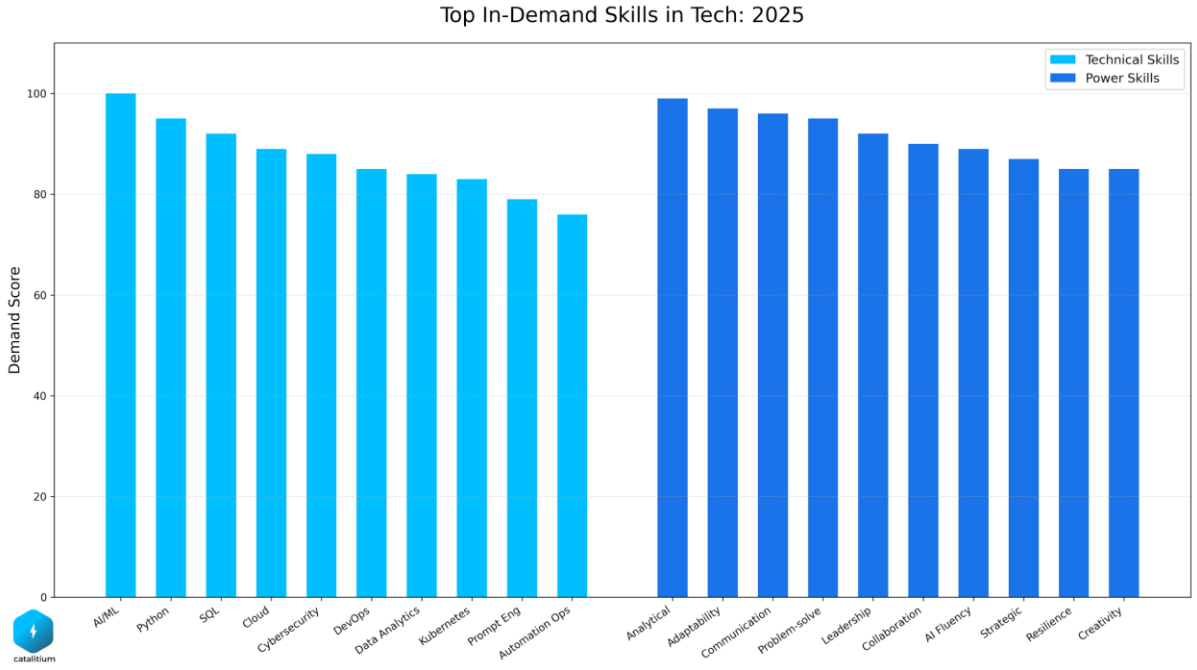
Shift in Remote, Hybrid, and On-site Tech Roles in Europe, 2019 2025

Key Insights

- Fully remote roles **peaked in 2021**, then stabilized around 22%.
- Hybrid work becomes the new global standard at **40%** of all tech roles.
- On-site roles steadily decline from **78% → 38%** over six years.
- AI & data roles remain the most remote-friendly.

Hybrid is the new normal. Companies hiring globally get better talent, faster.

Full Breakdown of In-Demand Skills (Technical + Power)



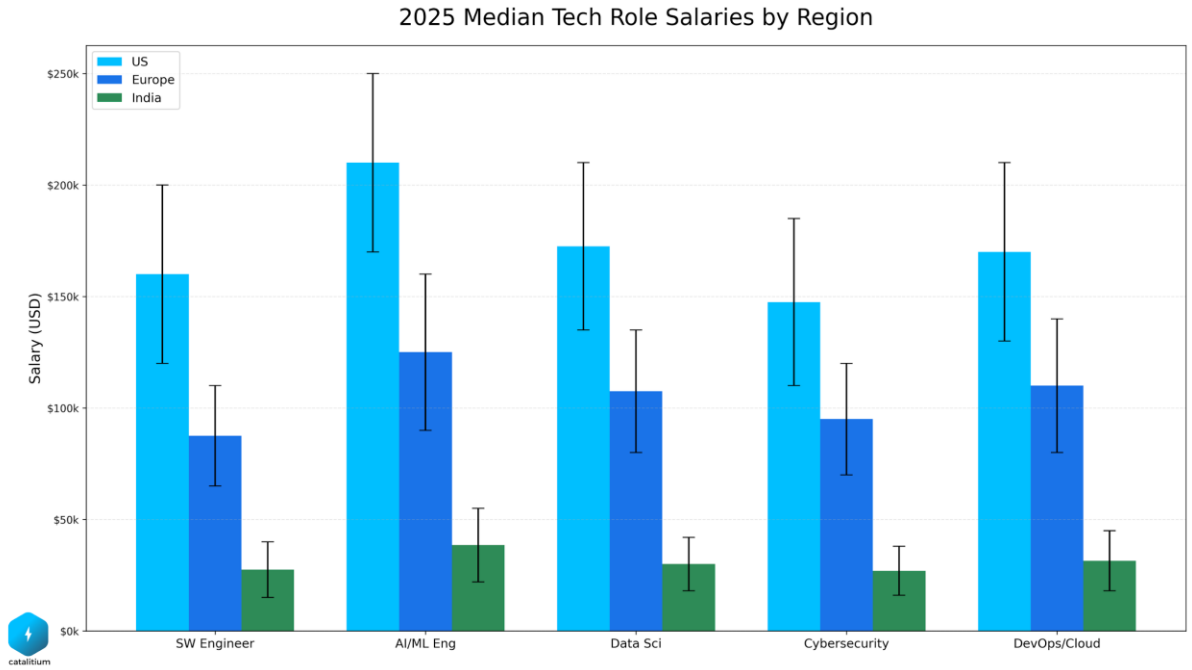
Top Technical & Power Skills in Tech – 2025 WEF, LinkedIn, McKinsey)

Key Insights

- AI/ML continues to lead global hiring demand with a demand score of **100**.
- Python, SQL, Cloud, DevOps, Cybersecurity remain cross-industry essentials.
- Soft skills differentiate high performers in AI-assisted environments.

Tech no longer rewards only the hardest coders, it rewards the smartest collaborators.

2025 Tech Salaries by Region (US, Europe, India)



2025 Median Tech Role Salaries USD) by US, Western Europe, India

Key Insights

- The **US remains the highest-paying** for senior and specialized roles (AI/ML up to $210k+).
- Europe stays competitive with strong stability, benefits, and balanced salary structures.
- India is the **fastest-growing** salary market (12–18% annual increases).
- Cloud, Cybersecurity, DevOps show the lowest regional salary disparities.

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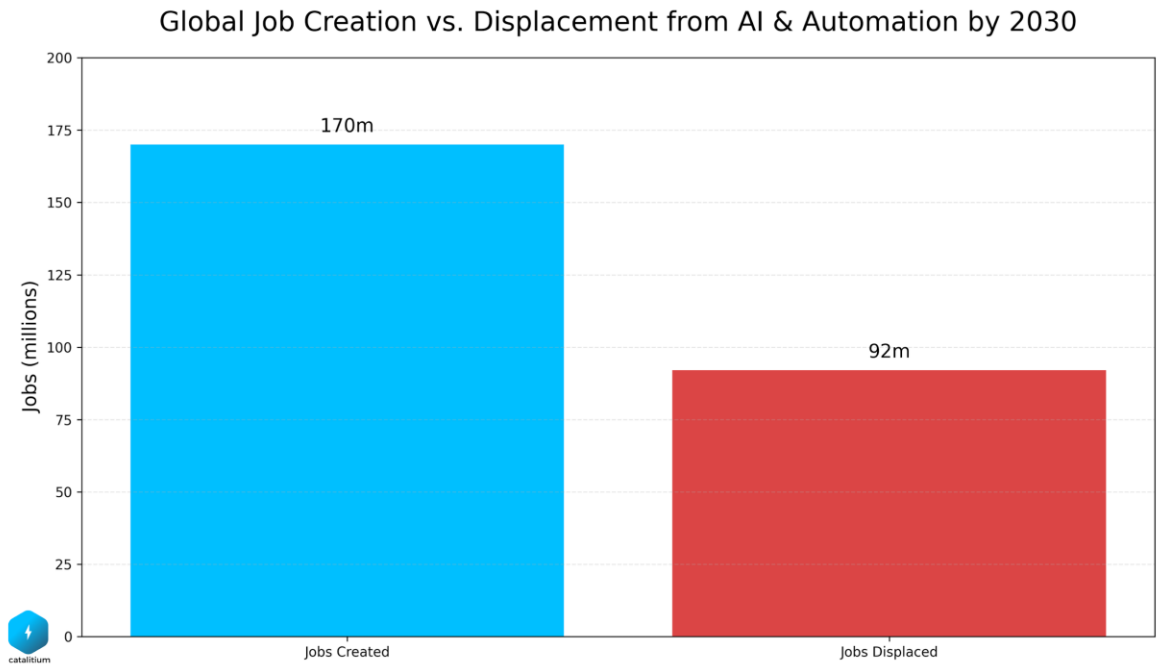
India is becoming a global technical talent hub, companies increasingly hire remote Indian professionals at above-local-market rates.

Global AI Impact: Job Creation vs Displacement



Global Job Creation vs. Displacement from AI & Automation by 2030 WEF Future of Jobs 2025

Key Insights

- AI is expected to create **170 million new jobs** by 2030.
- ~92 million jobs will be displaced, mostly repetitive/manual roles.
- Net global job growth remains strongly positive.
- High-growth job families: AI, Data, Cloud, Cybersecurity, Product, Automation.

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AI eliminates tasks, not talent. Those who upskill will benefit the most.

Fastest Growing & Declining Roles (2025–2026)

High-Growth Roles

- AI/ML Engineer
- Cloud Security Engineer
- AI Ops / Automation Engineer
- Data Engineer
- DevOps / Platform Engineer
- Cybersecurity Analyst
- Generative AI Specialist
- Product Manager (AI-integrated)

Declining Roles

- Traditional IT support
- Administrative assistants
- Manual QA testers
- Data entry
- Routine operational roles

Automation removes repetition. Creativity, analysis, and architecture rise.

Catalitium Recommendations

For Job Seekers

- Build one **core tech skill** (AI, cloud, cybersecurity, data).
- Develop one **key power skill** (communication, leadership, adaptability).
- Become **AI-fluent** — use AI tools daily.
- Treat your LinkedIn profile as a landing page.

For Recruiters

- Prioritize **skills > degrees**.

- Build global talent pipelines (India, LATAM, CEE).
- Evaluate AI fluency and learning agility.
- Shift toward task-based assessments.

For Companies

- Treat AI upskilling as mandatory.
- Adopt hybrid frameworks.
- Build internal mobility paths.
- Leverage junior global tech talent.

Closing Statement

The global job market is not collapsing — it is evolving.

Rapidly. Intensely. Permanently.

Catalitium exists to guide people through that evolution with clarity, data, and actionable intelligence.

- We analyze markets.
- We explain trends.
- We empower professionals.
- We help talent adapt — and thrive.

The future of work belongs to those who prepare today.

Catalitium

“Empowering Individuals and Organizations with Technology.”

Note:

All URLs, detailed citations and underlying links used for this report are maintained internally by ***Catalitium*** *as part of our research process.*

Research Methodology

Catalitium aggregates publicly available labor data, hiring reports, AI workforce insights, academic studies, and market intelligence from global institutions including the World Economic Forum, McKinsey, Deloitte, LinkedIn Economic Graph, Eurostat, OECD, and major tech platforms. Data is transformed, synthesized, and interpreted independently by Catalitium analysts. No proprietary or confidential datasets from third parties are reproduced.

Disclaimer:

All insights in this report represent Catalitium's independent analysis based on publicly accessible information. This report is for research, strategic planning, and educational purposes.

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Sources

This report is based on aggregated insights from leading global research institutions, workforce data providers, and academic studies, including:

Global Labor & Future of Work

- **World Economic Forum (WEF)** – *Future of Jobs Report 2025* and related insights on AI, automation and workforce disruption
- **OECD & World Bank** – labor market, productivity, and skills transformation studies
- **McKinsey Global Institute** – reports on AI adoption, automation, productivity and the future of work
- **PwC, EY, Deloitte, BCG** – human capital trends, AI-at-work reports, talent and skills forecasts

Tech, AI & Digital Skills

- **LinkedIn Economic Graph & Workforce Reports** – skills-based hiring, AI skills adoption, global hiring trends
- **Coursera, Pluralsight & other learning platforms** – tech and AI skills demand reports
- **IBM, Microsoft, AWS, Google Cloud** – AI, cloud and cybersecurity skills gap and adoption data
- **Stack Overflow & developer surveys** – developer job market, remote work and salary trends

Salaries & Compensation Benchmarks

- **Levels.fyi, Hays, Robert Half, Michael Page & regional salary guides** – tech, AI, data and cybersecurity compensation benchmarks in the US, Europe and India
- **National & regional salary surveys** – role-based salary ranges for software, AI, cloud, DevOps and cybersecurity

Remote Work, Hybrid Models & Workforce Well-being

- **Eurostat & EU Digitalisation Reports** – remote work adoption, hybrid models and regional differences
- **Academic papers (Springer, MDPI, ACM, arXiv, Sage, etc.)** – research on remote work, digitalization, AI impact and organizational change
- **Company & HR reports** – ManpowerGroup, EY, Deloitte, LinkedIn and others on hybrid work, retention, skills gaps and Gen Z workforce expectations

AI, Automation & Job Impact

- **WEF AI & Jobs analyses** – job creation vs displacement from AI and automation
- **McKinsey, BCG, PwC, Nexford & others** – long-term forecasts on AI's impact on jobs, sectors and economies

- **Specialized AI & future-of-work studies** – independent think tanks, research institutions and policy reports