

TOP JOBS REPORT 2024

Discover the most in-demand jobs



WHICH JOBS ARE **MOST IN DEMAND THIS YEAR?**

More than 90% of employers across the UK are facing skills shortages, and with over three-quarters planning to hire new staff this year, filling roles could prove challenging, according to the [Hays Salary & Recruiting Trends 2024 guide](#).

That said, there are lots of opportunities available to professionals considering changing jobs. So, for professionals seeking new opportunities or for those who are just curious to better understand today's market, read on to learn which roles are most in demand this year.

Also, see tips on how to approach your job search and the soft skills that will help you excel in your career in our Top Jobs 2024 Report.

Visit our **New Year New Career** hub for the latest job hunting tips and advice

Get Started



Our Salary & Recruiting Trends 2024 guide, based on the views of nearly 15,000 professionals across the UK, shows that:

92%

of employers have recently **faced skills shortages**

77% of employers are planning to hire staff this year

61%

of organisations **offer hybrid working** to staff

76%

of employers think an employee's willingness to learn is **more important than their current skillset**

71% of organisations expect to use AI in the future but only 25% have access to the AI skills they need

Only

16%

of employers say a job applicant **needs to have a degree**

THREE COMMON MISCONCEPTIONS WHEN APPLYING FOR A NEW JOB

(AND HOW TO OVERCOME THEM)

1. Now isn't the right time to change jobs

Moving jobs can be scary and we often find ourselves thinking that the time isn't right to embark on a new opportunity. But have you asked yourself why?

Are you due a pay rise or promotion in your current role?

These important factors can be negotiated as part of finding a new job. Do you perhaps feel guilty about leaving part-way through a project? Then remember your notice period is there for the purpose of handing over work and for your successor to be found. Ultimately, when it comes to your career, you need to put your own needs first, and changing jobs can be a great way to reach your career goals.

2. Your skills and experience don't exactly match the job description

While there might be certain skills or experience that are essential to a role, our 2024 Salary & Recruiting Trends research shows that 73% of employers consider an employee's willingness to learn as more important than their existing skillset.

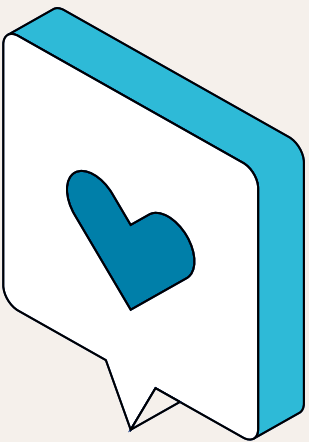
Furthermore, 80% admitted they would likely hire someone who doesn't have all the required skills advertised. With these statistics in mind, make sure you include examples of all your soft skills on your application that demonstrate your ability to pick up new skills easily. Also be sure to clarify that you are open to learning new skills.

3. You're new to the industry

Perhaps you're thinking about switching careers altogether, or trying your hand at a new industry, but are worried about being considered an outsider. If that's the case, then remember, everyone has to start somewhere and changing industries can be very beneficial to your career by broadening your expertise and enhancing your skillsets. Employers also often value the new perspectives industry outsiders can bring to their sector.

Ready to find your next role? [Check out our latest jobs](#)

WHAT SOFT SKILLS DO EMPLOYERS REALLY WANT?



Technical skillsets and areas of expertise are always going to be important to employers, but the right soft skills can make all the difference in helping you excel at your job and land your next role. Below are the top ten soft skills employers are currently looking for, based on our survey of almost 15,000 professionals.

If you'd like to hone your soft skills, check out [My Learning](#), our online learning portal offering free courses to help develop your skills.

67% Communication and interpersonal skills

52% Ability to learn and upskill

52% Ability to adopt change

52% Problem-solving

50% Flexibility and adaptability

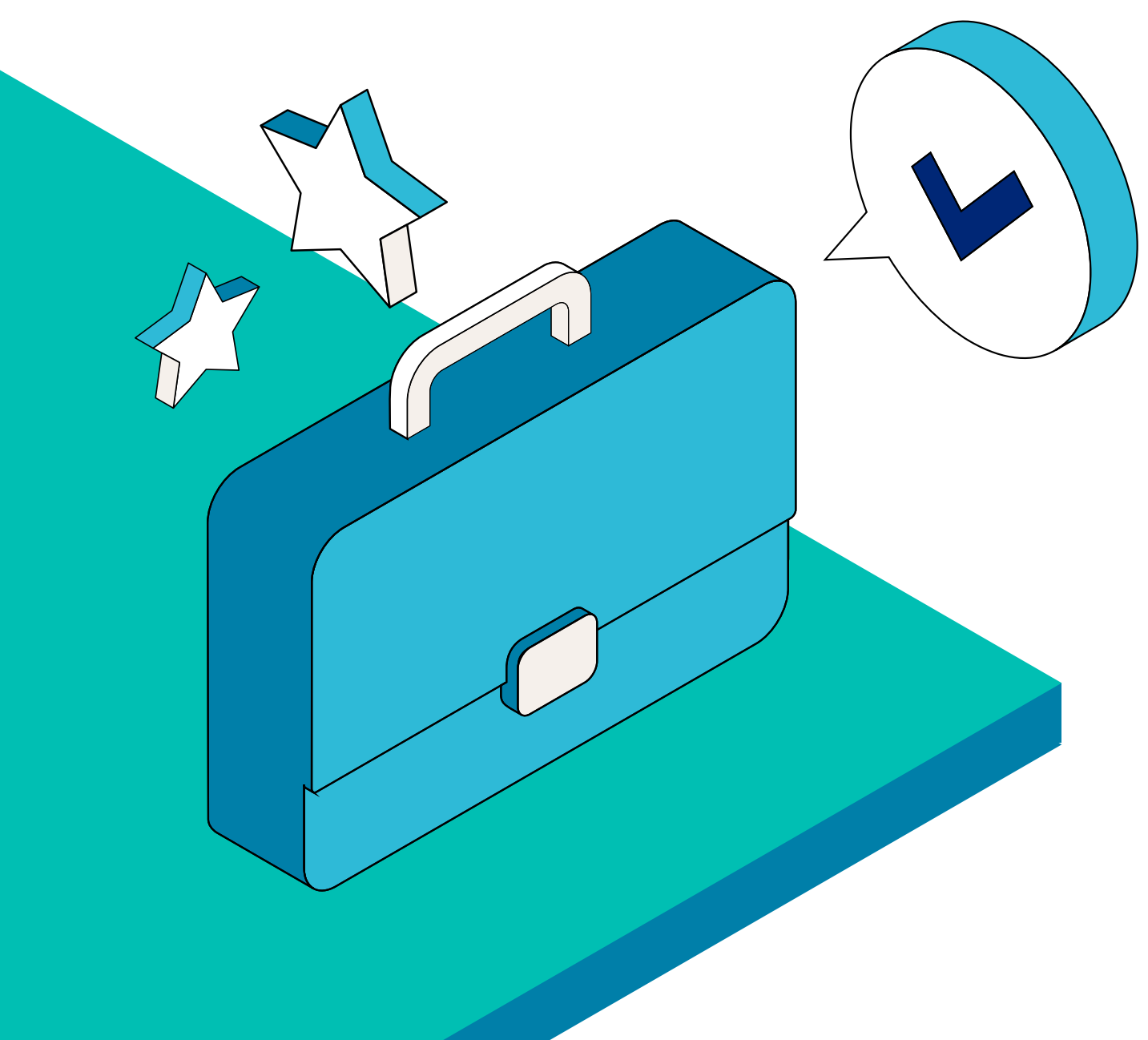
50% Coordinating well with others

36% Judgement and decision-making

38% Critical thinking

35% People management

34% Emotional intelligence (EQ)



1. QUALIFIED SOCIAL WORKER

Social Care

Why is it a top job for 2024?

According to our research, over 90% of social care organisations plan to recruit within the next year in order to meet demand and cover long-term leave, meaning there are plenty of opportunities for those wishing to join this profession.

As a social worker, you'll be making a real difference to individuals' lives. You'll interact with people from all walks of life to help assist with and resolve their issues. You'll also be responsible for protecting them from harm or abuse and facilitate them living more independent lives.

What could I earn?

Salaries for newly qualified social workers range from £26,000 to £33,500 on average, depending on where in the country you are and whether you're working with adults or children.

Salaries will continue to increase as you gain more experience.

Which soft skills do I need and why?

To be a successful social worker, you'll need to possess strong communication skills and have the ability to work well with others. These skills are essential to the role, as you'll be in constant contact with various individuals, from members of the public to health professionals, police and other organisations.

Flexibility and adaptability are also useful skills to have as you will often face different situations and daily challenges.

What technical skills or experience do I need?

1. A degree in social work (BA) or a master's degree in social work
2. Alternatively, you can undertake an apprenticeship where you can start working and earn while you qualify as a social worker

Find out more about why social care needs the right skills - now more than ever

Read on

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2. MULTI-SKILLED MAINTENANCE ENGINEER

Engineering

Why is it a top job for 2024?

Multi-skilled maintenance engineers play a vital role in keeping engineering functions moving and improving productivity. They're responsible for finding and fixing mechanical and electrical faults in machinery, as well as proactively carrying out maintenance to mitigate disruptions before they happen.

The work is varied, and professionals can continue to broaden their knowledge throughout their career, so no two days are ever the same.

What could I earn?

Salaries range from £37,000 to £58,000 for multi-skilled maintenance engineers depending on location. Pay for this role increased by an average of 4.3% over the last year.

Which soft skills do I need and why?

Maintenance engineers need to have a high attention to detail, as well as strong problem-solving skills. Time is often of the essence in order to fix an issue and avoid financial losses, meaning professionals must be able to work well under pressure. A high standard of record keeping is also crucial in many roles, so strong communication as well as analytical and reporting skills are useful attributes.

What technical skills or experience do I need?

1. A degree isn't essential, but common subjects include electrical engineering or mechanical engineering
2. Mechanical maintenance experience such as through an apprenticeship
3. Technical knowledge of relevant systems

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3. QUANTITY SURVEYOR

Construction & Property

Why is it a top job for 2024?

Quantity surveyors play the important role of costing building projects and managing costs from start to finish. There's currently a shortage of skilled quantity surveyors and, with such high levels of ongoing activity in the construction industry, these professionals are in considerable demand.

This demand is projected to continue into 2024. Several factors have contributed to the heightened need for this commercial role, including skills shortages, the ongoing effects of Brexit, fewer people entering the profession and the industry's ageing workforce.

What could I earn?

The average salary for an assistant quantity surveyor can range from £30,000 to £45,000, depending on where you're based. As you progress in your career, you could be earning £65,000 as an intermediate quantity surveyor and up to £95,000 as a senior quantity surveyor in London.

Which soft skills do I need and why?

As a quantity surveyor, you'll need strong communication and interpersonal skills in order to build positive stakeholder relationships and negotiate effectively with your clients or sub-contractors. Attention to detail is also extremely important when monitoring and reporting on a project's financial progress.

What technical skills or experience do I need?

1. Good numeracy and IT skills
2. There are several routes and qualifications that can facilitate a path into quantity surveying – ranging from apprenticeships through to degrees in subjects like mathematics, economics, geography or civil engineering

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4. CYBER SECURITY MANAGER

Technology

Why is it a top job for 2024?

Cyber security experts are highly sought after, with employers seeking specialists who can review their security frameworks and protect against increasingly frequent and sophisticated cyber threats.

A cyber security manager will typically design and implement security policies, respond to cyber incidents and oversee a team of IT professionals. Benefits include high salaries, excellent career progression and the opportunity to make a positive societal impact. Going forward, there's scope to branch out into different cyber security fields or move to higher-level roles, such as a chief information security officer.

What could I earn?

Cyber security managers can earn anywhere from £60,000 to £100,000 depending on their location and experience.

Which soft skills do I need and why?

A cyber security expert requires more than just technical expertise. Conveying highly specialist information in an accessible way to various stakeholders demands sound interpersonal and communication skills, while critical thinking is a must when making high-stake decisions. And as a manager, it's important you have the leadership abilities to oversee and motivate a team of IT professionals.

What technical skills or experience do I need?

1. Data management and analytics expertise
2. Managerial and risk assessment experience
3. Knowledge of core coding languages/ operating systems

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5. ENERGY/CARBON MANAGER

Sustainability

Why is it a top job for 2024?

Energy/carbon managers play a key role in planning and regulating energy usage within organisations and devising new policies as needed. They take a holistic approach to energy and carbon management, often incorporating elements of waste and utility management and sustainable development.

Energy/carbon managers are currently in high demand with businesses eager to improve their energy efficiency against a backdrop of rising costs.

What could I earn?

The entry-level salary for an energy/carbon manager starts at £26,000. As you progress in your career, the average salary increases to £45,000 for early career professionals, or £48,000 if you're based in London.

Experienced energy/carbon managers or those working at a senior leadership level can expect to earn between £60,000 and £87,000, depending on your location and experience.

Which soft skills do I need and why?

Interpersonal and communication skills are essential to have in an energy/carbon manager role, especially when working with stakeholders to develop, coordinate and implement strategies to reduce energy consumption.

In order to stay up to date with the latest legislation, compliance and reporting requirements in the field, energy/carbon managers need to be highly adaptable and have a keen interest in learning and upskilling. They often come across obstacles and need to adjust their plans accordingly, so it's important to be adaptable to change and flexible in your approach.

What technical skills or experience do I need?

1. A degree is not essential, however building and construction, mechanical and electrical engineering, environmental science or energy management could be beneficial subject areas to pursue
2. Experience in energy engineering, renewables and other sustainability areas is sometimes preferred by employers
3. Numerical, data handling and project management skills

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6. ENGINEERING PROJECT MANAGER

Engineering

Why is it a top job for 2024?

Engineering project managers are responsible for successfully delivering engineering projects on time and within budget. There are many exciting areas of engineering you could be working in, such as building a new office or designing and producing the latest electric vehicle. Project managers look after engineering projects from end-to-end, including planning, purchasing materials, managing budgets, assessing risks and monitoring progress.

What could I earn?

Salaries range from £54,000 to £70,000 depending on which area of engineering you work in. Project manager salaries increased by an average of 4.8% in the last year.

Which soft skills do I need and why?

Organisational skills are a must for engineering project managers. Projects rarely run completely to plan, so problem solving skills and adaptability are essential. You'll also be dealing with several different stakeholders so strong communication skills will stand you in good stead. A good head for numbers is also needed, as you'll be managing costs.

What technical skills or experience do I need?

1. A project management qualification
2. Experience with project management tools
3. A degree in engineering is beneficial but not essential

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7. SPECIAL EDUCATIONAL NEEDS (SEN) TEACHING ASSISTANT

Education

Why is it a top job for 2024?

Demand for teaching assistants is growing across education, with more pupils requiring personalised learning and welfare support. Special Educational Needs (SEN) teaching assistants (TAs) help deliver lessons, prepare and adapt resources, provide intervention for pupils, liaise with parent and carers and carry out other pastoral duties.

This is a rewarding career with the chance to improve young lives, and the opportunity to become a higher-level TA or teacher.

What could I earn?

For full information about pay scales, please refer to the [Department for Education](#)

Which soft skills do I need and why?

Empathy and emotional intelligence are essential skills for any teaching assistant professional, allowing you to understand and best support all young learners. Strong communication skills are also needed to effectively reinforce pupil progress, liaise with parents and carers and collaborate with other staff. Being an emotionally challenging role, resilience and patience are must-haves.

What skills do I need?

1. Experience working with young children
2. Good literacy and numeracy skills
3. Administrative and computer competency

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8. CREDIT CONTROLLER

Accountancy & Finance

Why is it a top job for 2024?

Essentially responsible for the oversight of an organisation's accounts receivable, credit controllers use robust processes to safeguard their organisation's financial security, nurture sustainable growth and manage access to capital.

As a result, credit control continues to sit at the heart of a business' fiscal wellbeing, and ongoing economic unpredictability provides assurance of the continued demand for skills in this sector. Furthermore, those who continue to build on their experience and undertake professional qualifications could go on to progress to a higher remunerated credit manager position.

What could I earn?

Depending on experience and location, salaries can range from around £24,000 for entry level roles to £40,000 for experienced professionals, with a typical salary of around £30,000.

Which soft skills do I need and why?

Due to the sensitive nature of the role – particularly where debt collection is concerned – sound decision making, strong interpersonal skills and the ability to remain calm under pressure are essential when it comes to excelling in a credit controller role.

What technical skills or experience do I need?

No degree is required, but many employers will look for a good standard of education (minimum 5 GCSEs, grades A-C). Meanwhile, the below courses should also give you a head start in the job:

1. Level 2 or 3 Diploma in Credit Management
2. Level 3 Certificate or Diploma in Financial Studies
3. T Level in Finance

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9. NEWLY-QUALIFIED ACCOUNTANT

Accountancy & Finance

Why is it a top job for 2024?

In an unpredictable economic climate, the demand for robust financial advice and analysis remains strong, making accounting a profession with boundless potential for those just qualifying.

Newly-qualified accountants have the advantage of a broad range of career paths to choose from, including internal audit, management accounting, finance management, commercial analysis or group accounting. With many finance directors beginning their careers by obtaining ACA qualifications, gaining the right experience in the right areas could put you well on your way to the top of this career ladder.

What could I earn?

Depending on location, and whether you're working for a large organisation or an SME, newly-qualified accountant salaries can range from around £40,000 to £60,000, with a typical salary of around £50,000.

Which soft skills do I need and why?

Whilst technical capability is essential for any newly-qualified accountant, being able to 'translate' technical finance language into a business language everyone can understand is a critical soft skill that all accountants need.

Hitting the ground running when you begin your accountancy career is as much about building relationships with key stakeholders and getting a holistic understanding of business challenges as it is about ensuring an accurate balance sheet and credible forecasts.

What technical skills or experience do I need?

1. A degree is desirable, but not essential
2. An AAT qualification is typically the minimum level expected of an accountant, but to ultimately become a chartered accountant you'll need to progress to ACCA, CIMA or ACA qualifications

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10. SUPPLIER RELATIONSHIP MANAGER

Procurement & Supply Chain

Why is it a top job for 2024?

The demand for supplier relationship managers (SRMs), in particular IT-based roles, has risen in the past year, driven primarily by candidate shortages. The role has grown increasingly important as organisations become more globally focused, helping businesses scale, maintain profitability and drive efficiency.

SRMs work closely with a variety of stakeholders both within the organisation and outside of it. Their main responsibilities involve managing relationships, ensuring suppliers meet company standards and evaluating vendors.

What could I earn?

Salaries for supplier relationship managers range from £35,000 to £80,000 across the country, with the highest average salaries found in London and surrounding areas.

Which soft skills do I need and why?

To be a successful supplier relationship manager, you'll need to have a strong set of soft skills to move forward within your role. These include leadership skills, time management and communication skills, all of which are vital as you'll be liaising with key stakeholders, managing deadlines and consistently speaking with various people within your network.

What technical skills or experience do I need?

1. A Bachelor's degree in business, supply chain management or a relevant field
2. Relevant work experience, including roles such as a buyer or contract specialist
3. Transferable skills such as problem solving, critical thinking and leadership skills

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