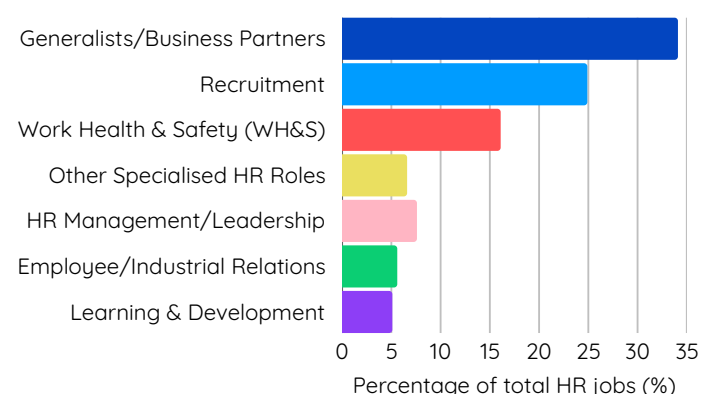


Quarterly Insights Q2 2025

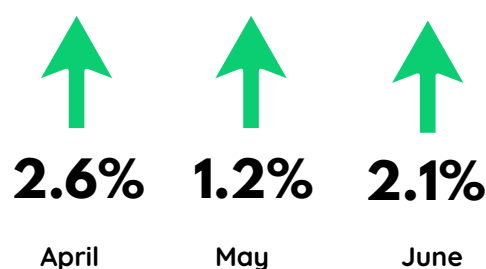
July 2025

While lingering economic uncertainty introduced a degree of hesitancy this quarter, it didn't bring P&C hiring to a halt. Employers remained active across key HR functions, particularly in areas like compliance, change management and workforce design - albeit with a measured approach to new hires. Australia's seasonally adjusted unemployment rate edged up to **4.3%** in June, while applications per job ad have now reached a record high, underscoring increased competition as opportunities tightened. Employers are cautiously optimistic, with **contract and interim appointments** remaining a strategic solution, offering flexibility without long-term commitment. Critical hiring continues, although it comes with sharper scrutiny and a stronger focus on impact.

Percentage of total HR jobs advertised in Q2 2025



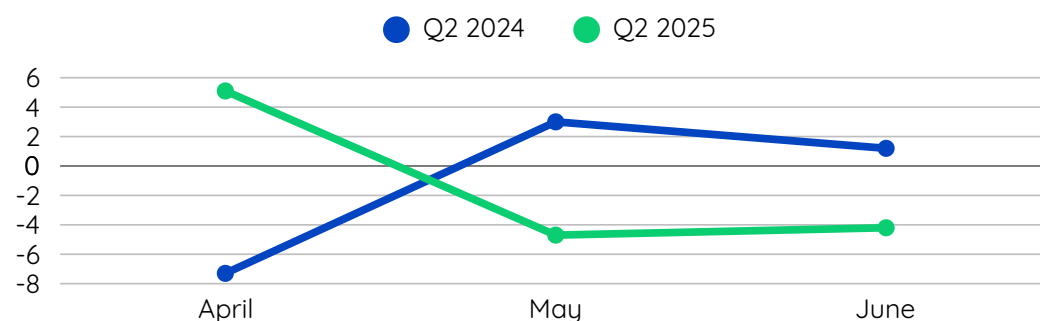
Monthly increases in applications per job ad in Q2 month-on-month (seasonally adjusted)



P&C Market Update

The second quarter of 2025 showed early promise in the P&C market before softening. Demand grew across WHS, IR and ER roles, driven by continued legislative change. Internal mobility gained momentum, while demand for mid-level Business Partners remained strong, particularly those with ER depth. Senior contracts offered agility, and leadership hiring remained steady in strategy and transformation.

Monthly Fluctuation in HR Job Ads: Q2 2024 vs Q2 2025



The graph illustrates contrasting HR job ad trends between **Q2 2024** and **Q2 2025**. April 2025 saw **strong growth of over 5%**, although this momentum reversed in May and remained flat in June. In contrast, 2024 began with a sharp drop but recovered steadily through the quarter. The shift in 2025 reflects a **softening of employer confidence mid-quarter**, likely driven by economic and organisational uncertainty. Compared to the consistent upward trend in 2024, **HR hiring in 2025 has been more volatile**, reinforcing the need for greater agility in workforce planning and closer monitoring of market sentiment.

Employers

- **Refocus hiring efforts:**
Focus hiring on high-impact roles that align directly with strategic priorities, and assess where flexibility through contract or project-based talent may offer greater value.
- **Streamline your screening:**
With applications at record highs, create efficient, fair, and human-centred processes that balance speed with quality.
- **Ensure you retain top talent:**
With budgets tight and fewer vacancies being approved to go to market, utilising your existing bench to fulfil your workforce planning needs is critical.

Job Seekers

- **Differentiate your application:**
Invest time in tailoring your CV and cover letter to each role. Show tangible impact and relevance to stand out in a crowded field.
- **Leverage your network:**
More people are on the move, and many roles are filled before they're ever advertised. Tapping into your network can give you access to hidden opportunities.
- **Showcase your impact:**
Employers are prioritising adaptability, strategic thinking, and values alignment. Demonstrate how you've delivered meaningful results, and how you'll do it again.

What to Expect in Q3 2025

Q3 is likely to bring continued caution in hiring, with employers focusing on critical roles and leaning on internal mobility and contract solutions. While job ad volumes may hold or soften, competition will remain high. Expected interest rate cuts could lift market sentiment, while labour-led reforms may drive ER demand. AI and automation are prompting short-term slowdowns and early redundancies, reshaping role design and creating demand for adaptable, commercially minded talent able to navigate transformation.

Key Takeaways

- **Hiring remains active, but focused**, with employers prioritising high-impact roles and continuing to lean on internal mobility and contract solutions.
- **Competition is intensifying**, as applications per job ad hit a record high in June, increasing pressure on job seekers to stand out.
- **Industry trends are shifting**, with growth concentrated in Construction, Engineering and Trades & Services, while most other industries softened.
- **Outlook for Q3 is cautious**, with steady job ad volumes expected and strong candidate movement continuing to shape the market.



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