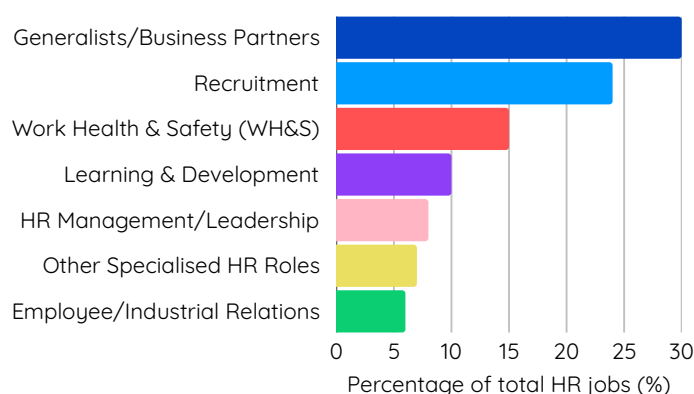


Quarterly Insights Q3 2025

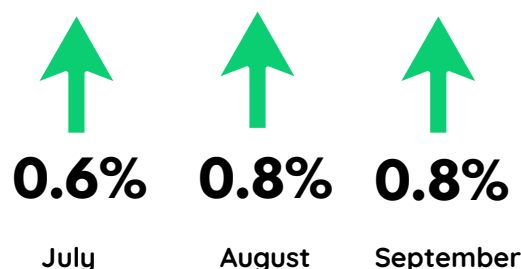
October 2025

As Q3 drew to a close, Australia's labour market showed signs of both resilience and caution. The ABS reported that the seasonally adjusted unemployment rate rose to 4.5% in September, marking the highest level since late 2021. While job ads have increased consistently over this quarter at an average of 0.76% monthly, competition for roles has also intensified. People & Culture hiring remains active, with employers focusing on precision, value, and flexibility.

Percentage of total HR jobs advertised in Q3 2025



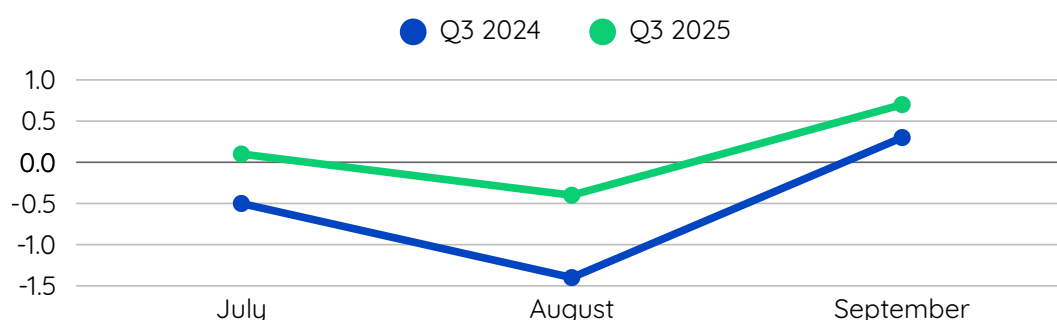
Monthly increases in job ads in Q3 month-on-month



P&C Market Update

P&C hiring improved in Q3, with job ads rising an average of **0.13% month-on-month**, and AHRI indicating that **69% of employers plan to recruit** by the end of the year. Applications per role continued to increase this quarter, hitting new record highs and highlighting an increasingly competitive market. Demand strengthened in the mid-level market, particularly for Business Partner roles with ER capability, while leadership hiring in transformation and strategy remained steady. Internal mobility also gained traction, while senior contract hires provided flexibility.

Monthly Fluctuation in HR Job Ads: Q3 2024 vs Q3 2025



This graph highlights differing HR job ad trends between Q3 2024 and Q3 2025. In 2024, hiring activity dipped sharply through August before a late-quarter rebound, reflecting a more cautious market. In contrast, **2025 shows a steadier performance**, with a smaller mid-quarter slowdown followed by a stronger recovery into September. The upward finish in 2025 signals **improving confidence and renewed hiring intent**, suggesting employers are re-engaging with growth plans after a subdued prior year.

Employers

- **Move quickly on top talent:** A human-centred process is key to securing standout candidates before competitors, especially ahead of the new year.
- **Build, Borrow, Buy:** Reflect on the skills and experience your team needs in 2026. Identify capability gaps and decide where to borrow (interim talent), buy (new perm hires), or build (develop existing team members). This more strategic approach allows organisations to balance cost, capability, and flexibility.
- **Focus on productivity & experience:** With high application volumes and advancing tech, review your ATS and automation tools to streamline workflows, uplift recruiter efficiency and candidate experience.

Job Seekers

- **Ensure you stand out:** With competition rising, use the end-of-year period to strengthen your network. Attend events with intent, upskilling while intentionally building new connections. Leverage these relationships to uncover hidden opportunities.
- **Holiday slowdown:** Be proactive with your search as the lead-up to the festive season brings a shorter hiring window before many employers pause recruitment over the holiday period.
- **Target growth areas:** Demand has stayed strong in ER, workforce design and digital transformation. Highlighting key strengths to position yourself in active segments increases your chances of landing the right role.

What to Expect in Q4 2025

Job advertisements have now risen for five consecutive months, signalling renewed confidence in the market. As interest rates stabilise and borrowing conditions improve, people and businesses alike are starting to feel ready to spend, invest and take more calculated risks, all positive signs for hiring activity.

While employers remain thoughtful about where they invest, the outlook for Q4 is encouraging. Demand is expected to stay strongest across the mid-level of the market and senior leadership roles in business-critical areas, with hiring likely to ease as the festive period begins in December.

Key Takeaways

- **Hiring increased:** Job ads rose modestly month-on-month in Q3, with employers targeting critical roles over broad expansion.
- **Applications surged:** Sustained record-high application volumes highlight growing competition and the need for effective candidate screening processes.
- **In-demand roles:** The appetite for mid-level P&C roles and strategic, business-critical positions remained steady.
- **Positive outlook for Q4:** Employer confidence is building, with strategic hires the key priority and a greater appetite to invest in people.

» **Contact Levyl to access the best People & Culture talent in the marketplace** or for advice and support on your job search.

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