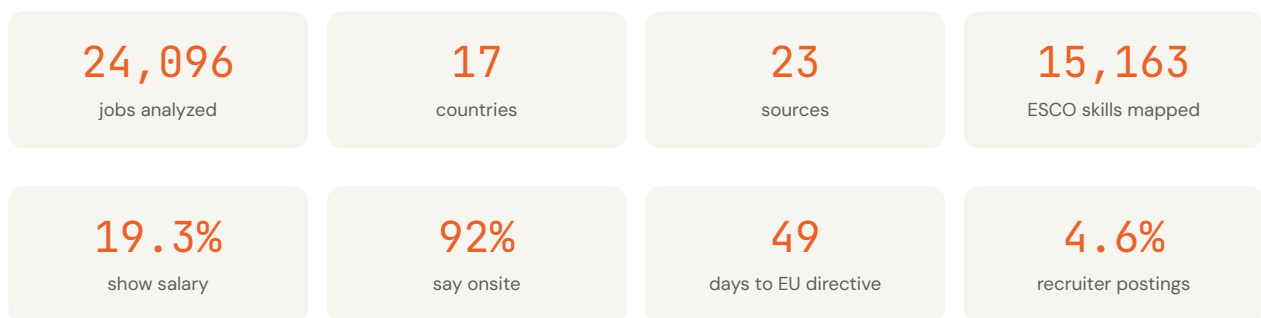


Kitso Market Pulse

What 24,000+ job postings actually say about salary, remote work, skills, and industry demand across Europe and the US.

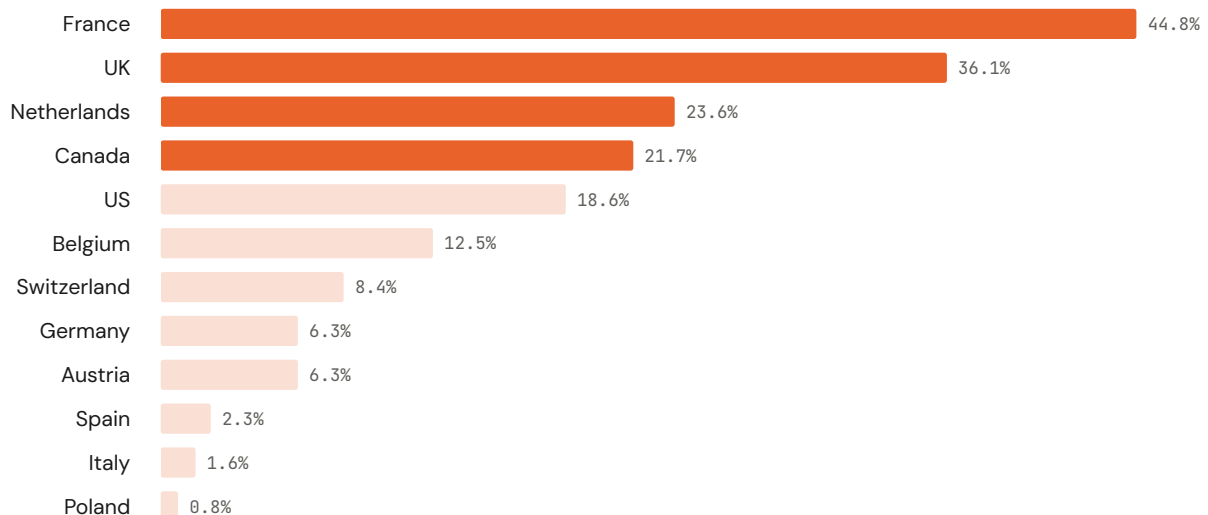
Edition #1 · Data window: Apr 16-19, 2026 · Live data · kitsuno.ai/stats

AT A GLANCE



SALARY TRANSPARENCY

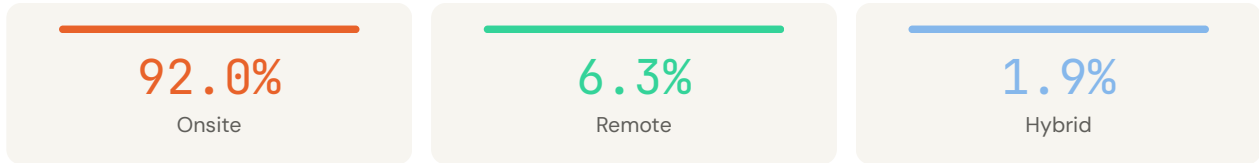
Only 1 in 5 EU job postings disclose salary. The EU Pay Transparency Directive takes effect June 7, 2026. With 49 days remaining, most employers haven't adapted. France leads at 44.8%. Germany, Austria, Spain, Italy, and Poland remain in single digits.



EU average: 19.3% · Solid = above average

THE REMOTE MYTH

Every workforce survey says hybrid is the new normal. The postings say otherwise.



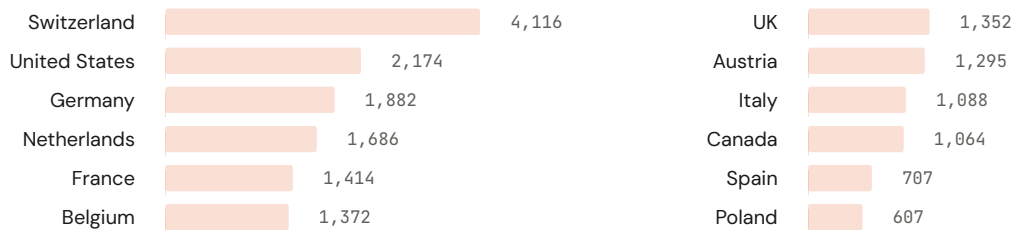
Whether employers mean “we want you in the office” or haven’t updated their templates — job seekers see “onsite” and make decisions based on it. The disconnect between what surveys report and what postings actually say is one of the largest gaps in labor market data.

Why this matters

If you’re filtering for remote-only roles, you’re searching in 6.3% of the market. Understanding this gap changes how you calibrate your search — and your expectations.

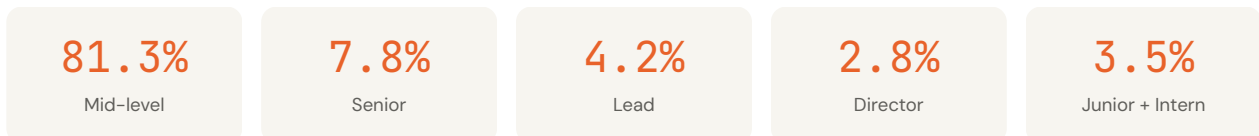
GEOGRAPHIC DISTRIBUTION

Switzerland dominates the dataset with 4,116 postings — reflecting the country’s high concentration of international organizations and multilingual job boards. The US, Germany, Netherlands, and France round out the top five.



SENIORITY BREAKDOWN

81% of postings target mid-level professionals. Senior and leadership roles account for 15%. Entry-level (junior + intern) represents just 3.5% of the market — a structural challenge for career starters.



INDUSTRY DEMAND BY COUNTRY

Each cell shows how concentrated an industry is in a given country compared to the EU average. An index of 2.0 means that industry appears twice as often as expected. This reveals structural differences in national economies that job seekers rarely see.

	AT	BE	CH	DE	ES	FR	GB	IT	NL	PL	US
Admin & Support	1.2	0.9	0.7	0.9	0.9	1.5	1.4	1.5	0.9	0.9	0.7
Education	1.1	0.8	1.9	1.0	1.2	0.7	0.7	0.7	0.8	0.6	1.4
Finance & Insurance	0.6	1.0	1.4	1.1	0.8	0.7	1.6	0.6	1.2	0.9	1.1
Healthcare	1.2	0.9	0.6	0.8	0.4	0.5	0.8	0.4	0.7	0.2	3.2
Hospitality	3.2	0.7	0.8	0.7	1.6	0.9	0.8	1.1	0.5	0.4	0.5
Info & Comms	0.7	1.2	1.1	1.4	0.9	0.8	1.1	0.8	1.5	2.2	1.0
Intl Organizations	0.4	2.6	1.6	0.4	0.7	1.2	0.6	3.0	0.5	0.3	0.8
Manufacturing	1.4	1.0	1.1	1.4	0.8	0.7	0.3	0.9	0.9	1.6	0.4
Prof & Scientific	0.9	1.2	1.2	1.1	0.9	0.9	1.2	0.8	1.4	1.0	1.1
Public Admin	0.6	1.8	2.9	0.7	0.4	1.1	0.5	0.8	0.4	0.3	0.6
Real Estate	0.9	0.7	1.1	0.8	1.4	1.2	1.9	1.0	1.1	0.6	0.7
Transportation	0.7	1.2	0.6	0.9	0.7	1.4	0.9	1.1	2.7	0.8	0.4

■ Under-represented
 ■ Average
 ■ Over-represented

Country spotlights

Austria — Hospitality at 3.2x EU average. Tourism-driven economy creates a distinct hiring pattern.

Belgium & Italy — International organizations spike at 2.6x and 3.0x. Brussels (EU institutions) and Rome (FAO, WFP) drive this.

Netherlands — Transportation at 2.7x. Europe's logistics hub with Rotterdam, Schiphol, and major supply chain operations.

Poland — Info & Comms at 2.2x. Nearshoring destination for European IT operations.

Switzerland — Public administration at 2.9x. International governance organizations (UN, WHO, ICRC) concentrate in Geneva.

US — Healthcare at 3.2x. The dominant sector in American job postings, dwarfing all other industries.

ROLE FAMILIES

Engineering/Dev leads at 2,947 postings, followed by Healthcare (2,543) and Management (2,002). Data/AI roles already rank 4th — higher than traditional categories like Finance or Marketing.

Engineering/Dev	2,947	Trades/Technician	1,216
Healthcare	2,543	Project/PM	1,057
Management	2,002	Consulting	885
Data/AI/Analytics	1,669	Operations	790
Sales/BD	1,552	Design/UX	567

SKILL FINGERPRINTS BY COUNTRY

Every job posting is matched against 15,163 skills from the ESCO taxonomy (European Skills, Competences, Qualifications and Occupations). The top 5 skills per country reveal clear national signatures — what each economy actually hires for, beyond industry labels.

Switzerland		Germany		France	
Computer engineering	286	Hire human resources	141	Hire human resources	196
Hire human resources	255	Manage sales teams	138	Data engineering	89
Software development	232	Manage customer service	122	Recruit personnel	85
Management consulting	205	Software development	121	Technical training	79
Security engineering	202	Personal care assistance	120	Manage human resources	75

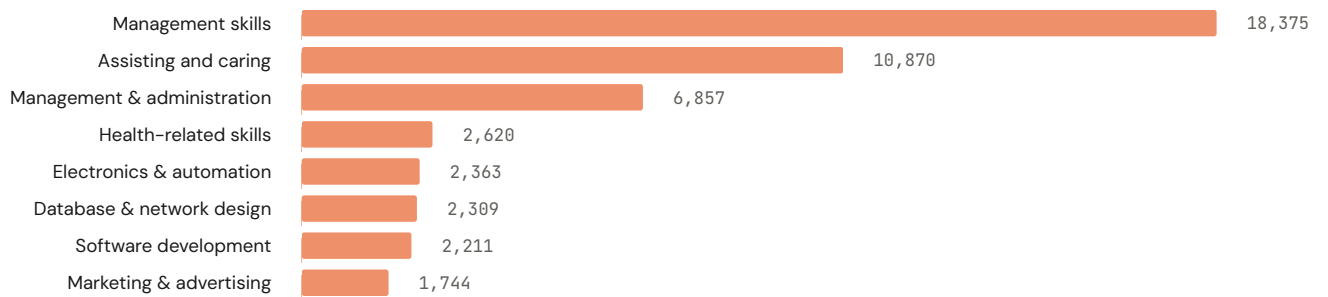
United Kingdom		Netherlands		Poland	
Hire human resources	238	Manage logistics	112	Software development	105
Determine salaries	140	Customer communication	103	Customer communication	69
Personal care assistance	138	Project coordination	98	Improve processes	67
Manage payroll	137	Logistical arrangements	98	Marketing campaigns	61
Manage human resources	120	Determine salaries	92	Engineering projects	51

The US outlier

The United States has a completely different skill signature. All five top skills are nursing-related: nurse-led discharge (394), supervise nursing staff (376), plan nursing care (302), professional nursing care (297), electronic health records (265). Healthcare isn't just the top industry — it defines the entire skill landscape.

TOP COMPETENCY AREAS (EU-WIDE)

ESCO skills roll up into competency areas. Management dominates, but the second-place “assisting and caring” reflects the healthcare sector’s weight in the dataset.



KITSO'S TAKE

The salary transparency gap is structural, not accidental.

France at 45%, Poland at 0.8%. This isn't a gradual spectrum — it's a cliff. Countries either have cultural or legal norms around disclosure, or they don't. With the EU directive 49 days away, the countries at the bottom face the steepest climb. Job seekers in low-transparency markets have been making career decisions with incomplete information for years. That changes in June.

The “remote revolution” is a survey artifact.

92% of the postings we analyzed say onsite. Not “hybrid-flexible.” Not “remote-first.” Onsite. Surveys ask employers what they offer; postings show what they actually advertise. The gap between reported flexibility and posted reality is one of the biggest blind spots in labor market data. If you're filtering for remote roles, you're searching in 6% of the market.

Europe isn't one market. It's seventeen.

Healthcare dominates the US at 3.2x. IT clusters in Poland at 2.2x. International organizations spike in Belgium and Italy. Hospitality defines Austria. Logistics defines the Netherlands. A job search strategy that works in one country will fail in another — the industry shapes, skill demands, and transparency norms are fundamentally different. Any tool that treats “Europe” as a single market is lying to its users.

Skills tell a different story than industries.

Industry labels are broad. Skills are specific. France's top skills include data engineering — invisible if you only look at industry codes. The Netherlands leads in logistics and project coordination, not just “transportation.” Poland's software development dominance confirms the nearshoring narrative with hard data. ESCO skill mapping gives granularity that industry classification alone cannot provide.

The entry-level gap is real.

Junior and intern roles account for 3.5% of postings. Meanwhile, 81% target mid-level. This structural imbalance means early-career professionals face a genuinely narrower market — not because they're not looking hard enough, but because the postings aren't there. Career starters need different search strategies than mid-career professionals, and the data confirms why.

The data is young but growing fast.

24,000 jobs in 3 days. No personal filters, no profile bias, no single-source dependency. As the dataset grows, we'll surface weekly trends, seasonal shifts, and skill demand changes. This is edition #1 — the baseline. Every future edition will measure change against this starting point.

WHAT'S COMING IN FUTURE EDITIONS

Market Pulse is designed to grow with the data. Each edition will add depth as the observation window widens.

- **Trend lines** — weekly and monthly changes in salary transparency, remote rates, and skill demand. Not forecasting — clear, honest visibility into how the market is moving.
- **Skill demand shifts** — which ESCO skills are gaining or losing ground, by country and role family. Early signals for career planning.
- **Country deep dives** — single-country editions with city-level data, source comparison, and industry drill-downs.
- **Source quality index** — which job platforms show salary, which don't. Which have the most unique listings vs. aggregated reposts.
- **Role family evolution** — how job families are growing or shrinking across countries. Which roles are emerging, which are consolidating.
- **Recruiter vs. direct hire** — where companies post directly and where they go through intermediaries. Currently 4.6% recruiter-flagged — expect this to increase as detection improves.

See the live data

kitsuno.ai/stats — Free. No login. Updated hourly.

Start your own career intelligence at kitsuno.ai

METHODOLOGY

Data source: Kitsuno Market Observer — an independent pipeline that crawls job postings from multiple sources across Europe and the US, without personal filters or profile bias. Jobs are deduplicated across sources, classified by NACE industry codes using anchor-based text matching, checked for salary disclosure via pattern detection, and enriched with ESCO skill mappings using Cloudflare bge-m3 vector embeddings (similarity threshold 0.50). Role families are assigned using a 23-category classifier with 6-language regex patterns. Seniority and remote type are extracted deterministically from title and description patterns. Recruiter postings are flagged via company-name pattern matching.

Data window: April 16–19, 2026 (3 days). The observer pipeline runs daily, promoting new jobs from the crawler and enriching them automatically. Numbers will grow and stabilize as the dataset matures. All figures in this report are point-in-time snapshots and may shift as more data accumulates.

Taxonomy: Skills are mapped against the full ESCO v1.2 taxonomy (15,163 skills with ancestor competency chains). Industries use NACE Rev. 2 sector codes. Countries are determined from source URL patterns, location fields, and description analysis.

Limitations: Source mix affects country weights (Adzuna dominates with 62% of observations). Language detection coverage is low (0.3% hit rate) and excluded from this edition. Salary detection uses pattern matching, not NLP — some edge cases may be missed. The “onsite” remote classification includes postings where remote type is simply unstated.