

The state of HR Jobs in France Q3 -2014

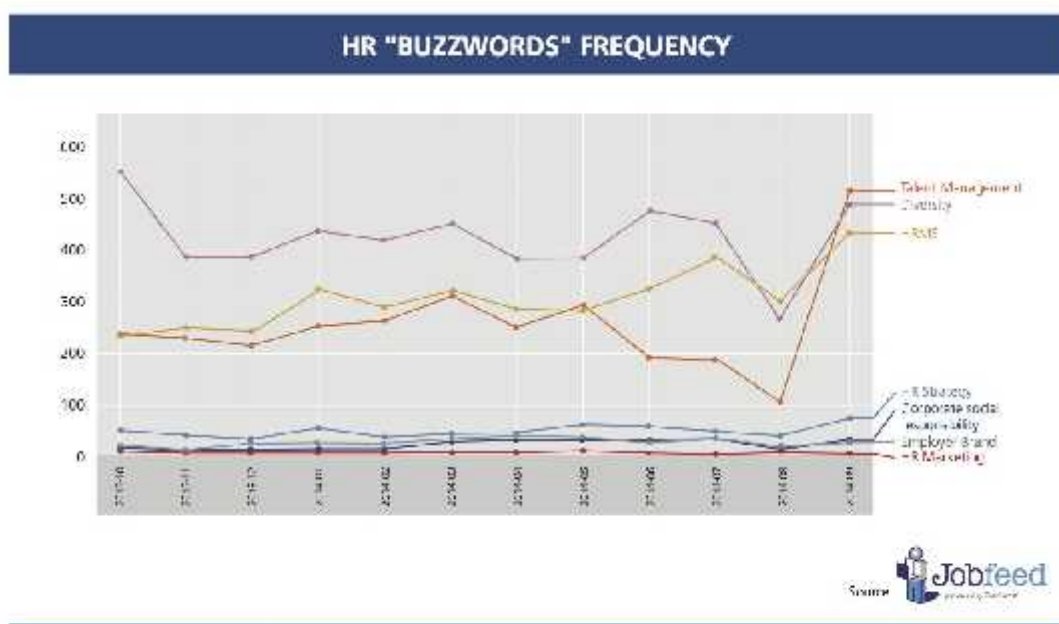
This quarterly study has been prepared using data from Jobfeed, Textkernel's job market analysis tool. By collecting online jobs, extracting data and indexing it in a searchable database, Jobfeed makes it possible to focus on a specific sector or profession. This analysis focuses especially on jobs in the human resources sector published online between 1 July and 30 September 2014. The following figures are presented in this study:

- HR Buzzwords occurrence in HR job description
- Top 10 job sites for the HR professions
- Distribution of jobs by HR function
- Education level requested for HR jobs
- Top 10 regions for HR jobs

HR Buzzwords

Countless buzzwords are used nowadays by HR professionals. They trend online, become the talk of the town among HR professionals and sometimes disappear as fast as they've gained prominence. While it is difficult to be exhaustive in this respect, we have found it interesting to look into the occurrence of the below "buzzwords" in HR jobs descriptions published online over the last 12 months.

We invite you to suggest new buzzwords at info@textkernel.com for our next study.



Number of unique HR jobs published online between the 1st October 2013 and the 30 September 2014, including buzzwords

Source: Jobfeed

Top 10 job sites for the HR professions

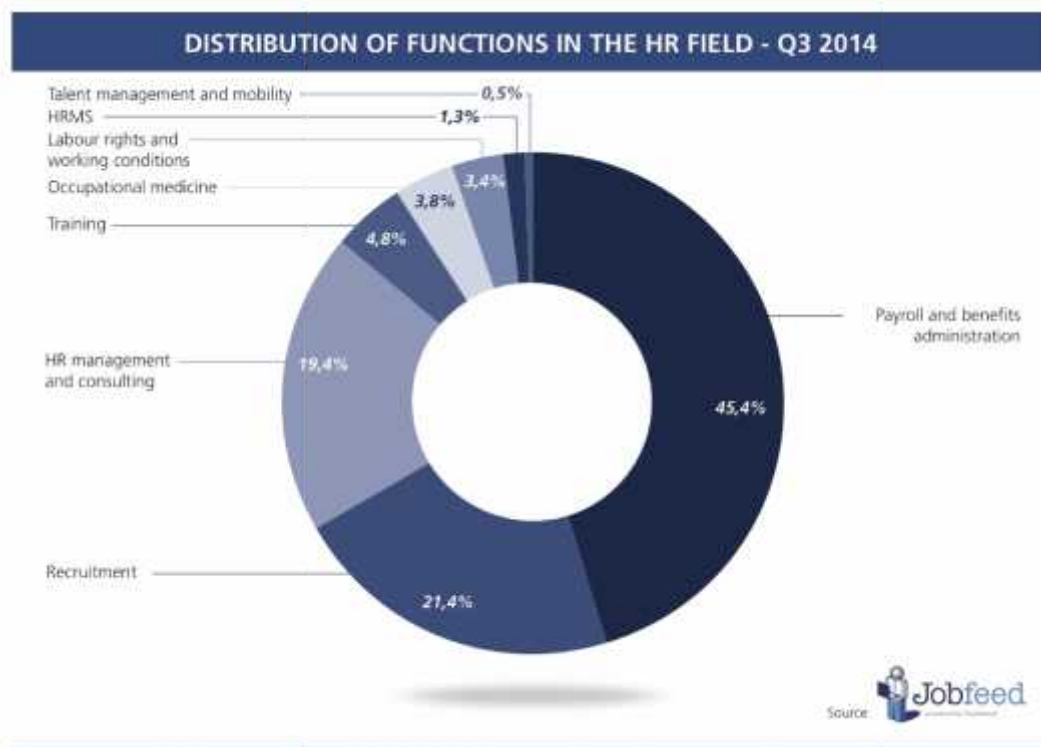
We have put together a list of the 10 job sites publishing the largest amount of HR jobs. The list below shows that apec.fr tops the list followed by pole-emploi.fr and meteojob.com.

Rank	Websites	N° of HR Jobs
1	apec.fr	5320
2	pole-emploi.fr	3271
3	meteojob.com	2414
4	keljob.com	2254
5	qapa.fr	1909
6	regionsjob.com	1902
7	jobintree.com	1774
8	handicap-job.com	1755
9	monster.fr	1476
10	agefiph.fr	1464

*Top 10 jobsites with the most HR jobs published in Q3 2014
(including duplicates) Source: Jobfeed*

Distribution of HR jobs per function

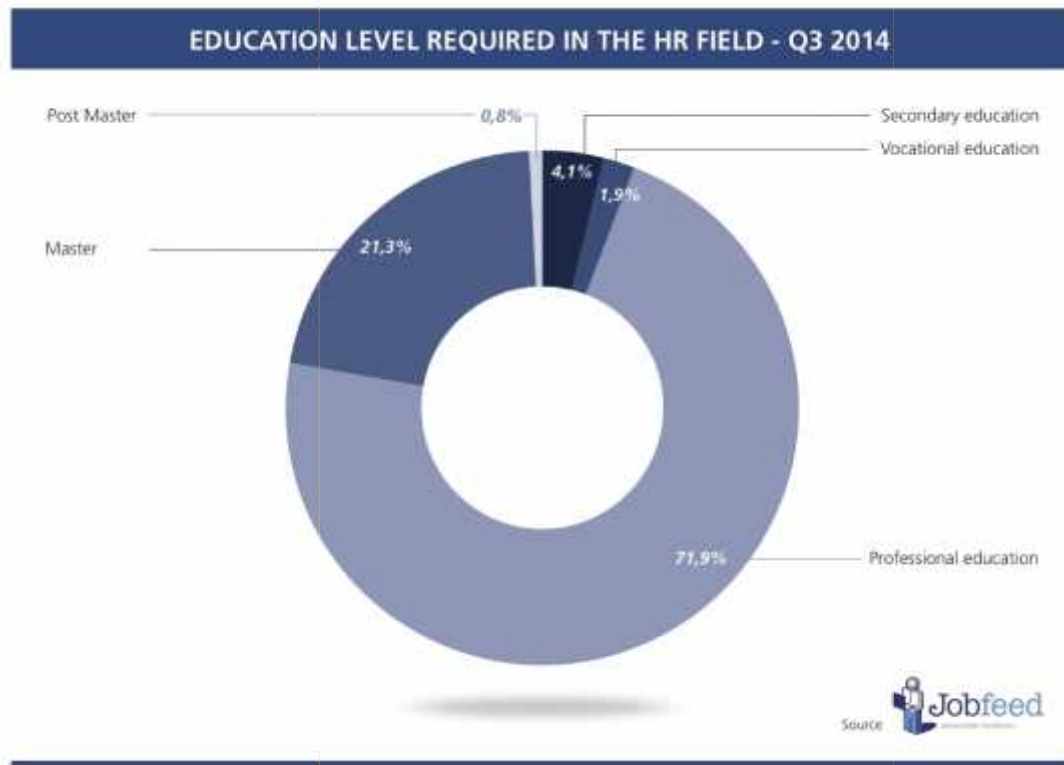
In order to show the distribution of HR jobs in Q3 2014, we have grouped the different HR professions within 8 major functions. Administrative functions such as payroll and benefit administration represented the vast majority of HR jobs in the past quarter.



Distribution of unique jobs published online by major HR function in Q3 2014 Source: Jobfeed

Education level requested for HR jobs

In order to approach the question of education level, we have grouped education level into five education groups; vocational education, professional education, bachelor, master and post-master



Distribution of unique HR jobs published online by level of education required Q3 2014
Source: Jobfeed

Top 10 regions for HR jobs

In order to get a better view of the geographical repartition of HR jobs in France, we have looked into the localization of HR jobs published in Q3 2014.

Rank	Regions	N° of HR Jobs
1	Île-de-France	8127
2	Rhône-Alpes	2283
3	Pays de la Loire	1267
4	Provence-Alpes-Côte d'Azur	1231
5	Nord-Pas-de-Calais	1200
6	Centre	960
7	Aquitaine	807
8	Bretagne	807
9	Midi-Pyrénées	795
10	Alsace	652

Top 10 regions with the most HR jobs published in Q3 2014
Source: Jobfeed

Method and source

Numbers come from Jobfeed, the job market analysis tool of Textkernel that collects, analyses and indexes all jobs published online in France. This study is based on 59 948 HR jobs (25 077 unique jobs) published online and collected in the third quarter of 2014.

About Textkernel

In 2003, Textkernel started aggregating job vacancy information for matching and analytical purposes under the label 'Jobfeed' in the Netherlands. Today, Textkernel is market leader in this domain in the Netherlands and has been expanding Jobfeed into other countries in Europe, such as Germany and France. Jobfeed searches the Internet daily for new jobs via an automated process and determines with machine learning technology whether a page is a job vacancy or not. Found jobs are automatically cleaned, extracted, categorised, enriched, deduplicated and recorded in the Jobfeed database. Due to its strong technological base and domain knowledge, Textkernel created a unique source for making job market data available for insight into the demand side of the labour market.

For more information about Jobfeed, visit <http://www.jobfeed.com/home.php>

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