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Offer Insights: 3 Hot Jobs and What They Mean for the Market

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Pave and Greenhouse have partnered to introduce Offer Insights. With real-time insights from over 1 million offers accessible right in Pave, you can make decisions based on where the market is heading, instead of where the market has been.

Offer Insights is launching in July 2024. But here's a preview of the trends we're already seeing in the data—key leading indicators that you'll need to guide your compensation strategy into 2025:

- Machine Learning Engineering
- Technical Recruiting
- Office and Facilities Management

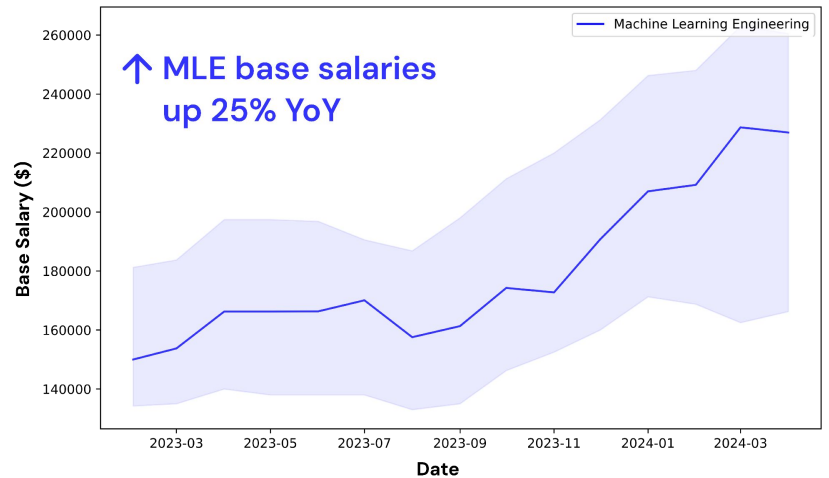
For more information on Offer Insights, visit:
www.pave.com/offer-insights

Machine Learning Engineering

As AI continues to skyrocket, companies will have to get competitive with comp in order to retain and attract machine learning talent.

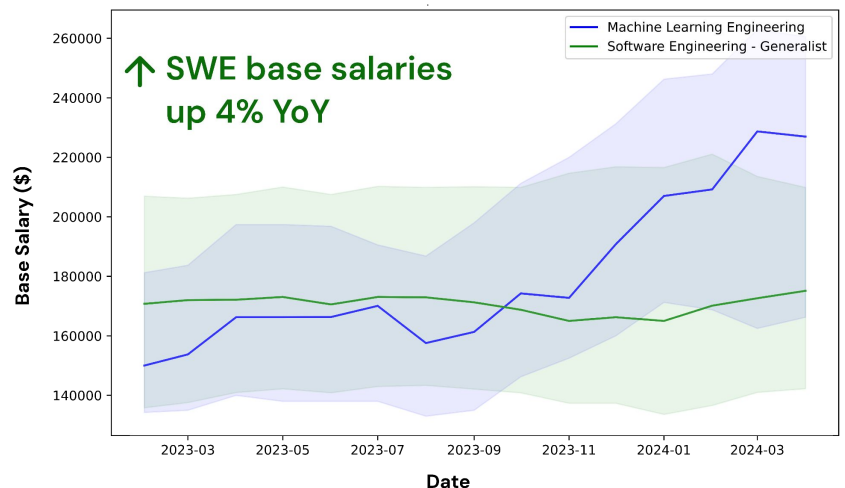
Base salaries for Machine Learning Engineers **have increased by 25% between Q1'23 and Q1'24.**

Accepted Offer Trends, Machine Learning Engineering (MLE)

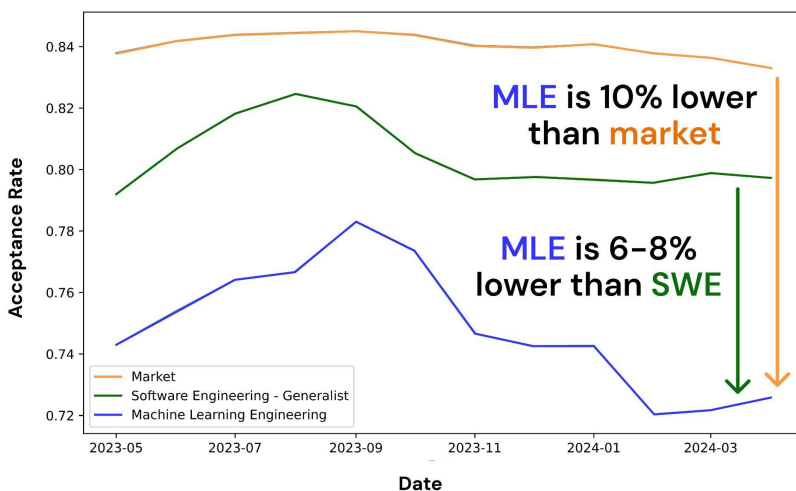


This trend is especially dramatic when compared to Software Engineering Generalists, who saw an **increase of only 4% over the same time period.**

Accepted Offer Trends, MLE & Software Engineering Generalist



Machine Learning Offer Acceptance Rate vs. Market



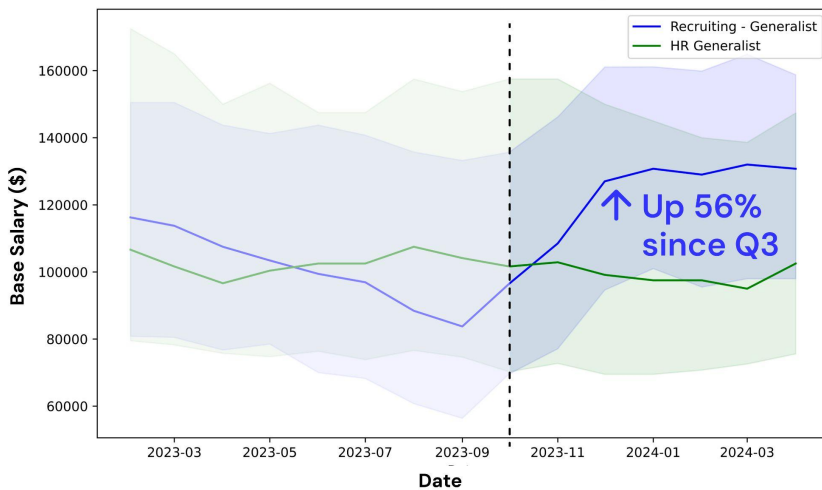
The data also show that Machine Learning Engineers know they are **consistently in demand**. As pay has risen, they **accept offers at a 6-8% lower rate than Software Engineers** and a **10% lower rate than the market as a whole.**

Source: Employer submitted data via Pave & Greenhouse. Sample size: Machine Learning - n = 2900; Software Engineering - n = 19,000. Levels: P1-P6. Region: US only. Trend line shows median values, spread is 25th-75th percentiles.

Technical Recruiting

Throughout 2023, when layoffs were more common than hires, we saw a significant downturn in hiring for Recruiters. With recent shifts in offer rates, however, we're seeing signals that the "saas-ageddon" could be coming to an end.

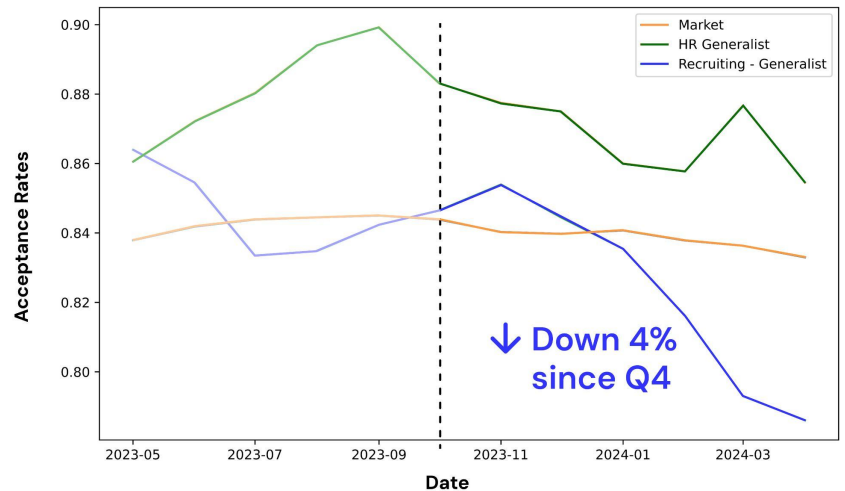
Accepted Offer Trends in Recruiting and HR



Following Q3 2023, we saw the beginnings of a boost in Recruiting hiring, resulting in a **56% increase between Q3 '23 and Q2 '24**. Over the same time period, HR Generalists stayed relatively constant, with a recent increase of only 8% in March 2024.

As recruiting has resurged, we've seen a downtick in job acceptance rates as recruiters gain more options in market. In Q4, recruiting acceptance rates dipped as the demand for recruiters increased. **Acceptance rates for recruiters dipped 4% between Q4 and Q2**, compared to a 1% dip for HR Generalists, and a relatively constant market rate.

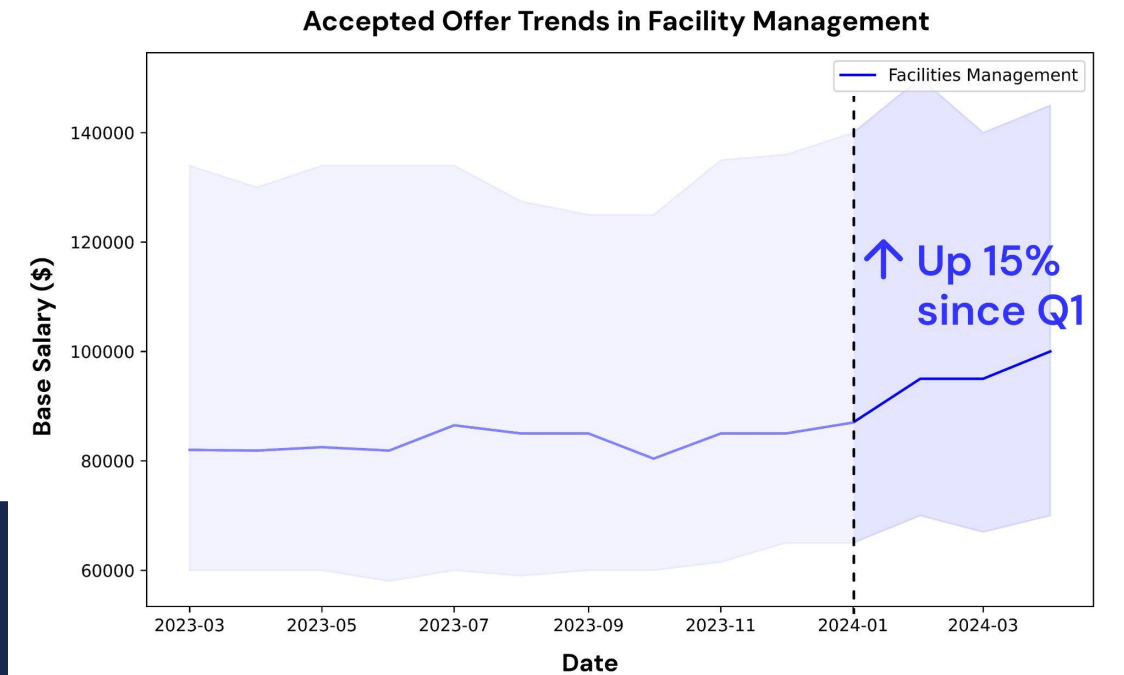
HR and Recruiting Acceptance Rates vs. Market



Source: Employer submitted data via Pave & Greenhouse. Sample size: Recruiting - n = 1000; HR Generalist - n = 1500. Levels: P1-P6. Region: US only. Trend line shows median values, spread is 25th-75th percentiles.

Office and Facilities Management

Since 2021, we've been discussing the "return to work"—is remote work here to stay, or will we all inevitably return to the office? Based on a recent boost in Office and Facilities Management salaries, the market is signaling that the return to the office is officially here.



Beginning in early 2024, scores of tech companies began updating their in-office policies, requiring employees to return to the office.

Around the same time, we saw an uptick in base salaries for Office and Facilities Management roles.

This trend has continued throughout 2024, with **salaries increasing 15% since Q1 '24.**



For more information on Offer Insights, visit:
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Or contact Pave:
offer-insights@pave.com