

Aviation and Aerospace industry

Sweden

Talent pool report

Definition of Terms used in this report:

Professionals

Total number of candidates within the selected region matching the core skill search.

Attrition

Attrition is only displayed if the average number of employees in the past 12 full months is at least 15. Attrition estimates may be below actual attrition due to the time lag between when a professional departs and when they update their profile.

Jobs

The number of open job posts that match the search criteria. Job posts are aggregated from more than 40,000 sources globally. Job Post counts are not filtered by keyword, school, degree, years of experience and language facets applied to this report.

Locations with the most employees

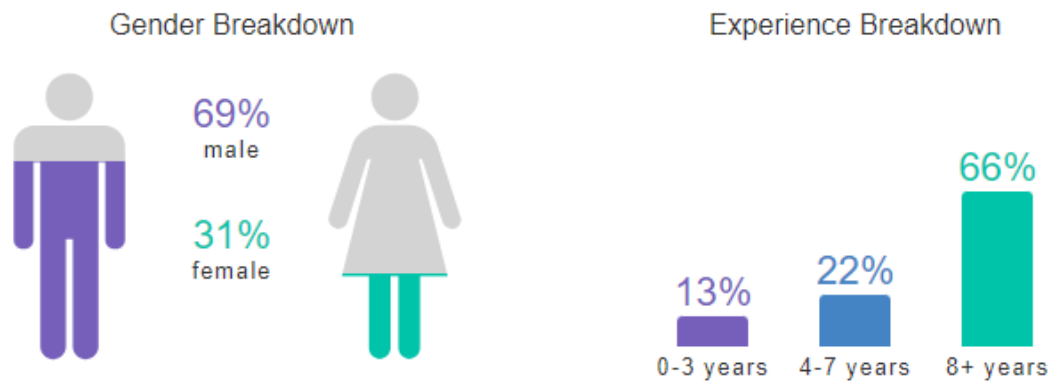
Locations ordered by the number of professionals at each location. Locations listed here must have at least 20 employees or at least 5% of the total talent pool.

Fastest growing locations

Locations ordered by the highest employee growth year over year. Locations listed here must have at least 20 employees or at least 5% of the total talent pool.

Key Summary Insights

Location	Professionals	Hiring demand	Median tenure	Total Adverts
Sweden	41,405	High	2.2 years	1,085



The Talent pool report analyses candidates in Sweden in the aviation and aerospace sector. Below are some key insights about the market:

- Sweden has a strong reputation in the aviation and aerospace industry. The satellite and commercial infrastructure domains maintain consistent growth, while the aviation industry experienced a downturn in the past years due to COVID-19 but has since resumed an upward trajectory.
- The industry offers a diverse range of job opportunities, including but not limited to: aircraft and spacecraft design, avionics development, manufacturing aircraft parts, quality control, aerospace research, aircraft maintenance, and spacecraft design.
- As technology continues to advance in the industry, there is a growing demand for professionals with expertise in areas such as:
 - Aerospace engineering (aerodynamics, structures, propulsion, etc.)
 - Avionics and electronics
 - Computer-aided design (CAD) and simulation
 - Materials science and composite materials
 - Software development (for flight control systems, simulations, etc.)
 - Project management
 - Data analysis and artificial intelligence (AI) applications
- Possible directions in Sweden's aviation and aerospace sector could include a continued focus on sustainability and green aviation, advancements in manufacturing and technology, growth in electric and hybrid aircraft, expanding involvement in the space industry, increased digitalization and connectivity, and ongoing emphasis on developing a skilled workforce.
- The sector underwent changes due to the COVID-19 pandemic, leading to increased adoption of remote work and flexible arrangements. Roles like software development and data analysis now frequently involve remote work.
- The Talent Insight report shows that approximately 41,405 candidates with a desired background are available in Sweden, and within the last 12 months, 14% of them have changed jobs.
- Trollhattan, Ornskoldsvik, and Vasteras area are hidden gem locations where the number of candidates exceeds the demand.

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- The most common skills among candidates in the industry include engineering, product development, and the fastest-growing skills are analytical and maintenance skills.
- Companies such as Saab, Volvo Aero and Swedish Armed Forces are leading in hiring this talent.
- West Atlantic AB had the highest attrition rate, followed by Embraer.
- Approximately 10% of all candidates are actively seeking new career opportunities.

Salary

The salary range for positions in this sector can vary significantly based on factors such as years of experience, job location, skills, and responsibilities. Therefore, the figures provided should be taken as a general guide rather than absolute values. It's worth noting that salaries in Sweden are generally high compared to those in many other countries. However, the cost of living is also high, particularly in Stockholm, so it's crucial to consider this aspect when evaluating salary information.

Here are the average salaries for some most popular positions in this sector.

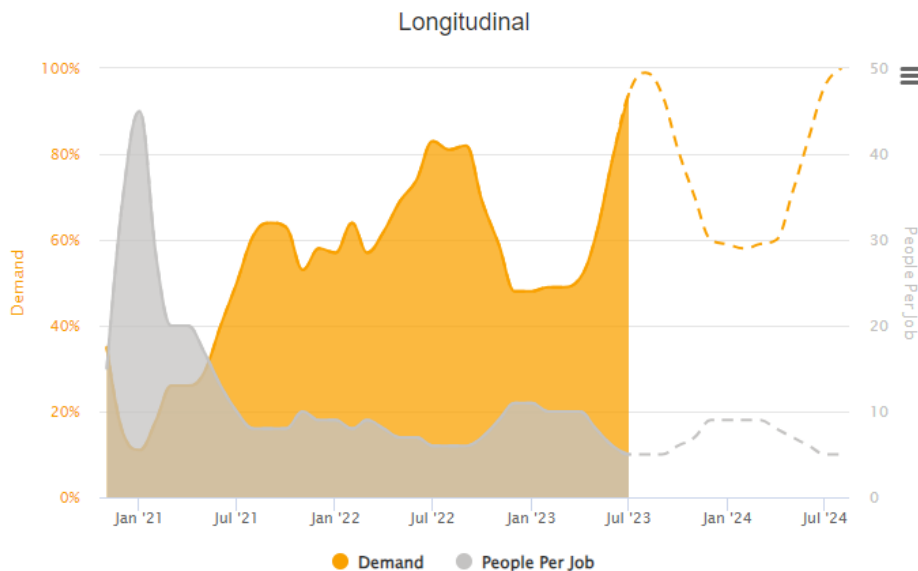
Airline Pilot: Salaries range from SEK 550,000 (lowest) to SEK 1,400,000 (highest) per year. Average – 930,000 SEK per year.

Aviation Manager: Salaries range from SEK 440,000 (lowest) to SEK 775,000 (highest) per year. Average – 1,040,000 SEK per year.

Aircraft Mechanic: Salaries range from SEK 410,000 (lowest) to SEK 700,000 (highest) per year. Average – 580,000 SEK per year.

Aerospace Engineer: Salaries range from SEK 480,000 (lowest) to SEK 1,080,000 (highest) per year. Average – 779,000 SEK per year.

A graph showing the longitudinal change in supply and demand among the talent pool.



Any predictions are for informational purposes only and should not be used as a substitute for professional advice.

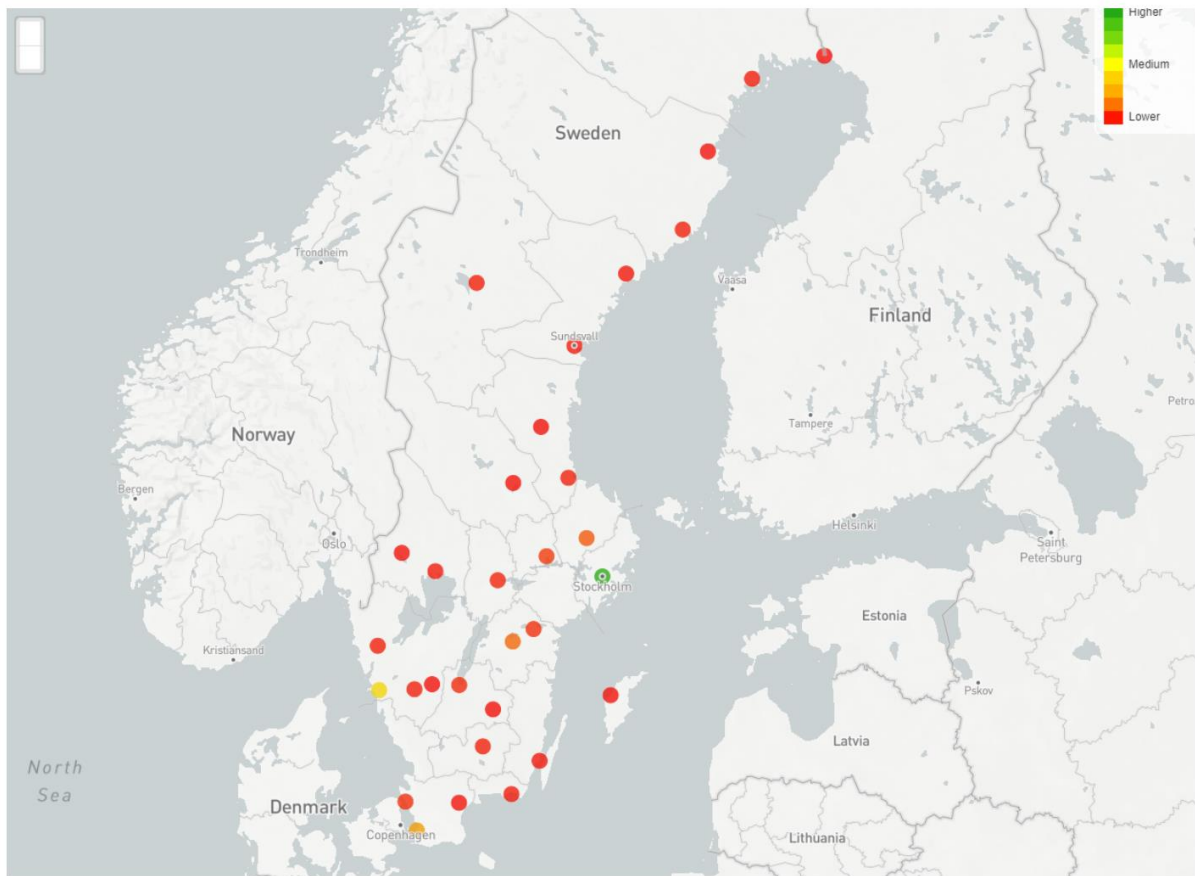
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Top locations



Top cities

Region Name	Candidates Per Role	Gender Split	Experience Split	Total Candidates	Total Adverts
Stockholm	51	Male: 66% Female: 34%	0-3 y: 12% 4-7 y: 22% 8+ y: 65%	17,849	347
Gothenburg	59	Male: 70% Female: 30%	0-3 y: 13% 4-7 y: 22% 8+ y: 66%	7,081	120
Malmö	38	Male: 66% Female: 34%	0-3 y: 12% 4-7 y: 22% 8+ y: 65%	3,630	96
Linköping	50	Male: 77% Female: 23%	0-3 y: 14% 4-7 y: 20% 8+ y: 66%	2,147	43
Uppsala	30	Male: 69% Female: 31%	0-3 y: 18% 4-7 y: 24% 8+ y: 58%	1,788	59

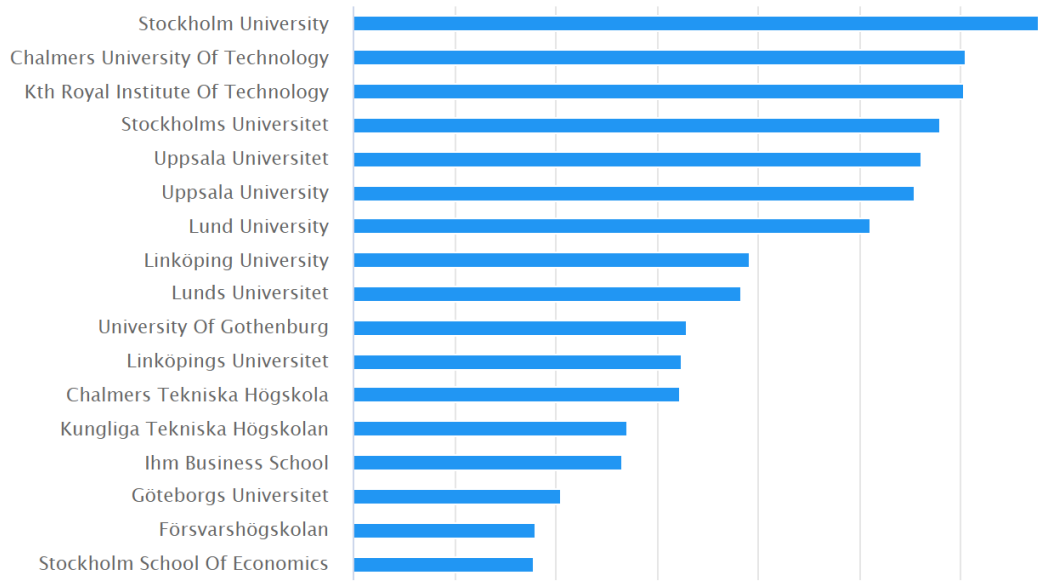
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Top graduate Universities for this talent



● Frequency

Top fields of study

Fields of study (100) ↕	Professionals ↕	Recent grads ↕	Top Employers
Mechanical Engineering	1,275	142	
Electrical and Electronics Engineering	1,021	42	
Economics	830	41	
Business Administration and Management, General	829	84	
Computer Science	816	75	
Aeronautics/Aviation/Aerospace Science and Technology, Gene...	739	70	
Design and Visual Communications, General	613	114	
Information Technology	603	71	
Computational Science	587	61	
Logistics, Materials, and Supply Chain Management	532	103	

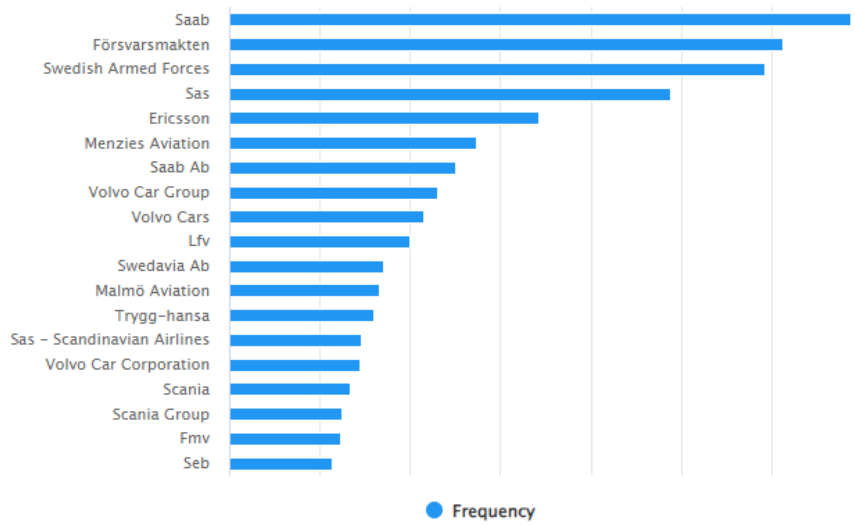
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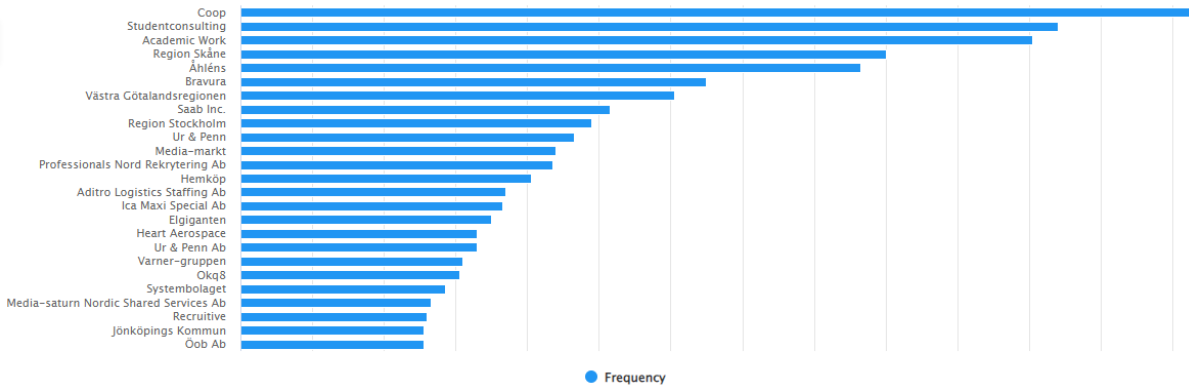
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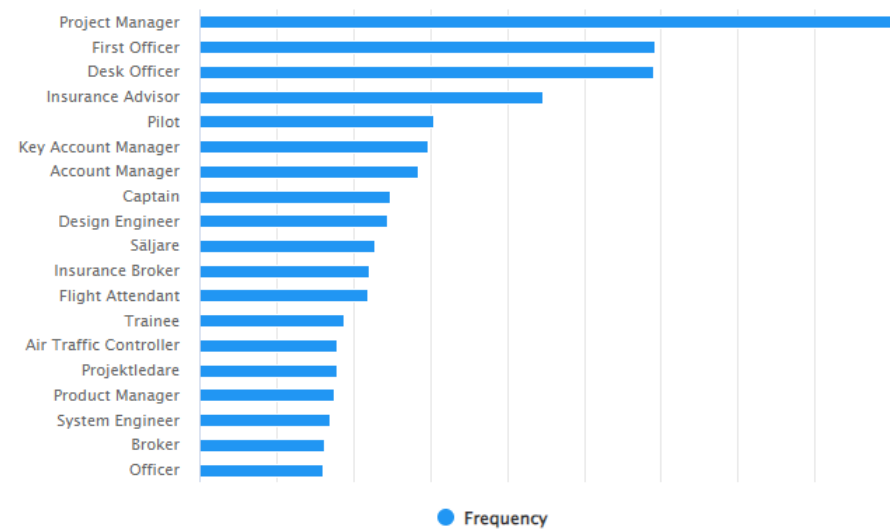
What companies are employing this talent?



Which companies have the highest demand (highest number of adverts)?



Top associated job titles with this talent pool

































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





















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The fastest growing job titles among this talent

Titles (98) ↕	1y growth ↕	Professionals ↕	Job posts ↕	Top Employers
Masters Student	▲ 110%	101	1	  
Strategic Buyer	▲ 26%	172	12	  
First Officer	▲ 21%	373	0	  
Mechanical Engineer	▲ 20%	91	1	  
Quality Engineer	▲ 17%	77	2	  
System Manager	▲ 15%	75	0	  
Configuration Manager	▲ 12%	121	1	  
Aircraft Mechanic	▲ 12%	103	0	  
System Administrator	▲ 12%	113	8	  
Chairperson of the Board	▲ 11%	93	0	  

The most common skills among this talent

Skills (100) ↕	Professionals	% of total ↕	Job posts ↕	Gender ↕	Top Employers
Engineering	4,051	11%	267		  
Aviation	3,702	10%	81		  
Systems Engineering	2,759	7%	35		  
Airlines	2,722	7%	14		  
Aerospace	2,505	7%	50		  
Product Development	2,467	6%	42		  
Software Development	2,344	6%	51		  
Commercial Aviation	2,113	5%	0		  
Aircraft	1,927	5%	70		  
Defense	1,924	5%	25		  





















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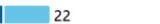
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The fastest growing skills among this talent

Skills (100) ⌵	1y growth ⌵	Professionals ⌵	Job posts ⌵	Top Employers
Analytical Skills	▲ 38%	 1,892	121	
Technical Support	▲ 34%	 736	16	
Data Analysis	▲ 34%	 512	5	
Troubleshooting	▲ 32%	 614	30	
Customer Relationship Management (CRM)	▲ 29%	 531	12	
Contract Management	▲ 28%	 538	4	
Python (Programming Language)	▲ 25%	 1,399	44	
Quality Assurance	▲ 25%	 760	16	
Budgeting	▲ 24%	 685	19	
JavaScript	▲ 23%	 647	9	

Where is talent flowing to and from the aviation and aerospace industry over the last 12 months?

Industry (110) ⌵	Lost talent ⌵	Gained talent ⌵	Ratio ⌵	Net change ⌵
Automotive	30	 81	+2.7	+51
Defense & Space	36	 75	+2.1	+39
Information Technology & Services	42	 61	+1.5	+19
Mechanical Or Industrial Engineering	33	 35	+1.1	+2
Government Administration	29	 37	+1.3	+8
Airlines/Aviation	35	 31	-1.1	-4
Electrical & Electronic Manufacturing	21	 17	-1.2	-4
Research	13	 21	+1.6	+8
Computer Software	9	 20	+2.2	+11
Retail	6	 22	+3.7	+16

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