Automotive GCCs evolving in huge numbers in India claims a report by CIEL HR

- *Software Engineers, Data Engineers and Cloud Engineers in high demand*
- *Skill sets in AI, Data Analytics and Cloud Computing are sought after in the GCC segment*

National, 13th September 2023: On the occasion of Engineer's Day, CIEL HR Services, India's leading talent solutions provider has released an interesting and comprehensive report on GCCs (Global Capability Centres). The study is based on 96 GCC companies employing 57,500 professionals, spanning diverse categories, that either had established or expanded themselves in the last year. In this dynamic world of work, major Global corporations are seeking skilled Indian professionals to cater to their Digital Needs. Indian Global Capability Centres have undergone a radical transformation in the last few years. India is no longer known as a hub for just 'Low-Cost Centres'. Companies are now setting up their 'Innovation Hubs' and 'Centres of Excellence.'

There has been a significant shift in the skills required by GCCs due to an increase in technology and innovation-led initiatives. There is a growing demand for specialised digital and machine learning skills. GCCs are hiring for the following technical skills - AI, Applied Machine Learning, Data Analytics, Cyber Security, Blockchain, Augmented Reality Apps Design, Engineering, and UI/UX design. The demand for these skill sets is consistently sought after across industries - Software & Internet, Automotive, Pharmaceuticals and BFSI.

GCCs are focusing on ramping up the headcount of **Software Engineers** as they play a critical role, particularly in Software and Internet companies. India being a hub for high quality technical talent available at attractive costs for global companies, GCCs have been keen to expand their operations in India.

In addition to software engineers, there is also a notable demand for **Cloud Engineers**. As organisations increasingly adopt cloud computing services, the need for cloud engineers continues to rise. **Data Engineers** constitute another prominent job family that is in high demand in the GCC sector.

Mr. Aditya Narayan Mishra – Managing Director and CEO of CIEL HR Services commented, "In the last year, there has been a notable increase in the establishment of GCCs by companies in the auto sector. The automotive industry has been undergoing a significant transformation over the past decade with the advent of technologies like electric vehicles, connectivity, and advanced driver assistance systems. These captives primarily focus on Software Development and Embedded Electronics, Virtual Vehicle Development support, Data Analytics, and Machine Learning. India's position as a global tech and innovation leader is stronger than ever, and its high time we leverage and capitalise on this incredible transformation."

Some key skills in demand in the Auto Captives include:

Role	Skillsets
Data Scientists	Deep understanding of Enterprise SaaS business models and metrics like Pipeline, MQLs and Market Mix Modelling, NLP, AI, ML
Cyber Security Engineers	Familiarity with cybersecurity application, network, cloud, infra, IOT industry standard frameworks such as NIST CSF, ISO27001, CSA/STAR/CCM, and Azure Security best practices.
Computer Aided Engineers	Applied software experience in ANSA, HYPERWORKS and LS-DYNA Experience in model build, CAE integration
System Software Design & Integration engineers	Deep expertise in embedded operating systems (such as Linux, QNX, Android, etc.), hypervisors, and microkernels

According to CIEL's comprehensive research based on 96 GCCs established or expanded last year, 42% of GCCs were set up in Bengaluru, followed by 22% in Hyderabad, 10% in Pune and 8% in Delhi. 51% of all the GCC job openings are Work From Office (WFO), which is much lower than the IT Sector with around 77% job openings for WFO roles. This indicates a relatively higher openness to alternative work models in the GCC sector.

GCCs are seeking a higher percentage of mid/senior-level candidates. As GCCs evolve, they tend to focus on providing niche services, leveraging their deep domain knowledge, and delivering value-added solutions to the parent organisation. GCCs in the pursuit of being at the forefront of technology are actively hiring executives from the IT sector with rich technical knowledge and expertise. 32% of GCC executives were scouted from IT companies. With these professionals, GCCs can benefit from their experience in driving innovation, adopting emerging technologies, and implementing transformative strategies.

About CIEL Group:

CIEL Group is a holistic talent solutions provider, one destination for all your HR needs. We have been a reliable partner to clients of all sectors and sizes, in their growth journey. CIEL is led by the most experienced and talented workforce spread across 80 offices at 48 locations in India. CIEL Group includes brands like CIEL HR - India's largest recruitment and staffing company in terms of geo-spread, Jombay - India's largest Talent Assessment and Development platform, HfactoR - a unified HR Tech platform to manage end-to-end employee lifecycle in organisations, CIEL Technologies that offers Managed Services to optimise IT programmes, CIEL Skills and Careers that engages with various Government agencies as well as the CSR wings of corporates to mobilise students, train them 'Job Ready' and place them in meaningful jobs, Ma Foi Strategy that offers consulting services in the entire spectrum of HR, Growth, Payroll and Compliance areas.

CIEL HR is India's fastest growing HR services company (CAGR of 136% over the last 7 years), servicing ~400 companies across industry sectors for their Temporary staffing needs and 2600+ companies to find the right talent for their Permanent positions. It finds talent for companies in the industry sectors of Manufacturing, Energy, Infrastructure, IT & Outsourcing, Pharma, Financial Services, Consumer Products and Services. Over the last 8 years, CIEL has recruited 1,50,000+ people across levels and functions.