

2016

Randstad hot jobs: engineering



Randstad's employment experts are on the front lines of staffing and recruiting every day. As industry-specific employment experts, they regularly observe dynamics within the engineering profession and how national and local-market forces impact employers' talent needs.

Given their knowledge of current hiring trends, our teams predict the three jobs outlined here will remain hot in 2016.

Manufacturing Engineer

The **national average starting pay** for a manufacturing engineer with **three to 10 years' experience** is **\$79,814**.

Thanks to a booming manufacturing environment, many businesses are expanding their product lines and facilities, resulting in increased demand for manufacturing engineers.

The good news for employers is that despite being secure in their current positions, these candidates can sometimes be lured to new organizations and will entertain similar pay so as to gain extra experience in different industries.

Basic requirements

- An ideal candidate will have five to 10 years of experience and a bachelor's degree.
- Top manufacturing engineers will be able to demonstrate proven results from their involvement with process improvement projects.

Mechanical Engineer

The **national average starting pay** for a mechanical engineer with **three to 10 years' experience** is **\$84,714**.

Mechanical engineering is one of the broadest disciplines within the engineering field. For that reason, a wide variety of industries and environments are looking to bring on talent with mechanical degrees and experience.

Business and manufacturing growth, in addition to new technologies like 3D printing and the introduction of innovative materials, continue to create high demand for these professionals.

Basic requirements

- Between five and 10 years of experience is preferred, along with strong problem-solving skills and the ability to adapt to changing technologies.
- The ideal candidate will have a BSME or MSME degree.

Electrical Engineer

The **national average starting pay** for an electrical engineer with **three to 10 years' experience** is **\$90,295**.

The intricacies involved in electrical design and estimating keep the demand for electrical engineers very high; however, the corresponding and available talent pool is shallow, as unemployment in this field remains quite low.

Employers with open positions for electrical engineers must be willing to extend generous salary offers, as these candidates command high compensation.

Basic requirements

- An ideal candidate will have five to 10 years of experience and a bachelor's degree.
- Experience with all parts of the design and development process is preferred.
- Top candidates should have the ability to work on a multidisciplinary project team with other engineers and specialists such as architects, marketing and sales staff, manufacturers, technicians and customer service representatives.

Top 10 engineering jobs by salary increase

These 10 jobs recorded the highest year-over-year salary increases from 2014 to 2015. With the national average increase hovering at approximately 3 percent, employers may need to stretch above national averages to attract top candidates for these highly competitive roles.

Job Title	National Median Salary Increase 2014-2015
Electronics/Computer Engineer	8.31%
Mechanical Engineer	7.38%
Quality Engineer	7.36%
Aerospace Engineer	6.89%
Electrical Engineer	6.89%
Manufacturing Engineer	6.75%
Chemical Engineer	5.09%
Biomedical Engineer	4.42%
Engineering Manager	3.91%
Construction Manager	3.76%

Data provided by Economic Research Institute.

Please contact your local Randstad office today if you have any questions about how our staffing and recruiting specialists can help boost your career or help your organization build and maintain a strong talent attraction and retention strategy.

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