



Market report · Edition 8

Vietnam IT Hiring Pulse

October 2026 edition

What Vietnam's IT job market is asking for, and what it means for building an engineering team there this quarter.

vitX Global Pte. Ltd., Singapore

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Every week the vitX hiring tracker reads Vietnam's main IT job boards. This edition covers **8 weekly counts** since 3 August 2026, from a tracker running since 23 March 2026, with our analysis under every chart.

Five things to know

-17%

Open IT roles on ITviec are 17% below the 24 Aug peak (804 to 667 on 12 Oct). Senior engineers are easier to reach than at the peak.

45.6%

of open roles are senior, lead or manager, up from 43.7% in early August. Employers want people who own work from day one.

13.4%

of IT job ads ask for AI skills in the title, from 11.3% in early August.

79

foreign-owned delivery centres tracked. In-house centres of foreign companies hold about 8% of open roles, and 58% of theirs are senior, against 45% elsewhere.

64

job titles name Java, the most requested stack in the latest count. Python (45) and React (40) follow.

Executive summary

Vietnam's IT job market is softer than at its 24 Aug peak and more senior. ITviec listed **667 open IT roles** on 12 Oct, 17% below the peak of 804. **45.6%** of roles are senior, lead or manager, and **13.4%** ask for AI in the title. Foreign-owned in-house centres are hiring again: 56 open roles at 19 centres on 8 Oct, up from 23 on 3 Sep, and they hire more senior than the rest of the market.

For anyone building a team, this is a window: good senior engineers are easier to reach than at the peak, but the best of them are contested by banks and global in-house centres. Brief wide, hold one bar, and decide in days.

667

open IT roles on ITviec, 12 Oct

-17%

against the 24 Aug peak

45.6%

senior, lead or manager

13.4%

ask for AI in the title

56

open roles at 19 foreign in-house centres

31 days

median time an ad stays up

What changed this month

8 Oct against 1 Oct

Open IT roles on ITviec: 655 → 701 (+7%)

Roles asking for AI: 13% → 13.4%

Senior, lead or manager: 47.5% → 45.6%

Foreign-owned centres: 51 → 56 open roles at 19 centres

1 Oct against 3 Sep

Open IT roles on ITviec: 743 → 655 (-12%)

Roles asking for AI: 12.8% → 13%

Senior, lead or manager: 48.7% → 47.5%

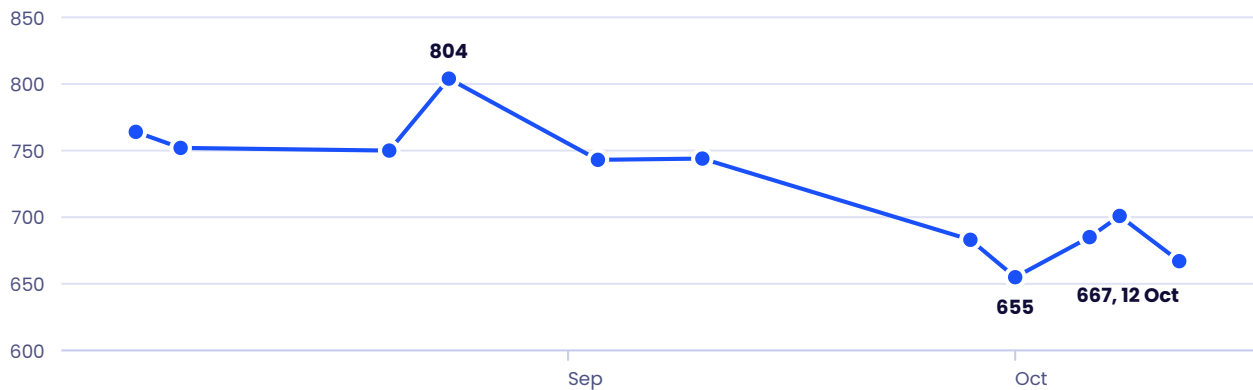
Foreign-owned centres: 23 → 51 open roles at 15 centres

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Demand, week by week

Open IT roles on ITviec, weekly counts



Readings are not evenly spaced; the x-axis is to scale in days. Hollow markers are readings not yet confirmed.

Demand is 17% below the 24 Aug peak. ITviec listed 667 open IT roles on 12 Oct, against 804 at the peak and 764 when the weekly count began on 3 Aug. The low so far was 655 on 1 Oct; since then the count has moved between 655 and 701. The monthly average went from 768 in August, 723 in September and 677 in October so far. Fewer open roles means fewer competing offers for the same engineers, so senior people are more open to a conversation than in August. A single week can move by up to 8%, so read the trend over a month, not one reading.

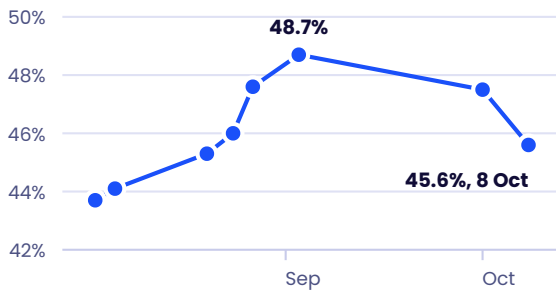
Board by board

Board	First confirmed	Latest confirmed	Change	How to read it
ITviec	764 (3 Aug)	667 (12 Oct)	-13%	Full count of every listing on Vietnam's largest IT-only board. The cleanest series.
LinkedIn	1,690 (3 Aug)	1,795 (3 Sep)	+6%	Signed-in search. LinkedIn now caps what it shows, so the series pauses until a clean count returns.
TopDev	2,311 (3 Aug)	2,470 (27 Aug)	+7%	Without MB Bank, which posts a third or more of the headline count. Noisy: read the direction.

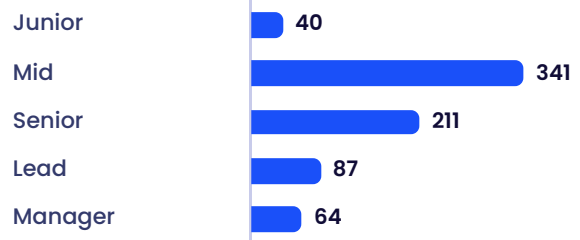
ITviec is the series to read. It is the only board with a clean full count through 12 Oct. LinkedIn rose +6% between confirmed readings to 3 Sep and TopDev rose +7% to 27 Aug. Each board counts differently, so their levels cannot be added or compared; read the direction on each, and the level on ITviec. VietnamWorks no longer shows a full count to visitors who are not signed in, so it is not tracked.

Who employers want

Share of roles at senior, lead or manager level



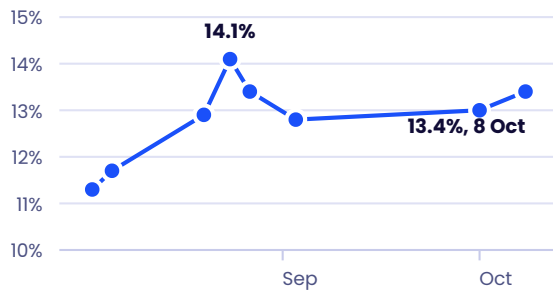
Open roles by level, 3 Sep census



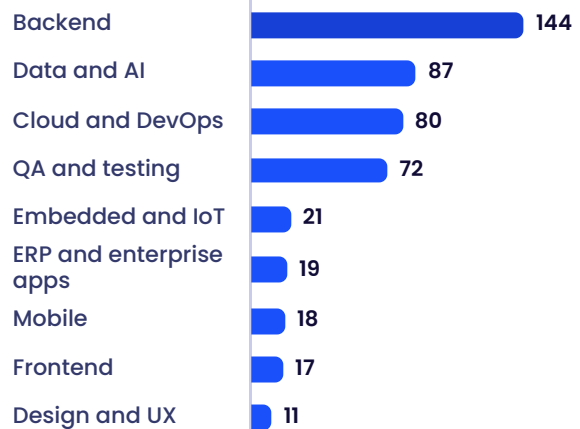
743 roles with a stated level.

45.6% of open roles are senior, lead or manager. The share rose from 43.7% in early August, with a high of 48.7% on 3 Sep. In the 3 Sep census only 40 of 743 roles were junior (5.4%) and 341 mid-level (45.9%). Junior hiring barely shows on the boards. The contest is for the leads and seniors that half of all ads ask for, so a team plan that needs several of them should start those searches first.

Share of roles asking for AI



Open roles by discipline, 3 Sep census

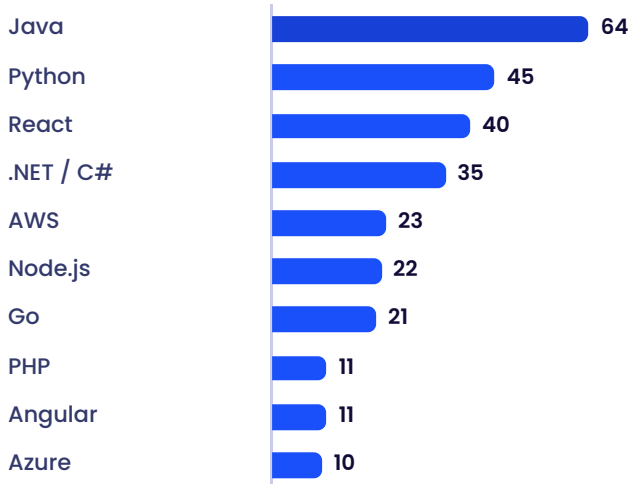


A further 273 roles sit outside engineering, mostly management, business analysis and operations.

13.4% of roles ask for AI; backend is still the biggest need. The AI share rose from 11.3% in early August, with a high of 14.1% on 24 Aug. In the 3 Sep census that was 96 of 743 roles, and 10 of them came from one employer, a bank: MB Bank. Titles under-count AI work, because many engineers who build with AI carry backend, data or cloud titles, so treat this as the floor. By discipline, backend leads with 144 of 469 engineering roles (30.7%), then data and ai (87) and cloud and devops (80). 19 roles ask for Japanese-speaking bridge engineers.

Stacks, and how long ads stay open

Stacks named in job titles, 8 Oct count

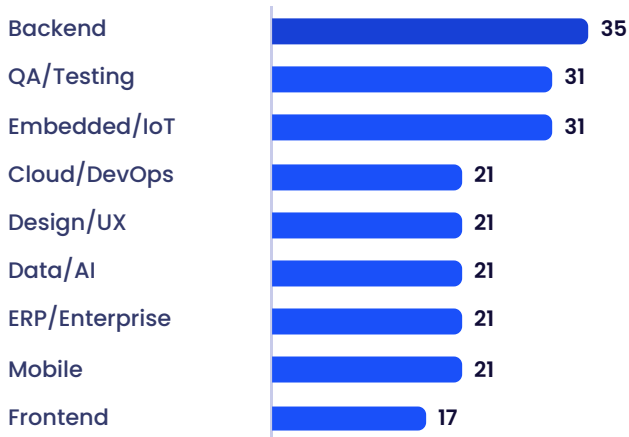


From job titles only, so the real demand for each stack is higher.

Java is the most requested stack.

Java appears in 64 job titles in the 8 Oct count, ahead of Python (45) and React (40). Java and .NET together account for 99 of the 282 stack mentions in the top ten, a sign that much of the work is long-lived enterprise software, where engineers who can read and extend existing code are worth more than greenfield speed. On cloud, AWS (23) is named 2.3 times as often as Azure (10).

Median days an ad stays up, by discipline



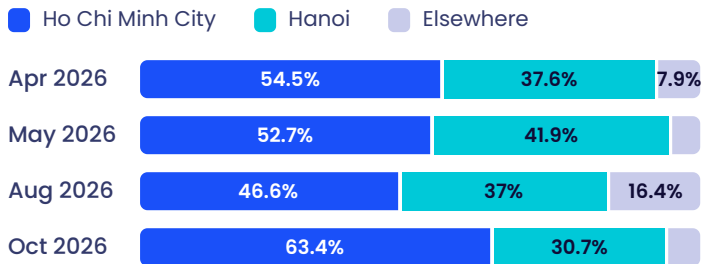
From first seen to taken down, 1,217 ads first seen since 3 Aug.

A typical ad stays up about 31 days.

Backend roles stay open longest, 35 days at the median, on the largest sample (273 ads). Frontend roles come down fastest, after 17 days. An ad that stays up longer usually means a role that is harder to fill, or one the employer keeps hiring for; an ad that comes down has not always been filled. If you are hiring for a long-open discipline, plan for a search of more than a month, or brief several partners at once.

Where, for whom, and who is hiring

Share of roles by city, by the month ads were first seen

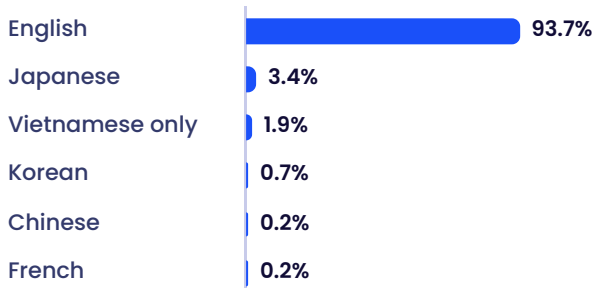


Among ads that name a city: 2,092 in Apr, 389 in May, 725 in Aug, 459 in Oct. Elsewhere covers Da Nang, other cities, several cities, remote and abroad.

Ho Chi Minh City has 63.4% of roles, Hanoi 30.7%.

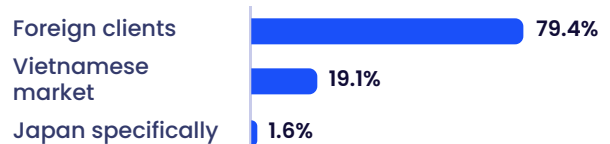
In ads first seen in October 2026, Ho Chi Minh City's share rose from 46.6% in August. Da Nang carries 2.4%: 40 of the firms we assess have a presence there, but it is a far smaller market to hire into. Remote roles are 2.8%. Monthly samples are small, so read moves of a few points with care.

Languages asked for



2,542 ads read in full, March 2026 to May 2026. An ad can ask for more than one.

Who the work is for



1,657 ads that say who the work is for, March 2026 to August 2026.

English is the working language, and most work is for foreign clients. 93.7% of the ads we read in full ask for English; Japanese is next at 3.4%, and foreign in-house centres ask for it more (4.8% of their ads that state a language, against 3.2%). Only 1.9% are Vietnamese only. Of the ads that say who the work is for, 79.4% serve foreign clients. Vietnam's IT job market is an export market, so delivery experience with foreign teams matters as much as the stack.

19%

of open roles come from banks, fintechs and securities firms (3 Sep)

341

companies hiring; 195 of them for a single role

16%

of open roles come from the ten biggest hirers

Demand is spread thin, and finance is the biggest single buyer. No employer dominates: the ten biggest hirers hold 16% of roles in the 8 Oct count, and 57.2% of hiring companies had one role open. Banks, fintechs and securities firms posted 141 roles (19%), and they compete directly for data and AI engineers.

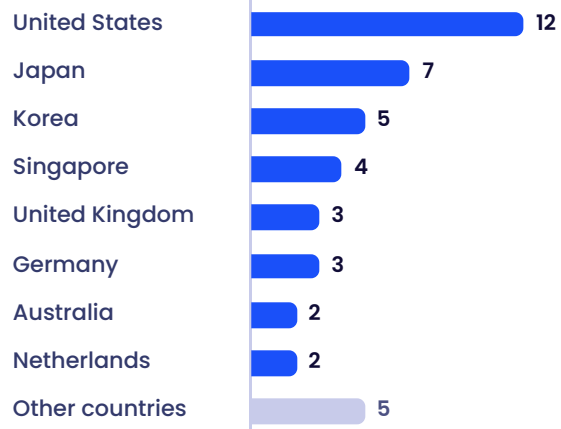
Foreign-owned delivery centres

We track 79 foreign-owned delivery centres in Vietnam: 43 in-house centres of foreign companies and 36 international IT services firms. 21 of the in-house centres posted roles in the last month.

Open roles at in-house centres, weekly



Where they come from (in-house centres)



In-house centres are hiring again. Their open roles went from 66 on 3 Aug to a low of 23 at 6 centres on 3 Sep, and back to 56 at 19 centres on 8 Oct: about 8% of open IT roles on ITviec. They hire in waves, a few centres opening several roles at once, so one new centre can move this line. 12 of the 43 are US companies, 19 come from Asia-Pacific and 11 from Europe.

How their roles differ from the rest of the market

	In-house centres	Rest of market
Senior, lead or manager	58%	45%
Ask for AI	13.6%	12.8%
Ask for Japanese	4.8%	3.2%

They hire more senior. 58% of their roles are senior, lead or manager, against 45% elsewhere. If you are building a centre or a team, these are the employers you compete with for leads.

Most active in-house centres since tracking began

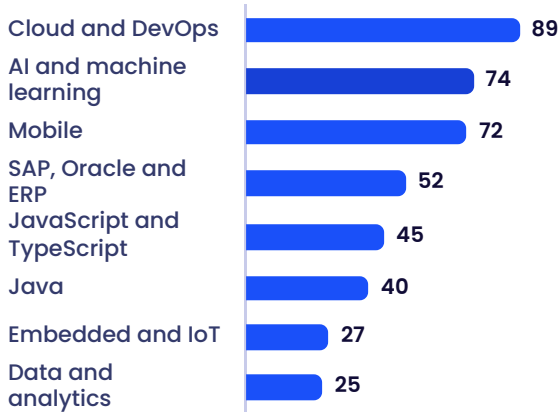
Company	Home	Roles
NAB	Australia	57
MiTek	United States	40
Bosch	Germany	35
ANDPAD	Japan	34
Shinhan DS	Korea	27
Money Forward	Japan	27
Motorola Solutions	United States	24
NAKIVO	United States	23
NAVER	Korea	21
Grab	Singapore	19

Named to identify companies in the data; they are not vitX clients and do not endorse vitX. IT services firms are counted but not named.

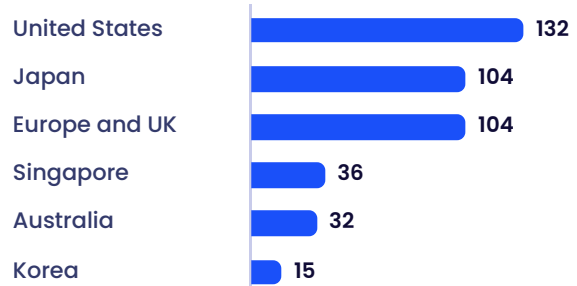
The supply side: 316 delivery firms we have assessed

vitX tracks 456 Vietnamese technology companies. 316 of them sell IT services and delivery, employing 130,000+ people between them. Individual firms are not named.

Practices (firms listing each)

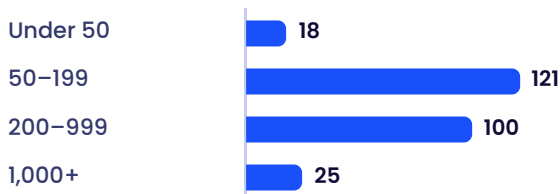


Client markets served (firms)



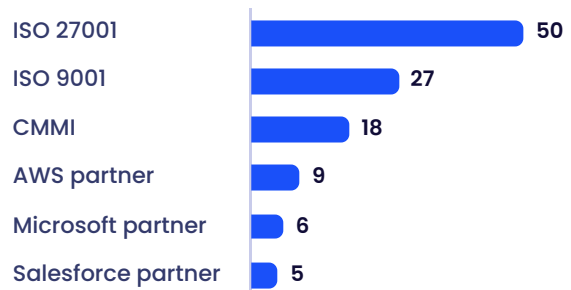
AI is now a common claim; Java is a rarer specialism than demand suggests. Cloud and DevOps is the most listed practice (89 firms), then AI and machine learning (74, 23.4% of firms) and mobile (72). Yet only 13.4% of open roles ask for AI, so the label is ahead of the work: ask for delivered AI systems, not a slide. Java, the most requested stack on the boards, is listed as a practice by 40 firms. 132 firms serve US clients, 104 Japan and 104 Europe and the UK.

Firm size (people)



52 firms with no published headcount are left out.

Certifications held (firms)



Mostly mid-sized firms; certified ones are a short list. 221 of the 264 firms with a known size have 50 to 999 people, and 25 have 1,000 or more. 50 hold ISO 27001 and 18 CMMI, so if your security review needs them, the field narrows fast. 244 of the 316 report advanced or fluent English in delivery. The firms are spread across Ho Chi Minh City (141), Hanoi (116) and Da Nang (40).

What it means for you

If you are hiring engineers in Vietnam

Open roles are 17% below the peak and 45.6% of demand is senior.

- Start lead and senior searches early in the quarter, while fewer offers compete.
- Brief several vetted partners at once and screen everyone against the same bar: one supplier's bench rarely holds more than a couple of real fits.
- Hire for AI as a skill: engineers who already build with AI agents are easier to find than AI titles.
- Agree the bar before the first interview, and decide in days.

If you are a Vietnamese delivery firm

79.4% of ads serve foreign clients; the stacks named most are Java, Python and React.

- Lead with evidence buyers can check: certifications, measured delivery and named engineers, not headcount.
- If you list AI as a practice, show delivered systems: 74 firms make the claim.
- Make your senior, English-speaking leads visible; they are what buyers find hardest to source.

If you run delivery at an IT services firm or consultancy

Foreign in-house centres have 56 open roles, 58% of them senior.

- Expect offers for your leads from in-house centres; plan retention for the people who hold client relationships.
- Use partner capacity for peaks instead of carrying a bench: 316 firms assessed, 50 with ISO 27001.
- Measure what each engineer and partner delivers from the code, not from timesheets.

If you are investing in or buying a software company

With seniors contested and in-house centres hiring again, key people are hard to replace.

- Check who wrote the code and who still owns it before you sign: losing two people can stall a product.
- Size technical debt in person-days, not adjectives, and check open-source licences.
- Ask for an engineering benchmark of the team as well as the code; see the last page.

Method and limits

Sources. The vitX hiring tracker: ITviec full counts, LinkedIn signed-in search and TopDev without MB Bank, weekly since 3 August 2026 (8 full censuses, 30 scans since 23 March 2026). Cities, languages and markets come from ads read in full; sample sizes are under each chart. Supply figures come from the vitX vendor database of 316 assessed delivery firms (August 2026).

Definitions. AI roles name AI, machine learning, LLMs, agents, computer vision or NLP in the title. Senior covers senior, lead and manager levels among roles that state one. A foreign-owned in-house centre is a foreign company's own engineering team in Vietnam; IT services firms with foreign owners are counted apart. Ad lifespan is from first seen to taken down.

What this report cannot tell you. Job boards show advertised roles, not all hiring: referrals, agencies and company sites are missing. Titles under-count stacks and AI work. An ad coming down does not always mean the role was filled. Boards count differently, so their levels are not comparable. Monthly city samples are small. This report describes the market; it is not a forecast.

Companies named appear only to identify them in the data; they are not vitX clients and do not endorse vitX. The live, weekly version is at www.vitx.global/insights/vietnam-hiring-pulse, with every monthly edition archived.



How we can help

Two companies, one standard: measure from the code, not from promises. vitX adds engineers to your team. Our sister company Nessoris measures and assesses what a whole company has built.

vitX Engineers inside your team

Senior engineers who work with AI agents

Vietnamese engineers who join your team and work your way. We brief the part of our partner network that fits the role, screen every candidate against one bar, and you sign one contract with vitX Global in Singapore.

How embedded engineers work

vitx.global/embedded-engineers

Book a 30-minute call
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Every engineer we deploy, benchmarked

Each engineer is benchmarked and the code they ship is assessed, so you see what every person delivers from the code itself, not from timesheets.

How we measure engineers

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For the whole company: benchmark every team, and assess any codebase you own or are buying.

120,000+

engineers in the benchmark

10

business days for a code assessment

6

areas checked in every assessment

Benchmark your whole engineering organisation

Every team, delivery partner and AI tool measured from the code, and compared with more than 120,000 engineers.

See the company benchmark

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Code assessment and technical due diligence

A source code and engineering assessment in ten business days, for a deal or a product you own: debt costed in person-days, key-person and open-source risk, every finding checked by a reviewer.

See the code assessment

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Book a 20-minute call with Nessoris

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