

About Indeed Hiring Lab

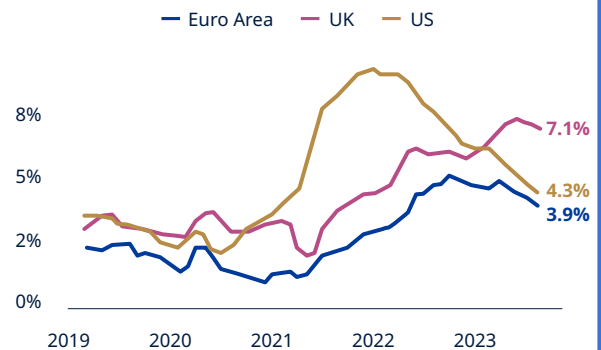
Indeed Hiring Lab creates innovative data insights on the global labor market that inspire new conversations about the state of work. As the economic research arm of [Indeed](#), the world's number one job site, Hiring Lab is driven by a team of leading economists and data scientists who provide real-time thought leadership on global labor market conditions, including hiring trends, salary information, popular skills, and employer benefits. Hiring Lab analyzes millions of Indeed's data points collected across time together with other publicly available data sources outside Indeed to reveal emerging labor market trends in the United States and across the world.

Hiring Lab partners with a range of policy-making organizations, academic institutions, and NGOs including the International Monetary Fund, the European Central Bank, and the Bank of Canada as part of our policy partner data program to produce timely, incisive research. Hiring Lab data is also regularly cited in prominent media outlets such as The Wall Street Journal, CNN, Reuters, The Globe and Mail, Der Spiegel, and The Financial Times. Hiring Lab economists regularly speak about labor market trends at leading industry, policy, and academic conferences.

Our data

All data used by Hiring Lab are aggregated and anonymized to show broad trends across Indeed's 60 worldwide labor markets. Our research focuses on data collected from Indeed's global job postings, as well as job seeker behavior on Indeed websites. In addition, Hiring Lab analyzes anonymous information from resumes uploaded to Indeed's resume database. More information about Hiring Lab data and methodology can be found in [Frequently Asked Questions](#).

Eurozone, UK, and US wage growth slows
Year-on-year % change in posted wages to Sep 2023



Our Research

The unique research generated by Hiring Lab informs talent management, employment, and labor policy decisions for businesses, researchers, academics, and job seekers alike. Hiring Lab regularly conducts new research that is [publicly available](#) to make sense of current economic issues and important labor market trends. The research provides timely insights into wage growth, unemployment, remote work, job postings, pay transparency, artificial intelligence, and many other topics that impact the global workforce.

Our Research Principles

- Indeed Hiring Lab is not a revenue center for our company. Our goal is to provide unbiased, objective global labor market data and analysis for a variety of audiences including businesses, job seekers, media, academics and policymakers.
- Indeed Hiring Lab respects the integrity of data and our research is never manipulated to obtain a desired result.
- We aim to clearly explain Hiring Lab's research methodology in our research. We are transparent about potential data challenges and explain how certain data sources and data quality can impact our research and results.
- To ensure objectivity and accuracy, all Indeed Hiring Lab research is independently code- and fact-checked by our team of researchers, with findings benchmarked against outside datasets whenever possible.

Our Global Team

With a breadth of experience in government, finance, policy, and data analysis, the Hiring Lab team is passionate about furthering our collective understanding of today's complex and evolving global labor market. Our economists have a deep knowledge of the factors that affect specific labor markets and are based across the world in the United States, Canada, the United Kingdom, Ireland, Germany, France, Japan, and Australia.



Svenja Gudell, Indeed Chief Economist

Svenja is Indeed's Chief Economist and currently serves as Vice Chair at the Federal Economic Statistics Advisory Committee. She is also a member of Chief Economist Committee and Global Future Council on the Future of Job Creation at the World Economic Forum. Prior to joining Indeed, Svenja was Chief Economist at Zillow. She also worked as an economic, financial, and strategic consultant for Analysis Group, and was an assistant economist at the Federal Reserve Bank of New York. Svenja has also served on the Board of Directors for the National Association for Business Economics. She holds a master's in economics from New York University, and both an MBA and a Ph.D. in finance from the University of Rochester.



Nick Bunker, Director of Research, North America

Nick oversees Hiring Lab's research and commentary for the US and Canada and is a frequently cited analyst on the US labor market. He was previously a senior policy analyst at the Washington Center for Equitable Growth, a leading economic policy think tank, and also worked as a research assistant at the Center for American Progress. Nick holds a bachelor's degree in foreign service with a focus on international economics from Georgetown University.



Pawel Adrjan, Director of Research, Europe and Asia Pacific

Pawel heads up Hiring Lab's global research outside the US and is also a research fellow with University of Oxford. Before joining Indeed, he worked in investment banking, holding senior roles in risk management and treasury at Goldman Sachs and Barclays. Pawel has conducted a wide range of economic research and also speaks English, French, Spanish, and Polish. Pawel holds a bachelor's degree in international studies and economics from the University of Pennsylvania and a Ph.D. in economics from the University of Oxford.



Chris Glynn, Director of Data Science and Engineering

Chris manages a suite of economic data products for Hiring Lab. Prior to joining Indeed, Chris was Senior Managing Economist at Zillow where he led teams focused on data products and economic research, including forecasting and risk. As an assistant professor at the University of New Hampshire, Chris focused on statistical and computational methods applied to dynamic markets. Chris earned a Ph.D. in statistical science from Duke University and a master's degree in mathematical finance from Boston University.