GERANDCO

Nigeria jobs market, *read at a glance*

Where hiring happens, what employers ask for and how much they say they pay, across 5,792 vacancies advertised on MyJobMag between 14 August and 4 November 2026.

Gershinen Shanding 5 November 2026 Currency: Nigerian naira (₦)

5,792	61%	3 years	4.0%
Vacancies advertised	Located in Lagos or Abuja	Median experience asked	Remote or hybrid roles
1,704 employers · 14 Aug to 4 Nov	Lagos alone 50%	67.9% of ads state it	229 of 5,792 listings

SUMMARY

Hiring is steady, concentrated in Lagos, and built for mid-level staff.

Six findings frame the rest of this brief. All figures describe advertised vacancies, not hires.

Lagos is the job market

49.8% of listings are in Lagos and 11.1% in Abuja. No other state passes 4.4%.

ICT and finance are the most Lagos-centred sectors; education is the most spread out.

Sales, education and engineering lead

Sales and business development tops the list with 899 listings (16%), then education (12%) and engineering (11%).

Listings can carry more than one sector, so shares overlap.

Mid-career is the sweet spot

Of ads that state experience, 44% ask for 3 to 5 years and 34% for 1 to 2. Only 2.7% ask for none.

Entry-level asks are most common in medical, sales and education roles.

A degree is the price of entry

85% of ads that state a qualification ask for a degree or HND. Master’s degrees appear in 10%.

5,248 listings state a qualification.

Remote work is rare

4.0% of listings are remote or hybrid. Among the 14% that state a work mode, 29% are remote or hybrid. ICT leads at 16%.

Most ads do not say; on-site is the default assumption.

Pay is mostly unstated

Only 216 listings (3.7%) give an explicit naira amount. Their median is ₦175k a month, with a middle range of ₦100k to ₦350k.

Treat as a floor on transparency, not a market salary.

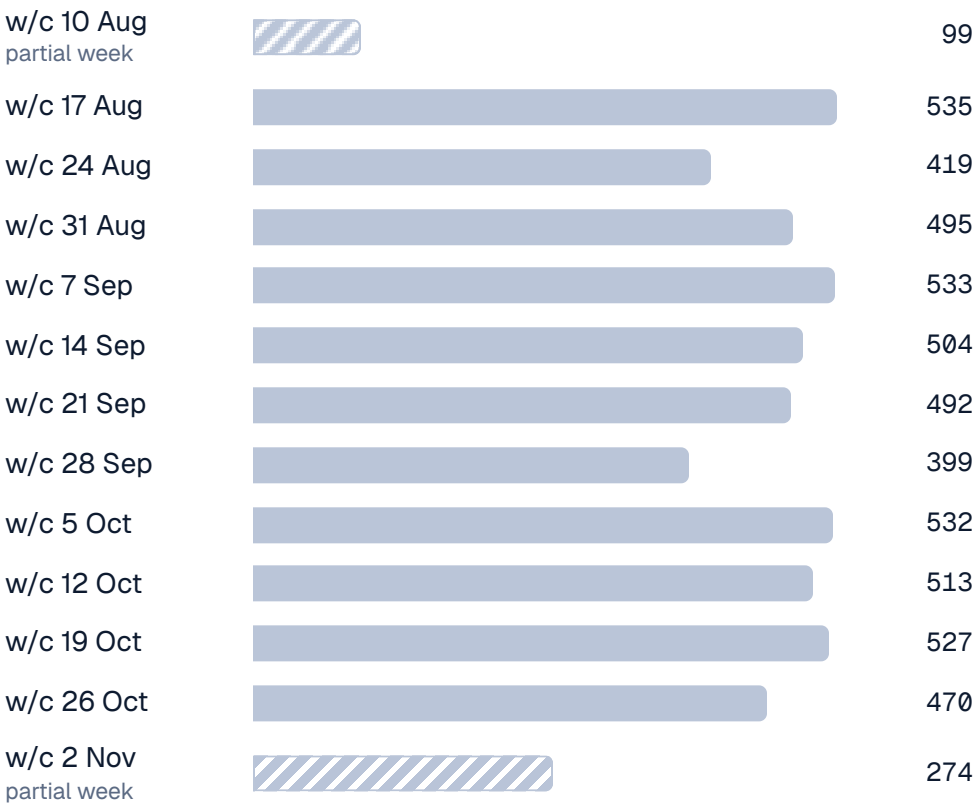
VOLUME · 14 AUG TO 4 NOV 2026

About 493 new vacancies a week, with no clear trend up or down.

Full weeks ran between 399 and 535 listings. September and October each carried 2,185. Postings follow the working week and nearly stop on Sundays.

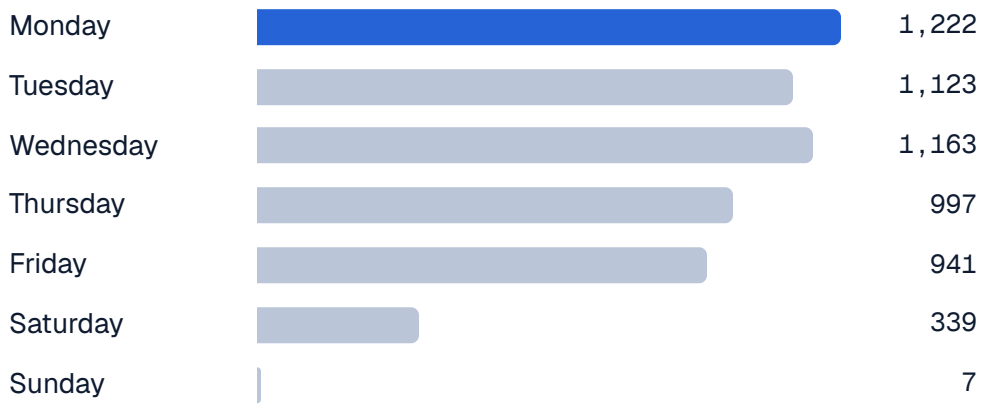
Listings posted per week

Hatched bars are partial weeks (the data starts on Friday 14 Aug and ends on Wednesday 4 Nov)



Listings by day of the week

Day posted, whole period



1,222 listings on Mondays against 7 on Sundays.

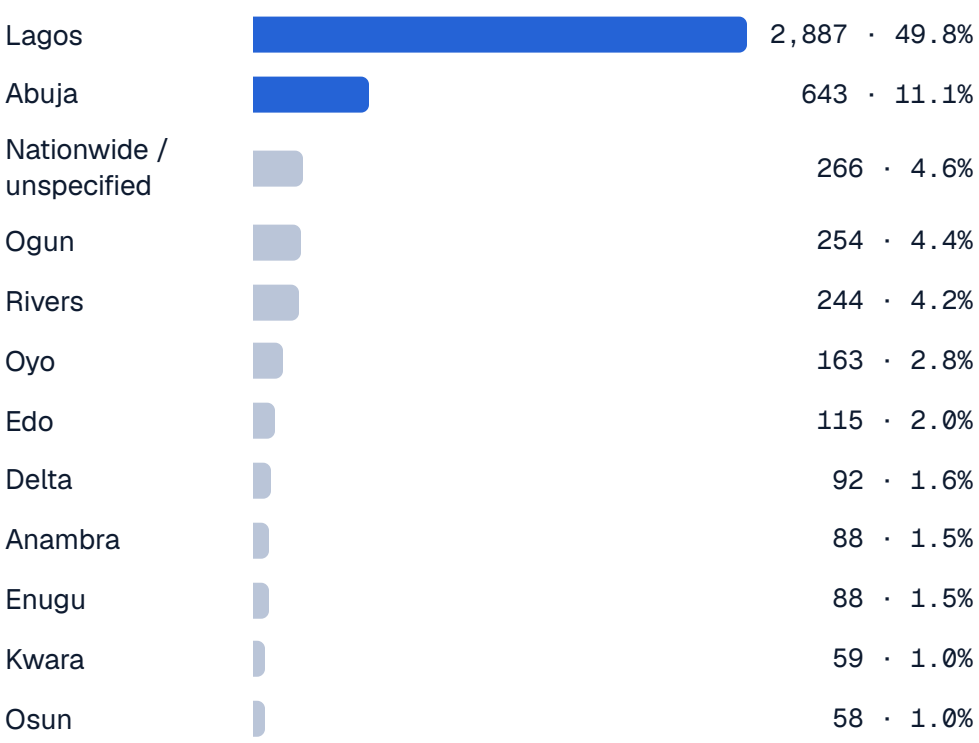
GEOGRAPHY

Half of all vacancies are in one state.

Listings are tagged to 154 location values, including cities and “Nigeria”. Lagos and Abuja together account for 61% of listings; Lagos, Abuja, Ogun and Rivers together for 70%.

Listings by location

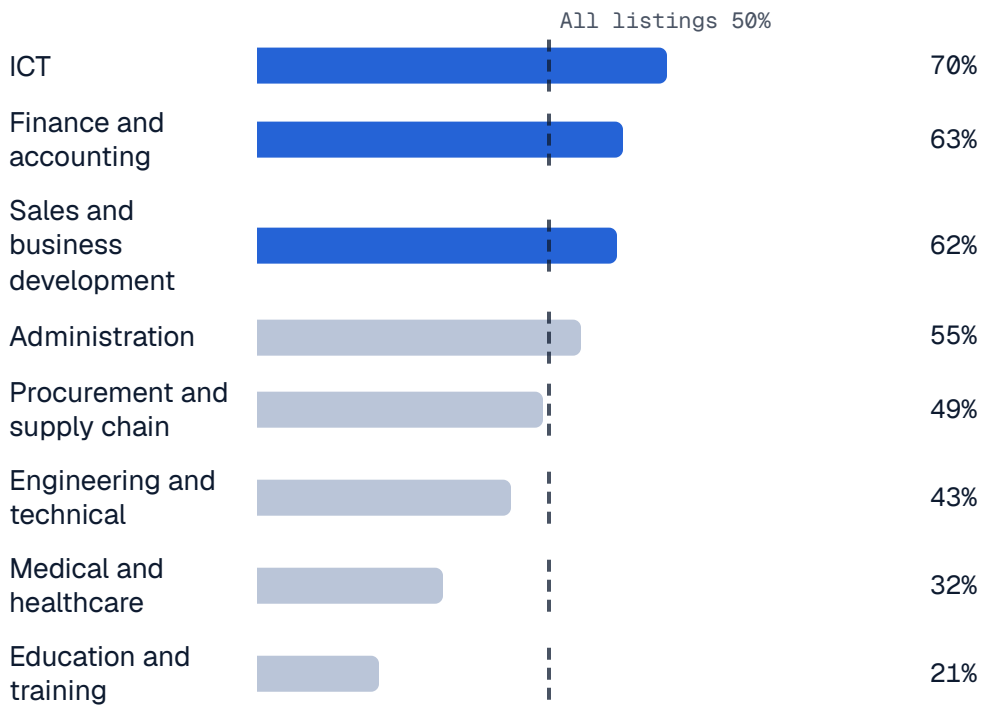
Count and share of 5,792 listings



“Nationwide” covers 266 listings tagged Nigeria, mostly roles open to several states.

Share of each sector's listings that are in Lagos

Dashed line is Lagos's overall share (50%)



Education has 114 Abuja listings, against 140 in Lagos.

SECTORS

Sales is the largest single source of demand.

Sales and business development has 230 more listings than the next sector. The top three sectors account for 2,213 sector tags, about 38% of listings counted with overlap.

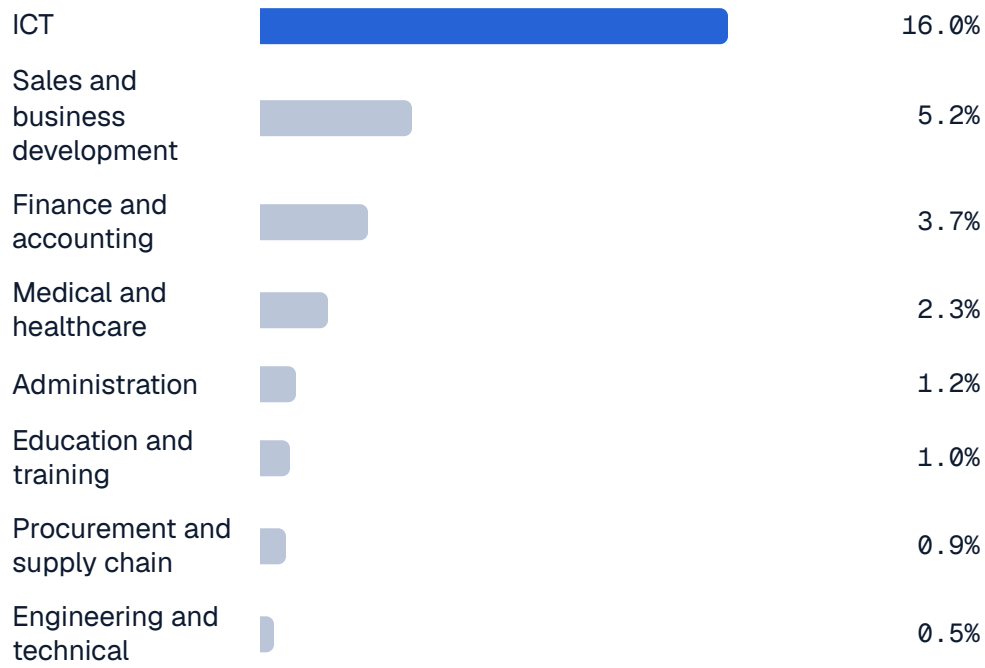
Listings by sector

Count of listings tagged with each sector (a listing can carry several)



Share of listings that are remote or hybrid

By sector, among the eight largest



Across all listings: 95 remote, 138 hybrid, 560 on-site, 5,003 not stated.

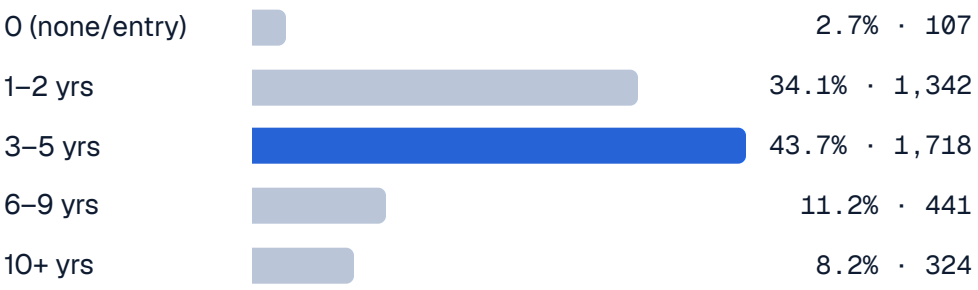
WHAT EMPLOYERS ASK FOR

Three years, a degree and good communication.

The typical ad wants a graduate with about three years of experience. Specialist technical skills are named far less often than soft skills.

Minimum experience asked

Share of the 3,932 listings that state experience; median 3 years



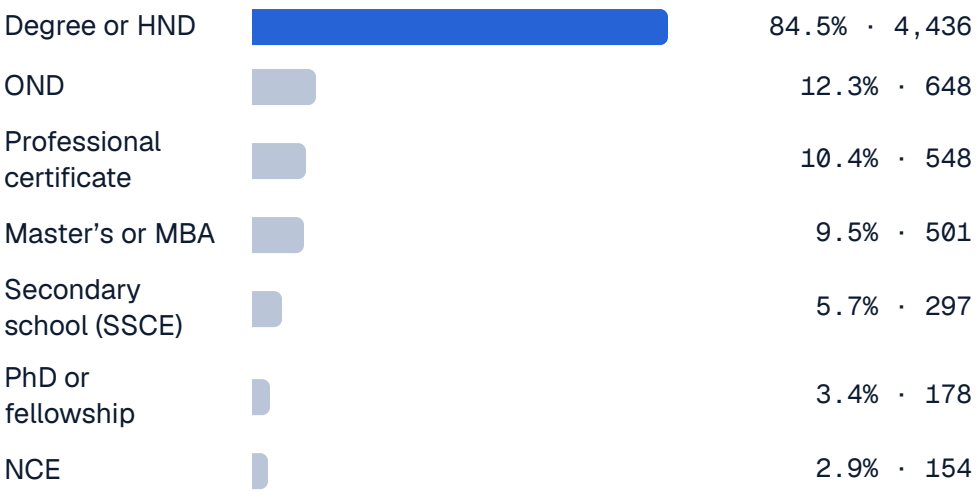
Entry-level share by sector

Share of listings, among those stating experience, that ask for two years or less



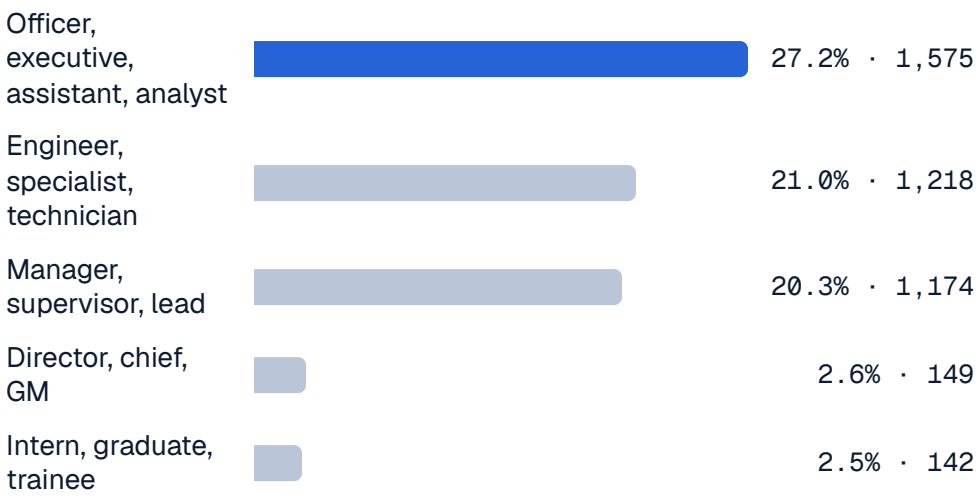
Qualification asked

Share of the 5,248 listings that state one (a listing can name several)



Seniority, read from job titles

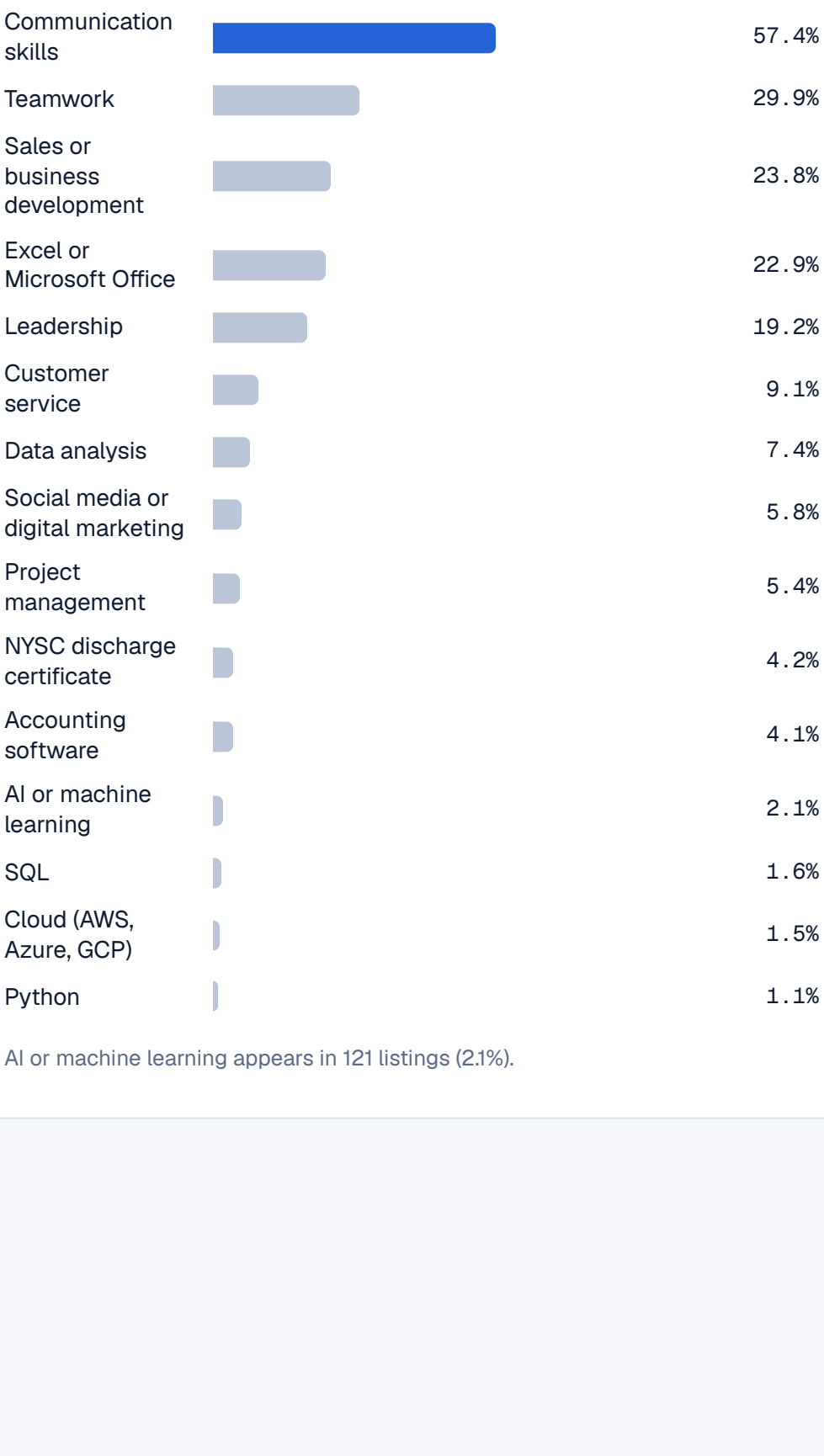
Share of 5,792 listings by title keyword



1,534 titles (26%) matched no keyword. Keyword grouping is approximate.

Skills and requirements mentioned

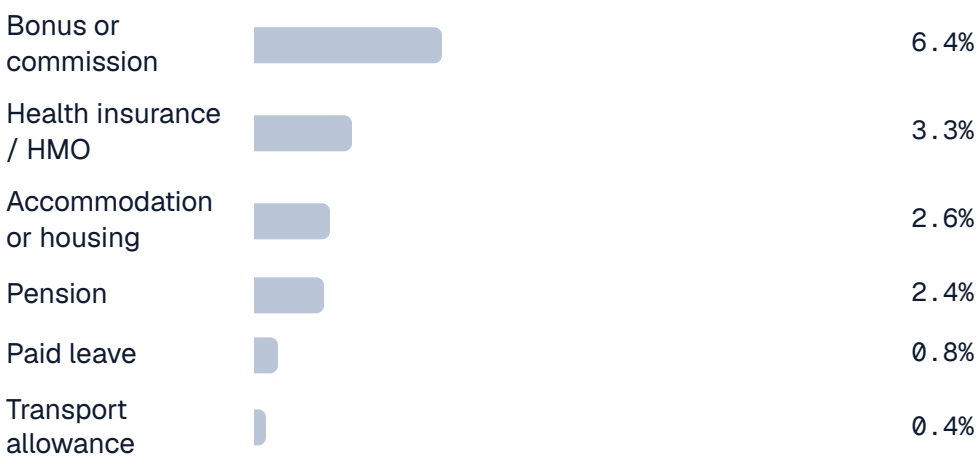
Share of 5,792 listings whose description mentions each



AI or machine learning appears in 121 listings (2.1%).

Benefits mentioned

Share of 5,792 listings whose description mentions each



Most ads list duties and requirements and say little about benefits.

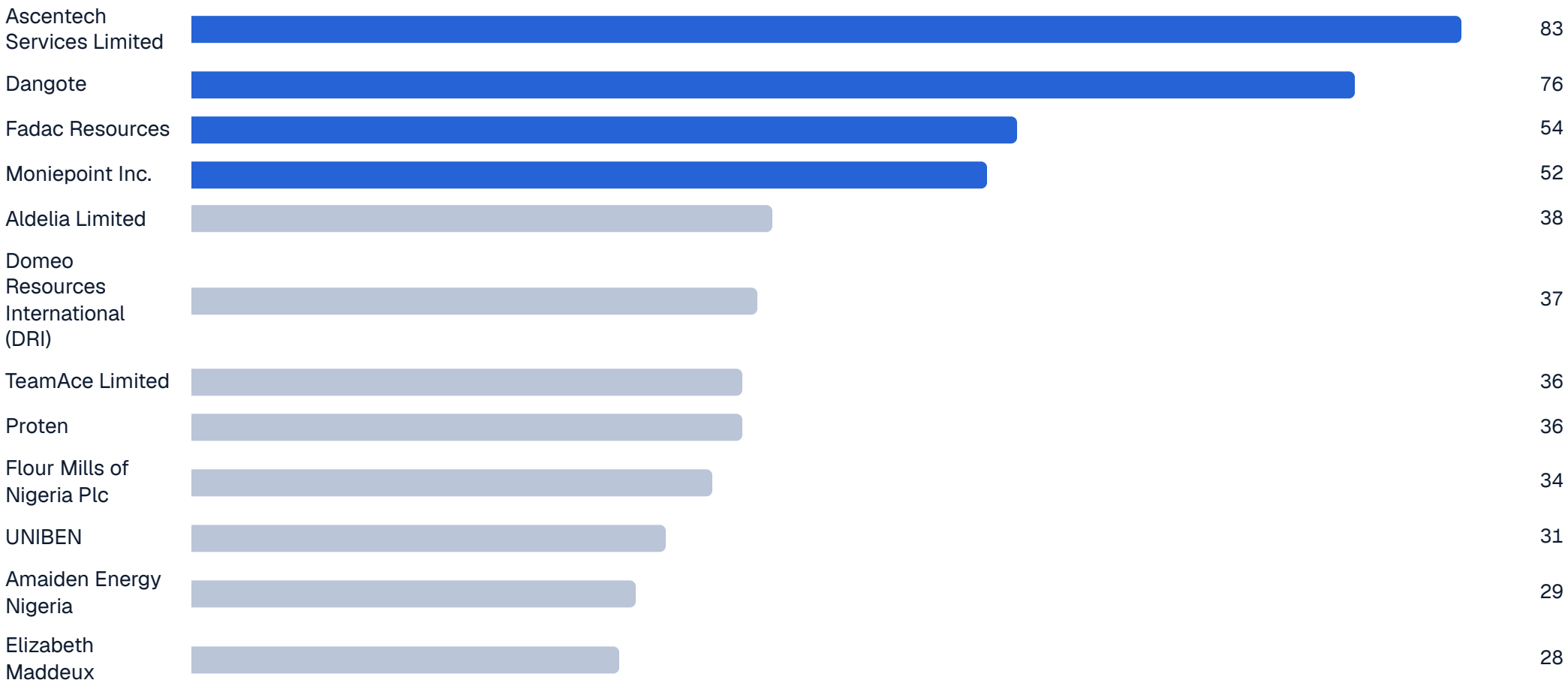
EMPLOYERS

1,704 employers, and no one dominates.

The ten most active advertisers account for 8% of listings and the top 50 for 20%. 726 employers (43%) posted only one vacancy.

Most active advertisers

Listings in the period; the employer name is taken from each listing title



A listing's title does not say whether the advertiser is hiring for itself or for a client.

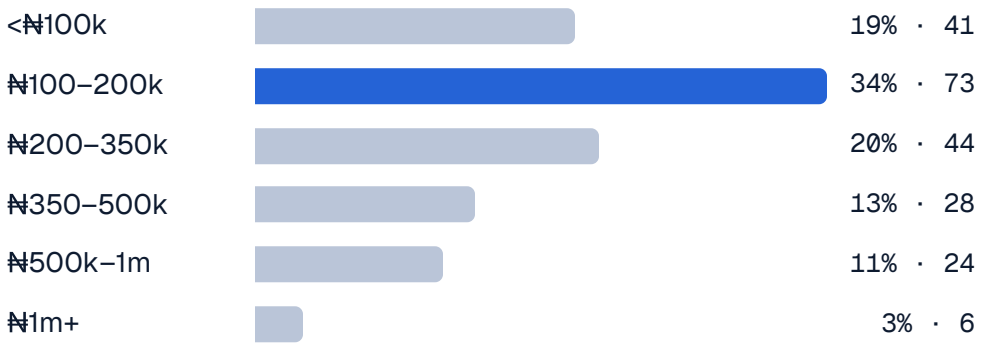
PAY · 216 LISTINGS WITH A STATED AMOUNT

Where pay is stated, the typical offer is about ₦175k a month.

Only 3.7% of listings quote a naira figure. These are monthly amounts (annual figures divided by 12; ranges at their midpoint). Read them as indicative of employers who choose to disclose, not of the whole market.

Stated monthly pay, all sectors

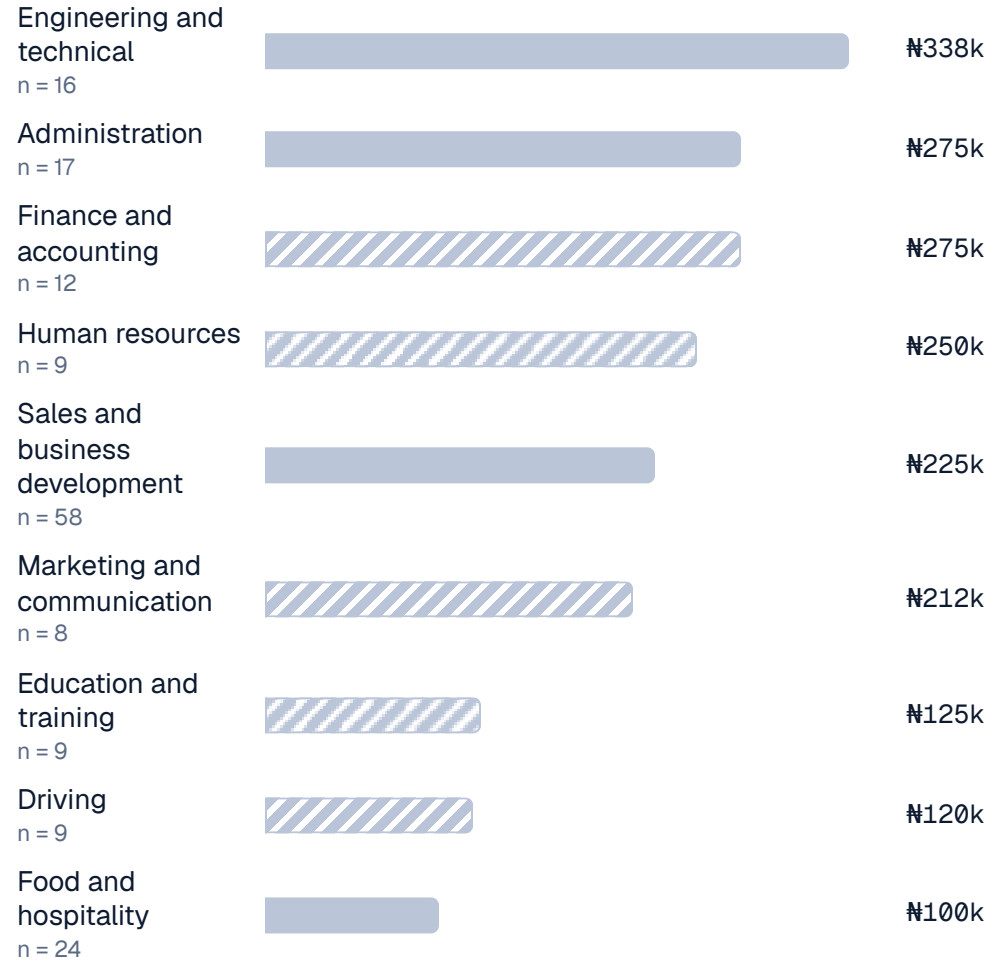
Share of the 216 listings with a stated amount



Quartiles: ₦100k · ₦175k · ₦350k.

Median stated monthly pay by sector

₦ thousand · sectors with at least 8 stated amounts; hatched = fewer than 15



Lagos median ₦170k (n = 136); Abuja ₦200k (n = 29).

> **Read with care.** 736 listings (13%) mention salary or pay in some form, and 236 (4%) promise a “competitive” package without a figure. Sales roles are over-represented among listings that state amounts (27% of them, against 16% of all listings).

IMPLICATIONS · OUR READING

Where the data points for decisions.

These are interpretations of the figures above, not statements from MyJobMag. Each cites the evidence behind it.

EMPLOYERS

Employers outside Lagos face fewer competing ads

Most vacancies compete for the same Lagos pool, especially in ICT (70% Lagos) and finance (63%). Abuja and the south-south carry far fewer advertised roles in the same fields.

`Lagos 50% of listings · Abuja finance 45 listings`

EMPLOYERS

Remote is a differentiator

With 4% of roles remote or hybrid, a flexible offer is uncommon. Where it is offered, it is mainly in ICT and sales.

`ICT 16% · sales 5% · engineering 0.5%`

TRAINING AND EDUCATION

The gap is between graduate and 3 years

Few ads welcome candidates with no experience, while most want two to five years. Internships, structured graduate programmes and work-ready short courses address the entry gap.

No experience 2.7% · 3 to 5 years 44% · internships 96 listings

JOB SEEKERS AND CAREERS

Lead with communication and Excel

Communication skills appear in 57% of ads, teamwork in 30% and Excel or Office in 23%. Named technical tools are far rarer.

Communication 57% · Excel/Office 23% · SQL 1.6%

METHOD AND CAUTIONS

What the numbers can and cannot support.

Advertised vacancies, not hires or openings filled –

Each record is a listing on one job board. The data does not show applicants, offers or hires, and one listing can cover several positions.

One board, one 83-day window –

Listings run from 14 Aug to 4 Nov 2026 and reflect what employers choose to post on MyJobMag. The first and last weeks are partial. Roles filled through networks, agencies or other boards are not captured, and the board's mix may skew toward Lagos and white-collar roles.

Cleaning applied –

5,845 records were collected. 53 listings repeating an earlier title and description were removed, leaving 5,792. Company, industry and deadline fields were empty in the source, so employer names were taken from listing titles (“Role at Employer”).

Sectors overlap; some fields are optional –

A listing can belong to several sectors, so sector counts add to more than 5,792. Experience is stated in 67.9% of listings, qualifications in 90.6%, and work mode in 13.6%; percentages use the listings that state each field.

Text-derived figures are approximate –

Skills, benefits, seniority and pay are read from titles and descriptions by keyword and pattern matching, so they may miss differently worded mentions. Pay covers only 216 listings with a clear naira amount near words such as salary or remuneration; annual figures were divided by 12 and amounts under ₦20,000 or over ₦20M a month were excluded.

CREDITS

All job listings in this brief come from MyJobMag.

Vacancy data was sourced from MyJobMag (myjobmag.com) and covers listings posted between 14 August and 4 November 2026. Analysis, charts and layout were prepared by Gershinen Shanding, GERANDCO Technologies, and are not endorsed by MyJobMag.

Visit myjobmag.com for current vacancies.

MyJobMag, Nigeria job listings

Listings window: 14 Aug to 4 Nov 2026

5,845 records collected · 5,792 unique vacancies analysed

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Author: Gershinen Shanding, Founder and CEO, GERANDCO Technologies · gerandco.tech. Job data © MyJobMag. Figures describe advertised vacancies and are not employment statistics.