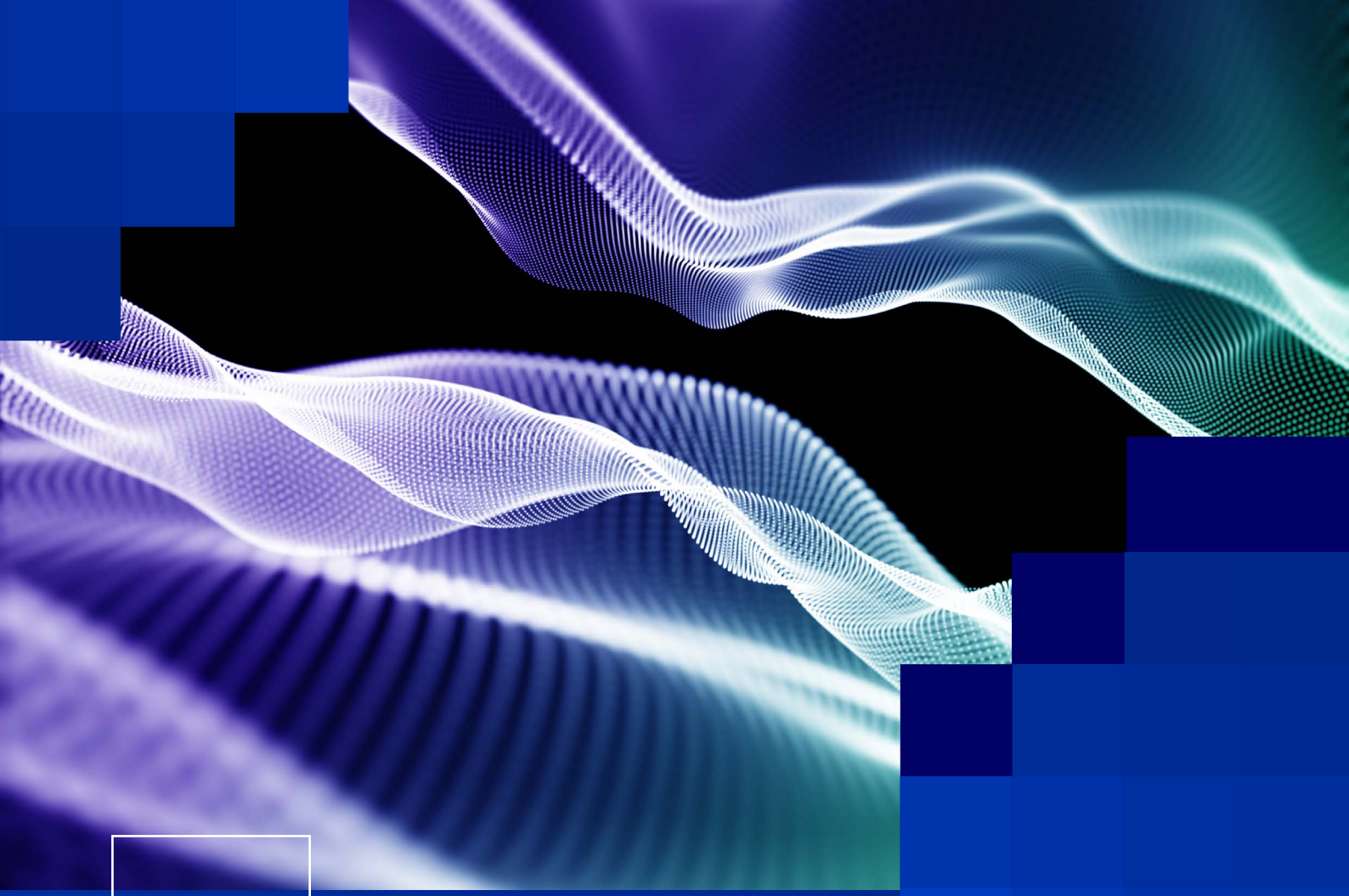


INDUSTRY
SECTOR
REPORT

Technology

JUNE 2026

ie UNIVERSITY
TALENT & CAREERS

Executive Summary

The technology industry in 2026 is being reshaped by the transition from AI experimentation to enterprise-scale deployment. Investment is increasingly concentrated in AI infrastructure, cloud computing, cybersecurity, automation, and intelligent operations, while traditional software and lower-value digital services face greater pressure to demonstrate ROI and differentiation.

At the same time, the sector is undergoing structural transformation. AI-native companies are challenging incumbents; hybrid and sovereign cloud architectures are becoming standard, and cybersecurity has become a board-level priority as AI-driven threats grow more sophisticated. Automation is reshaping repetitive and rule-based functions, while demand continues to rise for professionals who combine technical expertise with business understanding. The most sought-after profiles include AI, data, cybersecurity, cloud, and hybrid business-technology roles. For IE University, this environment represents a strong strategic opportunity. IEU's interdisciplinary education, international outlook, multilingual talent, and business orientation align closely with employer demand for professionals who can bridge technology and business. Graduates are particularly well positioned for careers in AI product management, consulting, analytics, operations, governance, and technology strategy.

Technology remains one of IEU's strongest employment sectors, with 310 placements in 2025 despite broader market normalization. However, the concentration of placements among a limited number of major employers highlights the importance of continuing to diversify partnerships across AI-native firms, cybersecurity companies, hyperscalers, and other high-growth technology players. The report highlights a clear strategic direction: positioning IEU as a leading source of AI-enabled bridge talent combining business acumen, digital fluency, and applied technology skills.

EMERGING ROLES · TECH SECTOR 2026

New job titles scaling now vs. future roles (2–3 year outlook)

Now

Roles scaling in the last 12–18 months

PRODUCT & STRATEGY

AI Product Manager
AI Solutions Consultant
Prompt engineer or workflow designer

ENGINEERING & INFRASTRUCTURE

AI/ML Engineer
LLM application engineer
MLOps and platform engineers
Developer productivity engineer

GOVERNANCE & RISK

AI governance specialist
Responsible AI lead
Model evaluator

SECURITY & EMERGING TECH

AI security engineer
Quantum security specialist
RobOps engineer

2–3 Year Outlook

Next wave of emerging profiles

AGENTIC & AUTONOMOUS SYSTEMS

Agentic systems architect or designer
Autonomous workflow architect
AI-augmented operations managers

SAFETY & GOVERNANCE

AI safety engineer
AI assurance or audit specialist
AI compliance counsel
Technology policy analysts

DEEP TECH & INFRASTRUCTURE

Quantum-AI integration specialists
Post-quantum security experts
Edge AI engineers
Digital twin engineers
Synthetic data specialists

HYBRID ROLES

Domain translators

PURPOSE OF THIS REPORT

This report provides an annual update on the state of the Tech industry, key talent trends, employer landscape, and strategic recommendations for IE University's Careers team and academic stakeholders.

1. Challenges, Opportunities & Recommendations for IEU

An action-oriented analysis of the key issues facing this sector and how IE University can respond strategically.

KEY INDUSTRY CHALLENGES

Talent shortages

Persistent shortages remain in AI/ML engineering, cybersecurity, cloud architecture, and data engineering, with demand significantly outpacing supply.

Skills gaps

The main gap is between employer demand for applied digital and AI skills and candidate profiles that remain overly theoretical. Employers increasingly seek professionals who can connect technology to business outcomes, particularly across AI governance, compliance, and cross-functional collaboration.

Regulatory or market pressures

Increasing regulatory complexity, particularly in Europe, alongside rising cyber risk, infrastructure concentration, and geopolitical uncertainty, is shaping hiring decisions. Companies must invest in governance, resilience, and compliance capabilities, creating demand for talent that can operate in controlled, high-trust environments.

Market saturation

Competition is highest in generalist business roles, entry-level software engineering, and non-specialized tech-adjacent positions. AI-assisted productivity gains are reducing demand for some junior roles, making differentiation more difficult. Candidates without clear evidence of AI, analytics, product, or digital project experience face increasing challenges in standing out.

OPPORTUNITIES FOR IEU

Curriculum alignment

IEU's strengths in interdisciplinary education, international perspective, and business strategy align well with demand for roles in AI governance, digital product management, analytics, and technology strategy. Key opportunity areas include AI for business, cybersecurity awareness, and technology-enabled operations. Strengthening applied technical exposure, particularly in AI tools, cloud, and data, will further enhance alignment.

Partnership opportunities

High-potential partnerships include AI-native companies, cybersecurity vendors, cloud consultancies, and technology-focused consulting firms that value business-oriented, internationally minded graduates. Collaborations with hyperscalers and startup ecosystems can also strengthen both curriculum relevance and recruitment pipelines.

> IEU can differentiate through its international student base, multilingual capabilities, and cross-disciplinary learning model.

Competitive positioning

IEU can differentiate through its international student base, multilingual capabilities, and cross-disciplinary learning model. Its positioning is strongest in producing graduates who can bridge business and technology rather than compete with purely technical programs.

PROGRAM & CURRICULUM ENHANCEMENTS

Courses to introduce or strengthen

Priority areas include applied AI, data analytics, cloud fundamentals, cybersecurity awareness, automation, digital regulation, and responsible AI governance.

Certifications or credentials

High-value credentials include AWS, Azure, and Google Cloud certifications, cybersecurity credentials, Scrum and product management certifications, and applied AI or data analytics certifications.

Experiential learning

Hands-on projects, hackathons, consulting challenges, and employer-led simulations remain critical for bridging theory and practice.

INTERNSHIP & PLACEMENT STRATEGIES

Placement targets

Focus should be on roles in product, digital consulting, business analytics, sales engineering, customer success, and operations, as well as selected technical pathways where students demonstrate clear digital capability.

Pipeline initiatives

Key initiatives include early application support, technical interview preparation, employer treks, portfolio development, and role-specific upskilling in AI, cloud, data, and cybersecurity.

INTERNSHIP & PLACEMENT STRATEGIES · PIPELINE INITIATIVES
Key initiatives to strengthen student placement pipeline · Tech sector 2026

Employer engagement

Greater impact can be achieved by focusing on fewer, deeper partnerships with strategic employers, co-creating events with clear hiring intent, and positioning IEU graduates as internationally agile, business-oriented, and increasingly AI-enabled.

PARTNERSHIP EXPANSION

New employer targets

Priority targets include fast-scaling AI companies, European cybersecurity firms, cloud and digital consultancies, industrial and healthtech companies, and platform businesses expanding in Europe. Spanish-headquartered firms with global reach will always represent strong opportunities given IEU's location.

Deepening existing partnerships

Moving from one-off interactions to recurring engagement is key. This includes talent mapping, curated candidate pipelines, classroom collaboration, mentoring programs, and structured annual engagement plans supported by alumni networks.

Cross-vertical opportunities

Many technology employers operate across multiple sectors, including finance, healthcare, operations, and sustainability. Coordinating partnership development across IEU's different career verticals, rather than treating technology as a standalone pipeline, can increase efficiency and create stronger, more strategic employer relationships.

2. Industry Overview & Market Trends

A consolidated view of the current state of the industry, including macro trends, regional dynamics, emerging technologies, and the regulatory environment.

STATE OF THE INDUSTRY

The global technology sector in 2026 is being reshaped by large-scale AI deployment, driving strong investment in AI infrastructure, cloud computing, cybersecurity, automation, and data platforms. High-growth areas such as agentic AI, robotics, edge computing, and quantum-related technologies continue to expand rapidly, while more mature segments like traditional SaaS face consolidation and pressure to demonstrate ROI and integrate AI capabilities. At the same time, geopolitical tensions, regulatory fragmentation, and rising cyber risks are accelerating demand for hybrid and sovereign cloud architectures, post-quantum security, and resilient digital infrastructure.

KEY TRENDS

In 2026, the technology sector is being transformed by the large-scale operationalization of AI, as organizations move from experimentation to integrated, production-grade systems focused on measurable ROI. AI is increasingly embedded across enterprise workflows, accelerating automation, AI-assisted software development, and intelligent operations, while hybrid, multi-cloud, and sovereign architectures continue to expand in response to resilience and regulatory demands. These shifts are also reshaping business models, with companies moving from feature-based offerings toward platform, workflow, and outcome-driven solutions powered by AI agents, consumption-based pricing, and integrated ecosystems.

MARKET GROWTH & OUTLOOK

The outlook for the global technology sector remains strongly positive, driven by sustained investment in AI infrastructure, cloud computing, cybersecurity, automation, and other high-growth segments such as robotics and ambient intelligence. Growth opportunities remain globally distributed, with North America leading in AI and cloud commercialization, Europe advancing through trusted AI and regulatory leadership, Asia-Pacific scaling rapidly through digital infrastructure and engineering talent, and Latin America expanding as a strategic hub for digital services and nearshoring.

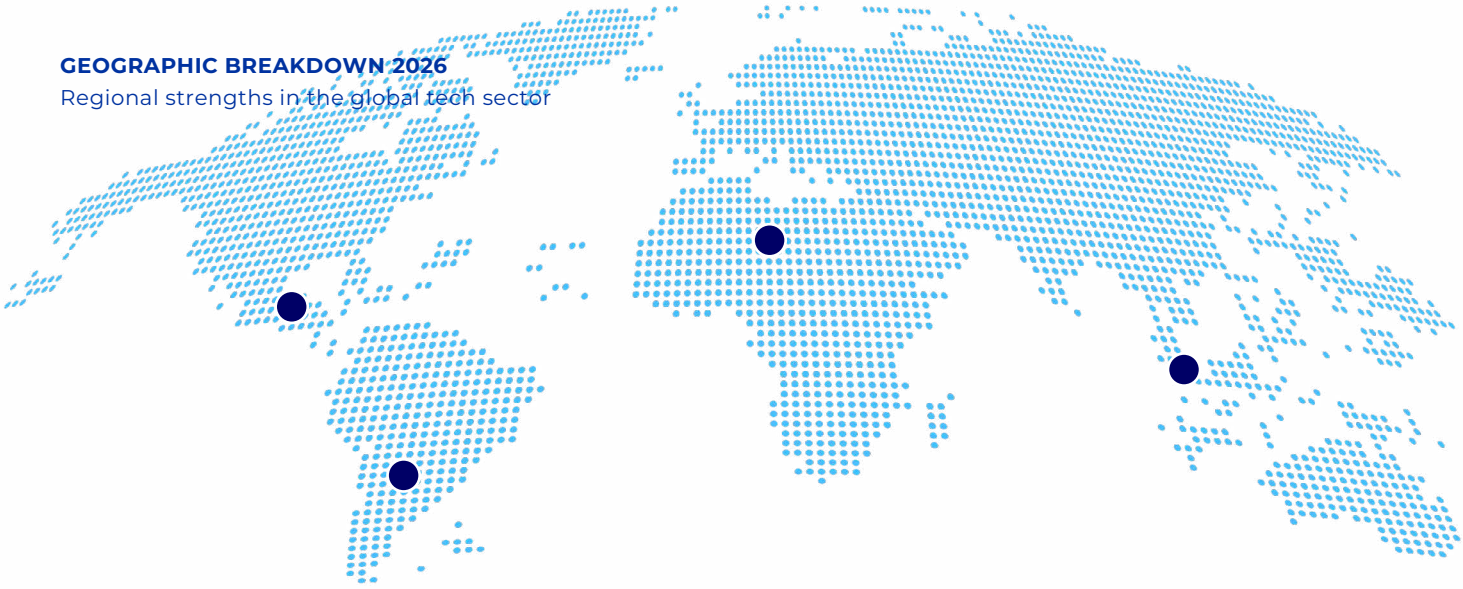
GLOBAL & REGIONAL INFLUENCES

The technology sector in 2026 is shaped by improving financial conditions alongside growing geopolitical, regulatory, and societal pressures. While easing interest

rates are supporting renewed investment in AI infrastructure and advanced technologies, companies remain focused on productivity, resilience, and cost efficiency. At the same time, geopolitical fragmentation, evolving data sovereignty rules, and cybersecurity regulation are reshaping supply chains, cloud strategies, and infrastructure decisions across regions. Europe is emerging as a leader in AI governance and cyber resilience, North America continues to dominate frontier AI and cloud innovation, Asia-Pacific is scaling rapidly through digital adoption and engineering talent, and Latin America is strengthening its role as a nearshore technology hub.

GEOGRAPHIC BREAKDOWN 2026

Regional strengths in the global tech sector



NORTH AMERICA

Largest market.

AI & cloud commercialization leader.

Silicon Valley
Seattle
New York
Austin

#1 Market

EUROPE

Regulatory leader.

Sovereign cloud & responsible AI governance.

Regulatory Hub

ASIA - PACIFIC

Fastest-scaling region.

India: global AI & engineering talent hub.

Fastest Growing

LATIN AMERICA

Nearshoring & engineering hub.

São Paulo
Bogotá
Mexico City

Nearshore Growth

EMERGING TECHNOLOGIES & INNOVATIONS

In 2026, the technology sector is being reshaped by the convergence of AI, intelligent infrastructure, and autonomous systems. Innovations such as agentic AI, AI-augmented software engineering, advanced robotics, edge computing, and post-quantum security are rapidly moving from experimentation into production, transforming how technology is built, deployed, and secured. These advances are embedding AI into core operational processes across software development, IT, cybersecurity, customer operations, and business workflows, accelerating automation and shifting human roles toward strategic oversight and decision-making.

REGULATORY ENVIRONMENT

The regulatory environment for technology in 2026 is becoming increasingly complex, with Europe leading through frameworks such as the EU AI Act, NIS2, DORA, and the Cyber Resilience Act, while the US continues to follow a more decentralized approach. Regulation is driving companies to move from reactive compliance toward embedded governance, operational resilience, and secure-by-design systems, increasing investment in AI governance, cybersecurity, auditability, and responsible AI practices. Over the next 12 to 24 months, regulatory pressure around AI transparency, safety, privacy, digital resilience, and sovereign infrastructure is expected to intensify further, accelerating demand for professionals who combine technical, legal, ethical, and governance expertise.

> Competitive advantage is increasingly defined not just by product innovation, but by execution, ecosystem integration, and the ability to deliver trusted, enterprise-grade solutions at scale.

3. Talent Landscape & Recruitment Trends

A comprehensive view of talent demand, hiring patterns, timelines, and emerging roles in this sector.

IN-DEMAND SKILLS

Technical skills

The strongest demand in 2026 is concentrated around AI/ML, data, and cloud infrastructure. Foundational skills such as Python, SQL, data engineering, and cloud platforms like AWS, Azure, and GCP remain essential, alongside expertise in ML integration, MLOps, DevOps, APIs, and automation. Cybersecurity capabilities—including network security, zero-trust architecture, and secure software development—continue to be highly valued, as do advanced data engineering skills.

Analytical skills

Employers increasingly value systems thinking, business-oriented problem solving, and the ability to interpret AI outputs, identify risks, and connect technical decisions to business outcomes.

Soft skills

As technical capabilities become more accessible through AI-assisted tools, differentiation increasingly depends on human skills. Communication and stakeholder management, especially the ability to bridge technical and non-technical audiences, are consistently identified as critical gaps. Adaptability, continuous learning, and the ability to operate effectively in fast-changing environments are essential, as are collaboration skills across multidisciplinary teams that include engineering, product, legal, and compliance functions.

Digital fluency

Digital fluency is now a baseline expectation across the sector rather than a differentiator. A significant and growing share of the workforce uses AI tools in daily work, and even non-engineering roles are expected to understand how AI, data, automation, and cybersecurity impact business operations. This includes the ability to work effectively with AI systems, craft and evaluate prompts, interpret outputs critically, and recognize when human oversight is required.

EMERGING ROLES

New job titles

Over the past 12 to 18 months, AI-related roles have expanded rapidly, with AI/ML Engineer becoming one of the most in-demand positions globally. Other fast-growing roles include AI Product Manager, prompt or workflow engineer, LLM application engineer, MLOps engineer, and AI solutions consultant. At the same time, regulatory and ethical pressures are driving demand for AI governance, Responsible AI, and model evaluation specialists. In

infrastructure and security, emerging roles such as AI security engineer reflect the growing automation of both digital and physical operations.

Future roles (2–3 year outlook)

Looking ahead, the next generation of roles will be driven by the expansion of agentic and autonomous systems. Emerging profiles such as agentic systems architects, autonomous workflow designers, AI safety engineers, and AI assurance specialists will focus on orchestrating, testing, and governing AI-driven environments. Demand is also expected to grow for specialists in edge AI, post-quantum security, and quantum-AI integration. In parallel, organizations will increasingly seek professionals who can manage human-AI collaboration and bridge technical and business domains, alongside growing demand for experts at the intersection of technology, regulation, and policy.

IEU profile fit

IEU graduates are well positioned for roles at the intersection of technology, business, and strategy, including AI product management, AI governance, consulting, operations, and commercial functions. Their interdisciplinary mindset, international perspective, and business acumen align strongly with market demand for professionals who can connect technical complexity with organizational impact. Their competitiveness is further strengthened by practical skills in data analytics, AI tools, cloud fundamentals, and cybersecurity awareness. As technology teams

Technical Skills

- Python, SQL, data engineering
- Cloud platforms: AWS, Azure, GCP
- ML integration and MLOps
- DevOps, APIs, and automation
- Network security and zero-trust architecture
- Secure software development
- Advanced data engineering skills

Analytical Skills

- Systems thinking
- Business-oriented problem solving
- Interpreting AI outputs
- Identifying risks
- Connecting technical decisions to business outcomes

Soft Skills

- Communication and stakeholder management
- Bridging technical and non-technical audiences
- Adaptability and continuous learning
- Collaboration across multidisciplinary teams

Digital Fluency

- Working effectively with AI systems
- Crafting and evaluating prompts
- Interpreting AI outputs critically
- Recognizing when human oversight is required
- Understanding how AI, data, automation, and cybersecurity impact business operations

increasingly prioritize cross-functional collaboration and business-oriented digital transformation, graduates who combine strategic thinking with technical fluency are becoming increasingly valuable across a wide range of technology roles.

RECRUITMENT PATTERNS

Hiring volumes

Following the 2022–2023 market correction, the technology sector stabilized by mid-2025, although early 2026 brought another wave of targeted layoffs as major companies continued restructuring around AI and cost efficiency. Overall hiring is still growing modestly, but demand is increasingly concentrated in priority areas. AI-related roles continue to expand rapidly, while traditional software engineering, IT support, and lower-complexity functions face pressure from automation and tighter budgets. As a result, companies are hiring more selectively, prioritizing roles linked to innovation, revenue growth, and operational resilience.

Demand for specific roles

The most actively recruited profiles include AI and machine learning engineers, data engineers, data scientists, and software developers with AI integration capabilities. Cybersecurity specialists and cloud architects remain in high demand due to rising security threats and continued cloud adoption, alongside DevOps and SRE professionals with cloud security expertise. Employers are also increasingly prioritizing hybrid profiles that combine technical, analytical, and business skills to translate technology into measurable business outcomes.

Competition for talent

Competition remains intense for experienced professionals in AI, cybersecurity, and cloud computing, where demand continues to exceed supply. Employers are responding with higher compensation, flexible work models, broader geographic sourcing, and increased openness to skills-based hiring and non-traditional candidates.

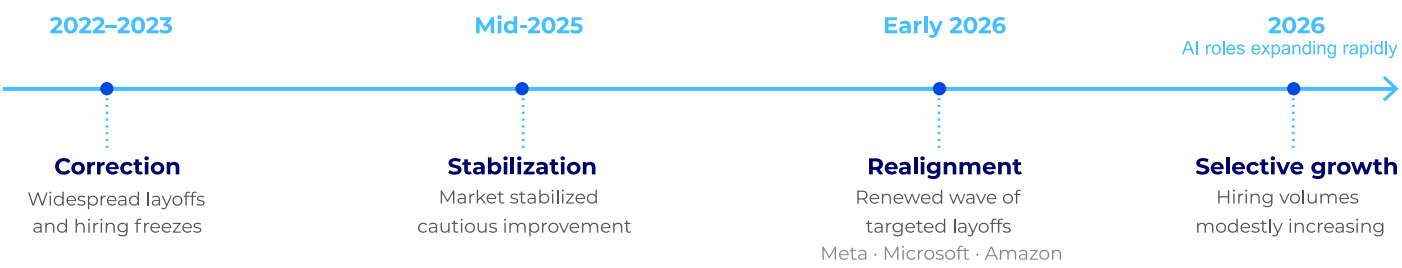
GEOGRAPHIC HIRING TRENDS

Talent hotspots

The most active hiring markets remain concentrated in major global technology hubs. In North America, the San Francisco Bay Area, Seattle, and New York continue to lead in AI, cloud, enterprise software, and cybersecurity. In Europe, London remains a major center for AI and governance, while Berlin, Amsterdam, Paris, Stockholm, Madrid, and Barcelona continue to grow as important hubs for startups, cloud, consulting, and cybersecurity. In Asia-Pacific, Bengaluru, Hyderabad, and Singapore are key centers for

RECRUITMENT PATTERNS · HIRING EVOLUTION 2022–2026

Tech sector hiring cycles from market correction to selective growth



engineering, AI, cloud, and regional operations. Additional hubs such as Dublin, Austin, Toronto, Lisbon, Mexico City, and São Paulo further reflect the increasingly distributed nature of global tech talent.

Remote vs. on-site

The technology sector has largely settled into a hybrid work equilibrium. While fully remote hiring is less common than during 2021–2022, it remains prevalent among AI-native startups and mid-sized firms seeking global talent. Larger technology companies typically follow structured hybrid models, requiring partial in-office presence to balance flexibility with collaboration and culture. Overall, hybrid and remote-friendly policies continue to expand opportunities for international talent, although visa and work permit limitations still influence global mobility.

IEU talent placement geography

The strongest placement geographies for IEU technology talent include Spain, the UK, Western Europe, the United States, and other international hubs that value multilingual, business-oriented profiles. Key cities include Madrid, Barcelona, London, Amsterdam, Berlin, and New York. This aligns well with IEU graduates' international mindset and cross-functional skills, although final validation should rely on internal IEU Careers placement data and regional hiring trends.

RECRUITMENT SEASONALITY & TIMELINES

Peak hiring months

While hiring takes place throughout the year, two major recruitment peaks remain consistent globally: September to November and January to March. The first is driven by graduate and internship hiring cycles, particularly among large international employers, while the second aligns with new budgets and headcount approvals. Recruitment tends to be especially structured in the US, whereas Europe is more heavily concentrated in the autumn cycle, with slower activity during the summer months. Startups and mid-sized firms hire more continuously but often accelerate recruitment after summer and during annual planning periods.

Average process duration

Hiring processes vary by role and company type, typically lasting between three and eight weeks for early-career and mid-level positions. More specialized roles in AI, product, and cybersecurity often involve longer and more structured processes, especially at large technology companies, which commonly include technical assessments, case studies, system design interviews, and behavioral rounds. Startups

Recruitment timelines are becoming faster for high-demand roles in AI and cybersecurity due to intense competition for talent.

and scale-ups generally move faster and complete hiring within two to four weeks, although with less formal structure.

Internship timeline

For large firms, applications for summer internships typically open between August and October in the US and between October and November in Europe, with interviews taking place over the winter and offers usually issued between January and March. Some European employers also recruit for spring internships earlier in the academic year. In contrast, startups and smaller companies tend to hire closer to the internship start date, offering greater flexibility but less predictability.

Full-time timeline

Graduate full-time hiring at major employers is typically concentrated between September and November, especially in the US, where structured campus recruitment follows fixed annual cycles. In Europe, hiring tends to be more flexible, with rolling applications and key recruitment periods in autumn and early spring. Experienced hire roles are recruited year-round but usually align with budget cycles and business priorities. For candidates applying internationally, earlier US recruitment timelines should generally be prioritized.

Regional variations

The US market follows the most structured and accelerated hiring timelines, with early deadlines and formal campus recruitment programs. European markets are generally more flexible and vary by country, while Asia-Pacific combines structured recruitment with rapid hiring in high-growth sectors. In Latin America, hiring tends to be more continuous and less seasonal as technology ecosystems continue to expand. Across all regions, recruitment timelines are becoming faster for high-demand roles in AI and cybersecurity due to intense competition for talent.

RECRUITMENT SEASONALITY · PEAK HIRING PERIODS

Key application and hiring windows by region and role type

4. Key Employers, Partnerships & Alumni

An overview of the main employers recruiting IEU talent in this sector, strategic partnerships, and alumni engagement data.

TOP EMPLOYERS

Tier 1 employers

IEU technology placements are concentrated in a core group of scaled global employers led by companies such as Amazon, Celonis, Fever, OneTrust, Salesforce, IBM, Amadeus, and Uber. These organizations combine strong employer branding, international mobility, and recurring hiring demand across sales, operations, strategy, and tech-adjacent roles, making them the clearest Tier 1 anchors for IEU technology talent.

Tier 2 employers

The next layer of demand comes from firms such as Infosys, AWS, Cubro, Huspy, Nebula, BMC Software, Microsoft, Simply.TV, and TikTok. This tier also includes high-growth scale-ups, digital-native platforms, and specialist software or infrastructure firms that offer strong opportunities for students open to entrepreneurial, implementation-focused, and commercially oriented roles.

Employers to watch

Priority watch-list accounts include Google, Oracle, Samsung, SAP, and Apple, which the 2026 account plan identifies as structurally attractive but under-converted relative to their hiring potential. Additional categories to monitor include AI-native startups, cybersecurity and cloud-infrastructure players, robotics and automation firms, and European digital champions expanding hiring activity.

TOP EMPLOYERS & STRATEGIC PARTNERSHIPS

TIER 1
Amazon
Celonis
Fever
OneTrust
Salesforce
IBM
Amadeus
Uber

TIER 2
Infosys
AWS
Cubro
Huspy
Nebula
BMC Software
Microsoft
Simply.TV
TikTok

EMPLOYERS TO WATCH
- Google
- Oracle
- Samsung
- SAP
- Apple

Categories to monitor

AI-native startups | Cybersecurity | Cloud infrastructure | Robotics & automation | European digital champions

KEY PARTNERSHIPS WITH IEU

Existing strategic partnerships

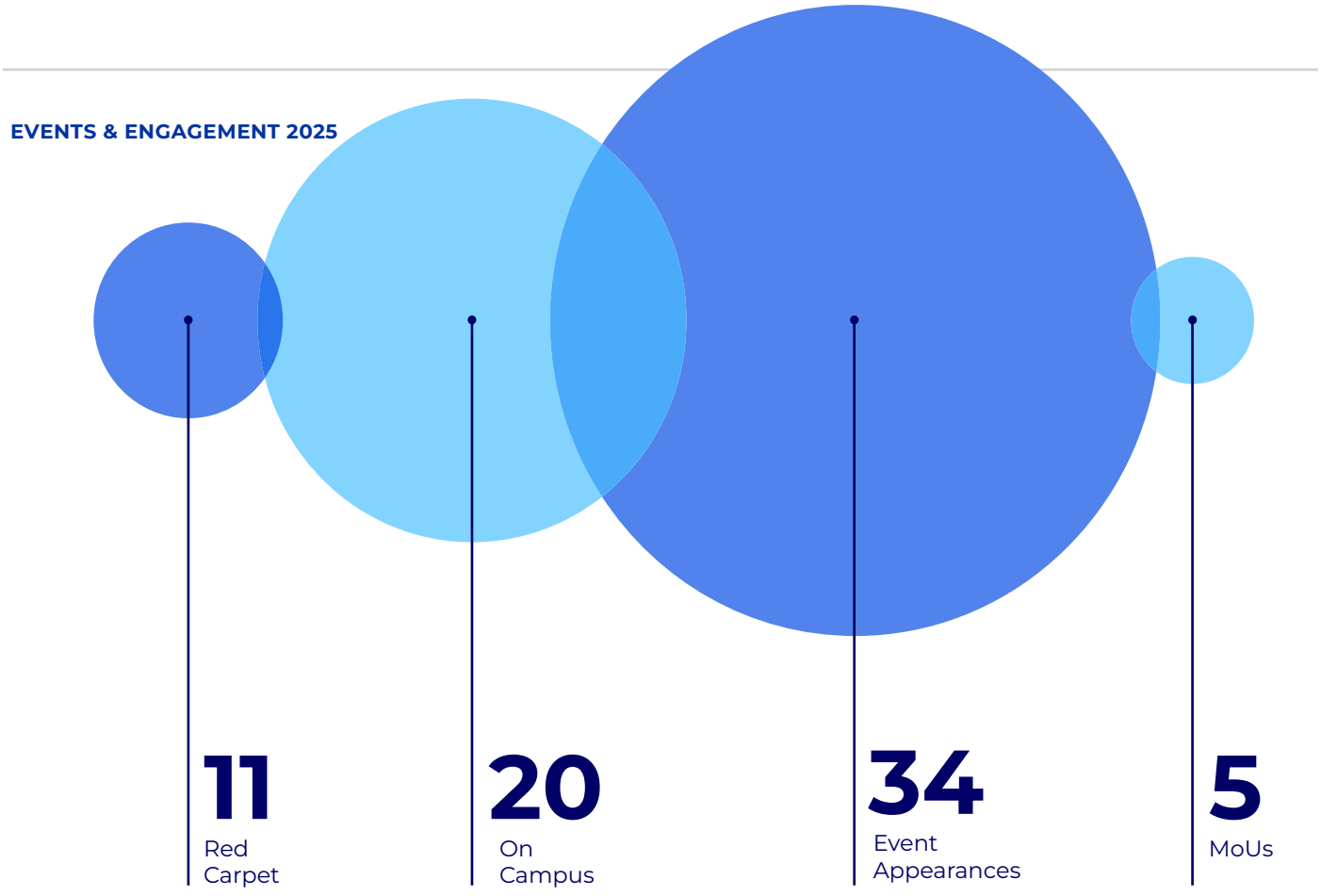
IEU's strongest formal technology partnerships include five active MoUs across BMC Software, HashiCorp, Oracle, SAS, and BMC Helix. BMC Software remains the most mature example, with seven campus events across 2024–2025 and 16 placements over the last three years. HashiCorp showed strong early traction after signature, while Oracle and SAS were signed in 2025 following senior-level relationship building and are still in early pipeline-development mode.

Recruitment agreements

The most tangible structured recruitment pipeline created in 2025 was the Infosys internship program. In parallel, Oracle and SAS moved from Red Carpet engagement into formal collaboration, strengthening IEU's preferred-access pipeline for future hiring.

Events & engagement

Employer engagement deepened materially in 2025. IEU held 11 Red Carpet meetings, up from 8 in 2024, with a clear step-up in seniority from mostly KAM/TA contacts to CEO, VP EMEA, GM, Country Manager, and Global Head of Sales level stakeholders. On campus, 20 technology companies generated 34 event appearances in 2025; 13 of those companies hired at least one IEU student and 11 hired more than one, with Amazon, Celonis, OneTrust, IBM, Uber, Amadeus, and BMC among the strongest converters.



TOTAL PLACEMENTS · 2025

310

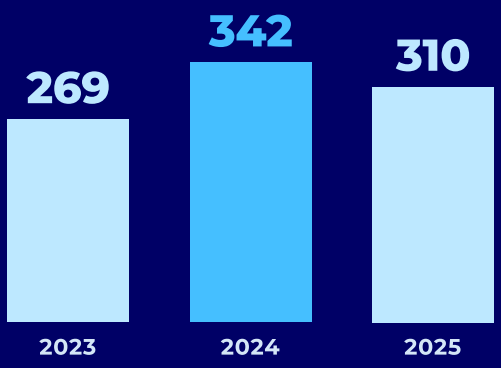
Technology remains one of the university's largest and most resilient employer verticals.

–9% VS. 2024 PEAK

+15% VS. 2023 BASE

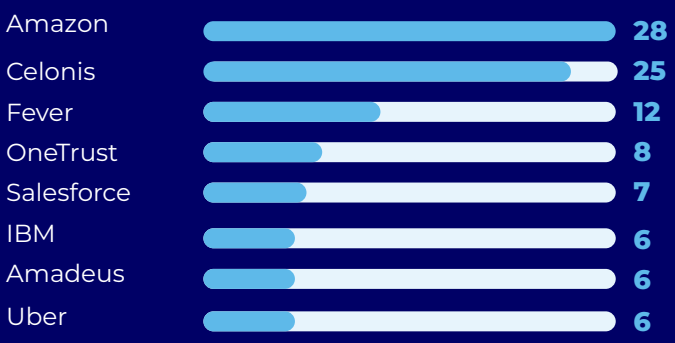
THREE-YEAR TREND

Placements by year



TOP ACCOUNTS · 2025

Placement leaders



CONCENTRATION RISK

Top 3 vs. rest of book

65 placements · 21%
Amazon · Celonis · Fever

245 placements · 79%
All other accounts combined

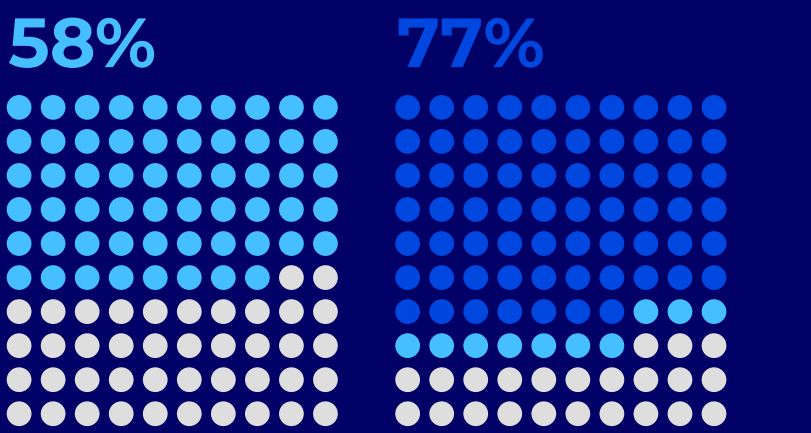
Diversifying the employer base remains a 2026 priority.

PLACEMENT BREAKDOWN · BY PROGRAM

Where placed students came from

RECRUITMENT VOLUMES · PLACEMENT GEOGRAPHY 2025

Geographic distribution of IEU technology placements · 310 total



Key insight

The top three accounts **(Amazon, Celonis, Fever)** represent a significant share of total placements, highlighting both the strength of these relationships and the need to continue diversifying the employer base to reduce concentration risk.

RECRUITMENT VOLUMES

Total placements

IEU recorded 310 technology placements in 2025, below the exceptional 2024 peak of 342, but still above the 2023 base year of 269. This confirms that technology remains one of the university's largest and most resilient employer verticals, despite a market normalization following the post-2024 surge. At the same time, the moderate decline from 2024 and the concentration of placements within a limited number of major employers highlight the need to further diversify employer partnerships and strengthen engagement across emerging growth areas in 2026.

Placement concentration (top accounts)

Hiring remains relatively concentrated among a small group of core employers. In 2025, Amazon (28 placements) and Celonis (25) continued to dominate, followed by Fever (12) and OneTrust (8). A second cluster of consistent contributors includes Salesforce (7) and IBM, Amadeus, and Uber (6 each).

Secondary contributors

Additional volume came from companies such as Infosys, AWS, and Cubro (5 placements each), alongside Huspy, Nebula, BMC Software, Microsoft, Simply.TV, and TikTok, each contributing smaller but strategically relevant hiring volumes.

Key insight

The top three accounts (Amazon, Celonis, Fever) represent a significant share of total placements, highlighting both the strength of these relationships and the need to continue diversifying the employer base to reduce concentration risk.

Year-on-year comparison

Placements declined 9% versus 2024, reflecting a more selective market after the post-downturn rebound, but remained c.15% above 2023. The account mix also became more concentrated around a few reliable anchors, with Amazon and Celonis again leading volume and Fever continuing its strong upward trajectory.

Placement breakdown

By program, 2025 placements were led by Undergraduate profiles (116; 37% of total), followed by MBA/GMBA/EMBA (56; 18%), Business Masters (56), Sci-Tech (43), and MIM (39). By function, sales remained dominant (102 placements), followed by tech roles (67), marketing (42), and operations (30). Geographically, 179 placements were in Spain (58%), and 240 placements, or just over 77%, were in Europe overall, while senior programs were more internationally distributed.

ALUMNI OVERVIEW

Alumni in sector

Around 10,000 IE alumni are currently active across the global technology sector, including Big Tech, telecommunications, SaaS, and digital-native companies.

Top companies

The strongest company-level alumni concentrations highlighted in the 2026 account plan are Amazon (742), Telefónica (456), Amadeus (120), IBM (116), SAP (111), Celonis (103), Uber (91), Oracle (90), and Fever (69).

Career trajectories

Typical trajectories begin in analyst, associate, business development, customer success, product support, operations, consulting, or tech-enabled commercial roles, then progress into product, growth, strategy, operations, consulting, business development leadership, or more specialist technical tracks depending on function, further upskilling, and company environment.

STRONGEST COMPANY-LEVEL ALUMNI POPULATIONS

MENTORSHIP & NETWORKING

Alumni engagement

IEU already has useful examples of alumni- and relationship-led engagement that can be expanded. In 2025, AWS and Google contacts in New York supported referrals and student mentoring, while other key accounts contributed employer insights, on-campus presentations, and targeted recruitment touchpoints. This suggests good foundations for a more formalized alumni activation model in technology.

Networking events

Core networking formats in 2025 included the Spring Career Forum, Fall Career Forum, Tech & Innovation Day, targeted single-company events, and sector-specific sessions. In addition, Uber supported case-competition style engagement, Glovo ran an insight session for IMBAs, and Bending Spoons was secured for a 2026 event pipeline, indicating room to grow high-quality alumni and employer roundtables.

Alumni-to-student ratio

A formal technology-sector alumni-to-student mentoring ratio should be calculated from IEU mentoring supply-and-demand data. That said, the scale of alumni presence across anchor employers suggests that IEU is well positioned to build a deeper mentoring bench if outreach is systematized by account and geography.

5. Data & Bibliography

List all sources used in the preparation of this report. Include market research reports, company publications, employment databases, industry associations, and internal IEU data sources.

Market Research & External Sources

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- Source 3: World Economic Forum, The Future of Jobs Report 2025; European Commission / ESMA / ENISA regulatory pages on the AI Act, DORA, NIS2, and Cyber Resilience Act; and supplemental market/hiring articles supplied by the user (Alexander Technology Group, BPM, StartUs Insights, IEEE USA, Nucamp), 2025–2026 https://www.weforum.org/publications/the-future-of-jobs-report-2025/
- Source 4: Technology Industry Trends For 2026 | BPM Industry Outlook
- Source 5: 2026 Tech Hiring Outlook - IEEE-USA InSight
- Source 6: Tech Hiring In 2026: Skills, Shifts, And Staying Ahead | Huxley
- Source 7: CompTIA IT Industry Outlook 2026: Embracing innovation and seeking growth Europe
- Source 8: Most In-Demand Tech Jobs in 2026 (Roles Hiring Fast + Why)
- Source 9: Top Tech Jobs & Hiring Trends in 2026
- Source 10: Want a tech job? These skills will matter most in 2026, State of IT report shows | ZDNET
- Source 11: TA Trends 2026: Human–AI Power Couple | Highlights

Internal IEU Data

- Careers database: placement statistics 2025
- LinkedIn Talent Insights reports
- Employer engagement and meetings records 2025

Notes

This report combines external trend reports, selected public sources and data records belonging to IE University. Internal IEU-specific employer, alumni, placement, and engagement data is classified. All market figures are indicative and valid as of their publication date.

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