

# List of occupations in very high demand - 2024\*

## reference year 2023

Publication made in accordance with Article L. 622-4, paragraph 5, of the Labour Code as amended by the law of 7 August 2023 amending:

1° the Labour Code.

2° the amended law of 29 August 2008 on the free movement of persons and immigration.

3° the amended law of 18 December 2015 relating to the reception of asylum seekers and temporary protection.

### Criteria for the reference year 2023:

≥ 7 vacancies<sup>1</sup> per month on average (7\*12=84 in total)

AND

• < 0,8 vacancies/jobseekers<sup>2</sup> AND > 25 % of job offers without matching candidate<sup>3</sup>

OR

< 0,35 vacancies/jobseekers AND > 10 % of job offers without matching candidate.

List of Occupations in very high demand (ROME codes)
<b>Occupation: C1202 – Credit and Banking Risk Analysis</b> Underlying job titles: Credit and Banking Risk Analyst; <i>Know Your Customer (KYC) Analyst, Banking Commitments Administrator, Banking Risk Administrator</i>
<b>Occupation: C1206 – Bank Customer Management</b> Underlying job titles: Bank – Private Customer Officer, <i>Bank – business customer officer</i>
<b>Occupation: C1301 - Front Office Financial Markets</b> Underlying job titles: Foreign Exchange Trader, Administrator of Undertakings for Collective Investment in Transferable Securities (UCITS), Trading room trader/broker
<b>Occupation: C1302 – Back and Middle Office Management for Financial Markets</b> Underlying job titles: Back Office Manager, <i>Middle Office Agent, Back Office Agent</i>
<b>Occupation: F1610 – Roofing Installation and Restoration</b> Underlying job titles: Roofing team leader, <i>Roofer, Photovoltaic Panel Installer, Zinc Worker</i> <i>Excluded job titles (surpluses<sup>4</sup>): Roofing Assistant</i>
<b>Occupation: H1206 – Management and Engineering – industrial design and studies, research and development</b> Underlying job titles: <i>Industrial research Engineer for Renewable Energy Development, Research and Development Project Manager, Industrial Systems Engineer, Industrial Robotics Engineer, Industrial Mechatronics Engineer, Industrial Mechanical Engineer, Industrial Thermodynamics Engineer, Industrial Electrical Systems Engineer, Industrial Aerospace Structures Engineer, Industrial Analytical Research Engineer, Industrial Process, Studies and Development Engineer, Industrial Nanotechnology Engineer, Industrial Materials Engineer, Industrial Electronic Components Engineer, Chemical Engineer, Industrial Automotive Engineer, Industrial Automation Engineer, Industrial Aeronautical Engineer, Industrial Electronics Engineer, Industrial Development Engineer, Industrial Product Research Engineer, Industrial Process Research Engineer, Industrial Design and Development Engineer, Industrial Chemist, Industrial Biologist, Industrial Director of Research and Development, Industrial research and Development Project Manager, Industrial Studies Project Officer, Industrial Project Officer Clinical Studies</i>

<sup>1</sup>Positions declared to ADEM for the concerned occupation (excluding temporary contracts, seasonal contracts, sheltered workshops, special employment measures, compensated temporary occupations, employment in the public interest, vocational training course, pool of assistants).

<sup>2</sup>A jobseeker registers with ADEM under 1-3 occupations. For the present calculation, the first occupation indicated is taken into account and 100%, the 2<sup>nd</sup>/3<sup>rd</sup> occupation are taken into account with 50%.

<sup>3</sup>Vacancies only accessible by registered jobseekers for which ADEM cannot propose a candidate.

<sup>4</sup>Surpluses, for the period 2021-2023: > 1,3 jobseekers /vacancy AND < 15 % of job offers without candidates AND ≥ 5 vacancies/year (to have sufficient data to assess the shortages or surpluses)

<p><b>Occupation: H2502 –Management and Production Engineering</b></p> <p>Underlying job titles: <i>Production Manager, Production Line Manager, Production chain manager, Production Process Engineer, Production Mechanical Engineer, Production Energy Engineer, Engineer for the Production of Metal Structures, Engineer for Processes in Production, Mechanical Engineer in production, Electromechanical Engineer in Production, Electrical Engineer in Production, Energy Production Engineer, Production Engineer, Engineer for biochemistry in production, Department Head for Manufacturing Service, Department Head for Production, Production Chef, Production Line Chef</i></p>
<p><b>Occupation: I1304 – Installation and Maintenance of Industrial and Operating Equipment</b></p> <p>Underlying job titles: <i>Industrial Maintenance Technician, Industrial Upkeep and Maintenance Workshop Supervisor, Industrial Maintenance Team Leader, Industrial equipment Electromechanical Repairer, Industrial Maintenance Electromechanical Technician, Production Equipment Maintenance Technician, Industrial Maintenance Technician, Versatile Industrial Maintenance Technician, Industrial Equipment Installation Technician, After Sales Services/Maintenance Mobile Technician</i></p>
<p><b>Occupation: J1501 – Patient Hygiene and Comfort Care Services</b></p> <p>Underlying job titles: <i>Care Assistant, Home Care Aid, Hospital Care Assistant</i></p>
<p><b>Occupation: J1506 – General Nursing Care</b></p> <p>Underlying job titles: <i>Hospital Nurse, General Care Nurse, Home Care Nurse, Psychiatric Nurse, Coordinator Nurse for Home Care Services, Geriatric Nurse, Phlebotomist</i></p>
<p><b>Occupation: K1104 - Psychology</b></p> <p>Underlying job titles: <i>Art Therapist, Music Therapist, Neuropsychologist, Psychologist, Clinical Psychologist, Psychotherapist</i></p>
<p><b>Occupation: K1201 – Social Work</b></p> <p>Underlying job titles: <i>Social Worker, Coordinator for Social Work services</i></p>
<p><b>Occupation: K1202 – Early Childhood Education</b></p> <p>Underlying job titles: <i>Early Childhood Educator</i></p>
<p><b>Occupation: K1207 – Socioeducational Intervention</b></p> <p>Underlying job titles: <i>Socioeducational Worker, Specialised Educator, Socioeducational Worker for Trainee</i></p>
<p><b>Occupation: K1903 – Legal Defense and Advice</b></p> <p>Underlying job titles: <i>Lawyer, Tax Advisor, Tax Specialist, Legal Counsellor, Insurance Lawyer, Bank Lawyer, Head of Legal Department</i></p>
<p><b>Occupation: M1201 – Financial Analysis and Engineering</b></p> <p>Underlying job titles: <i>Financial Analyst, Financial Economist, Risk Manager – Financial risks</i></p>
<p><b>Occupation: M1202 - Audit Financial and Accounting Control</b></p> <p>Underlying job titles: <i>Internal Auditor, Certified/Chartered Accountant, Statutory auditor, Financial Auditor and Accounting</i></p>
<p><b>Occupation: M1203 – Accounting/Bookkeeping</b></p> <p>Underlying job titles: <i>Accountant, Undertaking for Collective Investment in Transferable Securities Accountant (UCITS), Debt Recovery/Collection Specialised Accountant, «Payroll Administrator, General Accountant, Invoice Accountant, Accountant General Accountant, Billing and Accounts Receivable Clerk</i>  Excluded job titles (surpluses<sup>4</sup>): <i>Bookkeeping Assistant</i></p>
<p><b>Occupation: M1204 – Management Audit</b></p> <p>Underlying job titles: <i>Management Auditor, Audit Manager, Financial Management Controller</i></p>
<p><b>Occupation: M1502 – Human Resources Development</b></p> <p>Underlying job titles: <i>Recruitment Office, Career Manager, Human Resources Development Manager, Corporate Training Manager</i></p>
<p><b>Occupation: M1801 – Information Systems Administration</b></p> <p>Underlying job titles: <i>Database Administrator, Server Administrator, Network and Telecom Administrator, IT Security Administrator, Computer Systems Administrator</i></p>
<p><b>Occupation: M1802 - Information Systems Expertise and Technical Support</b></p> <p>Underlying job titles: <i>Software Code Vulnerability Analyst, Cloud Architect, Information systems security Architect, IT Network Architect, Information Systems Architect, Information Systems Security Auditor, Information Systems Auditor, Intrusion Testing Expert – Information Systems Security, IT Methods Engineer, IT Security Manager</i></p>
<p><b>Occupation: M1805 – IT Research and Development</b></p> <p>Underlying job titles: <i>Business Intelligence Decision Analyst, IT Functional Analyst, Organisational IT Analyst, Industrial IT Analyst Programmer, IT Analyst Programmer, Scientific IT Analyst Programmer, IT Research and Development Project Manager, TPAM Project Manager – Third Party Applicative Maintenance, Big Data Developer, Business Intelligence Developer, Full-stack Developer, IT Developer, Multimedia Developer, Web Developer, Mobile Web Developer, IT Application Integrator, ERP Software Configurator, IT Tester, Webmaster Developer</i></p>
<p><b>Occupation: M1806 – Information Systems (IS) Advisory and Project Management</b></p> <p>Underlying job titles: <i>IS Systems Functional Architect, Information Systems Project Manager, ERP Consultant – Enterprise Resource Planning, IT Consultant, SaaS Consultant – Software as a Service, IS CRM/GRC Consultant Customer Relationship Management, Consultant HRIS Human Resources.</i></p>

\* This list has been translated into English by ADEM and is not legally binding. The original list in French is available here:

[Journal officiel du Grand-Duché de Luxembourg \(public.lu\)](#)

Definitions of the occupations are included in the Occupational directory of Trades and Jobs (ROME), available here: [https://rome.adem.etat.lu/index\\_base.html](https://rome.adem.etat.lu/index_base.html)