Semicon Vacancies 2025-2026 Q1, Netherlands

Key Metrics: Q1 2025 vs. Q1 2026

Vacancies 2025 Q1
587

Vacancies 2026 Q1
644

Organizations 2025 Q1
94

Organizations 2026 Q1
110

In Q1 2025, the semicon sector recorded 587 vacancies across 94 organizations, compared to 644 vacancies across 110 organizations in Q1 2026. Overall demand increased by 57 vacancies, and the number of hiring organizations increased by 16, indicating a slight increase in companies in need of semicon talent.

ASML remains the dominant employer for both the years, with the highest number of vacancies both in 2025 overall (762), and in Q1 2026 (102). Sioux (132) and FMI (81) also played significant roles in 2025, while in Q1 2026 Nearfield Instruments (48) and Alten Nederland (34) followed ASML as key contributors.

Top Organizations, 2025 (full year)

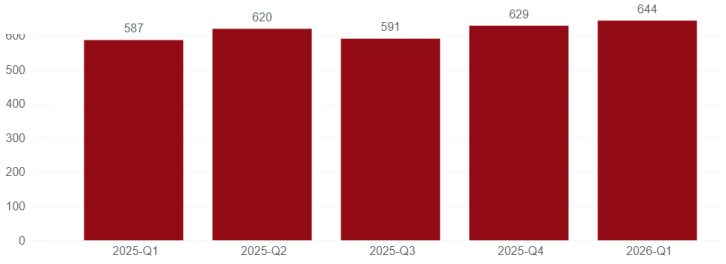
Top Organizations	Vacancy Count
ASML	762
Sioux	132
FMI	81
NXP Semiconductors	73
Alten Nederland	71

Top Organizations, Q1 2026

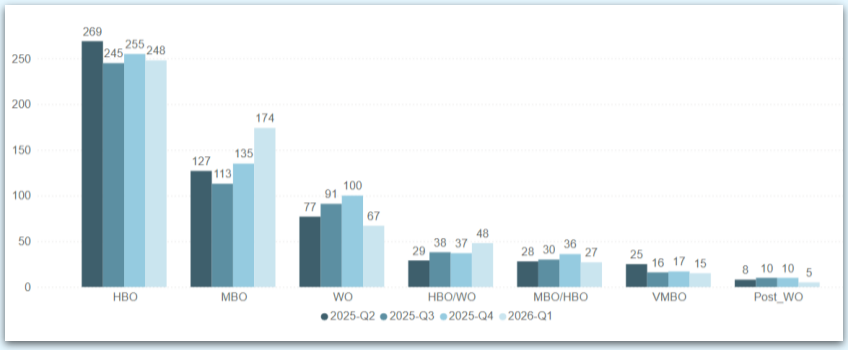
Top Organizations	Vacancy Count
ASML	102
Nearfield Instruments	48
Alten Nederland	34
Simac Techniek	22
NXP Semiconductors	21

Vacancies per Quarter (2025-2026)

As shown in the Vacancies per Quarter graph, Q4 2025 recorded the highest number of semicon vacancies (629), where Q1 2025 had the lowest number of vacancies yet (587). In Q1 2026 there is another small increase of 45 vacancies (644). This could indicate an increase in demand entering 2026.



Vacancies per Quarter and Education Level (2025-2026)



The Vacancies per Quarter and Education level graph shows a strong and consistent demand for HBO profiles, with MBO and WO roles forming a secondary share.

Notably, HBO and WO demand decreases slightly into 2026, while MBO demand is increasing starting 2026, which is in line with the overall market trend. These changes could indicate a shift to more practically oriented roles (HBO/MBO).

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Job Demand by Role and Education Level

The four tables below present the number of professions mentioned in vacancies from 2025 until Q1 2026, covering the overall top job functions as well as the top functions by education level (HBO, WO – bachelor and master – , and MBO). The distribution of semicon vacancies by job type shows a strong concentration in engineering and technical roles across all education levels. Software engineer roles represent the largest share of demand (167 vacancies), followed by other core engineering roles such as mechanical engineers, manufacturing engineers, and electrical engineers.

Beroepen (Totaal)	Count
Software engineer	167
Mechanical engineer	78
Manufacturing engineer	62
Productiemedewerker	61
Ingenieur elektrotechniek	58
Servicemonteur buitendienst	55
Engineer (overig)	54
Kwaliteitsingenieur	51
CNC-operator-draaier	49
DevOps engineer	49
Procesingenieur	48
Tester software	47
Systeemarchitect	46
Ict test engineer	45
Programmeur C, C++	45

At **HBO** level, demand is particularly strong for software engineers, mechanical engineers, and electrical engineers, emphasizing the need for applied technical expertise in development and implementation roles.

WO-level vacancies also prominently feature software engineers, electrical engineers and mechanical engineers but also show a strong presence of specialized roles such as data managers/scientists, product owners and systems architects, reflecting demand for more analytical and design-oriented expertise.

At **MBO** level, demand is concentrated in operational and technical support functions, including roles such as CNC operators, service technicians, production workers, and assembly workers, which are essential for production and maintenance activities.

Overall, the data highlights that the semicon labor market is driven by a combination of core engineering roles and supporting technical functions, with HBO profiles forming a significant share of demand. Software-related roles appear consistently overall but also in WO and HO education levels, underlining the broad and increasing importance of digital and software capabilities within the sector.

Beroepen (WO)	Count
Software engineer	29
Mechanical engineer	13
Product owner	13
Systeemarchitect	13
Engineer (overig)	11
Ingenieur elektronica	11
Ingenieur elektrotechniek	11
Microchipontwikkelaar	11
Data manager	10
Data scientist	10
DevOps engineer	9
Manager ict	9
Specialist systeemintegratie	9
Ingenieur elektromechanica	8
Lead developer	7
Manufacturing engineer	7

Beroepen (HBO)	Count
Software engineer	97
Mechanical engineer	45
Ingenieur elektrotechniek	33
Kwaliteitsingenieur	33
Manufacturing engineer	32
Tester software	32
DevOps engineer	31
Programmeur C, C++	30
Embedded software engineer	29
Procesingenieur	28
Engineer (overig)	27
Ict test engineer	23
Systeemarchitect	23
Product owner	22
Constructeur werktuigbouw	20
Specialist systeemintegratie	20

Beroepen (MBO)	Count
CNC-operator-frezer	38
Productiemedewerker	31
Servicemonteur buitendienst	31
Assemblagemedewerker	29
Servicemonteur	28
CNC-operator-draaier	27
Technisch medewerker	17
Monteur	16
Onderhoudsmonteur machines	15
Engineering technician	14
Machinebediende	14
CNC-operator	12
Samensteller machines, voertuigen	12
CNC-programmeur-frezer	11
Elektromonteur	11
Samensteller elektrotechnische componenten	11

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Co-funded by the European Union
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