

# KEY SECTORS HIGHLIGHTS



# HOSPITALITY AND TOURISM SECTOR

## Sector Overview

A vibrant sector that showcases the country's rich cultural heritage, modern landmarks, and authentic experiences, it also sees a growing number of hotels, restaurants, and entertainment venues.



## SECTOR TRENDS

### Technology-Enabled Tourism Experiences



Digital platforms, IoT, AI, and VR are transforming guest experiences and operational efficiency. Businesses must invest in tech adoption and skilled talent for digital marketing, data analytics, and cybersecurity.

### Eco-Tourism and Sustainable Travel



Travelers increasingly seek environmentally responsible options. Hotels and operators are adopting green practices like energy efficiency and waste reduction to attract eco-conscious visitors.

### Authentic Experiences



Tourists want immersive cultural and local experiences. Bahrain is leveraging heritage sites, culinary tourism, and adventure activities to meet this demand, requiring skilled local guides and hospitality staff.

### Staycations and Short-Term Holidays



The rise of remote work and regional travel boosts demand for staycations and "workcations." Bahrain is creating tailored packages and infrastructure to attract both residents and short-term visitors.

## JOBS IN DEMAND

- Marketing Coordinators
- Travel Consultants
- Tour Guides
- Event Coordinators

- Social Media Officers
- Technicians
- Creative Design Team
- Revenue Supervisors

- Boat Captains
- Chef de Partie



## TOP CORE SKILLS



Problem Solving



Collaboration and Teamwork



Digital Literacy



Communication



Planning & Organizing

## TOP TECHNICAL SKILLS



Customer Service



Event and Crowd Management



Digital Marketing and Social Media Management



Data Analysis



F&B Specialized Skills



Sales Techniques



Health and Safety

# TRANSPORT AND LOGISTICS SECTOR



## Sector Overview

A well-developed sector featuring a modern road network, an international airport, and a major seaport. The country serves as a regional logistics hub, facilitating trade and connectivity in the Gulf region.

## SECTOR TRENDS

### Digitalization and Automation



The sector is embracing technologies like IoT, AI, and robotics to streamline operations and reduce costs. Automation in airports and seaports is improving efficiency, safety, and customer experience.

### Sustainability and Mobility



Environmental regulations and consumer demand are driving investments in green technologies and cleaner fuels. Bahrain is advancing toward net-zero goals through solar-powered ports and electric vehicle strategies.

### E-commerce and Changing Consumer Preferences



The surge in online shopping is reshaping logistics, increasing demand for faster deliveries and advanced warehousing. Bahrain's infrastructure upgrades, like the Express Cargo Village, aim to support this growth.

## JOBs IN DEMAND

- Transport Route Planners
- Transport Dispatchers
- Procurement Specialists
- Compliance Officers
- Warehouse Operations Managers
- Data Scientists

- Health, Safety and Environment Officers
- Dispatch Navigation Officers
- Drivers (Bus)
- Drivers (Heavy Duty Truck)
- Schedulers
- Warehouse Coordinators

- Airline Pilots
- Air Freight Agents
- Aircraft Maintenance Engineers



## TOP CORE SKILLS



Communication



Adaptability



Empathy



Problem Solving



Critical Thinking

## TOP TECHNICAL SKILLS



Health, Safety, and Environmental (HSE) Knowledge



Artificial Intelligence (AI) and Machine Learning (ML)



Big Data Analysis Management



Digital Marketing

# ENERGY SECTOR

## Sector Overview

This sector relies primarily on oil and natural gas, with ongoing efforts to diversify its energy sources. The country is also investing in renewable energy projects, including solar and wind power, to promote sustainability and reduce reliance on fossil fuels.



## SECTOR TRENDS

### Renewable Energy Adoption and Decarbonization



The sector is shifting from traditional hydrocarbons to renewable sources like solar and wind to meet sustainability goals. Bahrain aims for Net-Zero emissions by 2060, creating demand for skills in clean energy technologies.

### Artificial Intelligence (AI) and Advanced Technologies



AI is transforming operations through predictive maintenance and efficiency optimization, while drones and automation are reducing costs. These technologies require a workforce skilled in data analytics and digital tools.

### Technology in Training (VR/AR)



Virtual and Augmented Reality are revolutionizing workforce training by simulating real-world scenarios safely. This enhances skill acquisition for high-risk operations and improves recruitment processes.

## JOBs IN DEMAND

- ❯ Cybersecurity Specialists
- ❯ Metallurgy Engineers
- ❯ Production Engineers
- ❯ Solar Engineers

- ❯ Additive Manufacturing Experts
- ❯ Health, Safety & Environment Specialists
- ❯ Data Analysts

- ❯ Operators
- ❯ Technicians



## TOP CORE SKILLS



Communication



Building Inclusivity



Digital Literacy

## TOP TECHNICAL SKILLS



Artificial Intelligence and Machine Learning



Health, Safety, and Environmental Knowledge



Computer Numerical Control (CNC)



Computer-Aided Design and Modelling



Photovoltaic (PV) Equipment Expertise



Machine Operation



Data Analysis and Big Data Management



Drilling Expertise

# HEALTHCARE SECTOR

## Sector Overview

It includes hospitals, clinics, pharmacies, diagnostic centers, and other facilities, as this sector supports medical care, prevention, and public health.

## SECTOR TRENDS

### Healthtech and Artificial Intelligence



Telemedicine and AI are transforming patient care by enabling remote consultations and improving diagnostic accuracy. These technologies enhance efficiency and expand access to healthcare services.

### Personalized Medicine and Preventive Care



Advances in genomics and biotechnology allow tailored treatments and proactive health strategies. This approach reduces healthcare costs and improves long-term patient outcomes.

### Healthcare Analytics and Big Data



Data-driven insights from electronic health records and wearables enable predictive care and early disease detection. Big data supports personalized treatment plans and optimizes resource allocation.

## JOBS IN DEMAND

► Medical Coders

► Nurses

► Specialized Physicians

► Specialized Dental Practitioners

► Midwives

► Optometrists

► Pharmacists

► Medical Delegates



## TOP CORE SKILLS



Collaboration and Teamwork



Communication



Digital Literacy



Empathy



Planning & Organizing

# RETAIL SECTOR

## Sector Overview

The retail sector includes shops, supermarkets, and online stores. It is one of the fastest-growing non-oil sectors in Bahrain. The retail sector is one of the largest job creators and the largest employer of its kind in the private sector. The retail sector accounted for approximately 23% of the total private sector workforce during the second quarter of 2023, underscoring the importance of this sector in providing diverse job opportunities and a stable professional future for Bahraini talent.



## SECTOR TRENDS

### Omnichannel retail



Retailers are creating seamless journeys across in store, web, and mobile—using physical locations for experience while digital handles discovery and purchase. In Bahrain, brands pair strong online presences with logistics partners and immersive tech to drive sales.

### Rise of the conscious consumer



Shoppers increasingly weigh sustainability, ethics, and local sourcing alongside price and quality. Bahrain reflects this with supermarket sections for local produce, initiatives like the Bahrain Farmers Market, and policies such as the ban on thin single use plastic bags.

### Data driven everything



Decisions across marketing, merchandising, and inventory are powered by customer and operational data. In Bahrain, retailers use precise digital ad targeting and in store analytics to optimize stock and conversions—fueling demand for data analysis skills.

## JOBs IN DEMAND

► Store Managers

► Customer Experience Associates

► Supply Chain specialists

► E-Commerce Executives



## TOP CORE SKILLS



Problem Solving



Communication



Digital Literacy



Adaptability



Empathy



Planning & Organizing

## TOP TECHNICAL SKILLS



Commercial Awareness and Business Acumen



Data Analysis



Inventory Management



Product Knowledge



Project Management Expertise

# MANUFACTURING SECTOR

## Sector Overview

A diversified sector that includes aluminum production, petrochemicals, food processing, and the conversion of raw materials into usable goods.



## SECTOR TRENDS

### Industry 4.0 and Related Technologies



Industry 4.0 adoption and initiatives such as iFactories are accelerating digital transformation in Bahrain, boosting productivity and demand for advanced technology skills.

### Environmental Sustainability and Decarbonization



It focuses on reducing environmental impact by adopting greener practices, improving resource efficiency, and lowering carbon emissions in line with regulatory requirements and national climate commitments.

### Localization, Regionalization and Flexible Production Strategies



It focuses on bringing manufacturing closer to key markets to strengthen supply chain resilience, attract global investments, and increase demand for skilled, data-driven manufacturing professionals in Bahrain.

## JOBS IN DEMAND

- AI and Machine Learning Experts
- Automation and Robotics Engineers
- Cybersecurity Specialists
- Quality Assurance & Quality Control Experts

- Digital Transformation Specialists
- Electrical and Electronics Engineers
- Health, Safety & Environment (HSE) Specialists
- Materials Engineers

- Big Data Analysts
- Research and Development Scientists
- Sustainability and Waste Management Experts

## TOP CORE SKILLS



Communication



Critical Thinking



Digital Literacy



Initiative



Planning & Organizing

## TOP TECHNICAL SKILLS



Computer-Aided Design (CAD) and 3D Modeling



Data Analysis and Big Data Management



Occupational Health and Safety



Graphic Design



Project Management



Machine Operation

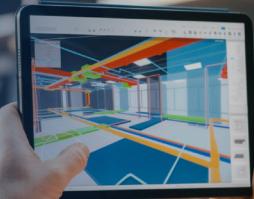


Quality Assurance & Quality Control

# CONSTRUCTION AND REAL ESTATE SECTOR

## Sector Overview

A sector driven by urban development projects and growing demand for residential and commercial real estate, which promotes investment in infrastructure and sustainable development.



## SECTOR TRENDS

### Technology Adoption



The sector is integrating BIM, GIS, VR/AR, and modular construction to improve efficiency and reduce costs. These innovations enable faster project delivery and enhance customer experience through virtual tours and real-time data.

### Sustainability and Green Building



Green building practices are gaining traction, supported by government initiatives to cut energy and water use. This shift reduces operational costs and aligns with global environmental standards.

### Talent Shortages and Localization



There is a growing need for skilled professionals in areas like surveying, project management, and digital tools. Companies are prioritizing training and local hiring to address workforce gaps and meet regulatory requirements.

### Data-Driven Decision Making



Access to real-time market data and analytics is transforming pricing and investment strategies. Firms are increasingly relying on platforms and data insights for transparency and competitive advantage.

### Regulatory Strengthening and Investor Facilitation



Enhanced RERA frameworks and initiatives like Golden Residency aim to attract investors and streamline processes. These measures boost confidence and support large-scale development projects.

## JOBs IN DEMAND

► CAD Technicians

► Planning Managers

► Land Surveyors

► Project Managers

► Equipment and Machinery Operators

► Quantity Surveyors

► Owners Association Managers

► Technicians

► Contract Managers



## TOP CORE SKILLS



Problem Solving



Communication



Digital Literacy



Critical Thinking



Collaboration & Teamwork



Planning & Organizing

## TOP TECHNICAL SKILLS



Computer-Aided Design (CAD) / Software Programs



Modern Construction Techniques



Augmented Reality (AR) / Virtual Reality (VR)



Data analysis



Project Management



Geographic Information System (GIS)



Specialized Trade Skills



Health and Safety Knowledge



Building Information Modeling

# FINTECH SECTOR

## Sector Overview

Includes banking, insurance, asset management, financial markets, and financial technologies (FinTech).



## SECTOR TRENDS

### Decentralized Finance (DeFi)



DeFi uses blockchain to enable financial transactions without traditional intermediaries, offering transparency and efficiency. In Bahrain, DeFi adoption is growing, creating opportunities for asset tokenization, smart contracts, and blockchain-based payments.

### Financial Inclusion



FinTech solutions are democratizing access to financial services through low-cost platforms and fractional investing. This trend reduces barriers for underserved populations, enabling broader participation in investments and financial planning.

### Digital Payments and Mobile Wallets



Cashless transactions are accelerating with mobile wallets, contactless payments, and real-time payment systems. Bahrain's real-time payments market is projected to grow by 2028, driven by apps like BenefitPay and Beyon Money.

## JOBS IN DEMAND

Business Analysts

Data Scientists

Prompt Engineers

Cybersecurity Specialists

Infrastructure Specialists

User Experience Designers (UI/UX)

Robotic Process Automation Specialists

Data Privacy Specialists

Regulatory Compliance Analysts

Business Continuity Analysts



Communication



Critical Thinking



Digital Literacy



Initiative



Adaptability

## TOP TECHNICAL SKILLS



Artificial Intelligence (AI) / Machine Learning (ML)



Big Data Engineering



Business and System Analysis



Blockchain Engineering



Coding / Programming / Low-Code

# ACCOUNTANCY SECTOR

## Sector Overview

It is distinguished by its continuous growth in the field of financial services and a mix of local and international firms that provide a wide range of services, including auditing, tax and management consulting.



## SECTOR TRENDS

### Automation & AI



Routine accounting tasks are increasingly automated using AI and robotic process automation. Accountants must upskill in data analysis and strategic thinking to remain relevant and add value.

### Adoption of Cloud Technology



Cloud-based accounting software is replacing traditional systems, offering flexibility, real-time collaboration, and cost efficiency. This shift enables remote services and enhances data security.

### Regulatory Requirements



Evolving regulations in tax, data privacy, and ESG standards demand continuous compliance updates. Accountants need to stay informed and adapt processes to meet global best practices.

## JOBS IN DEMAND

- Finance Business Partners
- Accountants
- Financial Analysts
- Sustainability Analyst / ESG Specialists

- Internal Auditors
- Senior Auditors
- Anti-Money Laundering/ Money Laundering Reporting Officers

- Tax Specialists



## TOP CORE SKILLS



Communication



Critical Thinking



Digital Literacy



Initiative



Adaptability



Collaboration & Teamwork

## TOP TECHNICAL SKILLS



Proficiency in Business Intelligence (BI) Software



Management Reporting



Forensic Accounting



Financial Statements Analysis



Data Analysis



Accounting Standards Knowledge

# FINANCIAL SERVICES SECTOR

## Sector Overview

With a wide range of financial and insurance services under its umbrella, the Financial Services sector stands as a key pillar of the national economy, serving as Bahrain's largest non-oil contributor to GDP.

## SECTOR TRENDS

Digital Transformation and Fintech	Digital Transformation in Banking	Digital Transformation in Insurance	Adoption of Sustainable Principles (ESG)	Evolving Regulatory Environment
<p> Fintech and AI are reshaping financial services with innovations in payments, fraud detection, and customer experience.</p> <p>Bahrain's strong regulatory framework supports crypto adoption and cybersecurity measures.</p>	<p> Banks are leveraging AI and mobile-first platforms to deliver faster, more personalized services.</p>	<p> Insurers adopt AI, blockchain, and digital portals to streamline underwriting and claims.</p> <p>Platforms like HR   Equarium connect insurers with InsurTech solutions for innovation.</p>	<p> Financial institutions play a key role in bridging the global climate finance gap.</p> <p>Bahrain aligns ESG practices with SDGs, though reporting automation remains challenging.</p>	<p> AI and blockchain introduce compliance complexities and higher costs for Financial Services firms.</p> <p>New ESG regulations in Bahrain mandate detailed sustainability disclosures.</p>

## JOBs IN DEMAND

-  Actuary
-  Cybersecurity Specialist
-  Data Analyst
-  ESG Analyst
-  ESG Reporting Specialist
-  ESG Risk Specialist
-  Compliance Officer
-  Credit Risk Officer
-  Sustainability Officer
-  Money Laundering Reporting Officer (MLRO)



## TOP CORE SKILLS



Communication



Critical Thinking



Digital Literacy



Build Inclusivity



Adaptability

## TOP TECHNICAL SKILLS



Artificial Intelligence



Data Analytics



Risk Assessment



Risk Management



Process Analysis and Design



Regulatory Knowledge and Compliance

# PRIVATE EDUCATION SECTOR

## Sector Overview

The education sector in the Kingdom of Bahrain serves as a fundamental pillar of social development and national progress, experiencing growing momentum driven by increased demand for education and the country's commitment to enhancing the education system and raising quality.



## SECTOR TRENDS

### E-Learning Platforms and Artificial Intelligence (AI) Adoption



Rapid adoption of digital technologies and AI is transforming teaching and learning in private education.

### Inclusion and Diversity



Education systems are prioritizing inclusivity and equitable opportunities for all learners.

### Green Literacy



Education is shifting toward sustainability and climate awareness through curricula and practices.

### Facilitating a Shift Toward a Skills-based workforce



Employers prioritize skills over degrees, driving a global move toward competency-based hiring.

## JOBS IN DEMAND

- Instructional Designers
- Digital Transformation Specialists
- Educational Technologist and EdTech Integrator
- Special Education Needs (SEN) Educator

- Early Childhood Education (ECE) Teacher
- Specialized Subject Teacher, Faculty Member and Vocational Trainer
- Curriculum Designer / Coordinator

- Counselor
- Librarian
- Quality Assurance, Compliance and Accreditation Specialists



## TOP CORE SKILLS



Communication



Adaptability



Empathy



Building Inclusivity



Planning & Organizing

## TOP TECHNICAL SKILLS

- Assessment Design and Implementation
- Classroom Management
- Counseling
- Coaching and Mentoring
- Data Analysis and Data-Driven Decision Making

- Emerging Technology Adoption and Integration
- Pedagogical Skills
- Professional Knowledge and Competence
- Research Skills
- Safeguarding

# HUMAN RESOURCES SECTOR

## Sector Overview

This sector has shifted from traditional administrative roles to a more strategic function, driven by the adoption of digital tools and data analytics. Organizations are increasingly using technology to strengthen recruitment, improve employee engagement, and enhance performance management, supporting data-driven decision-making and alignment with global best practices.



## SECTOR TRENDS

### The Impact of Technological Advancements



Technological advancements, are transforming HR in Bahrain through the adoption of SaaS and digital solutions that streamline processes, enhance employee experience, and shift HR from an administrative role to a strategic business function.

### Cultivating a Culture of Lifelong Learning



Continuous training, upskilling, and development initiatives are enabling organizations to build an agile and adaptable workforce that supports internal mobility, employee growth, and alignment with evolving business needs.

### Diversity, Equity, and Inclusion Practices



Those practices are becoming a strategic HR priority, with organizations embedding fair, inclusive, and bias-aware policies in recruitment, development, and workplace culture to attract talent and build equitable, inclusive environments.

### Transition of Employee-Centric Workplace



Organizations are increasingly adopting employee-centric workplaces by prioritizing wellbeing, flexible work models, and inclusive cultures to enhance work-life balance, expand talent pools, and strengthen employee engagement and loyalty.

## JOBS IN DEMAND

Compensation and Benefits Manager



Learning and Development Professional



Organizational Design and Development Professional



## TOP CORE SKILLS



Building Inclusivity



Communication



Digital Literacy



Adaptability



Empathy



Initiative

## TOP TECHNICAL SKILLS



Policy Writing and Development



Data Analysis



Law and HR Governance Compliance



Organizational Development