DATA CENTRE TALENT · 2026

Data centre hiring in 2026: *five numbers*

Five published figures on hiring difficulty, grid connections, build delays, site staffing and pay. Every figure names its source.

01 / HIRING DIFFICULTY

53%

of operators in Uptime Institute's 2026 survey report difficulties finding qualified candidates for vacant roles, up from 46% in 2025.

For hiring teams: More than half of surveyed operators now report this. A hiring plan that assumes candidates are easy to find may need a second look.

Source: Uptime Institute, Global Data Center Survey 2026, July 2026. `Article: /articles/skills-gap-2026`

02 / GRID CONNECTIONS

125 GW

of contracted demand offers in Britain's electricity connections queue by June 2025, up from 41 GW in November 2024, driven largely by data centre projects.

For hiring teams: This counts connection offers, not builds: Ofgem is concerned that a significant number of queued projects may not proceed. Before opening grid connection or high-voltage searches, check how firm the project's connection date is.

Source: Ofgem, press release, 29 July 2026. `Article: /articles/uk-market-2026`

03 / BUILD DELAYS

57%

of data centre projects worldwide experienced a construction delay of three months or more in 2025.

For hiring teams: A slip of that length can move the start dates of commissioning and operations hires. Offer timing and notice periods may need room to move with the programme.

Source: JLL, 2026 Global Data Center Outlook, January 2026. `Article: /articles/build-timeline-hiring`

04 / SITE STAFFING

up to **700**

skilled construction jobs, then around 100 permanent positions once the site is operational: what Nebius expects at its Lappeenranta data centre in Finland (capacity of up to 310 MW).

For hiring teams: This is one developer's expectation for one site, not a sector staffing ratio. It shows how far build-phase headcount can exceed the permanent operations team.

Source: Nebius, press release, 31 March 2026. `Article: /articles/neocloud-hiring`

05 / PAY

55%

of respondents to Uptime Institute's 2025 staffing survey said their organisation's salary spending had increased over the past 12 months; 8% said it had decreased.

For hiring teams: The figure measures spending, not pay for any one role. Salary bands set more than a year ago may be worth checking against current market data.

Source: Uptime Institute, staffing and hiring survey, October 2025. `Article: /articles/salary-benchmarks-2026`

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