

Unique Taxonomy
815,000

Job titles and skills,
in 39 languages

Global Coverage
170,000

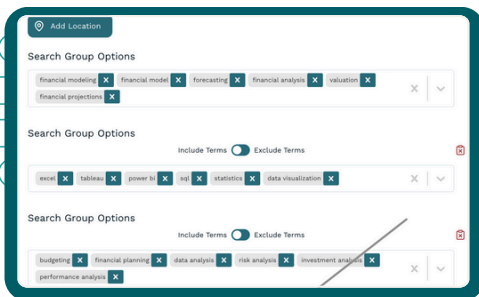
Towns & cities
across 65 countries

Granular Insights
1 trillion

Data points from
thousands of online
sources

Take the
guesswork out
of your talent
and location
strategies.

Horsefly leverages technology to drive innovation and strategically steer workforce initiatives to unlock any business's full potential. We provide organisations across the globe with data-driven insights that guide labour market decisions, enhance efficiency, and accelerate business growth.



X-RAY SEARCH

Find the Talent Behind the Data

- Build Boolean strings in seconds (without the headache of brackets and AND/ORs).
- Test your search instantly on real profiles so you know it works.
- Fire straight into Google from Horsefly - no more flicking between tabs and tools.
- See live examples so you can sharpen your search.
- Perfect for competitor sweeps or for chasing niche skills.

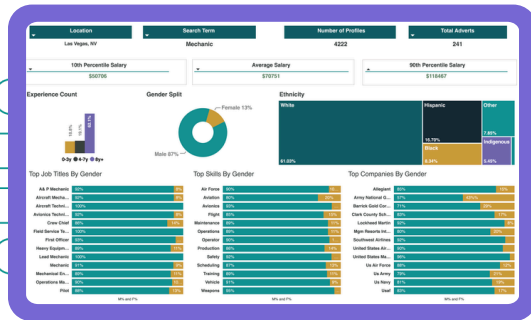


DIFFICULTY OF HIRE SCORE

Spot Hard-to-Fill Roles Before They Bite You

- Get a simple 1-10 score that tells you which roles will be a nightmare to fill (so you can plan ahead).
- See the real market intel behind the number - supply, demand, and diversity factors all baked in.
- Work out where to focus your time, budget, and energy on the roles that actually need it.
- Make smarter calls on where to hire and how to build diverse teams based on what's really happening in the market.

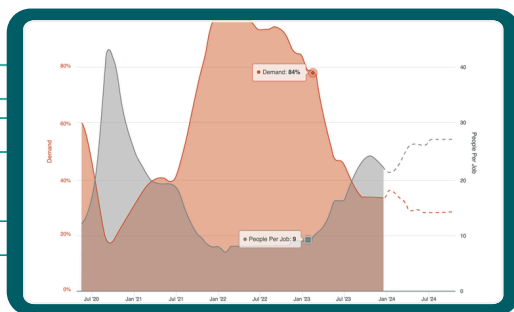
Arm Yourself With the World's Most Comprehensive Talent Data



DIVERSITY, EQUITY, AND INCLUSION

Get Real About DEI Gaps and Pay

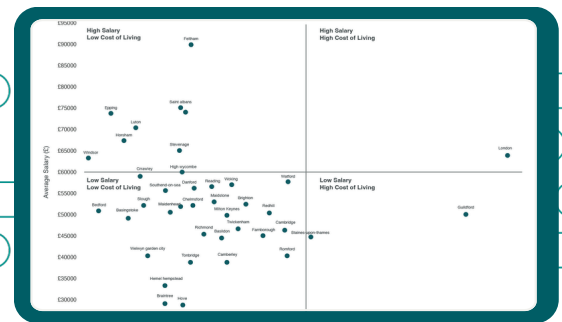
- See where the gender gaps actually sit for the roles and skills you're hiring.
- Benchmark yourself against the real talent pool - know what's actually available by gender for any job or skill combo.
- Set salary targets that make sense and keep you competitive (so you can actually attract and keep the people you need).



LONGITUDINAL PERSPECTIVES

See Where the Market's Heading (Not Just Where It's Been)

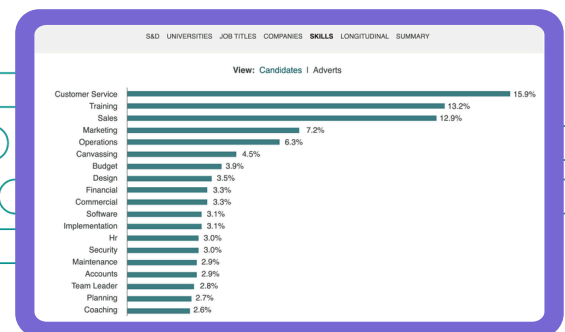
- Plot talent supply and demand on the same graph so you can actually see what's coming.
- Spot the trends and work out what's driving the shifts in your market.
- Figure out when it's the right time to recruit - and when to hold off.
- Get ahead by knowing where the talent pools are.



COST OF LIVING

Stay Ahead When the Market Gets Messy

- Plan smart when the economy's all over the place - don't get caught out.
- Use cost of living data to work out where your workforce needs to shift before you're forced into it.
- Build resilience so market wobbles don't knock you sideways.
- Be ready to jump on the opportunities when things pick back up.



SKILLS

Cut Through the Noise of Global Job Titles

- Track millions of job titles and skills across countries - all translated by native speakers so nothing gets lost.
- Our taxonomy joins the dots between different countries so you're comparing apples with apples.
- Spot where the shortages are and work out which industries you can search in.
- Find transferable skills and alternative job titles so you can plug future gaps before they appear.

FUTURE OF HIRING

Designed to Make You the Expert



Unmatched Global Data

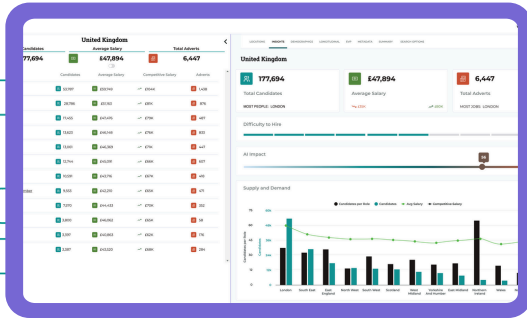
The widest global data reach, covering more countries than any other platform.



Incredibly Granular

The most diverse data sources of any platform are integrated for the most accurate view.

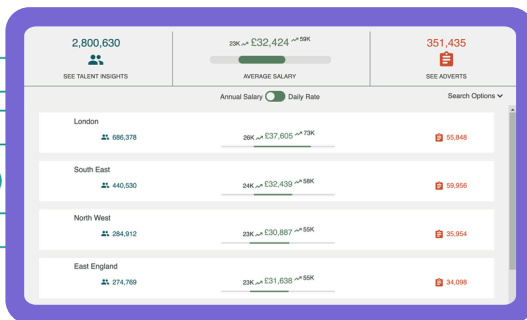
Whatever your talent-planning needs are today or which piece of your talent strategy you're focused on, Horsefly empowers you to act with confidence with the best, most current data.



SUPPLY & DEMAND

Find Out Where the Talent Actually Lives

- Tap into millions of social profiles updated daily so you're working with live numbers, not last year's guesses.
- Filter by experience, gender, job title, skills, keywords - whatever matters for your role.
- See the talent supply in any country or city in seconds.
- Compare locations side-by-side and work out where you've got the best shot at filling your roles.



COMPENSATION

Pay What It Takes (Without Overpaying)

- Get accurate salary data for any skill set, almost anywhere in the world - so you know you're on the money.
- Benchmark for your industry by skills, job titles, experience, and gender to see where you stand.
- Work out how to attract talent without blowing your budget on every role.
- Set realistic salary expectations and budgets that actually work in the real market.



ROLES IMPACT ANALYSIS

Work Out What AI Means for Your Workforce (Before It's Too Late)

- Use AI impact data to see which roles are changing and what skills you'll actually need tomorrow.
- Spot the positions that need fixing now versus the ones you can plan for down the line.
- Build training programs that make sense - based on what's really happening in the market, not guesswork.
- Make smart calls on reskilling and upskilling that match where the skills landscape is headed.



GLOBAL HEAT MAPS

Map Out Where the Talent Actually Is

- Download the data as PDF or CSV and plug it straight into your own reports - no messing about.
- Build visual heat maps in seconds to see where any skill lives (even the niche ones you didn't think to look for).
- Find and compare locations that have the talent you need at a price that works.
- Work out where to hire remote employees based on where the skills actually are.

FUTURE OF HIRING

Designed to Make You the Expert



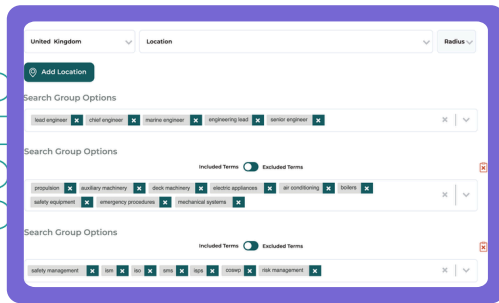
No Mastery Required

User-friendly interface designed to pull powerful insights you can use immediately.



Real-Time Updates

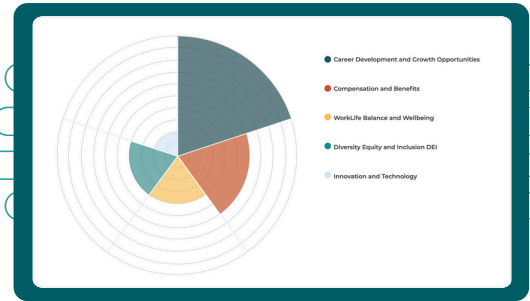
Data is refreshed and validated daily for the most up-to-date market analysis.



SEARCH BUILDER

Let AI Do the Heavy Lifting on Skills

- Feed in a job description and watch our AI pull out the skills that matter - the obvious ones and the hidden gems you'd miss.
- Crack open your talent pool by finding people with the right skills hiding under different job titles (based on millions of real roles we've analysed).
- Ditch the search string gymnastics - our AI handles the technical faff so your team can actually talk to candidates.
- Get live intel on where the skills are, who's hiring them, and where to hunt for the best results.



EMPLOYEE VALUE PROPOSITION (EVP) ASSESSMENT

Build an EVP That Actually Wins Talent

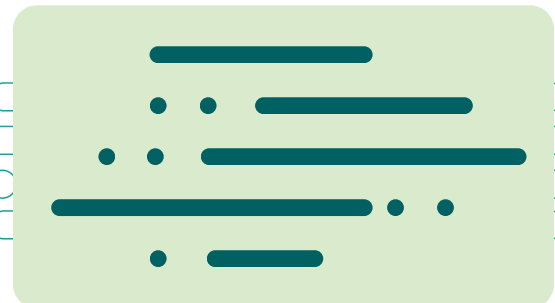
- Get the full picture of what top employers are offering so you can become an employer of choice.
- Use real market data to back up your benefits decisions and recruitment messaging - no more guessing what people want.
- See the whole range of what's out there across your industry so nothing's off your radar.
- Compare your offering at a glance and spot the gaps in your employer brand.



SUMMARY TAB

Turn Data into Decisions You Can Actually Use

- See insights in context - tailored to your search, not generic dashboards.
- Get clear recommendations you can act on right away.
- Check real-time talent availability so you know what's possible before you plan.
- Use Difficulty of Hire intelligence to focus your effort where it really matters.
- Spot skills gaps instantly and feed them straight into your strategy.



NEW FEATURE COMING SOON

Stay Tuned for New Feature Being Added

- You won't want to miss out on new features being released each quarter.

Top companies, RPOs, and public sector organisations worldwide trust our talent analytics and insights, earning us recognition as a global leader in labour market data.

Elevate your global workforce strategy with the world's most comprehensive labour market intelligence platform.



Get Started with Horsefly Today – Schedule a Demo

horseflyanalytics.com • info@horseflyanalytics.com