

BLOCKCHAIN TALENT INDIA

2025–26

Workforce Intelligence Report

Talent Architecture · Compensation · Workforce Behaviour

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Key Numbers at a Glance — Blockchain Talent India 2025–26

485,000

Total Blockchain Professionals

75%

Top 3 Industry Concentration

95%

Security Auditor Talent Gap

22%

Overall Attrition Rate

OVERVIEW

485,000 professionals; IT Services (40%) + BFSI (20%) + Product/SaaS (15%) = 75% of supply. Top-3 concentration HIGH.

TALENT ARCHITECTURE

Bangalore leads with 35% (170k). 60% are Core Blockchain Devs. Senior layer critically thin (17%). Security Auditing gap: 95% CRITICAL.

COMPENSATION

Weighted median: ~₹28 LPA (mid-career). Web3/Crypto pays +80–150% over IT baseline. Solidity+Auditing combo fetches +150–250% premium.

WORKFORCE BEHAVIOUR

Overall attrition: 22%. Web3/Crypto highest at 30%. 45% of workforce open to switching. Security Auditors most mobile (65% open).

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01

OVERVIEW

Total Talent · Industry Distribution · Concentration Analysis

Total Talent Pool & Industry Distribution

485,000

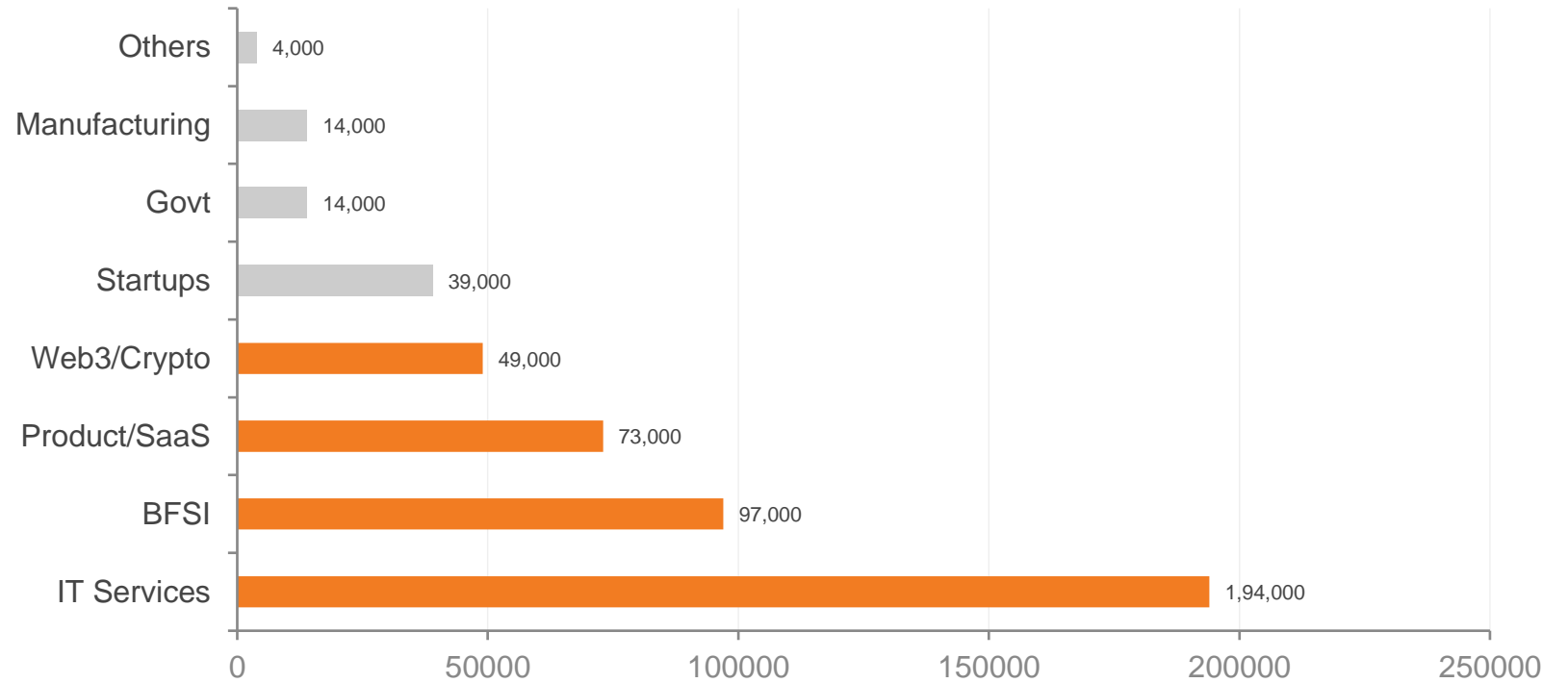
Total Blockchain
Professionals in India

Source: Nasscom, Feb 2025¹

75%

Top 3 industries control
75% of total talent supply

Headcount by Industry (n=485,000)



¹ Nasscom February 2025 Blockchain Talent Report. Industry breakdown estimated via top-down proxy allocation.

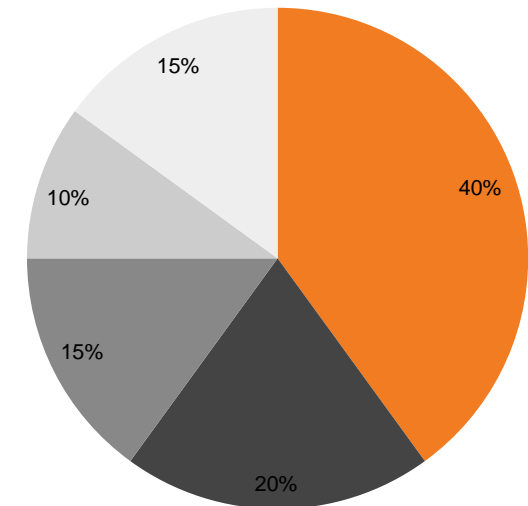
Industry Classification & Concentration Analysis

| Industry | Category | Headcount | % Share |
|-----------------------------------|----------|-----------|---------|
| Web3 / Crypto / Blockchain-native | CORE | 48,000 | 10% |
| IT Services & Consulting | Adjacent | 194,000 | 40% |
| BFSI | Adjacent | 97,000 | 20% |
| Product / SaaS Companies | Adjacent | 73,000 | 15% |
| Startups (non-Web3) | Emerging | 39,000 | 8% |
| Government / Public Sector | Emerging | 14,000 | 3% |
| Manufacturing / Supply Chain | Emerging | 14,000 | 3% |
| Others (Healthcare, EdTech...) | Emerging | 4,000 | 1% |

Industries estimated via top-down proxy. Demand surge: 312% YoY job postings growth. Only 37 qualified senior architects available nationally.



Top 3 industries control 75% of talent.
Sensitivity: $\pm 5\%$ IT share \rightarrow 70–80% combined.



IT Services (40%) BFSI (20%) Product/SaaS (15%) Web3 (10%) Others (15%)

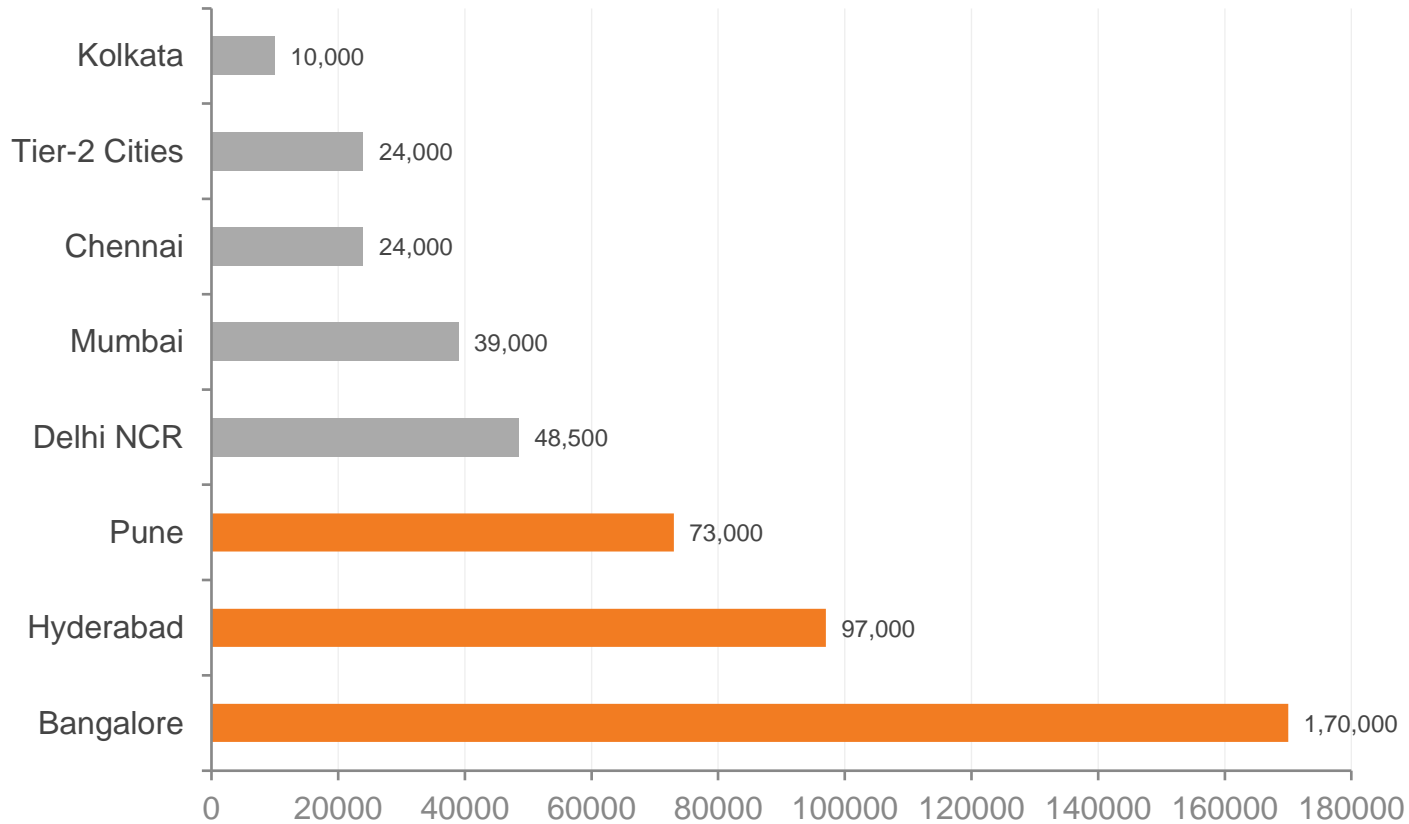
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TALENT ARCHITECTURE

City · Role · Experience · Campus · Talent Gaps

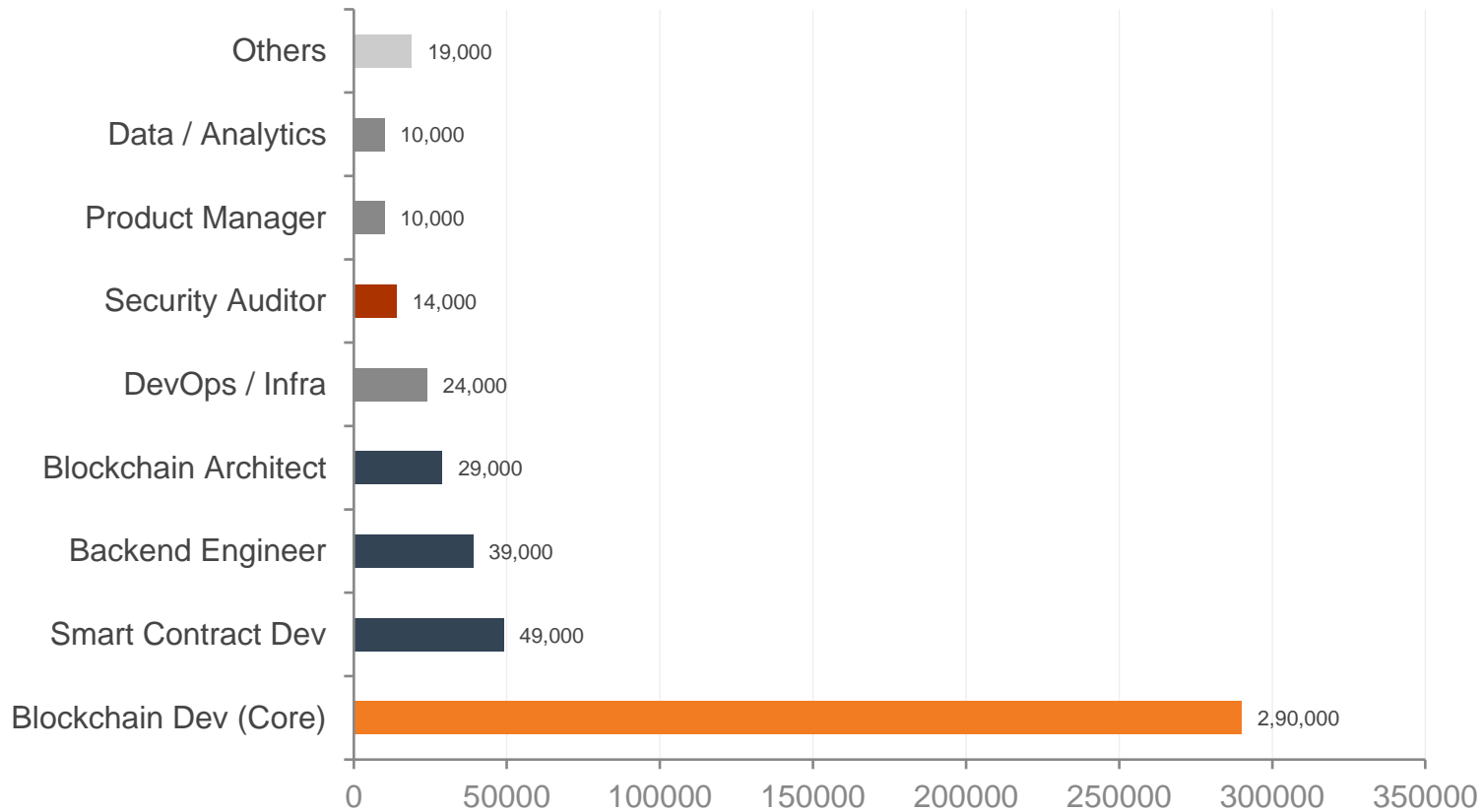
City-wise Talent Distribution (n=485,000)



Note: Bangalore (35%), Hyderabad (20%), Pune (15%) = 70% of total supply. Tier-2 growth driven by crypto adoption in non-metro cities.

| City | Headcount | Share |
|---------------|-----------|-------|
| Bangalore | 170,000 | 35% |
| Hyderabad | 97,000 | 20% |
| Pune | 73,000 | 15% |
| Delhi NCR | 48,500 | 10% |
| Mumbai | 39,000 | 8% |
| Chennai | 24,000 | 5% |
| Tier-2 Cities | 24,000 | 5% |
| Kolkata | 10,000 | 2% |

Role-wise Talent Distribution (n=485,000)

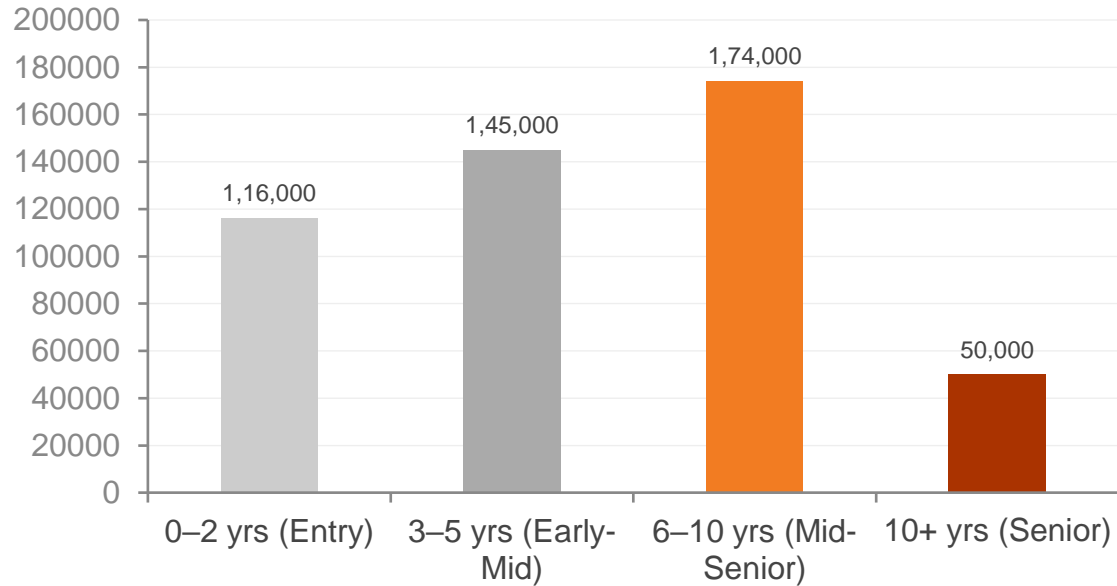


| Role | HC | % |
|-----------------------------|---------|------------|
| Blockchain Developer | 291,000 | 60% |
| Smart Contract Dev | 49,000 | 10% |
| Backend Engineer | 39,000 | 8% |
| Blockchain Architect | 29,000 | 6% |
| DevOps / Infra | 24,000 | 5% |
| Security Auditor | 14,000 | 3% |
| Product Manager | 10,000 | 2% |
| Data / Analytics | 10,000 | 2% |
| Others | 19,000 | 4% |

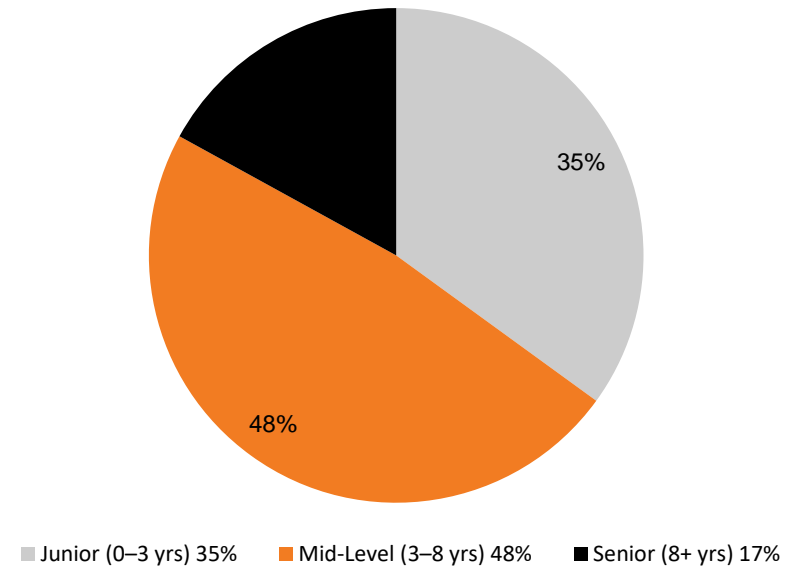
Blockchain Developer (Core) accounts for 60% of supply; Architects and Security Auditors collectively <10%, driving critical scarcity.

Experience & Seniority Mix

Experience Band Distribution



Seniority Pyramid Assessment



116,000 (24%)

Entry (0–2 yrs)

145,000 (30%)

Early-Mid (3–5 yrs)

174,000 (36%)

Mid-Senior (6–10 yrs)

50,000 (10%)

Senior (10+ yrs)

Pyramid Assessment: Bottom-heavy (83% junior/mid). Senior layer critically thin. 37 qualified senior architects available nationally (TalentChanakya, 2025).

Campus Hiring Metrics (2025–26)

20,000–30,000

Annual Campus Supply
(relevant grads)

15–20%

Campus vs
Lateral Hiring

+25% YoY

Growth in Campus Hiring

**IITs, NITs
IIITs, KBA**

Top Feeder
Institutions

| Metric | Value | Data Type |
|---------------------------------------|--|-----------|
| Annual Campus Supply (relevant grads) | ~20,000–30,000 | Estimated |
| Top Feeder Institutions | IITs, NITs, IIITs, Kerala Blockchain Academy | Secondary |
| % Campus vs Lateral Hiring | 15–20% campus | Estimated |
| Growth in Campus Hiring | +25% YoY | Estimated |
| Key Industries (campus hiring) | IT Services, FinTech | Secondary |

KBA = Kerala Blockchain Academy. Hackathon participation and bootcamp completions driving +25% YoY campus hiring growth.

Talent Gap Analysis — Role & Skill Level

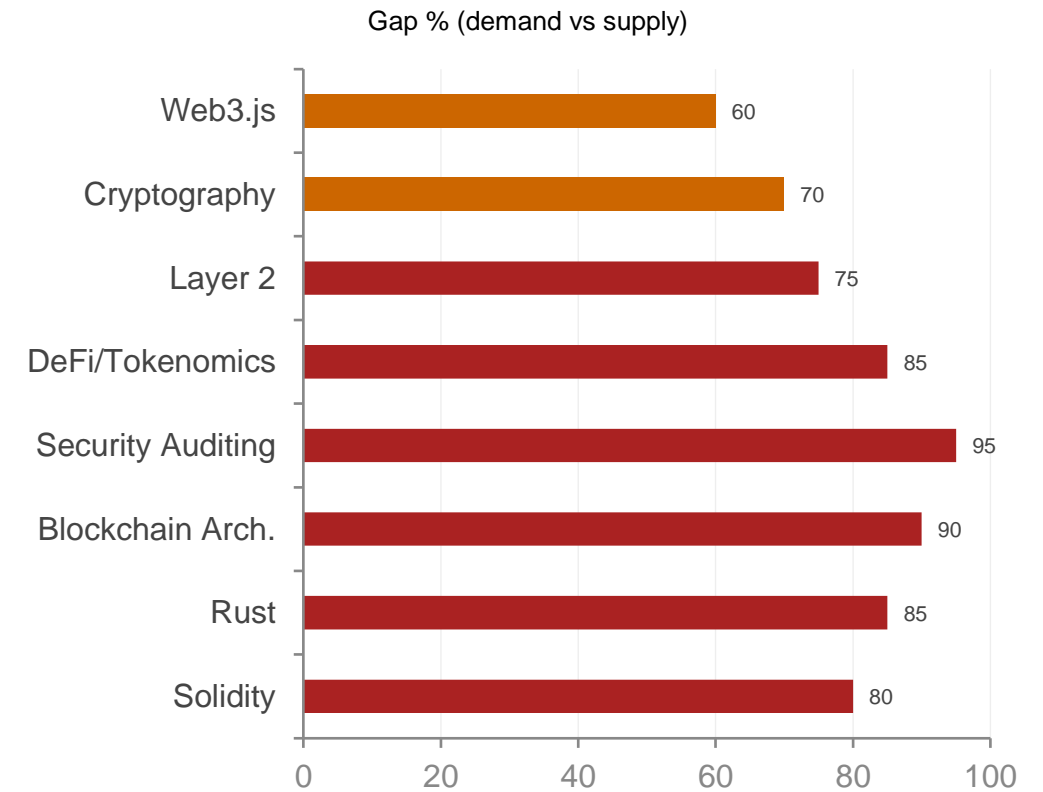
LOW ≥90%

MODERATE 70–89%

HIGH 50–69%

CRITICAL <50%

| Role / Skill | Talent Gap | Classification |
|-----------------------------|------------|----------------|
| Solidity / Smart Contracts | 80% | Critical |
| Rust (Blockchain) | 85% | Critical |
| Cryptography | 70% | High |
| Web3.js / Ethers.js | 60% | High |
| Blockchain Architecture | 90% | Critical |
| Security Auditing | 95% | Critical |
| Layer 2 / Scaling Solutions | 75% | Critical |
| DeFi / Tokenomics | 85% | Critical |



Gap = (demand proxy from 312% posting growth) vs (% specialists in supply). CRITICAL = <50% demand met. Basis: Glassdoor 357 live postings; Asanify specialization survey.

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COMPENSATION

Role × Experience Matrix · Industry Premiums · City & Skill Pay

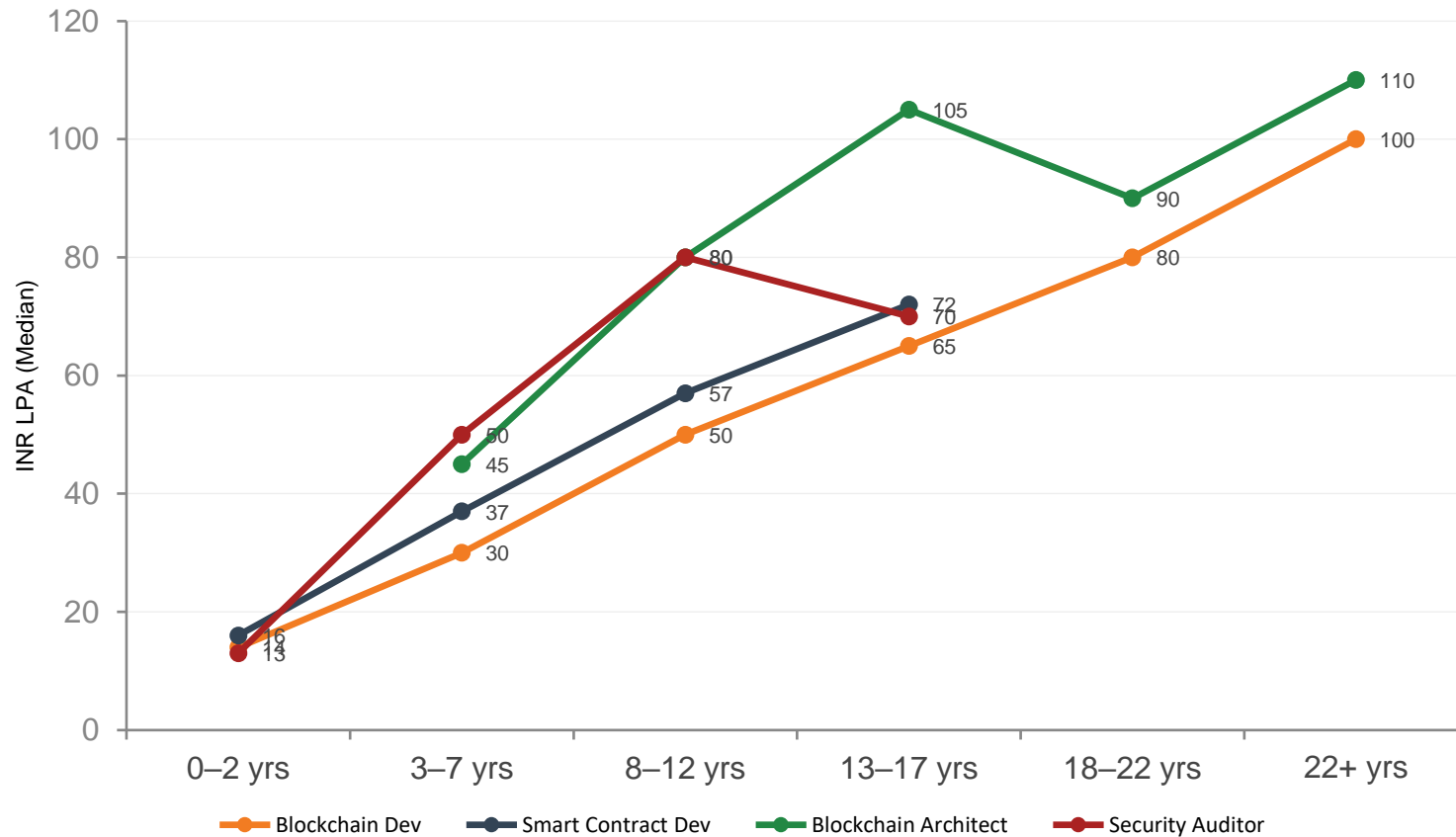
Role × Experience Compensation Matrix (CTC, INR LPA)

| Role | 0–2 yrs | 3–7 yrs | 8–12 yrs | 13–17 yrs | 18–22 yrs | 22+ yrs |
|------------------------------|---------|---------|----------|-----------|-----------|---------|
| Blockchain Developer | 10–18 | 10–50 | 20–80 | 30–100 | 40–120 | 50–150+ |
| Smart Contract Developer | 10–22 | 15–60 | 25–90 | 35–110 | NA | NA |
| Blockchain Architect | NA | 20–70 | 40–120 | 60–150 | 80+ | 100+ |
| DevOps / Infra | 8–15 | 12–50 | 25–80 | NA | NA | NA |
| Security Auditor | 10–16 | 20–80 | 40–120 | 60+ | NA | NA |
| Product Manager (Blockchain) | NA | 15–60 | 30–100 | NA | NA | NA |

All figures = CTC (INR LPA). Low = IT Services, Mid = Product/SaaS, High = Web3/Crypto (USD @83 INR). NA = not applicable. Source: Web3.career 2026, Remote3 2025, upGrad/Amity 2026, Glassdoor 2025, HashtagWeb3 2025.

Pay Scale:  Low  Mid  High  Premium

Median Compensation by Experience Band (INR LPA)



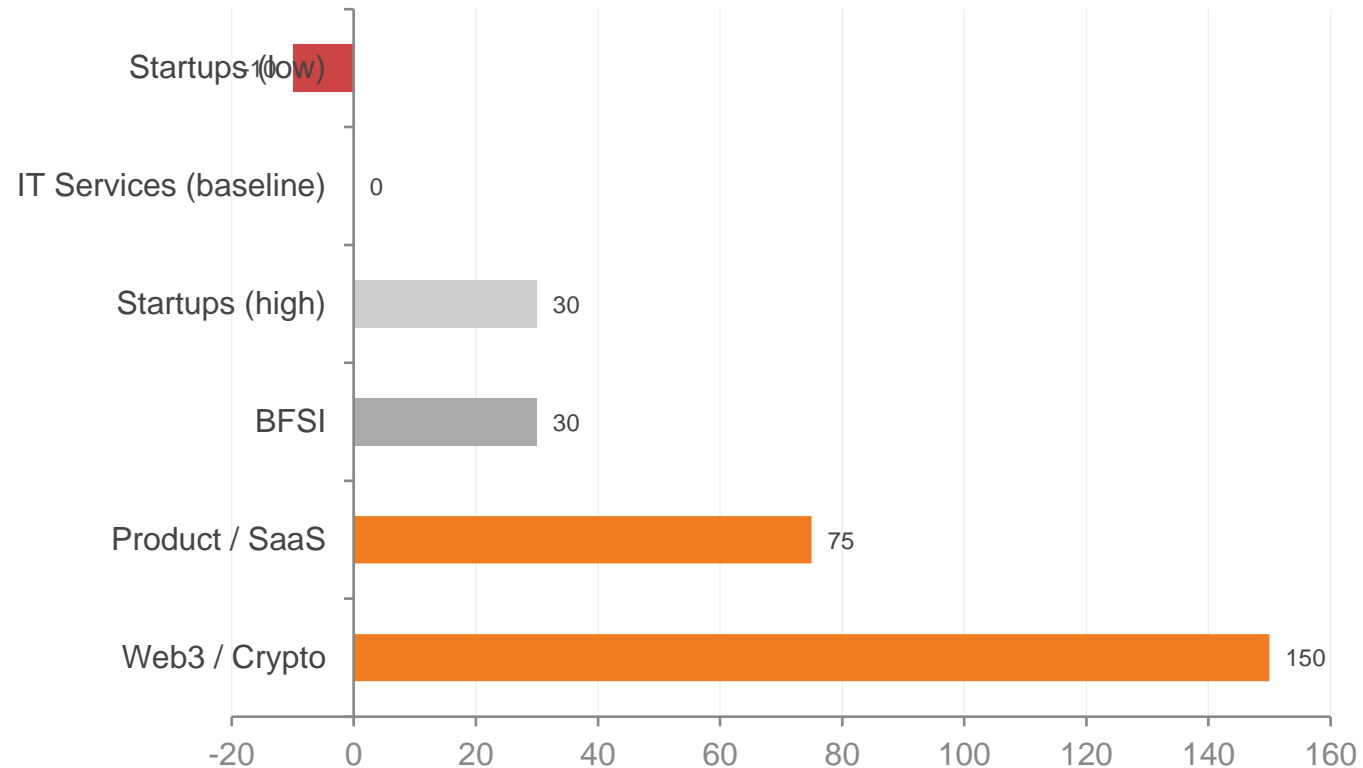
Median Salary by Experience Band

| Role | 0-2 | 3-7 | 8-12 | 13-17 | 18+ |
|--------------------|-----|-----|------|-------|--------|
| Blockchain Dev | 14 | 30 | 50 | 65 | 80-100 |
| Smart Contract Dev | 16 | 37 | 57 | 72 | N/A |
| Architect | N/A | 45 | 80 | 105 | 90-110 |
| DevOps / Infra | 12 | 31 | 53 | N/A | N/A |
| Security Auditor | 13 | 50 | 80 | 70 | N/A |
| Product Manager | N/A | 37 | 65 | N/A | N/A |

Medians weighted: 60% IT/Product, 40% Web3/remote (USD @83 INR). Null = band not applicable. Source: Web3.career 2026, Remote3 2025, Glassdoor 2025, PeopleMatters 2025.

Industry Compensation Premiums vs Baseline (IT Services = 0%)

Premium % above IT Services baseline

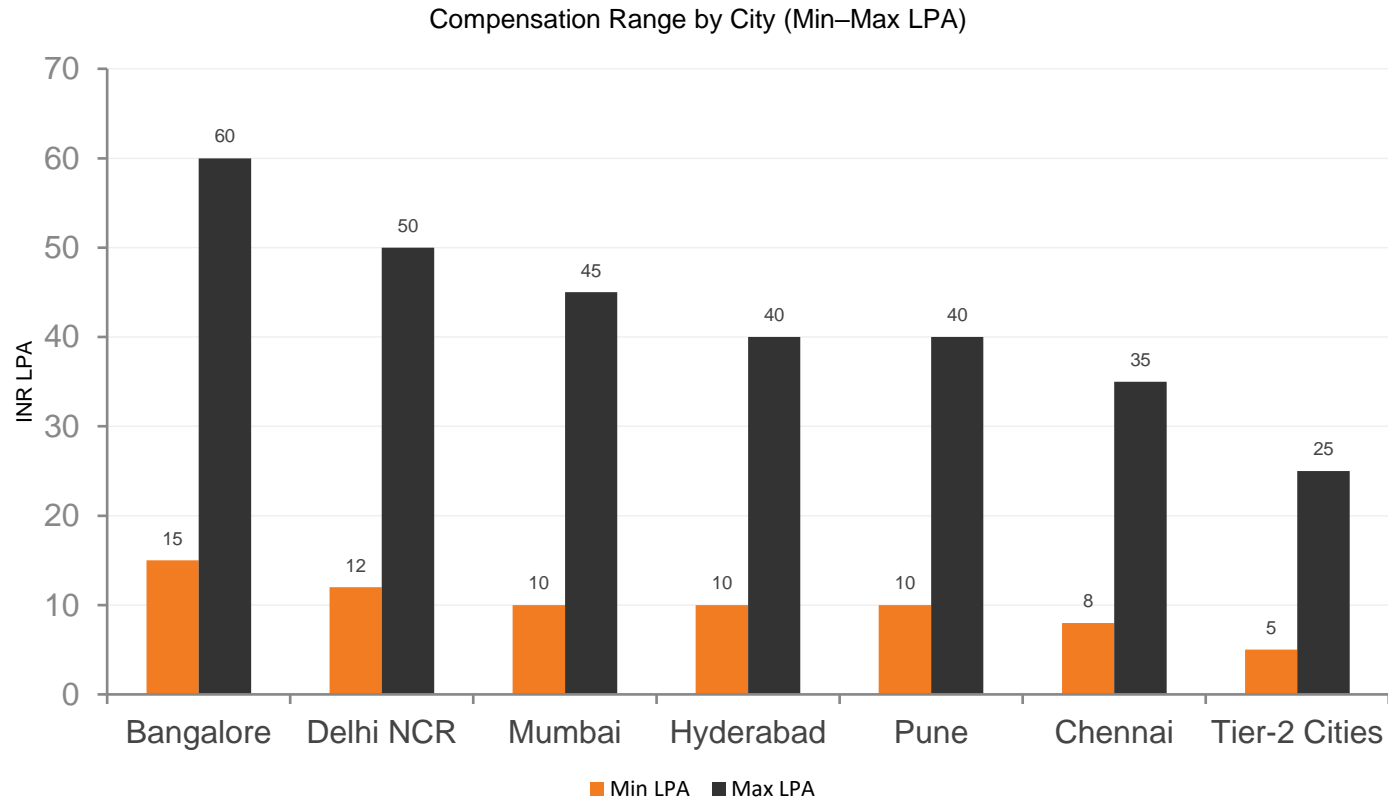


| Industry | Dev Premium | Smart Contract | Architect | Security |
|----------------|-------------|----------------|------------------|----------|
| Web3 / Crypto | +80–150% | +100–150% | +100–180% | +80–150% |
| Product / SaaS | +50–100% | +80% | +100% | +100% |
| BFSI | +20–40% | +30% | +50% | +60% |
| IT Services | Baseline | Baseline | Baseline | Baseline |
| Startups | -10 to +50% | +20–100% | +30% | +50% |

Web3/Crypto commands 80–150% premium over IT Services baseline. Security Auditors in Web3 fetch up to +80–150%. Source: CryptoRecruit, Remote3 2025.

Premiums vs IT Services median for same role/exp. Web3 highs reflect USD remote roles @83 INR/USD. Source: CryptoRecruit 2025, Remote3 2025, upGrad 2026.

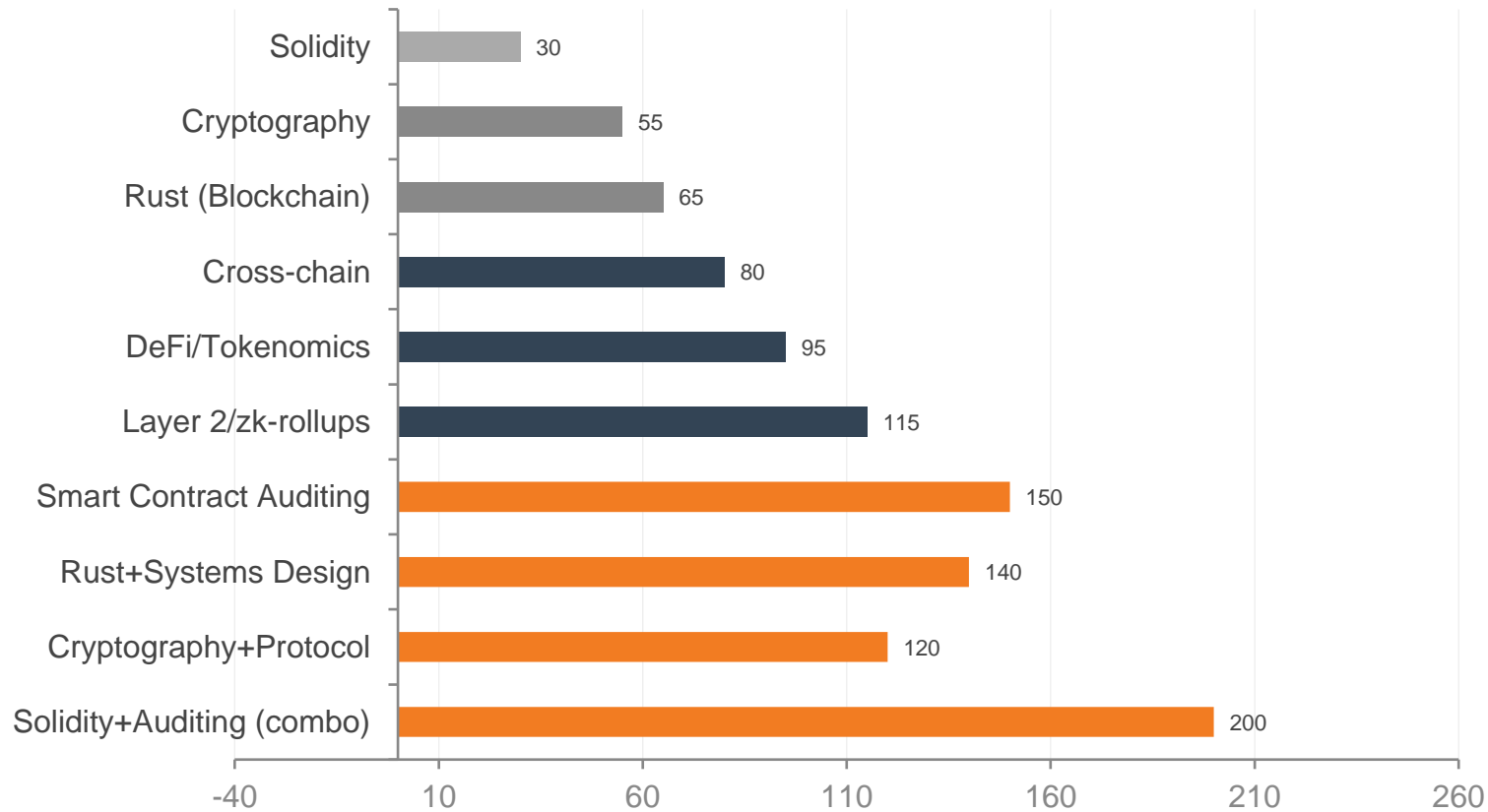
City-wise Compensation — Blockchain Developer (All Exp)



| City | Range (LPA) | Premium / Discount |
|---------------|-------------|--------------------|
| Bangalore | 15–60 | +50% |
| Delhi NCR | 12–50 | +30% |
| Mumbai | 10–45 | +10% |
| Hyderabad | 10–40 | 0% (Baseline) |
| Pune | 10–40 | 0% (Baseline) |
| Chennai | 8–35 | -20% |
| Kolkata | NA | NA |
| Tier-2 Cities | 5–25 | -40% |

National median: ~₹28 LPA (mid-career weighted; 60% IT/Product, 40% Web3). Premium/discount vs Hyderabad baseline. Kolkata = insufficient data (NA). Source: upGrad 2026, SLA Institute 2025, Asanify 2025.

Skill Premiums over Base Role Compensation



| Skill / Combo | Premium % | Exp Req. |
|----------------------------|------------------|----------|
| Solidity + Auditing | +150–250% | 3–12 yrs |
| Smart Contract Auditing | +100–200% | 3+ yrs |
| Rust + Systems Design | +100–180% | 8+ yrs |
| Cryptography + Protocol | +120% | 8+ yrs |
| Layer 2 / zk-rollups | +80–150% | 8+ yrs |
| DeFi / Tokenomics | +70–120% | 3+ yrs |
| Cross-chain | +60–100% | 8+ yrs |
| Rust (Blockchain) | +50–80% | 3+ yrs |
| Cryptography | +40–70% | All |
| Solidity | +20–40% | All |

Premiums vs baseline role median CTC. Combo (Solidity+Auditing) commands +150–250% due to near-zero dual-skilled supply. Source: Remote3 2025, CryptoRecruit 2025.

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04

WORKFORCE BEHAVIOUR

Attrition · Role & Industry Breakdown · Switching Intent

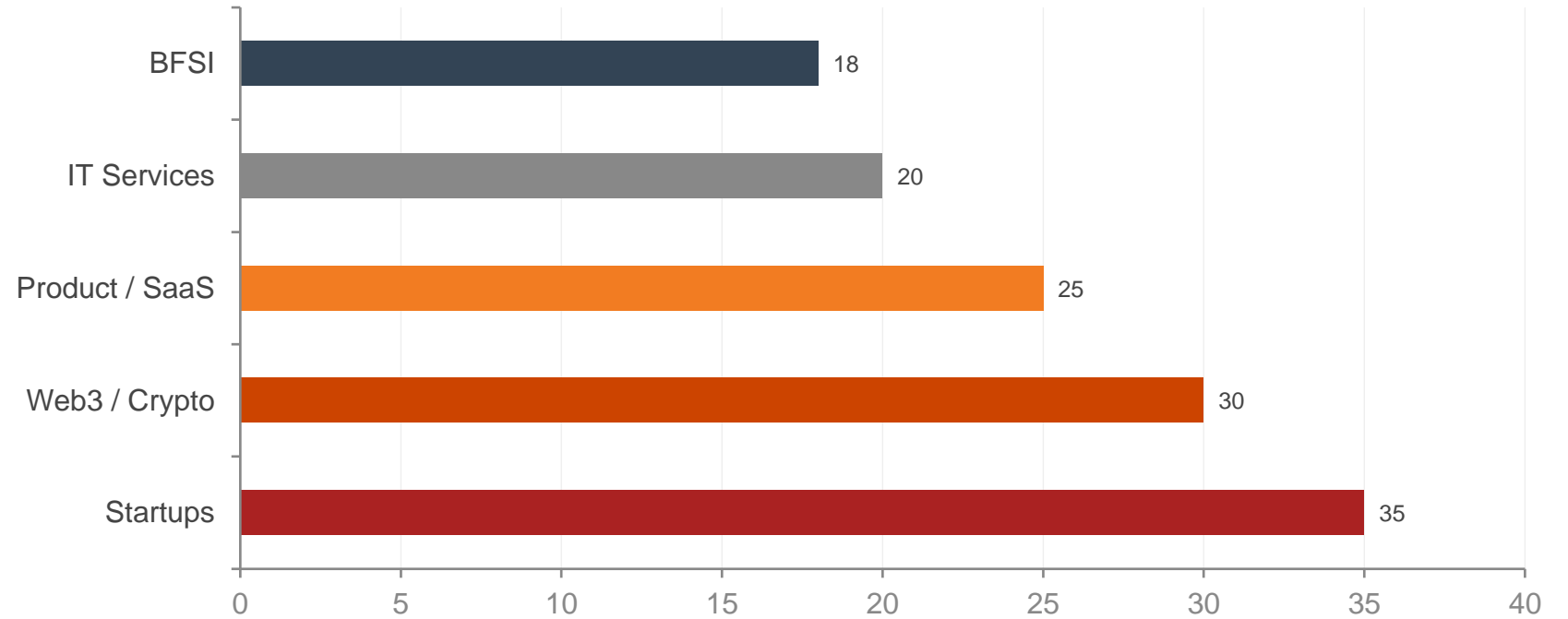
Overall & Industry Attrition Rate (2025–26)

22%

OVERALL ATTRITION
(Tech proxy, 2025–26)

Startups (35%) and Web3/Crypto (30%) exhibit attrition ~60% above BFSI (18%) — highest workforce instability in the sector.

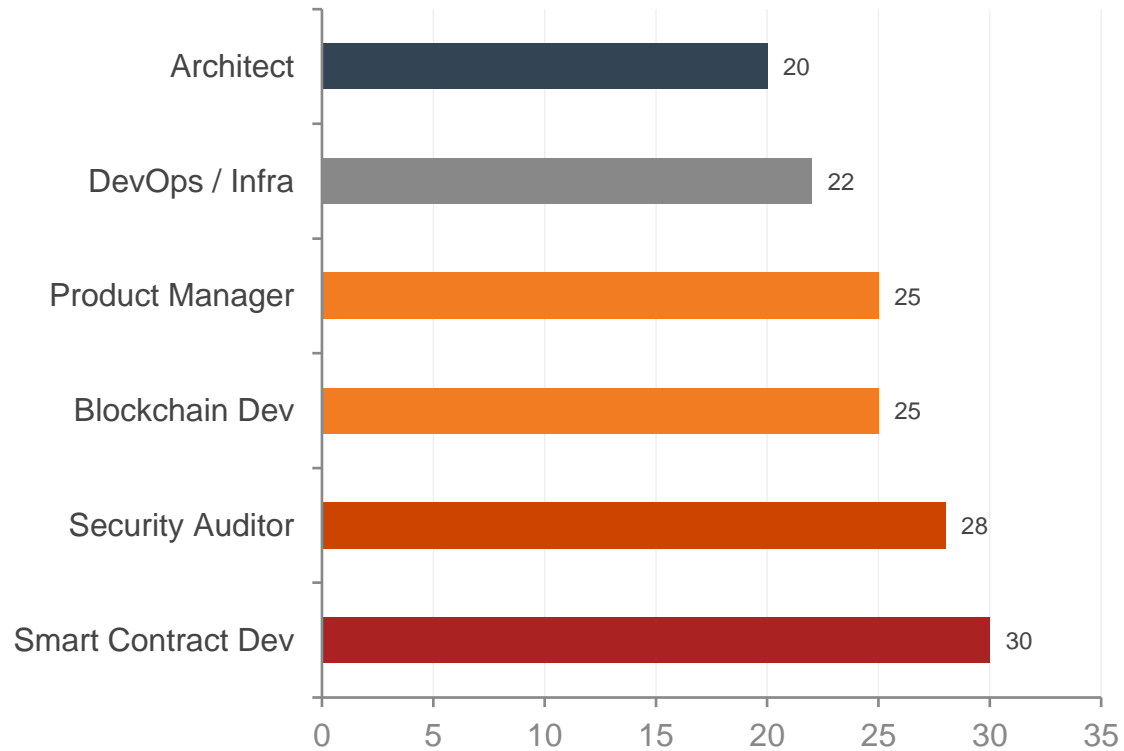
Attrition Rate by Industry (%)



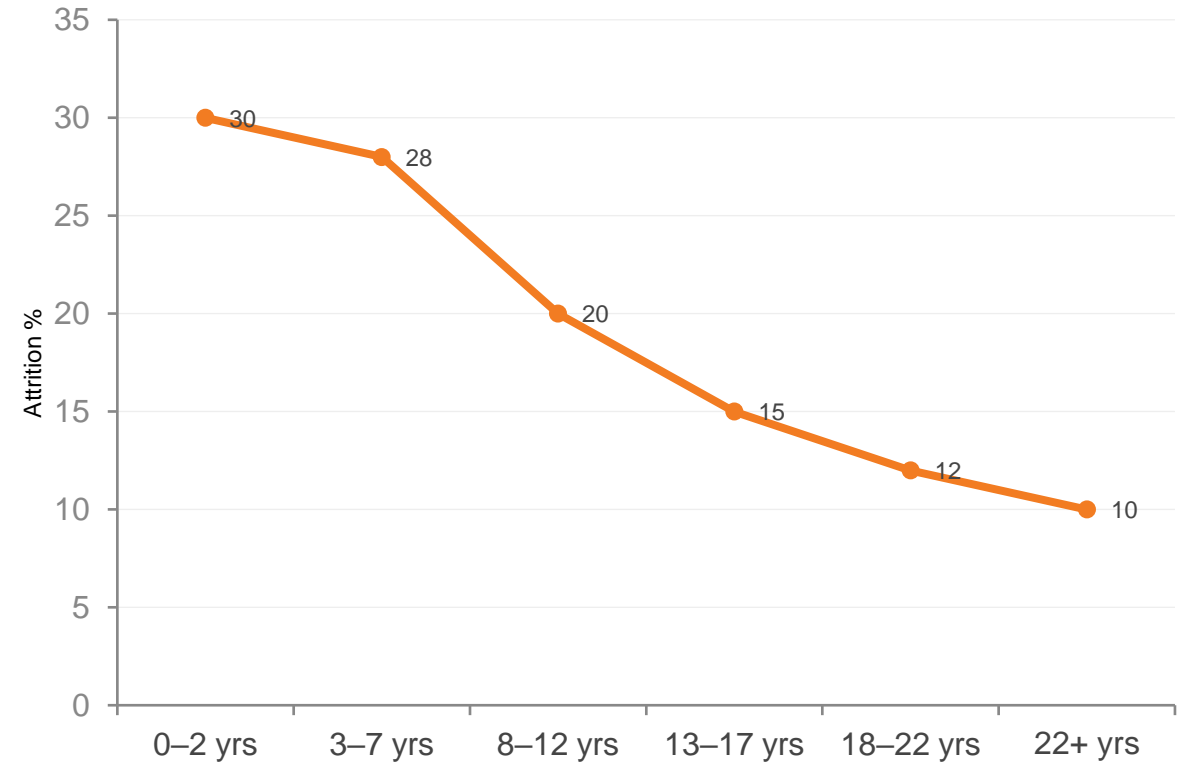
Attrition = annual voluntary turnover %. Estimates based on tech proxy (GCC/tech >15%) uplifted by Blockchain scarcity premium. Sources: InductusGCC 2025, Infeedo 2025, LinkedIn 2026.

Attrition by Role & Experience Band

Attrition Rate by Role (%)



Attrition Rate by Experience Band (%)



Inverse relationship: attrition declines with experience. Smart Contract Devs and Security Auditors = highest role-level attrition due to global demand and scarcity premium.

Switching Intent — Overall · By Role · By Industry

15%

Actively Looking

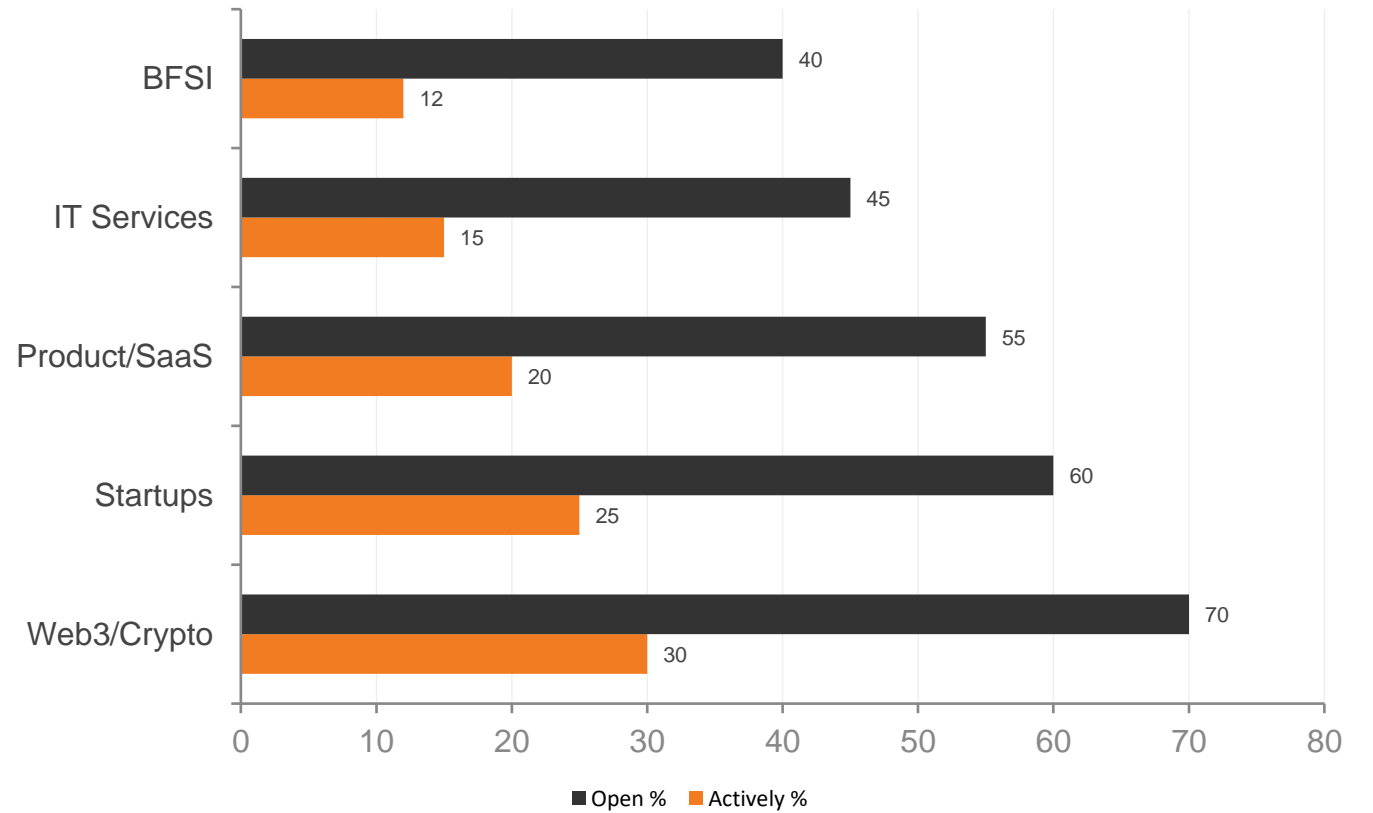
45%

Open to Switching

OVERALL SWITCHING INTENT

| Role | Actively % | Open % |
|----------------------|------------|--------|
| Security Auditor | 30 | 65 |
| Smart Contract Dev | 25 | 60 |
| Product Manager | 20 | 50 |
| Blockchain Developer | 18 | 50 |
| DevOps / Infra | 15 | 45 |
| Architect | 10 | 35 |

Switching Intent by Industry (%)



Web3/Crypto: 70% open to switching — highest instability. Proxy: LinkedIn postings/profiles ratio (active); EY 2025 workforce survey (open).

Get in touch

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