

## As the race for AI talent hots up, three European cities secure Top 10 spots in Global Tech Talent rankings

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Europe's leading tech hubs have cemented their position on the global stage, with London, Paris, and Dublin all ranking among the world's top 10 cities for tech talent, according to [Colliers'](#) latest report *Global Tech Markets: Top Talent Locations 2025*.

The study, which analyses more than 200 global cities based on talent depth, venture capital flows, productivity, and academic infrastructure, reveals that EMEA is the most widely represented region in the global top 50, accounting for 22 (44%) of ranked cities.

"Location strategy across Europe for the global technology sector continues to be driven by key cities that possess the deepest and most dynamic talent hubs and digital eco-systems," said Andrew Hallissey, CEO of Global Occupier Services at Colliers. "Companies are aligning their talent, innovation, and space strategies - and it's exciting to see London rank number two in the world, ahead of cities like New York and Seattle, with both Paris and Dublin securing positions in the Top 10 too."

### Key findings

- EMEA features 44% of the world's top 50 tech cities, ahead of the Americas (29%) and APAC (28%).
- London ranks second globally, outperforming major U.S. cities on academic and talent measures.
- Dublin leads EMEA for tech productivity, with 36% of its economy driven by the technology sector.
- Bucharest recorded the highest venture capital investment growth in EMEA, posting a 79% ten-year compound annual growth rate.

- Berlin, Amsterdam, Munich, and Warsaw also scored strongly for talent density, affordability, and acquisition.

The report highlights a marked shift toward data-driven decision-making for occupiers, especially in EMEA:

- 59% of global executives now say they use labour analytics to guide real estate strategy, rising sharply among tech-driven firms.
- EMEA cities are leveraging transparent data, diverse talent pools, and flexible workspace approaches to attract occupiers.

#### Global context

In APAC, Bengaluru tops global rankings for labour availability, while Beijing and Shanghai lead on venture capital and sector output. However, rising wage pressures and competition are driving some firms to explore emerging cities like Jakarta and Pune.

The Americas continue to deliver strong fundamentals, with the San Francisco Bay Area retaining the global number one position. Yet high costs and saturation are shifting growth momentum toward Austin, Toronto, and Miami-Fort Lauderdale.

#### Future outlook

As advanced technologies such as AI and cybersecurity reshape hiring patterns, Colliers notes that leading occupiers are:

- Moving from capital-centric to distributed talent models
- Using real-time talent and academic data to forecast expansion
- Prioritising productivity per square metre rather than pure headcount

“Europe is now the proving ground for smart, scalable, and evidence-based location strategy,” added Hallissey. “It’s no longer just about where you can grow – but where you can grow best.”