Talent Radar

Anaplan

October 2026

recruise

Contents

ANAPLAN · OCT 2026

A read on Anaplan hiring in India, GCCs included: who is hiring, who can be hired, and what the talent expects to be paid.

The Big Picture	3
Executive Summary	4
Understanding Anaplan	5
Finding 1 · Demand: most active hiring	8
Finding 2 · Supply: specialists are scarce	13
Finding 3 · Pay and location	20
The Bottom Line	24
Glossary, about this report & sources	26

The Big Picture

We estimate that 16,000–20,000 professionals in India have Anaplan skills, but only 2,000–3,500 are specialists, and about half of those are open to a move.



Sachith Kumar Rai

Managing Director & Founder,
Recruise Global

Anaplan has become one of the standard platforms large companies use to plan budgets, sales targets, headcount and supply. It now has more than $1 billion in annual recurring revenue and more than 2,800 customers, and in September 2026 it opened its largest office anywhere in Gurugram. India is no longer only where Anaplan work is delivered; it is where part of the product is built.

The talent follows that story. We estimate that 16,000–20,000 professionals in India have Anaplan skills. The pool grew 27% in a year and is rated very hard to hire from. Yet none of the ten largest employers grew by more than 2%. The growth is in banks, in new global capability centre (GCC) teams and in Anaplan itself.

Behind the headline number sit two different groups. Most are finance professionals who use Anaplan; an estimated 2,000–3,500 are specialists who build it, most of them with ten years' experience or less, and what they expect to be paid more than doubles between two and ten-plus years of experience.

My advice to the leaders we work with is to decide first which of the two you need, a builder or a finance user, because they sit in different cities, come from different backgrounds and expect different pay. For professionals, the message is equally clear – as AI takes over routine model building, finance knowledge and solution design are what the market will pay for.

Executive Summary

ANAPLAN HIRING AT A GLANCE

Anaplan talent in India is growing fast and is rated very hard to hire. The pool is finance-led and experienced, and Anaplan specialists are a small share of it.

ANAPLAN PROFESSIONALS (EST.)

~18,000

India; range 16,000–20,000

ANAPLAN SPECIALISTS (EST.)

2,000–3,500

About 1 in 7 of the pool

POOL GROWTH

+27%

Past 12 months

ACTIVE HIRING (EST.)

400–600

Roles; the most of six tools

CHANGED JOBS

16%

Past 12 months

TYPICAL EXPECTED PAY

15–25 LPA

Rs, stated by specialists

WHAT THE MARKET SHOWS

Demand

More active hiring than any rival tool: an estimated 400–600 roles, ahead of OneStream, Hyperion and the SAP tools. Accenture is hiring for the most roles; net growth is at Anaplan itself, banks and new GCC teams, while the ten largest employers are flat or shrinking.

Supply

Two pools in one. Most of the estimated 16,000–20,000 are finance professionals who use Anaplan; 2,000–3,500 are specialists who build it. Only 10% have three years' experience or less.

Pay & location

Expectations more than double with experience. Specialists typically expect Rs 10–15 LPA at 2–5 years and Rs 25–40 LPA beyond ten. Builders cluster in Bengaluru and Hyderabad.

Source: Recruise Talent Intelligence estimates, October 2026. Expected pay is what Anaplan specialists say they expect, not what they earn.

Anaplan at a glance

Anaplan is cloud software that large companies use to plan budgets, sales targets, headcount and supply in one connected model.

FOUNDED

2006

Yorkshire, UK

ANNUAL RECURRING REVENUE

$1B+

Up from about $600M in 2.5 years

CUSTOMERS

2,800+

Organisations worldwide

GARTNER LEADER

9 times

Financial planning software

HOW IT GOT HERE

Year	Milestone	What it meant
2006	Founded in Yorkshire, UK	Planning moves to the cloud
2018	Lists on the NYSE	Enterprise scale
2022	Thoma Bravo buys it, $10.4B	Private; funds product
2025	India data centre; AI agents	AI starts building models
2026	Largest office, Gurugram	India becomes a hub

What it means for talent

1. Demand spans finance, sales, HR and supply chain teams
2. Builders need modelling skill and business knowledge
3. India now hosts Anaplan's own product and AI teams

How it is changing

Anaplan now sells ready-made applications and AI agents, not only a modelling tool. Its CoModeler agent builds and extends models from plain-language requests, and its India teams work on that roadmap.

Annual recurring revenue is the yearly value of subscription contracts, as of February 2025; the customer count is Anaplan's current published figure.
Anaplan is privately held.

Source: Anaplan press releases (20 Feb 2025, 24 Apr 2025, 9 Dec 2025, 30 Jun 2026, 1 Sep 2026); Gartner Magic Quadrant for Financial Planning Software 2025 and for Sales Performance Management 2026; Thoma Bravo.

Why companies adopt Anaplan

Companies adopt Anaplan to replace disconnected spreadsheets with one model that finance, sales, HR and supply chain all plan in.

FORTUNE 50 USING IT

48%

Anaplan's published figure

THREE-YEAR RETURN

152%

Forrester study for Anaplan

PAYBACK

6 months

As little as; same study

NEW CUSTOMERS

~300

Added in a year

WHAT COMPANIES PLAN IN IT

Function	What is planned	Published result
Finance	Budgets, forecasts, consolidation	About a month a year saved
Sales	Territories, quotas, incentive pay	80% faster territory planning
Supply chain	Demand, supply, inventory	Anaplan's fastest-growing use
Workforce	Headcount and people cost	Links finance and HR plans
Capital projects	Capex planning and approval	500 projects planned a year

Why companies choose it

1. One connected model replaces separate spreadsheets in each team
2. Business teams, not only IT, can build and change the models
3. Plans recalculate quickly when an assumption changes

Who uses it

Anaplan lists customers in 17 industries, from banking and insurance to retail, manufacturing, pharma and technology. In India it names Deepak Fertilisers, Alkem, Daimler Commercial Vehicles and Hero FinCorp, and global firms run Anaplan teams from Indian capability centres.

Forrester figures are for a composite of interviewed customers; the time saved is one interviewee's estimate. New customers are for the year to February 2025. Sales and capex results are as published by Anaplan for Zoom and CMC.

Source: Anaplan customer pages and press releases; Forrester Consulting, The Total Economic Impact of Anaplan (Mar 2026, commissioned by Anaplan).

How Anaplan differs from other planning tools

SIX PLANNING TOOLS COMPARED

Planning tool	Best known for	Typical fit	How Anaplan differs
Anaplan	Connected planning across finance, sales, workforce and supply chain	Large enterprises	The reference point for this table
Oracle EPM (Hyperion)	Financial close, consolidation and budgeting	Oracle-based finance teams	Reaches further beyond finance; quicker to remodel
SAP Analytics Cloud and IBP	Planning tied to SAP finance and supply chain data	SAP-based companies	Works independently of the underlying system
Workday Adaptive Planning	Budgeting and workforce planning	Mid-size, Workday-based	Handles larger and more complex models
OneStream	Close, consolidation and planning in one system	Large finance functions	Reaches further into sales and supply chain
Pigment	A newer tool that is quick to deploy	Growth-stage and tech firms	Longer established in large enterprises

Source: vendor materials; Gartner Magic Quadrant for Financial Planning Software 2025; Recruise analysis. A general guide: each tool covers more than is shown here, and the right choice depends on the systems a company already runs.

Finding 1 · Demand: most active hiring

Anaplan has more active hiring in India than any rival planning tool, led by Accenture, Anaplan itself and new GCC teams.

FINDING ONE

Anaplan has more active hiring in India than any rival planning tool, led by Accenture, Anaplan itself and new GCC teams.

The previous pages showed why companies adopt Anaplan. That adoption now shows up in Indian hiring, helped by Anaplan's own build-out here and by India's roughly 2,100 GCCs, a growing source of in-house demand.

We estimate 400–600 Anaplan roles being actively hired for in India, more than for any of the five rival planning tools we compared, and the pool of professionals grew 27% in a year. But the growth is not at the big employers. None of the ten largest grew by more than 2%, and six shrank. Accenture alone accounts for about a quarter of this hiring, Anaplan's own India team grew 58%, and banking and financial services grew fastest of the ten largest industries, at 59% and 52%.

The competition for this talent is also changing. OneStream has a pool one-fifth the size of Anaplan's and almost as much active hiring, and the SAP planning tools are growing faster.

What to act on:

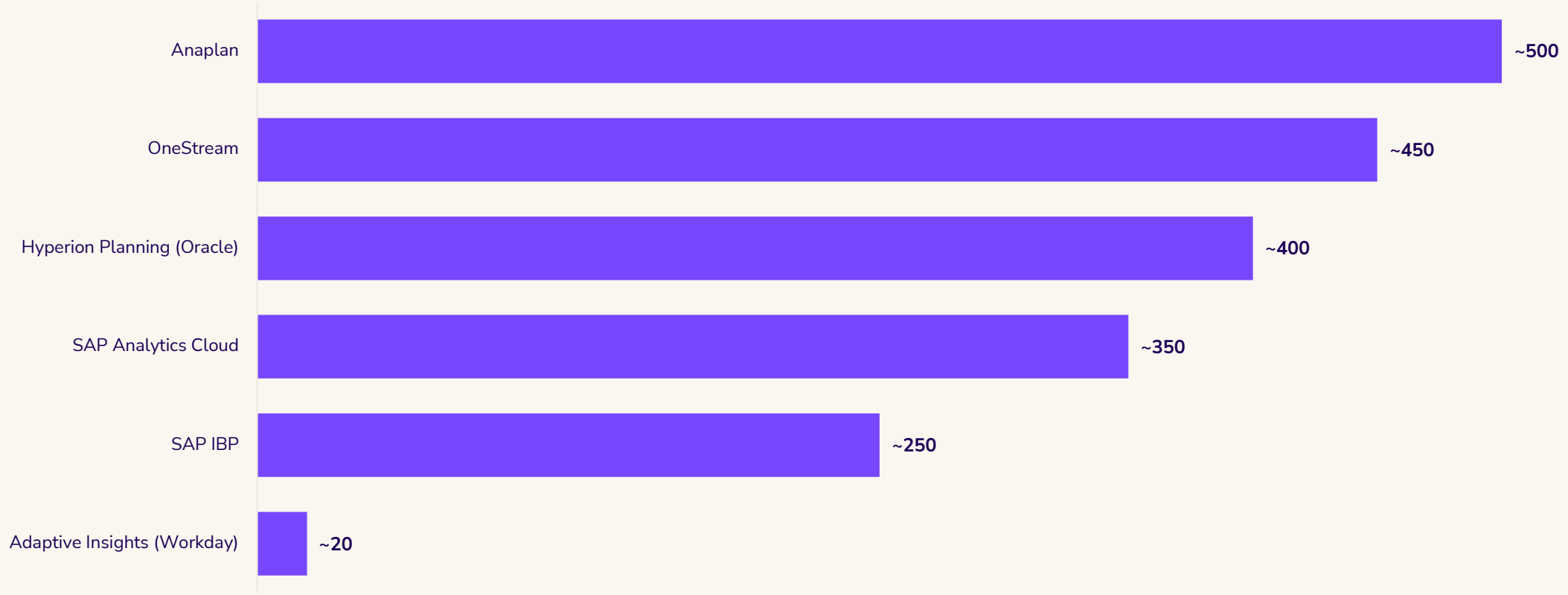
Follow the new demand, not only the largest employers. Most large employers are hiring to replace leavers. Net new roles are at Anaplan itself, banks and newly formed GCC teams, and Accenture is hiring for the most roles, so benchmark offers against all of them. For professionals: this is where most of the hiring is.

Source: Nasscom–Zinnov India GCC Landscape 2026; Recruise Talent Intelligence.

Which planning skills employers are hiring for

Anaplan has the most active hiring in India of the six planning tools we compared. Figures are rounded estimates.

— APPROXIMATE ROLES BEING HIRED FOR IN INDIA, BY PLANNING TOOL



Hiring per person: for every 100 people with the skill, OneStream is hiring for about 13 roles, Anaplan about 3, and the others 2 or fewer.

Source: Recruise Talent Intelligence.

Who is hiring now, and where to source from

WHO IS HIRING NOW

Employer	Share of active hiring · headcount trend
Accenture	About 25% · see note
Anaplan	About 5% · +58%
Amgen	About 5% · new team
Deloitte	About 4% · 0%
Nextpower	About 3% · +25%
EY	About 2% · +1%
Spaulding Ridge	About 1% · -7%
EXL	About 1% · +2%
All employers, India	**Est. 400–600 roles**

Headcount trend is the one-year change in the employer's Anaplan professionals; one rate is not shown for Accenture, whose people sit in several entities. These eight account for about half of all active hiring.

WHERE SPECIALISTS WORK, AND WHERE THEY TRAINED

Employer	Share today	Alumni : current	Reading
Deloitte	~8%	1.6 to 1	Largest employer and source
TCS	~5%	2.2 to 1	Large alumni pool
Wipro	~4%	3 to 1	Largest alumni pool for its size
EY	~2%	2.5 to 1	Large alumni pool
Accenture	~2%	1.9 to 1	Alumni pool; hiring again
Anaplan	~2%	Low	Growing; hires from partners
Three boutiques	~6%	Low	Almost entirely Anaplan teams

Where to source from

The big IT services and consulting firms are where most Anaplan specialists are trained: Deloitte, TCS, Wipro, EY and Accenture each have more former specialists in the market than current ones. Boutiques such as Elite EPM, Relanto and Spaulding Ridge are small but almost entirely Anaplan teams.

Source: Recruise Talent Intelligence.

Largest employers, trend and what to know, by type

EMPLOYERS OF ANAPLAN TALENT, BY TYPE

Employer type	Largest employers, in order of size	One-year trend	What to know
Consulting and Big Four	Deloitte, Accenture, EY, PwC, KPMG	Flat (KPMG growing)	Most active hiring; much of it replacement
IT services	TCS, Genpact, Cognizant, Wipro, Infosys, Capgemini	Mostly shrinking	Main source of experienced hires
Anaplan (the vendor)	Anaplan	Growing (+58%)	Second-largest hirer; building engineering and AI teams in India
Anaplan boutiques	Polestar, GenXAI, Relanto, Spaulding Ridge, Elite EPM	Mixed	Most specialised; highest attrition
Banks and financial services	JPMorganChase, HSBC, Barclays, Standard Chartered, Wells Fargo	Largest teams stable; sector growing fastest	Low attrition, mostly 6–12%
Consumer, industrial and pharma GCCs	AB InBev, Shell, PepsiCo, HP, Amgen	Mixed (Amgen new)	In-house planning teams

Source: Recruise Talent Intelligence. Employers are listed in order of estimated Anaplan headcount.

Finding 2 · Supply: specialists are scarce

An estimated 16,000–20,000 people in India have Anaplan skills but only 2,000–3,500 are specialists, and the early-career layer is the thinnest.

FINDING TWO

An estimated 16,000–20,000 people in India have Anaplan skills but only 2,000–3,500 are specialists, and the early-career layer is the thinnest.

The headline number hides two groups. We estimate that 16,000–20,000 professionals in India have Anaplan skills. Most are finance professionals who use it: four in ten of the profiles we analysed also list corporate financial planning, and about 9% are chartered accountants. Only 2,000–3,500 are specialists who build it. They look different: computing and engineering make up about three-quarters of their most common fields of study, and 77% have ten years' experience or less.

The wider pool is experienced. Of those who state their experience, only 10% have three years or less, while 64% have eight years or more. Every band from four years upward is rated very hard to hire; the early-career band is rated hard, and is growing fastest, up 70% from a small base. Half of the most senior group also lists Oracle Hyperion, so many are planning veterans who have added Anaplan.

Movement is highest in the middle. 16% of the pool changed jobs in the past year, rising to 24% of those with 4–7 years' experience.

What to act on:

Decide whether you need a builder or a finance user. They are different people in different places. Hire builders early and train them, since the early-career layer is thin but growing; protect the 4–7 year group, which moves most; and approach senior people directly. For professionals: if Anaplan is your job, put it in your title, because that is how recruiters find specialists.

Source: Recruise Talent Intelligence.

Sizing the Anaplan talent pool, and how it compares

THE SKILLS THAT TRAVEL WITH ANAPLAN

Finance planning and Oracle Hyperion are the skills most often listed alongside Anaplan; SQL is the most common technical one.

Corporate FP&A · 39%	Hyperion Planning · 35%
Hyperion HFM · 33%	SQL · 31%
Dashboards · 29%	Python
KPI reporting	Cash-flow forecasting
US GAAP reporting	Cost variance analysis

How we estimate the pool

No single source counts everyone: some professionals appear in several places and some in none. We combine sources, remove the overlap and add a small allowance for those who appear in none, taking the lower figure wherever a judgement is needed. That gives an estimated 16,000–20,000 professionals in India with Anaplan skills, of whom 2,000–3,500 are specialists who build it.

Source: Recruise Talent Intelligence.

POOL SIZE, AND FIVE RIVAL PLANNING TOOLS

ESTIMATED POOL
~18,000
range 16,000–20,000

SPECIALISTS
1 in 7
est. 2,000–3,500

FINANCE USERS
~6 in 7
est. 14,000–16,500

Estimates are deliberately conservative and rounded. Read them as indicative ranges, not a census.

Planning tool	Size vs Anaplan's pool	1-yr growth
Hyperion Planning (Oracle)	**About 1.5 times**	**+10%**
SAP IBP	**About the same**	**+39%**
SAP Analytics Cloud	**About 0.9 times**	**+38%**
Adaptive Insights (Workday)	**About a quarter**	**+51%**
OneStream	**About a fifth**	**+50%**

Rival pools are shown relative to Anaplan's, the comparison we can make with most confidence. Anaplan's pool is level with SAP IBP's and about two-thirds of Hyperion's, and is growing nearly three times as fast as Hyperion. All six are rated very hard to hire; active hiring per professional separates them, and there Anaplan is second only to OneStream.

Talent supply and hiring difficulty by experience

HEADLINE SUPPLY NUMBERS

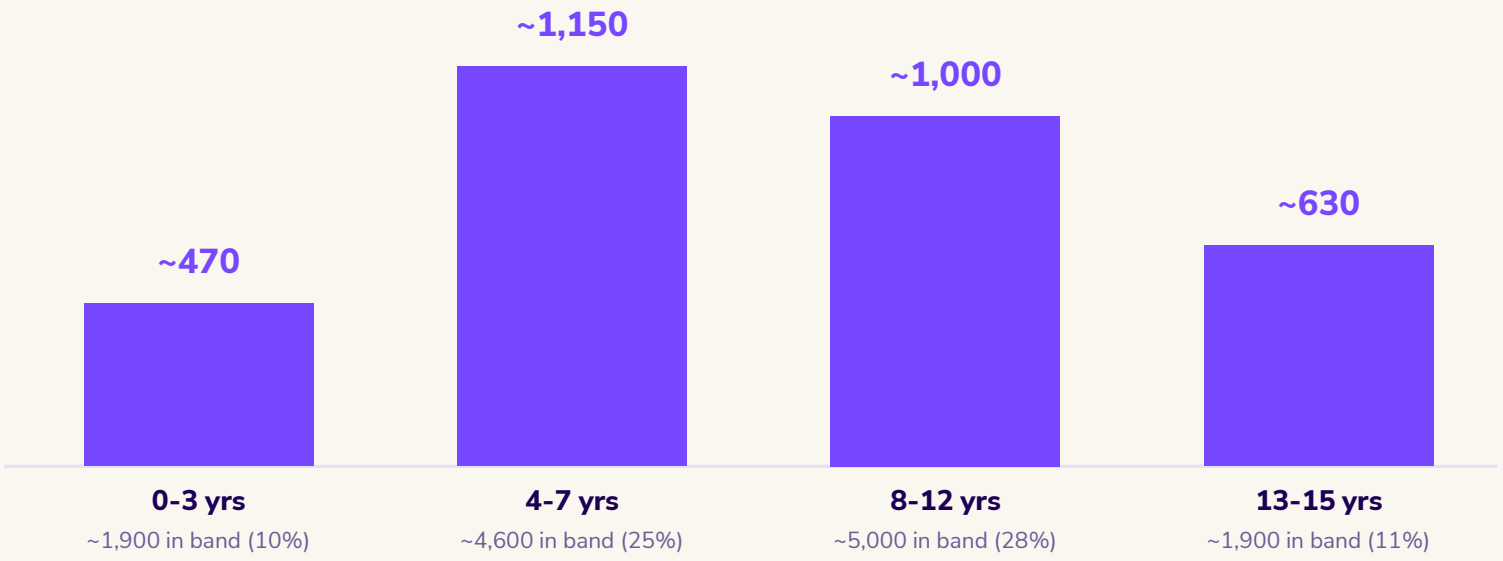
EARLY-CAREER GROWTH
+70%
0–3 years, from a small base

THREE YEARS OR LESS
10%
Of those stating experience

EIGHT YEARS OR MORE
64%
Of those stating experience

HIRING DIFFICULTY
Very high
Every band from four years up

ESTIMATED PROFESSIONALS PER YEAR OF EXPERIENCE



THE POOL IN NUMBERS

List corporate FP&A	39%
List Hyperion Planning	35%
Hold an MBA	34%
List SQL	31%
Women	30%
Chartered accountants	~9%
Specialists with tech degrees	~75%
Specialists with 10 years or less	77%

Estimates apply the experience mix of the profiles analysed to the estimated pool of about 18,000. Hiring difficulty compares employer demand with the supply available: the 0-3 year band is rated high and every other band very high. Beyond 15 years the band is open-ended (about 4,600 professionals, 26%), so a per-year figure is not shown.

Source: Recruise Talent Intelligence.

Job moves and tenure by experience

One in six Anaplan professionals changed jobs in the past year, and the mid-level moves most.

ANAPLAN TALENT MOVEMENT

16%

Changed jobs, past 12 months

SPECIALISTS OPEN TO WORK

~50%

Of Anaplan specialists

TENURE BEFORE A SWITCH

2.4 yrs

Median, whole pool

UNDER 2 YEARS IN ROLE

63%

Of Anaplan specialists

MOVEMENT BY EXPERIENCE

Experience	Tenure before switch	Changed jobs, 12 mo
0–3 yrs	1.0 yr	18%
4–7 yrs	2.3 yrs	24%
8–12 yrs	2.8 yrs	16%
13–15 yrs	3.3 yrs	14%
16+ yrs	4.0 yrs	9%

Where people move

1. Out of IT services into consulting and accounting firms
2. Into Anaplan itself and newly formed GCC teams
3. From Bengaluru to the Gulf: over two left for the UAE for each one who came back

Where attrition is highest

Attrition is highest at specialist boutiques and some IT services firms, at roughly 25–35% a year, against about 17% at the largest consulting firms and 6–12% at most banks.

Job changes and tenure are for the whole Anaplan pool. Open to work and time in role are for Anaplan specialists. Attrition is the estimated share of an employer's Anaplan professionals who left in a year.

Source: Recruise Talent Intelligence.

Roles and career path in Anaplan

ANAPLAN ROLES, FROM ENTRY TO LEADERSHIP

Role	What they do	Typical experience	Typical expected pay
Model builder or developer	Builds and maintains planning models in Anaplan	Up to 5 years	Rs 10–15 LPA
Anaplan consultant or senior model builder	Gathers requirements, then designs and delivers models for clients or business teams	5–10 years	Rs 15–25 LPA
Solution architect	Designs how models fit together and leads the build	10 years or more	Rs 25–40 LPA
Centre of Excellence or practice lead	Runs the Anaplan team, its standards and its roadmap	Among the most senior	Rs 40 LPA and above
Finance or business planner using Anaplan	Plans budgets, sales or supply in models others have built	Any level	Follows the finance role, not the tool
Certified Master Anaplanner	Anaplan's highest certification; an estimated 180–230 holders in India	Experienced architects	Not available

Source: Recruise Talent Intelligence; Anaplan Academy. Pay is the typical expectation stated by specialists at that level of experience. Job titles vary by employer: many specialists carry general titles such as Consultant, Senior Consultant or Manager, not an Anaplan-specific one.

Anaplan certifications, and how many hold them

THE CERTIFICATION LADDER

Anaplan's seven steps, from first course to its highest credential. Each certification is held by fewer people than the one before it.

- **1 · Level 1 model building**
- **2 · Level 2 model building**
- **3 · Certified Model Builder**
- **4 · The Anaplan Way**
- **5 · Level 3 model building**
- **6 · Certified Solution Architect**
- **7 · Certified Master Anaplanner**

What the numbers say

For every 100 people with Level 1, about 80 have Level 2, about 40 have Level 3 and fewer than 20 are certified solution architects. Fewer than 250 people in India are Certified Master Anaplanners. About one in five certified professionals changed jobs in the past year, against one in six across the whole pool.

ESTIMATED HOLDERS IN INDIA

MODEL BUILDERS
~1,300
certified, est. 1,200–1,500

ARCHITECTS
~450
certified, est. 400–550

MASTER LEVEL
~200
est. 180–230

Estimated from professionals who state the certification, with a small allowance for those who do not.

Certification	Est. holders, India	Changed jobs
Level 1 model building	**2,300–3,000**	**21%**
Level 2 model building	**1,900–2,400**	**21%**
Level 3 model building	**1,000–1,250**	**24%**
Certified Solution Architect	**400–550**	**21%**
Certified Master Anaplanner	**180–230**	**19%**

People usually hold several levels, so the rows should not be added together, and holders include people who have since moved into consultant, architect or finance roles, so these are not role headcounts. Changed jobs is the share who moved employer in the past 12 months. Pay premium and one-year growth are not shown, because neither could be measured reliably.

Source: Recruise Talent Intelligence; Anaplan Academy.

Finding 3 · Pay and location

Expected pay more than doubles between two and ten-plus years of experience, and Anaplan builders cluster in Bengaluru and Hyderabad.

FINDING THREE

Expected pay more than doubles between two and ten-plus years of experience, and Anaplan builders cluster in Bengaluru and Hyderabad.

What Anaplan specialists expect to be paid rises steeply with experience. The typical expectation is Rs 10–15 lakh per annum (LPA) at 2–5 years, Rs 15–25 LPA at 5–10 years and Rs 25–40 LPA beyond ten years. Among the most experienced, four in ten expect Rs 40 LPA or more and one in ten Rs 75 LPA or more. These are what specialists say they expect, not current salaries. Current pay across the wider, more senior pool points the same way: just over a third earn Rs 25 LPA or more.

Location depends on which group you need. Bengaluru holds 26% of the Anaplan pool, and Delhi NCR and Hyderabad 14% each. Among specialists the picture shifts: Bengaluru has 33% and Hyderabad 24%, while Delhi NCR has 9% and Mumbai 7%. Chennai and Hyderabad are the fastest-growing large pools, up 40% and 34%.

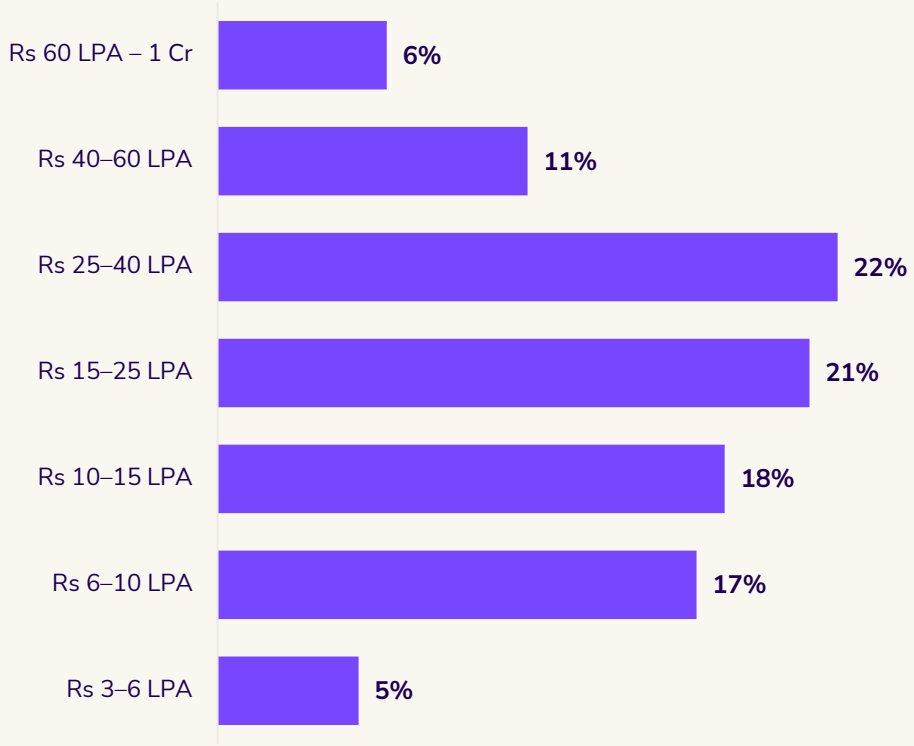
What to act on:

Benchmark offers against expectations at each level, and choose the city by the role. Look in Bengaluru and Hyderabad for builders, and in Delhi NCR and Mumbai for finance professionals who use Anaplan. Chennai, up 40%, is worth a look for new teams. For professionals: expecting Rs 25 LPA or more becomes common after five years' experience.

Source: Recruise Talent Intelligence.

Expected pay by band and by experience

EXPECTED ANNUAL PAY, SHARE OF SPECIALISTS



Shares are of a sample of about 170 Anaplan specialists who state an expected salary. Current pay is for the wider Anaplan pool, which is more senior.

PAY BY EXPERIENCE, AND HOW TO READ IT

2–5 years	*Typically Rs 10–15 LPA. Almost nine in ten expect between Rs 6 and 25 LPA.*
5–10 years	*Typically Rs 15–25 LPA. A third expect Rs 25–40 LPA, so this is where expectations jump.*
More than 10 years	*Typically Rs 25–40 LPA. Four in ten expect Rs 40 LPA or more, and one in ten Rs 75 LPA or more.*
Current pay, wider pool	*A quarter earn under Rs 10 LPA, about 40% Rs 10–25 LPA and just over a third Rs 25 LPA or more.*
The floor	*Only about one in twenty expect under Rs 6 LPA, and none under Rs 3 LPA, so very low offers will struggle.*
How to use this	*These are expectations, not salaries. Use them to set the opening range for an offer, then adjust for city and employer type.*

Source: Recruise Talent Intelligence.

Estimated headcount by role, and share by city

ESTIMATED HEADCOUNT BY ROLE AND LEVEL, INDIA

Role / level	Est. headcount
Model builders and developers (up to 5 yrs)	800 – 1,350
Consultants and senior builders (5–10 yrs)	750 – 1,350
Solution architects and leads (10+ yrs)	450 – 800
All Anaplan specialists	2,000 – 3,500
Finance and business users (up to 7 yrs)	4,900 – 5,800
Finance and business users (8–12 yrs)	3,900 – 4,600
Finance and business users (13+ yrs)	5,200 – 6,100
All finance and business users	14,000 – 16,500
Total with Anaplan skills	**16,000 – 20,000**

Recruise estimates, combining several data sources and allowing for people who appear in more than one or in none. They are deliberately conservative; the split by level follows the experience mix of the profiles analysed. Read them as indicative ranges, not exact counts.

CITY MAP

City	Est. pool	1-yr growth	Share of specialists
Bengaluru	~4,700	+24%	33%
Delhi NCR	~2,600	+26%	9%
Hyderabad	~2,600	+34%	24%
Mumbai	~1,600	+27%	7%
Chennai	~1,000	+40%	Not available
Pune	~850	+23%	Not available
Rest of India	~4,700	Mixed	Kolkata, Noida, Jaipur, Ahmedabad

Builders and users sit in different cities

Bengaluru and Hyderabad together hold about 40% of the Anaplan pool but about 57% of the specialists. Delhi NCR and Mumbai lean the other way, towards finance professionals who use Anaplan. Chennai is the fastest-growing large pool, up 40%.

Source: Recruise Talent Intelligence.

The Bottom Line

Anaplan demand will keep growing, but as AI starts to build models the scarce skill becomes finance knowledge plus solution design.

THE BOTTOM LINE

Anaplan demand will keep growing, but as AI starts to build models the scarce skill becomes finance knowledge plus solution design.

Anaplan hiring in India is growing on three fronts at once: consulting firms replacing the people they lose, banks and GCCs building in-house teams, and Anaplan itself expanding in Gurugram. The talent is rated very hard to hire, the specialists are few and half of them are open to a move, and what they expect to be paid more than doubles with experience. None of these pressures will ease on their own.

Organisations that decide early whether they need a builder or a finance user, hire and train at entry level, protect their 4–7 year group and source from the firms that train this talent will find the market easier. For professionals, the direction is equally clear: finance knowledge and solution design are what will hold their value.

WHAT ANAPLAN'S AI AGENTS MEAN FOR MODEL BUILDERS

In December 2025 Anaplan announced CoModeler, an AI agent that builds and extends planning models from plain-language requests, which Anaplan says takes minutes instead of days or weeks. In June 2026 it set out its 'Agentic Enterprise' plan, with agents for finance, supply chain, sales and workforce planning. We expect routine model building, the core of the early-career Anaplan job, to be the task most affected. That does not remove the need for people: someone still has to design the model, check what the agent built and own the numbers. In a pool where only 10% have three years' experience or less, employers who stop hiring juniors will have no one to grow into those roles.

Source: Anaplan press releases (9 Dec 2025, 30 Jun 2026); Recruise Talent Intelligence.

Glossary and abbreviations

APPENDIX · TERMS AND SHORT FORMS USED IN THIS REPORT

Active hiring — our estimate of the roles employers are hiring for that ask for a given skill

Adaptive Insights — Workday's planning tool, also sold as Workday Adaptive Planning

Agent (AI) — software that carries out a task, such as building a model, from a plain-language request

Anaplan — cloud software for planning budgets, sales, headcount and supply in one connected model

ARR — annual recurring revenue – the yearly value of a software company's subscription contracts

Attrition — the share of employees who leave an organisation over a year

Big Four — the professional services firms Deloitte, EY, KPMG and PwC

Boutique — a small consulting firm that specialises in one product, here Anaplan

Chartered accountant — a member of the Institute of Chartered Accountants of India (ICAI)

CoModeler — Anaplan's AI agent that builds and extends planning models from plain-language requests

EPM — enterprise performance management – software for budgeting, planning and financial reporting

FP&A — financial planning and analysis – the finance team that budgets and forecasts

GCC — global capability centre – an offshore centre a company runs for its own operations

Hiring difficulty — a rating of how hard a pool is to hire from, from low to very high, comparing demand with supply

Hyperion — Oracle's long-established planning and reporting software; HFM is its consolidation product

Lakh — 100,000. One lakh is 0.1 million; 100 lakh is one crore (Cr)

LPA — lakh per annum, the usual way of quoting an annual salary in India

Median — the middle value in a group: half are above it and half below

Model builder — the person who builds planning models in Anaplan; the entry-level specialist role

OneStream — a newer finance planning and consolidation platform that competes with Anaplan

Open to work — a signal on a professional's profile that they will consider new roles

SAP Analytics Cloud — SAP's reporting and planning tool

SAP IBP — SAP Integrated Business Planning, SAP's supply chain planning platform

Solution architect — the senior Anaplan specialist who designs how models fit together

Specialist — a professional whose job is building or designing in Anaplan: model builders, consultants and architects

SQL — structured query language, used to query databases

Talent pool — our estimate of the professionals in India with a given skill

Typical expectation — the pay band that contains the middle person among those who state an expected salary

About this report

What Talent Radar is

Recruise's recurring read on specialist hiring in India, GCCs included. Each edition focuses on one skill area – where demand is moving, how supply is keeping up and what the talent costs.

Who this edition covers

Professionals in India who work with Anaplan – from the finance, sales and supply chain planners who use it to the model builders, consultants and solution architects who build it, in consulting firms, IT services, GCCs and Anaplan itself.

How to read the numbers

Pool sizes, headcounts and active hiring are Recruise estimates, shown as ranges. No single source counts everyone, so we combine professional-network and job-board data, remove the overlap and add a small allowance for people who appear in neither. The estimates are deliberately conservative: where a judgement was needed we took the lower figure, and they should be read as indicative ranges, not a census. Shares and growth rates describe the profiles analysed, for the 12 months to August 2026. Pay is what professionals report, as of October 2026.

SOURCES

1. Recruise Talent Intelligence – India talent-pool estimates, drawing on LinkedIn Talent Insights, LinkedIn Recruiter and Naukri; data to October 2026
2. Anaplan – Anaplan achieves significant milestones in its multi-year business transformation (20 Feb 2025)
3. Anaplan – Anaplan expands operations in India (24 Apr 2025)
4. Anaplan – Anaplan introduces new suite of role-based AI agents (9 Dec 2025)
5. Anaplan – Anaplan introduces the Agentic Enterprise (30 Jun 2026)
6. Anaplan – Anaplan opens first Customer Experience Center in APAC (1 Sep 2026)
7. Gartner – Magic Quadrant for Financial Planning Software, 2025
8. Gartner – Magic Quadrant for Sales Performance Management, 2026
9. Thoma Bravo – completion of the Anaplan acquisition (Jun 2022)
10. Nasscom–Zinnov – India GCC Landscape 2026 (Jul 2026)
11. Forrester Consulting – The Total Economic Impact of Anaplan (Mar 2026, commissioned by Anaplan)
12. Anaplan – customer pages and Anaplan Academy certification programmes (accessed Oct 2026)

Recruise Global

Want to hire talent that makes a real difference to your organisation?
Cut through the hype to get to what really matters.

About Us

Recruise is a global intelligence-led talent partner for enterprises, with offices in Bengaluru (HQ), Hyderabad, Mangalore and Lewisville, Texas. For two decades, we have been a trusted partner to Fortune 2000 companies, scaling mid-market global capability centres, and the senior professionals who lead them across Technology, Pharma, Life Sciences, and BFSI.

We combine deep sector expertise and proprietary hiring intelligence to deliver measurable impact across talent acquisition, executive search, and GCC transformation. Our work is reinforced by industry-leading research, deep market insights, and thought leadership across a wide range of sectors including Digital Services and ER&D, Enterprise Software, Internet of Things, Healthcare, Pharma, Lifesciences, Retail, Automotive, BFSI and Media & Telecom.

From scaling innovation to navigating disruption, global leaders turn to us to build, buy, and grow technology-led businesses that are ready for what's next.

Executive Search

Experienced Talent

Contract Staffing

Get in touch: sachith@recruiseglobal.com