

The state of Kubernetes jobs

MARKET REPORT 2023 Q4

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Kubernetes Job market trends for Q4 2023

Looking for your next Kubernetes job in the new year but don't know what salary you should expect?

Are Kubernetes remote jobs still a thing?

Find the answer to those questions and more in the State of the Kubernetes job market report for Q4 2023!

We filtered 293 jobs collected from October to December, manually reviewed and tagged them and finally analyzed them to spot patterns and trends.

Before you start reading the report, remember that we only list jobs that:

- 1. Require Kubernetes experience.*
- 2. Mention a clear salary range.*
- 3. Are listed by companies (and not recruitment agencies).*

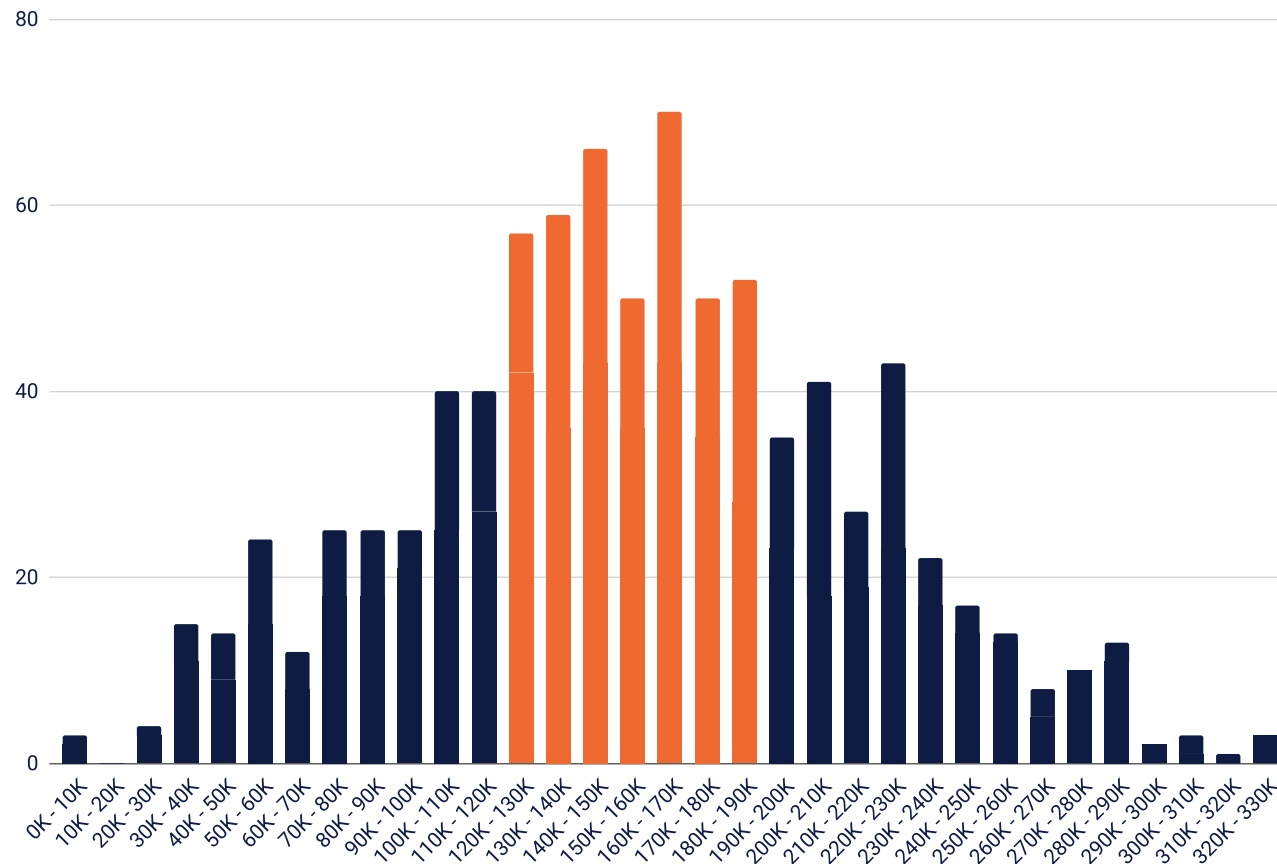
Do consider the above factors while looking at the numbers.

Let's start!

How much does a Kubernetes job pay in Q4 2023?

On average, a **minimum of \$130,948** and a **maximum of \$183,520**.

Kubernetes job salary ranges (Worldwide, in USD)



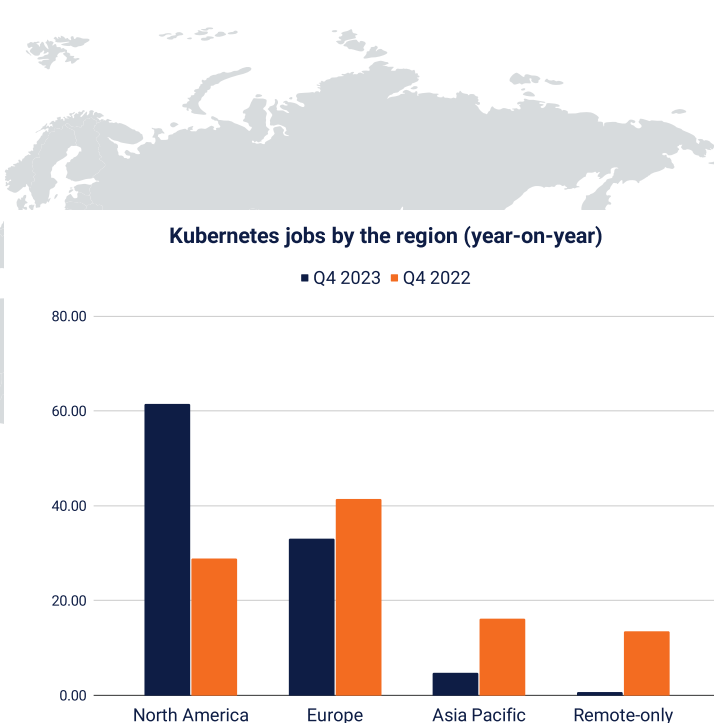
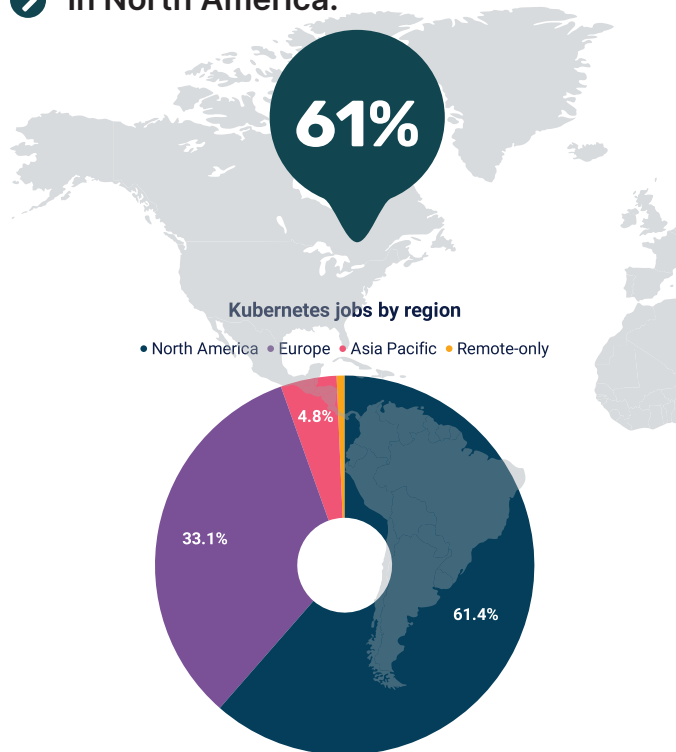
Do take this with a grain of salt!

We've taken all 293 salaries of the jobs we've published in Q4 and converted these to USD.

Let's make more sense of those numbers by looking at the breakdown for each region.

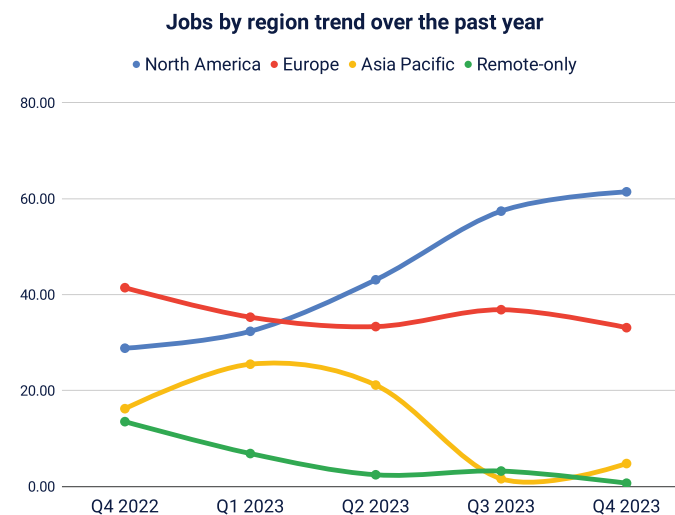
Where are the most Kubernetes job offers located?

➤ In North America.



➤ What could possibly be the reason for such a drastic difference within a year?

While there may be numerous factors involved, here is our take on the following:?



Of all the jobs we listed in Q4 2023:

- **Almost 64%** of these were from North America.
- *Europe comes in second* with 33% of the jobs.
- *5% of the jobs* are from the Asia-Pacific region.
- **Less than 1%** of the jobs are remote-only.

In Q4 2022:

- Europe was the most popular Kubernetes job location, with **41% of the total jobs**.
- North America came in **second with 29%** of the total jobs.
- While *Asia-Pacific represented 16%*, and remote-only jobs represented the *remaining 14%*.

Fully remote jobs were more popular in the fourth quarter of 2022, and soon after, they started decreasing

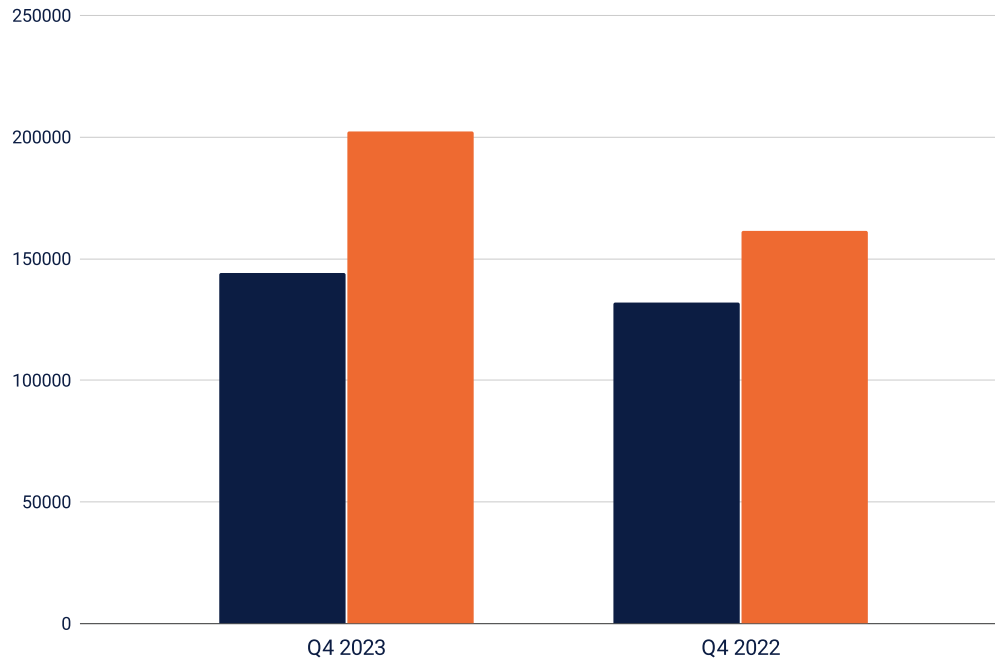
until reaching a lower point in the third quarter of 2023.

To back up this fact, we found out that [American work-from-home rates have been the lowest since the pandemic.](#)

Let's compare this with the fourth quarter of 2022.

What's the average Kubernetes job salary in North America?

North American Kubernetes salaries year-on-year (in USD)



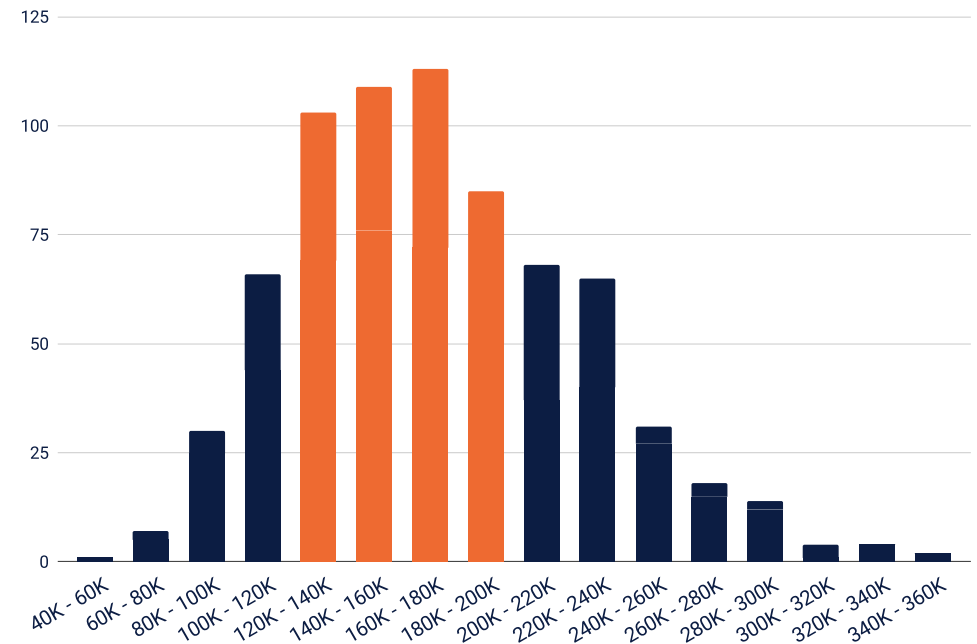
In North America, the average minimum salary stands at **\$144,030** and the maximum salary is at **\$202,202**.

The highest recorded salary in North America was a groundbreaking **\$520,000!**

You must thank the latest hype in Artificial Intelligence for that, as companies such as OpenAI are willing to go above and beyond to source the best candidates.

How do the numbers compare with Q4 2022?

Kubernetes job salaries in North America (in USD)



The minimum average salary has **increased by 9%**:

- In Q4 2022, the minimum average salary in North America was **\$132,097**.
- [The average inflation in the United States from Q4 2022 to Q4 2023 is 5.05%](#).

Therefore, it is a good sign that the minimum salaries have increased beyond the inflation numbers.

The maximum average salary has **increased by almost 15%**.

What is the average Kubernetes job salary in Europe?

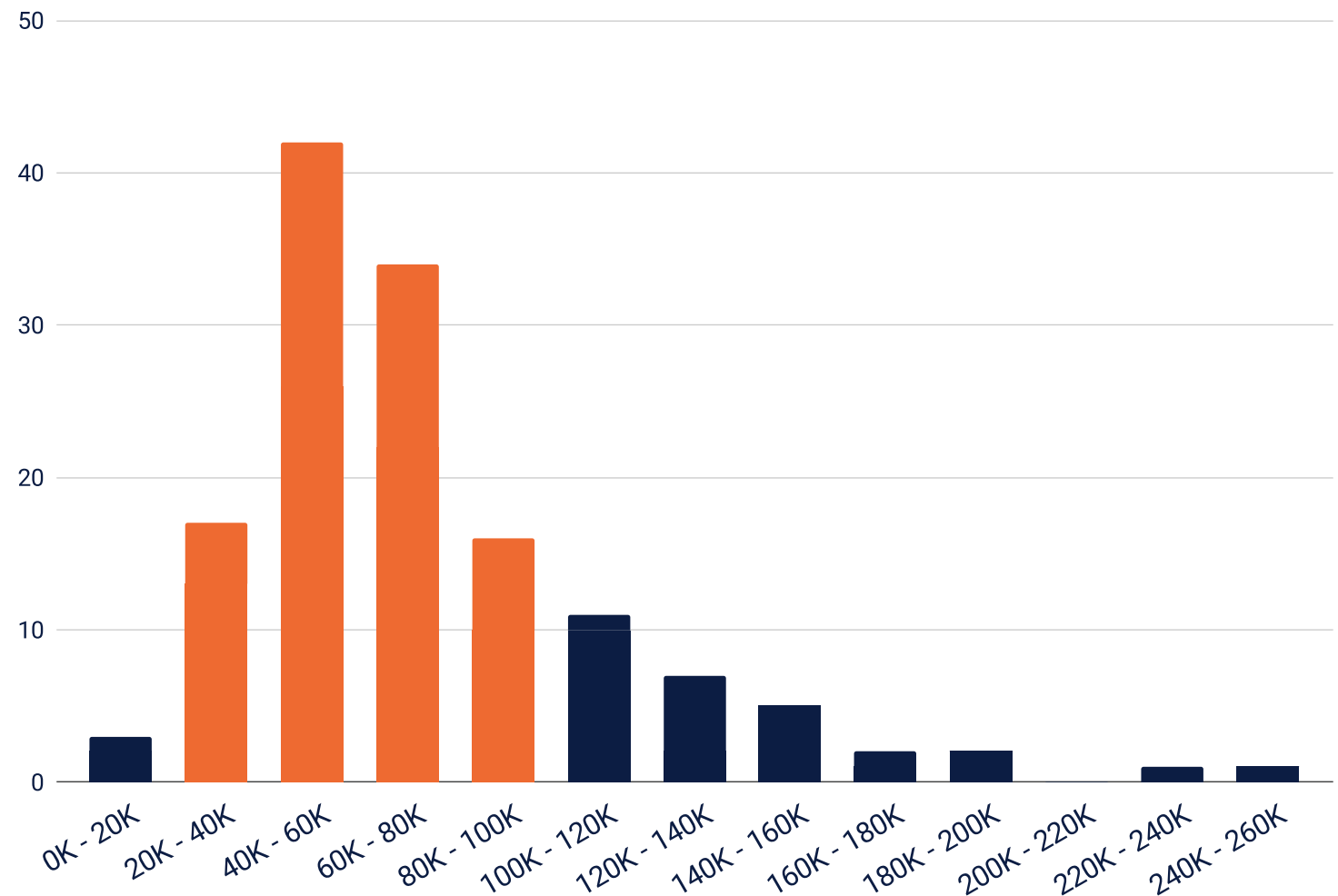
Across the pond, the *minimum* salary offered in Europe, on *average*, stands at **€64,023**, while the *maximum* salary (on average) offered stands at **€84,584**.

The highest recorded salary in Europe was **€206,256**.

While looking at these numbers, you should remember that we computed those numbers by filtering the location and converting the currency to euros.

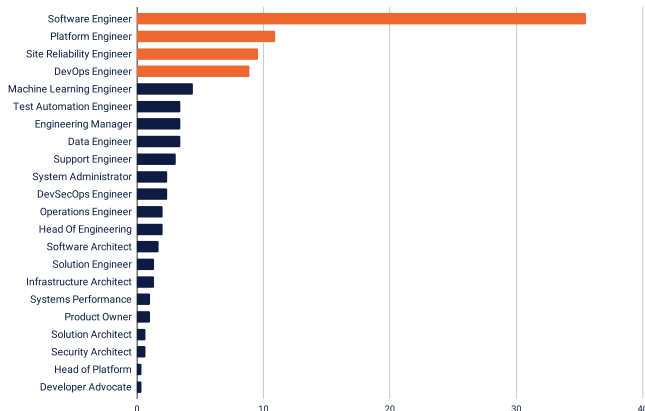
Europe is a vast and diverse continent with countries with varied economics, cost of living, and technological status – so it might not fully represent the country you live in.

Average Kubernetes salaries in Europe (in Euros)

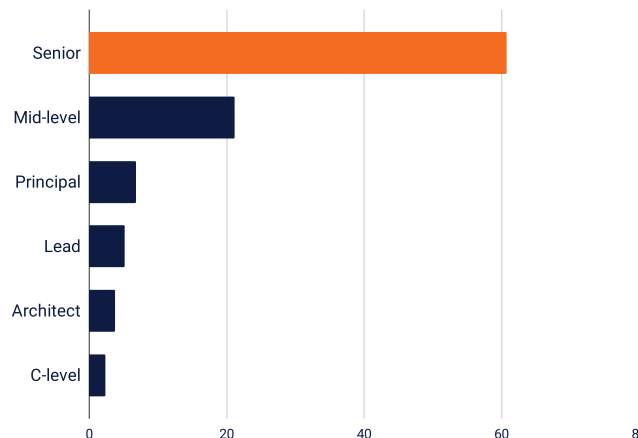


The Kubernetes job market seeks Senior Software and Platform Engineers

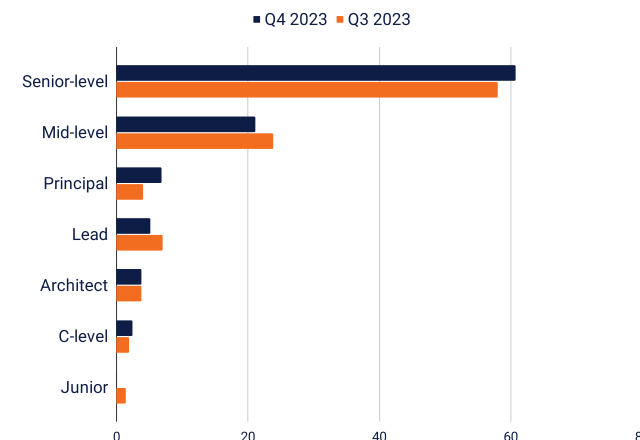
Most Popular job titles for Q4 2023



Preferred experience level for Kubernetes jobs



Preferred experience levels (Q4 2023 vs Q3 2023)



Of all the jobs we published in Q4 2023, **35% of these** were **Software Engineer** positions that required Kubernetes experience.

Next in popularity were **Platform Engineer** and **Site Reliability Engineer** roles with **11%** and **9%** representation.

These were followed by:

- DevOps Engineer: 8%
- Machine Learning Engineer: 4%
- Test Automation Engineer: 3%
- Engineering Manager: 3%
- Data Engineer: 3%

If you've been following this report for a while (or you're in the job market), you might have noticed that Senior positions are the most sought-after.

Of all the jobs published in Q4 2023, 60% were for senior-level positions, and mid-level positions constituted 21%.

These were followed by:

- Principal-level jobs: 6%
- Lead-level jobs: 5%
- Architect jobs: 3%
- C-level jobs: 2%

Unfortunately, there were no entry-level positions in Q4 2023.

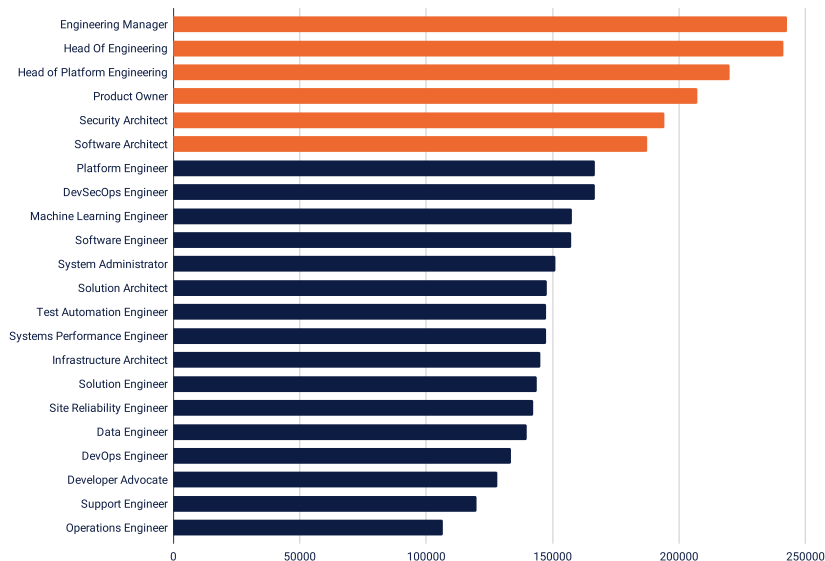
If we compare the numbers with Q3 2023, we can assess how the demand for senior positions hasn't changed.

However, in Q3 2023, we published 12 entry-level positions on Kube Careers, while none were in Q4 2023.

We at Kube Careers want to increase the demand for junior and inter roles, so if you come across one at your company or know of one, [please let us know, and we will help you reach the right audience.](#)

Kubernetes job salaries based on the job title

Average Kubernetes salaries based on the job title

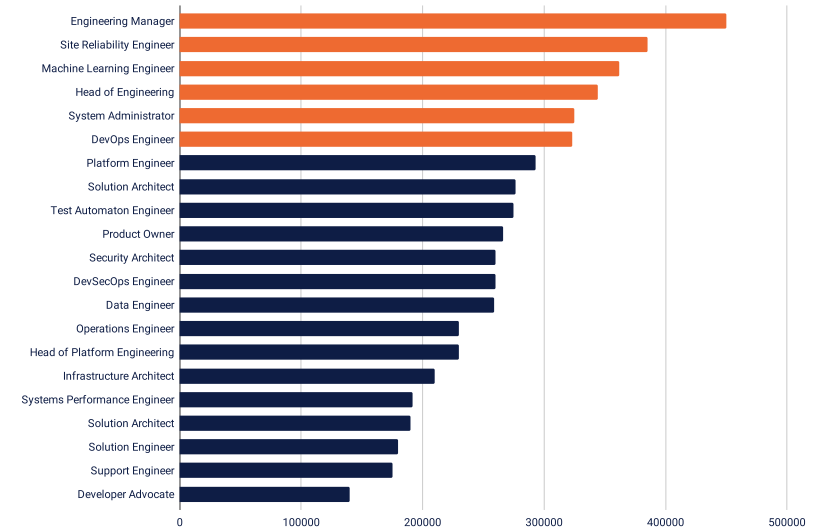


Does it make any difference how you market yourself?

Is it better to be a DevOps engineer or a Platform engineer?

It is not a complete surprise that managerial roles such as **Head of Engineering** or **Engineering Manager** are the most remunerated jobs.

Highest recorded salary as per job title



However, there are a few things worth noting:

- Security roles (e.g. **DevSecOps**, **Security Architect**) tend to pay more than non-security counterparts (e.g. **DevOps**, **Software Architect**).
- If you are following the AI hype and working with data, you should aim to land a **Machine Learning engineer** position. **Data engineer** jobs earn 15% less on average.

Surprisingly, the **DevOps** and **Site Reliability Engineer** jobs trend lower than the other job titles.

What's the reason for that?

To understand the complete picture, remember that the chart above is an average for all positions – including juniors, mid-level, C-roles, etc.

In its current state, it's probably a bit conservative as it's averaging out high-paying senior roles with junior or mid-level jobs from countries with different incomes.

It's easier for a single data point to skew the average.

Let's look at another extreme: the highest-paying job for each title to give you a different perspective.

Here are the top job titles with the highest recorded salary in Q4 2023:

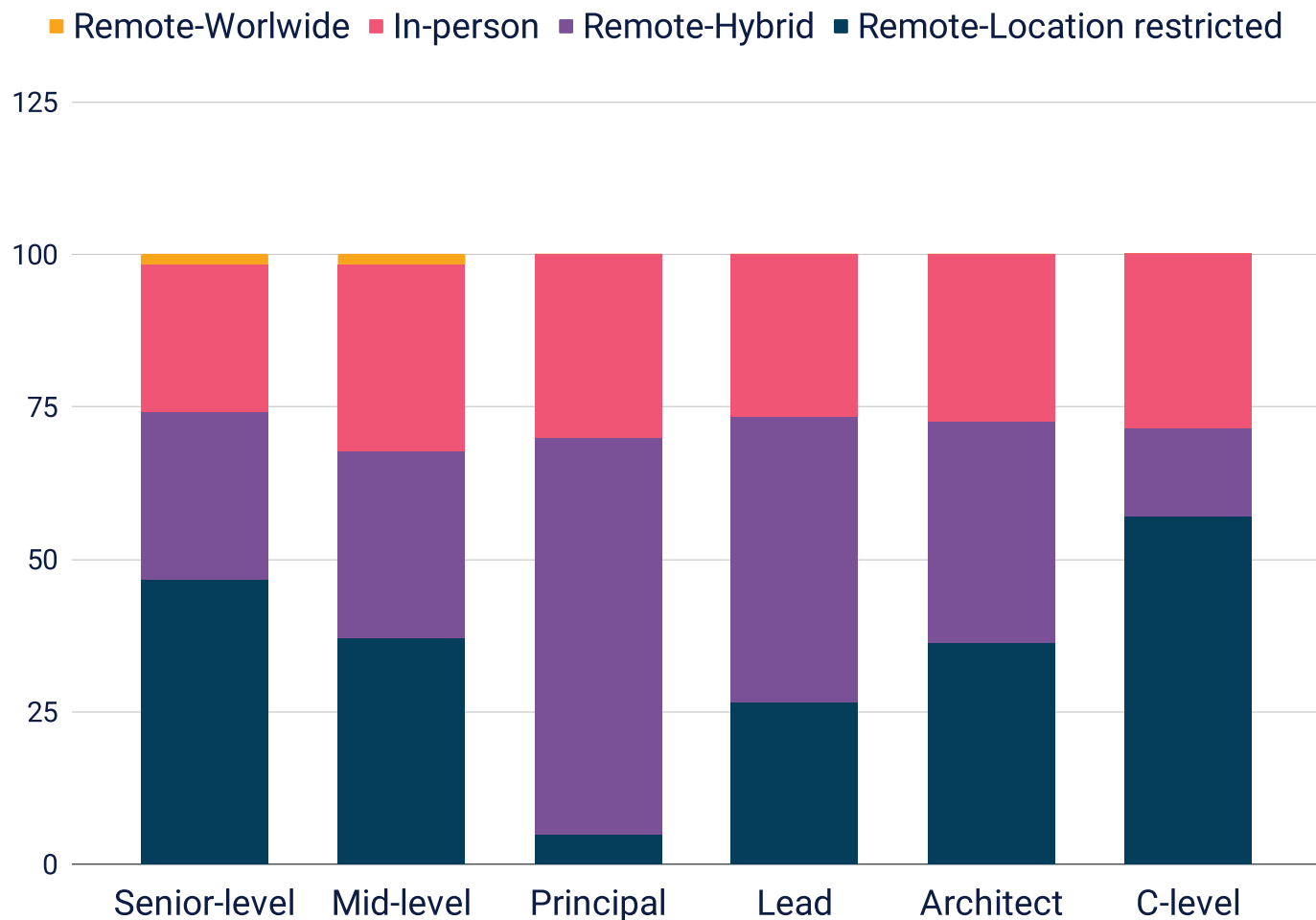
1. Engineering Manager: **\$450,000**
2. Site Reliability Engineer: **\$385,000**
3. Machine Learning Engineer: **\$362,000**
4. Head of Engineering: **\$344,400**
5. System Administrator: **\$325,000**
6. DevOps Engineer: **\$323,300**
7. Platform Engineer: **\$293,000**

This chart suggests that if you want to land a high-paying job, you aim to become (or position yourself) as a **Site Reliability Engineer**.

[And DevOps is definitely not dead](#) as the highest paying job for DevOps passes the Platform Engineering role!

Are Senior Engineers driving the demand for remote work?

Experience-levels with preferred working models



Here are the key insights from this chart

The higher your role in the organizational chart, the more likely you are to have a job that requires being present in the office. With one exception: C-level roles – they can do pretty much anything they want.

No matter your level of seniority, 25-30% of job opportunities still require you to be in the office every day.

Fully remote jobs are possible, but only for senior and mid-level roles (less than 2% of all opportunities).

How much does a remote Kubernetes job pay?

Every company has a different understanding of what *remote* means.

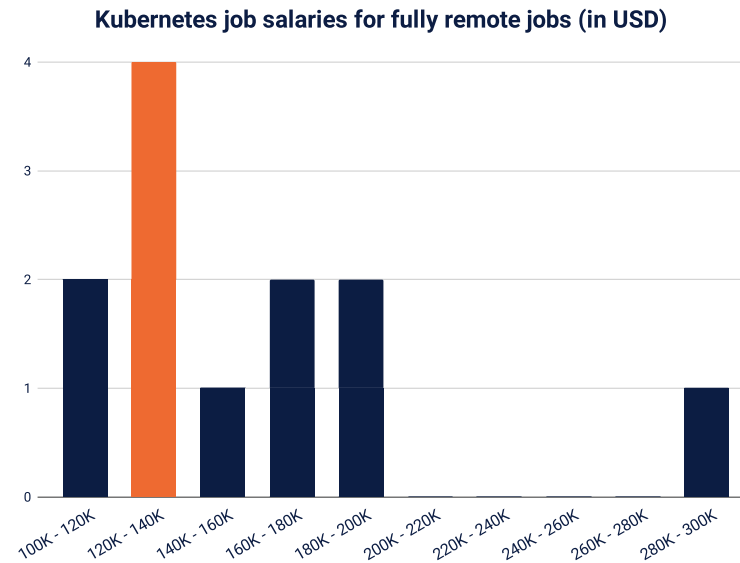
So, we decided to divide these into three categories:

- 1. Fully remote jobs.** Jobs that allow you to work from anywhere worldwide without restriction.
- 2. Remote but location-restricted jobs:** These jobs require working remotely within a specific geography. E.g. Remote work only within the United States of America or within UTC±4.
- 3. Hybrid jobs:** These jobs require you to show up at the office a few days a week and work remotely on others. For example, you are in the San Francisco office on Monday and Tuesday but can spend the rest of the week working from home.

When we reviewed the job description, we manually reviewed their remote policy and applied one of the three labels above.

Now, let's look at the salaries for remote Kubernetes jobs.

Salaries for fully remote Kubernetes jobs

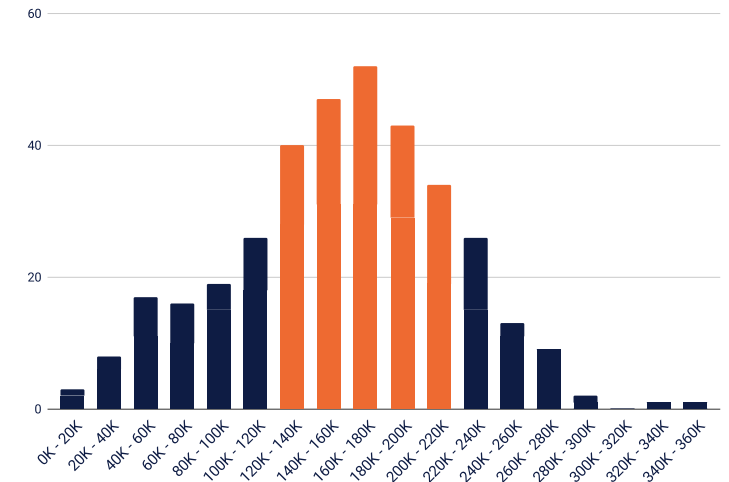


On average, the minimum salary for a remote-worldwide kubernetes job is **\$117,700**, while the maximum compensation is **\$193,150**.

Note that we have converted all the remote worldwide job salaries into USD.

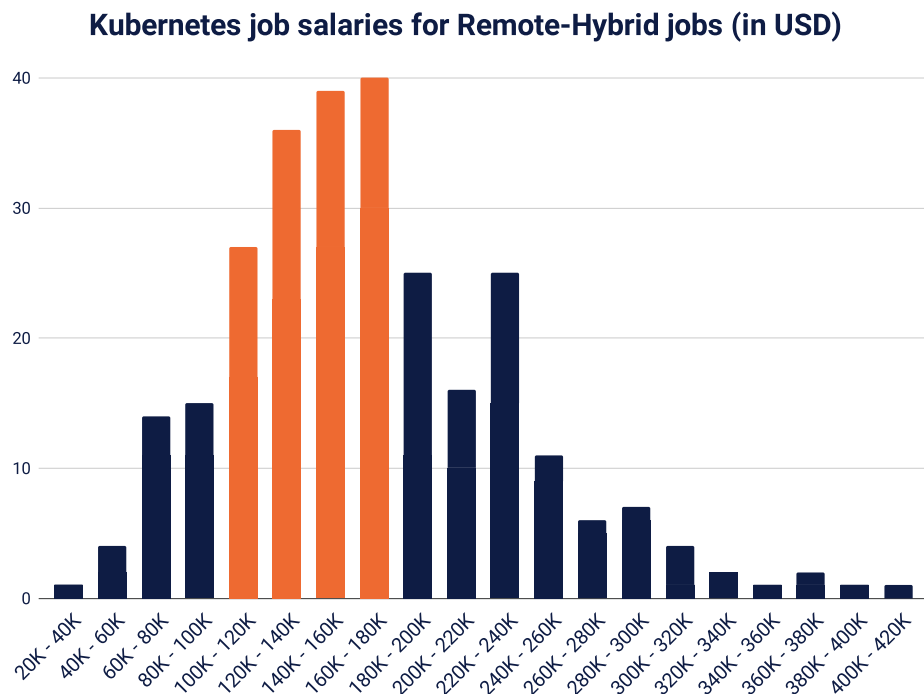
Salaries for remote but location-restricted Kubernetes jobs:

Kubernetes job salaries for Remote-location restricted jobs (in USD)



The average minimum salary for a remote but location-restricted Kubernetes job is **\$131,891**, while the average maximum salary is **\$179,847**.

Salaries for hybrid Kubernetes jobs



The average salary for a hybrid Kubernetes job is **\$139,629**, while the maximum average salary stands at **\$199,320**.

Why are the salaries for hybrid Kubernetes jobs the highest among the remote categories?

While there could be numerous reasons for it, here's our two cents:

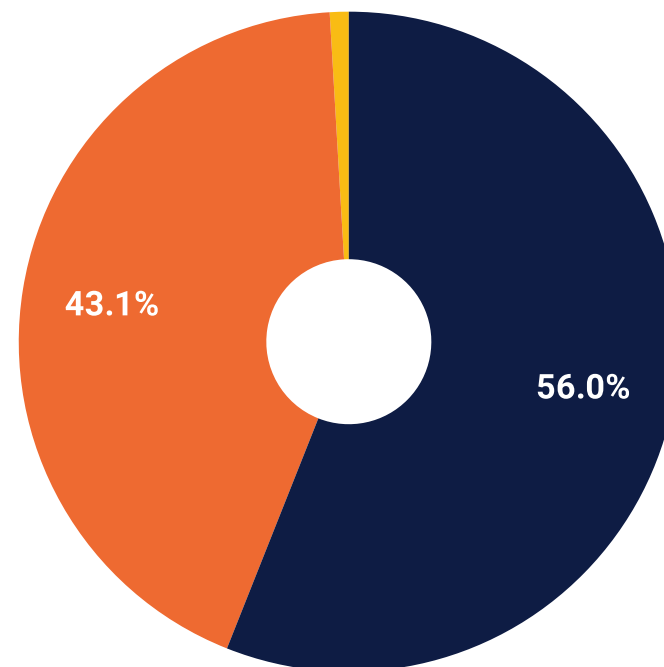
1. Since fully remote jobs are declining, remote-hybrid mode of working is gaining popularity since employees do desire at least some remote flexibility in their work.
2. Most hybrid jobs published on our platform are **based in North America**. Since, on average, North American jobs pay higher than other geographies, the **average salary figures have come out higher**.

Is remote work gaining or losing popularity?

Remote work job opportunities have increased by **12%** since Q3 2023.

Remote working trends in Q4 2023

• Remote-Location Restricted • Hybrid • Remote Worldwide



Of all the jobs that mentioned remote working in Q4 2023:

- **Almost 72%** of these were remote jobs.
- While *Hybrid* jobs accounted for almost 28% of the total jobs.
- Remote-only jobs represented a **measly 0.59%**.

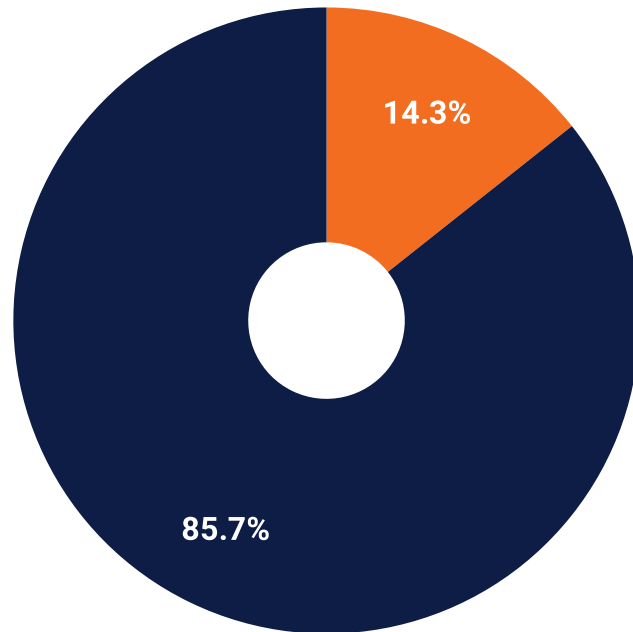
How does this compare with the last quarter?

Kubernetes jobs with on-call rota

Thankfully, most jobs don't ask employees to participate in on-call rotation.

On-call mentions in Kubernetes job descriptions

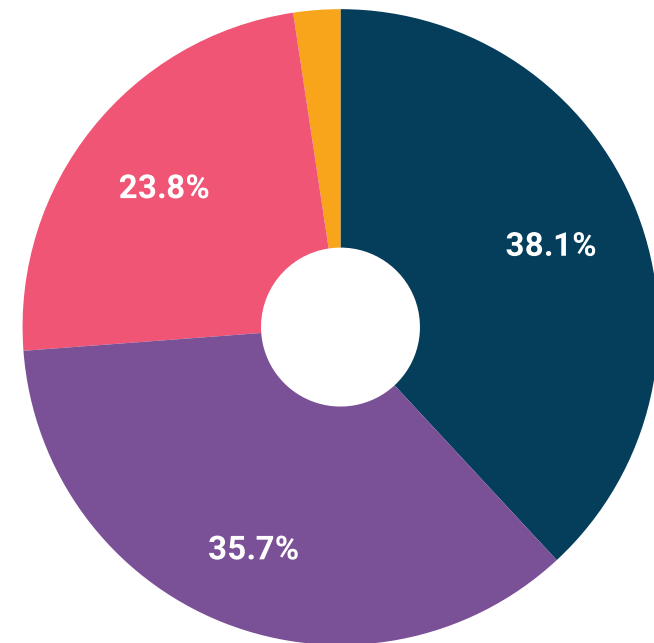
• On-call mentions • No mentions of On-call



Of all the jobs we published in Q4 2023, **only 14%** of these required the employee to be on-call.

On-call mentions with respect to mode of working

• Remote Location Restricted • Hybrid • In-Person • Remote Worldwide



Of all the jobs that mentioned on-call requirement:

- **38%** of these were remote jobs with a local restriction.
- **35%** were hybrid jobs, while **23%** of these were in-person jobs.

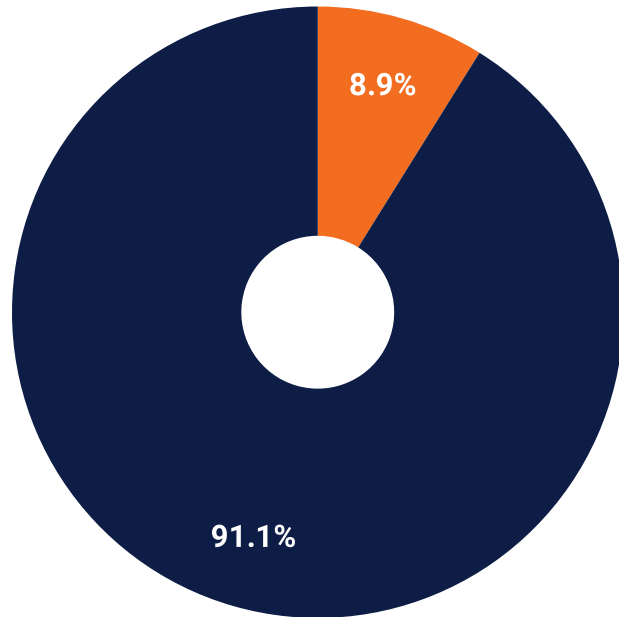
This makes sense: if your company doesn't have a distributed workforce (e.g. doesn't allow employees to work from anywhere), they must ask the existing employee to participate in the call rota.

How important are certifications for a Kubernetes job?

The data suggests that not many companies ask for them.

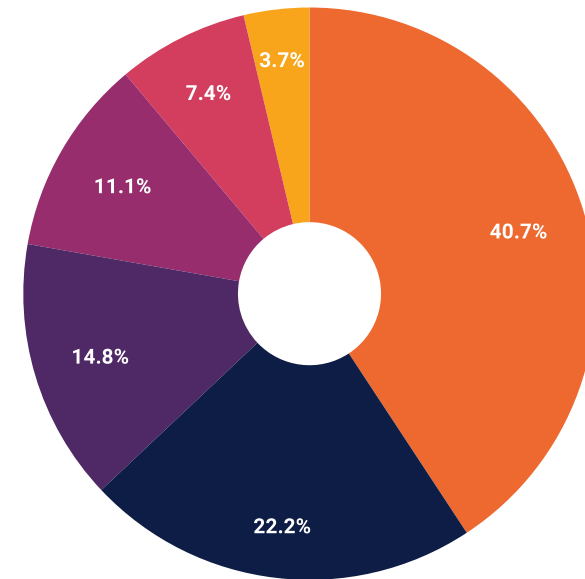
Certifications mentions in Kubernetes job descriptions

• Mentions of Certifications • No mentions of certifications



Popular certifications mentioned in job descriptions

• AWS certifications • Azure certifications • CKA
• Linux Foundation Certifications • GCP certifications • CKAD



Only 9% of the jobs we published in Q4 2023 mentioned a need for a certification.

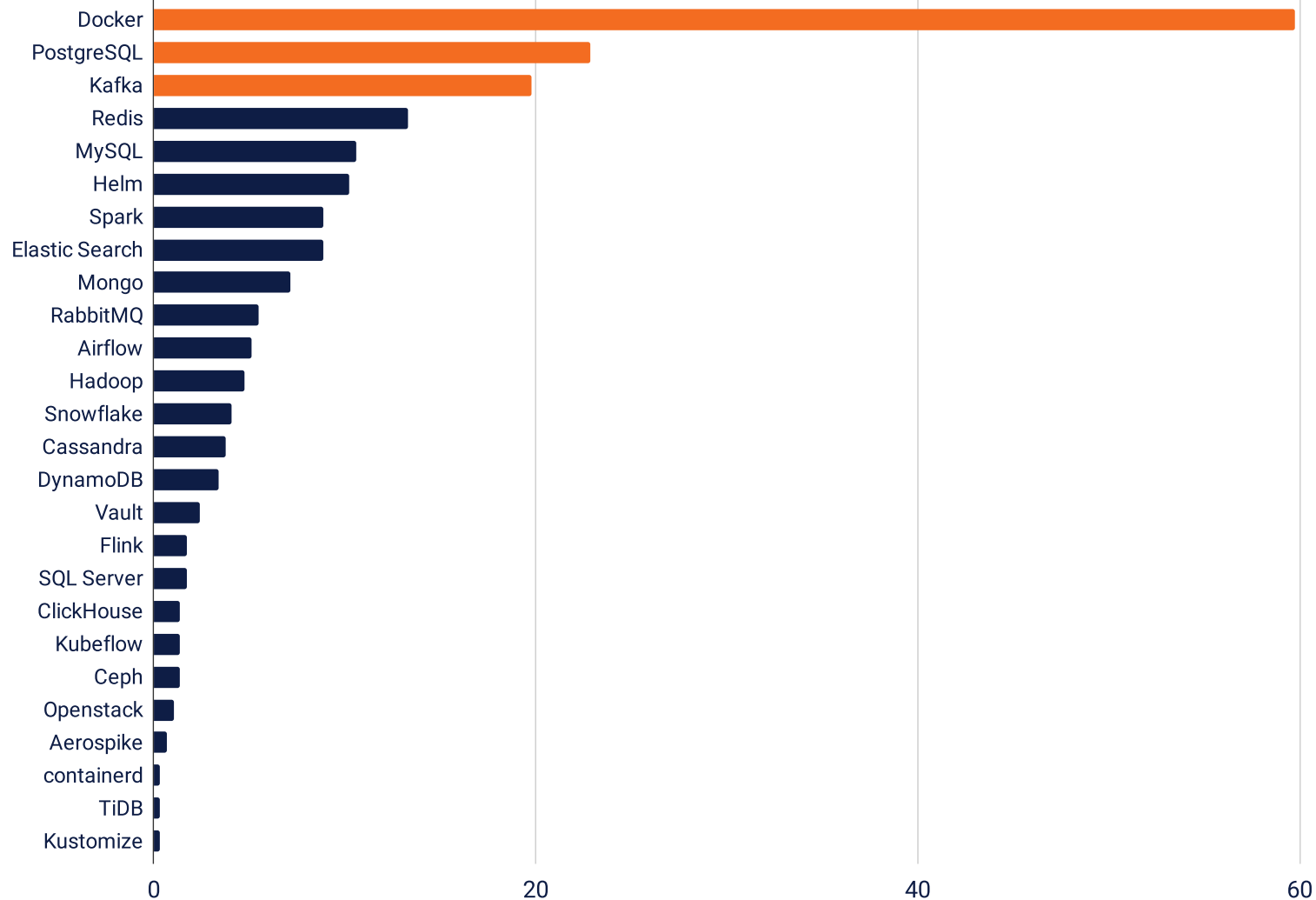
Having said that, certifications will always be seen as a differentiator. Here are all the mentions of certifications for this quarter:

Of all the job descriptions that mentioned specific certifications:

- **More than 40%** of these mentioned the **AWS certifications**.
- These were followed by **Azure, CKA, and (any) Linux Foundation Certifications** with **22%, 14%, and 11%** representation.
- GCP and CKAD certifications were mentioned in **7% and 3%** of the total mentions.
- There were **no mentions of KCNA and CKS certifications** for Q4 2023.

Popular technologies for Kubernetes jobs

Popular technologies



The most popular technology for Kubernetes jobs is **Docker**, with **60%** of the jobs mentioning it.

PostgreSQL and **Kafka**, with **22%** and **19%** representation, are distinct from the first yet closer to each other.

The rest of the top ten popular technologies are:

- Redis: 13%
- MySQL: 10%
- Helm: 10%
- Spark: 8%
- ElasticSearch: 8%
- Mongo: 7%
- RabbitMQ: 5%

Which programming languages are most in demand for Kubernetes jobs?

More than half of the jobs (52%) published in Q4 2023 mentioned the need for Python experience.

The next tier of popular languages were Java (31%), Go (29%), and Javascript (27%).

Other languages completing the top ten list are:

Shell: 14%

C#: 11%

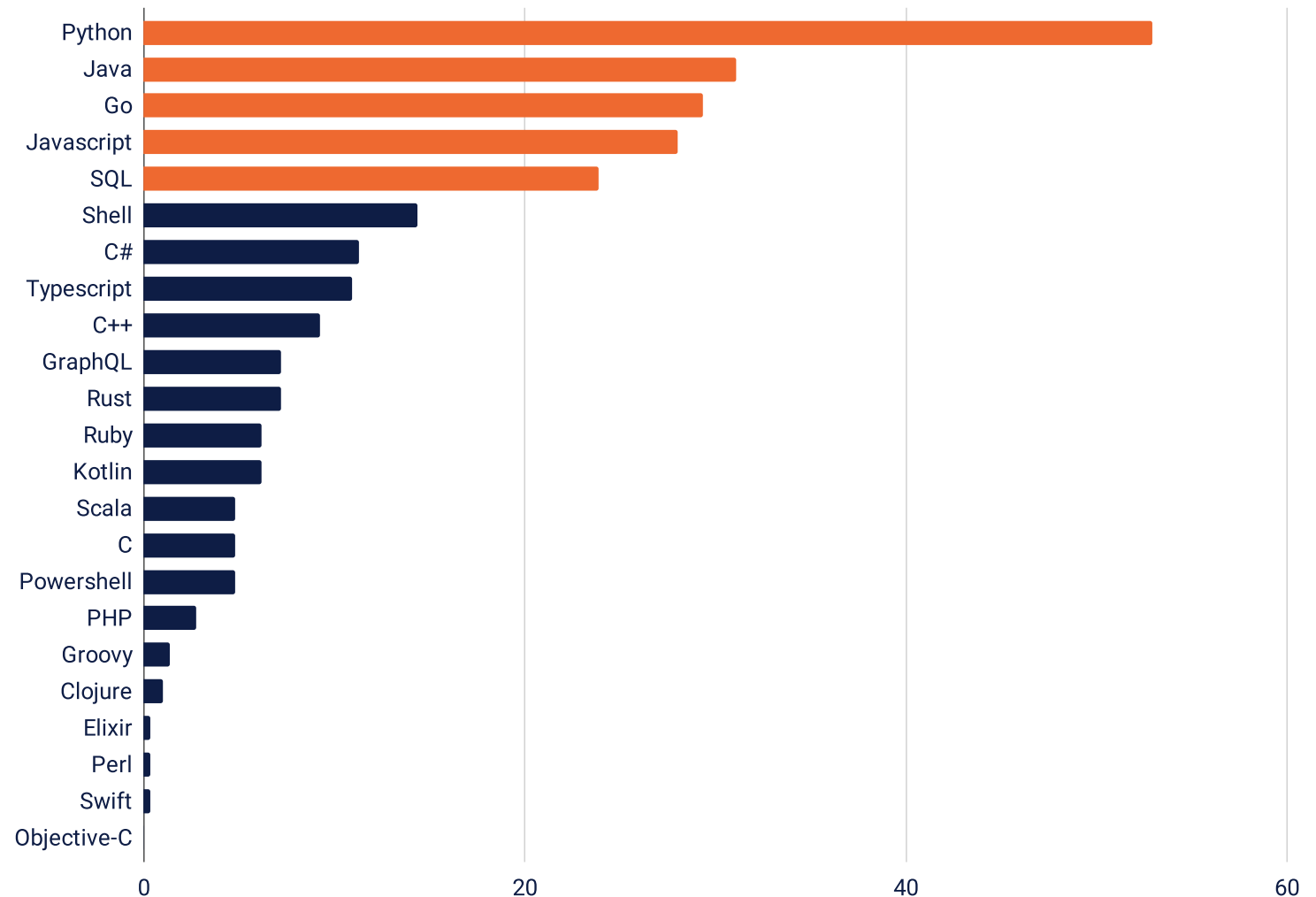
Typescript: 10%

C++: 9%

GraphQL: 7%

Rust: 7%

Programming languages popularity

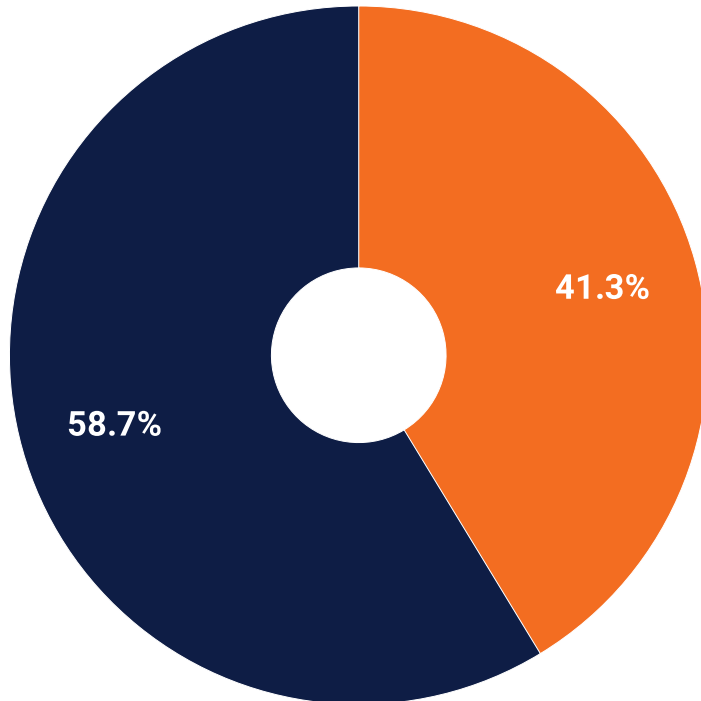


What CI/CD tools are popular in Kubernetes job descriptions?

Of all the jobs we published in Q4 2023, 42% mention a requirement for CI/CD experience.

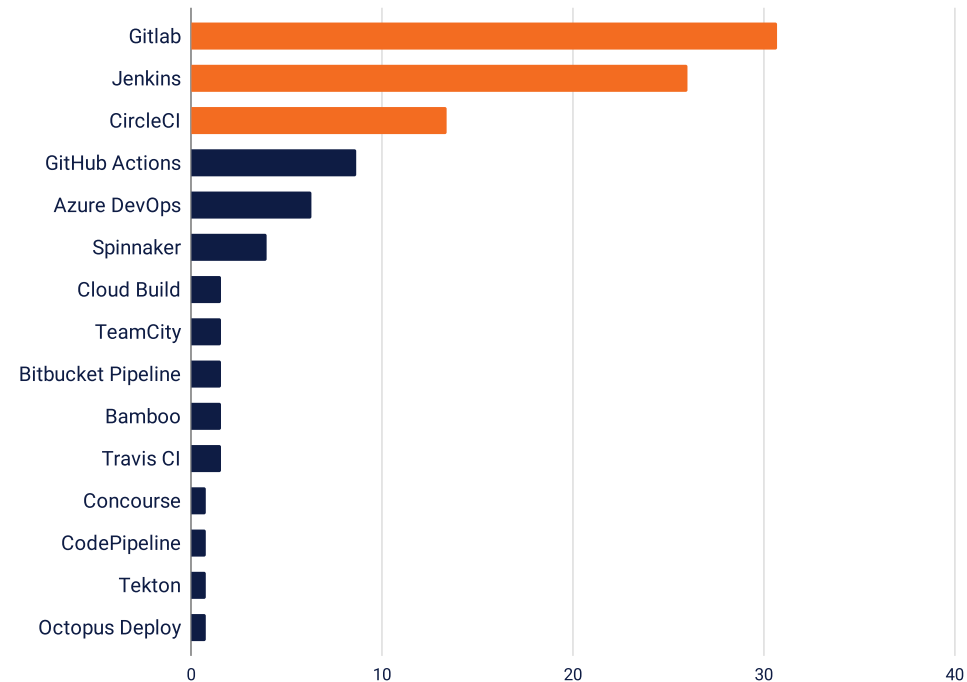
CI/CD mentions in job descriptions

● CI/CD mentions ● No mentions of CI/CD



Here are all the mentions of specific tools:

Specific CI/CD tools mentioned in job descriptions



Gitlab topped the charts with **30%** of the total tags.

Jenkins and **CircleCI** come in second and third with **25%** and **13%** representation.

These were followed by:

- *GitHub Actions*: 8%
- *Azure DevOps*: 6%
- *Spinnaker*: 3%

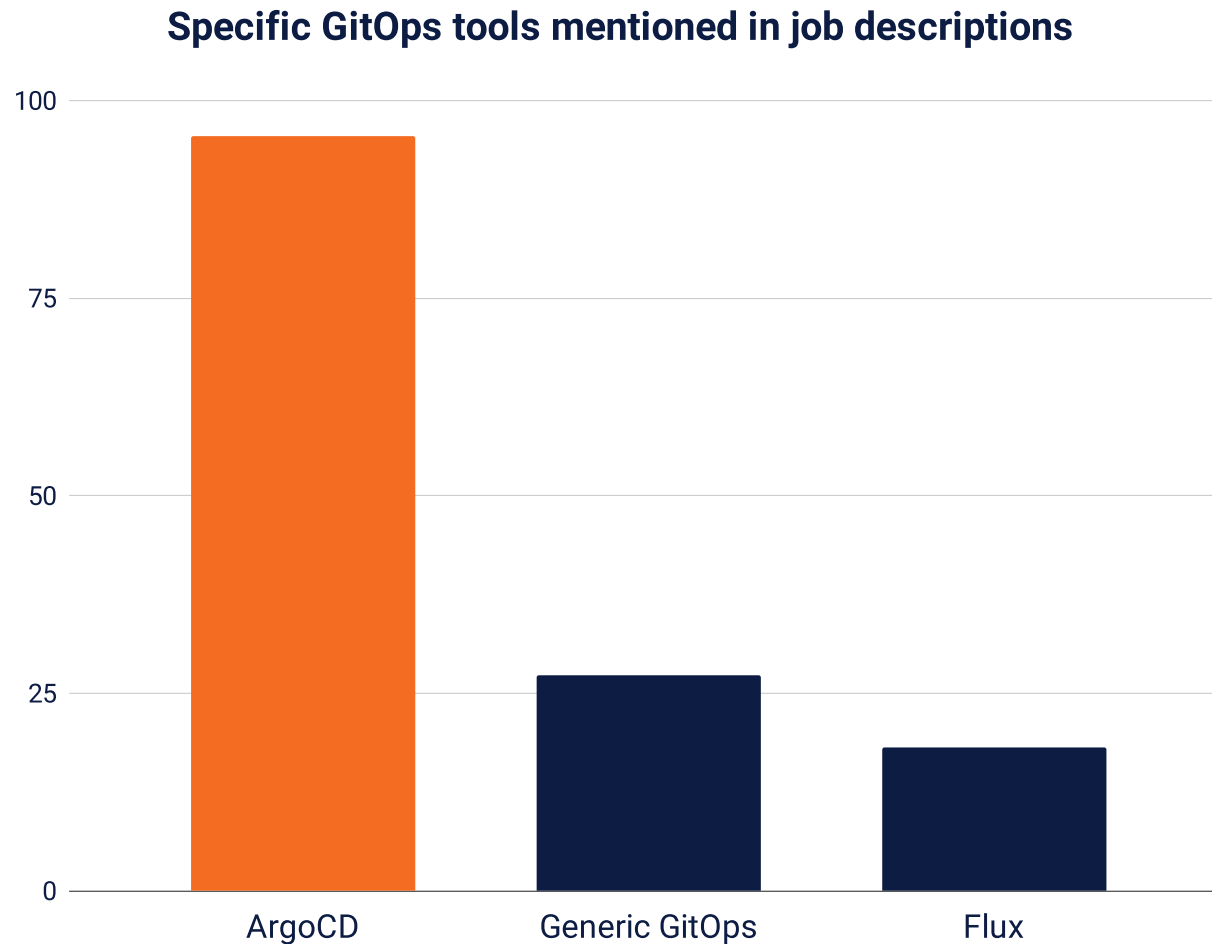
It's nice to see GitLab and Jenkins chasing each other!

We saw the same happening at the beginning of 2023, only for Jenkins to return to the top until the end of 2023.

Will Jenkins make a comeback again?

Is GitOps popular in Kubernetes jobs?

Of all the jobs we published in Q4 2023, only 7% mentioned the need for GitOps experience. GitOps tools were mentioned in the following way:



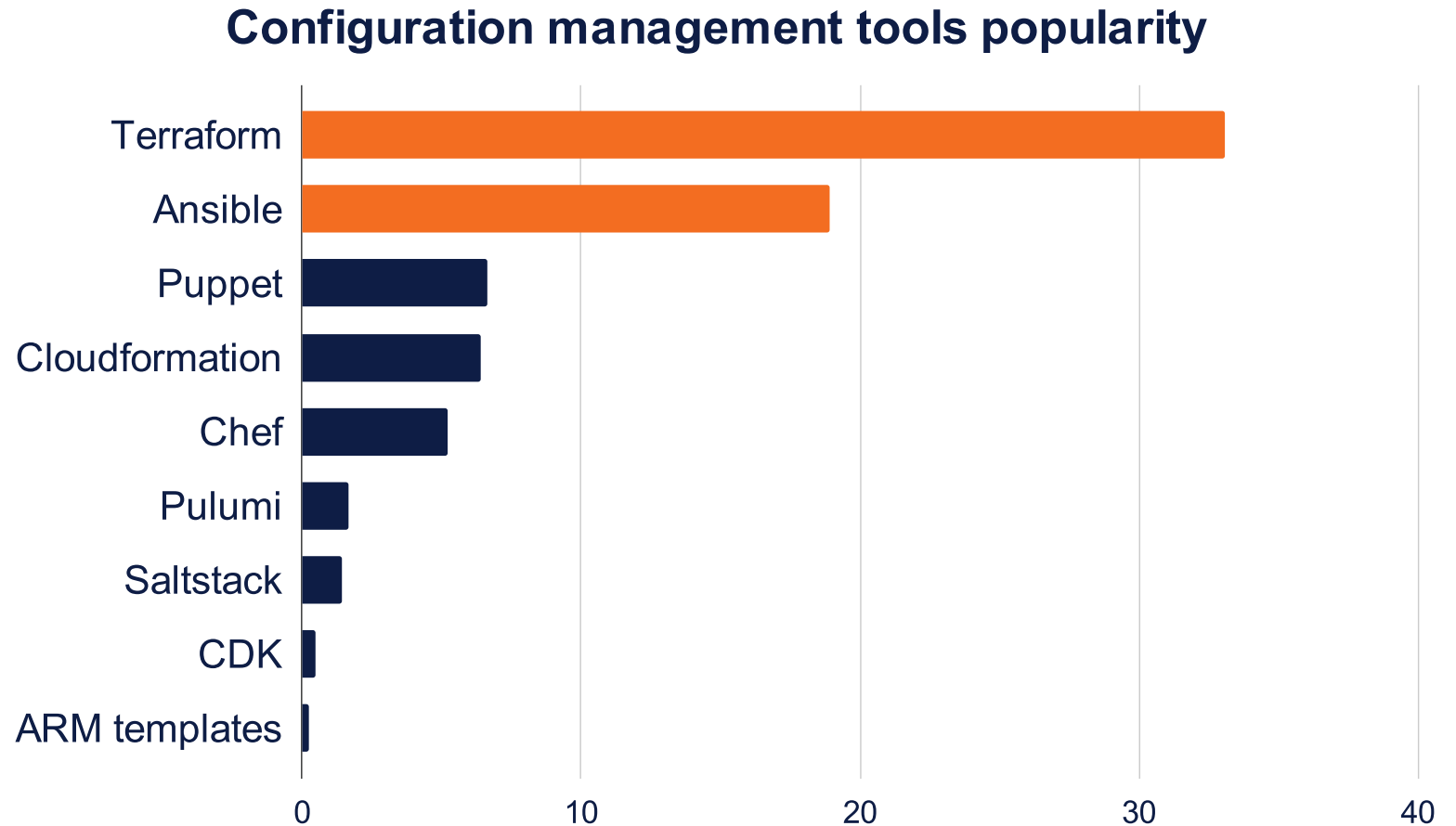
Of the total specific GitOps tools tags (just 22 in total), **95%** of these were for **ArgoCD**, **27%** were **generic GitOps**, and **18%** were for **Flux**.

What configuration management tools are popular in Kubernetes jobs?

Looking at the numbers, they don't seem so important!

Only 21% of the jobs we posted in Q4 2023 mentioned a need for Configuration management tool experience.

Yes, here is the order of popularity for specific tools mentioned:



Of the total specific tags for configuration management tools:

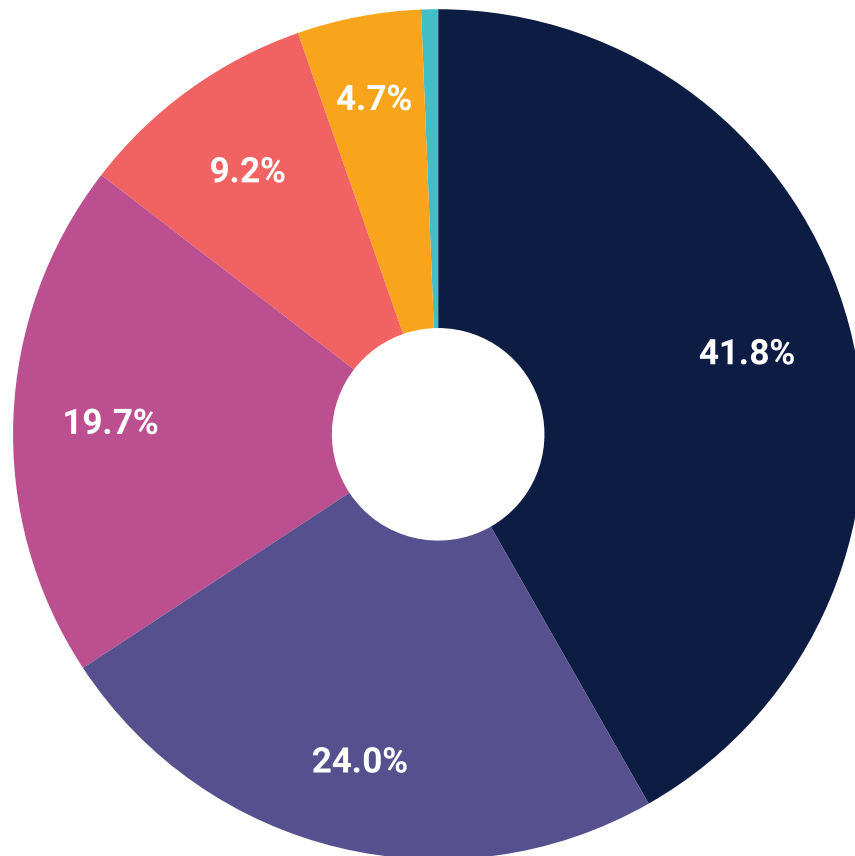
- **Terraform** is at the, as usual, with 33% of mentions.
- **Ansible** is a distant second at 19%.
- **Puppet** and **Chef** came in close third position with 8% popularity.

Which are the most popular cloud providers mentioned in Kubernetes jobs?

Spoiler: The popularity starts with AWS.

Infrastructure location preference

• AWS • GCP • Azure • On-premise • Generic Multicloud • Alibaba cloud



First, of all the jobs we published in Q4 2023, **more than 90%** of these revealed their infrastructure location.

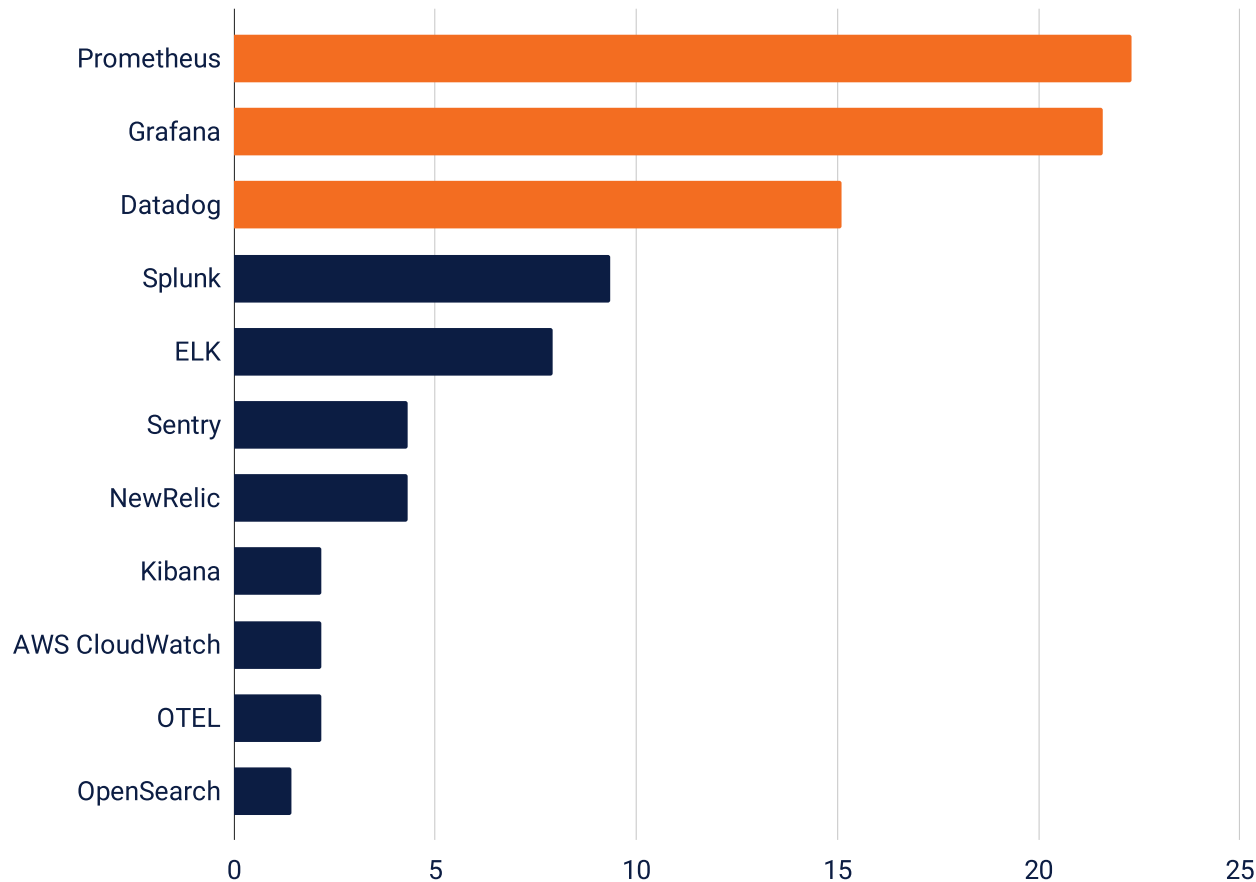
Of the total jobs that mentioned their infrastructure location:

- Almost all of these mentioned **more than one location**.
- More than **41%** of these mentioned **AWS** as their preference.
- At a distance but still fighting for the second place were **GCP** and **Azure** mentions with **23%** and **19%** representation.
- These were then followed by *On-premise* **9%**, *Multicloud* **4%**, and *Alibaba* **0.6%**.

What monitoring, logging, and observability tools are popular in job descriptions?

Only 22% of the total jobs published in Q4 2023 mentioned the need for observability tools.

Popular observability tools



Of all the specific observability tags:

Prometheus was the most popular tool with **22%** of the total tags mentioning it.

A close second was **Grafana** with **21%**.

Other notable tools were:

- *Datadog: 15%*
- *Splunk: 9%*
- *ELK: 7%*

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