

# The state of Kubernetes jobs

MARKET REPORT 2024 Q1

# This report was brought you by



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# Table of Contents

Kubernetes Job market trends for Q1 2024	3
How much does a Kubernetes job pay in Q1 2024?	4
Where are most Kubernetes job offers located?	5
What's the average Kubernetes salary in North America?	6
What is the average Kubernetes salary in Europe?	7
What about Kubernetes salaries in APAC and LATAM?	8
The Kubernetes job market seeks software engineers, DevOps and SREs	9
What was the nature of work required for these titles?	10
What is the preferred experience level for most Kubernetes jobs?	11
7 out of 10 jobs allow remote work of some sort!	12
Remote work doesn't mean you can work from anywhere	13
How much do remote Kubernetes jobs pay?	14
What is the average salary for remote roles restricted to a specific country?	15
What about remote jobs that require working within specific business hours?	16
What are the average salaries for hybrid roles (office + home)?	17
If these are remote job salaries, what about regular jobs in the office?	18
Kubernetes jobs with on-call rota	19
How important are certifications for a Kubernetes job?	20
Popular technologies for Kubernetes jobs	21
Which programming languages are in demand the most for Kubernetes jobs?	22
What CI/CD tool tools are popular in Kubernetes job descriptions?	23
Is GitOps popular in Kubernetes jobs?	24
What configuration management tools are popular?	25
Popular cloud providers for running Kubernetes	26
Observability adoption in Kubernetes	27
Conclusion	28

# Kubernetes Job market trends for Q1 2024

**How has the Kubernetes job market trended so far in 2024?** Has the demand for Kubernetes jobs resurrected or plummeted?

If you are in the market for a Kubernetes job, **what skillsets are in demand, and what should you prioritize?**

The answers to the above questions and many more await us in our State of the Kubernetes job market report for Q1 2024.

We filtered through hundreds of job descriptions to arrive at a dataset of 332 jobs.

Then, we manually reviewed and tagged them, finally analyzing them to spot key patterns and trends.

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

- **Require Kubernetes experience.**
- **Mention a clear salary range.**
- **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 Q1 2024?

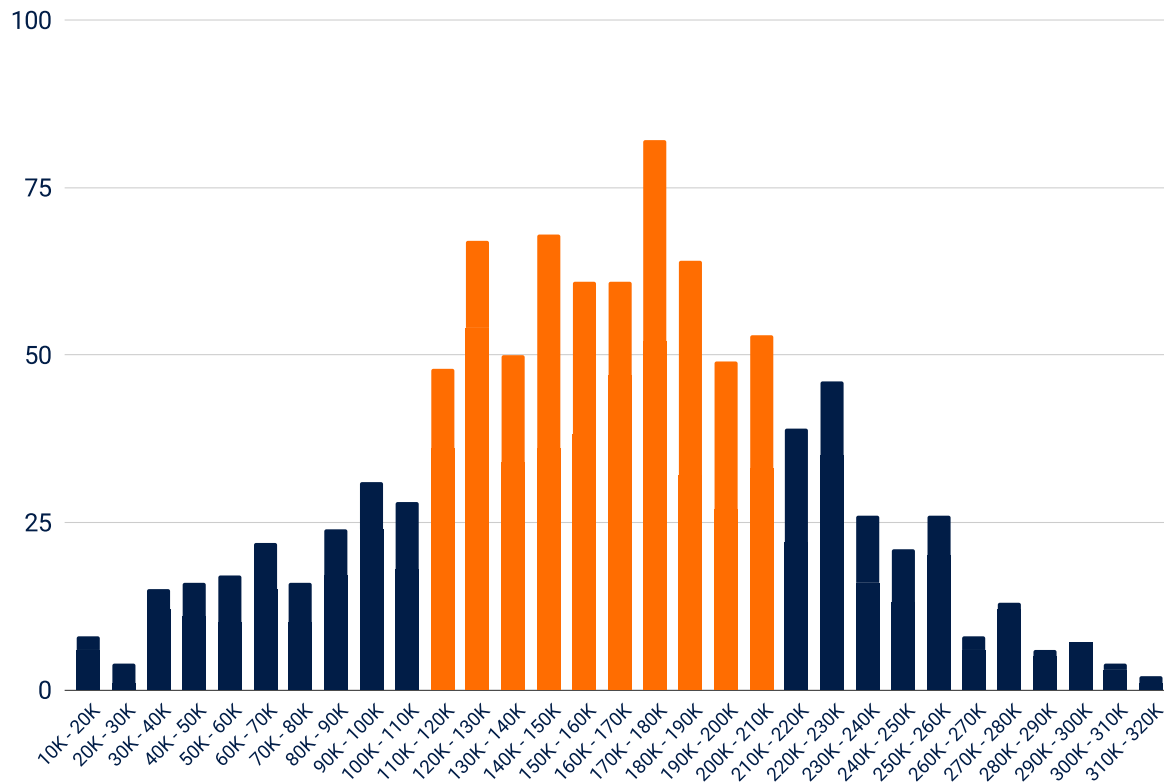
On average, it pays a minimum of **\$135,692** and a maximum of **\$188,823**.

The average numbers have increased since the last sequential quarter, i.e. Q4 2023.

In **Q4 2023**, on average:

- The minimum salary was \$130,948 - almost 4% increase in Q1 2024
- And the maximum salary was \$183,520 - a 3% increase in Q1 2024

Average Kubernetes job salaries (Worldwide)



**But, do take these numbers with a grain of salt!**

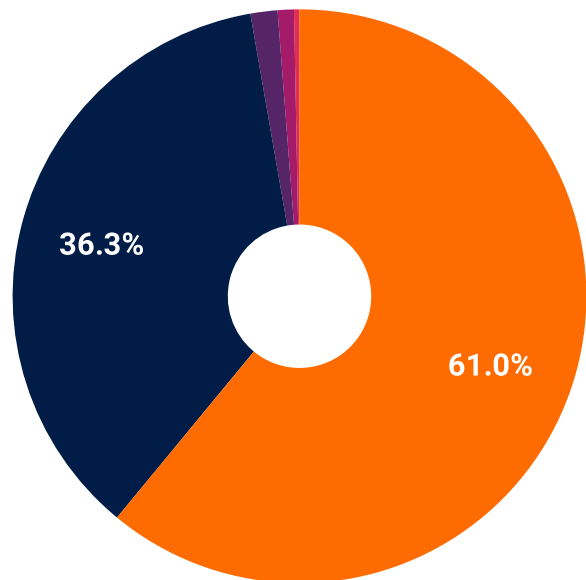
We've converted all the salaries for the jobs published in Q4 2023 - Q1 2024 to USD.

We've further analyzed job salaries according to particular geographies.

# Where are most Kubernetes job offers located?

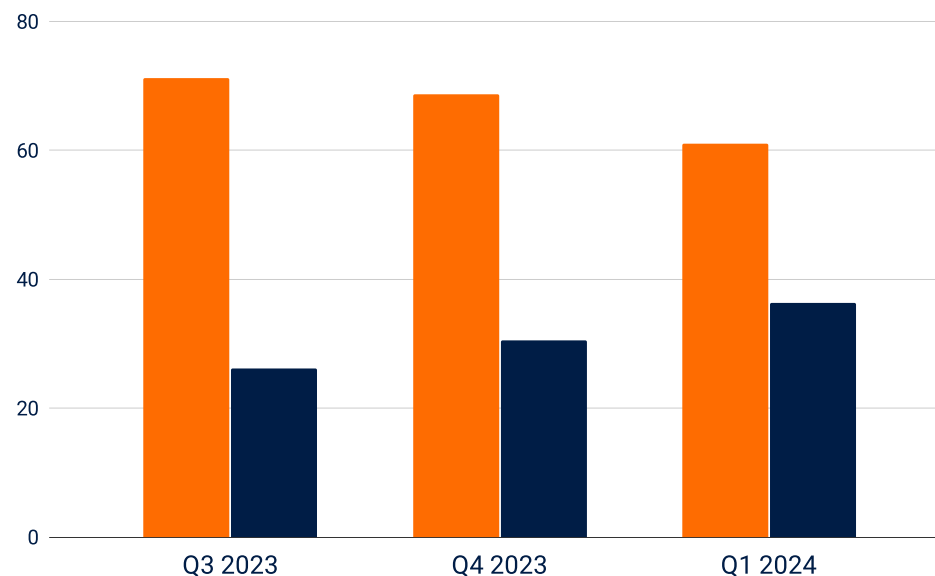
Kubernetes jobs by region

● North America ● Europe ● South East Asia ● Latin America ● Pacific



Kubernetes jobs by the region (last 3 quarters)

■ North America ■ Europe



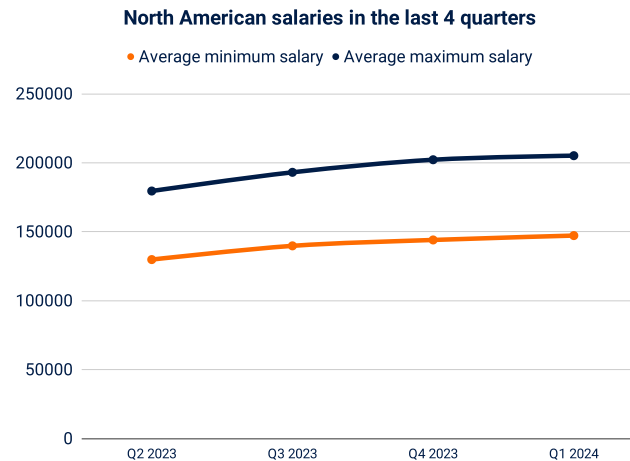
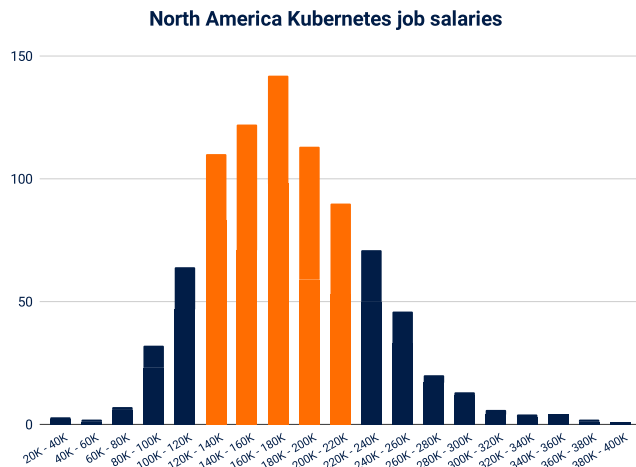
Of all jobs published in Q1 2024, almost 60% were from North America, 36% were from Europe, ~2% were from South East Asia, and ~1% each from Asia Pacific and Latin America.

*Has North America always been the place for Kubernetes jobs in the previous quarters as well?*

Mostly, yes.

North American jobs have averaged **66%** of the total in the last three quarters, while European jobs average at **31%**.

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



In North America, the minimum salary stands at **\$147,203** and the maximum at **\$205,149**.

The average North American Kubernetes job salary is **\$176,176**.

This doesn't come as a surprise since the [average US Software Engineer salary](#) comes to be **\$145,000**.

The highest recorded salary in North America was up to a whopping **\$546,250!** for a **Head of Engineering** position.

Let's compare the numbers with the past four quarters.

We learn that from Q2 2023 to Q1 2024, the minimum average salary has **increased by 10%**.

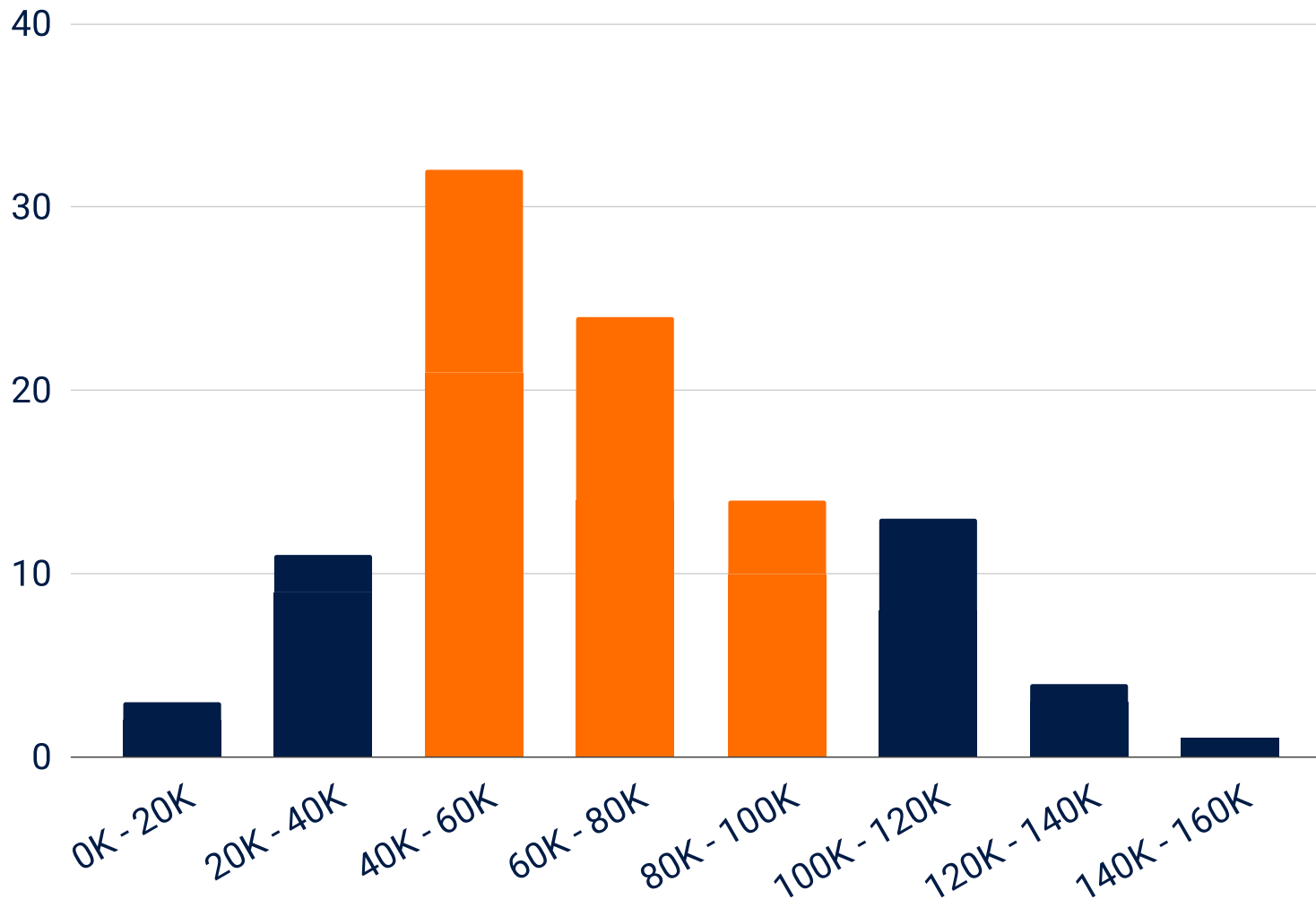
The maximum average salary has **increased by 11%**, well above the average inflation of **3.49%** for the US and **3.1%** for Canada.

Here's a look at the average salaries combined through the quarters.

From Q2 2023 to Q1 2024, the average salary has **increased from \$154,661 to \$176,176**, and, on average, each quarter has shown an **increase of 4%** over the previous one.

# What is the average Kubernetes salary in Europe?

European Kubernetes salaries



The minimum salary offered in Europe, on average, stands at **€58,691**, while the maximum is **€78,161**.

The highest recorded salary in Europe was up to **€158,645**.

We have converted all the European salaries to Euros; further deviation needs to be made to obtain better results since **Europe is a vast and diverse continent** with countries with varied economics, cost of living, and technological status.



# What about Kubernetes salaries in APAC and LATAM?

Our dataset is concentrated on the North American and European regions.

We are slowly integrating other geographies into our database to get a reasonable information variance.

While this is true, here are the highlights from the data we have published from other geographies (all converted to USD):

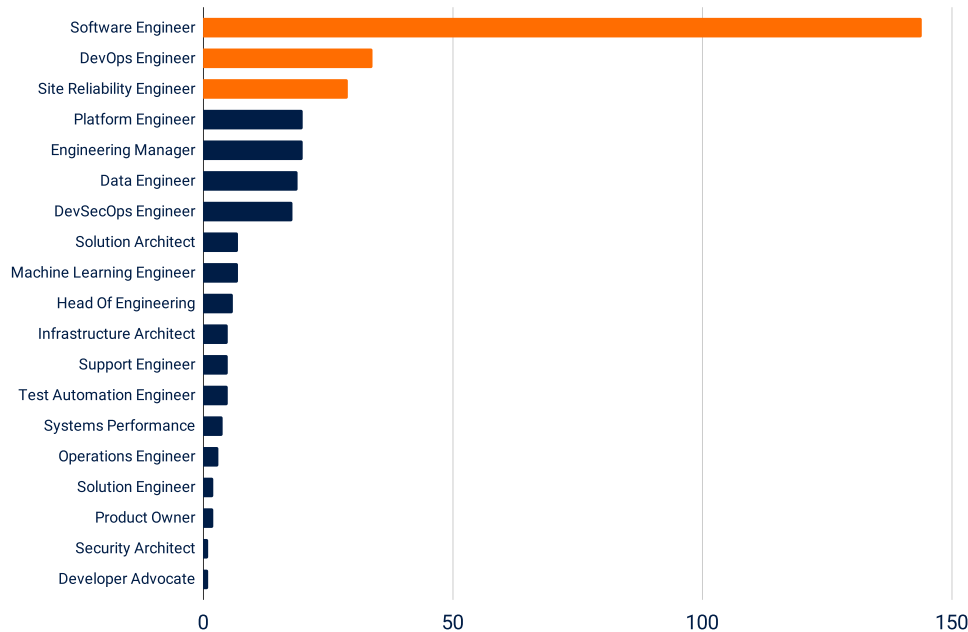
<b>South Asian Kubernetes salaries:</b>	
Minimum salary:	\$39,957
Maximum salary:	\$51,277
Highest salary:	\$120,000

<b>Asia-Pacific Kubernetes salaries:</b>	
Minimum salary:	\$100,000
Maximum salary:	\$150,000
Highest salary:	\$150,000

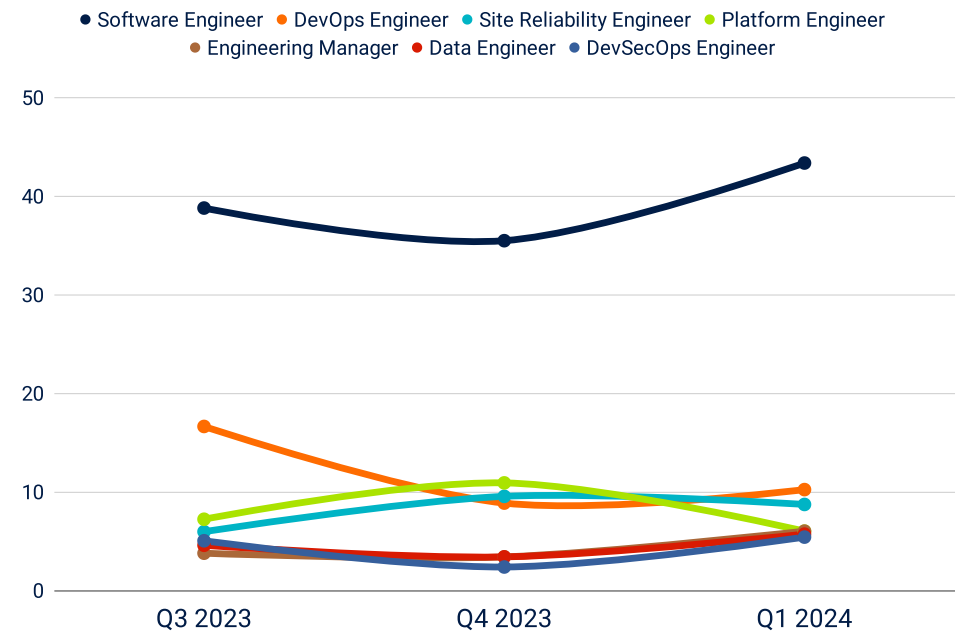
<b>Latin American Kubernetes salaries:</b>	
Minimum salary:	\$25,756
Maximum salary:	\$41,195
Highest salary:	\$51,585

# The Kubernetes job market seeks software engineers, DevOps and SREs

### Most popular job titles for Q1 2024



### Most popular job titles (last 3 quarters)



Of all the jobs we published in Q1 2024, 43% were Software Engineers.

**DevOps Engineer** and **Site Reliability Engineer** were the next popular roles with 10% and 8% representation.

These were followed by Platform Engineer at 6%, Engineering Manager at 6%, Data Engineer at 5%, and DevSecOps at 5%.

Software Engineer positions were popular in the previous quarters as well.

If we compare the data from the past two quarters, we understand that Software Engineer positions have been the most popular job titles by a large margin.

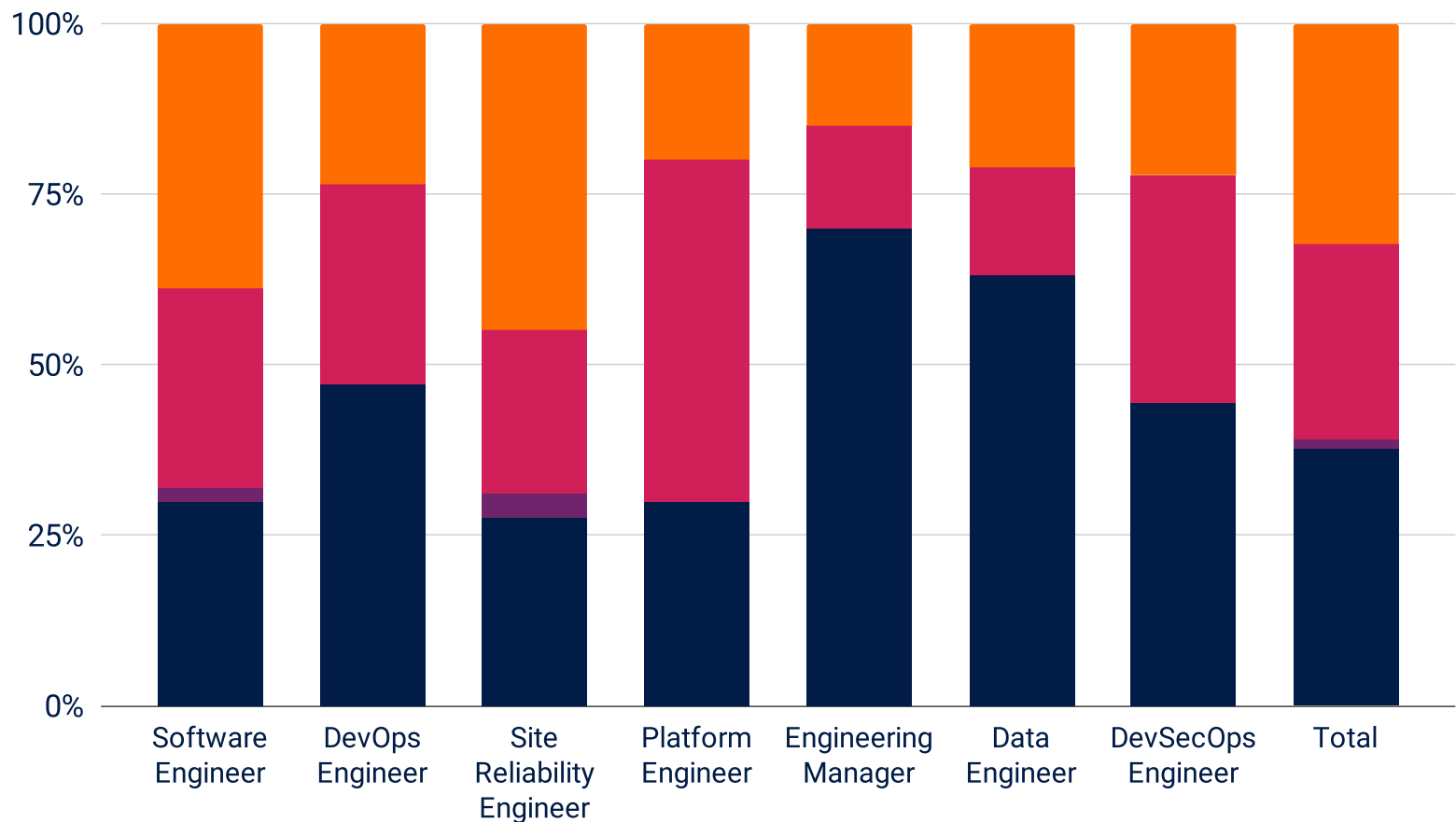
The second position has been exchanged between the Platform Engineer and DevOps Engineer roles.

Site Reliability Engineer roles are a variable third popular title for Kubernetes jobs.

# What was the nature of work required for these titles?

## Popular job titles with preferred working mode

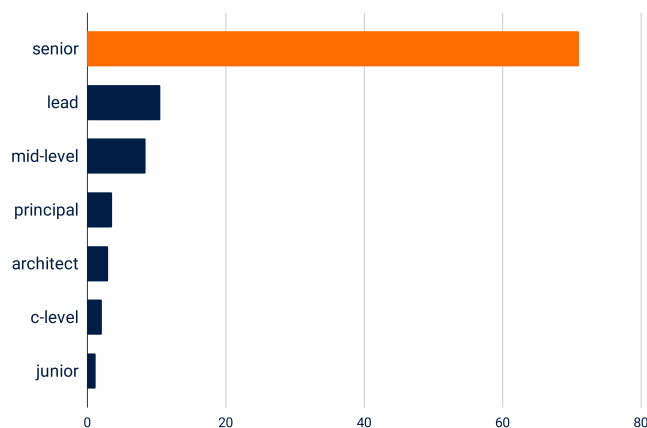
- In-Office
- Hybrid
- Remote (restricted within a time-zone)
- Remote (geographically-restricted)



The most remote-friendly job title was for **Engineering Manager**. **Platform, DevOps, and Software Engineers** were the most hybrid roles according to the data. The role that often requires you to be in the office is the *Site Reliability Engineer*.

# What is the preferred experience level for most Kubernetes jobs?

Preferred experience level for Kubernetes jobs



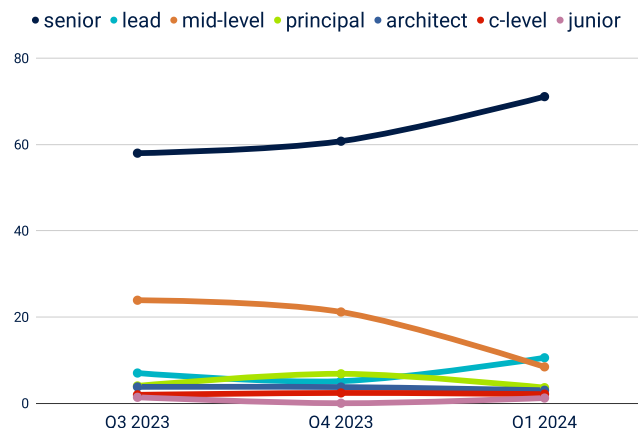
Of all the jobs published in Q1 2024, more than 70% were requests for senior roles.

Interestingly, lead-level positions constituted 10% of the jobs.

The order then was principal engineering jobs (3%), architects (3%), c-level jobs (2%), and junior-level positions (1%).

*Has Senior-level experience always been preferred?*

Preferred experience levels in the last 3 quarters



Senior-level experience is the most sought-after skill for Kubernetes jobs, with an average representation of 63% in the past three quarters.

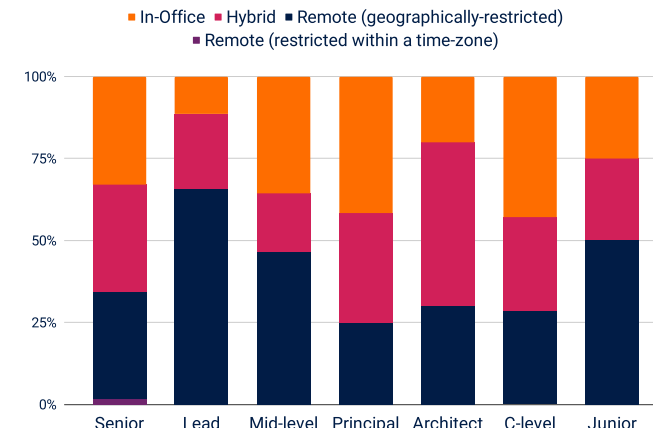
Principal, C-level, and architect jobs are at the bottom, which makes sense since they are less common.

Junior-level experience jobs averaged less than 1% in the last three quarters.

Junior-level jobs account for less than 1% of the total jobs almost every quarter. We at Kube Careers push for these jobs as much as possible, 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.

*If Senior-level experience jobs are the most popular, what is the working mode required for these jobs?*

Experience level with preferred working mode



Surprisingly, **lead-level jobs (65%)** allow for the most **remote working**.

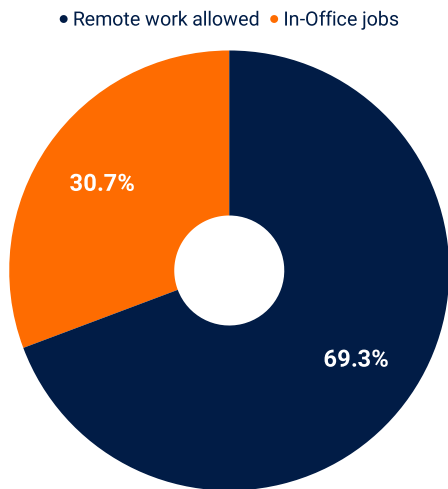
**Senior-level** positions are the most widespread, allowing for an almost equal percentage of **in-office (33%)** and **remote remote (32%)** working.

Not surprisingly, 42% of the C-level roles require to be in the office.

# 7 out of 10 jobs allow remote work of some sort!

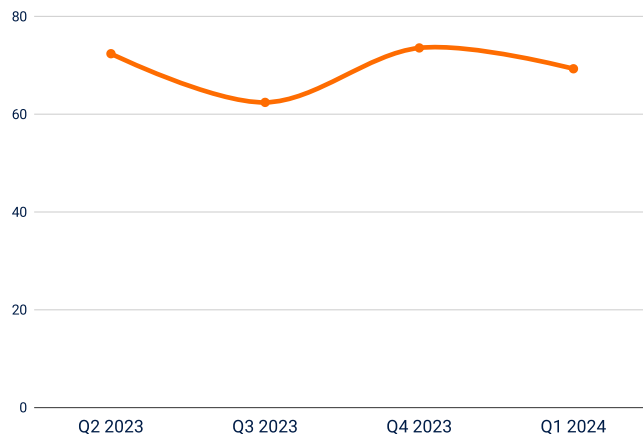
Of all the jobs we published in Q1 2024, almost 70% of these allow some kind of remote work.

Working modes for jobs published in Q1 2024



Remote work mentions averaged 69% in the past four quarters!

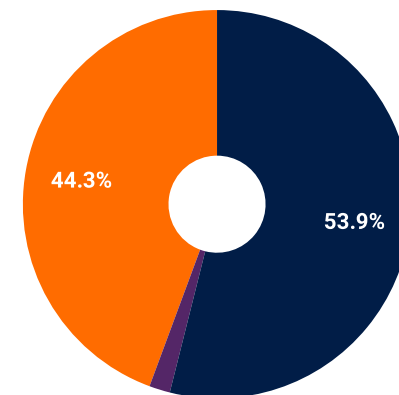
Remote work mentions in the past four quarters



But it's not that simple since remote mentions don't equal fully remote work!  
More than half of the jobs that mention remote work require the selected candidate to work remotely, although only within a specified geography (for example, within the United States).

Preferred modes of remote working

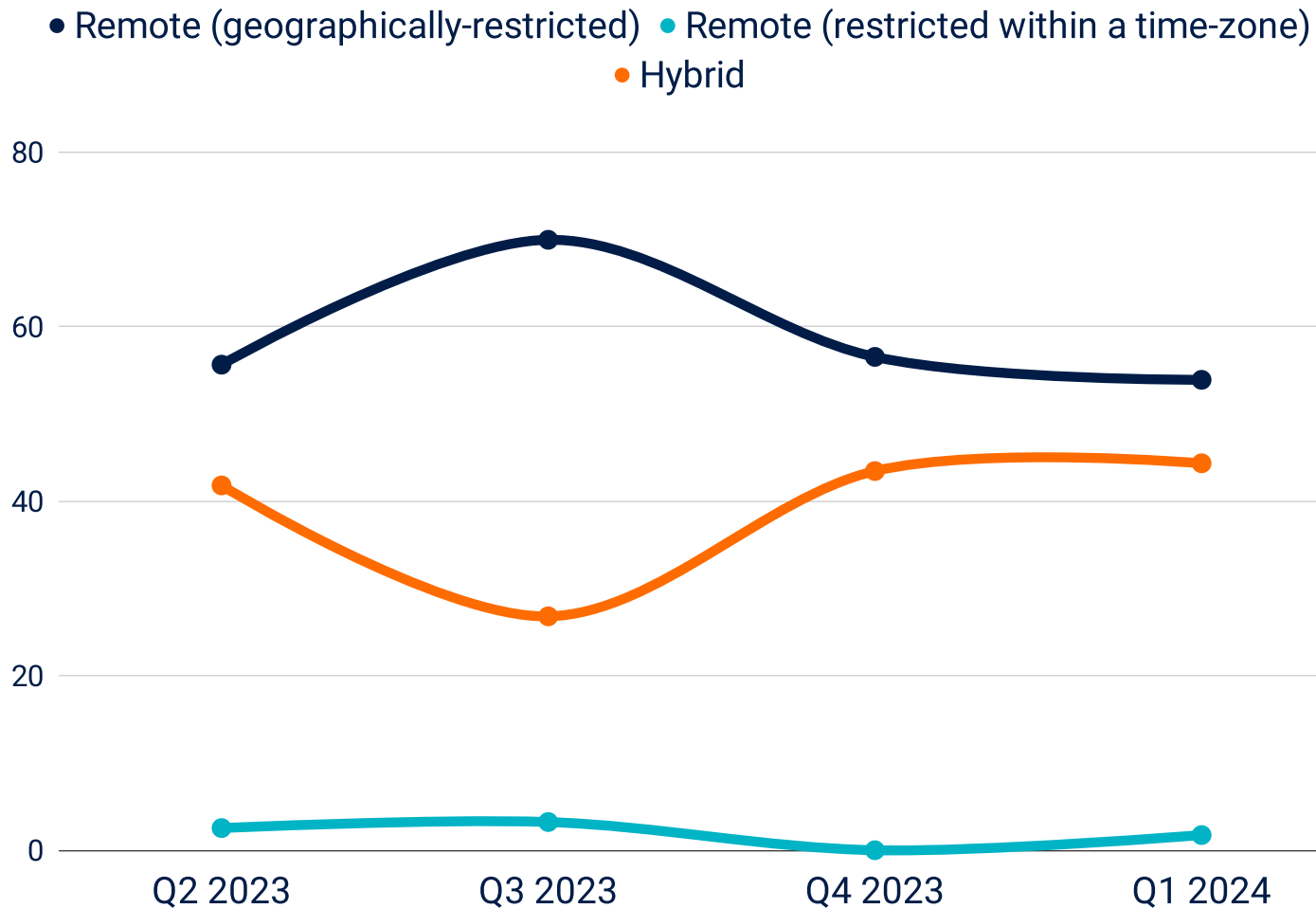
- Remote (geographically-restricted)
- Remote (restricted within a time-zone)
- Hybrid



Of all the jobs that mention remote work possibility **53%** of these are **restricted by geographies**.  
Most of these require the selected candidate to work remotely within the country.  
**Hybrid** jobs constitute for **44%** of the remote work mentions.

# Remote work doesn't mean you can work from anywhere

## Preferred remote working modes over the past four quarters



If we analyze the job description of the last four quarters, we find that **remote work** averages at **59%** and **hybrid** roles that require you to be in the office at **39%**.

Things will likely change in the coming quarters as more companies mandate that employees return to the office.

# How much do remote Kubernetes jobs pay?

On average, remote jobs pay a minimum of \$136,723 and a maximum of \$192,844.

But let's dig more into the remote Kubernetes offer by dividing them into three categories:

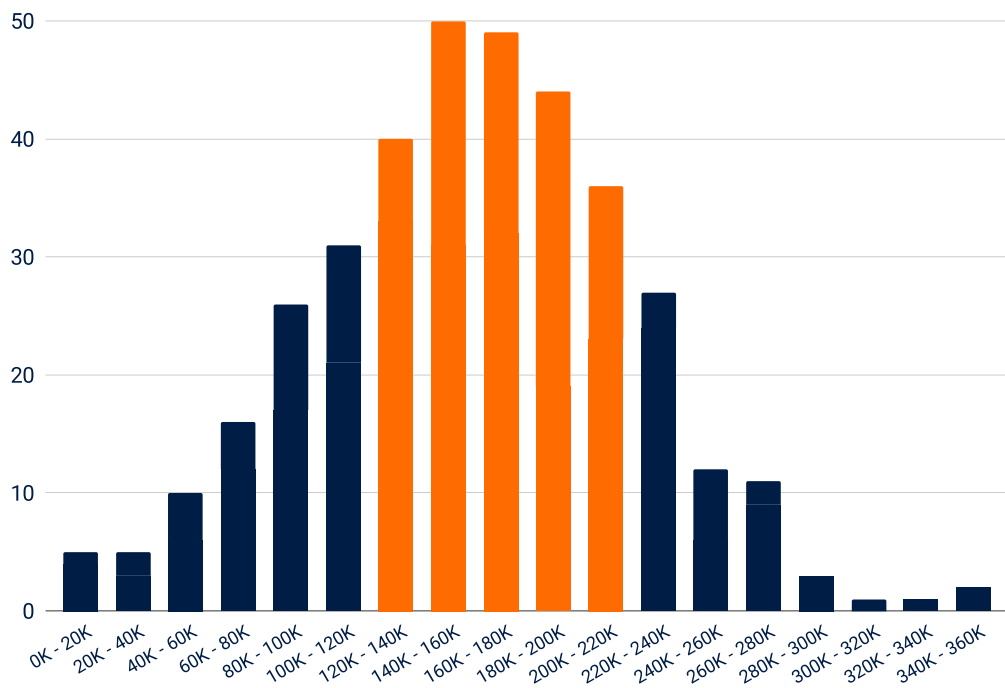
- 1** Remote from a country: jobs require employees to work remotely within a specific geography. For example, remote work is only for US citizens within the United States of America.
- 2** Remote in specific business hours: jobs require employees to work only within a particular timezone, e.g. +3 GMT to -4 GMT.
- 3** Hybrid roles allow you to alternate between working from home and the office. Usually, these jobs specify a minimum frequency of office visits. For example, the employee should report to the San Francisco office twice a week at the latest.

# What is the average salary for remote roles restricted to a specific country?

The average minimum salary for remote roles that are restricted to a specific country is **\$132,195**, and the maximum average is **\$183,980**.

While the highest salary range for these jobs is up to **\$350,000!**

### Salaries for Remote (geographically-restricted) jobs in USD



The salaries aren't that different from the last quarter.

### Remote (geographically-restricted) job salaries (last 3 quarters)



Comparing Q1 2024 with the past two sequential quarters, we understand that there has been a deviation of 2-3%, which is negligible.



# What about remote jobs that require working within specific business hours?

The average salaries for remote roles during specific business hours are between \$141,250 and \$208,250.

The *highest* recorded salary for these kinds of remote jobs is **\$263,000**.

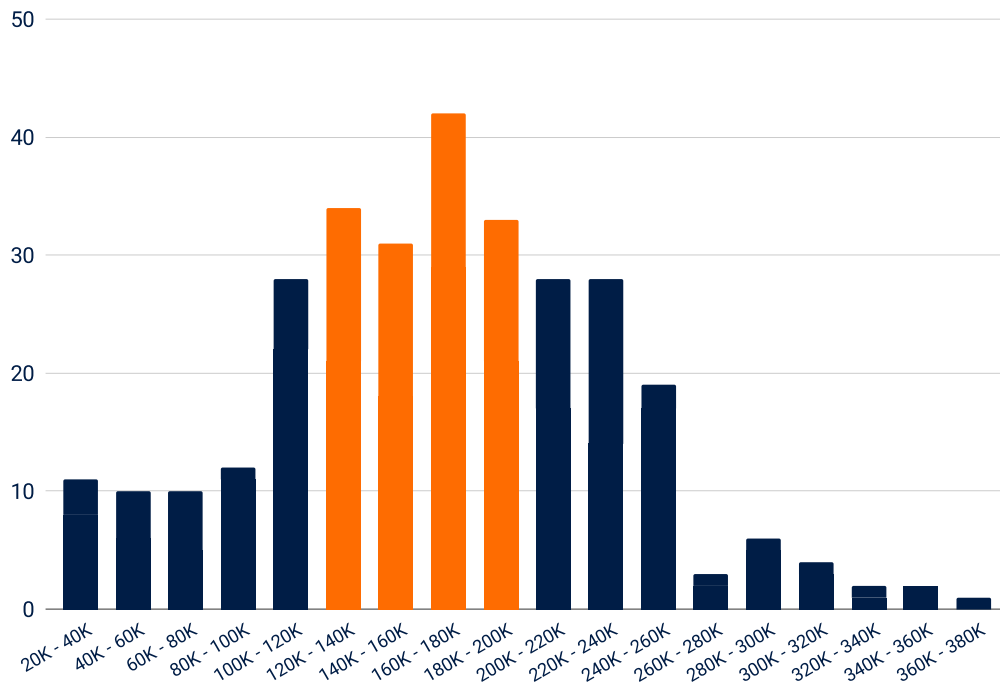
*Do take these numbers with a grain of salt!*

**Only 2%** of the total remote jobs we published in Q1 2024 were restricted by specific timezones. Thus the dataset is too small to be conclusive!

# What are the average salaries for hybrid roles (office + home)?

On average, the minimum salary for hybrid roles (office + home) is \$141,252 while the maximum salary is \$195,169.

### Salaries for Hybrid jobs (in USD)



### Hybrid job salaries in the past three quarters

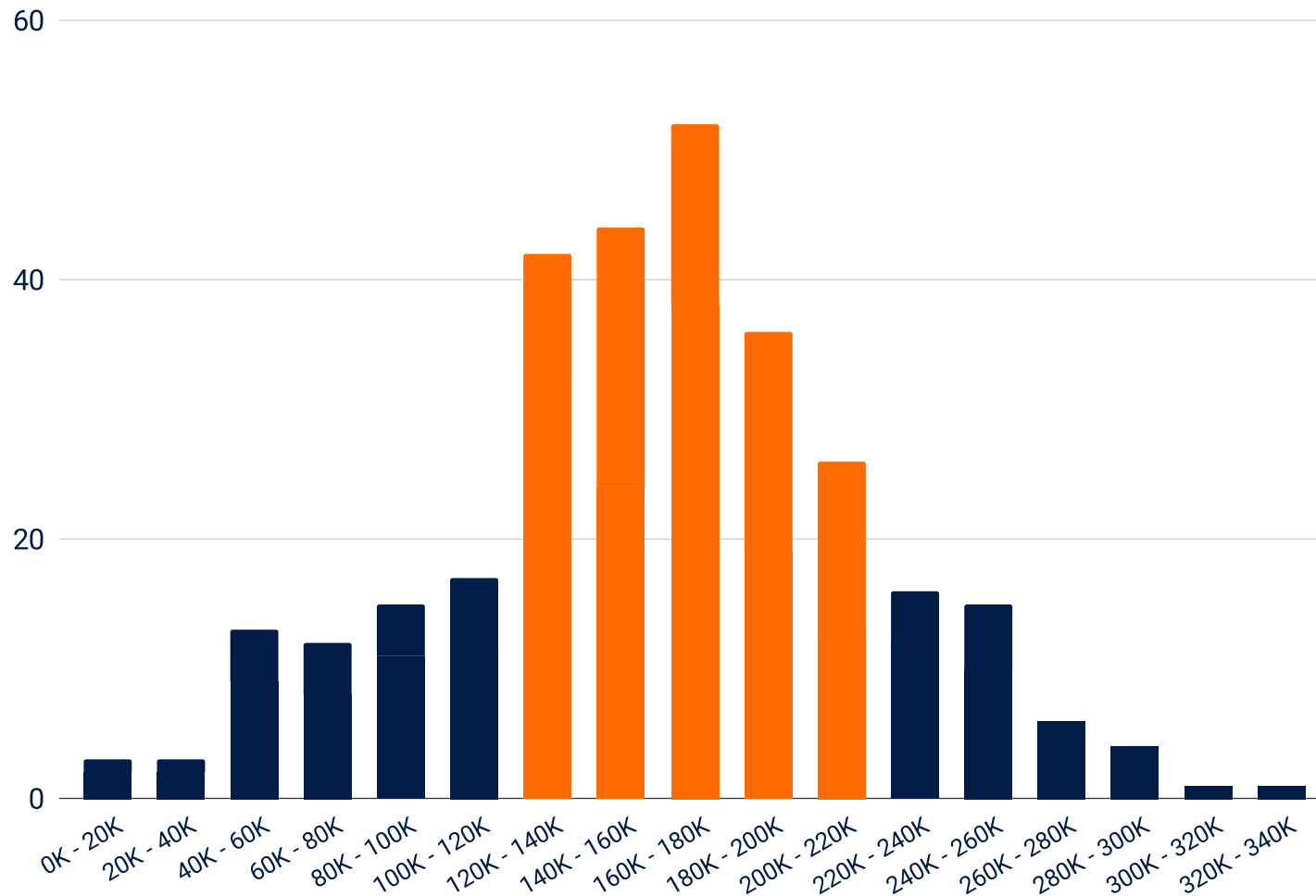


The highest salary was a whopping **\$450,000!** for an **Engineering Manager** role.

Those numbers are similar to previous quarters.

# If these are remote job salaries, what about regular jobs in the office?

## Salaries for In-Office jobs (in USD)



On average, salaries for jobs that require an in-office presence are between **\$134,147** and **\$187,566**.

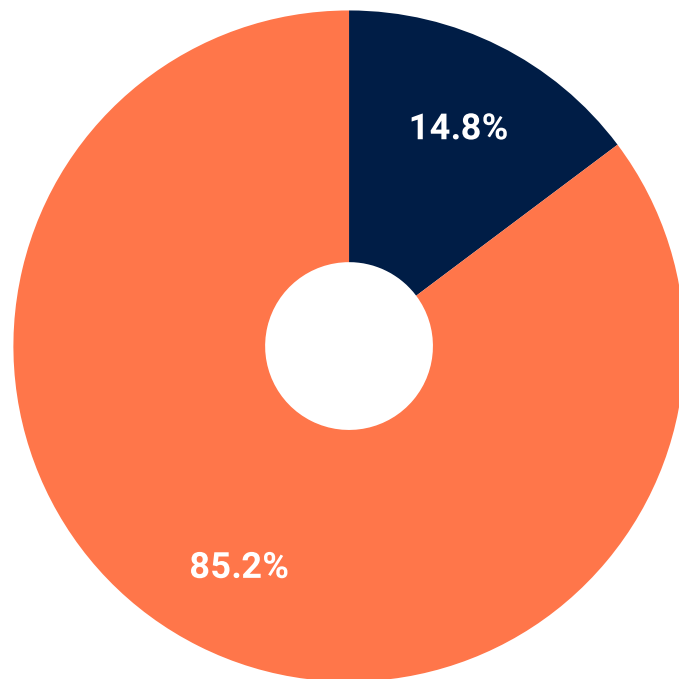
The highest salary range was **\$546,250** for a **Head of Engineering** role.

This makes sense traditionally as companies prefer head/c-suite positions to work from the office more.

# Kubernetes jobs with on-call rota

## On-call requirement for Kubernetes jobs

- On-call requirement
- No on-call requirement



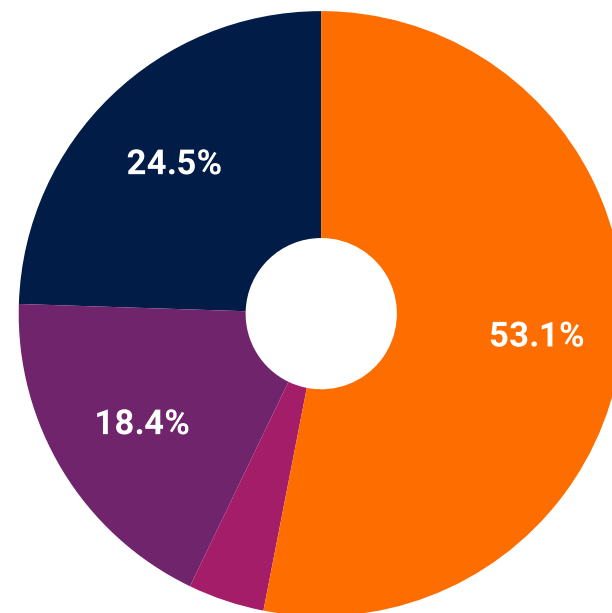
Not all job descriptions explicitly mention the requirement for the employee to be on call (they should, ideally).

Thus, even though **only 14%** of the jobs in Q1 2024 explicitly mention the need for on-call rotation, we **can't exclude that the number is higher**.

The most on-call mentions were for remote and jobs from the office.

## On-call requirement with respect to working mode

- Remote (geographically-restricted)
- Remote (restricted within a time-zone)
- Hybrid
- In-Office

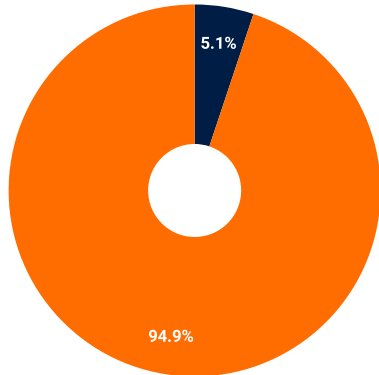


Of all the jobs that mentioned an on-call requirement, **\*\* 53% \*\*** were remote jobs, **24%** were jobs from the office, and **18%** were hybrid roles (office + home).

# How important are certifications for a Kubernetes job?

Certification mentions in Kubernetes job descriptions

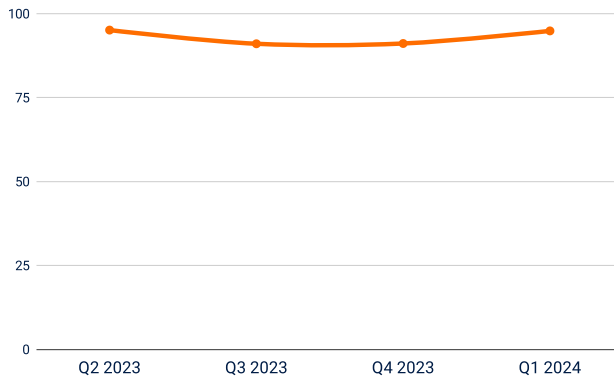
• Certification mentions • No mentions of certifications



Only 5% of the jobs we published in Q1 2024 mentioned a need for a certification.

Certification mentions in the past four quarters

• No mentions of certifications



Looking at the certification mentions in the past four quarters, we notice that, on average, 7% of all job descriptions mention a certification.

The highest count was **Q3 2023** at **9%**.

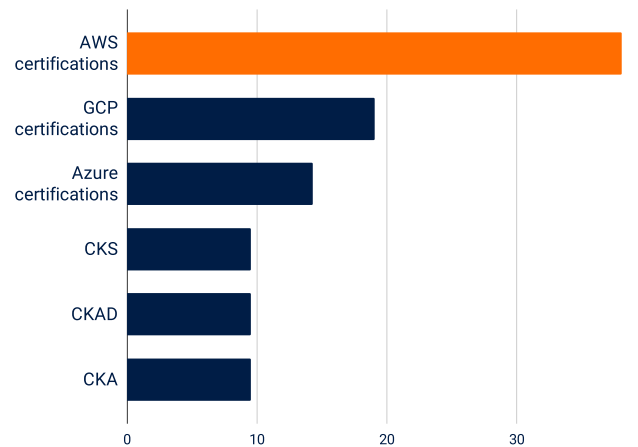
While the data and the patterns suggest that certifications are not a requirement, there are better ways to look at this.

**You will always stand out if you have completed a certification and an important one at that.**

Which are the popular certifications when it comes to Kubernetes jobs?

Let's find out.

Popular certifications mentioned in job descriptions



There were multiple instances wherein more than one certification was mentioned.

Of all the job descriptions that mentioned specific certifications **39%** of these mentioned the **AWS certifications**.

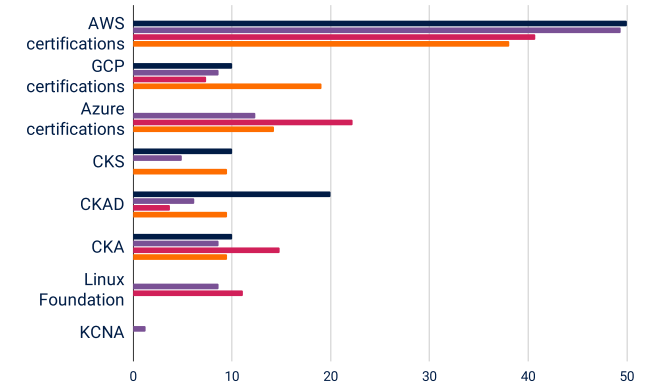
These were followed by GCP and Azure certifications with **19%** and **14%** representation.

Next in line was the triad of Kubernetes certifications with **9%** representation each.

If we compare the numbers from the past four quarters, it's no surprise that AWS certifications are most in demand!

Certification popularity in the last four quarters

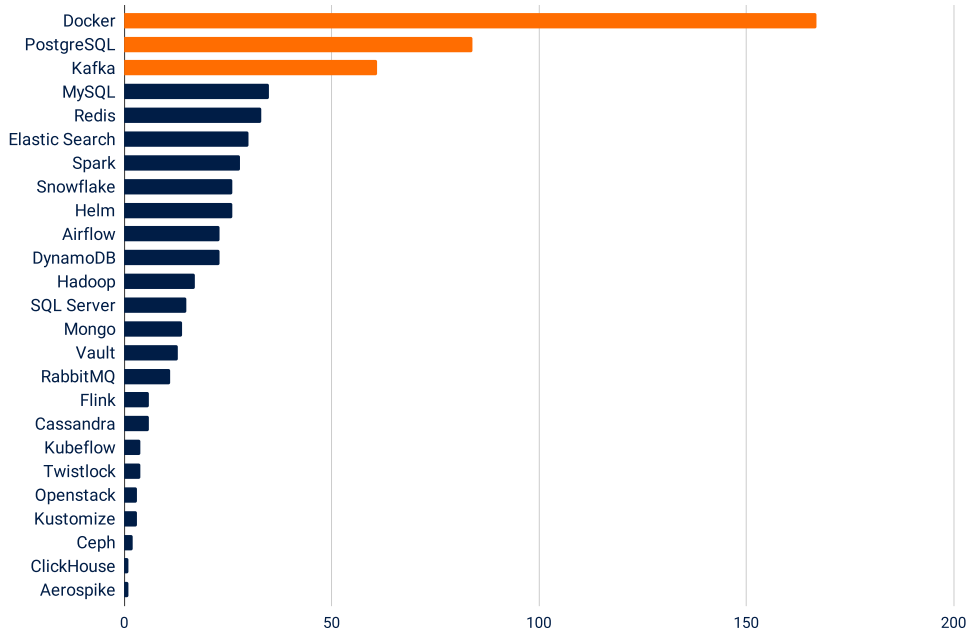
■ Q2 2023 ■ Q3 2023 ■ Q4 2023 ■ Q1 2024



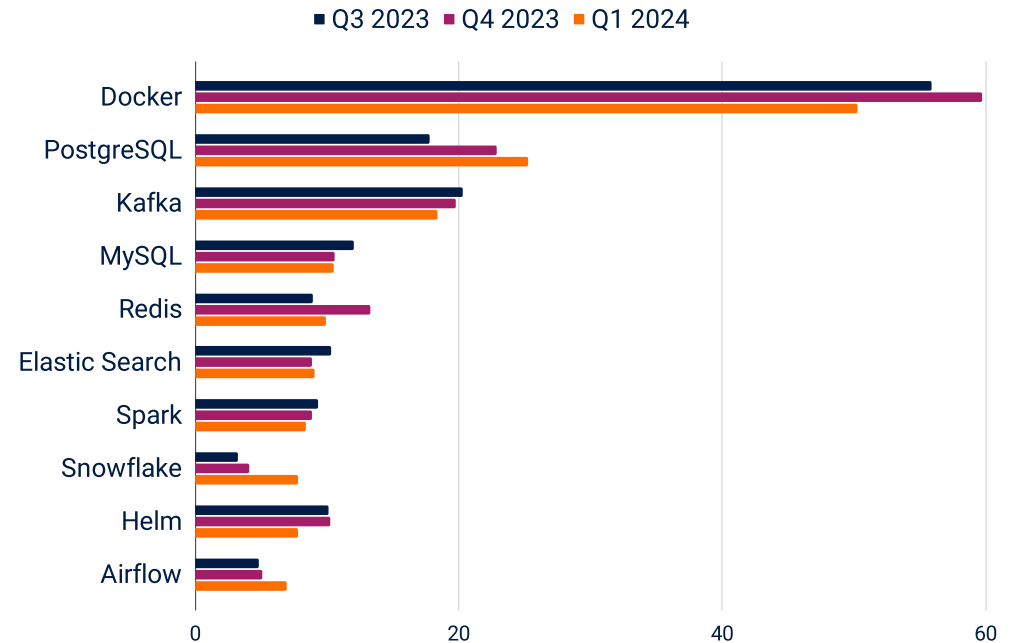
In the last four quarters, AWS certification has been mentioned almost 45% of the time!  
GCP and Azure certifications are a close second with averages of 12% and 11%.  
A Kubernetes certification was mentioned 1 out of 10 times.

# Popular technologies for Kubernetes jobs

Popular technologies for Kubernetes jobs



Popular technologies in the last three quarters



Docker is the most popular technology for Kubernetes jobs, with more than 50% of the jobs mentioning it.

Distant from the first yet closer together are **PostgreSQL** and **Kafka**, with **25%** and **18%** representation, respectively.

The top ten popular technologies are **MySQL** 10%, **Redis** 9%, **Elasticsearch** 9%, **Spark** 8%, **Snowflake** 7%, **Helm** 7%, and **Airflow** 6%.

*Which were the popular technologies in the previous quarters?*

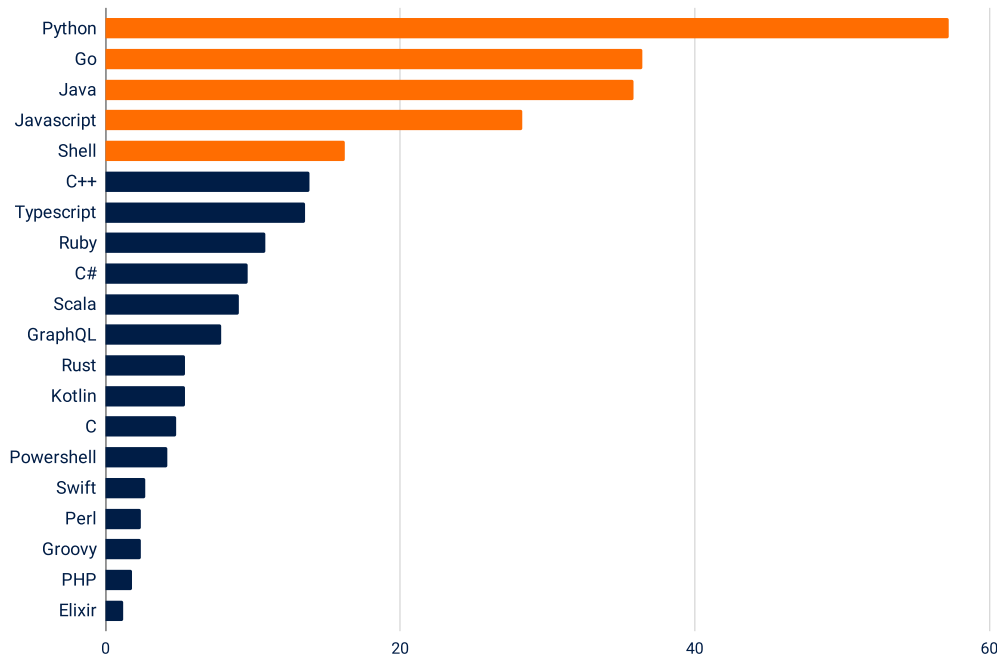
**Docker** is the most popular technology mentioned in job descriptions, averaging 55% representation across the past three quarters.

**PostgreSQL** and **Kafka** are almost tied at **second place** with averages of 20% and 19% across the quarters.

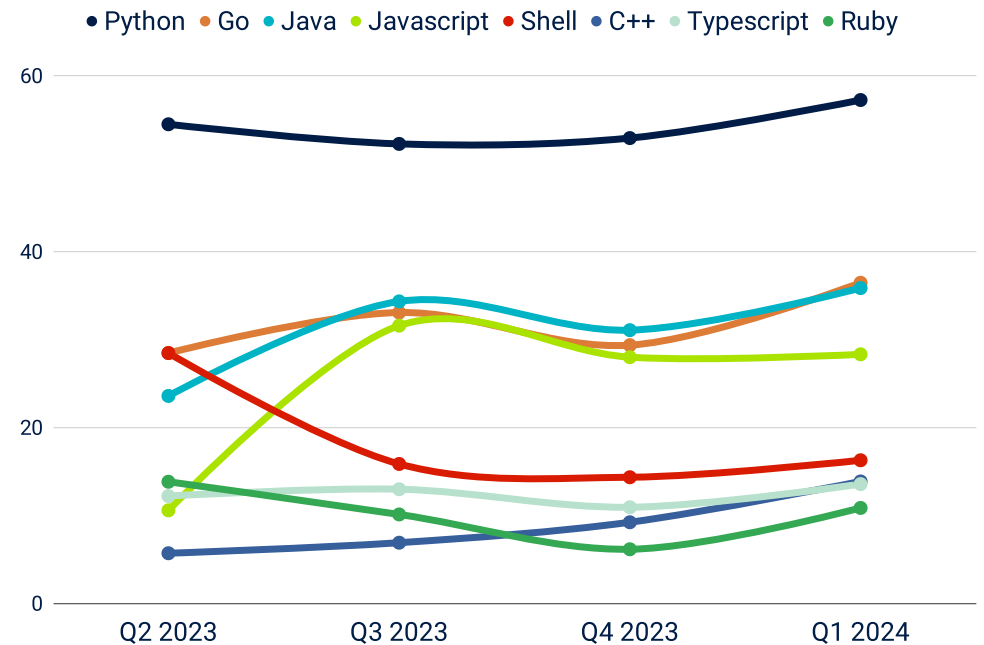
Completing the top five most popular technologies are **MySQL** and **Redis**, which average 11% and 10%.

# Which programming languages are in demand the most for Kubernetes jobs?

Popular programming languages



Programming languages trend over the past year



Every time a programming language was mentioned in Q1 2024, **6 out of 10 times** was Python.

The next popular languages were **Go (36%)**, **Java (35%)**, and **Javascript (28%)**.

Other languages completing the top ten list are Shell scripting 16%, C++ 13%, Typescript 13%, Ruby 10%, C# 9%, and Scala 9%.

Looking at the past four quarters, it is evident that Python is the most in-demand programming language for Kubernetes jobs.

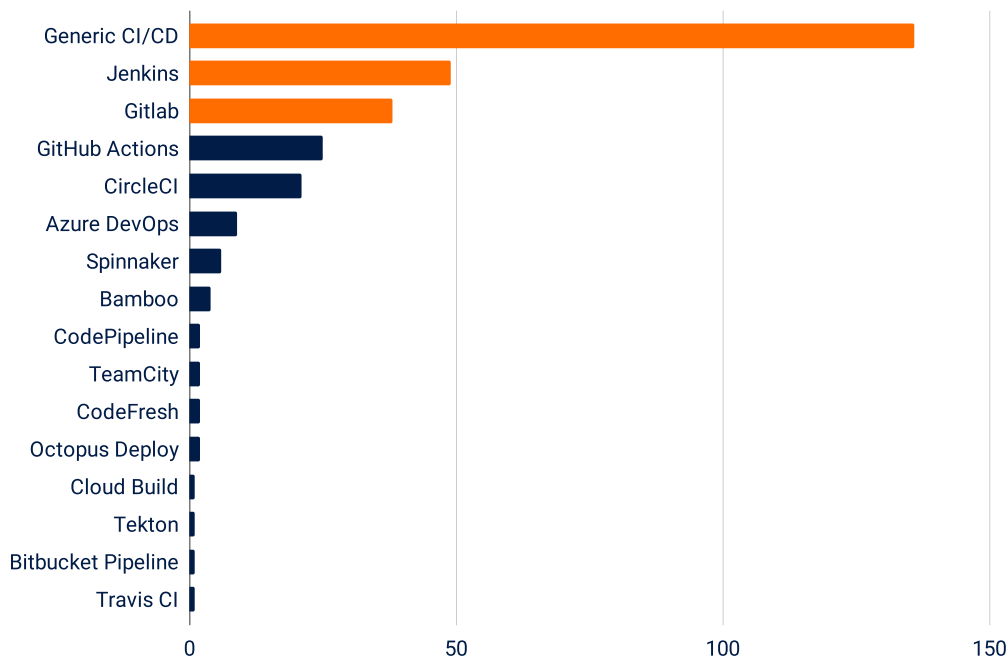
There appears to be a second tier of programming languages, in which **Go** and **Java** exchange the top popularity of the tier while **Javascript** is consistently next in line to the duo.

The third tier of programming languages consists of **Shell scripting**, **C++**, **TypeScript**, and **Ruby**, each almost trading places with the others over time.

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

Of the jobs that cited CI/CD experience, **40%** were generic mentions with no tool specification.

### CI/CD tools mentioned in job descriptions



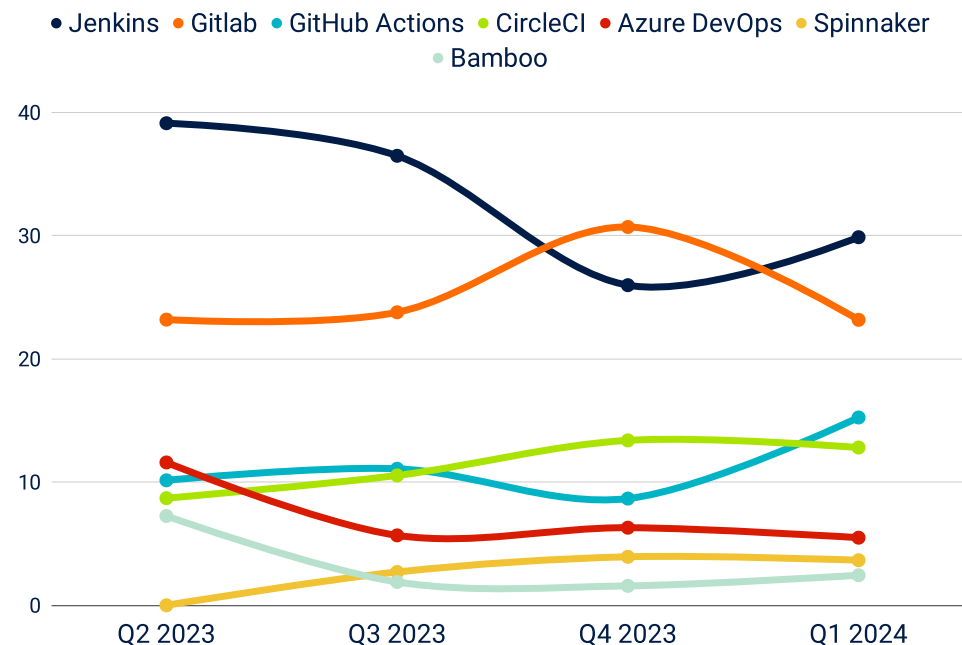
Of the total specific tags for CI/CD tools, **Jenkins** was the most popular, with **30%** of the total tags.

A close second was **Gitlab** with **25%**, and **Github Actions** with **15%**.

CircleCI followed these at 12%, Azure DevOps at 5%, and Spinnaker at 3%.

*Has Jenkins always been the most popular CI/CD tool?*

### CI/CD tools popularity across the last four quarters



Barring Q4 2023, wherein **Gitlab** took the top spot, **Jenkins** is the **most popular CI/CD tool** mentioned in job descriptions while **Gitlab** has been consistent in the **second spot**.

Although starting much lower in Q2 2023, **Gitlab Actions** and **CircleCI** have risen in popularity to book the third and fourth spots in Q1 2024, while Azure DevOps and Bamboo have slipped from the highs in Q2 2023 to the fifth and sixth spots by Q1 2024.

Spinnaker was not mentioned in Q2 2023, but now it accounts for 3% of the total CI/CD-specific tool tags.

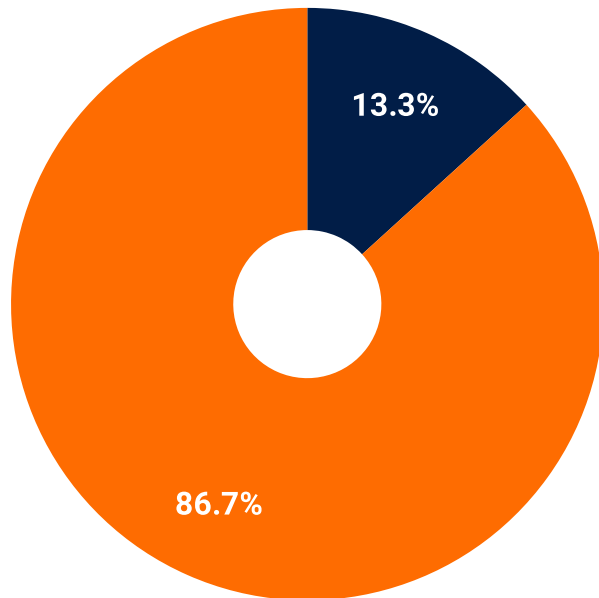


# Is GitOps popular in Kubernetes jobs?

The data suggests **GitOps adoption** is getting traction, but not as much as you think.

## GitOps experience as a requirement

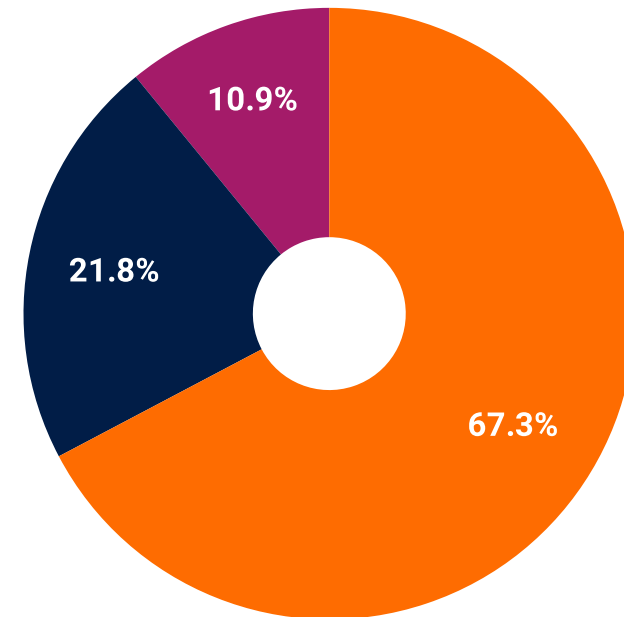
- GitOps experience mentioned
- No GitOps experience mentioned



**Only 13%** of the total jobs we published in Q1 2024 mentioned the need for **GitOps experience**.

## GitOps tools popularity

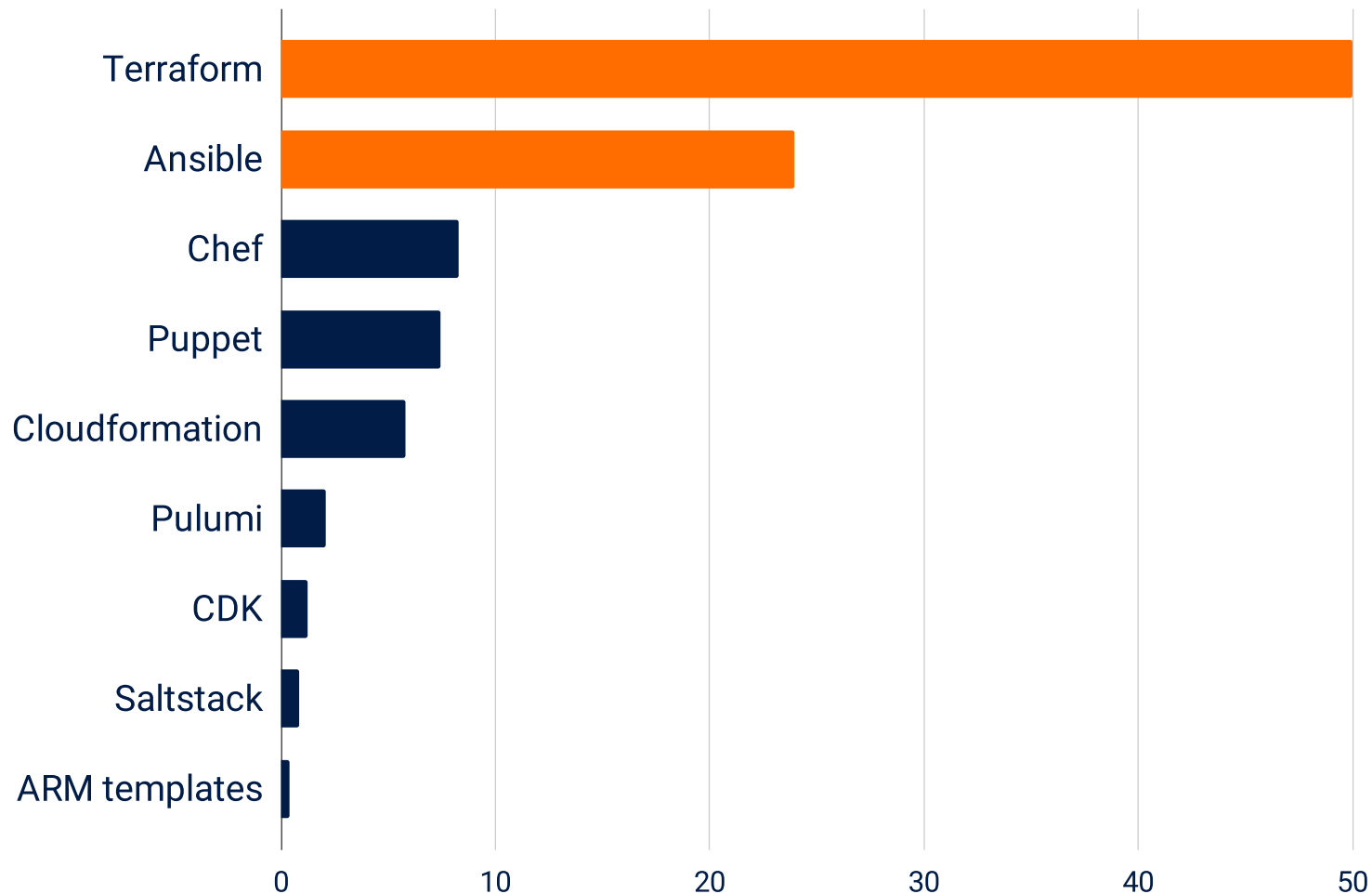
- ArgoCD
- Generic GitOps
- Flux



Of the total specific GitOps tools tags (just 44 in total), **67%** of these were for **ArgoCD**, **21%** were **Generic GitOps**, and **11%** were for **Flux**.

# What configuration management tools are popular?

Popular configuration management tools



Of the total specific tags for configuration management tools **50%** of these were for **Terraform**.

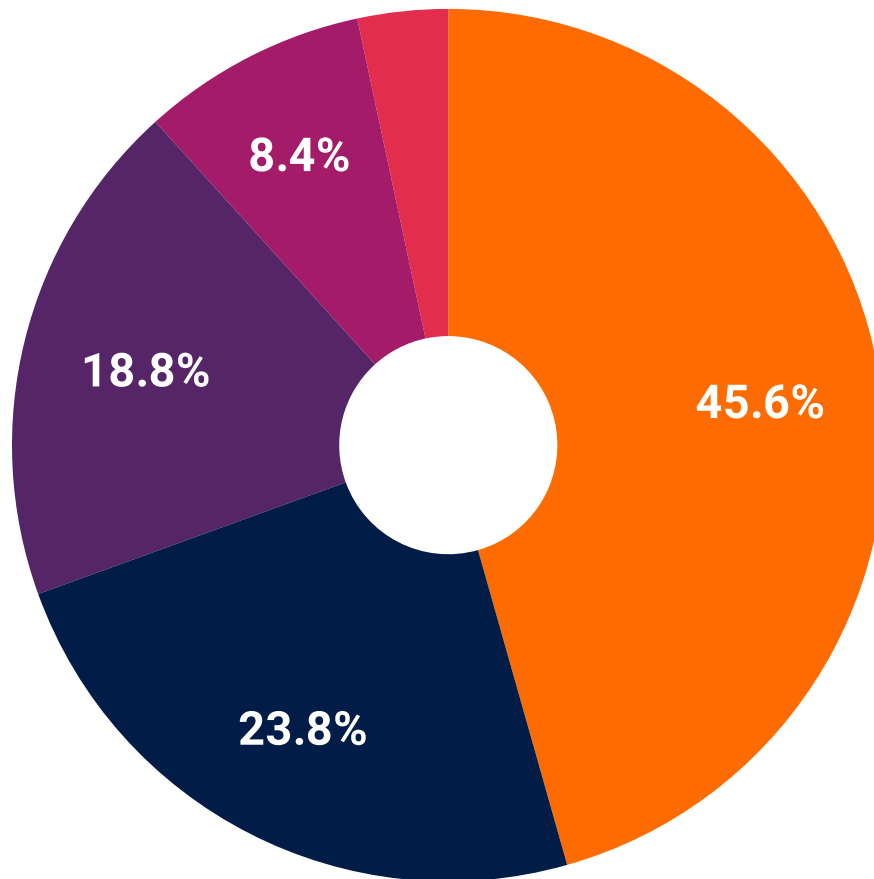
**Ansible** and **Chef** came in second and third with **23%** and **8%** popularity.

*Puppet* and *Cloudformation* completed the top 5 with *7%* and *5%* representation.

# Popular cloud providers for running Kubernetes

## Popular cloud providers for running Kubernetes

● AWS ● GCP ● Azure ● On-premise ● Generic Multicloud



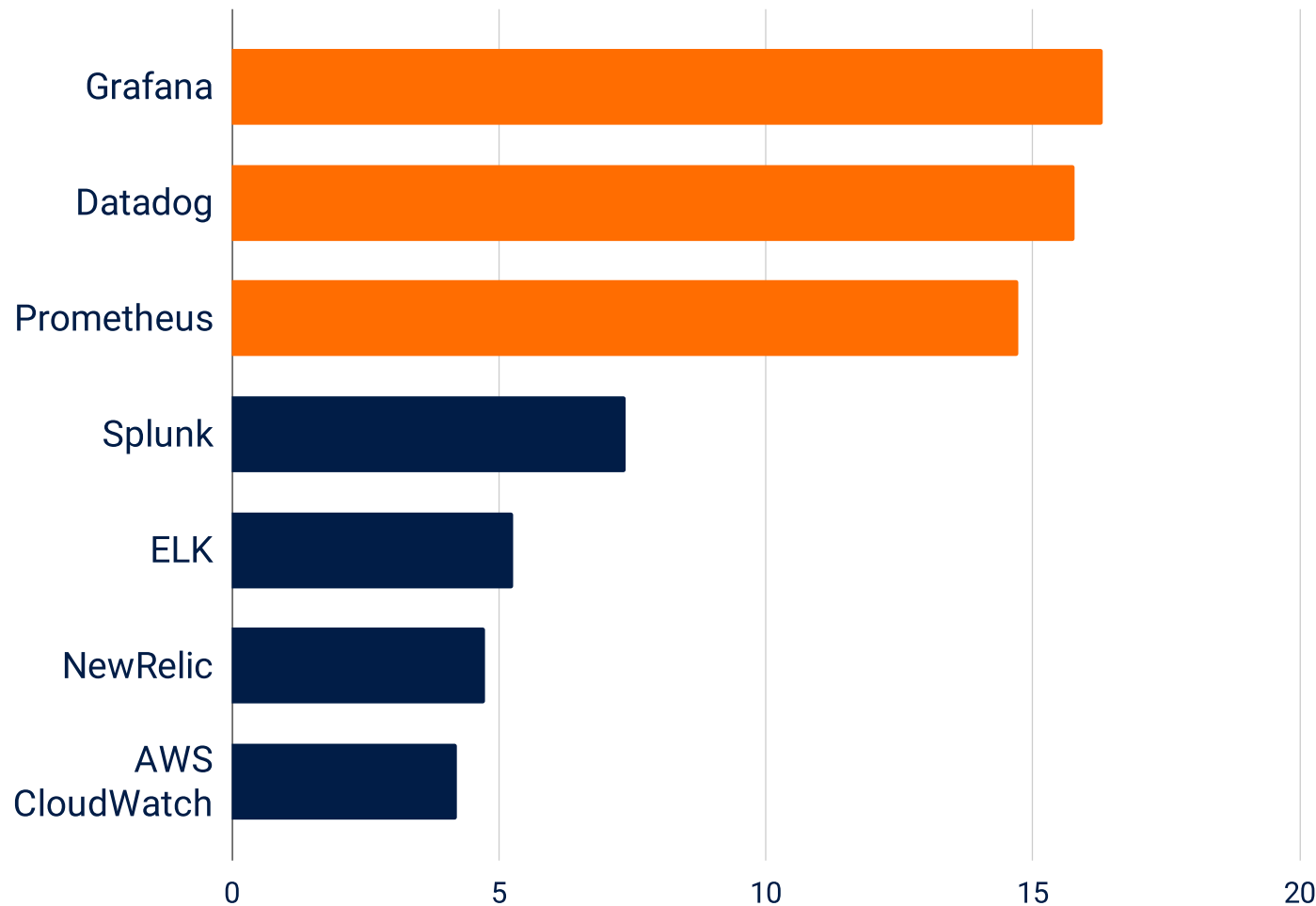
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Almost all of the jobs that mentioned their infrastructure location mentioned more than one host, and nearly 46% mentioned AWS as their preference.

At a distance but still fighting for second place were **GCP** and **Azure** mentions, with **23%** and **18%** representation, respectively.

# Observability adoption in Kubernetes

## Popular observability tools mentioned in job descriptions



**Grafana** was the most popular tool with **16%** of the total mentions.

A close second and third were **Datadog** and **Prometheus** with **15%** and **14%** representation.

Other notable tools are Splunk 7%, ELK 5%, and NewRelic 4%.

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