

The state of Kubernetes jobs

MARKET REPORT FOR Q1 2025

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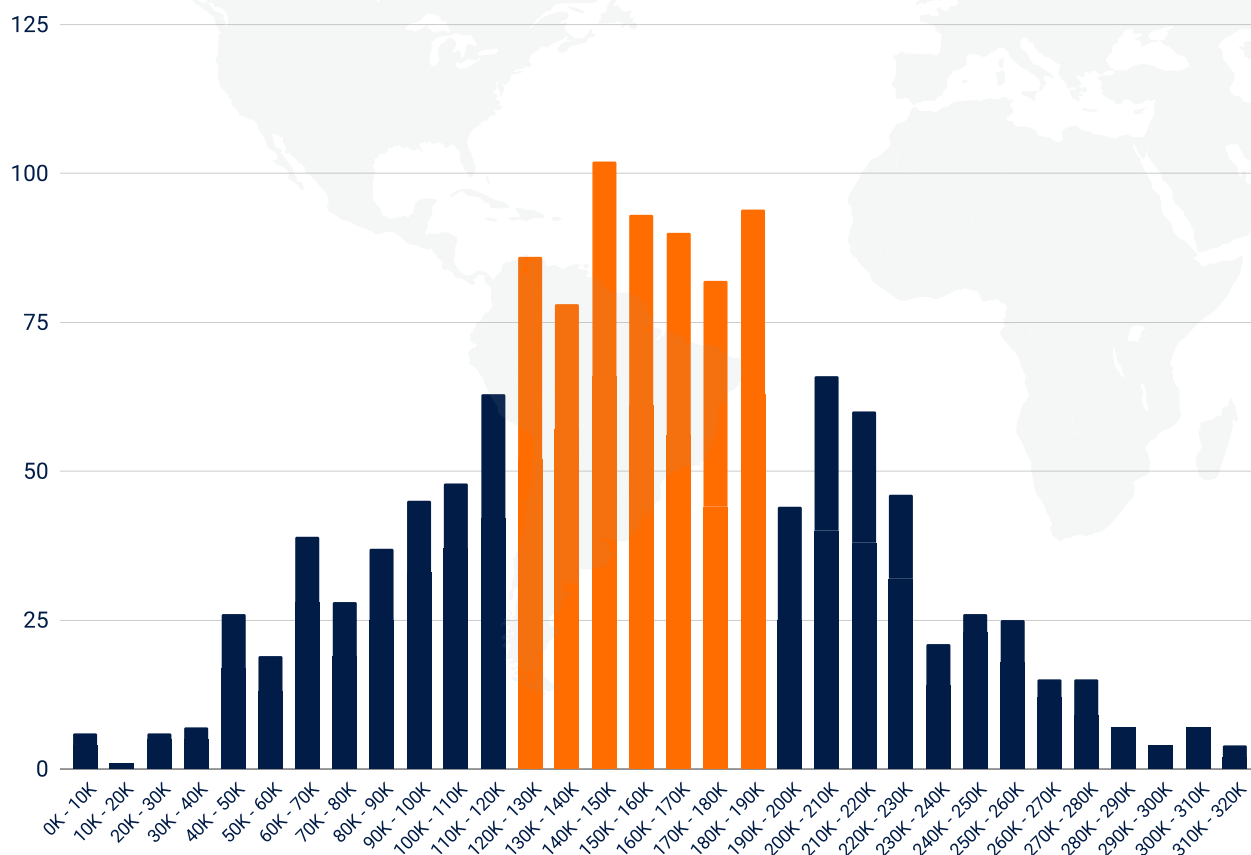
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How much does a Kubernetes job pay in Q1 2025?

For **Q1 2025**, a Kubernetes job pays a minimum average of **\$133,221_** and a maximum average of **\$183,680._**
This brings the average Kubernetes job salary to **\$158,450** globally.

Average Worldwide Kubernetes salaries for Q1 2025 (in USD)



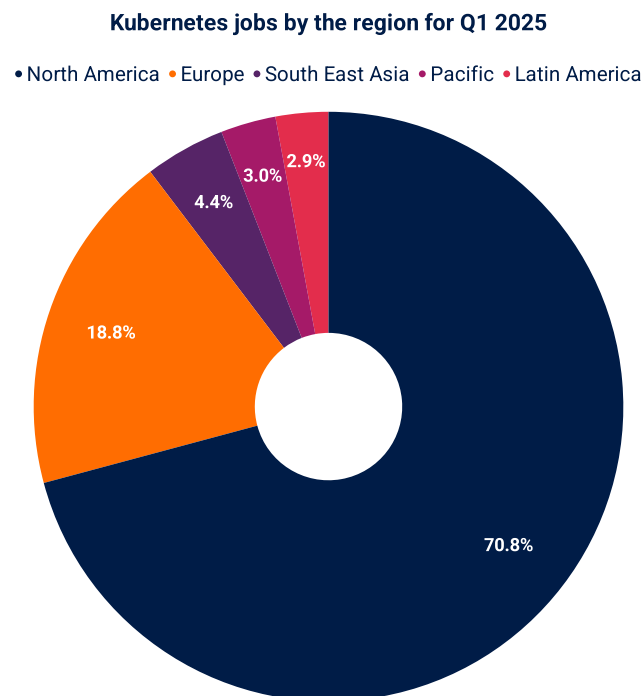
Please note that these numbers aren't indicative of the trend, as we have converted all the salaries in our dataset (regardless of location) into USD.

To get a more accurate view of the salaries, we must look at them according to the geography.

But first, let's look at the frequency of Kubernetes jobs based on geography.

Where are most of the Kubernetes job offers located?

➤ In North America_, and that too by a huge margin.

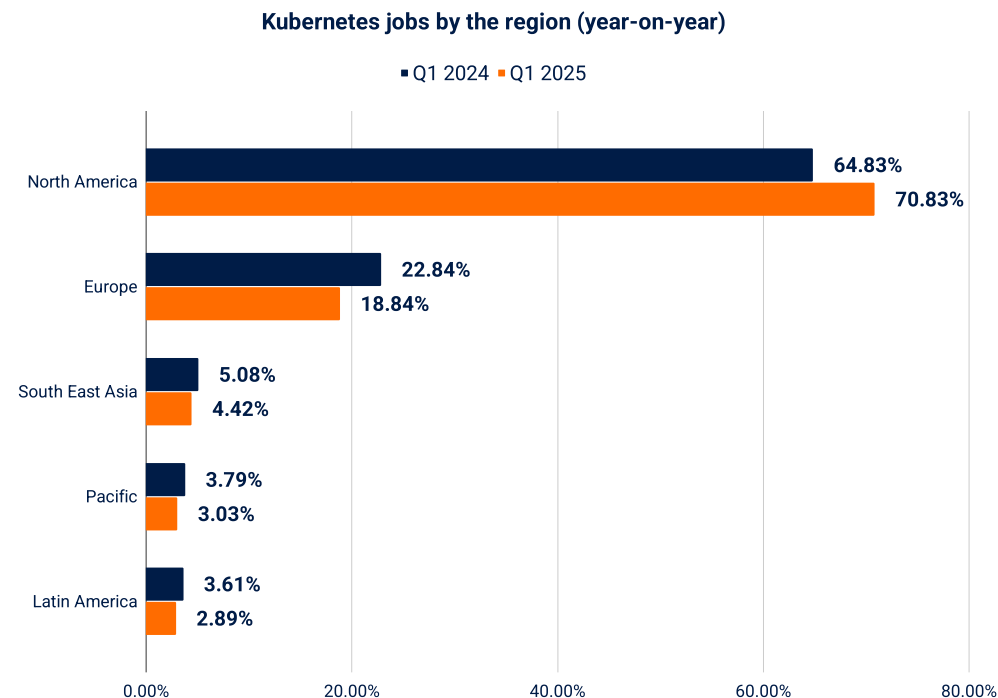


In Q1 2025, a staggering **70.8%** of the jobs we published were from the **North American** region.

European job offers came in at a distant second, with only **18.8%** of the jobs published from that region.

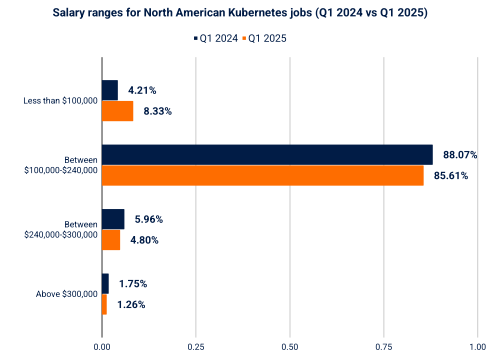
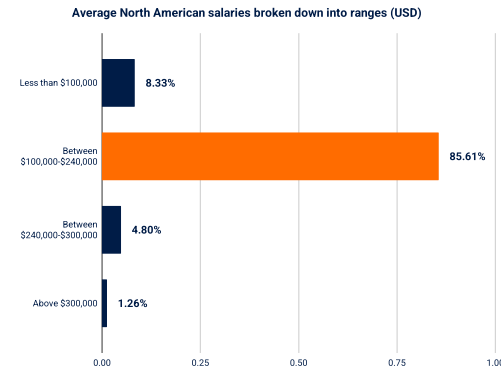
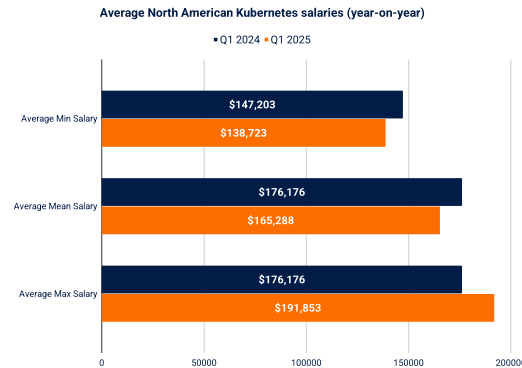
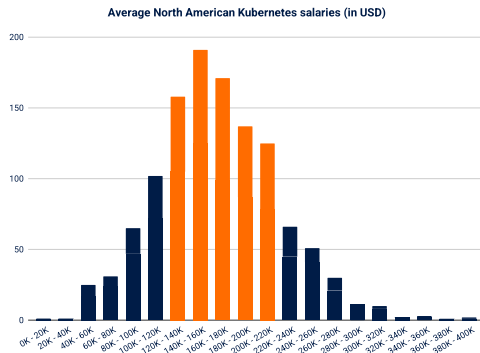
At the bottom tier of Kubernetes jobs frequency were South East Asia (4%), Latin America (3%), and the Pacific area, with 2% representation.

Year-on-year, North American jobs have risen by 6% while European jobs have declined by 4%.



The same decline is reflected in **Q1 2025** for **Latin American, Pacific, and South East Asian** jobs (though the frequency of these jobs is lower, to begin with).

What's the average Kubernetes salary in North America?



For the first quarter of 2025, the average minimum salary for North American Kubernetes jobs is **\$138,723**, while the maximum average is **\$191,853**, bringing the average salary to **\$165,288**.

What's interesting is that year over year, the minimum average salary has decreased by **6.11%**, the maximum average by **6.93%**, and the average salary by **6.58%** from the numbers in Q1 2024.

What could be the reason for this decline? We don't know. The data from the remaining quarters for 2025 will give us a clearer picture.

If we break down the average salaries into ranges, we get a clearer view of the trend:

The key takeaways from the distribution are:

- **85% of North American Kubernetes jobs** pay between **\$100,000 and \$240,000**, **8.33%** pay below **\$100,000**, and **4%** pay between **\$200,000 and \$300,000 annually**.
- What's also interesting to note is how **just 1.26%** of the jobs pay an average salary **above \$300,000**.

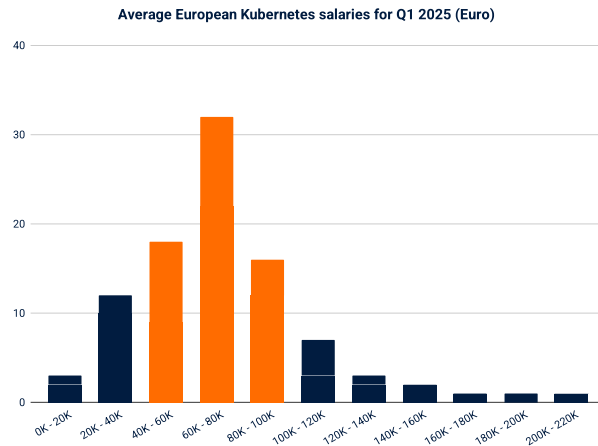
However, the ranges were higher for the same quarter in 2024

Here are the most important bits from the year-on-year comparison:

- North American jobs paying less than **\$100,000** almost doubled_ to **8.33%** in Q1 2025, up from a measly **4.21%** in Q1 2024.
- In Q1 2024, we had **2.5%** more jobs paying between **\$100,000 and \$240,000** and **1.2%** more paying between **\$240,000 and \$300,000**.

Again, we'll need to analyze at least another quarter of 2025 to understand why North American salaries may have declined.

What is the average Kubernetes salary in Europe?

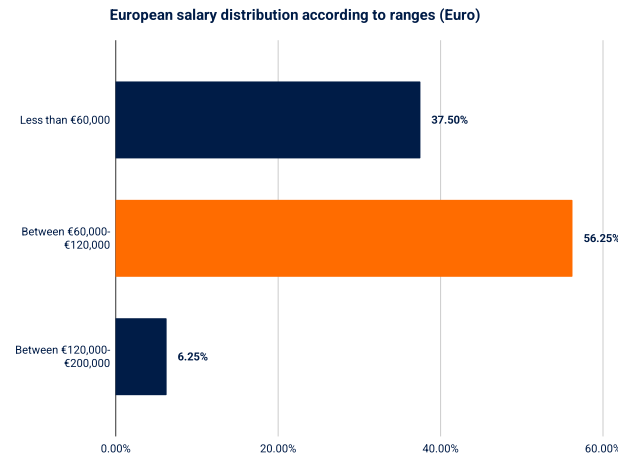
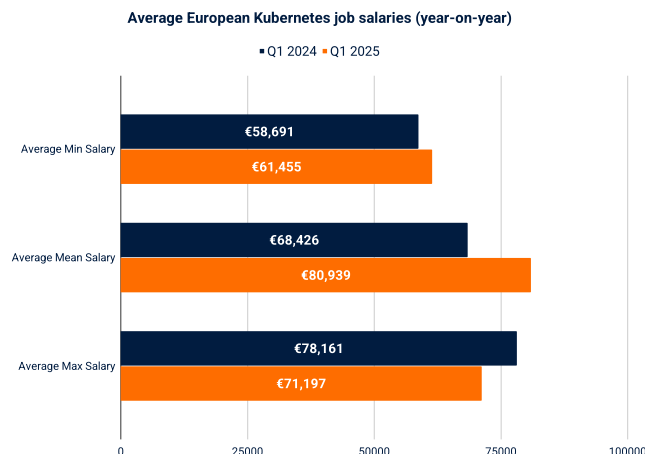


Compared to Q1 2024, the **minimum average** salary has increased by **4.7%** (was €58,691), the **maximum average** by **3.5%** (was €78,161), and the **mean by 4.04%** (was €68,426).

Let's break down European salaries further to get a clearer picture

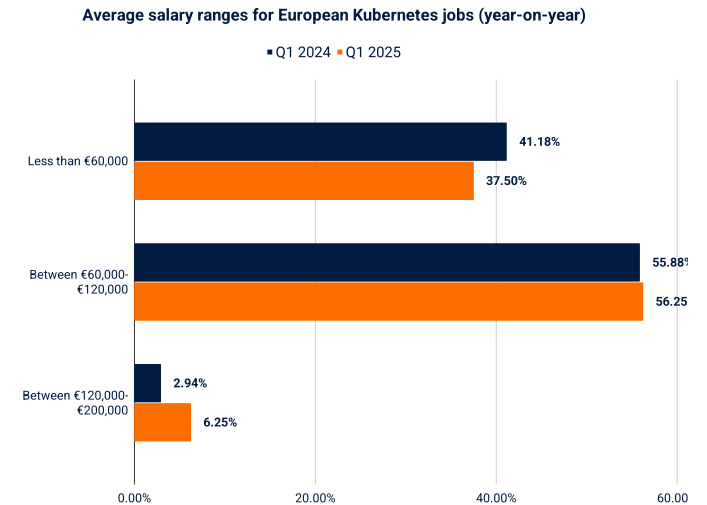
For Q1 2025, the average European salaries start with a minimum salary of **€61,455**, a maximum of **€80,939**, and a mean salary of **€71,197**.

What's good to see is that European salaries have increased year-on-year!



For the first quarter of 2025, **37.50%** of the European jobs pay below **€60,000**, **56.25%** pay between **€60,000** to **€120,000**, and **6.25%** pay above **€120,000**.

European salaries were distributed almost similarly in Q1 2024 as well



There are two key differences between the two quarters:

- **Q1 2024 had 4% more jobs**, with an average salary of **less than 60,000**.
- **Jobs paying an average salary between 120,000 to 200,000 almost doubled** in Q1 2025.

There is a catch, though. Even though our European dataset now consists of twice as many jobs as before, we can't ignore the fact that we have simply 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.

Look out for more granular insights in the future as we expand our European dataset.

What about Kubernetes salaries in APAC and LATAM?

South Asian Kubernetes salaries for 2024

Minimum salary:
\$178,334

Maximum salary:
\$234,942

Average salary:
\$206,638

Highest salary:
\$300,000

Pacific Kubernetes salaries for 2024

Minimum salary:
\$107,000

Maximum salary:
\$119,000

Average salary:
\$113,000

Highest salary:
\$119,000

Latin American Kubernetes salaries for 2024

Minimum salary:
\$72,875

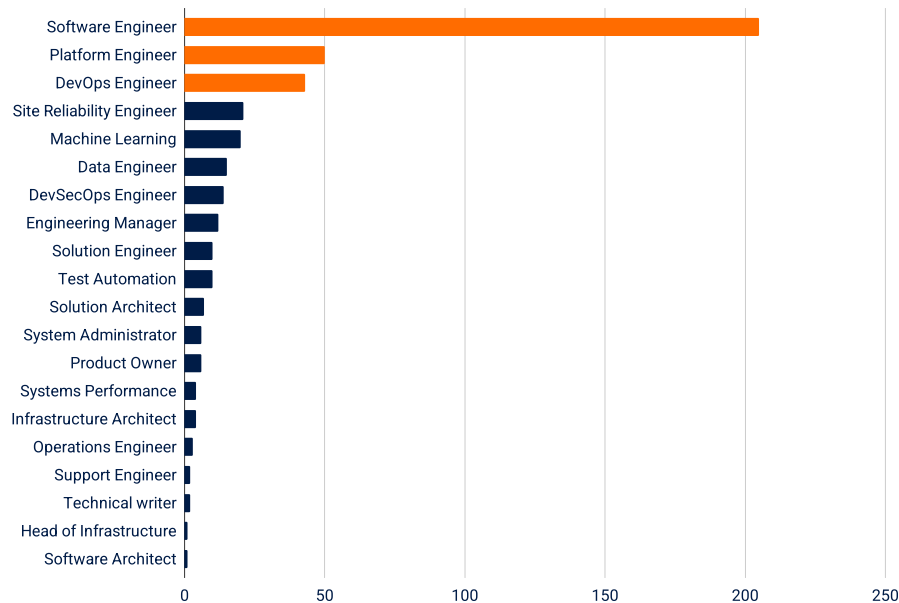
Maximum salary:
\$93,833

Average salary:
\$83,354

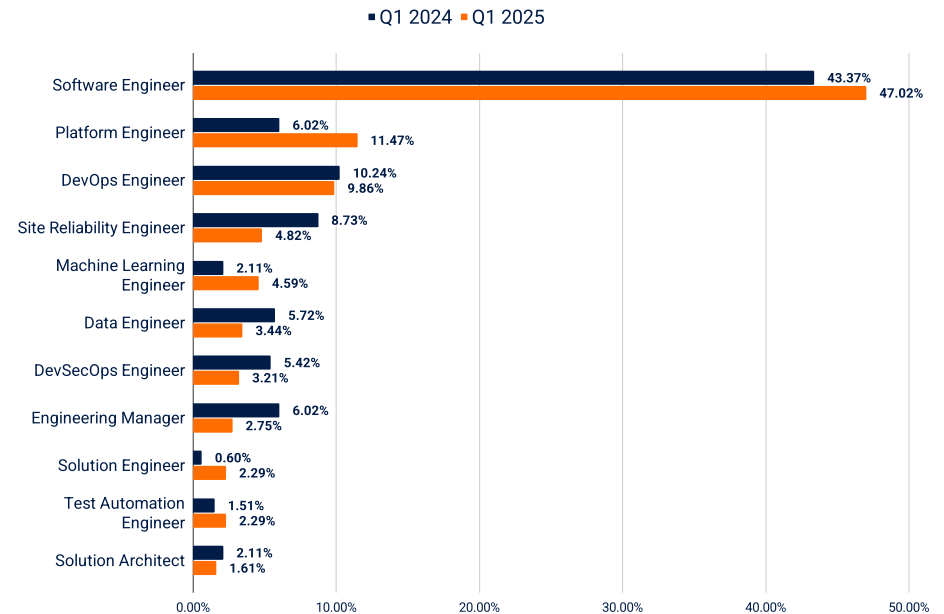
Highest salary:
\$131,499

The Kubernetes job market seeks Software Engineers, Platform and DevOps Engineers.

Popular job titles for Q1 2025



Popular job titles (year-on-year)



Of all the jobs we published in Q1 2025, **47% were Software Engineer positions.**__

Platform Engineer, DevOps Engineer and Site Reliability Engineer positions were the next popular roles with **11%, 9% and 4%** representation.

These were followed by __Machine Learning Engineer, Data Engineer, DevSecOps Engineer, and Engineering Manager positions, each accounting for less than 4% of the total jobs in Q1 2025.

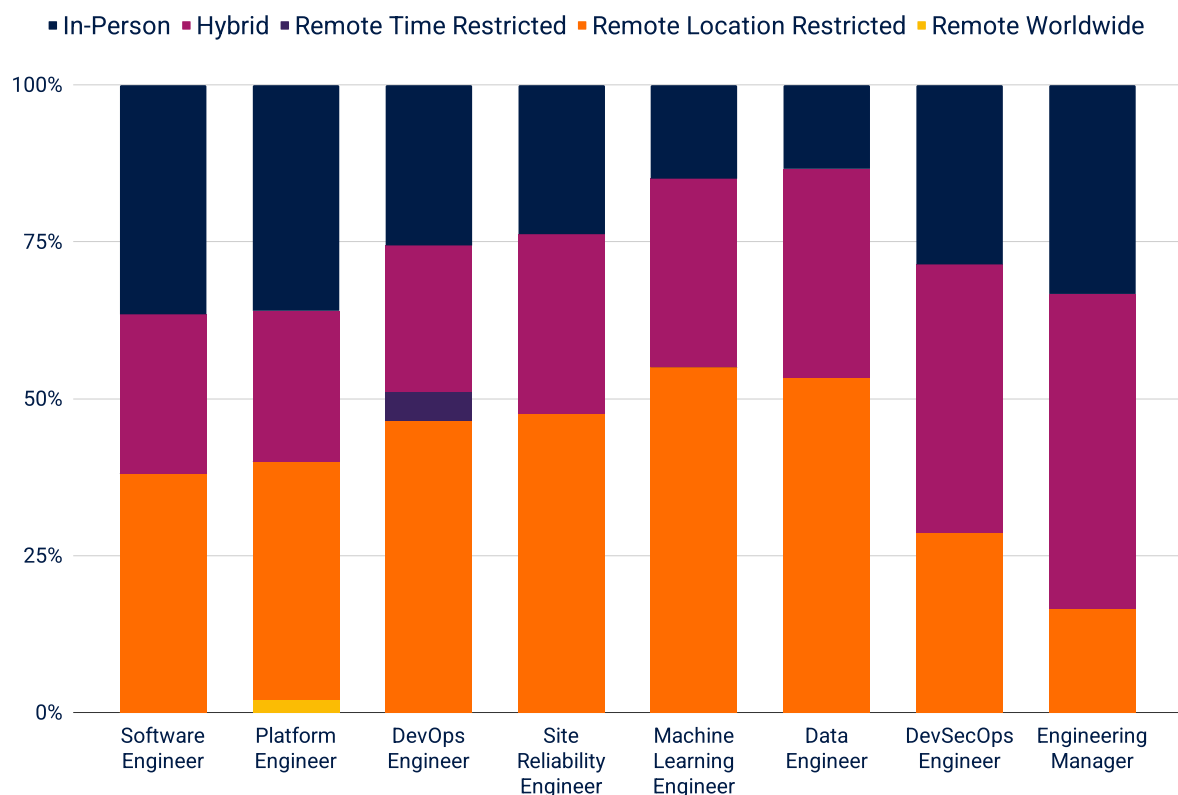
Software engineer positions were the most popular title in Q1 2024 as well, but as for other job titles, the trend was slightly different.

The key points to note in the year-on-year comparison are:

- While *Q1 2025* had **3.5%__** more **Software Engineer__** positions, it also had almost **double__** the **Platform Engineer__** roles when compared to *Q1 2024*.
- While the percentage of DevOps Engineer positions has stayed almost the same, **SRE, Data Engineer, and Engineering manager** positions have **nearly halved** in a span of a year.
- At the same time, *Machine Learning Engineer* positions have almost grown by **180% year-on-year**.

What was the nature of work required for these titles?

Preferred working modes for popular job titles in Q1 2025



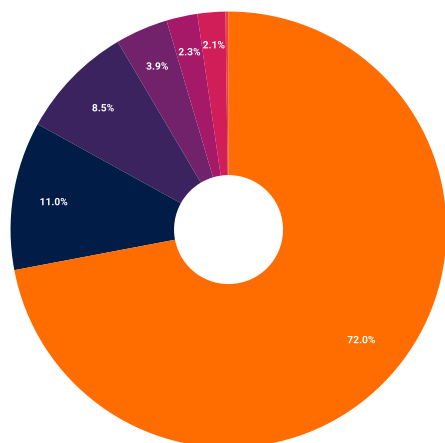
If we analyze popular job titles with their preferred working modes, it gets interesting:

- ✓ Surprisingly, the **most remote-friendly** job title is **Machine Learning Engineer**, with 55% of these titles allowing remote work of some sort. The remote-friendly hierarchy continues with **Data Engineer**, **SRE**, **DevOps**, and **Platform Engineer** titles.
- ✓ Half of all the **Engineering Manager** roles we published in Q1 2025 were Hybrid, and the second-most Hybrid-friendly position was DevSecOps Engineer with 42.9% representation.
- ✓ What's surprising is *only 13.3%* of the *Data Engineer* positions, while the positions with the *most In-office requirements* are *Software Engineer (36.6%)*, *Platform Engineer (36%)*, and *Engineering Manager (33.3%)*.

What is the preferred experience level for most Kubernetes jobs so far in 2025?

Preferred experience levels for Kubernetes jobs in Q1 2025

senior • mid-level • lead • junior • architect • principal • c-level



A staggering 72% of the jobs we posted in Q1 2025 required **Senior-level experience**.

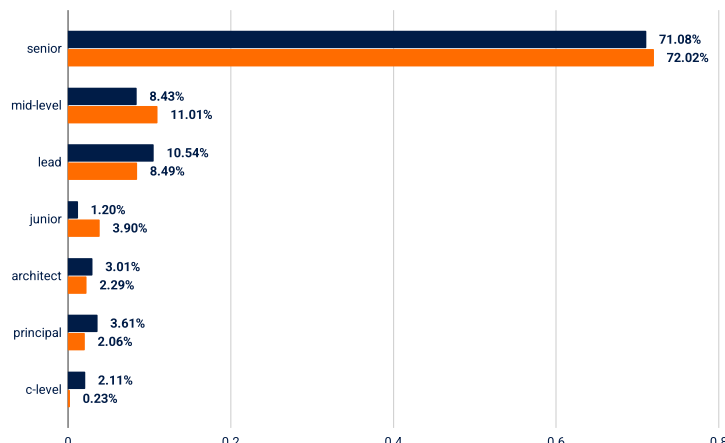
Mid-level experience jobs were a distant second at 11%, but more importantly, Lead-level jobs were a close third with 8.5% representation!

These were followed by *Junior-level (3.9%), Architect-level (2.3%), Principal-level (2.1%), and C-level (0.2%) experience jobs.*

The experience preference was ever so slightly different a year ago

Preferred experience level for Kubernetes jobs (Q1 2024 vs Q1 2025)

Q1 2024 • Q1 2025



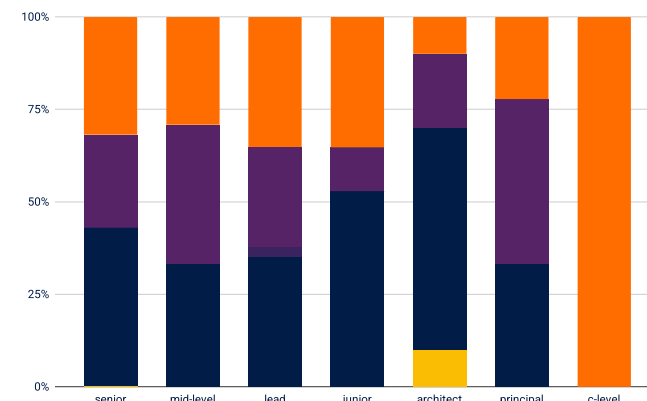
Year-on-year comparison for preferred experience levels gives us the following insights:

- **Senior-level experience has always been preferred**, and very little has changed between the quarters.
- For Q1 2024, we had more **Lead-level jobs** than **Mid-level** ones, a trend that reversed in Q1 2025.
- What's also interesting is that, on average, we have **fewer C-level and Junior-level** positions, yet for Q1 2025, we had **300% more junior roles** but **75% fewer C-level roles** compared to Q1 2024.

What is the preferred working mode based on experience? What has been the trend so far in 2025?

Experience levels with preferred working modes for Q1 2025

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



*What's surprising is the **most remote friendly** job titles are **Architect-level** with more than **60%** of these allowing remote work, while the most **Hybrid-friendly** titles are **Principal-level**.*

*What isn't very surprising is **Lead-level** and **Junior-level** titles requiring the **most In-Office presence (35%)**, while **Architect-level** roles **require the least (10%)**.*

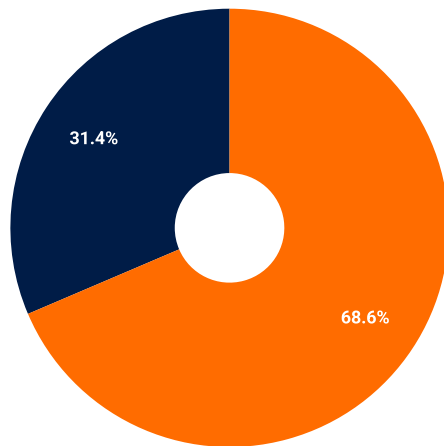
Interestingly, the only Remote job with no geographical or timezone restrictions was a Senior Platform Engineer role.

68% of all the Kubernetes jobs allow remote work!

Of all the jobs we published in Q1 2025, **68.6%** of these allow some sort of remote work.

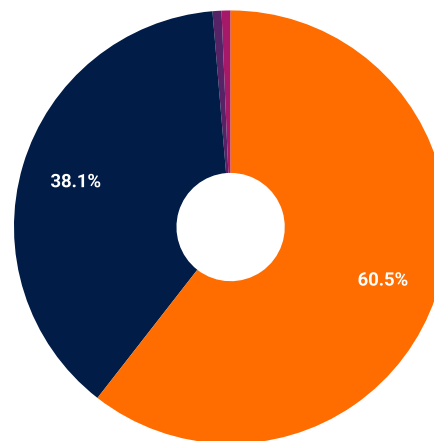
Working modes for jobs published in Q1 2025

Remote + Hybrid jobs • In-Office jobs



Breakdown of jobs that don't require In-Office presence for Q1 2025

Remote (Location-restricted) • Hybrid jobs • Remote (With no restrictions)
Remote (timezone restricted)



However, remote mentions don't equal fully remote work!

More than **60%** 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).

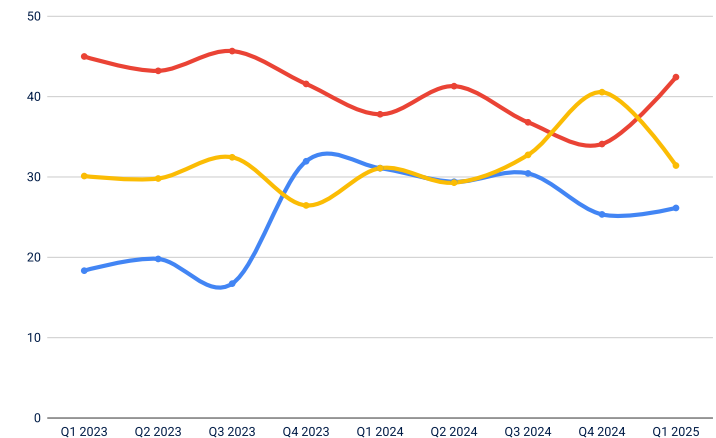
For Q1 2025, 60.5% of the remote jobs require the selected candidate to work remotely within a specified geography, mostly within the country. 38.1% allow for Hybrid work, meaning the employee should show up to the office at a specified frequency.

Only 0.7% of the jobs were remote without any restrictions, while the same percentage of jobs were restricted within a specific timezone

In-office work may not be heading to a resurrection, or so it seems

Working modes for Kubernetes jobs since 2023

Hybrid • Remote • In-Office



We've traced all the working modes data, right from Q1 2023 to get a better understanding of the trends:

- From Q1 2023 to Q4 2024, **remote jobs plunged 11%**, but they **now make up 42%** of the total jobs in Q1 2025. We may be seeing more remote jobs this year. Only time will tell.
- What's also interesting is that **In-Office jobs averaged 30%** from Q1 2023 to Q3 2024 but then **shot up by 10%** in Q4 2024. However, In-office roles *declined by 9%* from Q4 2024 to Q1 2025, now making up 31% of the total jobs.
- It's good to see that *Hybrid jobs have averaged 30%* since the start of 2024, suggesting consistency.

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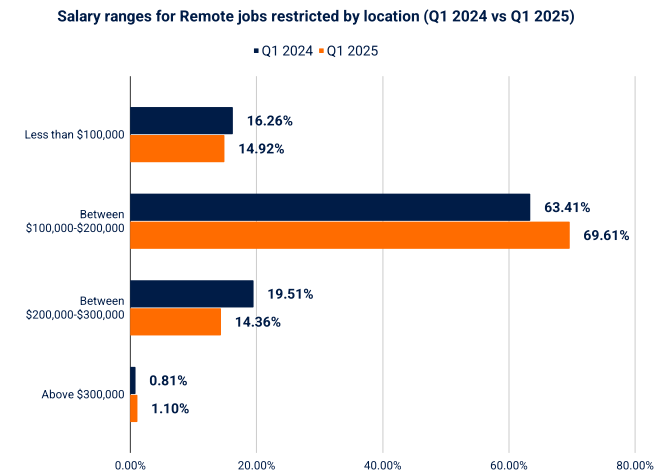
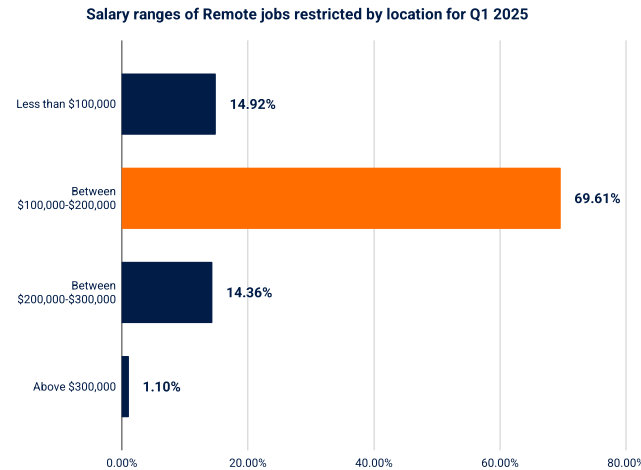
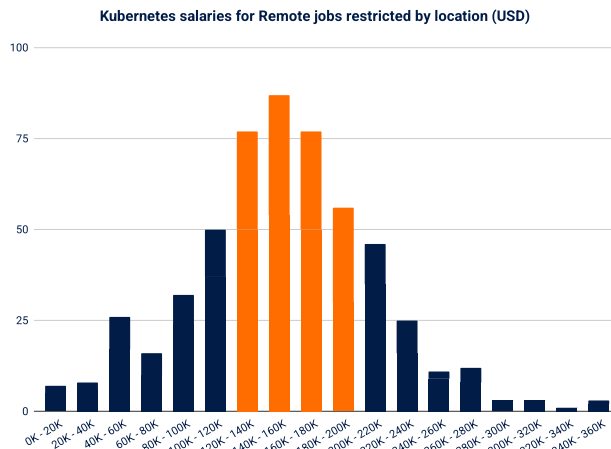
How much do remote Kubernetes jobs pay?

The average Kubernetes job payscale for remote jobs has been between **\$138,140 to \$176,570 for Q1 2025**_, with an average mean salary of **157,355**._

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?



➤ For 2024, the average minimum salary for remote roles restricted to a specific country is **\$128,551**_, with a maximum average of **\$176,652**_. The mean average salary is **\$152,601.5**_.

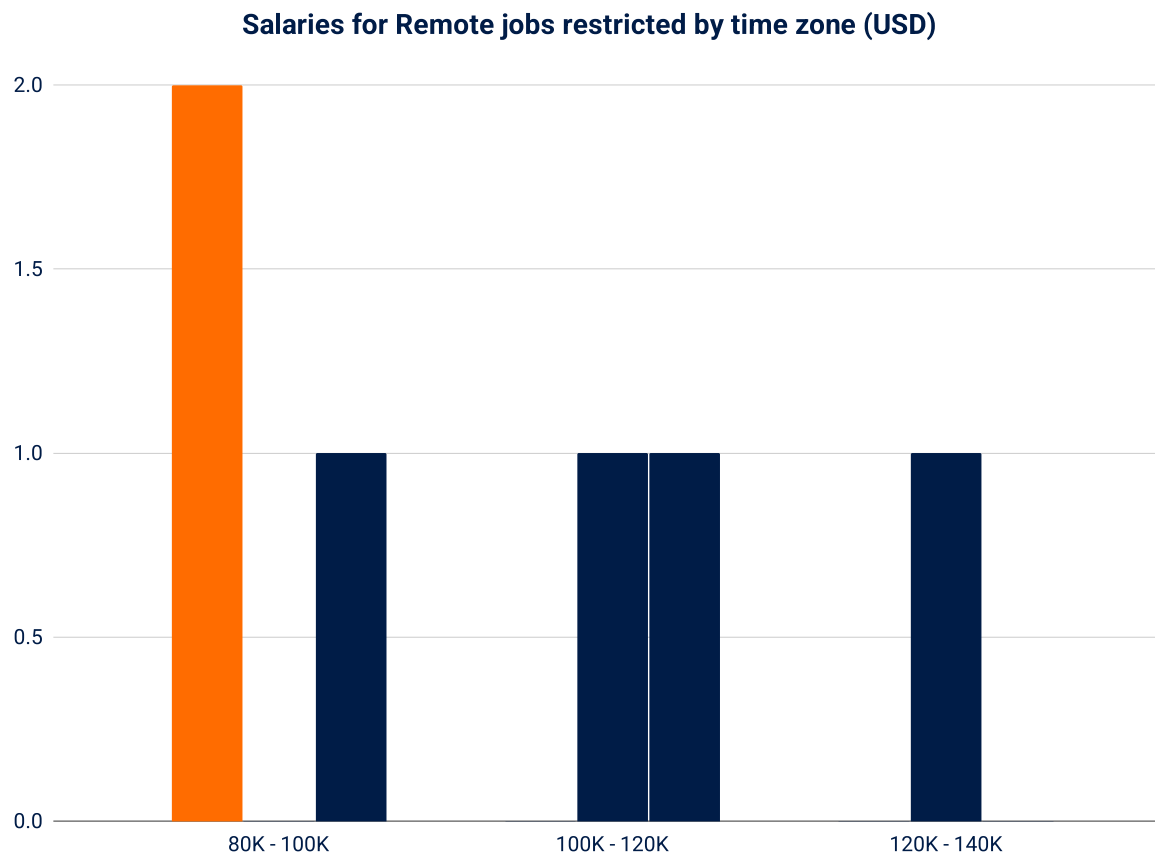
➤ For Q1 2025: **69%**_ of the jobs in this category pay between **\$100,000-\$200,000**_, **15%**_ of these pay below **\$100,000**_, while **14%**_ pay between \$200,000-\$300,000.

Of all the remote jobs restricted by location, only 1% of these pay above **\$300,000**.

If we compare these salary ranges with the equivalent quarter in 2024, there have been a few noteworthy changes!

- ✔ Year-on-year, the percentage of jobs paying between \$100,000-\$200,000_ has increased by 6%_, while jobs paying higher salaries between \$200,000-\$300,000 has decreased by 5%.
- ✔ There hasn't been a noticeable difference for the other salary ranges.

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



Out of the 436 jobs we published in Q1 2025, we've had only **2(0.4%) jobs of this kind**, so do understand that the numbers for these jobs may not be conclusive.

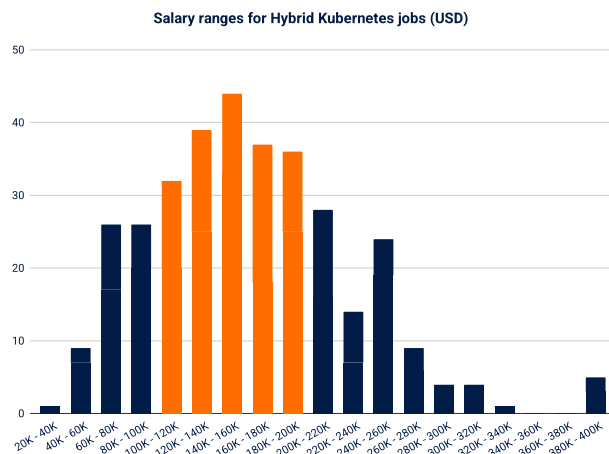
Still, here are the highlights:

- ✓ The average salaries for remote roles during specific business hours are between **\$91,312** and **\$119,750**.
- ✓ **50%** of these jobs pay between **\$100,000-\$200,000**, while the other **50%** pay between **\$100,000**.

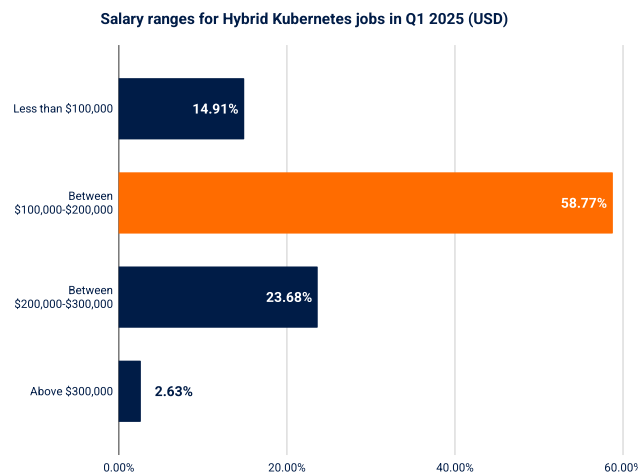
The *highest* recorded salary for these remote jobs is upto **\$131,499**.

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

- For Q1 2025, the average minimum salary for hybrid roles is **\$138,277_** and a maximum average of **\$189,994_**, with an mean average salary of **\$164,135.5_**

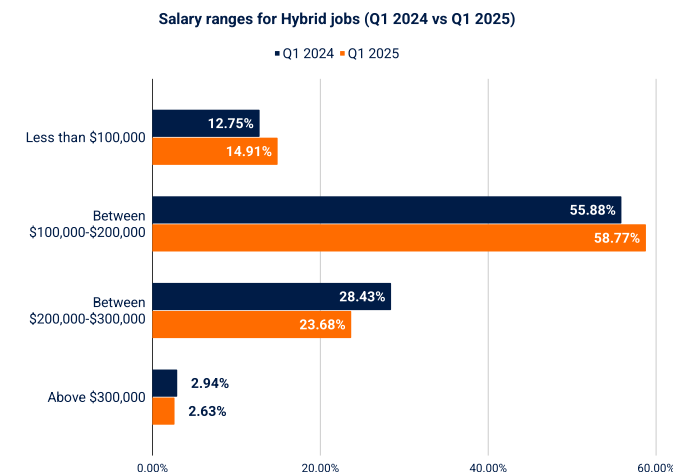


What's even more interesting is how these Hybrid salary ranges are distributed



- ✔ For Q1, 2025, **58.77%_** of the hybrid jobs pay between **\$100,000-200,000_**, while **12%_** pay below **\$100,000_**, and **3%_** pay above **\$260,000_**
- ✔ **2% of Hybrid jobs pay more than \$300,000_** which is *highest in terms of working modes.*

These ranges have been consistent year-on-year, with little change

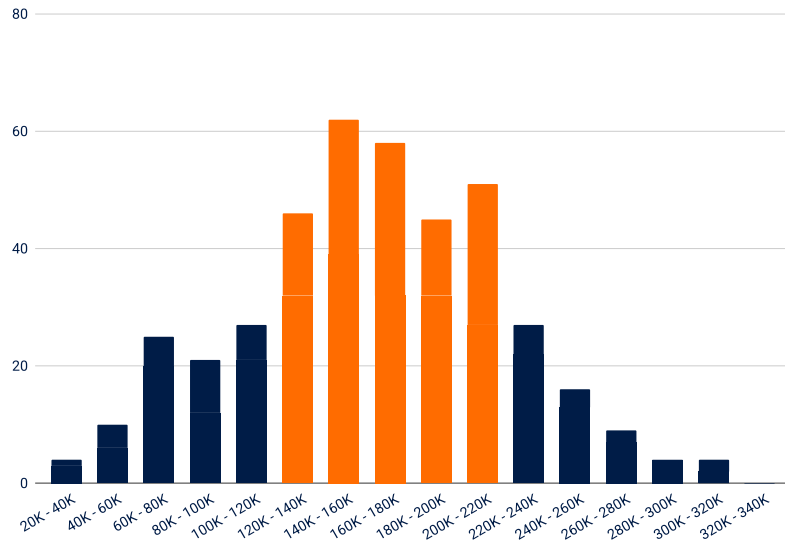


If we compare year-on-year numbers, there is one noticeable difference:

- ✔ **Q1 2024 had more jobs (5% more)_** paying salaries between **\$200,000 to \$300,000_**, fewer (by 2.2%) jobs paying less than \$100,000, and ***fewer jobs (by 3.3%) paying between \$100,000 to \$200,000.***
- ✔ Overall, the salary ranges for hybrid jobs **were higher by 3-5% in Q1 2024.**

How much do In-Office jobs pay if these are remote job salaries?

Salaries for In-Office roles in Q1 2025 (USD)

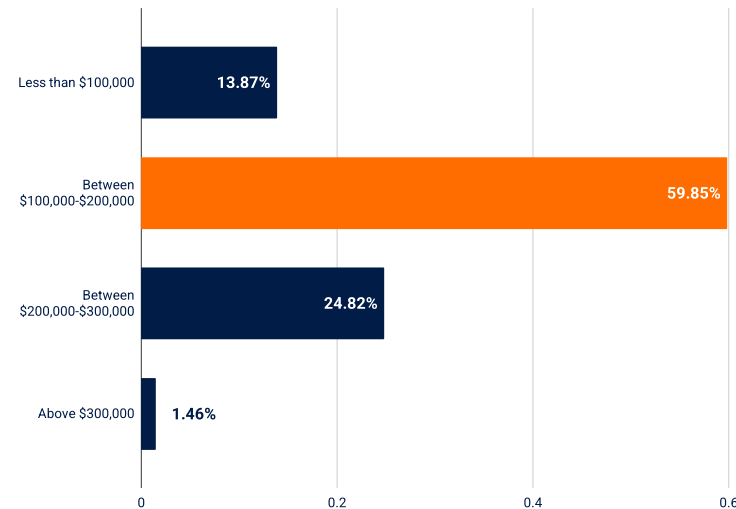


For Q1 2025, the average minimum salary for In-Office roles is **\$135,479**_, and the maximum is **\$188,588**_. The average salary comes to be **\$162,033**

Breaking down the In-Office salaries further, we find:

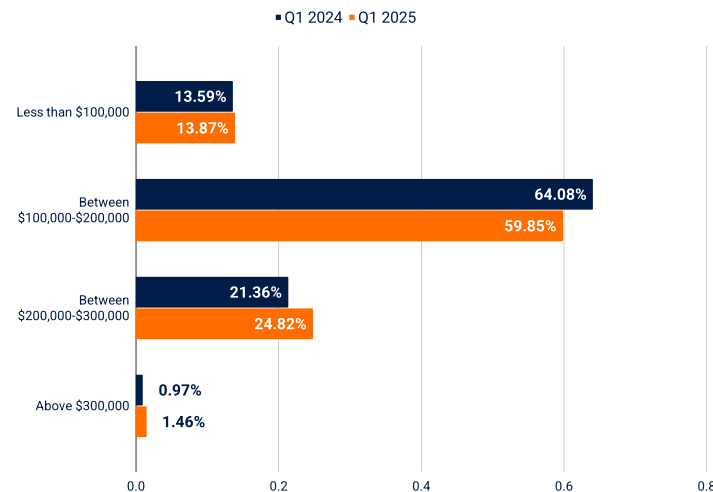
- ☑ Almost **60%** of the jobs pay between **\$100,000 - \$200,000**_, while **14%** pay less than **\$100,000**_, and **24.82%** pay between **\$200,000 - \$300,000**._
- ☑ Only **1.5%** of the jobs pay more than **\$300,000** in average salary.

Salary ranges for In-Office jobs in Q1 2025 (USD)



Year-on-year, In-Office job salaries have been pretty much in the same range!

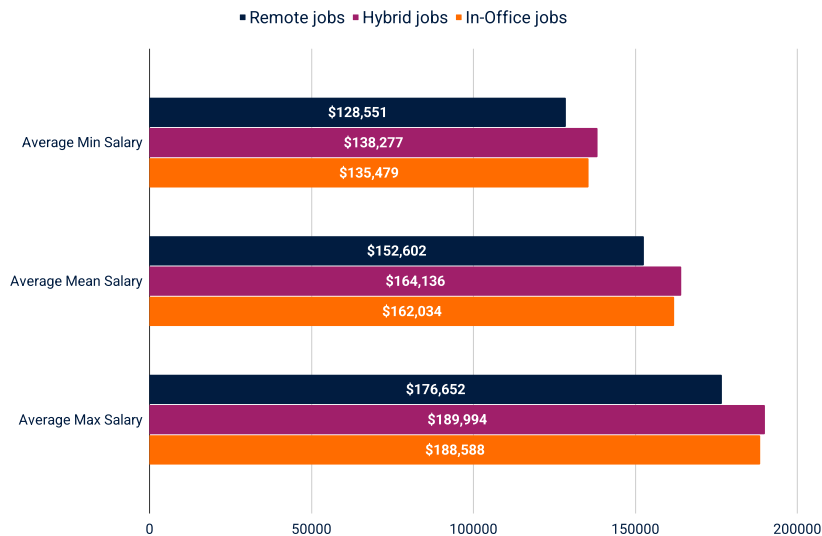
Salary ranges for In-Office jobs (Q1 2024 vs Q1 2025)



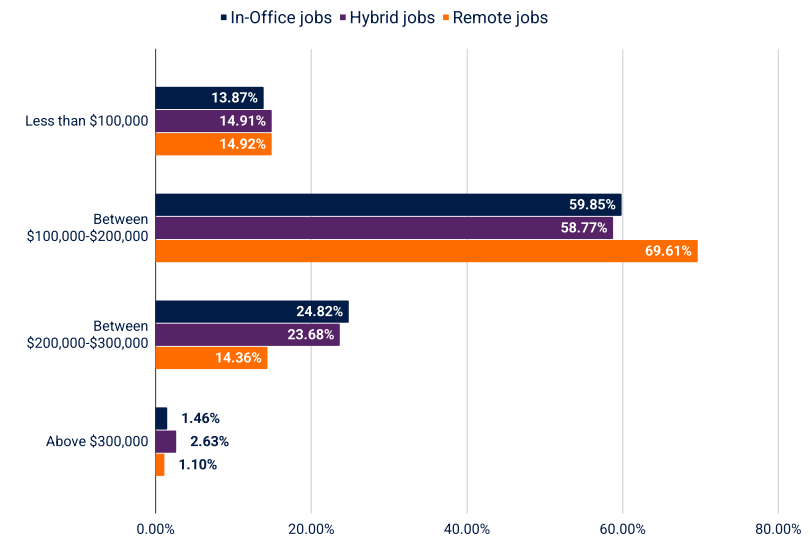
*The only major difference between the year-on-year numbers is that there were **4% more jobs** paying salaries between **\$100,000 - \$200,000** and ***3% fewer jobs** paying higher salaries in the **\$200,000 to \$300,000** range.*

Comparing Remote, Hybrid and In-Office Salaries for Q1 2025

Average salaries across working modes for Q1 2025 (in USD)



In-Office jobs, Hybrid jobs and Remote jobs salary ranges (USD)



The key highlights from comparing average salaries across working modes are:

- ✓ **Hybrid jobs pay the highest minimum, maximum, and mean salaries_** across working modes. For minimum average salaries, Hybrid jobs pay **7.55% more** than remote jobs and **1.22% more** than In-Office jobs, and the difference is almost similar for maximum and mean average salaries.
- ✓ Across working modes, remote jobs pay the least, with a difference of around 5-7% as compared to the other working modes.

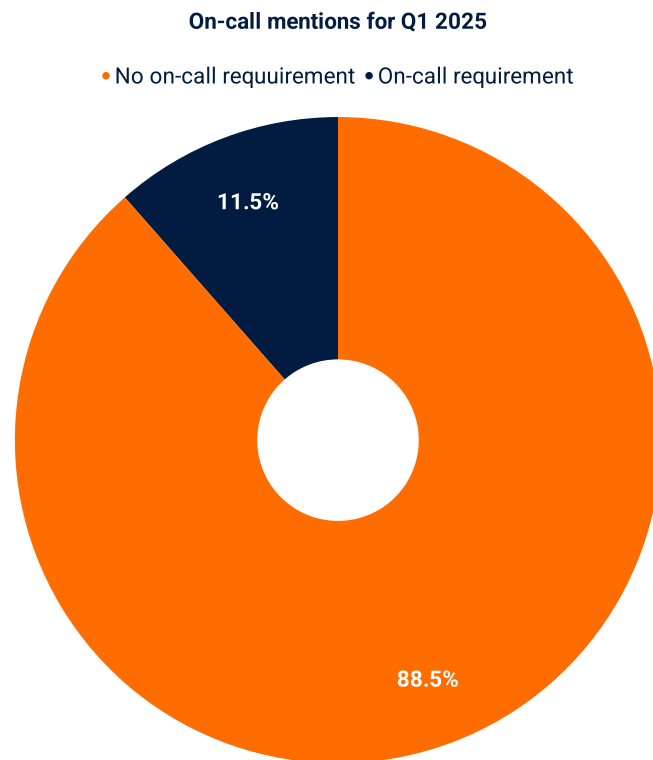
However, when it comes to salary ranges, things get very interesting and how

The interesting bits from the comparison are:

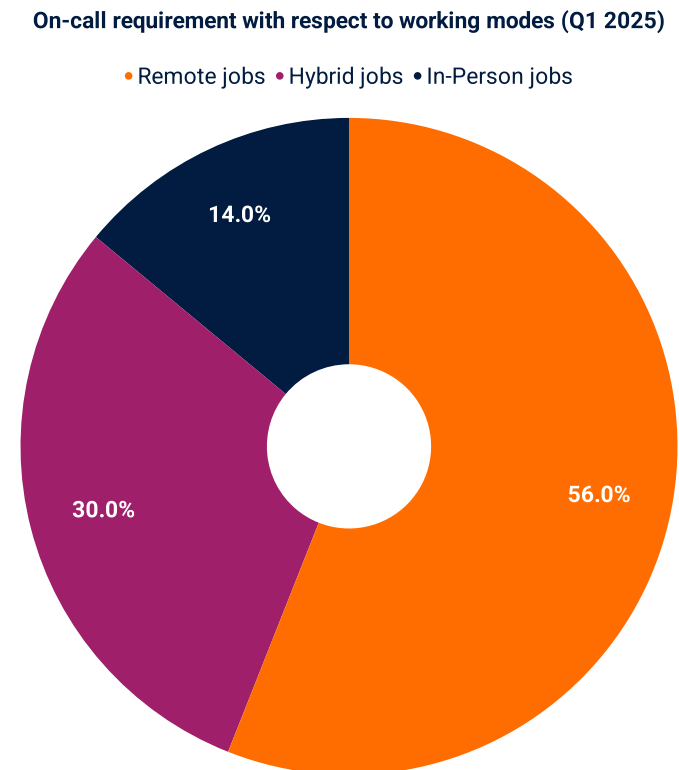
- ✓ *While there isn't much difference across working modes for salaries less than \$100,000, the major difference lies in the higher salary ranges.*
- ✓ **10% more remote jobs pay an average salary between \$100,000 to \$200,000, while that is the case, 10% more Hybrid and Remote jobs pay between \$200,000 to \$300,000 compared to Remote jobs._**
- ✓ What's even more interesting is how *twice the number of Hybrid jobs pay above \$300,000* compared to other working modes.

Kubernetes jobs with on-call rota

Not all job descriptions explicitly mention the requirement for the employee to be on call (they should, ideally). For Q1 2025, only 11% of the jobs mentioned a need to be on-call, yet we can't exclude that the number is higher.



Most on-call mentions were for remote and hybrid jobs.



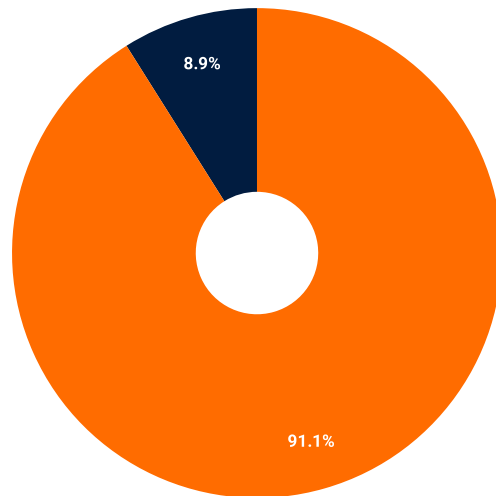
Of all the jobs that mentioned an on-call requirement, **56%** were remote jobs, **30%** were Hybrid jobs, and **14%** were jobs from the office.

How important are certifications for a Kubernetes job?

By the numbers, it doesn't seem job descriptions mention certifications often, as for Q1 2025, we've only had 9% of the jobs mention a need for certification.__

Certification mentions in Kubernetes job descriptions

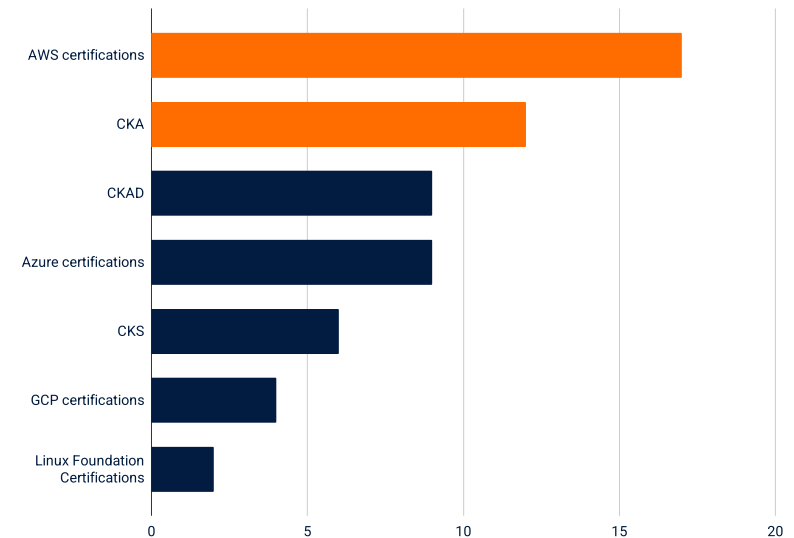
• No mentions of any certification • Certification mentions



It may seem that certifications aren't necessary, but we all know they are__. Maybe companies want lower entry barriers for applicants. Regardless of the reasons, certifications will always be seen as a plus and help a candidate stand out.

Which are the most popular certifications for Kubernetes jobs? Let's find out.

Popular certifications mentioned in Kubernetes job descriptions for Q1 2025



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

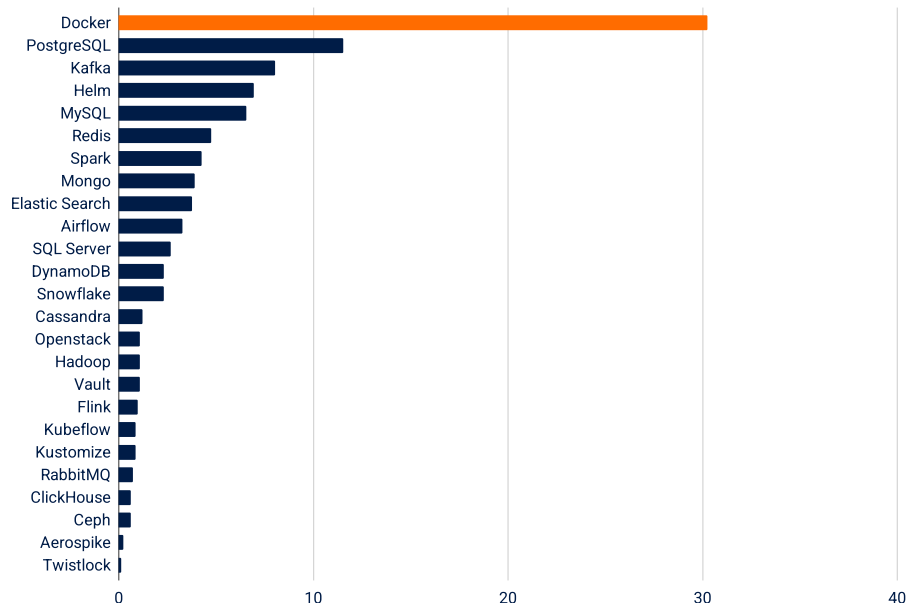
Of all the job descriptions that mentioned specific certifications in Q1 2025, **28% of these mentioned the AWS certifications.**_

These were followed by **CKA** and **CKAD** certifications with **20%** and **15%** representation.

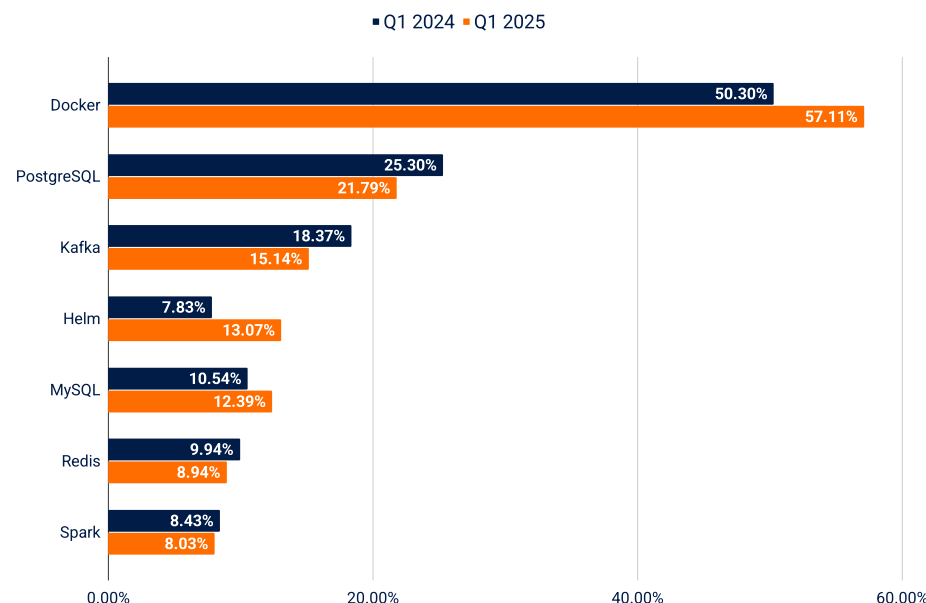
Next in line are **Azure**, **CKS**, and **GCP**_ with **15%**, **10%**, and **6%**_ representation.

Popular technologies for Kubernetes jobs

Popular technologies for Kubernetes jobs in Q1 2025



Popular technologies for Kubernetes jobs (year-on-year)



Note that every job description mentions more than one technology.

For the first quarter of 2025, Docker is the most popular technology for Kubernetes jobs, with **57%** of the total jobs mentioning it.

Distant from the first yet closer together are **PostgreSQL** and **Kafka**, with **21%** and **15%** representation.

Completing the top 5 popular technologies are *Helm* and *MySQL* with **13%** and **12%** of the jobs mentioning it.

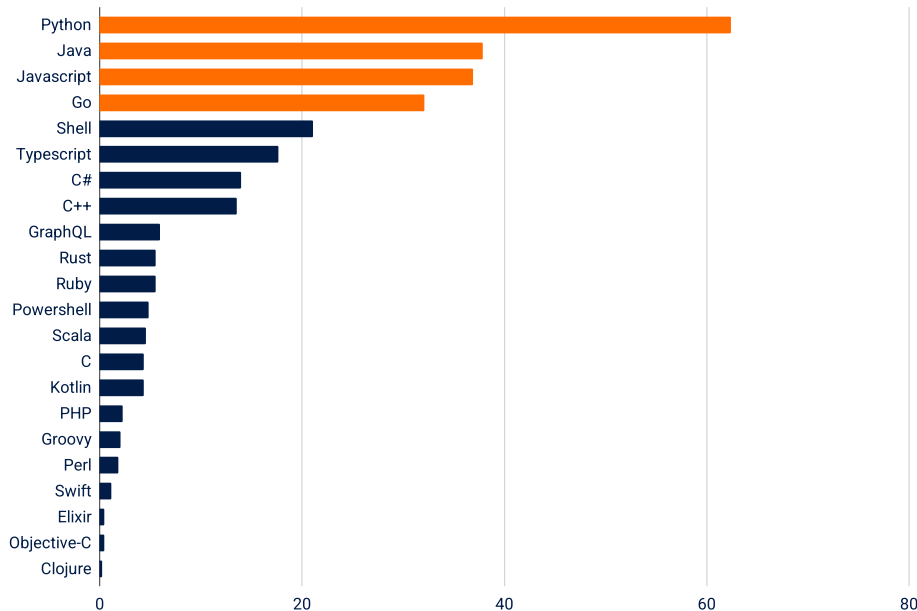
Year on Year, things weren't so different after all

Although not much has changed year-on-year, here are the noteworthy differences:

- ✓ **Docker has become popular by 7%**_ now in Q1 2025, while **Helm has almost doubled in popularity**_ in 2025 so far.
- ✓ Otherwise, the change for the most popular technologies has been between 2-3% at most, which is negligible.

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

Most in-demand programming languages for Kubernetes jobs in Q1 2025



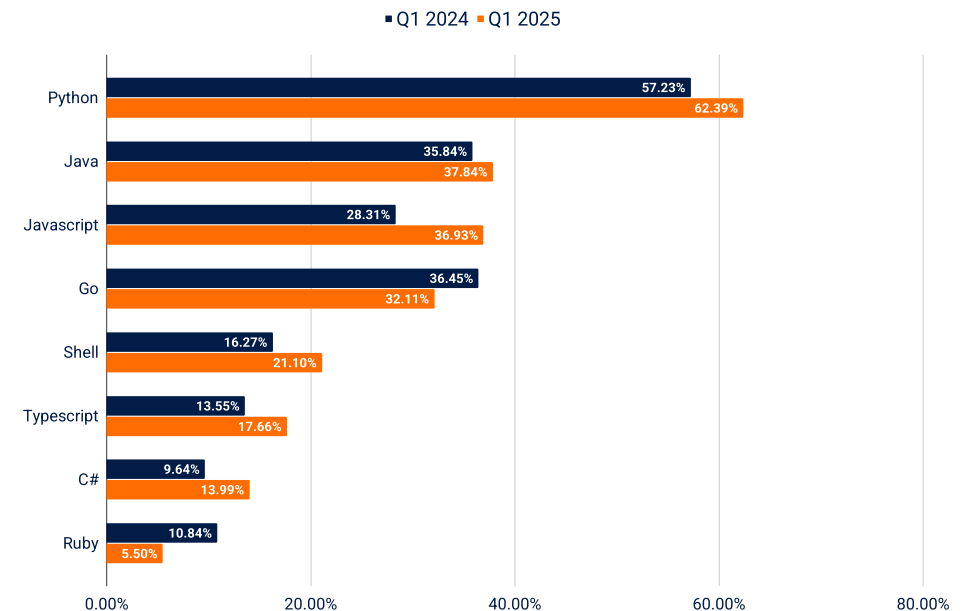
For the first quarter of 2025, a staggering 62% of the jobs mentioned a need for Python experience. Note that multiple programming languages were mentioned in a majority of the job descriptions.

The next popular languages were **Java (37%)**, **Javascript (36%)**, and **Go (32%)**.

Other languages completing the top ten list are *Shell 21%*, *Typescript 17%*, *C# 13%*, *C++ 13%*, *GraphQL 5%* and *Rust 5%*.

Since Q1 2024, however, there have been a few changes in popularity for programming languages

Key changes in popularity for programming languages (Q1 2024 vs Q1 2025)



Let's discuss the key changes in programming language trends:

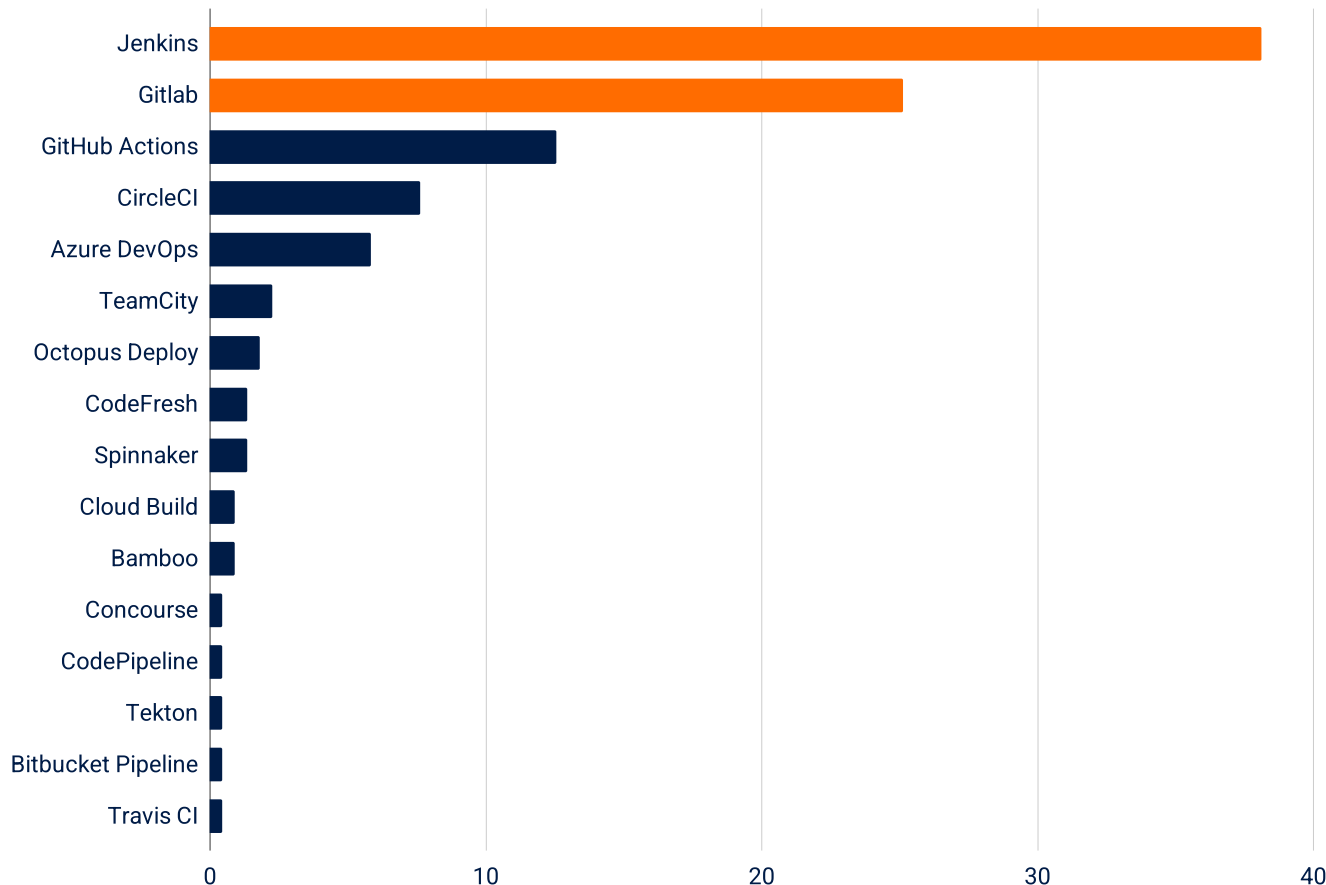
- **Python's dominance grew by 5%** year-on-year to 62% in the first quarter of 2025. At the same time, **Javascript grew in popularity by a whopping 8%** in a year. At the same time, the popularity of Shell and Typescript grew by 4% each in a span of four quarters.
- **Ruby is taking the hit for popularity then, dropping by almost 50%** (from its previous representation) in Q1 2025.

In hindsight, if you wish to land your next Kubernetes job, it would help if you know Python or any of Java, Go, or Javascript.

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

Of the jobs that cited CI/CD experience in Q1 2025, a staggering 50% were generic mentions with no tool specification.

CI/CD tools popularity for Kubernetes jobs in Q1 2025



Of the total specific tags for CI/CD tools in Q1 2025, **Jenkins** was the most popular, with **38%** of the total tags.

A close second was **Gitlab**, with **25%** representation, and **Github Actions** was a distant third, with **12%** representation.

CircleCI followed these at 7%, Azure DevOps at 5%, and TeamCity at 2%.

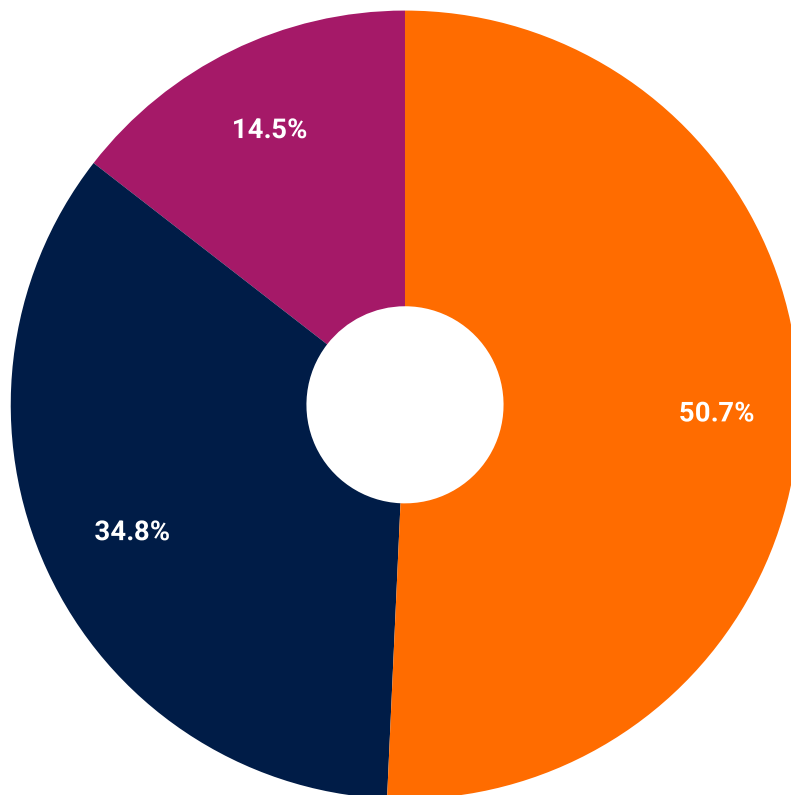
Is GitOps popular in Kubernetes jobs?

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

Only 12.5% of the total jobs we published in Q1 2025 mentioned the need for **GitOps experience**.

GitOps tools popularity for Q1 2025

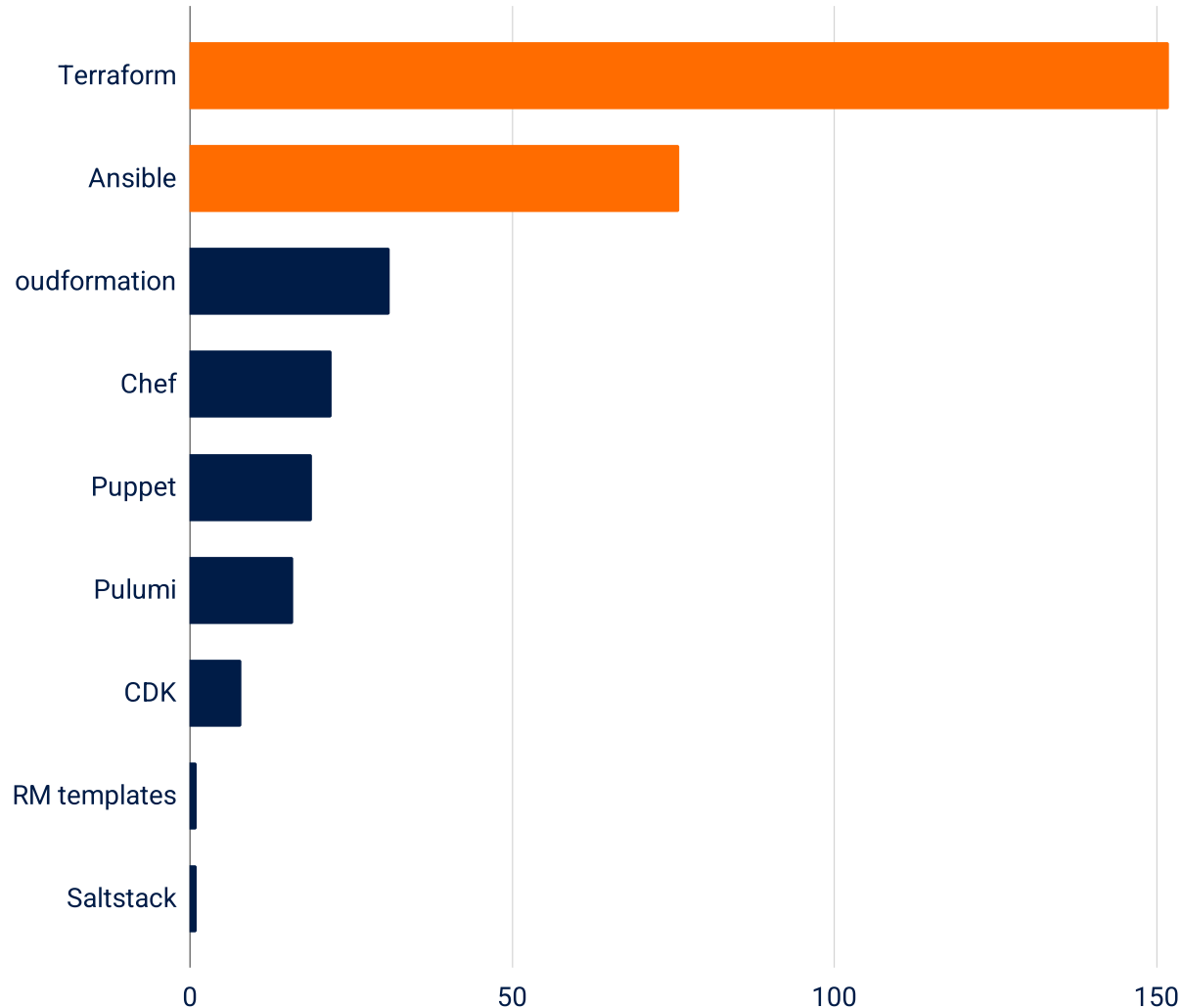
• ArgoCD • Generic GitOps • Flux



Of the total specific GitOps tools tags, **50.7%** of these were for **Argo CD**, **34.8%** were **Generic GitOps**, and **14.5%** were for **Flux**.

What configuration management tools are popular?

Popular configuration tools for Q1 2025



Of the total specific tags for configuration management tools in Q1 2025, **46%** of these were for **Terraform**.

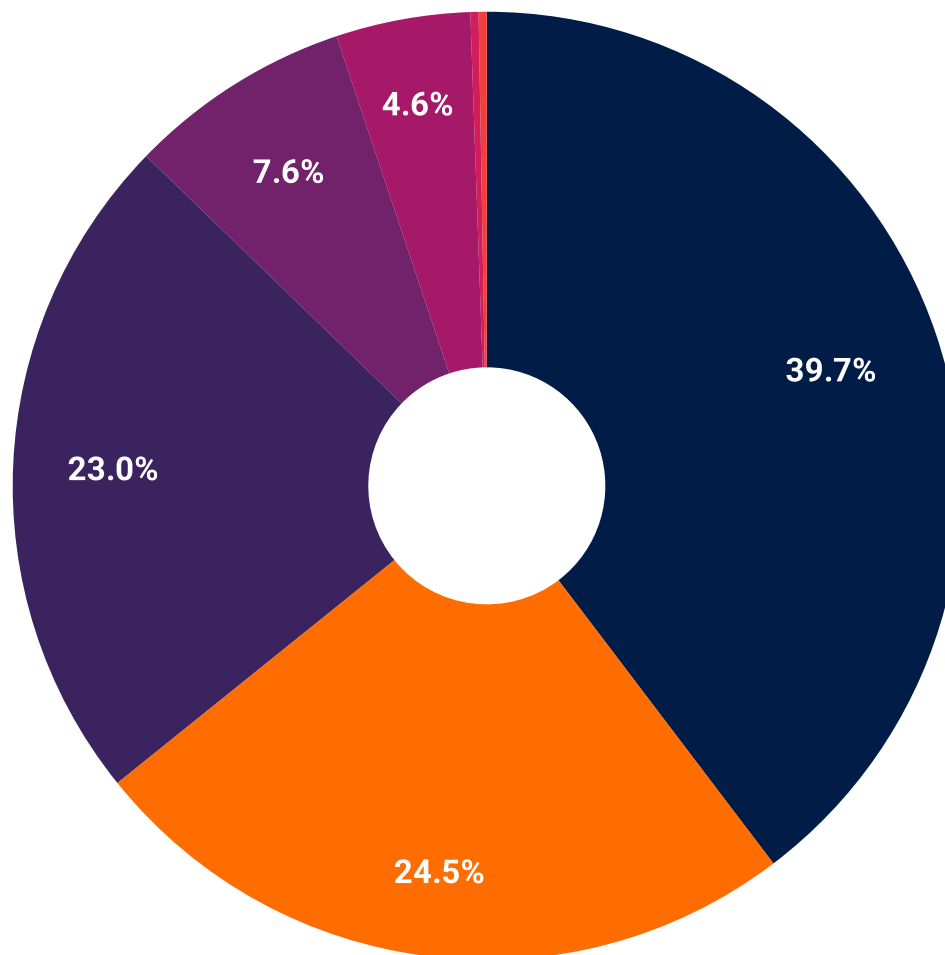
Ansible and **Cloudformation** came in second and third with **23%** and **9%** popularity.

Chef and *Puppet* completed the top 5 with **6%** and **5%** representation.

Popular cloud providers for running Kubernetes

Popular cloud providers for running Kubernetes in Q1 2025

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



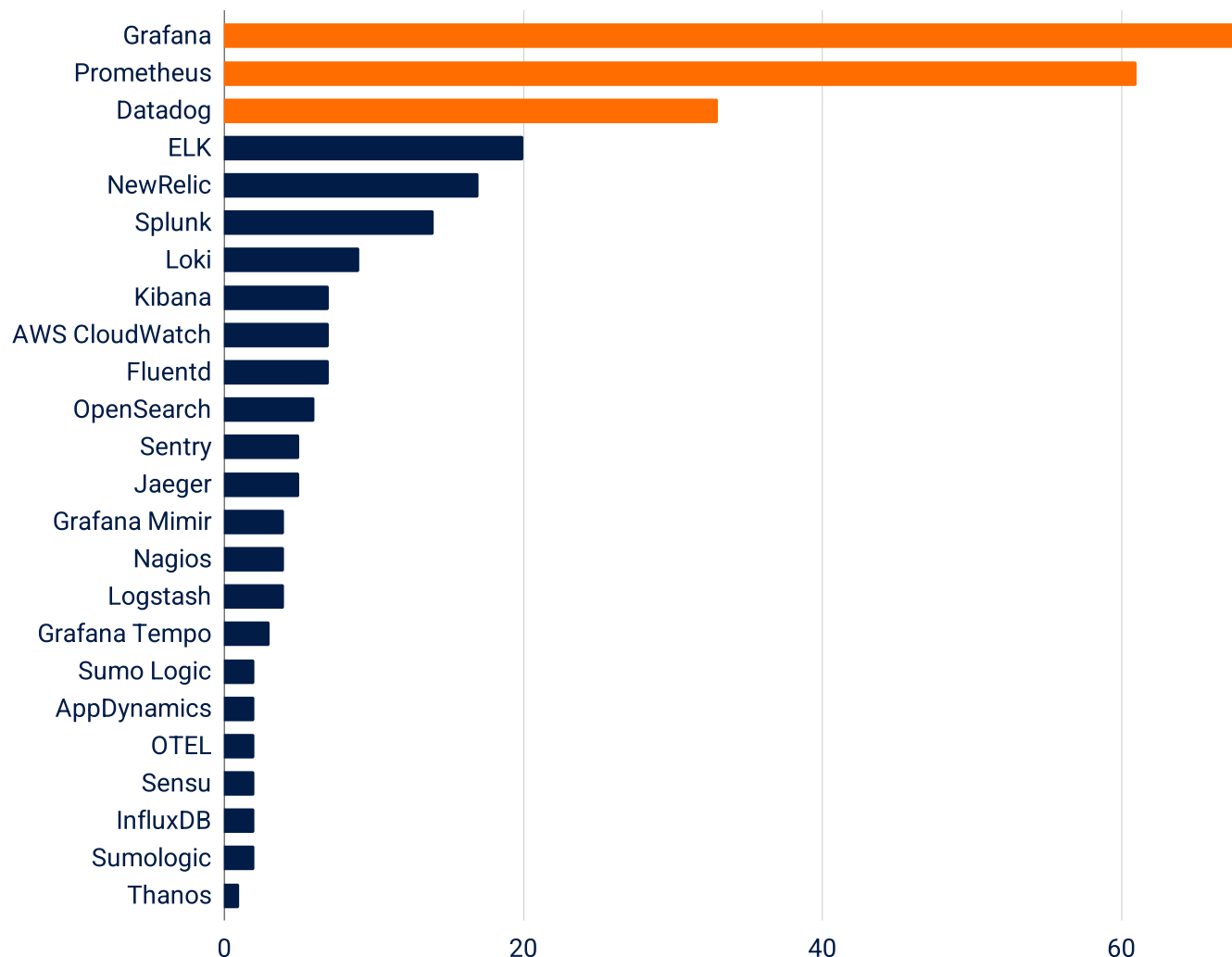
Most job descriptions did mention more than one cloud provider.

Almost all jobs that mentioned their infrastructure location mentioned more than one host and nearly **41% mentioned AWS as their preference.**

At a distance but still fighting for second place were **GCP** and **Azure** with **24.6%** and **22.7%** representation.

Popular cloud providers for running Kubernetes

Popular observability tools mentioned in Q1 2025



In Q1 2025, Grafana was the most popular tool, with 23% of the total mentions.

A close second but a distant third were **Prometheus** and **Datadog** with **21%** and **11%** representation.

Other notable tools are *ELK 6%, New Relic 5%, Splunk 4%, and Loki 3%.*

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