

The state of Kubernetes jobs

MARKET REPORT FOR Q3 2025

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■ Kubernetes Job market trends for Q3 2025

162,643 was the average global salary for Kubernetes jobs in the first half of 2025, has it increased in Q3 2025? Or has the average gone down?

Have Return-to-Office policies impacted cloud-native roles working modes? How remotely open are jobs in the latter part of 2025?

Our State of the Kubernetes Jobs Report for Q3 2025 provides answers to the above questions and many more you may have.

During the third quarter of 2025, we gathered over **1,200** job postings,

carefully sifting through them to analyze and categorize **509 job descriptions** that:

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

Please consider the above factors when reviewing the numbers.

Let's begin! 

How much does a Kubernetes job pay in Q3 2025?

The average minimum salary for a Kubernetes role is \$140,982, with a maximum of \$202,453, as of the third quarter of 2025.

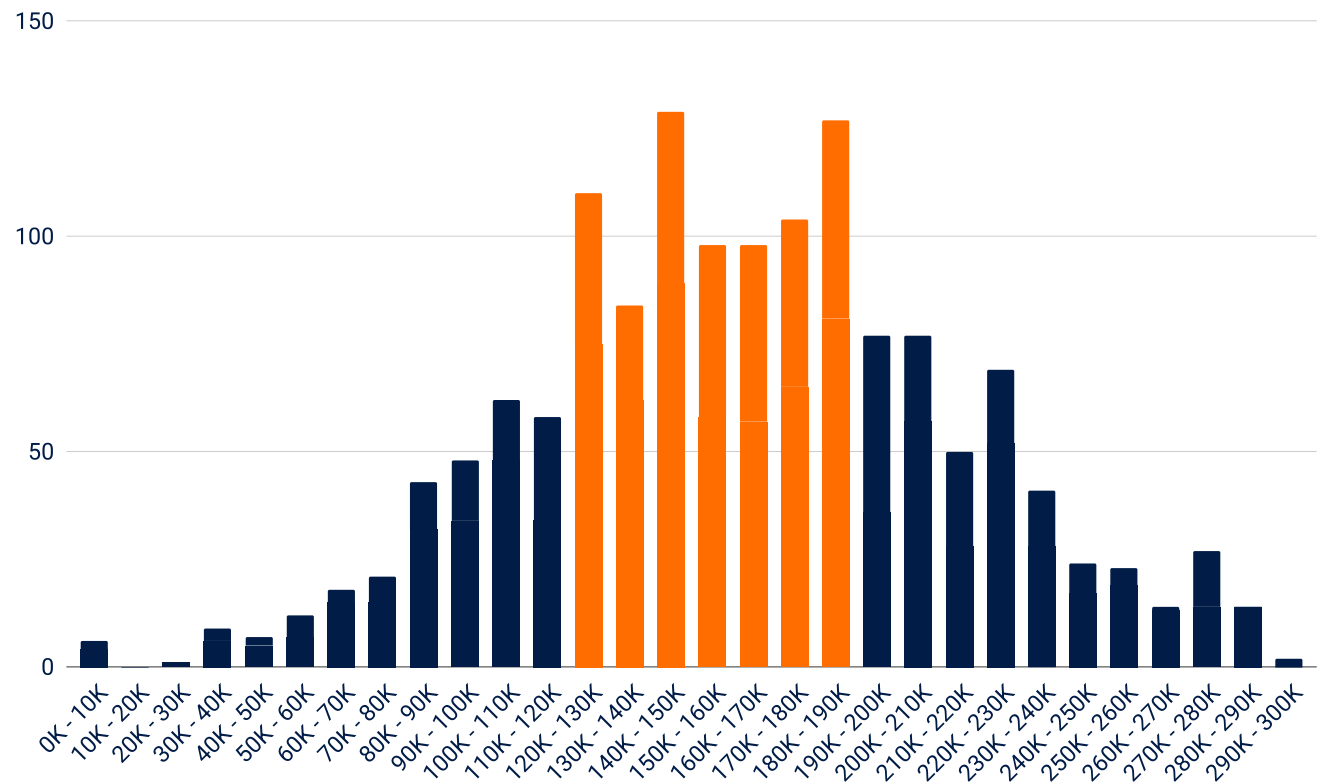
This brings the mean global salary for Kubernetes jobs to \$171,717.

While a metric such as the global Kubernetes jobs average salary provides a universal gauge of wages, we need granular insights based on specific regions to determine the current pay scale trends.

Further into the report, we have analysed average salaries based on specific regions.

Before that, we'll determine which region has the highest frequency of Kubernetes jobs.

Average Worldwide salaries for Kubernetes jobs in Q3 2025



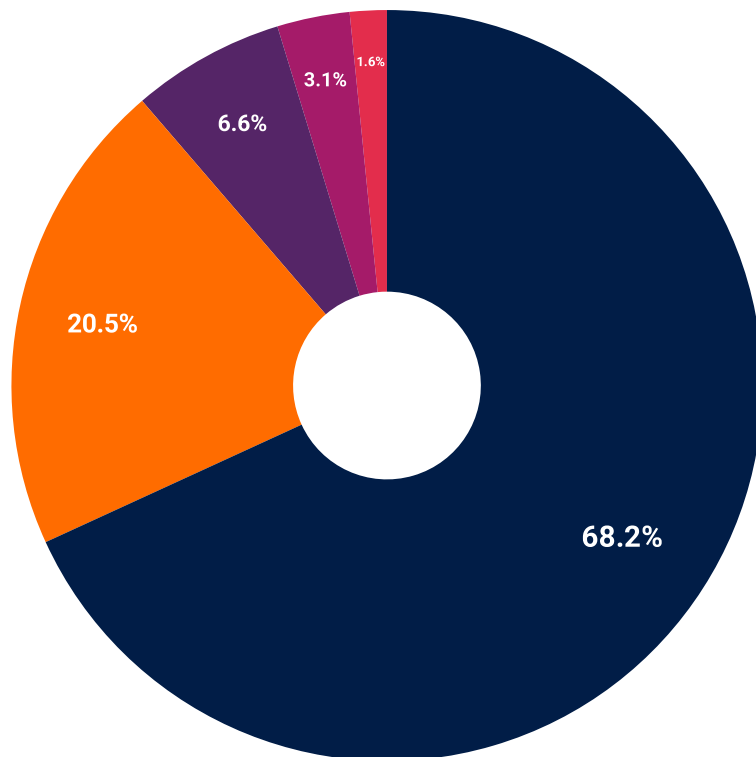
Where are most of the Kubernetes job offers located?

North America has been the land of opportunity for most Kubernetes jobs, even in **Q3 2025** (it has been the most popular location in previous quarters as well), as we had **68.24%** of the total jobs coming from the region.

It isn't such a surprise since the sheer size of the US IT sector is massive! How massive? It currently stands at a valuation of \$490.86 Billion, and is estimated to reach \$691.57 Billion by 2030.

Kubernetes jobs by the region in Q3 2025

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

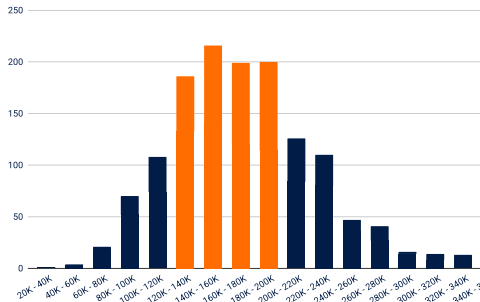


European job offers came in at a distant second, with only **20.57%** of the jobs published from that region.

At the bottom tier of Kubernetes job frequency were South East Asia (6.60%), Pacific (3.13%), and Latin America, with 1.59% of the positions.

What's the average Kubernetes salary in North America?

Average North American Kubernetes salaries for Q3 2025

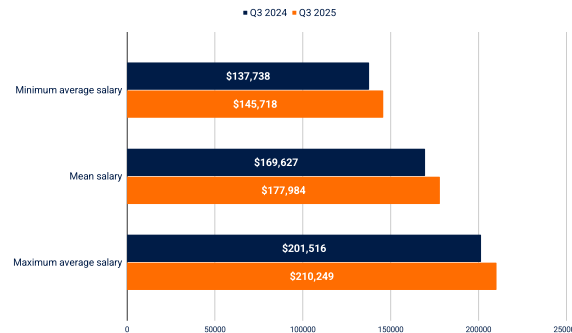


For the third quarter of 2025, the average minimum salary for North American Kubernetes jobs is **\$145,718**, while the maximum average is **\$210,249**, resulting in a mean salary of **\$177,983**.

What's interesting to see is that year-on-year, the minimum average salary has increased by **5.79%**, the maximum average by **4.33%**, and the mean salary by **4.92%** from the numbers in Q3 2024.

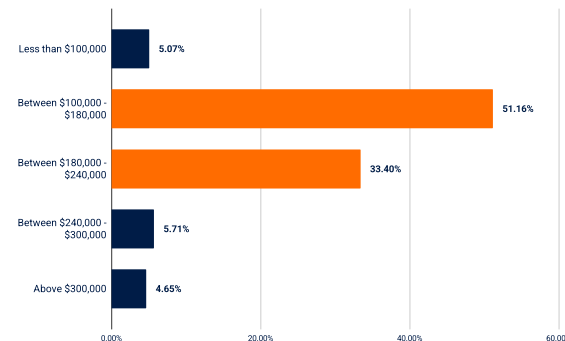
While the average inflation in North America during the same period was **3.12%**

Average North American salaries year-on-year (USD)



➔ Let's break down the average salaries into ranges to get a clearer view of the trend.

Average North American salaries broken down into ranges (USD)



If we break down the average North American salaries for the first three quarters of 2025, we understand where the 10% difference for Q3 comes from

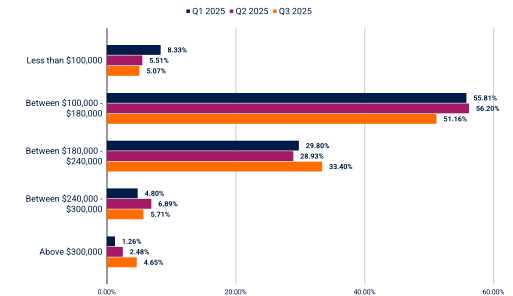
The key takeaways from the distribution are:

☑ **51.16% of the North American Kubernetes jobs** pay between **\$100,000 and \$180,000**, **5.07%** pay **below \$100,000**, and **33.40%** pay **between \$180,000 and \$240,000** annually.

☑ What's also interesting to note is how **5.71%** of these jobs pay **between \$240,000 and \$300,000** while a **minority 4.65%** of the jobs pay **above \$300,000**.

What's interesting to see is that for the first two quarters of 2025, the average salaries have declined by 5-6% when compared to their 2024 counterparts.

North American salaries for the first three quarters of 2025 broken down into ranges



Here is how Q3 2025 stands out in terms of the best average salaries:

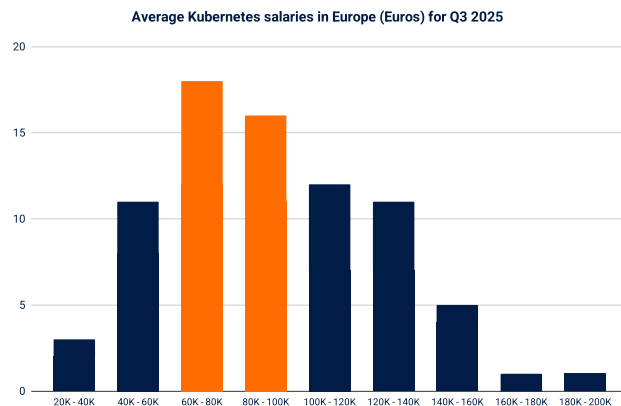
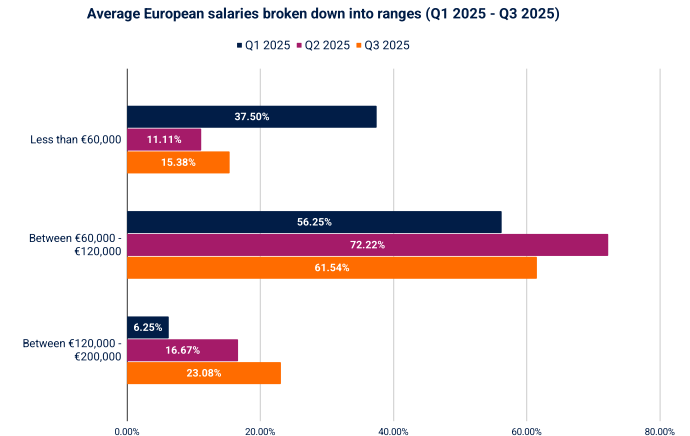
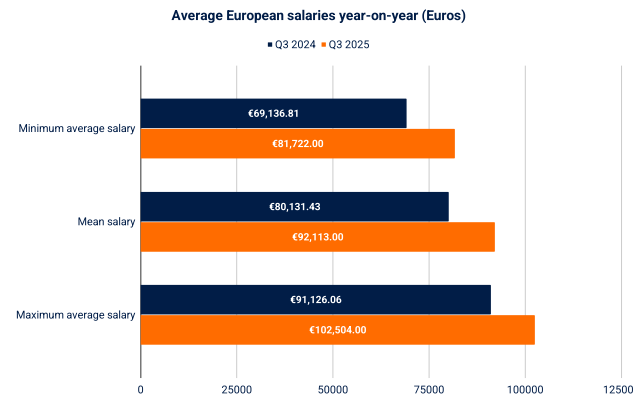
- ☑ It has the **least percentage** of jobs paying below **\$100,000**, while also showing the least percentile between the salary range of **\$100,000-\$180,000**.
- ☑ The real differentiation begins as we go higher in the salary ranges:
 - **5% more** roles paying between **\$180k-\$240k**.
 - **At least twice the number of roles** paying above **\$300,000**.

Keep an eye out for our thorough salary analysis for all four quarters of 2025 in our Q4 2025 report.

What is the average Kubernetes salary in Europe?

For Q3 2025, the average European salaries start with a minimum of €81,722, a maximum of €102,504, and a mean salary of €92,113

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



While North American average salaries increased by 5-6%, European salaries increased by 15-19%

Compared to Q3 2024, the **minimum average** salary has **increased by 15.31%** (was €69,136), the **maximum average** by **19.01%** (was €91,126), and the **mean** by **14.95%** (was €80,131).

If we break down European salaries into ranges for the first three quarters of 2025, things get really interesting!

What separates Q3 2025 from the first two quarters is that almost 24% of the jobs in this quarter paid between €120,000 - €200,000, while only 15% of these roles paid below €60,000.

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 economies, 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?

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

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

While this is true, here are the highlights from the data we have published in Q3 2025 from other geographies (all converted to USD):

South East Asian Kubernetes salaries for Q3 2025

- ✓ Minimum salary: **\$24,252**
- ✓ Maximum salary: **\$36,363**
- ✓ Average salary: **\$30,307**
- ✓ Highest salary: **\$69,855**

Pacific Kubernetes salaries for Q3 2025

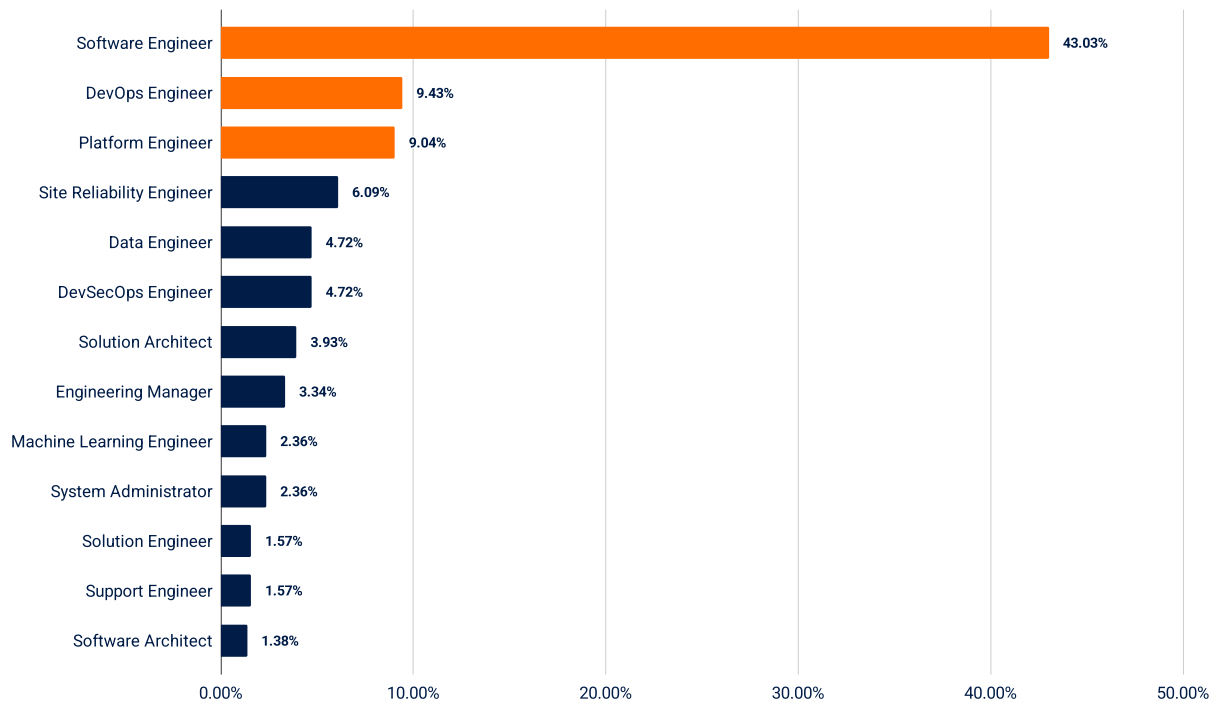
- ✓ Minimum salary: **\$98,590**
- ✓ Maximum salary: **\$116,479**
- ✓ Average salary: **\$107,534**
- ✓ Highest salary: **\$116,479**

Latin American Kubernetes salaries for Q3 2025

- ✓ Minimum salary: **\$75,819**
- ✓ Maximum salary: **\$98,022**
- ✓ Average salary: **\$86,920**
- ✓ Highest salary: **\$203,000**

The most sought-after Kubernetes positions are: Software Engineer > DevOps Engineer > Platform Engineer.

Popular job titles for cloud-native roles in Q3 2025



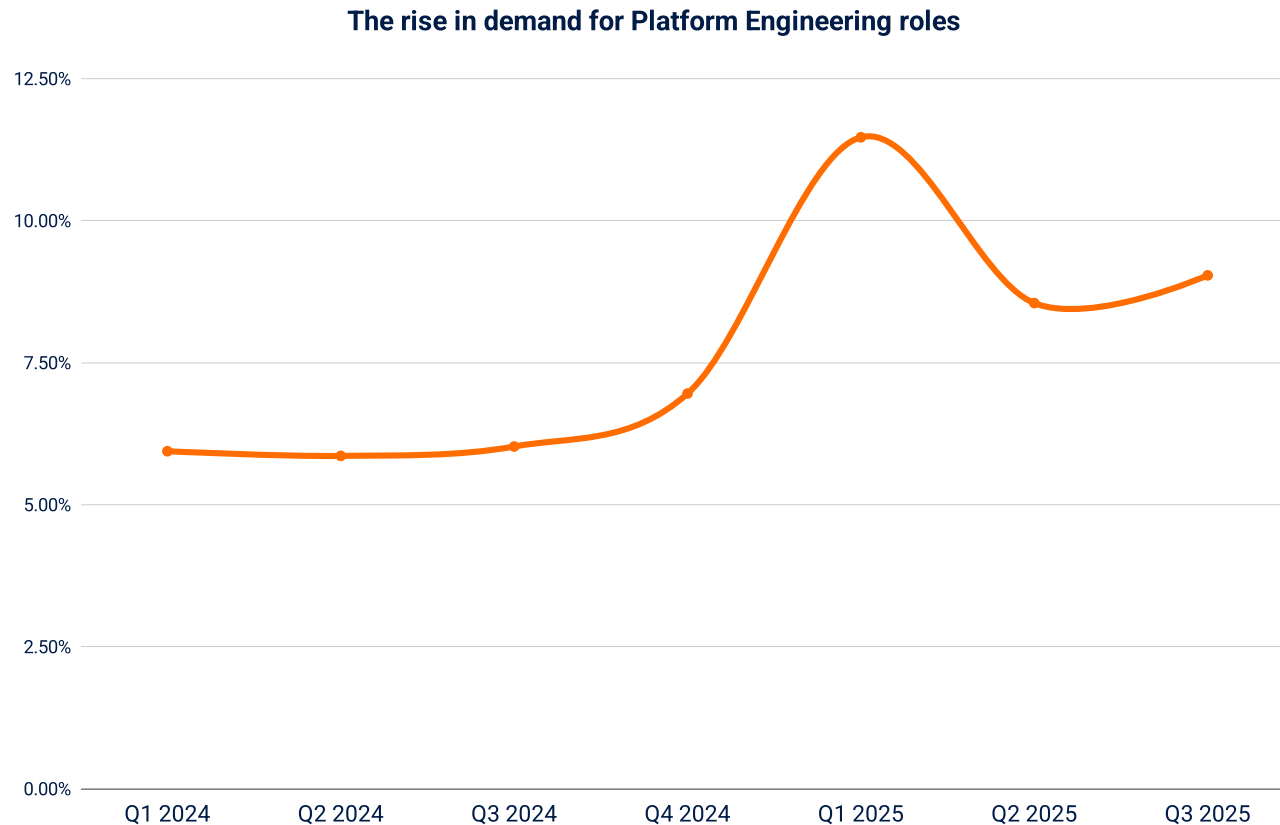
Of all the jobs we published in Q3 2025, **43.02% were Software Engineer positions.**

DevOps Engineer, Platform Engineer, and Site Reliability Engineer positions were the next popular roles with **9.43%, 9.03%** and **6.09%** representation.

These were followed by Data Engineer, DevSecOps Engineer, Solution Architect, and Engineering Manager positions with a range of 3-4% depiction.

While Software Engineer positions have made up 40-45% of the total Kubernetes roles over the past two years, there have been noticeable differences for other popular roles through the quarters

The rise of Platform Engineering positions in the Kubernetes / Cloud-native space.

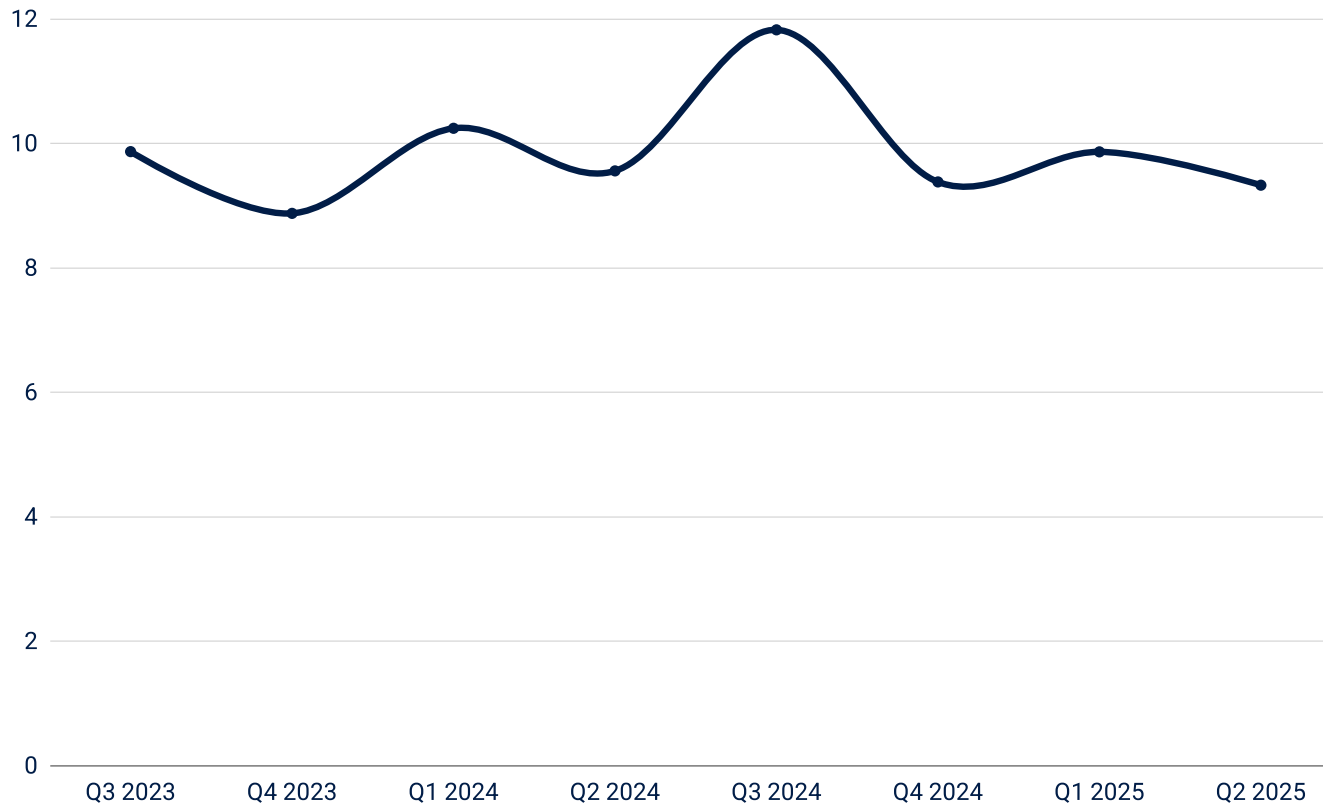


If we track the data for Platform Engineering positions since the start of 2024, it's apparent how these roles used to make up 4-7% of the total in 2024, a range which has now escalated to 8-11% in 2025.

Recent articles on Platform Engineering, such as [DevOps is dead, long live Platform Engineering!](#) and [Platform Engineering is eating the world](#), highlight the rise of the stream.

DevOps positions consistently make up 9-11% of the cloud-native roles.

The consistent frequency of DevOps roles in the Kubernetes/Cloud-native space for the past two years

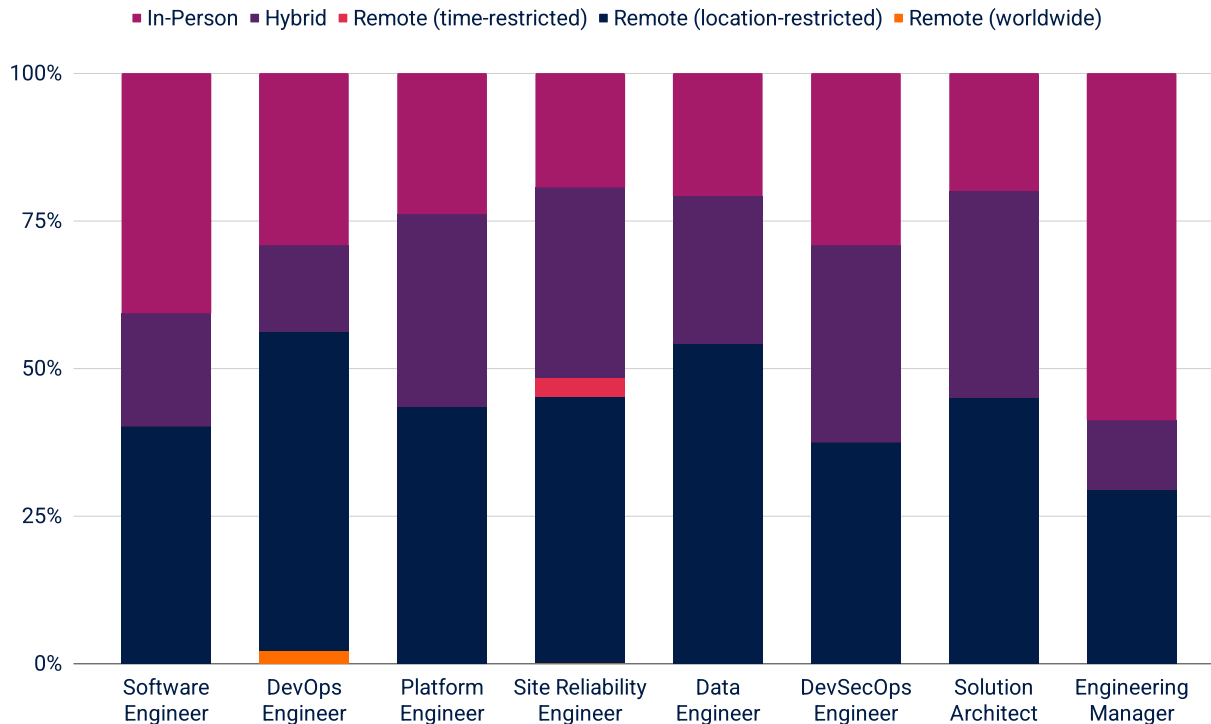


If Platform Engineering roles have risen in the past two years, DevOps positions have been consistent in the same period.

Tracking the data since Q3 2023 reveals that DevOps positions consistently make up 9-11% of the total jobs in every quarter.

What have been the preferred working modes for popular job titles?

Preferred working modes for popular job titles in Q3 2025



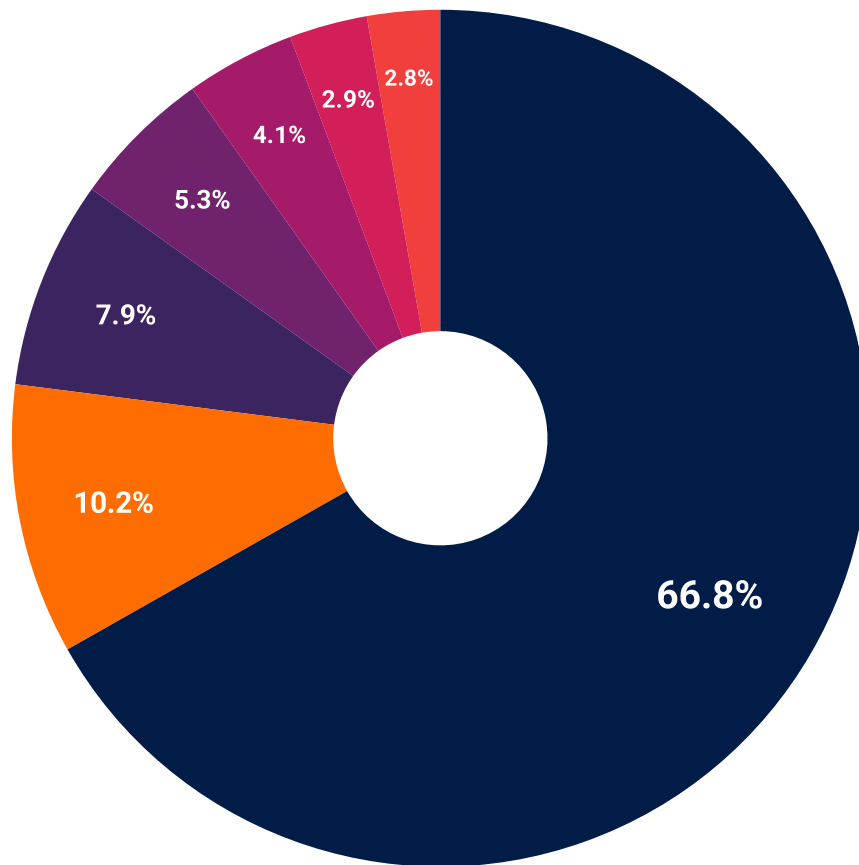
If we analyze popular job titles with their preferred working modes, it gets interesting:

- ✓ Despite being low on frequency when compared to Software Engineer positions, the **most remote-friendly** job title is **DevOps Engineer**, with **56.3%** of these titles allowing remote work of some sort. The remote-friendly hierarchy then is as follows: **Data Engineer > Site Reliability Engineer > Solution Architect > Platform Engineer**.
- ✓ What's also interesting to see is **35%** (highest percentile among all the titles) of the Solution Architect roles were hybrid, while **33.3%** of **DevSecOps** positions offered hybrid work.
- ✓ What perhaps isn't so surprising is how Engineering Manager positions require the most In-office presence (58.8%), while Site Reliability Engineer positions require the least (19.4% only)

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

Preferred experience levels for jobs published in Q3 2025

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



A staggering **66.8%** of the jobs we posted in Q3 2025 were for **Senior-level experience**.

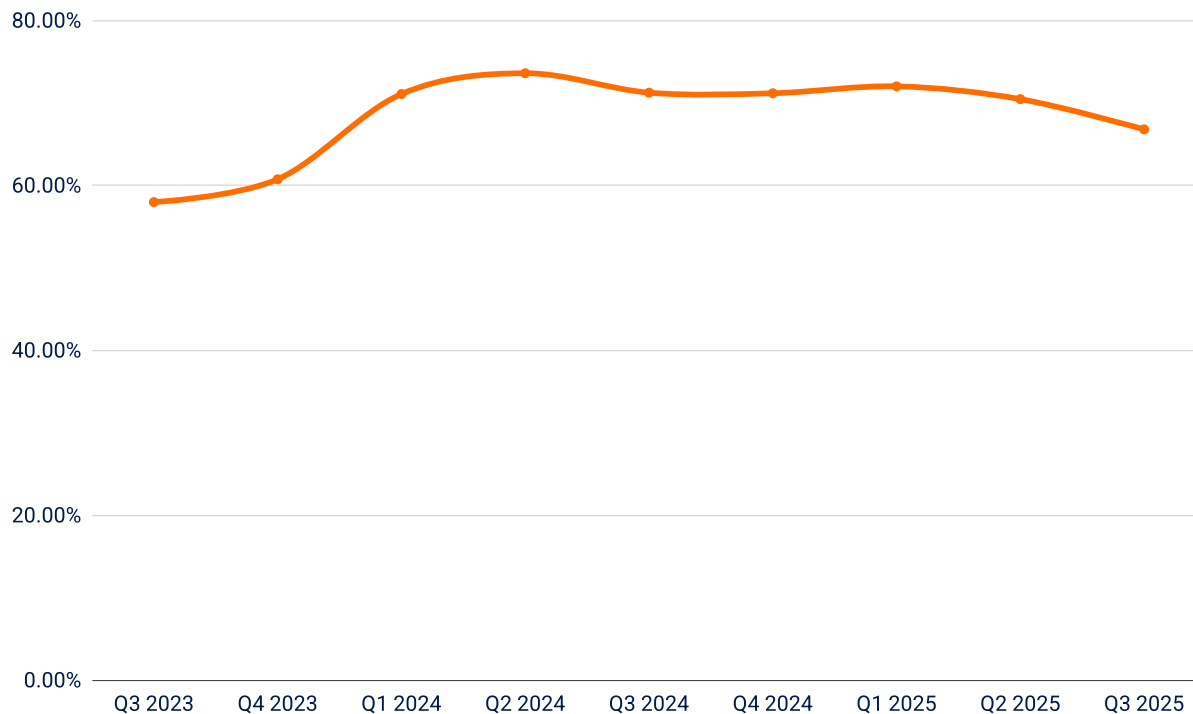
Interestingly, we had more Lead-level roles than Mid-level ones, with 10.2% and 7.9% depiction.

These were followed by Architect-level (4.4%), Principal-level (3.6%), Junior (2.9%), and C-level (2.8%) experience jobs.

Here are the highlights for the preferred experience level in Kubernetes / Cloud-native roles

Senior-level experience was always in demand, peaked in 2024, and now seems to be declining ever so slightly in 2025.

Percentage of Senior-level positions for each quarter over the past two years

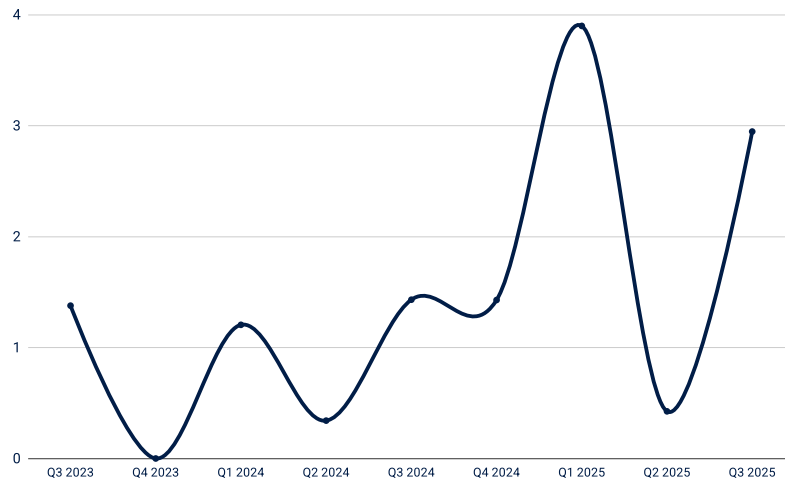


If we trace the data from Q3 2023, we find that:

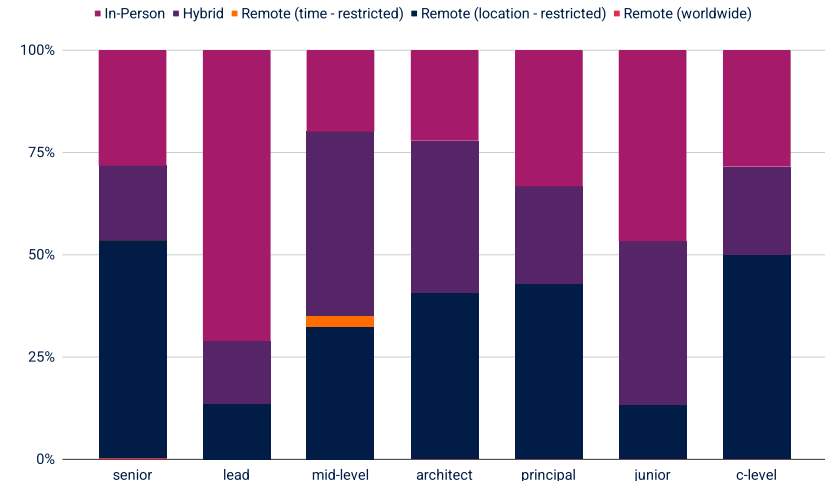
- ✓ From Q3 2023 to Q1 2024, the representation of Senior-level positions used to be around 57-65%.
- ✓ The year 2024 had the most demand for Senior-level roles, with an average of 71.70% of these roles in each quarter.
- ✓ The average for 2025 has gone down ever so slightly to 69%.
- ✓ Once we get our hands on the data for Q4 2025, we'll get a far clearer picture of the required experience levels in 2025.

Junior roles now average twice as much year-on-year, but the overall frequency is still low.

Percentage of Junior roles since the past two years



Preferred working modes for each of the experience levels in Q3 2025



If we track the data from the past two years, here's what's interesting:

- ☑ The good news is, so far in 2025, Junior roles average twice as much as they did in 2024, but the frequency is still low at 2-3%.
- ☑ What's also interesting to see is that Junior roles seem to be lower in quarters Q2 and Q4 (perhaps due to college graduations at the end of fall and spring?).

Data from Q4 2025 will help us analyze trend patterns more effectively, and we can then present the case for Junior roles more effectively.

What's surprising is how Senior-level positions are the most **remote-friendly** job titles with more than **53.20%** of these allowing remote work, while the most **Hybrid-friendly** titles are **Mid-level** experience roles.

What isn't very surprising is **Lead-level** titles requiring the **most In-Office presence (71.2% of these)**, while **Mid-level** roles **needing the least (20%)**.

We have ignored the statistics for C-level and Junior roles since the dataset is too minuscule to derive trends.

What is the preferred working mode based on experience?

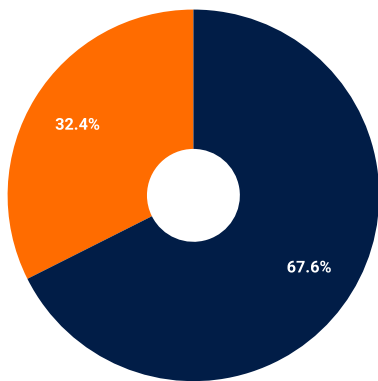
What has been the trend so far in 2025?

67% of all the Kubernetes jobs allow remote work of some sort!

67.60% of the jobs published in Q3 2025 permit some form of remote work.

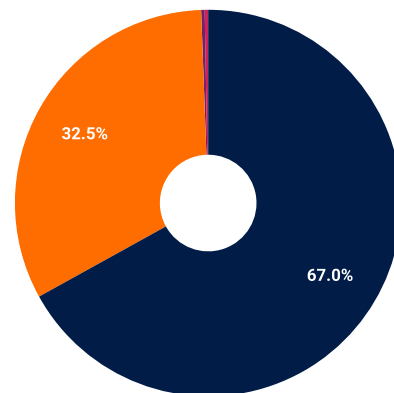
Preferred working modes for jobs published in Q3 2025

• Remote + Hybrid • In-Office roles



Breakdown of roles that don't require In-Office presence 5 days a week (Q3 2025)

• Remote (location-restricted) • Hybrid • Remote (restricted by timezone) • Remote (no restrictions)



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

More than 65% 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).

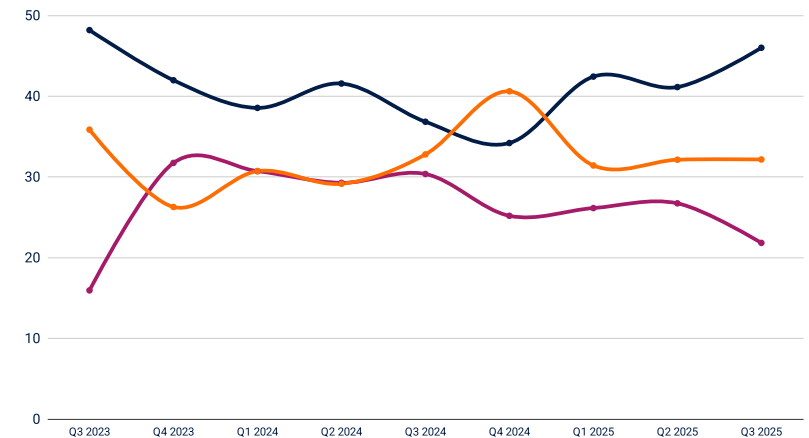
For Q3 2025, **66.86%** of the remote jobs require the selected candidate to work **remotely but within a specified geography**, and mostly within the country. **32.41%** allow for **Hybrid work**, meaning the employee should show up to the office at a specified frequency.

Only 0.29% of the jobs were remote without any restrictions, while the same percentage of jobs were restricted within a specific timezone

Even with all the return to office policies trend, In-office work may not be heading to a resurrection, or so it seems

Preferred working modes for jobs published in the past two years

• Remote • Hybrid • In-Office



We've traced all the working modes data, right from Q3 2023, to get a better understanding of the trends:

- ✓ Remote work declined from late 2023 till the end of 2024, and it has resurrected in 2025, but this revival comes with the condition of 98% of these roles being restricted within a geography, mostly within a country.
- ✓ While Hybrid work did emerge as a good alternative as remote roles with no restriction declined drastically, it also seems to be on the decline in 2025, averaging 23% in three quarters.
- ✓ Return-to-Office policies from tech giants such as JP Morgan, Amazon, Microsoft, Google, Meta, etc., may suggest others will follow suit, but that hasn't been the case with cloud-native roles. While In-Office requirement jobs peaked at 40% in Q1 2025, they have decreased to 32% in Q3 2025.

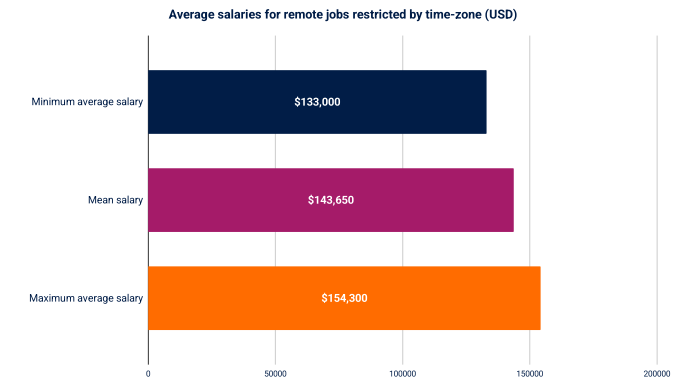
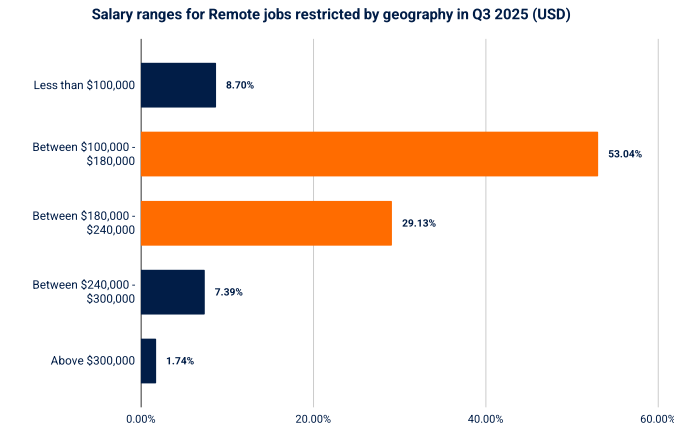
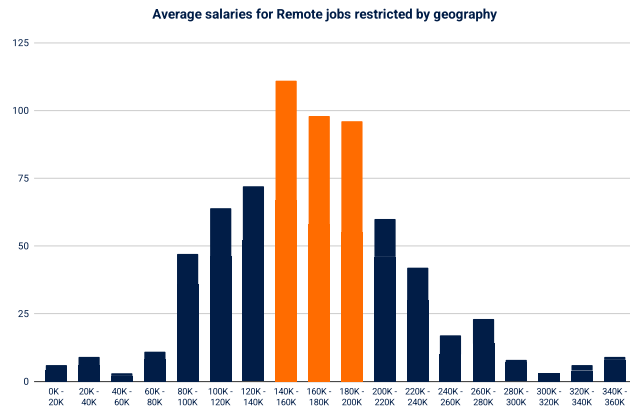
How much do remote Kubernetes jobs pay?

The average remote Kubernetes job pays between **\$113,987 to \$147,513 for Q3 2025**, with an average mean salary of **\$130,750**.

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

- ✓ **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.
- ✓ **Remote in specific business hours:** jobs require employees to work only within a particular timezone, e.g., +3 GMT to -4 GMT.
- ✓ **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 Q3 2025, the average minimum salary for remote roles restricted to a specific country is **\$136,646**, with a maximum average of **\$197,776**. The mean salary then comes to **\$167,211**.

For Q3 2025:

- ✓ **53.04%** of the jobs in this category pay between **\$100,000-\$180,000**, **29.13%** pay in the range of \$180,000-240,000, while **8.69%** pay below **\$100,000**.
- ✓ Of all the remote jobs restricted by location, **7.39%** pay between **\$240,000-\$300,000**, while only **1.73%** 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!

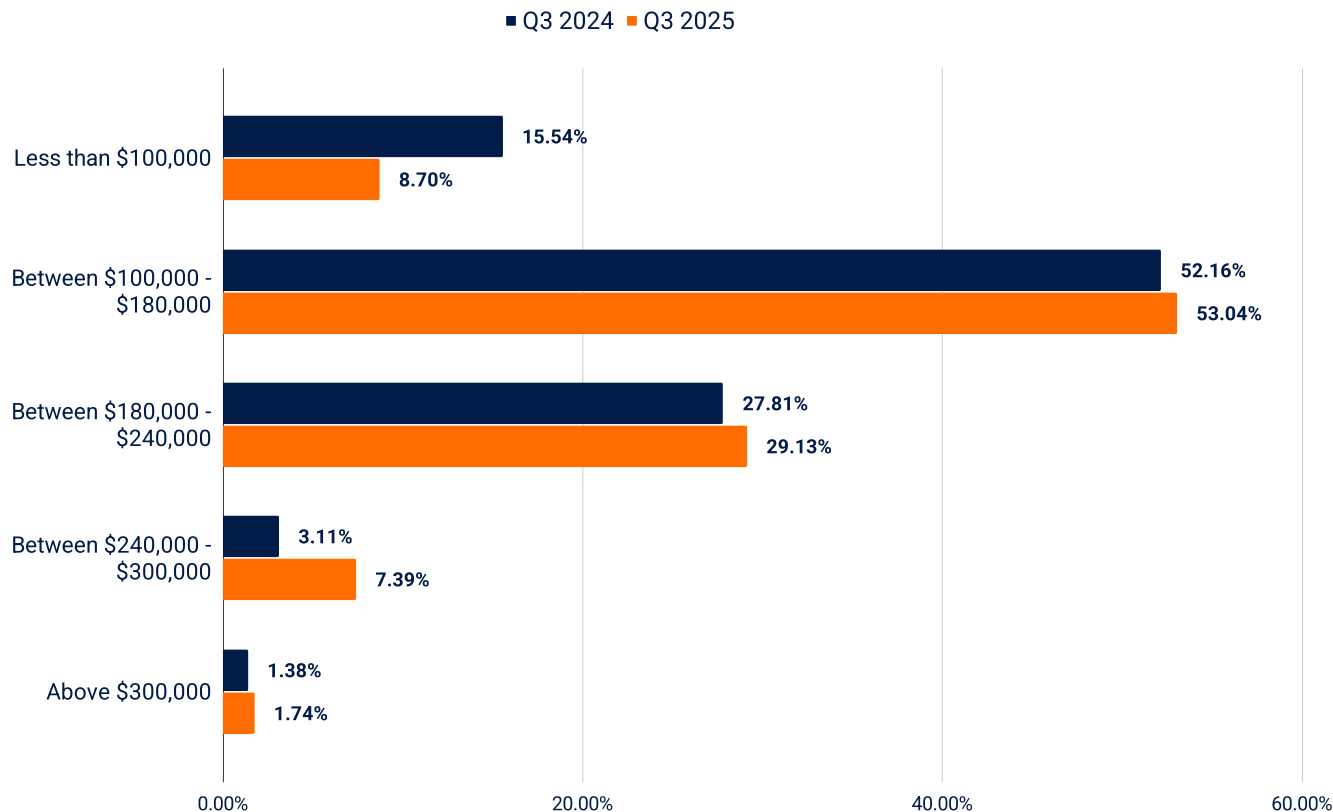
While most of the numbers are similar year-on-year, there are two key differences between the quarters:

- ✓ The percentage of jobs paying below \$100,000 has *almost halved in a span of a year*.
- ✓ While the jobs paying between **\$240,000 to \$300,000** has **doubled** in the same period.

Due to the above differences, the average salary for these types of remote roles has increased by 4-8% year-on-year.

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

Salary breakdown into ranges for Remote jobs restricted by geography(Q3 2024 vs Q3 2025)

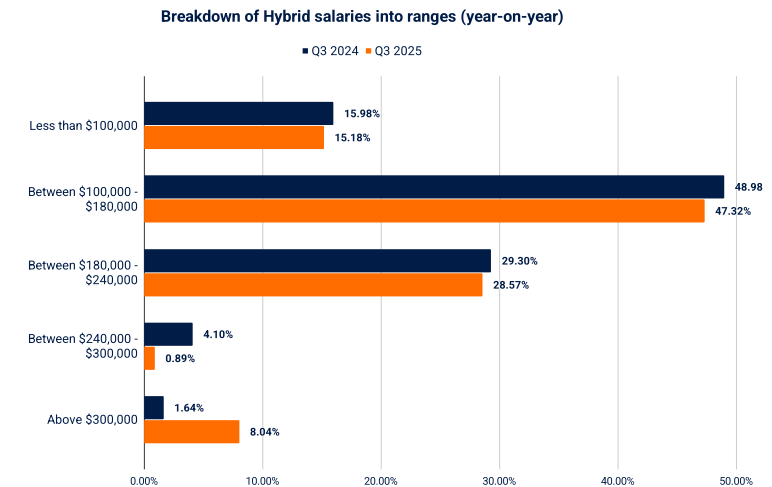
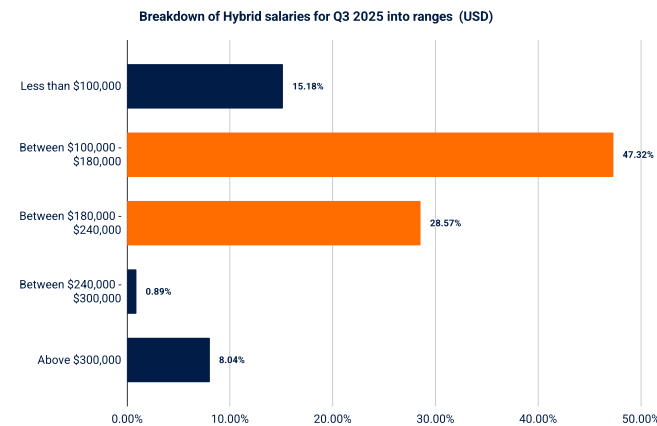
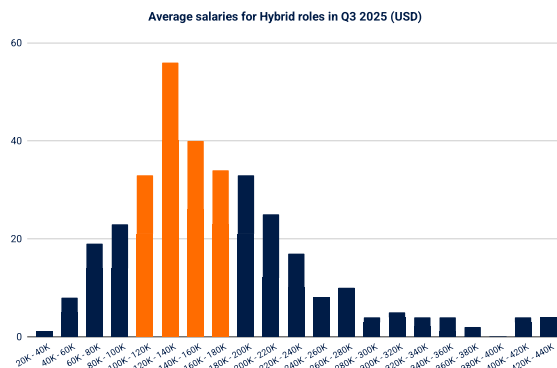


Out of the 509 jobs we published in Q3 2025, ***we've had only 1 (0.19%) job of this kind***, so do understand that the numbers for these jobs are not conclusive.

The minimum salary for the only job published under this category was \$133,000, while the maximum salary was \$154,300, taking the mean salary for the entire category to \$143,650.

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

For Q3 2025, the average minimum salary for hybrid roles is **\$138,303**, a maximum average of **\$199,276**, with a mean salary of **\$168,789**.



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

For Q3 2025, 47.32% of the hybrid jobs pay between \$100,000-180,000, while 15.17% pay below \$100,000, and 28.57% pay between \$180,000-\$240,000.

- ☑ Interestingly, just 0.89% of Hybrid jobs pay between \$240,000-300,000, while 8.03% of these roles pay above \$300,000.
- ☑ These ranges haven't been consistent year-on-year, though

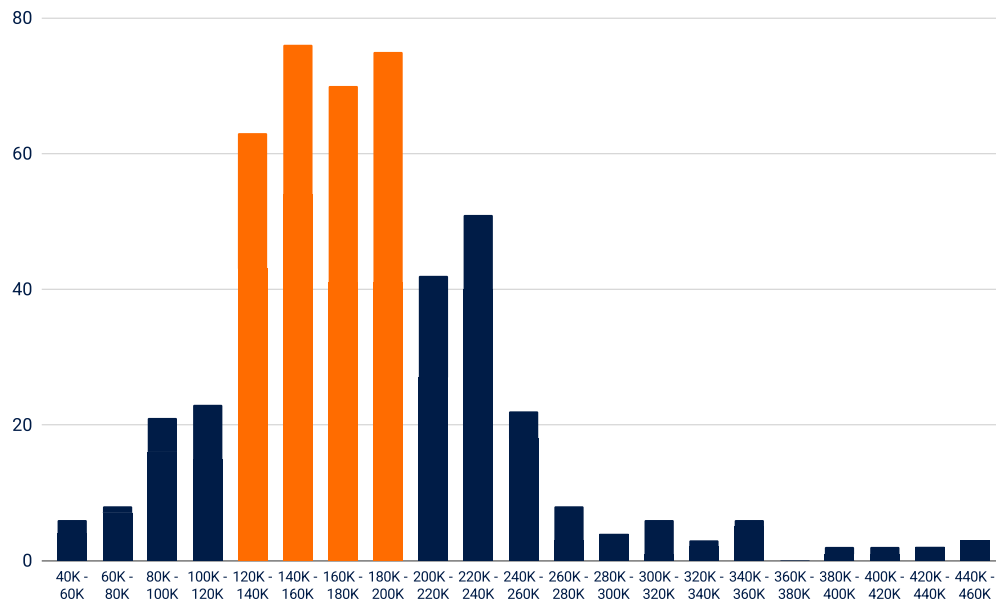
If we compare year-on-year numbers, there are a few noticeable differences:

- ☑ **Q3 2024 had 4 times as many** jobs paying between \$240,000 and \$300,000 when compared to Q3 2025.
- ☑ What's also interesting to see is how **8 times** as many roles paid above \$300,000 in Q3 2025 compared to its 2024 counterpart.

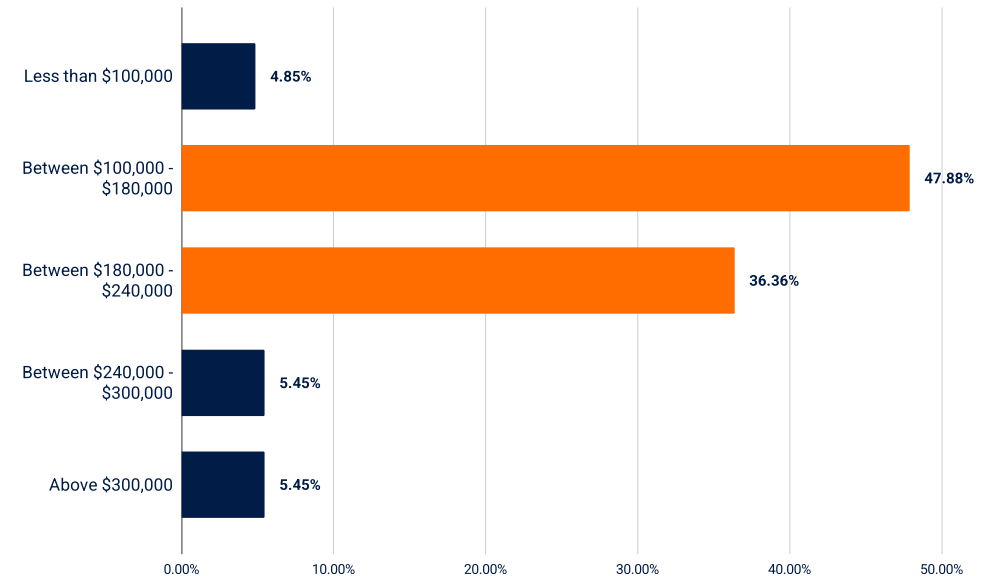
The difference between the year-on-year breakdown of salary ranges highlights why the salaries in Q3 2025 were higher by 6-7.5% when compared to Q3 2024.

If these are remote job salaries, how much do In-Office roles pay?

Average salaries for In-Office roles in Q3 2025 (USD)



Breakdown of average In-Office salaries into ranges for Q3 2025 (USD)



The average minimum salary for In-Office roles for Q3 2025 is **\$149,457**, the maximum is **\$212,413**. The average salary then comes to be **\$180,935**.

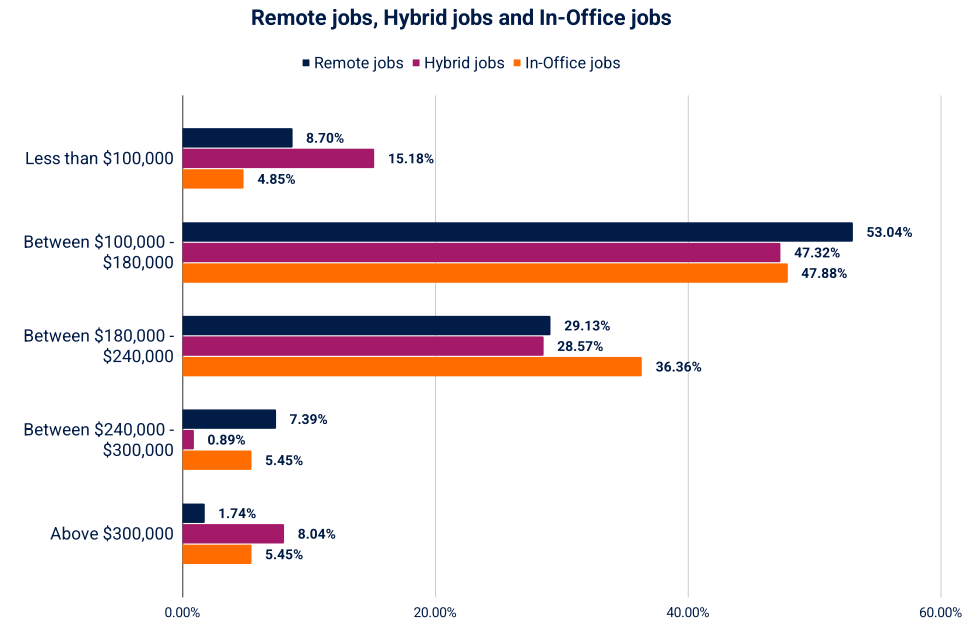
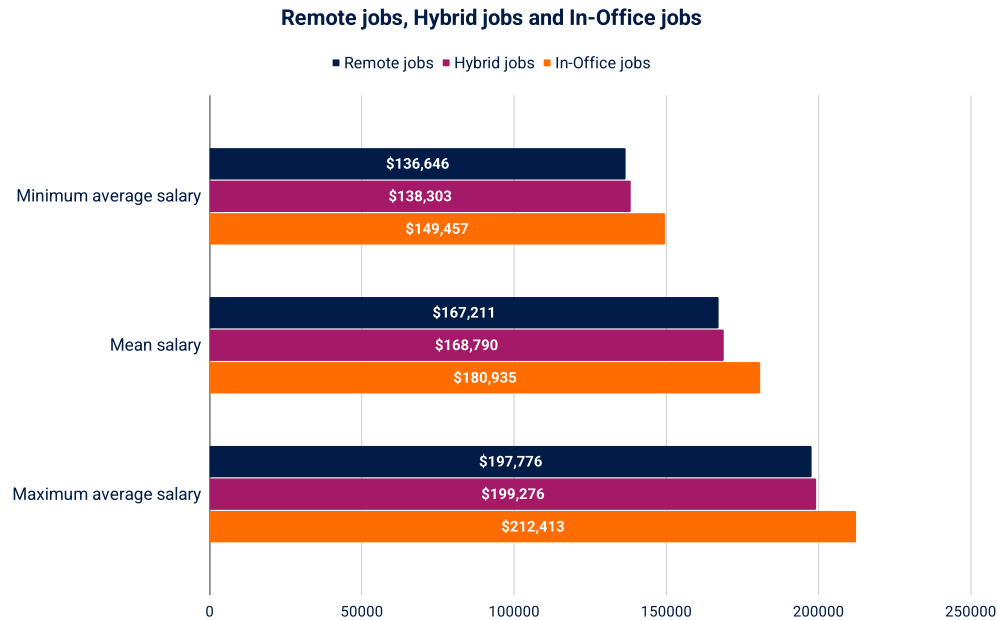
Breaking down the In-Office salaries further, we find:

47.87% of these jobs pay between \$100,000-\$180,000, while **36% pay between \$180,000 and \$240,000** and **4.84% pay below \$100,000** per year.

What's also interesting to see is **5.45% of In-office roles pay an average salary between \$240,000 to \$300,000**, while the exact same percentage pay **above \$300,000**.

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

Comparing Remote, Hybrid, and In-Office Salaries for Q3 2025



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

- ☑ **In-office jobs pay the highest minimum, maximum, and mean salaries across working modes. For minimum average salaries, In-office jobs pay 8.60% more than Hybrid jobs and 9.37% more than Remote jobs.**
- ☑ Interestingly, across working modes, *remote jobs pay the least*, with a difference of around 4-7% as compared to the other working modes.

However, when we break these average salaries into ranges, it gets really interesting.

The interesting bits from the comparison are:

- ☑ The key differences in how In-Office jobs pay the most lie in:
 - The least percentage of jobs paying less than \$100,000 are In-Office roles.
 - While the highest percentage of jobs paying between \$180,000 and \$240,000 were In-Office positions as well.
- ☑ What's also interesting to see is that the highest percentage of jobs paying above \$300,000 are Hybrid roles, while only 0.89% of In-Office jobs pay between \$240,000 - \$300,000.

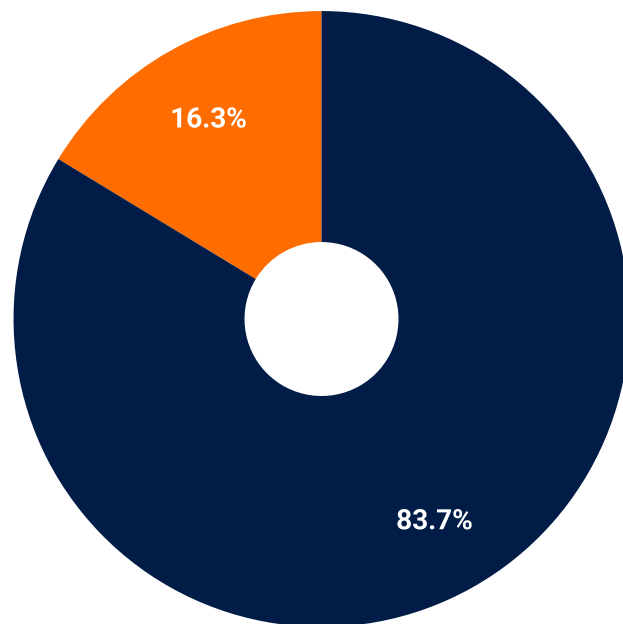
Kubernetes jobs with on-call rota

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

For Q3 2025, only **16.30%** of the jobs mentioned a need to be on-call, yet we **can't exclude that the number is higher**.

On-call mentions for jobs publishes in Q3 2025

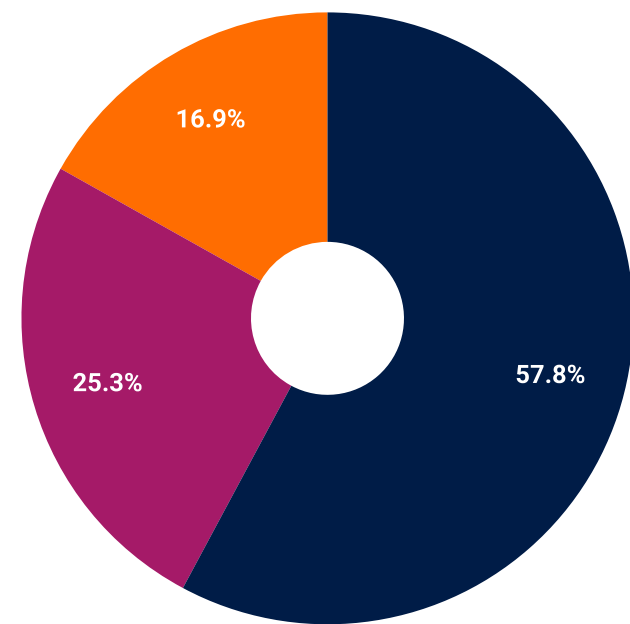
• No on-call mentions • Explicit on-call mentions



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

On-call requirement with respect to working modes in Q3 2025

• Remote • Hybrid • In-Person



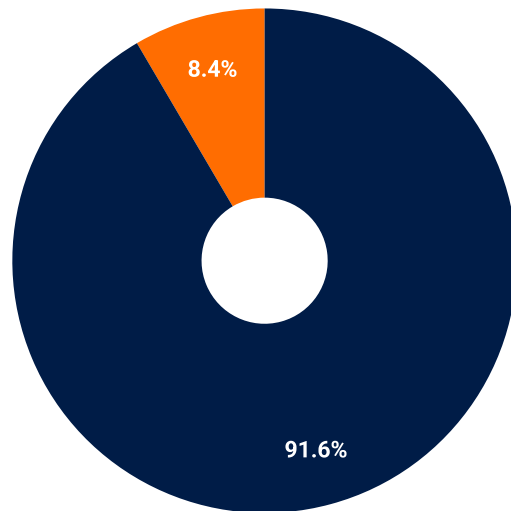
Of all the jobs that mentioned an on-call requirement, **57.8%** were remote jobs, **25.3%** were Hybrid jobs, and **16.9%** were office-based jobs.

How important are certifications for a Kubernetes job?

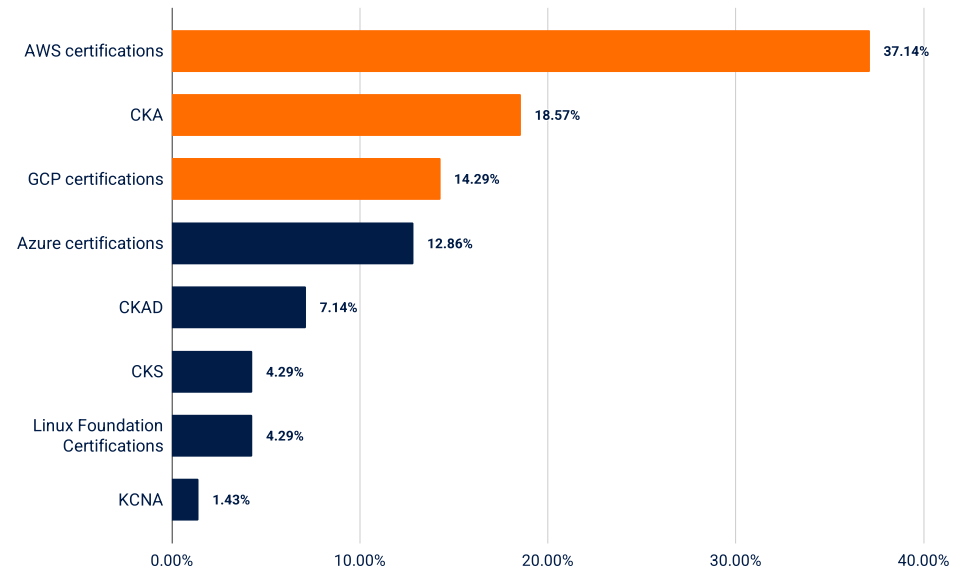
By the numbers, it doesn't seem job descriptions mention certifications often, as for the Q3 2025, we've only had **8.44% of the jobs mention a need for certification.**

Certification mentions in job description for Q3 2025

• No mentions of a certification • Explicit mentions of certification



Popular certifications mentioned in job descriptions for Q3 2025



It may seem as if certifications aren't important, but we all know they are.

Perhaps companies want to lower the 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.

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

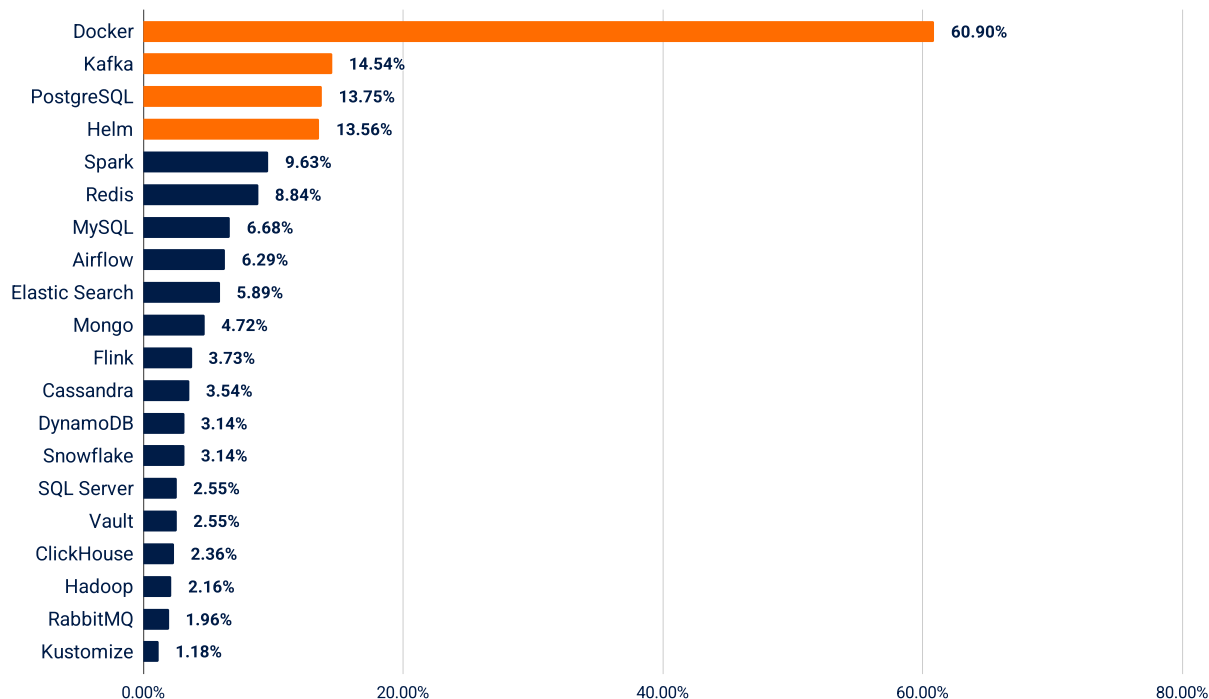
Of all the job descriptions that mentioned specific certifications in Q3 2025, **37% of these mentioned the AWS certifications.**

These were followed by **CKA, GCP**, and Azure certifications with **18%, 14%**, and **12%** representation.

Next in line are **CKAD, CKS, and Linux Foundation certifications** with **7%, 4%, and 4%** depiction.

Popular technologies for Kubernetes jobs

Popular technologies for jobs published in Q3 2025



Note that every job description mentions more than one technology.

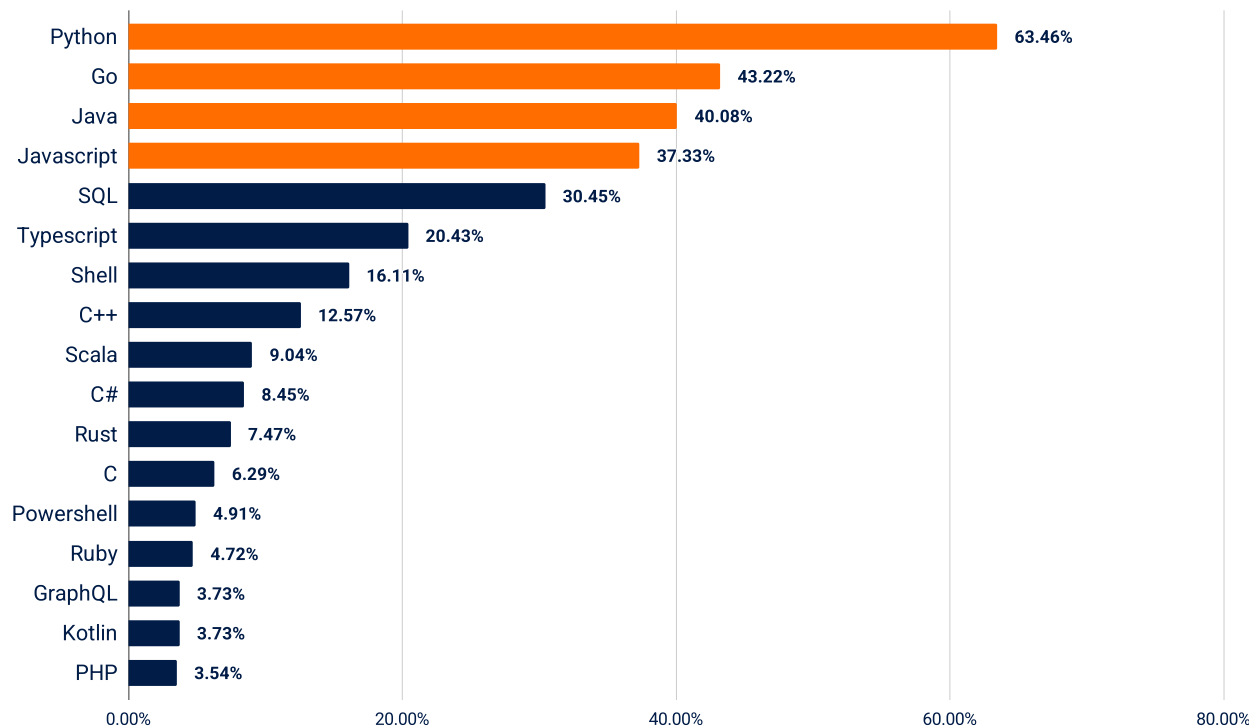
For the third quarter of 2025, Docker is the most popular technology for Kubernetes jobs, with **60.92%** of the total jobs mentioning it.

Distant from the first yet closer together are **Kafka** and **PostgreSQL**, with **14%** and **13%** representation.

Completing the top 5 popular technologies are *Helm* and *Spark* with **13%** and **9%** of the jobs mentioning it.

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

Popular programming languages for jobs published in Q3 2025



For the third quarter of 2025, a staggering **63.45% of the jobs** mentioned a need for Python experience.

Do note that multiple programming languages were mentioned in a majority of the job descriptions.

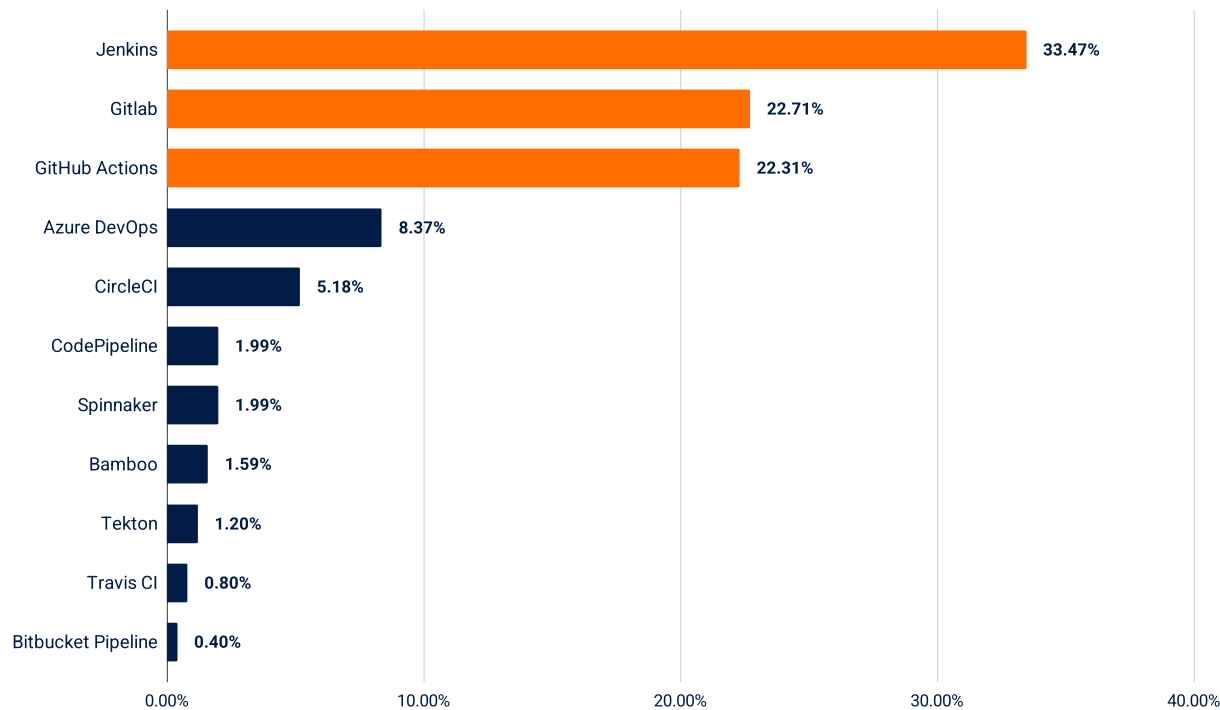
The next popular languages were **Golang (43%), Java (40%), and Javascript (37%)**.

Other languages completing the top ten list are *Typescript 20%, Shell 16%, C++ 12%, Scala 9%, C# 8.44%, Rust 7.46%, and C 6.28%*.

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

Of the jobs that cited CI/CD experience in Q3 2025, a **staggering 50%** were **generic mentions** with no tool specification. Of the total specific tags for CI/CD tools, **Jenkins** was the most popular, with **33.46%** of the total tags.

CI/CD tools popularity for jobs published in Q3 2025



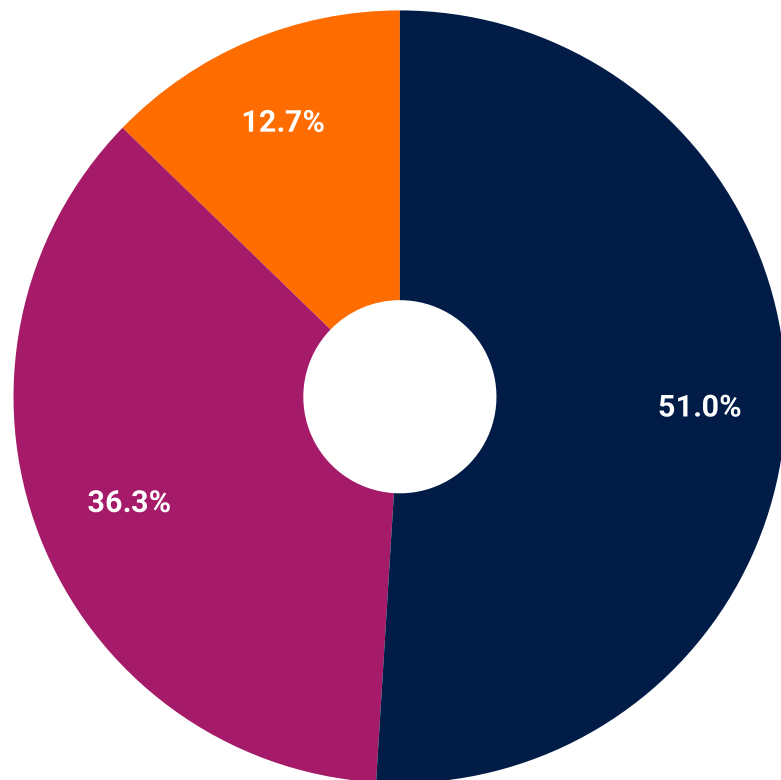
A close second was **Gitlab**, with **22.70%** mentions, and **Github Actions** was a close third, with **22.31%** representation.

Azure DevOps then followed at 8.36%, CircleCI at 5.17%, and CodePipeline at 2%.

Is GitOps popular in Kubernetes jobs?

GitOps tools popularity for Q3 2025

• ArgoCD • Generic GitOps • Flux

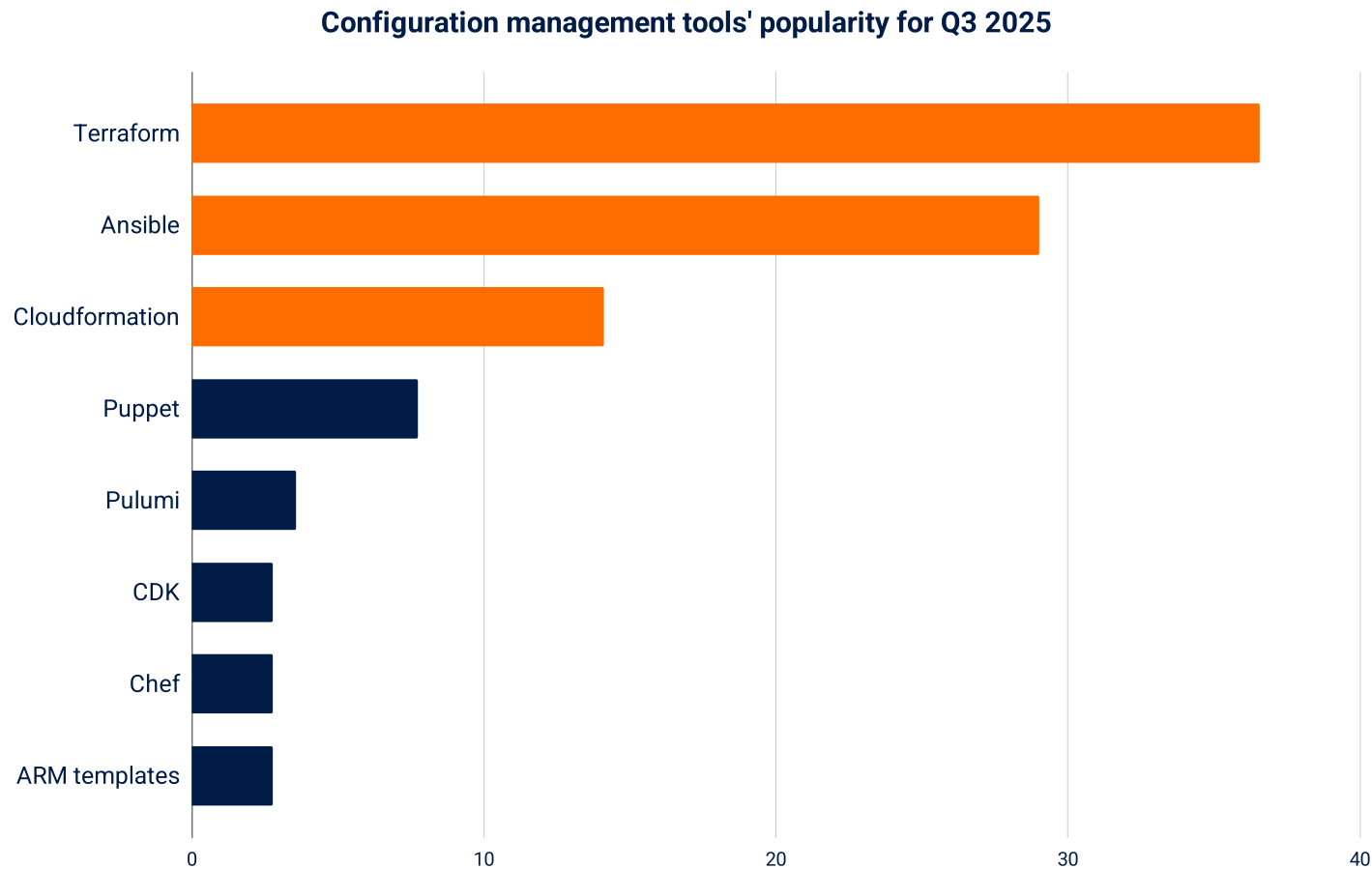


The data suggests **GitOps adoption** is getting traction, but not as much as you think.

Only 14% of the total jobs we published in Q3 2025 mentioned the need for **GitOps experience**.

Of the total specific GitOps tools, **51%** of the mentions were for **Argo CD**, **36.3%** were Generic GitOps, and **12.7%** were for **Flux**.

What configuration management tools are popular?



Of the total specific tags for configuration management tools in Q3 2025, **36.58%** of these were for **Terraform**.

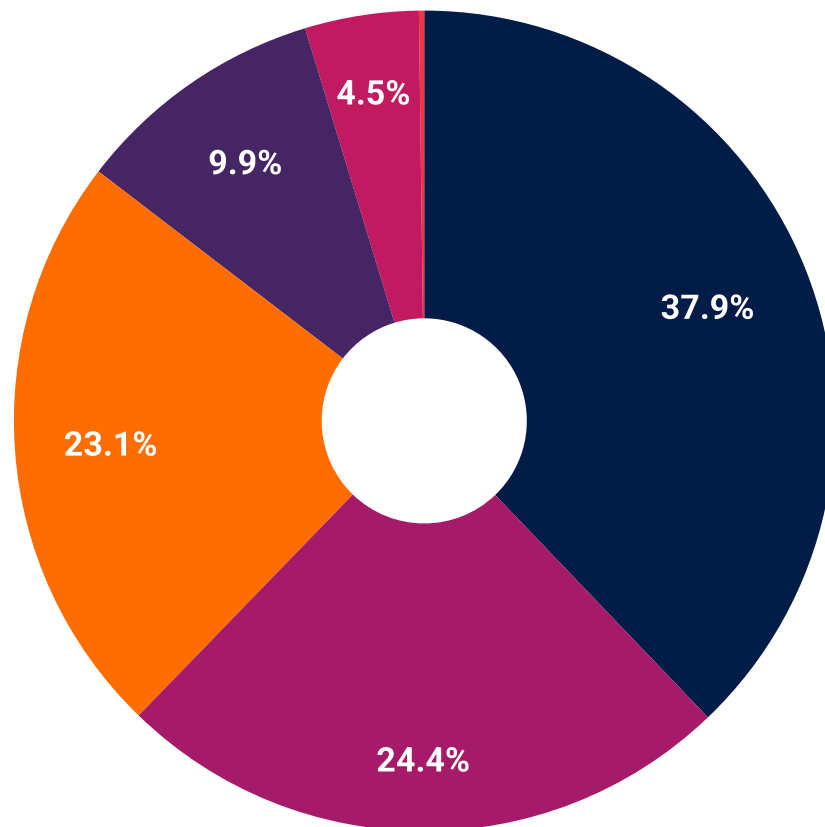
Ansible and **Cloudformation** came in second and third with **29%** and **14%** popularity.

Puppet and Pulemi completed the top 5 with 7.75% and 3.57% representation.

Popular cloud providers for running Kubernetes

Popular cloud providers for running Kubernetes in Q3 2025

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



Most job descriptions did mention more than one cloud provider.

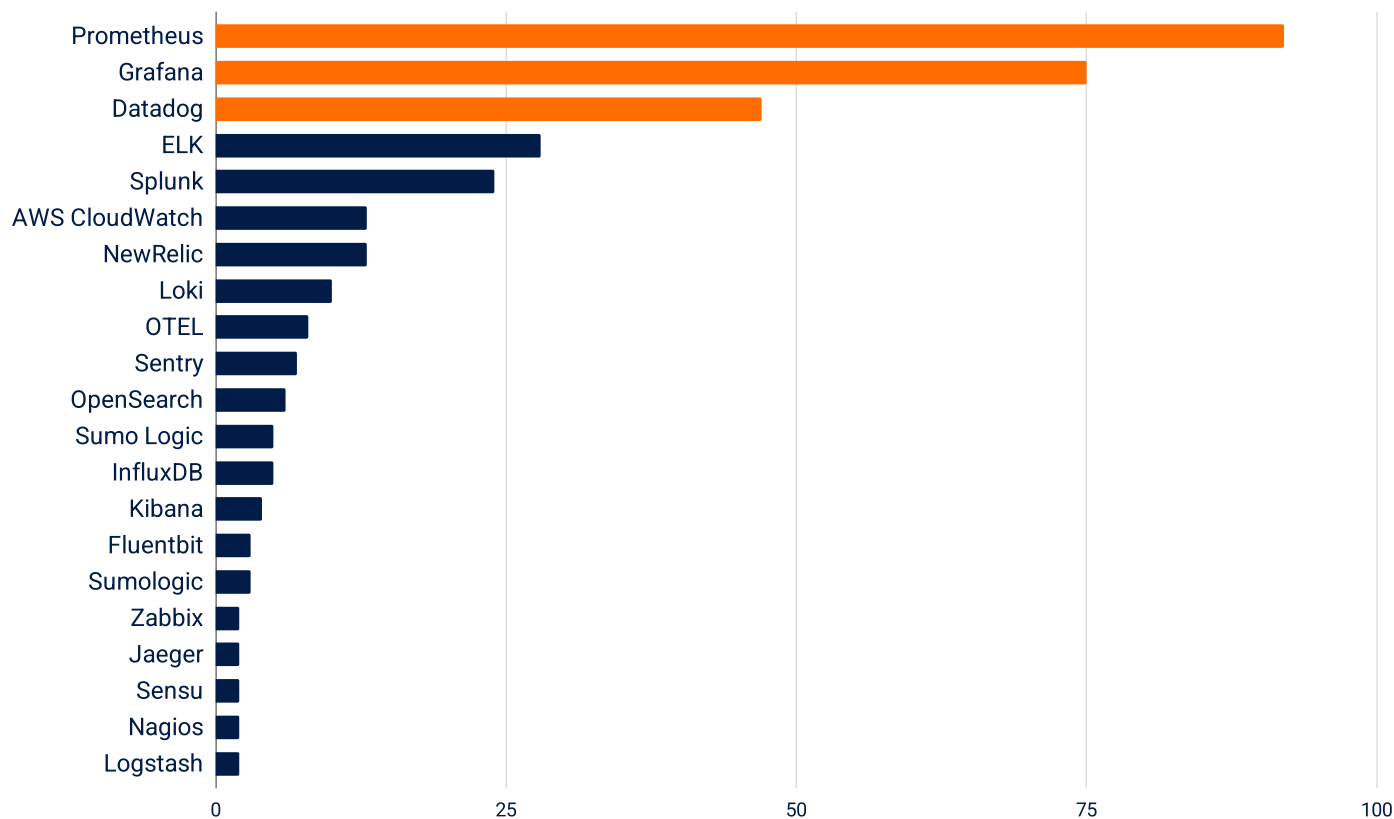
Almost all jobs that mentioned their infrastructure location mentioned more than one host, and **nearly 38% mentioned AWS as their preferred option.**

At a distance but still fighting for second place were **Azure** and **GCP** with **24.4%** and **23.1%** representation.

On-premise mentions made up for almost 10% of the total mentions.

Observability adoption in Kubernetes

Popular observability tools mentioned in jobs descriptions for Q3 2025



In Q3 2025, **Prometheus** was the most popular tool, accounting for **25% of total mentions**.

A close second but a distant third were **Grafana** and **Datadog** with **21%** and **13%** representation.

Other notable tools are *Splunk 6%, AWS CloudWatch 3%, New Relic 3%, and Loki 2%.*

Conclusion

Hopefully, you learned all the skills/tools and expertise companies seek when hiring a Kubernetes Engineer.

If you are a recruiter, you may gain a better understanding of what's in demand in the Kubernetes job market.

We'd love to hear your feedback on whether you liked what you read (or didn't).

You can reach us at hello@kube.careers.

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