

The state of Kubernetes jobs

MARKET REPORT FOR Q2 2025

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Kubernetes Job Market Trends for Q2 2025

Has the average salary for a Kubernetes Engineer increased in the second quarter of 2025?

Do Platform Engineer roles still pay the highest average salaries?

What are the in-demand skill sets for applicants so far in 2025?

Has In-office work been resurrected with all the return-to-office policies? Where does this leave remote work?

The answers to all the above questions (and plenty more you may have) await in our State of the Kubernetes job market report for Q2 2025.

*During the second quarter of 2025, we gathered over **1,200** job postings, carefully sifting through*

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

Please take the above factors into account when reviewing the numbers.

Let's begin! 

How much does a Kubernetes job pay in Q2 2025?

The average Kubernetes job salary for the second quarter of 2025 starts with a minimum average of **\$138,406** and a maximum average of **\$195,266**.

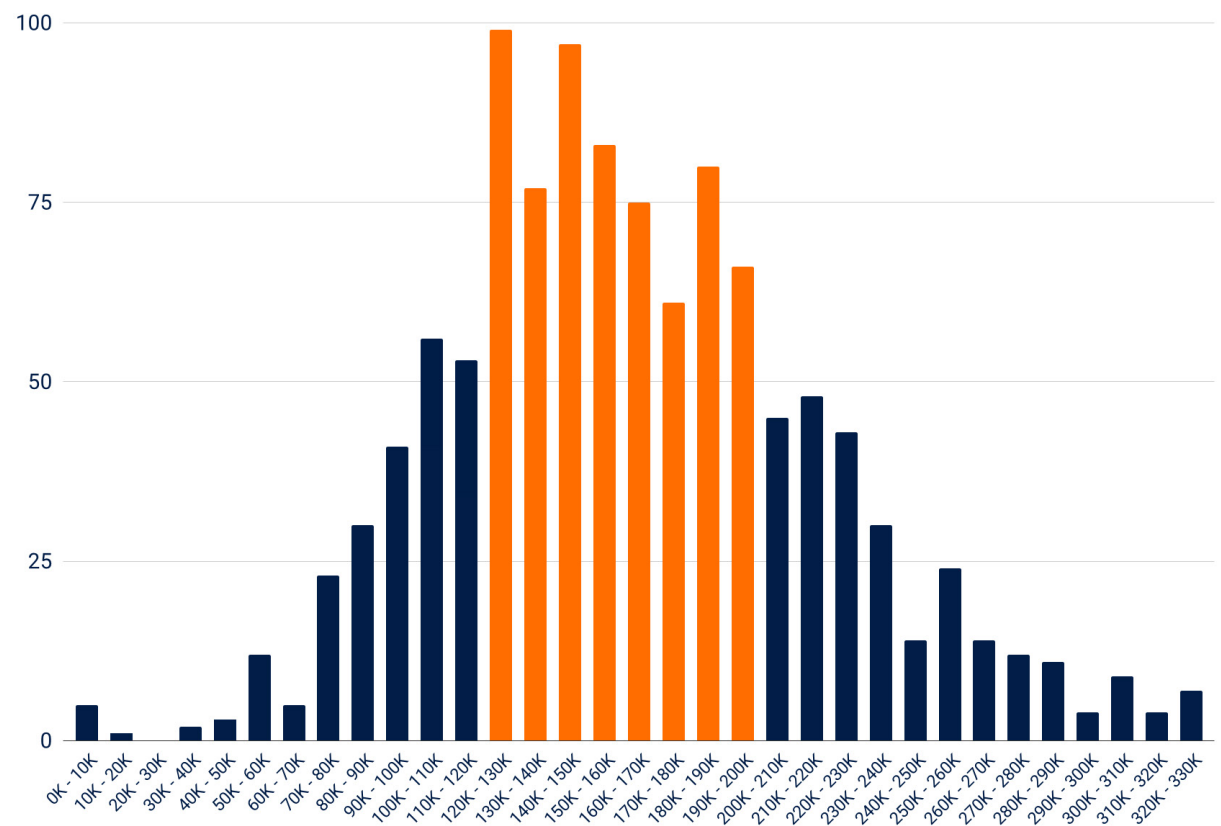
This brings the average Kubernetes job salary to **\$166,836** globally.

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.

Before analyzing salaries, though, let's first see the frequency of Kubernetes jobs according to locations.

Average worldwide salaries for Kubernetes jobs in Q2 2025

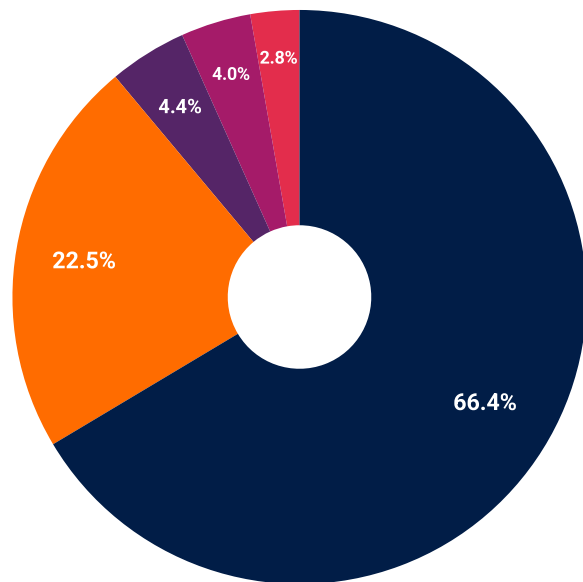


Where are the most Kubernetes job offers from?

For Q2 2025, most Kubernetes offers came from where they have come from in recent times – from **North America**.

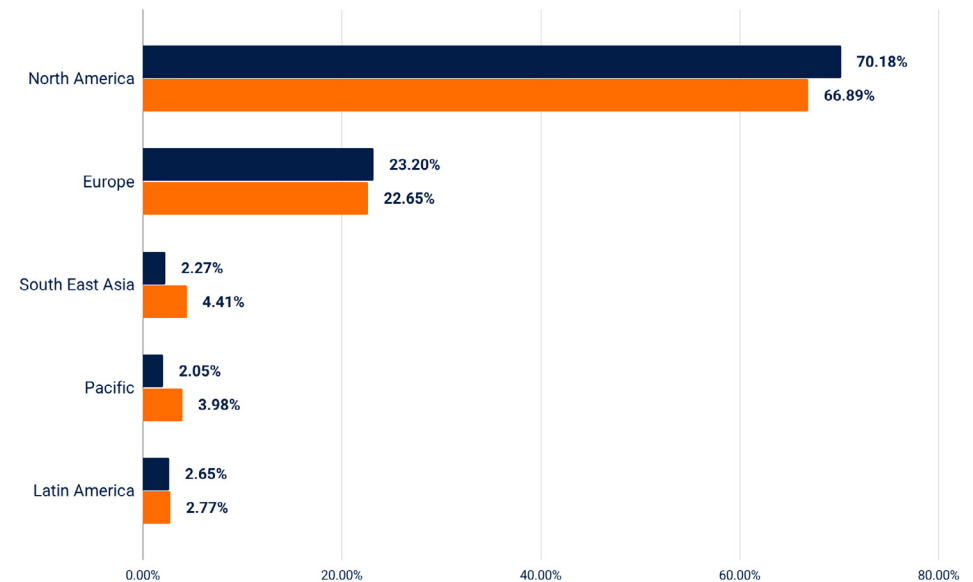
Kubernetes jobs by the region for Q2 2025

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



Kubernetes jobs by the region (Q2 2024 vs Q2 2025)

■ Q2 2024 ■ Q2 2025



In Q2 2025, a staggering **66.89%** of the jobs we published were from the **North American** region.

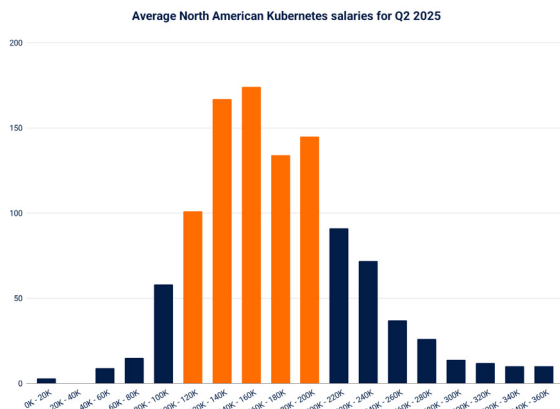
European job offers came in at a distant second with **22.64%** of the jobs.

The lowest-frequency Kubernetes jobs were in Southeast Asia (4.41%), the Pacific (3.98%), and Latin America (2.77%).

Year-on-year, North American jobs have risen by 3.29%, while European jobs have declined by 0.56%.

Meanwhile, in **Q2 2025**, jobs from **Latin American, Pacific, and Southeast Asian** have increased ever so slightly (though the base frequency of these jobs is lower, to begin with).

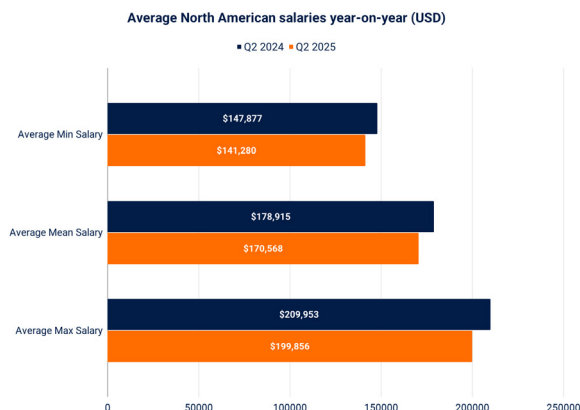
What's the average Kubernetes salary in North America?



For the second quarter of 2025, the average minimum salary for North American Kubernetes jobs is **\$141,280**, while the maximum average is **\$199,856**, bringing the average wage to **\$170,568**.

What's interesting is that year over year, the minimum average salary has decreased by **4.46%**, the maximum average by **4.80%**, and the average salary by **4.66%** from the numbers in Q2 2024.

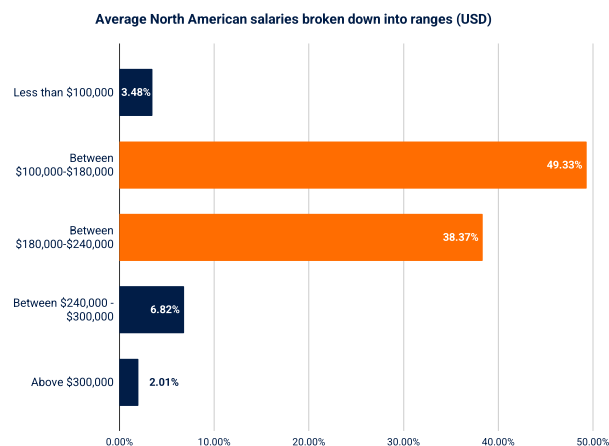
During the same time, inflation in North America grew by an average of 3.11%



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.**

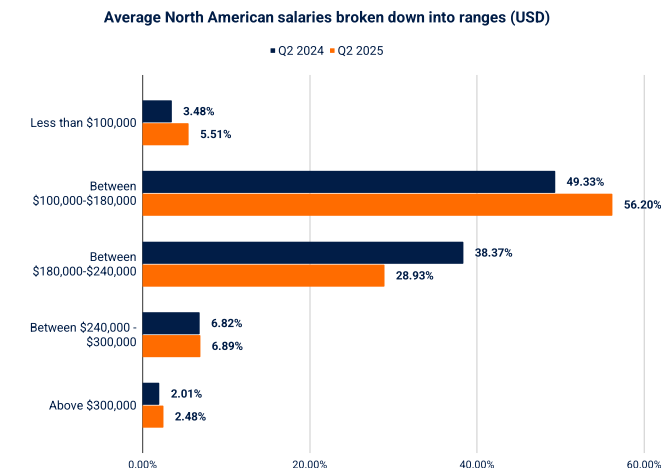
If we break down the average salaries into ranges, we get a clearer view of the trend:



The key takeaways from the distribution are:

- **56% of the North American Kubernetes jobs** pay between **\$100,000 and \$180,000**, **5.50%** pay **below \$100,000**, and **28% pay between \$180,000 and \$240,000 annually.**
- What's also interesting to note is how **6.88%** of these jobs pay **between \$240,000 and \$300,000** while a **minority 2.47%** of the jobs pay **above \$300,000.**

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

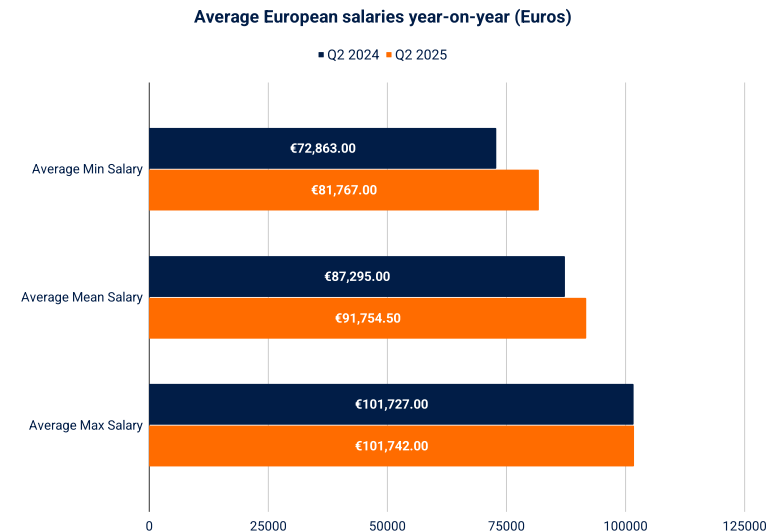
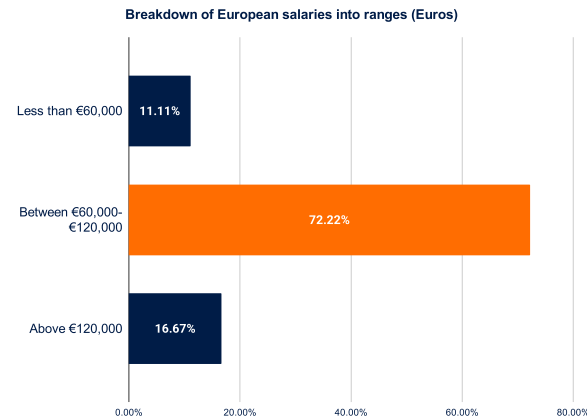
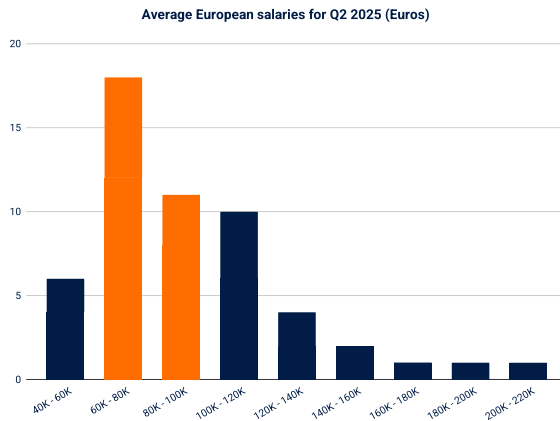


Here are the most important bits from the year-on-year comparison:

- The primary difference between the two quarters is how **Q2 2025 had 10% fewer jobs** paying between **\$180k-\$240k**, and **7% more** roles paying between **\$100k-\$180k** when compared to Q2 2024 – highlighting the reason for the 4-5% lower salaries year-on-year.
- While **jobs paying above \$240k to \$300k** were almost similar between the two quarters, Q2 2025 had almost 70% more roles paying below \$100,000 – another contributor to the lower average salaries for the second quarter of 2025.

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?



For Q2 2025, the average European salaries start with a minimum salary of **€81,767**, a maximum of **€101,742**, and a mean salary of **€91,754.5**.

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

Interestingly, while average salaries have decreased in North America, they have increased slightly in Europe.

Compared to Q2 2024, the **minimum average** salary has **increased by 8.7%** (was €75,225.64), the **maximum average** by just 0.01% (was €101,727), and the *mean* by 3.70% (was €88,476.32).

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

For the second quarter of 2025, **11.11%** of the European jobs pay below **€60,000**, **72%** pay between **€60,000 to €120,000**, and **16.66%** pay above **€120,000**.

European salaries were distributed almost similarly in Q2 2024 as well

There is a catch, however.

Even though our European dataset now contains 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 of 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 job 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 Q2 2025 from other geographies (all converted to USD):

South Asian Kubernetes salaries for Q2 2025:

- ✓ Minimum salary: \$102,187
- ✓ Maximum salary: \$156,559
- ✓ Average salary: \$129,373
- ✓ Highest salary: \$300,000

Pacific Kubernetes salaries for Q2 2025:

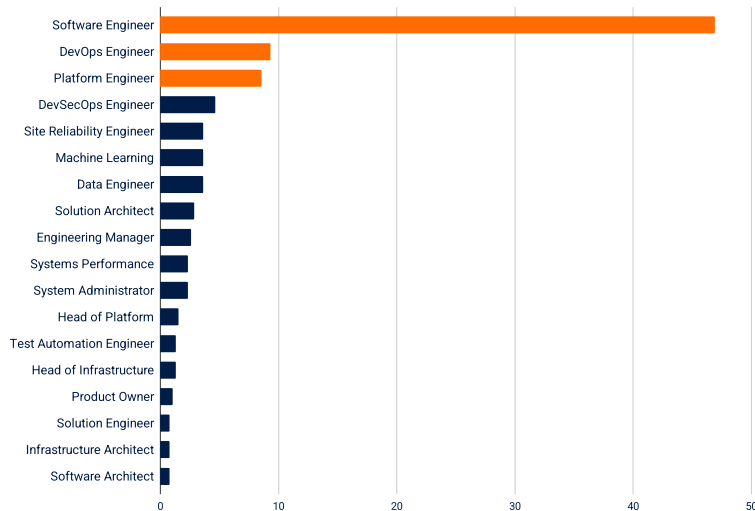
- ✓ Minimum salary: \$107,000
- ✓ Maximum salary: \$119,000
- ✓ Average salary: \$113,000
- ✓ Highest salary: \$119,000

Latin American Kubernetes salaries for Q2 2025:

- ✓ Minimum salary: \$77,969
- ✓ Maximum salary: \$108,747
- ✓ Average salary: \$93,358
- ✓ Highest salary: \$176,000

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

Popular job titles for Q2 2025



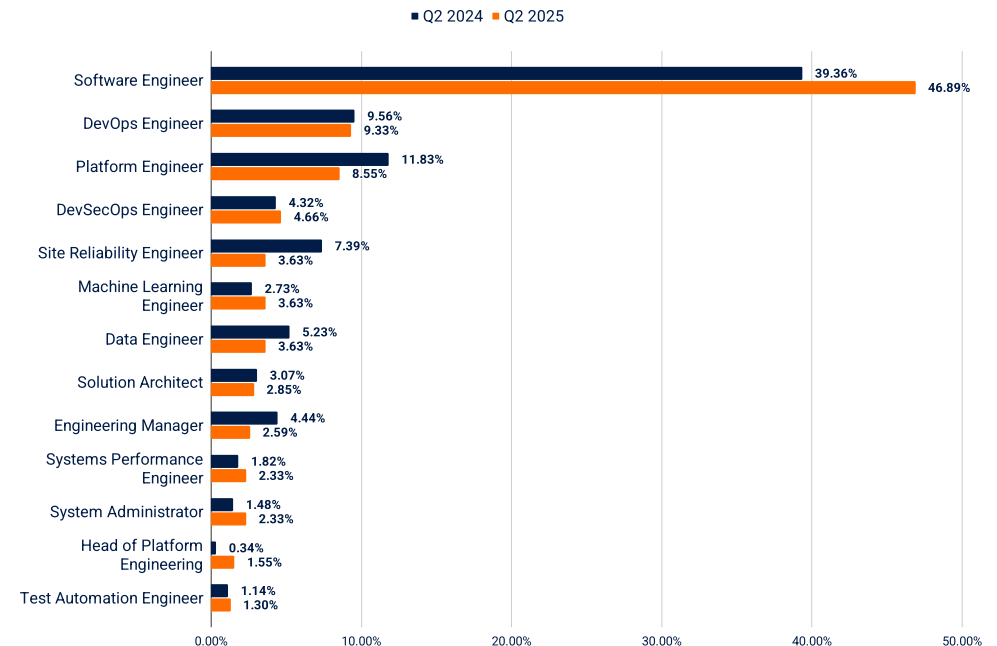
Of all the jobs we published in Q2 2025, **47% were Software Engineer positions.**

DevOps Engineer, Platform Engineer, and DevSecOps Engineer positions were next in popularity with **9%, 8%** and **4%** representation.

These were followed by **3.62%** of *Site Reliability Engineer, Machine Learning Engineer, and Data Engineer* positions, with *Solution Architect and Engineering Manager* roles completing the top ten most popular positions for Q2 2025.

Software engineer positions were the most popular title in Q2 2024 as well, but as for the others, there has been a noticeable change.

Popular job titles year-on-year

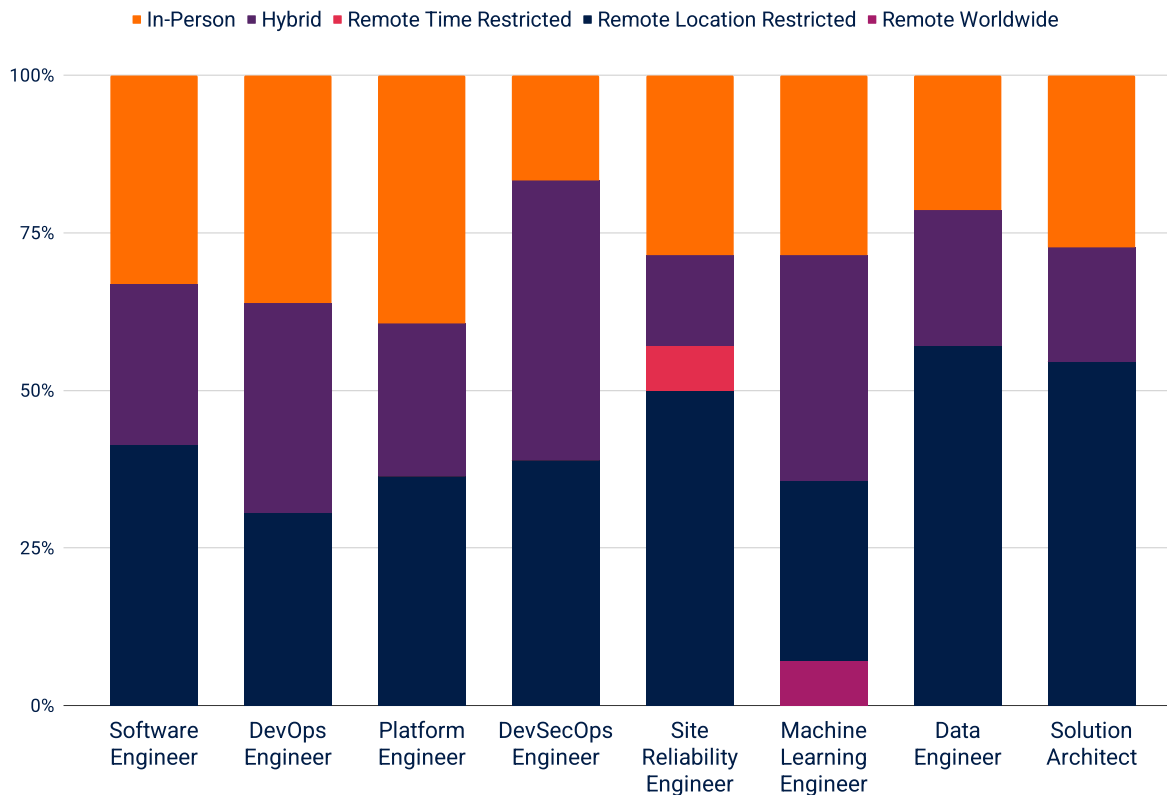


The key points to note in the year-on-year comparison are:

- While Q2 2025 had **7.5%** more **Software Engineer** positions, the numbers were far better for almost every other significant title in Q2 2024.
- There were almost 30% more Platform Engineers, 100% more Site Reliability Engineers, and 70% more Data Engineers in the second quarter of 2024 compared to Q2 2025.

What was the nature of work required for these titles?

Preferred working modes for popular job titles in Q2 2025

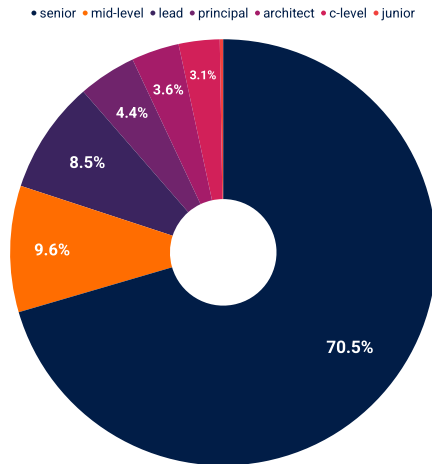


If we analyze popular job titles with their preferred working modes, it gets interesting:

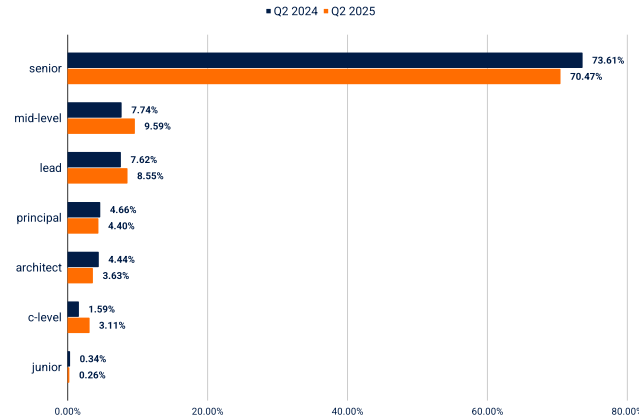
- Surprisingly, the **most remote-friendly** job title is **Data Engineer**, with **57.1%** of these roles allowing remote work of some sort. The remote-friendly hierarchy continues with **Solution Architect (54.5%)**, **SRE(50%)**, **Software Engineer (41.4%)**, and **DevSecOps Engineer(38.9%)** titles.
- *What's also interesting to see is 44.4% (the highest percentile among all the titles) of the DevSecOps roles were hybrid, while 35.7% of Machine Learning positions offered hybrid work.*
- The job title requiring the **most In-Office presence** was **Platform Engineer**, with **39.4%** of these requiring In-Office presence five days a week.

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

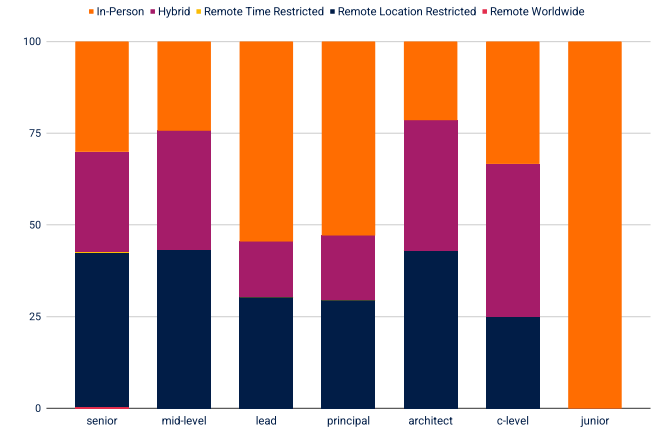
Preferred experience level for jobs published in Q2 2025



Preferred experience levels for jobs published in Q2 2024 vs Q2 2025



Experience levels with preferred working modes for Q2 2025



A staggering **70.5%** of the jobs we posted in Q2 2025 were for **Senior-level experience**.

Mid-level experience jobs were a distant second at 9.6%, but more importantly, Lead-level jobs were a close third with 8.5% representation!

These were followed by *Principal-level (4.4%), Architect-level (3.6%), C-level (3.1%), and Junior-level (0.3%) experience jobs.*

The experience preference was almost similar a year ago

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 Q2 2025, we had **1-2% more** Mid-level, Lead-level roles year-on-year.
- What's also interesting is that, on average, we have **fewer C-level and Junior-level** positions, yet for Q2 2025, *we had twice as many C-level roles but 8% fewer Junior roles* compared to Q2 2024.

What is the preferred working mode based on experience?

What has been the trend so far in 2025?

What's surprising is the **most remote friendly** job titles are **Mid-level** with more than **43.24%** of these allowing remote work, while the most **Hybrid-friendly** titles are **Architect-level (35.17%)**.

What isn't very surprising is **Lead-level** and **Principal-level** titles requiring the **most In-Office presence (54% of these)**, while **Architect-level** roles **require the least (21.42%)**.

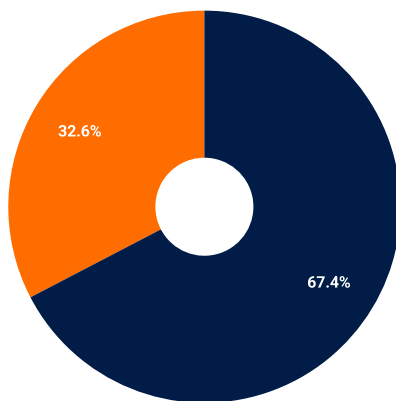
We have ignored the C-level and Junior roles statistics since the dataset is too small to derive trends.

68% of all the Kubernetes jobs allow remote work of some sort!

Of all the jobs we published in Q2 2025, **68.36%** of these allow **some sort of remote work**.

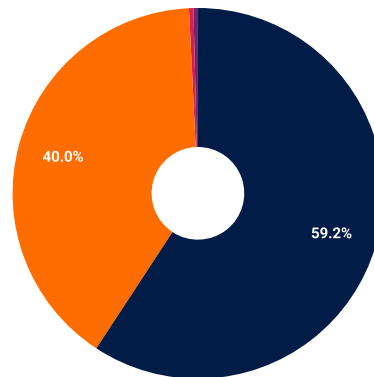
Working modes for jobs published in Q2 2025

• Remote + Hybrid jobs • In-Office jobs



Breakdown of jobs that don't require In-Office presence 5 days a week (for Q2 2025)

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



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).

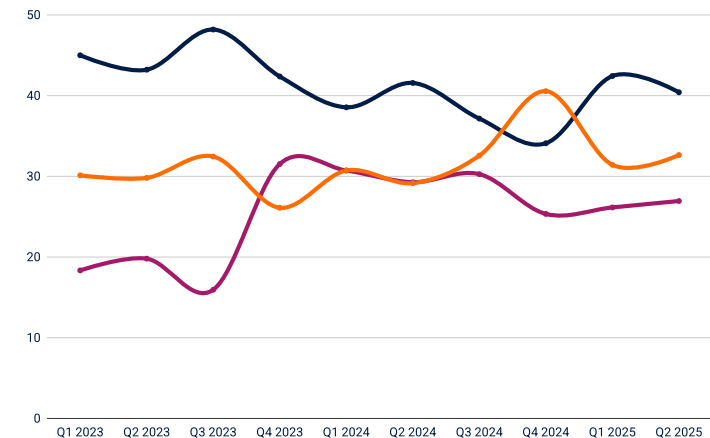
For Q2 2025, 59.2% of the remote jobs require the selected candidate to work remotely within a specified geography, mainly within the country. 40% allow for Hybrid work, meaning the employee should arrive at the office at a specified frequency.

Only 0.38% of the jobs were remote without any restrictions, while the same percentage of jobs were remotely 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 since Q1 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 2023, **remote jobs averaged 44.69%**, but these **declined to an average of 37%** for the year **2024**, to eventually average 41% in the first two quarters of 2025. Overall, it can be said that while remote jobs declined in 2024 from the heights of 2023, we may see a lot more remote jobs in 2025, but they may be restricted (more on this later).
- It's interesting to see how the frequency of **Hybrid jobs escalated rapidly after the end of 2023**, averaging 28.11% since Q1 2024 to Q2 2025. If Return to office policies escalate further in 2025, we may see a rise in Hybrid roles.

What's also visible is how In-Office roles grew exponentially after Q2 2024, peaking at Q4 2024 but settling to an average frequency. Perhaps this is a backlash from strict In-office work?

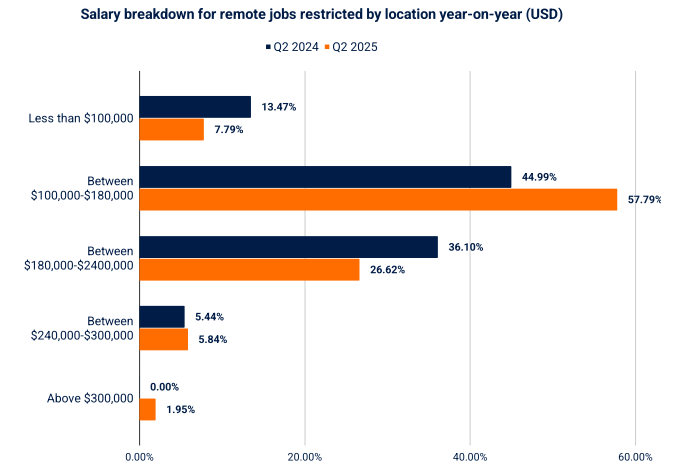
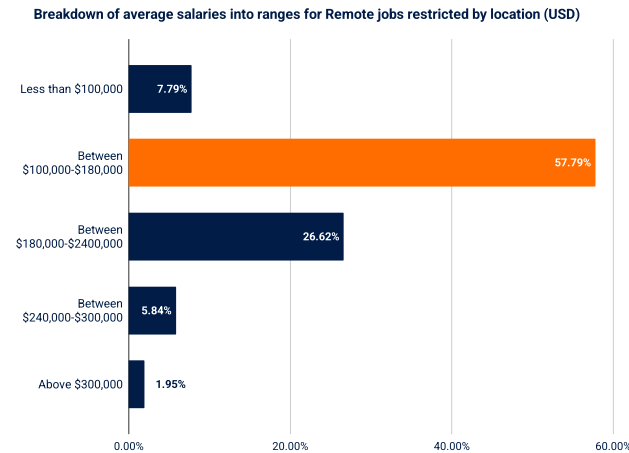
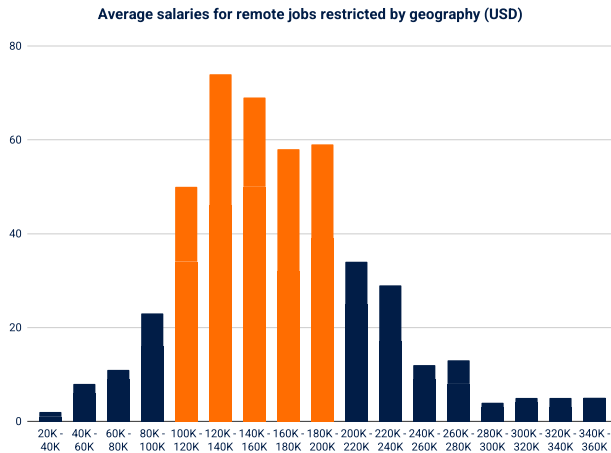
How much do remote Kubernetes jobs pay?

The average remote Kubernetes job payscale has been between **\$138,140 to \$176,570 for Q2 2025**, with a mean salary of **157,355**.

Before we dive in further, let's understand the different tiers of remote work:

- 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 Q2 2025, the average minimum salary for remote roles restricted to a specific country is **\$137,230**, with a maximum average of **\$191,584**, resulting in a mean average salary of **\$164,407**.

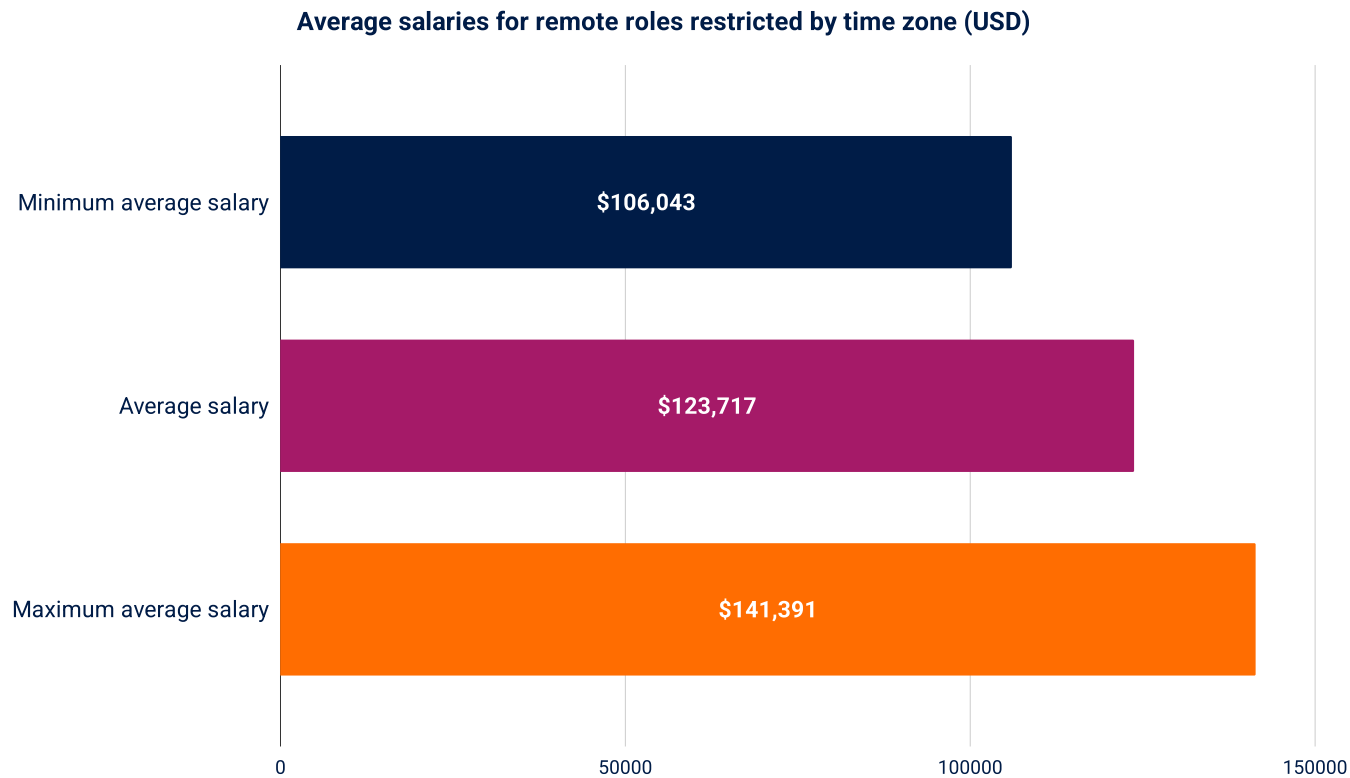
Here's the breakdown of the average salaries:

- **57%** of the jobs in this category pay between **\$100,000-\$180,000**, **26%** pay in the range of **\$180,000-\$240,000**, while **7.79%** pay below **\$100,000**.
- Of all the remote jobs restricted by location, **5.84%** pay between **\$240,000-\$300,000**, while only **1.94%** 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-\$180,000** has increased by **13%**, while jobs paying higher salaries between **\$180,000-\$240,000** has decreased by almost 10%.
- What's also interesting to see is how the jobs paying below \$100,000 declined by 60% (relative) year-on-year, while no jobs were paying above \$300,000 in Q2 2024.

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

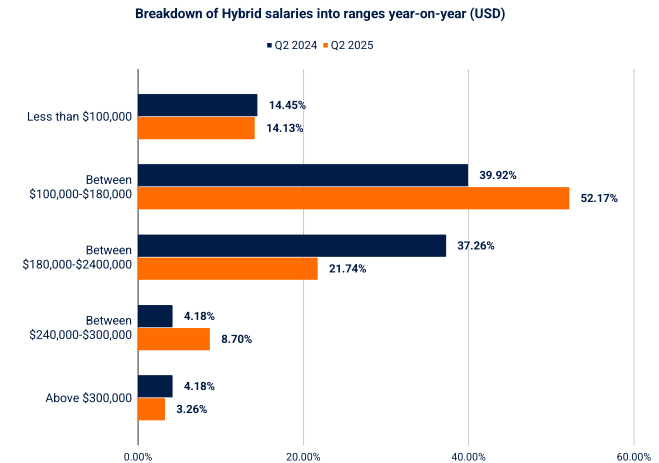
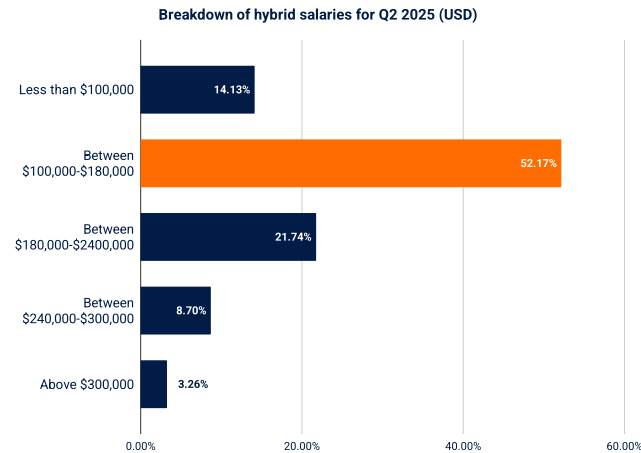
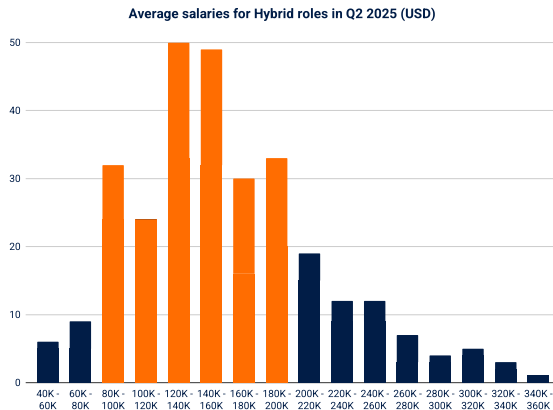


Out of the 386 jobs we published in Q2 2025, we've **had only 1 (0.25%) job of this kind**, so do understand that the numbers for these jobs may not be conclusive.

Still, here are the highlights:

- The salary range for the only job published under this category was between **\$106,043** and **\$141,391**, with an average salary of **\$123,717**.

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



For Q2 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 Q2 2025, **52.17%** of the hybrid jobs pay between **\$100,000-\$180,000**, while **14.13%** pay below **\$100,000**, and **21.74%** pay between **\$180,000-\$240,000**.
- Interestingly, **8.70%** of Hybrid jobs pay **between \$240,000-\$300,000**, while **3.26%** of these roles pay above **\$300,000**.

These ranges haven't been consistent year-on-year

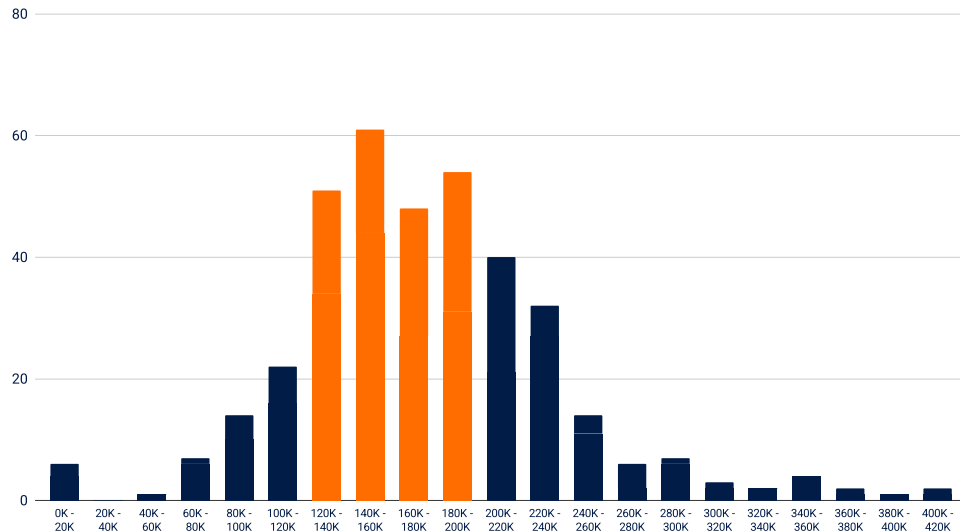
If we compare year-on-year numbers, there are a few noticeable differences:

- **Q2 2024 had more jobs (15% more)** paying salaries between **\$180,000 to \$240,000**, **lesser (by 13%) jobs** paying between **\$100,000 to \$180,000**.
- The second quarter of 2025 had almost twice as many jobs paying between \$240,000 and \$300,000 as Q2 2024.

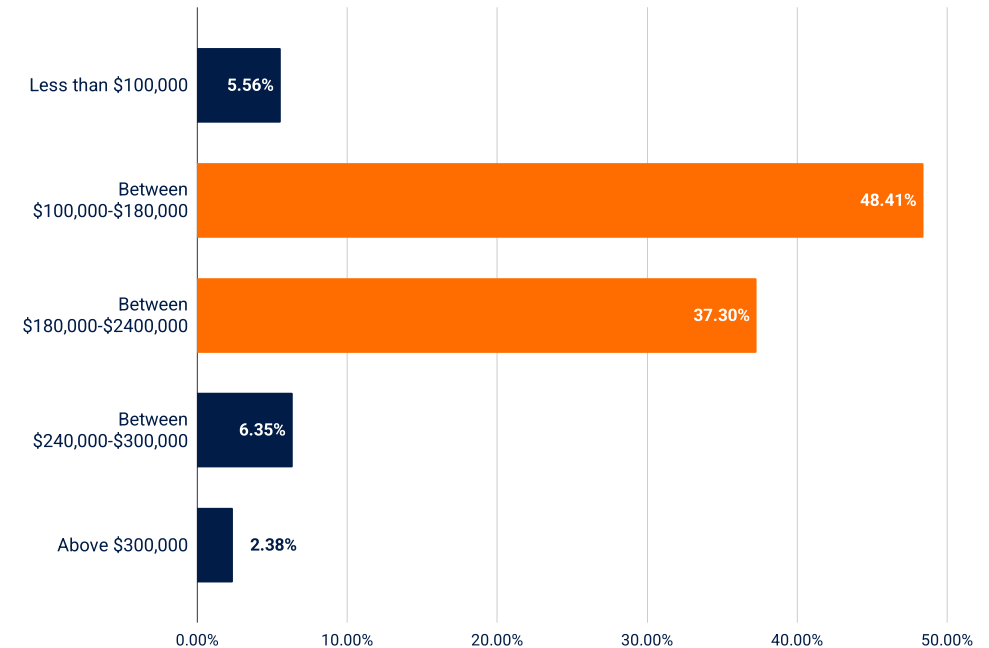
The difference between the year-on-year breakdown of salary ranges highlights why the salaries in Q2 2024 were higher by 6-8% compared to Q2 2025.

Do In-Office roles pay more than Remote/Hybrid positions?

Average In-Office salaries for jobs published in Q2 2025 (USD)



Breakdown of average In-office salaries into ranges (USD)



For Q2 2025, the average minimum salary for In-Office roles is **\$144,528**, the maximum is **\$206,308**, resulting in an average wage of **\$175,418**.

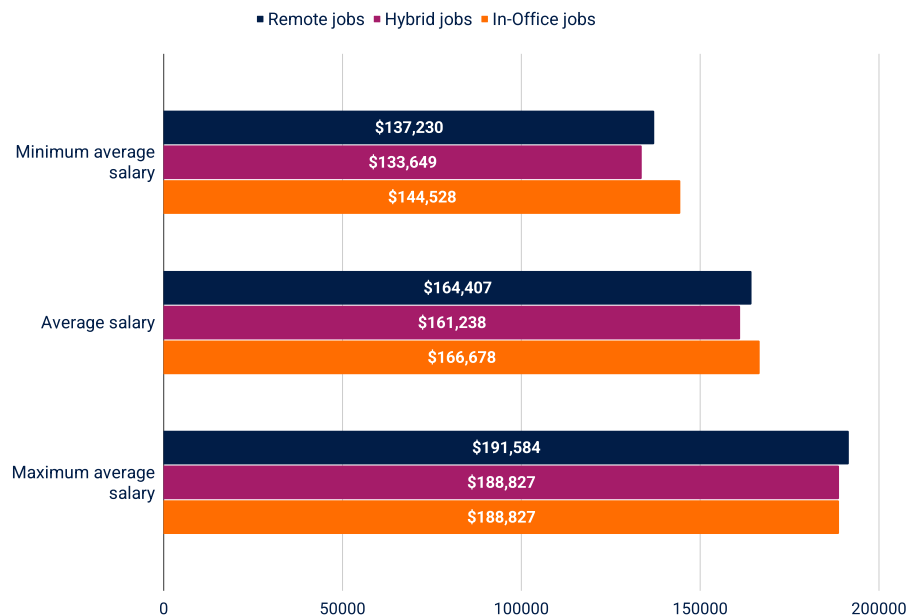
Breaking down the In-Office salaries further, we find:

- **48.41% of these jobs pay between \$100,000-\$180,000**, while **37.30% pay between \$180,000 and \$240,000** and **5.55% pay below \$100,000** per year.
- What's also interesting to see is **6.34% of In-office roles pay an average salary between \$240,000 to \$300,000**, while **2.38% of the roles 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 Q2 2025

Average salaries across working modes for Q2 2025

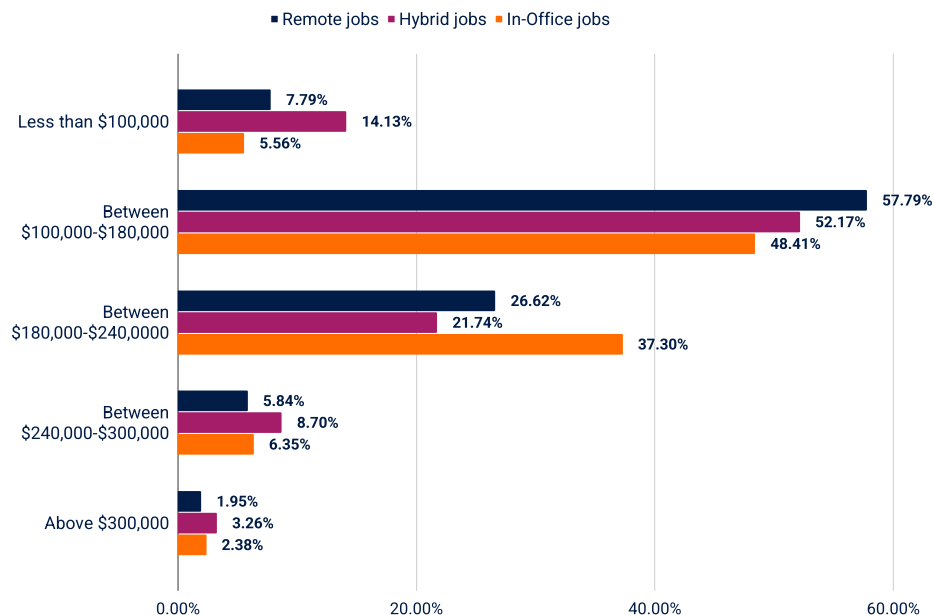


The key highlights from comparing average salaries across working modes are:

- **In-office jobs pay the highest minimum and mean salaries** across working modes. For minimum average salaries, In-office jobs pay **5.31%** more than Remote jobs and **8.13%** more than Hybrid jobs.
- Across working modes, hybrid jobs pay the least, with a difference of around 5-7% as compared to the other working modes.

However, when it comes to breaking the average salaries into ranges, things get very interesting and how

Breakdown of average salaries across working modes (USD)



The noteworthy bits from the comparison are:

- While there isn't much difference across working modes for salaries greater than \$240,000, the major difference lies in the lower salary ranges.
- **10% more In-office jobs pay an average salary between \$180,000-\$240,000**, while 5-7% more remote jobs pay between \$100,000 and \$180,000.
- What's even more interesting is how *twice the number of Hybrid jobs pay below \$100,000 compared to other working modes – highlighting the low average hybrid salaries across working modes.*

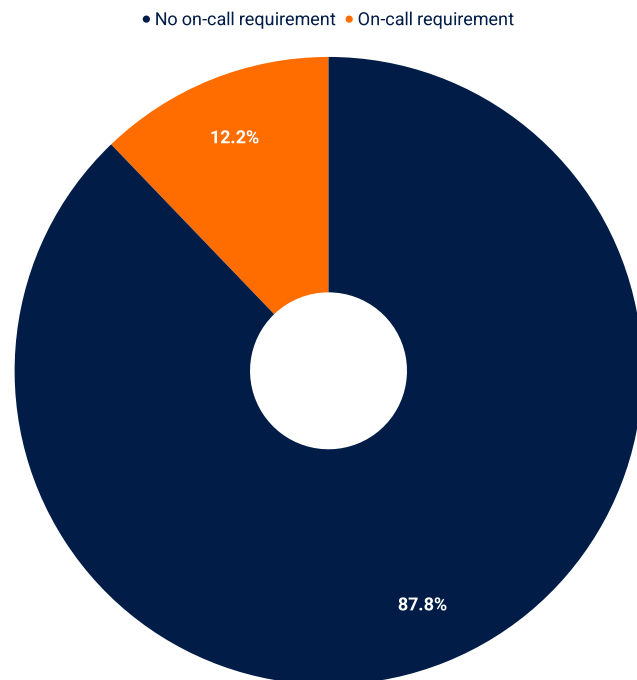
Kubernetes jobs with on-call rota

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

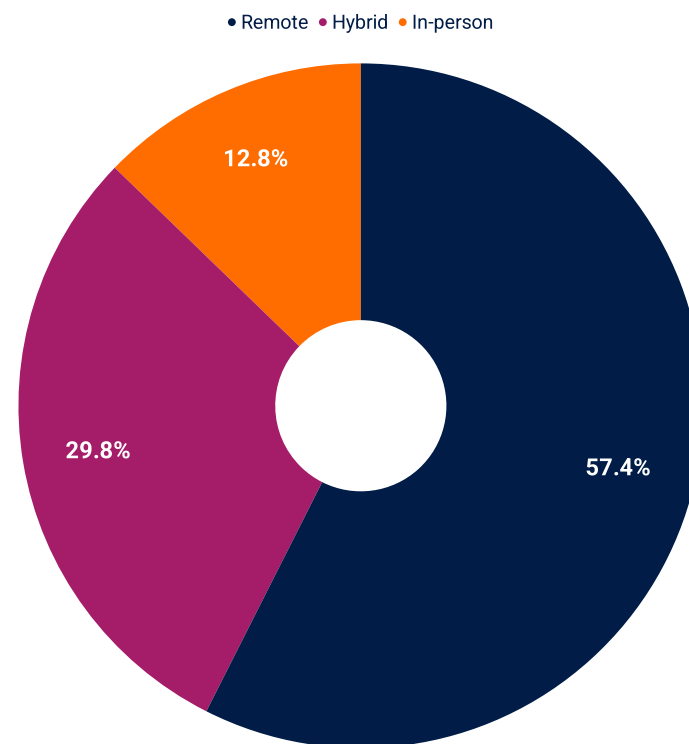
For Q2 2025, **only 12.17%** of the jobs mentioned a need to be on-call, yet we **can't exclude that the number is higher**.

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

On-call mentions in job descriptions for Q2 2025



On-call requirement with respect to working modes for Q2 2025

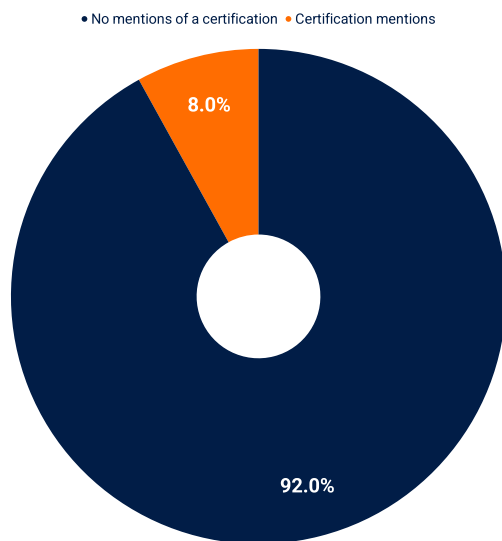


Of all the jobs that mentioned an on-call requirement, **57.4%** were remote, **29.8%** were Hybrid, and **12.8%** were In-Office positions.

How important are certifications for a Kubernetes job?

By the numbers, it doesn't seem job descriptions mention certifications often. As for Q2 2025, we've only had **8% of the jobs mention a need for certification.**

Certification mentions in job descriptions for Q2 2025



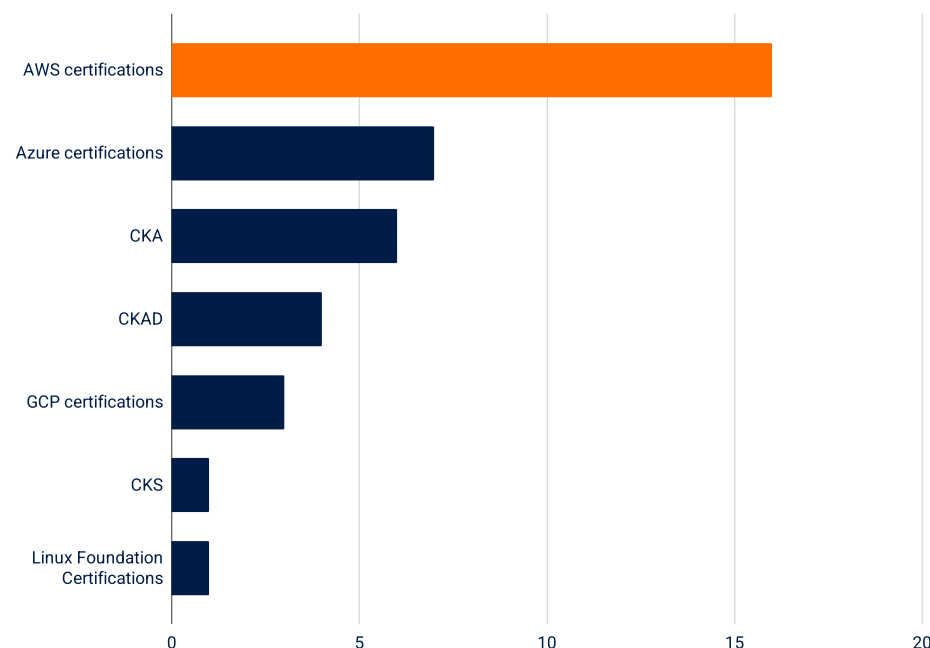
It may seem that certifications aren't necessary, but that doesn't paint the full picture.

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 job descriptions for Q2 2025



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

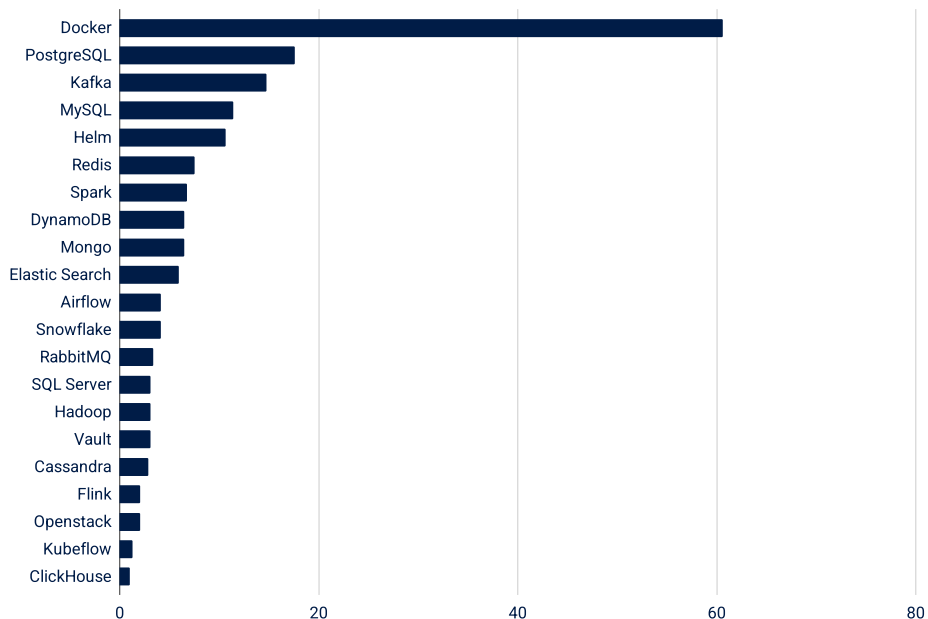
Of all the job descriptions that mentioned specific certifications in Q2 2025, **42% of these mentioned the AWS certifications.**

These were followed by **Azure, CKA, and CKAD** certifications with **18%, 15, and 10%** representation.

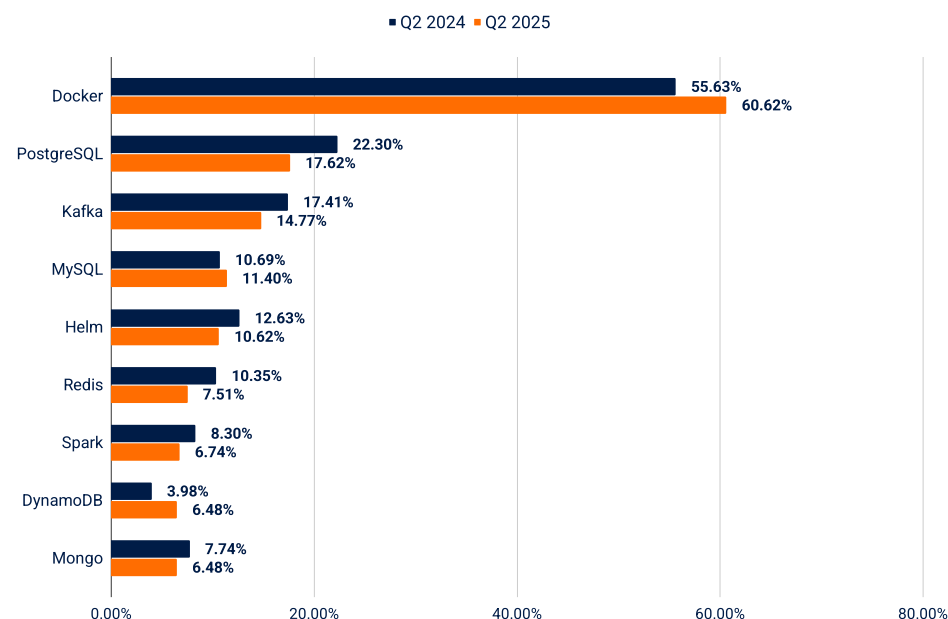
Next in line are **GCP, CKS, and Linux foundation certifications** with **7%, 2%, and 2%** representation.

Popular technologies for Kubernetes jobs

Popular technologies mentioned in jobs published for Q2 2025



Popular technologies for jobs published in Q2 2024 vs Q2 2025



Note that every job description mentions more than one technology.

For the second quarter of 2025, Docker is the most popular technology for Kubernetes jobs, with **60.62%** of the total jobs mentioning it.

Distant from the first yet closer together are **PostgreSQL** and **Kafka**, with **17%** and **14%** representation.

The top 5 popular technologies are completed by *Helm* and *MySQL*, with **11%** and **10%** of the jobs mentioning them, respectively.

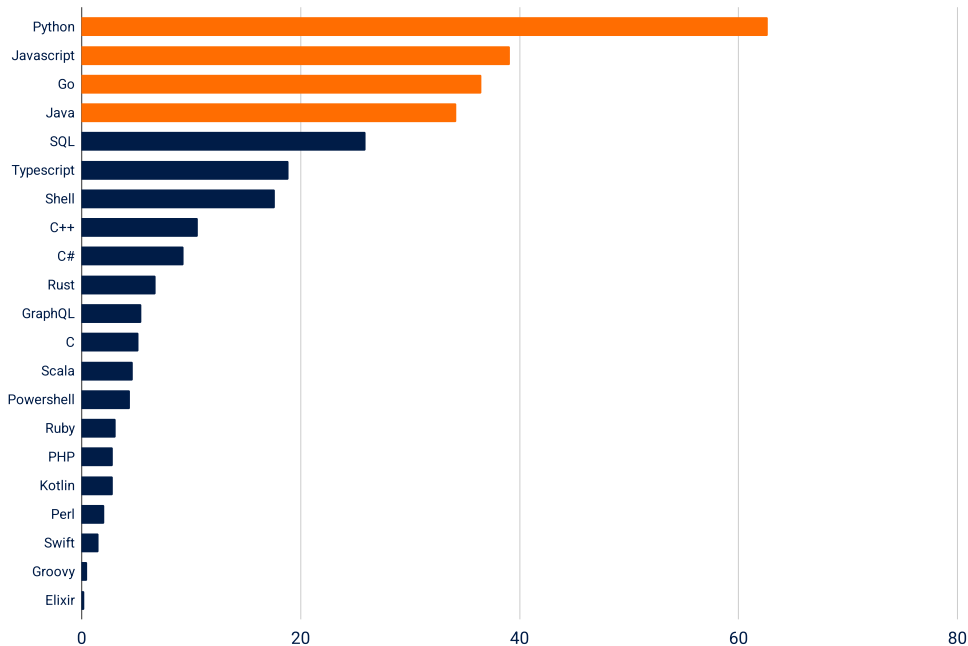
Year on Year, things weren't so different after all

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

- **Docker has become popular by 5%** now in Q2 2025, **PostgreSQL has lost 5%** in popularity, while **DynamoDB has almost doubled in popularity** in 2025 so far.
- Otherwise, the change for the most popular technologies has been between 2% and 3% at most, which is negligible.

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

Popular programming languages for jobs published in Q2 2025



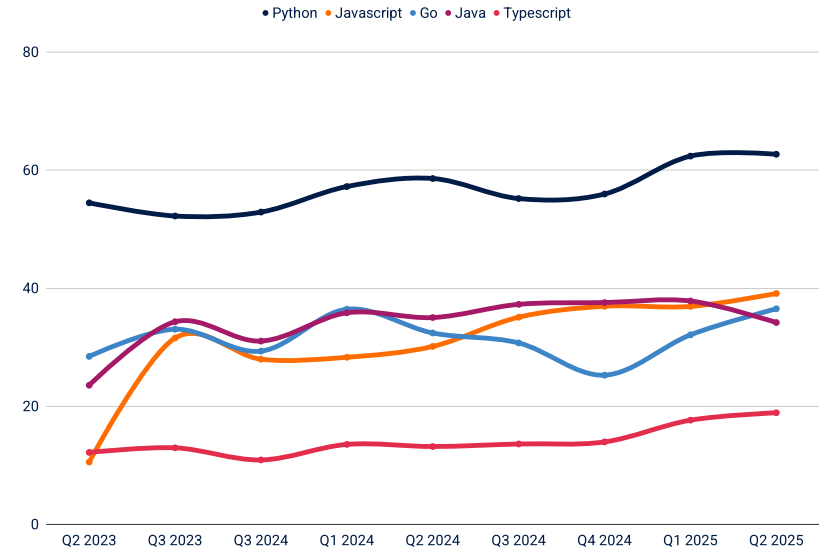
For the second quarter of 2025, 62% of the jobs mentioned a need for Python experience. Do note that multiple programming languages were mentioned in most job descriptions.

The next popular languages were **Javascript (39%)**, **Go (36%)**, and **Java (34%)**.

Other languages completing the top ten list are *Typescript 18%*, *Shell 17%*, *C++ 10%*, *C# 9%*, *Rust 6%*, *GraphQL 5%*.

Let's take a look back at how the popularity has changed (or hasn't) for the most in-demand programming languages

Popularity of the most in-demand programming languages since Q2 2023



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

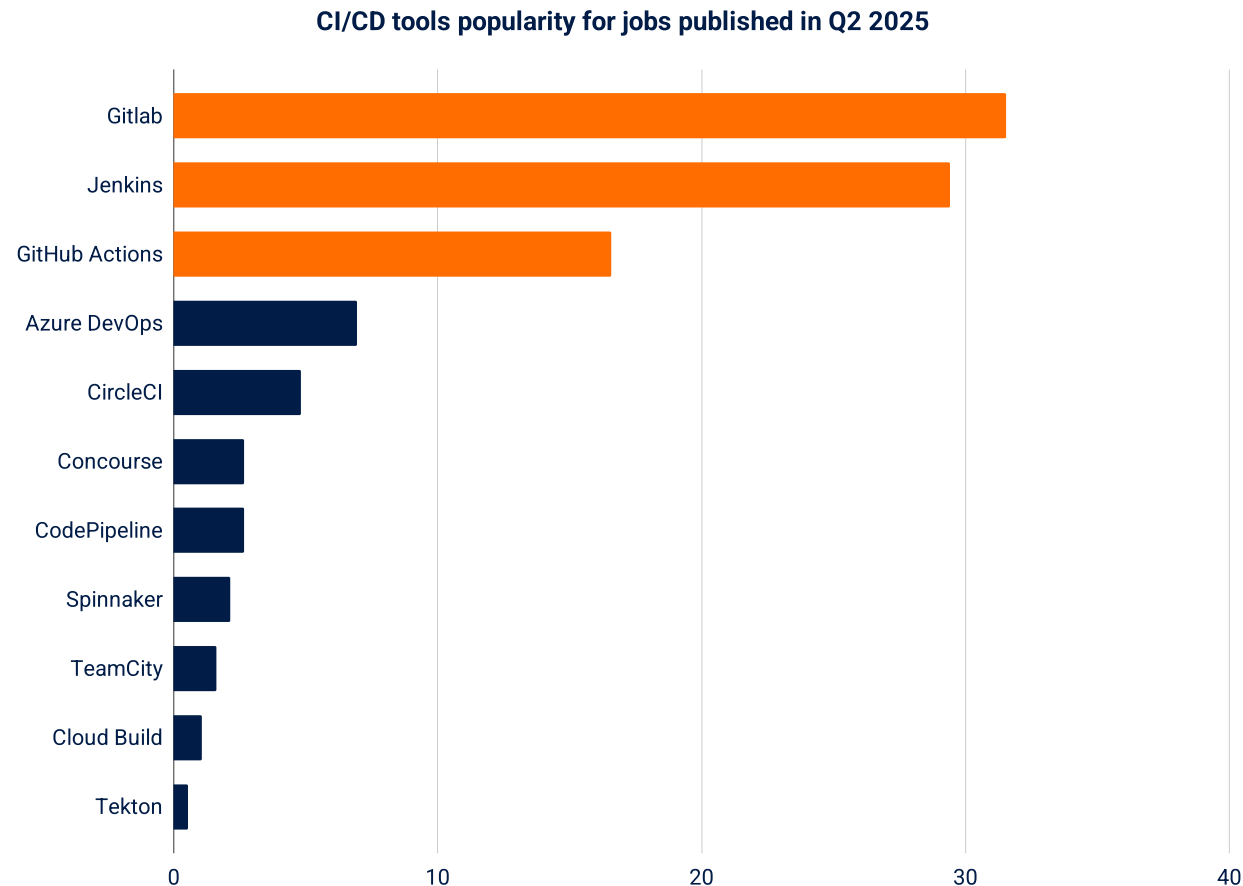
- **Python** averaged **53%** in **2023**, **57%** in **2024**, and so far in **2025**, it has averaged a **staggering 62%** representation!
- *JavaScript has been on a steady rise through the quarters, even surpassing Java in popularity.*
- There are three tiers of popularity for programming languages: *Python at the very top, Java, Golang, and JavaScript exchanging places now and then, and then every other programming language starting with TypeScript.*

The takeaway is simple: If you can learn just one programming language, choose Python. If you have the bandwidth for more, start with Golang, Java, or JavaScript.

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

Of the jobs that cited CI/CD experience in Q2 2025, a **staggering 50%** were **generic mentions** with no tool specification.

For the first time, of the total specific tags for CI/CD tools, **Gitlab** was the most popular, surpassing Jenkins, usually at the top, with **31%** of the total tags.



A close second was **Jenkins**, with **29%** mentions, and **Github Actions** was a distant third, with **16%** representation.

AzureDevOps followed these at 6%, CircleCI at 4%, and Concourse at 2%.

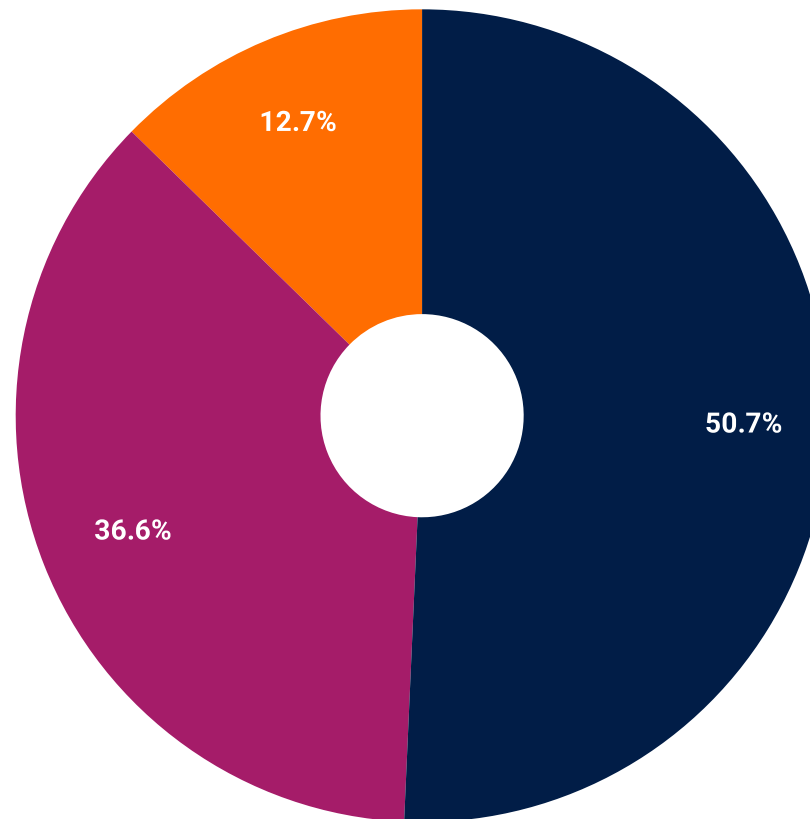
Is GitOps popular in Kubernetes jobs?

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

Only 12.69% of the total jobs we published in Q2 2025 mentioned the need for **GitOps experience**.

GitOps tools popularity for Q2 2025

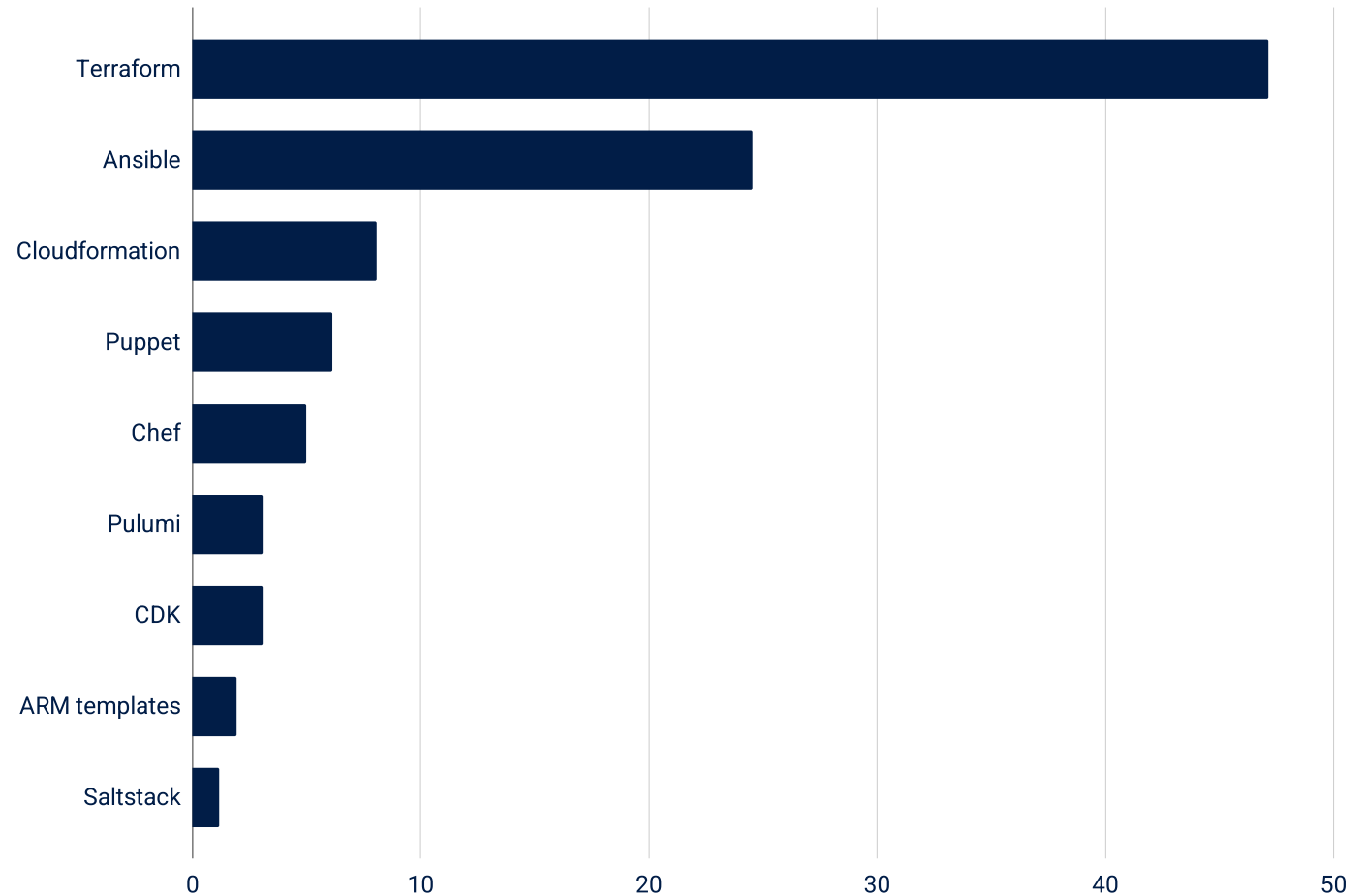
• ArgoCD • Generic GitOps • Flux



Of the total specific GitOps tools tags, **50.7%** of these were for **Argo CD**, **36.6%** were **Generic GitOps**, and **12.7%** were for **Flux**.

What configuration management tools are popular?

Popular configuration management tools for Q2 2025



Of the total specific tags for configuration management tools in Q2 2025, **47%** of these were for **Terraform**.

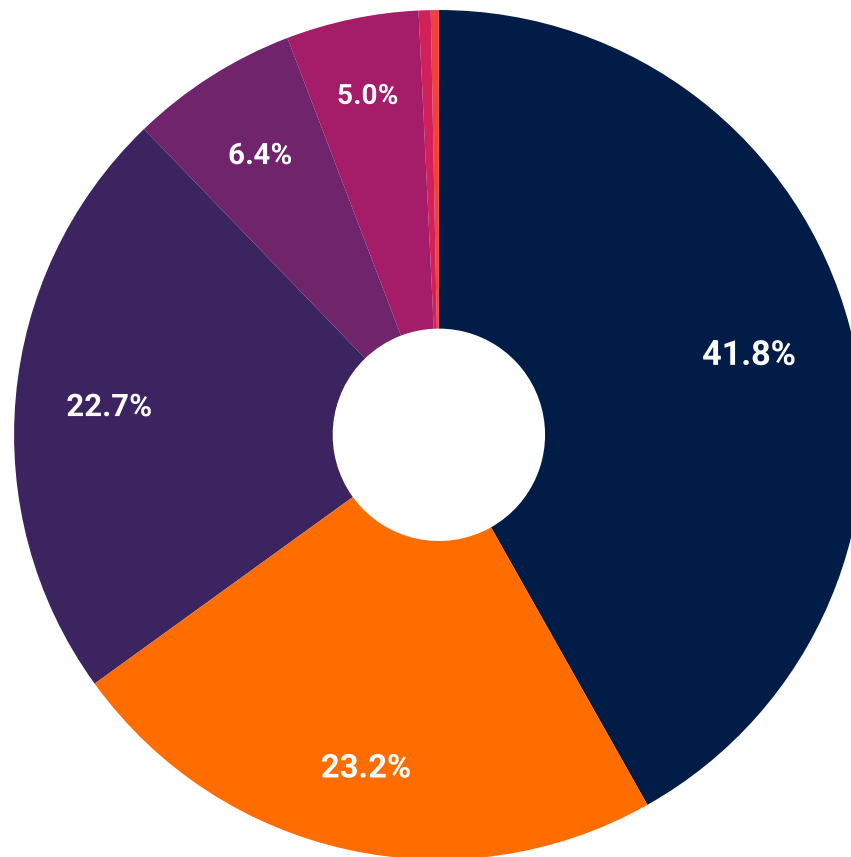
Ansible and **Cloudformation** came in second and third with **24%** and **8%** popularity.

Chef and *Puppet* completed the top 5 with *6%* and *4%* representation.

Popular cloud providers for running Kubernetes

Popular cloud providers for running Kubernetes (Q2 2025)

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



Most job descriptions did mention *more than one cloud provider*.

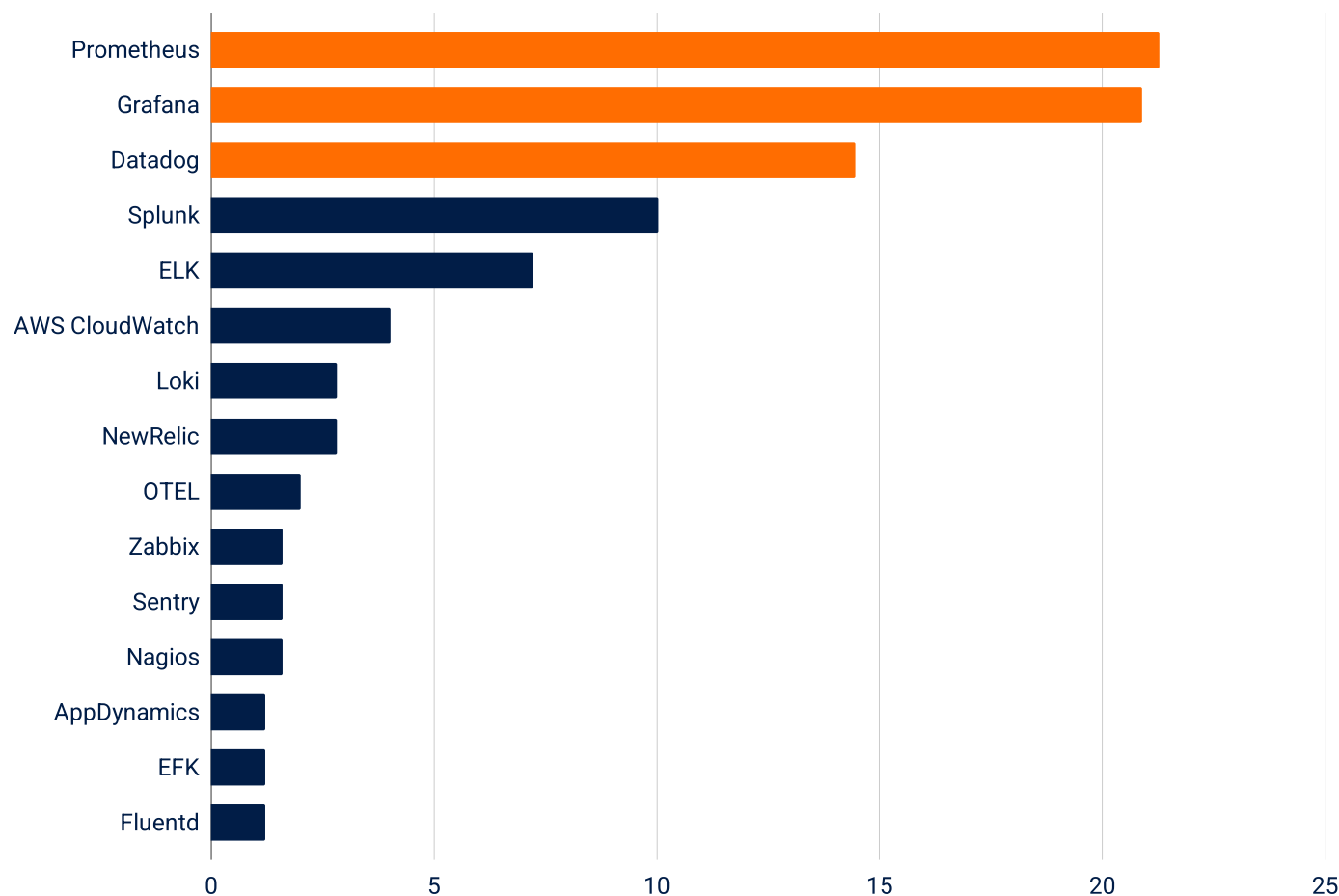
Almost all jobs that mentioned their infrastructure location mentioned more than one host, and nearly **42% mentioned AWS as their preference**.

At a distance but still fighting for second place were **GCP** and **Azure** with **23.2%** and **22.7%** representation.

The others constituted less than 10% of the representation, led by on-premise, with 6% of mentions.

Observability adoption in Kubernetes

Popular observability tools mentioned in job descriptions published in Q2 2025



In Q2 2025, Prometheus was the most popular tool, with 21% of the total mentions.

A close second but a distant third were **Grafana** and **Datadog** with **20%** and **14%** representation.

Other notable tools are *Splunk* 10%, *ELK* 7%, *AWS CloudWatch* 4%, and *Loki* 2%.

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