

Software Engineering Jobs Over Time in US - 6 Months



*Based on publicly available self-reported data

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Software Engineering Hiring Rebounds with Seasonal Fluctuations

Over the past six months, the software engineering job market in the US has exhibited a cyclical trend, with hiring peaks in October and January and notable dips in November and December. The most recent months show a recovery phase, with job openings rebounding from a December low of 70K to approximately 95K in January, followed by a slight decline to around 90K in February.

The hiring surge in January aligns with historical trends of companies ramping up recruitment at the start of the year, possibly driven by new budgets and project kickoffs. The marginal dip in February suggests a stabilization rather than a downturn, indicating that demand for software engineers remains strong. This pattern suggests that while seasonal fluctuations exist, the broader trend points to sustained hiring needs, likely influenced by ongoing digital initiatives and industry-specific demands.

Top 10 Industries - Software Engineering Jobs



*Based on publicly available self-reported data

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Software Engineering Demand Expands Beyond Core Tech Industries

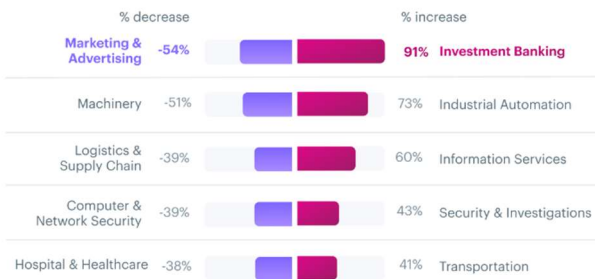
In February, software engineering job postings in the US were dominated by the IT & Services sector, which led with nearly 13,000 openings, nearly double that of the second-ranked Staffing & Recruiting industry. Other key sectors, including Computer Software, Management Consulting, and Automotive also demonstrated significant hiring activity.

Software engineering job postings by industries such as Hospital & Healthcare and Defence & Space highlights the expanding role of software engineering across diverse fields. These trends suggest that while core tech industries remain the primary employers, other sectors increasingly rely on software professionals, reinforcing the continued growth and cross-industry necessity of engineering expertise.

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Top 5 Industries by % Change



*Based on publicly available self-reported data

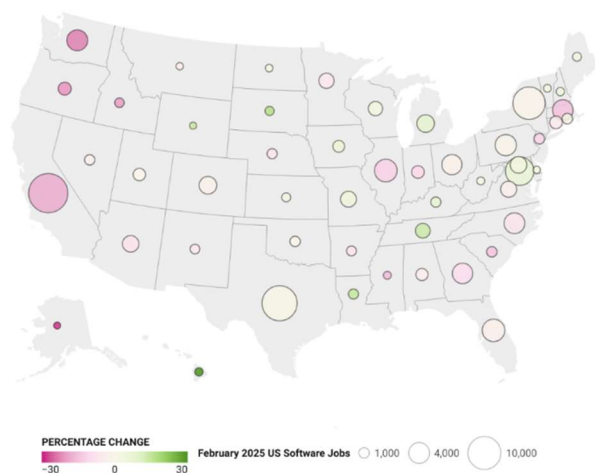
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Tech Hiring Shifts Toward Finance, Automation, and Security

Investment Banking experienced the highest surge in job postings, increasing by 91%, followed by Industrial Automation (73%) and Information Services (60%), reflecting a growing demand for tech talent in finance, automation, and data-driven sectors. Security & Investigations and Transportation also saw considerable growth, likely driven by the need for cybersecurity solutions and advancements in transportation technology.

On the decline, Marketing & Advertising faced the steepest drop at -54%, followed closely by Machinery, Logistics & Supply Chain, and Computer & Network Security, suggesting reduced hiring in traditional manufacturing and marketing-driven industries. Hospital & Healthcare also saw a decline, potentially due to shifting priorities in digital health initiatives. These trends highlight evolving industry demands, favoring automation, security, and finance-driven tech roles.

February 2025 US Software Jobs

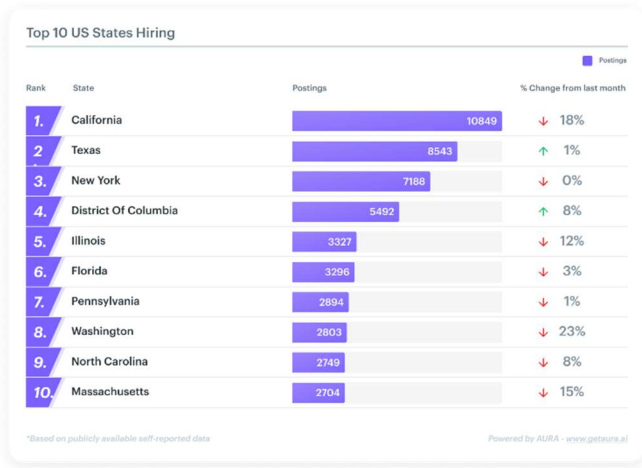


Tech Job Landscape: Major Hubs Steady, Regional Markets Evolving

Larger tech hubs, such as California, had high job volumes but also showed declines. The Midwest and parts of the South exhibited mixed trends, with some states seeing modest gains. The East Coast, particularly in states like New York and Massachusetts, maintained strong job numbers, though the percentage change varied. Smaller job markets in central and rural states had relatively fewer openings, with mild fluctuations.

The overall landscape suggests that while established tech hubs continue to dominate in absolute job numbers, regional shifts are occurring, with some emerging areas gaining traction. These trends reflect ongoing changes in remote work adoption, cost-of-living considerations, and industry-specific hiring patterns.

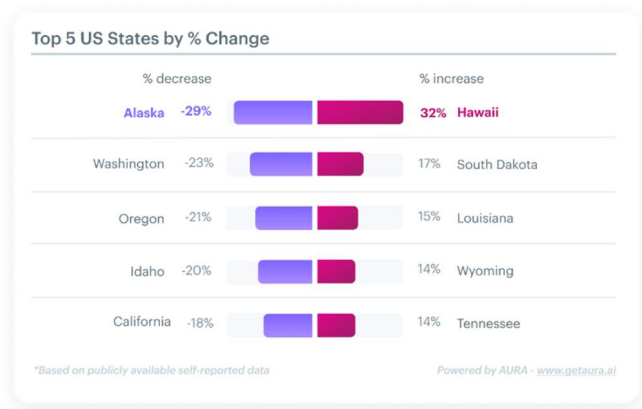
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Tech Job Market: California & Texas Dominate Amid Regional Slowdowns

In February 2025, California led software engineering job hiring with 11,000 postings, but with an 18% decrease from the previous month, followed by Texas with 8,000 postings. In contrast, New York remained stable with no significant change. Several states, however, saw declines in hiring. Washington faced the steepest drop at -23%, followed by Illinois, Pennsylvania and Massachusetts.

These shifts suggest that while California and Texas maintain strong hiring activity, other regions are experiencing slowdowns, potentially due to economic conditions, budget constraints, or shifting workforce distribution patterns within the tech industry.

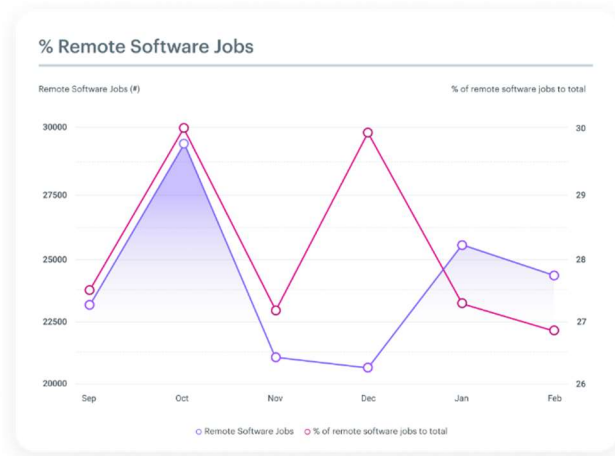


Software Job Market: New Growth Areas Emerge Amid Declines in Key States

Software engineering job postings saw the highest percentage growth in Hawaii, which recorded a 32% increase, suggesting a rising demand for tech talent in the state. South Dakota, Louisiana, Wyoming, and Tennessee also experienced notable increases, indicating potential emerging tech hubs or industry-specific hiring needs. Conversely, Alaska faced the steepest decline at -29%, followed by Washington (-23%), Oregon (-21%), Idaho (-20%), and California (-18%).

The decline in traditionally strong tech states like Washington and California suggests possible market corrections, shifts in remote work policies, or hiring slowdowns due to economic adjustments. Meanwhile, the rise in smaller states could reflect a diversification of tech opportunities across new regions. These trends highlight a dynamic job market, with emerging locations gaining traction while established hubs face fluctuations.

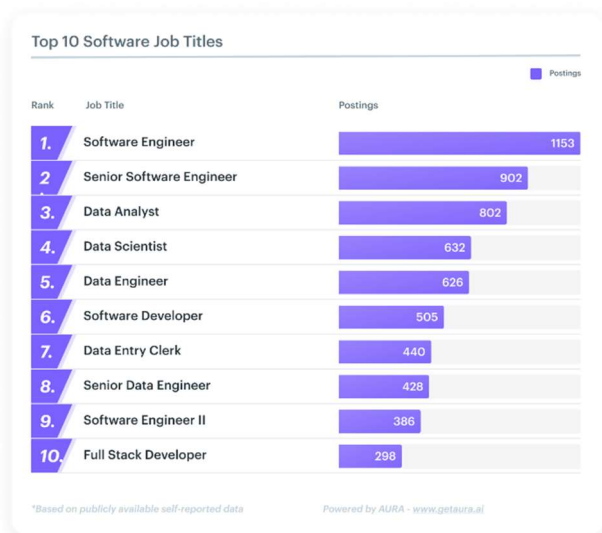
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Remote Tech Jobs Face Volatility Amid Hybrid Work Adjustments

Remote software job postings continued to fluctuate, reflecting shifting employer preferences and workforce trends. The total number of remote software jobs saw a decline from January, aligning with a broader downward trend since the peaks observed in October and December. The percentage of remote jobs relative to total software jobs remained relatively stable between 27% and 28%.

The volatility in remote job postings over the past six months suggests companies are adjusting hybrid and remote work policies based on operational needs and economic conditions. While demand for remote roles remains strong, the recent dip could indicate companies' increasing preference for in-office or hybrid arrangements, affecting job seekers prioritizing location flexibility in their employment decisions.

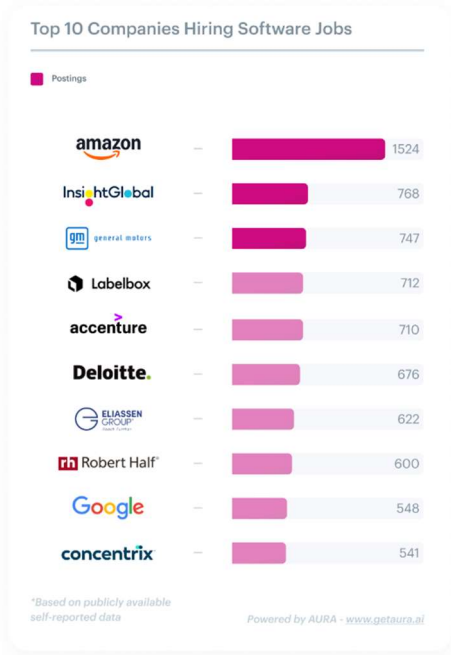


Engineering and Data Jobs Dominate Software Hiring Trends

Software engineering roles continued to dominate the job market, with 'Software Engineer' being the most in-demand position at nearly 1,000 postings, followed by 'Senior Software Engineer' with 900 openings. Data-focused roles also remained prevalent, as 'Data Analyst', 'Data Scientist', and 'Data Engineer' ranked high, reflecting the growing need for data-driven decision-making across industries.

Postings for 'Data Entry Clerk' suggests ongoing demand for data processing roles despite increasing automation. The rankings indicate a robust hiring landscape for engineers and data professionals, with organizations prioritizing core software development and analytics capabilities to support digital transformation and technological growth.

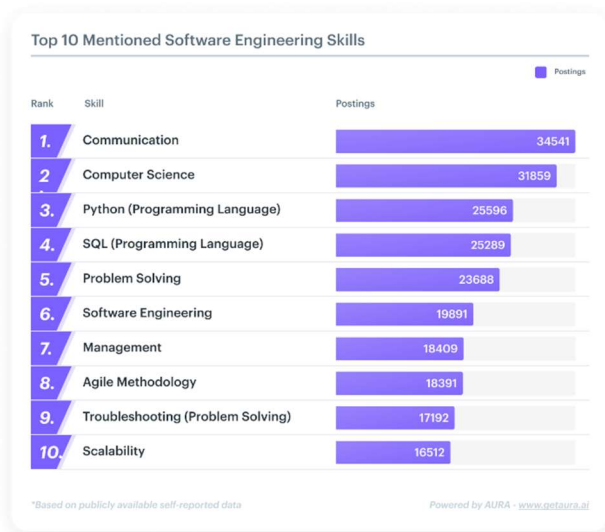
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Tech, Consulting, and Automotive Sectors Propel Software Hiring

In February 2025, Amazon led software job hiring with 1,500 postings, significantly outpacing other companies. Insight Global and General Motors followed with nearly 700 postings each, highlighting demand in both tech recruitment and the automotive sector. Labelbox and consulting giants Accenture and Deloitte also showed strong hiring activity, reinforcing the need for AI-driven solutions and enterprise digital transformation. Staffing firms like Eliassen Group and Robert Half maintained a steady presence, suggesting ongoing contract and project-based hiring trends.

The distribution of hiring across industries, from technology and consulting to automotive and AI, underscores the diverse demand for software professionals in an evolving job market.



Demand for Programming, Data, and Agile Skills Remains Strong

Core technical competencies such as computer science, Python, and SQL were highly sought after, indicating a strong demand for foundational programming and data management skills. Problem-solving and software engineering remained essential, reflecting the need for critical thinking and development expertise.

Management and agile methodology highlight the continued importance of leadership and iterative development processes in software teams. Troubleshooting and scalability further suggest a focus on maintaining and optimizing large-scale systems. The data underscores the balance between technical proficiency, problem-solving, and communication in securing software roles in an increasingly complex and collaborative industry landscape.