



2013 Linux Jobs Report

Pressing Need for Linux Talent

*Companies Find Shortage of Qualified Linux Pros;
Linux Pros Benefit from Aggressive Recruiting*



A survey and report by Dice and The Linux Foundation.
February 20, 2013



Executive Summary

The Information technology (IT) jobs market is experiencing its first renaissance since it emerged decades ago. Today the professionals who manage the data centers that support the world's largest web companies, e-commerce businesses and social networks are in high demand. Software programmers who know how to build applications and make devices work together are among the hottest commodities in any industry.

Tech is in, but nowhere is the opportunity for career advancement and big financial reward more evident than in the Linux jobs market where salaries¹ for skilled Linux talent are rising at nearly double the rate of other tech professionals.

To understand what's contributing to this trend and learn how companies can recruit and retain key Linux talent, Dice and The Linux Foundation have again teamed up to share the hiring forecast for the year ahead. The 2013 Linux Jobs Report includes new data from both hiring managers and Linux professionals. By surveying both employers and employees, the Report provides a comprehensive view of the Linux career landscape, from the business needs driving the demand to the personal incentives that are most attractive to Linux professionals.

This year's survey includes responses from more than 850 hiring managers at corporations, small and medium businesses (SMBs), government organizations, and staffing agencies across the globe—as well as responses from more than 2,600 Linux professionals worldwide.

Key findings from the 2013 Linux Jobs Survey and Report show that:

- **Demand for Linux talent rises again as even more employers say finding those professionals is difficult**
This year's survey revealed a better outlook for the year ahead, with 93 percent of hiring managers planning to hire a Linux pro in the next six months. That's even better than last year's strong reading when 89 percent of hiring managers expected to hire Linux talent in the first half of 2012. Nearly nine out of 10 respondents stated that it's "somewhat difficult" or "very difficult" to find experienced Linux pros, up almost four percentage points from last year.
- **Experienced Linux professionals are being aggressively recruited and garnering significantly higher salaries than other tech pros**
It's clear that companies are searching for skilled Linux talent - and they're willing to pay a premium for it. Three quarters (75%) of Linux professionals surveyed have received a call from a recruiter in the past six months, and more than a third (35%) plan to switch employers in 2013. Linux salaries jumped nine percent this year, far outpacing the five percent jump in tech salaries overall, which was the biggest jump in a decade².
- **SysAdmins, Developers and DevOps are the Linux rock stars**
Of the respondents who plan to make new Linux hires within the next six months, systems administrators ranked number one among hiring managers, followed by developers and DevOps, a new addition to the survey this year.

1,2 Dice Salary Survey, January 2013

Companies Need Linux Talent, and They Need it Now

While the U.S. jobs recovery steadily inches forward, the market for Linux professionals continues to leap ahead. Nine in ten (93%) of hiring managers are planning to hire a Linux pro in the next six months. That's even better than last year's strong reading when 89 percent of hiring managers expected to hire Linux talent in the first half of 2012.

A clear indication of the need for skilled Linux professionals - the pace of hiring remains strong. More than 85 percent of hiring managers said they plan to hire the same or more Linux pros in the next six months as they did in the previous six months, as compared with 80 percent of hiring decision makers who felt that way a year ago.

But what business and economic factors are behind this increased demand? Responses among companies that didn't hire a Linux professional in the last year, but plan to in 2013 paint an optimistic picture for economic growth, while also highlighting a rising trend toward adoption of Linux in organizations of all types and sizes. When asked what changes are driving the need for Linux professionals, company growth, increasing use of Linux, and migrations to Linux-based systems topped the list.

93% of employers plan to hire a Linux pro in the next six months

Linux SysAdmins Top Hiring Managers' Wish Lists

With the rise of open cloud development and the ever-growing avalanche of big data that companies must manage in real time, it's no wonder that experienced enterprise IT and Linux systems administrators are in high demand. Of the respondents who plan to hire Linux talent within the next six months, systems administrator ranked number one (73% report they're looking to fill this position) by hiring managers when asked which positions they are looking to fill with Linux talent.

Top 3 Reasons for Increased Linux Demand

1. Company growth
2. Increased use of Linux
3. Migration to Linux systems

Linux professionals who understand embedded development and Linux kernel architecture will also be heavily recruited in 2013. More than half (57%) of respondents will be looking to fill positions for Linux developers to create new products, devices, and applications to power their business success. And a quarter (25%) will be looking for professionals with DevOps expertise.

But no matter which Linux position companies seek to fill, three to five years is the consistent sweet spot for work experience, with 73 percent of respondents looking for candidates with this level of experience, followed by seeking out professionals with six to nine years of experience.

There's Just No Substitute for Linux Skills

When it comes to Linux expertise, hiring managers are willing to wait for Mr./Ms. Right. Nine out of 10 respondents admit that it's "somewhat" or "very difficult" to find experienced Linux pros. But when asked how they meet their companies' needs when they are unable to find Linux talent, the number one answer among hiring managers was: keep looking - a pretty clear

indication that there's no substitute for a company's willingness to invest in Linux teams. In fact, nearly a quarter of hiring managers said they have sought training for existing employees to meet their Linux needs when unable to find experienced Linux pros.

Consistent with the 2012 Linux Jobs Report results, companies are continuing to offer perks to attract and retain Linux talent, including flexible work schedules or telecommuting arrangements as well as salary increases above the company norm. In fact, salaries for Linux pros are well above the average tech salary nationwide, coming in at \$90,853 compared with \$85,619 for tech professionals generally. That represents a nine percent jump this year, far outpacing the five percent jump in tech salaries overall¹.

Nine out of 10 (89%) hiring managers say finding Linux talent is difficult, up from 2012

Job Candidates: The Phone Won't Quit Ringing; Recruiters Aggressively Pursue Linux Talent

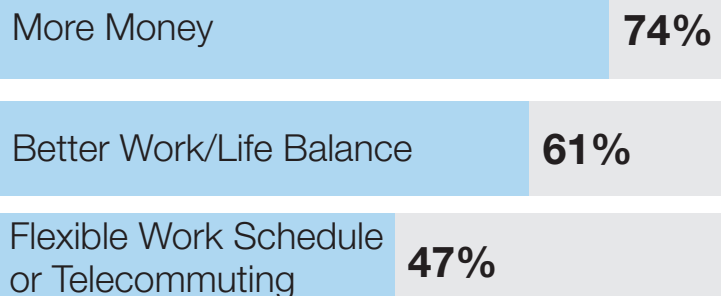
In the red-hot Linux job market, top performers have more options and opportunities than ever before. In fact, 75 percent of the Linux professionals we surveyed stated that they've received at least one call from a recruiter in the past six months, and 56 percent believe that it would be "fairly easy" or "very easy" to find a new, favorable job.

This level of career confidence is atypical in today's difficult job market, where 80 percent of U.S. employees plan to stay put at their current jobs in 2013.² It's also contributing to a serious case of restless feet among Linux professionals, with one-third (35%) of our survey respondents stating that they plan to change employers this year.

Linux Pros and Companies Alike Have a Lot to Gain

Linux is increasingly becoming an essential part of modern day computing, powering everything from mobile devices to enterprise management to consumer electronics. As a result, the professionals who know how to harness its powers are maintaining their own dominance at the top of the IT job market. And companies are aggressively investing in recruiting and retaining these in-demand workers to carve out a competitive advantage. By offering higher salaries, professional development opportunities, and work/life perks to Linux experts, companies will be prepared to seize new opportunities in collaborative development—and Linux pros will continue to enjoy limitless possibilities for career advancement and the satisfaction of contributing to the world's largest collaborative development project.

Top 3 Incentives Luring Linux Pros to New Jobs



1 Dice Salary Survey, January 2013

2 Deloitte Talent 2020 Report

2013 Linux Jobs Report Methodology

From January 3, 2013 to January 18, 2013, Dice and The Linux Foundation surveyed both hiring managers and Linux professionals about their Linux jobs needs and preferences.

Hiring managers from corporations, small and medium businesses (SMBs), government organizations, and staffing agencies were surveyed. More than 850 responded with 79 percent indicating their company was headquartered in North America, 9 percent in Europe, 4 percent in Asia, 2 percent in South America and Japan, as well as 1 percent or less in Africa, Australia/ New Zealand, the Middle East, Mexico and Central America. Respondents needed to have hired at least one Linux professional in the last year, or have plans to hire Linux professionals in 2013 to participate in the survey, and they were allowed to check as many responses to questions as appropriate. In addition, more than 2,600 Linux professionals responded to a survey, with 34 percent indicating they've been working as a Linux professional for 10 years or more.

About Dice

Dice, a Dice Holdings, Inc. service, is the leading career site for technology and engineering professionals. With a more than 20-year track record of meeting the ever-changing needs of technology professionals, companies and recruiters, its specialty focus and exposure to highly skilled professional communities enable employers to reach hard-to-find, experienced and qualified technology and engineering candidates.

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About The Linux Foundation

The Linux Foundation is a nonprofit consortium dedicated to fostering the growth of Linux. Founded in 2000, the organization sponsors the work of Linux creator Linus Torvalds and promotes, protects and advances the Linux operating system by marshaling the resources of its members and the open source development community. The Linux Foundation provides a neutral forum for collaboration and education by hosting Linux conferences, including LinuxCon, and generating original Linux research that advances the understanding of the Linux platform. Its web properties, including Linux.com reach approximately two million people per month. The organization also provides extensive [Linux training courses](#) that feature the Linux kernel community's leading experts as instructors. www.LinuxFoundation.org