



2023 Q1

Market Insights Report

SOFTWARE ENGINEER



Software Engineers in the US

Do you have the right data for your workforce planning and recruiting scenarios?

This Market Insights Report provides a detailed picture of the US labor market for software engineers based on the must-haves and nice-to-haves of the most frequently searched attributes in the Findem Platform. Use this report to learn more about:

- The size and diversity of the current talent pool
- Work experience and experience by company size and stage
- Education and skills insights to hone your recruiting strategy

Findem is a people intelligence platform with unmatched data analytics and benchmarking capabilities. Only Findem aggregates and triangulates 100,000 data sources to form a complete picture of a candidate. Searching with Findem is like running a Google search for people. Anything you can say about a person, you can find with an attribute search. Use Findem to benchmark any attribute internally or externally at a team or company level. Findem analytics also shows how trends have changed over time. Our customers use these insights to identify talent gaps and proactively nurture talent.

Contact us to customize a report for your goals!



MUST-HAVE

Attributes that are required by candidates within the talent pool.

NICE- TO- HAVE

Attributes that are ideal, but are not required within the talent pool.

Market Insights Report: Software Engineers

Must Have

MUST HAVE SKILLS (JAVASCRIPT OR PYTHON OR JAVA)

MUST HAVE SKILLS (react.js OR react OR reactjs)

MUST HAVE SKILLS (kubernetes OR k8s OR docker OR containerization)

CURRENT ROLE (Software Engineer OR Senior Software Engineer OR Full Stack Engineer)

PAST OR CURRENT BUSINESS MODEL (Software as a Service (SaaS))

MAJOR (Computer Science (CS) OR Science, Technology, Engineering & Math (STEM) OR Information Technology (IT))

RECENT ROLE (Full Stack Engineer OR Senior Software Engineer)

INTERNAL (findem.ai)

Nice to Have

DEGREE Bachelor's or equivalent OR Master's or equivalent OR Master of Business Administration (MBA) OR Associate's or equivalent OR High School Diploma or equivalent OR PhD

FINDEM MAGICS Verified Repositories for Java OR Verified Repositories for JavaScript OR Verified Repositories for Python OR Agile Certified Practitioner Certification OR Amazon Web Services (AWS) Certification OR Azure Certification OR Certified Scrum Master (CSM) Certification OR Network/Security Certification OR Experience in any of the Top 50 CI/CD Tools

PAST OR CURRENT STAGE Mid Stage

Location

LOCATION United States

MATCH POOL

The total number of candidates matching your must-have attributes. Including all filtered matches.

GENDER & ETHNICITY

The diversity and inclusion attributes are based on probabilistic models derived from multiple data sources and are not self-identified.

TOP LOCATIONS

The top locations of candidates in this talent pool who have a location listed on their profile.

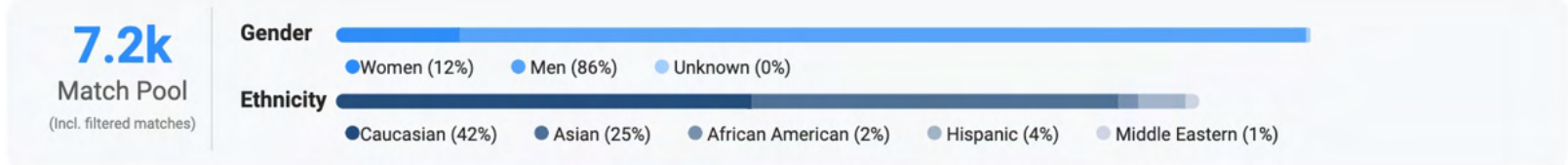
TOP TIMEZONES

The top timezones of candidates in this talent pool based on the location listed on their profile.

FINDEM MAGIC

Findem curated attributes that help identify unique candidates from within the talent pool.

Key Insights of Your Search



Findem Magic Attributes

- 47** Saw a successful exit
- 586** Founded a company
- 81** Have a PhD
- 147** Have a Blog
- 2.4k** Long-tenured employees
- 576** Have a personal website
- 3.1k** Have startup experience
- 594** Completed Vesting Period

Candidates who saw company's seed or series A through IPO

Candidates who have founded a company in the past

Candidates with a PhD

Candidates who have a blog

Candidates who spend an average of 2 years or more at a company

Candidates who have a personal website

Candidates who have worked at any startup (Pre-IPO) company in the past 10 years for at least 6 months

Candidates who spend 4 or more years at a company

TOP EMPLOYERS

The top companies of candidates in this talent pool who have a company associated with their current position on their profile.

TOP EMPLOYERS BY FUNDING STAGE

The distribution of candidates in this talent pool based on the funding stage of their current employers.

TOP SCHOOLS

The top schools of candidates in this talent pool who have a school associated with their profile.

TOP SKILLS

The top skills of candidates in this talent pool who have a skill listed in the skills section of their profile.

Key Insights of Your Search

Top Employers

COMPANIES	MATCHES	
1. Microsoft	257	<div style="width: 100%;"></div>
2. Google	141	<div style="width: 55%;"></div>
3. Amazon	86	<div style="width: 37%;"></div>
4. Oracle	82	<div style="width: 35%;"></div>
5. Amazon Web Services	75	<div style="width: 32%;"></div>

Top Skills

SKILLS	MATCHES	
1. JavaScript	4.6k	<div style="width: 100%;"></div>
2. Java	4.0k	<div style="width: 87%;"></div>
3. SQL	3.3k	<div style="width: 73%;"></div>
4. HTML	2.9k	<div style="width: 65%;"></div>
5. Python	2.8k	<div style="width: 62%;"></div>

Top Schools

SCHOOLS	MATCHES	
1. San Jose State Univer:	234	<div style="width: 100%;"></div>
2. Georgia Institute Of Te	225	<div style="width: 96%;"></div>
3. Northeastern Universit	163	<div style="width: 70%;"></div>
4. Arizona State Universit	122	<div style="width: 53%;"></div>
5. Jawaharlal Nehru Tec	115	<div style="width: 50%;"></div>

Top Employers by Funding Stage

FUNDING STAGE	MATCHES	
1. Public	3.8k	<div style="width: 100%;"></div>
2. Late Stage	378	<div style="width: 10%;"></div>
3. Mid Stage	354	<div style="width: 9%;"></div>
4. Early Stage	237	<div style="width: 6%;"></div>

MATCHES

The number of candidates who fall under one of the overall experience buckets. A candidate's overall experience is calculated as the sum of all work experiences mentioned on their profile.

WOMEN % VS MEN %

The estimated percentage of Women or Men employees within this talent pool. The gender attribute is based on probabilistic models derived from multiple data sources and is not self-identified.

GENDER GAP

The difference between the estimated percentage of Women and Men employees within this talent pool. Those with a lower gender gap are closer to a 50/50 gender split. A positive gap indicates more women than men; a negative gap indicates more men than women.

TOP EXPERIENCE

The experience range of the largest number of candidates in this experience.

Matches by Overall Experience

● Total Matches (7.2k) ● Matches by Overall Experience



MATCHES

The number of candidates who fall under one of the current company experience buckets. A candidate's current experience is calculated as the sum of all current.

WOMEN % VS MEN %

The estimated percentage of Women or Men employees within this talent pool. The gender attribute is based on probabilistic models derived from multiple data sources and is not self-identified.

GENDER GAP

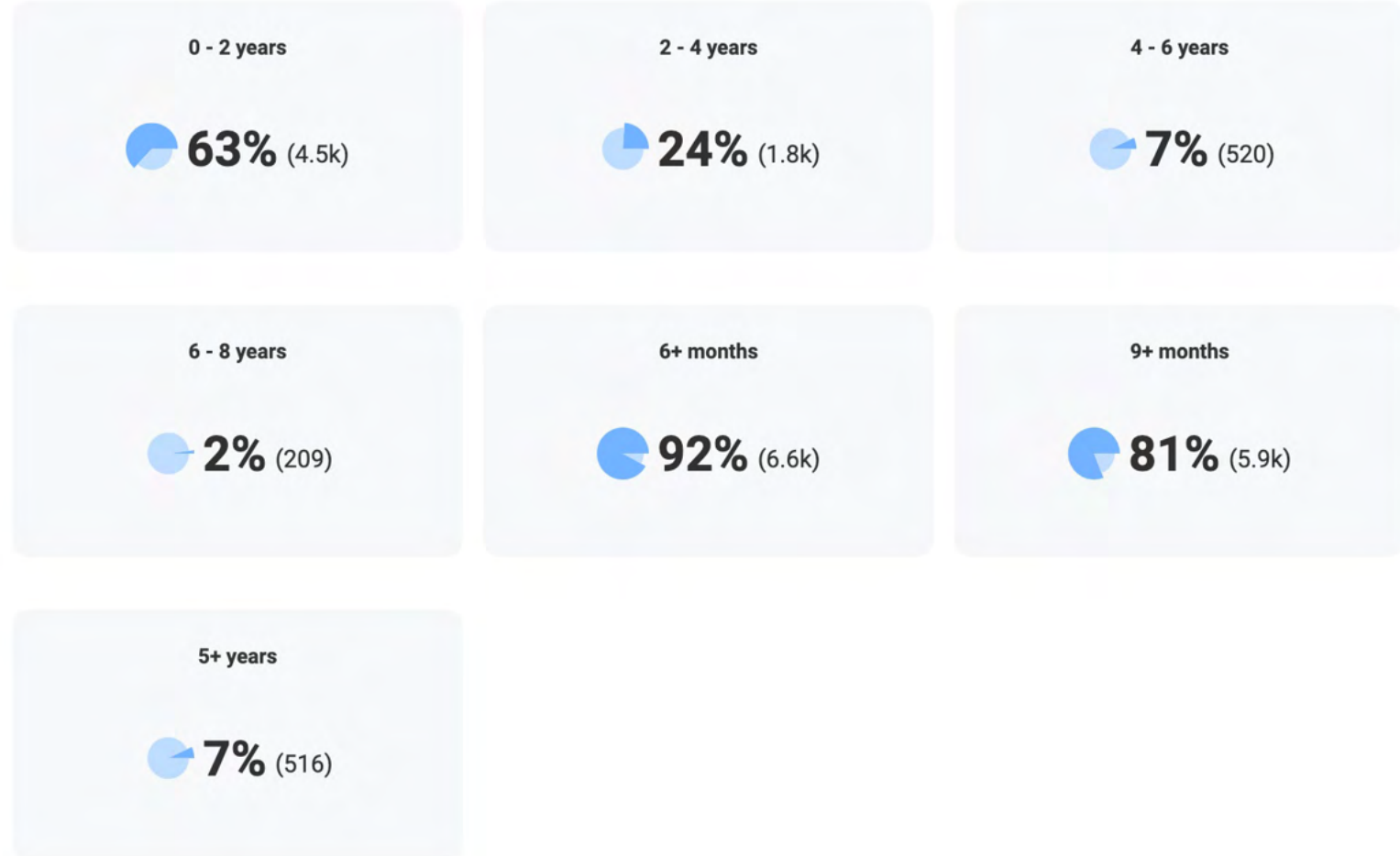
The difference between the estimated percentage of Women and Men employees within this talent pool. Those with a lower gender gap are closer to a 50/50 gender split. A positive gap indicates more women than men; a negative gap indicates more men than women.

TOP EXPERIENCE

The experience range of the largest number of candidates in this experience.

Matches by Current Company Experience

● Total Matches (7.2k) ● Matches by Current Company Experience



COMPANY GROWTH RATE

The percentage change in revenue of the company for this year, compared to the revenue of the company one year prior.

MATCHES

The number of candidates with a current position at a company that falls under one of the growth rates buckets.

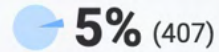
TOP EMPLOYER

Company with the largest number of candidates in this bucket.

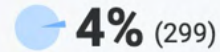
Matches by Company Growth Rate

● Total Matches (7.2k) ● Matches by Company Growth Rate

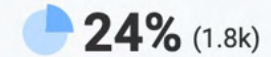
Less Than 0% Growth



0% - 2% Growth



2% - 15% Growth



More Than 15% Growth



COMPANY EMPLOYEE SIZE

Company employee size is determined by the total number of candidates having a current position at the company.

MATCHES

The number of candidates with a current position at a company that falls under one of the growth rates buckets.

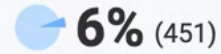
TOP EMPLOYER

Company with the largest number of candidates in this bucket.

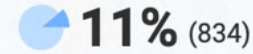
Matches by Company Employee Size

● Total Matches (7.2k) ● Matches by Company Employee Size

0 - 50 Employees



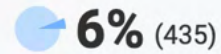
51 - 200 Employees



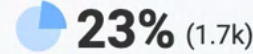
201 - 500 Employees



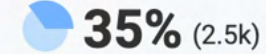
501 - 1,000 Employees



1001 - 10,000 Employees



10,000+ Employees



COMPANY FUNDING STAGE

Company funding stage is determined by the latest funding round information available publicly.

MATCHES

The number of candidates with a current position at a company that falls under one of the company funding stage buckets.

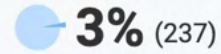
TOP EMPLOYER

Company with the largest number of candidates in this bucket.

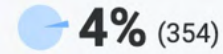
Matches by Company Funding Stage

● Total Matches (7.2k) ● Matches by Company Funding Stage

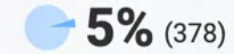
Early Stage



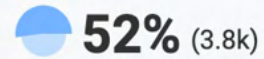
Mid Stage



Late Stage



Public



LOCATION

Location is determined by the current location of the candidate.

MATCHES

The number of candidates at each location. A candidate's location is determined by the current location on their profile.

WOMEN % VS MEN %

The estimated percentage of Women or Men employees within this talent pool. The gender attribute is based on probabilistic models derived from multiple data sources and is not self-identified.

GENDER GAP

The difference between the estimated percentage of Women and Men employees within this talent pool. Those with a lower gender gap are closer to a 50/50 gender split. A positive gap indicates more women than men; a negative gap indicates more men than women.

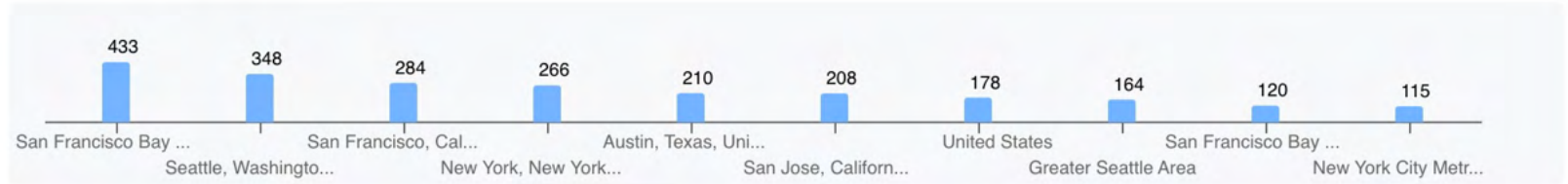
TOP EMPLOYER

The company with the largest number of candidates in this location.

TOP EXPERIENCE

The experience range of the largest number of candidates in this location.

Matches By Location



TOP 10 LOCATIONS	MATCHES	WOMEN % MEN %	GENDER GAP	TOP EXPERIENCE	TOP COMPANY
San Francisco Bay Area	433	13% 85%	-72%	8 Years	Google
Seattle, Washington, United States	348	16% 83%	-67%	6 Years	Microsoft
San Francisco, California, United States	284	10% 88%	-78%	7 Years	Google
New York, New York, United States	266	12% 86%	-74%	7 Years	Google
Austin, Texas, United States	210	10% 88%	-78%	9 Years	Atlassian
San Jose, California, United States	208	25% 73%	-48%	6 Years	Cisco
United States	178	17% 82%	-65%	6 Years	Microsoft
Greater Seattle Area	164	18% 81%	-63%	9 Years	Microsoft
San Francisco Bay Area, United States	120	16% 83%	-67%	9 Years	Google
New York City Metropolitan Area	115	9% 89%	-80%	5 Years	Microsoft

TIMEZONE

Timezone is determined by the current location of the candidate.

MATCHES

The number of candidates at each location. A candidate's location is determined by the current location on their profile.

WOMEN % VS MEN %

The estimated percentage of Women or Men employees within this talent pool. The gender attribute is based on probabilistic models derived from multiple data sources and is not self-identified.

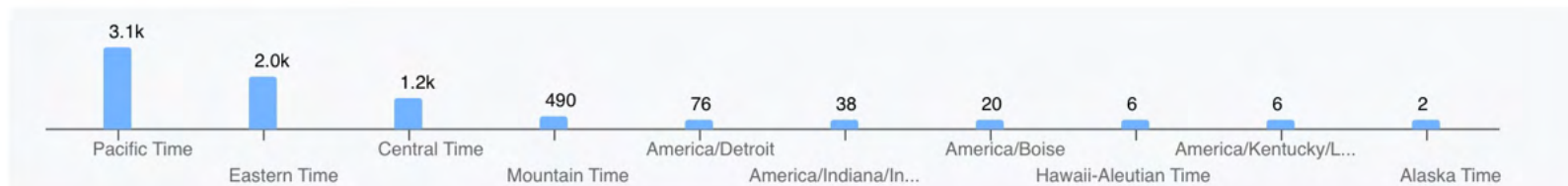
GENDER GAP

The difference between the estimated percentage of Women and Men employees within this talent pool. Those with a lower gender gap are closer to a 50/50 gender split. A positive gap indicates more women than men; a negative gap indicates more men than women.

TOP EXPERIENCE

The experience range of the largest number of candidates in this timezone.

Matches By Timezone



TOP 10 TIMEZONES	MATCHES	WOMEN % MEN %	GENDER GAP	TOP EXPERIENCE	TOP COMPANY
Pacific Time	3.1k	14% 84%	-70%	6 Years	Microsoft
Eastern Time	2.0k	11% 88%	-77%	10 Years	Microsoft
Central Time	1.2k	10% 88%	-78%	10 Years	Microsoft
Mountain Time	490	9% 90%	-81%	11 Years	Qualtrics
America/Detroit	76	11% 86%	-75%	10 Years	Color
America/Indiana/Indianapolis	38	0% 100%	-100%	23 Years	Salesforce
America/Boise	20	10% 90%	-80%	6 Years	WorkBoard Inc.
Hawaii-Aleutian Time	6	16% 83%	-67%	7 Years	Palmetto
America/Kentucky/Louisville	6	16% 83%	-67%	8 Years	LoanStreet Inc.
Alaska Time	2	0% 100%	-100%	5 Years	Unknown

JOB TITLE

List of the most common job titles. Job titles are determined by the title listed on the candidate's current position on their profile.

MATCHES

The number of candidates who have this job title listed on the current position on their profile.

WOMEN % VS MEN %

The estimated percentage of Women or Men employees within this talent pool. The gender attribute is based on probabilistic models derived from multiple data sources and is not self-identified.

GENDER GAP

The difference between the estimated percentage of Women and Men employees within this talent pool. Those with a lower gender gap are closer to a 50/50 gender split. A positive gap indicates more women than men; a negative gap indicates more men than women.

TOP EXPERIENCE

The experience range of the largest number of candidates with this title.

Matches By Job Title



TOP 10 JOB TITLES	MATCHES	WOMEN % MEN %	GENDER GAP	TOP EXPERIENCE	TOP COMPANY
Senior Software Engineer	1.6k	11% 88%	-77%	10 Years	Microsoft
Software Engineer	443	15% 84%	-69%	6 Years	Google
Software Engineer li	255	23% 76%	-53%	5 Years	Microsoft
Staff Software Engineer	153	4% 95%	-91%	11 Years	Intuit
Lead Software Engineer	139	7% 92%	-85%	11 Years	Capital One
Full Stack Engineer	84	10% 85%	-75%	6 Years	Upwork
Software Engineer 2	73	17% 79%	-62%	8 Years	Microsoft
Software Development Engineer li	69	10% 89%	-79%	5 Years	Amazon
Software Engineer lii	66	22% 77%	-55%	7 Years	Google
Senior Member Of Technical Staff	61	11% 88%	-77%	7 Years	Oracle

COMPANY

Company is determined by the current positions a candidate has listed on their profile.

MATCHES

The number of candidates with a current position at this company listed on their profile.

WOMEN % VS MEN %

The estimated percentage of Women or Men employees within this talent pool. The gender attribute is based on probabilistic models derived from multiple data sources and is not self-identified.

GENDER GAP

The difference between the estimated percentage of Women and Men employees within this talent pool. Those with a lower gender gap are closer to a 50/50 gender split. A positive gap indicates more women than men; a negative gap indicates more men than women.

TOP EXPERIENCE

The experience range of the largest number of candidates in this company.

Matches By Company



TOP 10 COMPANYS	MATCHES	WOMEN % MEN %	GENDER GAP	TOP EXPERIENCE	TOP COMPANY
Microsoft	257	19% 80%	-61%	5 Years	Microsoft
Google	141	12% 87%	-75%	6 Years	Google
Amazon	86	13% 84%	-71%	7 Years	Amazon
Oracle	82	19% 80%	-61%	8 Years	Oracle
Amazon Web Services (AWS)	75	12% 86%	-74%	8 Years	Amazon Web Services (AWS)
Salesforce	52	13% 86%	-73%	7 Years	Salesforce
Adobe	50	12% 88%	-76%	9 Years	Adobe
Cisco	45	31% 68%	-37%	7 Years	Cisco
Meta	44	13% 86%	-73%	9 Years	Meta
VMware	43	27% 67%	-40%	9 Years	VMware

MATCHES

The number of candidates who fall under one of the overall experience buckets. A candidate's overall experience is calculated as the sum of all work experiences mentioned on their profile.

WOMEN % VS MEN %

The estimated percentage of Women or Men employees within this talent pool. The gender attribute is based on probabilistic models derived from multiple data sources and is not self-identified.

GENDER GAP

The difference between the estimated percentage of Women and Men employees within this talent pool. Those with a lower gender gap are closer to a 50/50 gender split. A positive gap indicates more women than men; a negative gap indicates more men than women.

YOUR EMPLOYEES

The number of your employees who fall under one of the overall experience buckets.

Matches By Skill



TOP 10 SKILLS	MATCHES	WOMEN % MEN %	GENDER GAP	TOP EXPERIENCE	TOP COMPANY
JavaScript	👤 4.6k	12% 87%	-75%	8 Years	Microsoft
Java	👤 4.0k	12% 86%	-74%	7 Years	Microsoft
SQL	👤 3.3k	12% 87%	-75%	8 Years	Microsoft
HTML	👤 2.9k	14% 85%	-71%	7 Years	Microsoft
Python	👤 2.8k	12% 87%	-75%	6 Years	Microsoft
MySQL	👤 2.6k	11% 88%	-77%	9 Years	Microsoft
Git	👤 2.5k	12% 87%	-75%	7 Years	Microsoft
React.j s	👤 2.5k	13% 85%	-72%	8 Years	Microsoft
Node.j s	👤 2.5k	12% 87%	-75%	8 Years	Microsoft
C++	👤 2.4k	12% 87%	-75%	7 Years	Microsoft

SCHOOLS

The schools a candidate has listed in the education section of their profile.

MATCHES

The number of candidates who fall under one of the overall experience buckets. A candidate's overall experience is calculated as the sum of all work experiences mentioned on their profile.

WOMEN % VS MEN %

The estimated percentage of Women or Men employees within this talent pool. The gender attribute is based on probabilistic models derived from multiple data sources and is not self-identified.

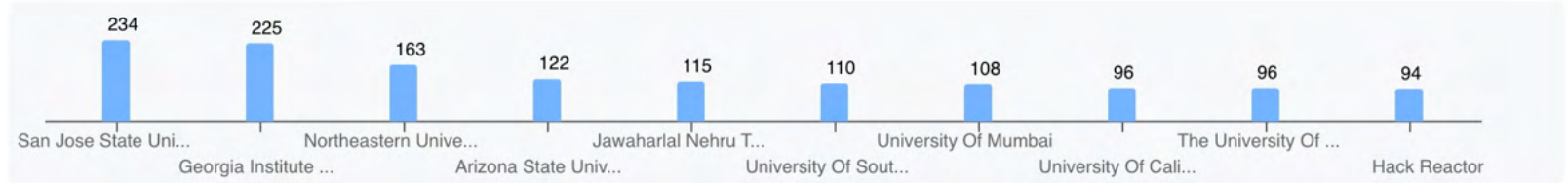
GENDER GAP

The difference between the estimated percentage of Women and Men employees within this talent pool. Those with a lower gender gap are closer to a 50/50 gender split. A positive gap indicates more women than men; a negative gap indicates more men than women.

TOP EXPERIENCE

The experience range of the largest number of candidates from this school.

Matches By School



TOP 10 SCHOOLS	MATCHES	WOMEN % MEN %	GENDER GAP	TOP EXPERIENCE	TOP COMPANY
San Jose State University	234	23% 76%	-53%	6 Years	Microsoft
Georgia Institute Of Technology	225	12% 88%	-76%	8 Years	Google
Northeastern University	163	14% 84%	-70%	5 Years	Microsoft
Arizona State University	122	13% 86%	-73%	5 Years	Oracle
Jawaharlal Nehru Technological Un	115	22% 77%	-55%	11 Years	Oracle
University Of Southern California	110	19% 79%	-60%	6 Years	Google
University Of Mumbai	108	23% 75%	-52%	6 Years	Microsoft
University Of California, Berkeley	96	17% 81%	-64%	5 Years	Salesforce
The University Of Texas At Austin	96	14% 84%	-70%	7 Years	Microsoft
Hack Reactor	94	19% 80%	-61%	8 Years	Facebook

DEGREE

The degrees a candidate has listed in the education section of their profile.

MATCHES

The number of candidates who fall under one of the overall experience buckets. A candidate's overall experience is calculated as the sum of all work experiences mentioned on their profile.

WOMEN % VS MEN %

The estimated percentage of Women or Men employees within this talent pool. The gender attribute is based on probabilistic models derived from multiple data sources and is not self-identified.

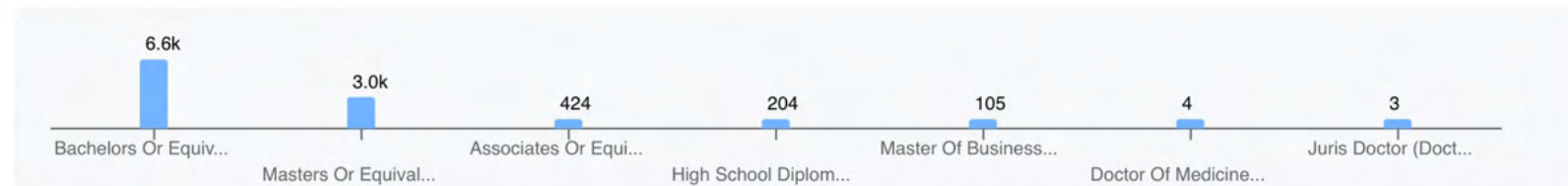
GENDER GAP

The difference between the estimated percentage of Women and Men employees within this talent pool. Those with a lower gender gap are closer to a 50/50 gender split. A positive gap indicates more women than men; a negative gap indicates more men than women.

TOP EXPERIENCE

The experience range of the largest number of candidates having this degree.

Matches by Degree



TOP 10 DEGREE	MATCHES	WOMEN % MEN %	GENDER GAP	TOP EXPERIENCE	TOP COMPANY
Bachelors Or Equivalent	6.6k	13% 85%	-72%	8 Years	Microsoft
Masters Or Equivalent	3.0k	15% 83%	-68%	8 Years	Microsoft
Associates Or Equivalent	424	6% 92%	-86%	10 Years	Microsoft
High School Diploma Or Equivalent	204	11% 88%	-77%	6 Years	Microsoft
Master Of Business Administration	105	8% 91%	-83%	10 Years	Microsoft
Doctor Of Medicine (MD)	4	0% 100%	-100%	13 Years	Ping Identity
Juris Doctor (Doctor Of Law / Juris)	3	0% 100%	-100%	12 Years	Elastic

FINDEM MAGIC

These are specialized attributes that help identify unique and hidden candidates from the talent pool.

MATCHES

The number of candidates who fall under one of the overall experience buckets. A candidate's overall experience is calculated as the sum of all work experiences mentioned on their profile.

WOMEN % VS MEN %

The estimated percentage of Women or Men employees within this talent pool. The gender attribute is based on probabilistic models derived from multiple data sources and is not self-identified.

GENDER GAP

The difference between the estimated percentage of Women and Men employees within this talent pool. Those with a lower gender gap are closer to a 50/50 gender split. A positive gap indicates more women than men; a negative gap indicates more men than women.

TOP EXPERIENCE

The experience range of the largest number of candidates in this findem magic attribute.

Matches by Findem Magic



TOP 10 FINDEM MAGIC	MATCHES	WOMEN % MEN %	GENDER GAP	TOP EXPERIENCE	TOP COMPANY
Have Startup Experience	3.1k	10% 87%	-77%	8 Years	Microsoft
Long-Tenured Employees	2.4k	10% 88%	-78%	10 Years	Microsoft
Completed Vesting Period	594	8% 90%	-82%	10 Years	Microsoft
Founded A Company	586	5% 91%	-86%	9 Years	Amazon Web Services (AWS)
Have A Personal Website	576	13% 84%	-71%	8 Years	Microsoft
Have A Blog	147	14% 82%	-68%	9 Years	Microsoft
Have A PhD	81	9% 88%	-79%	14 Years	Amazon Web Services (AWS)
Saw A Successful Exit	47	10% 85%	-75%	11 Years	Sumo Logic

About this report

This Findem Market Insights Report was generated using a [Findem.ai](#) attribute search. To create a customized search and find exactly the talent you're looking for, contact us for a demo.

