



STATE OF THE MARKET: DEVOPS IN SAN DIEGO

March 20, 2019





What are we talking about?

What exactly am I going to get out of this?

What this is:

- Information to help employers and job seekers understand their competition
- A way to think about how to achieve your “DevOps” goals
- Data-driven insights about the current Supply & Demand of DevOps talent
- Observation

What this isn't:

- A silver bullet – you'll need to synthesize and internalize this information
- The framework for an effective DevOps hiring/job seeking strategy
- One-size fits all information that will definitely apply to your organization
- Strategy



What are we talking about?

Why was DevOps in quotes on the last slide?

- DevOps in San Diego is *mostly* about CI/CD automation
- Other titles are popping up for more specific
 - Enablement, Release, Tools, Software Engineer, Site Reliability, etc.
- Most transformations follow a specific pattern
 - Manual > Scripting > Tooling > Software

The DevOps Transformation Pattern

How does that affect my hiring/candidacy?

A decorative pattern of light blue, rounded triangles arranged in a circular, snowflake-like pattern in the top right corner.

**Manual
Scripting
Tooling
Software**

The DevOps Transformation Pattern

How does that affect my hiring/candidacy?



The DevOps Transformation Pattern

How does that affect my hiring/candidacy?



The DevOps Transformation Pattern

How does that affect my hiring/candidacy?

“DevOps Engineer”



“DevOps Engineer”



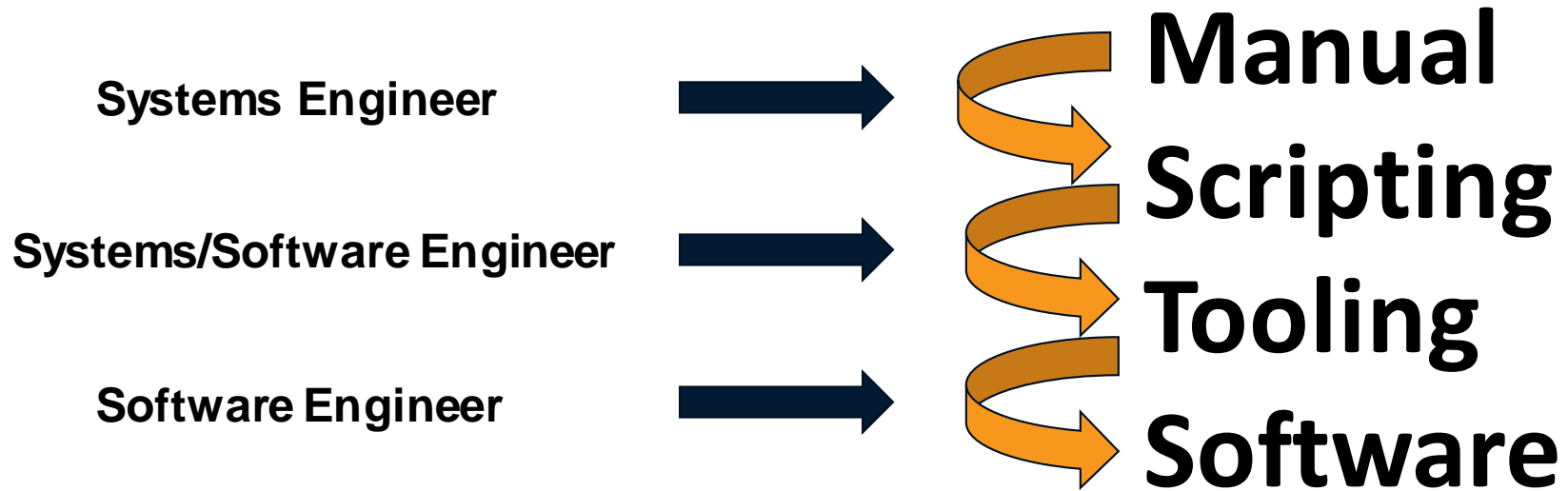
“DevOps Engineer”



Manual
Scripting
Tooling
Software

The DevOps Transformation Pattern

How does that affect my hiring/candidacy?

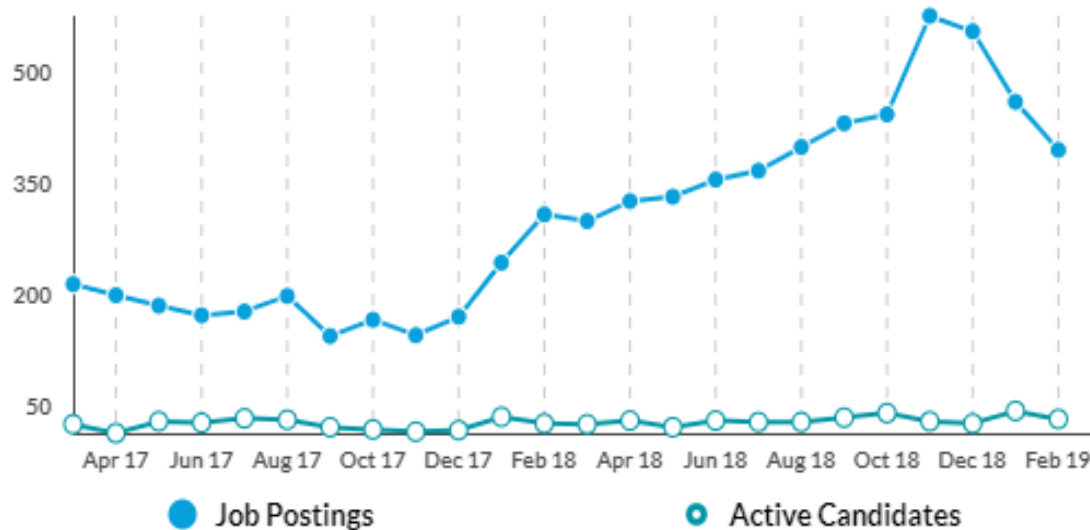




How do I find them?

It's not like I can search for "knowledge of systems" in my ATS...

Supply & Demand Trend Comparison



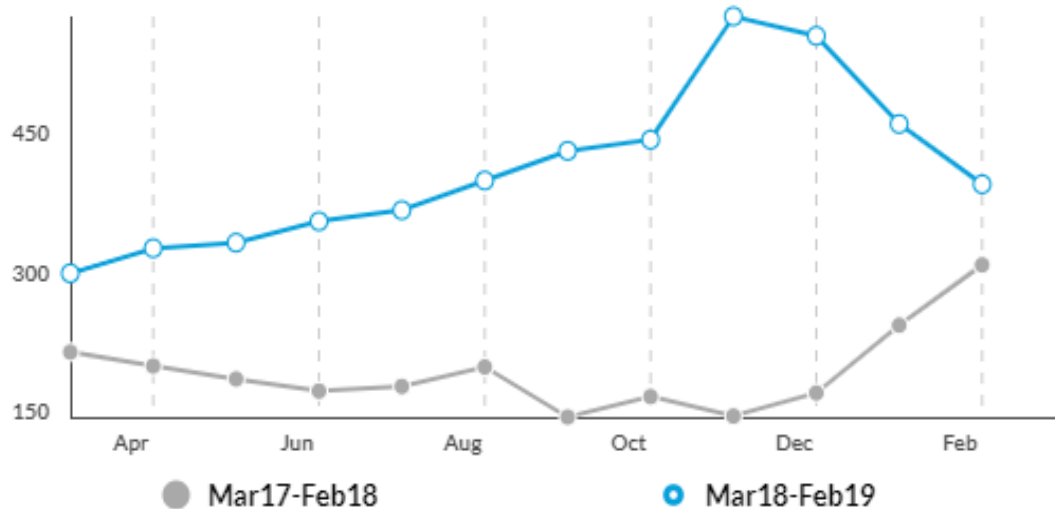
“DevOps”



How do I find them?

It's not like I can search for "knowledge of systems" in my ATS...

Job Postings Year Over Year Trend



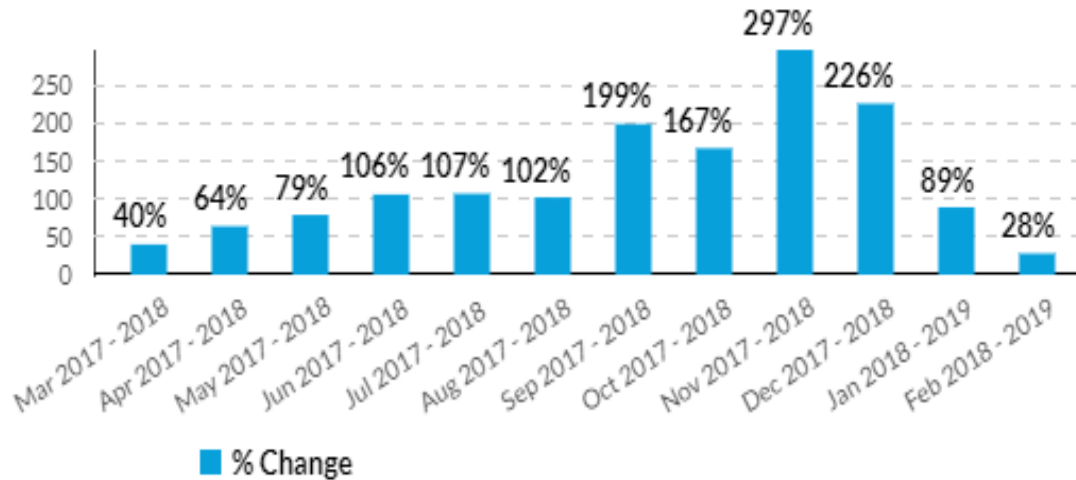
“DevOps”



How do I find them?

It's not like I can search for “knowledge of systems” in my ATS...

Job Postings Change Year Over Year



I knew it wasn't just me!

It's everyone in San Diego...

Hiring for DevOps in San Diego is harder than most places across the country.

| Hiring Indicator Score | City (6 Mile Radius) | Supply | Demand | Compensation (25th - 75th percentiles) |
|------------------------|---------------------------|--------|--------|--|
| 42 | Austin, TX (Added) | 623 | 3,448 | \$124,800 - \$135,200 |
| 42 | Los Angeles, CA (Added) | 388 | 2,124 | \$124,800 - \$135,200 |
| 40 | Chicago, IL (Added) | 686 | 4,195 | \$114,400 - \$124,800 |
| 33 | Seattle, WA (Added) | 344 | 3,186 | \$114,400 - \$135,200 |
| 32 | New York, NY (Added) | 1,031 | 10,110 | \$114,400 - \$131,040 |
| 28 | San Francisco, CA (Added) | 416 | 5,395 | \$124,800 - \$124,800 |
| 25 | Boulder, CO (Added) | 38 | 675 | \$127,400 - \$166,400 |
| 17 | San Diego, CA (Searched) | 114 | 2,167 | \$124,800 - \$135,200 |

I knew it wasn't just me!

It's everyone in San Diego...

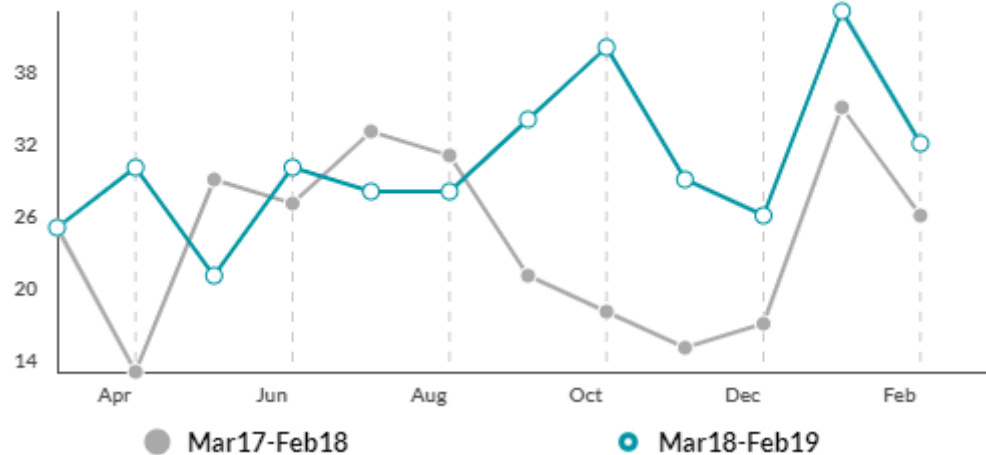




What about the Supply?

Is the talent even in the market?

Active Candidates Year Over Year Trend



“DevOps”

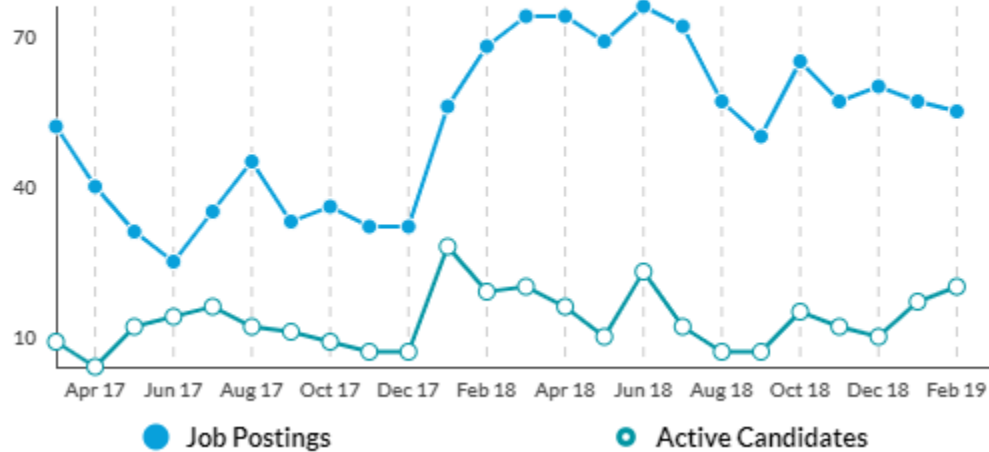




What about my tech stack?

What does it look like for Chef/Puppet and Ruby?

Supply & Demand Trend Comparison

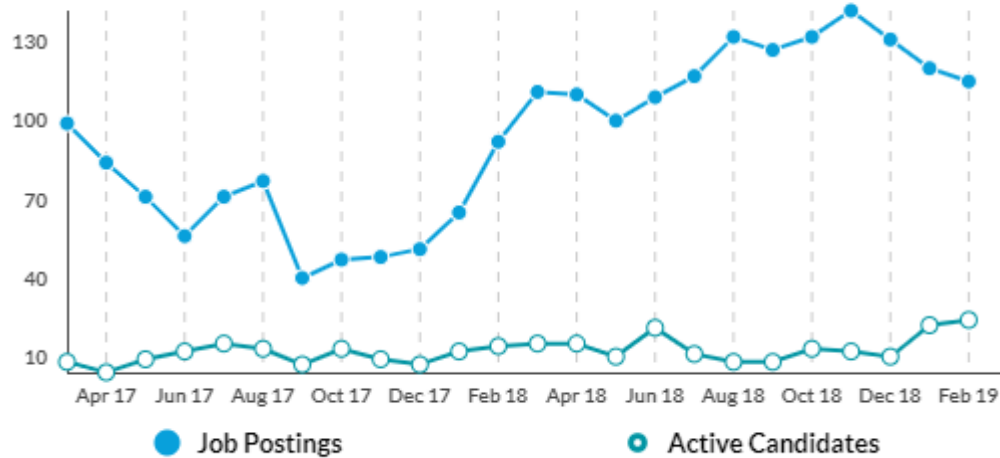




What about my tech stack?

What does it look like for Ansible and Python?

Supply & Demand Trend Comparison



So what do I do?

How do I use this information?

Candidates:

- Learn what the tools do, not just how to use them
- Continue evolving your craft with advanced scripting or OOP
- Be intentional about your career design!

Managers:

- Stop hiring for tools, start hiring for knowledge and mindset
- Invest in your people – grow your own and train for the next wave
- Don't get married to a strategy



Questions?

Be Honest.

Jon Barton

JBarton@TEKsystems.com

(858)320-2720

Add me on LinkedIn: /in/JonBarton4

Follow me on Twitter: @JonBartonTEK



THANK YOU

