Remote Job Market Report

A practical, data-led view of remote hiring volume, role competition, salary visibility, locations, skills, and the employers shaping remote work.

REPORT PERIOD	ROLLING WINDOW	PUBLISHED
Oct 3, 2026 to Nov 2, 2026	30 days	Nov 2, 2026

15,089	1,123	50.5%	390
UNIQUE ACTIVE REMOTE JOBS	COMPANIES HIRING	SALARY VISIBILITY	CONFIGURED ACTIVE SOURCES

NEW-JOB MOMENTUM

-11.8%



What stands out now

LARGEST ROLE LANE

Product

12,488 active openings in the current inventory.

MOST NEW LISTINGS

Software

4,263 roles first observed during this report period.

MOST OPENINGS PER CANDIDATE

Customer success

2,810.4 jobs per 100 active candidate profiles.

OPEN THE LIVE REPORT AT WFH.TEAM

ROLE LANDSCAPE

Remote jobs by role category

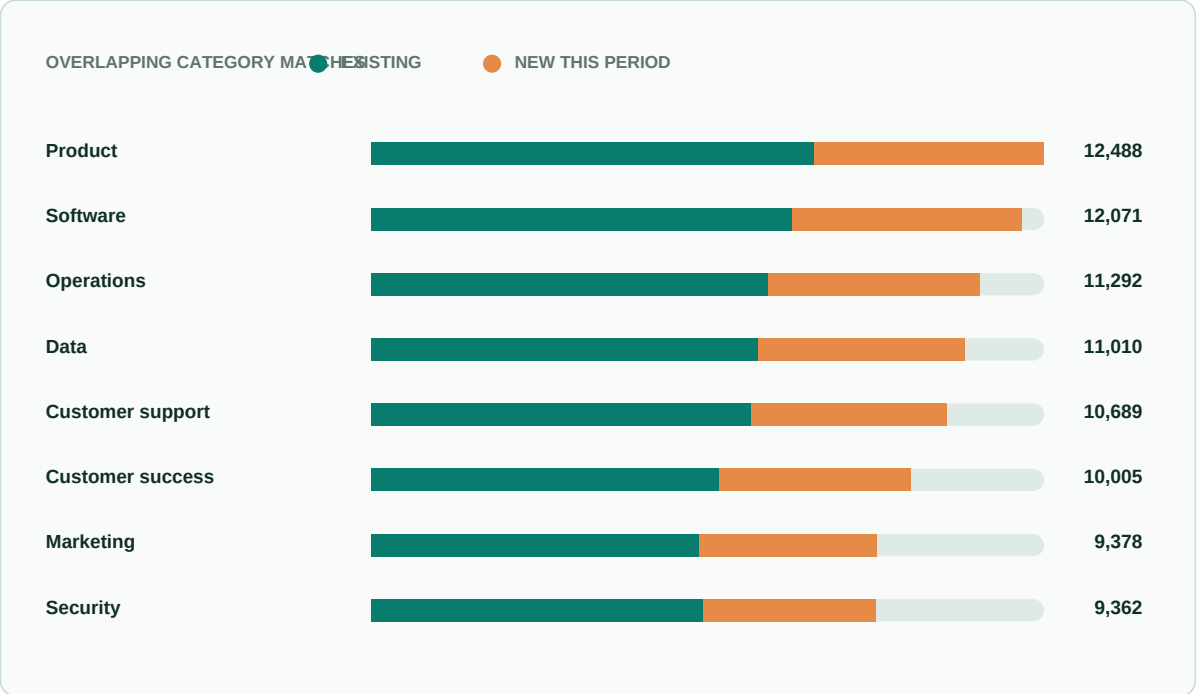
Jobs matching each role category, recently observed roles, freshness, candidate balance, and application activity. One listing may match several categories, so these counts overlap.

Role category	Matches	New	Fresh	Jobs / 100	Applications
Product	12,488	4,261	34%	652.1	791
Software	12,071	4,263	35%	422.1	756
Operations	11,292	3,916	35%	1,442.1	758
Data	11,010	3,836	35%	398.3	646
Customer support	10,689	3,633	34%	201.1	766
Customer success	10,005	3,554	36%	2,810.4	591
Marketing	9,378	3,290	35%	241.6	552
Security	9,362	3,199	34%	2,364.1	497
Healthcare admin	9,075	2,615	29%	2,466.0	534
Finance and investments	7,794	2,680	34%	902.1	447
Legal	6,843	2,359	34%	958.4	372
Sales	6,690	2,325	35%	371.0	254
DevOps	6,375	2,189	34%	782.2	328
Design and creative	6,364	2,209	35%	235.6	317
Education	5,058	1,711	34%	2,704.8	340
HR and recruiting	4,863	1,789	37%	1,234.3	220
Backend	4,631	1,297	28%	193.7	293
Patient support	3,338	1,037	31%	1,864.8	219
QA and testing	3,222	1,204	37%	386.8	250
Writing and content	2,626	998	38%	118.0	168
Accounting	2,498	1,004	40%	1,206.8	152
Medical billing	2,155	803	37%	1,584.6	218
Frontend	1,480	524	35%	81.1	142
Mobile engineering	1,124	357	32%	309.6	89
Administrative and data entry	1,032	325	31%	34.4	209
Insurance claims	784	287	37%	1,074.0	113
Care coordination	427	147	34%	377.9	29

Candidate balance is withheld when fewer than 10 active candidate profiles represent a category. A listing may appear in more than one role category, so totals are not additive.

Overlapping role classifications

The headline counts 15,089 unique jobs once. Chart areas compare jobs matching each role family; they overlap and are not additive. Orange segments show listings first observed during this report period.



ACCESS AND COMPENSATION

Who can apply, and what remote work pays

Eligibility and compensation are shown with explicit coverage and sample sizes. Salary values are annualized USD figures from listings where pay can be normalized.

$157,500	50.5%	33.7%	+4,915
MEDIAN LISTED SALARY	SALARY COVERAGE	TIMEZONE COVERAGE	NET JOB CHANGE

Hiring eligibility

Access scope	Active jobs	Share
Worldwide	659	4.4%
Multiple countries	1,489	9.9%
United States only	8,256	54.7%
Single-country restricted	3,921	26.0%
Location not structured	764	5.1%

Annualized salary bands

Salary band	Active jobs	Share of salary sample
Under $75k	1,092	14.3%
$75k-$99k	786	10.3%
$100k-$149k	1,607	21.1%
$150k-$199k	1,862	24.4%
$200k+	2,277	29.9%

Median listed salary by role

Role	Median	Visibility	Sample
Frontend	$183,000	45.4%	n=672
DevOps	$181,500	49.0%	n=3,125
Design and creative	$180,000	52.0%	n=3,310
Backend	$178,000	50.2%	n=2,325
Legal	$177,052	55.0%	n=3,764
Mobile engineering	$174,000	55.0%	n=618
HR and recruiting	$172,950	63.2%	n=3,075
Security	$167,000	52.4%	n=4,905

Salary estimates use n=7,624 listings. Roles appear only when at least 10 usable salary listings are available.

MOMENTUM AND DATA QUALITY

How the market is moving

During this 30-day window, 5,166 jobs opened and 251 closed. Median active listing age is 55.5 days.

SENIORITY MIX

Senior	**5,602**
Mid level	**5,102**
Lead / principal	**2,505**
Entry level	**826**
Not stated	**733**
Executive	**321**

EMPLOYMENT TYPE

Full time	**12,688**
Contract	**3,692**
Part time	**703**
Internship	**57**
W-2	**37**
Project-Based	**36**
Permanent	**32**

BENEFITS STATED

Parental leave	**1,272**
Paid parental leave	**1,228**
Dental insurance	**1,117**
Vision insurance	**1,062**
Paid time off	**998**
Equity	**840**
Health insurance	**783**

Skills and employers adding jobs

Skill	New	Net
Cross-functional collaboration	375	+74
Attention to detail	265	+66
Process improvement	104	+57
Fluent English	79	+56
Project management	226	+53
Slack	94	+43
Cross-functional leadership	152	+42
Ability to follow detailed instructions	41	+40

Employer	Active	New
micro1	600	244
Gitlab	339	113
Affirm	315	108
Elevenlabs	264	93
Grafanalabs	244	80
Twilio	222	69
Centene Management Company LLC	209	96
Rws	207	127

Privacy-safe candidate activity

Recorded this period: 997 saves, 1,243 apply clicks, and 975 applications. Outcome totals remain withheld until the privacy threshold is met.

Collection coverage

Field	Jobs populated	Coverage
Salary	7,624	50.5%
Hiring countries	14,229	94.3%
Time zones	5,082	33.7%
Employment type	15,087	100.0%
Seniority	14,356	95.1%
Skills	15,059	99.8%
Experience requirement	11,094	73.5%
Education requirement	8,529	56.5%
Visa sponsorship	1,337	8.9%
Work authorization	4,272	28.3%
Schedule type	12,611	83.6%
Overlap hours	3,119	20.7%
Benefits	10,731	71.1%

MARKET SIGNALS

Where remote opportunity is concentrated

The strongest location, skill, and employer signals in WFH.team's currently active remote job inventory.

TOP LOCATIONS

United States	9,262
Canada	1,412
United Kingdom	1,013
India	559
Germany	512
Spain	425
Poland	358

TOP SKILLS

Go	2,016
Support	1,428
Python	1,336
SQL	1,244
AWS	1,240
Product	1,171
Data	1,136

HIRING COMPANIES

micro1	600
Gitlab	339
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For candidates

Use role balance and fresh-share signals to decide where to focus, then inspect each listing's location and eligibility requirements.

For hiring teams

Compare your role lane with current supply, salary visibility, and the companies actively competing for remote talent.

For researchers

Treat this as a directional snapshot of confirmed listings observed by WFH.team, not a census of every remote opening.

Methodology and limits

SCOPE	Confirmed remote listings observed by WFH.team, excluding rejected jobs and test application URLs.
PERIOD	Rolling 30-day window compared with the preceding 30 days. New jobs counts listings first observed in that window, not additions on a single day. The total can fall when older observations leave the window, even while new jobs arrive; aging out does not mean a job closed.
CANDIDATE PRIVACY	Candidate demand is shown only for categories with at least 10 active profiles. Salary alignment requires at least 25 candidates and 10 salary-bearing jobs.
LIMITATIONS	Listings can appear in more than one role category, skill, or hiring location. First-seen dates are observation dates when original posting dates are unavailable, and tracked applications do not represent all off-site activity.