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 17, 2026 to Nov 16, 2026	30 days	Nov 16, 2026

16,873	1,144	50.7%	403
UNIQUE ACTIVE REMOTE JOBS	COMPANIES HIRING	SALARY VISIBILITY	CONFIGURED ACTIVE SOURCES

NEW-JOB MOMENTUM **-4.2%**



What stands out now

LARGEST ROLE LANE

Product

13,967 active openings in the current inventory.

MOST NEW LISTINGS

Product

3,796 roles first observed during this report period.

MOST OPENINGS PER CANDIDATE

Customer success

2,864.8 jobs per 100 active candidate profiles.

OPEN THE LIVE REPORT AT WFH.TEAM

ROLE LANDSCAPE

Remote jobs by role category

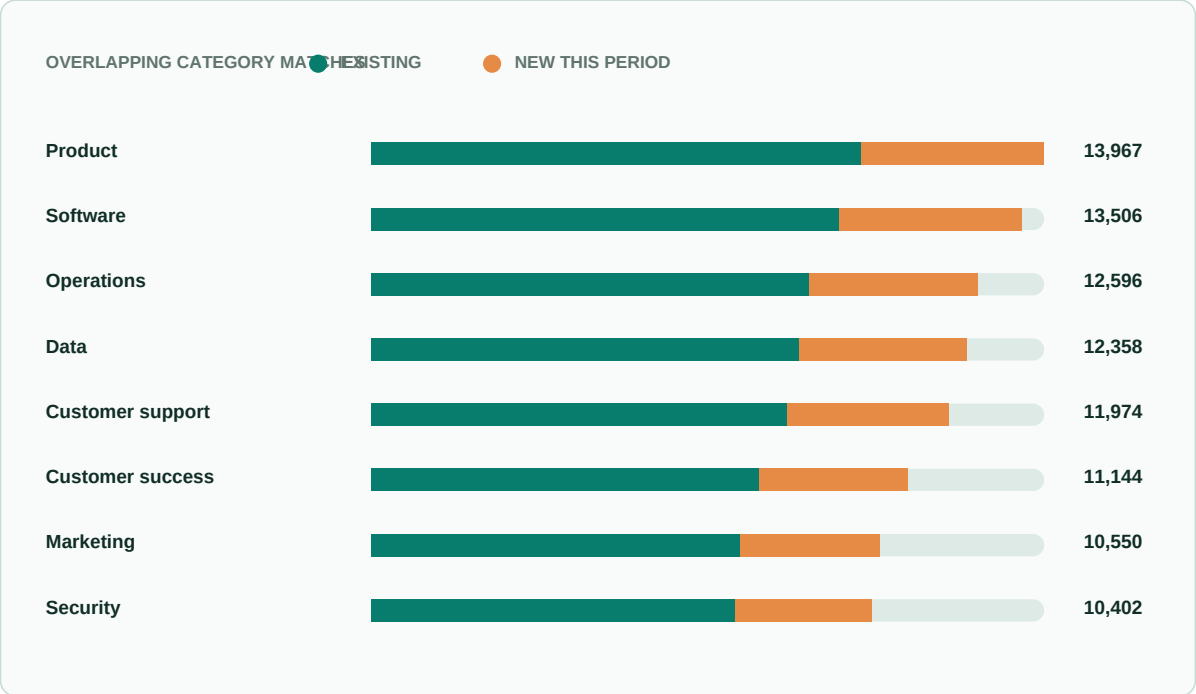
Jobs matching each role category, recently observed roles, freshness, candidate balance, and application activity. One listing may match several categories, so these counts overlap.

Role category	Matches	New	Fresh	Jobs / 100	Applications
Product	13,967	3,796	27%	714.1	883
Software	13,506	3,788	28%	465.6	816
Operations	12,596	3,502	28%	1,501.3	825
Data	12,358	3,478	28%	433.0	701
Customer support	11,974	3,344	28%	220.2	884
Customer success	11,144	3,092	28%	2,864.8	679
Marketing	10,550	2,896	27%	269.4	632
Security	10,402	2,842	27%	2,441.8	527
Healthcare admin	9,984	2,469	25%	2,423.3	548
Finance and investments	8,685	2,324	27%	992.6	484
Legal	7,708	2,106	27%	1,070.6	384
Sales	7,469	2,071	28%	405.5	290
Design and creative	7,180	1,903	27%	264.4	395
DevOps	7,084	1,761	25%	846.4	324
HR and recruiting	6,119	1,688	28%	1,336.0	305
Education	5,508	1,479	27%	2,740.3	374
Backend	5,043	1,048	21%	206.5	300
QA and testing	4,163	1,230	30%	459.0	279
Patient support	3,605	916	25%	1,724.9	214
Writing and content	3,006	913	30%	133.5	215
Accounting	2,804	904	32%	1,246.2	167
Medical billing	2,345	688	29%	1,474.8	229
Frontend	1,654	423	26%	89.5	131
Mobile engineering	1,247	269	22%	334.3	83
Administrative and data entry	1,116	313	28%	36.3	284
Insurance claims	847	257	30%	984.9	123
Care coordination	452	126	28%	332.4	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 16,873 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.

$160,000	50.7%	31.8%	+4,360
MEDIAN LISTED SALARY	SALARY COVERAGE	TIMEZONE COVERAGE	NET JOB CHANGE

Hiring eligibility

Access scope	Active jobs	Share
Worldwide	801	4.7%
Multiple countries	1,688	10.0%
United States only	9,025	53.5%
Single-country restricted	4,469	26.5%
Location not structured	890	5.3%

Annualized salary bands

Salary band	Active jobs	Share of salary sample
Under $75k	1,174	13.7%
$75k-$99k	847	9.9%
$100k-$149k	1,770	20.7%
$150k-$199k	2,158	25.2%
$200k+	2,600	30.4%

Median listed salary by role

Role	Median	Visibility	Sample
DevOps	$183,000	49.1%	n=3,475
Frontend	$183,000	45.5%	n=753
Design and creative	$180,000	52.2%	n=3,747
Legal	$178,912	54.1%	n=4,173
Backend	$178,350	50.2%	n=2,532
Mobile engineering	$174,000	55.2%	n=688
HR and recruiting	$172,945	60.5%	n=3,702
Security	$169,375	52.0%	n=5,409

Salary estimates use n=8,549 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, 4,646 jobs opened and 286 closed. Median active listing age is 61.3 days.

SENIORITY MIX

Senior	6,161
Mid level	5,871
Lead / principal	2,832
Entry level	890
Not stated	744
Executive	375

EMPLOYMENT TYPE

Full time	14,088
Contract	4,163
Part time	779
Internship	64
Project-Based	60
W-2	44
Permanent	41

BENEFITS STATED

Paid parental leave	1,451
Parental leave	1,410
Dental insurance	1,181
Vision insurance	1,117
Paid time off	1,067
Equity	950
Health insurance	905

Skills and employers adding jobs

Skill	New	Net
Attention to detail	286	+46
Ability to follow detailed instructions	46	+45
Fluent English	75	+37
Customer relationship management	82	+36
English proficiency at B2 level or higher	47	+36
Experience with speech recording projects	36	+36
Advanced English	32	+30
C++	50	+29

Employer	Active	New
micro1	768	340
Gitlab	392	105
Affirm	350	100
Grafanalabs	302	111
Elevenlabs	281	41
Rws	236	85
Twilio	236	51
Centene Management Company LLC	231	99

Privacy-safe candidate activity

Recorded this period: 1,127 saves, 1,418 apply clicks, and 1,097 applications. Outcome totals remain withheld until the privacy threshold is met.

Collection coverage

Field	Jobs populated	Coverage
Salary	8,549	50.7%
Hiring countries	15,855	94.0%
Time zones	5,358	31.8%
Employment type	16,869	100.0%
Seniority	16,129	95.6%
Skills	16,843	99.8%
Experience requirement	12,357	73.2%
Education requirement	9,505	56.3%
Visa sponsorship	1,378	8.2%
Work authorization	4,457	26.4%
Schedule type	14,336	85.0%
Overlap hours	3,326	19.7%
Benefits	12,021	71.2%

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	10,171
Canada	1,611
United Kingdom	1,149
India	628
Germany	581
Spain	486
Poland	406

TOP SKILLS

Go	2,017
Python	1,448
Support	1,381
SQL	1,361
AWS	1,295
Product	1,122
Data	1,089

HIRING COMPANIES

micro1	768
Gitlab	392
Affirm	350
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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.