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 24, 2026 to Nov 23, 2026	30 days	Nov 23, 2026

17,607	1,149	50.6%	406
UNIQUE ACTIVE REMOTE JOBS	COMPANIES HIRING	SALARY VISIBILITY	CONFIGURED ACTIVE SOURCES

NEW-JOB MOMENTUM

-13.9%

Previous 30 days — **5,001**



Current 30 days — **4,306**



What stands out now

LARGEST ROLE LANE

Product

14,625 active openings in the current inventory.

MOST NEW LISTINGS

Product

3,568 roles first observed during this report period.

MOST OPENINGS PER CANDIDATE

Customer success

2,876.4 jobs per 100 active candidate profiles.

OPEN THE LIVE REPORT AT WFH.TEAM

ROLE LANDSCAPE

Remote jobs by role category

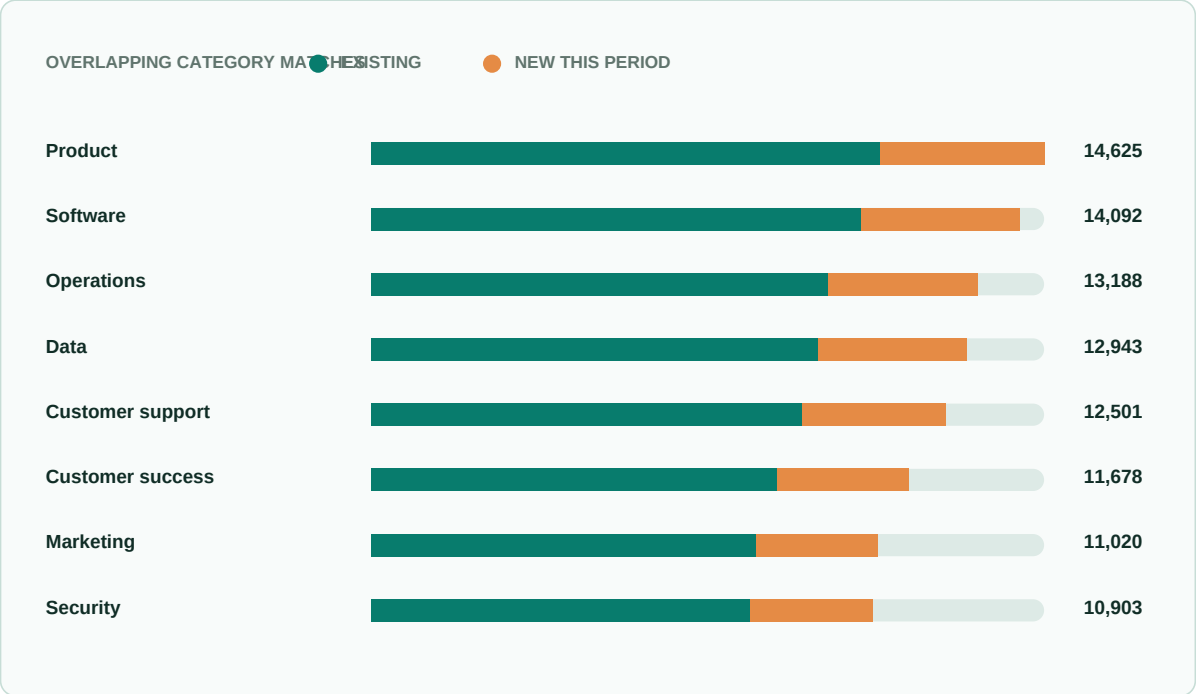
Jobs matching each role category, recently observed roles, freshness, candidate balance, and application activity. One listing may match several categories, so these counts overlap.

Role category	Matches	New	Fresh	Jobs / 100	Applications
Product	14,625	3,568	24%	740.5	878
Software	14,092	3,451	24%	481.9	794
Operations	13,188	3,258	25%	1,522.9	819
Data	12,943	3,231	25%	447.2	693
Customer support	12,501	3,124	25%	227.8	887
Customer success	11,678	2,858	24%	2,876.4	666
Marketing	11,020	2,640	24%	280.5	621
Security	10,903	2,660	24%	2,472.3	509
Healthcare admin	10,356	2,356	23%	2,397.2	519
Finance and investments	9,088	2,154	24%	1,023.4	491
Legal	8,109	1,963	24%	1,118.5	376
Sales	7,847	1,929	25%	424.6	268
Design and creative	7,497	1,769	24%	275.1	388
DevOps	7,420	1,659	22%	869.9	315
HR and recruiting	6,407	1,566	24%	1,383.8	319
Education	5,750	1,394	24%	2,777.8	368
Backend	5,190	977	19%	210.1	289
QA and testing	4,360	1,138	26%	470.3	261
Patient support	3,692	847	23%	1,633.6	198
Writing and content	3,145	823	26%	139.2	203
Accounting	2,931	764	26%	1,236.7	160
Medical billing	2,419	645	27%	1,398.3	225
Frontend	1,727	396	23%	92.5	115
Mobile engineering	1,311	270	21%	347.7	70
Administrative and data entry	1,112	261	23%	35.9	307
Insurance claims	869	246	28%	954.9	132
Care coordination	452	105	23%	307.5	31

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 17,607 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	50.6%	31.2%	+4,023
MEDIAN LISTED SALARY	SALARY COVERAGE	TIMEZONE COVERAGE	NET JOB CHANGE

Hiring eligibility

Access scope	Active jobs	Share
Worldwide	836	4.7%
Multiple countries	1,767	10.0%
United States only	9,367	53.2%
Single-country restricted	4,714	26.8%
Location not structured	923	5.2%

Annualized salary bands

Salary band	Active jobs	Share of salary sample
Under $75k	1,227	13.8%
$75k-$99k	876	9.8%
$100k-$149k	1,829	20.5%
$150k-$199k	2,268	25.5%
$200k+	2,703	30.4%

Median listed salary by role

Role	Median	Visibility	Sample
DevOps	$183,000	48.9%	n=3,630
Frontend	$183,000	43.8%	n=756
Design and creative	$180,575	51.8%	n=3,884
Backend	$179,000	49.8%	n=2,584
Legal	$178,550	53.8%	n=4,361
Mobile engineering	$174,000	55.1%	n=723
HR and recruiting	$173,131	60.3%	n=3,866
Security	$169,890	51.8%	n=5,647

Salary estimates use n=8,903 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, 4,306 jobs opened and 283 closed. Median active listing age is 65.9 days.

SENIORITY MIX

Senior	**6,410**
Mid level	**6,141**
Lead / principal	**3,001**
Entry level	**941**
Not stated	**728**
Executive	**386**

EMPLOYMENT TYPE

Full time	**14,712**
Contract	**4,371**
Part time	**799**
Internship	**64**
Project-Based	**62**
Permanent	**49**
W-2	**38**

BENEFITS STATED

Paid parental leave	**1,546**
Parental leave	**1,490**
Dental insurance	**1,222**
Vision insurance	**1,158**
Paid time off	**1,092**
Equity	**980**
Health insurance	**929**

Skills and employers adding jobs

Skill	New	Net
English proficiency at B2 level or higher	42	+34
English communication	90	+33
Enterprise sales	81	+24
Technical writing	33	+23
React	122	+21
Debugging	40	+17
Translation	19	+17
Open-source contributions	51	+16

Employer	Active	New
micro1	823	349
Gitlab	421	105
Affirm	372	104
Grafanalabs	318	83
Elevenlabs	286	34
Twilio	253	61
Rws	250	56
ClickHouse	243	75

Privacy-safe candidate activity

Recorded this period: 1,114 saves, 1,412 apply clicks, and 1,079 applications. Outcome totals remain withheld until the privacy threshold is met.

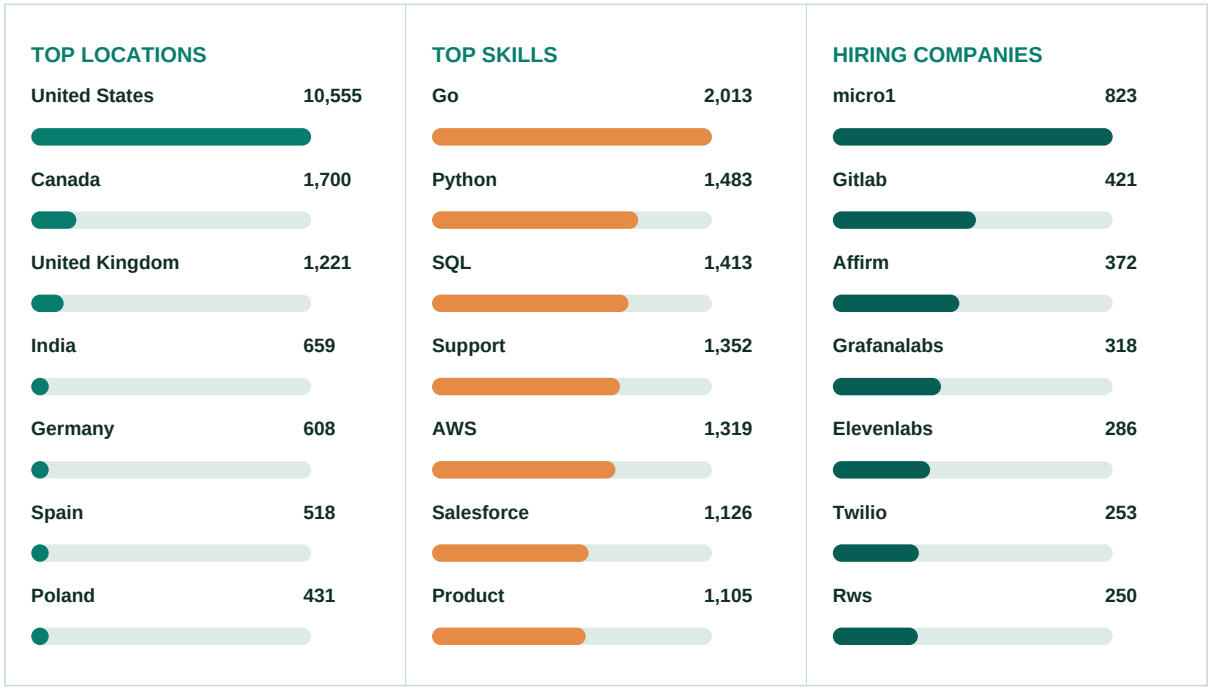
Collection coverage

Field	Jobs populated	Coverage
Salary	8,903	50.6%
Hiring countries	16,553	94.0%
Time zones	5,501	31.2%
Employment type	17,604	100.0%
Seniority	16,879	95.9%
Skills	17,578	99.8%
Experience requirement	12,881	73.2%
Education requirement	9,885	56.1%
Visa sponsorship	1,402	8.0%
Work authorization	4,511	25.6%
Schedule type	15,049	85.5%
Overlap hours	3,402	19.3%
Benefits	12,537	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.



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.