



# Demand for Linux Expertise Drives Hiring Priorities for 2014

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## Executive Summary

It's a good time to be a technology professional: The technology unemployment rate remains low, employers plan to strengthen their technology work forces in 2014 and salaries are rising. But - it's a great time - to be a developer or systems administrator with Linux experience. Hiring managers at tech-powered companies are focusing more attention on Linux talent and that's reverberating in the market, with stronger than average salary increases to those working with Linux.

To better understand why Linux professionals have such a strong advantage in the tech industry, and to learn how employers can attract and retain the best of them, Dice and The Linux Foundation surveyed both hiring managers and Linux talent to gain a 360-degree view of the thriving Linux jobs landscape.

The 2014 Linux Jobs Report explores the explosive demand for Linux talent and the lengths employers will go in order to attract and retain the best candidates. This year's survey includes responses from more hiring managers and Linux professional than ever before: More than 1,100 hiring managers at corporations, small and medium businesses (SMBs), government organizations, and staffing agencies across the globe—as well as responses from more than 4,000 Linux professionals worldwide.

### Key findings from the 2014 Linux Jobs Survey and Report show that:

- **Finding Linux talent is becoming more of a priority for hiring managers.** Seventy seven percent of hiring managers have “hiring Linux talent” on their list of priorities for 2014, up from 70 percent a year ago. With these strategic priorities set, more than nine in ten hiring managers plan to hire a Linux professional in the next six months.
- **Hiring managers are increasing the number of Linux professionals they are searching for.** Forty six percent of hiring managers are beefing up their plans for recruiting Linux talent over the next six months, a three-point increase over last year.
- **Knowing Linux advances careers.** Eighty-six percent of Linux professionals report that knowing Linux has given them more career opportunities, and 64 percent say they chose to work with Linux because of its pervasiveness in modern-day technology infrastructure.

## Getting laser focused on Linux

Employers are more acutely focused on finding Linux talent now that they are more confident in the outlook for their companies. Half of the respondents said their plans reflected company growth and a resulting need for more Linux talent and experience, while 35 percent cited an increasing use of Linux throughout the enterprise. In addition, the number of hiring managers who suggest Linux is becoming more core to their business jumped 10 points since last year.

Hiring managers will not skimp when it comes to filling positions that require Linux experience. When asked how they meet their companies' needs when they are unable to find Linux professionals, the number one answer was: Keep looking. Fifty-four percent said they continue to look until they find a close fit.

## The Linux recruiting race is on

The explosive demand for Linux talent is intensifying. Seventy seven percent of hiring managers have “hiring Linux talent” on their list of priorities for 2014, up from 70 percent a year ago. More than nine in ten hiring managers plan to bring Linux professionals on board in the next six months. Furthermore, 46 percent plan to boost their hiring of Linux pros in 2014, a 3-point increase over 2012.

In-demand Linux skills will continue to cross both the developer and enterprise management areas, providing diverse opportunities to meet a wide range of Linux skill sets. According to the survey, the areas of expertise that hiring managers are most aggressively seeking include systems administration (58 percent), Linux application development (45 percent) and systems architecture/engineering (45 percent).

**93 percent of hiring managers plan to hire Linux professionals in the next six months.**

For many professionals, this demand is translating to lots of calls from employers. Nine in 10 hiring managers said it's “somewhat” or “very difficult” to find experienced Linux pros—and those who have the right skills and expertise are being aggressively recruited. In fact, three-quarters of Linux professionals surveyed said they received at least one call from a recruiter in the last six months. Nearly half of those received six or more calls.

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Not surprisingly, Linux professionals are quite confident about their career opportunities and job security in 2014. Fifty-five percent believe it would be “very easy” or “fairly easy” to find a new, favorable job. Underscoring the red-hot intensity of the job market, survey responses painted a clear picture of better salaries—and bigger perks. Twenty percent of Linux pros surveyed said they received incentives such as higher pay, a more flexible work schedule or additional training as part of a counteroffer from their employer after they tested the job market.

## Linux pros rake in perks and pay raises

While finding the right Linux professionals isn’t an easy task for hiring managers, they have no intentions of calling off the search. Instead, they’re embracing a no-holds-barred, accept-no-substitutes approach to attracting and retaining talent.

### TOP 3 INCENTIVES OFFERED TO LINUX PROFESSIONALS

- 1. Flexible work schedules or telecommuting**
- 2. Salary increases above the company norm**
- 3. Additional training or certification**

Once companies have these Linux professionals in the door, they’re committed to making sure they stick around. To retain top talent, 38 percent of hiring managers said they accommodate flexible work schedules or telecommuting and 32 percent pointed to salary increases above the company norm. According to the [2014 Dice Salary Survey](#), professionals with Linux skills enjoyed salary increases over the past year that exceeded the average for technology professionals by more than two percentage points (2.6% increase for technology professionals compared to a 5% increase for tech pros with Linux skills). These professionals also received an average bonus of \$10,336, up 12 percent from the previous year.

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## It's not just a lucrative career. It's a lifelong passion.

Linux professionals know they're a hot item, and they're fully aware of how their skills have contributed to their success in the workplace. In fact, a full 86 percent of survey respondents said that knowing Linux has advanced their career opportunities. But when asked why they sought out a Linux career in the first place, only 17 percent ranked money and perks highest. Instead, fifty one percent cited their passion for Linux, and sixty four percent wanted to work with Linux because of its pervasiveness in modern-day technology infrastructure.

So, what's the best thing about being a Linux pro? The number one answer from respondents was "interesting projects." Second was "working on the most cutting-edge technology challenges" and third was "more job opportunities." The responses underscore what recruiters and industry leaders already know instinctively: Linux workers really like what they do. And they'll have lots of opportunities to keep doing it this year, and to build their careers many years to come.

**Eighty-six percent of respondents say knowing Linux has advanced their careers.**

## 2014 Linux Jobs Report Methodology

During November and December 2013, Dice and The Linux Foundation surveyed both hiring managers and Linux professionals about their Linux jobs needs and preferences. Hiring managers from corporations, small and medium businesses (SMBs), government organizations, and staffing agencies were surveyed. More than 1,100 responded with 58.1 percent indicating their company was headquartered in North America, 21 percent in Europe, 7.4 percent in Asia, 3.6 percent in South America, 1.9 percent in Africa, 1.8 percent in Mexico and Central America, 1.5 percent in Japan, 1.1 percent in the Middle East, and less than 1 percent in Australia/New Zealand. Respondents needed to have hired at least one Linux professional in the last year, or have plans to hire Linux professionals in 2014 to participate in the survey, and they were allowed to check as many responses to questions as appropriate. In addition, more than 4,000 Linux professionals responded to a survey, with 34 percent indicating they've been working as a Linux professional for 10 years or more.

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## About The Linux Foundation

The Linux Foundation is a nonprofit consortium dedicated to fostering the growth of Linux and collaborative software development. Founded in 2000, the organization sponsors the work of Linux creator Linus Torvalds and promotes, protects and advances the Linux operating system and collaborative software development by marshaling the resources of its members and the open source community. The Linux Foundation provides a neutral forum for collaboration and education by hosting Collaborative Projects, Linux conferences, including LinuxCon, and generating original research and content that advances the understanding of Linux and collaborative software development. More information can be found at [www.linuxfoundation.org](http://www.linuxfoundation.org).



The Linux Foundation promotes, protects and standardizes Linux by providing unified resources and services needed for open source to successfully compete with closed platforms.

To learn more about The Linux Foundation or our other initiatives please visit us at [www.linuxfoundation.org](http://www.linuxfoundation.org)



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