

# 2024 OPEN SOURCE PROFESSIONALS JOB SURVEY REPORT

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# Executive Summary

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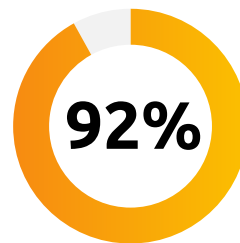
As organizations increasingly adopt open source software, open source skills are in high demand. Finding and retaining experienced professionals can be challenging, however, and understanding what they value when looking for a new role is key.

According to this recent survey by the Linux Professional Institute (LPI) and Open Source JobHub (OSJH), those who work with free and open source software (FOSS) care most about work-life balance and remote work options when considering a new role.

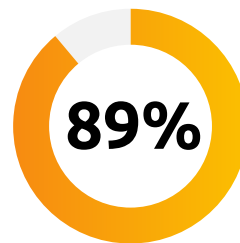
A stated policy for using and contributing to open source software and opportunities for training and certification were also important to respondents.

This report details findings from the survey and provides insight both for job seekers and for hiring managers aiming to attract and retain open source professionals.

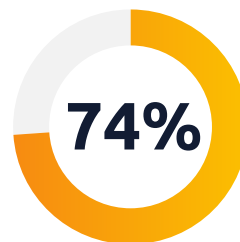
## Key Findings:



Work-life balance, which includes remote work, is very important to most job seekers.



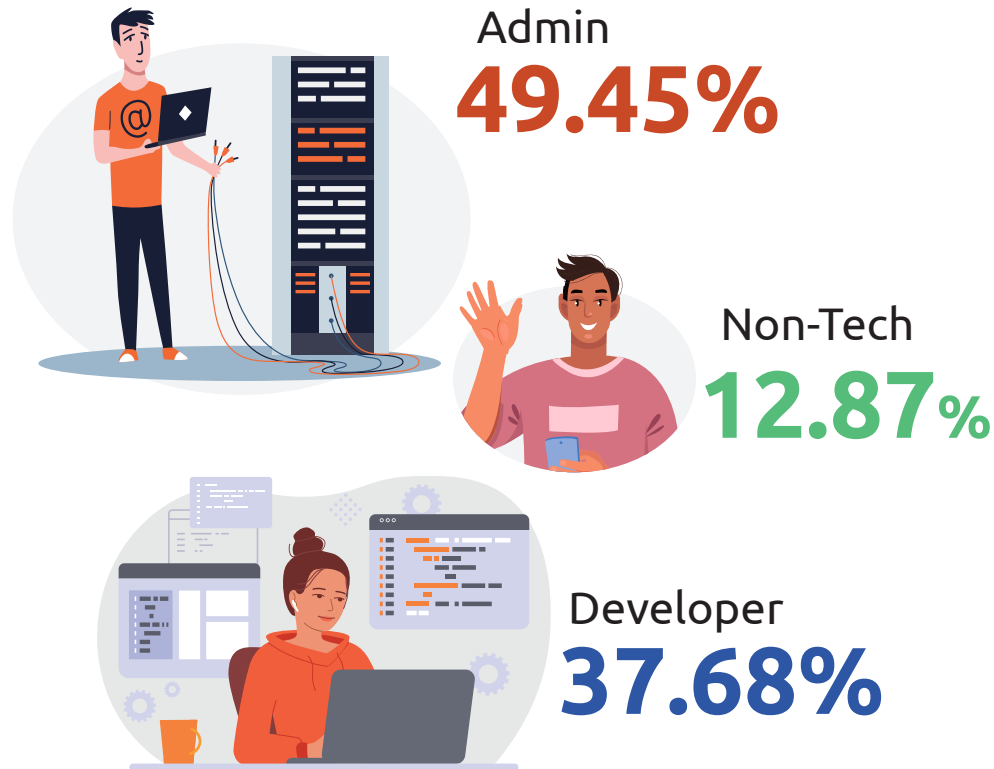
A substantial 89% of our respondents considered an employer's open source policy when making job choices.



74% of respondents said employer-provided training and certification was important in their job choice.

# Who Responded to Our Survey?

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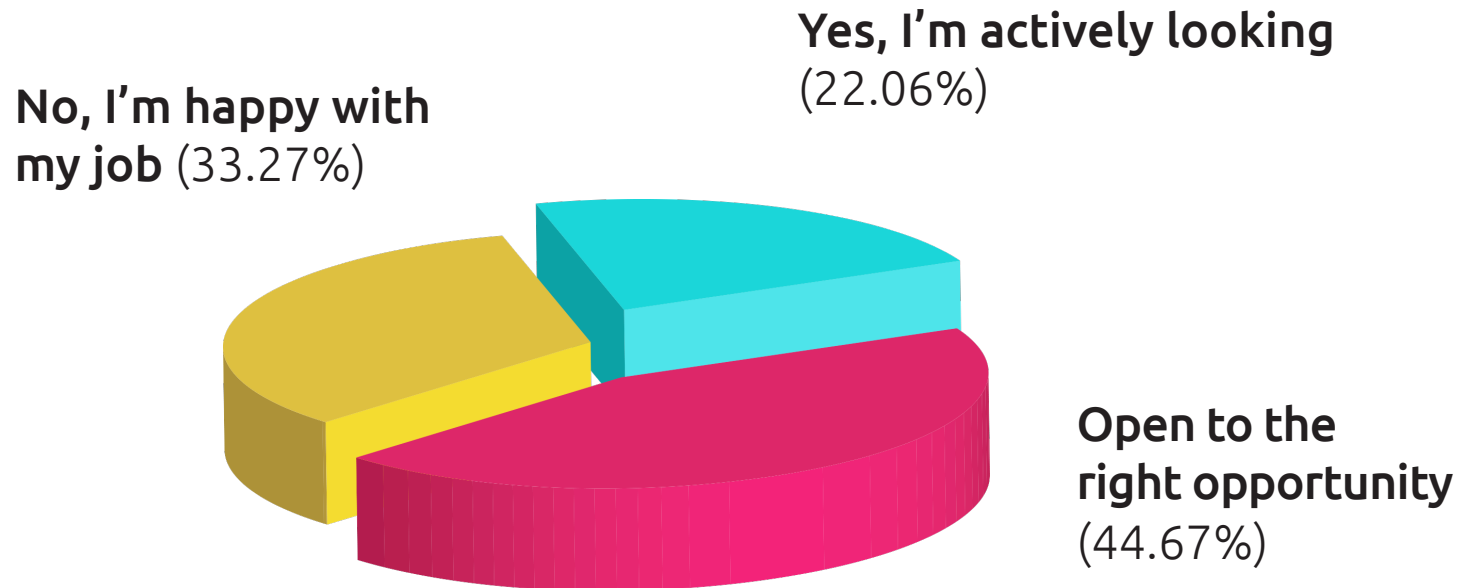
Of the 544 respondents, about half identified themselves as Administrators, another 38% as Developers, and the rest as Non-Technical professionals such as marketing, sales, HR, and management.

Although the responses were similar for these three groups, there were significant differences that we will highlight in the report in greater detail.

"I am a teacher and I think it is very important to work with open source, and to teach as much as possible about the job possibilities related to open source."  
**(Non-Technical Professional)**

# Are You Seeking a New Role?

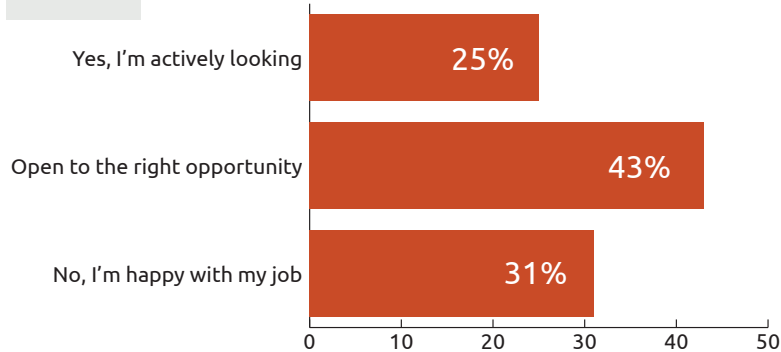
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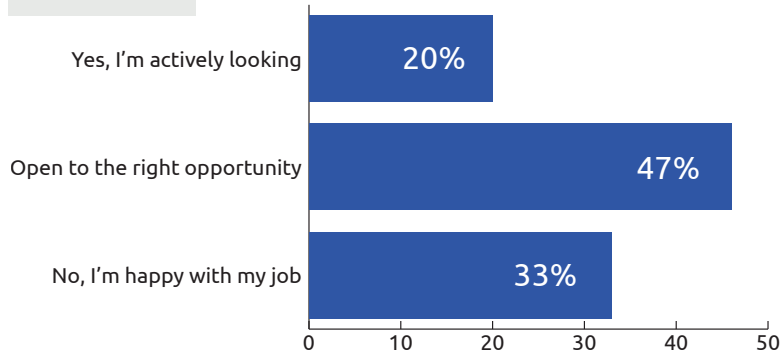
This graph shows open source professionals currently seeking new opportunities in their careers. A total of 67% of survey respondents are either currently looking or willing to consider a job change. Organizations hoping to find and retain staff may therefore benefit from a better understanding of what motivates job seekers.

See page 7 for a breakdown of what aspects of work they are seeking in their jobs.

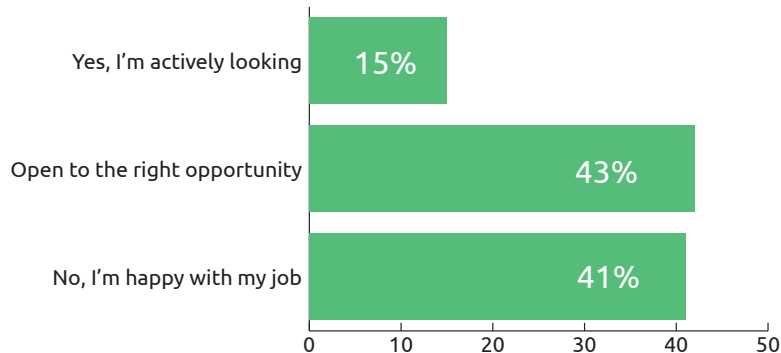
### Admin



### Developer



### Non-Tech



## Who is looking for a new position according to job role?

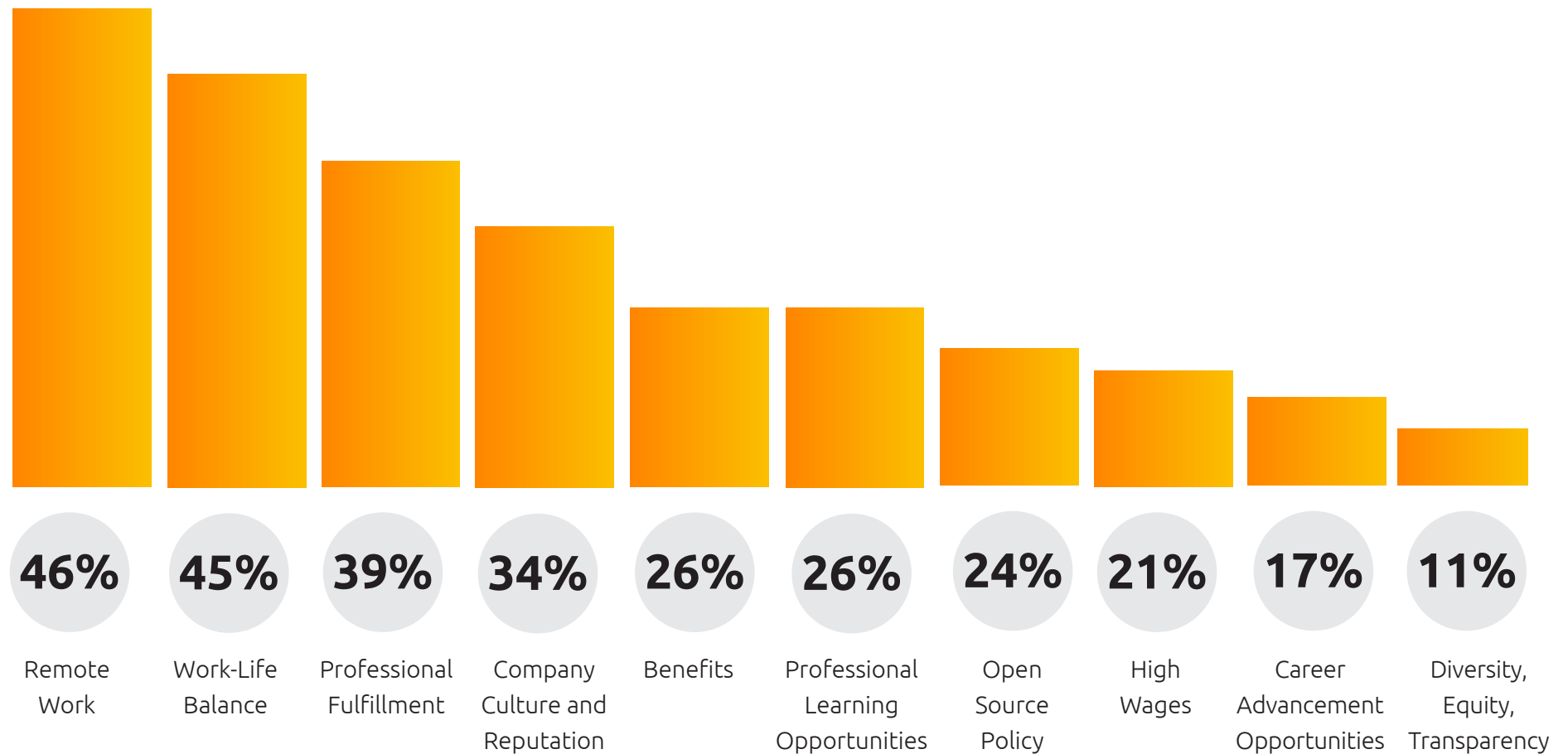
The percentages of open source professionals seeking or open to a new position vary somewhat based on job role, with Admins most interested in new opportunities:

- **Admins: 69%**
- **Developers: 67%**
- **Non-Tech: 59%**

"It is most important for me that my work has a positive impact on the world, when choosing a job. Open source can be part of that."  
**(Developer)**

# What Are Open Source Pros Looking For?

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2024 Open Source Professionals Job Survey

(Above) Respondents ranked their top 3 choices of 10 key job-related priorities when considering a new position.

# Work-Life Balance

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The option to work remotely can be a key part of **work-life balance**. Together, these factors were cited as most important to all respondents (92%) when applying for or choosing a job.

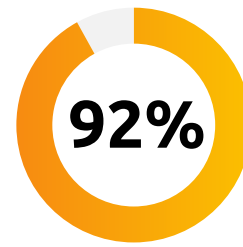
**Remote work** has become a fixture of the global economy and is not likely to go away. Additionally, people working in open source are already accustomed to dealing with collaborators over long distances.

Managers may balk at requests to work remotely, and certain administrative tasks do require on-site personnel, but distributed teams have proven to be highly effective in open source.

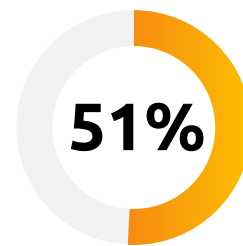
If modern companies embrace remote work, they will adopt tools and organizational methods that support it.

This approach brings other benefits, notably a habit of documenting decisions and activities so that everyone in the organization can find out what is happening and understand the history behind decisions.

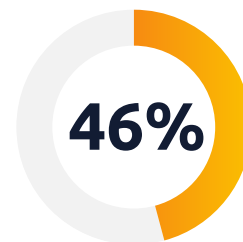
## How did work-life balance and remote work rank against other role aspects?



Work-life balance combined with remote work was the top consideration cited by open source professionals when applying for or choosing a role (92%)



Remote work ranked the highest out of the ten choices for Admins (51%) Developers, and Non-Technical staff. Looking at all responses, this ranked the second-most important consideration overall.



46% of Developers chose work-life balance as their most important consideration, which was ranked second among survey respondents overall (45%)



# The Importance of Open Source Policy

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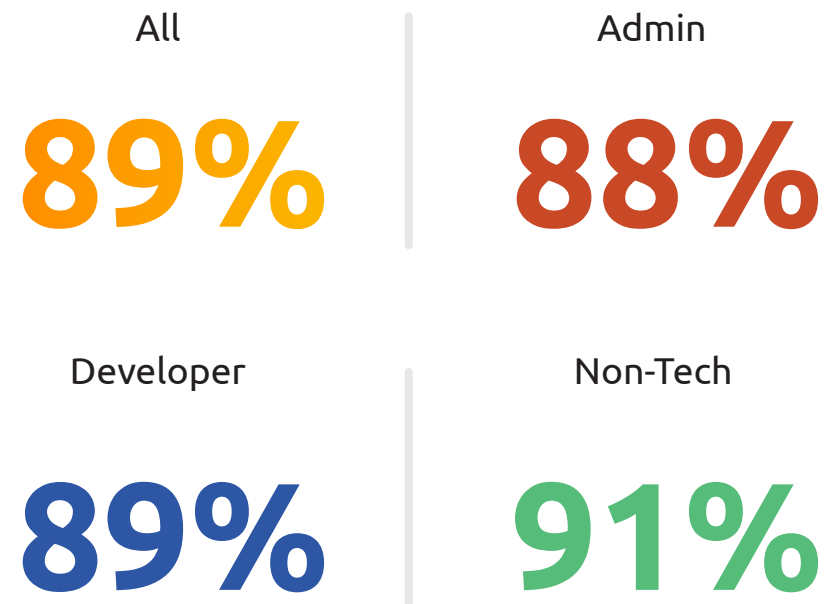
An impressive 89% of respondents valued an organization's open source policy when considering a new role. Overall, 37% of respondents considered a policy "somewhat important," 38% considered it "very important," and 14% considered it "essential."

These findings highlight the commitment of professionals to open source in their careers.

In practical terms, the results suggest that companies should welcome open source software and state clear policies about both using and contributing to it.

"I do not need a written open source policy, but the employer should allow/foster OSS contributions." **(Admin)**

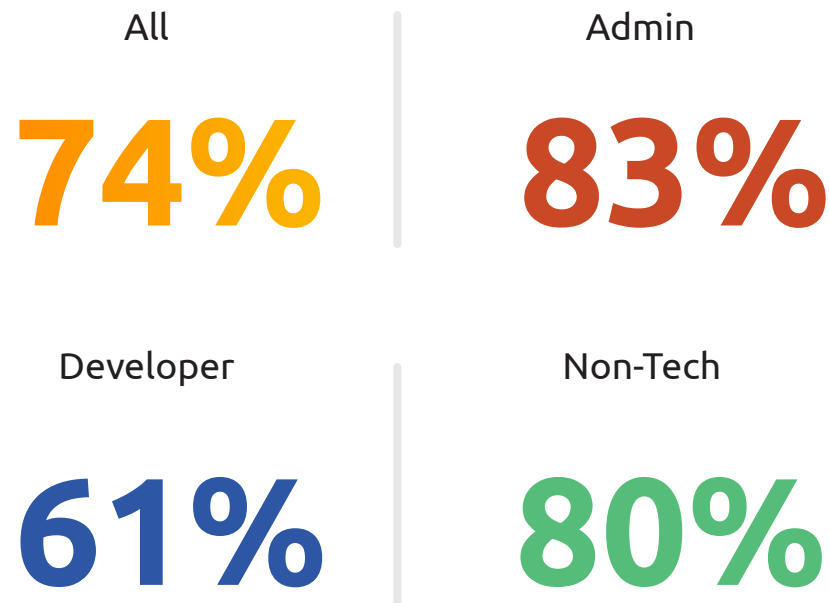
How important is an organization's open source policy for your job choice?



# The Value of Training and Certification

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How important is employer-provided training/certification at your new job choice?



Three-quarters of our respondents ranked employer-provided training and certification as important in their job choice. This rating rose to 80% for Non-Technical staff and 83% for Administrators. The findings replicate other studies showing the importance of certification.

Although a relatively small number (8% to 11%) considered employer-backed training and certification "essential," more than a quarter called it "very important" and about 40% called it "important."

In short, professionals concerned about open source look for well-documented policies about the value of training and certifications, and expect organizations to grant staff time and opportunities to achieve them.

# The Value of Training and Certification

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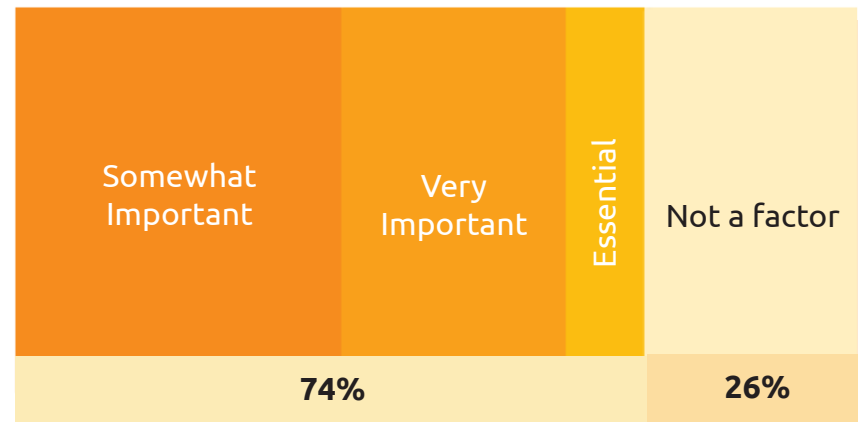
## Training and certification are linked

We put training and certification together because, in professional settings, they are naturally linked. If you take a course but receive no official proof of your knowledge, that knowledge is hard to demonstrate to your employer. HR departments and hiring managers have trouble evaluating the skills of highly trained professional job applicants, and therefore depend heavily on certifications in their hiring decisions.

## Studying for certification is valuable

Studying for open source certification can often serve as a form of training, because it helps both new and experienced professionals practice and upgrade their skills. Preparing for a set curriculum of open source capabilities can resolve knowledge gaps created by differences in employee education, thus ensuring a standardized set of skills across the workplace.

How important was employer-provided training/certification to all respondents?



"Training materials are very important. It not only facilitates the current generation of contributors but ensures the continuous influx of talent and ideas, fostering a robust and dynamic open source ecosystem." **(Admin)**

# Other Job Priorities

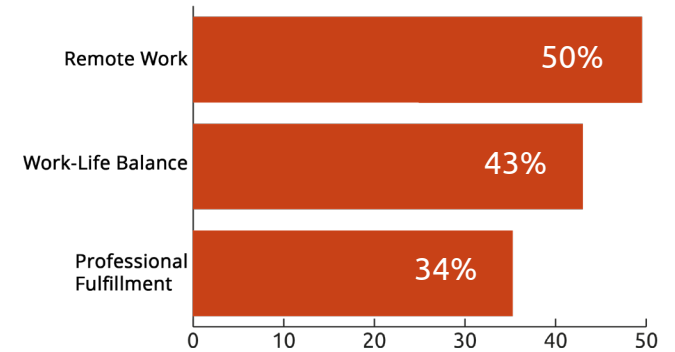
Respondents ranked their top 3 choices for 10 key job-related priorities when considering a new position. In addition to the top priorities already mentioned, survey respondents also valued **professional fulfillment** when applying to or choosing a new role.

Professional fulfillment, which includes networking opportunities and exciting projects, interested 39% of survey respondents. This criterion ranked higher among people actively seeking work or open to new opportunities (67%).

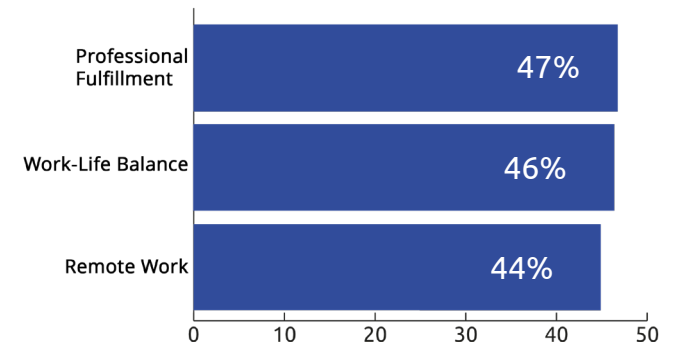
People who were happy in their current jobs and not searching for a new role also cited the importance of professional fulfillment (43%). This priority rose to 53% for Developers.

Other important job-related considerations include **company culture and reputation** (34%), **professional learning opportunities** (26%), and **benefits** (26%), which can include stock options, retirement plan, health coverage, and time off.

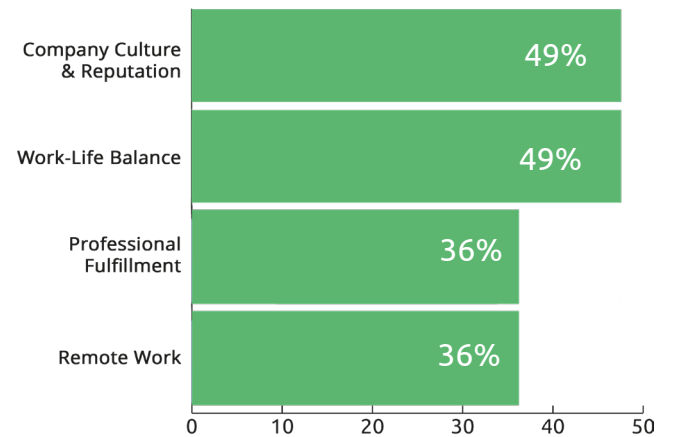
## Admin



## Developer



## Non-Tech



# Key Factors for Hiring and Retaining Staff

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Results from our survey validate the importance of traditional lures of benefits, professional experiences, career advancement, and work-life balance. Results show that opportunities for training and certification should be added to this mix.

Intangibles such as corporate culture, and clear policies regarding the use and development of open source software, are equally important. Respondents are less concerned with wages.

"Work-life balance includes time off, work hours flexibility, workplace flexibility (I've been working from home for years now) and decent health coverage." **(Admin)**

"The most important for me when I am applying for a job is what the mission of the organization is and how well it aligns with me. I put that as professional fulfillment, but I would be okay with somewhat boring projects as long as the overall organization does something meaningful." **(Non-Technical Professional)**

# Additional Data

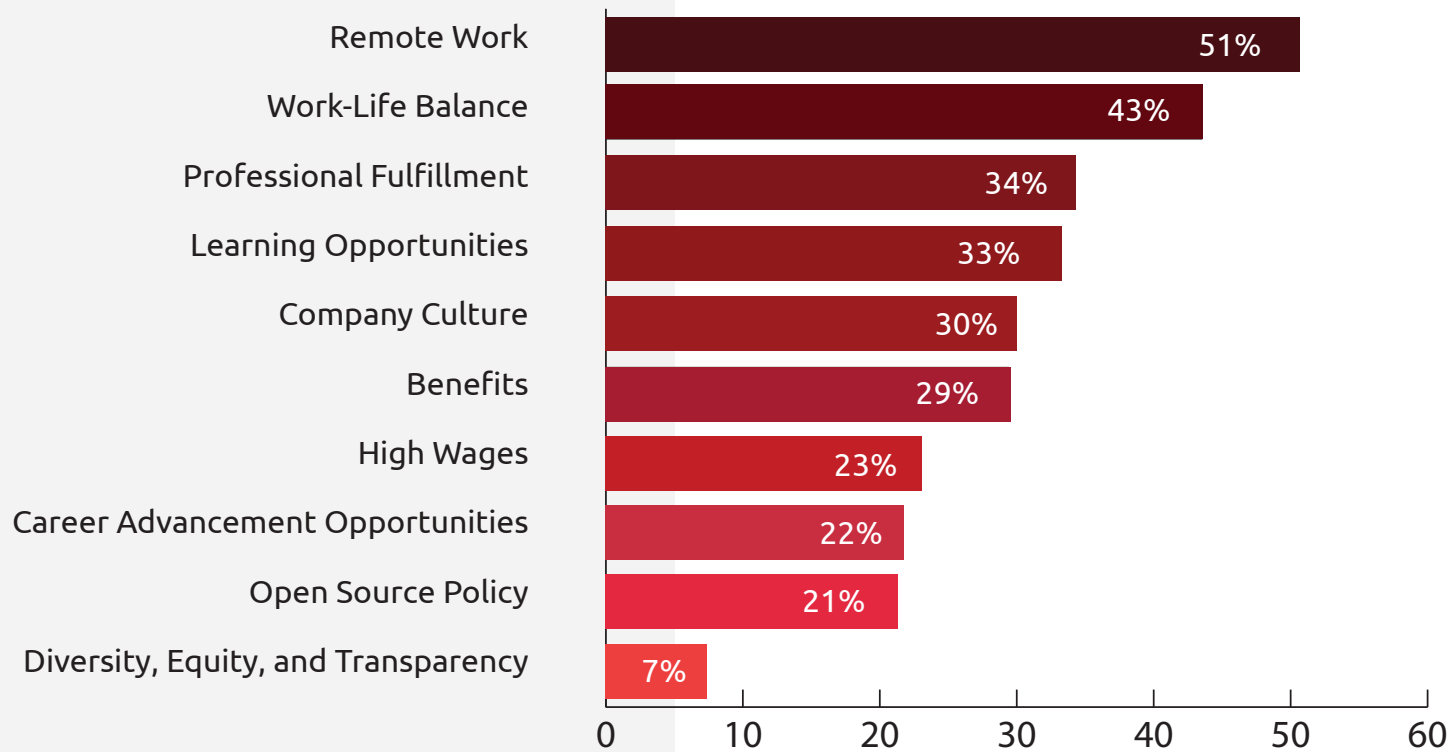
In this survey, we presented respondents with 10 general considerations relating to job choice and asked them to choose their top three.

The following pages show how those considerations ranked among the three job roles as well as how the answers differ between those looking for or open to a new position and those satisfied with their current position.

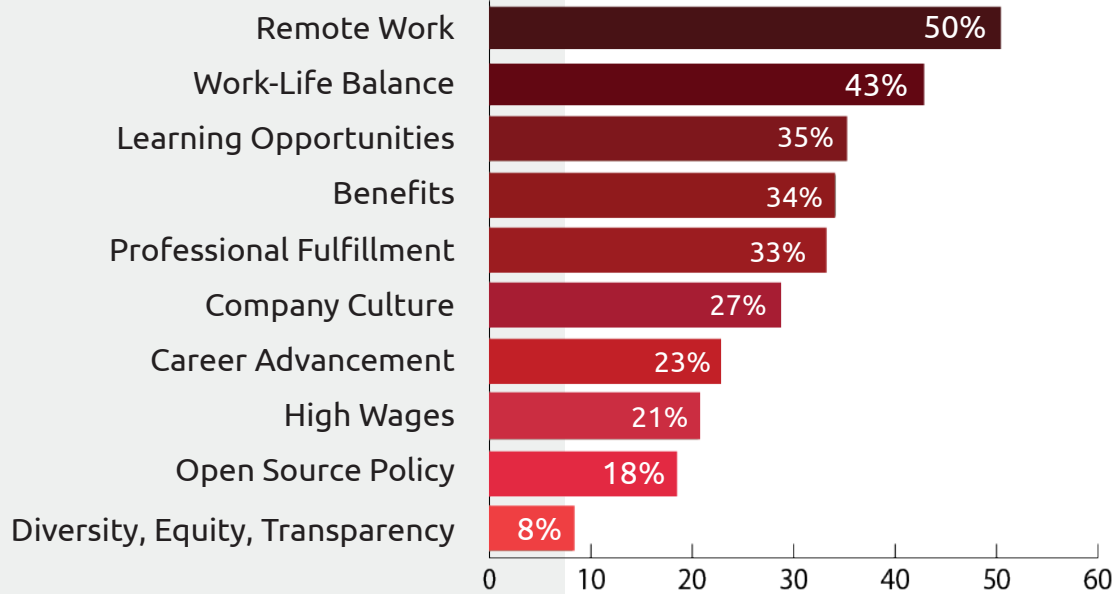
"Just about all of the items in the factors listed are important. It was a challenge picking only three." **(Admin)**

# What Are Admins Looking For?

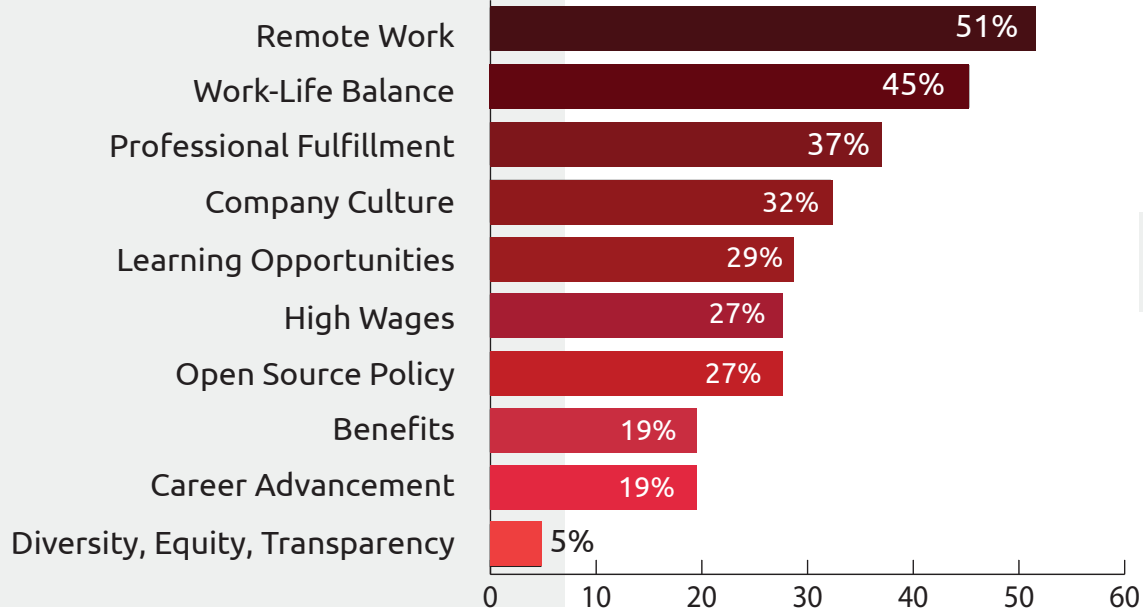
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(Above) Total Admin respondents both seeking new and satisfied with current job.



Admins Seeking a New Job

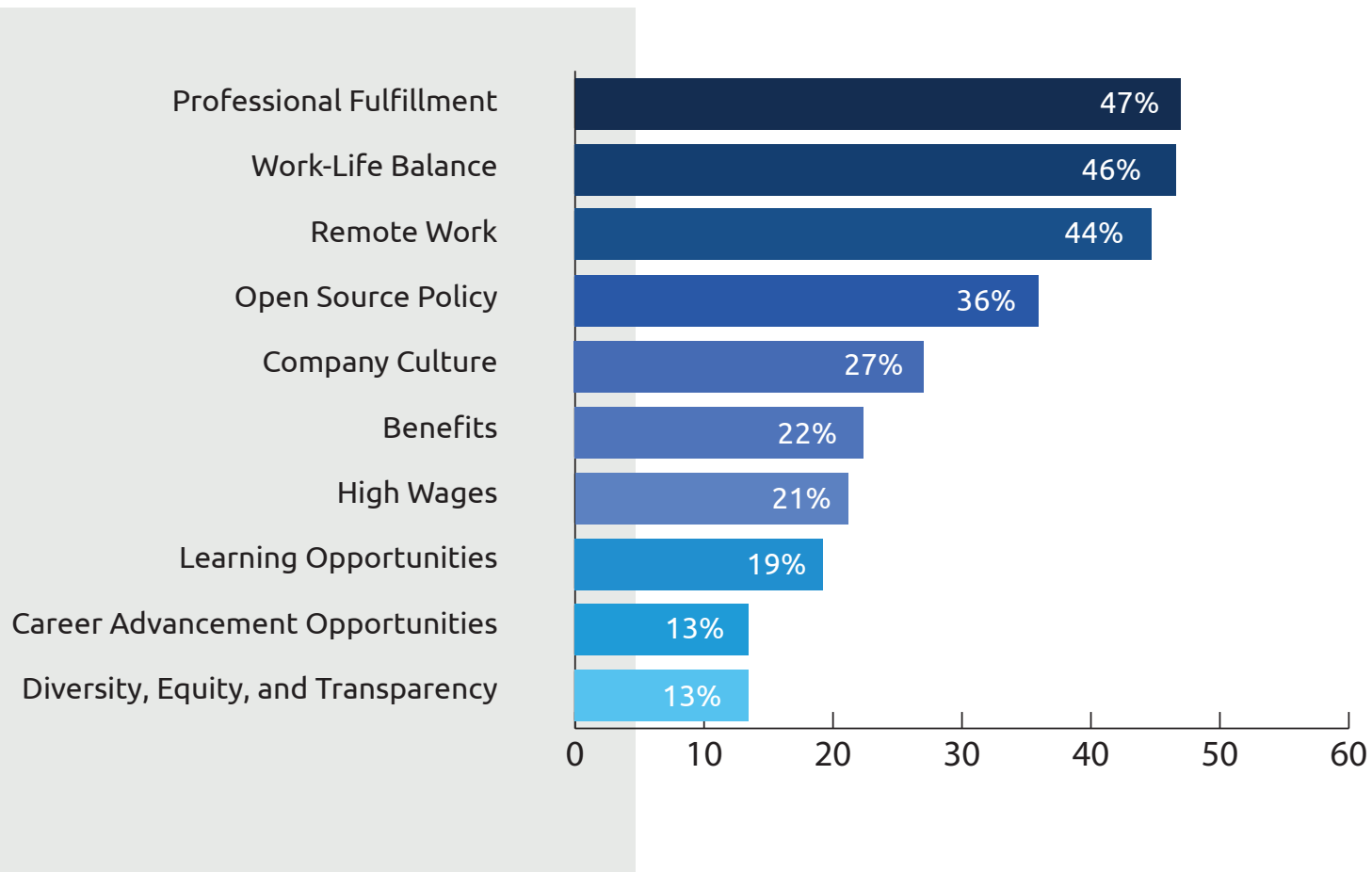


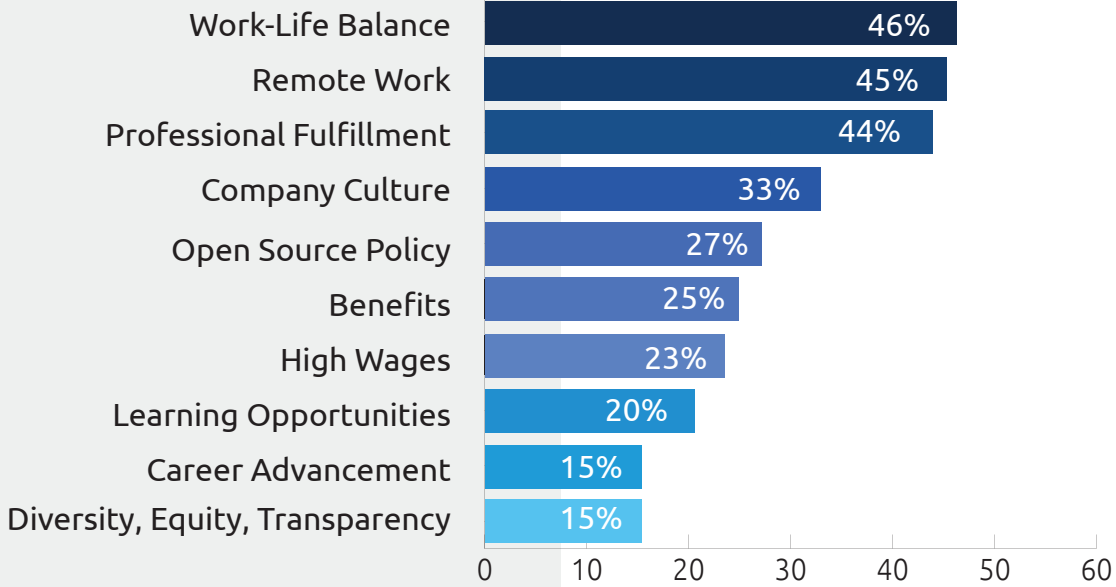
Admins Satisfied with Current Job



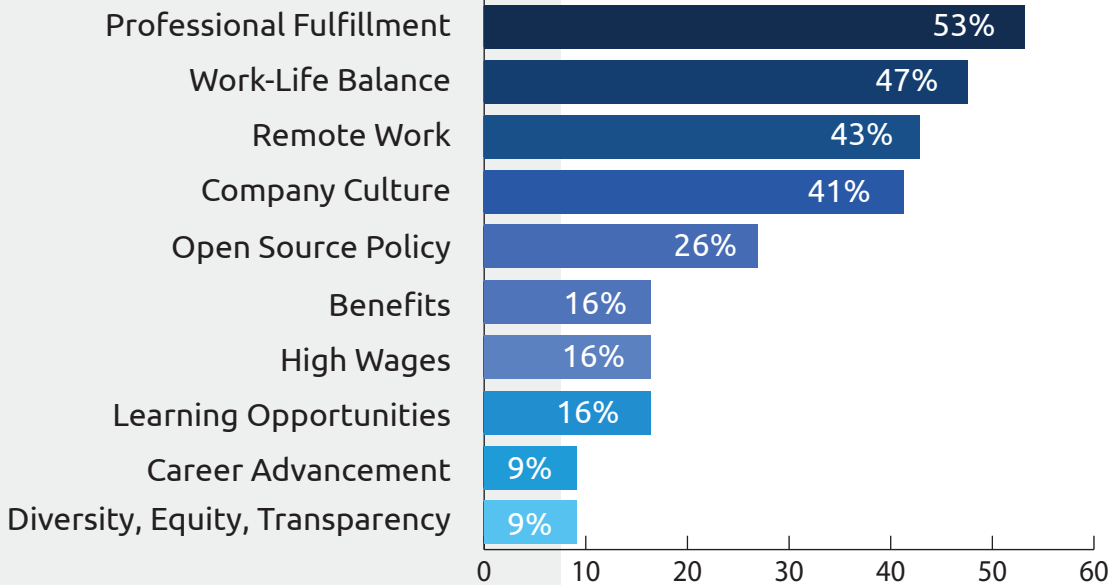
# What Are Developers Looking For?

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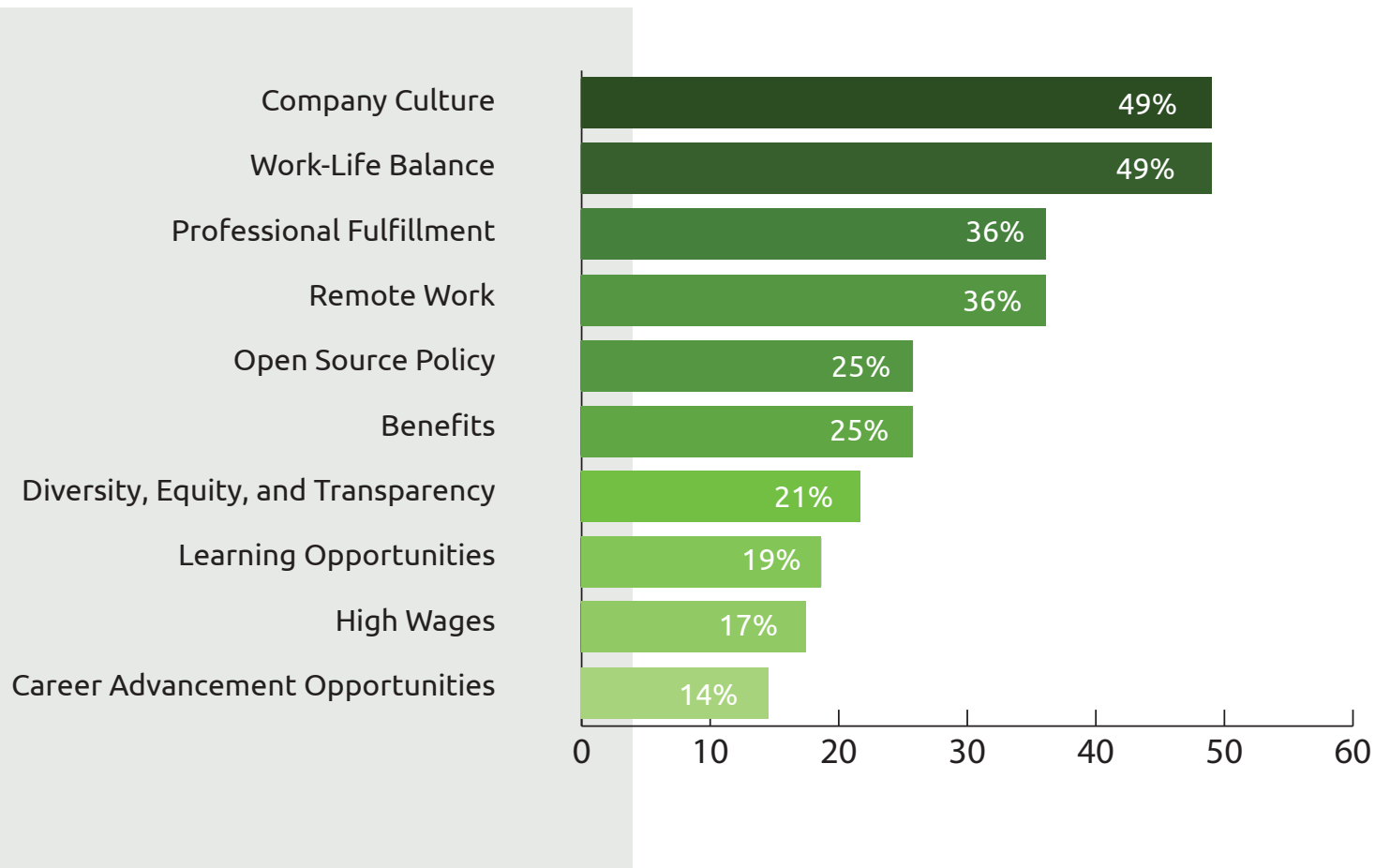
Devs Seeking a New Job

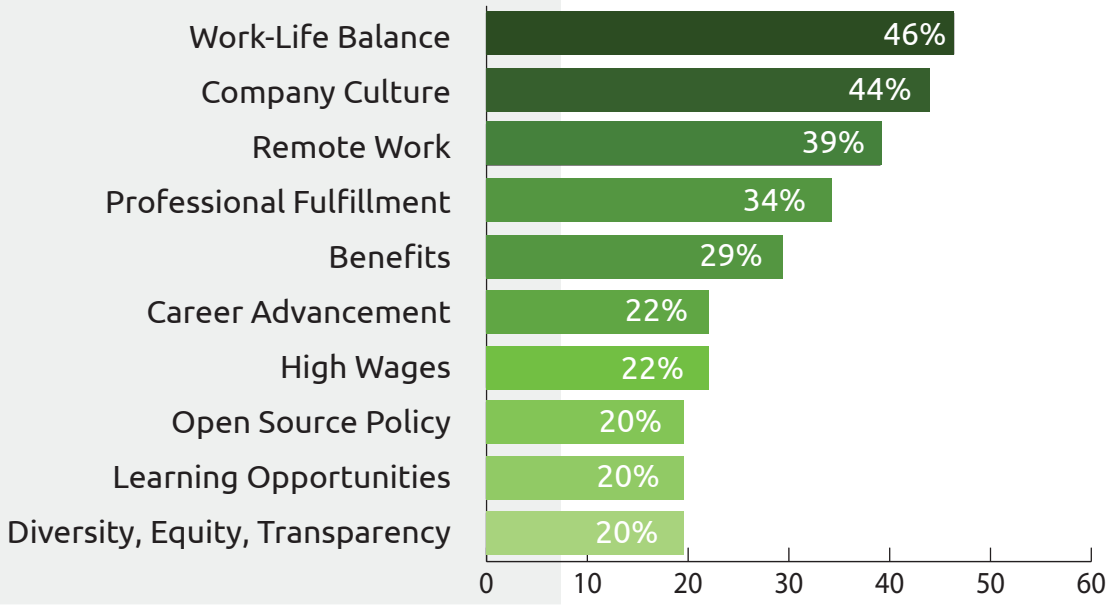


Devs Satisfied with Current Job

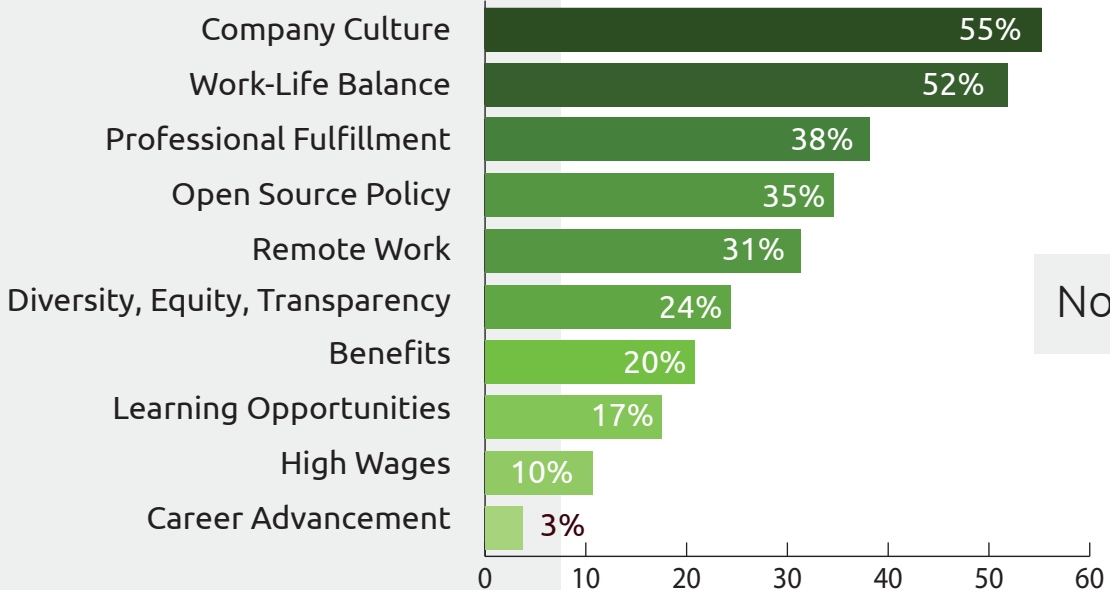
# What Are Non-Tech Pros Looking For?

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Non-Tech Pros Seeking a New Job



Non-Tech Pros Satisfied with Current Job

# Methodology

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The 2024 Open Source Professionals Job Survey Report highlights results from the first collaborative survey by LPI and OSJH, capturing job-related expectations from those building their careers with open source.

The survey was created using LimeSurvey software and promoted across Linux New Media and LPI channels via email, online ads, and social media.

## Methodology: By the numbers

The survey was open from December 2023 through January 2024, and we received 544 complete responses.

The survey consisted of 6 questions and was designed to take about 3 minutes to complete. No personal information was gathered from survey participants.

## How do these results line up with your preferences?

Do your preferences differ from those of your peers? Reach out to us on social media with your thoughts. Check out page 23 for more details.




# About Us

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**Linux Professional Institute (LPI)** is the global certification standard and career support organization for open source professionals. It's the world's first and largest vendor-neutral Linux and open source certification body. LPI has certified professionals in over 180 countries, delivers exams in multiple languages, and has hundreds of training partners. Our mission is to promote the use of open source by supporting the people who work with it.

**Open Source JobHub** aims to help everyone find a place in the open source ecosystem by connecting job seekers with employers looking for top talent. Let us help you turn down the noise and find the perfect job fit.

**Linux New Media USA, LLC** is one of the world's largest and most successful Linux and open source content providers. Linux New Media produces content for print, online, and custom content projects. The company is built on a strong foundation of print publications and websites including Linux Magazine, ADMIN magazine, and Open Source JobHub. Linux New Media continues to grow in this booming niche market, making it a global leader for Linux and open source content.



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