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2021 DevOps Salary Report

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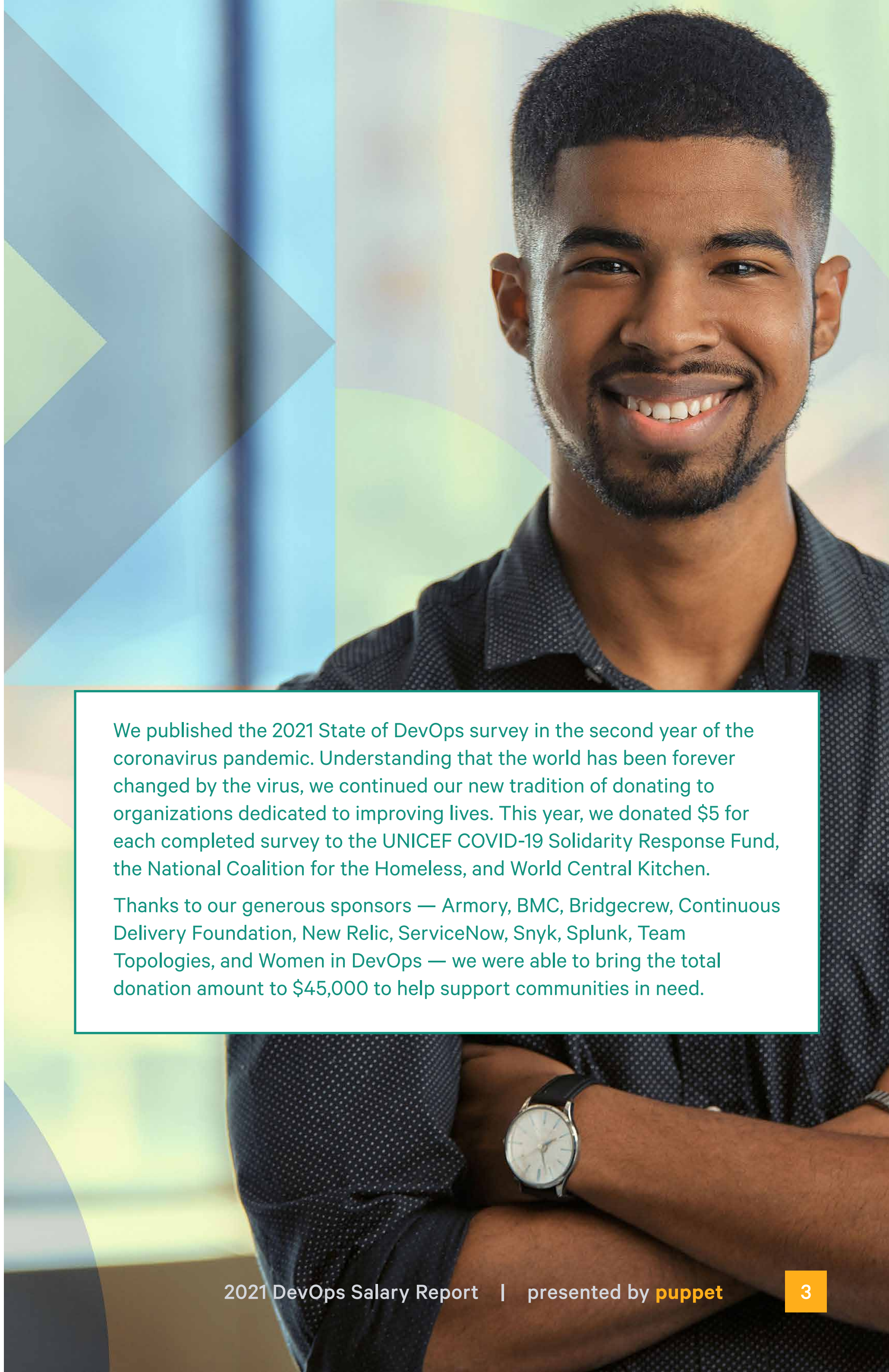
About the 2021 State of DevOps survey

One year into the COVID-19 pandemic, we rolled out the 2021 State of DevOps survey to a changed world. The landscape of work had been irrevocably altered at a global scale, and DevOps survey participants around the world were living a fundamentally different existence.

In spite of — or in light of — this new reality, 2,657 people around the world took the time to complete the 2021 State of DevOps survey. Of these, 2,543 reported their salaries. Combining this with the other data we collected allowed us to examine how salary levels correlate with factors such as geographic location, job title and department, gender, company size, and industry. We also break salaries into two groups — managers and practitioners — in each area where we had enough responses to be statistically significant. Note, this year we did not have a sufficient number of female manager respondents to analyze manager role data by gender. We do, however, provide an aggregate of manager data.



We published the 2021 State of DevOps survey in the second year of the coronavirus pandemic. Understanding that the world has been forever changed by the virus, we continued our new tradition of donating to organizations dedicated to improving lives. This year, we donated $5 for each completed survey to the UNICEF COVID-19 Solidarity Response Fund, the National Coalition for the Homeless, and World Central Kitchen.

Thanks to our generous sponsors — Armory, BMC, Bridgecrew, Continuous Delivery Foundation, New Relic, ServiceNow, Snyk, Splunk, Team Topologies, and Women in DevOps — we were able to bring the total donation amount to $45,000 to help support communities in need.

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This annual report is intended to help practitioners and hiring managers get a high-level grasp on the latest salary trends in the global DevOps industry. This is our second report during the pandemic, and we should point out that while we gathered salary data from the 2019 State of DevOps survey, we chose not to publish those findings in the spring of 2020 as the pandemic spread like wildfire around the globe and upended the ability to accurately predict trends. We are, however, drawing on 2019 data, when applicable, to provide a year over year comparison of the last three years in this report. *Read the* [**2020 DevOps Salary Report**] *(published in early 2021).*

As uncovered in previous reports, we find that more highly evolved DevOps organizations offer higher salaries. Likewise, companies that earn more than $1 billion in revenue tend to have the highest salaries — which makes sense as enterprises have more complex technology infrastructures and more automation, and employ more highly skilled and experienced practitioners and managers.

The increase in the number of women moving into the highest income brackets is significant, and the data indicates that the wage gap is narrowing between male and female workers across the board.

Perhaps most significant is the overall rise in salaries, which may reflect efforts to retain and attract talent in a competitive job market and, in the United States, may be a response to the Great Resignation. We explore this in more detail later in the report.

The sidebar at right gathers the top survey results.

Key findings for 2021

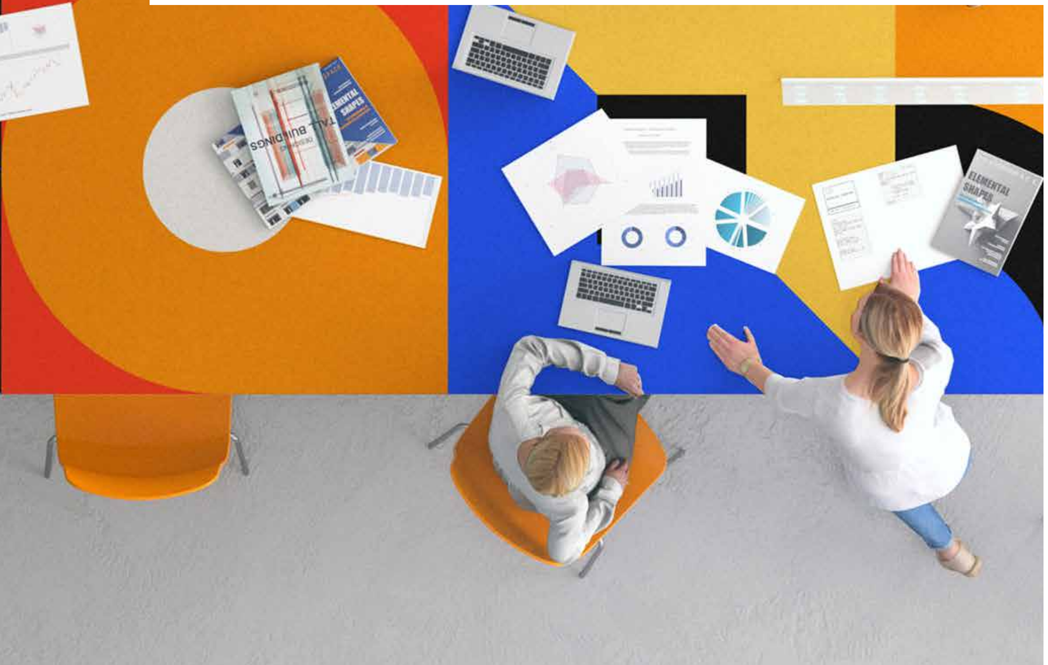
- Companies at a high level of DevOps evolution continue to compensate their employees at the highest level, with practitioner salaries doubling and manager salaries nearly tripling from 2020 to 2021.
- More managers and practitioners than ever before have entered the salary group earning over $150,000.
- More software developers/engineers and DevOps engineers are in the higher income brackets in 2021 than in 2020 and 2019.
- For the first time, practitioners in consulting roles notably had the highest percentage of those earning more than $125,000.
- More workers are moving into higher income levels than at any time in the past three years. This trend is occurring across a variety of roles, industries, and countries.
- While the US remains the leader when it comes to paying the highest salaries, this trend may be changing.
- More women are entering the highest income brackets across roles, industries, and regions.
- The salary gap between male and female practitioners is closing within the higher income brackets.
- Financial services takes the lead in highest salaries, followed by healthcare and technology.
- Similar to previous years, workers at companies with the highest revenue are likely to receive the highest salary.
- Workers at the companies with the most employees make the highest salaries.

How to interpret our charts

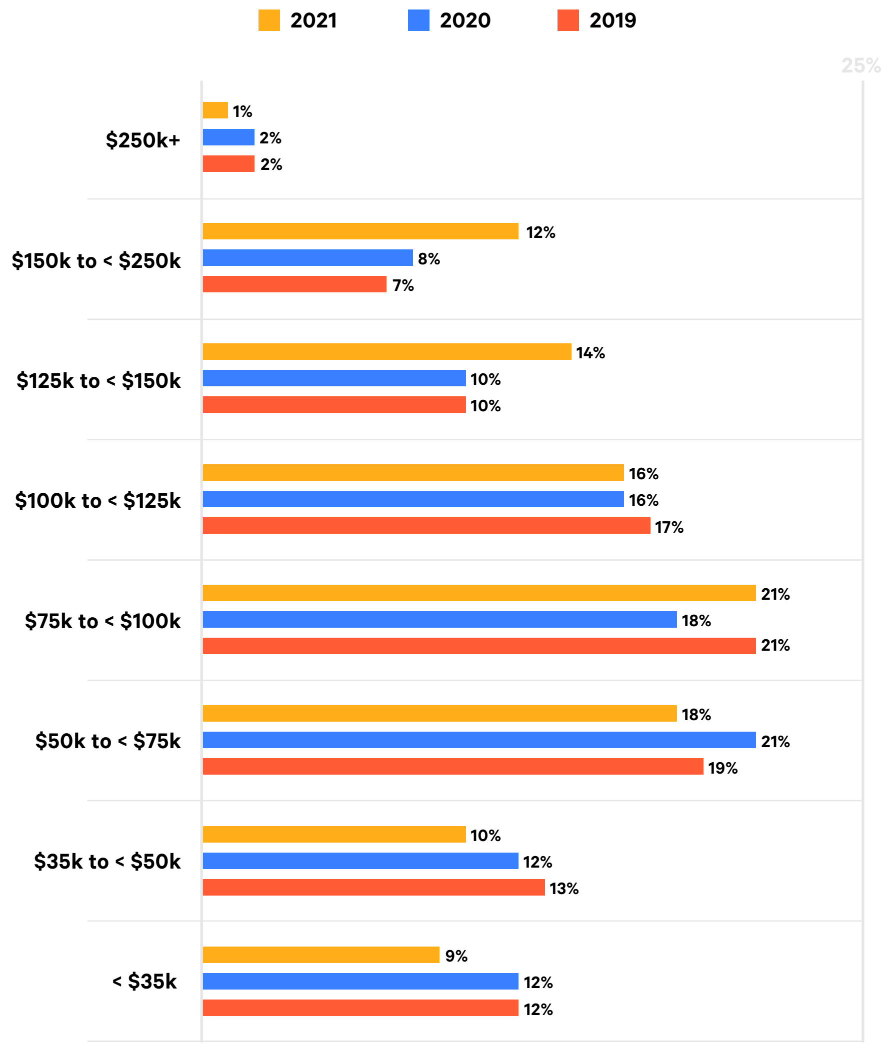
Survey respondents did not report exact salaries; instead, they chose the range into which their salary fell. (See sample chart at right)

The charts in this report include a percentage figure on each salary-range bar. This represents the percentage of respondents whose earnings fell into that range. Note that some bars may not add to 100 percent; this is due to rounding on some percentages within the bar. We have done our best to represent these percentages as accurately as possible.

All salary ranges are reported in U.S. dollars, and we have made no adjustments for regional differences in labor costs. We did not segment our respondents by experience level, so two people in the same region with the same job title could be paid very differently.



Practitioner salaries, worldwide (2021, 2020, and 2019)



Pandemic impact on the landscape of work

Before we dive into 2021 data, we feel it is important to acknowledge how the pandemic has impacted the landscape of work and affected research results.

2020 may be an anomaly for data

The year 2020 stands out most significantly as impacted by pandemic changes; chiefly, there were massive shifts as businesses laid off workers and switched to remote work. Companies were forced to accelerate their technology adoption dramatically — leaping years ahead in their digital transformation. This resulted in a pressing need for personnel (tech practitioners and managers) to achieve these changes and, we believe, may be responsible for the uptick in salaries as companies scrambled to compete and hold onto talent at such a critical time. The year 2020 also saw the healthcare industry take the lead for highest compensation, which we posit was in response to the skyrocketing demand for technology services and data analytics related to the digital infrastructure necessary for COVID-19 testing and reporting, and the transition to telehealth.

Given the unprecedented impact on the landscape of work, 2020 may be an anomalous year for data, which makes it more difficult to distinguish between trends and irregularities. For example, while the U.S. remains the leader when it comes to paying the highest salaries, our findings show that 35 percent of American workers report earning at least $150,000 in 2021, compared to 42 percent in 2020 and 36 percent in 2019. Whether the rate is actually dropping or simply returning to a pre-pandemic norm remains to be seen.

The effect of the Great Resignation on U.S. salaries

Another massive event impacting technology workers is the Great Resignation. With nearly 48 million voluntary resignations in the U.S. job market in 2021,[1] this historic increase in turnover has left many companies reeling to fill open positions and maintain productivity. This hiring landscape has made it an employee's market, forcing companies to offer competitive compensation or face a backlog of open positions.

In fact, the 2021 trend towards higher salaries may be a reflection of how companies are leveraging compensation to attract and retain top talent. While we cannot draw this conclusion based on our data alone, we do present this as a hypothesis based on the global spike in salaries and the pressure of job market conditions.

It remains to be seen if the higher number of women earning top salaries will continue into years to come, or if this, too, is a temporary side effect of the pandemic upheaval. But overall, people are earning more, indicating that companies are willing to pay more than ever to ensure they have the talent they need to maintain their digital prowess.

Notably, with the exception of France, we do not see the same surge in salaries in Europe and Asia as we do in North America. This finding correlates with Europe's job protection regulations and strategies since the onset of the pandemic, including furloughs and stipends rather than layoffs. Europe has not experienced the U.S. phenomenon of the Great Resignation.

1 The average monthly resignation rate in 2021 was nearly 4 million compared to 3.5 million in 2019.

Accelerated digital transformation

Businesses responded to the harsh reality of the pandemic by instantly shifting to remote work — in millions of cases, literally overnight — and developing strategies for contactless customer engagements, digital events, and ecommerce. It is said that necessity is the mother of invention, and in this case, businesses across every industry leapfrogged years ahead in their digital transformation. This included (often overdue) investments in IT, including automation, AI, machine learning, analytics, and cloud infrastructures.

With the imperative to transform or lose business, companies doubled down on their IT investments — including people. This higher demand for skilled DevOps practitioners and managers may partially account for the increase in IT salaries. As organizations across the globe continue to invest in and implement digital processes, we are curious whether higher compensation will continue.

Throughout this report, we keep the impact of the pandemic in mind while presenting our findings, balancing what may be temporary shifts with potential long-term trends resulting from a permanently changed landscape. We invite you to do the same.

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How DevOps maturity impacts salaries

Key finding

Companies at a high level of DevOps evolution continue to compensate their employees at the highest level, with practitioner salaries doubling and manager salaries nearly tripling from 2020 to 2021.

In the last ten years of the State of DevOps Report, we often discuss the level of DevOps maturity, or evolution, based on how companies have implemented DevOps best practices in a systemic way. Organizations and survey respondents self-report their level of evolution as low, medium, or high. (We covered DevOps evolution in detail in our [2018 State of DevOps Report](), and you can [learn more about the stages of DevOps evolution in this guide]().)

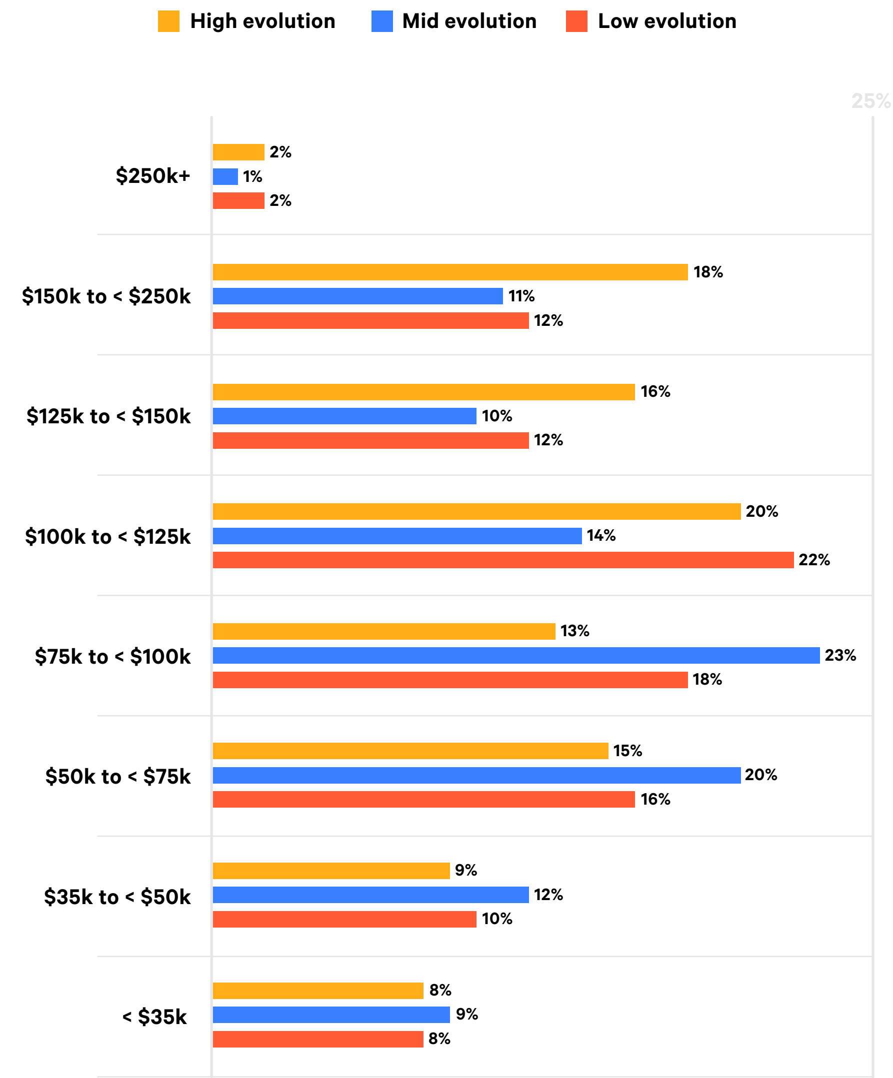
Practitioners at organizations with higher DevOps evolution are more likely to fall in the highest income bracket ($150,000-plus) than those at organizations with lower DevOps evolution. Our 2021 statistics show that 20 percent of practitioners earn $150,000-plus at high-evolution firms, compared to 12 percent at mid-evolution firms and 14 percent at low-evolution firms.

The share of those earning more than $150,000 at high-evolution firms more than doubled to 20 percent in 2021 from eight percent in 2020. As mentioned earlier, this twofold increase may be attributed to U.S. companies seeking to attract and retain talent in a competitive landscape. We posit that firms with more highly evolved DevOps practices would invest even more in their DevOps practitioners.

In 2021, a plurality (20 percent) of practitioners at high-evolution firms fell into the salary band of $100,000 to $124,999. Interestingly, a plurality (23 percent) of practitioners at mid-evolution firms fell into the salary band of $75,000 to $99,999 while a plurality (22 percent) of their lower-evolution counterparts were in the higher band of $100,000 to $124,999.

The rate of practitioners at highly evolved firms earning $150,000-plus more than doubled between 2020 (8 percent) and 2021 (20 percent).

Practitioner salaries by level of DevOps evolution, worldwide



Similar to their practitioner colleagues, managers reported a large spike in salary at highly evolved firms, from 14 percent earning $150,000-plus in 2020 to 40 percent earning this same amount in 2021.

This finding bolsters the hypothesis that organizations with highly developed DevOps practices had the capacity and incentive to pay significantly more to recruit and retain both managers and practitioners during a challenging job market. This may also reflect that managers and practitioners at these companies are compensated commensurate with higher skills and experience levels, or that these companies are recruiting more senior managers and practitioners with deeper DevOps expertise.

The rate of managers earning $150,000-plus at highly evolved firms nearly tripled from 14 percent in 2020 to 40 percent in 2021.

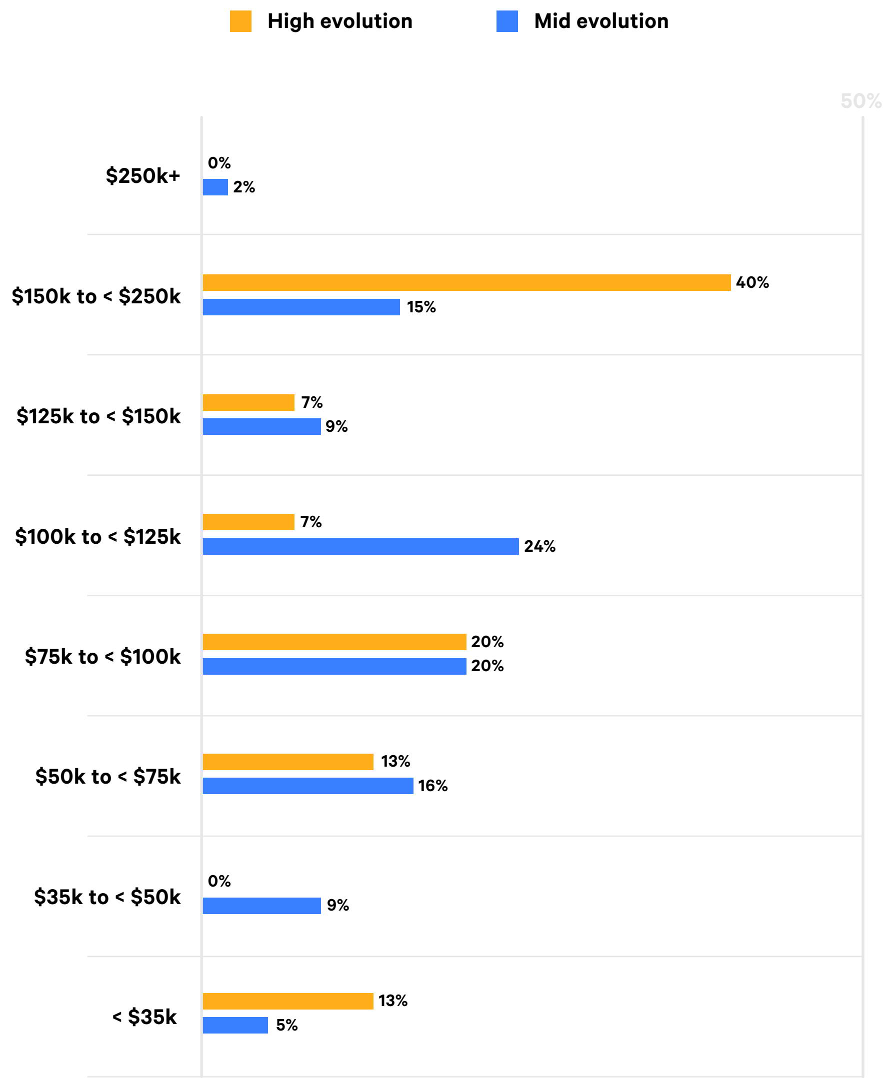
Looking for a job, or hiring?

If you are a manager or practitioner seeking a higher salary, do your research on the DevOps practices at the companies in which you're interested. The more highly evolved in its DevOps maturity, the more likely a company prioritizes and incentivizes technology workers with compensation.

If you're a hiring manager at a low- to mid-evolution firm, offer higher starting salaries to DevOps professionals to attract the talent who can champion DevOps evolution at your company. Remember: DevOps success requires support from every level of the organization.[2]

2 "The most highly evolved firms benefit from top-down enablement of bottom-up transformation. Fewer than two percent of high-level organizations report resistance to DevOps from the executive level." — 2021 State of DevOps Report

Manager salaries by level of DevOps evolution, worldwide



A raise across the board

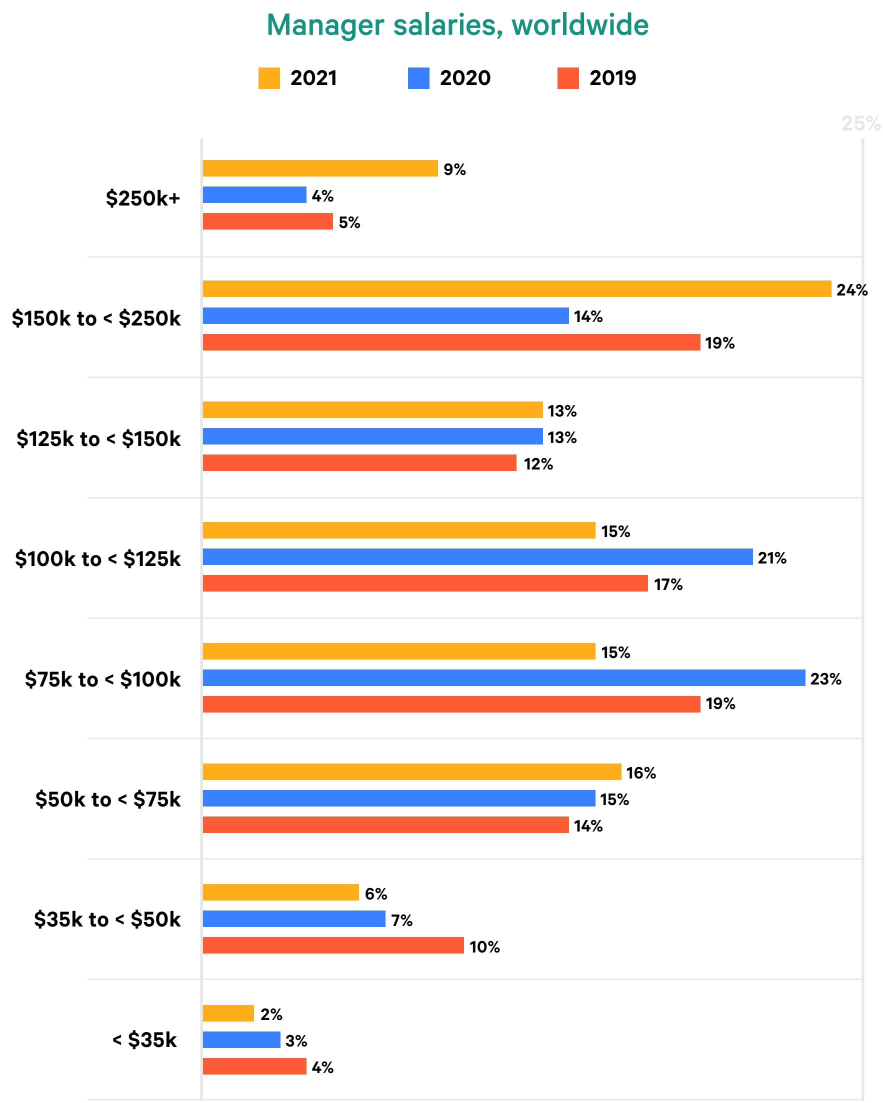
Key finding

More managers and practitioners than ever before have entered the salary group earning over $150,000.

Managers

When it comes to managing people, it pays. In fact, managers were paid significantly more in 2021 than in 2020 or 2019.

Thirty-three percent of managers earned $150,000-plus in 2021, up from 18 percent in 2020 and 24 percent in 2019. The dip from 2019 to 2020 followed by the near-doubling from 2020 to 2021 may reflect the struggles and in some cases, desperation, to retain and recruit talent throughout the year of the Great Resignation.



Practitioners

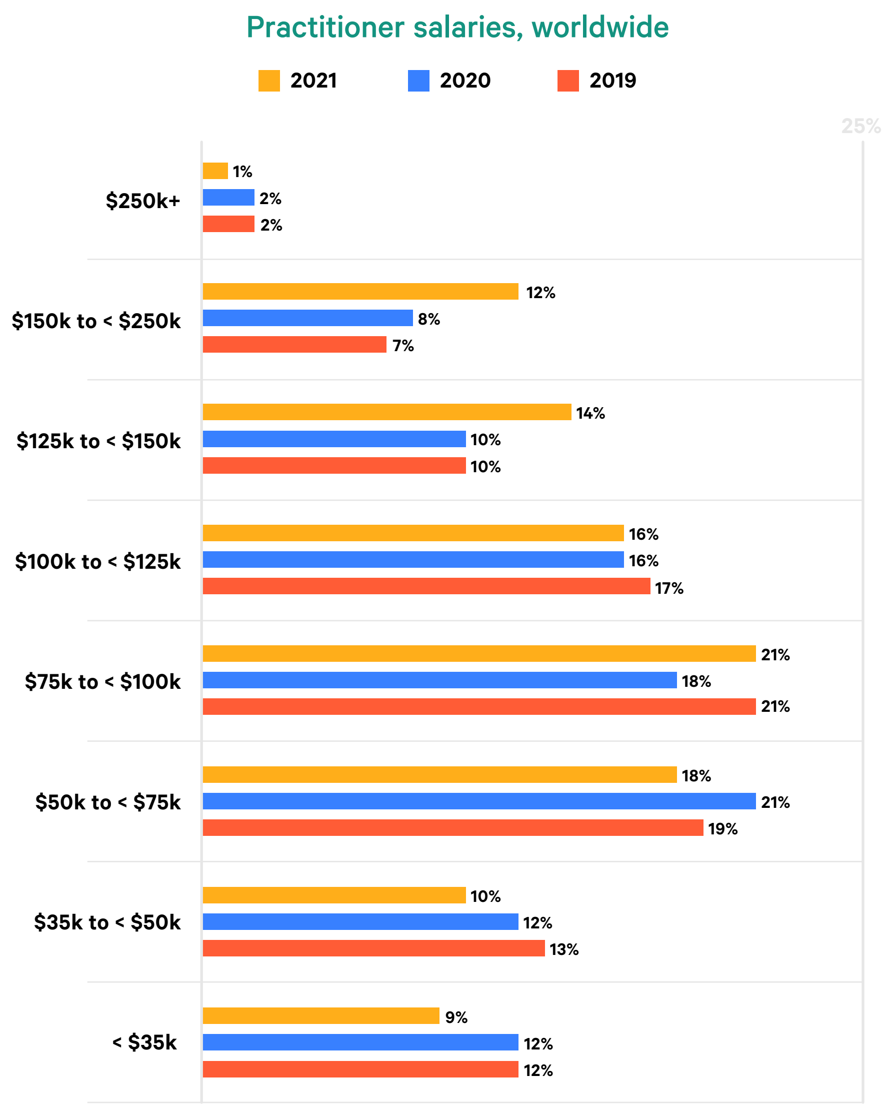
While fewer practitioners than managers fall into the highest salary band, they are creeping steadily upward. Thirteen percent of practitioners earned $150,000-plus in 2021, up from 10 percent in 2020 and nine percent in 2019.

As they inch upward into the highest salary group, practitioners are also steadily trickling out of the bracket making less than $50,000 each year from 25 percent in 2019 to 24 percent in 2020 down to 19 percent in 2021.

A plurality of practitioners (21 percent) are in the $75,000 to $99,999 salary band, returning to 2019 levels after a slight dip (18 percent) in 2020.

Looking for a job, or hiring?

Practitioner salaries remain fairly steady under $100,000, but for those with the skills and experience, the potential to earn in the highest brackets is improving. Our data does not provide specific salary information for job titles, and pay varies by company size (more on that in a bit) and other factors. We recommend job seekers and hiring managers research competitive salaries before negotiating.



Salaries by job title, team, and department

Key findings

- More software developers/engineers and DevOps engineers are in the higher income brackets in 2021 than in 2020 and 2019.
- For the first time, practitioners in consulting roles notably had the highest percentage of those earning more than $125,000.

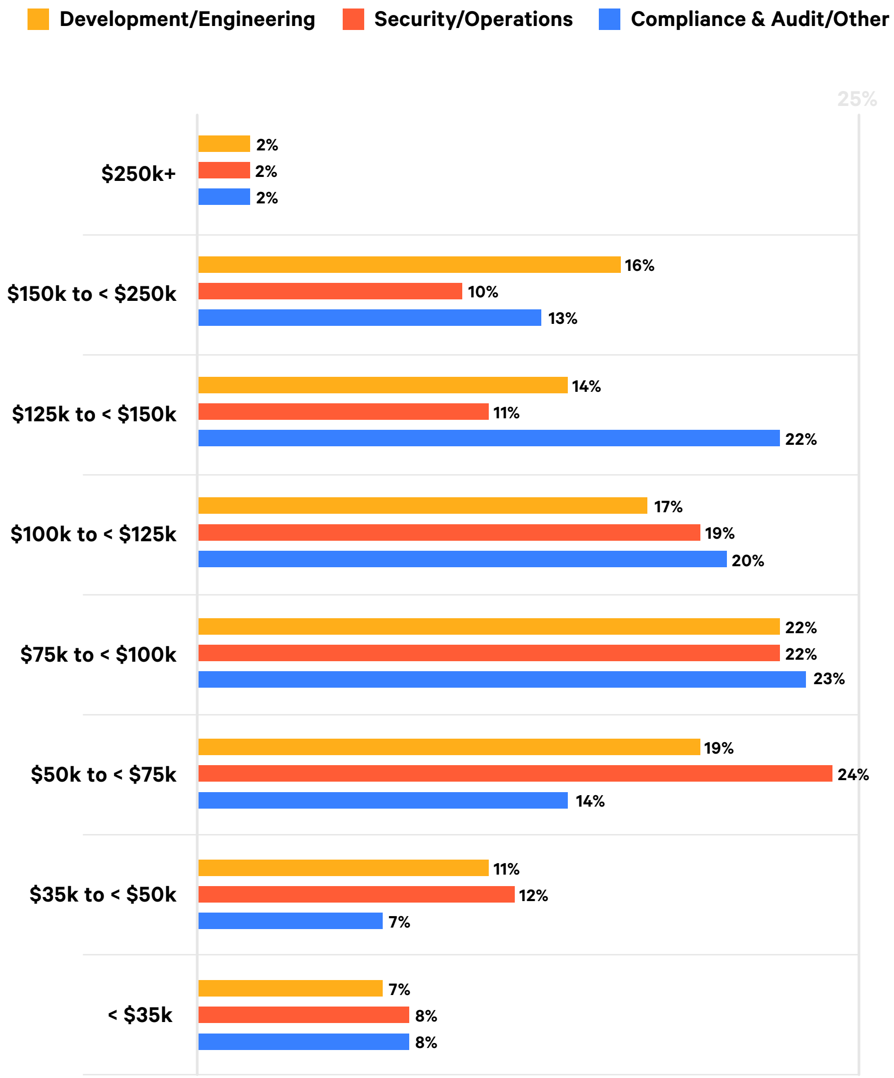
This year, we expanded our job title options further, as the industry continues to create new roles for evolving technologies. We asked respondents to identify with a team in addition to a job title, as we see a rise in a DevOps-driven team approach to collaboration.

Salaries by team

We grouped salaries into three discrete teams: Development/engineering, security/operations, and compliance and audit/other. Development/engineering teams earn the bulk of higher salaries, with 16 percent falling in the $150,000 to $249,999 salary band whereas a larger percentage (22 percent) of compliance and audit/other teams earn within the $125,000 to $149,999 bracket. All three teams have similar percentages earning within the pay ranges between $75,000 and $149,999.

When it comes to all salaries over $125,000, compliance and audit/other teams take the lead at 36 percent, with development/engineering teams coming in at 32 percent and security/operations teams at 23 percent.

Salaries by team



Practitioner salaries by job title

For the second year in a row, the best-paid title amongst our respondents was platform engineer. However, we continue to provide the same caveat we presented in 2020, which is that the number of platform engineers who responded was low compared to other titles. We believe this is because this is a relatively new — but deeply necessary — title that signifies a growing movement, as discussed in the State of DevOps Reports for 2020 and 2021. We continue to highlight the data from them because we expect a rise in the platform approach to software engineering.

In fact, compared to software developers/engineers or DevOps engineers, platform engineers are nearly twice as likely to earn $150,000 or more. This number increased in 2021 to 21 percent up from 17 percent in 2020.

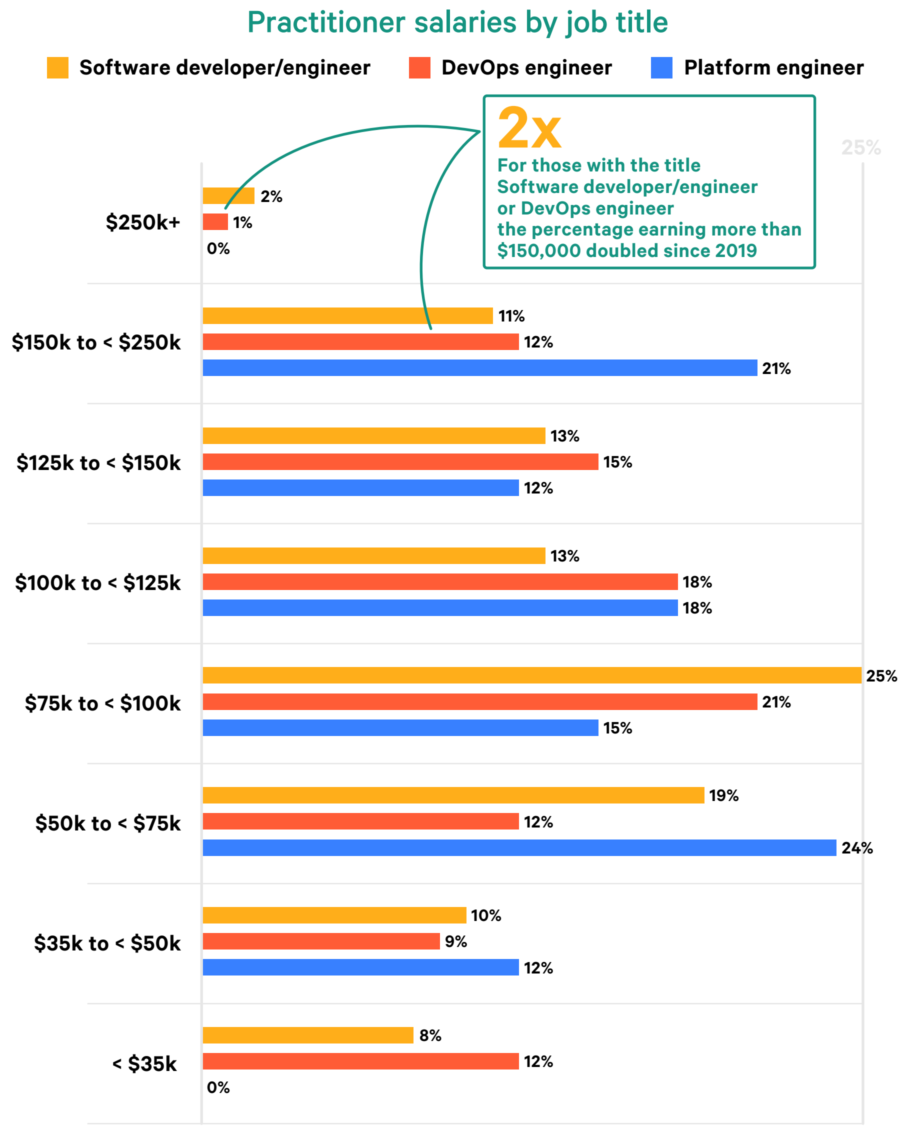
Nevertheless, some software developers/engineers and DevOps engineers are also experiencing salary growth year over year. Since 2019, both titles have more than doubled salary growth in the $150,000-plus range to 13 percent in 2021, compared to five percent each two years prior.

Highest-paid job titles

- Software developer/engineer
- DevOps engineer
- Architect

Lowest-paid job titles

- Systems engineer
- Systems administrator
- Infrastructure engineer



Practitioner salaries by department

This year, we were able to measure practitioner salaries across four departments: Engineering/development and IT, as in past years, as well as information security and consulting. There were sufficient consultants this year to include data, perhaps another byproduct of the pandemic as workers who were laid off (or, later, burned out) transitioned to the world of freelance.

Consultants notably had the largest percentage earning more than $125,000 at 42 percent, followed by 32 percent of engineering/development practitioners, 25 percent for information security, and 19 percent for IT.

Even so, practitioners in both engineering/development and IT experienced a steady increase in the $150,000-plus salary range over the last three years. In 2021, 18 percent of engineering/development practitioners report salaries over $150,000 compared to 12 percent in 2020 and 11 percent in 2019. IT practitioners making $150,000-plus have crept steadily to nine percent in 2021 from eight percent in 2020 and slightly over four percent in 2019.

Excluding consultants, the most common salary range for practitioners across departments remains the $75,000 to $99,999 bracket.

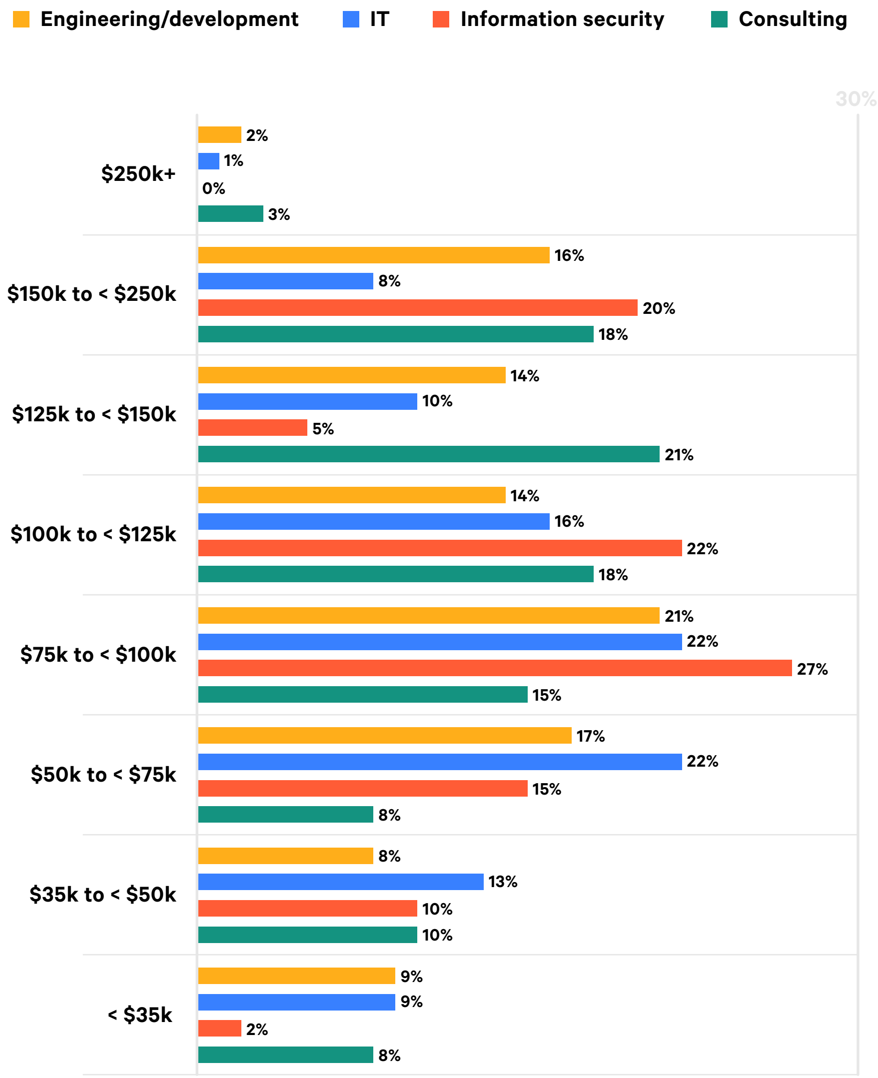
Manager salaries by department

This year, we again broke out manager salaries by department: engineering/development, IT, and information security. However, we did not receive sufficient data from information security respondents to include in our 2021 results.

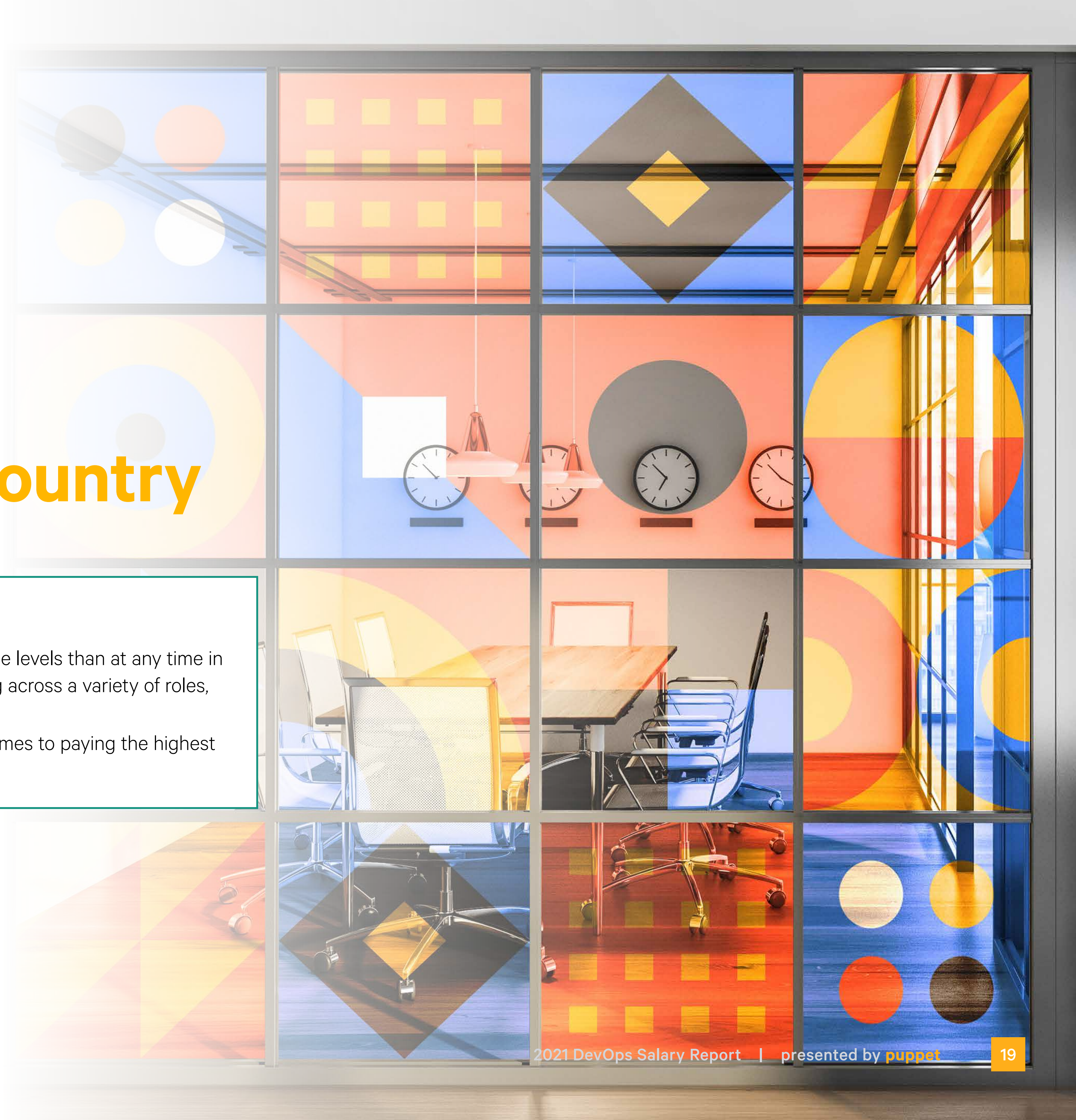
Engineering/development managers are more than twice as likely (27 percent) to earn $150,000-plus than their IT peers (13 percent). However, there is a pattern of engineering/development manager salaries over $150,000 decreasing year over year, from 35 percent in 2019 to 31 percent in 2020, down to 27 percent this year.

A plurality of IT managers are most likely to earn within the $75,000 to $99,999 range, which is consistent over the last three years.

Practitioner salaries by department



Salaries by region and country



Key findings

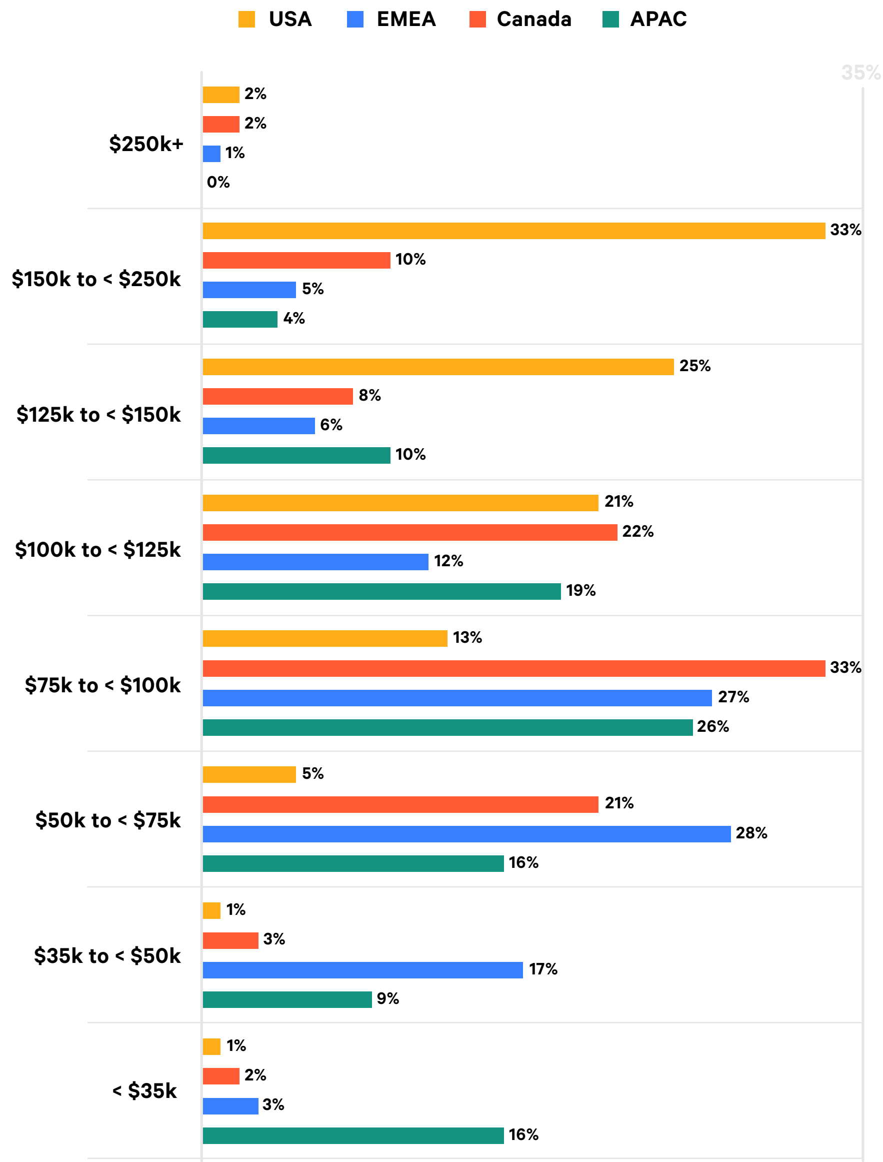
- More workers are moving into higher income levels than at any time in the past three years. This trend is occurring across a variety of roles, industries, and countries.
- While the US remains the leader when it comes to paying the highest salaries, this trend may be changing.

The United States remains the global leader when it comes to paying the highest salaries. However, the numbers over the last three years indicate this trend may change. In 2019, 36 percent of U.S.-based technology workers earned at least $150,000; this climbed to 42 percent in 2020, and dropped down to 35 percent in 2021. This data stands in contrast to other findings that more workers are moving into higher income levels than at any time in the past three years across the globe. As noted, 2020 data may be anomalous, or it may be that other countries are beginning to catch up to salaries in the U.S.

Across North America, higher salaries have become the norm, with little notable change year over year. The number of technology workers making more than $125,000 continues to creep up from 49 percent in 2019 to 53 percent in 2020 to 54 percent in 2021. Overall, higher numbers of employees in the U.S. and Canada enjoy higher salaries.

Of note this year is the increase in higher salaries specifically within Canada. In 2021, 12 percent of Canadian technology workers (managers and practitioners) earned more than $150,000 up from 11 percent in 2020 and four percent in 2019. Our data does not definitively prove what could be creating this trend; it may be attributed to more open hiring between the U.S. and Canada, given the US continually provides higher salaries.[3]

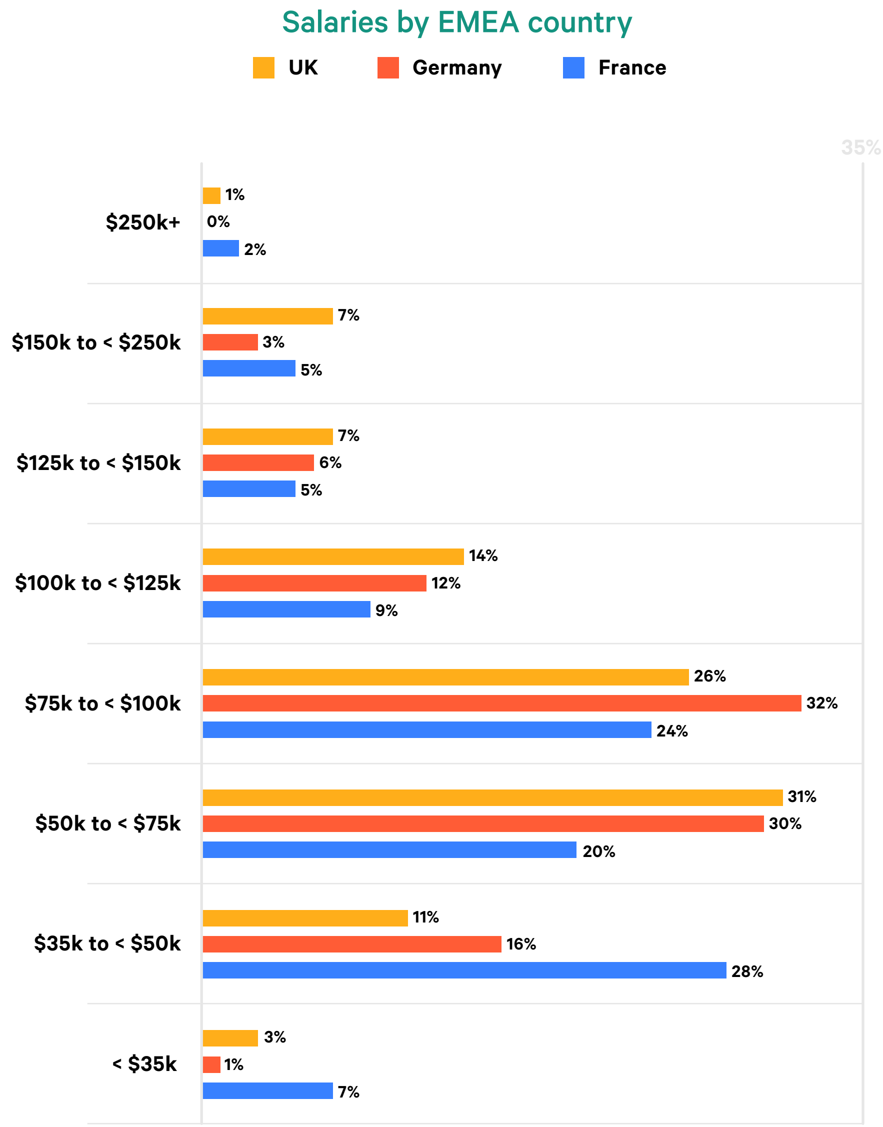
Salaries by region



3 "This normalization of remote work propelled by the pandemic has increased international competition for local talent, putting further pressure on tech sector salaries in this province. Examples of U.S. companies hiring B.C. residents to work remotely are becoming more common." Source: https://biv.com/article/2021/12/tech-compensation-pressure-cooker

A plurality (28 percent) of technology workers throughout the major European countries remains in the $50,000 to $74,999 salary band. France shows the most notable wage growth with 45 percent of technology workers (managers and practitioners) earning $75,000-plus in 2021, compared to 38 percent in 2019. We do not see much growth in the $150,000-plus range in France, nor do we see notable growth in the U.K. or Germany, where salary levels remain overall little changed since 2019. This steadiness may reflect that Europe has not experienced a Great Resignation as most countries took a different approach from the U.S. to help workers retain jobs during the early phase of the pandemic. With the exception of the highest $250,000-plus bracket, the U.K. pays higher salaries ($100,000-plus) than France or Germany overall.

Asia Pacific lags behind other regions in terms of wages in the highest salary bands. Only four percent of managers and practitioners combined earned more than $150,000 in 2021, compared to six percent in Europe/U.K., 12 percent in Canada, and 35 percent in the United States. However, when it comes to salaries of $100,000-plus, Asia Pacific is slightly ahead (33 percent) of Europe/U.K. (24 percent) which is consistent with findings from 2019 and 2020.



Salaries by gender

Key findings

- More women are entering the highest income brackets across roles, industries, and regions.
- The salary gap between male and female practitioners is closing within the higher income brackets.

Closing the wage gap at the highest levels

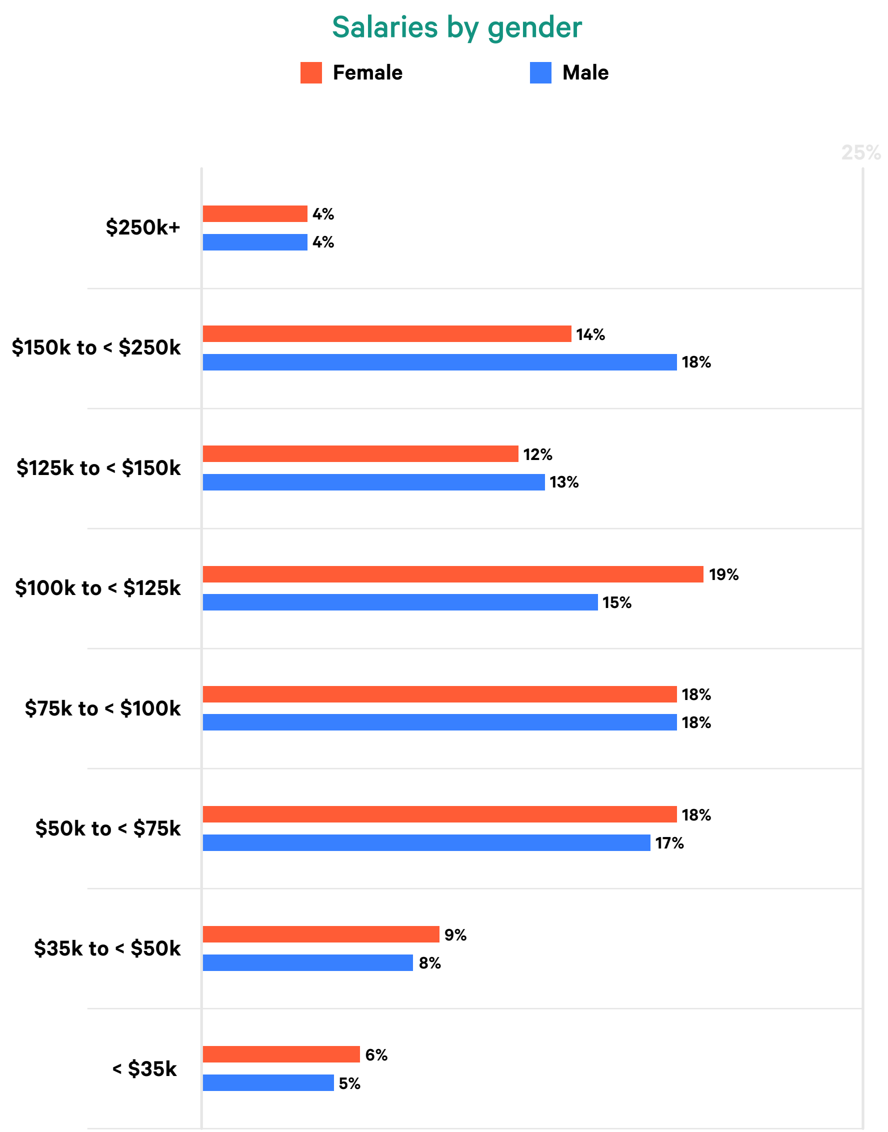
The overall trend of salaries rising in 2021 continues when it comes to gender. Notably, the percentage of women earning the higher income level of $150,000-plus doubled from the year prior (17 percent in 2021 compared to eight percent in 2020 and 10 percent in 2019). We would like to believe this signifies that companies are actively seeking to close the gender pay gap and making gains in diversity, equity, and inclusion (DEI) efforts.

Women are generally moving into higher salary bands, with the number of earners under $50,000 falling to 14 percent in 2021 from 17 percent in 2020 and 22 percent in 2019. However, more men (35 percent) than women (30 percent) are in the salary band of $125,000-plus in 2021, even as women eke into the $150,000-plus bracket.

Nevertheless, women and men are leveling out in the highest salary bracket of $250,000-plus, with an even four percent of both men and women in this band.

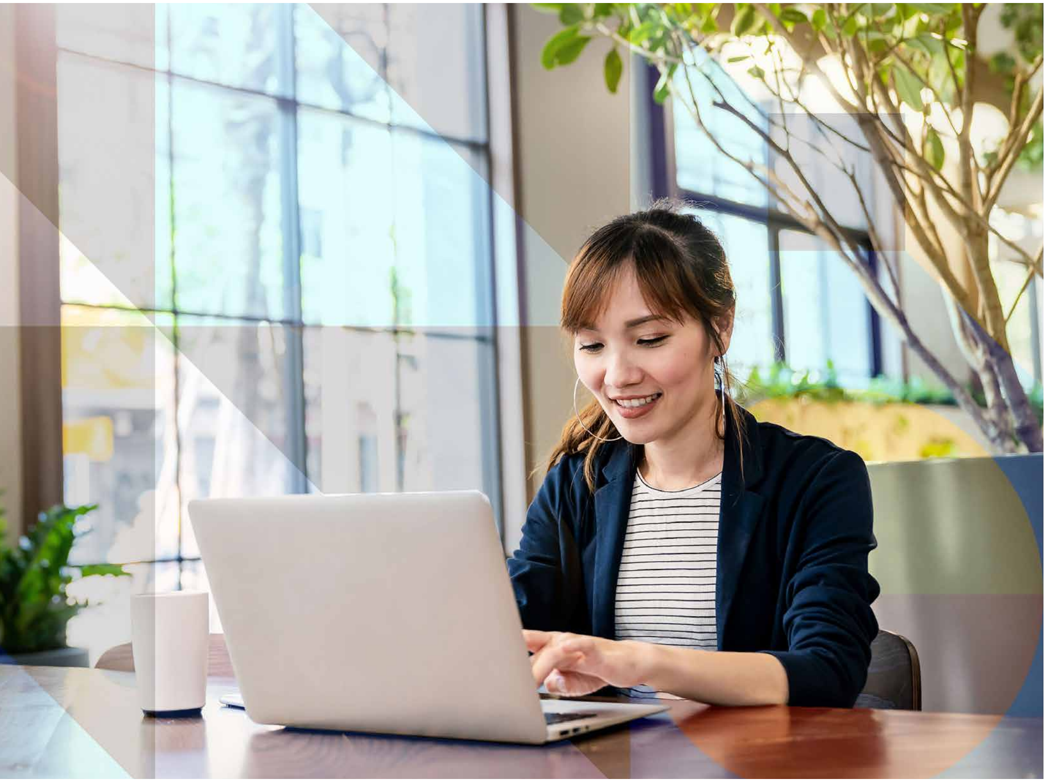
Year over year, more women are moving into the higher salary bands at a steady clip, with 50 percent of women making more than $100,000 compared to 42 percent in 2020 and 36 percent in 2019.

Our 2021 survey offered multiple choices for respondents to select their gender across a spectrum. We did not collect sufficient data on non-binary or other gender spectrum respondents from which to draw any findings.

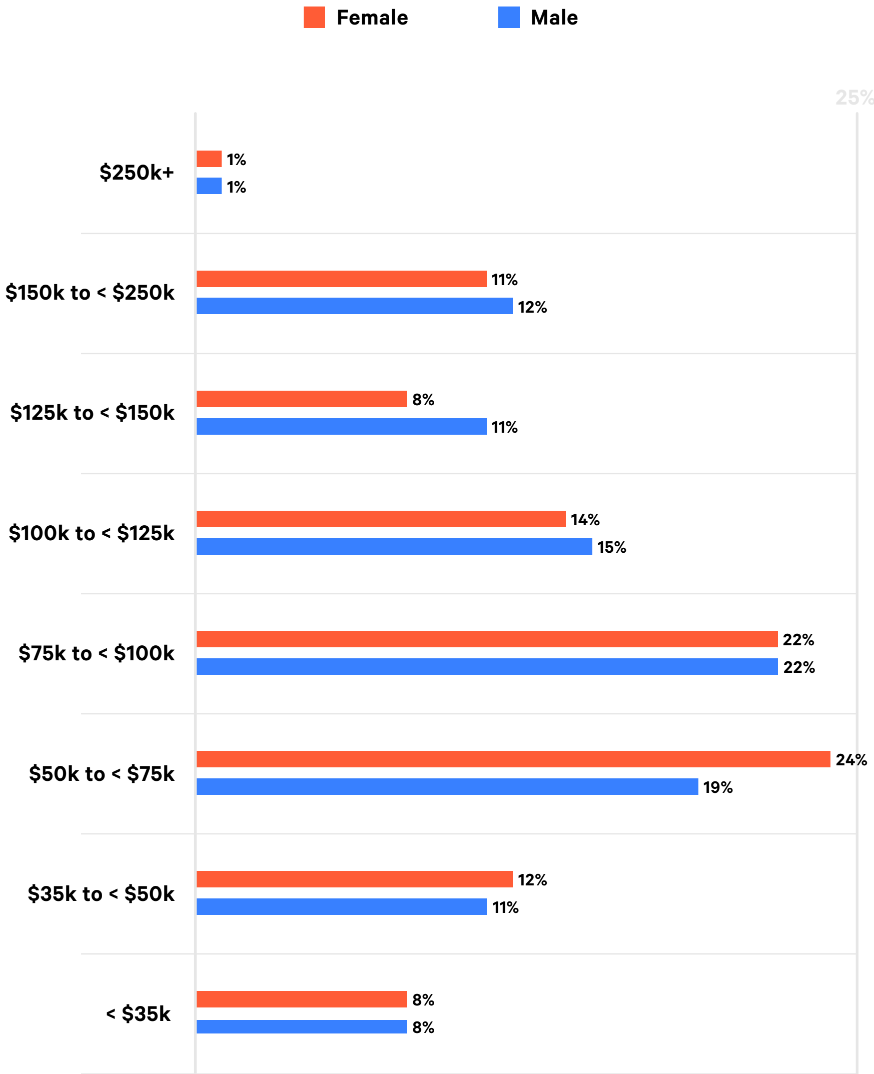


Practitioners: Also closing the gap

When it comes to practitioners, the gap between men and women is closing in the highest income brackets. In 2021, 12 percent of women and 13 percent of men earned $150,000-plus, which compares to just three percent of women and 11 percent of men in 2020, and six percent of women and nine percent of men in 2019.



Practitioner salaries by gender



Salaries by industry

Key findings

- Financial services takes the lead in highest salaries with healthcare, life sciences, and pharmaceuticals in second, followed by technology.

Certain industries consistently pay top dollar to their employees. Financial services, healthcare, and technology continue to offer a higher percentage of salaries over $150,000 than other industries, with substantial increases across all three sectors.

Financial services retakes the lead

In 2020, healthcare led in the salary band of $150,000-plus by a narrow margin of 18 percent over technology at 17 percent and financial services at 16 percent. This year, financial services retook its 2019 position as the industry leader in salaries of $150,000-plus, overtaking healthcare by a mere one percent.

Notably, all three sectors saw a substantial year over year increase in salaries of $150,000-plus, in particular financial services, which nearly doubled from 16 percent in 2020 to 29 percent in 2021. From 2020 to 2021, healthcare salaries of $150,000-plus increased ten percentage points from 18 to 28 percent and technology salaries rose from 17 to 24 percent.

This follows the general pattern of higher salaries across the board, and underscores the investment companies have been making in technology professionals to help accelerate digital transformation. It comes as no surprise that financial services organizations would invest in skilled professionals to transform their digital initiatives, and implement security and compliance needs as security risks and compliance regulations increase.

Salaries by industry, worldwide (2021, 2020, and 2019)

		< $35k	$35k to < $50k	$50k to < $75k	$75k to < $100k	$100k to < $125k	$125k to < $150k	$150k to < $250k	$250k+
Financial services	**2021**	**7%**	**8%**	**11%**	**16%**	**15%**	**15%**	**23%**	**6%**
	2020	3%	8%	16%	19%	23%	14%	11%	5%
	2019	6%	13%	12%	16%	18%	14%	17%	4%
Healthcare, life sciences & pharmaceuticals	**2021**	**2%**	**7%**	**18%**	**17%**	**16%**	**13%**	**22%**	**6%**
	2020	4%	7%	11%	14%	29%	17%	15%	3%
	-	-	-	-	-	-	-	-	-
Technology	**2021**	**6%**	**10%**	**16%**	**18%**	**14%**	**11%**	**19%**	**5%**
	2020	9%	10%	17%	18%	17%	11%	14%	3%
	2019	10%	11%	16%	21%	16%	10%	13%	3%
Retail & ecommerce	**2021**	**4%**	**5%**	**31%**	**16%**	**14%**	**11%**	**14%**	**6%**
	-	-	-	-	-	-	-	-	-
	2019	7%	9%	18%	18%	15%	18%	12%	3%
Government	**2021**	**3%**	**8%**	**20%**	**18%**	**24%**	**13%**	**13%**	**2%**
	-	-	-	-	-	-	-	-	-
	2019	8%	10%	14%	23%	17%	10%	16%	2%
Industrials & manufacturing	**2021**	**2%**	**9%**	**18%**	**18%**	**17%**	**22%**	**10%**	**4%**
	2020	2%	7%	22%	33%	15%	11%	7%	3%
	2019	5%	12%	22%	17%	19%	14%	9%	3%
Telecomm	**2021**	**7%**	**12%**	**22%**	**18%**	**19%**	**8%**	**12%**	**2%**
	2020	7%	8%	17%	26%	20%	9%	10%	2%
	2019	7%	13%	22%	19%	18%	11%	8%	2%
Education	2021	6%	8%	22%	24%	12%	15%	13%	0%
	-	-	-	-	-	-	-	-	-
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Salaries by company revenue and workforce size

Key findings

- Similar to previous years, workers at companies with the highest revenue are likely to receive the highest salary.
- Workers at the companies with the most employees make the highest salaries.

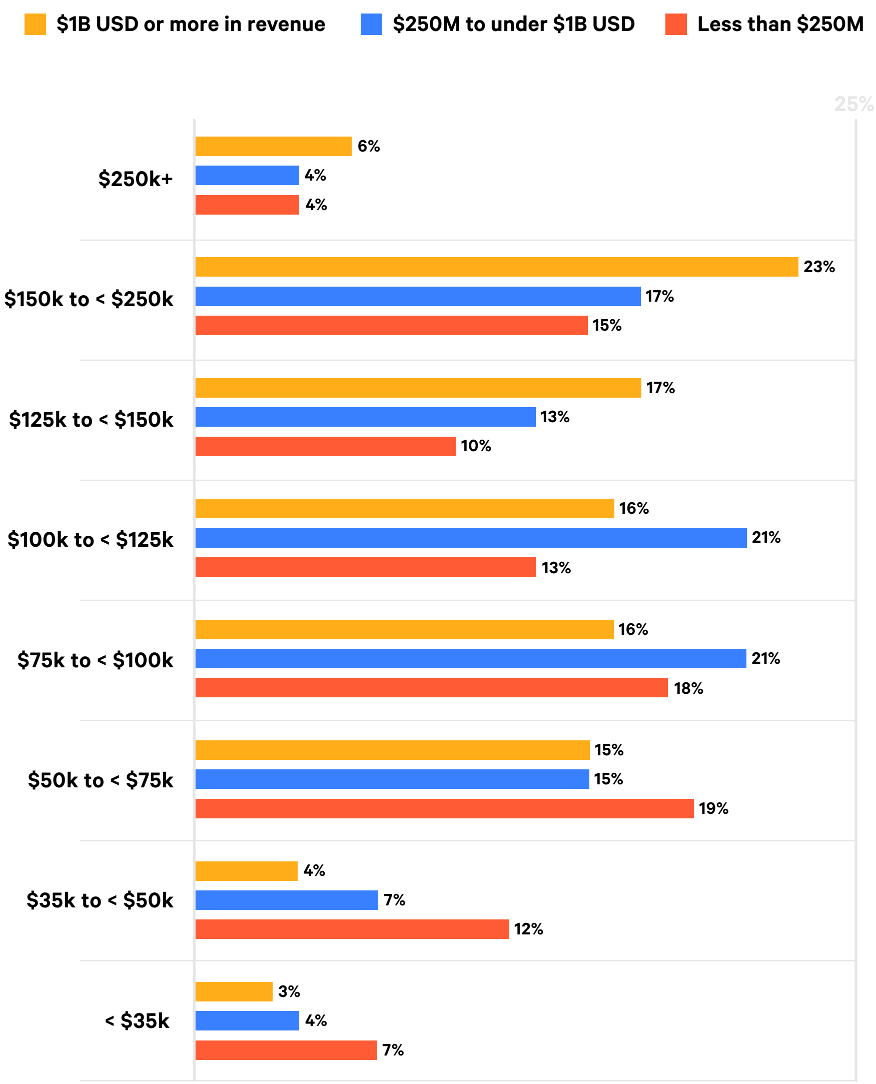
Salary by company revenue

In general, companies with higher revenue compensate their employees more generously. We can hypothesize that massive enterprises have more generous budgets and are more well-positioned to compete on compensation. Global companies with revenue of more than $1 billion compensate employees at the highest level, with 29 percent of respondents reporting salaries of $150,000-plus. Of those, six percent are making more than $250,000 yearly.

That's a jump from mid-revenue ($250 million to under $1 billion) companies and lower revenue (under $250 million) companies, who offer salaries of $150,000-plus to 21 percent and 19 percent of employees, respectively.

Where we find the largest difference between higher and lower revenue companies is when it comes to salaries of $100,000 or more. Companies with revenue over $1 billion offer 62 percent of employees more than $100,000, while companies with revenue under $250 million offer only 42 percent of employees a salary of $100,000 or more. In fact, a plurality (19 percent) of employees at companies with revenue under $250 million fall into the $50,000 to $74,999 salary band.

Salary by company revenue



Salary by company's size of workforce

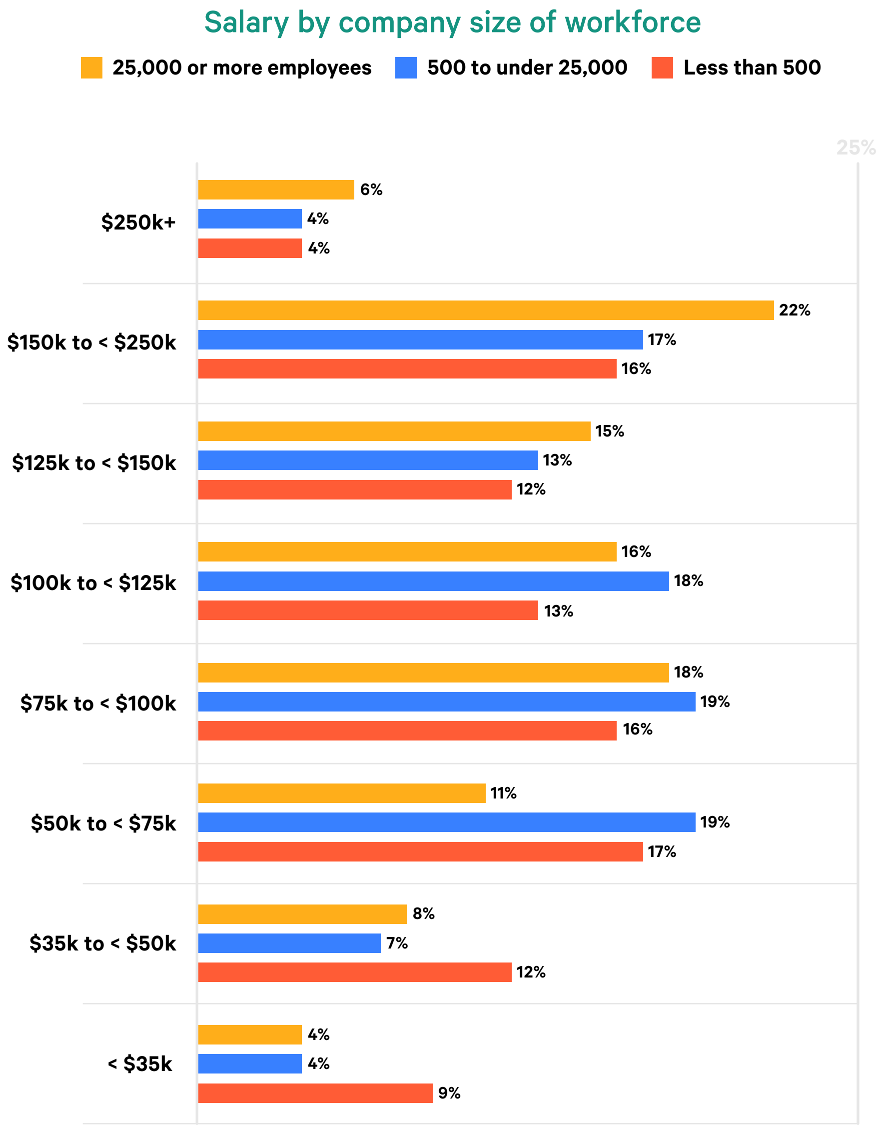
While the size of a company does not always directly correlate with its revenue, it is common for the highest revenue companies to hire a global workforce of hundreds, if not thousands. The data on company size maps almost exactly to the data on company revenue, with 28 percent of employees at companies with 25,000-plus employees making $150,000 or more, with six percent making $250,000 or more.

Again, that's a jump from mid-size companies with 500 to under 25,000 employees, and from smaller companies with fewer than 500 employees, where 21 percent of the workforce at each makes $150,000-plus. In fact, a plurality (17 percent) of employees at companies with fewer than 500 employees make $50,000 to $74,999.

Looking for a job, or hiring?

Larger companies frequently have higher revenue streams, and are able to offer employees more generous compensation. If you are looking for the highest salary, focus on global enterprises worth more than $1 billion with a workforce of more than 25,000 employees.

If you're a hiring manager at a smaller company that earns less than $1 billion, focus on alternative ways to compete for talent, including benefits packages, more personalized onboarding, and the perks of smaller teams. While the largest enterprises offer the highest salaries, there are other incentives employees value that may make smaller companies attractive opportunities – and the perfect place to build a career before making the leap to a global enterprise



Thanks for reading our 2021 DevOps Salary Report

You made it all the way through the charts, graphs, and analysis!
Thanks so much for sticking with us. We hope you found the information helpful.

We're always interested in your feedback.
Please send your questions and comments to devopssurvey@puppet.com.