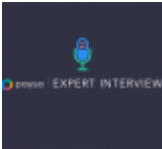




- 3 DAYS AGO



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CH DISRUPTORS AND TITANS

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ie startup or an established tech company? Wondering if es of landing a position at Facebook or Microsoft?



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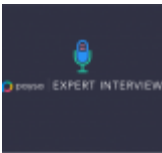
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which is why we analyzed over 8,200 job postings it who's hiring and which skills are the most in companies.

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ne data into two categories: titans (which are public ing (IPO) over 10 years ago and a current valuation of privately held companies or public companies that had aluation of over \$10 billion) 4-Titans&url=https%3A%2F%2Fwww.paysa.com%2Fblog%2F2017



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and titans most want to hire software engineers. In

and titans most want to hire software engineers. In composition for almost every company analyzed, Twitter, Uber, Amazon, Apple, Google, and Oracle. The ad slightly more openings for product experts and

advisers.

Two and were data analysts and data scientists. Four out of the five we analyzed most often posted position openings for

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ing quickly, but Amazon overtook the rest by a large
as many jobs as its nearest competitor,

on may not actually indicate a higher rate of company
employee turnover

ovan/amazon-rewards-employees-who-staybut-turnover-63ZgZGr) and was ranked in 2013 as having the second

company (http://www.ibtimes.com/amazoncom-has-fortune-500-companies-1361257). Amazon is also twice the

of the other high-value companies analyzed, so an
of normal employee turnover.

Disruptors



(https://www.paysa.com/?src=blog_ad)

So what are startup successes looking for in their candidates?

Computer science skills were in the highest demand, followed by infrastructure, management, and analysis. Specific coding languages most often mentioned in job requirements included Python, C, and Java – all three of which made Inc.'s recent list of the most popular in-demand coding languages (<https://www.inc.com/larry-kim/10-most-popular-programming-languages-today.html>).

As for years of experience, six was the sweet spot, with over 30 percent of job listings preferring at least six years of on-the-job experience.

Skills in Demand at Established Tech Titans

How do tech titans measure up? Are the companies looking for the same skill sets as their upstart counterparts?

It turns out the answer is yes. **Computer science skills topped the titan list, as well.** Management was No. 2, and software development ranked third.

As for specific coding languages, Java, C, Oracle, and Python were all frequently mentioned in job postings by the titans. And the desired years of experience looked similar too, with over 27 percent of job postings specifically requiring at least six years of experience.

Educational Requirements

Paysa News & Insights

Skills may lead the way when it comes to getting a job at one of the biggest tech companies in the nation, but education certainly plays a part.

So what kind of educational requirements are tech disruptors looking for? **A bachelor's degree seemed to be the most common answer.** Of the companies we looked at, Snap Inc. was the most likely to require a master's degree, at over 36 percent of jobs. Still, the general wisdom seems to be that when it comes to tech jobs, skills trump education (<https://www.forbes.com/sites/laurencebradford/2016/07/06/13-high-paying-tech-careers-you-can-get-without-a-college-degree/#78b9fc0d1223>) every time.

Ideal Experience Levels

The top skills include computer science and management, but what about work experience? How many years of experience does the typical employee need to land a job in the tech industry?

For Airbnb, Twitter, and Uber, **six to 10 years was the sweet spot.** For Facebook, it was two to five years. And if you're just starting out, your chances are best with **Snap Inc., whose staff tends towards employees who have been in the workforce for less than two years total.**

The titans were also somewhat split. Zero to two years of experience was most common at Apple, Microsoft, and Oracle. Google was mostly made up of employees with five to 10 years under their belts. And Amazon employees averaged two to five years of experience.

A Diverse Tech Workforce

Despite the fact that diverse companies financially outperform homogeneous ones (<http://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>), tech disruptors and titans appear to have a long way to go when it comes to employing a diverse workforce with regard to gender, race, and ethnicity.

We knew it would be interesting to analyze the data for gender, race, and ethnicity breakdowns from a bottom-up individual employee perspective, though it's worth noting that the data are somewhat obscured by a significant percentage of employees not disclosing their demographics in their job applications. Many titans (<https://www.apple.com/diversity/>) and disruptors (<https://newsroom.fb.com/news/2016/07/facebook-diversity-update-positive-hiring-trends-show-progress/>) do disclose more complete information from a top-down corporate perspective.

Still, we can shed some light on the undisclosed values by looking at the official records released by these companies, even though their data is slightly different from what Payscale reports. Google, for example, **reported 31 percent** (<https://www.google.com/diversity/>) **of its workforce was composed of women**, while Uber (<https://newsroom.uber.com/diversity-report/>) and Facebook (<https://newsroom.fb.com/news/2016/07/facebook-diversity-update-positive-hiring-trends-show-progress/>) weighed in with having 36 percent and 33 percent of their companies comprised of women, respectively.

As for race and ethnicity, most of the titans and tech disruptors analyzed were predominantly made up of employees who identified as Asian-American or Caucasian, a statistic that is reinforced by their official disclosures.

How Long Do Employees Stay?

We already know Amazon's turnover rate is among the highest but what about other tech disruptors and titans? Whose employees stick around the longest, and whose are heading for the hills?

Facebook had the highest average employee tenure at just over two years, with Google and Oracle not far behind (at just under two years). But here's a surprise: The highest turnover rate didn't belong to Amazon. It was Uber that lead the race to the bottom, with 1.2 years of the average employee tenure.

Increase Your Odds of Landing the Job

Hope to land a job with an established tech giant or a fast-growing startup? The good news is there are plenty of jobs out there for entry-level workers and even those without degrees.

The even better news is that you can use the above data to increase your marketability. Picking a major in college? **Computer sciences and data analysis are your best bets**. Deciding which coding language to learn? Java, C, and Python are most in demand. And if you need some more guidance along the way? That's what we – Paysa – are here for (<https://www.paysa.com/>): to help you know your true value, ask for that raise, find the right job, and get the right offer.

Methodology

We extensively analyzed our databases for employee qualifications and statistics at the top tech disruptors and titans. We looked at 10 companies and split them into groups of titans and tech disruptors. We defined titans as public companies that had their IPO over 10 years ago, with a current valuation of over \$100 billion and tech disruptors as privately held companies or public companies that had their IPO in the last 10 years, whose current valuation is over \$10 billion.

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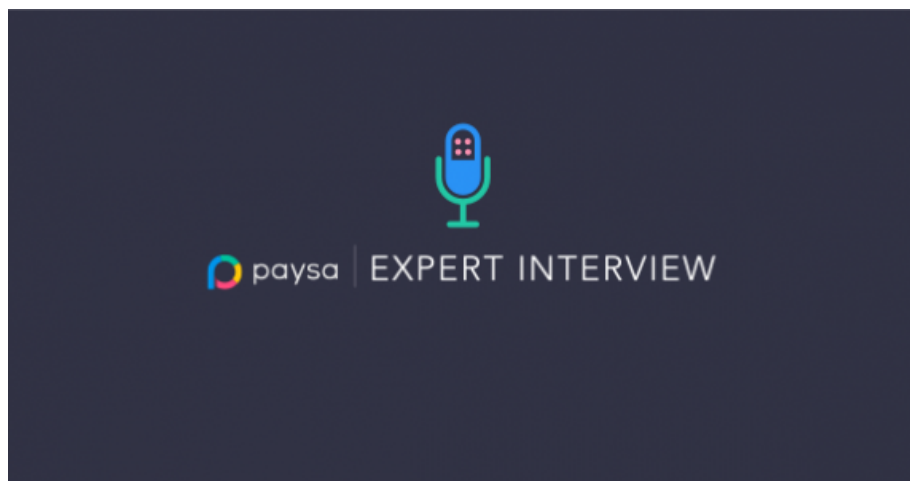
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