

QA and Software Testing Careers in the USA

An X-Ray of Today's Job Requirements



Júlio de Lima
QA Manager
iam@juliodelima.com.br

**What is required from
Software Testers &
QA's nowadays?**

Let's research job postings on LinkedIn



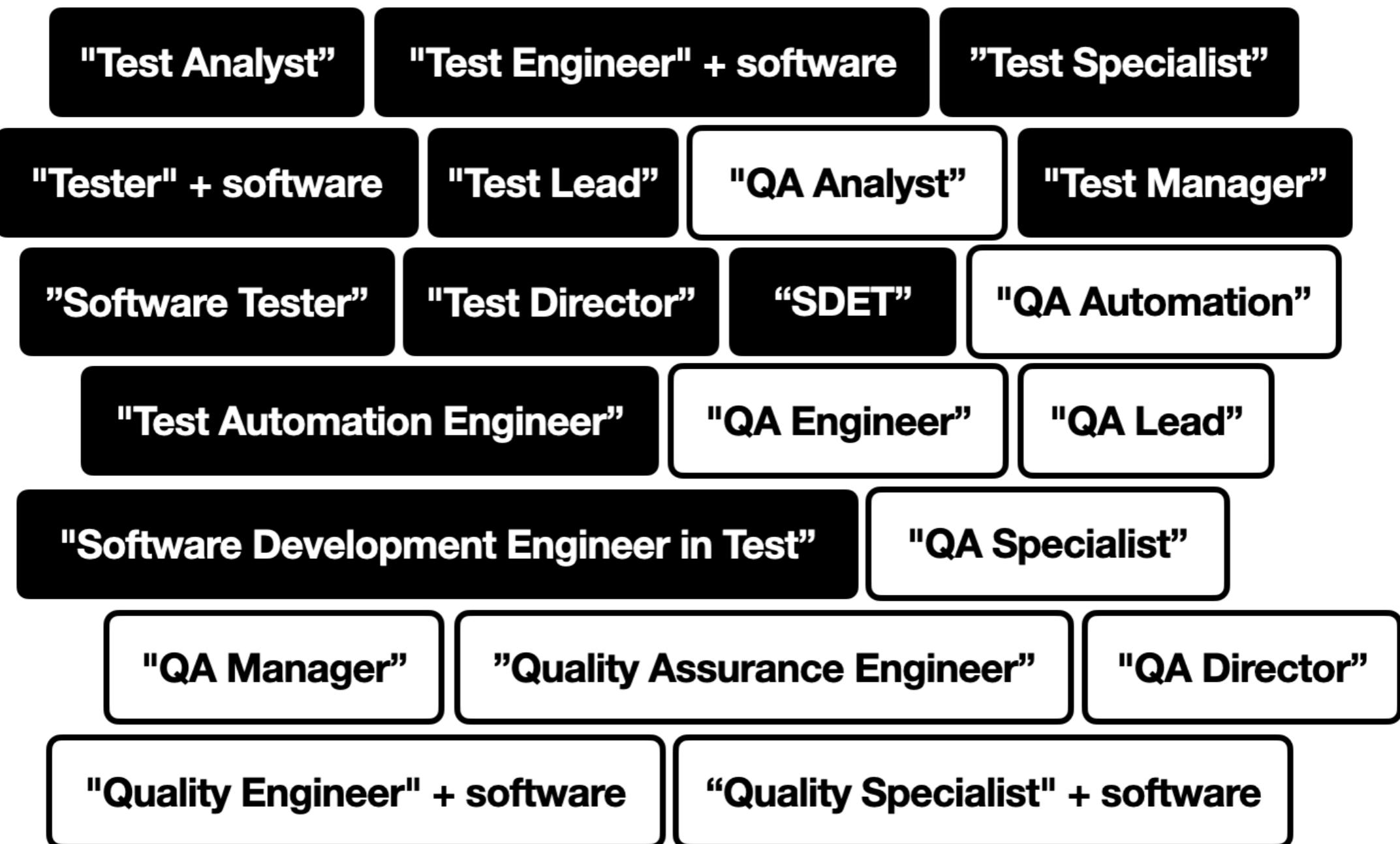
A study of Software Tester and QA job
postings in the USA on LinkedIn.com

But first, let's define a process!

- 1.** Define which titles I want to search.
- 2.** Extract job postings from LinkedIn.
- 3.** Filter testing-related job postings.
- 4.** Present the results.

1.

**Define which titles
I want to search**



2.

**Extract job postings
from LinkedIn.**



Principal Quality Assurance Engineer

Elios Talent

New York and Area (Remote)

US\$ 125K/year - US\$ 200K/year

Viewed · Promoted ·  Simplified application



Director of Quality Assurance 

Provisions Group

United States (Remote)

4 benefits

 Evaluating applications

Promoted ·  Simplified application



Lead QA Engineer

Inspiren

New York, NY (Remote)

US\$ 125K/year - US\$ 140K/year

Promoted



Senior Software Test Engineer Lead (Remote) 

Silicon Valley Bank

Florida, United States (Remote)

Promoted



Senior Automation QA 

Apex Systems

Orlando, FL (Remote)

\$50/hr - \$80/hr · Pension plan, + 1 benefit

Promoted



Lead QA & Release Engineer (AI Platform Quality & Automation)

XY.AI Labs

United States (Remote)

 Evaluating applications

```
(function () {
    const jobList =
document.querySelector('ul.vKEylGeUWcADKxhajJztfNHvi0YIwrxqaXo');

    const jobs = Array.from(jobList.querySelectorAll('li'))
        .map((li) => {
            const titleElement = li.querySelector('a.job-card-container__link');
            const companyElement = li.querySelector('div.artdeco-entity-lockup__subtitle span');
            const salaryElement = li.querySelector('div.artdeco-entity-lockup__metadata ul li span');
            let salaryElementFinal = null;

            (24) [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...], [...]
                ↓
                ↓ 0:
                    avgSalary: 162500
                    company: "Elios Talent"
                    location: "New York and Area (Remote)"
                    maxSalary: 200000
                    minSalary: 125000
                    paymentPer: "year"
                    title: "Principal Quality Assurance Engineer"
                    url: "https://www.linkedin.com/jobs/view/4304807382/?eBP=CwEA"
                ▶ [[Prototype]]: Object
                ▶ 1: {title: 'Director of Quality Assurance with verification', ...}
                ▶ 2: {title: 'Lead QA Engineer', company: 'Inspiren', location: 'New York, NY (Remote)'}
                ▶ 3: {title: 'Senior Software Test Engineer Lead (Remote) with verification', company: 'Silicon Valley Bank', location: 'Florida, United States (Remote)'}
                ▶ 4: {title: 'Senior Automation QA with verification', company: 'Apex Systems', location: 'Orlando, FL (Remote)'}
                ▶ 5: {title: 'Lead QA & Release Engineer (AI Platform Quality & Automation)', company: 'XY.AI Labs', location: 'United States (Remote)'}
                ▶ 6: {title: 'Technical Engineering Manager, SDET with verification', company: 'Apex Systems', location: 'Orlando, FL (Remote)'}
```

3751 job postings extracted

Raw dataset extracted from LinkedIn between
September 7 and 8, 2025

**3726 after removing
duplicates**

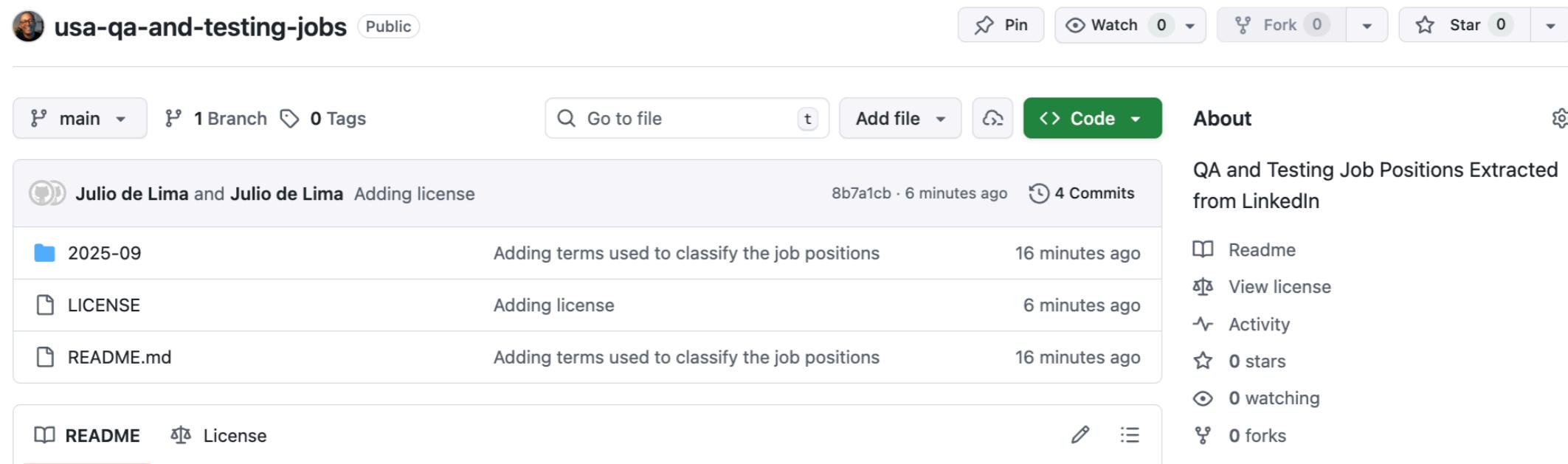
Identified based on the job postings ID
available in the URL.

**3714 populated
with public
descriptions**

Extracted by accessing the URL with
WebDriver to retrieve the description.

Repository:

github.com/juliodelimas/usa-qa-and-testing-jobs



The screenshot shows the GitHub repository page for 'usa-qa-and-testing-jobs'. The repository is public and has 1 branch and 0 tags. The 'Code' tab is selected. The commit history shows four commits from Julio de Lima, adding license information and classification terms. The repository has 0 stars, 0 forks, and 0 watching.

File	Message	Time
2025-09	Adding terms used to classify the job positions	16 minutes ago
LICENSE	Adding license	6 minutes ago
README.md	Adding terms used to classify the job positions	16 minutes ago

USA QA and Testing Jobs Research

Overview

This research project analyzes the software testing and quality assurance job market in the United States. The study focuses on understanding job requirements, technologies in demand, salary ranges, and employment trends in the QA/testing field through systematic data collection and analysis from LinkedIn job postings.

Research Timeline

- Data Extraction: September 7-8 (2025)
- Data Evaluation Script Development: September 8 - October 1st (2025)

Methodology

Phase 1: Exploratory Observation

Initial observation of job positions to understand the landscape of software testing roles available in the market.

About

QA and Testing Job Positions Extracted from LinkedIn

- 📄 Readme
- 🔗 View license
- 📅 Activity
- ⭐ 0 stars
- 👁 0 watching
- 🍴 0 forks

Releases

No releases published
[Create a new release](#)

Packages

No packages published
[Publish your first package](#)

3.

**Filter testing-related
job postings.**



Leonardo DRS



...

Senior Quality Engineer

Melbourne, FL · Reposted 2 weeks ago · 35 people clicked Apply

Promoted by recruiter · Responses managed outside of LinkedIn

In person

✓ Full time

▼ 0 of 10 skill matches

Apply 

Save

About the position

Job ID: 112567 Location: Melbourne FL onsite Schedule: 9/80

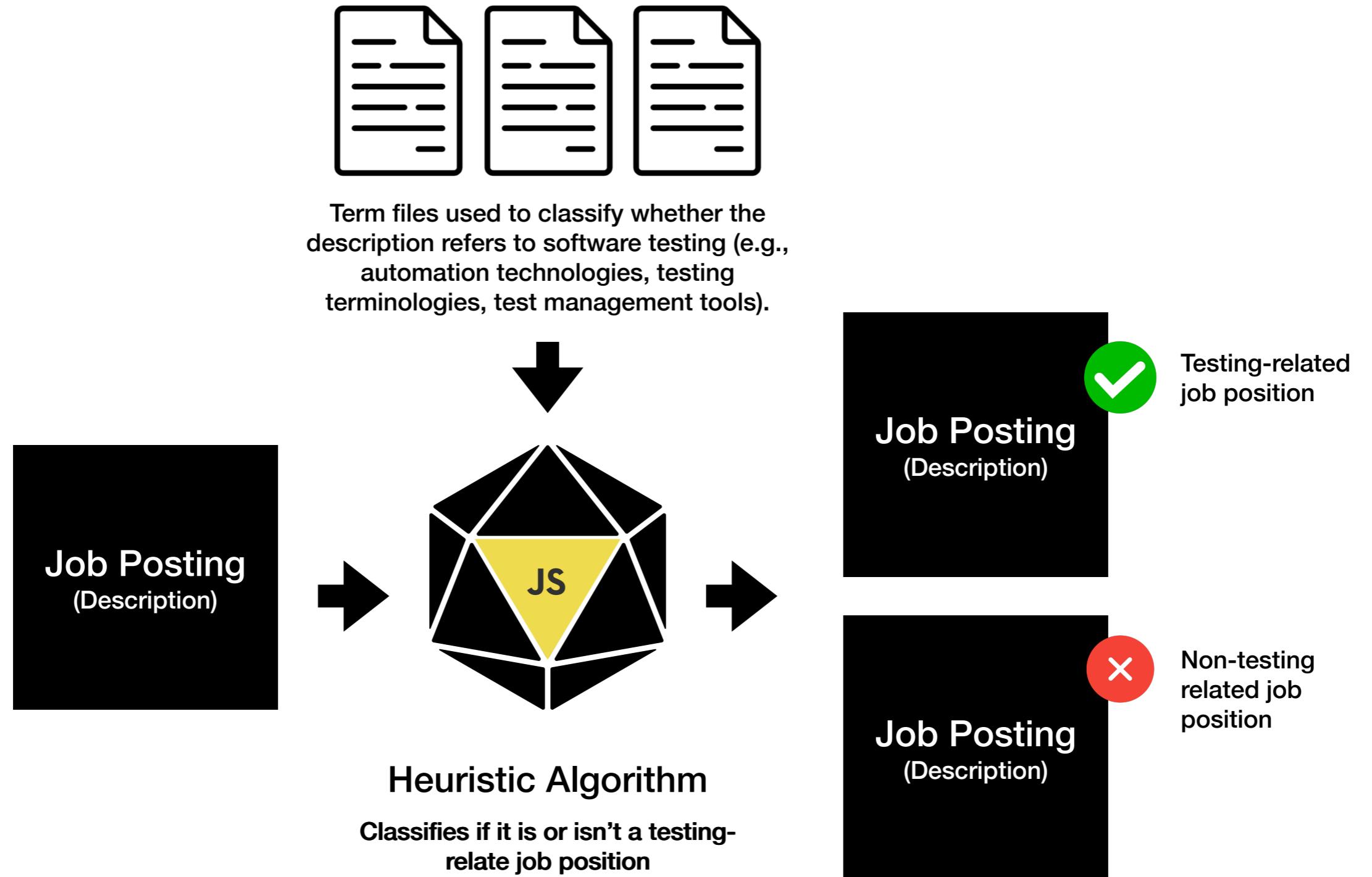
The Electro Optical Infrared Systems (EOIS) line of business within DRS has locations in Dallas and Austin, TX, Melbourne, FL, and Cypress, CA. EOIS develops, manufactures, and supports infrared and electro-optical solutions for soldiers, ground vehicles and airborne platforms. We offer an exciting and challenging work environment, a competitive salary and benefits package, and a business culture that rewards performance. *Employing the world's brightest. Supporting the world's bravest.* **Job Summary Job Responsibilities**US Citizenship required. This position requires an active DOD security clearance or the ability to obtain such clearance within a reasonable time after commencement of employment. Taking care of our people is a top priority at Leonardo DRS. We are proud to offer competitive salaries and comprehensive benefits, including medical, dental, and vision coverage, a company contribution to a health savings account, telemedicine, life and disability insurance, legal insurance, and a 401(k) savings plan. We champion wellness programs that focus on physical, emotional, and financial well-being. We

**"A Heuristic is a fallible means
of solving a problem."**

James Bach

My heuristic for identifying whether a job opening is related to software testing

1. If a specific software testing keyword is mentioned
2. If a test automation technology is mentioned
3. If a test management tool is mentioned
4. If the posting includes variations of Software Testing, Software QA, or SDET
5. If it is free from prohibited words



2873 testing-related job postings

After applying my heuristic to identify
testing-related job positions



Why is it fallible?

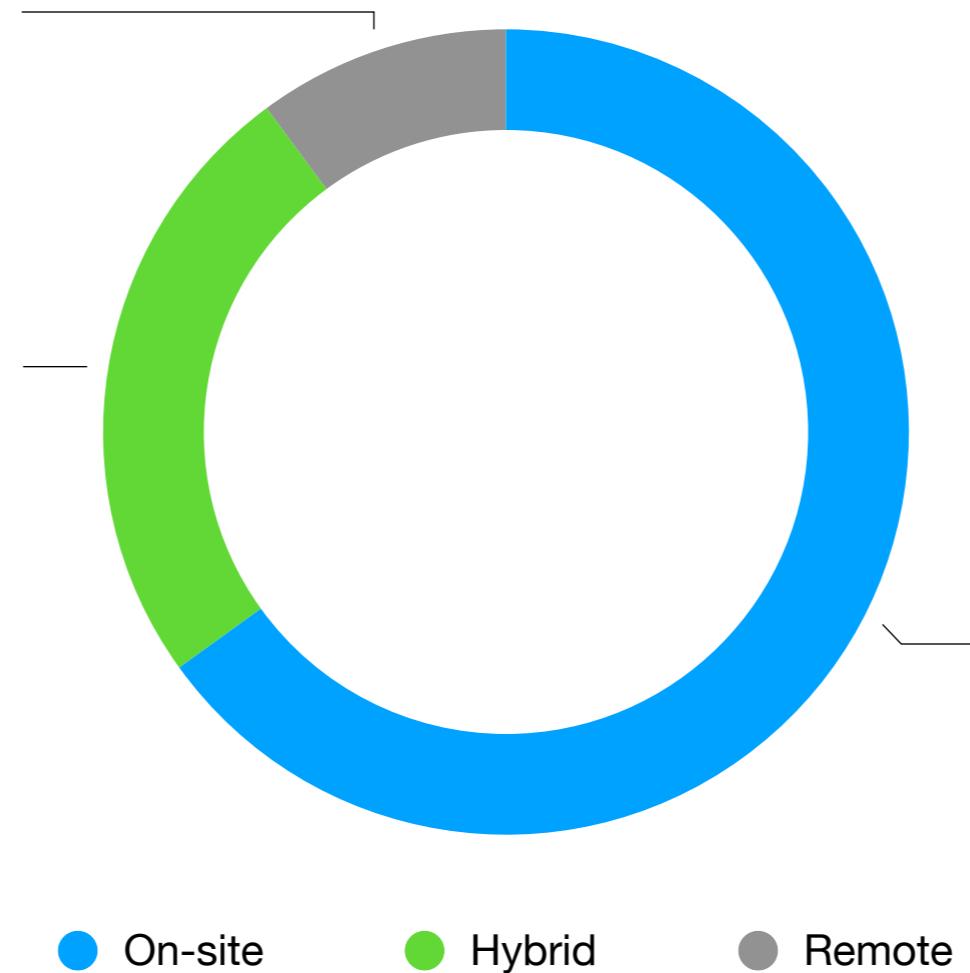
- Mistakes in the job postings.
- Gaps in the terms selected to filter

4.

Present the
results.

1435 variations of title

Work Arrangements



Total Salary Average Offered

\$124,788
per year

Up to 10 skills

\$127,575
per year

From 11 to 20 skills

\$127,479
per year

From 21 onwards

Highest Average Salary



OpenAI



...

Software Quality Engineer

San Francisco, CA 1 month ago

Promoted by recruiter · Responses managed outside of LinkedIn

US\$ 380K/year - US\$ 460K/year

✓ Full time

▼ 5 of 10 skill matches

🚫 No longer accepting applications

About the position

Location: San Francisco, CA (Hybrid: 4 days onsite/week). Relocation assistance available. **About The Team** We build scalable, reliable software foundations that improve product quality and developer effectiveness across multiple platforms. We partner closely with product and engineering teams to deliver fast while establishing durable, secure systems. **About The Role** We're seeking a Software Quality Engineer to own and evolve build systems and pipelines. You'll design and maintain robust, flexible workflows that connect platforms, improve quality, and enable teams to ship confidently. You'll work across diverse tech stacks, making pragmatic trade-offs to move quickly while laying strong long-term foundations. **In This Role, You Will**

- Own and improve build systems across interconnected platforms.

Highest Upper Salary Range

 Netflix ...

Software Development Engineer in Test 5 - TV & Web Player

Platform 

United States · Reposted 2 weeks ago · Over 100 people clicked Apply
Promoted by recruiter · Responses managed outside of LinkedIn

US\$ 100K/year - US\$ 720K/year  Remote  Full time  6 of 10 skill matches

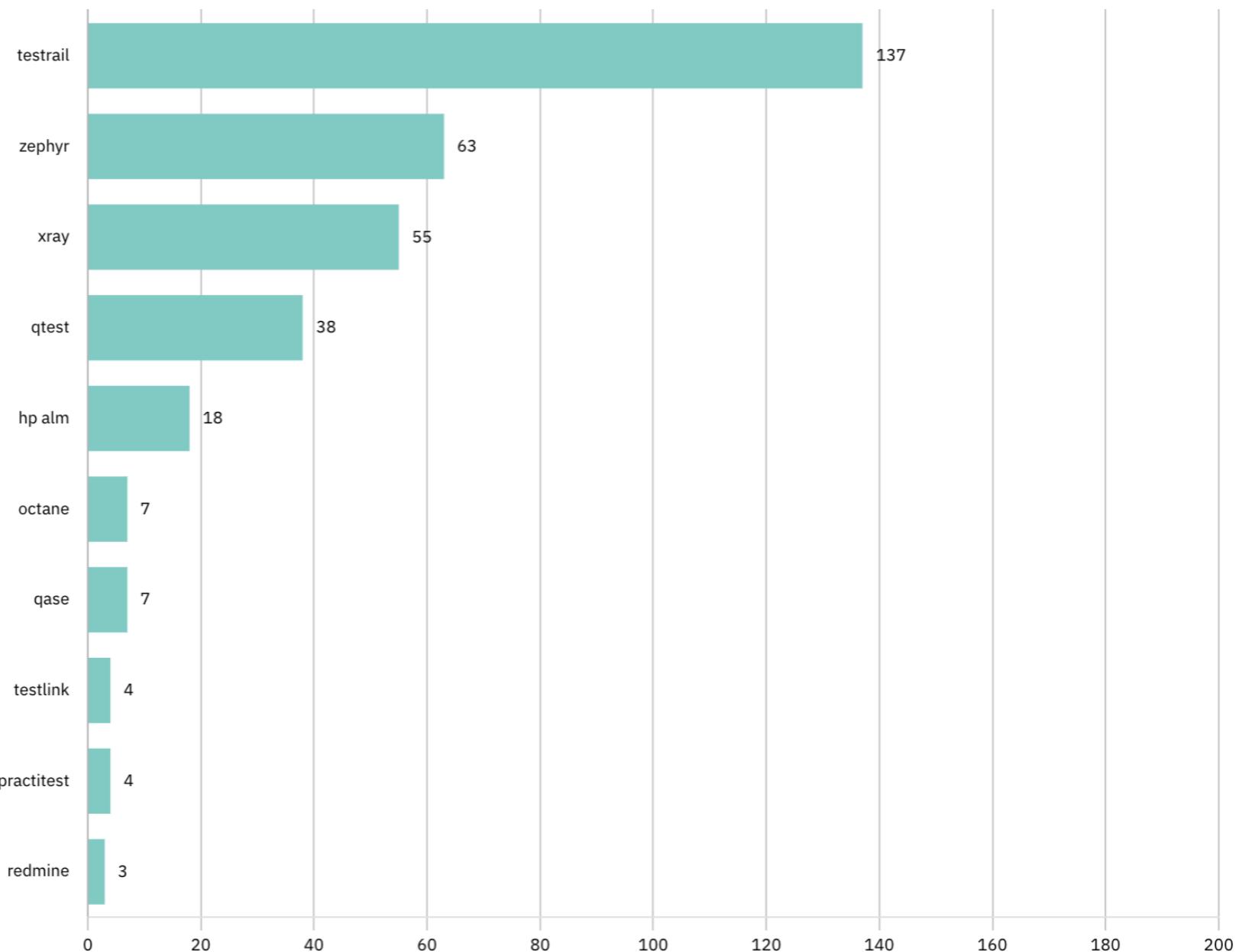
Apply  **Save**

About the position

Netflix is one of the world's leading entertainment services, with over 300 million paid memberships in over 190 countries enjoying TV series, films and games across a wide variety of genres and languages. Members can play, pause and resume watching as much as they want, anytime, anywhere, and can change their plans at any time. The TV & Web Player Platform team is responsible for developing streaming video players that deliver industry-leading playback experiences within the Netflix app on consumer electronic devices and web browsers. Our players operate on millions of devices, including Smart TVs, streaming sticks, game consoles, set-top boxes, and browsers like Chrome, Firefox, and Edge. We aim to delight our members with innovative playback features and exceptional

Test Management Tools

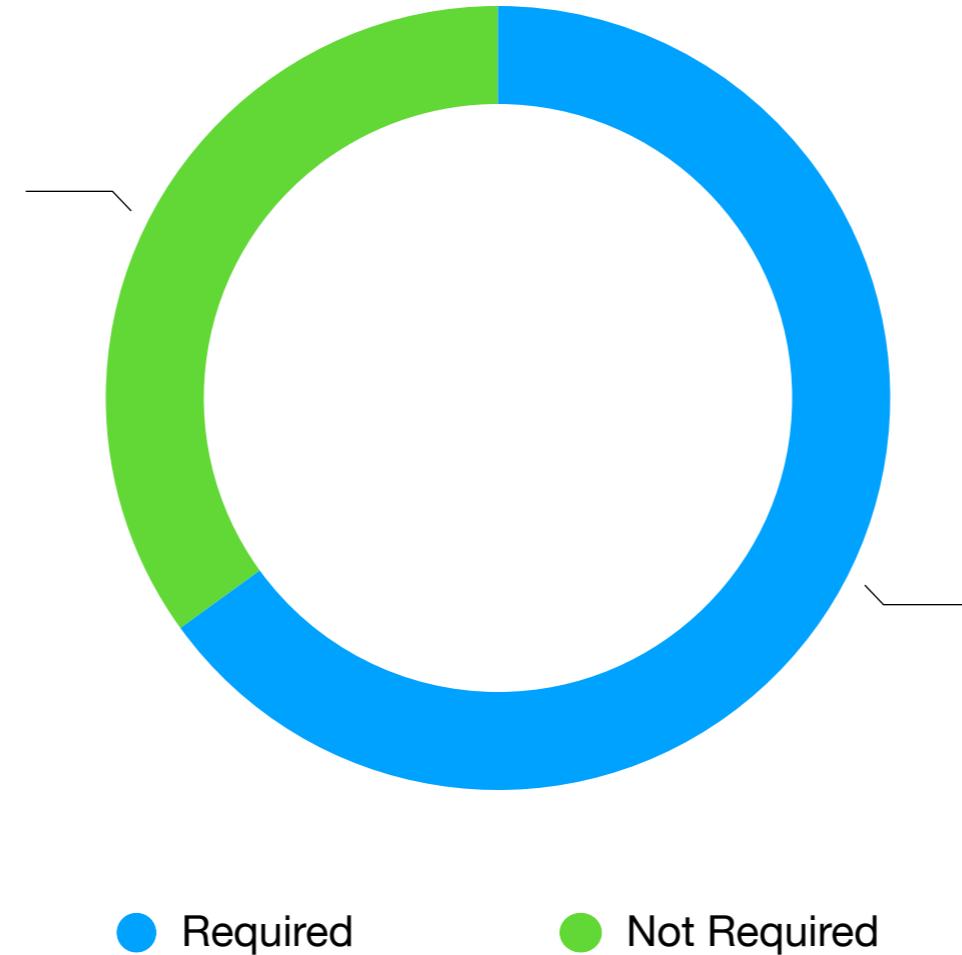
Frequency of occurrences.



About the Test Management:

- Azure DevOps is generally used to describe Azure Test Plan, it was not possible to distinguish (196 mentions).
- Jira was also considered Test Management Tool in some positions, it was ignored on purpose (633 mentions).

Test Automation



About the Test Automation Classification:

- The first filter classifies test automation based on the presence of test automation tools.
- After this classification, an additional filter is applied for the terms “test automation”, “automate test”, and “automated test”.

Total Salary Average Offered

\$128,053
per year

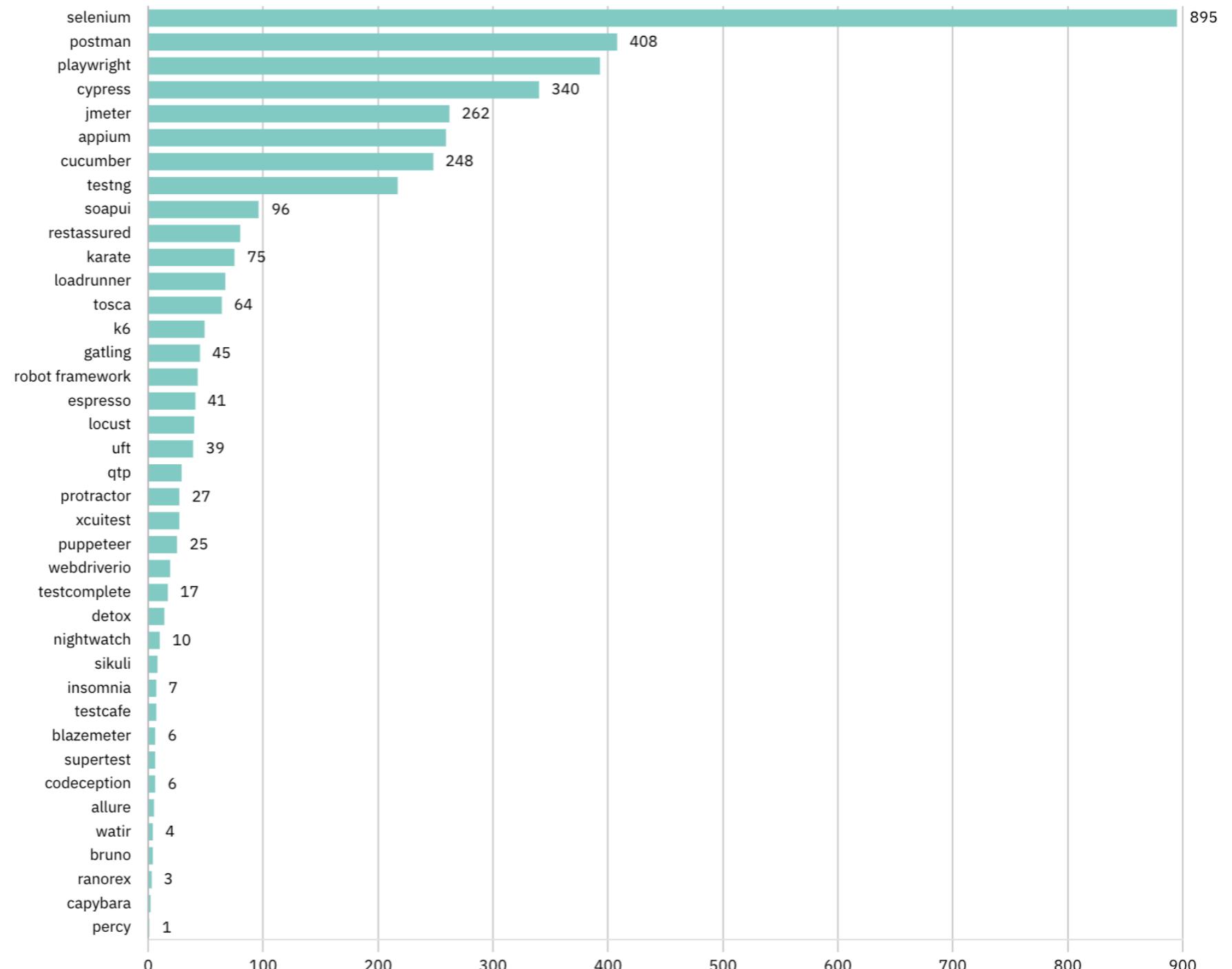
Positions requesting test
automation skills

\$123,601
per year

Positions not requesting test
automation skills

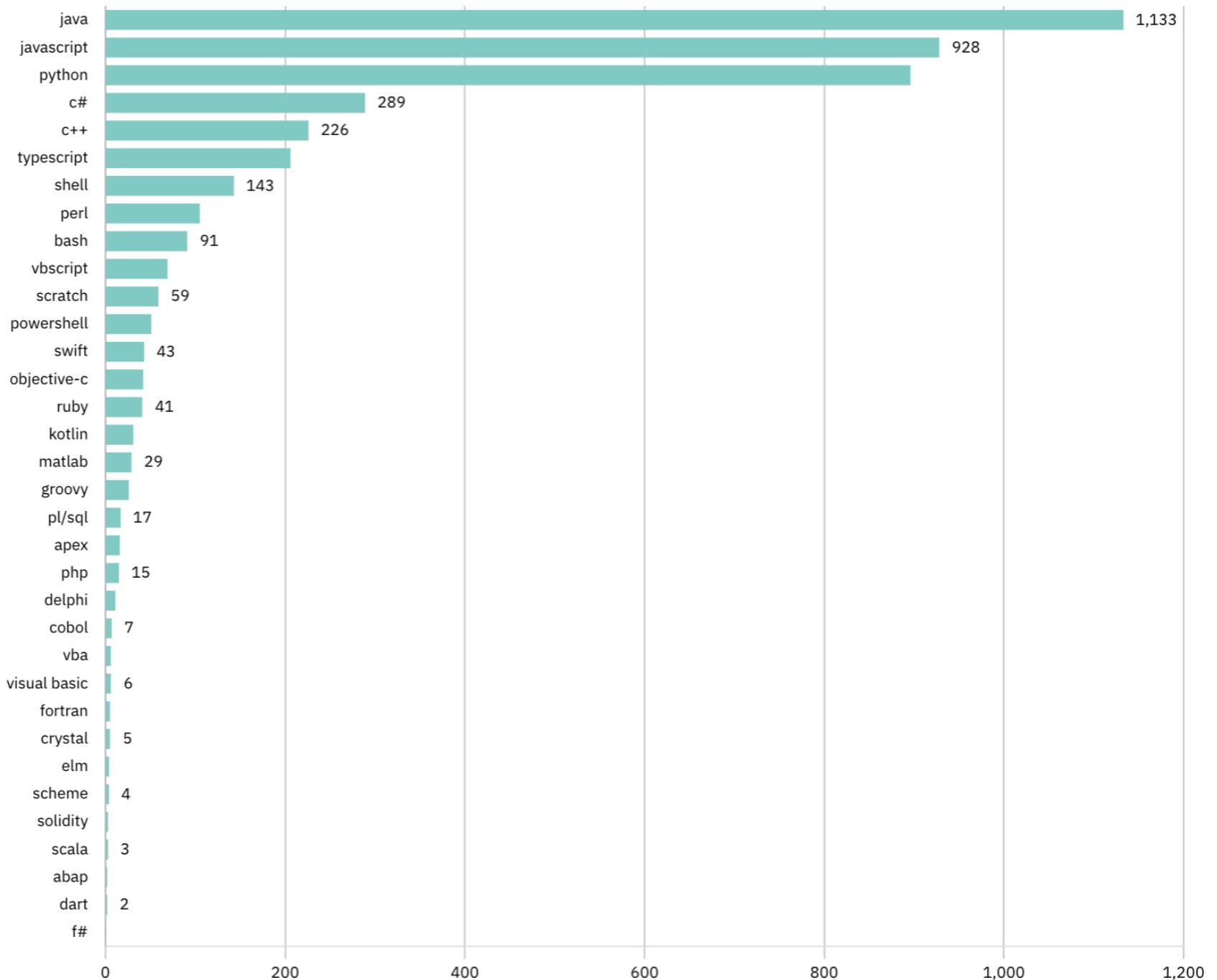
Test Automation Technologies

Frequency of occurrences.



Programming Languages

Frequency of occurrences.



**This Heuristic has
plenty of room to
improvement**

Go to github.com/juliodelimas/usa-qa-and-testing-jobs and run yourself your own research.



Obrigado!

Júlio de Lima
QA Manager

iam@juliodelima.com.br