

# QA and Software Testing Job Landscape in the USA



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**What is required of  
Software Testers &  
QAs 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, an overview of my procedure:

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

**1.**

**Define which  
titles to search**

"Test Analyst"	"Test Engineer" + software	"Test Specialist"	"Test Lead"	"Test Manager"	"Tester" + software	"Software Tester"
"Test Director"	"QA Analyst"	"QA Engineer"	"QA Automation"	"Test Automation Engineer"	"SDET"	"Software Development Engineer in Test"
"QA Manager"	"QA Specialist"	"QA Lead"	"QA Director"	"Quality Engineer" + software	"Quality Assurance Engineer"	"Quality Specialist" + software

**2.**

**Extract job postings  
from LinkedIn.**

	<b>Principal Quality Assurance Engineer</b>	
Elios Talent		
New York and Area (Remote)		
US\$ 125K/year - US\$ 200K/year		
Viewed · Promoted ·  Simplified application		
	<b>Director of Quality Assurance</b> 	
Provisions Group		
United States (Remote)		
4 benefits		
 Evaluating applications		
Promoted ·  Simplified application		
	<b>Lead QA Engineer</b>	
Inspiren		
New York, NY (Remote)		
US\$ 125K/year - US\$ 140K/year		
Promoted		
	<b>Senior Software Test Engineer Lead (Remote)</b> 	
Silicon Valley Bank		
Florida, United States (Remote)		
Promoted		
	<b>Senior Automation QA</b> 	
Apex Systems		
Orlando, FL (Remote)		
\$50/hr - \$80/hr · Pension plan, + 1 benefit		
Promoted		
	<b>Lead QA &amp; Release Engineer (AI Platform Quality &amp; Automation)</b>	
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: ...}
                    ► 3: {title: 'Senior Software Test Engineer Lead (Remote) with ve...'}
                    ► 4: {title: 'Senior Automation QA with verification', company: ...}
                    ► 5: {title: 'Lead QA & Release Engineer (AI Platform Quality & A...'}
                    ► 6: {title: 'Technical Engineering Manager, SDET with verification'}
```

# 3751 job postings extracted

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

**3726 after removing  
duplicates**

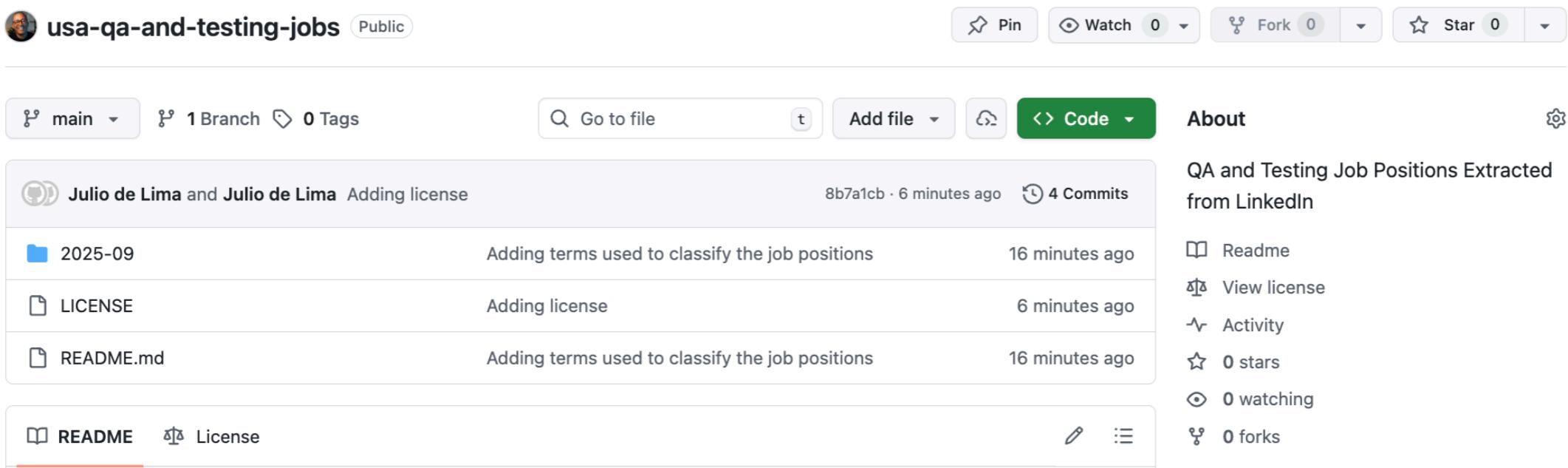
Identified based on the job postings ID  
available in the URL.

**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](https://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

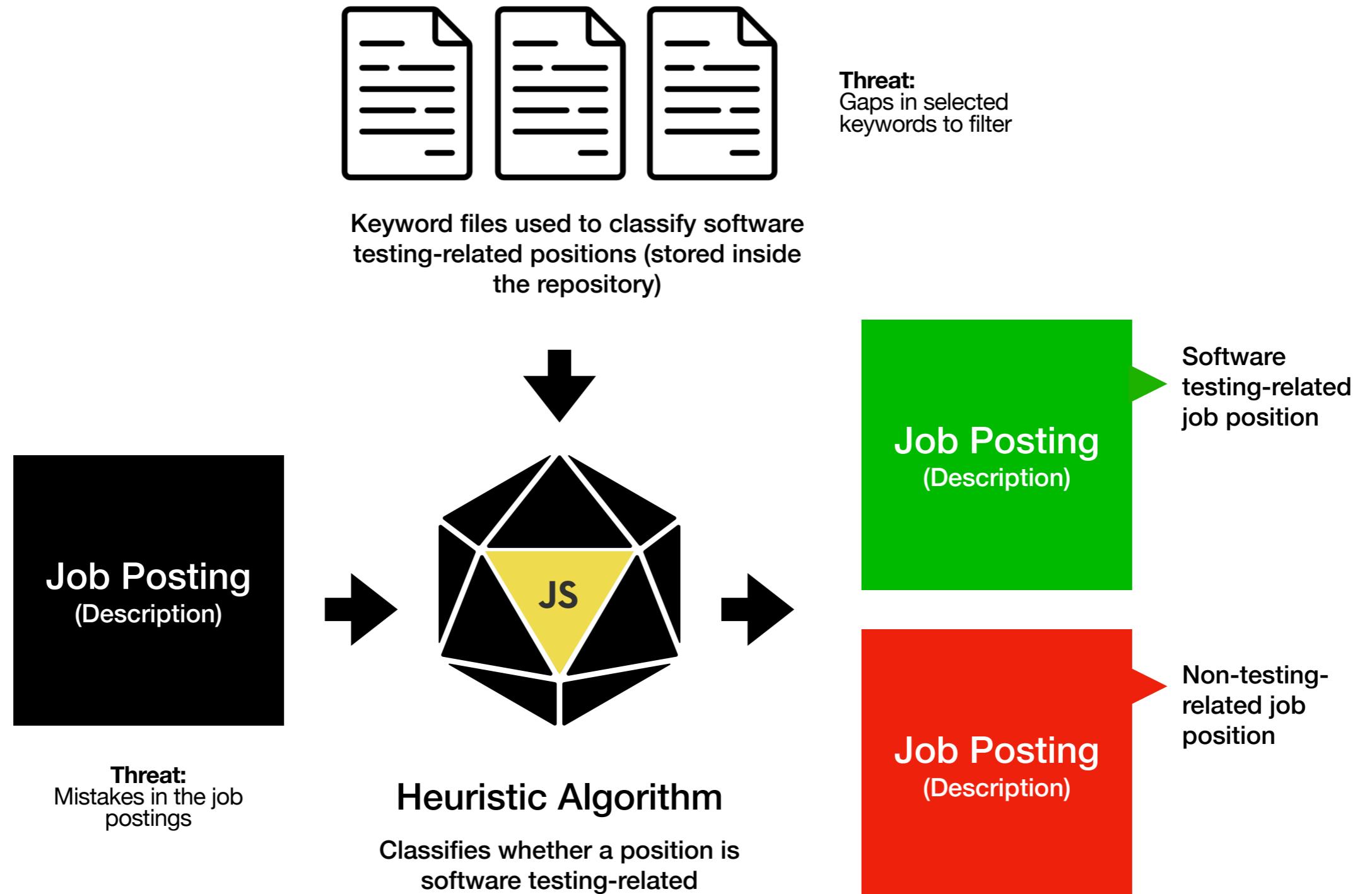
The Electro Optical Infrared Systems (EOIS) line of business within DRS has locations in Dallas and Austin, TX, Melbourne, FL, and Cypress, CA. EOIS develops, manufactures, and supports infrared and electro-optical solutions for soldiers, ground vehicles and airborne platforms. We offer an exciting and 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 classifies a job posting as software testing-related if one of the rules below is met:**

1. Contains software testing keywords.
2. Mentions test automation technologies.
3. Refers test management tools.
4. Title contains terms like Software QA, Software Testing, SDET, or Software Developer Engineer in Test.
5. Does not contain prohibited words (pure Quality Assurance terminology)



# 2873 testing-related job postings

After applying my heuristic to identify  
software testing-related job positions

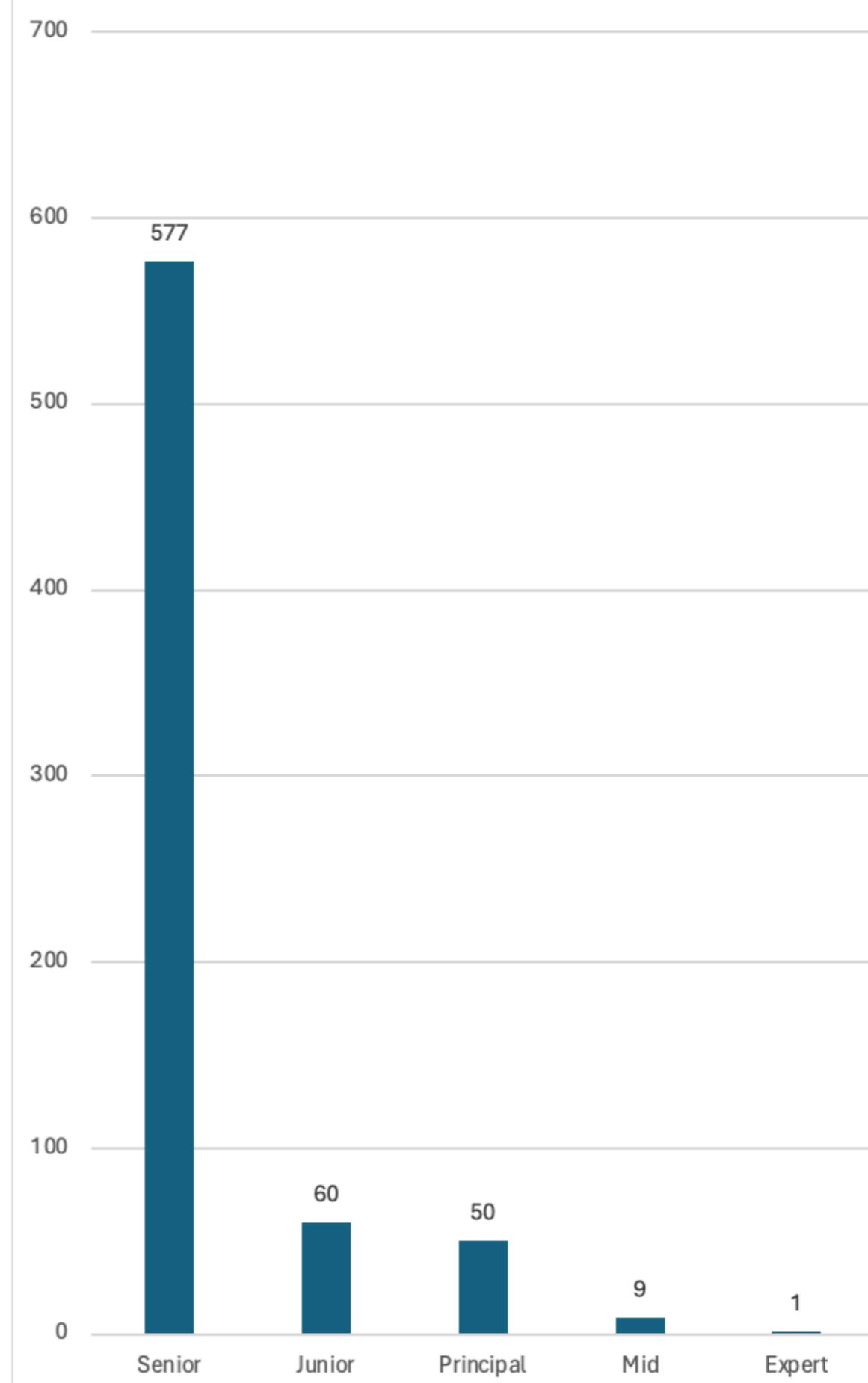
4.

Present the  
results.

# 1435 unique title variations

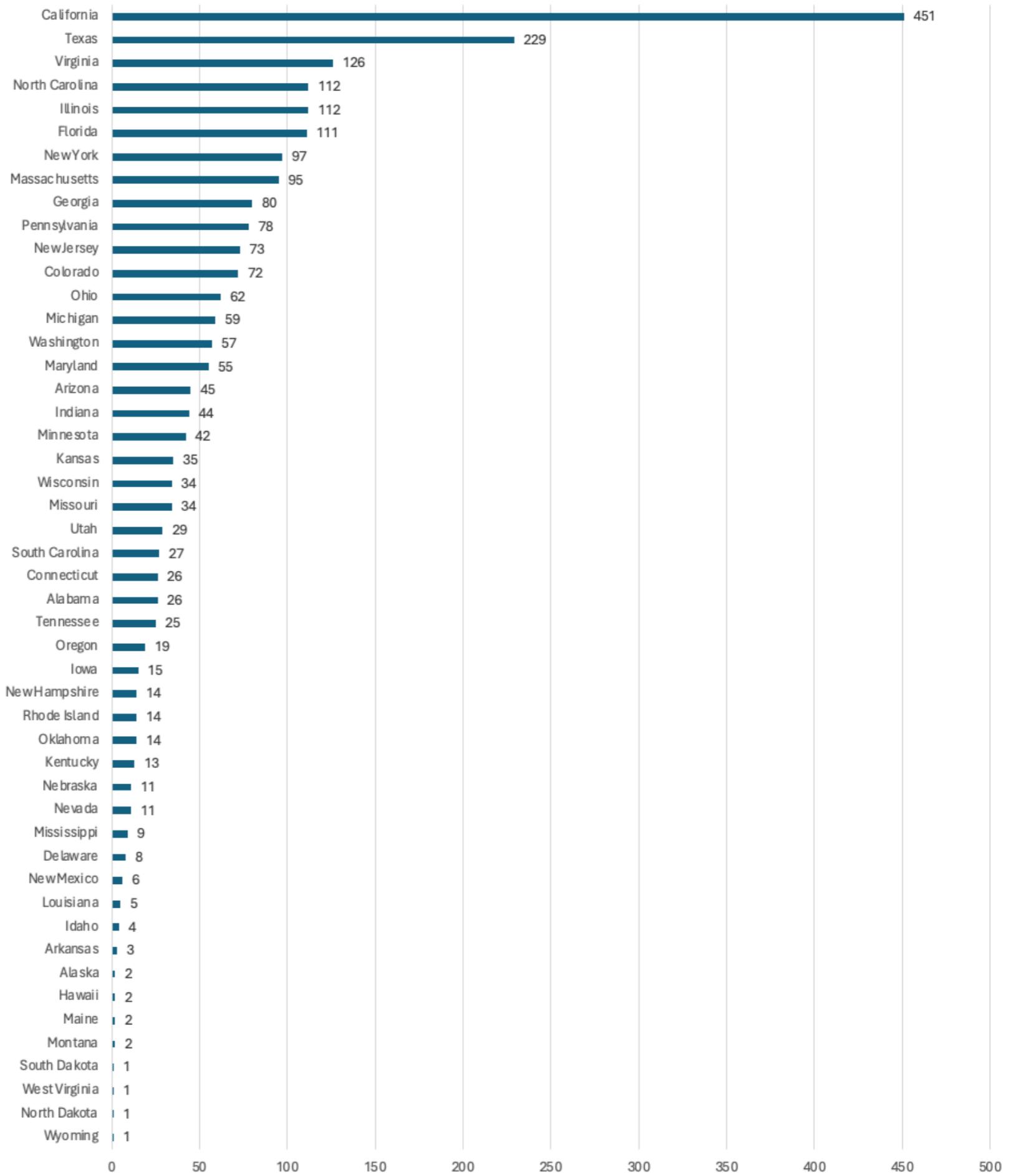
# Level

## Tester, Analyst and Engineer

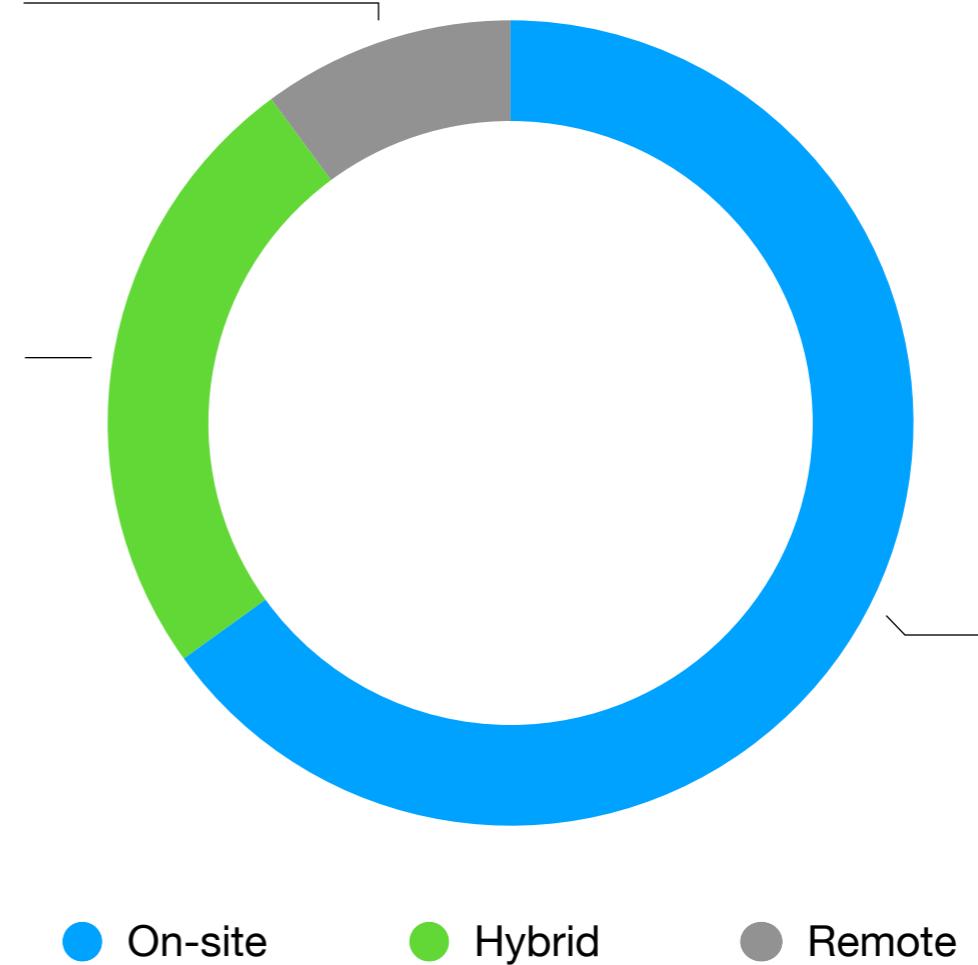


# Location

## Hybrid and On-site



## Work Arrangement



# Average Total Salary by Number of Skills Required

**\$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

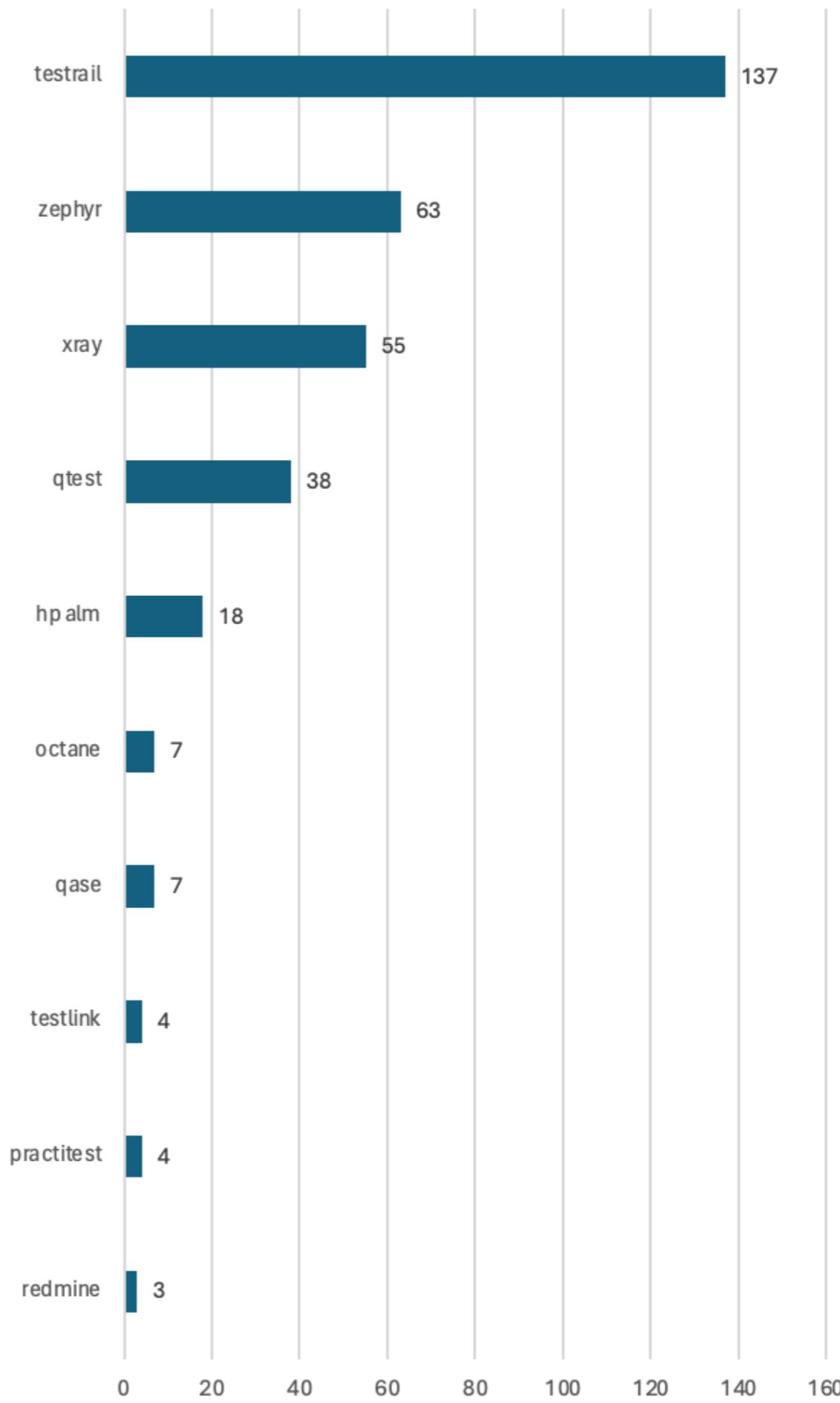
US\$ 100K/year - US\$ 720K/year  Remote  Full time  6 of 10 skill matches

**Apply**  **Save**

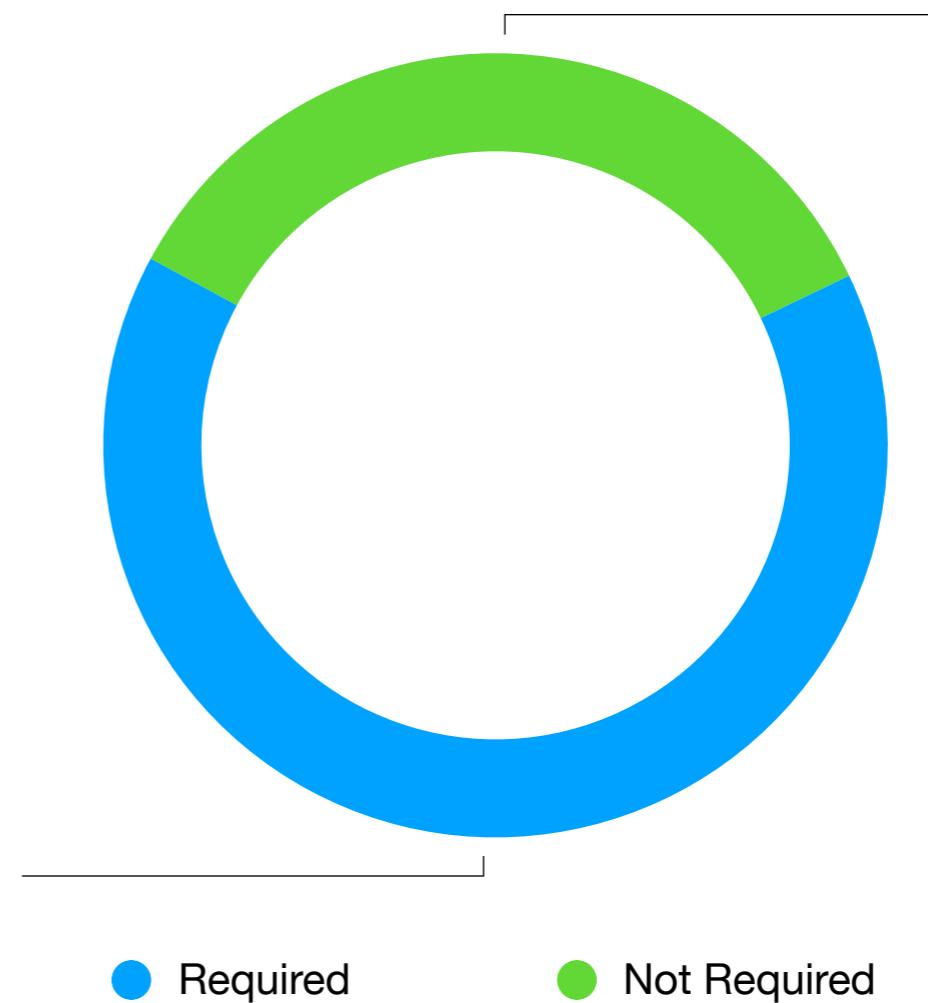
## About the position

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

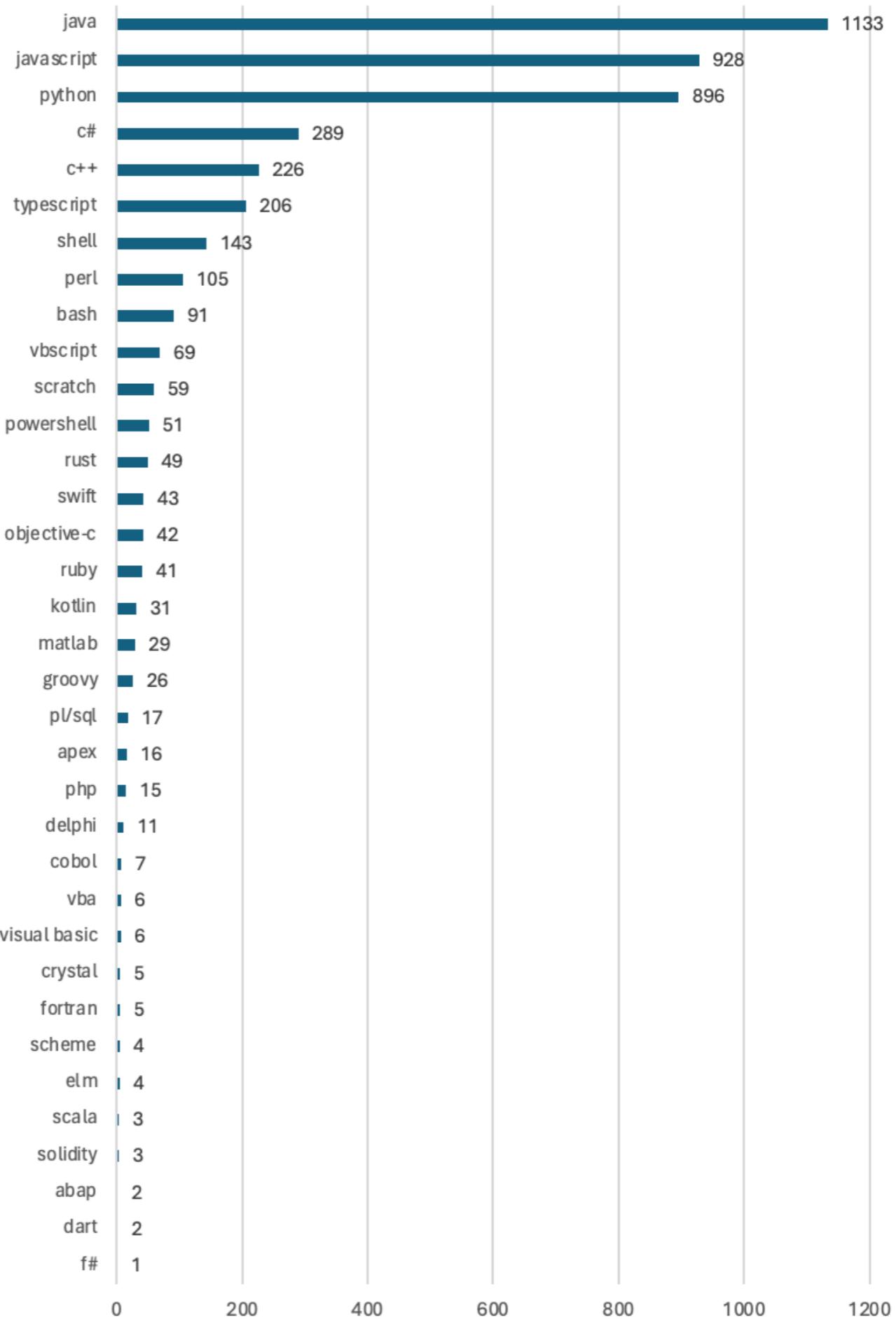
# Test Management Solutions Required



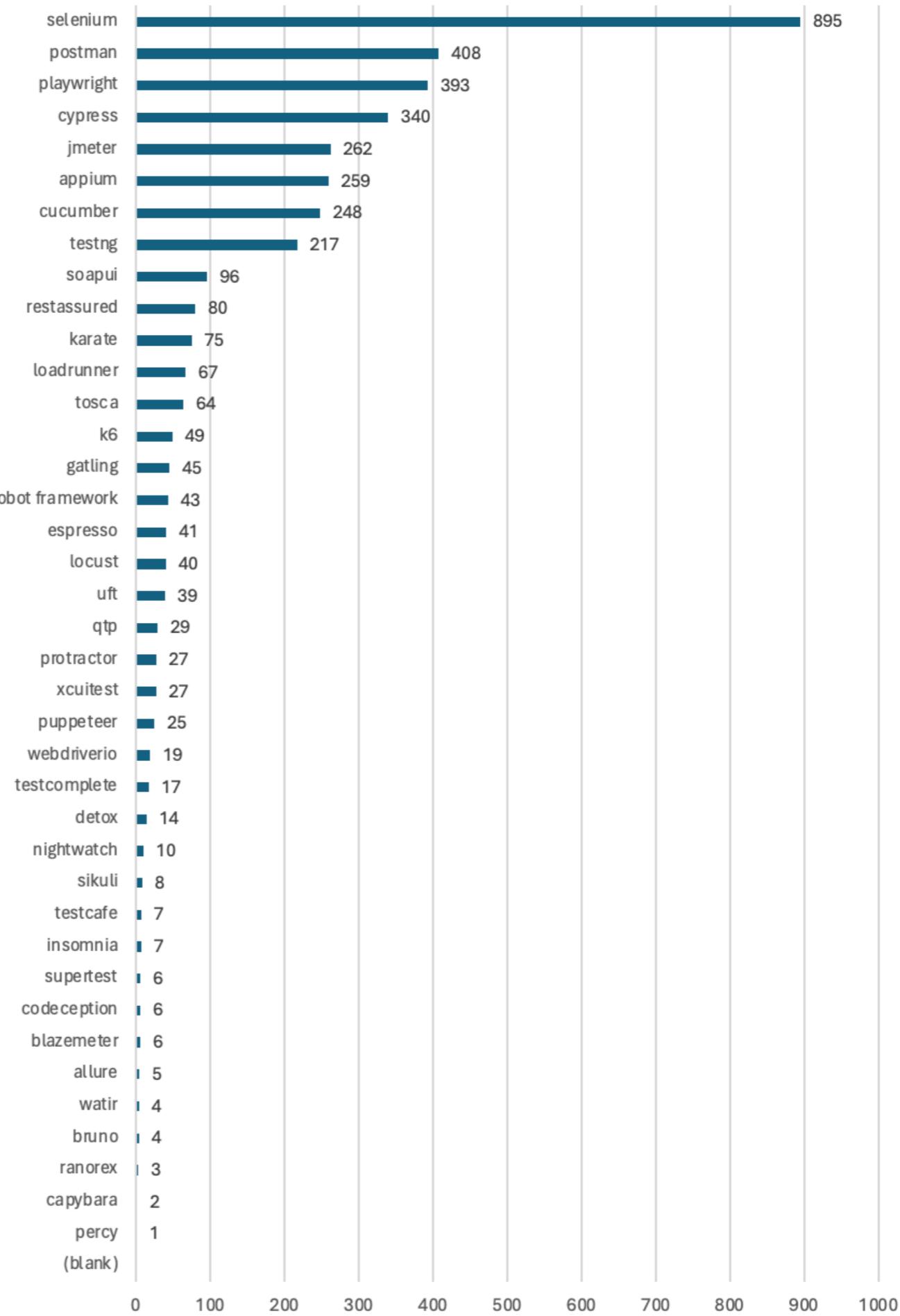
# Positions Requiring Test Automation Skills



# Programming Languages Required



# Test Automation Technologies Required



# Average Salary Offered: With vs. Without Automation Skills

**\$123,601**  
per year

Positions not requesting test automation skills

**\$128,053**  
per year

Positions requesting test automation skills

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

Go to [github.com/juliodelimas/usa-qa-and-testing-jobs](https://github.com/juliodelimas/usa-qa-and-testing-jobs) and run yourself your own research.



Obrigado!

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Rafael Bandeira and Lucas Dias