



2020 Search and Staffing

U.S. Emerging Jobs Report



The state of search and staffing in 2020



Search and staffing is undergoing a major transformation.

Emerging technologies and new operating models are changing the way the industry functions. Client needs are evolving. And competition is fiercer than ever. To help you stay ahead of the curve, we've put together this report full of insights highlighting the moving landscape of jobs in the U.S.



Who's hiring for these roles? Where are they located?

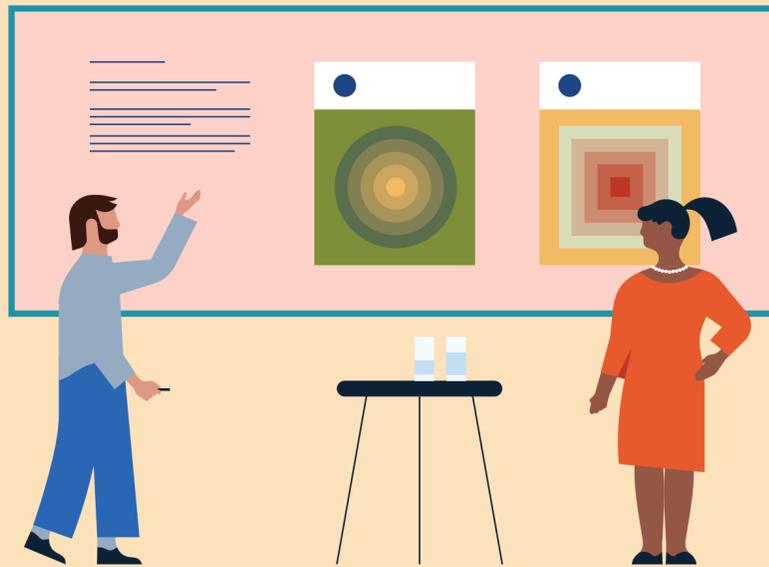
Using LinkedIn data, we identified the top 15 fastest-growing jobs that have emerged over the last five years. Additionally, we analyzed what skills are associated with those roles, who's hiring for those positions, and where the jobs are located.



Get prepared for the new world of work.

Consider this a roadmap of where the industry – and the American workforce as a whole – is headed. Over the next several years, these 15 jobs will transition from niche to norm as artificial intelligence (AI), robotics, and blockchain proliferate across every industry.

2020 U.S. job trends



Data science is booming, and starting to replace legacy roles.

Unsurprisingly, data science is a field that is seeing continued growth on a tremendous scale. However, data scientists may be augmenting responsibilities traditionally handled by statisticians, as some industries, like insurance, gear up for the future.

Increased mental health coverage is driving up demand for behavioral health professionals.

Since 2015, the role of behavioral health technician has grown 32% on average year over year. This is also one of the only jobs on this year's list that doesn't require a four-year degree.

It's never a bad time to be an engineer.

Engineering isn't a new profession by any means, but engineering roles across the board are still seeing exponential growth. More than 50% of this year's list was made up of roles related to engineering or development, with the emerging field of robotics appearing for the first time.

2020 U.S. industry trends



Online learning is here to stay.

The multibillion-dollar e-learning industry is taking off. LinkedIn data shows the industry is snapping up both sales and tech talent, indicating continued customer demand for these types of solutions.

The future of the tech industry relies heavily on people skills.

A few roles represented in this report – product owner, customer success specialist, and sales development representative – are in high demand within the tech industry. The future of things like software as a service (SaaS), a \$278B industry, will rely on people skills (which can't be automated) successfully complementing new technologies.

Smart(er) cars are coming.

The automotive industry is hiring for AI talent in the form of robotics engineers, data scientists, and artificial intelligence specialists. In the race to build the first self-driving car, investment in this type of talent is a clear indicator that smart transportation is part of the next wave of AI innovation.

2020 U.S. location trends



Secondary cities have the jobs.

Lower cost of living and increasing options for remote work have created opportunities in a number of emerging U.S. economies. Topping the list of secondary cities with openings for emerging jobs are Pittsburgh, Portland, and Charlotte.

Tech has taken over Washington, D.C.

While it may not be the U.S. government doing the hiring, Washington, D.C. and the surrounding metros are all attracting tech talent, including cybersecurity, data science, and artificial intelligence pros.

Remote work is becoming mainstream.

Previously considered a perk, remote work is quickly becoming a priority for many. More than 40% of millennials, who now make up the largest generation in the workforce, say flexibility to work from anywhere is a priority when evaluating job opportunities. And companies are taking note. Amazon, CVS Health, and American Express all boast a significant number of remote work opportunities.

The top 15 emerging jobs in the U.S.



#1 74% annual growth



Artificial Intelligence Specialist

The AI revolution pushes forward

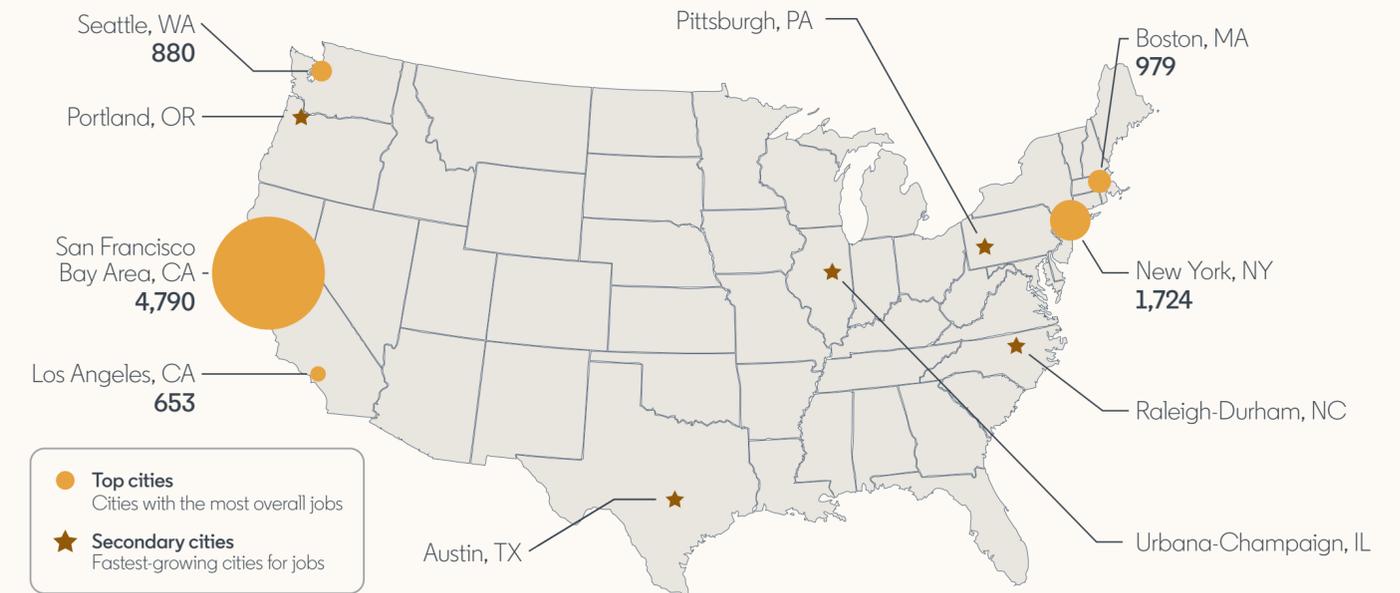
What you should know:

Artificial intelligence and machine learning have both become synonymous with innovation, and our data shows that's more than just buzz. This role has grown 74% annually in the past four years, and it encompasses several different job titles. While there is some overlap between job titles, each different title typically carries a very specific set of skills depending on the industry.

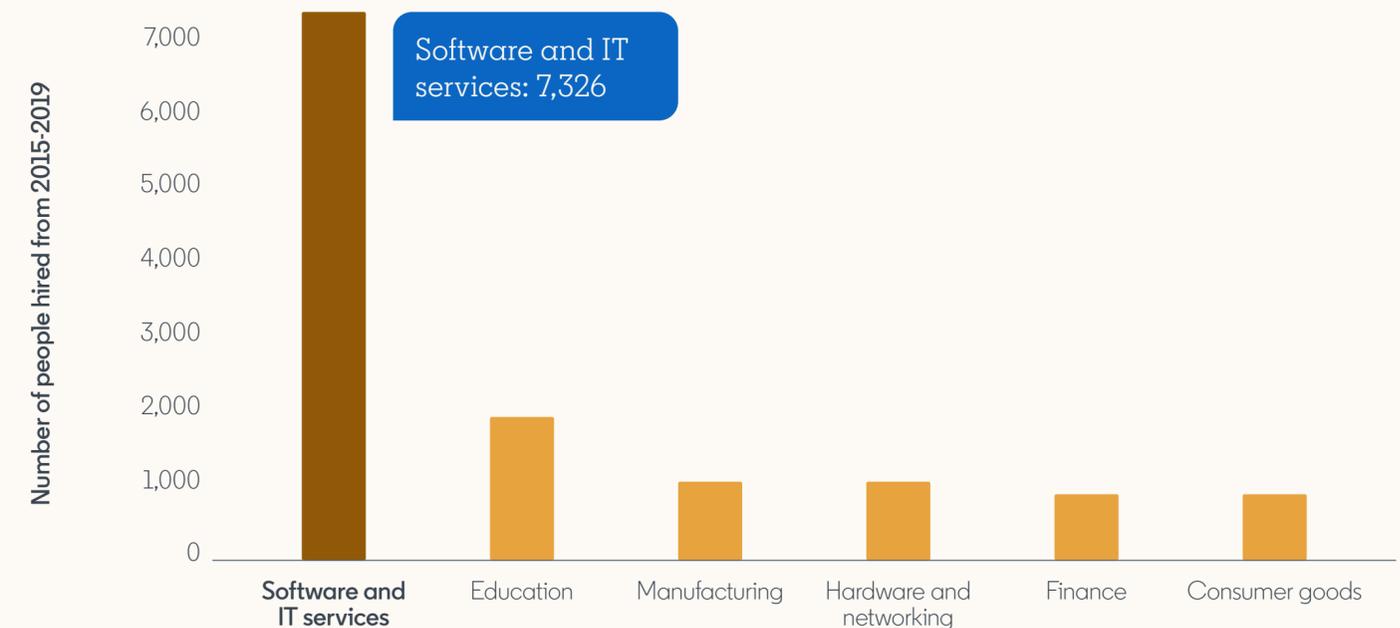
Skills unique to the job:

- Machine learning
- Deep learning
- TensorFlow
- Python
- Natural language processing

Where the jobs are:



Top industries hiring this talent:



#2 40% annual growth



Robotics Engineer

Building the future

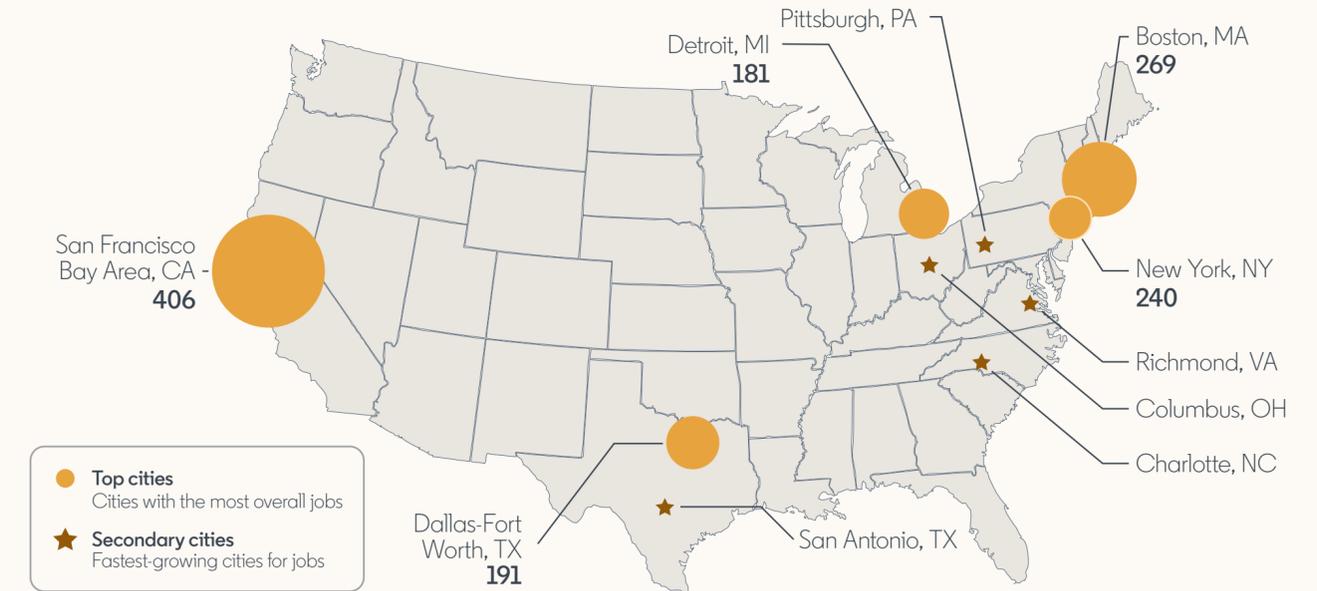
What you should know:

Robotics is an industry on fire. UiPath, one of the most popular robotics solutions, was just valued at \$7B and the industry as a whole is projected to continue this upward momentum. Careers in robotics engineering can vary quite greatly between software and hardware roles. Our data shows that the number of engineers working on both virtual and physical bots is increasing.

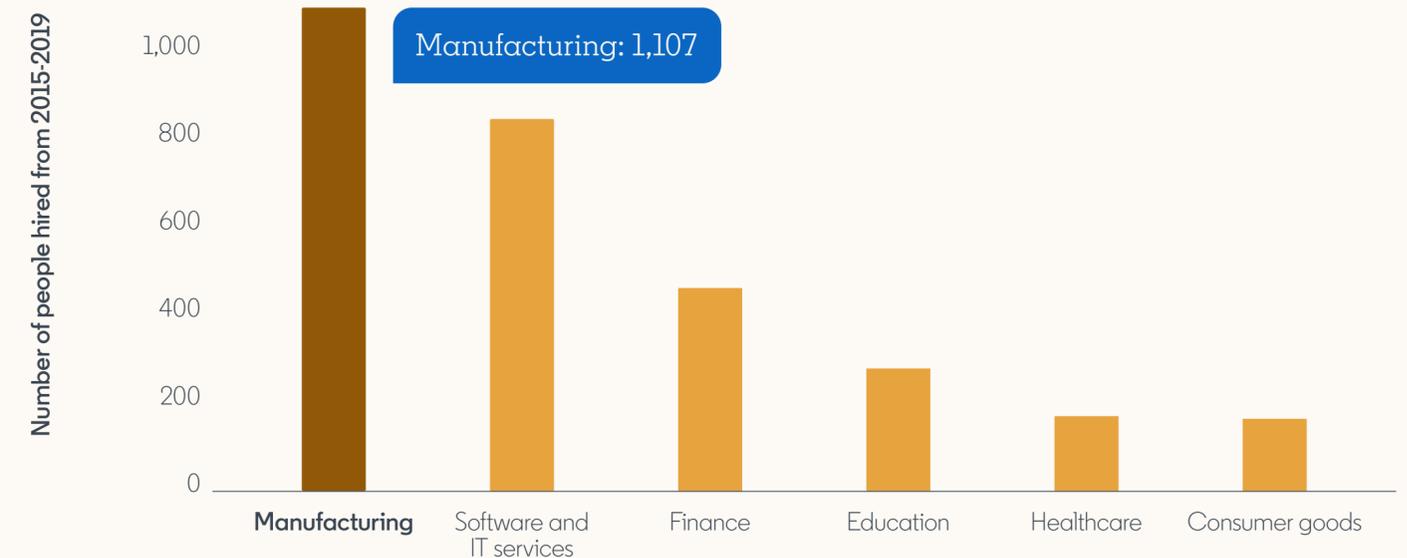
Skills unique to the job:

- Robotic process automation
- UiPath
- Blue prism
- Automation anywhere
- Robotics

Where the jobs are:



Top industries hiring this talent:



#3 37% annual growth



Data Scientist

The demand for understanding data continues to soar

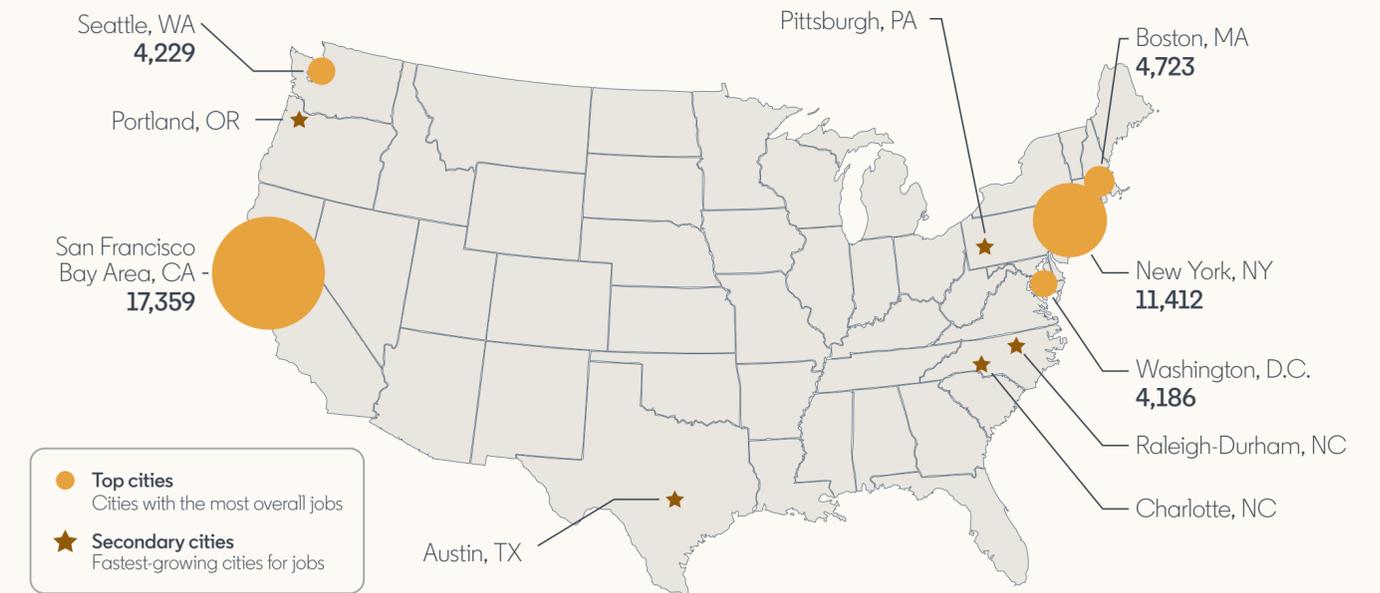
What you should know:

Data science is another field that has topped the emerging jobs list for three years running, and it's a specialty that's continuing to grow significantly across all industries. Our data indicates some of this growth can likely be attributed to the evolution of previously existing jobs – like statisticians, for instance – and increased emphasis on data in academic research.

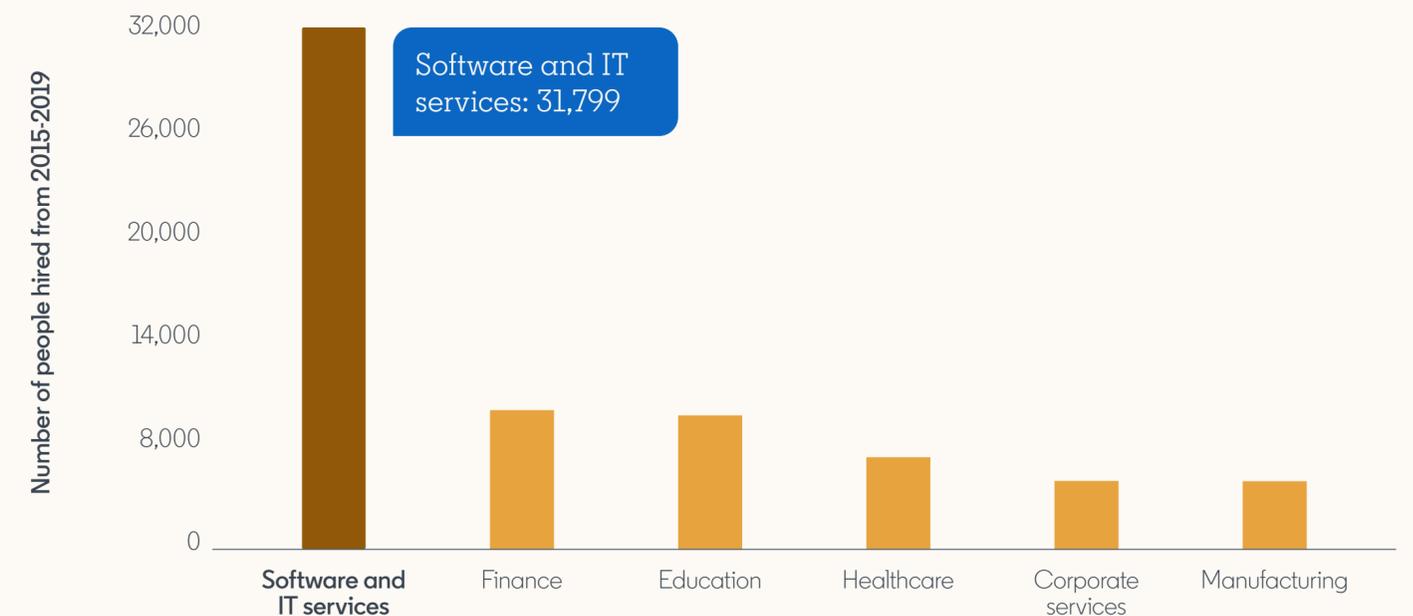
Skills unique to the job:

- Machine learning
- Data science
- Python
- R
- Apache Spark

Where the jobs are:



Top industries hiring this talent:



#4 35% annual growth



Full Stack Engineer

The key link between front and back end

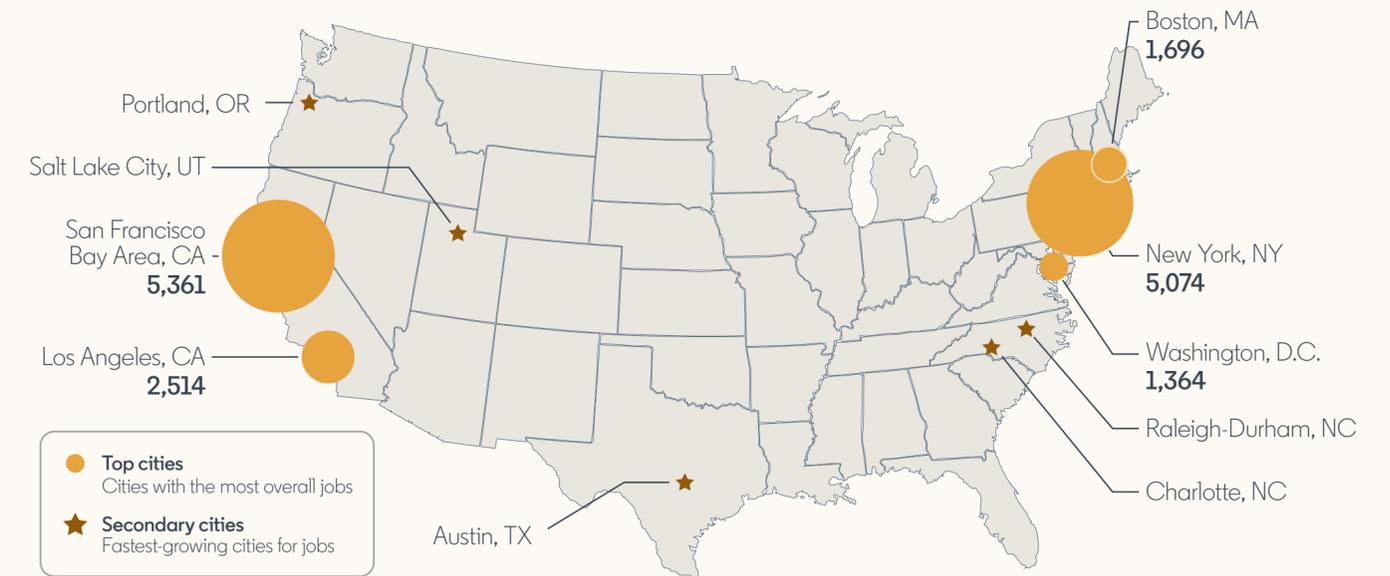
What you should know:

While not a new job, the rapid pace of change in technology has made full stack engineers a valuable asset to any company. Not only is this the second year this role has made the emerging jobs list, but since 2015 the number of professionals in this role has grown 35% every year from a wide range of developer and engineering backgrounds.

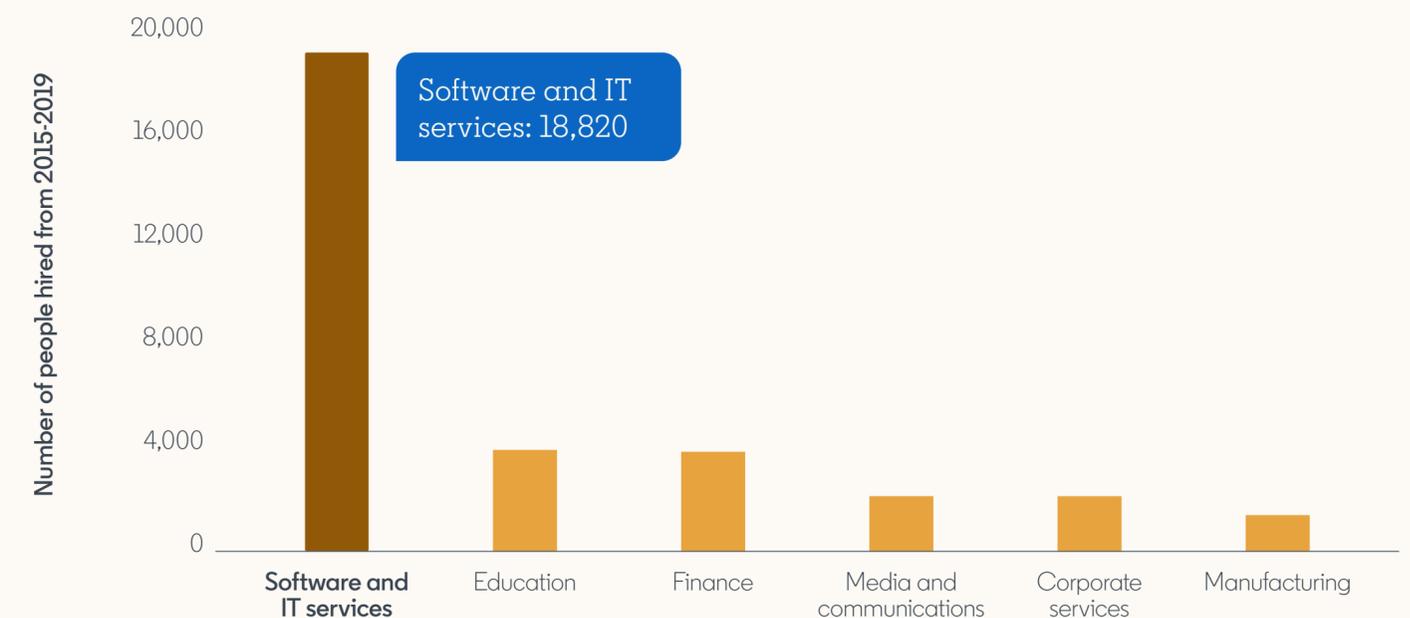
Skills unique to the job:

- React.js
- Node.js
- JavaScript
- AngularJS
- Cascading Style Sheets (CSS)

Where the jobs are:



Top industries hiring this talent:



#5 34% annual growth



Site Reliability Engineer

Keeping everything running smoothly

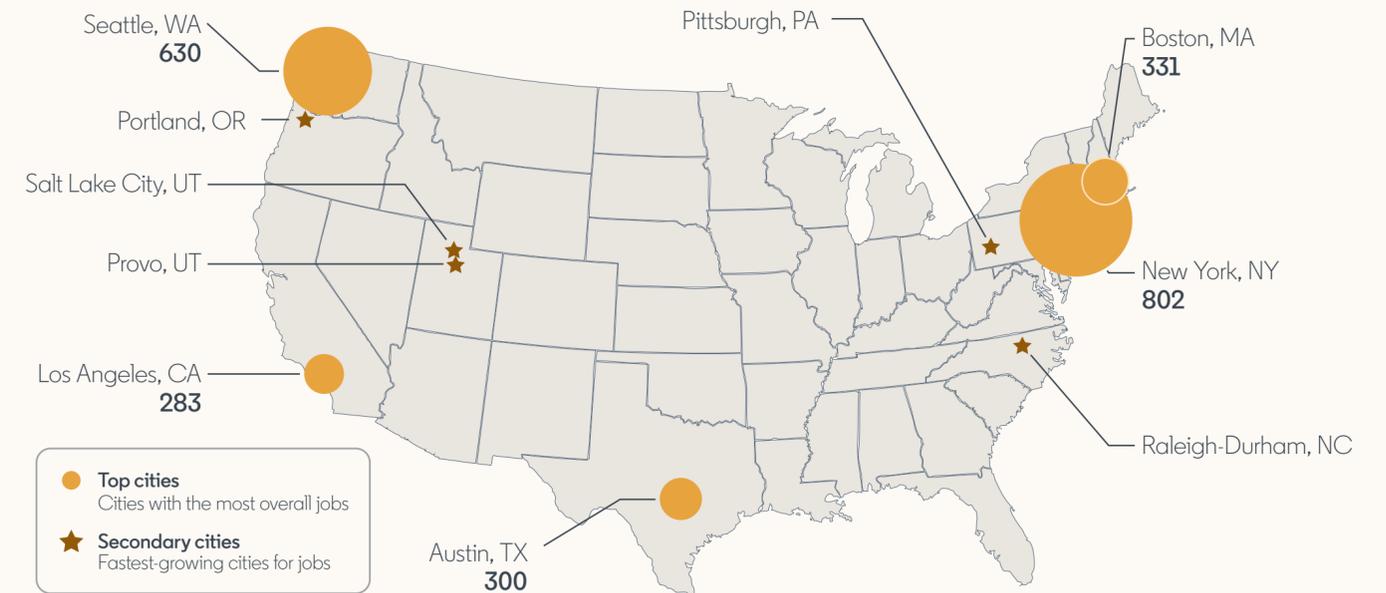
What you should know:

If you're ever wondering who makes sure the apps you're using are always up and running, look no further. The demand for this role, which is responsible for ensuring that development and operational processes are functioning properly, will likely continue to rise as long as we're using technology in our day-to-day lives. As a bonus, the skills required are transferable to many different engineering roles, such as cloud engineer or full stack engineer.

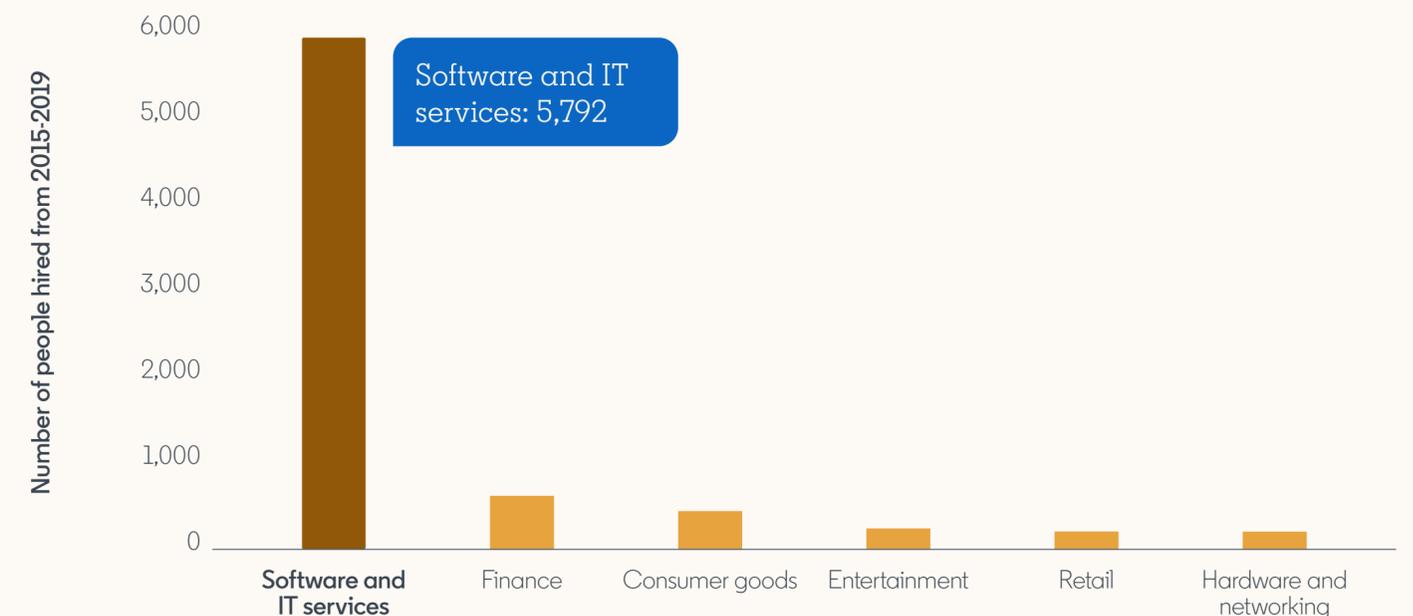
Skills unique to the job:

- Amazon Web Services
- Ansible
- Kubernetes
- Docker products
- Terraform

Where the jobs are:



Top industries hiring this talent:



#6 34% annual growth



Customer Success Specialist

Masters of both hard and soft skills

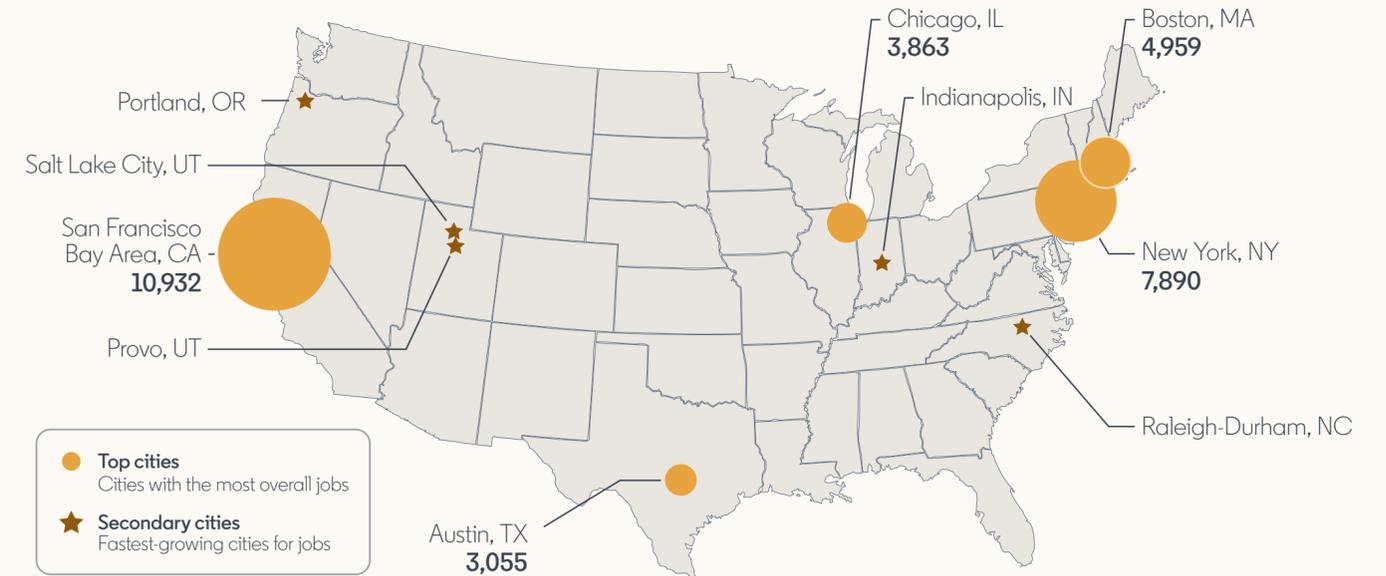
What you should know:

Also fueled by the growth of technology services that require hands-on support, customer success roles are on the up-and-up. An earlier report found that job posts on LinkedIn for customer success manager in the U.S. grew 84% in 2018, and 72% of professionals currently in the role are in the software and I.T. industry. These professionals typically have a hybrid of soft and hard skills, as they're responsible for both understanding the technology and managing the customer relationship.

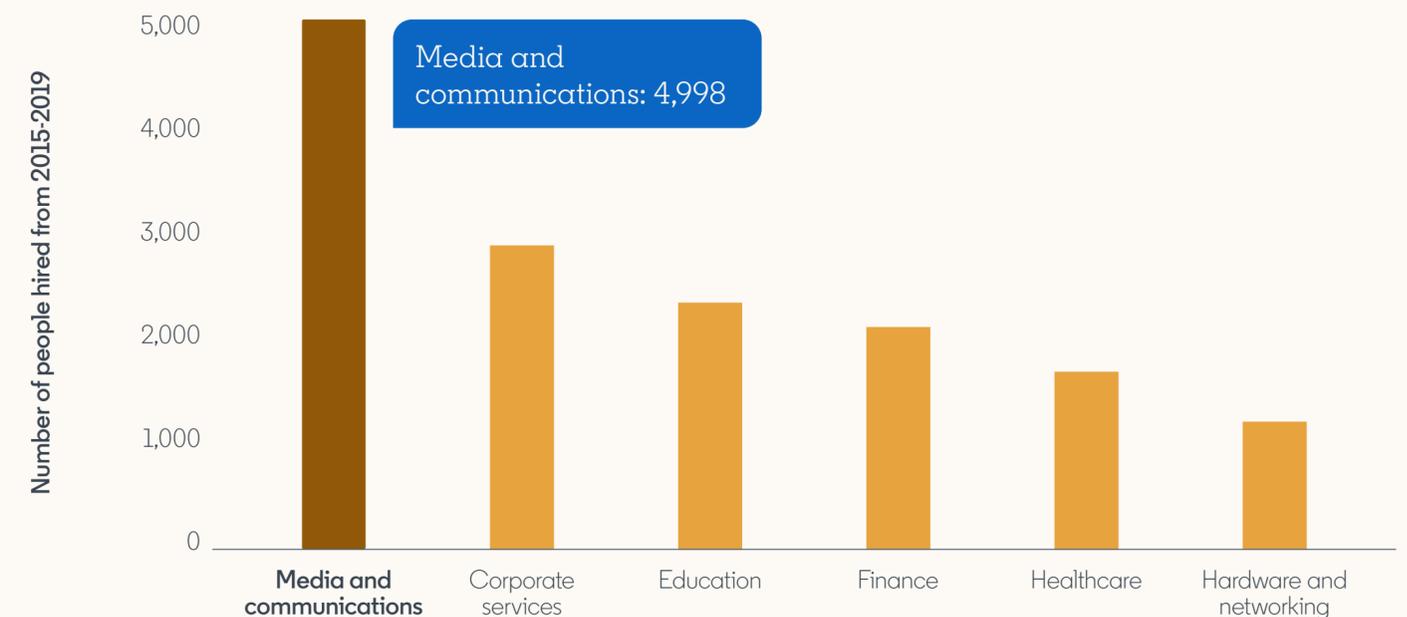
Skills unique to the job:

- Software as a service
- Salesforce
- Customer relationship management
- Account management
- Customer retention

Where the jobs are:



Top industries hiring this talent:



#7 34% annual growth



Sales Development Representative

Uncovering new ways to find new customers

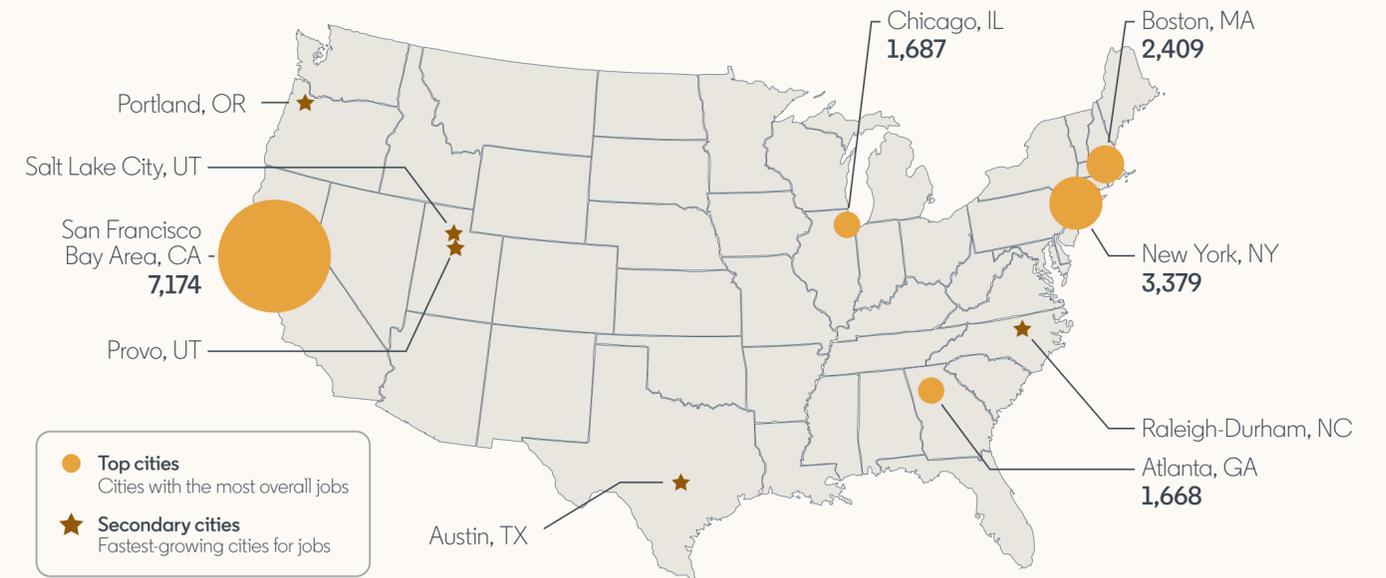
What you should know:

While sales development representative (SDR) has been on the emerging jobs list more than once, it's not because it's on the cutting edge. The skills needed for the job still largely consist of Salesforce and cold-calling. It's the continued explosive growth of technology services that rely on SDRs to find new customers that keeps this job on the list.

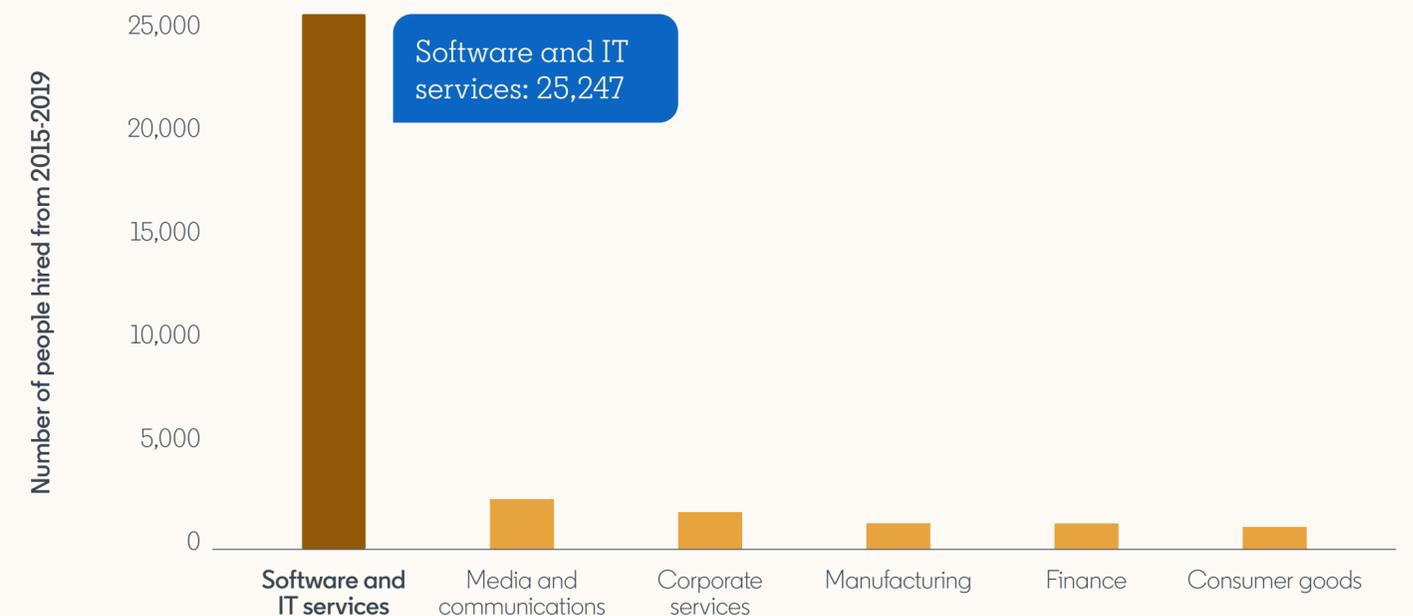
Skills unique to the job:

- Salesforce
- Cold-calling
- Software as a service
- Lead generation
- Sales

Where the jobs are:



Top industries hiring this talent:



#8 33% annual growth



Data Engineer

Working behind the scenes to make analytics possible

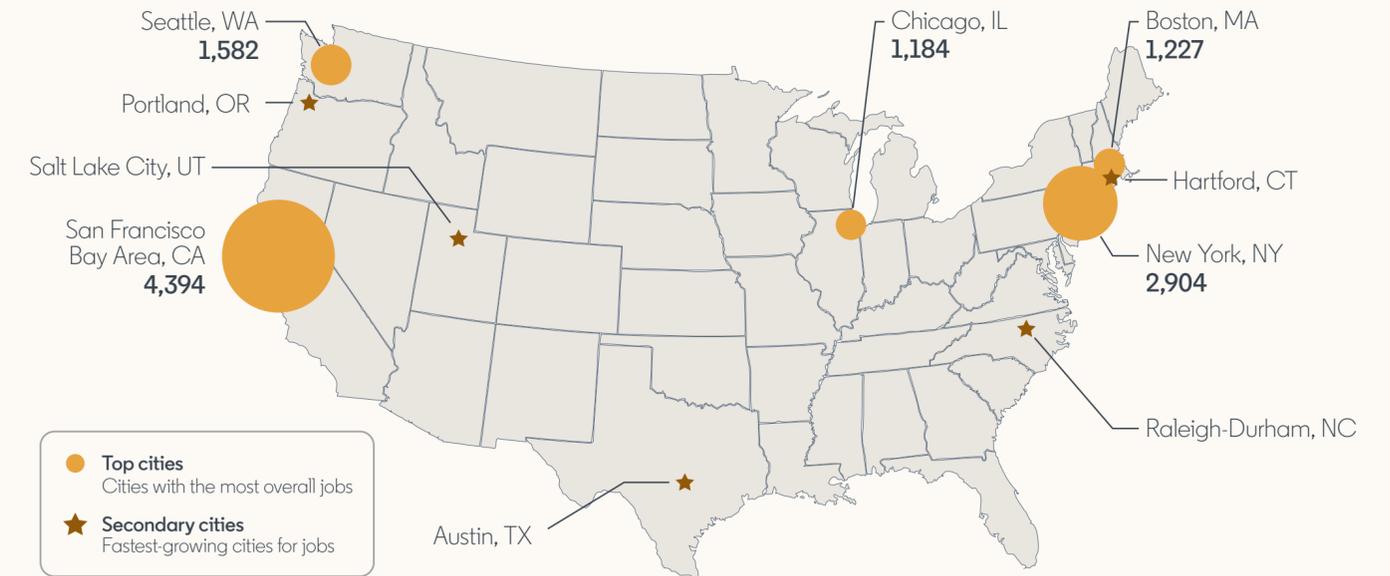
What you should know:

Data has quickly become every company's most valuable resource, and they need savvy engineers who can build infrastructure to keep it organized. Nearly all industries are snapping up this hard-to-hire talent. Interestingly, Amazon Web Services is one of the top skills for this role, a new trend since we first started documenting data engineers in 2015.

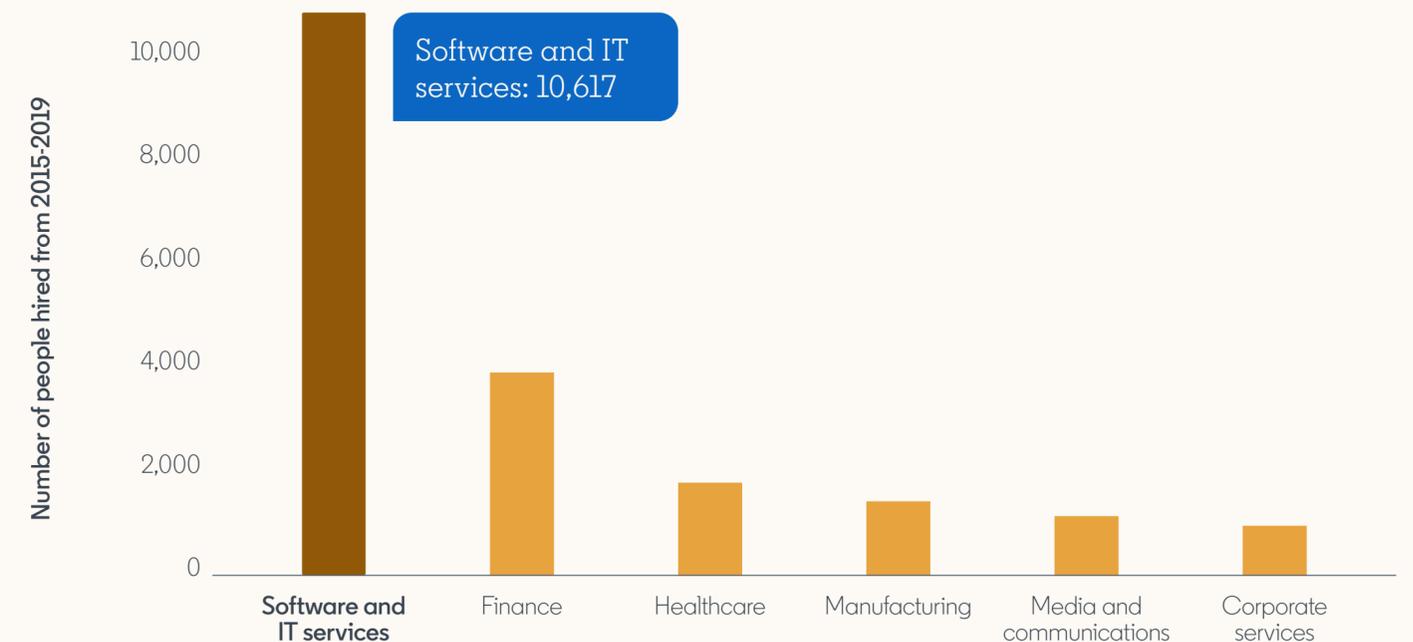
Skills unique to the job:

- Apache Spark
- Hadoop
- Python
- Extract, transform, load (ETL)
- Amazon Web Services

Where the jobs are:



Top industries hiring this talent:



#9 32% annual growth



Behavioral Health Technician

The fastest-growing job in healthcare

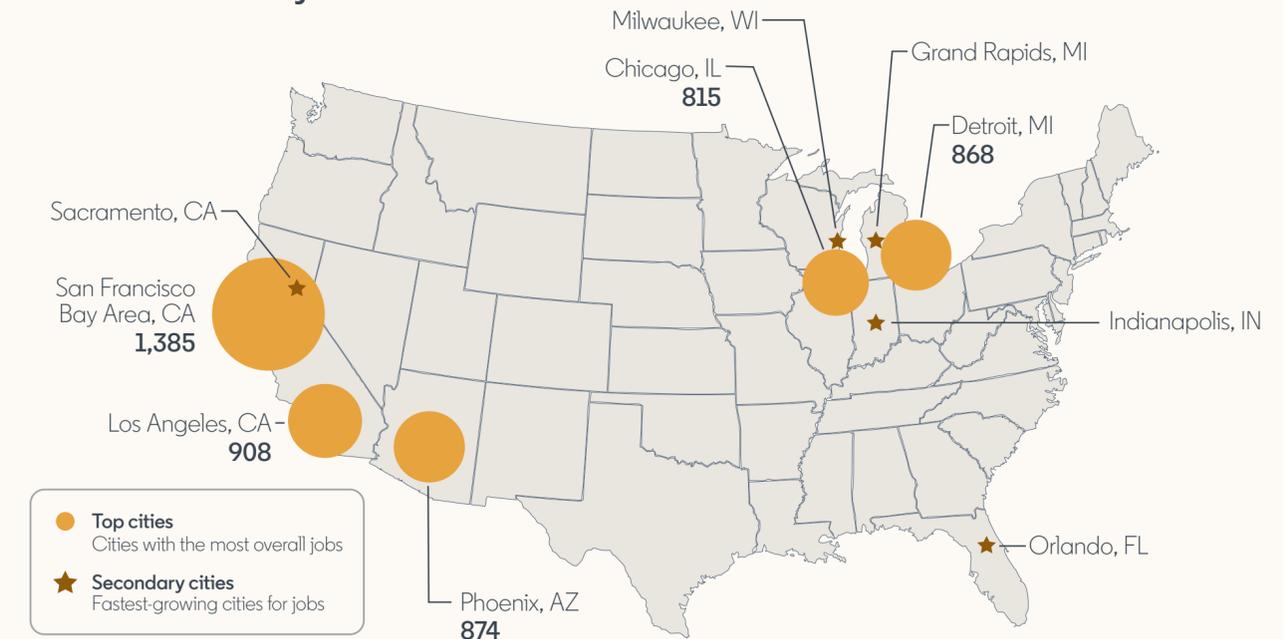
What you should know:

Increased coverage for mental health issues has increased demand for behavioral health technicians, many of whom work with patients who have behavioral disorders or with children. The path to becoming a behavioral health technician is also varied. Given that the training for the role doesn't require a specific degree, this role provides an opportunity for professionals from all backgrounds to join this emerging field.

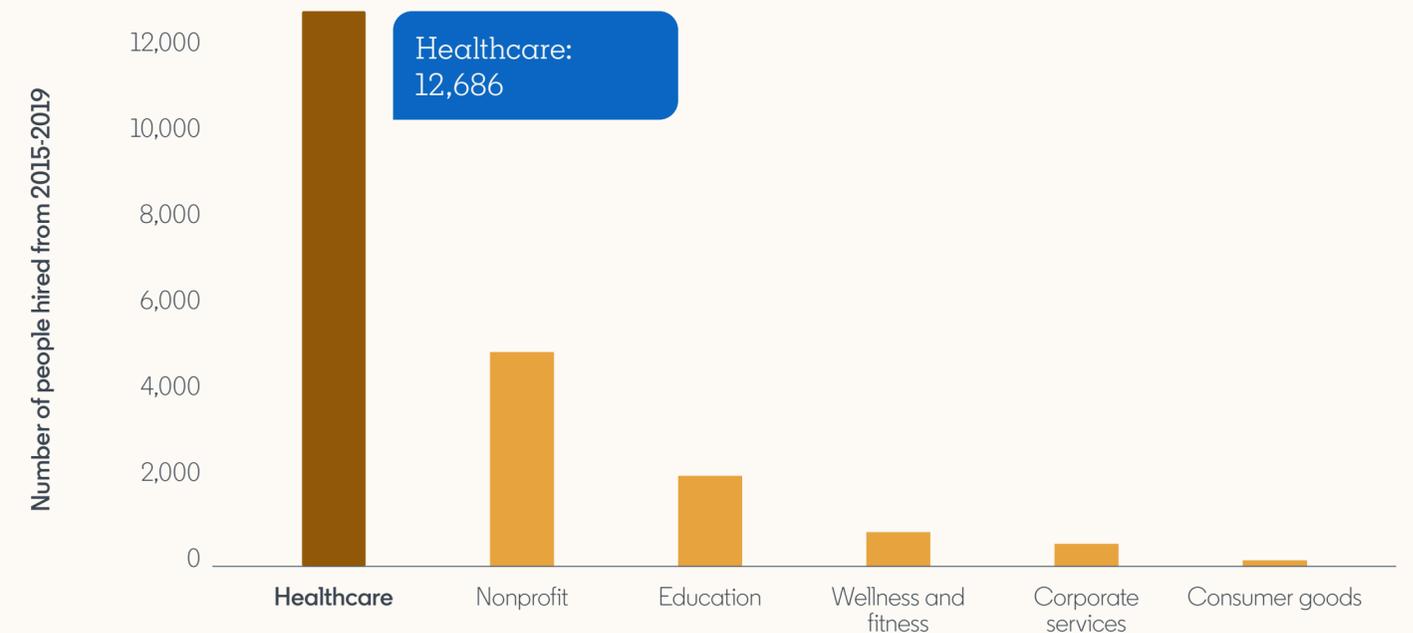
Skills unique to the job:

- Applied behavior analysis
- Autism spectrum disorders
- Behavioral health
- Mental health

Where the jobs are:



Top industries hiring this talent:



#10 30% annual growth



Cybersecurity Specialist

The protectors of your data

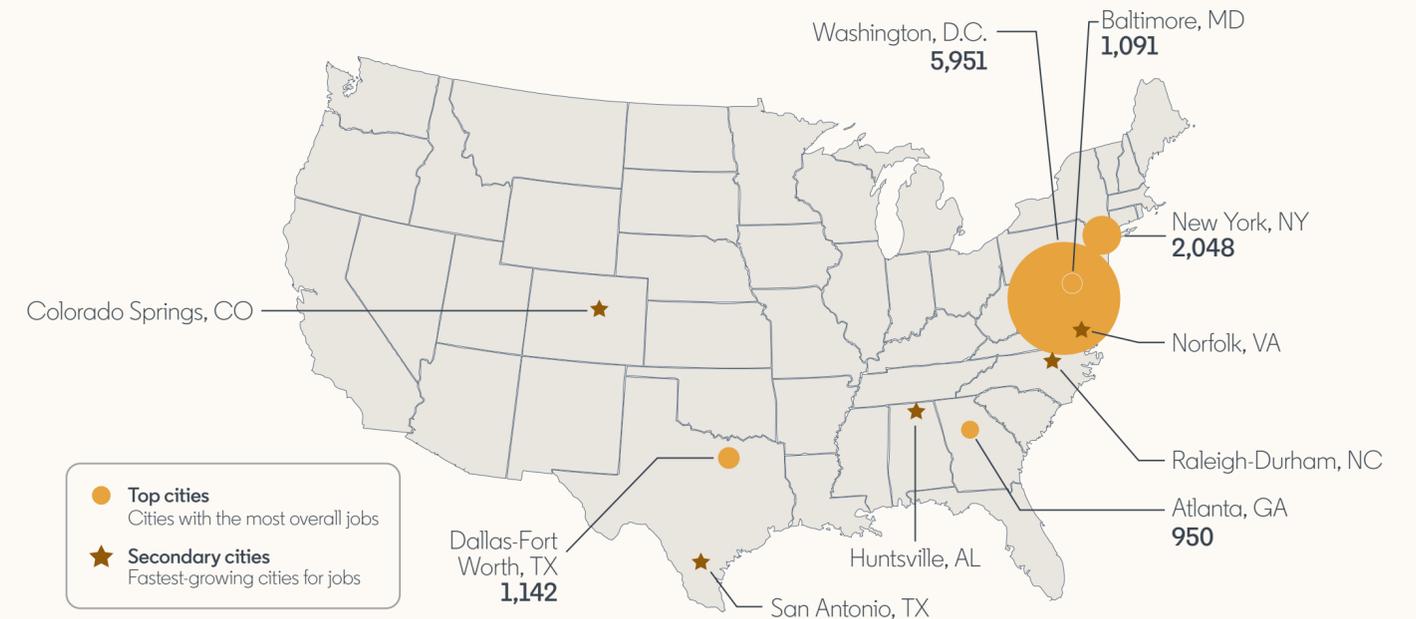
What you should know:

It's no secret that cybersecurity is top of mind for every company, something that's made more apparent by the addition of cybersecurity specialist to this year's emerging jobs list. The growth and importance of this role is likely to continue, as reports show data breaches have increased more than 50% in 2019 over this time last year. And it looks like Washington is taking note, as a large number of available jobs are in D.C. and the surrounding area.

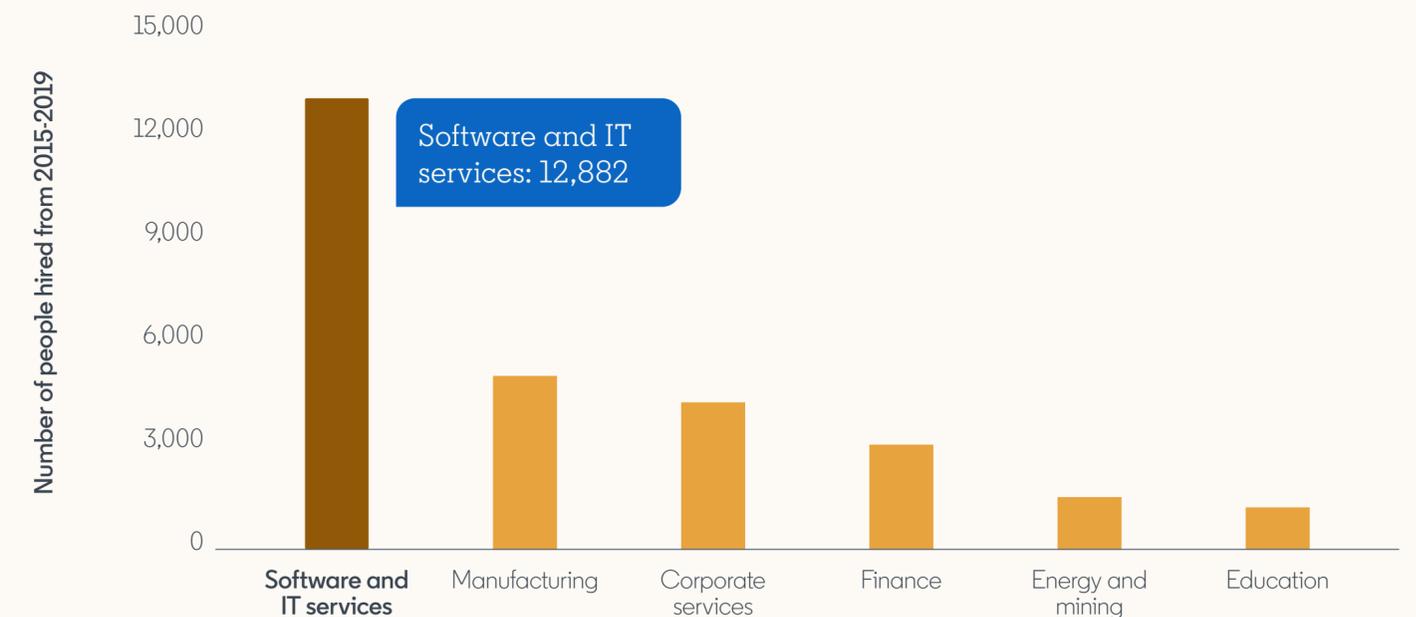
Skills unique to the job:

- Cybersecurity
- Information security
- Network security
- Vulnerability assessment

Where the jobs are:



Top industries hiring this talent:



#11 30% annual growth



Back End Developer

Managing abstract concepts and complex logic

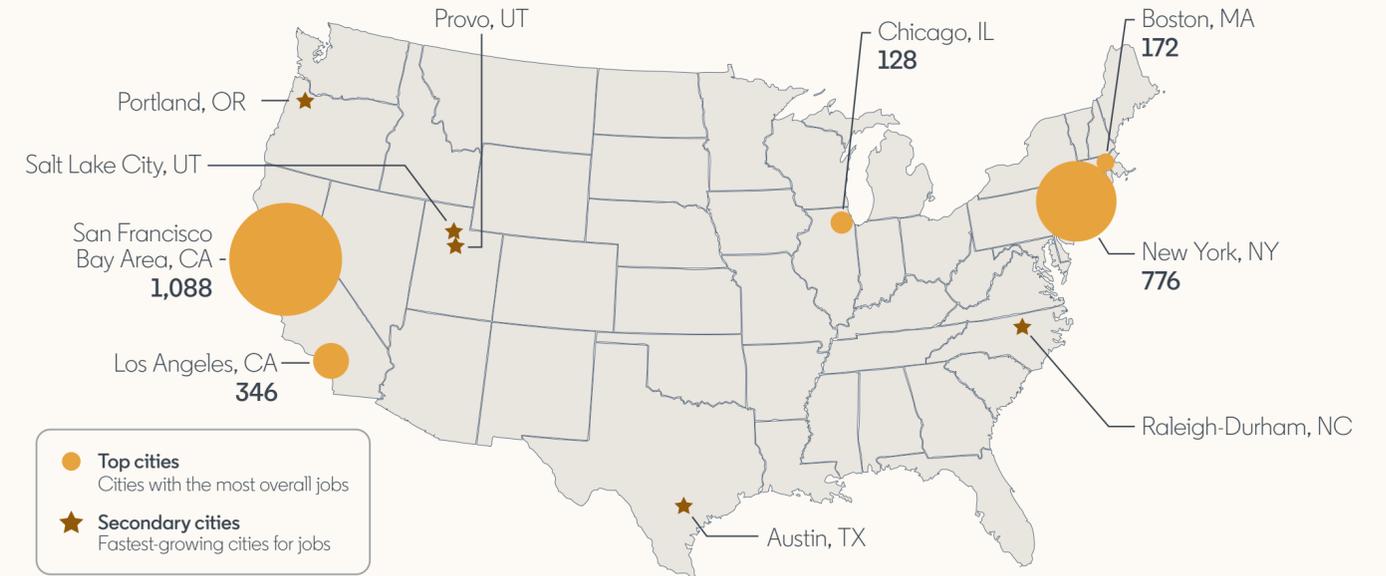
What you should know:

Back end developer is another engineering job that's likely to continue to grow, as nearly every company builds a digital property. It's also a job that can largely be done from anywhere, offering an opportunity for remote work. There are openings around the country, whether you want to live in a big city like San Francisco or move somewhere where you may be able to afford a better quality of life, like Raleigh.

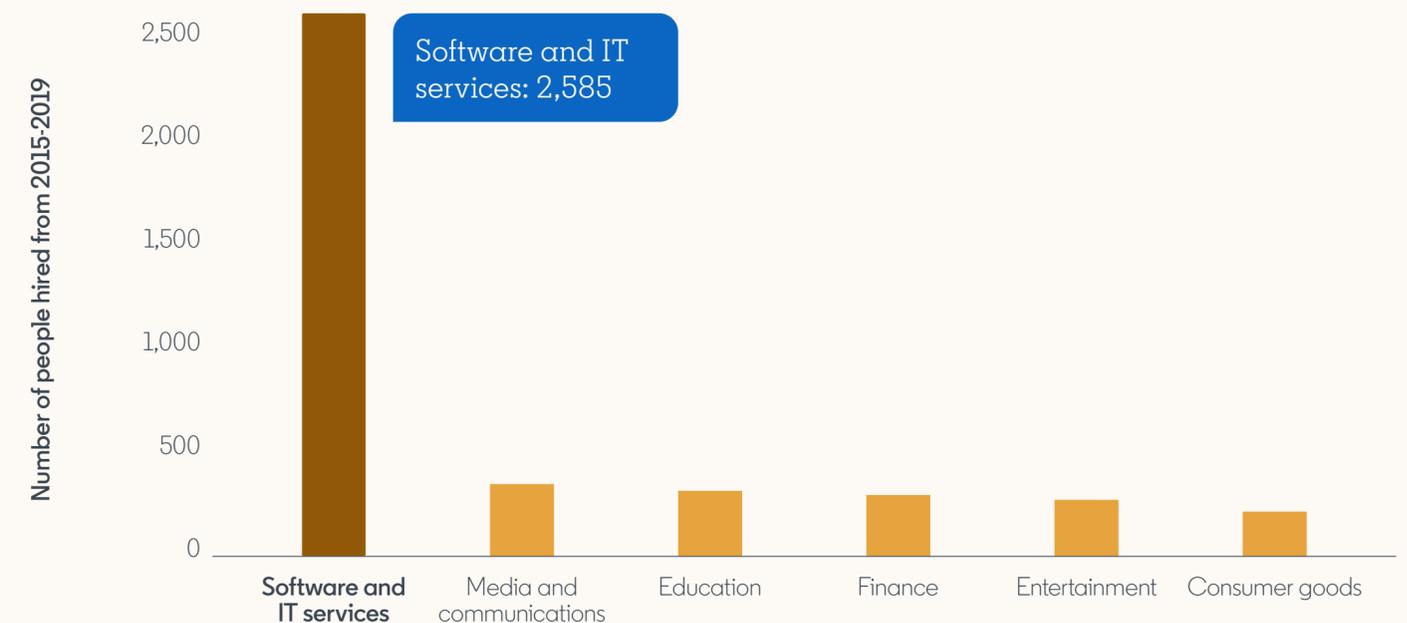
Skills unique to the job:

- Node.js
- JavaScript
- Amazon Web Services
- Git
- MongoDB

Where the jobs are:



Top industries hiring this talent:



#12 28% annual growth



Chief Revenue Officer

Keeping all revenue-generating teams on target

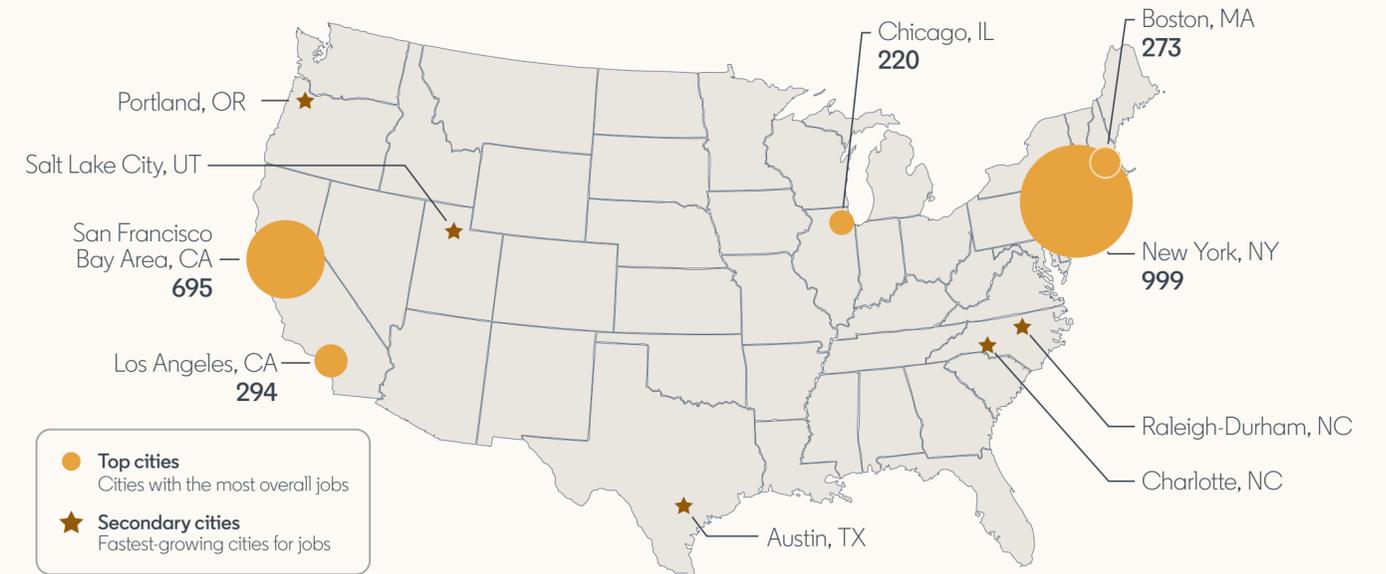
What you should know:

Having a chief revenue officer is somewhat of a new concept, born out of the need to better understand the roles both sales and marketing play in making a company money. As the two fields have become increasingly intertwined, having a CRO at the helm to lead the combined strategies of two teams has become increasingly important. Based on our data, this role is likely here to stay.

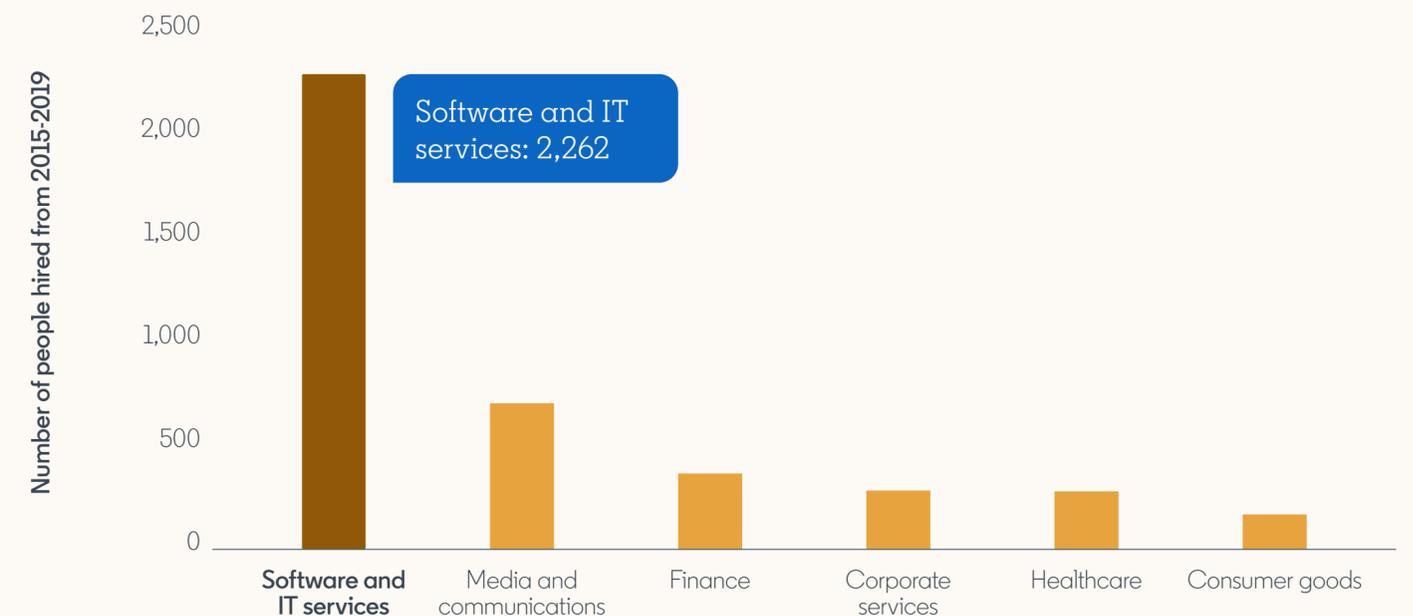
Skills unique to the job:

- Strategic partnerships
- Start-ups
- Software as a service
- Go-to-market strategy
- Executive management

Where the jobs are:



Top industries hiring this talent:



#13 27% annual growth



Cloud Engineer

All roads lead to the cloud

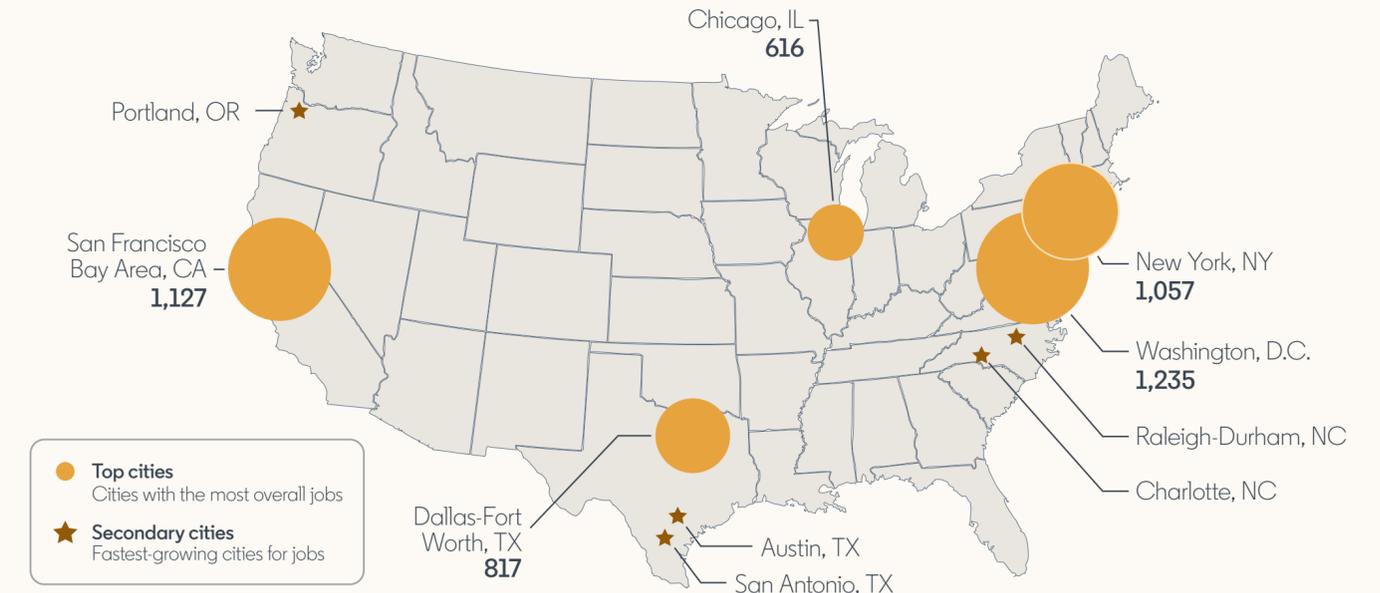
What you should know:

Cloud computing changed the game for companies that wanted to build products without needing their own servers, and every year the cloud gets bigger. There will likely be a continuing need for cloud engineers across the country in all industries, as more and more companies begin to see the value of storing their data in the cloud.

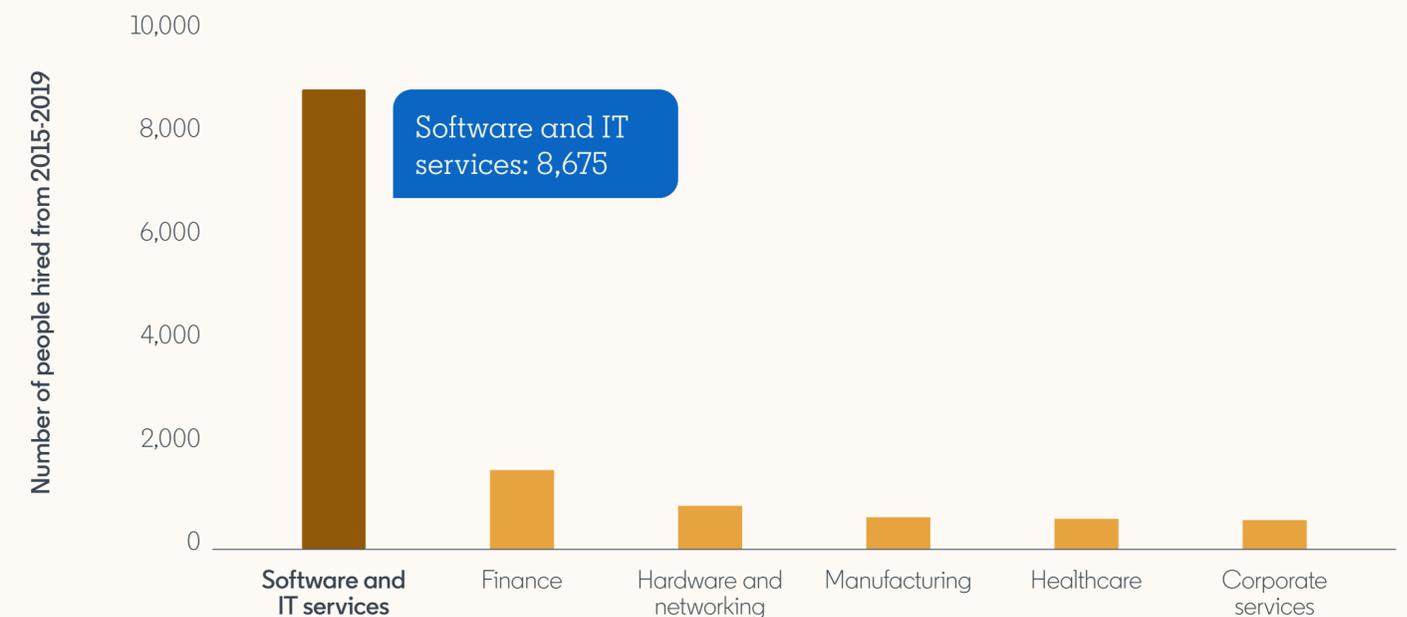
Skills unique to the job:

- Amazon Web Services
- Cloud computing
- Docker products
- Ansible
- Jenkins

Where the jobs are:



Top industries hiring this talent:



#14 25% annual growth



JavaScript Developer

Still crucial after all these years

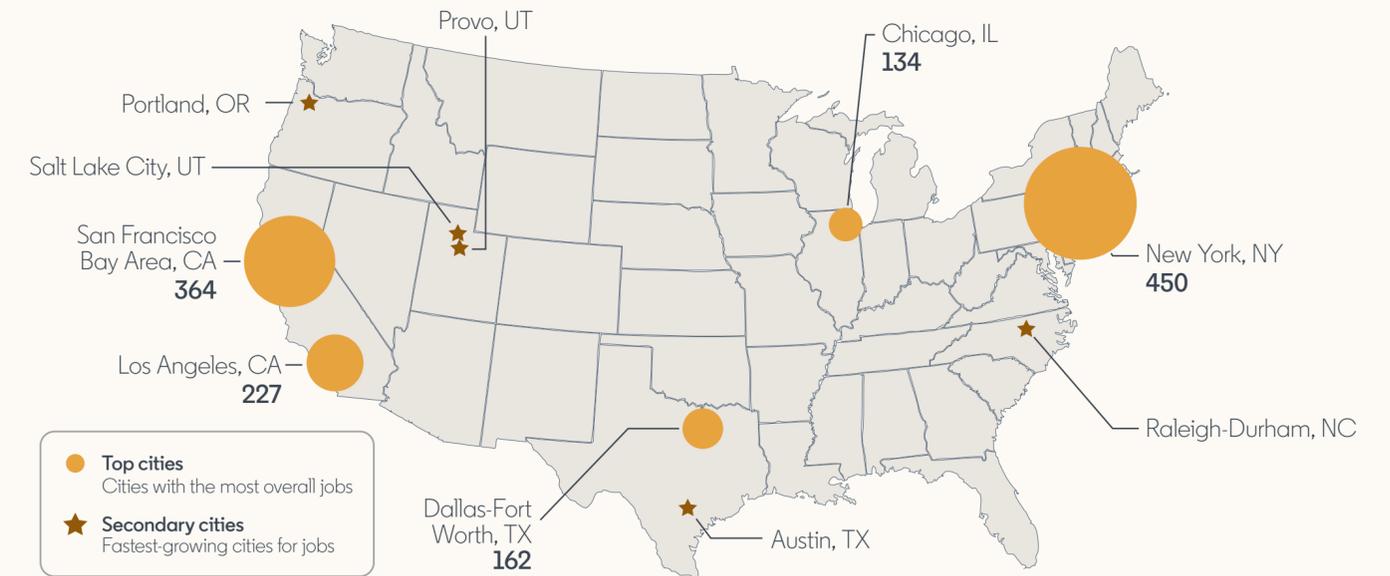
What you should know:

JavaScript developer is one of the most in-demand roles in the country, as are the skills associated with it. About one-third of all development jobs require at least some JavaScript knowledge, and JavaScript is the most popular programming language, so don't expect demand to slow down anytime soon.

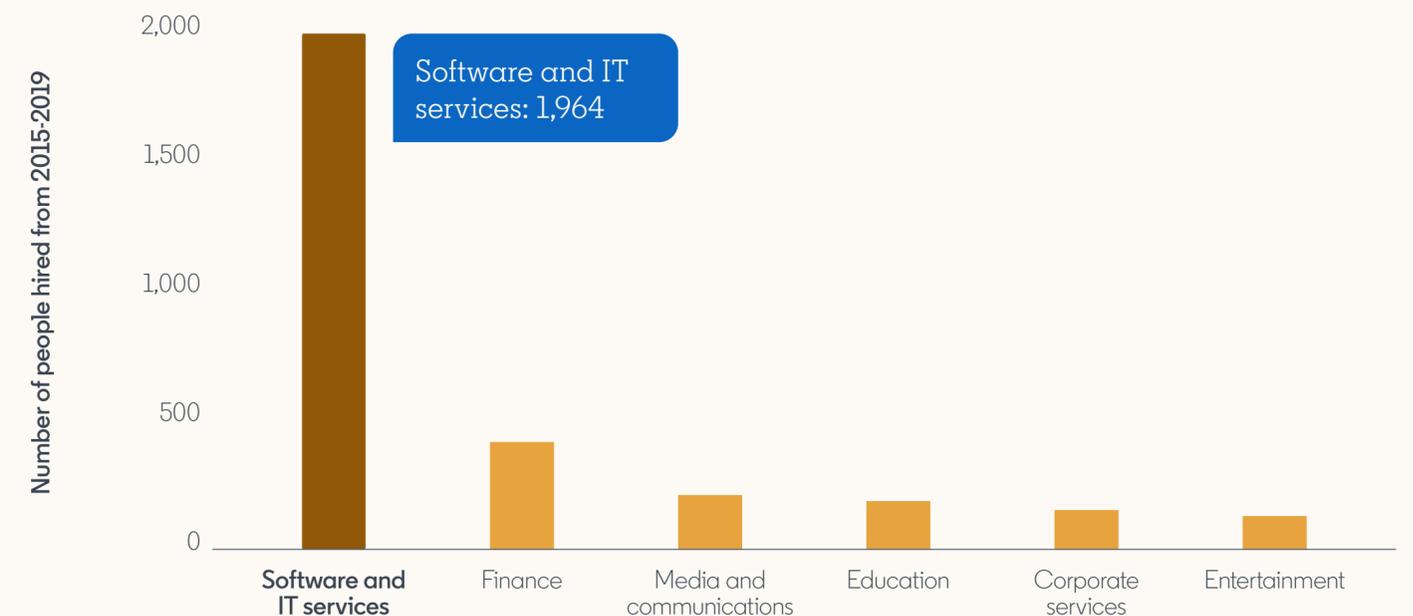
Skills unique to the job:

- React.js
- Node.js
- AngularJS
- JavaScript
- Cascading Style Sheets (CSS)

Where the jobs are:



Top industries hiring this talent:



#15 24% annual growth



Product Owner

Maximizing the value that development teams deliver

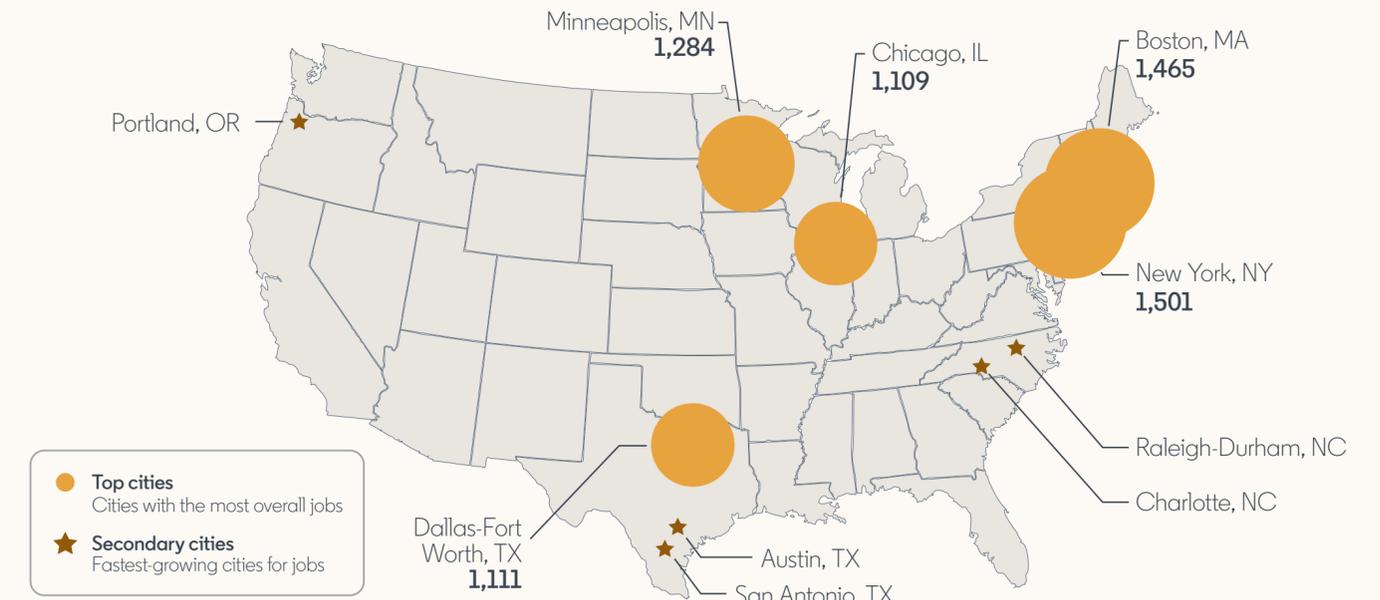
What you should know:

If you've got a desire to support the product development process, but you're not an engineer, this is the job for you. Product owners wear a lot of hats and are responsible for the success of a product in the market. They may do anything from market research to customer relationship management.

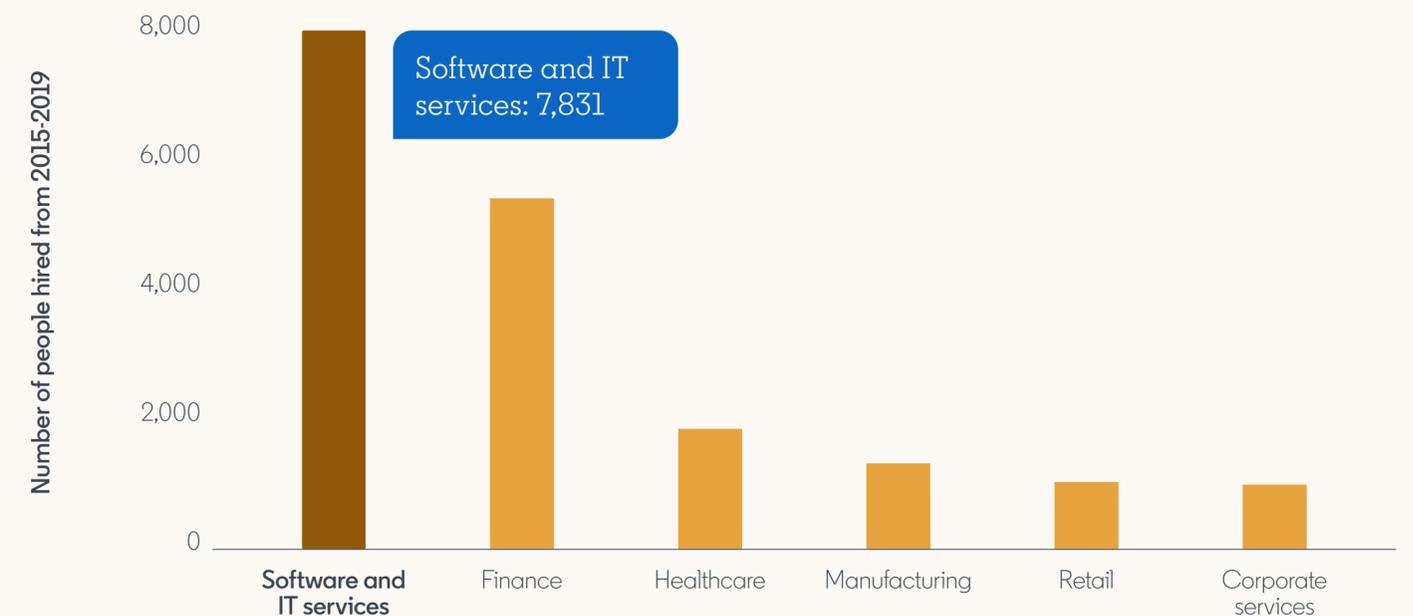
Skills unique to the job:

- Agile methodologies
- Scrum
- Product management
- Software development
- JIRA

Where the jobs are:



Top industries hiring this talent:



Emerging jobs methodology

The emerging jobs analysis was based on all LinkedIn members with a public profile that have held a full-time position within the U.S. during the past five years. After identifying the talent pool, we then calculated the share of hiring and compound annual growth rate for each occupation between 2015 and 2019 to identify the roles with the largest rate of growth. These became our emerging jobs.

Thank you!