



A WilsonHCG Company



JOB TITLE

Software Developers

LOCATION

San Francisco-Oakland-Hayward, CA

DATE OF REPORT

Wednesday, December 13th 2023

Instant insights | Informed decisions

[CLAROANALYTICS.COM](https://claroanalytics.com)



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About Claro Analytics

Claro simplifies sourcing by providing unmatched market intelligence for talent teams. With Claro, you have unique access to the global talent pool, letting you identify market trends, gain a competitive edge in hiring, and make confident decisions at every turn.

- Access more than 500M unique talent profiles
- Use location and compensation data to identify hotspots
- Avoid privacy concerns since Claro only uses public data
- Leverage talent pools to reduce churn or identify job seekers
- Pull data from Claro into your own dashboards via API



Executive Summary

\$ Hiring and Compensation

Weekly job postings for Software Developers in San Francisco-Oakland-Hayward, CA have seen a downward trend from 1500 in December 2022 to 724 in November 2023. The current job postings are 27.45% lower than the 12-month average (998) and 1.5% lower than the 3-month average (735). This suggests a cooling in the hiring market for this role in this region. However, the slight increase from 723 in September to 757 in October indicates potential fluctuations in demand.

The average salary for Software Developers in San Francisco-Oakland-Hayward, CA has seen a slight decrease over the past year, from \$170,000 in December 2022 to \$141,813 in December 2023. The most recent three-month average salary is \$145,542, a decrease of 2.56% compared to the current average salary. The six-month average salary is \$146,104, showing a decrease of 2.94%. This suggests a downward trend in salaries for this job title in this location.

🏢 Competition

The talent landscape for Software Developers in the San Francisco-Oakland-Hayward, CA area is less competitive. Alphabet Inc. is the top employer with 14,637 developers, followed by Meta Platforms, Inc. with 5,763. Other major employers include Apple Inc. (3,990), Amazon.com, Inc. (3,613), and Microsoft Corporation (3,528). Despite the presence of these tech giants, the market remains less competitive, indicating ample opportunities for job seekers in this field.

The San Francisco-Oakland-Hayward, CA region shows a high concentration of Software Developers in the Computer Software industry, employing 31,655 individuals. Other significant industries include Information Technology and Services (6,195), Internet (3,551), and Computer Networks (1,870). Lesser, but still notable, industries include Telecommunications (1,076), Research (767), Semiconductors (754), Computer Hardware (693), Electrical/Electronic Manufacturing (599), and Computer Games (547).

The workforce diversity data for Software Developers in the San Francisco-Oakland-Hayward, CA region shows a significant skew towards Asian males, who constitute 42.85% of the workforce. White males follow at 22.93%. Female representation is considerably lower, with Asian females at 18.56% and White females at 2.72%. Black and Latinx representation is notably low across both genders, with Black males at 5.94%, Latinx males at 4.47%, Black females at 1.65%, and Latinx females at 0.88%.

December 13 2023

Number of Jobs

724 job openings

December 13 2023

Average Salary

\$141,813

Top Employer

Alphabet Inc.

14,637 people

Largest Industry

Computer Software

31,655 people

Most Common Gender / Ethnicity

Asian Male

42.86%

Talent Market

The San Francisco-Oakland-Hayward, CA area boasts a robust talent pool of 96,685 software developers, with 724 job openings currently available. The most common skills among these professionals include Java (28,698), C++ (23,038), Javascript (21,197), Python (21,028), and C (20,315). Other prevalent skills include Linux (16,792), SQL (15,519), HTML (14,579), software development (13,973), and MySQL (12,006).

The supply and demand ratio for software developers in this region is 133.54, indicating a less competitive labor market. This suggests that employers may have a larger selection of candidates to choose from, while job seekers may face less competition for available positions. This data provides a valuable snapshot of the current labor market for software developers in the San Francisco-Oakland-Hayward, CA area.

Most Popular Skills

Java

28,698 people

C++

23,038 people

Javascript

21,197 people

Winning Talent Strategies

In the San Francisco-Oakland-Hayward, CA region, the labor market for software developers is less competitive, with a downward trend in job postings and salaries.

01. **Competitive Compensation:** Despite a slight decrease in average salaries, companies should offer competitive compensation packages to attract top talent. This could include benefits, bonuses, and equity options, especially given the presence of tech giants in the region.

02. **Skill-Based Hiring:** With a robust talent pool, employers can focus on skill-based hiring. Key skills to look for include Java, C++, Javascript, Python, and C.

03. **Diversity Initiatives:** The workforce is predominantly Asian and White males. Companies should implement diversity initiatives to attract underrepresented groups, such as Black and Latinx candidates, and improve gender balance.

04. **Industry Collaboration:** The majority of software developers are in the Computer Software industry. Collaborating with other industries like Information Technology and Services, Internet, and Computer Networks could widen the talent pool.

05. **Employee Retention:** Given the less competitive market, companies should focus on employee retention strategies. This could include career development programs, work-life balance initiatives, and recognition programs.

Supply / Demand Ratio

Supply

96,685 people

Demand

724 job openings

Supply / Demand Ratio

133.54

Market Condition

Less Competitive

The labor market for "Software Developers" in San Francisco-Oakland-Hayward, CA is less competitive, with a low demand compared to the available talent supply.

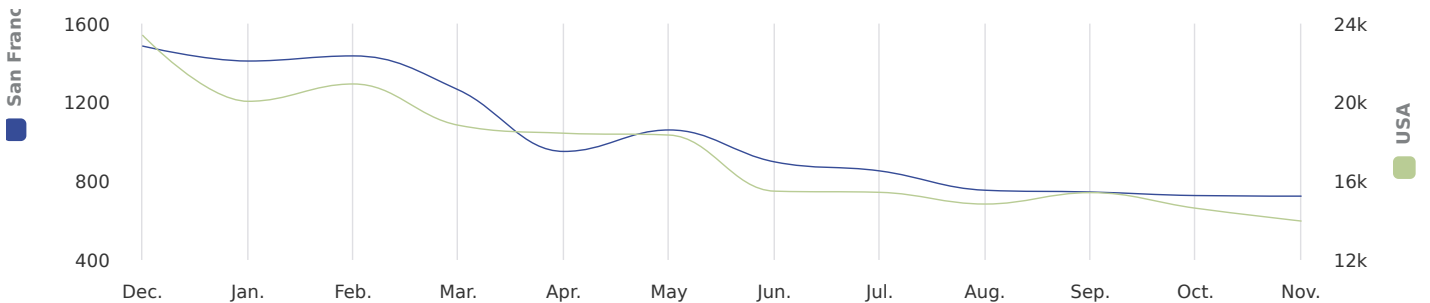
Hiring and Compensation

Trends and Comparables

Weekly job postings for Software Developers in San Francisco-Oakland-Hayward, CA have seen a downward trend from 1500 in December 2022 to 724 in November 2023. The current job postings are 27.45% lower than the 12-month average (998) and 1.5% lower than the 3-month average (735). This suggests a cooling in the hiring market for this role in this region. However, the slight increase from 723 in September to 757 in October indicates potential fluctuations in demand.

<p>Currently Unfilled Job Openings</p> <p>724 Job Openings</p> <p>For "Software Developers" in San Francisco-Oakland-Hayward, CA</p>	<p>Hiring Companies</p> <p>375 Companies</p> <p>Currently looking to hire "Software Developers" in San Francisco-Oakland-Hayward, CA</p>	<p>Average Job Openings</p> <p>2 Job Openings</p> <p>For "Software Developers" per company</p>
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Number of Job Openings Trend



Demand for Talent

The total number of job postings in the United States for Software Developers is **13,976**, representing a significant portion of the nation's current number of job postings. The current job posting trend is declining in the United States as it is **4.35%** lower than the 3-month average of **14,612** and **5.60%** lower than the 6-month average of **14,805**. This indicates a slight slowdown in the demand for Software Developers in the United States.

In comparison, the San Francisco-Oakland-Hayward, CA area has a total of **724** job postings for Software Developers. This represents a decline as well, with the current job postings being **1.50%** lower than the 3-month average of **735** and **7.42%** lower than the 6-month average of **782**. This suggests a similar trend of reduced demand for Software Developers in this specific location.

However, when comparing the job postings in the San Francisco-Oakland-Hayward, CA area to the nation's total, it accounts for **5.18%** of the total job postings for Software Developers. This suggests that despite the overall decline, this location still holds a significant portion of the job market for this profession.

Top 10 Companies by Number of Job Openings

Company	Job Openings	Company	Job Openings
01 Recruiting From Scratch	82	06 Spanidea Systems	11
02 Walmart	37	07 Super Micro Computer, Inc.	9
03 Bayone	25	08 Oracle Corporation	8
04 Apple Inc.	12	09 Netpace, Inc.	6
05 International Business Machines Corporation	12	10 Abbott Laboratories	5

Marketplace Competitors

In the San Francisco-Oakland-Hayward, CA area, the demand for software developers is high, with a diverse range of companies actively hiring. The leading recruiter is Recruiting From Scratch, with **82** job postings. This is followed by retail giant Walmart, with **37** job openings, and Bayone, a technology solutions company, with **25** vacancies. These companies represent a mix of sectors, including recruitment, retail, and technology solutions, indicating a broad demand for software developers across different industries.

In addition, tech giants such as Apple Inc. and International Business Machines Corporation (IBM) each have **12** job openings, while Spanidea Systems, a product engineering company, has **11**. Super Micro Computer, Inc., Oracle Corporation, Netpace, Inc., and Abbott Laboratories also have significant demand, with **9**, **8**, **6**, and **5** job openings respectively. These companies represent the technology, computer hardware, healthcare, and pharmaceutical sectors, further illustrating the wide-ranging demand for software developers in the region.

\$ Compensation Analysis

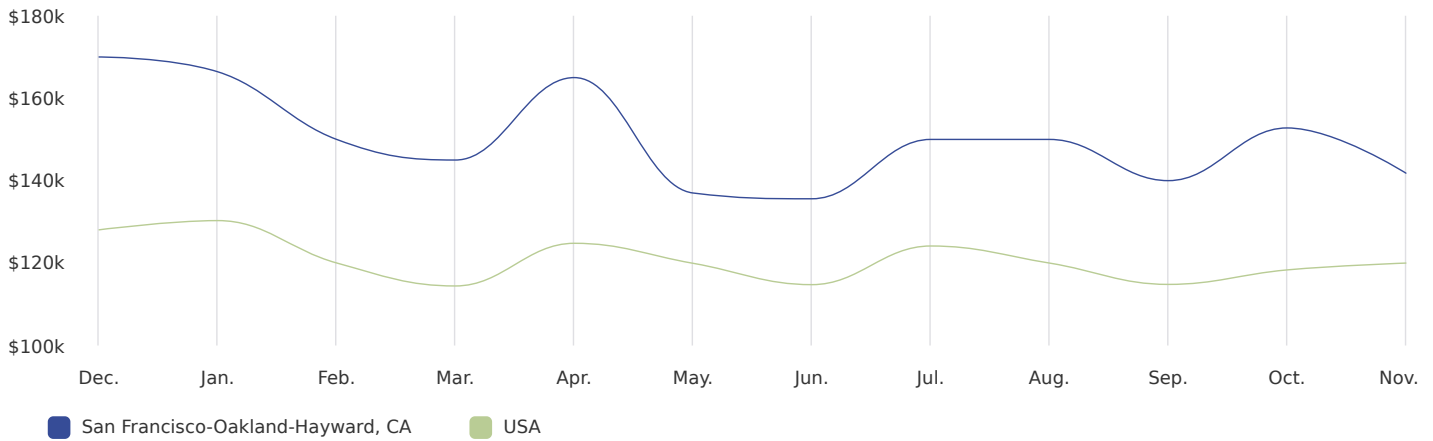
The average salary for Software Developers in San Francisco-Oakland-Hayward, CA has seen a slight decrease over the past year. As of December 2023, the average salary stands at \$141,813. This represents a 2.9% decrease compared to the six-month average salary of \$146,104 and a 2.6% decrease from the three-month average salary of \$145,542. This trend suggests a slight cooling in the labor market for this job title in this specific location.

December 13 2023

Average Salary

\$141,813

Salary Trend



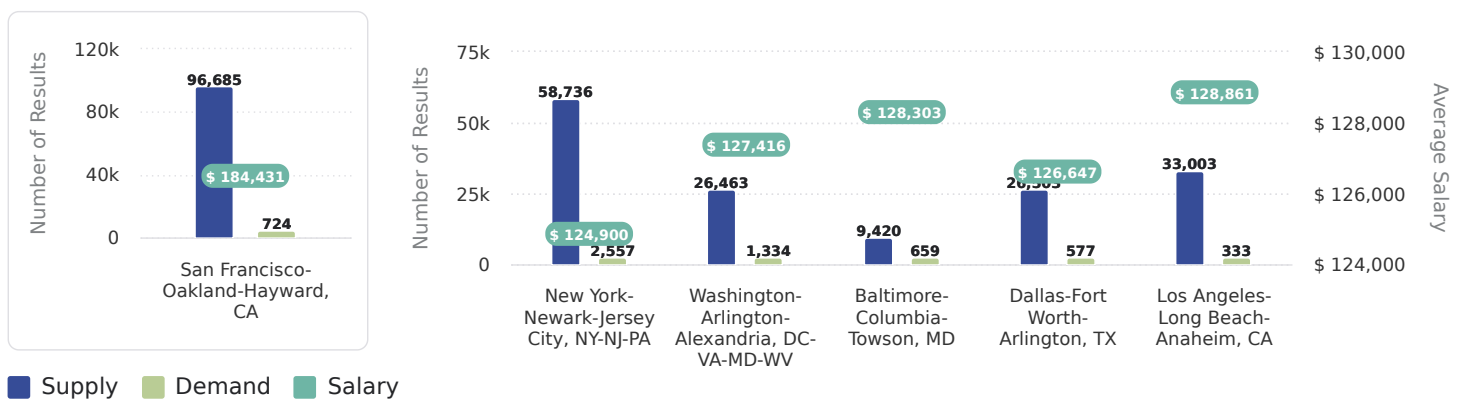
Historical Market Compensation

The current average salary in San Francisco-Oakland-Hayward, CA for Software Developers is \$141,813, which is 15.4% lower than the national current average salary of \$120,000. The current average salary in San Francisco-Oakland-Hayward, CA is 2.2% lower than the 3-month average of \$144,937 and 2.2% lower than the 6-month average of \$145,068. This indicates a slight downward trend in the local market for Software Developers.

Comparatively, the national average salary is 2.0% higher than the 3-month average of \$117,702 and 1.1% higher than the 6-month average of \$118,668. This suggests a modest upward trend in the national market for Software Developers.

In summary, while the overall trend in San Francisco-Oakland-Hayward, CA is decreasing, the national trend is increasing. This could suggest a shift in the market, with more competitive salaries being offered outside of traditional tech hubs.

Salary - San Francisco-Oakland-Hayward, CA and Top 5 Metro Areas



Current Market Salary

The average salary for a Software Developer in San Francisco-Oakland-Hayward, CA is \$184,431, with a pool of 96,685 potential candidates and 724 job postings. This area is less competitive compared to other regions, which could be attributed to the high average salary, indicating a higher cost for recruiters.

In contrast, the New York-Newark-Jersey City, NY-NJ-PA region has an average salary of \$124,900 for the same job title, with 58,736 potential candidates and 2,557 job postings. This region is very competitive, possibly due to the lower average salary, which implies a lower cost for hiring companies.

The Washington-Arlington-Alexandria, DC-VA-MD-WV region has an average salary of \$127,416 for Software Developers, with 26,463 potential candidates and 1,334 job postings. This region is extremely competitive, suggesting a high demand for this job title. The average salary is slightly higher than in New York, which could be a factor in the increased competitiveness.

Competition

★ Top Employers of Talent, Talent Inflows / Outflows

In the San Francisco-Oakland-Hayward, CA area, the competition for Software Developers is concentrated among major tech companies. Alphabet Inc. leads with 14,637 employees, followed by Meta Platforms, Inc. with 5,763, and Apple Inc. with 3,990. Amazon.com, Inc. and Microsoft Corporation also employ a significant number, 3,613 and 3,528 respectively. Other notable employers include Cisco Systems, Inc., Qatestbed, Oracle Corporation, Uber Technologies Inc, and Walmart Inc. The job market competitiveness is less competitive in this region.

Top Employer

Alphabet Inc.
14,637 people

Top 10 Companies by Number of "Software Developers"

Company	Job Openings	Company	Job Openings
01 Alphabet Inc.	14,637	06 Cisco Systems, Inc.	2,439
02 Meta Platforms, Inc.	5,763	07 Qatestbed	2,094
03 Apple Inc.	3,990	08 Oracle Corporation	928
04 Amazon.com, Inc.	3,613	09 Uber Technologies Inc	894
05 Microsoft Corporation	3,528	10 Walmart Inc.	801

Marketplace Leader Analysis































In the San Francisco-Oakland-Hayward, CA area, Alphabet Inc. is the leading employer for Software Developers, employing a significant 14,637 individuals. This figure is more than double the number of Software Developers employed by the second largest employer, Meta Platforms, Inc., which employs 5,763 individuals. Apple Inc. follows closely behind with 3,990 Software Developers on their payroll.

The next tier of employers includes Amazon.com, Inc. and Microsoft Corporation, employing 3,613 and 3,528 Software Developers respectively. These two tech giants, while not leading in this specific location, still maintain a substantial presence in the market. Cisco Systems, Inc. also holds a notable position, employing 2,439 Software Developers.

The lower end of the scale includes Qatestbed with 2,094 employees, Oracle Corporation with 928, Uber Technologies Inc with 894, and Walmart Inc. with 801 Software Developers. Despite being at the lower end, these companies still contribute significantly to the employment of Software Developers in the region.

Talent Mobility - Alphabet Inc.

152,099 people came to company  54,048 people left the company 

Number	Company name	To company	From company
01	 Amazon.com, Inc.	5,058 	1,307 
02	 Microsoft Corporation	4,609 	998 
03	 Facebook, Inc.	1,626 	1,201 
04	 Apple Inc.	1,621 	883 
05	 Freelancer	1,372 	4,789 
06	 International Business Machines Corporation	1,207 	165 
07	 Oracle Corporation	1,206 	124 
08	 Cisco Systems, Inc.	965 	135 
09	 Intel Corporation	875 	57 
10	 Deloitte Touche Tohmatsu Limited	867 	94 

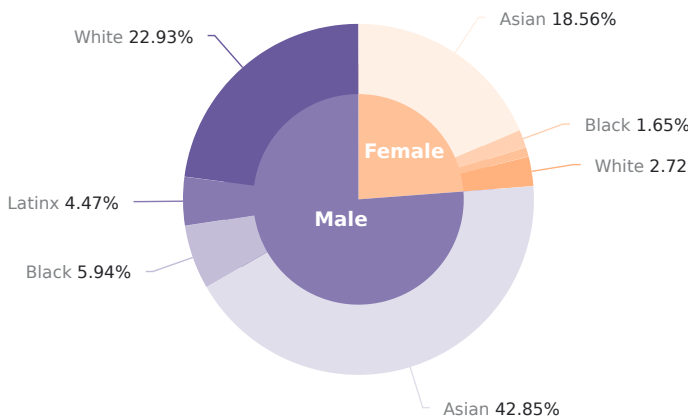
Diversity Benchmarks

The workforce diversity data for Software Developers in the San Francisco-Oakland-Hayward, CA region shows a significant skew towards Asian males, who constitute 42.85% of the workforce. White males follow at 22.93%. Female representation is considerably lower, with Asian females at 18.56% and White females at 2.72%. Black and Latinx representation is notably low across both genders, with Black males at 5.94%, Latinx males at 4.47%, Black females at 1.65%, and Latinx females at 0.88%.

Most Common Gender / Ethnicity

Asian Male
42.85%

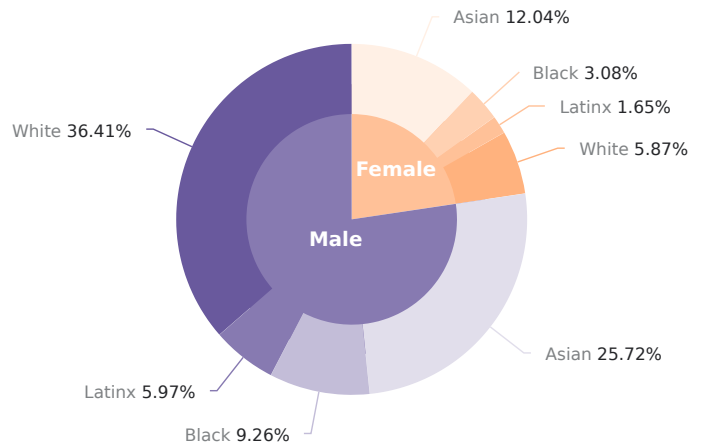
San Francisco-Oakland-Hayward, CA



Local Market Diversity Insights

In the San Francisco-Oakland-Hayward, CA area, the Software Developers job title shows a significant gender disparity with 76.19% male and 23.81% female. The largest ethnic group among male developers is Asian at 42.85%, followed by White at 22.93%. Among female developers, Asians also dominate at 18.56%, with Whites at 2.72%. Black and Latinx representation is notably low in both genders. This data suggests a need for increased diversity efforts in this field.

USA



US Diversity Comparison

The diversity data for Software Developers in the United States shows a significant gender disparity, with males comprising 77.36% of the workforce. The largest ethnic group within this job title is White males at 36.41%. Among females, White women represent the largest group at 5.87%. Asian males and females also have a notable presence at 25.72% and 12.04% respectively. Black and Latinx representation is lower, with Black males at 9.26%, Latinx males at 5.97%, Black females at 3.08%, and Latinx females at 1.65%.

Largest Industry

The San Francisco-Oakland-Hayward, CA region shows a high concentration of Software Developers in the Computer Software industry, employing 31,655 individuals. Other significant industries include Information Technology and Services (6,195), Internet (3,551), and Computer Networks (1,870). Lesser, yet notable sectors include Telecommunications, Research, Semiconductors, Computer Hardware, Electrical/Electronic Manufacturing, and Computer Games.

Largest Industry

Computer Software

31,655 people

Top 10 Industries for "Software Developers"

Industry	Job Openings	Industry	Job Openings
01 Computer Software	23.47%	06 Financial Services	1.07%
02 Information Technology And Services	10.45%	07 Computer Networks	1.01%
03 Internet	1.78%	08 Electrical/electronic Manufacturing	0.7%
04 Telecommunications	1.55%	09 Automotive	0.63%
05 Defense & Space	1.12%	10 Insurance	0.59%

Cross-Industry Competition

The labor market for Software Developers in the United States is highly concentrated in the Computer Software industry, which employs approximately 179,401 professionals, accounting for 23.47% of the total. This is followed by the Information Technology and Services industry, employing 79,877 individuals, which is 10.45% of the total.

Other significant industries include Internet (13,632 jobs, 1.78%), Telecommunications (11,810 jobs, 1.55%), and Defense & Space (8,549 jobs, 1.12%). Financial Services, Computer Networks, Electrical/Electronic Manufacturing, Automotive, and Insurance industries also provide substantial employment opportunities, each contributing between 0.59% and 1.07% to the total job market for Software Developers.

Top 10 Industries for San Francisco-Oakland-Hayward, CA

Industry	Job Openings
01 Computer Software	32.74%
02 Information Technology And Services	6.41%
03 Internet	3.67%
04 Computer Networks	1.93%
05 Telecommunications	1.11%

Industry	Job Openings
06 Research	0.79%
07 Semiconductors	0.78%
08 Computer Hardware	0.72%
09 Electrical/electronic Manufacturing	0.62%
10 Computer Games	0.57%

Local Market Industry Leaders

The San Francisco-Oakland-Hayward, CA region shows a high concentration of jobs in the Computer Software industry, accounting for 32.74% of the total. Other significant industries include Information Technology and Services (6.41%), Internet (3.67%), and Computer Networks (1.93%). Telecommunications, Research, Semiconductors, Computer Hardware, Electrical/Electronic Manufacturing, and Computer Games also contribute to the job market, albeit to a lesser extent.

Talent Market

☆ Specializations and Skills

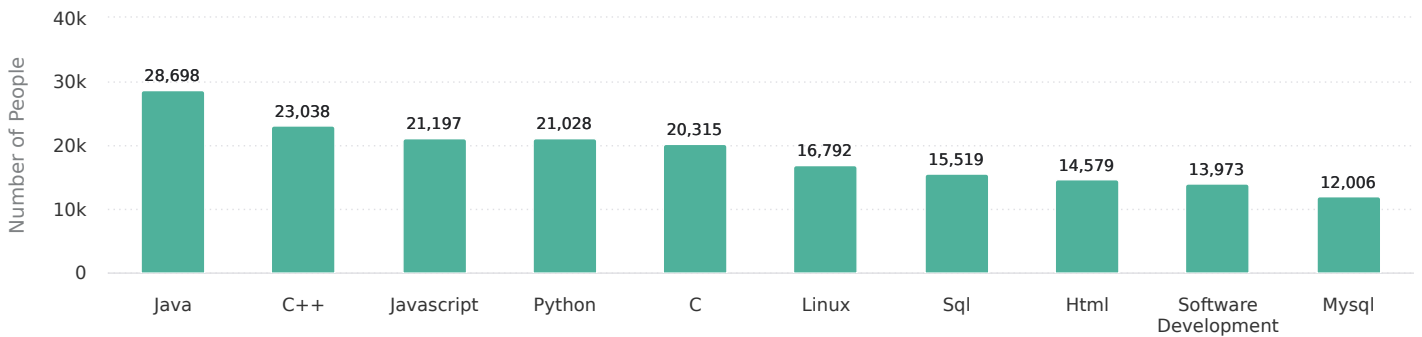
The San Francisco-Oakland-Hayward, CA area boasts a robust talent pool of 96,685 professionals for the specified job title. However, the current job market only presents 724 openings, indicating a surplus of potential candidates. The most common skills among these professionals include Java (28,698), C++ (23,038), and Javascript (21,197). The supply and demand ratio stands at 133.54, suggesting a less competitive labor market. This means there are significantly more potential candidates than there are job postings. Other prevalent skills in this region are Python (21,028), C (20,315), and Linux (16,792). This data provides a comprehensive view of the talent landscape and the competitiveness of the job market in this location.

Matching Profiles

96,685 Profiles

All profiles of "Software Developers" currently living in San Francisco-Oakland-Hayward, CA

Top Skills from Resumes



Analysis

In the San Francisco-Oakland-Hayward, CA area, the most prevalent skill among software developers is Java, with 28,698 individuals (29.68%) possessing this skill. C++ is the second most common skill, found in 23,038 professionals (23.83%). Javascript is also a popular skill, with 21,197 software developers (21.92%) having proficiency in it. Python is another significant skill in this talent pool, with 21,028 software developers (21.75%) having expertise in it. C is also a common skill, with 20,315 professionals (21.01%) possessing it. Linux is a skill found in 16,792 software developers (17.37%). SQL is a skill possessed by 15,519 software developers (16.05%). HTML is another common skill, found in 14,579 professionals (15.08%). Software Development and MySQL are also prevalent skills, with 13,973 (14.45%) and 12,006 (12.42%) software developers having these skills respectively.



Supply / Demand Analysis

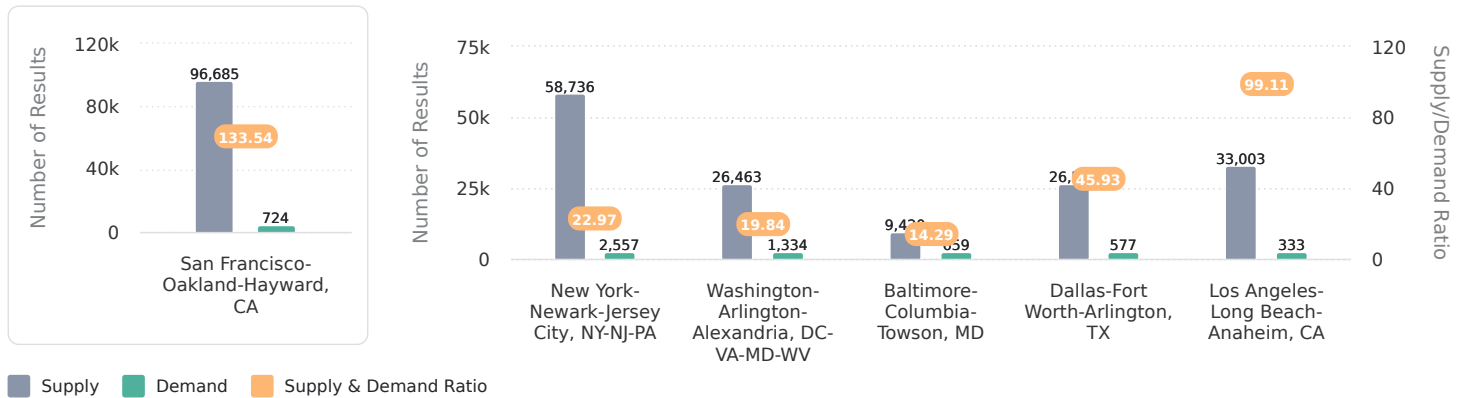
The current market for Software Developers in the San Francisco-Oakland-Hayward area presents a less competitive landscape with a supply and demand ratio of 133.54. This indicates a high supply of 96,685 potential candidates for a relatively lower demand of 724 job postings. This surplus of talent provides a favorable scenario for hiring companies, offering a wide selection of potential candidates. However, it also suggests a highly competitive environment for job seekers.

Supply / Demand Ratio

133.54

Less Competitive

Supply and Demand Ratio - San Francisco-Oakland-Hayward, CA and Top 5 Metro Areas



Relative Talent Availability

The San Francisco-Oakland-Hayward area presents a less competitive market for software developers, with a supply and demand ratio of 133.54. This indicates a high supply of potential candidates (96,685) relative to the number of job postings (724). This is in stark contrast to the New York-Newark-Jersey City area, which is very competitive with a ratio of 22.97, reflecting a lower supply (58,736) and higher demand (2,557).

The Washington-Arlington-Alexandria and Baltimore-Columbia-Towson areas are extremely competitive for software developers. The supply and demand ratios are 19.84 and 14.29 respectively, indicating a high demand and low supply. In Washington-Arlington-Alexandria, there are 26,463 potential candidates for 1,334 job postings, while in Baltimore-Columbia-Towson, there are 9,420 potential candidates for 659 job postings.

In comparison, the Dallas-Fort Worth-Arlington area is moderately competitive with a supply and demand ratio of 45.93. This suggests a balance between the number of potential candidates (26,503) and job postings (577). This area could be a viable option for software developers seeking opportunities in a less saturated market.



A WilsonHCG Company

In conclusion, we would like to say a big thank you to you, our customers, for your ongoing interest and support. Your feedback is not just welcome; it's essential in helping us refine and improve.

We look forward to providing you with more personalized and on-demand reports and encourage you all to visit claroanalytics.com to learn more about our all-in-one Labor Intelligence Suite:

Talent Discovery

Job Seeking Sonar

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Talent Mobility

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