

2024 Q3

Montana Quarterly Job REPORT

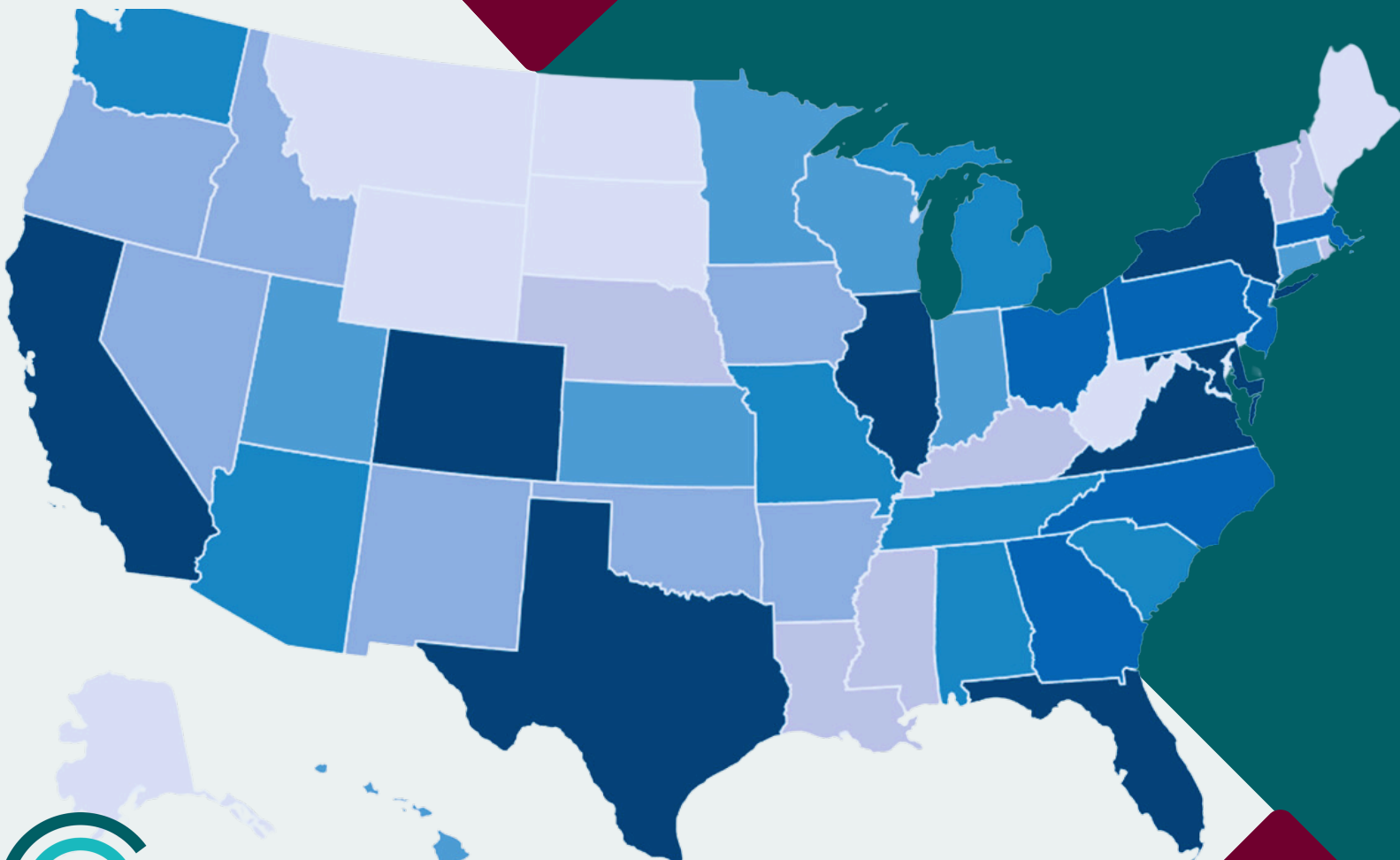
Job Seekers



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THIS ISSUE OVERVIEW

The **Montana Cybersecurity Jobs Report: Job Seeker** Edition provides current and historical Montana cybersecurity job market data tailored to people seeking cybersecurity jobs. This includes growth projections, breakdowns of in-demand skills, and detailed summaries on the number and location of job postings in Montana. This report also offers up-to-date cybersecurity job search advice, including advice on formatting resumes, interviewing tips and data on common benefit packages.

Montana Cybersecurity Jobs Reports are provided by CyberMontana, a University of Montana and ___ initiative focused on furthering cybersecurity education, enhancing cybersecurity literacy statewide, and expanding the cybersecurity pipeline by connecting IT professionals and students with jobs across Montana.

In addition to jobs reports, CyberMontana provides training for students, employees and professionals of all ages. Check out our [website](#) for certification vouchers, career development events and summer camps in your area.

Information for this report is collected from labor market analytics firm [Lightcast](#), the [U.S. Bureau of Labor Statistics](#) and [Cyberseek.org](#), a joint effort sponsored by Lightcast, [CompTIA](#), and the [National Initiative for Cybersecurity Education \(NICE\)](#). This report focuses on the following 16 occupations:

- Computer and Information Systems Managers (SOC code 11-3021)
- Computer Systems Analysts (SOC code 15-1211)
- Information Security Analysts (SOC code 15-1212)
- Computer and Information Research Scientists (SOC code 15-1221)
- Computer Network Support Specialists (SOC code 15-1231)
- Computer User Support Specialists (SOC code 15-1232)
- Computer Network Architects (SOC code 15-1241)
- Database Administrators (SOC code 15-1242)
- Database Architects (SOC code 15-1243)
- Network and Computer Systems Administrators (SOC code 15-1244)
- Computer Programmers (SOC code 15-1251)
- Software Developers (SOC code 15-1252)
- Software Quality Assurance Analysts and Testers (SOC code 15-1253)
- Web Developers (SOC code 15-1254)
- Web and Digital Interface Designers (SOC code 15-1255)
- Data Scientists (SOC code 15-2051)

EXECUTIVE SUMMARY

CyberMontana's quarterly jobs report takes a deep dive into Montana-specific data in this field. We evaluate the requirements of all job openings throughout the state, then analyze that information to develop both a current snapshot as well as a historical perspective.

Sincerely,

Amber Doyen, CyberMontana Graduate Assistant
Bianca Bostrom, CyberMontana Graduate Assistant
Carly Cushman, CyberMontana Graduate Assistant
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Laura Haacke, CyberMontana SAT Special Project Coordinator
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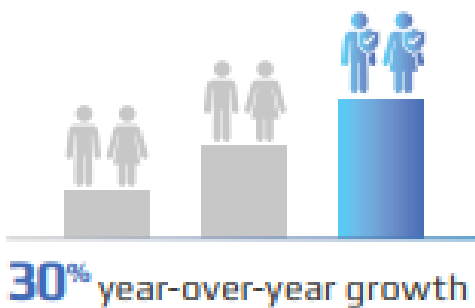


INDUSTRY

OVERVIEW

Job opportunities in the world of cybersecurity are expected to grow 33% over the next decade ([US Bureau of Labor Statistics, 2024](#)). There are many opportunities for workers to start and advance their careers within cybersecurity. According to [Cyberseek](#) from September 2023 to August 2024, there were only **83 cybersecurity workers available for every 100 cybersecurity jobs demanded by employers.**

Cybersecurity Jobs



Takes



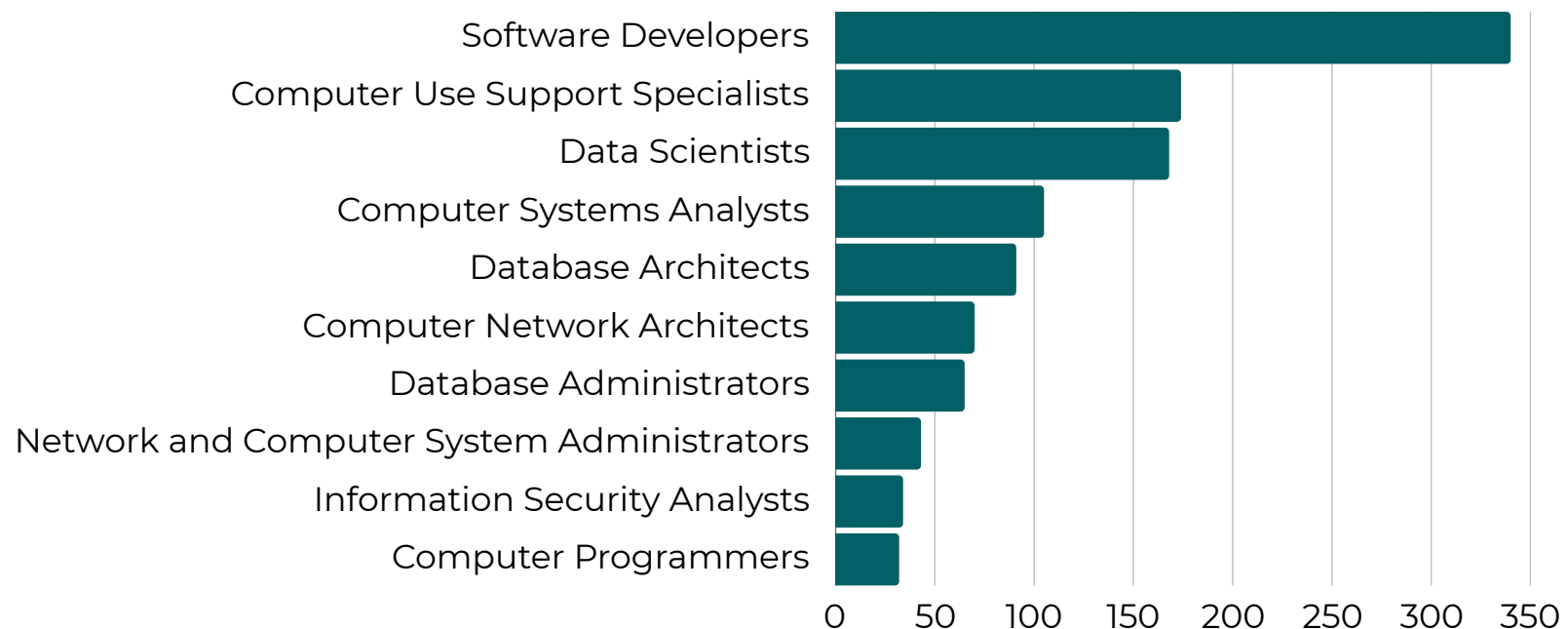
longer to fill than other tech jobs

Median Advertised Salary

Hourly: \$53.60
Annual: \$111.5K

Top 10 Occupations

● Total Job



TOP IN-DEMAND SKILLS

Knowing what skills are in demand is critical for preparing strong application materials, obtaining relevant certifications and building relevant skills before or during a job search. The following summarizes the top skills requested for Q3 2024.

Workforce Skills

% of Total Postings

- Communication- 39%
- Management- 35%
- Problem Solving- 30%
- Leadership- 25%
- Troubleshooting (Problem Solving)- 25%
- Customer Service- 24%
- Operations- 21%
- Research- 17%
- Information Technology- 17%
- Detail Oriented- 16%

Software Skills

% of Total Postings

- SQL (Programming Language)-21%
- Python (Programming Language)- 17%
- Microsoft Azure-14%
- Amazon Web Services- 13%
- Java (Programming Language)- 11%
- Microsoft Excel- 9%
- Microsoft Office- 9%
- Operating Systems-9%
- Application Programming Interface(API- 9%
- JavaScript (Programming Language)- 9%

Specialized Skills

% of Total Postings

- Computer Science- 34%
- SQL (Programming Language)- 21%
- Project Management- 17%
- Agile Methodology- 17%
- Python (Programming Language)- 17%
- Data Analysis- 16%
- Software Development- 14%
- Automation-14%
- Software Engineering- 14%
- Microsoft Azure- 14%

BUILDING YOUR SOFT SKILLS

Many jobs in IT and cybersecurity ask for applicants to have a variety of soft skills, such as leadership, communication or problem solving, in addition to the technical skills for the job. Outside of job experience, there are many ways to build these skills and prepare for professional success.

Leadership: Leadership requires setting and communicating a vision for those you are leading, coaching and solving problems among team members, and creating a positive working culture. You build your leadership skills when you organize your schedule to create a timetable, resolve conflicts between friends or motivate others. You can also build leadership by teaching others new skills, such as teaching beginners in a college club or hobby group. Another way to build leadership is to join Toastmasters International, a nonprofit organization that focuses on developing public speaking skills and leadership among participants. The organization has local in-person and virtual clubs in a wide variety of places where you can refine your leadership skills and make new connections.

Problem Solving: Problem solving involves coming up to alternative solutions to challenges that arise in the workplace. The best way to develop problem solving skills is by doing, such as participating in solving dilemmas or problems in your classes, clubs, or in your personal life. It's also valuable to reflect on how you react to problems you encounter and try to plan how to effectively solve them. Another way to develop your problem solving skills is joining a group like Model UN where you can work on solving problems with others and developing your ability to communicate.

Customer Service: Customer service involves effectively serving the needs of customers. This requires politeness, empathy and the ability to balance multiple commitments. You build these skills in all parts of your daily life, but focusing on them and consciously developing your skill at them can help you improve.

Communication: Communication covers your ability to clearly express information in a variety of mediums, to listen to the needs of others and to respond effectively to feedback. You build communication skills meeting and interacting with new people, such as through joining a new club or organization or making new friends.

Volunteering: Volunteering is also an excellent way to build all these skills in a setting that's similar to a job. Volunteers often serve customers, communicate with colleagues and the public, solve problems and lead other volunteers and members of the public. So, seeking out a cause you're interested in and getting involved in volunteering can both benefit society and help build your professional soft skills. A few common kinds of organizations you could volunteer with are local libraries, food banks,, and community nonprofit groups.

JOB

POSTINGS

19 Days

Median Posting
Duration

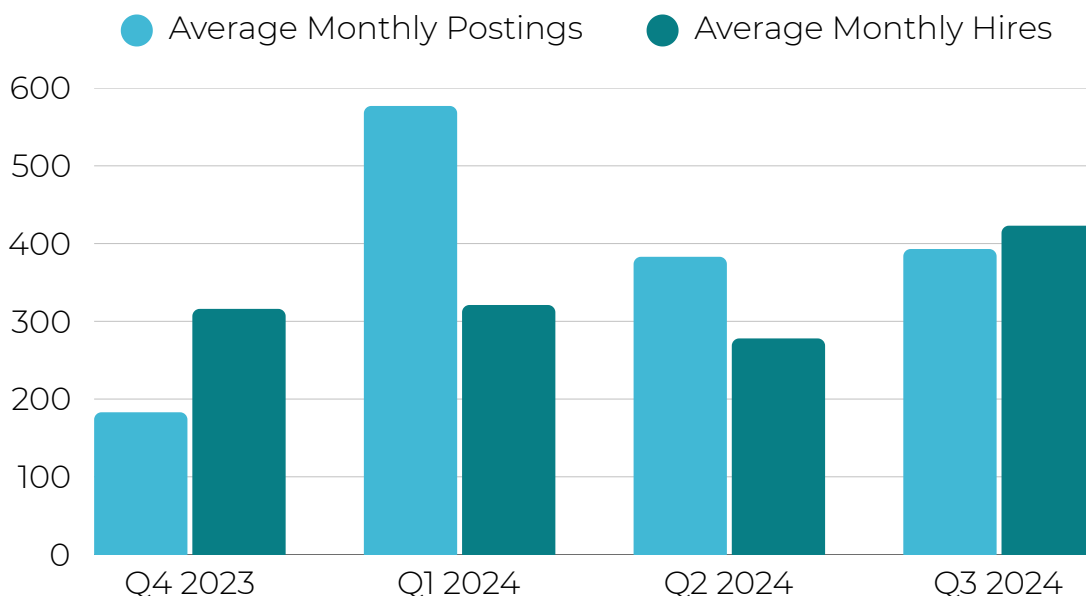
317

Employers
Competing

Top Posting Sources

- dejobs.org (640 Postings)
- disabledperson.com (148 Postings)
- indeed.com (76 Postings)
- simplyhired.com (70 Postings)
- careeronestop.org (64 Postings)
- taleo.net (38 Job Postings)
- laptpro.com (26 Postings)
- myworkdayjobs.com (25 Postings)
- cragislist.org (22 Postings)
- computerwork.com (21 Postings)

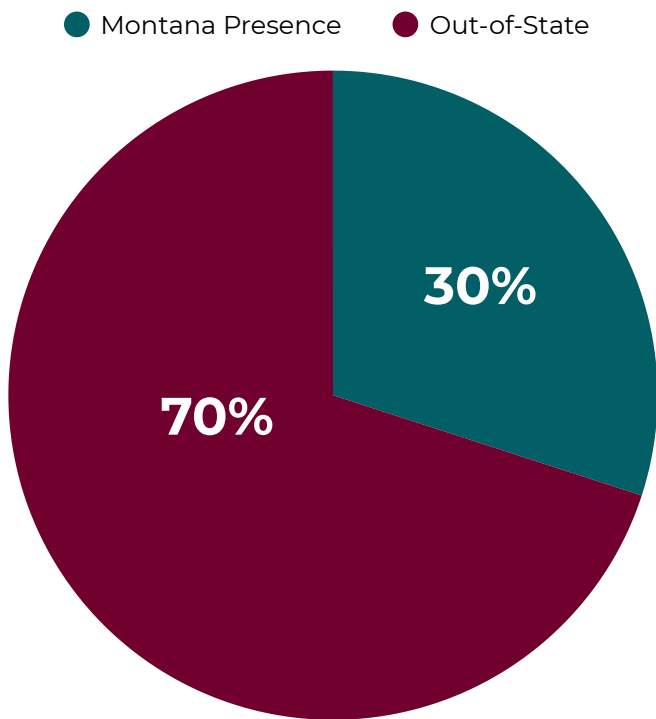
Job Postings vs. Hires



WHERE ARE EMPLOYERS LOCATED

Job Location In-State vs. Out-of-State

Employer Location



With the advent of online recruiting and remote work opportunities, it can be challenging to identify where a business is physically located. As one might expect, many of the companies advertising for working in Montana don't have any local presence.

This chart shows the average percentage of jobs posted by companies with a presence in Montana vs the average postings by companies with offices out-of-state. The dominance of companies outside Montana in job postings reflects the historical trend.

National companies tend to advertise open positions in every state. Remote work opportunities may more commonly be advertised in bigger cities like Billings and Helena.

WORK

LOCATION

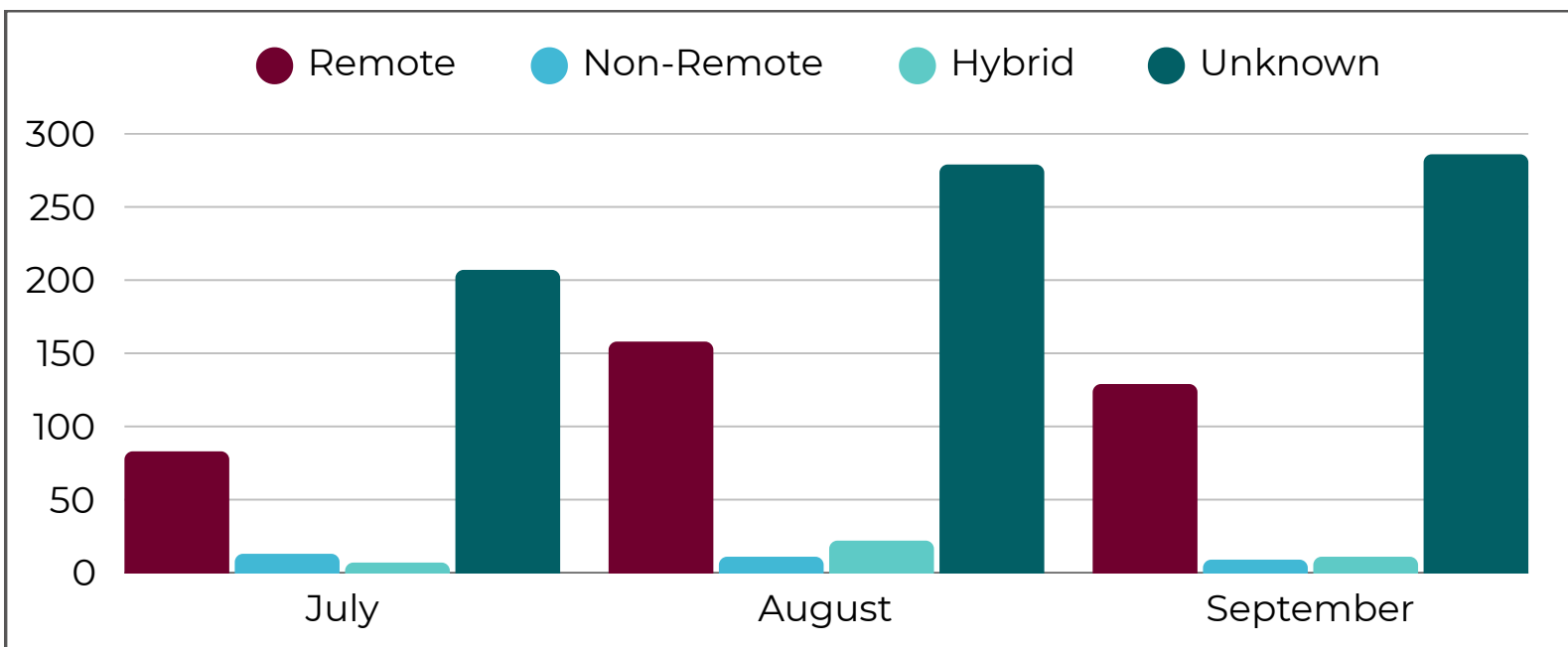
Working remotely can be a great opportunity, granting flexibility, a unique work environment and the potential for increased income. However, being successful at remote work can present surprising challenges, including maintaining boundaries between personal life and work, building connections with colleagues and getting the resources you need.

A few tips that can help you keep the boundaries between your private life and work are keeping a dedicated office to separate your work from your personal routines and spaces, setting clear rules for what people in your living space can do around you when you are working and maintaining a consistent schedule to prevent work from bleeding into personal times.

Being outgoing and making intentional efforts to communicate, whether through team messaging or at meetings, is critical to developing relationships with virtual colleagues. If your company offers them, getting involved in optional events like an employee book club or an online happy hour can be valuable for connecting with your colleagues and building fulfilling relationships.

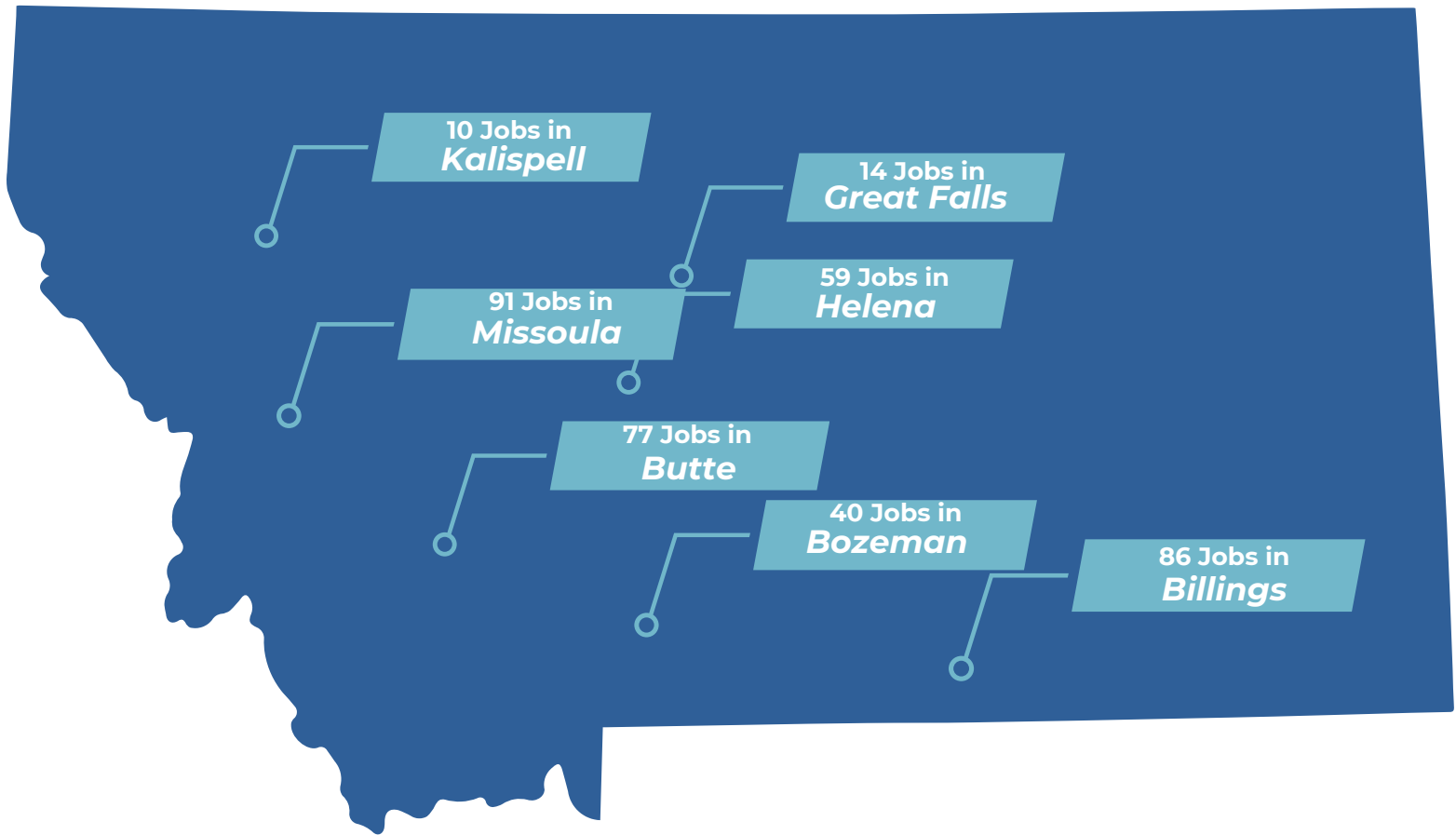
As a remote worker, assertively asking for resources you need, whether that is office furniture, training resources or opportunities to travel and connect with colleagues face to face is critical. These are critical resources for remote workers and making your supervisors aware of your needs both ensures that you get the support you need to thrive and helps you build a reputation for being an engaged and self-motivated who cannot be forgotten or dismissed due to not being an in-person presence in your bosses' lives.

Work Location (Q3 2024)



Jobs advertised as in-person remain low, with hybrid and remote positions showing higher availability. However, many job postings do not identify modality or location.

JOB POSTINGS BY LOCATION



Of the 1,178 unique jobs postings this quarter. Out of the 356 jobs in Montana, 92% were in these 7 Montana cities.

[Providence](#) (44 Jobs)- Missoula

[State of Montana](#) (37 Jobs)- Helena

[Intermountain Health](#) (22 Jobs)- Butte

[Billings Clinic](#) (17 Jobs)- Billings

[Snowflake Computing](#) (15 Jobs)- Bozeman

[Northwestern Energy](#) (14 Jobs)- Missoula

[The University of Montana](#) (8 Jobs)- Missoula

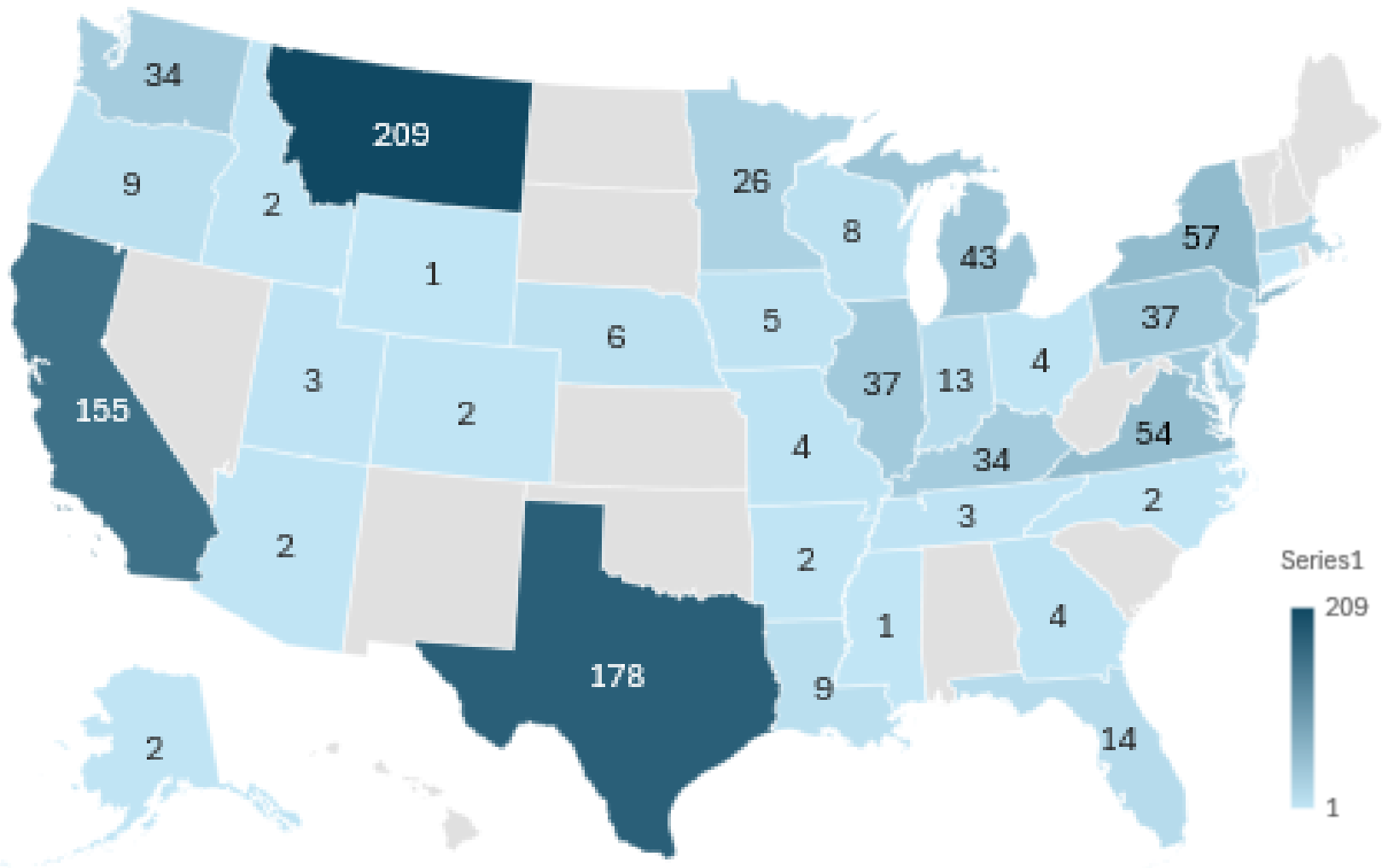
[Spectrum](#) (8 Jobs)- Billings

[Farm Service Agency](#) (7 Jobs)- Bozeman

[Social Finance](#) (6 Jobs)- Helena

TOP OUT-OF-STATE

EMPLOYERS



Top Companies Posting

[Beacon Hill Staffing Group](#) (48 Jobs)- Unlisted

[Cai](#) (36 Jobs)- Unlisted

[Oracle](#) (33 Jobs)- Austin, TX

[Ford](#) (21 Jobs)- Dearborn, MI

[Lumen Technologies](#) (20 Jobs)- Monroe, LA

[Marriott International](#) (19 Jobs)- Bethesda, MD

[Humana](#) (18 Jobs)- Louisville, KY

[Volt](#) (17 Jobs)- Unlisted

[Cribl](#) (17 Jobs)- San Francisco, CA

[Cardinal Health](#) (16 Jobs)- Dublin, OH

TOP BENEFITS

Employers offer benefits to attract top talent and to improve employee productivity and engagement. There are many different types of employee benefits. Consider your needs when choosing the right job for you.



88% of full-time employees had access to paid vacation in 2024.



87% of full-time employees have health insurance. 60% offers mental healthcare coverage.



74% of companies offer 401(k) Matching and Pension.

Top 5 Companies Based on Benefits/Perks



Google



Salesforce



Adobe



Airbnb



Pinterest

Top 10 Benefits Employers Offer

Health Insurance

Dental Insurance

Vision Insurance

Life Insurance

Paid Time Off (PTO)

Paid Sick Days

Parental Leave

401(k) with Employer Match

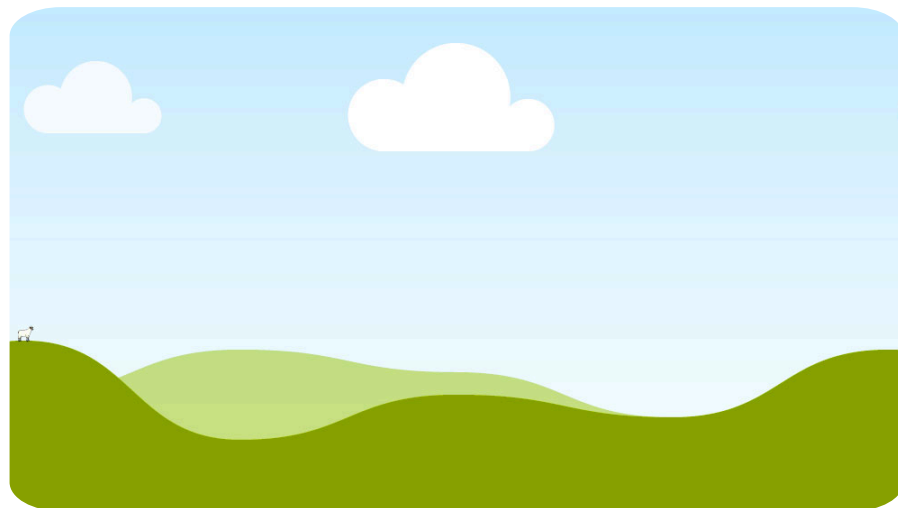
Stock Programs

Flexible Work Hours

HOW TO BE SUCCESSFUL AT CAREER FAIRS

Career fairs and networking events are an excellent opportunity for young professionals to build connections, learn about the job market and get a head start on applying for jobs. At a fair, you can see the breadth of cybersecurity job opportunities available, make personal connections with staff at companies that interest you and hear about internship and job opportunities that may not yet be broadly advertised. You might encounter companies and industries you have never heard of and make connections that guide you to opportunities not available to the general public. Often, when a company is impressed with a potential applicant, they can find a position or internship to fit them. However, it is critical to be prepared when attending a career fair. This preparation includes having done research on the companies at the event so that you can prioritize your time, having a resume with you that you can provide to potential employers and having a clear idea of your goals for the event. With these steps completed, you are ready to get the most out of the event, although it is also important to be flexible and to engage with any unexpected opportunities that might emerge.

Career fairs can occur both in-person and virtually. Although the experiences are different, they can both be valuable. CyberMontana holds annual cybersecurity-focused career fairs at Missoula College in Missoula, which feature industry speakers, career guidance and opportunities to network with local regional businesses. The National Cyberwatch Center also holds a variety of career events, including regional and national career fairs and networking events. Women in Cybersecurity (WiCyS), which has a Montana chapter, also holds an annual virtual career fair featuring speakers and networking opportunities.



IMPROVE YOUR RESUME

Having a properly formatted resume tailored to your industry is critical to landing a job. Job seekers in the cybersecurity industry face both the normal challenges of crafting engaging wording, using appropriate terms, and tailoring the content to the position and the unique challenges of a cybersecurity resume, such as listing key clearances and certifications or highlighting key technical skills.

A few key sections within a cybersecurity resume are a header with your name and contact information, details about your degrees and education, summaries of previous employment or volunteer experiences and summaries of any certifications or clearances you might have.

A cybersecurity resume should include a clear summary of your education, skills and experiences. When describing your experiences, make sure to use active voice in the description as this makes your experiences more engaging and makes clear that you took an active role in the work you did. Tailoring the wording you use to the wording used in the job advertisement to describe the position is also critical. Another part of tailoring is knowing the correct terminology to describe specific positions or skills in your industry. Using these terms demonstrates your understanding of the field you wish to enter and makes sure that employers can categorize and understand your skills. Together, these tailoring methods can help your experience stand out and help employers see that your skills match the position you are seeking.

Beyond these general resume tips, the cybersecurity field also requires specific additional aspects for your resume, including listings of your cybersecurity credentials and certifications and listings of any security clearances you might have. These are critical qualifications for many cybersecurity jobs and properly highlighting them can give you a critical edge in competing with other applicants. Setting aside a section of your resume to list these skills is often a valuable idea, as it allows employers to easily locate these skills.

However, when relaying your skills in a resume, be mindful of also highlighting your soft skills like communication, leadership or problem solving. Although cybersecurity is a technical field, working with clients or coworkers is critical in many positions and a highly desired ability among employers. Soft skills can elevate your application to a new level and abilities like communication may help you learn new skills on the job, helping you become a viable candidate even if you do not have the most comprehensive qualifications. For more about building your soft skills, see page __ of this jobs report.

IN

SUMMARY

CyberMontana provides this *job report summarizes current and historical cybersecurity job postings in the state of Montana.*

The key takeaways for the 2024 Q3 Job Report are:

- Cybersecurity job opportunities are expected to grow 33% over the next decade.
- The top workforce skill during the quarter was communication. It was in 39% of total postings.
- Out of the 356 jobs in Montana, 92% were in 7 largest Montana cities.
- For the quarter 317 employers were competing.
- The median posting duration was 19 days.
- Having a well-formatted resume is essential to landing a job.

