

2024 Q2 Montana Cybersecurity Job REPORT

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OVERVIEW

The **Montana Cybersecurity Job Report: Employers** Edition provides current and historical Montana cybersecurity employment data for those interested in hiring individuals into, or from within, the cybersecurity workforce. In addition to detailed data on the number and location of job postings in Montana, this report includes growth projections, breakdowns of in-demand skills, and in-state vs. out-of-state opportunities.

In addition to jobs reports, **CyberMontana** provides training for students, employees and professionals of all ages. Check out the [CyberMontana 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 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 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)

The quarterly **Montana Cybersecurity Job Report** is a joint effort of the [University of Montana's Center for Cybersecurity Workforce & Rural Policy](#) and [CyberMontana](#), a legislatively funded 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.



SUMMARY

In this inaugural **Montana Cybersecurity Job Report: Employers**, we provide a high-level view of Montana's cybersecurity workforce for Q2 2024 (April–June). The report examines hiring conditions in a **small, highly competitive labor market**, highlighting how Montana compares to national trends, where opportunities are concentrated, and what employers need to know to set realistic hiring expectations.

Cybersecurity job activity in Montana remains steady but is concentrated in a small number of cities and largely driven by out-of-state employers. Roughly **80% of cybersecurity job postings associated with Montana are advertised by organizations located outside the state**, meaning local employers are competing in a national talent market while operating with below-average wages and a limited local workforce. **National competition is here to stay.**

Software development and engineering roles continue to represent the largest share of cybersecurity-related activity, reinforcing the importance of strong programming and systems skills across industries.

The biggest challenge for employers is **competing with a national and sometimes global job market**. Employers that succeed focus less on perfect candidates and more on **realistic experience requirements, paid training, internal advancement, and benefits aligned to career stage**. Understanding these dynamics allows employers to make better hiring, training, and workforce-planning decisions.

Drop us a note at info@cybermontana.org and let us know what else you'd like to see in upcoming reports. We're always glad to hear from our readers!

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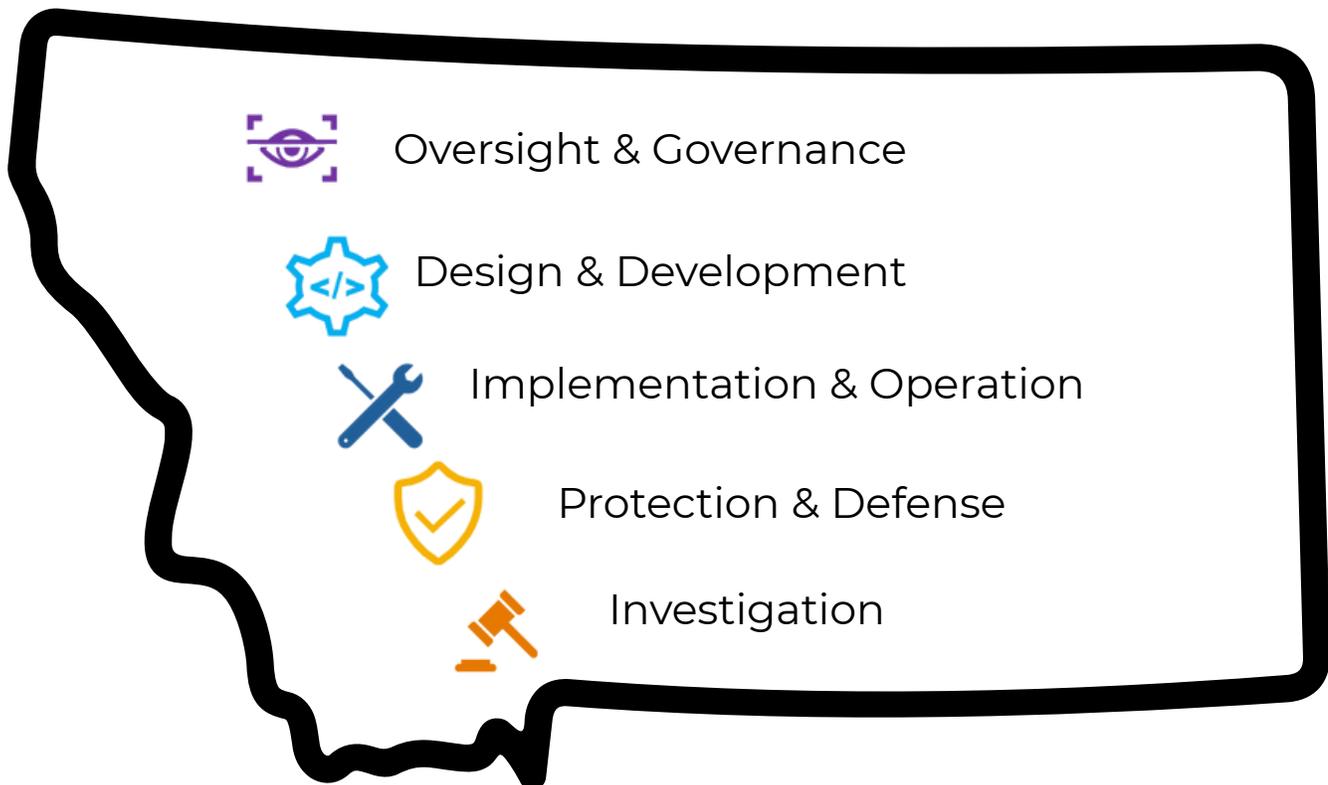
Dianne Burke - CyberMontana Director and Co-Director of the UM Center for Cybersecurity Workforce & Rural Policy

NICE FRAMEWORK

CyberSeek provides industry-leading information on state and national cyber-related employment. It's important to note that CyberSeek data is annualized - the fine print reveals that job opening figures are reported *over a rolling 12-month period*, not for a given point in time. Dividing by 12 gives a rough monthly average.

The CyberSeek data categorizes job postings into the NICE Framework. This framework encompasses 5 work role categories and 41 work roles that describe the workforce structure in the cybersecurity industry.

Are your job roles clearly aligned with today's cybersecurity work? The **NICE Framework** (National Initiative for Cybersecurity Education), created by the National Institute of Standards and Technology (**NIST**) gives the cybersecurity world a shared language for roles, skills, and career pathways by organizing the field into 41 defined roles. **Employers can use it to clarify job expectations, align role definitions, and communicate skill requirements more clearly across teams and candidates.**



[Click Here to Connect to the CyberSeek Website.](#)

The NICE Framework was revised in 2025 and we have incorporated those revisions in all 2024 reports.

One-Year Look Back

Average Statewide Quarterly
Job Postings:

1,275

July 2023 - June 2024

The figure below details the *Average Quarterly Job Postings in Montana* from July 2023 to June 2024.

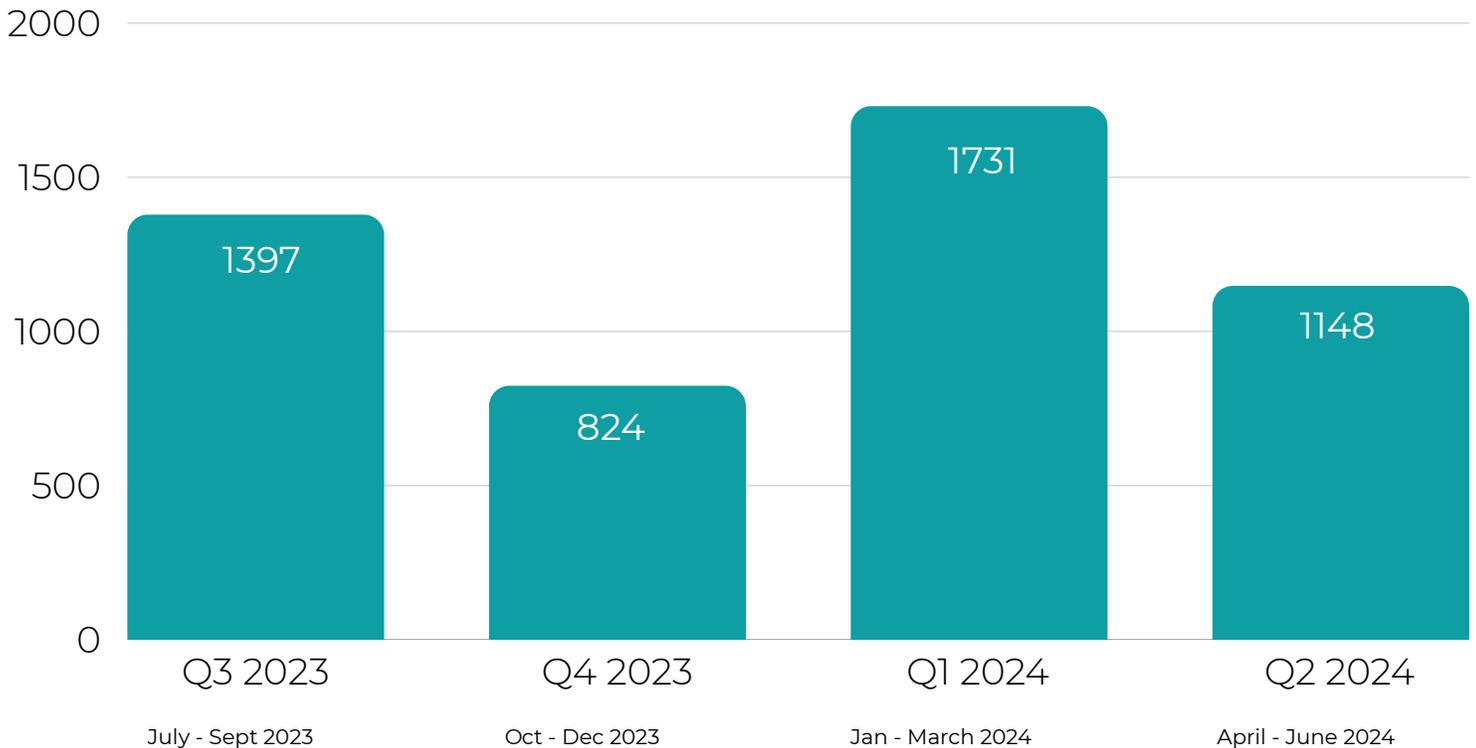
Though quarterly postings fluctuated throughout the year, Montana’s demand for cybersecurity talent remains consistently high.

In a state with a limited talent pool, employers stay competitive by moving fast on qualified candidates, investing in upskilling, and building internal pathways that keep talent in house.

Lightcast data undergoes an additional CyberMontana specific review to ensure job location and descriptions are accurate.

Average Quarterly Job Postings in Montana

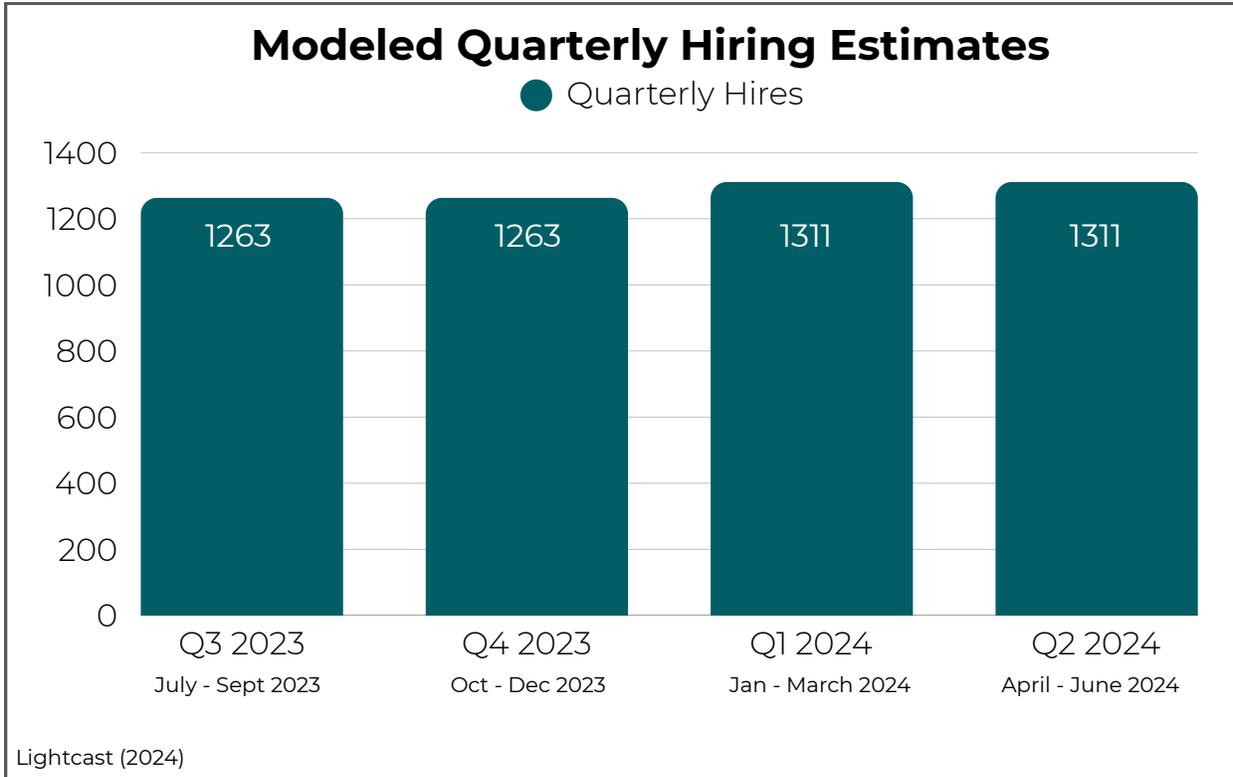
● Quarterly Postings



Lightcast (2024)

CYBERSECURITY HIRING

MONTANA



One-Year Look Back

Average Statewide
Quarterly Hiring Estimates

1,287

July 2023 - June 2024



Note: Hiring data is **estimated**, not quantified.

Lightcast hiring estimates are modeled using annual workforce data, including BLS separation rates and Census hiring patterns.

Each annual estimate is evenly distributed across months. Because this report includes two different annual models, quarterly hiring figures may vary slightly.

On average, this reflects about 1,287 hires per quarter, representing normal workforce turnover and role changes.

These estimates show workforce scale and churn - not active hiring demand.

Software Developer/Engineer jobs were the most sought after position by companies hiring in the first quarter of 2024, accounting for **45%** of the job postings in the selected top posted occupations. Of those postings, **21% listed SQL programming language as a top specialized skill**. Below is the list of the top ten job occupations in Q2 of 2024.

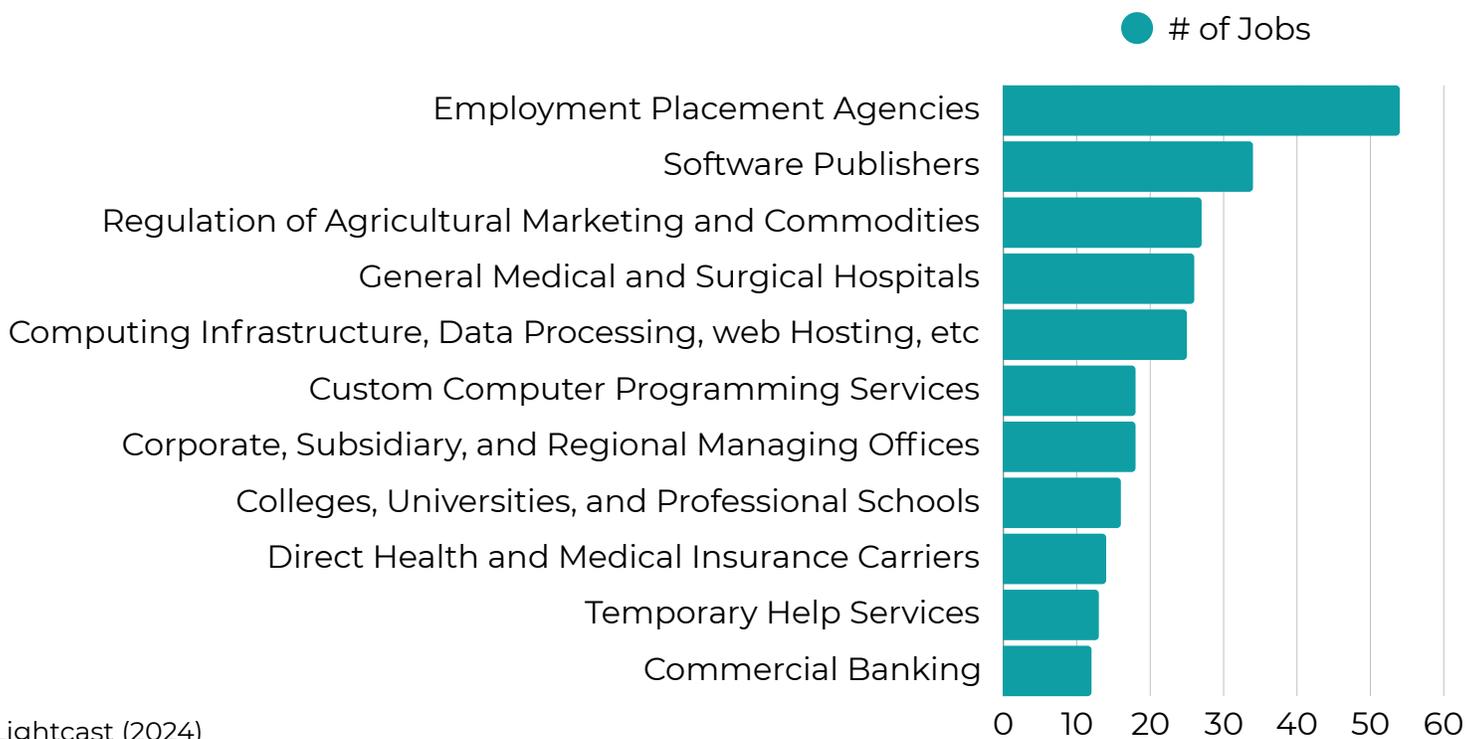
Top 10 Occupations

1. Software Developer / Engineer
2. Network Engineer / Architect
3. Business Intelligence Analyst
4. Database Architect
5. Systems Analyst
6. Network / Systems Administrator
7. Database Administrator
8. Data Scientist
9. Data / Data Mining Analyst
10. UI / UX Designer / Developer



Lightcast (2024)

Top 10 Industries Hiring IT Professionals



Lightcast (2024)

CYBERSECURITY JOB WAGES

Understanding current salary trends helps hiring managers make informed decisions and engage confidently in interviews and quarterly reviews. Discussing company growth potential will build trust across teams and supports transparency with stakeholders.

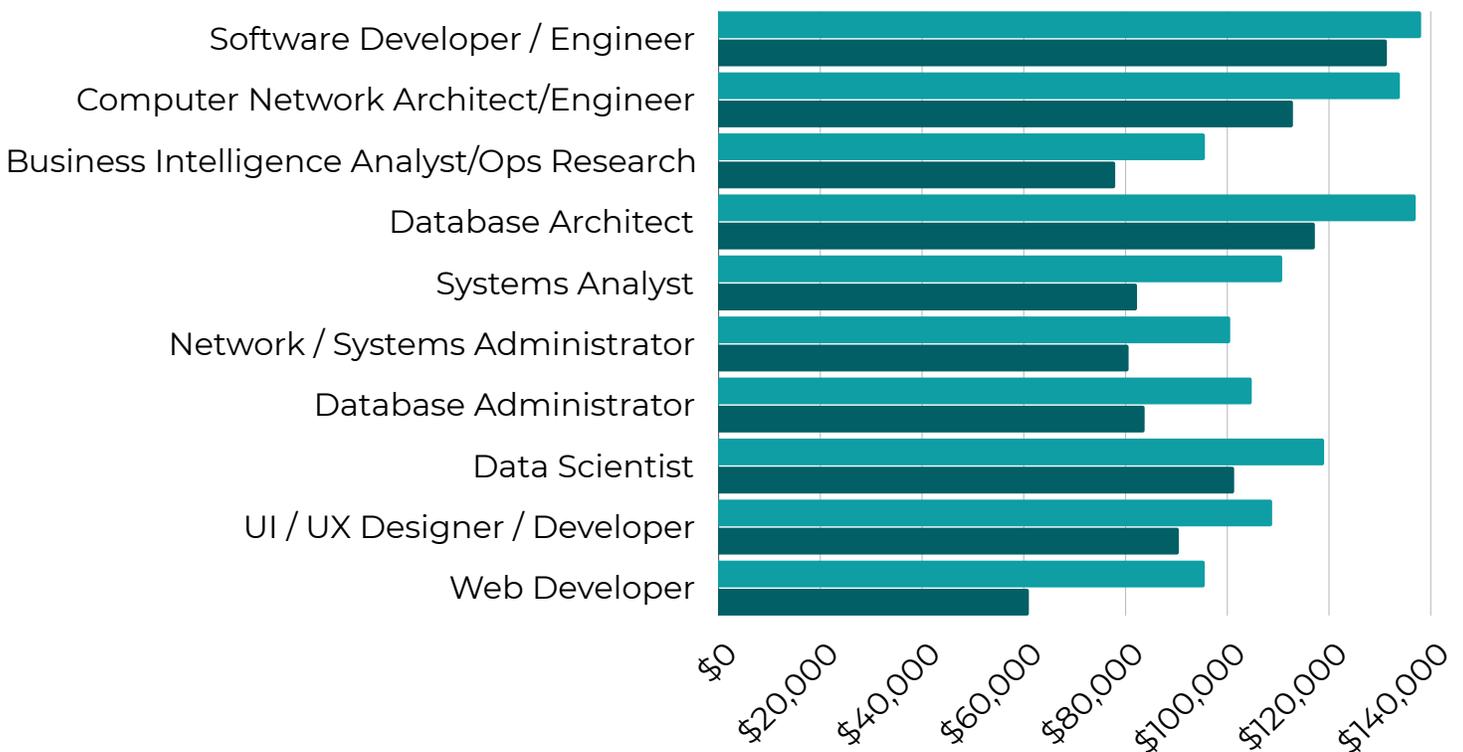
In Q2, **Montana salaries for computer occupations were 21% lower than the national average salary nationwide.** The national average salary was \$113,140, compared to \$89,880 in the state of Montana. **This makes non-wage benefits and growth opportunities especially critical for Montana employers.**

In the figure below, we provide salary comparisons for the top 10 cybersecurity occupations. The **largest salary gap was noted for Web Developers**, and the **smallest salary gap was noted for Software Developers.**

Software Developers receive the **highest average salary** in Montana, with a salary of **\$131,380**, compared to Web Developers who earn the **lowest average salary** sitting at **\$61,000**.

Nation and Statewide Median Salary (2024)

- National Median Salary
- Montana Median Salary



U.S. Bureau of Labor Statistics (2024)

WHERE ARE EMPLOYERS LOCATED?

Employer Location In-State vs. Out-of-State (Q2)

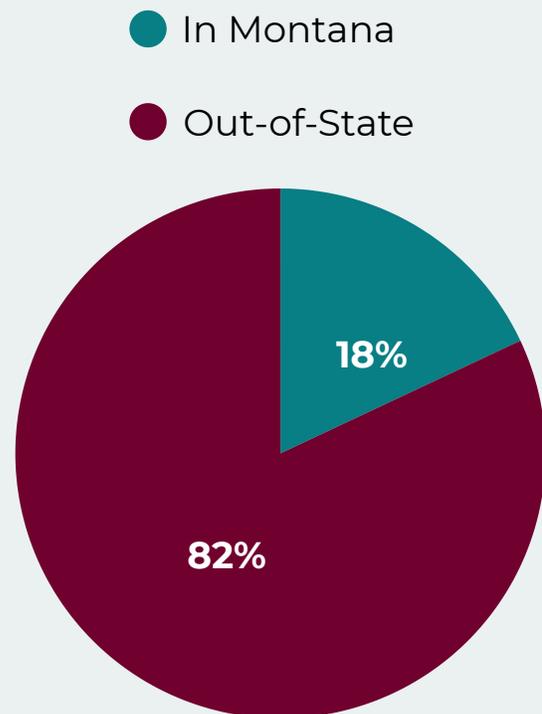
With the advent of online recruiting and remote work opportunities, employers are now using strategic advertising practices to recruit employees from a variety of regions where the company does not have a local presence.

Physical Location

In Montana: the employer has a physical presence in Montana.

Out-of-State: the employer does not have a physical presence in Montana.

This trend remains consistent with 15-20% of employers having a Montana location.



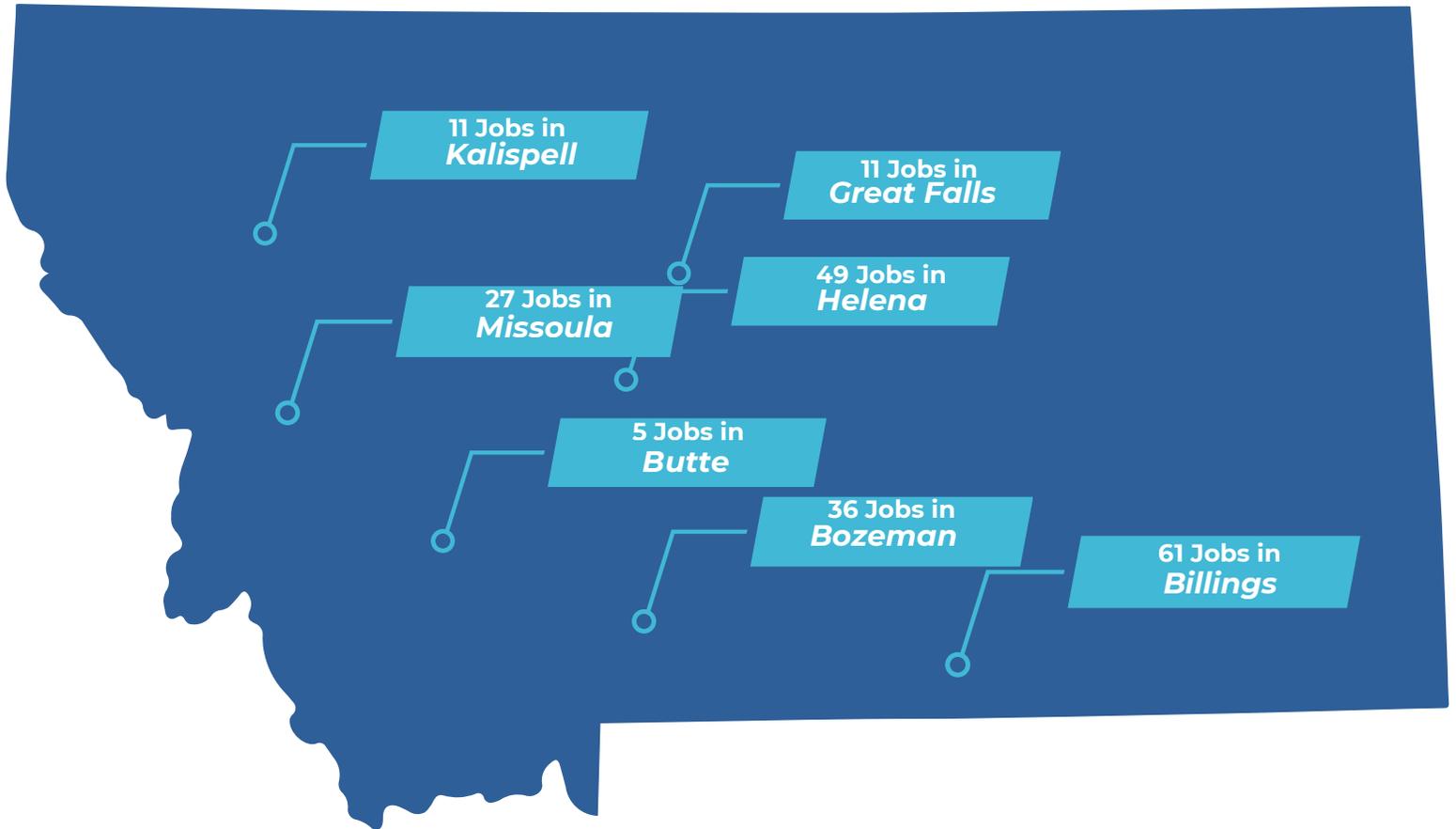
What Employers Can Do...

1. Montana can't match national IT wages, but employers can emphasize flexibility, company culture, and career growth.
2. Offer paid training to keep early- and mid-career talent from leaving.
3. Offer strong benefits, implement realistic expectations, and support your team to encourage employee satisfaction.
4. Hire for potential, not perfect résumés, to build loyalty and internal talent.
5. Promote Montana's lifestyle: shorter commutes, outdoor access, and better work-life balance.

JOB POSTINGS BY LOCATION

MONTANA

Of the 1,148 unique jobs postings advertised this quarter, 229 were physically in Montana. 87% of these jobs located in Montana were advertised in these 7 Montana cities:

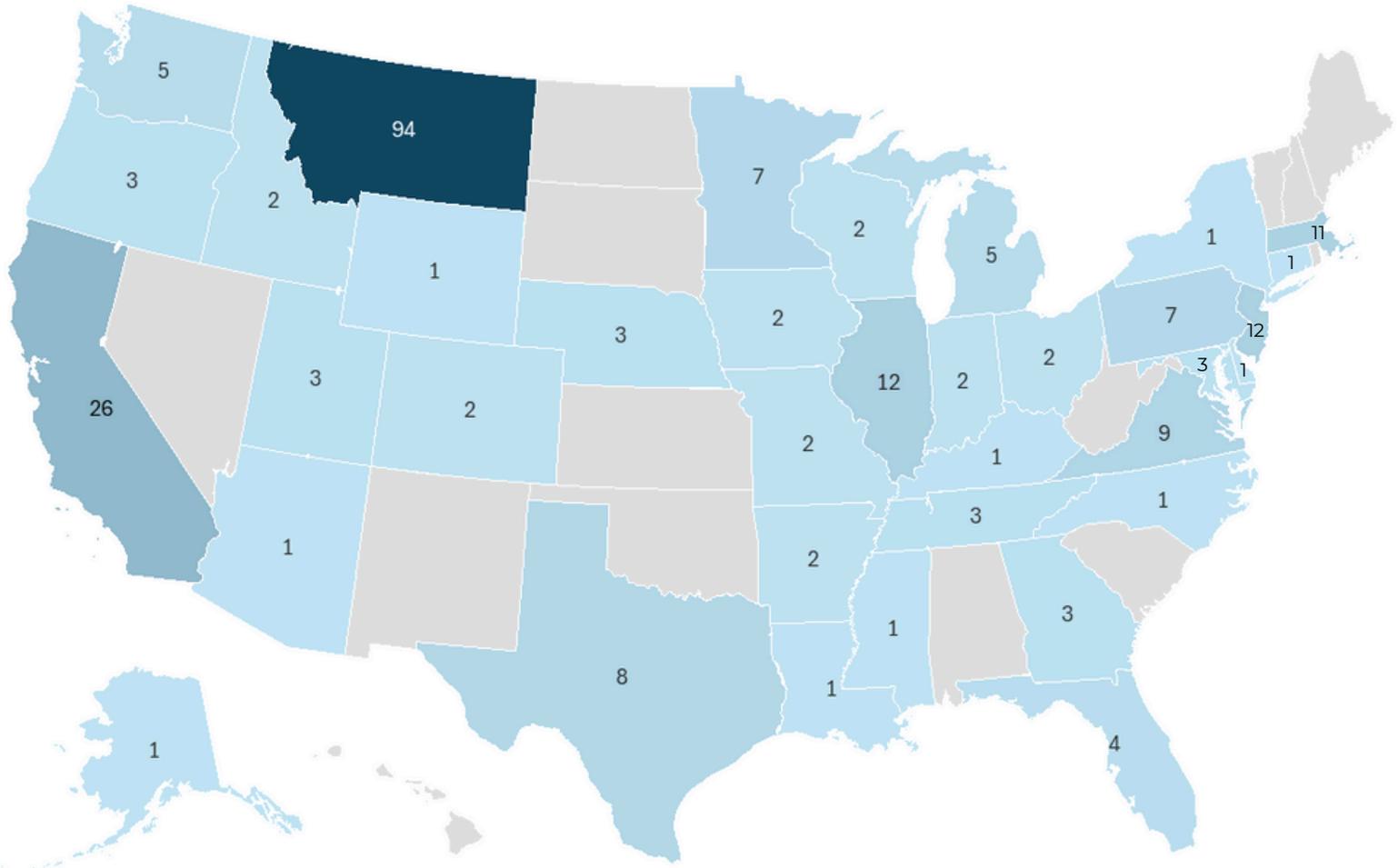


Top 10 Montana Employers in Quarter 2

- [State of Montana](#) (30 Jobs)- Helena
- [Montana State University](#) (9 Jobs)- Bozeman
- [Northwestern Energy](#) (9 Jobs)- Missoula
- [Old Dominion Freight Line](#) (8 Jobs)- Billings
- [First Interstate Bank](#) (6 Jobs)- Billings
- [Intermountain Health](#) (6 Jobs)- Butte
- [Social Finance](#) (6 Jobs)- Helena
- [Consumer Direct Care Network](#) (6 Jobs)- Missoula
- [Snowflake Computing](#) (6 Jobs)- Bozeman
- [Mountain, LTD](#) (6 Jobs)- Helena

EMPLOYERS

Of the 277 unique companies posting this year, 274 were U.S.-based, (including 18 staffing agencies that did not list a location) and 3 were international.



The total reflects all jobs advertised in Montana. Some positions are located outside the U.S and some staffing agencies do not specify location.

Top Companies hiring for Quarter 2

- [Oracle](#) (166 Jobs)- Austin, TX
- [Marriott International](#) (79 Jobs)- Bethesda, MD
- [Meta](#) (50 Jobs)- Menlo Park, CA
- [Intel](#) (39 Jobs)- Santa Clara, CA
- [Humana](#) (34 Jobs)- Louisville, KY
- [GovCIO](#) (33 Jobs)- Fairfax, VA
- [Marriott](#) (29 Jobs)- Bethesda, MD
- [Ford](#) (27 Jobs)- Dearborn, MI
- [Deloitte](#) (20 Jobs)- New York City, NY
- [FICO](#) (13 Jobs)- San Jose, CA

	Total	In-State	Out-Of-State
Employers	277	94	183
Job Postings	1,148	229	919

Employer location reflects company physical presence, not where the job is performed.

QUALIFICATIONS

Employability has moved beyond the exclusivity of higher education and toward skilled credentialing. Hiring candidates with diversified knowledge and experience can help to increase the talent pool, candidate diversity, and enhance industry-recognized skills. Below we provide the top requested qualifications and transferable skills by employers in Q2 of 2024.

Of the top 50 certifications requested, 32% were security related.

Top 10 Requested Qualifications

of Postings with Qualification

- Entry Level
- Advanced

Internet and Computing Core Certification (IC3)- 45
 Cisco Certified Network Associate (CCNA)- 16
 Cisco Certified Network Professional (CCNP)- 13
 CompTIA Network+-10

Certified Information Systems Security Professional (CISSP)- 29
 Project Management Professional Certification (PMP)- 22
 Master Of Business Administration (MBA)- 17
 Certified Information Security Manager (CISM)- 13
 Certified Information System Auditor (CISA)- 12
 Security Clearance-12
 Cisco Certified Internetwork Expert (CCIE)-10

Lightcast (2024)

IC3

This certification validates a person’s digital literacy skills, including computer fundamentals and key applications. Employees who earn IC3 demonstrate essential technology proficiency that support their college, career, and everyday digital tasks.

IC3 vs CISSP in Q2

Though CISSP led Montana job postings in Q1, IC3 moved ahead in Q2—reflecting employer demand for baseline digital skills in a tight labor market with limited experienced talent, alongside continued need for advanced certifications.

Top 10 Requested Transferable Skills

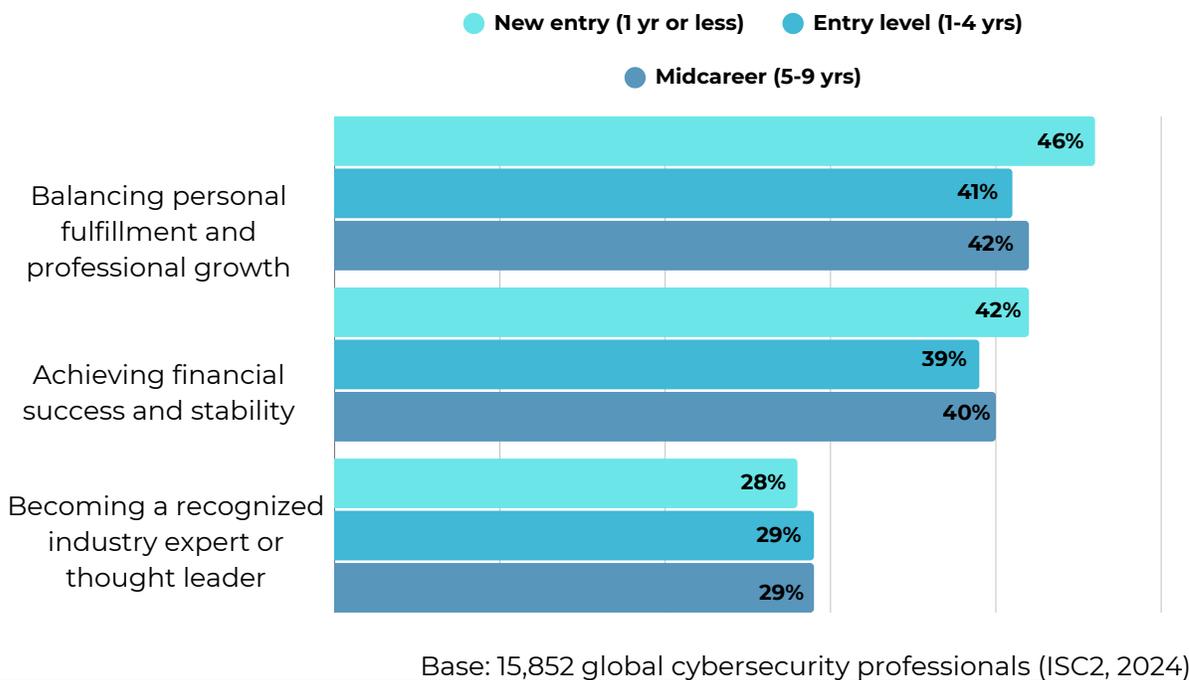
% of Total Postings

- Management- 33%
- Leadership- 26%
- Problem Solving- 25%
- Operations- 22%
- Troubleshooting (Problem Solving)- 19%
- Planning- 19%
- Communication- 18%
- Research- 16%
- Customer Service- 15%
- IT Fundamentals- 15%
- Sales- 14%

WHAT ARE EMPLOYEES LOOKING FOR

ISC2's 2024 data shows cybersecurity professionals want different things at different stages of their career. Early career candidates look for growth, training, and clear advancement. More experienced workers prioritize stability, leadership roles, and competitive pay. Employers who match their benefits and development options to these needs will have a clear edge in both recruiting and retention. Below are the following items ranked according to how meaningful they are or would be in helping achieve cybersecurity career goals. The top three responses are shown in the graph.

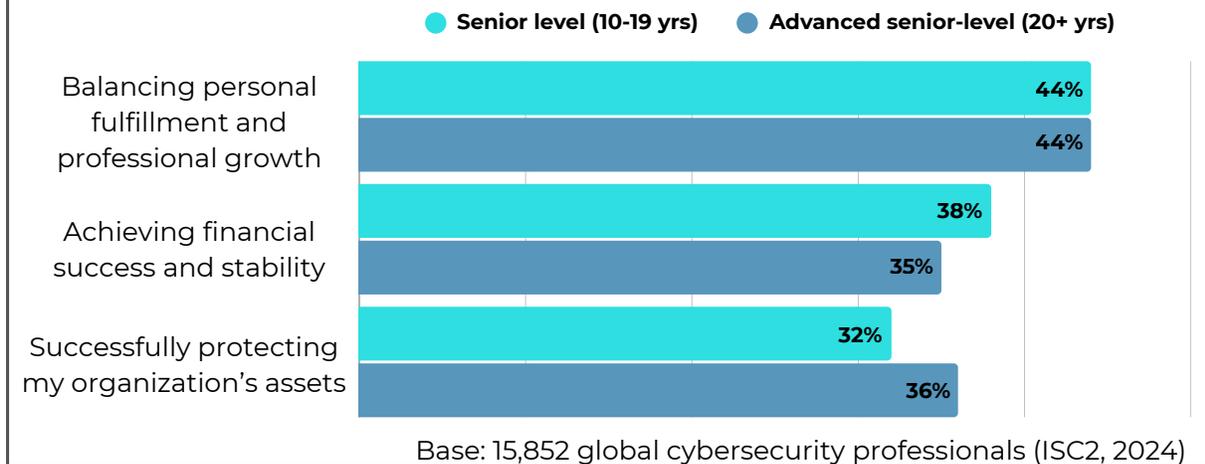
What do Early-Career Workers Value Most?



Early-career workers stay when employers offer clear growth, paid training, and manageable workloads. They value stability and development more than titles.

Late-career professionals stay when they have autonomy, leadership opportunities, and a strong security culture. Giving them ownership over key work keeps them engaged.

What do Established Workers Value Most?



SUMMARY

CyberMontana provides this job report summarizing current and historical cybersecurity job postings in the state of Montana. Employers can use these labor market insights to better understand workforce trends, identify skill gaps, and refine recruiting and retention strategies for cybersecurity talent.

Key Takeaways for the 2024 Q2 Job Report:

- **1,148 jobs were posted** in the second quarter (April - June).
- Of these jobs **229 were physically located in the state. 87% of them were advertised in the largest 7 cities in Montana.**
- **Of the 277** unique employers posting, **274 were U.S.-based and 3 were international.**
- Between July 2023 and June 2024, modeled estimates indicate a quarterly statewide **average of 1,287 hires**, reflecting normal workforce turnover rather than active hiring demand.

Additional Key Takeaways for Q2:

- **Lower statewide IT wages puts pressure on employers to compete in other ways** - through culture, flexibility, and strong development opportunities.
- **Retention incentives depends on career stage** - early talent needs growth and training, while experienced workers prioritize stability and leadership.

