

2023 Q4

Montana Quarterly Jobs

REPORT

Cybersecurity



✉ info@cybermontana.org

🌐 www.cybermontana.org

Overview

The **Montana Jobs Report: Cybersecurity** summarizes current and historical cybersecurity job postings in the state of Montana to help job seekers and employers navigating the Montana cybersecurity job market. This information is carefully collected from [Lightcast](#), a global leader in labor market analytics and from the [U.S. Bureau of Labor Statistics](#). Lightcast data supports the information found at [Cyberseek.org](#), a joint effort sponsored by Lightcast, [CompTIA](#), and the [National Initiative for Cybersecurity Education \(NICE\)](#).

This report provides up-to-date, reliable information on:

- Job Postings
- Job Hires
- Job Location (in-state and out-of-state)
- Top Employers (in-state and out-of-state)
- Top Job Titles/Occupations
- Top Industries
- Top Requested Skills
- Top Requested Certifications
- Salaries and Pay Comparisons (Montana and National)

For more information on cybersecurity and IT educational offerings at any level. Visit the [CyberMontana.org](#) website.

We provide training for students, employees and professionals of all ages. Check out our website for certifications, workforce development, and summer camps in your area.



Executive Summary

This edition of **The Montana Jobs Report: Cybersecurity** examines fourth-quarter labor market activity and what it signals for employers, educators, and job seekers across Montana.

During Q4, employers posted **approximately 249 unique IT-related positions per month**, while labor market analytics **estimate an average of 316 modeled workforce hires per month** in IT-related roles. This indicates continued workforce movement across Montana's IT sector, even when monthly posting volume appears moderate. Notably, 43% of postings were for in-state positions, and many offered remote or hybrid flexibility. Opportunities continue to span multiple industries, including **healthcare, financial services, public service, and higher education**.

High-demand roles include **Software Developers, Data Scientists, Computer and Information Systems Analysts, and Network Administrators**. Employers consistently request certifications such as **CompTIA Security+ and CISSP**, along with programming and cloud-related skills.

While Montana wages remain below national averages, the gap is narrower in programming and technical roles. Nationally, the **U. S. Bureau of Labor Statistics (BLS) Occupational Outlook Handbook** projects employment in computer and information technology occupations to grow by approximately **13% from 2023 - 2033, significantly faster than the average for all occupations**. This sustained national growth reinforces the long-term demand for technical talent and underscores the importance of aligning Montana's workforce development efforts with industry needs.

We will continue monitoring trends on a quarterly basis to provide stakeholders with actionable, Montana-specific cybersecurity workforce insights.

Sincerely,

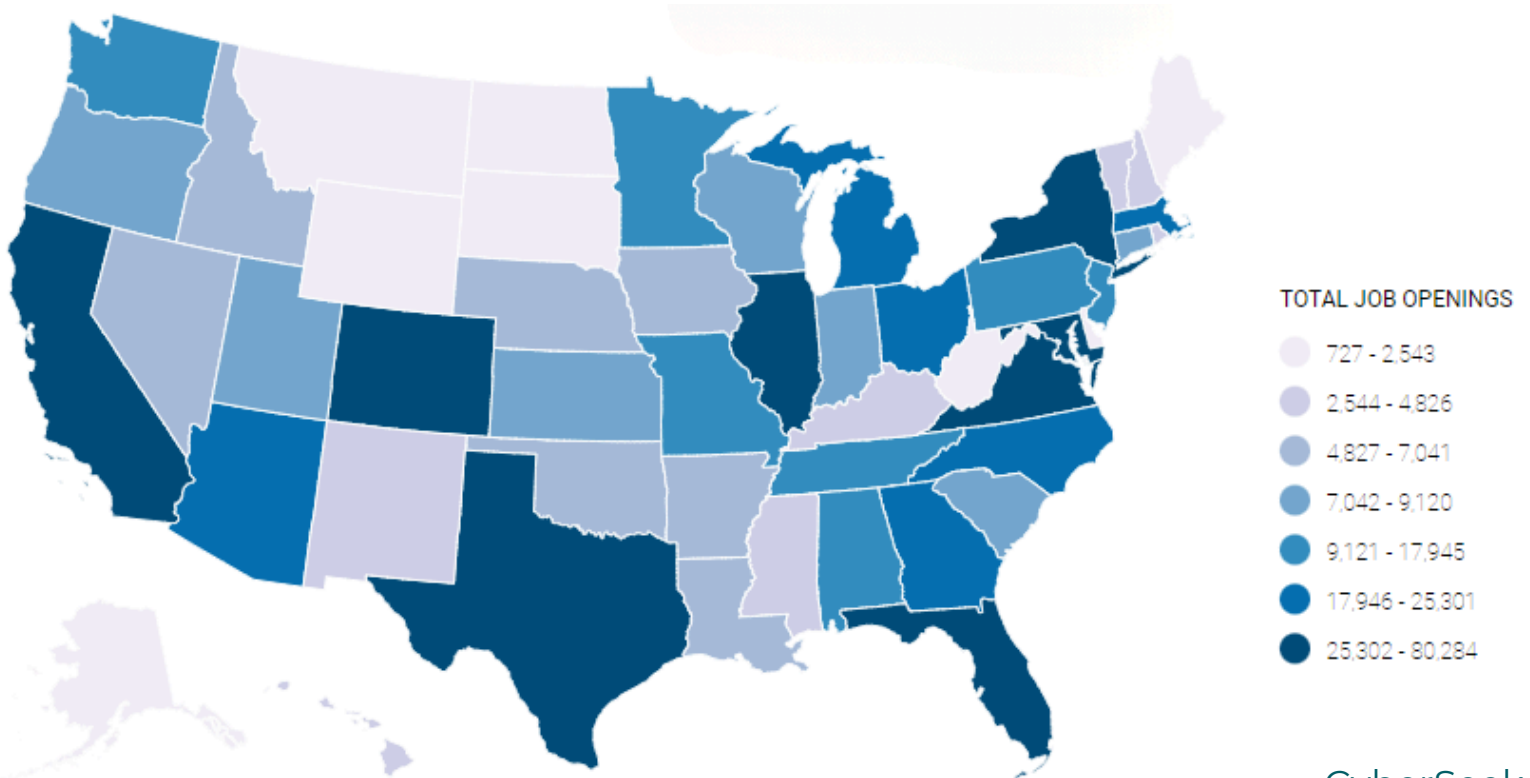
Amber Doyen, CyberMontana Graduate Assistant
Bianca Bostrom, CyberMontana Graduate Assistant
Carly Cushman, CyberMontana Graduate Assistant
Josh Pike, CyberMontana Graduate Assistant
Laura Haacke, CyberMontana SAT Special Project Coordinator
Dianne Burke, CyberMontana Director and Missoula College Faculty

CyberMontana & Cyberseek

CyberSeek provides industry-leading information on state and national cyber-related employment. CyberSeek data is annualized and jobs openings are reported annually. At CyberMontana, our industry insights through our use of CyberSeek allow us to report monthly/quarterly information specific to the groups we serve. **Montana readers and industry leaders will be able to see accurate and up-to-date data on a more granular level, allowing for better decision making in real-time.**

The CyberSeek data categorizes job postings into the NICE Framework. This framework encompasses 6 career domains and 52 job titles as the workforce structure in the IT industry.

Thinking of a career in IT? The NICE framework also includes Knowledge, Skills, Tasks, and Abilities associated with each of the 52 job titles. Identifying the detailed, common activities for each potential job and career area is valuable to the job seeker and educator alike. **This information will help students select programs with courses that match the work they would like to do.**



[CyberSeek](#)

Montana **IT** Job Market – 2023

CyberMontana’s mission includes growing Montana’s cybersecurity workforce and improving access to career pathways in the field.

This section examines cybersecurity-related IT roles, including unique job postings, modeled workforce movement, and geographic distribution, to better understand where demand exists and where opportunities are emerging for both new and experienced professionals.

Interested in cybersecurity? [CyberMontana](#) is here to offer the skills and support you need to start your career today!

Job opportunities in the world of cybersecurity are growing exponentially over the next decade. For this report, we are focus 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)

Scope Note: This analysis includes SOC codes that contain a cybersecurity component. As a result, the dataset reflects cybersecurity-related IT roles and does not represent the full IT labor market in Montana.

Montana IT Job Market (cont'd)

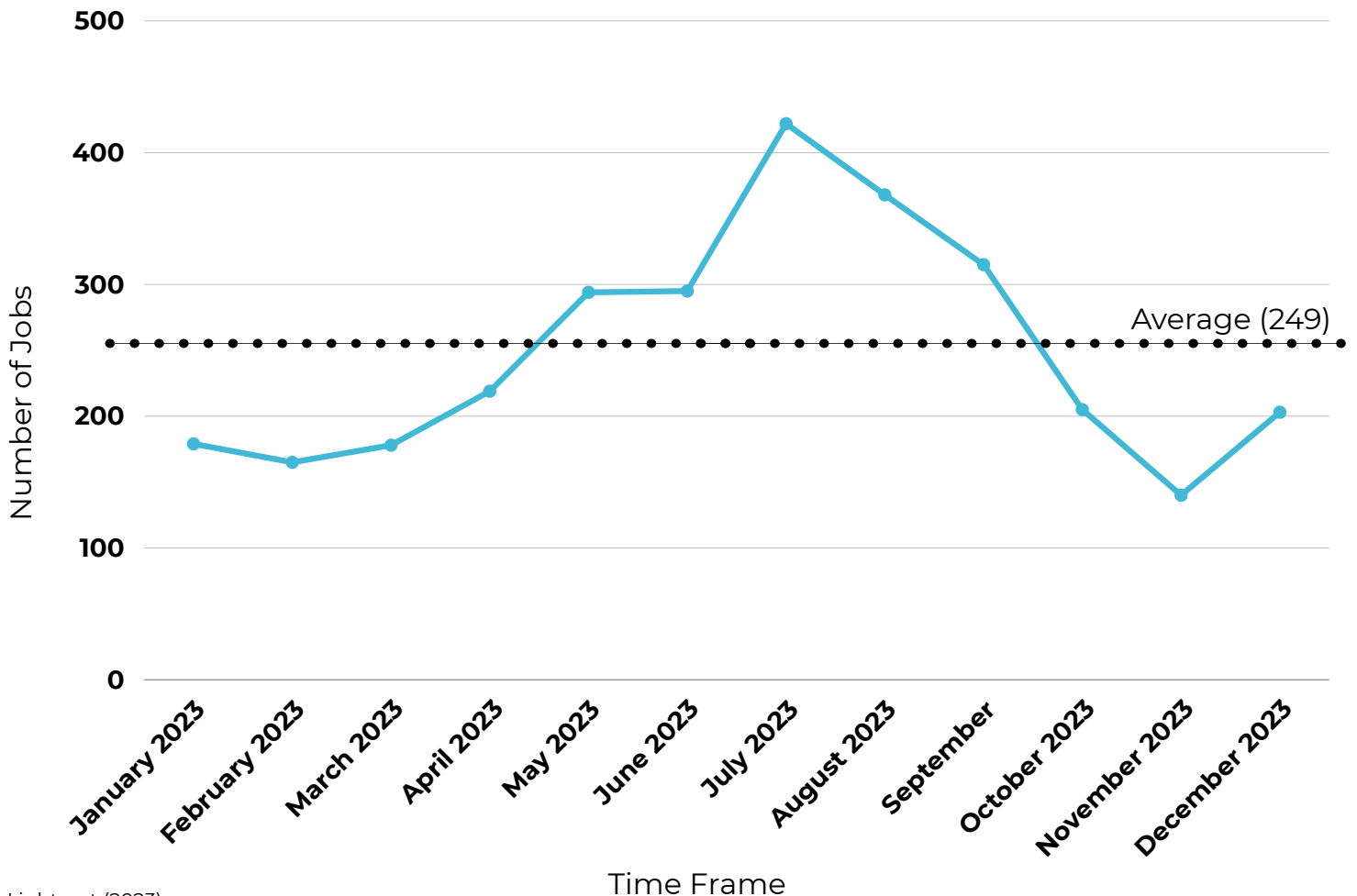
By focusing on those specific occupations in the CyberSeek database, CyberMontana staff are able to provide an overview of the job postings per month for 2023. The postings were filtered down to NEW, or unique, postings in Montana, meaning they haven't been posted before within the same calendar year in our state.

This report will provide a month-by-month insight on when new jobs and job seekers might be hitting the market. In 2023, there was a **low of 140 postings** in November and a high of **422 postings** in July with an **average of about 249 postings per month** for the calendar year.

In total, there was 2,983 unique job postings in 2023.

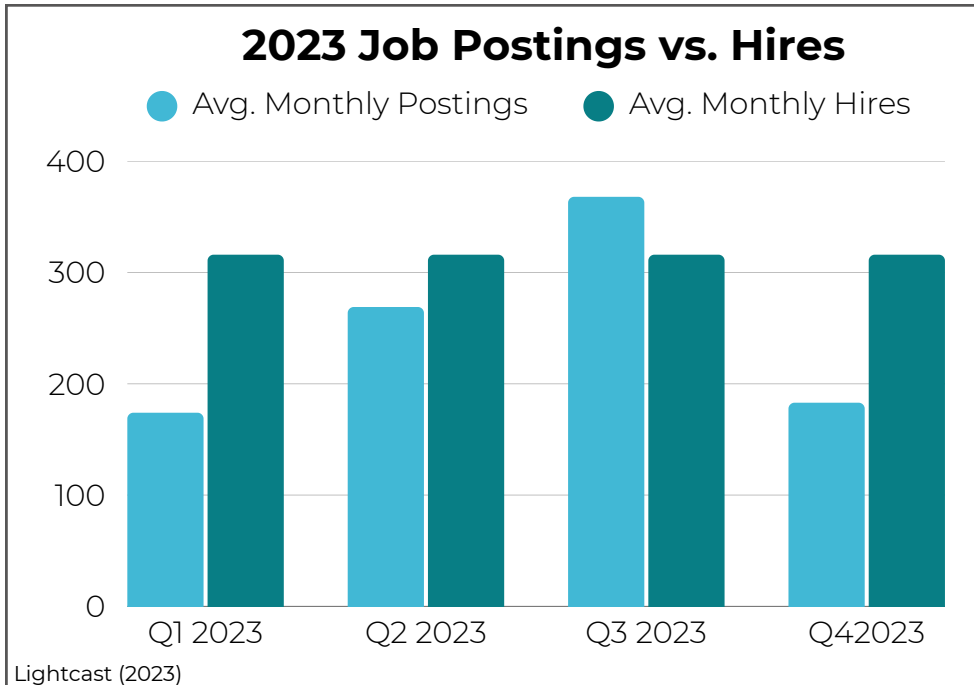
Unique Job Postings (2023 Monthly)

● Monthly Unique Postings



Lightcast (2023)

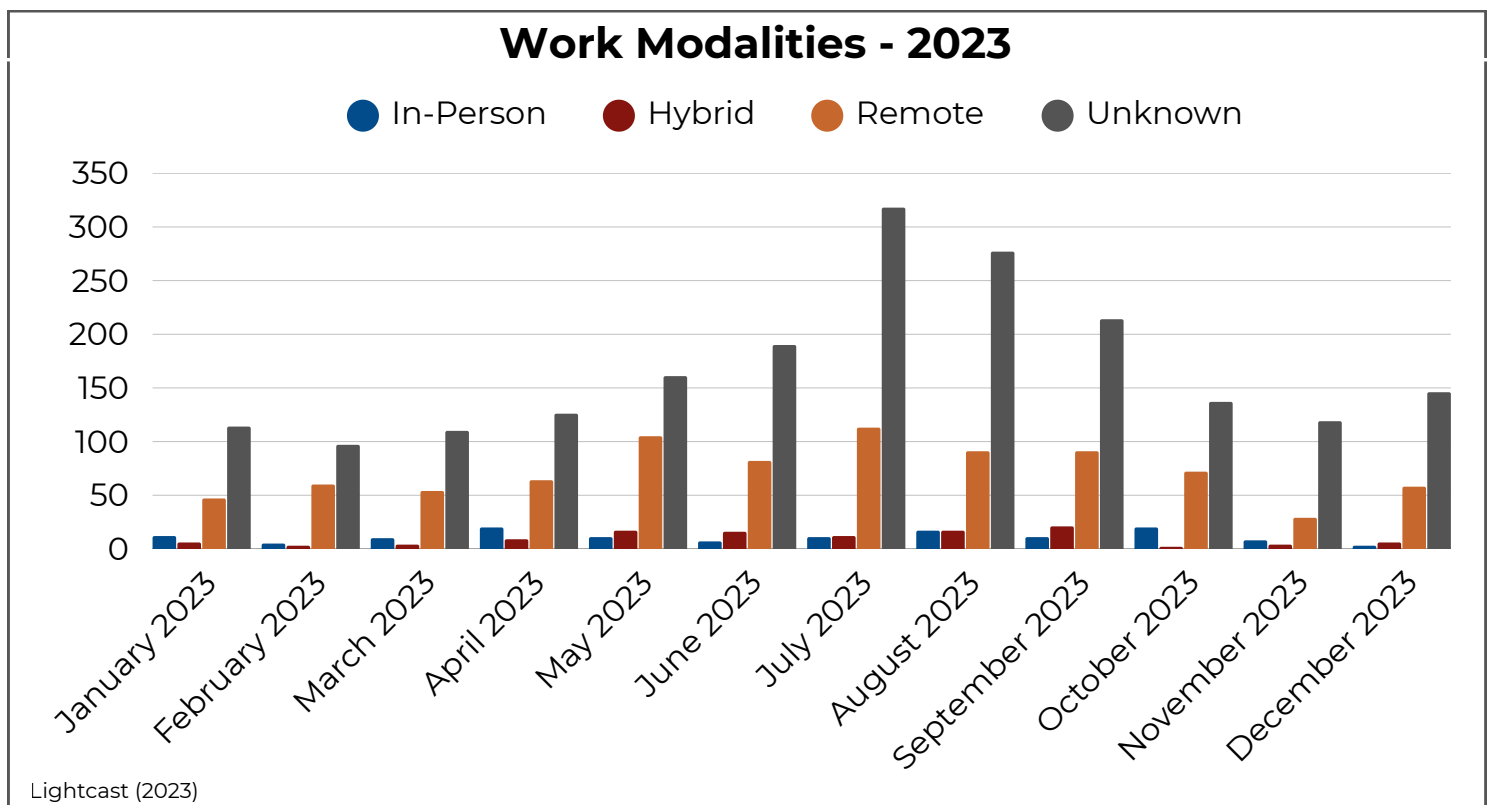
Montana IT Job Market (cont'd)



The chart displays average monthly unique job postings and modeled average monthly hires. Postings represent advertised roles, while hires are modeled estimates of workforce movement.

These figures are derived from different data models and should not be interpreted as a direct comparison.

Both new postings and hires were at their highest in the third quarter. On average 316 hires took place every month.



Out of the job postings for 2023, **only 55% of the jobs designate whether the job was in-person, remote, or hybrid.** Some postings are classified under multiple work modalities; therefore, totals may exceed the number of unique job postings.

Where are **Employers** Located?

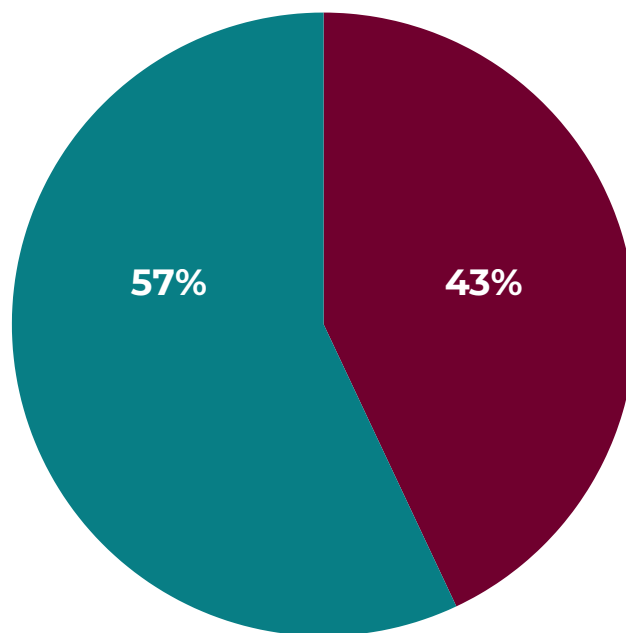
In-State vs. Out-of-State

Of the 548 unique jobs postings this quarter, 238 were physically in Montana.

This chart shows the average percentage of jobs posted by companies with a presence in Montana versus the average postings by companies with offices out-of-state. The fairly even split reflects the historical trend.

Employer Location

- Montana Presence
- Out-of-State



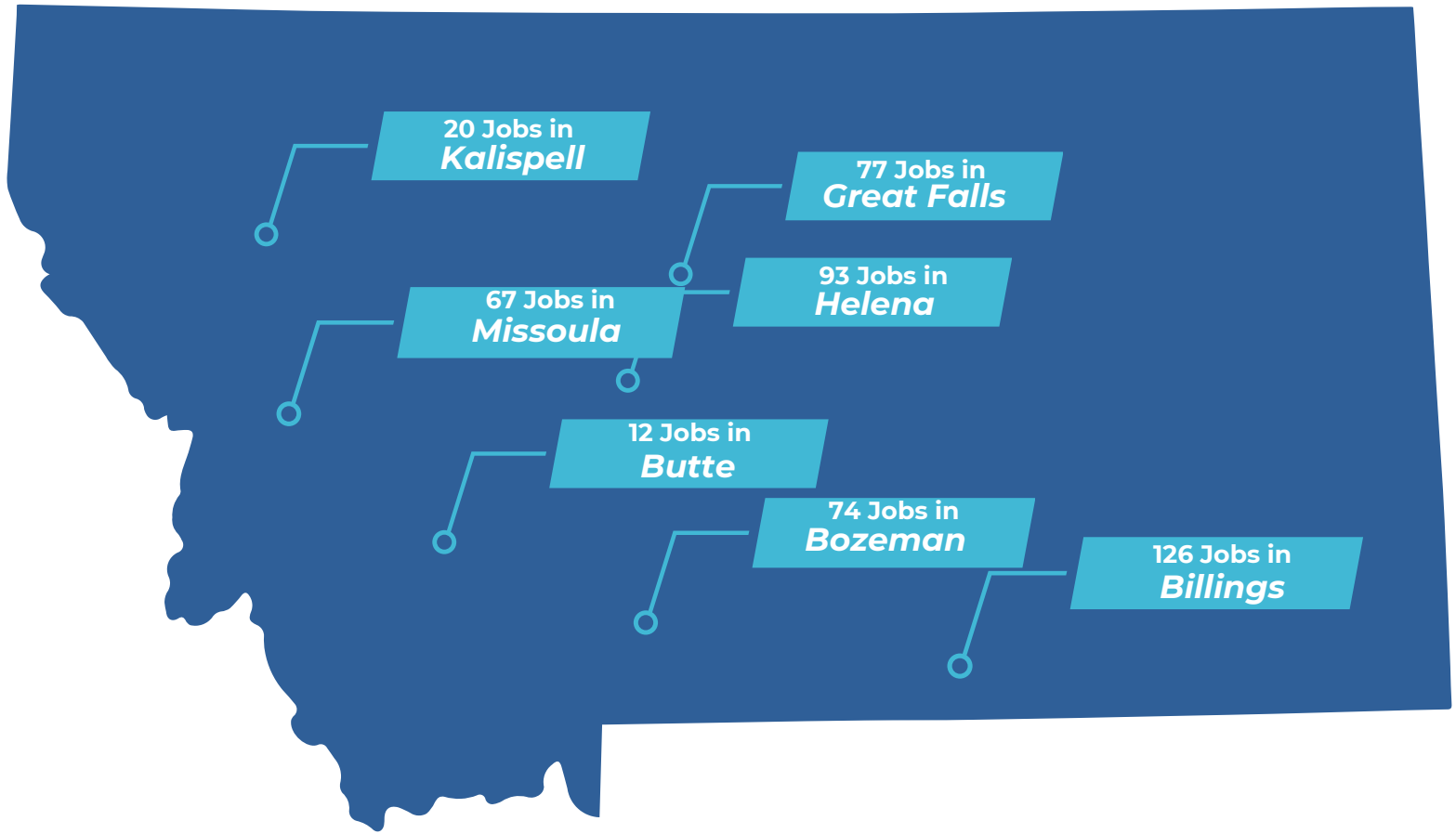
HELPFUL *Tip*

It can be challenging to identify where a business is physically located when looking at online postings.

As one might expect, many of the companies advertising for working in Montana don't have any local presence.

Job Postings By Location

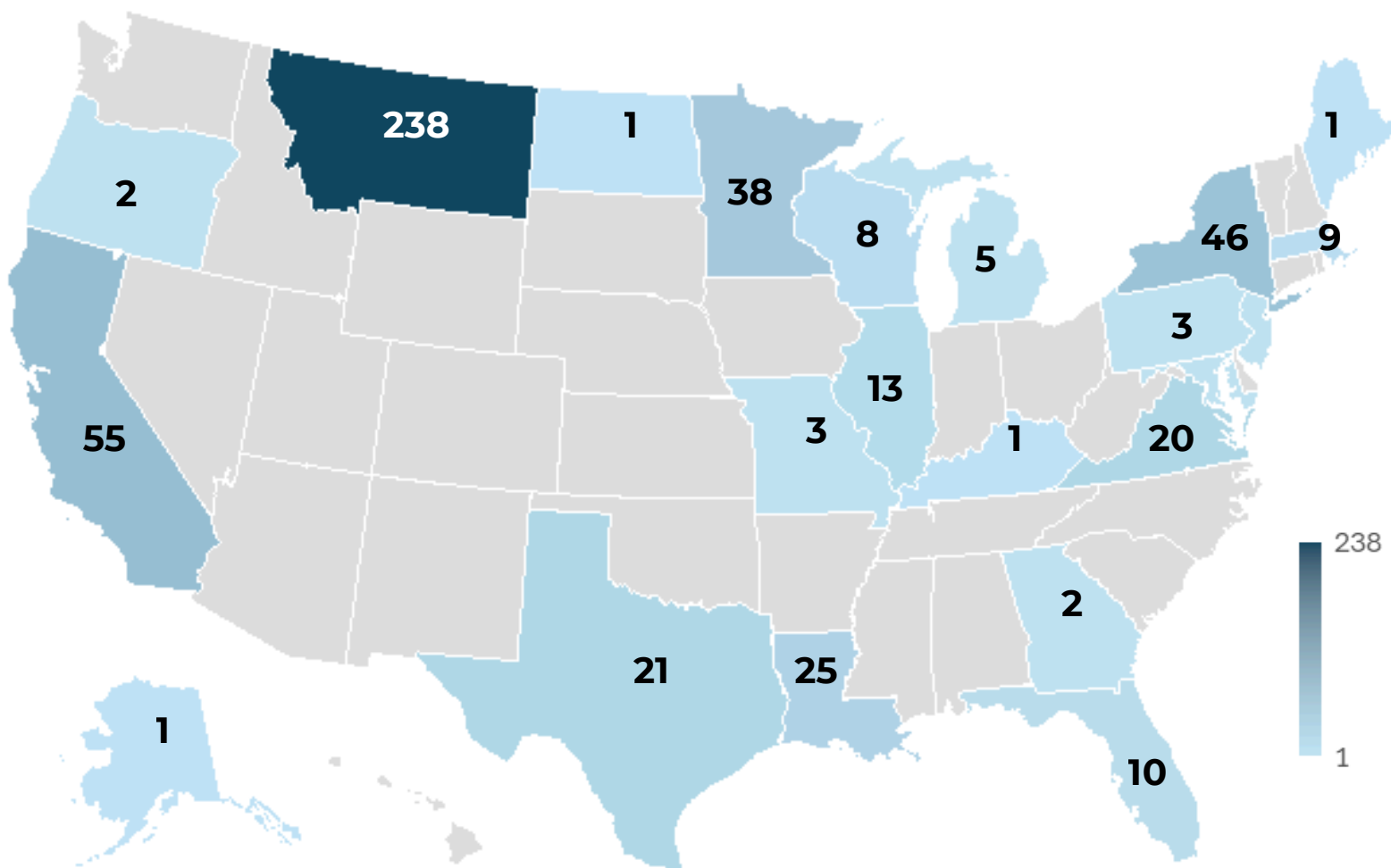
94% of the jobs posted in Montana were advertised in these 7 Montana cities. National employers frequently list remote roles in major population centers, which can influence where postings appear geographically.



Top 10 Montana Employers (2023)

- [State of Montana](#) (30 Jobs)- Helena
- [onX Maps](#) (12 Jobs)- Missoula and Bozeman
- [Billings Clinic](#) (8 Jobs)- Billings
- [First Interstate Bank](#) (7 Jobs)- Billings
- [Providence](#) (7 Jobs)- Billings and Missoula
- [Old Dominion Freight Line](#) (7 Jobs)- Billings
- [Glacier Bank](#) (6 Jobs)- Kalispell
- [Montana State University](#) (5 Jobs)- Bozeman
- [Logan Health](#) (5 Jobs)- Kalispell
- [Bridger Photonics](#) (4 Jobs)- Bozeman

Top **Out-of-State** Employers



The total reflects all postings in Montana, though some positions are located outside the U.S and some staffing agencies do not specify the location.

Top *Out-of-State* Employers (2023)

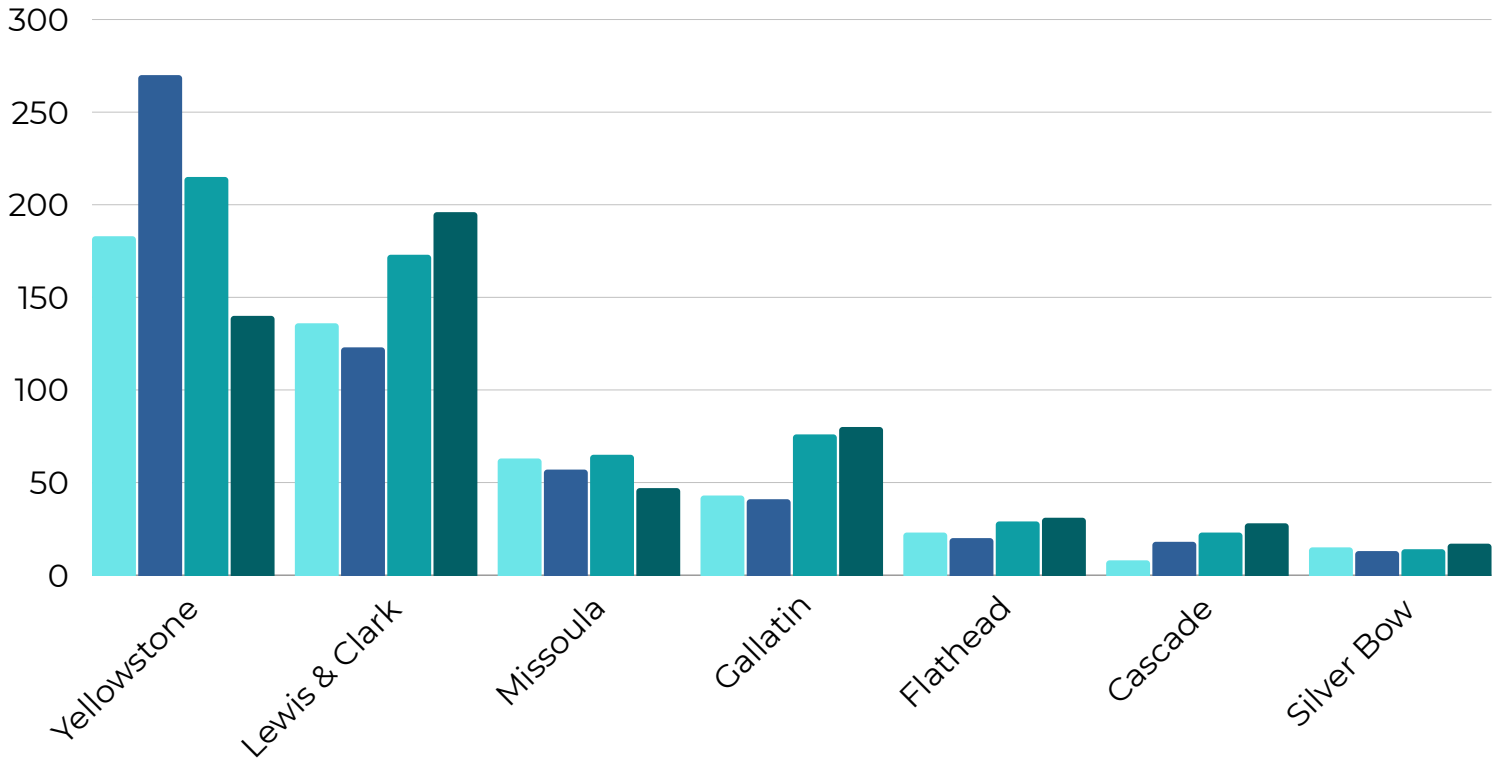
- [Patterson Companies](#) (38 Jobs)- Saint Paul, MN
- [Beacon Hill Staffing Group](#) (26 Jobs)- Boston, MA
- [Lumen Technologies](#) (25 Jobs)- Monroe, LA
- [CTG](#) (21 Jobs)- Amherst, NY
- [Oracle](#) (21 Jobs)- Austin, TX
- [FICO](#) (17 Jobs)- San Jose, CA
- [The College Board](#) (14 Jobs)- New York City, NY
- [Health Care Service Corporation](#) (12 Jobs)- Chicago, IL
- [Social Finance](#) (10 Jobs)- Boston, MA
- [Cribl](#) (9 Jobs)- San Francisco, CA

	Total	Out-of-State	In-State
Job Postings	548	310	238

Where are **Jobs** Advertised?

In State Job Advertisements

● Q1 2023 ● Q2 2023 ● Q3 2023 ● Q4 2023



Lightcast (2023)

HELPFUL *Tip*

Most out of state jobs are advertised in Yellowstone County (largest population center) and Lewis & Clark County (state capital).

Jobs in remaining counties are usually, but not always, physically located in Montana with Montana employers.

Industry Overview 2023

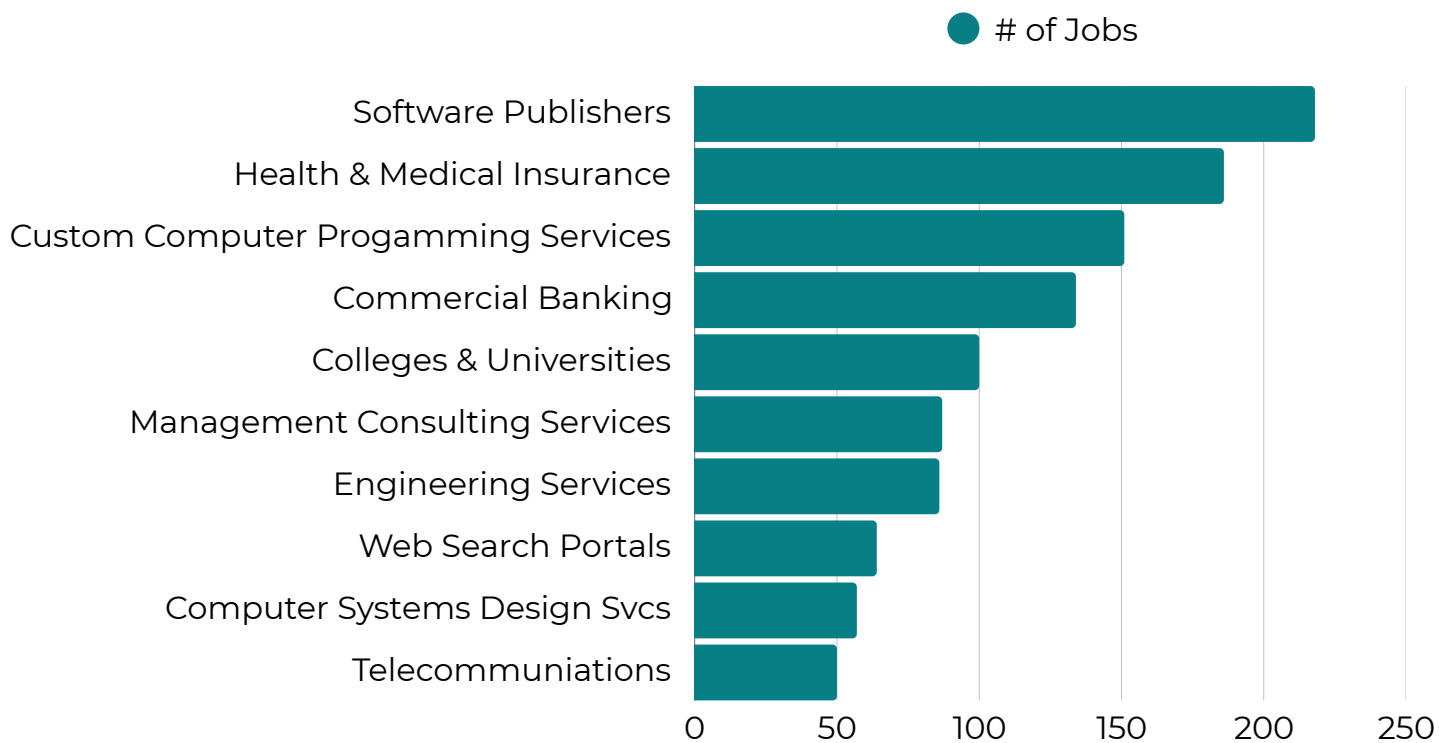
Software Developer jobs were the most sought after by companies hiring in 2023, taking up **40% of the job postings in the top ten occupations**. There were over three thousand job postings included in the top ten list. Out of those jobs more than half focused on the **Security Provision in the NICE** framework.

Top 10 Occupations

1. Software Developers
2. Computer Systems Analysts
3. Data Scientists
4. Information Security Analysts
5. Network Computer Systems Admins
6. Database Administrators
7. Computer Network Architects
8. Web Developers
9. Database Architects
10. Quality Assurance Analysts & Testers

Lightcast (2023)

Top 10 Industries Hiring IT Professionals



Lightcast (2023)

Candidate Qualifications

Below we included the top requested certifications and skills by employers in **2023**. For those looking to compete in the job market, this may influence the direction they take in looking for education, continued education and certification opportunities in Montana.

Top Requested Certifications (2023)

of postings with qualification

Certified Information Systems Security Professional (CISSP)-18
Cisco Certified Network Associate (CCNA)- 10
GIAC Certifications- 4
Certified Information Security Manager (CISM)- 3
CompTIA Security+- 3
Project Management Professional Certification - 3
Microsoft Certified Systems Engineer- 2
Certified Systems Engineer- 2
*Security Clearance: You may start the process once you are hired - 18

Lightcast (2023)



Of the top certifications requested, 59% were cybersecurity related.

Top Requested Technical Skills

% of Total Postings requesting the technical skill

Project Management- 22%
SQL (Programming Language)- 20%
Python (Programming Language)- 19%
Agile Methodology- 17%
Software Engineering- 16%
Software Development- 16%
Java (Programming Language)- 13%
Amazon Web Services- 12%
Microsoft Azure- 6%

Lightcast (2023)

Cybersecurity Job Wages

As of September 2023,

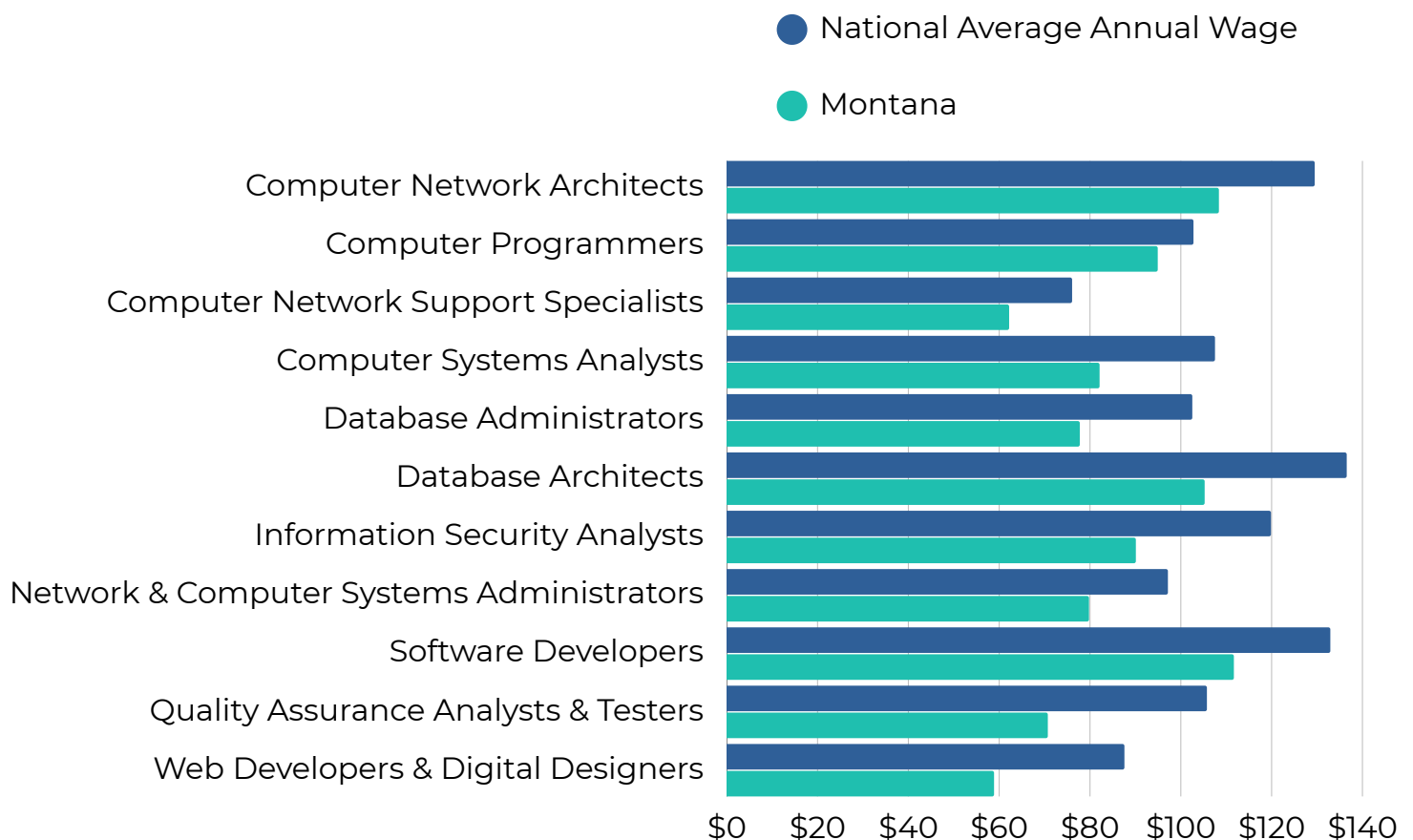
The **national average for salaries in cybersecurity jobs was \$128,870**, compared to \$119,037 in the state of Montana.

Across eleven different top-searched job titles, **Montana IT salaries were 22% lower than national average salary** for the same occupation. The **largest salary gap** was for the Quality Assurance Analysts & Testers. The smallest salary gap was for Computer Programmers.

The occupation with the **highest IT salary in Montana was for Software Developers with a salary of \$111,686**. Web Developers and Digital Designers had the lowest average salary for the state of Montana of \$58,870.

Nation and Statewide Median Salary

Source: *The Bureau of Labor Statistics*



In Summary

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

The key takeaways for the Q4 2023 Job Report are:

- On average, **249 unique cybersecurity related positions** were posted monthly in Montana throughout 2023, **with a peak in summer.**
- **55% of the jobs designate whether the job was in-person, remote, hybrid.**
- Both new postings and hires were at their **highest in the third quarter.**
- **94% of unique job postings in quarter 4 were advertised in 7 Montana cities.**
- Out of the top certifications requested, **59% were cyber security related.**
- While Montana's cybersecurity salaries are lower than the national average, they remain competitive within certain roles.