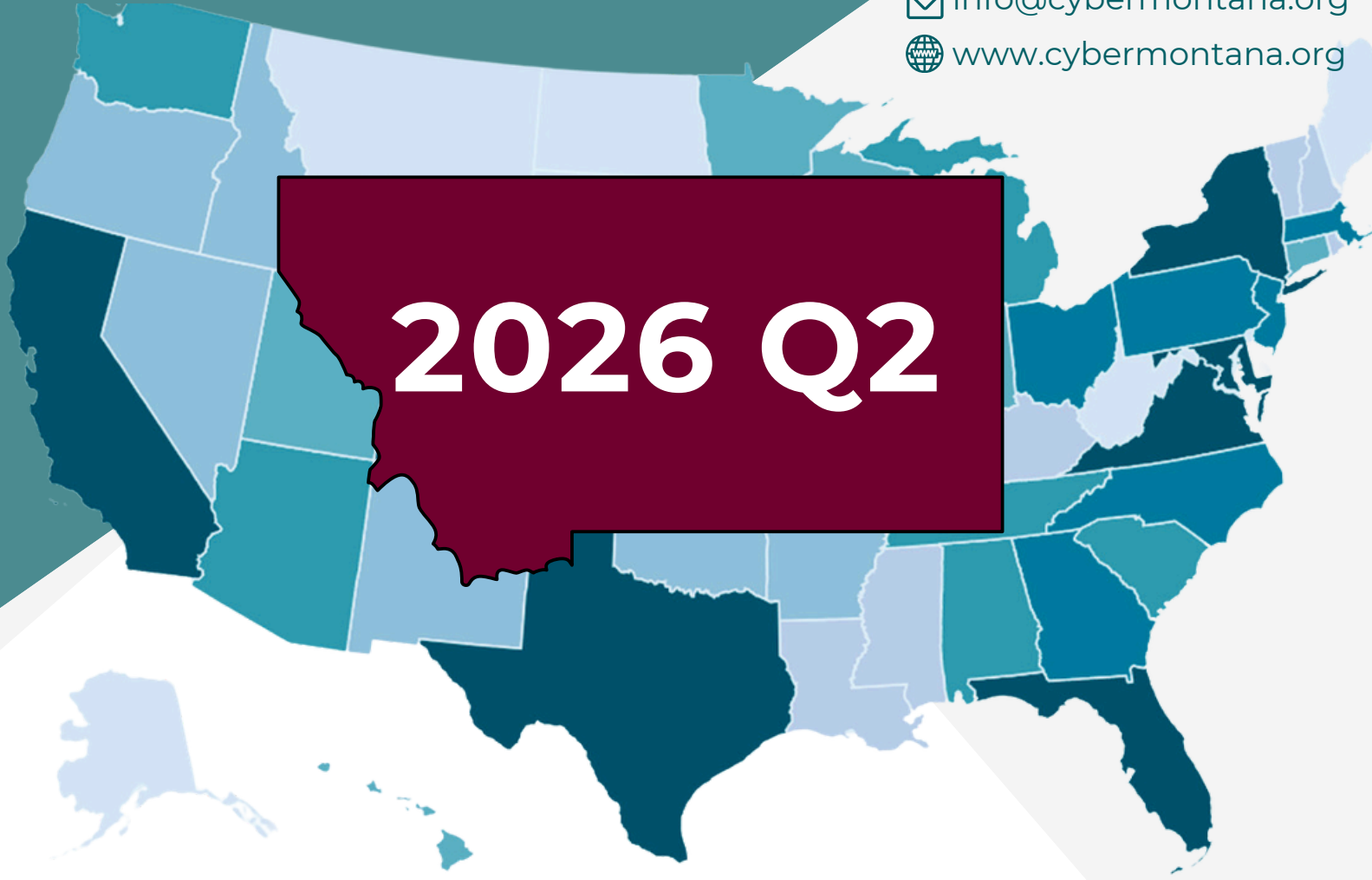


Montana Cybersecurity Jobs **REPORT**

✉ info@cybermontana.org

🌐 www.cybermontana.org



2026 Q2



EXECUTIVE SUMMARY

We have exciting things to report in this **2026 Q2 issue of The Montana Cybersecurity Jobs Report!**

Montana's cybersecurity-related job market didn't just bounce back this quarter - it broke new ground. **Q2 postings hit 1,617**, topping every quarter tracked over the past year, including Q1's own record run of 1,458.

More of that hiring is happening closer to home, too. Montana-based employers accounted for 19% of postings in Q1; by Q2 that share climbed to 24%. Out-of-state and national recruiters still dominate the field, but the shift is real, and worth watching over the next few quarters.

Look past the job titles and the same pattern holds from last quarter: **software developers, IT support specialists, and systems administrators** fill most of the postings tied to cyber work. Few list "security" anywhere in the title. In Montana especially, cybersecurity responsibilities tend to live inside broader technology, data, and support roles rather than get called out on their own.

Artificial intelligence skills, meanwhile, seem to have found their level. Demand held at 24% this quarter - exactly where it landed in Q1 - which suggests last quarter's jump from 19% wasn't a fluke but a new baseline employers are settling into.

None of this changes the core challenge for Montana's workforce pipeline: **training has to be flexible enough to meet these roles where they actually live - inside IT departments, compliance offices, and product teams, not just security operations centers.**

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!

Laura Haacke - CyberMontana PM Security Awareness Programs

Carly Cushman - CyberMontana PM Communications | Marketing | Events

Shelby Feirstein - CyberMontana Graduate Assistant

Silas Andrews - CyberMontana Graduate Assistant

Shane Kravik - CyberMontana PM Career Development and Early College

Dianne Burke - Strategic Consultant

HOW CYBERSECURITY WORKFORCE TRENDS ARE AFFECTING MONTANA

National Trends Shaping Montana's Cybersecurity Job Market

Something changed in *who's posting these jobs*, not just how many. Employment Placement Agencies ranked second among industries driving Montana's cyber-related postings in Q1 - meaning a huge chunk of that quarter's hiring ran through staffing firms acting as middlemen. This quarter, that industry vanished from the top ten entirely. In its place: **Computer Systems Design Services** jumped from seventh to second, and **Commercial Banking and Administrative/Management Consulting** both cracked the list for the first time.

That's a shift from agency-brokered hiring toward employers posting directly. It's a subtle change, but it matters for how a job seeker should actually go looking for work - a posting boom driven by staffing agencies rewards working your recruiter network, while one driven by direct employers rewards going straight to company career pages and industry-specific job boards.

One new entrant is worth a second look: **Computing Infrastructure Providers, Data Processing, and Web Hosting** appeared in the top ten for the first time this quarter. Data centers and cloud infrastructure firms don't typically show up in a state the size of Montana's tech sector - its appearance here lines up with the broader **AI buildout happening nationally**, and with Montana-based firms such as CubCloud AI, which operates AI infrastructure in Missoula and highlights Montana's Right to Compute Act as part of the state's environment for computational infrastructure..

Meanwhile, the anchor hasn't moved: **General Medical and Surgical Hospitals** held the top spot both quarters. Whatever else shifts underneath it, healthcare remains the single largest driver of cyber-adjacent hiring in Montana.

THE TAKEAWAY FOR MONTANA

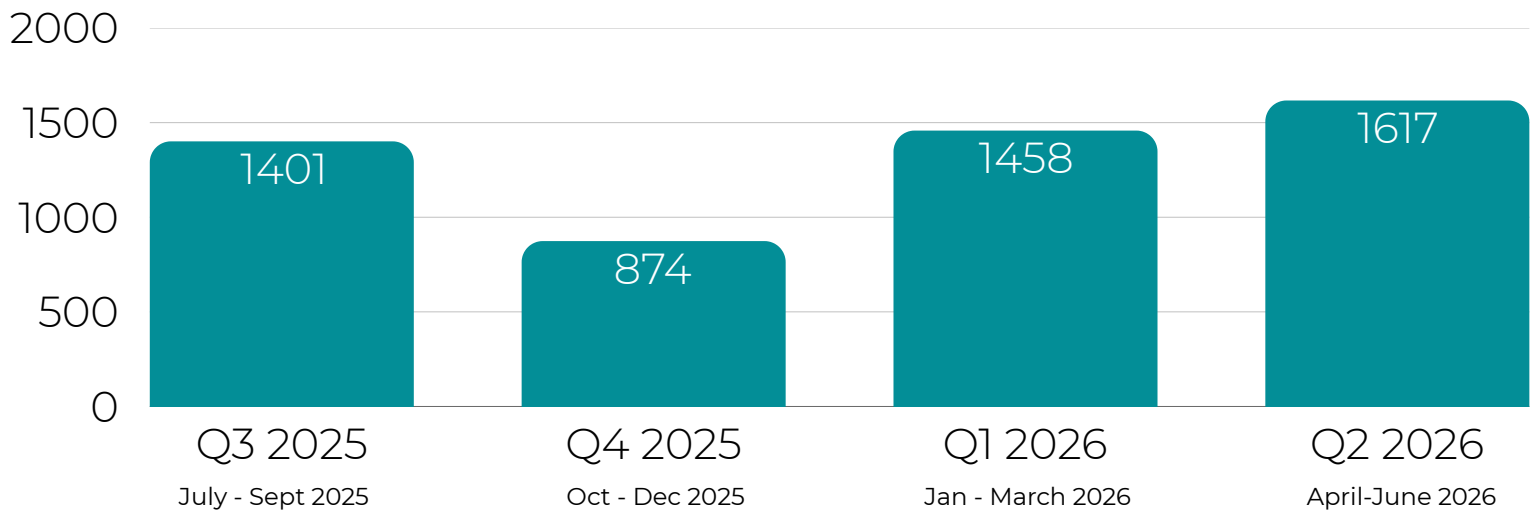
Montana's cyber job market is increasingly influenced by national employers and hiring trends, not local ones. Companies with no Montana presence are setting the pace, so training providers should teach to the skills those employers are standardizing on, not just the roles local companies happen to be filling.

Data infrastructure is the one to watch - it's new to the top 10 this quarter, and if the **Right to Compute Act** keeps pulling in investment, it may be the start of a trend rather than a fluke.

CYBERSECURITY OVERVIEW

Quarterly Job Postings in Montana

● Quarterly Postings



Quarterly Average

Average Statewide
Quarterly Job Postings:

1,337.5

The chart above shows the number of cybersecurity job postings in Montana across the last four quarters.

From July 2025 to June 2026, Montana **averaged 1,337.5 quarterly job postings** for technology roles with cybersecurity components.

The **highest number of job postings was in Q2 of 2026 with 1,617**, which also substantially exceeded **the 874 jobs posted in Q4 of 2025**.

About Lightcast Hiring Estimates

Estimated quarterly hiring: ~1,521 positions (Lightcast, 2026)

Lightcast's estimated hires are modeled using Quarterly Workforce Indicators and other labor-market data. Hires represent estimated worker movement onto employer payrolls and should not be interpreted as a one-to-one match with job postings. Posting counts measure employer recruiting activity, while estimated hires measure workforce hiring activity.

INDUSTRY OVERVIEW

MONTANA

Top 10 Industries

- 1.General Medical and Surgical Hospitals
- 2.Computer Systems Design Services
- 3.Other Scientific and Technical Consulting Services
- 4.Software Publishers
- 5.Administrative Management and General Management Consulting Services
- 6.Commercial Banking
- 7.Book Publishers
- 8.Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services
- 9.Direct Health and Medical Insurance Carriers
- 10.Regulation of Agricultural Marketing and Commodities

Top 5 Advertised Benefits

- 1.Retirement and Savings
- 2.Insurance
- 3.Paid Leave
- 4.Health and Wellness Benefits
- 5.Education and Career Development

Top 10 Posted Occupations

- 1.Software Developers
- 2.Computer User Support Specialists
- 3.Network and Computer Systems Administrators
- 4.Business Intelligence Analysts
- 5.Computer Network Architects
- 6.Computer Systems Analysts
- 7.Computer and Information Research Scientists
- 8.Database Architects
- 9.Compliance Officers
- 10.Database Administrators

IN REVIEW Software Developers remained the most frequently posted occupation, while Computer User Support Specialists continued to rank highly. Data Scientists, ranked second last quarter, fell outside the Top 10 in Q2 2026. Because only rankings are available, it is unclear whether this represents a substantial decline in postings or increased hiring among other occupations.

CAREER PATHWAY SPOTLIGHT

Network Analyst Secure Infrastructure Pathway

BUILDING MONTANA'S CONNECTED AND SECURE WORKFORCE



The Network Analyst pathway builds practical skills to configure, monitor, secure, and troubleshoot networks. It prepares learners for careers in network operations and infrastructure security.

WHO THIS PATHWAY SERVES



New to
Cyber



Career
Changers



IT Support
Professionals



Future
Network
Leaders

THE PATHWAY

1

Foundation

IT & Cybersecurity
foundations
Google IT Support
CompTIA A+
CompTIA Network+

2

Build

Network Analyst

Cisco
Networking Pro

3

Certify

Cisco
CCNA

CompTIA
Server+

4

Advance

CompTIA
CloudNetX

CAREER OUTCOMES



Network Analyst



NOC Analyst



Network Administrator

WHY IT MATTERS

Reliable networks are essential to Montana's businesses, schools, healthcare providers, and public services. Trained network professionals help keep these systems connected, secure, and resilient.

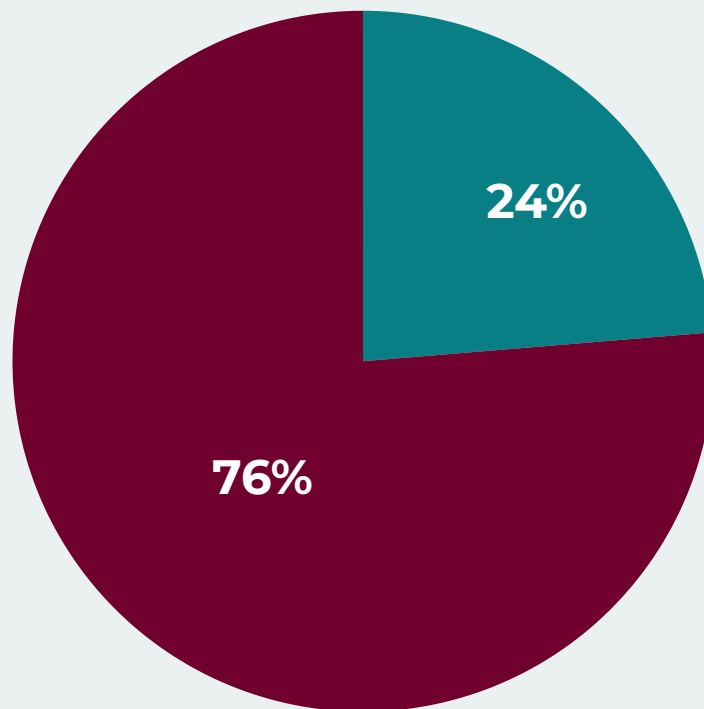


For more information contact us at: info@cybermontana.org

WHERE ARE EMPLOYERS LOCATED?

In-State vs. Out-of-State Job Postings (Q2) Montana-Located vs. Other/Remote Job Postings

● In State ● Out of State



With the growth of online recruiting and remote work, it can be challenging to determine where employers are physically located. Many companies advertising cybersecurity-related jobs in Montana do not have a local presence.

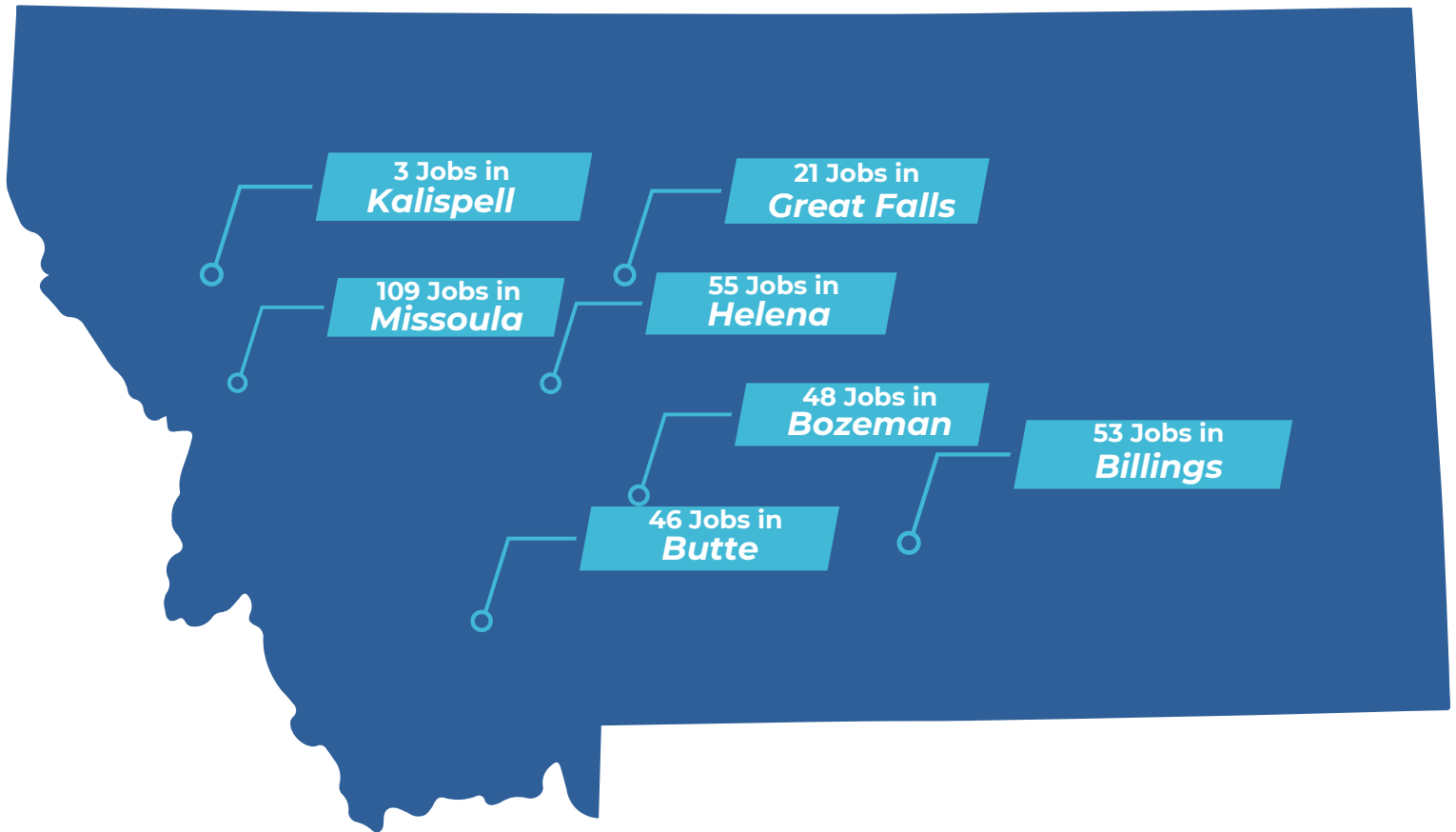
This chart shows the percentage of cybersecurity-related job postings from employers with a physical presence in Montana compared with postings from employers located out of state.

National employers may advertise the same remote opportunity across multiple Montana locations, which can complicate geographic interpretation of posting data.

JOB POSTINGS BY LOCATION

MONTANA

Of the 1,617 unique cybersecurity-related postings advertised in Montana this quarter, 383 listed a Montana work location. Of those Montana-based positions, 335 were concentrated in these seven cities:



Top 10 Montana Employers for Quarter 2:

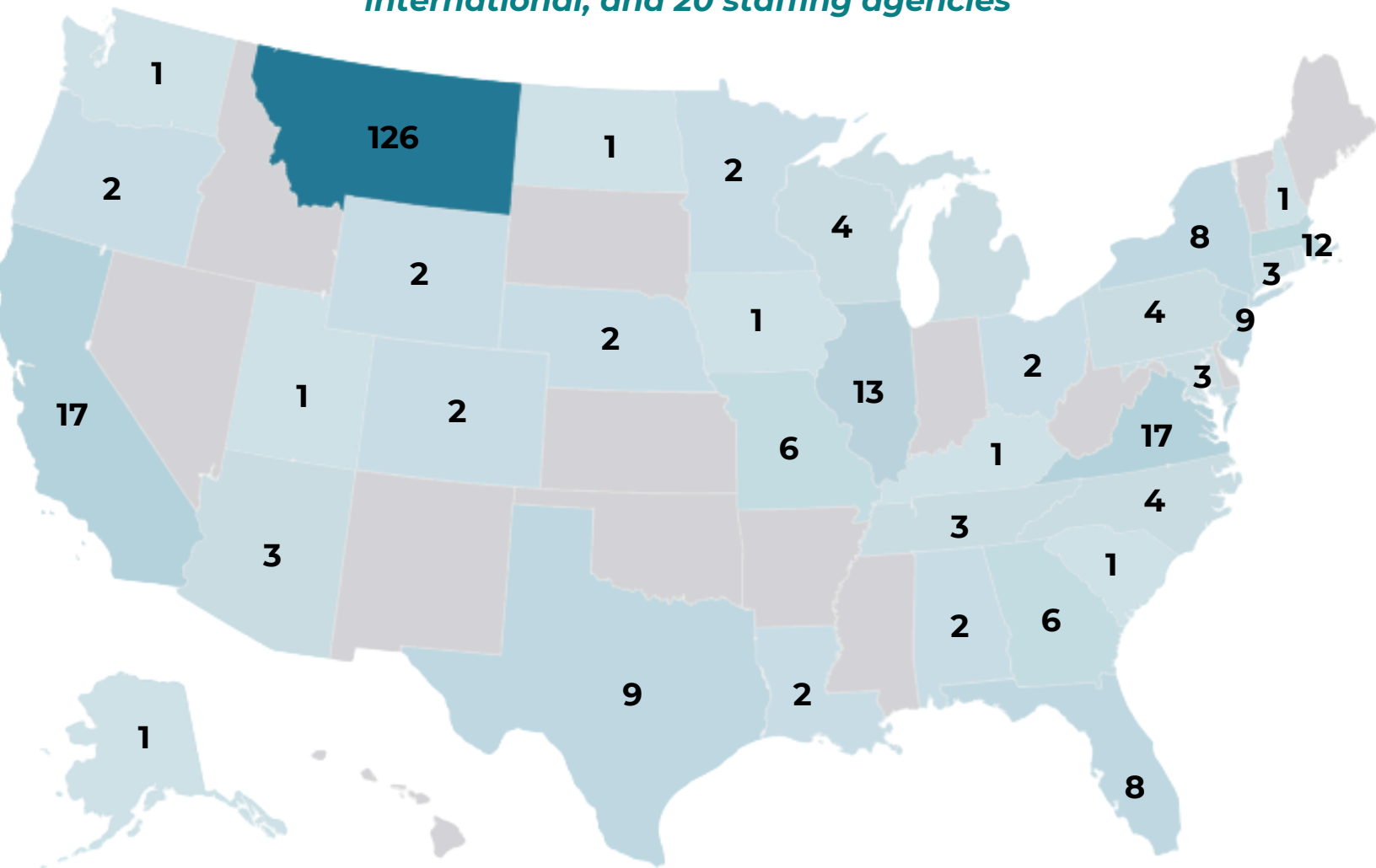
[Intermountain Health](#) (42) - Butte
[Providence](#) (38) - Missoula
[State of Montana](#) (26) - Helena
[Cognizant](#) (16) - Missoula
[Onxmaps](#) (11) - Bozeman
[Montana State University](#) (11) - Bozeman
[University of Montana](#) (11) - Missoula
[FICO](#) (10) - Bozeman
[Entre Technology Services](#) (10) - Billings
[Billings Clinic](#) (9) - Billings

U.S.-BASED QUARTER 2, 2026

EMPLOYERS

NATIONAL

Map shows U.S. employer locations only; 2 not specified, 3 international, and 20 staffing agencies



*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 Companies Hiring for Quarter 2

- [Accenture](#) (94) - New York City, NY
- [GovCIO](#) (83) - Fairfax, VA
- [Maximus](#) (56) - McLean, VA
- [Cardinal Health](#) (38) - Dublin, OH
- [CAI](#) (36) - Falls Church, VA
- [Indeed](#) (31) - Austin, TX
- [Capital One](#) (30) - McLean, VA
- [Ford](#) (28) - Dearborn, MI
- [General Motors](#) (27) - Detroit, MI
- [TriWest Healthcare Alliance](#) (24) - Phoenix, AZ

	Total	In-State	Out-of-State
Employers	317	126	191
Job Postings	1,617	383	1,234

THE IMPORTANCE OF SKILLS

Top 10 Transferable Skills

% of Total Postings Referencing Transferable Skills

1. Communication 58%
2. Troubleshooting 32%
3. Problem Solving 31%
4. Operations 30%
5. Leadership 28%
6. Management 28%
7. Customer Service 21%
8. Information Technology 19%
9. Detail Oriented 18%
10. Planning 16%

Top 10 Software Skills

% of Total Postings Referencing Specialized Skills

1. SQL (Programming Language) 21%
2. Python (Programming Language) 19%
3. Amazon Web Services 16%
4. Microsoft Azure 16%
5. Application Programming Interface (API) 15%
6. Microsoft Office 10%
7. Operating Systems 10%
8. Java (Programming Language) 10%
9. Dashboard 9%
10. JavaScript (Programming Language) 8%

Top 10 Specialized Skills

% of Total Postings Referencing Specialized Skills

1. Computer Science 37%
2. Workflow Management 30%
3. Scalability 25%
4. Automation 24%
5. Artificial Intelligence 24%
6. SQL (Programming Language) 21%
7. Python (Programming Language) 19%
8. Amazon Web Services 16%
9. Microsoft Azure 16%
10. Agile Methodology 15%

INDUSTRY SPOTLIGHT



Joshua Rhines, Founder & CEO of CubCloud AI, is a lifelong Missoulian, a University of Montana alum, and a newcomer to the AI scene. His background is in recording studios and real estate development. However, he felt strongly that Montana could use an AI company run by trusted local professionals that offer an alternative to the larger operations who are less community focused. Enter CubCloud AI, on a mission to keep it sovereign and local.

Q: What is CubCloud AI and what are your services?

Short Answer: Business to business software development.

“We’re creating software with the latest and greatest [AI] tools. We also build out smaller scale infrastructure... like setting up racks, cooling, fiber connections, but in smaller deployments. Ultimately, you know, we’re able to help a business on pretty much any level of AI they’re looking to do, [like] workflow automations [and] mapping projects. Our clients are small to mid-sized Montana businesses that are really looking to make things a bit more efficient.”

Q: What makes CubCloud's approach to AI different from widely used public platforms?

Short Answer: A sovereign approach.

“And when I say sovereign, I'm talking about a controlled environment. And our controlled environment is a local environment that the contractors own directly with us and our clients. Ultimately, what we’re doing is keeping the data private. The large companies... they are using our data to train their models and to train their solutions and train their builds. Some companies do not want to be sharing that data. We can show you all of our data centers... [and] the server where your data is being held.”

INDUSTRY SPOTLIGHT



Q: For someone who's starting with little to no AI experience, what foundational skills should they learn first, in your opinion?

Short Answer: Start out with the curiosity to question.

“If you can continually be curious with your questions, you can figure out almost everything you need to get better at AI. Non-developers are not at a huge disadvantage when it comes to AI, just because AI is such an enabler and the utility [of it] can really help in many different fields. It’s an infinitely patient tool. Ultimately, AI [is] a big conglomeration of relevant information for decision makers.”

Q: How should businesses evaluate where their information is stored, who can access it, and whether it may be used to train an AI system?

Short Answer: It depends on the company and its types of data.

“Montana is kind of unique that we have the Right to Compute Act [MT SB212] here so that we actually do have some enshrined protections for computing here. So, I do think that's a plus for Montana as well as the latency of accessing your information right away. [Through CubCloud AI] you can control how that data is stored and who has access to it. You [can] have an owner suite, a manager suite, and then an employee suite of tools [to] access that information. And since it's stored locally, you can also put pretty much everything on your database so you can have AI access it.”

Q: Are there any internship, mentorship, apprenticeship, or community training opportunities that Cub Cloud AI offers?

Short Answer: Yes.

“We’re going to be taking more [interns] from the [University of Montana] this Fall [and] we’ve opened [the program] up to computer science [and] business [majors], [but it is open] to whoever wants to apply. We hope to develop this more as we go on, [but] we did end up hiring two of our [summer] interns. They basically got to build a bunch of cool AI tools with us that they’re now getting to implement here in the Fall, so that’s exciting!”

JOBS REPORT OVERVIEW

The **Montana Cybersecurity Jobs Report** presents current and historical data on Montana's cybersecurity-related job market, including growth projections, in-demand skills, and job posting trends. These insights can help students, job seekers, educators, employers, and workforce partners better understand where demand is growing and which skills are most valuable.

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).

Occupations Included in the Analysis (SOC Codes)

- Computer & Information Systems Managers 11-3021
- Compliance Officers 13-1041
- Computer Systems Analysts 15-1211
- Information Security Analysts 15-1212
- Computer and Information Research Scientists 15-1221
- Computer Network Support Specialists 15-1231
- Computer User Support Specialists 15-1232
- Computer Network Architects 15-1241
- Database Administrators 15-1242
- Database Architects 15-1243
- Network and Computer Systems Administrators 15-1244
- Computer Programmers 15-1251
- Software Developers 15-1252
- Software Quality Assurance Analysts and Testers 15-1253
- Web Developers 15-1254
- Web and Digital Interface Designers 15-1255
- Data Scientists 15-2051
- Computer Hardware Engineers 17-2061

The quarterly **Montana Cybersecurity Jobs 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.



IN SUMMARY

CyberMontana provides this report to summarize trends in Montana's cybersecurity-related job market. These insights help students, job seekers, educators, employers, and workforce partners understand where demand is growing and which skills matter most.

Key Takeaways for the 2026 Q2 Report:

- Montana's cyber-related job market has now averaged 1,337.5 postings per quarter over the past year (Q3 2025–Q2 2026) - a number that smooths out Q4's 874-posting dip and gives a steadier read on demand than any single quarter.
- 317 unique employers advertised cyber-related roles in Montana this quarter, with 126 headquartered in-state and 191 elsewhere.
- Missoula led all Montana cities with 109 postings this quarter, followed by Helena (55) and Billings (53) - a different order than Q1, when Helena topped the list.
- Communication remained the single most-requested skill (58%), ahead of every technical competency tracked in the report.
- Employment Placement Agencies, the second-largest industry driving postings in Q1, dropped out of the top 10 entirely this quarter - staffing-agency-driven hiring appears to be giving way to employers posting directly.
- Data Scientists fell out of the top 10 posted occupations, after ranking second in Q1 - though it's unclear whether that reflects fewer postings or simply faster hiring into those roles.