



THE TOP 10 HARD-TO-FIND TECH SKILLS

In the technology world, cloud computing and cybersecurity are both hot topics—so it’s no surprise that Cloud Security is the most difficult information technology skill for employers to find in the labor market.

On average, it takes employers more than three months (96 days) to fill a job that requires Cloud Security skills. That’s 19 days longer than the second hardest-to-find skill, and more than double the IT industry average of 45 days.

When you consider [technology jobs](#) (and not just the skills themselves), management talent is most at a premium. Technical Manager/Director openings take the longest to fill, at 107 days. That’s significantly longer than the next three positions, SAP Manager (64 days), Systems Analyst (63 days), and Java Architect (63 days).

This analysis is based on the Burning Glass database of job postings collected from more than 40,000 websites, job boards, and online sources. The data covers September 2015 to August 2016. For a deeper dive into one crucial area of the information technology market, visit our [report on cybersecurity jobs](#).

Hard-to-Fill IT Jobs		Hard-to-Find IT Skills	
Job	Average Time to Fill	Skill	Average Time to Fill
1. Technical Manager/Director	107 days	1. Cloud Security	96 days
2. SAP Manager	64	2. Jboss Application Server	77
3. Systems Analyst	63	3. Metadata Design	73
4. Java Architect	63	4. Integration Architecture	70
5. Salesforce / CRM Developer	54	5. Distributed Computing	69
6. Database Architect	54	6. Information Architecture	68
7. Cyber Security Consultant	53	7. Apache Kafka	66
8. Embedded Software Engineer	52	8. Web Services Security	63
9. Data Manager	51	9. Salesforce Integration	62
10. Systems Integration Engineer/ Specialist	51	10. Cloud Computing	62

ABOUT BURNING GLASS TECHNOLOGIES

Burning Glass Technologies delivers job market analytics that empower employers, workers, and educators to make data-driven decisions. Burning Glass is reshaping how the job market works, with data that identify the skill gaps that keep job seekers and employers apart and tools that enable both sides to bridge that gap and connect more easily. The company’s artificial intelligence technology analyzes hundreds of millions of job postings and real-life career transitions to provide insight into labor market patterns. This real-time strategic intelligence offers crucial insights, such as which jobs are most in demand, the specific skills employers need, and the career directions that offer the highest potential for workers.