

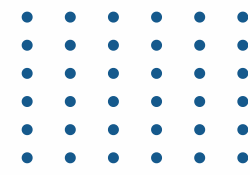


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QUANTUM MARKET INSIGHTS GUIDE 2026

Navigating Talent, Trends &
Compensation in a Competitive Market



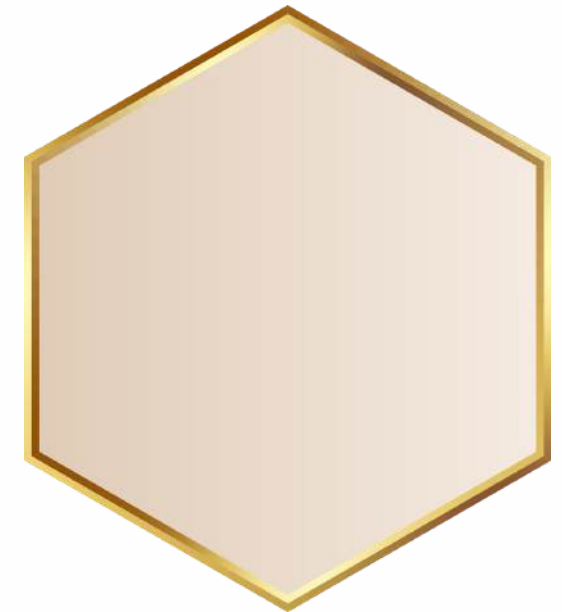
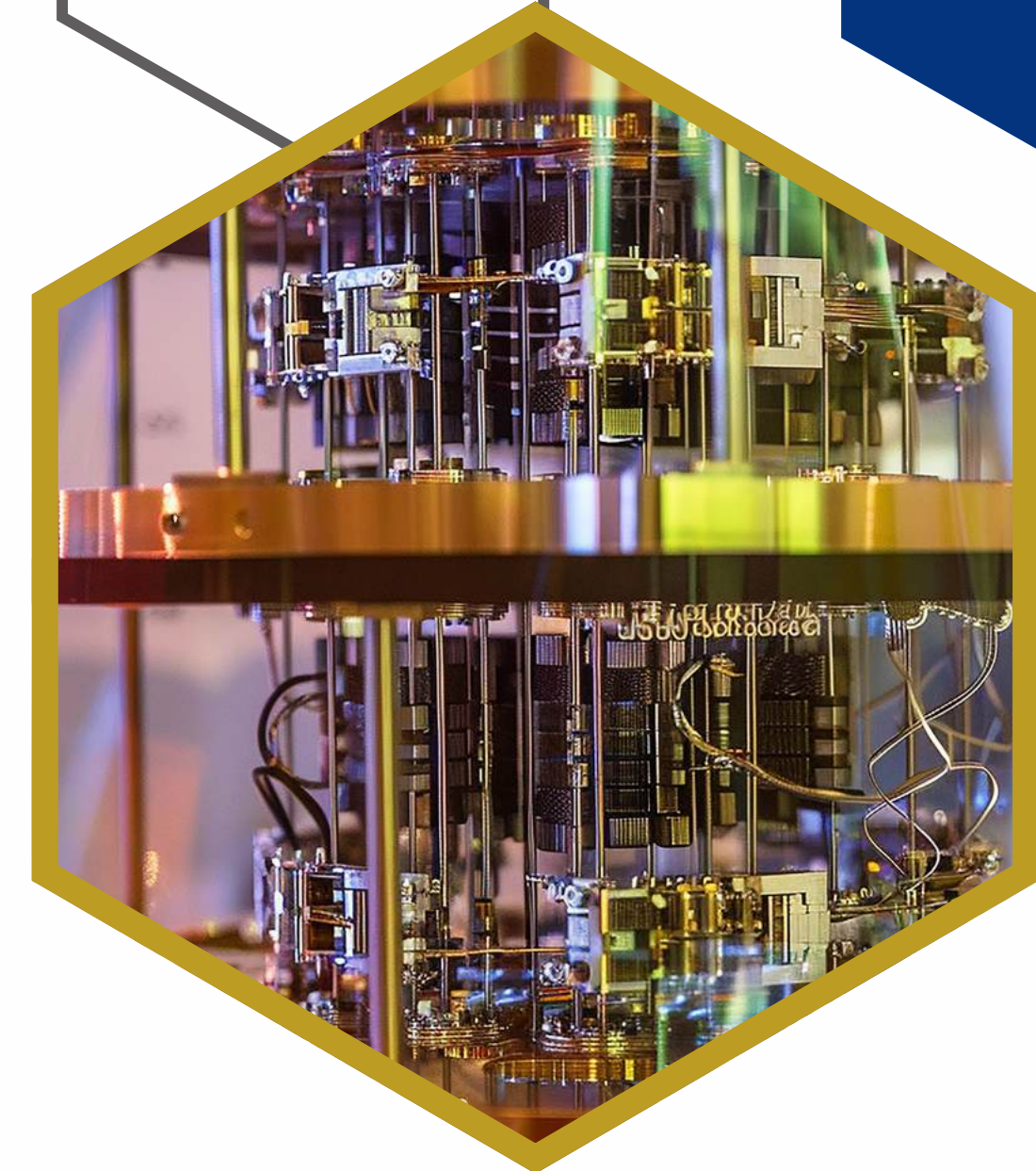


INTRODUCTION

Quantum computing is transitioning from theoretical promise to commercial reality. With the U.S. government investing over \$1.8 billion through the National Quantum Initiative, the sector is accelerating across enterprise, cybersecurity, and advanced research domains. For hiring managers, this shift presents both opportunity and complexity: sourcing talent with rare, interdisciplinary skills while navigating evolving compensation models and retention strategies.

This guide provides:

- Salary benchmarks for quantum roles
- Emerging hiring trends and challenges
- Skills in highest demand
- Strategic insights to attract and retain quantum talent



2025 SNAPSHOT

Job Growth & Market Dynamics

GLOBAL JOB LISTINGS IN QUANTUM TECH SURGED ~180% FROM 2020 TO 2024, WITH CONTINUED GROWTH INTO 2025.

IN APRIL 2025, QUANTUM JOB POSTINGS IN NORTH AMERICA ROSE BY 1.1%, WITH A 4.9% INCREASE OVER THE TRAILING 12 MONTHS.

DESPITE GROWTH, ONLY 1 QUALIFIED CANDIDATE EXISTS FOR EVERY 3 QUANTUM JOB OPENINGS, MEANING OVER HALF OF ROLES MAY GO UNFILLED.

Salary Trends & Skills Demand

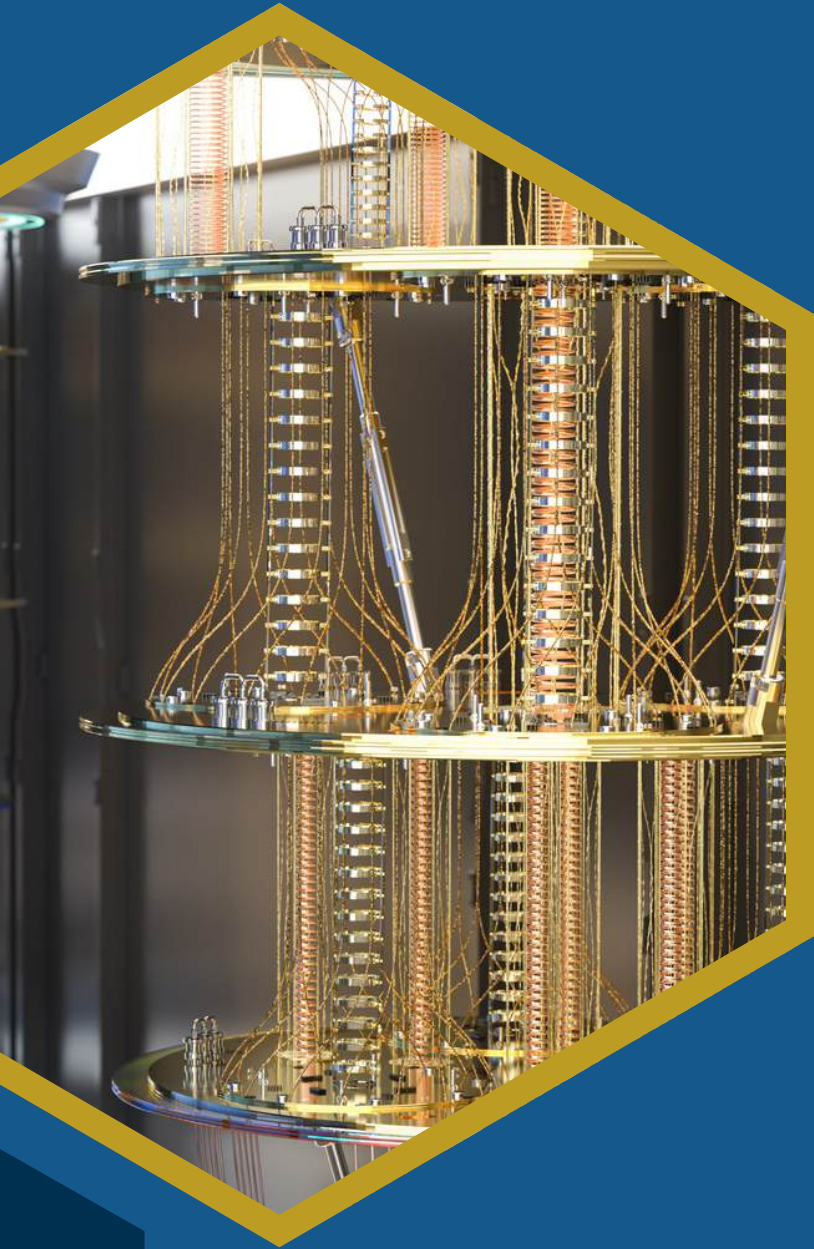
QUANTUM ENGINEERS EARN BETWEEN \$100,000-\$200,000+, WITH TOP SKILLS IN QISKIT, CIRQ, PYTHON, AND QUANTUM ALGORITHM DESIGN DRIVING DEMAND

AVERAGE SALARIES HOVER AROUND \$131,000, WITH TOP-TIER ROLES SURPASSING \$200,000.

JUST 10-15% OF APPLICANTS MEET TECHNICAL CRITERIA, WITH A 3:1 JOB-TO-TALENT RATIO.



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QUANTUM COMPUTING (QC) IS THE DOMINANT SEGMENT, ACCOUNTING FOR ~80% OF TOTAL QUANTUM INVESTMENTS.

GLOBAL QUANTUM INVESTMENTS SURPASSED \$2 BILLION IN 2024, WITH PROJECTIONS TO EXCEED \$10 BILLION IN 2025.

START-UP ACTIVITY IN THE U.S. QUANTUM SECTOR SURGED, WITH A 38% YOY, DRIVEN BY STRONG VENTURE CAPITAL INTEREST AND FEDERAL FUNDING INITIATIVES SUCH AS THE NATIONAL QUANTUM INITIATIVE

KEY TRENDS & MARKET PROJECTIONS

Market Size Projections		
Segment	2035 Market Size	2040 Market Size
Quantum Computing	(28B-\$72B	\$45B-\$131B
Quantum Communication	\$11B-\$15B	\$24B-\$36B
Quantum Sensing	\$7B-\$10B	\$18B-\$31B



SALARY BENCHMARK 2026

Job Title	National Avg	Bay Area	Boston	New York	Bonus/Equity	Growth vs 2025
Quantum Software Engineer	\$130,000 – \$190,000	\$150,000 – \$210,000	\$145,000 – \$200,000	\$140,000 – \$195,000	Moderate	~6% increase
Quantum Hardware Engineer	\$120,000 – \$180,000	\$140,000 – \$200,000	\$135,000 – \$185,000	\$130,000 – \$180,000	Moderate	~7% increase
Quantum Research Scientist	\$130,000 – \$190,000	\$150,000 – \$210,000	\$145,000 – \$200,000	\$140,000 – \$195,000	Moderate to High	~8% increase
Quantum Algorithm Developer	\$125,000 – \$185,000	\$145,000 – \$205,000	\$140,000 – \$195,000	\$135,000 – \$190,000	Moderate	~7% increase
Quantum Team Lead	\$180,000 – \$300,000+	\$220,000 – \$350,000+	\$200,000 – \$320,000+	\$190,000 – \$310,000+	High (up to 50% of base)	~10% increase



IN-DEMAND SKILLS (BEYOND THE BASICS)

Core Technical Skills

Quantum programming:

Qiskit, Cirq, Python

Quantum algorithms & error correction

Quantum hardware engineering: superconducting qubits, trapped ions

Mathematics: linear algebra, probability, tensor networks

Emerging Hybrid Skills

Quantum + AI: quantum machine learning, hybrid classical-quantum models

Quantum UX: designing interfaces for quantum simulation platforms

Applied quantum strategy: translating quantum capabilities into business use cases (e.g., pharma, finance, logistics)

Soft Skills & Cross-Disciplinary Needs

Systems thinking: understanding quantum's role in broader tech stacks (HPC, cloud, AI)

Communication: explaining quantum concepts to non-specialists

Leadership: building quantum-ready teams and cultures



RECRUITMENT CHALLENGES & TALENT GAPS

STRUCTURAL SHORTAGES

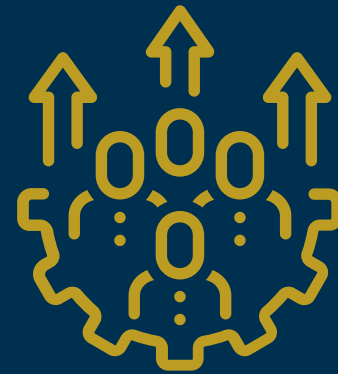
Global quantum workforce \approx 30,000, far below the projected need of 250,000 by 2030.
67% of employers report difficulty recruiting qualified talent; 92% cite domestic shortages.

EDUCATION BOTTLENECKS

Universities are launching interdisciplinary quantum programs, but uptake is slow.
200+ new quantum education initiatives emerged in 2024, yet many roles still go unfilled.

INDUSTRY READINESS

Companies are shifting from research to deployment, but lack of “quantum-literate” professionals is stalling commercialisation.
Fragmented software platforms and SDKs are slowing developer adoption.

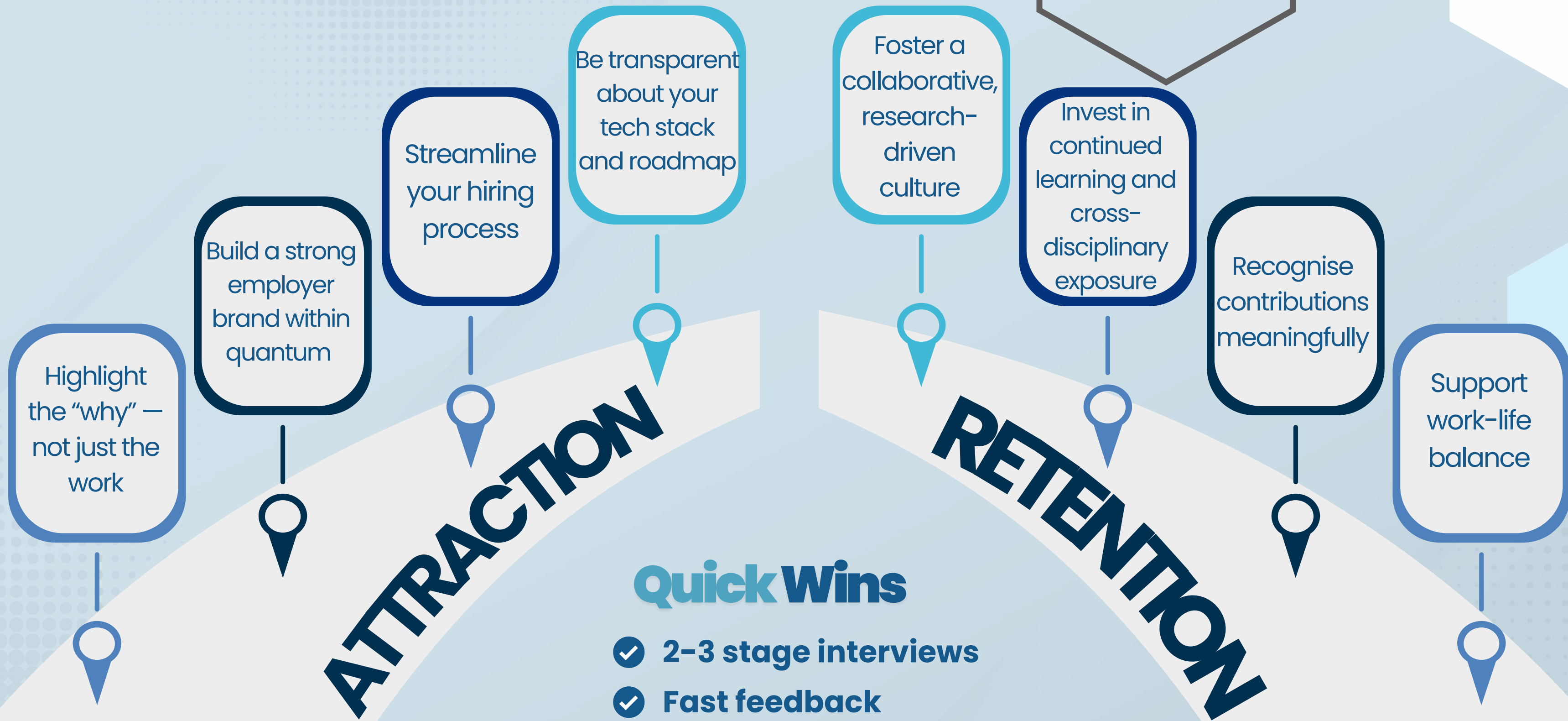


STRATEGIC HIRING RECOMMENDATIONS



- ✔ **Partner with Specialist Quantum Recruitment Consultants:** Collaborate with agencies that specialise in quantum talent to access niche expertise and reduce time-to-hire.
- ✔ **Align Hiring with Your Quantum Roadmap:** Map roles to technical milestones to ensure strategic workforce planning.
- ✔ **Prioritise Interdisciplinary Talent:** Seek candidates with hybrid skills (e.g., quantum physics + software engineering) to bridge theory and application.
- ✔ **Build Academic and Research Partnerships:** Establish pipelines through universities and labs via internships and joint research initiatives.
- ✔ **Invest in Internal Upskilling:** Create pathways for current employees to transition into quantum roles through training and mentorship.

ATTRACTION/RETENTION



Quick Wins

- ✓ 2–3 stage interviews
- ✓ Fast feedback
- ✓ Learning and development
- ✓ Clear career paths





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IntaPeople's quantum recruitment specialists are here to help you build high-performing teams in quantum technology. From market insights to candidate sourcing, we provide tailored solutions to secure the right talent for your cutting-edge projects.

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