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QUANTUM MARKET INSIGHTS GUIDE 2026

Navigating Talent, Trends & Compensation in a Competitive Market

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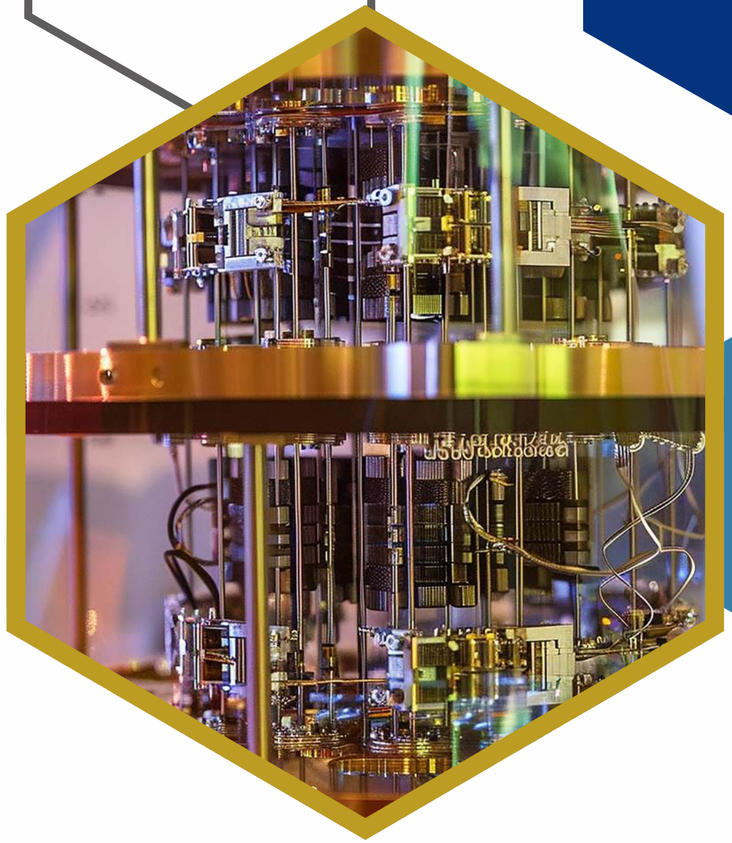
INTRODUCTION



Quantum computing is transitioning from theoretical promise to commercial reality. With the UK government investing £2.5 billion into quantum technologies, the sector is poised for rapid growth 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.

APRIL 2025 SAW A 3.2% GLOBAL INCREASE IN NEW QUANTUM JOB POSTINGS, WITH EUROPE LEADING AT 5.2%.

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

ENTRY-LEVEL QUANTUM ENGINEERS IN EUROPE TYPICALLY EARN €70,000–€75,000 ANNUALLY, WHILE SENIOR ROLES CAN EXCEED €125,000

IN THE UK, QUANTUM ENGINEERS EARN BETWEEN £40,000–£52,000, WITH TOP ROLES REACHING £97,000+ IN HIGH-DEMAND REGIONS.

JUST 10–15% OF APPLICANTS MEET TECHNICAL CRITERIA, WITH A 3:1 JOB-TO-TALENT RATIO. TOP SKILLS: QISKIT, CIRQ, PYTHON, AND QUANTUM ALGORITHMS.

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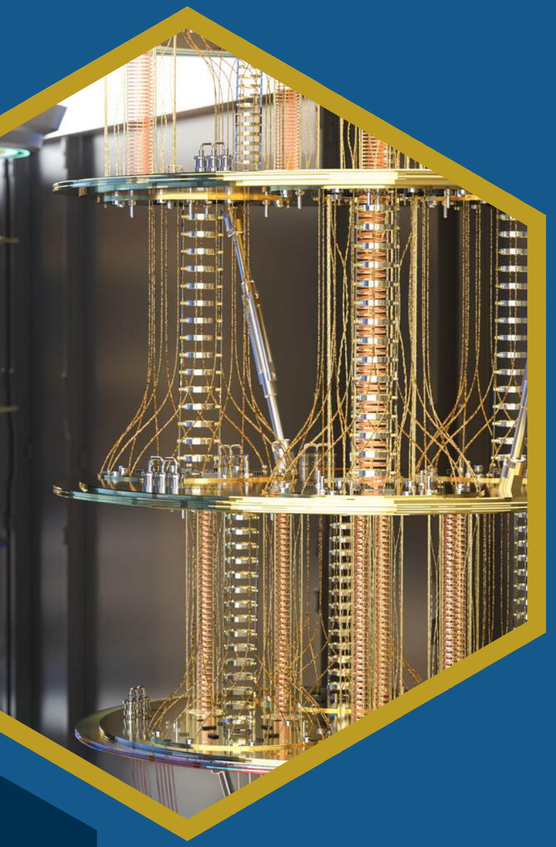

QUANTUM COMPUTING (QC) IS THE DOMINANT SEGMENT, ACCOUNTING FOR ~80% OF TOTAL QUANTUM INVESTMENTS.

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

START-UP ACTIVITY SURGED, WITH A 42% YOY INCREASE IN NEW QUANTUM COMPANIES, ESPECIALLY IN THE EU AND ASIA.

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

UK SALARIES

Job Title	Entry Level	Mid Level	Senior Level
Quantum Algorithm Developer	£55,000	£75,000	£85,000
Quantum Software Developer	£50,000	£70,000	£90,000
Quantum Hardware Engineer	£45,000	£60,000	£80,000
Quantum Error Correction Researcher	£50,000	£75,000	£100,000
Quantum Cryptography Specialist	£50,000	£75,000	£100,000
Project Manager	£55,000	£70,000	£90,000
Quantum Physicist (Applied R&D)	£47,000	£55,000	£72,000

EU SALARIES

Job Title	Entry Level	Mid Level	Senior Level
Quantum Algorithm Developer	€ 80,000	€ 95,000	€ 120,000
Quantum Software Developer	€ 70,000	€ 95,000	€ 130,000
Quantum Hardware Engineer	€ 75,000	€ 90,000	€ 120,000
Quantum Error Correction Researcher	€ 80,000	€ 100,000	€ 130,000
Quantum Cryptography Specialist	€ 80,000	€ 100,000	€ 130,000
Project Manager	€ 70,000	€90,000	€ 120,000
Quantum Physicist (Applied R&D)	€ 75,000	€ 90,000	€ 120,000

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IN-DEMAND SKILLS (BEYOND THE BASICS)

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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 ≈ 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.

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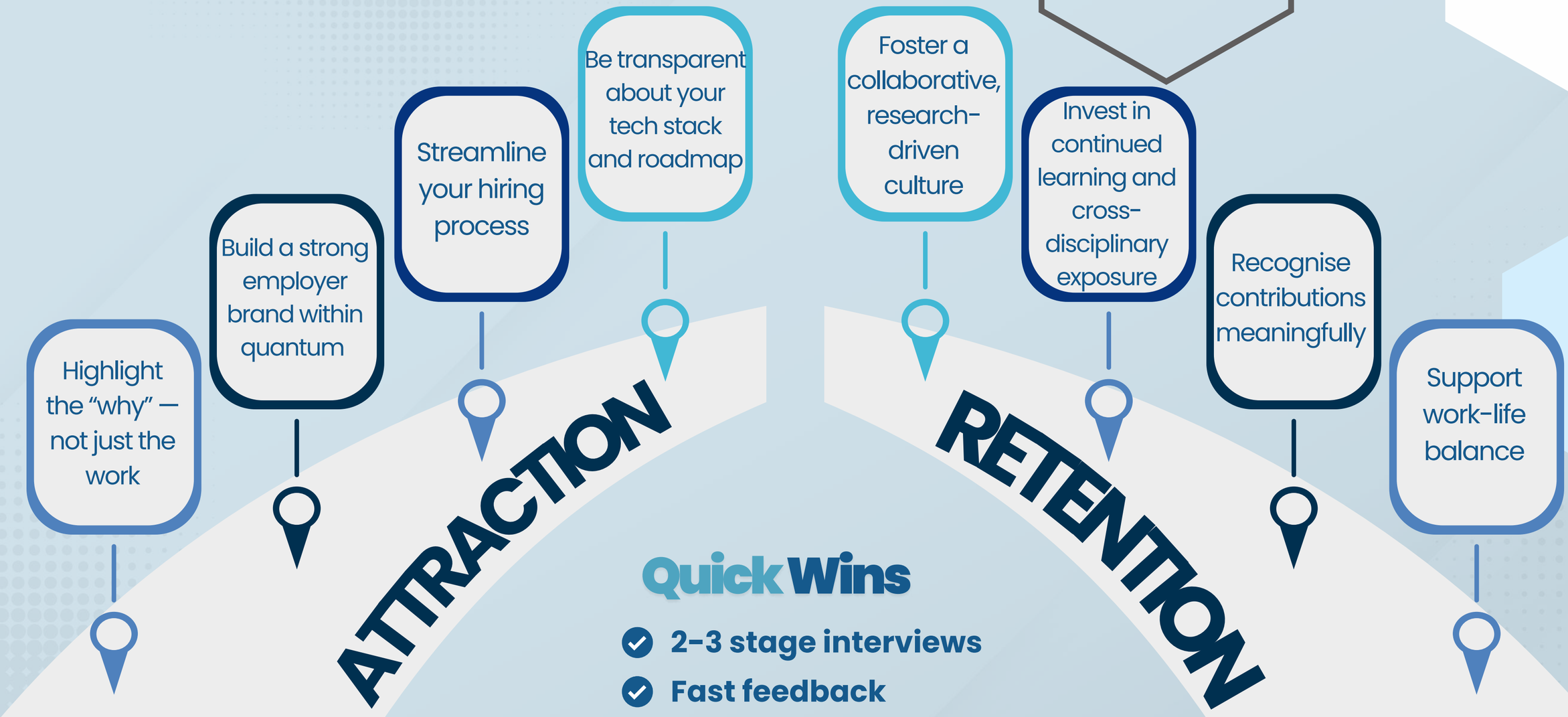
STRATEGIC HIRING RECOMMENDATIONS

- **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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PARTNER WITH INTAPEOPLE

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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