AI Careers
OBSERVATORY

2026 · Year-to-date edition

How AI work is taking shape.

Roles, tools and employer-disclosed pay.
All salary figures annual; conversions labeled.

Earliest supported observation in this period: 2026-04-22. Annual unique observations include active and closed ads; not a sum of monthly stocks.

955,494
eligible postings

2,356
employers

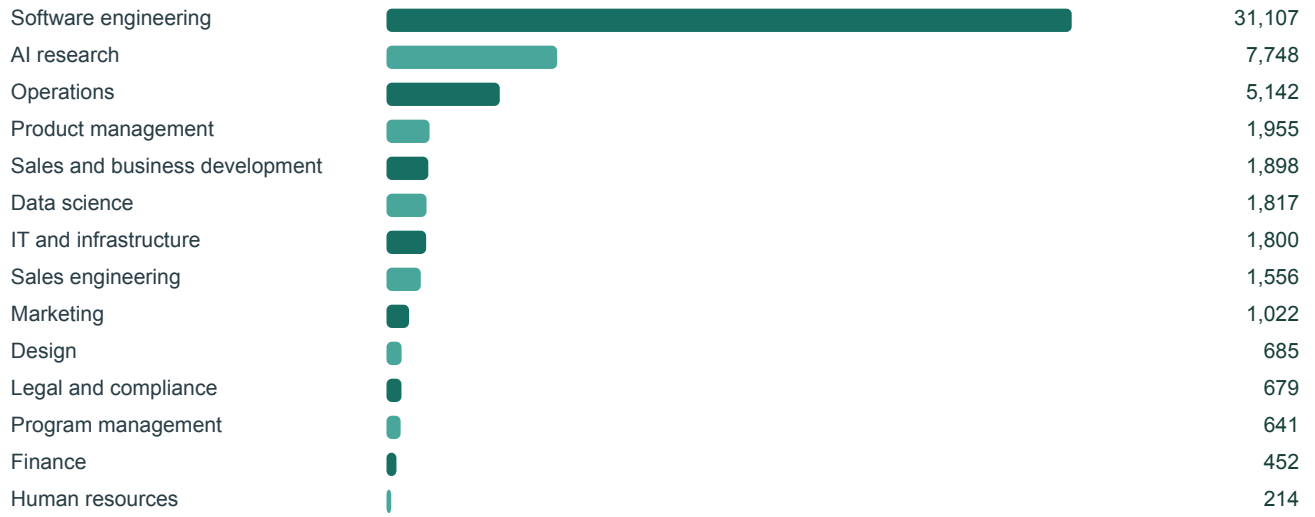
12,894
pay records in the AI-review subset

1. 955,494 qualifying job ads from 2,356 employers observed in 2026, including closed ads. 57,205 ads have a matching accepted AI review.
2. 12,894 ads in that AI-review subset include pay disclosed by the employer. All amounts are annual; conversions are labeled and salary estimates are excluded.
3. 1,809 job ads outside core technical occupations name coding agents in work or skill requirements.

Observed through 2026-11-15 · 2026-annual-9f94d7d1ea07
Methods, sources and release status: artificial.careers/observatory.

Where AI work appears

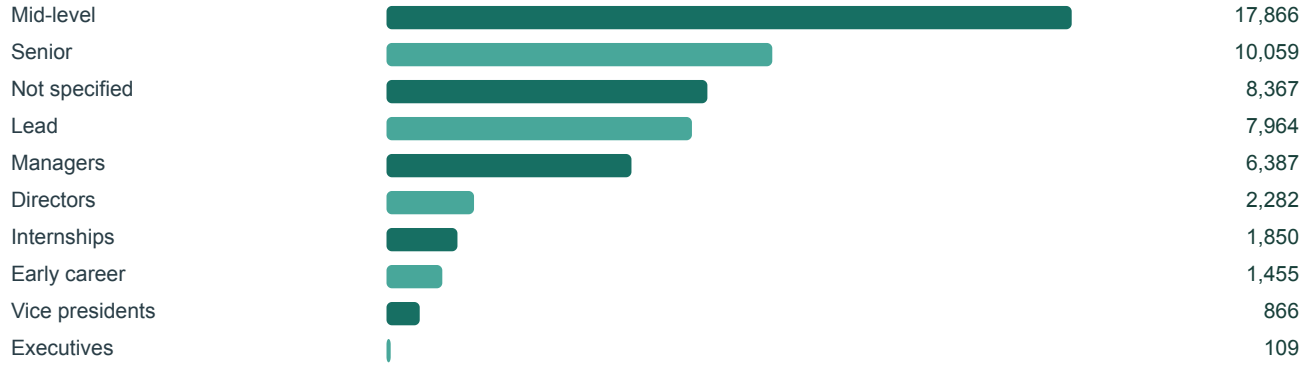
2026 ads with a matching accepted AI review · 57,205 job ads · 1,321 employers · postings



Occupation families are descriptive classifications, not identical jobs.

Entry points and seniority

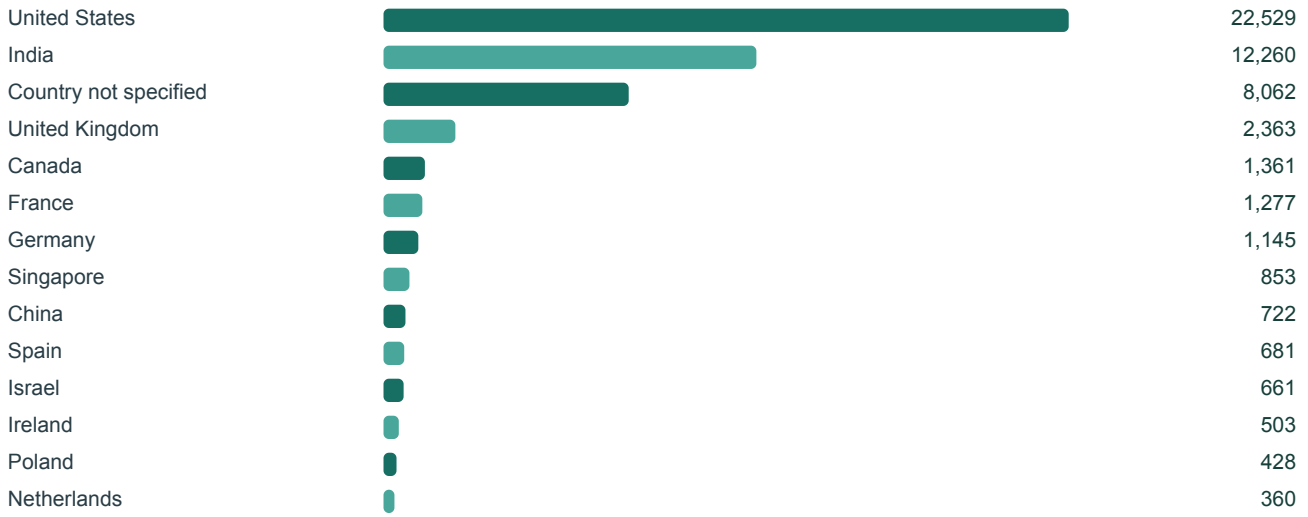
2026 ads with a matching accepted AI review · 57,205 job ads · 1,321 employers · postings



Unknown levels remain visible. Technical and management tracks are separate.

Observed hiring by country

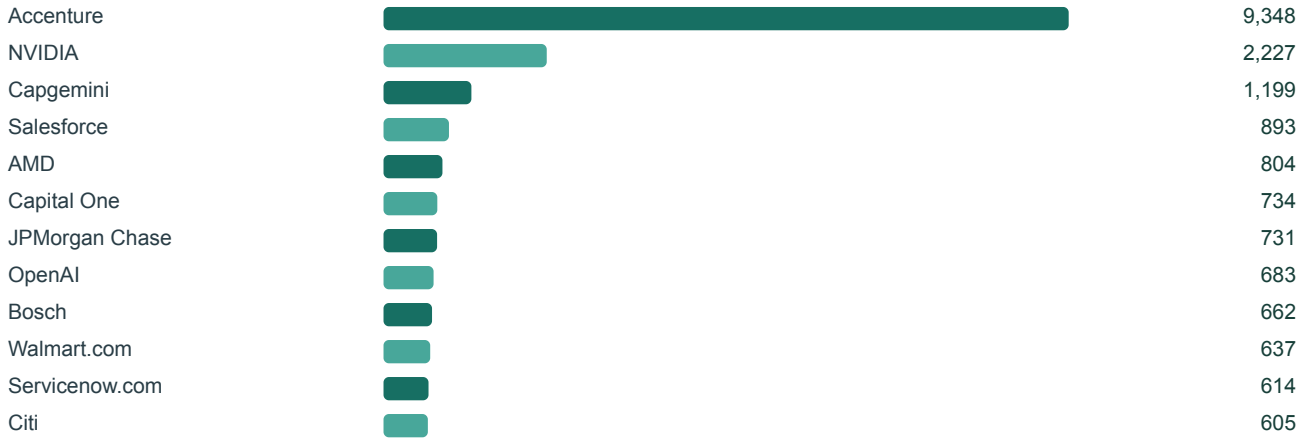
2026 ads with a matching accepted AI review · 57,205 job ads · 1,321 employers · postings



A job counts once in each explicitly listed eligible country and once globally. Country totals overlap and must not be added. Regional/worldwide eligibility is kept separate; countries are never invented from a broad region.

Observed hiring across employers

2026 ads with a matching accepted AI review · 57,205 job ads · 1,321 employers · postings



Top employer domains in current reviewed AI postings. Business-model classification remains incomplete; tool mentions never determine employer type.

Annual advertised pay by occupation

Employer-disclosed pay in United States · 3,179 job ads · 242 employers · USD per year



United States · USD per year · base salary. Separate lower/upper-bound medians; not employee earnings. All pay shown annually: monthly ×12, weekly ×52, hourly ×disclosed hours or assumed 40×52. 23 records use assumed hours.

Annual advertised pay by seniority

Employer-disclosed pay in United States · 3,179 job ads · 242 employers · USD per year



United States · USD per year · base salary. Descriptive; occupation mix varies. Internships are shown in the adjacent panel when their separate pay population meets the sample rules. All pay shown annually: monthly ×12, weekly ×52, hourly ×disclosed hours or assumed 40×52. 23 records use assumed hours.

Internship pay: annual equivalents

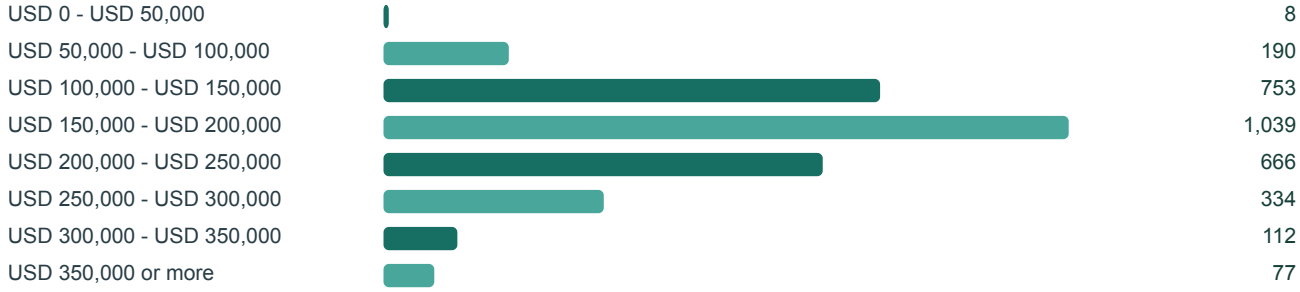
Internships and apprenticeships in United States · 224 job ads · 63 employers · USD per year



United States · USD per year · salary as advertised; base component not separately stated. Internships and apprenticeships; separate lower/upper salary-bound medians. This population stays separate from the seniority chart's pay basis. Annual equivalents compare pay rates over a full year; they are not earnings for a shorter placement. Monthly ×12, weekly ×52, hourly ×disclosed hours or assumed 40×52; 55 use assumed hours.

Annual advertised salary distribution

Employer-disclosed pay in United States · 3,179 job ads · 242 employers · Job ads



United States · USD per year · base salary. Each ad counts once at the lower end of its advertised annual salary range. Bands are lower-inclusive and upper-exclusive; the final open band includes all higher amounts. No salaries are dropped to fit the chart. All pay shown annually: monthly ×12, weekly ×52, hourly ×disclosed hours or assumed 40×52. 23 records use assumed hours.

Annual advertised pay by city

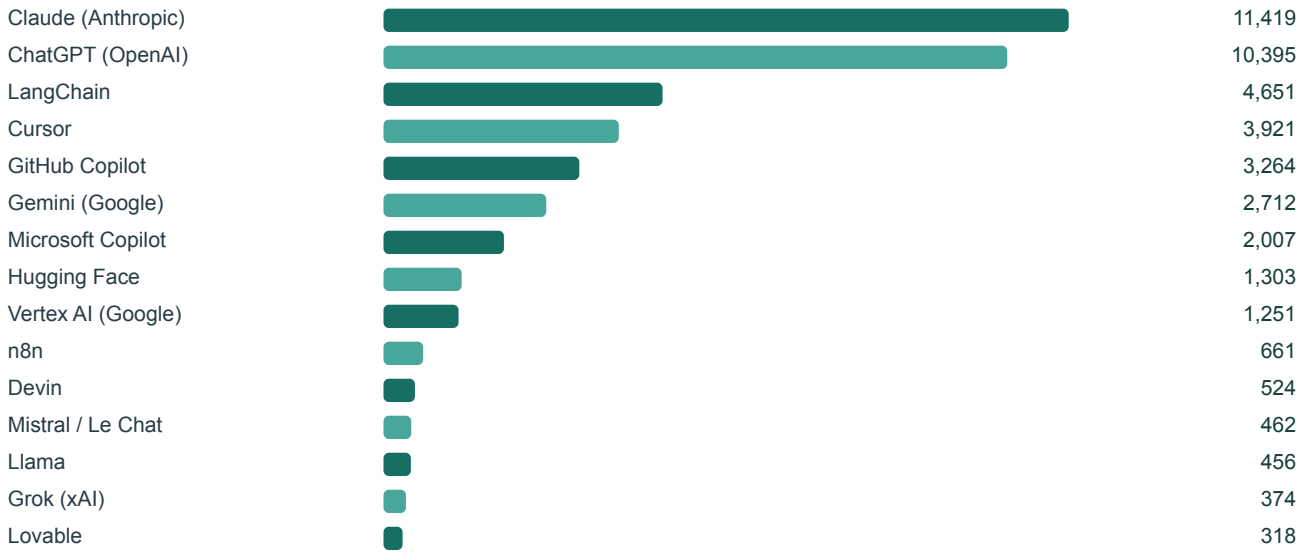
Employer-disclosed pay in United States · 3,179 job ads · 242 employers · USD per year



United States · USD per year · base salary. Descriptive medians of advertised salary-range endpoints; cities are ordered by salary-ad count. Each row shows its job ads, employers and largest employer share. Small or concentrated samples remain visible; these are not matched market benchmarks. Multi-city ads count once in each eligible city; city totals overlap. Missing or ambiguous cities stay unassigned. All cities are available in the data table and downloads. All pay shown annually: monthly ×12, weekly ×52, hourly ×disclosed hours or assumed 40×52. 23 records use assumed hours.

AI tools named in job ads

All qualifying job advertisements · 955,494 job ads · 2,356 employers · postings



Each family counts once per job: ChatGPT (OpenAI) includes Codex and OpenAI/GPT; Claude (Anthropic) includes Claude Code. Company promotion, selling and restrictions are excluded.

AI and developer tools across professions

All qualifying job advertisements · 955,494 job ads · 2,356 employers · postings; heatmap cells show %

	ChatGPT (OpenAI)	Claude (Anthropic)	Cursor	GitHub Copilot	VS Code	Command line
Software engineering	0.9%	1.1%	0.4%	0.4%	<0.1%	0.2%
Product owners	1.2%	1.3%	0.2%	0.5%	0.4%	<0.1%
Product management	1.5%	3.5%	2.0%	0.8%	0.1%	0.5%
Project management	0.3%	0.3%	<0.1%	<0.1%	<0.1%	0.0%
Program management	1.8%	2.3%	0.4%	0.2%	0.0%	<0.1%
Marketing	1.8%	2.3%	0.3%	0.1%	<0.1%	<0.1%
Sales / business development	2.3%	0.7%	0.1%	<0.1%	<0.1%	<0.1%
Operations	0.6%	0.9%	0.2%	0.1%	<0.1%	0.3%
Design	1.8%	4.5%	2.5%	0.4%	0.1%	0.3%
Finance	0.9%	1.4%	0.2%	0.2%	<0.1%	<0.1%
Human resources	0.8%	1.0%	0.1%	<0.1%	0.0%	<0.1%

Required/preferred/workflow contexts only. Percentages use occupation denominators. Zero means no eligible mention; separate hybrid professions remain in downloadable data. VS Code and CLI alone do not prove AI use.

What a tool mention actually means

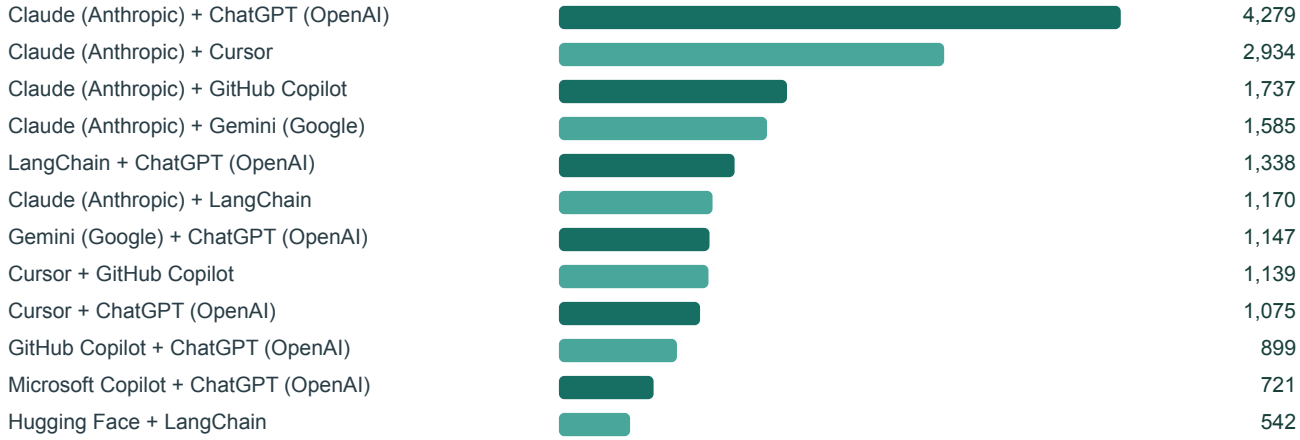
All qualifying job advertisements · 955,494 job ads · 2,356 employers · tool families named in jobs



Each tool family counts once per job. A job may name more than one family.

Tools advertised together

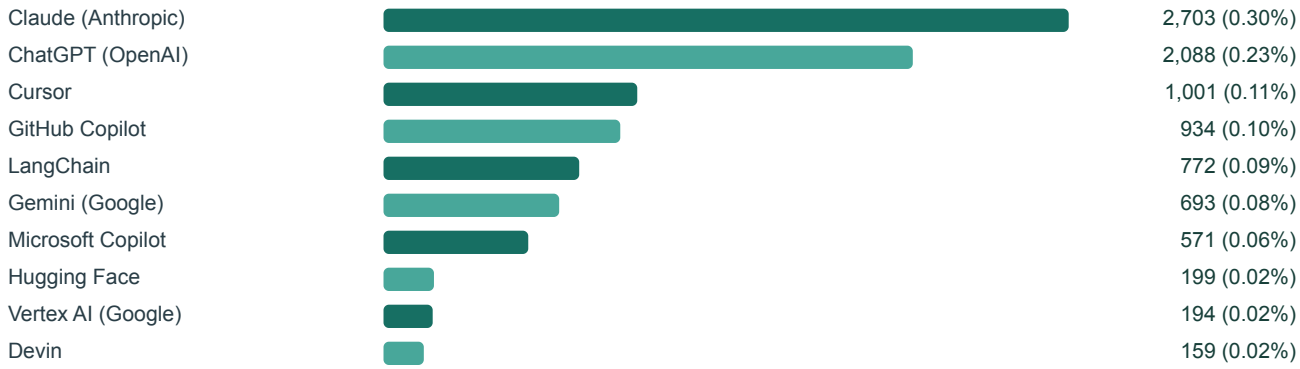
All qualifying job advertisements · 955,494 job ads · 2,356 employers · postings



Families named together in work or skill requirements. Each pair counts once per job; no model is inferred from an editor.

AI tools required outside AI-tagged jobs

Jobs not classified as AI · 898,289 job ads · 2,165 employers · job ads · share of jobs not classified as AI



Required skills only. Denominator: 898,289 job ads not classified as AI. These include unreviewed, stale and non-accepted reviews; they are not a verified non-AI population. Background text, selling and restrictions do not count.

AI tools inside and outside AI-tagged jobs

All qualifying job advertisements · 955,494 job ads · 2,356 employers · share of job ads (%)

	Claude (Anthropic)	ChatGPT (OpenAI)	Cursor	GitHub Copilot	Gemini (Google)	LangChain
AI-tagged jobs	8.2%	6.5%	3.0%	2.1%	2.0%	5.6%
Jobs not classified as AI	0.7%	0.7%	0.2%	0.2%	0.2%	0.2%

Required skills, preferred skills and advertised work, counted once per family per vacancy. Each row uses its own full job denominator, including ads with no tool mention. Outside the AI cohort does not mean verified non-AI. Descriptive rates; role and employer mixes differ. Use Explorer to compare the same profession, level and country.

The evidence funnel

2026 ads with a matching accepted AI review · 57,205 job ads · 1,321 employers · postings



Each stage has its own population and denominator. Salary eligibility never depends on an estimate.

Main AI countries: average annual pay

Separately scoped national paid-wage and advertised-pay populations · Annual pay in each country display currency; means and medians labeled separately

Annual pay, country by country

Each row retains its currency, source period and population.

Country	All sectors · official pay	At AI employers	AI employers + AI roles
France EUR per year	€43,224 Mean · 2024 INSEE	**€93,466** 145 ads · 26 employers	**€92,332** 162 ads · 33 employers
United States USD per year	$78,720 Mean · 2025 BLS · QCEW	**$234,695** 4,001 ads · 115 employers	**$231,231** 4,608 ads · 185 employers
India INR per year	₹272,388 Survey mean · 2025 MoSPI · PLFS	**₹9,732,913** 2 ads · 1 employers	**₹9,732,913** 2 ads · 1 employers
Canada CAD per year	CA$70,460 Mean · 2026-08 Statistics Canada	**CA$191,155** 64 ads · 14 employers	**CA$182,992** 105 ads · 20 employers
United Kingdom GBP per year	£42,264 Mean · 2026-08 ONS · HMRC	**£185,556** 186 ads · 12 employers	**£177,791** 207 ads · 19 employers
Germany EUR per year	€50,604 Median · 2025 Federal Employment Agency	**€101,969** 69 ads · 9 employers	**€101,969** 69 ads · 9 employers
Spain EUR per year	€24,962 Mean · 2024 AEAT	**€96,919** 65 ads · 1 employers	**€96,114** 69 ads · 2 employers
Netherlands EUR per year	€47,460 Mean · 2025 CBS	**€88,048** 5 ads · 2 employers	**€88,048** 5 ads · 2 employers

Country means are not pooled or ranked across currencies. Official references may be means or medians and cover different populations and years. Advertised pay uses confirmed annualized salary ranges; internships excluded. Country details retain employers, exclusions and dated FX.

Country-by-country reference values retain native display currencies, separate populations and reference periods. No all-sector multinational average or AI pay premium is computed.

Our job observations in a wider global context

Artificial Careers vacancies and distinct official populations · Separate job-ad counts, rates and official reference units

Our observed job advertisements

Country	Job ads	Require AI tools
United States	**408,157** 1,865 employers	**1.1%** 4,312 of 408,157 ads
India	**83,264** 438 employers	**2.9%** 2,448 of 83,264 ads
Canada	**31,895** 412 employers	**1%** 321 of 31,895 ads
United Kingdom	**26,695** 642 employers	**1.6%** 426 of 26,695 ads
Germany	**22,164** 422 employers	**0.5%** 118 of 22,164 ads
France	**20,795** 364 employers	**0.7%** 150 of 20,795 ads

Official context · distinct populations

Businesses using AI: 5.7% OECD · 2021 R&D spending / GDP: 3.4% World Bank, World Development Indicators · 2023
Workers in GenAI-exposed occupations: 18.2% International Labour Organization, ILOSTAT · 2025 R&D spending / GDP: 0.6% World Bank, World Development Indicators · 2020
Businesses using AI: 8.3% OECD · 2023 R&D spending / GDP: 1.8% World Bank, World Development Indicators · 2024
Businesses using AI: 4.1% OECD · 2020 Workers in GenAI-exposed occupations: 34.7% International Labour Organization, ILOSTAT · 2025
Businesses using AI: 26% OECD · 2025 Workers in GenAI-exposed occupations: 43.3% International Labour Organization, ILOSTAT · 2024
Businesses using AI: 18.2% OECD · 2025 Workers in GenAI-exposed occupations: 30.4% International Labour Organization, ILOSTAT · 2024

Largest six observed country groups shown. Country totals overlap. Full country coverage, reference populations, dates and source flags are in the data tables.

Our rates count distinct job advertisements requiring an AI tool, divided by all eligible ads for that country. Generic editors and command-line mentions alone do not count. Multi-country ads count once in each eligible country, once globally. Official indicators retain their own population, unit, source and reference year; they do not measure the same thing as our job-ad rates. Missing references are unavailable, not zero. No official statistic enters confirmed salary calculations.

AI tools beyond software teams

Business occupations in our catalogue; separate seven-country SME survey · Distinct job ads and a separate SME-survey percentage

Artificial Careers · job requirements

Ads explicitly requiring an AI tool

Own scale: 0 to 2.8%

Product management	214 of 11,486 ads · 101 employers	1.9%
Product owners	33 of 1,644 ads · 21 employers	2%
Project management	15 of 6,281 ads · 11 employers	0.2%
Program management	53 of 4,460 ads · 30 employers	1.2%
Marketing	234 of 15,669 ads · 133 employers	1.5%
Sales and business development	346 of 83,191 ads · 132 employers	0.4%
Operations	825 of 142,199 ads · 261 employers	0.6%
Design	183 of 6,500 ads · 106 employers	2.8%
Finance	163 of 16,448 ads · 80 employers	1%
Human resources	64 of 8,900 ads · 40 employers	0.7%
Legal and compliance	102 of 10,367 ads · 42 employers	1%

OECD · reported business uses

Among SMEs already using generative AI

Survey scale: 0 to 100%

Marketing and sales	49.7%
IT	44.5%
Management	39.3%
Customer service	37.3%
Research and development	31.1%
Human resources	14.5%
Finance	12.2%
Legal	10.6%

OECD survey, 2024. Austria, Canada, Germany, Ireland, Japan, Korea and United Kingdom. France is outside this survey.

Different populations, role groupings and scales. These percentages cannot be subtracted or interpreted as an adoption gap. All role counts, work contexts and source details remain available in the data tables.

Our profession rows count distinct job advertisements requesting AI tools in required skills, preferred skills or advertised work; the required-only column stays separate. Each profession uses its own full vacancy denominator. The separate OECD survey covers business functions among GenAI-using SMEs in seven countries in 2024, excluding France. Occupations and business functions are not one-to-one matches; do not subtract these percentages or interpret job mentions as company adoption.

General review

955,494 distinct eligible postings in the observed global catalogue. The website lets readers select a country for its own role, tool and coverage review. Country totals can overlap; each vacancy still counts once globally.

Global salary and tool observations retain their own country, currency, period and evidence rules. The global sample never fills a weak country comparison.

Global role and tool observations

Role	Tool	Context	Postings
Software engineering	Salesforce	Required skills	5598
Sales and business development	Salesforce	Required skills	4197
Software engineering	Claude (Anthropic)	Required skills	2894
Software engineering	ChatGPT (OpenAI)	Required skills	2381
Operations	Salesforce	Required skills	2322
Software engineering	Salesforce	Preferred skills	2310
Sales and business development	Salesforce	Preferred skills	1957
Software engineering	Claude (Anthropic)	Advertised work	1950
Software engineering	ChatGPT (OpenAI)	Advertised work	1853
Sales and business development	ChatGPT (OpenAI)	Advertised work	1718
Software engineering	LangChain	Required skills	1703
Software engineering	Claude (Anthropic)	Preferred skills	1503
Sales and business development	Salesforce	Advertised work	1378
Software engineering	GitHub Copilot	Required skills	1195

Withheld analyses

- **Product roles across employer types:** Insufficient independently classified employers and common support.
- **Comparable observations over time:** Comparable frozen history not yet available.
- **Wider labour-market context:** No compatible verified reference loaded.

Evidence over precision.

- Annual unique vacancy records observed in our catalog during the year, including active and closed advertisements. Observation dates do not establish original publication dates or a year-long hiring census. This is not a sum of monthly stocks or a count of hires. Current stored descriptions cannot establish historical monthly tool or pay curves.
- Observed job advertisements are a convenience sample, not national employment or actual organizational adoption.
- Role, employer and mention categories use conservative rules and source-linked reviews. This release contains no independent classifier-accuracy evaluation against a separately annotated reference set; these labels are not certified ground truth.
- AI review acceptance is source-linked classification, not an independently certified ground truth.
- Unknown location, seniority and employer facts remain unknown. No global salary pooling or missing-pay imputation.
- All salaries are annual. Monthly ×12; weekly ×52; hourly ×disclosed weekly hours ×52, otherwise explicitly assumed 40×52. Annualization preserves verified salary status; calculated totals and any assumed work hours are labeled.
- Historical salary and tool curves are withheld until comparable frozen evidence exists.
- Official AI adoption, occupational exposure, employment, internet and R&D references retain independent populations, methods, years and units. They are context, not matched comparisons or inputs to confirmed advertised pay. Job-ad tool rates and SME business-function rates must not be subtracted; neither establishes national tool adoption.
- Year-to-date edition

Salary and comparison rules

All salary figures annual: monthly ×12, weekly ×52, hourly ×disclosed weekly hours ×52, or explicitly assumed 40×52 when missing. Annualized verified source pay remains verified, with source amounts, periods and calculation assumptions retained. Native currencies stay separate in matched cohorts; national annual references use frozen dated ECB conversion to their declared display currency. Minimum 30 postings and five employers per salary cohort; one employer cannot dominate above 25%. Unknown dimensions and thin samples remain suppressed in matched cohorts. The descriptive city chart keeps all named-city samples visible with their job counts, employer counts and employer concentration; its medians are not matched market benchmarks. Published range endpoints are not accepted-offer or payroll salaries.

What tool mentions mean

Company background text is excluded from every reported tool count. Required skills, preferred skills and advertised work remain separate from selling, restrictions and other mentions. Jobs outside our AI cohort include unreviewed ads; they are not verified non-AI jobs. No tool mention proves market share or actual use.

Trace every observation.

Loaded sources only. Official references retain independent populations, years, units and methods; full provenance and unavailable references accompany the downloadable data.

Source	Period	Value	Definition
Eurostat	2025	19.95 % of enterprises	Enterprises with 10+ persons using AI; covered nonfinancial activities
Eurostat	2025	18.16 % of enterprises	Enterprises with 10+ persons using AI; covered nonfinancial activities
INSEE	2024	43,224 EUR gross/year equivalent	Average gross private-sector FTE pay; annual equivalent of the published monthly amount.

Global context frozen 2026-10-31T16:50:35.540Z: 1,357 observations. Reference years vary; older values are flagged. Occupational GenAI exposure differs from business adoption. OECD business-function percentages cover GenAI-using SMEs in seven surveyed countries, excluding France.

Sources and reference methods

- **European Central Bank:** Euro foreign exchange reference rates · Exchange rate
  https://www.ecb.europa.eu/stats/policy_and_exchange_rates/euro_reference_exchange_rates/html/index.en.html
  ECB reuse conditions; attribution required
- **Artificial Careers:** Observed employer job postings · Our job-ad catalog
  https://artificial.careers
  CC BY 4.0 for owned publishable aggregates
- **INSEE:** Base Tous salaries · Official payroll records
  https://www.insee.fr/fr/metadonnees/source/serie/s1998
  Licence Ouverte / Open Licence 2.0 (Etalab); cite Insee and the last data update; do not distort meaning
- **Eurostat:** Artificial intelligence by size class of enterprise · Official survey
  https://ec.europa.eu/eurostat/databrowser/view/isoc_eb_ai/default/table
  Eurostat reuse conditions
- **International Labour Organization, ILOSTAT:** Potential occupational exposure to generative AI: national employment and exposure index · Modelled statistics
  https://rplumber.ilo.org/data/indicator?format=.csv.gz&id=EMP_TEMP_SEX_GAI_NB_A
  CC-BY-4.0
- **International Labour Organization, ILOSTAT:** Employment totals: country-specific surveys and official estimates · National statistical sources and estimates
  https://rplumber.ilo.org/data/indicator?format=.csv.gz&id=EMP_TEMP_SEX_OCU_NB_A
  CC-BY-4.0
- **OECD:** Business use of artificial intelligence: enterprises with 10+ persons · Official survey
  https://sdmx.oecd.org/public/rest/data/OECD.STI.DEP,DSD_ICT_B@DF_BUSINESSES,1.0/.A.G14_B...S_GE10?startPeriod=2020&endPeriod=2025&dimensionAtObservation=AllDimensions&format=csvfilewithlabels
  CC-BY-4.0
- **OECD:** Business functions using generative AI among GenAI-using SMEs: seven-country survey, 2024 · Official survey
  https://www.oecd.org/adobe/dynamicmedia/deliver/dm-aid--d263c659-0cfb-403f-993a-22dad7dafe9f/image7.png?preferwebp=true&quality=80
  CC-BY-4.0
- **World Bank, World Development Indicators:** Individuals using the internet: ITU national indicator · National statistical sources and estimates
  https://api.worldbank.org/v2/country/all/indicator/IT.NET.USER.ZS;GB.XPD.RSDV.GD.ZS?source=2&format=json&mrnev=1&per_page=1000
  CC-BY-4.0
- **World Bank, World Development Indicators:** Research and development expenditure as a share of GDP: UNESCO UIS national indicator · National statistical sources and estimates
  https://api.worldbank.org/v2/country/all/indicator/IT.NET.USER.ZS;GB.XPD.RSDV.GD.ZS?source=2&format=json&mrnev=1&per_page=1000
  CC-BY-4.0
- **US Bureau of Labor Statistics and state workforce agencies, QCEW employer unemployment-insurance wage records:** Mean annual pay · unemployment-insurance-covered employee jobs · Official payroll records
  https://data.bls.gov/cew/data/api/2025/a/area/US000.csv
  US government public-domain data; BLS attribution requested
- **Statistics Netherlands (CBS), UWV Polisadministratie based on employer wage-tax declarations:** Mean annual gross wage · all employee jobs · Official payroll records
  https://opendata.cbs.nl/ODataApi/OData/81431ned/TypedDataSet?$filter=KenmerkenBaanWerknemerBedrijf%20eq%20%27T001098%27%20and%20BedrijfstakkenBranchesSBI2008%20eq%20%27T001081%27%20and%20Perioden%20eq%20%272025JJ00%27
  CBS reproduction permitted with CBS attribution; table copyright conditions

Full source hashes, dates, methods and flags: external_observations.csv. Missing references: external_availability.csv. No official value enters confirmed advertised pay.

Method observatory-1.8.2-city-pay · schema 1.0.0 · Artificial Careers Observatory, 2026, 2026-annual-9f94d7d1ea07. Owned aggregates: CC BY 4.0; upstream terms apply.

Trace every observation.

Loaded sources only. Official references retain independent populations, years, units and methods; full provenance and unavailable references accompany the downloadable data.

Sources and reference methods

- **HM Revenue and Customs PAYE Real Time Information employer payroll submissions; compiled jointly with ONS:** Mean annual pay equivalent · PAYE employees · Official payroll records
  https://www.ons.gov.uk/file?uri=%2Femploymentandlabourmarket%2Fpeopleinwork%2Fearningsandworkinghours%2Fdatasets%2Frealtimeinformationstatisticsreferencetableseasonallyadjusted%2Fcurrent%2Frtisaoct2026.xlsx
  Open Government Licence v3.0, except where otherwise stated
- **Federal Employment Agency (Bundesagentur für Arbeit), employer social-insurance earnings notifications; government answer published by German Bundestag:** Median annual pay equivalent · full-time insured employees · Official payroll records
  https://www.bundestag.de/presse/hib/kurzmeldungen-1205526
  Official numerical facts attributed to Bundestag and BA; original publication reuse conditions apply; full text is not relicensed here
- **Spanish Tax Agency (AEAT), employer annual withholding and employment-income declarationsModel190:** Mean annual salary received · covered tax recipients · Official payroll records
  https://sede.agenciatributaria.gob.es/AEAT/Contenidos_Comunes/La_Agencia_Tributaria/Estadisticas/Publicaciones/sites/mercado/2024/jrubikfd3ba377d194f23eb16b78f119e126b7f66239a7.html
  Spanish public-sector information reuse conditions; attribute AEAT source and reference year; upstream conditions retained
- **Statistics Canada SEPH: CRA payroll-deduction administrative census, Business Payrolls Survey and government payroll records:** Mean annual pay equivalent · payroll employee jobs · National statistical sources and estimates
  https://www150.statcan.gc.ca/n1/daily-quotidien/261029/dq261029a-eng.htm
  Statistics Canada Open Licence; acknowledgeStatisticsCanada; no endorsement implied
- **National Statistics Office, Ministry of Statistics and Programme Implementation, Government of India, PLFS2025:** Official household-survey mean · regular salaried workers · Official survey
  https://mospi.gov.in/uploads/publications_reports/publications_reports1780040415321_0624fb13-fb47-40bc-b470-7c7e9635c3ef_PLFS_2025_F_REV_29052026.pdf
  Original NSO/MoSPI government publication terms; attribution retained. This indexed factual selection does not license the original report.

Full source hashes, dates, methods and flags: external_observations.csv. Missing references: external_availability.csv. No official value enters confirmed advertised pay.

Method observatory-1.8.2-city-pay · schema 1.0.0 · Artificial Careers Observatory, 2026, 2026-annual-9f94d7d1ea07. Owned aggregates: CC BY 4.0; upstream terms apply.