



BITCOIN JOB MARKET DATA

2025 REPORT



EXECUTIVE SUMMARY

Welcome to Bitvocation's Annual Bitcoin Job Market Report (Vol. 2)

In 2025, the Bitcoin job market continued to evolve in meaningful ways.

Hiring activity grew more strongly among **Bitcoin-only employers**, while Bitcoin-adjacent companies remained comparatively flat. **Remote work** stayed dominant across both markets, although many roles still came with geographic constraints. **North America remained the most active region**, followed by Europe, with new hotspots emerging elsewhere.

Our data also confirmed – once again – that you don't need to be a developer to build a career in Bitcoin.

74% of jobs last year were non-developer roles.

This year, we focused on a new question: **how are Bitcoin-only and Bitcoin-adjacent companies actually different?** Along the way, we also learned about the challenges faced by both employers and candidates.

We invite you to explore our findings on the pages that follow.

“

A note from Bitvocation's Data Analyst

One pattern stood out clearly in 2025:

Bitcoin companies are structurally different – not only in values, but in how they hire, where they hire, and who they hire.

For Bitcoin professionals, this raises a familiar question: why can finding a Bitcoin job feel so difficult?

I will give you a hint. The answer isn't "not enough applications".

But don't trust me, verify it yourself.

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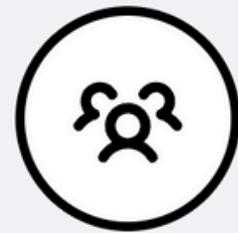
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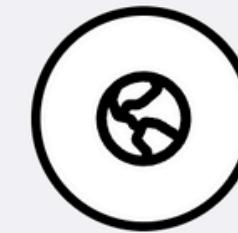




BITCOIN JOBS 2025: THE YEAR IN REVIEW



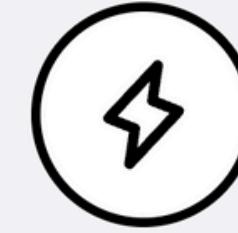
74%
of job postings were for non-developer roles



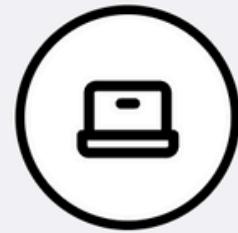
45%
of available positions offered remote opportunities



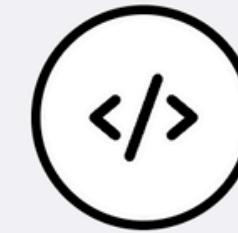
Top Bitcoin-adjacent firms
Bitdeer, Kraken, Satoshi Labs



Top Bitcoin-only employers
Riot Platforms, Lightspark, Braiins



Top Non-Dev Roles
Product Manager, Executive Assistant, Marketing Manager



Top Dev Roles
Software Engineer, Frontend Engineer, Full Stack Engineer



HOW TO READ THIS REPORT

**This is a Bitcoin-only job market report.
Not crypto. Not Web3. Not Blockchain.**

All data is manually reviewed and deduplicated across sources.

We combine:

- Quantitative job market data
- Qualitative insights from employers
- Observations from working directly with Bitcoin Professionals

to paint a clear picture of what it actually means to work in Bitcoin in 2025.

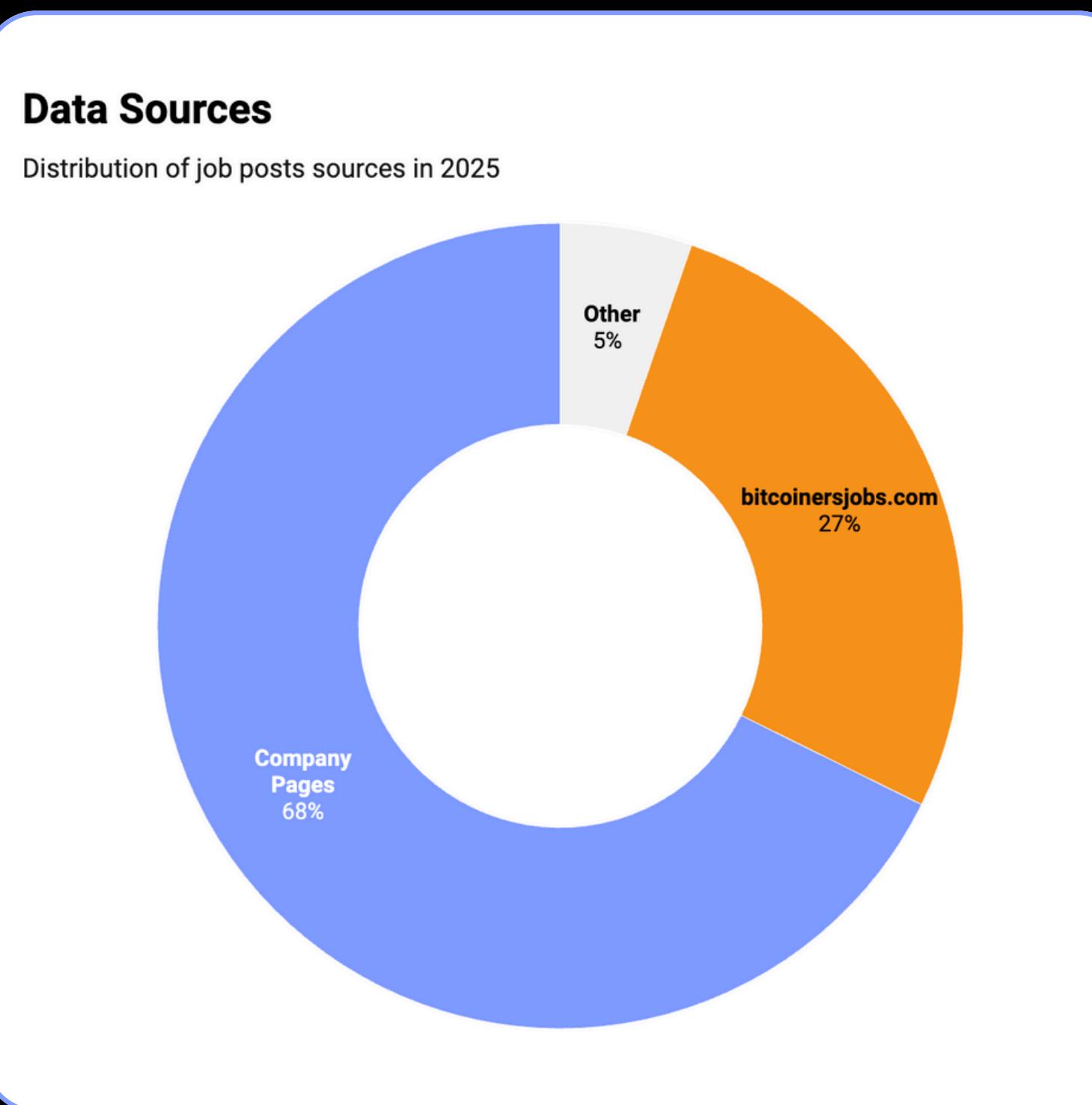
How to Use It

- Skim charts for high-level trends
- Read narratives for context and meaning
- Screenshot individual pages and share insights on LinkedIn, X, or Nostr

Published by [**Bitvocation**](#) – tracking Bitcoin jobs, talent, and hiring trends.



WHAT ARE OUR SOURCES?



Most people track Bitcoin jobs via bitcoinerjobs.com – and that's a great starting point.

But it's only part of the picture (**only 27%** to be exact).

Bitvocation doesn't run a job board, but a job feed. We scrape multiple sources – most importantly the career pages of Bitcoin companies directly. Many companies never post on public job boards.

This approach allows us to surface **up to 4x more Bitcoin jobs, making Bitvocation the most comprehensive Bitcoin job resource in the industry.**

To interpret this data correctly, it's important to clarify what we mean by a "Bitcoin company."



LET'S DEFINE “BITCOIN COMPANIES”

Throughout 2025, we continuously refined our thinking around signal vs noise and which “Bitcoin companies” our scraper should include. In our feed as well as this report, you may find companies you would personally not consider a pure Bitcoin company. Going forward, we define a Bitcoin company by three criteria:

1. **Bitcoin-only products** – Core offerings are exclusively focused on Bitcoin, not competing cryptocurrencies.
2. **Publicly stated commitment** – The company explicitly identifies as Bitcoin-only or Bitcoin-first in its mission or communications.
3. **Ecosystem contribution** – Active involvement in Bitcoin development, open-source projects, or the Bitcoin community.

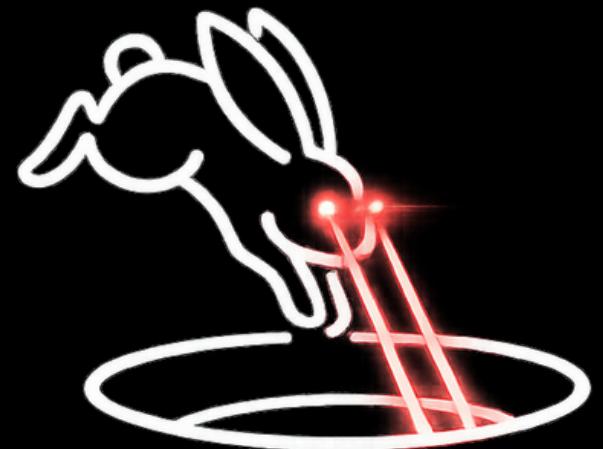
As we apply this definition more strictly, some companies may no longer appear in the public feed. This is intentional and helps preserve a high-signal, Bitcoin-only experience.

For those interested in Bitcoin-adjacent companies, we've built a full web-based job feed as part of our **POW Lab Lite**, where all roles can be explored without overwhelming the feed. [Learn more here about this decision.](#)



MARKET SIZE & GROWTH

How The Bitcoin Job Market Evolved in 2025

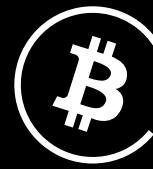




HOW MANY BITCOIN JOBS WERE THERE IN 2025?



UNIQUE JOB LISTINGS

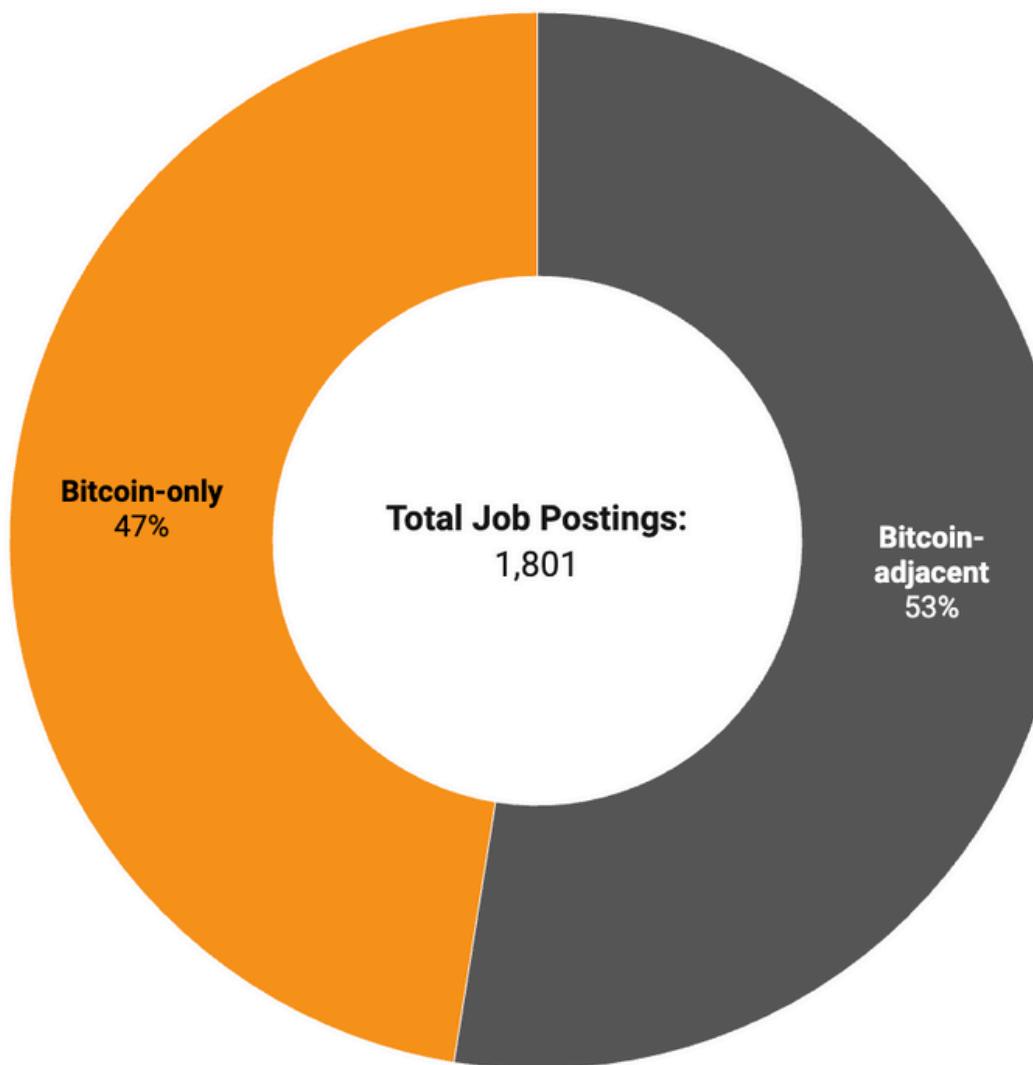


THE TWO MARKETS IN 2025

BITCOIN-ONLY VS BITCOIN-ADJACENT JOBS

Bitcoin Jobs

Shows the distribution of jobs based on Bitcoin preference in 2025



47% vs 53%

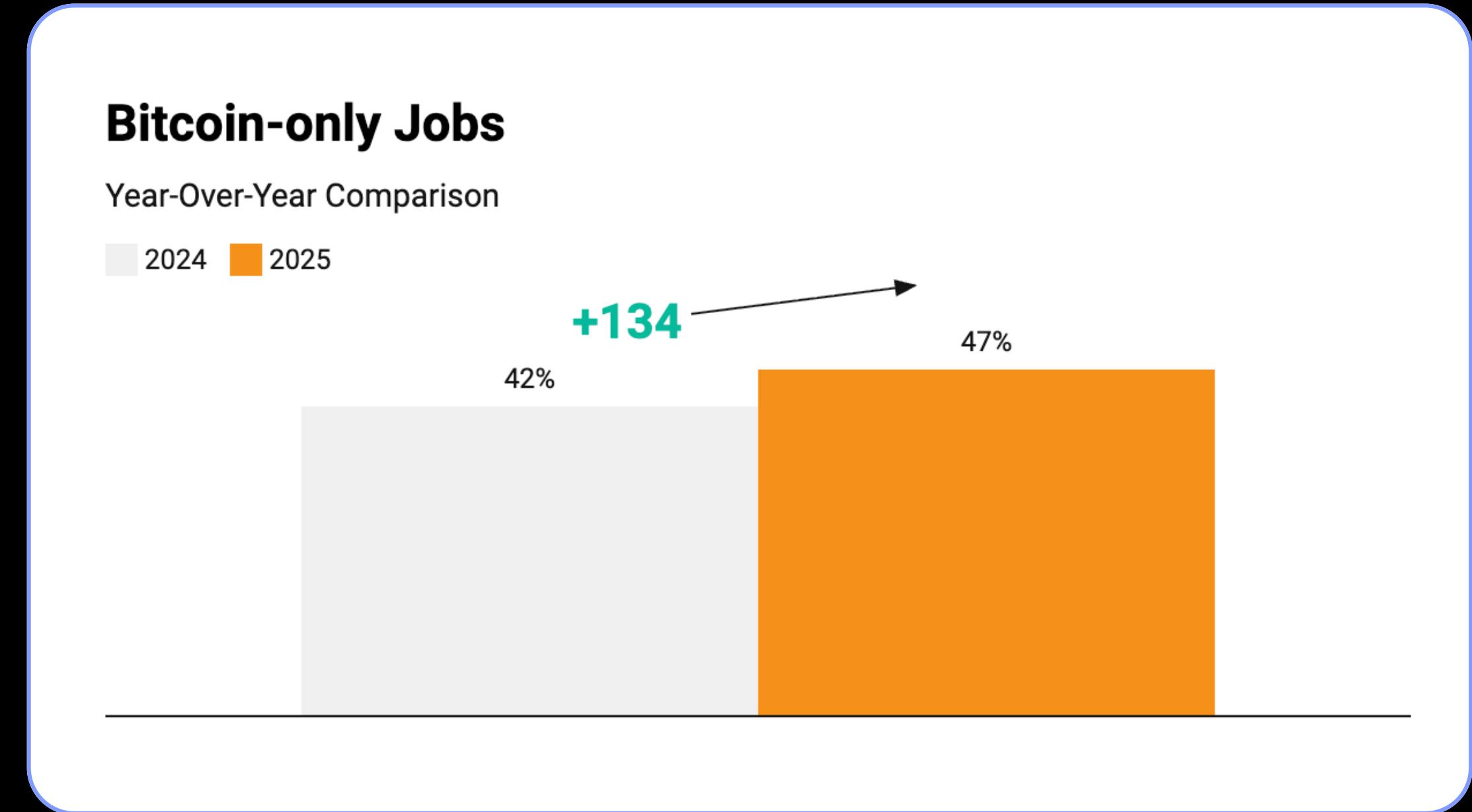
In 2025, the number of jobs from companies we consider Bitcoin-only and Bitcoin-adjacent was almost equal.



THE TWO MARKETS COMPARED TO LAST YEAR

The gap is closing

While the Bitcoin-adjacent job market remained larger, the number of Bitcoin-only jobs grew in 2025.

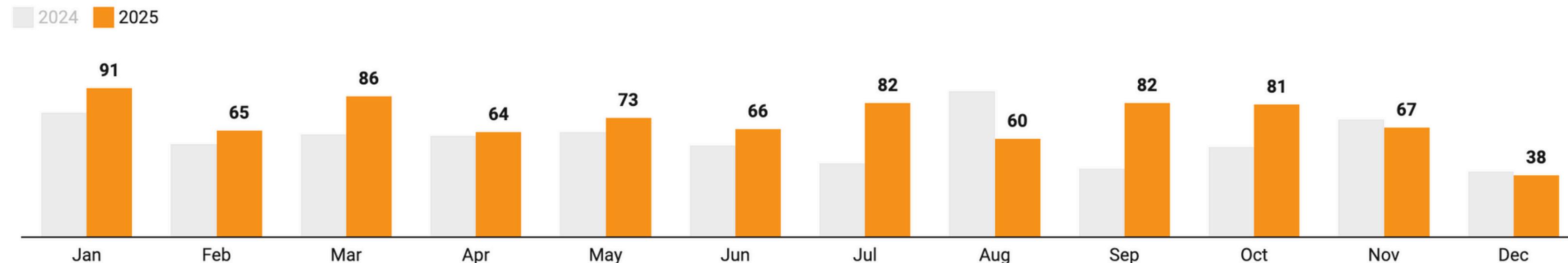




JOBS PER MONTH

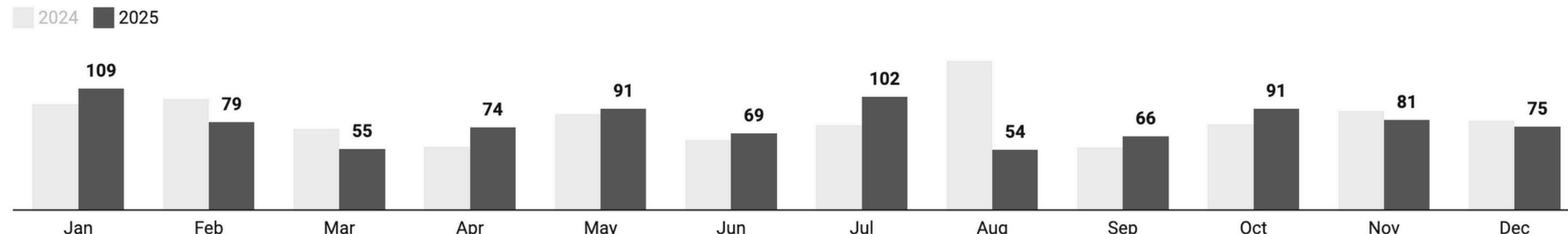
Bitcoin-only

Month-Over-Month Comparison



Bitcoin-adjacent

Month-Over-Month Comparison



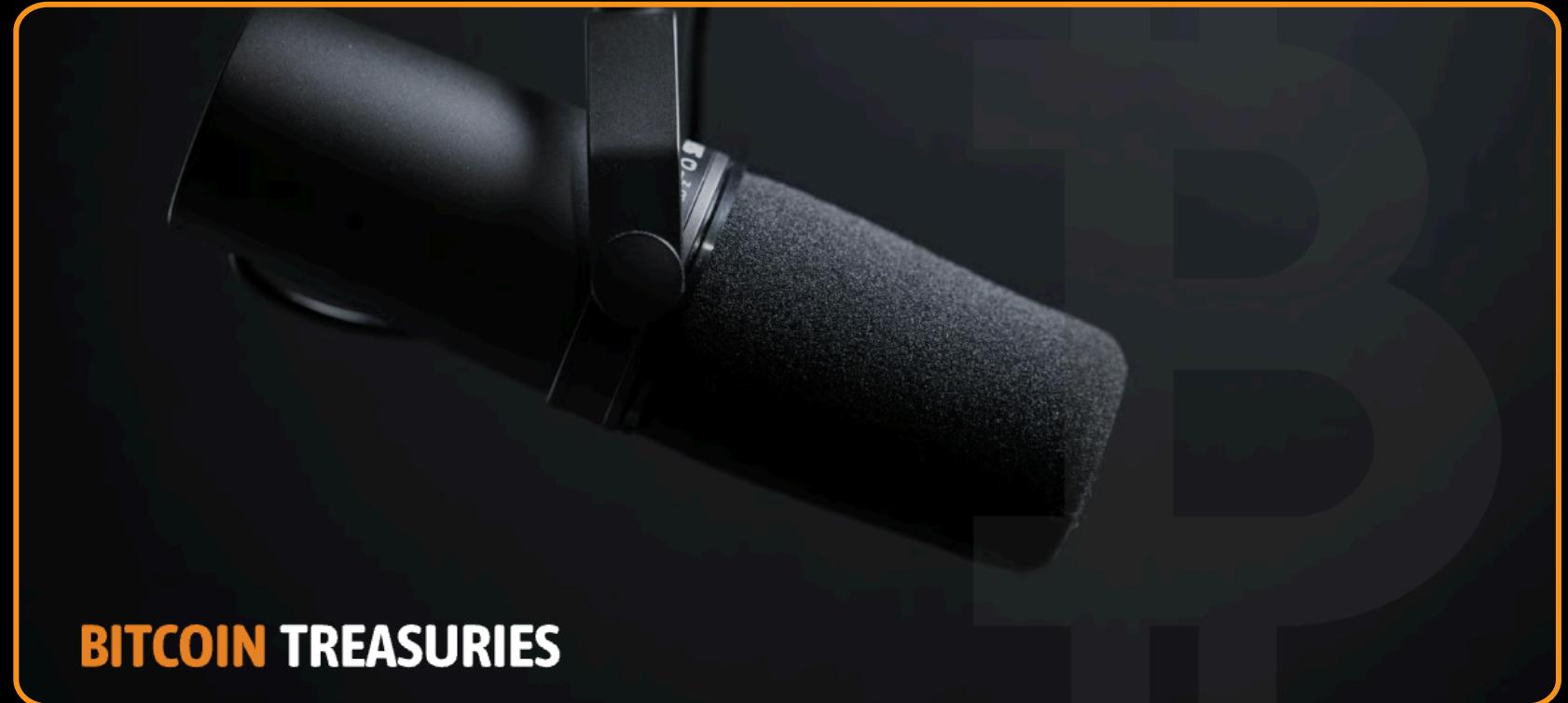


ECOSYSTEM PARTNERS SUPPORTING BITCOIN CAREERS

BITCOIN TREASURIES MEDIA

Bitcoin Treasuries Media delivers tactical insight and high-signal connectivity for the institutional Bitcoin space. Through curated digital and in-person events, they bring together treasury professionals and visionary leaders for candid conversations and bold ideas in high-quality settings.

They also produce The Bitcoin Treasuries Podcast, hosted by Timothy Kotzman.

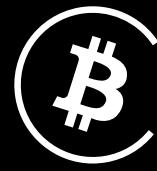


BITCARE FORUM

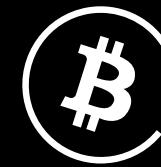
Bitcare Forum is Italy's only conference dedicated exclusively to Bitcoin, bringing together developers, designers, educators and curious minds for one intense day of talks, workshops and intimate conversations.

It's a carefully curated, Bitcoin-only space to explore technology, culture and long-term thinking with some of the most respected voices in the ecosystem.

[10% OFF with discount code BITVOCATION](#)



**WHO IS
HIRING?**



TOP 10 BITCOIN-ONLY EMPLOYERS OF 2025

Distributed Growth

154 Bitcoin-only companies hired in 2025 – averaging 6 jobs each.

The top 10 grew 122% year-over-year, with 9 of 10 expanding.

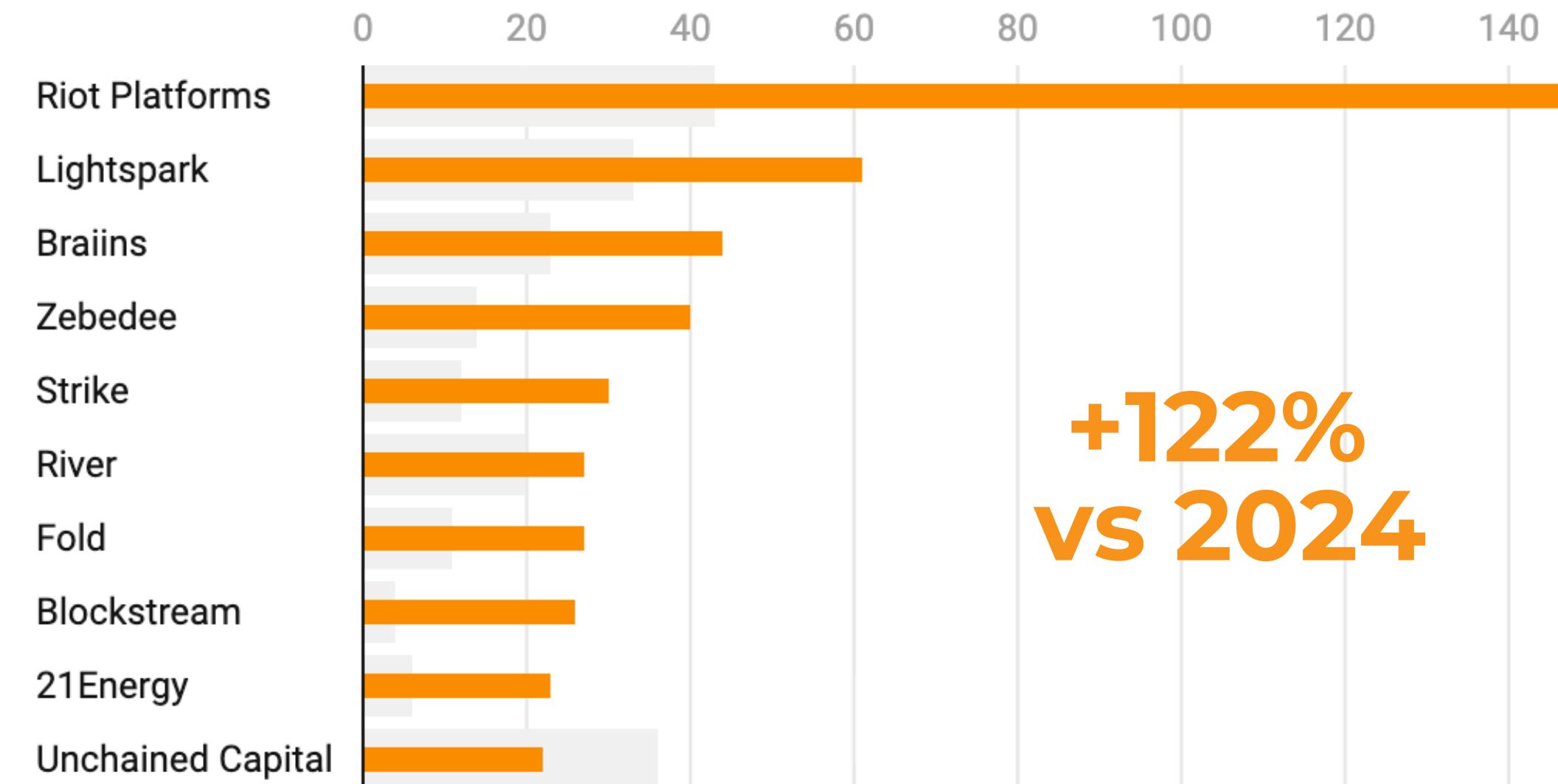
No single employer dominates. Riot Platforms leads with 17% of the market, but top ranks combined account for less than half of all Bitcoin-only jobs.

This is a distributed ecosystem. Growth isn't concentrated in a few giants – it's spread across mining, lightning network, financial services, and self-custody companies building at sustainable scale.

Top Bitcoin-only Companies

Bitcoin-only companies that had the most job posts in 2025

2024 2025



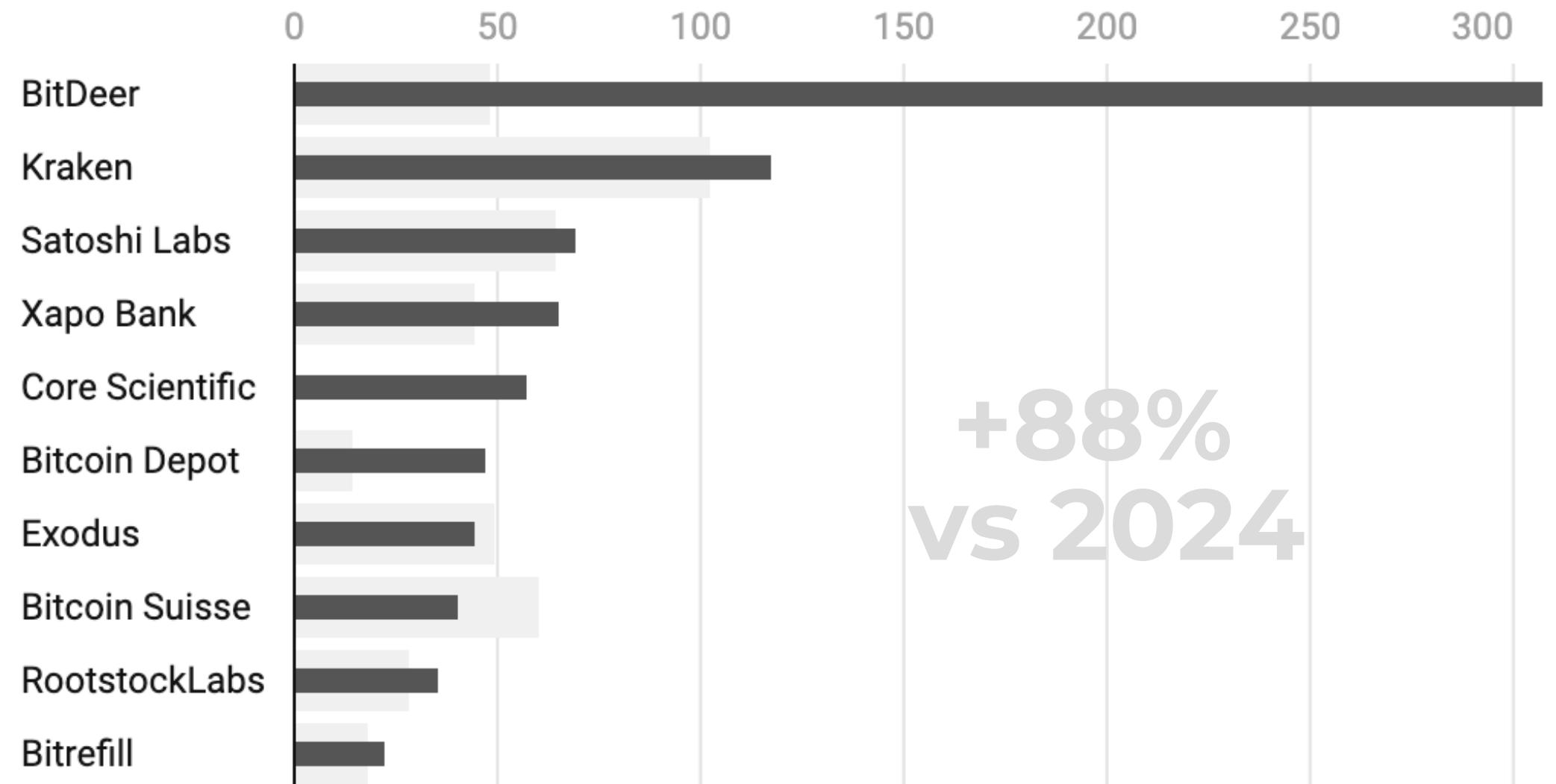


TOP 10 BITCOIN-ADJACENT EMPLOYERS OF 2025

Top Bitcoin-adjacent Companies

Bitcoin-adjacent companies that had the most job posts in 2025

2024 2025



A Market of Giants

54 Bitcoin-adjacent companies hired in 2025 – but the top 10 posted 85% of all jobs and grew 88% year-over-year.

BitDeer alone accounts for nearly a third of the market (307 jobs). Kraken, SatoshiLabs, and Xapo follow – established players scaling aggressively.

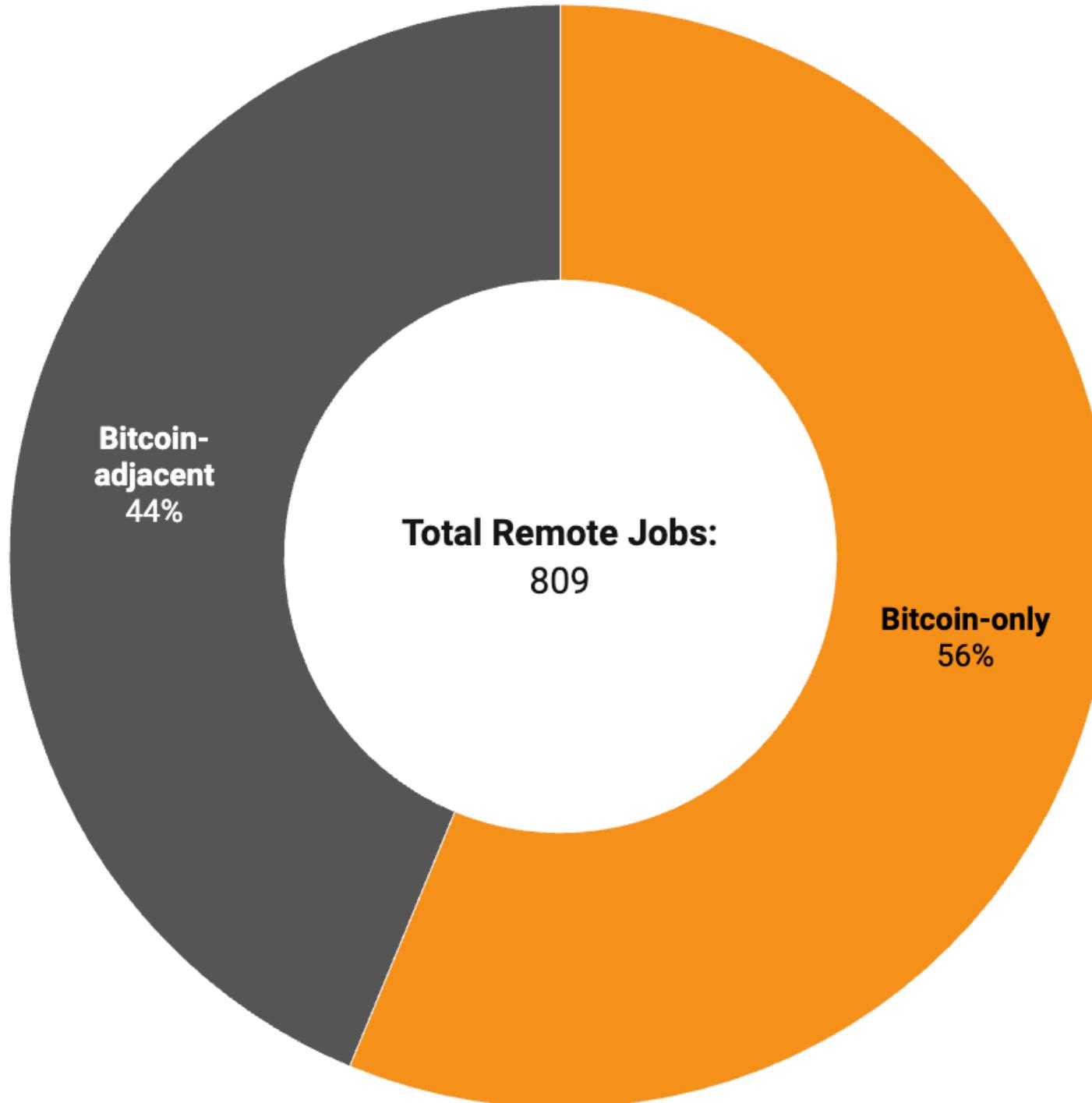
This is a concentrated ecosystem. If you're targeting adjacent companies, you're likely applying to one of a handful of major employers.



WHERE THE
WORK
HAPPENS



REMOTE JOBS



Remote work remained a defining feature of the Bitcoin job market in 2025.

Of the 1,801 total Bitcoin jobs, 809 roles (45%) were advertised as remote.

More than half of these remote roles came from Bitcoin-only companies, underscoring their continued preference for distributed, globally sourced teams.



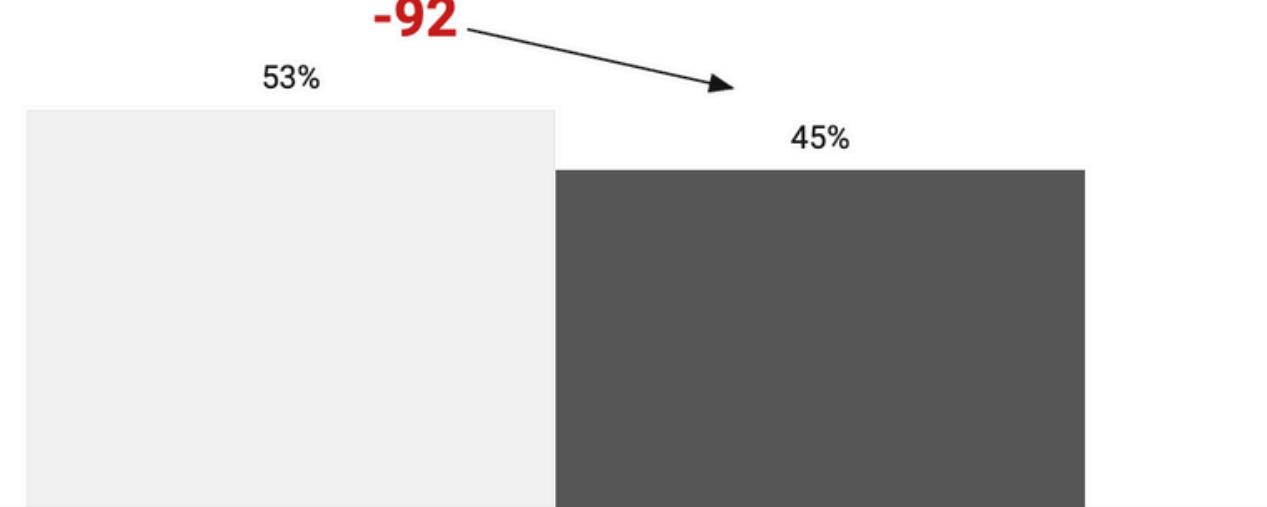
REMOTE JOBS

YEAR OVER YEAR

All Remote Jobs

Year-Over-Year Comparison

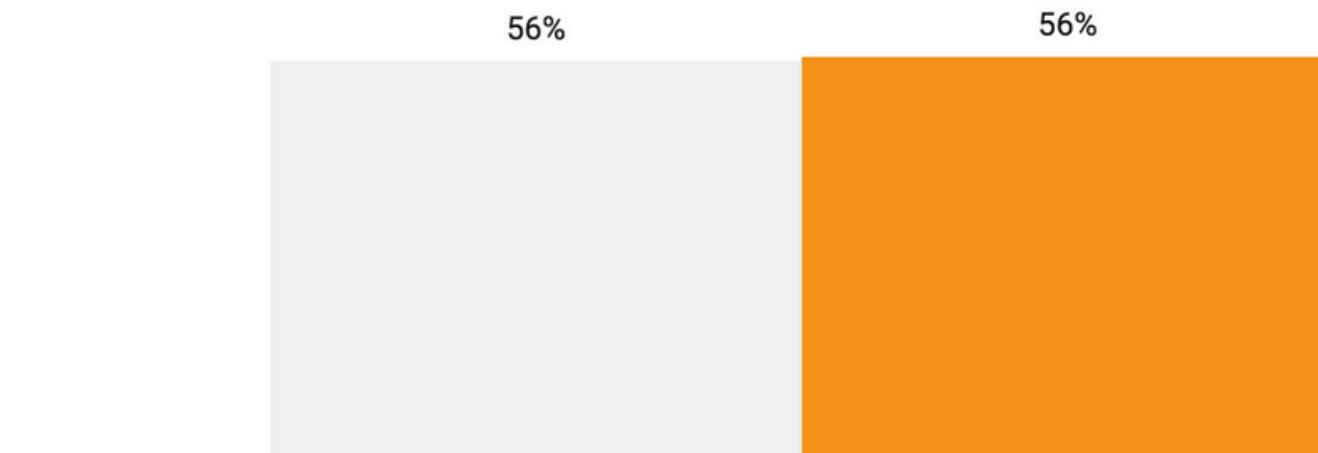
2024 2025



Bitcoin-only Remote Jobs

Year-Over-Year Comparison

2024 2025



Overall remote jobs dropped from 53% to 45%. Bitcoin-only held steady at 56%.



BITCOIN JOBS WORLDMAP

This map shows jobs with specified locations – about half of all listings. Many remote roles don't tag a location.

The Americas are Bitcoin-only territory. North America leads with 309 Bitcoin-only jobs.

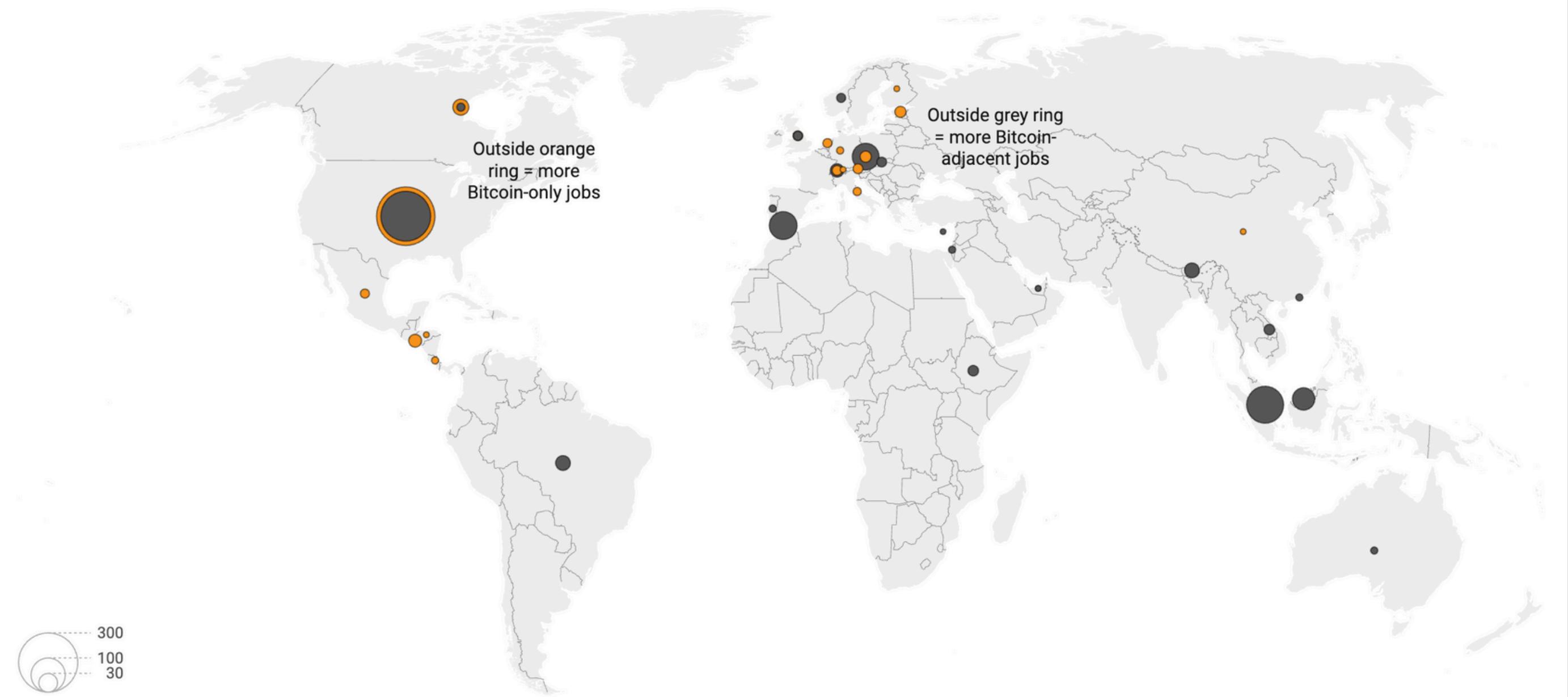
Europe and Asia lean Bitcoin-adjacent, with a few exceptions.

Target the Americas for Bitcoin-only roles. Look to Europe and Asia for adjacent opportunities.

Bitcoin Jobs With Location

With a distribution by Bitcoin-only vs Bitcoin-adjacent in 2025

■ Bitcoin-adjacent ■ Bitcoin-only





TOP COUNTRIES

US leads. Asia gains. Europe contracts.

The US remains the dominant market by a wide margin – home to more Bitcoin jobs than all other countries combined.

Singapore surged +158%, mainly because of one company: Bitdeer.

Czechia holds steady, anchored by established Bitcoin infrastructure companies.

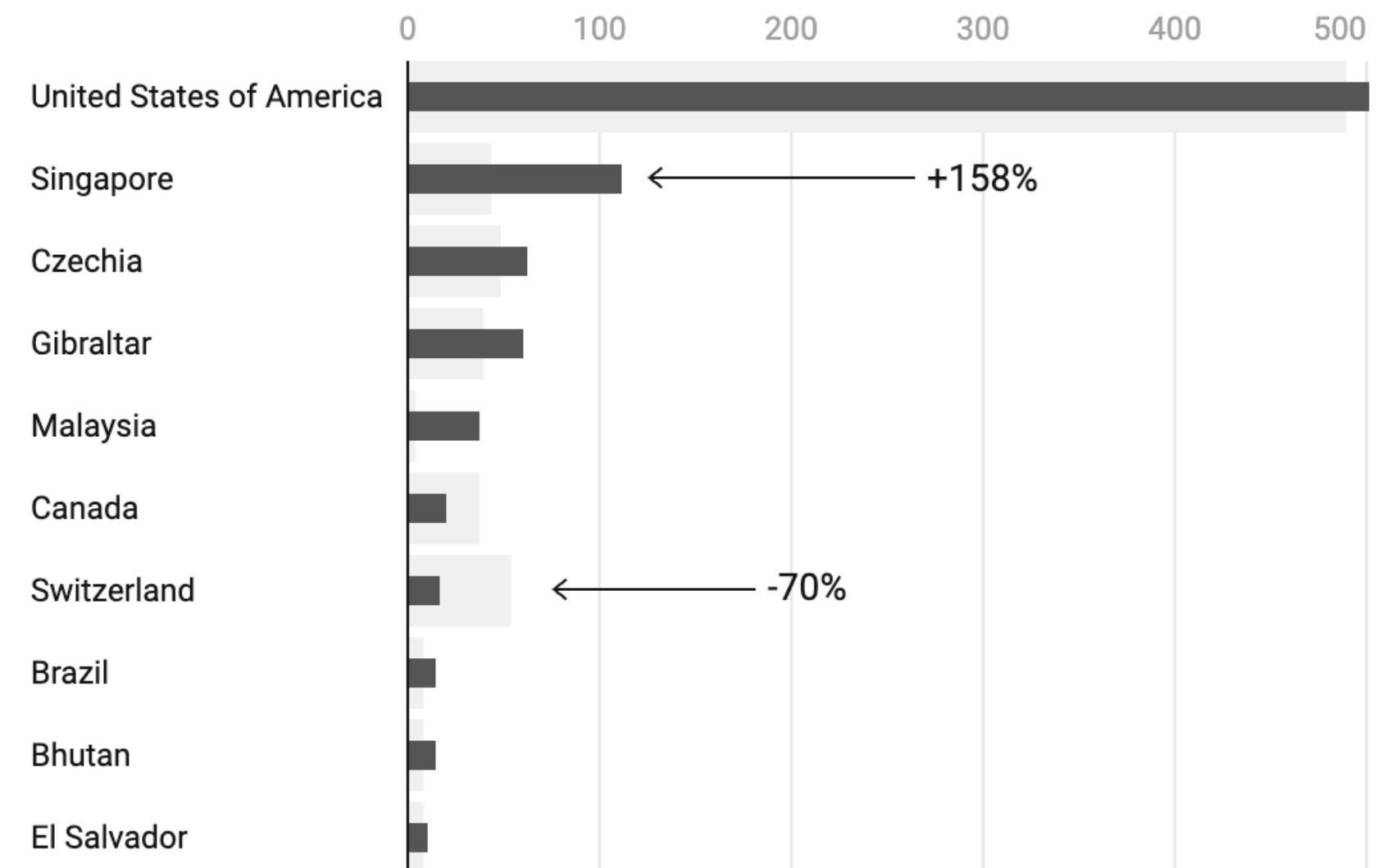
Europe shrank. Asia grew. The balance is shifting eastward.

El Salvador, Bhutan, and Brazil – proof that Bitcoin-friendly policy creates jobs.

Top Countries

Top countries by Bitcoin job postings in 2025

2024 2025





Bitcoin



Download
Fedi



Website:
fedi.xyz

Censorship resistant

Community custody



X.com:
@FediBTC



Nostr:
@FediBTC

Empowering Humanity
Through Freedom Technology

Private

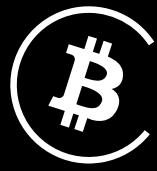
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**WHAT ROLES
ARE IN
DEMAND?**



NEED TO BE A DEVELOPER?

Senior Software Engineer and Software Engineer top the list of individual roles. But don't let that mislead you.

Non-developer positions still dominate the market – 74% of all jobs in 2025, up from 69% the year before.

You don't need to code to work in Bitcoin

Non-Dev Roles

Year-Over-Year comparison of non developer roles

2024 2025



69

74

Senior Software Engineer

Business Development Associate
Web Marketing Manager
Senior Growth Marketing Manager



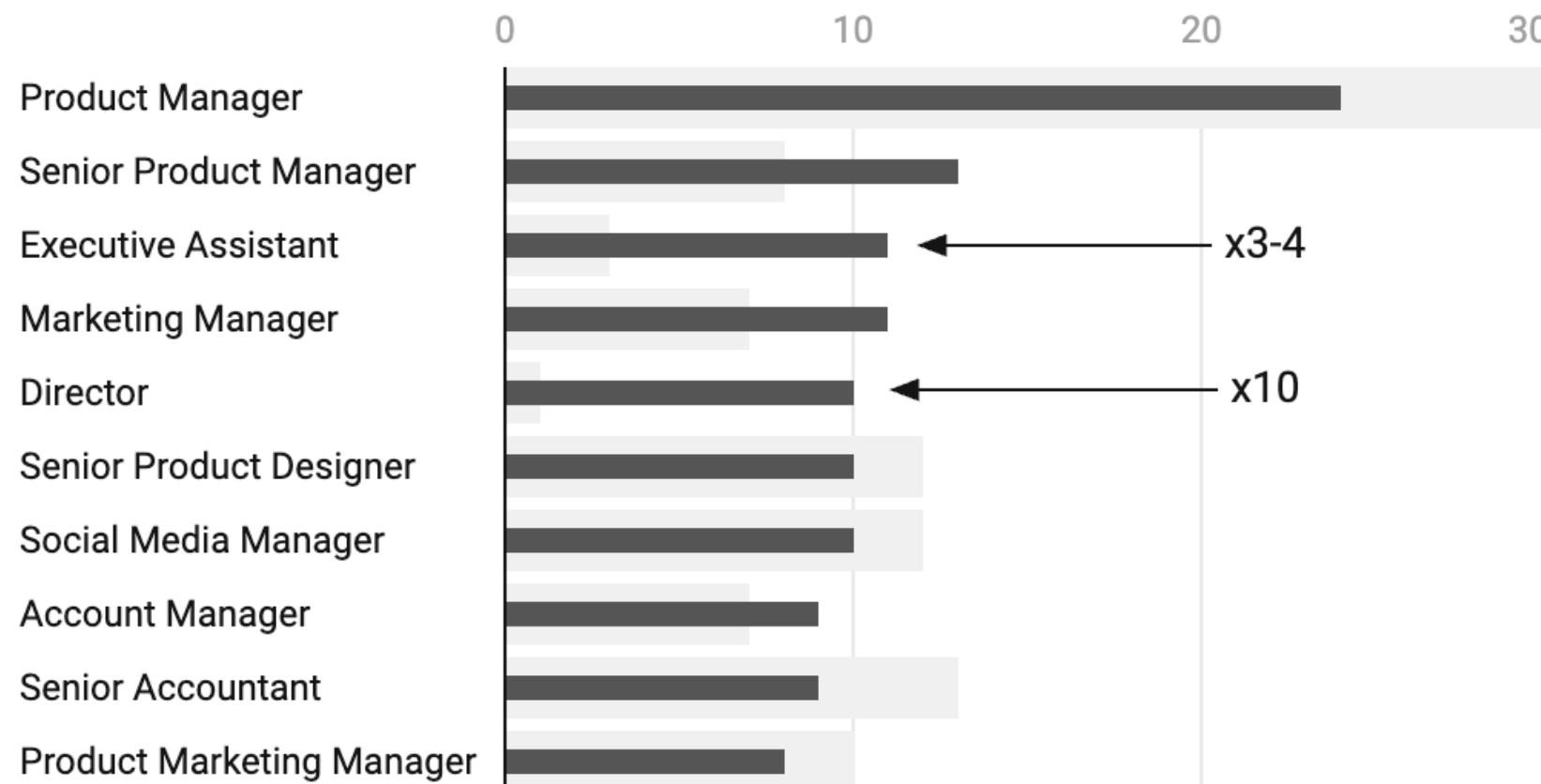
TOP 10 NON-DEV & DEV ROLES

Product Manager tops the list. Director roles surged 10x – a sign that Bitcoin companies are scaling operations, not just building product.

Top Non-Dev Roles

The most often posted non-developer job titles in 2025

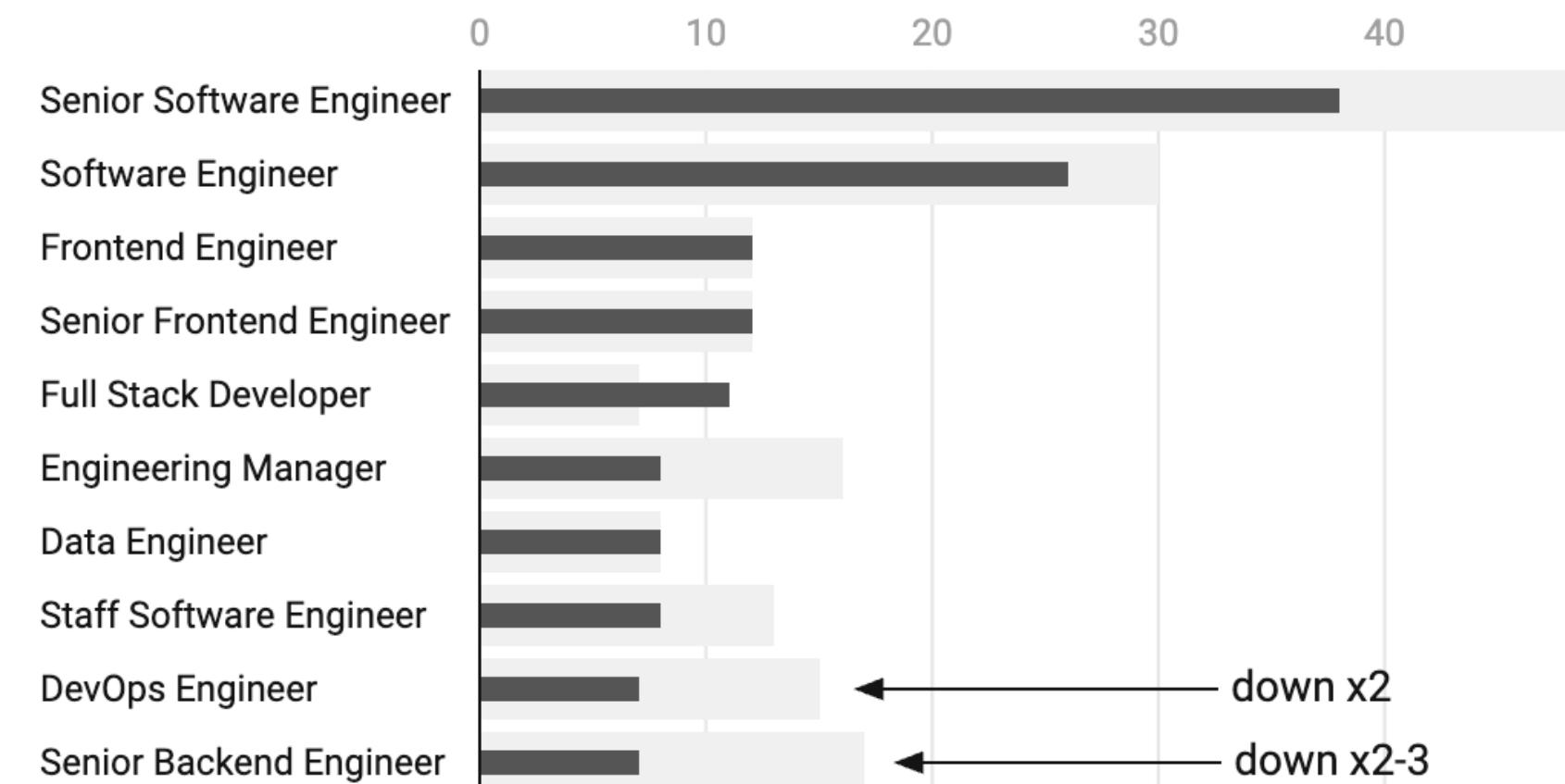
2024 2025



Top Dev Roles

The most often posted developer job titles in 2025

2024 2025



Senior Software Engineer leads developer hiring. DevOps and Backend roles declined. Possible signal: AI-assisted workflows?

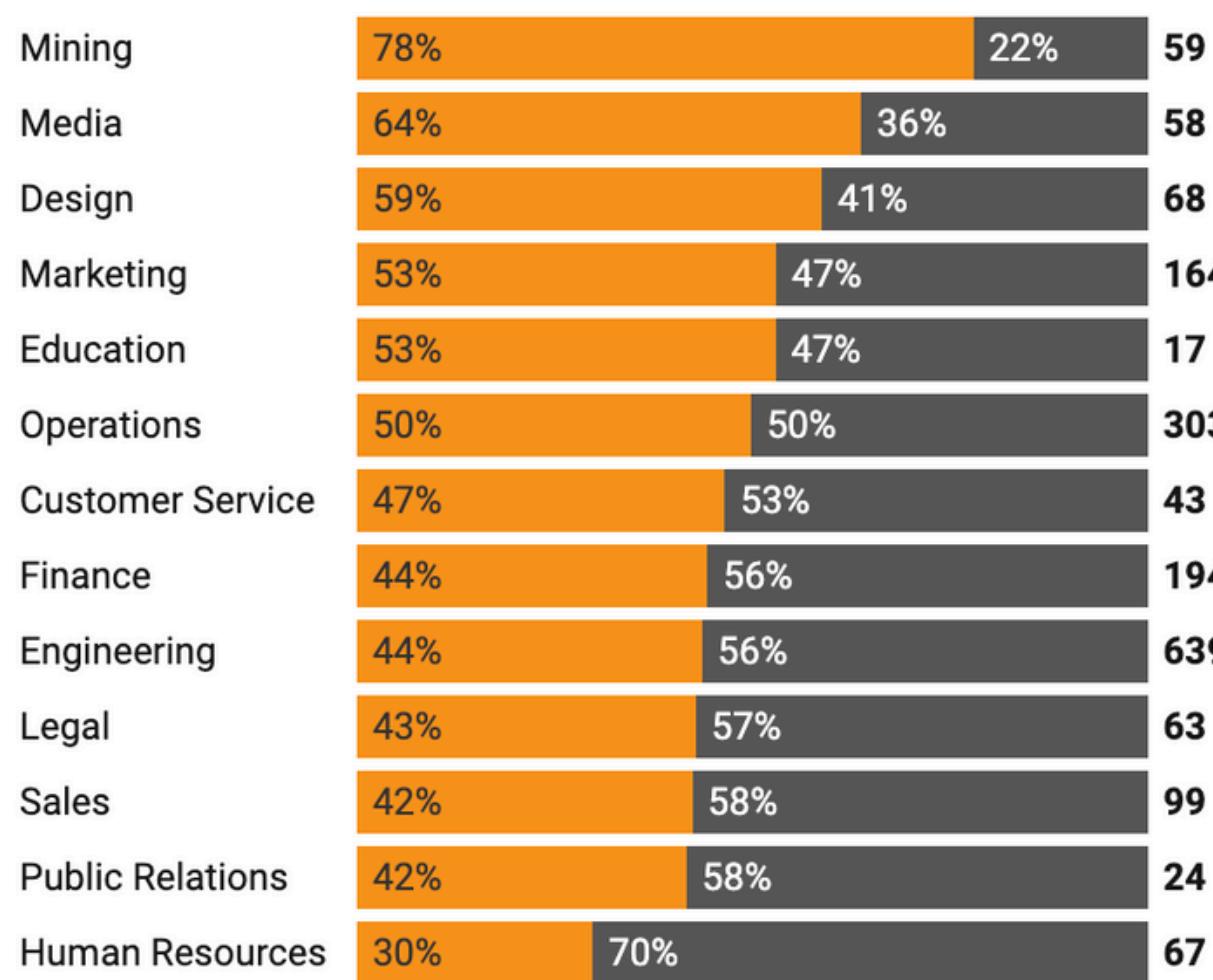


DEPARTMENT AND SENIORITY BREAKDOWN

Jobs by Department

With a distribution by Bitcoin-only vs Bitcoin-adjacent in 2025

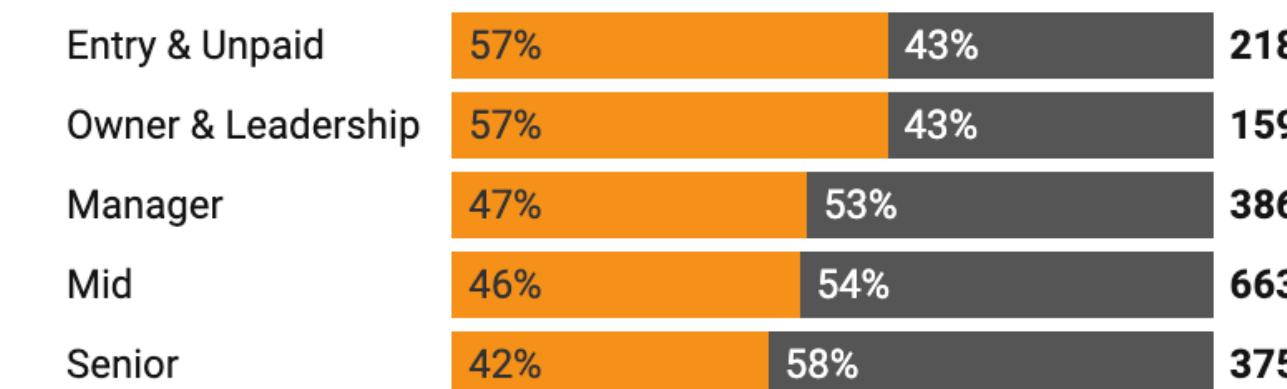
Bitcoin-only Bitcoin-adjacent



Jobs by Seniority

With a distribution by Bitcoin-only vs Bitcoin-adjacent in 2025

Bitcoin-only Bitcoin-adjacent



Bitcoin-only companies lean toward mining, media, and design, and hire more at entry and leadership levels.

Bitcoin-adjacent companies lead in finance, HR, and engineering, with a preference for senior and mid-level experience.



Working in Bitcoin today is like pioneering a new frontier.

Many want a seat on the wagon train — but founders are looking for people who can repair the wheels (**technical skill**), believe in the destination, and navigate unmapped terrain together without a playbook (**agency, ownership, and culture**).



WHAT EMPLOYERS TOLD US

Insights from Bitcoin companies hiring
in 2025



EMPLOYER INSIGHTS

CULTURE, SIGNAL, AND THE BITCOIN HIRING REALITY

To complement our job market data, Bitvocation ran a **small qualitative employer survey** to better understand how Bitcoin companies experienced hiring in 2025. Fewer than 20 employers participated, so the insights are anecdotal rather than statistically representative. Still, the consistency of responses across very different companies reveals meaningful signal.

Employers repeatedly described hiring as constrained not by a lack of applicants, but by a **shortage of candidates who combine professional competence with Bitcoin culture, and lived understanding of the ecosystem**. This suggests that visibility and contribution will matter even more in 2026.

The hardest roles to fill cluster at two ends: highly specialized technical positions (Bitcoin Core, Lightning, security) and non-technical roles that require translating Bitcoin's values into product, growth, operations, or communication.

Across the board, employers emphasized Bitcoin alignment, proof-of-work, and contribution over traditional credentials alone.

Strong communication, ownership mindset, and the ability to operate in small, fast-moving teams mattered as much as technical skill. AI literacy is increasingly expected, but rarely sufficient on its own.

Despite these challenges, most respondents expect stable or growing headcount in 2026 — reinforcing that **opportunities remain for Bitcoin Professionals who actively contribute, stay visible, and build in the open**.

Read the full analysis on the Bitvocation blog: [Culture, Agency, and Proof of Work: Lessons from Bitcoin Employers in 2025](#)



EMPLOYERS LOOK FOR A SWISS ARMY KNIFE

In the 2025 Bitcoin job market, the most sought-after candidate wasn't a specialist in a single silo, but a "Swiss Army Knife."

Voices from our Annual Survey

Versatility as the New Industry Standard

Early-stage startups rarely have the luxury of narrow roles; they need individuals who can "**wear multiple hats**" and remain "**relentless in execution.**"

This versatility requires a blend of deep technical curiosity—described by respondents as a "**tinkering mentality**"—and strong soft skills such as strategic thinking and problem-solving.

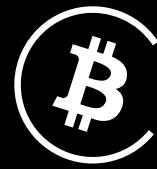
Employers are looking for professionals who can "**map their existing skills**" (for example in ops, compliance, or sales) into

the Bitcoin context, while simultaneously leveling up on technical areas like Lightning or protocol evolution.

The "Swiss Army Knife" candidate stands out by showing **agency** through "**reliable follow-through**" and the ability to "**ship in messy, real-world environments.**" The ability to adapt, think across departments, and take **ownership** is what makes a candidate indispensable.

Ultimately, the goal is to be a **proactive problem-solver** who brings both conviction and diverse execution to the table.

[Read the full article](#)



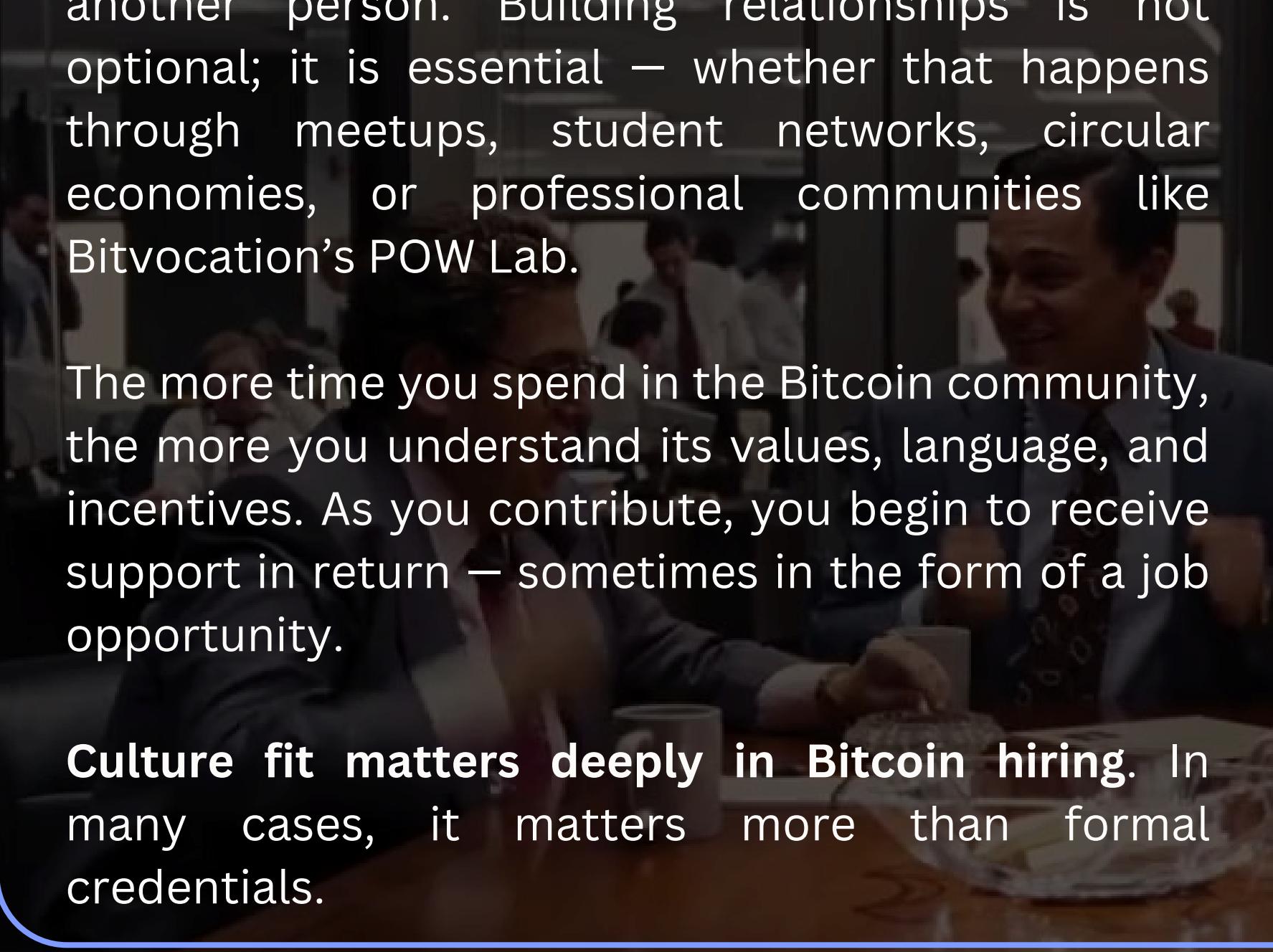
The “Spray and Pray”
application method is dead.

In Bitcoin,
opportunities are often hidden
inside relationships.



ABOUT COMMUNITY & CULTURE

... and Why Being “One of Us” Matters



Every opportunity in Bitcoin ultimately comes from another person. Building relationships is not optional; it is essential — whether that happens through meetups, student networks, circular economies, or professional communities like Bitvocation’s POW Lab.

The more time you spend in the Bitcoin community, the more you understand its values, language, and incentives. As you contribute, you begin to receive support in return — sometimes in the form of a job opportunity.

Culture fit matters deeply in Bitcoin hiring. In many cases, it matters more than formal credentials.

Skills can be learned quickly; values, mindset, and context cannot.

For employers, this creates a real challenge: finding people who not only can do the work, but who genuinely understand Bitcoin and how teams operate in this ecosystem. Many roles never make it onto job boards. The strongest hires are made through trusted personal networks.

For Bitcoin career builders, the takeaway is simple:

Don’t be a stranger. The more Bitcoiners see you as “one of us,” the more opportunities you will attract — and the more resilient your career becomes.



CONNECTING STUDENTS TO THE BITCOIN ECONOMY

The Bitcoin Students Network (BSN) is a global network for students passionate about Bitcoin, fostering a connected community of student clubs and individual Bitcoiners. Its mission is to connect students with resources, opportunities, and each other to explore Bitcoin education, collaboration, and active participation in the ecosystem.

The network supports the creation and growth of university Bitcoin clubs, facilitates resource sharing, acts as a bridge to industry, and provides logistical, educational, and financial support.

BSN strengthens Bitcoin's human infrastructure, its "Layer 0," by empowering students worldwide with tools, mentorship, and pathways into the Bitcoin space.

Want to get involved? [Start here](#)

“

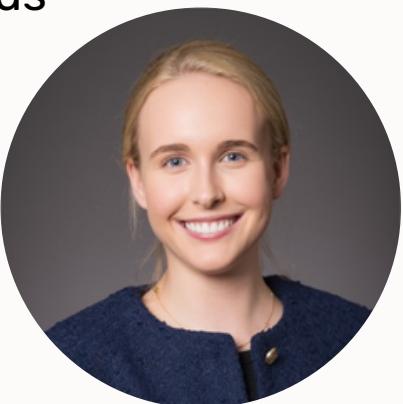
Why we founded the BSN

Arsh and I started BSN so no young Bitcoiner would ever have to step into Bitcoin alone. We wanted to create a global network where students can find peers, build clubs, launch ideas, and discover real pathways into the industry – from internships to full-time roles.

Above all, our hope was to empower students with knowledge, community, and opportunities, and to invite them into a conversation that truly needs them because they are the leaders of the future.

Ella Hough

Co-Founder Bitcoin Students Network





INSIGHTS FROM BITVOCATION AND OUR COMMUNITY



Bitvocation is **not** a
recruitment agency.

We're building a
Strategic *Bitcoiners* Reserve.

Bitvocation's

POW LAB

Your Strategic Bitcoiners Reserve

For Bitcoin professionals, the POW Lab is a **trusted support network**, resource hub, and signal amplifier.

For Bitcoin companies, it's an **on-demand talent pool** of aligned, Bitcoin-native professionals ready to build, contribute, and be hired.





CULTURE OVER CVs

How Bitvocation Curates Bitcoin Talent

Bitcoin startups don't lack candidates. What they often lack is access to the right ones—Bitcoin community members with high agency and strong culture fit.

Bitvocation is not a recruitment agency. We don't do headhunting, and we don't collect CVs. Instead, we are building a **Strategic Bitcoiners Reserve** through our POW Lab.

In the **POW Lab**, Bitcoin professionals spend time together over months, not weeks. Members pay a membership fee in sats, which acts as both a commitment and competence filter.

We get to know people by working alongside them and observing how they think, contribute, and take ownership—sometimes even collaborating with them directly.

Our talent pool is not a CV database. Members answer 21 detailed questions that capture values, motivation, and ways of working—signal a CV can't provide.

For founders, this means access to Bitcoin-aligned talent without the cost and friction of traditional recruitment.

[Read the full article: A Strategic Bitcoiners Reserve](#)



THE GHOST ECONOMY

Voices from Bitcoiners Looking to Get Hired

Miguel Abascal discovered a recurring theme amongst job-seeking POW Lab members: a sense of applying into a “Ghost Economy” – where automated filters replace human judgment and strong candidates struggle to be seen. Three profiles stood out:

Senior professionals

from TradFi or Big Tech, often willing to take a pay cut for purpose. They report being filtered out for lacking “Bitcoin” keywords or underestimated for startup roles – despite strong operational experience.

Entrepreneurial generalists

who build, write, organize meetups, or contribute across disciplines. Their résumés can appear “unfocused” to traditional HR processes, even though adaptability is often critical in early-stage Bitcoin companies.

Highly skilled experts

in legal, finance, or operations. Without strong Bitcoin-native networks – and avoiding noisy public platforms – they remain largely invisible.

[Read the full report](#)

The Takeaway: The “Spray and Pray” application method is dead. To unlock this talent density, we must move beyond keywords and focus on **Proof of Work** and **Human Connection**.



Miguel Abascal
Product Leader and Bitcoin Adoption specialist coinsherpa.io



LETTER FROM OUR FOUNDER

2025 was a year of immense growth for Bitvocation

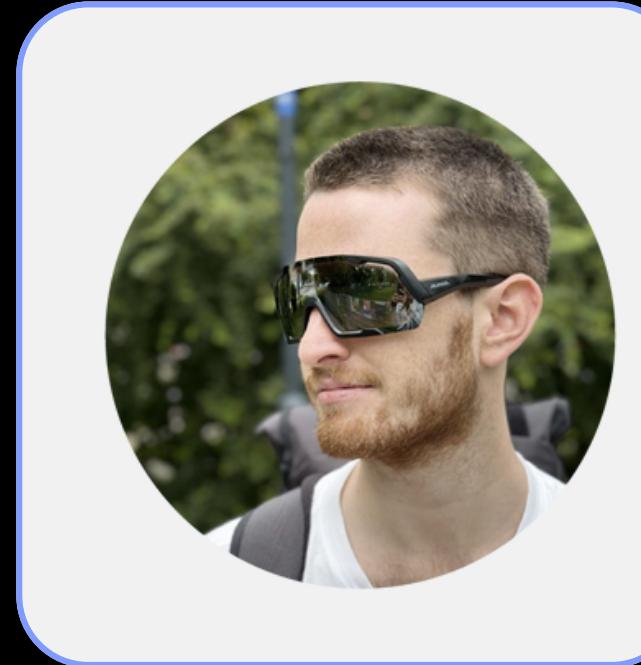
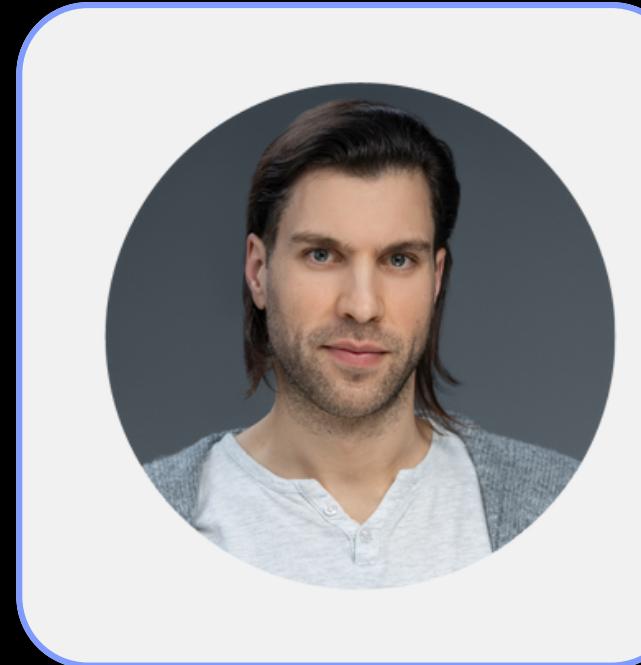
Our audience more than doubled, as did the number of contributors and the Bitcoin Professionals in our POW Lab who continue to shape what we're building. We also received countless testimonials from people who found jobs through our resources, which remains the most meaningful validation of our work.

We have been growing a universal Bitcoin talent pool for the industry, a home for Bitcoin Career Builders, and a resource platform for the entire Bitcoin job market – all while becoming the first digital circular Bitcoin economy powered 100% by sats.

Thank you to our members for their trust and to our BTX contributors for their #proofofwork. And special thanks to our sponsors for believing in us and supporting initiatives like Jobtober and this second edition of our Annual Bitcoin Job Market Report.



Anja Schuetz
Founder, Bitvocation



MEET THE BITVOCATION TEAM

Anja Schuetz - **CEO & Founder**

Mindaugas Nižauskas - **CTO & Data Analyst**

Radu Stanciu - **Lead Developer**

Eric Strohmaier - **Developer**

In addition to a number of temporary contributors across the year, this is the Bitvocation core team.



In Bitcoin, **you can just build things.**

When you see a gap that matches
your skills, **don't wait for permission.**

*Claim your space and start creating
value!*



NO WASTE OF TALENT. NO WASTE OF SATS.

In 2025, one thing became clear: Bitvocation is a digital Bitcoin circular economy.

We've been operating **fully on sats** since day one – and even within the POW Lab, members collaborate and offer their services in bitcoin. Value flows peer-to-peer, without leaving the ecosystem.

As our network and resource platform grow, our focus is expanding. We work with aligned educational partners, employers, and other ecosystem stakeholders to build a strong, vetted network of service providers across the Bitcoin industry – **all operating 100% in bitcoin**.

Beyond keeping sats in circulation, our goal is also to **keep talent in circulation**.

Rather than losing people once they find their first Bitcoin job, we aim to stay connected. Experience compounds. Today's job seeker can become tomorrow's mentor, hiring manager, founder, or partner – strengthening the network for everyone.



WHAT WE'RE FOCUSING ON NEXT

At Bitvocation, our work is built around people, data, and useful resources.

In 2026, we'll continue to strengthen the POW Lab while further improving the accuracy and depth of our Bitcoin job market data.

At the same time, we're building toward a resource platform around working in Bitcoin. This goes beyond jobs and includes directories for coworking spaces, conferences, educational programmes, and other resources that help Bitcoiners live more and more on a Bitcoin Standard.

In 2026, we plan to expand our sponsorship and partnership offerings to give aligned organizations meaningful visibility. Recent months have shown us just **how high-converting our audience can be for the right partners.**

In parallel, we're building durable relationships with employers to develop products and services that help employers and Bitcoin professionals find each other faster – significantly reducing the time spent on hiring for both sides.



**800,000+
VIEWS ON TELEGRAM**

Bitvocation's Growth in Numbers



AUDIENCE GROWTH

Platform	Subscribers	Growth in 2025
<u>TELEGRAM JOB FEED</u>	2100+	100%
<u>NOSTR JOB FEED</u>	400+	170%
<u>SUBSTACK NEWSLETTER</u>	900+	100%
<u>LINKEDIN NEWSLETTER</u>	1100+	45%
<u>LINKEDIN PAGE</u>	900+	160%



VIEWS GROWTH

40,000+

LinkedIn Newsletter
Impressions

15,300+

LinkedIn Article
Views

44,700+

Substack Newsletter
Views

500+

Avg views per **Telegram**
post

27,000+

Annual click throughs on
Telegram feed

800,000+

Annual views on **Telegram**

The future predictions in 2024 were true for us: LinkedIn newsletters were the most effective marketing tool in 2025 and we made use of them! While we saw “only” a 45% growth in subscribers, we registered a 100% growth in impressions and views. The opposite is true for our Substack newsletter. While subscribers grew by about 100%, we only saw a 25% growth in views.



FINAL THOUGHTS

Bitcoin is a decentralized network – and its human layer is no different. Careers, companies, capital, education, and collaboration are all emerging in parallel, without central coordination.

In Bitcoin, you can just build things.

When you see a gap that matches your skills, you don't need permission. You can claim your space and start creating value. This is how Bitvocation started – and it's the same mindset we encourage inside the POW Lab, and among anyone who wants to work in Bitcoin.

Bitvocation's role is not to be a recruitment agency or a job board. Our role is to **provide resources, data, and talent to the Bitcoin ecosystem** – and to serve as a first point of contact for people and companies building toward hyperbitcoinization.

We're grateful to be building alongside many other pioneers – and we see this report as part of documenting Bitcoin history together.

“

Thank you

I want to thank the Bitvocation team and our POW Lab and BTX members for taking Bitvocation to where it is today.

I also want to thank our sponsors and countless friends in the ecosystem. It's a pleasure to work in such a supportive and collaborative industry.

Anja
Founder Bitvocation
bitvocation.com





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- ⚡ Download our Beginner's Guide
- ⚡ Follow our Bitcoin-only job feed
- ⚡ Join the POW Lab - connect with other Bitcoin Professionals and build your proof of work and FINDABILITY.

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