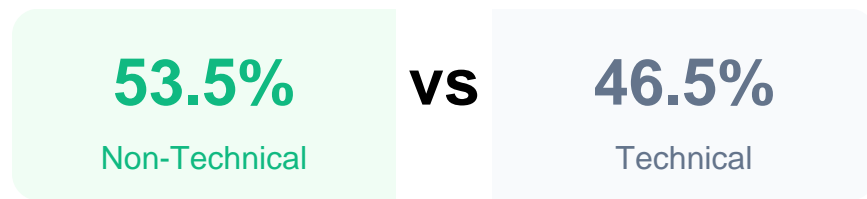


The 2026 State of Remote Work

The "Code Ceiling" Breaks



RemoteJobAssistant Research | December 2025

www.remotejobassistant.com/research

Executive Summary

The Takeaway: As we enter 2026, the remote job market has reached a new equilibrium. Among 1,225 clearly categorized listings, **non-technical roles (53.5%)** have overtaken **technical roles (46.5%)** for the first time. While Engineering remains the largest single category at 42.6%, the aggregate demand for "Business Builders" — Sales, Marketing, Product, and Operations — now exceeds demand for "Code Builders." This signals that the "learn to code" era of remote work exclusivity is officially over.

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Key Findings

Category	Jobs	%
Engineering & Technical	522	42.6%
Marketing & Growth	178	14.5%
Sales & Business Development	156	12.7%
Product & Design	148	12.1%
Data & Analytics	48	3.9%

■ **655 Non-Technical Jobs** - Sales, Marketing, Ops, Product & more

■ **570 Technical Jobs** - Engineering & Data

■ **39% Revenue Roles** - Sales + Marketing combined

What This Data Means for 2026

The End of 'Learn to Code' Exclusivity

For years, the conventional wisdom was clear: if you wanted to work remotely, you needed to be a software engineer. Our data tells a different story. While engineering remains the largest single category, the combined weight of non-technical functions has quietly crossed the 50% threshold. The remote workforce is no longer a developer's club.

The Rise of the 'Remote Seller'

Sales and Marketing roles together represent 27.2% of the remote market — nearly as much as Engineering alone. Companies have realized that revenue-generating talent doesn't need to be in an office. Account Executives, SDRs, Growth Marketers, and Content Strategists are now fully distributed, and companies are competing for this talent with remote-first offers.

[View Sales & Business Development Jobs →](#)

Product & Design Goes Non-Technical

We classified Product & Design (12.1% of roles) as non-technical. While some product managers have engineering backgrounds, the majority of these roles — Product Managers, UX Designers, UX Researchers, Design leads — don't require writing production code. This reclassification reflects the reality of how companies hire for these positions today.

[View Product & Design Jobs →](#)

Complete Category Breakdown

Non-Technical Roles (53.5% of market - 655 jobs)

Marketing & Growth	178 (14.5%)
Sales & Business Development	156 (12.7%)
Product & Design	148 (12.1%)
Finance & Accounting	41 (3.3%)
Legal & Compliance	38 (3.1%)
Customer Success & Support	37 (3.0%)
Operations & Project Management	30 (2.4%)
HR & Recruiting	15 (1.2%)
Administrative & Coordination	12 (1.0%)

Technical Roles (46.5% of market - 570 jobs)

Engineering & Technical	522 (42.6%)
Data & Analytics	48 (3.9%)

Methodology

This report is based on a snapshot of **1,448 active remote job listings** analyzed by RemoteJobAssistant in December 2025. Jobs were aggregated from company career pages of remote-first and remote-friendly employers across the United States.

Each listing was categorized into one of 12 functional areas. For the technical vs. non-technical analysis, we classified Engineering & Technical and Data & Analytics as technical roles. All other categories — including Product & Design — were classified as non-technical based on typical job requirements not including production code development.

Percentages in the headline findings are calculated from n=1,225 jobs, excluding 223 listings categorized as "Other" to ensure clarity. Raw counts include all 1,448 listings.

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Ready to Find Your Remote Role?

Whether you're in sales, marketing, ops, or customer success — the remote job market is waiting. Let our AI help you land interviews faster.

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