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REMOTE4AFRICA REPORT · NOVEMBER 2026

State of Remote Hiring in Africa: November 2026

Who is hiring Africans for remote work, where, for which skills and at what pay. Taken from every open remote job listed on Remote4Africa on 24 November 2026.

11,602
open remote jobs

634
companies hiring

30.3%
open worldwide

$40,166
median yearly salary (USD)

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AT A GLANCE

Key findings

Data as of 24 November 2026.

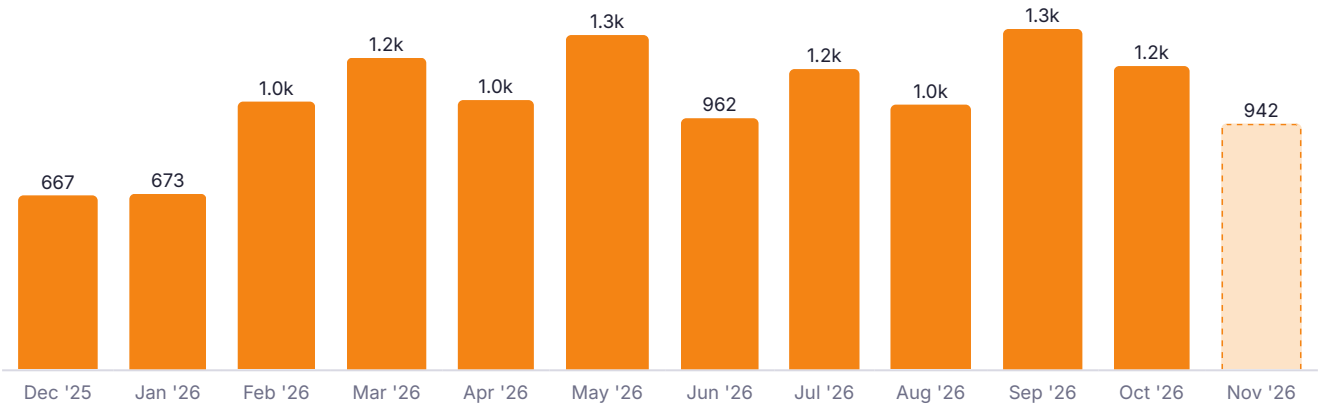
11,602	1,189	34.6%	54
open remote jobs	posted in the last 30 days	entry level (2 years or less)	African countries named

1. 11,602 remote jobs were open to African job seekers on 24 November 2026, from 634 companies.
2. 30.3% of open jobs can be done from anywhere, so they are open to every African country.
3. Among jobs aimed at a specific country, South Africa leads with 4,838, followed by Nigeria (1,860) and Egypt (1,645).
4. 34.6% of jobs that state experience ask for 2 years or less; the median asked for is 3 years.
5. The technical skills employers ask for most are Microsoft Excel, CRM and Python.
6. Jobs open worldwide pay a median of $122,500 a year, against $19,673 for jobs aimed at specific African countries (US dollar salaries only).
7. Sales / Marketing has the most open jobs (2,689), 23.2% of the total.

TREND

Remote jobs posted each month

New listings by the month they were posted; November 2026 is shown up to 24 November 2026 (lighter bar). 1,189 were posted in the last 30 days.



WHERE

Where the jobs are

3,518 jobs (30.3%) can be done from any country and are not counted below. Of the 8,084 aimed at specific countries, these African countries are named most.

South Africa	**4,838**	59.8%
Nigeria	**1,860**	23.0%
Egypt	**1,645**	20.3%
Kenya	**864**	10.7%
Ethiopia	**722**	8.9%
Ghana	**469**	5.8%
Morocco	**349**	4.3%
Uganda	**183**	2.3%
Algeria	**125**	1.5%
Tunisia	**117**	1.4%
Ivory Coast	**83**	1.0%
Rwanda	**80**	1.0%
Mauritius	**71**	0.9%
Senegal	**66**	0.8%
Cameroon	**56**	0.7%
Zambia	**51**	0.6%
Malawi	**48**	0.6%
Madagascar	**41**	0.5%
Tanzania	**40**	0.5%
Libya	**36**	0.4%

WHAT

Open jobs by field

A job can sit in more than one field, so the shares add up to more than 100%.

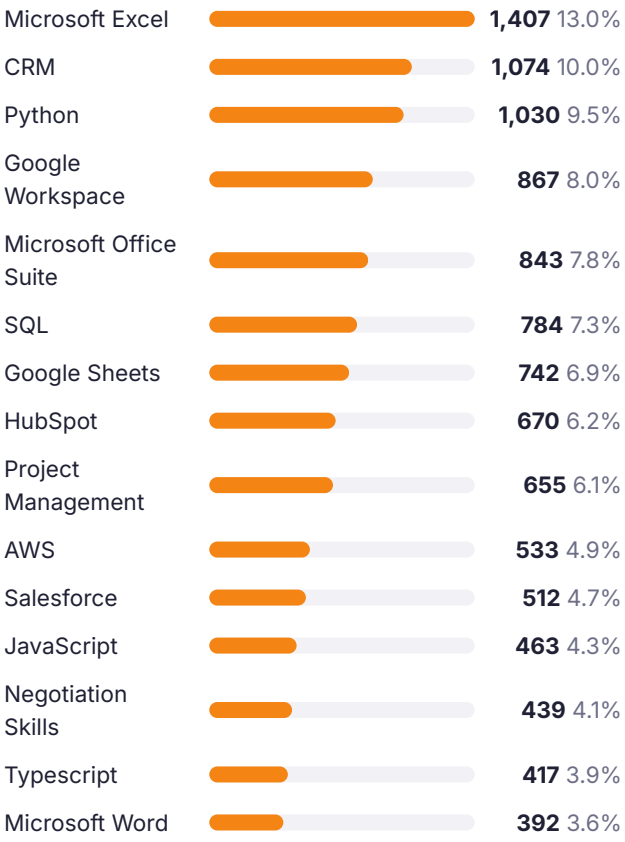


SKILLS

The skills employers ask for

Share of the 10,789 open jobs that list skills.

Technical skills



Working skills

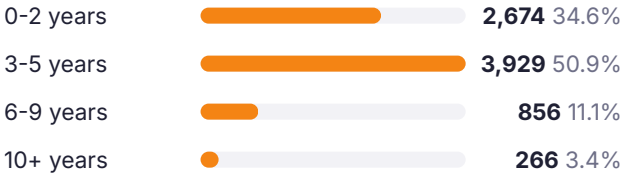


EXPERIENCE

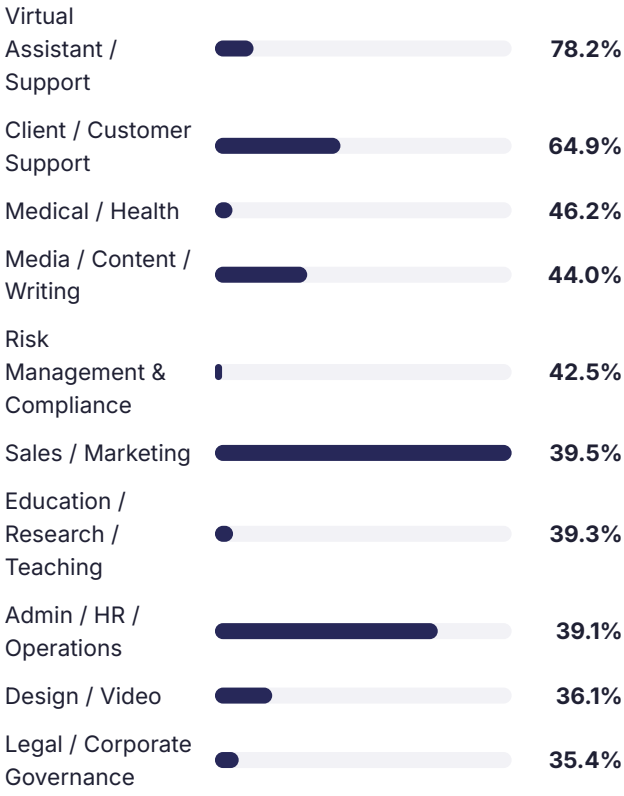
How much experience jobs ask for

7,725 open jobs state the experience required. 34.6% of them ask for 2 years or less; the median asked for is 3 years.

Years of experience asked for



Most open to entry level, by field



Share of each field's jobs (that state experience) asking for 2 years or less.

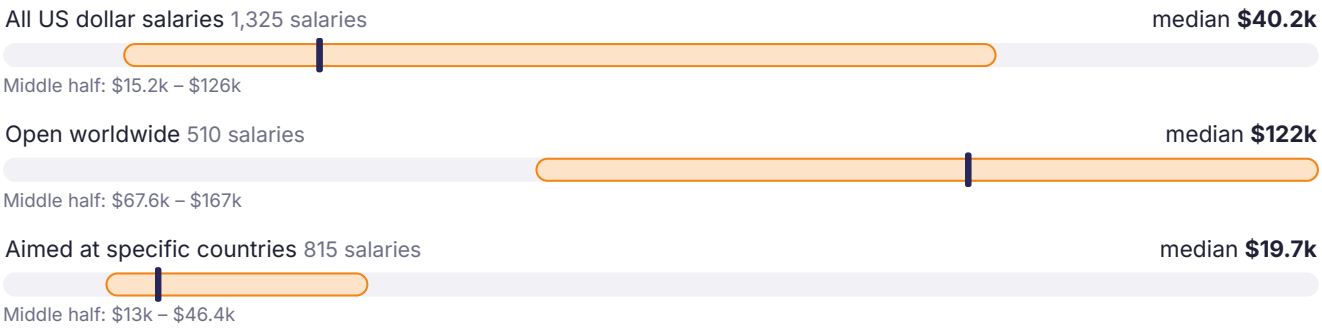
Entry-level remote jobs, updated daily: **remote4africa.com/entry-level-remote-jobs**

PAY

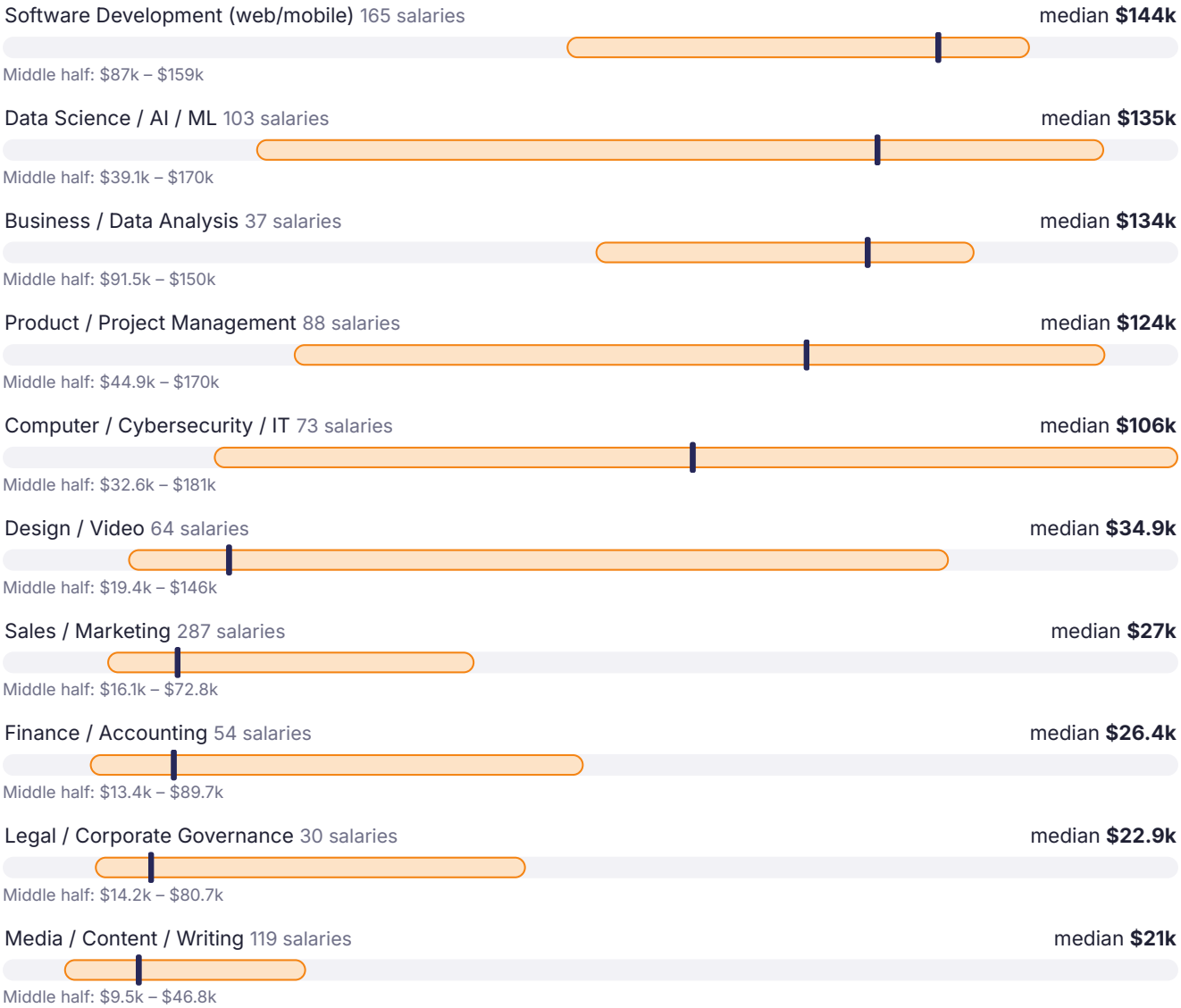
What remote jobs pay

Yearly pay in US dollars, from the 1,325 open jobs that post a US dollar salary. The bar is the middle half of salaries (25th to 75th percentile), the dark mark is the median.

> Jobs open worldwide pay a median of **$122,500** a year, against **$19,673** for jobs aimed at specific African countries.



By field



Admin / HR / Operations 345 salaries — median **$17.2k**

Middle half: $11.4k – $65.4k

Client / Customer Support 111 salaries — median **$16.5k**

Middle half: $12.6k – $33.4k

Virtual Assistant / Support 66 salaries — median **$11.4k**

Middle half: $9k – $14.6k

HOW

Contracts, set-up and time zones

Type of contract

Full-time	**10,954**	94.4%
Contract	**424**	3.7%
Part-time	**149**	1.3%
Internship	**75**	0.6%

3,518 jobs open worldwide · 1,968 hybrid · 172 offer relocation support

Time zones asked for

SAST	**4,832**	64.4%
WAT	**1,859**	24.8%
EGY	**1,652**	22.0%
EAT	**874**	11.7%
GMT	**492**	6.6%
CAT	**108**	1.4%
SCT	**34**	0.5%
MUT	**33**	0.4%
CET	**30**	0.4%
CVT	**24**	0.3%

Share of the 7,500 jobs that name a time zone.

WHO

Who is hiring

Open jobs by the employer's industry.

Human Resource Services	**5,042**	43.5%
Financial Services / FinTech	**1,649**	14.2%
Internet Software & Services	**1,436**	12.4%
IT / Telecommunication Services	**767**	6.6%
Software Development	**466**	4.0%
NGO / Non Profit	**337**	2.9%
Education / E-learning	**289**	2.5%
Health care	**236**	2.0%
Business Consulting and Services	**174**	1.5%
Advertising	**127**	1.1%

METHOD

How the numbers were made

Which jobs

Public jobs that have not expired; a job with no expiry date counts for 365 days after posting. A job posted for several cities is counted once.

Countries

Country counts are jobs aimed at that country. Jobs open worldwide are counted once, separately.

Entry level

Entry-level means 2 years of experience or less, among jobs that state the experience required.

Salaries

Salaries are the midpoint of the posted range, converted to a yearly figure, in US dollars only; values below $1,200 or above $500,000 a year are treated as errors and left out.

Small groups

Medians and shares by field are shown only for groups of 30 jobs or more.

A snapshot

The numbers were taken on 24 November 2026 and do not change after publishing. The figures are also available as data: remote4africa.com/reports/2026-11/data.csv

How to cite this report

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