



BEACON HILL  
LIFE SCIENCES®



QUARTERLY TALENT MARKET REPORT  
GREATER ST. LOUIS REGION AGTECH

# JOB POSTING OVERVIEW

This quarterly report combines data from three separate Lightcast reports. The **Job Posting Analysis Report** measures hiring demand by aggregating job postings from multiple sources, filtered to relevant agtech industries and roles within the Greater St. Louis 15-county region and defined timeframes.

The **Profile Analytics Report** provides high-level statistics on the local supply of agtech talent in the Greater St. Louis region based on Lightcast profile data.

Finally, the **Company Talent Profile** provides company-level workforce context. For this report, we selected a representative sample of agtech companies to represent hiring and skill demand patterns within the regional market.

**292**  
**Unique Postings**

755 Total Postings

**88**  
**Companies Posting**

10,390 Total Companies

**26 Days**  
**Median Posting Duration**

Regional Average:  
18 Days

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## KEY DEFINITIONS USED THROUGHOUT THIS REPORT:

**Job postings** are aggregated listings from multiple sources. Metrics are reported as **Total Postings** (the full count of listings observed) and **Unique Postings** (distinct roles).

Lightcast **Profiles** represent distinct individuals compiled from publicly available sources, including résumé databases, job boards, opt in employer systems, and related datasets. Each profile includes attributes such as job title, employer, skills, and education, linked to a unique individual. Profiles represent the observable workforce, not only active job-seekers.

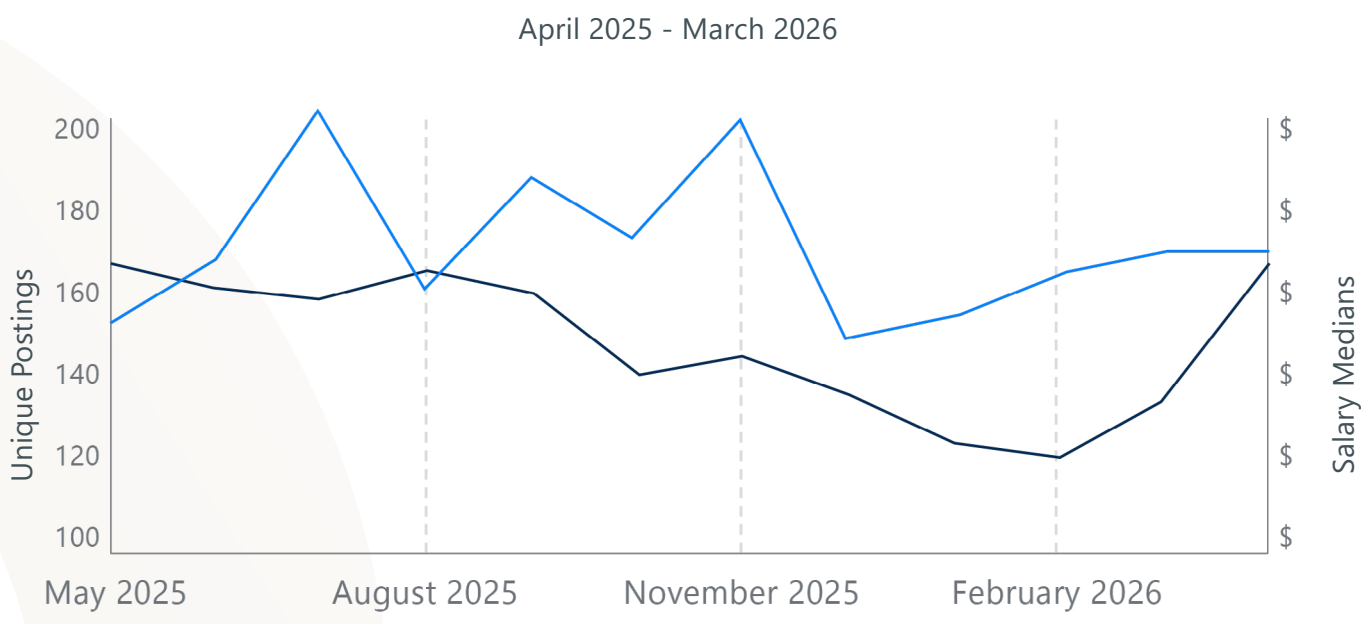
Job postings reflect employer demand signals, while profile based metrics represent workforce availability.

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# Advertised Salary & Unique Postings Trends

The chart compares prior year job posting trends with observed median salary levels to illustrate demand and compensation trends.

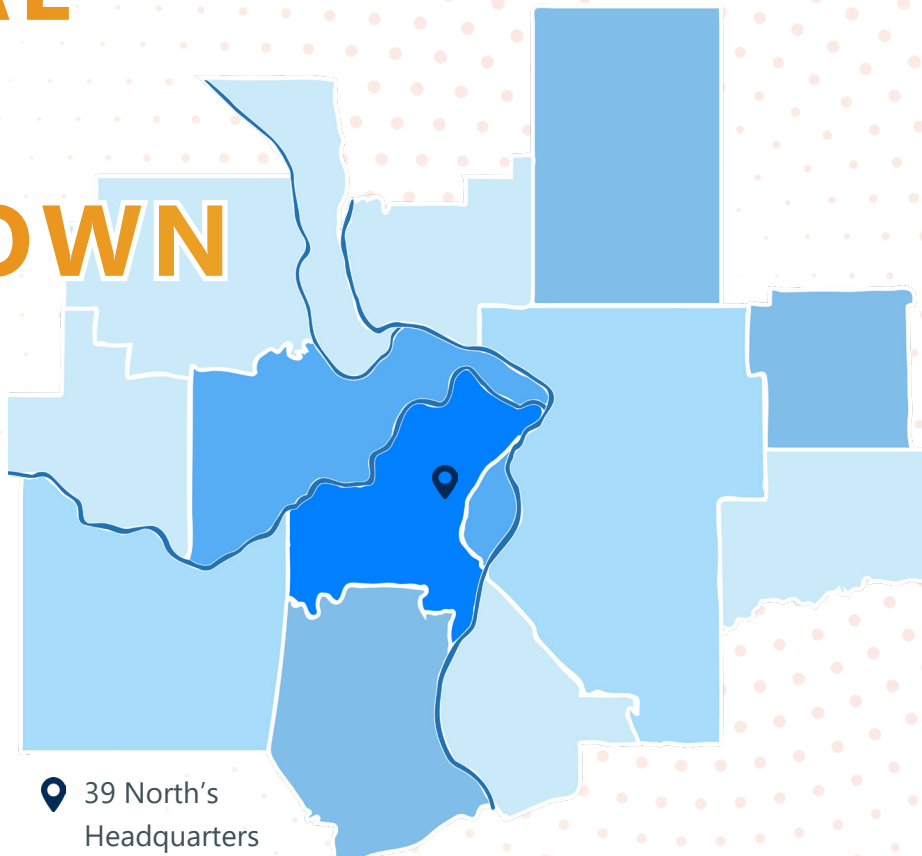


**ADVERTISED SALARY TREND**  
**UNIQUE POSTINGS TREND**

Source: Lightcast Job Posting Analysis Report

# REGIONAL DEMAND BREAKDOWN

Given 39 North’s focus on the **Greater St. Louis region**, this analysis is limited to the 15 counties that make up the metro area. Job postings are geographically concentrated in St. Louis County and St. Louis City, indicating that most agtech hiring activity remains clustered near core employment centers.



## EDUCATIONAL DEMAND BREAKDOWN

Among the observed job postings that included an education level, a **Bachelor’s degree** was the most commonly required.

Education Level	% of Total
High School or GED	8%
Associate’s Degree	9%
Bachelor’s Degree	36%
Master’s Degree	24%
Ph.D. or Professional Degree	22%

# DEMAND

## AGTECH JOBS IN ST. LOUIS

These charts summarize the most frequently observed specialized and software skills appearing in agtech job postings across our curated Job Posting Analysis report.

Lightcast skill projections are calculated at the national level, independent of any location or industry filters. **Skill Growth Relative to Market** compares the projected change in demand for a specific skill to the projected change in overall skill demand within the market over a two year period.

### Top Specialized Skills

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Biology	124	42%	710	5%	↑ 21.5%	Rapidly Growing
Data Analysis	69	24%	1,669	11%	↑ 19.9%	Rapidly Growing
Chemical Hazards	47	16%	0	0%	↑ 8.1%	Stable
Chemistry	43	15%	718	5%	↑ 12.6%	Growing
Lifting Ability	41	14%	0	0%	↑ 10.2%	Growing
Laboratory Techniques	38	13%	132	1%	↑ 7.3%	Stable
Good Laboratory Practice	37	13%	291	2%	↑ 7.7%	Stable
Biochemical Assays	34	12%	461	3%	↑ 5.9%	Stable
Biochemistry	33	11%	706	5%	↑ 7.5%	Stable
Good Manufacturing Practices	33	11%	390	3%	↑ 11.7%	Growing

### Top Software Skills

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	34	12%	1,531	10%	↑ 14.8%	Growing
Microsoft Office	32	11%	1,783	12%	↑ 16.9%	Growing
R	22	8%	597	4%	↑ 18.0%	Rapidly Growing
Python	18	6%	867	6%	↑ 20.2%	Rapidly Growing
Microsoft Outlook	18	6%	201	1%	↑ 22.2%	Rapidly Growing
Laboratory Information Management Systems	15	5%	140	1%	↑ 11.8%	Growing
Spreadsheets	10	3%	72	0%	↑ 15.6%	Growing
Microsoft Word	6	2%	1,012	7%	↑ 6.8%	Stable
ArcGIS	6	2%	163	1%	↑ 11.8%	Growing
Microsoft PowerPoint	6	2%	1,048	7%	↑ 19.9%	Rapidly Growing

Source: Lightcast Job Posting Analysis Report

## TALENT SUPPLY: PROFILES

### 2,876

TOTAL

Of profiles with experience levels available, 30% have 10+ years in their field.

Experience	% of Total
0 - 1 Years	20%
2 - 3 Years	22%
4 - 6 Years	17%
7 - 9 Years	11%
10+ Years	30%

## Top SOC Occupations

This chart summarizes the most common occupations among local agtech talent by SOC occupation.

**SOC occupation** refers to a U.S. Bureau of Labor Statistics classification under the Standard Occupational Classification (SOC) system, grouping jobs by similar duties, skills, education, and training to enable standardized comparison across employers, industries, and labor market data sources.

Occupations (SOC)	Median Posting Duration
Chemists	29 Days
Medical Scientists, Except Epidemiologists	21 Days
Social Science Research Assistants	31 Days
Biological Technicians	20 Days
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	20 Days
Farmworkers, Farm, Ranch, and Aquacultural Animals	37 Days
Microbiologists	32 Days
Occupational Health and Safety Technicians	32 Days

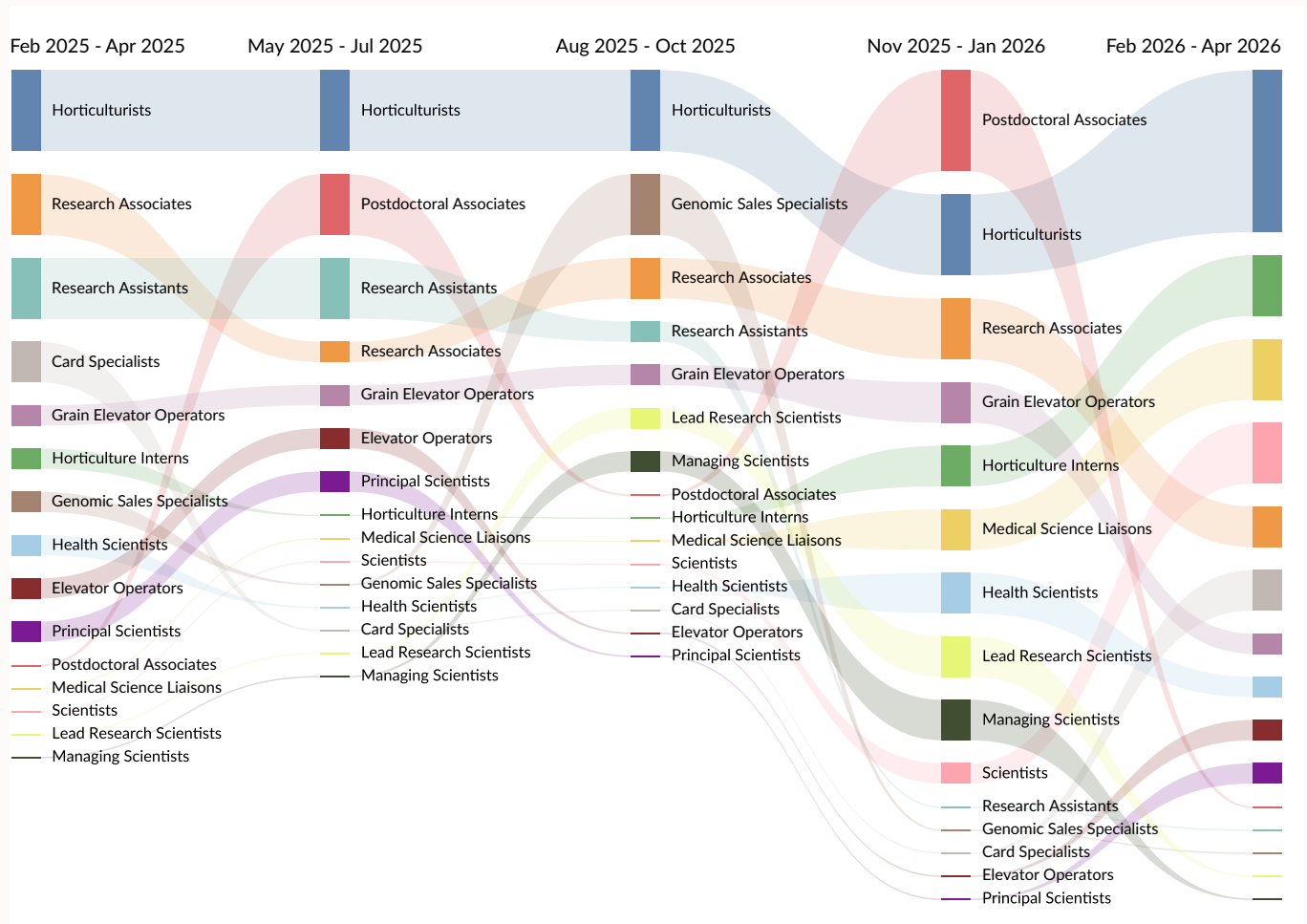
Source: Lightcast Profile Analytics Report



# JOB DEMAND TRENDS

Drawn from the Company Talent Profile, this Sankey diagram shows relative job posting volume for selected agtech and life science SOC occupations in the Greater St. Louis region across five quarters, from January 2025 to March 2026. Each column represents a quarter; band thickness reflects the relative volume of postings for that role rather than an exact count. Bands that extend across quarters show how demand for specific roles persists or shifts over time, highlighting both consistently high volume roles and those that appear more intermittently.

Job data are based on job postings from a representative selection of agtech companies in the 15-county Greater St. Louis region.



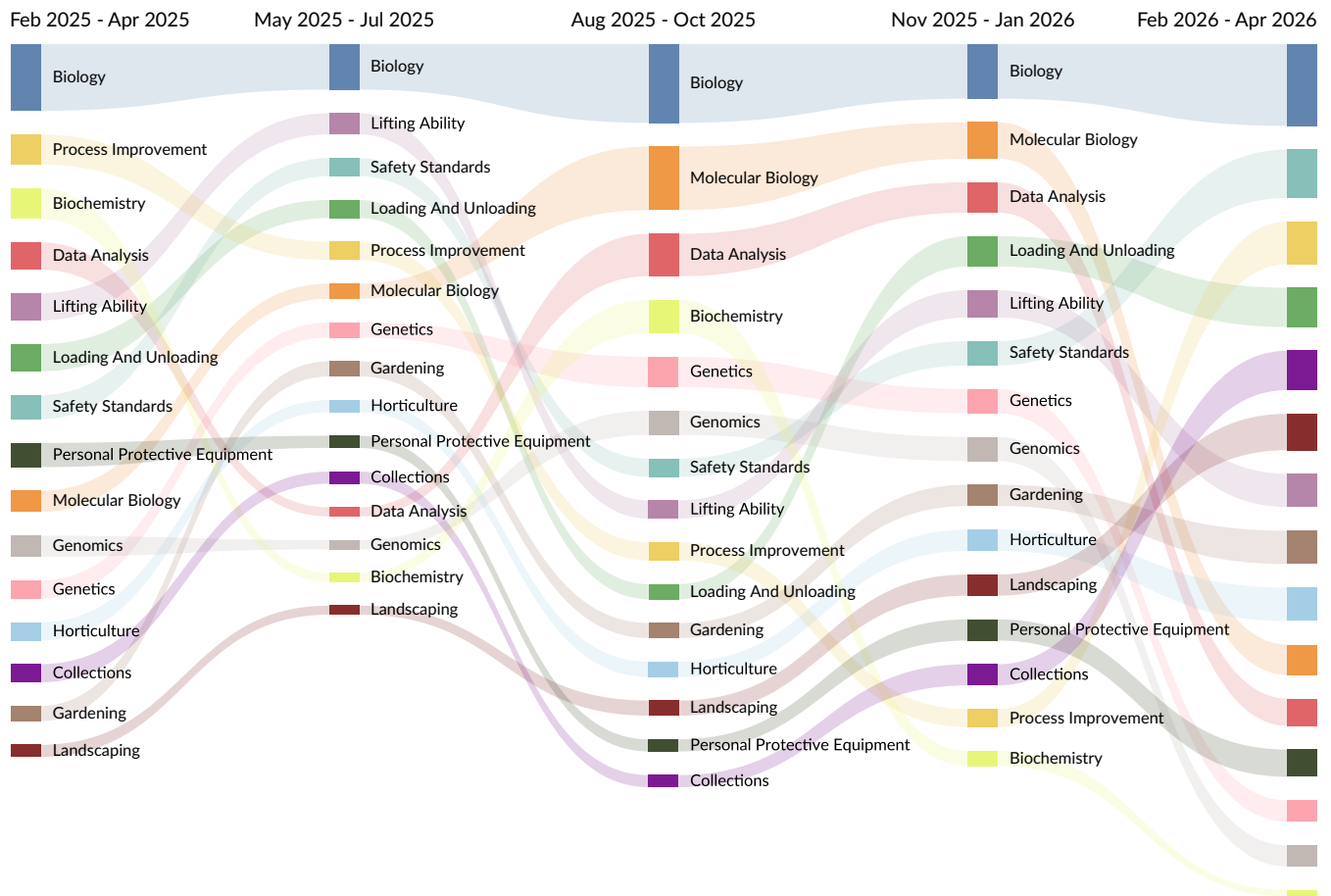
Source: Lightcast Company Talent Profile report



## SKILL DEMAND TRENDS

Similar to the previous, this diagram displays relative posting volume for selected agriculture and life sciences skills in Greater St. Louis across five quarters, from January 2025 to March 2026.

Skills data are based on job postings from a representative selection of agtech companies in the 15-county Greater St. Louis region.



Source: Lightcast Company Talent Profile report

# Local Market Snapshot

Stepping outside the representative selection of agtech companies used in the prior reports, this chart focuses on the full 15-county Greater St. Louis region to provide a broader snapshot of local market conditions by related SOC occupation. Arrows indicate whether the metric is an increase or a decrease from the previous period.

SOC Occupation	Local Jobs Count over past year	Local Job Postings Count in the last 30 days; excluding selected companies	Local Graduates Post-secondary programs; count over past year
Medical Scientists, Except Epidemiologists	1,007 ↑	20 ↓	1,598 ↓
Social Science Research Assistants	327 ↑	18 ↓	1,200 ↓
Chemists	1,133 ↑	34 ↓	247 ↑
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,634 ↑	10 ↓	100 ↑
Soil and Plant Scientists	152 ↓	6 -	899 ↑
Biological Scientists, All Other	1,052 ↓	15 ↓	1,233 ↓
Zoologists and Wildlife Biologists	66 ↑	2 ↓	718 ↓
Agricultural Technicians	347 ↓	16 ↓	24 ↓
Biological Technicians	414 ↑	14 -	1,042 ↓
Life, Physical, and Social Science Technicians, All Other	573 ↓	18 ↓	1,000 ↓

Source: Lightcast Company Talent Profile report



# JOIN THE CONVERSATION

Beacon Hill partners with agriculture and life sciences organizations to translate market data into targeted, responsive hiring strategies—helping employers compete effectively in a complex and evolving talent landscape. **Looking to hire talent or looking for a job in life sciences? Contact Amber and Kate below or come visit us at The Hub at 39 North:**

**1001 North Warson Rd, St. Louis, 63132**

*Beacon Hill uses Lightcast and Revelio Labs to benchmark compensation, supply, and demand, representing 99% of the US workforce. Paired with our expertise, we produce comprehensive reports for our clients!*



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