



RECRUITMENT COMPANY

Technology

Salary Survey

Europe 20/21

Discover how the market is responding after Covid-19, what tech employees truly want and how salaries have changed in the last year or so.

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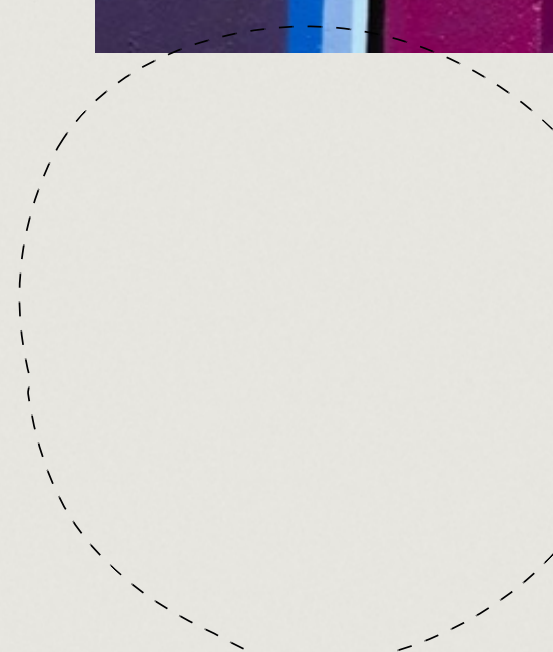
Looking back

2020 was quite the year, wasn't it?

Between an ongoing global pandemic, Brexit finally getting finalised and massive social justice movements kicking off around the world – it was touch and go for how the business world would cope. Naturally, we were keen to see how the famously agile tech sector was holding up.

Amidst fears of a deep economic recession, woes about the future of the workplace and waning resilience of overworked staff – it looks as though the tech sphere has come out on top once again.

Thanks to Covid-19, a huge emphasis has been placed on the digital world and demand for technical teams has soared to record highs. With many businesses being forced to adopt cloud computing and migrate to remote working environments as quarantine swept across the globe, business had never been better for software houses and in-house tech teams alike.



Take a look under the hood

Turning to the start-up space in particular: during what you'd expect to be a slow year for funding, things are looking exceptionally bright. In the last year alone, \$41billion was invested in European tech start-ups, some of which are helping to solve new complex problems brought about by the coronavirus pandemic.

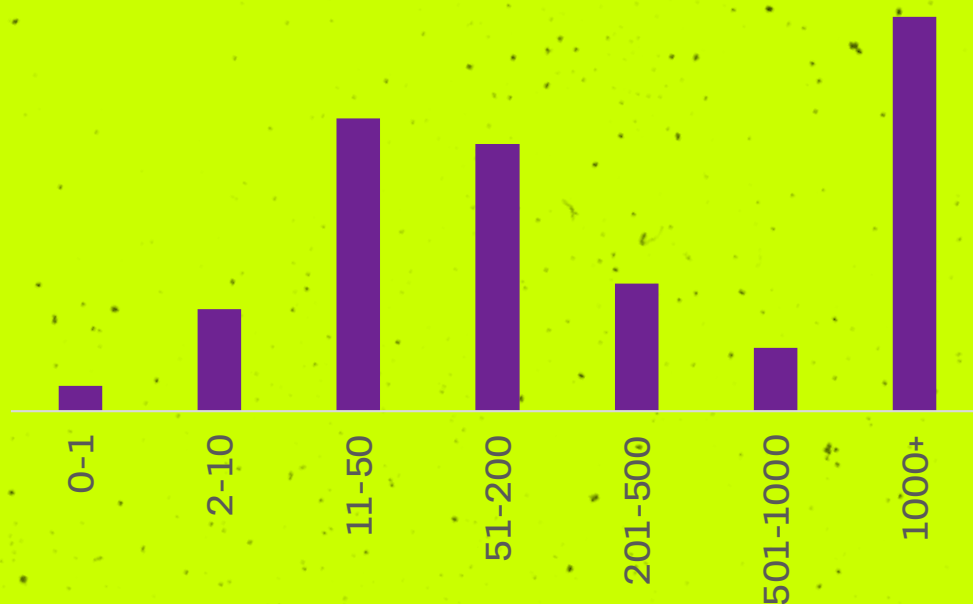
We already knew start-ups were the leading engine for job creation in Europe, but according to data from Sifted - this is set to continue into 2025 and it's not hard to see why. From new innovations in remote healthcare to those meeting growing demand for home delivery services and lots of green tech, start-ups continue to be at the forefront of our ever-shifting needs as a society.

With plenty to feel hopeful about, we thought we'd take a look under the hood of the European tech industry. We surveyed our network of developers, solutions architects, data scientists and more to see how salaries are changing in light of new demands, the impact of covid-19 on those in the sector and, perhaps most importantly, what tech professionals want at work.

Market review

Before we dive into the good stuff, let's take a look at the tech market in Europe overall in terms of demographic, market size and distribution.

Distribution of tech talent by company size



25% Programming

19% Backend

14% Frontend

11% DevOps

11% Cloud

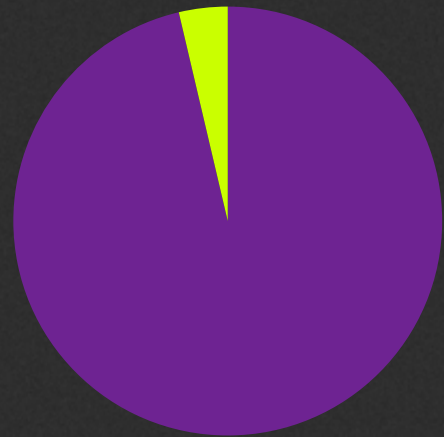
8% QA/Test

6% Mobile

6% Data

Contract Perm Split

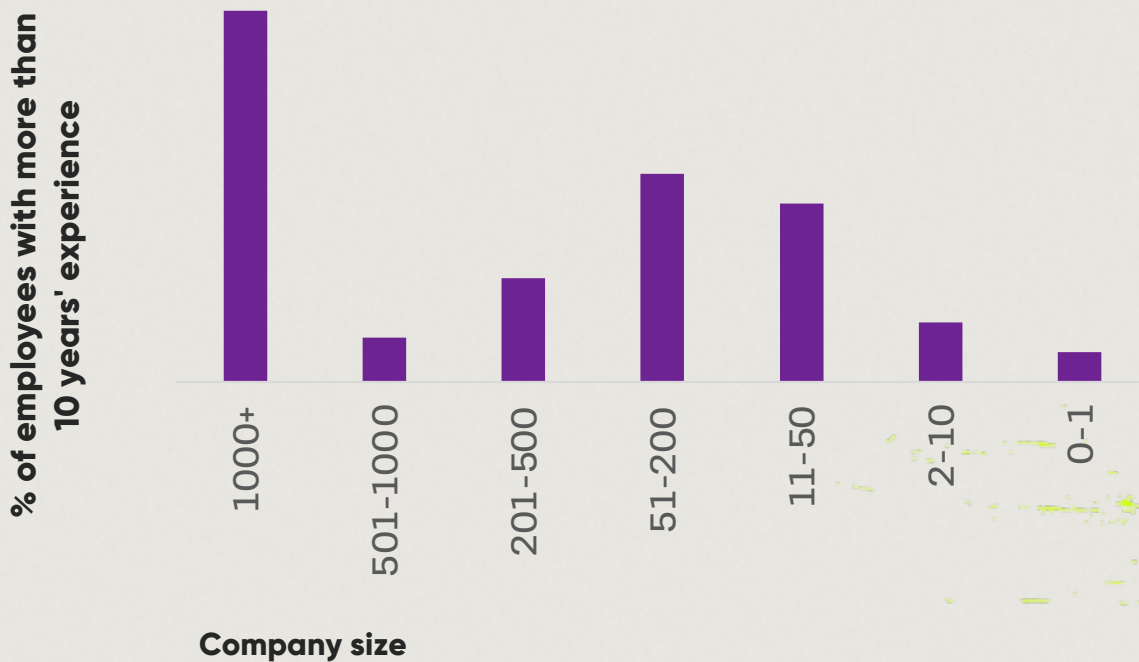
■ Permanent ■ Contract



So where are all the **contractors**?

According to our survey data, the majority of tech contractors in Europe favour development as their weapon of choice with 58% opting for a programming, backend or frontend role.

Distribution of experience



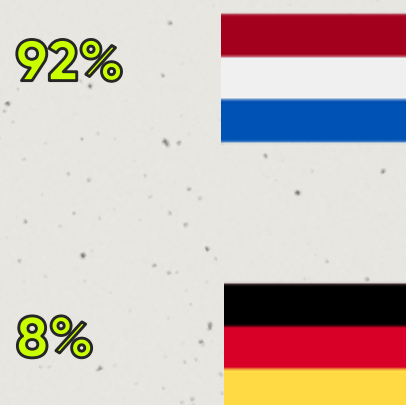
When it comes to who has the lion's share of the European tech space's most experienced individuals with more than 10 years' experience, it should come as no surprise that larger multi-nationals boasting more than 1000 staff come out on top.

Although our medium-sized companies with between 11 and 200 employees seem to be snapping up some of those more experienced candidates for themselves too. Possibly even attracting them from the larger businesses with better benefits packages or salaries.

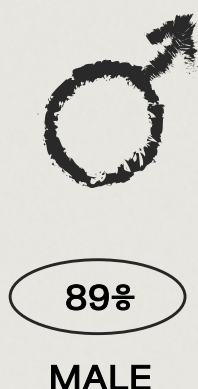
Age

Under 18	1%
19-25	10%
26-35	57%
35-45	26%
46-55	5%
56+	1%

Nationality



Gender



Who are we talking to?

When we look at the demographic of the tech workforce, we can see that when it comes to development: be it programming, backend or frontend, we seem to have a heavier weighting towards these types of roles. This indicates that development is still a highly desirable sub-sector of tech, and in fact when we look at the volume of junior or entry level participants, we can see that 57% choose frontend, backend or programming for their first job.

Although these gender stats are not particularly amazing, we found there were more female participants than expected. With three quarters of all women who took part in our survey also being part of a small to medium sized business, we'd hazard a guess that the start-up space is becoming more balanced when it comes to gender.

21% Programming

20% Backend

15% Frontend

12% DevOps

10% Security

8% Data

4% Mobile

3% QA/Test

Project & Programme **2%**

AI & Machine Learning **2%**

Design **2%**

UX **1%**

Salary insight

We look at salary trends across a variety of role types in both contract and permanent work, plus explore how salaries have changed in the last year and how the workforce perceives those changes.

72%

of tech employees
are happy with
their **salary**

Permanent Salaries



Sector	Job title	Av min salary	Av max salary
Frontend	Junior Frontend Developer	€45k	€55k
Frontend	Medior Frontend Developer	€55k	€65k
Frontend	Senior Frontend Developer	€65k	€85k
UX/Design	Junior UX Designer	€30k	€40k
UX/Design	Medior UX Designer	€40k	€65k
UX/Design	Senior UX Designer	€65k	€70k
UX/Design	Junior Product Designer	€30k	€50k
UX/Design	Medior Product Designer	€50k	€75k
UX/Design	Senior Product Designer	€75k	€90k
Full Stack	Junior Full Stack Developer	€45k	€50k
Full Stack	Medior Full Stack Developer	€60k	€70k
Full Stack	Senior Full Stack Developer	€70k	€80k
Backend	Junior Backend Developer	€40k	€50k
Backend	Medior Backend Developer	€50k	€60k
Backend	Senior Backend Developer	€80k	€90k
Backend	Junior Software Engineer	€35k	€50k
Backend	Medior Software Engineer	€50k	€60k
Backend	Senior Software Engineer	€70k	€80k
Backend	Junior Machine Learning Engineer	€35k	€40k
Backend	Medior Machine Learning Engineer	€50k	€60k
Backend	Senior Machine Learning Engineer	€60k	€75k
Cloud	Junior Solutions Architect	€60k	€70k
Cloud	Medior Solutions Architect	€70k	€80k
Cloud	Senior Solutions Architect	€80k	€100k
DevOps	Junior DevOps Engineer	€40k	€65k
DevOps	Medior DevOps Engineer	€65k	€80k
DevOps	Senior DevOps Engineer	€80k	€100k
DevOps	Network Engineer	€70k	€90k
DevOps	Junior Support Engineer	€40k	€50k
DevOps	Support Desk Manager	€60k	€70k
DevOps	Support Desk Analyst	€28k	€35k
DevOps	Junior Hardware Engineer	€35k	€45k
DevOps	Medior Hardware Engineer	€45k	€80k
DevOps	Senior Hardware Engineer	€80k	€95k

Permanent Salaries

Sector	Job title	Av min salary	Av max salary
Data	Junior Data Engineer	€50k	€60k
Data	Medior Data Engineer	€90k	€100k
Data	Senior Data Engineer	€90k	€100k
Data	Junior Data Analyst	€28k	€36k
Data	Medior Data Analyst	€37k	€50k
Data	Senior Data Analyst	€50k	€60k
Data	Junior Data Scientist	€40k	€50k
Data	Medior Data Scientist	€50k	€65k
Data	Senior Data Scientist	€65k	€80k
Data	Junior Data Architect	€40k	€55k
Data	Medior Data Architect	€55k	€70k
Data	Senior Data Architect	€70k	€90k
Security	Junior Network Engineer	€40k	€50k
Security	Medior Network Engineer	€50k	€65k
Security	Senior Network Engineer	€65k	€80k
Security	Junior Cybersecurity Analyst	€30k	€45k
Security	Medior Cybersecurity Analyst	€45k	€60k
Security	Senior Cybersecurity Analyst	€65k	€85k
Security	Junior Penetration Tester	€30k	€40k
Security	Medior Penetration Tester	€40k	€65k
Security	Senior Penetration Tester	€65k	€110k
Project	Junior Project/Programme Manager	€40k	€55k
Project	Medior Project/Programme Manager	€55k	€65k
Project	Senior Project/Programme Manager	€65k	€75k
Project	Medior Programme Director	€70k	€90k
Project	Senior Programme Director	€90k	€130k
Project	Junior Product Owner	€40k	€50k
Project	Medior Product Owner	€50k	€70k
Project	Senior Product Owner	€70k	€85k
Project	BI Developer	€60k	€85k
Project	Junior Business Analyst	€40k	€65k
Project	Medior Business Analyst	€65k	€75k
Project	Senior Business Analyst	€75k	€85k
Project	Junior PMO	€25k	€30k
Project	Medior PMO	€30k	€36k
Project	Senior PMO	€36k	€50k

Permanent Salaries


Sector	Job title	Av min salary	Av max salary
QA/Test	Junior Test Analyst	€28k	€35k
QA/Test	Medior Test Analyst	€35k	€45k
QA/Test	Senior Test Analyst	€45k	€60k
QA/Test	Test Manager	€60k	€70k
QA/Test	Junior QA Engineer	€30k	€40k
QA/Test	Medior QA Engineer	€40k	€55k
QA/Test	Senior QA Engineer	€55k	€80k
QA/Test	Junior QA Analyst	€25k	€35k
QA/Test	Medior QA Analyst	€35k	€55k
QA/Test	Senior QA Analyst	€55k	€75k
QA/Test	Technical Lead	€65k	€75k
Mobile	Junior Mobile Developer	€50k	€70k
Mobile	Medior Mobile Developer	€70k	€90k
Mobile	Senior Mobile Developer	€90k	€100k
Leadership	CISO	€135k	€135k
Leadership	CTO	€135k	€135k
Leadership	CIO	€120k	€180k
Leadership	CDO	€100k	€150k
Leadership	Head of Development	€80k	€100k
Leadership	Head of Security	€70k	€100k
Leadership	IT Director	€135k	€155k
Leadership	Head of Mobile	€100k	€130k
Leadership	Technical Architect	€75k	€105k

Contract Day Rates

Sector	Job title	Av min day rate	Av max day rate
Frontend	Junior Frontend Developer	€ 150	€ 300
Frontend	Medior Frontend Developer	€ 300	€ 450
Frontend	Senior Frontend Developer	€ 400	€ 600
UX/Design	Junior UX Designer	€ 350	€ 450
UX/Design	Medior UX Designer	€ 450	€ 600
UX/Design	Senior UX Designer	€ 550	€ 700
Full Stack	Junior Full Stack Developer	€ 200	€ 400
Full Stack	Medior Full Stack Developer	€ 300	€ 550
Full Stack	Senior Full Stack Developer	€ 500	€ 700
Backend	Junior Backend Developer	€ 100	€ 200
Backend	Medior Backend Developer	€ 200	€ 400
Backend	Senior Backend Developer	€ 400	€ 600
Backend	Junior Software Engineer	€ 200	€ 400
Backend	Medior Software Engineer	€ 400	€ 600
Backend	Senior Software Engineer	€ 500	€ 700
Cloud	Junior Solutions Architect	€ 200	€ 350
Cloud	Medior Solutions Architect	€ 350	€ 650
Cloud	Senior Solutions Architect	€ 600	€ 800
QA/Test	Junior QA Engineer	€ 350	€ 450
QA/Test	Medior QA Engineer	€ 450	€ 550
QA/Test	Senior QA Engineer	€ 550	€ 700
QA/Test	Junior QA Analyst	€ 200	€ 350
QA/Test	Medior QA Analyst	€ 350	€ 450
QA/Test	Senior QA Analyst	€ 450	€ 700
QA/Test	Technical Lead	€ 450	€ 800
Mobile	Junior Mobile Developer	€ 400	€ 500
Mobile	Medior Mobile Developer	€ 500	€ 550
Mobile	Senior Mobile Developer	€ 550	€ 700

Contract Day Rates

Sector	Job title	Av min day rate	Av max day rate
Project	Junior Project/Programme Manager	€ 500	€ 600
Project	Medior Project/Programme Manager	€ 600	€ 700
Project	Senior Project/Programme Manager	€ 700	€ 850
Project	Medior Programme Director	€ 700	€ 900
Project	Senior Programme Director	€ 800	€ 1,100
Project	BI Developer	€ 450	€ 650
Project	Junior Business Analyst	€ 350	€ 450
Project	Medior Business Analyst	€ 450	€ 550
Project	Senior Business Analyst	€ 550	€ 650
Leadership	CIO	€ 900	€ 1,100
Leadership	CTO	€ 900	€ 1,100



The most popular salary for permanent employees surveyed was between €60,000 and €69,000.

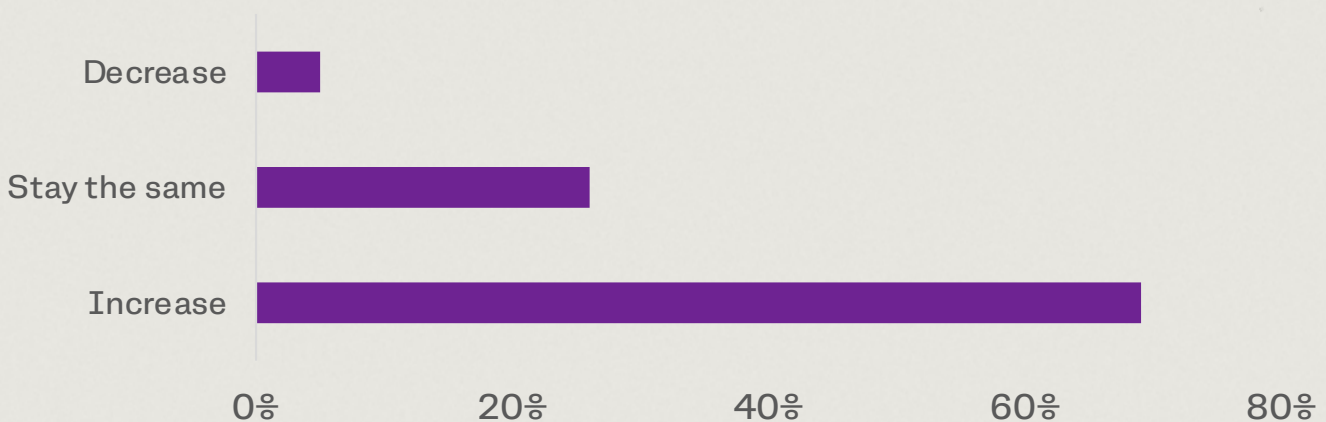
The majority worked in programming and backend.

Salary detail

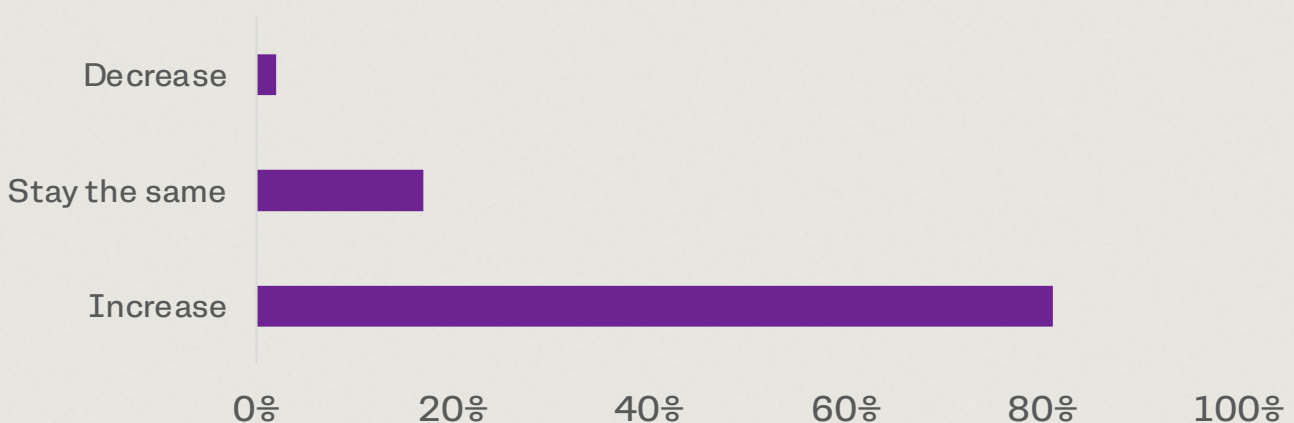
Digging into how salaries have changed in the last year, we can see that even during the pandemic, salaries have generally been on the up. Not only that, but the vast majority of people are hopeful about future pay increases too. We also gathered some anecdotal data on pay increases and why someone might not directly request one. The data showed that 21% of people didn't feel they needed to ask and that a pay rise would be given fairly.

This shows that there's a lot of trust between tech employees and their employers in Europe generally. We saw this the most when analysing data sets from the Netherlands, where many businesses have a pay rise policy and annual pay increases are common. When we went on to examine job satisfaction levels, we saw this have a really positive impact on the tech workforce.

How has your salary changed in the last year?



How do you expect it to change in the year ahead?



Are you satisfied with your current salary?

Yes **72%**
No **28%**

Have you asked for a pay rise in the last year?

Yes **42%**
No **58%**

Of the 72% who were satisfied with their salary, 80% had an increase in the last year and 89% were expecting another in the next 12 months. Of those who weren't satisfied, interestingly 74% had already had a pay increase, which suggests the increase wasn't substantial enough as half of them said they felt they were paid at below the industry standard for their role.

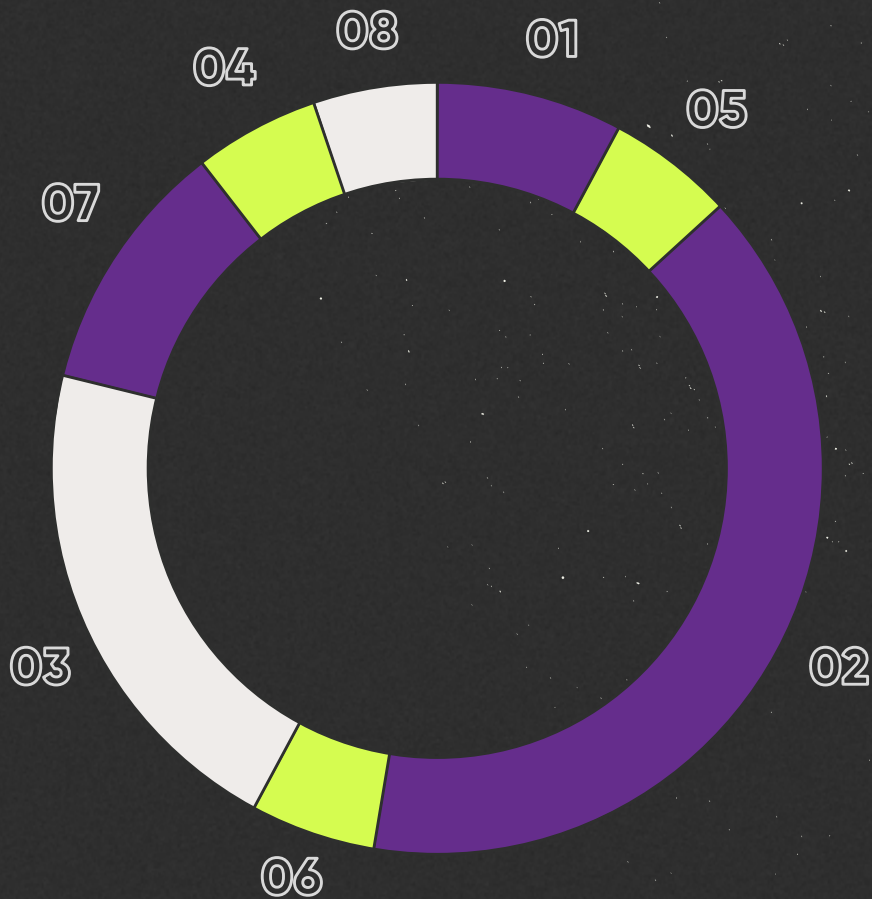
More than half hadn't actually requested a pay rise at all, a surprising revelation until we delved further into the reasons why. The majority stated they were either too new to the business, or they felt confident they would receive a pay rise anyway thanks to their company's pay rise scheme.

A small number of people referenced budget concerns or a downturn in business brought about by the coronavirus as a reason for not wanting to ask for an increase.



64%

**were
successful**



01 Covid-19

02 New to business

03 Have a process in place

04 Don't need one

05 No budget

06 Already received one

07 Awaiting performance review

08 Already asked

**Why didn't you ask
for a pay rise?**





Of those who didn't receive a pay rise when they asked for one, 62% still felt valued and more than half considered themselves happy at work.

Job

satisfaction

Arguably the most important part: how happy is the European tech workforce in their jobs and what do they want from an employer?

3/4

of the tech
workforce is

happy at work

Enough

money talk

Let's get on to the really important stuff. How happy is the European tech workforce and what makes them tick?

So the good news is that just over 3 quarters of tech employees in Europe are either happy or very happy at work. Looking at the reasons behind that, obviously the salary data and frequent pay rises will have an impact: money isn't everything, but it helps. All of them felt they were being paid at or above the industry standard, 77% had received a pay rise in the last year and 85% expected one in the near future.

Looking at the non-financial factors that made our happy group so chipper at work: a whopping 92% said they felt valued and included at work. We asked what would make them consider moving jobs to see what mattered most to them and the top three reasons included: a higher salary, new challenges and progression. This suggests that in order to keep your technical teams happy, they need to feel rewarded, challenged and like they're working towards a goal.

Are you happy at work?

Yes, I'm very happy	20%
Yes, I'm happy	54%
I'm unhappy	26%

Do you feel valued & included?

Yes, very much so	29%
Yes	48%
No	23%

The bad news

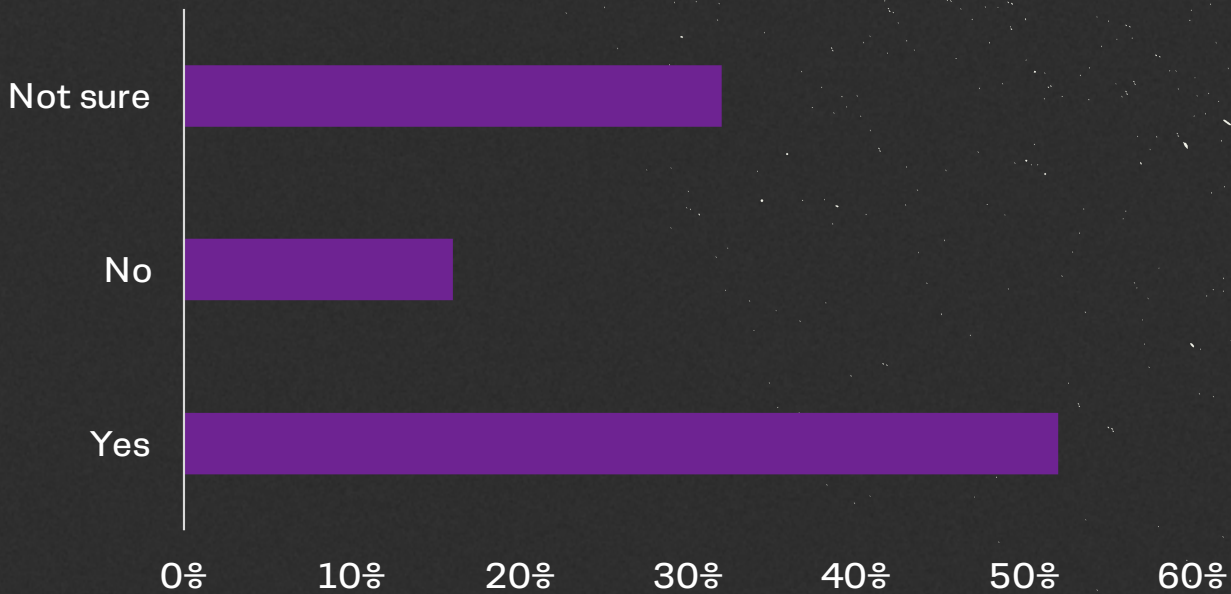
Now for the less cheery bit, but arguably the most important. More than a quarter of our respondents stated that they weren't happy at work. Not only that but out of these, 44% said they would be looking to change jobs in the next 6 months. So what can we do to stop that from happening?

While money is a factor with many (70%) being unhappy with their salary and more than a third (37%) feeling as though they were being paid under the industry average, this doesn't seem to be a situation that can be fixed with money. Interestingly just over half (52%) of our unhappy workers had already received a pay rise in the last year, which either tells us their salary wasn't up to scratch to begin with or they need more than financial remuneration to be fulfilled at work.

78% reported not feeling valued or included at work. When we asked them what they would look for in a new role, after chasing a higher salary the most important thing was career progression. Can great prospects outweigh a sub-par salary? That's yet to be seen, but it could sweeten the deal.

65% of those who didn't feel valued at work were also unhappy with their salary

Is there room to **progress** at work?



Of those who felt there wasn't room to progress:

67% didn't feel valued at work

62% were unhappy at work

56% were unsure about their career prospects

Have you been on any training in the last 12 months?

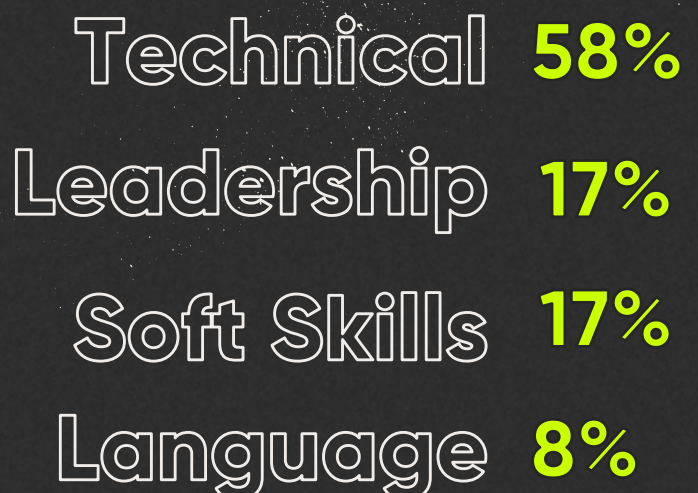


Taking a closer look at who is investing in training, we can see that larger businesses with 1000 employees or more are unsurprisingly the front-runners with 59% of those working for a large business reporting having been on training in the last year.

When we looked at how competent the workforce feels, the vast majority – 95% to be exact – felt they already had the skills necessary to succeed at their job. More than half of them hadn't received any training.

Of those who didn't feel confident in their skills, 3 respondents had under 5 years' experience and 2 reported feeling unhappy in their roles.

Types of training



Is a **close-knit** team always a **happy** one?

Quite often, smaller businesses can be lulled into a false sense of security when it comes to employee engagement and happiness. It's easy to assume that a smaller team is a closer-knit team, which is often true, but is it always a happier one?

Apparently not as only a quarter of those who felt valued reported being part of a business with up to 50 staff. Medium and large businesses actually triumphed at making their employees feel valued with 42% of those in organisations with a workforce of 500 or more scoring themselves as valued or very valued.

Of those who felt valued at work

42% were from large businesses

34% worked at medium-sized companies

24% were from small companies

Covid

-19

As much as we'd all like to forget about the pandemic, coronavirus has certainly had an impact on the tech space and, more importantly, its workforce.

69%

feel positive
about the year
ahead

Has Covid-19 impacted your career?

Yes 43%

No 57%

Most common changes

Working from home 72%

Increased workload 16%

Job loss/change 9%

Financial repercussions 3%

The impact of Covid-19

Although the tech space has thrived during the pandemic in terms of demand, we'd be foolish to think its workforce has come away totally unscathed. In this section we take a look at how the pandemic has impacted tech employees' careers, remuneration and how it's changed their prospects for the next year.

The majority said that Covid hadn't impacted their careers, but there was still a substantial 43% who did come up against some challenges. These ranged from increased workloads, working from home concerns and job changes to pay cuts - although thankfully these were few and far between.

1/2



**of those who felt
negative or unsure
about the future
were also unhappy
at work**

The impact of Covid-19

Of those who flagged remote working as a major change for them, 78% raised concerns about working from home. These varied from managers struggling to keep track of their teams remotely to feeling less creative thanks to significantly less in-person collaboration and brainstorming. Some even raised that it was more stressful working remotely as they struggled to switch off and would often overwork themselves.

Naturally, there's a flip side to this, with 22% claiming to really enjoy working from home and not having to contend with office distractions. It is worth noting that these individuals were programmers and backend developers. No stereotypes here, we're just reporting the data as we see it!

**How do you feel
about your
career prospects
for the year
ahead?**

Positive
69%
Negative
7%
Unsure
24%

71% who felt
negative had
been impacted
by Covid-19

**13% of those who
asked for a pay rise
but didn't receive one
cited coronavirus as
the reason given by
the business**

**8% of tech employees
didn't ask for a pay
rise due to Covid-
related reasons**

Moving on

What do tech professionals look for in a new role? When are they looking to move and what could influence them to choose one role over another?

42%

are looking to
change jobs in the
next **12 months**

When will you move jobs?

Interestingly, we can see that the majority of technology employees are considering moving jobs in the next year. You could be forgiven for assuming that those in smaller businesses were likely to stick around longer, but there was no correlation between company size and how soon they're looking to move. Likewise, they weren't necessarily unhappy given 58% had said they were happy at work and 54% were satisfied with their salaries. So what gives? Take a look at the top reasons to move jobs on the next page to find out.

20%

Not looking to move

4%

3+ years

11%

2-3 years

23%

1-2 years

25%

6-12 months

17%

<6 months

Reasons to

change jobs

1 Higher Salary

6 To Learn More

2 Career Progression

7 Move Industries

3 New Challenge

8 Better Location

4 Better Benefits

9 Better Hours

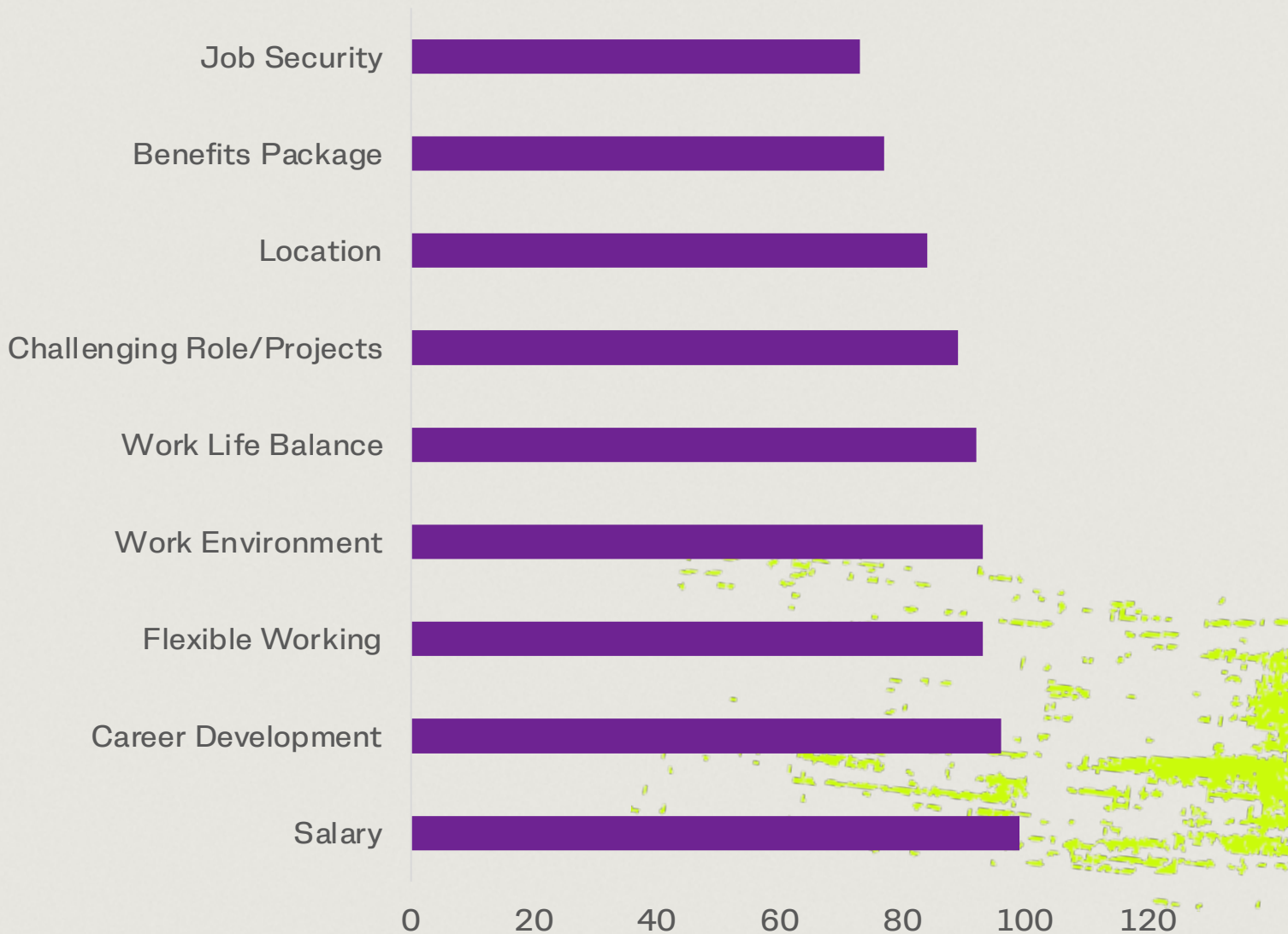
5 Unhappy In Job

So now we know a quarter of the tech workforce wants to move jobs in the next year, you're probably itching to know why. We asked our respondents to list their what their main reasons would be for leaving their job. No surprises about the top choice being salary related, but with the majority of those looking to move jobs in 12 months rating career progression as the most important factor, closely followed by those craving a new challenge - it looks as though our goal-oriented techies need to have clear milestones to work towards so things don't get stale.

Important deciding factors

We know that aside from a better salary, our tech workforce wants to be challenged at work and have clear targets to work towards. But what are some of the major decision-making factors when presented with a new role and do they line up with their other preferences?

We can see that salary and career development remain important when shopping for a new job, but flexibility and having an inspiring and positive work environment are almost of equal importance.



Desirable benefits

When it comes to what could sway our tech experts to pick one role over another, they want it all. We asked them to rank some of the most common **benefits by most to least important, the results may just **surprise you.****

1. Better holiday options

Interestingly, having better access to time off came up first on the most desired benefits in a new role.

3. Financial support

Access to salary sacrifice schemes and loans was considered a really attractive perk that even topped share incentives.

5. Health & life insurance

The European tech workforce values looking after its health and loved ones, if an employer can help then they're in the good books.

7. Subsidised facilities

Subsidised facilities like gym memberships and classes are nice to have, but apparently not essential.

9. Company car

Given that most of our respondents lives in cities like Amsterdam, Eindhoven or Berlin - it's unsurprising that a company car wasn't considered a big perk.

2. A great pension

Our techies are proving themselves to be financially savvy with pension planning coming in at a close second place.

4. Share incentives

We expected share incentives to land much higher up on this list, particularly for the start-up workforce.

6. Parental leave

The average age of our respondents could be a factor in maternity/paternity leave options not making it higher up the list.

8. Childcare options

The reason this one scored low could be because of regional childcare options already being quite good.

10. Company discounts

Coming in last were company discounts, it seem as though the tech workforce can take or leave benefits like money off your own products or services.



RECRUITMENT COMPANY

That's a **wrap**

Making the European tech scene an amazing place to work is a big deal to us. In case you didn't know, we're also pretty great at building technical teams for start-ups and scale-ups. If you're looking for advice on how to build your A-team, drop us a line

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