EUROPEAN
TRANSPARENT
IT JOB MARKET
REPORT

2024
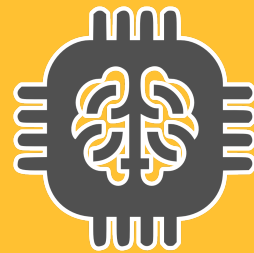
What can you **learn** from this report?

02

Salaries in the Tech Industry in Europe

The current state of remote work in the EU

The impact of the AI tech on the workplace

Recruitment: the good, the bad and the ugly

Why and when do we actually change jobs?

Future perspectives for the European job market

Who are we?

Transparent IT job boards. Built by engineers, for engineers.

Our goal is to bring transparency, openness, and diversity to the European IT job market for everyone in the industry — from Developers to Engineers, SAP and System Admins, Product Managers, QAs, and UX/UI Designers.

- SwissDevJobs.ch
- GermanTechJobs.de
- DevITjobs.uk
- DevJob.ro
- DevITjobs.nl
- RecruIT

Methodology and goals of the report

We have analysed data from more than 18'000 of job offers on our platform and surveyed IT specialists on our social media channels with over 68'000 active followers.

We reached out to our community to explore the evolving landscape of remote and hybrid work, the impact of AI in the workplace, trends in job transitions, recruitment, and the European IT job market in general. Additionally, we took a deep dive into data derived from our job boards, revealing some interesting insights about the salaries offered across various roles and positions.

The survey part of the study was conducted using the CAWI methodology.

The purpose of this report is to provide companies, recruiters, and candidates with a better understanding of the reality of the IT job market in Europe.

How many years have you already been working in the tech industry?

VOTES: 1094

Years	Percentage
0-2	17%
3-5	19%
5-15	39%
15+	25%
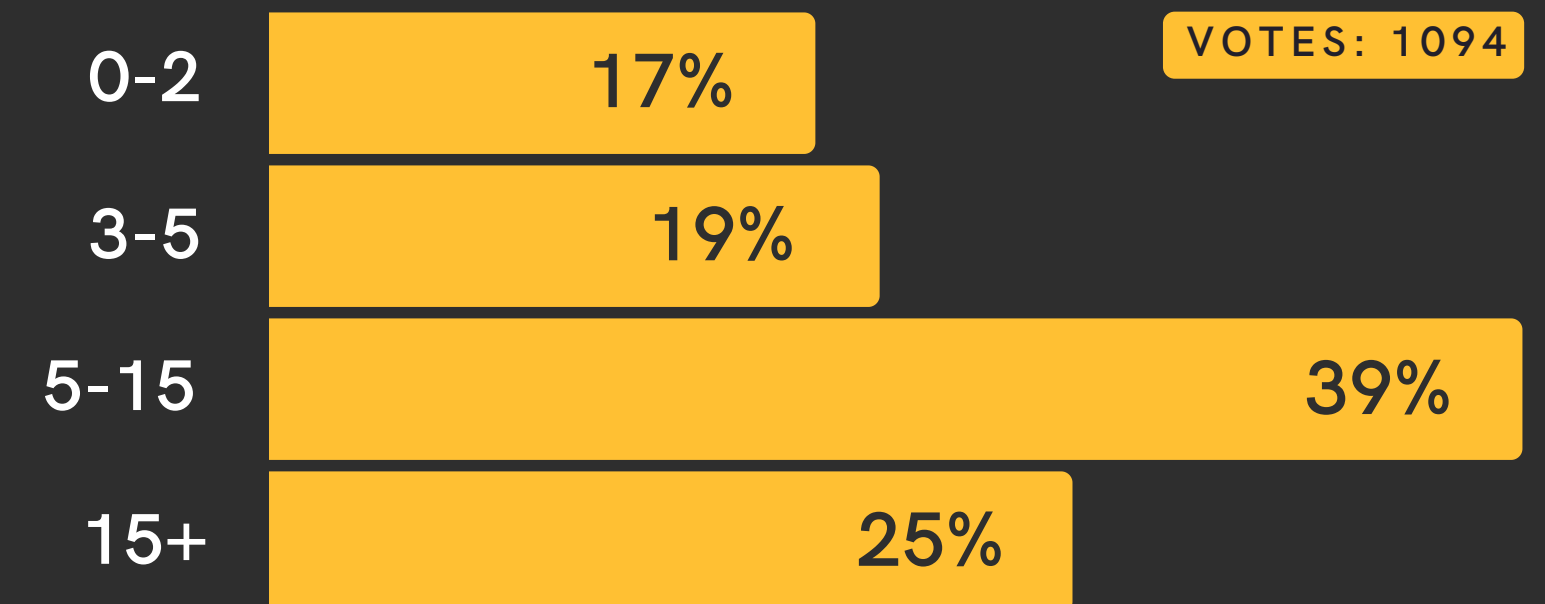
Key insights

1   93% of employees can work remotely at least one day a week.

2   45% of respondents have the option to work fully remote (5 days a week).

3   Flexibility of place and no commute among the main reasons why people choose remote work.

4   Remote work leads to a sense of disconnection from co-workers in almost half of employees.

5   The majority of employees do not feel threatened by the possibility of AI taking over their jobs.

6   Almost 70% of those who relocated for a job are happy with their decision.

7   When it comes to new job opportunities, salary and the option to work remotely take the spotlight.

8   Switzerland continues to hold the top spot as the highest-paying country in Europe for IT professionals.

9   Most respondents agree that the ideal hiring process consists of only 2 interview stages.

06

Remote
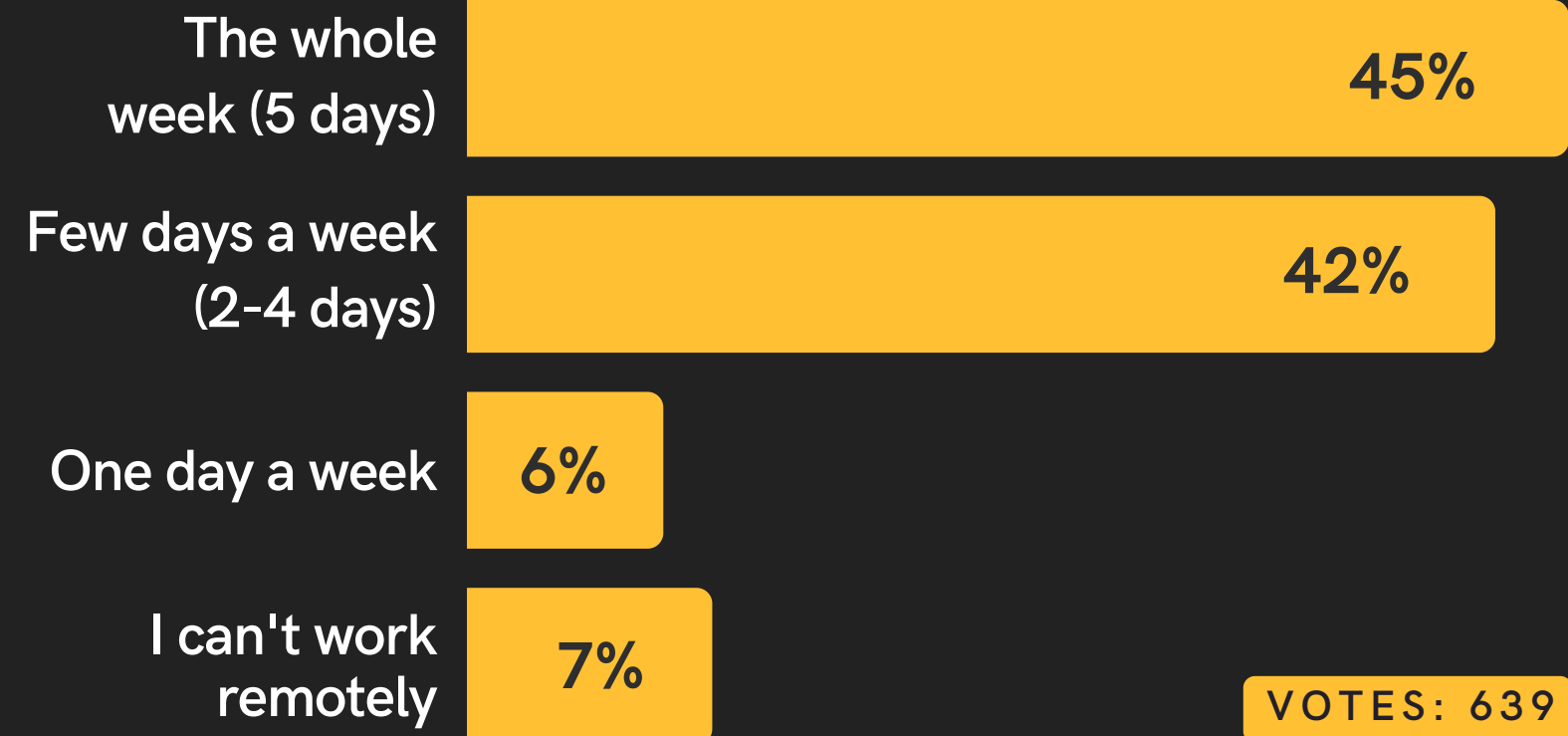# Work

Are we all moving to "hybrid"?

A lot has changed in the last three years, from widespread remote work in 2021 to a return to offices in 2023/24.

93%

stated they **can work remotely** for **at least one day a week**

How many days a week can you work remotely at your current job?

The whole week (5 days)	45%
Few days a week (2-4 days)	42%
One day a week	6%
I can't work remotely	7%

VOTES: 639

While most respondents have the flexibility to work from home at least one day a week, only 45% enjoy fully remote arrangements. This reflects a broader trend across the job market, where companies are increasingly adopting hybrid work models, suggesting a gradual return to in-office work.
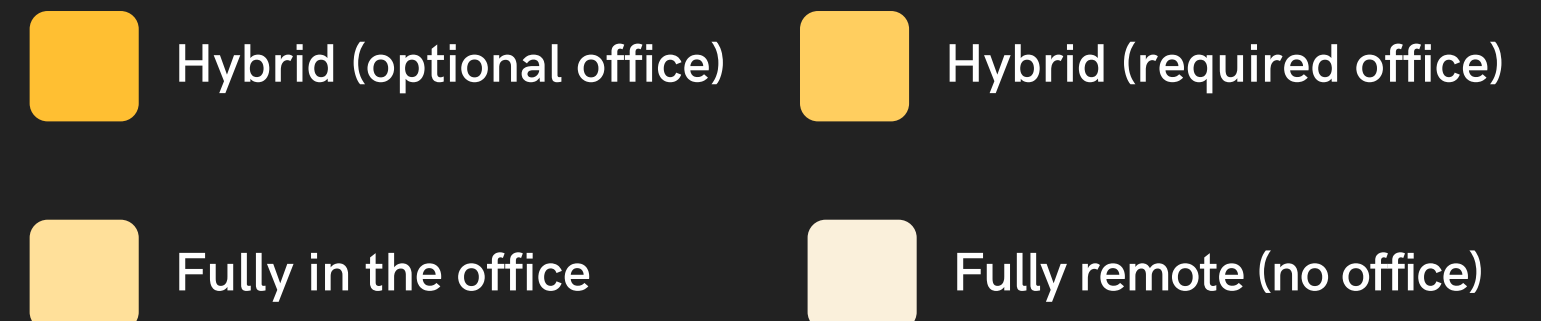
Preferences

It's not surprising that people prefer having the choice and flexibility to visit the company's office, rather than being required to do so.

In fact, over 80% of respondents favour optional hybrid or fully remote setups, while only 3% want to be in the office full-time. Adaptability is crucial! Many believe the hybrid model is here to stay, with a return to pre-pandemic norms seeming unlikely.

Most important takeaway for hiring managers:

It's not surprising that tech employees prefer either fully remote work or a hybrid model where they can, but don't have to, come to the office. That's how companies can attract more candidates.

Which of the following work models do you prefer?

VOTES: 1031

30%

3%

53%

14%

■ Hybrid (optional office)   ■ Hybrid (required office)

■ Fully in the office   ■ Fully remote (no office)
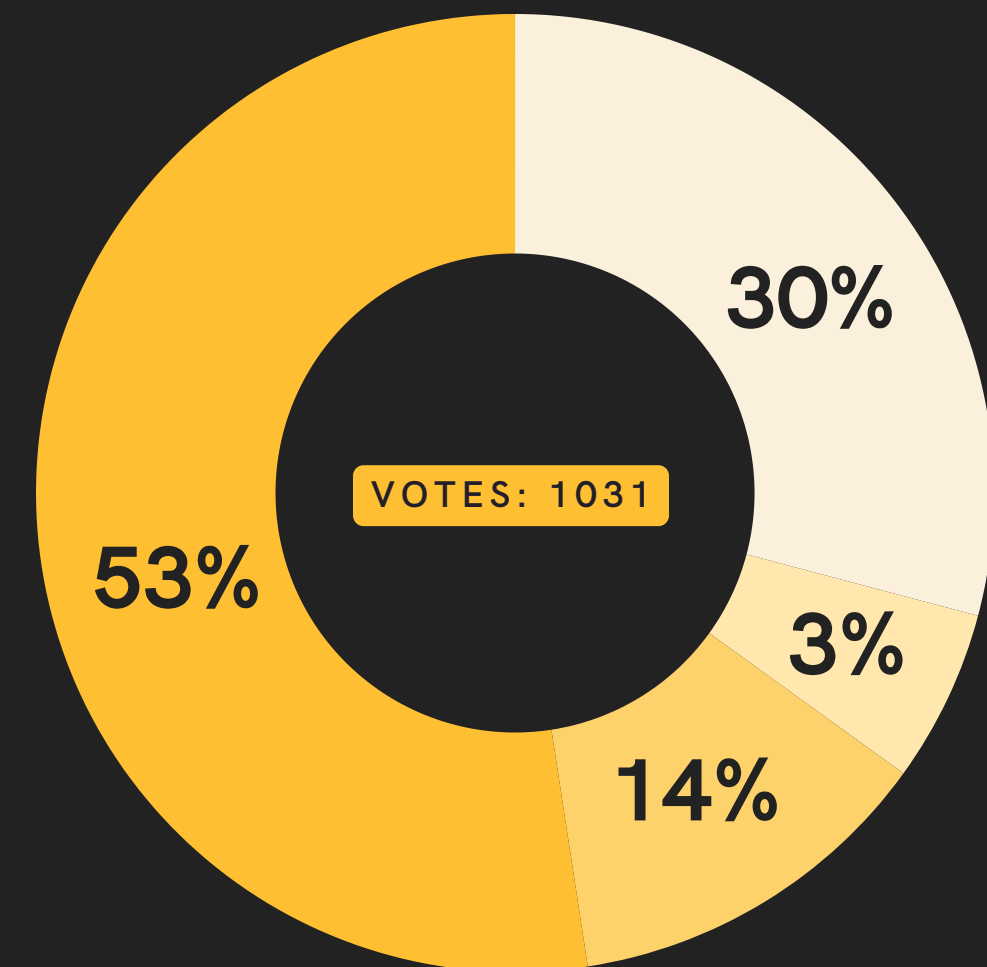
What do you enjoy the most about remote working?

39%	Work from anywhere
43%	No commute
7%	Cost savings
11%	Productivity boost
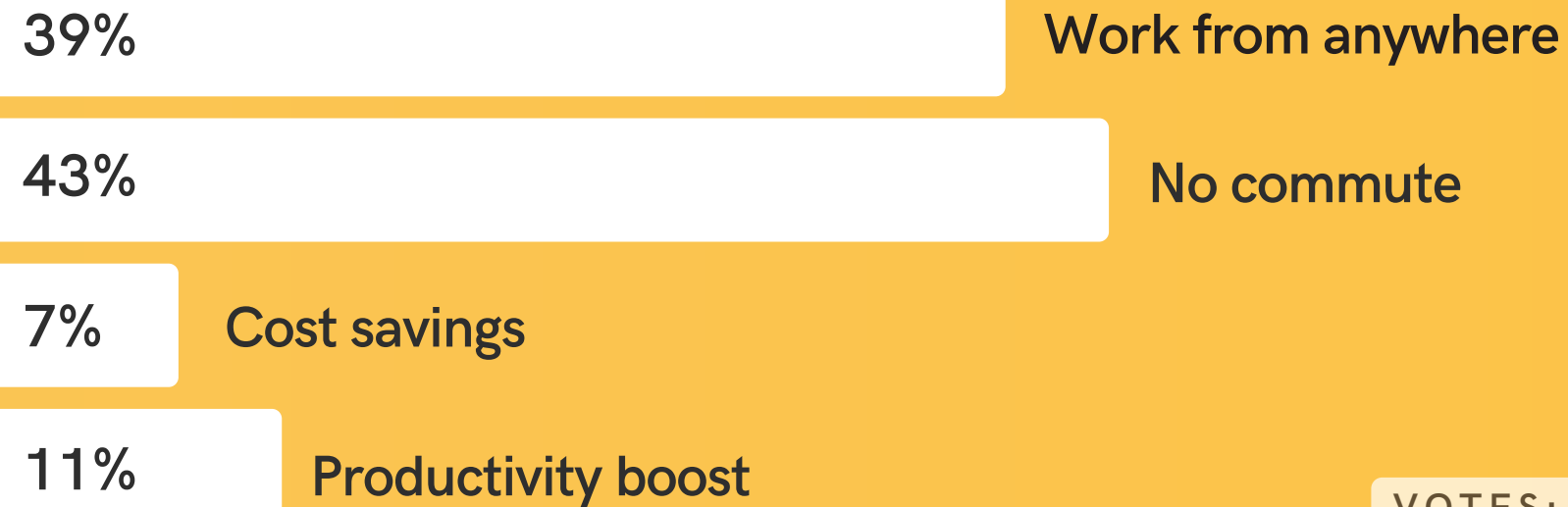
VOTES: 655

How much time are you saving each day by NOT having to commute to work?

4%	Less than half an hour
23%	30-60 minutes
41%	1-2 hours
32%	2+ hours
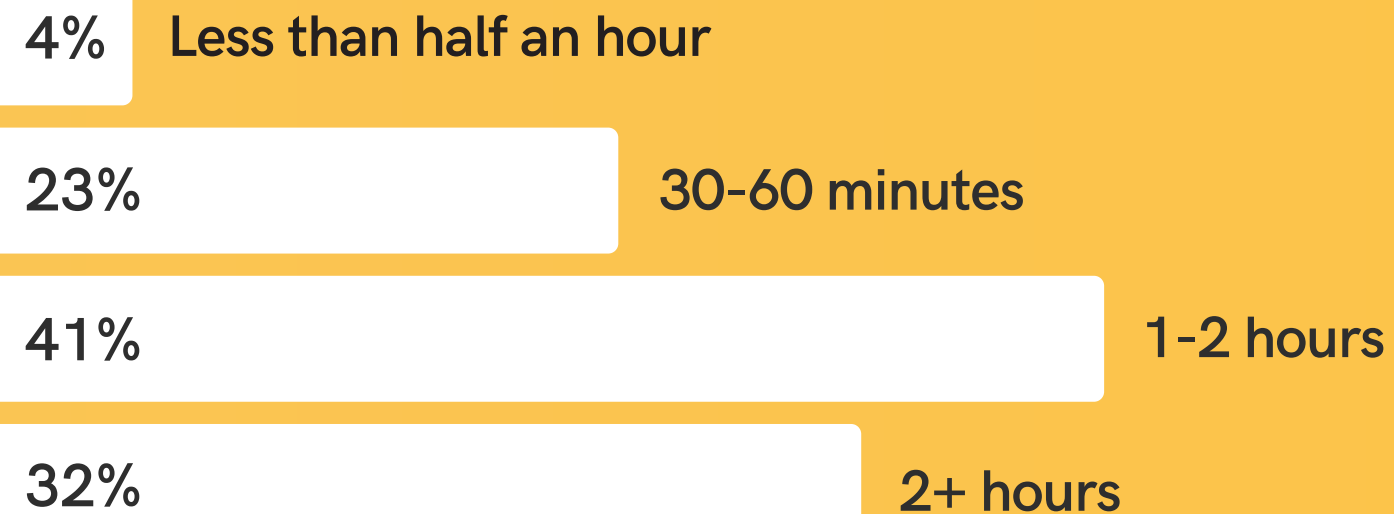
VOTES: 607

Benefits of working remotely

The biggest advantage of remote work? The freedom to work from anywhere. But let's be real — eliminating the daily commute is a game-changer too. Over 70% of respondents save at least an hour a day, and almost a third avoid more than two hours of travel time!

Key takeaway:

Employees' mindsets have shifted nowadays - flexibility of time and place of work matters more than ever.

What's your biggest struggle with working remotely?

37% Unplugging after work

25% Loneliness

21% Distractions at home

17% Staying motivated

VOTES: 339

After your shift to remote work, do you feel more or less connected to your co-workers?

13% More connected

42% Less connected

45% No impact

VOTES: 289
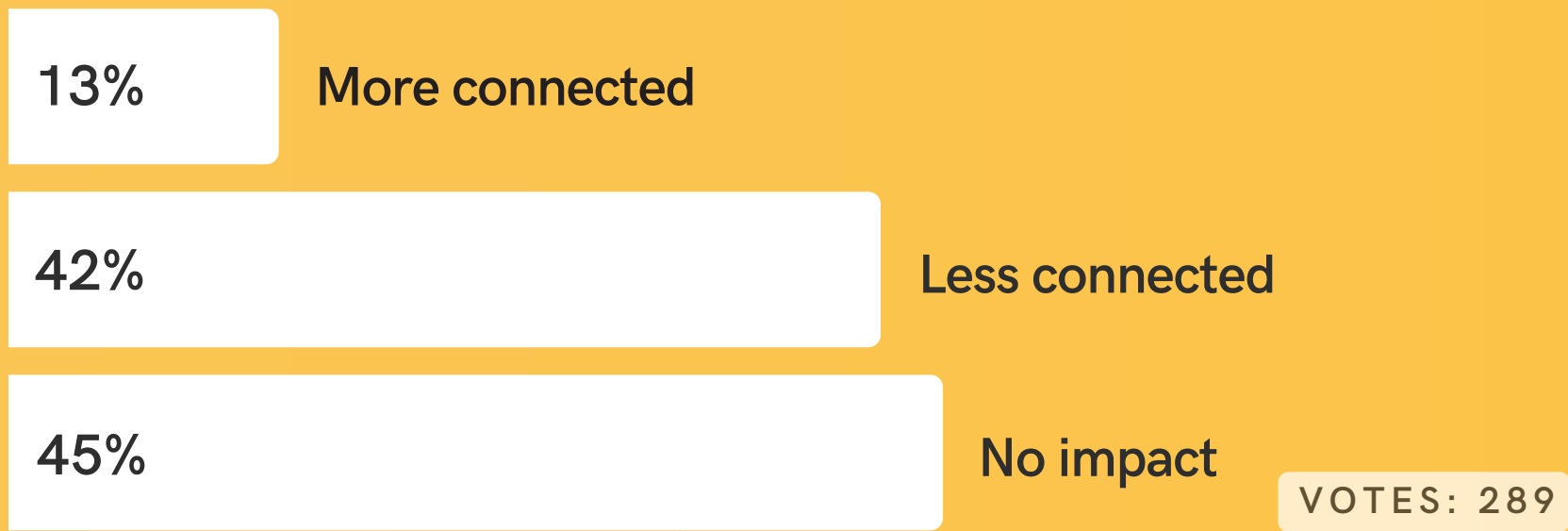
Struggles of working remotely

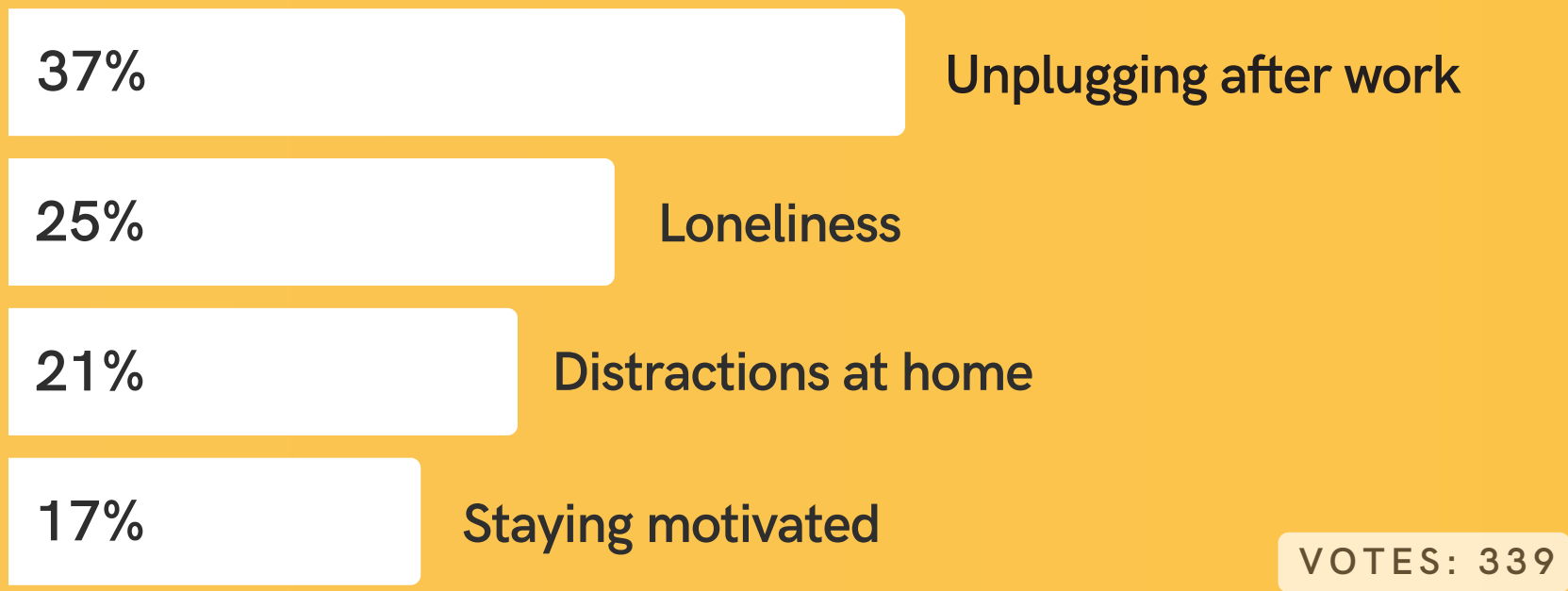Remote work has significantly changed how people view and experience their work environments. This transition has notably affected employees' sense of connection with their co-workers. Companies need to address these challenges and actively engage in communication with their teams.

The main challenges faced by remote workers include difficulty unplugging after work, feelings of loneliness, and distractions at home. Interestingly, only 17% of respondents reported struggling with motivation.

Productivity and work performance

Do you feel that working from home makes you more productive or less productive?

71% More productive

10% Less productive

19% About the same as in office

VOTES: 443
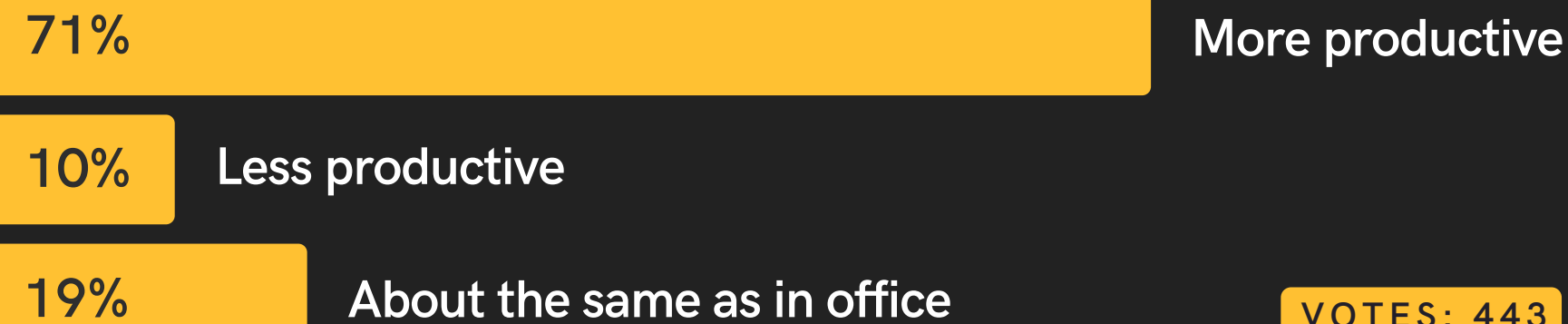
Would you say you are working less or more since you started working remotely?

6% I'm working less

60% I'm working more

34% About the same

VOTES: 337
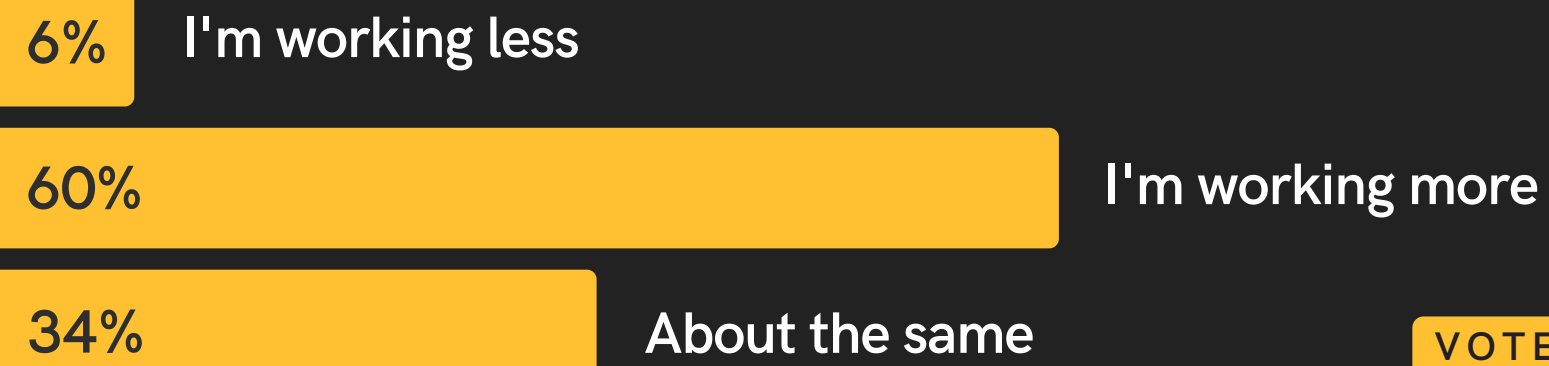
Contrary to common concerns among employers, it seems that IT specialists thrive in remote work environments.

Key takeaway:

Despite the transition to remote work, the majority of respondents reported being equally or even more productive compared to work in a traditional office setting.

The data suggests that IT specialists have successfully adapted to remote work, which was initially a concern for many. This adaptability is reflected in both productivity and work performance levels.

12

AI is here to stay

Ready to embrace the AI revolution and all the changes it's bringing to the workplace?

With AI shaking up industries and transforming job roles, both companies and employees face new challenges — and plenty of fresh opportunities, too.

AI-based tools
in the workplace

AI tools are becoming a regular part of the workplace in 2024. Many respondents report relying on these tools for daily tasks, finding them valuable. However, some remain hesitant or unsure about their adoption, indicating room for further integration and acceptance.

Most view AI-powered tools as either very or somewhat useful, highlighting their growing role in enhancing productivity and efficiency. However, a small percentage remains sceptical or does not yet use these tools.

Key takeaway:

AI tools are becoming more common in the workplace, positively boosting daily productivity and showing potential for even wider adoption.

Are you using any AI-powered tools in your job?

Yes, extensively	20%
Yes, to some extent	60%
No, not at all	15%
I'm not sure	5%

VOTES: 246
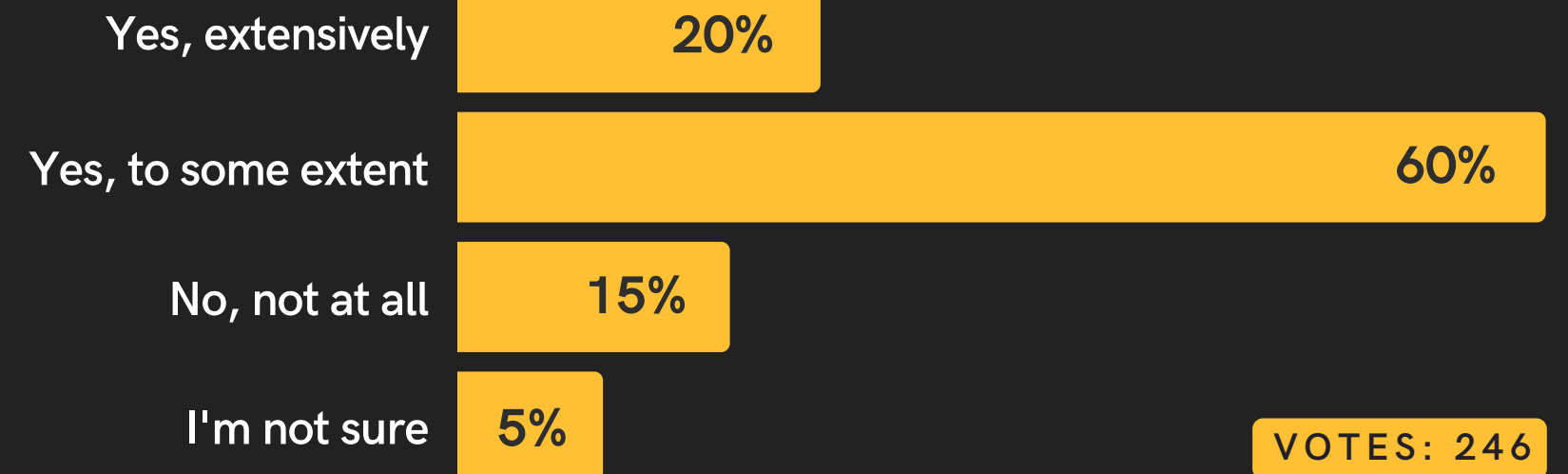
How useful are AI-based tools in your daily work?

Very useful	30%
Useful to some extent	51%
I do not use any AI tools	16%
They have a negative impact	3%

VOTES: 322
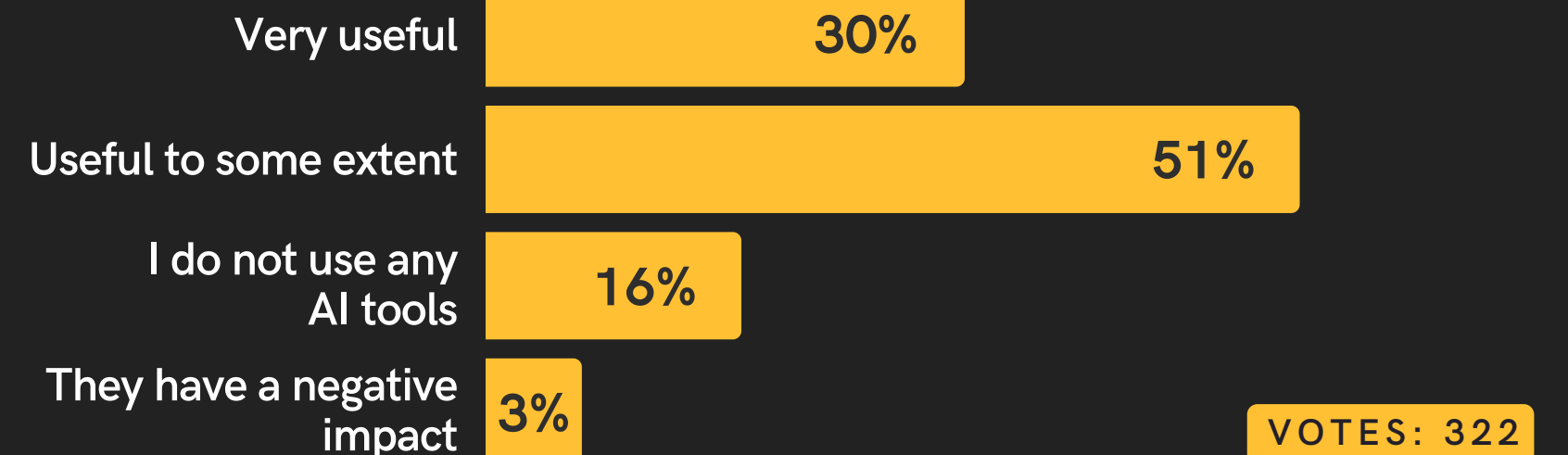
The majority of employees are confident that their jobs won't be replaced by AI in the near future!

Do you think AI will be able to take over your job in the next 5 years?

82%

No

VOTES: 749

Yes

18%

How **useful** is AI-generated code?

Do you trust the code generated by AI tools (such as ChatGPT, Copilot, etc.)?

I don't use
any AI tools
8%

Totally yes!
3%

Generally yes,
but cautiously
30%

VOTES: 758

59%
No, I always
verify it
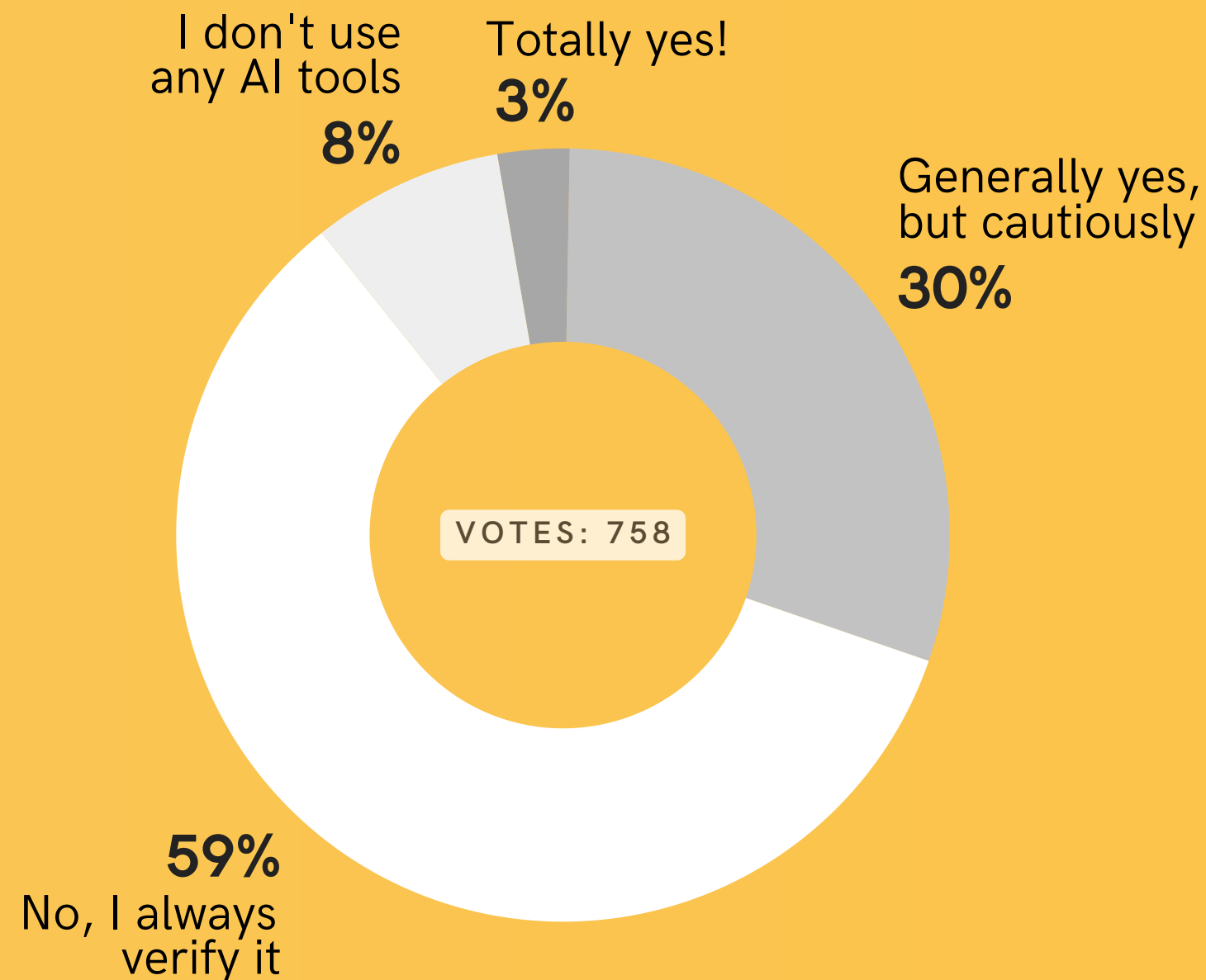
Trust in AI-generated code remains reserved in 2024, with most respondents verifying the code before using it. While only a small fraction fully trusts AI tools like ChatGPT or Copilot, many approach them with caution. A significant portion still prefers to double-check results, indicating a careful attitude toward using AI in coding tasks. Despite increasing adoption, full reliance on AI-generated code is still uncommon.

Key takeaway:

Many respondents emphasize the importance of verifying AI-generated code, acknowledging that these tools aren't fully reliable yet.

Check out our new brand for HR & Recruiters:

RecruIT helps you understand the IT job market from the candidate perspective. With regular tips, interviews and insights on how to reach them.

17

Job
Change

Recruitment process

Why do engineers switch jobs? Sometimes it's about finding new opportunities, other times it's just time to move on from their current role or company.

Why and when do we change jobs?

Most employees stay with their current company for at least 3 years, and almost half of them remain with the same employer for more than 5 years!

When someone does decide to leave their current position, it's often due to dissatisfaction with salary or ineffective leadership.

What's the longest you've worked for one company?

More than 10 years 11%
5 years - 10 years 30%
3 years - 5 years 33%
Less than 3 years 26%

VOTES: 856
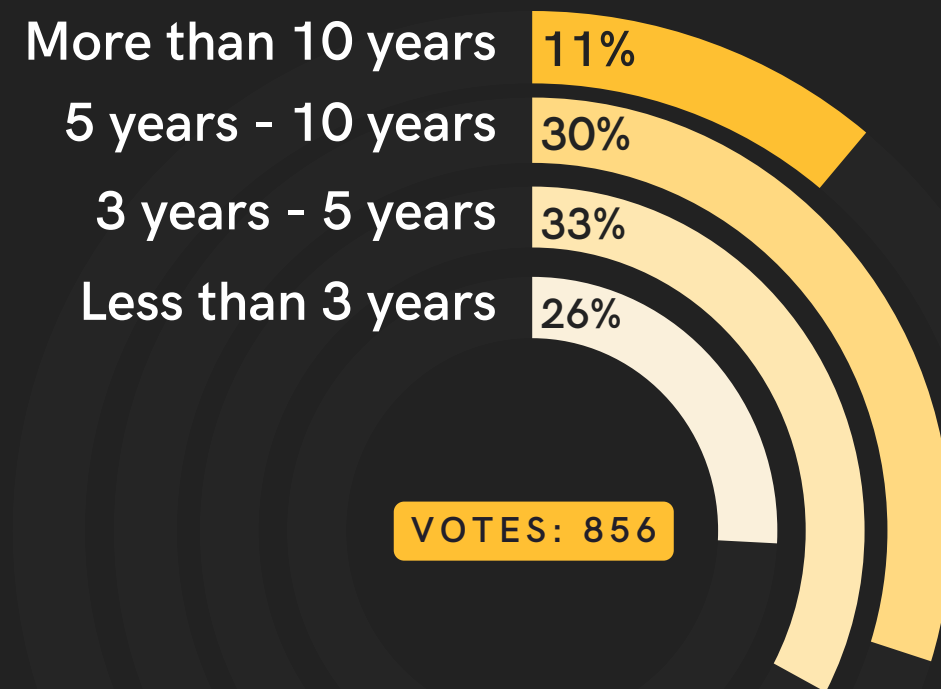
What'd be your main reason to consider a job change?

Salary 35%
Poor management 30%
No remote/home office flexibility 24%
Loss of interest in a project 11%

VOTES: 799
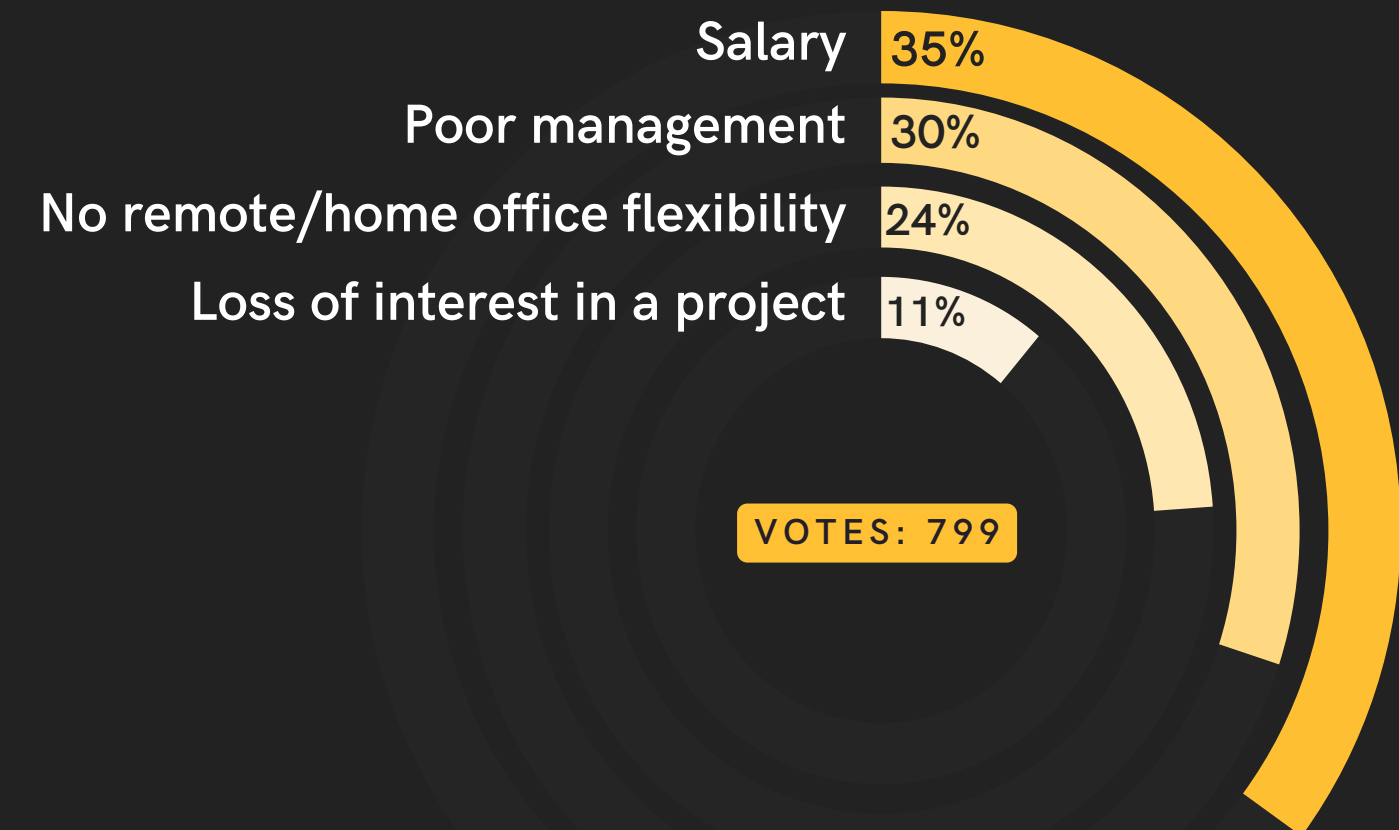
47%

of the respondents had no trouble **finding a new job within just 3 months** after leaving their previous position!

What is the longest time you've been without a job?

VOTES: 588

- 1-3 Months
- 4-8 Months
- 9-12 Months
- 1 Year or more

21%
9%
23%
47%
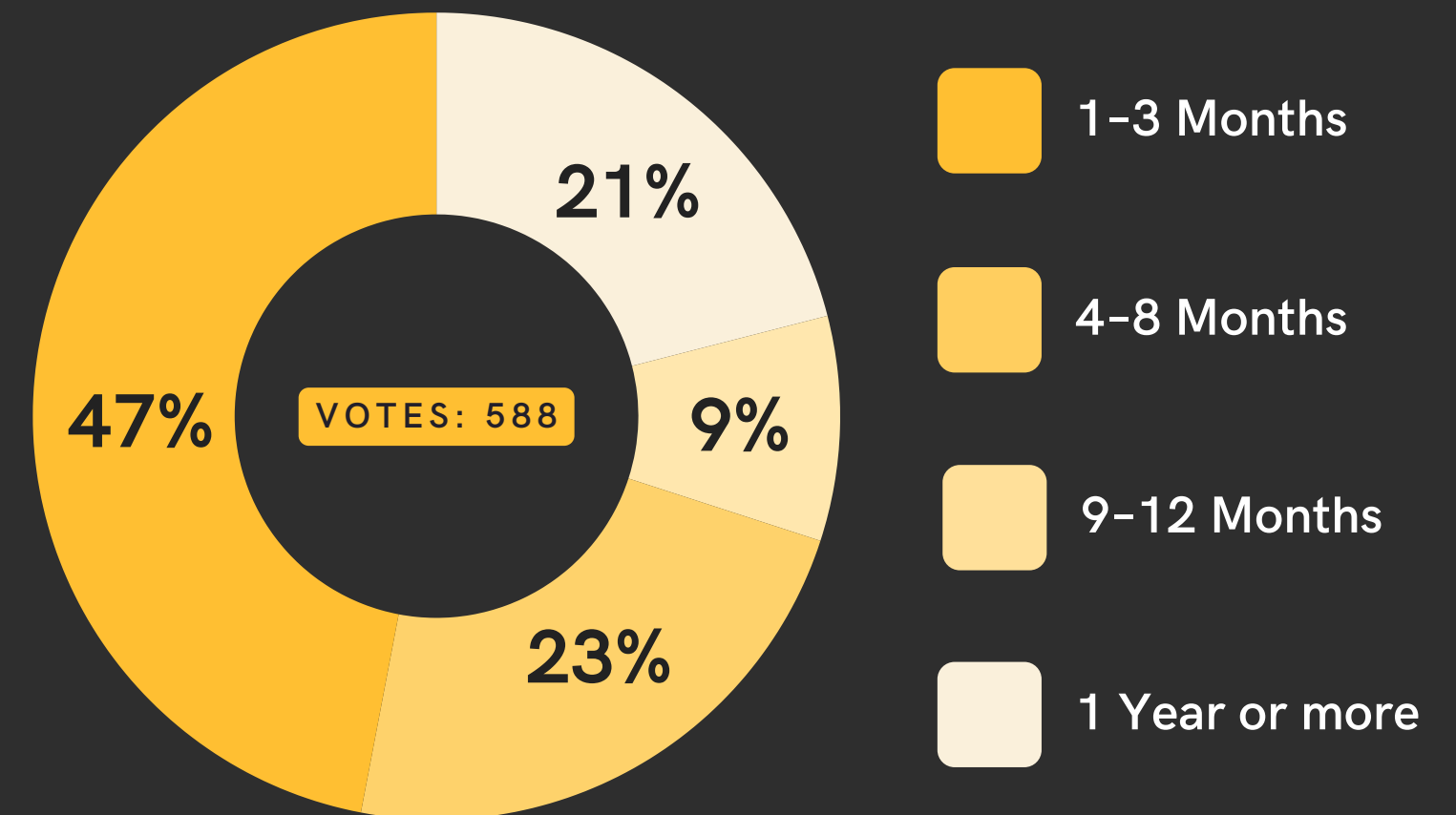
65% of those who decided to relocate for a job are happy with the decision they made!

If you relocated for a job, was it worth it? Are you happy that you made the decision? Would you do it again, considering what you know now?

37%
VOTES: 195

28%

26%

9%

Yes, best decision of my life!   It wasn't easy, but paid off   Unsure   It was hard. I have regrets
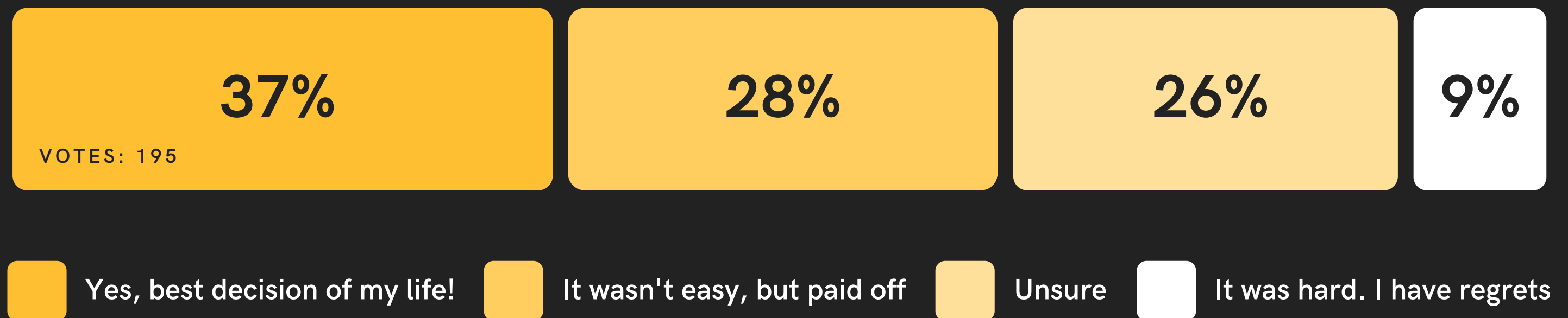
What is the most appealing to you, when looking for new job opportunities, and scrolling through offers?

25%	Interest in a project
33%	Salary
37%	Remote work possibility
5%	Reputation of a company

VOTES: 596
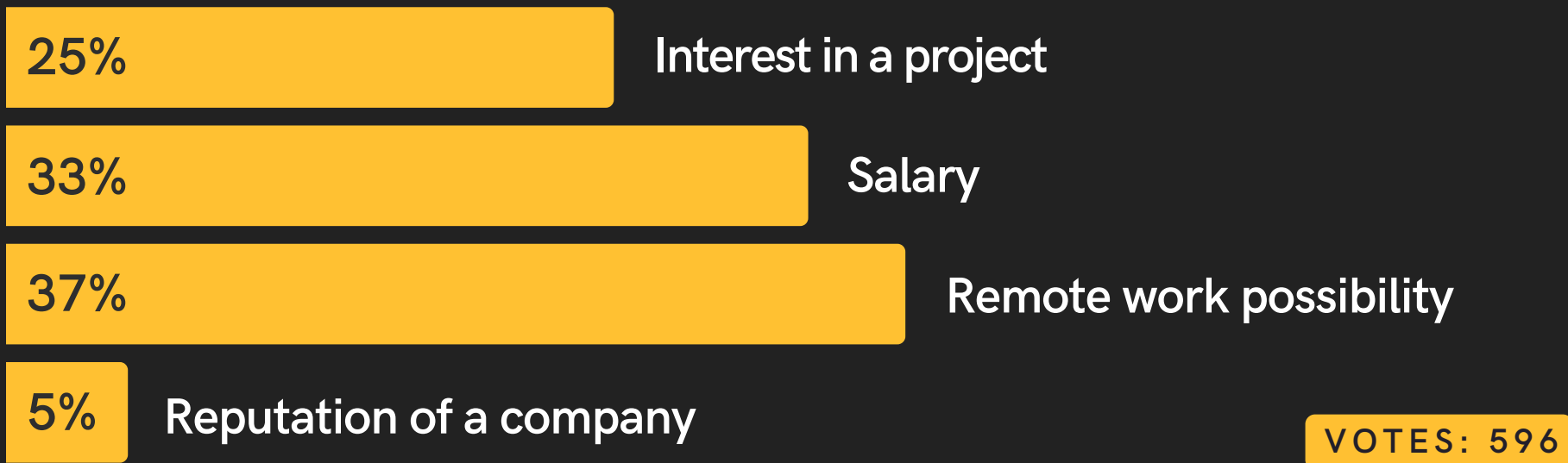
What is your preferred way to find job offers as a software developer?

43%	Friends and networking
18%	Recruiters
34%	Job boards
5%	Other

VOTES: 241
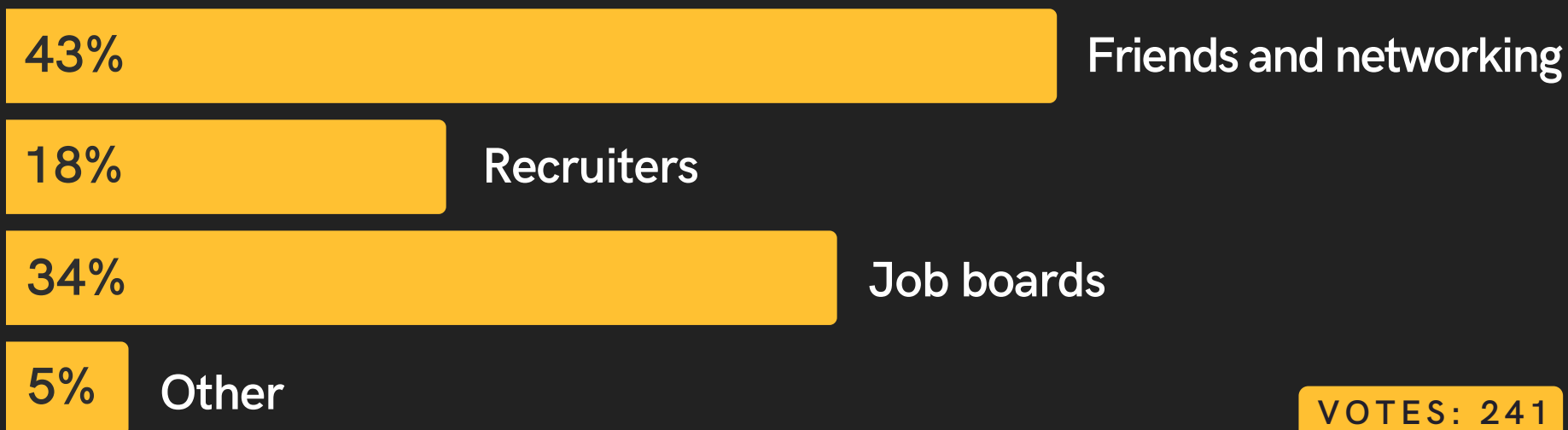
Looking for a **new job**

What may seem surprising is that interest in a project is not as important in terms of job appeal compared to other factors.

Key takeaway:
When evaluating new job opportunities, software developers prioritize salary and the option for remote work.

But where do we typically look for new job openings? Almost half of the respondents turn to friends and professional networks as their main source. This highlights the critical role of networking!

Other key resources in a successful job hunt include online job boards, especially those focusing on IT and tech roles.

To attract top tech talent, companies should ensure they have a strong online presence on such platforms.

Recruitment process

From a candidate's perspective, the current recruitment model can be frustrating and challenging for various reasons. To fix something that has been broken for years, companies need to pinpoint the root causes of the problem.

Important takeaway for hiring managers:

To attract top talents, it's essential to include salary ranges in your job advertisements! Skilled professionals value their time and are unlikely to consider offers that lack transparency.

If a candidate does not meet the company's expectations, it is crucial to inform them as soon as possible. Candidates should not be left waiting for weeks to receive feedback. Prolonging the interview process can waste both the company's resources and the candidate's time.

What aspect of the recruitment process is the most annoying and demotivating for you?

VOTES: 415

37%	31%	30%	2%

- Lack of feedback
- Too many interview stages
- No salary information
- Other
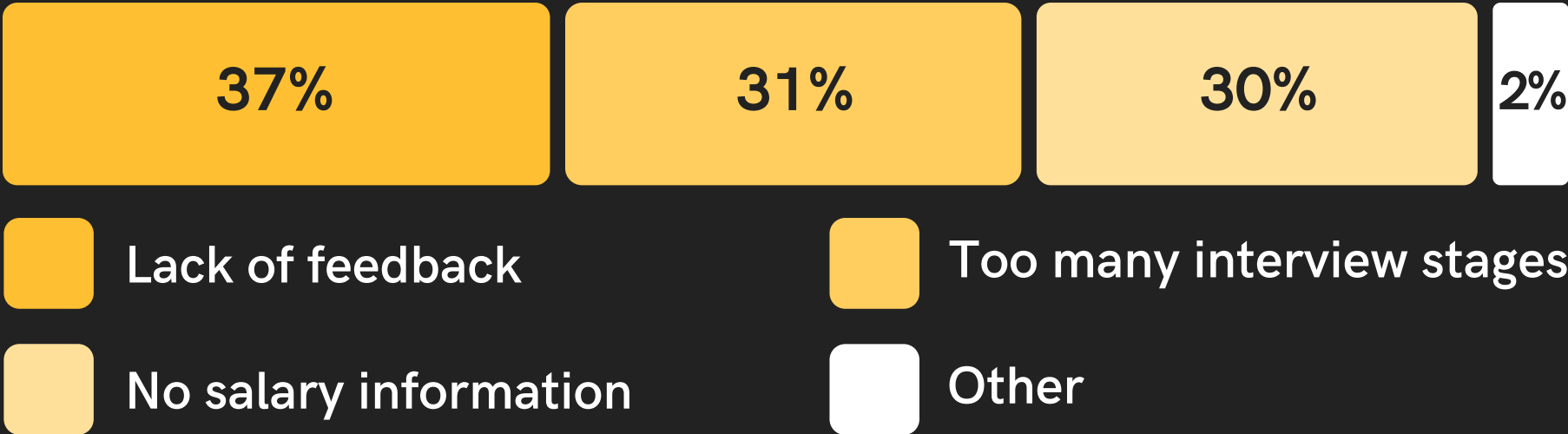
How many stages should an interview process have?

VOTES: 910

13%	67%	19%	1%

- 1 stage
- 2 stages
- 3–4 stages
- 5 or more stages
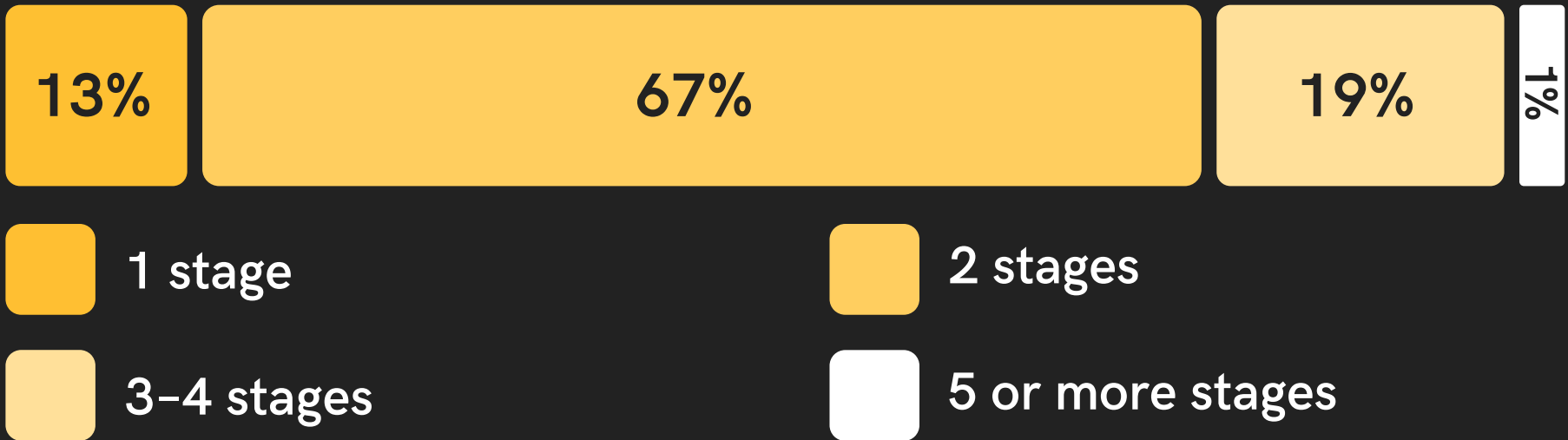
When do we enter and leave the stage?

How old were you when you started your coding journey?

20%

58%

16%

6%

- 5 – 14
- 15 – 24
- 25 – 34
- 35+
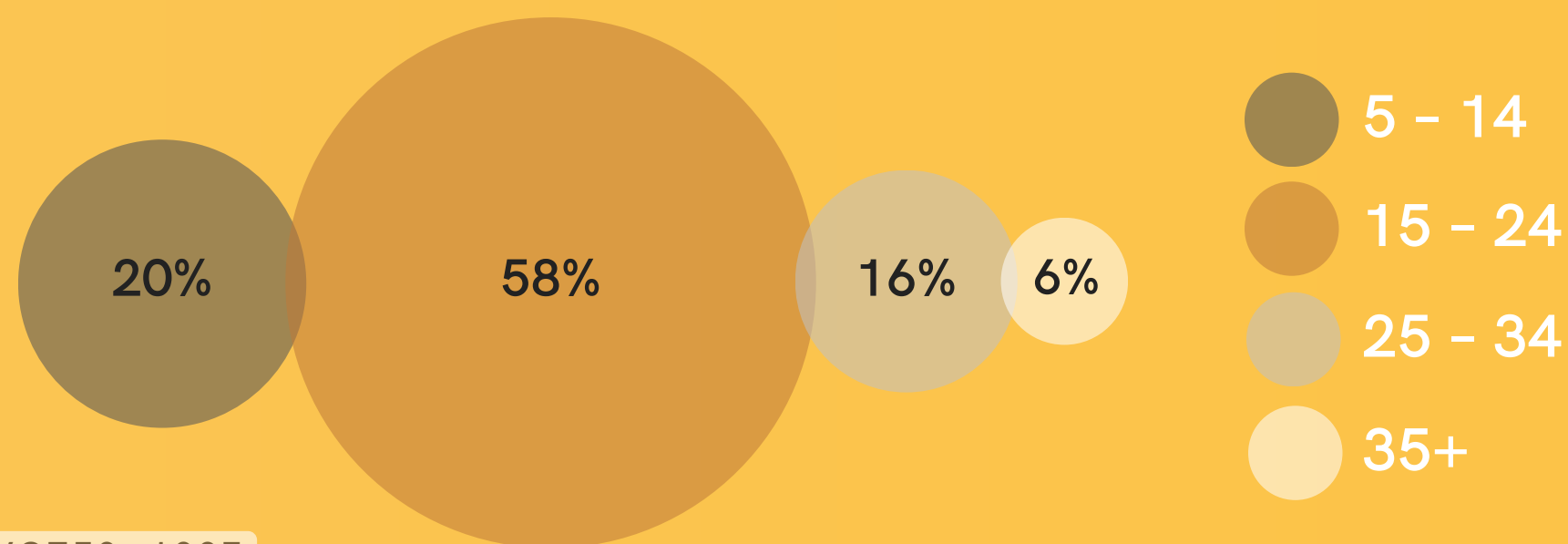
VOTES: 1087

At what age would you like to retire?

27%

25%

27%

21%

- < 45
- 45 – 55
- 55 – 65
- 65+
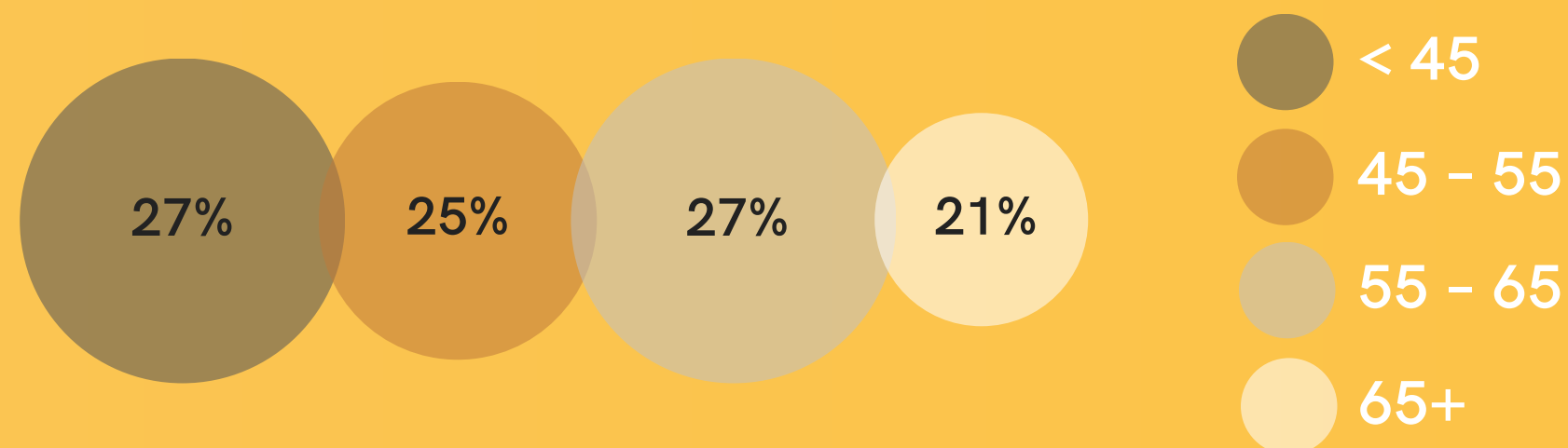
VOTES: 1212

A surprising number of developers started their coding journey before they turned 14 — there is no shortage of young geniuses in Europe! At the same time, the data shows that it is perfectly fine to master coding during university studies or even afterward. Rest assured, it is never too late to learn something new: a small group of developers discovered their passion for coding after turning 35!

All good things must come to an end. While many of us enjoy our time in front of a computer, as retirement approaches, most individuals prefer to step back before reaching 65. Only 21% want to work longer. The ideal retirement age seems to be between 45 and 65, although a significant number of people (27%) aim to aim to hang up their keyboards even earlier.

24

Salary
Statistics

A detailed breakdown of Software Engineering / IT salaries in Europe, categorized by various technologies, programming languages, and cities.

A guide to **understanding** the salary data

LOW 10%
10% of the developers earn less than this value

The salary statistics are based on over 18'000 job listings from all our job boards across different countries, each containing salary ranges directly supplied by the hiring companies.
The numbers represent gross annual salaries for all countries, except Romania, where they reflect monthly net salaries, and exclude additional stock options or bonuses.

TOP 10%
10% of the developers earn more than this value

25

25%

Exchange Rates
| 1 GBP = 1.21 EUR | Dec 2024 | 1 CHF = 1.08 EUR |
| 1 RON = 0.20 EUR | | 1 PLN = 0.23 EUR |

75%

10%

50%
MEDIAN

90%

LOW 25%
25% of the developers earn less than this value

TOP 75%
25% of the developers earn more than this value

Earnings in the IT industry in Switzerland 🇨🇭

The average gross annual salary for an IT position in Switzerland is 106'000 CHF, with a median of 105'000 CHF.

The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings — indicating that 50% of Developers earn more than 105'000 CHF and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making the median a more reliable comparison.

The top 25% of highest-earning Software Developers make over 117'500 CHF annually, while the top 10% exceed 130,000 CHF. Conversely, 25% of the lowest earners make less than 95,000 CHF, and 10% earn below 82,500 CHF.

Salaries can vary widely by city, technology, and programming language. For more details, visit our salary statistics page: SwissDevJobs.ch/salaries

The average IT industry salary in 2024 : 106'000 CHF/yr

10%	25%	MEDIAN	75%	90%
82'500 CHF	95'000 CHF	105'000 CHF	117'500 CHF	130'000 CHF
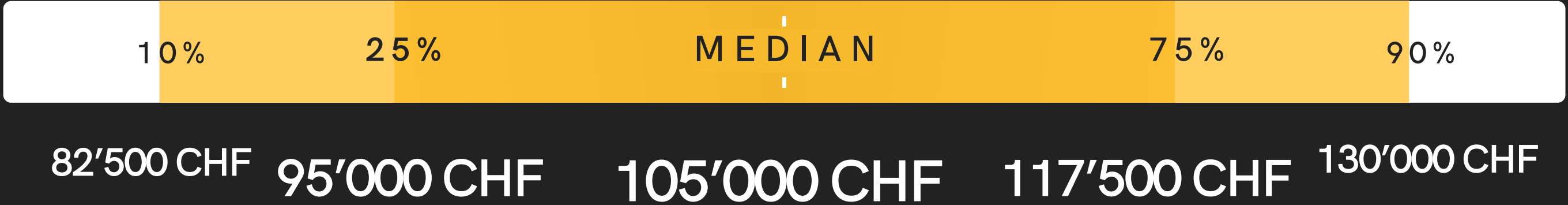
Income for IT positions based on Experience Level ✚

Understanding salary expectations and benchmarks across experience levels is essential for attracting and retaining top talents. While the average salary gives a general overview, the median salary provides a more accurate reflection of what most developers earn in specific categories. This emphasizes the importance of offering competitive compensation, particularly for IT and tech professionals, who tend to have higher salary expectations.

Important takeaway for hiring managers:

To attract and retain top talent, aligning salaries with both average and median figures for each experience level is essential. Junior specialists focus on growth opportunities, while Senior ones expect more competitive compensation.

The average salary for a **Junior** tech position is **79'900 CHF** /yr

10%	25%	MEDIAN	75%	90%
40'000 CHF	72'500 CHF	82'500 CHF	92'500 CHF	97'500 CHF

The average salary for a **Regular** tech position is **98'400 CHF** /yr

10%	25%	MEDIAN	75%	90%
75'000 CHF	90'000 CHF	100'000 CHF	110'000 CHF	122'500 CHF

The average salary for a **Senior** tech position is **107'200 CHF** /yr

10%	25%	MEDIAN	75%	90%
85'000 CHF	95'000 CHF	117'500 CHF	120'000 CHF	130'000 CHF

Highest and lowest paying technologies ✚

Technology	Average Salary
SAP	114'700 CHF
Security	114'000 CHF
Data	113'300 CHF
Java	110'200 CHF
DevOps	109'700 CHF
Golang	108'100 CHF
Mobile	101'900 CHF
QA, Test	101'600 CHF
JavaScript	100'900 CHF
Python	100'200 CHF
Ruby	91'200 CHF
PHP	90'200 CHF

28

IT industry salary trends by city and region 🇨🇭

Average salaries ■ Top 10% salaries

City	Average salaries	Top 10% salaries
Zurich	109'400 CHF	135'000 CHF
Zug	107'100 CHF	140'000 CHF
Bern	106'600 CHF	125'000 CHF
Geneva	103'400 CHF	125'000 CHF
Luzern	102'800 CHF	120'000 CHF
Aarau	101'300 CHF	120'000 CHF
Lausanne	100'800 CHF	120'000 CHF
Fribourg	99'200 CHF	115'000 CHF
Thun	99'100 CHF	115'000 CHF
St-Gallen	98'800 CHF	115'000 CHF
Basel	97'100 CHF	115'000 CHF
Winterthur	96'800 CHF	112'500 CHF
Baden	95'900 CHF	115'000 CHF
Schaffhausen	95'000 CHF	115'000 CHF
Chur	89'600 CHF	110'000 CHF
Lugano	87'200 CHF	110'000 CHF

Key points of the salary data
in Switzerland

SAP, Security, Data, Java, DevOps and Golang among the highest-paying technologies.

PHP and Ruby jobs typically offer lower compensation compared to other languages.

Zurich, Zug, Bern, Geneva and Luzern stand out as the leading cities in terms of salaries.

Lugano, Chur, Schaffhausen, and Baden are on the lower end but still relatively close to the other cities.

Earnings in the IT industry in Germany

The average salary for a **Junior** tech position is **39'800 EUR** /yr

	10%	25%	MEDIAN	75%	90%
	10'000 EUR	25'000 EUR	45'000 EUR	52'500 EUR	57'500 EUR

The average salary for a **Regular** tech position is **60'700 EUR** /yr

	10%	25%	MEDIAN	75%	90%
	45'000 EUR	52'000 EUR	60'000 EUR	67'500 EUR	75'000 EUR

The average salary for a **Senior** tech position is **69'000 EUR** /yr

|	10%	25%	MEDIAN	75%	90%
	55'000 EUR	62'500 EUR	67'500 EUR	75'000 EUR	82'500 EUR

The average gross annual salary for an IT position in Germany is 63'000 EUR, with a median of 62'500 EUR.

The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings — indicating that 50% of Developers earn more than 62'500 EUR and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making the median a more reliable comparison.

Salaries can vary widely by city, technology, and programming language. For more details, visit our salary statistics page: GermanTechJobs.de/salaries

The average IT industry salary in **2024** : **63'000 EUR** /yr

	10%	25%	MEDIAN	75%	90%
	45'000 EUR	55'000 EUR	62'500 EUR	70'000 EUR	80'000 EUR

Highest and lowest paying technologies

Technology	Salary
Golang	67'400 EUR
Data	63'300 EUR
C / C++	63'100 EUR
Python	62'900 EUR
Java	62'900 EUR
DevOps	62'600 EUR
Business	61'500 EUR
Mobile	61'300 EUR
JavaScript	60'400 EUR
dotNET	59'300 EUR
PHP	57'500 EUR
System	57'200 EUR

32

IT industry salary trends by city and region 🇩🇪

Average salaries   **Top 10% salaries**

Munich
64'700 EUR
77'500 EUR

Ulm
62'400 EUR
80'000 EUR

Freiburg
62'200 EUR
70'000 EUR

Hanover
62'200 EUR
65'000 EUR

Berlin
62'100 EUR
75'000 EUR

Frankfurt
61'700 EUR
77'700 EUR

Mannheim
60'500 EUR
72'500 EUR

Dusseldorf
59'400 EUR
75'000 EUR

Cologne
59'300 EUR
75'000 EUR

Essen
59'300 EUR
67'500 EUR

Hamburg
59'000 EUR
70'000 EUR

Stuttgart
58'300 EUR
75'000 EUR

Dortmund
57'700 EUR
67'500 EUR

Bremen
57'200 EUR
62'500 EUR

Leipzig
56'400 EUR
67'500 EUR

Dresden
55'200 EUR
62'500 EUR

Augsburg
53'400 EUR
67'500 EUR

Key points of the salary data

in Germany

Golang, Dara, C / C++, Python, Java and DevOps among the highest-paying technologies.

PHP and System Engineering jobs typically offer lower compensation compared to other technologies.

Munich, Ulm, Freiburg, Hanover, Berlin and Frankfurt stand out as the leading cities in terms of salaries.

Augsburg, Dresden, Leipzig and Bremen are on the lower end but still relatively close to the other cities.

Earnings in the IT industry in the United Kingdom

The average salary for a **Junior** tech position is **40'200 GBP** /yr

10%	25%	MEDIAN	75%	90%
27'500 GBP	30'000 GBP	35'000 GBP	45'000 GBP	55'000 GBP

The average salary for a **Regular** tech position is **56'000 GBP** /yr

10%	25%	MEDIAN	75%	90%
35'000 GBP	42'500 GBP	52'500 GBP	66'500 GBP	80'000 GBP

The average salary for a **Senior** tech position is **69'000 GBP** /yr

10%	25%	MEDIAN	75%	90%
40'000 GBP	50'000 GBP	65'000 GBP	77'500 GBP	87'500 GBP

The average gross annual salary for an IT position in the UK is 61'400 GBP, with a median of 57'500 GBP.

The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings — indicating that 50% of Developers earn more than 57'500 GBP and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making the median a more reliable comparison.
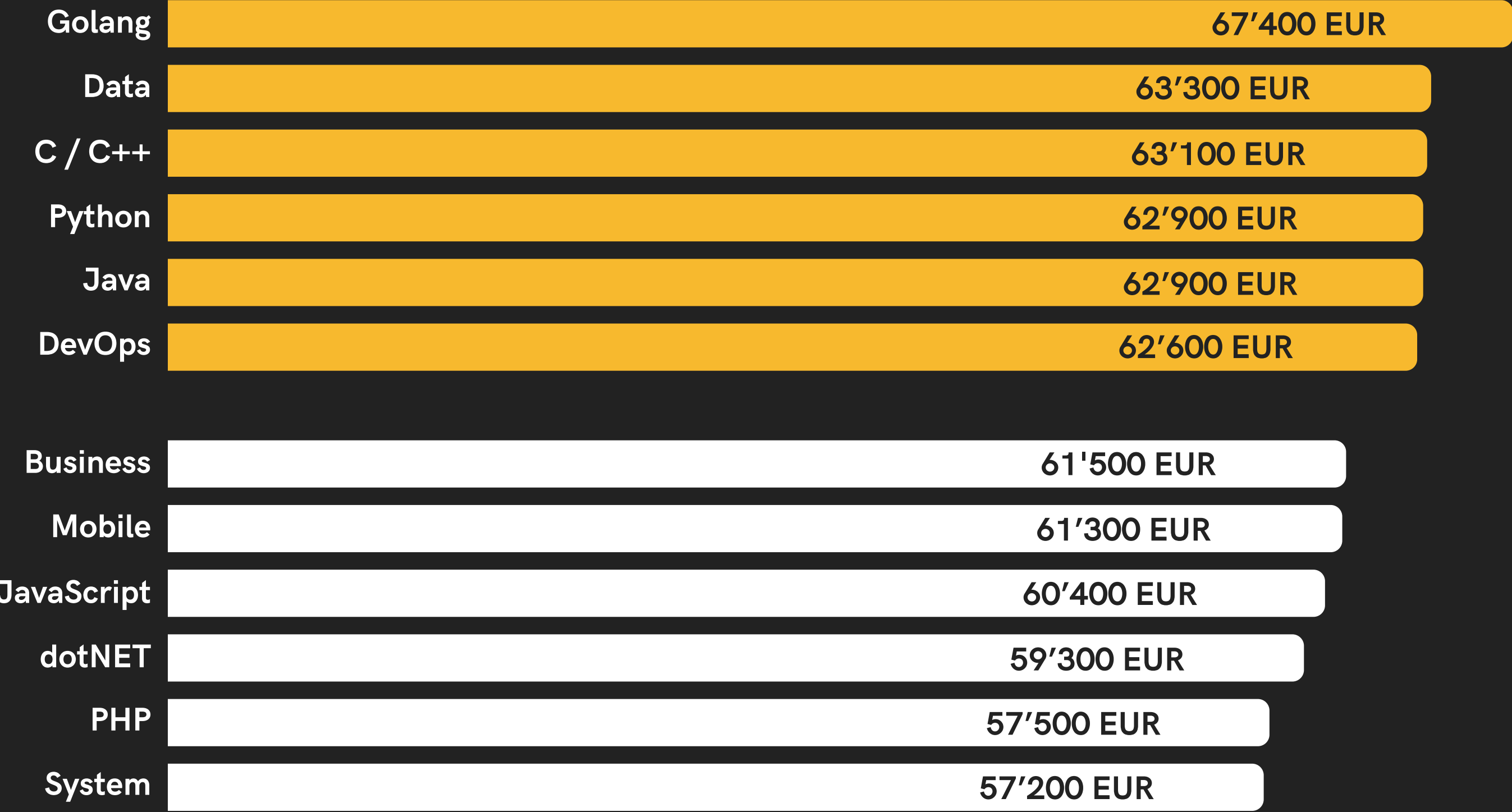
Salaries can vary widely by city, technology, and programming language. For more details, visit our salary statistics page: **DevITjobs.uk/salaries**

The average IT industry salary in **2024** : **61'400 GBP** /yr

10%	25%	MEDIAN	75%	90%
35'000 GBP	45'000 GBP	57'500 GBP	75'000 GBP	87'500 GBP

Highest and lowest paying technologies 🇬🇧

BY AVERAGE

Technology	Average salary
Golang	79'700 GBP
Python	71'300 GBP
Java	69'300 GBP
C / C++	67'700 GBP
DevOps	65'400 GBP
dotNET	62'200 GBP
Data	57'100 GBP
SAP	55'000 GBP
System	54'300 GBP
Business	54'300 GBP
PHP	48'900 GBP
QA, Test	48'600 GBP

IT industry salary trends by city and region 🇬🇧

	Average salaries	Top 10% salaries

London
- 67'800 GBP
- 105'000 GBP

Belfast
- 60'600 GBP
- 100'000 GBP

Cambridge
- 53'800 GBP
- 74'000 GBP

Birmingham
- 51'800 GBP
- 70'500 GBP

Manchester
- 50'700 GBP
- 72'000 GBP

Bristol
- 50'200 GBP
- 72'500 GBP

Coventry
- 50'100 GBP
- 70'000 GBP

Edinburgh
- 49'700 GBP
- 70'000 GBP

Glasgow
- 48'800 GBP
- 65'000 GBP

Nottingham
- 47'600 GBP
- 70'000 GBP

Oxford
- 47'500 GBP
- 66'500 GBP

Newcastle
- 46'800 GBP
- 62'500 GBP

Southampton
- 46'600 GBP
- 57'700 GBP

Cardiff
- 45'700 GBP
- 61'500 GBP

Bradford
- 43'000 GBP
- 51'000 GBP

Liverpool
- 41'400 GBP
- 55'000 GBP

Brighton
- 41'200 GBP
- 55'000 GBP

Key points of the salary data

in the United Kingdom

Golang, Python, Java, C / C++ and DevOps among the highest-paying technologies.

PHP and QA,Test jobs typically offer lower compensation compared to other positions.

London, Belfast, Cambridge, Birmingham and Manchester stand out as the leading cities in terms of salaries.

Brighton, Liverpool, Bradford and Cardiff are on the lower end but still relatively close to the other cities.

Earnings in the IT industry in Romania

The average salary for a **Junior** tech position is **5'400 RON** /m

	10%	25%	MEDIAN	75%	90%
	2'300 RON	3'000 RON	5'000 RON	6'000 RON	8'800 RON

The average salary for a **Regular** tech position is **12'000 RON** /m

	10%	25%	MEDIAN	75%	90%
	6'000 RON	7'800 RON	10'500 RON	14'000 RON	20'300 RON

The average salary for a **Senior** tech position is **16'600 RON** /m

	10%	25%	MEDIAN	75%	90%
	9'300 RON	12'000 RON	15'000 RON	21'000 RON	27'500 RON

The average monthly net salary for an IT position in Romania is 13'600 RON, with a median of 12'500 RON.

The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings — indicating that 50% of Developers earn more than 12'500 RON and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making the median a more reliable comparison.
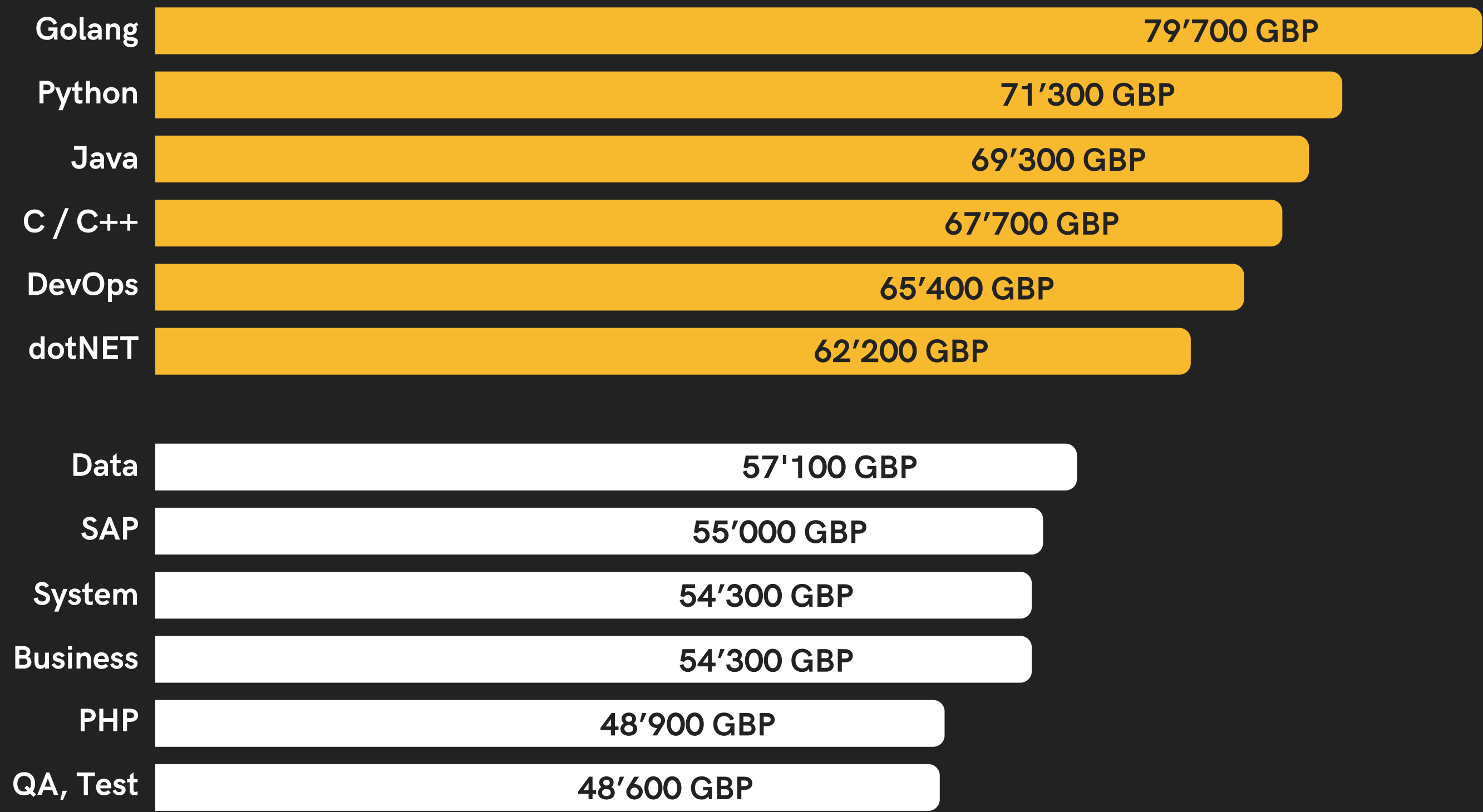
Salaries can vary widely by city, technology, and programming language. For more details, visit our salary statistics page: **DevJob.ro/salaries**

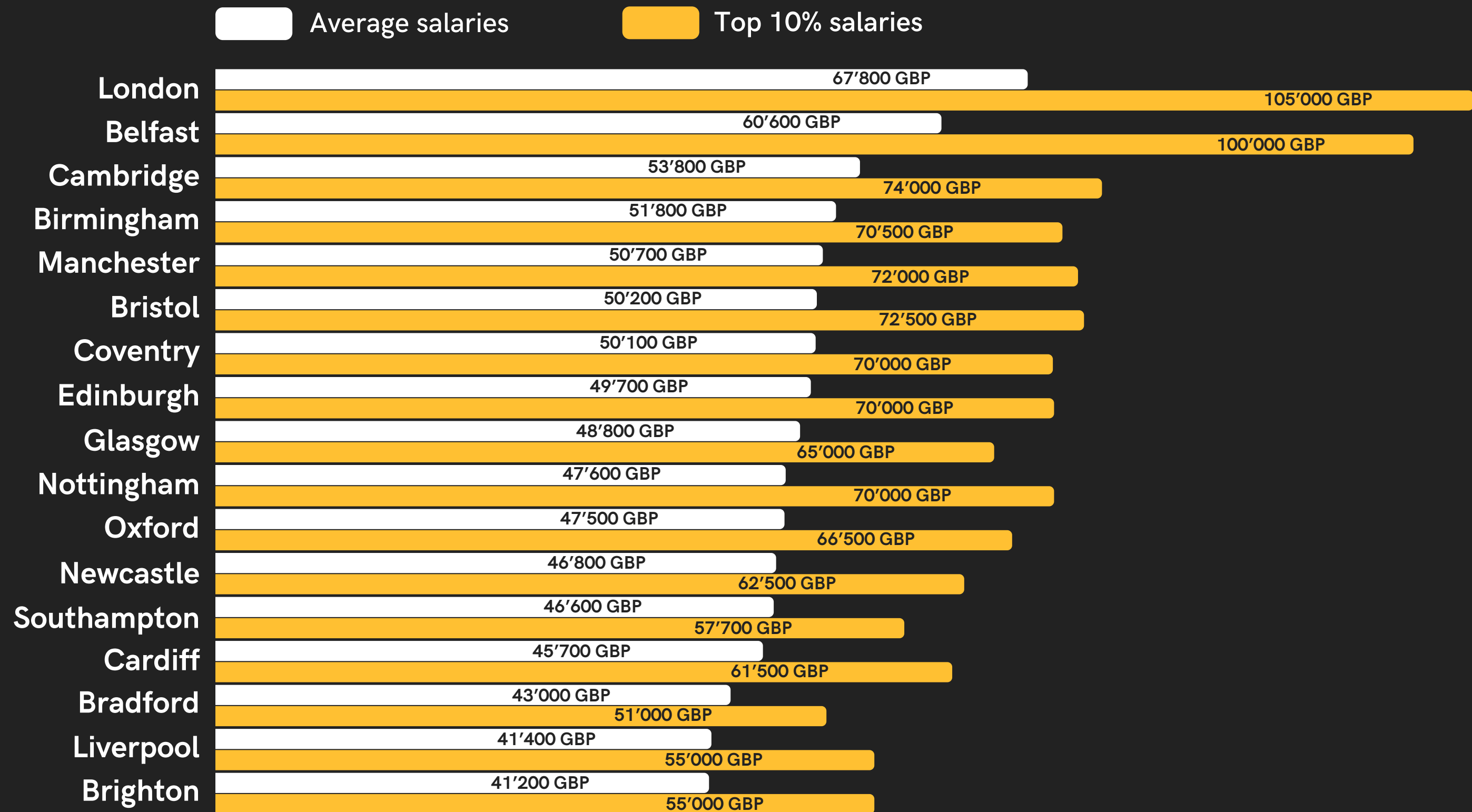The average IT industry salary in **2024** : **13'600 RON** /m

	10%	25%	MEDIAN	75%	90%
	5'800 RON	8'800 RON	12'500 RON	17'500 RON	23'000 RON

39

Highest and lowest paying technologies

BY AVERAGE

Technology	RON
Ruby	21'900 RON
Golang	14'900 RON
DevOps	14'700 RON
Data	14'400 RON
C / C++	14'100 RON
Java	14'000 RON
System	12'400 RON
Security	12'200 RON
QA, Test	12'000 RON
SAP	10'800 RON
PHP	10'700 RON
Business	10'400 RON

40

IT industry salary trends by city and region 🇷🇴

Average salaries   **Top 10% salaries**

Cluj-Napoca
- 15'700 RON
- 26'500 RON

Bucuresti
- 13'300 RON
- 22'500 RON

Targu-Mures
- 11'900 RON
- 14'500 RON

Sibiu
- 11'700 RON
- 16'000 RON

Timisoara
- 11'100 RON
- 15'800 RON

Iasi
- 9'800 RON
- 17'000 RON

Brasov
- 8'100 RON
- 10'500 RON

Key points of the salary data
in Romania

Ruby, Golang, DevOps and Data among the highest-paying technologies.

Business, PHP and SAP jobs typically offer lower compensation compared to other positions.

Cluj-Napoca and Bucuresti stand out as the leading cities in terms of salaries.

Brasov and Iasi are on the lower end but still relatively close to the other cities.

Earnings in the IT industry in the Netherlands

The average salary for a **Junior** tech position is **48'200 EUR** /yr

10%	25%	MEDIAN	75%	90%
32'700 EUR	39'000 EUR	46'800 EUR	55'800 EUR	63'200 EUR

The average salary for a **Regular** tech position is **55'000 CHF** /yr

10%	25%	MEDIAN	75%	90%
39'000 EUR	46'500 EUR	54'000 EUR	62'500 EUR	70'000 EUR

The average salary for a **Senior** tech position is **64'400 EUR** /yr

10%	25%	MEDIAN	75%	90%
50'000 EUR	55'000 EUR	63'000 EUR	70'000 EUR	80'000 EUR

The average gross annual salary for an IT position in the Netherlands is 56'600 EUR, with a median of 55'500 EUR.

The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings — indicating that 50% of Developers earn more than 55'500 EUR and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making the median a more reliable comparison.
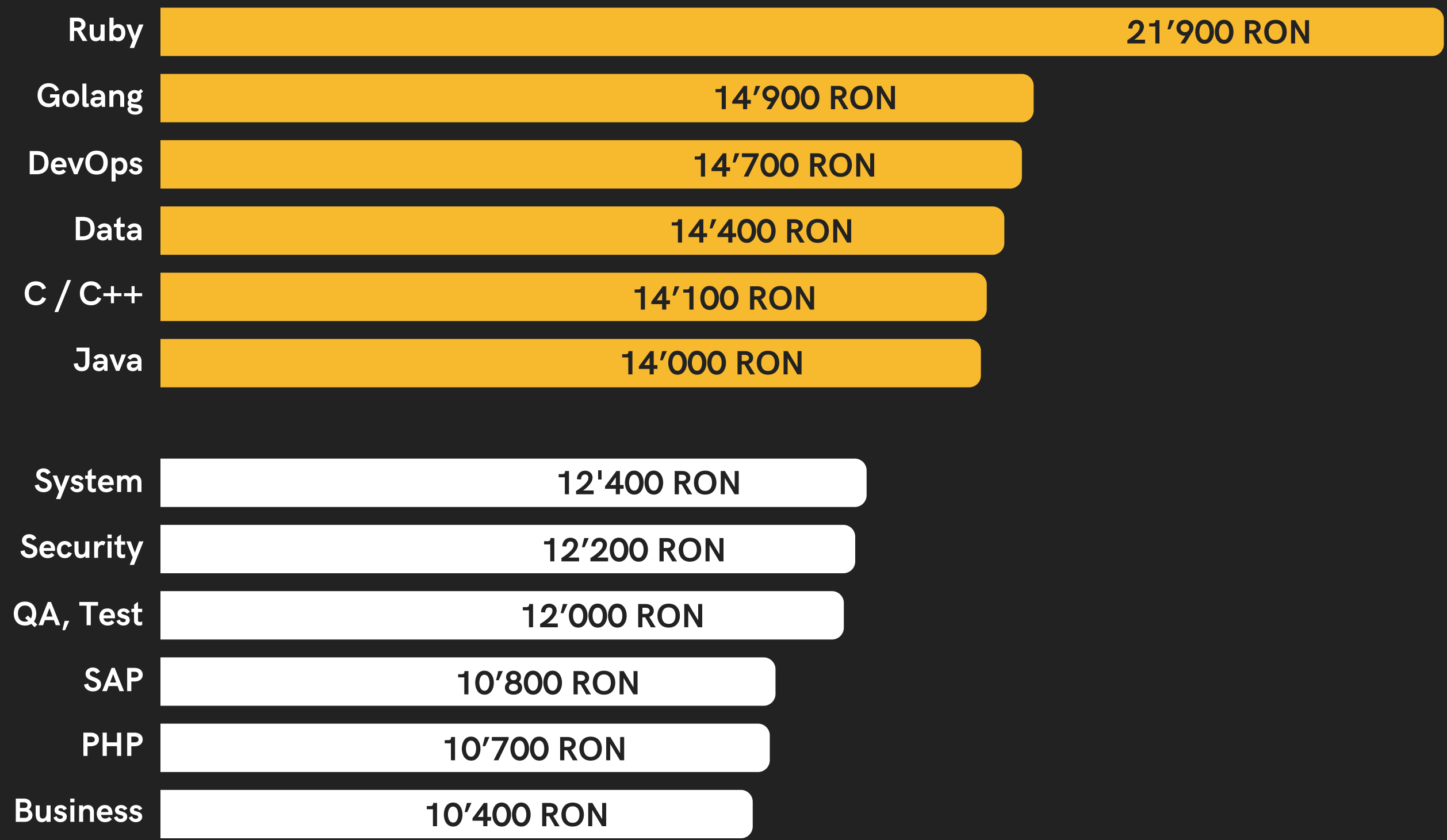
Salaries can vary widely by city, technology, and programming language. For more details, visit our salary statistics page: **DevITjobs.nl/salaries**

The average IT industry salary in **2024** : **56'600 EUR** /yr

10%	25%	MEDIAN	75%	90%
39'000 EUR	47'500 EUR	55'500 EUR	65'000 EUR	74'000 EUR

43

Highest and lowest paying technologies

BY AVERAGE

Technology	Average
Golang	66'400 EUR
Security	65'700 EUR
Mobile	65'300 EUR
Java	62'100 EUR
JavaScript	61'500 EUR
dotNET	59'100 EUR
Data	56'400 EUR
QA, Test	54'800 EUR
C / C++	54'300 EUR
Business	54'100 EUR
System	52'600 EUR
Python	51'600 EUR

44

IT industry salary trends by city and region 🇳🇱

Average salaries — **Top 10% salaries**

City	Average salaries	Top 10% salaries
Amsterdam	61'900 EUR	77'700 EUR
Maastricht	58'800 EUR	66'000 EUR
Utrecht	58'300 EUR	75'000 EUR
Apeldoorn	56'500 EUR	70'000 EUR
's-Hertogenbosch	55'800 EUR	90'000 EUR
Arnhem	55'400 EUR	72'000 EUR
Eindhoven	55'200 EUR	73'000 EUR
Breda	55'000 EUR	70'000 EUR
Nijmegen	54'700 EUR	65'000 EUR
Den-Haag	54'300 EUR	68'000 EUR
Rotterdam	52'700 EUR	68'000 EUR
Enschede	51'700 EUR	65'000 EUR
Groningen	51'200 EUR	65'000 EUR

45

Key points of the salary data
in the Netherlands

Golang, Security and Mobile among the highest-paying technologies.

Python and System jobs typically offer lower compensation compared to other positions.

Amsterdam, Maastricht and Utrecht stand out as the leading cities in terms of salaries.

Groningen and Enschede are on the lower end but still relatively close to the other cities.

Earnings in the IT industry in Poland 🇵🇱

The average salary for a **Junior** tech position is **106'968 PLN** /yr

10%	25%	MEDIAN	75%	90%
52'800 PLN	60'000 PLN	93'600 PLN	132'000 PLN	181'200 PLN

The average salary for a **Regular** tech position is **243'816 PLN** /yr

10%	25%	MEDIAN	75%	90%
144'000 PLN	193'200 PLN	242'400 PLN	300'000 PLN	343'200 PLN

The average salary for a **Senior** tech position is **302'652 PLN** /yr

10%	25%	MEDIAN	75%	90%
216'000 PLN	261'600 PLN	302'400 PLN	343'200 PLN	382'800 PLN

The average gross annual salary for an IT position in Germany is 267'516 PLN, with a median of 272'400 PLN.

The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings — indicating that 50% of Developers earn more than 272'400 PLN and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making the median a more reliable comparison.

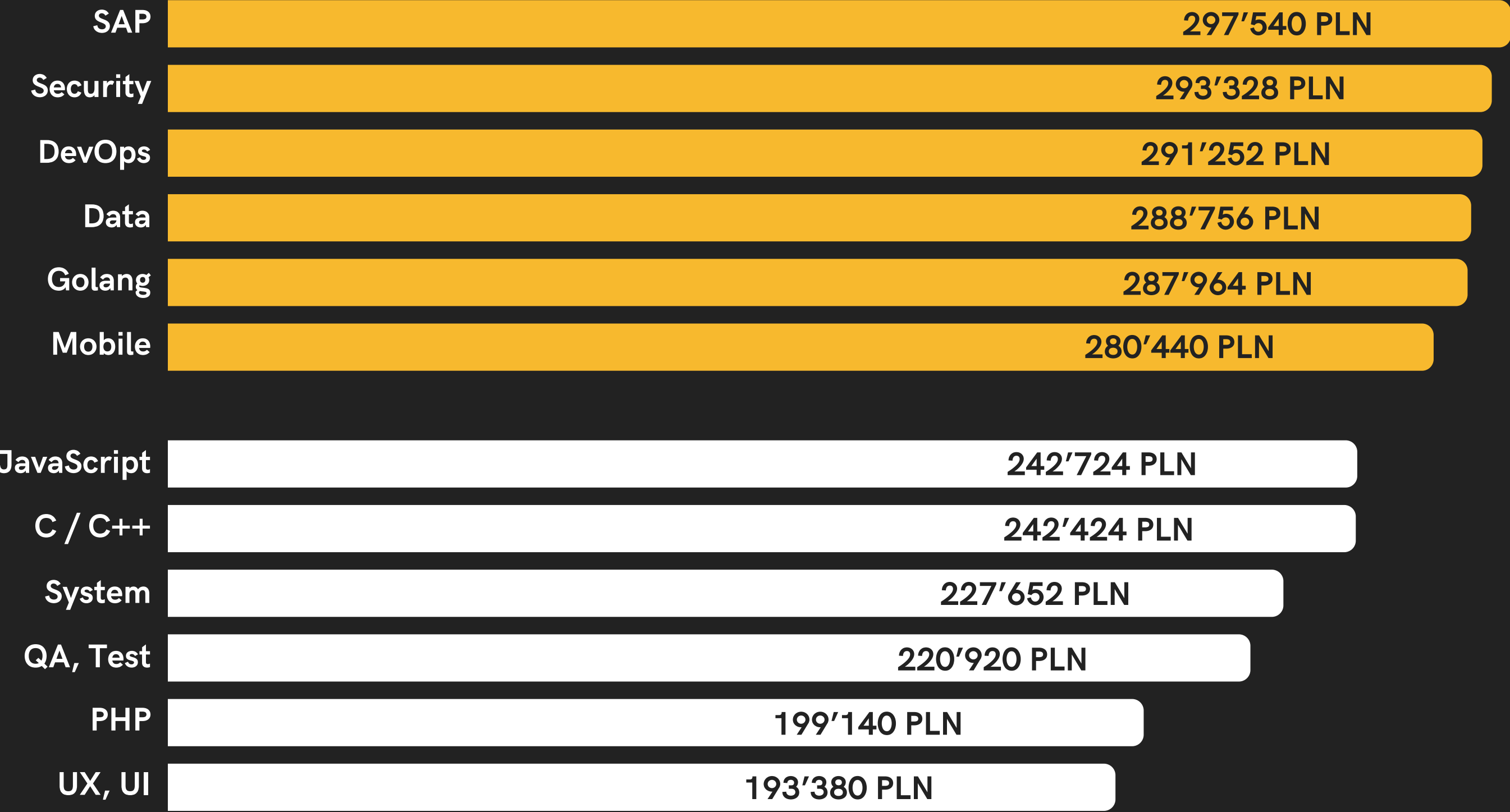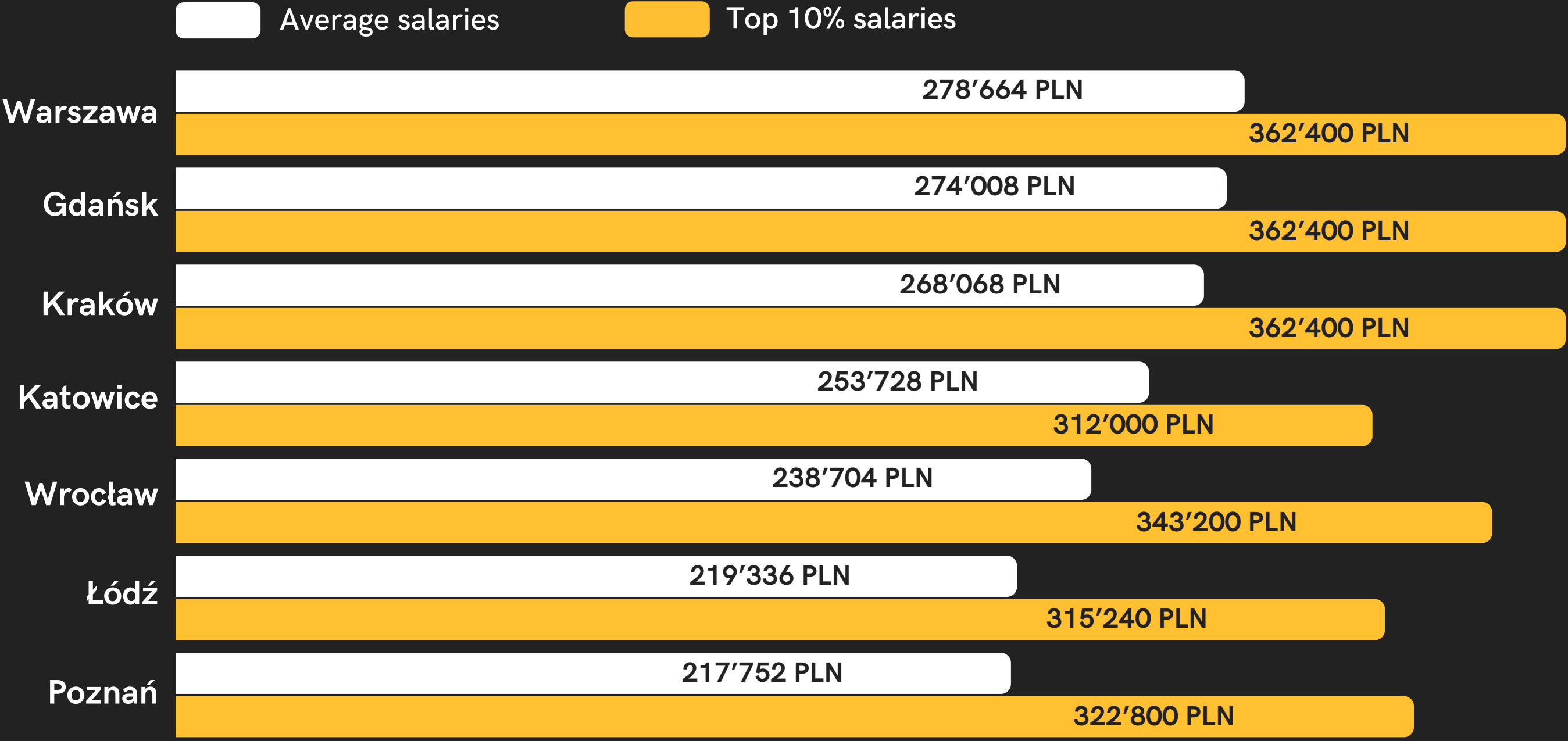The average IT industry salary in **2024** : **267'516 PLN** /yr

10%	25%	MEDIAN	75%	90%
156'000 PLN	216'000 PLN	272'400 PLN	322'800 PLN	362'400 PLN

47

Highest and lowest paying technologies

BY AVERAGE

Technology	Average
SAP	297'540 PLN
Security	293'328 PLN
DevOps	291'252 PLN
Data	288'756 PLN
Golang	287'964 PLN
Mobile	280'440 PLN
JavaScript	242'724 PLN
C / C++	242'424 PLN
System	227'652 PLN
QA, Test	220'920 PLN
PHP	199'140 PLN
UX, UI	193'380 PLN

48

IT industry salary trends by city and region

Average salaries   Top 10% salaries

Warszawa
- 278'664 PLN
- 362'400 PLN

Gdańsk
- 274'008 PLN
- 362'400 PLN

Kraków
- 268'068 PLN
- 362'400 PLN

Katowice
- 253'728 PLN
- 312'000 PLN

Wrocław
- 238'704 PLN
- 343'200 PLN

Łódź
- 219'336 PLN
- 315'240 PLN

Poznań
- 217'752 PLN
- 322'800 PLN

Key points of the salary data
in Poland

50

SAP, Security, DevOps and Data and Mobile among the highest-paying technologies.

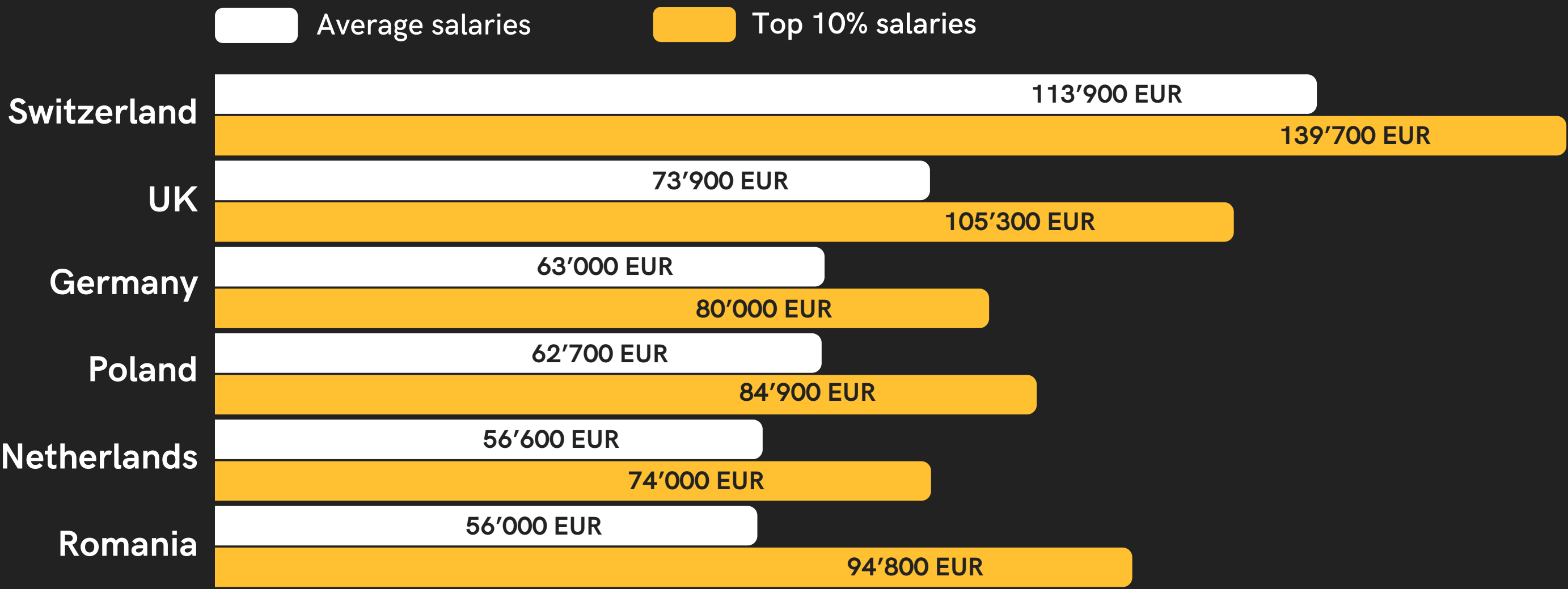UX, UI and PHP jobs typically offer lower compensation compared to other technologies.

Warszawa, Gdańsk and Kraków stand out as the leading cities in terms of salaries.

Poznań and Łódź are on the lower end but still relatively close to the other cities.

IT industry salaries across countries

Average salaries   **Top 10% salaries**

Switzerland
- 113'900 EUR
- 139'700 EUR

UK
- 73'900 EUR
- 105'300 EUR

Germany
- 63'000 EUR
- 80'000 EUR

Poland
- 62'700 EUR
- 84'900 EUR

Netherlands
- 56'600 EUR
- 74'000 EUR

Romania
- 56'000 EUR
- 94'800 EUR

Switzerland remains Europe's highest-paying IT market, followed by the UK and Germany. Poland has seen significant growth, now competing closely with Germany. The Netherlands and Romania continue to offer strong opportunities for top earners.

Emerging markets like Poland and Romania are growing more competitive, closing the gap with Western Europe.

Who are we?

Transparent IT job boards. Built by engineers, for engineers.

Our goal is to bring transparency, openness, and diversity to the European IT job market for everyone in the industry — from Developers to Engineers, SAP and System Admins, Product Managers, QAs, and UX/UI Designers.

SwissDevJobs.ch

GermanTechJobs.de

DevITjobs.uk

DevJob.ro

DevITjobs.nl

RecruIT

SOLID.Jobs is a recruitment portal for IT professionals in Poland. It makes the hiring process more transparent and efficient for both candidates and companies.

What makes SOLID.Jobs stand out is that all job postings include clear salary ranges. This makes it easy for candidates to find opportunities that match their expectations.

It also offers integrated recruitment tools to streamline the hiring process. This allows companies to manage applications and attract the right specialists effectively.

Over 70,000 IT professionals and 900 companies have used SOLID.Jobs so far.

THANK YOU
FOR READING
OUR REPORT

We would be super happy to hear your feedback, especially if your own experiences tell a different story.

Send us a short e-mail:

hello@swissdevjobs.ch

Stock images:
Pexels.com
pxfuel.com
Midjourney