

IT job market in Poland

Salaries in cities, conditions for junior, mid and senior specialists in the 1st half of 2020



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Methodology

This report is based on the analysis of 6989 unique job offers published on nofluffjobs.com portal between 1.01.2020 and 30.06.2020. This analysis doesn't include job offers which collect applications through an outside form.

We took into consideration job offers from such categories as Backend, Frontend, Fullstack, DevOps, Testing, Mobile, IT Administrator, Embedded, Project Management, BI, Big Data, Business Analysis, UX and Support in this report.

The salaries given relate to net + VAT (B2B) and gross (contract of employment).

The first half of 2020 resulted in trend changes caused by the SARS-CoV-2 epidemic and its course in Poland and Europe. The shift in trends can be observed not only in regards to desired technologies but also in work modes, employment conditions and demand for IT employees from specific specializations. Tech companies – both big corporations, start-ups and SME sector companies, opt for more experienced IT specialists. Simultaneously, higher salaries are offered, the list requirements and responsibilities became expanded and benefits packages are slimmed down. Candidates and employers broaden the employer opinion research as they develop “validation” of the company’s organizational culture and its credibility of accepted values. For 59% of IT specialists, the compliance to company’s culture turns out to be the key influence over their decision to leave or stay at their current company.

The IT market has demonstrated a high resilience to the adverse economic conditions. IT companies are continuously looking for employees in order to source the best specialists. They don’t decrease salary budgets and carefully define work and benefits conditions for their future employees. Declarations of IT specialists during pandemic state clearly that 77% of them find a new job within 3 months, and every other respondent states that they are interested in staying in the same company for maximum 2 years. The IT market is a market which doesn’t abhor a vacuum and there is no indication that this will change quickly.



Tomasz Bujok,
CEO No Fluff Jobs

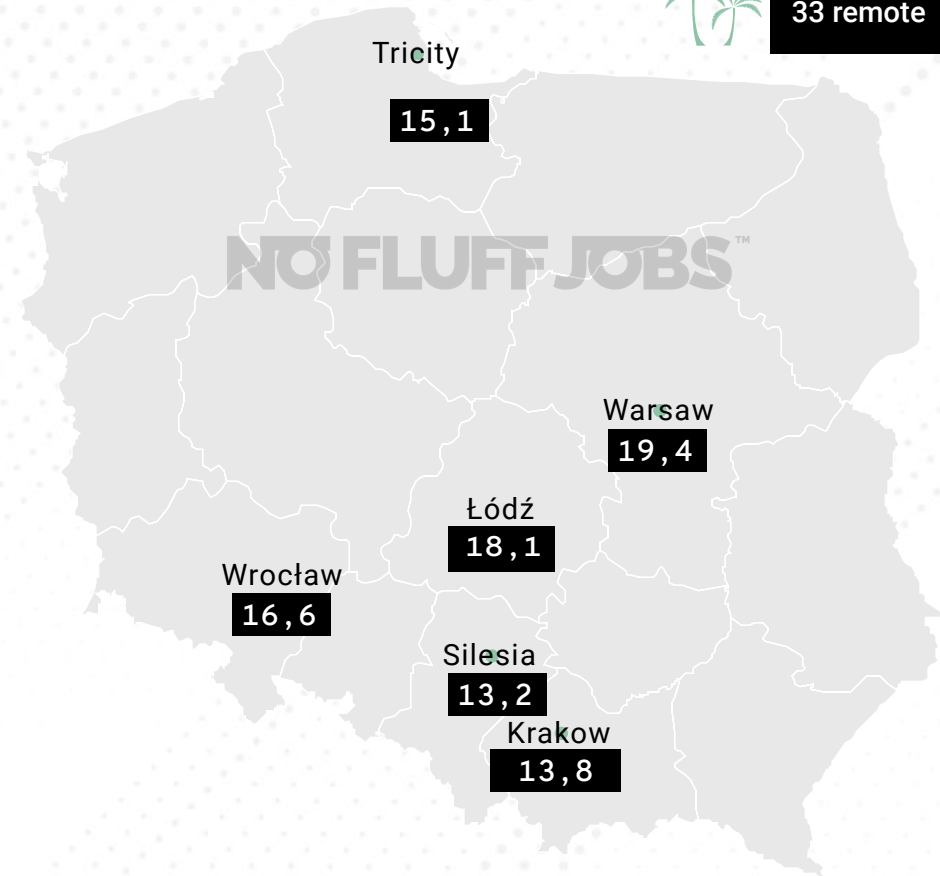
Remote and stationary work



33 remote

In the first half of 2020, candidates applied the most eagerly to remote job offers. 33 applications per remote job offer were sent at average. For comparison, in the first half of 2019, only 18,5 applications were sent per one remote job offer.

When it comes to stationary work at the offices located across Poland, the top locations included Warsaw (19,4 applications per job offer), Łódź (18,1) and Wrocław (16,6).



Presented numbers are average amounts of applications sent by candidates per stationary job offers in the first part of 2020.

The crisis caused by the pandemic has shown that remote work doesn't have to be less effective. Our clients noticed an increase in productivity what they communicated through quarterly satisfaction surveys. Most employees also appreciate the benefits of remote work. Obviously, this assumption is based only on these few months and the question of how, in the long run, will working from home affect motivation, commitment and relationship between employees and the company. Therefore, we created an internal team which works on different scenarios showing how our work may look like in the future. Each of these scenarios is open as of now.

Industry leaders (e.g. Google) have declared that they won't return to offices this year. In our case, this return will be thoroughly considered and introduced in stages. At the moment, we are in the first stage in which 15% of the team can (but doesn't have to) return. This group consists of key personnel who do not have conditions to work from home. We are not afraid of remote work and are convinced that in the future we will be far more flexible – people who would prefer to telecommute will have such a possibility. However, the atmosphere and team relations remain very important to us, so we won't give up on on-site work completely. In short – return to the office will happen but it will be voluntary and throughout.



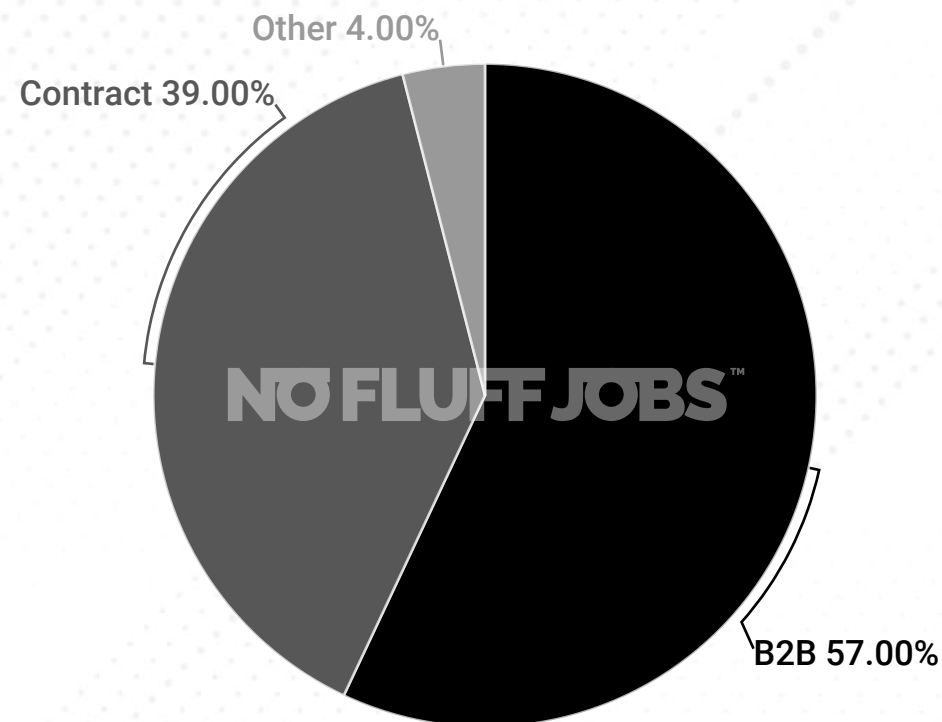
Paweł Łopatka
Managing Director, SoftServe Poland

Types of offered contracts

In the first part of 2020, 57% of job postings offered B2B contracts. Offers mentioning contract of employment were less frequent (39%). Job offers on different conditions than B2B or contract accounted for only 4% of all job offers published via nofluffjobs.com.

For comparison, employers in the first half of 2019 also offered B2B contracts the most often – it was included in almost 60% of all job offers.

Oferowane umowy w branży IT
w I połowie 2020 roku



Offered salaries

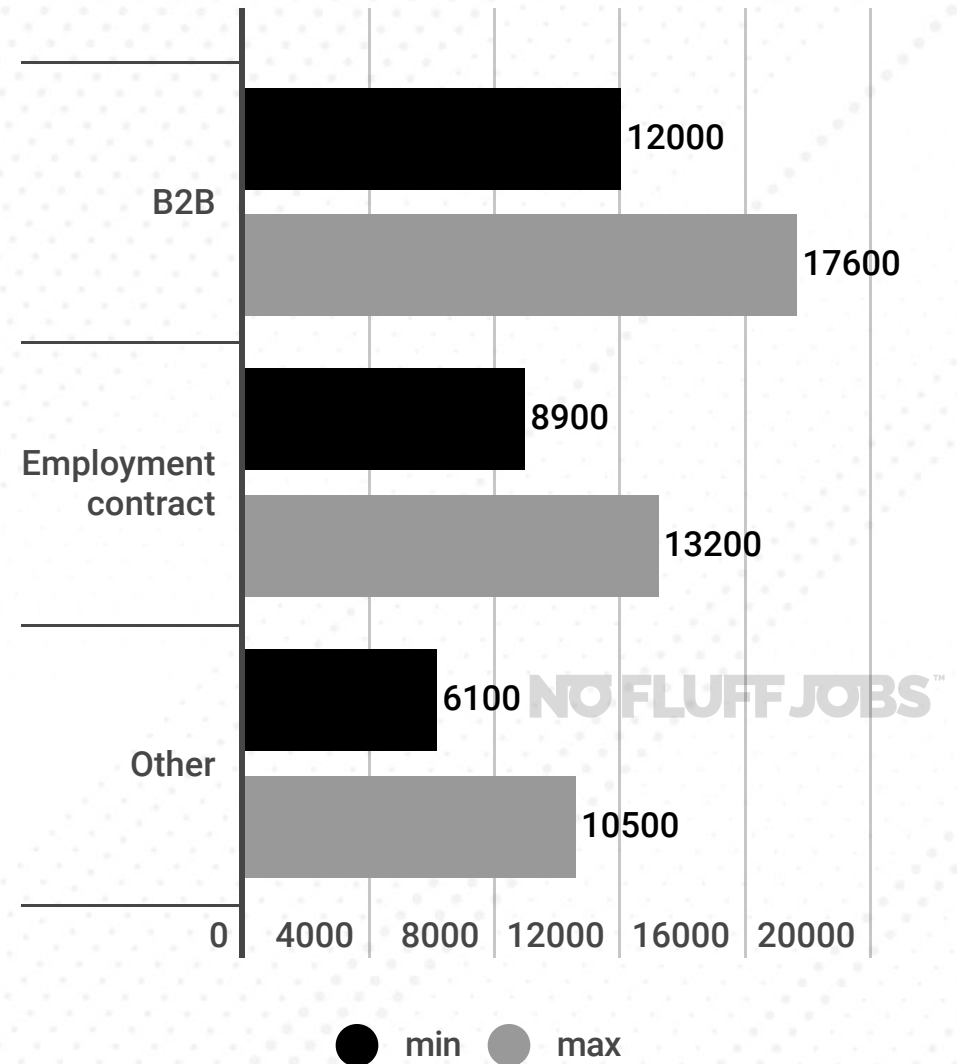
Median of the lowest of the proposed salaries in the first half of 2020 in regards to B2B contracts amounted to PLN 12,000 + VAT and the highest to PLN 17,600 + VAT.

When it comes to contracts of employment, offered salary amounted to PLN 8,900–13,200 gross.

The lowest salaries appeared in job offers with a contract of commission or mandate. Employers in this category offered salaries of PLN 6,100–10,500 gross.

By contrast, in the first half of 2019, medians of top and bottom range of B2B contracts amounted to PLN 10,000 and 16,000. Whereas, contracts of employment offered respectively gross PLN 8,000–12,000.

Median of salaries based on a type of contract in the first half of 2020



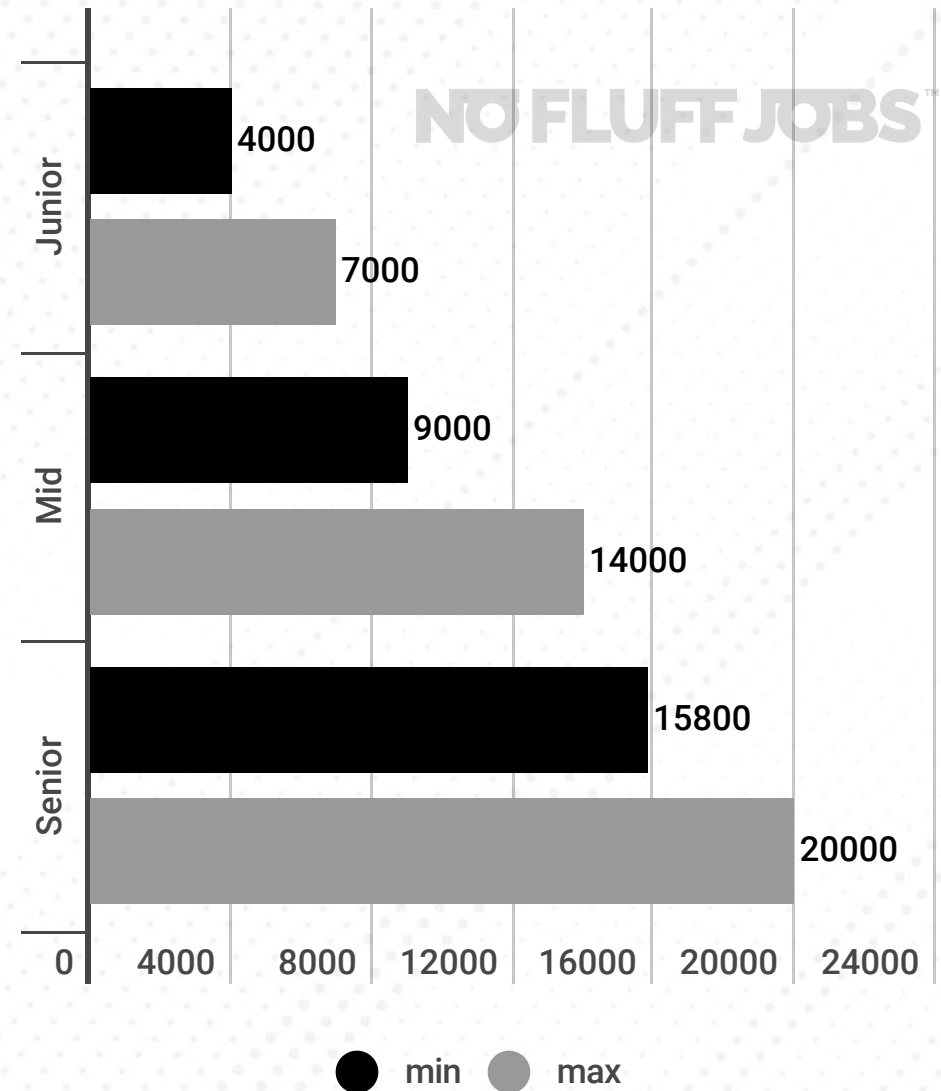
Salaries of junior, mid and senior specialists on B2B contracts

Juniors could expect salaries between PLN 4,000 – 7,000 + VAT, but mid specialists could call for rates even twice as big. Mid salaries amounted to PLN 9,000 – 14,000 + VAT.

Salaries for seniors in published job offers ranged between PLN 15,800 – 20,000 + VAT (B2B).

In comparison to the first half of 2019, offered junior and senior salaries didn't change a lot. However, offered salaries for mid-level specialists increased from PLN 8,000–13,000 + VAT.

Median of salaries on B2B contracts per experience level in the 1st part of 2020u

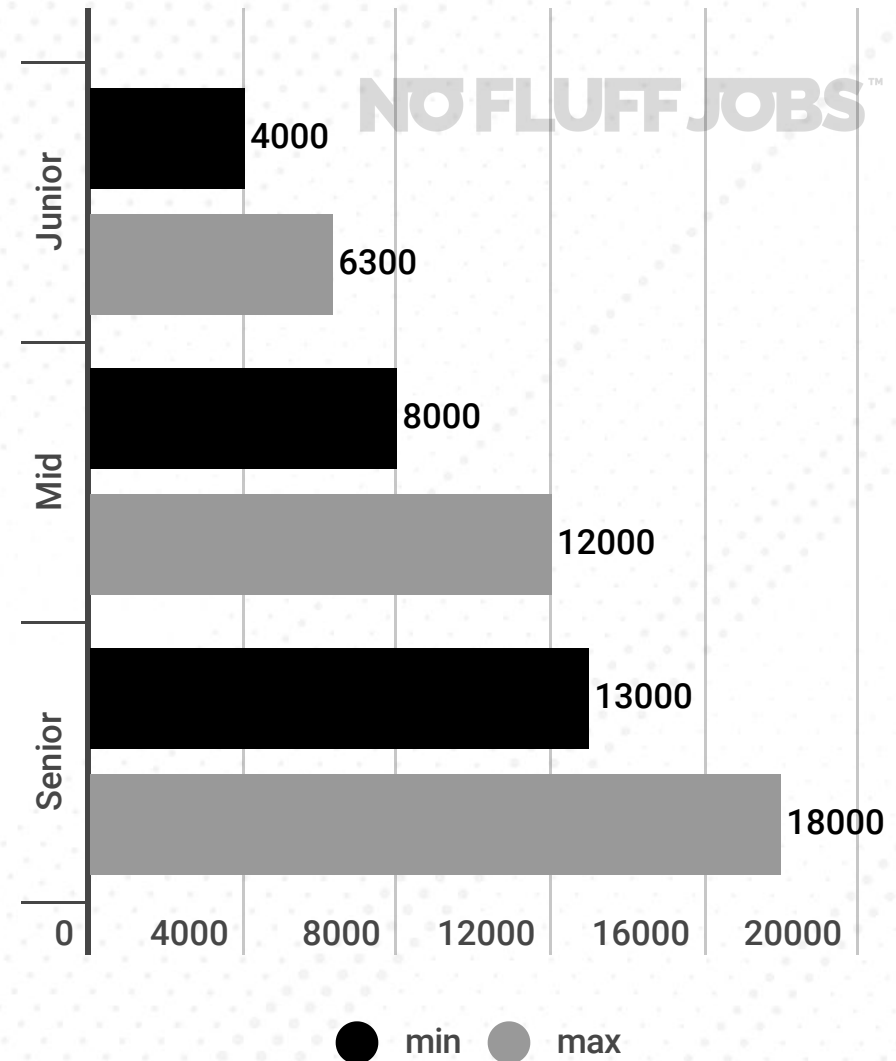


Salaries of junior, medium and senior specialists on employment contracts

In the first half of 2020 juniors could expect salaries from PLN 4,000 to 6,300 gross on employment contracts. The mid-level specialist could expect two times bigger rates than beginners. Their salaries in the published offers were between PLN 3,000 and 12,000 gross on employment contracts.

Salaries offered to seniors amounted to PLN 13,000–18,000 gross.

Median of salaries on employment contracts per experience level in the 1st part of 2020

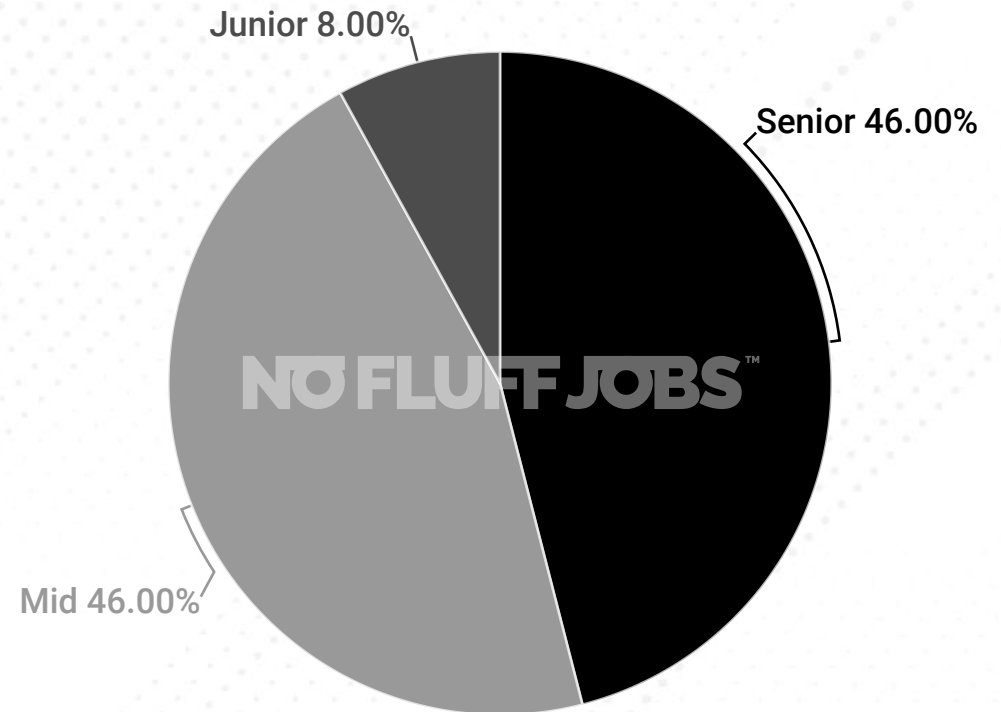


The most desired IT specialists

In the first half of 2020, the vast majority of job offers was targeted towards mid (46%) and senior (also 46%) levels of experience.

Job offers for juniors contributed only 8% of offers overall. It is a much smaller amount than in the previous year in which offers for juniors made up 12% of all offers.

The demand for specialists depending on experience levels in the IT market in 2020



The situation of junior specialists

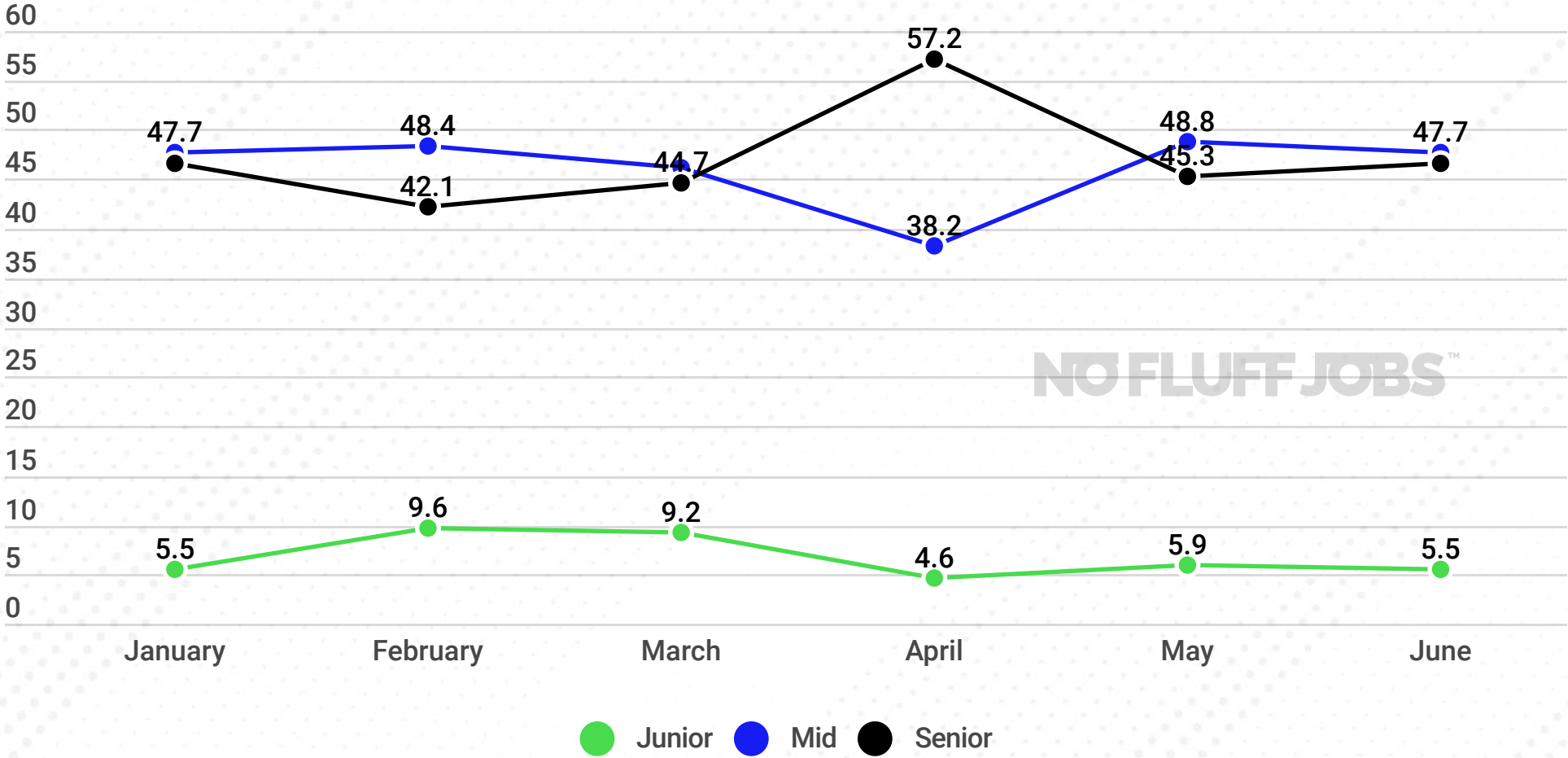
In the second quarter of 2020, we could observe a higher demand for more experienced IT specialists. Job offers for seniors made up to 57% of all job offers.

At the same time, the amount of job offers for juniors has decreased. In April 2020, only 4,6% of all job offers was targeted to beginners, whilst this amount was twice as big a month before.

In April, the number of offers for mid-level specialists also decreased temporarily - offers from this group constituted only 38%, whereas before that it made up around 48%.



The demand for IT specialists depending on the level of experience in the 1st part of 2020 (percentage of offers for juniors, mids, seniors among all offers)



Senior, mid or junior?

In the current economic situation, companies clearly opt for employing experienced IT specialists who demonstrate great competences. One of the causes of this trend can be the increasingly wide-spread remote work mode which was introduced not only in the IT industry but in a lot of companies as well. Specialists of the highest level of seniority are characterized by a higher level of independence and are quicker to adapt to their new workplace and tasks. It is also connected to the need to quickly achieve full efficiency, which is especially crucial during a crisis. Beginning specialists, e.g. juniors, need more time to learn, more attention from other team members and need to cooperate on given tasks which may affect negatively on timely delivery and budgets of active projects. Juniors may simply offer a logistic challenge for companies.



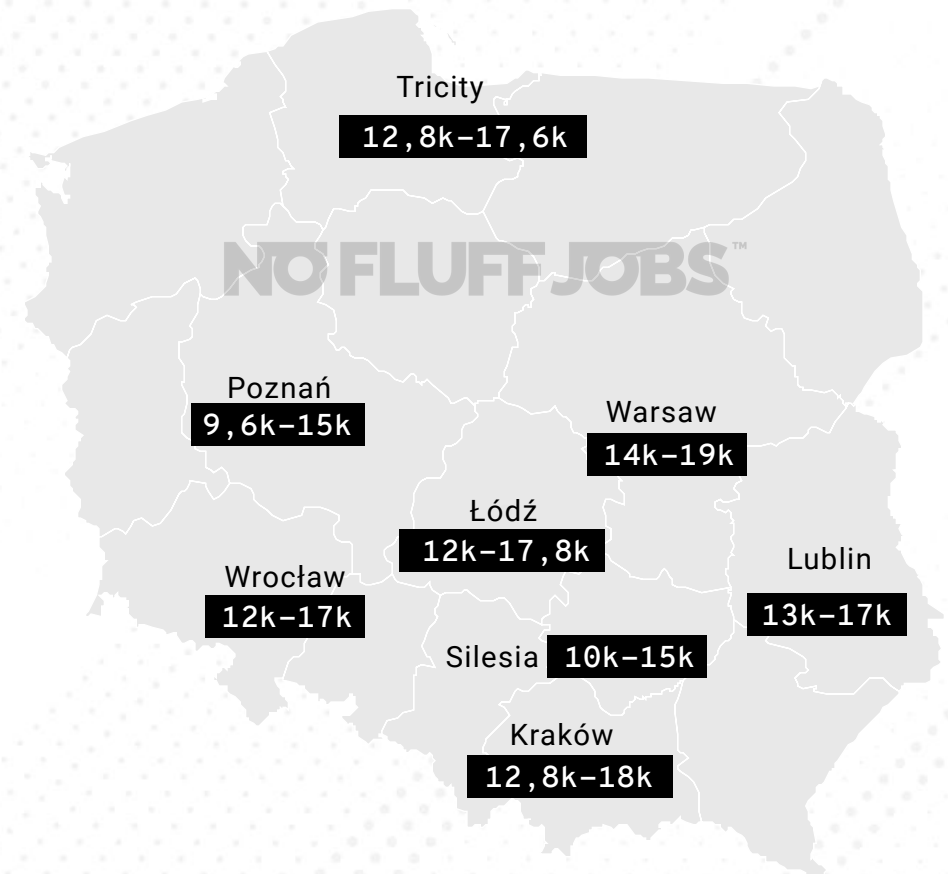
Aleksandra Kubicka
HR Business Partner No Fluff Jobs

Salaries in cities

Median of top and bottom salaries offered in the 1st half of 2020 (Net on B2B contracts)

Based on the data from the first half of 2020, IT specialists could expect the highest income in Warsaw - offered salaries amounted to PLN 14,000-19,000 + VAT.

Among big IT centres, the lowest rates for B2B contracts were offered in Poznań (PLN 9,600-12,000 + VAT) and Upper Silesia (PLN 10,000-15,000 + VAT).

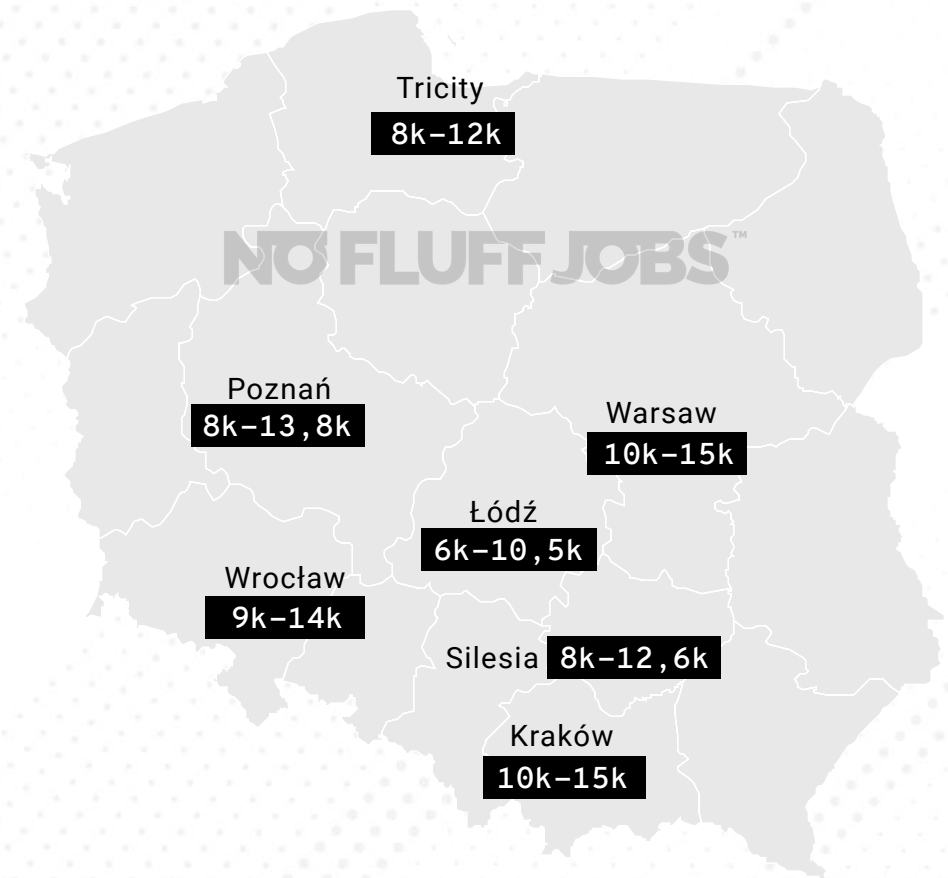


The highest salaries on employment contracts in cities

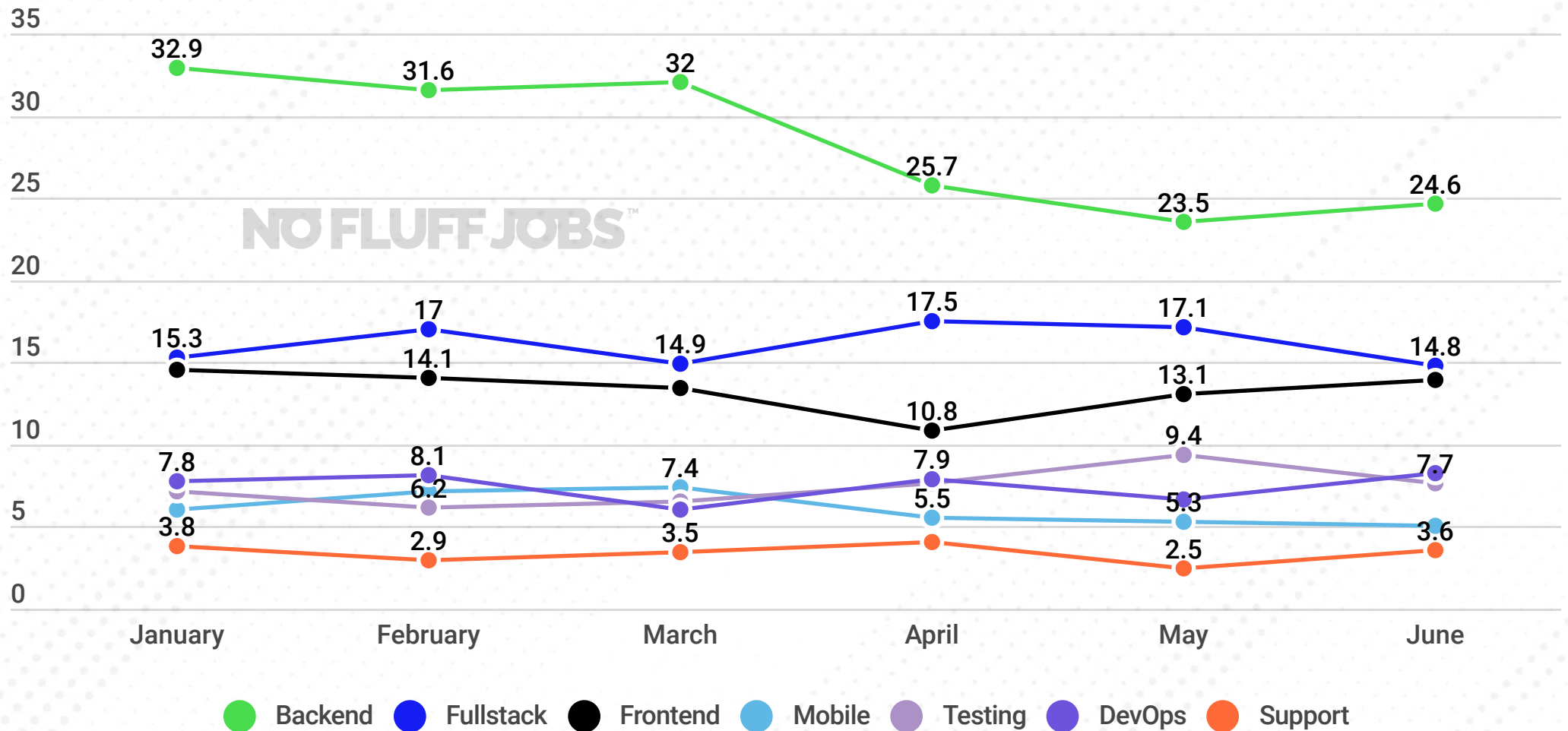
IT specialists who prefer employment contracts can expect the most attractive salary in Warsaw and Krakow (PLN 10,000–15,000 gross per month).

Based on this year data, the lowest rates among urban centres were offered in Łódź where they could expect salaries between PLN 6,000–10,500 gross.

Median of top and bottom salaries offered in the first half of 2020 (gross on employment contracts)



Share of particular specializations in the total number of job offers



Share of particular specializations in the total number of job offers

In relation to the pandemic, some opened recruitments were held off in late March – it was the period of the strongest uncertainty in the level of epidemic in Poland.

Decreases were noticeable for Backend and other top categories: Frontend, Mobile, DevOps. There was, however, an increase in job offers targeted to Fullstack programmers and testers. The increase for these specializations was respectively, 15% to 18% and 7% to 9,5%.

The decrease in the number of job offers in Backend category was correlated with the increase in Fullstack category – specialists in this area have more skills and knowledge, as they know both backend and frontend technologies.

The highest-paid specializations in IT / B2B

When it comes to B2B contracts, there were some IT specializations in the 1st half of 2020 that offered salaries even higher than PLN 20,000 + VAT monthly.

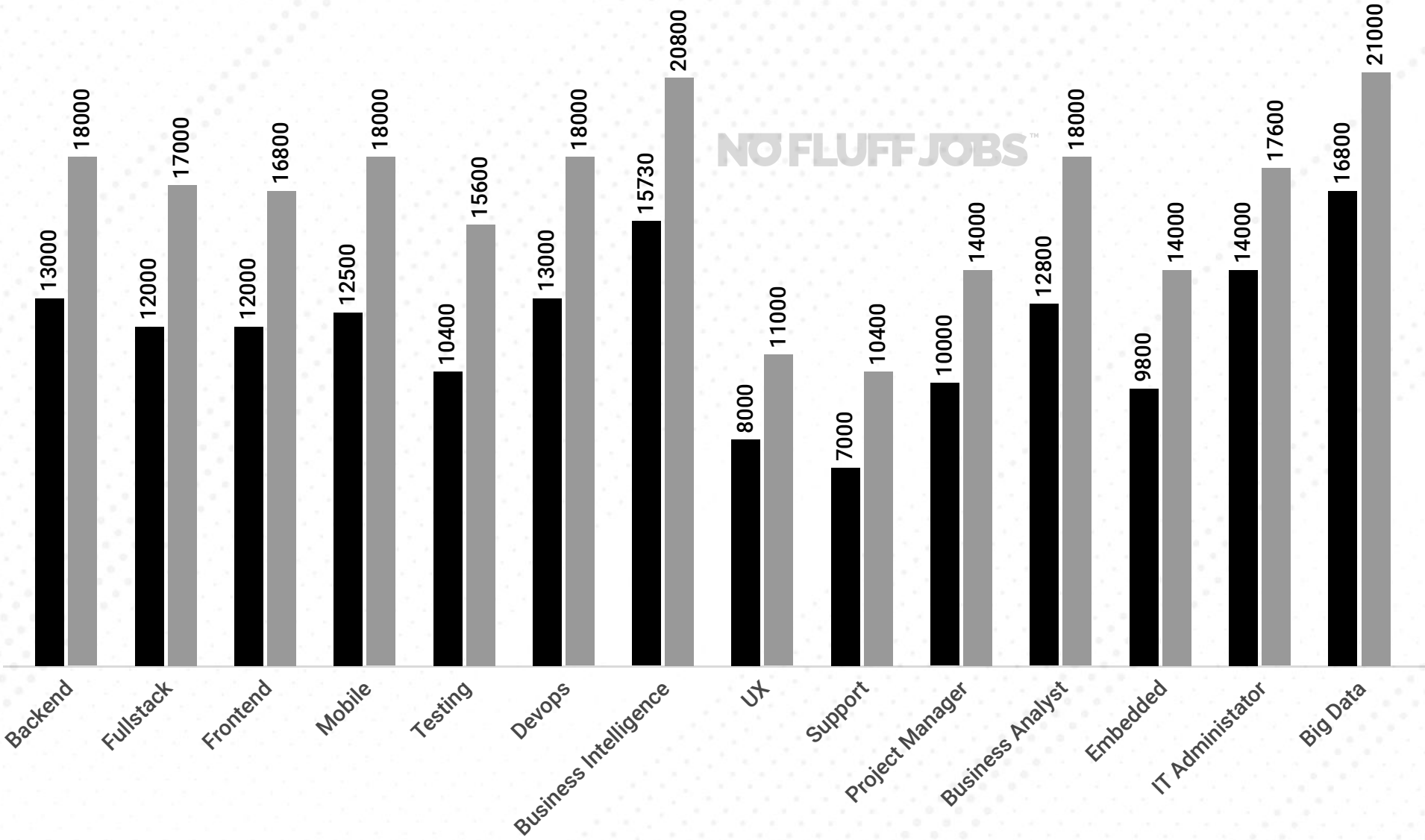
The highest salaries could be observed in such specializations as Big Data (even PLN 21,000 + VAT) and Business Intelligence (PLN 20,800 + VAT).

Employers offered high salaries to Backend, Mobile, DevOps and Business Analytics specialists – a median of offered salaries came up to PLN 18,000 + VAT for the top amounts.

Specialists from the support (PLN 7,000–10,400 + VAT) and UX (PLN 8,000–11,000 + VAT) sector were paid the lowest.



Median of salaries on B2B contracts depending on specialization
in the first half of 2020



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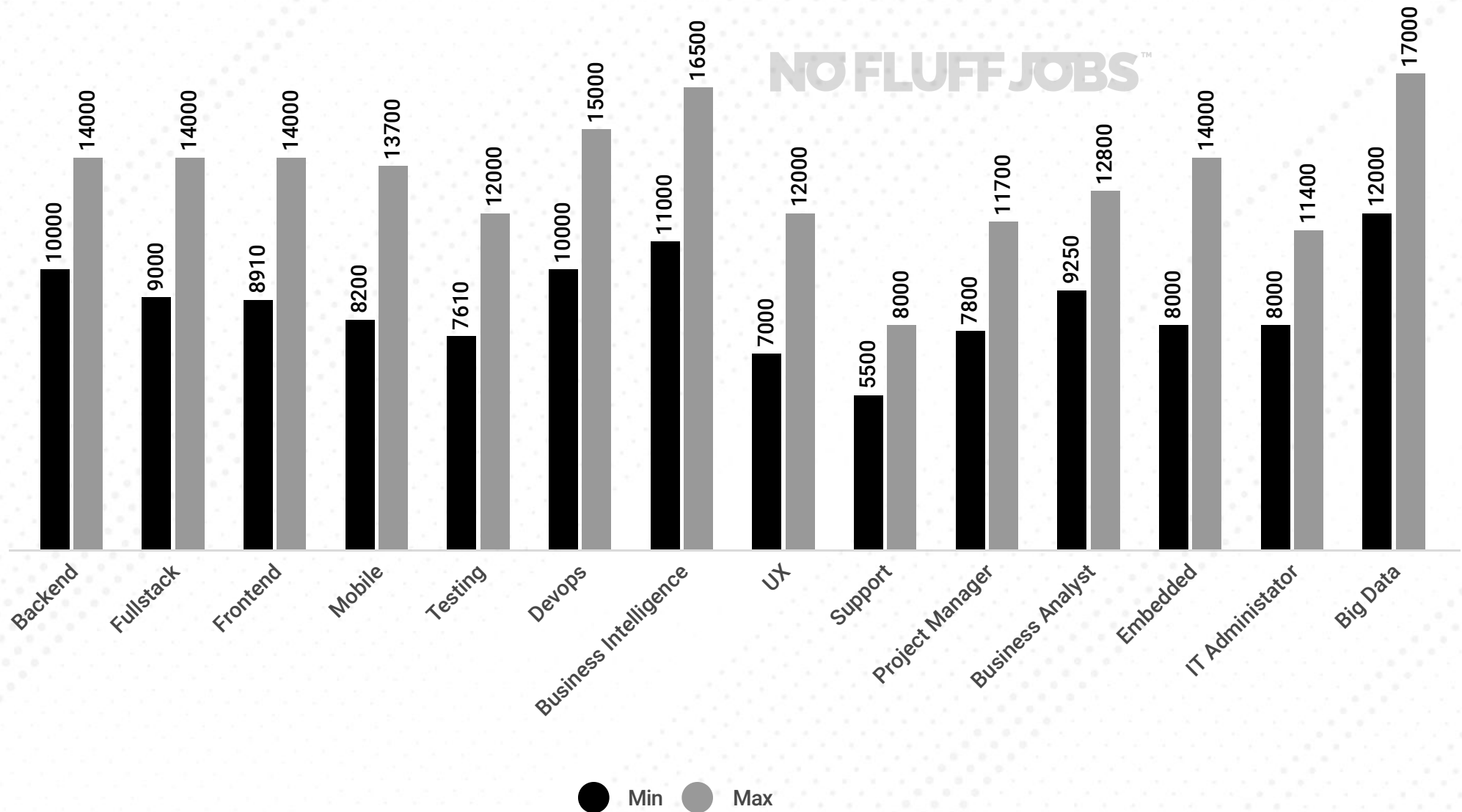
The highest-paid specializations in IT / Employment contract

Similarly, like in the case of B2B, specialists employed based on the employment contract could expect the highest salaries in Big Data (from PLN 17,000 gross), Business Intelligence (max. PLN 16,500 gross) and DevOps (max. PLN 15,000 gross).

The lowest salaries in terms of the employment contract were offered to Support (max. PLN 8,000 gross), IT Administrator (max. PLN 11,400 gross) and UX (max. PLN 12,000 gross)



Median of salaries on employment contract depending on specialization in the first part of 2020

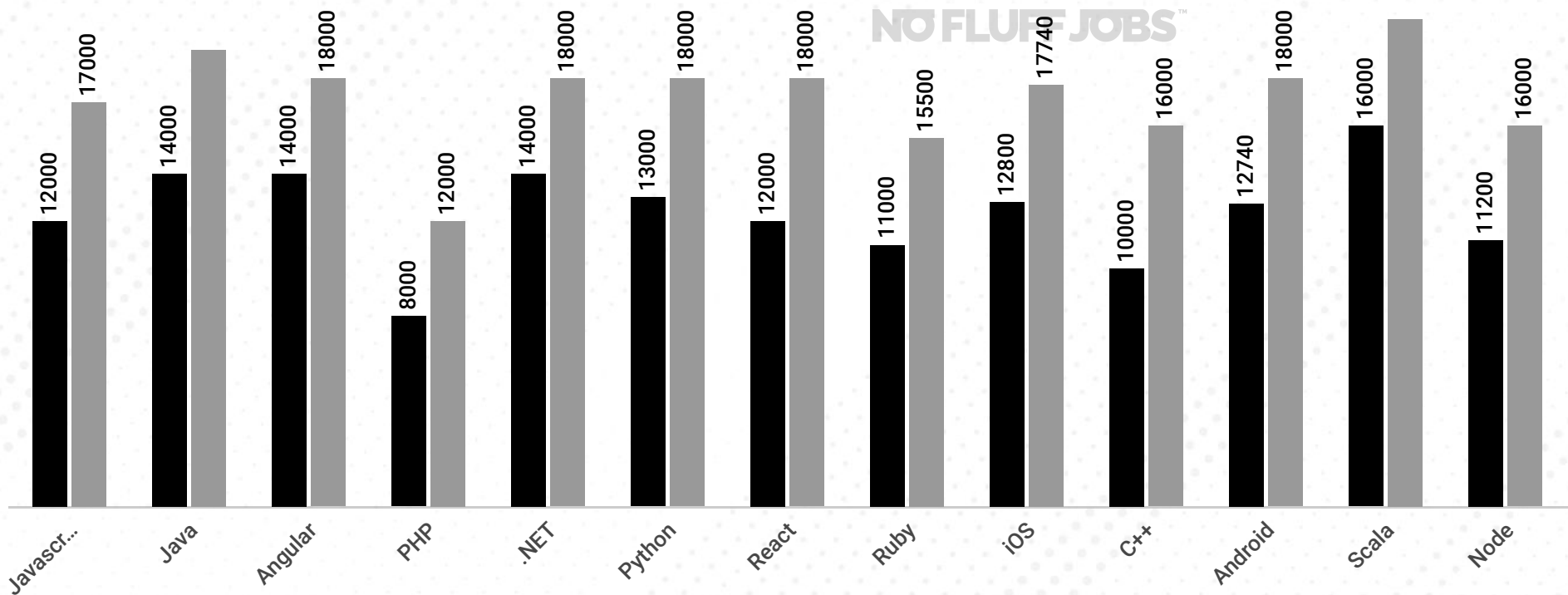


The highest-paid technologies in IT / B2B

The top pay on the B2B contract was offered to specialists fluent in Scala and Java. Median of the top amounts reaches up to PLN 20,000 + VAT. Specialists who know such technologies

as Angular, React, Python, Android and .NET cannot complain either. In each of these specializations, the highest salaries that were offered reached up to PLN 18,000 + VAT.

Median of the highest salaries on B2B contract depending on technology in the 1st half of 2020



In our opinion, it is worth investing in the development of Fullstack technologies. It is desirable for the employees to have a range of competences, to be flexible when it comes to projects, and to be able to efficiently move from Frontend to Backend technologies. In a clearly technological sense, we are observing an emphasis on the development of such areas as Big Data, Business Intelligence or Machine Learning which coincides with our need and growth strategy. We are also noticing a demand for classic competences as .NET or JavaScript (especially React and Node).



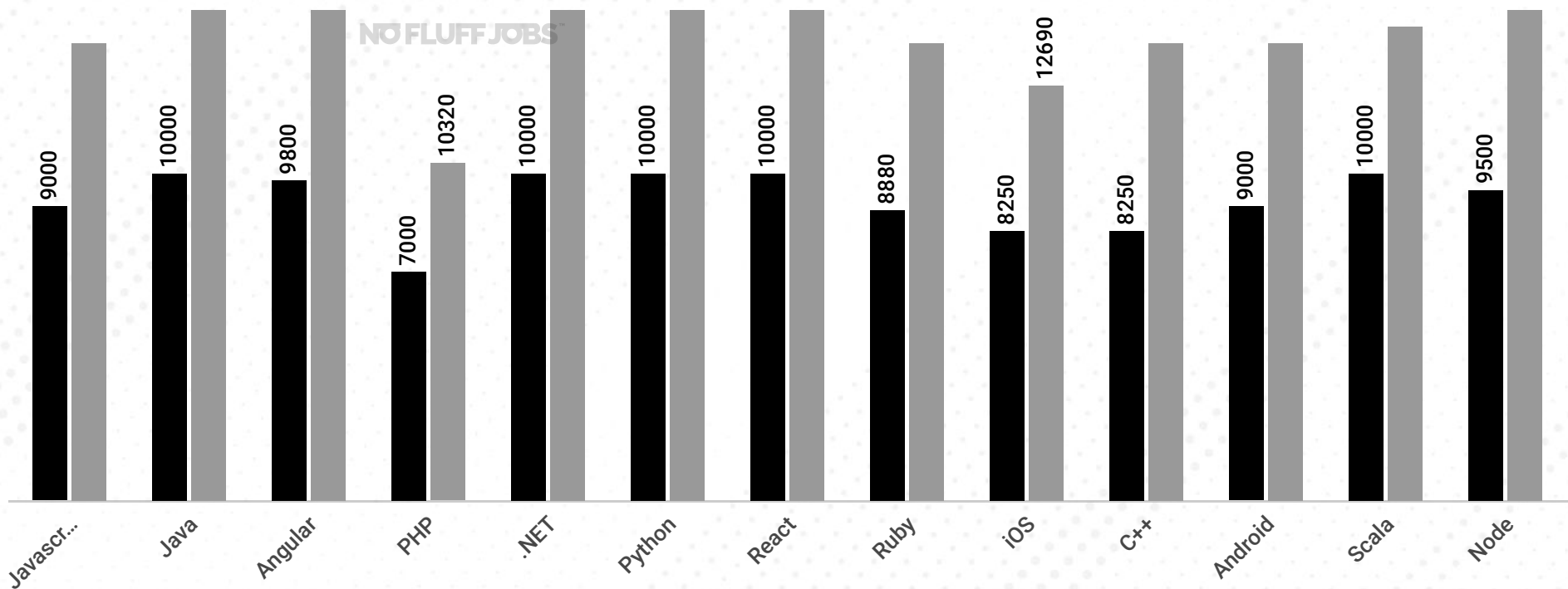
Monika Bieniek
Talent Operations Manager, SoftServe

The highest-paid technologies in IT / employment contract

In the matter of employment contract, the median of the top salaries (to PLN 15,000 gross) can be observed in offers asking for such technologies as Java, Angular, .NET, Python, React and Node.

The lowest pay is offered to programmers fluent in PHP. Median salaries offered for this programming language amount to PLN 7,000-10,000 gross.

Median of salaries on employment contract depending on technology in the 1st half of 2020



Predictions for the second half of 2020

Platforms / The necessity to know Kubernetes and Docker are not new but are becoming the norm. The question is – where to go next? It is worth to observe service meshes such as Istio and LinerD2.

Public cloud / While keeping in mind what companies open data centres in Poland, it is worth to invest your time in learning Microsoft Azure and Google Cloud Platform. If we plan to realize projects for companies in the USA, AWS is a crucial skill.

Automatization / Infrastructure as Code is not just a construct, but a requirement in strategies and standards of companies. If we think about VMware or Kubernetes public cloud, Terraform from HashiCorp would be the first choice.

CI/CD/Github / is not only just a repository for Open Source projects, but after last investments, it has the potential to become a major player on SaaS CI/CD solutions market. Whereas in on-premises solutions, Gitlab presents an interesting option as an alternative for Jenkins, TeamCity or Atlassian stack.

Languages / From the new wave of programming languages such as Rust, Go, Dart or Kotlin, the mobile segment seems to be the most interesting as Flutter causes a bigger demand for Dart. In Backend, despite the popularity of Rust and Go, they still are less frequently used than Java, Python or .NET Core.



Szymon Warda, Łukasz Kałużny
patoarchitekci.io

Involvement / In 2020 everybody should show great efficiency and involvement in their work. A good specialist shouldn't be anxious about being employed. However, a slight change in the situation of the employee-employer market is visible, what is a natural consequence of layoffs in some companies and the fact that a lot more people are actively searching for a new job.

Working remotely and integration / Remote work will be possible and even required until the end of 2020. Therefore, internal communication and team integration (especially new forms of said integration) will be important. Big corporate parties probably won't be thrown, so new initiatives will take their place – small gatherings in open space or various benefits on a personal level (e.g. concierge service, car leasing, office equipment funding).

Technical and soft skills / In the sphere of the most desirable competencies, both soft and technical skills will remain important. It is worth noting that fluency in English will remain crucial and essential. Soft communication skills play a vital role also at the office. We are always focused on good relationships and a positive atmosphere. Additionally, these aspects are important in the case of people who work directly with the client – they create a stable relation based on trust.



Agnieszka B. Dąbrowska
Wrocław Branch Manager, SoftServe

Self-directed people / There will be a high demand for people who can be characterized as self-directed. People who don't need to be time-managed and those who don't need to be controlled and limited by the management. What is important, employees who to a larger extent can evaluate the results of their work without being told to do so by their superior.

Ability to maintain focus / In my opinion, definitely not only now but in the future, the ability to focus on the task will become more important as a competency. In the environment of increasingly large amounts of distractions, this skill will have key importance in day-to-day efficiency. Being resistant to outside stimulus and time management will surely be crucial abilities verified along with subject-related competences.



Jarosław Walaszek
IT Production Director, Ringier Axel Springer Tech



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